

Arlington School Committee
School Committee Regular Meeting
Thursday, December 14, 2017
6:30 PM

Present: Jeff Thielman, Chair, Kirsi Allison-Ampe, Vice Chair, Bill Hayner, Secretary, Paul Schlichtman, Cindy Starks, Len Kardon, and Jennifer Susse

Kathleen Bodie, Ed.D. Superintendent of the Schools, Roderick MacNeal, Assistant Superintendent of the Schools, John Danizio, Chief Financial Officer, Rob Spiegel, Human Resource Director, Alison Elmer, Director of Special Education, Karen Fitzgerald, Administrative Assistant, Jason Levey, President of the AEA. And AHS student rep

Mr. Kardon arrived at 6:40 p.m.

Mr. Thielman arrived at 6:57 p.m.

Mr. Danizio arrived at 7:23 p.m.

Call to Order

Dr. Allison-Ampe, Vice Chair opened the meeting at 6:34 p.m. and welcomed everyone to the meeting and introduced Mr. Jason Levey and Ms. Kara Koka AHS student representative.

Public Participation

Peirce Playground

Ms. Ramona Gramcci, Norse Street, Ms. Mira Whiting, Lowell Street, Mr. Doug Young, Lowell Street, Ms. Krasi Petkov, Summer Street, and Mr. Jason Martin, Alpine Street, Peirce School parents, each requested that the School Committee members support their concerns to have APS invest into the Peirce School playground. They stated that the conditions of the playground are unsafe, to crowded and not equipped for the large enrollment of students currently at the school. They are asking for support to have the committee members help move forward to working with a design team and CPA Funding to get the process of renovating the playground started.

Arlington Education Foundation (AEF) supports the Arlington Public Schools (APS) Safe and Supportive Schools (SASS) with Grant

Ms. Amy Speare and Ms. Sara Burd spoke about the partnership between Arlington Education Foundation and Arlington Public Schools and the donation of a grant to help providing a safe and supportive school over the next few years. The AEF commits to a multi-year program addressing the creation of safe and supportive schools for PK-12. In Year 1 over \$100,000 will be given for Young Mental Health First Aid (YMHFA) training for 300 staff and funding for building SASS action plans and future years: with the hope to expand training to community members too.

The School Committee appreciates the support of the AEF donors for providing the grant to help develop leadership to support training in YMHFA for the administration, teachers, bus drivers, and food service personnel and looks forward to possibly training parents and community members through Community Education as well. After the discussion of training and

certifications by the School Committee members, the following motion was made to accept the grant:

Mr. Kardon moved that the Arlington School Committee, on behalf of Arlington Public Schools, accepts the Arlington Education Foundation Grant of \$200,000, seconded by Mr. Hayner.

Voted: 7-0

OMS and AHS FY 19 Budget Presentation

Dr. Eileen Woods presented and stated the following Ottoson Middle School requests: The Ottoson Community continues to appreciate and thanks the members of the School Committee, Superintendent Kathy Bodie, and Assistant Supt. Roderick MacNeal for supporting the work of educating our Ottoson Middle School learners. In addition we would like to thank the Arlington Community, Arlington Education Foundation and the Ottoson Parent Advisory Council for their continued financial support.

This academic year the 1,264 Ottoson students have benefited greatly from the additional staffing of a .5 adjustment counselor to address the social and emotional needs of our learners as well as the needed Latin curriculum materials.

This year's budget requests are recommended based on conversations and input from the Ottoson teachers, administrators, school improvement council, and department chairs. Our key levers continue to be quality teaching and learning, academic rigor, social/emotional learning, and individualized student learning. As a transitional leader this year the work has been centered on social and emotional and cultural proficiency instruction, the transitioning of Ottoson as a 7th and 8th grade school and ensuring a safe and supportive school climate for all learners and staff. We continue to examine our instructional practices, systems, supports and culture. An important focus has been looking at responsive discipline. We planned to accomplish this by integrating safety, civility, and social identity into our practice as well as examining bias and justice.

Ottoson educators continue to engage in professional development in order to provide students with powerful teaching practices, which will foster student achievement. Our educators continue to be committed to understanding the factors affecting student performance and social emotional learning.

We realize that every year prioritizing a budget has its challenges, and we are mindful of looking at our resources and practices in a different way but wish to frame needs for the 2018-2019 academic year for the 7th and 8th grade Ottoson students and staff.

