

LAMOILLE NORTH SUPERVISORY UNION
SUPERINTENDENT EVALUATION COMMITTEE MINUTES
SUPERINTENDENT'S OFFICE, 96 CRICKET HILL RD.
SEPTEMBER 23, 2015

Board members present: Dan Regan, Jan Sander
Others: Edith Beatty, Charleen McFarlane, Harry Frank

The meeting started at 11:46, with all present participating by phone.

H. Frank said his idea was to give E. Beatty a chance to chime in on her interests in doing this evaluation, what she hopes to accomplish and how she understands her part and the board's part. J. Sander and D. Regan can chime in with the board perspective. Then we can talk about bringing information to the full board. *(C. McFarlane joined at 11:48.)*

E. Beatty thanked the committee members and H. Frank for their work on this. The dialog from the last meeting is enlightening. Some things she appreciated the most were the interest in approaching the evaluation with a growth mindset, the comments on Appreciative Inquiry (something AdCo is looking at that fits with a growth model), that her self-assessment would be valued, and that the board would be willing to look at its own organization and ways it might help or hinder the work of the superintendent and the ability of the SU to move forward. She came to this position with a clear focus on educational leadership and she is doing that about 10% of her time in a good week. She appreciates the committee's willingness to ask how boards are supporting an environment in which our CEO can be a leader of teaching and learning as well as all management aspects.

D. Regan said he thinks E. Beatty's comments are quite consistent with the substance and tone of the first meeting this committee had. He and other committee members are more interested in a growth and continuous improvement model than in a thumbs up or thumbs down. The committee sees that opportunities for growth are not only for the superintendent but we hope for the board as well, because we see that the interactions between the superintendent and boards really shape the SU's future.

J. Sander agreed with D. Regan. In addition to interactions with the board, interactions with district employees are also important. If we are not all on the same page we don't work too well.

C. McFarlane said she appreciates that H. Frank made it very clear that it is the board evaluating the superintendent and that others filling out surveys aren't evaluating but providing input for the board to use. It is important that people understand that. D. Regan agreed.

H. Frank said he thinks an evaluation done thoughtfully is enormously valuable for everyone in the system including the community. It is a very effective lever to pull to send clear messages about who we are as an organization, what we aspire to, and what our respective parts are in reaching our goals. When we ask someone for feedback, we send an important message in asking for their perspective. We give them a message that their part is to provide good information that we will consider in looking at the entire picture. The committee needs to be very intentional in how it communicates about the evaluation.

H. Frank said the full LNSU board meeting on Sept. 28 is the first opportunity to send a message that reflects our conversation and plans. He doesn't think the committee should get too far out ahead of the rest of the board. While there might be a temptation to start thinking about possible survey questions and whom to survey, he thinks in the first conversation we should explain the general agreement we have come to and the next steps of the process so people get a full picture and can ask questions and offer suggestions. He will sketch out an outline that organizes the information. He thinks it would be best for the board members on the committee to present the information and respond to questions and comments. He will be there as a resource person.

It was agreed that 20 minutes would be a reasonable amount of time to allocate for this on the full board agenda, with the understanding that questions and answers might stretch the time to around half an hour.

D. Regan recommended that everyone review the minutes of the September 10 superintendent evaluation committee meeting. H. Frank said he will circulate an outline for the meeting that will highlight the nature of the conversation to date, the general agreements arrived at, and the steps in the plan we have identified.

The meeting ended at 12:07.

Minutes submitted by Donna Griffiths