

NATICK PUBLIC SCHOOLS
School Committee Meeting
June 29, 2022
6:45 PM
School Committee Room, Third Floor, Town Hall

Posted Date: Monday, June 27, 2022 @4:55PM, Reposted on Tuesday, June 28, 2022 @10:15AM

Open Meeting 6:45pm, Executive Session 6:50pm, Open Session 7:50pm

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

OPEN SESSION

- Roll Call
- Pledge of Allegiance
- Moment of Silence
- Announcements

EXECUTIVE SESSION - this portion of the meeting is not open to the public
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1. To discuss the reputation, character, physical condition or mental health, rather than professional competence, of an individual, or to discuss the discipline or dismissal of, or complaints or charges brought against, a public officer, employee, staff member or individual.

PUBLIC SPEAK

Public Speak is scheduled for a period of fifteen minutes. Each speaker will be permitted a maximum of three minutes during which time they can speak about topics within the scope of responsibility of the School Committee. All remarks will be addressed through the School Committee Chair. Public Speak is not a time for debate or response to comments by the School Committee.

CHAIRMAN'S REPORT

1. Superintendent Evaluation

CONSENT AGENDA

1. Approval of School Committee Meeting Minutes and Executive Session Minutes of May 2, 2022
2. Approval of School Committee Retreat Minutes of May 23, 2022

ACTION ITEMS

1. Approval of Superintendent Evaluation
2. Approval of Additional School Committee Retreat

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

ITEM TITLE: To discuss the reputation, character, physical condition or mental health, rather than professional competence, of an individual, or to discuss the discipline or dismissal of, or complaints or charges brought against, a public officer, employee, staff member or individual.

DATE: 6/29/2022

ITEM TYPE: Discussion

ITEM SUMMARY:

BACKGROUND

INFORMATION:

RECOMMENDATION:

ITEM TITLE: Superintendent Evaluation

DATE: 6/29/2022

ITEM TYPE: Discussion

ITEM SUMMARY:

BACKGROUND INFORMATION:

RECOMMENDATION:

ATTACHMENTS:

Description	File Name	Type
Anna Nolin Evaluation June 2022	Anna_Nolin_Evaluation_June_2022.pdf	Cover Memo

End-of-Cycle Summative Evaluation Report: Superintendent

Superintendent:	Anna P. Nolin		
	Cathi Collins		June 22, 2022
Evaluator:	Chair, Natick School Committee		
	Name	Signature	Date

Step 1: Assess Progress Toward Goals (Reference performance goals; check one for each set of goal[s].)

Professional Practice Goal(s)	<input type="checkbox"/> Did Not Meet	<input type="checkbox"/> Some Progress	<input type="checkbox"/> Significant Progress	<input type="checkbox"/> Met	X Exceeded
Student Learning Goal(s)	<input type="checkbox"/> Did Not Meet	<input type="checkbox"/> Some Progress	<input type="checkbox"/> Significant Progress	<input type="checkbox"/> Met	X Exceeded
District Improvement Goal(s)	<input type="checkbox"/> Did Not Meet	<input type="checkbox"/> Some Progress	<input type="checkbox"/> Significant Progress	<input type="checkbox"/> Met	X Exceeded

Step 2: Assess Performance on Standards (Reference Performance Ratings per Standard; check one box for each Standard.)

Unsatisfactory = Performance on a standard or overall has not significantly improved following a rating of *Needs Improvement*, or performance is consistently below the requirements of a standard or overall and is considered inadequate, or both.

Needs Improvement/Developing = Performance on a standard or overall is below the requirements of a standard or overall but is not considered to be Unsatisfactory at the time. Improvement is necessary and expected.

Proficient = **Proficient practice is understood to be fully satisfactory. This is the rigorous expected level of performance.**

Exemplary = A rating of *Exemplary* indicates that practice significantly exceeds *Proficient* and could serve as a model of practice regionally or statewide.

