

NATICK PUBLIC SCHOOLS
School Committee Meeting
May 20, 2024
6:30 PM
School Committee Room - 3rd flr, Town Hall

Posted Date: Thursday, May 16, 2024 @ 2:45 PM

Open Meeting 6:30PM. Virtual Meeting Accessed Via: <https://us06web.zoom.us/j/2038566119?pwd=TmtsdxgXenQ0YXRlN1FicHVpd3hEZZ09> Meeting ID: 203 856 6119 Passcode: 987179 One tap mobile +13126266799,,2038566119# US (Chicago) +16465588656,,2038566119# US (New York) Dial by your location +1 312 626 6799 US (Chicago) +1 646 558 8656 US (New York) Meeting ID: 203 856 6119 Find your local number: <https://us06web.zoom.us/u/keAEm9sL>. If any member of the public, attending the meeting virtually, wishes to take advantage of public speak, they should email the School Committee Chair, Shai Fuxman at (sfuxman@natickps.org), one hour prior to the start of the meeting. Your email should include your name, town and your request to be called upon during the public speak portion of the agenda. The School Committee Chair will then announce your name and you will be unmuted and prompted to turn on your video for your opportunity to share your remarks. Per our public speak policy, each speaker will have up to 3 minutes.

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
 1. YMCA Recognition

EXECUTIVE SESSION - this portion of the meeting is not open to the public

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.

- Teacher Representative
- Student Representative

CONSENT AGENDA

1. Approval for Overnight Travel to Des Moines, IA for the High School Speech and Debate Team

2. Donations for Kennedy from The Blackbaud Giving Fund and Donation for BenHem from the American Heart Association
3. Approval of Open Session Minutes from 4.29.24 and 5.6.24
4. Approval of Executive Session Minutes from 4.29.24

CHAIRMAN'S REPORT

1. Natick Education Foundation Grants - Jen Goree/NEF President
2. Review Recommendation for METCO Representative to the School Committee

SUBCOMMITTEE/LIAISON UPDATES

1. Policy Updates:
 2. a. First Reading: Draft Policy IJ - Instructional Materials
 3. b. First Reading: Draft Policy KEC - Public Complaints about the Curriculum or Instructional Material
 4. c. BEDH - Public Participation at School Committee Meeting - Update

SUPERINTENDENT'S REPORT

1. Neurodiversity - Erin Miller/Director of Student Services and Equity
2. Kindergarten Enrollment Projections
3. Playground/Facilities - Updates

ACTION ITEMS

1. Appointment of METCO Representative to the School Committee

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

ITEM TITLE: YMCA Recognition

DATE:

ITEM TYPE:

ITEM SUMMARY:

BACKGROUND INFORMATION:

RECOMMENDATION:

ITEM TITLE: Approval for Overnight Travel to Des Moines, IA for the High School Speech and Debate Team

DATE:

ITEM TYPE:

ITEM SUMMARY: Overnight Travel to Des Moines, IA - LINK
Driving Waiver - LINK

BACKGROUND

INFORMATION:

RECOMMENDATION:

ATTACHMENTS:

Description	File Name	Type
overnight travel to des moines ia - high school speech and debate team	5.20.24_NSDA_2024_-_Field_Trip_Request_for_OUT_OF_STATE_Over_Night_.docx.pdf	Cover Memo
overnight travel to des moines ia - high school speech and debate team - driving waiver	5.20.24_NSDA_2024_-_Field_Trip_Waiver_Request_NHS.docx.pdf	Cover Memo

School Sponsored Field Trip Request Form Out of State Travel ONLY

Attach itinerary, student lists (if known), hotel information, chaperone sign-off forms, waiver requests, etc. to the completed request form and send to the Principal's office. If you will just be submitting the one request form, you may return it by email.

Submit to the principal's office no later than the Wednesday before the Natick High School Committee is to meet. Overseas trip requests must be submitted and also approved in advance of any marketing to the students.

The lead teacher or an adult representative from your trip must appear at the School Committee meeting to present the request. You will be notified of the date of this meeting.

To: Dr. Bella Wong, Interim Superintendent
From Josepha Blocker, NHS Principal
Date:
Re:

I would like to request School Committee Approval for the following overnight / out-of-state trip:

Lead teacher's name: Sarah Donnelly

Group: Speech & Debate Team

Destination and also Itinerary: NSDA National Speech & Debate Tournament, Des Moines, IA. (See [below](#) for more details).

Date of trip: Saturday, June 15, 2024-Saturday, June 22, 2024

Time & location of departure & return: Depart 6/15/24, Logan Express station in Framingham. Return 6/22/24, Logan Express station in Framingham.

Transportation: The team will take Logan Express to and from Logan Airport. We are requesting permission for a waiver to transport our student in a rental vehicle as we will be traveling to a wide variety of schools within the Des Moines metropolitan area.

Mode of transportation requested: We are requesting permission for a waiver to transport our student in a rental vehicle as we will be traveling to a wide variety of schools within the Des Moines metropolitan area.

Method of payment (fundraising, etc.): Fundraising & student payments

Names & phone numbers of chaperones: Sarah Donnelly (617-501-4084) Amanda Parker (508-740-0130)

Estimated Cost of trip per student: \$1000 per student

Please state the purpose of this trip: The team has qualified one student to compete at the NSDA National Tournament.

I support this request and thank you for your consideration.

Sincerely,

Josepha Blocker
Principal

I have attached all relevant forms necessary to submit this request.

Revised June, 2023

- Students will miss school from June 17-21.
- Chaperones: Sarah Donnelly & Amanda Parker
- Hotel Information:
 - Fairfield Inn & Suites Des Moines Airport, 6880 Fleur Drive, Des Moines
- [Competition Schedule](#)
- General Itinerary:
 - Sunday - Registration/tournament expo, practice, errands (groceries)
 - Monday - Tuesday - Preliminary Rounds of Main Events
 - Wednesday-Friday - Elimination Rounds of Main Events, plus Supplemental Events
 - Friday evening - awards
 - Saturday - Home
- Ground transportation:
 - Between Natick & Logan - Logan Express
 - In DesMoines - rented vehicle driven by Sarah & Amanda -requesting special waiver from Natick School Committee

List of Students:
Christa Belev, 2026

Natick High School

Field Trip Waiver Request

(Please submit no later than two weeks in advance of the intended trip)

I am requesting a waiver of the **FIELD TRIP** policy for my trip

Date of field trip: June 15-22, 2024

To: NSDA National Speech & Debate Tournament, Des Moines, IA

From: Traveling from Natick, but waiver is requested only for driving while in the Des Moines area

The specific aspect of the policy for which I am requesting is:

Student Drivers (state reasons why and indicate result if waiver is denied)

X Parent/Teacher Drivers (state reasons why and indicate result if waiver is denied)

We are traveling with one student to the NSDA National Speech & Debate Tournament. We will fly to and from Des Moines, IA, but the tournament takes place at several different locations in the area. There is no public transportation that will get us to all of the locations. We would like to rent a vehicle so that the two coaches can transport students between the hotel and the competition sites. This form asks me to indicate what will happen if the waiver is denied - I honestly don't have another option. We could use ride shares like Uber or Lyft, but I imagine the school would prefer to have coaches driving over using ride shares.

Back-up Vehicle (state reason why and what you would do if an emergency occurred involving one or more students. Indicate result if waiver is denied)

Number of Chaperones in a situation where there should be twelve (12) students per adult chaperone.

Other

Approved

Denied

Date: _____

Signature of Principal/Designee: _____

Revised June, 2022

ITEM TITLE: Donations for Kennedy from The Blackbaud Giving Fund and Donation for BenHem from the American Heart Association

DATE:

ITEM TYPE:

ITEM SUMMARY: Donations for Kennedy and BenHem

BACKGROUND

INFORMATION:

RECOMMENDATION:

ITEM TITLE: Approval of Open Session Minutes from 4.29.24 and 5.6.24

DATE:

ITEM TYPE:

ITEM SUMMARY: Open Session Minutes from 4.29.24 - LINK
Open Session Minutes from 5.6.24 - LINK

BACKGROUND INFORMATION:

RECOMMENDATION:

ATTACHMENTS:

Description	File Name	Type
open session minutes from 4.29.24	5.20___4.29.24_OPEN_SESSION_School_Committee_Meeting_Minutes.pdf	Cover Memo
open session minutes from 5.6.24	5.20____5.6.24_OPEN_SESSION_School_Committee_Meeting_Minutes.pdf	Cover Memo

Natick Public Schools
SCHOOL COMMITTEE MEETING OPEN SESSION MINUTES
April 29, 2024

The School Committee held a meeting on Monday April 29, 2024, at 6:02 pm via an in-person and virtual meeting. Chair Fuxman called the meeting to order and took roll call at 6:02 pm.

