

KING PHILIP REGIONAL SCHOOL COMMITTEE
MINUTES
February 7, 2018
King Philip Regional High School - Library
201 Franklin Street, Wrentham, MA 02093

CALL TO ORDER:

Mr. Francomano, Chair called the meeting to order at 7:00PM.

ROLL CALL OF COMMITTEE MEMBERS:

Members Present:	Norfolk:	Jeff Chalmers, Michael Gee, Kenneth Dow
	Plainville:	Patrick Francomano, Samad Khan
	Wrentham:	Jim Killion, Erin DeStefano
Members Absent:	Norfolk:	Present
	Plainville:	Charlene McEntee
	Wrentham:	Trevor Knott

The meeting is being videotaped by Wrentham Cable. Mr. Francomano explained that the public may visit the district's website at www.kingphilip.org to review informational documents pertaining to each school committee meeting. Videotaped meetings may be viewed in their entirety at www.wrenthamcableaccess.com. Mr. Francomano also explained the procedure for public comment.

Delegations and Visitors:

Mr. Hardy, MASC

UNFINISHED BUSINESS:

Superintendent Search Update – Finalist Interview

Mr. Francomano proceeded to review the format for tonight's interview with candidate Mr. Kevin Carney. He indicated that there will be a 5 minute Introduction, followed by questions from the committee and then questions from the public which must be received no later than 7:30pm.

Candidate Kevin Carney, currently the superintendent in Uxbridge, gave a brief overview of his prior experience. When asked why KP, Mr. Carney spoke about KP being a good fit for the district with many people he spoke with; that he is up for the challenge; and, they align with our core values.

Mr. Francomano asked for questions from the Committee.

Interview question from Mr. Dow: What is your leadership style and what strength will you bring to KP?

Response: Offers a collaborative style to the job to help merge the common themes, most comfortable as a collaborative leader.

Interview question from Mr. Khan: What do you hope learning looks like in your school?

Response: Instruction in the classroom is to align with the goals. What is the role of the student in the instruction process? In Uxbridge, students are taking ownership for the social/emotional programs that are being created. Shift from teacher learning to children.

Interview question from Ms. DeStefano: How you plan to work with the three feeder towns to improve collaboration and support for KP?

Response: The three town scenario provides areas for collaboration and areas of challenges/barriers. Candidate noted that the students are all our students and identify the unique areas from all three towns. Would like to openly work with all three towns to understand where the challenges are occurring that ultimately show up at KP. May need to suggest possible shift of resources at the elementary levels.

Interview question from Mr. Killion: Why are you looking to leave Uxbridge?

Response: School Committee that hired had a rapid change. As the changes occurred in year 5 – (thought going in would be there for 5 years). Felt that changes occurred and worked through all the challenges. His contract expiring in June 30th and there is a 6th chair in 6 years. Mr. Carney knows people within the district and feels KP is a good fit. Can't go through process disingenuous and did not want to be looking for job while negotiating existing contract.

Question #2: How do you handle the budget shortfall with the towns?

Response: If the fixed costs are higher than the revenue coming in, you need to be creative. Proactively work towards varying budget scenarios – start with legal requirements and contractual obligations. After developing goals work towards resolution. Work through synergy and trust with town department heads.

Interview question from Mr. Chalmers? What have you done in Uxbridge to build community and what would you do in KP?

Response: Everything comes down to values, know when to work with school board or school committee to be in things that are not only school related, such as lunch with seniors. Be invested in the community; work within the fixed costs. In Uxbridge, worked to close one school and promised the community to find a suitable solution for the building. (Looking to make the building a higher education center). Staying committed to the community. Such as open coffees in Uxbridge.

Question #2: What have you done to improve the relationships in Uxbridge and what would you do at KP? Worked closely with all town departments to be supportive of each other.

Interview question from Mr. Gee: What do you see as KP's biggest challenge or opportunities are?

Response: Theme he heard in one -day review is collaboration, trust, etc. Too early to note the challenges during one-day review. Building relationships with all stakeholders, such as parents, students, teachers, etc. Looking for feedback as well to create an action plan.

