

**DEDHAM PUBLIC SCHOOLS  
MINUTES OF SCHOOL COMMITTEE RETREAT  
SUPERINTENDENT'S OFFICE  
October 19, 2015**

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**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 ADMINISTRATION PRESENT:**

Michael Welch - Superintendent  
Cynthia Kelly - Assistant Superintendent - Curriculum  
Sam Rippin - Assistant Superintendent - Business/Finance  
Don Langenhorst - Director of Technology  
Liza O'Connell - Director of Special Education  
Paula Jacobs - Assistant to Superintendent

Meeting began at 6:45 pm

**Dinner and Conversation (6:30 - 7:15 PM)**

**2015-16 Goals Development (7:15 - 7:45 PM)**

- 1) Review of SMART Goals - 3-5 goals per year
- 2) Sub-group discussion of possible 2015-16 School Committee goals
- 3) Report out of potential goals

List of possible goals generated

Group 1:

- Policy Review - looking at policy and procedure manual the last 5 years
- Start times for all levels - review and possible change
- Fund next phase of Free Full Day Kindergarten - Explore Pre-K
- Explore "Blizzard Bags" for snow day credit
- Develop schedule for Superintendent's Evaluation

Group 2:

- Student blended learning/specialized learning/collaborative learning
- Athletics League review and possible move
- Community discussion of current "Ed Model"
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Group 3:

- ECEC at Dexter - support for favorable vote at Town meeting
- Support 20/20 Strategic Plan by March 1, 2016
- Successfully negotiate para and cafeteria workers contracts
- Support ELA Initiatives from curriculum Team Review

4) Consensus activity and prioritization

Top possible goals:

- 1 Support 20/20 Strategic Plan by March 1, 2016
- 2 ECEC at Dexter - support for favorable vote at Town Meeting
- 3 Fund next phase of Free Full Day Kindergarten - Explore Pre-K
- 4 Start Times for all levels - review and possibly change
- 5 Student blended/specialized learning - collaborative learning

## SMART Goals for 2015-16

Student blended/specialized learning - collaborative learning

Secure and provide funding to explore what 21st century skills are for but not limited to pre-K-12 learning. Connecting technology to personalized instructional practice, building a personalized culture and offering hands-on project based learning options, where students can build and participate and process and present their learning.

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.

Support 20/20 Strategic Plan by March 1, 2016

To support the Superintendent in bringing the Strategic Plan (20/20 vision) to all stakeholders for their support and implement fully by March 1, 2016. Educate the community seek their input.

ECEC at Dexter - support for favorable vote at Town Meeting

Discussions followed with each School Committee member. Secure the funding provided through the Robin Reyes Fund, for the construction of a new ECEC building at the new Dexter School site by majority 2/3 vote by Town Meeting in May 2016.

2015-16 School Committee Calendar Development (7:45 - 8:15)

- 1) 2015-16 Draft calendar

2015-16 Dedham School Committee Meeting Dates & Proposed Agenda Items

9/9/2015			
9/23/2015	Trips - Washington, DC, NYC, Abroad		
10/7/2015	Superintendent Evaluation Training	Retreat Discussion	
10/21/2015	Budget Timeline Discussion	School Committee Goals presentation	
11/4/2015	Supt & School Committee Goals Presentation and VOTE	Supervision Process/TeachPoint Presentation	PARCC/MCAS Update

11/18/2015	Strategic Plan Presentation	Superintendent's Evaluation	MASC Annual Meeting Report
12/2/2015	SIP's - ECEC, Avery	Athletics Update - Fall Season	
12/16/2016	SIP's - DHS, Oakdale	NEASC 2-Year Follow-Up Review	Report on DHS Teaming
1/6/2016	SIP's - DMS, Riverdale	Preliminary FY17 Budget Discussion	
1/20/2016	SIP's - Greenlodge	Public Hearing on FY17 Budget	Writing Progress Report
2/3/2016	FY17 Budget Adoption VOTE	Special Education Update	
2/24/2016	MCAS Performance Review - District Data Team	Technology Update	
3/9/2016	CAPD Review - Curriculum Committee	Athletics Update - Fall Season	
3/23/2016	CAPD Review - Assessment Committee	ELL Students Update	Exec. Session Minutes Report
4/6/2016	CAPD Review - Professional Development Committee	Executive Session Minutes Release Recommendation	
4/27/2016	School Committee Policies Overview/Review	Health/Wellness Committee Report	
5/4/2016	DPS Fees Discussion and Presentation	Guidance Overview - Post-Secondary Plans Review	
5/18/2016	DMS 1:1 Progress Report	Facilities Update and Summer 2016 Plans	Committee Re-Organization?
6/1/2016	DPS Retirees Recognition	Athletics Update - Spring Season	
6/15/2016			

Superintendent's 2015-16 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) Complete at least two principal observation visits to each school by March 31, 2016. Use principal observations to inform best practices and improve teacher effectiveness. Provide comprehensive feedback to all principals and directors during visits.
- 3) Complete at least one classroom visit in every single secondary teacher's classroom by May 15, 2016. Provide feedback in writing to all educators.
- 4) Conduct Senior Exit Interviews with groups of eight seniors every Tuesday and Thursday coordinated through X-block assignments. Survey all Seniors about their K-12 experiences and compile trends in responses for discussion with Leadership Team in May 2016.

**Student Learning Goal**

- 1) Use District and individual school Data Teams to increase awareness of achievement performance in all schools. Focus individual School Improvement Plans on targeted areas of need based upon assessment feedback. Mandate specific, targeted improvement goals for all schools to be reported out to School Committee during SIP presentations in December 2015..

**District Improvement Goal**

- 1) Use five annual meetings of the Curriculum, Assessment, and Professional Development committees to integrate members from every school and department. Align FY17 budget priorities with CAPD initiatives to improve teacher and district capacity for increased student learning.
  
- 2) Work collaboratively with district leadership and Dedham Education Association as we integrate newly endorsed Supervision and Evaluation process to develop evaluator capacity and improve educator reflection and performance. Review all unannounced observations recorded through November 2015. Hold individual and group trainings with administrators to calibrate evaluator feedback and improve educator practice..

**Closure at 9:15 p.m.**

- 1) Ticket To Leave