

**Andover School Committee**  
**Minutes of March 21, 2019**

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

**Others in Attendance:** Superintendent Berman, Assistant Superintendent Paul Szymanski, Assistant Superintendent for Student Services Dr. Sara Stetson, and Assistant Superintendent for Teaching and Learning Sandy Trach, and AHS Liaison Ben Roldan.

**I. Call to Order**

The Chair called the meeting to order at 7:00 P.M. in the School Committee Meeting Room located in the School Administration Building.

**A. Moment of Silence/Salute to Flag**

The meeting began with a Moment of Silence followed by the Pledge of Allegiance.

**B. Recognitions & Communications**

Dr. Berman recognized the following students who are recipients of Scholastic Art and Writing Awards:

- Audrey Gallacher, AHS senior, received two national gold medals and a silver medal in the *Drawing and Illustration* category, and whose drawings will be shown in Carnegie Hall in June.
- Drake Zhang, AHS junior, received a gold medal in the *Painting* category.
- Jessica Xu, West Middle School, received a silver medal for the *Drawing & Illustration* category.

In addition, Dr. Berman also recognized:

- AHS Robotics Team (Team Thunder) who have been invited to compete in the Tech World Challenge Championship this April in Detroit.
- Robotics Team Coach, Minda Reidy on receiving the Compass Award, which is only given at the State Championship level, as a recognition of outstanding guidance and support to a team and a gracious professional.
- Dr. Berman enjoyed spending time at West Middle and Shawsheen School with Donna Ruseckas, Program Coordinator for Health and PE.
- South Elementary's School Play '*Honk*' which was absolutely delightful.
- Sanborn School's Heritage Night: Sanborn School altered the presentation of past Annual Heritage Nights. Instead of the previous displays in the cafeteria, each country had its own classroom, participants received a passport, and chose their location/country to visit. Students were engaged in activities in each room and there were additional presentations in the gym, it was a fantastic evening.
- Acknowledged Sara Stetson, Tracy Crowley, and Joanne Najarian who have launched the UDL Course for Andover teachers and everyone has been completely engaged.



Sandy Trach spoke at the Bancroft PTO meeting on the potential change to School Start Time and thanked Shannon Scully for joining her; it was a great discussion and they received good feedback from parents in attendance. The search for a Fine Arts Coordinator is in the final stages and the West Middle and West Elementary Principal Searches will soon begin. Sandy had the pleasure of attending an AVID cohort with students, parents, teachers at AHS, and commented on the Cultural Proficiency Training on how to build identity-safe classrooms.

Tuesday, March 26<sup>th</sup> is the Annual Town Election and it is important that everyone get out and vote.

Susan McCready thanked Donna Ruseckas on the health faculty work with mental health issues and depression being done at the middle school level and encouraged parents to attend these very informative discussions. Tracey Spruce and Susan were the School Committee reps at the Informal Meeting on 3/11. The forum was well attended.

Paul Murphy attended a student run candidate's forum at AHS and hopes it becomes a yearly tradition.

Tracey Spruce reported on the Informal Forum held on March 11<sup>th</sup> at Memorial Hall Library. The forum was well attended with many topics raised: A parent expressed concern about the inconsistency in technology use from classroom to classroom. The Committee may want to invite Joanne Najarian, Director of Digital Learning, to a meeting to discuss appropriate use of electronic devices, and meet with members of the IT Department for ideas on how to monitor student use. Students and parents are required to sign off on the 'responsible use' policy. The use of cellphones and the use of cellphone sleeves at AHS are also a concern. The School Committee may want to consider having a policy to limit/ban cellphone use during instructional time. In addition, there were questions on upcoming additional time to the end of the school day and information communicated out to parents and the community. The conversation also included tuition free full-day kindergarten, status of the process on updating the facilities, and the lack of clarity in the anti-bullying policy on procedures.

This weekend the N.E. Show Choir Competition is being held at AHS with Show Choirs coming from around the country and Canada.

Shannon Scully thanked the IT Department for the new microphones installed in the School Committee Room. Tuesday, March 26<sup>th</sup> is All Bands Night at AHS starting at 7 PM.

