NATICK PUBLIC SCHOOLS
School Committee Meeting
November 7, 2016
7:15 PM
School Committee Room, 3rd Floor Town Hall

Posted In Accordance with Provisions of M.G.L. Chapter 30A, Sections 18-25

- Roll Call
- Pledge of Allegiance
- Moment of Silence

PUBLIC SPEAK

A period not exceeding 15 minutes during which time any individual may voice an opinion or concern on any school-related issue that is not on the agenda. During public speak there will not be an opportunity for debate of issues raised.

ACTION ITEMS

1. Update Procedure for Signing Warrants
2. Approval of Donation
3. Approval of 2017-2018 School Calendar
4. Approval of Minutes for August 29, September 12, September 26, 2016 and October 17, 2016
5. Approval of Executive Session Minutes - September 11, September 26 and October 17, 2016

Teaching and Learning

Chairman's Report

Superintendent's Report

1. Overview of The Education Collaborative (TEC) - Liz McGonagle, Executive Director
2. Presentation on SAT/ACT/AP - Karen Dalton Thomas
3. Presentation on PISA Test - Rose Bertucci
4. Presentation on PARCC/MCAS
5. Staffing Update
6. Review Draft School Calendar for 2017-2018
7. NPS Promotional Video - Lilja School
   Lilja School Promotional Video
8. FY'18 Budget Forecast
9. Policy Revision - Drug and Alcohol Use by Students - Tim Luff
10. Policy Revision - Teaching About Alcohol, Tobacco and Drugs - Tim Luff

Correspondence/Information:

1. Enrollment Update November 2016

Members Concerns

- School Committee
- Teacher Representative
- Student Representative

EXECUTIVE SESSION

1. None

FUTURE MEETING DATES/AGENDA ITEMS

November 21 - Middle School & High School Class Size Reports, Enrollment Expansion Report, Canine Search Request, School/Town Indirect Costs

December 5 - Middle School Schedule Report

December 12 - Review KMS Building Committee Recommendation for Owner's Project Manager, Approve KMS Bulding Committee Recommendation for Owner's Project Manager

December 19 - Kennedy Building Update-OPM Selection Process, 5-Year Capital Plan, New Website

January 9 - FY'18 Budget Books Presented, First Budget Presentation FY'18

Agenda items will be addressed in an order determined by the chair.

ITEM TITLE: Update Procedure for Signing Warrants

ITEM SUMMARY:

ITEM TITLE: Approval of Donation

ITEM SUMMARY:

ATTACHMENTS:

Description	File Name	Type
Donation - September 2016	September_2016_Donations.docx	Cover Memo

Natick Public Schools
Central Office
Dr. Peter Sanchioni, Superintendent
Dr. Anna Nolin, Assistant Superintendent for Teaching, Learning & Innovation
Timothy Luff, Assistant Superintendent for Student Services

To: Peter Sanchioni, Superintendent

From: Peter Gray, Director of Finance

Date: September 26, 2016

Re: Acceptance of Donations

Please request School Committee to accept the following donation:

Source/Donation	Amount/Value	Purpose
Needham Bank	$5000	Friends of Natick METCO

The Natick Public Schools does not discriminate on the basis of race, color, sex, religion, national origin, sexual orientation or disability.

ITEM TITLE: Approval of 2017-2018 School Calendar

ITEM SUMMARY:

ATTACHMENTS:

Description	File Name	Type
Draft School Calendar 2017-2018	2017-2018_School_Calendar.pdf	Cover Memo

DRAFT

August 2017 (2)

Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

August 28, 29 Faculty Meetings
August 30 Schools Open PreK-12

September 2017 (19)

Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

September 4 Labor Day – Closed
September 21 – Rosh Hashanah - Closed
September 27 – Release Day – Professional Dev.

October 2017 (21)

Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

October 9 – Columbus Day Closed
October 18 – Release Day Professional Development

November 2017 (18)

Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

November 8 – Release Day Elem. & PreK only – Conf.
November 10 – Veterans Day Observed –Closed
November 15 – Release Day Elem. & PreK only – Conf.
November 22 – Release Day All Grades
November 23, 24 – Thanksgiving Closed
November 27 – NILS - Closed

December 2017 (16)

Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

December 6 – Release Day Prof. Development
December 25-29 Vacation

January 2018 (21)

Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

January 1 – New Years Day – Closed
January 10 – Release Day Professional Development
January 15 – Martin Luther King, Jr. Day - Closed

February 2018 (15)

Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28			

February 7 - Release Day Professional Development
February 19-23 Vacation

March 2018 (21)

Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

March 14 – Release Day Professional Development
March 30 – Good Friday - Closed

April 2018 (16)

Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

April 4 – Release Day Elem & PreK Only – Conferences
April 11 – Release Day Elem & PreK – Conferences
HS & MS Professional Development
April 16-20 - Vacation

May 2018 (22)

Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

May 23 – Release Day Professional Development
May 28 – Memorial Day – Closed

June 2018 (9)

Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

June13 Release Day – No snow days included (180)
June 20 Release Day – 5 snow days included (185)

ITEM TITLE: Approval of Minutes for August 29, September 12, September 26, 2016 and October 17, 2016

ITEM SUMMARY:

ATTACHMENTS:

Description	File Name	Type
School Committee Minutes - August 29, 2016	08-29-16.docx	Cover Memo
School Committee Minutes - September 12, 2016	09-12-16.docx	Cover Memo
School Committee Minutes - September 26, 2016	09-26-16.docx	Cover Memo
School Committee Minutes - October 17, 2016	10-17-16.docx	Cover Memo

Natick Public Schools
SCHOOL COMMITTEE MINUTES
August 29, 2016

The School Committee held a meeting on Monday, August 29, 2016 at 7:15 p.m. in the School Committee Room, 3rd Floor Town Hall. At 7:15 p.m., Chair Mistrot called the meeting to order.

Members Present: Dirk Coburn, Paul Laurent, Dave Mangan, Julie McDonough, Amy Mistrot, Firkins Reed

Lisa Tabenkin joined the meeting at 7:25 p.m.

Others Present:	Peter Sanchioni	Superintendent of Schools
	Anna Nolin	Assistant Superintendent
	Timothy Luff	Assistant Superintendent
	Peter Gray	Director of Finance
	Sharon Reilly	Recording Secretary

Out of State Travel - NHS Speech Team to Yale University, CT

Ms. Amanda Parker, NHS Speech Coach, came before the School Committee to request approval for an out-of-state trip for five members of the NHS Speech Team to travel to New Haven, CT to participate in the Yale University Speech Tournament on September 16-18, 2016. Ms. Reed moved to approve this trip. Mr. Coburn seconded It was unanimously approved.

Dr. Sanchioni introduced Mr. Peter Gray, the new Director of Finance for Natick Public Schools. Mr. Gray held positions as Assistant Superintendent of Business and Finance at the Carver Public Schools and prior to that Business Manager at Auburn Public Schools and Assistant Superintendent at Hamilton-Wenham Regional School District.

Approval to Appoint Peter Gray as the School Department Procurement Officer and to appoint him to the Town of Natick Safety Committee

Dr. Sanchioni requested the School Committee's approval to appoint Mr. Peter Gray to the Town of Natick Safety Committee and to appoint him as the School Department's Procurement Officer. Mr. Coburn moved for approval to appoint Mr. Peter Gray to the Town of Natick Safety Committee and to appoint him as the School Department's Procurement Officer. Mr. Laurent seconded. It was unanimously approved.

To Appoint Dr. Peter Sanchioni as the School District's representative on the ACCEPT Board for the 2016-2017 school year

Dr. Sanchioni requested that the Natick School Committee appoint him to the ACCEPT Board of Directors for the 2016-2017 school year as the Natick School Committee's representative. School Committee approval is required in accordance with Chapter 43 of the Acts of 2012. Mr. Coburn moved to appoint Dr. Sanchioni as the School Committee's representative to the ACCEPT Board of Directors for the 2016-2017 school year. Mr. Laurent seconded. It was unanimously approved.

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Data Dashboard Presentation

Dr. Anna Nolin provided an update on a data dashboard system that the district is looking to procure. Administration has been investigating these new analytic tools for more than two years. From that extensive research, the district has currently worked with Natick's procurement officer to develop a Request For Proposal (RFP) to submit to the market place to determine an appropriate partner for Natick's needs.

Dr. Nolin discussed the benefit a data dashboard would yield for the district including assisting teachers in designing personalized instructional interventions for students on a more regular and targeted basis.

Research has been done with a team of educators and the technology staff to:

- Determine type of product Natick would use
- Implementation requirements
- Ensure unity of vision for program need
- Become experts in the field of personalized data and content dashboards
- Determine whether to use sole-source procurement or to utilize an RFP

The team reviewed 32 vendors. McGraw-Hill, IBM Watson Inspire/Office Depot, Fishtree and Focal Point K12 have been identified as potential viable partners for further development. Natick invited each of these companies for a second round of visits for more extensive exploration of their products.

  - IBM/Office Depot has offered no-cost environment and resource discovery with Natick due to Natick's position as a Lighthouse district. Natick is one of four schools in the country to be invited into this research and development with them.
  - To date, no other resource has offered the same predictive analytics on student performance and curriculum content
- Leadership Workshops (2) Preparing our environment
- Collaboration with town procurement officer and counsel
- To date, no fees have been expended or agreements made

The presentation shared with School Committee tonight was originally provided to the Town of Natick's Information Systems Advisory Board (ISAB) on July 20th in an attempt to respond to concerns that board had about the school department's data dashboard investigation. Mr. Hank Szretter of the Town's ISAB attended the meeting to hear the presentation again as it was made to the School Committee. He expressed interest that the ISAB be directly involved in the review of the submitted RFPs as members of the ISAB have expertise in that area and want to be involved to ensure professional oversight and determine if there is an appropriate collaboration for town/school integration for this type of analytic tool.

School Committee members expressed their enthusiasm for the leverage that this new tool could provide the teaching staff. They highlighted the need to communicate the benefits of this potential new tool to parents and other stakeholders in an effort to explain how this new tool will enhance student learning.

Update on School Opening

All Natick staff were welcomed back to the 2016-17 school year at a kick-off event today in the NHS auditorium. This year's theme was Superhero powers, with the administrative team dressed in full Superhero costumes to create an environment where teachers' super powers were celebrated. Amy Mistrot, School Committee Chair, Kyla Pan and Maria Tumang from NEF, and Kaitlin Mattison and Chad Longley from the Education Association of Natick were guest speakers following a skit by Natick Public Schools administration promoting their super hero skills to support the staff who are the direct differential in determing student achievement and social/emotional support. Adminsitration coordinated guest speaker, Austin Buffum, author of the book S*implifying Response to Intervention*, to speak with the staff and coordinate a professional development session on how to ensure every student receives the support needed to succeed.

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Dr. Sanchioni shared pictures of the event with the School Committee.

Update on Brown School Modulars

Dr. Sanchioni provided an update on the Brown School Modular installation, which are fully operational in advance of the first student day on Wednesday. He displayed timeline pictures of the installation through the open house held this past Friday for the community where several staff members and parents attended. The classrooms are equipped with state-of-the-art equipment creating classrooms outfitted for the future. Dr. Sanchioni also showed pictures of the new kindergarten playground, which was installed after being moved due to the modular placement. Grade-one students will be housed in the Brown modulars during this school year.

Ms. McDonough expressed her gratitude that the community feedback was incorporated in the project. She is very pleased that the modulars were connected to the main building, which is a major safety as well as aesthetic improvement. Gratitude was extended to Principal Kirk Downing for his excellent coordination of the project and communication with the community during this expansion.

Discussion of the $150K 2016-2017 Capacity Grant

The School Committee and Administration publicly thanked Senator Karen Spilka for her support in Natick being a recipient of a $150K grant to mitigate overcrowding in the Natick Public Schools. Dr. Sanchioni stated that a needs-analysis will be conducted to determine the best us of these one-time funds, which will be brought before the School Committee for approval. School Committee members requested that a formal thank you letter be sent to Senator Spilka. Dr. Sanchioni will send a letter on behalf of the Administration and School Committee.

FY'16 Year End Budget Analysis

Mr. Peter Gray, Director of Finance, provided the School Committee with a year-end analysis of the FY'16 budget as follows:

FY'16 Budget Analysis

FY16 Total Budget	$53,817,355
FY16 Expenses	$53,251,337
FY16 Encumbrances	($337,690)
F16 Budget Surplus	$228,327

FY16 Bus Appropriation	$ 371,573
FY16 Bus Expenses	$ 370,647
Balance	$ 926

FY'16 Year End Adjustments

FY16 Budget Surplus	$228,327
Less:	
Kindergarten Grant	($153,760)
Bus Appropriation	($926)
Return to Town	$74,567

$74,567 of $53,517,355 budget = 0.14%

Approval of Minutes

Ms. Reed moved to approve the following minutes:

School Committee Meeting Minutes – May 23, 2016
Executive Session Minutes – May 23, 2016
School Committee Meeting Minutes – June 6, 2016
Executive Session Minutes – June 6, 2016

Mr. Laurent seconded. They were unanimously approved.

At 8:40 p.m. Mr. Coburn moved to enter into Executive Session to discuss contract negotiations with non represented personnel (Superintendent) in accordance with the provisions of Chapter 30A, Section 21(a) of the Massachusetts General Laws. Mr. Mangan seconded. By roll call vote all members present were in favor of entering into Executive Session.

Chair Mistrot announced that they would not be returning to open session. School Committee members proceeded to the Training Room, 3rd Floor, Town Hall.

Attest:_____

Peter Sanchioni, Ph.D.
Superintendent
Secretary to the School Committee

Sharon Reilly
Recording Secretary

An archived, Video On Demand taping of this meeting can be found on the Natick Pegasus website at http://www.natickpegasus.org/vod.html. If you have trouble finding or viewing the taping, please contact Natick Pegasus directly.

Documents provided in Novus Agenda
Out of State Travel Request- NHS Speech Team to Yale University

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Memorandum requesting approval for Peter Gray to be representative to Safety Committee and School Department Procurement Officer
Memorandum requesting approval for Peter Sanchioni to be representative to ACCEPT Board of Directors
School Committee Minutes – May 23, 2016 and June 6, 2016
Executive Session Minutes – May 23, 2016 and June 6, 2016
Data Dashboard Presentation
FY'16 Year End Budget Analysis
2016-2017 Projected Enrollments

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Natick Public Schools
SCHOOL COMMITTEE MINUTES
September 12, 2016

The School Committee held a meeting on Monday, September 12, 2016 at 7:15 p.m. in the School Committee Room, 3rd Floor Town Hall. At 7:15 p.m., Chair Mistrot called the meeting to order.

Members Present: Dirk Coburn, Paul Laurent, Dave Mangan, Julie McDonough, Amy Mistrot, Firkins Reed, Lisa Tabenkin

Others Present:		
	Peter Sanchioni	Superintendent of Schools
	Anna Nolin	Assistant Superintendent
	Timothy Luff	Assistant Superintendent
	Peter Gray	Director of Finance
	Chad Longley	Teacher Representative
	Sarah Strand	Student Representative
	Will Cuozzo	Student Representative
	Sharon Reilly	Recording Secretary

Public Speak

Chair Mistrot asked if anyone wished to come forward for Public Speak. No one came forward.

Out of State County Travel- NHS Spain Trip

Ms. Monica Sanderson, NHS Spanish Teacher, came before the School Committee to request approval of out of country travel for approximately 18 NHS students to travel to various parts of Spain during April 2018 vacation (itinerary provided) Ms. Reed moved to approve this trip. Mr. Laurent seconded It was unanimously approved.

Approval of Out of Country Travel - NHS France

Mr. TJ Rufo, NHS French Teacher, came before the School Committee to request approval of out of country travel for NHS students in the French program to travel to Paris and the South of France during School Vacation, April 13-23, 2018. Mr. Laurent moved to approve this trip. Mr. Mangan seconded. It was unanimously approved.

Approval of Out of State Travel - NHS Service Trip to West Virginia

Ms. Marge Roberson, came before the School Committee to request approval for out of state travel for approximately 11 NHS students to travel to Pipestream, West Virginia South Folklife Center on April 14-24, 2017 to participate in a work camp to help with home construction and to participate in educational activities related to Appalachia's culture and history. Ms. Roberson stated that Appalachia is one of the poorest regions in the country. Unlike other trips which have focused on disaster recovery, this area lives

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in perpetual need. Ms. Reed moved to approve this trip with gratitude. Mr. Laurent seconded. It was unanimously approved.

Students will do fundraising to support the cost of these trips and assistance will be provided to those who wish to attend but can't afford it.

Members Concerns

Chair Mistrot wished to publicly thank Spark Kindness for all the programming they do for the Natick Public Schools. Spark Kindness will be holding a session this Wednesday at Natick High School: Beyond Measure - Rescuing an Overscheduled, Overtested, and Underestimated Generation Wednesday, September 14, 2016 at 7pm. They have also shared great articles such as *"How to Survive the College Admissions Madness" by* New York Times columnist Frank Bruni.

2016 Sustainability Project Update - Jillian Wilson-Martin

Ms. Jillian Wilson-Martin came before the School Committee and provided an update on the following Sustainability Projects taking place in the Natick Public Schools:

- Appointing a representative to serve on the newly formed Natick Sustainability Committee, which was approved by the Natick Board of Selectmen on August 22, 2016. This Committee will be responsible for providing the community with active leadership and practical solutions in reducing costs, mitigating environmental impacts and preparing for future environmental challenges. Their first charge will be to develop community-wide sustainability goals and a strategic plan to accomplish them.
- Installing a rooftop solar array on Lilja Elementary in fall 2016. This array is expected to support 30% of the building's electricity needs and save Natick Public Schools approximately $11,000/year. It is being installed at no cost to Natick Public Schools as part of a Power Purchase Agreement.
- Pursuing the development of solar canopy arrays at Natick High School for completion in spring/summer 2017. Combined these arrays are expected to add one megawatt of solar capacity to Natick Public Schools' solar portfolio.
- Adopting new building controls that will allow the energy recovery units at Natick High School to turn off or run at a lower setting when the building is unoccupied. The new controls are anticipated to reduce the electricity needs of Natick High School by 10% and reduce costs by approximately $30,000/year.
- Upgrading the exterior lights at Ben Hem, Brown, Johnson and Lilja Elementary Schools to LED fixtures. These upgrades will improve lighting and reduce energy usage by approximately 83,000 kilowatt hours (kWh). The upgrades are funded by the Green Communities program and are expected to save Natick Public Schools approximately $15,000/year in electricity costs.
- Auditing LED lighting upgrade opportunities for the interior and exterior of Memorial Elementary and the interior of Ben Hem, Brown, Johnson and Lilja Elementary Schools, with the intent to request funding from Green Communities to complete these projects in FY 2018.
- Installing energy saving technology to Natick Public Schools walk-in coolers in fall 2016. This technology automatically optimizes energy usage and significantly reduces energy consumption using temperature sensors in an algorithmic energy trading control arrangement to optimize the thermodynamic (room or space temperature) and the hydraulic (refrigerant supply) performance of the connected refrigeration system.

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Energy savings from this project will be validated by students in Natick High School's Green Engineering class, taught by Ms. Haverstick.

- Partnering with students in Natick High School's Green Engineering class to identify and take action on additional cost-effective opportunities to reduce the energy used by Natick High School.
- Evaluating opportunities to expand in-school recycling practices, especially in cafeterias.

Ms. Wilson-Martin responded to questions from Committee members.

To Award Contract for Solar Canopies for NHS Parking Lot

Ms. Jillian Wilson-Martin came before the School Committee to provide an update on the results of a competitive Request for Qualifications completed to identify a solar developer for future solar photovoltaic PV) canopies, rooftop and ground mount solutions for municipal and school properties. More than 20 requests were received and three companies were invited in for interviews – Ameresco, Sunpower and Kearsarge Energy. Ameresco was determined to be the most qualified fo all respondents. The next phase will focus on the evaluation and pricing options for solar canopies for:

- Natick High School parking lot
- Memorial Football field parking lot
- Community Senior Center parking lot
- Sassamon Trace golf course parking lot

Ms. Wilson-Martin reported that the timing and feasibility of these projects is dependent on the future of the state's solar incentive programs, specifically changes related to Solar Renewable Energy Certificates (SRECs). She requested the School Committee's approval to enter into contract negotiations with Ameresco and to negotiate the contract on such terms as the Superintendent may see fit, with the intent of completing the Natick High School solar projects as outlined.

After some discussion, Mr. Coburn moved to authorize the task force investigating solar parking lot canopies to enter into negotiations with one or more prospective providers to design, install and operate solar canopy systems at the high school facility lot, the lots near Memorial Field and any other non-school locations as may be authorized by other responsible authorities. The Superintendent and the School Committee Chair shall be authorized to execute any resulting contract as agents for the School Committee without further vote, provided that the contract shall be presented at an open School Committee meeting prior to execution. Mr. Laurent seconded. It was unanimously approved.

Status Update - 2016 Spring Capital Articles - Jim Kane

Mr. Jim Kane, Facilities Director, came before the School Committee and reported on the status of a number of capital projects that were approved at Spring 2016 Town Meeting. Many of the projects have yet to be completed. School Committee members expressed their concerns as the summer months are the optimal time to do such projects. Mr. Kane was asked to provide a more detailed report on what projects have been completed and what is the timeline for remaining projects.

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Approval of Fall Capital Warrant Articles - Jim Kane

Mr. Jim Kane, Facilities Director, requested the School Committee's approval for the following FY'17 Capital Requests for Fall Town Meeting:

Lilja Elementary

- Replace hallway flooring with new Nora flooring. Approx. 6000 SF
  - Cost $105,000
- Additional funds are requested to complete the Lilja roof project.
  - Cost $440,000

Brown Elementary

- Replace existing roof with a new EDPM rubber membrane.
  - Cost $880,000

Mr. Kane responded to questions from Committee members.

Ms. McDonough moved for approval for Mr. Kane to provide a more detailed timeline of all projects including completion dates of the Spring FY'16 capital projects, a detailed timeline for bids and completion dates for the FY'17 & FY'18 Capital Projects, as well as a 5-year capital strategy plan. Mr. Mangan seconded. It was unanimously approved.

Mr. Coburn moved to approve the FY'17 capital projects outlined above to be presented to the Fall Town Meeting. Mr. Laurent seconded. They were unanimously approved.

To Approve a Resolution Against Lifting the Cap on Commonwealth Charter Schools

The School Committee was provided with draft language in order to adopt a resolution against lifting the cap on Commonwealth Charter Schools. A discussion took place and concerns were raised about some of the language. It was pointed out that Charter Schools can and do serve important roles providing education to children, however, more emphasis needs to be placed on the funding mechanism and accountability.

Mr. David Wolfe, Memorial Parent and psychologist at a Boston Charter School, came forward and expressed his support of Charter Schools and stated his reasons why the Charter School model does work for the urban cities and doesn't see a big impact on Natick

Mr. Coburn and Mr. Mangan will rework the language for a new draft resolution that will be brought to the meeting of September 26, 2016 for the Committee's consideration.

Initial FY'18 Budget Request

Dr. Sanchioni provided a document with the initial FY'18 Budget Request which gives some indication of what the requests and needs of the school system are. This budget will be refined over the next 3 months. The spreadsheets show where we are in FY'17 as well as the FY'18 budget request which is a 9.8% increase over last year. The biggest driver of the increase is in personnel, an increase of 36.4 positions. The biggest expense driver is in areas of curriculum and equipment. Principals are being asked to work with their school councils and building based administration teams to look at the needs of their schools and refine their list which will be reviewed with the central office administrators. Chair Mistrot stated that the School Committee did review this preliminary budget at its retreat meeting on August 22 where they

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reviewed all the staff requests. She is pleased that the budgets are being reviewed by the principals where they will have an opportunity to include any missing items that they feel are necessary. Dr. Sanchioni reported that any permutations to this budget will be reviewed with the School Committee. An FY'18 preliminary budget recommendation will need to be submitted to the Town Administrator by January 1.

Ms. Mistrot reported that the Financial Planning Committee has only had one meeting which was held on August 16th. They have been delayed in meeting again due to the departure of the Deputy Town Administrator for Finance as well as the fact that free cash has not been certified. She indicated that there has been some discussion of possibly changing the charter of the Financial Planning Committee so there is less commitment to what is decided. Individual boards should make the final decisions. Ms. McDonough pointed out the importance of the Financial Planning Committee as it is a critical communication point between all boards and would not like to see that diminished. She hopes it can remain productive into the budget season and hopes other boards view it as an important Committee. Dr. Sanchioni hopes to come back to the first meeting in November with a firmer picture of the budget after meeting with all the principals.

Enrollment Update - September 2016

Dr. Sanchioni provided an update of the enrollment numbers as of September 12, 2016. He will provide an update on class sizes for the middle and high schools at a future meeting once the numbers settle down with the class adds/drops. For the next enrollment update, the Special Education sub-separate group of students at Ben- Hem will be shown separately and the preschool numbers will be broken out showing those located at the high school facility and those in the class at the Brown School.

Update on Natick Opioid Task Force

Dr. Sanchioni reported that the Town is in the planning stages of creating a new position, Prevention & Outreach Program Manager, which will provide work on the Opiod Crisis and provide support for families and individuals in the Town of Natick. He provided a job description and indicated that the Director of Natick Together for Youth, Katie Sugarman, under the auspices of the Natick Public Schools, has expressed interest in this position. He reminded the Committee that we are in gap year of no funding for the Natick Together for Youth (NTY) grant. It is his intention to reapply next year with the hope that the grant will be reinstated. In the meantime, he is optimistic that NTY will keep its momentum and work collaboratively with the Town in this effort. More details need to be worked out; however, he plans to hire a coordinator for NTY with the left over funds if Ms. Sugarman takes this position with the Town.

Approval of 2016-2017 District Goals

Approve creation of School Committee Subcommittee for 2016-2017 NPS District Goal Metrics

Dr. Sanchioni provided copies of the latest version of the 2016-2017 District Goals and requested the School Committee's approval. The School Committee has reviewed and gone through several reiterations of these goals since June. Dr. Sanchioni feels they are in the state of "Smart Goals" which are measurable, timely, time bound and will lead the district to the next level. They are being used by the principals to develop their School Improvement Plans.

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Prior conversations by School Committee members took place regarding the need for the School Committee to create a subcommittee to work through each goal to provide more specific metric language that the School Committee feels is needed for their purposes. That subcommittee will share its work with the full School Committee to ensure consensus. When the School Committee is comfortable with their goal language, they will share the metrics with the Superintendent to ensure that the language is reasonable/achievable. Ms. Mistrot did some behind the scenes work to establish the makeup of this subcommittee and is recommending herself, Ms. Tabenkin and Ms. McDonough serve on this Subcommittee.

Mr. Coburn moved to approve the 2016-2017 District Goals as outlined. Mr. Mangan seconded. They were unanimously approved.

Mr. Coburn moved to create a School Committee Subcommittee, 2016-2017 District Goal Metric Subcommittee, consisting of Amy Mistrot, Lisa Tabenkin and Julie McDonough. Mr. Laurent seconded. It was unanimously approved. This Committee will be subject to the open meeting law and meetings will be duly posted.

Approval of Superintendent's Evaluation

Chair Mistrot reported that the School Committee has spent a lot of time this summer meeting on the Superintendent's evaluation. They have been evaluating the work of the district, Dr. Sanchioni's leadership of the goals and the work that has been completed. Vice Chair Tabenkin and Chair Mistrot met with Dr. Sanchioni on August 28 to deliver his evaluation. They are very pleased with the goal development and execution of those goals this year. Feedback on the evaluation was shared with Dr. Sanchioni. The Committee provided Dr. Sanchioni with a 2% COLA, the same that was extended to all non-represented employees. Dr. Sanchioni approached the School Committee about extending his contact to 2020 (currently 2019). The Committee has approved this extension with gratitude and is grateful for:

- the collaboration that he has brought to this district
- the work he has done to align curriculum and expectations across schools
- the work he has done to align teacher hiring and development
- the hiring he has done to create a strong administrative team
- his long tenure of leadership, since 2008

Mr. Laurent moved to approve the Superintendent's evaluation with gratitude. Mr. Mangan seconded. It was unanimously approved.

Approval of School Committee Norms

The School Committee discussed their School Committee Norms which they have worked on and revised over the summer. The latest draft is follows:

<u>Natick School Committee Values</u>
As a committee, we collectively agree to make student achievement our first priority. Be it an academic or social/emotional focus, student achievement needs to be the strongest variable we consider when making decisions. Professional respect and collegiality cannot supersede student achievement as a determinant for making decisions.

School Committee will advocate for all students in the Natick Public Schools. With multiple priorities and limited resources, we have a responsibility to determine the best use of the available resources to deliver the greatest benefit to the full student population.

Purview

To enhance collaboration between the School Committee and Superintendent, both must understand and respect the obligations and limitations of the committee's mandated purview.

School Committee Purview (provided by the MASC)

Policy
- *Official goals and objectives – set goals and monitor progress*
- *Mission and vision statements – articulate vision and values*
- *District policy manual*
- *Student handbooks*
- *Collective bargaining agreements*
- *Strategic plans*
- *Legal documents filed by counsel*
- *Grant applications*
- *Regional agreements*

Budget/Fiduciary

Employer of Record for Collective Bargaining Agreements

Hire/Evaluate the Superintendent – use evaluation process to generate accountability and improved performance

Personnel Functions
- *Hire/retain legal counsel*
- *Advise and consent on*
  - *Assistant Superintendent*
  - *Business Manager*
  - *Special Education Director*
  - *Physicians, nurses, attendance officers*
- *Set district personnel policy*
- *Job descriptions*
  - *Number of positions funded*
  - *Establish compensation for principals and others not set by collective bargaining*

Superintendent's Purview (provided by the MASC)

Chief administrative/educational officer with executive authorities
- *Management of the schools*
- *Authority for personnel*
- *Supervises principals who are "site-based managers"*
- *Responsible for implementing the policies of the district*
- *Initiates policy and budget proposals*
- *Manages the budget approved by the School Committee*
- *Hired by and reports to the School Committee*

Natick School Committee/Administration Collaborative Norms

School Committee seeks a balanced perspective relying upon feedback from both new and veteran members - in concert with the opinions and recommendations from our professional educators - when serving on the committee.

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Members are expected to ask the questions necessary to make a decision with a reasonable degree of comfort. Good faith is a baseline expectation, both from School Committee and for administration, of all requests for additional information.

Administration agrees to utilize the presentation guidelines document for requests that require School Committee support so that full transparency – for the committee and all stakeholders - is maximized.

The committee and administration will work collaboratively to formulate and establish both longer duration goals – three to five years – as well as annual goals to create a clear priority for district time, energy, financial resources, and deliverable expectations. Both School Committee and administration will work collaboratively to determine appropriate timing to address interim issues when they arise such that the overarching priorities are not minimized. Responsiveness needs to be appropriately balanced with a commitment to a focused strategy.

Should a new focus be affirmed by a majority School Committee decision, a discernment process will be undertaken to determine next steps. Based upon the variables of each request, the next steps for development may range from a request for additional information from administration or a subcommittee may be convened if the request is more extensive or potentially undeveloped. The determination for what level of response may be warranted will be determined by the Chair and the Superintendent.

If NPS Administration is not fully comfortable with a new School Committee request, the School Committee expects and encourages that they will share their reservations honestly and directly with the committee. Both the Administration and School Committee will work to find common ground to develop a productive process and useful investigation.

School Committee seeks to encourage communication with all community stakeholders. It is our responsibility to share appropriate information with the community and to share feedback and perspective from the community with administration to provide necessary context.

Requests for agenda items from any committee member will be honored by the chair, however the chair will use his/her best judgment as to when the requested items will be scheduled on an agenda. Considerations will include timeliness, natural synergies with other agenda items, the ability of the administration to gather required information, and the number of items already on planned agendas.

All new committee members should read the policy manual within their first few months on the committee. With policy being a major responsibility of the committee, it is imperative that all members are aware of the policies that govern the district and for which they are directly responsible for upholding. The policy manual is extensive and creates a baseline of knowledge and expectation for each member.

School Committee email is public record and is subject to Open Meeting Law. Content must be ministerial and debate is not allowed. Sharing of one's opinion with more than three members – whether individually or collectively - is considered debate.

Mr. Coburn moved to approve these norms. Ms. Reed seconded. They were unanimously approved.

Approval of Minutes

Mr. Coburn moved to approve the following minutes:

School Committee Meeting:
June 20, 2016
July 6, 2016
July 11, 2016
July 14, 2016

Executive Session Minutes:
July 11, 2016
July 14, 2016

Mr. Laurent seconded. They were unanimously approved.

At 9:35 p.m., Mr. Coburn moved to enter into Executive Session to discuss contract negotiations with non represented personnel (Superintendent) in accordance with the provisions of Chapter 30A, Section 21(a) of the Massachusetts General Laws. Mr. Laurent seconded. By roll call vote all members present were in favor of entering into Executive Session.

Chair Mistrot announced that the School Committee would not be returning to open session. School Committee members proceeded to the Retirement Board Conference Room 3rd Floor, Town Hall.

Attest:_____

Peter Sanchioni, Ph.D.
Superintendent
Secretary to the School Committee

Sharon Reilly
Recording Secretary

An archived, Video On Demand taping of this meeting can be found on the Natick Pegasus website at http://www.natickpegasus.org/vod.html. If you have trouble finding or viewing the taping, please contact Natick Pegasus directly.

Documents provided in Novus Agenda
Out of Country Travel Request - NHS Spain
Out of Country Travel Request - NHS France
Approval of Out of State Travel - NHS Service Trip to West Virginia
Request to Award Contract for Solar Canopies for NHS Parking Lot
Request for approval of Fall Capital Warrant Articles
A draft Resolution Against Lifting the Cap on Commonwealth Charter Schools
School Committee Meeting Minutes - June 20, July 6, July 11, July 14, 2016
Draft School Committee Norms for approval
Draft 2016-2017 District Goals for approval
Job Description for Prevention & Outreach Program Manager for the Town of Natick
Memorandum updating the 2016 Sustainability Project
Spreadsheet of initial FY'18 Budget Request

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Enrollment Update - September 2016
Status Report - 2016 Spring Capital Articles

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Approval of Minutes
November 7, 2016

Natick Public Schools
SCHOOL COMMITTEE MINUTES
September 26, 2016

The School Committee held a meeting on Monday, September 26, 2016 at 6:30 p.m. in the School Committee Room, 3rd Floor Town Hall. At 6:35 p.m., Chair Mistrot called the meeting to order.

Members Present: Dirk Coburn, Dave Mangan, Amy Mistrot, Lisa Tabenkin

Members Absent: Paul Laurent

Others Present:	Peter Sanchioni	Superintendent of Schools
	Anna Nolin	Assistant Superintendent
	Timothy Luff	Assistant Superintendent
	Sharon Reilly	Recording Secretary

At 6:36 p.m. Mr. Coburn moved to enter into Executive Session to discuss strategy in respect to collective bargaining (Paraprofessionals, Administrative Assistants and Local 1116 Maintenance & Custodians) and to discuss strategy in respect to non-union personnel (Superintendent) in accordance with the provisions of Chapter 30A, Section 21(a) of the Massachusetts General Laws. Mr. Mangan seconded.

Ms. Reed and Ms. McDonough joined the meeting.

By roll call vote all members present were in favor of entering into Executive Session. They proceeded to the Training Room, 3rd Floor, Town Hall.

At 7:25 p.m., the School Committee returned to the open session in the School Committee Room, 3rd Floor, Town Hall. Others who joined in at this time:

Peter Gray	Director of Finance
Mark Baranoff	Teacher Representative
Sarah Strand	Student Representative
Will Cuozzo	Student Representative

NPS Promotional Video

Dr. Sanchioni shared the newest Natick Public Schools Promotional Video with the School Committee.

Public Speak

Chair Mistrot asked if anyone wished to come forward for Public Speak. No one came forward.

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Middle School - School Improvement Plans Presentation

Ms. Teresa Carney, Wilson Middle School Principal and Mr. Andy Zitoli, Kennedy Middle School Principal, came before the School Committee and provided a joint presentation of an overview of their School Improvement Plans covering:

Goal 1 – Wellness
Goal 2 – Blended Learning
Goal 3 – Academic Achievement, Growth & RTI
Goal 4 – Close Reading
Goal 5 – Scheduling

They reviewed their successes for these goals during 2015-2016 and the action steps for 2016-2017. They responded to questions from Committee members.

Approval of Kennedy Middle School and Wilson Middle School Improvement Plans

Mr. Coburn moved to approve the School Improvement Plans for Kennedy & Wilson Middle Schools. Ms. Reed seconded. They were unanimously approved.

School Committee Members Concerns

Mr. Coburn made an announcement that after twelve years of serving on the School Committee, he will be stepping down this spring and is hopeful that others in the community will be so inclined to join in.

Approval of Contract for the Procurement of Data Dashboard Services

Dr. Sanchioni requested the School Committee's approval to enter into Contract with Office Depot/IBM for the procurement of Data Dashboard Services. Dr. Sanchioni made references to pages 13-15 of the contract which are specific to Natick. The bid is in the amount of $250K, however, because Natick is a lighthouse district for this program, they are providing a $75K discount for the first year. Legal counsel has reviewed the document and has no issues. The Chair of the Town's ISAB board participated in the process of reviewing the RFP's and is supportive of moving ahead with this company. It was noted that securing this type of service for the district comes as a result of deep investigations and research over several years. Mr. Coburn moved to approve this contract. Mr. Mangan seconded. It was unanimously approved.

School Start Times & Student Outcomes - Hanover Research Report

Dr. Sanchioni shared a report with the School Committee titled: *School Start Times and Student Outcomes, April 2016,* provided by Hanover Research. Later start times for high school students has been discussed by the Committee in the past and conversations are still taking place. This report highlights the facts that

- Delayed school start times enable middle and high school students to receive more sleep given the sleep cycles of adolescents
- Studies associate later high school start times with lower car accident rates for teens
- Academic achievement is improved

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Members felt this is a very comprehensive report that addresses school start times and student outcomes. The full report will be posted on the Natick Public Schools website.

Review and Approval of FY'17 Superintendent's Bonus Incentive

Chair Mistrot reported that the School Committee has held several Executive Sessions to discuss a bonus incentive for the Superintendent which is being implemented as a result of recent EAN negotiations where it was agreed that in an effort to attract and retain the caliber of professional teaching staff, the compensation of Natick teachers must be fair, equitable, and appropriately competitive within the Commonwealth. In order to affirm the importance of and effort required to undertake the reevaluation of the current contract compensation structure as agreed to between the Natick Public Schools and the Education Association of Natick, the School Committee has created an outline and bonus strategy to recognize the leadership required to create a mutually-acceptable agreement with the union. In Executive Session this evening, the School Committee finalized its outline and bonus strategy to recognize the leadership required to create a mutually-acceptable agreement with the union. Chair Mistrot reviewed the FY'17 Superintendent's Bonus Incentive which she believes takes a holistic look at compensation for our teaching staff in order to attract and retain the best caliber of teachers . The timeline and deliverables are clearly defined – By June 30, 2017 have an approved (by the EAN, School Committee & Administration) successor compensation structure to bring forward for approval with financial stakeholders for FY2019 and 2020 development – the appropriate fiscal year will be determined based upon the actual agreement. Mr. Mangan moved to approve the FY'17 Superintendent's Bonus Incentive as outlined. Mr. Coburn seconded. It was unanimously approved.

Student Concerns

Ms. Sarah Strand reported that the NHS Student Council Food Drive is approaching. It is their hope to exceed the contributions of last year by at least 1000 items. Ms. Ouellet and Ms. Hanna are the new student council advisors this year.

Review Revised Resolution against lifting the cap on Commonwealth Charter Schools

Chair Mistrot reported that two weeks ago the School Committee reviewed a resolution for their consideration against lifting the cap on Commonwealth Charter Schools. Concerns were raised by several members at that time that the language casted a pejorative perspective that they did not want to portray. Mr. Mangan and Mr. Coburn were to rework the language in order to provide a draft for this evening.

Chair Mistrot also reported that she has received two legal advisories on the appropriateness for the School Committee to submit such a resolution on ballot Question #2. It has been determined that it is under the School Committee's purview as they have budgetary responsibilities for the school district. There is no conflict of interest.

Mr. Mangan's draft language (draft 2) was provided in the School Committee packet this evening. Mr. Coburn distributed copies of his revised language during the meeting. It was determined that this item be tabled until the meeting of October 17, 2016 where Mr. Mangan and Mr. Coburn will get together to present a joint version for the Committee's approval.

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Update on Multi-Unit Housing

Dr. Sanchioni provided the School Committee with an updated listing of the student enrollments from the multi-unit housing developments across town. This updated list includes units being constructed in what once was the American Legion building and the former Town Paint building. 184 students from these housing units are enrolled in the Natick Public Schools of which 160 were predicted. Ms. Tabenkin requested receiving information on the number of single family tear downs where multi units are being built on the same plot of land and what the impact is on enrollment. Dr. Sanchioni will reach out to Jamie Erikkson, Director of Community Development, for that information.

School Committee Subcommittee/Liaison Updates - Natick Education Foundation

Ms. McDonough, as the School Committee's liaison to the Natick Education Foundation, recently attended their 1st meeting of the year. She believes it's important to continue communications with NEF. They have a lot of enthusiastic new volunteers which have taken over for Rosemary Driscoll. She believes it is real opportunity to share information with them about the state mandates, budgets items that are needed, how the budget is shaping up, what role they can play, such as funding for innovation, continue to fund the master teachers fellowship program and other opportunities to help with STEM and the new science curriculum She looks forward to being a member of this group.

Ms. Reed, as the School Committee's representative on the Board of Directors of The Education Collaborative (TEC), reported that the Executive Director of TEC will present an overview of the organization at the School Committee meeting of November 7. She reported that TEC provides tremendous resources for the districts they serve. They have expanded programming, increased student enrollment, have moved into a new building, have done extremely well financially, etc. They recently opened a new playground for their severely disabled students. Also at the meeting, Dr. Sanchioni who serves as the Chairman of the Board for TECCA was praised for his leadership of the virtual school. She was proud to represent Natick at this meeting.

As the School Committee' representative to the Suburban Coalition, Ms. McDonough reported that she has been looking for information on this organization. Her emails have bounced back and their website has not been updated since March. Dr. Sanchioni will see if he can get some information on them.

Approval of Minutes

Mr. Coburn moved to approve the following minutes:
August 22, 2016 regular meeting minutes
June 20, 2016 and September 12, 2016 Executive Session Minutes
Mr. Mangan seconded. They were unanimously approved.

Mr. Coburn has some changes he would like to make for the regular meeting minutes of August 29, 2016 and the Executive Session minutes of August 22, August 29 and September 11, 2016. He will discuss these changes with the Chair. They will be brought back to the next meeting.

Ms. Tabenkin reported that another meeting on How the Town will respond to the Opioid Crisis has been scheduled for November 15, 2016, 6:30 – 8:30 p.m.

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At 9:10 p.m., Mr. Coburn moved to adjourn the meeting. Ms. Tabenkin seconded. It was unanimously approved.

Attest:_____

Peter Sanchioni, Ph.D.
Superintendent
Secretary to the School Committee

Sharon Reilly
Recording Secretary

An archived, Video On Demand taping of this meeting can be found on the Natick Pegasus website at http://www.natickpegasus.org/vod.html. If you have trouble finding or viewing the taping, please contact Natick Pegasus directly.

Documents provided in Novus Agenda
Kennedy Middle School Improvement Plan
Wilson Middle School Improvement Plan
Middle School Improvement Presentation
Contract for the Procurement of Data Dashboard Services
School Committee Minutes, August 22 and August 29
Executive Session Minutes, June 20, August 22, August 29, September 11 and September 12
Draft Resolutions Against Lifting the Cap on Commonwealth Charter Schools
FY'17 Superintendent Bonus Incentive
Multi-Unit Housing Report
Hanover Research Report – *School Start Times & Student Outcomes*

Handouts:
Mr. Coburn's Draft Resolution Against Lifting the Cap on Commonwealth Charter Schools

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Approval of Minutes
November 7, 2016

Natick Public Schools
SCHOOL COMMITTEE MINUTES
October 17, 2016

The School Committee held a meeting on Monday, October 17, 2016 at 6:45 p.m. in the School Committee Room, 3rd Floor Town Hall. At 6:45 p.m., Chair Mistrot called the meeting to order.

Members Present: Dirk Coburn, Paul Laurent, Dave Mangan, Amy Mistrot, Lisa Tabenkin

Others Present:	Peter Sanchioni	Superintendent of Schools
	Anna Nolin	Assistant Superintendent
	Sharon Reilly	Recording Secretary

At 6:45 p.m. Mr. Coburn moved to enter into Executive Session to discuss strategy in respect to collective bargaining (Administrative Assistants) in accordance with the provisions of Chapter 30A, Section 21(a) of the Massachusetts General Laws. Mr. Laurent seconded.

By roll call vote all members present were in favor of entering into Executive Session. They proceeded to the Training Room, 3rd Floor, Town Hall. Ms. Reed arrived at 6:50 p.m. Ms. McDonough arrived at 6:55 p.m.

At 7:15 p.m., the School Committee returned to the open session in the School Committee Room, 3rd Floor, Town Hall. Others who joined in at this time:

Peter Gray	Director of Finance
Kaitlin Mattison	Teacher Representative
Sarah Strand	Student Representative

Public Speak

Chair Mistrot asked if anyone wished to come forward for Public Speak. No one came forward.

Recognition of Students Receiving MASS Superintendent's Awards

Dr. Sanchioni provided background information on the Massachusetts Association of School Superintendents Award for Excellence, which is to be presented by the Superintendent of Schools in each community within the Commonwealth. These awards are presented to students who have distinguished themselves in the pursuit of excellence during their high school careers. Dr. Sanchioni made note that this award is well known among colleges and universities so being a recipient will be beneficial to the students when they apply to college.

Dr. Sanchioni announced the students receiving this award, Luke Vrotsos and Albert Gerovitch - both seniors at Natick High School. Mr. Brian Harrigan, NHS Principal provided background information on

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the credentials of these students. Both students came forward to accept their awards. They were congratulated by School Committee members and Administration.

Recognition of Students Receiving National School Development Council Award

Dr. Sanchioni provided background information on the National School Development Council Award for Academic Growth and Student Leadership in Learning. Since Natick is a district affiliated with the New England School Development Council (NESDEC), we have been given the opportunity to present this award to deserving high school students.

The National School Development Council (NSDC) is a network of regional school study councils, like NESDEC, that supports excellence, equity and continuous educational improvement. The NSDC network assists hundreds of schools and school districts nationwide in becoming high-performance organizations. NSDC is well known among colleges and universities so being a recipient of this award will be beneficial to the students when they apply to college.

Dr. Sanchioni announced the students receiving this award, Samuel Cohen and Theresa Morley-McLaughlin - both seniors at Natick High School. Mr. Brian Harrigan, NHS Principal provided background information on the credentials of these students. Mr. Sam Cohen came forward to receive his award. Ms. Theresa Morley-McLaughlin had a conflict and was unable to attend. Both students were congratulated by School Committee members and Administration.

Presentation of PreSchool & Elementary School Improvement Plans

Preschool and Elementary principals presented the goals of their school improvement plans**.** In attendance were Karen Ghilani (Bennett-Hemenway), Kirk Downing (Brown), Jordan Hoffman (Johnson), Elise Molloy for Heather Smith (Lilja), Susan Balboni (Memorial), and MaryBeth Kinkead (Preschool). They reviewed the following three goals, which link to the district goals and provided strategies and action steps, timelines and evidence of effectiveness.

1. To produce the best learning procedures for homework and grading expectations K-12 by reviewing the latest research, examining best practices and seeking input from all constituents to help these procedures.
2. Improving Instruction: By May 2017, implement a systematic, guaranteed and viable RTI (Response to Intervention) system for the district.
3. Enhancing Communication: We will design and deploy (January) a Family-School Relationship Survey to K-4 families to determine community priorities of the future.

