



School Committee Meeting Workshop
Buker Elementary School Multipurpose Room
Tuesday, November 10, 2020
6:00 PM - 8:30 PM

Present:

Michelle Bailey, Chairperson
Michelle Horgan, Vice Chairperson
Dana Allara, Secretary
Anna Siedzik, Vice Secretary
Peter Wolczik
David Polito (late arrive at approximately 6:40 PM)

Also Present:

Mary Beth Banios, District Superintendent
Vincent Leone, Assistant Superintendent to Finance and Administration
Thomas Geary, Director of Maintenance, Facilities & Operations
Mahala Lettvin, Recording Secretary
Dorothy Presser, MASC Representative

1. Call to Order 6:00 PM

With a quorum present, Ms. Bailey calls the meeting to order at 6:03 PM. This meeting is being recorded by HWCAM for public access, however the School Committee is meeting in person for this meeting/workshop. Members agree that next week's meeting, 11/18/2020 will begin at 6:00 PM.

2. Pledge of Allegiance

All in attendance rise for the Pledge of Allegiance.

3. Vote on Revised School Committee Meeting Schedule [Exhibit](#)

Mr. Leone explains that the changes made to the School Committee meeting schedule include the addition of a meeting on 03/10/21, as detailed in the [exhibit](#).

I MOVE THAT THE HAMILTON - WENHAM REGIONAL SCHOOL COMMITTEE APPROVE THE REVISED SCHOOL COMMITTEE MEETING SCHEDULE AS SHOWN IN THE [EXHIBIT](#) LINKED IN THE AGENDA.

MOTION by Dana Allara; SECONDED by Michelle Horgan.

Discussion: Ms. Siedzik asks about the School Committee's Special Meeting scheduled for 12/09/2020.

I MOVE THAT THE HAMILTON - WENHAM REGIONAL SCHOOL COMMITTEE AMEND THE MOTION ON THE FLOOR TO APPROVE THE REVISED SCHOOL COMMITTEE MEETING SCHEDULE AS SHOWN IN THE [EXHIBIT](#) LINKED IN THE AGENDA, WITH THE ADDITION OF THE 12/09/2020 SPECIAL MEETING OF THE SCHOOL COMMITTEE (ANTICIPATED TIME OF 7:00PM - 9:00PM).

MOTION by Anna Siedzik; SECONDED by Michelle Horgan.

MOTION TO AMEND PASSES unanimously by five (5) members present*.

ORIGINAL MOTION PASSES unanimously by five (5) members present*.

* Mr. Polito had not arrived in the meeting at the time of these votes.

4. Review of 20-21 Workplan

[Exhibit](#)

Superintendent Banios reviews the 2020-2021 Workplan, as detailed in the [exhibit](#). There is brief discussion clarifying the formative assessment of the Superintendent and scheduling of the evaluation. There is discussion about the workplan and the proposed schedule.

5. Format of Superintendent's Evaluation and Vote on Goals

[Exhibit](#)

[Exhibit](#)

Dorothy Presser, MASC representative, presents the format of the Superintendent's Evaluation: formative and summative evaluation process, as detailed in the [exhibit](#) above. Ms. Presser reviews the history of the evaluation process, including required elements of the process including (1) 4 smart goals, (2) ratings of 4 standards, and (3) overall summative rating. She reviews the new rubric and the changes School Committee members should anticipate.

There is discussion about the number of indicators relevant to the goals and how those indicators are decided. Discussion regarding scheduling the assessment. There is a brief discussion about the need for Ms. Presser to return to a future meeting in order to provide details regarding the *formative* assessment process.

Superintendent Banios reviews the Superintendent Goals, as detailed in the [exhibit](#).

Ms. Siedzik reviews the indicators she suggests for each of the superintendent's goals. There is a lengthy discussion regarding the appropriate [indicators/standards](#) to evaluate the satisfactory completion and execution of each of the goals listed.

I MOVE THAT THE HAMILTON - WENHAM REGIONAL SCHOOL COMMITTEE APPROVE SUPERINTENDENT MARY BETH BANIOS' GOALS AS WRITTEN IN THE [EXHIBIT](#) LINKED TO THE AGENDA, WITH THE ADDITIONS OF THE FOLLOWING CRITERIA/INDICATIONS:

- GOAL 1, ADD INDICATOR 4A;
- GOAL 2, ADD INDICATOR 4F;
- GOAL 4, ADD INDICATOR 1C.

**MOTION by Dana Allara; SECONDED by Anna Siedzik.
MOTION PASSES unanimously by six (6) members present.**

6. Review of SC Governance Survey Data

[Exhibit](#) 12/22/2020

Superintendent Banios reviews the data compiled from the School Committee Governance Survey, as detailed in the email attachment sent to those in attendance ([exhibit](#) added 12/22/2020). Discussion regarding School Committee functionality, operations, evaluation standards, tenure, productivity, etc.

7. Resolution of conflicting policies related to SC Governance

[Exhibit](#)

The School Committee reviews the District's School Committee policies as listed in the [exhibit](#): policies B2001, B2002, and B2010.

