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## **School Committee Meeting recessed minutes of 01/11/2005**

### **THE ARLINGTON SCHOOL COMMITTEE**

*Thursday, January 13, 2005*

*Recessed Meeting of the  
REGULAR MEETING*

**TUESDAY, JANUARY 11, 2005**

**7:00 PM**

**Present:** Paul Schlichtman, Chair      Joani LaMachia  
Martin Thrope, Secretary      Suzanne Owayda  
Barbara Goodman      Sue Sheffler

*Absent: Jeff Thielman*

*The Chair reconvened the meeting at 7:05 PM*

*Mr. Schlichtman read a statement relative to the selection process (attached) and asked Committee Member Joani LaMachia to review the Leadership Profile used in the candidate selection.*

*Ms. LaMachia stated that the Leadership Profile was developed by the Leadership Profile Committee consisting of a team of school personnel, parents and community members. The leadership committee reviewed all the data collected from focus groups in the school and town community. The end result was a list of personal and professional qualities that the candidates should meet consisting of:*

**Personal Qualities:**

*Demonstrate excellent "people" skills  
Be a highly effective communicator  
Be a collaborative leader  
Be a person of impeccable integrity  
Demonstrated the ability to effectively lead change*

**Professional Skills**

*A record building relationship between schools and community  
Demonstrate a command of municipal and school finance  
Demonstrate the ability to delegate with accountability  
Be an excellent judge of talent  
Be an educator with a record of valuing and appreciating the contributions of staff.  
Have a proven record in dealing with matters pertaining to special education.  
Be a proven leader who demonstrates high expectations for the staff, students and community.*

*On a motion by Ms. Owayda seconded by Ms. Goodman it was  
Voted to conduct a site visit on candidate Andre Ravenelle. Roll Call: Unanimous*

*Ms. Goodman voiced support for Mr. Ravenelle noting the level of support he received by the principals, administrators and parents. Ms. Goodman believed that Mr. Ravenelle would create a community of learners and work hard for students.*

*The site visit will take place in Lexington and Barnstable*

*Mr. Thrope stated that he was impressed with Dr. Silverman and made the motion seconded by Ms. Sheffler to conduct a site visit to Brookline.*

*Ms. Owayda and Ms. LaMachia announced that Dr. Silverman was not one of their top choices and further had concerns relative to his contract and compensation package and would like to speak further to the issue in executive session before agreeing to a site visit.*

*Ms. Goodman noted that Dr. Silverman was one of her top choices as did  
Mr. Schlichtman before seeing his contract requests.*

*On Mr. Thrope's original motion seconded by Ms. Sheffler to conduct a site visit on*

*Dr. Silverman. Roll Call: 5-1 motion fails (Mr. Thrope voting yes; Ms. Goodman, Ms. LaMachia, Ms. Owayda, Ms. Sheffler and Mr. Schlichtman voting no).*

*The Committee discussed who should be part of the visiting team, discussing the pros and cons of having administrators, principals or department heads as part of the team. The general consensus was that the team should consist of the original superintendent search committee.*

*Mr. Thrope voiced support for Ms. Sheffler to be part of the site visit. Ms. Sheffler responded that she did not necessarily need to be part of the visiting team but indicated a desire in the involvement of the definition of what/who should be seen. Mr. Schlichtman pointed out that a team comprised of Ms. Owayda, supporting Mr. Levenson, Ms. LaMachia, open to either candidate and Mr. Schlichtman, supporting Mr. Ravenelle would strike an even balance for the candidates.*

*Ms. Owayda announced that she supported Ms. Sheffler as part of the visiting team.*

*On a motion by Ms. Owayda seconded by Mr. Thrope it was unanimously Voted to appoint Paul Schlichtman, Joani LaMachia and Sue Sheffler to conduct site visits on Nathan Levenson and Andre Ravenelle.*

*Committee members will email questions, concerns or requests for the site visit for each candidate to Richard Warren of Future Management Systems so that he may coordinate the visits (copy to the School Committee Secretary). It was agreed that the candidate need not be present at the visit. Who and what is seen/interviewed is the choice of the committee and not of the candidate.*

*On a motion by Ms. Owayda seconded by Mr. Thrope it was unanimously Voted to adjourn at 8:00 PM.*

*Submitted by  
Karen Tassone  
Committee Secretary*