

**ANDOVER SCHOOL COMMITTEE  
WORKSHOP MINUTES – OCTOBER 22, 2015**

School Committee Room – School Administration Building

**Members in Attendance:** Chair Annie Gilbert, Joel Blumstein, Paula Colby-Clements, Susan McCready, Ted Teichert

**Others in Attendance:** Dr. Sheldon Berman, Superintendent, Nancy Duclos, Asst. Superintendent and Assistant Superintendent – Paul Szymanski, Paul Puzanghera, CIO, Michael Gilbert, MASC Representative and Ken Lombardi

**I. Workshop Agenda -**

**8:30 am**

**A. Call To Order**

Call to Order - Chairman Annie Gilbert called the School Committee Meeting to order at 8:30AM.

**B. Communications**

The successful ACE Scarecrows event was briefly brought up. Annie told the members that ACE is encouraging people to bid on the scarecrow(s) of their choice as these auction items help raise money for the schools. This is the 3<sup>rd</sup> year of a very successful fundraiser taking place in Andover. This year, the SC created their own masterpiece with Susan and Annie taking the lead on this creation.

Next, Annie brought the members up to speed on the recent Three Chairs meeting with the new Town Manager, Andrew Flanagan, Donna Walsh, Paul Szymanski and Shelley. This recent meeting was a ‘kickoff to the budget process’. The Board of Selectmen will be voting on the rate of increase of tax residential bill – but have not decided what that amount is and what position they are going to take at this time.

The CIP will be coming out at the end of the month on Oct. 30<sup>th</sup>. The first TriBoard meeting is scheduled for Tuesday, November 10 in the School Committee Room. The Board of Selectmen will take a position about the tax residential bill after the TriBoard meeting in their next meeting. Dr. Berman stated that the school’s budget process begins in November when they begin to meet with the principals in intensive meetings as a whole and also individually.

**C. Old Business**

***1. SC Policy Manual update – taken out of order to accommodate Mr. Gilbert so he could leave and not have to sit thru the whole meeting***

The subcommittee on policy, Joel Blumstein and Paula Colby-Clements, met early this morning with Mike Gilbert of the Massachusetts Association for School Committees (MASC) and Dr. Berman in regards to updating the SC Policy Handbook. Paula stated for a fee of \$10,500, MASC redoes our policy handbook – payments to be split in 3 – upon receipt of signed contract, July 1, 2016 and then upon completion in July 1, 2017. For this price, you get an electronic version of the document; we will also have access into a searchable data base. There is a combination of services explained in the contracts and if you do both at the same time, there is a discount. The nice thing of having a SC policy handbook online with a searchable, hyperlinked by index is that it is more user friendly for both the public and for the members. Of course, there will be periodic meetings held if updates are made to the policies or for policies that may need to be discussed.

Paula recommends that we consider the conversion online – take that extra step. Joel concurred and stated that if we took the MASC services separately it would be ok too and

similar to what we now have, but it does make more sense to take advantage of the discount and get the online piece and have that searchable database.

Once the contract is approved, it would take about 60-90 days for MASC to go thru the policy. The members agreed that the MASC contract should be brought up for a vote at a subsequent School Committee meeting so a vote can be taken on it. Then a subcommittee meeting on policy could be set up for a January date.

## **2. CIP FY 17**

Dr. Berman, gave the Committee an overview of where the CIP stood at this time. He stated that the vote needed today was for all the CIP docs presented to date.

Textbooks – Courses at the high school because of the schedule change will be semesterize courses. Although some courses, like US History will be a full year course, Economics will only be a ½ semester course, not full year. In the next month, Asst Superintendent, Dr. Duclos will look closely at the course study offerings and will have a more finalized idea of what those courses will be to be offered. The main questions that we need to consider is whether we should keep buying textbooks at all or whether we start to go with more subscriptions or online textbooks. Both these options remain current and allow students a broader range of resources. The only problem with this question is that there aren't many online textbooks yet – this is something that is still developing for schools to buy.

