

Milton School Committee Meeting Minutes
February 2, 2022

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

Second: Dr. Craghead

Roll Call Vote: 6-0-0

3. Superintendent's Report

- a. MPS Targeted Review Update from the Office of District Reviews and Monitoring
 - i. Laura Richane - Slides/Presentation link available on the MPS website

Dr. Carroll

- Asked Ms. Richane if she could explain how the standards are selected for a targeted review

Ms. Richane replied:

- Look at a number of district documents and district data
- Identify particular standards that districts may benefit from having a deeper analysis done
- Two sets
 - Student Centered Review - Curriculum/Instructions Assessment and Student Reports Standards
 - Or Government Administration System Review
 - Looks at Leadership Government Standard
 - HR and PD Standard
 - Financial and Asset Management Standard
- Both include classroom observations
- One set is chosen depending on what the district would benefit from

Dr. Carroll

- Milton underwent a voluntary School Quality Review Process last year

- From that lengthy report MPS received a number of suggestions and recommendations
- Can you confirm the time frame of when your report would be delivered to MPS, would it be at the end of this academic school year?

Ms. Richane replied:

- Not able to give a specific date
- Goal would be to delivered a report to the district in about 3 months after onsite
- Want this to be useful to the district so understand it can be time sensitive

Ms. Ross Denny

- Will there be any resources allocated to correspond with any of the recommendations you may have

Ms. Richane

- Not typically part of the process
- There may be competitive grant opportunities available
- Can connect districts with people who may be helpful with the grants

Ms. Rosmarin

- Is there some place MPS can access the DESE standards and indicators

Ms. Richane

- Yes, it is available on the DESE website

Chair Eberhardt

- Had some input and concern from the community last year about people coming into classrooms for observation and surveys for students
- Can you tell us about the people from the American Institute of Research that come into the classrooms, are there background checks, are they CORI and fingerprinted?
- Assured that information is shared

Ms. Richane

- American Institute of Research use an observation tool called CLASS , the observers are experienced in using CLASS
- Certified and it is a rigorous process
- Clear understanding of what they are looking for

- All are CORI'd, all will have background check requirements, all vaccinated and will wear mask
- Very experienced, reassure that we are not evaluating teachers, just evaluating trends in the district

Chair Eberhardt

- Will there be focused groups that involve students, will there be any surveying of students

Ms. Richane

- Really interested in including student voices in this process
- Will have at least one or possibly two student focus groups
- Policy is to provide guidance for district as to how to put this together, will ask that the district reach out to the students
- Collect parent consent
- Don't have a survey that is used specifically but look closely at a survey called Vocals that DESE does in conjunction with MCAS
- Gives a sense of a student perspective of the school climate

Superintendent Jette

- Thanked Ms. Richane for her time and communication with the district

b. Milton High School Site Council Presentation - Presentation Link on the MPS website

- Principal, Karen Cahill
- Vice Principal, Ben Kelly
- MHS School Librarian, J Troy
- Adjustment Counselor Jennie Beliveau
- Student, Kiera Glazer - Junior
- Student, Barron Clancy - Senior

Ms. Ross Denny

- Thank you for sharing all the wonderful work you have done at the high school
- Son is a sophomore and is benefiting from some of you individually as well as from the clubs
- Asked about the interventions and unfinished learning
 - Spoke about a series of interventions, can you give examples

- How are we assessing whether or not students are growing/learning from these interventions, ultimately the impact

Principal Cahill

- Brian Selig implemented iReady, using it in the Math Curriculum to see where the gaps in learning are
- Then taking that information and using it in the math and math support classes
- When recommending students for Math and Biology support, we are not just putting the student into the class, we are having a conversation with the student and parents/guardians prior to making any schedule changes to discuss why we are recommending the support
- Academic Strategies - course it is not a Special Ed Course, it is in conjunction with our BRYTE program
 - helping students stay organized
 - give them a checklist
 - able to login and follow their schedule
 - make sure the work is getting done
 - how are we supporting the students
 - look at the work that they are doing
 - want to make sure we are not overwhelming the students

Ms. Ross Denny

- Found this helpful
- Few years back as part of Parent University, a consultant was brought in around Executive Function and how much you can challenge and can mitigate to help a student around those skills
- Asked about student data, how can we get African American and Hispanic students more enrolled in AP Classes? Mentioned Guidance Counselors are going in, is that the specific way we want to encourage greater enrollment?
- Recognized there is this tension between what students are comfortable with, and how do you push them beyond their comfort zone with support- would like to hear more about that
- Also noticed in the New Program of Studies, SAT course was back. Have you identified a resource to teach the course?

