

DEDHAM PUBLIC SCHOOLS SCHOOL COMMITTEE MEETING

MINUTES

April 3, 2019

(Approved 4/24/2019)

MEMBERS OF THE SCHOOL COMMITTEE PRESENT:

Steve Bilafer, Chair

Kevin Coughlin, Vice-Chair

Mayanne Briggs

Joshua Donati

Lisa Laprade

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: Dedham High School

Meeting commenced at 7:00 p.m.

Recognitions

The Committee recognized Grade 6 student Teresa Whitfield, winner of the Middlesex Partnerships for Youth (MPY) Poster Project. In attendance from MPY and speaking to Teresa's accomplishment was Executive Director Margie Daniels.

The Committee recognized the winners of the Elementary Science Fair. PK-8 STEM Curriculum Coordinator Dr. Linda Kobierski introduced the following honorees.

Name	School	Grade	Award
Charlotte Carlson	Oakdale	3	All Star Scientist
Maddie Lenane	Greenlodge	3	Special Recognition for Planning & Design
Simone Chalifoux	Oakdale	3	Special Recognition for Scientific Analysis
Charlotte Angel Burke	Oakdale	3	Special Recognition for Creativity
Kaegan McLeod & Nick Valle	Oakdale	4	All Star Scientist
Maddie Perillo	Greenlodge	4	Special Recognition for Planning & Design

Abby Dufresne & Maggie Kear	Oakdale	4	Special Recognition for Scientific Analysis
Madelyn Blaney & Claire Phelan	Greenlodge	4	Special Recognition for Creativity
Quinn Bowles	Avery	5	All Star Scientist
Sadie Croscup	Greenlodge	5	Special Recognition for Planning & Design
Lucas Boisvert	Oakdale	5	Special Recognition for Scientific Analysis
Milo Angel Burke	Oakdale	5	Special Recognition for Creativity

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

Last week MCAS testing began at Dedham High School with all Grade 10 students completing ELA sessions online for the first time. Elementary schools will start their online MCAS ELA tests tomorrow and testing will continue each day through April 11.

On March 29 Supt. Welch attended a panel discussion sponsored by Teachers21 at William James College on Behavioral Health Emergencies in the Classroom. The four person panel featured Director of Counseling Services Dr. Ashley Dubé as an expert speaker. Dr. Dubé talked about the structures created in Dedham and how they have helped to support students and educators in challenging classroom behavior situations.

On March 29 the fifth Active Shooter Emergency Drill was conducted at the Greenlodge Elementary School. The sixth drill will occur at Dedham Middle School this Friday. Supt. Welch commended the Dedham Police, Dedham Fire, Fallon Ambulance, and Dedham Dispatchers in assisting with the coordination of these drills.

On March 22 Supt. Welch testified at the State House in front of the legislative Joint Education Subcommittee on behalf of the Foundation Budget Subcommittee's recommendations for increases to Chapter 70 and other education funding.

On April 1 Supt. Welch and Dr. Kelly met with Dr. Bertha-Elena Rojas who is performing the English Language Learners (ELL) Program Audit. Dr. Rojas will be in the district for the next few months evaluating the Districts work and helping to improve services for English Language Learners and their families.

On Monday Supt. Welch, Mr. Coughlin, Dr. Pearrow and Facilities Director Denise Moroney, met with Parks & Recreation Director Bob Stanley, Park & Recreation Committee members Jon Briggs and Tye Donahue to update the Memorandum of Understanding between both groups. On April 4 the Finance & Warrant Committee will discuss their recommendations for the FY20 Capital Plan.

On March 25 there was another collective bargaining negotiation session with Unit A members. The School Committee requested and has been assigned a mediator who will begin working with both parties at the next scheduled meeting on April 9. Supt. Welch is hopeful that the services of the mediator will help move the process forward. An additional session is scheduled for May 13.

Reports

Office of Curriculum, Instruction & Assessment Update on Dedham Middle School Humanities by Asst. Supt. Dr. Ian Kelly

The report will be posted on the Dedham Public Schools district website.

In attendance from Dedham Middle School was Principal Karen Hillman, PK-8 Humanities Curriculum Coordinator Heather Smith, Humanities Instructional Coach Mi-Ling Cummings, English Teachers Pam Murray and Andrew Patterson, Social Studies Teachers Kim Randall and Lisa LeClair.

The report included teaching points of the 7th grade literature reading and writing workshop on dystopian literature, 7th grade social studies and geography analysis of world maps, "fish bowl" lessons, 6th grade reading and writing workshops, humanities coaching role supporting the curriculum and the teachers, K-8 vertical alignment of curriculum, and collaboration and professional development.

