

**BELMONT SCHOOL COMMITTEE WORK SESSION MINUTES
SCHOOL ADMINISTRATION BUILDING CONFERENCE ROOM
APRIL 27, 2012**

Present: Ms. Laurie Graham, Chair
Mr. Daniel Scharfman, Secretary
Mr. Kevin Cunningham
Ms. Anne Lougée
Ms. Pascha Griffiths

1. **CALL TO ORDER**

Chairman Graham called the meeting to order at 8:05 a.m.

2. **EDUCATOR EVALUATION UPDATE**

As an RTTT district Belmont must implement fall 2012. Some other districts must adopt at other times – the system is phased in differently in other districts. Dr. Kingston has had the chance to observe progress in his prior district (Chelsea). Dr. Harvey started PLT on educator evaluation, which has been joined by BEA representatives, and implementation training is coming. Dr. Kingston hopes to adopt the model contract language as a starting point, and that the School Department can develop any language changes with the BEA, while keeping the School Committee informed and prepared for voting.

The system is complex and implementation will be complex. Dr. Kingston shared several documents provided by the Department of Elementary and Secondary Education that explain the system.

Applies to all licensed personnel – nurses, counselors, teachers, directors, administrators. Unit D, AFSCME, and Secretaries union personnel are not currently covered by the evaluation system. The DESE vision is to expand the system to include all personnel in several years.

The School Committee is responsible for Superintendent Evaluation, overseen by the Chair of the Committee. This should include periodic evaluation updates. Some of the evaluation meetings of the Superintendent must be conducted in open session. The end-of-year review is likely to occur in the fall, when full information for the prior year has been reported.

Dr. Kingston expects that the new system will take more time, especially individual goal-setting conferences, and associated training. Vendors and policymakers are working on data collection and reporting systems. Much of the time will be rearranged rather than added as data collection and documentation methods will change. More evaluations will be unannounced, but not necessarily added. All educators will be evaluated frequently, and will be more engaged in developing their evaluations and plans than in the prior system.

3. Ms. Darias noted that the annual PLT conference will be May 23.

4. On a unanimous roll call vote the School Committee voted to enter Executive Session for the purpose of discussing collective bargaining with union personnel, given that a discussion in open session may have a detrimental

impact on the School Committee's bargaining position. Executive session convened at 9:35 a.m. Ms. Graham announced that the School Committee would briefly return to Open Session after Executive Session.

5. At 10:15 a.m. on a motion offered by Ms. Lougee and seconded by Ms. Griffiths, the School Committee

VOTED unanimously to adjourn the meeting.

Respectfully submitted by


Daniel Scharfman, Secretary