

MINUTES OF THE SPECIAL SESSION
OF THE MALDEN SCHOOL COMMITTEE
Monday, May 13, 2024
Herbert L. Jackson Council Chamber Room #106 - 215 Pleasant Street
And Virtual Meeting

Mayor Christenson called the meeting to order at 6:00 p.m.

Mayor Christenson read the docket items for the meeting.

Mayor Christenson led the committee in the Pledge of Allegiance followed by a moment of silence for those who have served our country and for those who continue to do so.

Roll Call

The following attendance was taken:

Mayor Christenson	Present
Mr. Drummey	Present
Mr. McCarthy	Present
Ms. Spadafora	Present
Ms. Macklin	Present
Ms. Hortie	Present
Mr. Gray	Present
Mr. Bernard	Present
Ms. Rose-Zeiberg	Present
Clerk	Present

1. Interview Superintendent Candidate Finalist - Paul Teixeira

Ms. Spadafora introduced Mr. Paul Teixeira and informed the audience that each candidate would be allotted 1 hour 15 minutes to respond to questions.

Ms. Spadafora offered Mr. Teixeira the opportunity to speak a little bit about himself before beginning with the questions. Mr. Teixeira gave an opening statement detailing his career and educational background.

Ms. Spadafora requested all School Committee members to introduce themselves before asking their questions.

Mayor Christenson asked the first question about what brought Mr. Teixeira back to Malden and what he can offer the district as the next School Superintendent.

Mr. McCarthy asked Mr. Teixeira to explain a time when he was a part of implementing school safety protocols, whether it was for an individual school building or school district, and the importance of that conversation during the school year.

Mr. Gray said that the Superintendent would randomly meet and converse with a multitude of students, staff, faculty and the public on any given day. Communication is key in the

Superintendent position. Mr. Gray asked about the methods of communication which Mr. Teixeira would rely on to reach all stakeholders.

Ms. Rose-Zeiberg asked about Mr. Teixeira's view and experience with creating equitable programs throughout a district for students who are academically advanced for their grade.

Ms. Hortie asked about a time when Mr. Teixeira put a matter of ethical practice, principle or urgency ahead of his personal or professional interest. Ms. Hortie also asked if Mr. Teixeira has ever put his position or security on the line to pursue what he believed to be fair or just. What it was (or if more than one, which were there) that required Mr. Teixeira to demonstrate personal courage in his work or personal life.

Ms. Spadafora said that Special Education can be a challenge due to the complexity of rules, service needs, student and parent concerns. Ms. Spadafora asked Mr. Teixeira what are the criteria he would use to assess the effectiveness of special education programs.

Ms. Macklin, as chair of the Superintendent Evaluation committee, asked about some measurable goals that the Malden School Committee should consider to support and evaluate Mr. Teixeira's success.

Mr. Drummey asked about Mr. Teixeira's involvement and experience with district negotiations and collective bargaining.

Mr. Bernard said that there are several areas where clear delineation of authority becomes more blurred than clear. For example, several areas touch both policy and administrative operations, and it may not be fully clear about where the school committee's responsibilities end and where the administration's responsibilities begins. Mr. Bernard asked for some examples of how Mr. Teixeira has worked in any capacity with his School Committees to resolve potential conflicts.

Ms. Rose-Zeiberg asked what is needed from the School Committee in order to be successful as the Superintendent.

Ms. Macklin said that Malden is a very diverse district. However, educators and faculty do not reflect the demographic. Ms. Macklin asked how can diversity among school staff be increased, not only among BIPOCs (Black, Indigenous, and people of color) but also among candidates belonging to other intersectional identities.

Mr. Drummey asked about Mr. Teixeira's experiences in developing a budget.

Mr. Bernard asked for examples of how Mr. Teixeira worked with community leaders to build support for public schools.

Ms. Spadafora asked about how Mr. Teixeira determines the success of his district and how he would define success over a short term or over the long run.

Mayor Christenson asked what recommendations Mr. Teixeira would provide if someone asked for places to visit in Malden.

Ms. Hortie asked about experiences with SEL (social emotional learning) initiatives and implementation as a teacher or administrator.

Mr. Bernard asked about Mr. Teixeira's experience with caregivers whose first language is not English.

Mayor Christenson asked if selected, what Mr. Teixeira would do to prepare leading up to July 1st and the first day of the job.

Ms. Spadafora asked how Mr. Teixeira felt about MCAS being used as a graduation requirement.

Mayor Christenson asked how Mr. Teixeira would approach a million dollar shortfall.

Mayor Christenson asked Mr. Teixeira if he had any questions for the School Committee members.

