

## **Sudbury Public Schools**

### **SCHOOL COMMITTEE MEETING**

Regular Session Meeting  
Wednesday, June 11, 2014  
7:30 PM

Location – Senior Center  
40 Fairbank Road  
Sudbury, MA 01776

#### **Open Session**

School Committee Chair Ellen Winer Joachim called the Open Session to order at 7:36 PM. The meeting was taped for public access broadcast.

**Members Present:** Ms. Ellen Winer Joachim, Ms. Lucie St. George, Mr. Bob Armour, Mr. Scott Nassa, and Ms. Christine Hogan

**Also Present:** Dr. Anne Wilson- Superintendent of Schools, Kim Swain – Principal of Haynes School and incoming Assistant Superintendent of Schools, Dr. Robert Mealey – Sudbury Education Association (SEA) President

#### **Agenda**

1. Recognitions
2. OPEN FORUM
3. MA Teaching, Learning, and Leading Survey (TELL)
4. FY 15 Goals Discussion
5. Standardized Testing for FY15 (MCAS/PARCC)
6. Reorganization of the School Committee
  - A. Discussion of Liaisons, Subcommittees, and Delegate to MASC
7. Funding for Schematic Phase of MSBA Accelerated Repair Project - Nixon
8. School Committee Report
  - B. Liaison/Subcommittee Reports
9. OPEN FORUM
10. SUPERINTENDENT'S REPORT
  - A. Report
  - B. Donation
    - Acceptance of a Gift for the Aspirations Program from the Jack and Mae Rosenberg Charitable Trust in the amount of \$50,000.
  - C. Bill Schedule
  - D. Personnel Actions
11. Communications
12. Minutes – Regular Session
13. Member's Forum
14. Executive Session - TBD
15. Adjourn

#### **1. Recognitions**

Dr. Richard Robison was recognized for his years of service on the Sudbury School Committee.

Superintendent Wilson thanked Dr. Robison for his dedication to the Sudbury Public Schools Community.

My recognition tonight is for one person who has had a positive impact on the lives of students, staff and families in Sudbury for almost two decades. Rich brought much knowledge to his role as SC member and chairperson – his knowledge and skill related to child development, education policy, budget, curriculum,

and the politics of education and educational decisions is second to none. However, the most important and relevant strength that Rich brought to our district was his unwavering dedication to making decisions that are in the best interest of all students in our schools.

Rich had high expectations for himself and for all of us as we worked together to provide the best possible learning environment for all students. He had a way of asking tough questions without judging while supporting all of us to make the best decisions possible to protect the rights of all students. Rich thought of education in a holistic manner merging high standards for academic achievement with equally high standards and expectations for the social-emotional well-being of each and every student. He routinely recognized the strengths of our district, especially acknowledging the superb efforts of the SPS educators while also pushing us to work on our areas of challenge with dogged persistence.

One might ask, why would someone serve for so long as a member of a school committee. What is their agenda? What do they get out of this role? The answer for Rich is easy, because he cares so deeply about the educational experience of the students in Sudbury! And, I would argue that he realized he had much to offer... As superintendent I have been honored to work with Rich and I have the utmost respect for his "agenda" which was a commitment to ensuring a safe and effective educational environment for all children in Sudbury. Thank you!

-Superintendent Wilson

Sudbury Administrative Leadership Team wrote and presented a poem in honor of Dr. Robison. Annette Doyle – Noyes School, Stephen Lambert – Curtis School, Kim Swain – Haynes School, and Stephen Wiltshire – Loring School read the poem.

With Gratitude...

To the children you have always been true,  
At the front and center of all that you do.  
Steering us through mandates and changes aplenty,  
To our educational mission you always held steady.

Focused on best practices for teaching and learning,  
You have helped the community be discerning.  
In support of each teacher and student,  
You fostered discussions, both timely and prudent.

Wednesdays welcome you back. You've been missed,  
Encouraging educators to persist.  
You've led with integrity, courage, and eloquence,  
Inspiring the community to improve upon excellence.

If, in the middle of the night, you wonder  
What is keeping us up, just ponder  
Our commitment to educating young minds  
In a way that is challenging, inclusive and kind.

So, anxious for that last bit of wisdom and insight  
We implore you to share, what keeps you up at night?  
-Sudbury Administrative Leadership Team

Dr. Robison spoke. He thanked his family (son, two daughters, and wife) for their support over the years

as he has taken time out to serve on the School Committee. His son, one of his daughters, and wife were in attendance. His daughter who was absent is a teacher in Vermont and was not able to attend.