Next, Dr. Duclos passed out a document on Elementary Digital Curriculum which explains the digital applications that accompany the district's most current programming. At this time, she's proposing leaving the textbooks as is and coming back to the Committee to talk further about this knowing that we won't get fully funded for these items.

Dr. Berman said that Paul Puzanghera would also speak further about this in his presentation to the Committee. He noted we need the equipment but also the support, staff development and structure for this curriculum to succeed.

Mr. Puzanghera passed out a document explaining the "three pillars of a digital transformation" He explained to the committee that there has been a lot of technology introduced into the District the last 2 years. However there needs to be a time to talk about educational change as well. He explained there are 3 major components – one is the technology platform, without devices for students, teachers, software, the collaboration in the classrooms needs to start here. We need to talk about content and he suggests a myriad of resources to enhance the educational experience for students. However, that content comes from multiple areas. You can't bring in technology without updating the content, this is not the way to go.

Cultural Transformation – We need an active engagement in this and take all of the stakeholders and move them to a new place. This doesn't happen overnight or for free. Blended learning, differentiated instruction, project based learning, student directed learning, flipped classroom, meaningful assessments 3Rs – 4Cs are all part of the cultural transformation. It may take a year, 2, or 3 years, but we need a plan.

The suggestion to offer a pilot program at an elementary school instead of throughout the district was presented to the Committee. Then from there we could plan the purchases in FY18 based on what we learn in this pilot program. Also Mr. Puzanghera stated that what we really need to have on site is more ipads and laptops for PARCC. The roll out of the Andover 1;1 initiative at the Middle School level is going well; the preliminary indications at high school show that it will take a little longer there.

The district proposal is that the K-5 devices should be funded by the district according to Mr. Puzzanghera. Annie said that North Andover district just gave Chromebooks for their elementary level students and the question will be why not in Andover. Paul P said that he is in support of continuing with Apple in the elementary level because we have already made the investments into the product. At the grade 6-12 level, it is not as important for all students to have the same devices.

Mr. Blumstein commented that in his way of thinking the process is never going to be perfected, it is always changing. We just need to figure out how to work it out. Paula asked about the cultural transformation piece and where Mr. Puzzanghera thought we were in the pillar? Dr. Berman stated that all the elementary principals who met with Mr. Puzzanghera earlier this week stated that they were ready to launch into the technology steps. However, the support for these programs is needed if it's going to be successful. Annie said that there has to be some expression to the Town Manager that this is what the schools choose as a priority for the schools. A motion was drafted and read by a Committee member to be sent to the Town Manager. Dr. Berman will work on the statement and send it to the Town Manager. A motion was also made to approve the CIP as it stands followed by the Committee's desire to show support for the digital learning implementation presented today.

Paula Colby-Clements moved that the Andover School Committee vote to approve the Capital Improvement Plans as presented to date by the Superintendent and Assistant Superintendent of Finance/Administration. The motion was seconded by J. Blumstein. On a roll call vote 5-0, the motion was approved.

Paula Colby Clements moved that the Andover School Committee vote to approve the statement of support for submission to the Town Manager and other Town Boards to show our support for digital learning implementation as presented today. The motion was seconded by T. Teichert. On a roll call vote 5-0, the motion was approved.

#### **D. New Business**

##### **1. Affordable Health Care Costs Discussion**

Human Resources Director, Candace Hall and Ken Lombardi outlined to the Committee in a 10 minute powerpoint presentation the changes in the Affordable Health Care costs and how that is going to impact our overall budgetary situation. This was only for information purposes as it will be extensively shown before the Board of Selectmen at a later date.

#### **E. Consent Agenda**

##### **1. Warrants & Minutes**

Paula Colby-Clements moved that the Andover School Committee vote to approve the Consent Agenda – Warrants and Minutes as presented. The motion was seconded by Joel Blumstein. On a roll call vote 5-0, the motion was approved.

#### **II. Adjournment**

T. Teichert moved that the Andover School Committee adjourn. J. Blumstein seconded the motion.

The meeting adjourned at 10:35AM.

Respectfully,  
Alison Phelan, Committee Recorder