

Milton School Committee Meeting Minutes
Meeting via Zoom
October 20, 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; Janet Sheehan, Assistant Superintendent of Curriculum and Human Resources; Amy Dexter, Assistant Superintendent for Business

1. **Call to Order** - 7:02pm

2. **Approval of Agenda** - updated

Second: Ms. Rosmarin

Roll Call Vote: 6-0-0

3. **Superintendent's Report** - Superintendent Jette

a. Harassment Policy and Reporting System, - Presentation Link on MPS Website

i. Senior Director of Education Equity Somaly Prak-Martins

Ms. White

- Forms and Policies, do we need to think about how we inform parents and the community about incidents. What are people's rights?

Somaly Prak-Martins replied that the first priority is the safety of the student. Want to make sure after the incident is reported there is no retaliation on the student. It is our job to protect the children. When parents do call to find out what is going, they cannot indicate what the consequences would be because of confidentiality. The Bullying Policies are defined; need to do the work with the students and the community.

Superintendent Jette

- Student discipline it is part of the student record and is confidential
- Cannot give the details on consequences
- This policy is being streamlined so the system is consistent

Ms. Ross Denny

- Concerned that in the meantime what is going to happen to our students
- We have had incidents at the beginning of the school year of race based harassment
- One child decided to take action into their own hands, other incidents were not resolved with satisfaction
- Need a short term plan to make people comfortable

- When a child is going harassed that they will be open
- Any type of harassment can get worse whether it is reported or retaliation
- When you look at best practices, are there 3 best practices that Milton should implement in the new plan
- What is the biggest flaw in Milton's practice
- While Milton is taking the time to make the changes students are still suffering

Somaly Prak-Martins

- This was handed over to her two weeks ago, this was the work of Dr. Spaulding
- Did not have access to what was happening with this group until two weeks ago
- Since then have done the research to see where the district is at
- If there were 3 existing practices that exists somewhere else, absolutely but the challenge in this we are a system that have our own issues, we cannot take something else that works in another district and think it will work for Milton without having a plan of implementation
- Localizing these strategies, different factors taking place
- There are plenty of strategies that exist like Restorative Practices, that is a huge piece and the district in moving in that direction
- Need 100% implementation in order to work
- Can add to the next report, happy to add and report next time
- The practices itself is the biggest flaw and the implementation to do this work
- Teachers need more than tools, we need time to education
- Shifting the whole discipline model
- Agreed that students are suffering during the process, the system is not great but there is a process in place in Milton
- People need to be trained and prepared

Superintendent Jette

- Clarified there is system in place to report bullying
- Online anonymous reporting in place
- Every school in Milton does a anti bullying/anti harassment presentation at the beginning of school
- Reporting is only good as the information that is shared with us
- Needs to be reported, whether bystanders/ parents, etc
- Need to be positive relationships to build trust
- Reporting system is on the website and can be anonymous
- Investigation take place when reported

Dr. Carroll

- Student experience trying to figure out where to go and what to do

- In the meantime would there a way in the meantime help funnel reports to people that have been trained
- Student can submit a report to their trusted adult and then can be shared with the trained staff
- Can something be implemented now
- Transition from Dr. Spaulding, curious of who the stakeholders are in the process
- Who is providing the feedback from stakeholders
- Where are we in this process
- Wondering about June is there a plan to bring a full plan proposal in June. How can we not wait until June

Somaly Prak-Martins

- Yes, prior to this report we did not have an Equity Department
- Requested that the report go to the Equity Department
- Need to consider that confidentiality
- Process may need to be discussed with a lawyer in terms of who can have access to where and when
- Need guidance with the situation to make sure the student feels safe
- What is the Restorative Plan
- Yes we can funnel to the trained staff
- There is a plan to who will be trained
- There is talk about a training of investigation incidents
- Two different skills, need to protect the rights of students
- Follow up of where these reports go, lawyers can give guidance
- System does not recognize having the ability to have access to all files because of confidentiality
- The reports were shared by former Assistant Superintendent Spaulding not sure who the other stakeholders were involved
- Need to look at the needs of the district and the data reported

