

# DEDHAM PUBLIC SCHOOLS SCHOOL COMMITTEE MEETING

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## MEETING MINUTES

November 4, 2015

### MEMBERS OF THE SCHOOL COMMITTEE PRESENT:

Tom Ryan, Chair	Susan Butler, Vice Chair
Mayanne Briggs	Kevin Coughlin
Rachel McGregor	Lisa Laprade
Steve Bilafer	

### MEMBERS OF THE CENTRAL ADMINISTRATION PRESENT:

Michael Welch, Superintendent  
Dr. Cynthia Kelly, Assistant Superintendent  
Samuel Rippin, Assistant Superintendent for Business and Finance

Meeting began at 7:00 p.m.

### RECOGNITION AND AWARDS

Mr. Welch thanked the Dedham Police for the work they did this past summer with the Summer Youth Fit Program. Officer Rich Cawley and Officer Pucci coordinated this successful program as a support for Dedham students. Mr. Welch stated that the number of students were approx 60 students per night. Officer Cawley spoke about the program. This is the second summer running this program every Monday and Wednesday nights from 3:00-11:00. 1080 students came thru the program this summer

### STUDENT UPDATE

#### Avery School

Avery students celebrated Halloween with the Orange and Black Day and the annual pumpkin decorating contest. First grade students paraded through the halls in their costumes. Avery families joined together for the annual Spooktacular, a night of dancing, games and food.

Third grade students visited Plymouth Plantation and the Mayflower II. All had a wonderful learning experience which aligned with their Social Studies curriculum. Thank you to the PTO for funding field trips for all Avery students.

**Oakdale** - All of the Halloween festivities including the Halloween Dance and Haunted Hallways on October 23rd and the Halloween Parade for 1st and 2nd graders on Friday, October 30th were a huge success. Staff at Oakdale were enthusiastic and excited about all they learned at the EdCamp PD day yesterday. The teachers left the day energized and exhausted.

**Riverdale** - Many members of the Riverdale Community came to watch the 1st- and 2nd-graders in the Annual Halloween Parade this past Friday. They held a Veteran's Day Assembly on Monday, November 9th at which they'll be a slideshow of veterans from Riverdale families and staff members.

#### Dedham Middle School

The annual Veteran's Day Assembly for all grade 6 students will be held on Tuesday, November 10th at 8:30 am. Grades for term 1 will close on November 10 and report cards will be issued November 19th. DMS will be

holding its first annual Fall Festival on November 10 during blocks 4 & 5 - students may gain admission for 20 BARK bucks. Coffee hour with Ms. Gately will be on November 12 from 7 am to 8 am.

**DHS** - Link Crew Leader Check in took place last Thursday. The Juniors had an assembly with the guidance staff about beginning the college search process. Many seniors applied to colleges with November 1st deadlines. MIAA Tournament updates (Boys Soccer, Girls Soccer, Field Hockey). Many students in the SADD club participated in the out of darkness walk held last Saturday in Brighton and raised over 1,000 for suicide prevention

### **OLD/NEW BUSINESS**

Foreign Language Department Chair, Alison Guifarro presented information to the School Committee regarding an interest in leading a student service trip to the Dominican Republic during February 2017 using the company Explorica Travel for 8 nights leaving February 13 and returning February 20, 2017. The cost will be approximately \$2000 for the 8 day trip - everything but the daily lunches and tip included. Includes, flights, hotels, dinners, zip line, tour director 24 hours per day - tickets into the main attractions and hoping for 10 students. Superintendent Welch recommends this visit to the Dominican Republic in the spring of 2017. **Mr. Coughlin motioned to approve this trip, Mrs. Briggs seconded, voted and approved unanimously.**

### **SUPERINTENDENT'S UPDATE:**

MCAS vs. PARCC debate in full swing. Commissioner Mitchell Chester making a recommendation to the Board Of Education on 11/16. They will likely vote on 11/17. Looks like there will be an "MCAS 2.0" exam possibly for the years ahead.

Foundation Budget Review Commission chaired by Sen. Sonia Chang-Diaz and Rep. Alice Peisch presented their report on Beacon Hill this past Monday. E-mailed to committee members this week. Calls for massive increases in Chapter 70 aide due to under-represented cost of Health Insurance and special education costs (primarily Out of District expenses). There are also references to rapid increases in ELL students (particularly SLIFE (students with limited or interrupted formal education) at the high school level), and mention of the growing evidence for the importance of Early Childhood Education.

