

Approved by the Arlington School Committee October 24, 2019

Arlington School Committee  
School Committee Regular Meeting  
Thursday, October 10, 2019  
6:30 PM  
Arlington School Committee  
869 Mass Avenue, 6th Floor  
Arlington, MA 02476

Present: Len Kardon, Chair, Jane Morgan, Vice Chair, Paul Schlichtman, Secretary, Kirsi Allison-Ampe, Jeff Thielman, and Bill Hayner.  
Kathleen Bodie, Ed.D. Superintendent, Roderick MacNeal, Jr., Assistant Superintendent, Rob Spiegel, Human Resource Director, Alison Elmer, Director of Special Education, Karen Fitzgerald, Administrative Assistant, Julia Keys, AEA representative, and Manjot More, student representative.

Absent: Michael Mason, Chief Financial Officer

Ms. Morgan was attending family related event and arrived 7:00 p.m.

Mr. Thielman was attending a work related event and arrived at 8:14 p.m.

Open Meeting

Mr. Kardon opened the meeting at 6:30 and said Ms. Morgan and Mr. Thielman will be arriving late, and Mr. Mason was ill. He welcomed student representative Manjot More to the meeting. Mr. Kardon presented the Arlington High School Artwork displayed in the meeting room.

AHS Service Learning and Cultural Exchange Trip by Hammer & Chisel

Mr. Dorian Botsis, Director of the Hammer and Chisel who runs the Service Learning and Cultural Exchange programs for Arlington High School students said he would like to seek approval to run a service trip to Puerto Rico, and to Cape Town, South Africa trip during April 20-26, 2020. He will have staff from Hammer and Chisel and AHS chaperones on each service project trip. The students will be working with homeless, community members, students in schools, and elders helping them choose clothing, food and working in the community shelters during the day, and work in the afternoon with students school work.

When asked by Mr. Kardon if this is a teacher or school trip, it was noted it was a school trip. Mr. Kardon suggested to Dr. Bodie we offer domestic trips which would be more affordable to our students. Dr. Bodie replied AHS has offered domestic trips and said AHS has money for scholarships for students who would like to attend these school sponsored trips. Mr. Botsis also recommended the Cummings Foundation for scholarships.

On a **motion** by Mr. Hayner, **seconded** by Ms. Susse it was **voted** to approve the Service Learning Cultural Exchange program to Puerto Rico April 20-26, 2020.

Voted (5-0) Mr. Hayner, Dr. Allison-Ampe, Ms. Susse, Mr. Schlichtman, and Mr. Kardon.

## Public Comment

None

### Meet the New Administration

Mr. John Bowler, Athletic Director, graduate of AHS, coach, worked at the Arlington Boys and Girls Club for 23 years is privileged to work here and couldn't pass it up. Mr. Bowler has been working with student athletes, coaches, and Mr. McCarthy getting a full assessment of what has been going on and what works best for Arlington Public Schools. He will work with Mr. McCarthy and others in the building phase of the new high school. Dr. Allison-Ampe said she would like to set up meetings soon to discuss athletic fees since parents have concerns. Ms. Susse suggested that community outreach should be in place on athletic fees before anything comes the full school committee.

Ms. Samantha Hoyo, Science Curriculum Director and Ms. Sarah Huber, Science Coach was introduced and spoke how they have been working together over the last few months and balance each other out. They consider themselves as a power team. Sarah Huber was an Elementary Science Coach in Needham Public Schools, K-5 and said she is happy to be here in Arlington. Sam Hoyo worked in Rockland, MA in a small south shore community and taught Science. She said she did her dissertation on gender identity and said it is an ideal fit for her to come to Arlington. She has been working on the elementary level curriculum to create an equitable experience for all students in Arlington. She has looked at how to work together with the 6, 7, 8 Graders as well as high school students over the last six weeks and to move the district forward.

