

NATICK PUBLIC SCHOOLS

School Committee Meeting

November 21, 2016

6:00 PM

School Committee Room, 3rd Floor Town Hall

6:00 p.m. Executive Session, 7:15 p.m. Regular Meeting

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. Approval of Executive Session Minutes - August 22, 2016 (2)
2. Approval of Executive Session Minutes - August 22, 2016 - Public Content
3. Approval of Executive Session Minutes - August 29, 2016 - Public Content
4. Approval of Retreat Minutes - November 7, 2016
5. Approval of Executive Session Minutes - November 7, 2016
6. Approval of Minutes - November 7, 2016
7. Approval of Revised Policy - Drug and Alcohol Use by Students
8. Approval of Revised Policy - Teaching About Alcohol, Tobacco and Drugs

Teaching and Learning

Chairman's Report

1. Subcommittee/Liaison Updates

Superintendent's Report

1. Class Size Report for Middle & High Schools
2. Enrollment Expansion Report
3. Presentation on PARCC/MCAS
4. World Events and Natick Public Schools
5. NPS Promotional Video - Lilja School

Lilja School Promotional Video

Correspondence/Information:

Members Concerns

- School Committee
- Teacher Representative
- Student Representative

EXECUTIVE SESSION

1. At 6:00 p.m. the School Committee will enter into Executive Session to discuss strategy in respect to collective bargaining (EAN) in accordance with the provisions of Chapter 30A, Section 21(a) of the Massachusetts General Laws. They expect to return to open session at 7:15 p.m.

FUTURE MEETING DATES/AGENDA ITEMS

December 5 - Middle School Schedule Report, Review of Substance Abuse Prevention Strategies

December 12 - Review KMS Building Committee Recommendation for Owner's Project Manager, Approve KMS Building 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: Approval of Executive Session Minutes - August 22, 2016 (2)
ITEM SUMMARY:

ATTACHMENTS:

Description	File Name	Type
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ITEM TITLE: Approval of Executive Session Minutes - August 22, 2016 - Public Content
ITEM SUMMARY:

ATTACHMENTS:

Description	File Name	Type
Executive Session Minutes - August 22, 2016 - Public Content	ES-08-22-16 - _public_content.docx	Cover Memo

*Natick Public Schools
SCHOOL COMMITTEE
EXECUTIVE SESSION MINUTES – PUBLIC CONTENT
August 22, 2016*

The following minutes are submitted for approval as open public record. The discussion was held originally in an executive session, but the discussion shown does not warrant that exemption. To correct the error and to make the discussion available to the public, these minutes were read in an open retreat meeting on 11/7/16. There are also meeting minutes from the 11/7/16 retreat that reflect the reading of this same language.

At 9:35 p.m., Dirk Coburn moved to reenter into Executive Session for a discussion of contract negotiations with non-union personnel (Superintendent) in accordance with the provisions of Chapter 30A, Section 21(a) of the Massachusetts General Laws. Paul Laurent seconded. By roll call vote all members present were in favor of entering into Executive Session. School Committee would not return to the retreat from this Executive Session.

The meeting took place in the Training Room, 3rd Floor, Town Hall.

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

Non-member Present: Dr. Peter Sanchioni

Ms. Mistrot and Ms. Tabenkin had met with Dr. Sanchioni on July 27th to review his 2015-16 evaluation. As part of that discussion, Dr. Sanchioni shared his discomfort with the adjective “muddy” as used in his evaluation to describe the overall Proficient rating and had disagreed with the committee’s assessment of Standard III – Communication as Needs Improvement. He asked the committee to assess changing both issues.

Ms. Mistrot suggested that she would gladly change the word “muddy” in Dr. Sanchioni’s evaluation with the committee is comfortable changing language in the evaluation once it had been delivered to Dr. Sanchioni. All members were supportive of finding a more appropriate word choice.

Dr. Sanchioni provided the committee with specific examples of work with Faculty Senate, chairing the district EIL meetings, and monthly meetings with the EAN leadership as rationale for a possible reevaluation of the rating for the Needs Improvement rating on Standard III. He felt the work he had done this year to improve communication overall, including introducing Let’s Talk to the community, was not reflective of a Needs Improvement rating.

Dr. Sanchioni left the meeting at 9:50 to allow School Committee to discuss his requests without him present.

The committee discussed Dr. Sanchioni’s requests to amend the evaluation as delivered to him on 7/28 but were unable to come to consensus. Given the hour, Ms. Mistrot tabled the discussion and would post for another Executive Session following the 8/29 regular School Committee meeting.

At 10:35 p.m., Paul Laurent moved to end the Executive Session. Mr. Mangan seconded. By roll call vote, it was unanimously approved.

At 10:36 p.m., Paul Laurent moved to adjourn the meeting. Mr. Mangan seconded. The vote was unanimously approved.

Minutes respectfully submitted by Amy Mistrot

ITEM TITLE: Approval of Executive Session Minutes - August 29, 2016 - Public Content
ITEM SUMMARY:

ATTACHMENTS:

Description	File Name	Type
Executive Session Minutes - August 29, 2016 Public Content	ES-08-29-16_ _public_content.docx	Cover Memo

*Natick Public Schools
SCHOOL COMMITTEE
EXECUTIVE SESSION MINUTES – PUBLIC CONTENT
August 29, 2016*

The following minutes are submitted for approval as open public record. The discussion was held originally in an executive session, but the discussion shown does not warrant that exemption. To correct the error and to make the discussion available to the public, these minutes were read in an open retreat meeting on 11/7/16. There are also meeting minutes from the 11/7/16 retreat that reflect the reading of this same language.

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.

The meeting took place in the Training Room, 3rd Floor, Town Hall.

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

The committee had discussed a request by Dr. Sanchioni to amend his evaluation for Standard III-Communication from Needs Improvement to Proficient but were unable to come to consensus during the Executive Session on 8/22. The committee reentered discussion during this Executive Session.

There was a split vote with four members – Mr. Coburn, Mr. Laurent, Ms. Mistrot, and Ms. Reed – willing to change Standard III – Communication to a Proficient rating overall, although two sub-standards would remain as Needs Improvement. These members were willing to reassess the initial evaluation placing importance on Dr. Sanchioni's willingness to hire the new district, communications specialist, a request that originated from School Committee from the 2014-15 evaluation discussion, as well as the improvement in outreach to the community as evidenced by the handling of the water-testing issues in the spring. Where quantifiable improvement with communication had been made as the year progressed, they felt comfortable amending the original evaluation.

Three members – Mr. Mangan, Ms. McDonough, and Ms. Tabekin – felt that the initial assessment was accurate based upon the sub-standard descriptions provided in the DESE evaluation language, the evidence as provided by Dr. Sanchioni in his self-assessment materials, and felt that the reconsideration rationale provided by Dr. Sanchioni at the 8/22 Executive Session were examples of two-way communication but not relative to the DESE metrics for this Standard, which are largely community and family-focused communication.

Given the majority opinion to change Standard III – Communications to Proficient, Ms. Mistrot will revise the 2015-16 Superintendent Evaluation and resubmit the amended iteration to Dr. Sanchioni reflecting the approved changes.

At 9:15 p.m., Paul Laurent moved to end the Executive Session. Mr. Coburn seconded. By roll call vote, it was unanimously approved.

At 9:16 p.m., Paul Laurent moved to adjourn the meeting. Ms. Reed seconded. The vote was unanimously approved.

Minutes respectfully submitted by Amy Mistrot

ITEM TITLE: Approval of Retreat Minutes - November 7, 2016

ITEM SUMMARY:

ATTACHMENTS:

Description	File Name	Type
November 7, 2016 Retreat Minutes	11-07-16_Retreat_Minutes.docx	Cover Memo

*Natick Public Schools
SCHOOL COMMITTEE
RETREAT MINUTES
November 7, 2016*

At 6:45 p.m. Ms. Mistrot called the retreat meeting to order. The meeting took place in the Training Room, 3rd Floor, Town Hall.

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

Non-Members Present: Dr. Sanchioni

Upon the original approval request for the 8/22 and 8/29 executive session minutes, Mr. Coburn was concerned that one of the topics discussed during both executive sessions did not warrant the exemption and should have been discussed in a retreat open to the public, which is the standard practice of this committee. To correct that error, Ms. Mistrot read the applicable sections of the 8/22 executive session minutes and all of the 8/29 executive session minutes during this retreat so that the public was afforded a full opportunity to hear and participate in the discussion.

Included here is the language that was read.

From the 8/22/16 executive session minutes:

“Ms. Mistrot and Ms. Tabenkin had met with Dr. Sanchioni on July 27th to review his 2015-16 evaluation. As part of that discussion, Dr. Sanchioni shared his discomfort with the adjective “muddy” as used in his evaluation to describe the overall Proficient rating and had disagreed with the committee’s assessment of Standard III – Communication as Needs Improvement. He asked the committee to assess changing both issues.

Ms. Mistrot suggested that she would gladly change the word “muddy” in Dr. Sanchioni’s evaluation with the committee is comfortable changing language in the evaluation once it had been delivered to Dr. Sanchioni. All members were supportive of finding a more appropriate word choice.

Dr. Sanchioni provided the committee with specific examples of work with Faculty Senate, chairing the district EIL meetings, and monthly meetings with the EAN leadership as rationale for a possible reevaluation of the rating for the Needs Improvement rating on Standard III. He felt the work he had done this year to improve communication overall, including introducing Let’s Talk to the community, was not reflective of a Needs Improvement rating.

Dr. Sanchioni left the meeting at 9:50 to allow School Committee to discuss his requests without him present.

The committee discussed Dr. Sanchioni’s requests to amend the evaluation as delivered to him on 7/28 but were unable to come to consensus. Given the hour, Ms. Mistrot tabled the discussion and would post for another Executive Session following the 8/29 regular School Committee meeting.”

From the 8/29/16 executive session minutes:

“The committee had discussed a request by Dr. Sanchioni to amend his evaluation for Standard III-Communication from Needs Improvement to Proficient but were unable to come to consensus during the Executive Session on 8/22. The committee reentered discussion during this Executive Session.

There was a split vote with four members – Mr. Coburn, Mr. Laurent, Ms. Mistrot, and Ms. Reed – willing to change Standard III – Communication to a Proficient rating overall, although two sub-standards would remain as Needs Improvement. These members were willing to reassess the initial evaluation placing importance on Dr. Sanchioni’s willingness to hire the new district, communications specialist, a request that originated from School Committee from the 2014-15 evaluation discussion, as well as the improvement in outreach to the community as evidenced by the handling of the water-testing issues in the spring. Where quantifiable improvement with communication had been made as the year progressed, they felt comfortable amending the original evaluation.

Three members – Mr. Mangan, Ms. McDonough, and Ms. Tabenkin – felt that the initial assessment was accurate based upon the sub-standard descriptions provided in the DESE evaluation language, the evidence as provided by Dr. Sanchioni in his self-assessment materials, and felt that the reconsideration rationale provided by Dr. Sanchioni at the 8/22 Executive Session were examples of two-way communication but not relative to the DESE metrics for this Standard, which are largely community and family-focused communication.

Given the majority opinion to change Standard III – Communications to Proficient, Ms. Mistrot will revise the 2015-16 Superintendent Evaluation and resubmit the amended iteration to Dr. Sanchioni reflecting the approved changes.”

No one from the public chose to attend this retreat, therefore there were no questions or discussion from the public. School Committee did not enter into debate or discussion about these topics during this retreat.

Paul Laurent made a motion to adjourn the retreat. Dave Mangan seconded the motion. The retreat was adjourned at 6.55 p.m.

ITEM TITLE: Approval of Executive Session Minutes - November 7, 2016
ITEM SUMMARY:

ATTACHMENTS:

Description	File Name	Type
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ITEM TITLE: Approval of Minutes - November 7, 2016

ITEM SUMMARY:

ATTACHMENTS:

Description	File Name	Type
School Committee Minutes - November 7, 2016	11-07-16.docx	Cover Memo

Natick Public Schools
SCHOOL COMMITTEE MINUTES
November 7, 2016

The School Committee held a meeting on Monday, November 7, 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: Paul Laurent, Dave Mangan, Julie McDonough, Amy Mistrot,
Firkins Reed, Lisa Tabenkin

Members Absent: Dirk Coburn

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

Public Speak

Chair Mistrot asked if anyone wished to come forward for Public Speak. There was no one present who was not already at the meeting to present during the meeting.

Overview of The Education Cooperative (TEC) - Liz McGonagle, Executive Director

Ms. Liz McGonagle, Executive Director of The Education Cooperative, came before the School Committee to provide an overview of the TEC organization and highlighted the many programs which they offer. TEC was founded in 1968 and became an independent collaborative in 1980. Member towns include:

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

“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”

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

Ms. McGonagle responded to questions from the Committee. Committee members thanked Ms. McGonagle for the overview and for the fabulous programs offered by TEC for the students and staff.

Presentation on PISA Test - Rose Bertucci

Ms. Rose Bertucci provided an overview on how Natick High School students fared on the international OECD Test which is based on the PISA Test for Schools, an international student assessment tool used for benchmarking and school improvement. It provides analysis of the skills and creative application of knowledge of 15-year-old students in reading, math and science comparable to main PISA scales. It also provides information on how factors within and outside of school are linked to student performance. Questionnaires are part of the assessment which collects information on socio-economic background, attitudes and interests in reading, science and math, and the school learning environment.

Eighty students are randomly selected from the sophomore class. Seventy-seven of the eighty selected NHS students voluntarily participated in this test. Ms. Bertucci reported that Natick scored very well in all three content areas and was asked to present their Math results at the 3rd Annual Global Learning Network's national convention this past October in National Harbor, Maryland. Ms. Bertucci and Science Department Chair, Linda Weber, shared Natick's results with schools across the US and from different countries at this conference. The results are used to assess curriculum scope and sequences and to align high school work to career skills.

Presentation on SAT/ACT/AP - Karen Dalton Thomas

Ms. Karen Dalton Thomas, Natick High School Guidance Director, provided a comprehensive report on the SAT/ACT/AP 2016 scores. She provided information on the support services offered for college test preparation available to Natick students. While more students at Natick High School are taking both the SAT and ACT tests, Ms. Dalton-Thomas indicated that submission of these test results is becoming optional for many colleges, and in some cases they are not required at all as part of the application process.

Part of the information shared during the presentation was a list of colleges and universities the students in the class of 2016 are attending.

Ms. Dalton-Thomas emphasized that *“in addition to assisting students with college admissions testing, the Natick High School Guidance Department remains focused on enhancing the personal, social and academic experiences of the students that 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 students and anticipate that a graduate from Natick High has optimized their academic achievement and acquired a wealth of experiences that inspire future success.”*

Members of the School Committee thanked Ms. Dalton-Thomas and her department for the multiple supports they provide to the students.

FY'18 Budget Forecast

Dr. Sanchioni provided the School Committee with the first draft of the FY'18 budget: \$61,750,150, a 6.9% increase over FY'17. This budget includes 32.7 projected new positions with rationale for each position based upon enrollment, caseload, and compliance needs as well as several positions that are described as 21st-Century Growth. There was also a separate recap for major expense increase drivers.

The proposed but yet-to-be-approved budget will be presented to the Financial Planning Committee at the next meeting planned for 11/9.

Policy Revisions - Drug and Alcohol Use by Students & Teaching About Alcohol, Tobacco and Drugs

Mr. Luff provided two revised draft policies on for the Committee's review and approval: Drug and Alcohol Use by Students and Teaching About Alcohol, Tobacco and Drugs. The policies were required to be submitted to DESE by 10/28/16, which occurred by the deadline. However, School Committee approval is required after the deadline was met. Given the late hour of the topic in this meeting and future topics, these policies will be discussed and approved at the 11/21 meeting.

Staffing Update

Dr. Sanchioni provided the School Committee with the quarterly staffing update. The following positions have been added since the beginning of the school year

- 1 Grade 2 Teacher at Memorial School
- 2.7 positions for Applied Behavioral Analysis Technician and Board Certified Behavioral Analyst
- 2 KEIP Tutors for Brown School
- .5 Tutor at Ben-Hem
- High School Student Community Coach
- Business office receptionist

Mr. Luff stated that the cost for the 2.7 ABA & BCBA positions are covered by a cost shift of 2.9 paraprofessionals into the Medicaid budget.

Dr. Sanchioni stated that funding for the other positions are covered within the personnel line item due to lower than expected salaries for some of the new hires, unexpected retirements and forecasted lane changes that were not met.

Review Draft School Calendar for 2017-2018

Dr. Sanchioni provided the School Committee with a draft school calendar for 2017-2018. This calendar is very similar to that of the current school year. Dr. Sanchioni did share that there is some discussion about what day Veteran's Day will be observed by the state. For now, Veteran's Day is reflected on Friday, 11/10. If needed, he will return to have the calendar approved for a revision if needed.

Approval of 2017-2018 School Calendar

Mr. Laurent moved to approve the 2017-2018 School Calendar. Mr. Mangan seconded. It was unanimously approved. Ms. McDonough requested that the MA Department of Elementary & Secondary Education's list of Holiday Observances be attached to the calendar when it is published.

Update Procedure for Signing Warrants

Chair Mistrot discussed a new law which allows school committees to designate one of their members to sign bills, drafts, orders and payrolls of the school district. If a committee chooses not to designate one of its members, the process for paying bills is as set forth in MGL c. 41, section 56. That section states that the school committee must "approve" all bills and payrolls. The school committee must act as a body to vote approval, which must happen during a duly-posted open meeting. Chair Mistrot pointed out that the second option of approving payment as a body could become problematic, particularly over the summer when the Committee does not meet as regularly.

The law further requires that at the next scheduled meeting, a "record of such actions" must be presented to the rest of the committee and the public. If a committee votes to designate one of its members, it does not need to take a formal vote on any bills.

Ms. Mistrot suggested that if the committee is interested in the designee role, it would make sense to designate the chair as the chair is at Town Hall more regularly for a variety of meetings.

Mr. Laurent moved to approve that the Chair of the School Committee be the designated approver of the bill/payroll warrants. Mr. Mangan seconded. It was unanimously approved.

Approval of Donation

Mr. Gray requested that the School Committee accept the following donation:

<u>Source/Donation</u>	<u>Amount/Value</u>	<u>Purpose</u>
Needham Bank	\$5000	Friends of Natick METCO

Mr. Mangan moved to approve the above donation. Ms. Reed seconded. It was unanimously approved.

Enrollment Update November 2016

The November enrollment numbers were provided under School Committee Correspondence. There will be more detailed discussion at the 11/21 meeting when the middle schools and high school enrollment numbers will be presented.

Approval of Minutes

Mr. Laurent moved to approve the Minutes of August 29, September 12, September 26, 2016 and October 17, 2016 and the Executive Session Minutes of September 11, September 26 and October 17, 2016. Mr. Mangan seconded. They were unanimously approved.

PARCC/MCAS Presentation

Due to the lateness of the hour, the Presentation on PARCC/MCAS will take place at the meeting of November 21, 2016.

At 10:10 p.m., Ms. Tabenkin moved to adjourn the meeting. Mr. Mangan 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

Memorandum to Approve a Donation
Draft 2017-2018 School Calendar
School Committee Meeting Minutes for August 29, September 12, September 26, 2016 and October 17, 2016
Executive Session Minutes - September 11, September 26 and October 17, 2016
The Education Collaborative (TEC) PowerPoint Presentation
Presentation on SAT/ACT/AP
Presentation on PISA Test
Presentation on PARCC/MCAS
Staffing Update
FY'18 Budget Forecast Document
Draft Policy Revision - Drug and Alcohol Use by Students
Draft Policy Revision - Teaching About Alcohol, Tobacco and Drugs
Enrollment Update November 2016

ITEM TITLE: Approval of Revised Policy - Drug and Alcohol Use by Students
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: Approval of Revised Policy - Teaching About Alcohol, Tobacco and Drugs

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 prevention education 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.

