

**NEWBURYPORT SCHOOL COMMITTEE  
REGULAR MEETING  
Monday, June 20, 2011**

**Newburyport High School  
Meeting Convened at 7:03 PM**

**Room 118  
Bruce Menin Presided**

**Present:** Steve Cole, Cheryl Sweeney, Bruce Menin, Stephanie Weaver, Nick deKanter, Dan Koen  
**Absent:** Mayor Donna Holaday

**CALL TO ORDER/ROLL CALL/PLEDGE OF ALLEGIANCE:**

Vice-Chairman Bruce Menin called the meeting to order at 7:03 PM. A Roll Call of members showed one member absent, Mayor Donna Holaday. All those present stood for the Pledge of Allegiance.

**READING OF MISSION STATEMENT:**

Bruce Menin read the Newburyport School Committee Mission Statement.

Superintendent Dr. Marc Kerble introduced Baseball Coach Bill Pettingell, Athletic Director John Daileanes, other baseball coaches, NHS Principal Mike Parent and parents. The NHS baseball team had recently won the Division 3 State Championship. This is the first time we have won a state championship. Athletic Director Daileanes stated he is very proud of the team, coaches and parents. Principal Parent praised the team and coaches. He stated the team never lost their focus. Coach Pettingell praised the team, and stated they are a class act. As the coaches and team left they circled the room to receive handshakes and congratulations from all those in attendance.

**MEMORANDUM OF UNDERSTANDING:**

Superintendent Dr. Kerble spoke of the role of the High School Principal and stated he has great respect for this very challenging role. NHS Principal Mike Parent spoke regarding the Memorandum of Understanding and stated much time and effort has gone into drafting this agreement, which is as follows:

**Background Information**

The MOU Committee at the High School reviewed the impact to students regarding this year's schedule. The MOU Committee made a series of recommendations: changing the end time for students, implementing a 990 program, adjusting the daily schedule so that there are six periods of equal length, adjusting the schedule to rotate once per day (with full rotation and dropping off one period per day, and implement an advisor/advisee program. The Subcommittee of the School Committee on Negotiations met to discuss the recommendations. This Committee agreed to let the High School to decide on the structure of the periods. The Committee felt that the 990 program and the advisor/advisee program needed extensive work. The teachers voted favorably to the following:

- Schedule will be adjusted to six periods a day of equal length.
- Schedule will be adjusted to rotate once per day (full rotation) with one period dropping off each day.
- A Schedule Review Committee will be formed to evaluate current schedule.

Additionally, the Superintendent has committed the following:

- High School staff members will have one undirected hour on each of nine Early Release Days in 2011-2012 to work on personal professional responsibilities.

- Four summer 2011 stipends will be created to develop a management plan to track “Learning Beyond the Classroom” activities by students to achieve 990 hours, using the Advisor/Advisee program as the vehicle. (Up to 50 hrs. per stipend at contracted rate)
- Up to four stipends will continue into the 2011-2012 school year to refine Advisor/Advisee Management Program for 2012 roll-out. (\$1250 each)
- Four stipends will be created for 2012-2013 school year to supervise Advisor/Advisee Management Program. (\$1250 each)

**Discussion:**

**Nick deKanter** inquired what was the time on learning. Principal Parent said 1/3 over and 2/3 under.

**Cheryl Sweeney** asked if the four summer stipends were open to any teacher. Principal Parent said yes. She asked what is the goal by the end of summer. Principal Parent said to have an advisor/advisee committee, etc. She inquired as to the other stipends. Principal Parent explained to create parameters, build a program – a plan that is all encompassing. She asked if he was hoping to offer something in 2012. Principal parent said yes, but that it needs to be well thought out. Ms. Sweeney said this is a great first step.

**Superintendent Dr. Marc Kerble** said it would be important to get a sub-committee involved in this.

**Steve Cole** inquired if the adviser/advisee/senior project were targeted for 2012. Principal Parent said possibly – they are trying for this. Some of these things will be possible although we need to be measured and careful.

**Stephanie Weaver** offered her thanks to all who have been involved in this – it was a lot of work.

**Motion:**

On a motion by Steve Cole and seconded by Cheryl Sweeney it was

**VOTED:** To accept the Memorandum Of Understanding as written. (see MOU above)

**Motion Passed**

**Mayor Holaday absent for vote**

**GULF OF MAINE INSTITUTE PRESENTATION:**

**Superintendent Dr. Marc Kerble** thanked all those involved in this project.

**Director of Curriculum Angela Bik** explained how the pilot program went this year.

**Dr. John Terry** the founder/director of GOMI spoke of the program.

**NHS teacher Jay Leone** highlighted what the project was all about. 13 members of the AP Biology class participated enthusiastically in the program.

