

**Andover School Committee Regular Meeting
Minutes of December 3, 2015**

Members in Attendance:

Annie Gilbert, Joel Blumstein, Susan McCready, and Ted Teichert

Others in Attendance:

Interim Superintendent Sheldon Berman, Assistant Superintendent of Finance and Administration, Paul Szymanski, Assistant Superintendent of Teaching and Learning, Dr. Nancy Duclos, and AHS Liaison Tim Chen.

I. Regular Meeting

A. Call to Order and Opening Ceremonies

Chair Annie Gilbert opened the School Committee Regular Meeting at 6:30 P.M. The meeting began with a Moment of Silence followed by a Salute to the Flag led by the Roe-Kozorovitsky children; Itai, Grade 5, Liam, Grade 2, and Mai, Kindergarten from South Elementary School. On behalf of the School Committee, the students were presented with a Certificate of Appreciation.

B. Opportunity for Public Comment on Superintendent Position

The School Committee has entered into negotiations with Dr. Berman on a successor contract and has asked for input from the Community.

Public Input included the following remarks:

- School Committee stated they would conduct a full search for a Superintendent
- Concern with the process of not following through with expectations
- Interim position was to be for one year only
- Full search should be conducted and Dr. Berman can apply
- Transparency of the process, negotiation meetings took some by surprise
- Not conducting full search process as stated during interim search
- Concerns with past issues in previous districts

- Thorough reference check was conducted through Human Resources
- Negative articles were researched and credibility was questioned
- Positive comments received across the community at all levels
- Provides stability and leadership to the district at a much needed time
- Support from the AEA
- Ask Dr. Berman to add communication as a full bullet point to District Goals

On behalf of the School Committee, Annie Gilbert thanked everyone for their comments.

C. Recognition/Communications

1. Highlights around the District

Ted Teichert recently read that the SJC's ruling against the Weston Schools regarding legal public sessions. He would like information on how many cases Andover has had in the past five years, legal costs, and where those students are attending schools.

Susan McCready reported that at the October 8, 2015 School Committee Meeting she signed on to be the liaison to the Audit Sub-Committee but in fact, Joel is going to be the liaison.

Tim Chen reported on the Environmental Impact Class at AHS and that two students offered a work session on public art and pocket parks as an ongoing effort in the historic mill district initiative. Tim is leading an upcoming workshop of Dec 9th on the Shawsheen River Greenway Project also related to the Historic Mill Project. Congratulations to the students participating in this endeavor.

Dr. Berman recognized:

- Coach Jane Bergan and members of the AHS Girls' Volleyball Team on their incredible season cumulating in a second place win in the State Championship.
- AHS Girls' Swim Coach Marilyn Fitzgerald, Assistant Coach Becky Pierce, and members of the AHS Girls' Swim & Dive Team in celebration of the Swim Team's 15th straight State Championship win (out of 17 years).
- AHS Football Quarterback E.J. Perry listed as Player of the Week by ESPN Boston High School Report for a State single-game record for throwing 636 yards in a loss to Central Catholic.
- Andover High School senior, Arman Koul keynote speaker at Sanborn School's 37th Annual Harvest Festival. He combined academics with arts delivering a nice message in an appropriate way for elementary students. Diane Waddell, Sanborn School Music Teacher, was also recognized for the quality program she presented.

Fine Arts Coordinator, Beth Delforge announced that 25 students from AHS auditioned and were selected to participate in the Senior Districts, which is part of the Northeastern Festival of Chorus Band and Orchestra, with 18 students receiving All State Recommendations. Congratulations to the students and teachers: Julie Diehl, Leigh Elliott, Catherine Hofius, and Mark Mercer.

Annie Gilbert reported that the process of looking at math options at AHS has begun, and School Administrators strategizing as a team on options to consider for the middle school. A Parent Forum is scheduled for January 12, 2016 focusing on the middle school. The pros and cons of each recommendation will be identified as no recommendation is without both, and parents will be asked to share what they see as the benefits. Thank you to the numerous parents who have submitted recommendations via email.

