

WOBURN SCHOOL COMMITTEE
REGULAR MEETING
May 28, 2019

A Regular Meeting of the Woburn School Committee was held on May 28, 2019, at the Joyce Middle School Conference Room, 55 Locust Street, Woburn, MA beginning at 7:00pm.

ROLL CALL

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

Chairman Mulrenan introduced Mr. Matthew Frizzell. Matthew is a grade 8 Joyce Middle School Honor Student. He is working on his Communications merit badge with the Scouts. His last requirement is to attend a public meeting, and he chose the school committee to give a report on different viewpoints given on a single topic. Matthew and his troupe are also involved in Relay for Life.

APPROVAL OF RECORDS

A motion was made to approve the school committee minutes 4.22.19.
Motion was seconded, all in favor. Motion passed 7-0.

A motion was made to approve the school minutes of 4.30.19
Motion was seconded, all in favor. Motion passed 7-0.

STUDENT REPRESENTATIVE REPORT

Mr. Ryan Qualey was not present.

CITIZEN PARTICIPATION

There were none.

CITY COUNCIL LIAISON

Mr. Concannon was not present.

REPORTS/PRESENTATION OF SUPERINTENDENT & STAFF

Spectrum Club

Ms. Gretchen Pollard-Ramos, Interim Spectrum Advisor and Students came to share updates about the Spectrum Club. The Spectrum club has been a club for 16 years. In the beginning it was small and has grown to 30 members. Their student board has grown and is fantastic. The

board is made up of students in grades 9-12. The club members created their first logo this year. It is a picture of the face of the tanner bull with rainbow sunglasses.

One of the students asked the committee members to reflect on the following questions.

What do you think caused your heterosexuality?

When and how did you decide you are heterosexual?

Does your family know you are straight? If not, why haven't you told them?

Is it possible your heterosexuality is a phase?

Are you able to trust a straight teacher?

These are some questions members get asked quite often in the community.

The members continued with the presentation with some things they have done this year.

They honored awareness days such as national coming out day, spirit day, and a day of silence.

They attended the first annual Connections Conference. This is a social justice workshop for students, teachers, and administrators to talk about issues of bias, privilege and how we can work together to make our communities a better place for everyone. There were 30 schools present and 400 attendees. This was a free conference, and they were able to use the Boys and Girls Club van for free transportation. The Community Gala was held for the first time this year at WMHS. This was their own inclusive prom as many members do not feel comfortable going to prom with dates. Students from 11 high schools attended. There were around 150 attendees and 30 staff members.

On Saturday, June 1, 2019, the Spectrum Club will host the LGBTQ PRIDE OPEN MIC at the Woburn Public Library. 2:15 PM — Pride Flag Raising and 3:00 PM — Pride Open Mic. The club went on to talk about the changes they are hoping to make for next year.

They are hoping to have Spectrum in the middle schools. They feel that middle school students need a safe place too. The Spectrum club would like to have summer meetings, so they have somewhere to go and to be with each other in a safe place. They are planning to meet at the Library. Ms. Pollard-Ramos spoke of one of the things she would like to do. She would like to host an EPIC meeting; Educators and Parents In Conversation. Melrose is currently hosting a satellite location for meetings and Ms. Pollard-Ramos is hoping to possibly have a meeting over the summer at the Library to see if there is an interest. It is for parents to meet others who understand. There are LGBTQ headed households and families who have LGBTQ children. It would be a place where educators could come in and join the conversation. The Club would also like more awareness of days that are important in the LGBTQ community such as ALLY WEEK, Transgender Day of Visibility, and World AIDS Day, and Breaking the Silence. These are important to show representation for those who need it. They would like to attend the DESE Mass. Gender Sexuality Alliance (GSA) Leadership Council meetings. DESE has them monthly. 10:00 am — 1:00 pm. They would like to meet other groups and see what other school systems are doing. Transportation to attend these meetings is an issue. They would like one gender neutral bathroom in all schools to ensure students are safe. Some students don't feel comfortable going to the bathroom of their gender. The Spectrum Club would also like to have Inclusive Books in all elementary schools. It is important to show something all kids can relate to and to

