

**IPSWICH SCHOOL COMMITTEE MEETING
NOVEMBER 5, 2015
MIDDLE/HIGH SCHOOL ENSEMBLE ROOM**

OPEN SESSION

CALL TO ORDER

Chair C. Nylén called the meeting to order at 7:04 p.m. with the following members present: H. O'Flynn, S. Player, C. Whitten, J. Bauman, B. Hopping, and F. Krason. Also present were Superintendent Hart, Fin. Dir. Cuff, and Reed Dolan, IHS student representative.

MISSION STATEMENT

Reed read the Mission Statement.

ANNOUNCEMENTS

Mr. Nylén read the following announcements:

Executive Session will be held for the purpose of discussing personnel matters

Roundtable discussion on opiate abuse will be held on November 10, 6 p.m., PAC.

No School on Veteran's Day, November 11

School Building Committee meetings will take place on Nov. 12 and 18, 7 p.m., Ensemble Room

Athletic Subcommittee will meet on November 18, 6 p.m., M/HS Conference Rm.

Communications Subcommittee will meet on November 18, 3:30 p.m., Payne School

School Committee will meet on November 19, 7 p.m., M/HS Ensemble Rm.

Turf Field meetings will be held on: November 9, 7 p.m., Central Office
November 16, tour viewing other turf fields
December 2, 7 p.m., Central Office

CITIZENS' COMMENTS

SPECIAL ACKNOWLEDGMENTS

Dr. Hart thanked the townspeople for voting for the turf field, Mike Jones at the Institution for Savings, and Doug DeAngelis for the link system scoreboard and stated that, without their support, we wouldn't have the turf field project moving ahead.

The Middle School has launched a new blog with photos, videos, etc. and has hosted a Google night. Dr. Hart thanked everybody involved. The MS staff is reading a book on special learning communities and how to support students systematically and feel closer to individuals.

Mrs. Bauman mentioned the special happenings in athletics; namely, the volleyball banquet, and the news that there is so much interest with volleyball (a

thank-you to the AD) that the A and B teams in junior varsity will expand with a varsity team next year.

Mr. Nylen gave homage to two members of the school community who have passed with a moment of silence: Norm Sheppard, School Committee member for more than 20 years, and Janet Young, Winthrop School associate for many years.

HIGH SCHOOL STUDENT REPRESENTATIVE REPORT

Reed Dolan spoke of high school fall sports: field hockey playoffs, football playoffs, boys' and girls' track and cross-country team divisional meets, and the volleyball 9/3 record. In drama, the Middle School play opens November 6.

SUPERINTENDENT'S ADMINISTRATIVE REPORT

Dr. Hart reported on recent improvements to tennis courts, wooden gym and indoor track surfaces, and now the Jack Welch Stadium turf field project with its planning, working with Conservation Commission, studying existing fields and writing RFPs.

High quality professional development continues with overwhelmingly significant feedback on the October Professional Day as valuable and important in the Critical Thinking habit of mind. Chris Burke is working with teachers on technology workshops, has met with new Technology Specialists in capacity-building work sessions, and is supporting teachers and administrators in learning Aspen software and Teachpoint evaluation software.

He spoke of the updating of Emergency Operation Plans in the schools.

Dr. O'Flynn spoke of the problem with the newly resurfaced lower gym floor. Dr. Hart said that a mistake had been made with a sealing application which has made the floor quite slippery. Tuesday and Wednesday (Nov. 10 and 11) of next week the sealer will be stripped off in anticipation of resolving that problem. The company who restored the floor is not responsible, but if the stripping does not rectify the slippery condition, that company will be contacted.

Mr. Nylen asked for further comment on the Safety/Security Plan and Dr. Hart replied that the police are constantly being trained in cutting-edge responses regarding intrusions. In cooperation with the principals, it made sense to share the procedures and protocols with faculty. Mr. Dalton added that updates in safe practices have been given. In discussion, caution was urged regarding security measures becoming too public, but that the building principals or SRO Perna could be contacted.

On October 19, sixteen students met re the Human Rights Project (Feoffee funds). Last year they went to Costa Rica to a Sustainability Conference. This year they will attend an international Human Rights Conference at the Hague in the Netherlands.