Interview question from Mr. Khan: How do you develop leadership in your schools?

Response: Big believer in distributive leadership. Professional Development committee, teacher leadership group build through committees. Created school closing committee.

Interview question from Mr. Dow: What do you see as the role of the school principal?

Response: A Principal is the leader of the schools and works closely with the staff (evaluations). Duties: Supervision of all staff, work with school council, work with district leadership team and build budgets.

Question #2: How do you work with the principals?

Response: Monthly rotation to review goals, personnel matters, school improvement plan. District leadership walk through and target instructional aspects to observe. Important to get out of the office and be in the buildings – be visible. Employees would say he is accessible and there when they need hi

Interview question from Mr. Killion: What is the extent to learn in good functions?

Response: Believes all students can learn responsibility to create young people into successful future citizens. Need to target literacy skills, cultural intelligence, soft skills (time management/planning), technology skills. Systematic and strategic approach to teaching the whole child. Establish academic goals to achieve success and show paths to success in the annual goals and link to an action plan for classes. Goal to find what fits all students not just get the students into college. Pathway for everyone. Goal for KP: All students take acuplacer test by junior year. Start pathways early.

Challenges for students is the superintendent is driving the bus and the teachers manage the learning – how do you manage the process? What does the data indicate about the district? Data should be driving the curriculum. Superintendent is a participant and drives the synergy for the district. At Uxbridge, rose the aspirations of the graduating class to change the culture.

Interview question from Ms. DeStefano: What have you done to overcome your weaknesses?

Response: Have patience issues at times and I am driven to be successful. Set objectives and not communicated enough – every district needs improved communication. Have many strengths and challenges and work hard to correct the challenges such as budgets and overrides.

Strongest personal attributes? Response: Person with high character and ethical, strong moral compass. Decisions in the best interest of students. Do not judge people, but judge the work

Interview question from Mr. Francomano: What are your professional development goals in your first 3 years at KP?

Response: 1st would be direction setting and setting up objectives. What are the problem areas for the district and have they improved over the first 3 years? Set realistic goals. Goals collaborative with the school committee. Identify and correct the problem areas.

Interview question from Mr. Gee: Tell us an example where you advocated for improvement in the face of a tough budget situation?

Response: Had to reduce over 35 staff in Uxbridge and convinced the school committee that restructuring was necessary to reduce costs. In house programs for special education and reduced out of district placement in schools. Previous experience at an out of district school gave insights on both sides of the budget crisis.

Interview question from Mr. Chalmers: What have you done in Uxbridge to improve technology?

Response: Google classroom has assisted with this goal. Assisted in breaking down the barriers of time constraints. **How many years ago was google implemented?** Three years **How do you use it?** Collaboratively with admin teams and central offices. **What is the most recent technology that you implemented in the district?** Google Classroom

Interview question from Mr. Dow: What are the characteristic for good team leaders in the district?

Response: Good active listener, identify the common challenges, brings people together, discuss tough topics with insight to resolution. What have you specifically done in Uxbridge? Do this on a daily basis – examine how we evaluate quality instruction. Raise our collective capacity?

Interview question from Mr. Khan: What is your definition of diversity? How would you encourage people to honor the uniqueness of each individual? How do you challenge stereotypes and promote sensitivity and inclusion?

Response: Promote the diversity of thought not just cultural etc. The ability to understand different cultures, appreciate the varying customs in order to be successful. Personally, sends his own children to a very diverse school.

Interview question from Mr. Francomano: In 3 years from now, how will you know you are successful?

Response: Need to discuss the plans and measure the goals and achievements against the goals. Stay disciplined to the goals and objectives. Put major stock in the entry plan process and what the desires are to improve the district. Steward of the ship; the entry plan report is key. Not just his way or the highway.

Interview question from Mr. Francomano: Great administrators are often poor leaders and vice versa – great leaders are often poor administrators. What do you see as the role of the superintendent to achieve balance?

