

**IPSWICH SCHOOL COMMITTEE MEETING  
THURSDAY, DECEMBER 1, 2011  
MIDDLE/HIGH SCHOOL ENSEMBLE ROOM**

**OPEN SESSION**

**CALL TO ORDER**

J. Loeb, Chair, called the meeting to order at 7:03 p.m. with the following members present: J. Bauman, L. Dietz, B. Hopping, R. Roesler, H. O'Flynn, and S. Gresh. Also present were Superintendent R. Korb; and Finance Director J. Cuff.

**ANNOUNCEMENTS**

Mr. Loeb read the Mission Statement and the following announcements:

Executive Session will be held after which Open Session will be resumed  
Policy Subcommittee will meet on December 12, 5:30 p.m., Payne School  
TriBoard meeting will be held on December 13, 7:30 p.m., Meeting Room A,  
Town Hall  
School Committee will meet on December 15, 7 p.m., Middle/High School  
Ensemble Room—regular and budget meeting with administrators

**CITIZENS' COMMENTS**

R. Kallman inquired why his daughter, who recently obtained her license, was put on the wait list even though there are several who have paid for and have parking passes when they don't have their licenses. Board members discussed the new problem. The matter was referred to Policy Subcommittee for procedure or policy standpoint.

**SPECIAL ACKNOWLEDGMENTS**

**I. SCHOOL COMMITTEE PRESENTATIONS**

**A. STRATEGIC PLAN UPDATE**

Mr. Korb referred to his emails sent to the School Committee which included the 2002-2007 modified version and model plans done in other towns recently. When the bottom dropped out of the economy, the follow-up to the strategic plan dropped as well. While the objectives, strategies, and action plans are very much outdated, the goals are very sound and could be used with new strategies and action plans to meet them. He mentioned Lyle Kirkman who would be willing to develop a hybrid. Mr. Loeb questioned the financing for FY12 and/or FY13. Dr. Gresh felt that the Superintendent and personnel within the system could develop their own plan rather than having an outsider, but Mr. Korb disagreed, saying that professional strategic planners carry more validity and he, himself, would not have the time nor expertise to take on the responsibility. Mrs. Roesler wants to spend time on current practices that work well, and Dr. O'Flynn asked if the schools could rethink how to do strategic plans with less cost and less people.

**B. PROFESSIONAL DEVELOPMENT PLAN UPDATE**

**1. Common Core**

Mr. Korb remarked on "Facilitating the Implementation of the Common Core," the rollout plan for the Ipswich Public Schools. On December 13 the leadership team will meet with Debbie Hale who will help them support the implementation of the Common Core Standards.

## 2. Educator Evaluation

Mr. Korb reviewed the document put out by the Massachusetts Department of Elementary and Secondary Education regarding regulations on evaluation of Educators. Templates come out on January 10, 2012, and the regulations have to be in place by the fall of 2012. Evaluation of the Superintendent is included. The Commissioner's update is coming next week. Mr. Korb stated that it is absolutely critical that focus be put on what is best to improve teaching.

## 3. Superintendent's Personal Professional Development Plan

Mr. Korb outlined his current and future professional development plan, 2011-2013. He is currently a member of the North Shore Leadership Development Cohort and the North Shore Superintendent's Round Table Forum working with other leaders in Common Core, Educator Evaluation and leadership competencies for the 21<sup>st</sup> Century.

## C. FEOFFEES OF THE GRAMMAR SCHOOL

Mrs. Dietz outlined the schedule ahead:

TriBoard Working Group meeting, December 13

Trial begins on December 7 with a viewing of Little Neck in the morning and at Salem Probate Court in the afternoon for arguments on motions. Subsequent meetings will be held on December 12, 14, 19, 20, and 21 beginning at 10 a.m. and the trial will carry over into January.

## D. FY13 BUDGET DISCUSSION

Mr. Korb announced that the administrative team will have a lengthy and intensive meeting on Tuesday, December 6. Systemic structural changes are already being made as he and Ms. Cuff discuss budget, and he has asked administration to do the same as changes relate to fiscal cuts and additional revenue ideas. He has had positive and constructive conversations with the IEA.

Mr. Loeb commented that he would rather preserve what is present rather than what would be desired. He asked the Board to think about ideas and changes to transform the organization, send messages to administration on priorities, and be proactive on December 15. In discussion, it was agreed that School Committee ideas would be submitted to Mr. Loeb before noon on December 9 and that Mr. Korb would send ideas to the School Committee on the same afternoon so that an exchange could be studied by all before the December 15 School Committee meeting.