**Dr. John Terry** spoke of the accomplishments and emphasized moving forward. This is more than a week long training session this summer. Three seventh grade teachers are collaborating with the other 7<sup>th</sup> grade teachers. This will impact all the seventh grade students and will change the curriculum. He spoke on a personal level as to how happy he is, and is delighted with the team that has been put together. This is only the first step.

**Discussion:**

**Stephanie Weaver** stated she is so glad that the team took the ball and ran with it, and applauded all concerned for taking this on.

**Nick deKanter** asked for reactions/comments from students who participated in the program. Jay Leone said the overall feedback has been very positive. He has also gotten feedback on what has not worked. This is “global things at local level”. Mr. deKanter asked if it was still going to be the AP class this coming school year. Jay Leone said yes, but it will be expanded in later school years. Mr. deKanter said GOMI is not a local organization – is this a pilot that will be replicated in other communities. Jay Leone said yes.

**Cheryl Sweeney** said she is hearing great words and thanked the teachers for getting involved.

**Dan Koen** spoke of the enthusiasm of all those involved in the program and thanked them.

**Steve Cole** echoed all of the above and said we have a very rich resource to work with (the Merrimac River) and there is a wealth of things to learn. He looks forward to a good engagement.

**Bruce Menin** said he is very excited about the project and thanked all for the report to the Committee.

**Dr. John Terry** thanked all those concerned and spoke of reporting to the School Committee. He stated we need to work together.

**PUBLIC COMMENT:**

**Dominique Dear, Warren St.**           **CONCERN:** She stated this is a historic moment. They have settled on an August time for public presentation to showcase this.

**SUPERINTENDENT'S EVALUATION:**

Bruce Menin explained past procedure.

Nick deKanter explained why the process has been changed. Each member will talk publically about how they evaluate the Superintendent. Materials will then be combined and presented at a later meeting. Each member will explain any 4's at the high end or any 1's or 2's. There is no need to explain 3's.

**Steve Cole – Evaluation of Superintendent Dr. Marc Kerble**

**Entry Plan – Evaluation Score – 3**

Dr. Kerble has completed and provided an entry plan, as is recommended for all first year superintendents in Massachusetts. The report is comprehensive as a status report. Since December 2010 when he presented the entry plan, Dr. Kerble has identified entry plan recommendations to begin during this current period and address in the next school year, 2011-2012.

Dr. Kerble has decided to begin a process to design a "Theory of Action" for the Entry Plan. This concept includes the (entry plan) recommendations and the strategy in action to implement the recommendations. It is unclear what the linkage between this concept and the current Strategic Plan is. Example, an essential such as recruiting and retention is very dynamic – faculty and staff can begin together, but when they leave together problems from service delivery to leadership gaps emerge. I have stated before, and will state again, my belief is that strategic plans should be reviewed every 6 mos., and that this review include as many of the parties that were involved in the strategic plan development, to ensure that each voice that contributed is heard, and that as many parties can articulate their ideas and formulations as presented in the strategic plan process that has led to the formulation of the current strategic plan. This group must include members beyond just the Central Office Team.

I hope and look forward to further and timely review of the strategic plan to include implementation of Entry plan recommendations that are linked to initiatives and objectives in the strategic plan.

**Facilitate Preparation of the School Budget – Evaluation Score – 3**

March 24, 2004 marked my last attendance of a Newburyport School Committee meeting before being elected to the seat on March 31, 2004. I was very impressed with the public's attendance at a budget workshop held that evening at the Nock Middle School Library. I do not believe that I have seen a larger turnout since, other than workshops and forums related to the reorganization of the school district in 2007, and especially in the last three years. From my empirical observations since as well as what I have learned from parents, faculty and staff, more time and more opportunities to explore and define the budget process are needed.

Quarter over quarter and even month over month school district and municipal budget performance should be examined so that trends of cost, expense and revenue comes from the state. Since the city of Newburyport and its people primarily fund the entire municipal/school budget it is important that projections and actuals be presented in a timely way. This will allow a maximum amount of the citizenry to understand what is happening with revenue and expenses, which is essential for people to know in order to contribute to determining what they want for the city in the next budget.

A surprise is just that. We need to have fewer surprises and more precision in our work. I believe Dr. Kerble did an adequate job with budget presentations during this past school year. I believe that there has been an increased focus on Student Achievement, and I would like to see year over year data for cohorts to show that, as well as the initiatives and strategies (defined objectively) that went into the effort. With objective definition it will allow school leaders to precisely know what it takes to provide a level, or tier of improvement in terms of personnel, effort, and cost.

I look forward to Dr. Kerble's plans to begin the budget process earlier and to streamline the process. I ask that he find ways to widen the process in order to get as much public engagement and public discussion included, as possible.

