

## Plymouth School Committee

October 2, 2006

A meeting of the Plymouth School Committee was held on Monday, October 2, 2006, at Plymouth Community Intermediate School at 7:00 p.m.

Members present were Linda McAlduff, John White, Margie Burgess, Jane Freedman, Patricia Adelman, Nicole Manfredi and Dennis Begley.

Present from Administration were Barry Haskell, Gary Maestas, Dr. Carol Young and Robert Gurek.

The meeting opened with the Pledge of Allegiance.

Mrs. McAlduff began the meeting with a moment of silence in memory of science teacher, Lawrence Berman, who had served 31 years in the school system.

1.0 To receive comments from the general public.

None.

2.0 To receive comments from student representatives.

Lauren Billingham, student representative from Plymouth North High School, reported that seniors are working on Homecoming on October 14 and Octoberfest on October 18; volleyball and field hockey and National Honor Society participated in the Diabetes Walk for fundraising; juniors are working on prom and sophomore fundraising; freshmen class finished class elections, and the football team won 41-0. Mrs. McAlduff recognized and thanked Lauren and the students for all their community service and the Diabetes Walk.

Kaitlin Pisano, student representative from Plymouth South High School, reported on a football team victory over Nauset and on the huge success of their homecoming dance with full capacity and 800 tickets sold; Octoberfest is planned for October 13. She and three other students will be attending an Officershop at Holy Cross, the state level of student council for officer-training workshops and workshops to strengthen teamwork, as well as the SEMASC Student Council Conference on November 7 at Apponequet Regional High in Lakeville with 15 students attending. Juniors are working on the prom, sophomores on sweatshirts, and freshman on elections. Mrs. McAlduff thanked and congratulated Caitlin and the students for their contributions and hard work.

3.0 To receive comments from the Education Association of Plymouth and Carver.

Karen Mitchell, newly elected president of the EAPC, congratulated all on the election results. She hopes to keep the “fire burning” to see an education Governor with an accommodating relationship with Boston for them and the students and closure for a contract with teachers in the near future. She thanked the Committee for their support and that of the teachers.

#### 4.0 Communications

##### 4.1 Correspondence

Mr. White stated that the Committee received a letter from District Attorney Tim Cruz sponsoring a workshop at Bridgewater State College on October 12 focusing on bullying and cyber-bullying and how to work with schools. He reported on another letter received from Arthur Montrond, Facility Director, to teachers at the Tech Study Program expressing thanks and appreciation to the Metal Work Department for necessary repairs on a John Deere tractor. He reported on another letter from resident, Mark Germani, to the Marine Tech Program thanking them for the work they did on his 17' Bristol Skiff, commending the students on their attention to detail and quality of workmanship, and applauding the positive experience he had. On behalf of the school committee, Mr. White thanked the students and staff for their continued hard work and dedication.

##### 4.2 Retirements

Dr. Young announced the retirements of Karl Braun, Athletic Director for Plymouth South, and Judi Schoonmaker, Social Studies teacher from Plymouth South.

Mrs. Freedman thanked these two people for their combined 56 years of dedication to the educational community in Plymouth. The Committee thanked them for their contributions to excellence in education in Plymouth and wished them well in their retirement.

Mrs. Freedman took the opportunity to greet and thank Janet Knowles, the substitute Recording Secretary. Mrs. Freedman also suggested that a greeting card be sent to Maureen Rosa who was the Recording Secretary, wishing her a speedy recovery and asked if by consensus, this could be done. Mrs. McAlduff asked if everyone agreed and all agreed it would be done.

#### 5.0 To receive a report on Freshman Academies from Plymouth North and South High School principals and team.

Mr. Haskell invited the high school principals, John Siever, Principal of

Plymouth North High School, and Patty Connors, Principal of Plymouth South High School; Consultant, Ron Millican, from Brown University; and the two new Housemasters, Kevin Farrell and Jim Hanna, to explain their experiences with the Freshman Academy last year and to give a brief overview as to their plans for this year.

Mr. Siever gave a quick background on the Freshman Academy through Brown University. He discussed how the program was contracted, developed, funded, and implemented. He also discussed the objectives and goals of the Freshman Academy at Plymouth North and South High Schools, which implements team teaching to improve the transition from 8<sup>th</sup> to 9<sup>th</sup> grade and increases personalization by way of increased communication and cohesion between teachers, students and parents.