I. SCHOOL COMMITTEE PRESENTATIONS**A. STUDENT EMAILS, PILOT PROGRAM PROPOSAL**

Mr. Hopping, Policy Subcommittee Chair, began the discussion by saying that Chris Burke, Technology Integration Specialist/Coordinator, had met with them stating that the Acceptable Use Policy (AUP) is out of date. She, in a Powerpoint presentation, gave several reasons why a student-email ability within the system is a good thing: for instant feedback on tests taken, for the hearing impaired, for communications about events and opportunities. She researched the practice in other schools and about half are using emails outside of the "ipsk12.net" domain as well as inside. While she recommends that MS grades only be allowed within the Ipswich domain, she offered the other option of being able to use an outside domain. Safeguards will be provided in the form of guidelines for sending/receiving email and parental monitoring, and opt-out options are available. Mr. Hopping suggests a complete new policy and parent awareness before this is implemented. After discussion, Dr. O'Flynn moved, seconded by Mrs. Bauman, to support the recommended Pilot Program Proposal for the Middle School for emailing within the "ipsk12.net" domain and for the High School to have access inside and outside the "ipsk12.net" domain, subject to adoption by the Policy Subcommittee. UNANIMOUS.

B. INTERACT CLUB PRESENTATION

Reed Dolan, Secretary, and the INTERACT President and Vice President spoke of their November 7, 2 a.m. departure by bus to NY City, United Nations, and 911 Memorial and return at 12 midnight. Keith Harris, Rotarian chaperone, spoke about the timing necessary to get another school on board the bus, allow for NY City traffic, and admittance into the UN building (open at 8 a.m.)

C. TOWN MEETING REVIEW

Mr. Nylén thanked the community for support of the schools and the Stabilization Fund. He congratulated the people who organized the turf field in a well-thought out plan. Discussion followed regarding the Moderator's interest in moving personnel from the stage at Town Meeting.

D. SCHOOL BUILDING COMMITTEE DSP REPRESENTATIVE

Mr. Nylén informed the Committee of need to appoint a representative to the panel for selection of an architect. The Superintendent, Town Manager, and School Committee each get to appoint one person to the design panel. While Mr. Nylén wanted Mr. Hopping in the position, Mr. Hopping hesitated because the dates on which the panel meets (December 1 and 15) are nights when he teaches at Merrimac College. To Mr. Whitten's suggestion of an alternate, Mr. Nylén agreed and moved, seconded by Mr. Whitten, to appoint Barry Hopping as the primary appointee and Sarah Player as the alternate appointee. UNANIMOUS.

E. SUPERINTENDENT EVALUATION

Mr. Nysten updated the process for the final evaluation of the Superintendent at a regular School Committee meeting. He distributed a rating chart he had worked out for the Board's discussion. His intent is to take the individual evaluations, prepare a summative evaluation, share it with the School Committee and Superintendent, and have it ready to present at the next School Committee meeting. Mr. Nysten asked Dr. Hart to have his compensation requests ready by the next meeting.

F. SUPERINTENDENT GOALS

Tabled until Superintendent's evaluation is completed.

G. SCHOOL COMMITTEE GOALS

Each of the Board members who were responsible for one of the four goals made presentations regarding their work.

COMMUNICATION GOAL

Mrs. Bauman reviewed her points on budget, policy, superintendent and community outreach. She was directed to work with Nysten's Budget goal, Point #1 which reads "implement regular budget reporting process...to keep School Committee, Municipal Boards and community informed on budget process and programs."

Mr. Hopping urged consistency with the philosophical Mission Statement read at the beginning of each School Committee meeting.

Mr. Hopping moved, seconded by Ms. Player, to accept the Communications goal as amended. UNANIMOUS.

BUDGET GOAL

As Mr. Nysten reviewed his bullet points, Mr. Hopping asked if Tracy Wagner, Director of Teaching and Learning, could research means for school funding "through partnerships, grants, or other appropriate means." He also asked about technical and voke high schools budgets in an ongoing review of their budgets. A sixth bullet was added: "Alignment with district goals, objectives, and initiatives."

Mrs. Bauman moved, seconded by Mr. Hopping, to adopt the Budget goal with revisions. UNANIMOUS.