Natick Public Schools

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

REVISED DRAFT W/O MARKUP

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: Class Size Report for Middle & High Schools

ITEM SUMMARY:

ATTACHMENTS:

Description	File Name	Type
KMS Class Size	KMS_Class_Size_Analysis_2016-17_1st_Semester.pdf	Cover Memo
WMS Class Size	Wilson_Class_Size_Analysis_2016-17__1st_Semester.pdf	Cover Memo
NHS Class Size	NHS_Class_Size_Analysis_2016-17_1st_Sem_as_of_9-13-16.pdf	Cover Memo
Class Size +25	Class_Size_Analysis_25+.pdf	Cover Memo

KENNEDY MIDDLE SCHOOL FACULTY BY DEPARTMENT 2016-2017
CLASS SIZE ANALYSIS (1st Trimester)

*Dept Head	FINE ARTS	1	2	3	4	5	6	7	8	9	10	11	12	TOTAL	AVERAGE	AVE. STUDENTS/
FIRST	LAST														CLASS SIZE	TCHR. By DEPT.
David	Drapeau	24	21	17	36	32	37	29	45					241	30.1	
Donald	Griffin	14	20	16	48	47	63	64	56	55	48	48		479	43.5	
Beth	Goldberg (Kassap)	19	13	20	16	14	16	21	13	16	28	13	13	202	16.8	
Casey	Lane	18	28	9	15	20	16	29	16	17	19			187	18.7	
	DEPARTMENT TOTALS													1109	27.3	221.8
	MEDIA ARTS/TECH ED	1	2	3	4	5	6	7	8	9	10	11	12	TOTAL	AVERAGE	AVE. STUDENTS/
FIRST	LAST														CLASS SIZE	TCHR. By DEPT.
Karin	Knapik	29	19	12										60	20.0	
Thomas	Stefanini	18	27	29	9	15	18	16	25	25				98	19.6	
	DEPARTMENT TOTALS													158	19.8	79.0
	LANGUAGE & LITERACY	1	2	3	4	5	6	7	8	9	10	11	12	TOTAL	AVERAGE	AVE. STUDENTS/
FIRST	LAST														CLASS SIZE	TCHR. By DEPT.
Heather	Bishop	26	20											46	23.0	
Jennifer	Brenneman	20	21											41	20.5	
Lauren	Carter	20	20											40	20.0	
Lauren	D'Addeo	15	17											32	16.0	
Christine	Dion	20	22	20	22									84	21.0	
Stephen	Goose	21	21	20	17									79	19.8	
Mackenzie	Korhn	22	22	18	23									85	21.3	
Sandy	Lemon	20	21	21	19									81	20.3	
Laura	Lopes	21	21											42	21.0	
Jeffrey	McMahon	20	20	18	18									76	19.0	
Rebecca	Schneekloth	20	20											40	20.0	
	DEPARTMENT TOTALS													646	20.2	53.8
	FOREIGN LANGUAGE	1	2	3	4	5	6	7	8	9	10	11	12	TOTAL	AVERAGE	AVE. STUDENTS/
FIRST	LAST														CLASS SIZE	TCHR. By DEPT.
Mara	Hacket	12	18	21	15	24	22							112	18.7	
Sarah	Meyers	21	14	26	22									83	20.8	
Katherine	Presswood	14	19	21	29	17	19							119	19.8	
Yu	Zhu	19	14											33	16.5	
	DEPARTMENT TOTALS													347	18.9	69.4
	MATHEMATICS	1	2	3	4	5	6	7	8	9	10	11	12	TOTAL	AVERAGE	AVE. STUDENTS/
FIRST	LAST														CLASS SIZE	TCHR. By DEPT.
Nandini	Alagappan	28	17											45	22.5	
Colleen	Andreotes	21	20											41	20.5	
Amanda	Boczanowski	27	20	21	17									85	21.3	
Amanda	Buck	16	17											33	16.5	
Cara	D'Innocenzo	3												3	3.0	
Nicole	Dumas-Elliott	21	21											42	21.0	
Michelle	Hamm	20	20											40	20.0	
Jennifer	Hart	20	20	21	20									81	20.3	

Brittany	Marshall	24	18	18	16									76	19.0	
Heidi	Porten	21	21	23	19									84	21.0	
Katie	Rogers	20	20											40	20.0	
Jamie	Wolf	25	17	20	17									79	19.8	
	DEPARTMENT TOTALS													649	18.7	46.4
	SCIENCE	1	2	3	4	5	6	7	8	9	10	11	12	TOTAL	AVERAGE	AVE. STUDENTS/
FIRST	LAST														CLASS SIZE	TCHR. By DEPT.
Colleen	Andreotes	21	20											41	20.5	
Ellen	Brenneman	23	20	21	20									84	21.0	
Amanda	Buck	20	24											44	22.0	
Nicole	Dumas-Elliott	21	21											42	21.0	
Chris	Forest	22	17											39	19.5	
Stacy	Gauthier	24	21	24	16									85	21.3	
Michelle	Hamm	20	20											40	20.0	
Nathan	Kittler	22	19	19	21									81	20.3	
Nekelle	Lemoine	22	18	20	16									76	19.0	
Paul	Power	23	17	22	17									79	19.8	
Katie	Rogers	20	20											40	20.0	
	DEPARTMENT TOTALS													651	20.4	59.2
	SOCIAL STUDIES	1	2	3	4	5	6	7	8	9	10	11	12	TOTAL	AVERAGE	AVE. STUDENTS/
FIRST	LAST														CLASS SIZE	TCHR. By DEPT.
Jennifer	Brenneman	21	20											41	20.5	
Lauren	Carter	20	20											40	20	
Lauren	D'Addeo	14	24											38	19	
Christopher	Forest	20	25											45	22.5	
Laura	Lopes	21	21											42	21	
Alicia	MacDonald	16	20	22	18									76	19	
Kelly	Marsh	20	21	20	23									84	21	
Michelle	McCann	17	22	21	20									80	20	
Jeffrey	Raider	19	21	26	19									85	21.25	
Rebecca	Schneekloth	20	20											40	20	
Elisabeth	Udahl	19	21	20	21									81	20.25	
	DEPARTMENT TOTALS													571	20.4	51.9
	ELL / SPECIAL EDUCATION	1	2	3	4	5	6	7	8	9	10	11	12	TOTAL	AVERAGE	AVE. STUDENTS/
FIRST	LAST														CLASS SIZE	TCHR. By DEPT.
Mary Ann	Britton	5												5	5.0	
Marimartha	Clark	5	5											10	5.0	
Cara	D'Innocenzo	1	1											2	1.0	
Justine	Ferrara	1	5											6	3.0	
Mark(Hunter)	Greeley	1												1	1.0	
Caitlin	Kirby															
Danielle	Martinkus	5												5	5.0	
Alison	Mitchell	5	6											11	5.5	
Kristina	Russell	5	5	9										19	6.3	
Katherine	Zindars	9												9	9.0	
	DEPARTMENT TOTALS													40	3.6	4.4

	PE / HEALTH / WELLNESS	1	2	3	4	5	6	7	8	9	10	11	12	TOTAL	AVERAGE	AVE. STUDENTS/
FIRST	LAST														CLASS SIZE	TCHR. By DEPT.
Meghan	Dwyer	29	27	25	24	25	34	23	28	26	30	23	30	324	27.0	
Tim	Fledderjohn	20	22	24	19	22	24	20	17					168	21.0	
William	Gibbons*															
David	Lyth	28	27	27	23	26	34	23	29	26	29	25	30	327	27.5	
Lori	Ross	22	15	19	21	14	17	22	17	16	19	15	16	197	17.9	
	DEPARTMENT TOTALS													524	22.7	131.0

*Note: William Gibbons co-teaches with Tim Fledderjohn the first three periods of each day. These periods switch daily.

	<p align="center">WILSON MIDDLE SCHOOL FACULTY BY DEPARTMENT 2016-2017</p> <p align="center">CLASS SIZE ANALYSIS (1st Trimester)</p>
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[illegible]

[illegible]

[illegible]

PE / HEALTH / WELLNESS		1	2	3	4	5	TOTAL	AVERAGE	AVE. STUDENTS/
FIRST	LAST							CLASS SIZE	TCHR. By DEPT.
Lynn	Connors (Reulbach)	20	27	26	22	25	120	23.5	
Anne-Marie	Insalaco	25	27	24	27	24	127	25.4	
Adam	Shute	25	27	26	23	26	127	25.4	
William	Gibbons				27	27	54	27.0	
Amanda	Haywood	26	26	24	27	19	122	24.4	
	DEPARTMENT TOTALS						550	25.1	78.6
	TEC Connections / NovaNet Online Learning								
		1	2	3	4	5	TOTAL	AVERAGE	AVE. STUDENTS/
FIRST	LAST							CLASS SIZE	TCHR. By DEPT.
Krista	Dyan	2	4			5	11	2.0	11.0

NATICK HIGH SCHOOL FACULTY BY DEPARTMENT 2016-2017
CLASS SIZE ANALYSIS (1st Semester)

<i>*Dept Head</i>	FINE ARTS	1	2	3	4	5	TOTAL	AVERAGE	AVE. STUDENTS/
FIRST	LAST							CLASS SIZE	TCHR. By DEPT.
Linda	Anderson (.6)	25	22	17			64	21.3	
John	Cice	71	61	13	34	22	201	40.2	
Lori	Cullen	21	18	25			64	21.3	
Sheila	Curran	28	23	28	28	28	135	27.0	
Heather	Gates	28	28	28	29	27	140	28.0	
<i>*Stephen</i>	<i>Miller (.4)</i>	16	15				31	15.5	
Jonathan	Neimann (.2)	9					9	9.0	
Alex	Norton	23	19	17	24	23	106	21.2	
Marjorie	Roberson	21	23	24	22	22	112	22.4	
Tyler	Turner (.6)	27	43	57			127	42.3	
Angela	Wong	26	23	26	12	15	102	20.4	
DEPARTMENT TOTALS							1091	24.4	99.2

	ENGLISH	1	2	3	4	5	TOTAL	AVERAGE	AVE. STUDENTS/
FIRST	LAST							CLASS SIZE	TCHR. By DEPT.
Lauren	Adams (.6) see ELL	19	13	22			54	18.0	
Emma	Bryant (.6)	22	20	26			68	22.7	
Katie	Carl	20	24	28	27	21	120	24.0	
Alfred	Chan	24	27	21	19	21	112	22.4	
Joanna	D'Agostino	26	25	21	16	28	116	23.2	
Bridget	Dangel (.4) see Co-Taught	18					18	18.0	
Neil	DiFrancesca see Co-Taught	23	24	21			68	22.7	
Robert	Guastella	21	21	19	27	22	110	22.0	
Laura	Jones	13	19	17	19	19	87	17.4	
Marnie	Musante	22	23	17	20	23	105	21.0	
Camille	Napier Bernstein see ELL	22	20	21	19		82	20.5	
<i>*Maryanne</i>	<i>Ouellet (.4)</i>	20	22				42	21.0	
Jo-Anne	Percheski	22	23	17	14	13	89	17.8	
Andrea	Rogers	22	23	18	18	23	104	20.8	
Bridget	Ross	20	21	18	28	28	115	23.0	
Emily	Tobin see Co-Taught	21	19	21	22		83	20.8	
Brian	Wall	19	29	29	20	17	114	22.8	
DEPARTMENT TOTALS							1487	21.1	87.5

	FOREIGN LANGUAGE	1	2	3	4	5	TOTAL	AVERAGE	AVE. STUDENTS/
FIRST	LAST							CLASS SIZE	TCHR. By DEPT.
Rosa	Garcia	21	20	24	18	23	106	21.2	
Richard	Geckle (.6) see Social Studies	13	8	7			28	9.3	
Elizabeth	Hawes (.6)	23	22	23			68	22.7	
Alexander	Karetsky	19	23	7	18	21	88	17.6	
Valerie	Kerxhalli (.8)	10	16	10	14		50	12.5	
Lisa	Lavezzo	19	26	26	22	20	113	22.6	
Eric	Ouellette	22	14	21	15	22	94	18.8	
TJ	Rufo	15	26	19	22	17	99	19.8	
Alese	Ruggaber	20	20	15	26	12	93	18.6	
Monica	Sanderson (.8)	19	18	19	22		78	19.5	
Kelly	Tavares	18	13	13	20	18	82	16.4	
*Denise	Trubiano (.4)	21	24				45	22.5	
Meli	Vasquez	22	23	17	30	29	121	24.2	
Erin	Yakovac	22	23	22	10	18	95	19.0	
Lei	Zhao (.8) (Fannie Feng)	21	17	16	14		68	17.0	
	DEPARTMENT TOTALS						1228	18.8	81.9

	MATHEMATICS	1	2	3	4	5	TOTAL	AVERAGE	AVE. STUDENTS/
FIRST	LAST							CLASS SIZE	TCHR. By DEPT.
Ratnakar	Amaravadi	11	11	23	27	7	79	15.8	
Katelyn	Amico see Co-Taught	28	27	21			76	25.3	
John	Astill	3	24	25	25	67	144	28.8	
Ellen	Brezinsky	20	21	26	26	18	111	22.2	
Alyce	Burnell	27	26	22	23	20	118	23.6	
Susan	Camiel	27	26	23	13	17	106	21.2	
Robert	DeRosa	20	9	18	25	21	93	18.6	
Bill	DeVita	16	16	16	18	17	83	16.6	
Nicholas	DiAntonio see Co-Taught	28	29	21			78	26.0	
Amanda	Egan (.8) see ELL	27	28	27	28		110	27.5	
Bryan	Finney	22	21	19	28	29	119	23.8	
Tara	Gliesman	21	21	18	22	20	102	20.4	
*Andrew	Hollins (.4)	29	22				51	25.5	
Lily	Ma	19	24	24	26	16	109	21.8	
Kelly	Marino	16	27	27	27	28	125	25.0	
Niclas	Svensson (.6) see Science	16	20	13			49	16.3	
Becky	Tramontozzi see Co-Taught	20	13	29	28		90	22.5	
	DEPARTMENT TOTALS						1643	22.4	96.6

	SCIENCE	1	2	3	4	5	TOTAL	AVERAGE	AVE. STUDENTS/
FIRST	LAST							CLASS SIZE	TCHR. By DEPT.
James	Araujo see Co-Taught	19	21	19	21		80	20.0	
Tim	Cesarini	20	15	14	17	19	85	17.0	
Nilanjana	Chakraborty see Co-Taught	18	22	24	19		83	20.8	
Clark	Clements	27	28	23	18	6	102	20.4	
Jill	Conroy	30	31	22	17	21	121	24.2	
Jennifer	Havard	20	11	19	17	21	88	17.6	
Susan	Haverstick	24	22	15	14	25	100	20.0	
Daniel	Hinnenkamp	22	23	22	27	19	113	22.6	
Adam	Maczik	27	24	23	22	24	120	24.0	
Suzanna	Magnuson (.8) see ELL	27	27	23	24		101	25.3	
Heather	Pearson	23	23	25	25	25	121	24.2	
William	Sanford	27	26	17	28	27	125	25.0	
Caitlyn	Shaddock	20	14	18	19	27	98	19.6	
David	Shapiro	27	26	24	19	25	121	24.2	
Niclas	Svensson (.4) see Math / Co-Taught	22					22	22.0	
Susan	Tully	26	28	28	26	26	134	26.8	
*Linda	Weber (.4)	18	23				41	20.5	
David	Wilson	19	19	25	25	25	113	22.6	
	DEPARTMENT TOTALS						1768	22.0	98.2

	SOCIAL STUDIES	1	2	3	4	5	TOTAL	AVERAGE	AVE. STUDENTS/
FIRST	LAST							CLASS SIZE	TCHR. By DEPT.
Rebecca	Adams Pandolfo	28	28	13	14	10	93	18.6	
*Matthew	Brenneman (.4)	23	22				45	22.5	
Cindy	Crohan	20	28	24	22	19	113	22.6	
Anthony	Cuoco	26	20	26	21	26	119	23.8	
Kari-Ann	Daley	24	22	23	24	23	116	23.2	
Ivor	Ford	23	23	25	24	23	118	23.6	
Richard	Geckle (.4) see For. Lang.	19	18				37	18.5	
Lucas	Glavin	18	25	24	23	28	118	23.6	
Dylan	Guarino see Co-Taught	14	24	25			63	21	
Maggie	Hale	20	11	17	19	22	89	17.8	
Savannah	Histen	22	15	19	21	28	105	21	
Matthew	Miller	14	20	22	17	20	93	18.6	
Brian	Moloney	20	23	21	22	20	106	21.2	
Michael	Mortara	26	27	25	26	28	132	26.4	
Miranda	Rich	16	20	21	17	21	95	19	
Michael	Russo see Co-Taught	21	21	19	15		76	19	
Justin	Voldman	25	25	25	22	25	122	24.4	
	DEPARTMENT TOTALS						1640	21.5	96.5

PE / HEALTH / WELLNESS		1	2	3	4	5	TOTAL	AVERAGE	AVE. STUDENTS/
FIRST	LAST							CLASS SIZE	TCHR. By DEPT.
*Robert	Anniballi (.4)	23	23				46	23.0	
Michael	Buono	34	30	31	30	10	135	32.0	
Jennifer	Godin	26	25	25	26	24	126	25.5	
Joseph	Guidice	24	16	24	30	28	122	20.0	
Jason	Hoye	24	25	18	18	29	114	24.5	
Kerryn	Perkins (.6)	23	29	24			76	26.0	
Tori	Smith	18	22	26	26	27	119	20.0	
Jessica	Stefanini	30	25	25	24	24	128	27.5	
Michael	Zambarano (.6)	29	21	26			76	25.0	
DEPARTMENT TOTALS							942	24.8	104.7

ELL / SPECIAL EDUCATION		1	2	3	4	5	TOTAL	AVERAGE	AVE. STUDENTS/
FIRST	LAST							CLASS SIZE	TCHR. By DEPT.
Lauren	Adams (.4) see English	18	5				23	11.5	
Amanda	Egan (.2) see Math	5					5	5.0	
Suzanna	Magnuson (.2) see Science	5					5	5.0	
Camille	Napier Bernstein (.2) see English	5					5	5.0	
DEPARTMENT TOTALS							38	6.6	9.5

CO-TAUGHT COURSES		1	2	3	4	5	TOTAL	AVERAGE	AVE. STUDENTS/
DEPT	TEACHERS							CLASS SIZE	TCHR. By DEPT.
English 103ct/014	Bridget Dangel /John Larkin	18					18	18.0	
English 103ct/015	Emily Tobin / John Larkin	22					22	22.0	
English 103ct/016	Bridget Dangel /John Larkin	18					18	18.0	
English 115ct/001	Neil DiFrancesca/Karen Liptak	13					13	13.0	
English 115ct/002	Neil DiFrancesca/Karen Liptak	14					14	14.0	
Math 303ct/001	Katelyn Amico/Taylor Thomas	22					22	22.0	
Math 303ct/010	Katelyn Amico/Taylor Thomas	20					20	20.0	
Math 303ct/011	Rebecca Tramontozzi/Taylor Thomas	18					18	18.0	
Math 319ct/001	Nick DiAntonio/Ben Maki	14					14	14.0	
Math 319ct/002	Nick DiAntonio/Ben Maki	19					19	19.0	
Science 405ct/011	Jim Araujo/Jen Rigdon	18					18	18.0	
Science 405ct/014	Niclas Svensson/Jen Rigdon	19					19	19.0	
Science 423ct/001	Nilu Chakraborty/Allon Porter	20					20	20.0	
Social Studies 208ct/001	Dylan Guarino/Meredith Mahoney	21					21	21.0	
Social Studies 208ct/002	Dylan Guarino/Meredith Mahoney	19					19	19.0	
Social Studies 214ct/002	Michael Russo/Kathryn Seyfarth	17					17	17.0	
							292	18.3	18.25

NATICK HIGH SCHOOL Number of Classes at or above 25 1st Semester 2016 vs. 2015		FY 2017 Adds	FY 2018 Requests
ENGLISH		0.6 English	2.0 English
2016	2015		
12	19		
FOREIGN LANGUAGE		0.6 FL	0.4 FL
2016	2015		
6	8		
MATHEMATICS		0.6 Math	2.0 Math
2016	2015		
29	24		
SCIENCE		0.8 Science	1.0 Science
2016	2015		
28	22		
SOCIAL STUDIES		0.4 Social Studies	0
2016	2015		
20	29		

ITEM TITLE: Enrollment Expansion Report

ITEM SUMMARY:

ATTACHMENTS:

Description	File Name	Type
enrollment expansion report	nps-enrollment-projections- edited_(2).pdf	Cover Memo

NATICK PUBLIC SCHOOLS

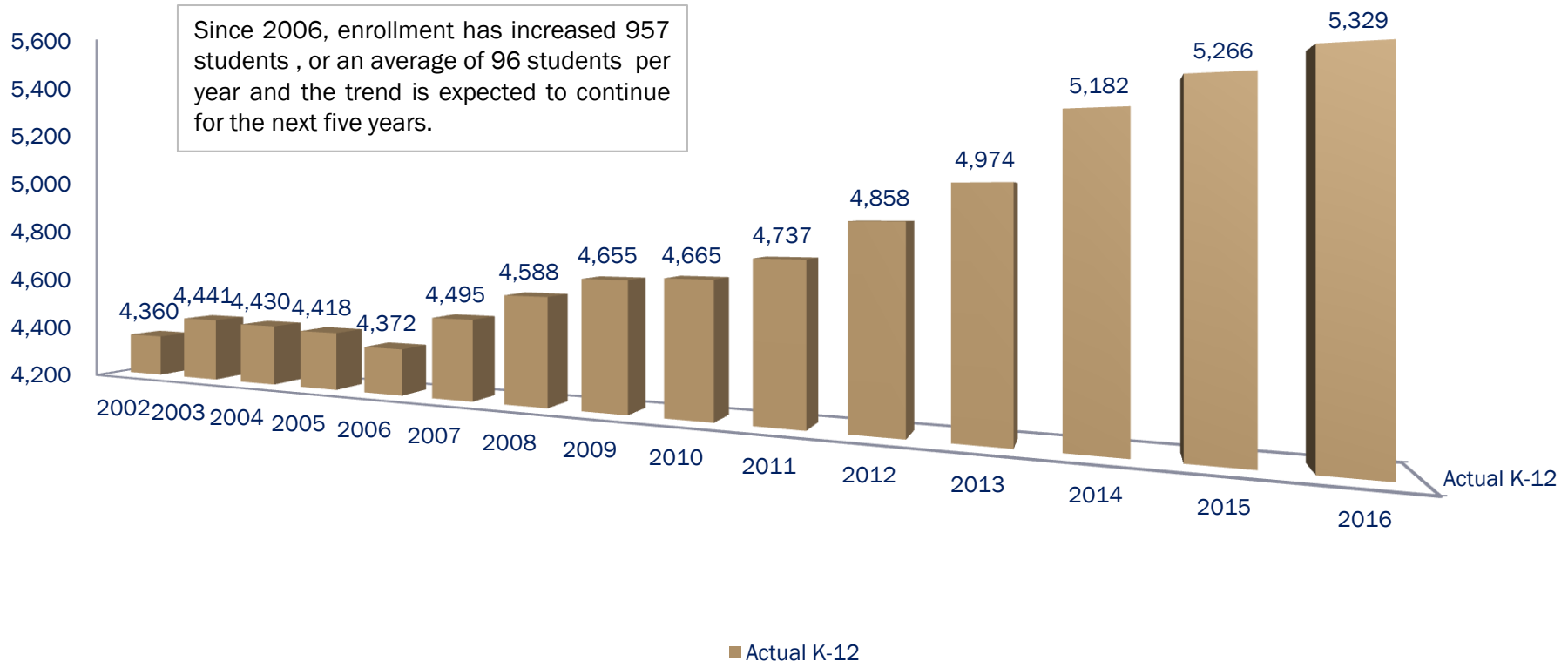
ADDRESSING ENROLLMENT, SPACE NEEDS & CLASS SIZE

2016-2019



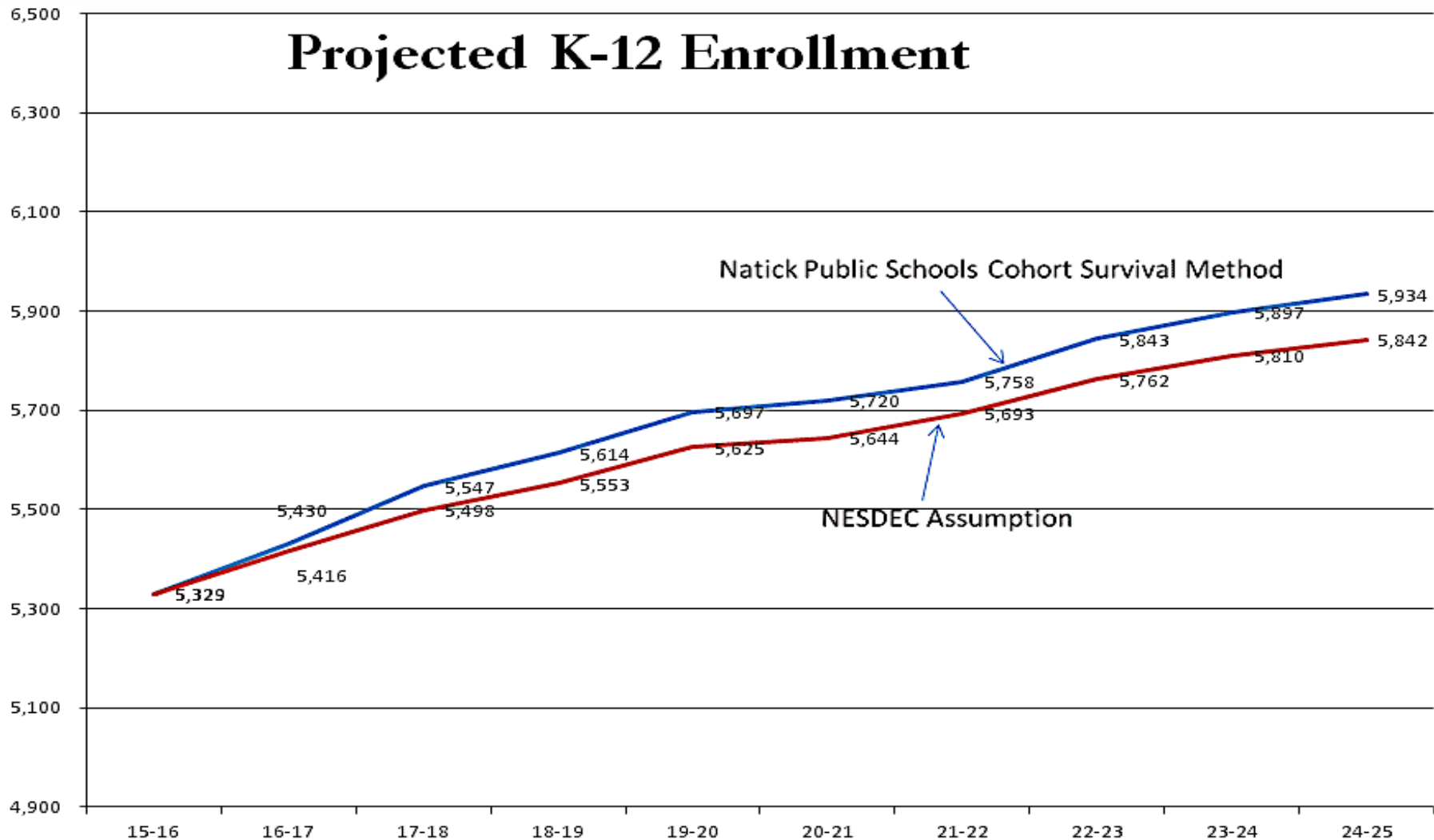


ACTUAL NATICK PUBLIC SCHOOLS K-12 ENROLLMENT





NATICK PUBLIC SCHOOLS ENROLLMENT PROJECTIONS





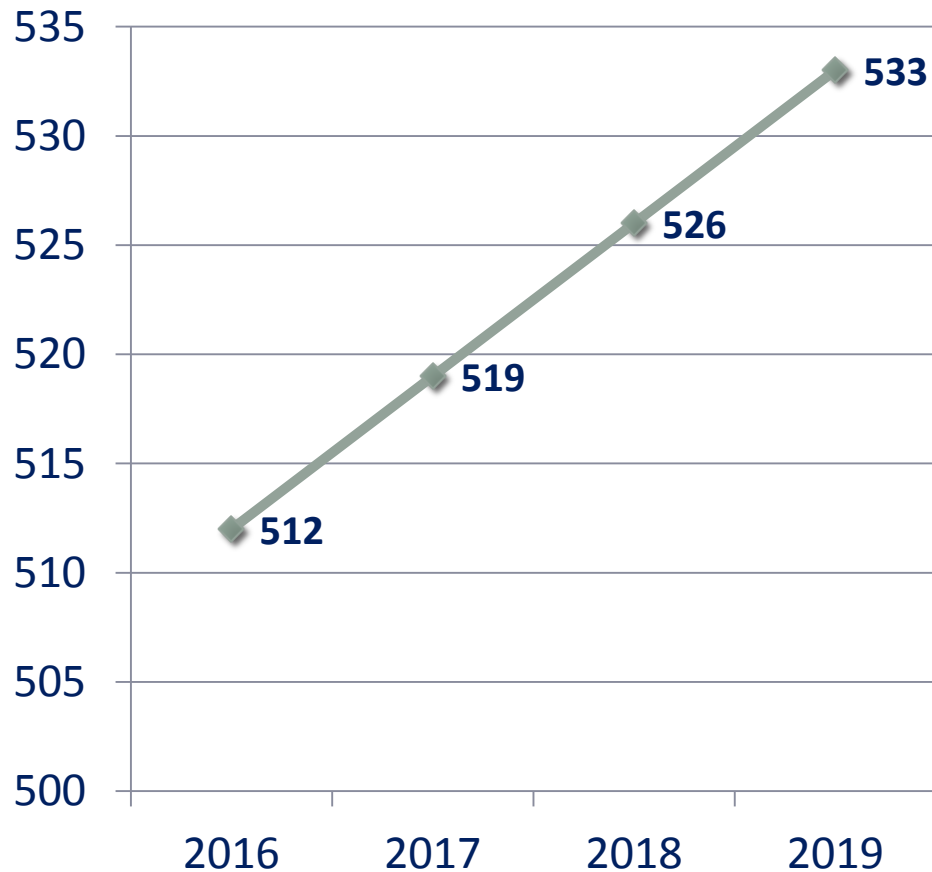
STAFFING INCREASE: 506 STUDENTS/54.5 STAFF

Year	Staffing Request	Request Funded
FY 17	23.3	17.1
FY 16	23.1	9.9
FY 15	22.5	7.4
FY 14	23.5	11.1
FY 13	24	9



BROWN ELEMENTARY SCHOOL

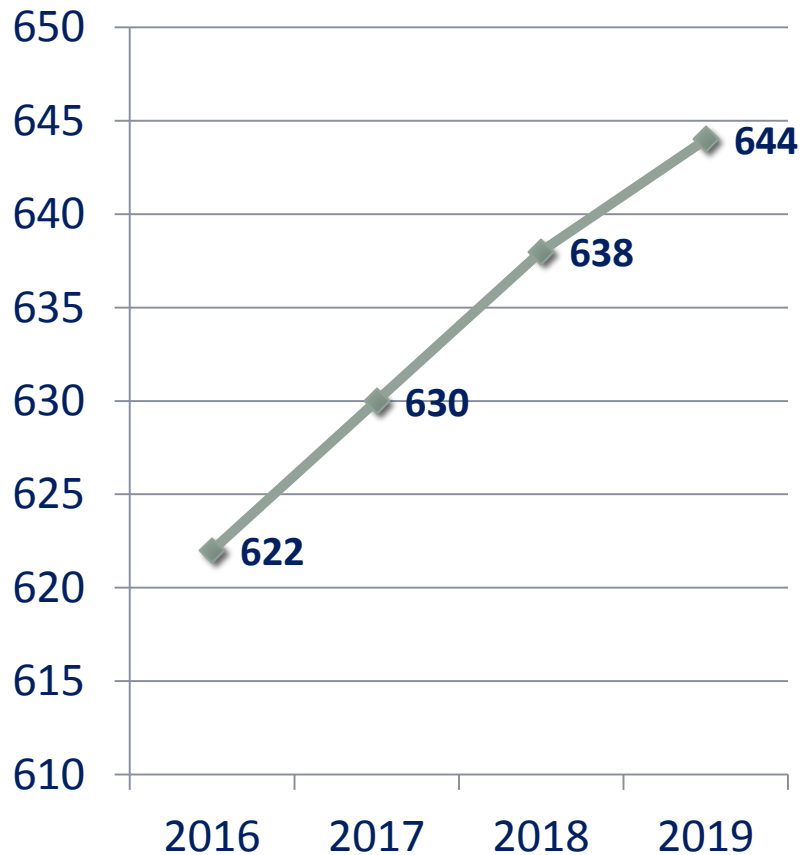
Enrollment Projection





BEN-HEM ELEMENTARY SCHOOL

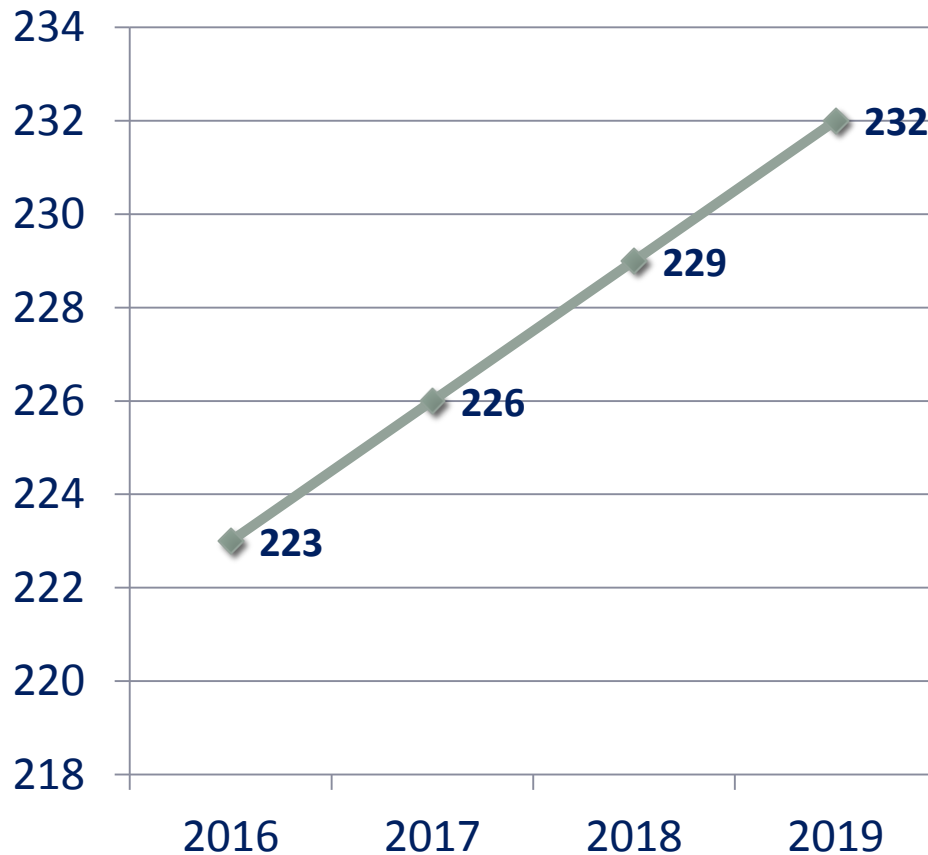
Enrollment Projection





JOHNSON ELEMENTARY SCHOOL

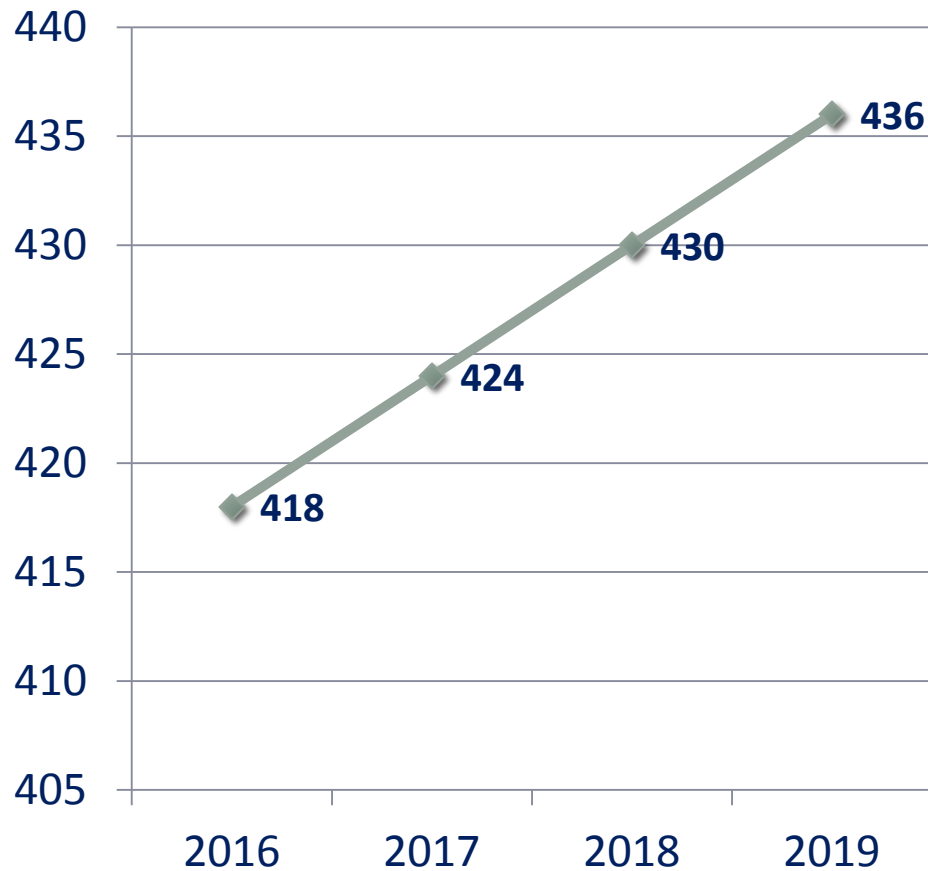
Enrollment Projection





LILJA ELEMENTARY SCHOOL

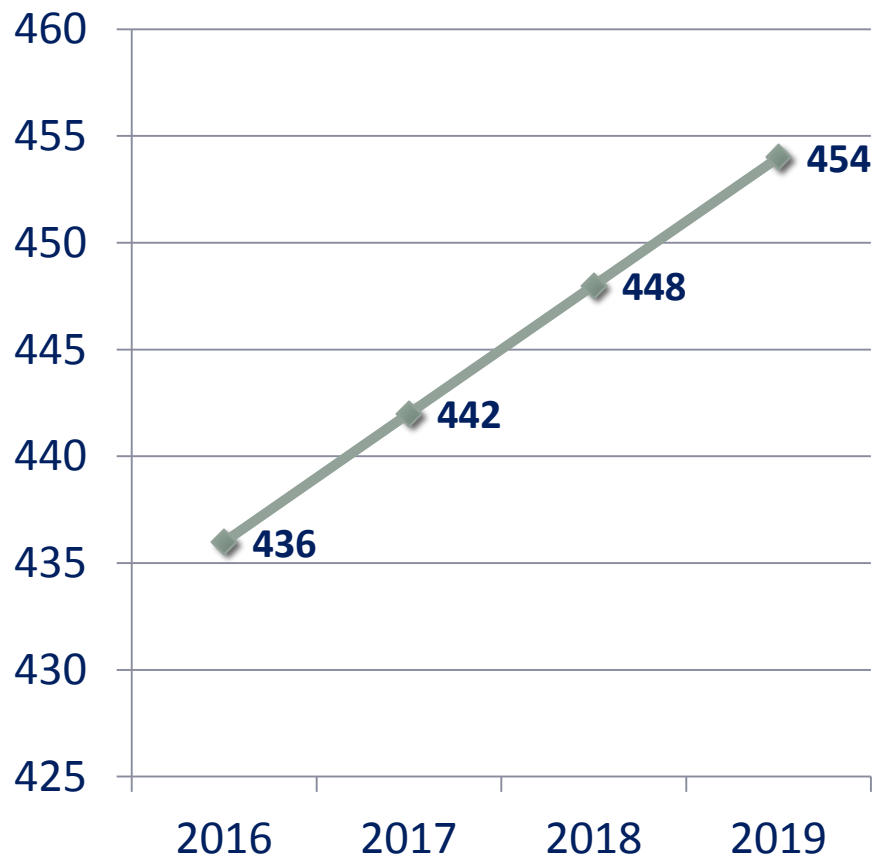
Enrollment Projection





MEMORIAL ELEMENTARY SCHOOL

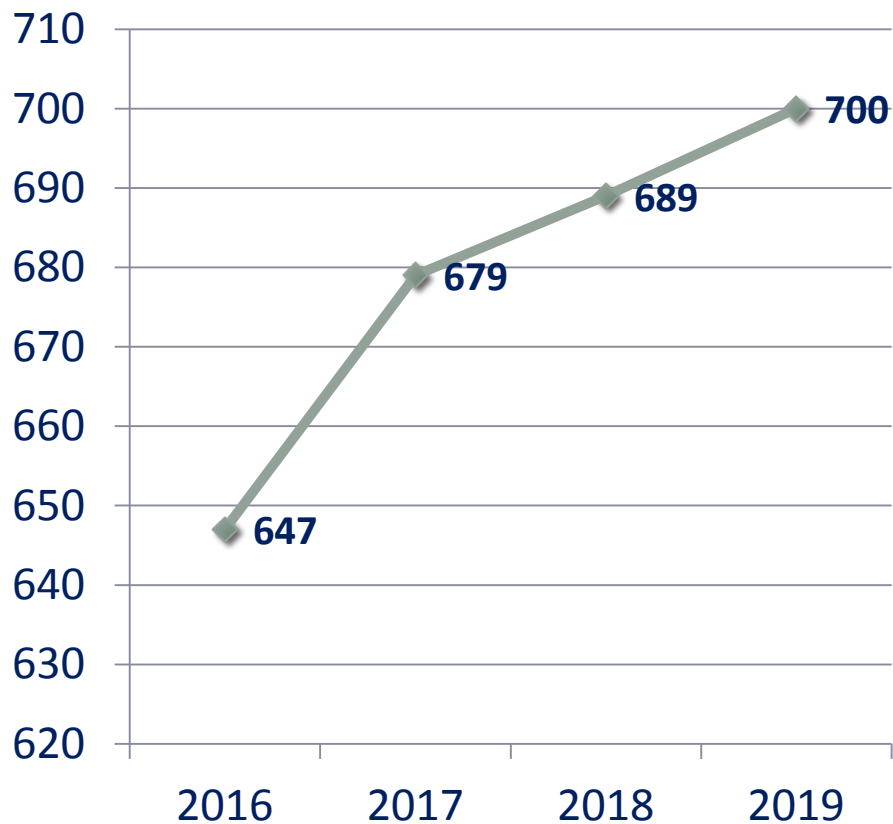
Enrollment Projection





KENNEDY MIDDLE SCHOOL

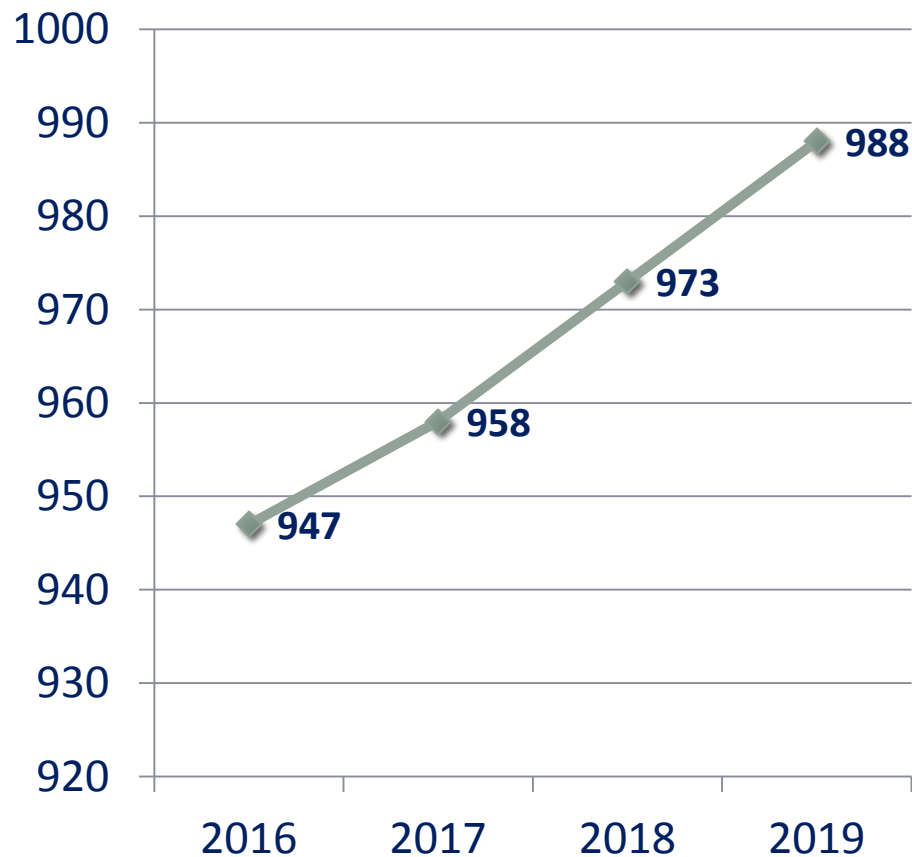
Enrollment Projection





WILSON MIDDLE SCHOOL

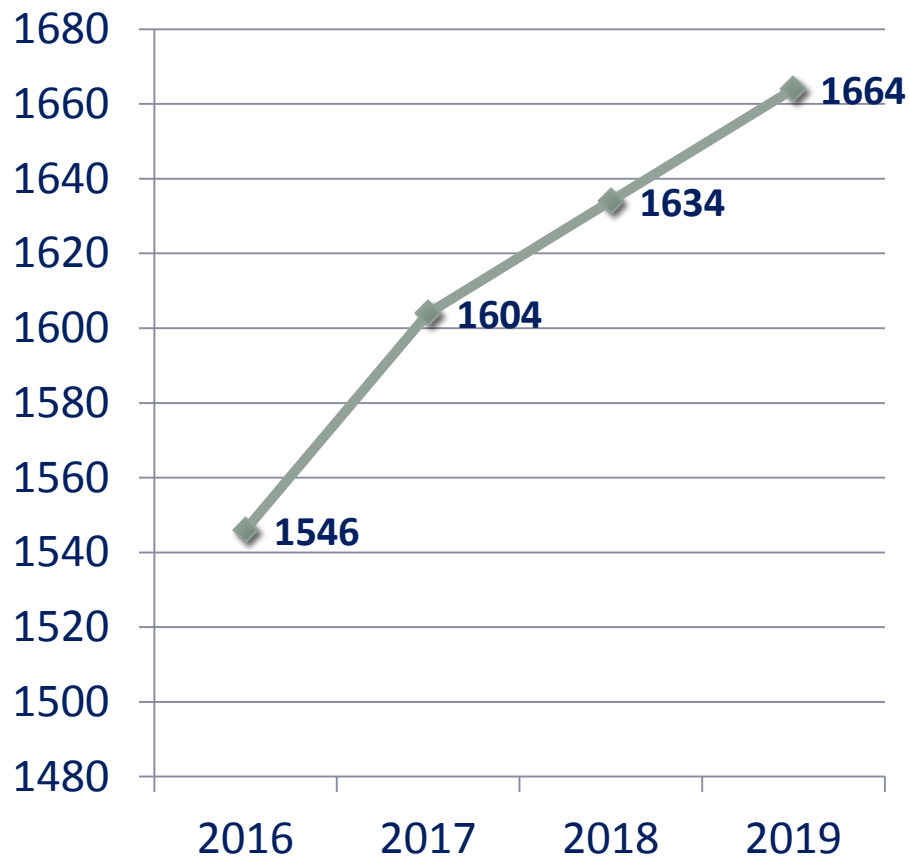
Enrollment Projection





NATICK HIGH SCHOOL

Enrollment Projection





PROVIDING MORE SPACE

- Modular Classrooms added to Kennedy in 2012
- Modular Classrooms added to Brown in 2016
- Classrooms created in all potential spaces at several schools
- Modular Classrooms being requested for Lilja at the 2017 Spring Town Meeting
- Kennedy accepted by MSBA for a Building Project. Potential project completed fall 2020
- Wilson - temporary modular classrooms will be requested for 2018
- Submit SOI for Elementary Project 2019
- Move Kennedy modular classrooms to Memorial Elementary School - 2020



KENNEDY BUILDING PROJECT

- Kennedy is overcrowded – 674 students, school was built for 590.
- Wilson is overcrowded – 944 students, school was built for 850.
- We have been invited by MSBA to partner with them on a “project”.
- NPS completed all eligibility requirements that allowed us to move to the Enrollment Stage.
- NPS and MSBA have agreed on an enrollment number – **1000**
- We are entering the Feasibility Stage – which will take about 8-12 months
- Feasibility will determine:
 - New or Renovate
 - If new - Where
 - Design and cost



KENNEDY “TENTATIVE” TIMELINE

- Select OPM – January 10, 2017
- Hire Architect – Winter 2017
- Complete Feasibility Study - May 2017
- Schematic Design – October 2017
- Seek Funding – Fall 2017
- Begin Construction – Winter 2018
- Open New School - 2020 /2021

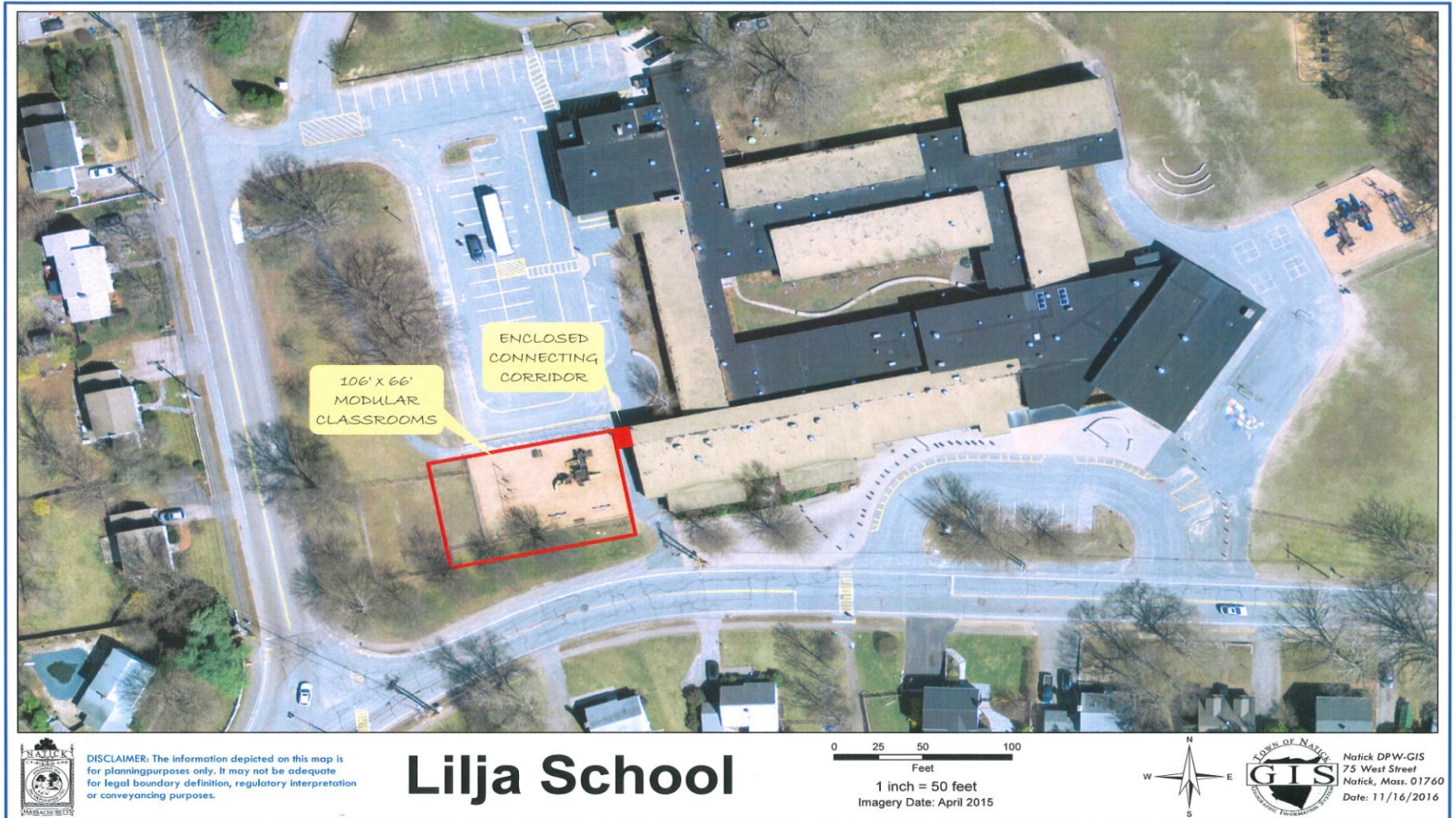


NATICK LILJA TIMELINE

- Request Funding Spring 2017
- Project Timeline
 - RFP – being placed in December
 - Award Contract February - dependent on funding
 - Determine site/Begin work end of June/Occupy Late August
- Why Lilja?
 - Capacity – none at Ben Hem or Brown. Transportation closer to overcrowded schools
- Johnson no space to add, limited capacity
- Memorial future expansion school – Kennedy modular classrooms
- Suggested Redistricting Plan – move BH neighborhood over to Lilja – all new move ins, and incoming K with consideration to siblings, accept volunteers



LILJA POTENTIAL LOCATION





ADDRESSING CLASS SIZE

- **Actions Taken:**

- Redistrict – Route 9 (Novelle, Avalon and Cloverleaf Apartments) to Lilja;
- McKinny-Vento to Johnson to help balance Lilja
- Modera moved to Brown after modular classrooms added
 - This helped with the overcrowding at Brown and Ben Hem
- Voluntary School Inter-district school choice
- Adding staff – 17 staff members last year
- Adding tutors – at or above 25 at the elementary level

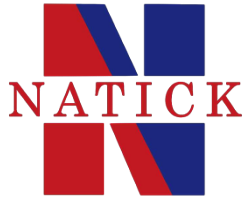


NATICK HIGH SCHOOL		FY 2017 Adds	FY 2018 Requests
Number of Classes at or above 25			
1st Semester 2016 vs. 2015			
ENGLISH		0.6 English	2.0 English
2016	2015		
12	19		
FOREIGN LANGUAGE		0.6 FL	0.4 FL
2016	2015		
6	8		
MATHEMATICS		0.6 Math	2.0 Math
2016	2015		
29	24		
SCIENCE		0.8 Science	1.0 Science
2016	2015		
28	22		
SOCIAL STUDIES		0.4 Social Studies	0
2016	2015		
20	29		



OTHER MEASURES

- Virtual Classes at NHS – over 300 students taking
- Evening Classes – starting next fall at NHS
- Morning PE Classes
- Submit a Statement of Interest to MSBA for a New Elementary School - 2019



REQUESTS FOR SCHOOL COMMITTEE APPROVAL

- **Forthcoming FY 18 Actions Steps**
 - Lilja Modular Classrooms
 - Additional Staff FY 18 Budget
 - Redistrict away from Ben Hem
 - Innovative measures at NHS
 - Keep Kennedy Project Timeline

ITEM TITLE: Presentation on PARCC/MCAS

ITEM SUMMARY:

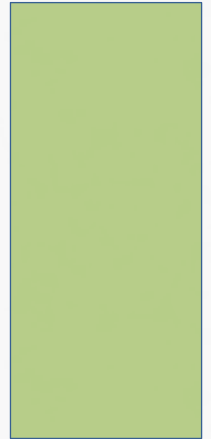
ATTACHMENTS:

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



NATICK PUBLIC SCHOOLS

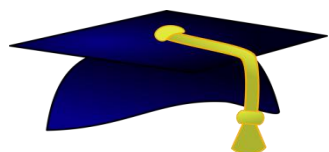
2016 MCAS/PARCC SCORES





Newsweek

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



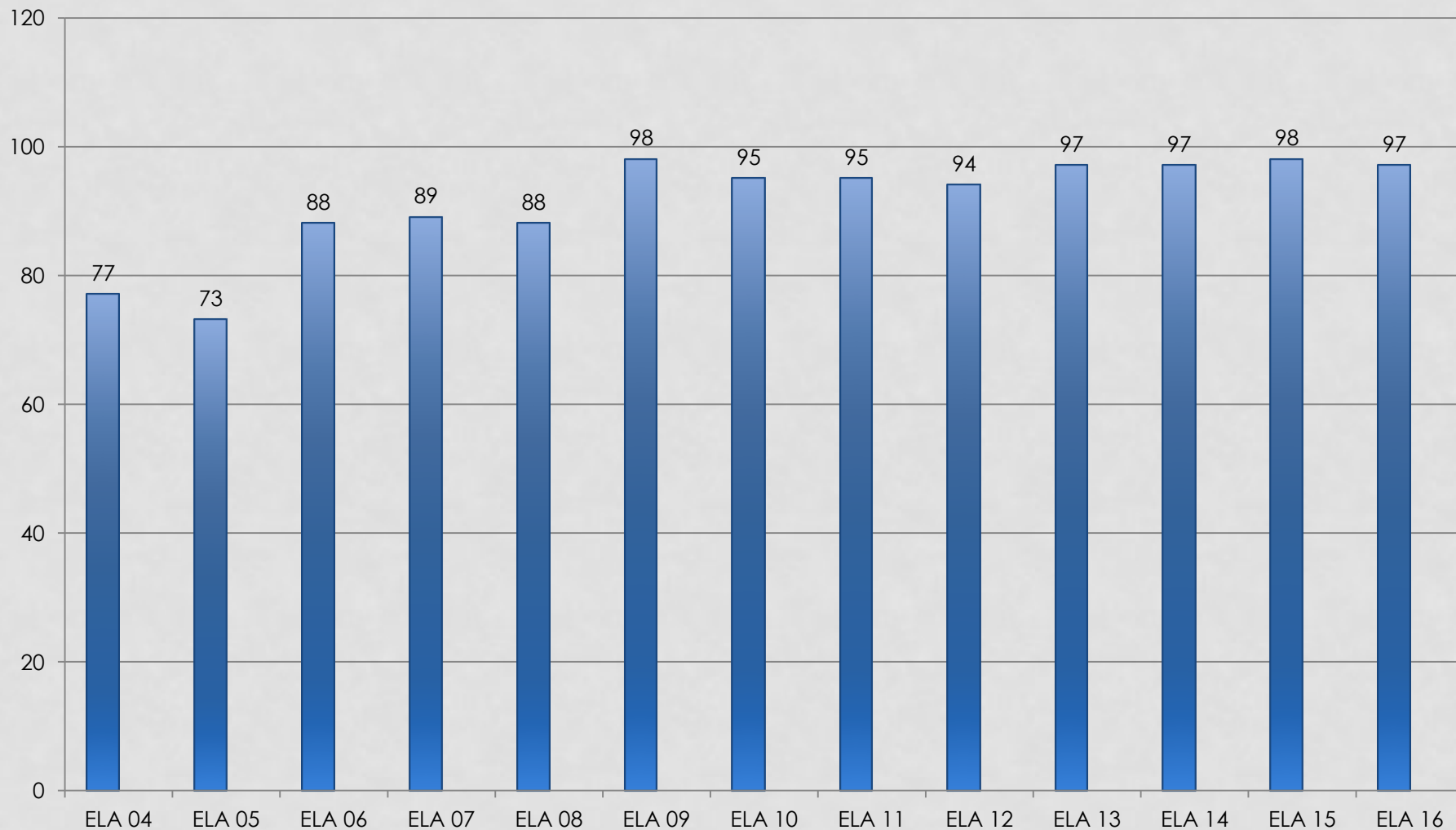
Boston Magazine

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

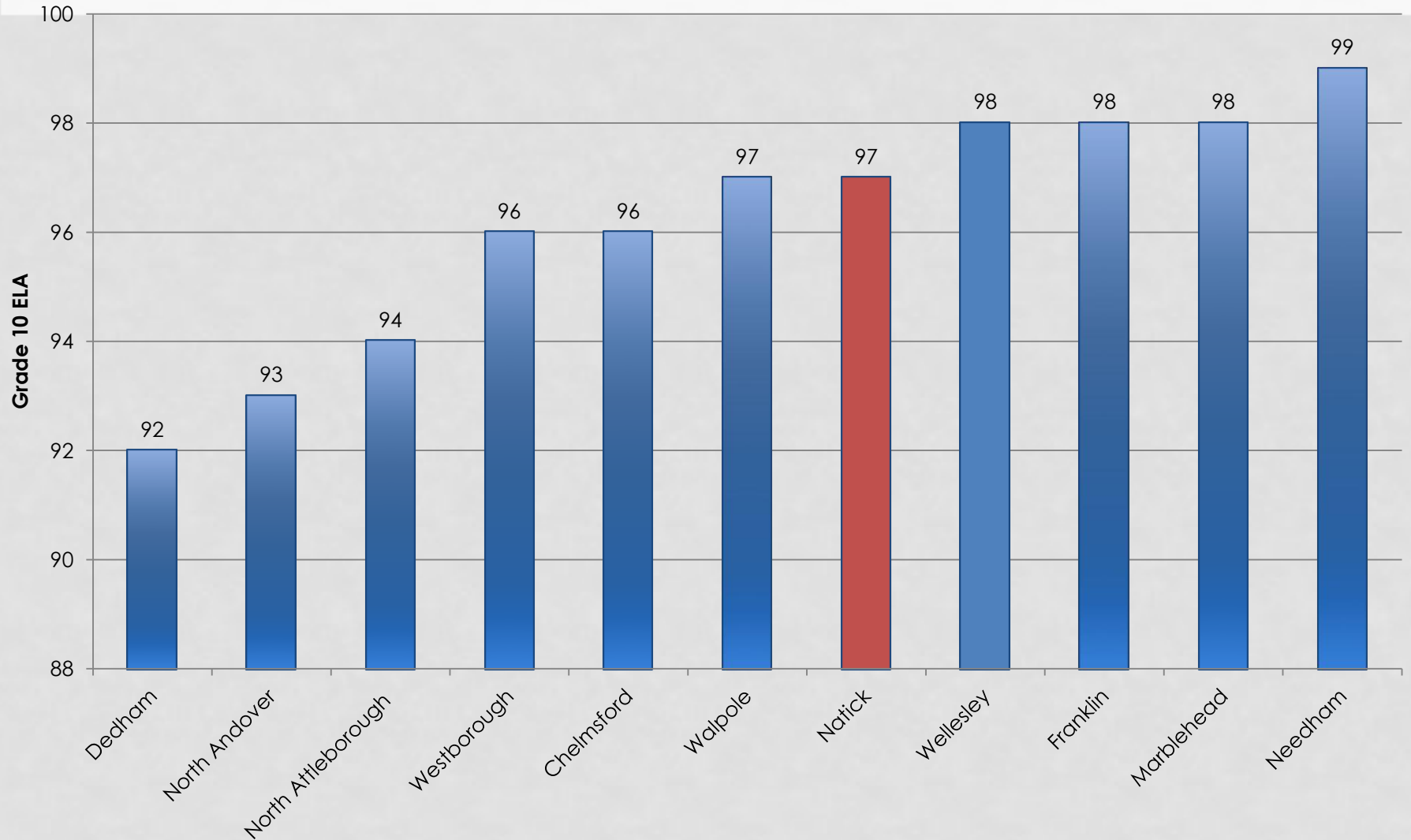
MCAS ADVANCED AND PROFICIENT

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

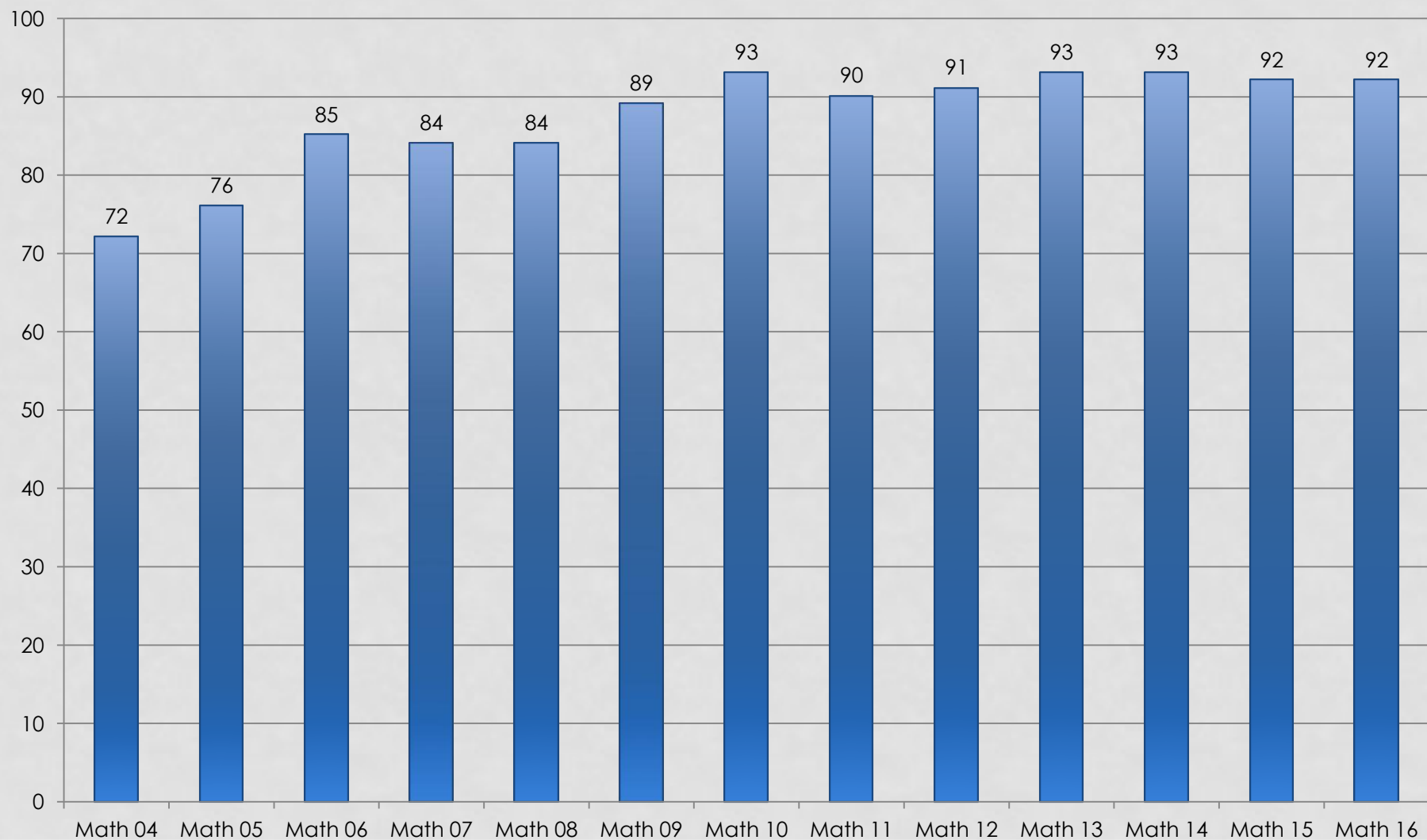
GRADE 10 ELA 13 YEAR COMPARISON



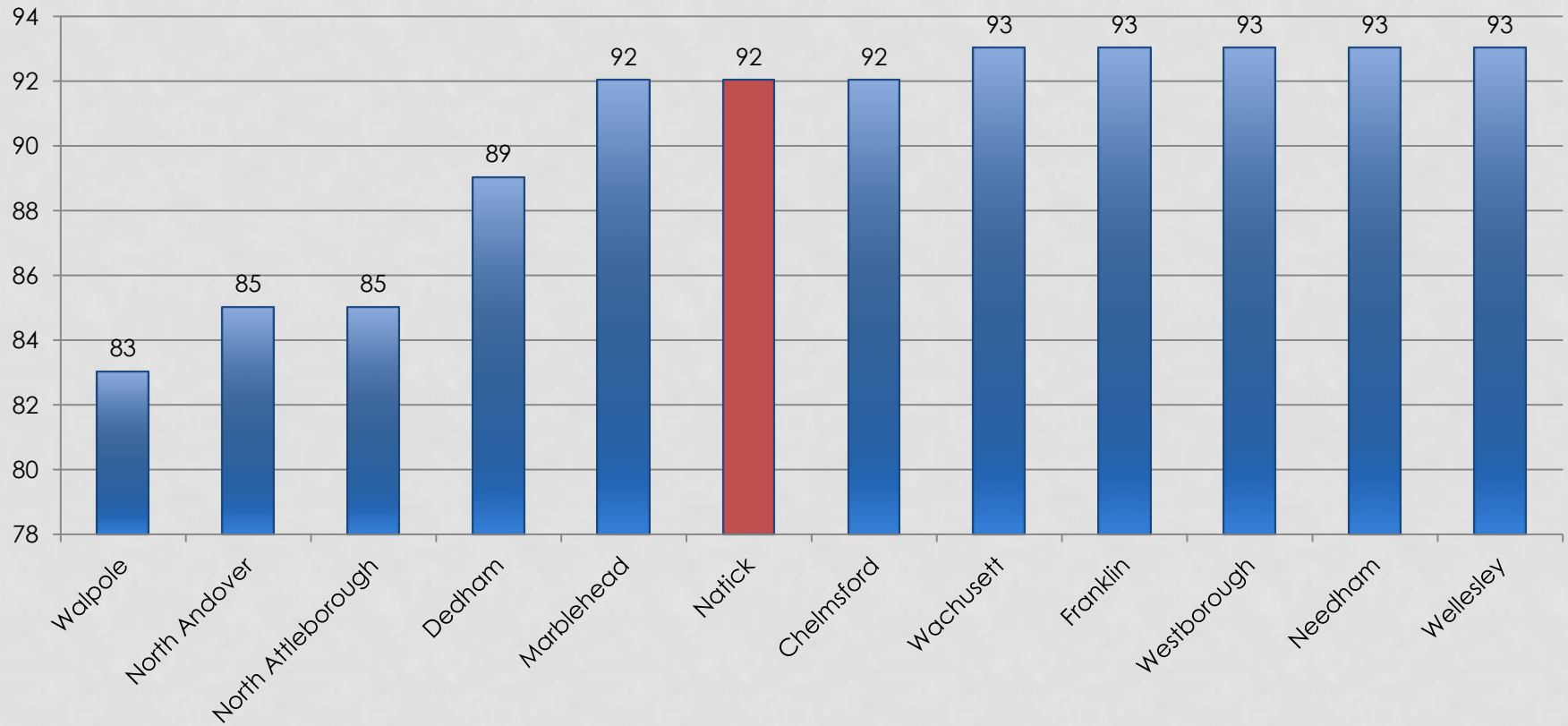
GRADE 10 ELA



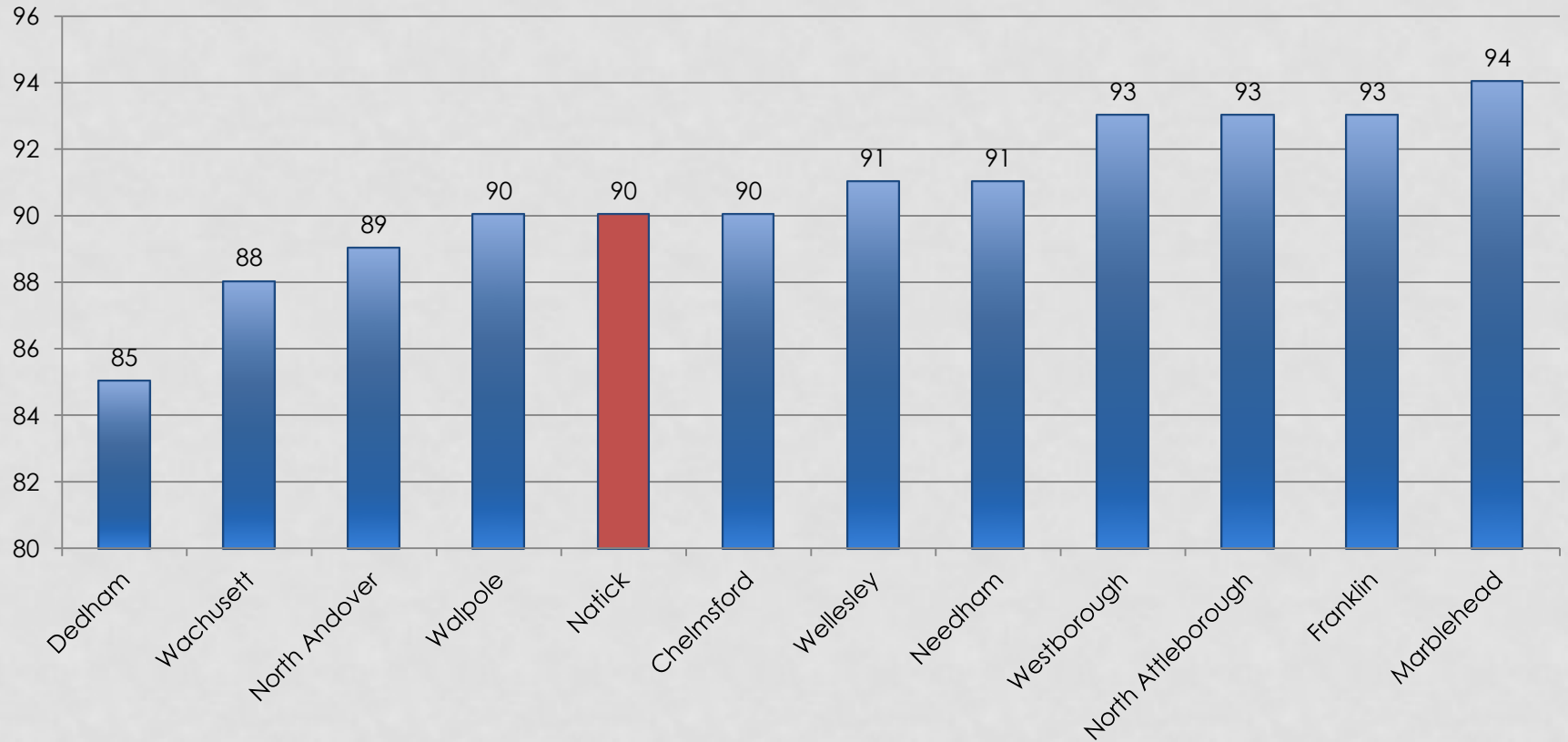
GRADE 10 MATH 13 YEAR COMPARISON



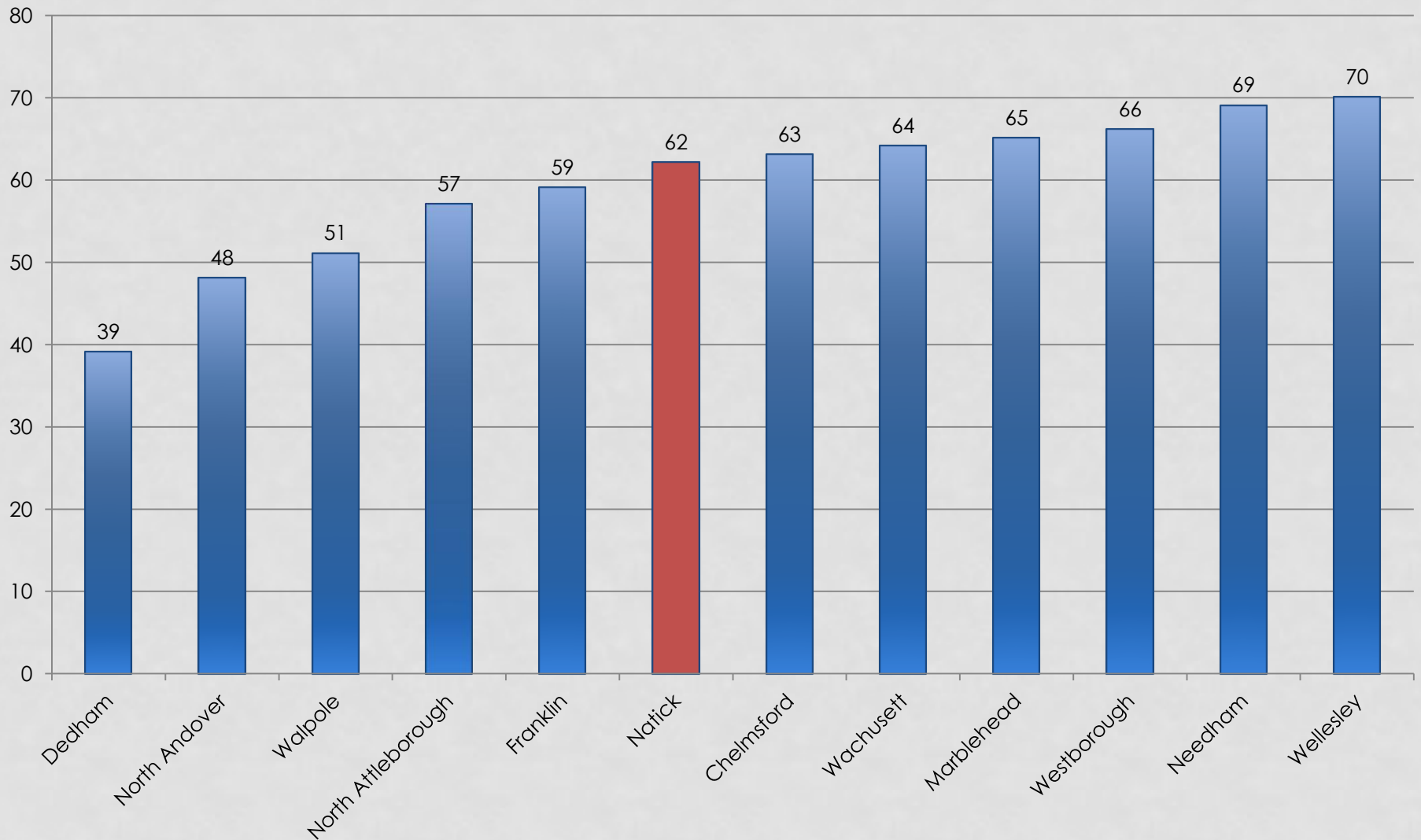
GRADE 10 MATH



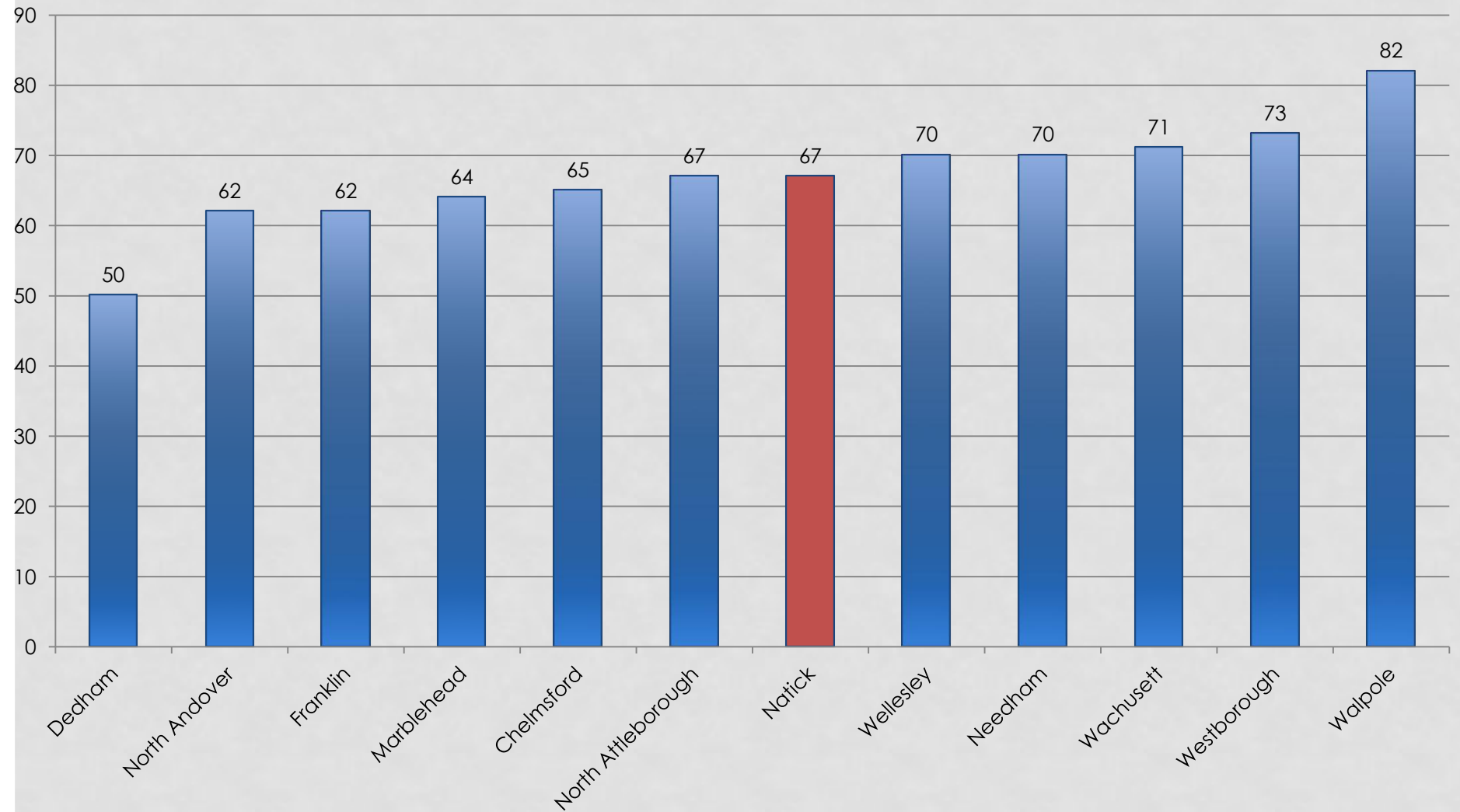
GRADE 9 SCIENCE (PHYSICS)