The Middle School years occur during a critical developmental period for students. This provides us with a unique opportunity as educators and an important charge. Providing students with the necessary tools and foundation that will enable them to become responsible

and capable citizens and contributing members of our community. This is not only accomplished through academic rigor, but through the learning and practice of social emotional skills and competencies that they will require throughout their lives.

With these needs in mind the budget priorities for the Ottoson align with the system goals.

We are requesting 4 clusters for 7th and 8th graders moving away from the split cluster model. The recommendation is based on the enrollment of next year's seventh grade of 445 learners and an eighth grade of 414 learners. This will result in lower class size, which impacts how teachers instruct and engage with students. This will help to create a schedule with more availability to take specific languages, coordinate if a student bypasses a math level, give teachers common planning time and create even numbers of students in sections of a given course.

Next year two Adjustment Counselors will go to the Gibbs, therefore, we are requesting a 1.5 Adjustment Counselor, which will help our students who are increasingly affected by many social forces impacting their role as learners. We look to be proactive in developing strategies to increase academic success, assist with conflict resolution, help students develop appropriate social skills, and assist students in understanding their role in the greater community. I support this request from Sarah Burd, our director of social/emotional learning.

Teaching assistants allow Ottoson teachers to provide increase opportunities to learn, more time to spend with students and on academic tasks and increased ability to assess learning and provide meaningful feedback. The classroom is a dynamic place constantly changing based on the complexities of students and the multi-faceted components of the curriculum. Developing problem-solving and thinking skills in students take time for the teacher to collaborate with students to bring out and enhance that ability at deep levels. Ottoson teachers work hard to understand each student's skill level to enrich, review or practice. They need to be able to provide time for students to engage in quality lessons and get in-depth feedback on their assignments. As a result of differentiation and individualization come developing varied groupings which teaching assistants can support. In these small groups, in-depth understanding is developed through experimentation, discussion and project-based learning. All these groups need physical space in an inclusion classroom. We are asking for 2 teaching assistants to support this inclusion model.

Additionally due to increased enrollment in the present 6th grade we are asking for a .2 World Language Teacher for Spanish. Our Spanish class size is well over 25 – 30 students. We anticipate continued high levels of enrollment in this language next year.

A .4 increase teacher in Visual Art is centered on after the 1.0 teacher goes to Gibbs. Ottoson will need 2.0 teachers to support the work in art especially the digital lab work.

Visual Arts Supplies – While enrollment has grown, funding for our supplies has remained static and the department has added a digital component to the curriculum.

Ottoson Textbooks, Books and Periodicals – This is proposed by the department Chair, Larry Weathers that the up to date curriculum needs to align with the standards.

Dr. Woods supports the Director of Social Emotional Learning in the need for Ottoson learners to have more social emotional learning supplies, and professional development reimbursement for teacher, and supports the Department Chair William Pappazisis recommendation of instructional materials for music; maintenance services for music, performing arts revised curriculum materials, performing arts association membership, performing arts professional conferences, performing arts supplies.

In closing, Dr. Woods wants to say that this is an exciting time of change and opportunity for the Ottoson Middle School Community. Our safe schools committee looked to the year 2020 where our efforts will be realized and students will have increased self-awareness, self-management, social awareness, relationship skills and responsible decision making that lay the groundwork for needed life skills. This will help them as they move through the Arlington Public Schools and beyond.

Dr. Woods thanked the committee for allowing her to serve the Ottoson Middle School Community for the past two years, and looks forward to a smooth transition with the new leadership.

The committee members inquired the difference between an adjustment counselor and social worker and requested to have a spreadsheet of the asks and to see the staff at the Gibbs and staff at the OMS and to have it ready for our next meeting on January 11, 2017. The committee requested Kathy to prioritize the list of asks and show the cost for FY 17 to education all 6, 7, and 8 graders, for FY 18 as well as to show the increase cost for the increased enrollment for both FY 17 and FY 18. It was also suggested to provide what was needed beyond the budgeted amount for the Gibbs renovation.

Arlington High School

Dr. Janger, AHS Principal introduced all the department heads, Ms. Perry, Mr. Coleman, Mr. Conklin, Mr. Weathers, Mr. Pappazisis, Ms. Bellahrossi, and Ms. Burd who are in attendance to supports the following requests budget requests for the high school.

