

**DEDHAM PUBLIC SCHOOLS
MINUTES OF SCHOOL COMMITTEE RETREAT
MIT ENDICOTT HOUSE
October 13, 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 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

**Working Dinner : Teamwork, Norm Setting, & ChromeBooks Orientation
(6:30 – 7:15 PM)**

- 1) Norms review and re-setting
 - Be a good ambassador for schools
 - Talk respectfully – disagree without being disagreeable
 - LISTEN to each other
 - Assume positive intent
 - Use "students first" language
 - Be professional in public meetings.
 - Show public confidence with leaders & direction
 - USE HUMOR
 - Be approachable and welcoming / fair/efficient
 - Say the same things OUTSIDE the meetings as you say INSIDE the meetings
 - Add: Consistent communication - with messages
- 2) ChromeBooks orientation and Google Apps review
- 3) "Hopes & Fears" exercise

Working Together - Responding To Constituents (7:15 – 7:45 PM)

- 1) Role-Play scenarios for new members
- 2) Empowering parents and community members – a blueprint for interactions and support

2014-15 Goals Review and Discussion (7:45 – 8:15 PM)

1) Review of 2014-15 District Achievements

Top achievements

- Transparency in the district
- ECEC Project Approved
- Free Full Day K
- ECEC Project
- Instructional Rounds
- 4-I's
- Building based hiring
- Settled Unit A Supervision Evaluation
- Exited Student Survey

2) Current and On-Going District Initiatives

- ECEC project to the finish line
- Solid RTI process
- Promote, reflection & improvement in teaching
- District and School Data Teams
- Social/Emotional Curriculum
- 4-C's = Communication, collaboration, critical thinking, creativity
- Identify/Train/promote Leaders

Review of 2014-15 Superintendent's Goals and Attainments

Professional Practice Goal

- Attend, participate in, and complete all NSIP day-long seminars and monthly consultation strategy sessions..
- Develop and implement comprehensive entry plan culminating with acceptance of strategic plan and district goals in May 2015.

Student Learning Goal

- 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

- 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. 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.

- 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.

Review of 2014-15 School Committee Goals and Attainments

ECEC

- By the spring of 2015, the Dedham School Building Rehabilitation Committee (SBRC) and the Dedham School Committee will have selected a site and facility to accommodate a new Early Childhood
- Education Center (ECEC). The selection that is put into schematic design will have significant input from the stakeholders (educators, parents, and the community-at-large.)

Free Full Day Kindergarten

- By the end of 2014 Dedham School Committee will initiate discussion with stakeholders to begin to build the foundation for support, funding and understanding of a free full day kindergarten program to open no later than the fall of 2018.

Negotiations

- By June of 2015, Collective Bargaining Agreement (CBA) negotiations and open grievances will be settled to the satisfaction of all parties. This will happen through positive collaboration between union members and the School Committee.

Strategic Plan

- Between January and March of 2015, the School Committee will engage all stakeholders to work together to develop a comprehensive 3-year strategic plan for the Dedham Public Schools. Such plan will be voted at the June 3rd, 2015 School Committee meeting.

Dedham's 2020 Vision - Strategic Plan DRAFT (8:15 – 8:45 PM)

- 1) NSIP Strategic Planning Process – Entry Plan, Objectives, Initiatives, and Action Steps

DPS 2020 Vision Strategic Objectives:

- Invest In Human Capital To Design And Grow Individual Educator Capacity Throughout The District
 - Create Integrated Organizational Structures And Systems To Ensure High Quality Programming And Consistent Expectations
 - Expand The Use Of Technology To Streamline Educator And Student Feedback For Improved Performance
- 2) Major 5-Year Strategic Objectives
 - 3) “If – Then” Theory of Action tests

4) What's missing?

Group 1 : Identifiable curriculum pieces, Student Learning-Writing, DHS - Accounting? Business? Integration of technology, DMS - Re-consideration of FL? DMS - Reading? Electives? Writing? Elementary? - Equity? Whole group vs. student centered differentiated instruction.

Group 2: Attachment to student learning for all initiatives, If/Then for Students for each initiative, fewer rows; more collaborative work; 21st Century skills, Skills to work together and think creatively, focus on Writing skills for a purpose across the curriculum. Review of the mission statement to validate/support our new plan. Engagement through interest? Are we tapping into this? Is there room for this?

Group 3: Consistency for technology integration for all teachers and students in all classrooms, Consistency / Uniformity of access and integration for technology, Availability/access to programming instruction/coding, Establish a baseline of technological literacy for all students, Tapping into "uber users" to train other teachers. Relations with the community, Physical plant issues

5) Timeline for stakeholder input and vote of approval

6) Next retreat - October 19th

Closure (9:15 – 9:30 PM)

- Ticket To Leave