



## ANDOVER SCHOOL COMMITTEE

**SC ROOM Key: I.O. = Information Only; A.R. = Action Request**

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**THURSDAY, APRIL 6, 2023**

### SCHOOL COMMITTEE CONFERENCE ROOM

\*\* Please note that public comment – either during the Public Input agenda item or on specific agenda topics – should follow School Committee [policy BEDH](#) *Public Comment at School Committee Meetings* and [policy BEDH-E](#) *Guidelines for Public Comment*, including limiting remarks to 3 minutes.\*\*

- I. School Committee Meeting – Open Session/Call to Order **6:00 PM**  
Motion and vote to meet in executive session pursuant to Massachusetts General Laws chapter 30A, section 21(a) for the following purposes:
- Purpose (3): to discuss strategy with respect to and in preparation for collective bargaining with unionized personnel, namely the Andover Education Association (AEA)-Unit A; Andover Administrators Association (Unit B); Andover Assistants-Unit B; Andover Educational Secretaries Association (AESAs)-Unit C; and SEIU Local 888- Andover School Food Services; The Committee will reconvene at approximately 7PM in Open Session.
- II. Resume SC Meeting/Moment of Silence/Salute to Flag **7:15 P.M.**
- III. Reorganization – Elect Chairperson and Vice Chairperson for 2023-2024 **A.R.**
- A. Call to Order/Moment of Silence/Salute to Flag
- B. Recognitions/Communications
- C. Public Input  
(limited to 10 minutes total; if more time is required, Public Input will resume after New Business)
- D. Response to Public Input
- E. Education
- F. New Business
1. Field Trips: **A.R.**
    - a. WHMS 7<sup>th</sup> grade students to Camp Kieve -October 2023
    - b. AHS – Andover Fine Arts to New York - April 2024
  2. Presentation: Debt Limit & AHS Building Project (CFO P. Lawlor) **I.O.**
  3. Presentation of Recommendation from AHS Building Committee (Atty. M. Johnson) **A.R.**
  4. Universal Free School Meals **A.R.**
  5. Special Education Funding **A.R.**
  6. Financials **I.O.**
- G. Consent Agenda **A.R.**
1. Grants/Donations to District
  2. SC Meeting Minutes: : Minutes from prior meetings
- H. Adjournment **A.R.**

*This is the SC posted agenda for the upcoming meeting to the best of our knowledge at the time of posting; however, other agenda items may arise; therefore, the SC reserves the right to discuss additional items if merited.*

*The mission of the Andover Public Schools, in partnership with the entire Andover community, is to educate by engaging and inspiring, students to develop as self-reliant, responsible citizens who are thinkers, problem solvers, and contributors prepared to participate in an evolving global society.*

April XX, 2023,

Dear [names of elected reps + Gov. Healey?],

Please accept this letter as the Andover School Committee's statement of strong support for the Universal Free School Meals program in Massachusetts. As you may be aware, 10% of Andover Public School students are eligible for free and reduced meals and even more face food insecurity. In addition, below we have highlighted other important reasons that support our request for the legislature to pass, and the governor to sign, a law that continues the Universal Free School Meals program indefinitely.

- Students who eat free and nutritious meals at school reduce financial strain on the family food budget, which has increased significantly during this period of extraordinary inflation.
- Nearly 25% of food insecure students are not eligible for free and reduced meals under current federal guidelines, leaving many families without healthy meal options for their children if they must pay for school meals.
- Kids who participate in school meals are more likely to eat fruits, vegetables, and milk. These nutrient-dense foods contribute to a healthier Body Mass Index (BMI) and lower childhood obesity.
- National School Lunch Program lunches provide one-third or more of the recommended levels for key nutrients.
- Research shows a well-nourished child is a better learner, test-taker, and participant in school.
- Students experiencing hunger are more likely to have behavior and attention problems and higher rates of suspensions and excessive absences.
- Offering free meals to all children helps to end the stigma associated with needs based free and reduced lunches and eliminates lunch shaming when a student has an overdrawn account.
- Districts no longer would have to utilize resources to collect unpaid meal fees from families (a process which often results in shame and resentment when we are trying to build stronger, more connected communities.)

We appreciate the commitment shown for this program by bill co-sponsors, Rep. Nguyen and Rep. Moran, and respectfully request their ongoing support for the bill. We also appreciate the supplemental budget proposed by Governor Healey, which includes funding to continue this program. Thank you for your commitment to the health, well-being, and financial security of Massachusetts public school students.