In addition, each principal reviewed their school specific goals and reviewed the progress of their 2015-2016 goals. A copy of the 2016-2017 NPS Elementary School Plan was provided.

The principals responded to questions raised by the School Committee. They were commended for this plan

At 8:25 p.m., Mr. Laurent excused himself from the meeting.

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Approval of School Improvement Plans –PreSchool/Elementary

Ms. Reed moved to approve the 2016-2017 Pre-School/Elementary School Improvement Plan as outlined. Mr. Coburn seconded. It was unanimously approved by the six members remaining.

Presentation of the High School Improvement Plan - Brian Harrigan

Brian Harrigan, Principal of Natick High School presented the 2016-2017 NHS School Improvement Plan. Copies of the plan were provided. He presented the following goals which NHS will be focusing on this school year. He spoke to the current state, the desired state and strategies and action steps to complete these goals.

- Continue to address the mental and physical health needs of our students through school-based student services, NTY, Hey NHS, Interface Referral Service, Newton-Wellesley Hospital and our new partnership with Game Changer.
- By Spring 2017, increase the number of students who self-report that they feel comfortable being themselves at NHS
- By Spring 2017, develop and implement a plan to teach NHS students about academic integrity
- By Spring 2017, research the root causes of student and adult stress at Natick High School and develop procedures to help alleviate stress.
- By Spring 2017, lay the groundwork for 2017-2018 implementation of a systemwide, guaranteed and viable RTI (Response to Intervention) system for NHS to support academic achievement of all students.

Mr. Harrigan answered questions from Committee members. School Committee members commended him for this plan.

Approval of NHS Improvement Plan

Mr. Coburn moved to approve the Natick High School-School Improvement Plan as outlined. Ms. Reed seconded. It was unanimously approved by the six members remaining.

Presentation of Entry Plans - Peter Gray, Susan Balboni, Jordan Hoffman

New Administrators, Susan Balboni, Interim Principal for Memorial School, Peter Gray, Director of Finance and Jordan Hoffman, Interim Principal for Johnson School, presented their entry plans for their new roles.

At 9:35 p.m., Ms. Reed had to leave the meeting.

NPS Promotional Video

Dr. Sanchioni shared the Brown School Promotional Video with the School Committee.

Enrollment Update October 12, 2016

Dr. Sanchioni provided the School Committee with an update on the enrollment numbers. There are a few areas of concern which he highlighted and is addressing:

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- Class Sizes for the Middle School and High School will be presented at the meeting of November 21.

- Currently there are two kindergarten classes at Brown at 25. He is looking into hiring two additional KEIPs to be used during the morning instructional portion of the day.

- Memorial has two grade-two classrooms at 25. Since Memorial is the only school that has space to add a classroom, they are considering hiring an additional teacher for grade-two as opposed to adding tutors. This would require moving students out of their current classrooms, for which there is voluntary parent support.

- Ben Hem has one grade-two class at 25. Dr. Sanchioni is looking to hire a tutor to support the instructional portion of the day.

Chair Mistrot asked the Committee if they would reconsider the previous direction that a second adult be added when an elementary class reaches 25 students. This practice was created to allow Dr. Sanchioni flexibility to address enrollment pressure points without express approval by School Committee, but it has been interpreted as a mandate, which has created undue pressure.
Points were made that numbers should not always be the determining factor for adding more staff – the cohort group should be looked at, the experience of the teacher should be considered, etc. Ms. McDonough stressed her opposition for adding a grade-two teacher at Memorial School as this is inconsistent with that which has been done at other schools where tutors were added when a class size reached 25. Ms. Tabenkin would like to know more about the class sizes at the high school to determine if adding a teacher at Memorial is the most critical need. Teacher case-loads are also a concern throughout the system.

After a lengthy discussion, Chair Mistrot asked for a motion as the grade-two situation at Memorial must be addressed in this meeting. Mr. Coburn moved to support the administration's determination of the course of action to deal with the second-grade classes at Memorial School, by whatever method among those discussed - tutors, additional teacher, etc. or deferring if there is a prospect of an overwhelming larger need arising soon in the district. Ms. Mistrot seconded. Chair Mistrot called for a vote:

All in favor: Ms. Mistrot, Mr. Coburn. Opposed: Ms. Tabenkin, Mr. Mangan and Ms. McDonough. The motion lost.

Mr. Mangan expressed a concern that this discussion and vote should take place when all members are present. He also suggested that the motion has too much ambiguity in it. Ms. Tabenkin again stressed the need for more review and discussion of all class size across the district.

Dr. Sanchioni believes that adding a second-grade teacher at Memorial makes the most sense as Memorial School has the space to add another classroom, it would lower the class sizes of all four grade-two class sizes, which are currently 24, 24, 25, 25, the cost is only slightly more than adding two tutors, and it is the best educational decision.

Mr. Coburn provided the following motion: Move to support the administration of Natick Public Schools and Memorial School in adding staff for grade-two at Memorial to mitigate the adult/student ratios as they see fit. Mr. Mangan seconded. Chair Mistrot called for a vote: All in favor: Chair Mistrot, Mr. Coburn, Mr. Mangan, Ms. Tabenkin. All opposed: Ms. McDonough.

It was pointed out that good communication needs to take place in the community on whatever staffing decisions are made including the rationale as to why they may differ from school to school, grade to grade, etc.

Ratification of Paraprofessionals Contract

During a previous Executive Session, the School Committee reviewed the tentative agreement between EAN Unit S – Paraprofessional Educators and the Natick School Committee dated September 14, 2017. This is a three-year agreement that includes a 2% increase, which is same rate given to other bargaining units. Many thanks were extended to the negotiating team. Mr. Coburn moved to approve this contract. Mr. Mangan seconded. It was unanimously approved.

To Approve a Resolution Against Lifting the Cap on Commonwealth Charter Schools

At previous meetings, the School Committee has reviewed draft resolutions against lifting the cap on the Commonwealth Charter Schools. Mr. Coburn in coordination with Mr. Mangan has put forward this latest draft for the Committee's approval. Mr. Coburn moved for the Committee to approve the following resolution:

Whereas the Natick School Committee acknowledges that charter schools can and do serve important roles providing education to children and providing laboratories for educational practice, and

Whereas the Committee also acknowledges that concerns have been raised with regard to topics such as accountability and responsiveness to public interests, and that such concerns deserve to be duly defined, researched, and debated, and

Whereas the Committee has in the past expressed concern over the formula for funding charter schools, and

Whereas that formula deducts state aid from a student's general public school district at rates much higher than the rates related to such programs as METCO and School Choice, and

Whereas the state budget in recent years has not funded fully the transitional reimbursement of districts for charter school deductions, and

Whereas our survey of correspondence and public documents has shown no determination that 12 new charter schools per year indefinitely corresponds to any systematically and diligently assessed magnitude of need, and

Whereas the proposal before the voters in Question 2 does not give a methodology for determining how, why, or where charter school applications will be evaluated and approved should the voters pass Question 2, and

Whereas the proposal in Question 2 therefore leaves open questions both of sustainability of current and expansion charter schools and of effective service to students most in need,

Therefore, the Natick School Committee urges a No vote on Question 2 at this time, and will reconsider questions related to charter school funding and expansion at such time as a proposal is put forth that addresses the concerns stated above.

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Mr. Mangan seconded.

Mr. Coburn explained that this motion is being put forward due to the fact the funding formula is unsustainable and broken. He believes it is the consensus of the Committee that there is a role for Charter Schools, but the current expansion proposal is reckless.

Chair Mistrot called for a vote on the resolution. It was unanimously approved by the five members remaining. Chair Mistrot will draft up a letter with this resolution for state legislators.

The following topics will be carried over to the meeting of November 7, 2016

- Approval of Donation
- Approval of Minutes for August 29, September 12, September 26, 2016
- Approval of Executive Session Minutes - September 11, 2016 & September 26, 2016

At 10:55 p.m., Mr. Coburn moved to adjourn the meeting. Ms. Tabenkin seconded. It was unanimously approved.

Attest:_____

Peter Sanchioni, Ph.D.
Superintendent
Secretary to the School Committee

Sharon Reilly
Recording Secretary

An archived, Video On Demand taping of this meeting can be found on the Natick Pegasus website at http://www.natickpegasus.org/vod.html. If you have trouble finding or viewing the taping, please contact Natick Pegasus directly.

Documents provided in Novus Agenda

Preschool & Elementary School Improvement Plans
NHS School Improvement Plan
Letter requesting acceptance of donation
Minutes of August 29, September 12, September 26, 2016
Executive Session Minutes - September 11, 2016 & September 26, 2016
Draft Resolution Against Lifting the Cap on Commonwealth Charter Schools
Paraprofessionals Contract
Memorandum regarding Students Receiving MASS Superintendent's Awards
Memorandum regarding Students Receiving National School Development Council Award
Entry Plans - Peter Gray, Susan Balboni, Jordan Hoffman
Enrollment Update October 12, 2016

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ITEM TITLE: Approval of Executive Session Minutes - September 11, September 26 and October 17, 2016

ITEM SUMMARY:

ATTACHMENTS:

Description	File Name	Type

ITEM TITLE: Overview of The Education Collaborative (TEC) - Liz McGonagle, Executive Director

ITEM SUMMARY:

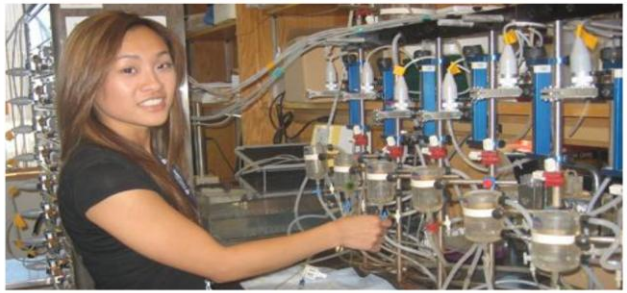
ATTACHMENTS:

Description	File Name	Type
The Education Collaborative Presentation	TEC_-_Natick_SC_11-7-16.pdf	Cover Memo

The Education Cooperative

- An Overview of TEC
- Member Benefits
- Questions

Liz McGonagle
Executive Director
November 7, 2016



About The Education Cooperative

- Founded in 1968, became an independent collaborative in 1980
- Members include:

Canton	Framingham	Millis	Sherborn
Dedham	Holliston	Natick	Walpole
Dover	Hopkinton	Needham	Wayland
Dover-Sherborn	Medfield	Norwood	Westwood

Our Mission:

The Education Cooperative actively develops and coordinates educational and organizational programs to meet the needs of member communities and their students.

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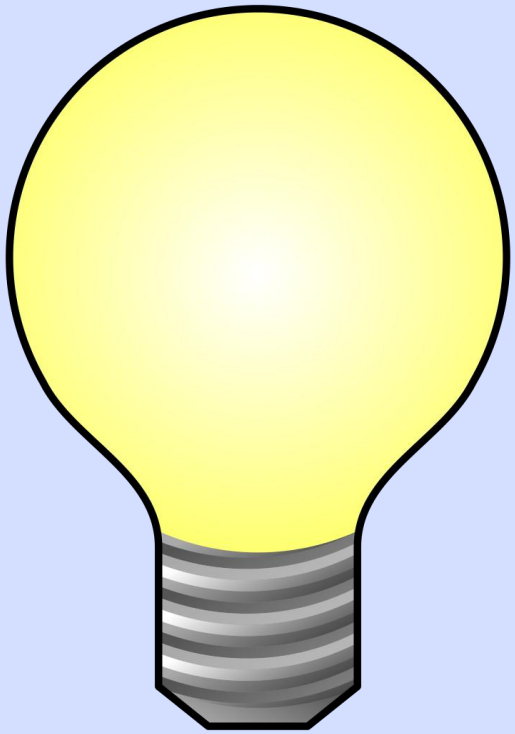
Together we create more possibilities…

The Education Cooperative in partnership with its member Districts is a proactive, innovative, agile organization that anticipates and meets the collective needs of its learning centered members more effectively and efficiently than its members can do individually.



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CHAMPIONS

Member District Benefits

Member District Benefits Include:

- Discounted Tuition Rates for Special Education Programs
- Cooperative Purchasing
- Professional Networking and Job Alike Groups
- Innovative Programs and Services
- Collaborative Grant Opportunities
- Custom Professional Development and Consultation

Staff Benefits:

- Low cost, high quality Professional Development
- Licensure Programs
- Teacher and Administrator Leadership
- Networking and Job Alike Groups

Student Benefits:

- High quality Special Education Programs and Services
- College & Career Services - Internship Program
- Online courses ->**TECCA** Commonwealth Virtual School

PROGRAM**	Student Population Served	Program Description
INTENSIVE CONTINUUM • Early Childhood • Elementary • Middle School • High School **Location:** *TEC Campus School* *E. Walpole, MA*	**Ages: 3-22** Students with Developmental Delay, Medical/Health Issues, Autism, Multiple Disabilities, Neurological Impairment	• Small classroom settings with highly trained staff • Individualized multisensory instruction and medical support • Strong focus on communication and functional living skills • Field trips and community inclusion opportunities to maximize student success in larger natural settings
MODERATE CONTINUUM • Middle School: *TEC Campus, E. Walpole* • Transition I HS: *Westwood HS* • Transition II HS: *TEC Campus, E. Walpole* • Project SEARCH: *NWH, Newton*	**Ages: 11-22** Students with Autism, Developmental Delay, ADHD, PDD, Intellectual Impairment, NVLD, and Anxiety Disorder	• Small group classroom environment • Inclusion opportunities when ready • Social skills instruction and behavior modeling • Individualized academic and vocational instruction/ internships • Real-world learning opportunities and individualized support to prepare students for further education, employment and independent living
THERAPEUTIC CONTINUUM • Middle School: *Hopkinton MS* • High School: *TEC Phoenix Academy, Walpole* *TEC High School, E. Walpole*	**Ages: 11-19** Students with Anxiety, Mood Disorder, ASD, Specific Learning Disability, Executive Functioning, ADHD, NVLD	• Small group instruction and inclusion opportunities • Strong • Remedi • Emotio • Goal: s classroo
PROJECT SEARCH • Vocational Internships *Newton Wellesley Hospital* *Newton, MA*	**Ages: 17-22** Students with Intellectual Impairment, Multiple Disabilities, Autism, Language Impairment	• Intensiv • Job-rela • On site • Assistar • Fifth year for transition

Program Locations:

- Hopkinton Middle School
- Plimpton @ Walpole High School
- TEC Campus, E. Walpole
- Westwood High School
- Newton Wellesley Hospital

TEC CAMPUS SCHOOL

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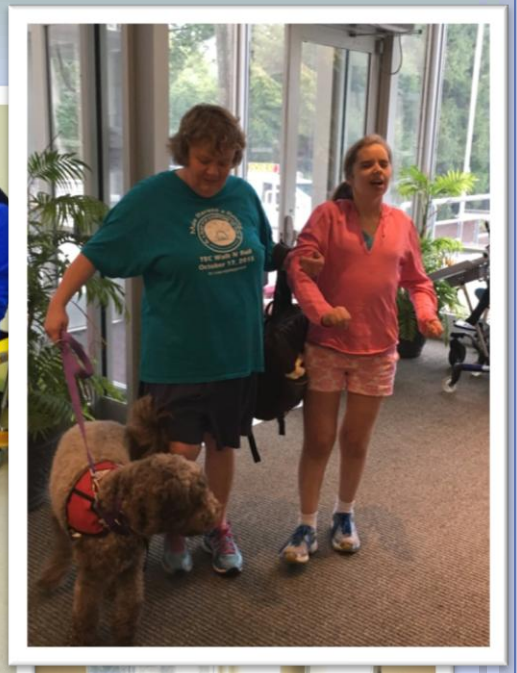
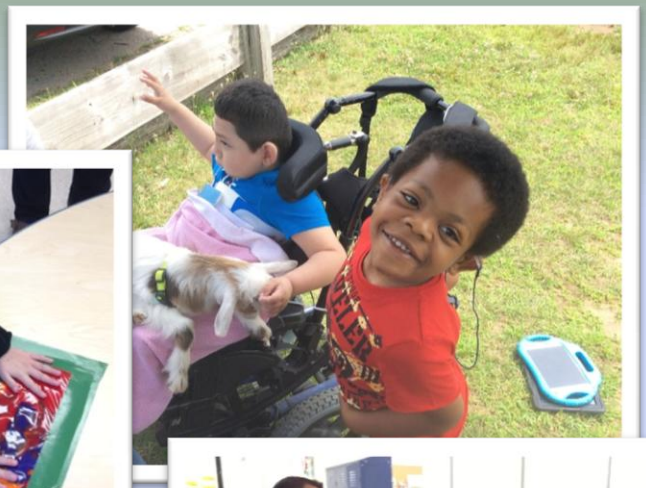
INTEGRATED THERAPIES





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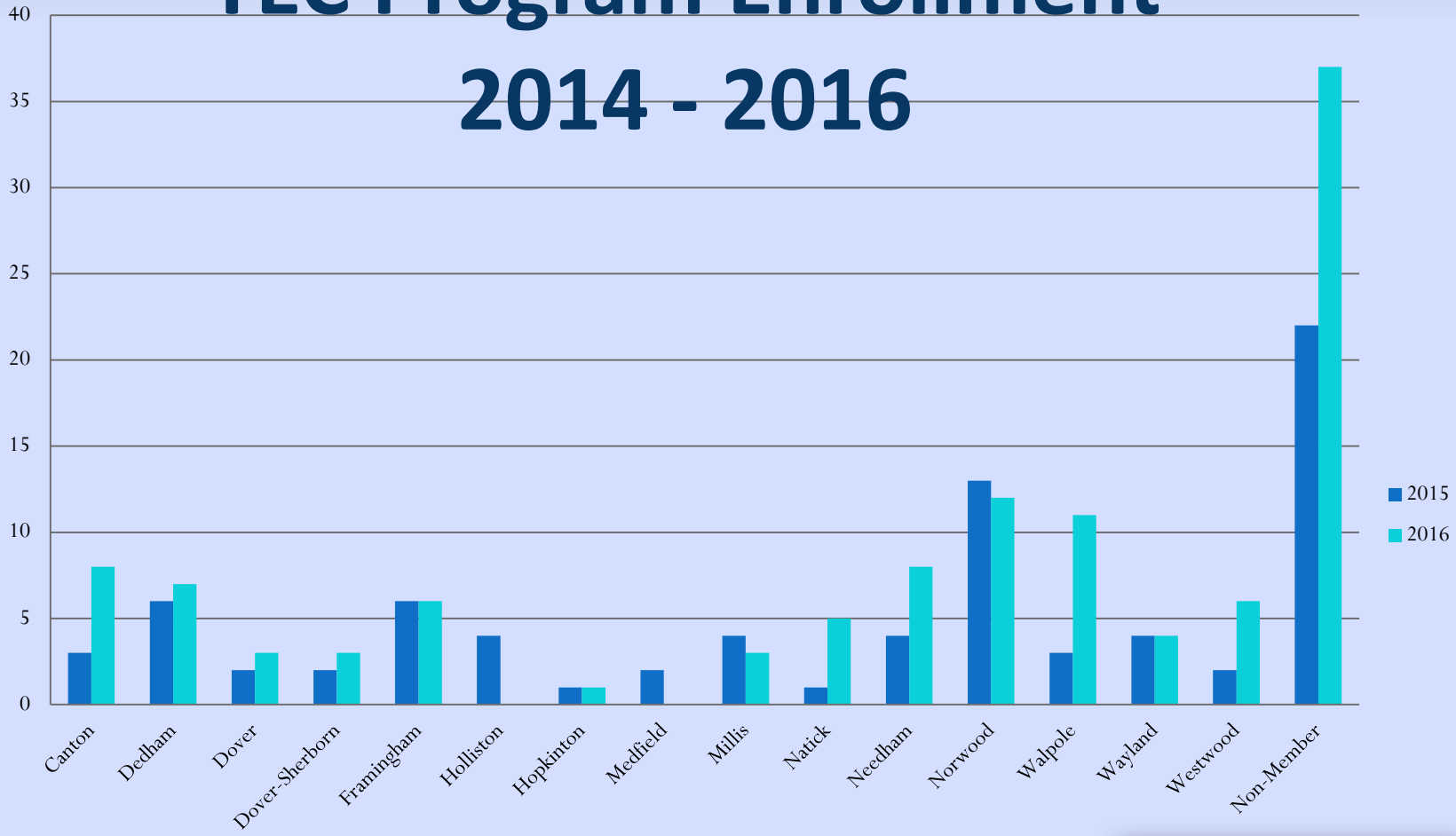
TEC Program Enrollment 2014 - 2016



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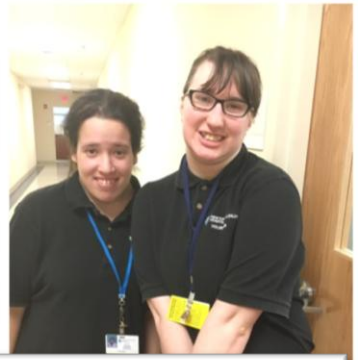
TEC's
ACCESSIBLE PLAYGROUND

Transition Programs

ages 10-22



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Project | SEARCH

NEWTON-WELLESLEY HOSPITAL

TEC High School

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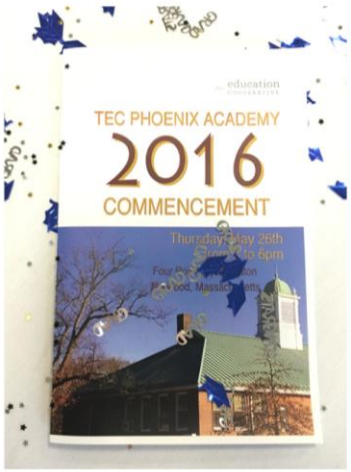
TEC PHOENIX ACADEMY

Serving Students in Grades 8-12

- support diverse learning styles
- small, personalized learning environment
- integrated social-emotional supports
- online courses (credit recovery/acceleration)
- vocational experiences and internships
- college and career coaching



Professional Development

- High Quality
- Low Cost

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Educational Leadership

- **BOSTON UNIVERSITY**
  - Administrative Licensure Program

BOSTON UNIVERSITY

- **Simmons College**

SIMMONS

  - Master of Science - Assistive Special Education Technology

- **TEC Job Alike Groups**
  - Sharing best practices and program ideas
  - TEC-NET Professional Networking Speaker Series

Ms. Callie Crossley
Youth and The Media

- Annual **Legislative Breakfast**

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Leaders in Online Education

Leveraging capacity, expanding opportunities

- **TEC Online Academy**
- **Sponsor of** TECCA CONNECTIONS ACADEMY Commonwealth Virtual School
  - 50 Free Online Courses
  - Annual Value: $15,000
- Friday Institute of Educational Innovation at NC State University – ***Leadership in Blended and Digital Learning Training Program***

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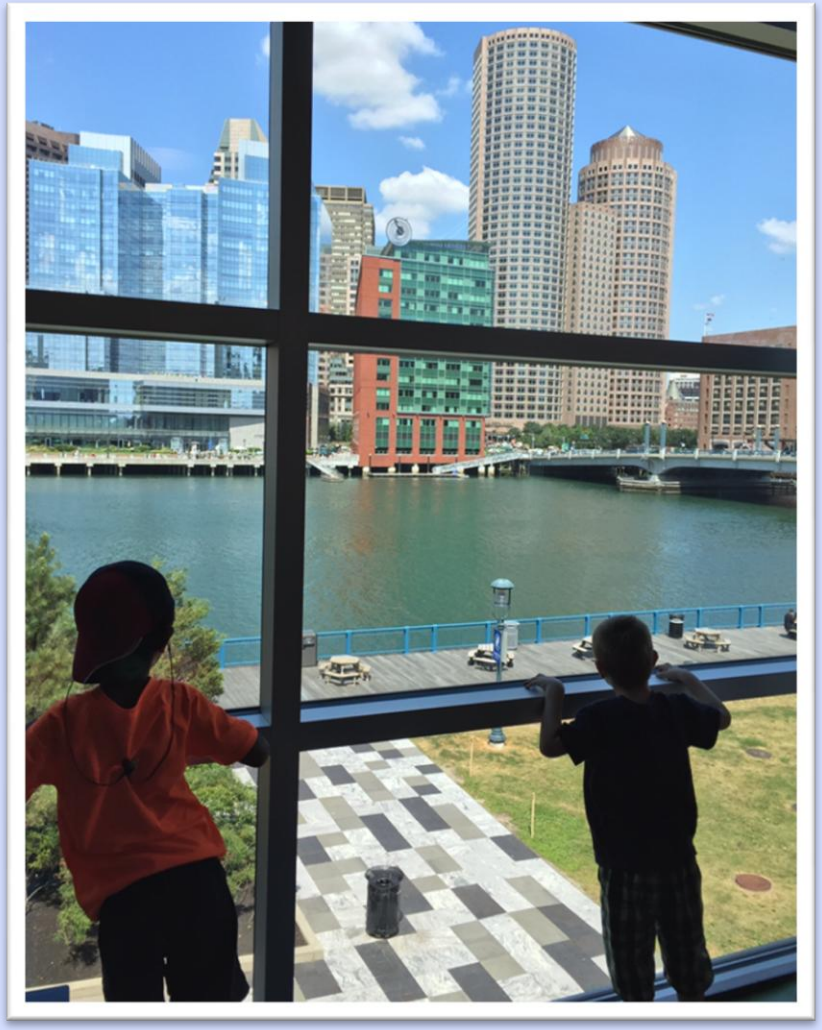
Together we create more possibilities...



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Questions?

Liz McGonagle
Executive Director
lmcgonagle@tec-coop.org

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ITEM TITLE: Presentation on SAT/ACT/AP - Karen Dalton Thomas

ITEM SUMMARY:

ATTACHMENTS:

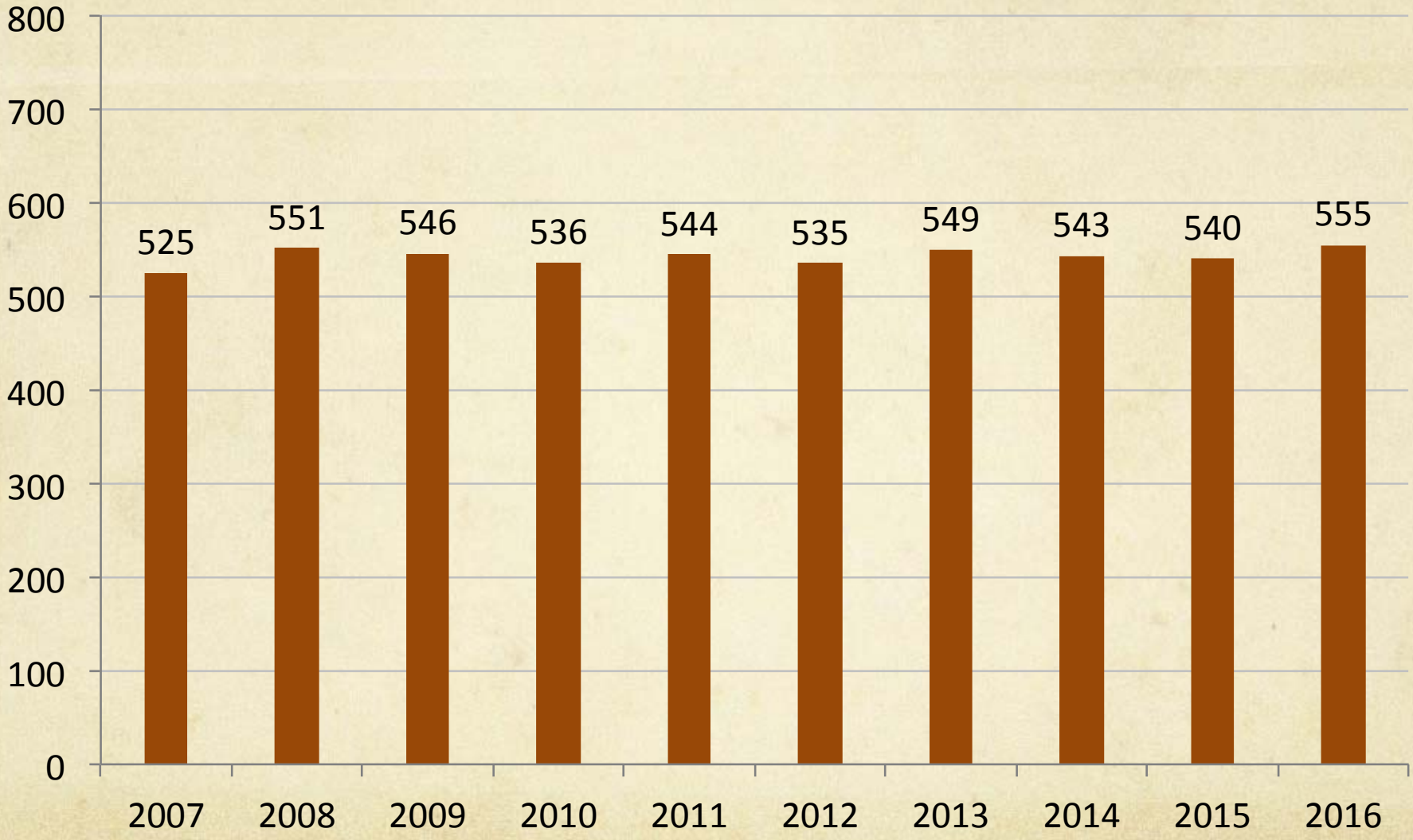
Description	File Name	Type
Presentation on SAT/ACT/AP Test Scores	School_Committee_Admissions_Testing_2016-final_draft_(5).pdf	Cover Memo

Natick High School Class of 2016 Report of SAT Reasoning, ACT and AP Test Scores

Natick High School Class Size and Percent Taking SAT: 2007-2016

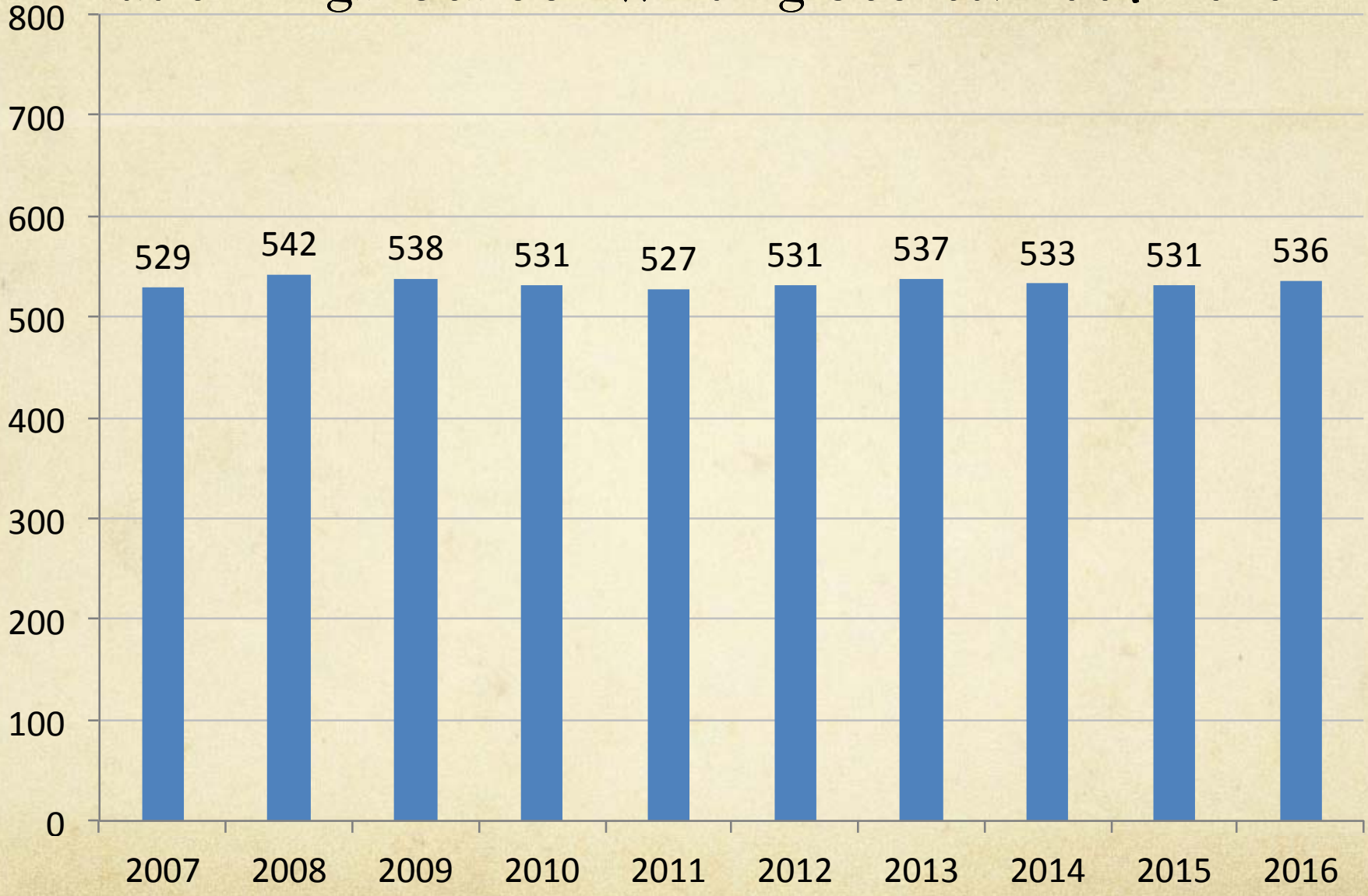
Year	# in Class	# Tested	% Taking SAT
2007	278	252	90.6
2008	314	270	86.0
2009	305	215	72.2
2010	302	268	88.7
2011	321	289	90.0
2012	301	284	94.4
2013	312	285	91.3
2014	327	286	87.5
2015	344	296	86.0
2016	378	327	87.0

Natick High School Critical Reading Scores: 2007-2016

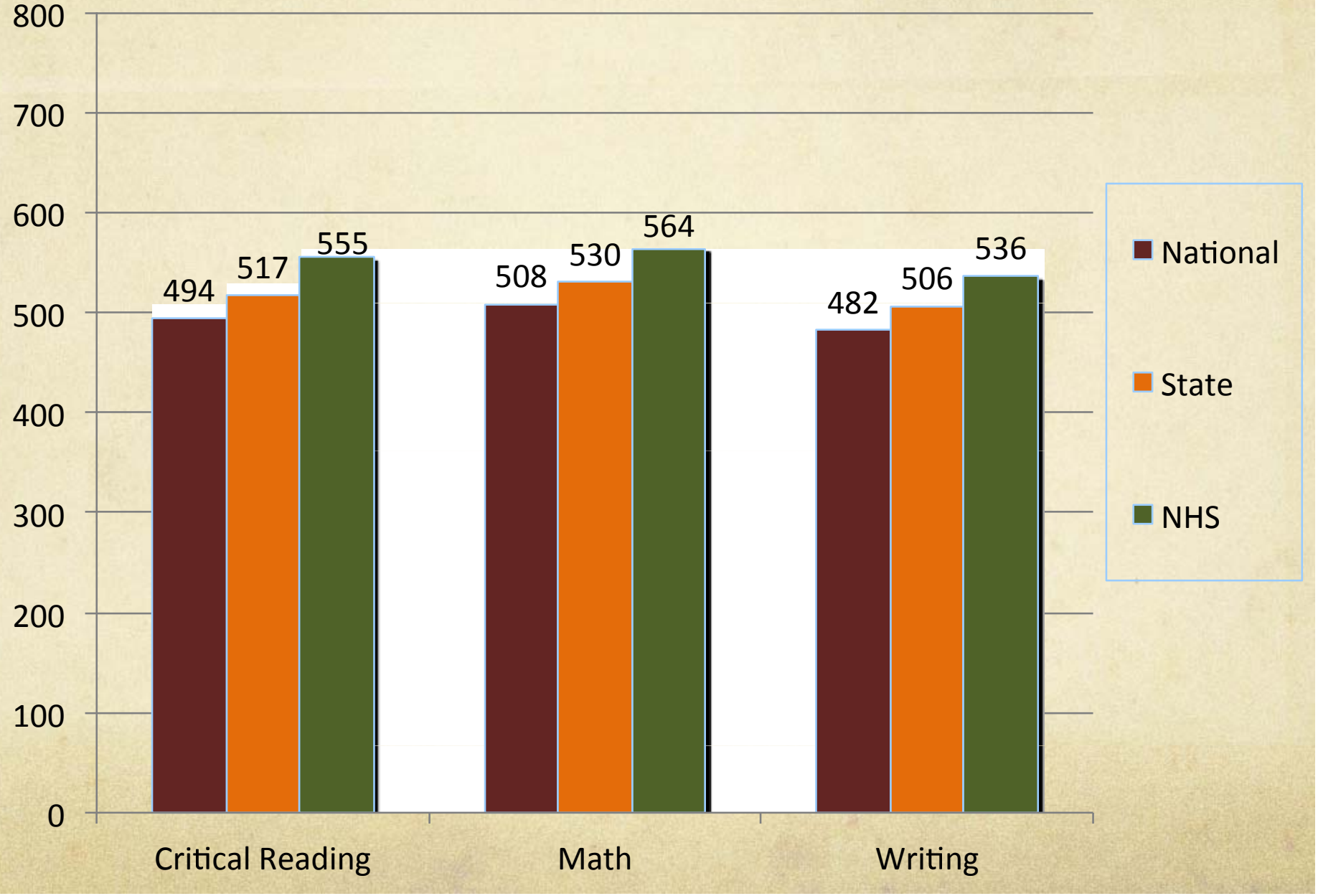


Natick High School Math Scores: 2007-2016

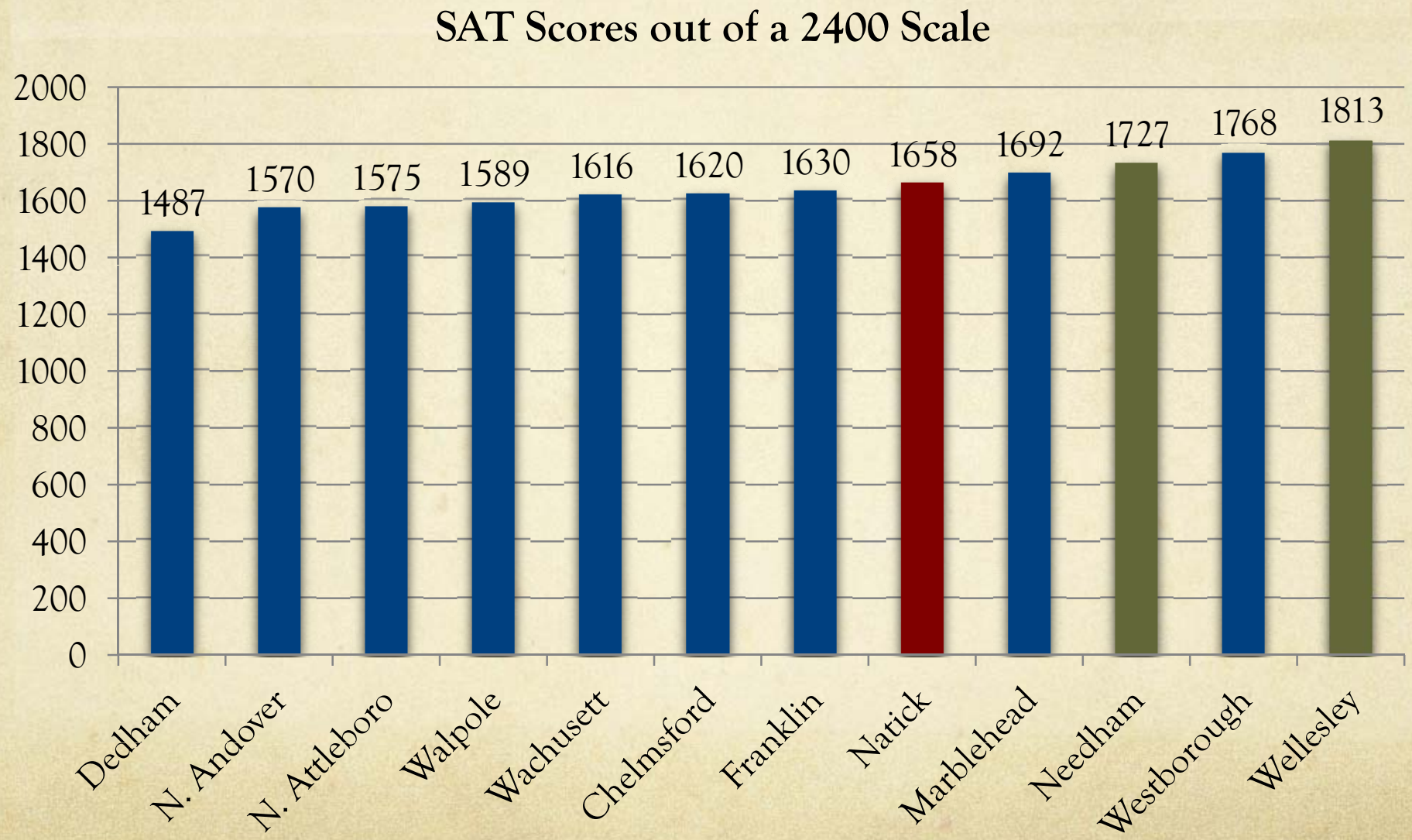
Natick High School Writing Scores: 2007-2016



2016 National, State, and Natick High School Mean Score Distribution



SAT Scores (2400) comparison with other Massachusetts towns for the Class of 2016



Category	Features
Scoring	▪ No wrong-answer penalty ▪ Scored on a scale of 1600 ✓ 800 points for Math ✓ 800 points for Evidence-Based Reading and Writing ▪ Test, Cross-, and Sub-scores reported ▪ Optional Essay scored separately
Timing	▪ 3 hours + 50-minute optional essay
Structure	Evidence-Based Reading and Writing Test ▪ 65-minute Reading section ▪ 35-minute Language and Writing section ▪ All multiple-choice questions have only 4 answer choices Math Test ▪ 55-minute section with calculator ▪ 25-minute section with *no* calculator ▪ Includes grid-ins and multiple choice questions ▪ All multiple-choice questions have only 4 answer choices Essay ▪ Optional ▪ 50-minutes long

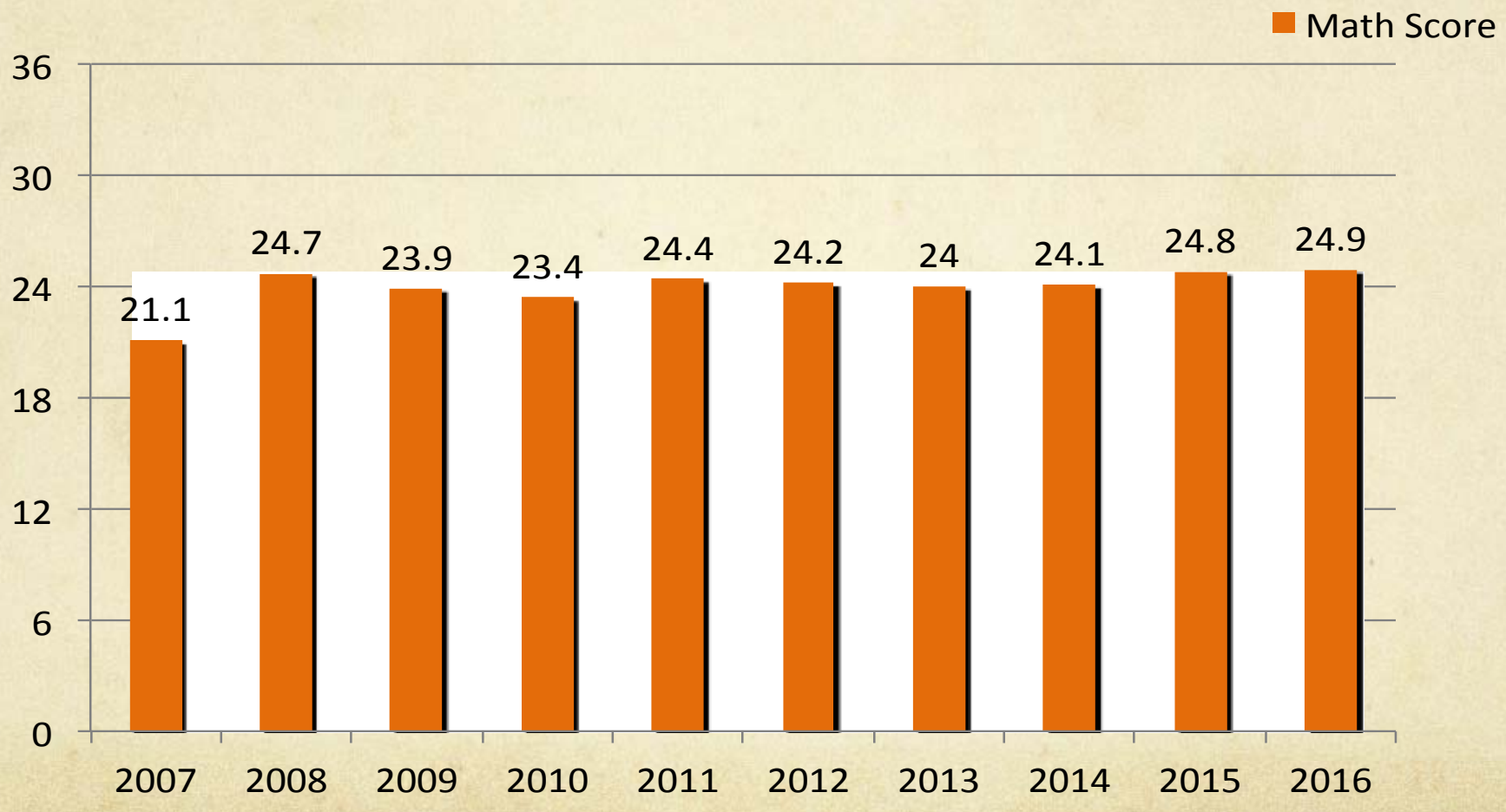
Natick High School Class Size and Percent Taking ACT: 2007-2016

Year	# in Class	# Tested	% Taking ACT
2007	278	35	12.5
2008	314	63	20.0
2009	305	70	22.9
2010	302	90	29.8
2011	321	123	38.3
2012	301	148	49.1
2013	312	126	40.3
2014	327	154	47.1
2015	344	169	49.0
2016	378	185	49.0