Update related to budget: both the Finance Committee and the Board of Selectmen have unanimously voted in favor of the school budget put forth by the School Committee of \$85,854,808 plus an additional \$75,000 towards full-day kindergarten. Town Meeting begins on Monday, April 29<sup>th</sup> at the Collins Center.

**C. Public Input - None**

**D. Response to Public Input –N/A**

**E. Education:**

**1. Field Trip: DMS to Barcelona, Spain, April 16-24, 2020**

Joel Blumstein moved that the Andover School Committee vote to approve the proposed extracurricular trip for Doherty Middle School students to Madrid, Barcelona Spain on April 16-24, 2020 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 Susan McCready and voted 5-0 to approve.

**2. Field Trip: AHS Robotics Club to Detroit, MI, April 23-28, 2019**

Paul Murphy moved that the Andover School Committee vote to approve the proposed extracurricular trip for the Andover High School Students Robotics Team to Detroit, Michigan on April 23-28, 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 Susan McCready and voted 5-0 to approve.

**3. Presentation from SEL Sprint**

Dr. Berman recognized Pam Lathrop, Principal, High Plain Elementary Principal, and Becky Franks, Principal of WMS, for taking a leadership role in the Social and Emotional Sprint. and Cultural Proficiency.

Members of the SEL Sprint Team provided a presentation on the professional development training at the Summer Institute at William and James College who offer a very rigorous program. The role of the SEL Team is to create a more sustainable and cohesive program to the schools so that all students are learning consistently. William James is the first college in the country to offer this program. The team talked about implementing Open Circle, Responsive Classroom, and SEL in the classrooms at the elementary level.

**Program Implementation**

The Elementary Program includes the Responsive Classroom Model with morning meetings and the three Middle School’s Program includes Where Everyone Belongs (WEB), which provides an opportunity for 8<sup>th</sup> grade students to become mentors to incoming Grade 6 students. The High School is restructuring the H1 Block to better support advisory programs and focus on social emotional learning. There is significant work being conducted to support culture proficiency and awareness across the District.

**C-3 – Cultural Climate Committee –District Advisory Group** is working on ways to extend cultural deficiency and supporting teachers in a triad capacity. Facing History professional development was brought into the schools and they are hoping to continue this work going forward. Panorama Survey was implemented to chart the progress in fostering a positive school climate. Schools are using the results to help shape the environment. All Grade levels in K-5 participated in One Community, One Nation (OCON) training this year, bringing awareness to curriculum writing and work that teachers will be doing. Andover should be extremely proud of the work teachers have been doing.

## **F. Continuing Business**

### **1. Fusion Academy Presentation**

Sandy Trach provided an update on the application from Fusion Academy to the Andover School Committee requesting approval to open an Academy in Andover located at Dundee Park. Andover is projected to be Fusion's 53<sup>rd</sup> campus nationwide.

Fusion representatives provided an overview of who they are, what they offer, and their plans for Andover. The biggest population of their students fall into the social-emotional category, and that educating the heart and the mind and prepares students for future success. Fusion is not a Special Education School. Their unique model fosters academic success and personal well-being. Belief is to seek what is going on with a student and to understand.

Fusion states that their curriculum and instruction are aligned to the MA State Standards plus they include Life Skills and a Wellness Program. Fusion offers more than 250 unique courses w to students at college prep and honors levels. All classes taught one-to-one and tailored to the students learning needs and interests. Fusion provided information on the structure and time spent on each course, including instruction and homework cafes.

Sara Stetson asked about their approach to students with anxiety. Reply: Fusion is not a therapeutic environment but instead they partner with professionals working with their students, but do not handle that themselves.

What happens if a student has an IEP plan? Reply: Fusion is not bound by the IEP Plan, and depends upon what is required.

What is the relationship with Fusion Academy and other School Districts? Reply: they have a good relationship with other Districts.

Fusion was asked by Sandy Trach to provide information on post-secondary data (graduation rate, persistence in college), the success rate of Fusion students who transition back to public school, a case studies.