show awareness to others. Some books recommended are Heather Has Two Mommies, King & King and Love makes a family. The students feel the staff would need some professional development to understand what they are going through. Ms. Pollard-Ramos would like to do some professional development and feels there is a lot she can do without spending a lot of money. The Dept. of Education provides professional development for free. There is a lot we can do that would not require a lot of money to implement. It would make a big difference for a lot of students. For more information and to follow what the club is doing they do have a twitter account and website. Twitter: @WMHS_Spectrum

<https://sites.google.com.woburnps.com.spectrum>

Mr. Kisiel asked what specific changes they would like for next year. Ms. Pollard-Ramos responded changing bathroom signage. Right now there is a bathroom in the main office and in the nurse's office. They were invited to a conference at UMass Dartmouth but could not go because transportation is an issue.

Another change would be having a Spectrum Club at the middle school.

Mr. Kisiel commented on the books for all the family dynamics and feels this is important.

Ms. Crowley told the group how proud she is of them, and they are doing tremendous work.

Flying the gay pride flag is a first, and she commended them on the progress they are making.

Mr. Metters thanked the group for what they are doing and for coming tonight. He told the group to put their requests in priority order to make them work quickly and effectively integrate those suggestions and make them real. He will find a way to get them done. Resources are tight but the committee will identify community resources to get things done and get them done well.

Ms. Pollard-Ramos added another item to her wish list, if possible to get safe space stickers for teachers to put on their door if they choose to.

M. Chisholm commended the group for their strength. To publicly speak is tough but to come out on a personal level and fight for what we all know is the right thing to do is something to be proud of and their parents should be proud of them.

Mr. Demers commented that the kids inside our buildings are the most accepting in our school system. He told the group not to hesitate to reach out to the committee members for anything they might need.

Dr. Wells is concerned about the school committee getting involved in picking text materials and trying to micromanage. We are a supportive board but boards change over time.

Mr. Metters wanted to clarify that these suggestions would be sent to the various subcommittees.

Dr. Baldassarre would like to see this group be able to attend those workshops and meetings they have been invited to. He will be speaking with the Superintendent in the morning.

Superintendent Crowley thanked the Spectrum Club for attending the meeting tonight, and he is looking forward to great things. It is awesome what they are doing. He thanked them for living out one of the main objectives which is equity for all students.

A motion was made to take the agenda out of order to take the Plans for the Class of 2019. Motion was seconded, all in favor. Motion passed 7-0.

Plans for the Class of 2019

Ms. Rosemary Donovan, Guidance Curriculum Coordinator presented the data to where this years seniors are going after they graduate. This year the guidance counselors met with each student individually and did the exit survey with them. They felt the integrity of the survey needed to be kept and by doing it this way the data would be solid. 349 seniors will be graduating. 54 of those students will be attending a 2 years school. For many of our students this is a financial decision and Ms. Donovan feels this is a wonderful one. If a student goes to Middlesex or Bunker Hill, they can do so for short money and do just the basic math, english, science, social studies; the liberal arts courses. Then if they have a 3.0 or better they automatically get accepted into our state schools at a discounted rate. Their loans when they graduate are much less. We have about 15% of our students going to a 2-year school. We have 62.5% going to a 4-year school, 2 students going into apprenticeship programs, 19 students will be going to a career ed or a vocational school and 8% going straight into employment. This is a piece Woburn is trying to improve on. We want to match the student with a career instead of just a job. We are going to try harder to do some outreach. 4 students will be going into the military. 2 students got into Harvard one of those decided go to BC for their exceptional nursing program. We have BC, BU, Bryant, Clark University, Endicott College, Fordham, LaSalle, Merrimack, NorthEastern. Many of our students are going to all of our state schools. We also have students going to our trade schools, Peterson School, Empire Beauty.