Ms. Connors discussed Common Planning, which encourages communication and personalization between students, teachers and parents through a team teaching model for academic improvement. Mr. Millican discussed his visits with teachers, students and focus groups to obtain information and share with teachers. He focused on instructional strategies and team development with teachers; student shadowing where designed teams followed students to identify issues; reading strategies, and special education modification training. Ms. Connors applauded both North and South's reading lab and reading period that encourages daily reading and credited North's math lab. She discussed the value of Grades 9 to 10 transition profile sheets and the increased communication gained with all parents through surveys. She praised the Utopia Model project, which employed the collaboration of teachers. Lastly, Ms. Connors hailed the inclusion of Housemasters at Plymouth North and South High Schools as the most beneficial addition to the program.

Mr. Siever discussed the success of the survey as to academic, transitional, and social aspects. Parents felt transition was smooth and helpful for their children and social aspects were positive. Communication was good with lots of meetings with guidance, special education department chairs and liaisons; curriculum accommodation plans were developed; meetings with school adjustment counselors were held. All were well attended. Parents of accelerated students wanted more communication and this is being addressed. The survey revealed the problem of multiple tests and projects on the same day, which is being addressed by Common Planning time with a weekly submission from each team. The survey also revealed lack of team spirit, which is now being addressed by Housemasters to impart team spirit.

Mr. Siever introduced Kevin Farrell, Housemaster at Plymouth North, and Jim Hanna, Housemaster at Plymouth South, and thanked the committee and community for funding this administrative position dedicated to freshmen.

Mr. Farrell thanked the committee for allowing him fill the position within the Academy, which he described as a school within a school. Their visibility and presence improves student confidence and teacher satisfaction regarding discipline. He discussed Camp Clarke team building experience, a holiday dance and other planned activities between the two buildings, as well as individually.

Mr. Hanna described the typical day of a housemaster in Freshman Academy, including a block to discuss issues going on in the classroom and expectations he has of students, sitting in on classes and answering teachers' questions on management in the classroom; delegating discipline, visiting students in classrooms to discuss incidents more swiftly. The housemaster serves as a support for vice principals, contacting parents via email or phone regarding positive and negative issues in the classroom. Common Planning times focuses on giving teachers an agenda, adhering to the agenda, recording everything that goes on in common planning time, accountability, contacting parents, to improve 'at risk' and 'above average students'; identifying 'at risk' students early; discussing cross-curriculum mapping; addressing differentiated learning styles; developing lesson plans and assessments; strategies for management assessment for lower and higher level students to mainstream classroom more than they were in the past.

He discussed means of communications and the use of their new web page as a means for students, teachers and parents to access assignments, papers, quizzes, and projects; provides access to email addresses and is linked off Plymouth Schools web site.

He applauded Project Adventure in that it challenged students in physical, icebreaker, trust, and cooperative activities. Below grade level readers is an issue they are addressing at the high school.

Ron Millican thanked and made brief comments about innovative staff and students. He discussed the 3-4 year timeline for results from the models and the value of teamwork associated with Common Planning time. He stressed the importance of addressing literacy in 9<sup>th</sup> and 10<sup>th</sup> grade and transitioning in 11<sup>th</sup> and 12<sup>th</sup>. He reiterated that adding Jim and Kevin helped the team effort and thanked the committee for their support.

Mrs. McAlduff invited comments. Mr. Haskell invited questions from the committee, which were taken from Mrs. Adelman regarding selection of teachers, team sizes, assignment of students, scheduling, demographics and location of classrooms and portables; and Mrs. Burgess regarding transition when team teachers leave. Mr. Begley inquired about timetable of results and of other schools using model 3-4 years to which Ron Millican offered Hagan School in New Hampshire and Parker School, near Boston, and acknowledged a list of others across the country. Mrs. Freedman inquired about larger class size and challenges in differentiation

of instruction. Ms. Connors addressed these issues. Mrs. McAlduff asked Mr. Millican about how his role this year was different than last year. Mr. Millican noted the value of adding Jim and Kevin as housemasters in the 2<sup>nd</sup> year, which created greater support and personalization for students, teams, and parents on a day-to-day basis. He highlighted the importance of differentiated assessment vs. differentiated instruction. John addressed a concern by Mrs. Freedman of the class sizes at Plymouth North. He detailed class sizes compared to Plymouth South, but stressed differentiated assessment and instruction for teachers need different teaching strategies. He and Ms. Connors highlighted special projects involving all teachers, special education liaisons, reading groups and labs. They stressed different teaching strategies to address large class sizes. Mrs. Freedman inquired about reading labs and keeping parents involved, questions Ms. Connors and Mr. Millican addressed with positive approaches. Mrs. McAlduff thanked the representatives of the Freshmen Academy.

- 6.0 To receive recommendations relative to the following policies and take the necessary actions.