Members Present:

Chair Fuxman - present
Ms. Gorseth - present
Ms. Brunell - present at 6:06
Ms. McDonough – present
Ms Collins - present
Mr. Brand – present
Ms. Flathers - present

Others Present:

Dr. Bella Wong	Interim Superintendent
Tim Luff	Deputy Superintendent
Susan Balboni	Asst. Superintendent for Teaching, Learning & Innovation
Matthew Gillis	Asst. Superintendent of Finance
Linda McGrath	Recording Secretary

Chair Fuxman made a motion to move into Executive Session at 6:03 PM for the following purposes: Mr. Brand second the motion.

1. To Conduct Strategy Sessions in Preparation for Negotiations with Nonunion Personnel for Non-Represented Staff. (ASAP; Business Office Positions)
2. To Discuss Strategy with Respect to Collective Bargaining if an Open Meeting May Have a Detrimental Effect on the Bargaining Position of the Public Body and the Chair so Declares (Administrative Assistants) Negotiations with Union personnel (Admin Assistants)

Chair Fuxman took role call to vote:

Chair Fuxman - yes
Ms. Gorseth - yes
Ms. Brunell - not present
Ms. McDonough – yes
Ms Collins - yes
Mr. Brand – yes
Ms. Flathers - yes

OPEN SESSION

Chair Fuxman resumed the open session meeting at approximately 6:45 pm and stated that the meeting was being recorded by Pegasus.

Pledge of Allegiance

Moment of Silence - To honor those who have sacrificed for our country.

Announcements - Superintendent Wong made an announcement for the FY24 FC318 METCO Supplement Special Education Grant.

She also announced that there will be signs posted by the East School for the playground adjacent to the school regarding usage for both community and the preschool. The signs will state a request for accommodations for school use prioritization around 10:30-11:15 and 1:45-2:30 Monday through Friday for recess.

Ms. Collins made an announcement that the Community Center is offering English as a second language sessions and you can get more information on their website.

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.

1. Philip Brown - Mr. Brown talked about an issue at the High School where there have been fight clubs in the girl's bathroom and they were being videotaped.

TEACHER REPRESENTATIVE - Kristen McEnaney

Ms. McEnaney wanted to address an issue with Article 28 of Town meeting concerns the adoption of the Paid Medical Family Leave which will have enormous implications for members and our schools. She stated that they had met with the Town meeting member and though interested in what she had to say, only the executive board members were present. Ms. McEnaney stated that in order to represent the members fairly, they will need to communicate with them and as of yet, they haven't done so.

STUDENT REPRESENTATIVE - Inkyoung Lee

Ms. Lee stated that last week the high school held "step-up night" for the eighth graders where they showcase their clubs and activities.

CONSENT AGENDA

1. Approval of Open Session minutes from [3.18.24](#) and [4.1.24](#)

2. Approval of Special Open Session minutes from [4.1.24](#)
3. Approval of Executive Session minutes from 3.18.24 and 4.1.24
4. Donations for [Chinese Culture Club](#) and Gay Straight Alliance ([page 1](#) - [page 2](#))
5. Approval of the non rep schedule

Chair Fuxman asked for a motion to approve the Consent Agenda. Mr. Brand made a motion to approve the Consent Agenda. Ms. Gorseth seconded the motion. All in favor - Yes. 7-0-0. Motion passed.

Ms. Brunell asked if she could make a point of order and pull an item out of the Consent Agenda. Chair Fuxman then called for a revote on the motion to approve the Consent Agenda. All in favor were 6 and 1 abstain. 6-0-1. Motion passed.

CHAIRMAN'S REPORT

1. Liaison and Subcommittee re-assignments

Chair Fuxman went over the Liaison and Subcommittee re-assignments. He said there are slight modifications to current assignments and that they talked about a budget subcommittee which Ms. Gorseth had created a proposed scope for. Chair Fuxman talked about having retreats during the summer to go over School Committee goals.

Chair Fuxman then went over what the following changes for the subcommittees:

1. Ms. McDonough has stepped down from the Unit A negotiating team and Chair Fuxman has been assigned to that team.
2. Ms. Gorseth stated that she wanted to step down from the audit committee and would anyone be interested?

Ms. Brunell mentioned going over the entire subcommittee list during their retreat as opposed to just the changes. Chair Fuxman agreed.

Ms. Collins questioned if Ms. Balboni needed a curriculum review in the short term? Ms. Balboni said that was correct but since they are not making any changes to the curriculum, she didn't think it was necessary.

Chair Fuxman mentioned that currently there is a curriculum subcommittee that should have three (3) representatives but right now has none. Ms. Balboni said that it is not needed but next year will be a big year and should have a conversation about it before then.

Ms. Gorseth talked about a proposed budget subcommittee work plan (below) and how to develop:

Proposal for work plan to develop a budget sub:

1. *Review similar committees in other districts - composition of members, scope of work, number of meetings per year etc to give us a starting point.*
2. *Prepare a one page working document with some topics for discussion at the next SC meeting that includes the following:*
 - *Suggested number of members*
 - *Scope of work - would include suggestions based on other committees as well as based on input from Melissa*

- *Schedule - how often to meet, when (eg. align meetings with key financial deliverables for the budget? on a regular basis?)*
 - *Feedback loops to review work of the committee (eg annual review, input from key stakeholders)*
3. *Review the above with Shai and Melissa*
 4. *Present for discussion to SC (retreat?), take feedback from committee and if the committee desires, incorporate suggestions into a draft charter (1 page) for the budget subcommittee.*
 5. *Present draft charter at next SC meeting, take additional suggestions and prepare final draft Charter.*
 6. *Vote on creation of budget subcommittee at next SC meeting*

Ms. McDonough asked if this is to be done by the summer retreat committee so they could go over what is required of this subcommittee and move forward? Ms. Gorseth thought it could be but would like it to be sooner.

Ms. McDonough asked if something similar exists for the policy subcommittee?

Mr. Brand thought “yes” like any other subcommittee should take the form of a policy.

Chair Fuxman asked if there are policies for other subcommittees?

Mr. Luff said “no”. There is one for policy but in the subcommittee section, you can create one.

Ms. Brunell commented that this is where the School Committees have a description in their handbook. She also mentioned that other School Committees would have a description on their websites as to what each committee does or in their handbook.

Mr. Luff mentioned that policy BDE/BDF talks about subcommittees and states that “A subcommittee will be provided with a list of its functions and its duties”.

Mr. Brand mentioned that since this is a large scope, it would be good to be consistent.

Chair Fuxman asked if someone would like to take charge of creating the one page proposal? Ms. Brunell and Ms. Collins had both agreed. It was suggested to work on it before the summer retreats.

Chair Fuxman stated that they would have two summer retreats. One in June with the exiting Interim Superintendent Wong and one in July with the superseding Superintendent - Dr. Spash to discuss goals. And if need be, we can try to have one in August.

Ms. Brunell asked how the committee would communicate with Dr. Spash in regards to it? Chair Fuxman stated that he and Ms. Gorseth meet with Dr. Spash every other week and they can mention it to her then.

Ms. Collins asked if they were thinking about an executive session in August? Chair Fuxman said he sent out a doodle poll for all three months so once they have that information, they can schedule all three. Those will then be posted to the public with the exception of executive sessions.

2. [ATM Article 28: PMFL](#) - *Kat Monihan*

Chair Fuxman continued a conversation that was discussed previously regarding the Town Article 28 which was referred to the School Committee. He then introduced Kat Monihan who gave some updates since the last meeting where she presented for the Paid Medical Family Leave.

Ms. Monihan started by saying she was going to send an update in regards to her discussion with Unit A. She stated that she had asked for clarification from Natick Public Schools and Town Payroll as to how many people are on paid leave in a given year.

Ms. Gorseth asked Ms. Collins with respect to the process at Town Meeting, what actions can be taken? Ms. Collins went over the options which are *Positive Action* would be voting to recommend PMFL, *No Action* would be just that, they don't want to take any sort of action, *Referral* would mean going back for more study and discussion, and an *Indefinite Postponement* would be a stronger version of No Action.

Ms. McDonough mentioned the Town creating a study committee and asked if we can do that? Ms. Collins said that would be a form of a Positive Action.

Mr. Brand commented about where he stood at this time with regards to the topic. He said he wasn't comfortable with making a decision without hearing from everyone but would not be opposed to creating a study committee.

Ms. Brunell asked about timing and are there certain times that a municipality can join? Ms. Monihan stated "no". Ms. Brunell commented that she feels we are all affected by this and likes what Ms. McDonough has proposed.

Ms. Collins asked if the Article says "or otherwise act there on"? Ms. Monihan said "no". Ms. Collins then stated that a study committee would not be allowed on this Article.

Ms. Brunell asked if it can be referred to by a certain date? Ms. Monihan said she didn't have an answer for the referral timeline.

Ms. Collins asked about the dollars that would be involved in the Town and where would you hope to find those dollars? Ms. Monihan stated that its a .88% payroll liability which for the Town budget is approximately \$940,000 and is split between the employee contributions and the employer contribution and perhaps the chapter 70 funding will be higher for the Town to find the money.

