

**NEWBURYPORT SCHOOL COMMITTEE  
SCHOOL COMMITTEE MEETING  
Monday, October 15, 2012**

Newburyport High School  
Meeting Convened at 7:14 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 7:14 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 Cheryl Sweeney assumed chairmanship of the meeting.

**CONSENT AGENDA:**

**Motions**

**Warrants:**

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

**VOTED:** To approve, receive and forward to the City Auditor for payment the following warrant  
**\$220,356.11**

**Motion Passed**

**Mayor Holaday voted Present**

On a motion by Dan Koen and seconded by Mayor Holaday it was

**VOTED:** To approve, receive and forward to the City Auditor for payment the following warrant:  
**\$13,149.19**

**Motion Passed Unanimously**

**Minutes**

On a motion by Bruce Menin and seconded by Mayor Holaday it was

**VOTED:** To approve, receive and file the School Committee Meeting minutes of Monday, September 17, 2012.

**Motion Passed Unanimously**

**STUDENT ADVISORY COUNCIL REPORT:**

NHS Student Advisory Council member Julia Bradley reported on the following:

- Last Friday was "Pink Day" to highlight breast cancer – bagels from Abrahams were served
- Sophomore Semi Formal was held

- Parent Teacher Night was held
- Blood Drive was held
- PSAT's will be held Saturday
- Mock Election is upcoming
- The School Newspaper "Masthead" will be coming out.

**SPECIAL EDUCATION UPDATE:**

Superintendent Dr. Marc Kerble spoke of his special attention which he gives to the SPED Program. He stated how SPED was working in our school system and how it will continue to work. He will openly report to the Committee and to the public on an ongoing basis concerning SPED. He introduced Cindy Joyce, the Interim Special Education Director who stated she was overwhelmed by the support shown for education in Newburyport.

**Background Information:**

The Special Education Director resigned in early September and the Superintendent hired Interim Special Education Director, Cindy Joyce, to provide leadership and oversight of the Special Education department. Tonight's meeting is to update the Committee and the community on the status of the Special Education Department: personnel and services. School Committee members will have questions, comments, or suggestions regarding special education. The Vice-Chair and Superintendent will organize a working meeting to allow members to meet in small groups and discuss matters relating to Special Education. At the end of the working meeting, one member from each group will present the salient points and submit questions or concerns for the Superintendent to consider.

**Discussion:**

**Mayor Holaday** asked when you think your assessment period will be over – where challenges are – where we are doing well. Ms. Joyce stated we will be keeping programs going, grants, some global issues we need to address, program descriptions, and define programs so that all resources are working together. We have a set of standard protocols – implement it – roll it out so that every educator is working together as a team. She would welcome the opportunity to talk about things.

**Cheryl Sweeney** said we have an option – ask SPED teachers to join us to talk as a group or break into two groups as planned.

**Audrey McCarthy** said she is concerned that the public present gets a chance to speak.

**Steve Cole** suggested we move Public Comment up on the agenda.

The session at this point broke down into two groups – they will come back together at 8:15 PM. Spokesman for the two groups reported their discussion topics.

**Group #1 – Mayor Holaday** reported their discussion centered on the following:

- Intervention
- Looking at tier 2 interventions
- Alignment – what is going on in school
- Meetings being scheduled
- Modeling
- Fabulous recourses – must develop protocols
- Get timely information
- Reading – bringing back Wilson
- Literacy

- Chain of command
- Vertical alignment
- IA's
- Instructional assistants
- Professional development
- Delay in some services – being corrected

**Group #2 – Bruce Menin** reported their discussion centered on the following

- 100 students on IEP's
- 50-70 getting accommodations
- IEP's – included in mainstream classes
- Developing expertise in classrooms
- Obligated to serve to 22 years old
- Getting them ready for adult living
- Transition from 8<sup>th</sup> to 9<sup>th</sup> grade
- High School doing better job for post high school life
- Getting students into mainstream classes
- Autism
- Concern with ABA program – parents concerned with what is going to happen at High School
- Take a look at ad hoc recommendations (on web site)

Cheryl Sweeney asked Dr. Kerble – “What is our next step?”

Dr. Kerble stated that Ms. Joyce and Angela Bik will debrief. The next steps are already in place.

- We prioritized what needs to happen
- Next steps
- Timeline

We need to have descriptions, protocols in place – program in review will meet with Susan Craig.

**Steve Cole** inquired if the posting was closed. Dr. Kerble said tomorrow – there are about 25 applicants.

**PUBLIC COMMENT:**

**Rosanne Nercessian, 466 Merrimac St.**

**CONCERN:** She addressed Special Needs concerns from herself and other parents – plus suggestions.

**Melissa Cody, 71 Curzon Mill Rd. and Kim Spinney, 59 Phillips DR. (co-chairs of Parents Advisory Council**

**CONCERN:** They explained they are a bridge between families and administrations who work together in a positive way.

A short break was taken at this time –8:50 PM - meeting reconvened at 8:55 PM

**SUPERINTENDENT'S GOALS:**

**Background Information:**

The Superintendent developed four goals for the 2012-2013 school year. The Superintendent's Evaluation Subcommittee met to review the Superintendent's goals and suggested changes and revisions. The Superintendent submitted the revised goals to the subcommittee for further review. The Superintendent will review his goals for the full School Committee. The School Committee and Superintendent will follow the process cited below. The School Committee will focus on Cycle Step 1-3.