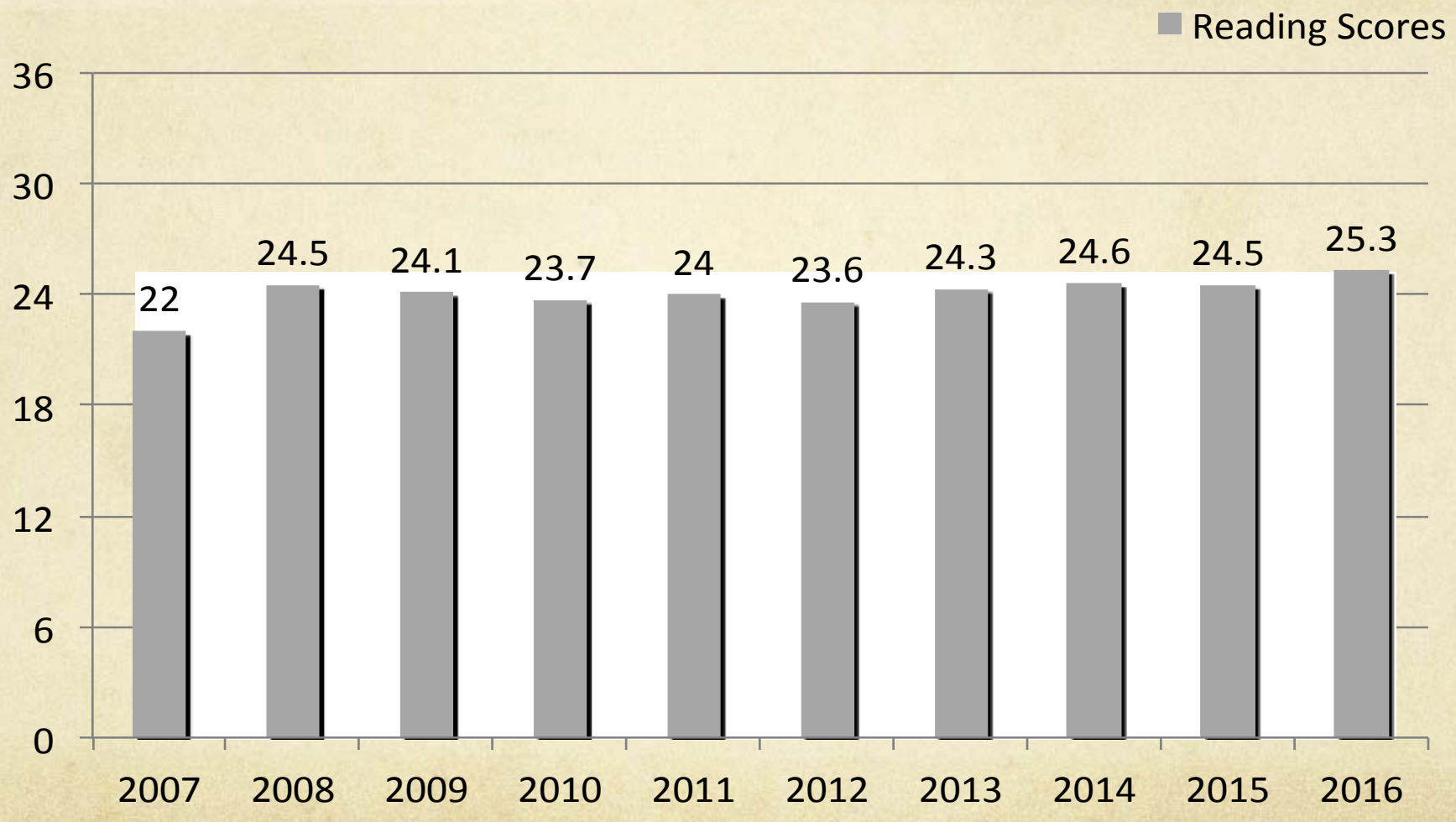
ACT Composite Scores for 2007-2016

ACT English Scores 2007-2016

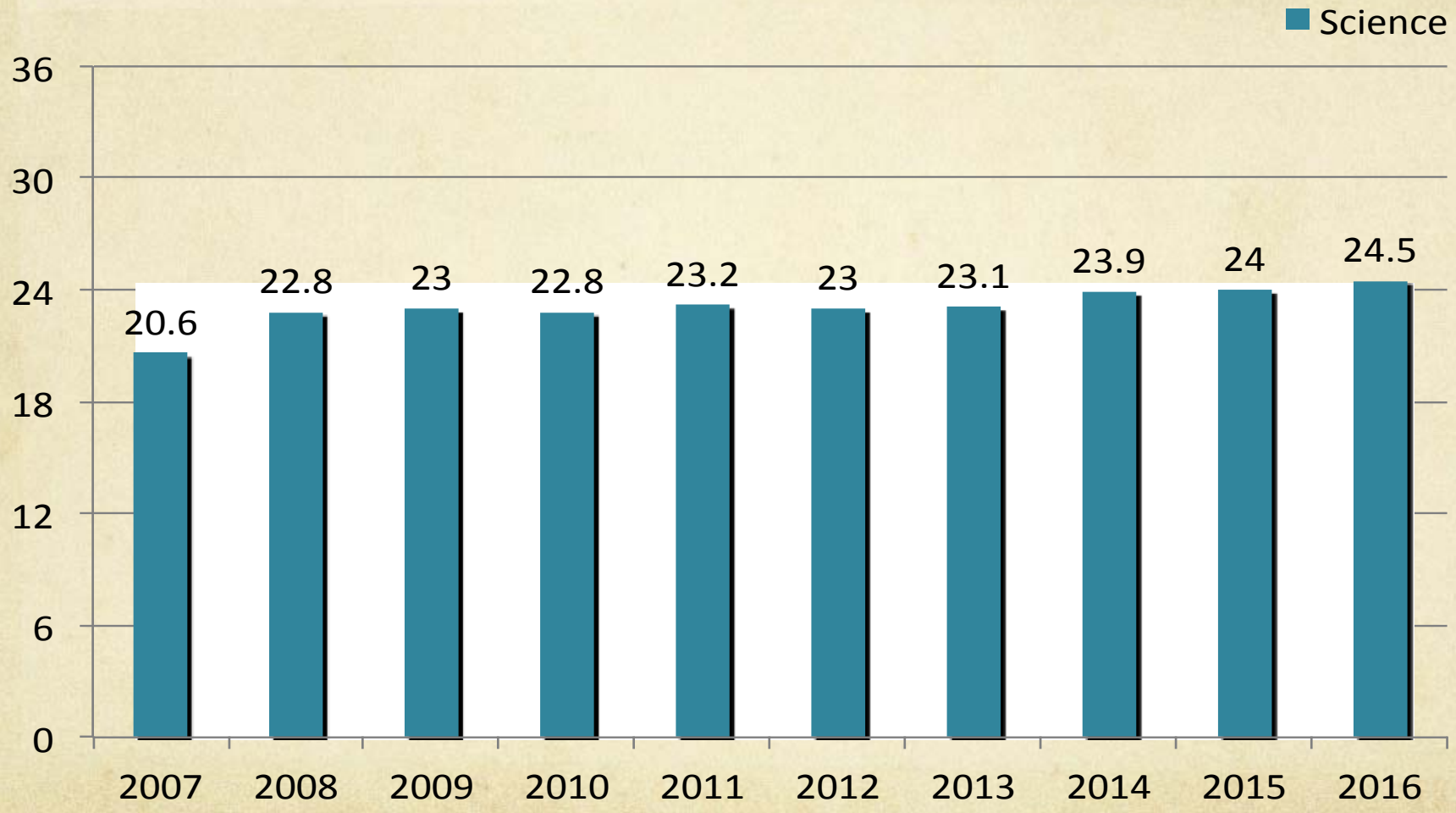
ACT Math Scores 2007 - 2016



ACT Reading Scores 2007 - 2016



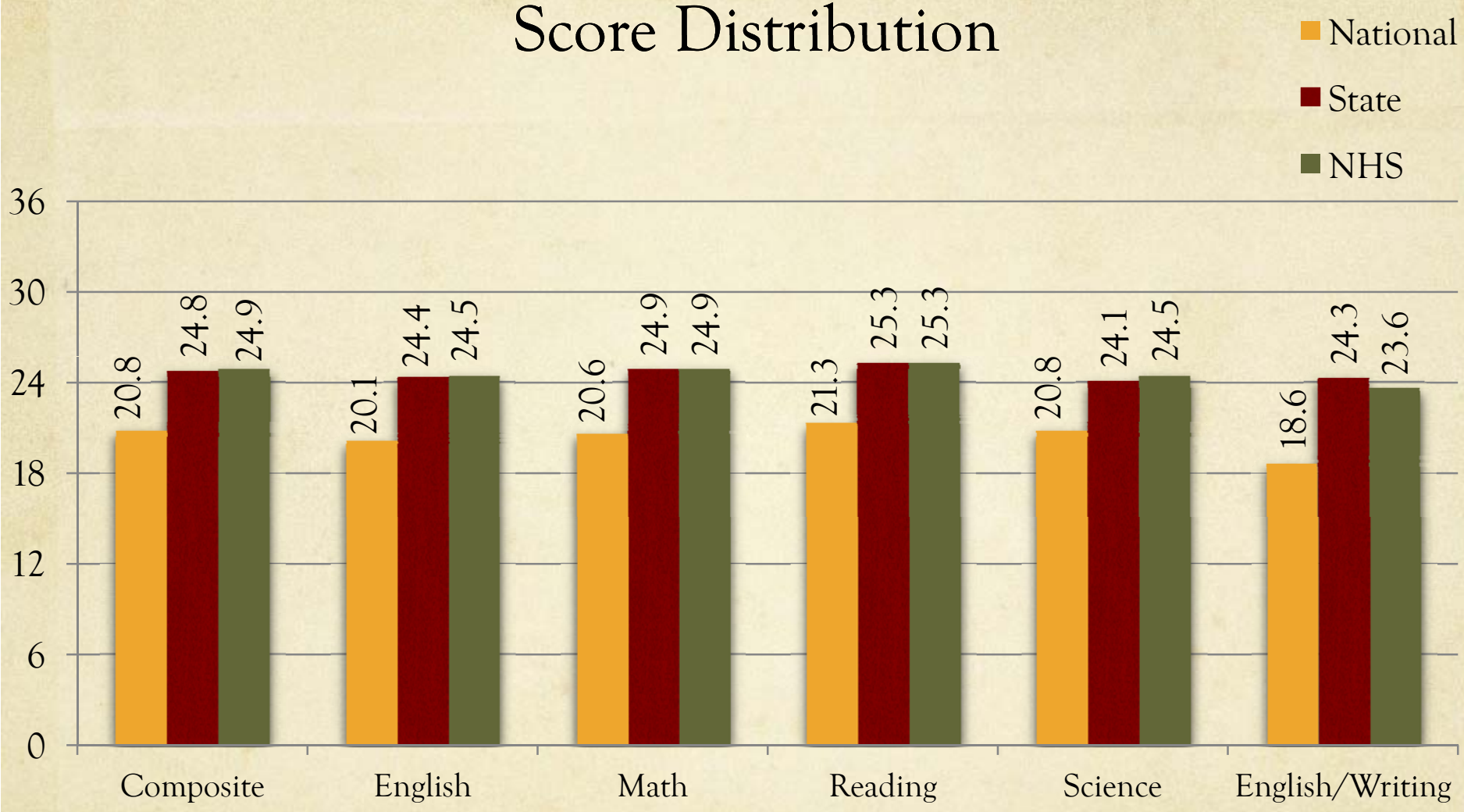
ACT Science Scores 2007 - 2016



ACT Writing Scores 2007 – 2016

2016: N=159 students out of 185 took the optional writing test

2016 National, State, and Natick High School ACT Score Distribution



What is the importance of SAT and ACT scores and what is Natick High School doing to improve them?

- More colleges are becoming Test Optional and not placing as much weight on standardized testing (www.fairtest.org).
- ACTs are accepted by many colleges in lieu of SAT Subject Tests.
- NHS is a test center for both the SAT's (4x/year) and ACT's (2x/year).
- Natick maintains an updated list of outside tutors and test preparation programs in the area.
- Last year, we offered GradPoint and TEC-Connections Learning, 2 online options for SAT/ACT prep.
- Previous years' SAT and ACT data results are shared with department heads, NHS's Data Team and all faculty members.
- Representatives from Kaplan, Chyten and College Board presented information on the New Revised SAT.

Natick High Test Prep Partnerships

- Our partnership with Kaplan offers:
  - Discounted classes on campus year round during the school year and in the summer locally off-site
  - Free practice SAT/ACT tests at NHS on Saturdays
  - Free online prep for SAT and ACT
  - Offers free test prep classes for Natick METCO students after school at NHS or in the Boston area
  - Honors guidance counselors' requests for scholarships for eligible students
  - Offers a free SAT/ACT Combination to help students determine which test to take
  - Provided free practice PSAT tests to the entire sophomore class in 2015 and 2016
- Our partnership with Catalyst offers:
  - Weekend boot camps which include 4 hour sessions on both Saturdays and Sundays for SAT's and ACT's
- Our partnership with Chyten offers:
  - Free practice SAT/ACT tests on the weekends
  - Offer SAT/ACT prep classes locally
  - Offers a free SAT/ACT Combination to help students determine which test to take

Natick High School AP Test Results 2016

Subject	# Taking Test	Average Score	# of 5's	# of 4's	# of 3's
Biology	31	4.1	15	6	8
Calculus AB	31	1.7	2	2	3
Calculus BC	43	2.6	7	5	10
Calculus BC:AB Subscore	43	2.8	6	13	6
Computer Science A	28	3.7	9	9	5
English Lang & Comp	43	4.2	21	12	8
English Lit & Comp	13	4.3	6	6	0
Environmental Science	47	3.5	10	19	5
French Language	14	3.2	1	5	4

Note: Only AP exams where more than 3 students tested are reported to protect student privacy.

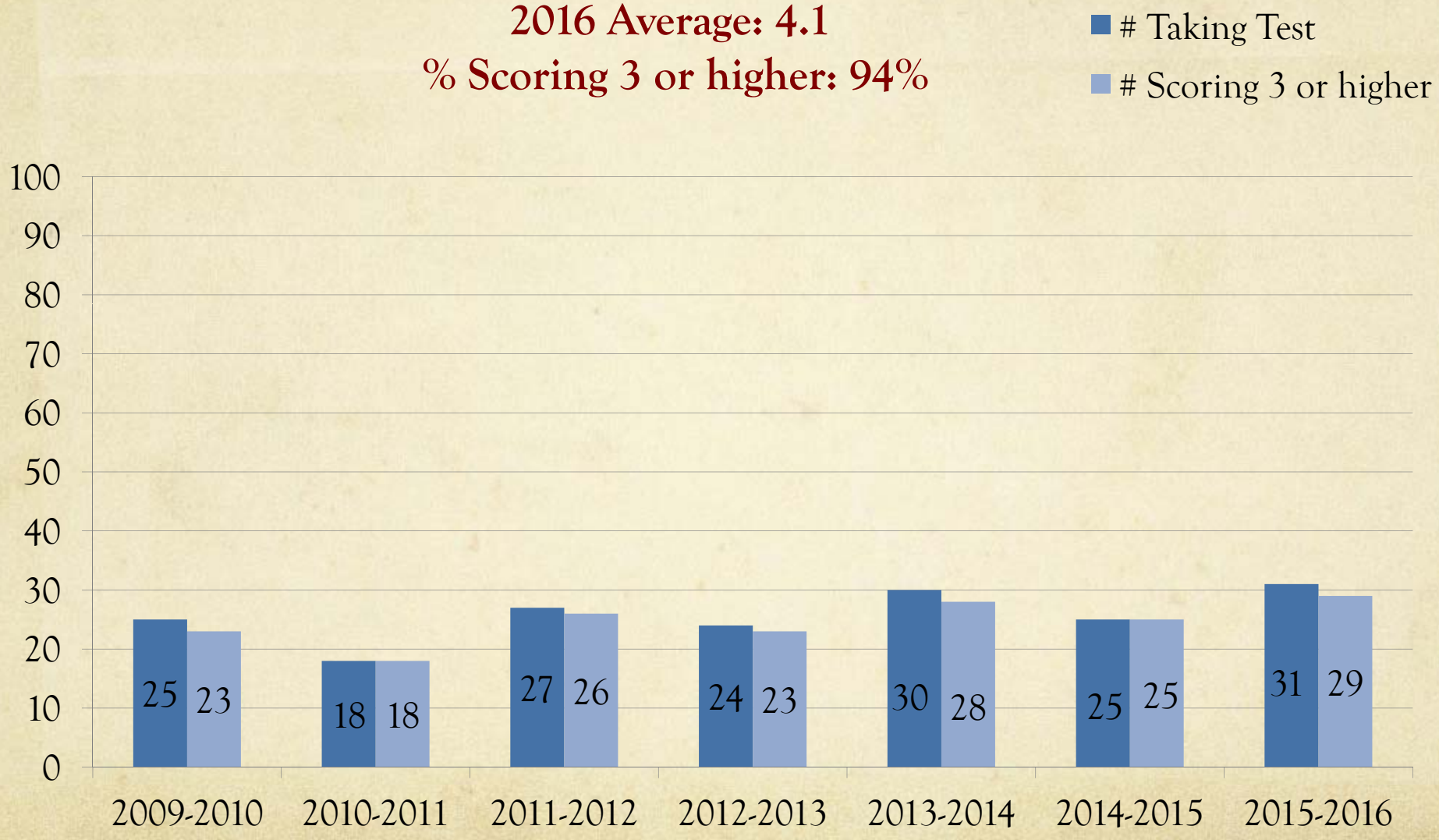
Natick High School AP Test Results 2016

Subject	# Taking Test	Average Score	# of 5's	# of 4's	# of 3's
Macroeconomics	62	3.3	14	21	8
Microeconomics	62	3.7	19	19	14
Physics 1	15	3.7	2	7	5
Physics C – E & M	28	3.1	5	7	7
Physics C – Mechanics	30	3.8	11	8	6
Psychology	102	3.9	33	39	20
Spanish Language	14	4.0	4	6	4
Statistics	47	3.9	19	13	8
U.S. Government & Politics	32	3.8	11	9	7
U.S. History	54	4.3	28	17	4
World History	31	3.8	7	13	9

Note: Only AP exams where more than 3 students tested are reported to protect student privacy.

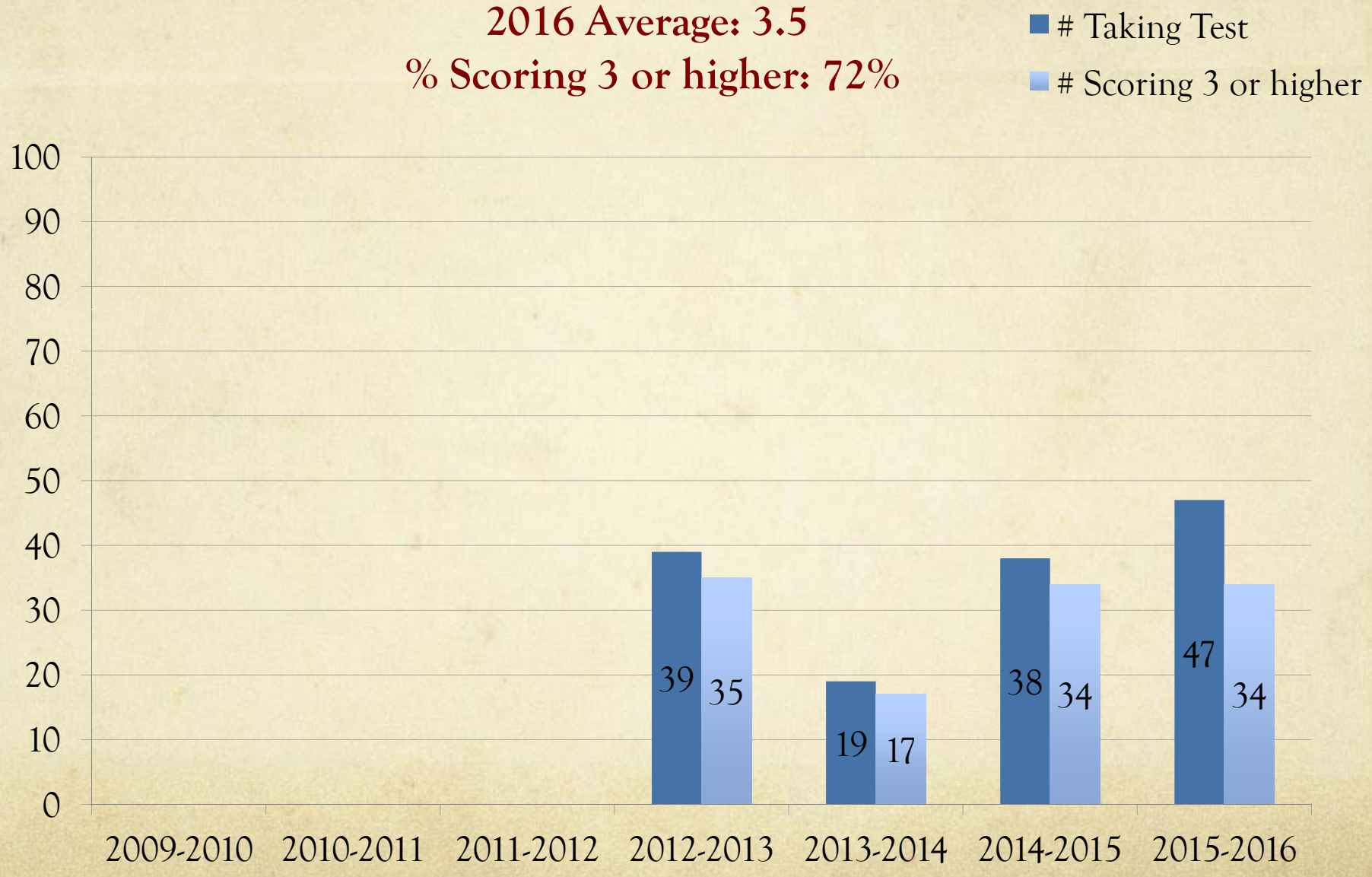
Biology

2016 Average: 4.1
% Scoring 3 or higher: 94%



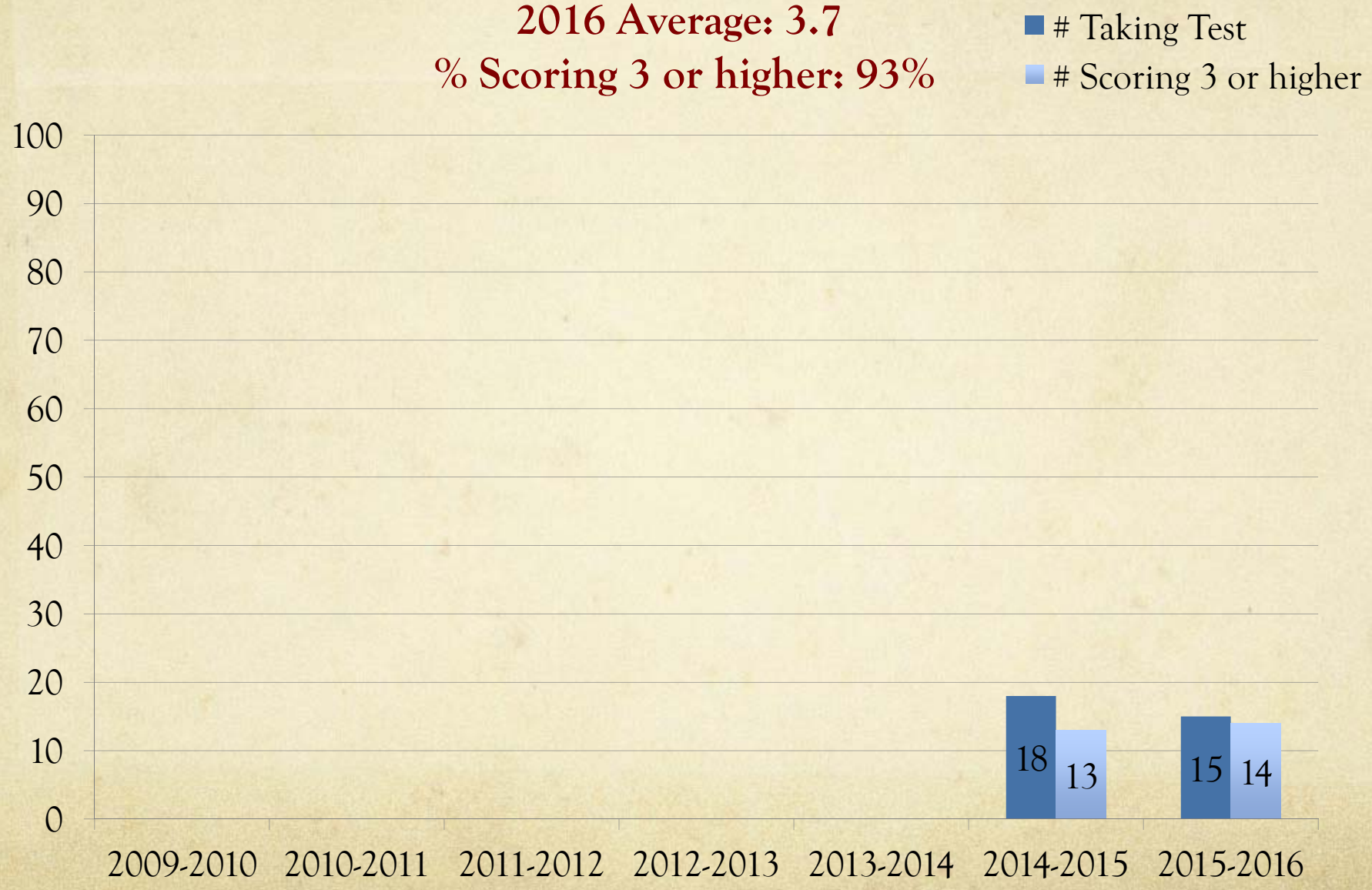
Environmental Science

2016 Average: 3.5
% Scoring 3 or higher: 72%



Physics 1

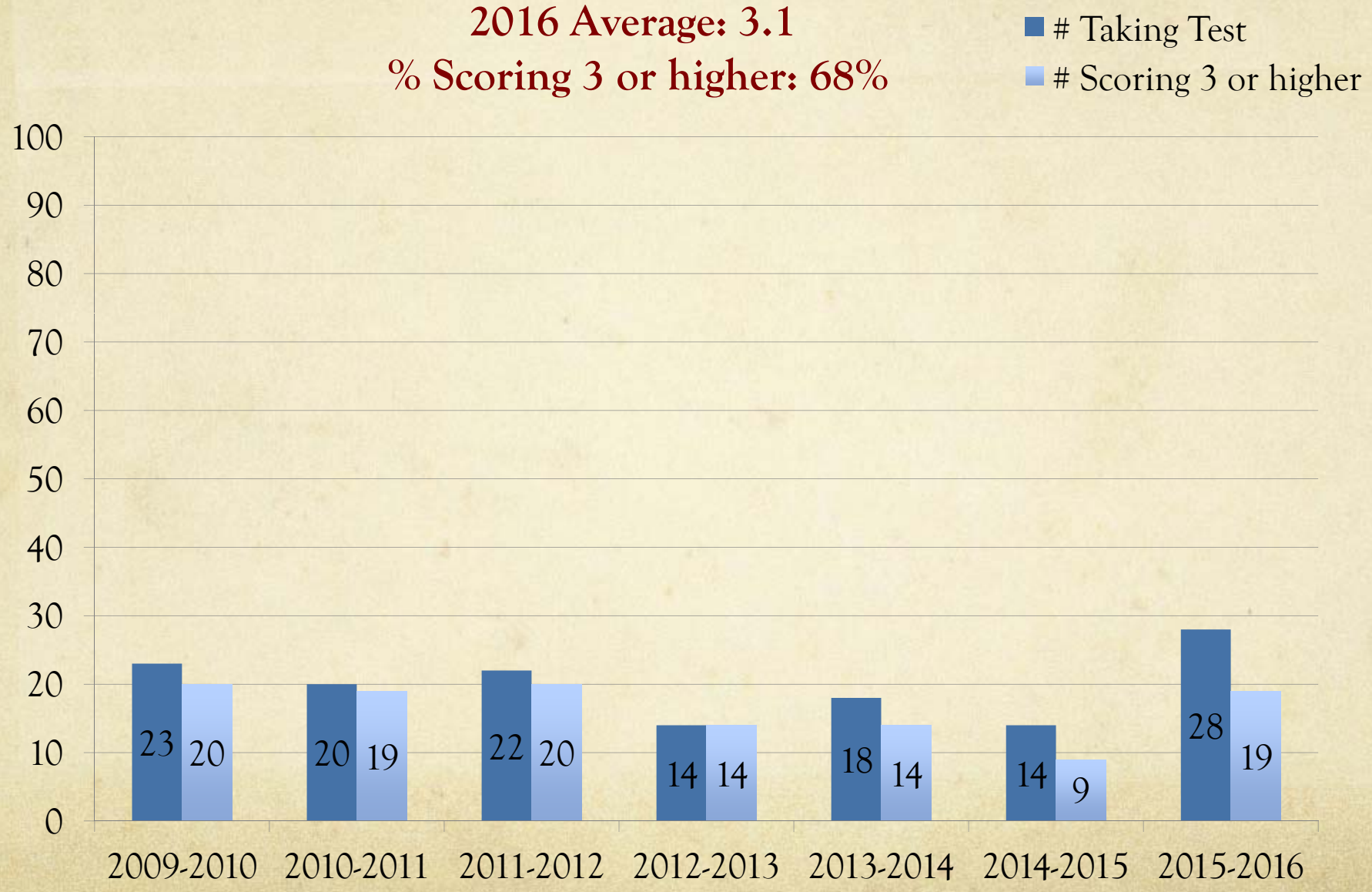
2016 Average: 3.7
% Scoring 3 or higher: 93%



Physics C: Electricity & Magnetism

2016 Average: 3.1

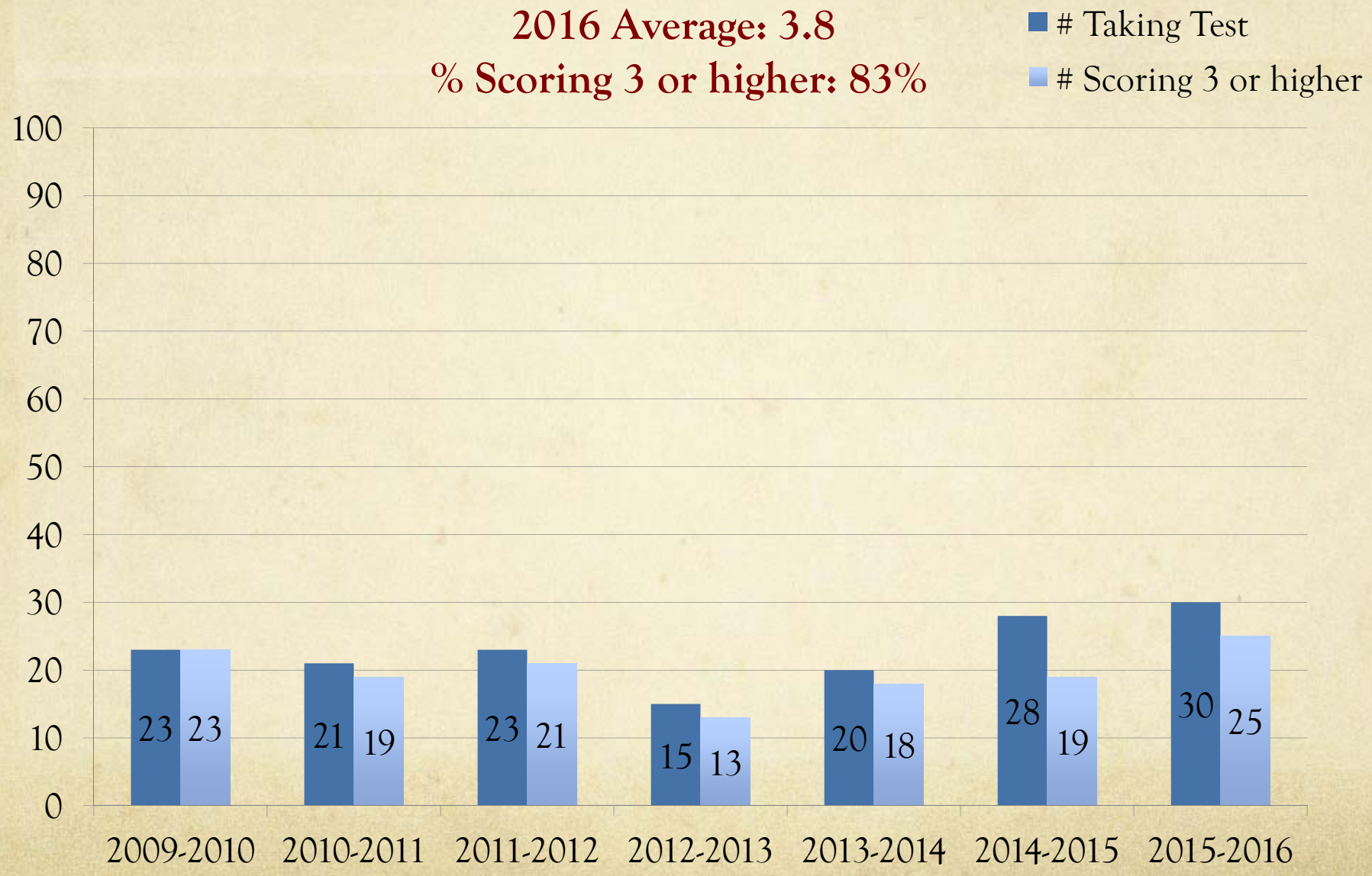
% Scoring 3 or higher: 68%



Physics C: Mechanics

2016 Average: 3.8

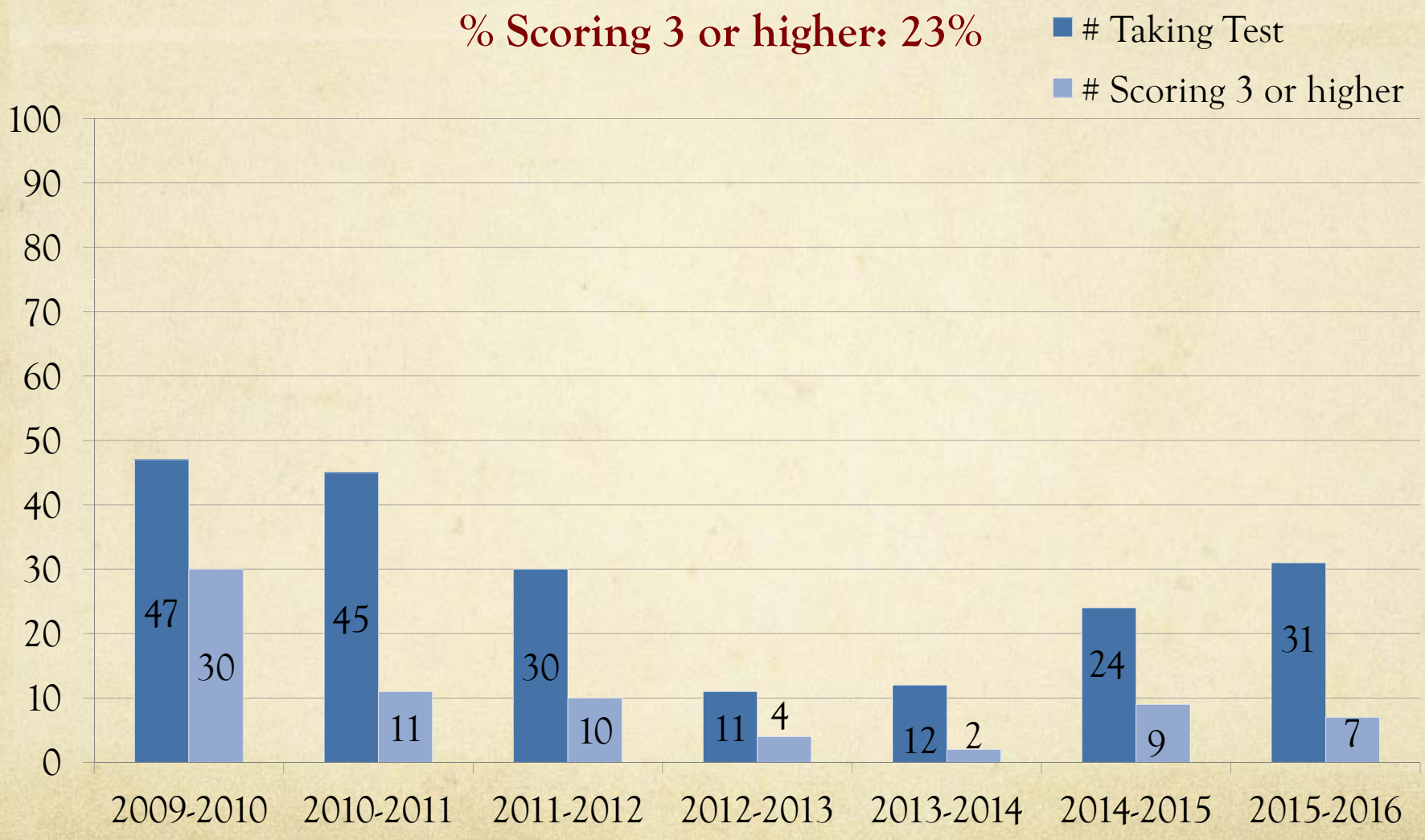
% Scoring 3 or higher: 83%



Calculus AB

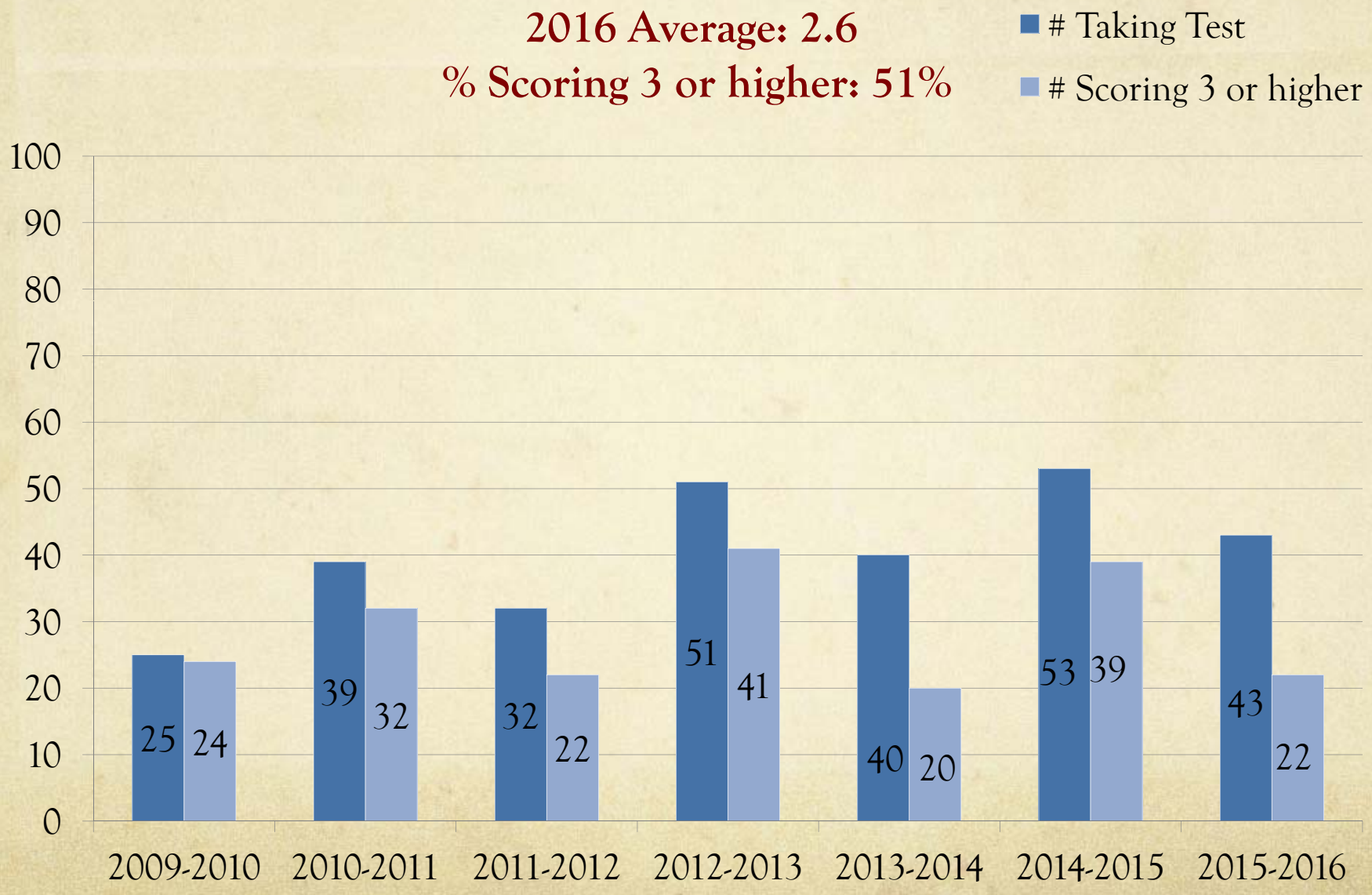
2016 Average: 1.7

% Scoring 3 or higher: 23%



Calculus BC

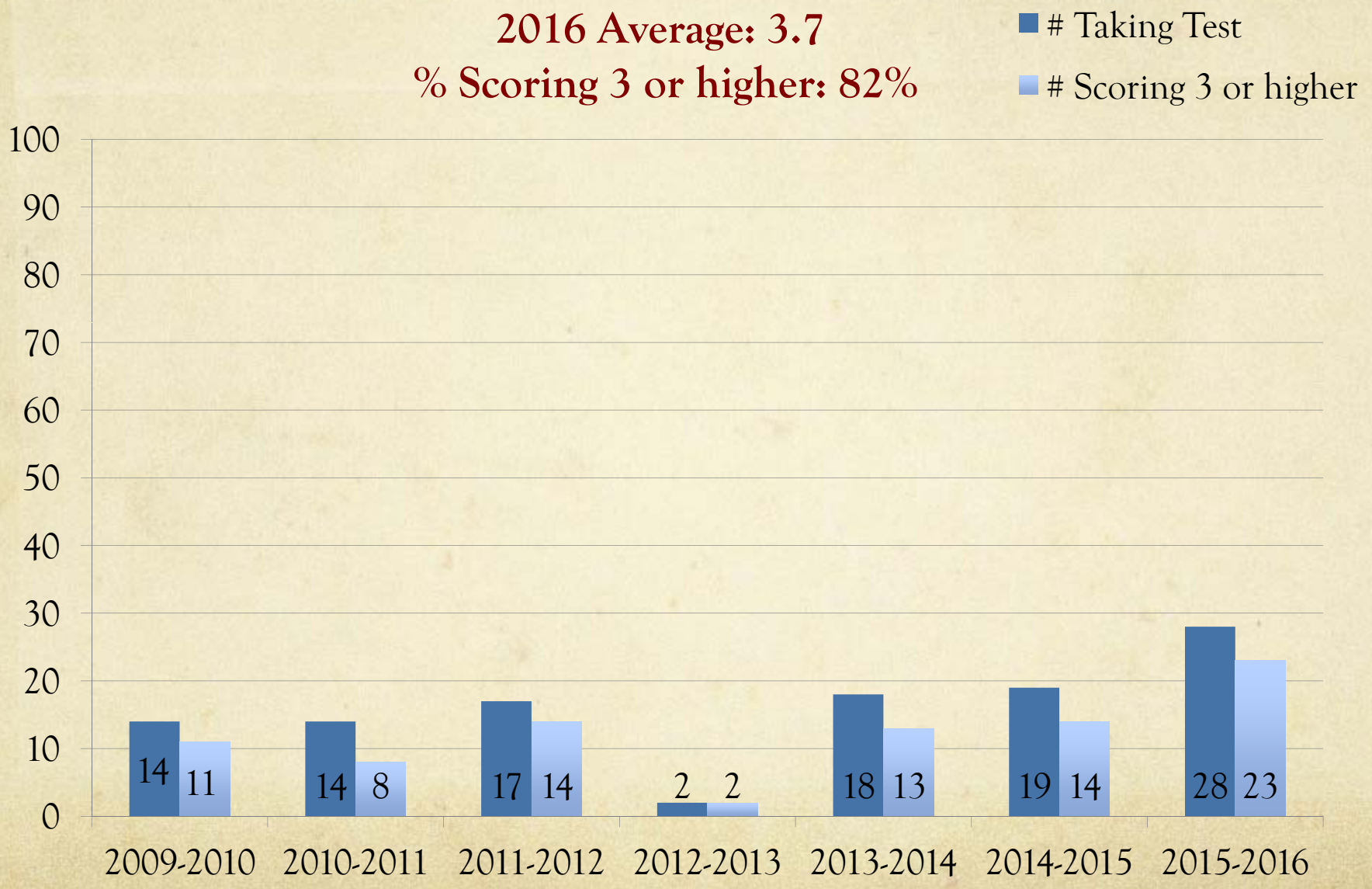
2016 Average: 2.6
% Scoring 3 or higher: 51%