Ms. Flathers stated that she was hoping to say "yes" as it would benefit more than just the unions and thought the EAN feedback would have been more favorable. She would like to have it on the warrant in the fall.

Ms. Gorseth asked where the Select Board is leaning on this? Ms. Monihan said they referred.

Ms. McDonough asked what is the process by which a Town meeting alerts a board? Chair Fuxman expressed the same concern. Ms. McDonough stated that she just can't support it right now as she hasn't heard from the employees yet.

Ms. Flathers commented that Town meetings will never align with our contract negotiations.

Chair Fuxman commented that he would like for the people who work in our district to have the benefits they need. He is concerned about the timing as next year is a negotiating year and where the conversation of this subject should occur. Chair Fuxman stated that he is not comfortable supporting it right now and to vote at tonight's meeting.

Ms. Collins stated that it is possible in negotiations it can be a "we are going to push for this but if it doesn't happen..." Ms. McEnaney said the difficulty is not knowing all the details going into negotiations and having to have two plans.

Mr. Gillis talked about two types of bargaining which are collective bargaining for a change before it happens and impact bargaining which is after a change has been made.

Ms. Brunell asked if we could continue discussing this if we move forward with Article 28? Chair Fuxman said it was his understanding that we could create our own subcommittee.

Ms. Flathers asked if we were able to put it on the warrant in the fall and several members replied "yes".

Chair Fuxman thought a potential motion would be to refer Article 28 and in addition for the School Committee to take a position on the issue by August to have the option to put on the warrant for the fall.

Chair Fuxman asked Ms. McEnaney what the EAN's next steps were? Ms. McEnaney said that the information is being prepared to be sent out to the EAN to look over and allow a period of time to review.

Ms. Collins stated that the warrant closes on Thursday, August 15, 2024 at 5:00 PM.

Public - Dr. McKenzie talked about her experience and what a benefit this would have been.

Chair Fuxman stated that he would try to put together a plan based on what was heard and timelines. He proposed referring Article 28 and making a decision for the School Committee no later than June 17th knowing that the EAN is making progress.

Ms. Gorseth said she would like to make a friendly amendment that the motion would include a timeline so that the committee could get Dr. Spash's input. Chair Fuxman said that on the June 17th date that the decision could be to take additional time. Ms. Gorseth stated that she would withdraw her friendly amendment if that's the case.

Ms. McDonough thought of having a working group and had concerns about the June 17th date as she feels part of that group should include the Superintendent, HR Director, and Finance Director. She stated having concerns about the financial impact on the district with the leave of absences and to cover those leaves.

Ms. Brunell commented that by Federal Law, you can take a leave of absence for up to 12 weeks unpaid. Mr. Gillis commented that you have to have worked a certain amount of hours to qualify.

Superintendent Wong commented that this is a hard topic to talk about without having full context in consideration. She stated that it impacts more than just the members of the union and that it has implications for the employees and the School Department with regard to educating the students.

Ms. Collins made a motion to support the referral motion for this Article 28 - 2024 Spring Annual Town Meeting as outlined in the finance committee handbook. Mr. Brand seconded the motion.

Chair Fuxman asked all in favor - 6 in favor and 1 abstain. 6-0-1 - Motion passed.

Chair Fuxman made a motion to establish a School Committee working group consisting of Julie McDonough and Catherine Brunell to gather additional information about Paid Medical Family Leave and bring it back to the committee for consideration by July 22, 2024. Ms. Collins seconded the motion.

Chair Fuxman asked all in favor - Yes. 7-0-0. Motion passed.

SUBCOMMITTEE/LIAISON UPDATES

1. First Reading of Draft POLICY BDA, BDB, BDC, BDD: SCHOOL COMMITTEE ORGANIZATIONAL MEETING, OFFICERS AND OFFICIALS

Mr. Brand summarized what was discussed at the last policy subcommittee meeting which was adding a policy to define a METCO representative to be a part of the School Committee. He stated that they expedited talking about it so they could bring it back to the committee and if approved, would ultimately give METCO time to find a representative.

Mr. Luff discussed the language in section “J” of the Policy BDA, BDB, BDC, BDD which states:

Prior to June 1st of each year, a current or former participant of the Metropolitan Council for Educational Opportunity (METCO) community will be appointed as an ex-officio non-voting representative member of the School Committee. Such appointment will be made by the School Committee upon recommendations from the METCO Director and/or the Superintendent. The member will preferably, and in the following order, be a current parent participant, alumni parent participant, or graduate of the program. This member shall not have the right to attend executive sessions unless such right is expressly granted by the School Committee. The member will also be subject to all School Committee rules and regulations and will serve without compensation. This annual appointment will commence at the beginning of the school year following the vote of the Committee.

He then went over changes that were made to the policy which will be the second and final reading and be presented at the next School Committee meeting for vote.

Mr. Brunell recommended having the representative start in the summertime so they could be involved in the goal setting process. Mr. Luff suggested having a start and end date in the policy.

Ms. McDonough talked about the Parent Coordinating Committee having their last meeting on May 8th which Dr. Spash will be attending. She also mentioned that the Calendar Committee had their first meeting before the April break and stated they were seeking legal opinion on the establishment clause of the First Amendment. Ms. McDonough said their next meeting will be held on Friday, May 3rd. She also mentioned gathering data for attendance and questions that they would like to ask of focus groups and on a feedback forum which would have a wider distribution.

SUPERINTENDENT'S REPORT

1. School Choice Public Hearing

Ms. Collins made a motion to open the public hearing. Ms. Brunell seconded the motion. Chair Fuxman asked if all in favor - Yes. 7-0-0. Motion passed.

Superintendent Wong asked if there was anyone who would like to address the committee regarding school choice. There was not anyone in person or virtual.

Ms. Collins made a motion to close the public hearing. Mr. Brand seconded the motion. Chair Fuxman asked if all in favor - Yes. 7-0-0. Motion passed.

Superintendent Wong's recommendation was for Natick Public Schools not to be school choice for the 24/25 school year.

Ms. Collins made a motion to remain a school choice district but to close participation for the 24/25 school year. Mr. Brand seconded the motion. Chair Fuxman asked if all in favor - Yes. 7-0-0. Motion passed.

2. Evaluations: UDL and Walkthroughs - *Sue Balboni*

Ms. Balboni went over her presentation for the Teacher Evaluation system and showed where they currently stand as a district and where she thinks they need to go moving forward.

Superintendent Wong commented about conversation with Ms. Balboni in regards to what is happening in the classrooms and how the educator goals can be aligned with the school improvement plan and strategic plans.

Ms. Balboni mentioned how fortunate we are in this district to have relationships with the union partners and are able to reach out at any time with thoughts.

Ms. Gorseth asked if the teachers are evaluated every year or are they spotted? Ms. Balboni said that every teacher is evaluated every year. Teachers who are within their first three years have multiple walk-thrus, a formative assessment mid-year and a summative assessment at the end of the year. Teachers who are in their first two years are required to have a formal observation of a full class period. Teachers with professional teachers status will still have a walk-thru every year with a formative assessment (end of year) in the first year and a summative assessment (end of year) in the second year.

Mr. Brand commented on the third slide that read "In talking with educators there is a feeling that evaluations feel as though they are either a task of compliance or punitive" and thinks that it is a problem within any business, but did love seeing the action steps and things that are happening. He also talked about an NPS (net promoter score) which is a survey of employees of a company. Mr. Brand then asked "how are we going to measure that over time"? Ms. Balboni stated that they do surveys and ask teachers about how they feel.

Chair Fuxman commented about teaching belonging, goal settings as part of evaluations and best practices which happen right here in Natick.

3. ACCEPT Quarter 3 [Report](#)

Superintendent Wong said the ACCEPT report outlines the enrollment and is presented for the committee's information.

ACTION ITEMS

1. Vote to approve or withdraw from [School Choice](#)
2. Vote to approve PMFL: SATM Article 28
3. Vote to approve the removal on shared trees on Johnson School property line

Mr. Luff talked about the removal of shared trees on the Johnson School property line for which Claire Rundelli is seeking to have done.

Mr. Luff thought it could be passed off to the Town as the property will be their responsibility starting July 1, 2024 if it is not taken care of before that date.

Ms. Gorseth asked why the other tree is being removed? Mr. Luff said that Ms. Rundelli hadn't mentioned why but it was said by a few others that perhaps it had to do the species of the tree. And are they replanting? Mr. Luff said they had no plans to replace the trees.

Ms. Brunell commented that she didn't understand why it was on the agenda since the building is closing? Ms. Gorseth mentioned that we are still responsible for the property until closing of the building on June 30, 2024.

Ms. McDonough asked if we can require that they replace the trees? Mr. Luff said that we could make any kind of recommendation if we wanted to.

Ms. Collins stated that they can replace the trees but doesn't necessarily have to be the same trees or in the same place.

Chair Fuxman asked about the two trees being on the other property and what is the law for that? Mr. Luff read a statement from Ms. Rundelli quoted Mass General Law stating "the removal of shared boundary trees requires the written permission of all owners."