The Educators Commission of States Forum met this week and the House of Representatives approved the 'Every Student Succeeds Act'. Once voted on by the Senate, we will have a renewed education bill.

Dr. Berman is pleased to announce the development of a long-range facility plan to evaluate school buildings to see if they accommodate our structural program and to develop a comprehensive facility master plan. Paul Szymanski reported that three competitive bids were received and the RFP was expanded to include both the School and Town buildings for a full comprehensive facility planning. The contract has been awarded to GMT of America. A kick-off meeting will be held on January 6, 2016 to conceptualize the scope of the project.

The individual PARCC results were received earlier than anticipated this week and will be mailed home early next week. The Commissioner has issued a statement that we will stay on as part of the PARCC consortium to develop and build on the standards.

2. NEAL Grant Update (New England Arts in Literacy Grant)

Lisa Glickstein, Districts Grant Coordinator reported on the N.E. Arts for Literacy Grant (NEAL), which is a federally funded Arts Education Model Development and Dissemination grant project awarded from the U.S. Department of Education. Fine Art Coordinator Beth Delforge was recognized for bringing this opportunity to our attention. A team of professionals has been put in place to oversee the four-year grant with Ruth Tarbox as Project Coordinator. Dr. Nancy Duclos was responsible for recruiting our two other partners in this grant, Salem Public Schools and Quaboag Public Schools. The Addison Gallery, Peabody Essex Museum, and the Springfield Museums are all participating in the grant. A video of the Summer Teacher Institute 2015 Art Festival led by Kurt Wootton and held at the Addison Art Gallery was shown and an update on Year 1 of the NEAL Grant provided.

Beth Delforge talked about the work centered on teachers to embed the in the classroom around students, and in addition to developing curriculum, teachers are expected to document their learning and the learning of their students, looking at all the pieces of the project. Ruth Tarbox, Project Director of the NEAL Grant, reported on the classroom implementation of the model that has been supported by 27 teachers from the Andover cohort, (Bancroft, South, DMS, WHMS) serving 58 students. The grant provides vivid text and generated experiences with the assistance of visiting artists.

3. Energizer Andover Students – Steve Chinosi, Anil Navkal

Steve Chinosi, Director of Strategy and Innovation, in conjunction with Anil Navkal, introduced AHS students, Frank Cal (sophomore) and Jordan Altaffer (junior) who participated in a summer enrichment program in 2015 led by Mr. Navkal, Janet Nicosia, and Dwayne Scruton, and was a joint effort of a collaborate nature with Schneider Electrics, the Town of Andover's Plant & Facilities Department, and the Andover Public Schools. The goal of the program was to use the school HVAC system as a backdrop to expose students to intricacies of building management with emphasis on building efficiencies. The students met for a total of 100 hours throughout the summer. Through innovation, motivation, and an analysis of trends the students showed how electricity comes into and flows out of the school and the energy that is consumed throughout the whole day. By sharing data and graphs of energy usage at AHS and performing investigations on the energy consumption at the Collins Center, it was determined that 55% of energy was used when students were in school and 45% used when students not in school (\$24,000 when unoccupied). A list of recommendations to save energy was provided by the students and educational project ideas presented.

D. Public Input - None

E. Education

1. AHS Field Trip: EF Education Tour to Germany and Italy

AHS Science Teacher Melanie Cutler with the support of the Science Program Coordinator Steve Sanborn and AHS Principal Phil Conrad, is requesting approval for a student trip to Germany and Italy in July 1-10, 2017. This trip is part of the Global Student Leaders Summit and an opportunity to explore how the future of food is rooted in physics and chemistry and the emerging trends in food sustainability and production.

Joel Blumstein moved for the Andover School Committee to approve the extra-curricular trip for Andover High School students to Italy, Germany on July 1-July 10, 2017 as presented and in accordance with the provisions set forth in the Andover School Committee Policy entitled "APS School-sponsored trip and student travel policy. Susan McCready seconded the motion and the School Committee voted 4-0 to approve.

