

Arlington School Committee
Meeting Minutes
December 1, 2022
-DRAFT-

6:30 p.m. Open Meeting

Ms. Exton opened the meeting and confirmed the attendance of the following: Ms. Morgan (remote), Dr. Allison-Ampe, Mr. Schlichtman, Mr. Hayner, Mr. Kardon, Mr. Thielman, Ms. Exton. Also in attendance: Mr. Mason, Dr. Homan, Mr. Spiegel, Ms. Elmer and AEA Representative J. Keyes.

Public Comment

There was no public comment at the meeting.

AHS Student Representative Report

No Report. Two of the representatives could not attend the meeting due to other commitments.

AHS AEA Representative

Ms. Keyes attended the meeting on behalf of the AEA.

6:35 p.m. Field Trip Approval - AHS to NYC

Graham Dimmock is a Science teacher at AHS and Advisor for the Model United Nations Club for AHS. The Senior Members of the Club would like to revive their field trip/conference attendance as they have done in the past, pre COVID. The dates are March 10-13, 2023.

Mr. Hayner requested a short presentation upon return from the field trip.

Mr. Schlichtman made a motion to approve the AHS Field Trip and it was seconded by Mr. Hayner.

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

6:40 p.m. Gibbs School Improvement Plan

F. Pierre-Maxwell, Principal of the Gibbs School, presented her School Improvement Plan to the School Committee with her team (Stephanie Grenier, Amy Benjamin and Sam Hoyo).

F. Pierre-Maxwell began her presentation by thanking Dr. Hoyo for her support and partnership with the Gibbs School. She followed with a brief F. Pierre-Maxwell

presented a brief Introduction to the Gibbs School noting that their community encourages being Understanding, Unified and Unstoppable!

The Gibbs School Wins were presented which included meeting with and inviting Grade 5 students for an orientation facilitated by the 6th graders. This was a four-day rather than two-day orientation for more flexibility of attendance to families. F. Pierre-Maxwell continued her presentation describing the structure of “The First 9 Days” at Gibbs which is nine days in a row of teaching the students the expectations of the Gibbs School coming from the elementary schools. This year it was reported to be much more positive, fun, enthusiastic and welcoming than ever given these implementations. Another win for Gibbs included Math/ELA MCAS scores.

Gibbs Challenges were indicated on the slides but not discussed due to time limits on the presentations. F. Pierre-Maxwell proceeded to the Specific Goals. Specific Goals included: Objective I, Instructional Goal (Reading Support/Goal): African American students are the only students that have scored as low as the rest of the State. Otherwise all students equally move substantially. Objective II, Equity and School Culture Goal: the Panoramic Data shows the students don’t feel welcome in

the Schools so activities that welcome all students are being created/incorporated into their System.

Objective III, Management and Operations Goal: to work together to maintain Special Education programming currently in use in the elementary schools into the Gibbs transition year.

Resources needed to Support Success included: consultants to facilitate DEI for Gibbs Staff, support staff taking IDEAS courses, space for Special Ed Programs, time for teacher/teacher support, budget adjustments to fund the initiatives, three new staff: FT Special Ed Team Chair, DEI Curriculum Specialist and a Transitional Coordinator.

Madame F. Pierre-Maxwell ended her presentation. School Committee Members commented and a discussion took place.

7:06 p.m. Ottoson School Improvement Plan

Mr. Meringer, Principal of Ottoson Middle School, J. Mackewan, Assistant Principal, M. Crawford, Assistant Principal (not present), Amy Benjamin (Spec Ed Coordinator for Ottoson and Gibbs) presented the Ottoson School Improvement Plan to the School Committee.

Mr. Meringer started with the Ottoson Objectives which included: Student Belonging, Math Curriculum and Instructional Leadership. He highlighted teacher shortages and the importance of staff knowing they are valued.

The last MCAS scores in Math were great but some subgroups scores could be better (e.g., Black/African American students). They would like to offer heterogeneous math classes in 7th grade - a survey would be launched for feedback on the idea.

The Instructional Leadership K-12 initiative, needs more voice in collaboration with teacher and staff to come up with problems to practice (e.g., belonging and ownership, decision making and instructional improvement).

J. MacKewan then presented statistics on the results of a study on student belonging: only 64% reported favorably. Thus, they are increasing clubs and activities to help. Students also feel disconnected due to their identity-based groups. To increase feelings of belonging by students some of the actions included: offering responses to hate-speech and expanding the DEI Committee and Identify-based Groups. An advisory will be embedded into their days as well.

