

**Arlington School Committee
Regular Meeting Minutes
November 17, 2022**

-DRAFT-

6:34 p.m. Open Meeting

There was a slight delay to the meeting while ACMI worked out some technical difficulties with sound for Zoom participants.

The Chair called the meeting to order and confirmed the attendance of the following School Committee Members: Dr. Allison-Ampe, yes, Mr. Kardon, yes, Ms. Morgan, yes, Mr. Schlichtman, yes, Mr. Thielman, yes, Ms. Exton, yes.

Also in attendance: Dr. MacNeal, Mr. Spiegel, Dr. Homan, A. Elmer (remote), Dr. Janger (remote), AEA Representative: S. Ferranti (remote), AHS Student Representatives: A. Chelariu, M. Hagenbuch, T. Sugihara. Mr. Mason arrived at the meeting late.

6:35 p.m. Public Comment: None

6:36 p.m. AHS Student Representatives: Amy Chelariu reported that the Girls Cross Country team made it to States and that they expected up to 500 people at the AHS dance scheduled for November 18. Amy reported that this is the biggest dance ever.

6:36 p.m. Field trip to Italy Approval. Dr. Janger reported that one trip happened last year and hopes to bring back the Italy trip this year. Although it's a late proposal it has happened every year or other year for the last 15 years. The travel company has been used for 15 years. The performers speak around the Country and it is a wonderful experience to perform in these places. The Program is only open to the honors musicians. These include advanced ensembles.

Mr. Thielman made a motion to approve the field trip to Italy and it was seconded by Mr. Schlichtman. Roll Call Vote: Mr. Kardon, yes, Ms. Morgan, no, Mr. Schlichtman, yes, Mr. Thielman, yes, Dr. Allison-Ampe, yes, Ms. Exton, yes.

Dr. Allison-Ampe asked about COVID positive cases in Italy. Mr. Janger mentioned that there is a fairly hefty insurance policy for illness due to extended stay, depending on the illness. There is also an international scholarship fund and PAPA will also provide a little more support for anyone who needs support to travel financially.

6:45 p.m. Brackett School Improvement Plan

Presenters: S. Zerchykov, E. Jenn Woods, M. Coleman, were attending in person. Other Brackett School attendees/presenters did so via Zoom.

Ms. Zerchykov presented her Agenda and began her presentation with an Introduction to the Brackett School which includes 429 children in Grades K-5 and over 70 staff members. Ms. Woods presented the Brackett way of creating classroom Culture to foster belonging, joy, growth and empowerment for their students which included supporting social and emotional needs, open and honest communications with parents, ensuring every voice is heard, offering authentic learning experience and to facilitate successful collaboration. Michelle Crowley spoke about the Equity and Social Climate, Instructional Discourse Objective and Instructional Data/Differentiation Objectives. Ms Woods reviewed the results of the Panorama survey with results from students, families and teachers. Panorama survey shows the percentage of favorable responses to Cultural Awareness and Action questions. The survey shows a need for additional work in cultural responsiveness in our community. Suzanne Kaminski, Lorraine Keir, Calli Russo and Michelle Crowley presented the Brackett Roadmap - ELA, Math, where they are and where they are going. Mr. Coleman presented the Key Initiatives and Action Steps and how they will proceed to meet these Key Initiatives and Steps which included equity and climate, instructional discourse objectives and data/differentiation objectives.

Ms. Z discussed the Current Resources Available for Sustainability and Effectiveness as well as the resources needed for 2023-2024 academic year (which included additional reading specialist and ongoing professional development in the areas of differentiation, student discourse, and culturally responsive). The School Committee thanked the Brackett presenters and asked questions and the panel answered accordingly.