Mr. Schlichtman, Mr. Hayner, and Ms. Susse all expressed how thrilled that both are happy to be here working for Arlington Public Schools. The committee members inquired if the robotics program could be extended at all levels and asked if additional science kits could be purchased. Sam has been working together with Matt Coleman to align some of the math and science classes with project based learning. Sam is looking at other ways to work out the science kit with teachers throughout the district.

### District Accountability Report

Dr. MacNeal presented the District Accountability report to the full committee. He announced that parents will receive their children's report next week. Two years of data was used to show progress toward improvement. All the results are public and can be found on the DESE Website.

### Diversity Hiring Report

Mr. Spiegel presentation started with an overview of current strategies developed by DESE to support a diverse and culturally responsive educator workforce. Then Mr. Spiegel presented the Diversity Hiring report for Arlington Public Schools 2019.

The report showed we hired 77 new hires and 70 are white for the 2019-2020 school year. This includes all AEA Employees, Paraprofessionals, Administration and IT, Maintenance, Transportation and Food Services. Our Afterschool and Daycare programs have hired more of our diverse staff as the report shows. Mr. Spiegel said staff of color want to go and work in communities with higher percentage of color students and want to give back to their own

community. Mr. Spiegel invites people of color to explore the possibility of working here in Arlington by attending college fairs and offering diversity coffees at APS which receives a nice turn out. The committee members brought up the cost of taking the MTEL's and the need to pay again to take the MTEL's for those who don't pass. The cost of education, the debt to obtain a Master's degree and the financial concerns all make it difficult to for all to become teachers now.

#### Arlington Human Rights Commission Documents, J. Susse

Ms. Susse presented the following documents between the Human Rights Commission, Superintendent Bodie and the School Committee which have been worked on with Sharon Grossman, HRC member and Ms. Susse over that past two years. The reason for the documents is so everyone would be aware of the guidelines for responding to incidents in Arlington Public Schools. Ms. Susse noted a time when she said this did not happen.

#### GUIDELINES FOR RESPONDING TO HATE INCIDENTS IN ARLINGTON PUBLIC SCHOOLS

*A Hate Incident is any act of physical or verbal assault, vandalism, or graffiti that threatens, demeans, or attacks an individual or group of people based upon their race, religious views, national origin, sex, color, citizenship, age, ancestry, disability, family/marital status, source of income, ethnicity, sexual orientation, or gender identity and expression.*

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#### **What to do:**

- Identify the Incident
- Preserve the Evidence
- Notify the Principal
- Document the Incident
  
- **DOCUMENT:**
  - ☐ In cases of verbal or physical assault, note the location, date and time of the incident and its discovery with as much detail as possible.
  - ☐ Write down any additional details you recall of the incident you experienced or witnessed.
  - ☐ In cases of vandalism, graffiti, or damage, photograph/videotape the object in order to preserve evidence. Do not alter, change, or clean up the damage in any way without first photographing the evidence.
  
- **COMMUNICATE (as soon as possible):**
  - ☐ School personnel will first contact the school principal to ensure that the evidence is preserved, in the case of physical vandalism.
  - ☐ The principal should then contact their building administrator(s) or designee(s), School Resource Officer, and Superintendent.
  - ☐ Principal and Superintendent will activate the school's crisis response team (typically the principal, assistant principal, social worker, and nurse) to design and coordinate a communication plan.

- ❑ Arlington Police Department will notify the Arlington Human Rights Commission.

### **FOLLOW UP:**

- ❑ Principals or their designated representatives will send an initial email and timely email updates to the school community, when it is of an appropriate magnitude as determined by the crisis response team. If available, Principal will suggest next-step programming for the community, such as a relevant AHRC or Diversity and Inclusion Group (DIG) program. Principal will communicate information to the community, including resources and contact information for the AHRC and school DIG.
- ❑ It is recognized that some details of these incidents cannot be revealed to the public due to regulations related to privacy and confidentiality. When incidents occur in schools an emphasis is placed on the development of the student related to age and on teaching the student the effect these actions have on others and the community.
- ❑ We encourage affected members of the community to remain in contact with the School personnel, AHRC, and school DIG.

