



HAMILTON-WENHAM REGIONAL SCHOOL DISTRICT

School Committee Meeting ([agenda](#))

In-Person Meeting

Buker Elementary School

Multipurpose Room

Wednesday, August 11, 2021

7:00 PM - 8:45 PM

Present:

Dana Allara, Chairperson

Michelle Bailey

Julia Campbell, Vice Secretary

Jennifer Carr, Secretary

Michelle Horgan

David Polito (7:08 PM arrival)

Also Present:

Dorothy Presser, MASC Representative

1. Call to Order

With a quorum present (5 members), Ms. Allara, Chairperson, calls the meeting to order at 7:00 PM. This meeting is being held in-person at the Buker Elementary School Multi-Purpose room, and is being broadcast and recorded by HWCAM.

2. Pledge of Allegiance

All those in attendance rise for the Pledge of Allegiance.

3. New Business

A. Select Interim Superintendent Finalists

Ms. Dorothy Presser, MASC representative, reviews the names and brief overview introductions for each of the interim superintendent candidates:

- Dylan Ferreira;
- Jared Fulgoni;
- Daniel Hanneken, PhD;
- Matthew Joseph, PhD;
- William McAlduff;
- Earl Metzler, PhD;
- Frank Tiano, PhD;
- Eric Tracy.

David Polito enters the meeting at approximately 7:08 PM.

The School Committee discusses the qualifications and applications of each of the candidates. and offers opinions on the candidates best suited for the Hamilton - Wenham Regional School District interim Superintendent position.

	William McAlduff	Earl Metzler	Frank Tiano	Eric Tracy
Michelle Bailey	✓		✓	✓
Michelle Horgan	✓		✓	✓
Julia Campbell	✓		✓	✓
Jennifer Carr	✓	✓		✓
David Polito				✓
Anna Siedzik**	✓		✓	✓
Dana Allara	✓		✓	✓
TOTAL	6	1	5	7

** Ms. Siedzik is not present for the meeting, however, she emailed her feedback about the candidates to Ms. Allara prior to the meeting.

I MOVE THAT THE HAMILTON - WENHAM REGIONAL SCHOOL COMMITTEE BRING WILLIAM MCAUDLUFF FORWARD FOR A FINALIST INTERVIEW FOR THE HAMILTON - WENHAM REGIONAL SCHOOL DISTRICT INTERIM SUPERINTENDENT POSITION.

**MOTION by Jen Carr; SECONDED by Michelle Horgan.
MOTION PASSES through majority (5:1) vote of six (6) members present.**

I MOVE THAT THE HAMILTON - WENHAM REGIONAL SCHOOL COMMITTEE BRING FRANK TIANO, PHD FORWARD FOR A FINALIST INTERVIEW FOR THE HAMILTON - WENHAM REGIONAL SCHOOL DISTRICT INTERIM SUPERINTENDENT POSITION.

**MOTION by Jen Carr; SECONDED by Michelle Horgan.
MOTION PASSES through majority (4:2) vote of six (6) members present.**

I MOVE THAT THE HAMILTON - WENHAM REGIONAL SCHOOL COMMITTEE BRING ERIC TRACY FORWARD FOR A FINALIST INTERVIEW FOR THE HAMILTON - WENHAM REGIONAL SCHOOL DISTRICT INTERIM SUPERINTENDENT POSITION.

**MOTION by Jen Carr; SECONDED by Michelle Horgan.
MOTION PASSES unanimously through vote of six (6) members present.**

I MOVE THAT THE HAMILTON - WENHAM REGIONAL SCHOOL COMMITTEE BRING EARL METZLER, PHD FORWARD FOR A FINALIST INTERVIEW FOR THE HAMILTON - WENHAM REGIONAL SCHOOL DISTRICT INTERIM SUPERINTENDENT POSITION.

MOTION by Jen Carr; SECONDED by Michelle Horgan.

MOTION FAILS (1: 5) by vote of six (6) members present.