Current Enrollment for FY 17 is 1328 and we will continue to grow to SY 2021 to 1576. One of the best schools and best schools system in the world. Grow 111 students, 6% growth and list 7.2 FTE for AHS.

Dean .04 to make it a full time

2.4 FTE

English .6

Hisotry.6

Science Biology/Physics .6

World Language .6

Art and PE2.2 FTE
Art .6
Performing Arts.2
PE.6
Hisotry.2
English.2
Family and consumer Science .4

Co-taught instruction 1.0
Science co-taught Biology and Chemistry.4
History co taught US History 2- .2
Math co taught .2
ELL Inclusion support .2

To support all levels of language for Italian and Mandarin classes .6
Guidance caseloads 270 and therefore we need .6 FTE

Those are the primary asks for the students but focus on Community Building for District Goals on social emotional goals and major focus is community building coordinating committee for improve communication planning and assessments for these efforts. Wellness day, and Inclusion day in the spring.

Thank the School Committee for improving the Digital Technology four years ago.

The committee members appreciate the presentation and asked for the priority list to be given at the next meeting. The hiring of less than full time teacher was discussed, as well as Chromebook for BYOD to school and looking to connect with major hardware and software companies to help cover costs or receive discounts for students.

Arlington Education Association FY 19 Budgetary Request for OMS and AHS
Mr. Levey presented the following AEA requests for OMS and AHS as noted below.

Additional Staffing

Requesting **four** 7th grade and **four** 8th grade clusters

Rationale: Student enrollment continues to increase. Based off of this year's 6th and 7th grade student enrollment if there were four clusters for 7th and 8th grade that would mean that each 7th grade cluster would average 111 students and each 8th grade cluster would average 103 students. This would provide an appropriate learning environment and class sizes

Additional .4 FTE Art Teacher

Increase in SPED Teaching Assistants

Additional 1.5 FTE Guidance Counselor

Additional .2 FTE World Language Teacher for Spanish

Rationale: The Art and W.L. teacher requests are needed with the increase of student enrollment. As we raise the expectations of students and with the increase of students with Special and social/emotional needs, students and teachers need a greater support system. An increase of SPED teaching assistants and Guidance Counselors will help with this.

Curriculum/Professional Development

Ottoson Science Textbooks, Books and Periodicals
OMS Music Instructional material
OMS SEL (Social Emotional Learning) Graduate Reimbursement PD
OMS SEL Supplies

Increase of Reimbursement for Professional Development Conferences and Courses

Rationale: This would provide proper and updated materials in Science and Music for both teachers and students. Also current allocation for course reimbursement does not cover the needs/requests of teachers in order for us to stay current in content and pedagogy. This includes Social Emotional Learning, which is needed to meet students' needs.

Technology

Speakers for all classrooms with projectors

Rationale: For teachers to be able to use multimedia to enhance the curriculum and to help meet the needs of all students

Extra projectors, chrome/MacBook and hardware for when devices break

Rationale: To implement parts of their curriculum until they get a replacement.

Salary

Appropriate contingencies for all staff wages

Rationale: Increase salaries to make it comparable to surrounding communities. This is needed to attract more and better qualified TAs and substitute teachers. It is also needed to attract and retain all teachers and administrators.

AEA 2018-19 AHS Budget Requests

Additional Staffing

Additional .8 FTE English

Additional 1.2 FTE Social Studies

Additional .6 FTE Visual Arts (has not seen an increase in FTE for several years)

Additional .2 FTE Performing Arts

Additional .4 FTE FACS

Additional 1.0 Guidance

Additional .2 FTE Math

Additional .6 PE

Additional .2 FTE ELL

Additional .4 FTE Science lab classes

Additional .2 FTE Science B co-taught Biology

Additional .2 FTE Science B co-taught Chemistry

Additional 1.2 FTE in World Languages (growth in Italian, Mandarin, and Spanish)

Rationale: As student enrollment increases, so does class sizes. Not only are these additional FTEs necessary to keep class sizes down, but also to offer enough courses for students.

Increase .6 Dean to 1.0 FTE

Rationale: While teachers were happy when a .6 Dean was budgeted for this school year, the AEA believes this was not enough and the position needs to be full time. Even with 2.6 deans, they are often preoccupied by other pressing issues when needed by a teacher, especially when there are only two working at the time. Ottoson has three full-time vice principals; it is now time for the high school to have three full-time deans.

