

# DEDHAM PUBLIC SCHOOLS SCHOOL COMMITTEE MEETING

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## MEETING MINUTES November 19, 2014

### MEMBERS OF THE SCHOOL COMMITTEE PRESENT:

Jen Barsamian, Chair	Tom Ryan, Vice Chair- Absent	Joe Heisler
Kevin Coughlin	Mayanne Briggs	Susan Butler-Walko
Rachel McGregor		

### MEMBERS OF THE CENTRAL ADMINISTRATION PRESENT:

Michael J. Welch, Superintendent  
Dr. Cynthia Kelly, Assistant Superintendent  
Samuel Rippin, Assistant Superintendent for Business and Finance  
Kathy Gaudreau, Director of Special Education

Meeting began at 7:00 p.m.

### RECOGNITION AND AWARDS

Ms. Wilds and Ms. Hegarty, were recognized, from the Dedham Education Association. The Dedham Education Association has awarded \$8000 in scholarships the past years to 16 children of Dedham staff members. The voluntary donations come from golf tournaments and volleyball tournaments, they raised \$1000 this past fall.

### STUDENT REPORT – From Alison Sullivan and Heather Schmidt

The drama club ran their production of “ALL I really need to know I learned being in a bad play” last Friday and Saturday nights. The field hockey team lost in the D2 South finals on Saturday Nov. 8<sup>th</sup> 3-2 vs Dover Sherborn. They had great efforts and beat the number 4, 2 and 1 seeds on their way to the championship. This past Sunday the 16<sup>th</sup> the girls’ varsity soccer team won the D3 south sectional title vs Medway. The girls’ post season had a 17 round shoot out in their quarterfinals. They played tonight vs Lynnfield. The Link Crew is holding their first annual “freshman celebration” on Friday from 7-9:30. Monday night, the Powderpuff Football game is being held, Seniors vs Juniors. Hot cocoa donated by Mocha Java. Report cards were sent out last week, this marks the beginning of the 2<sup>nd</sup> term.

### SUPERINTENDENT’S UPDATE:

#### Superintendent's Professional Practice Goals:

1. To attend, participate in and complete the Superintendent Induction Program day long seminars and monthly strategy sessions.
2. Develop and implement a comprehensive entry plan along with a strategic district goals by the end of May 2015.
3. Student Learning Goal - analyze MCAS and other district standardized test results to improving student growth percentage in ELA by 3% for all students in all categories and for special population student growth percentile increase scores by 5%. Dedham Writes Group working on writing.

## **DISTRICT GOALS**

### **1st District Improvement Goals:**

- Improve recruitment for new personnel
- Establish district presence with minimum of 3 regional teacher recruitment fairs
- Complete opened teacher positions by May 31, 2015

### **2nd District Improvement Goal:**

- Improve relationship between School Committee and the administration with all collective bargaining units.
- Reduce filing grievances by 50% and settle all opened grievances and settle all opened contracts by February 2015. We have contacted the DEA to start negotiations in the month of December. We have settled with the custodians this year and are well on our way with the Paraprofessionals. We have made dramatic progress with the Evaluation Supervision negotiations with the DEA.

### **3rd District Improvement Goal:**

- Complete Central Office and Principals' Instructional Rounds to each school by December 23rd.
- Complete at least one classroom observation 15 minute duration in every single elementary teacher classroom by December 23rd. Completed 89th classroom observation this week.

Introductory interviews with DPW Director, Joe Flanagan, Bob Crisp - Alumni Association, and visited the New Bridge on the Charles Hebrew Center to increase our opportunities to collaborate with them. Mr. Welch met with the entire Dedham Youth Commission to create a collaboration of work with them and Liz McGonagle, from the TEC Program. He also met with Mike Butler and Bob Stanley from the town. Faculty Focus Groups are on-going at each school, so far meeting the faculty at Avery and Dedham High School and have received a lot of feedback from the individual teachers.

Mr. Welch has made presentations with town-wide PTO's at the Riverdale School and the Middle School, meeting the Dedham Education Partnership on November 3<sup>rd</sup> and the Knights of Columbus last night. Oakdale School is scheduled for next week and hoping to finish off the other schools by the end of December.

A timeline for the new Principal Search was discussed at the Riverdale PTO meeting, putting together surveys and posting the position in January, and appointing a search team in February and having an appointment by late March.

Mr. Welch stated he is finalizing a student exit survey for private school students that will be distributed the week after Thanksgiving. Twenty-three individual classroom observations have been completed, and working hard to be visible in all the schools. The district has received multiple maternity leaves notices and four paraprofessionals have moved along to other positions, a continual need in the district. Recently on November 4<sup>th</sup>, Mrs. Kelly coordinated professional development training for the Paraprofessionals meeting with Reading specialists, math coaches and Behavior Analysts.