2. WMS Field Trip: Costa Rica

WMS Language Arts teacher, Lauren Hayes, with the support of Program Language Arts Coordinator, Jorge Allen and Principal Becky Franks, has proposed an EF trip to Costa Rica in February 2017 for the dates of February 17-24, 2017. Students enrolled in 8th grade Spanish at will be eligible to take the trip. This trip has a connection to the curriculum. The trip will give students the opportunity to explore the natural environment in Costa Rica while experiencing authentic culture through food, and, dance and visiting a school.

Joel Blumstein moved for the Andover School Committee to approve the extra-curricular trip for West Middle School students to Costa Rica as presented and in accordance with the provisions set forth in the Andover School Committee Policy entitled "APS School-sponsored trip and student travel policy. Ted Teichert seconded the motion and the School Committee voted 4-0 to approve.

3. Update on AHS Schedule

AHS Principal, Philip Conrad along with members of the AHS Scheduling Team, Brian Shea, Minda Reidy, and John Jannetti gave an update on how the AHS scheduling is progressing at this time. The accomplishments to date include the Program of Studies and H-Block Scheduling (7 + H), presentations to students, and a U-Tube video explaining the schedule, mock schedules sign-ups, and initial tallies to see what numbers for classes would look like which were favorable with current staff and within the range of where we want to be prior to creating an actual schedule. A Faculty Sub-Committee will work with curriculum leaders to make changes to programs of study. Additional highlights of the new schedule include were shared.

Dr. Berman has been meeting with staff on how to create a dialogue to engage people in the conversation to alleviate concerns, share feedback, and to ensure the correct message is received on what the new schedule entails and to enable teachers to work with students in a constructive way. Dr. Berman has been involved in three schedule changes and it is never easy; there has been a deep perspective and dedicated time invested in looking at schedules.

F. New Business

1. Preliminary Superintendent Goals

At the November 19th School Committee Workshop, Dr. Berman presented to the Committee a

preliminary document of the Superintendent's Goals and based on their input, some revisions were made and he is now presenting the updated goals, and he agrees there needs to be a goal around communication in the future. The School Committee will vote on the Superintendent's Goals at an upcoming meeting.

Jean Teichert, 5 Dufton Road, said she listened to the workshop meetings when the goals were discussed and wants to understand the process, evaluation system the school system follows. She does not feel the list of goals qualify according to the DESE website. The School Committee's job is to evaluate the Superintendent and the Superintendent's job is to provide the goals, which should be smart and measurable, which, in her opinion, these goals are not. Having the presentation during a daytime workshop doesn't allow for public comment.

2. Response Letter from School Committee regarding Superintendent's educational organizations and affiliations

At the previous School Committee meeting, School Committee members were provided a letter from Dr. Berman detailing the nonprofits and educational affiliations he is associated with. The Committee may provide a response letter to have on record. As such, a draft of the letter from the School Committee was sent to the members by Annie Gilbert asking the Committee for any comments or if they would like to vote to accept the letter, and have it go into the record. Joel Blumstein likes the letter and would be very happy to vote on it, seeing no conflict with his membership in any of these organizations, only that Andover benefits from it and a credit to Dr Berman's expertise. Dr. Berman has never earned any revenue from these organizations.

Joel Blumstein moved that the School Committee approve the School Committee's Chair letter to Dr. Berman as drafted. Ted Teichert seconded the motion and the School Committee voted 4-0 to approve.

G. Old Business

1. Curriculum: Review Proposal for Math Summer School

Annie Gilbert thanked everyone who has attended meetings, and sent emails. The Committee is voting on one option tonight which will be a yes or no to offer summer school to current 8th and 9th graders. It is a short-term solution to an issue and not the only option. Whether the summer school vote passes or fails does not preclude other options to be considered or refined, such as online options. Discussions around taking competency courses are ongoing and the summer school vote does not negate this option. There is also a long-term solution that needs to be discussed for math at the middle school level. Those discussions will continue with three options being explored and will be brought forward at a parent forum on January 12, 2016. Mrs. Gilbert would like to give the School Committee an opportunity to comment on their position.