Mr. Maestas acknowledged the Policy Subcommittee consists of Jane Freedman, John White, Margie Burgess, Patricia Adelman, and Principal, Patrick Fraine, from Manomet Elementary, and that this year they will review 18 different policies and develop 4 new policies.

- 6.1 Notification of Meetings for Collective Bargaining – 10.4  
Mr. Maestas reported that the Policy Subcommittee recommended no language change.

Mrs. Freedman moved to delete the language of Policy 10.4, seconded by Mrs. Burgess. Mr. White clarified Mrs. Freedman's point that this language was already contained in the Collective Bargaining Agreement, and he agreed to recommend approval of the motion. Vote to approve the motion was unanimous.

- 6.2 Grievance Policy – 10.6  
Mr. Maestas reported that the Policy Subcommittee recommended no language change. Mrs. Freedman moved to delete the language of Policy 10.6, seconded by Mrs. Burgess. Mr. Begley expressed some confusion as to School Committee's protocol, which was addressed by Mrs. McAlduff. Vote to approve the motion was unanimous.

- 7.0 To receive recommendation(s) relative to the School Year 2006-2007 Home Education Program and take the necessary action(s).

- 7.1 Case #056-07
- 7.2 Case #057-07

- 7.3 Case #058-07
- 7.4 Case #059-07
- 7.5 Case #060-07
- 7.6 Case #061-07
- 7.7 Case #062-07
- 7.8 Case #063-07
- 7.9 Case #064-07
- 7.10 Case #065-07
- 7.11 Case #066-07
- 7.12 Case #067-07
- 7.13 Case #068-07
- 7.14 Case #069-07
- 7.15 Case #070-07
- 7.16 Case #071-07
- 7.17 Case #074-07
- 7.18 Case #075-07
- 7.19 Case #076-07

Mr. Haskell explained that these are the latest Home-School recommendations for the 2006-2007 School Year and stated that Mr. Sherman had reviewed each plan and that all met the state's minimum requirements. Mr. Haskell recommended their approval.

Mrs. Burgess moved to approve all cases as presented, seconded by Mrs. Adelman. Vote to approve the motion was unanimous.

#### 8.0 To discuss School Committee goals and take the necessary action(s).

Mrs. McAlduff passed out an integrated and compiled draft of goals with input received from committee members and suggestions highlighted in red. She posed some questions to Mr. Haskell. She requested the committee refer to goals distributed. She asked that after discussion of each goal, a motion for approval be sought, changes requested, and then a vote for finalization be called for.

Mrs. Freedman stated her own policy was not to vote on anything when materials are presented at the committee meeting allowing her no chance to read, review or give any thought to them. She encouraged the committee to discuss ad infinitum, but not take any action this evening, based upon the importance of these items. Mrs. McAlduff recommended a discussion of goals, but no action until the next meeting. The committee agreed and a lengthy discussion of the validity of the goals followed with Mrs. Freedman finally requesting that the meeting get back on track, after straying from the matter of goals.

Under Student Performance Goal 1, Mrs. Burgess requested a report on the Advanced Readiness Learner's Program from Mr. Maestas, which he agreed to provide.

Mrs. Freedman offered four specific goals, 1) Improve Civic Awareness and Participation of Students; 2) Assessment and Development of K-12; 3) Improve Communications and Community Relations; and 4) Develop materials for new members to Improve School Committee functionality and aid in professional development. Mrs. McAlduff requested she repeat these suggestions as being noteworthy.

Meeting into recess at 9:00 p.m.

Meeting reconvened at 9:15 p.m.

Mrs. McAlduff suggested moving on to a discussion on the Facilities Goal 2. The committee agreed. The development of preliminary plans and cost estimates for appropriate space and maintenance of current facilities are ongoing. She presented suggestions from other committee members about how to improve goals for next year, i.e., continue community involvement in planning, developing timeline as it relates to SBA funding, developing financing plan modified to research/alternate funding sources to defray some of the costs, develop maintenance plans and accountability plans.

Mr. Haskell discussed 1-30-year maintenance plans. Mrs. Adelman requested a cleanliness accountability plan. Mrs. Freedman called for more immediate action and stressed the community concern about keeping buildings up. Mr. White suggested the list of capital improvements be used for long-term maintenance accountability. He also suggested community participation in researching vendors. A discussion of subcontractors and bidding laws ensued with comments by Mr. Haskell about MSBA and the new statute. Mr. Haskell requested the total of the 'wish list' for Capital Outlay for next meeting. Mrs. Freedman reiterated that the School Committee has priority on expenditures and is the bottom-line authorizing entity.

