

SANDRA A. TRACH

DISTRICT LEADERSHIP

Wellesley Public Schools, Wellesley, Massachusetts

Assistant Superintendent for Teaching and Learning, Massachusetts (July, 2021 – present)

- Lead all aspects of PK-12 curriculum, instruction, assessment, accountability and professional learning in a high performing district with a deep commitment to educational equity and excellence
- Visioned and collaborated on a new district strategic plan, districtwide goals and school improvement plans
- Assist with all phases of \$87MM budget including Advisory, School Committee and Town Meetings
- Increased student achievement as measured by the MCAS results
- Designed and implemented a comprehensive approach to a Multi-Tiered System of Support including balanced assessment, collaborative teams, data teams, essential standards, instructional schedules and professional learning
- Implemented the NWEA Measures of Academic Progress
- Implemented a district data dashboard to visualize enrollment, hiring, student achievement, and student discipline data
- Oversee the Panorama student, staff and family surveys, data analysis and planning efforts
- Lead robust PK-12 professional learning including Diversity, Equity and Inclusion trainings, Evidence-Based Instruction, High Expectations Teaching, Multi-Tiered System of Support, Project-Based Learning, Responsive Classroom, Visible Learning and a new online course catalog for all staff
- Lead educator induction and expanded the mentoring program
- Developed a higher education partnership to develop a graduate student fellowship program, offer reduced tuition cost for district educators and their families, support educator licensure and increase student teacher placements with a focus on recruiting, cultivating and retaining BIPOC leaders, educators and staff
- Serve on the Superintendent's Senior Team and Administrative Council
- Collaborate with the Wellesley Education Foundation to implement \$200K+ in annual grant awards
- Lead the Academic Council to provide district leaders with professional learning on timely educational topics
- Oversee the English Learner Education program including ACCESS administration
- Design and implement the ESSA Title I, II, III and IV grants, ESSER I, II, III grants and Student Opportunity Act Plan
- Conducted Tiered Focus Monitoring for Civil Rights and ESSA Title Grants
- Assisted in conducting a Social-Emotional Learning Audit which led to the launch of K-5 Responsive Classroom and PK-8 Second Step, new School Counselor positions, a social-emotional screening tool and relationship mapping
- Facilitate the Gender, Identity and Expression Committee to strengthen anti-bias and anti-racist instruction
- Co-facilitate the PK-5 Standards-Based Report Card Committee
- Member of the Project-Based Learning Committee
- Member of the School Committee Policy Subcommittee
- Oversee and expanded summer programming, as well as out-of-school-time learning opportunities
- Served on the District Negotiation Team for collective bargaining and the Supervision/Evaluation Working Group
- Conducted reviews of private school applications
- Chair/Co-Chair of executive searches and hiring committees

Andover Public Schools, Andover, Massachusetts

Assistant Superintendent for Teaching and Learning (July, 2018 – June, 2021)

- Led all aspects of PK-12 curriculum, instruction, assessment, accountability, professional learning, English Learner Education, digital learning, finance management, and grant development in a high performing district
- Designed, collaborated and led the district's pandemic education and return-to-school plan
- Designed and implemented a comprehensive approach to literacy, Multi-Tiered System of Support, social-emotional programming and summer programming
- Contributor to Diversity, Equity and Inclusion collaborative actions including the Cultural Competency Committee, DESE Hate Crime Prevention Grant, Global Scholars Pathways Program and School Committee Equity Policy
- Conducted Tiered Focus Monitoring for Civil Rights and English Learner Education
- Collaborated with the Andover Coalition for Education on equitable K-5 classroom libraries and educator grants
- Created a strategic innovation team to provide instructional digital learning coaches

- Led the district Professional Development Committee
- Facilitated the ESSA Title I, II, III and IV grants
- Served as Title IX District Coordinator
- Assisted with districtwide communications
- Supervised homeschool programming
- Served on the District Negotiation Team for collective bargaining and facilitated a Joint Labor Management Committee
- Conducted reviews of private school applications
- Chair/Co-Chair of executive searches and hiring committees

