

LINCOLN-SUDBURY REGIONAL SCHOOL DISTRICT
SCHOOL COMMITTEE MINUTES
Wednesday, April 5, 2023

6:31PM

Zoom

Present

Heather Cowap, *Chair*; Cara Endyke-Doran, *Vice Chair*;
Harold Engstrom; Kevin Matthews; Candace Miller; Mary Warzynski.

Also Present

Kirsteen Patterson, *Director of Finance and Operations*; Glenn Koocher, *MASC*

Call to Order

The meeting was called to order at 6:31pm.

Information and Discussion

Deliberate and vote for the new Superintendent/Principal.

Summary of Process

In October of 2022, the full School Committee appointed a Superintendent/Principal search subcommittee, consisting of Kevin Matthews as 'Chair', Candace Miller and Harold Engstrom. The members of the Superintendent/Principal search subcommittee recommended the hiring of Glenn Koocher from the Massachusetts Associations of School Committees (MASC) to oversee and guide the hiring process, which the full School Committee agreed to. Mr. Koocher oversaw a series of public forms and surveys to collect public opinions regarding the attributes and needs of the district in our new leadership. This info was used to create the job description posting in February of 2023. Whereafter led to a steering committee which was appointed in December of 2022. The steering committee began the process of reviewing candidates from the application pool in early March of 2023. The Superintendent/Principal search subcommittee put forward three (3) candidates who subsequently visited the district for full days of tours, meetings, and forums. Allowing staff, students, and community members to meet each of them. The final interviews were held Friday, March 31, 2023. There were various members of the full School Committee who followed up with calls to each candidate's recommendation. The School Committee is extremely fortunate to have three (3) very strong, experienced, and capable candidates.

The School Committee will continue with deliberation regarding the three (3) candidates for the Superintendent/Principal position. The School Committee will then hold a ballot to determine Lincoln Sudbury Regional School District's final candidate. Please note: The ballot vote to appoint a Superintendent/Principal will require four (4) affirmative votes for any candidate. This vote represents a super majority of the full School Committee.

- **Discuss the strengths of Dr. Jamie Chisum**

Cara Endyke-Doran, Vice Chair: "I am inspired by Dr. Jamie Chisum's commitment to students. His commitment to ensure that every student has a home at school. I appreciate that he still teaches as a Principal at Wellesley High School, and holds Advisory just so he knows exactly what's taking place at his school. Jamie understood LS's Core Values; he would ensure we lived up to our values every single day. I believe his quote was "We would breathe life into our core values!"

Harold Engstrom: "All three of the finalists possessed intelligence and passion, showing commitment to their profession. All conveyed philosophies centered around building a positive inclusive educational structure for students and faculty. Jamie is a dedicated and enthusiastic Principal. He continuously conveyed stories highlighting his communication skills. In answering questions during the interview on March 31st, all of his responses were from personal experiences."

Kevin Matthews: "Jamie is a solid Principal from his high performing district, similar to LSRHS. He came across as a student centered person, he continues to teach, he's smart, articulate, and passionate about education."

Candace Miller: "I have so much gratitude for all of the candidates. They showed great generosity in their time and thinking. They are all authentic leaders. I am humbled by their long careers, training, commitment to students; and by their ability to come out of a pandemic and want to take on new challenges at a district. Jamie Chisum's philosophy is absolutely inspiring. Just from reading his letter(s) to parents you saw his *print* on Wellesley High School. He is an excellent leader!"

Mary Warzynski: "Jamie Chisum is an excellent communicator!" It's been said, "his commencement address every year would bring you to tears." "Jamie Chisum is loved and respected in the Wellesley community. His will to leave Wellesley for LSRHS is meaningful."

Heather Cowap, Chair: “I found [Jamie Chisum](#) to be a thoughtful and deeply passionate educator. His goals and actions aligned authentically and strongly around students first. I applaud his desire to not lose connections with daily classroom life, and subsequently experiencing the impact of the past few years of emergency remote learning; hybrid teaching and the challenges faced with the disruptions of regular school programs.”

