



**Grosse Pointe Board of Education
Regular Session Meeting of the Whole
Minutes of the Regular Meeting of August 19, 2013
Brownell Middle School Library
260 Chalfonte, Grosse Pointe Farms, MI 48236**

MEETING MINUTES

I. CALL TO ORDER

President Dindoffer called the meeting to order at 6:00 p.m.

Board members present: Trustees Dindoffer, Gafa, Jakubiec, Roeske, Summerfield and Valente

Board member absent: Trustee Pangborn

Also Present: Superintendent Harwood and Mr. John Gierak, legal counsel from Clark Hill.

II. APPROVAL OF BOARD AGENDA FOR AUGUST 19, 2013 6:00 P.M.

It was Moved by: Trustee Roeske

Supported by: Trustee Gafa

THAT the Board approve the agenda for the Regular Meeting of 6:00 p.m., August 19, 2013 as presented.

Ayes: Trustees Dindoffer, Gafa, Jakubiec, Roeske, Summerfield and Valente

Nays: None

Motion carried by a 6 – 0 vote.

Trustee Pangborn present at 6:05 p.m.

III. PUBLIC COMMENTS ON AGENDA ACTION ITEMS

No public comment was made from community members in the audience.

IV. AGENDA ITEMS FOR 6:00 P.M. AUGUST 19, 2013

A. Superintendent's Evaluation Metrics

There are three corresponding matters associated with the Superintendent's Evaluation: 1) The **Legal Area**, where Section 1249 of the Revised School Code, MCL 380.1249, now known as Public Act 102 of 2011, which sets for evaluation criteria for both teachers and administrators; 2) The **MCEE Commissioned Final Recommendation Report**, which sets forth an evaluation tool that all school districts must choose for school administrators; and 3) The **Grosse Pointe Public School System Policy 1240 – Evaluation of the Superintendent**, which was revised and adopted in November, 2012 and includes: "The Board and the Superintendent, jointly, shall, at the outset of each evaluation period, agree upon the method and instrument by which the evaluation shall be conducted." "... if no new agreement is reached, the method used during the previous evaluation shall continue to be used. Each member of the Board must be afforded the opportunity to participate in the process..."

The meeting this evening is to address the Grosse Pointe Public School System and state mandates to identify the agreed upon metrics and rubrics for the evaluation of the superintendent during the upcoming 2013-2014 school year. This item had been tabled at the July 22, 2013 Regular Meeting of the GPPSS Board of Education.

It was Moved by: Trustee Tom Jakubiec
Supported by: Trustee Brian Summerfield

THAT the Board remove the Superintendent's Evaluation Metrics item from the Table.

Ayes: Trustees Dindoffer, Gafa, Jakubiec, Pangborn, Roeske, Summerfield and Valente

Nays: None

Motion carried by a 7 – 0 vote.

President Dindoffer began the discussion of the evaluation of the Superintendent with regard to the recently released MCEE recommendation of two (2) evaluation instruments, i.e., MASA's School Advance Administrator Evaluation Instrument or Reeves' Leadership Performance Rubric. The GPPSS Board of Education could also continue to utilize the current evaluation instrument with the specifications that it meets the requirements of Section 1249 of Public Act 102 of 2011 associated with student growth and achievement data. President Dindoffer indicated that the intent of the meeting is to come to a consensus on the chosen instrument to be used to evaluate the superintendent.

Per the discussion of the Board, President Dindoffer indicated that she had three (3) goal areas for this meeting. The first goal was to reach some sense of which of the two instruments to use, with the understanding that the GPPSS Board could switch to another instrument at a later date if necessary, and approve this instrument at the September 23, 2013 Regular Meeting of the GPPSS Board of Education.

The second goal was to review the implementation of a midyear evaluation with the chosen instrument and that this midyear evaluation would take place around January 1, 2014 or shortly thereafter.

And, the third goal was to establish a criteria for determining the awarding of merit pay per the current Superintendent's contract.

Mr. John Gierak, legal counsel from the Clark Hill firm, informed the GPPSS Board members that the MCEE's recommendations are not binding. The GPPSS Board could use the current established evaluation instrument but would need to comply with Section 1249 where 25% of the evaluation must include student growth data.

Further discussion from the Board members included the comparison of the length of the two documents, the use of a rubric with specific domains of expectations, and the implementation of the evaluation in the beginning of the new calendar year (at the midyear point of the school year).

Members of the Board expressed interest in the shorter instrument by MASA and agreed to recommend for approval of this instrument for the September 23, 2013 meeting.

Further discussion amongst the Board members occurred with regard to merit pay given to the superintendent. There is merit pay language in the current contract without reference to specific criteria to determine the extent to which merit pay would be given or prorated. Trustee Valente spoke about the merit pay being connected to a stretch goal or achieving something extra where the superintendent has achieved something above and beyond. Additional discussion occurred from all Board members with consideration of merit pay being given if the superintendent was rated at the end of the school year as "overall effective." There was continued discussion to consider a 50% allocation of contractual merit pay if the superintendent received an "overall effective" rating and 100% allocation of the contractual merit pay if the superintendent received an "overall highly effective" rating.

V. PUBLIC COMMENTS ON NON-ACTION ITEMS

No public comment was made from community members in the audience.

VI. ADJOURNMENT

President Dindoffer adjourned the meeting at 7:01 p.m.

Lois Valente, Board Secretary