

DEDHAM PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING

MINUTES
November 2, 2016

MEMBERS OF THE SCHOOL COMMITTEE PRESENT:

Susan Butler, Chair
Mayanne Briggs, Vice-Chair
Steve Bilafer
Kevin Coughlin
Tom Ryan (arrived at 6:53 p.m.)
Tracey White

MEMBERS OF THE SCHOOL COMMITTEE ABSENT:

Lisa Laprade

MEMBERS OF THE ADMINISTRATION PRESENT:

Michael Welch, Superintendent
Ian Kelly, Assistant Superintendent
Samuel Rippin, Assistant Superintendent of Business and Finance

Meeting Location: Avery Elementary School

Meeting commenced at 6:48 p.m.

Executive Session

Ms. Briggs motioned to enter Executive Session under Article 3, Collective Bargaining, Ms. White second, a roll call vote was taken:

Mayanne Briggs- Yes	Steve Bilafer- Yes
Kevin Coughlin- Yes	Tracey White- Yes
Susan Butler- Yes	

Ms. Butler announced the regular scheduled meeting would resume immediately following Executive Session.

Regular meeting reconvened at 7:15 p.m.

Public Comment

None

Student Update by Kayla Haney

Kayla Haney updated the School Committee on happenings throughout the Dedham Public Schools. Events included recent Halloween activities, science activities, student council elections, health initiatives, reading initiatives, fall field trips and parent conferences. On November 10, DMS is holding its second annual fundraiser at Five Guys Burger and Fries to support the Eighth Grade trip to Washington DC. DMS is still looking for parents to be on the school council.

Discussion & Vote on DHS Trip to Europe-Alison Guifarro & Elizabeth Hellman

World Language Director Alison Guifarro and teacher Elizabeth Hellman asked the School Committee for their support in allowing World Language students to travel to France and Italy in April of 2018. The itinerary includes many famous and historic sites. The Committee was given a packet of information including a detailed itinerary, prices, payment options and insurance. The tour company is Explorica, the cost per student is \$3,486, and the trip would occur over April Vacation. Ms. Guifarro and Ms. Hellman also asked the Committee for permission for a field trip day on Friday to allow the group to leave on Thursday night in order reduce the cost of the trip. The trip is open to all World Language students (French, Latin and Spanish). The Committee agreed the trip would be an enriching experience for students. Mr. Welch was also in support of the trip.

Ms. White motioned to approve the DHS trip to Europe in 2018, Mr. Coughlin second, the Committee voted unanimously.

Mr. Welch discussed how Latin classes were new to DHS this year and that the teachers had reworked their schedules to allow for the additional classes. No new FTE's were hired to cover the additional Latin classes.

Superintendent's Update

Michael J. Welch, Superintendent

Next week there will be no school for students on Tuesday, November 8 (Election Day and Full Professional Development day for staff) and Friday, November 11 (Veteran's Day).

Final details for next Tuesday's EdCamp Professional Development are being completed. Due to election polling happening at Dedham Middle School, all Professional Development activities will be taking place at Dedham High School. School Committee members are welcome to attend.

Regarding the planning for the new Curran Early Childhood Center (ECEC), Supt. Welch has continued to distribute information to an email group of Dexter site abutters and town officials. He forwarded to the group a draft timeline for the various phases of construction. A copy of this document is included in the School Committee folder. The Design Development Package was submitted by KBA Architects to the MSBA on October 27. On Tuesday, November 1, the town's engineer essentially gave his approval to the on-site planning documents. Demolition and site work packages will likely go out by the end of December with an expected contract award in December. It is anticipated that the demolition/site work will commence on January 1, 2017 and be completed by sometime in May 2017.

Last Friday Supt. Welch met with a large group of Dedham officials to discuss possible off-site mitigation measures for traffic flow and speeds along High Street (Rt. 109) in front of the Dexter site. Supt. Welch expects options will be developed and discussed prior to Town Meeting.

On Wednesday, Oct. 26 Supt. Welch attended the Tri-County Superintendent's Meeting with over 20 other superintendents from surrounding districts. The key presenter was the CEO of TenMarks (DPS online math vendor).

