

**NEWBURYPORT SCHOOL COMMITTEE  
SCHOOL COMMITTEE MEETING  
Monday, June 18, 2012**

**Newburyport High School  
Meeting Convened at 7:05 PM**

**Room 118  
Mayor Donna Holaday/Cheryl Sweeney Presided**

**Present: Bruce Menin, Steve Cole ,Cheryl Sweeney, Mayor Donna Holaday, Nick deKanter, Audrey McCarthy, Dan Koen**

**CALL TO ORDER/ROLL CALL/PLEDGE OF ALLEGIANCE:**

Chairman Mayor Donna Holaday called the meeting to order at PM. Mayor Holaday called for a roll call, which found all members present. All those present stood for the Pledge of Allegiance.

**READING OF MISSION STATEMENT:**

Mayor Holaday read the Newburyport School Committee Mission Statement.

At this point Vice-Chairman took over chairmanship of the meeting.

**CONSENT AGENDA:**

**Motions**

**Warrants:**

On a motion by Dan Keon and seconded by Nick deKanter it was

**VOTED:** To approve, receive and forward to the City Auditor for payment the following warrant:  
**\$319,301.58**

**6 in favor**

**Mayor voted present**

**Motion Passed**

On a motion by Dan Keon and seconded by Bruce Menin it was

**VOTED:** To approve, receive and forward to the City Auditor for payment the following warrant:  
**\$31,292.87**

**Motion Passed Unanimously**

**Minutes**

On a motion by Nick deKanter and seconded by Dan Koen it was

**VOTED:** To approve the Regular School Committee Meeting minutes of Monday, May 21, 2012.

**Motion Passed Unanimously**

On a motion by Bruce Menin and seconded by Dan Koen it was

**VOTED:**  
To approve the Regular School Committee Meeting minutes of Monday, June 4, 2012.

**Motion Passed Unanimously**

## District Goals:

### **Newburyport Public Schools**

#### 2012-2013 DISTRICT GOALS

1. As a Race to the Top District, faculty and administrators in Newburyport Public Schools will implement the five steps of the new teacher evaluation system by June 2013. This will happen with support of meaningful professional development, and through planning time for faculty and administrators to collaborate and as members of a professional learning community.
2. The Newburyport Public Schools will collect, analyze, and disseminate a variety assessment data to measure student growth over time and to inform practice and instructional decision-making, during the 2012-2013 school year.
3. All faculty will design daily instruction that is aligned to state standards, which will be measured by school, district, and statewide assessments, during the 2012-2013 school year.
4. All faculty will build strong community relationships by utilizing partnerships, promoting or participating in school/community activities, and using a variety of communication methods for outreach, during the 2012-2013 school year.
5. All faculty will use a Tiered Instructional Model to ensure differentiation of Instruction to meet the needs of all learners and to increase student achievement, as measured by state and local assessment, during the 2012-2013 school year.

Dr. Kerble addressed the Committee in regards to the District Goals for 2012-2013 as follows:

The administrators looked at the Strategic Plan and my Entry Plan and we got a lot accomplished. We came up with 20 areas, and that meant that our goals became too “smart”. We were writing district goals and those goals should be on a broader scale, and should also be kept in line with the new educator evaluation system. The principals will use these district goals in preparing their School Improvement Plans and teachers will utilize these goals when writing their personal goals.

Dan Keon asked which of the District Goals listed are in line with the new educator evaluation system.

Dr. Kerble stated that they all do. For example, the principals will facilitate partnerships with the community; and the Superintendent has a similar rubric with families and businesses.

The first goal has to be to implement the new teacher evaluation system, the second goal is about assessment and data to inform instruction; the third is in line with aligning to the Common Core; the fourth is in regards to community; and the fifth and final goal speaks to the differentiation of instruction using a tiered model.

These goals are key to the School Committee holding me accountable, then I hold the principals accountable, and the principals hold the teachers accountable. The Superintendent and the principals will be spending a lot more time in the classrooms. It is a sea of change.