Response: Leadership is both an art and a science, you have to be accessible for everyone to grow to success. Do not get bogged down by the bureaucracy – and be a good administrator to get items done but not be very successful to the mission of the district. Can't do this alone, need help from school committee and community. Can't succeed with paperwork issues alone. Find balance.

Interview question from Mr. Killion: How would you use student performance results to achieve goals within budget constraints?

Response: If gaps exist at earlier education levels, then you need to address the gaps with the towns as well. Start with the literacy action plan and strong math plan – use not only MCAS but all assessments to achieve. How many students are in remedial courses in college and does this data change what the district will need to drive the budgets.

Mr. Francomano referred to questions from community members in the audience:

Interview question from Community Member #1: Given the current literature on later school start times, what are your thoughts on the issue?

Response: Ashland just implemented later start times this year and started the discussion 9 years ago. Neurologically the issue is a no brainer, but how this will impact the family's needs to be reviewed. Much longer taxing day for teens – bus start to completed homework needs to be reduced. How will it leverage improvement for the benefit of the students? Need to take into account family issues, electricity costs, etc. Needs to be a comprehensive review to be impactful – not just 15 mins.

Interview question from Community #2: Please share some ideas you might have for increasing opportunities for the number and variety of electives and decrease the frequency of study halls?

Response: Is a budget issue such as study halls are created by short staffing. Uxbridge: Many choices, but many courses not running. Pathway for all to be disciplined to create electives that work with the district core values. Work with the business industries and towns to build electives to target not only the interest of the students but supports the core and should lead to more focused direction on colleges/jobs they are pursuing. Colleges can see the pathways that have been provided by the district.

Interview question from Community #3: As we focus on the various academic pathways and the demands of mandated curriculum and programming where do you feel extracurricular programs, like sports, music and the arts “fit in” as part of the secondary school experience?

Response: Extracurricular are the identity of the students and we can't sacrifice these. Mr. Carney noted that he was a keynote speaker in Beijing; believes the structure was so much tougher in Beijing than US. We consider the extracurricular as part of our day. Personally we need to preserve, protect and enhance the extracurricular.

Candidate Questions and Closing Statements:

What do you think the greatest challenge for the next superintendent is coming to KP?

Mr. Gee Response: Many parents have high aspirations – trying to get to the next level, yet we face ongoing budget challenges. How can we continue to improve in the face of large budget constraints?

Mr. Killion Response: Dealing with the 4 districts will be inevitable until we get to a regionalized structure. Always a challenge to deal with the towns. How do we get to the next level? Student retention, teacher retention.

Mr. Dow Response: We want to create new programs, but frustrating to have to cut the following year.

Mrs. DeStefano Response: Collaboration with the communities – all our students instead of grabbing your share.

Mr. Chalmers Response: True understanding of collaboration and trust.

Mr. Francomano Response: Developing a vision for what a KP education will look like in the future and build consensus on what KP should be looking like.

Are there existing priority initiatives that are necessary for success in the future years?

Mr. Killion Response: Always comes back to budget – definitely challenging to work thru the three towns

Mr. Khan Response: Wants to see more STEM and technology initiatives at KP, but challenging with the current budget scenarios.

Candidate: Kevin Carney's Closing Remarks:

Strong vision statement at KP – community of learners (read current statement); model for excellence in student education and leadership. Attraction for the candidate to KP is desire to promote excellence in students and collaboration with higher education and the workforce. Education reforms usually occurs every 25 years and current state administration are showing signs to break down the walls and I have a blue print plan.

Mr. Francomano thanked Mr. Carney and members of the audience for attending tonight's meeting. He noted that there are 2 more interviews scheduled for Thursday, February 15, 2018.

ADJOURNMENT:

 **A Motion was made at 8:30pm by Mr. Killion, seconded by Mr. Khan to adjourn. All in favor by roll call vote. Yes (8); No (0). Motion carried.**

Respectfully submitted,

*Karen Wolf
Recording Secretary*