

**Franklin School Committee
Minutes
February 7, 2017
Municipal Building – Council Chambers**

SUPERINTENDENT SEARCH

**Michael Gleason, Milford Daily News was present.
Steve Sherlock, Franklin Matters was present.**

Attendance: Mrs. Bilello, Mrs. Scofield, Mrs. Douglas (remote), Dr. Bergen, Dr. O'Malley, Ms. Schultz, Dr. Jewell; Dr. Collins (Consultant from HYA) was also present

Pledge of Allegiance: Dr. O'Malley

Moment of Silence Dr. O'Malley

Call to order: 7:05 p.m. Dr. O'Malley

Dr. O'Malley gave a review of the Superintendent Search.

He advised that the School Committee hired HYA Consultants to do the Search. There were 50ish applicants. The consultants presented 5, 2 are not going forward, there were 2 people to present tonight, which were Dr. David Thomson and Ms. Susan Kutska. Ms. Linda Hirsch withdrew as she will be staying with her current district.

Dr. O'Malley advised that there were 26 pages of input from the Community.

Dr. O'Malley thanked Dr. Bergen who did a lot of work on this search. All members did a lot of work. Dr. O'Malley thanked HYA for their work with the search.

Dr. Bergen thanked everyone who cared enough to give feedback and participate in the process.

Ms. Bilello thanked HYA. She advised that there was a sense that this was a done deal, it was good to have fresh eyes to evaluate. Ms. Bilello also commented that it was helpful allowing so many people to be part of the process. Ms. Bilello noted as a current administrator in the State and a long-time teacher, these are changing times in education, seeing the mandates coming down on us, it is a very challenging time to lead a district and to face as many challenges as Franklin does. We will want to bring in the best of the

best. She also commented that part of the job going forward, whoever we make the decision on will be part of the process to bring Franklin forward and that they feel passionate about it. This process has shown that there are a lot of opinions. There is no perfect candidate for most jobs these days. We need to evaluate it and think with your heart and mind in this process.

Dr. O'Malley advised the Committee that there were 3 options before us.

1. Bring forward Dr. Thomson;
2. Bring forward Ms. Susan Kutska; or
3. Not to choose either of the candidates and re-open the search.

Dr. O'Malley commented that he was impressed by the process, impressed by candidates, but would personally choose to go out and re-open the search.

Dr. O'Malley advised that this is on the table for discussion -

Ms. Douglas participating remotely made a motion to stop the search and start again, maybe in a different way to search with a committee of 3 instead of all 7 members. We can then read all the resumes and also involve the HR Director.

Ms. Schultz seconded the motion to re-open the search.

Ms. Scofield also agreed to re-open the search, she thanked the folks that came before us, for coming to the district, and the parents, etc. who took the time to give input is much appreciated. However, we don't really think we have the one. Go back out. Each of them brought different things to the table but the full package is what we need.

Dr. Jewell commented that when you look at the school system, it has improved immensely, he is proud, but more proud how they work as a team. We need a very careful person who understands the district, team cooperation, team leadership. Remember, this person is politically important and needs to be able to communicate easily, openly. We really need to re-open. He was approached by community members that too many people on School Committee didn't want inhouse candidates to apply. he then encouraged any candidates within the system to apply.

Dr. O'Malley reiterated that no one was discouraged.

Dr. Bergen commented that they were advised to not settle. If the first process doesn't work, we will go out again. She wants to commend the candidates out there. It wasn't the right fit for us. If we were not fully satisfied we would go back out.

Ms. Bilello commented that the point is well taken from Dr. Jewell. However, she heard from others that they thought it would be an inside job. There have been a lot of appointments, she does not agree with Cindy, the inside process is that people are being groomed for different positions and that this job would be handed to them also.

Ms. Douglas clarified that she did not mean to promote from within, it would be to be able to look at all the resumes.

Dr. O'Malley suggested that a motion would be in order.

Dr. Jewell made a motion to move to stop the process from the candidates we have, reassign to go back out and re-advertise and come up with new individuals.

Ms. Douglas seconded the motion.

Ms. Schultz asked a question, would we be looking to potentially look at the job description, etc. or would we go back searching with same language. Can I suggest another workshop meeting.

Dr. Collins was not sure what Ms. Schultz was talking about with regard to a job description.

