

**WAYLAND SCHOOL COMMITTEE
SUPERINTENDENT SUBCOMMITTEE MEETING
Minutes**

Date and Time: Wednesday, November 20, 2013 at 9:00 a.m.
Place: Wayland Town Building, School Committee Room

Present: Beth Butler, Chair
Malcolm Astley
Dr. Paul Stein

Beth called the meeting to order at 9:35 a.m.

1. **Public Comment** There was no public comment.
2. **Approve minutes of November 8, 2013** Passed over.

3. Discuss for School Committee Consideration the Evidence/Assessments for Evaluation of the Superintendent in Connection with the Superintendent's Four Goals

Goal I – Student Learning Goal. Malcolm said the School Committee should be considering higher level thinking, and asked if District Determined Measures will include any measurements for same.

He noted a publication by Bloom, Maslow concerning knowledge, critical thinking and abstract thinking. Malcolm mentioned moral development process (awareness from self-interest to principles underlying laws).

Malcolm suggested that we recommend adding evidence of actual successful strategies that are in used, parsed according to subgroup, as possible.

Goal III – A District Improvement Goal

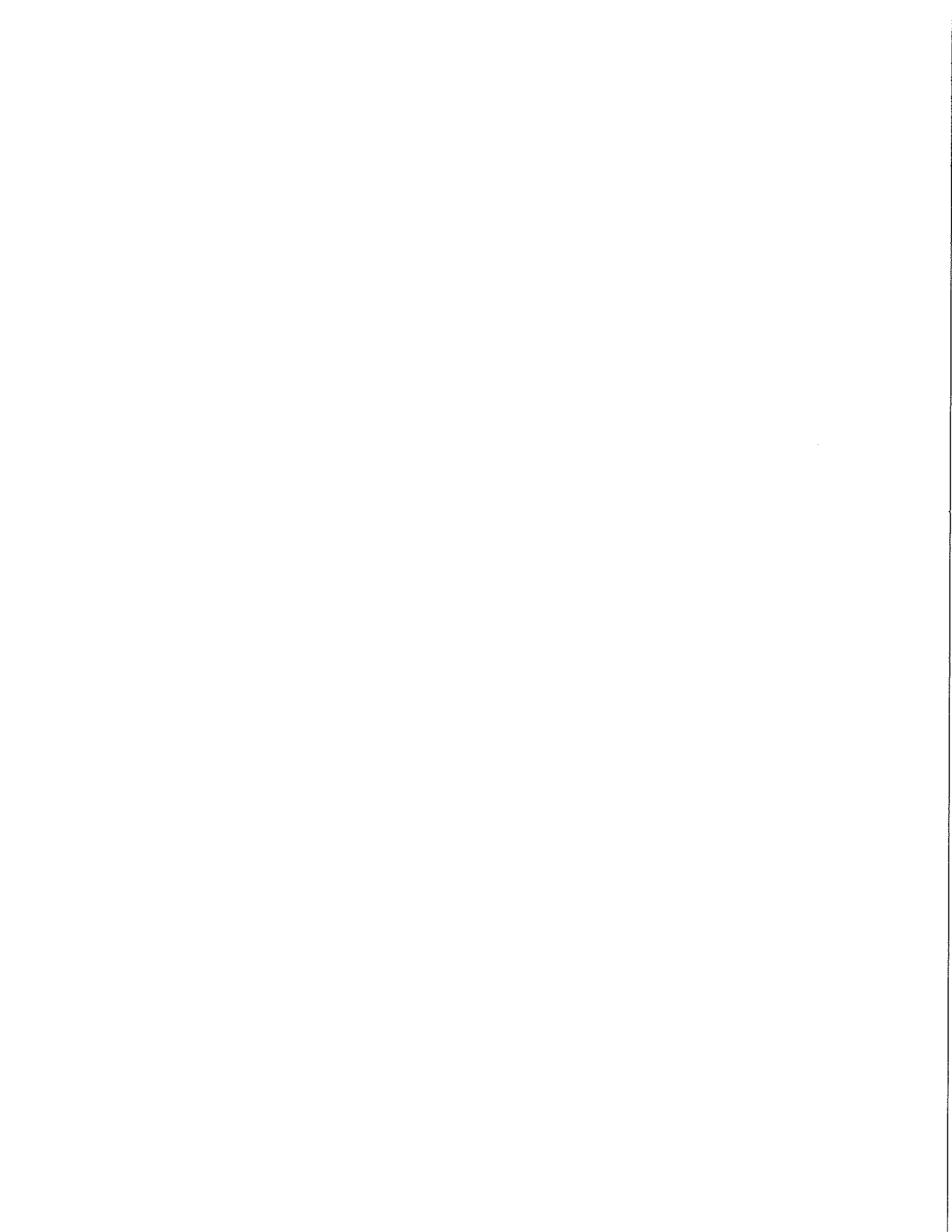
Malcolm suggested that under bullet 4, we add, “for example, significant conversations with staff using a new technique of higher level thinking, or evidence of students gains in higher level thinking”.

On the topic of who would conduct interviews with administrators, if that was determined to be feasible and desirable, former principals in Wayland and elsewhere were mentioned.

Paul said he will talk with the administrative council, about a possible review session of Bloom's Taxonomy and walk-throughs.

4. Discuss Draft Timeline for the Superintendent Evaluation Process

Malcolm said that the timing of input into the Superintendent's



system-wide goal setting process should be noted and discussed by the School Committee. He also said that as a timeline for evaluation is being developed for the current year, it should be drafted for next year as well.

Proposed timeline for FY15:

Step 1 – Feb-May: Superintendent receives input from staff and SC for system-wide goals

Step 2 – by last meeting in August: Superintendent presents proposed system-wide goals and goals for Superintendent's evaluation

Step 3 – September: School Committee discusses/approves goals for evaluation. September or October: School Committee discusses/approves goals for evaluation

[November (every 3 years): School committee discusses/approves intent to negotiate new contract

Step 4 – Jan-Feb (after budget presentation to Finance Committee): Mid-year review

Step 5 – May – June: Final evaluation

5. Adjourn Upon a motion made by Malcolm/Beth, seconded by Beth/Malcolm, it was VOTED unanimously (2-0) to adjourn the meeting, which was thereupon adjourned at about 11 a.m.

Respectfully submitted,


Beth Butler


Malcolm Astley

Documents:

1. The Massachusetts Model System for Educator Evaluation:
 - Part III: Guide to Rubrics and Model Rubrics for Superintendent, Administrator and Teacher
 - Part VI: Implementation Guide for Superintendent Evaluation
2. Draft Minutes of Superintendent Evaluation Subcommittee meeting of October 4, 2013
3. Superintendent's Goals for Evaluation 2014-2015 DRAFT for Discussion Purposes

