

Arlington School Committee
Standing Subcommittee: Policies and Procedures
November 12, 2024
5:00 p.m.
Hybrid - Zoom and
Central Administration Building
14 Mill Brook Drive, Second Floor
Arlington, MA 02476
Draft Minutes

Open Meeting

The meeting was called to order at 5:01p.m.

Members present:

Len Kardon, subcommittee chair

Laura Gitelson

Jeff Thielman (joined after approval of minutes)

District staff present:

Elizabeth Homan, Superintendent,

Rob Spiegel, Director of Human Resources

Approval of Minutes

On a **motion** by Ms. Gitelson, seconded by Mr. Kardon, it was voted to approve the minutes of May 22, 2024. (2-0)

There was no **Public Comment** agenda item. As part of the agenda, members of the public who wished to comment on individual agenda items were invited to join the discussion.

Policies continued from previous meetings:

File BEDH - Public Comment

Mr. Kardon reviewed the changes proposed by Town Counsel. Dr. Alison Ampe had expressed concerns about the policy which can be raised at first reading at the full committee. There was some discussion about the interaction of section 7 of the policy with section 5.

On a **motion** by Mr. Thielman, seconded by Ms. Gitelson, it was **voted** to recommend revisions to BEDH to the school committee for first reading. (3-0)

Policy Changes Referred by Full Committee

CBI - Evaluation of the Superintendent

Mr. Kardon noted that the policy did not specify the timing of the evaluation cycle.

Dr. Homan presented a proposal to do a summative formal evaluation every two years. Ratings from this year would cover the second year. There would be opportunities for less formal feedback. Dr. Homan would set two year goals but she and do a check in after one year about status against the goals but not receive formal ratings. Mr. Thielman said it would be helpful to get a sense about what the rest of the committee feels. Mr. Kardon agrees that formal evaluation is not needed every year but has concerns about 2 year goals versus annual goals. Ms. Gitelson stated that this is only her second evaluation but it all seems pretty time consuming. The sense of the subcommittee was agreement with the premise that there are inefficiencies, however there was not clarity about a solution. Ms. Gitelson asked about how this works in other districts that do two year evaluation cycles? Dr. Homan would need to get more information. She is more interested in simplification rather than specifically a two year cycle. It was suggested that Mr. Kardon as chair present to whole committee to see if there is interest pursuing a change to a two year cycle. Mr. Kardon also noted that maybe District goals could become Superintendent goals or look for other ways to simplify.

On a **motion** by Mr. Thielman, seconded by Ms. Gitelson, it was **voted** to have Mr. Kardon report on this discussion to the full committee. (3-0)

Policy Changes Recommended by MASC

File AC and subordinate policies

Mr. Kardon noted that these changes were based on revised Title IX regulations issued April 19, 2024. MASC suggests a detailed review of the proposed changes as they may not be right for every district. There has been a lot of litigation and the regulations are on hold for some areas of the country as well as for a list of specified schools (Arlington does not appear to be on the list). The new regulations are also likely to be rescinded by the new administration. Mr. Kardon proposed that the subcommittee request that the administrative team review the proposed MASC changes with District Counsel Meinelt and report to a future meeting about a path forward. Subcommittee members agreed.

Policy Review Calendar (File BGC – Policy Revision and Review)

Mr. Kardon proposed that files I, J & K be reviewed by this subcommittee. It was agreed that I & J would be sufficient.

Future Agenda Items

Sustainability policy submitted by Sophie Chen. Mr. Kardon noted that File EDE - Recycling Materials was insufficient and could be supplemented by language suggested by Ms. Chen. Mr. Kardon agreed to undertake an initial draft.

Adjourn

On a **motion** by Mr. Thielman, seconded by Ms. Gitelson, it was **voted** to **adjourn** at 5:38 p.m. (3-0)