

DEDHAM PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING

MINUTES

May 15, 2019

(Approved 6/19/2019)

MEMBERS OF THE SCHOOL COMMITTEE PRESENT:

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

MEMBERS OF THE SCHOOL COMMITTEE ABSENT:

None

MEMBERS OF THE ADMINISTRATION PRESENT:

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

Meeting Location: Avery School

Meeting commenced at 6:30 p.m.

Mr. Coughlin announced the need for an Executive Session.

Mr. Bilafer motioned to enter Executive Session under Exemption 3 to hear a Level 3 grievance, Dr. Pearrow second; a roll call vote was taken:

Steve Bilafer- Yes
Mayanne Briggs- Yes
Joshua Donati- Yes
Dr. Melissa Pearrow- Yes (Dr. Pearrow left the meeting at 7:10 p.m.)
Tracey White- Yes
Lisa Laprade- Yes
Kevin Coughlin- Yes

Regular meeting continued at 7:00 P.M.

Recognitions

The Committee and Social Studies Department Chair Andrew Morton recognized the following High School students for the participation in the Youth and Government Day at the State House: The program was started by the Parkway Community YMCA and Teen Director Becky Lavelly was in attendance speak about the day. Mr. Morton thanked the Dedham Education Partnership for their support.

Katie Arboleda, Grade 10
Rudecia Bernard, Grade 10
Elizabeth Carroll, Grade 12
Jared Foley, Grade 11
Michael Grant, Grade 11
Connor Laurino, Grade 11
Joseph Lennon, Grade 11
Harry Murphy, Grade 10
Daniel Pasciuto, Grade 10
Carley Paul, Grade 11
Joseph Ray, Grade 10
Matthew Sampson, Grade 11
James Sullivan, Grade 11
Ryan Vassalotti, Grade 11
Tim Vaughan, Grade 11
Brendan Walsh, Grade 11
Nicholas Wilcox, Grade 11

Student Update

Dedham High School Student Representatives, Senior Abigail Jiminian and Junior Caroline Kelleher, updated the Committee on events and happenings occurring throughout the Dedham Public Schools.

Superintendent's Update

The Superintendent's 30-Day Update went out on May 9, 2019.

School Committee members attended Mini-Town Meeting on Monday evening. There were a few questions from Town Meeting members about the school department budget. Supt. Welch anticipates active involvement from Town Meeting members regarding the FY20 budget at next Monday night's annual Spring Town Meeting.

Supt. Welch is continuing his visits around the district to present FY20 Budget to all faculty and staff. He wants to make sure all employees are aware of the current budget situation for FY20.

On Monday, Supt. Welch attended a Department of Elementary and Secondary Education School Accountability seminar to familiarize superintendents and central office administrators with upcoming changes to the state's school and district accountability system. Supt. Welch stated his appreciation for the efforts the state has made to respond to input from stakeholders and continually attempt to better provide feedback to educators and school districts. This will be an important issue that will require

substantial training at the school and individual educator level so that everyone understands this system in the days and years ahead.

Tomorrow Supt. Welch will attend the annual Spring Convening of the Massachusetts Association of School Superintendents. Commissioner Jeff Riley will be outlining the Department of Elementary and Secondary Education's vision for the future of public education in Massachusetts.

Supt. Welch stated the next few weeks will be quite busy as the end of the year approaches. There are many senior class events as well as Advanced Placement testing and end of year classroom celebrations. A group from Dedham Middle School left for its annual Washington, DC trip this morning. This trip is a complement to the recent realignment of the new History and Social Sciences Curriculum Frameworks in Massachusetts that were approved by the MA Board of Education on June 26, 2018. The new 8th grade curriculum is heavily focused on Civics education which will require considerable curriculum realignment and revision at the middle school level.

The 24th Unit A collective bargaining session with a mediator was held Monday night. The next scheduled mediation session is on Monday, June 3. Additional sessions scheduled are scheduled for June 18 and June 27. A complete list of all 24 meetings completed thus far is located [HERE](#).