Dr. McKenzie talked about replacing the trees and gave information with the specific trees in question.

Ms. McDonough made a motion to approve the removal of the trees with the request to plant two additional trees. Mr. Brand seconded the motion.

Chair Fuxman asked all those in favor - 5 in favor and 2 abstain. 5-0-2. Motion passed.

4. Approval of the last day of school for the 2023-2024 school year

Mr. Luff stated that we only had one snow day this year so the last day would be Friday, June 14, 2024 and it would be an early release day.

Ms. Flathers motioned to approve the last day of school for June 14, 2024. Mr. Brand seconded the motion.

Chair Fuxman asked all those in favor - Yes. 7-0-0 - Motion passed.

Ms. Collins motioned to adjourn the meeting at 8:58 pm. Mr. Brand seconded the motion.

Chair Fuxman asked all those in favor - Yes. 7-0-0 - Motion passed.

Chair Fuxman thanked everyone that worked on the budget.

Respectfully Submitted by:

Linda McGrath - Recording Secretary

Natick Public Schools
SCHOOL COMMITTEE MEETING OPEN SESSION MINUTES
May 6, 2024

The School Committee held a meeting on Monday May 6, 2024, at 6:36 pm via an in-person and virtual meeting. Chair Fuxman called the meeting to order and took roll call at 6:36 pm.

Members Present:

Chair Fuxman - present
Ms. Gorseth - present
Ms. Brunell - present
Ms. McDonough – present
Ms Collins - present
Mr. Brand – present
Ms. Flathers - present

Others Present:

Dr. Bella Wong	Interim Superintendent
Tim Luff	Deputy Superintendent
Susan Balboni	Asst. Superintendent for Teaching, Learning & Innovation
Matthew Gillis	Asst. Superintendent of Finance
Linda McGrath	Recording Secretary

OPEN SESSION


Pledge of Allegiance

Moment of Silence - To honor those who have sacrificed for our country.

Announcements -

Superintendent Wong thanked the Natick Service Council for treating the members of the Town Department and herself to a table at the fundraising gala held last Friday. She mentioned that they had awarded the Town and School Department for being a valued partner and for being recognized.

Chair Fuxman announced that the Spark Kindness was holding a workshop for Visual Storytelling on Sunday, May 19th and you can register for free on their website.



Sunday, May 19 at 1pm

**VISUAL STORYTELLING
THROUGH COMICS
& GRAPHIC NOVELS**

**An Interactive Workshop for Kids to Learn the
Creative Stages of Making a Graphic Novel**

Mr. Brunell wanted to give an update regarding the Johnson School property. She said that last Thursday's Town Meeting voted to transfer the Johnson property to the Town and that Wednesday, May 8th there would be a listening session in the Johnson gym.

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.

1. Dr. McKenzie - Talked about the Natick Service Council gala and mentioned that the schools had contributed an enormous amount of food to the Food Pantry. She also wanted to give praise to Superintendent Wong for the work at the Town Meeting.

TEACHER REPRESENTATIVE - Kristen McEnaney

Ms. McEnaney mentioned that the EAN had sent out a one question survey to the members regarding Paid Medical Family Leave. The one question explained PMFL and you were to answer if you were in support of Natick adopting PMFL, if you were interested but needed more information or if the EAN should be opposed to adopting. The percentage that responded was about a third and answered with the following: 50% said they would be in favor of adopting PMFL - 30% said they should not take a stance at this time but should form a subcommittee to do a study, 7% said we should not take a stance at this time, and 13 % said we should take a position of not adopting PMFL.

STUDENT REPRESENTATIVE - Inkyoung Lee

Inkyoung talked about all students at NHS taking AP exams starting today and will continue through next week.

SUBCOMMITTEE/LIAISON UPDATES - Tim Luff and Matt Brand

Mr. Luff went over a change made to the policy BDA, BDB, BDC, BDD that was recommended by Ms. Brunell which stated “beginning of the fiscal year” rather than “school fiscal year.” This policy is different from the student and teacher reps policy as the School Committee rep could participate during the summer.

Ms. Collins commented that for tracking purposes, we should pull the policy out of the Consent Agenda.

Mr. Brand made a motion to approve the Consent Agenda without item #2. Ms. Gorseth seconded the motion.

Chair Fuxman asked all in favor - Yes. 7-0-0 - Motion passed.

Mr. Brand made a motion to approve the policy BDA, BDB, BDC, BDD. Ms. Collins seconded the motion.

Chair Fuxman asked all in favor - Yes. 7-0-0 - Motion passed.

Ms. McDonough gave an update after speaking with the attorney regarding the school calendar and religious observations.

CONSENT AGENDA

1. Approve [Donation](#) for Weather Club at Kennedy
2. Approve Second and Final Reading for [Policy: BDA, BDB, BDC, BDD](#) - pulled and voted on separately.

SUPERINTENDENT’S REPORT

1. [Math Curriculum Initiative and Coaches - Sue Balboni](#)

Ms. Balboni went over the math curriculum implementation for year 1 along with math coach - Erin Stillman from Ben/Hem and Katy O’Neil from Lilja.

Some of the work that was discussed for elementary grades K-4 was Illustrative Mathematics and for the High School it was Big Ideas in Algebra I, Geometry I, and Algebra II.

Ms. Balboni talked about teacher and coach feedback, adjustments made to support IM implementation, elementary Math next steps, secondary student successes and Math next steps.

Mr. Brand questioned if there has been any learning from the no dip that can be used in other curriculum adoptions? Ms. McEnaney commented that she thought it was a challenging adoption for teachers but has been more familiar as time goes on. Ms. Balboni and Ms. O’Neil commented as well.

Ms. Flathers had questioned about the scope and sequence and was it mostly a sequence issue? Ms. O'Neil said depending on the grade level, but would be both. Ms. McEnaney commented as well.

Ms. Brunell asked about the transition from elementary to middle school and that she is concerned about doing so much work with IM for the elementary years and then the program changes and will it be reevaluated? Ms. Balboni responded that they piloted the IM at the Middle School level and found it wasn't needed.

Ms. Brunell asked about the reading curriculum audit that is approaching and what is the plan to balance? Ms. Balboni stated that the plan moving into next year is going through the audit process, they would do some piloting and make some decisions as to how they will move forward into the next.

Ms. Gorseth asked about the extra time that was needed in WINN and as students become more proficient with this style of learning, will the extra time still be needed? Ms. Balboni stated that she didn't think that the extra time would be needed for the Math curriculum but there is always extra time needed for intervention remediation of some sort.

Chair Fuxman asked if the IM provides additional support? Ms. Balboni said there are multiple levels of support that are built in and that teachers can access.

Chair Fuxman also asked if Ms. Balboni thinks students are more confident with Math? Ms. Stillman replied that students are more risk takers with some of the aspects of the program especially with the warm-up.

Ms. Collins questioned if we are adding in WINN and are we giving anything up? Ms. Balboni said that nothing has been given up but other areas were tightened up so that everyone had the same amount of time.

Superintendent Wong talked about post pandemic learning.

1. [Physical Education and Health Audit - Sue Balboni](#)

Superintendent Wong started by talking about the audit cycles.

Ms. Balboni and the Wellness and Physical Education staff discussed the following for the Wellness and Physical Education in the district:

- Objectives
- The Audit Team
- The Process
- Standard Works
- Mission
- Survey and Feedback Results
- Glows and Grows

Mr. Brand commented on Physical Education classes and believes they are a much better experience than years past. He asked if there is a percentage of what parents think when it comes to nutrition, smoking/vaping, sexual health, etc... and is there an opportunity for community engagement with the parents? Ms. Turner said that she has had conversations regarding that matter as she believes it is important and needed.

Superintendent Wong talked about Wellness Health and Physical Education being lifelong skills and teaching the students about making good choices.

Ms. Collins commented on the slides 13 and 14 which talks about “what do we need more of” and conversations about sensitive topics between students and their parents/guardians. Ms. Balboni stated that 95% of middle school parents are having health related conversations with their children.

Ms. Brunell commented that she appreciates the Wellness Health team that Natick has for our students and that she supports having more health education at the high school.

Ms. Gorseth stated she was curious about how the new standards will be rolled out and is waiting with anticipation.

Ms. McDonough asked if other districts have more health classes at their high school? Mr. Anniballi said “yes.” Ms. McDonough mentioned the Metrowest Health Survey and thought it was helpful and should be brought back. She also mentioned the sleep subject and would like to push the district to do something about it.

Ms. Flathers commented on SEL and belonging and the amount of electives. She also commented on Aramark Food Service Company and possibly giving them new goals for next year.

Ms. Collins asked why students who spend hours playing sports weekly still have to take gym classes? Mr. Anniballi stated that first it's the law and second he said that they are completely in how and what they are taught. Ms. Collins also asked about slide 23 which talks about student’s interest and enthusiasm for physical education and how it fell on the likert scale.