Ms. Schultz asked what is the normal procedure.

Dr. Collins noted that in preparation of this that he had been prepared with a timeline. We do not do any more documentation. We just re-advertise again.

Ms. Schultz again asked if we updated the job description.

Dr. Collins advised that they put the job description out there again.

Roll Call Vote: Dr. O'Malley - Yes

Dr. Bergen - Yes

Ms. Bilello - Yes

Ms. Schultz - Yes

Ms. Scofield - Yes

Dr. Jewell - Yes

Ms. Douglas - participating remotely - Yes

It is decided that we will re-open the search.

Dr. O'Malley commented that the individuals that were interviewed and brought forward were wonderful people, wonderful professionals, and thanked them for being interested in our system, it was an issue of fit. We wish them the very best in their endeavors.

Dr. Collins noted that he thought the School Committee made the right decision. I had originally advised that you look at the fit over the credentials, and don't settle. It is not our job to bring a Superintendent but the right Superintendent, the only additional cost would be advertising.

Dr. Collins also noted that regarding candidates, we can look at papers, resumes, interview, face to face, how will they do in front of the School Committee. Dr. Collins knew early on that this would not be a good fit. He advised the Committee to not be disheartened at all. You have put the children of the district first. We will seek the best candidate. He commented about the rumors that in house candidates were not invited to apply. He regrets it because it wasn't true. We approach many Superintendents, some would not move geographically from where they are. Some would want to move to a district with more resources. He also commented that the current Superintendent batch are women who are Assistant Superintendents who are ready to move, so the resumes brought forth were predominantly women. He noted that he has put together a proposed timeline, he suggested to advertise tomorrow morning until end of February (20 days), by the 28th we can extend if not enough. He and Mr. Macrino will get more candidates to School Committee by March 14th.

Dr. Jewell asked what would consist of presenting candidates to School Committee?

Dr. Collins noted that they never share all applicants, he suggested interviews with same groups. He commented that before I present the resumes, the candidates know they are public, and that the interviews are March 17th.

Dr. Collins will tell the candidates that if the School Committee moves you forward, then the next week you would be at the site visits in Franklin.

There would be an extra week for the site visit, on the 4th of April, then make a decision for a candidate and begin contract negotiations

Dr. Jewell suggested to add the 11th having the background checks done.

Dr. O'Malley noted that the 11th they would announce the new Superintendent.

Dr. Collins advised that the School Committee would choose on the 4th, then background check would be signed off, then sent to background people.

Ms. Bilello asked if it could be done differently after interviews, the way it was discussed. Can we change that?

Dr. Collins, noted that yes, to have the discussion first, then talk strengths and weaknesses. It was a mistake on his part. He would do the discussion first, then the rating. He takes responsibility.

Ms. Schultz commented that she had a slight concern that 20 days of listing is enough? Do we have enough candidates?

Dr. Collins advised that in reality if they come in between the 11 and 20 of March, we will present them? Thinks we will get 20 applicants not 50 something.

Dr. Jewell went over the dates again so that Ms. Douglas who was participating remotely had all the dates.

Timeline: February 8-28, 2017 to accept applications

March 14, 2017 - present candidates to School Committee

March 17, 2017 - Interview candidates brought forward to School Committee

March 20-24, 2017 - Candidates will visit Franklin

March 27 and 31st, 2017 - School Committee members to visit the candidates' Districts

April 4, 2017 - School Committee to select preferred candidate

April 11, 2017- complete background check and announce candidate and finalize

Ms. Scofield asked if the ad say that it was re-opened?

Dr. Collins commented that it would be a good idea, it is wise to do that.

Dr. O'Malley gave a statement to press to request the idea that it is an open search for in-house or outside candidates. No restrictions from insiders or outsiders.

Dr. O'Malley also commended the School Committee, it is our most important job. We have chosen the correct way, not the easy way.

Ms. Schultz made motion to adjourn. Dr. Bergen seconded the motion.

Ms. Scofield - Yes

Ms. Bilello - Yes

Dr. Bergen - Yes

Dr. O'Malley - Yes

Ms. Schultz - Yes

Dr. Jewell - Yes

Ms. Douglas - Yes (remotely)

Meeting adjourned 7:50 p.m.

Respectfully Submitted,

Susan Childers