	Unsatisfactory	Needs Improvement	Proficient	Exemplary
Standard I: Instructional Leadership			X	
Standard II: Management and Operations				X
Standard III: Family and Community Engagement				X
Standard IV: Professional Culture			X	

End-of-Cycle Summative Evaluation Report: Superintendent

Step 3: Rate Overall Summative Performance (*Based on Step 1 and Step 2 ratings; check one.*)

☐ Unsatisfactory

☐ Needs Improvement

☐ Proficient

X Exemplary

Step 4: Add Evaluator Comments

Comments and analysis are recommended for any rating but are required for an overall summative rating of *Exemplary*, *Needs Improvement* or *Unsatisfactory*.

NOTE: All ratings by the committee represent how the majority of SC members rated Dr. Nolin's performance

Overall Dr. Anna Nolin was rated exemplary for her performance during the 2021-2022 school year.

STUDENT LEARNING GOAL

The majority of the Committee rated Dr. Nolin's performance as Exceeded Expectations here. The Superintendent's Student Learning Goal is identical to that of each principal in the district. It is the 1st year of a 2-year goal so members were advised to consider where the Superintendent's performance was relative to accomplishing 50% of the goal at this point. Members credited Dr. Nolin credit for clarifying and strengthening the RTI language and process and incorporating it into the COVID recovery work. It was the 1st time SEL benchmark data was collected. All benchmarking data (academic and SEL) was collected in grades K-9 this year. NHS used different measures to identify growth this year but the plan is to expand Benchmark assessments through Grade 12 next year. We also used the RTI framework to focus our efforts to improve the outcomes for students who struggle with the challenges of dyslexia. In addition, All K-4 General Education teachers received specialized training to identify and support these students in their classes.

The annual School Improvement Plans were clearly aligned to the student learning goal throughout the district, as well.

There may be some "fine-tuning" needed by the School Committee to clearly define what is needed to accomplish the 2nd year of this goal. Some members want to see more consistent performance outcomes at different schools to actualize what was described as a "fantastic" theory, vision and the newly developed (but not yet released) website.

PROFESSIONAL PRACTICE GOAL

Dr. Nolin's performance on her professional practice goal (see below for details) was rated Exceeded by all members for several reasons including: Selecting to create and give this training herself when many others may have chosen to delegate to a subordinate; The creativity and design of the training which showcased Dr. Nolin's passion for teaching; And its impact beyond NPS. It was great execution on an important topic!

The five (5) District Improvement Goals on which the Superintendent was evaluated are the same five (5) goals in the current NPS Strategic Plan. Although comments are required only when the rating is something other than proficient, feedback is provided here on each of the 5 goals (see next section for details on each goal) because the overall rating on the district improvement goals was “Exceeded Expectations.”

Goal 1: The committee settled on a rating of “Met Expectations” on this goal.

All members agreed that Dr. Nolin exceeded expectations on the COVID recovery part of this goal and made Natick a leader in the Commonwealth. As previously mentioned, the work around systemizing the RTI and Dyslexia work was generally good as well as the planning for the upcoming Math audit. Adding the tutoring and translation software, the stronger fine and performing art programs and the increased club and athletic options all served to improve students’ meeting the Profile of a Graduate competencies. One member described the hiring of reading and math specialists as a visionary way to use our grant funding to improve student outcomes.

One member thought that adding the review of the writing progress moved Dr. Nolin’s performance to exceeded while another member thought we did not sufficiently address writing rigor and consistency across the curriculum to ensure all students are supported. It should be noted that now that PLC’s are able to meet in person again, they will be better able to dig in to the data to ensure more consistent student experiences across the curriculum.

Goal 2: The committee settled on a rating of “Met Expectations” on this goal

Most members believed that because we couldn’t remove ALL systemic barriers to equitable access to opportunity in one year. Other members recognized that it was a very ambitious goal on which we made remarkable progress relative to expectations and to the standards and indicators that the School Committee set. One member stated that she could not say we met the goal because some members of our district are still experiencing barriers to access. All members were impressed with ant-bias and diversity training staff received and that this had been culled out as a separate goal to make it clear that this is a priority for the district.