Chair Fuxman asked if there are open ended questions for students? Ms. Turner mentioned that in their audit meetings, they talked about redoing the questions and separating the physical ed from the health.

Chair Fuxman mentioned the standards for all levels and how there is not enough time and is there a way to take the standards and integrate into other classes?

Chair Fuxman expressed his concerns with vaping and bullying and if there is more that can be done for prevention? Mr. Annaballi stated what is currently being done and agrees that prevention is something that requires more focus.

3. Student Domestic and Global [Travel Handbook](#) - *Tim Luff and Bella Wong*

Superintendent Wong discussed the travel handbook and that it is in the process of being updated as we are running trips again after the pandemic.

Mr. Luff stated that a majority of the information in the travel handbook is related to the high school but will be changed to Natick Public Schools. He mentioned that there are four major categories that the handbook covers and also went over some changes that will be made.

Ms. Brunell commented on the part in the handbook that states “in state field trips can not/not recommended to take place after May 1st because of testing” and Mr. Luff said that the language will be replaced.

Ms. Brunell asked about what field trips would likely be approved and have that in the handbook? Superintendent Wong mentioned that it should be an extension of the current curriculum. Ms. Brunell mentioned perhaps leaving it up to the teacher’s discretion as to what kind of trips that will take. Superintendent Wong thought that would be more of a policy than in the handbook.

Chair Fuxman asked who approves whether it is curriculum based? Superintendent Wong said it would be Principal/Administration.

Ms. Collins commented that there was not a link to any of the forms. She also commented about the budget managers and what recourse would there be if there should be any issues with money? Mr. Luff agreed and said that is why they would want the approval process to be so much more advanced.

Mr. Gillis commented that there are two systems in place. At the high school level, the money that comes in will go to the bookkeeper and at the elementary level for the most part, the trips are not overnight or overseas and the costs are a lot less.

Ms. Collins made a motion to approve the travel handbook. Mr. Brand seconded the motion. All in favor - Yes. 7-0-0 - motion passed.

4. Third Quarter [Financial Report](#) - *Matt Gillis*

Mr. Gillis went over the third quarter financial report and mentioned some changes regarding out of district students, transportation costs, and some unpredicted costs. Superintendent Wong mentioned that it is tight and it's about building more reserves for next year.

Ms. Collins questioned what has been booked and what kind of plan do we have with the Town Administrator? Superintendent Wong stated that the bookings have improved since the beginning but are still running a little behind because of the reimbursements.

Ms. Brunell commented that the Johnson students did not pay for transportation this year.

Ms. McDonough questioned if the user fees did not cover the cost of transportation for this year? Mr. Gillis said that they never have but have been a portion of the cost.

5. Results of ATM School Capital Warrant Articles - *Matt Gillis and Bella Wong*

Superintendent Wong talked about the last Town meeting and the Capital Warrant Articles. She also mentioned that we have furniture and a design piece for a synthetic field.

Ms. McDonough asked if the next step would be to procure the designer to design the field and how long would it take? Mr. Gillis probably should take about 6 to 12 months.

Ms. Collins asked if this is something that the facilities oversight committee could be useful? Superintendent Wong said probably Mr. Spratt, Mr. Gillis and the rec department.

6. [Enrollment report](#) for May 1st, 2024

Ms. Gorseth asked when we get a sense of what the kindergarten enrollment would be for next year? Mr. Luff indicated that it would probably be soon (hopefully by the next meeting) as there have been many registrations coming in lately.

ACTION ITEMS

1. Vote approval of Student Domestic and Global Travel [Handbook](#) - motion passed above
2. Vote approval of Side Letter with Administrative Assistant Unit

Mr. Brand made a motion to approve the side letter with the Administrative Assistant Unit. Ms. Gorseth seconded the motion. All in favor - No. 6-1-0 - Motion passed.

Mr. Brand motion to adjourn the meeting at 9:25 and Ms. Collins seconded the motion. All in favor - Yes. 7-0-0

Respectfully Submitted by:

Linda McGrath - Recording Secretary

DRAFT

ITEM TITLE:

Approval of Executive Session Minutes from 4.29.24

DATE:

ITEM TYPE:

ITEM SUMMARY:

BACKGROUND INFORMATION:

RECOMMENDATION:

ITEM TITLE: Natick Education Foundation Grants - Jen Goree/NEF President
DATE:
ITEM TYPE:
ITEM SUMMARY: Natick Education Foundation - LINK
BACKGROUND INFORMATION:
RECOMMENDATION:

ATTACHMENTS:

Description	File Name	Type
natick education foundation	5.20__Natick_Education_Foundation_2024_Grant_Awards.pdf	Cover Memo



The Natick Education Foundation is pleased to announce the awardees of this year's grants. NEF awards two kinds of grants each year - ***Innovation in Teaching and Learning Grants*** which seek to support innovative practices and projects in classrooms and school buildings, as well as ***Professional Rejuvenation Grants***, which support teachers' professional growth and passions. This year NEF funded a total of fourteen grants, totaling \$22,000, and 100% of grant applications received funding. Congratulations to the following Natick educators - we thank them for their dedication and skill and look forward to seeing the impact these grants have on our school communities!

Innovation in Teaching and Learning Grants

"Social Emotional Learning Through Board/Interactive Games", Kate Harrington on behalf of the 6th grade teams, Wilson Middle School

"Therapeutic Support Rabbit", Stephanie Verrette, Wilson Middle School

"Memorial Third Grade Published Authors Celebration", Samantha Rosenfield, Kendra Weiler, Liz Kenney, Cathy Reilly, McKenzie Sparling, Kayla Anderson, Memorial Elementary School

"Woodzilla Hand Lino Press", Richard Davies, Wilson Middle School

"Stempogo Science", Justin Tourangeau, Brown Elementary School

"Kennedy Middle School Mosaic Project", Beth Kassap, Kennedy Middle School

"Brown School Gardens", Aiden McCann, Brown Elementary School

"Creating Community and Fostering Learning Through Legos", Heidi Porten, Kennedy Middle School

"Book Collection Supporting Social Sciences Curriculum", Luke Steere, Cassie Lawton, Shivonne St. George, Kennedy Middle School

Professional Rejuvenation Grants

"Membership to the French Cultural Center of Boston", Allyson O'Connor & Valerie Cain, Wilson Middle School

"Get Your Teach On, National Conference", Samantha Rosenfield, Kimberly Araujo, Shayla Billian, Shannen Kelley, Memorial Elementary School

"Fulbright-Hays Seminar Abroad in Finland 2024", Jenny Siegfried, Kennedy Middle School

"The Art of Breathing for Change", Jessica Neel, Wilson Middle School

“Center for Black Educator Development”, Rasheedah Clayton & Teresa Carney, Wilson Middle School

ITEM TITLE: Review Recommendation for METCO Representative to the School Committee

DATE:

ITEM TYPE:

ITEM SUMMARY: METCO Recommendation for Appointment - LINK

BACKGROUND

INFORMATION:

RECOMMENDATION:

ATTACHMENTS:

Description	File Name	Type
metco recommendation for appointment	5.20__METCO_School_Committee_Appointment_Recommendation.pdf	Cover Memo



Natick Public Schools
CENTRAL OFFICE
13 East Central Street, Natick, MA 01760

Bella Wong, Superintendent
Timothy Luff, Deputy Superintendent
Matthew J. Gillis, Assistant Superintendent for Finance
Susan Balboni, Assistant Superintendent for Teaching, Learning, and Innovation

To: Natick School Committee
From: Rasheedah Clayton, Director of METCO
Re: Recommendation for Appointment
Date: May 16, 2024

Dear Natick School Committee,

I want to thank you again for your courageous vote to add a member of the Metropolitan Council for Educational Opportunity (METCO) community to the Natick School Committee. With this vote you are affirming the importance of voice and representation of our METCO community in the educational decision making of the Natick Public Schools.

I am pleased to recommend Ms. Tamika Scott to represent the METCO community for the FY25 Fiscal year appointment as an ex-officio member of the Natick School Committee. Ms. Scott is an alumni parent of a Natick METCO graduate who attended both Wilson Middle and Natick High Schools, as well as a METCO alumni of Dover-Sherborn Public Schools. Just this past school year Ms. Scott served admirably as the METCO representative to the Natick Public Schools Superintendent Search Committee. In discussing Ms. Scott's performance on the committee with multiple stakeholders, they commented that her insights and contributions to the search process were impactful.

Ms. Scott remains committed and engaged with METCO, recognizing the importance of equity, voice and representation on school boards. I enthusiastically recommend Ms. Tamika Scott for the METCO representative seat on the school committee. Please reach out if I can provide further information.

Sincerely,

Rasheedah Clayton

Natick Public Schools does not discriminate on the basis of race, creed, color, sex, age, gender identity, religion, nationality, sexual orientation, disability, pregnancy and pregnancy-related conditions, physical and intellectual differences, immigration status, or homeless status.

