

Joint Meeting of the Nauset School Committee
Nauset Regional Middle School
May 24, 2012

Present for the Brewster Committee: Jennifer Rabold, Breanda Cazeault, Donna Kalinick

Present for the Eastham Committee: Ann Crozier, Mary Lou Sette, Sean Fleming, Laura Freeman, Joanne Irish

Present for the Orleans Committee: Gwynne Guzzeau, Josh Stewart, David Abel, Eric Ehnstrom

Present for the Wellfleet Committee: Jan Plaue, Elizabeth Pointius, Mort Inger, Jill Putnam, Terry Frazier

Present for the Region Committee: Frank Cummings, Sarah Blackwell, Brian Kavanaugh, John O'Reilly, Cheryl Codair, Greg O'Brien, Jon Porteus, Jayne Fowler

Present for the Administration: Superintendent Richard Hoffmann, Assistant Superintendent Bonny Gifford, Ann Caretti, Director of Student Services, Barbara Lavoine, Director of Technology, Principals Gauley, Fronius, Carreiro, Finnegan, Rodman, Conrad, Minkoff

REORGANIZATION

Dr. Hoffmann called the meeting to order at 7:12 p.m.

Members discussed the option of having co-chairs instead of one chair for the Joint Committee.

Motion: On a motion by Mort Inger, seconded by Ann Crozier, it was voted 19 yeas, 4 nays (Frank Cummings, Sarah Blackwell, Brian Kavanaugh, Jennifer Rabold), to continue with one chair as the Joint Committee has for the past 20 years.

At this time Dr. Hoffmann took nominations for Chair of the Joint Committee. Gwynne Guzzeau expressed interest in being chair of Union 54.

Motion: On a motion by Jennifer Rabold, seconded by Mort Inger, it was voted unanimously to appoint Gwynne Guzzeau chair of Union 54.

Motion: On a motion by Sarah Blackwell, seconded by Terry Frazier, it was voted unanimously to appoint Jan Plaue as chair of the Joint School Committee.

Chair Plaue assumed the chair and called the meeting to order at 7:29 p.m.

AGENDA CHANGES

Mr. Kavanaugh asked that the Superintendent's review be moved to a different date and made the following motion:

1. A special meeting be called so that we can participate in a complete evaluation discussion, including a quantitative and qualitative ranking and detailing of the superintendents' performance from all members with specific recommendations for future priorities and the creation of an action plan designed to achieve the changes sought in the superintendent's approach and/or performance.
2. The establishment of an elected writing team consisting of 5 school committee members who represent different communities to prepare and present an evaluation report of the superintendent's performance during 2011-12 academic year based on the results from Part #1 to be included in the superintendent's permanent file and to be made available to the general public. The final report shall be approved by both Union 54 and Regional School Committee.
3. A team of 5 school committee members be elected by the Joint School Committee to prepare a new evaluation instrument for the next year with a more detailed process that includes data input from a broader stakeholder base. Specifically; parents, teachers principals and interested members of the public shall have an opportunity to contribute

data during the collection portion of the evaluation process, all anonymously. Mr. Kavanaugh's motion was not seconded.

Chair Plaue commented on the third point and stated this would be taken up at a summer meeting. Superintendent Hoffmann indicated the Massachusetts Department of Education has promulgated new regulations that will determine how the Superintendent will be evaluated.

Mort Inger indicated there is a formal process and everyone completed an individual evaluation of the Superintendent and sent it to their respective chair who summarizes the evaluations. He indicated there was no sense putting this off as it has already been done. Some members indicated their dislike of the current evaluation tool and look forward to more conversation in the summer. Some members stated the process should move forward tonight as a lot of time and thought had gone into their evaluation document.

Priority Business

New Teacher Evaluation System

Chair Plaue announced this was the Public Hearing – New Teacher Evaluation Systems. Dr. Hoffmann and Dr. Gifford walked the committee through the process highlighting key components, statewide standards and indicators, role specific rubrics, categories of evidence, and the five step evaluation cycle. The district is required to have something in place before school starts in the fall. The Evaluation Committee, which includes members of the NEA and Administration, has had several meetings negotiating and are fine tuning the contract language that was proposed by the state. Mark Mathison, President of the NEA, addressed the committee indicating that this is a huge task and noted we have the best teachers working in the district.