### **Promote Wide Range of Community Partnerships – Evaluation – 3**

Dr. Kerble is fortunate to find himself in a community that has established and continues to grow successful community partnerships. From businesses and their leaders, and through foundations that contribute to the programs and infrastructure of our schools, to dedicated and past NHS alumni who support high school grads with a large number of scholarships given by them and in the memory of others. Dr. Kerble has recognized this and has introduced and made himself available to a number of community groups. This can only help to further develop collaborations and relationships with the schools and the community.

As I have stated, and written before, "Newburyport needs our school district to be a regional and state-wide leader in educational achievement in order to support the needs of local students to thrive in an increasingly complex and interdependent global workforce. Importantly, inducing local students into our schools rather than losing them to private, parochial or other choice options will significantly strengthen the overall student body, improve academic achievement and enhance the city's ability to market a higher-quality public education as an important economic development tool. Forging a strong innovative and forward-thinking school district is imperative in competing with other regional employment centers for attracting value-added businesses with highly skilled workers to the city's commercial tax base." These partnerships are a "win-win" and if fully realized could reach a critical mass that would propel all involved towards realizing a vision for our children, citizens and the City of Newburyport and all of our stakeholders. That being said, there are a few areas that require more immediate, or more urgency, such as foreign languages in our school district. With the absence of this key program to our younger children and students, we will not be an attraction for those who wish to expose their children to this area of learning. It is a little disappointing that more traction in this area was not established during this school year. While other local school districts can boast foreign language awards, foreign language honor societies, and increasing acceptances of high school seniors into international studies/relations programs – we had no students take a foreign language AP exam, this year. This will likely repeat itself for 2011-12.

Other areas such as programming and learning relationships with GOMI, Olin College, and Northern Essex Community College are showing steady progress. Hopefully, with Northern Essex we will be able to establish an active relationship in order to allow more NHS students opportunities to earn college credit, such as begun by the Amesbury School District, just a few years ago.

Overall, Dr. Kerble has been very responsive and attentive to community partnerships and has begun to establish the groundwork for the general and focused needs for our schools.

### **Plan to Recruit and Retain Administrative Staff and Faculty for the School System – Evaluation – 2**

I include the following five as keys to a strong school district:

1. Safe Schools
2. Highest Student Achievement
3. Recruit and Retain Faculty
4. Operationally efficient schools
5. Ensuring that more of each educational dollar makes it into the classroom.

Today and looking forward, this is a vital process for our school district. Over the past few years, and most notably during the reorganization of 2007, we lost a lot of young teachers. Strategies regarding recruiting and retention, as well as mentoring, evaluation, and career tracks for internal candidates for administration must be considered and strengthened so that they will be effective for the future of the school district.

Consequently, this becomes a vital link to strategic planning.

Several strategies related to recruiting and retention must be considered in view of the future of our school district.

Mentoring – having a good balance of new and veteran teachers. If not, you will not attract and retain new teachers, with state of the art knowledge to come to the school district and join veteran teachers in a shared and valuable mentoring process.

Internal Track for Administrative Candidates – this school district has had a history of teachers growing into administrative roles. More needs to be done in this area to help interested teachers grow and develop, so that they may take their historical knowledge of the district and the professional relationships that they have developed and advance in the school district.

Establishing Vital Programs – recognize those programs within the school district that are exceptional and/or vital and make sure that they are properly resourced so that they become vehicles to recruit and retain faculty.

Dr. Kerble has proposed a number of changes for the next school year. I do not have a full understanding of some of the linkages that are included in the new format, or what may have led to them. Similarly, I have not heard about internal candidates for administrative positions. And I am aware of the large number of faculty we have with lots of years of experience, and of the many fewer young teachers we have in the district who will eventually fill these roles – but because the numbers are fewer, the district will need to recruit more faculty.

#### **Propose and Implement a Communications Strategy for the School Dept. – *Evaluation* – 4**

This has been a strong area for Dr. Kerble. Other than not having some way to follow-up and evaluate what is available to the public to view and whether it helps the public's understanding of the schools, Dr. Kerble is off to a great start in this area.

It is important for the public to know, on a daily basis, all of the progress that happens in our school district.

The local newspaper is not able to provide this. It then becomes the opportunity for district leadership to parade this out. It is prudent for Dr. Kerble to seek feedback on the effectiveness of this strategy, as well as to survey stakeholders in the district of what information they are looking for, and what is most helpful.

