

**EXECUTIVE EVALUATION SUB COMMITTEE MEETING**  
**June 10, 2015**  
**Room F1**

**Present: Charles Flynn, Francoise Lartigue, Bonnie Silvers, Jennifer Sahn, David Hastings**

1. Mr. Flynn, Chairman of the Executive Evaluation Sub Committee, called the meeting to order at 6:07 PM. Ms. Silvers, Secretary to the Committee, served as recorder.
2. Ms. Silvers made a motion to approve the minutes of February 25, 2015. Ms. Lartigue seconded the motion. The motion was approved unanimously.
3. Mr. Hastings reviewed the District Improvement Plan for his Mid\_Year Assessment. He indicated that he has received major support for his objectives, particularly related to community outreach, from Glenn Devoti and his instructional and administrative team. He noted that there has not been as much progress in vocational/technical education as he had hoped. Recently, there has been an increase in meetings with community leaders and businesses. He cited as an example the district's relationship with Bayer. Plans are now growing for an internship program with this company; including support for instructors. Mr. Hastings objective is to see our students able to enter industry at level 2 rather than an entry-level position. He also noted that the district will be hosting a meeting of the Southern Berkshire Chamber of Commerce in the fall for a luncheon in connection with the Chamber's business meeting.
4. Mr. Flynn suggested that we have another meeting with the leader of the McCann program and again bring in Smitty Pignatelli for that meeting. He also suggested that we need, as a district, to move ahead with our own version of what we want to initiate as a vocational/technical program; which, he noted might include a "coop" program.
5. Ms. Sahn questioned how we will be handling the mid-year evaluation of the superintendent. Mr. Flynn indicated that the evaluation will be part of the June 25 School Committee meeting. Given our committee's objective, Ms. Sahn suggested that we move ahead by going through each of Mr. Hastings's objectives and assessing each.
6. Mr. Hastings reported that though he had not achieved all of the goals related to his objective of improving math performance; particularly on the elementary level, there has been great improvement. Ms. Silvers questioned the reasons for the lack of progress in terms of the completion of all entries in the Atlas system and use of that system. Ms. Lartigue requested an explanation of the problem (she was not a

School Committee member when the original evaluation plan was developed). Ms. Sahn suggested that the learning objectives included in the Go Math program be input into the Atlas system. All committee members agreed that part of the evaluation of all elementary teachers who are responsible for any aspect of mathematics instruction include an assessment of their progress in completion of the Atlas system and use of the system. Mr. Hastings explained to the group his perspective of the issues related to this problem and noted that he has made the incoming elementary school principal aware of the situation. He agreed with the committee that teacher evaluation should focus on this issue. He will also involve Kerry Burke, as the curriculum director, in addressing this issue.

7. The committee discussed the issue of voc/tech education. Mr. Hastings indicated that a survey has been completed by the guidance department to assess student interest in various vocational/technical careers. Also, there have been successful efforts to increase the number of industry mentors for the students. Ms. Sahn requested to see the outcomes of the survey. Ms. Lartigue suggested that the direction the district should take is the one suggested by Mr. Flynn; create our own voc/tech program that meets the interests and talents of our students while identifying industry mentors and the necessary curriculum to support a professional voc/tech program. Ms. Sahn suggested that we look toward identifying federal grant money to develop our voc/tech program. She suggested that the environmental (a true Berkshires education) theme might be the way for our district to go to meet both student interest and available resources. Ms. Silvers requested that Mr. Hastings add a number of the items the committee discussed to his vocational program objective.

8. The committee discussed Mr. Hastings objective related to providing students with a positive learning environment. Mr. Hastings explained that this is the area that addresses how the district creates “safety nets” for our students to ensure that they receive all necessary support to succeed. The committee discussed various activities that have taken place in support of this objective. Ms. Sahn suggested that Mr. Hastings take credit for and include in his evidence the success of the anti-bullying campaign. Ms. Lartigue raised the issue of how Mr. Hastings is working with parents related to the issue of creating a positive home environment for students to reach for the best they can achieve and to not to be fearful of leaving the community to attend college when it is appropriate. Ms. Silvers requested that Mr. Hastings add evidence of parental involvement to this objective. The committee also discussed a desire to see additional work on the creation of an alumni network and follow up with students after they graduate to see what issues they are facing in college, work and life.

9. Mr. Hastings presented the Inter-School Unity objective. He is quite encouraged by the improvement in terms of increased unity among our schools. Ms. Lartigue brought up her concern that she would like to see more after-school activities for the New Marlborough and Undermountain Elementary working together. Mr. Hastings will include this as part of the evidence he presents in this area. He will

also work with the new elementary school principal to ensure that there are increased opportunities to create greater unity by taking advantage of the marshmallow bus to create more shared experiences.

10. The committee discussed the "Monterey Issue." Members felt that it is important for Mr. Hastings to include this issue as part of the Inter-School Unity objective. The group agreed with Mr. Hastings that this issue and methods for evaluating success in this area deserves its own special meeting.

10. Mr. Hastings reviewed his "Community-Based Network" objective. He believes that though much work has been done in this area, more has to be done. Ms. Silvers suggested that Mr. Hastings include many of the successful initiatives of this past year in the evidence area of this objective.

11. The next meeting of the EE Committee will take place on June 24 at 7:00.

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

13. The Executive Evaluation Committee meeting was adjourned at 8:09 PM.

Respectfully submitted,

E. Bonnie Silvers