Reports

ECEC Curriculum Update

The Presentation will be available on the district website. Along with Principal Taylor the following ECEC staff presented:

Kristen Cannon, Instructional Coach
Emily Hutton, Kindergarten Teacher
Erika Battaini, Preschool Teacher
Bridget O'Leary, Fine Arts Teacher
Dr. Heather Smith, PK-8 Humanities Curriculum Coordinator
Dr. Linda Kobierski, PK-8 STEM Curriculum Coordinator

The report included roles of an instructional coach and instructional coaching cycles, reading and writing at the Preschool level (Foundations and Tools of the Mind), reading and writing at the Kindergarten level (Reading and Writing Workshop), Kindergarten Science Curriculum- Living Things and their Needs, STREAM (Science, Technology, Reading, Engineering, Art, Math/Music/Movement), PK & K Foundations essential components (phonemic awareness, vocabulary, phonics and work study, fluency and comprehension), Lectio methodology, building language and knowledge in the early years, writing across all grades, and Life Science curriculum PK through grade 5.

The Committee thanked the ECEC representatives for their presentation and the ECEC staff for all of their hard work that they perform every day with Dedham's youngest learners. They were happy to see how the new facility has been able to support the curriculum. The ECEC staff discussed how play is still incorporated into the daily curriculum. They talked about the writing curriculum including persuasive writing at the Kindergarten level. The ECEC staff explained the use of common planning time and the value of professional development.

Old/New Business

Superintendent's Goals for 2019-2020

Supt. Welch presented the Committee with a draft of his goals for the 2019-2020 school year:

District Improvement Goals

1) *Review the District's 2020 Strategic Plan progress to date. Solicit input from community and district stakeholders to develop the district's next Five-Year Strategic Plan with a goal of presentation to the School Committee for consideration and approval by March 1, 2020.*

2) *Develop a comprehensive multi-year plan to improve the district's outreach and institutional support and access for students and families whose first language is not English. Provide more equitable district structures to improve parental engagement and ultimately improved family connections and student learning.*

3) *Update the District Facility Master Plan and use the recommendations from this document to develop a comprehensive plan to repair/replace/retire the remaining three elementary school buildings in the district. Use this information to submit a Statement of Interest (SOI) through the School Building Rehabilitation Committee (SBRC) to the MSBA by April 1, 2020.*

Student Learning Goal

1) *Provide improved communication to parents and the Dedham community through analysis of district and school performance in annual MCAS testing. Improve district educator understanding of the MA District and School Accountability System. Continue to use all available state and local data to evaluate the effectiveness of educational services delivered throughout the district. Analyze and promote understanding of district, school, grade-level, and student growth measures as a focal point for increases in student learning.*

Professional Practice Goals:

1) *Attend, present, and participate in available regional and statewide educational leadership organizations and professional development opportunities to better evaluate and incorporate statewide "best practices" in the Dedham Public Schools. Promote Dedham Public Schools improvements in district coordination and early childhood education through presentation proposals and article submissions to MASC, ASCD, and other professional organizations.*

1. *Summer, Mid-Winter, and Spring M.A.S.S. Superintendent Meetings/Conferences*
2. *M.A.S.C./M.A.S.S. Annual Fall Convention*
3. *Monthly Tri-County Superintendent Roundtables*
4. *Monthly T.E.C. Superintendent Meetings*
5. *Bi-Monthly Superintendents' Meetings with Teachers21 and William James College*

2) *Support the development of the new Oakdale Elementary School Principal, District Director of Fine and Performing Arts, and all 13 other direct reports to the Superintendent through school and departmental observations of practice and mentoring meetings. Complete comprehensive goal development and observational visits with principals at all schools in September-October 2019. Perform mid-cycle reviews in January-February 2020, and summative evaluations in June-July 2020. Provide comprehensive feedback to all principals and directors.*

3) *Seek better work/life balance through improved distribution and allocation of high-level district leadership tasks. Limit evening obligations to an average of three nights per week during the school year.*

The Superintendent asked the Committee to provide him feedback on these goals after they have had a chance to review them.

Circulation and Traffic Study Update

The Community Input Meeting will be held on Wednesday, May 22, 2019 at 7:00pm at Dedham Middle School with consultant VHB. The meeting will be publicized in the Dedham Times and via school media resources.

Supt. Welch explained that the circulation study is a ten month process and this is an introductory meeting for the public to have a chance to comment. The goal of the study is for a safer school campus.

DPS Facilities Master Plan 2020 Update

The pending date for the Facilities Master Plan 2020 update is June 5, 2019. The Committee is waiting for confirmation from the SBRC before the date is made official.

