

MINUTES – WAYLAND SCHOOL COMMITTEE

Regular Session – June 3, 2013

A Regular Session of the Wayland School Committee was held on Monday, June 3, 2013, at 7:00 P.M. in the School Committee Room of the Wayland Town Building.

Present were:

Barb Fletcher, Chair
Beth Butler, Vice Chair
Malcolm Astley
Ellen Grieco
Donna Bouchard

Also:

Paul Stein
Superintendent of Schools

Brad J. Crozier
Assistant Superintendent

Marlene M. Dodyk
Director of Student Services

Geoffrey S. MacDonald
Business Administrator

Also:

Pat Tutwiler, WHS Principal
Betsy Gavron, WMS Principal
Brian Jones, Loker School Principal
Mabel Reid-Wallace, METCO Director
Heather Pineault, LFE Team

Chair Barb Fletcher convened the Regular Session at 7:04 P.M.

1. **Comments & Written Statements from the Public:**

Kari Whitesell asked the School Committee to consider another day of the week, not Sunday, for the high school graduation ceremonies beginning for the 2014-2015 school year. She read a statement noting the reasons for her request. She also cited when graduation is held in other districts.

Tom Sciacca commented on Professor Bruce Jackson, head of the Biotechnology Department at Mass. Bay Community College, who was the speaker at the League for Women Voters' annual meeting. His message was that biotechnology will revolutionize the lifestyles and economics of the next fifty years. Tom commented that more emphasis should be put into the elementary grades, as children become interested in science and math by Grade 5; otherwise, it won't happen later on.

2. **Goal Report – Achievement Gap:**

Betsy Gavron and Pat Tutwiler presented the ACE Goal Report for the Achievement Gap. Betsy began the presentation with their working definition – “The racial achievement gap is the “[academic performance] gap that exists between Black and Brown students and their White and Asian counterparts...” (Singleton, 2006).

Betsy stated that Wayland educators have examined the achievement gap to both understand it and intervene around it for the past 15+ years. The group changed its name and is now referred to as the Leadership for Equity (LFE) group. The schools' system-wide goal is, “to narrow the achievement gap as defined by the indicators of success which comprise the system-wide measurement tool.”

This year the work has been focused on creating a fully customized measurement tool and a system-wide data analysis collection tool for which the group hired a qualified consultant. Betsy explained how the tool is used and the data it collects. Betsy also reviewed example indicators being used at the high school, middle school and elementary

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schools, as well as the measurement each indicator provides in terms of the number of Black and Latino students compared to the number of White and Asian students. Specific groups can be looked at over time, as well as particular indicators over time. Based on these indicators, Betsy stated that the national achievement gap does exist in Wayland.

In addition to the data work being done, the LFE continues to build positive relationships with the Boston resident families. To achieve this goal, three meetings were held in Boston: 1) Ellin Keene, a national literacy expert spoke to the group at the Epiphany School; 2) the Wayland METCO Men's Mentoring Group (WMMMMG), organized by Mabel Reid-Wallace, met and discussed their hopes and goals moving forward; and 3) the joint meeting with the School Committee.

Betsy reviewed the programs in each of the schools and explained what will be taking place moving forward. She also commented on a summer work grant that the Middle School Leadership Team will benefit from in terms of analyzing data and target skill work.

The administrators answered questions from the School Committee in terms of 1) the relationship of the district's work in RTI and the work of the Leadership for Equity team; 2) a regional effort; 3) addressing any gap between Boston students and Wayland students with early intervention; 4) the formative tool vs. the summative tool; 5) time management; and 6) the efforts of the high school advisories.

Ellen and Barb left the meeting at 7:49 p.m. Barb returned to the meeting at 7:50 p.m.

3. **Initial Discussion re: Dr. Stein's Evaluation:**

The School Committee continued their discussion regarding Dr. Stein's evaluation, at a less detailed level. Given the various aspects and complexities of the Mass. Model Educators Evaluation, the Committee members could have a conversation with Paul; however, these conversations should be reported to the entire Committee if they can be of benefit in the evaluation process.

They also discussed the timing of evaluation and the development of Paul's goals for 2013-2014. Also noted was that given that this is a pilot year for the new evaluation system, the Committee did not discuss Paul's progress on this year's goals at mid-year. Paul noted that the cycle does not have to match the school year and is open to having Committee members checking in with him periodically regarding his goals. An open meeting was recommended for the purpose of discussing Paul's goals.

The Committee agreed that this new evaluation process was good overall, but has its challenges. They noted their thoughts on the process and the tool itself. The hope is to have a consistent dialogue, as well as continuous improvement, not only among the students, but with the Superintendent also.

The Committee discussed the performance goals, which include 1 professional practice goal, 1 student learning goal, and 2 district improvement goals.

Also discussed were the four standards: 1) Instructional Leadership; 2) Management & Operations; 3) Family & Community Engagement; and 4) Professional Culture. Also identified and discussed were the indicators related to each standard.

Paul was asked to define "exemplary" vs. "proficient" in terms of his evaluation. Beth read a definition from the Massachusetts Code regarding performance ratings. A discussion ensued.

Because of the timing this year, it was suggested that going forward to next year the Committee think about ways in which to improve the process.

Ellen returned to the meeting at 8:44 p.m.

The discussion will be continued to the next meeting, but in a more detailed fashion. Barb will consider the four standards and the seven elements chosen by the Committee to rate the indicators, while recognizing that some indicators will not be considered when developing the Superintendent's evaluation. The Committee discussed what

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should be done in explaining that certain information may not be present in the evaluation.

4. **Vote to Award Asbestos Abatement Contract & Floor Tile Installation at Claypit Hill School:**

The School Committee reviewed two memos from John Moynihan recommending that contracts be awarded for the asbestos abatement and floor tile installation at Claypit Hill School. At Town Meeting, \$95,000 was approved as a Capital Budget request and in 2012, \$90,000 was approved for tile replacement. Both contracts are under the amount of the appropriation. A question arose regarding the bid opening.

Upon a motion duly made by Ellen Grieco, seconded by Malcolm Astley, the School Committee voted unanimously (5-0) to award the asbestos abatement contract to Southern Middlesex Industries, Norwood, MA in the amount of \$77,333 and to award Capital Carpet & Flooring Specialists for floor and tile replacement at Claypit Hill in the amount of \$86,273.

5. **Re-appointment of High School Building Committee:**

Barb noted that the MSBA Board will be taking a final vote at the end of July and the term of the HSBC expires at the end of June. It was requested to extend the appointment of the HSBC to September 30, 2013 in order to get through the board vote and any post-occupancy work that might need to be done. Barb will notify the Board of Selectmen and the Town Clerk.

Upon a motion duly made by Beth Butler, seconded by Ellen Grieco, the School Committee voted unanimously (5-0) to re-appoint and authorize the extension of the High School Building Committee through September 30, 2013.

Beth asked that the Committee discuss giving a gift to the HSBC in recognition of their service. It will be put on the June 17th agenda.

6. **Approval of 2014-2015 School Year Calendar:**

The School Committee reviewed the 2014-2015 school calendar in terms of the start date and ending date, as well as school breaks. The Committee also took into consideration the earlier public comment regarding the date and time of graduation. Marlene Dodyk recalled the history of Wayland's graduation ceremonies. The School Committee will approve the calendar, excluding the graduation date, as it will be researched further.

Upon a motion by Ellen Grieco, seconded by Malcolm Astley, the School Committee voted unanimously (5-0) to approve the 2014-2015 school calendar, with the high school graduation date to be determined.

7. **Approval of Apple Leadership for Mobile Learning Conference:**

Paul presented to the School Committee background and the reasons why he is seeking their approval to attend the Apple Leadership for Mobile Learning Conference. He noted that this is being organized by The Education Cooperative in tandem with their programs and comes highly recommended by TEC superintendents. Allyson Mizoguchi and Betsy Gavron will accompany him, and because Apple has offered to pay for the hotel and food expenses, the administrators will fill out Conflict of Interest forms.

The School Committee offered their thoughts regarding this request.

Upon a motion duly made by Ellen Grieco, seconded by Beth Butler, the School Committee voted unanimously (5-0) to approve Paul's, Allyson Mizoguchi's and Betsy Gavron's attendance at the Apple Leadership for Mobile Learning Conference in October 2013.

8. **Consent Agenda:**

(a) Approval of Accounts Payables & Payroll Warrants:

- Wayland Public Schools Accounts Payables warrant, dated 6/3/2013, in the amount of \$252,239.81
- Wayland Public Schools Accounts Payables warrant, dated 6/3/2013, in the amount of \$76,744.01 (Student Activity Accounts)
- Wayland Public Schools Accounts Payable warrant, dated 6/3/2013, in the amount of \$29,077.00 (High School Building Project)
- Wayland Public Schools Payroll warrant, dated 5/30/2013, in the amount of \$1,383,895.64

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- (b) Approval of Minutes:
 - Regular Session of May 20, 2013
- (c) Acceptance of Gifts:
 - The Wayland High School Water Warriors received a \$500 donation from the Floyd Family foundation, 620 Sand Hill Road #1270, Palo Alto, CA.

Donna asked questions about the Accounts Payable warrants. Geoff MacDonald will research and get back to Donna.

A discussion ensued concerning the number of chaperones on SADD's Youth-to-Youth trip to Rhode Island.

Upon a motion duly made by Donna Bouchard, seconded by Malcolm Astley, the School Committee voted unanimously (5-0) to approve the Consent Agenda, including the Regular Session minutes of May 20, 2013, as amended.