The Committee was pleased to see collaboration across content and teams and that both teachers and students are being challenged. They discussed the difficult balance between the social emotional needs of middle school students and instituting a challenging curriculum. The Committee inquired into if the teachers are seeing more consistency from students coming from the elementary schools. The teachers described a more understanding of concepts and students having a better foundation entering middle school.

Health & Wellness Committee Report by Director of Food Services Jeanne Johnson, Director of Health Services Gail Kelley and Director of Health, Wellness, and Physical Education Mark Carney

The report will be posted on the Dedham Public Schools district website.

The Food Service and Nutrition report included a history of food services, obesity rates for grades 9-12, lunch and breakfast programs, free and reduced lunch program, revenue sources for the self funded department, collaborative purchasing, special dietary needs, upgrades in regulations, and the new ECEC cafeteria.

The Health Services report included health trends and shifts in clinical practice, access to health care, increase in medically complex students, increase needs at the ECEC, SBIRT (Screening, Brief Intervention and Referral to Treatment), and participation in the Metrowest Adolescent Health Survey.

The Physical Education report included the Prek-5 Second Step Curriculum (a program rooted in Social Emotional Learning) and companions, Middle School curriculum maps and curriculum companions, the high school curriculum and the need for Social Emotional Learning.

The Committee asked about exercise. Mr. Carney explained that the elementary health education curriculum is incorporated into games and activities while the Middle School and High School have both curriculum classes and exercise classes. They also inquired into how much food is thrown away in the cafeteria. Ms. Johnson explained that she hates wasting food, however is hesitant to allow food to leave the building without being in a controlled environment. The Committee thanked the group for their presentation and emphasized the importance of health and wellness to the students, especially those who may not have access to proper medical care and nutrition outside of school.

Old/New Business

Discussion of Town of Dedham's Master Plan with Planning Board Member Jessica Porter

Planning Board members Jessica Porter and James O'Brien came before the Committee to request that a member of the School Committee serve on the Town's Master Plan 2020 Committee. They also asked for the Committee's help in getting the word out as the community's voice and values are important to the Master Plan. There will be different types of events to capture the needs of the population and community.

Mr. Bilafer stated the School Committee would be happy to have a member participate on the Master Plan 2020 Committee as well as help in getting the word out.

Recommendation to Rename DHS Practice Field

The Policy Subcommittee has recommended renaming the High School Practice Field after Donald Segar. In compliance with Policy FF, Naming Facilities, there must be a 30 day comment period. Mr. Bilafer stated to please direct any testimonials to the Committee.

Subcommittee Reports & Updates

Budget

The Finance Committee will be reviewing all Town budgets next week on April 9 and 11.

Mr. Rippin reported that the end of year audit had zero findings of non compliance. He thanked accountant Lina Sun for all of her hard work.

Equity and Inclusion Task Force

The next meeting will be held on April 10

Negotiations

As stated in the Superintendent's report, additional dates for mediation have been scheduled.

Policy

The policy subcommittee met on March 7 and voted unanimously to move forward with the revision of the following policies:

- IJL- Library Material Selection and Adoption
- ECAF- Security Cameras in Schools

Ms. Laprade read the second reading of both policies. (Policies are included at the end of the minutes.)

The third reading and vote will take place at the next meeting.

SBRC

The ribbon cutting and rededication of the Dr. Thomas J. Curran Early Childhood Education Center will take place on April 29 at 1100 High Street.

Minutes

Ms. White motioned to approve the minutes from March 20, 2019, Ms. Briggs second; the Committee voted 6-0 in favor. Dr. Pearrow abstained as she was not in attendance at the March 20 meeting.

Donations

None

Superintendent's Evaluation

Dr. Pearrow stated she had compiled input from all members and completed the Superintendent's summative evaluation report.

The Superintendent was given a rating of "Proficient" for his overall performance.

Dr. Pearrow read the following evaluator comments and recommendations:

Comments:

Superintendent Welch has set out an ambitious vision for the Dedham Public Schools and is doing an excellent job making progress towards these goals as the leader. He has created management and operational structures that have improved the district. He has completed a major project for the community with the New Dr. Thomas J Curran Early Education Center. The community was able to open this building within the expected time frame and within budget by ensuring the necessity of every purchase.

Superintendent Welch has performed a "residency" program this year and has gained an in-depth grasp of the strengths and challenges of each building. He models and supports ongoing staff development, including the leadership academy which hosted the Commissioner of DESE.

