

MINUTES – WAYLAND SCHOOL COMMITTEE

Regular Meeting – June 4, 2018

A Regular Meeting of the Wayland School Committee was held on Monday, June 4, 2018, at 7:00 P.M. in the School Committee Room of the Wayland Town Building.

Present were:

Ellen Grieco, Chair
Jeanne Downs, Vice Chair
Kim Reichelt

Absent:

Nate Buffum
Kathie Steinberg

Also:

Arthur Unobskey
Superintendent

Brad Crozier
Assistant Superintendent

Marlene Dodyk
Director of Student Services

Also:

Katy Merrell, Director of The Children's Way
Christy Harvey, Principal Claypit Hill School
Heidi Paisner, Asst. Principal Claypit Hill School
Becky Lepow, Math Coach
Leisha Simon, Director of Technology and Accountability
Ken Rideout, WHS Dept. Head & Teacher
Kori Rogers, WTA President & Teacher
Heath Rollins, Athletic Director
Mike McCann, Town IT Director

Chair Ellen Grieco convened the regular session at 7:00 p.m.; the meeting is being recorded by WayCAM.

1. Special Matters:

- (a) Presentations regarding Instructional Studies by Principal Christie Harvey and The Children's Way Director Katy Merrell:

Arthur commented that the purpose of instructional studies is to study teaching and learning in terms of what kids need, what will engage them in order to create the most engaging and challenging experience, and to understand what type of feedback is required.

The Children's Way Natural Loose Parts Study:

Katy Merrell described the benefits of Natural Loose Parts Open-Ended Play. It appeals to children with many interests and skill levels, it eliminates anxiety during the play and experimental process, it allows children to be unique and personalize their creations, and it gives teachers the ability to understand how children approach learning in areas such as strengths, imagination, interests, focus, and skill levels.

All materials are natural loose parts and are different in their colors, shape, size and texture. Some of the materials used are rocks, shells, twigs, wood, pine cones, and sand; however there are many other types of natural loose parts. The children's creations can start as one thing and possibly turn into something completely different allowing the students to be less concerned about making a mistake and allowing them to really enjoy the experience. During this type of activity, there is discovery play, symbolic play, vocabulary and language development, and many types of social interactions. Katy described the creative play in each classroom, including the children's age progression.

Katy described the progression levels for this type of play from October to February, the months that this study took place, for each class and each age bracket. Stacking, sorting, decorating, creativity, functionality, inventiveness, levels of thinking and collaboration were all observed. Increased exposure to this type of play produced a different

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effect on the children depending on the ages.

The next steps are to provide more props and guidance for the younger children, and there will be more loose parts provided for the playground for the children to explore.

The School Committee asked questions about the study, such as the possible differential of play for boys and girls and how the team decided to engage in this study.

Project/Problem Based Learning: First Grade Math

Christie Harvey, Heidi Paisner, Becky Lepow, Stacey Laudenslager (not present), and Leisha Simon:

Project/problem based learning allows students to apply their collaboration and communication skills to come up with solutions for authentic and/or real world problems. Leisha noted that the Buck Institute for Education is a great resource for teachers for this type of learning.

Christie explained that students require different things in their learning and some need more than just the basics which led the staff to this particular project. She described the problem that the students were assigned – What toys should be purchased for recess? Three teachers volunteered to work with the first grade students to assist them in decomposing numbers to 10, to apply this skill to a real-life problem, to recognize the value of this skill in their lives, to collect and analyze data, to collaborate, listen, resolve conflicts, and to present ideas to others.

The task for the students was to find 10 appropriate toys, but not necessarily different toys, to take out to recess for each grade level. It began with pre-assessments for the students, such as putting down on paper all the ways that the #7 can be reached. The students then came up with a list of reasonable toys that would fit in a large recess bag and created a survey on chart paper for the students/classrooms to provide data in terms of what types of toys they would like to have. Groups of students reviewed the data and made a shopping list of combinations of toys to equal 10 items with the help of the teachers, as described by Becky Lepow and shown on the presentation.

At the conclusion of the project, the students' growth was measured by comparing the pre-assessment to a post assessment of the same task of reaching the #7 in many different ways.

(b) School Start Times Working Group Presentation (taken out of order):

The working group consisted of the following people: Arthur Unobskey, Susan Bottan, Marlene Dodyk, Heath Rollins, Ken Rideout, Kori Rogers, teachers, Wayland and Boston parents. The objective and charge of the working group was "to determine the best way to implement the change in school start times to bring secondary school start times as close to 8:30 a.m. as possible." The group did not analyze the impact that such plans would have on student sleep or student health.