Item 2.5 was discussed and deleted and Item 2.6 was discussed

Mrs. McAlduff asked committee members to consider Highly Qualified Workforce Goal 3, adding more administration and having competitive salaries. Dr. Young explained the Mentorship Program to Mrs. Manfredi, which is in place. Mrs. McAlduff asked the committee to consider whether this is a goal of the committee. Mrs. Burgess suggested keeping it as a goal for retention purposes and requested data on retention from Dr. Young.

Mrs. McAlduff discussed Community Relations Goal 4 and suggested condensing working cooperatively goals to save space. Mrs. Manfredi suggested recognizing students and teachers who participate in community service projects.

Under School Safety and Climate Goal 5, Mrs. McAlduff discussed suggestions, which were assessment of the newly added School Resource Office Program, development of Alternative School program, adding anti-bullying and cyber-bullying, and utilizing Community Partnership programs.

Mrs. McAlduff and members discussed the means for communication flow regarding changes to the goals up for discussion and action at the next meeting.

9.0 To discuss high school space.

Mr. Haskell stated that preliminary contact has been made with the MSBA. They are still developing protocol and regulations. Funding will begin in approximately 1 year (Oct-Dec 07).

10.0 To discuss the FY08 budget and take the necessary action(s).

Mr. Haskell reported meetings with program managers will be held the first week of December and that the public hearing on budget will be on Monday, December 18<sup>th</sup>.

11.0 Reports

11.1 Calendar of Events.

Changes are to be submitted to Mrs. McAlduff and Mr. Haskell via email by this Friday.

11.2 To receive reports and proposals from Committee members.

Mrs. Burgess stated that the Obery Street Committee report and master plan are finished and available to the committee from Mr. Haskell or on the website.

11.3 To receive a report from the Plymouth Permanent School Building Committee.

None.

11.4 To receive a report from the Plymouth Building Committee.

Mrs. Adelman reported that they met last Thursday and that Mr. Haskell had reported news from the MSBA. She stated that they are working with the Permanent School Building Committee and Chris Grant. He wants to do his own water test on Plymouth South Middle School. There is disagreement between Arthur Montrond and Chris Grant on this point. HVAC at PCIS is getting more

complicated. Final bids will be going out in November. The timeline is important to abide by. Mrs. Burgess asked if the Permanent School Building Committee was invited to the meeting, indicated that Chris Grant is not the spokesman, and that Nancy Scheid and the Permanent School Building Committee should be in attendance.

11.5 To receive a report from the Communications Subcommittee.

Mrs. Manfredi reported that their meeting will be held on Wednesday and there is nothing to report at this time.

11.6 To receive reports and proposals from the Superintendent.

Mr. Haskell reported that he will be attending the MASS Superintendent Technology Leadership Conference with Mr. Maestas and Dr. Young to look at the trends in administrative and instructional technology. The Charter Review Committee has contacted the School Committee through him and asked they attend a future meeting. School Committee is to review the current Town Charter and to share input on changes, if any, they would like to see. He suggested this as a possible agenda item for the Committee. Copies of the Charter were included in the packet and can also be obtained from Town Clerk's office or on the Town website. Mrs. McAlduff invited suggestions on adding this to a future agenda.

Mr. Haskell reported that the Abigail and John Adams Scholarships were announced and given out to 58 students at Plymouth South, 20 Plymouth South Technical students, and 69 students at Plymouth North, representing 25% of the senior class. This is a benefit of the MCAS program.

11.7 Personnel

Dr. Young reported 18 appointments; 4 certificated staff; 5 classified staff, and 2 coaches. There is 1 leave of absence and 2 resignations.

12.0 To receive recommendations for the Disposal of Obsolete Equipment from the following school and take the necessary action.

12.1 Plymouth Community Intermediate School

Mrs. Freedman moved to dispose of the obsolete equipment, seconded by Mr. White. Vote to approve the motion was unanimous.

13.0 To receive a schedule of bills and take the necessary action(s).

Mr. Gurek recommended accounts payable Warrant #15 dated October 5, 2006, in the amount of \$1,007,464.62. Mrs. Freedman moved to approve Warrant #15 dated October 5, 2006, seconded by Mrs. Burgess. Mrs. Adelman noted a \$77,000 item on the last warrant for wastewater treatment at Plymouth South and wanted to inform and assure the public that the School Committee looks very closely at these items before they sign warrants. Vote to approve the motion to pay the schedule of bills was unanimous.

Motion by Jane Freedman, second by John White, to adjourn. Approved unanimously.

The meeting adjourned at 10:08 p.m.

Respectfully submitted,

Secretary