

Milton School Committee Meeting Minutes
Meeting via Zoom
September 22, 2021

Committee Present: Chair; Margaret Eberhardt, Vice Chair; Ada Rosmarin Dr. Elizabeth Carroll, Dr. Elaine Craghead, Beverly Ross Denny, Betty White

Staff Present: James Jette, Superintendent of Schools; Amy Dexter, Assistant Superintendent for Business

1. Call to Order - 7:02pm

2. Approval of the Agenda

Updated and approved

3. Superintendent's Report - Superintendent Jette

a. Guest of the Superintendent

i. Laurie Stillman, Director of Milton Substance Abuse Prevention Coalition

- Laurie Stillman has worked tirelessly on the Milton Substance Abuse Prevention Coalition
- Also focused on Social and Emotional Health
- Strong supporter of the Milton Public Schools
- Has organized guest speakers/parent speakers
- Secured grant funding
- Developed a youth/adult partnership
- Acknowledged and thanked Laurie Stillman for all of her work with the Milton Public Schools.
- Laurie Stillman announced that Margaret Carels and Stormy Leung will be taking over for her as Co-Directors

b. 2021-2022 Superintendent's Goals - Slides included below:

- What have we been doing in MPS
 - July 21st - Cambridge Education presented their initial findings of the Quality Review of the District. The presentation was recorded and sent to all families via email.
 - August 3rd and 4th - School Committee Retreat
 - August 25th - MPS Leadership Team discussed the Quality Review findings and attempted to identify themes and prioritize focus areas.
 - August 29th - MPS Faculty and Staff were notified of the 4 focus areas for the year (also 1st day for staff)

- September 10th - All MPS Faculty and Staff were given a copy of the quality Review report and were asked to review the report. The link to the MPS Strategic Plan was also shared.
- District Focus
 - Teaching and Learning
 - Equity
 - Social and Emotional Learning
 - Student and Family Engagement
- **Professional Goal #1:** To enhance the communication between the schools and families to develop a better understanding of the district and the district's initiatives.
 - By November 2021, MPS will move to Virtual Parent-Teacher Conferences to accommodate parent/guardian schedules and to increase parent/guardian participation. Note, in person meeting team meetings will be accommodated upon request through the year.
 - By June 2022, MPS will enhance communication and understanding of district goals and initiatives by conducting 4 public forums (in person and virtual) for families to discuss Teaching and Learning, Equity Initiatives, SEL, Facilities, Enrollment, Budget, Transportation, etc.
 - By June 2022 MPS will conduct 2 surveys (1 for students and 1 for families) to solicit their feedback on the effectiveness of the district's communication throughout the academic school year.
- **Professional Goal #2:** to enhance the communication with faculty and staff to make sure all stakeholders fully understand the district Strategic Plan and the district's initiatives.
 - By January 2022, MPS faculty and staff will collaborate to merge the findings of the District's Quality Review and with District' Strategic Plan and develop a comprehensive strategy and action plan that will focus on key initiatives such as Teaching and Learning , Equity, SEL, and student and Family Engagement to focus on the next 3 years.
 - By June 2022, I will conduct 6 intentional learning walks alongside Principals and Curriculum Coordinators/Directors Focusing on key aspects of Teaching and Learning, Equity, SEL and Student Engagement to calibrate our understanding and to enhance teaching and learning outcomes.

- By June 2022, Individual School Improvements Plans and Principals Goals will be linked and aligned to the District's Strategic Plan.
- **District Goal #1** - The district will reduce the disproportional response to discipline as measured by the decrease in school removals grade 6-12 for students who identify as Black or African American, Special Education and Economically disadvantaged by implementing district wide restorative justice practices.
 - By January 2022, through grant funding, MPS will recruit, hire and onboard a Restorative Justice Coach to lead ongoing relevant peer mentoring/coaching and structured professional workshops in the use of Collaborative Problem Solving, Restorative Practices and PBIS for all Staff working in the schools.
 - June 2022, MPS will review, assess and revise where needed the disciplinary protocols and procedures to eliminate any biases.
 - By September 2022, MPS will provide professional development, structure and scaffolding to support a positive cultural shift in the consistency to which PBIS and Restorative Practice were utilized throughout the school day so that when discipline issues arise, staff implement a new tool kit to address the issues with the equity lens.
- **Distinct Goal #2** - Upon review of current data related to disability categorization of children as Communication Disabled who identify as Black or African American, the district will reduce disproportionality to a level comparable across subgroups as measured annually by July 1 SIMS reporting.
 - June 2023 Pre-k teachers will complete 8-10 days of professional development with topics including: UDL, RTI, MTSS, Difference between Academic Weakness and Academic Learning Style, etc.
 - The district will identify an Early Educational Coach who will support teacher implementation of various strategies in his/her classroom through teacher coaching and mentoring.
 - The district is implementing an initial evaluation team to provide equity in the eligibility process from k-5. This team will be designed to ensure that students across all 4 elementary schools have a comparable experience in their eligibility process.
- **Student Achievement Goal & Closing the Proficiency Gap**
 - By September 2024, MPS will increase the number of students of color in the Advanced Placement Course by 5%.

- By September 2023, MPS will increase the number of students meeting or exceeding expectations at each grade level by 3% on the ELA, Math and Science MCAS.
- By September 2023, MPS will evaluate intervention supports and programs to assess the effectiveness of each and look at opportunities to implement other researched based interventions programs.
- Equity
 - By December 2021, Superintendent Jette will work with the Senior Director of Educational Equity to review her job description, marrow her scope of work and assist with the prioritization of her goals for the next two years.
 - By February 2022 - All Principals will engage in an Anti Bias Training to bring awareness to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner during the recruitment and hiring process.
 - By June 2022, MPS Leadership and Special Education Personnel will review the referral process with the intent of developing a consistent process of making referrals without bias and reducing the number of Black/African American students referred to Special Education.
- Social and Emotional Learning (SEL)
 - By June 2022 - Through grant funding, all MPS faculty and staff will receive training on trauma. The intent is to make sure all faculty and staff understand trauma in the broad and inclusive way; recognize the effects of trauma on students, families, school, administrators and staff, and communities; learn a process for implementing a school wide trauma-sensitive approach and integrate trauma-sensitive practices into their daily operations.
 - By June 2022, I will work with the SEL Advisory team to incorporate a measurement tool (Intellipark Survey) K-12 to measure the Social/Emotional and Behavioral Health of our students. We will use that data to identify student needs and incorporate the appropriate supports.

Ms. White

- Excellent Goal Presentation
- Ambitious goals
- How do you factor in any disruptions since we are still in a Pandemic?
- Goals around discipline, talk about school removal, can you elaborate?

- Superintendent Jette replied the percentages are considered low because the pandemic was factored into the goals
- School Removal, students are referred to Principals/Vice Principals for disciplinary actions. School removal could be removal out of class/building or expulsion. Goal is to look at the Restorative Justice view.

Ms. Ross Denny

- Thank you for creating goals that reflect some practices around writing smart goals and goals that align with the School Committee has developed so far.
- Helpful for the public to know who worked with you when developing these goals?
 - Superintendent Jette replied he met with the Leadership team and MPS Data Specialist
 - Spoke with department heads and Senior Director of Equity
- Recommend to reach out to the Union about the changing of practices, to make sure everyone has an understanding of the goals
- Very ambitious goals but going in the right direction
- Using additional assessment/measurement in addition to MCAS - Superintendent Jette agreed
- Curriculum adoption in both Math and Social Studies, will the goals lie with the Department Head, since they were not mentioned in the presentation?
 - Superintendent Jette replied no, it is still on the agenda. Still narrowing in on the focus and discussion. Still work to be done, will be giving updates on the progress.

Dr. Carroll

- Goals are already great alignment with School Committee
- Looking forward to more discussions
- Questioned about the Restorative Justice Coach, how will this position be paid for? And can you talk about the purpose of the position and more professional development being offered to staff.
 - Superintendent Jette replied the position would be funded through a Grant. Director of Pupil Personnel, Susan Maselli has worked on reducing a number of paraprofessionals needed. Giving the students support in class.
 - Need somebody to train faculty and staff, be a support to teachers, part of the team
 - Goal is to remove the disproportionality of discipline in the classroom

Ms. Rosmarin

- Goals reflect a lot of teamwork and conversations, working together with resources
- A lot of work ahead but encouraged by the goals

- Reflect work done, great news for the district
- Glad to see the Grant funds supporting Restorative Justice
- Great news about the Early Childhood Coach
- SEL screener is a exciting commitment
- Strategic Plan - happy to see the alignment with the goals

Chair Eberhardt

- Thanked Superintendent Jette for his goals
- Also happy to see the Early Childhood Coach in the goals
- Reminded the community, the district, School Committee and the Superintendent need to set the goals

Laurie Stillman, Director of Milton Substance Abuse Prevention Coalition - joined the meeting.

Ms. Rosmarin

- Welcomed Laurie Stillman and Margaret Carels
- Thanked and Congratulated Laurie Stillman for all she has contributed to the Town of Milton
- Presence has been here for many years, School Committee Chair as well
- SEL facilitator for many years
- MSAPC awareness throughout the community

Ms. White

- Thanked Laurie Stillman for her dedication to the Milton Public Schools
- Social Emotional/Learning and Substance Abuse Prevention
- Awareness to the community, moved the town along has been remarkable
- Will miss working with you

Dr. Craghead

- Worked done and grants that have been obtained for various project, moved the schools and community forward
- Deserve a very long and happy retirement
- Thanked Laurie Stillman for all that that she has done for the Town of Milton

Laurie Stillman

- Thanked the School Committee for their kind words

Margaret Carels

- Looking forward to working with everyone and to follow in Laurie Stillman's footsteps

Chair Eberhardt

- Laurie Stillman has added so much to the community, thanked Laurie Stillman and wished her well with her retirement.

c. Recommendation to appoint an Interim Assistant Superintendent for Curriculum & Human Resources

Chair Eberhardt made a motion to approve the Superintendent's recommendation and appoint former Assistant Superintendent Janet Sheehan as the Interim Superintendent for Curriculum and Human Resources for the 2021-2022 school year.

Second: Dr. Craghead
Roll Call Vote: 6-0-0

Dr. Craghead

- Enthusiastic about this recommendation
- Want to be able to hire at the right time
- Want to get the most widest, best and robust pool of candidates
- Janet Sheehan served the district well, knows the HR and the position including the curriculum

Ms. Rosmarin

- Agreed with Dr. Craghead
- Wonderful news, knows the district, education and the staff
- Excellent experience

Chair Eberhardt

- This will provide more support to Superintendent Jette and Assistant Superintendent Dexter
- Can help with her experience with the goals
- Great recommendation

d. District Updates - Superintendent Jette

- State Testing Program Information Presentation- link in the Superintendent Blog/MPS Website
- Consent forms will also be available in the Superintendent Blog that will be emailed to all parents

4. Citizen Speak (Policy BEDH-15 Minutes)

None

5. Chair's Report - Chair Eberhardt

- a. Listening Sessions - Chair Eberhardt and Dr. Carroll
 - Oct 21, 2021 - Community Forum on Equity Report - link will be shared with the community
 - Listen/Learning Sessions - Oct 8, 2021- information to be shared with the community
 - Google Format will be available for feedback, School Committee will learn from the feedback
- b. Milton School Committee Subcommittees
 - will not be voted on tonight
 - will be reviewing and discussing the Curriculum and Instruction Advisory Committee to be voted on at the next meeting
- c. South Shore Educational Collaborative Representative

Chair Eberhardt made a motion to appoint Superintendent James Jette to represent the Milton Public Schools as a Board Member for the South Shore Educational Collaborative for the 2021-2022 school year.

Second: Dr. Craghead
Roll Call Vote: 6-0-0

- d. 2020-2021 Annual Report

Chair Eberhardt made a motion to approve the 2020-2021 Annual Report.

Second: Ms. White
Roll Call Vote: 6-0-0

6. Finance Subcommittee Report - Dr. Craghead

- a. FY23 Budget
 - Will meet next Tuesday remotely 5:30
 - Will be discussing Capital Request from Facilities and Technology
 - Dr. Craghead will be reappointed to the Capitol Improvement Committee
- b. Update on the Warrant Committee - Ms. White
 - Met Monday evening
 - Presented two additional positions for the Milton Public Schools
 - 504 Coordinator
 - Speech and Language Pathologist for Special Education and all the evaluations for services for the district
 - \$89,986 was the amount approved

- 2 police officers were also approved and additional money for the library
- Half year positions, Select Board will need to vote

c. Approval of Vendor Warrants

Dr. Craghead made a motion to approve Vendor Warrant #12 in the amount of \$234,952.91 payable 9/16/21.

Second: Chair Eberhardt
Roll Call Vote: 6-0-0

7. School Building Committee Update - Ms. Rosmarin

- Two neighborhood forums to discuss the site for the new schools
- Pine Tree Brook/Blue Hills Parkway and Home Inc.
- Two dates will be available to learn about the need for the new school and to talk about the proposed site
- Begin ongoing conversations with the community as this project moves forward

Dr. Craghead

- When will the dates be sent out

Ms. Rosmarin

- working on sending them out, either hand delivered or emailed out

8. Policy Subcommittee Update - Dr. Carroll

- Policy Subcommittee met on September 13th
- Reviewed policy JLDC on immunization
 - will need to revisit
- Will need to consult with Caroline Kinsella
- Timeline is still fluid
- Stay tuned
- Reviewed the Professional hiring policy, on the agenda for Monday
- Will also discuss, Anti-Racism Resolution, Survey Policy and Residence Policy

9. Facilities Advisory Committee Update - Ms. Rosmarin

- Bill Ritchie presented all the work that had been done this summer to accommodate the student over enrollment
- A lot of modifications were done at the Middle and High School level
- Still funds left over to be used to make modifications

- Voted on the first step on the Capital Request for Facilities, will then move on to the Finance Committee, will review then will be presented to the School Committee.

10. Approval of Minutes

Chair Eberhardt made a motion to approve the minutes of the August 25, 2021 School Committee meeting.

Dr. Carroll made corrections to the minutes to be updated.

Second: Ms. Rosmarin

Roll Call Vote: 6-0-0

Chair Eberhardt made a motion to approve the minutes of the September 8, 2021 School Committee meeting.

Second: Dr. Craghead

Roll Call Vote: 6-0-0

11. Old Business

None

12. Next Meeting Agenda Items

Updated and approved

Chair Eberhardt made a motion to adjourn to Executive Session not to return to open session to discuss:

- To conduct strategy sessions in preparation for negotiations with union and nonunion personnel or to conduct collective bargaining sessions or contract negotiations with union and nonunion personnel in accordance with Chapter 30A, Section 21(a)(2)
- Approval of Minutes

Second: Ms. White

Roll Call Vote: 6-0-0

Meeting adjourned at 9:22pm.