

DEDHAM PUBLIC SCHOOLS SCHOOL COMMITTEE MEETING

MINUTES **September 5, 2017**

MEMBERS OF THE SCHOOL COMMITTEE PRESENT:

Mayanne Briggs, Chair
Steve Bilafer, Vice-Chair
Kevin Coughlin
Joshua Donati
Lisa Laprade
Melissa Pearrow
Tracey White

MEMBERS OF THE SCHOOL COMMITTEE ABSENT:

None

MEMBERS OF THE ADMINISTRATION PRESENT:

Michael Welch, Superintendent
Dr. Ian Kelly, Assistant Superintendent
Samuel Rippin, Assistant Superintendent for Business & Finance

Meeting Location: Avery Elementary School

Meeting commenced at 7:00 p.m.

Superintendent's Update

Superintendent Michael J. Welch

Staff began work on September 1 with a 'Welcome Back' meeting in the Dedham Middle School Auditorium. Over 420 educators attended and heard speakers from the Technology Department, Teaching & Learning Alliance, Learning Forward, and other district staff.

There were an extensive number of orientations, trainings, and curriculum development sessions over the course of the summer. Dr. Kelly will review this information during his report.

DPS is looking for people to work as substitute teachers. Anyone interested can apply via the interactive recruitment link on our DPS Human Resource website.

Supt. Welch and Dr. Kelly participated in a Department of Elementary and Secondary Education (DESE) webinar today regarding the upcoming release of the Next Generation MCAS test results and the district and school accountability reports associated with them. Data will not be released until late October.

The next negotiations session with the Dedham Education Association regarding the Unit A contract will be held on Tuesday, September 12.

Supt. Welch introduced the new members of the Dedham Public Schools Administrative Leadership Team:

- Amy Richard Hill - Science Department Chair
- Jenny McGowan - Special Educational Team Leader for Greenlodge and Riverdale Schools
- Karen Hillman - Principal, Dedham Middle School
- Matthew Reera - Assistant Principal, Dedham Middle School
- Heather Smith - PK-8 Humanities Curriculum Coordinator
- Ron Sudmyer - Interim Vice Principal, Dedham High School (Not in Attendance)
- Kate Garrand - STEM Instructional Coach, Dedham Middle School (Not in Attendance)

Each new staff member in attendance presented a brief description of their background.

Supt. Welch read a statement on behalf of the School Committee regarding the recent events in Charlottesville, VA. The statement will be available on the District webpage.

Mr. Coughlin motioned to support the statement read by Superintendent Welch, Ms. Pearrow second; Committee voted 7-0 in favor.

Reports

School Committee Update - Review of Summer Progress & Goals Development

Ms. Briggs gave a brief description of the three-night School Committee Retreat that took place over the summer. The Committee worked on developing the following goals:

FY19 Budget

By the Spring 2018 Town Meeting, the Committee will establish and support a FY19 Budget that will serve the needs of all students and teachers. The Committee will achieve a fair collective bargaining agreement with our teachers that allows the District to attract and retain the best educators possible while also being fiscally responsible and respecting the financial pressures facing Dedham taxpayers.

Safe/Supportive/Inclusive Schools And School Environment

The Dedham Public Schools are committed to ensuring a safe, healthy, inclusive learning environment for all students. During the 2017-18 School Year, the Dedham School Committee will conduct a comprehensive review (inventory) of current policies, services, and access regarding student safety, support, and inclusivity. This review will be informed by:

- MetroWest Adolescent Health Survey
- Panorama school climate survey
- Counseling services access and availability
- SAPC (Substance Abuse Prevention Coalition) parent survey
- Community feedback
- Cultural proficiency assessment

District Strategic Plan Restructuring Information/Oversight

At least every third meeting during the 2017-18 School Year, the Committee will gather input on the implementation and effectiveness of the District Re-Structuring Plan. This input will be informed by:

- Instructional Coaches
- SPED Team Leaders (ETLs)
- Director of Counseling
- Curriculum Coordinators
- Baseline data/assessments - Student outcomes
- Shifts in practice & outcomes

Long Range Facilities Master Plan

The Committee will gather information and input from the entire community to update the 2013 School Facilities Master Plan. This will be done by formal School Committee meetings at all school buildings, and through formal and informal data gathering via surveys, focus groups, and meetings with other Town Committees.