#### **Develop an Effective Team Relationship with the School Committee – *Evaluation* – 3**

This has been a clear objective of Dr. Kerble since he began as superintendent of schools. In his entry plan and relating to the School Committee he notes, "strong working relationship and facilitating our collective growth as a team." Consequently, and as a function of our first year working with Dr. Kerble, we have adhered to adopted norms and principles while experiencing a "few bumps in the road at times." He has noted our meeting format working well until we got into the budget season. While that is a prudent observation, it may be helpful to have designated "working meetings" for the School Committee, especially as those will provide an opportunity for the public to offer comment and allow for deliberations by the School Committee. Perhaps what should be approximated is a clear leadership system, for the Superintendent and School Committee to work within. This would essentially structure how decisions are made that would include an input first approach, working meetings and/or workshops that are then completed with a business meeting.

Determining the scope and sequence, in advance, and based on the school calendar and other requirements would help determine the pace of decision making and results.

Overall, Dr. Kerble has done a good job in this first year at establishing an effective relationship with the School Committee.

## **Cheryl Sweeney – Evaluation of Superintendent Dr. Marc Kerble**

### **Entry Plan – Evaluation – 4**

Very inclusive plan presented and executed through this year. Addressed all sub-categories topics fully. The entry plan was utilized well in preparing the budget, addressing the strategic plan, and focusing on student achievement.

I would like to see a presentation/sharing of this. (*referring to color coded entry plan recommendations*)

### **Facilitate Preparation of Budget – Evaluation – 3**

Budget process should start much earlier as we have discussed.

Budget process was much more transparent and inclusive.

Budget constraints have limited progress in early intervention, foreign language, Technology upgrades, and music. Despite this, forward progress was made in each area due to the superintendent's ability to think outside the box and pursue alternate venues.

This was very clearly presented and updated accordingly. (*referring to list of reductions should the budget be reduced, and a list of restoration and additions if money were added to the budget.*)

I would recommend re-convening the Finance Sub-committee to enhance communication in this area. (*referring to starting the budget process earlier and streamlining the process.*)

### **Promote a wide range of community partnerships – Evaluation – 4**

Dr. Kerble works diligently on developing partnerships, is open, honest and makes himself readily available.

Dr. Kerble has become a familiar, positive public face for our school district. He is always participating in events, meetings, and social events to enhance his communication with the community. He brought to us the philosophy of Ad Hoc Committees and formed four separate working groups that included School Committee, administrators, community members, and where appropriate students. The results this year for all committee were very impressive. I hope we continue to use this approach in the future.

It is so important to acknowledge and foster these relationships. Community and business connections are critical to our success and need to be nurtured. (*referring to affiliations with NEF and EBC.*)

Wonderful opportunity for site based learning. Dr. Kerble has thoroughly endorsed GOMI and concentrated on growing our involvement. (*referring to Gulf of Maine, GOMI*)

Bravo! I would like to hear more about this and encourage it wholeheartedly, and hope we are perusing other opportunities to promote academic achievement and dual. (*referring to Dr. Kerble meeting with the president of Northern Essex Community College to discuss possible programming for our high school students.*)

### **Plan to recruit and retain administrative staff and faculty for the school system – Evaluation-4**

Dr. Kerble has worked tirelessly in this area. The work is ongoing, and it is too early to determine the long term results, but he is taking the appropriate steps to encourage administration and staff to be the best they can be. Administrative staff and faculty are most important in determining the success of any school system. It is very re-assuring that we have a three year contract with our teachers. This will make the budget process somewhat easier knowing the values in the contract.

Under Dr. Kerble's leadership our initiatives for Professional Development are well defined and based on our Strategic Plan. We need to stay focused on these and structure time accordingly.

This is a very important accomplishment (*referring to the creation of a district-wide leadership team*). Our leaders should be nurtured. Marc's open door policy promotes decision making and a feeling of being valued. One of Marc's stellar traits is that he works well with colleagues to promote student achievement. He encourages staff to stretch themselves and take on leadership roles.

### **Propose and implement a communications strategy for the School Department-Evaluation-3**

We have made great progress toward this goal this year, but we can always use more communication with the public. I also believe that we should re-convene our sub-committee on Communication. It is so important to

maintain an increased “public face”. Dr. Kerble supported and encouraged a “Conversation with the Public” portion of our regular S.C. meetings to hear the thoughts of the community. The “in the Loop” strategy is an excellent one for keeping S.C. up to date.

#### **Develop an effective team relationship with the school committee – Evaluation – 4**

The retreat (*referring to School Committee retreat*) set the tone for the year. Dr. Kerble prepared the entire day. He facilitated each agenda item, and led us to reach consensus on many issues. We established goals for our committee as well as our district.

Very important goal (*referring to possibly reconvening subcommittees on communication and finance*).

More work is to be done to increase attendance at these forums (*referring to public forum on the budget*).

In a very short time, Marc has gained the respect needed to guide the S.C. He is an effective superintendent who’s assets include communication skills, is knowledgeable, a leader, a colleague, trustworthy, and honest. He is a wonderful addition to the Newburyport schools!