Principal Cahill

- After PSAT is given 10 & 11th graders, the College Board provides information called AP potential
- Information is shared with the teachers as well, with an explanation and breakdown
- Guidance Counselors are going into classes talking about AP classes as well as the teachers receiving the information on students and encouraging them to take AP based on the information shared from College Board
- Those are the conversations happening with students, and recommendations go home every year. Students and parents can open up any conversations to discuss classes and seeing really what the students interest are
- The SAT Prep course is pending on the teachers available, hoping for the funding to offer the class
- Course offered after school or on the weekends, the class will be pending on the funding available

Ms. White

- Loved hearing from the students and the incorporation of education
- Thank you for all that you do for our students
- How are you supporting your staff?

Principal Cahill

- Staff at MHS are amazing, feels like they are more supportive
- Try to make a few laps around the building a day to check in with staff
- PTO has been fantastic providing treats throughout the year
- Little recognition can really make a difference
- Staff need time off and need to be mindful of that
- Staff have been doing an amazing job day in and out through the years

Cora Redmond

- Asked about social and emotional learning
- Talking about anxiety around Covid, how are you systemically dealing with that and supporting students

Principal Cahill

- Over the past year and a half, have been talking about if a student does not feel safe then the learning is not going to happen
- Students that are remote, stayed remote for a reason, went to their homes to visit to check in and talk with the students and families

- Have to continue to be reflective and listen to what the students are saying
- Started the Principal Breakfast to listen to the students, the next one was recommended to perhaps have a luncheon
- It is really important to listen to the students, need to incorporate more student voices
- Ask the students how they can be supported and how they can feel safe
- Students should be able to identify with a staff member in the building to talk to when needed

Dr. Carroll

- Glad to see the action step in the School Improvement Plan around establishing the building base Professional Development Committee
- Seems important and great step offering additional Professional Development time
- Please provide a little background on the mission of the graduate, when was it put into place, what was the process?

Principal Cahill

- Mentioned the NEASC accreditation visit during the presentation
- When first came to Guidance at the high school, MHS was in the middle of a review for NEASC and we wrote at that point in time a mission statement for Milton High School and steps that we expected from Milton High Students to achieve before graduation
- Reflections and collaboration time, the building worlds together. what we are showing the accreditation committee what do we expect our students to know
- Made them into steps of what is expected of the student
 - Being a good citizen
 - Incorporating technology
 - Understanding the curriculum they are taking and what works for them
- NEASC came in last fall, visited classrooms, interviewed students and staff
- Worked with us to make sure all steps are in line
- Looked at the Strategic Plan and that it ties in with the graduate plan
- Want to be sure we are providing skills for success
- The graduate will leave Milton and be successful

Ms. Rosmarin

- Exciting year for all of our seniors, congratulations to Mr. Barron on his acceptance to Brown University
- Exciting to hear the alignment of the High School Plan with the Strategic Plan
- That is one of the goals, to have the goals align with efforts throughout the district
- The Strategic Plan is evolving and will be presented at the next meeting

- Growth of enrollment has made its way to the high school, want to be able to support you in efforts to identify spaces to be used for classroom spaces
- Keep us in mind for any budget needs

Chair Eberhardt

- Wish we had your presentation when we went to the Warrant Committee last week
- They asked us a lot of questions about tying our quest to outcomes
- Asking if we were inspiring our students to be excellent citizens, lifelong learners and thinkers
- Your presentation tonight captured perfectly what they questioned and quizzed us about last week
- Will be sure to share this presentation with the Warrant Committee

c. Milton High Schools Program of Studies - Link of the MPS website

- Discussion of Dual Enrollment with Quincy College

Chair Eberhardt made a motion to discuss Milton High School's partnership with Quincy College for the Dual Enrollment Program.

Second: Ms. Rosmarin

Dr. Craghead

- Recognize the potential benefit for the students, but also recognize one major drawback
- An article was published in the Patriot Ledger last year, the road has been incredible rocky for Quincy College
- Experiencing huge dip in enrollment and lost its accreditation in its Nursing Program
- Lots of schools have had a dip in enrollment
- Articulation Agreement with Milton High School would benefit Quincy College in a number of ways
 - Add to its FTE for students
 - Serve as a potential recruitment tool
 - Financial benefits, each semester could be up to \$7,500
 - Our teachers would be doing the instructions, including all of the overhead
 - All we receive from Quincy College is the syllabus and some training
 - Helps with their rebranding
 - Only community college that operates outside of the State of the Massachusetts Association of Community Colleges is Quincy College, not a part of the same incentives and guidelines given by the state

