

**LINCOLN-SUDBURY REGIONAL SCHOOL DISTRICT  
SCHOOL COMMITTEE MEETING  
MINUTES  
TUESDAY, April 28, 2022**

**Present**

Mary Warzynski, Harold Engstrom

**Absent**

Heather Cowap

**Call to Order**

The meeting was called to order at 7:08pm

**Updates**

Mary updated the subcommittee about a meeting she had with Bella and Cara, the committee chair, to discuss some ongoing questions about how the survey data would be reviewed and by whom. Would the survey data be made public or might it be protected as part of the superintendent's personnel record? Harold expressed that the results of the survey should be available to the public as the purpose of the school committee is to represent the community. Mary agreed. It was also discussed that this feedback is intended to be used constructively to help improve the district, but that we would be limited in how we might make those improvements if we don't understand what the community sees as areas for improvement. Some additional conversation ensued regarding how to balance following the MASC process whereby the superintendent evaluation process must take place in public with concerns about the superintendent being exposed to unfair scrutiny. The superintendent, in the meeting with Cara and Mary offered that perhaps open-ended questions in which respondents would have the opportunity to write in their own subjective comments might be avoided. Mary and Harold agreed that this should be considered. Further discussion about this will take place in the next full committee meeting on May 10<sup>th</sup>.

**Further Discussion of Focus Groups with teachers as part of evaluation process**

Mary discussed feedback from Dorothy Presser at MASC re: issues with using focus groups to gather data for the superintendent evaluation. The first concern was compliance with open meeting law. To address this, do we have teachers conduct the groups and, if so, could school committee members be present to observe? Second issue was that the data collected tends to be fairly subjective and, given that, can be difficult to incorporate into the evaluation. Harold also expressed concerns about the anonymity of collecting data this way from the teachers who may wish to remain anonymous. Mary and Harold agreed that for these reasons, only a teacher survey should be used to collect data from the faculty/staff as part of the evaluation process.

**Further Discussion of Teacher Survey**

The teacher survey was briefly reviewed with the comments that Bella had offered as feedback. It was decided that these should be reviewed with the full committee at our next meeting on May 10<sup>th</sup> so we could all review and approve together. The teachers had asked that we get the survey to them as soon as possible after April vacation and Mary and Harold agreed that this would be the most efficient way to finalize the teacher survey so it could be distributed to the teachers as soon as possible.

#### **Other discussion**

Mary informed the subcommittee that she had emailed Dorothy Presser to get some clarification about how the survey data might be viewed and aggregated by the superintendent and/or the school committee members. She also asked for clarification about what of the survey data collected might be kept private vs. what must be made available to public. She will update the subcommittee members and Cara and Bella when she has that information. Any further discussion will take place in our next full school committee meeting on May 10<sup>th</sup>.

#### **Approval of Minutes**

Harold moved to approve the Minutes for April 5, 2022. Mary seconded the motion. There was no discussion. Vote: Engstrom AYE. Warzynski AYE. Minutes approved.

#### **Adjourn**

Harold moved to adjourn the meeting. Mary seconded the motion. Vote: Engstrom AYE. Warzynski AYE. The meeting was adjourned at 7:48PM