Some of the other comments made by one or more members include an appreciation that, even if the achievement gaps have not been entirely closed, it is now a point of discussion; We have lots of work to do but what we have done begins an important road map for us and other districts as well; We haven’t finished everything yet, however, the district continues to participate in DESE’s Influence 100 program and support our fellow in her progress; Staff have expressed an appreciation for the creation of staff affinity groups. Finally, the policy subcommittee continues to work on the development of policies on micro-aggressions and a holiday/homework calendar to support the administration and the students; It was required brave and courageous leadership to undertake this work this year.

Goal #3: The committee rated Dr. Nolin as having “Exceeded Expectations” on this goal.

The majority of the committee highlighted Dr. Nolin’s “laser focus” on this goal and the emotional well-being of students and staff. There

were more SEL concerns than expected when students returned in the fall, resulting in deregulation at grades PK-12. Dr. Nolin gave staff the ability, the resources and the time to engage on students' SEL needs. This was actualized, for example, in an increase in student activities and intermural, COVID vaccination and testing and a continuation of the trusted adult work to support a sense of belonging. Our COVID policies were viewed by other districts as leading in the Commonwealth. The data has shown some SEL struggles but it should be noted that the decline Natick students faced was less than surrounding communities and the increase has been better than those same communities. We have SEL Benchmark data for the first time but Dr. Nolin's recommendation to use grant funds to provide more Guidance and Social Work staff to help address these student struggles was greatly appreciated.

Goal #4: The committee rated Dr. Nolin's performance as "Exceeded Expectations" on this goal.

Dr. Nolin's ability to move grant monies around to support the committee's priorities was described by one member as "masterful." By doing so, NPS was able to expand services in numerous areas while other districts were cutting offerings as well as to prepay SPED costs to offset reduced Town appropriations due to the pandemic. In addition to state and federal grants we received, Dr. Nolin and her team applied for and received 18 other grants that funded several important investments. Dr. Nolin has also developed plans to address needs when grant funding is exhausted. A couple members expressed concern about our ability to weather that change however at this time our entire FY22 ESSR III grant as well as expected ARPA funds remain available to NPS. Numerous key hires were made during the last year including new people as the Director of Teaching, Learning & Innovation, Director of HR, Communication Director, Director of SEL & Diversity, and the new Director of Safety (at no taxpayer expense) as well as a new Principal at Memorial and 3 interim Principals elsewhere demonstrate Dr. Nolin's ability to define desired states and attract qualified staff. The central office reorganization will provide NPS with broader and deeper oversight and lessen, if not eliminate, the issues NPS faced early in the pandemic when an individual in a position without redundancy was out of the office. Other strengths noted included the positive partnerships with the Town Administrator and the EAN; The recently approved collective bargaining agreements with EAN Units A & B; The improved transparency of financial and other information; Submission of a Statement of Interest to the MSBA for the Memorial Elementary School; The continued improvement in our budget documentation through the Meritorious Budget process; Members would like NPS to have full control over its MUNIS information but the Town has not had the bandwidth to partner with us on this project.

Goal #5: The committee rated Dr. Nolin's performance as "Exceeded Expectations on this goal.

Engaging parent participation in the Panorama survey, adding parent-teacher conferences as part of the new EAN contracts demonstrates Dr. Nolin's ability to effect desired outcomes. member cited the "compassion and care" with which the Johnson closure was planned, and parents were engaged through the Johnson Advisory Group was a positive thing though other members disagreed. Other members believed that the Johnson decision was an extraordinarily difficult one to bring forth but also that Dr. Nolin did her best on an important but difficult change. Several members cited Dr. Nolin's willingness to take feedback and pivot when necessary and her commitment to listening to the community on topics such as dyslexia, principal searches and the holiday calendar among others. Timely communication with the community about local, Massachusetts and national tragedies including racism and violence and the provision of weekly leadership updates and district blasts were also highlighted.

Finally, a member expressed a belief that the Superintendent's self-evaluation is an indictment of the School Committee's divisiveness and its inability to work together must be addressed going forward as well as a concern that we (Committee members) are asking too many detailed questions of the Superintendent.