Mr. Schlichtman commented on goals/connecting the data in the SIP. He also mentioned that they are above the state average on the lowest graded group. They have amazing growth numbers. He commended the Ottoson Community on making this happen. He appreciates and recognizes the teachers. Mr. Kardon mentioned that the SIP slide dates/SIP dates had typos; Mr. Meringer apologized for the errors. Discussion continued.

Dr. Homan thanked both Gibbs and Ottoson Presenters for their reports.

7:25 p.m. AEA Budget Proposals

Ms. Keyes presented her AEA Budget Proposal beginning with the process used (same as what they use every year). An overview showed just about a million in operating expense increases.

Ms. Keyes introduced Teresa Spangler who spoke about one of the budget item increases being requested which is to shift TAs at Menotomy Preschool to SSPs (expected cost of \$50-60K) and why doing so aligns with the vision/mission statement of the Arlington Public School and potential revenue sources. Additional budget item requests were discussed and included: training for new paraprofessionals (expected cost of \$35,000 - this was a top request from most buildings in the district), an increase

in FTE EL at Peirce, inclusion support for secondary EL, iPads for beginner ELs (estimated cost of \$250,000), Special Ed Support (\$625K for a support team, district-wide, which would include a psychologist, OT, PT, SLP and Social worker), Unit C Positions to help - one per coordinator, more TA and liaison positions, more back-end support to teachers. They would appreciate extra chromebooks in every school, extra chargers, powerschool training for additional staff (with an expected cost of \$78,500 - this would be a capital/operating increase - no other source). Ms. Keyes also discussed the heating repairs needed with an unknown expected cost. Problems at Dallin and Ottoson have problems with cold a lot of the time in certain areas and across the district it is hot in classrooms. AHS and Menotomy have major issues with this as well.

Ms. Keyes' dream list included increasing TA salaries to make them more competitive – if not with salary, maybe hiring and retention bonuses. Unfilled positions have really hurt this year.

Dr. Allison-Ampe asked about AHS and Menotomy problems with heat. Mr. Kardon wondered about negotiations (can't do them here!), and asked if a package offered would fly given others have not received. Mr. Thielman asked about the Menotomy issues – what is

reported is too much heat or too much cold. Dr. Homan commented that the same is true at AHS and she is working with this with Facilities. Dallin will be having work done during winter break. Mr. Schlichtman commented that this is the best union budget meeting he has seen. Ms. Exton thanked Ms. Keyes and Ms. Spangler for the presentation. Dr. Homan asked Madame Peirre-Maxwell and Mr. Meringer if they need tissues at their building too - everyone chuckled. Dr. Homan commented that she has been seeing a lot of budgets this week and agreed with Mr. Scholichtman for the exceptionally thoughtful requests.

7:58 Central Office Reorganization Update

Dr. Homan presented her proposal for a Central Office Reorganization Update. The 4th page is her favorite, but a draft. She showed where we have been, where we will be in January using organizational charts. She is providing for upward mobility and less reporting to her directly (new positions created). She discussed the change/adjustments in positions that took place at the beginning of this school year and what will take place when Mr. Mason's title changes in 2023 (diagram showing reporting changes). Town/operational changes are included and are basically happening now. As we move into the strategic plan - it is the future - not necessarily right away. A color key showing some changes which will happen sooner than others (red, yellow). The Finance

Office will have a Director of Finance which will create a clerical role for this office. Also added: Director of DBIE, Director of Communications and Family Engagement.

Dr. Homan gave an overview of adjustments being made. Currently Dr. Homan has 24 direct reports. In January '23 it will go down to 21 making room for supervision vs. control.

The School Committee asked questions and they were answered accordingly.

8:15 p.m. Select School Committee Member to Advisory Panel on Naming and Memorials at Arlington High School per Policy FF-E

Ms. Exton presented the various Advisory Panel member pool and asked if someone on the School Committee would represent the School Committee on the Advisory Panel on Naming and Memorials at Arlington High School.

Mr. Schlichtman made a motion to nominate Mr. Thielman and it was seconded by Mr. Hayner.

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

8:18 p.m. Superintendent's Report

Strategic Planning Updates. Dr. Homan reported that the first three forums are complete, with one more remaining. Input from students is being collected. Drafts and feedback from the teams is due next Monday. The timeline was presented with the year-to-year cost out to be generated in December, alongside FY24 budget proposals. She will have a final plan to share in January, 2024.

