

**IPSWICH SCHOOL COMMITTEE MEETING  
APRIL 25, 2013  
MIDDLE/HIGH SCHOOL ENSEMBLE ROOM**

**OPEN SESSION**

**CALL TO ORDER**

Chair H. O'Flynn called the meeting to order at 7:09 p.m. with the following members present: J. Loeb, J. Bauman, S. Gresh, B. Hopping, C. Nylen, and R. Roesler. Also present were Superintendent R. Korb; Finance Director J. Cuff; Student Representative M. Werner, and Principal D. Dalton.

**ANNOUNCEMENTS**

Dr. O'Flynn read the following announcements:

Executive Session will not be held this evening.

Junior Prom will be held on April 26, at the Hellenic Center, 6 p.m.

Communications Subcommittee will meet on April 29, 8 a.m., Payne School

Budget Subcommittee will meet on April 30, 7 p.m., Payne School

Policy Subcommittee will meet on May 13, 7 p.m., Payne School

Spring Town Meeting will be held on May 14, 7:30 p.m., Performing Arts Center

School Committee will meet on May 2, 7 p.m., Middle/High School Ensemble Room

Ipswich Town Elections will be held on May 21

Ipswich High School Senior Prom will be held on May 23, Castle Hill, promenade starting at 6 p.m.

**CITIZENS' COMMENTS**

**SPECIAL ACKNOWLEDGMENTS**

Mr. Korb announced with great pride his recognition of the accomplishment and award of one of Ipswich's outstanding teachers. On March 28, he had received notification that Colleen Werner, Ipswich High teacher, has been selected to the 2013 LearnZillion Dream Team. Of the over 3,000 teachers who applied, only 200 were chosen "based on their understanding of the Common Core State Standards and their ability to create high-quality, highly conceptual lessons that are easily understood by students." In May she will attend TeachFest, an all-expenses paid trip to San Francisco for three days, working with Common Core experts, content specialists, and other Dream Team teachers to teach with online lessons. Mrs. Werner thanked the School Committee and administration, explaining that she feels free and encouraged to innovate.

**HIGH SCHOOL STUDENT REPRESENTATIVE REPORT**

Maddie Werner, Colleen Werner's daughter, reported on the Tiger Advisory Program (TAP) which was formed to create an environment where every student has at least one adult that they feel comfortable with in the school setting. While there doesn't seem to be a great deal of enthusiasm and willingness to give up homework time in the school day, she appeared optimistic about its continuation.

**A. SUPERINTENDENT'S ADMINISTRATIVE REPORT**

Mr. Korb announced that the administration participates tomorrow in a forward-training class, Module 6 of the Evaluation program. He commended A. Welch, K. Zagarella, and S. McAdams, the Educator Evaluation Team, for ongoing work with Educator Evaluation.

The Safety and Security Task Force will meet next Wednesday, May 1, at 7 p.m. in the Guidance Conference Room of the High School.

Mr. Hopping mentioned the 5<sup>th</sup> grade Winthrop Ballroom Dancing event on April 30 at the M/HS.

**I. SCHOOL COMMITTEE PRESENTATIONS****A. VOTE TO APPOINT NEW SUPERINTENDENT**

Dr. O'Flynn spoke of the process of Superintendent selection beginning with a retreat last fall, a profile for the new Superintendent, Search Committee's hours in interviewing candidates (31 to 10 to 3), interviewing the three finalists, and taking site visits. Now the deliberations must be done in public session for the selection of the Superintendent.

Mr. Hopping thanked the countless people on the Search Committee. Mr. Loeb commented that the Board went into Executive Session following the third night's interview to put together a contract and get the same template out to the three finalists before tonight. He also thanked Joanne Cuff and Joy Jartman for their help with the specific terms and benefits in that contract. A signed contract probably won't be done until next week.

The site visits were explained first as follows:

Mrs. Bauman with four others, traveled to Mashpee, MA, to visit and talk with people associated with Superintendent Ann Bradshaw. She reviewed the areas of budget, curriculum, and community relations with central office staff, and an elementary principal. While Ms. Bradshaw has a difficult relationship with the town manager in Mashpee, Mrs. Bauman summarized the visit by saying that she has strong time management, is intelligent, committed, patient, enthusiastic, capable, and will be missed because she wants to relocate to the North Shore.

Mr. Loeb and his team of three visited Pentucket Regional High School where Dr. William Hart is currently the Assistant Superintendent. He spoke highly of the school's "Habits of Learning" (thinking, communication, collaboration, independence, and creative exploration) which seem to guide all the decisions at all levels including students who spoke to him, one on one, quoting from the theme. He reviewed budget (where Dr. Hart's experience at Pentucket was limited), but he had experience with the 2,000-student high school as principal at Leominster, MA. Saying his strengths were clearly with curriculum, Mr. Loeb enumerated summer and after-school meetings, professional learning communities, stipended building leaders in technology, summer academy for in-service

credits. He is a believer in strategic planning. Parents, teachers, the SPED Director and the entire district spoke highly of him. The teachers' union president of ten years was 100% supportive and positive of him.