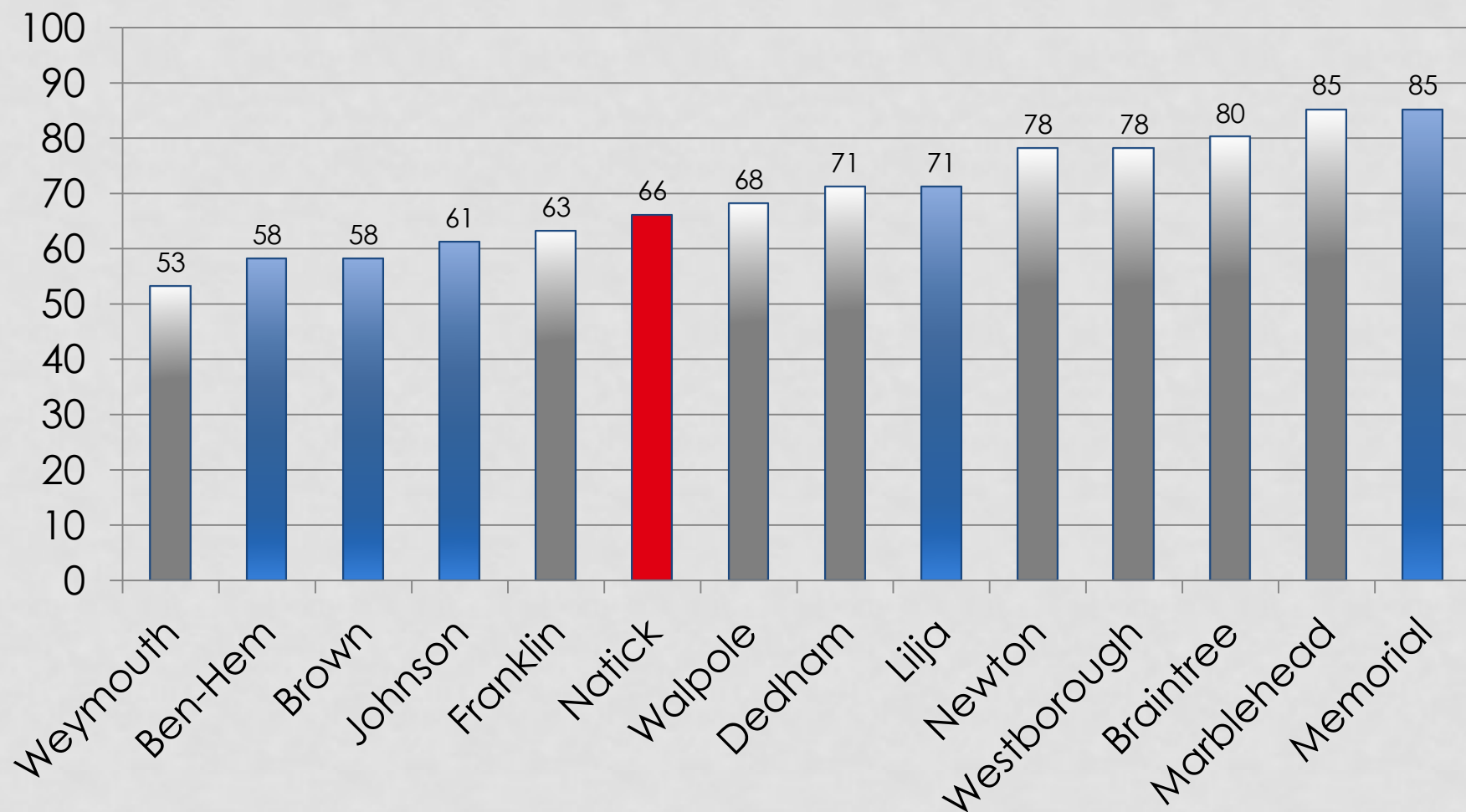
GRADE 8 SCIENCE



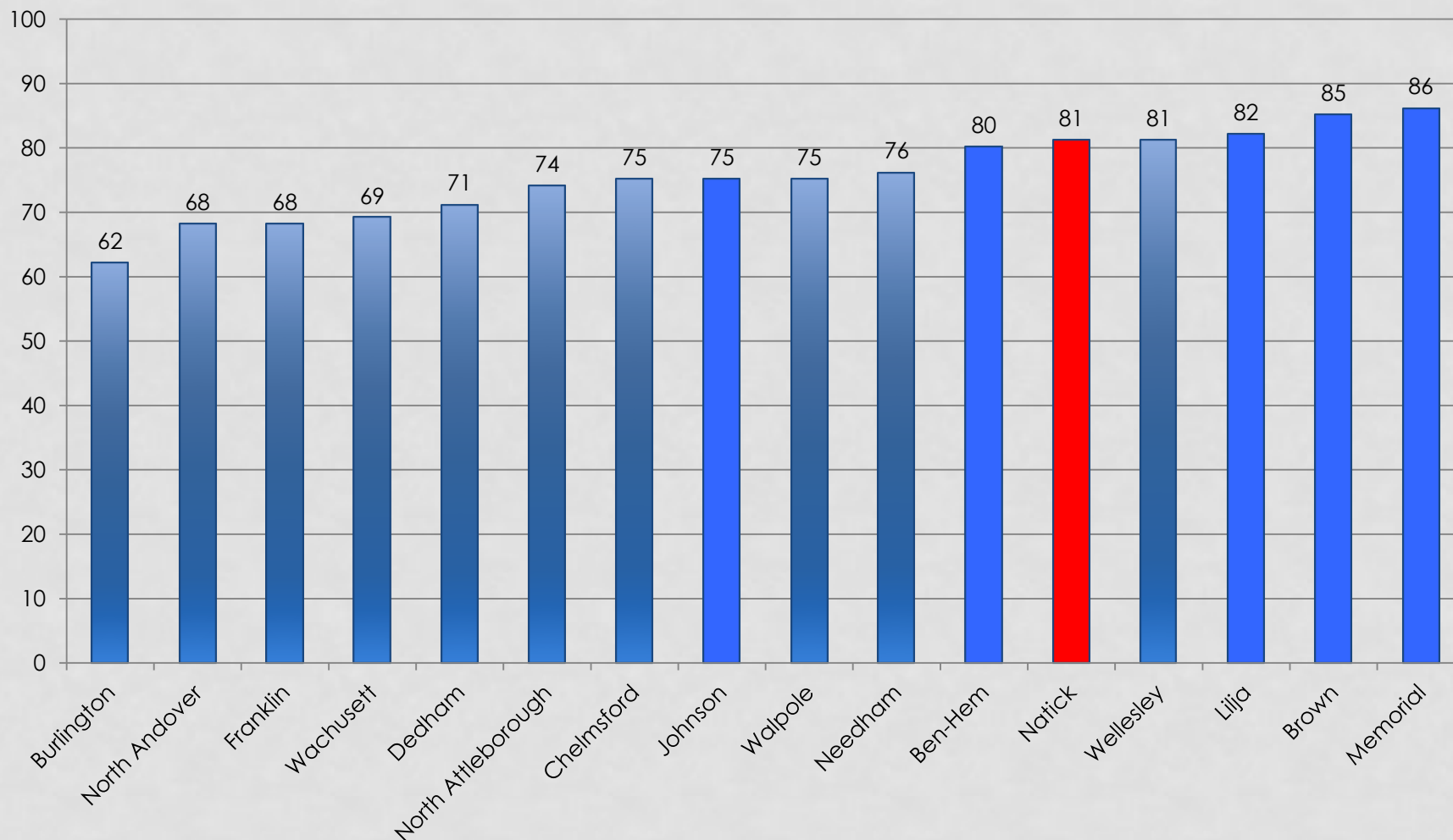
GRADE 5 SCIENCE



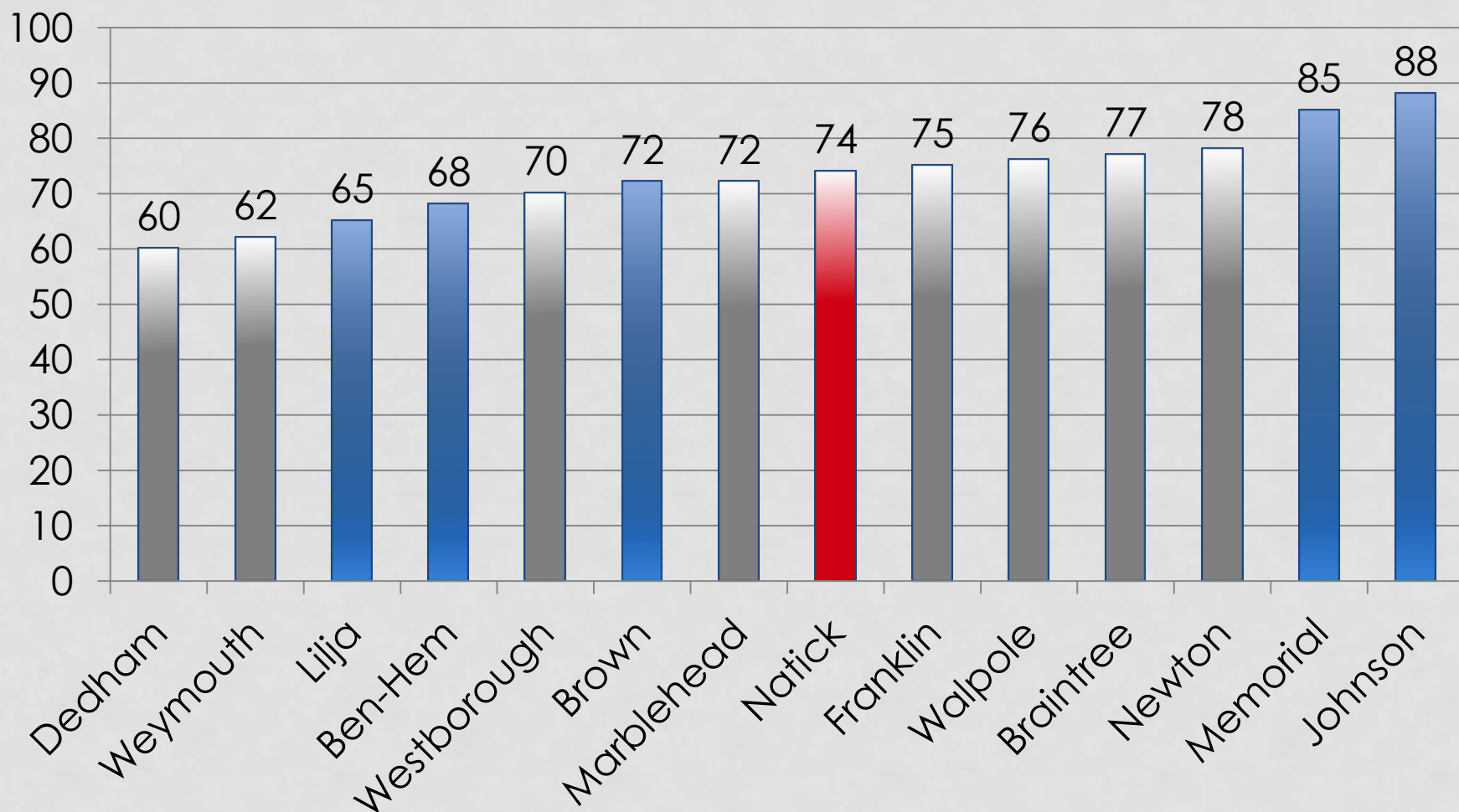
GRADE 3 ELA (PARCC) COMPARISON



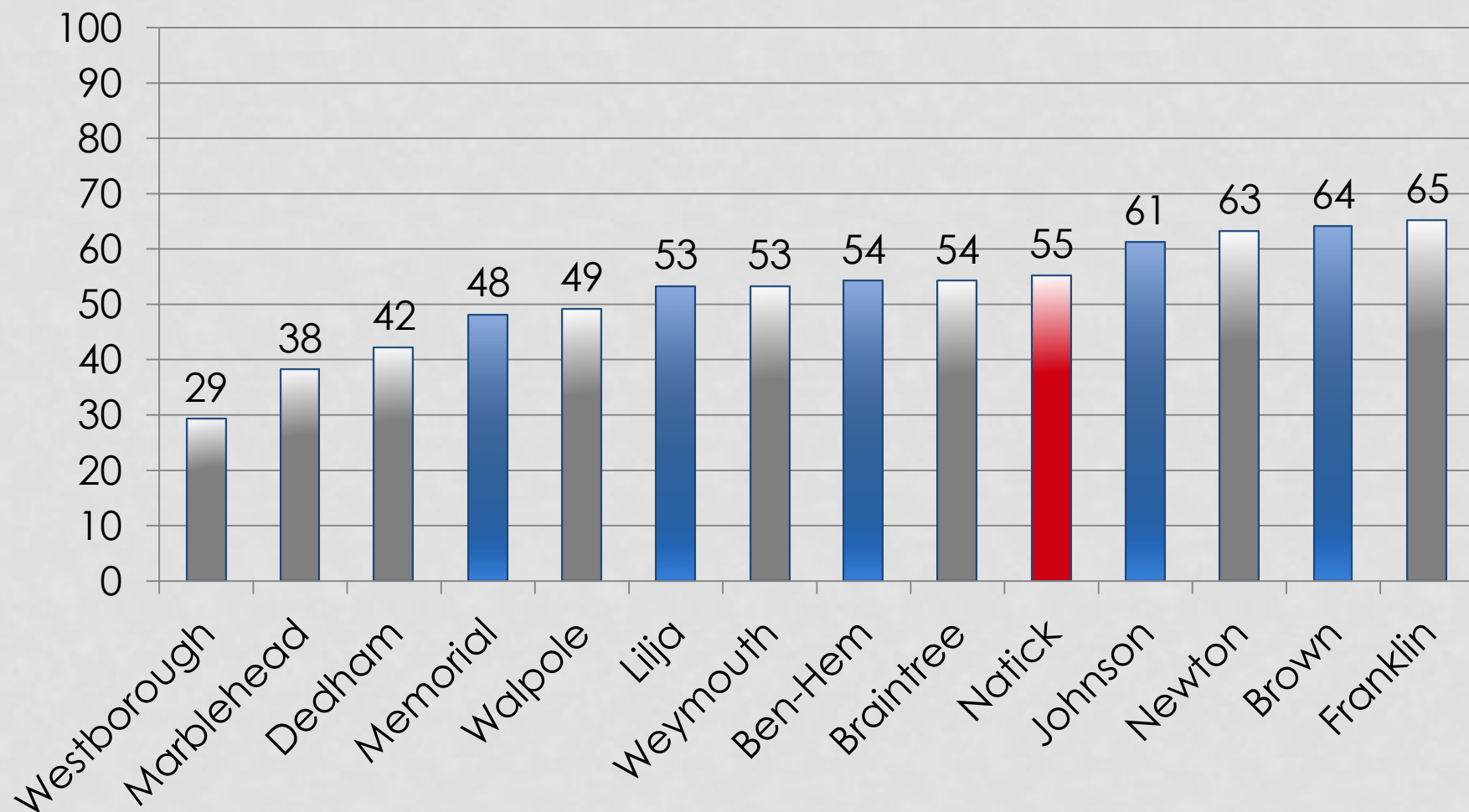
2014 GRADE 3 READING COMPARISON



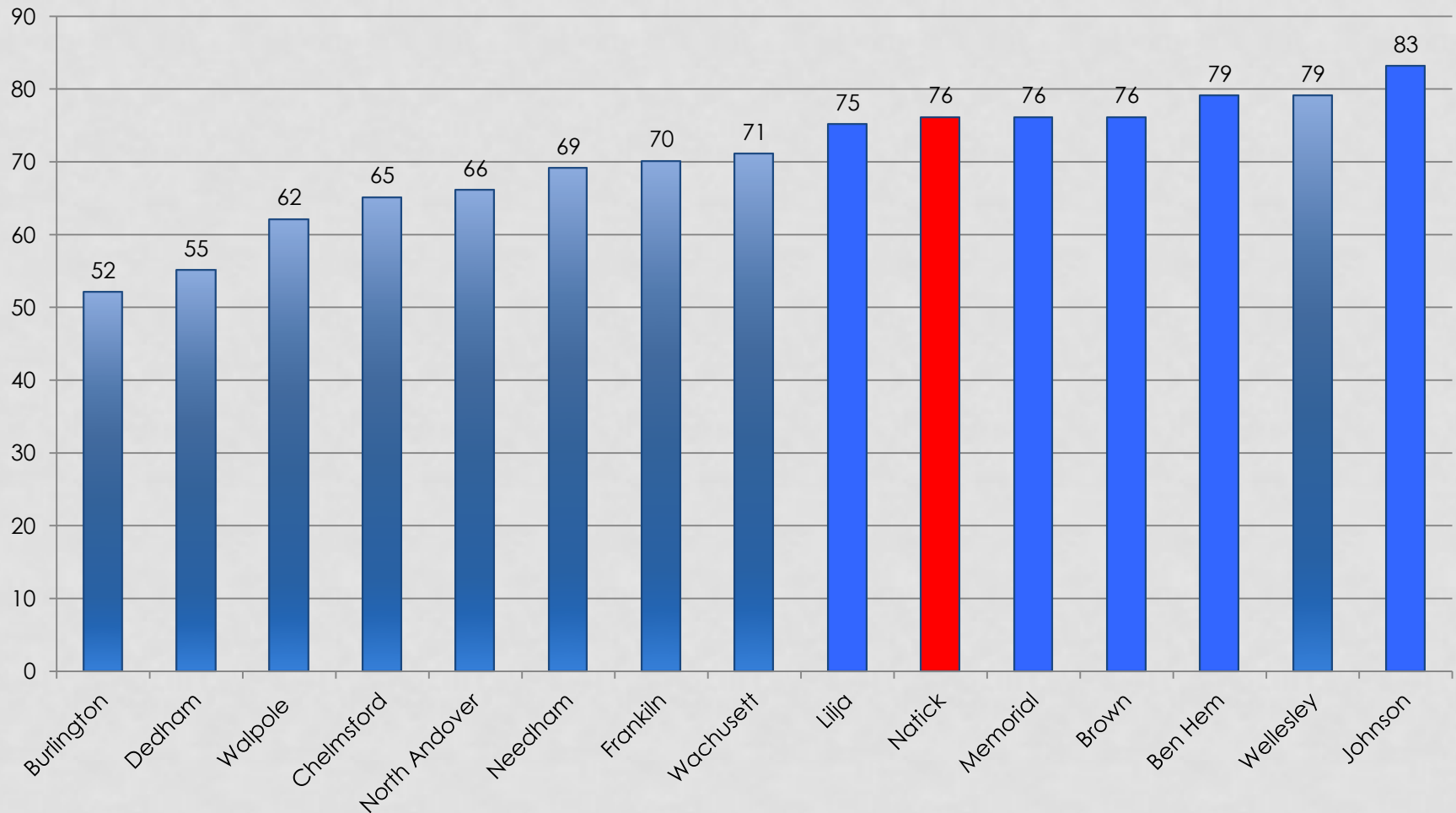
GRADE 4 ELA (PARCC) COMPARISON



GRADE 4 ELA (SGP) COMPARISON



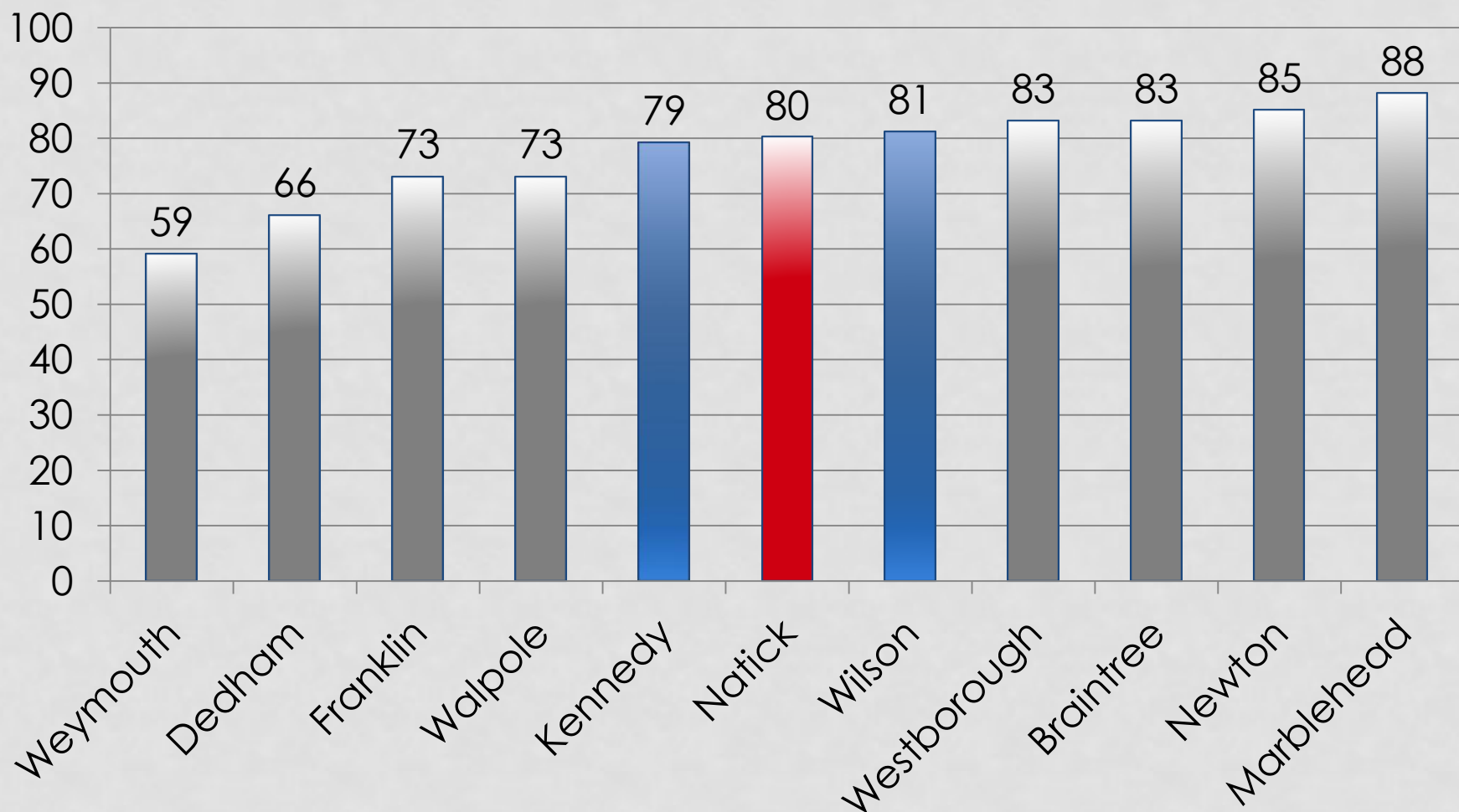
2014 GRADE 4 ELA COMPARISON



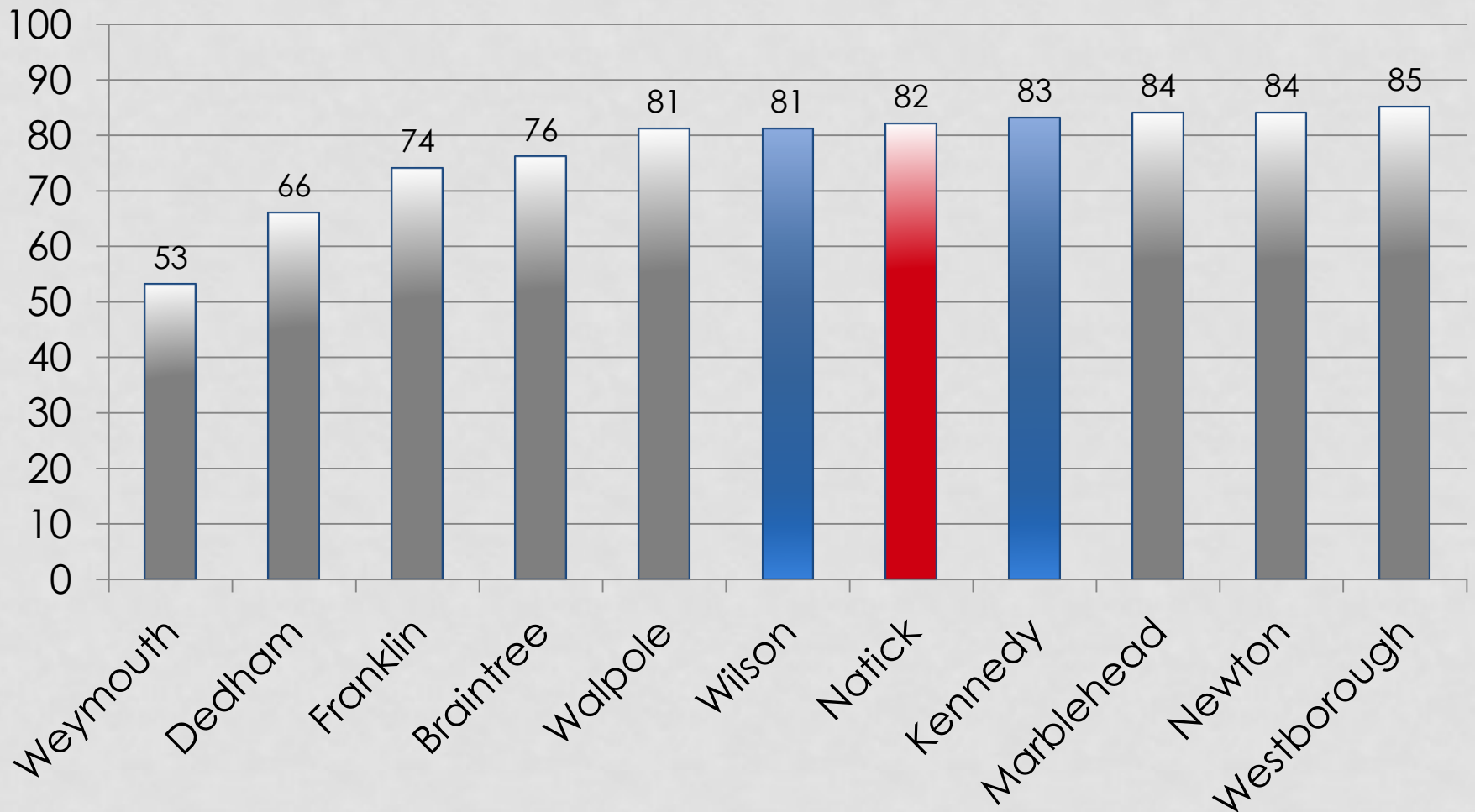
ELEMENTARY PRINCIPALS STUDENT LEARNING GOAL

- 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?