Members asked what the role the School Committee plays in this process and Dr. Hoffmann indicated that school committee members will be added to the negotiating process after parameters have been established. The School Committee will have final approval by voting to accept and ratify the agreement.

Dr. Gifford indicated that because Nauset is a RTTT district, this has to be done by September. She also noted that the guidelines, models, rubrics are all found on the Department of Elementary and Secondary Education website. Dr. Hoffmann indicated that we will ask the Department of Education if we can implement what we negotiate for two years then modify or not modify as necessary.

A member of the audience, Bob Sinclair addressed the committee regarding the state mandated process/regulations. Assistant Superintendent Gifford indicated that the state developed a model that included guidelines and mandates. Discussion ensued with Mr. Sinclair and the Chair asked that this conversation not take place at this meeting. The Chair recognized the need for Administration and the NEA to push forward on this and hopefully the district will send something to the state that they will approve. The Chair asked if there were any other comments from the audience or members. None were forthcoming and Chair Plaue closed the Public hearing.

Superintendent's Evaluation

Mort Inger, Chair of Union 54 indicated that he received evaluations from 18 members and wrote a summary for the committee noting positive comments and recommendations for improvement. He asked that the Superintendent be encouraged by the positive comments and take to heart the negative ones. The overall score for the Superintendent was 7.2 which is rated as "very good."

Frank Cummings, Chair of the Region indicated he had disparity in evaluation results averaging from a 2-10 range. All the 2's came from one individual and 5 was the lowest score received from any other member. It was noted a score of 5 or above is considered "good" in the evaluation scale. Dr. Cummings reviewed the leadership, management, community relations and relationship with school committee including comments from some of his members. Overall score for the Superintendent was 7.11.

All evaluations are on file at the Central Office.

Chair Plau indicated that she agreed with Dr. Cummings in that roles and responsibilities of school committee members and the superintendent need to be clarified. This will be accomplished at the summer meeting with Jim Hardy from MASC.

Dr. Hoffmann prepared a statement for the committee and read from it. He felt the meeting at the Central Office with Union 54 was productive and a good sharing/learning experience. He felt trusted as well as supported, but knows there is always room for improvement. He indicated that he should notify the community and school committee well in advance when decisions are needed, must have more accurate data, engage in more discussions, and know when the decision is up to school committee or the administration. He spoke about the Green Repair Project and the misunderstanding that there was with the public perception. He also shared his thoughts about the appointment of the Director of Business and Finance and the embarrassment that was felt at that meeting. He went on to say he was more inclusive in the hiring process than ever before and cited how various central office administrators were hired in prior years with little to no School committee involvement. If the school committee wants a change in the process it has to be an agenda item to be discussed and voted upon.

Donna Kalinick expressed her appreciation for the hiring of Dr. Bonny Gifford and stated she has done a good job. She stated principals should have a part of the superintendent's evaluation process because they have more knowledge about the job the superintendent is doing. Mr. Kavanaugh stated that the evaluation was done for a purpose and that there was no analysis of data and no decision. He went on to say the process was supposed to help the superintendent but unfortunately the committee has chosen not to do this. Members Gwynne Guzneau and John O'Reilly asked how they could help the Superintendent.

Preschool Update

Dr. Ann Caretti and Dr. Maggie Mack updated the School Committee on the preschool program and the enrollment figures. They reported Nauset screens students throughout the year as needed for the program and that the March 23rd screening resulted in 12 screenings. (9 children passed the screening and 3 were recommended for further evaluation) Presently there are 34 children with special needs in the preschool. However, there is a population of children that could require an extended day program, four or five days per week. If we cannot accommodate the needs of these students, they would be tuitioned out. Dr. Caretti indicated that this year they will use the extra classroom for the extended day program. Dr. Caretti indicated they will put together a committee to see what the numbers look like going forward and will change the program according to the needs of the children. Dr. Mack indicated they have had a rolling admission for students for the past four years. Dr. Caretti let the committee know that Nauset Preschool goes above and beyond to take care of the needs of our students and have two educational assistants in each preschool classroom. Questions were asked about the elimination of one preschool classroom and Dr. Caretti indicated that with what we know today, the district would have needed to add a half session.