Susan McCreedy  
*School Committee Chair*

Tracey Spruce  
*School Committee Vice Chair*

Lauren Conoscenti  
*School Committee Member*

Emily DiCesaro  
*School Committee Member*

Sandis Wright  
*School Committee Member*

Dear Representative Nguyen, Moran and Senator Finegold:

As the Andover School Committee, we write to express serious concern regarding Line Item 1599-0012 of H 3545, which was filed by the Governor on March 20, 2023. While we commend the Governor and her staff for acknowledging the problem, we have identified language included in the \$75M reserve for extraordinary relief to school districts that could create unintended and negative consequences for many districts, including Andover, throughout the state who are on the cusp of qualifying for relief.

### **Background**

- In late October 2022, without notice or transparency, the Operational Services Division (OSD) approved a 14% tuition rate increase for out-of-district, approved special education schools. This is a shocking and unprecedented spike considering that over the previous 13 years, the OSD rate increase averaged just under 2% annually, and comes at a time when districts are facing the simultaneous pressures of inflation on all other segments of their budgets.
- Despite a July 1<sup>st</sup>, 2023 effective date, at no point did OSD solicit input from school superintendents, budget officials or public educational professionals before approving the increase. This unanticipated and extraordinary increase will have a negative impact throughout Massachusetts in FY24. The domino effect is going to strain school budgets potentially triggering teacher layoffs, across the board cuts, fee increases and override requests – all of which will no doubt lead to larger class sizes in the Fall.

### **Unnecessarily Complicated**

- While the language appears to be a 'hold harmless' provision for districts, upon further analysis, the ambiguous language creates an arbitrary cutoff that will leave many districts with no supplemental assistance to help offset the multiple burdens created by the 14% increase.
- For example, a 100% reimbursement for a net increase of instructional costs exceeding 10% is great for those districts, however, it is exceedingly unfair to districts whose increase is on the cusp of 10%, because they will receive nothing.
- Rather than creating a list of 'winners' and 'losers' by using the formula in H3545, the Association asks the Legislature to hold districts harmless by calculating the total statewide cost of the 14% increase and providing a 100% reimbursement for all costs above 2%. Districts would be responsible for a 2% increase which is reasonable and is based on the previous thirteen years of OSD rate increases. The obligation for the remaining 12% would be shifted to the Commonwealth and covered by the reserve created in this budget appropriation language.

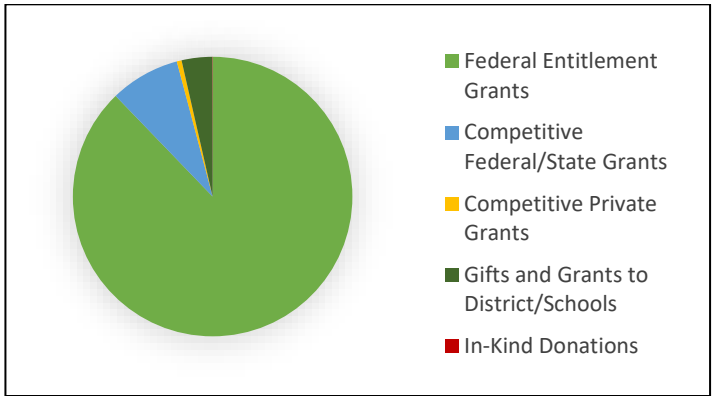
We are aware that budget season is here and appreciate the fact that you and your colleagues are presently holding hearings while trying to craft the FY2024 GAA. As a school committee, we understand the difficult job of meeting infinite needs with finite resources. Thank you for your attention to this pressing and important issue.

Sincerely,

The Andover School Committee

# FY23 Andover Public Schools Grants and Contributions

School Committee Meeting  
April 6, 2023



			Budget
<b>Grants &amp; Contributions for School Committee Approval</b>			
Andover High School	Digital Federal Credit Union (DCU) for Andover High School Student Scholarships	\$	7,500.00
Andover High School	Andover High School PAC for Teacher Wish List Grantee	\$	500.00
			<b>\$ 8,000.00</b>