He spoke on how each child has one opportunity for a quality education, so we need to do everything we possibly can to reach each child. Inclusion occurs in the schools, but it is not a school only issue. It is a community issue, and the Sudbury community has supported each child.

Director of Special Education Debbie Dixon thanked Dr. Robison on behalf of the special education department.

The committee members thanked Dr. Robison

Bob Amour - Thank you for your service. It is good to see your family and appreciate the sacrifice of your time over all these years of service.

Scott Nassa – Thank you for your all of your time. Thank you for your eighteen years of service.

Lucie St. George– Thank you for encouraging me and sticking with me especially through the first year I was on the Committee.

Rob Mealey – Even though we were on different sides of the table, there has been no one who supported teachers more than you did.

Dr. Robison noted teacher negotiations were some of the hardest aspects of School Committee. He was impressed with the generosity and the professionalism of the teachers throughout the process. At one point the teachers agreed to a 0% raise, so that all the teachers were able to stay on. Thank you to Bob for being the leader that you are.

Ellen Winer Joachim – I am in awe of the amount of time you have committed over the eighteen years of your tenure here. So many kids have benefited, mine included. You look after all the kids.

Dr. Robison noted this year's graduating class of Lincoln-Sudbury Regional High School was being born the year he started on the school committee.

Dr. Robison was presented with a chair in recognition of his service to Sudbury Public Schools.

## **2. OPEN FORUM**

No members of the community addressed the School Committee during this time.

## **3. MA Teaching, Learning, and Leading Survey (TELL)**

Superintendent Wilson presented results of the MA Teaching, Learning, and Leading Survey

The survey was done in 2012 and this year. TELL is a statewide survey of licensed educators. The survey topics are time, facilities and resources, community support and involvement, managing student conduct, teacher leadership, school leadership, professional development, instruction practices and support, and overall. In order to receive a district report a minimum of 50% response is necessary. Sudbury Public Schools district wide response rate was over 50%. In order to receive a school report a minimum of 50% response by educators from the individual school is necessary. Haynes, Loring, Nixon, and Noyes response rates were over 50%.

Dr. Wilson presented the results for the topics. Each principal has reviewed the results for each school and discussed results with teachers. There were some overall trends amongst schools and some differences in results from school to school. There were also differences within a school on similar aspects under different topics. Principals discussed with teachers the results in order to gain a better idea of the needs of the teachers. Discussions will continue around the results.

There were noted improvements in professional development, instructional practices and support, school leadership addressing teacher concerns, and time. Professional development and instructional practices and support are areas of focus in SPS strategic objectives/initiatives. Time has improved, but there is room for further improvement.

There were noted areas for further research/inquiry. The teacher evaluation process of compiling

evidence is inefficient and may not show the full range of the good works happening in the classroom. The process of making a binder of evidence is time consuming for the teachers and the administrators reviewing the evidence. A teacher survey will be given on the evaluation process. There will be discussions at the schools in order to understand any outlier or split responses. There will be inquiry into particular questions under the teacher leadership and school leadership topics.

Comments/Questions - Sudbury Committee Members asked questions and commented.

This survey does not have a comments section. Discussions around the results are occurring at individual schools and across the District, so that educators are able to comment or clarify on topics.

There was discussion on the percentage of teacher response from schools. It was suggested to look at what time of year the survey is given in order to increase response. The state determines the timing of the survey.

There was discussion on the collection of evidence for teacher evaluation. A team will discuss what types of evidence will work well for evaluation such as observations and other types of evidence.

Sudbury Education President Dr. Mealey was asked to give the teachers' perspective. He noted overall there is a positive atmosphere. The improvements in professional development were noted. Professional development for teachers by teachers is effective. The atmosphere around school leadership varies from time to time. When issues/concerns occur, action to improve on the situation occurs. Non-instructional time has improved, but there is room for improvement to allow for more planning time and collaboration time to focus on student learning.

#### **4. FY 15 Goals Discussion**

The available data is from student assessments, surveys geared towards the needs of students, staff surveys, feedback from staff, and parent surveys. Administration reviews district progress, needs, goals, strategic objectives, and initiatives. The School Committee provides guidance on devising goals.

Certain needs have been identified through ongoing data analysis. Identified needs include: reduce proficiency gaps within subgroups, ensure all students at all levels of ability are being challenged, expand use of 1:1 technology, provide time for teachers to review data and be able to use the information to benefit teaching practices, and enhance communication of curriculum standards for staff and families.