All students in Grades 6-12 will be taking the MetroWest Adolescent Health Survey tomorrow at DHS and Friday at DMS. Ten parents have opted out of the survey.

Supt. Welch spoke with a resident of Walpole who is a member of a committee formed to advocate the adoption of Full Day Free Kindergarten. He asked for information about our promotion, budget development, and logistics regarding the transition. Walpole has about 85% of its students in full-day kindergarten and a fee of \$3800 per student. They were very impressed with our planning and are using us as an example with their town committees and residents.

On October 27 Supt. Welch held a meeting with Police Chief Mike D'Entremont, Fire Chief Bill Spillane, and the town's new Police Department Technology Specialist Kevin Coleman to discuss how to better integrate and coordinate communications and access to information (video, audio, and data). The group plans to continue meeting in order to better coordinate knowledge, shared systems, and resources.

Some members of the Committee and Supt. Welch met for an initial discussion and negotiation session with the food service workers' union on Monday, October 24. The next meeting is scheduled for Monday, November 7.

Fall Town Meeting books were made available on Monday. A copy has been distributed to each School Committee member. Pertinent warrant articles are as follows:

- Article 7 - Funding of Circulation Study for Dedham Middle School, Dedham High School, and Avery School
- Article 9 - Funding of Design related to traffic flow, access, egress, and signalization for the new Early Childhood Education Center.
- Article 10 - Supplemental appropriation to FY17 Dedham Public Schools Operating Budget.

Supt. Welch reminded everyone to vote on Tuesday, November 8.

Ms. Butler thanked Supt. Welch for his communication emails to the community and keeping abutters apprised of activity and information regarding the ECEC Project.

Reports

District ELA Audit Response Progress- Dr. Ian Kelly

Dr. Kelly provided a presentation and update on the Teacher's ELA audit. The focus was on where the district was in terms of the action plan. The Presentation will be available on the DPS district website.

Dr. Kelly's presentation included a summary of Recommendations 1.1, 2.1, 2.3, 3.1, 3.3, 3.4, 4.1, and 4.3. The team has identified and selected Wilson's *Foundations* as the systematic phonics program for grades K-3. Dr. Kelly wants to ensure that teachers are supported and trained appropriately on this new program and is hoping to begin implementation in the spring. Over the next few weeks Dr. Kelly will be meeting with grade level teams PK-5 to discuss what methods and practices are working and which are not. For Grades 6-8 he is developing a series of rubrics which will allow teachers to evaluate the curriculum. The issues identified will be addressed in the summer curriculum development. The data team along with the principals and department heads are looking at data in order to help support students.

The next staff full day professional development will be November 8 and the focus will be on student engagement. The day will conclude with a discussion on how teachers can take what they have learned during the day and apply it to the classroom.

The next Professional Development for staff will be on December 7 and will be a half day.

Discussion ensued among the Committee. Supt. Welch noted that DPS has an adequate substitute pool this year which will allow for coverage while teachers are out of the classroom at meetings. Mr. Coughlin inquired if the cost of the Wilson *Foundations* fits into this year's budget. Dr. Kelly and Mr. Rippin both affirmed.

Ms. White inquired on what parts of the Wilson *Foundations* will be applied in the spring. Dr. Kelly responded that it would depend on what would be able to be covered between now and the spring. It a very large program and the plan is implement it in units. Ms. White also wanted to know if any of our teachers have used this program in the past. Dr. Kelly replied that 80 percent

of the reading teachers were trained over the summer and Dr. Kelly deployed it in his former employment.

Ms. Briggs asked for an explanation on *Foundations*. Dr. Kelly replied that it is a Response to Intervention (RTI) framework and is used to help students who struggle with the learning that is being delivered. He went on to say that *Foundations* allows for supplemental learning added to regular lessons.

Ms. Butler noted that she appreciated the amount of work that Dr. Kelly has been able to accomplish in a small amount of time he has been in Dedham. The audit is complete and is now a resource to move forward. The School Committee is taking this initiative very seriously. It aligns with the School Committee goals and falls in line with the budget.

