

*Natick Public Schools  
SCHOOL COMMITTEE MEETING MINUTES  
June 17, 2019*

The School Committee held a meeting on Monday, June 17, 2019 at 6:30 p.m. in the School Committee Room, third floor, Town Hall. Chair McDonough called the meeting to order and took roll call at 6:30 p.m.

Members Present: Matt Brand, Julie McDonough, Donna McKenzie, Henry Haugland, Lisa Tabenkin

Members Absent: Cathi Collins, arrived at 7:01 p.m. during Executive Session and then returned to open meeting at 7:55pm. Hayley Sonneborn, arrived at 7:07 p.m. during Executive Session,

Others Present:	Anna Nolin	Superintendent
	Kirk Downing	Assistant Superintendent
	Timothy Luff	Assistant Superintendent
	Peter Gray	Director of Finance
	Rose McDermott	Recording Secretary

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

1. To comply with or act under the authority of any general or special law, specifically Chapter 30A, Section 21(g)(1) The public body, or its chair or designee, shall, at reasonable intervals, review the minutes of executive sessions to determine if the provisions of this subsection warrant continued non-disclosure.
2. To discuss complaints or charges brought against, a public officer, employee, staff member or individual open meeting law complaint #NSC\_2019\_6, #NSC\_2019\_7, #NSC\_2019\_8, #NSC\_2019\_9 filed by Mr. Ron Alexander.
3. To discuss strategy with respect to collective bargaining with the Education Association of Natick - Unit S (Paraprofessionals), the Association of Administrative and Office Assistants and Cafeteria Employees - Local #1116, if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares;
4. To Conduct Contract Negotiations with Non-Union Personnel (Director of Communications, Planning & Budget Analyst, Part Time Clerical, Tutors, Coaches, Instrumental Accompanists, Late Bus Coverage, Cafeteria Monitor, Substitute Coordinator, Permanent Substitute Teacher, PSAT Proctors and Floaters, On-Line Learning Coordinator, Wellness Center Supervisor, NHS Student Supervisor, Wall of Achievement Coordinators, Virtual Education Supervisor, FEIP & KEIP Tutors, All Central Office Administration, All Principals, Dean of Students, Nurse Leader, Director of Student Services, PIT Nurse, Nurse Assistant, Board Certified Behavior Analyst, Occupational Therapist, Physical Therapist, ABA Technician, Certified Licensed Assistant, Executive Assistant to the Superintendent & School Committee; Administrative Assistant to Director of Human Resources, Substitutes for: Administrative Assistants, Teachers & Paraprofessionals, Long Term Teachers, Paraprofessionals & Nurses, Permanent Teacher Sub, Math Club Interventionist, Nurses, ABA Tech Sub, Long Term Title 1, Food Service, Mini University/Professional Development, Curriculum Writing, Instructors for graduate credits, Study Group Facilitator & Leader, Instructors for all workshops, all ASAP Staff, All Summer School staff, Metco Personnel - (Director & Academic Liaison) Instrumental Music Instructors, Grant & Self Funding Positions: (Data Entry

Clerk I Clerical, Technology Workshop Presenters, Summer Technology Training, Project Coordinator, BOKS Instructors), Technology: (Network Manager & Engineer, Deployment Specialist, Data Manager of C.A.S., Manager of Data, Quality and Controls, Data, Budget & Control Analyst, Help Desk Manager, Technicians, Intern) if an open meeting may have a detrimental effect on the government's bargaining or litigating position, and the chair so declares;

Chair McDonough called for a roll call vote. All in favor of entering into Executive Session for this purpose:

Mr. Haugland – Yes

Dr. McKenzie – Yes

Ms. Tabenkin - Yes

Mr. Brand – Yes

Chair McDonough – Yes

It was unanimously approved by a vote of those present 5-0-0. The School Committee proceeded to the Training Room to conduct this session.

Chair McDonough stated that the School Committee will be returning to open session at approximately 7:00p.m..

At 7:49 p.m., the School Committee returned to open session.

Mr. Jefferson Wood, Teacher Representative, joined the meeting at this time.