			Budget
<b>Federal Entitlement Grants</b>			
District	ESSER II (expires 9/2023)	\$	304,392.00
District	ESSER III (expires 9/2024)	\$	1,254,539.00
District	IDEA American Rescue Plan (expires 9/2023)	\$	396,998.00
District	IDEA Early Childhood American Rescue Plan (expires 9/2023)	\$	36,996.00
District	Title I (Salaries: \$146,798 - Operational: \$1,944)	\$	148,742.00
District	Title IIA (Salaries: \$20,400 - Operational: \$51,430)	\$	71,830.00
District	Title III (Salaries: \$24,105 - Operational: \$3,200)	\$	27,305.00
District	Title IV (Salaries: \$10,799 - Operational: \$0)	\$	10,799.00
District	IDEA Special Education Entitlement Grant (Salaries: \$1,394,654 - Operational: \$265,054)	\$	1,659,698.00
District	IDEA Special Education Early Childhood (Salaries: \$29,344)	\$	29,344.00
			<b>\$ 3,940,643.00</b>
<b>Competitive Federal/State Grants</b>			
Andover High School	State Treasurer's Financial Education Innovation Fund Grant (Credit for Life)	\$	2,500.00
District	DESE Competitive: Civics Teaching and Learning Grant	\$	34,000.00
District	Comprehensive School Health Services Grant (Installment 4/4)	\$	100,000.00
District	DESE Targeted: My Career and Academic Plan (MyCAP) Development & Implementation Grant	\$	4,500.00
District	DESE Competitive: Genocide Education Grant	\$	40,000.00
District	DESE Competitive: Math Acceleration Academies Grant	\$	81,760.00
District	DESE Competitive: High Quality Instructional Materials (HQIM) Implementation Grant	\$	100,000.00
			<b>\$ 362,760.00</b>
<b>Competitive Private Grants</b>			
District	Rockefeller Philanthropy Advisors for SEL in Action (Installment 2 of 2)	\$	25,000.00
<b>Gifts &amp; Grants to District</b>			

District	ACE via ECCF for Fall 2022 Teacher Innovation Fund (TIF) Grants	\$ 12,592.00
District	Tides Center: Mini Grant for 5 Staff Members to attend the Innovative Schools Learning Excursion at Casco Bay High School	\$ 3,750.00
		<b>\$ 16,342.00</b>
<b><i>Gifts &amp; Grants to Individual Schools</i></b>		
Bancroft Elementary	Bancroft School PTO for Music Room AV Upgrades	\$ 15,000.00
High Plain Elementary	High Plain Elementary PTO for New Playground Project	\$ 30,000.00
High Plain Elementary	The Andona Society to support Social Emotional Learning Program	\$ 1,500.00
South Elementary School	American Online Giving Foundation - Donation	\$ 175.00
West Elementary School	Rotary Club of Andover for Books	\$ 619.46
West Middle Schools	AEOP & eCYBERMISSION for StopFire Brigade STEM-in-Action Grant	\$ 4,999.88
Wood Hill Middle School	The Andona Society for Grade 6 Science Program Change is Simple	\$ 2,000.00
APS Middle Schools	ACE via ECCF for Glowforge Laser Cutters for Middle Schools	\$ 18,870.00
APS Middle Schools	ACE via ECCF for <i>On the Same Page</i> Author Visit Program	\$ 41,465.00
Andover High School	Rotary Club of Andover for Name Tags for Presentation	\$ 250.00
Andover High School	Andover High School PAC: Sea Perch/Dance Team	\$ 1,000.00
Andover High School	United Technologies Corp. (Raytheon): Donation in honor of Lindsey L'Ecuyer	\$ 1,000.00
Andover High School	Andover High School PAC - Various Clubs	\$ 1,975.00
Andover High School	Service Club of Andover - Speaker Fee	\$ 500.00
Andover High School	Andover High School PAC for Teacher Wish List Grantees	\$ 4,219.00
Andover High School	ACE via ECCF for STEM Equipment	\$ 13,766.00
Andover High School	Andover Vocal Music Association: Targeted Donation for Show Choirs	\$ 5,000.00
		<b>\$ 142,339.34</b>
<b><i>In-Kind Donations</i></b>		
Transition Opportunities Program (TOP)	In-Kind Donation: Frigidaire 17.6 cu. ft. French Door Refrigerator from Home Depot	\$ 1,498.00
<b>TOTAL GRANTS &amp; CONTRIBUTIONS</b>		<b>\$ 4,484,832.34</b>

ANDOVER SCHOOL COMMITTEE MINUTES

**February 16, 2023**

MEMBERS PRESENT: S. McCready, Chair  
L. Conoscenti  
E. DiCesaro  
T. Spruce, Vice Chair  
S. Wright

MEMBERS ABSENT: Sophia Miele, SGA student representative.  
OTHERS PRESENT: M. Parvey, Superintendent  
K. Taverna, Assistant Superintendent of Finance and Administration  
J. Riley, Assistant Superintendent for Teaching and Learning

**Call to Order/Moment of Silence/Salute the Flag**

Ms. McCready, Chair, called the Regular Meeting of the School Committee of February 16, 2023, to order at 7:00pm in the School Committee Conference Room.

