



## HINGHAM PUBLIC SCHOOLS

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**Dr. Gary E. Maestas**  
Interim Superintendent of  
Schools

### Goals for the Interim Superintendent

**Dr. Gary E. Maestas**

As I consider the work that has to be done in the months to come, there are many things that I have observed that are more suitable than others to place my efforts. Since a new Superintendent will be appointed close to the new year, the objective is to concentrate on areas that can help the new Superintendent and District succeed with a conscious sense of priority. The Interim Superintendent's goal is to create a model of operation that can be continued for years to come.

**Goal 1: Strategic Plan-** the Strategic Planning process is arduous but one of the most crucial documents to ensure district alignment and overall District, school, and programmatic goal development. The Strategic Plan will help guide the school district for the next 3 or 5 years, depending on the longevity recommendations of the Strategic Planning Committee. The District will employ the services of a consultant/facilitator that will help guide the process and develop the final publishable document. The Strategic Plan will be complete by June 2022 and formally released to the school committee at a School Committee Meeting to be determined.

**Goal 2: Budget** - The budget preparations for the 2022/2023 school year poses inherent challenges. The school department has presented a variety of needs, and how these needs are addressed through the budgeting process needs to be strategic.

- Foster Elementary Construction
- The 2021-2022 increase in the school budget to address staffing needs has created the need to fund the identified requests for the years to come. As a result of increased school and town needs, there is a potential for the town to increase property tax by over 2-1/2% (\*Mass. Proposition 2-1/2), also known as an operational override.

**Goal 3: Superintendent appointment and transition-** The Hingham Schools will enter a search process to hire the next school district superintendent. The Interim Superintendent will work with the search firm, New England School Development Cooperation (NESDEC), to meet the projected timeline established by the School Committee. Upon selecting the next Superintendent, The Interim Superintendent will work with the successful candidate to transition them into the position for a start date negotiated with the School Committee.

**Goal 4: Foster School Project-** The School district is positioned to renovate/replace the Foster Elementary School. The Foster Building Committee has established projected timelines,

including various benchmarks that must be met from the town and school department to gain a funding agreement with the Massachusetts School Building Authority (MSBA). The Interim Superintendent will work with all the appropriate committees and boards to help with the MSBA process to support the proposed timeline.

**Goal 5: Communication enhancement:** Good communication is key to organizational success. Over the past few weeks, I have realized that the District does not have a formalized communication model to ensure consistent and timely communications. A Communications Specialist (CS) will be hired for the District in October. The Superintendent and his staff work with the new CS to develop a plan of action to address the communication model for the District to include Web, print, and social media.

Many tasks and initiatives must be accomplished between now and the end of the school year, not included in these goals. I believe that the unlisted items are par for the course for a superintendent. I will focus my efforts between now and the end of the school year to address those issues consistently.