### **Announcements**

Chair McDonough announced that this evening was Ms. Tabenkin's last meeting as a member of the Natick School Committee. Several members thanked Ms. Tabenkin for going above and beyond for our Public School System, the School Committee and the community. On behalf of the School Committee, Mr. Brand donated a series of books in Ms. Tabenkin's name to the Morse Library. Ms. Tabenkin represents grit, stamina and a sense of humor. Ms. Tabenkin's commitment to social justice and students has been undying. She has been challenged and tried. Ms. Tabenkin, we thank you. You have been an asset to this community. Several members of the community also stood up at the podium and pronounced a debt of gratitude to Ms. Tabenkin. Dr. Nolin thanked Ms. Tabenkin for leading the way surrounding the challenge of social media. Dr. Nolin discussed Ms. Tabenkin's demonstrating courage under fire and leading in times of great uncertainty. Dr. Nolin thanked Ms. Tabenkin for being a true leader and a model volunteer. Ms. Tabenkin thanked the School Committee and the community for their continued support. At 8:15p.m. the School Committee took a recess to celebrate with Ms. Tabenkin. The School Committee resumed the meeting at approximately 8:23p.m..

### **Public Speak**

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

### **Update on Elementary Health and Brain and Update on Health/Opioid Vaping Curriculum**

Dr. Nolin updated the School Committee as well as reviewed the changes to the Opioid Task Force and Natick Together for Youth. These two groups have formed a new group called Natick 180. The Board of Selectman affirmed the creation of this group. This new group has special sectors that deal with prevention and recovery. Dr. Nolin has sat in on all the strategic planning sessions with these two groups. This is a comprehensive resource for the Natick Community. Dr. Nolin will be asking the School Committee for a vote to support the group later in the meeting. Dr. Nolin also reviewed the struggle for every school system as to what occurs in the bathrooms. We at Natick High School have excellent detection systems.



## Update on Elementary Health and Brain

Mr. Kirk Downing, Assistant Superintendent provided a presentation discussing the health and wellness curriculum grades K-12. As well as the changes and strategies, that will allow the sustainability. This is real quality, preventative work. The School Committee asked several questions on both topics to which Dr. Nolin and Mr. Downing answered in detail. The School Committee was pleased with the constant evolution and update of the curriculum.

<p><b>NATICK PUBLIC SCHOOLS</b></p> <p><b>HEALTH AND WELLNESS CURRICULUM UPDATE</b></p> <p>To: School Committee By: Kirk Downing, Assistant Superintendent of Teaching Learning and Innovation</p> <p>June 17, 2019</p>	<p><b>NATICK RATIONALE FOR CURRICULUM UPDATE</b></p> <p>Strengthen our practice in teaching the dangers of opioid abuse and vaping.</p> <p>Reaching into middle school school as a preventative strategy</p> <p>Teaching elementary students brain health strategies and proper consumption of prescription drugs</p>	<p><b>NATICK HIGH SCHOOL HEALTH CURRICULUM</b></p> <p>Lesson Objectives: Opioid Education</p> <ul style="list-style-type: none"> <li>Differentiate forms of Opiate Drugs</li> <li>Describe how opioid drugs affect the brain</li> <li>Examine current statistics and rates of use</li> <li>Explain the impact on public health</li> </ul>
<p><b>NATICK MIDDLE SCHOOL HEALTH CURRICULUM</b></p> <p>Lesson Objectives: Vaping Education</p> <ul style="list-style-type: none"> <li>Increase knowledge about basic facts of nicotine products and the harm they cause</li> <li>Gain awareness of strategies manufacturers and sellers of nicotine companies employ to increase use among adolescents and other targeted audiences, such as deceptive and creative marketing strategies</li> <li>Gain skills to refuse experimentation and use of nicotine products</li> </ul>	<p><b>NATICK ELEMENTARY SCHOOL HEALTH CURRICULUM</b></p> <p>Students will be able to relay information, demonstrate skills, think critically, and explain and answer strategies that are related to brain health.</p> <p>Essential questions added to lessons</p> <ul style="list-style-type: none"> <li>What is a prescribed drug?</li> <li>What is an over the counter drug?</li> <li>Why is knowing the differences between a prescribed drug and non-prescribed drug important?</li> </ul>	

## Update on Co-Teaching and Self-Determination

Mr. Tim Luff, Assistant Superintendent of Student Services gave an update on the progress this year. He gave a presentation on self-determination. Mr. Luff said it has been awesome to see the work and expansion. The Staff and SEPAC families are very happy. The School Committee asked Mr. Luff questions to which he answered in detail.

