

NORTON PUBLIC SCHOOLS  
Norton, Massachusetts

NORTON SCHOOL COMMITTEE  
MINUTES OF MEETING

**Date of School Committee Meeting:** Monday, March 26, 2012

**Location:** Norton Middle School Library

**Attending:** Committee Members: Chairperson Elizabeth McManus, Vice-chairperson Deniz Savas, Mr. Andrew Mackie, Mr. Tom Golota, and Mrs. Marge Werner. Superintendent Patricia Ansay was also present.

**Call to Order:** Chairperson McManus called the meeting to order at 5:40 P.M.

**Pledge of Allegiance:**

Mrs. McManus explained that the meeting was convened early to discuss the interview procedure for the three semi-finalists, Susan Cote, Ann Bradshaw, and James Kelleher.

**Vote to Approve Minutes of Prior Meeting:**

Mr. Golota made a motion to accept the minutes of the March 19<sup>th</sup> meeting, seconded by Mr. Savas. The vote was 4-0 in favor. Mr. Mackie arrived after the vote.

**Selection Process:**

Monday or Wednesday would be an option for site visits. Dr. Ansay's office will make the arrangements. If no candidate is acceptable, then it would be necessary to start the process again. It was noted that all three candidates were asked the same questions (during initial interviews). These are the three applicants that the Search Committee felt comfortable with. Mr. Mackie and Mr. Savas were somewhat uncomfortable with just three candidates to choose from. Mrs. McManus said the committee did not want to bring someone in just for the sake of numbers. The interviews began at 6:00 P.M.

**Semi-Final Questions:**

- Tell us what you know about the Norton School System.
- What do you think are the most important qualities of a school superintendent?
- Describe your leadership style.
- Can you give us an incident or conflict that you had to resolve? What was the outcome?
- Describe the ideal Superintendent/School Committee relationship.
- Assume that you are proposing a highly controversial program. The School Committee is seemingly divided on this issue and a group has formed to oppose the new program. You strongly believe this new program will be highly beneficial to students. What steps would you take to promote your program?
- What two areas do you see as being paramount to students, staff members, and the community at large. What do you see as your role in supporting these?
- How would you set priorities on the school budget, as well as instructional issues?

- Norton is a Race to the Top School. What steps would you take to meet the requirements of RTTT?
- What experiences have you had improving students' achievements?
- What are some of the competencies that high school students need to attain prior to graduating?
- Describe your understanding of the differences between 20<sup>th</sup> and 21<sup>st</sup> Century education and give an overview of how these differences would influence your vision for the future of the Norton Public Schools.
- Given the financial limitations at hand, what types of creative ideas might you suggest to meet the educational needs of students not being met with the regular budget and program?
- On a scale of 1 to 10, rate your school financial skills. Explain.
- What experience have you had with school construction?
- Specify what you know about school facility management?
- What experience have you had with writing and managing grants?
- Have you had any experience with outsourcing services? What process did you utilize to implement this? Was it successful?
- How would you convey the District's successes to the community?
- What would your current colleagues say about you?
- If we were to do a Google search on you, what would we find?
- Where do you see yourself in five years? Where do you see the Norton Public Schools in five years?
- Are you under contract?
- How much notice are you required to give your current employer?
- What salary range are you seeking?
- Are you willing to relocate?
- Do you have any questions for us?

**First Candidate - Susan Cote:**

Susan Cote is currently the Superintendent in East Bridgewater. She reviewed her background and current activities and said she feels the most important factor is trust. She believes in reaching out to the community and being accessible. She stated that a great school makes a great community. She also has experience in school construction, budget and finance, and grants, and has been able to move her district forward despite budget constraints. She was also interested in meeting members of the Norton school community.

**Second Candidate - Ann Bradshaw:**

Ann Bradshaw is currently the Superintendent in Mashpee. She described herself as resilient and optimistic, and able to manage time well. She is familiar with budgets, grants, and every day building operations. She is certified as a school business manager. People rely on the Superintendent to do the right thing and she promotes a safe and respectful learning environment.

**Third Candidate – James Kelleher:**

James Kelleher is the current Interim Superintendent in Scituate, as well as the Assistant Superintendent. He also discussed his background and leadership style. He talked about his experience as both an administrator and parent. He strongly believes in utilizing all means of communication such as websites, emails, newsletters, press, and community outreach.

The interviews concluded at 9:30 P.M. Chairperson McManus thanked members of the Search Committee for attending and serving on the committee. She also thanked Dr. Ansay for her guidance in the selection process.

**Discussion:**

Mr. Mackie said that although he was apprehensive of the limited number of candidates put forward to the School Committee, he felt that there were two very strong candidates. He stated that Susan Cote and Ann Bradshaw should be moved to the next level. The Committee agreed with Mr. Mackie, and wished to go ahead with the next step. It was decided that site visits would be April 2<sup>nd</sup> and possibly April 3<sup>rd</sup>. The two candidates would be asked back for another interview on a tentative date of April 4, 6:00 P.M. at Norton Middle School. The back-up date is April 9<sup>th</sup>.

Mr. Savas made a motion to direct the Superintendent to set up site visits and interviews with Susan Cote and Ann Bradshaw, seconded by Mrs. McManus. The vote was 5-0 in favor.

Having no other business, Mrs. Werner made a motion to adjourn, seconded by Mr. Golota. The vote was 5-0 in favor. The meeting adjourned at 9:55 P.M.

**NEXT MEETING DATE:** Monday, April 2, 2012 at Norton Middle School.

Respectfully Submitted,  
Patricia H. Ansay, Ed.D.  
Secretary pro tem

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