

**Dighton~Rehoboth Regional District School Committee
Superintendent's Search Workshop ~ September 17, 2013**

A Workshop of the Dighton~Rehoboth Regional School Committee was held on September 17, 2013, in the Dighton Rehoboth Regional High School Library.

Present:

Richard Barrett
Tiffany Bartholomew
Eliza Couture
Peter Hebda
David Katseff
Susan Lorenz
Raymond Medeiros
Timothy Rapoza
Janice Terry

Also:

Michael F. Malone, Interim Super. of Schools
Gail Van Buren, Asst. Superintendent of Schools
Kellie Partridge-Fagan, Recording Secretary

Absent:

Christopher Andrade

Mr. Medeiros stated that the committee would enter into open session at 6:20 PM, and was being broadcast with the help of the Rehoboth Cable Advisory Board.

Mr. Medeiros led the committee in the Pledge of Allegiance.

Mr. Medeiros noted the 2 new proposals for the search:

- NESDEC, which came in at \$15,500+
- Management Solutions, which came in at \$23,500
- MASC, which came in at between \$14,000-\$15,000
- The committee will need a formal proposal from MASC

Mr. Katseff stressed that the committee needs consensus on whether to retaining an outside consulting firm for the search process. He stated that MASC, with Mr. Glenn Koocher, could be a good match for our district.

Mr. Malone agreed that Mr. Koocher is a great resource for finding candidates, networking, etc.

Mr. Malone noted that the district did have some savings in the Superintendent's salary line, which will be able to fund for an outside consultant.

Mr. Lorenz suggested that it would be better to go with an outside consulting search firm. A consulting group can lead the committee by using a focus groups, assisting the search committee, etc.

Mr. Hebda addressed the committee regarding the expectations for a Superintendent. The committee needs to narrow down the exact expectations for a Superintendent ~ the committee cannot expect a Superintendent to be a master in all required criteria.

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Mrs. Bartholomew requested a formal proposal, in writing, from MASC. Mr. Medeiros will obtain a written proposal from Mr. Koocher at MASC. When received, Ms. Fagan will mail the MASC proposals to committee members for review.

Mr. Medeiros reiterated that a signed contract with a consulting firm needs to be in-place by October 2013.

After committee discussion, some qualifications desired in our next Superintendent include, but are not limited to:

- Leadership / a “manager of managers”
- Strong communicator
- Character / integrity / competency - high set of ethics, lifelong learner
- Regional school experience preferred (budget experience)
- Master’s required, Doctorate or equivalent (C.A.G.S.) preferred
- School administrative / teaching experience in MA preferred
- Curriculum / instructional / assessment experience preferred
- Financial / business experience preferred

Mr. Medeiros suggested that the Superintendent contract language be changed from a 3-year contract to a 4-year contract, in order to entice candidates to remain in the position for a longer period of time.

Mr. Katseff suggested that the contract language allowing the Superintendent to offer a one-year extension at his/her discretion at the end of the school year, be eliminated. The contract is already written for 3 years, no need to have the “extension” language.

Mr. Rapoza suggested that the committee asked two questions of possible candidates, if concerned about “management” versus “curriculum”:

- 1) If the candidate is a management-type person, than ask: how would they support curriculum in the district?
- 2) If the person is a curriculum-type person, than ask: how would they manage within the district?

Mrs. Bartholomew asked if there are potential recommendations for the make up of a screening committee. Mr. Malone suggested that there be approximately 10 search committee participants Possibilities may include: 2 School Committee members, mid-level administration, a teacher from different grade levels, parents from various grade levels, community official(s) (Finance committee member, Selectmen, etc.)

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Mrs. Bartholomew asked if a student would be included on the search committee. She also noted that including a community official is a good idea for public relations as well as any input.

Mrs. Couture suggested that the student, community official(s) be placed on the “focus groups”, and not on the actual search committee. Therefore, their opinions, input, and recommendations will still be taken into consideration.

Mr. Medeiros stated that he will get the MASC proposal from Mr. Koocher, pass it along to the committee, as well as speak with Mrs. Casey Hall regarding the last Superintendent’s Search process.

Mr. Medeiros stated that the committee would enter into Executive Session, as per MGL Chapter 30A, Section 21, for the purpose of discussion non-union personnel issues.

It was moved by Mrs. Bartholomew, seconded by Mr. Katseff, and VOTED to enter into Executive Session as per MGL Chapter 30A, Section 21, for the purposes of discussing non-union personnel issues, at: 8:00 PM. Roll call vote:

Mr. Barrett ~ Aye
Mrs. Bartholomew ~ Aye
Mrs. Couture ~ Aye
Mr. Hebda ~ Aye
Mr. Katseff ~ Aye
Mrs. Lorenz ~ Aye
Mr. Medeiros ~ Aye
Mr. Rapoza ~ Aye
Mrs. Terry ~ Aye

MOTION PASSED

Mr. Medeiros closed the meeting.

Janice Terry, Secretary