Subcommittee Reports & Updates

Budget

The Subcommittee met tonight before the regular meeting and discussed potential impacts at Spring Town meeting on Monday.

Equity and Inclusion Task Force

The last meeting was cancelled; the next meeting is scheduled for Wednesday, June 12.

Negotiations

Nothing further to report.

Policy

The Subcommittee met last week to discuss the Memorandum of Understanding (MOU) with the Police Department and bring the agreement in line with current legislation. The agreement is a collaborative effort between the School Committee, the Police Department, and the School Administration. A vote of the MOU will take place at the next School Committee meeting.

On April 22, the Subcommittee voted unanimously in favor of proposed new policy JIE-Pregnant Students and the revision to the protective class language in policies AC, GBA, GCF, JB and JFBB in order to be in compliance with Civil Rights laws.

Ms. Laprade presented the third reading of new policy JIE - Pregnant Students. No further discussion occurred. (The full policy appears at the bottom of the minutes.)

Ms. Laprade presented the third reading of revised Policies:

- AC- Nondiscrimination
- GBA- Equal Employment Opportunity
- GCF- Professional Staff Hiring
- JB- Equal Educational Opportunities
- JFBB- School Choice

No further discussion occurred. (The revised policies appear at the bottom of these minutes)

Mr. Bilfer motioned to accept new policy JIE - Pregnant Students and approve the revisions to Policies AC- Nondiscrimination, GBA- Equal Employment Opportunity, GCF- Professional Staff Hiring, JB- Equal Educational Opportunities, and JFBB- School Choice, Mr. Donati second; the Committee voted 6-0 in favor.

SBRC

No further update.

Minutes

Ms. White motioned to approve the minutes from April 24, 2019, Mr. Bilafer second; the Committee voted 6-0 in favor.

Ms. White motioned to approve the minutes from May 1, 2019, Ms. Briggs second; the Committee voted 6-0 in favor.

Donations

Ms. Laprade motioned to accept, with grateful appreciation, a donation in the amount of \$4,229.19 from the Dedham Education Partnership to the Middle School to support transportation to/from the airport and T-shirts for the 8th grade class trip to Washington, DC; Mr. Bilafer second; the Committee voted 6-0 in favor.

Ms. Laprade motioned to accept, with grateful appreciation, a donation in the amount of \$100 from the American Heart Association to the Avery School for the purchase of physical education supplies; Ms. White second; the Committee voted 6-0 in favor.

Public Comment

None

Acknowledgements and Announcements

The walk for Cystic Fibrosis is this Sunday, May 19 at the Endicott Estate beginning at 11:00am.

Ms. White motioned to adjourn the meeting of May 15, 2019, Ms. Briggs second; the Committee voted 6-0 in favor.

Meeting concluded at 8:55 p.m.

Proposed New Policy

File: JIE

PREGNANT STUDENTS

The School Committee wishes to preserve educational opportunities for those students who may become pregnant and/or take on parenting responsibilities.

Pregnant students are permitted to remain in regular classes and participate in extracurricular activities with non-pregnant students throughout their pregnancy, and after giving birth are permitted to return to the same academic and extracurricular program as before the leave.

The school district does not require a pregnant student to obtain the certification of a physician that the student is physically and emotionally able to continue in school.

Every effort will be made to see that the educational program of the student is disrupted as little as possible; that health counseling services, as well as instruction, are offered; that return to school after leave is encouraged; and that every opportunity to complete high school is provided.

LEGAL REFS: M.G.L. 71:84
Title IX: 20 U.S.C. § 1681
34 CFR § 106.40(b)

SOURCE: MASC January 8, 2009

Proposed Revised Policy

File: AC

NONDISCRIMINATION

Public schools have the responsibility to overcome, insofar as possible, any barriers that prevent children from achieving their potential. The public school system will do its part. This commitment to the community is affirmed by the following statements that the Dedham School Committee intends to:

1. Promote the rights and responsibilities of all individuals as set forth in the State and Federal Constitutions, pertinent legislation, and applicable judicial interpretations.
2. Encourage positive experiences in human values for children, youth and adults, all of whom have differing personal and family characteristics and who come from various socioeconomic, racial and ethnic groups.
3. Work toward a more integrated society and to enlist the support of individuals as well as groups and agencies, both private and governmental, in such an effort.
4. Use all appropriate communication and action techniques to air and reduce the grievances of individuals and groups.
5. Carefully consider, in all the decisions made within the school system, the potential benefits or adverse consequences that those decisions might have on the human relations aspects of all segments of society.

