

**Superintendent Search Committee**  
**Minutes of 1/27/2021 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		√	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.

Adam Weldai opened the meeting 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.

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

Maria Luise conducted roll call and all members of the Screening Committee were present as noted in the Attendance Chart above. It should be noted that member Susan Nylén was not able to access remotely once the meeting started.

**2. Candidate Profile Process: Forums/Online Survey**

Ray reported on the focus groups and online survey that were in progress to garner feedback from the school community. Ray and Anne were conducting Zoom focus groups for teachers, staff and administrators. Adam Weldai and Jennifer Spadafora were conducting a session with the School Committees as well as discussions with parents and community groups.

The online survey was going well and utilized the same focus group questions. It would be available until January 30<sup>th</sup> and to date there were over 340 responses.

The information gathered will be used to create a profile for the next superintendent that will help guide the Search Committee and School Committee when considering candidates. A report will be created to assist both Committees and will also be reviewed by potential applicants.

**3. Review of Candidates**

The consultants had provided a YES/NO/MYABE worksheet to be used during this meeting's review process. The worksheet listed the 37 candidates for the Committee's consideration. The Committee was able to review each candidate's written submission beforehand and then determine whether it was a candidate they definitely wanted to put forward, definitely didn't want to put forward or a "maybe."

[REDACTED]

Sue Nysten was not able to participate in the tally from candidate #12 on.

The group discussed the results and Ray indicated he would provide information he had, if needed. Those with "yes" scores of 14, 10, 9 and 8 were moved forward for interviews. This gave the Committee six candidates.

[REDACTED]

**4. Questions**

Given the time spent on the consideration of candidates, the Committee didn't feel there was adequate time to spend on the selection of interview questions. It was agreed that Committee members would give input on questions electronically. Anne and Ray would make recommendations for nine questions and forward to the Committee.

**5. Dates and Times of Interviews**

Interviews will be conducted on February 8th, 9th, and 10th. There will be 3 scheduled per night and each will be approximately one hour long. There will be a brief public meeting before convening in executive session each night. Interviews will take place between 5:00PM and 8:30PM.

Upon motion of Jennifer Spadafora, seconded by Adam Weldai, the Committee voted unanimously adjourn executive session.

Respectfully submitted,

*Maria Luise*

Maria Luise

ATTACHMENT A

	LAST NAME	FIRST NAME	YES	NO	MAYBE	COMMENTS
1	██████	██████	10	3	3	
2	██████	██████	0	14	2	
3	██████	██████	10	3	3	
4	████	██████	6	6	4	
5	██████	██████	1	11	4	
6	██████	██████	0	9	7	
7	██████	██████	1	14	1	
8	████	██████	4	3	9	
9	████	██████	2	11	3	
10	Ferrick	Margo	9	4	3	
11	██████	██████	2	7	7	
12	██████	██████	2	9	4	
13	Gallivan	Lori	8	2	5	
14	██████	██████	1	13	1	

ATTACHMENT A

	LAST NAME	FIRST NAME	YES	NO	MAYBE	
15	██████	██████	0	13	2	
16	████████	██████	2	5	8	
17	██████	██████	3	7	5	
18	████████	██████	4	8	3	
19	██████	██████	0	12	3	
20	██████	██████	3	6	6	
21	████████	██████	7	4	4	
22	██████	██████	1	10	4	
23	██████	██████	0	10	5	
24	████████	████████	9	1	5	
25	██████	██████	3	7	5	
26	████████	██████	0	10	5	
27	████████	██████	4	7	4	
28	██████	██████	3	5	7	
29	████████	██████	3	7	5	

ATTACHMENT A

	LAST NAME	FIRST NAME	YES	NO	MAYBE	
30	Noriega-Murphy	Ligia	14	0	1	
31	████████	████	5	6	4	
32	████	████	0	14	1	
33	████████	████	1	11	3	
34	████	████	5	2	8	
35	████	██████	0	14	1	
36	████	████	3	9	3	
37	████████	████	7	3	5	

