

DEDHAM PUBLIC SCHOOLS SCHOOL COMMITTEE RETREAT

MINUTES

August 14, 2019

(Approved 9/4/2019)

MEMBERS OF THE SCHOOL COMMITTEE PRESENT:

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

MEMBERS OF THE ADMINISTRATION PRESENT:

Michael Welch, Superintendent

Retreat Location: MIT Endicott House
80 Haven Street
Dedham, MA 02026

Meeting Commenced: 5:30 p.m.

School Committee 2019-2020 Goals

The Committee discussed the recommendations of goals from the August 13 retreat and formed the following goals for 2019-2020

Elementary School Facilities Plan

The School Committee will complete a Facilities Master Plan Update, using input gathered from public hearings and elementary school-based forums. The School Committee will work with the School Building Rehabilitation Committee (SBRC) to jointly submit a Statement of Interest (SOI) to the Massachusetts School Building Authority (MSBA) by February 2020. This submission will reflect the immediate need to address the renovation/replacement of the Oakdale, Greenlodge, and/or Riverdale elementary schools.

FY 2021 Budget Development

By January 2020 the Budget Subcommittee will conduct a thorough review of the FY2020 Budget and outline a fiscally responsible FY2021 Budget that addresses the increasingly complex programmatic needs of our students and the ongoing upkeep of our facilities. The final approved FY2021 Budget will support the learning of all students, the instructional and professional development of all educators, and the momentum to maintain a first class district.

Communications & Community Engagement

The School Committee will assist the Communications and Community Engagement Coordinator in organizing a series of unique communication outreach opportunities to inform and engage the

community. These efforts will focus on increasing proactive and responsive messaging through outreach about the schools via presence at existing district and community events and a consistent media presence. This commitment will serve as an opportunity to solicit feedback about families' experiences in the District and help to inform our improvement efforts in the future.

Educational Equity

The School Committee will receive bi-monthly reports that analyze the equitable allocation of resources to support learning for all students and with a particular eye toward high needs and low incidence groups. These reports will evaluate any with regard to student engagement and success in academic and extracurricular experiences. This data will be used to make budgetary recommendations about future programming to support a more equitable climate for all students.

Avery/DMS/DHS Campus Circulation Safety Plan

The School Committee will evaluate the data and recommendations received from the 2019 VHB Circulation Study presented in spring 2020. Through a series of community input sessions, this information will be used to develop a comprehensive plan aimed at improving student/employee/staff/visitor safety and access throughout the Avery/DMS/DHS campus and surrounding neighborhoods. This plan will suggest a range of improvements that may require significant investment in local infrastructure upgrades and collaboration with additional Town of Dedham boards, departments, and committees.

The Committee will vote on these goals at the School Committee meeting on September 4, 2019.

Superintendent's 2019-2020 Goals

The School Committee reviewed the Superintendent's proposed goals for 2019-2020:

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 improve 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.

New Goal Added For August 13, 2019 Meeting:

- 4) Conduct a comprehensive review of district staffing allocations and evaluate equitability of the current distribution of faculty/staff by building and grade level. Report findings to School Committee in November 2019.

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.

No further discussion occurred.

Mr. Donati motioned to approve the Superintendent’s goals for the 2019-2020 school year, Ms. Briggs second; the Committee voted 7-0 in favor.

2019-2020 School Committee Calendar – Dates/Locations/Presentations

The Committee reviewed dates for the School Committee meetings for 2019-2020:

9/4/2019	12/4/2019	2/26/2020	5/20/2020
9/18/2019	12/18/2019	3/4/2020	6/3/2020
10/2/2019	1/8/2020	3/18/2020	6/17/2020
10/16/2019	1/22/2020	4/1/2020	
11/6/2019	1/29/2020	4/15/2020	
11/20/2019	2/12/2020	5/6/2020	

Ms. Briggs motioned to approve the School Committee meeting dates for 2019-2020, Mr. Donati second; the committee voted 7-0 in favor.

The Committee discussed the locations for the 2019-2020 School Committee meetings.

- o Meetings at all schools
 - Relate to presentations
- o Meeting at new ECEC early in the school year
- o Meeting at Town Hall

The Committee discussed new topics they would like presented at School Committee meetings:

- o One Athletic Update
- o Statistics of Fine Arts Students/Classes

- Statistics of Extracurricular Activities
- Principals to discuss enrichment at each of the elementary schools
- Results of staff satisfaction with Professional Development
- Cultural Proficiency by Leadership Team

The Committee made additional suggestions regarding School Committee meetings

Invite PTO to meetings

Recognize library for feeding students over the summer (Margaret Connolly, Monica Wilkinson)

Invite outside organizations to discuss start times, funding

Continued Discussion of Subcommittees

Ms. Briggs announced a change. She will be on the Policy Subcommittee and Mr. Bilafer will be on the Budget Subcommittee.

SBRC- Mr. Bilafer, Ms. Briggs

Master Plan Committee- Mr. Donati

Ms. Briggs motioned to adjourn the meeting of August 14, 2019, Ms. White second; the Committee voted 7-0 in favor.

The meeting concluded at 8:20 p.m.