

**NEWBURYPORT SCHOOL COMMITTEE
MEETING
Monday, December 19, 2011**

**Newburyport High School
Meeting Convened at 7:07 PM**

**Room 118
Mayor Donna Holaday/Bruce Menin Presided**

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

Absent: Stephanie Weaver (late arrival)

CALL TO ORDER/ROLL CALL/PLEDGE OF ALLEGIANCE:

Chairman Mayor Donna Holaday called the meeting to order at 7:07 PM. A roll call 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.

Superintendent Dr. Marc Kerble introduced the 4th and 5th grade "After School Chorus" students who entertained those present with a surprise concert, consisting of "Yonder Come Day" and "Sleigh Ride". It was a pleasant way to start a meeting!

At this point Vice-Chairman Bruce Menin assumed chairmanship of the meeting. Mr. Menin announced that this was the last meeting for member Stephanie Weaver. On behalf of the Committee, he presented Ms. Weaver with a book by David McPhail and showed a framed picture from the book, dedicated to Ms. Weaver, which will hang in the new Bresnahan School. Ms. Weaver stated that it has been a pleasure serving on the Committee and thanked all those who have worked with her. She stated she was very glad to have served on the Committee that brought Dr. Kerble on board. All those present gave Ms. Weaver a standing ovation. Mr. Menin stated this was his last meeting serving as Vice-Chairman, and said how much he has enjoyed serving.

PUBLIC COMMENT:

Beth Tremblay-Hall

CONCERN: Re: SPED – she appreciated all the transparency.

CONSENT AGENDA:

Motions

Warrants:

On a motion by Cheryl Sweeney and seconded by Stephanie Weaver it was

VOTED: To approve, receive and forward to the City Auditor for payment the following warrant:
\$4,661.85

Motion Passed Unanimously

On a motion by Cheryl Sweeney and seconded by Stephanie Weaver it was

VOTED: To approve, receive and forward to the City Auditor for payment the following warrant:
\$284,002.08

Motion Passed Unanimously

Minutes

On a motion by Nick deKanter and seconded by Mayor Holaday it was

VOTED: To approve, receive and file the Newburyport School Committee meeting minutes of Monday, December 5, 2011.

Motion Passed Unanimously

NHS STUDENT COUNCIL REPRESENTATIVE REPORT:

School Committee Student Advisor Alex Bradley reported on recent activities at Newburyport High School:

- Winter Concert tonight in the Auditorium.
- Students are looking forward to the Holiday break.
- Holiday songs by the Student Council.

CLOTHES FOR HOPE PRESENTATION BY NHS JUNIOR LAUREN SUNDSTRUM:

NHS Junior Lauren Sundstrum explained to the Committee her project "Clothes for Hope", for which she hopes to raise \$5,000 to buy desks and uniforms for Ghana children. She will collect gently used clothing, shoes and accessories (adult, children and baby); over the next few months and in March of 2012 she will have a large clothing sale. The money raised would then go to help the Ghanaian students fulfill their basic needs of desks and uniforms, offering them more of an opportunity to succeed.

Discussion:

Dan Koen asked if there is a website. Ms. Sundstrum said it is being created.

Stephanie Weaver congratulated her for this worthwhile project.

PEER MEDIATION PRESENTATION:

Anya McDavitt, Director of Youth Programs, No. Shore Community Mediation Center; Amy Fleming, School Psychologist Nock Middle School; Peer Mediation Coordinator; Eriko Antos, Grade 8 ELA Educator, Peer Mediation Advisor presented a general description of the peer mediation program, partially with a student-produced Power Point. Anya McDavitt, from North Shore Mediation Center spoke briefly about the collaboration (training for mediators and conflict resolution for our school community) and about the funding for mediation training that the presenters received. Several students from Nock Middle School and former mediators (now at the High School) spoke to the importance of the program for both sites and the benefits gained by learning conflict resolution and mediation skills.

Discussion:

Alex Bradley said this was awesome to see and is hopeful it will come to the High School.

Bruce Menin thanked all participants and stated the Committee was grateful for the presentation.

Dr. Kerble thanked all.