Computer Science A

2016 Average: 3.7

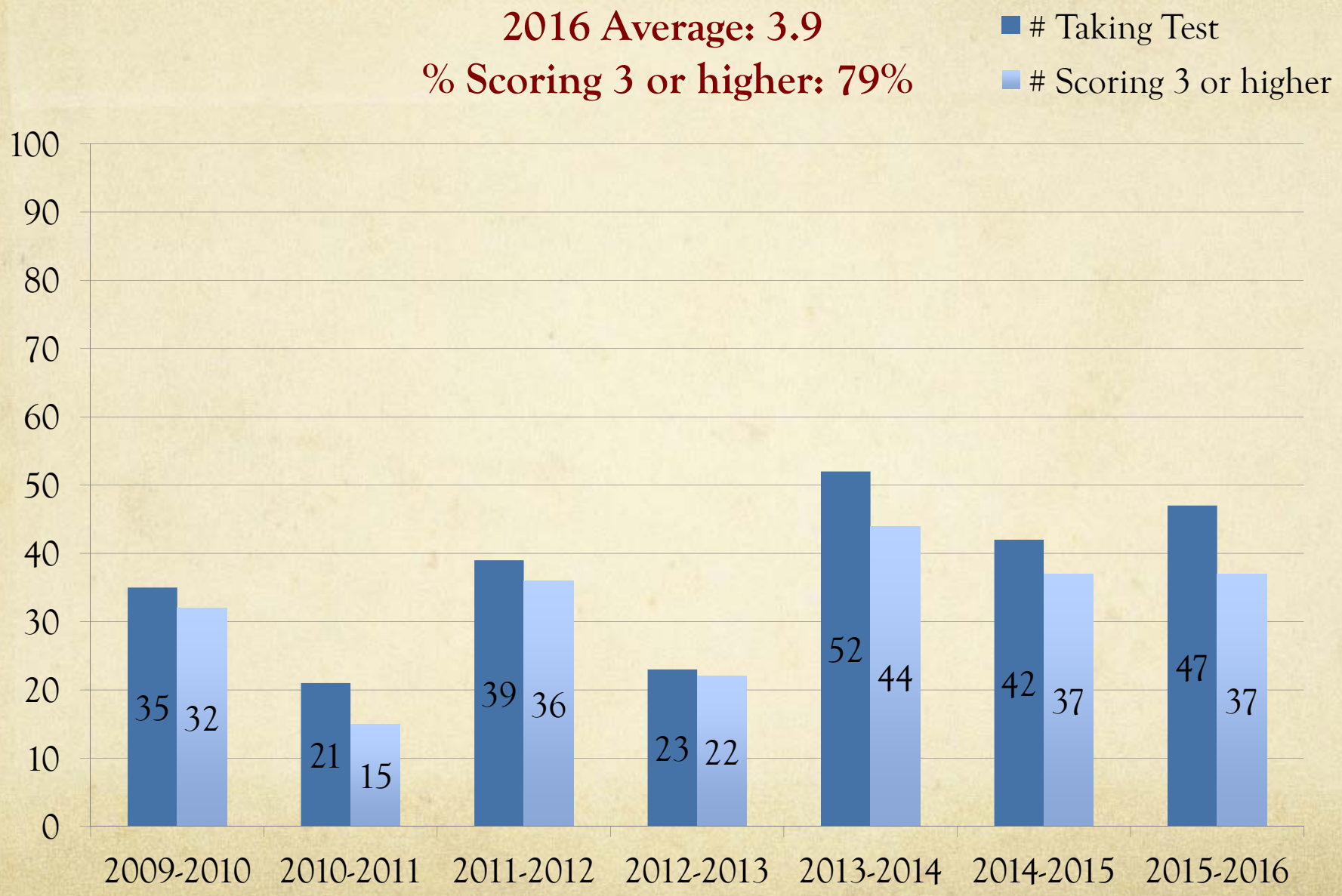
% Scoring 3 or higher: 82%



Statistics

2016 Average: 3.9

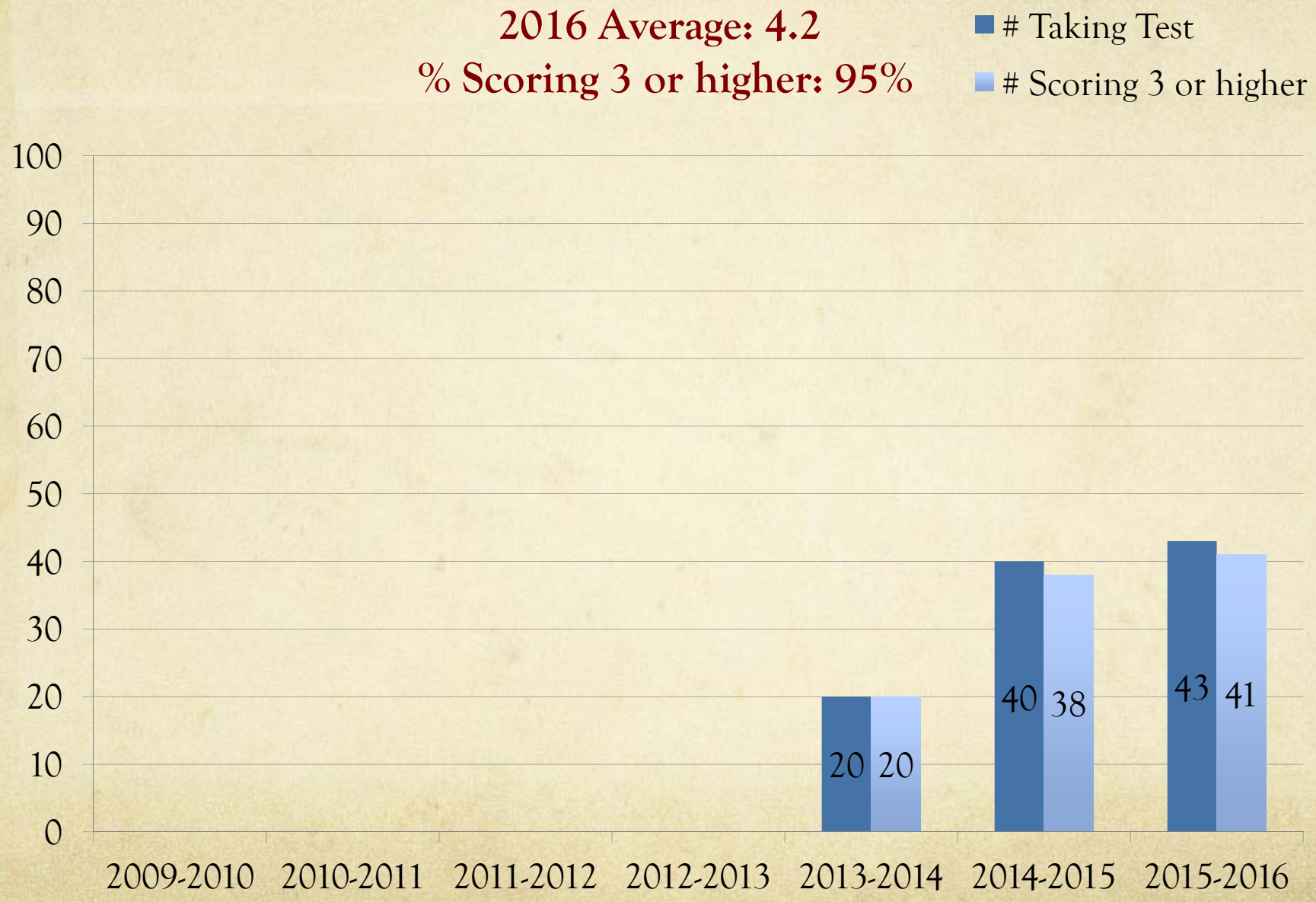
% Scoring 3 or higher: 79%



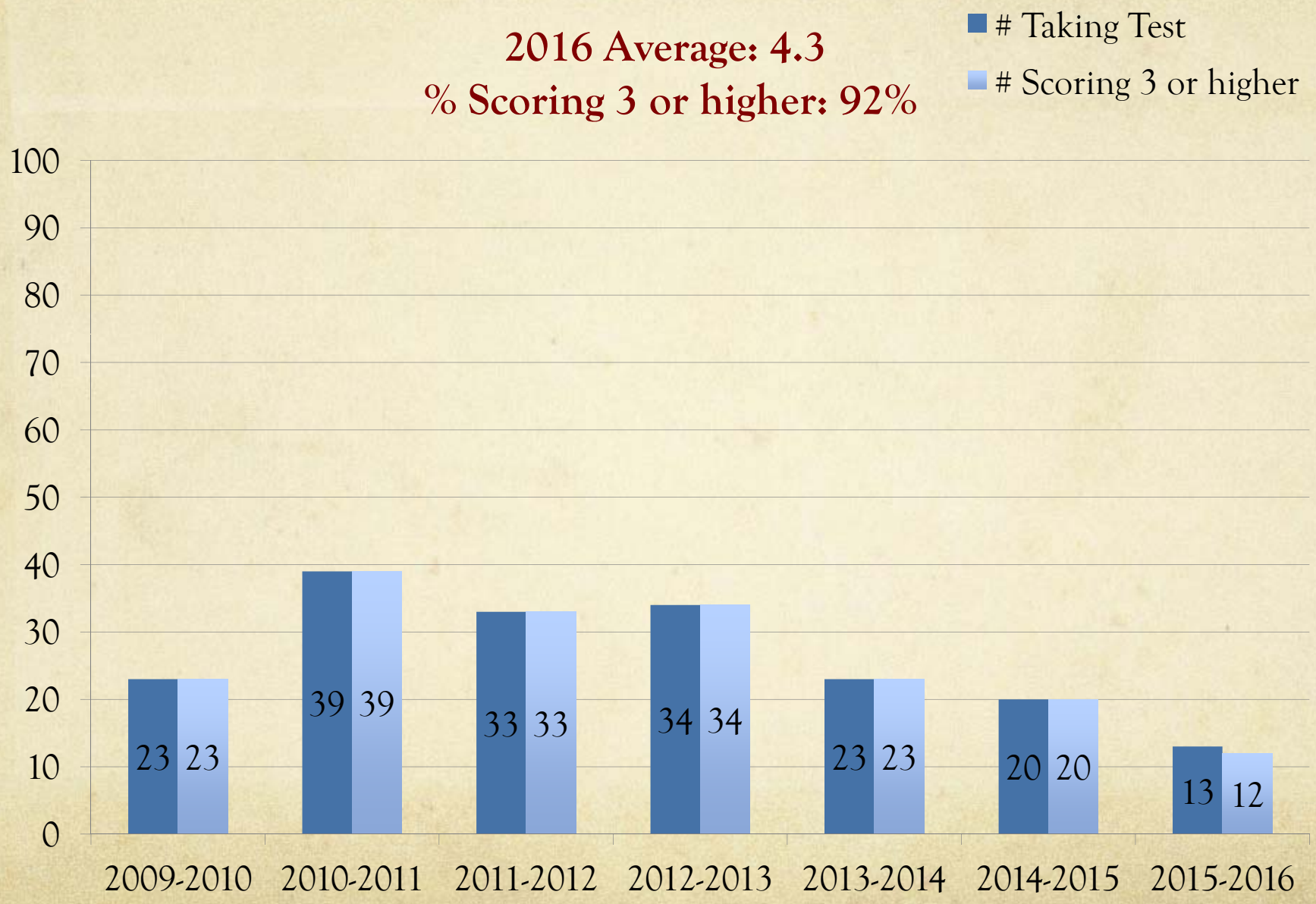
English Language & Composition

2016 Average: 4.2

% Scoring 3 or higher: 95%



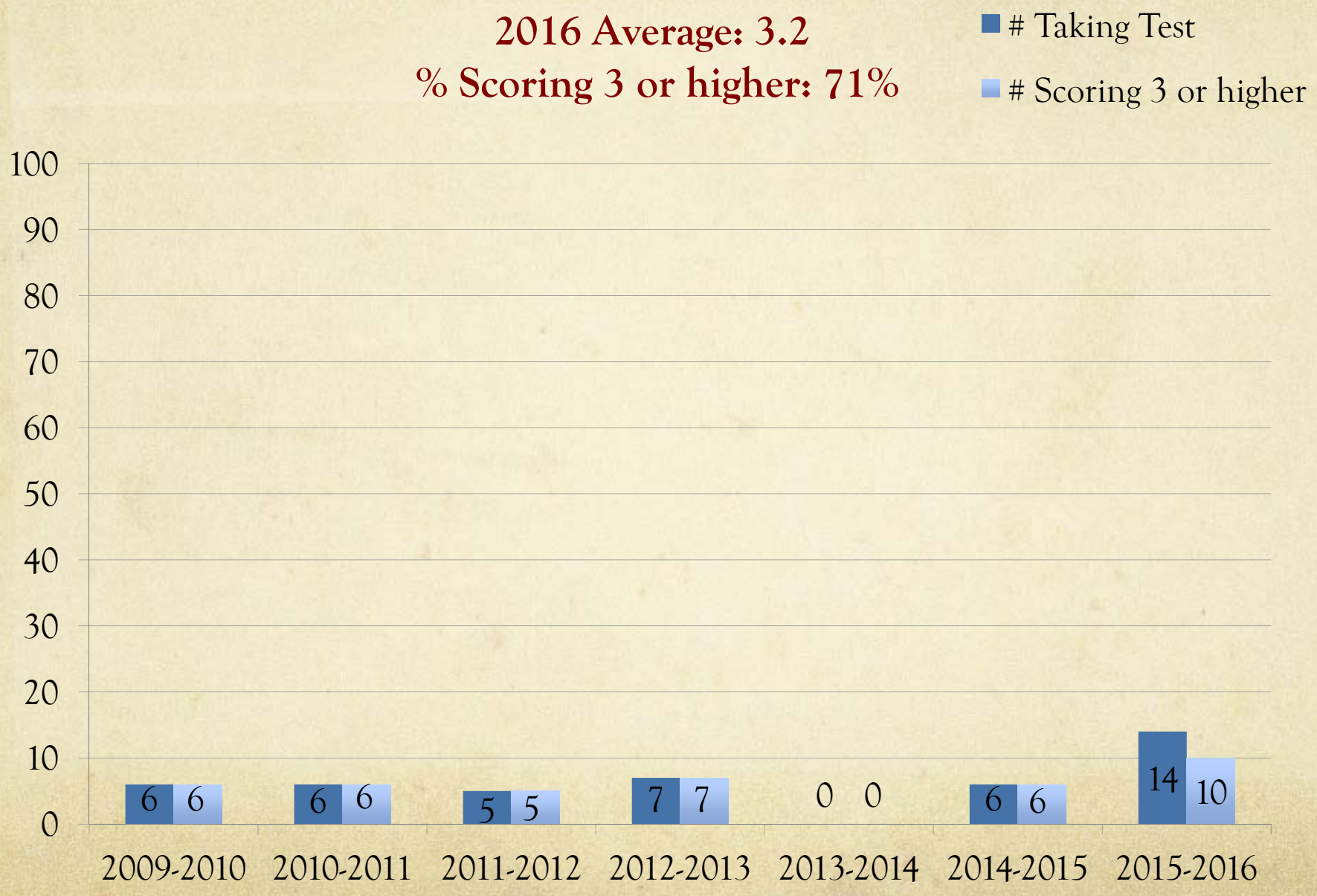
English Literature & Composition



French Language

2016 Average: 3.2

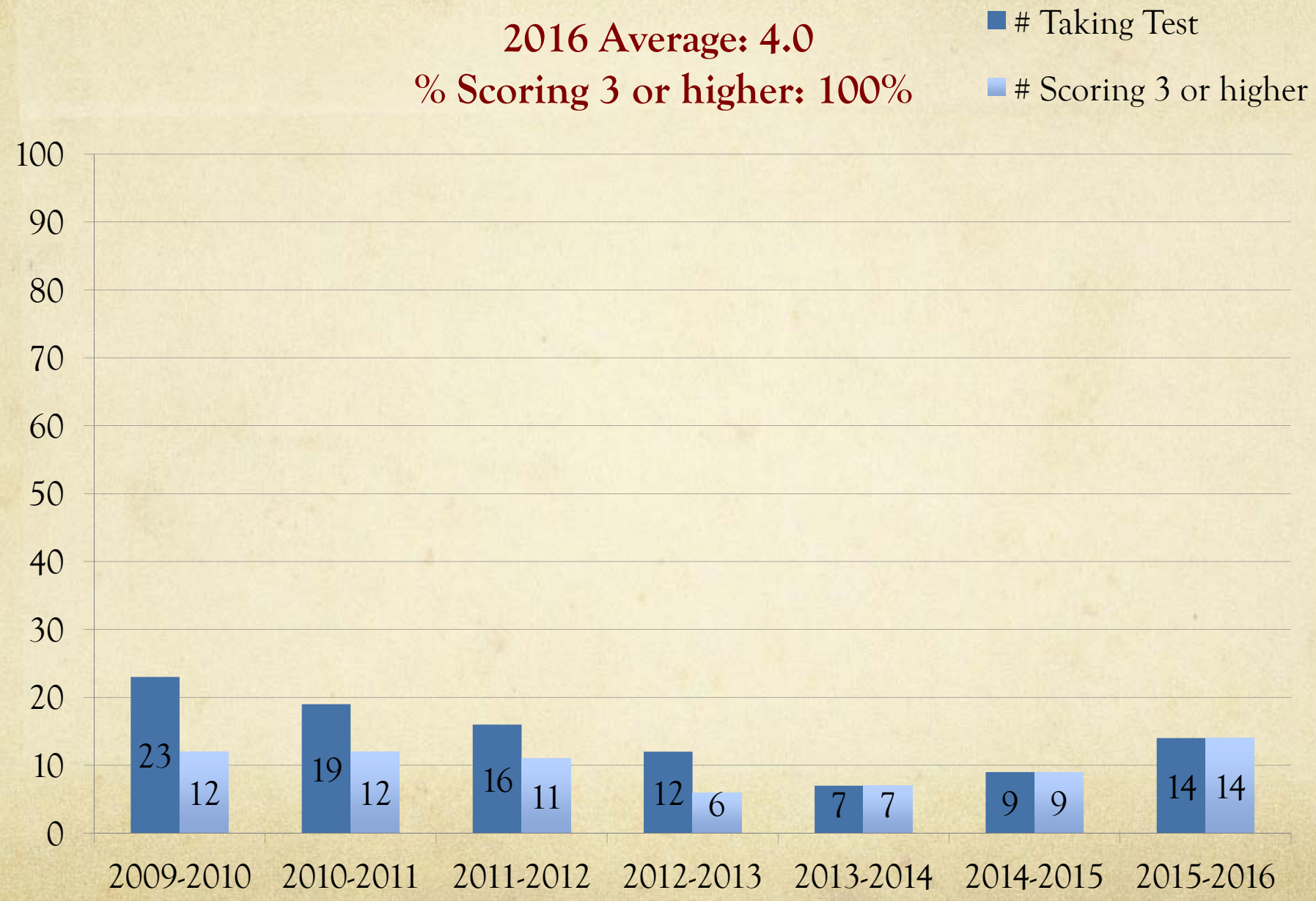
% Scoring 3 or higher: 71%



Spanish Language

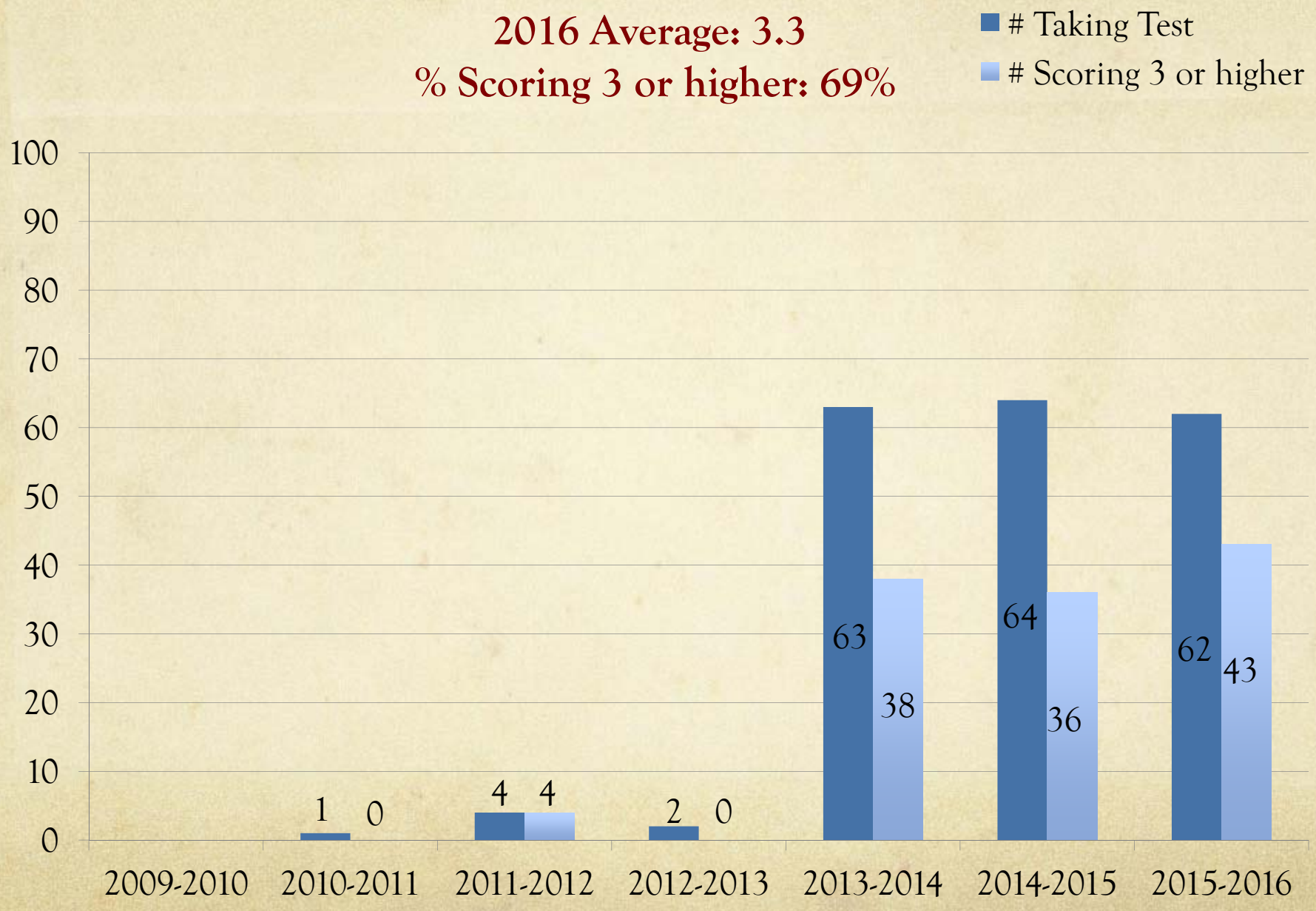
2016 Average: 4.0

% Scoring 3 or higher: 100%



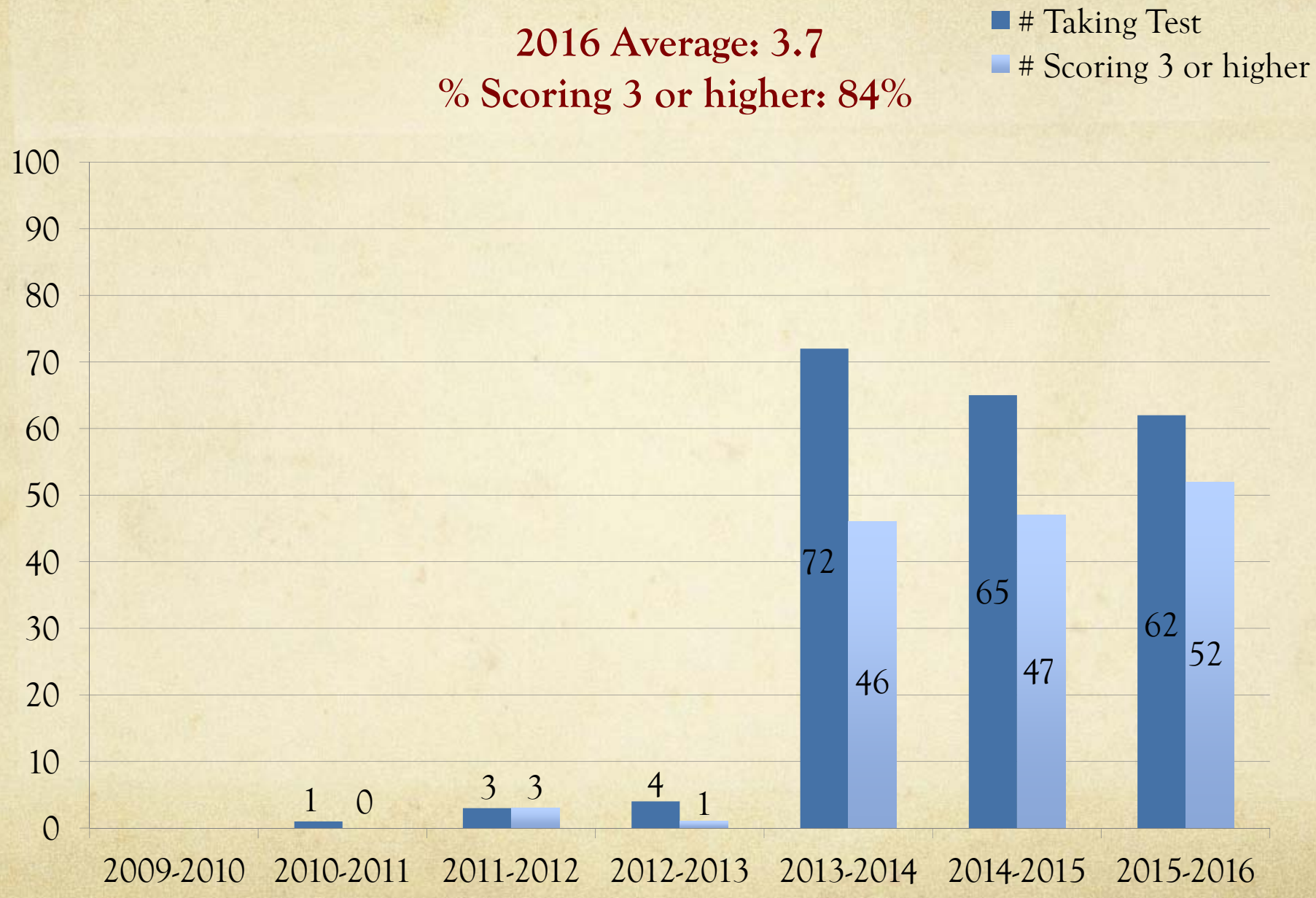
Macroeconomics

2016 Average: 3.3
% Scoring 3 or higher: 69%



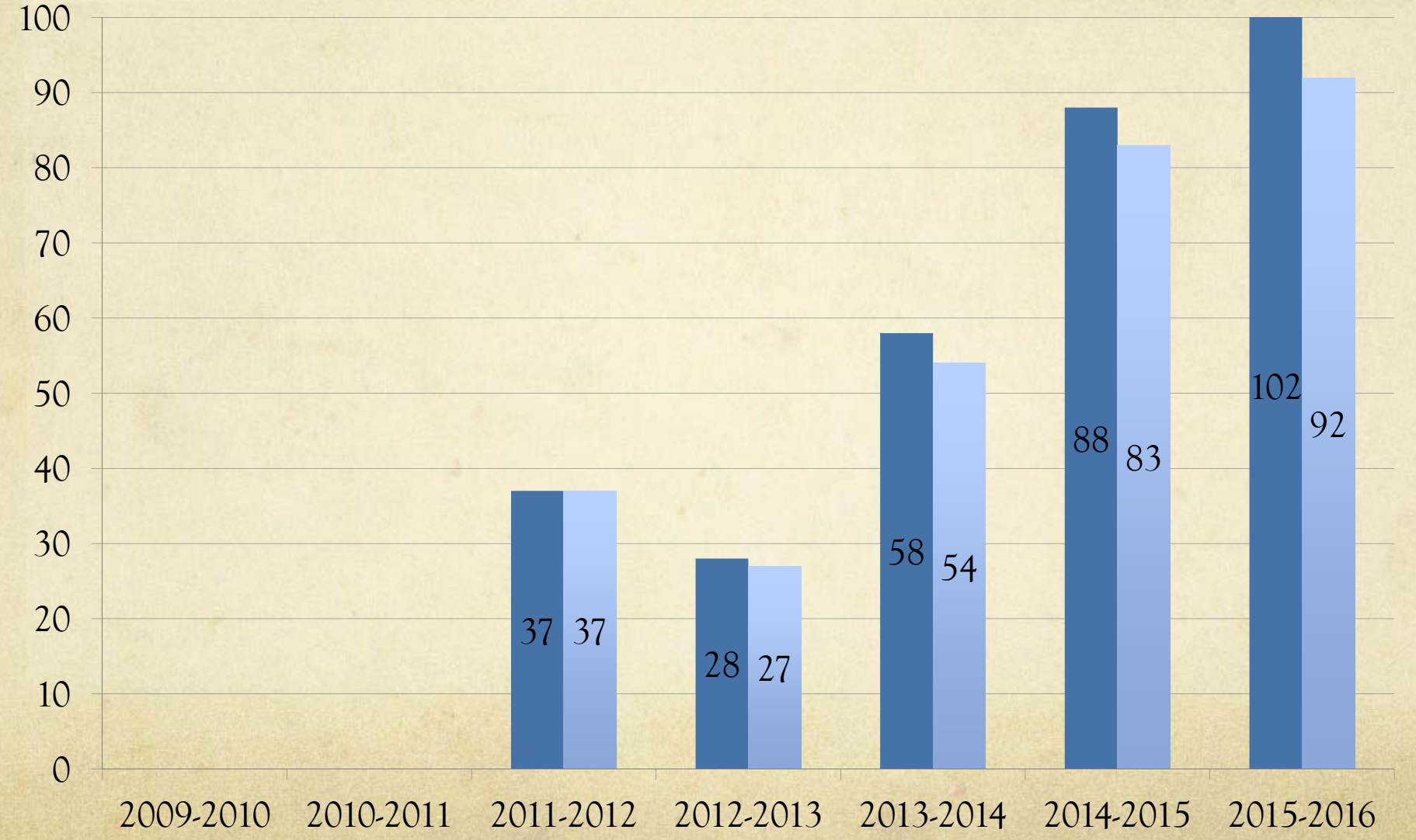
Microeconomics

2016 Average: 3.7
% Scoring 3 or higher: 84%



Psychology

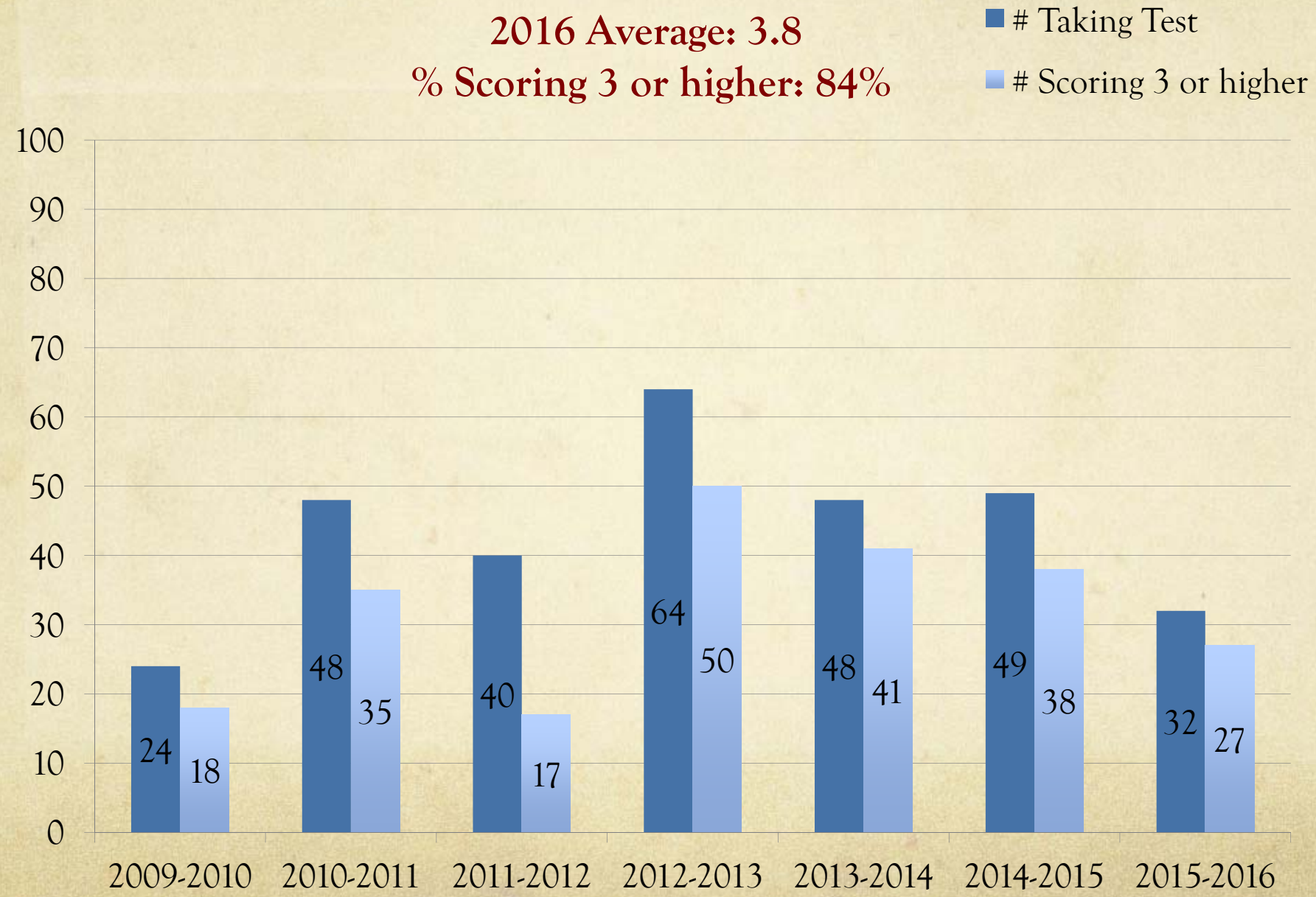
2016 Average: 3.9
% Scoring 3 or higher: 90%



U.S. Government & Politics

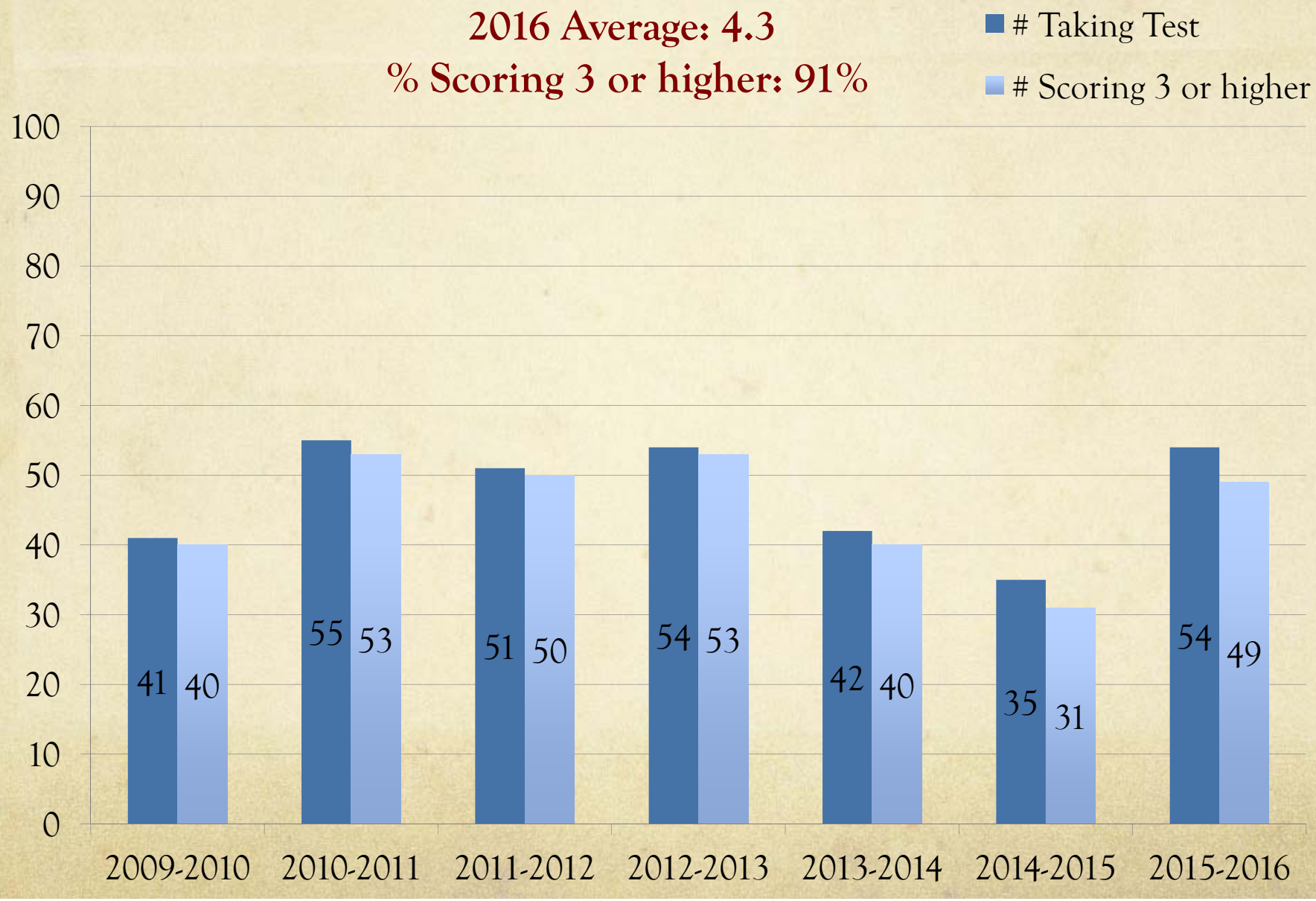
2016 Average: 3.8

% Scoring 3 or higher: 84%



U.S. History

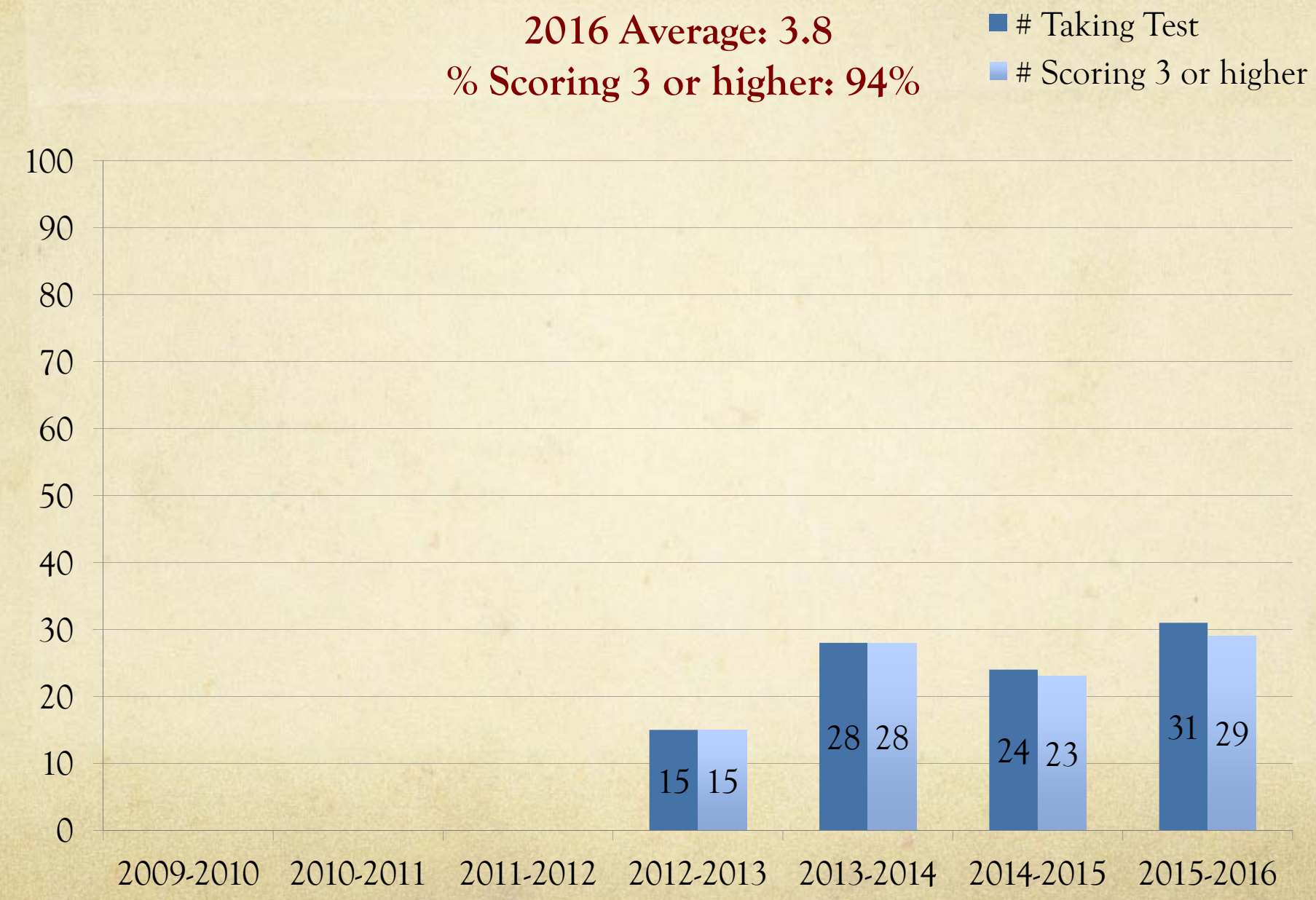
2016 Average: 4.3
% Scoring 3 or higher: 91%



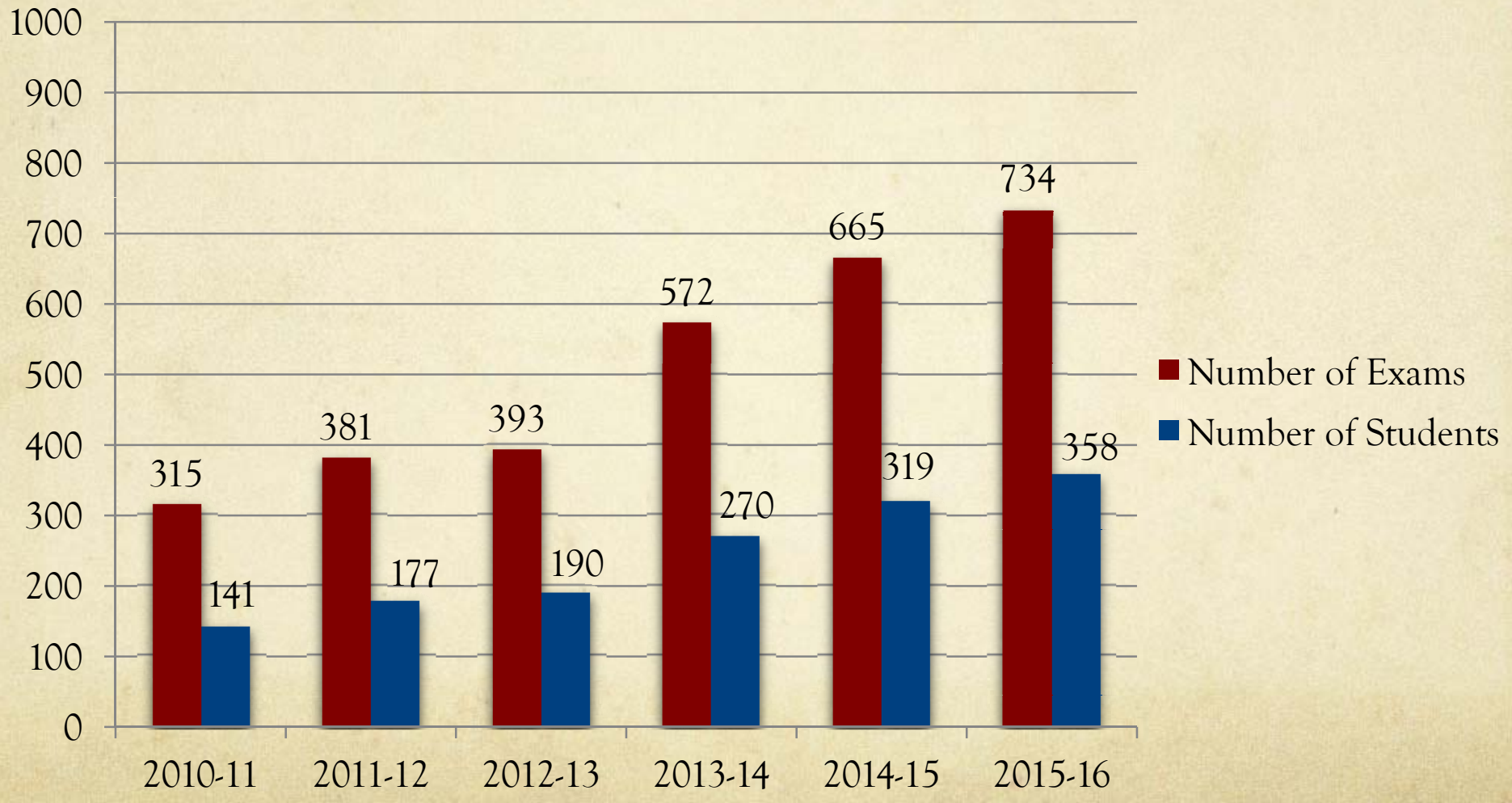
World History

2016 Average: 3.8

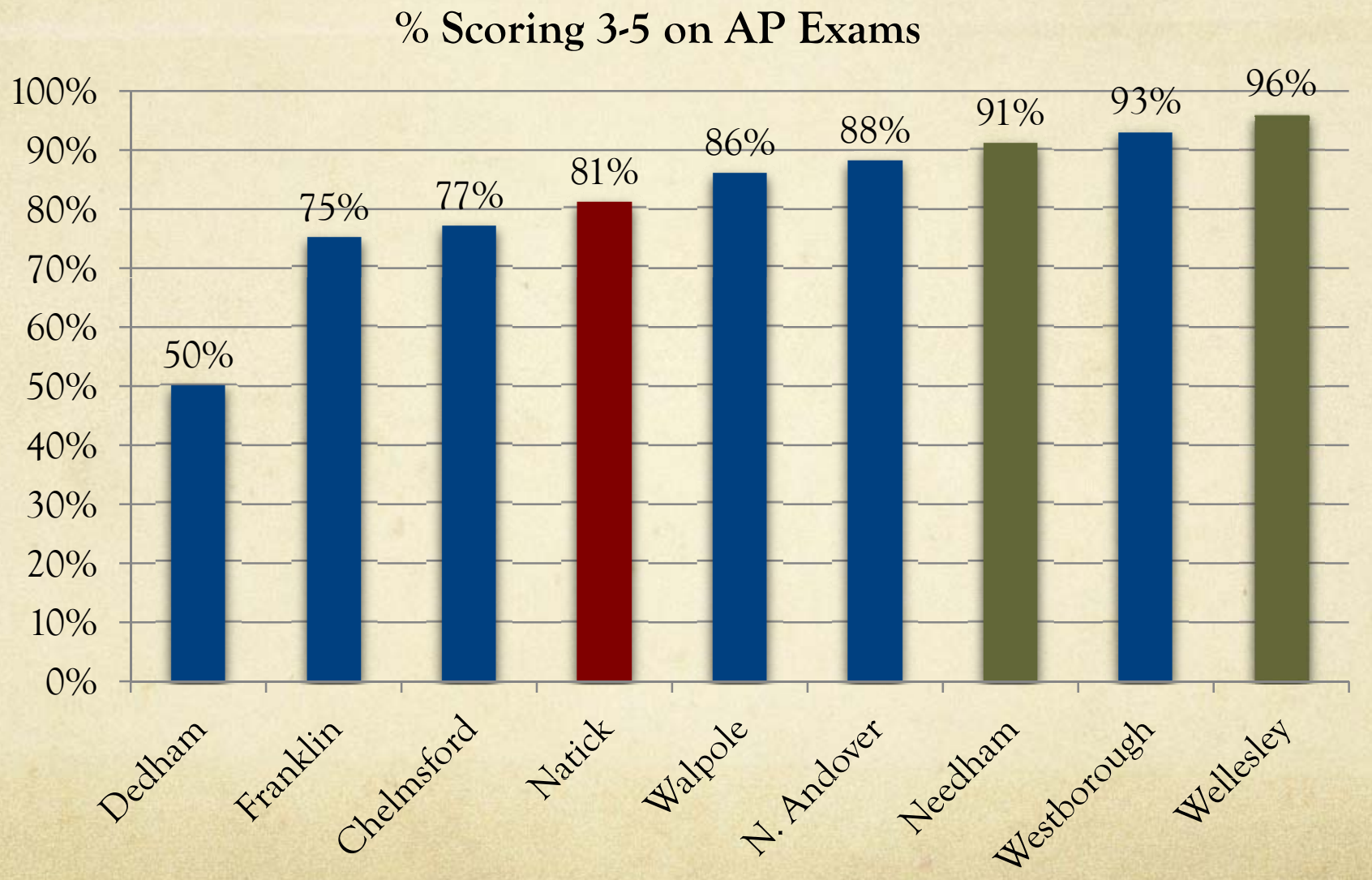
% Scoring 3 or higher: 94%



Number of AP Exams and Students taking AP Exams at Natick High 2011-2016



AP Scores (3 or higher) comparison with other Massachusetts towns in 2016



Inside the Numbers: AP Testing

- 734 AP exams taken by 358 students. This is an increase of 56 AP Exams since 2015, and an increase of 39 more students taking AP Exams.
- 81% of the AP Exams taken resulted in a score of 3 or higher.
- 116 students were awarded AP Scholars recognition for completing three or more AP Exams with scores of 3 or higher. This is an additional 11 students from 2015.
- NHS added 1 new AP course for the 2016-2017 school year: AP Comparative Government.
- There are 20 AP courses offered at NHS.