7:10 p.m. Bishop School Improvement Plan

Presenters: M. McAneny, E. Liner, M. Amato (all in person)

M. McAneny presented the Bishop School Improvement Plan and introduced E. Liner and M. Amato. He started with Bishop at a Glance with core values (for their 403 students in grades K-5 and 60 staff members.) He presented how Bishop works to incorporate the APS Vision. He followed with a Bishop Data Snapshot showing the Spring MCAS 2022 results. He showed the 2017-2022 MCAS ELA results and the STE High Needs. The Bishop Priorities - they are in the 2nd year of a 3 year plan. The instructional objectives were reviewed which include: Student Achievement, Literacy and Mathematics - Data Analysis, Equity and School Culture and Management and Operations.

Mr. McAneny invited Ms. Amato and Ms. Liner to present on the Key Initiatives and Action Steps. Ms. Liner spoke about the Mathematics/Mathematical goals. Ms. Amato spoke about the Literacy Assessment which covered Phonics and Sight Word Recognition, Fluency, Vocabulary and Comprehension.

Mr. McAneny presented his slides on Return on Investment showing data illustrating a 16% closure in the gap according to the MCAS results in 2019-2022. ELA showed an 18% closure in the gap in 2019-2022 MCAS results. There was a 13% closure in the gap in STEM MCAS results. He closed with a slide illustrating Current Resources Needed for Sustainability and Effectiveness. He shared some teacher feedback and thanked the APS School Committee for their support.

School Committee Members asked questions and the Mr. McAneny answered accordingly

7:30 p.m. Hardy School Improvement Plan.

Ms. Peretz and Ms. Nicholas attended in person and P. Tsatsoulis presented/attended via Zoom. Ms. Peretz presented the agenda for the Hardy School Improvement Plan which included an introduction to Hardy, the Hardy Wins, Challenges, Priorities for 2022-2023, Key Initiatives and Action Steps and Resources needed to Support Success. She reported that Hardy's three-year initiative started this year. She reports feeling very fortunate to be working with the APS community.

Ms. Peretz reported that the Hardy Elementary vision is recommitted. As written on their school building "Here we train Hand, Mind, and Heart for the common good," through extensive work with their students, they have translated Hand, Mind, and Heart into the words Safe, Kind, and Responsible, designed to support students in an understanding of expectations of how they work, learn, and play together each day at school.

Ms. Peretz elaborated on the Hardy wins, one of which is the MCAS Grade 5 Data from Science MCAS results showing academics and sense of belonging at Hardy compared to the district and the State. She reviewed the challenges at Hardy which included disproportionate summative assessment results for many of their cohorts/high needs groups. They have challenges of staffing, coverage when staff are absent, rising mental health issues, decreased volunteerism. Challenges in Academics and a Sense of Belonging included the results in ELA and Math according to MCAS in Grades 3-5 for high needs groups.

Ms. Peretz discussed her 2022-2023 Priorities and Key Initiatives as well as Actions Steps and resources being used and needed. She thanked the SC for their time and voiced how proud she is of the Hardy Community. She invited School Committee questions and answered accordingly.

Ms. Nichols commented that her work as a member of the ILT for Dallin and Hardy has been a really great experience. Being brand new to the school, this position has given her a way to connect to her colleagues, hear their stories, learn what they are trying to do with students, learn school goals, etc.

The Chair dismissed the AHS Student Representatives as the end of the Hardy SIP.

8:00 p.m. Discipline Reports

Dr. MacNeal presented the 2022-2023 APS Annual Discipline Reports. The presentation included Disciplinary outcomes by elementary level and each secondary school, the social identifiers used to disaggregate the data and district-wide steps to support behavior.

Dr. MacNeal started with the FY22 AHS OOS and IS Data - biggest reasons for suspension were drugs, fight/assault, theft, chronic behavior, charged with a felony. The FY22 OMS OOS and IS Data - Biggest reason for suspension - vandalism and physical altercations. The FY22 Gibbs OOS and IS Data - Biggest reason for suspension - bullying, threatening behavior or language. The FY22 Elementary IS Data - one student, no identifying information.

The analysis shows that Students on IEPs or Black/African American or Hispanic/Latino. Most are in-person suspensions.

