

**Town of Norwood
School Committee Meeting
Remote
Thursday, August 10, 2023**

A remote meeting of the Norwood School Committee was held on Tuesday, August 10, 2023. The meeting was called to order at 7:00 p.m. (The public can access the meetings live via NCM on cable, as they are live-streamed. For the cable channel guide and on-line link, please visit: <https://norwoodcommunitymedia.org>).

Committee Members Present: Ms. Anne Marie Mazzola, Chair; Dr. Joan Giblin; Teresa Stewart and Ms. Kate Sibbing-Dunn

Committee Member Excused: Mr. David Hiltz

Administrators Present: Dr. Dave Thomson, Superintendent of Schools; Dr. Charisse Taylor, Assistant Superintendent for Operations and Strategy; Mr. J. J. Munez, Assistant Superintendent for Curriculum;

Minutes: Ms. Stewart made a motion to approve the following minutes:
-July 18, 2023 - Business Meeting Minutes; and
-July 18, 2023 - Executive Session Minutes

This motion was seconded by Ms. Sibbing-Dunn. The Members were polled and voted in favor 4-0.

Correspondence: None.

Warrants: Chair Mazzola informed that she has signed warrants on behalf of the School Committee. Chair Mazzola then shared the warrant report.

-Payroll Warrants:	\$1,337,031.40
-Accounts Payable:	\$ 13,889.02
	\$ 18,888.98
	\$ 39,552.98
	\$ 32,706.05
	<u>\$ 14,918.25</u>
Total:	\$1,456,986.63

Public Comment: Chair Mazzola informed that this was the time in the meeting for members of the public to address the School Committee with items that they would like to see on a future agenda. The School Committee has switched to a remote meeting and the public can access the meeting live via NCM on cable, as it is live-streamed. For the cable channel guide and on-line link, please visit: <https://norwoodcommunitymedia.org>).

The Chair reminded that for the remote meetings, the public can participate in the Public Comment portion of the meeting by calling the Superintendent's Office

at 781-762-6804 by noon on the day of the meeting to register and receive a meeting link that will be accessible for public comment only.

The following people registered in advance for Public Forum this evening: Public Forum began at 7:09 p.m.

Patrick Mulvehill: Mr. Mulvehill was here this evening to confirm the names of the top four finalists. He said that he knew Mr. Fitzpatrick and he would not be happy with a name-change in his honor supplanting Dr. Coakley's name. Mr. Mulvehill asked who Mr. Fitzgerald was.

The Chair explained that it appears that a few people who wanted Mr. Fitzpatrick's name nominated may have been confused and called him Mr. Fitzgerald.

Mr. Mulvehill shared his frustration with this process.

Bob Griffin: Mr. Griffin, a former teacher and principal at the Callahan School for 48 years (and then did one year as an interim principal at the Oldham School), was here to speak about keeping the Coakley Middle School name. He said Dr. Coakley was a visionary in the Norwood Public Schools who was a dynamic advocate for all things related to Norwood Schools and students. He wished the Committee the best in their future deliberations and said he truly believes our Middle School is already named after the best possible role model.

Bob Thornton: Mr. Thornton was here tonight to implore the Committee to do the right thing which he believes would be to keep the name of the Middle School the Coakley Middle School. He said when the school was dedicated in Dr. Coakley's honor in 2004, he was so proud then that the School Committee did the right thing then because Dr. Coakley was the quintessential educator and native son. He shared the reasons why he believed Dr. Coakley's name should continue to be the name of the Middle School. Some of these reasons included how hard Dr. Coakley fought for equality and how hard he worked to get four new schools built in Norwood. He added that there are currently 8 school buildings still in use in Norwood today and Dr. Coakley built half of them. Mr. Thornton said that he hopes they let history be the guide for them. When the original wooden building that was the Balch School burnt down in 1913, they rebuilt it and kept the name in honor of Mr. Balch.

Pat Cammarata: Mr. Cammarata is a retired educator in the Norwood Public Schools. He shared the reasons why he believed the Middle School should continue to be the Coakley Middle School. Mr. Cammarata said that Dr. Coakley was a true visionary and said that he was instrumental in the building of four new school buildings as well as the creation of the TEC Collaborative for students with complex learning needs. He shared that Dr. Coakley, along with some Town officials, went to talk with Mr. Charles Sumner Bird to see if he would sell some of the Bird land to Norwood. Mr. Bird agreed if it was used for educational purposes.

Ralph Toran: Dr. Toran, former Superintendent of Norwood Public Schools, was here this evening to advocate on behalf of keeping the Middle School name the Coakley Middle School and shared some of Dr. Philip O. Coakley's accomplishments during his tenure. He added by saying Dr. Coakley's leadership in TEC ensured that all students were educated and cared for.

Ted Mulvehill: Was not in attendance.

