



Weymouth

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Weymouth School Committee

Humanities Center

[1 Wildcat Way, Weymouth](#)

October 2, 2021

MEETING MINUTES

(approved 10/14/21)

Members In Attendance: Lisa Belmarsh, Chair; John Sullivan; Secretary, Kathy Curran; Rebecca Sherlock-Shangraw; Carrie Palazzo, Tracey Nardone (virtual)

Members Absent: Mayor Hedlund

Also Present: Superintendent Robert Wargo

The Meeting Came to Order At 8:38 a.m.

The chair welcomed everyone.

Superintendent Goals

The option of evaluating Superintendent Wargo during his first year as well as a formative and summative evaluation was discussed. The Chair advised that recommendations for evaluation are once per cycle year in the first 3 years. Evaluation period is July through July.

Superintendent Wargo summarized his goal plan derived from DESE and the New Superintendent Induction program. Goals will emphasize equity, empowerment, and engagement. Goals will align and be consistent with indicators. Goals:

1. Effective Entry and Directions Setting



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2. Maintaining Momentum during Transition
3. Professional Practice-New Superintendent Induction Program

Priorities of the district to Improve Learning for students are:

1. Ensuring systems alignment and coherence
2. Empowering Principals and other districts Administrators
3. Lead with a commitment to Equity

There are 21 indicators and 39 elements of the Superintendent Evaluation Rubric.

The written entry plan will be submitted in November. The Superintendent leading with equity and empowering Principals will assist in meeting benchmarks. Indicator standards will be Instructional Leadership, Management Operations, Family and Community Engagement and Professional culture. Superintendent Wargo shared that the first year will involve a 'Learning Tour'. This year will be used to develop a strategic plan in August which will import goals. SEIU and ASME memberships will be included for additional union meetings. Accountability and balanced autonomy was discussed.

The committee will rely on the Superintendent to provide summarized evidence to help with the measurables for a meaningful evaluation. During check-ins, high level outline of teaching and learning, evaluation of administrators, and buildings (Principals, testing, absences, tardiness, student achievement), leadership and valuable markers will be given to the committee. To measure community engagement it was noted that the committee does not see the actions of the Superintendent on a daily basis and that community feedback is usually received when there is an issue not when things are running smoothly.

The role and evaluation of the Executive Director of Elementary Education was talked over. Quantitative vs qualitative data was also discussed.

A positive change in climate and culture since Superintendent Wargo started was recognized. Feedback from professional development has been favorable with excitement.



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Timely communication, management of leadership, performance, themes, and management style was discussed.

No other town municipal positions evaluations are done publicly. The committee requested a copy of an updated organizational chart. Superintendent Wargo suggested decentralization of the central office.

It was stated that Chapman will be a standing item on school committee agendas. The School department owns school buildings and grounds and requires a school committee vote for action.

Uniform and consistent fundraising was talked about as well inter building and parent council (school and townwide) communication.

The current website is being 'fixed' for now as plans are in place to replace it with a new site which is intuitive and easy to access information, hopefully during summer 2022.

A theme of 'renew, replace, relaunch' of the website was talked through.

The committee reiterated their commitment to support Superintendent Wargo.

School Committee Goals

Previous Goals were reviewed. Achievements:

1. Evaluate a plan for free full day Kindergarten
2. Adding Music/Art Curriculum
3. Salary review of non union leadership/administrative positions
4. Fee Cycle 3 year review
5. Advocating for school committee stipend equal to town elected positions

Dates were decided for the Superintendent's evaluation.

1. Complete Goals - November 17, 2021
2. Formative evaluation - February 24, 2022
3. Summative evaluation - June 30, 2022



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Accessing the policy handbook online easily as well as the creation of a required Wellness Committee with skill based health educators was talked about.

Discussion of the Abigail Adams closure and building usage was had. Building would close Fall of 2023 and possible usage would be Kindergarten and PreK with administrative offices. Looking at the measure will be done to allow for compliance in funding.

10:13-10:15am Mrs Nardone left and returned to the table.

10:14-10:16am Dr. Sullivan left and returned to the table.

There will be a Chapman ribbon cutting ceremony in July. Communicating effectively out to the community and district communication plan was talked through.

A new website to replace the existing site was discussed at length.

Mrs. Curran left the meeting at 10:45am.

School start times, family registration center, school zones, equitable distribution of enrollment, centralized Kindergarten were discussed at length.

11:03-11:06am Dr. Sherlock-Shangraw left and returned to the table.

Combining a 'state of the schools' into the budget book, 'annual report' was talked through. The committee would like to see appropriations (pie charts) compared to other town departments. It was advised that it works out to be \$3 per student per year; educational planning with budget was further discussed.

11:12-11:15am Dr Sullivan left and returned to the table.

11:17-11:21am Superintendent Wargo left and returned to the table.

Approving the budget and folding ESSER allocations into the budget was talked about.

11:48-11:52am Ms. Palazzo left and returned to the table.

Discussion of adding a DEI coordinator for an equitable district was had.

A Suggestion of a meeting of the whole On October 28 to review draft goals was made. 6 month minutes review is upcoming.



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The Meeting adjourned at 12:06 pm on the motion of Chair Belmarsh, seconded by Mrs. Nardone. Roll call vote - passed unanimously.

Documents Attached to These Minutes:

- Superintendent Goals
- School Committee Goals

Respectfully Submitted,

John Sullivan
Secretary



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