Two members of the public provided comments. One community member expressed concern that many of the comments made by members when rating the Superintendent were outside of School Committee purview. The other community member reminded the committee that the Superintendent does not manage teachers – that the job of a Principal and that while it's easy to forget but given the last couple of years and the way NPS weathered them, we should celebrate our accomplishments.

Superintendent's Performance Goals

Superintendents must identify at least one student learning goal, one professional practice goal, and two to four district improvement goals. Goals should be SMART and aligned to at least one focus Indicator from the Standards for Effective Administrative Leadership.

Goals	Focus Indicator(s)	Description	Did Not Meet	Some Progress	Significant Progress	Met	Exceeded
Student Learning Goal	I-F Student Learning	During the 2021-22 school year, we will enhance and clarify our RTI process to ensure that all students who are identified with a lagging skill, receive the support through tiered intervention, as measured by a student Goal Attainment Plan and the commensurate evidence of plan execution. Families will be notified of this work through a coordinated communication system designed to increase family understanding and engagement in the goal attainment process--designed to address personalized student needs. It is expected that all students on goal attainment plans will make substantial progress toward their stated goals, with at least a year's worth of grade level progress per year as a target, and will be progress monitored (as applicable by grade level) through district common assessments, final and mid-term exams, grades, and Renaissance Benchmark and screening assessments.					X
Professional Practice Goal	IV-D Continuous Learning	By June of 2022, I will develop a COVID administrator trauma recovery and leadership seminar which I will deliver to our team, and present at two professional organizations' conferences on the topic.					X
District Improvement Goal 1	I-E Data-Informed Decision Making IV-D Continuous Learning III-B Sharing Responsibility III-D Family Concerns	Excel in Academic achievement, and Profile of a Graduate (POG) competencies for all groups and subgroups of students				X	

District Improvement Goal 2	I-E Data-informed Decision Making I-F Student Learning II-B Human Resources Management & Development	Dismantle systemic barriers for equitable access to opportunity				X	
District Improvement Goal 3	I-E Data-informed Decision Making I-F Student Learning III-B Sharing Responsibility III-D Family Concerns IV-D Continuous Learning	Develop a systematic, developmentally appropriate social-emotional learning (SEL) and healthy living framework for student learning and parent engagement and partnership					X
District Improvement Goal 4	II-B Human Resources Management & Development III-D Family Concerns	Excel in strategic Planning and financial management					X
District Improvement Goal 5	III-B Sharing Responsibility III-D Family Concerns	Establish communication procedures and philosophy that build trust, transparency and engagement					X

Standards and Indicators for Effective Administrative Leadership

Superintendents should identify 1-2 focus Indicators per Standard aligned to their goals.

I. Instructional Leadership	II. Management & Operations	III. Family & Community Engagement	IV. Professional Culture
I-A. Curriculum I-B. Instruction I-C. Assessment I-D. Evaluation I-E. Data-Informed Decision making I-F. Student Learning	II-A. Environment II-B. HR Management and Development II-C. Scheduling & Management Information Systems II-D. Law, Ethics and Policies II-E. Fiscal Systems	III-A. Engagement III-B. Sharing Responsibility III-C. Communication III-D. Family Concerns	IV-A. Commitment to High Standards IV-B. Cultural Proficiency IV-C. Communication IV-D. Continuous Learning IV-E. Shared Vision IV-F. Managing Conflict



Superintendent's Performance Rating for Standard I: Instructional Leadership

Rate each focus Indicator and indicate the overall Standard rating below. (*Focus Indicators are those aligned to superintendent goal(s).)