Dr. Craghead

- Could be small shift done now with the district
- Things can be better for our students now while we wait for the new plan to be implemented
- Micro aggression is not the best term because it is not little to the people who are suffering
- Micro aggressions on a regular basis, more around gender expression and sexual orientation
- It happening a lot, seems to be part of the daily experience for our students

- Concerned about that fact when students report the bullying, the student will know who reported it whether it anonymous or not
- Retaliation can happen, need to do more work
- Can you give an example of Restorative Justice? Calling somebody a slur, what would happen in a Restorative Practice

Somaly Prak-Martins

- Once the incident is reported, the student that is being harmed is the first person that is tended to
- Speak with the student and identify the need to contact parents to share information and determine how to keep the student safe
- If a student needs to be removed that is another conversation
- How can the situation be restored for the student, how can it be better, and safe
- Taking the power back, work with the student and navigate with the student to have conversations
- The person causes the harm, need to have a conversation with student/parent/teachers, etc to conference together to determine what needs to be done for this person to learn what they have to learn what they have done is wrong
- In addition work has to be done with the community for those who have witnessed incident
- It is not always student on student, have to make sure all are working together as a community
- Need to provide support and learning of Restorative Practice

Superintendent Jette

- This conversation took place about a month ago, not two weeks
- Unfortunately Dr. Spaulding has left the district
- We have been prioritizing the data and work
- Look in the student handbook on how to report a bullying incident, there is chain of command
- How can we enhance a system in place, need to be consistent
- There has been a reporting system in place

Ms. Ross Denny

- Thank Superintendent Jette for making the clarification to the public
- System we have is not working for everyone, need to come up with ways to make this plan better
- Concern how can we do this better, we have the opportunity to learn from other district
- Updating this policy to reflect our time
- Students/parents of incidents probably don't feel supported

Chair Eberhardt

- Can you tell the public who the Title 9 person for the district
- Trying to build capacity in the students, what is kind and what is harmful
- Recognize that that things can be restored and move forward
- Can be trauma, this is very complicated and know Milton can do better for all of those who are involved
- Need to make all children feel safe

Superintendent Jette

- Title 9 Officer is Assistant Superintendent Sheehan
- Harassment at any levels
- A back up would be the Superintendent
- Encourage parents to look at the website to review the policy in place

- b. Disproportionality Plan - Presentation link on MPS website
 - i. Director of Pupil Personnel Services Susan Maselli

Ms. Ross Denny

- Thanked Ms. Maselli for taking the time to look at the data and to do the research
- Means so much to see the Professional Development
- Professional Development in the classroom is a thoughtful approach
- Mentioned waiting from data from the state, is there a system we can access that data instead of waiting

Ms. Maselli

- Yes waiting for last year's Risk Ratio
- One of the variables is the model of Covid and instructions for students
- Attendance data was all over the place
- Don't want to give misinformation

Dr. Carroll

- Impressed by the clarity and how detailed and thorough presentation
- Expect that data to look differently due to the changes over the past two years
- Understand that changes take place
- Looking forward to different improvements
- Achievement gaps, and crosswalks with Restorative Justice wanted to make sure these dots are being connected
- Wondering the plan to getting the bullying training out to teachers

Ms. Maselli

- 1st PD - Restorative Justice Professional Development this year is about the whole Circle Training and Restorative Justice
- 2nd PD - Conflict and Harm Professional Development
- 3rd PD - Restorative Justice and Discipline
- Share the collaboration
- Racial Equity comes in at the 4th level
- Different levels and steps to develop the skills
- Able to start the work with administrators
- Will continue to collaborate it will become more naturalized
- New grant money to begin to train Adjustment Counselors, key stakeholders

Ms. White

- How many positions has the grant has funded
- What does the price tag look like

Ms. Maselli

- Currently, the grant is covering 5 positions
- Early Literacy, Restorative Justice Coaches, and Adjustment Counselors
- Unit A positions, 5 FTE's

Ms. Rosmarin

- Wonderful presentation
- Excited and interested in the Early Childhood Program
- What is the Role of the Early Literacy Coach
- Wonder if you think our Preschool and Kindergarten classrooms are developmentally appropriate, want to make sure our staff is ready
-