The first meeting of the Dedham Public Schools Aspiring Leaders Academy was held on Tuesday, 10/27. The event was attended by about 60 educators, 23 of whom were new to the group this year. Guest was Heather Peske, Associate Commissioner for Educator Quality. Great discussion with fabulous feedback.

Completed Goals meetings with all principals and Central Office staff. School Improvement Plan presentations all scheduled with specific templates to use.

Meeting with Town HR Director Miriam Johnson and Town Finance Director Andrea Terkleon to discuss ramifications of the Affordable Care Act and our obligations to document hours for all employees and our obligations to provide health care coverage. Reporting out next spring.

Town Manager's monthly Department Heads meeting was held today. Fall Town Meeting warrant books distributed. All School Committee members should receive one tonight. Of concern for School Committee members are Article 3 (transfer of funds for ECEC), and Article 12 (Composition of SBRC). Mini Town Meeting next Monday @7:00 PM @ DMS.

DESE Summit on Curriculum, Instruction, and Assessment on Tue. 10/27. Cindy Kelly and Mr. Welch attended. Lots on supervision/collaboration.

DESE Conference call on Thursday, 10/29 with Cindy Kelly and 6 other districts to discuss our implementation of the new supervision model and our on-going negotiations about the "Impact on Student Learning" rating for all educators.

Major professional development event yesterday - full day EdCamp. Full PD Day on Tuesday, November 3rd. Will be an "EdCamp" model at DMS all day.

Substitute Recruitment Fair held by Asha Marshall tonight @5:00 PM @ DMS. 13 potential subs in attendance.

Mr. Welch provided information about substitutes and posed a request to the School Committee to provide more substitutes to the district by paying \$100/day. A Substitute Teacher analysis sheet was provided to all School Committee members. Mr. Rippin provided information about the budget on daily substitutes. The budget increase necessary would increase the sub pay to \$90-\$100/day from \$65/\$75. Conversations followed. More additional back-up data information will be provided at the next School Committee meeting. Mr. Ryan stated hopefully they will be prepared to take a vote at that time.

### **CHAIR'S UPDATE**

Mr. Ryan Article 12 at town meeting - composition of the SBRC with the elimination of both the principal and superintendent. Mr. Ryan stated that there will be a substitute motion.

### **REPORTS**

#### **SUPERINTENDENT'S EVALUATION AND SELECTION OF GOALS AND INDICATORS**

Mrs. McGregor provided information regarding the Superintendent's Evaluation. Training took place a few weeks ago on the standards, indicators and elements. 5 PowerPoint slides were provided.

#### **SUPERINTENDENT'S GOALS:**

##### **PROFESSIONAL PRACTICE GOAL**

1. Attend, participate in, and complete all 2015-16 NSIP requirements through day-long seminars and monthly consultations with assigned mentor.
2. Develop and implement comprehensive entry plan culminating with acceptance of strategic plan and district goals in May 2015.

##### **STUDENT LEARNING GOAL**

1. Analyze MCAS and other district standardized test results for existence of achievement gaps, Improve SGP in ELA by 3% for all students in all categories and special populations SGP by 5%.

##### **DISTRICT IMPROVEMENT GOAL**

1. Improve recruitment for new school personnel so that building leaders have a much more active role in the process. Establish a district presence at a minimum of three regional teacher recruitment fairs and complete hiring of all known open teaching positions by May 31, 2015.
2. Improve relationship between the school committee/administration and all collective bargaining units. Reduce filed grievances by 50% relative to 2013-14. Settle all outstanding grievances and open contracts by February 1, 2015.
3. Complete at least one central office instructional rounds visit to each school by December 23, 2014. Complete at least one classroom observation of at least 15 minutes duration in every single elementary teacher classroom by December 23, 2014.

The School Committee will look at 4 STANDARDS / INDICATORS / ELEMENTS

**STANDARD I:** Instructional Leadership. The education leader promotes the learning and growth of all students and the success of all staff by cultivating a shared vision that makes powerful teaching and learning the central focus of schools.

**Sample Indicator I-A** - Curriculum: Ensures that all instructional staff design effective and rigorous standards - based units of instruction consisting of well-structured lessons with measurable outcomes.

**STANDARD II:** Management and Operations. Promotes the learning and growth of all students and the success of all staff environment, using resources to implement appropriate curriculum, staffing, and scheduling.

**Sample Indicator II-A** - Environment: Develops and executes effective plans, procedures, routines, and operations systems to address a full range of safety, health, and emotional and social needs.

