



Weymouth

PUBLIC SCHOOLS

Weymouth School Committee

[ZOOM Meeting](#)

October 29, 2020

MEETING MINUTES

(approved 11/19/20)

Members In Attendance: Lisa Belmarsh, Chair; Tracey Nardone, Vice-Chair; John Sullivan; Secretary, Kathy Curran; Rebecca Sherlock-Shangraw; Carrie Palazzo,

Members Absent: Mayor Hedlund

Also Present: Brian Smith, Assistant Superintendent; Robert Wargo, Assistant Superintendent, Human Resources Director, Maryann Foley

The Meeting Came to Order At 6:00pm.

Chair Belmarsh led in the Pledge of Allegiance.

New Business

a. Review Superintendent Search Process - Glenn Koocher, MASC

Executive Director Koocher gave an overview of the options available in replacing the Superintendent stating that Weymouth is in a good position to allow for a smooth transition as the current Superintendent is leaving honorably and peacefully. Mr. Koocher shared that the district can post for an interim only (from 4-16 months) Superintendent, post for interim with the potential of hiring that candidate full time or launch a search for a full time Superintendent. Emphasizing that a full time Superintendent search is rigorous and thorough with community involvement reminding that with holidays upcoming a search committee would need to be collaborative, disciplined and focused to expedite the process in order to fill the position before the current Superintendent leaves.



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Being members of MASC (Massachusetts Association of School Committees) allows access to many services free of charge. Such as guidance through the process, posting of the position, assistance with interview, selection, contracting as well as, graphic design.

Mr. Koocher advised that Weymouth would be competing with other districts (Sharon, Milton, Andover, Wayland, and Dover-Sherborn) for Superintendent candidates. It was mentioned that it is difficult for a standing Superintendent to leave in the middle of the school year especially during the middle of a pandemic.

Chair Belmarsh stated that this is her 5th Superintendent search in her 12 years of service on the school committee and shared her support in going forward with posting for an interim superintendent for both internal and external candidates.

Dr. Sullivan agreed, advising that it would be ambitious at this time to complete a search for a full time position by March.

Mrs. Curran agreed with an interim posting and stated that the interim should be able to apply for the full time position.

Ms. Palazzo inquired if the interim candidate is appointed and Mr. Koocher clarified that the School committee hires the interim (essentially a Superintendent position with a shorter contract) and commented the interim candidates are usually retired Superintendents.

Confidentiality of candidates was discussed. If a search sub committee was not used, all interviews would be conducted by the school committee publicly in an open forum. A search subcommittee would be able to screen candidates in an executive session, then send two or more candidates to the school committee.

Mrs. Nardone confirmed if a decision was being made at this meeting of posting and shared her support of promoting from within but highlighted the domino effect.



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Talk of an ad hoc special sub committee was had. It was recommended that 3 school committee members be part of the committee.

Chair Belmarsh expressed her support for an interim Superintendent, then engaging in a full Superintendent search. Mrs. Nardone agreed as did Ms. Palazzo who also clarified that internal candidates can apply for the interim position.

Mr. Koocher gave a summary of the search for a full time Superintendent. There are profession consulting search firms that can assist with the search for a fee. A request for proposal would be initiated. MASC can provide services free of charge to help guide districts through the process, orienting the search committee, providing assistance in inviting and interviewing candidates, selection and deliberation and tech services. Mr. Koocher reminded that Weymouth has been paying dues to MASC for the past 70 years and that a comprehensive search can therefore be conducted without paying fees.

The interim position can be extended if need be.

Chair Belmarsh commented that in the past the selection process included community involvement, focus groups, survey, and a search committee.

Mrs. Curran shared her support in using MASC to help with conducting the full time search rather than paying a firm.

Dr. Sullivan expressed his support for posting for interim Superintendent as soon as possible using the sample positing with slight modifications. Mrs. Nardone, Dr. Sherlock-Shangraw, and Mrs. Curran agreed.

Ms. Palazzo agreed and inquired about the timeline.

Chair Belmarsh advised that if the interim position is posted by November 6 for 2 weeks then applications could be reviewed starting November 20. Potential start date could be Jan 1 or a mutually agreed date so that the hired candidate could work with the current



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Superintendent for a smooth transition. This will remain a standing agenda item to allow for public comment.

Qualifications on the sample posting were discussed. Mrs. Curran shared her feelings that 5 years experience may eliminate some internal candidates. "The Interim Superintendent will not be considered as a candidate for the permanent the Superintendent role" will be omitted from the posting. Mrs. Curran requested that the posting be put on the blog.

Mr. Koocher advised that applications are confidential until shared with the school committee and recommended that interviews be held publicly. If a small sub committee is formed Mr. Koocher emphasized that members are focused on what is best for Weymouth and discussed the advantages of having 3 school committee members be present on the committee.

Dr. Sullivan shared his trust in the Human Resources Department and Director in handling the application process and notifying the committee if a screening process would be appropriate.

Dr. Sherlock-Shangraw confirmed that at least 2 names should be presented to the school committee.

Announcements

Weymouth Market, November 4, 2020-3:30pm-WHS-Market will occur in drive through manner

Next School Committee Meeting:

Regular Meeting: Thursday, November 19, 2020 - 7:00pm

The Meeting adjourned at 7:04pm on the motion of Mrs. Nardone, seconded by Dr. Sullivan. Roll call vote - passed unanimously.



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Documents Attached to These Minutes:

- A vacancy in the Superintendency-Planning for Transition
- Sample Interim Superintendent (Andover Public Schools)

Respectfully Submitted,

A handwritten signature in black ink, appearing to read 'John P. Sullivan', is written over a light gray rectangular background.

John Sullivan
Secretary