**A. Recognitions/Communications**

Dr. Parvey shared her school visits at Sanborn Elementary for the Read Along program, the Chinese New Year performance at the Doherty School, High Plain Elementary for second step SEL lesson and Andover High School DEI Student Advisory Council where the nurses discussed how to provide more culturally proficient care for AHS students.

Dr. Parvey continued with her drop-in visits at Shawsheen Pre-School, South Elementary, and Doherty Middle School. Thoughts and ideas were shared from educators such as the need for a full-time pre-school social worker, SEL support and information where to find that support. There is also a concern about equitable distribution of the special needs programs.

Dr. Parvey's Administrative Updates included REDI presentation to the Andover DEI Commission, attendance at AHS Building Committee meeting, ABC Scholars prospective families meeting, and AHS Project Team meeting.

Dr. Reilly thanked the instructional coaches for attending the School Committee meeting tonight. She reviewed the SEL Research Grant to be combined with the RULER work happening.

Mr. Taverna attended the production of the Lion King at Wood Hill. Guide Post is conducting the second week of on-site safety visits this week.

Ms. Spruce provided a progress report on the West Elementary/Shawsheen Pre-School construction, the steel beams are up, and the flooring is being worked on. There is a time lapse video online. Gilbaine is doing a great job getting the students involved in the construction project. The next informal forum of the School Committee is scheduled for February 28<sup>th</sup> at 7:00pm virtually.

Mr. Wright attended the DEI Committee meeting where the REDI program was presented.



Dr. Conoscenti attended the community forum for AHS Building Committee on February 6<sup>th</sup> at the Memorial Hall Library and it was fully attended. The next community forum will be held on March 13<sup>th</sup> at 7:00pm at the Memorial Hall Library.

Sophia Miele advised the School Committee that the students are all looking forward to February vacation.

Ms. McCready attended the Sanborn PTO read along event. She thanked Gilbaine for involving the students in the West El/Shawsheen construction project.

**B. Public Input** – None.

**C. Response to Public Input** – None.

**D. Education**

**Presentation: Elementary Math & Coaching** – Beth Miner stated that we are in year one of implementation of Eureka<sup>2</sup> Math curriculum. She reviewed the Launch 2022 Training, fall 2022 workshops and winter 2023 workshops held. Grade level topic planning sessions were held. She shared some feedback from the teachers. Parent support through in-person workshops and one virtual workshop are helping the parents understand the curriculum. There is constant contact with families from Eureka<sup>2</sup> Math and at home practice samples. A \$100,000 grant was awarded for high quality instruction materials and will be used for professional development for Eureka<sup>2</sup> Math through August 31, 2023. The district can reapply after that date. The district has the infrastructure to continue the work moving forward which puts us in a good position for additional grants. Merrimack College Fellows will also be working under this grant.

Steve Fink added that mathematics from APS stays with the students.

Jason DiCarlo reviewed the Elementary Content Coaching vision for APS which is developing a culture of adult learning. Fall 2022 was content focused coaching with coaching support continuing in late fall 2022 and winter 2023.

APS coaches survey was sent to teachers to obtain their feedback. 130 responses were received. A few statements received were provided to the School Committee. The rating system was reviewed. Moving forward 2022-2023 will be building trust and relationships, 2023-2024 will build the culture of adult learning.

Ms. Spruce noted some might view “coaching” as a negative, and asked how “coach” was made a positive term. Mr. DiCarlo explain it helps to build credibility and you find the positives and successes. You are not coaching because of a deficiency, but to build the culture of adult learning.

**E. New Business**

**1. AHS Building Committee**

**a. Presentation: Update on Building Project**

Mark Johnson reviewed the previous work done in 2016 with the Comprehensive Facility Plan through 2017 and the 2022 AHS Facility Study. Public meetings, charrettes and community forums are being held along with tours of AHS.

Programming at AHS has been reviewed with the architects so they understand how

the school works and how students learn. The draft Project Timeline, feasibility study and other dates for recommendations were reviewed. Five different site development options were presented including a parking structure and an upgrade to the Collins Center. In the public forums held to date, Campus 2 with a new auditorium has been the favorite. The evaluation criteria and construction options were reviewed and discussed. Traffic will be reviewed and student learning during construction will be reviewed. All of the spaces in the Science Wing are undersized and will be removed as they do not meet MSBA standards. There are leaking pipes, and other upgrades that need to be done to comply with current building code. Ms. DiCesaro asked for more detail regarding the Open Studio. This space will be available in the cafeteria after school to questions and engagement with students and teachers.

