

GROTON BOARD OF EDUCATION
SPECIAL MEETING MINUTES
JULY 10, 2023 @ 6:00 P.M.
REMOTE MEETING

MEMBERS PRESENT: Kim Shepardson Watson-Chairperson, Andrea Ackerman-Vice Chairperson, Dean Antipas, William Horgan, Elizabeth Porter, Matthew Shulman, Rita Volkmann, Jay Weitlauf

MEMBERS ABSENT: Beverly Washington

ALSO PRESENT: Phil Piazza

I. CALL TO ORDER – Chairperson Shepardson Watson called the meeting to order at 6:05 p.m.

II. BOARD OF EDUCATION SUMMER ACTIVITIES 2023

- Process for Superintendent's Evaluation – The Board discussed how to do the Superintendent's evaluation. Mr. Shulman noted that he was not in favor of the Likert scales. The Board will write down some goals for the Superintendent. The Board also discussed the timetable for doing the Superintendent's evaluation that would be held in executive session.
- Principal Search Process – Dr. Piazza shared the posting and survey to be used for the principal search. **(ATTACHMENTS #1, 2)** Mr. Shulman asked if it was possible to have a non-participating Board member in the focus group discussions. Mrs. Shepardson Watson noted that she was not in favor of having a Board member participating in the focus group discussions. She noted that the mere presence of a Board member would cause the group to think that the process was the Board's venue. Mrs. Volkmann asked where the posting would be advertised. Mr. Antipas noted that he feels a members' presence would not stifle the focus group discussion. Dr. Ackerman stated that she agreed with Mr. Antipas. Dr. Horgan asked if the Board had been involved in the hiring of teachers, counselors, etc. Mrs. Shepardson Watson responded that the Board tended to be involved. The Superintendent sees this process as an opportunity to find the right person for the position. Mrs. Porter stated that the process has been to send 2 candidates forward to the Board; however, she was in favor of sending only one candidate forward to the Board with another one in the background if needed. Mrs. Volkmann asked what the cost is in hiring CAFE. Mrs. Shepardson Watson said she would investigate the cost. Mrs. Volkmann noted that when the Board had the Adopt-a-School program, the Board would be involved in the hiring at that school. She would like to see this program reinstated.
- August 14 Board of Education Retreat – It was noted that Board will continue the completion of their work from last year.

III. BOARD OF EDUCATION'S SELF EVALUATION

MOTION: Ackerman, Volkmann: To go into Executive Session at 6:45 p.m. to discuss the Board's Self Evaluation.

The Board discussed their self-evaluation. No action was taken. The Board returned to Open Session at 7:57 p.m.

VII. ADJOURNMENT

MOTION: Ackerman, Shulman: To adjourn at 7:58 p.m.
PASSED UNANIMOUSLY



The Groton (CT) Public Schools

invite you to become our

PRINCIPAL

ROBERT E. FITCH HIGH SCHOOL

Effective Fall 2023



Desired Qualifications

The Groton schools seek an experienced, dynamic, and proactive principal who will:

- ◆ Deepen and expand work on our vision of a graduate
- ◆ Think and plan strategically
- ◆ Inspire others to excel
- ◆ Commit to caring, inclusive leadership
- ◆ Serve as an instructional leader and coach
- ◆ Be familiar with International Baccalaureate programs and Career Pathways
- ◆ Generate a spirit of teamwork and collaboration
- ◆ Champion issues of access, diversity, equity, inclusion, and belonging
- ◆ Communicate effectively
- ◆ Commit to high expectations, consistency, and follow through
- ◆ Nurture trusting relationships
- ◆ Possess CT 092 certification
- ◆ Have previous experience as principal or assistant principal



Application Process

The Groton Public Schools have engaged the services of the Connecticut Association of Boards of Education (CABE) Search Services to support its search for qualified candidates. Please submit materials by **August 7, 2023**.

- ◆ A cover letter indicating interest in the position
- ◆ A CABE Search Services application (cabe.org, services, search services, application)
- ◆ A current resume
- ◆ A minimum of three recent letters of professional reference
- ◆ Undergraduate and graduate transcripts
- ◆ A copy of professional certification (092)

To ensure full consideration and confidentiality, all materials should be emailed to Dr. Mary Broderick at mbroderick.cabesearch@cabe.org

ABOUT GROTON



Home to about 40,000 residents,

Groton is located on Fishers Island Sound, midway between Boston and New York.

The town boasts considerable diversity, and the schools unite Center Groton, the City of Groton, Groton Long Point, Mystic, Old Mystic, Noank, Poquonnock Bridge, and Pleasant Valley. Groton is home to the U.S. Naval Submarine Base, Electric Boat, Pfizer, and UCONN Avery Point. In addition, Groton's beaches, parks, golfing, sailing, rowing, tennis, restaurants, and many other attractions lure visitors from around the world.

Groton Public Schools at a Glance

The Groton Public Schools educate about 4,000 students in grades PK-12. Our 33 administrators, 380 certified teachers, and 438 classified staff offer a progressive and balanced program supported by advanced technology. Students enjoy a rigorous academic experience that includes Advanced Placement (AP) courses and the International Baccalaureate (IB) program at the high school. All middle school students participate in the IB Middle Years Program. Students may enrich their learning in over 120 clubs and activities ranging from sports to fine arts, robotics, and journalism.



Robert E. Fitch High School

- Home to over 1000 students, Grades 9-12
- Certified staff: about 114
- Diverse student body
- Four-year graduation rate of nearly 92%
- International Baccalaureate program



Contact Dr. Mary Broderick at

860.608.1763 or email

mbroderick.cabesearch@cabe.org

The Groton Public School District does not discriminate in its educational programs, activities or employment practices based on race, color, national origin, sex, disability, age, religion, ancestry or any other legally protected classification. This policy is in accordance with state and federal laws, including Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Sections 503 and 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975 and the Americans with Disabilities Act of 1990. Information relative to special accommodation, grievance procedure, and the designated responsible official for compliance with Title VI, Title IX, and Section 504 may be obtained by contacting the school district.



FITCH HIGH SCHOOL PRINCIPAL SEARCH

Invitation to participate in Focus Groups and Survey

The Fitch Principal Search Committee invites members of the school and broader community to participate in the search process for a new Principal.

Mary Broderick, a consultant working with the Groton Public Schools, will conduct a survey and series of focus groups (via ZOOM) in late-July. The purpose is to gauge the community's perspectives on the qualities, experiences, and characteristics desired in a new high school principal. We encourage students, teachers, administrators, staff, parents, and community members to participate.

Survey:

An anonymous survey will be available at this site **until July 28th:**

<https://www.surveymonkey.com/r/FitchPrincipalSearch>

Or scan this QR code:



Focus Group Schedule:

Stakeholder	Date	Time
Teachers	Tuesday, July 25	9:00 am
Staff (non-certified/support)	Tuesday, July 25	10:00 am
Parents & Community Members	Tuesday, July 25	6:00 pm
Administrators	Wednesday, July 26	9:00 am
Students	Wednesday, July 26	7:00 pm

Join Zoom Meeting: <https://us06web.zoom.us/j/4381110381>

Feedback from the focus groups and survey will be incorporated into a leadership profile that will guide the Principal Search Committee in identifying high-quality candidates who best fit the needs of the Groton Public Schools. "We encourage the community to be a part of this important process and look forward to incorporating the results of their participation into the Search Committee's work," said Susan Austin, Superintendent of the Groton Public Schools.