Arthur reviewed the current start time scenario, as well as four different start time options for the elementary and secondary levels and the different concerns raised for each option. Some of the concerns impact athletics, other after school activities, before school activities, day care, staff professional development, staff meetings, after school testing, and the METCO program. Heath Rollins offered different options for the athletic game schedule, such as scheduling Saturday and Sunday games and having another well-lit field available for evening games.

The study group concluded that "high school students like their jam-packed schedules and are not concerned about getting insufficient sleep. While the research suggests strongly that a later start time could improve the quality and quantity of student sleep, it seems unlikely to have significant impact unless the district's adults help students prioritize, and limit the number of activities they do outside the school day."

A discussion between the School Committee and the working group followed about topics such as, busing and the possible additional cost, after school academic competitions, athletics and the proposed master athletic plan, and the importance of sleep for students in terms of this study. As a strong advocate of a change in the sleep start time, Kim provided some feedback about reaching solutions for the challenges and problems that were addressed, as the School Committee and those parents present were expecting a report that included more solutions.

Next steps include a decision by the School Committee in the fall after some detailed discussions over the summer and early fall.

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Public Comments regarding School Start Times and the Report Presented:

Alyssa Kissel was expecting solutions to the impacts so this proposal can move forward. She suggested consulting with people who would have ideas representing certain aspects of the impacts presented and to reach out to those towns who have adopted new start times to find out how they worked out the solutions.

Leon Zachary suggested working every issue and examining the constraints in terms of resources. He also felt that the report was restricted in its content.

Kristen Chisholm commented that the METCO piece of this proposal got lost and stressed that this is a very real issue.

Jenny Silberman was surprised that the report was not more solution focused. She added that it is impossible to know everything in advance regarding the concerns.

Sejal Srinivasan passed out a letter addressed to the School Committee and Arthur regarding this issue. As a member of the original task force, she highlighted some of the benefits of the change in school start times. Sejal spoke briefly about the books she is reading that talk about the brain and sleep in terms of adolescent wellbeing and the negative impacts to not getting enough sleep, as it is important to keep this in mind. She commented that change is difficult, but a clear vision is necessary to reach a change. Sejal suggested looking at other districts' approaches to this issue, educating the entire community, and engage in consensus building with all stakeholders. Given the amount of time spent on this issue, she added that there needs to be a discussion now about the solutions to the challenges.

Jodi Chase commented that she hopes the School Committee and Dr. Unobskey will make the decision to move forward with this proposal and figure out how to accomplish it.

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

Tom Sciacca commented that he disagreed with some of the comments made at a prior School Committee meeting regarding turf field temperatures. As an expert in thermal engineering, Tom did a study ten years ago about the temperatures of turf fields and published the results. He described turf field temperatures adding that the temperature depends on the air temperature. Damaging turf temperatures to children are about 120 to 130 degrees. *Kim pointed out that the heat would kill the bacteria as stated by Recreation.* Tom responded to this statement.

Rebecca Lloyd commented on school start times. In her opinion, athletics are in a lockbox. The health of the kids is what is important, so she asked that a decision be made and move forward to implement it.

3. **Special Matters (continued):**

(a) Superintendent's Recommendation for Assistant Superintendent Position:

After the search committee reviewed 58 resumes, interviewed 10 semi-finalists and recommended 4 finalists, Arthur interviewed the 4 finalists and recommended Parry Graham to be the next Assistant Superintendent. Arthur provided Mr. Graham's resume and proposed contract to the School Committee. As the author of two books, he is currently working on a new book about K-12 education for parents while on a one-year sabbatical in France with his family. Arthur briefly talked about the current job description for this position and the shift in some of the Assistant Superintendent's responsibilities moving forward.

A brief discussion ensued in terms of the job responsibility shift in Human Resources, and Ellen noted her concerns about Arthur's recommendations regarding the human resources/relations function moving forward. Arthur will explain in more detail at the June 18th meeting. The School Committee asked Arthur to follow up on one matter before they approve his selection. The Committee will meet again on June 7th to discuss Arthur's recommendation further.

(b) Discussion regarding Superintendent's Annual Performance Evaluation with a Focus on Elements 4, 5 and 6, including Feedback on all Aspects of the Superintendent's Performance and a Review of the Process:

The School Committee discussed Element 4 – Knowledge and Use of Data. The School Committee asked questions regarding an update about an upcoming late summer or early fall meeting with town and school staff regarding the 2020 budget process, data regarding initiatives and goals with Admin Council, and Arthur's methodology/process as a manager in terms of communications and consensus building with all stakeholders. Arthur described the Admin Council will undertake during the summer in an effort to formulate goals for FY19, and

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noted that he meets with Boston parents every six weeks.

The School Committee discussed the evaluation process and the Committee's timing in terms of finalizing Arthur's evaluation. Based on the members' comments, the Committee will discuss the evaluation ratings on June 18th and finalize the evaluation on July 9th.