Chair Mazzola declared Public Comment closed at 7:35 p.m.

Appearances: CMS Handbook: Dr. Fraczek, Principal of Coakley Middle School, was in attendance this evening to review the proposed updates to the CMS Handbook for 2023-2024, which had no substantial changes. Dr. Fraczek said she added the MIAA Handbook as an appendix and on Page 26 of the CMS there is a synopsis describing the MIAA sports available at the Coakley Middle School.

There was some discussion around the Dress Code Policy. Dr. Thomson said it can wait until the next meeting so our attorney review it.

Ms. Stewart asked about Junior National Honor Society and Dr. Thomson said we are still looking into that as well.

Ms. Stewart made a motion to approve the CMS Handbook, which was seconded by Dr. Giblin. The Member were polled and voted in favour 4-0.

Updates from Student Services: Ms. Lori Cimeno, Director of Student Services, along with Ms. Kate Davey, Assistant Director of Student Services was here this evening to update the Committee on Special Education.

Unified Update: First Year of HEROES and Challenger being combined.

Students swam for 1 hour every day

Combination of academics and recreational activities

-Total Number of Students Attending Unified - 92

-Total Number of Students Referred to Summer Academics Maintenance - 137

EOY Report - 22-23

-Total Number of Student eligible grades 1-12 - 883

-Total Number of Students eligible 3-5 - 95

-Total Special Education enrollment: 978

25% Eligibility Rate District Wide

Total Number of Students in specialized programs: 174

Elementary Evaluation Data - SY 22-23:

-Total number of evaluations: 165

- # of initial evaluations: 80. 60% were eligible
- #of re-evaluations 81. 58% were eligible

Out of District Update - 22-23

- Total number of students: 75
 - Collaboratives: 20
 - Private Day: 44
 - Residential: 12
 - Extended Evaluations: 2
- Highest prevalence disability: Autism
- Student ages 6-21
- # of student move-ins: 18

Approval of New SPED Positions:

Staffing Update for SY 23-24

At the time of this presentation, we do not have any additional requests for staffing

Still looking to hire:

- School Psychologist
- OT maternity leave
- PT
- TASC teacher - NHS
- LEAP teacher - CMS
- Multiple paraprofessionals

After some discussion around the space at the Elementary Schools, Ms. Stewart reminded that back in May, the Committee had asked for the blue prints of the elementary schools as part of the Elementary Study process so we can see how the spaces are being utilized.

Dr. Thomson said they are in the office and he will put them in the conference room so the Members can come by and take a look at them.

Superintendent's Report and/or Late Agenda: Dr. Thomson updated on the following:

Extended Day:

- 300 Full registrations
- 228 on Wait lists of varying length
- Continue to work on hiring

State Budget:

- Chapter 70 Funding:
 - Remains @ \$16,341,437
 - An increase of \$3,654,816
- Charter School Reimbursement:
 - \$438,468 a decrease of \$29,368
 - Increase from FY23 \$257,173

-Still Waiting on Supplemental Budget for OOD funding

-FREE School Meals for All!

Transportation News:

-11 New Chrysler Pacifica are on order (first one has arrived today)

-Delivery has begun and should be complete
by early this fall

-Great step forward to address transportation issues

LMPA Principal Appointed:

-Ms. Kristen Noonan

-Acting Principal in Brockton

-Passion for Early Childhood Ed.

Job Openings:

-School Psychologist

-Assistant Transportation Director

-Paraprofessionals

-Van Drivers

-Extended Day Staff

-English Learner Teacher

-LTS English Teacher (HS)

-Adjustment Counselor

Budget: Budget Sub Committee Update: Ms. Stewart updated that that the August 8th Sub Committee Meeting was rescheduled to August 24th to give Ms. Sheridan and Dr. Thomson and some of the other administrators more time to work on some of the items. Some of the on-going topics for discussion will be:

-Student Services

-5-Year Projection

-Close-out of School Year 2023

-Diving into the plans for staffing and operations for the new Middle School

Budget Quarterly Report: Postponed as Ms. Sheridan is not in attendance

Budget Transfers: Dr. Thomson reviewed the Budget Transfers that signed by the Superintendent.

The Members had no questions.

Budget Transfer for School Committee Approval: Dr. Thomson said the transfers that the School Committee needs to approve total \$203,720.04.

Ms. Stewart made a motion to approve the transfers for the end of Fiscal Year 2023 in the amount of \$203,720.04, which was seconded by Ms. Sibbing-Dunn. The Members were polled and voted in favor 4-0.