Audrey McCarthy asked in #5, what is a tiered model?

Dr. Kerble responded that it is about the classroom teacher adjusting class instruction to meet all of the students’ needs, and then if a student struggles the teacher will have the student work with a reading instructor, and so on up through long term interventions (special education).

Nick deKanter stated: I think these goals encompass a lot of our discussions on moving forward. There are things that we have heard in the community about science, foreign language, and time on learning, where do these fit in?

Dr. Kerble responded that it all fits under goal #3.

Mr. deKanter: But I do not see the major concerns of the community here. Can we call out these concerns so that people can see that it is what is being worked on?

Dr. Kerble: These goals are different than what you are referring to. We do not put in policy information, for example, that we will have 180 days of school.

Mr. deKanter: If we don’t have these addressed here we do not have them to report on.

Dr. Kerble: All of these goals will directly impact the superintendent, administrators, principals and teachers. If we list specifics such as 990 at NHS and foreign language at the middle school, then they are not district goals as those areas do not include all students.

Nick deKanter: We have spent several meetings talking about 990 hours and adding 20 minutes to the preK day, how do we keep these things on the front burner? Are these district goals written to be consistent with the community's goals?

Dr. Kerble: Yes, all of those issues are important, but this is a different document. We should address all of this at our School Committee retreat.

Bruce Menin: These are the broad goals, but do they include all of these issues?

Dr. Kerble: We don't want a laundry list, we still have the Strategic Plan and the Entry Plan. We generated goals that impact the Superintendent, principals and teachers.

Mayor Holaday: Will these goals be used by the principals and teachers?

Dr. Kerble: Everyone will write their professional goals from these district goals. You will evaluate me with the new rubric that includes these goals.

Bruce Menin: I take up the challenge – it is incumbent on us to keep a focus on the community concerns. It is our responsibility.

Nick deKanter: We ask that as these trickle down we want to include the narrower focused areas.

Dr. Kerble: These are smart goals but not too smart. The School Improvement Plans should make these goals smarter.

Cheryl Sweeney: It is most important to hear about what we will use for assessment tools. We need a demonstration of assessment other than testing and looking for a demonstration of efficiency. What other ways are there to assess students other than testing?

Dr. Kerble: This is not business as usual. For example, the superintendent may say to the middle school principal, "I want to see your g-made assessment. Has this been disaggregated by class? What are you going to do?" The principal may respond, "I will meet with the teacher regarding the class, and I will lead the teacher in improving instruction."

In regards to assessment, we have great demonstrations like portfolio night at middle school, it was great work. This new system will hold everyone accountable, this is a thread.

Steve Cole: In the last few years, what goals have we retired? Curriculum mapping, the reason for the nine early release days, after a couple of years some teachers were full of doing it. I also hear about data teams and I do not know where we stand on some of these goals. Whether loosely or tighter defined, we need to close out on the goals.

Dr. Kerble: You are making my point. For example, in district goal #3, you are not a good teacher if your daily instruction is not aligned to the Common Core. Are your maps complete, and if not, how can it be? This supports principals who work with teachers. All are connected. Eighty people will be working this summer to update their maps across the district.

On a motion by Dan Koen and seconded by Bruce Menin it was

**VOTED:**

To accept the Superintendents District Goals for 2012-2013.

**Discussion:**

It would be helpful to show us how some of these will play out. Every 5 years they change, we need to see how all of these connect.

Dr. Kerble responded: Please look at the rubrics for superintendents, principals and teachers, they will show you how it all connects. I am a process guy, how do we get to "0". Teachers, who are steadfast, and follow the syllabus, move the district. We went through several sessions and I did not get the feedback.

Nick deKanter: I don't want my statements to take away from these goals. They are good goals. We need to address the concerns of the community. How do we assess these goals? What does the vision look like, regarding how do we know that all faculty use differentiated instruction?