	U	NI	P	E
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. X Focus Indicator (check if yes)			X	
I-F. Student Learning: Demonstrates expected impact on student learning based on multiple measures of student learning, growth, and achievement, including student progress on common assessments and statewide student growth measures where available. X Focus Indicator (check if yes)	The Student Learning Indicator does not have corresponding descriptions of practice. Evidence of impact on student learning based on multiple measures of student learning, growth, and achievement must be taken into account when determining a performance rating for this Standard.			
OVERALL Rating for Standard I: Instructional Leadership The education leader promotes the learning and growth of all students and the success of all staff by cultivating a shared vision that makes powerful teaching and learning the central focus of schooling.			X	
Comments and analysis (recommended for any overall rating; required for overall rating of <i>Exemplary</i>, <i>Needs Improvement</i> or <i>Unsatisfactory</i>): 				

Superintendent's Performance Rating for Standard II: Management & Operations



Rate each focus Indicator and indicate the overall Standard rating below. (*Focus Indicators are those aligned to superintendent goal(s).)	U	NI	P	E
II-B. Human Resources Management and Development: Implements a cohesive approach to recruiting, hiring, induction, development, and career growth that promotes high-quality and effective practice. X Focus Indicator (check if yes)				X
OVERALL Rating for Standard II: Management & Operations The education leader promotes the learning and growth of all students and the success of all staff by ensuring a safe, efficient, and effective learning environment, using resources to implement appropriate curriculum, staffing, and scheduling.				X
Comments and analysis (recommended for any overall rating; required for overall rating of <i>Exemplary</i>, <i>Needs Improvement</i> or <i>Unsatisfactory</i>): In coming to its decision, members cited the reorganization of the central office, the outstanding hires and promotions, and the incentives within the newly settled EAN agreement, especially those aimed at retaining our highly educated and experienced teachers as reasons for a rating of exemplary. The number of new hires during the 2021-2022 school year was 5-6 times greater than a typical year due largely to the "Great Resignation" around the USA yet all were successfully onboarded and integrated in our schools.				

Superintendent's Performance Rating for Standard III: Family and Community Engagement



Rate each focus Indicator and indicate the overall Standard rating below. (*Focus Indicators are those aligned to superintendent goal(s).)	U	NI	P	E
III-B. Sharing Responsibility: Continuously collaborates with families and community stakeholders to support student learning and development at home, school, and in the community. X Focus Indicator (check if yes)				X
III-D. Family Concerns: Addresses family and community concerns in an equitable, effective, and efficient manner. X Focus Indicator (check if yes)				X

OVERALL Rating for Standard III: Family & Community Engagement The education leader promotes the learning and growth of all students and the success of all staff through effective partnerships with families, community organizations, and other stakeholders that support the mission of the district and its schools.				X
Comments and analysis (recommended for any overall rating; required for overall rating of <i>Exemplary</i>, <i>Needs Improvement</i> or <i>Unsatisfactory</i>): The Committee rated Dr. Nolin's performance as Exemplary for the same reasons it rated her performance on Goal #5 as Exceeded Expectations. Please see detailed explanation above.				

Superintendent's Performance Rating for Standard IV: Professional Culture



Rate each focus Indicator and indicate the overall Standard rating below. (*Focus Indicators are those aligned to superintendent goal(s).)	U	NI	P	E
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. X Focus Indicator (check if yes)			X	
OVERALL Rating for Standard IV: Professional Culture The education leader promotes the learning and growth of all students and the success of all staff by nurturing and sustaining a districtwide culture of reflective practice, high expectations, and continuous learning for staff.			X	

Comments and analysis (recommended for any overall rating; required for overall rating of *Exemplary*, *Needs Improvement* or *Unsatisfactory*):

ITEM TITLE: Approval of School Committee Meeting Minutes and Executive Session Minutes of May 2, 2022

DATE: 6/29/2022

ITEM TYPE: Action

ITEM SUMMARY:

BACKGROUND INFORMATION:

RECOMMENDATION:

ATTACHMENTS:

Description	File Name	Type
5-2-22 Draft	5-2-22_Draft.pdf	Cover Memo

*Natick Public Schools
SCHOOL COMMITTEE MEETING MINUTES
May 2, 2022*

The School Committee held a meeting on Monday, May 2, 2022 at 6:00pm via an in-person and virtual meeting. Dr. Anna Nolin called the meeting to order and took roll call at 6:04pm.