Communications And Public Relations

During the 2017-18 School Year, the Committee will develop a comprehensive communication, community relations and evaluation plan including a focus on social media presence, district branding, community access, timeliness of information dissemination, and an infrastructure for long term sustainability.

Mr. Coughlin thanked MIT Endicott House for hosting the retreat.

Mr. Bilafer motioned to approve the 2017-2018 School Committee Goals as presented, Ms. White second; the Committee voted 7-0 in favor.

Subcommittee Reports & Updates

Policy- Third Reading of the Security Cameras in Schools

Ms. Laprade completed the third reading of the proposed policy for security cameras on school property. The policy is available on the DPS district website. Ms White noted the Policy Subcommittee voted 3-0 in favor of the policy. No questions followed.

Mr. Coughlin motioned to approve the Security Cameras in Schools policy as proposed, Mr. Donati second; the Committee voted 7-0 in favor.

Metro West Adolscent Health Survey

Ms. Pearrow reviewed the implementation and testing of the Metro West Adolescent Health Survey that was taken by students in grades 6-12 last spring. The findings will be shared with the community at a meeting on October 26, 2017 at 6:30pm at Dedham Middle School. Other community groups such as the Board of Selectman, Department of Public Health, and Police will be included in the discussion.

Equity and Inclusion Task Force

Mr. Donati read the following mission statement of behalf of the recently formed community task force:

The Equity and Inclusion Task Force recognizes that an equitable and inclusive learning community benefits all students, families, and staff. The Task Force's mission is to increase the capacity of the DPS community to provide a safe and supportive learning environment for all students, inclusive of all

cultures, races, gender identities, sexual orientations, religions, socio-economic status, family structure, primary language, disability and immigration status.

The next meeting of the task force will be on September 21.

Negotiations

Mr. Bilafer updated the Committee on the negotiation progress. He stated the last meeting with the DEA was in July. No meetings were held in August. The next meeting will be Tuesday, September 21. Mr. Bilafer stated he looks forward to working toward the School Committees goals during negotiations.

Public Comment

Margaret Adams, 255 East Street, thanked the Committee for its work on tolerance and inclusion. She looks forward to seeing where those efforts lead.

Mr. Bilafer noted that the School Committee Goals reflect feedback from the community. He thanked the community for its input.

CIA Update- Dr. Ian Kelly

Assistant Supt. Ian Kelly reviewed the professional development work that occurred over the summer. There were 15 days of training covering technology interaction, supervision & evaluation, early literacy, best practices in literacy, coaching, and new teacher orientation.

Mr. Coughlin inquired if the new Administrators received evaluation training. Dr. Kelly stated they attended training in June.

Ms. Pearrow asked whether the trainings were happening as a onetime event or are they ongoing. Dr. Kelly stated trainings are ongoing. Learning Forward is specifically gearing its training to the needs of Dedham.

Mr. Donati would like to see feedback from a teacher and coach who have been working together.

Supt. Welch noted that none of the training will make a difference if it doesn't make it back to the classroom. The Administration is reviewing comments from a staff survey. The district is trying to provide high quality professional development.

Ms. Laprade asked if there were a system in place for teachers to voice their opinions anonymously. Dr. Kelly explained the Panorama survey will be administered to teachers every six months to get feedback and provide benchmark data. Dr. Kelly is also meeting with coaches every other week. Teachers will be allowed to participate in these meetings.

Supt. Welch brought up an issue regarding compliance. He noted that Dedham was one of the last Districts to implement the evaluation tool. He feels the district is playing 'catch-up' in this area. He told a story of Dedham principals who shared their own evaluations with staff. He hopes this provides the message that we are all looking to improve.

Old/New Business

Supt. Welch mentioned that the School Committee calendar is being developed for the 2017-2018 school year. This year, meetings will be held at different schools. The location of each meeting has not yet been determined.

Supt. Welch asked for input from the Committee on items they would like to see on the agenda.

Supt. Welch also noted there were accusations of discriminatory behavior at Dedham High School. Supt. Welch has hired an outside firm, Kurker Paget, to investigate the claim. Allyson Kurker has begun conducting an investigation within the district.

Mr. Coughlin stated he would like to see Senator Rush and Representative McMurty added to the agenda to discuss the work they have been doing to improve education.