Discussion regarding areas of potential conflict and disagreement regarding the issues addressed in the policies shown in the exhibit. The issues in conflict and discussed this evening, at great length, include:

1. Public Discussion - topics, time limit for individuals, time limit for overall public comment agenda item, pursuing issues brought forward by the public, etc.;
2. Adding agenda items (School Committee members; request) - Ms. Siedzik notes that disagreement about this issue was highlighted in the 09/30/20 School Committee meeting.

There is discussion regarding what falls under the "scope of the School Committee". There is a lengthy discussion about how to proceed should School Committee members disagree about what qualifies as "under the scope of the committee", as well as handling disagreements about the urgency of items brought forth. There is discussion about the language and interpretation of the policies, with Ms. Bailey and Mr. Polito opining that the policy allows for the Chairperson to introduce a topic for a favorable vote by the School Committee.

There is a lengthy conversation about the appropriate procedure for School Committee members to request an additional item on the meeting agenda. Mr. Polito explains that this has never been an issue, specifically pointing to the fact that both Ms. Bailey and former School Committee member Ms. Metternick made repeated requests for additions to the next meeting agenda. Mr. Wolczik expresses his frustration about his repeated requests for discussion about the District's Learning Management System (LMS).

Many School Committee members express their frustration surrounding the amount of time that the committee has spent addressing these issues. Throughout the discussion members discuss: past practices; current frustrations; current conflict and potential resolution; School Committee member equity; clarification regarding appropriate procedure moving forward; etc. Ms. Bailey says the majority can carry an item to the agenda topic. This is disputed by Ms. Siedzik and Mr. Polito, with Mr. Polito noting such practice gives dangerous power to the Chairperson in controlling conversation of 6-7 School Committee members.

Ms. Presser recommends that once agenda items are requested, Ms. Bailey, Ms. Horgan, and Superintendent Banios find an appropriate place to add the item to the agenda or, alternatively, schedule a phone conversation to follow up on the request and other possible avenues that could offer resolution.

There is continued lengthy discussion surrounding the details of the policies listed above, as well as the points of conflict both within the policies, as well as conflicts with the committee's past and current practices. The discussion escalates into an emotionally charged disagreement, with Ms. Bailey asking Ms. Siedzik to refrain from her deep analysis of district policies, and instead focus on the larger goals of the district and School Committee.

Ms. Horgan offers a clarifying summary of the discussion above: the School Committee chairs, Superintendent and the member requesting the agenda item would have a conversation, possibly directing the member to other avenues to offer a solution to the item if needed. If no other avenues are appropriate, the item will be added to the agenda.

There is a conversation and point of contention surrounding the issue of public interest in items members bring forward, with disagreement about whether items can/should be discussed in the scheduled phone

conversations with Superintendent Banios. Ms. Siedzik reiterates her desire to remain transparent and offer the public the chance to hear about issues that they are interested in or concerned with.

I MOVE THAT THE HAMILTON - WENHAM REGIONAL SCHOOL COMMITTEE AGREE THAT AT THE END OF EACH OF OUR SCHOOL COMMITTEE MEETINGS, MEMBERS WILL HAVE OPPORTUNITY TO REPORT ITEMS THEY WOULD LIKE ADDRESSED AT FUTURE MEETINGS AND THEN, PRIOR TO POSTING THE MEETING AGENDA, IT WILL BE THE RESPONSIBILITY OF THE CHAIR(S), THE SUPERINTENDENT, AND THE REQUESTING MEMBER TO CONNECT AND, WHILE KEEPING THE BEST INTEREST OF THE DISTRICT IN MIND, DISCUSS THE BEST AVENUES FOR ADDRESSING THE ITEM, EITHER THROUGH ADDING THE ITEM TO THE AGENDA, OR EXPLORING OTHER AVENUES THAT WOULD OFFER SATISFACTORY RESOLUTION.

MOTION by Michelle Horgan; SECONDED by Dana Allara.

MOTION PASSES through majority (4:2) vote of six (6) members present (*In favor: Michelle Bailey, Michelle Horgan, Dana Allara, Anna Siedzik* *Opposed: Peter Wolczik, David Polito*).

Mr. Wolczik asks for discussion regarding items for future meetings. Ms. Bailey explains that this is a School Committee workshop, not a meeting, and therefore no discussion on future topics will occur.

There is discussion regarding the agreement on the public comment issues. The *Policy/Legislative Subcommittee* will craft language and bring back a document for School Committee approval.

8. — Strategic Planning

9. Vote to Adjourn

I MOVE THAT THE HAMILTON - WENHAM REGIONAL SCHOOL COMMITTEE ADJOURN THE 11/10/2020 MEETING/WORKSHOP AT 9:23 PM.

MOTION by Dana Allara; SECONDED by Michelle Horgan.

MOTION PASSES unanimously by six (6) members present.

Respectfully submitted December 21st, 2020 by Mahala Lettvin, Recording Secretary.

Public access will be available through HWCam.

This meeting will be available on our local cable channel, HWCam, and HWCam.org, for review a few hours after the meeting has ended. Members of the public can access the meeting via YouTube HWRSD live stream link the next day.