

MINUTES – WAYLAND SCHOOL COMMITTEE

Regular Meeting – June 20, 2016

A Regular Meeting of the Wayland School Committee was held on Wednesday, June 20, 2016, at 7:00 P.M. in the School Committee Room of the Wayland Town Building.

Present were:
Ellen Grieco, Chair
Jeanne Downs
Kim Reichelt
Kathie Steinberg

Absent:
Barb Fletcher, Vice Chair

Also:
Paul Stein
Superintendent

Brad Crozier
Assistant Superintendent

Marlene Dodyk
Director of Student Services

Susan Bottan
Business Administrator

Also:
John Senchyshyn
Asst. Town Administrator/HR Director

Donna Sumner, Middle School Math Curriculum Co-Leader and 8th Grade Math Teacher)
Daniel Gorsky, 6th Grade Math Teacher

Chair Ellen Grieco convened the open session at 7:06 P.M. and announced that the meeting is being taped by WayCAM. Ellen announced that public comment will be at 7:30 following Executive Session.

1. **Executive Session:**

Upon a motion duly made by Ellen Grieco, seconded by Kim Reichelt, the School Committee voted unanimously (4-0) to convene in Executive Session at 7:07 p.m. to discuss strategy with respect to collective bargaining with the Custodians and Food Service workers, as permitted by M.G.L. c.30A, §21(a)(3) as such 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, discussing strategy with respect to collective bargaining related to healthcare with the WTA, WESA, Food Service, and Custodial unions, as permitted by M.G.L. c.30A, §21(a)(3), as such 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. A roll call vote was taken as follows:

<u>Roll Call</u>	<u>Yes</u>	<u>No</u>
Ellen Grieco, Chair	X	
Barb Fletcher, Vice Chair	absent	
Jeanne Downs	X	
Kim Reichelt	X	
Kathie Steinberg	X	

The School Committee will be joined by Paul Stein, Superintendent of Schools, Brad Crozier, Assistant Superintendent of Schools, John Senchyshyn, Assistant Town Administrator/HR Director, and Diane Marobella, recording secretary.

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The School Committee will reconvene in open session to conduct regular matters as noted on the meeting notice.

2. **Special Matters:**

- (a) Possible Vote to Ratify the Custodial Memorandum of Agreement (MOA) and the Food Service Workers' MOA, both through June 30, 2017:

Upon a motion duly made by Ellen Grieco, seconded by Kathie Steinberg, the School Committee and John Senchyshyn voted unanimously (5-0) to ratify the Custodial Memorandum of Agreement as discussed in Executive Session.

Upon a motion duly made by Ellen Grieco, seconded by Kim Reichelt, the School Committee voted (4-0-1) (John Senchyshyn abstained) to ratify the Food Service Memorandum of Agreement through June 30, 2017 as discussed in Executive Session.

- (b) Discussion and Possible Vote regarding Standards-Based Grading for Middle School Math Classes:

Donna Sumner read a statement from the Middle School Math Department to request that the School Committee approve making a shift to Standards-Based Grading/Assessment for 2016-2017. She compared the current practice of traditional letter grading (End-of-Year Skills Report) to Standards-Based Grading (SBG). The School Committee followed using handouts provided by Donna. Donna noted that the traditional grading method presents a letter grade that averages the quarterly data into a single grade, and the Standards-Based Grading presents the entire picture for the student in terms of where the student is excelling and where additional work is needed. If four students received the same letter grade, this method does not hone in on the areas that need reinforcement, as they could be different for each student. Donna elaborated on the comparisons. Donna explained the end-of-the-year SBG report that she sent to her students as part of the pilot program. Donna described the results of a parent/student survey that followed the skills report. Of those participating in the survey, the majority preferred the Standards-Based Grading/Assessment over the letter grading.

Daniel Gorsky also advocated for SBG, as he believes that the two types of grading are in conflict with one another. Daniel elaborated on why he supports moving to SBG, and has piloted SBG for two years focusing on essential skills and the impact it has on students' learning. He noted that SBG can mean more work for the teacher in terms of testing and other areas, but there have been many takeaways while piloting this grading system which he mentioned. Some challenge and regular tests have been eliminated while using SBG. Daniel elaborated on the Assistments program in the 6th Grade. Daniel reiterated the request from the Middle School Math Department and asked the School Committee for its approval.

Donna and Daniel answered questions from the School Committee regarding the transition of students from 8th Grade to 9th Grade and override requests from parents. The transition to high school does not appear to be a problem, and there was one parent override for a student going from 6th Grade to 7th Grade. The Middle School Science Department is also in a trial period using SBG. Donna and Daniel explained, noting that SBG seems to be a perfect match for math and science.