Mr. Wright asked if future capacity is being considered. The construction is being based on 1900 students.

**b. Presentation: AHS Education Plan**

Caitlin Brown presented the collaborative effort with the Building Committee to drive the design for the building project. This provides context and programmatic goals for future teaching and learning practices. Overcrowding and lack of adequate space to meet educational needs are something the teachers and students face every day. Core educational principles such as authentic learning spaces, SEL quiet rooms, project spaces and teacher collaborative spaces are needed. We are making data informed decisions during the process. A 9<sup>th</sup> grade academy would provide a specific space for 9<sup>th</sup> grade programming.

Steve Fink added that it would be beneficial to have specifics of the design by department. Caitlin Brown reviewed the specific design requests by the English department.

**2. Policy Updates – First Readings:**

**a. Section D – Policies on Fiscal Management**

**b. Policy KCD – Public Gifts to the Schools**

MASC recommended edits to Section D, Policies on fiscal management. Ms. Spruce reviewed the edits. Legal Counsel has reviewed the document and nothing substantive has changed; the legal references were updated.

Policy KCD contains updates to legal references and cross references.

**F. Continuing Business**

**District Strategic Roadmap: Mission, Core Values and Vision**

Ms. McCready reviewed the past discussions from February 2, 2023.

Proposed Mission: “Educate our students to be resilient, engaged, lifelong learners, compassionate community members, who are critical thinkers, collaborative problem solvers and positive contributors to a diverse and rapidly changing society.

All students belong, strive and thrive”.

Core Values – Ms. Spruce suggested keeping the word “excellence” and changing the

definition. Sophia Miele added that students attribute excellence to STEM students. Revised Core Values “Strive to meet my full potential and persevere when faced with adversity.”

Vision – “We are diverse, yet cohesive, connected, collaborative and energized.”

Revised “We are diverse, yet cohesive, connected and collaborative.”

Mr. Taverna suggested adding an additional bullet point. It was agreed to add “We create a culture of belonging and inclusivity”.

Revised: “Our staff reflects, respects, supports and embraces our diverse families.”

Revised: “We are a community of lifelong learners and we each pursue our personal and professional goals to achieve our own definitions of success.”

Revised: “We are the best place to learn, to work, to serve.”

**A motion to move the Andover School Committee to vote to approve the Mission, Core Values and Vision as presented and amended was made by Dr. Conoscenti, seconded by Ms. Spruce and unanimously approved 5-0.**

#### **G. Consent Agenda**

DESE competitive grant \$100,000 for high quality instruction materials.

**A motion to move the Andover School Committee to approve the Consent Agenda as presented was made by Ms. Spruce, seconded by Ms. DiCesaro and unanimously approved 5-0.**

**A motion was made to adjourn the Andover School Committee meeting at 9:32pm by Ms. Spruce, seconded by Ms. DiCesaro and unanimously approved 5-0.**

Submitted By: \_\_\_\_\_

Lynn Viselli, Recording Secretary

Approved \_\_\_\_\_

Date

**Per the Massachusetts Open Meeting Law, the following is a list of documents that were either distributed to the Andover School Committee before the meeting in the packet or at the meeting.**

1. Agenda
2. Elementary Math and Coaching
3. Update on AHS Building Project
4. AHS Education Plan
5. Policies KCD and Section D
6. Consent Agenda

ANDOVER SCHOOL COMMITTEE MINUTES

**March 16, 2023**

MEMBERS PRESENT: S. McCready, Chair  
L. Conoscenti  
E. DiCesaro  
T. Spruce, Vice Chair  
S. Wright

MEMBERS ABSENT: Sophia Miele, SGA student representative.  
OTHERS PRESENT: M. Parvey, Superintendent  
K. Taverna, Assistant Superintendent of Finance and Administration  
J. Riley, Assistant Superintendent for Teaching and Learning

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

Ms. McCready, Chair, called the Regular Meeting of the School Committee of March 16, 2023, to order at 7:01pm in the School Committee Conference Room.

**B. Recognitions/Communications**

Dr. Parvey's Administrative Updates included her school visits at High Plain Elementary and South Elementary for the Read Along programs. She visited Andover High School with State Representative Tram Nguyen, Andover High School SGA meeting, Doherty Middle School for Learning Walls with IFL and the Topping Off ceremony at West Elementary/Shawsheen Pre-School building project.