6. Initiate a process of reviewing policies and practices of the school system in order to achieve to the greatest extent possible the objectives of this statement.

The Committee's policy of nondiscrimination will extend to students, staff, the general public, and individuals with whom it does business; No person shall be excluded from or discriminated against in admission to a public school of any town or in obtaining the advantages, privileges, and courses of study of such public school on account of race, color, sex, gender identity, religion, national origin, sexual orientation, disability, pregnancy or pregnancy related condition. If someone has a complaint or feels that they have been discriminated against because of their race, color, sex, gender identity, religion, national origin, sexual orientation, disability pregnancy or pregnancy related condition, their complaint should be registered with the Title IX compliance officer.

LEGAL REFS.: Title VI, Civil Rights Act of 1964
Title VII, Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972
Executive Order 11246, as amended by E.O. 11375
Equal Pay Act, as amended by the Education Amendments of 1972
Title IX, Education Amendments of 1972
Rehabilitation Act of 1973
Education for All Handicapped Children Act of 1975
M.G.L. 71B:1 et seq. (Chapter 766 of the Acts of 1972)
M.G.L. 76:5; Amended 2011
M.G.L.76:16
BESE regulations 603CMR 26.00 Amended 2012
BESE regulations 603CMR 28.00

CROSS REFS.: ACA- ACE, Subcategories for Nondiscrimination
GBA, Equal Employment Opportunity
JB, Equal Educational Opportunities

Proposed Revised Policy

File: GBA

EQUAL EMPLOYMENT OPPORTUNITY

The Dedham School Committee subscribes to the fullest extent to the principle of the dignity of all people and of their labors and will take action to ensure that any individual within the District who is responsible for hiring and/or personnel supervision understands that applicants are employed, assigned, and promoted without regard to their race, color, religion, national origin, sex, gender identity, sexual orientation, age, genetic information, ancestry, military status, disability, pregnancy or pregnancy related condition. Every available opportunity will be taken in order to assure that each applicant for a position is selected on the basis of qualifications, merit and ability.

LEGAL REF.: M.G.L. 151B:4;
BESE Regulations 603 CMR 26:00

Proposed Revised Policy

File: GCF

PROFESSIONAL STAFF HIRING

Through its employment policies, the Dedham Public School District will strive to attract, secure, and hold the highest qualified personnel for all professional positions. The selection process will be based upon awareness to candidates who will devote themselves to the education and welfare of the children attending the schools.

It is the responsibility of the Superintendent, and of persons to whom he or she delegates this responsibility, to determine the personnel needs of the school system and to locate suitable candidates. No position may be created without the approval of the School Committee. The District's goal is to employ and retain personnel who are motivated, will strive always to do their best, and are committed to providing the best educational environment for the children

It will be the duty of the Superintendent to see that persons considered for employment in the schools meet all certification requirements and the requirements of the Committee for the type of position for which the nomination is made.

The following guidelines will be used in the selection of personnel:

1. There will be no discrimination in the hiring process due to race, color, religion, national origin, sex, gender identity, sexual orientation, age, genetic information, ancestry, military status, disability, pregnancy, or pregnancy related condition.
2. The quality of instruction is enhanced by a staff with a wide variation in background, educational preparation, and previous experience.
3. The administrator responsible for the hiring of a staff member is directed to establish a representative search committee. (In the case of district-wide positions and for the position of principal, this is the Superintendent; for building-based personnel, it is the principal.) In the event of an unexpected vacancy, the superintendent can waive the formation of a search committee.