### **Online Resource**

Teaching Tolerance, “Responding to Hate and Bias at School”

[http://www.tolerance.org/sites/default/files/general/Responding%20to%20Hate%20at%20School%20ONLINE\\_3.pdf](http://www.tolerance.org/sites/default/files/general/Responding%20to%20Hate%20at%20School%20ONLINE_3.pdf)

### **Arlington Human Rights Commission Liaison(s) to Arlington Public Schools**

The Arlington Human Rights Commission (AHRC) works collaboratively with the Arlington Public Schools through its liaison(s). Through this partnership, we aim to foster communication between stakeholders in order to better understand each other’s perspectives and seek to increase acceptance of all in our community. Since its inception, the AHRC has done some of the following to help support the Arlington school community:

- Provided seed money and support to LGBTQ students and parents/guardians.
- Acted as a sounding board for a principal when there was a human rights related incident.
- Worked with the School Committee and Central administration to examine high school rates of suspension as they relate to students of color.

### **Functions of AHRC**

The AHRC plays an important role in the Town of Arlington and the AHRC School Liaison(s) will communicate that role to the school communities. The AHRC:

- Educates the community about issues related to human rights and the appreciation of diversity, and promotes mutual respect for all people;
- Enlists community-based groups in educational programs and works with town officials and other town bodies (e.g. Envision Arlington’s Diversity Task Group, Rainbow Commission) to promote its stated goals related to human rights;
- Responds to complaints by residents who believe that their human rights have been violated in Arlington; and
- Initiates investigations when residents submit formal complaints regarding

potentially unlawful discrimination, working with police as necessary. The AHRC School Liaison(s) may, after consulting with district and school leadership :

- Communicate with the school communities about events related to human rights that are happening in Arlington and may be of interest to parents/guardians, educators, and others;
- Contribute to efforts that relate to human rights within the schools, including arranging for financial contributions or co-sponsoring events;
- Share best practices for responses to incidents, as well as programming related to human rights or diversity issues;
- At the request of the parent/guardian serve as a facilitator with the school administration in cases where, from the parent/guardian's perspective, a human rights-related incident has not been resolved; and
- Act as a sounding board for a principal if there is a human rights-related incident at a school.

9/18/19

After the committee members discussed the documents and concern on word smiting. Dr. Bodie said her administration have approved the documents and are comfortable how they are written. The school committee members sensed it would not be considered as their policy and no action will be taken from them on either document. It will be the school district guidelines therefore, the School Committee gives the documents their blessing and no vote is needed for approval.

#### MASC Annual Business Meeting

The School Committee members had no comment regarding the MASC resolutions being presented at the MASC Annual conference this November 2019.

#### Appointment of delegate for the MASC Annual Business Meeting

On a **motion** by Mr. Hayner, **seconded** by Mr. Thielman, it was voted to appoint Mr. Schlichtman as our delegate at the MASC Conference November 2019.  
(7-0)

#### Superintendent's Report

Dr. Bodie announced the AHS Building Committee will hold a Forum on Wednesday, October 30, 7-8:30 at Town Hall. The presentation will be with our builder Consigli Construction and wants all to come hear the current status of design and phasing of the project. Preconstruction will begin in March and a number of meetings have taken place and will continue.

Dr. Bodie addressed the incident at OMS of anti-Semitism graffiti. The incident was discussed during the middle school Aspire meetings. Dr. Bodie mentioned the Boston Globe article from Arlington parents that their students don't have enough time for recess and to eat lunch. She will send a letter to parents to make sure no student is ever hungry during the school day and to inform them that Arlington Eats, a program in Arlington, provides every school with healthy snacks and students are able to help themselves during the school day. The students currently have 20 minutes for recess and 20 minutes to each lunch. Dr. Bodie agrees with the lunch

schedule and will communicate to parents that students know about the Arlington Eat snacks being offered to them in her letter she will send out.

Kathy mentioned the ongoing of public forums in the district which include Guiding Good Choices, vaping and community conversation. These can be found on our website.

