

## School Committee Meeting Minutes of Thursday, May 10, 2018

**Members in Attendance:** Chair, Shannon Scully, Vice-Chair, Paul Murphy Susan McCready, Joel Blumstein, and Tracey Spruce

**Others in Attendance:** Superintendent Berman, Assistant Superintendent Paul Szymanski, and Assistant Superintendent, Dr. Nancy Duclos

### I. **Regular Meeting/Call to Order**

Shannon Scully called the joint session meeting between the School Committee and AHS Facility Subcommittee to order at 5:00 P.M. in the School Committee Room located on the 2<sup>nd</sup> floor of the School Administration Building.

### II. **Executive Session**

Susan McCready moved for the School Committee to enter into Executive Session to discuss the deployment of security personnel or devices with respect thereto. The SC will reconvene in Open Session and will not return to Executive Session at the conclusion of Open Session. The motion was seconded by Paul Murphy. The Chair so declared that an open meeting would have a detrimental effect on the school district's position.

Roll call: J. Blumstein-Y, P. Murphy-Y, T. Spruce-Y, S. McCready-Y, and S. Scully-Y.

### **Return to Regular Meeting:**

### III. **A. Call to Order /Moment of Silence/Salute to the Flag**

Shannon Scully reconvened the School Committee to order at 7:00 P.M. in the School Committee. The meeting began with a Moment of Silence and a Salute to the Flag.

#### **A. Recognitions & Communications**

Dr. Berman gave the Committee some information: Overall the district's first make up day on Sat, April 28<sup>th</sup> went well. He visited all the schools. Also a reminder about the Rotary Club award – Citizen Who Cares and Educator of the Year on May 17<sup>th</sup> at 6PM.

Dr. Nancy Duclos, Asst. Superintendent gave the Committee a list of many student accomplishments/awards in the Arts department. Mr. Szymanski stated there has been a number of successfully completed unannounced ALICE drills in the district. Also, important for the Committee to note the MA Legislature that will require ALICE drills in all districts – Andover is ahead of the curve. On the financial side, the financial status is better – moving in the direction of favorable balance, no negative balance in the revolving account.

Joel Blumstein – Susan and Joel volunteered to be at the Credit for Life program at the high school, great program. Susan McCready thanked Donna Ruseckas for the social host liability conference. It was a very powerful and sobering speech; plans for fall follow-up.

Shannon Scully thanked Susan McCready for the past year as the SC Chair; a small gift was given to Susan from the Committee. Shannon added a SC meeting on Wed, June 27<sup>th</sup> for the Superintendent's evaluation. Also changing June 7<sup>th</sup> to June 6<sup>th</sup> date (Wednesday).

Pfizer Learn to Work Program – Several members attended this program; this is something for Special Ed students specifically – it has grown from 30-85 students. Pfizer has also developed part time permanent positions for some of these interns to continue. Susan added that there is a real need for more employers to extend internship and meaningful work experience for students.

#### **1. West Elementary School Building Committee**

Dr. Berman received 17 applications from faculty and community members who wish to serve on the SBC. Tonight Ms. Colby Clements read bios about the nominated SBC members and introduced them to the SC. Due to the MSBA requirements, Dr. Berman with School Building Committee Chair, Paula Colby Clements, will present their recommendation of West Elementary SBC members.

Joel moved that the Andover School Committee vote to recommend the West Elementary School Building Committee as presented to the Town Manager for appointment.

#### **B. Public Input**

Shannon stated the rules of order in how to conduct public input during school committee. She encourages people to reach out to SC members by email or phone calls. There are fundamental rules that must be met. We

need to act like adults; Per policy, the School Committee doesn't take personal complaints about individual staff in a public forum. Also appreciate not involving family members. Also, we have informal forums where there are only 2 members present – those are held on a regular basis.

**Joselyn Allen, Rutgers Road** – Read a statement which express the uncivil discourse that threatens our community. Since moving here, she has met a variety of people from varied backgrounds. Recently has heard language of hate, moreso than she would like to hear. She thinks parents should promote respect at home and at schools, so our children can grow to be empowered adults.

