

HINGHAM SCHOOL COMMITTEE

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TO: Members of the Hingham School Committee

RE: Screening Committee Activities and Recommendations

DATE: December 6, 2021

We are pleased to report on the activities of the Hingham School District Superintendent Search Screening Committee. The committee was established to assist the school committee in identifying candidates to become the permanent superintendent upon the completion of Interim Superintendent Dr. Gary Maestas's term.

Over a period of three weeks this November, the Screening Committee met on several occasions to understand the search process, formulate insightful questions, review applications and interview candidates for the position of Superintendent of Schools.

The Screening Committee reviewed all the completed applications and subsequently selected a number of candidates who were invited to meet with the Screening Committee for a preliminary interview. Following the preliminary interviews and after much in-depth discussion and consideration, the Screening Committee, during its meeting on December 1, 2021, voted to recommend **four** candidates for further consideration by the Hingham School Committee.

The four candidates, listed in **alphabetical** order, are:

Dr. Margaret Adams, current Assistant Superintendent of the Melrose Public Schools

Dr. Scott Carpenter, current Superintendent of the Monomoy Regional School District

Dr. Jennifer Curtis current Executive Director of South Shore Stars and former Superintendent of Weymouth Public Schools

Dr. Andrea Schwamb, current Assistant Superintendent of Wareham Public Schools

All candidates meet the requirements for Massachusetts educator licensure for general district superintendent. The resumes of each candidate will be posted on the Superintendent Search website page. <https://hinghamschools.org/about/school-committee/superintendent-search-2021-2022/>

The screening committee reviewed 20 completed applications and subsequently invited six applicants for preliminary interviews. We enjoyed our conversations with these applicants representing a wide range of experiences and backgrounds. Attached to this report are the questions posed to all candidates. We thank all those who expressed an interest in becoming our next school district leader.

On behalf of the School Committee and the Town of Hingham we would like to thank the 11 members of the [Screening Committee](#) for the many hours they devoted to reviewing applications, interviewing candidates, and deliberating during the preliminary selection process. The conversations were lively, insightful, and courteous. In particular, we want to thank Nathan Tesler, our student representative, for his in-depth research and bringing the student perspective to our discussions which we did not have in the previous search. It was a pleasure to work with this group of truly dedicated people.

The New England School Development Council (NESDEC) advised the screening committee with the interviewing process. NESDEC will continue to assist the school committee in all remaining steps, up to and including selection and contracting with a future superintendent.

NEXT STEPS

The school committee now assumes control of the superintendent search process which includes the following steps.

1. The school committee should accept the report of the screening committee and proceed with the process by interviewing and vetting the candidates recommended.
2. Candidates should be invited to visit the district in the near future to meet with stakeholders including the central office staff, faculty, community members and students. The school committee should identify dates for this process as soon as possible to allow NESDEC to schedule each candidate.
3. The School Committee has scheduled a public meeting on Thursday, December 9, 2021 at 4:00 pm to discuss the next steps in the search process. NESDEC will attend the meeting to assist. The steps include planning the visit to the district, reference checking, planning visits to the candidates' districts, interviewing process, etc.
4. Updates on the process will be posted at <https://hinghamschools.org/about/school-committee/superintendent-search-2021-2022/>

Respectfully submitted,

Liza O'Reilly, Chair, Hingham Superintendent Search Screening Committee

Kerry Ni, Vice Chair, Hingham Superintendent Search Screening Committee

SCREENING COMMITTEE
SUPERINTENDENT CANDIDATE INTERVIEWS

Writing Prompt

Hingham has experienced a lot of change in the last few years – an interim Superintendent, a 2-year superintendent, and the retirement of an 18-year superintendent who worked in the schools for 50+ years and is a town resident.

You will be invited to introduce yourself to Open Town Meeting with speaking time not to exceed 6 minutes. As Hingham's newest superintendent please share with us your comments introducing yourself and advocating for support of the education budget.

Prepared Questions

1. We have all read your materials, so we know something about you. Please take two minutes to tell us more about yourself, your career, and your interest in Hingham, and your future aspirations.
2. The town and School Department have been studying ways to ensure that the needs and reasonable expectations are met within a sustainable budget. Given that budget growth from contracts exceeds the permitted Prop 2 ½% automatic tax rate increase, what mechanisms would you use to ensure that School Department budget growth is sustainable?
3. Please give one example of how you have promoted and supported Arts education in your school(s)/district(s).
4. Our school district is only as strong as the people who work here each day. Please tell us about your approach to talent recruitment, evaluation and development and please specifically describe how you see your role relative to supporting and mentoring not only new but also existing district and building leaders.
5. When you assess the effectiveness of your special education programs what are some of the criteria you use? What core values should drive these decisions?
6. There has been a pretty significant shift in how people communicate pre- versus post-pandemic. Social media has become a more outspoken and influential forum than ever. There is also a newfound 'comfort' level with emailing strong opinions. How have you dealt with or how would you deal with the influx of these strong opinions and remarks that come your way from parents and/or caregivers from not only a communications standpoint, but also from your own social/emotional standpoint.

7. How do you collaborate with teachers? Especially with those who have opposing viewpoints?
8. Technology devices and instructional software have become the norm in education particularly after the pandemic. How should technology be integrated into teaching and learning now? How has it contributed to your district's success?
9. As superintendent in Hingham, you will be a member of the town leadership team. Will you share with us your experiences in working/collaborating with other municipal departments?
10. How have you been proactive in the face of challenging facilities and how have you managed facility concerns both on a daily basis and in creating a long-term solution?
11. What type of equity and inclusion and/or cultural diversity training have you had? And how long ago? Do you believe that these types of training are necessary for teachers and administrators? Why or why not?
12. As you reflect on your career, what three things have you learned about yourself as a leader that are most relevant to the challenges that Hingham schools face?