

GREENFIELD PUBLIC SCHOOLS  
Personnel & Collective Bargaining Subcommittee  
October 24, 2017  
4:00 p.m.  
Central Office Conference Room  
195 Federal Street, Suite 100

Draft Minutes

Subcommittee members present: Nathaniel Tripp, Adrienne Nunez, Cameron Ward

Also Present: Superintendent J.B. Harper

Call to Order 4:00 p.m.

No public comment

Superintendent Goals

- Committee review each of the goals proposed by the Superintendent
- The goals were discussed individually with inquiry made of the Superintendent
  
- Goal 1 – Strategic Planning – thorough review, action plan, review/revise strategic objectives outlined in strategic plan-
  - o Goal was generally supported by subcommittee after discussion given the importance to reevaluate and analyze where the district is relative to old goals, in order to create and advance new goals to improve the district.
  - o Subcommittee requested that the goal be revised so that a lay person can understand what is actually required in the key actions and benchmarks (e.g. “conduct assessment”, “create Action Plan”) which will also facilitate the evaluation process
  
- Goal 2-Instructional Leadership-centering on evaluations and professional development
  - o Goal generally supported by subcommittee after discussion about prioritizing evaluations for principals and administrators and professional development.
  - o Subcommittee requests that the goal be revised with priority extended to include all administrators in central office and further explanations if needed for key actions and benchmarks (e.g. “Principals’ PD plan”)
  
- Goal 3-Program Development- centering on use of the Green River School
  - o Goal generally supported by the subcommittee after discussion regarding certain ideas for the use of the Green River School facility. The subcommittee is generally supportive of innovative programming ideas for the facility provided it meets our

obligations for the funds used for prior renovations, with the alternative being a return to use as an elementary school.

- Goal 4-Budget Process
  - o Subcommittee requested that the goal for budgeting revised, as prudent budgeting is a key piece of the Superintendent's duties.
  - o Subcommittee confirmed that student data was now available and agreed with the Superintendent that a revised goal would be proposed centering on Student Achievement in light of the data now received by the District.

#### Update - MOU Human Resources

- Superintendent advised there had been further meetings and some revised drafts between the Superintendent and HR, but was still in discussion.
- Given the document was still being discussed with the HR department, and this discussion was referred from full committee to Superintendent for further meetings, the subcommittee decided that further discussion should be at the full committee before the subcommittee took up the topic again.

Other Business - None

Executive Session was not called.

Meeting was adjourned approximately 5:06 p.m.