

**EAST LONGMEADOW SCHOOL COMMITTEE
MEETING MINUTES**



District Mission

“Our mission in the East Longmeadow Public Schools is to promote achievement and accountability in all endeavors as we educate today for the challenges of tomorrow”

DATE: June 18, 2018
TIME: 6:00 P.M.
WHERE: Superintendent's Conference Room
180 Maple Street, East Longmeadow

Meeting called to Order by: Deirdre Mailloux
Chair stated that this meeting is being both audio and video taped, and asked if anyone else was taping the meeting.
Moment of Silence for Alex Blais
Roll Call: William Fonseca; Richard Freccero; Gregory Thompson; Deirdre Mailloux; Elizabeth Marsian-Boucher; Gordon Smith, Superintendent of School, Valerie Annear, Asst. Supt. for Curr. & Instr.; Pamela Blair, Asst. Supt. for Business; Recording Secretary
Chair: We need to modify the agenda

Gregory moved to modify the agenda and add New Business item 7.3 Director of Curr., Instruct., and Assess., posting and changing the position, Richard seconded the motion.
Chair: Any further discussion? Hearing none, all those in favor say aye (5), oppose (0), motion carries (5-0)

Approval of Minutes

2.1 Approval of the June 4, 2018 regular session meeting minutes.

Richard moved to approve the June 4, 2018 regular session meeting minutes, William seconded the motion.
Chair: Any further discussion? Hearing none, all those in favor say aye (4), oppose nay (0), abstention (1), motion carries (4-0-1)

Committee/Sub-committee Communications

William: Later this week everyone will be receiving the early bird pamphlet on the MASS/MASC Joint Conference in November. I realize that we can't take advantage of it due to the end of the fiscal year; however the savings will be extended into the middle of July. So, there will be a savings to the district for early registration for the MASS/MASC joint Conference in November in Hyannis.
Richard: Quick comment, very wonderful ceremony for the Teacher's Recognition. Ms. Barry and Ms. Hill both made some very nice speeches; overall it was just a wonderful time for everybody.
Gregory: I would like to recognize our Chair, who is moving on. So I just wanted to point that out today. Thank you for all you've done for us madam chair, Deirdre, very much appreciated.
Deirdre: It's definitely my pleasure, my honor so thank you very much, I didn't want to get too much into it because it'll make me upset.

Opportunity for visitors to Address the committee - No one wished to address the committee

Superintendent's Report:

5.1.1 ELPS District SMART Goals were presented by the Leadership Team

District SMART Goal #1

All students will be challenged and supported to achieve a high standard of academic performance and growth through the implementation of a standards-based instructional program aligned to MA Curriculum Frameworks (and National Standards where appropriate).
STAR Aggregate Data and STAR Growth Data (Reading and Math for grades 2-8) are at "average to above average"
District Benchmark Assessment Results for grades 6-10 Aggregate (ELA 88%; Science 85% and Math 62% of students scoring Progressing/Mastery). This is the most recent DBA.

Aligned School Action Steps Goal #1 (Elementary)

Students will create, collaborate and/or communicate utilizing technology

Meadow Brook: Goal #1 Tech Integration; Innovation Team; Chatter PIX

Mountain View: Goal #1 3rd grade class - Math Stand. Work collaboratively in small groups; key pads; on-line program ST MATH

Mapleshade: Goal #1 Grade 3-5 Mystery Science; 5th grade challenge themselves "google drive" "Screening" etc.

Birchland: Goal #1 Social Emotional Support; Student Success; Curriculum, Instruction and Assessment; Innovation & Creativity

- Student mentors became part of our culture
- New advisory program on Thursdays focused on 5 competencies of SEL
- Counseling team book student Lost at School
- Peer observations continued, with an increasing number of other schools being visited.
- A focus on argumentative writing, writing ownership, and thinking critically
- More use of STAR and MC data by individual teachers to impact instruction
- More experimentation at the individual classroom level, including date driven small groups, Khan Academy in math, and student choice in learning
- The Makerspace fully came to life
- Google Classroom continues to grow
- New DLCS department classes
- Starting VEX Robotics Club

High School: Goal #1 Standards based instruction

- Assessing Cultural Knowledge - Regularly provides opportunities for students to contribute their knowledge and perspectives about a lesson topic and use the knowledge to plan and sequence the lesson
- Valuing Diversity- Select, develop and implement curricula that reflects diverse perspectives and languages and provides inclusive accurate portrayal of historical events and cultural groups
- Managing the Dynamics of Difference - Provides student's curriculum options that are challenging and incorporates inquiry and higher orders thinking skills that personalize connections.