In selecting members of the search committee, there are a number of considerations to keep in mind:

- Key stakeholders should be represented on the search committee. For schools-level positions, this may include administrators, staff members and parents. In the case of a search for a central administration managerial position, principal or other building head, the search committee may also include representatives of elected and appointed board and community members;
- The size of the search committee should be based on the position to be filled and the constituencies that should be represented. A majority of the members of the search committee should not be directly supervised by the employee to be hired. Hence, inclusion of one teacher from another building would be preferred;
- People selected to participate on the search committee should have sufficient time to

dedicate to the process;

- The formation of a search committee should be publicized so that those who are eligible to serve will receive sufficient notice to submit their names for consideration. Where the search committee will be comprised of staff and parents, normal methods of communication such as newsletters, web sites, email and connect-ed can be used. Where the search committee will include other stakeholders, means of communicating that will likely be effective in reaching those stakeholders, such as local newspapers and community access television may be utilized;
- The Superintendent is responsible for appointing the chair of the search committee. Search committee members shall receive an orientation that addresses appropriate behavior to be exercised when serving on a search committee. The orientation shall address confidentiality, prohibited questions and other relevant subjects. It is the responsibility of the chair to ensure that this orientation is provided;
- The administrator has the final say in determining who will be hired but it is expected that the search committee's input will be a factor in the decision. For those positions where the hiring authority rests with the School Committee, a representative search committee may be established by the School Committee, or the School Committee may direct the Superintendent to establish a search committee to assist the Superintendent in making his/her recommendation to the School Committee.

LEGAL REFS.: M.G.L. 69:6; 71:38; 71:38G; 71:39; 71:45
Massachusetts Board of Education Requirements for Certification of Teachers, Principals, Supervisors, Directors, Superintendents and Assistant Superintendents in the Public Schools of the Commonwealth of Massachusetts, revised 1994
BESE Regulations 603 CMR 7:00, 26.00, and 44:00

Proposed Revised Policy

File: JB

EQUAL EDUCATIONAL OPPORTUNITIES

In recognition of the diversified characteristics and needs of our students and with the keen desire to be responsive to them, the Dedham School Committee will make every effort to protect the dignity of the students as individuals. It also will offer careful consideration and sympathetic understanding of their personal feelings, particularly with reference to their race, color, sex, gender identity, religion, national origin, sexual orientation, pregnancy, pregnancy related condition or physical and intellectual differences.

To accomplish this, the Committee and its staff will make every effort to comply with the letter and the spirit of the Massachusetts equal educational opportunities law which prohibits discrimination in public school admissions and programs. The law reads as follows:

No child shall be excluded from or discriminated against in admission to a public school of any town, or in obtaining the advantages, privileges and course of study of such public school on account of race, color, sex, gender identity, religion, national origin, sexual orientation, pregnancy or pregnancy related condition.

This will mean that every student will be given equal opportunity in school admission, admissions to courses, course content, guidance, and extracurricular and athletic activities.

All implementing provisions issued by the Board of Elementary and Secondary Education in compliance with this law will be followed.

LEGAL REFS.: Title VI, Civil Rights Act of 1964

Title VII, Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972

Executive Order 11246, as amended by E.O. 11375

Title IX, Education Amendments of 1972

M.G.L. 76:5; 76:16 (Chapter 622 of the Acts of 1971)

BESE regulations 603 CMR 26:00

BESE regulations 603 CMR 28.00

CROSS REF.: AC, Nondiscrimination

Proposed Revised Policy

File: JFBB

SCHOOL CHOICE

It is the policy of the Dedham School District **not** to admit non-resident students under the terms and conditions of the Interdistrict School Choice Law. This decision must be reaffirmed annually prior to June 1st by a vote of the School Committee following a public hearing. In the event the Dedham School Committee votes to participate, the following local conditions would apply:

1. That by May 1 of every school year, the administration will determine the number of spaces in each school available to choice students.
2. That by June 1 of every school year, a public hearing will be held to review participation in the school choice program.
3. That resident students be given priority placement in any classes or programs within the district.
4. That the selection of non-resident students for admission when the number of requests exceeds the number of available spaces be in the form of a random drawing. There will be two drawings for this purpose. The first will take place during the last week of the current school year but no later than July 1st. The second will be conducted during the week immediately preceding the opening of the next school year and will be based on the possibility of unexpected additional openings.

5. Any student who is accepted for admission under the provisions of this policy is entitled to remain in the district until graduation from high school except if there is a lack of funding of the program.
6. The School Committee affirms its position that it shall not discriminate in the admission of any child on the basis of race, color, religious creed, national origin, sex, gender identity, age, sexual orientation, homelessness, ancestry, athletic performance, physical handicap, special need, pregnancy, pregnancy related condition, academic performance or proficiency in the English language.

LEGAL REFS.: M.G.L. 71:6; 71:6A; 76:6; 76:12; 76:12B
BESE Regulations 603 CMR 26.00