<p><b>NATICK</b></p> <p><b>Update on Self Determination</b></p> <p>Timothy Luff, Assistant Superintendent</p> 	<p><b>NATICK What is Self-Determination</b></p> <p>"A combination of skills, knowledge, and beliefs that enable a person to engage in goal directed, self-regulated, autonomous behavior. An understanding of one's strengths and limitations together with a belief in oneself as capable and effective are essential to self-determination." (Field, Martin, Miller, Ward, &amp; Wehmeyer, 1998, p. 2)</p>	<p><b>NATICK SELF-DETERMINATION QUALITIES</b></p> <ul style="list-style-type: none"> <li>Goal Oriented</li> <li>Self-Efficacy- Belief in one's self</li> <li>Motivation</li> <li>Ability to Address Challenges</li> <li>Persistence</li> <li>Self-Awareness</li> <li>Ability to make choices</li> <li>Access Supports</li> <li>Self-Advocacy</li> </ul>
<p><b>NATICK</b></p> <p><b>SELF-DETERMINATION</b></p> 	<p><b>NATICK PROCESS AND TIMELINE 18-19</b></p> <p>2018-2019 District Goal</p> <p>During the 2018-2019 school year the Self Determination Learning Model of instruction and Student Led IEP process will be expanded for special education students and initiated for general education students</p> <p><b>NATICK GOAL ATTAINMENT STRATEGIES</b></p> <ul style="list-style-type: none"> <li>Identify Strengths</li> <li>Identify Challenges and Areas of Need</li> <li>Set a Goal</li> <li>Develop a Plan to reach that Goal</li> <li>Act on Plan</li> <li>Experience Outcomes</li> <li>Reflect and Assess</li> <li>Adjust Practice</li> <li>Realize benefits of Success or Opportunities for Growth</li> </ul>	
<p><b>NATICK GOAL #1</b></p> <p>By June 2019, 100% of students who have an Individualized Education Plan(IEP) will become aware of, and implement, the "Self Determination Learning Model of Instruction" (SDLMI) goal planning and attainment process to incorporate one specific goal into their IEP.</p>	<p><b>NATICK GOAL #1 ATTAINMENT</b></p> <p>100% of students who have an Individualized Education Plan(IEP) became aware of, and implement, the "Self Determination Learning Model of Instruction" (SDLMI) goal planning and attainment process to incorporate one specific goal into their IEP.</p>	<p><b>NATICK GOAL #2</b></p> <p>By June 2019, 50% of students with an IEP will increase active participation in their IEP by piloting the "Student Led IEP Process" (direct instruction around participation skills) to engage the IEP Team in discussions around their specific goal and/or other parts of their plan.</p>

## GOAL #2 ATTAINMENT - NATICK PRESCHOOL

100% of students with IEPs participated in ways that they were able in age-appropriate self-determination conversations and activities. Data was collected on 100% of our students with IEPs in terms of their self-regulation, choice-making and self-advocacy, since these are age-appropriate foundational skills to the goal attainment process.



## GOAL #2 ATTAINMENT - K-12 SPECIAL EDUCATION

SDIMI and Student Led IEP numbers; this indicates EITHER goal setting or IEP meeting: Goal here was 50%  
Natick High School - 95% of students engaged in student led IEP Process  
Wilson & Kennedy Middle Schools - 93%  
Ben-Hem Elementary School - 90%  
Johnson Elementary School - 94%  
Memorial Elementary School - 95%  
Brown Elementary School - 90%  
Lilja Elementary School - 95%  
Out Of District - 22%

Overall, the district is at a more than a 90% rate for engagement in the IEP process

## GOAL #3

By June 2019, a pilot group of RTI workshop and Intervention students will participate in the "Self Determination Learning Model of Instruction" (SDLMI) Goal Planning and Attainment process to incorporate one specific goal into a student/parent conference or RTI goal meeting.

