Board of Education Members Present
Sheila Daniels, Chair; William Grady; and Ed McKeon

Also Present
Michael J. Frechette, Ph.D, Superintendent; Barbara R. Senges, Associate Superintendent for Teaching & Learning; and Kathleen F. Bengtson, Administrative Assistant.

The following policies were discussed:

#2400 Evaluation of Administrators and Administration – A discussion was had concerning this policy. This policy and regulation were the ones tabled at the BOE Regular Meeting on June 28, 2011. Ms. Daniels said there was language in this policy stating the Superintendent’s evaluation by the Board of Education should include a formal procedure. She also mentioned a formal evaluation of the superintendent is one of the responsibilities of the Board. Discussion followed in regard to the evaluation being formal and a written document or not, which would be FOIA. Ed McKeon and Sheila agreed we need to have a written evaluation process and have a document on record. Bill Grady wanted to know what is the value of a written evaluation? Barbara Senges stated it is different because teachers have tenure. Everyone has a written evaluation, except the Superintendent. Sheila Daniels said she spoke to other districts and they have a written evaluation. Dr. Frechette said most superintendents in the state do not have a written evaluation. Barbara Senges stated administrators do not have tenure; it is a lot easier to remove administrators. Dr. Frechette said some districts use a rating scale. The scale would be available.

Concerning the regulation for this policy, it was noted that regulations are determined by the Administration. But in this case, as it pertains to the evaluation of the Superintendent, the committee feels the regulation should be reviewed by the Board members. Sheila suggested Kathy send it out to all BOE members. Michael likes the timeline. Dr. Frechette said he has high expectations and if he had a larger budget he would be able to put more money toward goals. Bill Grady wants to know whether we can expect goals to be reached. Goals can be a year-to-year running document. At end of year, Michael Frechette said he would provide a list of all the areas he has addressed.

The committee recommended the revised policy #2400 and regulation #2400 be presented to the Board of Education at its next meeting and will require two readings. All members agreed.
Policy #9323 Construction of Agenda – Ed McKeon suggested a change in this policy which would make available to the public all documentation that is in the Board packets. After a full discussion, the committee suggested the following change: “The agenda as well as necessary background information of an agenda item will be prepared and forwarded or e-mailed to members of the Board by the Friday preceding the regularly scheduled Board meeting or posted to the website and made available to the public.”

The committee recommended the revised policy #9323 be presented to the Board of Education at its next meeting and will require two readings. All members agreed.

Policy #9325.2 Order of Business - Ed McKeon feels strongly the public session should be put back in the front of the meeting, and not make people wait until the end of the meeting to speak. We are there to help solve problems and Chair Gene Nocera needs to gavel out anyone who speaks against individuals. We also need to remind the people to identify what agenda item they will be addressing.

Barbara Senges said the role of the Board is to be champion of the district. She stated the BOE meetings are the public’s view of the school district. If public is to have confidence in sending children to us, the BOE should not be dealing with individual issues. If there is an issue, it needs to be dealt with by the administration, not in the BOE meeting. We have to be careful as the Board not to give impression that it does not trust the administrators, teachers know what they are doing. A big part of job is to make the public have faith in the public school system. During public session, the Board can’t solve the individual’s problems.

Bill Grady stated be believed this policy has only been in effect for four meetings and we should give it more time before we change it again.

Ed feels in District Highlights, we should bring forward the people and students who are doing a great job. We need to champion the system.

Barbara Senges stated her concern for the staff is when in the public session, they name individuals. We have a problem of respect in our society. We are an educational system and we have kids seeing adults saying inappropriate things.

Sheila Daniels wants people to have to opportunity to come to the board with concerns and also praise.

Ed McKeon said there is a strong feeling that the public session should be back where it was originally. He understands it is meeting held in public, not a public meeting. He has taken to heart about redirecting a problem to the appropriate person.

Sheila Daniels stated she thinks VIII. C. MPS District issues/News should be clarified. Ed believes it is a gavel issue. Ed wants a legally worded document brought to the public that they cannot liable persons. He believes it should be gaveled down. Barbara Senges thinks it is more of a moral issue. A teacher should not be defamed.
The Committee decided to ask Attorney Chris Chinni for a statement for Chair Gene Nocera to read when he opens public session.

**The Committee decided to table policy #9325.2 Order of Business until it has more information. Will address it at the next Policy committee meeting.**

**Proposed Meeting Dates** — Kathy brought forth a proposed draft of the Meeting dates for the Policy Committee. They were discussed and it was determined to change the Policy Committee Meeting dates to the Third Tuesday of each month (vacation days permitting) and the meeting time will be 8:00 a.m.  Note: February meeting will be on the 28th, due to school vacation. Kathy will post the schedule with the Town Clerk, on the website and email it to the BOE members.

The committee is still waiting for more information concerning the following policies:

- **#6153 Field Trips and Community Service** — Waiting for information from the principals.
- **#6146 Graduation Requirements** — Robert Fontaine indicated to Michael Frechette that this policy would not be addressed until the Fall of 2011.

**The Policy Committee Meeting adjourned at 9:30 a.m.**

**The next Policy Committee meeting is scheduled for Tuesday, January 17, 2012, at 8:00 a.m. in the Board Room of the Dr. Alfred B. Tychsen Administration Building.**

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