- Clear that Quincy College would benefit, it will not agree to give not even to one student in need of a scholarship or could not afford the tuition

Ms. Ross Denny

- Good thing is that Quincy College is not the only college that offers this dual enrollment
- Is it possible to include dual enrollment without naming the college

Dr. Craghead

- Dual enrollment is an option and free for community colleges
- Dual enrollment is an option for anyone in the commonwealth in any of the other 15 community colleges for high school students
- There are some guidelines, one is a 2.5GPA but you take the course for free
- You do have to apply, the drawback is that you don't get to take it in your classroom during your school day

Ms. Ross Denny

- Fitchburg State was our supplier of college credit
- Our instructors delivered the instruction
- Seen contracts like this before, it is possible to do it outside the classroom just don't know if it applies to High School students
- Appreciated that Brian Selig would like this to be incorporated in the Fall of 2022
- Would not want the potential baggage associated with specifying one partner/college to prohibit us to add to the Program of Studies
- It doesn't take that long to negotiate these agreements
- If you can tweak the agreement without naming the college that would be great

Principal Cahill

- Not sure if this is possible

Ms. Ross Denny

- Until otherwise it might be worth voting on the Program of Studies without naming a site, it is worth putting it in and not delaying the vote

Dr. Carroll

- Questioned involving the tuition

- Thought a discussion took place previously, that we decided that a student would not miss out on the opportunity to take the credits for lack of financial resources, we would figure out a way
- Topic of MFE came up, wondering where that stands

Chair Eberhardt

- Yes, the same way that students would qualify for financial aid in the district
- Similar to AP exams

Ms. Rosmarin

- Thought when the meeting started that would support the program
- However Dr. Craghead's comments are compelling
- Wondering in terms of option to just list a dual enrollment course institution TBD
- Need students to sign up soon for courses, don't think an unknown opportunity would generate another interest to sign up
- Wondering if we just need to go back to the drawing board to look at our options

Ms. Ross Denny

- SAT Course listed in the Program of Studies, that is funding contingent
- There really are other options in the commonwealth

Chair Eberhardt

- Students were surveyed, students expressed disappointment that this was not option for this year and were hopeful that it would be an option in the future
- Recognize that Quincy has had some challenges
- Think we talked about equity for all students across the board
- How long would the agreement be for Quincy College?
- Provides an opportunity for our students

Principal Cahill

- Renewal and review every year

Superintendent Jette

- The contract would be year to year
- No financial commitment until March of 2023
- Believe there was conversation about going to Curry but would need to go to their campus and would be more of a cost

Ms. Ross Denny

- If we vote yes, is there still an opportunity to look at other colleges

Principal Cahill

- Students are starting to choose classes for next year
- We will have to wait for the following year if this is not voted on
- There will have to be more research

Chair Eberhardt made a motion to approve Milton High School's partnership with Quincy College for the Dual Enrollment Program.

Second: Ms. Rosmarin

Roll Call Vote: 5-0-1

Chair Eberhardt made a motion to approve the Milton High School Program of Studies for the 2022-2023 school year.

Second: Dr. Carroll

Roll Call Vote: 5-0-1

d. District Updates

- Update on the new testing program
- Deadline to submit January 24, 2022 to submit the application for the new testing option being provided by the state
- As of last week, 300 faculty and staff received their at home rapid test kits
 - Just received the student test kits today, will distribute 1400 test kits to students
 - Students to administer the test in the presence of their parent/guardian
- Numbers have gone down gradually even though they seem high compared to last year
- This week 9 staff members and 58 students have been reported positive
- Optimistic with more people vaccinated, Boostered, still wearing mask but also see a rapid decline in Milton, the Commonwealth of Massachusetts and the national as a whole
- We are getting closer and closer to call it an Endemic or herd immunity
- Wanted to let the School Committee know that he did submit a waiver, you can submit a waiver for mask optional but doesn't necessarily mean that you implement it but wanted to get it in
- Deadline line for the mask mandate is February 28, 2022

- Want to be prepared in the event for when we walk away for February vacation, we may receive an announcement on that Friday
- Wanted to make sure we have everything, if things continue to go in the right direction we will have a conversation with the School Committee members because it is a School Committee mandate as well
- Many districts have applied for it, believe School Committee have indirectly heard this
- Many districts applied for it but not active because of the high numbers or they did and they reverted back because of the high numbers in their district, always have that option
- Mobile Vaccine Unit
 - March 5, 2022 (at Milton High School) follow up date of March 26, 2022 (at Pierce Middle School)

Dr. Carroll

- Can you confirm which school or schools you applied for the waiver and can you confirm the vaccination rates at those schools?