9. **Superintendent's Report:**

Paul commented that the METCO Men's Mentoring Group took some boys on a wonderful fishing trip, and he passed around a book documenting the trip.

Paul also reported that the Elementary Building Use Task Force is progressing in its work and is doing research in terms of the literature. He noted that they have visited Georgetown and Norton schools with similar configurations that Wayland is considering. The EBUTF also met with principals, staff and parents in these districts. Paul stated that he will write an article for the paper informing parents of their progress.

10. **Follow-up and Future Agenda Items:**

- (a) Continued Discussion of Public Records Requests:
Barb noted that there are four public records requests from George Harris and brought the Committee up to date as to what has been done thus far in complying with these requests.

Ellen also updated the Committee of her conversation with Gini Tate regarding the question of the bargaining team being a subcommittee. Ellen read a statement that she also read before entering Executive Session this morning at today's negotiating session in terms of the Open Meeting Law and the public records request.

The Committee discussed the interpretation of the Open Meeting Law pertaining to these public records requests. Since a definitive answer has not been attained from the Attorney General's office and others, the Attorney General's office will be contacted again. It was recommended that Beth and Gini Tate make the contact jointly.

Barb's further response to George Harris will be that there are no agendas and minutes from prior negotiating sessions, and they are working with the Attorney General's office in this regard, as well as working on the next appropriate steps based on conversations with the AG's office.

In regard to the 4th public records request, Brad commented that he and Ellen will pull together as much information as possible. Ellen will compare her information with Brad's.

The Committee also discussed the attorney-client privilege in the context of these requests.

- (b) Update re: Audit/Review of School Accounts:
Barb noted that she and Donna will attend the Audit Committee's meeting on Wednesday evening. Barb confirmed that four responses were received regarding the School Committee's appointment to the Audit Committee. They are from Paul Brennan, Michael Hoyle, Thomas Summerfield, and Yiji Starr. Barb will ask them to come to a future meeting for a brief conversation. The Committee also discussed the selection process.
- (b) Update re: Status Report and Future Agenda Topics:

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This item was tabled. Barb will update the status report and the Committee will discuss at the next meeting. Barb suggested that members consider what topics they would like to see discussed at the summer meetings.

(d) Alumni Association:

Malcolm asked Donna Bouchard if she would consider taking Shawn Kinney's place in regard to the Alumni Association's work. Donna will work together with Malcolm.

15. **Comments from the Public:**

Tom Sciacca commented on the discussion of the Superintendent's evaluation, particularly in regard to the culture element. Tom said that culture is critically important and should be looked at over a long period of time. Tom also commented on popularity vs. giving the "right" answers, which are not always popular. Finally, Tom commented on how math is taught in the elementary schools and, in his opinion, arithmetic vs. math is different, as math is the language of science and should be introduced early on.

16. **Executive Session:**

Upon a motion duly made by Ellen Grieco, seconded by Beth Butler, the School Committee voted unanimously (5-0) to convene in Executive Session at 10:14 P.M. to discuss strategy with respect to Collective Bargaining for all school unions (WTA, WESA, Custodial and Food Service), as set forth in M.G.L. Chapter 30A, Section 21 (a) (3), as such a discussion in open meeting may have a detrimental effect on the bargaining position of the School Committee and an Executive Session is necessary to protect the bargaining position of the School Committee and also M.G.L. Chapter 30A, Section 21(a) (7) to comply with another law, M.G.L. Chapter 214 (1) (b), which relates to a person's right to privacy and also M.G.L. Chapter 30A, Section 21 (a) (2) regarding negotiating strategy regarding the Business Administrator's contract, and the approval of Executive Session minutes of May 20, 2013. The Chair announced that the School Committee will reconvene in Open Session following Executive Session for adjournment purposes only. A roll call vote was taken as follows:

<u>Roll Call</u>	<u>Yes</u>	<u>No</u>
Barb Fletcher, Chair	X	
Beth Butler, Vice Chair	X	
Malcolm Astley	X	
Ellen Grieco	X	
Donna Bouchard	X	

17. **Adjournment:**

Upon a motion duly made by Ellen Grieco, seconded by Donna Bouchard, the School Committee voted unanimously (5-0) to adjourn the Regular Session at 11:38 P.M.

Respectfully submitted,

Paul Stein, Clerk
Wayland School Committee

Observers:

David Hiu, Orchard Lane
Tom Sciacca, WVN
Kari Whitesell

Corresponding Documentation:

1. ACE Goal Report – Achievement Gap
2. Letters re: Asbestos Abatement & Floor Tile Replacement at Claypit
3. 2014-2015 School Calendar Draft
4. Information re: Apple Computer Conference
5. Memo re: Water Warriors Gift

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6. Accounts Payables & Payroll Warrants
7. Regular Session Minutes of May 20, 2013
8. Executive Sessions Minutes of May 20, 2013