#### **Mayor Donna Holaday – Evaluation of Superintendent Dr. Marc Kerble**

##### **Entry Plan**

Dr. Kerble initiated his entry Plan with developing strong guiding principles, values and goals that effectively directed the plan.

Policy and Governance: accurately identified the strengths and assets of the School Committee and has supported our collective efforts to improve the focus and impact of our work. He has developed strong working relationships with central office staff.

Completed assessment of leadership needs of principals and prioritized area, as for professional development. Efforts are underway to improve teacher evaluations.

Extensive assessment of academics completed and district needs well delineated. **Evaluation- 4**

Need more information here on Theory of Action for Entry Plan (*referring to process of designing a Theory of Action for the Entry Plan*).

SC members need to be kept updated on the Strategic Plan.- **Evaluation - 2**

##### **Facilitate Preparation of Budget**

This is a continuing challenge as the dates are set for budget forums, presentations and conversations but the attendance continues to be poor (*referring to 3 School Committee presentations on the budget*). Needs to be a collective effort to improve our outreach and attendance. - **Evaluation – 3**

It was a difficult budget process resulting in additional cuts (although minimized) but program restorations must remain a high priority. The establishment of short term ad hoc groups was a solid plan to receive input from varied stakeholders but created a false expectation that programs would be restored.- **Evaluation – 3**

Preparing for additional scenarios was important as several budget factors were unknown until late in the process, i.e., health insurance (*referring to list of reductions should the budget be reduced, and list of restoration and additions if money were added to the budget*). **Evaluation-3**

Once the budget process starts it seems we lose momentum in focusing on achievement and do not receive the input we discussed during SC retreats due to the extensive time devoted to the budget process.–

**Evaluation – 2**

##### **Promote a wide range of community partnerships**

In the Loop (*referring to 13 in The Loop messages sent by Dr. Kerble*) is a good communication tool and keeps all informed of Dr. Kerble’s general activities, meetings etc. – **Evaluation – 4**

Ad Hoc groups were creative (*referring to creation of Ad Hoc Committees*) and very worthwhile in obtaining input in the target areas. Good representation in each group. – **Evaluation – 4**

This is an area of strength (*referring to affiliation with NEF and EBC*) – Dr. Kerble is everywhere! He attends numerous school, business, community and other functions and events as the CEO of the schools. Strong advocate for his vision for the schools. - **Evaluation – 4**

#### **Plan to recruit and retain administrative staff and faculty for the school system**

Staff retention and compensation are critical for our school system. The challenge is also getting this message communicated effectively to the community. - **Evaluation – 3**

This was also an area of strength with a 3 year contract developed for the first time in several years.

Demonstrates good communication and negotiation skills.- **Evaluation – 4**

(*referring to professional development for administrators*) - **Evaluation – 3**

(*referring to creation of district-wide leadership team*) - **Evaluation – 4**

#### **Propose and implement a communications strategy for the School Department**

Communication skills and strategy to relate information across the district and with community members is a real strength for Dr. Kerble.- **Evaluation – 4**

#### **Develop an effective team relationship with the school committee**

I support this assessment (*referring to School Committee Retreat, Norms of Interactions, Operating Principals, ad hoc committees and public forums*) – although the budget is critical, information flow is significantly impacted by these marathon budget meetings. A better balance is needed here and this is the responsibility of the full committee. – **Evaluation – 3**

Finance needs a new format and should be integrated with a city-wide initiative on finance (*referring to reconvening subcommittees on communication and finance*). – **Evaluation – 2**

Dr. Kerble has built strong relationships with SC members and communicates effectively. -**Evaluation – 4**

#### **Stephanie Weaver – Evaluation of Superintendent Dr. Marc Kerble**

##### **Entry Plan**

This was an honest report about what is working and what is not working in our district. Duly noted is the fact that this is not all that Dr. Kerble was working on at the time – his day to day responsibilities, meetings, contract negotiations, etc. were taking place during a very busy time of year and he provided the district with an extremely useful report. His presentation was very well attended and the report was very well received.-

**Evaluation – 3.5**

(*referring to color coded entry plan*) - **Evaluation – 4**

(*referring to Theory of Action for the Entry Plan*)- **Evaluation – 4**

(*referring to update on Strategic Plan*)- **Evaluation – 3**

(*referring to need to update the remaining portions of the Strategic Plan*) - **Evaluation - 3**

##### **Facilitate Preparation of Budget**

Dr. Kerble's presentation provided a welcome environment (*referring to three School Committee presentations on budget*) for feedback from the community as well as dialogue from the SC. He valued all feedback from parents, students and community members, and gave straightforward answers.- **Evaluation – 3**

Dr. Kerble collaborated very well with the Mayor to present a clear picture to the community on budget realities.- **Evaluation – 3**

The work that Dr. Kerble did with the Administration was stellar; he really challenged his staff to think about the budget & asked them tough questions. The insight gained from this year's experience will add value as he enters his second year and will most certainly help to shape discussions much earlier for next year's budget. The reality of the budget along with the reductions and disappointment by staff and community was professionally handled by the Superintendent. He always kept student achievement as the number one goal.