Superintendent Welch is a very effective communicator and works very hard to build the kinds of collaborative relationships - both within our school district and throughout the community at large - necessary to move the district forward. He is commended by the committee for attending more than 200 meetings with community members, most of which occurred after school hours.

One benefit for our community is the improved safety preparedness of our schools by instituting active shooter drills, working in partnership with both Police and Fire departments and EMS Personnel, to ensure that the staff are better prepared for potential threats. This is a very uncomfortable situation for the Town to even imagine, but the Superintendent has made it a priority, so that all our schools are better prepared. The installation of the exterior cameras is paramount to having secure schools. For these reasons, his rating is Exemplary for Management and Operations.

Recommendations:

As with any leader of a large, complex organization such as a public school district, the Superintendent must continuously work on finding the proper balance between empowering his principals and other managers to make decisions and stepping in to ensure the vision and the goals of the school committee are being met. In particular, the committee recommends additional efforts on the academic and disciplinary performance at the Middle School. In this school there is room for continued improvement and the committee believes that higher standards can better reflect the true potential of our students.

Public Comment

None

Acknowledgements and Announcements

The Dedham Middle School play will take place on April 4, 5 and 6.

The firm VHB will begin data collection for the traffic circulation study on April 24 and 25. The DPW has been made aware of these dates. Community meetings will take place in May and in the early fall.

Ms. White motioned to end the meeting of April 3, 2019, Ms. Briggs second; the Committee voted 7-0 in favor.

Meeting concluded at 9:50 p.m.

Proposed Revised Policy

File: IJL

LIBRARY MATERIAL SELECTION AND ADOPTION

The Dedham School Committee, in accordance with the American Library Association *Library Bill of Rights*, recognizes that the responsibility of the school library media program is

1. To provide learning resources which support and enrich all segments of the curriculum and are consistent with the goals and objectives of the school district.

2. To build a collection of resources that meets the needs of all students, considering their varied abilities, learning styles, interests, developmental stages and maturity levels.
3. To include learning resources which support and promote intellectual growth, analytical and critical thinking skills, recreational needs, personal development, literary appreciation, ethical standards and a broader worldview.
4. To offer learning resources which accommodate and represent all students including but not limited to English Language Learners, religions, ability, sexual and gender identity, and ethnic and cultural groups of the Dedham community.
5. To place principle above personal opinion and reason above prejudice in the selection of learning resources of the highest quality in order to assure comprehensive collections appropriate to the school communities.

The School Committee, though ultimately responsible for all library resources, recognizes the need and right of students to free access to different types of books and resources. It also recognizes the right of the professional staff to select books and resources supportive of the school system's educational philosophy and goals. It recognizes the rights of individual parents with respect to controversial materials used by their own children; it will provide for the reevaluation of materials in library collections upon formal request. Students' right to learn and the freedom of teachers to teach will be respected.

LEGAL REF: 603 CMR 26:05

CROSS REF: KEC, Public Complaints about the Curriculum or Instructional Materials

Proposed Revised Policy

File: ECAF

SECURITY CAMERAS IN SCHOOLS

The School Committee works to maintain a safe and secure environment for its students, staff, visitors, and facilities.

In pursuit of this objective, the School Committee authorizes the use of security cameras in school district buildings and on its property to ensure the health, welfare and safety of all students, staff and visitors, to deter theft, vandalism and other negative behavior, to safeguard district buildings, grounds and equipment, and to monitor unauthorized individuals in or on school property. Security cameras may be used in locations as deemed appropriate by the Superintendent of Schools in consultation with school officials as well as local law enforcement and emergency response agencies. They may be used in any area, inside or outside of school buildings and on school buses, where there is no reasonable expectation of privacy.

The district shall notify students and staff through student and employee handbooks and appropriate signage that security cameras have been installed and may be used at any time.

Students or staff identified on security cameras in violation of School Committee policies will be subject to disciplinary action.

The Superintendent shall ensure that proper procedures are in place and are followed regarding use, viewing, disclosure, retention, disposal and security of video recordings or photographs from security cameras in accordance with applicable laws and regulations. A video recording used for security purposes in school district buildings and/or on school property shall be the sole property of the school district. All video recordings will be stored in their original format and secured to avoid tampering and to ensure confidentiality in accordance with applicable laws and regulations.

Access to video recordings from security cameras shall be limited to school administrators (Superintendent/designee, School Principal/designee). Law enforcement and emergency response officials shall be granted access to video recordings or the security system after giving prior notice to the School Superintendent/designee.

The Superintendent may, from time to time, issue further guidance that is consistent with current laws and this policy.

SOURCE: MASC