CITY OF DERBY
BOARD OF EDUCATION
Special Meeting
December 13 2012

Call to Order:
The meeting was called to order at 6:04 p.m.

Roll Call:
Denise Bottone, Rebecca O’Hara, Laura Harris, Christine Robinson, George Kurtyka, Ken Marcucio - Board Chair and Kim Kreiger. Ms. D’Onforio arrived at 6:15 p.m.

Public Participation
No one from the public spoke.

Executive Session
Executive Session canceled.

A MOTION by Ms. Kreiger with a second by Ms. Robinson that the Board of Education approve the appointment of the new Superintendent of Schools, the Derby Board of Education has identified a candidate for the position of Superintendent of Schools. Connecticut General Statute Section 10-157 authorizes the Board of Education to elect a Superintendent of Schools by a majority vote of all members subject to confirmation of appropriate certification from the Department of Education and a background check. The Statute also directs that the Board enter into an employment contract with the Superintendent of Schools for a term of no more than three years.

Resolved; that the Board of Education hereby elects Dr. Matthew Conway to the office of Derby Superintendent of Schools pursuant to the provisions of Connecticut General Statute Section 10-157 and that the Board further authorizes Chairman Marcucio to finalize and execute an employment agreement with the new Superintendent of Schools on behalf of the Board to include a beginning date and a term of employment conditional upon a background check......

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discussion....Chairman Marcucio thanked Dr. Jacqueline Jacoby of CABE who served as a mentor during the search for the new Superintendent with both the Search Committee and the Board of Education....

Chairman Marcucio announced the Search Committee members....Chairman Marcucio, Board of Education Member Ms. Robinson, Board of Education Member Ms Harris, Board of Education Member Ms. Kreiger, Tracey Dobson, DMS Principal Sally Bonina, Board of Aldermen President Ron Sill, Board of Apportionment & Taxation Chairman Jim Butler, and Parent Jim Stadt

Dr. Matt Conway is someone so enthusiastic and energetic about helping the City of Derby and especially the schools,

his background is excellent and will fit into the schools and community and work with the Board to make whatever improvements are necessary to make Derby one of the better school systems in the State

this could especially be seen when the committee did their site visit in Hartford, at Weaver High School where with determination and thorough collaboration he transformed that school,

the Committee believes he is a realist and a futurist who understands what it will take to do this work and he will involve all of us in this process

he knows this will not be an easy task and that it will take sacrifice from everyone, but with his leadership and the Board's partnership it will happen

Chairman Marcucio read the following press release for the record:

Dec 13 2012
Derby Board of Education appoints Dr. Matthew Conway as Superintendent of Schools.

We are very pleased to announce the selection of Dr. Matt Conway as the new Superintendent of Derby Public Schools. Dr. Conway comes to us from an impressive career of Teacher, Director, Principal, Civic Leader and State Legislature, and most recently as Principal as a successful High School Academy for students in the Hartford Public Schools.

The selection of Superintendent is one of the single most important decisions that the Derby Board of Education will make for our school and community.

We are extremely appreciative of the close to 100 staff, parents, students and other community members who contributed to the process through surveys, focus groups and provided their perspectives in helping to find a quality and ideal Superintendent for Derby. The Board extended a special recognition to the Superintendent Search Committee which included a teacher, administrator, parent, community representatives and Board of Education members for their commitment of time and talent to this effort. Both the Derby Board of Education and the
Superintendent Search Committee chose Dr. Matt Conway for this leadership position. The unity of thinking represented in this decision speaks well for the future of the Derby Schools.

The search process was an extensive one, there were twenty two candidates who submitted applications. These were carefully reviewed. The Search Committee and the Derby Board of Education conducted three rounds of interviews and extensive reference checks. Through this process, Matt rose to the top of the very competitive group. Several of the candidates interviewed were well qualified and would have provided strong leadership for the district.

But Matt Conway was exceptional. His breadth of experience including successful teaching and leadership of over twenty years is unique and impressive. Throughout the interview process he exhibited a deep knowledge about instruction and improving student achievement, finances and budgets, importance of parent and community involvement in the schools and knowledge of small high schools. These skills and attributes align well with those identified in the Derby leadership profile as the characteristics needed in the next Superintendent.

As a final step in the selection process a group conducted a site visit at the Academy of Weaver High School on December 10, 2012 and met with students, staff, parents, community group leaders and administrators who know Matt well. They provided universally glowing testimonials of his skills, knowledge and character. They described him as caring, collaborative, intelligent, committed, compassionate, energetic, strong work ethic and a leader who knows when to compromise and when to hold the line. He was called a strategic problem solver for his actions matching his words. He was described as a leader who has everything it takes to make things work. He holds all students, staff and families to high expectations, but provides the support needed to reach those expectations. His leadership was described as practical yet visionary......

_all in favor, motion carries._

Dr. Matt Conway addressed the Board, community leaders, district staff and members of the Derby community to express the excitement of him and his family.

Dr. Conway is confident that with Chairman Marcucio, Board of Education members, Dr. Knapton, Mr. Gaillard, Ms. Bonnina, MS. Olson, Ms.DiGrazia, Mr. Orazietti, Mr. Zacherty, dedicated teachers and staff of the district, Mayor Stafrica and his staff, community leaders, business leaders and every member of the community can and will come together as a family and team of educators to create an education system that everybody in the community will be proud of and every citizen across the state will seek to emulate.

Successful change does not come without a lot of listening, learning, hard work, collaboration, disagreement, consensus, and a little bit of stress, but a lot of big rewards. Most rewards are our children and the increased opportunities, experiences and success they will have with our willingness to come together as a group to build a foundation for a system we are all proud of.

The listening, learning, collaboration...it's a journey. The journey to some will look familiar and to many very different. A journey that will challenge and test our wills, a journey that will be filled with emotion. A journey that will require our patience, focus, taking risks without the fear of being
wrong, knowing we have the confidence that we must get it right. We must get it right for our children and for our future, and a journey with no end, because when we get it right, we'll come to do it even better. We cannot let the challenges we will encounter distract or discourage us from the goals we set together.

Adjournment
A MOTION at 6:18 p.m. by Ms. Kreiger with a second by Ms. Harris that the Board of Education adjourn at , all in favor. motion carries.

Chairman Marcucio asked everyone to join in welcoming Dr. Matthew Conway as the new Superintendent of Schools for Derby. The Board anticipates he will join Derby officially in January.

Respectfully Submitted,

[Signature]
Denise Cesaroni
Recording Secretary

***These minutes are subject to the approval by the Board of Education at their next regular meeting.