Candidates William McAlduff, Frank Tiano, PhD, and Eric Tracy will be invited in for interviews for the District's Interim Superintendent position.

B. Discuss August 18, 2021 Interview Format

Discussion regarding interview format including strategy behind developing the interview schedule, length of interviews, number of questions, etc. Ms. Presser confirms that a MASC representative will attend the interviews to greet candidates and escort them to the interviews as needed.

I MOVE THAT THE HAMILTON - WENHAM REGIONAL SCHOOL COMMITTEE BEGIN THE 08/18/2021 SCHOOL COMMITTEE MEETING AT 5:00 PM.

**MOTION by Michelle Horgan; SECONDED by Michelle Bailey.
MOTION PASSES through majority (5:1) vote of six (6) members present.**

There is further discussion regarding the structure of the interviews and timing between each interview. The School Committee members present, alongside Ms. Presser, discuss the interview question topics to be prioritized, including a review of the questions developed during last year's Superintendent search.

Ms. Bailey reads the four (4) questions she had written and previously shared via email with Ms. Presser. The School Committee reaches consensus to accept Ms. Bailey's questions and continues discussion surrounding additional interview question topics and prioritization. After a lengthy discussion, the School Committee agrees on the following interview questions:

1. In a district that is predominantly homogeneous, how do you build a culture that affirms all students and staff? How would you help foster a culture of inclusion?
2. How do you define cultural competency, and can you provide us an example of your work and understanding in this area?
3. Give an example of a time that you made the right decision, but faced heavy opposition. How did you handle the opinions of the dissenting viewpoints? How do you set up your decision to be successful?
4. The HWRSD has had a new Superintendent every year for three (3) years. As the interim Superintendent, how will you enter the district to prepare for the next Superintendent to have a long-term successful Superintendency?
5. We have established four (4) district goals and each of these goals has a strong team in place. What would you do this year to facilitate, equip, and empower the teams in place to successfully move forward on each of the district goals?
6. How do you work with your School Committee to build a working relationship that sets boundaries while maintaining a collaborative environment? What do you see as the role of the School Committee in making decisions about staff, culture, and curriculum?
7. We believe a budget is a value statement written in numbers. How have you made difficult decisions around budgeting incorporating feedback from the school community, community stakeholders and community governments? How have you communicated the budget forward with members of the community prior to approval?
8. This past year we saw heightened community engagement due to COVID in the school district which was common in many districts throughout the state. How did you process and respond to input from the community in the past year and how would you harness that engagement going forward?

9. Is there a topic that we did not ask about that you believe is an important to the school district and community?

There is discussion regarding the interview structure and who will be asking the questions.

Ms. Presser and Ms. Allara will collaborate in finalizing the formatting of these interview questions. School Committee members may email any remaining feedback to Ms. Allara by the end of the day Friday, 08/13/2021.

Glen Koocher, MASC Representative, will attend the School Committee's meeting (08/18/2021) in order to greet and escort candidates. Ms. Presser will provide the finalized interview questions with space for note taking (this will be provided digitally, through email correspondence before the meeting). In addition, Mr. Koocher will have hard copies of this document available at the 08/18/2021 meeting.

The 08/18/2021 School Committee meeting to interview candidates will begin at 5:00 PM. The 08/19/2021 School Committee meeting will begin at 6:30 PM.

4. ~~Vote to Adjourn into Executive Session for Purpose #2~~

The School Committee does not need to meet in Executive Session tonight (*originally written on the agenda for purpose #2: to conduct strategy in preparation for negotiations with nonunion personnel: Interim Superintendent*); this Executive Session will take place at the next School Committee meeting.

I MOVE THAT THE HAMILTON - WENHAM REGIONAL SCHOOL COMMITTEE ADJOURN THE 08/11/2021 MEETING AT 8:36 PM.

MOTION by Michelle Bailey; SECONDED by Jen Carr.

MOTION PASSES unanimously through vote of six (6) members present.

Respectfully submitted August 22 2021 by Mahala Lettvin, Recording Secretary.
