

**Nantucket School Committee
Workshop Meeting Minutes
Tuesday, June 14, 2022**

Present Members: Chair Timothy Lepore, Vice Chair Pauline Proch (arrival 5:42), Laura Gallagher Byrne, (5:16 arrival) Anthony Fox, Esmeralda Martinez, & Superintendent Elizabeth Hallett by Remote Participation. Guests attending included Jim Hardy, MASC Field Representative & Katie Bedell, newly hired Executive Assistant to the Superintendent of Schools. Public participant late in the meeting, Bobby Planzer, NPS Student.

The meeting was called to order as a quorum was present, by Chair, Timothy Lepore at 5:16pm in the Nantucket High School Conference Room located at 10 Surfside Road. Laura Gallagher Byrne made a motion to approve the agenda, which was seconded by Esmeralda Martinez, and the Committee approved unanimously. The Chair motioned to move to a Workshop with the same persons approving.

Mr. James Hardy provided handouts related to the Superintendent Evaluation Process, *Evaluation the Superintendent: An Explanation and Guide to a Meaningful and Manageable Evaluation Process* and gave some of the history of the development and creation of this evaluation tool. He defined a SMART Goal as one that is specific, measurable, and that has listed criteria to realistically achieve an established goal. The five step process begins with the Superintendent establishing Goals and the alignment of the School Committee's own District Goals. Goals determined by the Superintendent are based on Professional Practice, Student Learning, and District Improvements. An additional part of the model system for this evaluation include Standards in four categories: Instructional Leadership, Management & Operations, Family & Community Engagement, and Professional Culture, and Mr. Hardy explained the indicators which further define the specific aspects of practice and how to utilize these in the evaluation. A rubric has been defined to evaluate achievement by a rating of Exemplary, Proficient, Needs Improvement, & Unsatisfactory. The School Committee needs to determine what is important to them and to perhaps pick 4-6 areas of focus. Mr. Hardy reiterated the importance of determining these priorities first, deciding on the calendar time period of when to review and report on achieving these Goals, and the need for School Committee to "buy in" to the process. The Superintendent provides Goals at the onset of the cycle, provides a Mid-Year Progress report, and at the end of the year (calendar or Fiscal to be determined by the School Committee) prepares a final report of Goals obtained, all of which ties into the District Plan and the School Committee District Goals.

There was discussion about School Committee Goals & the District Plan and Laura Gallagher Byrne was curious about when and how these documents were determined. Dr. Hallett reminded the School Committee of the Retreat and Workshops that provided the platforms to analyze and discuss these components. With three of the School Committee members being new to the Board, they were not part of the original development of the three year plan and therefore, they are taking on a living document, but that they tweak each year. Dr. Hallett stated she would resend her Goals to the School Committee as a refresher. Much of the information also is available on the School Website accessible to everyone. There was some discussion about the Values, Vision, and Mission of the School Committee and those aligning with the District Goals.

Dr. Lepore next talked the process of School Committee determining two designees to compile the evaluation information. School Committee Clerk Logan O'Connor reminded the Committee of past practice, with the Chair then presenting the Summative Evaluation in a Public Meeting. Mr. Hardy stated the School Committee must remember, the Superintendent is the only public employee to be evaluated in public and therefore, to be thoughtful and mindful of the narrative. Discussion of the timeline for compilation and presentation will drive the voting this timeline at the June 21 meeting with the Superintendent providing final Goals at the July Workshop meeting.

School Committee Self Evaluation

Anthony Fox wished to know how NPS compares to other districts. Mr. Hardy stated the Self Evaluation is widely used and helpful tool for them to help define areas of success or need. Dr. Lepore stated he thought it was interesting to notate very different opinions for some of the questions on the Self Evaluation. Mr. Fox added there is a lot to learn as a Committee member. Mr. Hardy reminded the Committee, Professional Development for them is helpful although

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sometimes understandably difficult to get to in-person because of the “island factor.” Online PD is growing stronger as an option, and he encouraged everyone to participate in whatever they can.

The School Committee had some further random questions pertaining to Open Meeting Law, Roberts Rules of Order , political affiliations, and how best to respond to community members queries. They cited some specific examples and asked for guidance in handling these questions. It was reiterated to reach out to the Chair or to the Superintendent. (Katie Bedell left the meeting at 6:56).

There was one final question to state the actual day for the last day of school as there seemed to be confusion among many constituents. Superintendent Hallett confirmed the last day of school is a half day on Thursday, June 24, but with Cyrus Peirce Middle School having a full day to make up for time lost when the water pipes burst in early Spring.

At 7:08 pm Rocky Fox made a motion to end the meeting, Esmerald Martinez seconded the motion, and with unanimous consent, the meeting adjourned.

Respectfully submitted,
Logan O’Connor
School Committee Clerk