DISTRICT MEASURES GOAL

Ms. Player reviewed her bulleted information re student achievement and progress, professional development and program progress, and student participation in extracurricular activities. Dr. Hart suggested looking at standardized testing, standards, performance assessment products, and co-curricular success and indicated that dashboard programs to collect and present data for standardized tests and sporting participation/extracurricular programs would be helpful.

Dr. O'Flynn moved, seconded by Mrs. Bauman, to adopt the District Measures goal as written. UNANIMOUS.

SUPERINTENDENT SUPPORT GOAL

After review of Dr. O'Flynn's bullet points, Mr. Nylén moved, seconded by Ms. Player, to accept the Superintendent Support goal as written. UNANIMOUS.

These goals will be put on the website.

H. RENEWAL OF AGREEMENT WITH INSTITUTION OF SAVINGS BANK

The law has changed regarding the contract agreement from 5 to 1 year. The Board had several questions in regard to its use at the High School by students, faculty, and the public and asked Dr. Hart to email the Board with details. Dr. O'Flynn moved, seconded by Ms. Player, to support the Agreement between the Ipswich School District and the Institution for Savings Education Branch, operating at 134 High Street, Ipswich, for one year commencing on 11/5/15. UNANIMOUS.

II. SCHOOL COMMITTEE REPORTS

A. VOUCHERS/BILLS

B. SCHOOL COMMITTEE REPORTS

1. ATHLETIC SUBCOMMITTEE – Nov. 18 meeting

2. BUDGET SUBCOMMITTEE- before the TriBoard mtg. 11/17

3. COMMUNICATIONS SUBCOMMITTEE- Nov. 18 meeting

4. GRANT COMMITTEES-

5. OPERATIONS SUBCOMMITTEE – Mtg. prior to Thanksgiving

6. POLICY- Mr. Hopping reported that a meeting will be held on Nov 12 to discuss advice from legal counsel; continue non-resident staff policy with research; look at fees for turf field and student activity fees.

7. TURF FIELD SUBCOMMITTEE – Dr. O'Flynn reported that, while the Turf Action Committee is still active, the Superintendent and Finance Director are dealing with the management. Everything will go to the School Committee; that is, the layout, the surface to be used, the Conservation Commission meetings. Some scheduling adjustments are coming. The video board is bigger and better than advertised and is ready to be handed to the authorities.

8. NEW BUSINESS – Dr. O'Flynn reported that at the hospital board meeting the impact of concussions was discussed. Data is coming back now that in every sport except football, concussions are up. The new helmets are responsible; news has reached more people; more concussions are being reported. He handed around a packet which goes to all trainers in the area.

III. CONSENT AGENDA

A. CONSENT AGENDA

Mr. Nylen moved, seconded by Mr. Hopping, to accept the Consent Agenda as follows:

Acceptance of Minutes of October 15, 2015, Open Session

Approval of the Middle School Grade Six Class Overnight Trip to the Ecology School at Ferry Beach, Saco, ME from April 26 – 29, 2016.

UNANIMOUS.

IV. ADJOURNMENT

Ms. Player moved, seconded by Mrs. Bauman, to go into Executive Session at 10:10 p.m. for the purpose of discussing personnel matters after which the meeting will return to Open Session. Roll call IN FAVOR- Hopping, O’Flynn, Player, Nylen, Krason, Whitten, Bauman.

Open Session resumed at 11:27 p.m.

Attending: Hart, Hopping, O’Flynn, Player, Nylen, Krason, Whitten, Bauman

Mr. Nylen announced that two votes have been taken as follows:

Ms. Player moved, seconded by Mr. Hopping, to increase the baseline salary of administrators from 1.5% to 2%, effective immediately. UNANIMOUS.

Dr. O’Flynn moved, seconded by Mrs. Krason, to grant an incentive package for administrators which includes an increase between 0% and 1.5% based on administrative performance and a 0% to 2% based on the survey-based metric evaluating Professional Learning Community/curriculum development, technology components. IN FAVOR- O’Flynn, Nylen, Krason, Whitten, Bauman; OPPOSED- Player, Hopping.

Ms. Player moved, seconded by Mrs. Bauman, to adjourn at 11:30 p.m. UNANIMOUS.