Technology

Increase the number of Chromebook available to students

Rationale: This will allow teachers to continue to enhance their curriculum as more students would have access to technology.

Speakers for all classrooms with projectors

Rationale: For teachers to be able to use multimedia to enhance the curriculum and to help meet the needs of all students

Also proper projecting hardware depending on teacher's device (Chromebooks vs. MacBook's) as needed. This includes cords, dongles, etc.

Rationale: This is needed so teachers can use their classroom projector.

Extra projectors, chrome/MacBook and hardware for when devices break

Rationale: To implement parts of their curriculum until they get a replacement.

Curriculum/Professional Development

Increase of opportunities for reimbursement for PD and Courses

Rationale: Current allocation for course reimbursement does not cover the needs/requests of teachers in order for us to stay current in content and pedagogy.

Salary

Appropriate contingencies for all staff wages

Rationale: Increase salaries to make it comparable to surrounding communities. This is needed to attract more and better qualified TAs and substitute teachers. It is also needed to attract and retain all teachers and administrators.

Monthly Financial Reports

Mr. Danizio, CFO noted not much change to the financial reports since last month. The committee members discussed various line items around IT, METCO grant reporting and estimate of spending. Mr. Danizio is on top of the budget and line items and is willing to change the methodology of how he is reporting if the committee recommends.

Superintendent's Report

Building Project Updates

Dr. Bodie announced the Kickoff Community Forum 7-9 Town Hall Thursday, January 4, 2018 for Arlington High School Building committee. The committee will hold a meeting on Tuesday, December 19 and all are invited.

Gibbs

Not much of a change and moving forward with Gibbs.

Hardy,

Dr. Bodie said things are moving forward with the Hardy building plans, playground and CPA issues and they will continue to discuss these issues with the Capital Committee.

Stratton School

Dr. Bodie stated it was a great day for the Stratton School Ribbon Ceremony held today, speakers included 1st Graders and Kindergarten students, Mr. Hayner, School Committee, Mr. Garballey, State Representative, Mr. Pooler, Town Representative Mr. Cole, PTBC and Mr. Curro, Board of Selectmen.

Mr. Schlichtman asked Dr. Bodie if she could do anything about the Peirce School playground and Dr. Bodie informed him the Capital Committee had discussed FY 19 money for the playground and will continue to work with Mr. Marshall, Director of Arlington Recreation who is overseeing all the playgrounds in town.

Coordinated Program Review (CPR) Update

Mr. MacNeal, Assistant Superintendent provided a presentation to show the progress of the DESE Corrective Action plans with the evidence of completion for each as requested by the School Committee members on a motion made on Thursday, September 14, 2017. Ms. Elmer also presented her progress of evidence of completion for each and provided a memo to Dr. Bodie and the School Committee which stated “in reviewing these themes, it seems a focus on compliance training and retention of highly qualified and trained staff should be a priority of the Department and District. This should not be at the expense of program and professional development but in other related areas”. Ms. Elmer looks forward to the recommendations of the independent program evaluation to help develop a plan of action to address these concerns and to help have a complete understanding of the needs across the Department.

Mr. Hayner asked Dr. Bodie if she will be bringing a budget with an increase of special education staff and salaries. Dr. Bodie noted that the special education staff is on the same scale as the general education teachers and in the same AEA union. Dr. Bodie said the staffing retention and salaries of those in special education should be addressed in the FY 19 Budget requests. Dr. Bodie informed the committee that we are not denying we had compliance issues and the issues have been declining over the years; she looks at how we attract special education teachers to Arlington. The concern is retaining special education teachers in this field due to the amount of paper work. Mr. Hayner indicated to Dr. Bodie that it was her prerogative to set up the step and column of any new staff.

The committee appreciated the CPR update from Mr. MacNeal and Ms. Elmer and the committee members want all staff to be aware of the location of the forms for families needing translation services. Staffing and salary concerns were discussed to comply with action plans and compliance issues and it was also noted that everyone appreciated the root cause report.

Mr. Kardon thanked Ms. Elmer for the information she reported and asked about two issues:

1. Turnover in Arlington versus other districts. Are we higher or the same, and could it be a salary issue? 2. Caseload and request for team chairs. Are they tasked heavily or do we have higher case load than other towns?