ITEM TITLE:

Policy Updates:

DATE:

ITEM TYPE:

ITEM SUMMARY:

BACKGROUND INFORMATION:

RECOMMENDATION:

ITEM TITLE: a. First Reading: Draft Policy IJ - Instructional Materials
DATE:
ITEM TYPE:
ITEM SUMMARY: First Reading - Draft Policy IJ - Instructional Materials - LINK
BACKGROUND INFORMATION:
RECOMMENDATION:

ATTACHMENTS:

Description	File Name	Type
draft policy ij	5.20_Draft_Policy_IJ_-_Instructional_Materials_.pdf	Cover Memo

INSTRUCTIONAL MATERIALS

The School Committee believes that materials appropriate to the needs of the school program must be available to each student and teacher. These will be furnished by the School Committee subject to budgetary constraints.

The task of selecting instructional materials for programs will be delegated to the professional staff of the school system. Because instructional programs and materials are of great importance, only those that meet the following criteria will be approved by the Committee:

1. They must present balanced views of international, national, and local issues and problems of the past, present and future, updates to research and understandings, and cultural perspectives.
2. They must provide materials that stimulate growth in factual knowledge, literary appreciation, aesthetic and ethical values.
3. They must help students develop abilities in critical reading and thinking, perspective taking, and empathy building people's experiences in order to represent all people's experiences in a fair and equitable manner.
4. They must help develop and foster an appreciation of cultural diversity and development in the United States and throughout the world.
5. They must provide for all students an effective basic education that does not discriminate on the basis of race, age, color, religion, national origin, sex, physical disabilities, gender identity, sexual orientation, language status, and pregnancy related conditions or immigration status.
6. They must allow sufficient flexibility for meeting the special needs of individual students and groups of students and should represent the identities of these students in the materials chosen.
7. They must follow the standards established by the Department of Elementary and Secondary Education.
8. **If any such material undergoes evaluation by the instructional review committee, any such material may be considered in the context of the instructional unit, rather than any single exemplar text.**

LEGAL REFS.: M.G.L. 30:B7; 71:48; 71:49; 71:50
BESE regulations 603 26.00

CROSS REF.: KEC, Public Complaints about the Curriculum or Instructional Material;
IJL; **Selection and Adoption of Library Materials**; IJLA, **Library Resources**

Approved:

ITEM TITLE: b. First Reading: Draft Policy KEC - Public Complaints about the Curriculum or Instructional Material

DATE:

ITEM TYPE:

ITEM SUMMARY: First Reading - Draft Policy KEC - Public Complaints about the Curriculum and Instructional Materials - LINK

BACKGROUND

INFORMATION:

RECOMMENDATION:

ATTACHMENTS:

Description	File Name	Type
draft kec	5.20_Draft_KEC_-_Public_Complaints_about_the_Curriculum_or_Instructional_Materials.pdf	Cover Memo

**PUBLIC COMPLAINTS ABOUT THE CURRICULUM OR
INSTRUCTIONAL MATERIALS**

The School Committee, though it is ultimately responsible for all curriculum and instructional materials (including library books), recognizes the need and right of students to have free access to many different types of books and materials. It also recognizes the right of the professional staff to select books and other materials supportive of the school system's educational philosophy and goals.

Criticism of a book or other materials used in the schools may be expected from time to time. In such instances:

1. If a parent requests that his/her own child not read a given book, the teacher and/or school administrator should resolve the situation, perhaps by arranging for use of alternative material meeting essentially the same instructional purpose. This does not apply, however, to basic program texts and materials that the Committee has adopted.
2. The Committee will not permit any individual or group to exercise censorship over instructional materials and library collections, but recognizes that at times a reevaluation of certain material may be desirable. Should an individual or group ask to have any book or other material withdrawn from school use:
 - a. The person who objects to the book or other material will be asked to sign a complaint on a standard form on which ~~he/she~~ they will document his criticism.
 - b. Following receipt of the formal complaint, the Superintendent will provide for a reevaluation of the material in question, ~~he/she~~ they will arrange for the appointment of a review committee from among the faculty to consider the complaint.
 - c. The Superintendent will review the complaint and the committee's reevaluation and will render a decision in the matter. Should the decision be unsatisfactory to the complainant, ~~he/she~~ they may appeal it to the Committee.

In summary, the Committee assumes final responsibility for all books and instructional materials it makes available to students; it holds its professional staff accountable for their proper selection. It recognizes rights of individual parents/guardians with respect to controversial materials used by their own children; it will provide for the reevaluation of materials in library collections upon formal request. On the other hand, students' right to learn and the freedom of teachers to teach will be respected.

LEGAL REFS.: M.G.L. 76:5

CROSS REFS.: IJ, Instructional Materials
IJ-R, Reconsideration of Instructional Material
IJL, Selection and Adoption of Library Materials

Approved:

ITEM TITLE:

c. BEDH - Public Participation at School Committee Meeting -
Update

DATE:

ITEM TYPE:

ITEM SUMMARY:

BACKGROUND

INFORMATION:

RECOMMENDATION:

ITEM TITLE: Neurodiversity - Erin Miller/Director of Student Services and Equity

DATE:

ITEM TYPE:

ITEM SUMMARY: Understanding Neurodiversity - LINK

BACKGROUND

INFORMATION:

RECOMMENDATION:

ATTACHMENTS:

Description	File Name	Type
understanding neurodiversity	5._20__Neurodiversity_SC_Presentation_May_2024_.pdf	Cover Memo



Understanding *Neurodiversity*

May 2024

**Natick Neurodiveristy Committee
Maria Reardon, Hillary Hotchkiss,
Adam Kohrman, Paul Tagliapietra, Kate
Meyer, Renee Kirkorian, Katherine
Schneider, Brooke Kapetanakos,
Katerina Kelly**



Where and why did this work start?

Erin Miller Entry Plan 22-23

Findings Related to Neurodiversity

1. Greater emphasis on explicit executive function instruction over independence
2. DEI work absent of students with disabilities and neurodivergent students
3. Perceived lack of Special Education representation among district teams (TLI, SEL and DEI)
4. Need for Universal Design for Learning and Differentiation at all levels
5. Identification of barriers for equitable access for neurodivergent students
 - a. Grading practices
 - b. Course Recommendation policies and course requirements
 - c. Midterms and Finals
 - d. Assessment Practices
 - e. Late work/extra time



**How did we address
these findings and
concerns?**

Action Items SY 23-24

1. Removing Barriers to Learning for Students with Special Needs
 - a. Conduct PD and discussion groups related to neurodiversity, disability education and Universal Design for Learning/removing barriers for all learners
 - b. Creation of work groups at each level to identify and remedy barriers to learning for all students and eliminate deficit based thinking
 - c. Greater training and collaboration around Universal Design for Learning Practices: Grading, Assessment, Opportunities for revision and extended time, course selection, service delivery placement
2. Analysis and Revision of Skills Development instruction and curriculum (HS and MS focus)
 - a. Need greater emphasis on skill acquisition over independence in middle school and high school
 - b. Summer curriculum work to develop executive function curriculum to be explicitly taught in Skills Development class
3. Discussion around increased inclusion opportunities at elementary level in lieu of “pull-out” C grid services

Shift thinking from INCLUSION TO EQUITY where student input leads to needed instructional and policy changes





Neurodiversity Training

Natick Public Schools

[Neurodiversity Training Presentation](#)

BEGINNING THE WORK

IDENTIFY THE TEAM ●

Identified the champions of this work; BCBA's, SLP's, clinicians, teachers, paras and administrators