Mr. Nylan and three others visited Superintendent Susan Viccaro's District 13 in CT. They met with elementary, Middle School, and central office staff and a cross-section of various management teams. He reviewed the items of budget (very involved and supportive of budget requests) for new ideas and new programs based on a standard of benefit to students. The elementary schools in the regional district had two different models while everyone is at one high school. There is a full-time curriculum and SPED Director. Her background was in SPED and she was always involved in community activities. Faculty and staff describes her as supportive, accessible, concerned, responsive, down-to-earth, caring, a visionary, and committed to kids, to core ethical values, to continuous improvement, and to strategic planning.

Mr. Hopping and Mrs. Roesler asked for more discussion concerning Dr. Hart and Mrs. Viccaro:

Mr. Loeb again reviewed the salient points about Dr. Hart. Dr. Gresh spoke to the man's ability to manage budget during his principalship at Leominster High, broke up a conglomerate, funded a \$2 million project, in using strategic planning. Mrs. Roesler repeated his strong points and felt she could approve Dr. Hart. Mr. Hopping agreed, mentioning the fact that Dr. Hart feels technology is a tool to supplement and enhance and the teachers are the masters of instruction. All agreed that Joanne Cuff is extremely capable in handling budget. Mr. Hopping cited Dr. Hart's awareness of NEASC which had just that day taken place in Pentucket. Mrs. Bauman felt that he could bring Ipswich back as a national education center. Dr. O'Flynn, who had spent one hour with each of the candidates, felt that he is a thinker, has great personal history (example: Teacher of the Year in Andover), and his excitement, ambition, and energy and his awareness of our needs for a leader of curriculum, technology and short-term building, could make him a shining star for Ipswich again.

Mr. Nylan called Mrs. Viccaro as a very experienced person whom he saw as a more favorable leader in the short term. Dr. Gresh, who spent a half day with her, felt she had a handle on SPED, is involved in the two communities and maybe doesn't take enough time for herself, and is an admirable candidate with solid skills. Mrs. Bauman felt that, because Mrs. Viccaro had a long day with hours of travel after a long night for budget presentation, she was at a disadvantage in her interview but that she is driven to get ahead with a sense of urgency. Mr. Hopping remarked about her use of Skyping by Mrs. Viccaro facilitating student learning, not just imparting knowledge, using the flip-classroom method of watching videos at home and doing homework in school, her philosophy of measuring student achievement and success not only by test scores but through the visual and performing arts, making sure that budget requests were directed at identified needs, her partnership with Wesleyan University, her strong background with grant funding. Mr. Hopping was concerned about her lack of excitement and wanted someone who would hit the ground running while incorporating these new ideas. Mr. Loeb felt that, because she is

a sitting Superintendent, she would have less of a learning curve than Dr. Hart. Dr. Gresh reminded the Board of Dr. Hart's success as a Leominster principal and the fact that the School Committee will work with the new Superintendent. Mrs. Roesler liked Mrs. Viccaro for her quiet, thoughtful personality and labeled her a dedicated learner with a great SPED background. Dr. O'Flynn felt her confidence in terms of experience and skill bringing a district together was great, but his concern was her lack of experience as a principal and lack of curriculum knowledge that Dr. Hart has. She was superficial in her answers with low energy that night he said.

Dr. O'Flynn expressed high aspirations for what the Ipswich School System can be. He asked if we are comfortable enough to take a risk. Are we willing to shoot high? Where do we need to be in the future? Mr. Loeb and Mr. Hopping announced that at 5:30 this evening they were informed that both Ann Bradshaw and Susan Viccaro are finalists for the Newburyport Superintendency. Mr. Joseph Salah commented on the discussion of leadership, remarking that people can be an offensive coordinator or, in the case of a defensive coordinator, won't make the big jump. Ms. K. McMahan commented that time is short, we are looking for an educational leader in curriculum, in instruction, and in evaluation, not someone who can run a budget.

Mr. Hopping moved, seconded by Dr. Gresh, to offer the position of Superintendent of the Ipswich Public Schools beginning July 1, 2013, to Dr. William Hart. In discussion, Mr. Nylén again questioned his efficiency in the short term. Mr. Loeb said he is a teacher's teacher. Mrs. Bauman remarked that this is such a difficult position for the Board and how lucky are we that we have these two great candidates? Dr. Gresh said Dr. Hart has demonstrated his leadership. Mr. Nylén and Mrs. Roesler felt that unanimity is important. Dr. O'Flynn remarked that the Board wants Ipswich schools to be exceptional, Dr. Hart has the vision and the obvious ability, and with School Committee support and our educators, we can make this a great place. VOTE: UNANIMOUS.

