



Watertown Public Schools

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To: The Watertown School Committee
From: Deanne Galdston, Superintendent
RE: New Superintendent Induction Program

I am very pleased that the Watertown School Committee has supported my transition into the role of superintendent by providing me with the opportunity to participate in the New Superintendent Induction Program, a joint partnership between the Massachusetts Association of School Superintendents (M.A.S.S.) and the Department of Elementary and Secondary Education (DESE). The main goals of the program are to teach replicable best practices, to provide a coach who has served in the role of superintendent, and to offer multiple opportunities to collaborate and network with colleagues, all with the goal of providing new superintendents with the necessary supports for success.

The 3-year program features both large group meetings, during which Cohort 8 new superintendents meet together to discuss topics and issues facing new superintendents, and one-to-one in-district coaching sessions. In the first year, the program provides eight content sessions and 12 full-day coaching sessions. The focus of the work to date has been creating and implementing an entry plan, crafting goals and action plans for evaluation, and learning how to create a district strategy for improvement. I have already implemented what I have learned from the program and look forward to learning more in the coming years. Attached is an overview of the program and a calendar of the meetings.

I have been working with my coach, Dr. Rosemary DiTullio, the former superintendent in Rockport. Dr. DiTullio's experiences are well suited to help me grow in this new role. We have met together several times to date, including a walkthrough of all of our buildings. Having someone to ask questions, receive feedback and generally to listen to my processing of my new position is invaluable. Dr. DiTullio's resume is included with the memo.

Once again, I would like to thank the Watertown School Committee for understanding the value of this program and encouraging my participation in the program. I am excited to introduce my coach to you at the October 2 School Committee.