

November 25, 2003

**I. CALL TO ORDER**

Chairman Charlene Harris called a Personnel Committee of the Whole Meeting of the School Committee to order in the conference room at 181 Washington Street at 7:40 p.m., to discuss the Annual Performance Evaluation of the Superintendent of Schools completed by the Somerville School Committee.

**II. ROLL CALL**

Present were Ms. Cardoso, Ms. Harris, Ms. Bauer, Mr. Sullivan, Ms. Taylor, Ms. Murray and Ms. Rossetti.

Mayor Gay and Alderman O'Donovan were absent.

Also present were Dr. Albert F. Argenziano, Superintendent of Schools, Mr. Anthony C. Caliri, Human Resources Manager, and six members of the audience: Ms. Susan Collins, Powder House Community School Principal, Mr. Chris Johanson, Lincoln Park Community School Principal, Mr. J. Michael Pabian, Jr., Kennedy School Principal, Ms. Linda Vitiello, Somerville Teachers Association President, School Committee Elect, Ward I, Ms. Maureen Bastardi, and School Committee Elect Ward 5, Ms. Megan Foster.

**III. Annual Performance Evaluation of the Superintendent of Schools completed by the Somerville School Committee**

Chairman Harris called the meeting to order for the purpose of having the School Committee discuss with the Superintendent of Schools publicly, his evaluation. She distributed the Overall Performance Assessment *Rating Sheet* to members of the School Committee and to the Superintendent for review. Ms. Harris distributed to the audience a copy of the blank evaluation tool that was used by the School Committee for the Superintendent of Schools Performance Appraisal in order for them to follow along with the evaluation process. Using the rating choices for the Superintendent's overall performance assessment which were assigned numbers, (1 Far Exceeded; 2 Exceeded; 3 Successfully Met; 4 Partially Met; and 5 Did Not Meet), Ms. Harris reported the summary of the Goals and Objectives the School Committee rated the Superintendent on, as follows:

A) FY04 Budget – Efficient Use of Funds	16 points	Average: 1.7
B) Complete Plans on Lincoln Park Community School to SBAB	11 points	Average: 1.2
C) Continue MCAS Scores Improvement	12 points	Average: 1.3
D) Keep Small Schools Open	13 points	Average: 1.4
E) Establish Mathematics Series with Professional Development	17 points	Average: 1.8
F) Review Safety and Security Plan for Somerville Public Schools	14 points	Average: 1.5

There were nine responses: seven school committee members, President of the Board of Aldermen and the Mayor. According to the ratings of the committee, Dr. Argenziano received a total of 83 points, an overall evaluation of 1.5, which falls between *exceeded* and *far exceeded* in meeting the goals and objectives that were set between the Superintendent and the School Committee.

**III. Annual Performance Evaluation of the Superintendent of Schools (cont.)**

Ms. Harris stated it is these goals, along with other day to day informed decisions made by Superintendent Argenziano, that continue to ensure the quality of the education for the children in the Somerville Public Schools. In a year that devastating cuts were made to the school department's overall budget, the Superintendent continued to perform his job in meeting these goals and is to be commended on a job well done.

Part Two (seven categories listed for comments from the school committee members) and Part Four (Developmental Planning) of the Evaluation were not released to the Superintendent of Schools until this evening. As a result of Dr. Argenziano not being able to review the comments beforehand, discussion could not take place. Members talked about the possibility of scheduling another meeting for further discussion concerning this part of the evaluation. Chairman Harris will notify members of the date if a meeting is scheduled.

When complete with her report of the Superintendent of Schools Performance Appraisal, Ms. Harris asked members of the committee for their input and any comments they would like to address within their evaluation. Discussion followed and each member commented on certain parts of the evaluation.

**IV. ADJOURNMENT**

The meeting was adjourned at 8:30 p.m., by voice vote.

Dr. Albert F. Argenziano  
Secretary