Dr. Wilson suggested that the district consider assembling Educator Task Forces to address: a) focus on social/emotional needs and define a tiered system of support, b) update SPS definition of inclusive education to encompass students who struggles as well as students who need additional challenge, and c) refine the educator evaluation process, in particular evidence collection.

Dr. Wilson asked for suggestions and comments for the goals. Each member of the Committee gave suggestions. The suggestions were related to assessment, student behavior protocols, consistency across the District, producing a District-wide report card, maximizing use of technology investment, instructional and non-instructional time, teacher evaluation process, social/emotional needs of students, timely and appropriate communication, challenging high achieving students, proficiency gap, and increase opportunities for families to have input on major topics of the School Committee. Dr. Wilson asked for the members to send additional ideas to her.

#### **5. Standardized Testing for FY15 (MCAS/PARCC)**

Superintendent Wilson and Haynes Principal Swain presented on MCAS and PARCC.

MCAS is being phased out. A test aligned to the common core will be phased in. A decision to use the MCAS test or the PARCC test in FY2015 is needed. This year SPS was part of the field test of PARCC. As part of the field test, the Massachusetts Department of Elementary and Secondary Education (DESE) assigned SPS which PARCC tests to give and the format of the tests. Students preferred the on-line version of the test, and most students felt they had enough time for the timed assessment. There was significant frustration when the students experienced technology problems with the test. DESE

recommends caching the test to avoid issues that may accompany live streaming. Students were confused on the equation generator portion. DESE is looking into the portion of the test. There are accessibility tools available through the on-line version.

Key considerations in alignment, accountability, technology, and legacy were presented. All districts must administer an assessment aligned with Massachusetts common core standards by 2015-2016. This means in 2015-2016 all students will take PARCC or a to be determined next generation assessment. DESE will report accountability data for all schools whether MCAS or PARCC is administered next year. Student growth percentiles (SGPs) will continue to be used. PARCC data will connect with MCAS data for comparisons. Science, technology, and engineering MCAS in grades five and eight will continue. MCAS alternative assessment will continue. High schoolers through the class of 2018 must pass the grade ten MCAS in ELA, mathematics, science and technology/engineering.

There are pros and cons to going with MCAS or PARCC. PARCC is aligned with the current standards. The overall amount of testing time would be less. PARCC gives our students an opportunity to experience this next generation type test. The technology department would play a large part in making sure the test runs smoothly. An implementation dip in scores is expected with administering PARCC as with any new assessment. PARCC includes manipulation of models, data analysis, and contains multiple sources of information. PARCC can be administered on-line or paper. MCAS is familiar to the teachers and students. There are no potential technology glitches with MCAS, because it is a paper test only. MCAS takes up more time decreasing the amount of teaching time. If SPS chooses MCAS or PARCC now we are guaranteed our choice for FY2015. If SPS waits until October to decide between MCAS or PARCC, there may not be spots available for the test we choose. If we wait until October, we could end up not having our choice.

The administration is recommending PARCC in FY2015.

#### Discussion

The Committee discussed the assessments. The computer skills of younger students for an on-line test are a concern. The suggestion is to have the younger test-takers use the paper version and the older test-takers use the computer version. An implementation dip with a new test is expected. There must be clear communication to teachers that the dip is expected and is not a reflection on them in any way. Students' individual results will be given. Parents will also need to be made aware of the expected implementation dip. The dip is not a reflection on a student's progress or ability. The electronic version of PARCC should give a quicker turn around time of results. There is concern that PARCC will not be the next generation test the State decides to finally go with. If PARCC is not the final test, then our students and teachers would have to go through a year of transition to PARCC testing. Another year of transition to the new next generation test would then follow. By staying with MCAS there is continuity until the final next generation test is chosen. There is concern about PARCC being a timed test. Fifty percent more time is available to all students within PARCC testing. Students with IEPs or 504s would have additional time beyond the 50% if needed.

The Committee will vote on the decision to choose MCAS or PARCC at the next meeting.