**STANDARD III:** Family and Community Engagement. Promotes the learning and growth of all students and the success of all staff through effective partnerships with families, community organizations, and other stakeholders that support the mission of the school and district.

**Sample Indicator III-A** - Engagement: Activity ensures that all families are welcome members of the classroom and school community and can contribute to the effectiveness of the classroom, school, district and community.

**STANDARD IV:** Professional Culture. Promotes success for all students by nurturing and sustaining a school culture of reflective practice, high expectations, and continuous learning for staff.

**Sample Indicator IV:** Professional Culture. Promotes success for all students by nurturing and sustaining a school culture of reflective practice, high expectations, and continuous learning for staff.

Mrs. McGregor stated that the School Committee has to look at the 4 standards, they have to choose indicators and within those indicators are elements. The School Committee will need to go thru the Superintendent's goals, and choose which indicators to specifically look at for this cycle of the evaluation.

Copies of the rubrics have been handed out to each School Committee members who need to choose which indicator that they as a group want to look at.

The indicators we will be using to complete the Superintendent's evaluation are:

- Professional practice goal 1; IV-D
- Professional practice goal 2; III-A
- Student learning goal I-E
- District improvement goal 1; II-B
- District improvement goal 2; IV-F
- District improvement goal 3; I-B

Discussions Followed.

The SC will work on getting the evaluation back at the next meeting

## **DONATIONS**

Mrs. Briggs motioned to accept with enthusiasm and grateful appreciation an anonymous donation of \$1500.00 to the Middle school to partially fund plays/musicals, seconded by Mrs. McGregor with enthusiasm and grateful appreciation. Voted unanimous

## **OLD/NEW BUSINESS**

### **GREENLODGE SCHOOL SPACE UPDATE** - Sam Rippin

Last spring information came to Mr. Rippin about the acute shortage of space at the Greenlodge School. The principal's office had been used for the school psychologist for meetings, etc. The need of additional classroom space at Greenlodge to relieve the overcrowded conditions was proposed. Modular classrooms were looked at to attach to the existing building, and after speaking with the Fire Chief, there are strict laws regarding sprinkler systems throughout the school. Mr. Rippin worked with a consultant on an alternative plan with a detached classroom roughly 30 feet away from the school. Mr. Rippin offered a site plan to each School Committee member. The next step is to meet with the planning board next Thursday November 12th and the plan would be to have occupancy over April vacation.

Mr. Welch thanked Mr. Rippin for his hard work with this project. Conversations about what will be the most appropriate use in the modular space took place. It will alleviate the space crunch, a possible Library media center

### **VOTE SCHOOL COMMITTEE GOALS FOR 2015-16**

#### **ECEC At Dexter - Support For Favorable Vote At Town Meeting**

Secure the funding, provided through the Robin Reyes Fund, for the construction of a new ECEC building at the Dexter School site by a majority  $\frac{2}{3}$  vote at Town Meeting in May 2016.

#### **Support 20/20 Strategic Plan By May 1, 2016**

To support the Superintendent in bringing the Strategic Plan (20/20 Vision) to all stakeholders for their input and endorsement and implement fully by May 1, 2016.

#### **Student Blended/Specialized Learning**

Secure and provide funding to explore and identify 21st Century collaborative learning skills for (but not limited to) all PreK-12 grades. Connect technology to personalized instructional practice, build a thriving and personalized culture, and offer hands-on project based learning options where students can participate, build, process and present their learning experience.

#### **Start Times For All Levels - Review And Possibly Change**

By the end of February 2016, a committee will be established including representatives from all stakeholder groups (parents, students, staff, community members, the athletic director, etc.) to collect benchmarking data regarding the most appropriate start times by grade level and recommend any appropriate changes to maximize student learning and well being.

#### **Fund Next Phase Of Free Full Day Kindergarten - Explore Pre-K**

By the end of 2015, Dedham School Committee will continue discussions with stakeholders to establish the second stage to support funding and understanding of a free full day kindergarten program to open no later than the fall of 2018.

Mr. Coughlin motioned to vote the School Committee Goals, seconded by Mrs. McGregor. Voted unanimous.

### **ACKNOWLEDGEMENTS AND ANNOUNCEMENTS**

None

### **MINUTES**

None

Mr. Coughlin motioned to adjourn, Mrs. Butler seconded, voted unanimous.

Meeting concluded at 9:06 p.m.