Students and families receive assessment feedback electronically. The hope is to have one electronic database where all information is available for teachers, students, and families.

Upon a motion duly made by Ellen Grieco, seconded by Kim Reichelt, the School Committee voted unanimously (4-0) to support the use and development of Standard Based Grading in the Math Department at the Middle School.

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

There were no public comments and written statements.

4. **Special Matter (continued):**

- (a) Susan Bottan's Report regarding MASBO Workshops:

Susan and Mary DeLai, Superintendent of the Wilmington Public Schools, presented at and hosted an Institute at the 50th Annual MASBO Conference in May – "Allocating Resources to Support Student Achievement – How to Evaluate Spending and Turn Data into Insight."

Susan noted those colleagues who were invited to attend the conference, including DESE analyst staff. The

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stage was set by Susan and Mary for school business officials in terms of how school districts can better allocate their resources and identified ways in which DESE's resources and data can be used to make informed decisions. Susan described the presentations and recommendations made by Karla Brooks Baehr and Nate Levenson (Setting the Stage), both from the District Management Council, and Mary DeLai (Supporting the Shift).

Susan outlined implications in terms of the Wayland Public Schools FY18 budget process. She described the areas in which she would like to pursue for budgeting purposes, such as using Edwin Analytics to benchmark student outcomes and investments between Wayland and comparable districts and within the district, using data to analyze staffing and instructional equipment and materials, analyze investments from all funding sources, not only appropriation, and engage Administrative Council in the review and analysis of data. Susan commented that she also delved into Special Education in terms of management of funds, noting that Wayland is very effective in managing its special education resources.

5. **Financial Matters:**

(a) Discussion and Possible Vote to Authorize Budget Transfers for FY2016:

Susan commented that at the last Finance Subcommittee meeting she presented the process that she followed to do end-of-the-year housekeeping of accounts. Although the School Department can't deviate from the Town Meeting budget appropriation, there are accounts that come under budget and some that go over budget. At the request of the Town's Finance Director, Susan would like to bring these accounts to zero balances by deeming them surplus and reallocate some of the budget monies. She described the areas to which she would make these reallocations. Each account is identified by function code and location for which Susan elaborated. A discussion followed in terms of process and timing.

Upon a motion duly made by Ellen Grieco, seconded by Jeanne Downs, the School Committee voted unanimously (4-0) to authorize the budget transfers for FY16 as presented on the charts by Susan Botta.

(b) Finance Subcommittee Update:

This agenda item was passed over.

6. **Educational Matters:**

(a) Discuss WHS Curricular Offerings for 2016-2017:

Paul informed the School Committee that WHS Principal Allyson Mizoguchi will be sending out a statement to the High School community regarding the music electives and programs, as well as the decision made regarding the A Cappella program. Paul read the draft statement and described the process taken to address this issue moving forward. He commented that he believes they have reached a good resolution to address the concerns in the music program.

(b) Hear Superintendent's Report, including Curriculum Spotlight #16:

Classical Literature Play Project:

Ed DeHoratius assigns the students to select, stage, and perform an ancient play in preparation for a public performance. The goals of this project are to deepen the students' understanding and interpretation of the play through performance and to heighten their engagement by using a project based cooperative learning experience.

Mr. DeHoratius publishes a blog that is a reflection of his thoughts regarding this project in terms of how the students participated, engaged, and reacted towards this project. Paul commented on the synergy of the movie "Most Likely to Succeed" in terms of how Mr. DeHoratius created this project, which he writes about in his blog. Paul reiterated the words written in the blog.

Once the class made the decision to undertake this project, they discussed how and what play to choose – a tragedy or comedy. They chose the comedy "Menaechmi", and each student was given an assignment and/or role in the development and performance of the play. Paul described the students' engagement during the steps taken and progress leading up to the actual performance.

Paul reviewed the 2015-2016 Curriculum Spotlights that have all been posted online. Lastly, Paul noted the positive energy on the last day of school; it was a great school year.

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(c) Continued Discussion of Annual Evaluation of Superintendent:

Ellen commented that the evaluation schedule will be revised. Since Barb Fletcher was not present at this meeting, the evaluation rankings will be postponed. Former School Committee member Donna Bouchard also submitted some feedback regarding Paul's evaluation, which the Committee discussed. The School Committee will consider Donna's comments; however, they should apply to the framework of the evaluation and according to the structure of the state system. The evaluation will address only the framework/areas already in place; Ellen explained. A discussion ensued in terms of whether Paul gets involved in a teacher's or staff member's evaluations, including to what level he would be involved or interact as it relates to his evaluation. Paul commented that whatever is important and/or relevant to his work can be incorporated in the standards and elements. Ellen shared Barb's comments with the Committee members. Jeanne shared her comments with the Committee members as well. Ellen noted that the Superintendent should not be evaluated on information that is not complete.

The Superintendent Evaluation Subcommittee will meet to prepare an outline of members' comments to be reviewed at the next scheduled meeting. A schedule was discussed.

A Doodle Poll will be circulated for the purpose of scheduling a meeting during the week of July 18th to continue the discussion regarding the Superintendent's evaluation.

7. **Administrative/Procedural Matters:**

(a) Discuss Appointment of School Committee Liaisons, including Liaison to Audit Committee and Vote to Appoint Jeanne Downs to the Finance Subcommittee:

The liaison appointment to the Audit Committee was postponed until July 25, 2016.

Upon a motion duly made by Ellen Grieco, seconded by Kim Reichelt, the School Committee voted unanimously (4-0) to appoint Jeanne Downs to the Finance Subcommittee.

Kathie Steinberg will rotate off the Finance Subcommittee, but will still attend the meetings as an observer.

(b) Review and Continued Discussion of Hiring New Counsel to Advise regarding Negotiation of Contracts, Labor Matters, and Matters related to the Delivery of Student Services, including Review of Final Draft RFP:

Susan described the process once the RFPs are received and opened. Ellen will be involved in the RFP evaluation process. The School Committee discussed a timeline and schedule to conduct interviews of the law firms chosen.

Upon a motion duly made by Ellen Grieco, seconded by Jeanne Downs, the School Committee voted unanimously (4-0) to authorize Susan to submit the Request for Proposal for legal services to receive responses and address responses consistent with the terms of the RFP and report back to the School Committee when candidates have been chosen to interview.

(c) Continued Review of School Committee Meeting Schedule for the 2016-2017 School Year:

The School Committee continued to review its meeting schedule for the 2016-2017 school year.

(d) Update regarding the Articles on the Administrators:

Jeanne updated the Committee about the articles being written by students on the administrators. The articles will be finished this week and will be published in the Town Crier on different weeks. Allyson Mizoguchi will submit student graduation speeches to the Crier.

Kim will give a communications update on July 25th.

8. **Policy Subcommittee Update:**

(a) Discussion and Possible Approval of the Following Policies:

Jeanne reported on the status of the following policy:

- GBEA – Staff Ethics

The School Committee reviewed three different versions of Policy GBEA based on prior reviews by the School Committee and town counsel. Jeanne noted the recommendations of town counsel, and the Committee

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discussed what is considered a violation of the Staff Ethics Policy. Ellen made a recommendation for the third paragraph as did town counsel. The Policy Subcommittee will consider Ellen's recommendation.

9. **Matters not Reasonably Anticipated by the Chair:**

None.

10. **Consent Agenda:**

(a) Approval of Accounts Payables & Payroll Warrants:

- Wayland Public Schools Payroll Warrant, dated May 26, 2016, in the amount of \$1,536,099.37
- Wayland Public Schools Accounts Payables Warrant, dated June 6, 2016, in the amount of \$394,951.94
- Wayland Public Schools Accounts Payables Student Activities Warrant, dated June 6, 2016, in the amount of \$61,788.18

(b) Approval of Minutes:

- Regular Session of May 12, 2016
- Regular Session of May 16, 2016

Upon a motion duly made by Ellen Grieco, seconded by Kathie Steinberg, the School Committee voted unanimously (4-0) to approve the Consent Agenda.

11. **Adjournment:**

Upon a motion duly made by Ellen Grieco, seconded by Kim Reichelt, the School Committee voted unanimously (4-0) to adjourn at 9:36 p.m.

Respectfully submitted,

Paul Stein, Clerk
Wayland School Committee

Corresponding Documentation:

1. Agenda & Backup Information
2. "Making Sense of Standards Based Assessment"
3. 8th Grade Algebra End-of-the-Year Skills Report 2015-2016
4. Draft Request for Proposal for Legal Services & Schedule
5. Jeanne Downs' Comments regarding the Superintendent's Evaluation
6. Barb Fletcher's Comments regarding the Superintendent's Evaluation
7. Donna Bouchard's Comments regarding the Superintendent's Evaluation
8. Wayland School Committee Roster
9. Draft School Committee Meeting Calendar
10. Policy GBEA – Staff Ethics
11. Accounts Payables & Payroll Warrants
12. Regular Session Minutes of May 12, 2016
13. Regular Session Minutes of May 16, 2016
14. Executive Session Motion