We need more career focused things for our students at Woburn High. The guidance department would like the school committee to look at the 4×4. Our students have to take 4 years of math, english, science and social studies. Most other schools do not have a 4×4, it is an option. Ms. Donovan feels our students would benefit from taking a vocational class such as carpentry or electrical if they are not interested in a 4-year school.

Dr. Wells asked Ms. Donovan if this is not going backwards. She said absolutely not. We are still offering our AP courses. Winchester and Concord-Carlisle do not have a 4×4. Ms. Donovan said when we have 62% of our students going to a 4 year that means we have almost 40% of our students that we are not giving them the best of what we could be giving.

Dr. Wells feels they want an educated workforce. It is an area for discussion.

Ms. Chisholm has a concern of changing things for kids who are late bloomers. She applauds the kids who are going into the military and commends those going to trade schools. She would recommend going to a 2-year school first; their loans will be less.

Mr. Demers is in support of the 3×3. He appreciates looking outside the box.

With comparison to other school districts, we need to have a broad look at that issue. Mr. Demers mentioned he heard rumblings at the state level about state schools going to 3 year Bachelors and 5 years Masters programs.

Mr. Metters wanted to make sure his numbers add up and went over this with Ms. Donovan

62% going to 4year college

15% going to 2year college

8% going directly into employment

5.5% going into career tech

1.1% going into military

3.4% as other, that is an option for the student if they are unsure of what they will be doing

.6% is for students taking a gap year

.3% attending prep school

.3% attending other schools

.3% attending a non US college

A motion was made to return to regular order of business.

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

Elementary School Improvement Plans

Ms. Maloney presented her plan for the Hurld Wyman.

Goal 1: Hurld Wyman Community Engagement: Plan at least 3 events at the Hurld Wyman Community in year 1 of the merge.

This is the first year in their new building. They are building a school culture and climate of inclusiveness to continue to merge two school communities. In August, they started giving tours of the new building to students, families, parents and community members. In November, they had a dedication ceremony. This brought together school committee members, city council members, Mayor Galvin and the team that helped to get Hurld Wyman opened on day 1; Dinisco Design, MSBA and CTA the construction company. A beach party was held at the Hurld Wyman in February; Family Night “Beach Your Winter Blues”. There were 350 attendees.

Goal 2: Narrative Writing: At least 90% of students will increase at least 1point on average Traits writing scores by June 10, 2019, as measured by Traits Writing rubric at each grade level. This is a work in progress at this point. This is a growth based goal. Everyone is able to make some growth. Another part that made this successful is the creation of the Instructional Leadership Team to do peer visits.

Goal 3: Technology building: Teachers will effectively utilize new building technology and layout as part of daily practice as measured by increase comfort ability and increased daily usage.

Hurld Wyman staff now has 1 laptop cart of 25 per grade level as well as an additional cart of 25 by floor. Project areas outside grade level clusters and breakout spaces are new layouts for teachers to utilize for small group instruction and fluid grouping. In September teachers were trained on Epson projectors and had training on the microphone system. In October a survey was sent to teachers to gauge their comfortability of new materials. A follow-up survey will be

taken in May. A Literacy was set up in March. Teachers are signing out books using Google Sheet document. Post evaluation meetings are ongoing.

Goal 4: Social Emotional Support: Expose students to the Zones of Regulation, increase social skill capacity, peer relations, and provide social emotional support in individual classrooms. New full time adjustment counselor position in each elementary building. Students/staff/lunch monitors have been trained on Zones language. Zones of Regulation Posters have been posted in each classroom. The adjustment counselors have monthly visits to each classroom. This has decreased behavior referrals/social issues. Ongoing throughout the school year is Partner with Therapy Dogs International (TDI) for biweekly classroom visits. Classes completed “compliment cards” for displaying great behavior to earn chance for a visit. In May the 5th graders wrote persuasive essays to decide on the Hurd Wyman Mascot. Once completed the whole school voted in late May and in June the school Mascot will be presented to the school.