Members Present: Julie McDonough, Elise Gorseth, Dr. Donna McKenzie, Catherine Brunell, Cathi Collins, Dr. Shai Fuxman

Members Missing: Hayley Sonneborn

Others Present:	Dr. Anna Nolin	Superintendent
	Mr. Tim Luff	Assistant Superintendent
	Dr. Peter Gray	Assistant Superintendent
	Ms. Sue Balboni	Director of Teaching, Learning & Innovation
	Ms. Rose McDermott	Executive Assistant/Recording Secretary

At approximately 6:05pm, Chair Collins moved for approval for the School Committee to enter into Executive Session for this purpose:

1. To Conduct Strategy With Respect to Litigation, Specifically an Arbitration, Administrative Assistants, if an Open Meeting May Have a Detrimental Effect on the Litigating Position of the Public Body and the Chair so Declares;

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

Dr. Fuxman – Yes

Ms. Gorseth – Yes

Ms. Brunell – Yes

Dr. McKenzie – Yes

Ms. McDonough – Yes

Chair Collins - Yes

The motion was approved by a vote of 6-0-0.

Chair Collins stated that the School Committee will be returning to open session at approximately 6:30pm. The School Committee proceeded to a private room to conduct this session.

At approximately 6:35pm, the School Committee returned to open session.

Public Hearing on School Choice

Dr. McKenzie read the Public Hearing notice and provided the following information:

Yearly vote by school committee to open or close the program for the year. Applications are chosen by lottery based on open slots. Program has been closed for two years. District is reimbursed for student attendance but not at same rate as PP cost. The regular day school choice tuition rate is \$5,000 per student for school districts and \$8,572 per student for Commonwealth virtual schools, including a \$75 per student administrative fee. An incremental cost is also added to the tuition for each special education student reflecting the additional cost of the services that they are receiving. This amount is determined using the same methodology for specific services that is used for the special education circuit breaker program. Students are admitted and must be allowed to remain until they graduate, no matter how program develops.

METCO is not a part of this program, it is a separate desegregation, busing program. Dr. McKenzie also confirmed the current number of students in the program and their grade levels. Dr. Nolin does not recommend the School Committee opening school choice at this time. Chair Collins asked if anyone from the public would like to speak. Ms. Julie Belben, Framingham resident with two children currently in the school choice program spoke. She currently has a 2nd & 4th grader at Brown School. She has an incoming kindergarten student that she asked that her last child be included in the program. She understands the thoughts to move away. With her daughter not being able to join, she will have three kids at different schools. The School Committee will take a vote at the next meeting. At approximately 7:02pm Dr. McKenzie moved to close the Public Hearing. Ms. McDonough seconded. It was approved unanimously 6-0-0.

Public Speak

Chair Collins asked if anyone wished to participate in Public Speak. Ms. Kim Calgill from Natick stepped up to the podium and shared her opinion regarding the volunteer and in class events policy that requires proof of vaccinations to attend. She believes the policy is discriminatory.

Announcements:

Dr. Nolin reminded the community about the External Communications Survey. Reaching an entire school community in today's digital and mobile world requires planning. As a district, we're examining the best methods to connect with families and our community. We're asking for your feedback via this survey as we evaluate our communications efforts. Please take five minutes to provide your input. Thank you for your insight! Also coming up:

May 1-14: National Music Week

May 2-6: Teacher Appreciation Week

May 3: Eid Al-Fitr

May 5: National Teacher Appreciation Day

May 6: Kindergarten Only - No School

May 6: School Lunch Hero Day

Month of May: Asian American and Pacific Islander Heritage Month

Virtual Coffee Hour: Tuesday, May 17, 6:00 - 6:45 p.m. - Dismantling Systemic Barriers for Equitable Access to Opportunity

Jazz Competition at NHS for region, Friday 5:45pm

Last Day of School Set by School Committee, SY 2022-23 calendar also updated. The School Committee voted Monday, April 25, 2022 to approve the last day of school as June 21, 2022 (early release) for all schools EXCEPT Lilja School. Lilja School will have a full day of school on June 21, 2022 and their last day will be on June 22, 2022 (early release). Also, the 2022-2023 school year calendar was modified. The first day of school is Wednesday, August 31 and there will be a full day of school the Friday before Labor Day, September 2.