Dr. MacNeal reviewed steps to support behavior which included: continue to train staff, review and implement strategic recommendations, continue to support the work of school counselors, social workers and district-wide social and emotional coaches, continue to offer anti-racist, unconscious bias training, continue to administer, collect and analyze data from our mental health screener and culture and climate survey, continue to implement explicit social and emotional curriculum at each level

After his presentation he opened to Questions from the School Committee and he answered accordingly.

8:15 p.m. Superintendent Evaluation

Ms. Exton explained the public evaluation/summative assessment which is an evaluation from the School Committee as a whole. Committee Members shared their individual evaluations with the Chair and she created the composite evaluation. Ms. Exton went through the summative assessment regarding the results of the individual evaluations. Overall composite summative rating is proficient. The Chair also read a composite summary of the individual members' evaluations.

Mr. Schlichtman made a motion and it was seconded by Mr. Thielman to receive the Superintendent's evaluation.

Roll Call Vote: Mr. Kardon, yes, Ms. Morgan, yes, Mr. Schlichtman, yes, Mr. Thielman, yes, Dr. Allison-Ampe, yes, Ms. Exton, yes.

Dr. Homan thanked the Committee for their feedback and said she values their relationships and the amount of detail and feedback they provided.

8:20 p.m. Discussion and Possible Vote on Job Descriptions

The job description for the Assistant Superintendent of Finance and Operations - Mr. Mason will assume this role on January 1, 2023 - It is similar to the original with a few adjustments.

Dr. Allison-Ampe commented that a Budget Meeting was held and at that meeting they agreed to approve the job description. There was no further discussion.

A motion was made by Mr. Thielman and it was seconded by Mr. Schlichtman to approve the Assistant Superintendent of Finance and Operations job description.

Roll Call Vote: Mr. Kardon, yes, Ms. Morgan, yes, Mr. Schlichtman, yes, Mr. Thielman, yes, Dr. Allison-Ampe, yes, Ms. Exton, yes.

Dr. Homan presented for discussion an adjustment of the title for the Assistant Superintendent for Curriculum and Instruction, K-12 to Deputy Superintendent of Teaching and Learning - a replacement role for when Dr. MacNeal leaves APS for his new position. An adjustment in the title follows along with many of the areas which have been added to this role creating a more straightforward and descriptive title. Minimum qualifications have been adjusted as well, to require 5 years teaching experience and teaching.

Ms. Morgan said that this job title change was discussed at the CIAA Meeting but not formally voted on. In the meeting they raised questions of whether the Deputy Position would be floating or tied to a position and Mr. Schlichtman commented that he was glad that the Superintendent was reflective of it and happy to support her decision within the structure.

A motion was made by Mr. Schlichtman and seconded by Mr. Thielman to approve the job description for a Deputy Superintendent of Teaching and Learning.

Roll Call Vote: Mr. Kardon, yes, Ms. Morgan, yes, Mr. Schlichtman, yes, Mr. Thielman, yes, Dr. Allison-Ampe, yes, Ms. Exton, yes.

8:25 p.m. Superintendent's Update

Dr. Homan presented her Superintendent's Report and Strategic Planning Update. She reported that two community forums have been completed and two are remaining. She reviewed the November 8 Professional Development Day along with Staff feedback. Student Empathy Interviews are being conducted-just getting started. The PE Wellness Department is helping out. Initiative overview documents have been provided as well as the Initiative Timeline. Draft Financials attached to the Initiative Timeline will be ready in December.

Additional Updates included: DESE local special education determination under Part B of the Individuals with Disabilities Education Act; APS meets requirements (earned 28 out of 30 points). Tiered Focused Monitoring took place this week and Dr. Homan thanked Ms. Elmer for

all of her hard work. Ms. Elmer coordinated and had a successful completion of the Program. Ms. Elmer thanked staff and families who participated.