–**Evaluation-4**

Dr. Kerble's straightforwardness with the staff kept them up to date on the latest budget numbers. The extra time he took to make sure they got their questions answered was very much appreciated.- **Evaluation – 3**

#### **Promote a wide range of community partnerships**

The Superintendent asked the SC very early on if "in The Loop" (*referring to 13 in The Loop messages*) was going to be an effective way to communicate what he was doing each month and we agreed it was a good format.- **Evaluation – 3**

The Ad Hoc committees were a fantastic idea that engaged many members of the community, including parents, students and even residents without children in the schools. The public forums that generated as a result of these were also of great value to the district. Dr. Kerble's leadership skills have helped make these Ad Hoc groups successful (*referring to creation of four Ad Hoc Committees this year*).- **Evaluation – 4**  
(*referring to being a member of NEF and EBC*)- **Evaluation - 3.5**

This is valuable work that will hopefully provide educators with an easier way to connect to the amazing business community in Newburyport (*referring to Dr. Kerble's attendance at EBC meetings and participation on the subcommittee on Relationships*). – **Evaluation – 3.5**

(*referring to attendance at Gulf of Maine Institute GOMI meetings*) - **Evaluation – 3.5**

(*referring to attendance at Olin College Expo to support the initiative of GTEC*) -**Evaluation – 3**

(*referring to meeting with president of Northern Essex Community College to discuss possible programming for our high school students*)- **Evaluation – 4**

#### **Plan to recruit and retain administrative staff and faculty for the school system**

The work done by Dr. Kerble has helped to keep strong leadership in place, and has helped to provide those leaders with professional development.- **Evaluation – 3**

Helping to successfully negotiate a 3-year contract was a great accomplishment. Marc brought a wealth of experience to our team and established an excellent rapport with the NTA. This will allow the budget process to begin much earlier in Fall 2011, which is directly tied to another important goal of the Superintendent's.-

**Evaluation – 4**

(*referring to professional development for administrators*) - **Evaluation - 3**

Marc's leadership is helping to inspire new teachers and staff members to step up. While change may be difficult at first, his positive approach provided the kind of atmosphere that fosters growth. This is a very valuable asset that he brings to the district (*referring to creation of district-wide leadership team*).

- **Evaluation – 3.5**

#### **Propose and implement a communications strategy for the School Department**

Dr. Kerble started the year off very strong by establishing Superintendent's page. Facebook and Supt. Unplugged. He also did a great job of getting out into the community and meeting one-on-one with people. The SC needs to provide support for communications in general; most districts have someone that does PR/marketing full time. While it is unreasonable to staff a position like that right now, we need to work with the Superintendent to come up with a manageable plan that delivers quality content and messaging about our schools to the entire community.- **Evaluation – 2.5**

#### **Develop an effective team relationship with the school committee**

Dr. Kerble led us very well into September and October by following through on what was agreed upon at the retreat. His assessment in the comment section mirrors my thoughts on this – once the budget season began, everything (including meeting formats) changed due to the nature of the business taking place.-**Evaluation – 3**

We need to find a healthy balance between what was implemented after the retreat, vs. the old subcommittees.- **Evaluation – 4**

While we technically had the follow-up, it was not enough time to really dive deep into some of the unfinished work from the summer retreat. Given the timing w/budget season and public forums, schedule conflicts were the obstacle.- **Evaluation – 3**

### **Nick deKanter – Evaluation of Superintendent Dr. Marc Kerble**

#### **Entry Plan**

Dr. Kerble covered all expectations for the goal. I felt that a sense of prioritization of his recommendations was not as clear as it might have been. – **Evaluation – 3**

#### **Facilitate Preparation of Budget**

Achieved as expected (*referring to three School Committee presentations on the budget*).-**Evaluation – 3**

Achieved as expected, but agree that starting earlier in the future will be helpful (*referring to public forum on budget*).- **Evaluation – 3**

Achieved as expected. Good to Great, Great to Greater is a wonderful slogan that needs to be backed up with a better vision for what the schools “should be” (*referring to FY12 Budget focusing on Student Achievement*).-

**Evaluation – 3**

Good work in describing value added budget and potential cuts from there (*referring to list of reductions should the budget be reduced, and a list of restoration and additions if money were added to the budget*).-

**Evaluation – 4**

#### **Promote a wide range of community partnerships**

Achieved as expected (*referring to 13 in The Loop messages*).- **Evaluation – 3**