CRITICAL ISSUES UPDATE:

Assistant Superintendent Angela Bik presented an update on the **NHS Science Dept:**

- The Science Dept continues to work and have met a couple of times since the last meeting – they met last on December 7th.
- Results of the science department meeting.
 - Individual lab logs submitted by teachers no later than 12/20/11
- Site Observation Form developed, George Masterson took the lead
- Mike Parent, Rob Yeomans and Angela Bik are meeting with science consultant, Dave Lyons on Tuesday 12/20/11 to discuss support for the department growth plan
- Starting in January, Mike Parent, Mike Testa, Rob Yeomans and Angela Bik will conduct regular walk-throughs in science classroom observing science best practices

- Walk-through observations will be discussed at subsequent meetings

Discussion:

Steve Cole stated NEASC was coming up; has there been any discussion regarding benchmarks. Ms. Bik said the Science Dept is preparing.

Dr. Kerble addressed the following issues:

- **990 Hours** – they will be meeting soon
- **Substance Abuse** – there have been 13 expulsion hearings – this is a concern – students are making bad choices – he will provide numbers as to how many were expelled

Discussion:

Steve Cole inquired as to why, at the City Council meeting was substance abuse moved to next year?

Mayor Holaday said they need time to schedule

Steve Cole asked if there are any issues regarding follow up, absent 10 days, IEP?

Dr. Kerble said they have been on top of this.

Dan Koen asked if we have been involving law enforcement.

Dr. Kerble said we have a Memorandum of Understanding that we follow.

Assistant Supt. Deirdre Farrell spoke of the Memo of Understanding.

Mayor Holaday said we attended a substance meeting, and followed up with City officials. She supports dealing with these issues and is on top of these issues.

Bruce Menin spoke of legislation regarding laws dealing with these issues. He is hoping to meet with Dr. Kerble and others to talk about these issues.

Dr. Kerble spoke of parenting.

- **Rent Field Trip** – Dr. Kerble said he is very pleased as to how this is being handled and recommended approving the field trip.

Motion:

On a motion by Nick deKanter and seconded by Stephanie Weaver it was

VOTED: To approve the Rent field trip to New York City from January 20, 2012 to January 22, 2012 (a weekend trip).

Discussion:

Mayor Holaday stated this is a great experience.

Stephanie Weaver said this is an example of the dedication of teachers – this is a controversial issue that has been dealt with extremely well.

Bruce Menin said he supports this.

Motion Passed Unanimously

PUBLIC COMMENT:

Shawn Bleau **CONCERN:** He spoke regarding the expulsion rate and said we are ahead of last year – this is a serious issue – he is proactive.

Beth Trembly-Hall **CONCERN:** She stated there are 40 to 50 other communities who are adopting these ordinance issues – we need support.

PRE-SCHOOL PLAN:

Amy Sullivan, Brown School Principal presented the new Pre School Plan, which includes the increased contact hours per week and proposed tuition rate for the School Committee to discuss. She proposed the following:

Half Day Program:

- 4 days per week (M-TH) ½ day preschool program from 8:45–11:30 /11 *contact hours per week* (includes increase of 15 minutes per day). This program will be offered to 3 year olds.
- 4 days per week (M-TH) ½ day pre-kindergarten program from 12:30-3:15 /11 *contact hours per week* (includes increase of 15 minutes per day). This program will be offered to 4 and 5 year olds.

Extended Day Program:

- 5 days per week (M-F) extended day pre-kindergarten program from 8:45-1:15 /22.5 *contact hours per week* (same as this year). This program will be offered to 4 and 5 year olds.
- 5 days per week (M-F) full day pre-kindergarten program from 8:45-3:15 /32.5 *contact hours per week*. This program would be offered to 4 and 5 year olds.

Tuitions:

Half Day Program

- 4 day AM: \$3,200 (increase of \$300.00 annually)
- 4 day PM: \$3,000 (increase of \$100.00 annually)

Extended Day Program

- 5 Day: \$5,500 (increase of \$1,250.00 annually)

Full Day

- 5 Day: \$7,000 (new program)

Discussion:

Nick deKanter said he would like to see comparison data. How does this compare to K program. Principal Sullivan explained.

Dan Koen have we discussed K rates as yet. Principal Sullivan said there will be an info evening on February 1st.

Steve Cole said he liked how she clarified the new program model/enrolling February 29 early care – did research – talked with young families; quoted statistics for early care – he is in favor of early care. Principal Sullivan said this has been difficult because they do not know the numbers. Pre-school registration is January 11 – they will get information out as to what they are offering.

Mayor Holaday asked what happens to two day families under the new model. Principal Sullivan explained.

Dan Koen said this was a fantastic job.

Bruce Menin said this is very worthwhile. Principal Sullivan said teachers have been involved in this right along.

