

Milton School Committee Meeting Minutes
January 6, 2023
Via Zoom
7:30am

Committee Present: Chair, Ada Rosmarin, Vice Chair, Dr. Elizabeth Carroll, Dr. Celina Miranda, Anna Varghese, Member Ross Denny, Betty White

Staff Present: Janet Sheehan, Interim Superintendent; Dr. Glenn Pavlicek, Assistant Superintendent for Business; Dr. Garth McKinney, Assistant Superintendent of Curriculum and Human Resources

1. Call to order - 7:32am

Chair Rosmarin

- Welcome everyone to the meeting
 - Thank Superintendent Finalist Candidates for expressing their interest in becoming the next Superintendent of Milton Public Schools
 - Goal of discussion to arrive at consensus of a candidate
 - Arrive at an unanimous vote, will require a minimum of 4 votes of the school committee
 - No opportunity of public comments today
 - Many community members have attended our focus groups and participated in the survey, candidate receptions and watched the interview
 - Thanked everyone who took part in the important efforts
 - This is an important decision for our entire community
 - After our vote today, will call the candidate to offer the position
 - Please use your best judgment when you comment on our candidates
1. Dr. Peter Cushing - Current Assistant Superintendent for Medford Public Schools
 2. Dr. Peter Burrows - Current Superintendent for Addison Central School District in Middlebury, VT
 3. Ms. Nan Murphy - Current Assistant Superintendent for Teaching and Learning for Marblehead Public Schools

The first week of 2023 will be a busy week full of opportunities.

Chair Rosmarin made a motion to open the discussion of the Superintendent candidates.

Second: Member White

Roll Call Vote: 6-0-0

Member White

- Thank the school committee members for all of their time and Chair Rosmarin for her leadership
- Thinking 24/7 about all of our finalist
- Three very strong and capable candidates
- One Candidate has the current experience who would serve our district best
- Can use a leader who is really strategic, intelligent and made a long term commitment - Dr. Peter Barrows would be the best fit at this time
 - Leadership abilities
 - Vision of success of transparency

- Value student voice
- Building strategic plan
- Visible in the building
- Dedication of DEI
- Like that he was interested in Milton and has not applied to other places

Member Varghese

- Thanked School Committee members for all of their efforts over the past few weeks
- Thanked Chair Rosmarin for her leadership through the process and so grateful
- Grateful for the community's involvement
- Opportunity to meet with all three panelist
- Appreciate how thoughtful all the panelist were with the community
- Have narrowed it down to two candidates
- Dr. Barrows and Nan Murphy

Nan Murphy

- Transform Lowell School in one year
- Commitment to Special Education
- Ability to communicate

Dr. Burrows

- Strong DEI statement
- Lived experiences in other countries
- Appreciate his leadership style

Dr. Carroll

- Thanked Chair Rosmarin for her leadership process and the School Committee
- Appreciate how we have worked as a team
- Feel optimistic about the leadership of the Milton Schools
- Equity, Inclusion and Social and Emotional Learning for all students
- All three of the candidates have had different strengths
- High caliber of candidates
- Lead in different ways
- Grateful to all the community members for their involvement
- Confident and rally behind whoever is chosen
- Read a quote from an email sent to School Committee

Candidates

Nan Murphy

- Clear communicator
- Commitment to Inclusion and Equity
- Felt she is the strongest instructional leader
- Understands early literacy
- Elevated in the district in the District of Lowell
- Look level 3 school to level 1
- Has not been a Superintendent yet but strongly believe she will be soon
- Compelled by her "why Milton"
- Related to our strategic plan

- Excited about the possibilities about Nan Murphy

Member Ross Denny

- Thanked the Community and School Community for their efforts
- Fortunate to have three candidates
- Difficult decisions
- Align their strengths are and where Milton is going
- Navigate change in a highly political environment
- There are many ways to turn around schools, it is a very rare achievements

Dr. Peter Burrows

- Worked in two districts in opposite sides of the country
- Worked with various stakeholders groups
- Involved in rigorous programs