Community involvement across a broad spectrum of “populations” is a hallmark of Dr. Kerble’s first year as Superintendent of Schools. The district also benefitted from great community experience and wisdom that we do not have within the school district staff (*referring to creation of four Ad Hoc Committees*).- **Evaluation – 4**

Dr. Kerble has made great strides to further cementing very strong relationships with the NEF and EBC; this activity has been particularly important as the EBC “reinvents” itself (*referring to membership in NEF and EBC*).- **Evaluation – 4**

#### **Plan to recruit and retain administrative staff and faculty for the school system**

Achieved as expected (*referring to hiring, working with administrators*). Changes as in staff represent opportunities for further strengthening our team, and his leadership will be key to making this happen. -

**Evaluation – 3**

Delivering a fair three-year contract during difficult economic times is a testament to the sense of trust developed between Dr. Kerble and the teaching staff (*referring to negotiation of contract with the NTA*).-

**Evaluation – 4**

Achieved as expected (*referring to professional development for administrators*). -**Evaluation– 3**

#### **Propose and implement a communications strategy for the School Department**

Dr. Kerble should be recognized for the great amount of activity in this area(*referring to six vehicles for communicating with the community*); it is certainly an improvement over past practices. I rate this section a “2” partially meets expectations, because I believe this activity lacked focus and clarity. There is no clear communication strategy that is evident (what is communicated to whom, when, how and why?), so many of the efforts come across as reactive rather than proactive. Presentations feature a warm friendly style which is very welcomed, but they also tend to amble and drift. It is unclear what the intended overall message was at the end of the talk. - **Evaluation – 2**

### **Develop an effective team relationship with the school committee**

Dr. Kerble has done a wonderful job of forcing us to think about the way we do business (*referring to School Committee Retreat*), leading to greater efficiency in the operations of the School Committee, but more importantly, leading to a better understanding of our district and its needs.- **Evaluation – 4**

Achieved as expected (*referring to reconvening subcommittees on communication and finance*)-**Evaluation – 3**

Achieved as expected (*referring to public forum on budget*).- **Evaluation – 3**

### **Daniel Koen – Evaluation of Superintendent Dr. Marc Kerble**

Completed (*referring to submission of Entry Plan*).- **Evaluation – 3**

Completed (*referring to color coding of entry plan recommendations*).- **Evaluation – 4**

(*refers to process of designing a Theory of Action for the Entry Plan*).- **Evaluation – 3**

(*refers to review of the Strategic Plan*).- **Evaluation – 3**

(*refers to need to update the remaining portions of the Strategic Plan*).- **Evaluation – 3**

### **Facilitate Preparation of Budget**

Budget meetings were informative and realistic (*referring to three School Committee presentations on the budget*)- **Evaluation – 3**

In the future not having contract negotiations during budget process should help the process (*refers to budget conversations/public forum*)- **Evaluation – 4**

Completed (*referring to FY12 Budget focusing on Student Achievement*).- **Evaluation – 3**

I'm sure it was a difficult process and your leadership helped (*referring to list of reductions should the budget be reduced, and a list of restoration and additions if money were added to the budget*.- **Evaluation – 3**

Completed (*referring to page of meetings that included agenda items about the budget to demonstrate the time allocated to preparing for the FY12 budget*.- **Evaluation – 3**

Completed, good idea (*referring to starting budget process earlier and streamlining the process*.-**Evaluation - 3**

### **Promote a wide range of community**

In the Loop is a very helpful report (*referring to 13 in The Loop messages*) to me as a school committee member).- **Evaluation – 4**

People showed up and experienced an atmosphere that welcomed their comments (*referring to creation of four Ad Hoc Committees*)- **Evaluation – 4**

Bank branch in the high school is a good example of partnership with the community (*referring to being a member of the NEF and EBC*)- **Evaluation – 4**

(*Refers to attendance at EBC meetings and participating on the subcommittee on Relationships*)-**Evaluation – 3**

GOMI is a big opportunity for students – I'm glad you recognize its value to district and support it (*referring to Gulf of Maine institute – GOMI*)- **Evaluation – 3**

(*referring to attendance at Olin College Expo to support the initiative of GTEC*). – **Evaluation – 3**

(*referring with meeting with President of Northern Essex Community College to discuss possible programming for our high school students*)- **Evaluation – 4**

### **Plan to recruit and retain administrative staff and faculty for the school system**

Completed (*referring to identifying the compensation of the administrators*). - **Evaluation – 3**

I was impressed with the contract negotiation this year (*referring to negotiation of a contract with the NTA*)- **Evaluation – 4**

Ongoing (*referring to professional development for administrators*)- **Evaluation – 3**

This is evidence of bringing out others strengths and allowing changes to take place (*referring to creation of district-wide leadership team*)- **Evaluation – 4**

Always look for a new way to connect (*Referring to six vehicles for communicating with the community*) - **Evaluation – 4**

I agree (Referring to School Committee Retreat)- **Evaluation – 4**

Any others? Why these two (referring to possible reconvening of subcommittees on communication and finance).- **Evaluation – 3**

(referring to public forum on the budget).- **Evaluation – 3**

I think the committee, mayor and community find you accessible (referring to getting full support of School Committee).- **Evaluation - 4**

**Superintendent Dr. Kerble** offered thanks to the Committee and thanked the community, teachers and all who have helped him.