**Cycle Step 1: Superintendent’s Self-Assessment.** The superintendent conducts a self-assessment using the performance Standards and rubric, data about student learning, past progress on district goals (when available), the prior year’s evaluation and rating and other relevant evidence. Based on that assessment, the superintendent identifies at least two goals to propose to the school committee; one related to improving his own professional practice and one related to improving student learning.

**Cycle Step 2: Analysis, Goal Setting, and Plan Development.** During a public meeting, the school committee and superintendent review the proposed goals, key strategies, and benchmarks of progress 6. In consultation with the superintendent and with the objective of achieving mutual agreement, the committee revises, as needed, and adopts at least one professional practice and one student learning goal. In addition, the superintendent and school committee develop two to four district improvement goals with key strategies and benchmarks. Once adopted, the professional practice, student learning, and district improvement goals – with their key strategies and benchmarks of progress – become the Superintendent’s Annual Plan. The plan serves as a basis for assessing the superintendent’s performance.

**Cycle Step 3: Superintendent Plan Implementation and Collection of Evidence.** The superintendent implements the Superintendent’s Plan, with assistance from the committee, as appropriate, school committee members and the superintendent.

Cheryl Sweeney stated the Superintendent Sub-Committee met – the Superintendent has rewritten goals – submitted to Committee – now we need to open up discussion among members.

Dr. Kerble gave a capsule overview.

**Discussion:**

**Dan Koen** – regarding school visits – is there actual supervisor/supervisee time? Dr. Kerble – during that time.

**Dan Koen** asked when you do your walk through – are you with a team or alone? Dr. Kerble explained.

**Dan Koen** with new time – school visits – increased times – how is this being managed?

**Nick deKanter** said he is pleased with the thought and clarity of objectives. We need to develop benchmarks for time – set a good standard.

**Bruce Menin** said goals are very thoughtful/meaningful.

**Steve Cole** said regarding student learning – how are you going to show that? Dr. Kerble said several ways – he explained – he will memorialize notes from the meetings.

**Steve Cole** said coherency, shared vision, and collaboration, – pre-requisites to get this work done - commitment to get this work done – clearly define these things.

**Motion:**

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

**VOTED:** To approve the amended goals that the Superintendent provided to us.

**Roll Call Vote**

**Bruce Menin** - Yes

**Steve Cole** - Yes

**Cheryl Sweeney** – Yes

**Mayor Holaday** – Yes

**Nick deKanter** – Yes

**Audrey McCarthy** – Yes

**Dan Koen** - Yes

**Motion Passed Unanimously**

### **MSBA UPDATE:**

Mayor Holaday stated they are reviewing information, matching up, getting financing in order. There is a tremendous amount of work – documentation – was a great amount of work.

Dan Koen questioned Planning, in terms of Planning Board approving site plan. Mayor Holaday said there is a meeting next Wednesday – storm water management, abutters meeting, breaking ground in March.

### **SUPERINTENDENT'S REPORT:**

Dr. Kerble reported on the following:

- Science update: The Superintendent reported on lab work at the high school – a number of labs have taken place. Angela Bik reported the science department updated their curriculum maps this summer to be better aligned with the new standards.  
**Dan Koen** inquired if we had a grasp of complaints of stake holders in the Science Department. Ms. Bik said yes, absolutely. What are concerns? Curriculum – is it rigorous? Labs – do we have curriculum: Do we assess student work. Level of frustration.
- FL update: Dr. Kerble met with teachers today to discuss the Middle School Program.
- Music Update: The middle school schedule has caused a glitch in the opportunities for students to participate in the Jazz Band. He explained plans to solve the problem.
- Transition meeting: Brown-Bresnahan to the New Bresnahan: Superintendent mentioned the first of several conversations leading to a transition from the old elementary schools to the new elementary schools.  
**Bruce Menin** inquired at what point are you going to involve the community. Dr. Kerble explained
- Educator evaluation updates: All goals are due by October 15 and approved by November 1.

### **SUB-COMMITTEE REPORTS:**

**Policy** – Bruce Menin said they met Friday and winnowed down information regarding the Mission Statement. The current Mission Statement has outlived its life. Between now and June we will ask each school to develop their own Mission Statement. Once we get those we will align our vision to the visions of the schools.

#### **Motion:**

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

**VOTED:** To accept the Mission Statement as written without an attempt to add additional verbiage at the end of the first paragraph.

Draft Mission Statement  
Newburyport School Committee

Newburyport Public Schools prepare students to live successfully and meaningfully in the community and the world. The Newburyport Public Schools teach our students to collaborate, to creatively and critically think, and to effectively communicate.

Our schools provide safe and inclusive settings for all students: are academically rigorous with high standards for comprehensive curricula, and high expectations for student and staff behavior, growth and performance. We promote the social and emotional competence of all students, as well as their health and wellness. We engage the entire community in the education process.

**1<sup>st</sup> Reading Passed**

### **SUB-COMMITTEE REPORTS:**

**Joint Education** – has not met

**Communications** – Nick deKanter said they met this afternoon. Discussion centered on conversation with the public, higher ed, colleges and universities, 2013/2014 budget, January curriculum.

**NEF** – Cheryl Sweeney said there will be a meeting in November.

**Finance** – Steve Cole said they met and reviewed October enrollment, - gave figures; students not attending Newburyport schools – gave figures.

Mayor Holaday stated there is a various situation regarding finances.

Dr. Kerble said we need to take a hard look at our budget in the next two weeks.

It was stated that the new Library has increased visitation by three times. Steve Cole said we owe a vote of thanks for this.

**ADJOURNMENT:**

On a motion by Mayor Holaday and seconded by Steve Cole it was

**VOTED:** To adjourn the meeting at 10:02 PM.

**Motion Passed Unanimously**