VISION AND GOAL ●

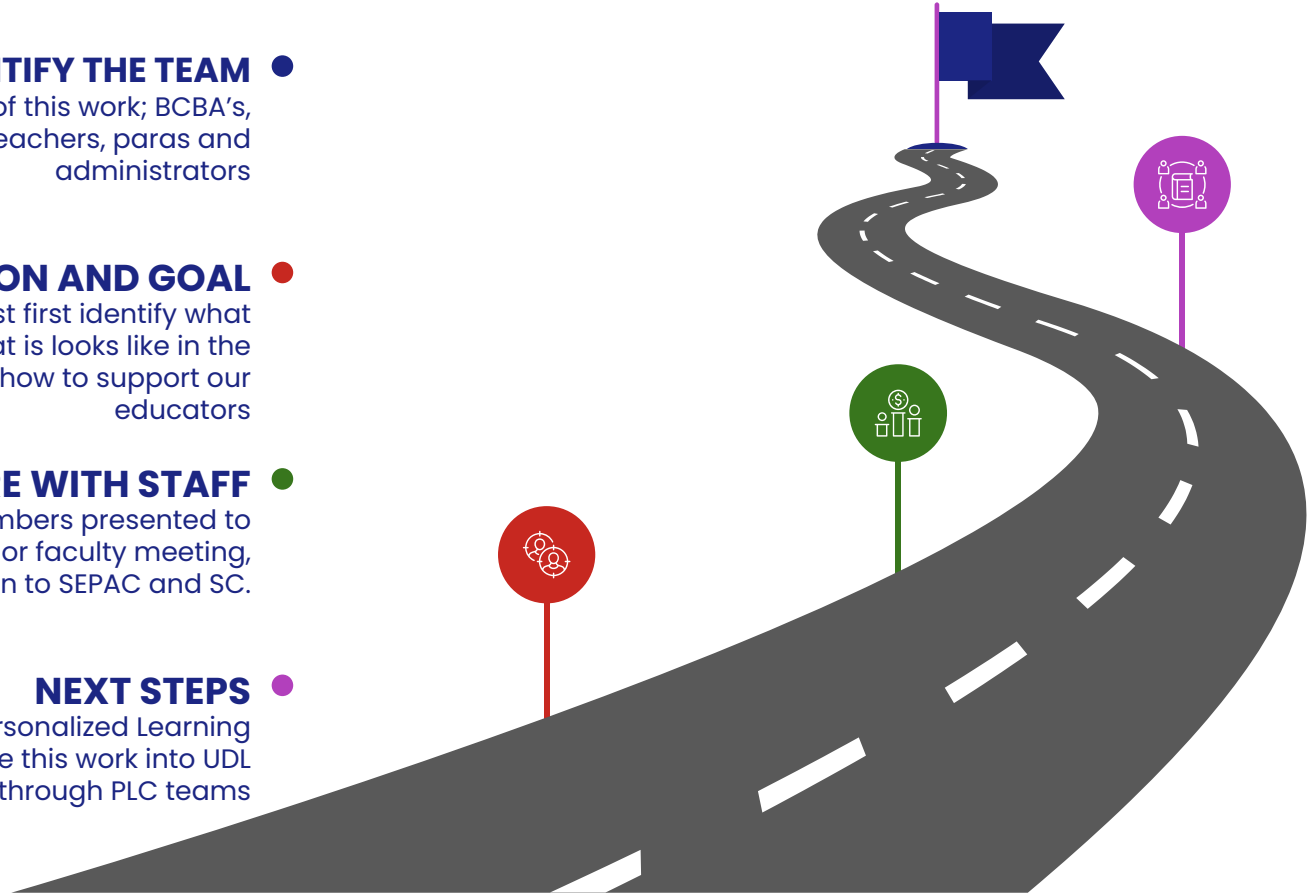
Determined that we must first identify what is neurodiversity, what it looks like in the classroom and how to support our educators

SHARE WITH STAFF ●

Neurodiversity team members presented to each school during PD or faculty meeting, then to SEPAC and SC.

NEXT STEPS ●

Partner with our Personalized Learning Coaches to incorporate this work into UDL work at building level through PLC teams



Neurodiversity

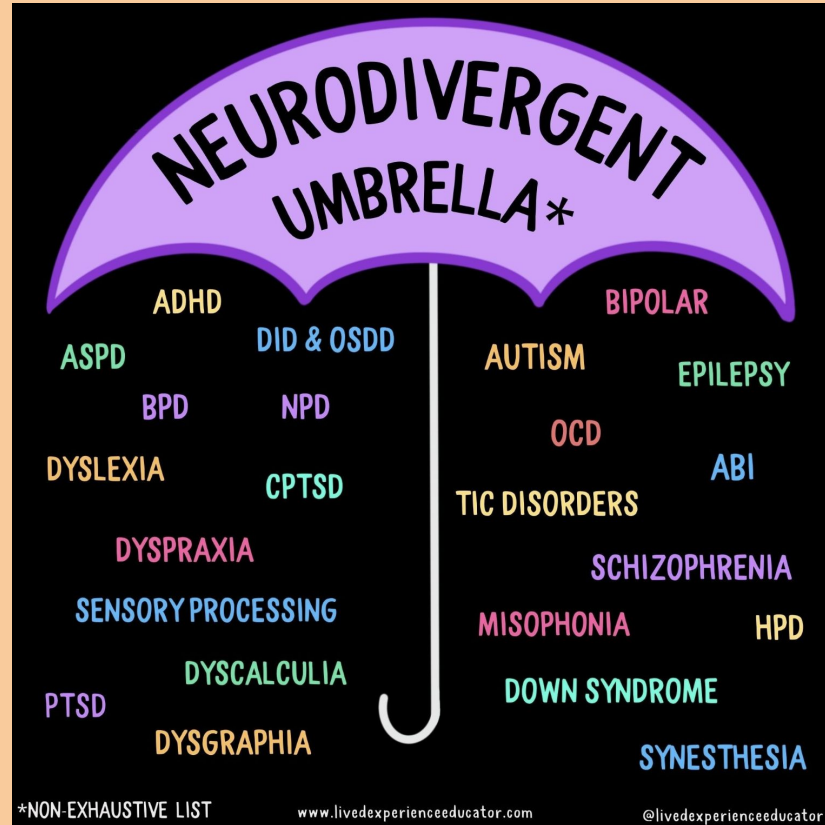


Spring 2024

Neurodiversity

- “Refers to the variability of human minds and all of the unique and different ways that people can exist, think, act, process, feel, and function”
- “We are diverse in our minds just as we are diverse in our ethnicity, gender, sexuality, and physical ability”

Wise, Sonny Jane. 2024. Key Definitions. We're All Neurodiverse. 16-17.



Sonny Jane Wise, @livedexperienceeducator

The language we use matters

Neurodiverse

- “A term to describe a group of individuals who represent the spectrum of neurodiversity, which includes both neurotypical and neurodivergent individuals”

Wise, Sonny Jane. 2024. Key Definitions. We're All Neurodiverse. 16-17.

Neurodivergent

- “An umbrella term to describe individuals whose mind or functioning falls outside dominant societal norms”
- Functioning differently can refer to:
 - Thinking
 - Communicating
 - Processing
 - Feeling
 - Socializing
 - Behaving....

Neurotypical

“a term to describe a person whose functioning falls within the dominant neuronormative standards and norms...”

Person First vs. Identity First Language

Not a Fixed Rule: Based
on Personal Preference

**ASK what someone
prefers!**

Identity First Language
based upon the belief that
the trait/disability is part of
their identity.

**Person First Language
puts the person before
the disability**

Labels about Levels of Functioning

- High functioning/Low Functioning
- Mild/Severe Autism
- These are terms used in the medical/education field-required for paperwork and processes

Functioning Labels First Person Account

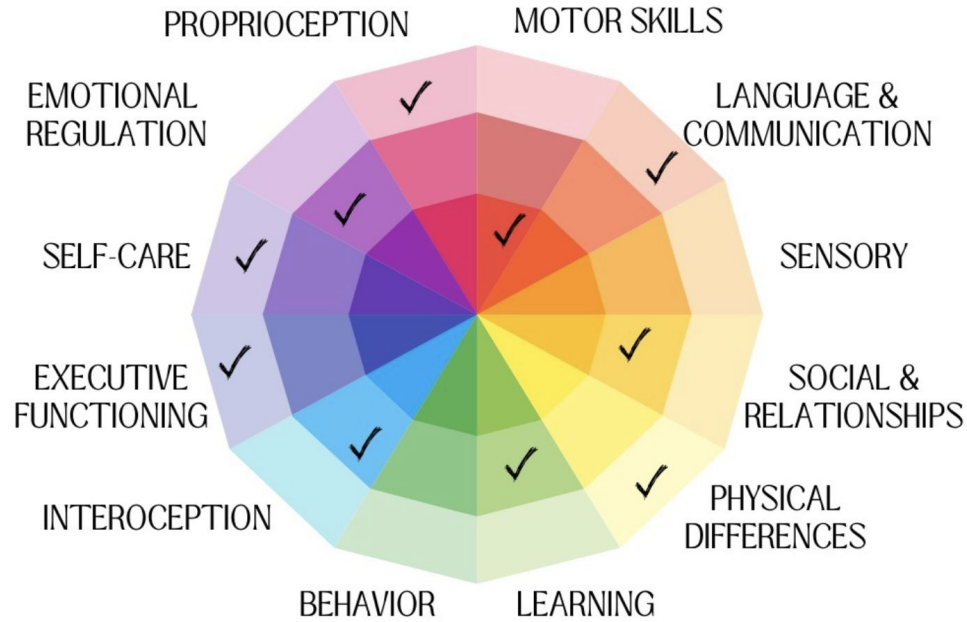
- Talk instead about Strengths and Needs
- In the DSM 5 TR Autism is described by Levels 1-3. Level 1 equates to “Requires support” and Level 3 to “Requires Very Substantial Support”



Could you make it until the end?

National Autistic Society; Introduced to this by: Katerina Kelly at NILS

THE SPECTRUM OF NEURODIVERGENCE LOOKS LIKE THIS:



LOW
FUNCTIONING



HIGH
FUNCTIONING

TRANSITION ABILITIES

Shift our language, shift our lens

- Medical Model.....Social Model
- Deficit Based.....Strengths Based
- Disorders.....Differences
- Need to be Cured, Fixed.....Need to be Accepted, Supported

SO...