## II. SCHOOL COMMITTEE REPORTS

### A. VOUCHERS/BILLS

### B. SCHOOL COMMITTEE SUBCOMMITTEE REPORTS

#### 1. IPSWICH HIGH SCHOOL STUDENT REPRESENTATIVE

Victor was in rehearsal for the High School dramatic presentation.

#### 2. ATHLETIC SUBCOMMITTEE

Cooperative wrestling will be continued. The Ipswich High Cheerleaders will be competing at Nationals in Kentucky.

3. ATHLETIC FIELD STUDY COMMITTEE
4. AD HOC TOWN/SCHOOL COLLABORATION COMMITTEE
5. BUDGET SUBCOMMITTEE

6. COMMUNICATIONS SUBCOMMITTEE

Dr. Gresh has sent sample bios from other school systems and he asked that fellow Board members send their bios to him.

7. DAY CARE CENTER SUBCOMMITTEE
8. FEOFFEES SUBCOMMITTEE
9. LONG-RANGE FINANCIAL PLANNING
10. NORTH SHORE COALITION FOR SCHOOL FUNDING
11. OPERATIONS SUBCOMMITTEE

12. POLICY SUBCOMMITTEE

Mr. Hopping reported that signage on school grounds regarding dog litter was reviewed and ordered, helmets for bicyclists 16 and under were reviewed, and a "concussion" draft will be in place by January 1 with a permanent policy by March.

13. PUBLIC SAFETY FACILITY COMMITTEE
14. SPECIAL EDUCATION PARENT ADVISORY COMMITTEE (SEPAC)

15. OTHER

Mrs. Roesler inquired about a grant writer whose salary would be tied to the amount of the grants. She also asked about the modular on the Winthrop School grounds. Paul Bedard talked about its age, improvements made, need, and a \$50,000+ charge to remove the leased building.

### III. CONSENT

#### A. CONSENT AGENDA

Mr. Loeb moved, seconded by Mrs. Dietz, to approve the Consent Agenda as follows:

Acceptance of Minutes of November 17, 2011, Open Session

Acceptance of \$1,012 from Geskus Photography as the Winthrop School's portion of the proceeds from the sale of school photographs

Acceptance of \$1,325 from Geskus Photography as the Doyon School's portion of the proceeds from the sale of school photographs

Acceptance of the donation of 3 HP Elite Probook laptops valued at \$400 per laptop for a total of \$1,200 from Doyon parents T. Galanis and S. Player to benefit the Doyon School

Acceptance of the donation of up to \$14,000 for laptops and carts from the Doyon Friends of Ipswich Elementary Schools (FRIES) to benefit the Doyon School

Acceptance of the donation of \$3,500 from the 2 Depot Square Ipswich Charitable Foundation to the Birth to Three Center to support the Center's programs. UNANIMOUS.

**IV. EXECUTIVE SESSION**

Mrs. Dietz moved, seconded by Dr. O’Flynn, to go into Executive Session at 9:05 p.m. to discuss strategy with respect to real estate litigation after which the meeting will return to Open Session. Roll call IN FAVOR - O’Flynn, Dietz, Hopping, Loeb, Bauman, Gresh, Roesler.

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Open Session resumed at 9:33 p.m.

Mrs. Dietz moved, seconded by Mr. Hopping, to approve six Feoffees Litigation Legal bills as follows:

- 10/26/11 The Mediation Group: \$ 7,525
  - 11/28/11 The Mediation Group: \$ 5,600
  - 10/29/11 Colliers International: \$ 469.90
  - 10/7/11 SFC Associates: \$ 4,728
  - 11/10/11 Casner & Edwards: \$56,983.22
  - 10/28/11 Anderson & Krieger: \$ 125
- UNANIMOUS.

Mr. Hopping moved, seconded by Mrs. Dietz, to adjourn at 9:35 p.m. UNANIMOUS.

**DOCUMENTS REVIEWED IN OPEN SESSION**

- Facilitating the Implementation of the Common Core
- Type and Length of Professional Growth Plan for PTS Educators (MTA)
- Regulations on Evaluation of Educators: An Overview (DESE)
- Superintendent’s Professional Development Plan – 2011-2013
- FY13 Administrators’ Budget Priorities