Dr. Homan reviewed the November 8 Professional Development Day which included the launch of the Literacy Review Process with the elementary educators. Dr. Homan shared information on the MA School Wellness Coaching Program, Overnight Experience, Playground updates, Assistant Superintendent of Curriculum and Instruction Search, Vacancies and Enrollments.

Mr. Spiegel gave a vacancy update - including 2 school nurses, 3 special ed teachers, 1 phys ed teacher and a .6 speech language pathologist. Various support areas need some help as well. We are trying to fill positions directly so we are engaging in a few staffing agencies.

8:35 p.m. Consent Agenda

Ms. Exton requested a motion to approve:

Warrant 23091, \$982,414.81, November 1, 2022
Warrant 23104, \$680,386.71, November 15, 2022
School Committee Meeting Minutes, October 27, 2022

A motion was made by Mr. Thielman and seconded by Mr. Schlichtman to approve all consent agenda items.

Roll Call Vote: Mr. Kardon, yes, Ms. Morgan, yes, Mr. Schlichtman, yes, Mr. Thielman, yes, Dr. Allison-Ampe, yes, Ms. Exton, yes.

8:40 p.m. Subcommittee/Liaison Reports/Announcements

Budget - Dr. Allison-Ampe - met on November 8, 2022. Program Fees FY24 noted in Novus.

Dr. Allison-Ampe made a motion to approve the fee structure as presented and it was seconded by Mr. Thielman. Most of the fees were approved in the Spring.

Roll Call Vote: Mr. Kardon, yes, Ms. Morgan, yes, Mr. Schlichtman, yes, Mr. Thielman, yes, Dr. Allison-Ampe, yes, Ms. Exton, yes.

Ms. Morgan mentioned that the daily before school rate was incorrect (noted as \$15 on the schedule). Mr. Kardon made a motion and it was seconded by Mr. Schlichtman to correct the fee to \$9.00.

Roll Call Vote: Mr. Kardon, yes, Ms. Morgan, yes, Mr. Schlichtman, yes, Mr. Thielman, yes, Dr. Allison-Ampe, yes, Ms. Exton, yes.

- Community Relations - Len Kardon - had a chat on Saturday and notes will be posted in Novus.
 - Curriculum, Instruction, Assessment and Accountability - Jane Morgan reported that they met on 11/14 and discussed SLC, Spec Ed at Gibbs, Strategic Planning, Overnight Experience and Deputy Superintendent position.
 - Facilities - Jeff Thielman - met on 11/16. There is an interest to buy 2000 sq. ft. of space from OMS by the Greek Church.
 - Policy & Procedures - Paul Schlichtman - upcoming meeting on 11/21, small changes and adjustments needed on several non-discriminatin policies. Additional discussion will take place on electric vehicle charging stations, agenda format preparation dissemination, public comment.
 - Arlington High School Building Committee - Jeff Thielman - will meet on December 6. Nothing new to report.
 - Superintendent Evaluation - Len Kardon - done for now.
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- Liaison Reports - Ms. Morgan spoke regarding a consultant being used for the Wellness Committee. Met this week. There are very substantial changes to the Wellness Policy (includes food in schools, recess). Lots of discussion. Try to have this done this school year.
 - Announcements - Mr. Schlichtman attended the MASC conference with two resolutions adopted and the panel for Safe Routes to School - Arlington is the first district in Massachusetts to pilot this Program. Mr. Thielman mentioned the meeting that took place in Boston at the METCO Program last night for a meeting with parents. It was a chance to speak with parents about their experiences (long days for these kids). .
 - Future Agenda Items - none

8:50 p.m. Adjournment

A motion to adjourn was made by Mr. Thielman and seconded by Ms. Morgan.

Roll Call Vote: Mr. Kardon, yes, Ms. Morgan, yes, Mr. Schlichtman, yes, Mr. Thielman, yes, Dr. Allison-Ampe, yes, Ms. Exton, yes.

Respectfully submitted,

Elizabeth M. Diggins
Administrative Assistant
Arlington School Committee