Other Superintendent Updates. Dr. Homan acknowledged AP Art and Design student, A. Donalson-Gaul, who had been honored. She reported that the Budget Process is underway; she and her team met with Cost-Center Leaders this week and a presentation of the requests to the full Committee will take place at the next meeting. She reported that the APS Calendar Committee is getting close to sending out a survey to the community with the major issue being religious observances. Rather than a single year, there will be three-years of calendars to review. Dr. Homan also happily announced that all playgrounds are now open, gave an update on the challenges with the Ottoson Transportation, the posting of the Deputy Superintendent Role and referred to the Enrollments in the packets.

Dr. Allison-Ampe asked how the forums are going and Dr. Homan reported that the highest attendance sign up is for the fourth (virtual) one.

8:26 p.m. Policies for First Read

Mr. Schlichtman presented the following Policies for First Read, noting the changes and updates to each. The only new policy is the Electric Vehicle Charging Station. He discussed the problems with people blocking the charges at AHS. The Deputy Town Manager has been very cooperative and encourages moving forward with the policy.

- a. File: ECEV – ELECTRIC VEHICLE CHARGING STATIONS (New policy)
- b. File: BEDB – AGENDA FORMAT/AGENDA PREPARATION AND DISSEMINATION
- c. File: BEDH-E – GUIDELINES FOR PUBLIC COMMENT
- d. File: JFBB – SCHOOL CHOICE
- e. File: JIC – STUDENT DISCIPLINE
- f. File: JICA – STUDENT DRESS
- g. File: JB – EQUAL EDUCATIONAL OPPORTUNITIES
- h. File: AC – NON-DISCRIMINATION POLICY INCLUDING HARASSMENT AND RETALIATION

- i. File: AC-R – NON-DISCRIMINATION POLICY INCLUDING HARASSMENT AND RETALIATION
- j. File: GBA – EQUAL EMPLOYMENT OPPORTUNITY
- k. File: GCF – PROFESSIONAL STAFF HIRING

Ms. Exton commented on the changes being suggested to the Policy of Public Comment. Mr. Hayner, Dr. Allison-Ampe, Ms. Morgan, Mr. Kardon offered their suggestions.

Ms. Exton will prepare an amendment to File: BEDH-E for a second read at the next meeting.

8:49 p.m. Discussion and Possible Vote to Hold March 16, 2023 Regular Meeting at METCO Headquarters, 11 Roxbury Street, Boston, MA

Ms. Exton explained that Ms. Diggins and Ms. Exton have been working together to arrange a meeting at the METCO headquarters for a March meeting. The Meeting will not be hybrid.

Mr. Thielman made a motion, and Mr. Schlichtman seconded, to hold the regularly scheduled School Committee Meeting on March 16, 2023 at the METCO Headquarters at 11 Roxbury Street, Boston, MA.

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

8:52 p.m. Consent Agenda

Ms. Exton presented the items in the Consent Agenda which included:

- Warrant #: 23115, \$786,726.02, 11/29/2022
- November 17, 2022 School Committee Regular Meeting Minutes

Mr. Hayner made a motion, and it was seconded by Mr. Schlichtman, to approve the warrant.

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

Mr. Hayner made a motion, and it was seconded by Mr. Schlichtman, to approve the November 17, 2022 School Committee Minutes.

Roll Call Vote: Mr. Hayner, abstain - was not at the meeting, Mr. Kardon, yes, Mr. Schlichtman, yes, Mr. Thielman, yes, Dr. Allison-Ampe, yes, Ms. Morgan, yes, Ms. Exton, yes.

8:35 p.m. Subcommittee/Liaison Reports/
Announcements

- Budget - K. Allison-Ampe, Chair - Meeting scheduled for December 9, 2022.
- Community Relations - B. Hayner, Chair - Next chat on December 12, 2022.
- Curriculum, Instruction, Assessment & Accountability - J. Morgan, Chair - Meeting to be held on December 21, 2022.
- Facilities - J. Thielman, Chair - Going to meet to talk to the issues brought up at this meeting regarding building heat/cold issues.
- Policy & Procedures - P. Schlichtman, Chair - Agenda items will be coming, RE: Budget Calendar.
- Arlington High School Building Committee - J. Thielman, Chair - Meeting on Tuesday at 6 p.m.
- Superintendent Evaluation - L. Kardon, Chair - no report.
- Liaison Reports - no reports.

- Announcements - Mr. Schlichtman presented Mr. Hayner with a Lifetime Achievement Award from the MASC. Mr. Hayner held his response for March 31, 2023.
- Future Agenda Items - none.

9:00 p.m. Adjournment

Mr. Thielman made a motion to adjourn and it was seconded by Mr. Hayner.

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

The meeting was adjourned.

Respectfully Submitted by:

Elizabeth M. Diggins
Administrative Assistant
Arlington School Committee