Capital Outlay Update: Chair Mazzola said there was a Capital Outlay Meeting last

week and she updated that Mr. Mazzucco gave a presentation on the different capital improvement projects that will be presented at Fall Town Meeting. She said there was a lot of discussion around funding sources. She said there are still three school vans in the operating budget as part of the capital plan. She said that the Savage Center parking lot is on the capital plan and Mr. Riccardi will need to come do a presentation on the plan and to get approval (hopefully at the next School Committee Meeting). The next Capital Outlay Meeting is scheduled for September 6th from 6:30-8:00 in the FinCom room.

Old Business: Interface Referral Report: Ms. Stewart shared the Norwood INTERFACE Activity Report from December 1, 2022- May 31, 2023.

During this period Norwood has had the most cases to date. The average cost per case is approximately \$250, which means that Norwood (with 55 cases in this reporting period) received a value of \$13,750 of INTERFACE Services in the past six months.

Ms. Stewart reviewed some of the trends. (Depression, Anxiety and ADHD are the three biggest reasons for the calls.

Stacy Lane is working with Williams James to finalize the contract starting October 1, 2024. The contract is increasing again and is estimating to be between \$20,000-\$30,000 for next year. She said in our current budget we did set aside \$7,000 to contribute towards it but Ms. Lane let Ms. Stewart know she will not need the \$7,000 as she has grant funding that will be able to cover the whole cost. She said that is \$7,000 that we can use for something else.

Grant Approvals: Dr. Thomson informed that there are two grants that need approval this evening:

-FY24 Coordinated Family & Community Engagement	\$ 46,321
-FY24 Applied Learning Leadership Grant	<u>\$ 8,900</u>
Total	\$ 55,221

Dr. Giblin made a motion to approve these two grants, which was seconded by Ms. Stewart. The Member were polled and voted in favor 4-0.

Long Term Agenda Review: The Chair said there is more work she needs to do on this item and added that this is something the Committee can talk about off line. She said that Ms. Smith has sent out a poll for scheduling the Goals Workshop and for the Safety Executive Session. She has not yet sent out the poll for the public forum as she is trying to figure out when the auditorium will be available and then she went on vacation.

Ms. Stewart suggested when the LTA is more populated, we should send it out to the administrative team.

Policy: Policy Sub Committee Update: Ms. Sibbing-Dunn updated that they last met on August 8th. She said that the PTO template will be on the September 13th agenda as Ms. Sheridan and Dr. Taylor will collaborate a little more on that. The next meeting will be on August 29th and then there will be on-going meeting date on the calendar every other Tuesday at 11:00 a.m. going forward.

Ms. Stewart reminded that at the last School Committee Meeting the Sub Committee was asked to look at the four Field Trip Policies since Jeff Kerr's presentation left a lot of questions. Then there were some questions from community members around the rental policy, which should be looked at again.

Ms. Sibbing-Dunn said she did look into the rental policy question and after speaking with Dr. Thomson, it appears the policy was mis-interpreted and has been resolved. Ms. Sibbing-Dunn said she could follow up with Ms. Stewart to make sure her concerns were resolved as well.

Dr. Giblin asked that the Policy Sub Committee re-examine the Public Comment Policy and only allow registered speakers who currently live in Norwood, or with the approval of the Chair, have some connection to Norwood, to speak. Dr. Giblin said she wants to prevent someone with no ties to Norwood taking up Public Comment time.

The Chair said she will check with Attorney Murray on this item.

Ms. Stewart asked if the Policy Sub Committee could just check in on the fields policy as it was new last year and the CMS fields are now off line.

MASC Policy Update: Chair Mazzola said the list of policies that were newly referenced in the handbooks this year. The handbooks contain all of these policies and the ones that were highlighted in yellow we noted had some MASC changes. The ones that were not highlighted were newly referenced but had no MASC changes.

JICA - will pull from list today to send back to policy sub committee to take a look at and have some discussions with the Admin. Team.

JLCA - will also be pulled from this evening's list for further review by council.

BDFA - updated version is in packets but MASC is recommending removal of BDFE1, BDFE2 and BDFE3. - we will put this on a September agenda.

Chair Mazzola said we will be meeting every other Tuesday and she and Ms. Sibbing-Dunn will divide up how the reviews go on the MASC policy updates.

Tonight, the Chair said we are looking at Policies AC; ACR; ACA; ACAB; JHD; JIC; JICFA; JICFB; JIH; JLC; and JLCB.

- Ms. Stewart made a motion to approve with two additions:
- the dates the policies were updated need to be added to each of these policies; and
 - ACR (missing contact information).

This motion was seconded by Dr. Giblin. The Members were polled and voted in favor 4-0.

Ms. Stewart asked that regarding the Physical Examination Policy, Jon Longley and Jill Driscoll be consulted.

New Business: Strategic Plan for 2023-2024/New Objectives: Dr. Taylor shared the Strategic Plan for FY23-24. The Members received the *NPS 23-24SY Strategic Plan Synopsis* and the working document, which is the action plan.

