

LINCOLN-SUDBURY REGIONAL SCHOOL DISTRICT COMMITTEE

Minutes

Tuesday, October 23, 2018

Conference Room B
390 Lincoln Road
Sudbury, MA 01776

7:30PM

Present

Radha Gargeya, Chair; Patricia Mostue, Vice-Chair; Ellen Joachim, Kevin Matthews, and Carole Kasper. Craig Gruber was absent.

Also Present

Bella Wong, Superintendent/Principal; Sherry Kersey, Director of Finance and Operations; Shawn Lingley, TA Co-President; Leslie Patterson, Associate Principal; Martha Wall, ACE Program Manager; and Tamara Andrews and Dedra Lewis, METCO Parent Representatives.

Call to Order – 7:30PM Radha Gargeya announced that a quorum was present and called the meeting to order. He asked members to please notify him as soon as possible if they will not be present. The sooner we can cancel the meeting the better, as we must be more considerate of those who travel a distance to attend the meeting.

Approval of Minutes

Approval of Minutes for September 26, 2018

Vote: On a motion made by Patty Mostue and seconded by Carole Kasper, the Minutes for September 26, 2018 were approved. All were in favor; there was no discussion.

Presentation

Radha Gargeya introduced Leslie Patterson and Martha Wall, Co-Facilitators of the Racial Climate Task Force. Martha began the presentation by describing how and why the committee was established. She highlighted the range of roles and responsibilities of the committee membership, which is quite varied; faculty, staff, and administrators. The context is important; Martha pointed out that LS is not immune to what is happening in the country re: racial climate. A student panel, made up of students of color, shared with the committee how they don't always feel seen and heard at LS. Notably, Boston students do not only feel they don't belong; but they also do not feel fully incorporated academically. These are some of the things that led to the creation of the committee and let us know that we need to build our cultural proficiency as a district. Martha said the committee has been meeting weekly since December, 2017 and has adopted the below mission statement:

RCTF Mission Statement: The Racial Climate Task Force (RCTF) is committed to ensuring that the racial climate at Lincoln Sudbury Regional High School supports a sense of belonging and promotes inclusiveness for all. Additionally, RCTF is committed to fostering a racial climate that is safe and respectful, and supports full

and equitable access to the entire curriculum (including co-curricular experiences) for all of our students.

Leslie Patterson shared what the RCTF has been involved in since its inception. Their first initiative was a professional development session for faculty on "The N-word and its impact on Racial Climate at LS" in the spring of 2018. Over the summer, all staff participated in an all-school read of "Why Are all the Black Kids Sitting Together in the Cafeteria". This school year started off with the book's author, Beverly Daniel Tatum speaking to all faculty and staff. During her talk, Beverly shared that changing demographics of our nation means that - the minority are becoming the majority. Leslie noted that Beverly Tatum emphasized the importance of having difficult conversations and of having them regularly.

The Office of Civil Rights and DESE are requiring schools to conduct an Equity Assessment which will be completed this Fall. The Committee has developed 5 different versions of the Equity Assessment Survey student, parent/guardian, faculty, support staff and school leadership. Their next step is to organize focus groups to help identify why a particular question was answered in a certain way. This would require actual groups of students meeting with an outside consultant. Leslie said they are currently looking at options for funding to cover the cost of the outside consultant. They are also connecting with administrators in neighboring districts to share data and experiences. The committee is looking to expand its membership to include parents/guardians and students and has sent emails inviting new participants to join them.

Kevin Mathews asked if the RCTF meetings will be held only in Sudbury. Martha replied that they hope to go with the spirit of being flexible and accessible, and they will be looking to hold meetings in Boston, Lincoln and Sudbury. Carole Kasper expressed thanks to Leslie and Martha for presenting tonight and noted the committee is doing wonderful work. Carole said it's important for the RCTF's work to tie in with the physical and emotional safety of students in the building, particularly expanding the Spring 2018 work done via the Safety Review Sub-Committee. Carole then asked how students will be identified to participate in the RCTF focus groups. Leslie answered that the consultant has a very formal plan on how to form the groups. Kevin Mathews inquired as to how much will the consultant cost. Leslie said the cost is approximately \$3,000 a day or \$250 hour to generate the focus group data. Bella interjected that the bulk of the funding is coming from a grant. Leslie said the committee is looking at other vendors for the adult focus group. Leslie noted that over 1300 students responded to the survey and over 200 parent responses were received. Patty Mostue asked about presenting the results of the equity assessment. Martha replied that the results will be shared. She added that it is not only important to include the students in the process but sharing the results with them is key. Ellen Joachim concurred that sharing the results is important in that it closes the loop. Radha Gargeya thanked both Martha and Leslie for all their hard work and for presenting to the School Committee.