On November 12, Mr. Welch attended Tri County Superintendent's meetings discussing the state educator tying educator licenses to their own individual student's performances on standardized tests, then the Commissioner of Education submitted a letter backing away from that proposal.

Conducted the Lab Group meetings re: New ECEC - which were held this past week regarding what the new ECEC space would look like. The Consultant would like to come to the School Committee Meeting on Dec. 3<sup>rd</sup> with a Public Meeting on December 8<sup>th</sup>.

Mr. Welch participated in a workshop meeting with Mike Dewar on November 3 – regarding submitting data to the state three times a year. With this new program, the state would be able to extract data nightly. This would require a tremendous amount of time to implement this program. Potentially it may be something Dedham would be interested in. Not completely clear at this time, the district is not prepared at this time and Mr. Welch is not recommending this at this time.

MCAS celebration - The Junior Class was brought to the auditorium to celebrate the recognition of the Level 1 MCAS at DHS this week with Mr. McCarthy, Mrs. Barsamian and Mr. Welch. There have been ongoing DEA meetings regarding the Supervision Evaluation Process. Aspiring Leaders Academy was held yesterday at the MIT House to talk about leadership in the district with twenty-four staff members who were recognized - A great experience, there will be other meetings in Jan. March and May.

Dedham Writes Group, studying writing across the curriculum – Dr. Cynthia Kelly has been working hard with fourteen writing experts across the district to implement professional development days. Dr. Kelly stated this is an enthusiastic group, many are attending a meeting regarding argument writing and content writing. On the first Friday of every month, we are distributing the Dedham Writes will be distributed to staff members for suggestions about the writing across the district. This will contain information about what teachers can be doing in their classroom as well as a survey to teachers to gather more information about the writing that is going on in the district.

On November 4<sup>th</sup> time was spent working on the DDM's (District Determined Measures) – part of the supervision evaluation process. Monday night was the fall town meeting – new town manager, Mr. Jim Kern and Mr. Welch were introduced.

Girls' field hockey was commended for division 2 south finals and the Girls' soccer team tonight – lost to division 3 state semi finals – very competitive tough girls.

Half day release day will take place next week for thanksgiving, working on a meet and greet at the Thanksgiving Day game with a Dedham Public Schools canopy/tent. Working on brochures to hand out at the game and Mr. Welch thanked Mr. Rippin for getting the canopy so quickly.

Discussions from the School Committee members followed.

### **CHAIRS UPDATE**

Mrs. Barsamian attended the Veteran's Day Assembly at the Middle school - all the students did a great job. Attended the MASC Conference in Hyannis - with keynote speech Coach Boon, who came to speak to School Committee members, topic was team work, it was a very moving talk that inspired the School Committee members. Mrs. Barsamian attended the Juniors acknowledgement assembly at the High School and attended the Leadership Academy at MIT yesterday. Knights of Columbus meeting was held this week and looking to outreach to local clubs to understand the new vision of Dedham Public Schools.

### **REPORTS**

Coordinated Program Review - Final Report Special Education and Civil Rights (CPR Review) Kathy Gaudreau, Director of Special Education and Dr. Cynthia Kelly presented a powerpoint presentation.

Mrs. Gaudreau thanked Val Sandborg for uploading all the data, interviews and observations. Mrs. Gaudreau thanked Amy Muldoon, Marjorie Goldstein-Fradin, and Meredith Becker and especially thanked Special Education Teachers. It has taken six years to get to this point. Dr. Kelly thanked Pam Neil for uploading all the ELL information and thanked the principals for all their hard work.

Questions and Discussion followed. Mr. Welch thanked Mrs. Gaudreau and Dr. Kelly for the incredible amount of time and all their hard work – it's a two-year process. He also thanked Denise Moroney for the space at the high school. Mr. Coughlin also thanked Mrs. Gaudreau and Dr. Kelly for all her hard work and congratulations on this great report. Mrs. Briggs Mayanne thanked them and congratulated all the staff. Mrs. Barsamian thanked Mrs. Gaudreau for all her hard work.

**FACILITIES DEPT. OVERVIEW** – Denise Moroney, Director of Facilities

Mission of the Facilities Dept: The mission of the Facilities and Maintenance Dept is to provide for and ensure three basic principles: Safety, Cleanliness, and Comfort with Efficiency for all town and school buildings.