Class of 2016 Top 20% of Class - Schools Attended (50)

COLLEGE	# Students
Babson College	1
Barnard College	1
Baylor University	1
Bentley University	1
Boston College	5
Brandeis University	1
Brown University	3
Clemson University	1
Colby College	1
Colgate University	1
College of the Holy Cross	1
Columbia University	1
Elon University	1
Endicott College	1
Franklin Olin College of Engineering	1
Georgia Institute of Technology	2
Harvard University	3
Ithaca College	1
Johns Hopkins University	1
Lafayette College	1
Lewis & Clark College	1
North Carolina State University	1
Northeastern University	3
Oklahoma State University	1
Pepperdine University	1

COLLEGE	# Students
Purdue University	1
Queens University, Ontario, Canada	2
Roger Williams University	1
Salve Regina University	1
Stanford University	1
Syracuse University	1
Technische Universitat, Dresden, Germany	1
Trinity College	1
Tufts University	1
Tulane University	2
University of Illinois, Urbana	1
University of Maryland	1
University of Massachusetts, Amherst	5
University of Massachusetts, Lowell	1
University of Minnesota, Twin Cities	1
University of Vermont	6
Vanderbilt University	1
Vassar College	2
Villanova University	1
Virginia Polytechnic Institute	2
Wake Forest University	1
Washington University, St Louis, MO	1
Wentworth Institute of Technology	1
Williams College	2
Worcester Polytechnic Institute	1

Top 21- 40% of Class - Schools Attended (46)

American University	1
Boston University	1
Brandeis University	1
Bryant University	1
Bucknell University	1
Case Western University	1
Clark University	1
College of the Holy Cross	1
Davidson College	1
Dean College	1
Eckerd College	1
Emerson College	1
Emmanuel College	1
Endicott College	1
Florida State University	1
Fordham University	1
Hobart & William Smith College	1
Keene State College	1
La Salle University	1
Lasell College	1
Miami University, Oxford	1
Northeastern University	1
Quinnipiac University	1

Rochester Institute of Technology	1
Renssalaer Polytechnic Institute	1
Rutgers University	1
Sacred Heart University	1
Simmons College	2
Syracuse University	4
Temple University	1
Tulane University	1
Union College	1
University of Colorado, Boulder	1
University of Connecticut	4
University of Delaware	1
University of Massachusetts, Amherst	17
University of Massachusetts, Boston	2
University of Massachusetts, Lowell	3
University of Rhode Island	1
University of South Carolina	1
Virginia Commonwealth University	1
Western New England University	1
Wheaton College, MA	1
Worcester Polytechnic Institute	1
Worcester State University	1

Top 41-60% of Class - Schools Attended (46)

Boston Conservatory of Music	1
Bridgewater State University	1
Bryant University	1
Champlain College	2
Dartmouth College	1
Elon University	2
Emmanuel College	1
Endicott College	1
Fairfield University	1
Framingham State University	1
Hampden-Sydney College	1
Johnson & Wales University, RI	1
Marlboro College	1
Massachusetts Bay Community College	1
Massachusetts College of Art	1
Northeastern University	1
Providence College	1
Quinnipiac University	4
Regis College	1
Roger Williams	2
Sacred Heart University	2
Salem State College	1
Sarah Lawrence College	1

St. Michael's College	1
Stonehill College	1
Suffolk University	1
SUNY – Binghamton	1
Temple University	1
Towson University	1
Union College	1
University of Arizona	1
University of the Arts	1
University of Delaware	3
University of Maine	1
University of Massachusetts, Amherst	8
University of Massachusetts, Dartmouth	2
University of Massachusetts, Lowell	6
University of New England	2
University of New Hampshire	1
University of Rhode Island	4
University of St. Thomas, MN	1
University of Tampa	1
University of Vermont	1
Wentworth Institute of Technology	1
Westfield State University	2
Gap Year	2

Inside the Numbers: College Admissions Facts

- 2708 applications sent, an increase of 241 applications from 2015
- 378 students in class of 2016
- 91.27% of students went on to further education
- 81.48% of students went on to a four year program
- 9.79% went on to a two year program
- 1.32% joined the armed forces, 2 students attended a 4-year Military School
- 6.61% went directly into the work force
- 172 students are attending school in MA; 137 = 4 year and 35 = 2 year
- 162 applications were submitted to UMass Amherst, 30 students are attending, the most of any public college
- 64 students applied to Northeastern University, 5 students are attending, the most of any private college
- A list of all the colleges to which NHS seniors were accepted is located on the Natick High School Guidance Website

The information highlighted during this presentation has addressed the different efforts that Natick High School is taking to increase SAT/ACT results, AP and test preparation offerings, as well as test participation and scores.

In addition to assisting our students with college admissions testing, the Natick High School Guidance Department remains focused on enhancing the personal, social and academic experiences of the students we are privileged to serve each day. Our goal is to enable students and their parents/guardians to navigate high school successfully. To that end, we remain committed to the positive welfare and academic progress of all our students and anticipate that a graduate from Natick High has optimized their academic achievement and acquired a wealth of experiences that inspire future success.

The Natick High School
Guidance Department
Thanks You!

ITEM TITLE: Presentation on PISA Test - Rose Bertucci

ITEM SUMMARY:

ATTACHMENTS:

Description	File Name	Type
PISA Test Presentation	SC_OECD_PISA_2016.pdf	Cover Memo

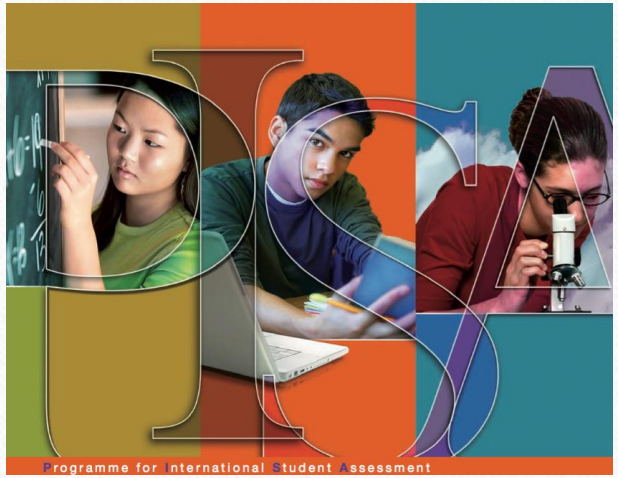
“The yardstick for judging public education is no longer improvement against national educational standards, but an improvement against the most successful education systems worldwide.”

Andreas Scleitchter, OECD Director

Performance on the OECD Test for Schools:
Natick High School, US High Schools
and International High Schools

To Compare Improvement Among Successful Educational Systems Nationally and World-wide, We Use These Two data Sets:

Program for International Student assessment (PISA)



OECD Test for Schools (based on PISA)

How is the PISA Test and the OECD Test for Schools Similar?

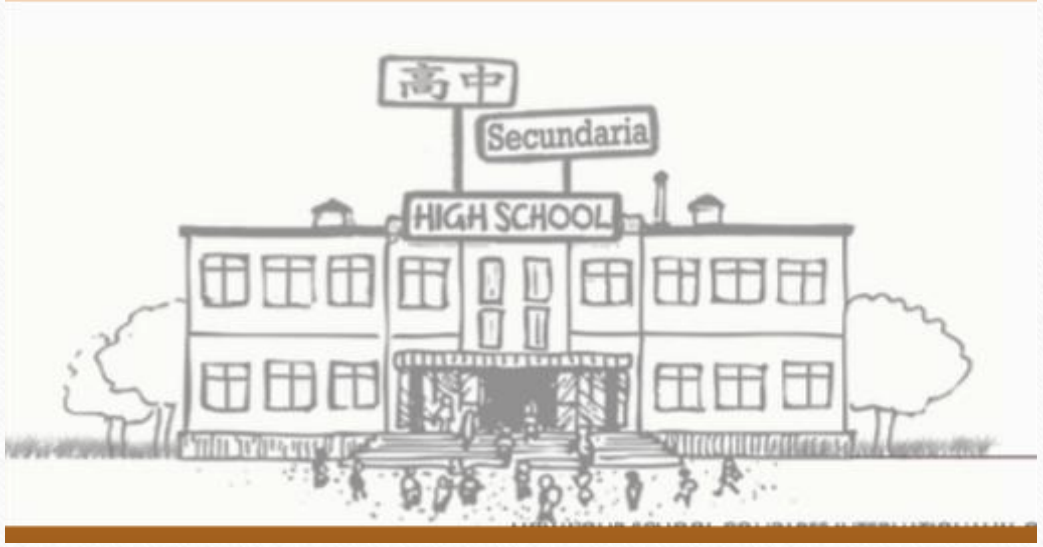
- 15-year-old students' take the test
- The tests covers
  - **reading**
  - **mathematics**
  - **science**
- Proficiency levels are used as an assessment tool
- Considerable efforts and resources are devoted to achieving cultural and linguistic breadth and balance
- Stringent quality-assurance mechanisms are applied in designing the test, in translation, sampling and data collection

How Are They Different?

- The international ***PISA*** assessment is intended to provide aggregate national results for international comparisons and to inform policy discussions

- The ***OECD Test for Schools*** is designed to provide school-level results for benchmarking and school-improvement purposes.

What does the OECD Test for Schools (Based on Pisa) Look Like?



There are 141 test questions :

- 47 in reading
- 40 in mathematics
- 54 in science

A student questionnaire on

- student-teacher relations
- disciplinary Climate in the classroom
- students' Attitudes toward learning

An administrator questionnaire which covers

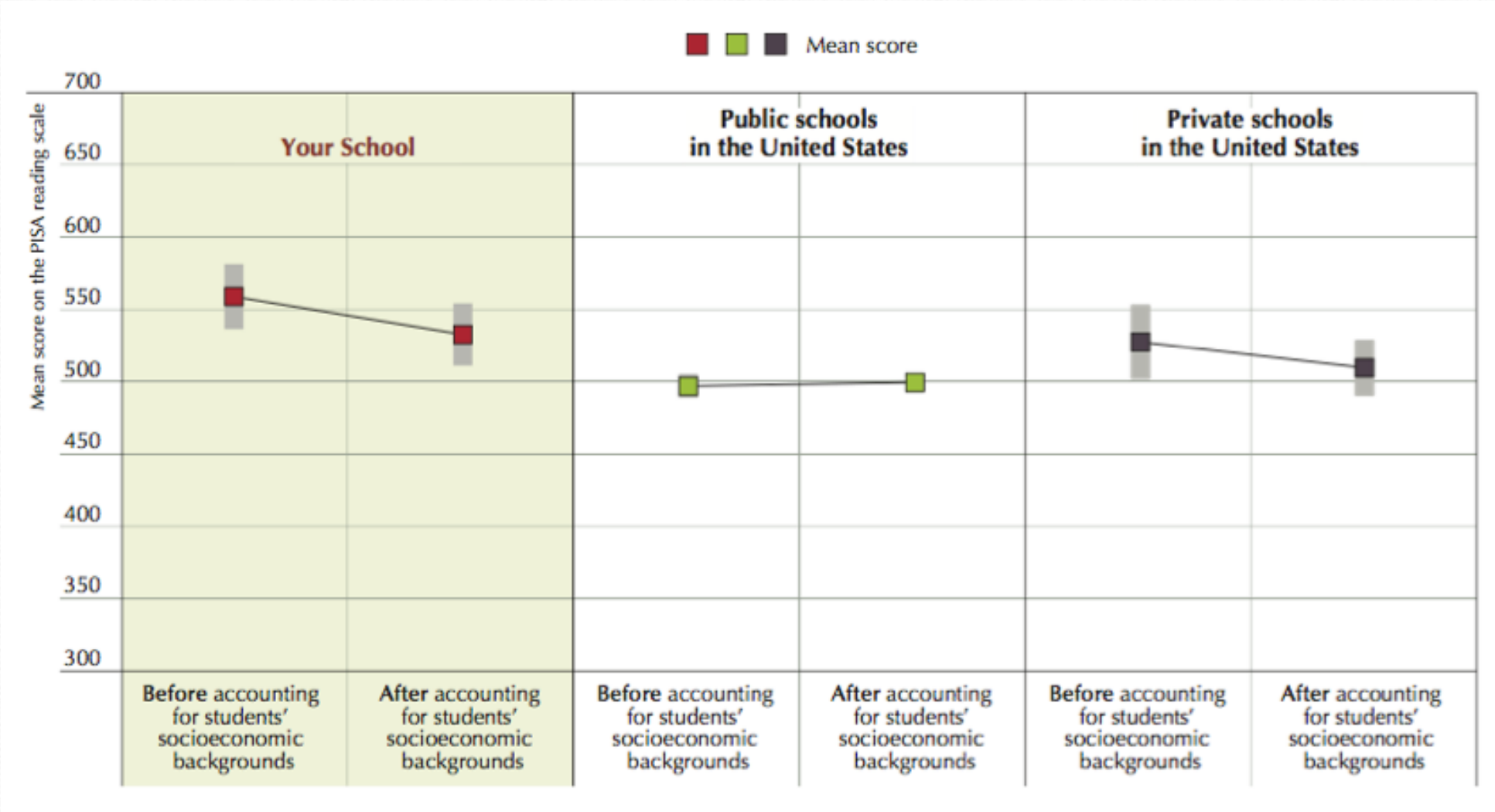
- structure, demographics and school resources

NHS was compared to other schools in the US and to the 2012 Pisa International Exam

OECD TEST FOR SCHOOLS (BASED ON PISA)
Natick High 2016 Results

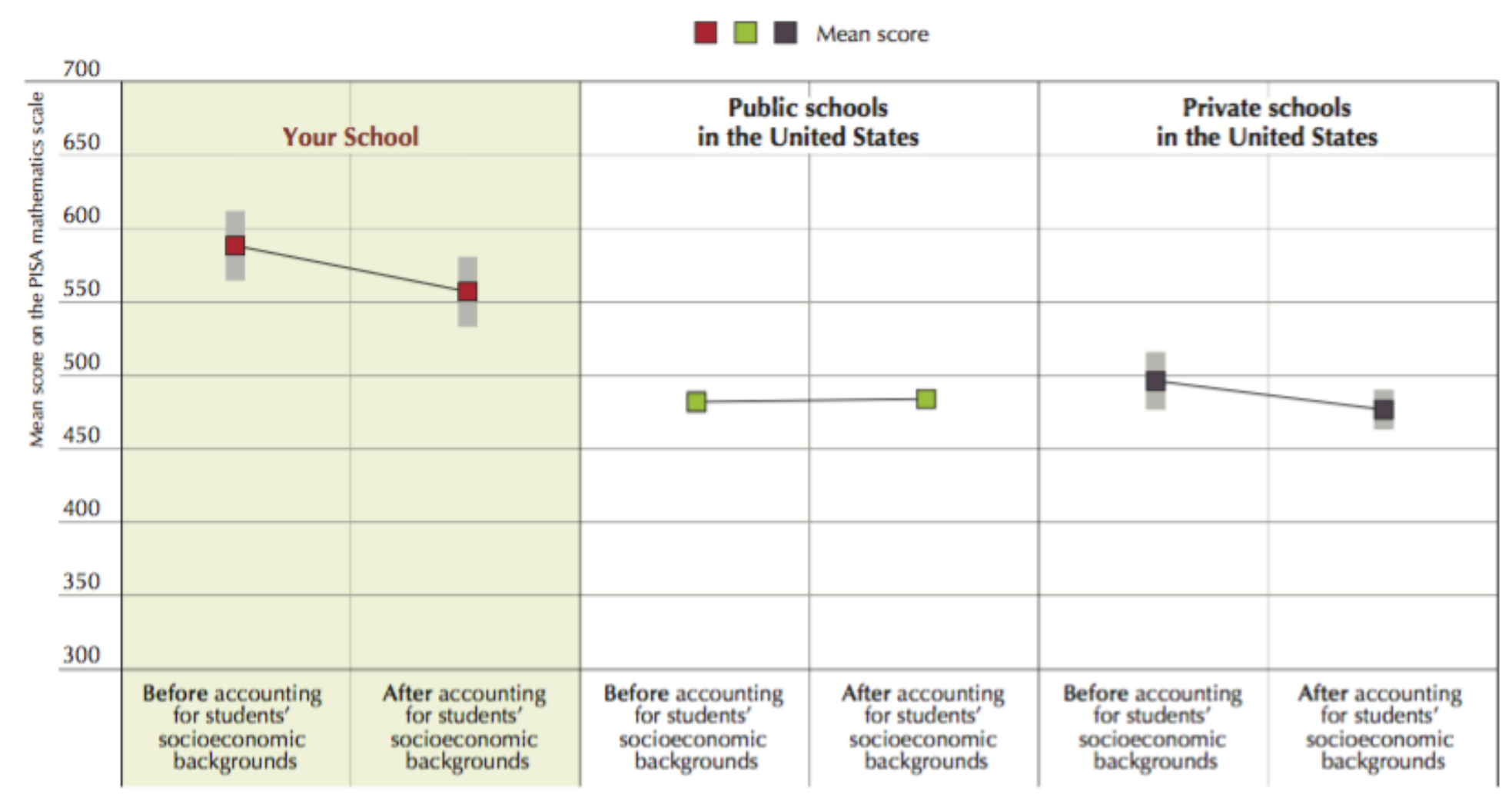
How Did Natick High Perform Compared to Other Public and Private Schools in the United States in PISA 2012?

Reading



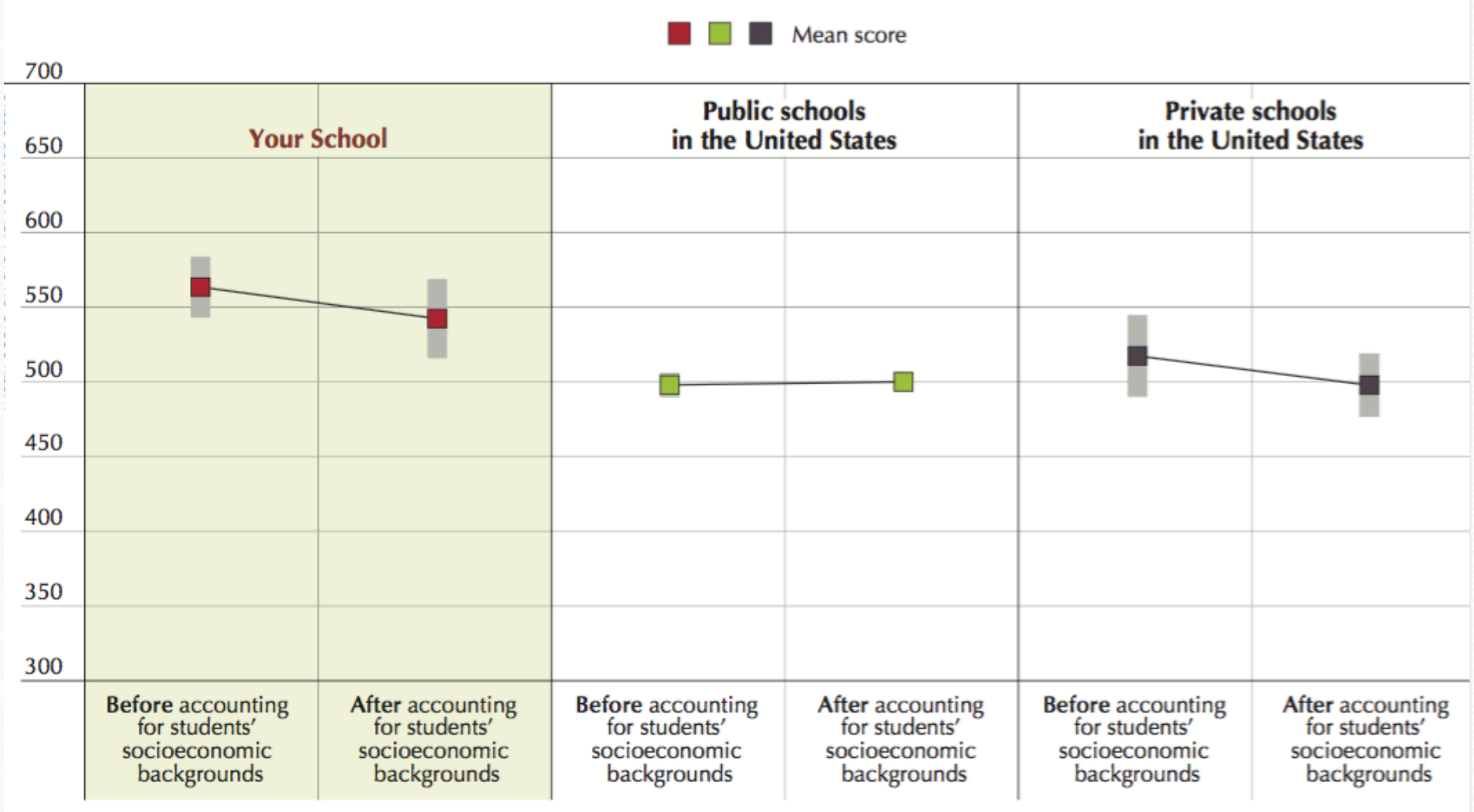
Pg. 80 OECD 2016 Report

Math



Pg. 81 OECD 2016 Report

Science



Pg. 81 OECD 2016 Report

Mean Performance of NHS students in reading, mathematics and science compared to schools in the US that took the Pisa 2012

READING		MATHEMATICS		SCIENCE	
Mean performance score	S.E.	Mean performance score	S.E.	Mean performance score	S.E.
559 498	11.5	**588** 481	12.1	**564** 497	10.4

S.E.: Standard error.

Pg. 13 OECD 2016 Report

Mean Performance of NHS students in reading, mathematics and science compared to schools in the US that took the Pisa 2009

READING		MATHEMATICS		SCIENCE	
Mean performance score	S.E.	Mean performance score	S.E.	Mean performance score	S.E.
563	13.2	**571**	14.1	**549**	11.7

S.E.: Standard error.

Pg. 13 OECD 2012 Report

Levels of Proficiency of NHS Students vs Pisa 2012

OECD 2016	READING			MATHEMATICS			SCIENCE		
	Percentage of students		S.E.	Percentage of students		S.E.	Percentage of students		S.E.
Top levels (Levels 5 and 6)	25%	8%	6.1	43%	9%	7.0	16%	7%	4.7
Intermediate levels (Levels 2, 3 and 4)	70%	75%	7.3	53%	65%	7.2	81%	75%	6.0
Below baseline level (Level 1 and below)	5%	16%	3.4	4%	26%	3.3	3%	18%	3.6

S.E.: Standard error.

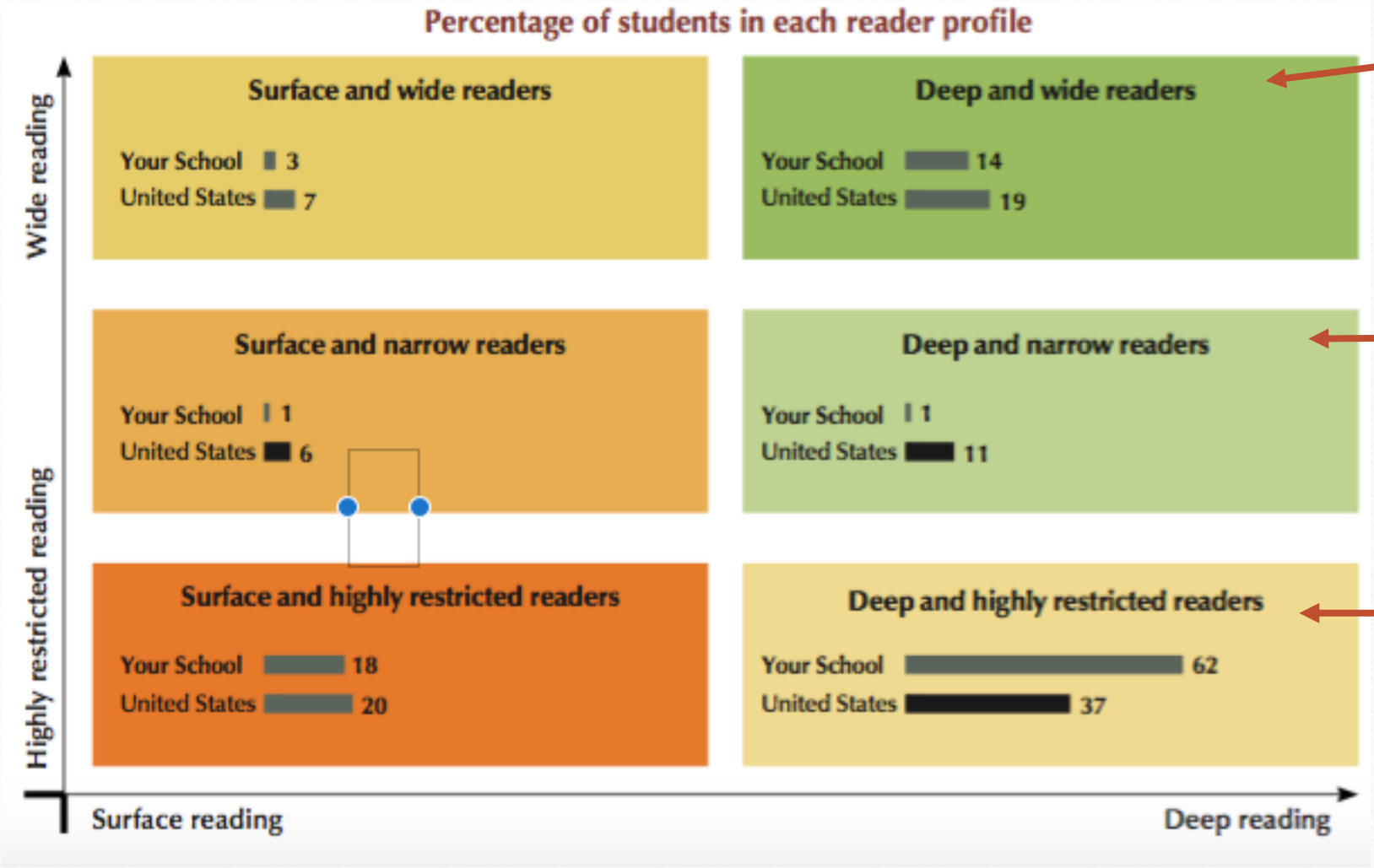
Pg. 14 OECD 2016 Test Results

Levels of proficiency of NHS students vs Pisa 2009

OECD 2012	READING		MATHEMATICS		SCIENCE	
	Percentage of students	S.E.	Percentage of students	S.E.	Percentage of students	S.E.
Top levels (Levels 5 and 6)	24%	5.0	33%	5.8	4%	2.9
Intermediate levels (Levels 2, 3 and 4)	71%	5.6	63%	6.3	94%	3.2
Below baseline level (Level 1 and below)	4%	2.5	4%	2.5	2%	1.4

S.E.: Standard error.

Pg. 14 OECD 2012 Test Results

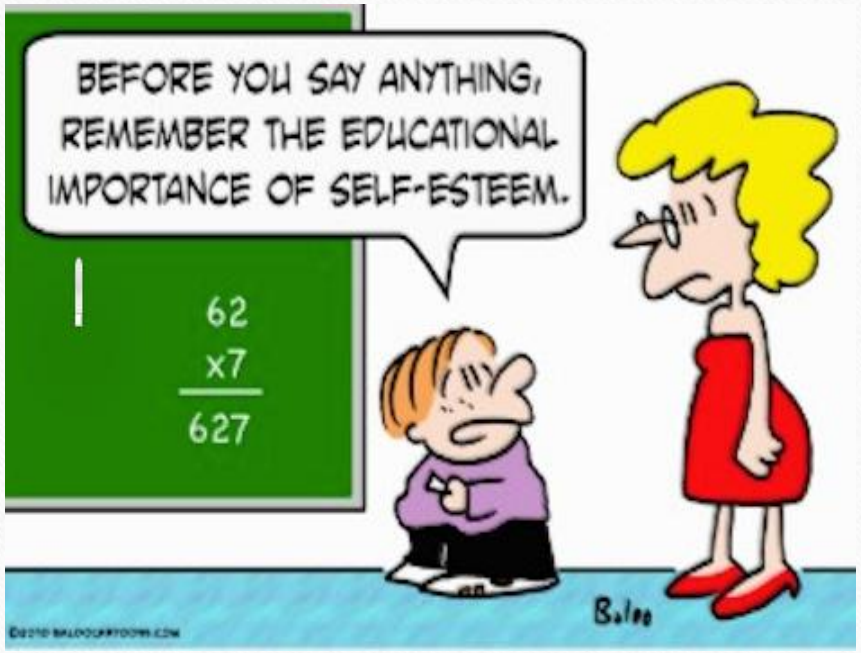


High levels of awareness about effective learning strategies fiction and non-fiction books for enjoyment.

High levels of awareness about effective learning strategies, but their reading habits are more narrow

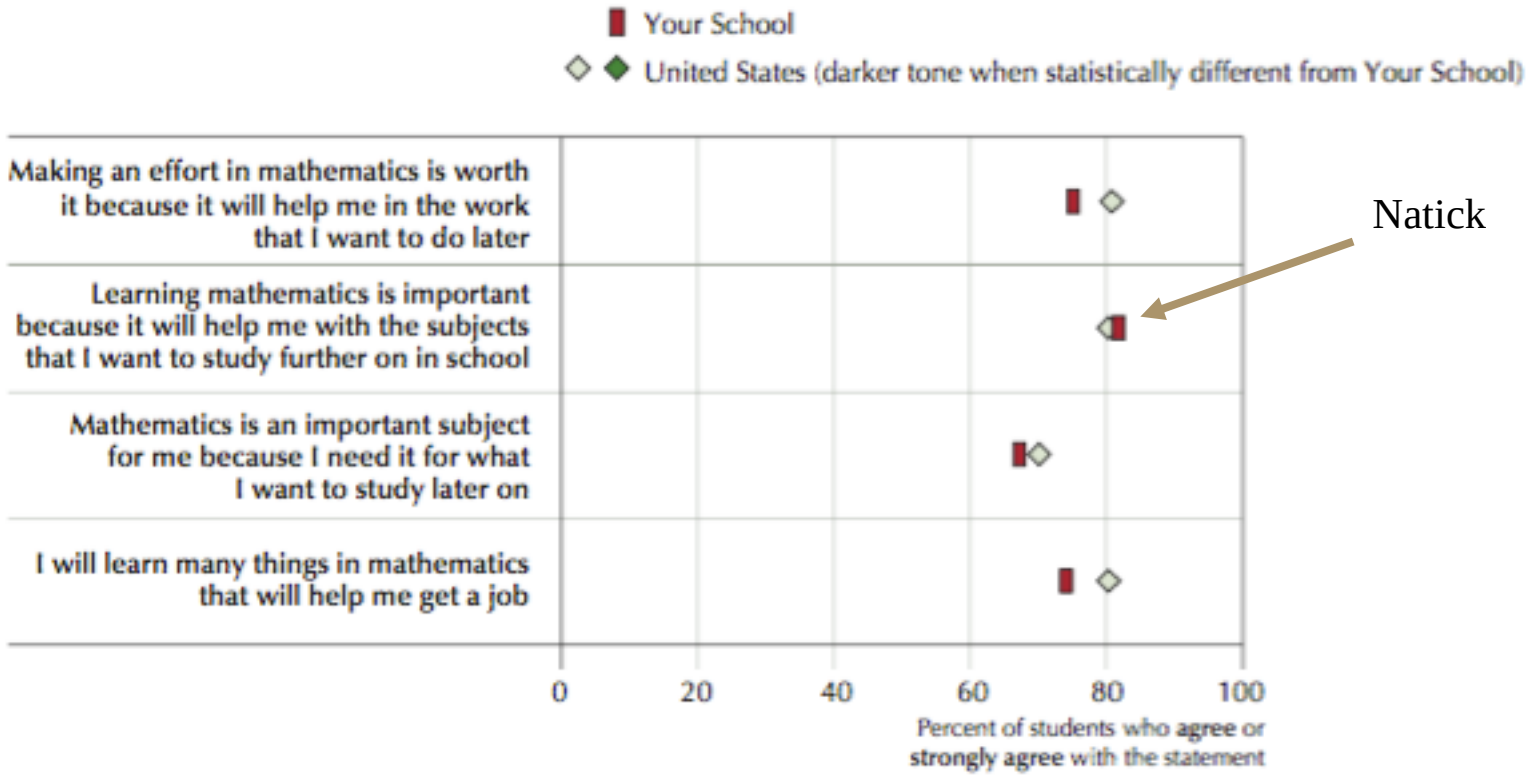
Aware of effective learning strategies, but they do not regularly read any printed material for enjoyment.

OECD Testing offers new insights on student motivation, self-efficacy and classroom management through the eyes of students

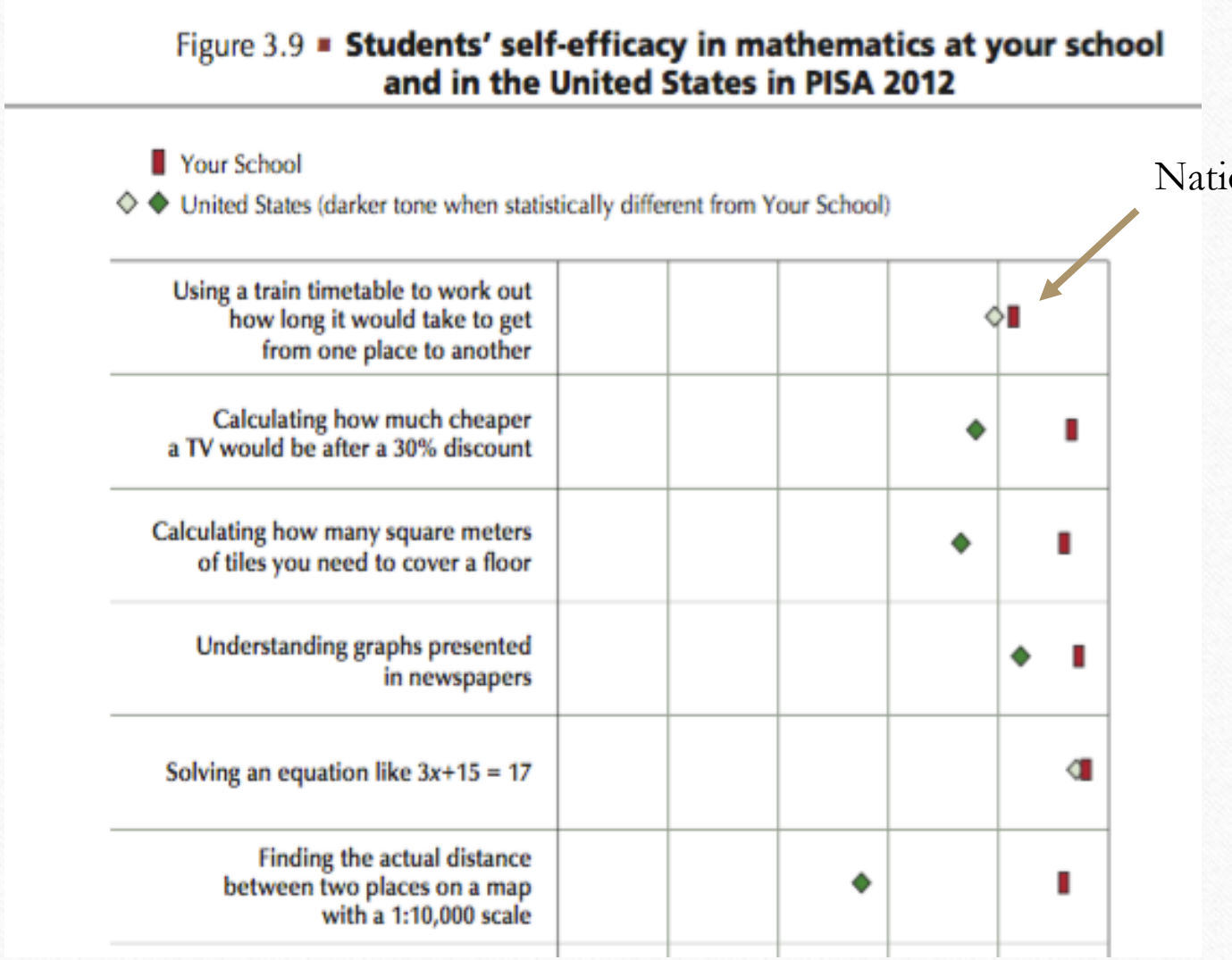


Instrumental Motivation in Math for NHS students and US Students Who Took the PISA 2012

Figure 3.8 ▪ **Students' instrumental motivation in mathematics at your school and in the United States in PISA 2012**



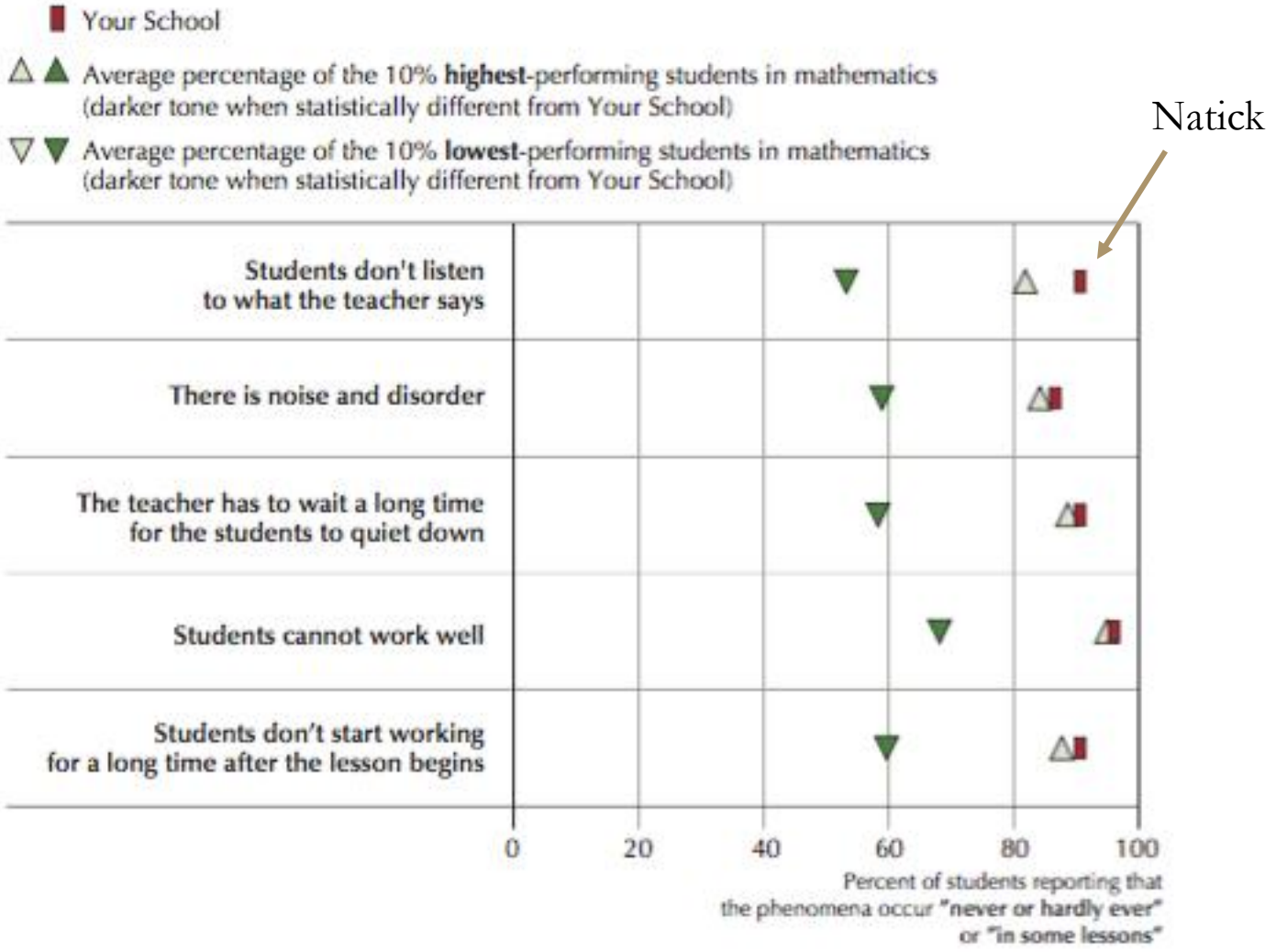
Self-efficacy in Math for NHS students and US students who took the PISA 2012



Natick

Disciplinary climate in Math for NHS students and US students who took the PISA 2012

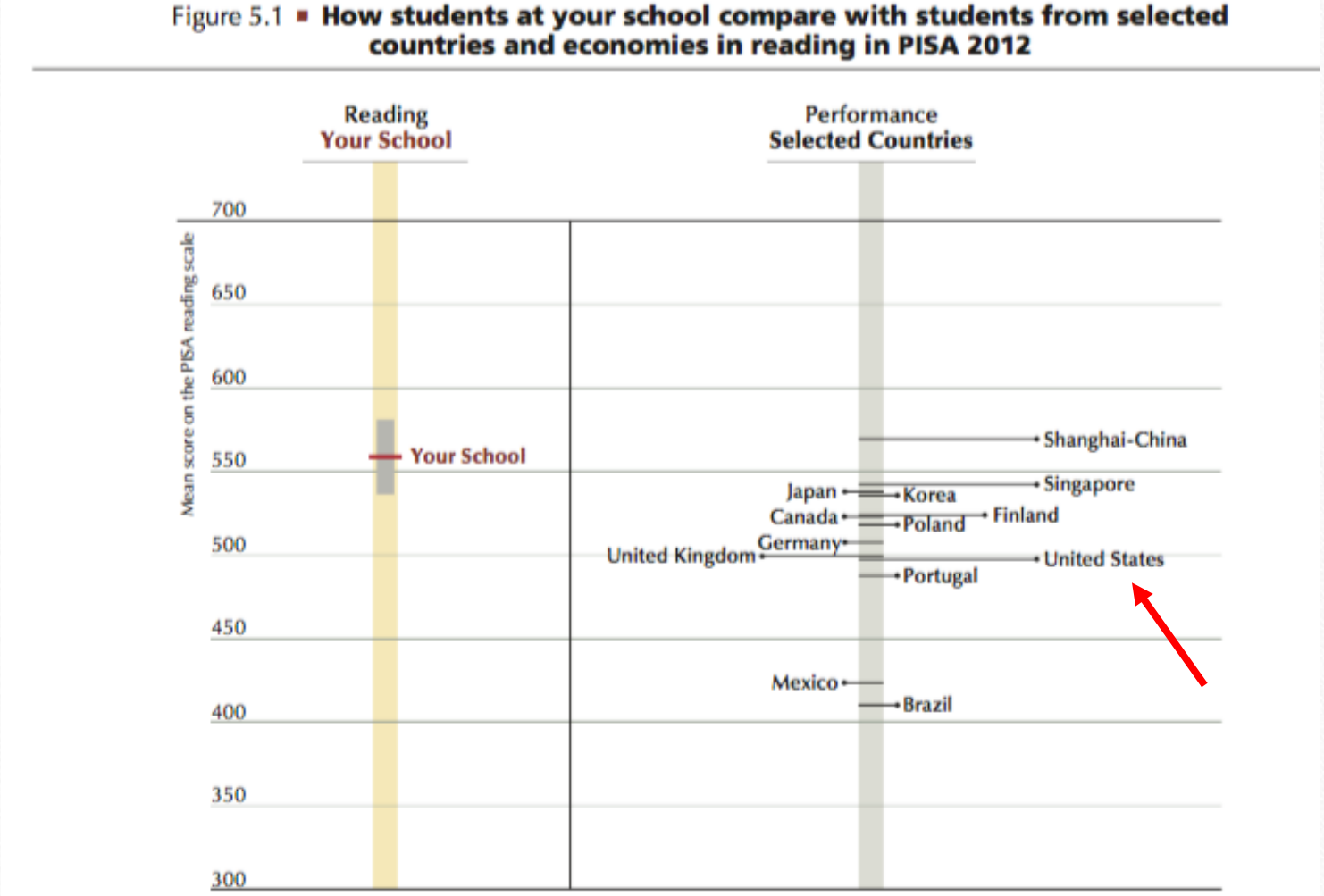
Figure 3.2 ▪ **Disciplinary climate in mathematics lessons at your school and among the highest- and lowest-performing students in the United States in PISA 2012**



Natick High and the World

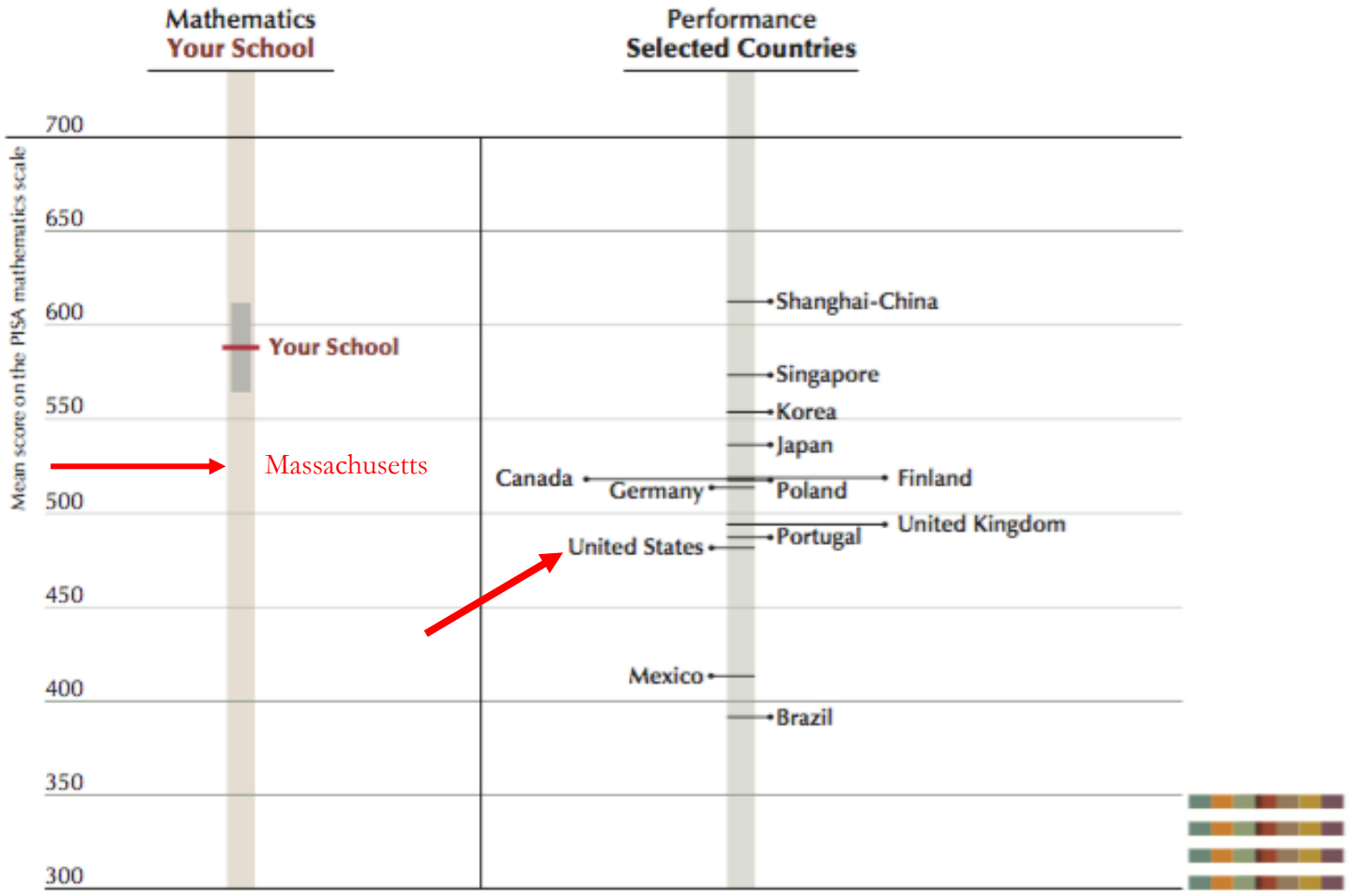
Natick High's Performance in an International Context