Dr. Parvey attend the NSIP 2 year cohort meeting, All Administrators meeting, ACE Quarterly meeting, NSIP Year 2 Coaches Table, and Andover High School Building Committee bi-weekly meeting.

Professional Development continues for Instruction Assistants from Pre-K to grade 12 on the March 10, 2023 early release day. Grades K-5 had parent teacher conferences. Grades 6-8 had professional development by subject matter. Grades 9-12 had the option to choose from a number of professional development options offered.

Dr. Parvey thanked the Andover DPW and APS Staff for their work Tuesday making sure all the students were dismissed safely during the snowstorm. She also congratulated the Andover High School Girls Varsity Basketball team who will be playing Friday night for the state championship.

Dr. Riley also attended the High Plain Read Along and thanked the class for the gift and cards she received. She also attended the Math Learning Lab at Doherty Middle School.

Mr. Taverna stated that the in-person school safety assessment is complete and the Leadership team will be interviewed next, then a survey will be sent out and a focus group set up in the spring.

Ms. DiCesaro also attended the Topping Off Ceremony and the Capstone Literature Review at Andover High School.

Ms. Spruce also attended the Topping Off Ceremony and the 5<sup>th</sup> grade class was very enthusiastic. She also attended the Capstone Literature Review and was very impressed with the work showcased.

Mr. Wright attended the Topping Off Ceremony and the Capstone Literature Review. Women in History Month is this month and a Women in Business Leaders in Andover event will be held March 29, 2023 at Oak and Iron.

Dr. Conoscenti attended the Capstone Literature Review and enjoyed being with the students and see their work. The Andover High School Building Committee community forum was held Thursday and there are two more scheduled on March 27<sup>th</sup> and April 13<sup>th</sup>. The next building committee meeting is next Thursday at 7:50am.

Sophia Miele thanked Dr. Parvey for coming to the SGA meeting at the High School and listening to their concerns and answering questions.

Ms. McCready attended the High Plain Read Along for the 3<sup>rd</sup> grade. She also attended the Capstone Literature Review. The Andover Service Club is hosting the Credit For Life Fair on April 4<sup>th</sup> and is looking for volunteers. Town Elections are March 28<sup>th</sup>. The West Elementary/Shawsheen Pre-School Building Committee met, and an overview of the invoice process was provided, Town Meeting Warrant Articles were reviewed, and updates provided. Ms. McCready also attended the Topping Off Ceremony. The engagement of the students has been wonderful. A memo was received from the Town Manager that the Town may not have the debt limit to fund the High School Building Project. This is not a MSBA project. Ms. McCready also followed up with Sophia's statement at the last School Committee meeting by emailing responses to her questions and offering to attend a Student Government meeting.

**C. Public Input** – None.

**D. Response to Public Input** – None.

**E. Education**

**1. Presentation: Educator Evaluation Update-** – Dr. Riley presented the Educator Evaluation update. During the 2022-2023 school year all evaluators are receiving 18 hours of professional development to support calibration of best practices that support instructional improvements across the district. The 5 Step Evaluation Cycle was reviewed as well as the goals. The Educator Evaluation System will align with the improvements in the district, including use of data, consistency and direct message with feedback. Evaluation is a skill that is developed over time.

Ms. Spruce asked if this process would help with items identified by DESE in its comprehensive report. Dr. Riley explained the use of data to achieve goals and perfect and develop content during the school year in the next steps. Using the data will drive instruction.

Dr. Conoscenti asked if there is a plan for retraining or check-ups. Dr. Riley explained a second round of training is being investigated and checks and balances are being built in. We are continuously building values to do this work effectively.

Professional Development topics were reviewed, including note-taking strategies to assist during the evaluation and to translate into written evaluation, Peer Reviews for High School and Elementary, conferencing and formative assessments and direct growth and improvement plans. Professional Development practices include role play, peer consultations, calibration and feedback, and homework. Feedback from the Professional Development was reviewed. Beth Miner stated that we are in year one of implementation of Eureka2 Math curriculum. She reviewed the Launch 2022 Training, fall 2022 Workshops and Winter 2023 Workshops held. Grade level topic planning sessions were held. She shared some feedback from the teachers. Parent support through in-person workshops and one virtual workshop are helping the parents understand the curriculum. There is constant contact with families from Eureka2 Math and at home practice samples.