Math Program Coordinator Katherine Richard gave a brief summary and said the recommended option they feel most strongly about is the doubling up option although parents and students aren't pleased with it. The idea of taking two math classes at the same time would be for students who would be mathematically inclined anyway. Other districts

offer this option as well.

Mrs. Richard distributed and shared a data sheet on responses sent to her colleagues on summer school options and based on the responses; she feels Andover is right in the ballpark of what is being offered. All the districts who responded offer Algebra in 8th grade except for Newton and Brookline. Online option expectations would allow students to all take the assessment on the same day at the end of the summer school. Andover's policy does not allow any change in courses for acceleration and they strongly feel the summer course needs to be graded and GPA leveled, which is area that needs further discussion, as the grade would be on a transcript. This would be Andover's own course with our own teachers. A listing of AP math students and scores was distributed which are impressive. This year's current enrollment in our calculus classes reviewed.

Susan McCready: the more information we have and can share is important; it would be helpful if there were a way to provide interim updating to parents. She is pleased that we are continuing to look at other options and hopes that it covers our expectations of the district.

Ted Teichert: At the last meeting he said he wasn't in favor of charging for a summer school class and putting pressure on students to take a class to keep up. He feels we need to put Algebra I in place so we don't have to offer summer school.

Joel Blumstein: Expressed optimism that a good future long-term option will be reached; for the short term, we need to accept that we are in a difficult situation for a variety of reasons and favors giving as many options as possible for the current 8th and 9th graders. He too is not in favor of charging for summer school and wants to know what it would cost the district.

Annie Gilbert read a statement from Paula Colby-Clements, who was unable to attend tonight's meeting. Paula thanked the community for the thoughtful input and feedback they have provided. This vote is a starting point for short-term solutions. Any vote this evening does not preclude other options being explored and she is in favor of voting for the short term solutions currently presented. Paula is confident that Dr. Berman and his staff will arrive at other solutions and that a favorable vote for this request will not end their work.

Annie Gilbert agreed that we would not be here if we had a full year course of Algebra I at the middle school level and she is in favor of this happening. But the fact is we are in this situation now because we are moving from a schedule that was making up for the fact that we didn't have Algebra I in the middle schools. One of the good things about the schedule change is it brings to a head, the conversation about how we approach math at the middle school level. Katherine did a forthright and articulate job in the memo she released a few weeks ago, which was an accumulation of many years' situations. The summer school option is in the spirit of opportunity for students and she is in favor of providing the summer school option while other options are worked out and although difficult, she is leaning towards the fee based program. Many people are paying for outside programs and this is probably a less costly program.

Public Input on Math Discussion

Public comments included:

- Six-week summer school proposal will not work – it is educationally unsound for the students.
- Recommend using Flex-time at the MS level to learn Algebra
- No excuse for no action or inaction taken in previous years
- Consider an online option
- Have three honors level Algebra I classes
- The gap needs to be covered and online options are a great way to go.
- A six week course is too short of a period of time to learn Algebra and taking an exam at the same time.
- School Committee should not vote on a short term solution.
- Doubling up on classes is not the best option
- Should not charge students/parents for something that should be rightly provided during the normal school day
- Develop a comprehensive program quickly

Ted Teichert: Will this have any effect on the high school schedule. Dr. Duclos replied that the change in the high school schedule brought the math sequence to light. Doubling up on the current sophomore year creates more of a challenge to schedules.

Susan McCready: Is it an option to run the summer program for 8 weeks instead of 6 weeks. Katherine Richard replied that it would increase the cost and she is not sure we can secure a commitment for a teacher(s) for eight weeks. The standard summer schools are 6 weeks.

Susan McCready moved that the Andover School Committee vote to approve the Math Summer School Proposal as presented. Joel Blumstein seconded the motion and the School Committee voted 3-1 to approve. Ted Teichert voted in the negative.

