

Andover School Committee - Open Session Minutes
School Committee Room and Superintendent's Conference Room
January 24, 2014
9:00 a.m.

SC Members Present: P. Colby-Clements, D. Forgue, A. Gilbert , D. Birnbach
(participating remotely starting at 9:05 am & 10:10 am)

SC Members Absent: B. L'Italien

Also present: M. McGrath, J. Laundre (left 9:45 am), P. Szymanski (left 9:45 am)

1. Call to order. Chairperson D. Forgue called the meeting to order at 9:00 am in the School Committee Room.
2. Motion for Executive Session. A. Gilbert moved that the School Committee vote to enter executive session for the purpose of discussing strategy regarding successor contract negotiations with the AEA and to return to public session. P. Colby-Clements seconded. *Roll call: P. Colby-Clements-Yes; D. Forgue-Yes; A. Gilbert-Yes.*

The Chairperson announced that the school committee is going into executive session for the following purpose: to discuss strategy with respect to collective bargaining as an open meeting would have a detrimental effect on the bargaining position of the Committee. The Chairperson stated that the school committee would be reconvening in public session. Chairman Forgue also stated that D. Birnbach would participate remotely due to geographic distance.

3. At 9:01 am and the school committee went into executive session. At 9:05 am, D. Birnbach participated remotely.
4. At 9:30 am the school committee reconvened in public session. Lyle Kirtman, Future Management Systems, Inc. joined the meeting at 10:00 am. D. Birnbach called into the meeting at 10:10 am.
5. Goal 1 Collaboration and Innovation – M. McGrath updated the committee on the revision of the AHS Program of Studies which includes (a) 3rd year programming for engineering, computer science and digital learning, (b) elimination of courses that had low student enrollment/interest, and (c) expansion of the internship/externship offerings to engineering, environmental science, and world language. She also stated that the Leadership Team continues to be involved with the Ed Leader 21 National Network, and that both the Curriculum Advisories and Leadership Team are working with the Ed Leader 21 “4 Cs” rubrics and are piloted some of them since we intend to use them to assess the level of 4 C’s integration in our curriculum. She also indicated that the K-8 math review is well underway and on schedule for making a recommendation for a new adoption in the spring.

M. McGrath also gave a brief update on how she is using case studies on leadership challenges at principal meetings to build leadership capacity. She shared that each meeting begins with a LT member presenting a leadership challenge as a way to (1) develop a greater capacity to understand the differences in technical challenges and adaptive challenges, (2) increase team’s understanding of what makes an effective leader, (3) increase team’s capacity to be more effective leaders, and (4) learn how the team can leverage this knowledge to foster the

culture we want in our school system which is a culture that values and embraces innovation, risk-taking and continuous improvement. M. McGrath said the LT is using the adaptive leadership case consultation model developed by Cambridge Leadership Associates (CLA).

6. Goal 2 Partnerships - M. McGrath updated the committee on partnership development to date. She stated that the Merrimack College partnership continues to thrive. She met with Solarize Andover and Hooks Johnston/Tina Girdwood regarding engineering partnership. Solarize Andover will work Beth Delforge, Joanne Najarian, and Dan Downs and APS students to help with website design. There will be an engineering roundtable on February 13 coordinated by Steve Sanborn and Hooks Johnson which will include APS K-12 science, technology, engineering, arts, and math teachers, deans of Merrimack and UMass Lowell Engineering Schools, engineers from local businesses, and APS parents who are engineers to discuss PK-12 engineering program and direction.
7. D. Birnbach ended remote participation at 10:35 am.
8. "Learning Sessions" proposal for SC workshops. M. McGrath proposed using the SC workshop sessions as a means of developing capacity- building/culture-building to foster innovation for all school leaders - SC & LT alike. She described that her vision that designing the workshop sessions as a means to build understanding and capacity to ensure that our culture is one in which (a) good ideas can flourish so our students and staff have the type of learning environment that opens the doors to new ways of learning, experimentation, and innovation; (b) we can advance our strategic plan; (c) we can better communicate the strategic direction of APS internally and externally so more partnership opportunities are open to us.
9. M. McGrath proposed that the SC reads many of the same readings as leadership team and then engages in "text-based" discussion protocol. She explained that a "text-based" discussion ensures that one can have a thorough reading and understanding of a given text by providing a timed format that gives all group members an opportunity to share, interpret, and reflect upon the material. Through the use of such a protocol, we can explore different perspectives and how the readings might support (or not) the strategic plan/direction of the district and help SC determine policies and resources to support the SP goals/strategies. Readings would include chapters, articles, etc. on topics that would inform and support our district vision, mission, strategic plan/strategies, a suggested strategy, etc.
10. Committee members discussed the merits of the proposal and had general discussion about the types of books they might read, their interaction with the LT, and how the work could impact community engagement work. Each School Committee member present at the meeting expressed his/her favor of learning sessions. M. McGrath suggested reading chapters of Ken Kay's *7 Steps to 21st Century Schools* and L. Kirtman suggested Michael Fullan's *Stratosphere*. M. McGrath will order the books for the March 21st workshop.
11. Motion to Adjourn. A. Gilbert moved that the school committee adjourn its meeting. P. Colby-Clements seconded the motion. The motion carried (3-0-0) and the school committee adjourned its workshop meeting at 11:30 a.m.

Respectfully submitted,
Marinel McGrath
Acting Secretary

Jan 24

Criteria area	Rating	Rationale summary
Pedagogy  Clarity and quality of intended outcome  Quality of pedagogy and relationship between teacher and learner  Quality of assessment platform and functioning	 	
System change  Implementation support  Value for money  Whole system change potential	 	
Technology  Quality of user experience/model design  Ease of adaptation  Comprehensiveness and integration	 	

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-  **GREEN: Good** - likely to succeed and produce transformative outcomes
-  **AMBER GREEN: Mixed** - some aspects are solid, a few aspects are lacking full potential
-  **AMBER RED: Problematic** - requires substantial attention: some portions are gaps and need improvement
-  **RED: Off track** - unlikely to succeed