

APPROVED APRIL 27, 2015

**Workshop at Sherborn Community Center  
March 20, 2015**

Dover Sherborn Regional School Committee

Dana White, Chair  
Michael Lee, Vice Chair  
Clare Graham  
Richard Robinson  
Lori Krusell

Sherborn School Committee

Frank Hess, Chair  
Anne Hovey  
Frank Hoek

Dover School Committee

Dawn Fattore, Chair  
Lauren Doherty  
Kristen Dennison  
Henry Spalding

The Committees were joined by Lyle Kirtman, Future Management Systems, to discuss leadership and the specific leadership competencies needed by the three districts in the short and long term as they look to hire a transitional leader followed by a full time Superintendent.

Discussion focused **Kirtman's Seven Competencies of High Performing Leaders**

- 1. Challenges the Status Quo
- 2. Builds Trust Through Clear Communications and Expectations
- 3. Creates a Commonly Owned Plan for Success
- 4. Focuses on Team over Self
- 5. Has a High Sense of Urgency for Change and Sustainable results for Improving Student Achievement
- 6. Commitment to Continuous Improvement for Self and Organization
- 7. Builds External Networks and Partner

The Committees collectively agreed that in the short term our needs are 4, 2, 3 /6 (tied results) and the long term needs were noted as 4,2, 6 while realizing that the other competencies are important.

Mr Kirtman shared information on the search process, candidates and what makes for a successful search. Our 'Interim' Superintendent will going forward be referred to as our 'Transitional Leader/Superintendent' in recognition of the work to be done in the coming months.

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*Motion to approve up to \$5,000 to support the transitional leader search using Lyle Kirtman. The expenses to be allocated 1/3 to each district.*

Discussion detailed that Mr Kirtman would be available to recruit, screen, and reference check; the districts would manage the search process and oversee the search. The Transitional Leader Team will work directly with Mr Kirtman and develop a search process that continues to communicate and circle back with the SC Chairs and members as we move forward.

*Dover: Motion by Lauren Doherty, second by Kristen Dennison. Motion passed unanimously.*

*Sherborn: Motion by Anne Hovey, second by Frank Hoek. Motion passed unanimously.*

*Dover-Sherborn Region: Motion by Michael Lee and second by Richard Robinson. Motion passed unanimously.*

Meeting adjourned at 4:45pm.

Respectfully submitted  
Clare Graham