Motion:

On a motion by Stephanie Weaver and seconded by Dan Koen it was

VOTED: To approve the new Pre School Plan along with the tuition increases.

Discussion:

Mayor Holaday asked if they could get updates right along so we know how this is working.

Steve Cole asked, in terms of numbers of students, do you know numbers. Principal Sullivan explained.

Motion Passed Unanimously

KINDERGARTEN AD HOC COMMITTEE’S RECOMMENDATION DISCUSSION:

Background Information:

In October, the Ad Hoc Committee presented long term goals for the Kindergarten Program. One of the goals was a Full-Day district funded kindergarten. As of now, there are three half day sessions. Each

session is 2.5 hours long per day. The Superintendent and the Assistant Superintendent will review the cost for extending each half day session 15 minutes and its impact on the school budget for FY13. Dr. Kerble said that Asst. Supt Farrell and he will have to look at this to see how it would affect the budget. Principal Sullivan spoke to the issue.

SPECIAL EDUCATION AD HOC COMMITTEE RECOMMENDATIONS:

Dr. Kerble thanked the Ad Hoc Committee members who served.

Background Information:

Dr. Kerble sought out volunteers to serve on a SPED Ad Hoc Committee with the following charge: The Committee's charge was to gather information and collect data about:

- Student achievement
- Programs
- Inclusion implementation efforts
- Professional training
- School to school transitions, and
- Organizational management

Meeting dates were: March 22, 29, April 5, 12, April 26 & May 3

The Director of Special Education will present findings from the data and recommendations to improve the Special Education program.

Recommendations:

Student Achievement

- Provide greater access to rigor in classrooms that differentiate instruction
- Build greater capacity for implementing positive behavioral support plans
- Increase opportunities for teachers to receive consultation from Special Ed., OT, PT, Speech, ABA and BCBA
- Provide time and training on providing targeted interventions with progress monitoring.
- Provide programs before or after school to supplement services
- Share AYP targets for special education with all stakeholders and hold regular progress monitoring meetings.
- For students not meeting AYP targets, write and implement action plans for improvement

Programs

- Expand language based programming to Molin/Middle
- Bring alternate programming options to Molin for kids who need a more functional academic program (pre-life skills)
- Expand social emotional program to Middle School
- Establish written entrance/exit criteria for existing programs.
- Publish the continuum of services (programs) on website.

Inclusion Implementation Efforts

- View "Including Samuel" at PTO for general education families.
- Ensure that teachers have the knowledge and resources to adequately differentiate instruction.
- Provide training and oversight to Tiered Model of Intervention.
- Continue to spiral professional development for new teachers
- Build capacity within district to phase out Inclusion Consultant.
- Create a parent's network of resources, reference materials and possible workshops around inclusion.

Professional Development

- Provide intensive training in RTI

- Provide intensive training in Differentiating Instruction
- Provide training that improves data analysis skills, progress monitoring and on-going formative assessment.
- Provide time for special education teachers to collaborate, share and plan together.
- Train teachers to understand and implement positive behavior support plans
- Re-train in the IEP process so IEPs are of high quality and there is consistency across the district.
- Provide inclusion professional development to parents.

School to School Transitions

- Continue MAPS process for high need students.
- Establish transition timeline in January and identify transition activities for all special education students.
- Provide better resources for parents (parent's nights, coffees).
- Provide opportunities for teachers to have vertical planning meetings throughout the year

Organizational Management

- Create an organizational chart of staff, roles and responsibilities.
- Standardize the method of assessing and reporting.
- Provide parents with a glossary of terms and/or resource library
- Examine the consistency of programs from school to school and assign program oversight.
- Practice "learning walks" with administrators and teachers to see that we are employing inclusionary best practices.
- Include curriculum coaches in teacher planning for special ed.
- Build a culture of inclusion for "our" students.

Discussion:

Mayor Holaday thanked all concerned – this is an amazing assessment

Nick deKanter stated that the way you took us through the thinking process should be used as a standard for future presentation.

Dan Koen said this is tremendous – this is a great work you are doing.

Steve Cole said this is a great report

Bruce Menin said having participated in this – it is very thoughtful, articulate, and shows the value of ad hoc groups.

Stephanie Weaver said you and your team have been able to show what can be done.

2012-2013 SCHOOL CALENDAR – FIRST READING:

Dr. Kerble stated that this was the first reading of the 2012-2013 school calendar. Bruce Menin spoke of the ad hoc committee support. E-Mail questions to him. It was stated that the majority of teachers wanted to start after Labor Day.

