



RHODE ISLAND SCHOOL FOR THE DEAF

BOARD OF TRUSTEES

One Corliss Park

Providence, RI 02908

MEETING MINUTES – Work Session(s)

Date: November 27, 2012

Time: 6:00 p.m.

Minutes recorded by: Nancy Sousa

Minutes approved on: December 11, 2012, with corrections

Interpreters: Carol Fay and Jessica Morgan

Cart:

Attorney:

Call to Order

- a. **Member Jodi Merryman** called the meeting of the RI School for the Deaf Board of Trustees to order at 6:15 p.m. in the Cafeteria of the RI School for the Deaf.

Roll Call of Board of Trustees

- b. **In Attendance:** Marie Lynch, Amy D Roche, Jodi Merryman, Angelo Garcia (arrived late)
- c. **Excused:** Travis Zellner

RISD BOT POLICY COMMITTEE:

2nd Reading of Facility Rental Policy – made some minor changes (to be made by N.Sousa) and recommended to full board for approval at December meeting.

Policy Committee session concluded at 6:23 p.m.

RISD BOT PERSONNEL COMMITTEE: (called to order at 6:36 p.m.)

In attendance: Members Marie Lynch, Angelo Garcia and Director Nancy Maguire Heath.

Members: we met with RIDE; would like NMH to join us to add her experience; happy to know that we have latitude in our thinking about the Director’s evaluation tool; we are not required to use the Business Administrator tool because she is also Building Superintendent.

Talking points: imbed some of the RIDE tool into what we have, especially looking forward to NMH's long career here. Use tool in skeletal form for NMH as a professional-in tandem with what we have; would like to help NMH establish a 2nd tier of leadership; we should go with what we know and marry it with the RIDE tool. Use evaluation process as a learning tool – no “gotcha” – no point in evaluating without growth and being helpful to the Director. Four primary domains: mission, learnings, teaching, organizational systems and community. What's missing from that? Our vision is non-standard; we must make this tool applicable to our school. The tool does not include language development – something unique to this school. Looking at FTEs vs. number of students does not work here; we are not typical; we need to add that to the tool to show the work done to boost up achievement for kids. Develop a timeline = meet in December to create a tool design, roll-out, engagement, implementation will take through Spring – for this year, that is what it will look like and we can add each year, while still being held to PLA for two more years. We want to provide a solid tool to protect the Director, to succeed in other areas. Develop a “cross-walk” draft of an evaluation tool.

Director: Change is missing – must include the Transformation piece; there is not a corner of the school that I have not addressed; I'm flexible; like some things, e.g. up-loading evidence for historic reference to hold in archives; the tool makes us look at different things -look at the Mission Statement, for example. The Mission Statement has become a school-wide conversation; the data is visible throughout the building and the kids are getting accustomed to it. For outside experience, you could pick 8 people that I interact with professionally and ask each the same 6 questions about my work. It's frustrating to have a limit on FTEs; where do I fund Outreach and Behavior people? Would like to explore Audiology center – build a positive energy there. NWEA is looked at as a Green Monster – lots of misunderstanding; they are making changes to get better data. Need to do stakeholder surveys; garner possible sources of evidence to provide a good framework. Most of my goals are tied to PLA; it's my job to tell RIDE where we are. Suggest taking pieces of the standard tool, add small 360 component with the results of the Transformation plan, to arrive at an Evaluation.

I worry about the funding after PLA is done; funding is a big part of PLA plan; the four domains have to be factored in and a survey, particularly of the Transformation. I have developed the newsletter that captures the life of the school; shows community connection and family engagement. The idea of a “cross-walk” is good to me across evaluation instruments may be good to do.

In conclusion: Members will meet to work-up a hybrid draft of the evaluation tool taking into consideration the standard model and the uniqueness of RISD and the tool we already have.

Adjournment at 7:20 p.m.