Hurd Wyman School Improvement Plan Next Steps for 2019-20 School year:

1. Communication — based on feedback for the spring survey
2. Safety — based on feedback from spring survey (traffic flow/dismissal)
3. Content Specialist collaboration for school wide academic goal based on end of year data (DIBEL, DRA, Traits)

Dr. Wells asked Ms. Maloney to think about ways to communicate the traffic flow to the neighbors to let them know what will be happening in the Fall.

Ms. Crowley commented that the Hurd Wyman is a wonderful school and that Ms. Maloney does a great job communicating and the parents get weekly newsletters from her.

Mr. Kessarlis presented for the Goodyear.

Goal 1: Student Growth — Reading: All students will have a specific end-of year reading goal and will be tracked through benchmark assessments and progress monitoring to show how the goal is met. A school schedule that prioritizes ELA & intervention blocks with support staff has been implemented. Consistent bi-monthly meetings have been put in place to plan and support student reading goals. Additional resources have been purchased including a leveled book room.

Goal 2: Professional Practice-Rubicon Atlas: Provide students with multiple, authentic, varied, and curriculum-embedded formative, summative, and performance assessments. During the 2018-2019 we have been utilizing the Rubicon Atlas curriculum tool to guide teacher pacing and improve vertical/horizontal alignment between courses. Modules in the Performance Task PD with Jay McTighe through defined Learning have been completed. The Goodyear team developed a performance task using the Defined Learning template. Meetings have been scheduled with staff to collect feedback on Atlas.

Goal 3: School Improvement — Social Emotional Student Support: Provide effective leadership and collaborative structures to ensure adequate levels of professional support and accountability

for student learning. By June 2019, GAIN program staff and other priority staff will complete training in TCIS with ongoing support for establishing the structures needed to implement the program school-wide. In October 2018 the training was completed. Mr. Kessarlis met with staff weekly and monthly as required for student behavior documentation. Monthly clinical meetings with special education staff and classroom teachers were held.

Goal 4: School Improvement — Instructional Leadership Team: Provide effective leadership and collaborative structures to ensure adequate levels of professional support and accountability for student learning. Mr. Kessarlis will continue to participate in the school's instructional leadership team to establish school-based practices and high expectations through a collaborative process. There has been a focus on growth mindset in the classroom by distributing resources. (i.e. summer reading book) Monthly meetings to plan school-based activities have been scheduled.

School-based activities have been used at monthly staff meetings.

Mr. Metters asked Mr. Kessarlis with the addition of more music and art to the schedule for next school year; what is he hoping to see happen. Mr. Kessarlis is hoping this will give teachers more time to collaborate and more time to work on our district and school initiatives.

Ms. Maloney commented with the increase in the specials, the teachers are going to be able to have grade level planning time and more meetings with the ILT.

Mr. Wells said the kids love music and art and having more is great. He gets to observe his art classroom and there is a lot of cross curriculum in the lessons that brings them alive.

Ms. Crowley asked Mr. Kessarlis about this Reading goal and if he was able to do his ELA Intervention Block this year. Mr. Kessarlis said yes, it took a while to figure out the right kind of scheduling this year. In January, they had something that worked out and going into next year they are going to have a schedule that will be consistent and aligned.

Mr. Wells presented his school improvement plan for the Linscott.

Goal 1: Equity for All Students — Ensure equitable access to high quality instruction that addresses the needs of all learners. Mr. Wells will support and guide teachers to develop targeted, tiered instruction to be delivered during the Reading E/I blocks to meet the needs of all students. This will be evidenced through observation, grade level meeting notes and agendas, student assessments scores, and through the number of student referrals for special education over the course of the year. A schedule has been built that supports a tiered approach for effective E/I blocks. Consistent bi-monthly meetings to plan and support E/I blocks have been held. Instructional Practices have been defined to staff to best support tiered instruction that everyone has been using.

- Goal 2: Professional Practice — Provide effective leadership and collaboration structures to ensure adequate levels of professional support and accountability for student learning.

