

WOBURN SCHOOL COMMITTEE
REGULAR MEETING
June 17, 2019

A Regular Meeting of the Woburn School Committee was held on June 17, 2019 at the Joyce Middle School Conference Room, 55 Locust Street, Woburn, MA beginning at 7:00pm.

There was a moment of silence for former librarian of the old Golden school, Demetra Spanos.

ROLL CALL

Ms. Chisholm-Present, Ms. Crowley-Present, Mr. Demers-Present, Mr. Kisiel-Present, Mr. Metters-Present, Dr. Wells-Present, Chairman Mulrenan-Present

APPROVAL OF RECORDS

A motion was made to approve the school committee minutes from 5.28.19.
Motion was seconded, all in favor. Motion passed 7-0.

STUDENT REPRESENTATIVE REPORT

CITIZEN PARTICIPATION

There were none.

CITY COUNCIL LIAISON

Mr. Concannon was not present.

REPORTS/PRESENTATION OF SUPERINTENDENT & STAFF

Ratification of Contracts

The Administrative Assistants MOA has been signed by the union. The MOA has been given to the school committee for their signature.

Dr. Wells made a motion to approve the Administrative Assistants Contract

A motion was seconded, all in favor. Motion passed 7-0.

There was no one present to represent the custodian or cafeteria workers, so we could not vote on their contract.

Woburn Public Schools Logo Update

Superintendent Crowley updated the committee on the school logo.

Ms. Thifault spear headed this last fall. A copy of the logo was given to school committee members. This logo is not going to replace the tanner bull nor is this going to replace the city

logo. The intent of the logo is for playful items that represent the school system. The roll out was intentionally slowed down to ensure things are unfolding naturally.

This is a way to synthesize Woburn Public Schools.

Dr. Wells feels the logo should be discussed in policy to see who can use it. He appreciates the slow roll out. He feels it is a good addition to other things that represent the school system.

Mr. Kisiel thought the presentation was about branding, and branding usually means there would be one logo that represents Woburn Public Schools. Dr. Crowley commented that the logo would go on Woburn Public Schools letterhead. The idea is to brand the Woburn Public Schools without taking the identity of the other schools away.

Dr. Wells commented that these things can be worked out in a policy subcommittee.

Ms. Crowley commented on Ms. Thifault's previous presentation on this logo and said she was very emotional and a lot of hard work went into the creation of this logo.

Superintendent Evaluation

Chairman Mulrenan wished everyone a happy summer vacation, and for those staff retiring he wished them all a happy retirement. He went on to thank the committee members for their timely manner of the evaluation process, and thanked the Superintendent for his efforts in putting together this instrument to support the evaluation. One of the most important functions as school committee members is to evaluate the Superintendent and share our findings with the community. Overall, the School Committee had 5 people assign the Superintendent Proficient, and 2 members selected Exemplary for the 2018-2019 school year. Chairman Mulrenan went into specifics. There were 3 goals that were asked for the Superintendent to be evaluated on. Professional Practice, Student Learning, and District Improvement Goals.

Professional Practice: 3 members said the Superintendent met this goal, and 4 members said it was exceeded.

Student Learning: 1 member said significant progress, 5 members indicated the goal was met and 1 member indicated the goal was exceeded.

District Improvement: 1 member said significant progress, 3 members indicated the goal was met, and 3 members indicated the goal was exceeded.

There were four Standards.

Instructional Leadership: 3 members said proficient and 4 members indicated exemplary.

Management & Operations: 5 members said proficient, 1 member indicated exemplary and 1 member indicated needs improvement.

Family & Community Engagement: 3 members said proficient and 4 members indicated exemplary.

Professional Culture: 1 member said proficient and 6 members indicated exemplary.

Mr. Mulrenan opened up the floor for comments.

Dr. Wells started off by saying it was a pleasure to rate the Superintendent, and he has done a very good job. He has made significant progress in the school atmosphere, school curriculum and excellent hires. The Special Ed budget issue revealed a breakdown in communication. Administrative staff needs to know that they can bring bad news/mistakes to the Superintendent, and they also need to take responsibility for errors. Dr. Wells would like the Superintendent to ensure that the School Committee is made aware of the issues as they come about. Overall a very good year for the Superintendent and school system.

Mr. Kisiel feels the Superintendent has put together a great team and is working towards making huge strides. Those results will be seen soon. His attitude towards students, families & staff has improved the overall morale. In his dealings with the Superintendent, Mr. Kisiel feels the Superintendent is always looking at the positive things and how we can build on things that need improvement. Superintendent Crowley doesn't just throw money at it; he finds ways to save but still maintains a professional feel and an educationally sound system. He truly is trying to make Woburn a place we can all be proud of and give the best education for all the students. Mr. Kisiel enjoys working with Dr. Crowley and is looking forward to his future with Woburn. Ms. Crowley noted the following positive things: She observed the successful implementation of instructional rounds, a non-evaluative community-based exercise in which peers learn from other peers in an education setting. She noted that they were being implemented at Malcolm White Elementary School despite there being a new principal.