**Betsy Streeter, 36 Williams St** – has 7 children/4 still attend schools. Feels the Committee does not want to hear about the work of the Superintendent. Last SC meeting, she states that the Chair tried to squash any comments about the Superintendent. Believes any discussion on the Superintendent should be in open meeting. She requests see Exec. Session minutes on discussion of the Superintendent. Movement is growing and not going away.

**Krystal Solimine, 2 Surrey Lane** – Talked about data governance, she feels that it was not release of a memo. She believes it was a contractual agreement and release is a data breach. Document should have been password protected; also contends there was violation of a public records law.

**Elizabeth Buckley, 9 Sutherland St** - As someone who is a therapist and who has worked closed with DCF, she would appreciate and encourage drafting guidance around coaching specifically those using abusive language or speaking about childrens' family/ethnic background. She is concerned that the protestors are not concerned about the content of document released, rather just about the release. She would like to see a strong policy written on how individuals should relate to children in coaching capacities.

### **C. Response to Public Input**

**Joel Blumstein** – Read the policy BEDH where it states that members cannot speak about an individual. The policy stems from Mass General Laws.

**Susan McCready** – Stated that for her term, the Chair she did notify the public of requirements for public input per the Committee's policies and from Massachusetts statute as noted in BEDH-E.

**Paul Murphy** – Feels it is a difficult thing to manage and hopes to move beyond this subject.

**Tracey Spruce** - Appreciates everyone's comments tonight and need to codify expectations; However, concern wrong message may be sent. Kids should respect coaches and we should respect coaches' rights to playing time. If movement of reporting credible allegations of improper conduct is discouraged, then it is dangerous and irresponsible. Administration cannot turn a blind eye no matter who is subject.

**Shannon Scully** – She apologized to Ms. Streeter if email reaching out to suggest a meeting over coffee was in any way intimidating, not trying to stop anyone from speaking out, but rather find a way to have a productive conversation.

### **D. Education**

#### **1. Sprint Presentation: Progress Monitoring– SAT Members, Robin Wilson, Tracy Crowley, Nancy Koch**

Current process: Teachers collect/analyze data with variety of universal screenings and assessment tools to determine appropriate instructional levels, groupings and interventions. Examples: DIEBELS, MAP, MCAS, Lexia, Math and SEL

Next Steps: Middle Schools take data from elementary levels and use it to determine instructional focus areas and groupings. Work with Directors of Digital Learning and Tech to identify a data systems dashboard that monitors student progress toward the standards over time. Dreambox is an example of a data tool – game format. It is an adaptive piece of software.

#### **2. Outdoor Education Discussion**

Dr. Berman indicated the Outdoor Ed program has been a wonderful experience for many, but there are some logistic issues. For instance, we've had last minute cancellations. Plus, we have had nursing care issues. So we have had an ongoing conversation on what to do or thoughts on alternatives.

Elementary Principals Liz Roos, Michelle Costa, Pam Lathrop, Tracy Crowley and Jason DiCarlo appeared before the Committee to voice their concerns. The program does have costs so there are some scholarships. The needs of the kids have changed and have become complicated. The vendor, Nature's Classroom, seems to have a market on this item. It's tough to break a tradition. However, we are looking at alternatives such as a 2-day experience. So if we decide to change it or stop it, we need at least a year's notice to parents – that's what we think is fair. The response was if they did decide to end the program, it should be looked as beginning a new era and a new adventure, and there needs to be clear communication to families around replacement programs and/or experiences.

### **3. Wood Hill Middle School Field Trip: April 13-16, 2019 to New Orleans, LA**

WHMS faculty member, Zoe Cabaret-Salameh, would like to provide this opportunity for students in an 8<sup>th</sup> grade French Course at WHMS to visit New Orleans! Students will be leaving on the Friday before April school vacation – most likely right after school. The trip is similar to other past trips the SC has already approved.

Susan moved that the Andover School Committee vote to approve the proposed extracurricular trip for Wood Hill Middle School Students to New Orleans, LA on April 13-16, 2019 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. The motion was seconded by Tracey Spruce. The motion passed on a 5-0 vote.