Mr. Wells provided quality, content-aligned feedback (specific, timely, actionable) to all educators. He regularly engages with educators in conversation to reinforce effective practice. He provided clear next steps and support for improvement from one performance level to the next, as well as subsequent monitoring and follow-up observations. Mr. Wells celebrates and shares effective practices and strategies with his staff. He completes three classroom walkthroughs per week followed up by one to two solid classroom observations with quality feedback using the “What good teaching looks like at the Linscott” and the teacher rubric.

Goal 3: Consistent & Rigorous Curriculum — To increase student achievement by providing authentic learner-centered experiences through aligned, consistent, and rigorous curriculum with assessments that will allow students to demonstrate their understanding and prepare them for future success. Mr. Wells used the performance task review criteria to measure progress. The Rubicon Atlas performance task style guide was reviewed. Grade 5 STEM standards were also reviewed. A performance task was produced.

Goal 4: Professional Practice — To hire and support all educators to utilize data, professional development, and collaboration to continually adapt their practice to best meet the needs of all students. Mr. Wells has provided effective leadership and collaborative structures to ensure adequate levels of professional support and accountability for student learning. He has discussed topics of interest with staff. Scheduled meetings and produced meeting norms.

Ms. Crowley asked each Principal what is the after school programming at each school.

Hurd Wyman: Project Learn from the Boys and Girls Club onsite.

In addition to that they have some school based after school programming that is not consistent for the whole school year but could be Hurd Wyman Drama or after school Fun Fitness.

Linscott: Project Learn from the Boys and Girls Club onsite. They also have some after school activities that are produced by the teachers. Mr. Wells does YES hours after school with 15 -20 students.

Goodyear: They run their own after school programs in 6 week successions. The classes vary throughout the year. They have LEXIA as an after school class. They also run a before school program. The Goodyear also has buses that go to the YMCA sites at the Joyce and the Malcolm White and has a bus that goes to the Lutheran Church for after school programs.

Dr. Wells made a motion was made to accept all school improvement plans as presented this evening.

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

Lease for the Public Media Center

The 10-year lease with the Woburn Public Media Center has expired.

Dr. Crowley said they are a great partner and a resource to our students at the high school.

The Nurse Leader position will be discussed with the union and Dr. Crowley.
Special Education Out of District Coordinator position, this position had money within our budget.

HR Director Judi O'Neil is now the sexual harassment officer that Mr. Duran once held. She will be attending classes.

Reeves principal position, interviews have been set up.

Interviews will be set up for the new Special Education Director.

Curriculum and Professional Development Subcommittee

Mr. Demers said they met on 5/23/19.

The ongoing review with the middle school programming was discussed. The review team; outside consultants, have been meeting with principals, administrators and curriculum coordinators. A report will be revealed sometime mid-summer. One of the key components is ensuring equitable practice amongst both middle schools. There was a request made to look at different types of scheduling systems.

They talked about the music curriculum throughout the district. There were some concerns brought to the committee's attention by a student in our district. We were seeing a reduction in the number of students with an interest in music. Some shifting in personnel was conducted. Right now we have a high school band teacher; at the middle school level we have a split position and at the elementary school level we have 2 teachers. The approach that will be taken next year will be the same at the high school; rather than a split position at the middle school we will have a 3/5ths teacher and the high school band teacher will be teaching in a co-teaching model. The elementary level will go from 2 teachers to 4 teachers.

Professional development was touched on and our coordinators have been able to get into the classroom, have discussions with teachers, provide active training and new methods.

Briefly discussed the elementary retention policy. The leadership is looking at that.

Talked about the elementary school handbook, hoping to get to our attorney by June.

They are discussing having a link on the school website for the handbook.

Policy Subcommittee

Ms. Crowley said they have not met.

Student Services and Achievement Subcommittee

Mr. Metters said they are looking to meet next Wednesday, May 8th at 8:00am.

Dr. Wells asked if his subcommittee could look at the discipline rates.

Mr. Metters asked the Superintendent if there is updated data.