EOY Results/Next Steps for Goal #1

Data Summary

- ELPS students continue to make progress towards meeting EOY expectations on standards
- STAR growth continues to be within recommended ranges for average to high growth

Next Steps

- Continue to support innovative teaching practices connected to standards and provide students opportunities to engage in real applications
Project -based learning
Personalized learning opportunities
Community learning/internships and service projects
Expand opportunities for learning beyond classroom walls through community partners.

District SMART Goal #2

100% of ELPS teachers will engage students in productive and innovative 21st Century learning experiences to ensure that all students are prepared to contribute responsibly in a global society.

Aligned School Action Steps Goal #2 (Elementary)

Meadow Brook Goal #2 - 21st Century Learning Skills and Experiences, coding, work collaboratively

Mountain View Goal #2 - 21st Century Learning, Motion and Designs.

Mapleshade Goal #2 - Tinker Cad; CAD Software 5th grade CAD experience. The PTO has been very helpful with supplies.

We have faculty meetings to share best practices.

Birchland Goal #2 - We have 3 - 3D Printers; Cricket and Laser Cutter; Maker Space (23-24 teams); STEAM Class; Robotics

High School Goal #2 - Robotics; thank you Mr. Fredette and Ms. Annear for the Project Lead the Way grant. STEM related classrooms;

Innovation PD workshop; Learning walks; Student Choice/Voice;

EOY Results/Next Steps for Goal #2

- District-wide PD
- Positive feedback to continue model
- Keynote for next year match PD theme (Trevor Ragan - growth mindset and productive struggle); (George Couros - Author of the Innovator's Mindset)
- Hosted MA Superintendents and area districts for PD - shared best practices in supporting innovation and reducing achievement gap
- Next Steps
- Recruit staff presenters
- Implement DLCS and provide PD
- 1:1 Initiative
- Continue to revise action steps to reach goal of 1:1; develop long-term PD plan for staff; develop community communication plan.

District SMART Goal #3

All ELPS staff will create a safe, nurturing and respectful learning/working environment resulting in an educational experience that supports the whole child by fostering social, emotional, and academic skill development throughout all grades.

Aligned School Action Steps Goal #3 (Elementary)

All focus is on Social Emotional

Meadow Brook: Police department reading to the kindergarten class; second grade doing morning announcements, character traits, and Kindness Assembly

Mountain View: Look for the Good Campaign; Gratitude spot; You matter T-shirts and cards, 91% were nice to each other, less mean behavior; PTO will be paying to have this again; Community Service (MV Pioneers)

Mapleshade: Connect outdoors; Mindfulness; Morning walk; Bike to school; Mindfulness/self-care; Look for the good.

Birchland: School Culture Survey Results (94% of staff agreed that social emotional advisory lesson plans were clear and easy to follow); (92% of staff agreed that administration works hard to support them with students' social emotional challenges); (89% of staff agreed that administration cares about them as an individual); (92% of staff report feeling inspired to continually grow as instructors); (98% of staff report that school administration is visible during the school day).

High School: Safe, Nurturing and Supportive Environment. (Focus on social emotional support for Students School Refusal Case Manager); (New next year - Student Generated Mental Health Advisory); (Spartan Town Hall - Focus on Mental Health, School Safety & Gun Laws); (Diversity Committee).

EOY Results/Next Steps for Goal #3

- Each building utilized funds designated in this budget to expand support for all students to develop strong decision-making and provide new, specifically targeted support; continue this support and expand where possible in 2018-2019 school year.
- New and expanded partnerships: (Bay Path University; Springfield Recovery HS; Youth Safety Committee and Springfield Health and Human Services and ELPD)
- Continue to work with licensed school Psychologist and consultant to better define diversity and inclusion with staff and students in ELPS.