Kathy offered an overview of the 35<sup>th</sup> celebration of Japanese trip she currently returned from with our Town Manager and other community members. She spoke of the important bond created over the years with our sister city relationship and to the students who travel to and from Japan with our own students and families.

#### Consent Agenda

Mr. Schlichtman **moved approval of the Consent Agenda.**

- Approval of Warrant: Warrant Number 20066, Dated 10/1/2019, Amount \$383,752.69.
- Approval of Trip: AHS Cape Town, South Africa Trip of April 2020.

At Ms. Morgan's request, the Cape Town trip was removed from the consent agenda.

**Seconded** by Mr. Thielman, it was **voted** to approve to the Consent Agenda. **(7-0)**

On a **motion** by Dr. Allison-Ampe, **seconded** by Ms. Susse, it was **voted** to approve the AHS Cape Town, South Africa Trip of April 2020. (5-2) Mr. Hayner and Ms. Morgan voting No

#### Discussion on District Goals 2018-2019 Evidence and Superintendent Evaluation Process

Dr. Bodie asked how the committee members would like to receive the evidence on the goals. It was the sense of the committee members to have the documents electronically uploaded into Novus. Dr. MacNeal has been collecting the evidence and will forward them to Karen to be uploaded into Novus, a hard copy will also be available to view. The evaluation document will be filled and sent out by Mr. Kardon to be completed by November 5<sup>th</sup>. The evaluation on Dr. Bodie will be held during our regular School Committee meeting on Thursday, November 14.

Policy: None

#### Subcommittee/Liaison Reports/Announcements

Budget: Kirsi Allison-Ampe (chair) 2019-2020 Budget Calendar will go for approval next meeting and will hold another meeting in the next couple of weeks. Mr. Mason is looking into hiring an enrollment consultant and getting an estimate on the cost.

Policies & Procedures: Paul Schlichtman (chair) a doodle was sent out to set up meeting.

Curriculum, Instruction, Assessment & Accountability: Jane Morgan (chair), October 24, at 5:45 p.m. in the School Committee Room to hold a meeting.

Community Relations: Jennifer Susse (chair) meet with candidates and will appoint someone at our next full School Committee meeting. A doodle went out to set up meeting to discuss Afterschool issues.

Facilities: Bill Hayner (chair) no report

Legal Services: Bill Hayner (chair), Jeff Thielman no report

Arlington High School Building Committee: Jeff Thielman, Kirsi Allison-Ampe

Calendar Committee: Jennifer Susse no report

Election Modernization Committee: Jennifer Susse, no report

Superintendent Search Process: Paul Schlichtman (chair), doodle out to set up meeting.

AEA Negotiations: Len Kardon and Paul Schlichtman, no report

#### Liaisons Reports

Ms. Susse attended the Stratton PTO meeting and the PTO had concerns on the way classroom data is being presented. Library books and the kindergarten cut off were also brought to her attention.

Mr. Kardon said the AEA has additional funding for SEL grant.

#### Announcements

Future Agenda Items

#### Executive Session

None

#### Correspondence Received:

AHS Art descriptions

AHS Puerto Rico Service Trip Approval form, April 20, 2020

AHS Cape Town, South Africa Trip Approval for April 20, 2020

Warrant # 20066, dated 10/1/2019

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EDCO Collaborative Highlights, October 1, 2019

MASC Legislative Update: Student Opportunity Act and Q&A, September 19, 2019

MASC September 2019 Bulletin

MASC Delegate Manual and 2019 Annual Report

Emails regarding OMS incident

APS 2019 Diversity Report

DESE Educator Diversity Initiatives, MASPA Meeting 10/3/2019

APS Press Release October 7, 2019

APS MCAS Presentation 10/10/2019

#### Adjournment

On a **motion** by Mr. Hayner, **seconded** by Ms. Susse it was voted to adjourn at 9:52 p.m. (7-0)

Respectfully submitted by  
Karen M. Fitzgerald

Administrative Assistant  
Arlington School Committee