**MSBA UPDATE:**

Assistant Superintendent Deirdre Farrell said she has received enrollment letters from MSBA

Nock/Molin:	4 – 5	330	Bresnahan	1 – 3	475
	6 – 8	<u>515</u>		K – 3	625
		845	(pre K not included in design enrolment with		
			Statement	- Pre-K – 3	720)

**SUPERINTENDENT’S REPORT:**

Superintendent Dr. Marc Kerble recognized the following:

- Hiring of the new Molin Principal Lorene Marx.
- Michael Testa has been hired to replace Christina Palmer, Director of Student Support at Newburyport High School.
- The Awards Ceremony at the Middle School
- Community Meeting – moving up from Molin School
- Retirees: Joe Nuccio – 27 years; Maureen Wecal – 23 years; Mike Kent – 12.5 years

Bruce Menin called for a brief discussion regarding possible summer meetings. After discussion the following dates for School Committee meetings are:

July 11, August 8, August 22 at 7 PM

**ASSISTANT SUPERINTENDENT’S REPORT:**

Assistant Superintendent Deirdre Farrell reported on School Choice as follows:

Grade 7:	10 slots opened up		
	13 students applied:	13 accepted	3 withdrew
	Net – 10		
Grade 8:	10 slots opened up		
	7 students applied:	7 accepted	1 withdrew
	Net – 6		
Grade 9:	30 slots opened up		
	28 students applied:	28 accepted	5 withdrew
	Net – 23		
Total – 39			

Tuition students: South Hampton, NH

3 in September, 1 @ gr. 9; 1 @ gr. 10; 1 @ gr. 11

**CONSENT AGENDA:**

**Motions**

**Warrants:**

On a motion by Cheryl Sweeney and seconded by Stephanie Weaver it was

**VOTED:** To approve, receive and forward to the City Auditor for payment the following warrant:  
**\$31,457.34**

**Motion Passed**

**Mayor Holaday absent for vote**

On a motion by Cheryl Sweeney and seconded by Stephanie Weaver it was

**VOTED:** To approve, receive and forward to the City Auditor for payment the following warrant:  
**\$256,972.15**

**Motion Passed**

**Mayor Holaday absent for vote**

**Minutes**

**Motions**

On a motion by Stephanie Weaver and seconded by Nick deKanter it was

**VOTED:** To approve, receive and file the Newburyport School Committee meeting minutes of Thursday, June 2, 2011.

**Motion Passed**

**Mayor Holaday absent for vote**

On a motion by Stephanie Weaver and seconded by Cheryl Sweeney it was

**VOTED:** To approve, receive and file the Newburyport School Committee meeting minutes of Monday, June 6, 2011.

**Motion Passed**

**Mayor Holaday absent for vote**

**ADJOURNMENT TO EXECUTIVE SESSION:**

**Motion**

On a motion by Nick deKanter and seconded by Stephanie Weaver it was

**VOTED:** To adjourn to executive session at 9:58 PM. The Committee will be returning to Regular Session.

**Motion Passed**

**Mayor Holaday absent for vote**

**The Committee returned to Regular Session at 10:08 PM.**

**Motions**

On a motion by Cheryl Sweeney and seconded by Stephanie Weaver it was

**VOTED:** To grant Assistant Superintendent Deirdre Farrell a 1% raise effective July 1, 2011.

**Motion Passed**

**Mayor Holaday absent for vote**

On a motion by Nick deKanter and seconded by Stephanie Weaver it was

**VOTED:** To grant Superintendent Dr. Marc Kerble a performance incentive of

\$2,500 as a step in his contract.

**Motion Passed**

**Mayor Holaday absent for vote**

On a motion by Cheryl Sweeney and seconded by Stephanie Weaver it was

**VOTED:** To allow Dr. Kerble to buy back 5 (five) vacation days as per his contract.

**Motion Passed**

**Mayor Holaday absent for vote**

**ADJOURNMENT:**

**Motion**

On a motion by Stephanie Weaver and seconded by Cheryl Sweeney it was

**VOTED:** To adjourn the meeting at 10:12 PM.

**Motion Passed**

**Mayor Holaday absent for vote**