WHAT NOW???

THE "WHY" OF A BEHAVIOR

GREG SANTUCCI, Occupational Therapist

THE OLD WAY OF THINKING



Defiant



Escape



Attention seeking



Avoiding



The function of any behavior is much deeper than phrases like "ATTENTION SEEKING"

This shallow analysis will lead to using **REWARDS AND PUNISHMENTS** to get compliance

Want to improve **BEHAVIOR**?
Solve the Problem!

How do you solve the **PROBLEM**?

DIG DEEPER!

A NECESSARY PARADIGM SHIFT

(SUPPORTED BY BRAIN SCIENCE)

Sensory Processing



Emotional Regulation



Motor Challenges



Learning Disabilities



Trauma



Making a Neurodiversity Affirming Shift

How we support our Neurodivergent students' needs?

- Examining our policies and practices to remove barriers
- Increasing awareness of strengths and needs
- Enhancing knowledge about supports and accommodations to support neurodivergent students
- Encouraging high expectations for learning for neurodivergent students
- Supporting social connections and belonging

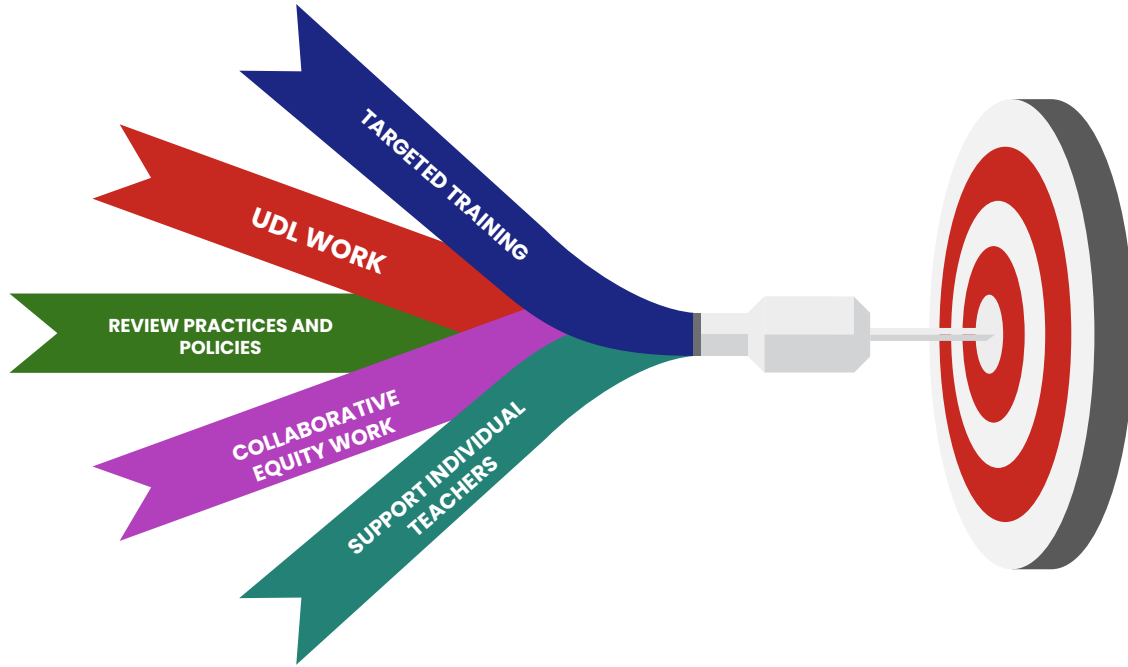
Resources:

- [Training for Staff](#)
- [Presentation to SEPAC](#)
- [Neurodiversity Presentation Resource List](#)
- [Five Minute PD: What is neurodiversity? Handout](#)
- [Autism Acceptance 2023](#)
- [Neurodiversity Week](#)
- [OT and PT Strategies for Classroom Participation](#)
- [NPS Strategies, Accommodations and Interventions](#)
- [A Starting Point for Sensory Accommodations](#)

First Person Account Videos

- ADHD: <https://www.youtube.com/watch?v=ji0hg1LduU8> (3:38 long but good perspectives)
- ADHD Task Paralysis: <https://www.instagram.com/p/CVObsTQgjiY/> (~:20)
- Autism [Functioning Labels First Person Account](#) (:30)
- (What I wish my teacher knew about autism) <https://www.youtube.com/watch?v=8Y9WPWLZmil> (4:27)
- Dyslexia: What I wish my teacher knew: https://www.youtube.com/watch?v=7vtNnbh_L7I (3:30)
- What I wish my teacher knew: https://www.youtube.com/watch?v=ITMLzXzgB_s multiple disabilities (1:52)
- Overstimulation POV (child in mall) <https://www.youtube.com/watch?v=aPknwW8mPAM> (1:29)
- What is Neurodiversity? <https://www.youtube.com/watch?v=xsfml3yVh1g> (2minutes)

THE WORK CONTINUES...



Special thanks to the NPS Neurodiversity Team and Dr. Maria Reardon for their thoughtful and dedicated work.

THANK YOU, can we answer any questions?



NPS Neurodiversity Committee



ITEM TITLE: Kindergarten Enrollment Projections
DATE:
ITEM TYPE:
ITEM SUMMARY: Kindergarten Enrollment Projections - LINK
BACKGROUND INFORMATION:
RECOMMENDATION:

ATTACHMENTS:

Description	File Name	Type
kindergarten enrollment projections	5.20__NPS_Student_Enrollment_- _2024_05_May_20_Special.pdf	Cover Memo

Natick Public Schools - Student Enrollment May 20, 2024

	May 01,2024														NATICK	May 20, 2024 - SPECIAL																
	NPK	K	1	2	3	4	5	6	7	8	9	10	11	12		Total	Proj K*	NPK	K	1	2	3	4	5	6	7	8	9	10	11	12	Total
NHS											436	426	382	375	1,619	NHS												435	426	382	375	1,618
KENNEDY							245	214	237	221					917	KENNEDY								245	214	237	221					917
WILSON							185	193	178	189					745	WILSON								185	193	178	189					745
BEN-HEM		22	17	21	20	20										BEN-HEM			22	17	21	20	20									
		20	18	20	19	20													20	18	20	19	20									
		21	18	20	19	20													21	18	20	19	20									
		21	19	20	21	19													21	19	20	21	19									
		22		20	20	21													22		20	20	21									
				20																	20											
Total:		106	72	121	99	100									498	Total:	95		106	72	121	99	100									498
BROWN		19	20	20	22	22										BROWN			20	20	20	22	22									
		20	21	18	22	23													19	20	18	22	23									
		20	17	20	22	22													20	18	19	22	22									
		20	20	18	22	22													20	20	18	22	22									
		19	19	18		22													19	19	18		22									
				20																	20											
Total:		98	97	114	88	111									508	Total:	86		98	97	113	88	111									507
JOHNSON		N/A	N/A	7	13	15									35	JOHNSON			N/A	N/A	7	13	15								35	
		N/A	N/A			16													N/A	N/A			16									
		N/A	N/A																N/A	N/A												
		N/A	N/A																N/A	N/A												
Total:		N/A	N/A	7	13	31									51	Total:	0		N/A	N/A	7	13	31								51	
LILJA		17	20	24	18	19										LILJA			17	20	24	18	19									
		18	18	24	16	19													18	19	24	16	19									
		15	19	24	18	19													15	19	24	18	19									
		17	18		19	19													17	18		19	19									
		17																	17													
Combo Classes:			9	11												Combo Classes:				9	11											
Combo Classes:			8	12												Combo Classes:				8	12											
Total:		84	92	95	71	76									418	Total:	89		84	93	95	71	76							419		
MEMORIAL		20	23	19	20	19										MEMORIAL			20	23	19	20	19									
		22	23	19	21	19													22	23	19	21	19									
		21	23	19	21	21													21	23	19	21	21									
		20	22	18	20	21													20	22	18	20	21									
				19	21																19	21										
Total:		83	91	94	103	80									451	Total:	69		83	91	94	103	80							451		
PRE-K EAST	58														58	PRE-K EAST		58													58	
PRE-K NHS	71														71	PRE-K NHS		72													72	
PRE-K BEN	12														12	PRE-K BEN		12													12	
TOTAL:	141	371	352	431	374	398	430	407	415	410	436	426	382	375	5,348	Total:	339	142	371	353	430	374	398	430	407	415	410	435	426	382	375	5,348

* Projected Incoming Kindergarten class is based on information provided by Administrative Assistants at each at the elementary schools

ITEM TITLE: Playground/Facilities - Updates

DATE:

ITEM TYPE:

ITEM SUMMARY:

BACKGROUND INFORMATION:

RECOMMENDATION:

ITEM TITLE:

Appointment of METCO Representative to the School
Committee

DATE:

ITEM TYPE:

ITEM SUMMARY:

METCO Recommendation for Appointment - [LINK](#)

BACKGROUND

INFORMATION:

RECOMMENDATION:
