

GREENFIELD PUBLIC SCHOOLS
Personnel Subcommittee, Meeting Minutes for Monday, March 21, 2016
Davis St. Building, Greenfield, MA

Called to Order at 4:03, Present: Nathaniel Tripp, Francia Wisnewski, Mayor Martin (arrived approx. 4:10), Superintendent Harper

Public Comment – None

There was a review and discussion of the Superintendent evaluation process, the timetable in the context of the Superintendent's contract, and the status of the evaluation given the transition within the committee in the new year.

- The Superintendent and school committee previously set goals, which were approved by the full committee in the fall of 2015. The goals incorporated the indicators the committee deemed most important for the Superintendent to focus on. The indicators/elements are found within the four overarching standards from the model rubric for evaluation of Superintendents.
- There is normally a mid-cycle evaluation review, with a final summative evaluation by May 1st, per the provisions of the Superintendent's contract. Superintendent will provide a mid-year self-evaluation to the subcommittee chair in advance of the next full school committee meeting.
- The May 1st deadline may be too soon to complete the final evaluation. Everyone agrees with the importance of completing the evaluation. The committee and Superintendent may need to discuss a reasonable extension to this deadline to permit the completion of the end of cycle evaluation.

Discussion regarding re-posting for the Assistant Superintendent position.

- The Superintendent confirmed that the thorough description is accurate for the work intended to be done. The position, salary range, and accompanying description was previously approved by the full committee.
- The Superintendent explained with specific reasons why the Salary range is appropriate for this type of position and further, that now is the timeframe to post this position in order to seek an appropriate pool of qualified candidates.
- Subcommittee members provided some discussion regarding the search/screening committee which may be required to vet candidates.
- The Subcommittee believes it is appropriate for the Superintendent to post the position, given that the subcommittee would not be recommending any changes to the description or salary range previously approved by the full committee.

Next Personnel Subcommittee meeting was tentatively scheduled for April 12, 2016, at 4:00 p.m.

Adjourned- 5:03 p.m.

Nathaniel A. Tripp