

*Natick Public Schools  
SCHOOL COMMITTEE RETREAT MEETING MINUTES  
November 9, 2021*

The School Committee held a meeting on Tuesday, November 9, 2021 at 6:00 p.m. in the training room, third floor, Town Hall. Chair McDonough called the meeting to order and took roll call at 6:04 p.m.

Members Present: Julie McDonough, Donna McKenzie, Henry Haugland, Catherine Brunell, Shai Fuxman, Hayley Sonneborn (participated remotely and stated such)

Others Present: Dr. Anna Nolin Superintendent

**Public Speak**

Chair McDonough asked if anyone wished to come forward for Public Speak. Mr. Adam Johnson shared his opinion on his belief that there are discrepancies in the MSBA square footage. He posed questions about what the cost would be to make Johnson School ADA accessible.

**Superintendent Evaluation - Goals and Standards**

The Committee reviewed the 21-22 Indicators – Proposed

**Standard 1: Instructional Leadership**

- I-E: Data-Informed Decision Making: Uses multiple sources of evidence related to student learning—including state, district, and school assessment results and growth data—to inform school and district goals and improve organizational performance, educator effectiveness, and student learning.
- I-F: Student Learning: Statewide assessments, common assessments, goal attainment plans, growth assessments, benchmark assessments.

The committee discussed how to measure this indicator. We also brought in the idea of measuring SEL. Evaluate progress against our strategic plan. Concerns from teachers about growth in a typical year when this is not a typical year.

**Standard 2: Management and Operations**

- II-B: Human Resources Management & Development:

Teachers and staff are most important aspect. Diversification is important

**Standard 3: Family and Community Engagement**

- III-B: Sharing Responsibility
- III-D: Family Concerns

RTI system is built to create shared responsibility. Allow the Superintendent to return to vision vs. operations.

**Standard 4: Professional Culture**

- IV-D: Continuous Learning: Develops and nurtures a culture in which staff members are reflective about their practice and use student data, current research, best practices, and theory to continuously adapt practice and achieve improved results. Models these behaviors in his or her own practice.

#### Professional practice goal

- Post-COVID staff recovery/Supporting adults in our schools - Graduate course, Section at Memorial to coach teachers, PLC work, learning coach for RLA teachers returning this year.

#### Student learning goal

- Goal Attainment Plans - for individual student plans to meet grade level.

Link agenda items to district goals and indicators. Balance agendas with goals. Presenting on a variety of goals throughout the year. Discussion of evaluation process - is everyone writing their own evaluations more efficient? Or do we still want to have the conversation about the evaluation and just write one?

Our authority is a function of what we accomplish as a group. Group helped to generate synergy and understanding across group. Want to make sure that everyone's voice is heard, but maybe not necessary to write individual evaluations. Artifact discussion is important and should be more thorough. Include people's names in evaluation document?

#### **Meeting Structure**

Create more efficient meetings. Preview the agenda items. Designed to better understand our purview and what action should be taken. Or why we are having this presentation. Provide input on presentations in advance of the meeting. Which would make a presentation more effective in the public meeting.

What is our purview and what is our role?

At approximately 8:36 p.m., Dr. Fuxman motioned to adjourn. Ms. Collins seconded. Chair McDonough called for a roll call vote:

Mr. Haugland – Yes

Ms. McKenzie – Yes

Ms. Collins – Yes

Ms. Brunell – Yes

Mr. Fuxman - Yes

Chair McDonough - Yes

It was unanimously approved by a vote of those present, 6-0-0.

Respectfully submitted,

Julie McDonough  
School Committee Chair