

*Natick Public Schools
SCHOOL COMMITTEE MEETING MINUTES
October 1, 2018*

The School Committee held a meeting on Monday, October 1, 2018 at 6:45 p.m. in the School Committee Room, third floor, Town Hall. Chair Tabenkin called the meeting to order and took roll call at 6:48 p.m.

Members Present: Matt Brand, Paul Laurent, Dr. Donna McKenzie, Lisa Tabenkin

Members Absent: Hayley Sonneborn

Julie McDonough arrived at 6:55 p.m. while the Committee was in Executive Session
Dave Mangan teleconferenced into Executive Session and arrived in person at 7:58 p.m.

Others Present:	Anna Nolin	Interim Superintendent
	Timothy Luff	Assistant Superintendent
	Kirk Downing	Interim Assistant Superintendent
	Rose McDermott	Recording Secretary
	Sharon Reilly	Recording Secretary

Mr. Ron Alexander, Wellesley resident stated that he would be video recording the meeting.

Chair Tabenkin moved for approval for the School Committee to enter into Executive Session:

1. To discuss strategy with respect to litigation (Alexandria Pearson vs. Natick Public Schools in accordance with the provisions of Chapter 30A, Section 21(a) of the Massachusetts General Laws.
2. To conduct strategy session in preparation for negotiations with non-union personnel (PSAT Proctors) in accordance with the provisions of Chapter 30A, Section 21(a) of the Massachusetts General Laws.

Dr. McKenzie seconded. Chair Tabenkin called for a roll call vote. All in favor of entering into Executive Session for this purpose:

Mr. Brand-Yes

Dr. McKenzie - Yes

Mr. Laurent- Yes

Chair Tabenkin – Yes

It was unanimously approved by a vote of the four members present, 4-0-0.

Chair Tabenkin stated that the School Committee will be returning to open session at approximately 7:15 p.m.

At 7:23 p.m., the Committee returned to open session.

Others present at this time:

Mr. Jefferson Wood

Teacher Representative

Hannah Savoia
Kayleigh Hacker

Student Representative
Student Representative

Standard Bearers

Students, Jackson Bradford and Brianna Drake from Natick High School led the Committee in the Pledge of Allegiance.

Chair Tabenkin announced that this meeting is being broadcast live and being recorded for future public distribution.

Public Speak

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

Recognition of Sharon Reilly

Dr. Nolin and the School Committee recognized and congratulated Sharon Reilly as she retires on October 12, 2018 after 25 years of service to our school district.

Approval for Out of State Travel - NHS Spain Trip

Ms. Monica Sanderson requested the School Committee's approval for NHS students to travel to Spain and Rome during April vacation (April 17, 2020 to April 26, 2020). She provided an overview of the itinerary and costs of the trip. Mr. Laurent moved to approve the trip. Dr. McKenzie seconded. It was unanimously approved by those present 6-0-0.

Entry Plan - Interim Principal Brown School - Ben Gatto

Dr. Nolin introduced Mr. Gatto who reviewed his entry plan and timeline as Interim Principal, Brown School. The goals of the entry planning process are to:

- Support a positive and effective school climate focused on improving student achievement and closing achievement gaps
- Maintain a rigorous and quality vision for instruction, teaching and learning in traditional, blended and online learning environments that affords students more agency and control over their own learning
- Identify places for increased transparency in our practices in order to further public trust
- Strengthen trust and community engagement by developing strong mechanisms for collaboration and communication for all stakeholders of the Brown school
- Increase organizational effectiveness, efficiency and resources through comprehensive and clear long-range strategic planning
- Conduct a comprehensive examination of programs, policies and services to identify critical focus areas for strategic planning

Mr. Gatto also provided stakeholder's concerns, strengths of Brown School and its community. He wants to make sure every family feels connected.

Update on Superintendent Search

Chair Tabenkin discussed that as a committee, they decided to vet Dr. Anna Nolin. There has been a lot of research and thought that went into this. 60% of districts are looking internally for candidates. Most recently 4 local districts have posted Superintendent openings. The School committee is committed to hearing what the staff and community have to say. A survey will go out to staff and the community. On Thursday, October 4, 2018, the School Committee will hold a retreat where they will develop a timeline which will be released to the public. The School Committee's decision to vet Dr. Nolin was based on her recent evaluation where she received exemplary performance. The School Committee is asking for everyone to please participate to the best of their ability.

Community Culture, Connectivity and Engagement Survey Idea

Dr. Nolin reviewed the family-school relationships survey and what it measures. If the district moves forward with this survey, it will provide the district with a baseline. Research behind the survey is the same being used for social/emotional development. Dr. Nolin discussed personalizing the survey as much as possible.

Sharing Profile of a Graduate

Dr. Nolin discussed the new NEASC process which helps schools to use their core values documents and mission statements to assess whether or not they're achieving stated goals. The profile has informed how the high school does that work. While at the time of this meeting, the goals were yet to be voted on by the school committee, the goals were used to inform the profile of a graduate and the future aims of the district. Once the goals are approved (at this meeting) the profile and the goals/strategic plan will be used to meet with many Natick community constituencies. The profile itself is a list of competencies that the district, including students and all of the school councils thought were important to cultivate in our future graduates. The competencies are based on what workplaces and schools as well as our alumni indicate are important to the cultivation of our future workplaces and our future citizenry. Those competencies include: collaboration, communication, empathy, critical thinking and problem-solving, self-determination and initiative, and resilience. Thus far, Dr. Nolin has had a few informal meetings with other boards to share the upcoming work of the district. They reviewed the draft plan and would love to help. Collaboration continues as Ms. Sugarman of the Opioid Task Force will be relocating to the School Department this month which will allow for more collaboration. Dr. Nolin met with the library team and they are starting to offer new programs. They've agreed that time and money can be saved with a collaborative approach.

Kennedy Middle School Building Project Update

Dr. Nolin provided an update on the design phasing meeting that recently occurred. Construction is slated to begin this summer. On Friday, September 28, 2018, Dr. Nolin and Mr. Zitoli, Principal at Kennedy, spent the day with staff discussing the design plan. The staff felt they had been listened to and got everything they felt was needed in terms of features, safety and making the most sensible choices for teaching and learning workflow. On October 17, 2018, there will be an abutter's meeting to go over the phasing.

Capital Improvement and Equipment Update

Dr. Nolin and Mr. Gray are working on a quarterly financial update for the committee to give them an overview of what the accounts look like and what kind of capital projects are needed. Last week, the Finance Committee approved the capital improvements and projects that will be presented at 2018 Fall Town Meeting for approval. Dr. Nolin appreciates the clarity of the town and the new format that's been put forward. Most of the projects have been on the capital improvement plan for years. The district will no longer be looking for funds for any of those items. The town administrator would like a maintenance budget and we would need to develop that. Dr. Nolin provided an update on the Memorial Field bleachers. One section of the bleachers are closed until repairs are completed. This is not covered by a warranty as it was not a defective product but simply extreme wear that has caused the problem.

MCAS Overview

Dr. Nolin provided an overview of the MCAS 2018 Accountability Data Summary:

- Overall accountability classification for schools
 - 74% designated as “Not requiring assistance or intervention”
 - **All of Natick’s Schools are in this category**
 - 14% designated as “Requiring assistance or intervention”
 - 12% designated as “Insufficient Data”
- Overall accountability classification for districts
 - 90% designated as “Not requiring assistance or intervention”
 - **The Overall Natick District is in this category**
 - 7% designated as “Requiring assistance or intervention”
 - 3% designated as “Insufficient Data”
- Accountability categories for schools
 - 31% categorized as “Meeting targets”
 - **Bennett Hemenway and Kennedy Middle are listed here**
 - 53% categorized as “Partially meeting targets”
 - **All Other Natick Schools are listed here**
 - 14% categorized as “In need of focused/targeted support”
 - 2% categorized as “In need of broad/comprehensive support”
- 51 schools also received a “School of Recognition” label for high achievement, high growth or exceeding targets
 - **In Natick, Bennett-Hemenway Elementary is a School of Recognition**