Hours of Operation: Very individualized based on student needs but most are based on a normal school schedule. Fusion provides safety and security trainings and discipline policy is case-by-case specific. Teachers are required to have a Bachelor's Degree, but a Master's Degree preferred.

Next step: Have a formal recommendation from the School Administration and put it on an agenda for future decision.

### **2. AHS Statement of Interest to MSBA**

The District needs to submit an SOI for AHS by April 12<sup>th</sup> to the Massachusetts School Building Authority in order to meet the deadline and be considered for the next steps. The School Committee is required to vote on the Statement of Interest.

Resolved: Having convened in an open meeting on **March 21, 2019**, prior to the SOI submission closing date, the Andover School Committee of Andover, Massachusetts, in accordance with its charter, by-laws, and ordinances, has voted 5-0 on a motion by Susan McCready and seconded by Joel Blumstein, \_ to authorize the Superintendent to submit to the Massachusetts School Building Authority the Statement of Interest Form dated **April 11, 2019** for the Andover High School located at 80 Shawsheen Road which describes and explains the following deficiencies and the priority category(s) for which an application may be submitted to the Massachusetts School Building Authority in the future, herein, described as: Priority 2: Existing conditions that constitute severe overcrowding; Priority 4: Conditions expected to result in increased enrollment; Priority 5: Issues surrounding school facility systems that require repair or replacement; Priority 7: Programs not currently available due to facility constraints.

**Priority 2: Existing conditions that constitute severe overcrowding**

Andover High School has 1796 students and is well over the functional capacity of the building. In its report, MGT assessed the building capacity as 1517. However, an analysis by HMFH Architects finds that the core classrooms have space to accommodate only 1400 students, based on current MSBA standards. With the current enrollment, room utilization exceeds 95%, and 75% of the staff move from classroom to classroom to provide instruction. Twenty-five non-classroom spaces have been converted to classroom use. Teacher workrooms have been converted to small classrooms, teachers are planning lessons in storage closets, and there is almost no space for students or teachers to work in small groups or for staff to meet with parents. Eighty percent of classrooms are smaller than current MSBA standards. The cafeteria, hallways, and common areas were all designed for a lower student enrollment, thereby adding to the overcrowding. There is very limited and inadequate space for current instructional strategies or project-based learning or such programs as career technical programs, engineering, and robotics.

**Priority 4: Conditions expected to result in increased enrollment**

New/planned housing developments coupled with in-migration will lead to higher enrollment over the next two decades. The MGT study released in April 2017 projects enrollment exceeding 1900 within the decade. The October 2017 Cropper Demographic Study indicates that AHS enrollment will exceed 1800 students in 14 of the next 20 years and could exceed 1900 in some of those years. This added enrollment will create even greater pressure on already overcrowded classrooms and facilities.

**Priority 5: Issues surrounding school facility systems that require repair or replacement**

Many of the building systems are outdated and in need of replacement. The boilers are 24 years old and will need to be replaced. Nearly all of the windows need replacement, with some stemming from original construction. The electrical distribution system is inadequate and requires upgrading. The academic areas lack thermal comfort, which impacts teaching and learning. Because of the building's uninsulated masonry walls, the outdated and drafty window systems, and the concrete structure that connects directly to the outside with no thermal break, there is no way to control interior temperatures effectively using through-wall unit ventilators. The vents introduce direct outside air with limited temperature control, exacerbating uncomfortable room temperatures and negatively impacting learning conditions. The cooling equipment uses refrigerant that has a regulatory phase-out in 2020. The main academic building lacks an automatic fire suppression system. The building site has significant issues with traffic congestion, circulation, and parking. Numerous building features are not compliant with ADA accessibility recommendations.

**Priority 7: Programs not currently available due to facility constraints**

AHS is limited by space constraints from offering important educational programs outside of the basic core curriculum. As a result, AHS provides primarily introductory level courses in the arts, engineering, robotics, and computer programming—despite student demand for advanced coursework. The size of most classrooms limits active engagement and collaborative activities, as well as project-based learning. There is also no space for credit recovery classes to keep students on target to meet their graduation requirements, or for on-site mental health counseling or drug and alcohol counseling. The lack of space limits programming for students with special needs. There is no space to serve students with emotional disabilities. Overcrowded classrooms make it difficult to include special education students in classes co-taught by regular and special education teachers. Space and classroom size limitations compromise all teachers’ ability to provide differentiated and engaging instruction, thereby diminishing the quality and depth of student learning. The increase in enrollment over the next decade will significantly exacerbate these problems.

and hereby further specifically acknowledges that by submitting this Statement of Interest Form, the Massachusetts School Building Authority in no way guarantees the acceptance or the approval of an application, the awarding of a grant or any other funding commitment from the Massachusetts School Building Authority, or commits the City/Town/Regional School District to filing an application for funding with the Massachusetts School Building Authority.

**CERTIFICATIONS**

The undersigned hereby certifies that, to the best of his/her knowledge, information and belief, the statements and information contained in this statement of Interest and attached hereto are true and accurate and that this Statement of Interest has been prepared under the direction of the District School Committee and the undersigned is duly authorized to submit this Statement of Interest to the Massachusetts School Building Authority. The undersigned also hereby acknowledges and agrees to provide the Massachusetts School Building Authority, upon request by the Authority, any additional information relating to this Statement of Interest that may be required by the Authority

**Chief Executive Officer\*:**

**School Committee Chair:**

**Superintendent of Schools:**

Andrew P. Flanagan

Shannon Scully

Sheldon Berman, Ed.D.

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Date:

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Date:

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Date:

\*Local Chief Executive Officer: In a city or town with a manager form of government, the manager of the municipality; in other cities, the mayor; and in other towns, the board of selectmen unless, in a city or town, some other municipal office is designated to the chief executive office under the provisions of a local charter. Please note, in districts where the Superintendent is also the Local Chief Executive Officer, it is required for the same person to sign the Statement of Interest Certifications twice.

### **3. Grants Administrator Position**

Dr. Berman provided background into the request for approval of an increase in the time of the Grant Administrator Position to full time (1.0 FTE). The role was formerly held by a 0.75 FTE employee who spent 0.5 FTE of time on grants and another 0.25 FTE of time on data analysis. Additionally, the job description has been updated and is now more of a managerial focus and a position providing greater capacity and return on investment, and to pursue efficiencies. Andover has a whole range of grants from local, to state, to federal, and prospects from other entities to fund some of our initiatives through grant funding that will increase opportunities for our teachers. This position is already benefits eligible. The Committee discussed the appropriateness of working with private organizations for funding, and current Policy KCD – Public Gifts to School System was read by Tracey Spruce. Joel said if a grant request involves advertising (i.e. signs) it will fall under our advertising policy.

Susan McCreedy moved that the Andover School Committee vote to approve the proposed Grant Administrator Position as presented. The motion was seconded by Joel Blumstein and voted 5-0 to approve.

### **4. Financials**

Paul Syzmanski reported there has been a favorable shift in the accounts showing a favorable balance at this point in time. Dr. Berman said a good deal of the balance is credited to Special Education due to spending less on out-of-district placements than anticipated. In addition, the 280 Evaluation & Therapy Services Account has been lower, and our rate on costs of transportation has been lowered.

### **G. Consent Agenda**

1. Warrants: In Order
2. Minutes: Minutes of February 7, 2019
3. Grants/Donations to District

On a motion by Susan and seconded by Paul Murphy, the School Committee voted 5-0 to approve the Consent Agenda as presented. Request: please post the grants prior to the meeting if possible.

### **H. Adjournment**

On a motion by Joel Blumstein and seconded by Paul Murphy, the School Committee voted 5-0 to adjourn the Regular Meeting of March 21, 2019 at 9:28 P.M.

Respectfully submitted,

Dee DeLorenzo  
Recording Secretary  
Documents:

Fusion Academy PowerPoint  
Statement of Interest (SOI) for AHS  
FY-19 Year-to-Date Budget Report