The Committee discussed voting to include or not to include the fee for summer school. The proposal includes offering a course(s) in Algebra and Geometry, to go on student's transcripts for credit and includes an assessment. The cost will be \$575 per student with the ability to apply or scholarships. They are voting on Option #2 of the proposal only:

Option 2: Summer Course

Rising 8th graders: in the summer before 9th grade, students who have successfully completed Grade 8 math with the recommendation of their 8th grade math teacher may opt to take an accelerated Algebra I course as a summer course at AHS, allowing them to take Geometry as freshmen. Rising 10th graders: In the summer after 9th grade, students who have successfully completed Honors Algebra 1 in their freshman year may opt to take an accelerated Geometry course as a summer course at AHS, allowing them to take Algebra II as sophomores.

2. Second Reading of 2016-2017 School Calendar

Kerry Costello, shared results of the AEA vote on the 2016-2017 School Calendar. For Calendar A, 131 teachers voted to approve and Calendar B, 187 teachers voted to approve. It was a majority vote by the members for approval of Calendar B and to waive the contractual provision to start school prior to September 1, 2016.

Brad Weeden distributed a handout outlining his proposal to reduce the Release Days from 6 half days to 3 full days to reduce energy consumption for transportation.

Ted Teichert moved that the Andover School Committee vote to approve Calendar B as the 2016-2017 School Calendar as presented and that the Early Release Days will be added to it. Susan McCready moved to second the motion to approve Calendar B for the 2016-2017 School year. The motion was voted 4-0 to approve

3. School Committee Policy Manual Update

Joel Blumstein reported that he and Paula met with MASC to engage their services to assist in reviewing and updating the Policy Manual and to be posted online in a searchable data base. The question now is, should the School Committee enter into a contract with MASC. He suggests this item be further discussed at the School Committee's next workshop and to wait for the full review from MASC before voting. The School Committee agreed to put the Policy vote on the next agenda.

4. Revisions to CIP FY17 Submittal

As a result of the decisions made by the Town Manager not to include some CIP items in the FY17 budget, the School Committee agreed to create three (3) motions on these items. The School Committee has to vote to withdraw the items not being recommended at this time which include Site Improvements, A/C upgrade at High Plain and Wood Hill schools, and to withdraw the request for renovations to the AHS Library/Media Center. State Senator L'Italien's office recommended a letter be sent directly to the Office of Governor Baker regarding the \$200,000 design funds.

Joel Blumstein moved that the Andover School Committee vote to withdraw the original request in the amount of \$3,200,000 for FY 17 CIP SCH-6 request, West Elementary School Site Improvement Plan, and to reconsider after the receipt of recommendations proposed by the consulting firm for the preparation of a comprehensive feasibility assessment. The motion was seconded by Susan McCready and voted 4-0 to approve.

Joel Blumstein moved that the Andover School Committee vote to withdraw the original request in the amount of \$300,000 for the High Plain/Wood Hill Middle School air condition upgrade and vote to defer to FY-2018 consistent with the Town Manager's recommendation, unless funds become available. The motion was seconded by Susan McCready and voted 4-0 to approve.

Joel Blumstein moved that the Andover School Committee vote to withdraw the original request in the amount of \$1,750,000 for renovations FY2017 CIP, SCH-7 AHS Library/Media Center, and vote to approve the funding request of \$200,000 to complete the design phase of the AHS Library/Media Center. However, the request will be withdrawn if the State of Massachusetts

releases FY-2016 earmarked funds in the amount of \$200,000. The motion was seconded by Susan McCready and voted 3-0-1 to approve. Ted Teichert abstained.

H. Consent Agenda

1. Surplus Inventory Request
2. Warrants: In order
3. Minutes: SC Meeting of October 8, 2015; Triboard Meeting of November 10, 2015

On a motion by Susan McCready and seconded by Ted Teichert, the Andover School Committee voted 4-0 to approve the Consent Agenda as presented.

III. Adjournment

At 10:45 P.M. on a motion by Susan McCready and seconded by Ted Teichert, the Andover School Committee voted to adjourn. Roll call: J. Blumstein-Y, S. McCready-Y, T. Teichert-Y, and A. Gilbert-Y.

Respectfully submitted,

Dee DeLorenzo
Recording Secretary