Dr. Peter Cushing

- Genuine
- Articulate DEI work
 - Ethically issues
- Several models for Principles and inspiring leaders
- Difficult discussions on instruction
- Shield staff from the noise that distractions from their noise
- Communicate what you stand for and accomplish the results

Dr. Miranda

- Thanked School Committee and community commitment
- This decision is hard, we have strong options in front of us
- Similar to Member Varghese, strong connection to two candidates
- Professional experiences and values
- See value in all three candidates

Dr. Peter Cushing

- Communicated the worked he did in Worcester
- Experience with diversity in an urban setting
- Change management at the school level
- Importance to hold focus on Social and Emotional Learning

Nan Murphy

- Fantastic communicator
- Leadership styles
- Recovery of learning loses
- Limited resources did not stop her to seek that north star
- Delivered opportunities
- Commitment to mentorships
 - Building that bench
 - Finding the leaders in the district
- Commitment to our strategic plan

Dr. Peter Burrows

- 10 years experiences as a Superintendent
- Led with change
- Change management is hard
- Commitment to Diversity, Equity and Inclusion

Leaning towards Nan Murphy and Dr. Peter Burrows.

- Leader that will get up to the progress
- We want the best for our students
 - Dr. Peter Burrows will get us there
 - Nan Murphy has explained the what, where and the how

Chair Rosmarin

- We have a good problem, we have three good candidates
- Strengths that have gotten the candidates here
- Decided to go back to our selection criteria (read through the criteria)
- Nan Murphy and Dr. Peter Burrows have turned around districts
- Impressed with Dr. Burrows discussions of communication both internally and externally
- Understanding school finance - Dr. Burrows has lead budget work - worked it forward
 - Coming from outside Massachusetts
 - Resources from MASC
 - Quick study
 - Became a voice people can trust
- Instructional Leadership
 - Nan Murphy - outstanding instructional leader
 - Most concrete, honest and brave
- Dr. Peter Cushing - what a culture builder
 - Courageous approach to his DEI work
- Dr. Peter Burrows - advising through an equity lens
 - Adapt plans with the new developments
 - DEI and academic excellence

Three very strong candidates, all of whom would be wonderful moving our district forward.

Express interest in Dr. Peter Burrows

- Proven leadership as a Superintendent
- Inspired and led
- Approach to his leadership was more strategic
- Focus on importance of communication
- Proven leadership in Vermont
- Co-Director of the School Leadership Project
- DEI work - impressed with his referring to the importance changes
- Grounding influence, willing to leave a position in Vermont to come to Milton

- Community responses over the past few days - more have come out to support Dr. Peter Burrows
- Impressed that he wants to be in Milton and has only applied here

Any further questions or thoughts?

Member Varghese

- Saw the comradery when sitting with Dr. Burrows
- Recommendation would be Dr. Peter Burrows

Dr. Carroll

- Having listened to everyone share, clearly Dr. Burrows is a common denominator
- Quite aware of the many strengths Dr. Burrows brings
- Believes Nan Murphy would be a strong support

Dr. Miranda

- Nan Murphy - ability to tap in the community
 - Address the issues within the school district
 - Continues to grow with students
 - Rolls up her sleeves and participates
 - Connects more

Member Ross Denny

- Connections and strong options on how people should be treated
- Found ways to successfully engage
- Appreciate Nan Murphy's way to articulate

Chair Rosmarin made a motion to appoint Dr. Burrows to be the Superintendent of the Milton Public schools.

Second: Member White

Roll Call Vote: 6-0-0

Chair Rosmarin excused herself from the meeting to call Dr. Peter Burrows to offer him the Superintendent position.

Chair Rosmarin returned to the meeting and announced that Dr. Peter Burrows accepted the position and was touched by all the comments made this morning.

Chair Rosmarin made a motion to adjourn to Executive Session not to return to Open Session.

Second: Member White

Roll call vote: 6-0-0

Meeting adjourned 8:52am.