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It is with profound sadness that I write this letter of recommendation in support of Steven Bliss. Mr. Bliss has been the Assistant Superintendent for the Dover Sherborn Public Schools since September 2009. Almost thirty years ago, the position of Assistant Superintendent was eliminated and was not reinstated until 2005. That individual resigned the next year. The position was filled for the next three years on an interim basis until Mr. Bliss was hired as Assistant Superintendent for Dover Sherborn Public Schools which is comprised of the three school districts of Dover (Grades K-5), Sherborn (Grades K-5) and the Dover-Sherborn Regional School District (Grades 6-12).

Mr. Bliss faced a daunting task. Because of the lack of a permanent Assistant Superintendent for more than two decades and the recent recurring turnover in the position, there were many areas in need of development, improvement and oversight, such as curriculum, teacher evaluation, professional development and grant management. Protocols were in need of establishment, and there was a need for vertical articulation of curriculum K-12 in the best interest of students.

Since he became Assistant Superintendent, Mr. Bliss has fostered a spirit of cooperation and engendered trust among the three school districts' administrators and faculty. He has worked tirelessly on a number of initiatives that include making significant progress in establishing K-12 curriculum articulation among the districts.

Under Mr. Bliss's stewardship, the Professional Development Committee now has a clear mission and the committee functions effectively. High quality professional development opportunities have been offered consistently to help staff attain departmental, school and district goals.

Mr. Bliss assumed the responsibility for managing all grants. This is a time consuming task, since there are three distinct school districts. It was, however, a vital step to ensure effective management.

Steven Bliss was assigned to chair the Coordinated Program Review for the three districts. He invested many hours preparing for this. All three districts received excellent reports thanks to Mr. Bliss's efforts to bring the districts into compliance.



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In my role as high school headmaster, I have worked closely with Steven Bliss on many committees and initiatives including the Professional Development Committee, the Academic Excellence Committee, and the Strategic Planning Committee. Steven's communication skills are excellent, and he has displayed outstanding organizational and leadership skills. As a result, has accomplished a great deal in a very short period of time.

Some of his other duties and accomplishments include the creation of Data Teams using Education Data Warehouse, the establishment of a Technology Advisory Council, the authorship of a Technology Plan, management of English Language Learner services, the co-chairing of a subcommittee to review the teachers' evaluation process, and supervision of the METCO Program.

Though the Dover Sherborn Public Schools have enjoyed a long-standing reputation for academic excellence, by facilitating improved K-12 curriculum articulation among the three districts, by providing meaningful and focused professional development and establishing a Dover Sherborn Public Schools Institute for teachers, and by working to ensure full implementation of the Strategic Plan, Mr. Bliss has worked tirelessly to improve the educational experience for all students.

He is frequently visible in schools visiting classes and attending department meetings. He supports students by attending a number of school events. On a personal level, he is honest, direct, supportive and respectful.

Mr. Bliss's departure will be a significant loss for the Dover Sherborn Public Schools. Through his leadership and dedication, he is guiding a strong school system toward attainment of an even higher level of excellence, and, through his efforts, has earned the respect and trust of administrators, faculty, staff, students and parents. Steven Bliss possesses the personal criteria and requisite skills that are necessary to be an outstanding educational leader. It is without reservation that I give him my highest recommendation. If you have additional questions, I hope that you will not hesitate to contact me.

Most sincerely,

Denise Lonergan
Headmaster