

Executive Evaluation  
2\_11\_16

Members present: E. Bonnie Silvers, chair; Kristen Sparhawk, Fran Lartigue, Marcella Bush

Administration: David Hastings

The meeting was called to order at 11:56

There was a motion to amend agenda to consider the evaluation form. It was so voted.

The minutes of the January meeting were approved with typographic corrections.

First the committee looked over the draft of superintendent priorities and discovered the draft they were looking at had not been updated to reflect the changes suggested at the last meeting. They took the time to amend the draft again with the superintendent. Ms. Lartigue then moved, seconded by Ms. Bush to recommend the full school committee approve this list. It was so voted unanimously.

Mr. Hastings shared some evidence with the committee on the district's progress on the goals and initiatives to date.

Under 1a) academic rigor Ms. Sparhawk noted that he shared two pieces of evidence that involved extra curricular activities funded in large outside of district funds. While she acknowledged these were part of district offerings, she said she would expect in the future to see more evidence related to the core academic experience during the school day. MS. Lartigue added that she would love to see a report from each different age sub section: early elementary, later elementary, middle school and high school. There was general agreement that this would be good practice.

Discussing the success of the Expo, MS. Sparhawk noted that what made this activity possible appeared to be a high-functioning team in the middle school willing to collaborate in a meaningful interdisciplinary way. She also suggested this might be behind the current popularity and success of New Marlborough School. She noted this was something to encourage and try to emulate in other teams.

Mr. Hastings noted that the software the district used for teacher evaluations was being found to be too nit-picky and not helpful in the quest to help teachers improve. The district will be abandoning it and asking Chris Thompson to help develop their own.

There was extensive discussion on the practice of pairing students up with internships. The committee had some suggestions for businesses they thought

weren't being tapped. Ms. Sparhawk noted the common theme was that the committee was suggesting that the district look not only into traditionally vocational internships, but also those in the business field.

Mr. Hastings reported that he is sharing FY17 budget development information with Chris Regan. Ms. Silvers suggested that the staff of the business office produce a detailed list of their different responsibilities in preparation for potential re-organization or re-assignment of duties under the new business administrator.

There was discussion about communication between the superintendent and the school committee on critical matters. Ms. Silvers was concerned that in a couple of cases information from the superintendent only got as far as committee chair Carl Stewart and certain matters that the committee may have pressed to deal with sooner were being forestalled by this. There was a general suggestion that the superintendent err on the side of sharing too much with the full committee in a read-only style.

Ms. Silvers presented the evaluation form as designed by DESE. She had discussed with Mr. Thompson the possibility of making it a form that could be filled in (and saved!) on all computer platforms. He had agreed to take on the task as it would help him in his need to create the same thing for teacher evaluations. Ms. Silvers asked the committee take time until the next meeting to consider how the superintendent's priorities should be categorized within the structure of page 3 of the document. She offered the following suggestions:

- 1) Professional Practice (1d)
- 2) Student Learning 1a, 1e
- 3) District Improvement 1c
- 4) District Improvement 1d
- 5) 1b

Other goals:

Transition plan (2,3)

Business Office (4,5)

There was then consideration of which additional items the superintendent would be evaluated on. It was generally agreed that he should be evaluated on all the suggestions on the form.

The meeting adjourned at 1:40