

Andover School Committee
MASC Update on the Superintendent Search
Monday, February 8, 2010

Members in Attendance: Chair Debra R. Silberstein, Richard Collins, Annie Gilbert, David Birnbach, and Dennis Forgue

Others in Attendance: Candace Hall, Human Resources Director and Michael Gilbert, MASC Representative

Salute to the Flag: Chair Deb Silberstein opened the meeting up at 7:05pm. Mr. Collins led the Committee into the Pledge of Allegiance

MASC Update: Mike Gilbert from the MASC began the meeting by acknowledging and thanking the Screening Committee appointed by the School Committee who conducted the initial interviews. In the audience were Cyndi Webber and Bill Gibson from the Screening Committee. He summarized the process and stated that the screening committee had completed the initial interviews on Friday, Jan 29. He informed the Committee that there were 32 applications reviewed, 10 candidates interviewed and now we were at this point. From this initial screening process, they now presented to the SC 4 finalists – all candidates to this point which have now been contacted by Mike. Mike also reminded the Committee that there were certain items in each finalist's packet that were confidential, but not the resumes.

Mike recommended to the SC that there should be 4 interviews scheduled here in Andover during the week of March 1st, each for about 1hr interviews. After the last interview, a decision should be made on the new Superintendent-elect. He also stated that the site visits should be conducted during the week of February 22-26. A typical candidate site visit form was passed out in the packet Mike gave to each committee member. Each visit would require a day per candidate and dinner as a last item on the schedule.

Dennis Forgue asked if the local Board of Selectmen, FINCOM could be people that the Committee could meet while visiting the candidate's hometown site. Debra Silberstein also suggested that there should be a diverse group of community members on each candidate's site visits for the Committee to talk with during this time. Debra also thanked Candace Hall, HR Director, for all her help and guidance to the Screening Committee and to this Committee during the Superintendent Search. David Birnbach asked if each candidate could submit a video presentation to the Committee for evaluation reasons. Debra Silberstein added that she would like to have a written report from each candidate.

The Committee also discussed the candidates' site visits to Andover. Debra asked the Committee members to give her a list of people that should be invited to the community receptions. But added that an open invitation should be extended to all parents on list servs and in the newspapers on when those community "meet the candidate" receptions would take place. Also Mike would send out an email to the Screening Committee that the SC members may contact each one individually to ask them questions.

Meeting adjourned at 7:45pm

Respectfully submitted,

Alison Phelan

SC Workshop
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