

Sudbury School Committee  
Meeting Minutes  
September 23, 2019  
Community Room, Goodnow Library

**Members Present:**

Lisa Kouchakdjian, Chair  
Silvia Nerssessian, Vice Chair  
Maggie Helon  
Meredith Gerson

**Members Absent:**

Christine Hogan

**Also Present:**

Brad Crozier, Superintendent  
Don Sawyer, Director of Business and Finance  
Kim Swain, Assistant Superintendent  
Abbey Salon, SEA Representative

**Regular Session Meeting**

Chair Lisa Kouchakdjian opened the meeting at 7:09 PM.

1. Public Comment
  - a. Pat Guthy of 24 Pinewood Avenue spoke to the Committee about information the Commission on Disability has received regarding the relationship between the Town of Sudbury and the Vocational Technical High Schools in the area.
2. Special Matters
  - a. Report on Student Health and Wellness Education
    - i. Betsy Grams, Sudbury Public Schools Wellness Coordinator, presented to the School Committee on the subject of student health and wellness. Ms. Grams' presentation covered the results of the MetroWest Adolescent Health Survey and the DESSA social-emotional learning screener; the core curricula for health and wellness; and priorities for SPS and the greater Sudbury community.
    - ii. The Committee further discussed several topics with Ms. Grams, including which middle school grades may participate in the signs of suicide curriculum; if the mindfulness curriculum has been extended to grades K-5; what, if any, initiatives are being enacted to make students of color feel more welcomed in the district; how to promote student connectedness at all levels, but particularly during middle school; what structures are being put in place to prevent bullying and cyberbullying; and how to collect data on students with disabilities and bullying.

### 3. Educational Matters

#### a. District Reports

##### i. SEA Report

1. Sudbury Education Association (SEA) Representative Abbey Salon spoke to the Committee about the new Bridges Program.

##### ii. Business and Finance Report

1. Business and Finance Director Don Sawyer reported to the School Committee on the Transportation Contract between SPS and First Student, Inc. In response to a request for safety records, First Student sent Mr. Sawyer incident reports and their safety program, all of which have been shared with the Committee. Mr. Sawyer has also been researching bus contracts to determine what increase may occur if the Committee elects to send the contract out to bid, and indicated that a 12-16% raise is likely. The effect of the new start times were also included in Mr. Sawyer's analyses.

##### iii. Assistant Superintendent's Report

1. Assistant Superintendent Kim Swain updated the Committee on the first ILAP day, which is coming up on Wednesday. The focus of this first session will be on safety, including ALICE drills.
2. Ms. Swain also informed the Committee that the embargo on MCAS results will be lifted tomorrow, and shared the district's plans to share those results.
3. Ms. Swain's final report was on the new student grant program being initiated by SERF, which will fund ideas students have to improve their schools.

##### iv. Superintendent's Report

1. Superintendent Brad Crozier gave the Committee an update on the District's transition to the new school start times that will be implemented in the 2020-21 school year. The SALT team has created five subgroups to accomplish the work anticipated in advance of the move: Elementary Operations, Middle School Operations, Music Scheduling, Pre-k Operations, and Transportation. Additionally, Lincoln-Sudbury Regional High School Superintendent Bella Wong and Mr. Crozier are holding meetings to coordinate efforts between their two districts.
2. Mr. Crozier also reported to the Committee on the proposed timeline for the development of the 2020-21 fiscal year budget. This timeline proposes the creation of two additional School Committee Meetings during the month of December, on the 12th and 18th. The latter of these dates would be the legally required budget hearing.

### 4. Business and Policy Matters

#### a. DESE 2019-2020 Superintendent Evaluation Pilot and Timeline

- i. Ms. Kouchakdjian reported to the Committee that she and Silvia Nerssessionian have worked with Mr. Crozier to develop a timeline for his evaluation. Ms. Nerssessionian proposed that the Committee work to finalize Mr. Crozier's goals for FY22 by June 2020, in order to allow for his next evaluation cycle to truly run from July 1-June 30.
  - 1. Silvia Nerssessionian motioned to approve the 2019-2020 School Committee Superintendent Evaluation Timeline and participate in the new evaluation pilot, Meredith Gerson seconded.
    - a. **VOTE: 4-0.** Motion carries.
- b. 2019-2020 Superintendent Goals and Indicators
  - i. Superintendent Crozier reviewed with the Committee the new DESE standards and indicators that will guide his goals and evaluation for the 2019-2020 school year. There will be one goal focusing on student learning, one on professional practice, and a third on district improvement. For student learning, Mr. Crozier will focus on creating opportunities for deeper learning; for professional practice, he will continue to engage stakeholders in dissemination of the District's Strategic Initiatives focusing on innovation; for district improvement, he will enact the later start times and support the district's efforts to increase educational equality.
    - 1. Silvia Nerssessionian motioned to approve the Superintendent's Goals for 2019-2020 and the focus indicators, Maggie Helon seconded.
      - a. **VOTE: 4-0.** Motion carries.
- c. Appoint Superintendent Crozier to EDCO, ACCEPT, and CASE Boards
  - i. The Committee is required to annually appoint a representative, typically the Superintendent, to the Boards of Directors for the EDCO, ACCEPT, and CASE Collaboratives, respectively.
    - 1. Maggie Helon motioned to appoint Superintendent Crozier to the EDCO Board of Directors, Silvia Nerssessionian seconded.
      - a. **VOTE: 4-0.** Motion carries.
    - 2. Maggie Helon motioned to appoint Superintendent Crozier to the ACCEPT Board of Directors, Silvia Nerssessionian seconded.
      - a. **VOTE: 4-0.** Motion carries.
    - 3. Maggie Helon motioned to appoint Superintendent Crozier to the CASE Board of Directors, Silvia Nerssessionian seconded.
      - a. **VOTE: 4-0.** Motion carries.
- d. FY20 School Committee Goals
  - i. Ms. Kouchakdjian presented an updated version of the School Committee's proposed FY20 Goals to the Committee, which includes changes made during the previous meeting.
    - 1. Maggie Helon motioned to approve the Sudbury School Committee 2019-2020 Smart Goals, Silvia Nerssessionian seconded.

Justin Dulak

**Documents Reviewed During the September 23, 2019 School Committee Meeting**

1. MetroWest Adolescent Health Survey Key Indicators Report, 2018: Sudbury and Lincoln-Sudbury Grades 6-12
2. MetroWest Adolescent Health Survey Key Indicator Report 2018: Middle School Youth, Grades 7-8
3. DRAFT School Health and Wellness Report
4. SPS School Committee FY21 Budget Timeline
5. 2019-2020 School Committee Superintendent Evaluation Timeline
6. Superintendent's Goals 2019-2020
7. Sudbury School Committee 2019-2020 Smart Goals
8. School Committee Strategic Plan Letter
9. Sudbury School Committee Communication Report
10. Regular Session Meeting Minutes Draft for September 9, 2019