Mr. Teixeira asked the School Committee members how they would measure the effectiveness of the Superintendent after one year. Responses from the School Committee members included fewer grievances, student achievement, perseverance, good communication, relationship based on trust, improved attendance rates, student improvements, student opportunities, increased morale, team building efforts as well as practical ways to manage with tight budget.

Mr. Teixeira asked about the School Committee's role in collective bargaining and if the School Committee would like to do a retreat to establish the working relationship.

Mr. Teixeira provided a brief closing statement.

Mayor Christenson called a brief recess at 7:08 pm. The meeting resumed at 7:16 pm.

2. Interview Superintendent Candidate Finalist - Brent Conway

Ms. Spadafora welcomed Mr. Brent Conway and provided brief instructions on how the interview is structured.

Mr. Conway began with an introduction of himself including some background about his career and education.

Mayor Christenson asked the first question about what led Mr. Conway to Malden and what skill set he would bring to the district as the next School Superintendent.

Mr. McCarthy asked Mr. Conway to explain a time when he was a part of implementing school safety protocols, whether it was for an individual school building or school district, and the importance of that conversation during the school year.

Mr. Gray said that the Superintendent would randomly meet and converse with a multitude of students, staff, faculty and the public on any given day. Communication is key in the Superintendent position. Mr. Gray asked about the methods of communication which Mr.

Conway would rely on to reach all stakeholders.

Ms. Rose-Zeiberg asked about Mr. Conway's view on and experience with creating equitable programs throughout a district for students who are academically advanced for their grade.

Ms. Hortie asked about a time when Mr. Conway put a matter of ethical practice, principle or urgency ahead of his personal or professional interest. Ms. Hortie also asked if Mr. Conway has ever put his position or security on the line to pursue what he believed to be fair or just. What it was (or if more than one, which were there) that required Mr. Conway to demonstrate personal courage in his work or personal life.

Ms. Spadafora said that Special Education can be a challenge due to the complexity of rules, service needs, and student and parent concerns. Ms. Spadafora asked Mr. Conway what are the criteria he would use to assess the effectiveness of special education programs.

Ms. Macklin, as chair of the Superintendent Evaluation committee, asked about some measurable goals as well as criteria that the Malden School Committee should consider to support and evaluate Mr. Conway's success.

Mr. Drummey asked about Mr. Conway's involvement and experience with district negotiations and collective bargaining.

Mr. Bernard said that there are several areas where clear delineation of authority becomes more blurred than clear. Mr. Bernard asked for some examples of how Mr. Conway has worked in any capacity with his School Committees to resolve potential conflicts.

Ms. Rose-Zeiberg asked what is needed from the School Committee in order to be successful as the Superintendent.

Ms. Macklin said that Malden is a very diverse district. However, educators and faculty do not reflect the demographic. Ms. Macklin asked how can diversity among school staff be increased, not only among BIPOCs (Black, Indigenous, and people of color) but also among candidates belonging to other intersectional identities.

Mr. Drummey asked about Mr. Conway's experiences in developing a budget.

Mr. Bernard asked for examples of how Mr. Conway worked with community leaders to build support for public schools.

Ms. Spadafora asked about how Mr. Conway determines the success of his district and how he would define success over a short term or over the long run.

Mayor Christenson asked what recommendations Mr. Conway would provide if someone asked for places to visit in Malden.

Ms. Hortie asked about experiences with SEL (social emotional learning) initiatives and implementation as a teacher or administrator.

Mayor Christenson asked Mr. Conway if he had closing remarks or any questions for the School Committee members.

Mr. Conway asked the School Committee members about their goals for the school district for the next three years. Responses from the School Committee members included increased attendance, increased graduation rates, student achievement, good communication, collaboration, focus on youngest learners, staffing and programmatic needs, employee morale, support for English Learners and Multilingual Learners, building partnerships so that jobs within the district are filled, developing special education programs, advocacy for the shortfalls of the Student Opportunity Act and Chapter 70.

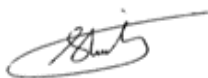
Mr. Conway provided a closing statement.

Ms. Spadafora informed the School Committee that Thursday, May 16, 2024 will follow the same format and schedule as today. Ms. Spadafora added that another meeting might be held for deliberations the following week.

Adjournment

Mr. Drummey made a motion to adjourn at 8:41 p.m. Mr. Gray seconded and it was so VOTED. Motion passed unanimously.

I certify that a notice of this meeting was filed with the Clerk of the City of Malden in the manner provided under Chapter 39, Section 23A of the General Laws.



Shirley Dorai, Clerk