

Minutes of June 12, 2017.

Present – Caroline O’Neill, Nancy DeLuca, Jane Martin, Jacqueline Weisman, Dr. Lisha Cabral, and Ann Weintrob.

The only item on the Agenda is the School Committee interview of Assistant Superintendent Finalist Ms. Ann Weintrob

Chair Weisman opened the meeting at 3:30 and welcomed Ms. Weintrob. Chair Weisman informed Ms. Weintrob of the format to be followed which was: the introduction of School Committee Members, followed Ms. Weintrob’s opening statement (5 minutes), School Committee questions and follow-up (40 minutes), Ms. Weintrob’s closing statement (5 minutes), and questions for the Committee (10 minutes).

Ms. Weintrob made an opening statement.

Ann has been in Easton for 23 years as a teacher, reading specialist, and now principal. She and her family moved to Easton and are not leaving. Ann loves that her circle of influence is growing and has many positive and meaningful relationships with students, parents, educators, and community.

Ms. O’Neill asked the following questions:

1. Please describe your involvement, if any, in the recruitment and hiring of teachers or other staff. Our building principals are primarily responsible for overseeing the selection process of new faculty, but what specific practices would you encourage to promote consistency across schools? What ideas do you have about how a district can attract and retain outstanding educators?

Ann has been on hiring committees since she was a teacher. She was involved in the principal searches for Donna Tobin, Nick Botelho, and Chris Getchell. There needs to be set criteria for each candidate. Administrators need to be proactive and look at needs that must be filled.

2. Can you describe a time when you tried to convince the administrators and faculty of an individual school, or of an entire district, to adopt a significant change in practice? How did it go? What did you learn from the experience?

Ann gave an example of a time when full day kindergarten students were allowed to come to school on a delayed opening snow day. Students that didn’t pay were not allowed to come to school. She pressed administration to make the day fair for all, whether paying or free. Ann and the other kindergarten teacher ended up being “daycare” for those few students that showed up. She kept trying to find a resolution, but there was never one found.

3. What experience do you have in grant writing? Have any of your grant proposals resulted in funding?

Ann has written FEEE grants for about \$30,000 total. Other grants are building and teacher based. A PAC parent from Stonehill helped Ann with a grant process.

Ms. DeLuca asked the following questions:

1. What has been your experience with the educator evaluation process? What impact do you think the process has on the quality of instruction in the classroom?

Ann trained with administration when the DESE evaluation system began. It is a very cumbersome task. Ann loves summative evaluation process. Teachers trust her. It has been a good vehicle for constant conversations with teachers.

2. Describe the methods of communication you have found to be most effective when communicating with students, faculty, staff and parents. How do you adapt when your methods don't seem to be working?

Students: face to face is best. Ann greets students and parents every morning, knows all kids names. She sends out email every Monday morning to staff. It covers what the weeks events are, good things about the week before and things needing attention. Staff looks forward to this email. Parents receive a monthly newsletter by email. Ann has a community connection with Stonehill College. Ann gets a lot of student teachers by working closely with Stonehill's education department. Ann is also in constant contact with Parkview and Moreau Hall School.

3. How have you demonstrated an ability to establish a positive change in the overall performance of a district? How did it turn out? What would you do differently?

The use of RTI in the 3 Pre-K to 2 schools in the past few years has been beneficial. Working with Dr. Parker and Dr. Cabral to get data and evaluate it. There is a lot of collaboration among all parties. The use of Dibbles, CBM, and other assessments has helped identify at risk students. Ann has facilitated the meetings to look at data and interpret it.

Ms. Martin asked the following questions:

1. How have you motivated staff members who may be struggling with their instructional practice? Can you give some specific examples and how have you followed up to ensure there has been improvement.

Ann has identified staff members' strengths and paired people up to work together to improve.

2. What programs have you implemented that have used technology to improve the educational process? What were the outcomes? What would you change about these programs to make them more effective?

Ann has 70 Ipads in her school, 5 for each classroom. Having this many works great for centers. Every classroom has a white board and document camera. Ann says we need to be careful with use and "abuse" of technology. Some teachers are comfortable with technology and need to find opportunities to share knowledge with others who are not as confident. The teachers and parents like "Blooms" app. Kids need a choice on how they communicate. Ann has helped teachers upload evidence onto Teachpoint.

3. Describe some ways that you have been involved with your school community outside of your job responsibilities. How has your school district benefited from these activities?

Ann has brought many activities to her school. Healthy Bodies Yoga through The Well, Personal Best Karate, Roche Brother's market, Big Y, the Easton Historical Society, Simpson Spring, Bridgewater State University, Stonehill College, Maplewood, YMCA Swimmers, Geography Night for the traveling globe, STEAM, Math night, and many other programs are used at Center School.

Chair Weisman asked the following questions:

1. Describe the involvement you have had in developing and evaluating curriculum. Describe the process you used, who was involved, and how you evaluated whether or not the curriculum resulted in improved student learning.

Ann has been involved in writing curriculum since the beginning. She was on STELLAR Committee, Everyday Math, Science Foundation Group, Reading Street. Again, set criteria to look at programs. She contacted districts using the programs for their views. She added it is important to have teacher input in all areas. Ann has been involved with UBD for the past 4 years. She likes curriculum writing. She trains and helps teachers with UBD to allow them to have the deep understanding needed in making a good unit.

2. What, if any, programs have you seen in other districts that you think would work well in Easton and how would you implement those programs?

The programs mentioned earlier have worked in her school. She would like to see a refresh in the Open Circle Program, maybe Responsive Classroom. Also a social/emotional program would be great.

3. The assistant superintendent's busiest time of the day is usually 2:30 to 5:30 because that is when teachers and staff are available to meet with her. In addition, the assistant superintendent also must attend a number of evening events and meetings (including school committee meetings). Do you see a problem in maintaining that schedule?

NO Problem with schedule!

Extra question: Are you able to make the "leap" to Central Office?

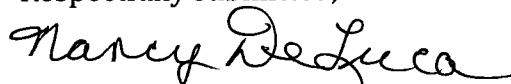
Ann said yes. She works well with administration. She has a good intuition about people.

Additional Comments:

Ann would have a good working relationship with Lisha. Ann has the elementary perspective and Lisha has the secondary perspective. Ann has value for the system and district. She is respected by colleagues and would be a "bridge" between the Superintendent and the faculty and principals.

On a motion by Chair Weisman, seconded by Ms. DeLuca, with a 4-0 vote, the Committee adjourned at 4:30 p.m.

Respectfully submitted,



Ms. Nancy De Luca
Secretary