

Reference Check and Summary on
Dr. Ericilda Herman
Candidate for Superintendent of Schools in Amherst-Pelham Regional
School District—Amherst, Massachusetts

Dr. Ericilda Herman meets or exceeds the criteria that the Amherst-Pelham School Committee and Search Committee established for their next Superintendent of Schools. Currently, Dr. Herman serves in the position of Insular Superintendent for the Virgin Islands, Department of Education, St. Croix, NA. In this role, Dr. Herman implemented a clear governance structure and accountability measures, resulting in sustained growth within just two years. Prior to serving as Insular Superintendent, Dr. Herman was a successful Deputy Superintendent/Acting Superintendent, Director for the Department of Education for the US Virgin Islands.

Following the completion of a Google search, and direct conversations with her references, there were no issues identified by the firm or shared by her references that would embarrass either McPherson and Jacobson LLC or the Amherst-Pelham School Committee and District should Dr. Herman be offered the position of Superintendent.

Dr. Ericilda Herman's references provided the following information regarding her candidacy:

- She is an exceptional leader
- Under every circumstance I watched Dr. Herman assess the room, pivot quickly to deliver the message so that it was heard and understood
- She knows how to get the most out of her staff and her students
- She has a fondness for helping students to achieve their best self
- She is very empathetic, very observant, and very quick to pivot if necessary
- Her vision for education and leadership will positively change the trajectory of a district's path
- She is purposely driven to empower and uplift all educators to ultimately promote excellence in education
- Her attention to details and ability to see the "big-picture" is an unmatched asset
- Her knowledge and skillfulness in local and federal funding is notable and inspiring
- She is an objective team-player, fosters a collaborative and inclusive environment where diverse perspectives are valued
- She is a consummate professional who is often called upon to quell an overwrought situation

- Her open communication style and willingness to listen create a culture of trust and synergy among team members
- She is often the voice of reason and allows all involved to be heard
- She adeptly synthesizes complex data sets to derive meaningful conclusions, allowing for informed and strategic choices that positively impact student outcomes
- Her commitment to evidence-based decision-making sets her apart as a leader who ensures that initiatives are not only well-conceived but rooted in measurable success
- She is the ideal candidate to lead any school district
- Her dynamic leadership, problem-solving acumen, collaborative spirit and data-driven approach position her as an exceptional candidate for those seeking transformative and visionary leadership in education
- She comes alongside all she leads and shows in word and deed who the most important individuals we serve...OUR STUDENTS
- She can often be seen reading aloud to students, teaching a class, mentoring students
- She is not afraid to lead, learn, grow, or be in the trenches with her teachers, school administrators, and district leaders
- She is warm-hearted—wears her heart on her sleeve for staff and students
- She is willing to take risks, take on new challenges
- She is an avid reader and researcher
- She will bring in the resources and the people if needed to benefit students and staff
- She drives impactful change and fosters academic excellence in diverse educational environments
- She believes in purposeful community engagement
- She has been recognized for her ability to implement high-growth professional development initiatives, pilot innovative curriculum programs, and lead successful transitions in the aftermath of natural disasters.
- She leverages strategic partnerships and is dedicated to educational equity
- She expanded the access to technology and resources for underserved communities