

Milton School Committee Retreat  
Superintendent's Conference Room  
August 5, 2019  
Minutes

**Call to Order**

The meeting was called to order at 4:02 pm.

**Examine Progress/Status of School Committee 2018-2019 Goals (Attachment)**

Facilities Goal: To ensure that the Milton Public Schools has sufficient classroom and other space for its expanding enrollment and that its facilities provide adequate elements necessary for a strong 21<sup>st</sup> century education.

Ms. Rosmarin reported on the progress regarding this goal. In summary, there have been great strides towards this end. The formation of a School Building committee was approved by the Town, the members were chosen and appointed, and they have met twice to date. As a reminder, the School Building Committee is tasked with the effort to bring a long term solution to fruition that will meet the space needs of the district. Short term space needs will remain under the purview of the School Committee, and will be an important topic moving forward.

Academic Goal: Achieve English Language Art proficiency for at least 70% of third grade students as measured by MCAS assessment and internal Language Arts assessments.

Ms. Gormley explained that the raw data for MCAS has arrived but unable to be interpreted because cutoffs have not yet been established. This is the second year of the new MCAS 2.0, and once we can interpret the data we will be able to make comparisons to last year's results. This is expected to occur sometime in September and Ms. Gormley will send out to the School Committee members once available.

Diversity Goal: Ensure that 20% of all new staff openings are filled by well qualified candidates of color by the commencement of the 2019-2020 school years.

In the last five years, the percentage of newly hired teachers of color increased from 11% to 20%.

Ms. Varela asked if this is a result of the diversity fair that was held.

Ms. Gormley responded that the diversity hiring event was poorly attended, however the event served as a visible display of commitment to increase diversity in the district. Dr. Spaulding agreed.

Ms. Varela asked if more aggressive recruitment for minority populations will be done on a larger scale to entice for minorities to choose a career as an educator.

Ms. Gormley commented that recruitment efforts must start early, in high school, and that more must be done to get minorities interested in these careers.

SEL Goal: Establish a system for regularly collecting, analyzing, and communicating SEL data.

Dr. Spaulding reported the Youth Risk Behavioral Study (YRBS) and the Youth Health Study (YHS) were both conducted in the spring of 2019. Both surveys will be conducted every two

years moving forward. This will sync with the schedule for state administration of these surveys and will allow the district to compare our results to the state body of data.

Multiple school climate studies were administered. The DESE VOCAL Survey was administered to students in grades 5, 8, and 10 as part of the 2019 MCAS. There will be a pilot survey conducted this year to assess for school climate with a focus towards culturally responsive transitions.

Brief mental health assessments were initiated for 7 and 9<sup>th</sup> graders and this program will be expanded in 2020. Essentially, the assessment is a five minute tool that was developed to screen for mental health issues that may require referral for further assessment and potential treatment. A list of referral sources has been developed by Laurie Stillman.

Dr. Craghead asked if there will be data collected regarding the children who wind up needing referrals.

Dr. Spaulding replied that we do have internal data. There is also information obtained from the YHS and YRBS.

Ms. Eberhardt asked if the administration of these surveys and assessment follow the new policies regarding parental notification and opt out.

Dr. Spaulding replied that they do.

Ms. Rosmarin asked how this information is reported for elementary students. Is there a tool that elementary teachers are using or is it report cards? Spaulding - not sure? There are many rubrics and they are instilled into the competencies.

Ms. Gormley stated that grades 3-8 given a screening.

Ms. White commented that we probably have a good number of parents who opt their children out of these surveys. She stated that it sometimes takes several years for parents to accept that their child has a mental health or behavioral health concern.

Dr. Spaulding added that there is grant funding that supports the administration of these assessments.

Technology Goal: Establish and promote policies and practices for safe, legal, and ethical use of digital information and technology.

Talks about joining MSPA (Massachusetts Student Privacy Alliance) are still in progress. Dr. Pavlicek stated the cost of joining is minimal. At this time, all digital programs currently used in the district are being reviewed to see if they are registered with MSPA, and if they are FERPA and COPPA compliant. This is a large list of programs under review. The district will have to evaluate whether we will continue to use programs that are not registered with MSPA.

Ms. Eberhardt commented that digital citizenship curriculum should not be set aside.

Ms. Varela commented that we will put this as a goal this year.

Dr. Pavlicek commented that high school is too late to introduce digital citizenship concepts to students.

## **Establish 2019-2020 School Committee Goals**

### Goal One: Regarding Curriculum and Instruction.

The School Committee members decided to strive for the percentage of ELA meeting or exceeding expectations by X percent. This percentage will be determined at a future date and voted on by the School Committee in an upcoming session.

The committee decided to focus on overall middle school performance.

There was discussion regarding how this proficiency level is quantified.

We would need MCAS scores to analyze baseline data and progress.

Dr. Craghead asked if we should we focus on specific grade or the middle school as a cohort. Ms. Gormley thinks the entire middle school should be the focus.

The School Committee will elicit recommendation from the literacy group.

Other potential options that were considered for inclusion are the following:

1. High School Block periods/schedule-
  - a. The committee considered a goal regarding the change in schedule at the high school. This was discussed heavily by the health and wellness committee. The committee members decided not to place this as a School Committee goal, but they have periodic updates by the Health and Wellness on the progress of this initiative.
2. Evaluation of elementary school Math.
  - a. The district is considering the purchase of a new math program for elementary students.

Dr. Craghead asked how much this will cost. She reminded that committee members that the REACH for reading curriculum cost was \$360, 000.

Ms. Varela wondered if a digital subscription is a possibility. This is likely a cheaper option, but she is not sure if this is appropriate for educational needs.

3. STEM - k-12

### Goal Two- Regarding Technology.

Dr. Craghead asked if it is feasible to offer teacher trainings on digital citizenship so that teachers can incorporate these concepts throughout the school day.

Ms. Rosmarin remarked that embedding these concepts was listed as an item in the last year's goal statement; it was also articulated in the strategic plan.

## **OTUS**

Dr. Spaulding commented that OTUS - will pull everything into one place - assessments by grade level, reading screeners. There is a large learning curve for the staff.

Vy Vu and and AJ Melanson are working to make this easily taught, but it will require a large amount of professional development to get implemented.

### Goal Regarding Cultural Competency

Ms. Eberhardt asked what we are doing to provide adequate professional development opportunities about cultural competency. In Brookline their educators get 18 hours of cultural competency training throughout the year, and she personally took a lot from this experience.

Ms. Gormley commented that it would be helpful if all staff members received the same training.

### SEL

#### Facilities

Ms. Eberhardt stated this should be central goal.

Ms. Rosmarin added that because the School Committee must determine short term options, this should be the focus.

Part of this year's plan would be to have a recommendation for a short term solution by February 2020.

Ms. Varela expressed concern regarding finding.

Ms. Rosmarin added that to obtain funding we will need to determine a recommendation by November.

Dr. Pavlicek added this must be furnished no later than December first.

Dr. Pavlicek commented that we need another room next year and probably two the year after that.

Dr. Craghead asked how many spaces are left to convert before construction must occur.

There are 3 at the Cunningham/Collect; 1.5 at Glover; 1.5 at Tucker, for a total of six rooms.

Ms. Eberhardt doesn't think it is realistic to convert every available space.

Ms. Varela commented that transportation should be the next consideration.

Facilities goal: Completion of a five year plan should be completed by December first. Transportation issues were discussed; we will have an Enrollment goal itemized with transportation and facilities issues.

### **Review Draft 2019-2020 Meeting Schedule and Topics (Attachment), 6:30 pm**

Contemplation of preschool presentation.

Updates on the block schedule

Fine Arts

### **Preschool Discussion 6:50 pm**

Waiting lists .

Dr. Craghead asked about the waiting lists, are these numbers accurate?

Dr. Pavlicek explained that these numbers reflect the first choices of parents.

### **Reorganization of Staff**

The Administration discussed the reorganization within Unit B. The Middle School Humanities Director was replaced by a K-8 Literacy Coordinator who will oversee the ELA program at the Middle School in coordination with the elementary program. Supervision of Middle School Social Studies teachers will be taken over by the High School Humanities Director. No new staff results from this reorganization.

### **Discussion of Subcommittees**

Members were asked to submit their requests for subcommittee assignments by the first School Committee meeting in September.

The meeting adjourned at 7 pm.