Assistant Superintendent of Business :

5.2.1 Mapleshade gift donation from Stop & Shop A+ Rewards Program for \$503.31 was presented.

Gregory moved to approve the MS gift donation from Stop & Shop A+ Rewards Programs for \$503.31, William seconded the motion. Chair: Any further discussion? All those in favor say aye (5) oppose (0), motion carries (5-0)

5.2.2 Meadow Brook gift donation from Stop & Shop A+ Rewards Program for \$821.14 was presented.

Gregory moved to approve the MB gift donation from Stop & Shop A+ Rewards Programs for \$821.14, Elizabeth seconded the motion. Chair: Any further discussion? All those in favor say aye (5) oppose (0), motion carries (5-0)

5.2.3 Mountain View gift donation from Stop & Shop A+ Rewards Program for \$153.17 was presented.

Gregory moved to approve the MV gift donation from Stop & Shop A+ Rewards Programs for \$153.17, William seconded the motion. Chair: Any further discussion? All those in favor say aye (5) oppose (0), motion carries (5-0)

5.2.4 Mapleshade gift donation from the ticket sales "Elementary Music Night" for \$668.00 was presented.

Gregory moved to approve the MS gift donation from the ticket sales "Elementary Music Night " for \$668.00, Elizabeth seconded the motion. Chair: Any further discussion? All those in favor say aye (5) oppose (0), motion carries (5-0)

5.2.5 Meadow Brook gift donation from the ticket sales "Elementary Music Night" for \$668.00 was presented

Gregory moved to approve the MB gift donation from the ticket sales "Elementary Music Night" for \$668.00, William seconded the motion.
Chair: Any further discussion? All those in favor say aye (5) oppose (0), motion carries (5-0)

5.2.6 Mountain View gift donation from the ticket sales "Elementary Music Night" for \$667.00 was presented

Gregory moved to approve the MV gift donation from the ticket sales "Elementary Music Night" for \$667.00, Elizabeth seconded the motion.
Chair: Any further discussion? All those in favor say aye (5) oppose (0), motion carries (5-0)

5.2.7 The creation of a revolving account for the Family & Consumer Science class and the Little Big Kids Nursery program was discussed.

Gregory moved to create a revolving account for the Culinary Arts class, William seconded the motion.
Chair: Any further discussion? All those in favor say aye (5), oppose (0), motion carries (5-0)
Gregory moved to create a revolving account for the Little Big Kids Nursery program, Elizabeth seconded the motion.
Chair: Any further discussion? All those in favor say aye (5), oppose (0), motion carries (5-0)

Old Business :

6.1 The Leadership Teams feedback on the East Longmeadow Public Schools Dress Code was presented

Chair: I know personally for me, this has been one of the hottest debate topics I have seen on School Committee. I have to say that hats worn in the classroom is still a tough pill for me to swallow. And for me, leaving it at the discretion of the teacher is also tough; I have a hard time with that.

Elizabeth: I have a hard time putting the decision of whether or not a hat is allowed in the classroom on the teacher, it's not fair to the teacher.

William: It's a policy; you won't be able to cover everything.

Gregory: When do we review the dress code with the students? Would you go through the bullets like this in terms of this is what you should wear? They should understand that, so if it brought at a later time, they shouldn't feel bad, because they were made aware of it. I'm not changing on the hats; I appreciate the attempts on the hats.

Dr. Flanagan: What about parents that wear hats?

Gregory: We have no control over the parents, students we have the authority over them, they must abide by the policy and same goes for the teachers, they need to abide by the policy. If we make it clear, no hats, then there shouldn't be anyone wearing hats in the building.

Chair: The parents need to be aware of the dress code policy.

Dr. Flanagan: For HS students, the dress that they wear is an important part of our identity. For us, it doesn't affect teaching or learning.

Richard: We were elected to represent the community and parents and the constituents, so the ownership is on us to do what we feel is best for the community, not just one building. As difficult as this is, I've never in my whole life gone against the leadership team. I think we have to look at no hats for Pk-12.

Elizabeth: I do think that there have been some really good changes, positive changes.

Gregory: Is this wording in the Code of Conduct.

Mr. Smith: Yes, whatever is approved here?

Under Allowable Dress and Grooming :

Remove: Students will be allowed to wear hats in open spaces as long as their face is clearly visible and the headwear does not interfere with the line of sight to any student and/or staff member. Hats worn in the classroom will be at the discretion of the classroom teacher.

Under Non-Allowable Dress and Grooming:

Add: Hat's and headgear **will not** be allowed in buildings in Pk-12, hats and headwear may only be worn under the specific and unique circumstances as described above.

Gregory moved to amend the proposed Dress Code to not allow hats and use the wording discussed today for the Code of Conduct Dress Code, Elizabeth seconded the motion.