Dr. Kerble: Okay, let's play this out. Give me an example, I know what you are saying but we cannot assess these goals in that way.

Nick deKanter: If you look to the High School, you can see how the Common Core standards are aligned.

Dr. Kerble: Has the Committee always had goals with key actions and benchmarks?

Bruce Menin: As I read these it strikes me that for School Improvement Plans, community relations are totally different at the High School level vs. the elementary level. I can live with that. In different classrooms, things are taught differently. We could always get the Disneyland version reported out on a regular basis.

Dr. Kerble: It should drive the conversation.

Cheryl Sweeney: School Improvement Plans will flush these out more. The report outs need to be more constant. We do have question and motion on the table, so we need to vote on the motion or come up with a different direction.

Steve Cole: I would like to

**Amend the motion:** so that School Improvement Plans be linked and included in the 5 goals to be evaluated and reported on periodically to the School Committee.

Dan Keon: I would like Dr. Kerble to comment on this amendment.

Dr. Kerble: Yes, that is fine.

Discussion on the amendment?

**Motion Passed Unanimously****SUPERINTENDENT'S SELF-EVALUATION UPDATE:****Background Information:**

Dr. Kerble: In the standards and goals from the fall there were 20 indicators, we had a subcommittee meeting in the fall on what applies this year. I would do a self-assessment from there. The Committee will work on a format.

Nick deKanter: We need to agree on a format.

Cheryl Sweeney: Where are you on the self-evaluation, Dr. Kerble?

Dr. Kerble: I am in progress.

Cheryl Sweeney: The original sub-committee will meet to discuss. When should we do this?

Dr. Kerble: We need the format and evidence.

Cheryl Sweeney: Anything you can provide to us. Is there a step before this?

Dr. Kerble: I would like the subcommittee to meet and let me know what they want.

Cheryl Sweeney: The subcommittee will meet soon to discuss.

**SUPERINTENDENT'S REPORT:**

**Middle School Principal Update:** We have re-posted the Middle School principal position. The original selection committee will stay on board. We have 30 applicants with some new faces. I am hoping for the best and I am confident. The interviews are last week in June due to vacation schedules, etc.

Cheryl Sweeney: When are you hoping to make a final decision?

Dr. Kerble: Mid-July, we will take our time.

**Molin School Principal:** I have received several e-mails regarding Tara Rossi, the new Molin School principal. They are all very positive.

**990 hours at NHS Update:** The principal is proposing 3-steps to increase the time on learning toward 990.

1. Expanded release day time
2. Adding 4 hours of instruction time during the exam periods (mid-term & finals)
3. 10 hours for all students by working on capstone projects.

We are hoping for a quick turnaround time with DESE. We will be above 990 if all three steps are accomplished.

Cheryl Sweeney: What if the DESE does not accept the plan?

Dr. Kerble: The only thing they can turn down is the 10 hours on the capstone projects.

Dan Keon: Have they considered raising the class sizes to allow more students in.

Dr. Kerble: We have looked at the release days, and we really need them at the High School, especially with the NEASC visit approaching.

Dan Keon: I am really trying to support you with that.

**Science Update:** We hired a science coach, Dr. Lyons, this past semester at the High School. I have read his notes and I am pleased with the progress. They are hoping to complete the curriculum maps by July 30 and syllabi by September. I appreciate Dr. Lyons work, as he observed and provided valuable information, strategies, materials, lab information. The science department has worked on smart goals, learning goals and lab reports. They hope to develop peer observations of each other's classes. Students will be informed on what is to be covered. The principal is working on a common format for syllabi at NHS in all subjects. As people develop smart goals they will use these formats.

Bruce Menin: Could you explain that?

Dr. Kerble: Syllabus should reflect expectations. The English department uses a common format.

Steve Cole: I am surprised that the English department is the only department using a common format.

Dr. Kerble: The principal will be meeting with department chairs tomorrow regarding commonality.