Dr. Nolin stated that given the relative newness of the Next Generation MCAS assessment format, increased rigor of questions, type/structure of questions and the newness of having students take online assessments of this importance, it is important to manage expectations about the scores and what they actually mean. Reading too much into the results is not advisable at this time—the results of this year and last serve as a baseline. The state and local district cannot yet identify patterns or trends in achievement and we have been advised that current testing categories and achievement levels, cannot be compared to prior levels and categories (Advanced, Proficient etc.) The new levels are composed differently from year one of the system. She reviewed the accountability data summary and targets as well as additional factors now added into the accountability system. The major takeaway is that there’s no comparison to previous MCAS or PARCC. There is no correlation.

Bus Transportation Updates

Dr. Nolin reviewed the registration process for school bus transportation and how bus ridership is analyzed. She also discussed the difficulties; newness of the system, parents forgetting to register and late or new registrations. All of these create shifts in the routes. In the beginning, we provide or sell ridership and then we have to wait and see if these students are really riding the bus. Bus counts are taken all year long. Video footage is taken during the ride which allows us to see what the ridership is. When inclement weather arrives, routes and ridership patterns all shift again.

Joint Facilities Discussion Update

Chair Tabenkin and Mr. Mangan, School Committee representatives on the Facilities Oversight Committee, provided an update on a meeting held last week where discussions were held on management structure for the future. A new Director of Facilities must be hired and a determination of who’s responsible for what

needs to occur. It was widely recognized that project management is necessary. Joint facilities management is a common model in Massachusetts. We are currently trying to figure out if the model is still the right model for Natick.

Approval of District Goals 2018-2019

Mr. Mangan motioned to approve the District Goals which have been previously reviewed on a number of occasions. Mr. Brand seconded. They were unanimously approved by a vote of the six members present, 6-0-0.

Approval of Policies - Executive Sessions Policy

Mr. Mangan motioned to approve the Executive Session Policy which was reviewed at the last meeting. Mr. Brand seconded. It was unanimously approved by a vote of the six members present, 6-0-0.

Acceptance of Interim Superintendent Evaluation

Mr. Mangan motioned to approve the Acceptance of Interim Superintendent Evaluation which was presented to her at the meeting of September 24, 2018. Mr. Brand seconded. It was unanimously approved by a vote of the six members present, 6-0-0.

Approval of PSAT Proctor Pay Rates

Mr. Brand motioned to approve the PSAT Proctor pay rates. Dr. McKenzie seconded. It was unanimously approved by a vote of the six members present, 6-0-0.

Approval of School Committee Meeting Minutes of September 17, 2018, Retreat Minutes of September 20, 2018 and September 24, 2018 and Executive Session Meeting Minutes of September 17, 2018

Mr. Mangan motioned to approve the School Committee Meeting Minutes of September 17, 2018, Retreat Minutes of September 20, 2018 and September 24, 2018 and Executive Session Meeting Minutes of September 17, 2018. Dr. McKenzie seconded. It was unanimously approved by a vote of the six members present, 6-0-0.

At 9:00 p.m., Mr. Mangan moved to adjourn. Mr. Brand seconded. It was unanimously approved by the six members present, 6-0-0.

Anna Nolin
Interim Superintendent
Executive Secretary to the School Committee

Rose McDermott
Recording Secretary

Attest: _____

Documents Provided in Novus Agenda

Out of State Travel Request - NHS Spain Trip
Draft District Goals 2018-2019
Draft Executive Sessions Policy

PSAT Proctor Pay Rates

School Committee Meeting Minutes of September 17, 2018, Retreat Minutes of September 20, 2018 and
September 24, 2018

Entry Plan - Interim Principal Brown School - Ben Gatto

Community Culture, Connectivity and Engagement Survey Idea

Capital Improvement and Equipment Update

MCAS Overview

Agenda and materials used at this meeting can be found here: [Agenda & Materials](#)

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