

Wayland School Committee
Minutes of the Subcommittee on Superintendent Evaluation

November 14, 2012 at 11 a.m.

Wayland Town Building

Present:

Beth Butler Malcolm Astley
Superintendent Paul Stein

The meeting was convened at 11:10 a.m.

- I Approval of minutes; passed over.
- II Review and discussion of DESE Model System for Educator Evaluation, Parts III (Guide to Rubrics and Model Rubrics for Superintendent, Administrator and Teacher) and
- VI (Implementation Guide of Superintendent Evaluation);

Discussed the proposed four goals (from Paul Stein's memo of November 14, 2012 "Superintendent's Goal's for Evaluation"); per DESE: goals to be "S.M.A.R.T. – Specific and Strategic, Measurable, Action Oriented, Rigorous, Realistic, Results-Focused, and Timed and Tracked");

Discussed selection of certain of forty-one Elements listed in the four Standards, to emphasize in the evaluation process; discussion of types of evidence contemplated by DESE for our review at mid-cycle and end of cycle;

Discussed idea of feedback from others, such as staff and/or parents, implementation (e.g. survey?); noted this to be a part of future implementations per DESE;

Discussed measurement of superintendent leadership in high-performing district; discussed complexity of DESE system and desirability of simplifying for implementation in pilot.

Plan: Topics to be presented to the full school committee at a meeting for discussion, including Dr. Stein's proposed goals.

The meeting was adjourned at 12:30 p.m.

Respectfully submitted,

Beth Butler

Documents:

* Paul Stein's November 14, 2012 "Superintendent's Goal's for Evaluation"

* Rubric Template from Superintendent Ed Costa of Lenox (handout from MASC Annual Conference, November 7, 2012)

*DESE Massachusetts Model System for Educator Evaluation Parts III (Guide to rubrics and Model Rubrics for Superintendent, Administrator and Teacher) and VI (Implementation Guide of Superintendent Evaluation)