SPARK Kindness has two events coming up, please visit sparkkindness.org for more information.

Presentation of Entry Plan for Director of Teaching, Learning, and Innovation

Ms. Sue Balboni, Director of Teaching, Learning & Innovation gave a presentation. She reviewed and explained the entry plan process and goal. She gave a summary of findings of our students, teachers and staff, Principals, as well as our leaders in Central Office. She reviewed communication, our collaboration, our organizational structure and seeing cross building collaboration due to virtual meetings. She continued by reviewing our strengths and growth areas, as well as what our data analysis tells us. Ms. Balboni completed her presentation with next steps.

Analysis of High School Writing Programs in the Region

Ms. Balboni gave a presentation whose purpose was to analyze our high school writing curriculum to determine if we are providing a rigorous curriculum. Her findings were that Natick has a well-structured and rigorous writing curriculum as compared to neighboring towns. Many districts are focused more on the process of writing rather than length. Through meetings with the High School English department, they are dedicated to ensuring that our students are prepared for life beyond high school and continue to assess their expectations to meet the needs of our students. All districts are incorporating the Speaking and Listening standards into their assessment of student skills, i.e. presentations, book discussions and speech writing. Many surrounding districts are finding that students are struggling post-pandemic with stamina. Some districts have adjusted the course load for English teachers to allow time for analyzing student writing to give effective feedback, including an additional block for grading. Using student performance and data we will expand the number of students allowed in workshop to address gaps in writing skills. On Demand tutoring will be available with a specific writing feedback service Grades 5-12 and study hall support for students who are experiencing Ds or Fs in English classes. Her data sources were Natick college admissions data, MCAS, high school data, middle school data, PreK-elementary data, Writing Analysis.

Facilities Year End Summary and Updates

Bill Spratt, Director of Facilities, gave a presentation. He reviewed strengths, weaknesses, opportunities and threats. He reviewed Facilities FY22 work and accomplishments. He went on to review the upcoming summer operations and changes. He reviewed custodial benchmarking and that the bottom line is Natick is significantly understaffed in custodial work. Better equipment and a training program can help support the cleaning effort, but more staff is needed. Mr. Spratt explained his development of a five-year capital stewardship plan and the future of his department.

Special Education Prepayment Overview for FY23

Dr. Nolin gave an Overview for FY23—she is seeking a motion to allow us to prepay up to \$2.54 million dollars in special education collaborative and out of district tuitions. This will then allow us to develop a firmer list of grant and prepay surplus spending positions for next year.

3 month of Private Tuition=\$1,046,244

1 year of Collaborative=\$1,497,079

Total=\$2,543,323

Chair Collins motioned to authorize the Superintendent to prepay up to 3 months of out of district special education tuition costs and up to one year of education collaborative tuition costs for FY23 \$2.54 million in Special Education Collaborative and out of district tuitions. Ms. Gorseth seconded. The motion passed unanimously 6-0-0.

Strategic Planning Overview

Dr. Nolin explained that we will begin the 5th year of our 5- year strategic plan. As in the creation of the first plan, a community engagement and stakeholder participation process is best practice to refresh and revise our district's goals and plans, and, we are a community that values our interaction with our community as we plan and lead. She believes it is time now to consider the process we would like to undertake to set up the next version of the plan for the district. We have options. Her hope is that the School Committee will consider this a collaborative process with the Superintendent. We design and execute it together. We both have aspects of responsibility for the plan. Dr. Nolin is seeking the direction the Committee would like to take as we need to plan and possibly fund such a project to be executed next year throughout the year to end with a new plan launched in fall of 2023.

Consent Agenda

1. Approval of Updated Policies JICE, EEAG and GDQD

2. Approval of Donations

Ms. McDonough moved approval of the Consent Agenda. Dr. McKenzie seconded. The motion passed unanimously 6-0-0.

At approximately, 9:49pm, Dr. Fuxman moved to adjourn. Dr. McKenzie seconded. It was unanimously approved by those present 6-0-0.

