

**Reference Check and Summary on**  
**Dr. Susan Gilson**  
**Candidate for Superintendent of Schools in Amherst-Pelham Regional**  
**School District – Amherst, Massachusetts**

Dr. Susan Gilson meets or exceeds the criteria that the Amherst- Pelham School Committee and Search Committee established for their next Superintendent of Schools. Currently, Dr. Gilson serves in the position of Assistant Superintendent/Middle School Principal/Assistant Principal in the King Phillip Regional School District located in Norfolk, Massachusetts. Prior to that experience, she served as a classroom teacher in the West Hartford Public Schools in West Hartford, Connecticut. Dr. Gilson completed her Ph.D. program at the University of Connecticut NEAG School of Education.

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. Gilson be offered the position of Superintendent. Dr. Gilson's degree in Doctor of Philosophy from the University of Connecticut was confirmed on her background check report.

Her references provided the following information regarding her candidacy:

- She always responds in a professional manner and is calm and confidential
- She is thoughtful, an excellent planner, a problem solver and listens to suggestions from others
- Has vision – sees the big picture and is able to drill down on how we are going to get there
- Works well in the midst of crisis, deals well with and effectively with challenging issues and people
- Excellent in mapping curriculum and always includes modifications for special education students and students with 504 plans
- Does well in effectively addressing budgetary issues and projects well for budgetary needs
- Works well in dealing with political issues
- Understands legal requirements in Massachusetts
- She is cheerful with an open-door policy as she demonstrates that she cares about people
- Honest, ethical, with a great sense of humor
- An excellent problem solver
- She is an outstanding educator/administrator
- A very special, unique talent
- Always cares about children

- Very compatible with an outstanding knowledge of regional school districts
- She is an effective communicator
- Does outstanding work in hiring effective personnel
- She has a deliberate approach to decision-making as she takes in the information, processes the information and collaborates with others prior to making decisions that will have an impact on them
- Through, thoughtful and caring in her approach and is an excellent analyzer
- She is an excellent listener
- She is excellent in curriculum development; her judgement is outstanding and she understands how to navigate the regional school district
- She is absolutely ready to move into the superintendent position
- She has an interesting skill set that enables her to work well with people who disagree with one another as she skillfully listens, watches and doesn't immediately react which results in bringing these individuals together to effectively resolve their issues and problems
- She definitely has the skill set to be a successful superintendent in the Amherst-Pelham Regional School District
- She has a wonderful understanding of diversity including economic diversity