Mr. Korb commended the Ipswich community, saying they deserve nothing but the best. He feels the choice was excellent and he will do everything and anything to assist Dr. Hart. Mr. Hopping thanked his colleagues for the most important decision they will make as a committee.

Mr. Loeb, acting as Chair while Dr. O'Flynn made three telephone calls to the three candidates, thanked Mr. Korb for his leadership in helping Ipswich grow over the last fifteen years. Mr. Korb replied that it has been an honor and a privilege to take the reins from Dick Thompson and to turn it over when you have done your best. He is excited about things that Dr. Hart will bring to the district.

## **II. SCHOOL COMMITTEE REPORTS**

### **A. VOUCHERS/BILLS**

B. SCHOOL COMMITTEE REPORTS

- 1. ATHLETIC SUBCOMMITTEE
- 2. ATHLETIC FIELD STUDY COMMITTEE
- 3. BIRTH TO THREE SUBCOMMITTEE

4. BUDGET SUBCOMMITTEE

Mrs. Bauman will set up a meeting on the first or second week in May.

- 5. COMMUNICATIONS SUBCOMMITTEE
- 6. DAY CARE CENTER SUBCOMMITTEE
- 7. FACILITIES SUBCOMMITTEE
- 8. FEOFFEES SUBCOMMITTEE
- 9. LONG-RANGE FINANCIAL PLANNING
- 10. OPEB
- 11. OPERATIONS SUBCOMMITTEE

12. POLICY SUBCOMMITTEE

Mr. Hopping reported three items on the agenda. Tracy Filosa and George Markos met about the disbursements from their perspective, not so much in the first three years, but in subsequent years. After three years with rough returns of 6%, they estimate \$25 million, to make roughly \$684,000 annually after looking at the funds in a 12-month period. A subcommittee made up of Feoffees and School Committee members will draft questions to put forth to the Court.

Mr. Hopping said that the mini-grant application has been changed to "Instructional Mini Grant". Applications, not to exceed \$5,000, will be available on April 26. Mr. Loeb commented that the forms don't indicate how long a term is; Mr. Hopping will take that up at the next policy subcommittee meeting.

Mr. Hopping moved, seconded by Dr. O'Flynn, to approve the Application Forms for Payne Grant Allocations Committee and Instructional Mini-Grant Funding Committee for second reading. UNANIMOUS.

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Dr. O'Flynn returned to report that Dr. Hart received the School Committee's offer with great joy and satisfaction and enthusiastically accepted. He talked with Ann Bradshaw and Susan Viccaro personally and thanked them very much.

Mr. Loeb thanked Dr. O'Flynn for his superb job handling the interviews with the three nights of candidates and for the very difficult conversation this evening.

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13. SPECIAL EDUCATION PARENT ADVISORY COMMITTEE (SEPAC)

**15. TECHNOLOGY EDUCATION SUBCOMMITTEE**

The Committee talked about site visits to Reading and Manchester/Essex. Progress is being made on the plan which will have specific recommendations about what needs to be done.

**16. OTHER**

Mrs. Bauman asked and Dr. O'Flynn said that he would inform the other Town Boards about the choice of Superintendent. The School Committee's attorney will be consulted on the contract.

Mrs. Roesler urged that Ms. Cuff pursue a lease program for replacing failed technology equipment with the \$50,000 allotted to technology at Bean Counting. Mr. Korb will send out the recommendation from the Tech Committee.

**III. CONSENT AGENDA****A. CONSENT AGENDA**

Dr. O'Flynn moved, seconded by Mr. Hopping, to accept the Consent Agenda as follows:

Acceptance of School Committee Minutes of April 4, 2013, Open Session with amendment of April 26 for the Junior Prom date

Acceptance of School Committee Minutes of April 9, 2013, Open Session  
Superintendent Candidate Interview

Acceptance of School Committee Minutes of April 10, 2013, Open Session  
Superintendent Candidate Interview

Acceptance of School Committee Minutes of April 11, 2013, Open Session  
Superintendent Candidate Interview

Approval of Overnight Field Trip to Washington, DC, March 9-14, 2014, for Ipswich High School's 2014 CloseUp program.

Acceptance of donation of \$750 from the Verizon Foundation's Volunteer Program on behalf of Winthrop School parent volunteer, Toni Mooradd

Acceptance of donation of \$500 to Ipswich High School from the First Ipswich Bank to help defray travel costs to Charlotte, NC, for the Student Racing Challenge team. UNANIMOUS.

**IV. ADJOURNMENT**

Mr. Hopping moved, seconded by Dr. Gresh, to adjourn at 10:18 p.m. UNANIMOUS.