Bus Transportation

Jon Porteus, Chair of the Transportation subcommittee reported on the two-tier transportation system. A large amount of information was included in the packet for review. It was the consensus of the subcommittee to continue with the two-tier transportation system next year. He noted there are still issues that need to be worked out and that it is a work in progress. He also concluded that the monetary savings did not materialize and they will continue to try consolidating routes. It was suggested to independently look at bus routes but Mr. Porteus assured the committee that First Student are the professionals and that a great deal goes into the process. It was also noted that Jon Porteus stepped down as chair and that Eric Ehnstrom will assume that role.

School Choice

Dr. Hoffmann led a discussion regarding school choice participation throughout the district. The Orleans School Committee voted to participate in the 2012-13 school year with a few very specific seats available. Members of the Orleans Committee shared that this was due to very small class sizes at two grade levels. Members from other committees commented that they hoped Orleans was not pulling students from within our own region. It was also noted that transportation is not provided for school choice students unless there is space available on existing buses. Dr. Caretti suggested the Committees give some thought to closing it off in September so you don't have students coming into school all the time. Dr. Caretti also spoke about having a policy for handling special needs students with regard to school choice if one town has a particular program that would best meet the needs of a particular special needs student. It was noted that

Orleans admitted a Brewster student due to the availability of a special language program that was available and necessary to meet the needs of the Brewster student. It was suggested that this item be put on a future agenda for further discussion.

Director of Food and Nutrition Services

Dr. Hoffmann reviewed the hiring process for the new Director of Food and Nutrition Services, Susan Murray. There were 27 applicants, 7 interviews and 3 finalists. The interview team consisted of school committee members Jennifer Rabold and Sarah Blackwell, Principal Mary Beth Rodman, Accountant Jim Nowack, cafeteria manager from Eastham, Diane Douglas and the nurse coordinator in the District, Mary Ellen Reed.

Cafeteria Lunch price Increase

In order to move toward the state guidelines, it was recommended that the school committee increase the price of a school lunch.

Motion: Gwynne Guzzeau made a motion and it was seconded to increase the price of an elementary school lunch by ten cents. Discussion ensued regarding the state mandate and timeline for increasing the school lunches to \$2.50.

Amended Motion: A motion was made by Jennifer Rabold and seconded by Mort Inger to increase the price of the elementary school lunch to \$2.50. The amended motion was accepted with a 10 yea, 2 nay vote.

The committee voted to increase the price of the lunch to \$2.50.

Brewster – Jennifer Rabold – yea, Donna Kalinick – no, Brenda Cazeault-no
Eastham – Ann Crozier – yea, Joanne Irish – yea, Mary Lou Sette – yea, Sean Fleming – yea, Joanne Irish – yea
Orleans – Gwynne Guzzeau – yea, Josh Stewart – yea, Eric Ehnstrom – yea, David Abel – yea
Wellfleet – Jan Plaue – yea, Elizabeth Pontius – yea, Mort Inger – yea, Jill Putnam – yea, Terry Frazier – yea

Sean Fleming gave accolades to Principal Minkoff for sharing “Ryan’s Story” about bullying prevention for middle school students and parents. He indicated it was a very powerful film and Principal Minkoff indicated there would be follow up discussion with students.

Approval of Minutes

On a motion by Jennifer Rabold, seconded by Brian Kavanaugh, it was voted to accept the minutes of the March 8, 2012 meeting.

Adjournment

Motion: On a motion by Mort Inger, seconded by Sean Fleming, it was voted to adjourn the meeting at 10:47 p.m.

Respectfully submitted,
Ann M. Tefft, recording secretary

