

SCHOOL COMMITTEE
Special Meeting – January 29, 2021

A Special Meeting of the Wayland School Committee was held remotely on Friday, January 29, 2021, at 9:00 A.M. broadcast by WayCAM in the Wayland Town Building.

Present and participating remotely were:

Jeanne Downs, Chair
Ellen Grieco, Vice Chair
Kim Reichelt
Chris Ryan
Kathie Steinberg

Also participating remotely:

Lyle Kirtman
Future Management Systems

Chair Jeanne Downs convened the open session at 9:01 a.m. WayCAM recorded the meeting and it was livestreamed via ZOOM. The meeting was conducted remotely due to the COVID-19 health pandemic and according to the revised open meeting law that allows remote participation. A roll call was taken:

<u>Roll Call</u>	<u>Yes</u>	<u>No</u>
Jeanne Downs, Chair	X	
Ellen Grieco, Vice Chair	X	
Kim Reichelt	X	
Chris Ryan	X	
Kathie Steinberg	X	

1. **Superintendent Search:**

- (a) Continued Discussion of Superintendent Search Process, including Possible Vote to Select a New Superintendent: Ellen gave an overview of the entire search process which was basically identical to the last two searches. She thanked all those who provided feedback via several methods, such as surveys, focus groups, community emails, and the screening committee who reviewed all applicants based on the leadership profile developed by the School Committee and FMS. Ellen also thanked Future Management Systems.

After reviewing all applications during several public meetings, the screening committee, made up of WTA members, administrators, community members, parents, and other school staff, the committee chose ten semi-finalists, but only interviewed eight after two applicants dropped out. The screening committee put forth three finalists to the School Committee with whom they had interviews at the end of September. The three finalists then participated in a “Day in Wayland” that included school tours and virtual sessions with various constituencies, including the School Committee.

The three finalists were Ms. Jennifer Parson, Dr. Omar Easy, and Mr. Arcelius Brickhouse for which FMS conducted thorough reference checks. FMS provided to the School Committee the reference check results, background check information, writing samples, and personality/leadership inventories for each candidate all of which the School Committee reviewed in preparation for this meeting.

The School Committee reviewed the educational backgrounds, including advanced degrees and certifications for each finalist, as well as writing samples. The Committee also reviewed the finalists based on the five competencies: building positive relationships with stakeholder groups, building high-performing teams, articulating a clear and strategic vision, a strong communicator, and proven leadership skills as well as the leadership characteristics. Leadership characteristics include integrity, humility, empathy, respectful, trustworthy, enthusiastic, collaborative, inspirational, student-centered, and educational and racial equity and are related to the emerging issues facing the Wayland Public Schools, such as building positive relationships, equity and diversity, COVID pandemic recovery, and facilities and space needs.

Each School Committee member presented their assessment for each finalist based on all of the afore-mentioned information and rationalized their thinking for each.

Some of the qualifications and qualities mentioned for Jennifer Parson include her passion for education and kids, collaboration, her intuitiveness, experience with COVID recovery, experience with facilities and space issues, elementary level experience, curriculum knowledge, understanding and experience with special education, is a strong

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listener, is approachable, is extremely empathetic, is familiar with municipal administration and finance, and is a School Committee member in her hometown,

The School Committee presented qualifications and qualities for Arcelius Brickhouse that included being a team leader and his positive relationships with teachers in different districts, is personable and approachable, has worked on different projects that promotes equity and diversity, has experience with COVID and pandemic recovery, has limited facilities and space needs experience, is a willing listener and a good communicator, has a deep empathy for kids, passionate about early childhood education, and displayed calmness particularly during the technology problems during his visit.

Finally, the School Committee reviewed qualifications and qualities for Omar Easy. They included his passion and commitment for education, his educational background, his overall experience, his intellect, his strong and transparent communication skills, his experience with teamwork and different people in different settings, his financial and curriculum experience, his directness and willingness to ask questions, his ability to engage with others, his natural engagement with students while touring the schools, his “students first” outlook, his emphasis on SEL and mental health supports, has a fresh perspective, has facilities and space needs experience, and was technologically prepared for his “Day in Wayland.”

A discussion ensued and the School Committee members were unanimous in their decision to offer Dr. Omar Easy the position of the Superintendent of the Wayland Public Schools. Kathie added that some feedback suggested that the School Committee should reopen the search given that the finalists were not sitting superintendents in other districts. However, the Committee felt that Dr. Easy could easily take over the role of superintendent. The School Committee thanked all of the finalists and wished them well.

Upon a motion duly made by Ellen Grieco, seconded by Kim Reichelt, the School Committee voted unanimously (5-0) to enter into negotiations with Dr. Omar Easy. A roll call vote was taken as follows:

<u>Roll Call</u>	<u>Yes</u>	<u>No</u>
Jeanne Downs, Chair	X	
Ellen Grieco, Vice Chair	X	
Kim Reichelt	X	
Chris Ryan	X	
Kathie Steinberg	X	

Jeanne left the meeting to call Dr. Easy. When she returned she told the School Committee that Dr. Easy accepted their offer to enter negotiations to become the next superintendent of the Wayland Public Schools. The negotiation process was reviewed by Lyle Kirtman of FMS. Jeanne will notify staff and the community.

2. **Matters not Reasonably Anticipated by the Chair:**

None.

3. **Executive Session:**

Upon a motion duly made by Jeanne Downs, seconded by Kathie Steinberg, the School Committee voted unanimously (5-0) to enter executive session at 10:09 a.m. for the purposes of discussing strategy in preparation for negotiations with non-union personnel to wit Superintendent, pursuant to M.G.L. c.30A, §21(a)(2), as a discussion in open session may have a detrimental effect on the negotiating position of the School Committee. A roll call vote was taken as follows:

<u>Roll Call</u>	<u>Yes</u>	<u>No</u>
Jeanne Downs, Chair	X	
Ellen Grieco, Vice Chair	X	
Kim Reichelt	X	
Chris Ryan	X	
Kathie Steinberg	X	

The School Committee will be joined by Lyle Kirtman of Future Management Systems. The School Committee will adjourn in executive session and will not reconvene in open session.

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4. **Adjournment:**

Upon a motion duly made by Jeanne Downs, seconded by Kathie Steinberg, the School Committee voted unanimously (5-0) to adjourn at 10:58 a.m.. A roll call vote was taken as follows:

<u>Roll Call</u>	<u>Yes</u>	<u>No</u>
Jeanne Downs, Chair	X	
Ellen Grieco, Vice Chair	X	
Kim Reichelt	X	
Chris Ryan	X	
Kathie Steinberg	X	

Respectfully submitted,

Jeanne Downs, Chair
Wayland School Committee

Corresponding Documentation:

1. Agenda
2. Leadership Profile