

**Superintendent Search Committee**  
**Minutes of 2/11/2021 Meeting**  
**Executive Session**

**In Attendance:**

√	Heather Barry		√	Jennifer Hedrington
√	Kevin Brill		√	Susan Nylén
√	Rebekah Brooks		√	Jennifer Spadafora
√	Don Concannon		√	Birukti Tsige
√	Erin Craven		√	Jessica Vasquez
√	Isabel Delacruz		√	Adam Weldai
√	Deb Gesualdo		A	Amine Yakine
√	Kate Greco		√	Billy Zeng

**Also Present:** Maria Luise of the Mayor’s Office serving as Clerk of the Screening Committee and consultants, Ray Shurtleff, from the Collin Center for Public Management at UMass Boston and Dr. Anne Wilson.

**1. Call to Order and Roll Call**

Adam Weldai opened the meeting at 6:00PM stating that in accordance with Governor Baker’s Order suspending certain provisions of the Open Meeting Law, this meeting was being conducted via remote participation by Committee members.

Maria Luise conducted roll call and members of the Screening Committee that were present are noted in the Attendance Chart above.

**2. Deliberation Process**

Anne facilitated the deliberation process. The Committee voted “yes” or “no” for each of the nine (9) candidates interviewed and a discussion of the rankings followed. Each Committee member was given the opportunity to make advocacy statements for a candidate and point out strengths and then also point out weaknesses and voice concerns. In addition to their notes and each candidate’s resume and submission, the Committee engaged in an in-depth review and discussion of each candidate until agreement was reached.

**Finalists**

Following the deliberation, the Screening Committee reached consensus on three finalists. The Committee voted unanimously by a roll call vote to submit the following three educators for consideration to the School Committee:

- **Dr. Margaret Ferrick** (currently the Deputy Superintendent of the Southbridge Public Schools)

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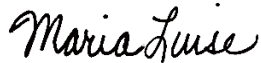
- **Lori A. Gallivan** (currently the Executive Director of Curriculum, Instruction and Accountability for the Winthrop Public Schools)
- **Ligia Noriega-Murphy** (currently Assistant Superintendent on Assignment as the K-8 Jackson Mann Principal in the Boston Public Schools)

There was discussion about the announcement of the finalists and when that should take place. The announcement will probably happen at the March 1<sup>st</sup> School Committee meeting. The group also discussed the upcoming schedule and the public engagement process. The school community will have the opportunity to meet the finalists through Zoom forums during the weeks of February 22 and March 1. Additionally, there will be open community forums followed by the final interviews conducted by the School Committee.

It was also agreed that Kevin Brill and Isabel Delacruz would write a letter on behalf of the Search Committee to Mayor Christenson requesting that there be interpretation services available for the upcoming community forums and interviews.

Upon motion of Katie Greco, seconded by Billy Zeng, the Committee voted unanimously to adjourn executive session at 9:55PM.

Respectfully submitted,



Maria Luise

**ATTACHMENT A**  
**Malden School Committee**  
**Superintendent Finalist - Interview Questions**

**Christenson:**

What does meaningful Diversity, Equity and Inclusion work look like in a school system to you, and how have you undertaken this work in your previous roles? Where do you see yourself making an impact in Malden?

**Drummey:**

What do you expect your top priorities to be for the district for your first year? For 3-5 years down the line? How would you go about devising and implementing your objectives and how would you enlist your top staff to support this?

**McCarthy:**

How would you go about looking at a technology plan for our future, and who would you involve in that discussion?

**Spadafora:**

In this difficult fiscal climate, what process would you use to determine budgetary priorities? What are some of your priorities in a school budget?

**Iovino:**

As a result of the pandemic, and the number of days that our students have been in remote learning, there may be significant gaps in student achievement. What specific measures will you undertake as superintendent to assess and address that issue?

**Weldai:**

Could you describe some ways in which you have been an instructional leader in your previous roles, and share an initiative that you were responsible for implementing that significantly changed teacher practice, or student outcomes?

**Gray:**

Communication skills are instrumental to any leadership role and carry two key components: being a good listener as well as being a strong communicator. As superintendent, your communication varies with different groups of people: city leaders, school committee members, staff, and parents. How accessible will you be to these individuals welcoming ideas, thoughts, and concerns?

**Luong:**

What experience do you have working with students with varied abilities, and specifically what checks and balances will you put in place to ensure that special education, ELL and all students who need services are receiving those services appropriately?

**Froio:**

Malden High School is a comprehensive high school, If money were available would you consider adding a few more Technology Education shops, to make it a truly comprehensive high school? What experience do you have working with vocational, and college and career pathways?