Facilities Buildings. There are 7 schools, the Town hall and town buildings totaling 14 buildings to maintain. Almost a million sq ft. to maintain and improve. Facilities Dept Internal Crossover  
Mrs. Moroney presented the FY15 School Operating Budget Summary. Current projects include:  
Exposed concrete footings – 200 yards of wood fiber, Oakdale put in 4 urinals installed the Greenlodge entrance – sign relocated / painted and landscaping. Capital Improvements Budget  
Projects include: Greenlodge Cameras/DVR, High School Paging System – in the process of evaluating Guidance plan for the space – old home economics space. Designing an HVAC system. 4 offices and Youth Commission/Nursing spaces. Middle School re-commissioning window separation. Terex – PT30 Compact Track Loader, Capital Projects include the new ECEC, Ames school House, Police Dept.

Discussions followed.

**SCHOOL COMMITTEE GOALS 2014-2015**

**ECEC** – By the spring of 2015, the SBRC and the Dedham School Committee will have selected a site and facility to accommodate a new ECEC. The selection that is put into schematic design will have significant input from the stakeholders (educators, parents, and the community-at-large)

**Free Full Day Kindergarten** – By the end of 2014 Dedham School Committee will initiate discussion and stakeholders to begin to build the foundation for support, funding and understanding of a free full day kindergarten program to open no later than the fall of 2018.

**Negotiations** – By June of 2015, CBA negotiations and open grievances will be settled to the satisfaction of all parties. This will happen through positive collaboration between union members and the School Committee.

**Strategic Plan** – Between January and March of 2015, the School Committee will engage all stakeholders to work together to develop a comprehensive 3-year strategic plan for the Dedham Public Schools. Such plan will be voted at the June 3<sup>rd</sup>, 2015 School Committee meeting.

Mrs. Briggs motioned to accept these goals, Mr. Heisler seconded, voted unanimous.

**SBRC UPDATE:** Mr. Coughlin met with the consultant, putting together all the different scenarios, put criteria together to come up with options that the SBRC and the School Committee will decide upon. SBRC will be meeting next Monday night. Mr. Coughlin asked if all School Committee members to be there for input. Hope to go to town meeting with a recommendation a year from now.

**ECEC LAB PARTICIPANTS:** Moving forward to the next process in building the new ECEC, Mrs. Briggs stated there were approximately 35 people were present with the KBA Architects for specifications for the new ECEC working with groups and discussion. What works best with the current

programs that we have. What type of construction, to think about kid centered programing and learning. It was a very productive meeting. The next meeting is December 8th at the Middle School to join in.

**MINUTES:**

Mrs. Briggs motioned to accept the October 15, 2014 Executive Session and October 15, 2014 Minutes seconded by Mr. Coughlin, voted unanimous.

**DONATIONS:**

**ECEC**

1. Dedham Jr. Women's Club \$227.00 earmarked for headphones for classroom listening centers.
2. Dedham Square Circle St. Luke's Church and the Fellowship Bible Church of Dedham donated from their annual Trunk or Treat event \$450.00 for the ECEC to be determined by Principal Sullivan. Mr. Sullivan thanked both with great appreciation.

Mr. Heisler motioned with grateful appreciation to accept the ECEC donations, seconded by Mrs. McGregor, voted unanimous.

**Greenlodge School**

1. Donor's Choose donation to Mrs. Brisco's Grade 2 class for (2) iPad mini's and cases.
2. Donor's Choose donation to Ms. Dietzel's Grade 2 class or (2) iPad mini's and cases.

Mr. Heisler motioned , with grateful appreciation to accept the Greenlodge donations, Mrs. Briggs seconded, voted unanimous.

**PUBLIC COMMENT**

NONE

**Other information**

- The Dedham Education Foundation is still looking for a Spelling Bee date - February 5th - 4:00-6:00. The teacher reception for all teachers who have received the grants will take place in January.
- Mrs. Butler-Walko stated she attended the Curriculum Night at the Oakdale School, thanked the teachers and Principal Armstrong.
- Mr. Coughlin thanked the town departments for all the work putting up the new flag pole at the field at the Middle School in honor Mr. Chaffee along with Denise Moroney and Bob Stanley.
- Mrs. Barsamian stated the need to go into executive session under exemption 3 to discuss negotiations
- Mrs. Barsamian suggested that an announcement portion will be added to the bottom of the School Committee agenda.

Mrs. Barsamian motioned to go into executive session under exception 3 to discuss collective bargaining.. Roll call vote: Mr. Heisler - Yes, Mrs. Butler-Walko - Yes, Mr. Coughlin - Yes, Mrs. Briggs -Yes, Mrs. McGregor - Yes, Mrs. Barsamian - Yes.