

Approved by the School Committee October 24, 2019

Arlington School Committee  
School Committee Regular Meeting Minutes  
Thursday, September 26, 2019  
6:30 p.m.  
Arlington High School  
859 Massachusetts Avenue, 6<sup>th</sup> Floor  
Arlington, MA

Present: Len Kardon, Chair, Jane Morgan, Vice Chair, Paul Schlichtman, Secretary, Kirsi Allison-Ampe Chair, Jeff Thielman, and Bill Hayner.  
Roderick MacNeal, Jr., Assistant Superintendent, Rob Spiegel, Human Resource Director, and Karen Fitzgerald, Administrative Assistant, and Marion Nolan, AEA Representative.

Absent: Kathleen Bodie, Ed.D. Superintendent, Michael Mason, Chief Financial Officer, Alison Elmer, Director of Special Education

Mr. Thielman arrived at 7:07 p.m.

Ms. Morgan arrived at 7:18 p.m.

Open Meeting

Mr. Kardon opened the meeting at 6:30 p.m. and said Dr. Bodie was in Japan this week for the 35th anniversary celebration of our sister city relationship with Nagaokakyo. Ms. Elmer was unable to attend, Ms. Morgan and Mr. Thielman will be arriving late.

Public Comment

None

Agenda 1

Sara Burd reported on the School Counselor new name, which deletes guidance out of their title. Kathy Hirsch and Danielle Rakowsky, AHS School Counselor, said they have collaborated as a team over summer rewriting the high school and middle school mission statement.

High School Mission

The AHS School Counseling Department fosters overall wellness, academic and career success and life skill development. We collaborate in empowering students to reach their fullest potential. We support the social-emotional well-being of students through building healthy and diverse relationships and setting personalized goals. We promote the development of self-advocacy skills including the ability to access supports, counseling, academic help and self-awareness around areas of strength and weakness. The department focuses on developing life-long learners, resiliency and intellectual curiosity as the whole student prepares for an ever changing global community.

Middle School Mission

Counselors provide a nurturing environment that supports the growth of students into socially responsible, independent, and collaborative community participants. Counselors prepare lifelong learners for the world by helping to promote intellectual curiosity, and develop cultural proficiency and healthy relationships. Counselors work with students, parents, faculty, and the community to advance social emotional skills, develop resilience, and foster the mental and physical well-being of the whole student.

#### Supporting Well-Being, Growth and Resilience

Ms. Burd provided documentations on the qualification of school counselors and said they hold a master's degree, meet the state certification/licensure standards, fulfill continuing education requirements and uphold American School Counselor Association (ASCA) ethical and professional standards. They are certified/licensed educators who improve student success. She also said the Counseling Department is fully staffed, and provided a video with each of the School Counselors from the middle schools. Ms. Burd presented the new monthly News Counseling Newsletter which was recently created.

Committee members wanted to hear more on the differences of school counselor, social worker and school adjustment counselors. Ms. Burd said the Counseling Department was fully staffed and the break out of those at the each of the schools was explained. Elementary level have social workers and provide counseling and some offer special education services, per IEP's. The Ottoson Middle School has 4 school counselors, Gibbs School has 2 school counselors and Arlington High School has 6 school counselors and 2 social workers. Some of the high school and middle school counselors have dual roles as adjustment counselor and social worker. All are qualified but we use them in different ways. The difference of the roles were explained that the school adjustment counselor and social worker meet with families, students, and run small groups, for students and the community and school counselors are working on schedules, college applications.

#### Review the result of agenda item 2

#### District Goals 2019-2020 Department Smart Goals agenda item 3

Dr. MacNeal presented the smart goals, which go under the district goals of 2019-2020, and the cover Goal 1.1, Goal 1.2 and Goal 2.1, for the elementary and secondary level on curricula and resources. Some of the highlights included the following:

#### **Goal Objective 1.1**

**Students will engage in curricula that are designed to support the district's vision of student as learner and which emphasizes transferable skills such as global and cultural awareness, creativity, collaboration, responsibility, communication and critical thinking, remain in alignment with state standards, are coherent within each discipline, and can be measured by common and state assessments**

#### **Elementary K5- ELA**

Goal for Grade 3: During the 2019-2020 school year, all grade 3 teachers will implement Lucy Calkins' Readers Workshop units of study, "Building a Reading Life" and "Character Study". In addition teachers will pilot the Lucy Calkins' Readers Workshop nonfiction unit in all elementary schools. The introduction of these units will further the overall implementation of the Reader's Workshop instructional format in grades 1-5 and highlighted the new

Goal for Grade 5: During the 2019-2020 school year, all grade 5 teachers will implement the Lucy Calkins Interpretation Book Club Unit. This unit was piloted during the 18-19 school year. The adoption of the unit across the district will continue the implementation of the Reader's Workshop Instructional format for grade 5.