Cheryl Sweeney: Dr. Lyons is all done contractually? Has he worked with the teachers?

Dr. Kerble: He may work with some classes and he has made suggestions and will continue to support the department over the summer.

**Foreign Language Update:** Principal Hopping looked at different ways to offer foreign language at grade 8 or across 6, 7, & 8. (see attachment of Principal Hopping's suggestions).

Dr. Kerble asked the principal if we could implement a .5 FTE. Mr. Hopping replied, yes.

Cheryl Sweeney: Did you ask for strictly grade 8?

Dr. Kerble: Yes, it would be 72 hours of instruction in a year.

Bruce Menin: If this were presented in a matrix form, I would better be able to read it.

Cheryl Sweeney: The March 7, 2011, School Committee minutes contain the matrix.

Bruce Menin: What is the next step? Are we waiting for money?

Dr. Kerble: We are looking at a Chapter 70 increase.

Steve Cole addressed Mayor Holaday: Are any seniors interested in a tax reduction to teach foreign language?

Mayor Holaday: We have never asked. Have we looked at grade 8 students going up to the high school to attend class, or any honors high school students coming to the middle school to give basic foreign language instruction?

Bruce Menin: We need other alternatives.

**STEAM Update:** Greg Whalen, Heather Hansen, Angela Bik, Mike Parent, Steve Smith, Dr. Zhenya from Olin College, Sarah Leadbeater and myself met. We had seven students who participated this past year with Olin College students on a project that was presented. Our students presented a portable washing machine and a snow blower that melted ice & snow into a holding tank. It was a good project. We looked at how we can expand this program. Students work on the design in class so this way more students become involved. Olin will send twenty students to work with NHS kids this coming year.

Cheryl Sweeney: So you are talking about an interdisciplinary project.

Dr. Kerble: Yes, what to design, and how to design.

Dan Keon: Did we have an agreement using CAD, and do we still use that?

Dr. Kerble: Brad Balkus' class uses the CAD. STEAM is a design and technology project.

**Technology Update:** Angela Bik met with the tech integrators to get a focus on what they did in their jobs and where we will need to be sure is covered in the new model. Gail Ramsay, elementary tech integrator, will focus on projects for students at the three elementary schools. There will be tech integrator teacher leaders at the Middle and High Schools. These will be stipend positions.

Nick deKanter: I am proud of PTC and the CAD programs. Myron Moss has been the PTC liaison and has done well to keep our relationship moving forward. We have other tech companies that have given us licenses and we are not taking advantage. We are losing folks who champion us in this direction. One company is in the business of math and science, we were given a license and it has not been touched. Is there enough room for us to do this in this model? I hate to see those positions go.

Dan Keon: EBC and connections, we should use Heather Hanson's model.

**School Committee Retreat:** We need to look for a retreat date. Monday, July 23?

On June 22, we have someone from Seacoast Connections who will work with the administrators on smart goals.

June 28 – We have a principal and the superintendent from Saugus coming to speak to administrators on the use of electronic hardware in observing teachers, etc.

Cheryl Sweeney: The School Committee will meet on August 6 & 20, this summer.

**Public Comment:** No comment at this time.

#### **MSBA UPDATE:**

The next School Building Committee meeting is scheduled for June 20, at 6:30 PM in the mayor's Conference Room.

Mayor Holaday: HMFH has received a letter to proceed for the Bresnahan project. We are working on putting the financial pieces together for MSBA.

I wish to offer my heartfelt thanks to all the citizens of Newburyport for making these projects happen.