Ms. Maselli

- Want our teachers to feel supported
- Safe place to teach
- Provide pre reading support
- Help students to be ready
- Providing support to instruction to help student learn differently looking at all cultures
- How to help families feel comfortable, network for families, groups to learn skills, play and see the school
- Support the Professional Development
- Yes, our teachers continue to learn just like our students
- Teachers are working on supporting students
- District of rigorous and high standards

- Teachers will develop that skill set to recognize all levels of learning

Chair Eberhardt

- Responsibility as a learning community, what are ways we can reach out to build capacity

c. District Updates

Superintendent Jette

- MPS Test and Stay Program
- 75% of MHS students are vaccinated
- 50% of PMS students are vaccinated, still students at PMS that are not eligible
- Working with Manet Health
- Waiting for the announcement of vaccination approval for 5-11 yrs old
- Covid Numbers:
 - 59 positive cases
 - 9 staff and 50 students
- State reporting started on Sep 13, 2021
- Test and Stay Program
 - started on Oct 12, 2021
 - 43 students tested
 - 3 students tested positive through the program, 1 false positive
- Controlled environment, procedures are working
- Challenging to test at the younger level
- MPS School Committee made a mandate to require all staff and faculty be vaccinated
 - agreement made will be moving forward, one of the first district where faculty and staff have in agreement with the mandate

Dr. Carroll

- had a question about the vaccination for children under 12yrs old
- Can we start planning vaccine clinics available for our elementary schools

Superintendent Jette

- Working with Manet Health to provide clinics for November 2nd but need to wait for the announcements
- maybe available with pediatricians and schools
- already thinking and working on a plan

4. Citizen Speak (Policy BEDH-15 Minutes)

Ms. Yawell - Brush hill Road

- Want to address the disproportionality

- Action plan in place, still struck by some of the facts
- Black and brown students in the French program and advance programs
- Highlighted data is encouraging
- Like to focus on the people
- Concerned about the black and brown kids
- Be aware of the discrimination
- As a community need to break the cycle
- Let our kids know as a community will do our best to fix this program
- We as a community to lead by example

Regina Campbell Malone - Truro Lane

- Agreed with previous caller in regards to the disproportionality
- discipline, special education, advance placement and French Immersion Program
- Would also like to add that there is disproportionality in regards to where our students are in our elementary schools
- Each schools have not been able to prepare elementary for Middle School when the all come together

5. **Chair's Report** - Chair Eberhardt

- a. Milton School Committee Goals 2021-2022 - Google Doc Shared with the community

Ms. Ross Denny

- Unfinished Learning Goals have been discussed
 - Move under the Superintendent Goals, making sure they are implemented
- Will have open minded understanding and grace

Superintendent Jette

- No problem with adding to his goals for June 2023
- Exceptions should be built in to the goals
- Want to have understanding that there will be circumstances that may not be able to be controlled

Chair Eberhardt

- District data to keep at the center of the School Committee work

Goals shared:

Teaching and Learning

Assessments

- By June 2022, MPS will have secured ELA and math **formative assessments** as well as the professional development needed for grade 9-12 teachers.
- By June 2023, HS ELA and math teachers will have been trained on administering the new **formative assessments**.

Unfinished Learning: Measuring Student Growth

- Create a Curriculum and Instruction advisory committee. This advisory committee shall work with the Assistant Superintendent of Curriculum and other MPS administrators as needed to develop and/or refine reporting that addresses various aspects of student outcomes, with a focus on student achievement and accountability.

Personalized Learning:

- Adopt a common data platform for all grade levels. Educate leaders & teachers on the common data platform and how to access and utilize the data at their disposal.

Discipline

- By June 2022, MPS administration will review and revise the district's disciplinary policies, rules, philosophy and expectations PK-12.. This review will be done to address disproportionality among subgroups in MPS.. The district will have developed and begun the implementation of professional development and coaching to change behaviors.
- By June 2024, MPS will reduce the number of disciplinary actions against African-American students, students with special needs and economically disadvantaged students, so these rates eliminate the disproportionality between student groups.

Special Education

- By June 2022, MPS teachers would have completed a professional learning experience that requires that they analyze the special education referral data, study research-based practices into resolving the matter, co-construct the solution with a project plan and present it to the leadership team. The superintendent will present the findings to the SC.
- By June 2024, MPS will reduce the number of African-American students referred to special education so referral rates eliminate the disproportionality between student groups.

Curriculum adoption

- a) By June 2022, PK-12 social studies curricula will be selected. Funding for the new curriculum will be identified in the FY 23 Budget.
- b) By June 2023, PK-12 teachers would have begun the process of adopting the new curriculum and engaged in the professional development necessary to implement it with fidelity
- c) By June 2023, an elementary school math curriculum will be selected. Funding for the new curriculum will be identified in the FY 24 Budget.
- d) By June 2024, elementary school teachers will have begun the process of adopting the new curriculum and engaged in the professional development necessary to implement it with fidelity.

Family and Community Engagement

- Create opportunities to engage with Milton Public Schools families and the Milton community to share information and to be informed by families' and other stakeholders' perspectives on key issues.
- Add Virtual Listening/Learning Sessions hosted by the School Committee to create a regular forum for the community to share feedback on any topic, like an extended Citizen Speak. Note that, pursuant to open meeting law, these will not be opportunities for dialogue with School Committee members (which is prohibited under the law unless the topic has been listed on the posted agenda), but rather extended opportunities for stakeholders to voice questions and concerns that can then be followed up on individually after the session.

Pilot this series through the fall, collecting feedback to inform scheduling and format for January - June, 2022.

- Host at least two public forums for community members to learn and share questions about the Equity Audit Report findings: one evening and one morning, during September-October.
- Contact PTOs at each school to request that two School Committee members be able to join one of their meetings to learn about issues of particular interest in that school community.
- Disseminate a Google form for teacher input to learn their priorities for district community engagement.
- Disseminate a Google form for community members to share questions that will be collated into a FAQ document to address common areas of concern. Explore possibilities for adding a feature like this to the MPS website during 2022-2023.
- Encourage youth participation in School Committee meetings by meeting with youth-led organizations (eg. MHS Student Government, Milton Youth Action Coalition) to collaboratively identify goals for incorporating student perspectives into district decision making.
- Conduct research into district ombudsperson role; report findings in spring 2022.

Develop Public Relations/Communications strategy for MPS.

Social Emotional Learning (SEL)

- Identify the cost of full implementation of a social and emotional screener. K-12.
- Budget for full implementation of SEL screener in FY 23.
- By June 2022, MPS will have researched and identified interventions as well as their associated cost that will respond to the top three issues identified by school level (middle and high school).

Ms. Rosmarin

- Unfinished Learning Goals mentioned
 - if Superintendent Jette wants to consider adding this goal he should consider the draft goal and what is appropriate
 - annual goal for this year, still trying to figure out the plan
- Superintendent already proficiency gaps
- Reached out to [AJ Melanson](#) and Cat DesRoche who are working on Personalized Learning, they have advised to bring this forward and add to the goals for this year to adopt a common data platform for all grade levels
- Otis has been used, implementation has been sporadic
- Having the data about the students is very important for staff to Personalize Learning for students

Superintendent Jette

- Ok with adding both goals to his goals
- Personal Learning, discussed what is important to put in place

Dr. Carroll

- Typo in section of Community Engagement
 - Milton Youth Advocate for Change

Chair Eberhardt made a motion to accept the School Committee Goals for 2021-2022 School Year.

Second: Ms. White
Roll Call Vote: 5-0-1

b. Superintendent's 2021-2022 Goals - shared Doc with the Community

Ms. Ross Denny

- Thanked Superintendent Jette for incorporating goals
- Encourage to plot out the staff capacity to accomplish the goals
- Distribute work across your team
- Let School Committee know if you need help with resources

Superintendent Jette

- Glad that statement was made
- Work will be spread across to multiple people
- Recommendation of a Social and Emotional Goal for this year, will be added to add 4 faculty and staff to do the work
- Survey are challenging, survey that are being sent home to do our due diligence not to cause stress to families
- The more that participate the more information will be gathered

Chair Eberhardt

- Suggested the word screener instead of survey

Chair Eberhardt made a motion to accept the Superintendent Goals for the 2021-2022 school year with the additional goals added this evening.

Second: Ms. Ross Denny

Roll Call Vote: 6-0-0

c. Appoint MASC Delegate

- November 3-6
- Friday will be the vote

Chair Eberhardt made a motion to approve Ms. Rosmarin as the MASC Delegate.

Second: Dr. Craghead

Roll Call Vote: 6-0-0

d. MASC Resolutions

Ms. Rosmarin

- After going through the Resolution
- Thinking about having consent Resolutions
- Vote as a block if all in agreement
- If not in agreement, then they can be discussed

Dr. Craghead

- Agreed it is a great idea
- Wording of the motion, needs to have that accounts that the Resolutions will be reworked

Chair Eberhardt made a motion for our voted delegate Ms. Rosmarin to vote in the affirmative for the Nine Resolutions of the MASC Board of Directors to be voted on at the MASC meeting on Friday, Nov 5, 2021 with the caveat that there may be some slight changes to the wording as currently written.

Second: Ms. White

Roll Call Vote: 6-0-0

e. Milton School Committee Subcommittees

Curriculum and Instruction Advisory Committee

Proposed October 20, 2021

Curriculum and Instruction - This subcommittee shall work with the Asst. Supt. of Curriculum and other MPS administrators as needed to develop and/or refine reporting that addresses various

aspects of student outcomes, with a focus on student achievement and accountability. This reporting shall include, but not be limited to:

- course availability and placement
- performance on standardized testing
- student attendance
- conduct and discipline
- graduation and post-secondary success

This reporting shall include all cohorts of students (e.g. general education, special education, English Learners (ELs)). These reports shall be analyzed by the advisory committee and administration on a regular basis so that the administrators can determine actions to be taken by the administration. Advisory committee members can determine recommended actions to be considered by the full School Committee. It is recommended that the reports and corresponding analysis be reported by the advisory committee to the full School Committee on at least a bi-monthly basis.

The Advisory Committee will be composed of one or more School Committee members, MPS Assistant Superintendent for Curriculum & Human Resources, and the Administrator for Pupil Personnel Services. Curriculum Coordinator(s), Curriculum Director(s), Department Head(s), Director, Data & Analytics, and principals should participate, as needed.

Chair Eberhardt made a motion to approve the addition of Curriculum and Instruction Advisory Committee.

Second: Ms. White

Roll Call Vote: 6-0-0

Members: Dr. Carroll and Ms Ross Denny expressed interest in being part of this committee.

6. Finance Subcommittee Report - Dr. Craghead

a. FY23 Budget

- Finance Subcommittee has met with all the stakeholders to present for their schools
- Met with each School Principal
- Met with Facilities and Technology for Capital request
- Need to meet with Special Education and Divisions but will be in the next few weeks
 - Unfinished Learning and Social and Emotional Needs
- Entities will be prioritized

- The Leadership Team and Superintendent Jette will meet and present to the Financial Subcommittee.
- Finance Committee will meet and present to School Committee as a whole as a proposed budget request before going to the Warrant Committee

b. American Rescue Plan Act (ARPA) Funding Request

- Funding request made to the town

Superintendent Jette

- Looking at the additional sources of funding to take the burden off the town
- Put in an ask, support for Behavior Health, 504 Coordinators, Math Specialist, Interventionist, etc
- Talking about rooftop units, wear and tear of schools
- Potential of expansion of classrooms
- Nothing has been approved at this point
- List was prioritized
- Financial Subcommittee Report doc/screen shared with the community

Assistant Superintendent Dexter

- wanted to clarify that we went to Town Administrator Michael Denney and Town Finance Director Karen Preval as directed by the Select Board
- They were going to go through first to see if it was eligible
- This vote could be to submit the request

Dr. Craghead made a motion to submit the ARPA Funding Request as presented to the Town Administrator and the Milton Select Board.

Second: Ms. White

Roll Call Vote: 6-0-0

c. Approval of Vendor Warrants

Dr. Craghead made a motion to approve Vendor Warrant # 16 payable on October 14, 2021 in the amount of \$253,156.31.

Dr. Craghead made a motion to approve Vendor Warrant # 17 payable on October 21, 2021 in the amount of \$299,362.44.

Second: Ms. White

Roll Call Vote: 6-0-0

7. Policy Subcommittee Report - Dr. Carroll

a. Report on Policy Sub Committee Meeting

- Discussed three important policies
 - District Survey Policy
 - Vote and discussion at next meeting
 - Residency Policies
 - Additional exemptions
 - Professional Hiring Policies
 - Revision to come
- Next meeting on November 1st and will discuss the mask policy

b. Anti-Racism Resolution – Shared below:

MILTON SCHOOL COMMITTEE ANTI-RACISM RESOLUTION:

WHEREAS, as schools have the responsibility to equip students with their civil right of obtaining a free and appropriate public education, it is the responsibility of each school to ensure we create a welcoming community wherefor ALL students realize their intellectual (academic, social-emotional, behavioral, and cultural) and developmental potential; and

WHEREAS, it is the responsibility that the district provide access to all district staff, (including School Committee members) annual professional development on diversity, equity and inclusion; and

WHEREAS, this every district will commit to recruiting and retaining a diverse and culturally responsive teaching workforce; and

WHEREAS, this every district will examine our their policies for institutional and systemic racialized practices and implement sustainable change with sustainable policies that are evidence based; and

WHEREAS, this every district will incorporate into our their curriculum the history of racial oppression, and works by black BIPOC authors and works from diverse perspectives, as required by the Massachusetts Department of Elementary and Secondary Education DESE; and

WHEREAS, we as school district leaders can no longer remain silent to the inequities and issues of racism and hate that continue to plague our public and private institutions, including racism, sexism, homophobia, transphobia, ableism, antisemitism, Islamophobia, classism, and nativism;

WHEREAS, we as school district leaders call for discourse that rejects toxic incivility and embraces careful listening, respect, openness to dialogue, and commitment to the truth;

RESOLVED: that the Milton Public Schools ~~and all the school districts in the Commonwealth~~ must guarantee that the district will intentionally and purposefully work towards eradicating racist and all other discriminatory practices are eradicated, ; and and actively embed and practice

diversity, equity and inclusion is embedded and actively practiced for our students, families, faculty and staff.

We must ensure our own school culture ~~and that of every district in the Commonwealth~~ is anti-racist, that acknowledges that all lives cannot matter until Black BIPOC lives matter, and we must eliminate the disproportionalities that exist among our students based on race, gender, socio-economic status, and special education status.

Milton School Committee Chair Sheila Varela
Milton School Committee Vice Chair Dr. Elaine Craghead
Milton School Committee Member Margaret Eberhardt
Milton School Committee Member Dr. Kevin Donahue
Milton School Committee Member Ada Rosmarin

*Unanimously voted by the Milton School Committee on July 8, 2020.

Dr. Carroll made a motion to approve the Anti-Racism Resolution as revised.

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

8. Strategic Planning Advisory Committee Report - Ms. Rosmarin

- Meet quarterly
- A lot has changed
- Started out with a presentation co-chair Steve Paxia, time to rethink the strategic Plan
- Urgency for an Equitable learning environment for all students
- Different kind of planning from districts, important to keep in mind goals are meant to be transformative
- Operations plans, set of activities 1-3 year plans
- Annual plans to address short term goals
- Challenging because the Strategic Plan was not set
- Discussed former Strategic Plan, was long and detailed
- Goal moving forward to maintain and focus on the goals
- Operations plans will be more detailed
- Task forces in place for each of the goals
- Discussed possibilities for the Strategic Goals but have not been finalized
- Will work together to work on a draft

9. Old Business

None

Dr. Carroll

- Community Forum 10/28 - Quality Review Report
- Information will be sent out in the Superintendent Jette's blog

10. Next Meeting Agenda Items

Updated and approved

11. Executive Session:

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

- a. 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)
- b. Approval of Minutes

Second: Ms. White

Roll Call Vote: 6-0-0

Meeting adjourned at 10:05pm.