Public Comment – Radha Gargeya acknowledge and welcomed, SPS School Committee Chair, Lisa Kouchakdjian. No public comment was offered.

- "Stop the Bleed Training" will be offered at LS on Wednesday, October 24th. This offers high level training for supporting people with significant injuries in an emergency setting. Peter Elenbaas has organized this event. The training was offered voluntarily to anyone interested and is one of the recommendations that came from the Safety Review Committee.
- On Wednesday, October 24th, students of the LS Model UN Club will participate in the all-day Fall In-School Conference. Bella reflected that she is always so impressed that we can run our own Mock UN given the number of students needed to participate. Leading up to and during the conference, students will have the opportunity to research their country's position on the topic of "Overpopulation." JK Park is the faculty advisor.

Everyone is excited for Celebrating the Sciences program this Friday, October 26th. The program includes over 20 guest speakers from the STEM field. The event was organized by the Science Department. Featured speakers include: Kris Shankar on Virtualization and Cloud Computing; Bruce Porter on STEM Survivors Guide; Alex Vai on the subject of Plastics; Andy Payne on Tech Startups; Dr. Mashimo on Laser Targeting of Cancer Stem Cells; Eric Hjerpe, Venture Capitalist, on starting a business; Detective Ian Spencer on Facial Recognition; Jonathan Kossuth on Creating Power from 400 Feet above the Earth; and Helen Bleckley on IT Security.

- LS will be hosting the Massachusetts Mathematics League Meet on Thursday, November 1st after school. Six neighboring schools will be competing. There will be approximately 150 students and 12 coaches/teachers from the various schools. Bella thanked the Math teachers for organizing this event.
- Students and staff from the ACE Program spent Thursday, October 17th, helping the Sudbury Historical Society clean up 29 Sudbury (Building #1) to prepare for an upcoming exhibit and fundraiser. Sally Hild of the Sudbury Historical Society expressed her thanks to the students and staff and said, "What great kids! And what great teachers too! I'd still be cleaning if it weren't for all of you." Afterward, the students returned to LS to weed the Jane Young garden and then enjoyed community time for the remainder of the day.
- Nicole Digenis, Science Department Coordinator has announced that the Science Academy (Science Faculty Tutoring) has begun. It is open during first and third lunches Monday through Thursday. Students needing help in their Science classes are invited to stop by during these times.
- Congratulations to the LS Cheer Team who won their competition on Saturday, October 21st with an amazing performance. This team of very talented athletes will be competing at Marlboro High School on Sunday, October 28th. The DCL League qualifier to the regional competition is on Thursday, November 1st. Team members are: Kenzie Gordon, Kelly Henley, Marissa Spaeth, Janai Valentine, Shalysa Marks, Karee Horton, Elysia Rudman, Gigi Jones, Izalah Berry, Peter Ciccarello, Layla Brown, Rachel Butters, Colleen Dunn, Ariel Hamilton, Emily Wong, Courtney Wright,

- Christelle Saint-Louis, Nateja Kenner-Suneus, Sheylah Mathies, Nayeli Pizarro, and Gabriella Zziwa.
- Congratulations to Football Coach Tom Lopez who had his 300th win last Friday.
- LS Musicians' Union held its first concert on Friday, October 19th. This annual Rocktoberfest: Jimmy Mack Concert for Aids donates all proceeds to Aids Research.

Student Representative Report – no student report was given. Radha Gargeya suggested that the Student Senate consider appointing two representatives, a Senior and possibly a Junior, who will then move into the Senior position the following year. A rotation will prevent gaps in representation at meetings.

METCO Parent Report - Tamara Andrews and Dendra Lewis, METCO Parent Representatives were present. They had no report but wanted to attend to support Leslie and Martha and the RCTF.

Teachers' Association Report – Shawn Lingley, TA Co-President, noted that we are in full swing of the college recommendation season. It has now become an October situation rather than January one since the majority of student requests seem to be for early decision or early action deadlines. He added that the Naviance upgrades are great. Naviance seems to have incorporated all the changes that the teachers have been asking for. The 9th grade Diversity training happened today with 70 student leaders. The program has been moved to the Fall instead of the Spring and it has been revamped into two sessions rather than all in one day. Lastly, he said that the Health Insurance Advisory group has been formed and acknowledged that Sherry Kersey has done the majority of the work organizing the team.