Ms. Crowley observed the hiring of curriculum coordinators in Guidance, Science, Math, and higher level ELA; which was a change in the way in which we deliver instruction in the Woburn Public Schools. The hiring of the School Adjustment Counselors in every building was not just hiring but a concerted attempt in the school district to improve the social-emotional learning for all learners and the school committee just heard that we standardized this across the entire district, including the hiring of an Assistant Superintendent of Student Services. This was a huge success for the Woburn Public Schools. We are now offering therapeutic services in the summer. On April 2, 2019, there was a presentation at the Woburn Public Library of the curriculum coordinators. They were available, they were engaged, they were enthusiastic, and they were happy. This was a great way to demonstrate to the outside community about what is happening at Woburn Public Schools. The creation of the Strategic Plan, which was done over several months, included many people, including parents and community members, the Boys and Girls Club. On May 5, 2018, a group met all day at the Malcolm White to just talk about what the vision of the Strategic plan should be. During contract negotiations, Ms. Crowley observed Dr. Crowley to keep his demeanor cool and positive. He clearly has the respect of the teacher's union. Dr. Crowley is open in central office, he holds himself as a collaborative and transparent leader. Ms. Crowley observed at least 10 occasions when other educators (including school committee members) flop into his office without an appointment, and he welcomes each and

every interaction and that sets the tone for the entire district. Dr. Crowley sees his colleagues as experts and defers to them when he does not know the answer. He does not have an ego. He is able to work together because he does not see the Woburn Public Schools as all about him. When faced with safety issues, Dr. Crowley was observed to quickly respond and coordinate with law enforcement, and he addressed the public as soon as he possibly could. Dr. Crowley has attended community events that have nothing to do with education in Woburn, just to show his dedication to the community.

Ms. Chisholm was next to comment and started by saying that with the situations that have taken place this past year, Superintendent Crowley was upfront and honest with not only the parents of students either involved in our school system, but with the public as well. This resulted in high accolades from members of our City. Superintendent Crowley has engaged the community and individual stakeholders with hiring administrators and fully supports the schools as part of our “transparency” goal. Many, many people have said how much that has improved and it is much appreciated. Even though families may not 100% agree, the fact that time and attention is given to students, staff, and families is so appreciated. The leadership that was shown during what could have been a complete backward turn in our Strategic plan was handled by the entire Administration team as anything short of amazing to get our budget approved this year.

Mr. Demers stated that Dr. Crowley hit the ground running during an atypical transition mid-year. His efforts and collaborative work with administrators have shown strong staff buy-in and increased engagement. Our Blueprint for success and constant efforts to modernize Woburn Public Schools has positively impacted our school culture. It is always good to put out areas of improvement. One area for improvement is communication. Mr. Demers feels this is something we can all get better at, no matter what status level we are at in our professional careers. The district needs more efficient communication protocols. Who is to be communicative with folks about what. One of the things Mr. Demers has been impressed with is not only with the transition at the top, but we are having a full fluid transition across the district. Whether it is instructional leadership, management, operations or staff across the district has been an influx. Mr. Demers feels you wouldn't have seen this much from most Superintendents. Having served as chairman last year, Mr. Demers got to see a more in-depth of Dr. Crowley's everyday operation. Dr. Crowley has had a great start as the district's Superintendent and has been great to work with.

Mr. Metters began his comments by saying Dr. Crowley and the Woburn Public Schools have had a strong year. The respect that the faculty and staff have for him is quite evident. The bonds of personal and professional trust that he has established have and will serve him and the system well moving forward. With key personnel and important systems in place, we should fully expect to see real measurable progress for our students moving forward. Mr. Metters respects

Dr. Crowley's personal integrity, professional ethics and high expectations of his own work and the work of others. His vision and leadership, when combined with these traits, are a powerful combination. Mr. Metters feels fortunate to have Dr. Crowley and our Superintendent.

Chairman Mulrenan wanted to indicate the actual rating system the school committee used as presented to them.

Under Step 1: Progress Toward Goals, the opportunity for grading system was as follows.

Did Not Meet Some Progress Significant Progress Met Exceeded

Under Step 2: Assess Performance on Standards, the opportunity for grading system was:

Unsatisfactory = Performance on a standard or overall has not improved following a rating on *Needs Improvement*, or performance is consistently below the requirements of a standard or overall and is considered inadequate, or both.

Needs Improvement/Developing = Performance on a standard or overall is below the requirements of a standard or overall but is not considered to be Unsatisfactory at the time. Improvement is necessary and expected. For new superintendents, performance is on track to achieve proficiency within three years.

Proficient = Proficient practice is understood to be fully satisfactory. This is the rigorous expected level of performance.

Exemplary = A rating of *Exemplary* indicates that practice significantly exceeds *Proficient* and could serve as a model of practice regionally or statewide.