Reading



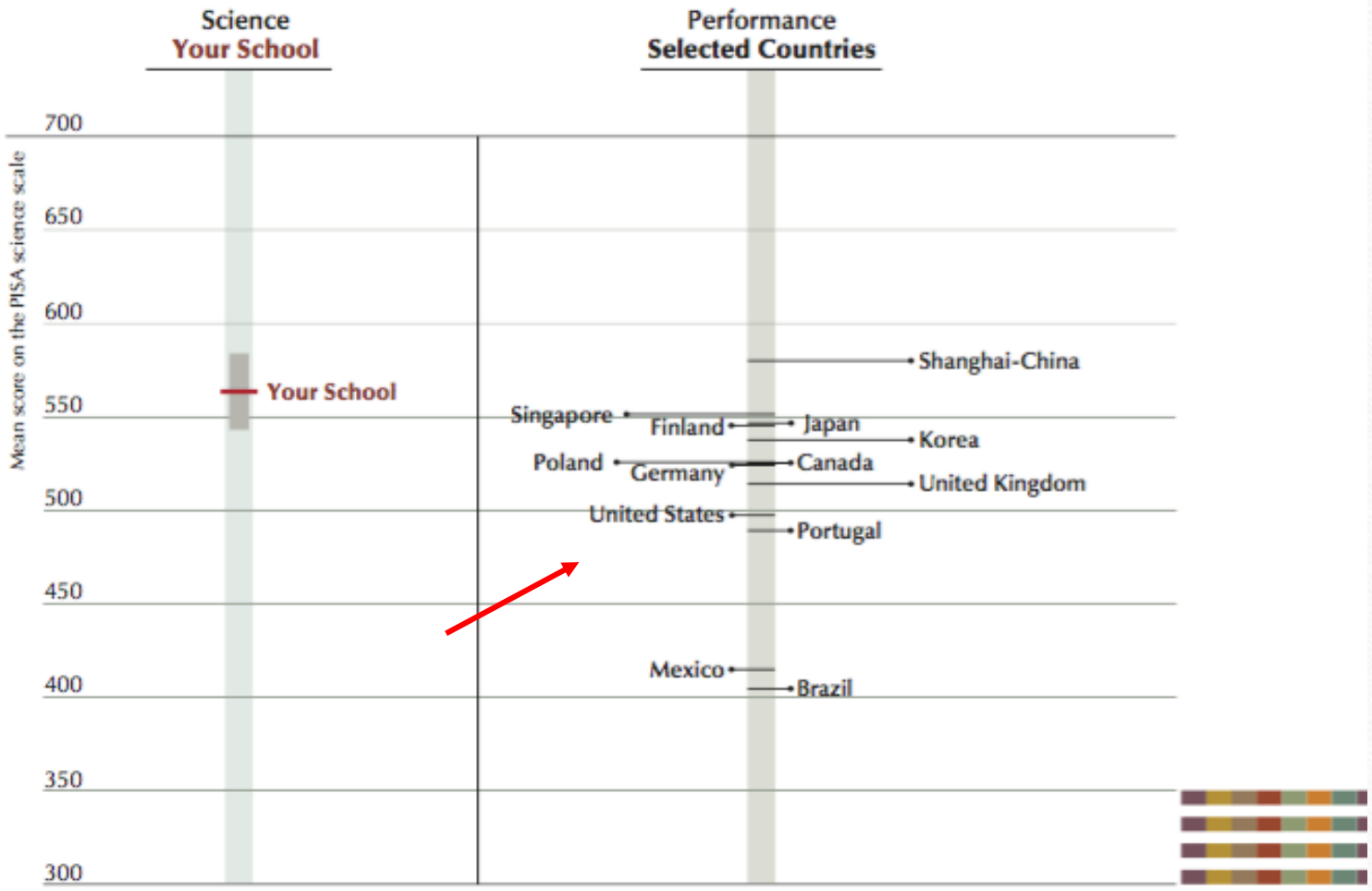
Math

Figure 5.6 ■ **How students at your school compare with students from selected countries and economies in mathematics in PISA 2012**

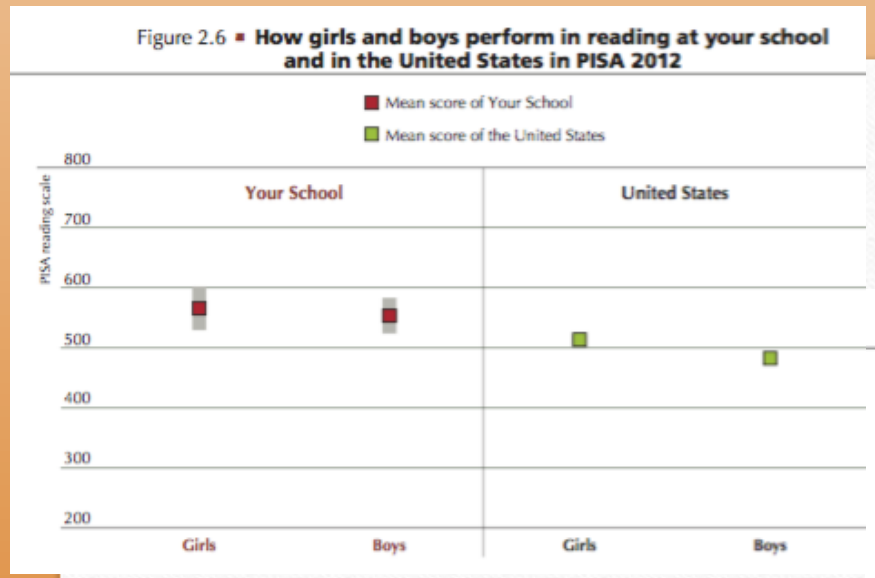


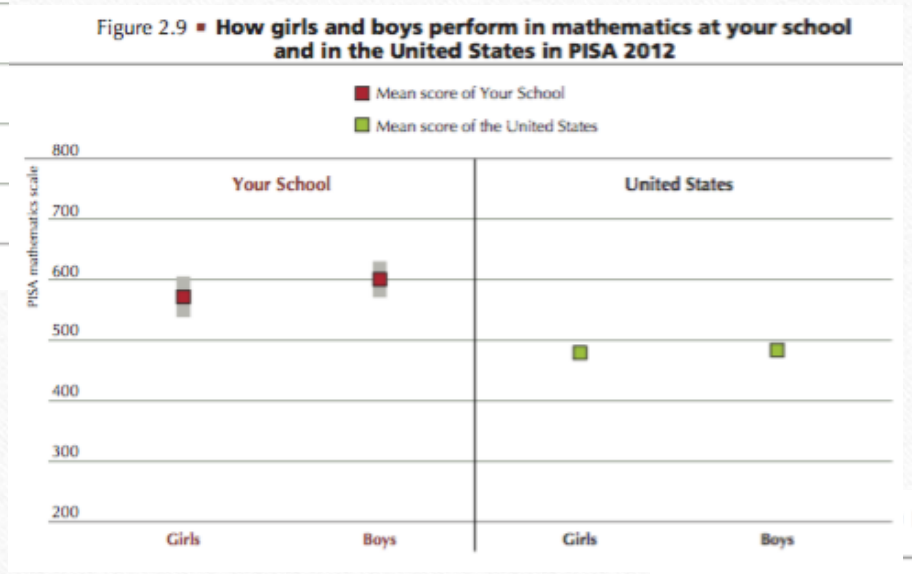
Science

Figure 5.11 ■ **How students at your school compare with students from selected countries and economies in science in PISA 2012**



Girls vs Boys

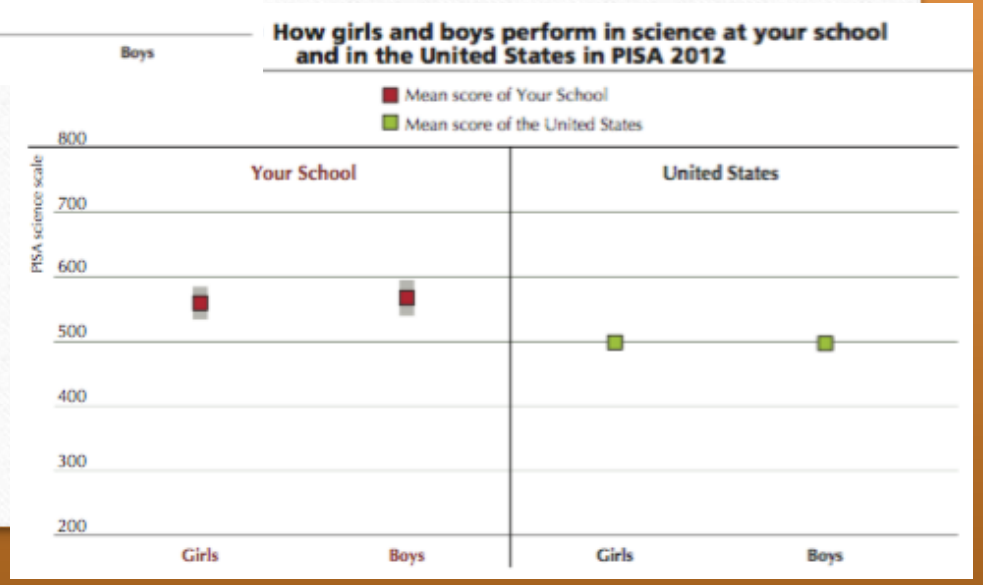




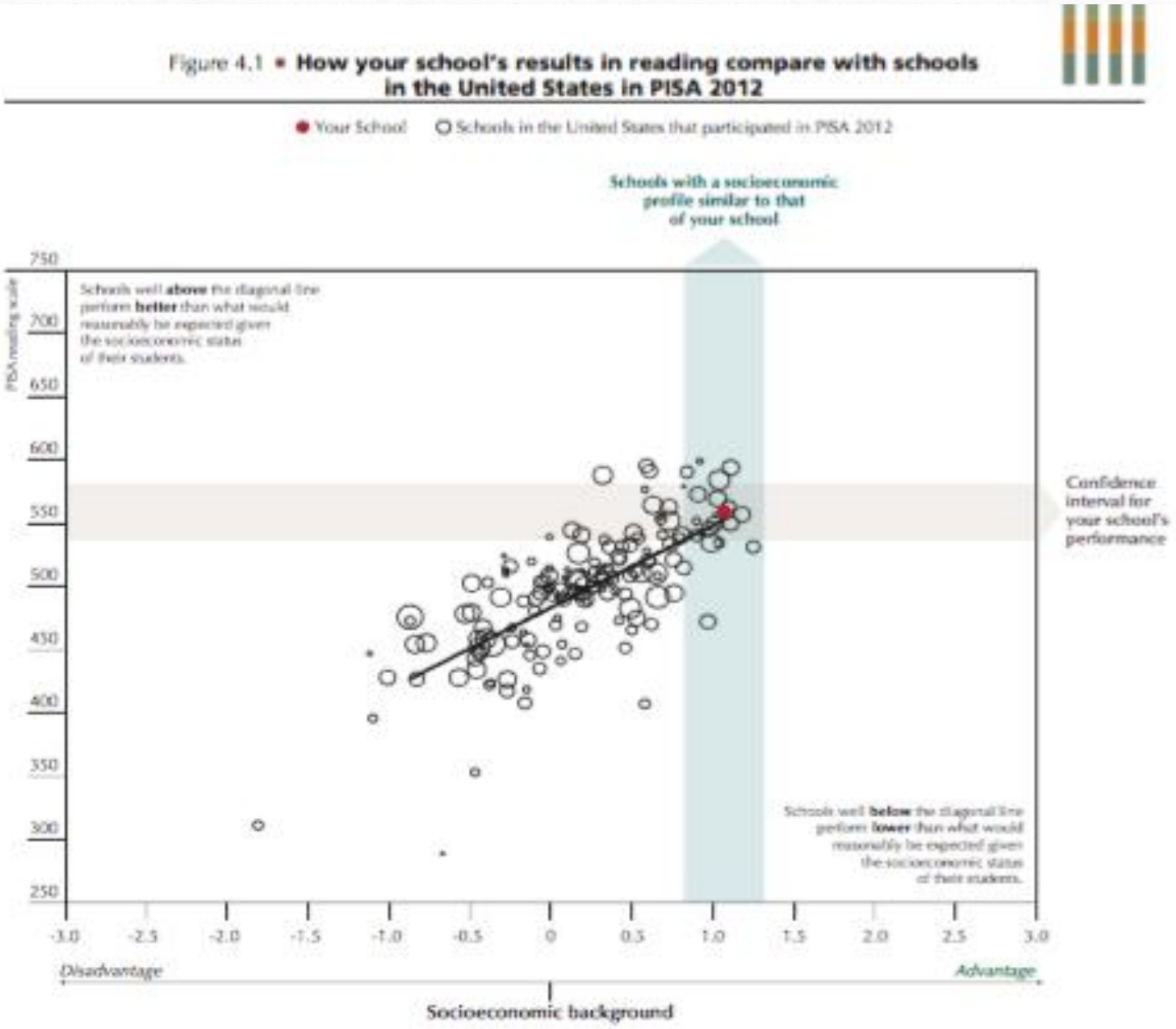
Math

Reading

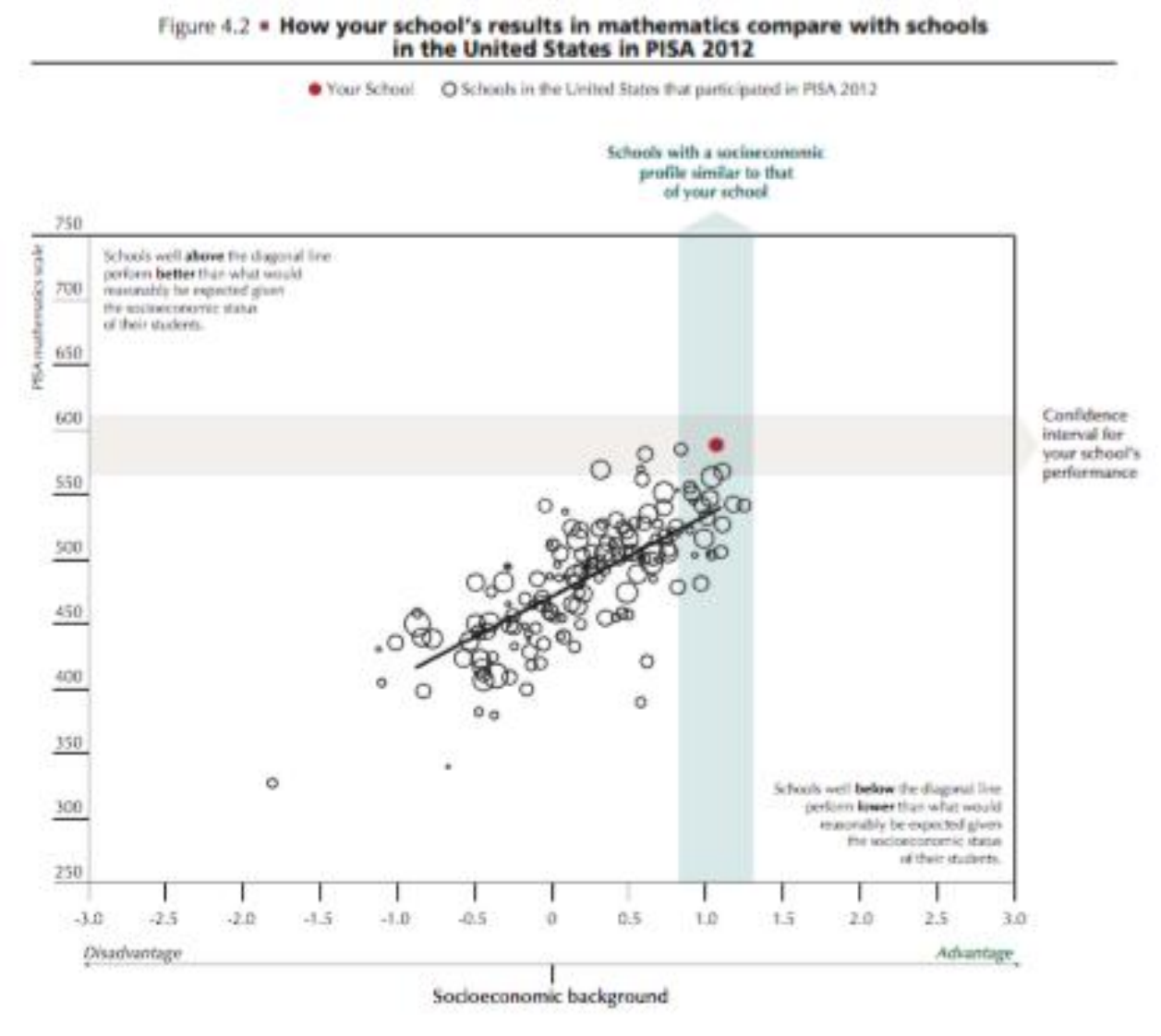
Science



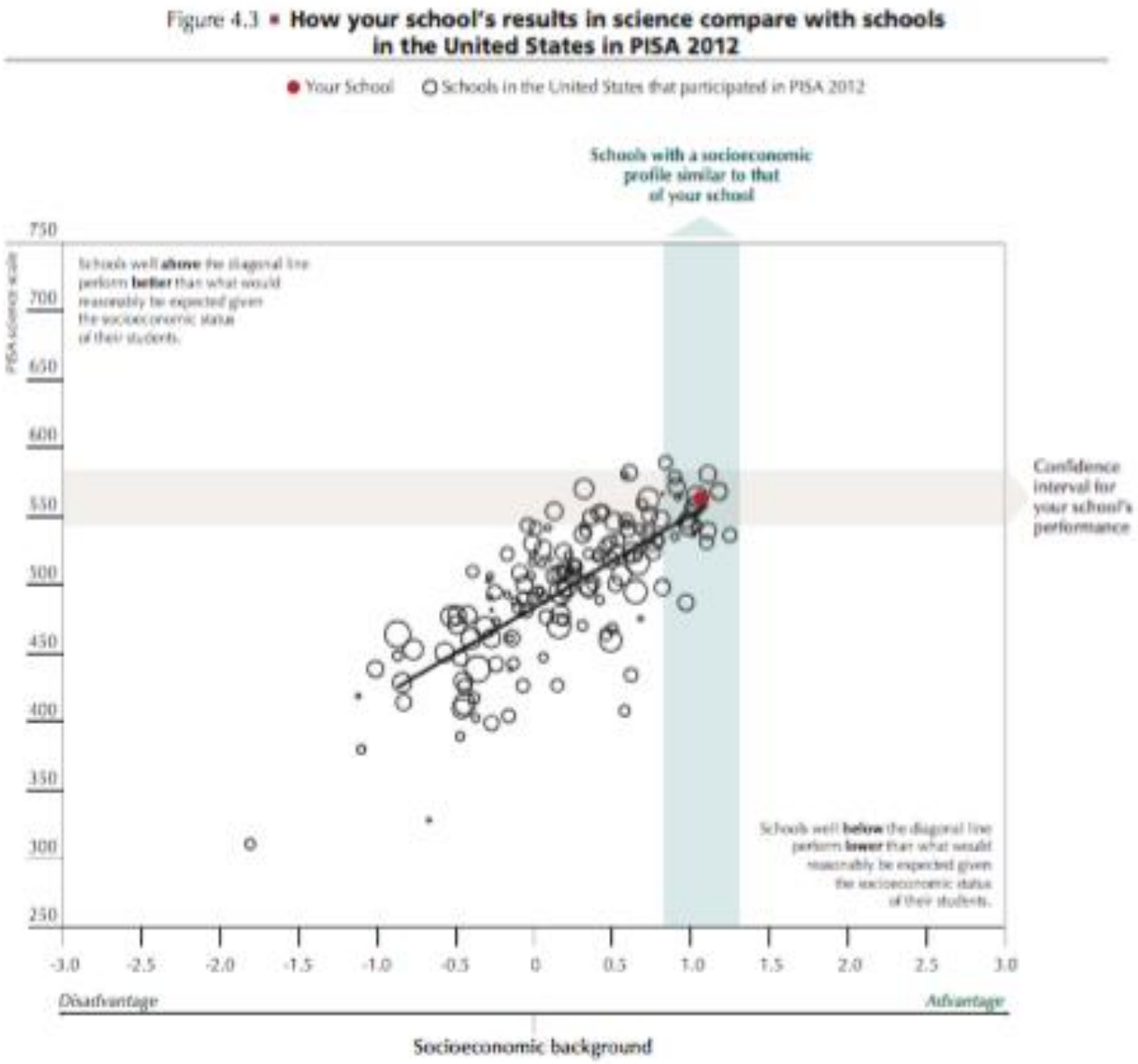
A look at schools with similar socioeconomic profiles to Natick High School in Reading



A look at schools with similar socioeconomic profiles to Natick High School in Math



A look at schools with similar socioeconomic profiles to Natick High School in Science



Why Is This Important To Us?

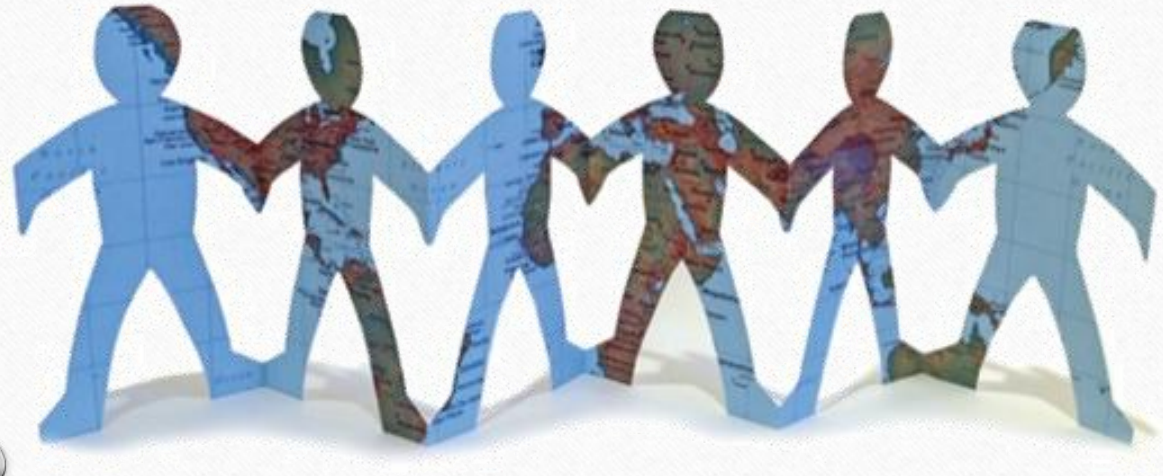
“In a 21st century world where jobs can be shipped wherever there’s an Internet connection … a child born in Dallas is now competing with a child in New Delhi.” — President Barack Obama

http://www.teachthought.com/the-future-of-learning/trends-shifts/7-global-education-facts-statistics-reflect-changing-world/

How Do We Connect Globally?

In the Curriculum:

- Global connections included in every discipline
- Assessments indicate our students perform well against other countries.

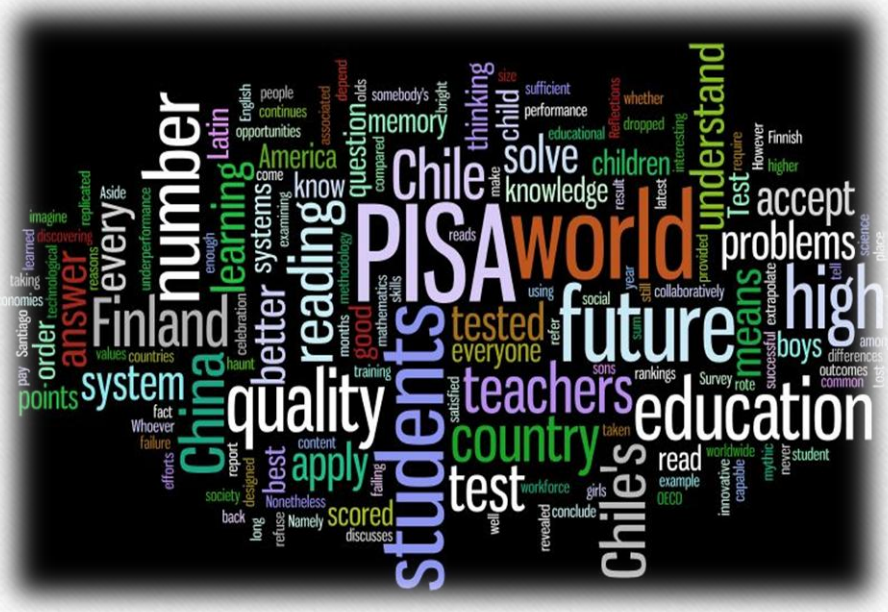


At Natick High School, students gain Global Competency Skills by …

- Researching and using sources from around the world
- Learning a second or third language as well as the cultural and social history of the language's countries
- Comparing and contrasting the values and cultures of other societies
- Discovering economic and social issues and challenges of other countries
- Reading texts and listening to TED talks from international authors
- Applying solutions to global issues

In Summary NHS:

- Out performed US High Schools
- Showed a high performance compared to international schools



Programs and Policies to Support Student Achievement

- Data Team
- Long blocks
- Professional Learning Communities (PLCs)
- Common Assessments
- Continual Curriculum Review
- Department or Grade Level examination of data
- 1 to 1 Laptop Program
- Curriculum grounded in real life globally connected applications

Action Steps:

- Reviewing Progress of the Co-Taught classes
- Implementing an RTI Program
- Extend the learning of high achieving students

thank you
danke
謝謝
ngiyabonga
teşekkür ederim
gracias
спасибо
merci
obrigado
dziękuję
bedankt
go raibh maith agat
sukriya
kop khun krap
terima kasih
감사합니다
ありがとう
grazie
arigatô
takk
dakujem
мерси
mochchakkeram
tapadh leat
dank je
hvala
mauruuru
kiitos
dankie
dhanyavad
taafetai lava
vinaka
blagodaram
misaotra
matondo
paldies
grazzi
mahalo
хвала
asante
manana
obrigada
murakoze
tenki
djiere dieuf
tau
дякую
mamnun
chnorakaloutioun
gracias ago
gracies
sulpáy
taiku
sagolun
najis tuke
didi madloba
kam sah hamnida
rahmat
rahmet
tanemirt
diolch
dhanyavadagalu
shukriya
merce
trugarez
xiexie
ευχαριστώ
তোমাকে ধন্যবাদ
mèsi
dèkuji
sobodi
enkosi
bayarlalaa
gracie
köszönöm
akun
dankon
ačiū
nandri
nanni
Баярлалаа
рахмат
спасибі
spas
mersi
barka
welalin
tack
kia ora

ITEM TITLE: Presentation on PARCC/MCAS

ITEM SUMMARY:

ATTACHMENTS:

Description	File Name	Type
PARCC/MCAS 2016	MCAS_2016-updated-sept29.pdf	Cover Memo

NATICK

NATICK PUBLIC SCHOOLS

2016 MCAS/PARCC SCORES

Newsweek

RANKS NATICK HIGH SCHOOL #448 IN AMERICA'S TOP 500 HIGH SCHOOLS

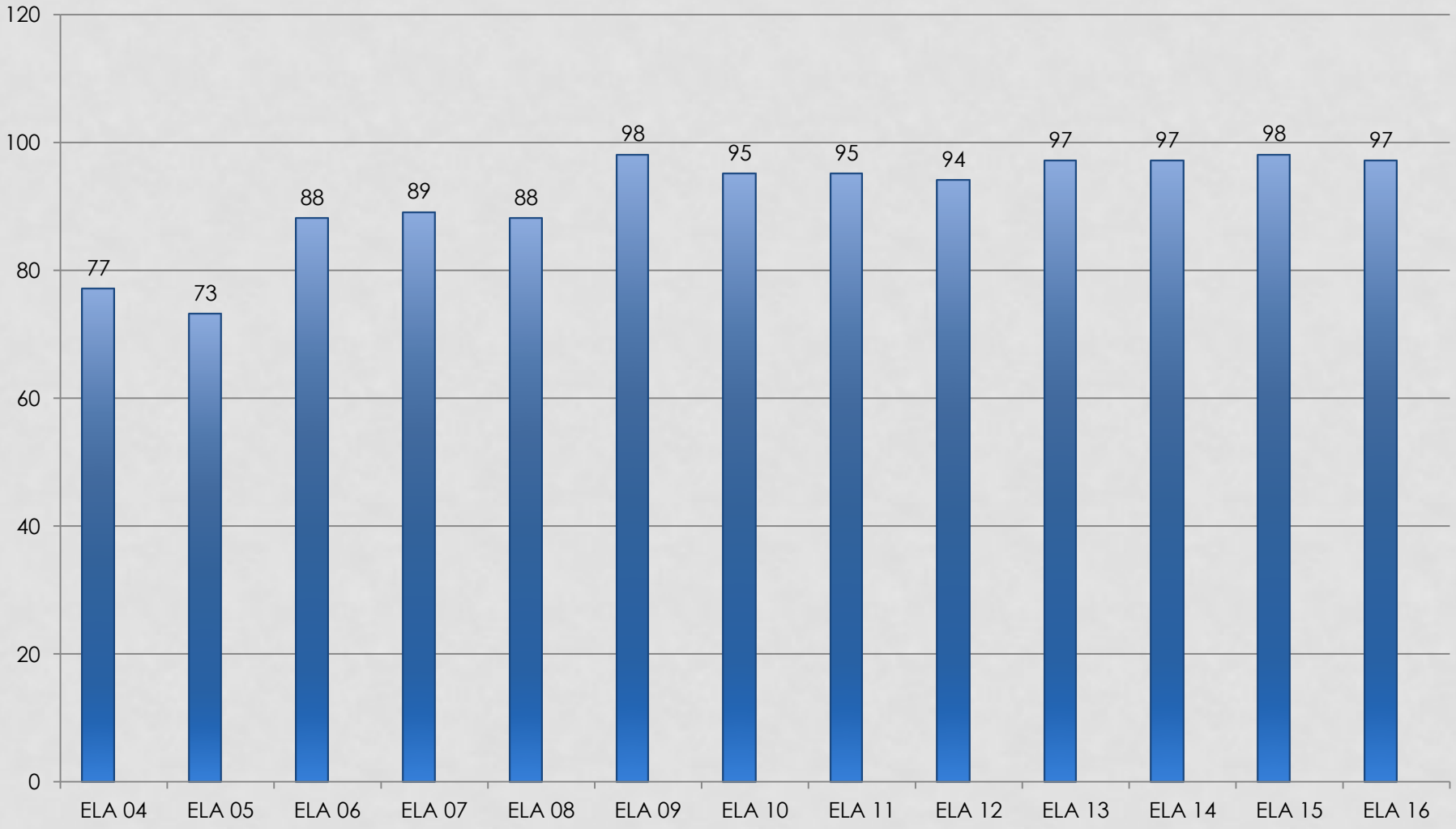
Boston Magazine

RANKS NATICK #47 IN BEST PUBLIC SCHOOLS IN BOSTON 2016 IN THEIR EXCLUSIVE RANKING OF 125 SCHOOL DISTRICTS IN THE GREATER BOSTON AREA

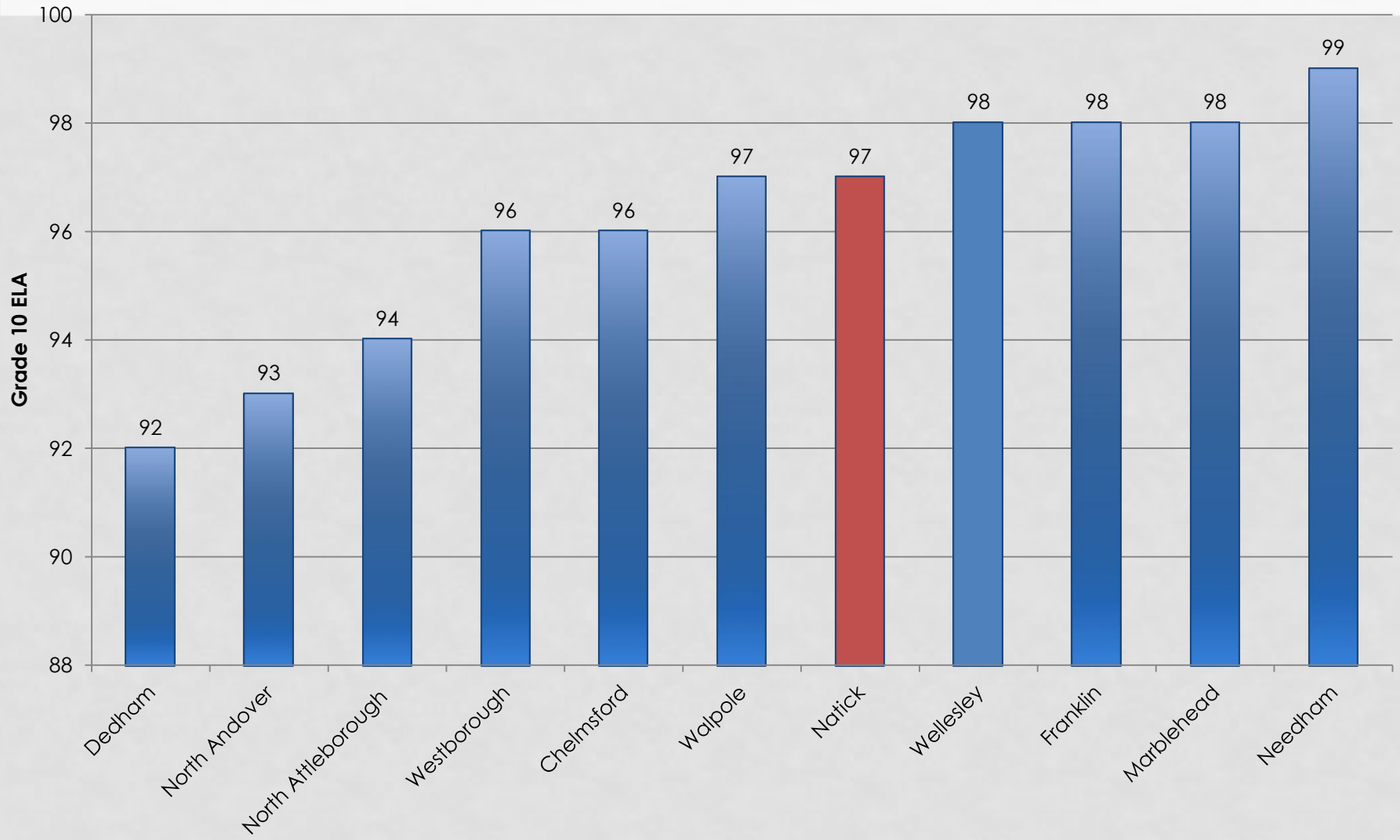
MCAS ADVANCED AND PROFICIENT

TEST	NATICK	STATE AVERAGE	DIFFERENCE
10 ELA	97	91	**6**
10 SCIENCE	92	78	**1**
10 MATH	92	79	**14**
8 SCIENCE	62	41	**21**
5 SCIENCE	67	47	**20**

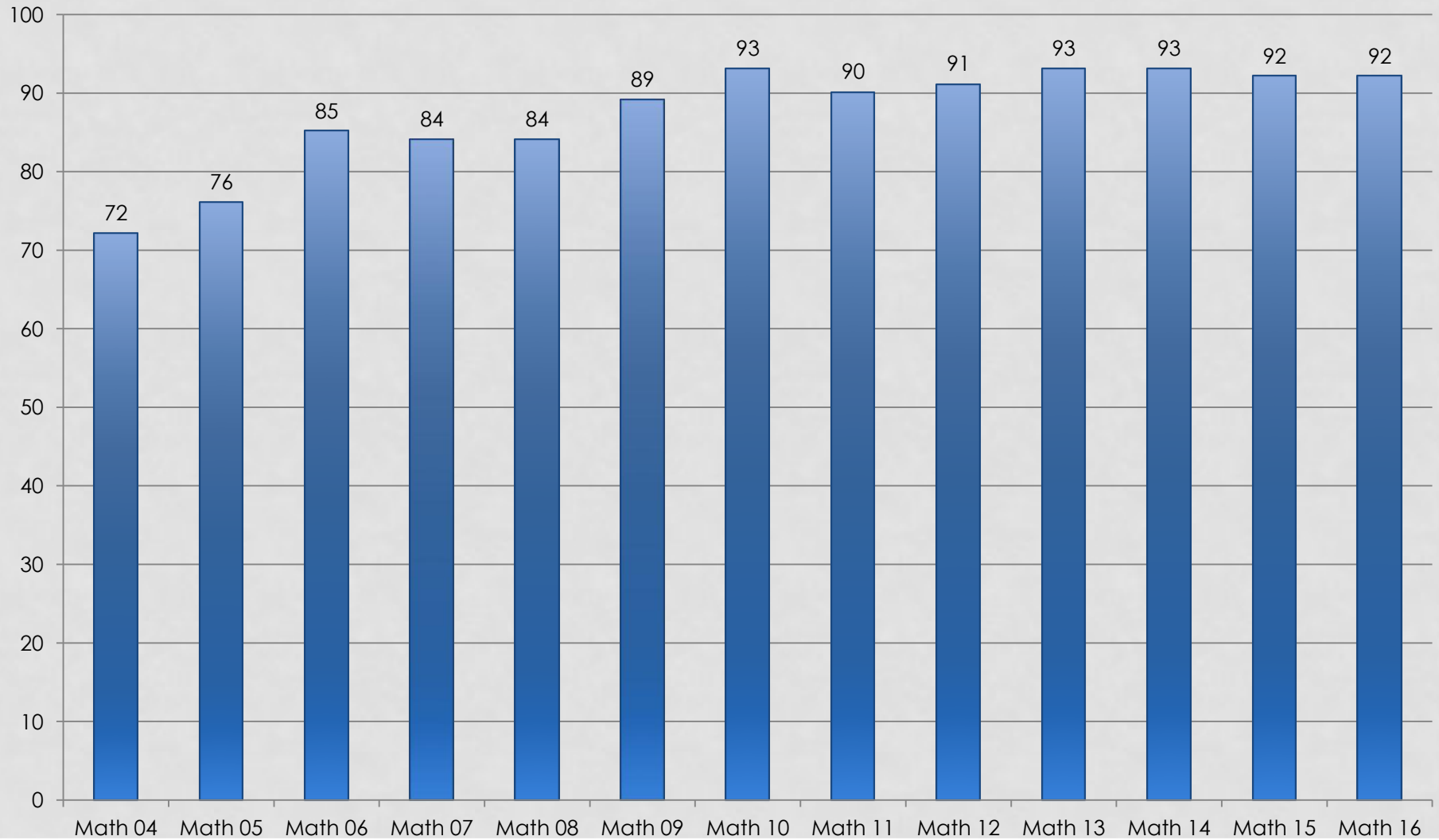
GRADE 10 ELA 13 YEAR COMPARISON



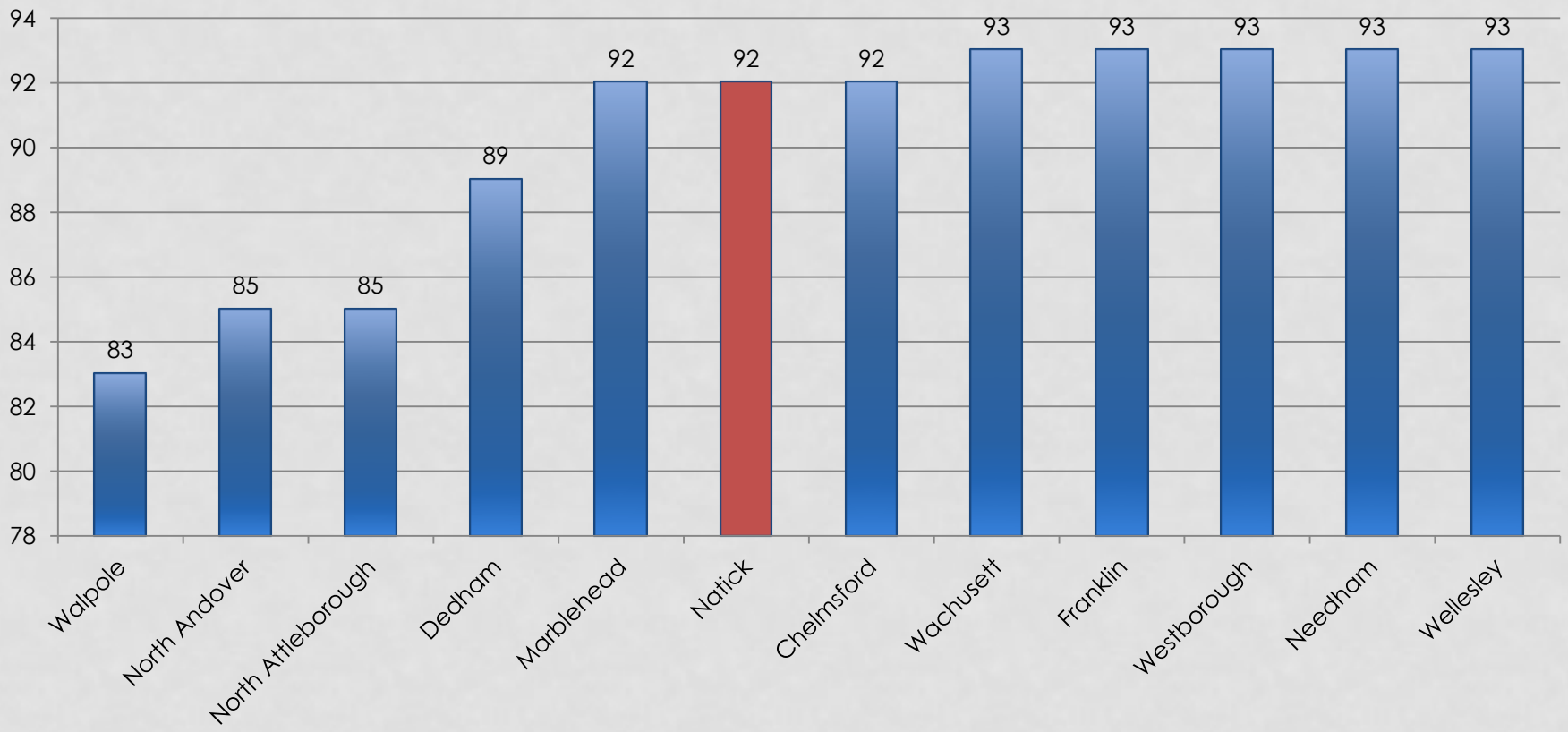
GRADE 10 ELA


Grade 10 ELA
100
98
96
94
92
90
88
92
93
94
96
96
97
97
98
98
98
99
Dedham
North Andover
North Attleborough
Westborough
Chelmsford
Walpole
Natick
Wellesley
Franklin
Marblehead
Needham

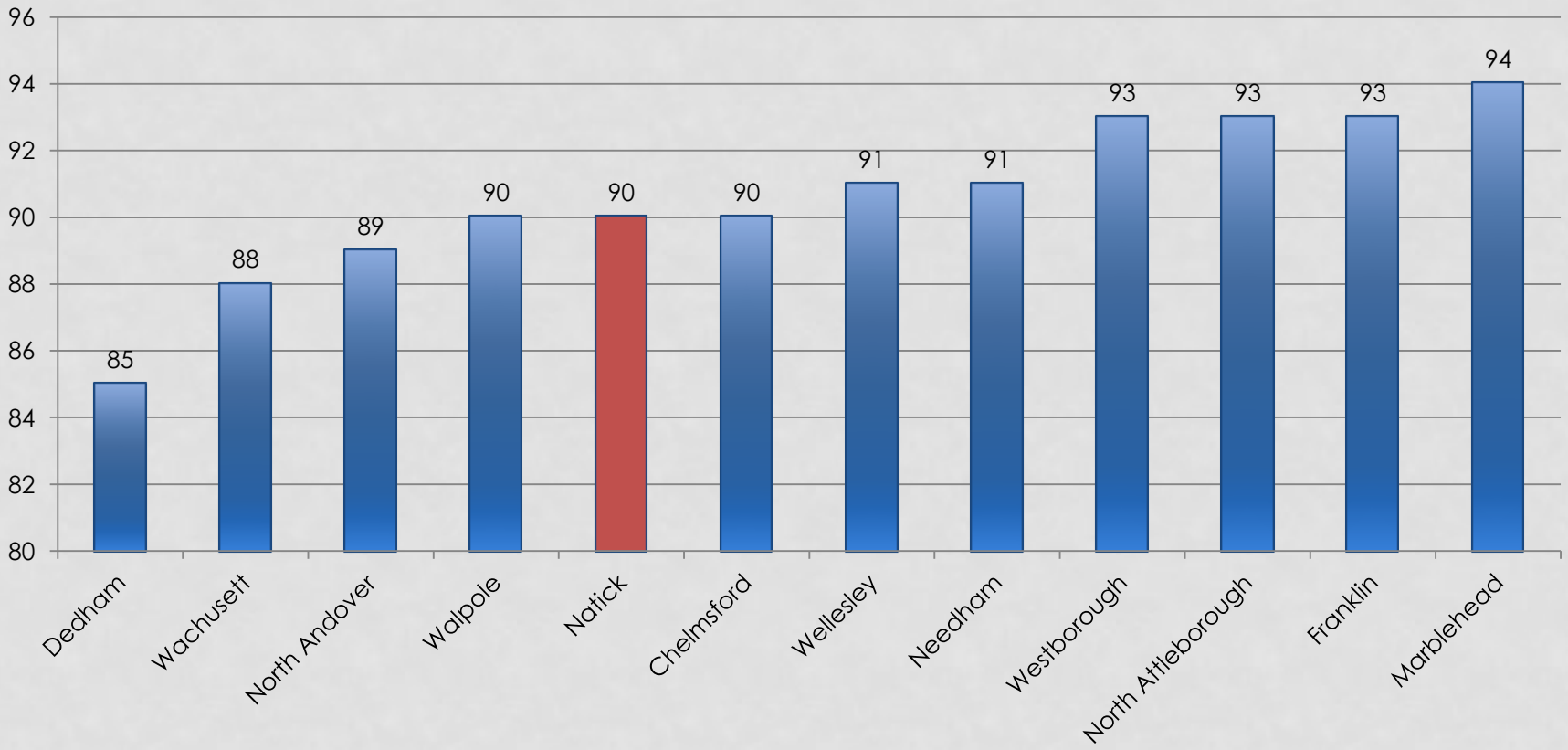
GRADE 10 MATH 13 YEAR COMPARISON



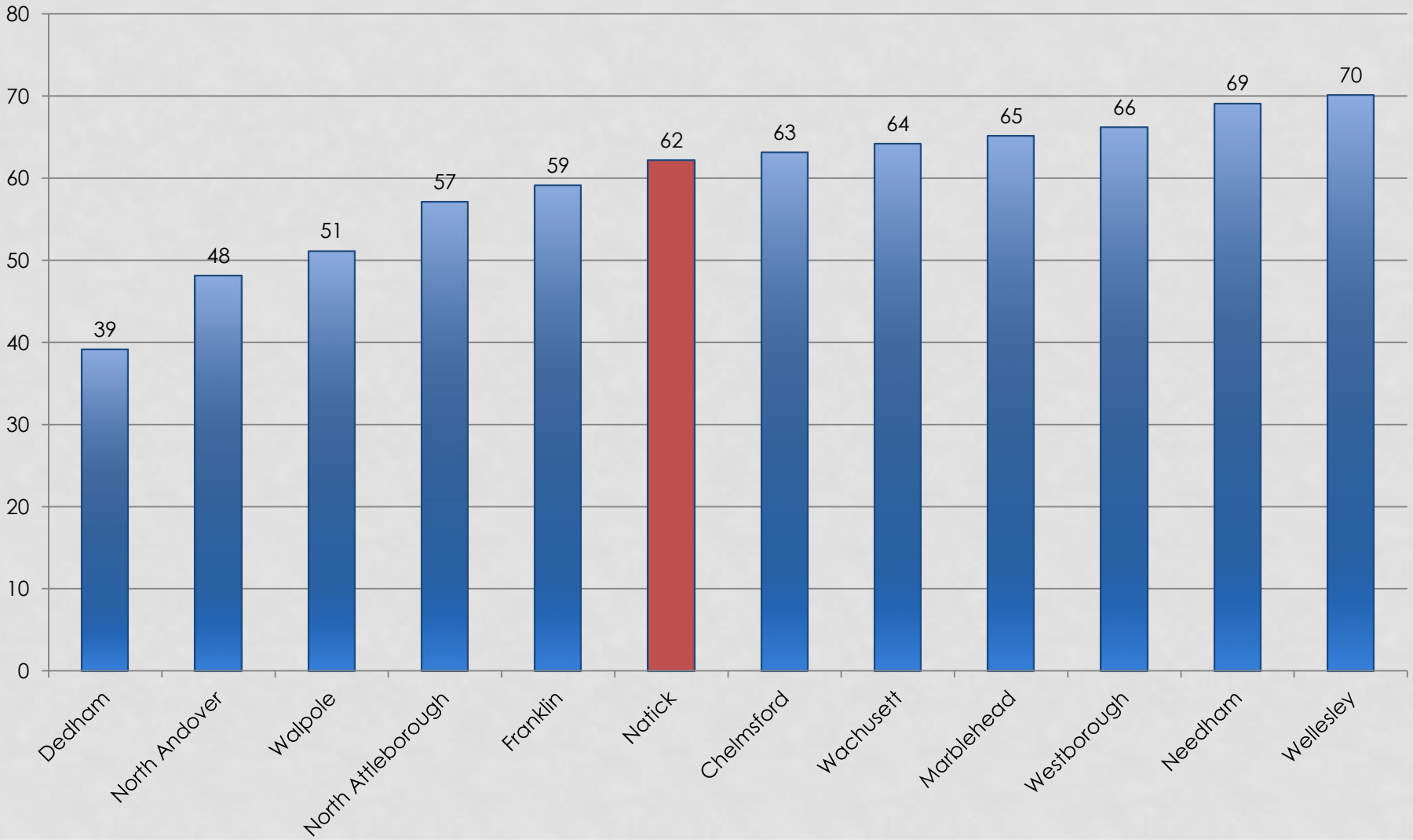
GRADE 10 MATH



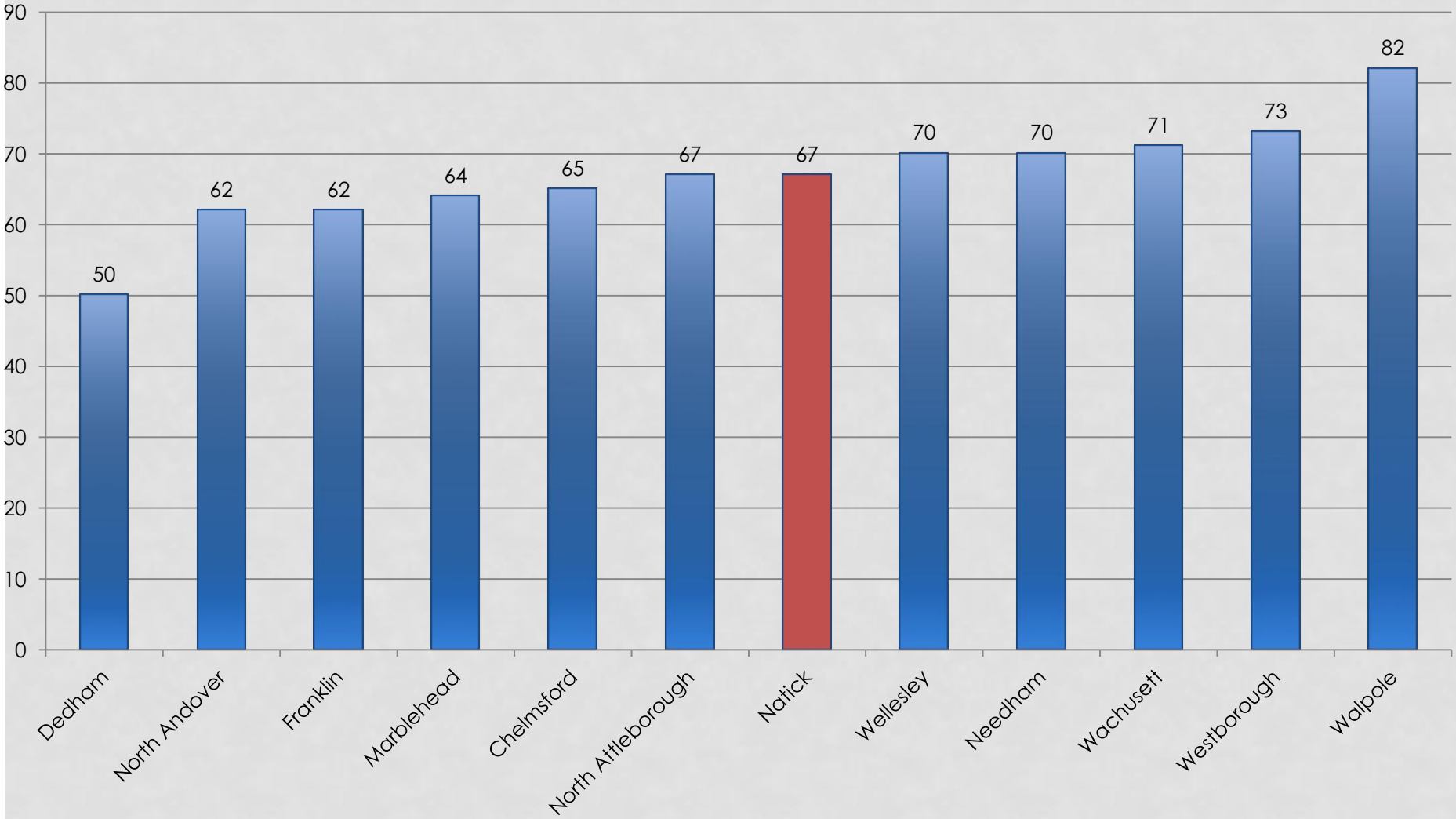
GRADE 9 SCIENCE (PHYSICS)



