

EVALUATION SUBCOMMITTEE MEETING MINUTES

April 10, 2017

5:00 p.m.

**Kuss Middle School
52 Globe Mills Avenue
Fall River, MA 02724**

A roll call at 5:06 p.m. showed:

Mr. Andrade: Present Mr. Martins: Present
Mr. Costa: Present

Also present was Superintendent Malone.

Mr. Andrade read the Open Meeting Law. A salute to the flag followed.

1. **Discussion:** Superintendent's Mid-Cycle Review

Mr. Andrade began by stating that the Committee was previously emailed the joint goals of the School Committee and the Superintendent from last summer. He also had a couple of pages from the previous Superintendent's evaluation to use as a template for how the Committee goals had been set up. Most of the evaluation format is pretty standard. There are a number of items that they have to rate the Superintendent on. The Superintendent will be rated on the items that he had decided were priorities for the system. There are three different subsections: Professional Practice, Student Learning, and District Improvement. There is also an "Other" item to choose from. The task for today was to select those items from the goals that were previously set and place them in the appropriate sections. Mr. Andrade began by asking Superintendent Malone which goal he felt fell under Professional Practice.

Superintendent Malone said that pretty much every single goal that they picked was a District Improvement goal. Mr. Martins interjected that he would like to see all six items as a measure of the Superintendent's performance. Being that it's his first year, he's not going to get "Exceeded Expectations" on all of the items nor is he going to get "Did Not Meet Expectations." He wants to see what the Superintendent has done at the present time to implement these goals. He thinks that the Superintendent is going to need more time to implement these goals. He said that the goal to "develop and refine multiple pathways for student success" would be considered Student Learning. Human Capital would fall under District Improvement. The budget would fall under Other Goals or District Improvement. He knows that the Superintendent is working on the Capital/Facilities Master Plan. That would fall under District Improvement. Performance Management Dashboard would go under Other Goals. He recommends that the Superintendent look at these goals and see where they best fit in to this tool. He also suggests that he look at the evaluation format by the Department of Education. He doesn't see any problems with the rating system. He thinks this will be a fair evaluation of what has been done and it gives the Superintendent direction as to where he needs to put effort.

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Superintendent Malone stated that the way that he viewed this was as a mid-cycle review of a two-year cycle. He doesn't have any achievement data yet and won't have any until next year. He looks at this as a formative process. They will meet again next winter and then in the spring for a final evaluation. He doesn't have a learning goal that he can measure because he won't have any data until next year.

However, he has made progress on the six goals and they're going to establish new goals this summer. While he can't show the growth in student achievement scores, he can show progress toward the goals.

Mr. Martins pointed out where it said, under Student Learning, "By September 2014, each district school that met their 2013 targets will sustain their targets." Mr. Andrade said that that was from the former Superintendent. Mr. Martins said that perhaps Superintendent Malone could rewrite that to affect the goal of developing and refining multiple pathways for student success.

Mr. Costa agreed with Superintendent Malone in that he also saw this evaluation as being more of an entry plan for the district. It may not contain a goal for student learning. Some of the things that they set as their goals could in fact impact student learning. Next year, based on the test scores, the Superintendent can begin to outline where he would like to see some change made and identify it as a particular goal. He's okay with evaluating the Superintendent's performance based on the agreed upon goals. The Superintendent has provided evidence that those things have occurred. He's not certain that they have the ability to evaluate the Superintendent on a two-year cycle. It seems like they are charged with evaluating the Superintendent on an annual basis.

Superintendent Malone suggested that the Year 1 evaluation be looked at as formative. Year 2 would be much more in-depth because he would have the ability to do data analysis. Mr. Costa said that he could write a smart goal for the description that would reflect one of the goals. Superintendent Malone said that they can use their own form to do that. He viewed this meeting as a time for them to set up what they will be doing in the next couple of months. Mr. Costa said that it will be the charge of this Subcommittee, in conjunction with the Superintendent, to come up with a presentation for the full Committee so they can look at what the goals are, what the description of what those goals are, what the Superintendent intends on accomplishing, then sit down as individuals and decide as a group if the Superintendent has met the expectation for the year. It's going to require that they look at the data and decide where he wants to make improvements. For this year, setting specific goals would be unfair because Superintendent Malone came into the district and there were a number of things he needed to accomplish. The goals that were set are a good start. They agreed upon them as a group. He's had a year to make headway on the goals and he's given the Committee evidence on his progress. It may be a goal that carries into his next evaluation cycle because it's too soon to accomplish what he's set out to do.

Superintendent Malone stated that his Professional Practice goal was to improve communication with the School Committee and he has worked on that this year. He will take the goals, put them in the format that they have, and bring them back at the next Evaluation Subcommittee meeting. Mr. Andrade asked Superintendent Malone if he was proposing that they keep some of the items more general since they don't have the data to measure by. Mr. Costa said that they have the data but it's from last year. They would have had to have established rating the Superintendent on creating change in that data with him beforehand. This is a bridge evaluation of the Superintendent's performance. It's a good snapshot of his entrance into the district. They should evaluate him over the goals that they agreed to. His next

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evaluation will probably have more specific goals on student learning, district improvement, and professional practice. He can probably better outline specifically what he is looking to do.

Superintendent Malone said that he will try to merge the state process with their shared goals. He will also add his professional practice goal of improving communication with the School Committee. Mr. Martins said the he could very easily introduce that goal. He can add it under Budget Design/Zero-based Budget since he keeps the Committee updated on the budget process. He has also kept the Committee in the loop about the Capital/Facilities Master Plan. Superintendent Malone said that he would do that. They will schedule the next meeting sometime in May. He will get the tool and evaluation out before that and that will give the Committee the ability to look at it and see what he has done in each area. Mr. Martins said that in Years 2 and 3, he wants to see something that is measurable.

Mr. Andrade said that they will hold another meeting in May. Superintendent Malone suggested May 8 before the full School Committee meeting. Mr. Costa said that they could potentially hold the meeting before the special meeting on April 24. At the latest, the meeting should take place in May because they'll need to refer this to the full Committee then vote on it and each Committee member will have to evaluate the Superintendent. That will probably take place at the June meeting.

MOTION: Mr. Martins-Mr. Costa: To adjourn.

No discussion

All were in favor

None were opposed

Motion passed (5:29 p.m.)

Respectfully submitted,



Administrative Assistant

Documents Referred to:

- Evaluation for Superintendent Mayo-Brown
- MEMO: Progress Made: 2016-2017 School Committee/Superintendent's Goals

ADA Coordinator: Gary P. Howayeck, Esq.- 508.324.2650

Please note: A videotape/DVD of this meeting is on file in the School Committee Office and is available for review by contacting the Administrative Assistant for the School Committee Services