

Hanover School Committee Meeting Minutes
April 6, 2018
Hanover High School

Present: Mr. John Geary, Mrs. Kimberly Booker, Mrs. Ruth Lynch, and Mrs. Leah Miller

Absent: Mrs. Libby Corbo

Call to Order: Meeting was called to order at 10:08 am by Chairperson Geary.

Superintendent Evaluation Discussion:

Mr. Geary began by stating that the goal for the meeting is to have an open discussion regarding Mr. Ferron's evaluation and to understand each member's comments on their individual evaluations. No public attendees were present.

Chairperson Geary created a summative evaluation using comments from the individual evaluations. The Department of Elementary and Secondary Education (DESE) Standard 1 and the Hanover Public Schools goals comments were purposely left blank and will be completed after today's discussion.

DESE Standard 1 - Instructional Leadership: The scoring ranges from "Needs Improvement" to "Exemplary", and comments were most varied for this standard.

Mrs. Booker explained that as the Chair of the Special Education Subcommittee one of her concerns is reading instruction. The two elementary schools are using different reading programs for Tier 3 students; Cedar is using the *Orton-Gillingham System* and *Wilson Reading System* at Center/Sylvester. She explained the difference in tiered instruction: Tier 1 is general education where everyone receives the same instruction, Tier 2 is small group instruction for students who need some support, and Tier 3 is pull out. It is in Tier 3 where the *Orton-Gillingham System* and *Wilson Reading System* are used. Center/Sylvester also uses *Just Words* for further instruction in 4th grade. After discussions with parents, teachers, principals, administration and representatives from Wilson, she believes that there are overall issues with literacy instruction, that many students are not making progress using these literacy programs, and that the programs are not being used with fidelity across the district. These are all major concerns and red flags. She believes that the overall literacy instruction for all students should be reviewed. She shared this information with school and district administration after attending seminars and conference calls to learn how the Wilson curriculum should be implemented and she found that it is not being implemented correctly in the district. Mrs. Booker stated that she rated Mr. Ferron proficient and exemplary in all other areas but literacy is an issue that needs to be fixed quickly.

Mr. Geary stated that based on Mrs. Booker's comments and from what she is hearing from other parents, literacy instruction sounds like it is an issue. Mr. Geary also stated that the Committee was not aware, as these issues haven't been brought forth at a School Committee meeting. Mrs. Booker said that parents of students with special needs are hesitant to come and discuss their child publicly. The discussion then moved to whether or not these comments belong in the Superintendent's Evaluation where he may not have been aware of the issue and this document is to evaluate Mr. Ferron's performance over the last year. Mrs. Lynch stated she did not think it was appropriate to bring up issues that were not previously discussed as a Committee and to evaluate goals that were not previously established. Mrs. Miller thanked Mrs. Booker for bringing this issue

to light but agreed with Mr. Geary and Mrs. Lynch that these may be better placed under suggestions for district improvement going forward.

The Committee agreed the issue of literacy instruction would be included in the evaluation as a recommendation for one of Mr. Ferron's goals for next year under the Hanover Public Schools comments section of the evaluation form. Mr. Geary said expectations would need to be discussed with Mr. Ferron. Mrs. Lynch stated the Committee needs to ensure they are meeting the needs of all students. It was agreed that the expectation would include that Mr. Ferron will carefully monitor, gather appropriate data, analyze the data in a timely manner with the special education director and other appropriate staff, and provide bi-annual feedback to the Committee regarding literacy instruction for all students, with a focus on special education students. Other administrators who are involved in finding solutions to these issues will also be held accountable for the success or failure of this initiative. Mrs. Booker also requested that the recommended goal mention an investigation of how reading levels are reported to ensure consistency in the district. Mrs. Booker added that consultant Dr. Ilda King has been hired and is currently completing an assessment of the entire reading program in the district.

The Committee continued the discussion about which comments would be included in the summative under DESE Standard 1. The summative will include comments regarding the high school curriculum redesign, the redevelopment of the middle school curriculum, and the addition of sign language at the high school as these were all large and important projects in the district. It was agreed that some issues around recess that were raised could be handled by the Committee with the principals via student handbooks if necessary and did not belong in the summative evaluation.

DESE Standard 2 - Management and Operations: ratings were "Exemplary" or "Proficient" and comments were similar for all Committee members. There was brief discussion about some of the comments in the individual evaluations that suggested that sometimes it is perceived that "fun activities" across the district are taking precedence over education. It was decided that these comments will not be in the summative as they were not the feelings of the majority and could be handled personally with Mr. Ferron.

DESE Standard 3 - Family and Community Engagement: The Committee all agreed on an "Exemplary" rating and spoke positively about Mr. Ferron's community outreach and stated that this was one of his strengths. They discussed a couple of instances of a lack of communication on Mr. Ferron's part with the full Committee, which would be included in the summative.

DESE Standard 4 - Professional Culture: The ratings were "Proficient" or "Exemplary." There was discussion and agreement to change language to state that Mr. Ferron supported staff that received their doctorate degree.

The Committee agreed that the overall rating for DESE performance is "Exemplary." The comments under the overall section on the summative will be a summary of Standard 1-4 comments.

Mr. Geary stated that the overall HPS goal score is currently an 89.6. If no changes are made, the Committee will need to determine if they round up or leave the score as is which shows "Significant Progress".

Hanover Public Schools Goal #1 - Redesign of the educational experiences at Hanover High School. Ratings were "Significant Progress" to "Exceeded." Mrs. Miller explained she had scored this lower

because they only had a draft of the updated *High School Program of Studies* and HHS Connect curriculum changes.

Hanover Public Schools Goal #2 - To develop a Middle School Program of Studies. Ratings were “Some Progress” to “Exceeded”. A couple of Committee members would like time to review the draft version of the *HMS Program of Studies* that was provided to them and make changes to their scoring if warranted. Mr. Geary agreed to let them review and send him any updates.

Hanover Public Schools Goal #3 - to develop a K-12 technology curriculum. Ratings were either “Met” or “Exceeded.” No discussion.

Hanover Public Schools Goal #4 - To implement a strategy regarding social media and screen addiction. Ratings were either “Met” or “Exceeded.” No discussion.

Hanover Public Schools Goal #5 - To Pursue personal and Leadership Team professional development opportunities in the area of personalized learning. Ratings were either “Met” or “Exceeded”. No discussion.

There was a brief discussion about extending Mr. Ferron’s contract and the Committee agreed to discuss this in detail at a future executive session.

Mr. Geary will edit the *Summative* and scoring documents based on the discussion and send them to the full Committee for their review as soon as possible with the goal being to vote to approve the *Evaluation* at the May 2nd School Committee meeting.

Motion by Booker to adjourn at 12:26 pm. The motion was seconded by Lynch. The motion carried unanimously.

Respectfully Submitted

Rachael O’Callaghan

Documents Used:
Working Draft Summative Evaluation
John Geary Draft Evaluation
Kim Booker Draft Evaluation
Ruth Lynch Draft Evaluation
Leah Miller Draft Evaluation
Libby Corbo Draft Evaluation
HPS Scoring Chart
DESE Scoring Chart