These goals help with reading alignment in grades 1-5.

### ***Elementary K-5 Science***

*Rationale:*

- *K: This will help to align instruction in the science practices as outlined in the 2016 Massachusetts Science and Technology/Engineering Curriculum Framework.*
- *Grades 1-5: So the data can be analyzed for consistency across buildings to give insights into strong and weak areas of the curriculum and time on instruction and so that the data will be used to adjust instructional practices.*

Goal for Kindergarten: During the 2019-2020 school year, kindergarten teachers will use the "Tools of the Mind" Science Manual for science instruction.

Goal for 1-5: During the 2019-2020 school year, students will be assessed using new draft common assessments at the end of each unit and data will be entered into the Data Bank and shared with the Science Curriculum Director.

### **Secondary (6-12): Computer Science**

Rationale: The three core reasons for the modifications are: 1. To meet the standards of the new DLCS Frameworks; 2. To provide opportunities for Project Based Learning; and 3. To embrace the concept that coding skills can serve as the glue for higher level integration of content areas.

Goal: During the 2019-2020 school year, OMS/Gibbs computer science teachers will continue to revise the computer science curriculum offered in grades 6-8. Grade specific courses will be created for the seventh grade and eighth grade to complete a developed and vertically aligned independent courses for each grade 6, 7 and 8.

### **Secondary (6-12): History and Social Studies**

Rationale: Vertically and horizontally align research skills and practices throughout the district; strengthen students' ability to "observe, analyze and synthesize information from a variety of sources to enhance existing understandings and construct new knowledge" (APS Vision of Student as Learner).

Goal: Teachers in grades 6-11 will provide direct instruction in a specific research skill. Teachers will provide students with the opportunity to practice that skill as well as be assessed

and given feedback on progress in that skill four times during the year through a common research performance task before the end of the 2019-2020 school year.

### **Secondary (6-12): Science**

Rationale:

Grades 6-8: To enhance instruction for teachers.

Grades 9-12: PBL engages students in increasingly self-motivated learning and is more likely to involve real world applied problems.

Goal for 6-8: During the 2019-2020 school year, students in grades 6 and 7 will use the new iScience textbook and electronic resources, a set of curriculum resources newly acquired through McGraw-Hill Publishers. This program contains resources for student use, as well as tools and strategies to enhance instruction for teachers. Project Based Learning (PBL) activities will be piloted in several units from the new iScience resources. Progress with PBL implementation will be monitored by the Science Director to inform future implementation of PBL activities.

Goal Objective 1.2

**Students will develop their social and emotional (SEL) skills through age-appropriate SEL instruction that includes an awareness of cultural bias, and by learning in classrooms where responsible decision making, empathy, and the importance of positive relationships are the norm.**

### **Elementary (K-5): Social and Emotional Learning (SEL)**

Rationale: SEL efforts in the district have been varied and random in implementation without measured impact on student outcomes. Mapping competencies and practices will allow for the beginning of a district-wide system of SEL provided with fidelity and equal access.

Goal for PreK-2nd: By June 2020, high quality SEL instruction and practice for all students in grades PK-2 will be comprehensively mapped, identifying where students have access to the five SEL competencies through both direct instruction as well as embedded classroom application. Weaknesses in the analysis will be addressed through Goal 2.1. A similar analysis for grades 3-5 will follow in the 2020-2021 school year.

**Goal Objective 2.1**

**Professional learning for educators will reinforce targeted components of the academic curriculum, social emotional competencies and pedagogy, and will emphasize culturally responsive and data-informed instructional practices that support student learning and growth.**

### **District (K-12): Cultural Literacy**

Rationale: To increase the cultural literacy of staff within the district.

Goal: During the 2019-2020 school year, all district staff will participate in ten hours of professional development focused on cultural literacy and culturally responsive instruction. Six of the hours will be provided during the professional development day on November 1.

Goal: During the 2019-2020 school year, members of the District Diversity, Equity, and Inclusion Team will work with an outside consultant to create a mission and vision statement. The result of such work will also include setting short term and long term goals for the district with regard to the district's focus on fostering diversity, equity and inclusion.

Dr. MacNeal pointed said these are an overview of the highlights of SMART Goals to help point out the action of the District Goals and help assess and making sure we are providing a safe and welcoming learning environment for all students. The S.M.A.R.T goals conform to the following criteria: Specific, Measurable, Attainable, Relevant and Timely.