Chairman's Report - Radha Gargeya commented that since the committee just met last week, he did not have much to report. He shared that Charlene Arsenault, Editor of the Sudbury Patch, contacted the committee to inquire about what we have been engaged in. She would like to do focus articles on LS happenings. Radha said he responded with a brief summary of the School Committee meetings to date and a list of future presentations. He suggested that if anyone had a suggestion for a feature topic, please let him know.

Liaison Reports

- Carole Kasper gave the below updates:
 - She completed the MARS (Massachusetts Association of Regional Schools) Fall 2018 Professional Development training series, as of earlier today.
 - Tomorrow, she and Ellen Joachim are attending a EDCC (Education Collaborative) roundtable meeting for school committee members in our local area.
 - Carole is working with Ginny Blake and Dr. Sharon Hobbs (Lincoln School 5-8 Principal) on the 8-9th grade Transition Program for incoming LS students. She noted that Ginny Blake is reaching out to Curtis Middle School to see if they'd like to develop a program similar to Lincoln's "Life at LS", which will be running for its third year in February 2019.

Director of Finance and Operations Report – Sherry Kersey gave the following report: Sherry explained that according to School Committee policy, all motor coach vendors have to be vetted and approved by the committee. Based on a recent request from Shelly Hinds, METCO Director, who is taking a group of students to New York for a college fair in November, a new vendor is being proposed for approval. Shelly Hinds contacted our current vendors, but they were not available

- In preparation for NEASC re-accreditation, all staff will be asked to perform a self-core value each year.
 - This year we are highlighting the LS Core Value Fostering Caring and Cooperative relationships. This will be the end of the four-year cycle where we've featured a supports for students and staff to promote health and well-being.
 - She also will continue to support ongoing initiatives to ensure social emotional goals, as well as continued support to ensure equity and excellence for all students. Students to be able to do upon graduation will be the focus of the overarching school LS community. The development of a Graduate for what we want our two-way communication between herself and various constituent members of the the Professional Learning Goals, she plans to increase opportunities to facilitate develop a plan to improve a sense of belonging and inclusion for all LS students. For Goal and Support of Annual School Goals. Bella said for the first goal she intends to broken down into three categories: Student Learning Goal, Professional Learning Goal and Support of Annual School Goals. Bella said for the first goal she intends to Bella distributed her goals for the year to the committee members. The goals were faculty on recent advances in Finnish education.
 - Patteri Elio, a Finnish educator, will be here next Tuesday from 3-4:30PM to speak to and send email blasts.
 - She is hosting a Parent Coffee on October 29th from 8-9am and is planning to hold a total of three coffees this school year. Radha Gargeya inquired as to how the word is getting out about the parent coffees. Bella replied she plans to share with the LSPD
- Superintendent/Principal Report**-Bella Wong reported on the following initiatives:

- Radha Gargeya shared that the Finance Subcommittee met last Friday for a preliminary FY'20 budget review in order to get an understanding of all the components.
- Ellen Joachim shared that she will hold office hours on Thursday night, Oct. 25th at the Goodnow Library in Sudbury.
- Patty Mostue and Kevin Mathew had no updates.
- Carole and Ginny are also developing an Information Session for 6-7th grade parents, which will facilitate earlier access and information about LS for middle school families. The planned Information Session would take place in March, with further details forthcoming.
- Carole is holding Listening Sessions on Friday, Oct. 26th, both in Lincoln and Sudbury. She relayed that she reached out to K-8 School Committee members in both Lincoln and Sudbury to see if they would like to be part of the LS sessions.

for the date she needed so she researched and found a new company, DPV Transportation, who can transport the students to NY. Sherry Kersey said she reviewed the specifics of the new company and their record and recommends that DPV be added to the LS approved vendor list. Kevin Mathews inquired if we check the status of our current approved vendors regularly. Sherry replied that she did recheck our current vendors to verify their standing and stated that going forward she will review them every year.

NOTE: Patty Mostue made a motion to accept the recommendation of the Director of Finance and Operations to add DPV Transportation to the list of approved motor coach vendors. Kevin Mathew seconded and all were in favor; there was no discussion.