- **Discuss the strengths of Dr. Allyson Mizoguchi**

Cara Endyke Doran, Vice Chair: “I am amazed by the very thoughtful, clear, concise responses that she had throughout her time at LSRHS. She's a great listener. Many students, faculty and community members felt she would be a great role model for our students. She spoke a lot about academic excellence-wanting to measure success.”

Harold Engstrom: “I am impressed by Allyson Mizoguchi's ability to communicate. Her long commitment to Wayland is well respected. Allyson connected very well with students and faculty during her visit.”

Kevin Matthews: “Allyson is very smart, articulate, and a great communicator. Wayland High School is also known as a high performing school. I am impressed by her ability to answer questions with a very high level of integrity. Allyson is student centered, and family oriented.”

Candace Miller: “Allyson is brilliant, professional, smart, and very articulate. Her commitment to students, staff and family is very clear. She seems to confront problems head on, while also coming up with solutions.”

Mary Warzynski: “Allyson is thoughtful, articulate, brilliant and humble. I applaud her willingness to step up and apply for this position for LSRHS.”

Heather Cowap, Chair: “Allyson Mizoguchi's passion for education shown through her responses during her forums and interview. She discussed clear and strong commitments to ongoing conversations, regular feedback with faculty members, and connections to students; as well as her community interactions.”

- **Discuss the strengths of Dr. Andrew Stephens**

Cara Endyke Doran, Vice Chair: “Andrew was personable, seemed very comfortable at LSRHS while visiting. He'll bring strong management skills.”

Harold Engstrom: “Andrew is an excellent listener, seems like he prepares, he’s passionate, logically rigorous as well. Everyone seems to have connected with Andrew during his visit.”

Kevin Matthews: “Andrew exhibited strong leadership qualities, and good communication skills. Being from a larger high school, he’s used to a larger budget and a complex organization. Andrew is very experienced with the Principal position through the past schools he served at. Good humor, good ego strength, good emotional intelligence, and student centered. Andrew connects very well with people-he’s a natural leader.”

Candace Miller: “The way Andrew answered questions gave a strong breadth and depth understanding in all of the issues regional schools may face. I appreciated his response regarding students with mental health. “Students with mental health *are* able to engage in academics; let’s educate students during their high school years!””

Mary Warzynski: “Andrew is a fantastic balance between achievement and resilience. I appreciated his humor and presence; well prepared, yet willing to learn. Andrew seems to welcome new ideas and implement those ideas.”

Heather Cowap, Chair: “Andrew clearly has collected a broad range of educational approaches in communities, through his experiences with a variety of districts. His answers during the interview exhibited a good grasp of LSRHS’s initiatives and goals for students’ learning.”

Election for the New Superintendent/Principal

Cara Endyke-Doran, Vice Chair: “My vote is for Dr. Allison Mizoguchi. I believe she’s the best leader for LS. She will be able to build on the solid foundation that we have here already. Allyson can bring us to the next level with her leadership. With Allyson, it’s going to be a place where all of our students have a safe place to learn, to develop, and to really meet their greatest potential. I trust her with the gem of Lincoln Sudbury.”

Harold Engstrom: “I am going to speak in favor of Dr. Andrew Stephens. When we were asking questions during the interview he was the candidate listening to the questions and answering them from your perspective. I think he was the only candidate that researched the LS surveys; and referenced *‘The Portrait of a Graduate’*, repeatedly. Andrew indicated that he watched the school committee meetings. He really brought passion. Andrew comes from a much larger district. He has the elements of a Superintendent job; in dealings with contract negotiations. His current district is the highest performing in Massachusetts. He has an excellent reputation from his references; considering DEI is a component of all of his discussions and decisions. Even when listening, he is very conscious of his audience. He brings experience after working at three different districts- Hull, Duxbury and Lexington. Andrew can bring what worked and what

didn't work from those mentioned districts. There were good survey responses from teachers and students from his visit. He's in his prime and I think he can bring it for LS. Andrew has my vote!"