Mr. Hayner appreciated the SMART goals. Mr. Hayner was concerned with cultural bias being pulled into Social Emotional Learning and would like it to be part of the curriculum plan for students and staff. Dr. Allison-Ampe appreciated the presentation and sees approaches on initiatives, that some are new and some ongoing, but questioned if this approach is working and how is it measured and how is it achieved. She would like to see the measures of success and the reasons we are doing it. Ms. Susse suggested to identify problems and find ways to solve it and to suggesting seeing this in the goals and to restructure the language of the goals, and to align with standards and how we want to accomplish the goals and what is the focus, how are staff spending their time and the vision on what we want Arlington to become.

Ms. Morgan after hearing about the new assessment called DIBELS/Acadience phoneme segmentation fluency and nonsense word fluency assessments for 2019/2020 she noted that starting a new assessment is not a goal, but if 80 percent of students can read, and we want 90 percent of students to read then that would be the goal. She suggested seeing the growth of the needle moving and knows that it cannot all be accomplished in one year but would like to see how they are achieving this. Mr. Schlichtman said he had issues in this context, who is your audience, and why are you doing it. He suggested that the goals be like a lesson plan and what do we want School Committee to know and do. Mr. Thielman suggest to think of measure outcomes and where do they want to be at the end of the year or where do they want to be in five years. Mr. Kardon suggested going back to a five year plan and need to come up with a strategic goals, with more outcome and multiyear goals and suggested bringing these to CIAA.

Mr. Kardon said Mr. Mason was not feeling well and that the Facility Report is in Novus.

### Enrollment Projections

Mr. Kardon said at the request of Mr. Hayner enrollment projections was added to the agenda. Mr. Thielman said the previous Enrollment Task Forces included the superintendent, town manager and community and committee members and the outcome of this was an expansion of Hardy and Thompson Schools. Dr. Allison-Ampe as chair of Budget Subcommittee offered to look into enrollment projections, numbers, facility and space relations to buffer zone. She said

she will sit down with the administration and discuss a plan, since many parents expressed concerns on space issues.

### Superintendent's Report

Dr. MacNeal appreciated the Jazz Band and Chorus Directors who attended Town Day. Dr. MacNeal reported out on the AHS Athletics. We currently have 459 student athlete participating in over ten different sports, cross country and soccer have the biggest participants. The AHS pep rally is scheduled for October 22 and he announced Mr. Barrett retired last June as out long term golf coach.

### Consent Agenda

On a **motion** by Mr. Schlichtman, **seconded** by Mr. Thielman, it was **voted** to approve to the Consent Agenda,

- Warrant 20049 dated 9/17/19, in the amount of \$719,397.58,
- Approval of School Committee Regular minutes of June 13, 2019,
- Approval of School Committee Regular minutes of September 12, 2019.

7-0

### Policy:

No policy items on the agenda

### Subcommittee/Liaison Repots/Announcements

- **Budget:** Kirsi Allison-Ampe, chair held a meeting this morning. Since Mr. Mason was ill no deep budget calendar changes were made. The committee will meet with administration and every other month.
- **Policies & Procedures:** Paul Schlichtman chair, no report
- **Curriculum, Instruction, Assessment & Accountability:** Jane Morgan, chair, no report
- **Community Relations:** Jennifer Susse, chair, needs a meeting to interview five Transportation Advisory applications. She would like to propose to hold three School Committee Chats, the first Saturday of November, February and May.
- **Facilities:** Bill Hayner, chair, met on September 18 to discuss meetings with all PTO. Next meeting will be October 16
- **Legal Services:** Bill Hayner chair, no report.
- **Arlington High School Building Committee:** Jeff Thielman, Kirsi Allison-Ampe reported they will meet next Tuesday, October 1, 2019 at 6:00 p.m.
- **Calendar Committee:** Jennifer Susse, no report
- **Election Modernization Representative:** Jennifer Susse, missed last meeting.
- **Superintendent Search Process:** Paul Schlichtman, chair, will schedule meeting.
- **Negotiations Subcommittee AEA:** no report

### Liaisons Reports

Mr. Thielman said he attended the Hovey Players production of RACE, and complimented Judson Peirce for an outstanding job.

Dr. MacNeal said schools are closed on Monday, September 30

Future agenda

Updating on issues on early start  
Put delegate assembly on agenda

Executive Session

None

Correspondence Received:

- Warrant dated 9/12/2019
- June 13, 2019 Regular Meeting Minutes and Sept 12, 2019 Regular Minutes
- SC approved appointment letters
- New Hire chart, R. Spiegel
- Facility update report.
- Arlington District Goals 2019-2020 Dept. Smart Goals Presentation
- YRBS Presentation

Adjournment

On a **motion** by Mr. Thielman, **seconded** by Mr. Hayner, it was **voted** to adjourn at 9:13 p.m.  
(7-0)

Respectfully submitted by  
Karen Fitzgerald  
Administrative Assistant  
Arlington School Committee