

QUINCY PUBLIC SCHOOLS

SUPERINTENDENT SEARCH COMMITTEE MEETING

Thursday, June 11, 2020

A meeting of the Quincy Public Schools Superintendent Search Committee was held on Thursday, June 11, 2020 at 6:00 pm via remote technology. Present were Mr. Scott Alessandro, Citywide Parent Council; Ms. Cassandra Beck, Quincy Parent Advisory Council to Special Education; Mr. Paul Bregoli, School Committee; Mr. Philip Chong, Quincy Asian Resources; Mr. Michael Ellis, Quincy Public Schools Teacher; Mr. Jaden Hallisey, North Quincy High School Student; Mrs. Emily Lebo, School Committee; Ms. Margaret McDonough, Quincy Public Schools Teacher; Ms. Maura Papile, Quincy Public Schools Senior Director of Student Support Services; Ms. Nicole Prevost, Quincy Public Schools Teacher; Ms. Laura Riofrio, English Learner Parent; Mr. Lawrence Taglieri, Quincy High School Principal; and Mr. Frank Santoro, School Committee and Search Committee Chair. Also present were Ms. Laura Owens, Secretary; and Mr. Glenn Koocher from the Massachusetts Association of School Committees.

Mr. Santoro called the meeting to order at 6:00 pm and suggested that the focus of tonight's meeting is to select topics to develop interview questions.

Mr. Bregoli made a motion to approve the minutes of the June 4, 2020 Superintendent Search Committee meeting, seconded by Mr. Ellis. On a voice vote, the ayes have it.

Mr. Santoro updated that at last night's School Committee meeting, it was approved for the Search Committee to interview internal candidates and then pass those names to School Committee as finalists. Mr. Santoro is hoping that interviews can take place in person when they are scheduled to begin on July 13. He spoke with Quincy Health Commissioner Ruth Jones and will continue to consult with her moving forward.

Mr. Taglieri asked to clarify the dates on the timeline. Mr. Santoro said the next meeting will be June 25 and applications are due to be submitted to MASC by that date. On July 2, the Search Committee will review the applications and decide which candidates will be interviewed.

Mr. Ellis asked if the Search Committee will be consistent in interviewing all candidates in person or virtually. Mr. Santoro said the decision will be based on the health guidelines at the time and what the Search Committee and candidates feel comfortable with.

Mr. Alessandro asked how the Candidate Review Matrix suggested edits can be shared and discussed. Mr. Santoro said that the criteria were determined by School Committee at several meetings; a change to those would have to be voted on. Mr. Alessandro said that it was discussed

that other criteria might be added based on the survey results. Mr. Koocher said the matrix is a personal document, each Search Committee member can customize as they wish based on their personal and professional judgement.

Mr. Ellis asked for clarification about the process of moving candidates forward as finalists; Mr. Santoro and Mr. Koocher confirmed that it will not be determined by score but by discussion and agreement among the Search Committee members.

Ms. Riofrio asked for clarification on the Open Meeting Law. Mr. Santoro said that a discussion outside of the meetings can't be held among a majority of the Search Committee. Mr. Santoro suggested that questions or comments be directed to him.

Mrs. Lebo said that Search Committee members can also email or speak to any other Search Committee member.

Mr. Santoro requested that Search Committee members identify areas of interest for creating interview questions. Mr. Ellis Collective Bargaining #14; Mr. Taglieri #1 Leadership; Ms. Beck Special Education #17 and Putting Children at the Center of Decision Making Process #23; Mr. Bregoli Diversity; Mr. Alessandro Diversity, Curriculum #15, and Teaching & Learning #32; Ms. Prevost Curriculum #15; Ms. Lebo Social Emotional #35 and CVTE; Ms. Riofrio English Learners; Ms. McDonough Safe Learning Environment #22; and Mr. Hallisey Social Emotional #35; and Ms. Papile Leadership #1.

Mrs. Lebo asked if the questions will be made public; Mr. Koocher said interview questions are developed in open session. Mr. Santoro said at June 25 meeting, he would like to review and finalize questions and then go into Executive Session to review the candidates.

Mrs. Lebo asked that the questions be posted on the QPS website. Mr. Koocher said that some Search Committees want to keep the questions private so that candidates can't be coached on their answers.

Ms. Prevost asked if the questions can be different for internal and external candidates and Mr. Santoro said each candidate can be asked different questions. Mr. Koocher said that some Search Committees use the time between interviews to adjust questions.

Mr. Bregoli would like to determine the candidates' commitment to Quincy Public Schools. Mr. Koocher said the analysis of this answer is very important.

Mr. Ellis asked about follow up to an interview question. Mr. Santoro said this can be a matter of time, follow ups are allowable if time permits.

Mrs. Lebo suggested limiting the time for the opening and closing statements. Mr. Koocher agreed, some candidates will speak for 20+ minutes without pause. Ms. Papile agreed that opening statements will be diagnostic for the candidate.

Mr. Alessandro asked for clarification; Mr. Santoro said that questions can be submitted to him on the areas specified or any area of interest.

Mrs. Lebo asked about a focus group for Quincy residents; Mr. Koocher said this has not yet been scheduled but he will follow up.

Mr. Santoro suggested June 25 at 6:00 pm for the next meeting.

Mr. Ellis asked how the applications will be submitted to the Search Committee; Mr. Koocher said the closing time is June 25 at 3:00 pm. The files will be scanned and sent to Ms. Owens to email out to the Search Committee.

Mrs. Lebo would like the opportunity to review the questions in a meeting prior to June 25. Mr. Santoro suggested meeting next week to review the questions as a group, June 18 at 6:00 pm. Mr. Santoro asked for questions to be submitted to him by Wednesday, June 17 at 6:00 pm for compilation.

Mr. Santoro adjourned the Superintendent Search Committee meeting at 6:35 pm.