Overall Goal:

Unsatisfactory Needs Improvement/Developing Proficient Exemplary

Chairman Mulrenan stated that Dr. Crowley has been a great example of going above and beyond. Not just for the students, but for the staff at all different levels across the district. Especially for the families and the community of Woburn overall. During his short tenure with the Woburn Public Schools, Dr. Crowley's efforts to help move the district forward as indicated through the Strategic Plan, Chairman Mulrenan found his overall performance exemplary. As the current chairman of the school committee, Mr. Mulrenan has had many dealings with the Superintendent that are more involved and detailed at times. Mr. Mulrenan ended by saying it has been his pleasure to serve with Dr. Crowley and this school board at this time.

Chairman Mulrenan opened the floor up to Dr. Crowley.

Dr. Crowley started off by thanking the committee for its guidance this year. One of the themes that he heard from the feedback this evening is "team". Dr. Crowley feels very fortunate to have an amazing leadership team. He thanked Ms. Sprague and Dr. Baldassarre for all of their work.

He sees the amazing work they do behind the curtain, which also goes to Mr. Elia and his department. His principals day in and day out handle any number of issues and ultimately the teachers are doing amazing things with our kids. Dr. Crowley feels so fortunate to be the Superintendent of an amazing community. The budget was tough, but the way the community rallied around that issue was remarkable. He looks forward to improving, it is a constant state of reflection as an educator, and there are great things ahead. Dr. Crowley ended by saying he would continue to work hard every day to serve the people in Woburn at the best of his ability.

Vote for SC Representative for Fall Conference

Dr. Wells made a motion to appoint Mr. Kisiel as a delegate to the MASC Fall conference coming up in November.

Motion was seconded, all in favor. Motion passed 7-0.

Mr. Kisiel brought up the Resolution topic that will be presented at the conference.

We will have time to discuss this in September.

Dr. Wells feels we need input from the Administration.

Lease of the Goodyear and Hurld Elementary Schools Roof for Solar

The committee previously voted to allow the Superintendent to vote on the Joyce lease.

The Mayor wanted to add an addendum to that lease and add Goodyear and Hurld Wyman.

Dr. Wells said the Mayor is going to do the negotiations about prices, this is to ensure there is no disruption in our schools.

Dr. Crowley stated this will not disrupt the educational process.

Dr. Wells made a motion to authorize the Superintendent to enter into negotiations regarding the implementation of solar panels for Goodyear and Hurld Wyman.

Motion was seconded, all in favor. Motion passed 7-0.

SUBCOMMITTEE REPORTS

Finance Subcommittee

Dr. Wells said the finance subcommittee met on June 12, 2019.

A list of bills were reviewed and were found to be in order.

A motion was made to approve the list of bills.

Motion was seconded, all in favor. Motion passed 7-0

The committee reviewed the balance of accounts.

A motion was made to approve the balance of accounts.

Motion was seconded, all in favor. Motion passed 7-0.

The committee was informed that there will be an increase in pay for paraprofessional and cafeteria workers going along with the state increase for minimum wage.

Mr. Demers made a motion to table the remaining subcommittee reports due to the short time frame between the last meeting.

Motion seconded, all in favor. Motion passed 7-0.

Resource Subcommittee

Personnel Subcommittee

Curriculum and Professional Development Subcommittee

Policy Subcommittee

Student Services and Achievement Subcommittee

Subcommittee

CORRESPONDENCE

Mr. Metters said the first annual Hall of Fame event was held last Saturday night.

There will be a significant list of names in the newspaper.

300 people were in attendance. The inaugural committee was led by Maureen Willis.

A special thanks to all the folks who got this off the ground: Paul Andrews, Jessica Callanan, Jim Duran, Edward Maguire, Michael Martini, Meghan Patrissi, Don Queenin, Brian Teague and Maria Zeqo.

There is going to be some momentum behind this going forward.

All funds will support the WCEF and WMHS.

You can go to the WCEF website to make a tax-deductible donation.

Dr. Wells commented that a lot of the inductees spoke of when they were athletes, and they really felt they were representing the community and of the support they received from the community.

Dr. Wells wants to keep instilling that our school system represents our community and our school system supports our community. Emphasize the role the school system plays in our community and the role the community plays in our school system.

Mr. Metters made a motion on behalf of the Woburn Public Schools to send a thank-you letter to executive director Maureen Willis and to members of the inaugural committee.

Motion was seconded, all in favor. Motion passed 7-0.

UPCOMING EVENTS

FUTURE AGENDA ITEMS

EXECUTIVE SESSION

There were none.

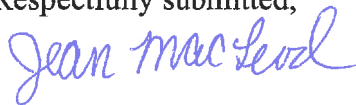
ADJOURNMENT

Dr. Wells made a motion to adjourn.

Motion was seconded, all in favor. Motion passed 7-0.

Meeting adjourned at 7:40 p.m.

Respectfully submitted,



Jean MacLeod

Recording Secretary