Ms. Briggs noted she has information on a bill regarding start times across the Commonwealth that she will share with the Committee.

Ms. White would like to see the National Junior Honor Society parameters at the Middle School added to the agenda.

Ms. White would like to see follow up from the Guidance Department on questions they were asked at last year's meeting.

Ms. Laprade would like to see follow up on the electives offered at DMS.

Ms. Laprade noted that athletic fees and AP fees have been reduced and she would like to see what can be done to reduce bus fees. She would like to see data on the number of students riding the bus and associated costs.

Ms. Pearrow motioned to approve the requests of items be added to this year's School Committee calendar, Ms. White second; Committee voted 7-0 in favor.

Minutes

Mr. Bilafer motioned to approve the minutes of June 20, 2017 as presented, Mr. Coughlin second; the Committee voted 7-0 in favor.

Ms White motioned to approve the minutes from Day One of the retreat on July 24, 2017 as presented, Mr. Donati second; the Committee voted 7-0 in favor.

Ms White motioned to approve the minutes from Day Two of the retreat on July 25, 2017 as presented, Ms. Laprade second; the Committee voted 7-0 in favor.

Ms. Briggs noted that the Subcommittee members listed in the minutes from August 1, 2017 will need to be voted separately.

Mr. Donati motioned to approve the minutes from day three of the retreat on August 1, 2017 noting a correction to the spelling of Mr. Bilafer's name, Ms. Laprade second; the Committee voted 7-0 in favor.

Ms. Briggs read the members of the Subcommittees:

Policy - Tracey, Lisa, Melissa
Policy Review - Tracey, Mayanne, Lisa
Budget - Kevin, Steve, Josh
Finance/Warrant - Josh, Kevin, Tracey, Lisa,
Negotiation - Steve, Kevin, Mayanne
PR - Steve, Josh

Mr. Bilafer motioned to approve the Subcommittees as presented, Mr. Coughlin second; the Committee voted 7-0 in favor.

Mr. Bilafer motioned to approve the appointment of Dr. Ian Kelly as the voting member of the TEC board; Mrs. Pearrow second; the Committee voted 7-0 in favor.

Donations

Ms. Pearrow motioned to accept with grateful appreciation \$3,000 from Dedham Savings and \$1,000 from the DEP to cover the cost of supplies for the community mural project, Ms. Laprade second; the Committee voted 7-0 in favor.

Ms. White motioned to accept with grateful appreciation a \$500 donation from the Wells Fargo Matching Funds Foundation; Mr. Donati second; the Committee voted 7-0 in favor. Mr. Coughlin asked for the recognition of Virginia Melendez, an Avery School parent who initiated the donation.

Mr. Bilafer motioned to accept with grateful appreciation a \$250 donation from the State Street Foundation as a matching donation from parent Christine Doyle to the Dedham Middle School Drama Club; Ms. White second; the Committee voted 7-0 in favor.

Ms. Laprade motioned to accept with grateful appreciation a \$1,000 donation from the Dedham Education Partnership to be divided equally among the four elementary PTO's to support their enrichment programs; Ms. Pearrow second; the Committee voted 7-0 in favor. Ms. Laprade questioned if the Committee normally votes on PTO donations. Mr. Rippin explained that this particular check was made out to the Dedham Public Schools.

Acknowledgements and Announcements

Mr. Coughlin announced that the Dedham vs. Medfield football game was in consideration for Fox25's 'Game of the Week'. He encouraged people to get on the website and vote.

Mr. Bilafer announced that Bernie's Run will be on October 1. Signups are taking place now.

Ms. White announced that the Run for the Fallen will be on September 16.

Ms. Briggs acknowledged the work of the students and families who participated in the landscaping at Greenlodge School over Labor Day weekend.

Mr. Rippin recognized the custodians and maintenance staff for all of their hard work completing capital projects and preparing the schools for opening day.

Supt. Welch acknowledged Holli Caulfield and the PTO for their work on stenciling the blacktop at Oakdale School. He noted those improvements at Oakdale, the Oakdale back lot and Riverdale parking lot.

Ms. Laprade noted the stencils were funded by the PTO and thanked all the PTOs for all of the work they do for the schools.

Ms. White motioned to adjourn the meeting of September 5, 2017, Mr. Coughlin second; the Committee voted 7-0 in favor.

Meeting Concluded at 8:22 p.m.