Dr. Bodie informed the committee that we are not denying we had compliance issues and said they have been declining over the years; she looks at how we attract special education teachers to Arlington. The issue is retaining special education teachers in this field due to the amount of paper work.

Mr. Schlichtman stated all districts go through the CPR and it is important to correct translations barrier issues, but it is important for us to maintain our focus on teaching and learning for children and we are doing this and doing a good job. Our students are well served by our teachers.

Consent Agenda

Dr. Allison-Ampe moved to approve the Consent Agenda,

Approval of Minutes: School Committee Regular Meeting, December 7, 2017

Approval of Warrant: Warrant # 18119, dated 12/7/2017, Total Amount \$636,948.55,

Approval of Trip: None and pull the Approval of Job Description: Director of Instructional Technology, seconded by Ms. Starks.

Voted: 7-0

The committee members were not ready to support the approval of the job description for the Director of Instructional Technology without hearing and seeing a plan, model and an organizational chart of the Technology Department. Mr. Thielman understands the committee is not happy about approving the job description tonight but suggested they vote tonight and have Dr. Bodie bring forth an organizational chart at our next meeting on January 11, 2018. After the discussion the following motion was made:

Ms. Starks directs Dr. Bodie, Superintendent, to report back to the School Committee on an organizational plan of the Director of Instructional Technology, and show who and organizational chart on who this person reports to and provide an instructional department plan by January 11, 2017 at 6:30 p.m., seconded by Mr. Schlichtman.

Voted 7-0

Mr. Schlichtman moved to approve the Job Description: Director of Instructional Technology, seconded by Ms. Starks.

Roll Call: Mr. Kardon No, Ms. Susse, abstained, Ms. Starks Yes, Mr. Schlichtman Yes, Mr. Hayner No, Dr. Allison-Ampe Yes, and Mr. Thielman Yes

4-1-2

Policy: None

Subcommittee & Liaison Reports & Announcements

- Budget, Kirsi Allison-Ampe (Chair), nothing
- Community Relations, Cindy Starks (Chair), nothing
- District Accountability, Curriculum/Instruction & Assessment, (CIAA) Paul Schlichtman, (Chair) has scheduled two meetings on January 9, and January 16.
- Facilities, Jennifer Susse (Chair) nothing
- Policies & Procedures, Len Kardon (Chair) nothing
- School Enrollment Task Force, Bill Hayner, Cindy Starks, Jeff Thielman nothing
- Legal Services Review, Bill Hayner, Len Kardon, nothing
- Arlington High School Building Committee Jeff Thielman and Kirsi Allison-Ampe will meet on Tuesday, December 19, 2017 and Mr. Thielman said Ms. Susse and Mr. Hayner

are on the Educational Vision Plan for AHS and has not heard back from Dr. Allison-Ampe yet.

- *Gibbs Committee, Cindy Starks no report*
- *Liaisons Reports, attended the Stratton PTO meeting*
- *Announcements*

- *Future Agenda Items*

Ms. Susse would like to see the update on Goal 1, Student Achievement 1.1 During the year, the vision of students as learners and global citizens will be aligned with a coherent connection between standards, and transferable skills, and relevant education experiences. This alignment will also ensure that all students have access to achieving this vision. The evidence of success: A broad-based process will be developed to review, understand, and adopt a vision of students as learners and global citizens to be reviewed by the School Committee by October 2017.

Executive Session

None

Correspondence Received:

Warrant 12/7/2017

Draft Minutes 12/7/2017

OMS FY 19 Budget Requests

AHS FY 19 Budget Requests

AEA FY19 Budget Requests for OMS

AEA FY 19 Budget Requests for AHS

Monthly Financial Reports

AEF Press Release on AHS SSS Grant

AEF Funds APS: Safe and Supportive Schools presentation

Job Description Dir of Instructional Technology

Community Relations Approved minutes 9/19/17

CPR Progress reports, R. MacNeal and A. Elmer

Adjournment

Mr. Hayner moved to adjournment at 9:37 p.m. seconded by Mr. Schlichtman.

Voted: 7-0

Respectfully submitted by

Karen M. Fitzgerald

Administrative Assistant

Arlington School Committee