Dr. Crowley said the end of year report will be submitted once the school year ends, and we are going to work more strategically in the collection of data. We will be collecting our own data internally, so we can make decisions in real time.

Ms. Chisholm asked if there were any changes made to the lease. Dr. Crowley answered no. Mr. Kisiel asked what date the lease will begin and for how long. Dr. Crowley answered the lease will begin now and it will be a 10-year lease agreement.

Dr. Wells made a motion to approve and renew the Lease with the Woburn Public Media Center. The motion was seconded, all in favor. Motion passed 7-0.

SUBCOMMITTEE REPORTS

Finance Subcommittee

Dr. Wells said a meeting is scheduled for tomorrow.

Resource

Mr. Kisiel said they met on 5.16.19

Water testing is in process across the district. Herbicide and landscaping is being done at the Hurld Wyman. The punch list for the Hurld Wyman is ongoing but almost finished.

The Malcolm White playground was next on the agenda and two parents talked about Kaboom and the \$50K grant which has some stipulations with it. \$8,500.00 upfront money to show buy in from the school district, soil testing and removal of the old playground. More information will be needed for the project. A Hurld Wyman buddy bench, which is a non-permanent bench, is being donated by the Dabrieo family. Principal Maloney is all set with that. A sensory wall will be installed inside of the Hurld Wyman, there is no approval needed from the school committee. Mr. Metters asked if there was any update on the Bank/Credit Union situation at WMHS? Mr. Elia and Principal Callanan had a meeting with two representatives from the Credit Union. Principal Callanan wants to talk to her business department who currently deals with Rockland Trust. Mr. Elia is waiting to hear back Ms. Callanan to see if they do or do not want to make a change. If they do want to make a change, we have to notify Rockland Trust by July 1st per contract.

Ms. Chisholm said if the administration decides to make a change she wants to see what we have from Rockland and what we will be getting from the Credit Union. She wants to compare apples to apples to see what they are offering us. Ms. Chisholm said Rockland has done a great job, they have hired our kids, and they have donated their time within the community.

Dr. Wells asked for clarification on the role of the school committee as he thought the committee was leaving it up to administration.

Ms. Chisholm feels the committee should have a say in this if something is going to change that would affect the community too. She wants to be involved in the conversation.

Personnel Subcommittee

Ms. Chisholm said they met on May 15th.

They discussed the reduction of the Interventionists and replacing with Content Specialists.

Communication and Community Relations Subcommittee

Chairman Mulrenan said they have not met.

Next week's scheduled budget hearing with the City Council will be June 6th with a start time of 6:30 PM for the members who would like to attend.

CORRESPONDENCE

UPCOMING EVENTS

Graduation will be held on June 2, 2019.

FUTURE AGENDA ITEMS

Mr. Demers would like the Superintendent to present his evaluation indicators and evidence to the school committee on June 11, 2019.

Chairman Mulrenan, Mr. Demers and Mr. Kisiel met with the Superintendent to look at options for an evaluative tool. They realized that due to the fact that Dr. Crowley is still in the new superintendent protocol, this is something they had a footprint for and did not need to reinvent the wheel. In similar fashion to previous evaluations that this committee has conducted, Dr. Crowley has been asked to provide the standards, indicators and proof of evidence and then at the end of that the committee will be using the standard DESE new superintendent evaluative tool. There have been updates made to the DESE standards in 2018. The tool seems like it is a pretty simple rubric.

Ms. Chisholm asked to have all contracts ready to be signed.

A motion was made to move our second meeting in June to June 17th at 7:00pm.

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

Dr. Wells' authorization of the finance subcommittee to authorize bills for the summer.

Dr. Wells would like to have a discussion of a resolution in the Fall.

Mr. Kisiel would like to vote on the delegate to send to the MASC fall conference.

EXECUTIVE SESSION

There were none.

ADJOURNMENT

A motion was made to adjourn.

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

Meeting adjourned at 9:42 PM.

Respectfully submitted,

Jean MacLeod

Jean MacLeod

Recording Secretary