

**New Milford Board of Education
Ad-Hoc Committee Special Meeting Minutes
May 8, 2017
Lillis Administration Building, Board Room**

Present: Mr. Robert Coppola, Acting as Chairperson
Mr. Bill Dahl
Mrs. Tammy McInerney

Also Present: Mr. Joshua Smith, Superintendent of Schools

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NEW MILFORD, CT

1.	Call to Order The special meeting of the New Milford Board of Education Ad-Hoc Committee was called to order at 12:38 p.m. by Mr. Coppola, acting as Chairperson.	Call to Order
2.	Public Comment • There was none.	Public Comment
3.	Discussion and Possible Action A. Superintendent Evaluation Process • Mr. Coppola said this was a continuation of past discussion. Mr. Smith distributed a draft of the new timeline and rubric for review. The ratings were as discussed at the last committee meeting and the domains with indicators were taken directly from the LEAD CT document. • Mr. Coppola asked if the domains are similar to what is in use now and Mr. Smith said they are different. • Mr. Dahl asked if the district goals would be developed around these. Mr. Smith said the plan is for the Board and Superintendent to work to identify annual goals in July and August. This will be followed by the development of a district improvement plan. • Mr. Coppola asked for the definition of emergent. Mr. Smith distributed a companion document which defines the ratings by domain and helps with judging criteria. • Mr. Coppola said he liked the specificity of the	Discussion and Possible Action A. Superintendent Evaluation Process

	new document. He said it would be easier to point to strengths and comment on individual areas. • Mrs. McInerney agreed, saying the detail will be helpful in making a judgement for rating. • Mr. Smith said this is a paradigm shift in how the district has done evaluation. With the development of goals in July/August and the mid-year review, there will be an opportunity for both the Board and Superintendent to weigh in and give feedback and provide focus going forward to end of year. • Mr. Coppola mentioned the issue of changing Boards affecting goals and Mr. Smith said this process should help in providing consistency, documentation and history. • Mr. Dahl suggested a “trial run” using the new process, perhaps completing the evaluation as it would have worked this year and comparing it to the current process. • Mr. Smith said under the new four-point scale it would be difficult to achieve as high a rating. He also said, similar to the teacher evaluation system, that the highest rating of exemplary sets best practice and is a place that “one visits, but does not live.” • Mr. Smith said, since this is a regulation, it will go into effect once presented. He said he would like to make sure there is consensus with the Board. • Mr. Coppola asked about the next step in the process and Mr. Smith said he plans to bring it forward to Policy next week as an item of information and for additional input. • Mrs. McInerney asked what would happen if there were concerns presented at Policy. • Mr. Coppola suggested it be brought back to the Ad-Hoc Committee for reconsideration. • Mrs. McInerney asked when the new evaluation process will go in to effect. Mr. Smith said the goal was to have at least the bulk of the process in use July 1 and continue	
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	the discussion at the July Board workshop and beyond.	
4.	Adjourn Mrs. McInerney moved to adjourn the meeting at 1:34 p.m., seconded by Mr. Dahl and passed unanimously.	Adjourn Motion made and passed unanimously to adjourn the meeting at 1:34 p.m.

Respectfully submitted:



Robert Coppola, Acting Chairperson
Ad-Hoc Committee