

MINUTES – WAYLAND SCHOOL COMMITTEE

Special Meeting – March 20, 2017

A Special Meeting of the Wayland School Committee was continued on Monday, March 20, 2017, at 7:00 P.M. in the School Committee Room of the Wayland Town Building. The School Committee met at 5:30 p.m. at Conrad's Restaurant in Sudbury for dinner with the first finalist, Dr. Joyce Edwards.

Present were:

Ellen Grieco, Chair (arrived at 7:02 p.m.)

Barb Fletcher, Vice Chair

Jeanne Downs

Kim Reichelt

Kathie Steinberg

Also:

Dr. Joyce Edwards

Vice Chair Barb Fletcher continued the special session at 7:00 p.m.; the meeting is being recorded by WayCAM.

1. **Special Matters – Superintendent Search:**

(a) Interview with Superintendent Candidate Finalist Dr. Joyce Edwards:

The School Committee asked Dr. Edwards about 20 questions, which are also attached to these minutes. Some topics covered were:

- What she considers to be exciting and challenging facing the next Superintendent in Wayland.
- Her plan to ensure that the district's values reinforcing that every student belongs.
- Her approach to develop a district-wide budget while balancing the needs of the schools and fiscal constraints facing the town and residents. Asked to relate a budget challenge she has faced and how it was addressed.
- Experience with a language immersion program.
- What would be her approach in bringing a school district and community members together to resolve a challenging situation?
- What does she consider to be the most important job of the superintendent?
- What does she consider to be the strengths and weaknesses of the MA Educator Evaluation Framework; how do student and parental feedback fit into teachers' evaluations.
- How would she ensure that students in the middle are appropriately challenged?
- What is her view about the three most important qualities that a Student Services Director should possess?
- What instructional and assessment practices and strategies she expects to observe in the classroom as evidence of effective teaching and learning.
- What are her thoughts and experiences on the use of data in decision-making and in measuring performance at the student, teacher/staff and district level?
- What are her views and experiences in terms of how new instructional technology will impact traditional teaching methodology.
- An example of a teacher who best exemplifies excellence and why.
- If carrying on her predecessor's Curriculum Spotlights, the topic(s) she would highlight.
- An experience she has had that was both difficult and important in developing a perspective on leadership and communication with those she was leading.
- Her strengths and weaknesses in being a visionary planner and an operational senior manager.
- What would be her approach in making a decision regarding school start times?
- How would she deliver a high-quality Special Education program in a cost effective way.

The School Committee also asked Dr. Edwards to provide any additional information that would be helpful in the Committee's deliberations. The entire interview and follow-up Q & A can be seen on <http://wayland.vod.castus.tv>.

(b) Public Q & A with Superintendent Finalist Dr. Joyce Edwards:

A Q & A was open to those in attendance. Some topics covered were: the development of a longer range strategic plan and annual budget, the value of student-run journalism, student writing, and importance of the arts in terms of the well-rounded child, the budget vs. union and non-union contracts.

2. **Administrative/Procedural Matters:**

(a) Continued Discussion of Superintendent Search Process:

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The School Committee discussed the logistics and timing of its decision process moving forward. Jeanne informed the School Committee that Sara Ahern is also a finalist in Franklin, and they are scheduled to make a decision on March 28th. The Committee discussed the rating of the candidates using a leadership profile/characteristics form. Barb referred to a profile used in the last superintendent search. It was agreed that the reference checks will be made for each candidate after his/her interview, including the consideration of the writing samples.

The final interview will be Friday, March 24th, but the School Committee will post another meeting for Sunday, March 26th, given the imminent decision ahead.

3. Executive Session:

Upon on a motion duly made by Ellen Grieco, seconded by Barb Fletcher, the School Committee voted unanimously (5-0) to enter Executive Session at 9:05 p.m., to discuss strategy with respect to and in preparation for collective bargaining with the Wayland Teachers Association, Wayland Educational Secretarial Association, the School Custodians Union and the Food Service Association, as permitted by M.G.L. Chapter 30A, §21(a)(3), as such a discussion in open session may have a detrimental effect on the bargaining position of the School Committee and an Executive Session is necessary to protect the bargaining position of the School Committee, discussing strategy with respect to and in preparation for negotiations with non-union personnel to wit Superintendent, as permitted by M.G.L. c.30A, §21(a)(2), as such discussion in open meeting may have a detrimental effect on the bargaining position of the School Committee and an Executive Session is necessary to protect the bargaining position of the School Committee. A roll call vote was taken as follows:

<u>Roll Call</u>	<u>Yes</u>	<u>No</u>
Ellen Grieco, Chair	X	
Barb Fletcher, Vice Chair	X	
Jeanne Downs	X	
Kim Reichelt	X	
Kathie Steinberg	X	

The School Committee will be joined by Brad Crozier, Assistant Superintendent, and Diane Marobella, recording secretary.

The School Committee will reconvene in open session for adjournment purposes only.

4. Adjournment:

Upon a motion duly made by Barb Fletcher, seconded by Kathie Steinberg, the School Committee voted unanimously (5-0) to adjourn at 9:47 p.m.

Respectfully submitted,

Ellen Grieco, Chair
Wayland School Committee

Observers:

Linda Grubstein, Wayland
Anette Lewis, Wayland
Cliff Lewis, Wayland
Deborah Vogt, Wayland
Eileen Balicki, Wayland
Sejal Srinivasen, Wayland
Revathi Srinivasen, Wayland
Kailas Srinivasen, Wayland

Corresponding Documentation:

1. Agenda & Backup Information
2. Interview Questions
3. Executive Session Motion