Superintendent Jette replied:

- Applied for waivers for the Middle and High School
- Probably will not see too many elementary at the threshold level
- We have been well over 80% at the Middle and High School students
- Over 96% or closer to 98% now of faculty and staff district wide
- Did not get the numbers, nursing staff are learning a new system, calculating, to identify the students
- Kim Coughlin with the new testing option, assured us that we will have that information for the next School Committee meeting especially for the elementary level
- Need proof of the vaccination, in particular at the elementary level

Chair Eberhardt

- Know parents are anxious to return to the way it used to be in 2019
- Parents have reached out about the masks and the waiver
- Thank you for updating, we are hopeful for the time to come

4. **School Building Committee Report** - Ms. Rosmarin

- Welcomed Sean O'Rourke, Chair of Building Committee
- Link of the presentation available on MPS website

Ms. Rosmarin

- Community Outreach Planning, have tentatively planned a forum with two stakeholder groups (MPS Faculty/Staff and Parents in the community)
- Brief presentation, hear from both groups, thoughts and questions about the process
- That will help with the data collection, will come back to the School Committee on March 16th to have a further discussion
- Will continue to do research and provide literature on grade configuration

5. Citizen Speak (Policy BEDH-15 Minutes)

Kristin Kociol - Standish Road

- Address the Covid Policies in schools
- Thank you Mr. Jette for applying for the waiver to make masks optional at the middle and high school level
- Support of the urgency of normal campaign
- Urgency to have Pre Pandemic norms in our school
- Urge that any other precautions unless provided by the state be abandoned
- Contact tracing has been eliminated, kids should be able to choose who they sit with at lunch
- Need to stop promoting a culture of fear around Covid
- There has been a rise in mental health crisis, suicide attempts, drug overdoses and eating disorders
- Need to return to normal
- Parents are heartbroken to see what we are seeing in our homes
- You need to understand what kids are going through
- Shared quotes of children (not from Milton)
- Parents deserve a real answer
- Children need a return to normal
- Let the parents know the plan
- 860 medical professionals have signed the petition

Erin Bradley - Lincoln Street

- Wanted to speak about School Building Report - was in the school system many years ago
- Went to an unconditional school K-5 elementary, 6-7 middle school, 8-9 junior high, then 10-12 for high school
- Applaud the second option, the transitions through school years make it easier to get closer of a cohort of friends
- Easier to transition to each school
- One piece missing, the fact that there is still no pools in any of our schools
- Might be something that might be an option on one of those floors, the kids could benefit from this

6. Finance Subcommittee Report

a. Community Schools – Paid Leave Time

- (Mirror Unit D agreement) except for vacation days
 - Retro to August 30, 2021
 - Effective immediately
- Administrative Assistant (1) Full Time - Works year-round
 - Sick Leave
 - Personal Days
 - Bereavement
 - Vacation
 - Holidays
- ASE/ESAP Supervisors (4) Full Time Work 10 months academic year
 - Sick Leave
 - Personal Days
 - Bereavement
 - Holidays
- Staff under 20hrs week - part time 10 months academic year (Assistant Supervisor Nurses, Specialist, Group Leaders and Support Staff)
 - Sick Leave
 - Personal Days
 - Bereavement

Dr. Carroll

- The proposal does not include numbers, would it be necessary to staff substitutes, is that built into the proposal
- Would the fees be increased

Dr. Craghead

- Ms. Sandoval does not plan to raise the fees
- Staff work to cover whoever is out, do not hire anyone extra

Ms. White

- Ms. Sandoval reported that it would cost about 12,000 to paid the employees for their time off

Dr. Craghead

- Ms. Sandoval reported that Community Schools Funds have a healthy balance

Assistant Superintendent Dexter

- If staff members of Community Schools took time off, they went unpaid
- Are the only employees that don't have paid time off
- Want to make it consistent with other employees of Milton Public Schools
- Applaud Ms. Sandoval for advocating for her employees

Dr. Craghead made a motion to approve the proposal as outlined by the Director of Community Schools with regard to paid time off for Community Schools staff.

Second: Ms. White

Roll Call Vote:6-0-0

b. Approval of Vendor Warrants

Dr. Craghead made a motion to approve vendor warrant #31 payable 1/27/2022 in the amount of \$684,809.64.

Second: Ms. White

Roll Call Vote:6-0-0

Dr. Craghead made a motion to approve the vendor warrant #32 payable 2/3/2022 in the amount of \$283,709.48.

