

Nantucket School Committee
Meeting Minutes
March 27, 2018

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2 Present Members: Zona Butler, Jennifer Iller, Timothy Lepore, Melissa Murphy and Pauline Proch
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4 The meeting was called to order by Chairperson Melissa Murphy at 6:00 PM in the Large Group Instruction room at NHS. The
5 purpose of this meeting was as a sole agenda item for the Superintendent Evaluation. Tim Lepore made a motion, Zona Butler
6 seconded and it was approved unanimously.
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8 **Presentations and discussions of interest to the Committee**

9 **Superintendent Evaluation – Mrs. Melissa Bonvini Murphy, Chair**

10 Chair Melissa Murphy opened by thanking the Superintendent for all his hard work and noted that this evaluation of the
11 Superintendent is the only public evaluation in the Town of Nantucket. There is an extensive rubric directed from the
12 Massachusetts Evaluation system that covers four distinct domains. The Superintendent himself voluntarily submitted his own
13 Evaluation as did the Administrative team. Prior to sharing the actual document, Mrs. Murphy recommended a change in the
14 eval process for future years and suggested the Administrators not be required to submit evaluations to the School Committee.
15 This was a practice Superintendent Cozort brought to the district. Mrs. Murphy felt that anonymous submissions are not
16 necessarily fruitful as a step is missing when the Superintendent cannot read and respond to comments that could be constructive.
17 Mrs. Murphy then shared comments and ratings on the Superintendent’s Summative Evaluation report, beginning with the Goals,
18 she read aloud and as follows:
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20 The Goals are broken out into Professional Practice for which he earned Significant Progress; Student Learning for which he
21 earned Some Progress/Significant Progress; District improvement Goals for which he earned Met/Exceeded; and Other Goals for
22 which he was given Met/Exceeded.

23 Assessing Progress Toward Goals - “This year we have had successes at NPS as well as challenges. Under Mike’s
24 leadership, we brought a new school online, ahead of schedule and under budget, capping off our prior strategic plan quite
25 impressively. Because of his commitment to high standards, our student body as well as staff can learn and teach in a more
26 comfortable environment. We still have work to do as we are still struggling in Math and because Mike IS committed to
27 excellence and attaining the best outcomes for all our children, we have no doubt he, along with his team, will continue to
28 meet this challenge head-on and make necessary changes to attain success in this area. Mike is a strong leader and a very
29 visible and viable part of our community. His quick action in addressing the concerns and struggles in the world in general
30 are to be commended. He addressed the community in the midst of the recent school shootings and supported our own
31 district walk out. In the area of security, his forethought in planning and implementing the new vestibules at the NIS, CPS
32 and NHS confirms his commitment to our staff and children and doing what is best for them. While the new Strategic Plan
33 has not been created and implemented, it has been initiated and will be a priority along with the overall ongoing work of
34 the district itself. We look forward to an even more successful new school year and supporting the work of the district

35 Instructional Leadership – Instructional Leadership includes Curriculum, Instruction, Assessment, Evaluation, and Data
36 Informed Decision Making, promoting the learning and growth of all students and success of all staff by cultivating a
37 shared vision. “Mike has been a driving force in addressing areas in which we appear to have concerns and while
38 assessments aren’t necessarily an issue, the results certainly are. There has been some great strides regarding Curriculum,
39 but there is still work to be done. In some cases, the administrative team appears to need more support relaying the high
40 standards to their respective teaching staff, reflective of our shared vision and a more cohesive team. In addition, we’d
41 encourage Mike to schedule time to visit more classrooms to observe, now that NIS is completed and the community
42 school director has been hired.” Mrs. Murphy furthered, “This education leader promotes the learning and growth of all
43 students and success of all staff by cultivating a shared vision that makes teaching and learning the central focus of
44 schooling.” On this standard, he is rated as Proficient.

45 Management & Operations – This area covers Environment, Human Resources Management, Scheduling and Management
46 Information Systems, Law, Ethics and Policies and Fiscal Systems. “Mike does a great job of creating, implementing and
47 supporting a positive professional and safe learning environment for our staff and children in the district. The installation of
48 more security cameras and the new secure entries/vestibules at three of our four schools so far, are to be commended. Mike
49 has managed the fiscal budget admirably over the past few years and it is much appreciated. We would like to explore the
50 district having its own HR Department/Personnel and feel that the Town would support this decision and it would also
51 provide Mike with support in recruiting, hiring and retaining top notch staff. Overall, this education leader promotes the
52 learning and growth of all students and the success of all staff by ensuring a safe, efficient, and effective learning

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53 environment, using resources to implement appropriate curriculum, staffing and scheduling.” He has been rated as
54 Proficient/Exemplary in this category.
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56 Family & Community Engagement – This goal is focused on promoting the learning and growth of all students and success
57 of staff through effective partnerships with families, community organizations, and other stakeholders that support the
58 mission of the district. “Mike does a wonderful job of engaging with the community by being visible at community and
59 school events, as well as offering superintendent coffees which are open to the general public. He was responsible for
60 completing and opening the new school, a much needed space, addressing one of the major concerns of the community at
61 large – an expense that came in under budget! His commitment to all students is certainly reflected in his hiring additional
62 support staff, specifically, bi-lingual teachers and counselors, and specials, among others. Mike does a great job of
63 making himself available to parents, teachers, students and the general public, while adhering to the chain of command,
64 respectful of the building administrators.” For this standard we have given him a rating of Exemplary.

65 Professional Culture – The Superintendent is a very effective communicator with high standards. “Mike has a strong
66 commitment to high standards and he encourages his administrative team to set high standards for themselves as well as
67 their staff. This year he has had several events to tackle while maintaining this commitment to excellence – the abrupt
68 departure of the Community School Director, bringing in new administration (Principal & Assistant Principal at NIS,
69 SPED Director for the district, etc...). Making sure the entire administrative team melds together and have the same share
70 vision, as well as managing the conflicts as they arise, can be a challenge at times. We feel that implementing the Strategic
71 Plan sooner than later will have a positive impact and help alleviate some of the divide that exists.” For this a we have
72 rated Proficient.

73 For the overall process, the School Committee (annually) received for their review, a self-evaluation by Mr. Cozort and
74 evaluations of the Superintendent from each of the Administrators on the Leadership Team. The School Committee met to
75 incorporate this information into their own individual evaluations, and to develop one collated and comprehensive Summative
76 Evaluation that is presented here tonight. Mrs. Murphy identified that although we still have work to do, the district is lucky to
77 have Michael Cozort as their leader. They are impressed by his ability to navigate challenges and successes and the School
78 Committee thanked the Superintendent for all that he gives to the district. Mrs. Murphy added that she appreciates all the years
79 that they have worked together. She had the privilege of being on the Committee when hiring the Superintendent, and she thanks
80 him for all that he does!

81 At 6:11pm School Committee adjourned on a motion made by Pauline Proch and seconded by Tim Lepore, and unanimously
82 approved.
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84 Respectfully submitted,
85 Logan O’Connor, School Committee Clerk