

## **MINUTES OF THE HINGHAM SCHOOL COMMITTEE**

### **INTERIM SUPERINTENDENT SCREENING COMMITTEE OF THE HINGHAM SCHOOL COMMITTEE WITH PARTICIPATION FROM THE FULL SCHOOL COMMITTEE**

July 22, 2021

Hingham School Department, 220 Central Street with Remote participation **via Zoom**

#### **1. Call to Order**

Chair Kerry Ni called the meeting to order at 3:11 PM. She stated some members of the Screening Committee and School Committee were participating remotely. Chair Ni stated that Michelle Ayer, Vice Chair, would run the meeting from within the Hingham School Department conference room.

Screening Committee Members Present: Jennifer Benham, Mary Eastwood, John Ferris, Wendy Rapson, Katie Roberts and Heather Sullivan

School Committee Members Present, in addition to School Committee Members serving on Screening Committee: Michelle Ayer, Nes Correnti and Tim Dempsey

Interim Superintendent Candidate: Dr. Andrew Keough

Screening Committee and School Committee Members Participating Remotely: Kerry Ni, Liza O'Reilly, Katie Roberts, Carlos A.F. DaSilva

Visitors Present: Wendy Rapson, June Gustafson, Melissa Smith, Joshua Ross

#### **2. To interview Andrew Keough for the position of Interim Superintendent of Hingham Public Schools**

Screening Committee and School Committee members took turns asking Dr. Keough the following interview questions, to which Dr. Keough responded. Dr. Keough did not have advance access to the questions.

1. Tell us about your personal, educational and professional background that led you to apply for this position.
2. What is your experience "in the trenches" as a teacher and/or building administrator? Please also discuss how this experience will influence the way you oversee curriculum and the promotion of excellence in teaching and learning?
3. Our district's senior leadership team consists of principals, directors, and central office administrators. In your role as interim superintendent, how would you build trust and ensure a high functioning leadership during the recovery year ahead? In what ways might you draw on the skills and institutional knowledge of current district leaders during your interim year?

4. What would you do to maintain teacher morale and to support teachers, even in the face of other pressures such as pandemic challenges, budget constraints, state mandates, increased testing and standards?
5. Please describe your plan to support a positive and collaborative working environment for administrators, teachers and support staff who may be demoralized, burnt out, and tired of criticism post-pandemic?
6. Do you have any other thoughts about the major challenges and/or opportunities with regard to curriculum and instruction post-pandemic?
7. Do you have experience with the METCO program? How would/can you support our METCO students, families, and director?
8. As you may know Hingham is involved in two MSBA projects – a core project and an accelerated repair project. Both projects are early in the process. In a state of transitional leadership, how would you lead the effort for developing the educational plan vision that would lead Hingham to the future?
9. Hingham appropriated nearly a 9% budget increase for FY 2022 supported by Federal ESSR funds and one-time money from the town's fund balance. The increase will result in a Town wide revenue deficit for FY 23 and beyond without an operational override to continue the supports being funded. How would you support the District through an override that can be in sync with a currently undeveloped strategic plan?
10. Communication with parents and staff is vital in a public-school district. Additionally, one positive thing that came out of the pandemic is increased engagement from families. How would you capture the energy and interest of this stakeholder group and use it for the betterment of HPS? Additionally, please provide specific examples of the communication strategy, plan and tools you implemented in other districts through the central office and across the district.
11. During an interim transition period, people often worry about stability and we hope to gain and not lose ground going forward. Hingham has experienced a lot of change in the last few years - a 2-year superintendent, two interim elementary principals coming on board, and an interim superintendent. Additionally, Hingham Public Schools is on the cusp of developing a five-year strategic plan. How would you provide stability to the district while setting us up for a successful strategic planning process? Give us an example from your career that describes how you led in a new community of families and staff that was dealing with change.
12. Could you tell us about a major controversy or confrontation you faced during your career, how you dealt with it and what you learned from it?
13. What would your friends say about you?

**3. Adjourn**

On a motion by Michelle Ayer and seconded by Nes Correnti  
It was **Voted:** To Adjourn at 4:23 PM

Michelle Ayer – aye  
Jennifer Benham - aye  
Nes Correnti – aye  
Carlos AF Da Silva – aye  
Tim Dempsey – aye  
Kerry Ni – aye  
Liza O’Reilly – aye

Respectfully Submitted By:  
Nes Correnti