Lexington Public Schools, Lexington, Massachusetts

Special Assistant to the Superintendent (July, 2016 – June, 2017)

- Supported strategic planning to execute short, medium and long-range goals in a high performing district
- Collaborated on district literacy initiatives including coaching, data teams, universal screening and progress monitoring
- Collaborated on district mathematics initiatives including The Standards for Mathematical Practices, Mathematical Progressions for the Common Core and mathematical mindset
- Collaborated on the district science curriculum review to align curriculum to the Next Generation Science Standards
- Collaborated with district leaders to examine world language instruction options at the elementary level
- Collaborated with municipal and district teams including Community Coalition, Districtwide Google Transition, Feedback Committee, Lexington Education Foundation, Lexington School Committee, Learning Walkthroughs, Permanent Building Committee, Project-Based Learning, and Student Assignment Committee
- Authored a districtwide grant to Buck Institute for Education for project-based learning training
- Facilitated a K-12 homework policy review and revision
- Designed and implemented a central registration system and redesigned the district kindergarten screening process
- Served on the District Negotiation Team for collective bargaining
- Participated on the School Committee Policy Subcommittee
- Managed school district safety in partnership with town public safety departments
- Prepared communication for the Superintendent's Office and responded to online inquiries from the public
- Chair/Co-Chair of executive searches and hiring committees

PRINCIPAL LEADERSHIP

Lexington Public Schools, Lexington, Massachusetts

Principal, Joseph Estabrook Elementary School (July, 2009 – June, 2016; July, 2017 – June, 2018)

Instructional leader of a diverse, inclusive and high performing K-5 school with a rigorous curriculum that implemented professional learning communities, data teams, Response to Intervention and positive behavior supports. Facilitated the vision of the new Estabrook School and design of the educational program on a compressed schedule leading to a \$40M LEED Silver MSBA Model School with \$800K+ in blended learning technology. Hosted numerous international and educational delegations. Received the DESE High Growth Commendation in 2011 and 2012.

Maine School Administrative District 75, Topsham, Maine

Principal, Woodside Elementary School (July, 2002 – June, 2009)

Instructional leader of a K-5 Title I school that consistently met state standards. Successfully implemented professional learning communities, Response to Intervention, balanced assessment and positive behavior supports. Implemented specialized programming for students with disabilities.

SPECIAL EDUCATION TEAM CHAIR AND 504 COORDINATOR

Portland Public Schools, Portland, Maine

Learning Strategist, Jack Elementary School (September, 1999 – June, 2002)

Special Education and Section 504 Team Chair for a K-5 diverse, multilingual and Title I schoolwide school.

TEACHING EXPERIENCE

Special Educator

Portland Public Schools, Portland, Maine

Grades 3-5, Jack Elementary School (September, 1998 – June, 1999)

Classroom Teacher

Blackstone-Millville Regional School District, Millville, Massachusetts

Grades 1-3, Millville Elementary School (September, 1994 - June, 1998)

Special Educator

Blackstone-Millville Regional School District, Millville, Massachusetts

Grades K-3, Millville Elementary School (September, 1992 - June, 1994)

PROFESSIONAL CONTRIBUTIONS

Author NAESP *Principal* articles

Member AASA, ASCD, EDCO (Former) Assistant Superintendent's Partnership, MASS, MASS Women's Affinity Group, Regis College Department of Education Advisory Board

Mentor Aspiring and formal leaders

Presenter Bowdoin College, MASC/MASS, MASS, MESPA, MSBA, NAESP and John Hattie Visible Learning Institute

EDUCATION

University of Southern Maine, Gorham, Maine

Master of Science in Education, May 2002

Major: Educational Leadership

Boston University, Boston, Massachusetts

Bachelor of Science in Education, May 1992

Major: Special Education

MA DESE LICENSE #306840

Massachusetts Superintendent/Assistant Superintendent, All Levels, Initial, expires 2026

Massachusetts Principal/Assistant Principal, PreK-6, Professional, expires 2026

Massachusetts Sheltered English Immersion, Administrator, Endorsement, issued 2014