Second: Chair Eberhardt

Roll Call Vote:5-0-1

Dr. Craghead

- The Budget was presented to the Warrant Committee on Jan 24, 2022

Assistant Superintendent Dexter

- Just to clarify for the community, on the agenda it did say we were taking a vote on the budget
- It was removed because we were told we may need to take something out of our Capital Request and roll it into the Operating Budget
- Received word from Finance Director Karen Preval that is not necessary at this point, we can leave it where it is
- No need to take another vote
- The Chromebooks are in the appropriate place in the budget

7. Curriculum and Instruction Advisory Committee Report - Ms. Ross Denny

- Had a meeting on January 13th
- Two items on the agenda

- Restorative Justice and Anti-Racist Curriculum
 - Status updated
 - Reported bullying systems
 - Working on a communication plan
 - Grade level review, will be available in report format
 - Social Studies and Math Department both conducting a curriculum review
 - Social Studies using inquirED
 - Math is using a tool developed by Massachusetts Department of Elementary and Secondary Education
 - Update on Professional Development associated with Restorative Justice
 - Principals and Vice Principals would be completing their Restorative Justice training at Suffolk University by the summer
 - Some teachers and Adjustment Counselors engaged in professional development on their own
 - Please that people are engaging in this work
 - Social Studies Curriculum Review - Kim Kaplan the Elementary Social Studies Coordinator gave a thorough overview of the process to date
 - InquirED Rubric, effective and robust tool thanks to Dr. Carroll
 - A lot of the work aligns with DESE
 - Pilot several lessons
 - Curriculum need to meet or exceed our presentation

Dr. Craghead

- Asked about the Restorative Justice Program
- Is the plan to have the Program in place for the fall

Assistant Superintendent Sheehan

- Goal is for us is to continue to train the Leadership Team
- Started with the Principals and Vice Principals
- Next steps would be other members of the Leadership team
- Teachers will be able to access Professional Development on Diversity, Equity and Inclusion on their own - this will be online Professional Development
- Grades 6-12 curriculum has began, can provide an update at the next meeting

Chair Eberhardt

- Would be helpful to see the roll out plan for next year for our students

- Received emails from the community about anti-Semitism, what is that going to look like in our curriculum

8. **Health and Wellness Advisory Committee Report** - Ms. White

- Goal was to review all subcommittees/categories for a Wellness assessment
- Next month we are meeting with a DESE member/consultant
- Help review our strengths and where we need to improve
- Help look at where we are, invite Jackie Morgan to come to a School Committee meeting in March to give an update
- High School breakfast program - looking at different ways to improve
- Update on Covid - numbers are decreasing
- Milton Coalition - looking to update the Health Curriculum

9. **Policy Subcommittee Report** - Dr. Carroll

- Met on January 24th
- Had three topics
 - Face Covering Policies
 - looking ahead and understanding DESE statewide mandate has already been discussed
 - Superintendent Jette has already applied for the waiver
 - Optimistic, numbers are moving in the right direction
 - Will discuss again on February 28th
 - Vaccine Clinic
 - scheduled
 - Calendar Policy
 - Academic calendar document
 - Returning to this policy with an equity lenses
 - Great discussion, with inclusion of holiday's
 - Will have larger conversations about the calendar
 - Shared resources from DESE
 - Can use other districts as examples
 - Consider community input going forward
- MASC Recommendations Revisions
 - Lengthy of series of updates
 - Agreed that we need to have this discussion with Assistant Superintendent Dexter about the budget
 - Recognize that it needs to be addressed, will bring back to discuss

- Remains on the agenda

10. Chair's Report - Chair Eberhardt

a. Mid-Cycle Review of District/Superintendent

- Sent a folder with information
- Please look it over and can address and discuss at the next meeting
- Review happens at School Committee meeting, not having conversations with each other in private

11. Approval of Minutes

Chair Eberhardt made a motion to approve the School Committee Minutes dated January 5, 2022 with edits made by Dr. Carroll.

Second: Dr. Craghead

Roll Call Vote: 6-0-0

Chair Eberhardt made a motion to approve the School Committee Minutes dated January 19, 2022 with changes/edits made by Ms. Rosmarin and Dr. Carroll.

Second: Ms. Rosmarin

Roll Call Vote: 6-0-0

12. Old Business

None

13. Next Meeting Agenda Items

Updated

Chair Eberhardt made a motion to adjourn from the Milton School Committee meeting.

Second: Dr. Craghead

Roll Call Vote: 6-0-0

Meeting adjourned 10:32pm.