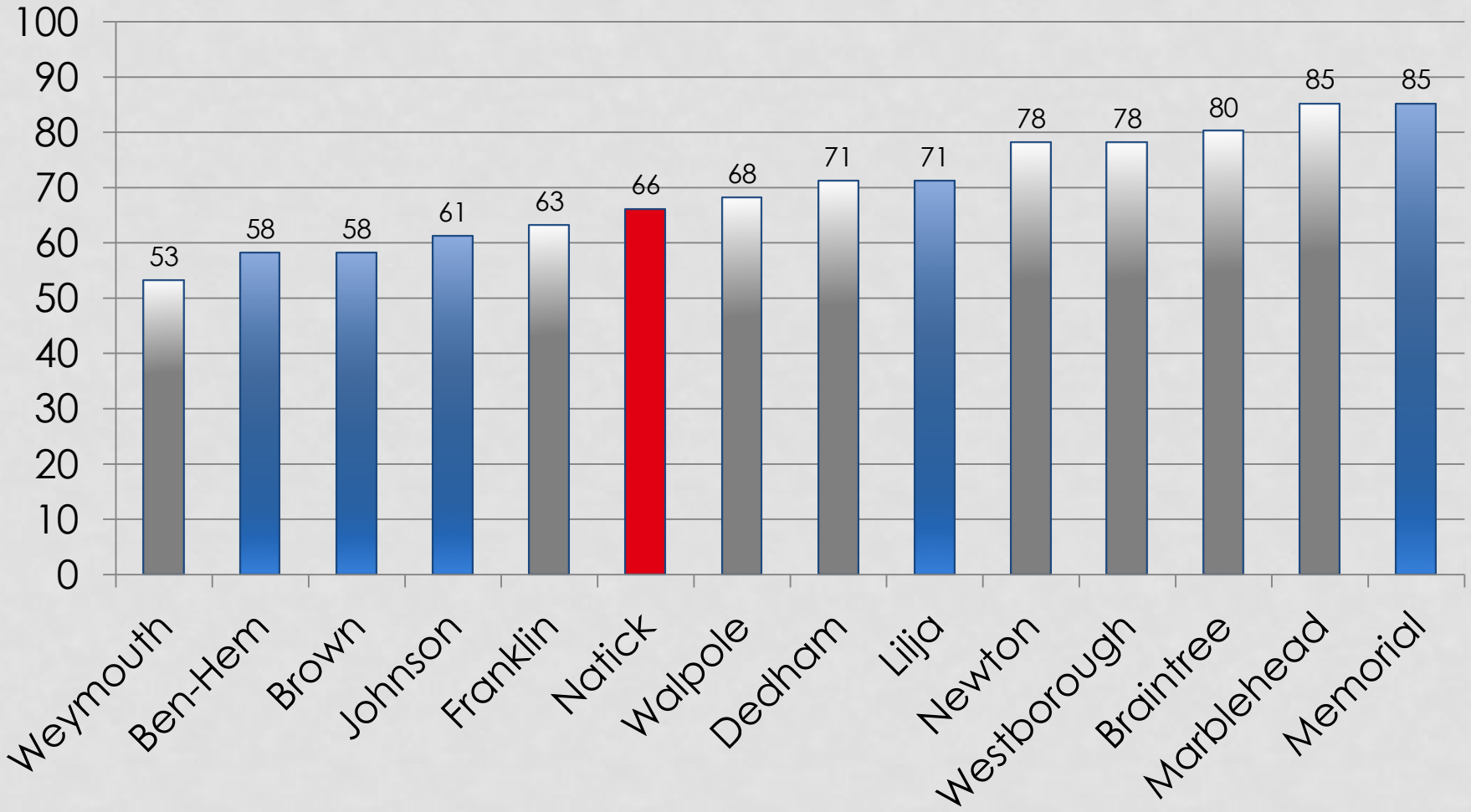
GRADE 8 SCIENCE



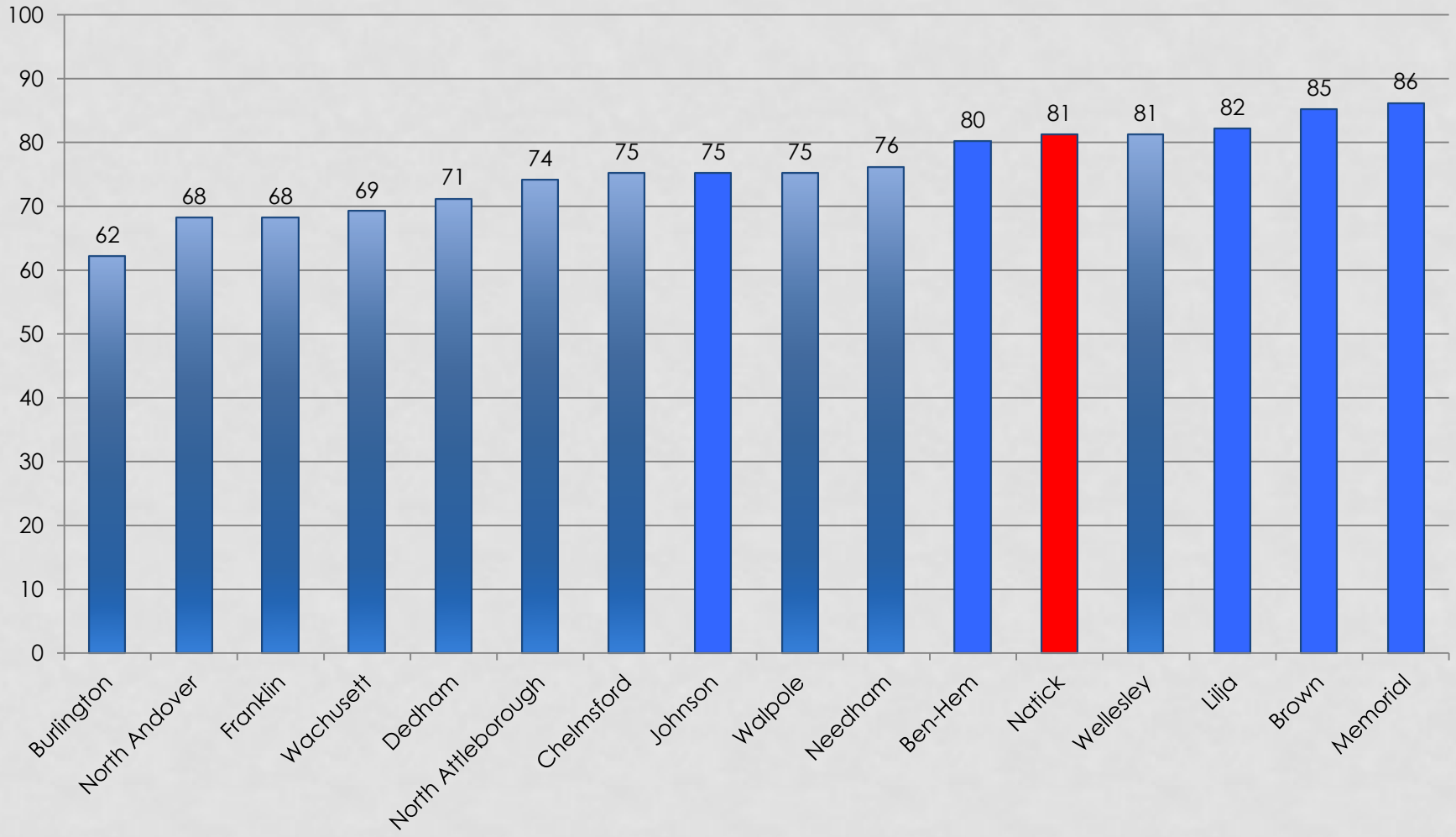
GRADE 5 SCIENCE



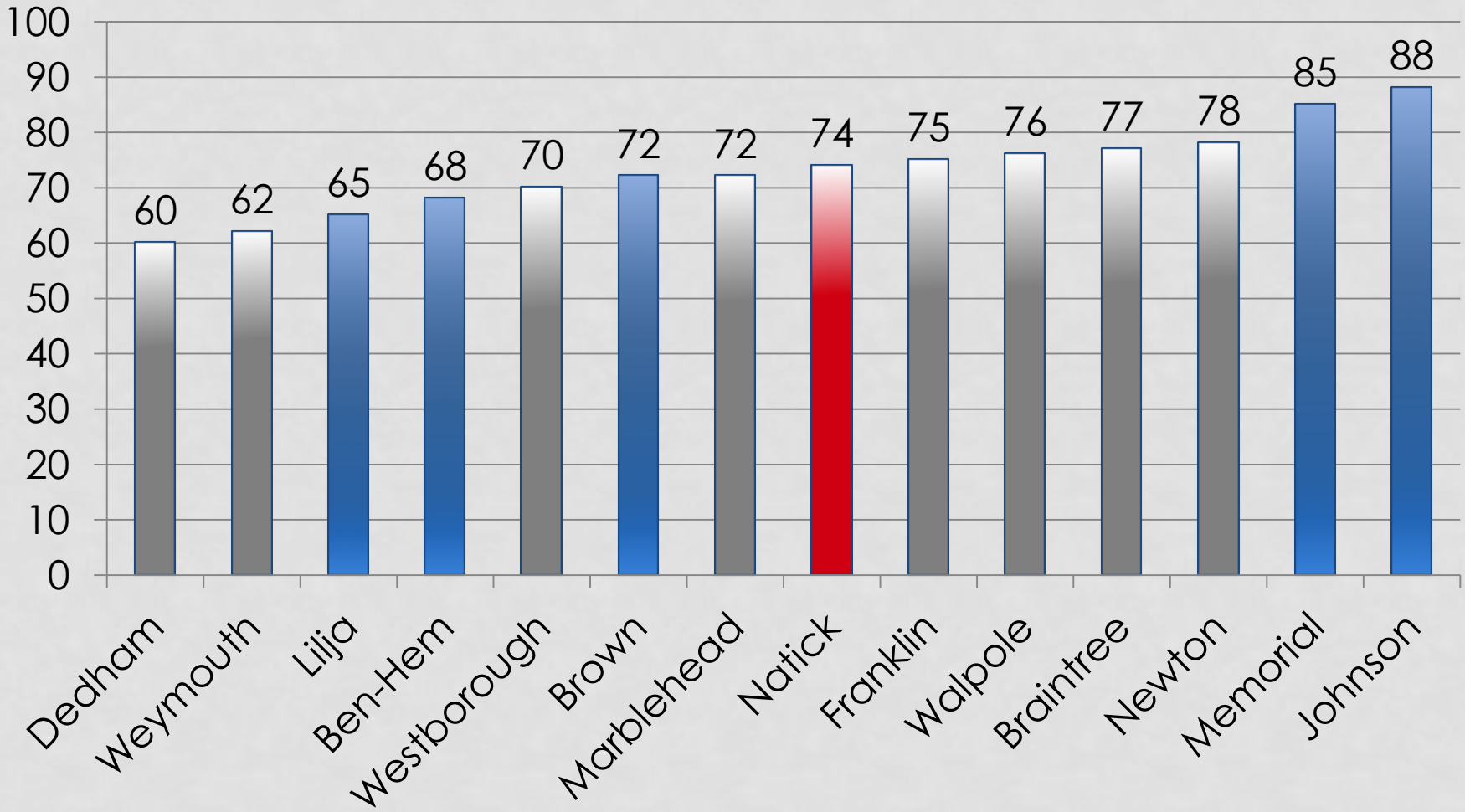
GRADE 3 ELA (PARCC) COMPARISON



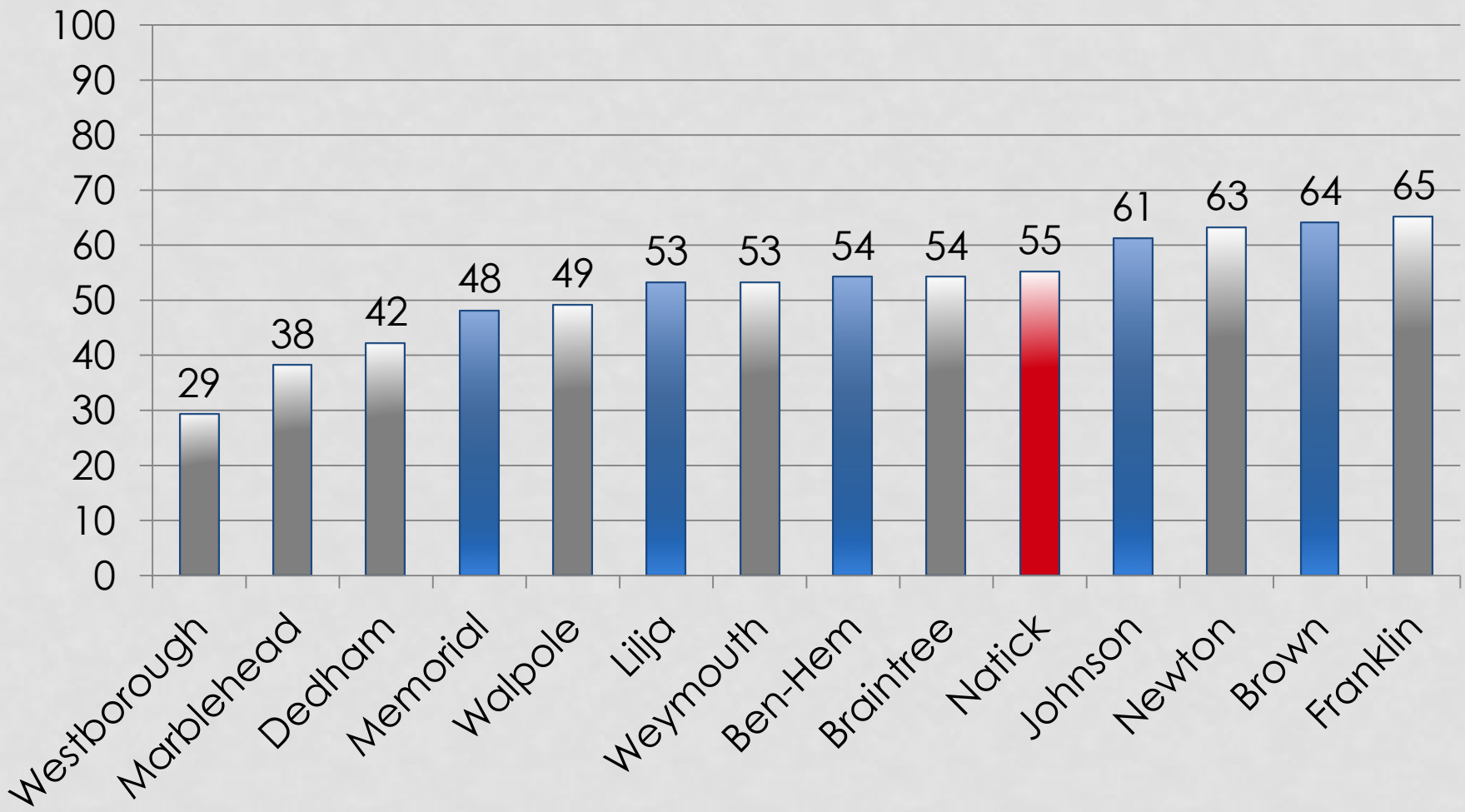
2014 GRADE 3 READING COMPARISON



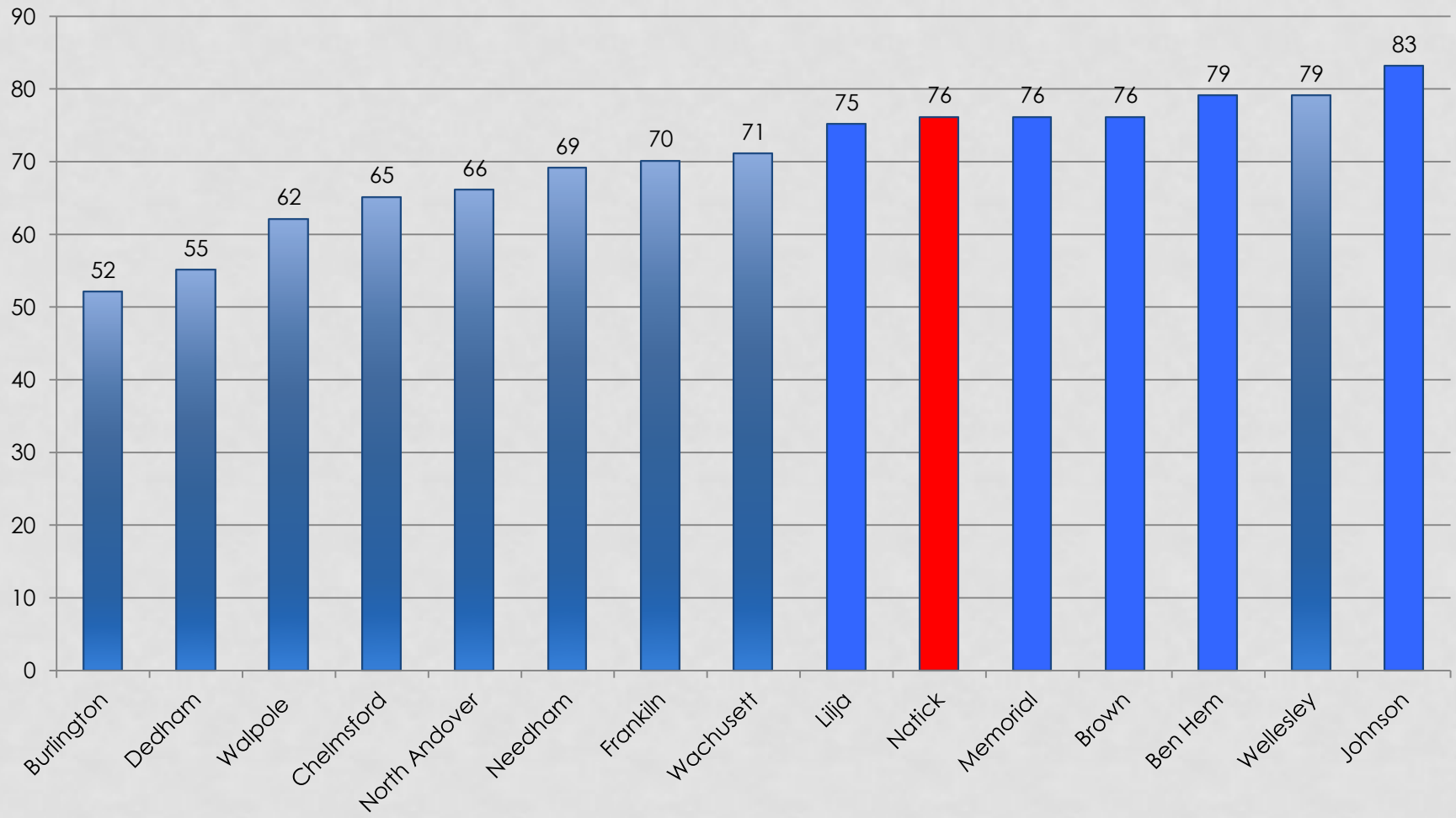
GRADE 4 ELA (PARCC) COMPARISON



GRADE 4 ELA (SGP) COMPARISON



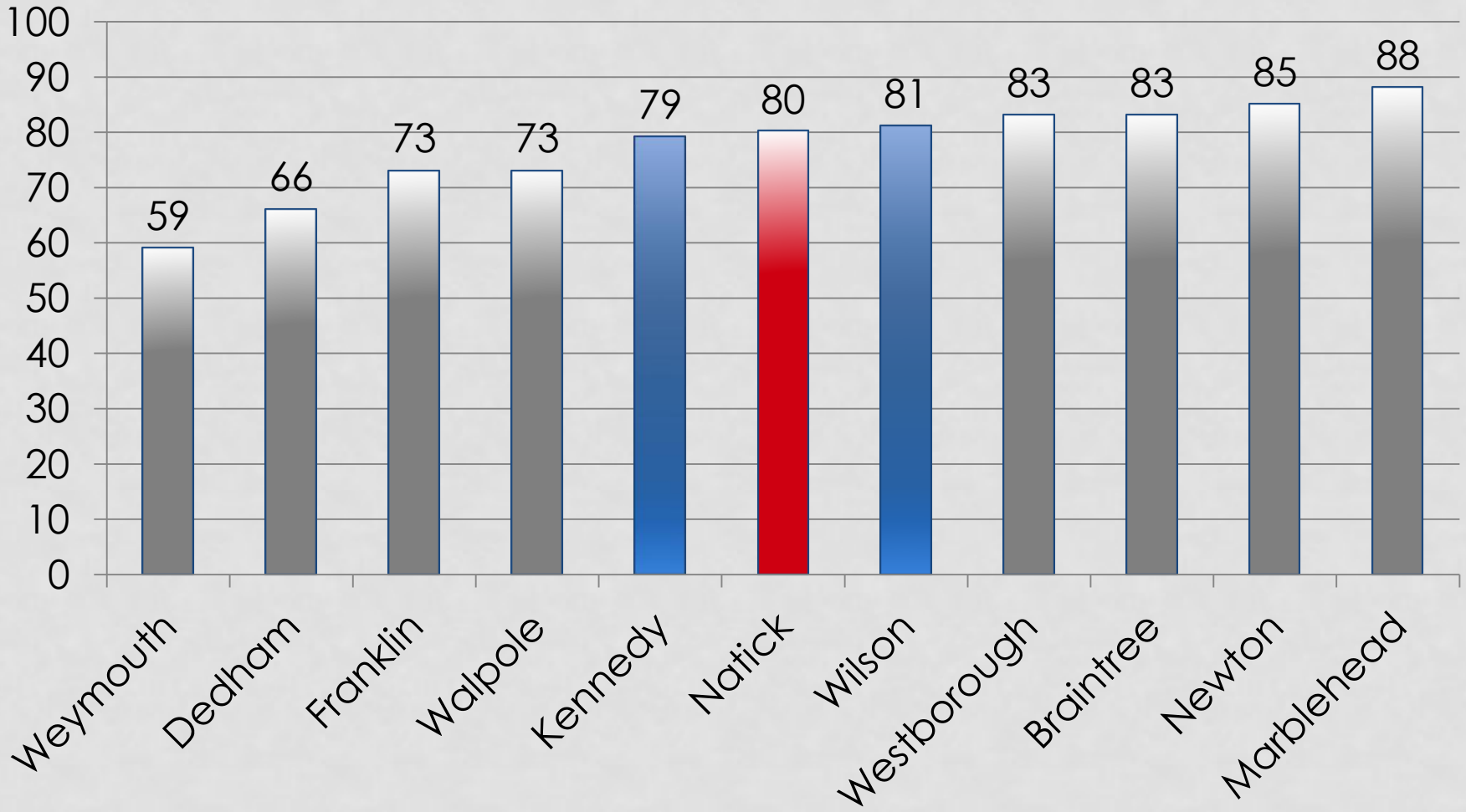
2014 GRADE 4 ELA COMPARISON



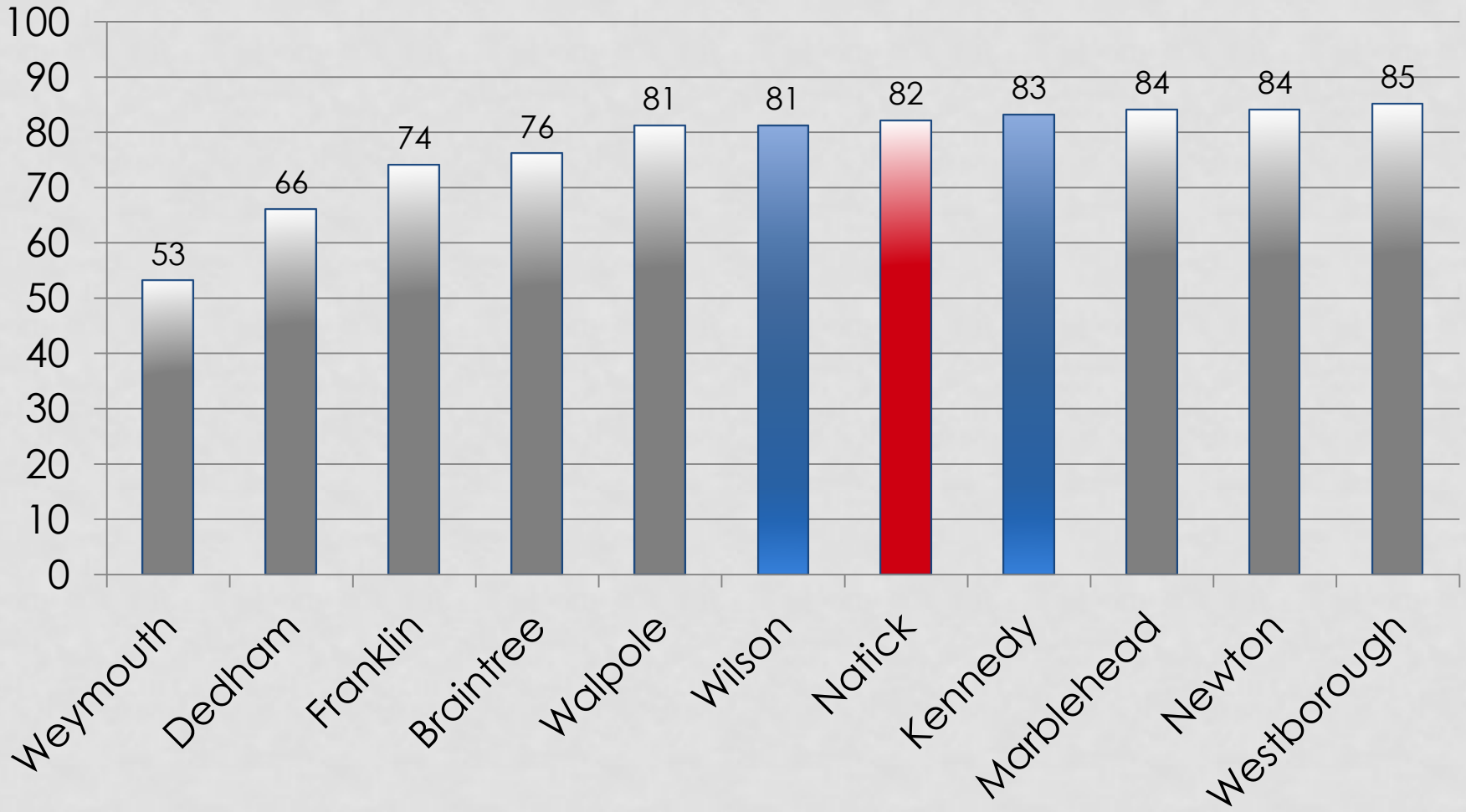
ELEMENTARY PRINCIPALS STUDENT LEARNING GOAL

- During the 2016 – 2017 school year elementary principals will examine ELA (reading) practices at all five elementary schools. Specifically:
  - Examine time-on-task devoted to reading – Are there discrepancies?
  - Examine all common assessment data (writing prompts/Aimsweb, etc.) – What do the discrepancies tell us?
  - Through group walkthroughs examine teaching practices at each school – What is different? What needs to be replicated?
  - Review the resources each school has (bookrooms, classroom supplies) – What needs to be enhanced?
  - Examine how each school conducts data team meetings – What are best practices?
  - Examine how KEIP and FEIP tutors are deployed – Which models produces the best results?
  - How are literacy specialists used? – What are best practices?

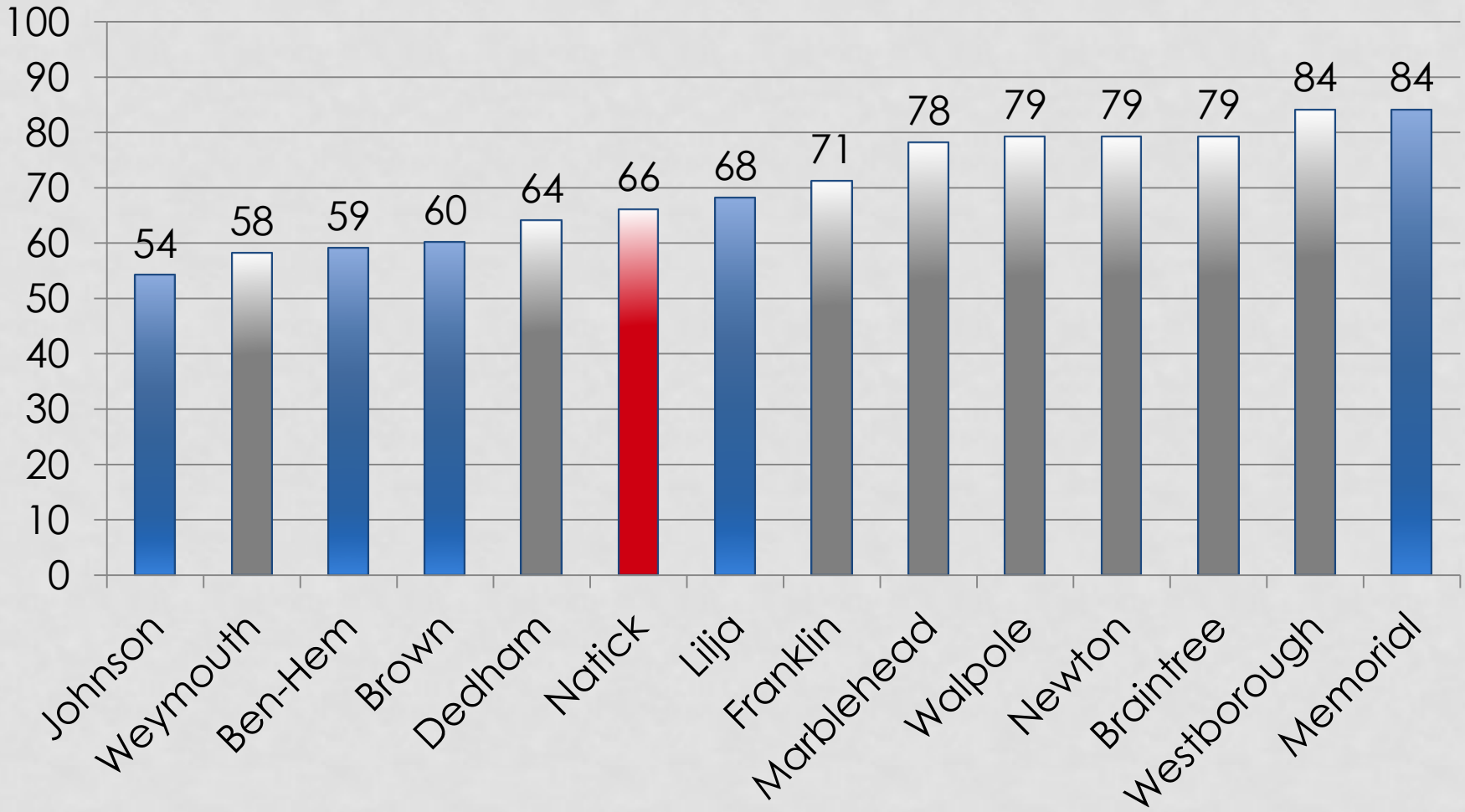
GRADE 7 ELA (PARCC) COMPARISON



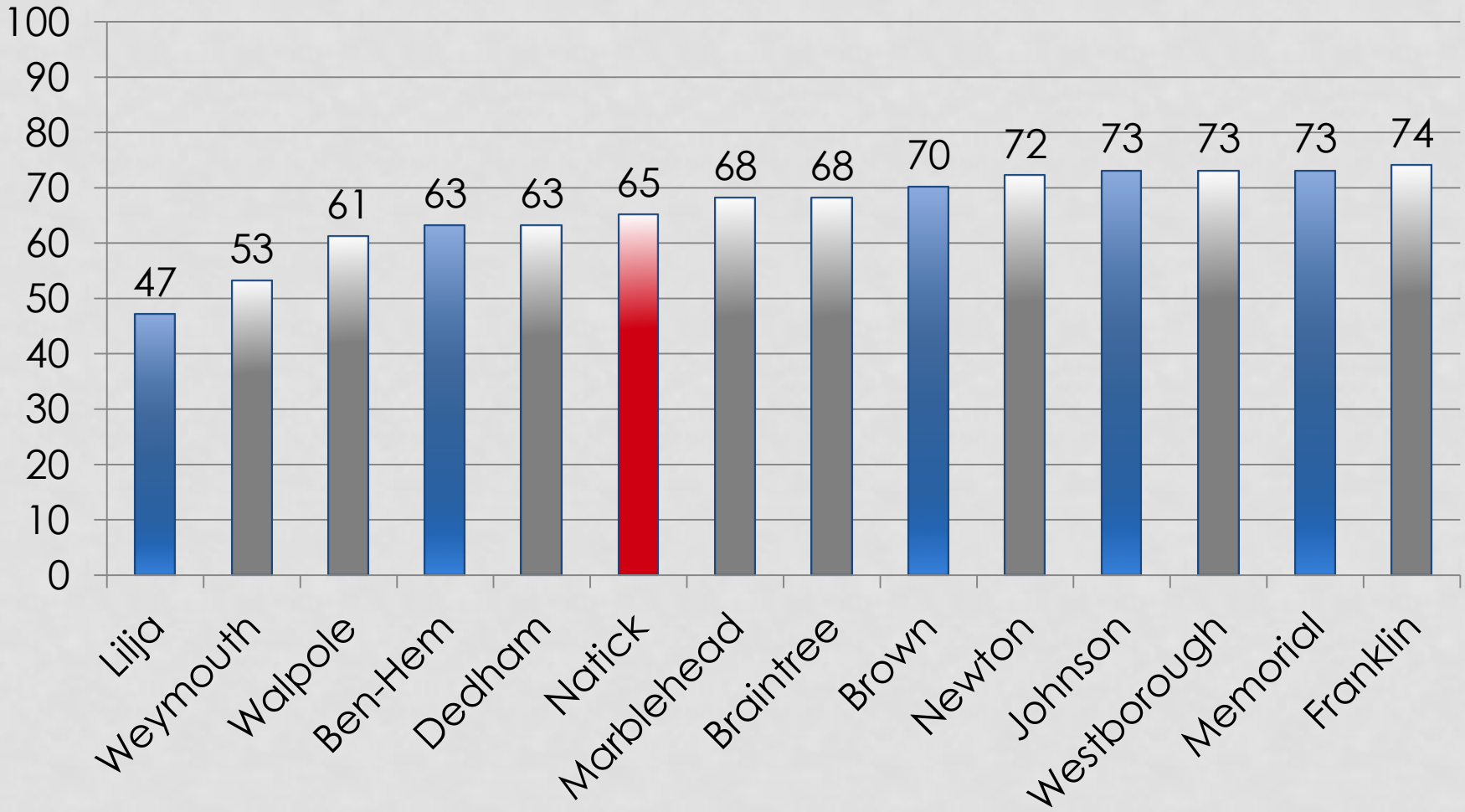
GRADE 8 ELA (PARCC) COMPARISON



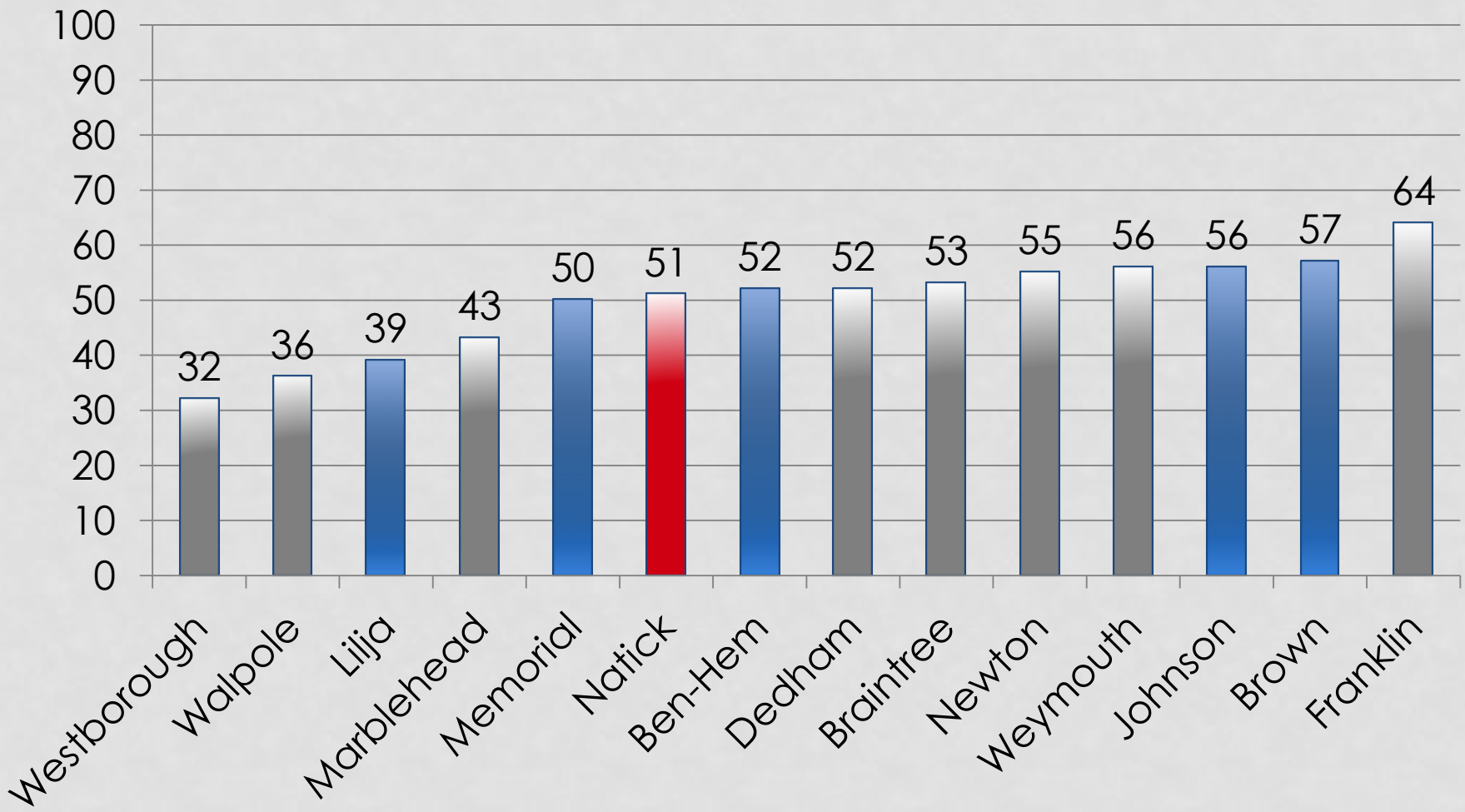
GRADE 3 MATH(PARCC) COMPARISON



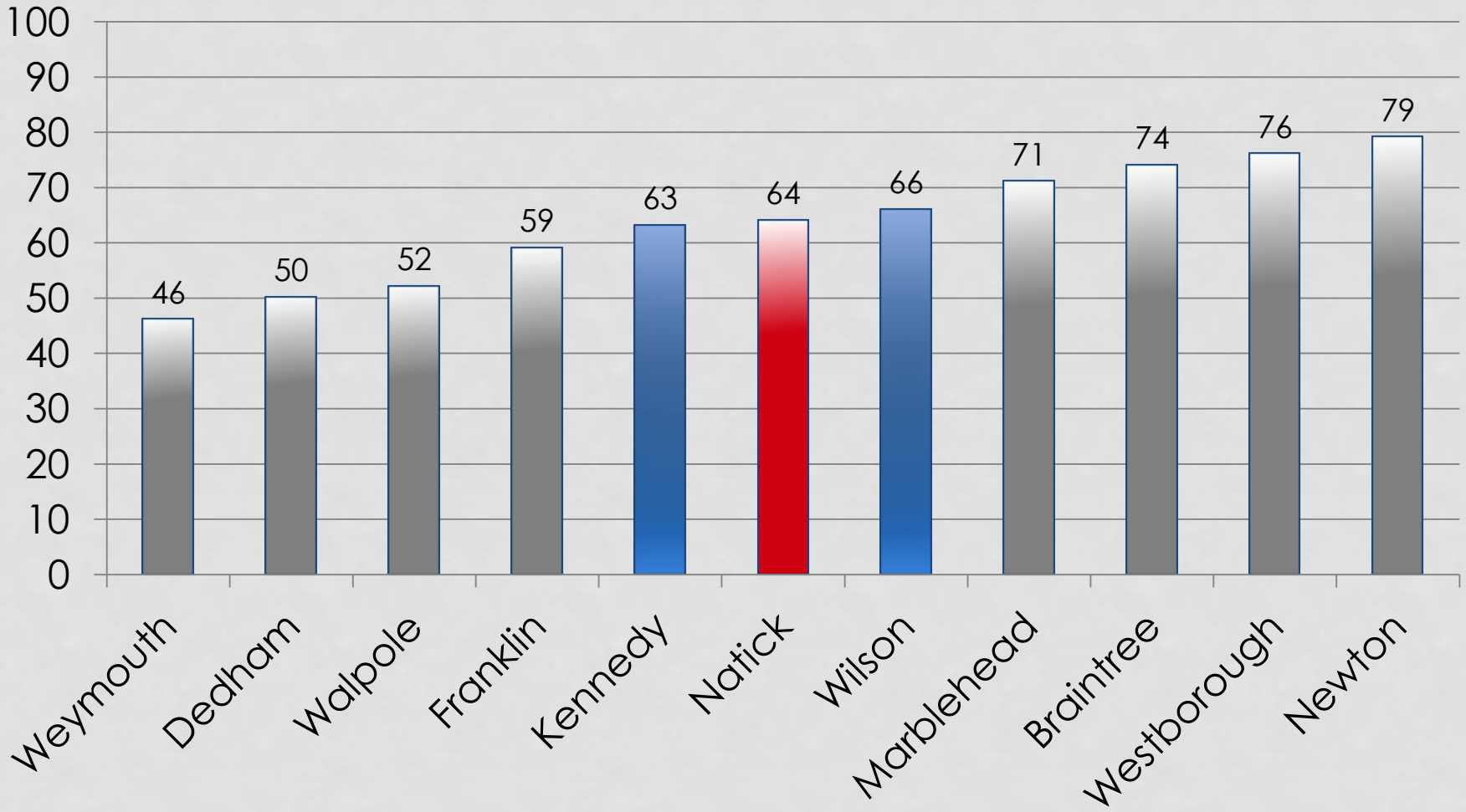
GRADE 4 MATH (PARCC) COMPARISON



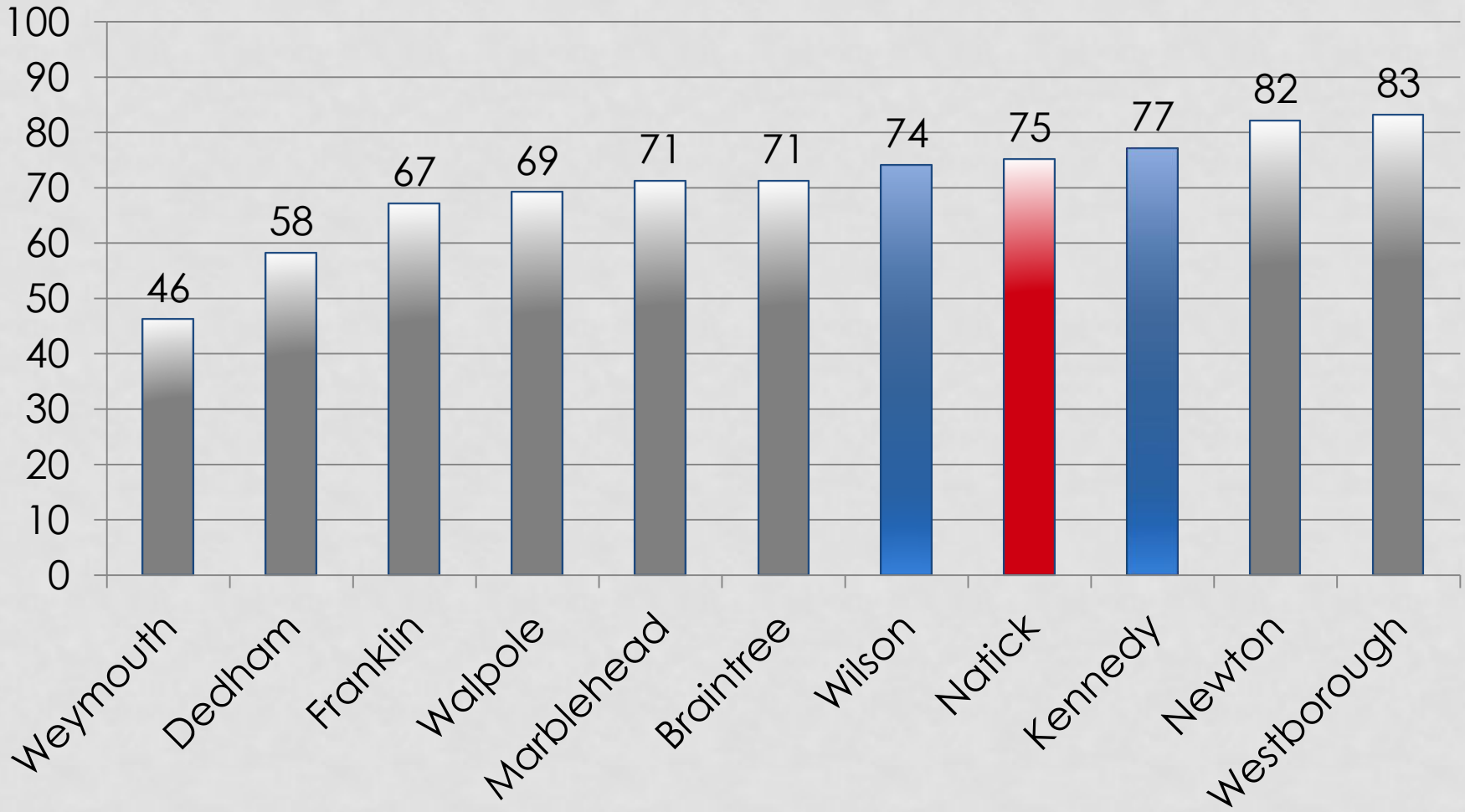
GRADE 4 MATH (SGP) COMPARISON



GRADE 7 MATH (PARCC) COMPARISON



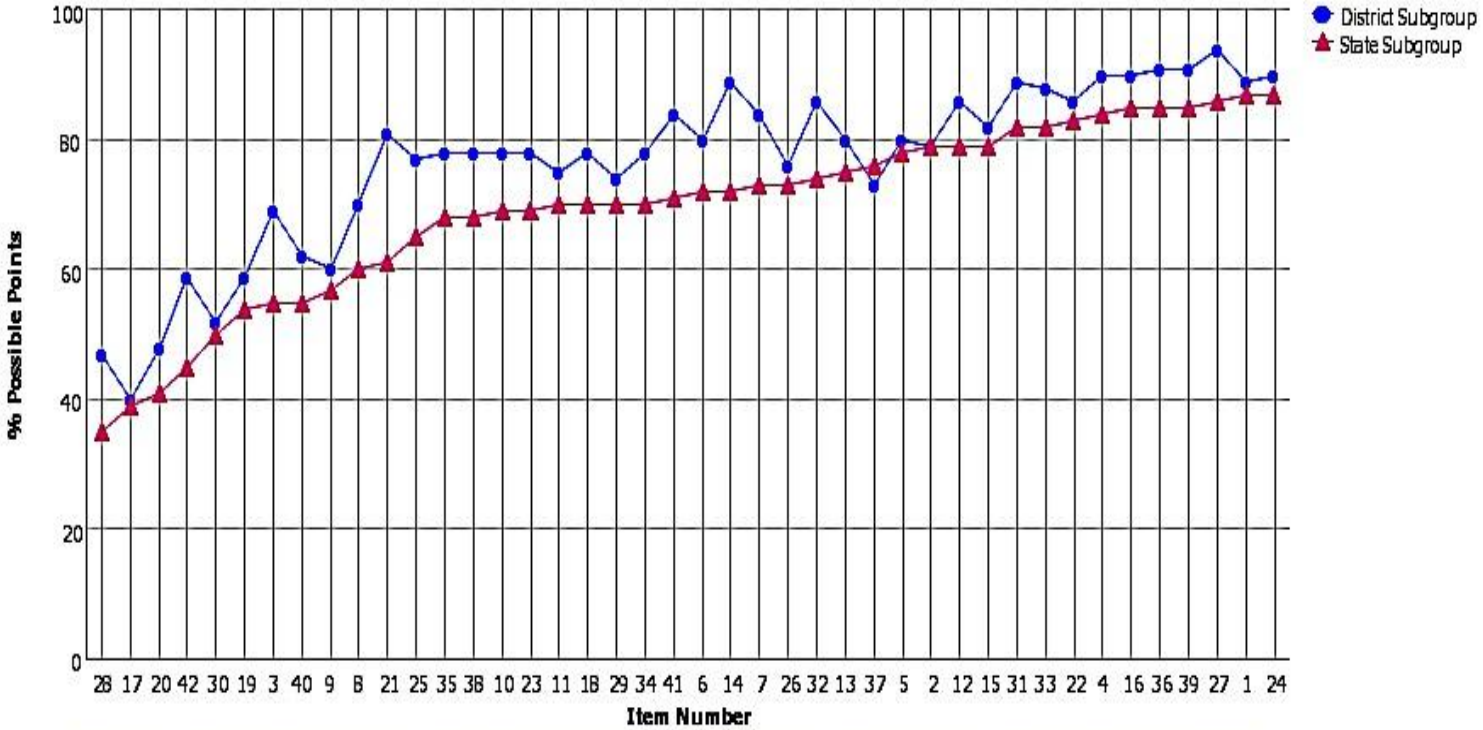
GRADE 8 MATH (PARCC) COMPARISON



GRADE 5 MCAS SCIENCE RESULTS

* Spring 2016
* Natick
* 05
* Sort by State Score
* Science and Technology/Engineering
* All Students