- Sherry distributed the 1st Quarter FY19 Financial Report and reviewed the categories listed. She hopes that by reviewing our numbers quarterly we will be able to identify any unexpected expenses as soon as possible.
- Sherry provided an update on the status of the Capital Funding request for the new tractor. Both Lincoln and Sudbury have received our request for funding. She stated that she attended Sudbury's Capital Planning meeting last week, and the stadium field was discussed. The Sudbury Town Manager requested that the funding request for the field be placed on a Form A to get it in the queue for formal discussion.
- Sherry noted that we received the town of Lincoln's guidance number for the upcoming budget cycle in FY'20. The guideline is 2.5% growth on our current budget excluding pensions, insurance, and OPFB. She anticipates that the town of Sudbury's guidance will be released soon.

Information and Discussion

Discussion about School Committee Goals for 2018-19

- Radha Gargeya announced that the committee was not voting tonight on goals but just gathering goal suggestions from everyone. Then at the next meeting the committee will review and come up with 2-3 goals for the year.
- Carole Kasper proposed setting three goals: two having content based goals and the 3rd goal about process.
 - Goal 1 - Past and Present initiatives, i.e., school start time question, school safety, and follow up to support Racial Climate Task Force.
 - Goal 2 - Present and Future initiatives, i.e. Smoother 8-9th transition, rolling out the information sessions, and gender climate.
 - Process goal - Gaining and keeping public trust, e.g. ongoing Listening Sessions and having consistent communications during the year.

- Patty Mostue suggested that members think about the goals and send them to one person who will combine them. Radha Gargeya will be the point person to receive the suggested goals.
- Radha Gargeya suggested two goals.
 - Two-way communication - via listening sessions and avenues to get information out to the public, i.e. Sudbury Patch focus articles.
 - Once the NEASC survey is done, work with them and look at the data more thoroughly. Take the time to analyze the data thoroughly and make recommendations to move forward. Patty Mostue added that it is important to make the data available to the community.

- Kevin Mathews suggested finding a meeting date in Boston where a full meeting is held, not just a quick meeting and then socializing. He added holding two a year, Fall and Spring, would be optimal. Kevin said past meetings seemed hurried and not really a full-blown meeting. Carole Kasper also added that the Listening Sessions should include Boston locations.
- Ellen Joachim said that a substantive goal should match with the school goal. She suggested maybe something around equity climate. Ellen also suggested getting the Policy Manual online.

- Discussion about topics for a possible tri-district (LPS, SPS, LS) school committee meeting. Ellen Joachim suggested school start time. She also noted transition issues because she senses there is a lot of misunderstanding about what each town does.
- Kevin Mathews agreed the committees should address school start time.
- Patty Mostue suggested reviewing the goals of the Superintendents in Sudbury and Lincoln compared to LS. She also added it would be good to inquire what the Superintendents would like us to address.

- Carole Kasper emphasized the importance of building and maintaining public trust.
- Radha Gargeya shared topics provided by SPS: school start time, transportation, efficiencies, and lastly, transitions from middle school to high school. He will contact LPS to get their input. He is meeting with the other chairs soon. Radha pointed out that organizing a Tri-district meeting involves a lot of individuals - 16 members plus 12 administrators - and he stressed the need to have a focused agenda so that we can agree on tangible goals.

Radha Gargeya reminded the committee that the Sudbury Master Planning Steering Committee is looking for a LS School Committee representative to sit on their committee and their deadline is November 16, 2018. He asked if anyone would like to volunteer to serve as our liaison. Ellen Joachim expressed interest but is concerned about the time commitment and what day they are planning to meet. Radha asked Ellen to think it through and to let him know.

Action Items

Vouchers #1012-1024 were approved and signed.

Other Business - No other business was discussed.

Calendar

October 26, 2018	Celebrate the Sciences
October 29, 2018	Coffee with Bella
October 31, 2018	Senior Dress Up Day
November 2, 2018	1st Quarter Ends
November 3, 2018	Hope Sudbury Telethon
November 14-17, 2018	Fall Musical "Once Upon a Mattress"

Public Comment – SPS School Committee Chair, Lisa Kouchakdjian said she is looking forward to working with the committee.

Radha Gargeya asked for a motion to adjourn to Executive Session to review and approve executive session minutes related to collective bargaining, contract negotiations with union and non-union personnel and/or litigation issues because to do so in public session would be detrimental to the District's position.

Patty Mostue made a motion to move to Executive Session and Ellen Joachim seconded. A Roll Call was taken and all were in favor; there was no discussion. The meeting was adjourned at 9:25PM to move to Executive Session and not return to Open Session.

Open Session Adjourned at 9:25PM

Respectfully submitted,
Toni Benhaim