

**Malden Superintendent Search Committee
Minutes of Meeting
March 1, 2017
Malden Public Library, Malden, MA**

NOTE: THESE MINUTES ARE REDACTED. THE NAMES OF INDIVIDUALS WHO ARE NOT FORWARDED TO THE SCHOOL COMMITTEE FOR PUBLIC CONSIDERATION SHOULD BE REDACTED BEFORE PUBLIC DISTRIBUTION OF THESE MINUTES.

Present: School Committee Member Catherine Bordonaro (Ward 7), Chair; School Committee Member Mike Drummey (Ward 1), Van Huynh, Assistant Principal of the Salemwood School; Karie Carpenito, Assistant Principal of the Forestdale School; Peter Dolan, Assistant Principal of the Linden STEAM Academy; Teri Malone (Beebe School); Margie Briatico; (Ferryway School); Paul Degenkolb (Malden High School); James Mac; City Councillor Jadeane Sica (Ward 8); Marilyn Andrews (Special Education Parents Advisory Council); Dawn Marie O'Toole (DPTO); Hilda Torres, Executive Director of My Little Best Friends.

Also Present: Maria Luise (Mayor's Office), Glenn Koocher (Mass Association of School Committees)

CALL TO ORDER

The Chair called the meeting to order at 5:00 p.m.

All members being present, the Chair entertained a motion by Ms. Carpentito, seconded by Ms. Briatico to convene in executive session for the purpose of conducting an initial interview with candidates for the superintendency. It was voted unanimously and by roll call to convene in executive session. The Chair announced that the Search Committee would not return to public session at the conclusion of the meeting.

The Search Committee interviewed **[Name Redacted]** and **[Name Redacted]**.

The questions posed are attached.

At the conclusion of the interviews and after discussion, it was moved by Ms. Carpentito, seconded by Ms. Briatico to adjourn. The Committee voted unanimously and by roll call to adjourn.

The Chair declared the meeting adjourned at 8:15 p.m.

Respectfully submitted,

Catherine Bordonaro, Chair

Attachment: Questions to Candidates (Booklet Form)

Malden Superintendent Search Committee
INITIAL SEARCH COMMITTEE QUESTIONS
Organized by General Topics

General Opening Question: Why Malden? Why Now? [Chair]

Why are you the best candidate for Malden, and why should you be our superintendent?

STUDENTS, TEACHING AND LEARNING

1. Leading Changing (Kate)

“Leaders establish the vision for the future and set the strategy for getting there.” John P. Kotter

In your experience, how do you successfully implement change, what are the key elements to creating change that is sustainable and how do you handle those resistant to change?

Follow up- With that, how do you handle if your administrative team does not share your strategies for implementing effective change

2. Student Assessment (Margaret)

As you lead the district, how will you work with faculty and the school community to set reasonable intervals of assessments throughout the year- intervals that allow for critical time for teachers to gain understanding of where students are in their learning, provide student feedback, and adjust instruction, as we continue to strive to improve and maintain high academic achievement?

High performing students and accountability are priorities in Malden. What are your experiences with standardized testing? Can you explain your vision for centralizing a student assessment program that will be used to monitor the progress of all students in meeting local and state learning standards?

3. Teaching – Different Styles

There are many mandates to follow “Best Practices” in all of the classes, no matter what grade or subject. How would you incorporate the different teaching styles of the teachers to allow them the autonomy to use their experience and expertise in the classroom?

4. School Safety [Peter Dolan]

In the world we live in school safety has become a priority and focus. Can you explain to us what and how you have been involved with implementing school safety procedures or programs that help protect the physical, emotional, and environmental aspects of a district you have worked in?

Follow up (if time permits):

It is 9:30 a.m. on Thursday and the front office staff have received a call from the dispatch center of the Police Department. You take the call and learn that there is an escaped prisoner being transported to the courthouse from the county jail and the van was in an accident. The prisoner is now on the loose and he was reported as last seen heading south in the direction of your school. In being extracted out of the van, the prisoner overpowered the correctional officer, took their gun, and then fled the scene on foot. What are your next steps as a principal?

5. Social and Emotional Wellbeing of Students [Van]

As a superintendent, how would you address the social/emotional needs of the students in the district?

We know that our students have experience trauma, what will you do to make school a safe and supportive learning environment that addresses their mental health needs?

For traumatized students, steps need to be taken before student is ready to learn. What steps would you implement to ensure that a student is given the proper supports in order to enter a classroom and be ready to learn?

We are seeing more students being hospitalized for mental illness and often times students struggle when returning to school, what would you put in place to make sure students are well supported and set up to be academically successful?

INNOVATION AND CHANGE

6. Teaching – Different Styles

Given the complexity of the educator evaluation system and the need for professional development to improve the professional practice of our teachers and administrators, how do you see yourself working with our staff to accommodate the ways in which teachers relate to students and manage their classrooms? Can we work effectively with a faculty that deploys different teaching styles?

a. Follow Up: Mentoring Programs for Students and Faculty (If time permits)

Have you any experience implementing or working with a mentoring program for teachers and for students? How would you think about developing a program for our teachers and our students and how would you measure success?

7. Innovation Schools [Peter Dolan]

We have one innovation school in our district. What do you know about innovation schools, their structure, and how they function?

Follow-up:

Can you give examples of quality innovation programs you would like to implement to improve the quality of instruction in our district?

Can you give us examples of programs that were not successful and describe the course of action you took as a result?

PLANNING AND BUDGETING

8. Class Sizes (Terri)

Elementary class sizes throughout the district have been ranging from 25 to 30 students, and the classes continue to grow year after year. With the new construction of apartment buildings in Malden, and the projection of a big surge in enrollment of school aged children, what is your view on oversized classes and what would your plan be to address this growing problem?