Dr. Taylor shared how we are categorising our strategic initiatives in order to celebrate our successes and narrow the focus.

Full Strategic Plan:

- Monitor quarterly at School Committee Meetings
- Reflect and resolve systems barriers to progress

Continue & Monitor Initiatives:

- Initiative leads raise any notable successes, red flags, or needs at Admin team meetings (ongoing);

Focus Initiatives:

- Monitor monthly in Admin. team meetings
- Reflect and adjust ongoing action steps as needed

Dr. Taylor said there are four fully completed or paused initiatives.

She then reviewed the progress made, continue and monitor initiatives. She said there are about 10 of these and they mostly revolve around technology efforts; career pathway initiatives and hiring and recruitment. She said we are making progress at varying degrees of speed, but added we are definitely showing gains in each of these areas.

Regarding the Focus Initiatives for 23-24SY, the goal was to begin to aggregate the initiatives that could be coupled together but also fine-tune what we were going to focus on. We want to be laser-clear about what we want to do and accomplish this year. We will continue to work on:

- How to align school and town resources;
- Recruitment and retention of staff;
- Space utilisation;
- Core instructional programming;
- Build on culturally relevant and sustaining practices work that we have

done. We will take that work and apply it to trauma informed instructional practices;

-Taking some time to work on our safety assessment, which will include thinking about mental health trainings which will build on the training the town received.

Ms. Stewart asked how this data will be collected, organized and shared.

Dr. Taylor said, at this point we do not have the extra funds for a dashboard so she will be collecting and compiling this information and it will be shared out at School Committee Meetings and on the website.

Dr. Thomson reminded that this Strategic Plan was an extremely ambitious plan that is about three times bigger than most Strategic Plans. There will be updates in late fall, early spring and late spring.

Ms. Stewart said she is hesitant to approve objective 1 this evening and shared her reasons.

Dr. Thomson said she can highlight that and review it with Ms. Sheridan when she gets back from vacation for some wording change.

Dr. Taylor suggested approving the Strategic Plan but not including Obj. 1.

Ms. Sibbing-Dunn made a motion to approve the Strategic Objectives excluding Objective 1 until it is reviewed and brought back to the full committee, which was seconded by Dr. Giblin. The Members were polled and voted in favor 4-0.

Sub Committee - Student Services: Chair Mazzola said this is on the agenda this evening to get the Members' thoughts to see if there should be a Sub Committee or a Task Force.

Dr. Giblin said this is a great idea but not a good year to do it as we are beginning negotiations and won't have the time to start it this year. (Or at least wait until after negotiations are done).

Ms. Stewart said there has been some discussions from the town (BBC) about having an external audit.

Ms. Stewart said a lot of this discussion and work is already being done or will be worked on soon as we get ready to open the Middle School.

Dr. Taylor said Student Services is more than special education compliance. She said we have been primarily focusing on special education. This would be an opportunity to align with all parts of the Student Service Department.

The Chair said if it is a Task Force led by an administrator, we don't need a vote.

Dr. Thomson said we could get it going and then we could add a School Committee Member at the next meeting on September 13th.

Consent Agenda: Acceptance of One Donation:

Bay State Textiles - \$779.70

Ms. Stewart made a motion to accept this donations/rebate, which was seconded by Dr. Giblin. The Committee Members were polled and voted in favor 4-0.

School Committee Addenda: Ms Sibbing-Dunn said she hopes everyone is having a good summer. She suggested families looking into the Digital Literacy Program through the Morrill Memorial Library.

Ms. Stewart said she believes that in the next couple of weeks the students should start hearing about the class/team assignments at the High School and Middle School. She wished everyone who is having a big transition good luck in the new school year.

Dr. Giblin said she hopes everyone is enjoying the end of summer. She added that she is very happy there will be free school breakfast and lunches for all students. Dr. Giblin said she is appreciative for all that Dr. Coakley did for the Norwood Schools and is also thankful for the Community that stood behind him and supported all his hard work and initiatives. She said it is nice to see the long-standing tradition of Norwood's care for it's community and to hear of it first-hand. She then thanked the Norwood Community for supporting all the work currently being done in the schools.

The Chair wished everyone an enjoyable end of the summer and said the next School Committee meeting will be on September 13th.

Executive Session: Chair Mazzola informed that there would be an Executive Session for contract negotiations.

Ms. Stewart made a motion for Executive Session at 9:30 p.m. which was seconded by Ms. Sibbing-Dunn. The Committee Members were polled and voted in favor 4-0.

Adjournment: Ms. Stewart made a motion for adjournment at 10:18 p.m., which was seconded by Dr. Giblin. The Members were polled and voted unanimously in favor 4-0.

Respectfully Submitted:
Donna G. Doliner, Clerk
Norwood School Committee

