

EXECUTIVE EVALUATION SUB COMMITTEE MEETING
February 25, 2015
Eagles Loft

Present: Charles Flynn, Bonnie Silvers, Jennifer Sahn, David Hastings

Absent: Francoise Lartigue

1. Mr. Flynn, Chairman of the Executive Evaluation Sub Committee, called the meeting to order at 5:08 PM. Ms. Silvers, Secretary to the Committee, served as recorder.
2. Ms. Sahn made a motion to approve the minutes of January 29, 2015. Ms. Silvers seconded the motion. The motion was approved unanimously.
3. Ms. Silvers raised the question of how Mr. Hastings receives a raise after the Executive Evaluation Sub Committee completed his first-year review and that review was approved by the full School Committee. Dave explained and Charlie Flynn agreed, that it is this committee that makes the recommendation for a raise. However, Mr. Hastings said that he did not project a raise for the superintendent in the budget and in the current climate, he believes that he is fairly paid and not seeking a raise. The committee thanked him and indicated their respect for his decision.
4. Mr. Hastings distributed his 2014/2016 Strategy/District Improvement Plan with revisions based on the January 29th Executive Evaluation Sub Committee meeting. Mr. Flynn raised the question of whether seven initiatives, though he thinks they are all worthy and in keeping with our district's goals, are more than can be accomplished in the upcoming cycle. Dave pointed out how several of these initiatives are linked and that the planning for this phase of his superintendency takes us into 2016 and he would like to keep all of the seven initiatives.
5. The committee spent a great deal of time discussing plans Mr. Hastings has to improve performance in mathematics. Committee members approved the initiatives that Mr. Hastings is planning on instituting to ensure that there are improvements in aligning teaching with agreed-upon curriculum goals as input in the Atlas system. Mr. Hastings also has, with his leadership team, developed an approach to ensuring that the complete elementary math curriculum will be entered into the Atlas system.
6. The Committee discussed approaches to ensuring that the necessary data is entered into the Atlas system in a manor that ensures both quality and uniformity, encourages staff involvement and accountability without making the task overwhelming, and guarantees that the work will be completed in the time allotted.

Mr. Hastings indicated that he has put Kerry Burke in charge of carrying out this initiative for exactly the reasons that the committee is noting. Ms. Silvers suggested the possibility of continuing an initiative that Mr. Hastings previously employed; selecting several teachers to serve as a small team to enter the entire curriculum into Atlas so that all teachers will be able to access the same information when planning their lessons. Mr. Hastings and the rest of the EE Committee agreed with this suggestion. Ms. Silvers also suggested that when the principal or Mr. Hastings conducted their observations it would be easy to ask the instructor to just reference the Atlas concept covered.

Mr. Flynn brought up the importance of having a principal who takes a leadership role in making sure that the necessary material is input and that, through observations and discussion, it is clear that instructors are implementing tools to improve all skills; particularly math at this time.

7. Mr. Hastings indicated that as part of the work the superintendents are doing in terms of shared services, there will be a representative from ATLAS attending an upcoming superintendents' meeting to explain to all of the attendees the scope of the program and most likely offer a package price to the districts.

8. Ms. Sahn encouraged committee members to be cautious not to use broad brush strokes when describing the work of the elementary teachers and their efforts at inputting their curriculum. Ms. Silvers and Mr. Flynn agreed and Ms. Silvers noted that some truly excellent teachers are just not as wonderful entering their teaching material into a structured system. Mr. Hastings noted that having the small committee inputting the data may very well solve this problem.

9. The committee discussed the impact of what appears to be conflicting regulations or definitions regarding early childhood education and the impact this will have on continued state financial support. Though Mr. Hastings has listed among his initiatives maintaining and encouraging the work of the Early Childhood Committee, he has not made it one of the seven priority areas. Mr. Flynn agreed as the conflict between the two state directives now leads one to conclude that only the year before first grade is to be considered kindergarten and that this clearly can impact funding. The committee, however, is pleased that Mr. Hastings is encouraging the ECC, under the leadership of Sandi Hubbard, to continue their work and explore alternative approaches to early education for the children of our district.

10. Ms. Sahn made a motion to bring forward to the full School Committee a recommendation to approve the seven strategic initiatives recommended by Mr. Hastings as the basis for the School Committee's evaluation of the superintendent's success in achieving his 2014-2016 Strategic Objectives for his District Improvement Plan. Ms. Silvers seconded the motion. The motion was approved unanimously.

11. Mr. Flynn thanked everyone for the lively discussion and for what he thought was the committee's best meeting as it dealt with the heart of district improvement issues. All in attendance shared Mr. Flynn's appreciation for the level of discourse.

12. With no further business before the Committee, Ms Sahn made a motion to adjourn that was seconded by Ms. Silvers and passed unanimously.

13. The Executive Evaluation Committee meeting was adjourned at 6:01PM.

Respectfully submitted,

E. Bonnie Silvers