Background Information

Dr. Kerble convened a School Calendar Ad Hoc Committee this fall. As a result of several meetings, the calendar is being presented. Please note that the Labor Day holiday is September 3, 2012. Due to the early Labor Day holiday, it was determined that the teachers will begin on Tuesday, September 4, and students will begin the school year on Wednesday, September 5. Other notes:

- The two full staff development dates are Tuesday, November 6 (election day); and Monday, March 18
- Monthly Early Release days are on Fridays. There is not an Early Release day in November due to the multitude of holidays and the full staff development day on the 6th.

The change to Monday (full release day), and Friday (early release days) is a result of the Ad Hoc recommendations to ease the burden of scheduling for families. NTA President, Pat Levitt, presented this calendar scenario to the NTA executive board and they have agreed to this draft calendar as presented.

Discussion

Stephanie Weaver asked to be provided with numbers of Good Friday re: attendance, number of early release days – was this looked at in ad hoc committee. Parents complain about this.

Bruce Menin said one less early release day will hardly impact 990 (time on learning). Dr. Kerble said new teacher evaluation – rubrics are very important – early release days are very valuable. Ass't Supt Bik said all work we are doing with teachers required more corroboration – we can't compromise this.

Nick deKanter said we need to address expanding the school day. Bruce Menin said the ad hoc committee suggested another ad hoc committee to look at this.

Mayor Holaday asked if we have polled enough parents to see if this (Fridays) is more helpful to parents – would like feedback.

Steve Cole said he heard from parents last year that they preferred Fridays.

Stephanie Weaver said she has e-mails from parents requesting Fridays.

Bruce Menin said Middle School parents prefer Fridays. High School parents prefer Thursdays.

Cheryl Sweeney said she would like to see some data kept to help us decide whether this pilot will work next year.

Angela Bik said we will see how this is going – she hopes this will be successful.

Cheryl Sweeney asked if teachers were polled. Dr. Kerble said the executive board voted to support the proposal. He said he will launch a survey.

MSBA UPDATE:

Assistant Superintendent Farrell stated there was a MSBA meeting Wednesday regarding the Nock/Molin Project. We received 7 architect proposals – we got 3 votes they got 12 – it was a unanimous vote – we have our first and second choice. The next meeting will be a justification of floor space requested.

Discussion

Dan Koen said of the proposals – very good selections were made.

Mayor Holaday has requested a meeting with Treasurer Grossman – she met with Sen. Badour and explained our concerns – they listened, and heard what our concerns are – she was very encouraged. The School Building Committee Group has a scheduled kick-off on January 18th. There will be a meeting with neighbors on January 11th at 7:00 PM at the Bresnahan School.

Ms. Farrell said, regarding the model school program, the architects are spending a lot of time on the design – we are asking for more than 4%.

SUPERINTENDENT'S REPORT:

Dr. Kerble stated the School Committee meeting of January 17 has been moved to January 23.

He also stated they will miss Stephanie Weaver greatly, as this was her last meeting.

ASSISTANT SUPERINTENDENT'S REPORT:

Assistant Superintendent Deirdre Farrell stated she has been very busy with the MSBA.

Assistant Superintendent Deirdre Farrell read the new Administrative Policy on Concussions to the Committee.

Assistant Superintendent Angela Bik reported on the Data Teams workshops which were held on December 12 and 13. There was teacher representation from all of the schools. Training is intense.

ADJOURNMENT/EXECUTIVE SESSION:

Motion

On a motion by Dan Koen and seconded by Cheryl Sweeney it was

VOTED: To adjourn to Executive Session at 9:55 PM for the purpose of contract negotiations. The Committee will be returning to regular session.

Motion Passed Unanimously

The Committee returned to regular session at 10:13 and Vice-Chairman Bruce Menin re-convened the meeting.

Bruce Menin announced that the Committee recommends a raise to Superintendent Dr. Marc Kerble of 1%, which amounts to \$1,650 – and a \$3,350 tax shelter annuity for him.

Motion

On a motion by Steve Cole and seconded by Stephanie Weaver it was

VOTED: To approve the 1% (\$1,650) raise for Superintendent Dr. Marc Kerble and the \$3,350 tax shelter annuity for him.

Motion Passed Unanimously

MOTION FOR ADJOURNMENT:

Motion

On a motion by Stephanie Weaver and seconded by Dan Koen it was

VOTED: To adjourn the meeting at 10:14 PM.

Motion Passed Unanimously