

**Superintendent Search Committee**  
**Minutes of 2/8/2021 Meeting**  
**Executive Session**

**In Attendance:**

√	Heather Barry		√	Jennifer Hedrington
√	Kevin Brill		√	Susan Nylan
√	Rebekah Brooks		√	Jennifer Spadafora
√	Don Concannon		√	Birukti Tsige
√	Erin Craven		√	Jessica Vasquez
√	Isabel Delacruz		√	Adam Weldai
√	Deb Gesualdo		√	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 4:50PM 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. Amine Yakine was not present for the interview of the first candidate.

**2. Interview Process**

Committee had received an Interview Worksheet that listed all interview questions and provided space to record “strengths” and “questions.” Ray reported that each of the three candidates had received a copy of the profile and report. The process would consist of nine questions and then asking the candidate if they had any questions. Each Committee member would introduce themselves to the candidate and give a little background about themselves. Maria Luise would ask the questions for consistency. The same questions would be asked of each candidate. Clarification questions could be asked, and each interview should take about one hour.

There would be no discussion about the candidates until all the interviews were complete.

The questions posed of each candidate are attached and incorporated herein (Attachment A).

**February 8, 2021 Minutes of the Search Committee  
Executive Session**

**3. Interviews**

The Committee interviewed the following candidates:

- Ligia Noriega-Murphy



*(Please note that the names of individuals who are not forwarded to the School Committee for public consideration should be redacted before public distribution of these minutes).*

After the conclusion of the interviews there was a brief discussion about the questioning format, the upcoming schedule and what to anticipate at the debriefing. Ray indicated that the School Committee was looking for 3 to 4 candidates for their consideration. That would be a more public process and when set questions do not have to be used.

Upon motion of Deb Gesualdo, seconded by Jessica Vasquez, the Committee voted unanimously to adjourn executive session.

Respectfully submitted,

A handwritten signature in cursive script that reads "Maria Luise".

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?

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