## GOAL #3 ATTAINMENT - NATICK PRESCHOOL GENERAL EDUCATION

100% of general education students at Natick Preschool engage in the goal attainment process in developmentally appropriate ways including growth mindset and Social Thinking (making "a plan").



## GOAL #3 ATTAINMENT - K-4 GENERAL EDUCATION

94 general education students engaged in a goal-setting and self-reflection process to prepare for student-led parent conferences or as part of the Response to Intervention individual goal setting process

Of important note: the New Calkins units include personal goal-setting and self-reflections, especially in grades 3 and 4. This also happened less formally in grades K-2.

## GOAL #3 ATTAINMENT- GRADES 5-12 GENERAL EDUCATION

**Kennedy Middle School:**  
All Grade 7 students participated in Renaissance testing growth meetings. Kids had meetings, discussed current performance, set goals, and tracked progress on those goals. [https://nces.ed.gov/ipeds/data/ipedsonline/quicksearchall.asp?dno=2717&tbl\\_gd=sd&tbl\\_sc=K&tbl\\_gd=sd&tbl\\_sc=K](https://nces.ed.gov/ipeds/data/ipedsonline/quicksearchall.asp?dno=2717&tbl_gd=sd&tbl_sc=K&tbl_gd=sd&tbl_sc=K)

**Wilson Middle School:** 1 Student Formally engaged in SDLMI Goal Setting Process in Response to Intervention

**Natick High School:** 56 students at NHS in the Executive Function Workshop (Gen Ed Kids) participated in SDLMI goal setting.

## GOAL #4

100% of Middle School and High School IEP students will participate in the University of Kansas Self-Determination Inventory. This is a Self-Determination and Student-Led IEP's program expansion.

## GOAL ATTAINMENT #4

After review of the assessment, it was deemed to be developmentally inappropriate for students in grades 5-6. 362 Special Education students from grades 7-12 completed the SDIS inventory. This data is being used to help us to determine self determination skills in each student in order to develop our plan of action for next year. At this point, data continues to be analyzed.

## SOME EXAMPLES

[PreK](#)

[Elementary](#)

[Middle School](#)

[High School](#)

### PROFILE OF A GRADUATE



## Review Update on Proposed Fundraising and Changes to the Fundraising Policy

Dr. Peter Gray, Assistant Superintendent of Finance reviewed the successful presentation of fundraising practices to staff, coaches, PTO's, Booster Clubs and parents. Anyone who wants a fundraising opportunity and utilize Natick Public Schools as part of their presentation must present a proposal to Dr. Gray and Dr. Nolin as to what the fundraising is, for approval. This will allow the Natick Public Schools to ensure that it is appropriate for the school district to support but that the groups also follows accounting guidelines. Dr. Gray reviewed several groups that are going to have some fundraising in the near future and he will continue to inform the School Committee of these requests. Dr. Nolin said that one of the attendees of the presentation was very happy to see this be available for all to review. Dr. Nolin said this is a good practice and meets the goal of transparency in our financial practices. This will also make it clear as to what the costs are to run these programs.

## Superintendent's Sub Committee for Budget Research and Transparency/Communication

Dr. Nolin requested the School Committee compose a subcommittee for budget research. She believes the upcoming budget season will be difficult and brisk. Dr. Nolin would like this subcommittee to work with administration to assemble the budget and the communication structures around the budget. Dr. Nolin wants all constituencies across the town understand and are able to see the practices and procedures in a very transparent way. This will be an information-working group led by Dr. Nolin. Ms. McDonough asked for three volunteers from the School Committee. Ms. Collins, Mr. Haugland and Dr. McKenzie will be on the subcommittee with Mr. Brand as an alternate. Dr. Nolin thanked the School Committee for supporting her.

### **Quarterly Staffing Report and Budget Closeout Report for FY20**

Dr. Gray discussed having the best financial data challenging because town hall has been behind and late with receipts. They have just posted April and this makes it difficult to determine where we are going to be on June 30, 2019. We anticipate ending the budget on a positive note. It is difficult to do an analysis when the accounts are not updated. Mr. Haugland asked if the backlog of transactions is widespread or just the School Department. Dr. Gray informed the School Committee that this is a town wide problem. This makes it very difficult. The nature of the system used in the town and the processing not occurring on a regular basis, is problematic. There have been no staffing changes since the last report to the School Committee. Ms. Collins discussed the ramifications that can occur and it is important to push our town partners to get their act together, from an auditing point of view, it is inexcusable.