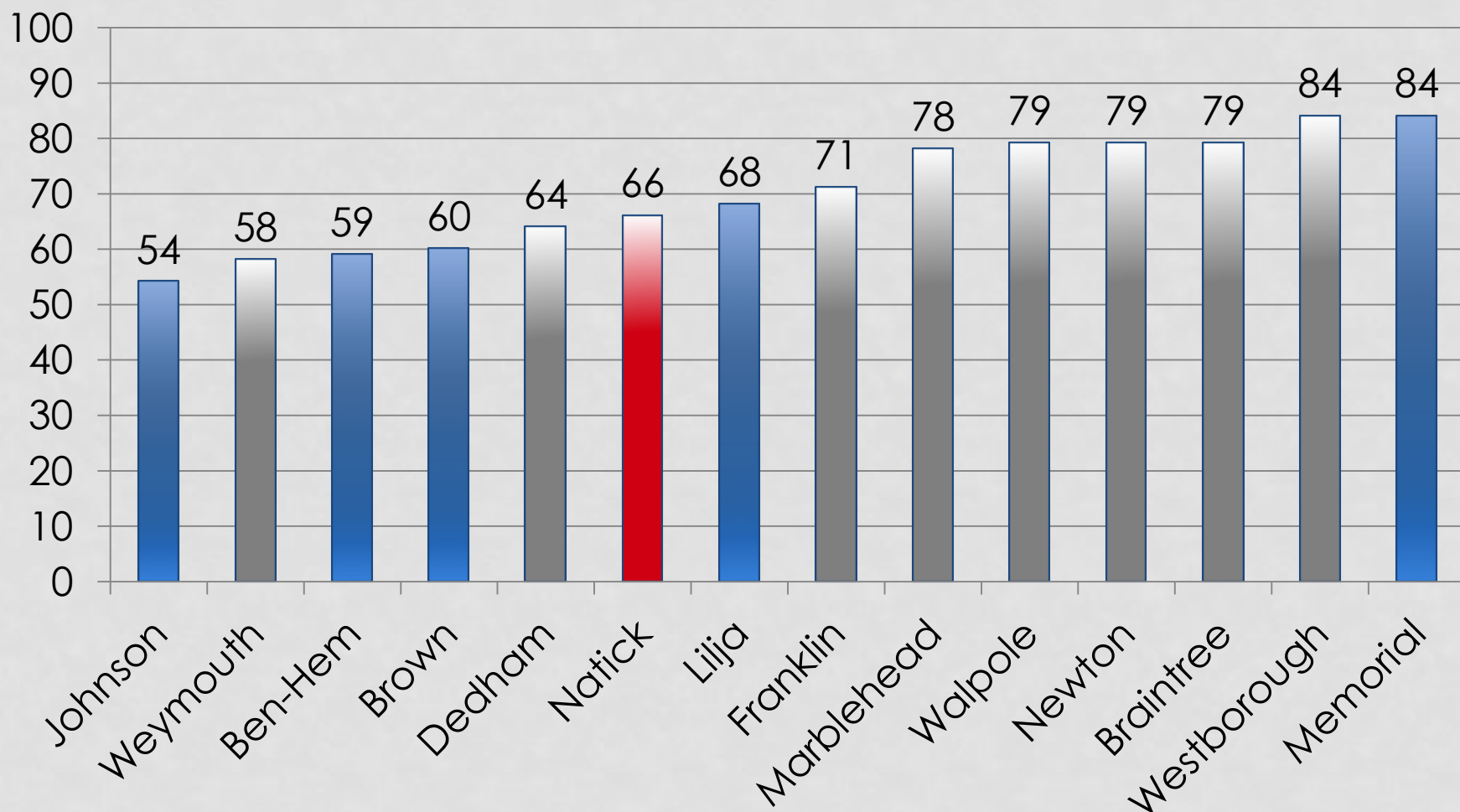
GRADE 7 ELA (PARCC) COMPARISON



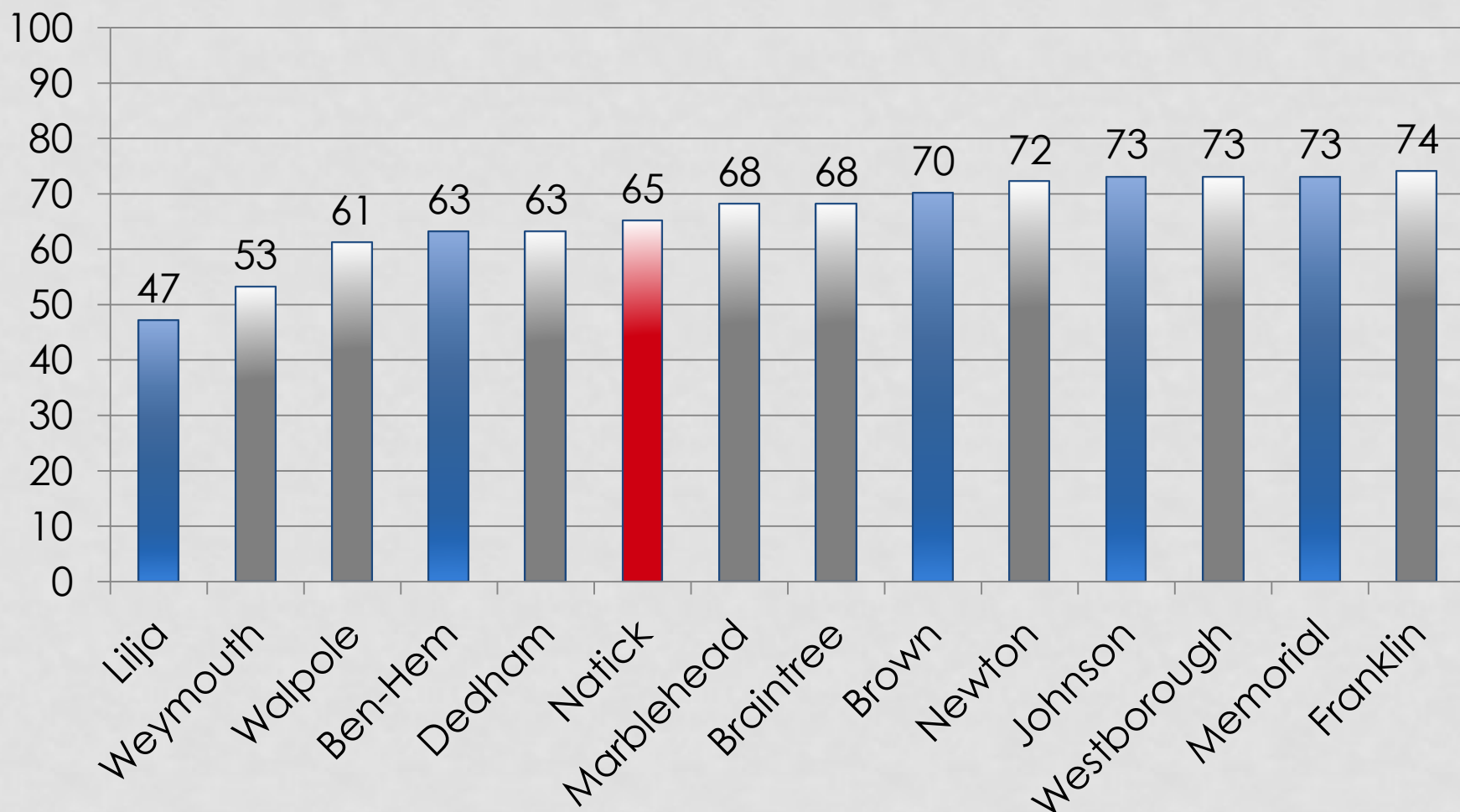
GRADE 8 ELA (PARCC) COMPARISON



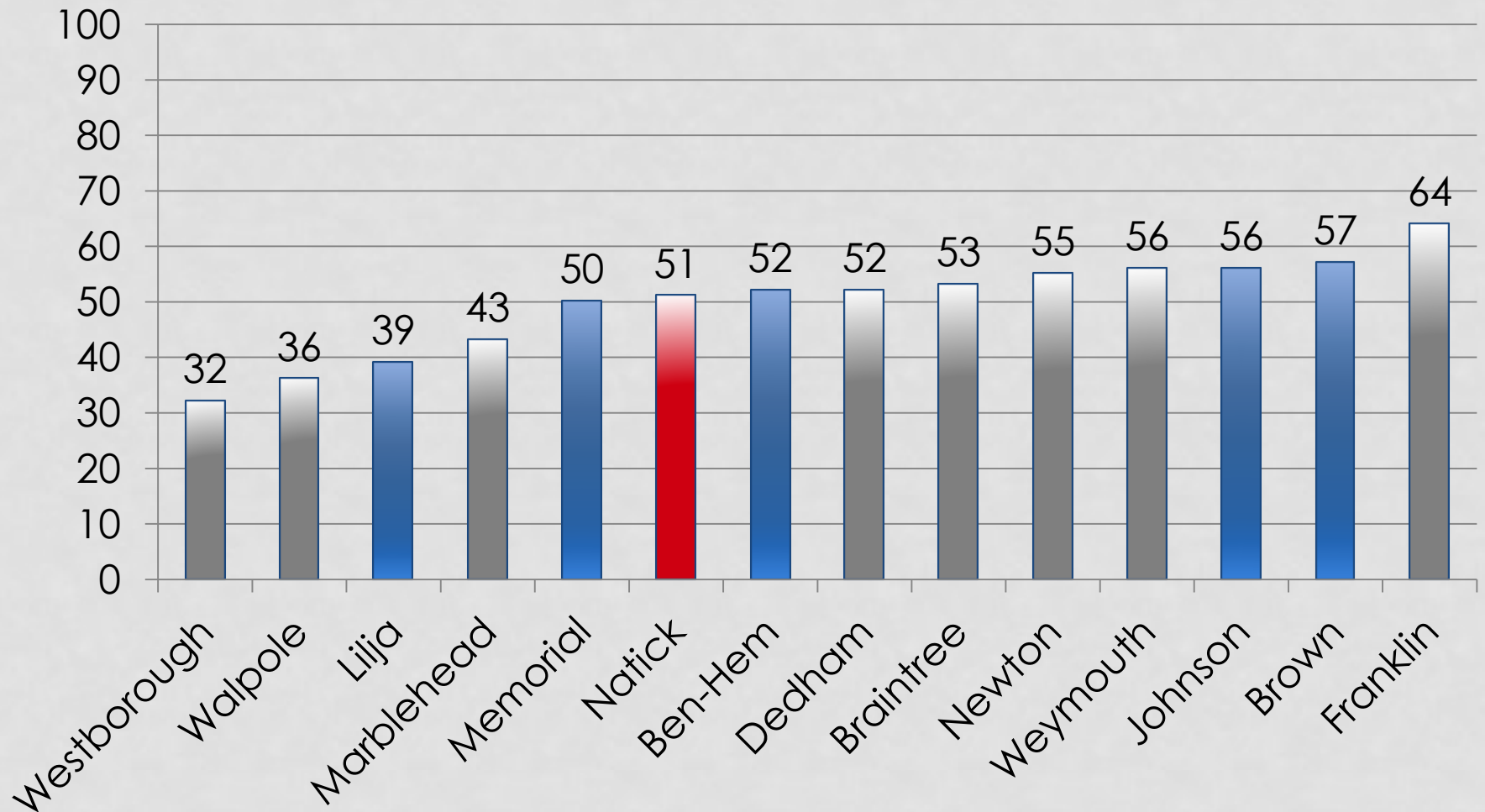
GRADE 3 MATH(PARCC) COMPARISON



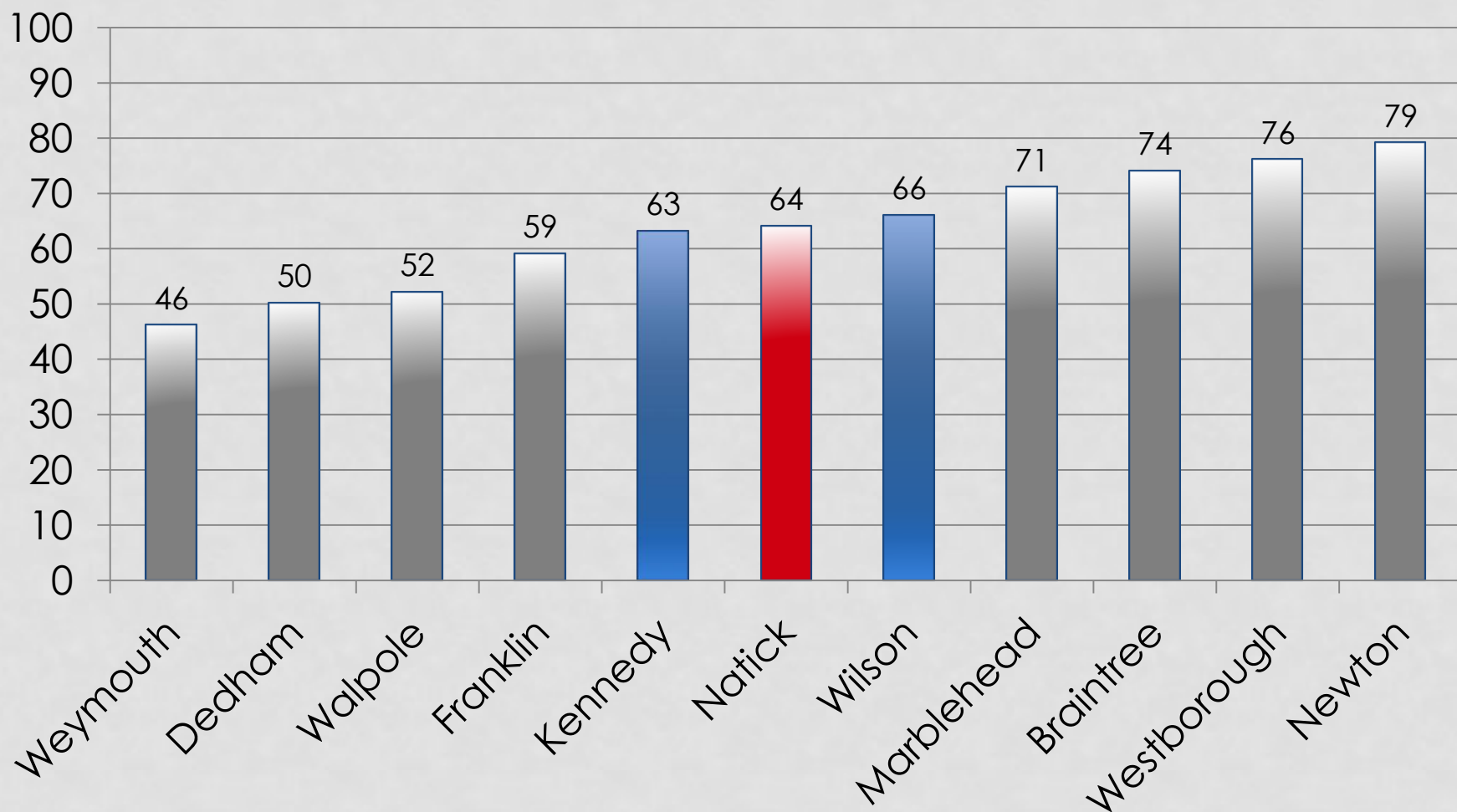
GRADE 4 MATH (PARCC) COMPARISON



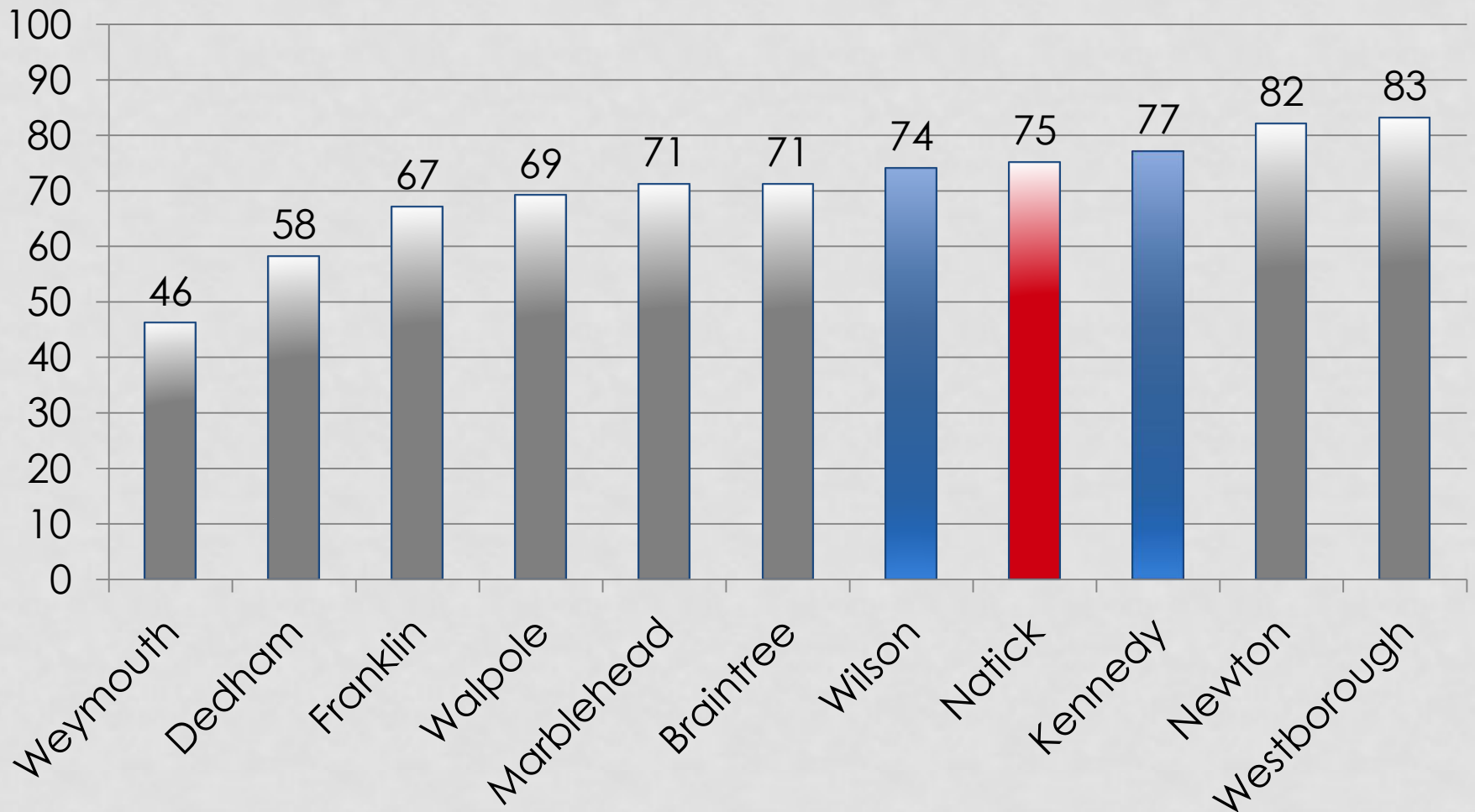
GRADE 4 MATH (SGP) COMPARISON



GRADE 7 MATH (PARCC) COMPARISON



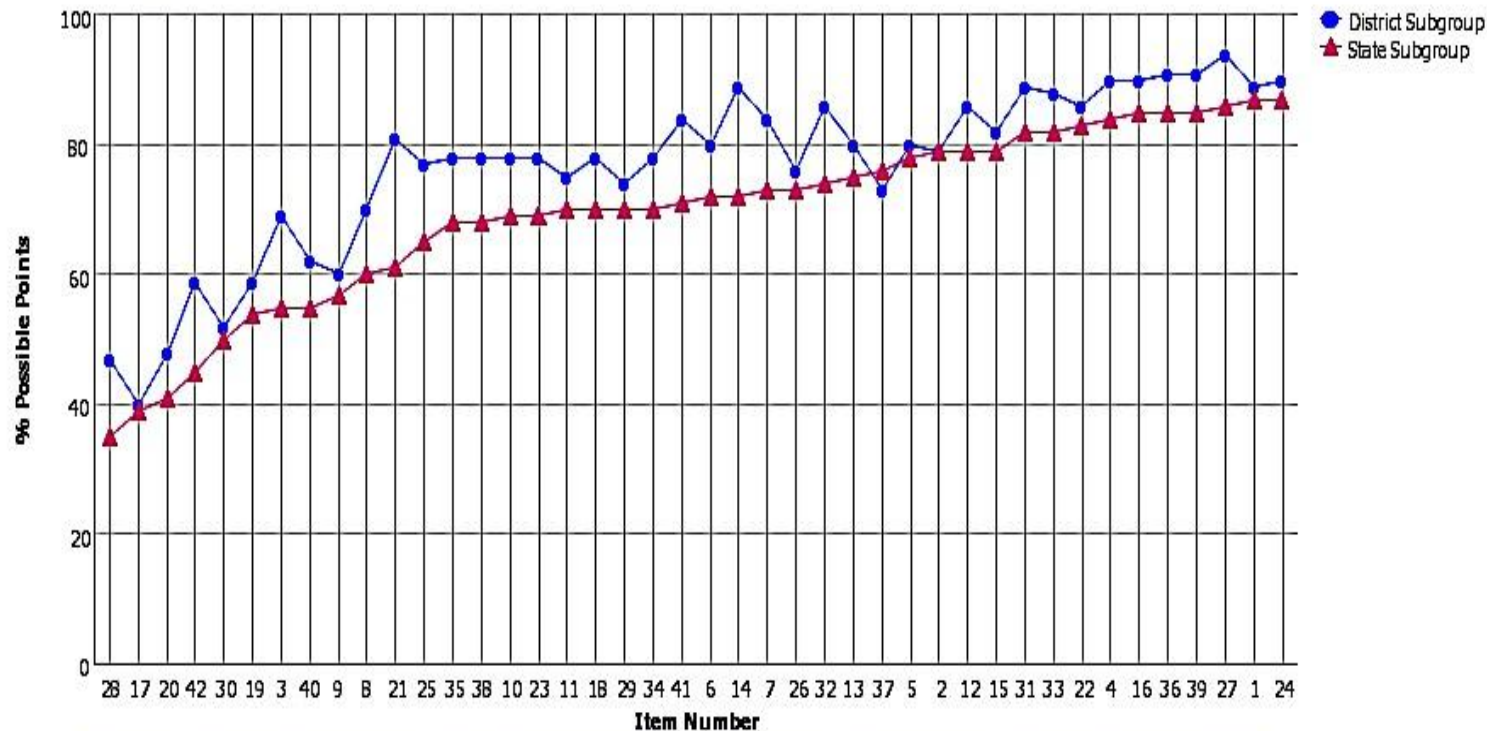
GRADE 8 MATH (PARCC) COMPARISON



GRADE 5 MCAS SCIENCE RESULTS

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

All Students (397)

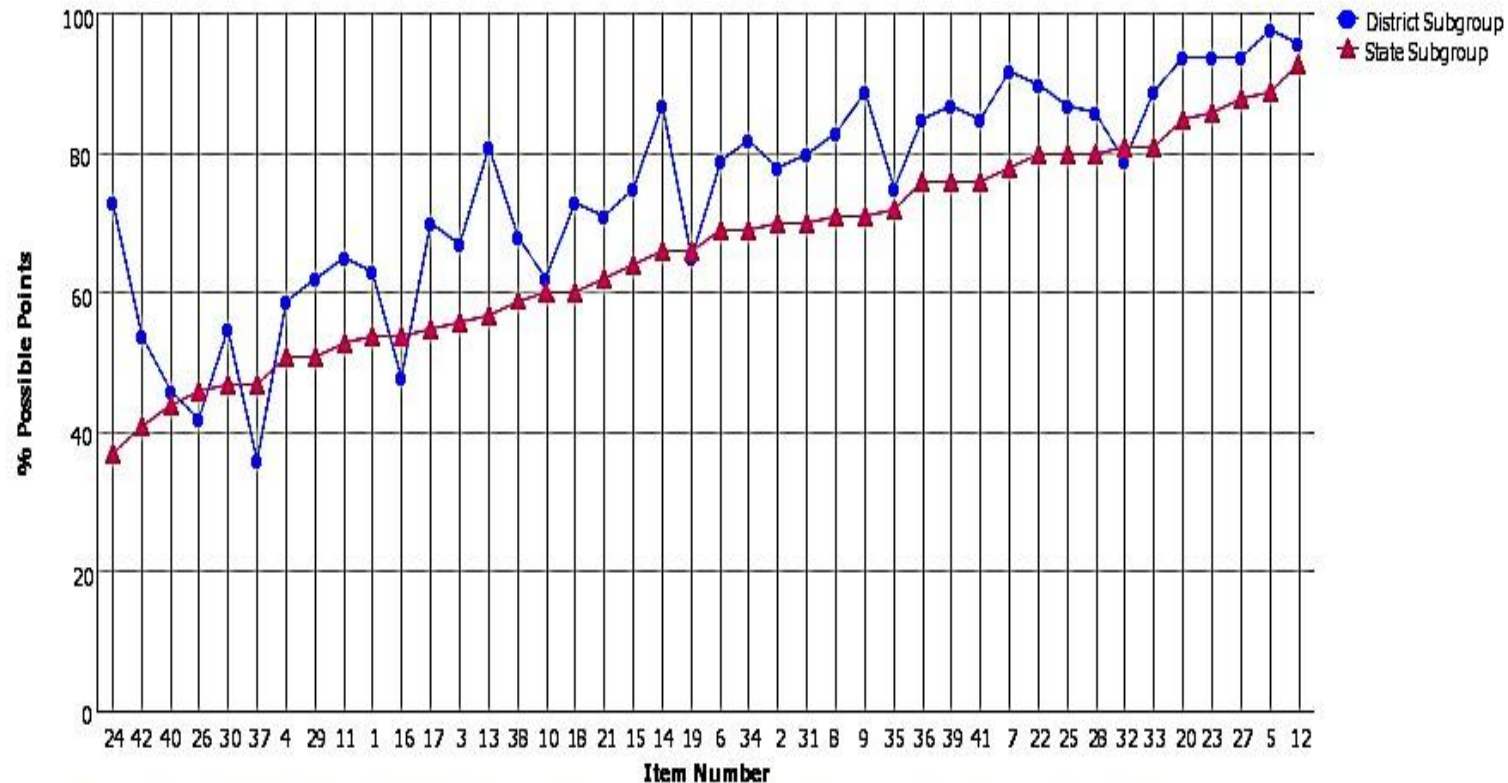


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GRADE 8 MCAS SCIENCE RESULTS

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

All Students (413)

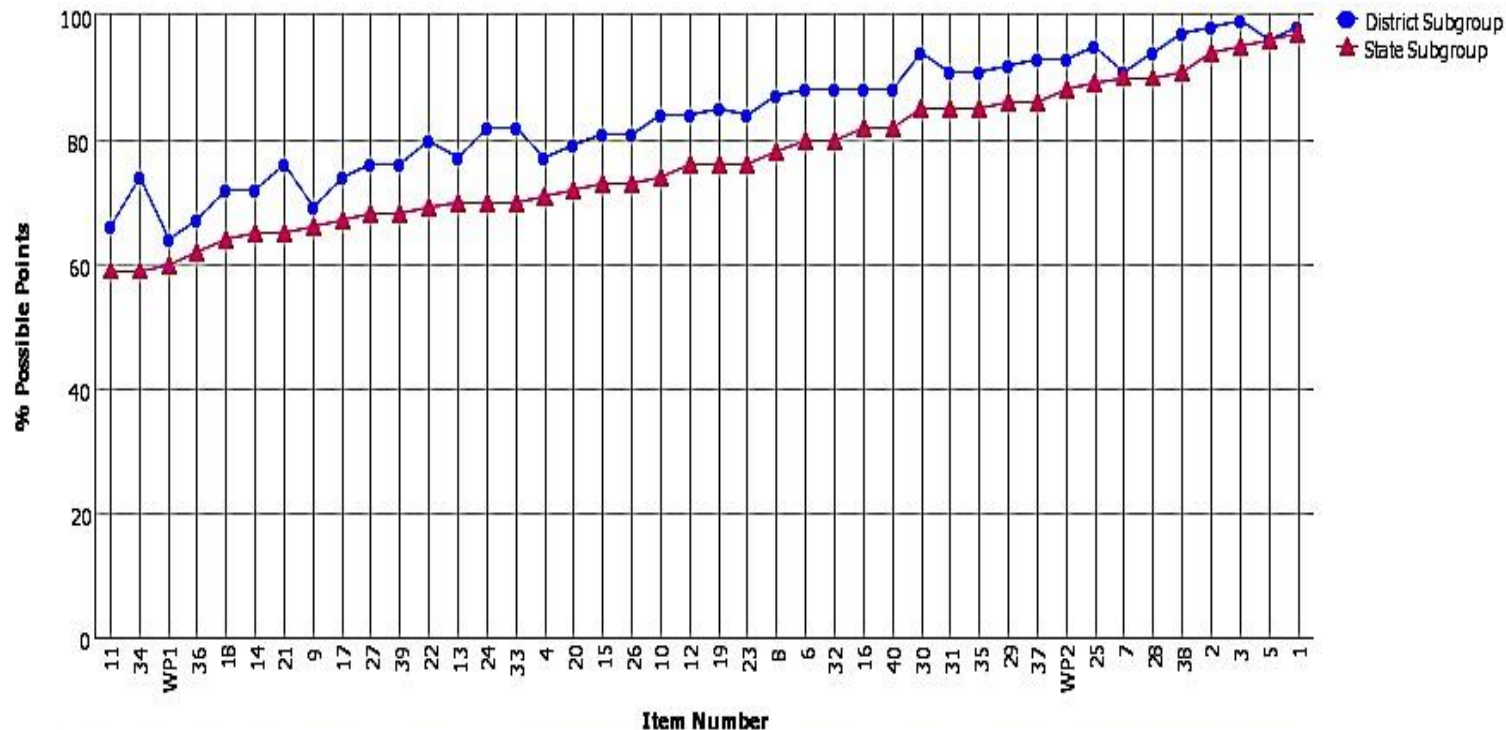


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GRADE 10 MCAS ELA

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

All Students (382)

