

Minutes of the Bethel Board of Education Special Meeting held on June 02, 2016, in Board of Education Conf. Room E.

Attendance: None.

Administrative Attendance: C. Carver, K. Brooks, B. Germinaro, B. Watson, P. Chapman

L. Craybas, Chairman, called the meeting to order at 7:00 PM.

Board Members Present: Attendance Taken at 7:00 PM:

Present Board Members:

**Mrs. Jennifer Ackerman
Mr. Scott Clayton
Mr. Larry Craybas
Mr. Bill Foster
Mrs. Kristen Lacey
Mrs. Courtney Martin
Mrs. Melanie O'Brien
Mrs. Robin Renner**

Absent Board Members:

Mr. Nicholas Hoffman

Updated Attendance:

Mrs. Melanie O'Brien was updated to present *via phone* at: 7:06 PM

1. Call to Order

- 1.A. Roll Call for Quorum**
- 1.B. Pledge of Allegiance**

2. Reports to the Board

- 2.A. Personnel**
 - 2.A.1. Principal, Bethel Middle School - Appointment**

Dr. Carver spoke to the Board about the process of screening and interviewing for the Middle School Principal position. Dr. Carver presented Mr. Nicholas DaPonte, whom Dr. Brooks and Dr. Carver recommended to the Board of Education as Principal of Bethel Middle School.

The process included:

- 1. Screening of 40 applicants.
- 2. Initial Screening Interviews: Candidates were asked to respond to 10 questions. Candidates were assessed on the depth of knowledge on topics, effective communication and

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experiences.

3. Performance Task: Role playing feedback to a teacher based on a 6th grade mathematics lesson. Candidates were assessed on their knowledge of high quality instructional pedagogy, communication skills, rapport development and their ability to "coach" teachers.
4. Response to scenarios developed collaboratively by teachers and administrators to a groups of staff and parents (separately). Candidates were provided the scenarios in advance. Candidates were assessed on ability to effectively address the problems presented, communication skills and professional presence.
5. Reference check.

Over 20 Bethel Middle School teachers participated in the process. Dr. Carver opened it up to all staff and included every staff member who wanted to be part of the process. In addition, 6 parents participated in the focus groups. Lastly, Dr. Brooks, Mrs. Rutledge, Mr. Troetti, Mr. Watson and Mrs. Budris participated in all rounds.

Throughout each round, Mr. DaPonte was the top choice of all of the groups. The following qualities distinguished his candidacy:

- His deep knowledge of curriculum and instruction. This was evident in his detailed responses to all questions or scenarios posed.
- He is a thoughtful, strategic thinker who has a clear vision (aligned to BPS) of what an effective middle school models should be to ensure our students are college and/or career ready.
- His current district (although behind us in some ways) are in the process of implementing many of the same initiatives we are in Bethel. As a result, his experiences would lend to an easy transition (i.e., standards based grading, SRBI, 1:1, etc.)
- He demonstrated strong skills in providing teachers effective feedback on instructional practices in a coaching and supportive manner.
- His professional presence and orientation to detail.
- His ability to quickly develop rapport with staff.
- His references confirmed that he has a positive relationship with students, staff and parents.

Dr. Carver stated the committee(s) unanimously could not recommend another candidate to move forward to the Board of Education.

Motion Passed: Move to approve the recommended appointment of Mr. Nicholas DaPonte, as Principal of Bethel Middle School passed with a motion by Mr. Larry Craybas and a second by Mrs. Kristen Lacey.

Mrs. Jennifer Ackerman	Yes
Mr. Scott Clayton	Yes
Mr. Larry Craybas	Yes
Mr. Bill Foster	Yes
Mr. Nicholas Hoffman	Absent
Mrs. Kristen Lacey	Yes

Mrs. Courtney Martin	Yes
Mrs. Melanie O'Brien	Yes
Mrs. Robin Renner	Yes

3. Adjourn

Motion Passed: Move to adjourn at 7:07 PM passed with a motion by Mr. Scott Clayton and a second by Mrs. Jennifer Ackerman.

Mrs. Jennifer Ackerman	Yes
Mr. Scott Clayton	Yes
Mr. Larry Craybas	Yes
Mr. Bill Foster	Yes
Mr. Nicholas Hoffman	Absent
Mrs. Kristen Lacey	Yes
Mrs. Courtney Martin	Yes
Mrs. Melanie O'Brien	Yes
Mrs. Robin Renner	Yes

Respectfully submitted,
Susan Pare
Board Recorder