On a motion by Nick deKanter and seconded by Dan Keon it was

#### **VOTED:**

To formally recognize Port Pride and its over 250 volunteers as follows: Peter Acton Rebecca Acton Deb Andrews Mark Andrews Susan Acquaviva Paul Acquaviva Megan Arel Pam Armstrong Megan Ashe Jeanette Barlow Phil Bean Ayesha Berlind Steve Bergholm Shawn Bleau Sharon Bortz Laura Boyd Molly Brennan Anya Brunnick

Deidre Budzyna Ed Cameron Vicki Carr Charles Carroll Joyce Cejka Jamie Chabot Ali Chambers Diane Chorebanian Julie Christie Jenny Clements Melissa Cody Aaron Coffin Barry Connell Gail Conway Nat Coughlin Ray Coutu Michelle Curran Kristina Davis Nick deKanter Christine Dougherty Erin Dunphy Jane Dutcher Justin Dutcher Ann Dykes Lisa Egan Melinda Elia Claude & Laura Elias Lisa & Thomas Ellrott Kristine Enes Roy Fischer Jaime Fisher Allison Fisher Mary Foley Tim Fountain Alison Fruh Pat Fuller Nancy Fuller Sally Gediman Jennifer Gillis Coleen Gilliou John Giordano Julie Godfredsen Tom Goodwin Claudia Gorski Gary Gorski Annie Grant Jill Gross Theresa Guinta Larry Guinta Sarah Harrington Derek Hartford Andrea Healy Allison Heartquist Susan Hern Elena Hogan Dana Hooper Barry Hopping Jay Iannini Katie & Jeff Ives Marriah Kahlil Katherine Kaplan Chris Kealey Kristin Keller Chris Keller Marc Kerble Jo An Kincaid Kim Klapes Dan Koen Kim Kudym Mark Lawler Kim Liveley Nathalie Loignon Jesse and Jill Lombard Fred Lucey Tamara Lugdon Eleanor Lyons Suzi & Scott MacDonald Becky MacKnight Sandy Manley Terry Marcille Robin Marino Karen Mascott Kathy Mashburn Anne McCoy Charmaine McDermott Sorell McIntire Sophia McLin Kelly McNamee Lisa Mead Bruce Menin Ellen Metsker Erik Metzdorf Anne Miles Kerry Minichiello John Moak Kristen Morrisey Maureen Murhpy Julie Murray Louise Nelson Ken Okaya Dorene Olsen Ralph Orlando Jack Padden Mark Pare Kristine Park Stacia Pathiakas Kim Patrick Lynne Petty Beth Pfefferle Eric Pflaum Amanda Phillipson Sarah Pike Jeanne Pomeroy Mark Quinn Amy Roberts Paola Roelofs Mariana Ruiz Lynch Tom Salemi Anne Schmidt Jana Schulson James Shanley Emily Sheehan Sue Shefte Kristin Sherman Beth Simkins Candi Skiba Michael Soule Sarah Spalding David Strand Maureen Sullivan Steven Sullivan Tara Sullivan Cheryl Sweeney Deb Szabo Martha Trail Jennifer Tramontana Sara Treem Beth Tremblay-Hall Rosemary Turgeon Jayne Underwood Kathleen Valente Mary Jo Verde Juliet Walker Stephanie Weaver Rachel Webb Jessen Wehrwein Julie Wehrwein Meg White Ilise Wolpert Ken Woods Jennifer Yim Karen Young.

**Motion Passed Unanimously**

**SUB-COMMITTEE REPORTS:**

There were no sub-committee reports at this time.

Cheryl Sweeney spoke of the Health Departments information session on Ticks & Lyme Disease scheduled on July 26. Information is at the Public Library.

At this time Dr. Kerble stated that there would be an Executive Session for purposes of contract negotiations.

**Motion**

On a motion by Bruce Menin and seconded by Dan Keon it was

**VOTED:** To go into Executive Session for the purposes of Contract Negotiations and will not be returning to public session.

**Roll Call:**

**Mr. Menin: Yes**

**Mr. Cole: Yes**

**Mrs. Sweeney: Yes**

**Mayor Holaday: Yes**

**Mr. deKanter: Yes**

**Mrs. McCarthy: Yes**

**Mr. Koen: Yes**

**Motion Passed**

**Meeting Adjourned at 9:05 PM**