Chair McDonough asked in an effort to move action items along, that two members be designated to motion and second the following approvals:

#### **Approval to Retire Technology Items**

Dr. McKenzie motioned to retire technology items. Ms. Sonneborn seconded. It was unanimously approved by a vote of the seven members present, 7-0-0.

#### **Approval of Merit Policy**

Dr. McKenzie motioned to approve the Merit Policy. Ms. Sonneborn seconded. It was unanimously approved by a vote of the seven members present, 7-0-0.

#### **Approval of Wellness Policy**

Dr. McKenzie motioned to approve the Wellness Policy. Ms. Sonneborn seconded. It was unanimously approved by a vote of the seven members present, 7-0-0.

#### **Approval of Updated Student Responsible Use Policy and Updated Staff and Elected Officials/Committee Appointments Responsible Use Policy**

Dr. McKenzie motioned to approve the updated Student Responsible use Policy and the updated Staff and Elected Officials/Committee Appointments Responsible Use Policy. Ms. Sonneborn seconded. It was unanimously approved by a vote of the seven members present, 7-0-0.

#### **Approval of School Committee Meeting Minutes of May 20, 2019, June 3, 2019, Executive Session Minutes of May 20, 2019 and June 3, 2019 and School Committee Retreat of April 10, 2019.**

Dr. McKenzie motioned to approve the School Committee Meeting Minutes of May 20, 2019, June 3, 2019, Executive Session Minutes of May 20, 2019 and June 3, 2019 and School Committee Retreat of April 10, 2019. Ms. Sonneborn seconded. Ms. Collins asked to remove the Executive Session minutes from June 3, 2019. Ms. Collins did not feel that those minutes were representative of the discussions that occurred. Dr. McKenzie amended the motion and moved to approve the School Committee Meeting Minutes of May 20, 2019, June 3, 2019 and the Executive Session Minutes of May 20, 2019 and School Committee Retreat of April 10, 2019. Ms. Sonneborn seconded. It was unanimously approved by a vote of the seven members present, 7-0-0.

#### **Approve an Amendment to the Title I Memorandum of Agreement**

Dr. McKenzie motioned to approve an Amendment to the Title 1 Memorandum of Agreement. Ms. Sonneborn seconded. It was unanimously approved by a vote of the seven members present, 7-0-0.

#### **Approval of New Data Privacy Policies - Written Information Security Policy and Student Data Privacy Policy**

Dr. McKenzie motioned to approve the new Data Privacy Policies - Written Information Security Policy

and Student Data Privacy Policy. Ms. Sonneborn seconded. It was unanimously approved by a vote of the seven members present, 7-0-0.

**Nomination and Approval of a School Committee Representative  
to the Town Counsel Study Committee**

Dr. McKenzie motioned to approve Ms. Lisa Tabenkin as the School Committee Rep to the Town Counsel Study Committee. Ms. Sonneborn seconded. It was unanimously approved by a vote of the six out of seven members present, 6-0-0. Ms. Tabenkin did not cast a vote.

**Teacher Representative**

Mr. Jefferson Wood took this opportunity to thank Ms. Tabenkin and said that the only thing we can count on is change. He doesn't believe the community at large is aware of the work that goes into being a member of the School Committee. Mr. Wood said the best thing that any leader can do is to leave things better than the way they found it and that is what Ms. Tabenkin has done.

**Subcommittee Updates**

Ms. Collins informed the School Committee that the Audit Advisory Committee has moved their meeting to 8pm on Wednesday, due to a posting error. This can cause a conflict for Ms. Collins to attend the School Committee Retreat. However, she is not sure if the posting was corrected and that the meeting will occur.

At 9:52 p.m., Ms. Tabenkin moved to adjourn. Ms. Collins seconded. It was unanimously approved by a vote of the six out of seven members present, 6-0-0. Ms. Tabenkin did not cast a vote.

Anna Nolin  
Superintendent  
Executive Secretary to the School Committee

Attest: \_\_\_\_\_

Rose McDermott  
Recording Secretary

**Documents Provided in Novus Agenda**

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