

HINGHAM SCHOOL COMMITTEE

220 Central Street
Hingham, MA 02043-2745
Telephone: 781-741-1500
Fax: 781-749-7457

www.hinghamschools.org



Michelle Ayer, Chairman
Elizabeth Reed O'Reilly, Vice Chairman
Kay Praschma, Secretary
Edward Schreier, DDS
Carlos Da Silva
Libby Lewiecki
Kerry Ni

TO: Members of the Hingham School Committee

RE: Screening Committee Activities and Recommendations

DATE: December 3, 2018

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 a candidate to succeed Dr. Dorothy Galo who is retiring at the end of the school year.

Over the past four weeks, 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.

Following the preliminary interviews and after much discussion and consideration, the screening committee, during its meeting on November 27, 2018, voted unanimously to recommend four candidates for further consideration by the Hingham School Committee. The four candidates, listed in alphabetical order, are:

Dr. Paul W. Austin, Jr., Ph.D.: currently Superintendent of Schools, Regional School Unit #3 in Waldo County, Maine

Dr. James M. LaBillois, Ed.D.: currently Assistant Superintendent, Hingham Public Schools in Hingham, Massachusetts

Dr. Earl F. Metzler, II, Ed.D.: currently Superintendent of Schools, New Hampshire School Administrative Unit 55 serving the communities of Atkinson, Danville, Hampstead, Plaistow and Sandown, New Hampshire

Dr. Donna Flaherty Straight, Ed. D.: currently Assistant Superintendent of Student Services, North Andover Public Schools in North Andover, MA

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

The screening committee reviewed 19 completed applications and subsequently invited seven 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 and those prepared as drafts but not used. 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 15 members of the screening committee for their time and talents devoted to reviewing applications, interviewing candidates and deliberating during the preliminary selection process. The Committee's conversations were lively, insightful and courteous with the diversity of the committee contributing to a productive process. In particular, we want to thank Susannah Cahillane who volunteered to serve as Secretary for the Committee. 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 Salary and Negotiations subcommittee has scheduled a public meeting with the full school committee on Thursday, December 6, 2018 at 7:30 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.com/school-committee/superintendent-search/>

Respectfully submitted,

Liza O'Reilly
Chair, Screening Committee

Carlos A. F. Da Silva
Vice Chair, Screening Committee