

Hanover School Committee Meeting Minutes
April 5, 2019
Salmond School

Present: Mrs. Leah Miller, Mrs. Kimberly Booker, Mrs. Ruth Lynch, and Mrs. Libby Corbo

Absent: Mr. John Geary

Call to Order: Chairperson Miller called the meeting to order at 10:11 am.

No public attendees were present.

North River Collaborative Agreement Technical Corrections

The North River Collaborative agreement the Committee voted on earlier this year had several technical corrections made by the Department of Education and must be re-voted by the Committee.

Motion by Booker to approve the amended changes to the Collaborative Agreement as presented and proposed in consultation with the Department of Elementary and Secondary Education (DESE). The motion was seconded by Lynch. The motion carried unanimously.

Superintendent 2018-2019 Evaluation Discussion

The goal for the meeting is to have an open discussion regarding Mr. Ferron's evaluation. Mrs. Miller informed the Committee that she used the comments from each individual evaluation to create the Summary comments for each Department of Elementary and Secondary Education (DESE) standard. Where this is her first time compiling the Summative Evaluation, she waited to populate the ratings until discussing with the Committee. The Committee agreed that the Summative ratings are based on the majority of individual ratings for each Standard and they populated each accordingly.

DESE Standard 1 - Instructional Leadership: The overall rating was *Proficient*. There was brief discussion about the comment Mr. Geary included in his individual evaluation regarding the consistency of Mr. Ferron's presence in the schools conducting casual observations of staff. This was not included in other individual evaluations but the Committee agreed it should be included in the comments because it was reflective of their thoughts.

DESE Standard 2 - Management and Operations: The overall rating was *Exemplary*. The Committee was in agreement that the budget process is handled very efficiently and appreciates the transparency he and the team show the community.

DESE Standard 3 - Family and Community Engagement: The overall rating was *Exemplary*. The Committee stated that communication is one of Mr. Ferron's greatest strengths. They discussed how the Podcasts are a great addition to the districts communication strategy and they have enjoyed them.

DESE Standard 4 - Professional Culture: The overall rating was *Exemplary*.

The Committee agreed that the overall rating for DESE performance is *Exemplary*. They felt that the Summative comments were aligned with their opinions about Mr. Ferron's performance and that

they had the same ratings on their individual evaluations on most Standards. There was brief discussion about their concern with how well Mr. Ferron is doing and the potential for him being recruited by another district.

Mrs. Lynch noted that she is surprised Mr. Ferron is only *Proficient* in Instructional Leadership when she thinks that is one of his strengths. Mrs. Corbo commented on how well he managed his time having the Center School building project on top of the day to day and how that is strength of his. She also commented on the strengths of the team he has built around him.

Hanover Public Schools Goal #1 - District Improvement Goal - Literacy Initiative. The overall rating is he has *Met* the goal.

Hanover Public Schools Goal #2 - District Improvement Goal - Center and Cedar Elementary Reconfiguration. The overall rating is he has *Met* the goal.

Hanover Public Schools Goal # 3 - District Improvement Goal - Develop Podcasts. The overall rating is he has *Exceeded* the goal.

The scoring sheet was reviewed and amended to include a missing a rating under DESE Standard 4. Mr. Ferron's overall DESE rating is a 96.91. The overall HPS goal score is a 94.67.

There was discussion about keeping other administrator names in the comments and the Committee agreed to keep them in because it shows that the Committee recognizes their role in the success of the district. There was discussion about the concerns that were brought up during last year's Evaluation of Mr. Ferron and how Mr. Ferron has answered to all of them and worked hard to correct them this year and therefore received higher ratings.

Mrs. Miller will finalize the Summative Evaluation and scoring documents based on today's conversation and will share them with the Committee per the agreed upon Evaluation timeline, with the goal being to vote to approve the Evaluation at the May 1st School Committee meeting.

Information Preparation and Distribution for School Committee Meetings

The discussion began with whether or not the Committee has an existing documented process to request information from the administration team, which there is not. There was a decision to not create a formal process at this time. Mrs. Lynch asked if all requests for information, especially when a member is asking for more information or has questions directly related to an upcoming presentation, should flow through the Chairperson or the Superintendent. Mrs. Corbo stated they are free to ask any questions in a public meeting but usually send questions to presenters ahead of time out of courtesy. They agreed to copy the Superintendent on any requests to administrators and presenters and not copy the Chairperson so as not to violate the Open Meeting Law unintentionally. Mrs. Booker wondered if it would be worthwhile to schedule another workshop with school counsel on the Open Meeting Law so everyone is on the same page. The Committee considered adding a standing agenda item to discuss recurring concerns they are hearing from the community. Mrs. Lynch proposed that the Committee review a list of planned agenda items early in the year and ask to receive major presentations a week before a scheduled meeting to allow more time for the Committee to submit questions to the presenter. There was some concern among the Committee that this could possibly create many revisions to a presentation. There was discussion if Committee members have specific questions if it would be better to meet one-on-one with the presenter or for presenters to reach out to the Committee to see if they have specific questions they would like answered or data they would like to see included in a presentation. Mrs. Booker was

asked if the assessment data she requested from Mrs. St. Ives should be included in a presentation in the future. Mrs. Booker said yes, an assessment presentation should not include only MCAS data but other assessment data that is gathered in the district throughout the year. Mrs. Miller stated that she would have a conversation with Mr. Ferron about receiving presentations a week in advance of a meeting or if there is another solution and that she will report back to the Committee.

Mrs. Corbo excused herself from the meeting at 10:54 am.

Motion by Booker to adjourn at 11:05 am. The motion was seconded by Lynch. The motion carried unanimously.

Respectfully Submitted

Rachael O'Callaghan

Documents Used:

Superintendent's Summative Evaluation Draft 1.0
Leah Miller Draft Evaluation
John Geary Draft Evaluation
Kim Booker Draft Evaluation
Ruth Lynch Draft Evaluation
Libby Corbo Draft Evaluation
HPS Scoring Chart
DESE Scoring Chart