Anna Nolin

Superintendent

Executive Secretary to the School Committee

Rose McDermott

Executive Assistant/Recording Secretary

Attest: _____

Documents Provided in Novus Agenda and materials used at this meeting:

Superintendent's Presentation

Facilities Presentation

Director of Teaching, Learning & Innovation presentation

Dr. Nolin memo

Data and analysis of high school writing

2021/2022 School Year Calendar

2022/2023 School Year Calendar

Policies - JICE, EEAG and GDQD

ITEM TITLE: Approval of School Committee Retreat Minutes of May 23, 2022
DATE: 6/29/2022
ITEM TYPE: Action
ITEM SUMMARY:
BACKGROUND INFORMATION:
RECOMMENDATION:

ATTACHMENTS:

Description	File Name	Type
5-23-22 Draft	5-23-22_Draft_Retreat_Minutes.pdf	Cover Memo

*Approval of Minutes
June 29, 2022*

*Natick Public Schools
SCHOOL COMMITTEE RETREAT MEETING MINUTES
May 23, 2022*

The School Committee held a meeting on Monday, May 23, 2022 at 6:30 p.m. in the training room, third floor, Town Hall. Chair McDonough called the meeting to order and took roll call at 6:47 p.m.

Members Present: Julie McDonough, Donna McKenzie, Cathi Collins, Hayley Sonneborn, Elise Gorseth

Public Speak

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

**Strategic Planning: Discussion, Process, and Timeline
and 3-5 Year Financial Forecasting**

Purpose: Informal discussion on path forward. No votes. Beginning of a conversation. Strategic plan - what are next steps? Override timeline question: Mr. Paul Joseph of the Select Board (not representing the Select Board) - no override vote in November 2022. Too much of a time crunch. Board of 4 right now (not 5). Vagaries of forecast of money with federal and state grants. May still put it on the ballot in Spring 2023.

Key themes/goals for Select Board - Financial Sustainability and Predictability, Transparency, Equity, and community impact.

At approximately 6:55pm, the School Committee took a recess. At approximately 7:10pm, the School Committee returned to the meeting.

Resume discussion about SB goals and plans to formulate strategy. Goals of Select Board and Goals of administration. No decision yet on when the override will be put on the ballot.

SB - Will not ask for something that we can't justify what we are asking for. SB seeks to justify what they are asking for from an override. Questions about grant funding and how that plays into the creation of budgets. Timeline of override. Minimize financial impact. The focus on what we need as a system.

Move to activity to talk about strengths, weaknesses, opportunities, and threats for each goal area. Goal areas are:

Profile of a Graduate
Dismantle Systemic Barriers
Social Emotional Learning and Healthy Living
Financial and Strategic Planning
Communication and Engagement

Exercise to focus on what are the dreams and goals for each current section of the strategic plan.

Announcement of recording the meeting at 7:40 p.m. The recording will only be used from this moment on.

Post-its placed on each goal area based on what members believe to be important about each current goal area. Would like to return to discussion of the norms and finalize that for next year.

What are next steps? How do we take what is here and formalize it into a plan and then when do we prioritize and put numbers to these dreams? What do we do with the ideas that were shared under each goal tonight?

Perhaps we delay the strategic planning process given the changing leadership at the building level and the onboarding of new district leadership.

Timeframe for follow up on strategic plan work we did tonight.

To do list:

Group Norms

SC Goals

Follow up on Strategic Plan

Establishment of 22-23 goals

Evaluation could be completed in 1 day on June 22nd

At approximately 9:45pm, Ms. Collins motioned to adjourn. Dr. McKenzie seconded. It was approved unanimously by those present 5-0-0.

Respectfully submitted,

Julie McDonough
School Committee Chair

ITEM TITLE:	Approval of Superintendent Evaluation
DATE:	6/29/2022
ITEM TYPE:	Action
ITEM SUMMARY:	
BACKGROUND INFORMATION:	
RECOMMENDATION:	

ITEM TITLE: Approval of Additional School Committee Retreat
DATE: 6/29/2022
ITEM TYPE:
ITEM SUMMARY:
BACKGROUND INFORMATION:
RECOMMENDATION:
