

**IPSWICH SCHOOL COMMITTEE MEETING  
OCTOBER 3, 2013  
MIDDLE/HIGH SCHOOL ENSEMBLE ROOM**

**OPEN SESSION**

**CALL TO ORDER**

Barry Hopping, Chair, called the meeting to order at 7:02 p.m. with the following members present: H. O'Flynn, S. Player, J. Bauman, S. Gresh, and C. Nylen. Also present were Superintendent W. Hart, Finance Director J. Cuff, and Student Representative M. Werner.

**READING OF DISTRICT MISSION STATEMENT**

Maddie read the following: The Ipswich school community is committed to developing in all students the knowledge, skills, and attitudes needed to succeed and excel throughout life.

**A. ANNOUNCEMENTS**

Mr. Hopping read the following announcements:

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

Policy Subcommittee will meet on October 7, 5 p.m., Payne School

School Committee Budget meeting will take place on October 9, 8 p.m., Payne School

Special Town Meeting will be held on October 15, 7:30 p.m., Performing Arts Center

Communications Subcommittee will meet on October 16, 1:30 p.m., Payne School

School Committee will meet on October 17, 7 p.m., Middle/High School Ensemble Room.

**B. CITIZENS' COMMENTS**

**C. SPECIAL ACKNOWLEDGMENTS**

**D. HIGH SCHOOL STUDENT REPRESENTATIVE REPORT**

Maddie reported on two events being held for breast cancer awareness and, for the cross-country members, a new course for the track team next year.

**E. SUPERINTENDENT'S ADMINISTRATIVE REPORT**

Dr. Hart spoke of his entry plan, a requirement plan associated with the New Superintendent Induction Program, a product of MASS and DESE. He had submitted a copy to the School Committee, will be doing a report of findings later in the year, and will be introducing a retired Superintendent who will be coming to a School Committee meeting.

The Director of Pupil Personnel Services position has been posted, a Search Committee formed with Mr. Dalton as Chair and Ms. Player as a member, and anticipation of a person in place before the Thanksgiving break. A gap in funds received from Circuit Breaker reimbursement funds, which were considerably less than last year, has taken place. A special education audit will be held in the near future.

The Payne Grant Committee voted to accept two new grant proposals. Work is being completed on the installation of Phase 1 school security cameras (all schools) and monitors (Middle School and High School main offices) in the town-funded amount of \$20,000, per 7/1/2013.

## **I. SCHOOL COMMITTEE PRESENTATIONS**

### **A. MILE LANE PROJECT / AFSC REPORT**

Substituting for Ken Swenson, John Gillis, member of the Athletic Field Study Committee, gave a PowerPoint presentation on the issue of shortage and overuse of Town athletic fields. An inventory of playing fields throughout the Town revealed that 31% of the Town is saltmarsh and swamp and 20% is owned by the Trustees of Reservations and by the State. Including school- and town-owned land, less than .3% is used for organized athletics. While upgrades in the Green Street fields, the Mile Lane facility, and the Bialek Park baseball areas took place between 2007 and 2010, nothing has happened with fields since then. Two privately owned areas (Raymond Fields and New England BioLabs) are currently used for soccer, but 2.5 of those fields on the Raymond property are gone for Spring, 2014. Town and school athletic leagues (total participation of 1,950 students) use the fields for football, softball, baseball, soccer, lacrosse, field hockey, and track. The need to replace private fields for soccer, additional fields for youth lacrosse and football, and the need to rotate usage of fields to prevent wear and tear is great. Proposed Mile Lane field expansion is supported unanimously by the School Committee; the Town Planning Department and the Conservation Commission have delineated wetlands and a Notice of Intent (NOI) has been recommended for filing.

Mr. Hopping explained that the presentation is being made because Warrant Article 5 on the October Special Town meeting speaks to a \$60,000 figure to do a further study of two potential fields at the Mile Lane site. Mr. Gillis estimated a \$1.5 million figure for three fields and a \$1 million figure for two Mile Lane fields. A discussion of field maintenance, often neglected because of a lack of a formal plan for responsibility, took place, and Mr. Hopping reported progress on this issue. Mr. Swenson has done a master plan for usage of existing fields by teams.

Mr. Gillis continued with the presentation with the conversion of the stadium to artificial turf at \$1.3 million or \$1.8 million (which would include a building with restrooms, a concession stand, and team rooms which could carry at least two sports). Deciding to focus on the Mile Lane site for now and the need to get the community informed, the School Committee agreed that organized sports are the way to keep today's youth actively busy and out of trouble.

B. VOTE ON WARRANT ARTICLES AND ASSIGNING OF SPEAKERS

Mr. Hopping reviewed each article and assigned Board members to speak on the ones affecting the school district as follows:

Article 1 – School Budget Amendment, \$90,101, Chapter 70

Vote: Unanimous in favor; Hopping will speak

Article 5 – Athletic Field Engineering for Mile Lane, \$63,500

Vote: Unanimous in favor with one abstention (Player); Nysten will speak

Article 6 – Stabilization Fund, \$450,000

Vote: Unanimous in favor; O’Flynn will speak

Article 7 – OPEB, \$200,000

Vote: Unanimous in favor; Bauman will speak

Article 8 – Capital Stabilization Fund, \$500,000

Vote: Unanimous; Roesler will speak

(Mrs. Roesler joined the meeting at 8:15 p.m.)

Article 13 – Finger-print Based Criminal Record Background Checkups

Vote: 5 in favor, Gresh against, Roesler abstaining; no speaker

C. WILLIAM PAYNE GRANT UPDATE

Dr. Hart provided an update on the Technology Infrastructure grant as follows: finalizing a job description for a consultant by collaborating with local technology experts; administrative team is working on broader district goals and SMART goals. CCE has begun a plan for work with Ipswich.

D. WILLIAM PAYNE GRANT PROPOSALS (NEW)

Sustained Focused Professional Learning Community

Dr. Hart reviewed the district-wide Professional Development Committee grant proposal where each district school has professional development funds to support building-based initiatives: elementary in literacy, middle in differentiated instruction, and high in discipline specific professional development

Dr. Hart explained that between now and the middle of November there will be two groups of teachers (5 or 6 from each of the buildings): to begin the sustained focus learning community; and to look at curriculum work. The first set of Grants is to try to build a system – building for multiple things that happen but targeted at the areas the teachers need – to help the kids.

Mr. Hopping was concerned that all schools are not working on one district initiative addressing RTI (Response to Intervention). Dr. Hart responded that the vision of where “you” want to be comes from where “you” are in reality. To get these pockets across the district, there needs to be the capacity for SMART goals at high levels to be able to collaborate well. The strategy of having each group focus on their particular issues now sets a balance of site-based management with district coordination and helps transition to the goal of being where the district wants to be.

Dr. O'Flynn saw it as an absolute joy when the new School Committee Chair and former administrator and the new Superintendent exchange philosophical ideas! Dr. Gresh felt that the public needs to understand all this information in clear language. Mrs. Roesler was concerned about removal of teachers from the classrooms with these exercises and felt that the description of how the money in the grant was to be used was vague. An addendum was added, which Mr. Hopping requested be submitted to the Policy Subcommittee first, before the School Committee sees it. Mr. Nylen wondered whether Professional Development will continue in the Feoffees grants in the future.

Dr. O'Flynn moved, seconded by Mrs. Bauman, to support the Payne Grant for Sustained, Focused Professional Learning Communities. Vote: IN FAVOR – Roesler, O'Flynn, Player, Nylen, Gresh, Bauman; OPPOSED – Hopping (explaining that, while he is uncomfortable that schools are working on different areas, he is not opposed to Dr. Hart's professional development initiatives).

#### Biotechnology at Ipswich High School.

Dr. Hart reviewed the Biotechnology proposal. Great enthusiasm ensued with School Committee members especially with Dr. O'Flynn's and Ms. Player's personal experience with the subject matter and Maddie Werner's personal experience with Ms. Ham, the teacher who has requested this lab equipment. The equipment will be purchased immediately if approved and hope is that New England BioLabs can be connected with this endeavor. While there is no plan for maintenance of this equipment, the Board agreed that it will be an ongoing discussion. Mr. Nylen moved, seconded by Dr. O'Flynn, to approve the Biotechnology Grant proposal. UNANIMOUS.

#### E. STRATEGIC PRIORITIES PRESENTATION

Dr. Hart explained how his strategic priorities sessions are working, citing his "community-created district-wide vision for a school system devoted to exceptionalism." His vision activities were accomplished with meetings with over 175 people – School Committee, school-opening with staff, Town officials, and school-community stakeholders. He will be meeting soon with elementary, middle, and high school staff in identifying clear goals for the district and in balancing site-based management with district-wide goals to create a district-wide professional learning community. With administrators and the SMART goal mandate, there will be a facilitated workshop with the administrative team working together and still maintaining a healthy level of autonomy. In addition, he has had a comprehensive review of building maintenance issues with Paul Bedard and is in close collaboration with him in regarding short- and long-term goals. He has a contract with NESDEC to analyze current progress in a five-year capital plan that supports facilities, copies of which were requested by the School Committee. His objective, in talking with the Finance Committee Chair, the full Finance Committee, the Town Manager, the Facilities Manager, and at the budget workshop with the School Committee, is the hope for having district-wide educational program goals with appropriate financial and operational support.