Ms. Butler also inquired about the book selection at the Elementary Schools. Dr. Kelly assured he is working with the reading specialists to get a breakdown of what is needed in the classroom libraries. He wants to see consistency across classroom libraries and wants all students K through 12 to have adequate access to books. Dr. Kelly will also review the budget to find the funds to replenish the libraries.

Old/New Business

Discussion and Vote on Budget Subcommittee Calendar- Sam Rippin

Mr. Rippin presented a draft of dates to the School Committee with respect to the budget planning timeline. Since a timeline has not been presented by the town, he is using last year's calendar as a guideline. He is asking the Committee to accept this Calendar. Mr. Bilafer stated he is the Chair of the Budget Subcommittee and is in support of the calendar presented. The Budget Calendar will be available on the DPS district website.

Mr. Bilafer motioned to accept the School Budget Calendar for FY18, Mr. Coughlin second, Committee voted unanimously.

Superintendent's Goals Review

Mr. Briggs stated that it is the School Committees responsibility to review the Superintendent on an annual basis. The Committee used a rubric that is posted on the DESE website. Each member of the Committee filled out a rubric and forwarded it to Ms. Briggs for collaboration. Ms. Briggs read the following statement:

Superintendent Welch continues to achieve his goals through his hard work and commitment to making Dedham Public Schools the best they can be. He is a dynamic leader who through listening, gathering of information and then enacting a plan has been able to achieve a great deal in his second year. Continuous communication through 30 day updates and his "Ask the Superintendent" on local cable have kept the entire town informed of all of the districts accomplishments.

Most notably, the Superintendent was able to gain town wide support in order to begin construction of a new Dr. Curran Early Childhood Education Center for the district. This project will be a model school for not only our district but for the state, again positioning Dedham as a leader in education. The Superintendent and the Administrative Leadership Team collectively conducted 722 unannounced observations and over 130 full announced observations of Unit A educators. They conducted calibration exercises, instructional rounds, reviews of feedback given to educators, and meticulous review of our overall process, ensuring that we meet the state's standards of educator evaluations. The superintendent working with his administrator team worked with a budget aligned with districts vision, mission and goals. Even with a budget shortfall of \$100,000 requested by the School Committee, the superintendent and team were creative with spending and allocation of staff to continue to move the district forward. Many members have chosen to rate Superintendent Welch as exemplary in several indicators, although he has not done so himself.. We feel that each and every decision that the Superintendent has made, he keeps impact on student learning at the forefront. His ability to continue to push us forward, as a district will benefit each and every student as they continue to thrive in the Dedham Public Schools. Our overall rating of the Superintendent is a very high Proficient.

Discussion & Vote of Superintendent's Annual Salary

The School Committee met and voted in Executive Session to offer a 2.75% increase in salary to the Superintendent. Mr. Coughlin noted that he was in favor of a higher amount.

Ms. Briggs motioned to increase the salary of the Superintendent Welch by 2.75%, Mr. Coughlin second, Committee voted unanimously.

Minutes

Ms. White motioned to approve the minutes of October 19, 2016 as presented, Mr. Coughlin second, Committee voted unanimously.

Donations

Ms. Briggs motioned to accept with grateful appreciation a \$250 donation from Bay State Antiques Auto Club to benefit the Dedham Public Schools, Mr. Coughlin second, Committee voted unanimously.

Ms. Briggs motioned to accept with grateful appreciation a \$1000 donation from Dedham Savings Bank; \$250 to support the DMS field trip to

Tree Top Adventures and \$750 to support the Positive Behavioral Inventions and Supports Reparads Program; Ms. White second, Committee voted unanimously.

Public Comment

None

Acknowledgements and Announcements

Mr. Welch announced the Turkey Trot 5K will take place on Thanksgiving Day and flyers will be distributed throughout schools.

Ms. Brigs motioned to adjourn the meeting, Mr. Coughlin second, Committee voted unanimously.

Meeting adjourned 8:34 p.m.