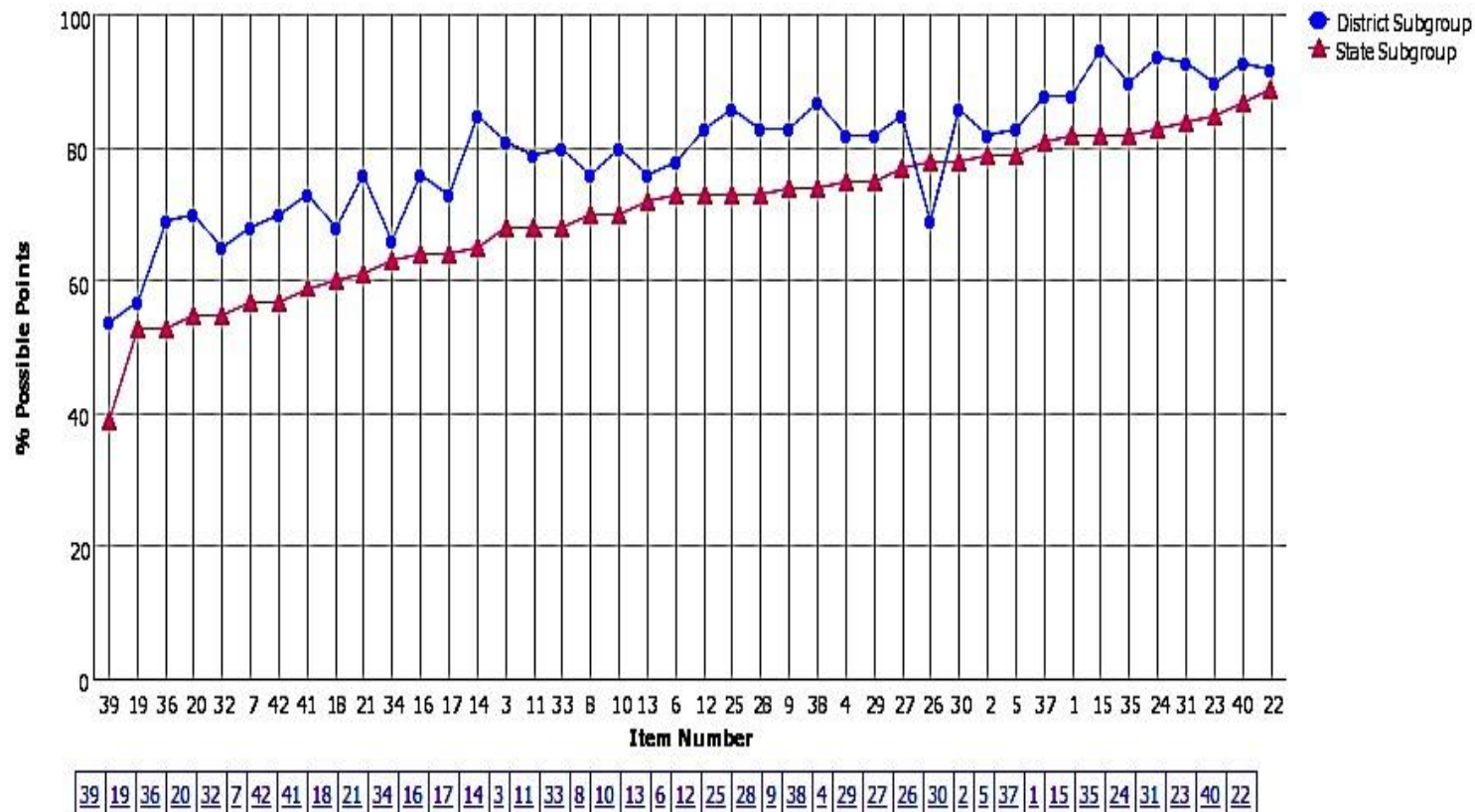


11 34 WP1 36 18 14 21 9 17 27 39 22 13 24 33 4 20 15 26 10 12 19 23 8 6 32 16 40 30 31 35 29 37 WP2 25 7 28 38 2 3 5 1

GRADE 10 MCAS MATH

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

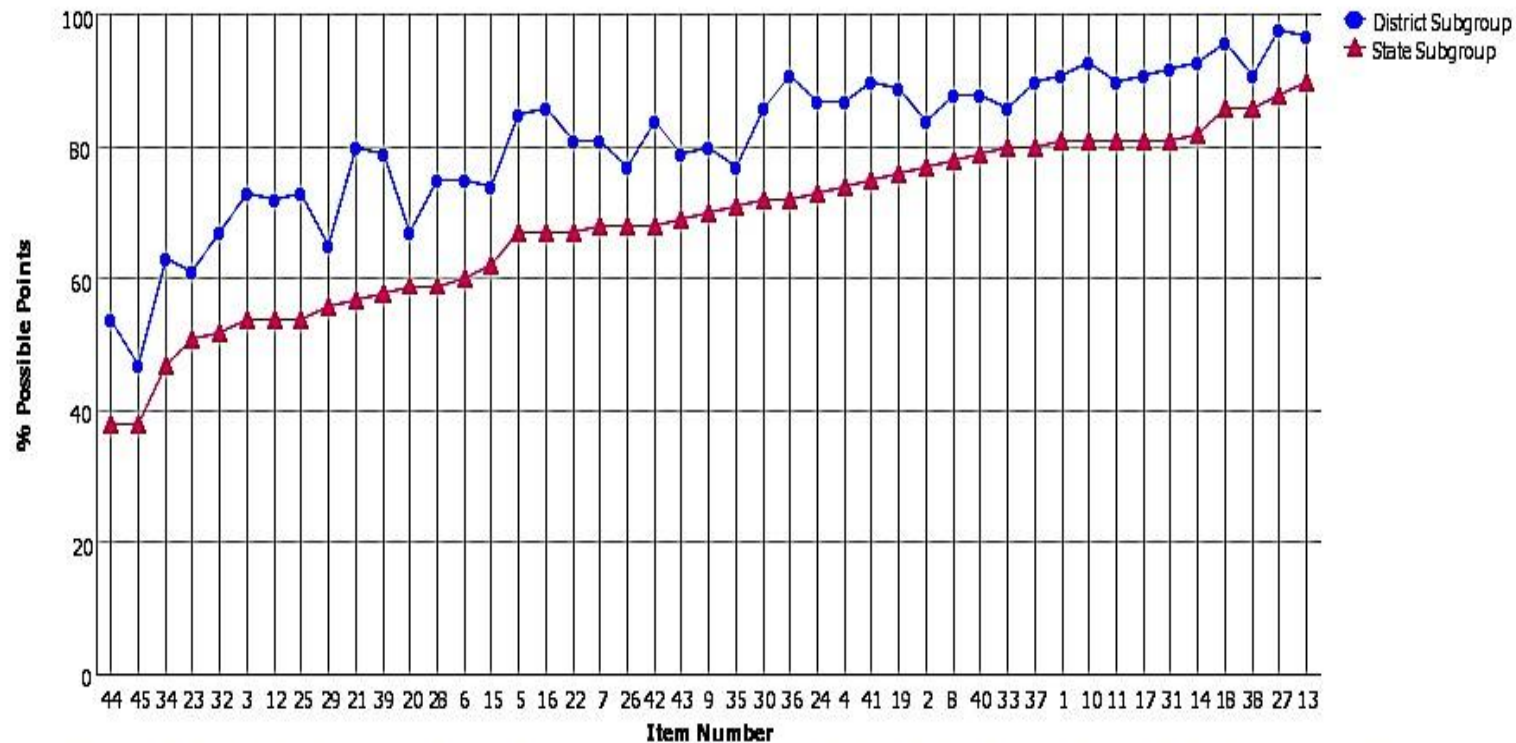
All Students (382)



GRADE 10 MCAS SCIENCE RESULTS

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

All Students (365)



[44](#) [45](#) [34](#) [23](#) [32](#) [3](#) [12](#) [25](#) [29](#) [21](#) [39](#) [20](#) [28](#) [6](#) [15](#) [5](#) [16](#) [22](#) [7](#) [26](#) [42](#) [43](#) [9](#) [35](#) [30](#) [36](#) [24](#) [4](#) [41](#) [19](#) [2](#) [8](#) [40](#) [33](#) [37](#) [1](#) [10](#) [11](#) [17](#) [31](#) [14](#) [18](#) [38](#) [27](#) [13](#)

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

ITEM TITLE: Future Meetings

ITEM SUMMARY: December 5 - Middle School Schedule Report, Review of Substance Abuse Prevention Strategies

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