9. How Do You Prioritize [Mike]

Because educators are constantly challenged by competing demands for their time and as we plan and implement budgets with limited resources each year, how do you go about prioritizing how we spend our money, allocate our time and resources, and set goals that we can achieve?

For example: if we were confronted with the following competing priorities: a) Early Education/PreK; b) Expanding High School AP Options; c) Reducing Class Sizes; d) Improving Middle Grade Math Scores; and e) Creating Elementary School Foreign Language Instruction.

How would you go about deciding which to prioritize?

10. Budget/Finance (Dawn)

In the past, what have you done to prepare a budget on a large scale such as for a district, present it, defend it, and implement it? I'd like to hear how you would gather information, use district goals, and staff/parent/community input to prepare a recommendation to the school committee. How you would defend it before the board and the town officials, and manage a budget during a fiscal year?

Possible follow up :

Malden has had budget issues and deep cuts in recent years. We understand this will be the norm for a few years to come. Through all this, classroom staff has been spared. How will you fight for our children and ensure staff will not be impacted by cuts?

11. Children at the Center of Decision Making (Terri)

School policy making and budget setting involves a lot of special interests and advocates concerns-and even political priorities. How do you weigh the many interests in making recommendations to the school committee when budget preparation time arrives, or during the year when you might need to recommend changes, and how do you put children at the center of that decision making process?

TECHNOLOGY

12. Technology [James]

The Malden Public School system has recently initiated a Chromebook program where students are allowed access to a laptop and hotspot (if needed) to further improve their studies. What are your thoughts on the use of technology to advance student learning?

What do you think would be an appropriate process to identify our long term goals for technology that recognizes what technology can and cannot do?

SPECIAL CONSTITUENCIES

13. Integrating with Community Day Care [Hilda]

What has been your experience working with community-based early education programs, and how do you see our public schools building a collaboration with public and private community day care providers?

14. Special Education Law: Regulations (Marilyn)

Please specify the disabilities and disorders, according to the federal guidelines for cognitive, physical, emotional and learning you have experience working with. Tell us about the programs you have created within the district to provide these students with FAPE (Free and Appropriate Public Education).

SERVING AND COMMUNICATING IN A DIVERSE COMMUNITY

15. Living and Serving in Places that are Urban and Have Diverse Populations [Paul]

Describe your experience with diversity in the places you have worked throughout your life.

Please share your thoughts on the importance of communicating with families in a diverse district with immigrants from across the globe. How do you plan to make your communication with and outreach to these families inclusive?

Many of our students come from cultures where the role of the school in society differs from the model we often see here in the United States. How do you plan to partner effectively with families that have diverse expectations and perspectives about education and success?

How can school districts with diverse student populations more effectively recruit teachers and administrators that reflect that diversity?

a. Ability to Speak Other Languages [Paul – Consolidated from Original Question]

Do you speak a language other than English? Have you studied other languages at all? How was your experience as a language learner?

QUESTIONS IN RESERVE IF TIME PERMITS

16. Parent and Community Communications (Dawn)

Based on your knowledge of communications and collaboration, how would you create a strategy for working with parents, community residents, business persons and officials (both local and state) to hear concerns, represent the district's interests, and keep the public – especially parents – informed about what is happening in the MPS? How can you encourage these groups to be supportive and make best use of their resources?

17. Communication with Staff

Communication is vitally for a smooth running and successful school district. Use would you use the educators in the schools to develop plans for student success? What types of groups would you form so the educators have a say in decision making?

STAFF CONCERNS AND FACULTY RELATIONS

18. Social and Emotional Wellbeing of Staff [Paul]

What can we do as a school district or you as a school leader to make the well being of our staff an important element in student and district success? What specific actions help achieve this goal, and how can we learn from students and teachers what might benefit each other?

19. Teacher Assessment (Margaret)

What are the key characteristics you seek when assessing an outstanding teacher or administrator? What are some characteristics that you have found consistent among the most effective educators?

20. Sustainability (Kate)

Describe any experience you have had as a school leader recruiting and retaining high quality staff that can dedicate themselves to not only the school they work in but also in the community. What do you see as the most important qualities in teacher retention?

Attachment 1- SUPERINTENDENT SEARCH COMMITTEE

As Updated, January 5, 2017

School Committee Members:

Catherine Bordonaro (Ward 7), Chair cbordonaro@maldenps.org
Mike Drummey (Ward 1) mikedrummey@maldenps.org

School Administrators:

Van Huynh, Assistant Principal of the Salemwood School vhuyh@maldenps.org
Karie Carpenito, Assistant Principal of the Forestdale School kcarpenito@maldenps.org
Peter Dolan, Assistant Principal of the Linden STEAM Academy pdolan@maldenps.org

Teachers:

Teri Malone (Beebe) tmalone@maldenps.org
Margie Briatico (Ferryway) mbriatico@maldenps.org
Paul Degenkolb (MHS) pdegenkolb@maldenps.org

Student Representative to the School Committee :

James Mac james.mac987@gmail.com

City Council:

Jadeane Sica (Ward 8) jsica@CITYOFMALDEN.ORG

Parents:

Marilyn Andrews (Special Education Parents Advisory Council) edgup18@comcast.net
Dawn Marie O'Toole (DPTO) cindee3_2000@yahoo.com

Business Community:

Hilda Torres, Executive Director of My Little Best Friends mlbf.hilda@yahoo.com

Advisory Committee:

Emmanuel Marsh, School Committee (Ward 2) emmanuelmarsh@gmail.com
Police Chief Kevin Molis kmolis@maldenpd.com
Ted Lombardi, Malden High School Principal elombardi@maldenps.org
Bonnie Page, President of the Malden Education Association meamalden@gmail.com