

**Andover School Committee**  
**Regular Meeting of June 12, 2014**  
**School Administration Building - School Committee Room**

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Members in Attendance: Annie Gilbert, Paula Colby-Clements, Barbara L'Italien, and Joel Blumstein

Others in Attendance: Dr. Marinel McGrath, Superintendent, Paul Szymanski, Assistant Superintendent Finance and Administration, and Dr. Nancy A. Duclos, Assistant Superintendent of Curriculum & Instruction

**I. Call to Order**

**A. Call to Order /Salute to the Flag**

The meeting was called to order at 6:05 P.M. by Annie Gilbert followed by a moment of silence and the Pledge of Allegiance.

**B. Recognition/Communications**

Dr. McGrath recognized the AHS student athletes on their outstanding achievements this spring. She also congratulated the student members of the Drama Guild on receiving an award for Best Musical Ensemble in the production '*Thoroughly Modern Millie*'.

Members of the School Committee congratulated the AHS Class of 2014 on their graduation which was a wonderful event. Dr. McGrath reported that 100% of the senior class graduated.

Dr. Duclos reported on the success of the professional development teachers participated in this week to begin the roll out of the new Math in Focus curriculum for students in Grades K-8. Teachers and administrators are very excited about the new math program.

**C. Public Input - None**

**D. Education**

**1. AHS Democracy and Media Class**

AHS Teachers, Mary Robb and Dan Donovan along with students from the Democracy and Media showed the "I Will" 911 Campaign video they created to encourage participation in a day of service and good deeds as way of recognizing the anniversary of September 11<sup>th</sup> in a meaningful way. Students are asking that the School Committee and Administration spread the word and encourage participation.

**2. 2014-2015 PARCC/MCAS DECISION**

At the previous School Committee Meeting a lengthy presentation on PARCC vs MCAS testing was provided by Dr. McGrath and Dr. Duclos. This year Andover was chosen by DESE as a field test site for PARCC and as a result must now advise DESE by June 30<sup>th</sup> our decision to either continue with PARCC or return to MCAS for 2015. A result of discussions held with school principals and administrators, they support the administration of PARCC assessments in Grades 3-8 in English Language Arts and Math in the spring of 2015. The School Committee is required to vote their decision.

After a thoughtful discussion, Paula Colby-Clements moved that the Andover School Committee vote to administer the PARCC Assessment to students in Grades 3-8 in English Language Arts and Math for the 2014-2015 school year. The motion was seconded by Joel Blumstein and voted 4-0 to approve.

### **3. Bancroft School Project Update**

Annie Gilbert reported the work at the new Bancroft School is moving right along with trucks arriving daily delivering new furniture and materials.

## **E. Old Business**

### **1. 2013-2014 Superintendent Evaluation**

At the last School Committee meeting the new process for evaluation of the Superintendent was explained. The implementation of the new educator evaluation is also the new process to be followed for evaluation of the Superintendent. The School Committee chose goals that aligned with the Strategic Plan and also to the Educator Evaluation Standards as a means of evaluation. An end-of-year report was provided by Dr. McGrath as evidence. Members of the School Committee shared their thoughts on the goals accomplished and voted their rating of the Superintendent to be sent to the Department of Elementary and Secondary Education (DESE). Available ratings include: unsatisfactory, needs improvement, proficient, and exemplary.

#### Goal #1: Innovation and Collaboration

School Committee members provided comment on Goal #1:

- Use of Cambridge leadership was pivotal in defining leadership role for Principals
- Taking risks
- Attendance at the EdLeader Conference
- K-8 Math Adoption
- Revision of Engineering Program that dovetails with goal in the Strategic Plan
- Implementation of the Educators Evaluation Process for all teachers and administrators
- Implementing the Strategic Plan into the curriculum
- Innovation and collaboration as relates to the Bancroft School Project
- Seized opportunity to move the district forward with technology (esp at Bancroft)
- Improved Program of Studies at AHS
- Initiating Tech Conference for teachers on the first day of school.

Paula Colby-Clements moved that the Andover School Committee approve a performance rating of proficient for Goal 1 – Innovation and Collaboration and Mass Educator Evaluation Standard I-Instructional Leadership, Standard II-Management and Operations, Standard IV-Professional Culture for Superintendent McGrath. The motion was seconded by Barbara L'Italien and voted 4-0 to approve.

#### Goal #2: Partnerships

School Committee members provided comment on Goal #2:

- Evidence of partnerships includes Engineering Roundtable, Code.org, seizing of outside opportunities, i.e. Merrimack College, Ed-X, etc.

- Community Outreach: Partnership with AEA has been greatly improved
- Improved communication with Town-wide PTO

Paula Colby-Clements move that the Andover School Committee approve a performance rating of proficient for Goal #2 – Partnerships and MA Educator Evaluation Standard II, Management and Operations and Standard III-Family and Community Engagement, for Superintendent Marinel McGrath. The motion was seconded by Barbara L'Italien and voted 4-0 to approve.

The School Committee would like to see improvement in the budget process and development with the Leadership Team, and more opportunity for improved communications with the community.

#### **Overall 2013-2014 Performance Rating**

Paula Colby-Clements moved that the Andover School Committee approve an overall 2013-2014 Performance Rating for Superintendent Marinel McGrath of proficient. The motion was seconded by Barbara L'Italien and voted 4-0 to approve.

The School Committee commented on the excessive untenable demands of the position of Superintendent. Going forward their top priority for the Superintendent is to focus more towards the educational leadership aspect of the position; moving away from involvement in the everyday operation and instead getting out to the schools and connecting more with the staff and community.

Dr. McGrath thanked the School Committee for their evaluation of her performance and noted that she could not have achieved these goals without the Leadership Team.

#### **F. New Business**

1. AHS 2-014-2015 Athletic Handbook – Hold

2. Appointment: Interim Director of Student Services

Dr. McGrath announced the retirement of Joyce Laundre' as Director of Student Services effective June 30, 2014. She introduced and recommended Amy Reese as the Interim Director for the 2014.2015 school year.

Paula Colby-Clements moved that the Andover School Committee vote to confirm Dr. McGrath's appointment of Amy L. Reese as Interim Director of Student Services effective July 1, 2014 through June 30, 2015 at the budgeted salary of one hundred eighteen thousand dollars (\$118,000). The motion was seconded by Joel Blumstein and voted 4-0 to approve.

3. Field Trip - Hold

**G. Consent Agenda**

**1. Warrants & Minutes**

- a. Warrants: Expense SW1427 and Payroll 14S050

Paula Colby-Clements motioned to approve the Consent Agenda as presented. The motion was seconded by Barbara L'Italien and voted 4-0 to approve.

**H. Adjournment and Executive Session**

At 8:15 P.M. on a motion by Paula Colby-Clements the Andover School Committee voted 4-0 to adjourn from Regular Session and to enter into Executive Session for the purpose of discussing strategy relative to successor contract negotiations with (1) the custodians, instructional assistants, independents, administrators and food service employees, and 2) FY-15 the Superintendent's compensation and not to return to Open Session. The motion was seconded by Barbara L'Italien. Roll call: B. L'Italien-Y, P. Colby-Clements-Y, J. Blumstein-Y, and A. Gilbert-Y.

Respectfully submitted,

Dee DeLorenzo  
Recording Secretary

Documents: School Warrants