**F. REVIEW IPSWICH SCHOOL COMMITTEE GOALS FOR SY2012-13 AND BEGIN DISCUSSION OF DEVELOPING NEW GOALS FOR SY2013-14**

Mr. Hopping briefly reviewed the four 2012-13 goals. While goals 1, 2, and 3 were successful, Goal 4 needs more tweaking of the policies regarding Feoffees grants. Dr. O'Flynn wants to tie in the objective of school grants to school goals.

Maddie wished for standardized knowledge of core subject matter to enable a smooth transition to the next level in any given subject area.

After much discussion, several areas came to the forefront as follows:

1. Communications – self-promote, advertise successes, build on accomplishments, improve the website. Bauman is assigned to refine the goal.
2. Closer collaboration with Town Boards. Mr. Nylen will draft.
3. Budget – secure funding, implement a sustained budget, including schools' capital and long-term needs; union negotiation.
4. Better use of school buildings – feature each school, generate funding with adult education and other programs.
5. Support the Superintendent's strategy on technology. Partners needed to help in funding. Ms. Roesler to develop.
6. School Committee "teaching and learning" professional development, current best practices with presentations to School Committee. Mr. Hopping to refine.
7. Pursuit of green initiatives in the district.

**II. SCHOOL COMMITTEE REPORTS**

**A. VOUCHERS/BILLS**

**B. SCHOOL COMMITTEE REPORTS**

1. ATHLETIC SUBCOMMITTEE
2. ATHLETIC FIELD STUDY COMMITTEE
  
3. BIRTH TO THREE SUBCOMMITTEE  
Mrs. Bauman reported that Director Kitt Cox will be leaving on December 31. She mentioned that the grant is now competitive.
  
4. BUDGET SUBCOMMITTEE
5. COMMUNICATIONS SUBCOMMITTEE  
Dr. Gresh reported the October 16 meeting anticipates a film on outsourcing communication.
  
6. DAY CARE CENTER SUBCOMMITTEE
  
7. INSTRUCTIONAL MINI-GRANT AND PAYNE GRANT COMMITTEES  
Ms. Player reported extended dates for resubmission of mini-grants to October 10. Mrs. Roesler reported reviewing the two new requests (just approved) and were in contact with Feoffees regarding future timelines and Feoffees and Educational Foundation so that there will be no competition for funds.

- 8. LONG-RANGE FINANCIAL PLANNING
- 9. OPERATIONS SUBCOMMITTEE

10. POLICY SUBCOMMITTEE

Mrs. Roesler reported that Athletic Director Gallagher will be talking about concussions.

11. SPECIAL EDUCATION PARENT ADVISORY COMMITTEE (SEPAC)

12. TECHNOLOGY EDUCATION SUBCOMMITTEE

Dr. Hart reported that people are working on Phase 2 of the technology plan with strategies and site plans. By the first of 2014, there should be a rubric on powerful learning.

13. OTHER

Mrs. Bauman gave a report of the eighth graders who have left the system for other schools; namely 35, among them St. John's Prep (8), Whittier Regional (9), Essex Aggie (3), boarding school (3), Pingree (2), moved away (2), and other singles at Bishop Fenwick, Governor's, Hamilton-Wenham, Beverly, etc.

To Mr. Nylen's question, Mr. Hopping replied that there is yet no new news on the Manning or Burley Funds.

Mr. Hopping asked and received permission to change "Other" to "New Business" to comply with items that might come up within the 48-hour requirement for posting meetings.

**III. CONSENT**

Mrs. Bauman moved, seconded by Dr. Gresh, to accept the following consent agenda items:

Acceptance of School Committee Minutes of September 19, 2013, Open Session Minutes

Approval of Ipswich High School Ten80 Student Racing Challenge Overnight Field Trip to North Carolina, May 16-18, 2014. UNANIMOUS.

**IV. EXECUTIVE SESSION**

Mr. Nylen moved, seconded by Dr. Gresh, to go into Executive Session for the purpose of discussing personnel matters at 10:34 p.m. Vote IN FAVOR- Bauman, Gresh, Nylen, Hopping, Player, O'Flynn, and Roesler.