4. Financial Matters:

(a) Update regarding Middle School Phone & Writing Installation Plan:

Leisha Simon and Mike McCann provided the School Committee with an update for the Middle School phone and writing installation plan. After an extensive walk through of the Middle School, Leisha and Mike discovered that much of the Cap 5 wiring already in place in the classrooms can be used for the phone installation taking place this summer. However, the network upgrade will be delayed until April 2019 because they will apply in the fall for a Federal E-rate reimbursement of 40 percent. There will be some cable work done in about 41 locations during the summer to accommodate the network upgrade. Mike confirmed that despite the existing cabling, the phones will be in the necessary locations as requested by staff.

(b) High School Master Athletic Plan:

- Neighbor Meeting
- Fall Warrant Articles
- Project Status
- Next Steps

Jeanne commented that there is a Permanent Municipal Building Committee (PMBC) meeting on June 5th, adding that Weston & Sampson provided a project status of some of the work that has been completed with the exception of the bathrooms. After viewing an infill presentation by Weston & Sampson, the PMBC will have a recommendation for the School Committee on June 18th.

Jeanne responded briefly to Mr. Sciacca's comment about turf field temperature in terms of the number of days the athletes spend on the field and the steps taken by the Athletic Director to mitigate this issue.

(c) Discussion of Meeting with Board of Selectmen regarding FY2020 Budget Process:

The Board of Selectmen will be invited to attend the June 18th meeting to discuss the process for the FY20 budget.

(d) Finance Subcommittee Update:

- Review Draft Charge of Subcommittee

This agenda item was passed over.

5. Educational Matters:

(a) Hear Superintendent's Report:

- School Visits

Arthur attended his first Wayland graduation ceremony and commented that it was a wonderful ceremony.

6. Administrative/Procedural Matters:

(a) Continued Discussion regarding Role of Subcommittees in Relation to School Committee, including Role of Finance Committee:

This agenda item was passed over.

(b) Review and Discussion of any Outstanding Document and/or Minutes Requests:

Kim will send the response she wrote to the Attorney General to the School Committee. Jeanne noted that she sent to George Harris the minutes he requested.

(c) Review and Discussion of any Outstanding Open Meeting Law Matters:

This agenda item was passed over.

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- (d) Review of Public Communications from the School Committee:
There was no discussion as there are no communications to review.

7. **Policy Review:**

- (a) Review and Possible Approval of Policies:
- Life Threatening Allergies
 - Protocol and Guidelines for Life Threatening Allergies
 - Communicable Diseases
 - Immunization of Students
 - JEB – Early Entrance
 - Early Entrance Guidelines

Upon a motion duly made by Kim Reichelt, seconded by Jeanne Downs, the School Committee voted unanimously (3-0) to approve the policies Communicable Diseases and Immunization of Students.

Upon a motion duly made by Kim Reichelt, seconded by Ellen Grieco, the School Committee voted unanimously (3-0) to approve the Early Entrance Policy JEB as amended and put it out for public comment.

- (b) Review of Policies as a Result of the DESE Coordinated Program Review:
- GBA – Equal Employment Opportunity
 - GCF – Professional Staff Hiring
 - IHBF – Home/Hospital Educational Services
 - JA – Student Goals and Objectives
 - JA – Student Policies Goals
 - JA-E – Student Policies Goals
 - JB – Equal Educational Opportunities
 - JI – Student Rights and Responsibilities

Brad commented that as part of the DESE Coordinated Program Review, a self-evaluation was done, and it was discovered that some policies needed to be modified. The School Committee reviewed the minimal changes.

Upon a motion duly made by Ellen Grieco, seconded by Jeanne Downs, the School Committee voted unanimously (3-0) to approve Policies GBA (Equal Employment Opportunity); GCF (Professional Staff Hiring); IHBF (Home/Hospital Educational Services); JA (Student Goals and Objectives); JA (Student Policies Goals); JA-E (Student Policies Goals); JB (Equal Educational Opportunities); JI (Student Rights and Responsibilities), as amended, and put them out for public comment.

Kim questioned why there are two policies with the letters JA. Brad noted that they are different versions of the policy depending on when they were amended.

- (c) Approval of Policies:
- GBEA – Staff Ethics/Conflict of Interest
 - GBEB – Staff Conduct
 - GBED – Tobacco Use on School Property by Staff Members
 - GCF – Professional Staff Hiring
 - GCJ – Professional Teacher Status

Upon a motion duly made by Jeanne Downs, seconded by Ellen Grieco, the School Committee voted unanimously (3-0) to approve Policies GBEA (Staff Ethics/Conflict of Interest); GBEB (Staff Conduct); GBED (Tobacco Use on School Property by Staff Members); GCF (Professional Staff Hiring); and GTCJ (Professional Teacher Status) as amended.