#### **6. Reorganization of the School Committee**

Board of Selectmen – Ellen Winer Joachim and Bob Armour

Finance and Budget – Lucie St. George and Scott Nassa

MASC Delegate – Scott Nassa and Christine Hogan

Lincoln-Sudbury RHS – Bob Armour and Scott Nassa

SEPAC – Lucie St. George and Scott Nassa

METCO – Lucie St. George

EDCO – Lucie St. George

Fairbank Task Force – Bob Armour  
MSBA, Nixon Roof and Window Project – Scott Nassa  
Permanent Building Committee, School Building Committee, Energy Committee, Planning Board – Scott Nassa and Christine Hogan  
Health Advisory Committee - Scott Nassa and Christine Hogan  
S.E.R.F – Lucie St. George  
Sewer Commission – Scott Nassa and Christine Hogan  
Park and Recreation – Bob Armour  
Negotiations/Labor Relations – Ellen Winer Joachim and Bob Armour  
Public Relations/Communications – Ellen Winer Joachim and Christine Hogan  
Policy – Ellen Winer Joachim and Lucie St. George  
Budget – Lucie St. George and Scott Nassa  
Superintendent's Evaluation – Ellen Winer Joachim and Christine Hogan  
Special Education – Lucie St. George and Scott Nassa  
Capital Finance Planning Committee – Lucie St. George

**MOTION AND VOTE:** Ellen Winer Joachim made a motion to request the appointment of Scott Nassa to the Sewer Steering Committee. Bob Armour seconded the motion. The vote was 5-0 in favor.

**MOTION AND VOTE:** Christine Hogan made a motion to accept the assignments. Scott Nassa seconded the motion. The vote was 5-0 in favor.

#### **7. Funding for Schematic Phase of MSBA Accelerated Repair Project – Nixon**

**MOTION AND VOTE:** Scott Nassa made a motion to expend not more than \$43,630 from fund #3105 (STM 97/4) in order to begin the Schematic Phase of the MSBA Accelerated Repair Project for windows and the cafe roof at Nixon Elementary School. Lucie St. George seconded the motion. The vote was 5-0 in favor.

#### **8. School Committee Report**

A. Liaison/Subcommittee Reports

#### **9. OPEN FORUM**

No members of the community addressed the School Committee during this time.

#### **10. SUPERINTENDENT'S REPORT**

A. Report - On June 24 Curtis Middle School will hold their 8<sup>th</sup> grade Moving Up ceremony at 9:00. All School Committee members plan on attending the ceremony.  
There are two finalists for the Haynes principal position. June 12 is the visitation day for both finalists. Parents, teachers, and staff will be meeting with the finalist throughout the day.  
Behavior Response System – Each school developed a behavior rubric that is reviewed regularly. Behavior standards and how behavior incidents are handled are in the parent handbook and under School Committee policy. Parents who have questions about the standards or a particular incident should contact teachers, principals, or the superintendent. The physical and emotional safety of our students is a top priority in order to provide a safe learning environment for each student. Each behavioral case is individual. Information is given on an as needed basis for privacy and to maintain a safe learning environment for all students. Depending on the situation the parents of the students are notified only, a class where the incident occurred is notified, or the school community is notified. If parents have concerns about an issue they were not directly notified about, please contact the teacher or principal.

B. Donation

**MOTION AND VOTE:** Bob Armour made a motion accept a gift for the Aspirations Program from the Jack and Mae Rosenberg Charitable Trust in the amount of \$50,000. Lucie St. George seconded the motion. The vote was 5-0 in favor.

- C. Bill Schedule
- D. Personnel Actions

**11. Communications**

**12. Minutes – Regular Session Minutes**

**13. Member's Forum**

Ellen Winer Joachim and Lucie St. George will present information about fingerprinting at a future meeting.

**14. Executive Session – none**

**15. Adjourn**

**MOTION AND VOTE:** Christine Hogan made a motion to adjourn the session. Bob Armour seconded the motion. The vote was 5–0 in favor. The time was 11:07 PM.

**Meeting Documents**

Agenda

District Summary Comparison Results TELL Massachusetts 2014

MA TELL Survey Summary Presentation

Standardized Testing For FY15 (MCAS/PARCC) Presentation

MASC letter – RE: The school committee policy authority to establish whether PARCC or MCAS should be administered in the spring of 2015

MA DESE 2015 PARCC MCASS choice documents

The NAEP-State Partnership workshop summary documents

MA DESE Understanding Massachusetts' New Accountability Measures

Sudbury School Committee 2013-2014 Liaison Assignments

FY15 Liaison & SC Responsibilities Worksheet

Donation/Gifting Form

Donation letter – RE: Jack and Mae Rosenberg Charitable Trust

Copy of the Jack and Mae Rosenberg Charitable Trust check

Personnel Actions through June 4, 2014

Release by the MA Department of Higher Education: Massachusetts higher ed leaders join national coalition mobilizing in support of common core standards