A \$100,000 grant was awarded for high quality instruction materials and will be used for PD for the Eureka2 through August 31, 2023. The district can reapply after that date. The district has the infrastructure to continue the work moving forward which puts us in a good position for additional grants. Merrimack College Fellows will also be working under this grant.

Steve Fink added that mathematics from APS stays with the students.

Jason DiCarlo reviewed the Elementary Content Coaching vision for APS which is developing a culture of adult learning. Fall 2022 was content focused coaching with coaching support continuing in late fall 2022 and winter 2023.

APS coaches survey was sent to teachers to obtain their feedback. 130 responses were received. A few statements received were provided to the School Committee. The rating system was reviewed. Moving forward 2022-2023 will be building trust and relationships, 2023-2024 will build the culture of adult learning.

Ms. Spruce asked how the team has addressed what some might view as the stigma of needing a “coach” and viewing coaching as a positive. Mr. DiCarlo responded it helps build credibility and you find the positives and successes. You are not coaching because of a deficiency, but to build the culture of adult learning.

## **F. New Business**

### **1. AHS Field Trip: International Trip to France (April 10-20, 2024)**

Peter Hall presented the information to the School Committee. The exchange program has been in effect for about 20 years, and this is the 6<sup>th</sup> exchange. The students live with families for a week and attend school, and activities. Mr. Hall reviewed the 10-day schedule. The cancellation policy was reviewed and discussed.

**A motion that the Andover School Committee vote to approve the proposed extracurricular trip for Andover High School students to travel to France from April 10-April 20, 2024 in accordance with the provisions set forth in the Andover School Committee policy entitled “APS School-Sponsored Trip and Student Travel Policy,” as presented, was made by Dr. Conoscenti, seconded by Mr. Wright and unanimously approved 5-0.**

### **2. FY24 Warrant Articles**

- Article P24: Authorize Electricity Supply/On Bill Credit Purchase Agreements at Bancroft Elementary School.
- Article P25: Authorize Lease of Land/Rooftop Space at Bancroft Elementary School for Solar Photovoltaic Facilities
- Article P27: Authorize Electricity Supply/On Bill Credit Purchase Agreements at West Elementary School/Shawsheen Pre-School
- Article P 28: Authorize Lease of Land/Rooftop Space at West Elementary School/Shawsheen Pre-School for Solar Photovoltaic Facilities
- Article 45: Andover Sustainability Resolution

Article P24 is an agreement to purchase solar energy at a fixed rate for the term of the agreement at Bancroft Elementary.

Article P25 is the agreement to lease the site to a 3<sup>rd</sup> party to generate solar energy for the term at Bancroft Elementary.

Article P27 is to purchase solar energy at a fixed rate for the term of the agreement at West Elementary School/Shawsheen Pre-School.

Article P28 is the agreement to lease the site to a 3<sup>rd</sup> party to generate solar energy for the term at West Elementary School/Shawsheen Pre-School.

The solar panels are good for 20-25 years and it is best if they are placed on a new roof, which is why Bancroft Elementary and West Elementary/Shawsheen Pre-School were chosen. This is renewable energy without up-front costs and a savings of over \$1.2 million during the term of the agreement. There is a fixed rate for 20 years. The solar panels extend the life of the school roofs. The risk is unexpected, downed trees can put the panels out of commission resulting in higher electricity rates for a period of time. There are also new tax incentives for solar energy and installation.

**A motion that the Andover School Committee vote to recommend approval of Warrant Article P24 as presented was made by Ms. DiCesaro, seconded by Ms. Spruce and unanimously approved 5-0.**

**A motion that the Andover School Committee vote to recommend approval of Warrant Article P25 as presented was made by Ms. Spruce, seconded by Dr. Conoscenti and unanimously approved 5-0.**

**A motion that the Andover School Committee vote to recommend approval of Warrant Article P27 as presented was made by Dr. Conoscenti, seconded by Mr. Wright and unanimously approved 5-0.**

**A motion that the Andover School Committee vote to recommend approval of Warrant Article P28 as presented was made by Mr. Wright, seconded by Ms. Spruce and unanimously approved 5-0.**

Article P45: Andover Sustainability Resolution was presented by Gracie Ventre and Kate Margolese. This Warrant Article is being put forth by AndoverWeCan. The six actions recommended to the Town were reviewed. The passing of this Article would align the Town with the State, provide climate prioritization, showing the Leadership that

this is a priority and is non-binding. This would align with the state's goal to reach net zero emissions by 2050.

**A motion that the Andover School Committee vote to recommend approval of Warrant Article P45 as presented was made by Dr. Conoscenti, seconded by Mr. Wright and unanimously approved 5-0.**

- 3. Job Descriptions: Middle School Humanities Coach and Middle School STEM Coach** - Dr. Riley reviewed the job descriptions for the Middle School Humanities Coach and the Middle School STEM Coach. The Coaches will work in all three Middle Schools to facilitate and support the teachers and develop curriculum and professional development. They will also help develop the new Middle School schedule with vertical and horizontal alignment with all three Middle Schools.

**A motion that the Andover School Committee vote to recommended job descriptions for the Middle School Humanities Coach and the Middle School STEM Coach as presented was made by Ms. Spruce, seconded by Dr. Conoscenti and unanimously approved 5-0.**

- 4. Superintendent Mid-Year Goals** – Dr. Parvey presented her mid-year goals with evidence of her progress, which include her regular presentations to the School Committee, bi-weekly memo to the School Committee, and District Administrators' presentations to the School Committee.  
Goal #1: Professional Practice Goal includes continued attendance at REDI sessions, presentation to School Committee and DEI Commission, met with Andover High School C3 committee to share district's work on equity, and implicit bias training.  
Goal #2: Student Learning Goal includes assessment of current district SEL practices, systems and resources K-12 and begin preliminary implementation of a district wide comprehensive SEL plan. This includes anti-bullying training for all administrators, Jason Levine going to schools for training with guidance counselors, a continued partnership with Yale Center for Emotional Intelligence, and Cohorts for RULER training with an April kickoff.  
Goal #3: Student Learning Goal includes the use of data to drive instruction and inform district priorities which include consistency in the supervision and evaluation process. Data Wise training sessions, teacher evaluation training meetings with RIBAS, Understanding by Design curriculum framework training and bi-weekly visits to schools to observe and discuss instruction in classrooms with building leaders.  
Goal #4: District Improvement Goal is the development and initial implementation of the APS strategic plan for ongoing improvement. The district strategic roadmap has been finalized and development of a 3-year operational plan continues.  
Goal #5: District Improvement Goal of communication and engagement. This includes participation in PTO meetings, town and community events, meetings with AEA leadership, staff drop-ins at schools, Superintendent's office hours, AHS Building Committee participation and participation in West Elementary/Shawsheen Pre-School project events and milestones.



Dr. Parvey reviewed the goals and actions or steps taken to achieve these goals to date. Ms. Spruce thanked Dr. Parvey for the work and attention towards the goals, especially the community engagement.

Dr. Conoscenti appreciates the regular thorough updates.

Mr. Wright thanked Dr. Parvey for her patience and discipline in putting forth her vision for the District and her communication.

Ms. DiCesaro thanked Dr. Parvey for her commitment to the work being done.

- 5. Memorandum of Agreement: SEIU Local 888 School Custodians** – Mr. Taverna and Mr. Wright have negotiated a Memorandum of Understanding with the school custodians which includes a 2.5% increase for FY24. Mr. Taverna thanked the custodians for a collaborative session.

**A motion that the Andover School Committee vote to approve the Memorandum of Agreement between the Andover School Committee and SEIU Local 888 School Custodians effective July 1, 2023 – June 30, 2024 and to authorize the Chair to sign the revised contract on behalf of the School Committee as presented was made by Mr. Wright, seconded by Ms. Spruce and unanimously approved 5-0.**

**E. Consent Agenda**

1. Donations/Grants to the District including Andover Vocal Music Association to Andover High School Show Choirs in the amount of \$5,000 and Tides Center mini grant for 5 staff members to attend the Innovative Schools Learning Excursion at Casco Bay High School in the amount of \$3,750.
2. Minutes for February 2, 2023, Meeting.

**A motion that the Andover School Committee approve the Consent Agenda as presented was made by Dr. Conoscenti, seconded by Ms. DiCesaro and unanimously approved 5-0.**

**A motion was made to adjourn the Andover School Committee meeting at 9:03pm by Dr. Conoscenti, seconded by Ms. DiCesaro and unanimously approved 5-0.**

Submitted By: \_\_\_\_\_  
Lynn Viselli, Recording Secretary

Approved \_\_\_\_\_  
Date

**Per the Massachusetts Open Meeting Law, the following is a list of documents that were either distributed to the Andover School Committee before the meeting in the packet or at the meeting.**

1. Agenda
2. Elementary Math and Coaching
3. Update on AHS Building Project
4. AHS Education Plan
5. Policies KCD and Section D
6. Consent Agenda