

The Regional School District 13 Board of Education Human Resource Committee met in Special Session on February 28, 2019 at 7:00 PM in the Library at Coginchaug Regional High School, Durham, Connecticut. Committee members present: Mr. Augur, Mr. Moore and Mrs. Petrella
Committee members absent: Mr. Hicks
Other Board members present: Mrs. Geraci, Dr. Friedrich
Administration present: Dr. Veronesi, Superintendent of Schools

Mrs. Petrella called the meeting to order at 7:00 PM.

Pledge of Allegiance

The Pledge of Allegiance was recited.

Public Comment

None.

Approval of Agenda

Mr. Augur made a motion, seconded by Mr. Moore, to approve the agenda, as presented.

In favor of approving the agenda, as presented: Mr. Augur, Mr. Moore and Mrs. Petrella. Motion passed unanimously.

Approval of Minutes - March 20, 2018

Mr. Moore made a motion, seconded by Mr. Augur, to approve the minutes from March 20, 2018, as presented.

In favor of approving the minutes from March 20, 2018, as presented: Mr. Augur, Mr. Moore and Mrs. Petrella. Motion passed unanimously.

Mrs. Petrella asked about the organizational chart per school and that the Human Resource Committee receive a monthly update on the staffing chart which were on the last minutes. Dr. Veronesi will share those documents with the committee. She explained that they have redone the Central Office organizational chart and are working on that for each school as well. Mrs. Petrella would also like to see job descriptions of the certified, non-certified and stipend positions. Mr. Augur agreed that the terminology should be consistent.

Review/Revise Superintendent's Evaluation Document

Mrs. Petrella reviewed that she had sent everyone a copy of the document.

Mr. Augur proposed that a weight be assigned to the different items, but otherwise felt that Mrs. Petrella did a nice job.

Dr. Friedrich thought that the Board had that discussion at their fall retreat and recalled that the items would be weighted consistent with the pillar weights. Mr. Augur stated that it was just over 50 on student achievement and just below 50 on fiscal with the remainder split close to evenly between well-being and

engagement. Dr. Friedrich stated that they confirmed that they would use those numbers at the Board's last executive session.

Mr. Augur reviewed that weighting the items provides clear communication to the Superintendent about where they would like to put the emphasis. Student achievement is number one and fiscal oversight is a reasonable close second. He suggested that they put in placeholders on each item: student achievement at 50, fiscal oversight at 40, well-being at 5 and engagement at 5.

Mrs. Petrella felt that well-being and engagement all go with student achievement because if the climate isn't comfortable and safe, teachers don't feel engaged and you won't see the same productivity. Mr. Augur explained that everybody could buy in and be engaged, but still get zeroes on every test they take which is why they can't be equally weighted.

Mr. Moore suggested that this go back to the full Board to get a sense of how they feel about the weighting numbers. He reviewed that this will also drive what the Board expects Dr. Veronesi to work on. Dr. Veronesi agreed that she would expect student achievement to be ranked highest. Mrs. Petrella also mentioned that the budget is also aligned with the goals of student achievement.

Mr. Augur also felt that there should be a proposed framework for grading and Dr. Veronesi asked what they were thinking as some people wanted a 10-point rubric instead of 5. Mr. Moore had suggested a 5, including unsatisfactory, needs improvement, meets expectations, exceeds expectations and excellent. Mr. Augur agrees that an odd number would be nice or decimals. Dr. Veronesi stated that she could provide a rubric that combines both frequency and degree.

Mr. Augur proposed that the form should include only the four boxes with a title and the weight for each and the rubric at the top. However, there should also be a guide to help everyone fill out the form. Mrs. Geraci confirmed that that would protect the Board from an FOI. Mrs. Geraci felt that comments could go on the last page of the review, but not on the form.

Dr. Veronesi felt that the conversation is the most valuable to her, but the written summary has always been in the file. Mr. Augur suggested they email their comments to Dr. Veronesi. Mrs. Petrella stated that she likes going through it and writing comments to further explain why she feels the way she does. Mr. Moore added that he wrote comments on everything to try to address each bullet. Mr. Augur agreed that a second page could be added for comments.

Mrs. Petrella asked if there should be a box in each area of the workshop, but Mr. Augur and Mr. Moore felt that there was plenty of room to respond to each item. There was then a discussion about how the weighting is applied to the scores and that the actual computations will be done by somebody summarizing the scores.

Dr. Veronesi also mentioned that there should be evidence associated with the scoring and felt that that should be discussed at the beginning of the school year. Mr. Augur would also like feedback on how the Board is viewed as performing.

In summary, Mrs. Petrella reviewed that Dr. Veronesi will pull all of this information together and they will review it with the full Board.

Engagement Survey

Dr. Veronesi mentioned Thoughtexchange which is a way to exchange ideas. Mr. Augur added that they could also use that type of format as a way for the public to throw out questions and ideas during meetings.

Dr. Veronesi had a two-hour conference call with Thoughtexchange and they invited her as a guest at their national conference. The initial information shared was a cost approximately \$24,000 for the annual license. This would certainly be a different way to gather information and she believes the district is poised and ready to take the next step with communication. Dr. Veronesi stated that Thoughtexchange offers real-time feedback where people can respond to in real time to comments and questions and the Board receives the compilation of data. It can also be used on an on-going basis for in district feedback.

Mrs. Geraci stated that her company just did a Press Ganey survey and it cost them \$3,000 for 250 surveys. The questions were geared toward each of their locations as well as the executive team and then the Board. The supervisors, executive team and Board were all able to log-in and get general feedback, but the answers remained anonymous.

Mr. Augur felt that they could also ask about the appropriateness of the weighting and how their actions line up with that. He also explained that he has done a lot of this type of work in his career.

Mr. Moore felt it would depend on how fast they want to do this. If it needs to be soon, the Board can just write up the questions and he gave some ideas of what questions could be asked. Mr. Augur agreed and felt that the first question should be about engagement.

Mrs. Geraci suggested that they ask what the Board be done to make their life easier and respond to those issues, whenever possible. Mr. Augur felt that that would be more for a suggestion box.

Mrs. Petrella asked if the HR Committee wanted to tackle the engagement survey or if that should fall under the Well-Being Committee. Mr. Moore felt that that could be done in Well-Being, but that committee hadn't existed prior to this.

Public Comment

None.

Adjournment

Mr. Augur made a motion, seconded by Mr. Moore, to adjourn the meeting.

In favor of adjourning the meeting: Mr. Augur, Mr. Moore and Mrs. Petrella. Motion passed unanimously.

The meeting ended at 7:50 PM.

Respectfully submitted,

Debi Waz
Alwaz First