

**IPSWICH SCHOOL COMMITTEE MEETING
SEPTEMBER 18, 2014
MIDDLE/HIGH SCHOOL ENSEMBLE ROOM**

OPEN SESSION

CALL TO ORDER

Chairman Hopping called the meeting to order at 7 p.m. with the following members present: S. Player, J. Bauman, and H. O'Flynn. Also present were Superintendent Hart, and Finance Director Cuff. Mr. Hopping announced that S. Gresh was teaching at Northeastern University, F. Krason was out of town, and C. Nylen would join the meeting (at 7:15).

READING OF DISTRICT MISSION STATEMENT

Matthew DiBello, Ipswich High School Student Representative, read the Mission Statement.

ANNOUNCEMENTS

Mr. Hopping read the following announcements:

Executive Session will be held this evening to discuss strategy with respect to and in preparation for collective bargaining with IEA and AFSCME

Communications Subcommittee will meet on September 19, 10:30 a.m.,
Payne School Conference Room

Policy Subcommittee meets on September 22, 6 p.m., Payne School
Conference Room

Representative Brad Hill will conduct a meeting on Chapter 70 at Town Hall
on September 23.

School Building Committee meeting will be held on September 25, 7 p.m.,
Room A, Town Hall

Negotiations Subcommittee will meet on September 30, 5:30 p.m., Middle
School, 6th grade pod, Room 128

School Committee will meet on October 2, 7 p.m., M/HS Ensemble Rm.

CITIZENS' COMMENTS

Keith Totten, 17 Longmeadow Drive, reported that, having gone to Curriculum Night at the Doyon School for his two children, he heard that Mrs. Castonguay was short on resources. He spoke to the parents present in that room and had the financial resources for her need for books promptly. He went around town this day, speaking to Winthrop Principal McAdams and others offering help and came up with the idea of having a golf tournament. He has set October 20 as a date at the Ipswich Country Club for a benefit golf tournament to raise funds for the school district.

SPECIAL ACKNOWLEDGMENTS

Mr. Hopping spoke of the support of children and their families in Ipswich with the reaching out by Principal Sheila McAdams to Ipswich and Gloucester caring

programs for donating funds for a summer food program for children who had qualified for free/reduced lunch during the school year. Lunch was provided Monday through Thursday and for the whole families on Friday. Every Monday books were given out; crafts were on the program for Friday. School supplies, athletic equipment, and exercise items were provided.

Mrs. McAdams said it was an incredible experience. She had spoken with the administrative team about hopes and dreams and the fact that kids who need food can't pay attention. For the future, the schools' Food Services may help. Winthrop School needs to be the open site but have delivery in other places over town. She has talked with Rotary and other clubs. Mr. Hopping reported that over 40 people attended the final celebration and he thanked her for her efforts.

PRESENTATION/ACCEPTANCE OF CHECK FROM IPSWICH SUSTAINABLE EDUCATION FOR NON-FOAM PRODUCTS

Regina King, Nicole Whitten and student Anna Gibbs presented an update: last year \$3,000 was presented to the district to cover the cost of non-foam products in the cafeterias. This year \$1,055 has come from electronics drive funding. Along with another \$1,000 from recycling, there is a \$2,055 figure to begin the year so that Styrofoam will not need to be used. The group spoke of compost recycling at the Doyon School in association with Brick End Farms. They are proposing a policy for the School Committee on school recycling. Winthrop's productive vegetable garden helped the Open Door program. Doyon has a Discovery Garden. The High School's garden has produced corn, Swiss chard, kale and flowers that are being used by Food Services in soups and salads and will be sold at the Farmers' Market. A Payne Grant called "Farm to School" to develop a compost garden for the cafeterias, the classrooms, and the community is successful. A public meeting in mid-October will bring a shared vision to the district.

Mr. Nylen moved, seconded by Ms. Player, to accept \$1,055 from Ipswich Sustainable Education Committee to continue the work. UNANIMOUS.

HIGH SCHOOL STUDENT REPRESENTATIVE REPORT

Matt reported that things have settled in over the last two weeks. Students are getting used to their new programs, technology is getting straightened out, and several new computers are in the library. At student and parent night, various student club members fund raised and helped parents.