## **E. New Business**

### **1. Math Coach Pilot**

West Elementary Principal, Liz Roos, stated that they used Design Thinking – methodology used by designers to solve complex problems. Process: create a fiscal prototype, a one-year pilot; make it cost neutral by replacing a 1.0 FTE staff member with a permanent substitute (bringing salary from step M14 to B1) and using salary savings to add a coach position at 0.5 FTE. Math is a discipline that should have everyday support while some other subjects are not necessarily framed the same way. High Plain Principal, Pam Lathrop, is also looking to do the same pilot at High Plain.

Paul Murphy moved that the Andover School Committee vote to approve the Math Coach pilot program as presented. Susan McCready seconded the motion. The motion passed on a 4-1 vote with Joel Blumstein in opposition.

### **2. Communications Position Job Description**

Dr. Berman stated he is excited about the new position. It will create a better two-way communication message with parents for feedback and engagement. It has been hard not to be able to document some of the classroom work on the website. We also need to engage in multiple forms of social media. Paul S and others have taken the task of RAO along with their job duties. The work he has done has laid the groundwork for the new person to come on board. He has had this position in his last 2 districts – that person would be the crisis communicator.

Paul Murphy hopes that the person is well equipped to handle the duties. Joel Blumstein has been very supportive of this position; it should free up some of Shelley and Paul's time. Communication and support for the schools are important. Susan McCready feels it is a needed position. It will be a "continual setting priorities type" of evolving position. Tracey Spruce said she wants to make sure that the RAO can never be deprioritized, as that part of the job can never be minimized. The job description must be accurately stated. Shannon stated that Susan would be the liaison for the SC in the screening committee.

Susan moved that the ASC vote to approve the Communications position job description as presented. Joel Blumstein seconded the motion. The motion passed on a 5-0 vote.

### **3. SC Subcommittee Assignments**

Shannon Scully explained the subcommittees to the public. The only change was that this year there is no “standing negotiations” subcommittee and instead these subcommittees would be formed as necessary throughout the year. The assignments were acceptable to all members. Joel did state there used to be a liaison to the Retirement Board and he said he would serve as the liaison. All members agreed on this, so Joel accepted.

Joel Blumstein moved that the Andover School Committee vote to approve the 2018-2019 SC Subcommittee assignments program as presented. Tracey Spruce seconded the motion. The motion passed on a 5-0 vote.

### **G. Continuing Business**

#### **1. Discussions: Elementary Report Card and Parent Conference**

Dr. Duclos reported the task force on the report card had representatives from all schools. She explained the steps taken – teacher input on language; parent forums; public comment from the website; and identified parent and teacher education around the report card. They received over 250 responses from parents – good feedback.

What was learned: research is more meaningful descriptors; offer exemplars about what the mastery looks like; offer parents other assessment results to provide a clearer picture of their child’s growth. She feels other results in a more formal way will help that. There is a need to communicate more about the classroom expectations and content knowledge. Lastly, parents requested a standard template – what is shared at a conference is the same throughout the district. Parents preferred comment section – request more space. They want to know more information about areas of concern. Parents did not feel that there was enough time for meaningful conversations. Decision was made to hold off one more year to make changes in the format of the report card. They would like to formally communicate in September and again in January. They also need to engage students in understanding what information the report card provides. Shelley read an email from Peter Otis of the AEA who stated he was very supportive of the whole process. Shannon thanked everyone for all their work and would hope that this could be helpful in other levels, including potential changes in middle school report cards.

### **H. Consent Agenda**

1. Warrants: Warrants are in order
2. Minutes: April 12, 2018 Regular Meeting

On a motion by Susan McCready and seconded by Paul Murphy, the Andover School Committee voted 5-0 to approve the Consent Agenda as presented.

### **E. Adjournment**

At 9:52 P.M. on a motion by Paul Murphy and seconded by Tracey Spruce, the Andover School Committee voted to adjourn the meeting.

Respectfully submitted:  
Alison Phelan