

EXECUTIVE EVALUATION SUB COMMITTEE MEETING
September 16, 2015
Eagles' Loft

Present: Charles Flynn, Francoise Lartigue, Bonnie Silvers, David Hastings

1. Mr. Flynn, Chairman of the Executive Evaluation (EE) Sub Committee, called the meeting to order at 7:08 PM. Ms. Silvers, Secretary to the Committee, served as recorder.
2. Ms. Silvers made a motion to approve the minutes of June 24, 2015. Ms. Lartigue seconded the motion. The motion was approved unanimously.
3. Mr. Flynn noted that the final evaluation of this year of Mr. Hastings's tenure must be completed during November and December. Since there are still issues the committee wants to resolve in terms of the transition plan Mr. Hastings is developing, Mr. Flynn stated it is important that the Executive Evaluation Sub Committee meet again this month. The committee members agreed to meet on September 30 at 7:00 (*the time for this meeting has been changed to 7:30 to avoid conflicts with other committee meetings*).
4. Mr. Flynn and Mr. Hastings will work together to improve the manner in which committee members submit their evaluations. Mr. Flynn indicated that he thinks he will be able to work out a simple way using Base Line Edge, a program already in use by the district, to have all School Committee members submit their evaluations of the superintendent.
5. Based on concerns raised by Ms. Lartigue, an extensive discussion took place regarding the elementary school program; particularly as it relates to enhancements such as the programs of Flying Cloud and the ski program and potential conflicts with the district's commitment to improve scores in the elementary school, particularly math scores. Mr. Hastings explained how he reached the decisions he made and how he has worked in a supervisory capacity with the new elementary school principal, Ms. Burgess, and with the staff at Flying Cloud. Ms. Lartigue expressed her strong belief that we cannot sacrifice what makes our district special for the sake of assessments. Ms. Silvers noted that much of what Flying Cloud is proposing to introduce in the curriculum could be easily integrated with appropriate accompanying staff development into the existing curriculum and not require teachers to give up two hours a week for eight weeks to Flying Cloud. Ms. Lartigue also noted that there is a need for Flying Cloud to allow for formative and summative assessment of learning to take place; and, if Flying Cloud would not conduct this type of assessment, our teachers should. Mr. Flynn noted that it appears that there is room for further discussion and, if Mr. Hastings agrees, another meeting should be held with Ms. Burke from Flying Cloud, Ms. Burgess and Mr.

Hastings to see if compromises can be worked into the funding proposal that is being developed by Dale Abrams on behalf of Flying Cloud. The committee unanimously supported this approach and Mr. Hastings will follow up and report back to the EE Sub Committee at the September 30 meeting.

6. Mr. Hastings reported that he has been working on his five-year plan and integrating it with his transition plan. Mr. Hastings requested that the EE Sub Committee devote time at its next meeting working with him on both plans. Mr. Flynn, with unanimous support from the committee, agreed that this will be the focus of our next meeting.

7. Mr. Hastings provided the committee with an update on one of his major objectives for the year, public relations. He explained that with Travis Daly no longer able to serve in the capacity of public relations director and events coordinator, he has divided the position and that Kari Giordano has been given one period a day to work on public relations. During that period, it is also hoped that she will be able to supervise one or more students who will work on independent study projects, coordinated with BCC, related to public relations and web-site development. In addition, Mr. Hastings is looking at creating a stipend position for an events coordinator. Mr. Hastings will report back to the EE Committee with updates at the September 30 meeting.

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

13. The Executive Evaluation Committee meeting was adjourned at 8:56 PM.

Respectfully submitted,

E. Bonnie Silvers