

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

Dr. Joanne Menard meets or exceeds the criteria that the Amherst-Pelham School Committee and Search Committee established for their next Superintendent of Schools. Currently, Dr. Menard serves as the Assistant Superintendent for Curriculum & Instruction for Holliston Public Schools in Holliston, Massachusetts. In that capacity, the Superintendent of Holliston Public Schools has actively included Dr. Menard in numerous committees and areas that are not usually extended to an Assistant Superintendent. These areas include collective bargaining with the teachers' union, School Committee's policy subcommittee liaison, School Committee's budget subcommittee liaison, and Tri-County Superintendent's Roundtable. Prior to serving in the role of Assistant Superintendent for Curriculum & Instruction, Dr. Menard was a successful secondary principal (6-12), elementary principal (K-6), and STEM Curriculum/Instructional Coach.

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 or the Amherst-Pelham Regional School District should Dr. Menard be offered the position of Superintendent. Dr. Menard's Doctorate Degree in Education from the University of Hartford was confirmed on her background check report.

Dr. Joanne Menard's references provided the following information regarding her candidacy:

- She has developed a deep understanding of DEI equity for students
- She is a very good listener
- She collaborates with others well
- She is conscientious
- She is a very strong candidate for a superintendent position with her experiences
- She is an insightful observer and is highly effective at providing effective feedback
- She is a strong leader who is self-reflective, eager for feedback
- She is always willing to learn and take on new challenges
- She is scholarly in her approach to problem-solving as a leader
- She is decisive and action-oriented once a decision has been made
- She is passionate about providing the best for all students
- She has a strong background in curriculum development
- She challenges staff to think outside the box to set higher bars for student achievement

- She has worked diligently to develop a district-wide understanding of collective bargaining
- She has developed a clear understanding of the budget process and policy-making
- She understands the importance of the recruitment and retention of quality staff
- She possesses an innovative and forward-thinking approach, effectively implementing key initiatives, policies, and programs aligned with the Strategic Plan
- She fosters a culture of continuous learning as evidenced in her district-wide professional development days in a conference format which she orchestrates and leads cultivating faculty as instructional leaders
- She is passionate about listening to the needs of staff and uses data from professional feedback forms to improve opportunities for the staff
- She has an unwavering transparency when sharing data and developing steps to improve and foster a culture of trust and openness
- She has excelled in actively engaging with multilingual educators to assist in planning and organizing social events for marginalized students and families which she wholeheartedly attends
- A remarkable attribute is her meticulous attention to detail in grant and budget management
- An exceptional quality is her remarkable support she extends to her colleagues which has fostered growth and success of both her subordinates and her entire team driving a path of excellence
- She is a very strong candidate for a position of superintendent
- She is a skilled communicator and collaborator
- She is a relationship builder
- She created a positive school climate where students felt welcome and supported
- She improved relationships between administration and faculty and improved staff morale and professionalism