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

Jeanne informed the School Committee that the Board of Public Works is considering charging the School Department for outdoor water use for irrigation and the use of spigots. Susan will attend a meeting on June 12 in this regard. Jeanne added that the Recreation Department will share this cost with the School Department.

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9. **Consent Agenda:**

(a) Approval of Accounts Payables & Payroll Warrants:

- Wayland Public Schools Payroll Warrant, dated June 6, 2018, in the amount of \$1,519,619.19
- Wayland Public Schools Accounts Payables Student Activities Warrant, dated June 4, 2018, in the amount of \$2,578.78
- Wayland Public Schools Accounts Payables Warrant, dated June 4, 2018, in the amount of \$328,329.23

(b) Approval of Wayland Middle School Trips:

- 8th Grade New York Geology Trip 2018
- 8th Grade Washington, D.C. Trip 2019

(c) Approval of Minutes:

- May 21, 2018

Upon a motion duly made by Ellen Grieco, seconded by Kim Reichelt, the School Committee voted unanimously (3-0) to approve the Consent Agenda.

Jeanne pointed out that there is an inconsistency in the cost of the D.C. trip for students.

10. **Executive Session:**

Upon a motion duly made by Ellen Grieco, seconded by Jeanne Downs, the School Committee voted unanimously (3-0) to enter Executive Session at 10:38 p.m. to review the following executive session minutes for possible declassification, as permitted by M.G.L. c.30A, §22: February 26, 2018; and to approve Executive Session minutes of May 21, 2018, as permitted by M.G.L. c.30A, §22. A roll call vote was taken as follows:

<u>Roll Call</u>	<u>Yes</u>	<u>No</u>
Ellen Grieco, Chair	X	
Jeanne Downs, Vice Chair	X	
Nate Buffum	Absent	
Kim Reichelt	X	
Kathie Steinberg	Absent	

The School Committee will be joined by Arthur Unobskey, Superintendent of Schools, Brad Crozier, Assistant Superintendent of Schools, and Diane Marobella, recording secretary.

The School Committee will reconvene in open session to possibly vote to declassify the Executive Session minutes of February 26, 2018.

11. **Regular Matters (continued):**

(a) Possible Vote to Declassify the February 26, 2018 Executive Session Minutes:

Upon a motion duly made by Ellen Grieco, seconded by Kim Reichelt, the School Committee voted unanimously (3-0) to declassify and release the February 26, 2018 Executive Session minutes as redacted and as discussed in Executive Session.

12. **Adjournment:**

Upon a motion duly made by Ellen Grieco, seconded by Kim Reichelt, the School Committee voted unanimously (3-0) to adjourn at 10:44 p.m.

Respectfully submitted,

Arthur Unobskey, Clerk
Wayland School Committee

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Observers:

Sejal T. Srinivasan, 35 Covered Bridger Lane
Jenny Silberman, 79 Oxbow Road
Tom Sciacca, WVN
Leon Zachary, 151 Boston Post Road
Emily Gordon, 6 Country Corners Road
Jodi Chase, 18 Brook Trail

Corresponding Documentation:

1. Agenda and Backup Information
2. Accounts Payables & Payroll Warrants
3. The Children's Way Admin Study – *Natural Loose Parts Open-Ended Play*
4. School Start Times Report & Draft Schedule Options
5. Letter from Resident (Sejal Srinivasan) re: School Start Times
6. Resume of Assistant Superintendent Recommendation
7. Draft Contract for Assistant Superintendent
8. Policy JEB – Entrance Age
9. Guidelines for Consideration for Early Kindergarten Entrance
10. Life-Threatening Allergy Policy
11. Protocol and Guidelines for Life-Threatening Allergies
12. Communicable Diseases Policy
13. Immunization of Students Policy
14. Policy GBA – Equal Employment Opportunity
15. Policy GCF – Professional Staff Hiring
16. Policy IHBF – Home/Hospital Educational Services
17. Policy JA – Student Policies Goals
18. JA-E – Student Policies Goals
19. Policy JB – Equal Educational Opportunities
20. Policy JI – Student Rights and Responsibilities
21. Policy GBEA – Staff Ethics/Conflict of Interest
22. Policy GBEB – Staff Conduct
23. Policy GBED – Tobacco Use on School Property by Staff Members
24. Policy GCF – Professional Staff Hiring
25. Policy GCI – Professional Teacher Status
26. Field Trip Request for 8th Grade New York Geology 2018
27. Field Trip Request for 8th Grade Washington, D.C. 2019
28. Regular Session Minutes of May 21, 2018
29. Executive Session Motion