Kevin Matthews: "I just want to thank every single candidate. I want to make sure that all three candidates understand my gratitude in showing an interest in being a leader in our district. I support Dr. Andrew Stephens. Andrew has an edge on the other two candidates in his experience with a complex organization, and his long term experience as a Principal. He has the skill set- the communication ability; and an ego strength I think works across districts. He doesn't appear as somebody who couldn't learn the job. I quote his reference- ""He was made for this job. If it wasn't going to happen here, it would have been somewhere else." "I see him out by the buses. I see him walking down the hallway. I see short kids looking way up at the ceiling. I see him bringing an energy into this building that's going to be well received."

Candace Miller: "This is just an exceptional group! I am supporting Dr. Andrew Stephens. I am very confident in that decision. However, I am really looking at the skills across the administration. I am processing all of the different challenges and opportunities. I feel strongly that Andrew will be able to smoothly transition. I think he will begin the next school year with a cohesive coordinated administrative team and faculty. There's this new group of energy coming in. I am looking forward to seeing how everyone works together. I am supporting Andrew."

Mary Warzynski: "I am also going to support Dr. Andrew Stephens. What ultimately tipped the scales for me was his preparedness. His energy and the preparedness made him my first choice to gain the role of Superintendent and Principal at LS. Although, it was not an easy decision."

Heather Cowap, Chair: "My vote is for Dr. Andrew Stephens. Andrew comes to us with not three before district experiences, he served as an Assistant Headmaster before he ever went to Hull or Duxbury. All are a wide-ranging size of schools. He not only obtained his doctorate; he's also completed the Leadership training. He's gone beyond a doctorate in terms of preparing himself to be a strong educational leader. With Lexington High School up for reconstruction; he's very much involved in terms of building community connections and establishing budget concerns. These are skills that we will benefit from."

OPEN BALLOT

Cara Endyke-Doran: “Dr. Allyson Mizoguchi”

Harold Engstrom: “Dr. Andrew Stephens”

Kevin Matthews: “Dr. Andrew Stephens”

Candace Miller: “Dr. Andrew Stephens”

Mary Warzynski: “Dr. Andrew Stephens”

Heather Cowap: “Dr. Andrew Stephens”

Heather Cowap, Chair: “Have all members of the School Committee voted or wish to change their vote?”

No Change

Heather Cowap, Chair: “That is a five to one (5:1) vote in favor of Dr. Andrew Stephens.”

CLOSED BALLOT

ACTION ITEM:

Heather Cowap motioned to move Dr. Andrew Stephens as the appointed Superintendent/Principal for Lincoln Sudbury Regional School District effective July 1, 2023. Subject to the successful negotiation of a contract of employment. Kevin Matthews seconded the motion. Five(5) out of six(6) members were in favor via roll call vote. Cara Endyke-Doran abstained.

Futher Information and Discussion

Heather Cowap, Chair

- Dr. Andrew Stephens accepted the position.
- Thank you to everyone who applied for the Superintendent/Principal position.
- Thank you- Kevin Matthews for serving as Chair of the Superintendent/Principal Search Subcommittee. Thank you Harold Engstrom and Candace Miller as members of the Superintendent/Principal of the Search Subcommittee.
- Thank you to the members of the steering committee; Maura Carty, Carole Kasper, Damen Kelton, Tara Mitchell, Silvia Nersessian, Susan Shields, Martha Wall, and Brandon Wimberly. We've

recognized and thank you all for the enormous amount of time and effort everyone committed to this process. Thank you everyone who participated in the school visits, public forums, and asked our candidates questions. Thank you to the individuals who took the time to reach out to us via email and/or calls and/or filled out the surveys made available for every candidate.

- The School Committee looks forward to welcoming Dr. Andrew Stephens to the district. While also celebrating Superintendent/Principal Dr. Bella Wong for her contributions to Lincoln Sudbury Regional High School for the past 10 years plus more.
- Heather Cowap, Chair of the full School Committee; as well as Chair of the Negotiations Subcommittee will lead negotiations with Dr. Andrew Stephens. Alongside with, Kevin Matthews- Chair of the Superintendent/Principal Search subcommittee.

Public Comment

No public comment

Adjournment

Heather Cowap requested a motion to adjourn the open session. Candace Miller seconded the motion. Six (6) out of six (6) members of the School Committee were in favor via roll call vote. The meeting adjourned at 7:30PM.