

Andover School Committee Workshop Minutes
School Committee Room
December 12, 2013
9:00 a.m.

SC Members Present: P. Colby-Clements, D. Forgue, A. Gilbert, B. L'Italien ,
D. Birnbach (left at 9:35 am)

Also present: M. McGrath

1. Call to order. Chairperson D. Forgue called the meeting to order at 9:07 am in the School Committee Room.
2. D. Forgue and L. Kirtman reviewed the agenda with committee members (attached) and stated that the purpose of the meeting was to review the Superintendent's proposed goals and to provide input on outcomes and strategies.
3. M. McGrath reviewed the DESE Educator Evaluation Model for Superintendents. She distributed the DESE documents and rubrics regarding superintendent evaluation and responded to questions about it from the committee.
4. Discussion centered on the DESE documents and process and how to use the framework to evaluate the superintendent using the APS Strategic Plan Goals as the basis of the evaluation. Each member supported a strong focus on the strategic plan in goal development.
5. M. McGrath shared her draft goals which are outgrowths of her 2012-13 goals which were developed to be multi-year goals. The proposed goals for 2013-14 are:

Goal 1: Innovation and Collaboration

Aligned with APS Strategic Plan Goals, II, III, IV

Aligned with MA Educator Evaluation Standards – I, II, IV

Goal:

The Superintendent, in collaboration with teachers, administrators, school committee and the community, recognizes and supports innovative classroom and school initiatives and programming that develop the 4 Cs (critical thinking, collaboration, communication, and creativity) to prepare students for their future.

Key Actions:

1. Build a culture that values and embraces innovation, risk-taking, and continuous improvement by modeling and developing the leadership capacity of the leadership team.
2. Strengthen and expand the 4Cs/STEM/STEAM learning opportunities that incorporate digital resources into the curriculum.
3. Convene design teams, which include internal and external stakeholders, to assist in the assessment and review of current and future course and/or programs.
4. Implement cross-disciplinary project-based learning and identify promising practices that can be replicated.

Goal 2: Partnerships

Aligned with APS Strategic Plan Goals, I, II, IV

Aligned with MA Educator Evaluation Standards – II, III, IV

Goal:

Engage and educate APS staff and community on the strengths of our schools and how to build upon those strengths to ensure the APS students are globally competitive.

Key Actions:

1. Make presentations to parent/community groups on the APS Strategic Plan & 4Cs.
2. Develop a minimum of one additional partnership with businesses, higher education, or agencies to support student learning as defined in the APS vision.

6. Committee members asked questions about the goals and made suggestions for contacts who might be good leads for the partnership goal. The School Committee and M. McGrath also discussed what it means to lead and manage for change based upon the definition M. McGrath put forth which defines “innovation” as making significant changes that can be brought to scale to improve APS curriculum, instruction, and programming. SC suggested that Goal 1, Action #4 lends itself to the notion of identifying an initiative that could be brought to scale to impact the ways in which students learn.

7. The SC agreed to adopt the goals and agreed that the superintendent would update the committee on goal progress at scheduled workshop meetings and through communications and educational presentations arranged for school committee meetings.

8. The next scheduled workshop dates are: January 24, 2014 and March 21, 2014.

9. Motion to Adjourn. A. Gilbert moved that the school committee adjourn its meeting. P. Colby-Clements seconded the motion. The motion carried (4-0-0) and the school committee adjourned its workshop meeting at 11:10 a.m.

Respectfully submitted,

Marinel McGrath
Acting Secretary