All Students (397)

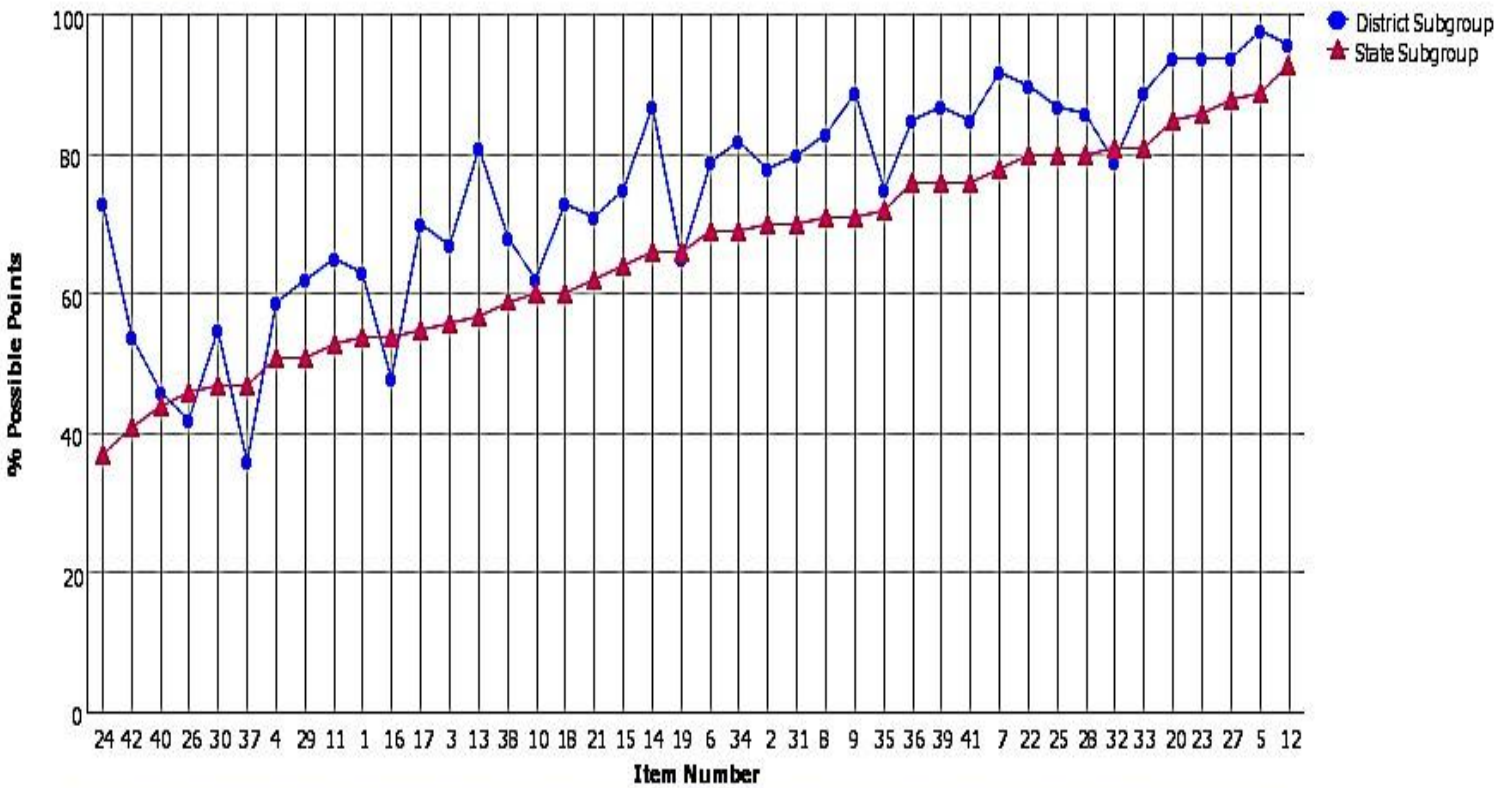


| | | |

GRADE 8 MCAS SCIENCE RESULTS

* Spring 2016
* Natick
* 08
* Sort by State Score
* Science and Technology/Engineering
* All Students

All Students (413)



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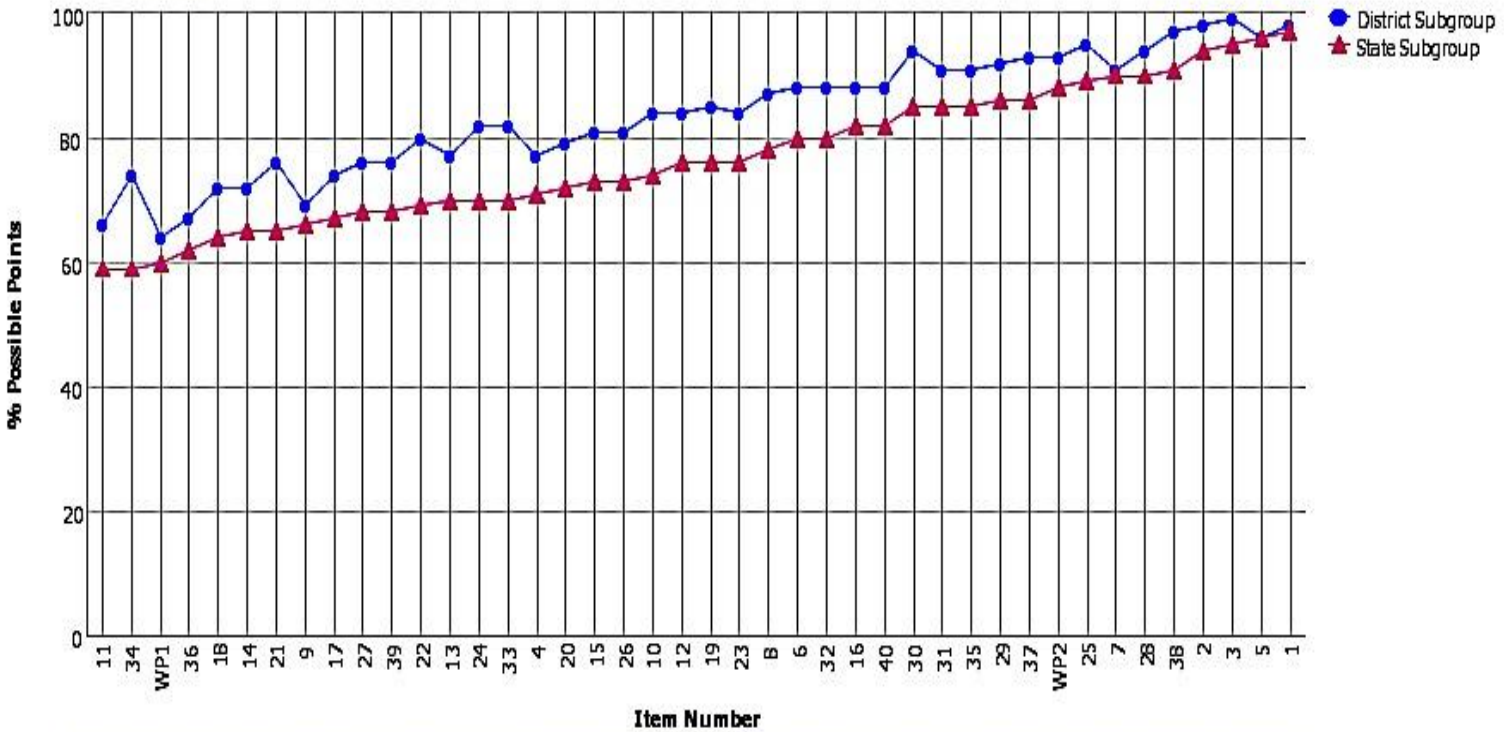
GRADE 10 MCAS ELA

* Spring 2016
* Natick
* 10
* Sort by State Score
* English Language Arts
* All Students

All Students (382)



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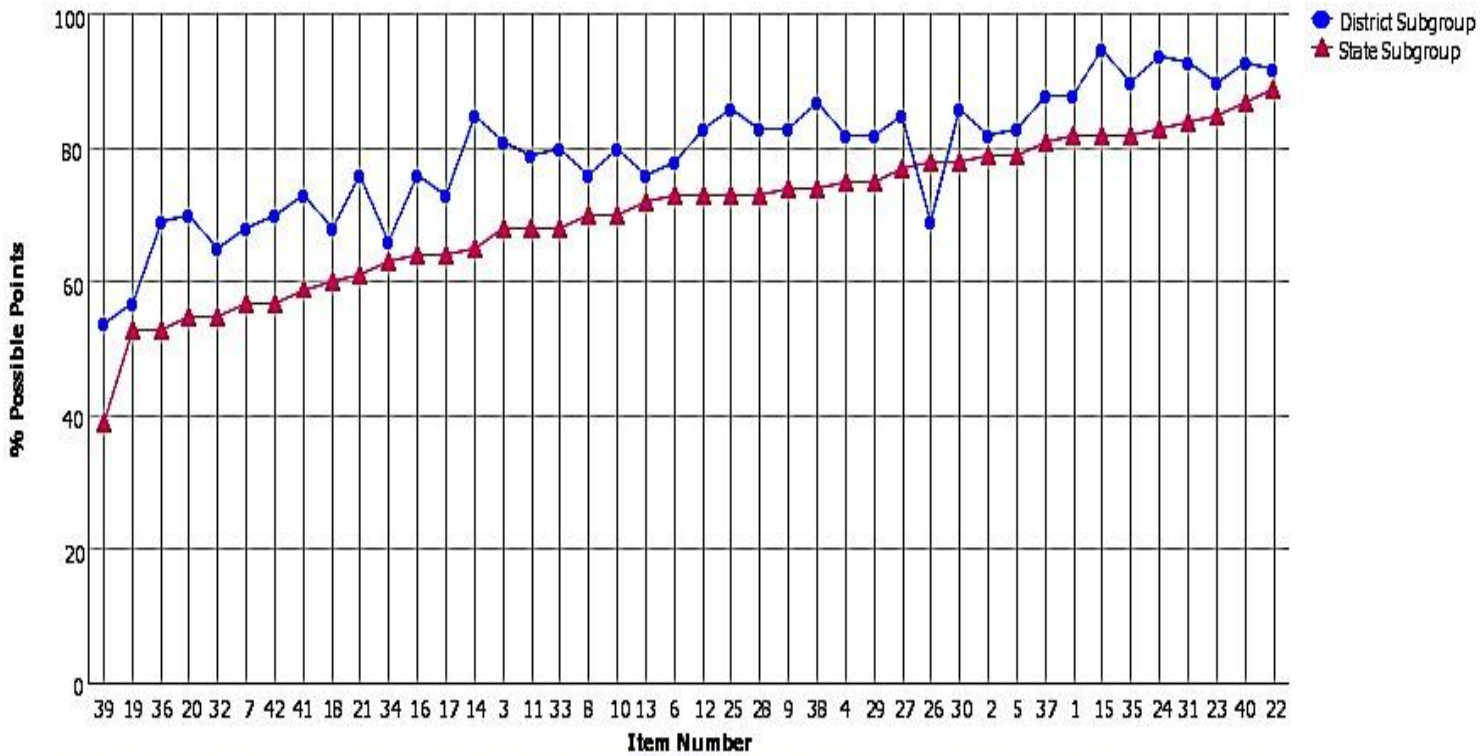
GRADE 10 MCAS MATH

* Spring 2016
* Natick
* 10
* Sort by State Score
* Mathematics
* All Students

All Students (382)



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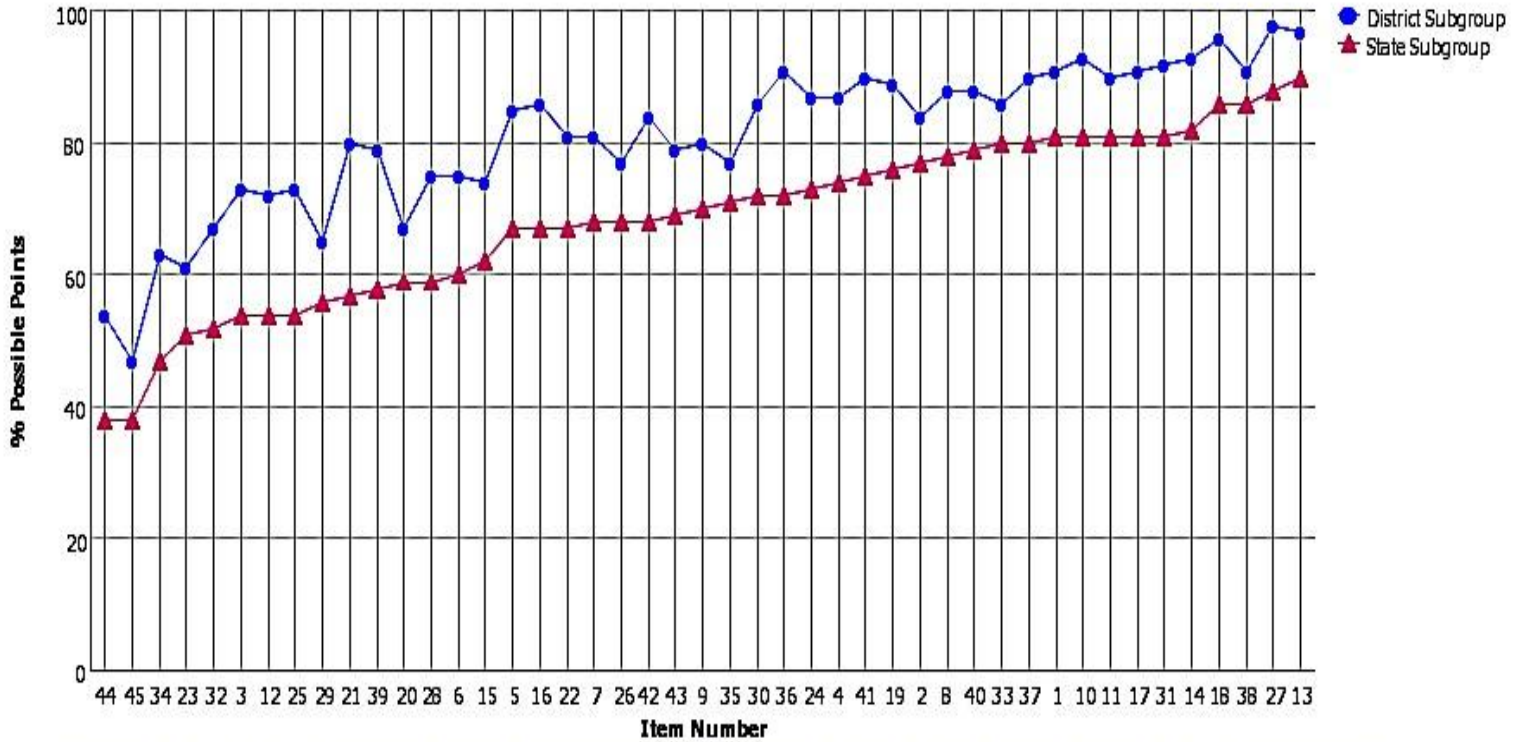
GRADE 10 MCAS SCIENCE RESULTS

* Spring 2016 * Natick * HS (09, 10) * Sort by State Score
* HS Introductory Physics * All Students

All Students (365)



| | | |

MS ELA RECOMMENDATIONS

Area of Concern:
Vocabulary

- In keeping with low vocabulary scores in Grade 10 MCAS and SAT, PARCC vocabulary data was similarly low.

Recommendations:

- Membean personalized and neuro-science based vocabulary product is already making a difference.
- Share lists of words studied by most students with their team so students hear the words in many classroom environments.
- Create classroom visuals to capture instances of Membean words in students' reading.

Identification of Fragile Students

- Students who fall in the 3-4 achievement level who made less than 50% growth.
  - Push identified students into slightly more challenging literature groups so they can see what excellent readers do (address instructional reading levels vs. independent reading levels)
  - Keep list of students handy and call on these students more frequently in all classes (rigor of responses)
  - Require after school work at least once to make explicit academic connections
  - Make a specific plan for RTI for these students
  - Make more opportunities for students to write and revise a piece of writing over the course of several weeks

- The consistent message from all grades is this: teachers **need more time on learning for struggling students**.

HS ELA RECOMMENDATIONS

Area of Concern: Vocabulary

Recommendation:
Newly revised Vocabulary curriculum and online tool (Vocabulary.com) will effect improved scores.

Area of Concern: Close Reading

- Committee discussed norming how close reading is taught vertically, in coordination with middle schools
- Specific professional development on close reading
- Specific work on teaching students what key elements of information to include in a written response vs. including too much summary is a focus of future work. Students tend to summarize plot and textual evidence often without the needed robust analysis.
- Based on low scores on MC Questions 20 and 21 compared to a high score on OR 27 (all addressing Standard R.9), further study of the questions and the responses might shed light on where students are succeeding in analyzing two or more texts and what specific areas students need more detailed instruction.

Area of Concern: Open Response and Long Composition Writing

- Open Response analysis leads teachers to plan discussion and work around identifying grade level and lessons for work on standards relating to author's craft and purpose.
- Further time spent examining student work on the Long Composition should help pinpoint specific areas of weakness for students based on the State's scoring guide--in particular, are there areas where we need to norm expectations?
- As teachers and students have more experience with Argument writing, we expect scores to improve; however, continued work on key elements of argument writing to teach at specific grades is a focus for further discussion (this is a statewide focus).
- Department is looking to develop more frequent, formative writing assessments in lieu of only long assignments: Goal: more feedback to students with quicker turn-around

MS MATH RECOMMENDATIONS

Area of Concern: Modeling in Mathematics

- In Grades 7 and 8 almost 1 in every 4 students were below state achievement levels in Modeling Practice. We need to focus more on using, reading, analyzing and inferring from tables, graphs and equations.
- In some grades students are not taught the material that is covered in Additional and Supporting Content, which may be a reason why there seems to be more students near or below in that category.
  - These students were receiving intervention supports that pulled them from the regular content instead of serving in addition to the regular content. This has been addressed through the new RTI model.

Area of Concern: Struggling Students

- We have discussed students who scored a 3 or 4 and showed less than 50% growth in a year

Recommendations for Modeling and Struggling Students

- Identify and make a mental note of these students are for coordinated sharing
- Share a list of these students with the team at large
- Plan and provide necessary interventions that will allow them to solidify their understanding/ reasoning and modeling.
- Provide them with more opportunities to work with peers who can model mathematical reasoning, offer a different point of view.
- Use Number Talks to provide an opportunity for students to share their thinking with their peers
- Continue to have students write (at least twice a trimester) and give them an opportunity to communicate their mathematical thinking
- Use Google Quizzes/Exit Tickets to closely monitor student progress

Feedback from all teachers: Now that the **power standards** have been identified - plan to use time available to meet them.

HS MATH RECOMMENDATIONS

Math Recommendations

- Integrate more SAT problems into the math curriculum
- SAT / PARCC / MCAS 2.0 = substantial overlap
- Data Analysis section of SAT = meaningful questions in MCAS item analysis: #26 (69% correct, state average 78%); #19 (59% correct, state average 53%).(Scatter Plot, Box and Whisker)
- Question #39: Multiplicative inverse (54% correct, state average 39%). Topic to be emphasized in Algebra I, and often covered on the actual SAT
- Give practice MCAS 2.0 test in the spring (using PARCC released items) to gain data and adjust instruction
- Give Open Response practice questions from PARCC released items
- Support the co-taught Algebra I and Geometry courses with professional development and materials needed for students to thrive in these courses

MS SCIENCE RECOMMENDATIONS

Area of Concern:

- Heat transfer in the Earth System—water as a heat reservoir affecting weather at coasts, not covered in our climate change units and will be discussed now
- Time lapse between 5th and 8th grade tests and having students remember specific content

Recommendations:

Grade 5

- Teachers will give the students "Science Quests" where they are able to review past MCAS multiple-choice problems and content and are reminded of K-4

Grade 6 (Life Science):

- No common trends in missed questions, focus is on helping kids remember content and making connections to big ideas in science (e.g. cell unit is first in grade 6 but shows up in force in grade 8 MCAS)

Grade 7 (Physical Science):

- Staff will increase exposure to concepts missed in the compounds/mixtures (question #2) strands through the use of class openers designed to cement prior learning and attach to big picture science concepts in chemistry.
- Teachers have been asked to condense topics to create more room for the heat unit at the end of the year (question #37). This past year, all the snow days impacted the heat unit (ironically). Museum of Science visit is focused on heat transfer as are multiple labs.

Grade 8 (Earth Science):

- Eighth grade has implemented a new unit that focuses on heat transfer in the Earth System. This will strengthen students' knowledge around heat transfer and climate change. This is a new standard that was tested prior to our realignment of the science content to the new standards which was conducted this past spring and summer.

HS SCIENCE RECOMMENDATIONS

Concern 1: Open Response

- Students could answer MC questions on the same concept but had difficulty explaining their thinking on the open response question.

Recommendations:

- structure lab reports to require more explanations,
- Include critical thinking questions in classwork that require more application/explanation of concepts (with less emphasis on just a calculation)
- use old MCAS or NY Regents test questions requiring explanation/application on quizzes and tests.

Concern 2: Electromagnetism (Standard 5)

Last unit taught prior to MCAS in April. Snow days impacted the unit last year.

Recommendations:

- Moving the topic to a different part of the year does not make sense in the progression of knowledge so the unit needs to remain in the same timeframe.
- need to see data in a variety of formatS
- Vocabulary terms need to be added to the packet on the front page and emphasized in classwork
- An increased emphasis on conceptual rather than memorization is needed through classwork, labs and assessments
- The use of simulations may increase retention of conceptual knowledge even if taught in tight timeline.

ALREADY IN ACTION:

- All of the suggestions have been implemented on the units to see how students respond.
- As part of emerging RTI practices at HS, "at risk" individual score reports are now scrutinized for patterns and needs
- Affirmation of the after school program in Science MCAS tutoring. For those 43 students who participated, only 2 scored needs improvement.

ITEM TITLE: Staffing Update

ITEM SUMMARY:

ATTACHMENTS:

Description	File Name	Type
Staffing Update	FY_17_10-1-16_FTE_s_PS.pdf	Cover Memo

Natick Public Schools Operating Budget vs Actual FTE at 10/1/16

Salary & Wage Budget July 1, 2016	655.6
Actuals as of October 1, 2016	660.6
Variance from / to Approved Budget	5.0

School Staff	FY17 Approved Positions	FY17 Revised Budget	"Actual" as of 10/1/16	Variance from Budget	Comments
Elementary Classroom Teachers	1.2	121.8	122.8	1.0	+1 Memorial Grade 2
Middle School Classroom Teachers	5.0	106.8	106.8	0.0	
High School Classroom Teachers	4.0	92.0	92.0	0.0	
High School Dept Heads		3.6	3.6	0.0	
Middle School Department Heads		2.0	2.0	0.0	
Librarians & Assistants		11.8	11.8	0.0	
Special Education Teachers	1.0	60.9	60.9	0.0	
Guidance Counselors / Psychologists	2.5	28.1	28.1	0.0	
Nurses	1.0	13.0	13.0	0.0	
Medical & Therapeutics Services	1.4	26.1	28.8	2.7	Increase in ABA Techs & BCBA
Paraprofessionals	1.0	110.5	110.8	0.3	
Special Education Paraprofessionals	1.0	80.6	77.7	-2.9	
Non-Special Education Paraprofessionals		1.0	1.0	0.0	
Building Support		1.0	1.0	0.0	
FEIP'S		5.0	5.0	0.0	
KEIP'S		9.9	11.6	1.7	Brown +2
Tutor - Grade 2 Classroom		0.0	0.5	0.5	Ben Hem
Lunchroom Monitor		6.0	6.0	0.0	
On-Line Training Coordinator		2.0	2.0	0.0	
Virtual Education Supervisor		1.0	1.0	0.0	
High School Tutor		2.0	2.0	0.0	
High School Student Supervisor		0.4	0.4	0.0	
High School Wellness Center		1.6	1.6	0.0	
High School Student Community Coach		0.0	1.0	1.0	NTY Funding
Administrative & Clerical Staff		27.3	27.3	0.0	
Sub-Total - School Staff	**17.1**	**603.9**	**607.9**	**4.0**	
Administrative Staff (FTE's)					
Principals & Vice Principals		16.0	16.0	0.0	
District-Wide Administration		6.0	6.0	0.0	
District-Wide Instruction		5.2	5.2	0.0	
District-Wide Administration & Finance Staff		12.6	13.6	1.0	Business Office Receptionist
Information Technology		12.0	12.0	0.0	
Sub Total - Admin Staff	**0.0**	**51.8**	**52.8**	**1.0**	
Grand Total	**17.1**	**655.6**	**660.6**	**5.0**	

ITEM TITLE: Review Draft School Calendar for 2017-2018

ITEM SUMMARY:

ATTACHMENTS:

Description	File Name	Type
Draft School Calendar 2017-2018	2017-2018_School_Calendar.pdf	Cover Memo

DRAFT

August 2017 (2)

Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

August 28, 29 Faculty Meetings
August 30 Schools Open PreK-12

September 2017 (19)

Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

September 4 Labor Day – Closed
September 21 – Rosh Hashanah - Closed
September 27 – Release Day – Professional Dev.

October 2017 (21)

Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

October 9 – Columbus Day Closed
October 18 – Release Day Professional Development

November 2017 (18)

Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

November 8 – Release Day Elem. & PreK only – Conf.
November 10 – Veterans Day Observed –Closed
November 15 – Release Day Elem. & PreK only – Conf.
November 22 – Release Day All Grades
November 23, 24 – Thanksgiving Closed
November 27 – NILS - Closed

December 2017 (16)

Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

December 6 – Release Day Prof. Development
December 25-29 Vacation

January 2018 (21)

Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

January 1 – New Years Day – Closed
January 10 – Release Day Professional Development
January 15 – Martin Luther King, Jr. Day - Closed

February 2018 (15)

Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28			

February 7 - Release Day Professional Development
February 19-23 Vacation

March 2018 (21)

Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

March 14 – Release Day Professional Development
March 30 – Good Friday - Closed

April 2018 (16)

Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

April 4 – Release Day Elem & PreK Only – Conferences
April 11 – Release Day Elem & PreK – Conferences
HS & MS Professional Development
April 16-20 - Vacation

May 2018 (22)

Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

May 23 – Release Day Professional Development
May 28 – Memorial Day – Closed

June 2018 (9)

Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

June13 Release Day – No snow days included (180)
June 20 Release Day – 5 snow days included (185)

ITEM TITLE:	NPS Promotional Video - Lilja School
ITEM SUMMARY:	**Lilja School Promotional Video**

ITEM TITLE: FY'18 Budget Forecast

ITEM SUMMARY:

ATTACHMENTS:

Description	File Name	Type
FY'18 Budget Forecast	NPS_FY18_year_budget_projection_10-27-16.pdf	Cover Memo

Natick Public Schools
FY18 - BUDGET FORECAST - First Draft

			First Draft Budget	
	FY17 Appropriated Budget		FY18	% chg
Compensation				
Salary Base	$ 42,017,200		$ 44,552,710	
Steps	$ 683,110		$ 700,000	2.5%
Lanes	$ 432,000		$ 408,000	-5.6%
COLAs* - FY17 = 2% FY18 = 2.25%	$ 905,200		$ 1,027,366	13.5%
Staff Additions (detail attached)	$ 908,700		$ 1,824,006	100.7%
Retirements and Turnover	$ (393,500)		$ (393,500)	0.0%
Compensation	**$ 44,552,710**		**$ 48,118,582**	8.0%
Expenses				
Admin	$ 362,709		$ 418,862	15.5%
New Curriculum and Equipment Expense (see	$ -		$ -	
Technology	$ 1,369,877		$ 1,363,658	-0.5%
Curriculum	$ 957,980		$ 1,277,564	33.4%
Online Learning**	$ 169,645		$ 209,645	23.6%
Pupil Services	$ 5,333,323		$ 4,732,046	-11.3%
Transportation ***	$ 2,077,220		$ 2,214,389	6.6%
Building Op & Maint****	$ 1,699,189		$ 2,078,000	22.3%
NPS Schools	$ 1,189,576		$ 1,270,220	6.8%
Athletics & Activities	$ 66,385		$ 67,185	1.2%
Total Exp	**$ 13,225,904**		**$ 13,631,568**	3.1%
Total Budget Request	**$ 57,778,614**		**$ 61,750,150**	6.9%

* COLAs were determined by adding base salary, steps, and lanes, then multiplying by agreed upon COLA rate.

** Increase to account for TECCA Online courses

*** Increase in competitively procured daily bus rates as well as increase in SPED transportation costs.

**** Based on actual FY16 expenses, as well as no ASAP offset for utilities, and increases in photocopier expenses, custodial maintenance and supplies.

FY18 Projected New Staff Positions

Positions are fluid between FY17 and FY18

School and Position	FY18 Improvement Budget FTE Added	FY18 Improvement Budget Salary	`
ENROLLMENT DRIVEN			
High School - Art Teacher	1.0	$ 55,830	
High School - Science/Engineering Teacher	1.0	$ 55,830	
High School - Health/PE Teacher	1.4	$ 78,162	
High School - Math/Computer Science Teacher	2.0	$ 111,660	
High School - English Teachers	2.0	$ 111,660	
High School - World Language Teacher	0.4	$ 22,332	
Wilson - Two Teachers for enrollment	2.0	$ 111,660	
Middle School French/Spanish Teacher	0.2	$ 11,166	
Wilson - Unified Arts Teacher/Drama	1.0	$ 55,830	
Wilson - Unified Arts Teacher/Music	0.4	$ 22,332	
Kennedy - Unified Arts Teacher/Art	0.4	$ 22,332	
Elementary General Education Teacher/Brown	1.0	$ 55,830	
Elementary UA Teacher	1.0	$ 55,830	
Elementary General Ed Teacher Brown/Lilja	1.0	$ 55,830	
CASELOAD NEED			
High School Guidance Counselor	0.5	$ 27,915	
Middle/High School Speech	1.0	$ 55,830	
Kennedy Literacy Specialist	1.0	$ 55,830	
Nurse - location TBD	1.0	$ 55,830	
COMPLIANCE			
District ELL Teacher	0.4	$ 22,332	
Brown ELL Teacher	0.5	$ 27,915	
District Wide Psychologist	1.0	$ 80,000	
Elementary Special Ed/ Ben Hem	1.0	$ 55,830	
Elementary Certified Library/Media Specialists or	5.0	$ 279,150	
Elementary Technology Coach	1.0	$ 55,830	
District - Paraprofessional/Ben Hem	1.0	$ 24,970	
Special Educator - HS	1.0	$ 55,830	
Special Educator - MS - Wilson	1.0	$ 55,830	
District Wide OT/PT	1.0	$ 55,830	
21st Century Growth			
Middle School RTI Support / Wilson	0.5	$ 24,970	
School Based Maintenance Worker	1.0	$ 55,830	
Clerk OT/Sub Account		$ 8,000	
Total	32.7	$ 1,824,006	

FY18 NEW CURRICULUM AND EQUIPMENT EXPENSE - First Draft

New Expenses	FY18 Cost
Curriculum & Equipment	
Add additional 5 I Pads to every elementary classrooms (102 classrooms)	$ 252,500
Instructional Materials - Data Dashboard, Engineering Materials, Panorama	$ 299,567
Transportation - Increased bid + 2 new buses	$ 232,052
System wide Classroom Equipment - Copiers	$ 178,736
Testing and Assessment - MS Assessments	$ 151,358
Hey NHS……. How are you? (Already Budgeted in FY17)	
1:1 Chromebook Purchase* (400 Chromebooks each year) (Already Budgeted in FY17)	
Total	$ 1,114,213

* NOTES: NPS will support the 1:1 program through a district-funded model.
$180K is included to purchase Chromebooks for the incoming freshmen/grade 9

ITEM TITLE: Policy Revision - Drug and Alcohol Use by Students - Tim Luff

ITEM SUMMARY:

ATTACHMENTS:

Description	File Name	Type
Drug & Alcohol Use by Students Policy	Drug_and_Alcohol_Use_by_Students_Policy.pdf	Cover Memo

~~ALCOHOL, TOBACCO, AND~~ DRUG AND ALCOHOL USE BY STUDENTS ~~PROHIBITED~~

~~In view of the fact that the use of drugs and alcohol can endanger the health and safety of the user, and recognizing the deleterious effect the use of alcoholic beverages or drugs can have on the maintenance of general order and discipline, the~~ A student shall not, regardless of the quantity, use or consume, possess, buy or sell, or give away any beverage containing alcohol; any tobacco product, including vapor/E-cigarettes; marijuana; steroids; or any controlled substance. The School Committee prohibits the use or consumption by students of ~~any drug or alcoholic beverage~~ alcohol, tobacco products, or drugs on school property or at any school function.

Additionally, any student~~, regardless of age,~~ who is under the influence of drugs or alcoholic beverages prior to, or during, attendance at~~,~~ or participation in~~,~~ a school-sponsored activity, will be barred from that activity and may be subject to disciplinary action.

This policy shall be posted on the district's website and notice shall be provided to all students and parents of this policy in accordance with state law. Additionally, the district shall file a copy of this policy with DESE in accordance with law in a manner requested by DESE.

LEGAL REFS.: M.G.L.71:2A; 71:96; 272:40A

CROSS REFS.: IHAMB, Teaching About Alcohol, Tobacco and Drugs
GBEC, Drug Free Workplace Policy

REVISED DRAFT W/O MARKUPS

File: JICH

DRUG AND ALCOHOL USE BY STUDENTS

A student shall not, regardless of the quantity, use or consume, possess, buy or sell, or give away any beverage containing alcohol; any tobacco product, including vapor/E-cigarettes; marijuana; steroids; or any controlled substance. The School Committee prohibits the use or consumption by students of alcohol, tobacco products, or drugs on school property or at any school function.

Additionally, any student who is under the influence of drugs or alcoholic beverages prior to, or during, attendance at or participation in a school-sponsored activity, will be barred from that activity and may be subject to disciplinary action.

This policy shall be posted on the district's website and notice shall be provided to all students and parents of this policy in accordance with state law. Additionally, the district shall file a copy of this policy with DESE in accordance with law in a manner requested by DESE.

LEGAL REFS.: M.G.L.71:2A; 71:96; 272:40A

CROSS REFS.: IHAMB, Teaching About Alcohol, Tobacco, and Drugs
GBEC, Drug Free Workplace Policy

ITEM TITLE: Policy Revision - Teaching About Alcohol, Tobacco and Drugs - Tim Luff

ITEM SUMMARY:

ATTACHMENTS:

Description	File Name	Type
Teaching About Alcohol, Tobacco & Drugs Policy	Teaching_About_Alcohol__Tobacco__and_Drugs_Policy.pdf	Cover Memo

TEACHING ABOUT ALCOHOL, TOBACCO, AND DRUGS

In accordance with state and federal law, the District shall provide age-appropriate, developmentally appropriate evidenced-based drug, alcohol, and tobacco, and drug education and prevention education programs in grades K-12.

The drug, alcohol, and tobacco, and drug preventioneducation program shall address the legal, social, and health consequences of drug, alcohol, and tobacco, and drug use,. It shall include special instruction as to the effects upon the human system; the emotional, psychological and social dangers of such use with emphasis on nonuse by school--age children. and the illegal aspects of such use. The program also shall include information about effective techniques and skill development for delaying and abstaining from using, as well as skills for addressing for resisting peer pressure to use illicit drugs, alcohol, or tobacco, or drugs.

The objectives of this program, as stated below, are rooted in the Committee's belief that prevention requires education, and that the most important aspect of the policies and guidelines of the District should be the education of children and youth on healthy decision making:each individual to the dangers of drugs, alcohol, and tobacco.

- To prevent, delay, and/or reduce alcohol, tobacco, and drug use among children and youth.
- To increase students' understanding of the legal, social, and health consequences of alcohol, tobacco, and drug use.
- To teach students self-management skills, social skills, negotiation skills, and refusal skills that will help them to make healthy decisions and avoid alcohol, tobacco, and drug use.

To create an awareness of the total drug problem--prevention, education, treatment, rehabilitation, and law enforcement on the local, state, national and international levels.

To relate the use of drugs, alcohol and tobacco to physical, mental, social and emotional practices.

To develop the student's ability to make intelligent choices based on facts and to develop the courage to stand by one's own convictions.

To understand the personal, social and economic problems causing the misuse of drugs, alcohol, and tobacco.

To develop an interest in preventing illegal use of drugs in the community.

The curriculum, instructional materials and outcomes used in this program shall be recommended by the Superintendent and approved by the School Committee.

The policy, and any standards and rules enforcing the policy, shall be prescribed by the school committee in conjunction with the superintendent.

This policy shall be posted on the district's website and notice shall be provided to all students and parents in accordance with state law. Additionally, the district shall file a copy of this policy with DESE in accordance with law in a manner requested by DESE.

LEGAL REFS.: M.G.L. 71:1 ;71:96

CROSS REFS: GBEC, Drug Free Workplace Policy
JICH, Drug and Alcohol Use by Students

File: IHAMB

TEACHING ABOUT ALCOHOL, TOBACCO, AND DRUGS

In accordance with state and federal law, the District shall provide age-appropriate, developmentally appropriate, evidence-based alcohol, tobacco, and drug prevention education programs in grades K-12.

The alcohol, tobacco, and drug prevention program shall address the legal, social, and health consequences of alcohol, tobacco, and drug use, with emphasis on nonuse by school-age children. The program also shall include information about effective techniques and skill development for delaying and abstaining from using, as well as skills for addressing peer pressure to use alcohol, tobacco, or drugs.

The objectives of this program, as stated below, are rooted in the Committee's belief that prevention requires education, and that the most important aspect of the policies and guidelines of the District should be the education of children and youth on healthy decision-making:

- To prevent, delay, and/or reduce alcohol, tobacco, and drug use among children and youth.
- To increase students' understanding of the legal, social, and health consequences of alcohol, tobacco, and drug use.
- To teach students self-management skills, social skills, negotiation skills, and refusal skills that will help them to make healthy decisions and avoid alcohol, tobacco, and drug use.

The policy, and any standards and rules enforcing the policy, shall be prescribed by the school committee in conjunction with the superintendent.

This policy shall be posted on the district's website and notice shall be provided to all students and parents in accordance with state law. Additionally, the district shall file a copy of this policy with DESE in accordance with law in a manner requested by DESE.

LEGAL REFS.: M.G.L. 71:1 ;71:96

CROSS REFS: GBEC, Drug Free Workplace Policy
JICH, Drug and Alcohol Use by Students

ITEM TITLE: Enrollment Update November 2016

ITEM SUMMARY:

ATTACHMENTS:

Description	File Name	Type
Enrollment Update - November	Oct_Nov_2016_(1).pdf	Cover Memo

Natick Public Schools
Student Enrollment Report

	Oct 11, 2016															Nov 4, 2016															
	PK	K	1	2	3	4	5	6	7	8	9	10	11	12	Total	PK	K	1	2	3	4	5	6	7	8	9	10	11	12	Total
NHS Northstar											423	365	382	372	**1542**											423	365	384	372	**1544**
KENNEDY							162	165	155	169					**651**							162	165	155	169					**651**
WILSON							251	235	225	233					**944**							251	235	225	234					**945**
BEN-HEM		23	23	23	24	20											23	24	23	24	20									
		22	24	25	24	20											23	24	24	24	20									
		22	25	26	22	22											22	25	26	22	22									
		24	23	26	25	20											24	23	25	25	20									
		24	24	24	23	21											24	24	24	24	21									
					24	20														24	19									
Sub-separate																														
Total		**115**	**119**	**124**	**142**	**123**									**623**		**116**	**120**	**122**	**143**	**122**									**623**
BROWN		24	21	18	22	21											24	20	18	22	21									
		24	21	19	23	20											24	19	19	23	20									
		25	21	20	23	22											25	21	20	23	21									
		24	22	21	23	21											24	21	21	23	21									
		25	21	19	19												25	21	19	19										
Total		**122**	**106**	**97**	**110**	**84**									**519**		**122**	**102**	**97**	**110**	**83**									**514**
JOHNSON		16	22	19	25	24											16	22	18	25	24									
		13	23	19	23	22											12	23	19	23	22									
		16															16													
Total		**45**	**45**	**38**	**48**	**46**									**222**		**44**	**45**	**37**	**48**	**46**									**220**
LILJA		19	21	22	23	20											19	21	22	23	21									
		19	23	21	21	22											19	23	20	21	22									
		18	22	20	21	20											18	22	20	21	20									
		19															19													
combo classes			11	11	13	9												12	11	13	9									
combo classes			10	12	10	12												10	12	10	12									
Total		**75**	**87**	**86**	**88**	**83**									**419**		**75**	**88**	**85**	**88**	**84**									**420**
MEMORIAL		24	20	24	19	22											24	20	24	19	22									
		23	19	25	19	22											23	19	25	19	22									
		22	19	25	19	23											22	19	25	19	23									
		24	19	24	20	22											23	19	24	20	22									
Total		**93**	**77**	**98**	**77**	**89**									**434**		**92**	**77**	**98**	**77**	**89**									**433**
PRESCHOOL NHS	110															112														
BROWN PK	16															16														
Total															**126**															**128**
TOTAL	**126**	**450**	**434**	**443**	**465**	**425**	**413**	**400**	**380**	**402**	**423**	**365**	**382**	**372**	**5480**	**128**	**449**	**432**	**439**	**466**	**424**	**413**	**400**	**380**	**403**	**423**	**365**	**384**	**372**	**5478**
															5480															5478

ITEM TITLE: Future Meetings

ITEM SUMMARY: November 21 - Middle School & High School Class Size Reports, Enrollment Expansion Report, Canine Search Request, School/Town Indirect Costs

December 5 - Middle School Schedule Report

December 12 - Review KMS Building Committee Recommendation for Owner's Project Manager, Approve KMS Bulding Committee Recommendation for Owner's Project Manager

December 19 - Kennedy Building Update-OPM Selection Process, 5-Year Capital Plan, New Website

January 9 - FY'18 Budget Books Presented, First Budget Presentation FY'18