

Resolution Offered by Commissioner Ben Truman

*Approved by the Burlington Board of School Commissioners June 14, 2012*

Whereas, the fundamental goal of the Burlington Board of School Commissioners is to ensure quality primary and secondary education for all children who attend public school in Burlington, and

Whereas, the Board has in the past demonstrated its willing to take on difficult and complex changes that require extended efforts, new ways of thinking, and incorporating multifaceted input from many parties, and

Whereas, the system of education in Burlington is, and should be, an ongoing growth process that requires an evolution of attitudes, ideas, procedures, and policy, and

Whereas, the process of moving forward on implementing the goals presented to the Board by the Diversity and Equity Task Force highlighted institutional and cultural barriers, a lack of organizational coherence within the district, and the need to review and update expectations and job-performance criteria to reflect the current needs of the district, and

Whereas, the Board recognizes we must have a better administrative structure in order to meet the expectations of the community, and the educational needs of the children, and

Whereas, an improved structure is needed to effectively manage, implement, and support the transformations that the district is taking on, including those put forward by the Task Force report, proposals that will come from the Nellie Mae Grant-funded Partnership for Change, and from challenges yet unforeseen but for which we must be ready, and

Whereas, the Burlington Board of School Commissioners has, individually, and as a whole, listened carefully to the input from the community, and is committed to the principles and philosophies that have driven the community's work on diversity and equity, now, therefore be it

Resolved by the Burlington Board of School Commissioners: that a special committee is hereby created and charged with reviewing the positions, job descriptions and expectations, evaluation criteria, goals and benchmarks of the district administration, specifically, but not limited to the position of superintendent, and be it further

Resolved: the committee shall identify and use as a frame of reference in its work the personnel skill sets and abilities deemed to be essential for successful implementation of the district's diversity and equity goals, and be it further

Resolved: that the committee will define a process for superintendent evaluation, and will develop a plan for a "360 degree" review of the current superintendent as a source of data to be incorporated into evaluation criteria. The committee may recommend similar "360" review of other district personnel as well, and be it further

Resolved: the committee's recommendations will incorporate input already given to the Board, and it will solicit additional input from within the schools and from the community at large, and be it further

Resolved: the committee's recommendation(s) relative to redefining or restructuring the position of superintendent will serve as the basis of any future contracts, evaluative tools, and performance expectations, and be it further

Resolved: the chair of the Board will appoint members to the committee no later than within two weeks upon adoption of this resolution, and be it further

Resolved: the Administration will provide staff support and meeting space to the committee as needed, and be it further

Resolved: that the committee will report its recommendations to the full Board for its consideration and action no later than at the Board's November 2012 meeting.