Chair: Any further discussion?

Elizabeth: I do appreciate you changing this, what you've changed, because it is better.

Chair: All those in favor say aye (5), oppose (0), motion carries (5-0)

6.2 Policy CB "School Superintendent" was presented for a 2nd reading.

Richard moved to approve Policy CB School Superintendent, William seconded the motion
Chair: Any further discussion? All those in favor say aye (5), oppose (0), motion carries (5-0)

6.3 Policy CBD "Superintendent Contract" was presented for a 2nd reading

William moved to approve Policy CBD Superintendent Contract, Elizabeth seconded the motion.
Chair: Any further discussion? All those in favor say aye (5), oppose (0), motion carries (5-0)

6.4 Policy CBI "Evaluation of Superintendent" was presented for a 2nd reading

William moved to approve Policy CBI Evaluation of Superintendent, Elizabeth seconded the motion.
Chair: Any further discussion? All those in favor say aye (5), oppose (0), motion carries (5-0)

6.5 Policy CE "Administrative Councils, Cabinets, and Committees" was presented for a 2nd reading

Richard moved to approve Policy CE Administrative Councils, Cabinets, and Committees, Elizabeth seconded the motion.
Chair: Any further discussion? All those in favor say aye (5), oppose (0), motion carries (5-0)

6.6 Policy CH "Policy Implementation" was presented for a 2nd reading

William moved to approve Policy CH Policy Implementation, Elizabeth seconded the motion
Chair: Any further discussion? All those in favor say aye (5), oppose (0), motion carries (5-0)

6.7 Policy CHA "Development of Procedures" was presented for a 2nd reading

Richard moved to approve Policy CHA Development of Procedures, Gregory seconded the motion.
Chair: Any further discussion? All those in favor say aye (5), oppose (0), motion carries (5-0)

6.8 Policy CHC "Procedures Dissemination" was presented for a 2nd reading

**William moved to approve Policy CHC Procedures Dissemination, Elizabeth seconded the motion.
Chair: Any further discussion? All those in favor say aye (5), oppose (0), motion carries (5-0)**

6.9 Superintendent's evaluation was presented was presented by the Chair.

- Standard 1: Instructional Leadership - Exemplary
- Standard 2: Management and Operations - Proficient
- Standard 3: Family & Community Engagement - Proficient
- Standard 4: Professional Culture - Proficient

Mr. Smith allows his leadership team to take "intellectual risks". For example, the PD which included staff members leading workshops for other staff members allows for continuous learning for all staff involved. Thank you for your continued dedication to our students, schools and community.

Richard moved to accept the Superintendent's Evaluation for 2017-2018 school year, Elizabeth seconded the motion.

Chair: Any further discussion? All those in favor say aye (5), oppose (0), motion carries (5-0)

New Business:

7.1 Waiving of 12 month retirement notice for final year compensation was presented.

Gregory moved to approve the waiver of 12 month retirement notice for final year compensation as discussed in executive session, Elizabeth seconded the motion.

Chair: Any further discussion? All those in favor say aye (5), oppose (0), motion carries (5-0)

7.2 School Committee re-organization date was discussed. The committee agreed to re-organize on July 2, 2018 at 8:00 A.M.

Gregory moved to set a meeting for re-organization on July 2, at 8:00 A.M. in the SC conference room, Elizabeth seconded the motion.

Chair: Any further discussion? All those in favor say aye (5), oppose (0), motion carries (5-0)

7.3 Director of Curriculum, Instruction and Assessment posting and changing the position was discussed.

Gregory moved to change the position of Assistant Superintendent for Curriculum, Instruction and Assessment to Director of Curriculum, Instruction and Assessment, William seconded the motion.

Chair: Any further discussion? All those in favor say aye (5), oppose (0), motion carries (5-0)

Mr. Smith, Ms. Annear has accepted a position as Chief Instructional Officer for Holyoke PS. We wish her all the best, we are incredibly grateful for the great work she has done with us for the past eight years.

Chair: We wish you all the best of luck.

Vice Chair: Thank you Deirdre for all your work with ELPS

Chair: It was my honor, my pleasure. Thank you everyone

William moved to adjourn at 8: 10P.M., Elizabeth seconded the motion.

Chair: All those in favor please say aye (5), oppose (0), that carries forward (5-0)

Minutes Recorded by: Kathy Celetti

Respectfully submitted by: Superintendent Smith

Signature