

MINUTES



**Addison Central School District
ACSD Board
Special Board Meeting
Tuesday, August 13, 2024, 5:00 pm - 8:30 pm
Middlebury Union High School Library
73 Charles Avenue, Middlebury**

ACSD District Vision and Mission

OUR VISION

Our vision is for all ACSD students to reach their full learning potential, have a sense of belonging in our schools, and enrich our community and the communities where they live in the future.

OUR MISSION

Our mission is to provide high-quality, equitable, and varied learning environments that inspire a passion for learning and growth among our students.

In Attendance

Barbara Wilson; Courtney Krahn; Ellie Romp; James Malcolm; Jamie McCallum; Jason Chance; Joanna Doria; Laura Harthan; Mary Heather Noble; Matthew Corrente; Nicole Carter; Steve Orzech; Suzanne Buck; Tricia Allen; Wendy Baker

Not In Attendance

Brian Bauer; Ellen Whelan-Wuest

A. Call to Order Upon Reaching A Quorum

Barb Wilson

Meeting called to order at 5:02 p.m.

1. Introductions - Board Members, Administrators, and Staff

Barb Wilson 5 min

ACSD Staff present:

Wendy Baker, Superintendent
Nicole Carter, Assistant Superintendent and Director of Equity & Student Services
Courtney Krahn, Director of Teaching & Learning
Matt Corrente, Director of Finance & Operations
Emily Blistein, Director of Communications & Engagement
Jen Kravitz, Principal, Mary Hogan School
Michaela Wisell, Principal, MUMS
Caitlin Steele, Principal, MUHS
Bjarki Sears, Principal, Salisbury Community School
Jenny Urban, Principal, Bridport Central School
Meg Cheresnick, Principal, Ripton Elementary School

Also present:

Judy Sclair-Stein, consultant

B. Period for Public Comment

Barb Wilson 10 min

No public comment.

C. Superintendent Annual Goal Setting Session with Judy Sclair-Stein, Ed. D.

Barb Wilson 195 min

Judy Sclair-Stein provided training and guidance on the process of selecting a Superintendent evaluation model, and moderated the Board's discussion about Dr. Wendy Baker's proposed goals for her first annual evaluation, to be conducted in February 2025. She also took the opportunity to thank ACSD administrative leaders for coming to listen and contribute to the process.

Highlights from the training:

- Board members were put into groups to read and share learning from the Illinois Association of School Boards' "The Superintendent Evaluation Process" manual. The document reviewed 1) Why conducting a superintendent evaluation is important, 2) What goes into a superintendent evaluation, and 3) How to select and evaluation tool and conduct a thorough evaluation. Each group shared important points from their sections to instruct the full board on essential components of a successful evaluation process.

- Dr. Judy Baker shared three proposed superintendent goals to incorporate into the first evolution: 1) Strengthen organizational stability throughout ACSD; 2) Increase ACSD's capacity to operate in an inclusive, equitable, and just manner; and 3) Identify and capitalize on opportunities to improve student success. Board members were generally very supportive of the goals, recognizing that specificity would be provided in identifying and setting key performance indicators. There was also discussion around the fact that this first evaluation period is compressed due to Dr. Baker's recent start date, and that student performance goals would not be an appropriate measure of her success during the first year of acclimating to the position and community.

- Judy Sclair-Stein presented example models for superintendent evaluation processes, including: 1) ACSD's evaluation process during Dr. Burrows's tenure; 2) the recently adopted PAHCC evaluation process; the superintendent evaluation manual for Ladue Schools in St. Louis, MO; and the Appraisal of the Superintendent manual for Lincoln Public Schools in Lincoln, NE. Board members reviewed all four examples, voted on their favorites, and discussed the favored components of each model. Voting results indicated that board members and administrative leaders were roughly equally divided between the ACSD model, the Ladue Schools manual, and the Lincoln Public School model. At the end of the session, Judy Sclair-Stein suggested having the Executive Committee work with Dr. Baker to create a hybrid of the three models to bring back to the Board for consideration & approval. They will also work with Dr. Baker to identify standards and key performance indicators for her proposed goals, and bring the suggestions back to the Board for its review and approval. Barb Wilson noted that the process will likely need to be split between the next two Board meetings, August 26 and September 10, 2024.

- Administrative staff were invited to contribute their thoughts/concerns about designing the superintendent evaluation process, particularly regarding their ability to provide feedback about the superintendent's performance into the annual review. They also requested guidance on when/how it is appropriate for them to speak to the board, since there has been mixed messages about this in the past. Dr. Baker has advised them that if they have any concerns about the superintendent, they should speak to the Board Chair.

Judy Sclair-Stein thanks everyone for their work over the last two days, and especially to the

administrative leaders to lengthening their work day to participate.

D. Adjournment

Meeting adjourned at 8:14 p.m.

Motion to adjourn.

Move: Suzanne Buck Second: Jamie McCallum Status: Passed

Total Meeting Time: 3h 30m

*Public Comment Guidelines:

Public comments are encouraged and welcome at each regular board meeting during the period designated for public comment. Comments are limited to three minutes per person. Citizens will be called to make their statement by the board chair. Public comments regarding personnel, students or legal matters will not be heard by the Board.