I. SCHOOL COMMITTEE PRESENTATIONS

A. INTRODUCTION OF 2014-15 NEW STAFF MEMBERS

Dr. Hart, speaking of his administrators' understanding that their most important task is to hire good people, welcomed the new staff. Doyon Principal

Conley introduced five new staff members including music, special education, teaching and lunch assistants. Winthrop Principal McAdams introduced six new staff including three new teachers and three teaching assistants. Middle School Principal Fabrizio introduced three new staff members. High School Principal Dalton introduced a science teacher, instrumental music/Teaching Assistant, and another Teaching Assistant. Following introductions, the new staff was invited to partake of a "Welcome" cake in the lobby.

B. SUPERINTENDENT'S ADMINISTRATIVE REPORT

Dr. Hart is currently working with the Ipswich Education Foundation to find funding for a STEAM planning process to include a full needs analysis and five-year STEAM implementation plan.

He attended the Middle School Curriculum Night and spoke to parents at the opening session in the PAC about significant stress due to financial constraints, the impact that teacher cuts have on the Middle School model, World Language and Health education. His comments at that time ended with thanks to the Middle School team for their creativity to ensure that the children would have a successful year.

He remarked about loss of telephone service at the two elementary schools following the weekend storm as well as electric outage at Winthrop. School continued in session throughout the day and parents were informed via the Blackboard Connect mass communication system.

Security is working well. The security system vendor is responsive to complaints about the front doors shutting, front-door keyless system will be running shortly with swipe cards with staff photo ID.

The technology staff has processed 750 work orders and has over 150 to go.

C. HIGH SCHOOL STAFF REPORT ON COMPASS & PLC WORK

Dr. Hart commended the high school team, represented this night by Principal Dalton, Fine Arts Director G. Dolan, Social Studies Head S. Ames, Math Head C. Werner and Science Head G. Chmura. He said that last year's initiative with Professional Learning Community and Compass has worked extremely quickly and he spoke highly of the quality people who are working in Compass.

Last year's PLC aimed focus on teaching and learning while keeping students at the center, and training of how teams work. Mr. Dolan spoke on the training he had never had before on practicing protocols, on departmental work rather than "nuts and bolts", on focus on teaching and learning which strengthened collegiality and support. Mr. Ames said, with collaboration within and between departments, there were more tools for discussing best practices and thinking across disciplines. Mr. Chmura commented that department heads are a Professional Learning Community and math and science are collaborating. Independent small groups of students at the end of the year did independent, research-made presentations, others functioned as a panel, and others presented to parents. He felt it was the best project he had done in ten years. The English Department collaborated with the

Middle School in expectations for students. Protocols were used as part of peer review panels. Mr. Dolan, as a Compass member and PLC member, looked at community responses, and developed successful habits of mind (SHOM). Mrs. Werner gained pre-K to 12 perspectives and built district-wide relationships where all teachers were in the same room. Going forward, Compass will be aligning math curriculum K-12. Common Core State Standards are causing a shift and teachers are getting involved and narrowing their focus. One of these “habits” (communication) will be implemented pre-K-12 in writing and assessments. Mr. Dolan was concerned, however, for the number of days he must miss in the classroom.

Mr. Dalton thanked his Department Heads and expressed the challenge of using the models being developed, and enabling other staff to use the powerful learning experiences in their classrooms. Dr. O’Flynn said that as a surgeon, he is required to do 60 hours of work a year with fellow medical people in a commonality of experience and practice. School Committee members thanked the group for their expression of their experiences.

B. SCHOOL COMMITTEE GOALS

Goal #1: Develop and implement a sustainable budget that provides the programs and personnel to enable measurement of student growth in all areas, grades, and schools.

Measures: 5-year budget (Dec 2014)

Securing funding (June 2015)

Long term (5-year) sustainable budget (Sept 2015)

(Sustainable contracts with all bargaining units by June 2015
(NYLEN)

Mrs. Bauman moved, seconded by Dr. O’Flynn, to accept Goal 1 as written.
UNANIMOUS.

Goal #2: Develop and implement a communication plan to promote and support the goals and vision of the district.

Mrs. (BAUMAN) outlined SMART goals to go along with the plan.

Mr. Nylen moved, seconded by Ms. Player, to accept Goal 2. Mr. Hopping suggested a narrowed focus with a timeline to be ready on October 2. UNANIMOUS.

