Berlin-Boylston Superintendent Search Committee
Minutes

The November 3, 2025 meeting of the Berlin-Boylston superintendent search committee came to order at 6:03 PM at Berlin-Boylston Regional School District offices.

Present at the call to order were Joseph Flournoy, Tom Adams, Hillary Kuhn, Jason Carroll, Lauren Arakelian, Kristen Collins, Ben Dillman, Lori Hart, Jessica Deglialberti, Rob Pelczarski, and Patti Spongberg. Absent was Caroline McLauchlin.

On a motion from Mr. Pelczarski, seconded by Ms. Kuhn, the committee unanimously voted by roll call to go into executive session for the consideration of candidates for the position of superintendent, the chair having declared that an open meeting would have a detrimental effect in obtaining qualified applicants. The chair stated that the committee would not return to open session.

The committee interviewed two applicants for the position of superintendent with the appended questions.

The committee adjourned directly from executive session at 8:08 PM.

Berlin-Boylston Superintendent Search Committee
Minutes

The November 4, 2025 meeting of the Berlin-Boylston superintendent search committee came to order at 6:00 PM at Berlin-Boylston Regional School District offices.

Present at the call to order were Joseph Flournoy, Tom Adams, Hillary Kuhn, Jason Carroll, Lauren Arakelian, Kristen Collins, Ben Dillman, Lori Hart, Jessica Deglialberti, Rob Pelczarski, and Patti Spongberg. Absent was Caroline McLauchlan.

On a motion from Mr. Pelczarski, seconded by Ms. Kuhn, the committee unanimously voted by roll call to go into executive session for the consideration of candidates for the position of superintendent, the chair having declared that an open meeting would have a detrimental effect in obtaining qualified applicants. The chair stated that the committee would not return to open session.

The committee interviewed two applicants for the position of superintendent with the appended questions.

The committee adjourned directly from executive session at 8:01 PM.

Berlin-Boylston Superintendent Search Committee
Minutes

The November 6, 2025 meeting of the Berlin-Boylston superintendent search committee came to order at 6:00 PM at Berlin-Boylston Regional School District offices.

Present at the call to order were Joseph Flournoy, Tom Adams, Hillary Kuhn, Jason Carroll, Lauren Arakelian, Kristen Collins, Caroline McLauchlan, Ben Dillman, Lori Hart, Jessica Deglialberti, Rob Pelczarski, and Patti Spongberg.

On a motion from Mr. Pelczarski, seconded by Ms. Kuhn, the committee unanimously voted by roll call to go into executive session for the consideration of candidates for the position of superintendent, the chair having declared that an open meeting would have a detrimental effect in obtaining qualified applicants. The chair stated that the committee would not return to open session.

The committee interviewed two applicants for the position of superintendent with the appended questions.

Having completed the interviews of all semi-finalists, the committee deliberated the recommendation for finalists to recommend to the School Committee.

On a motion from Mr. Pelczarski, seconded by Mr. Flournoy, the committee unanimously by roll call voted in favor of the following slate of finalists to recommend to the School Committee:

Brent Conway, Assistant Superintendent, Pentucket Regional Schools

Dana Labb, Assistant Superintendent, Harvard Public Schools

Tim McCormick, Superintendent, North Brookfield Public Schools

Joanne Menard, Assistant Superintendent, Holliston Public Schools

The committee adjourned directly from executive session at 8:35 PM.

Berlin-Boylston Regional Superintendent Search
Semi-finalist interviews

1. The chair will introduce herself and invite the candidate to make an opening statement if they wish.

2. Please explain how you would navigate the shared governance and resource aspects of a regional school district, using examples from your professional experience.

3. What specific budget challenges do you foresee for our district, and what would be your plan for addressing them?

4. How do you stay current with changes in state and federal education policies?

5. How would you develop and sustain a preK-12 comprehensive professional development program? What role do you believe the staff should play in this development?

6. How do you, as superintendent, build capacity among staff so that improvement efforts don't rely solely on central office direction?

7. Describe your leadership approach to developing the capacity of your leadership team and district staff. How do you equip others to be effective in their roles, especially when implementing new initiatives, which may require a shift in practice or a change to

long-standing traditions within a small, stable district?

8. Please describe your experience leading work in the curriculum area including how you have identified the need to revise curriculum or programs, implemented new initiatives, and evaluated the effectiveness of existing curricula to ensure alignment and impact on student learning. What systems or processes would you establish to promote coherence and consistency in instruction districtwide, from PreK through grade 12?

9. Can you give two examples of evidence-based decision-making? How do you go about developing your decision and course of action and what alternatives do you consider?

10. How can school and district schedules be structured to strengthen math, science, and literacy instruction and improve MCAS performance? Please share examples of strategies you've used to ensure students get enough high-quality learning time in these areas.
11. Tell us about a challenge you've faced involving special education and meeting student needs, and how you went about resolving this. (Caroline)

12. Many members of our community are interested in expanding non-traditional education pathways such as career and technical education, early college opportunities, apprenticeships, and other alternatives to the traditional four-year college track. How would you approach strengthening or developing these pathways to ensure all students have access to meaningful and relevant postsecondary options?

13. How would you plan on supporting the students both inside and outside of the classroom as well as staff mental health in order to maintain a positive school environment?

14. The number of positions, and years spent at those positions, speaks volumes about a person's journey but also potential longevity at a new position- what do you want us to know about your journey, and reasons for the length of each position and potential longevity term future at BBRSD.

15. What are you hoping to build here in the Berlin/Boylston School District? Why is it important to you? And finally, how are you going to do it?

16. The chair will thank the candidate, and invite them to make any closing remarks, if they wish.