Goal #3: Identify district measures that demonstrate student achievement, display professional development and program progress, and delineate student participation in extra curricular activities. (PLAYER)

Board members discussed having a workshop, speaking with administrators about their goals, needing to gather more data in several areas beyond standardized tests, especially, at the student growth model, seeing one of the units from each major academic area, and finding student participation.

Dr. O’Flynn moved, seconded by Mrs. Bauman, to accept the goal with the understanding that the indicators will be identified further as we continue to tweak and redefine. UNANIMOUS.

Goal #4: Support of the Superintendent was tabled. Dr. Hart needs to have conversation with his administrators to determine student achievement methods currently being used and what ones are most meaningful and understandable for the broadest possible audience.

E. EDUCATIONAL READING

Dr. Hart gave the Board a few minutes to review the reading entitled “Ready for College and Career?” from the Nellie Mae Education Foundation which he had sent online. There was discussion of student-centered learning, a broad term which is used to describe approaches to instruction that are grounded in mind/brain research, learning theory, and youth development research and that motivate and engage students in deep learning. Common Core standards are an important step, but research suggests that an additional set of skills, behaviors and dispositions are what separate those who succeed from those who do not—in school, college, the workplace, and beyond. Dr. Hart commented that the great faculty in Ipswich is already doing these things whether consciously or unconsciously. In working together, he said, it will become easier under the five-year program. A good plan is in place.

II. SCHOOL COMMITTEE REPORTS**A. VOUCHERS/BILLS****B. SCHOOL COMMITTEE REPORTS****1. ATHLETIC SUBCOMMITTEE**

Dr. O’Flynn reported that a long discussion took place about moving forward with athletic fields. Doyon fields have to be addressed. A goal is to assess non-school groups who use the fields. Increase the fee for Youth athletics to \$100/per sport/per kid utilizing a tool to build a fund for athletics on an annual basis. Go to the Educational Foundation. The object is to build momentum to build future fields and maintain them.

A model description for coaches was put together called “Coaches’ Duties”.

2. BUDGET SUBCOMMITTEE – a workshop was suggested.**3. COMMUNICATIONS SUBCOMMITTEE – a.m. meeting 9/19/14****4. GRANT COMMITTEES**

Ms. Player spoke of a replacement for Jeff Loeb who chaired the Mini-grant Committee by a volunteer community representative. Applications should go to Central Office, Attention Mr. Hopping.

5. OPERATIONS SUBCOMMITTEE

6. POLICY SUBCOMMITTEE – meeting 9/22/14

7. NEW BUSINESS

Dr. O’Flynn asked if the technology presentation is coming in October.

Mr. Hopping asked for help for parents whose kids are in band class, missing regular class, and needing homework assignments online.

Mr. Nysten asked when the final switch-over would be announced by Jeanne Frash.

Mr. Dalton had announced that student grading is not available online.

Mr. Hopping mentioned that 15 Town Warrant Articles will be discussed at the October 2 School Committee meeting.

III. CONSENT AGENDA

A. CONSENT AGENDA

Mr. Hopping moved, seconded by Ms. Player, to accept the Consent Agenda as follows: Acceptance of School Committee Minutes of September 4, 2014, Open Session.

Approved the Ipswich High School Environmental Club overnight field trip to Colt’s Island, Topsfield, MA, September 26-27

Approved the Ipswich High School Advanced Project Adventure overnight field trip to Conway/Albany, NH, October 17-19

Approved the Ipswich High School Boston College Model UN overnight field trip to Boston, March 27-29, 2015. UNANIMOUS.

Mr. Hopping, once again, announced that overnight field trip requests must be submitted to the School Committee in a two-month advance notice. Mr. Nysten asked for greater detail by some applicants.

IV. EXECUTIVE SESSION

Mrs. Bauman moved, seconded by Ms. Player, to go into Executive Session at 9:50 p.m. to discuss strategy in collective bargaining with IEA and AFSCME, after which the meeting will return to Open Session. Roll call vote IN FAVOR- Bauman, Nysten, Hopping, Player, O’Flynn.

OPEN SESSION

Resumed at 10:41 p.m.

Mr. Nysten moved, seconded by Ms. Player, to accept the Memo of Agreement for the School Year 2014-15 between the Ipswich School Committee and AFSCME clerical union under the same terms to which previous contracts have been agreed. UNANIMOUS.

V. ADJOURNMENT

Mrs. Bauman moved, seconded by Ms. Player, to adjourn at 10:41 p.m. UNANIMOUS.