

MINUTES – WAYLAND SCHOOL COMMITTEE
Regular Meeting – October 21, 2019

A Regular Meeting of the Wayland School Committee was held on Monday, October 21, 2019, at 7:00 P.M. in the School Committee Room of the Wayland Town Building.

Present were:

Jeanne Downs, Chair
Ellen Grieco, Vice Chair (arrived at 7:10 p.m.)
Nate Buffum
Kim Reichelt
Kathie Steinberg

Also:

Arthur Unobskey
Superintendent

Parry Graham
Assistant Superintendent

Richard Whitehead
Director of Student Services

Also:

Allyson Mizoguchi, WHS Principal
Betsy Gavron, WMS Principal
Brian Jones, Loker School Principal
Christie Harvey, Claypit Hill School Principal
Tricia O'Reilly, Happy Hollow School Principal
Katy Merrell, The Children's Way Director

Chair Jeanne Downs convened the regular session at 7:00 p.m.; the meeting was recorded by WayCAM.

1. Executive Session #1:

Upon a motion duly made by Jeanne Downs, seconded by Kathie Steinberg, the School Committee voted unanimously (4-0) to enter Executive Session #1 at 7:01 p.m. for the purposes of discussing strategy with respect to collective bargaining with the Wayland Teachers Association, Wayland Educational Secretaries Association, Wayland Food Services Association, Custodians and Maintenance Local 116 regarding health insurance payroll deductions, as permitted by M.G.L. c.30A, §21(a)(3), as a discussion in open session may have a detrimental effect on the negotiating position of the School Committee. A roll call vote was taken as follows:

<u>Roll Call</u>	<u>Yes</u>	<u>No</u>
Jeanne Downs, Chair	X	
Ellen Grieco, Vice Chair	absent	
Nate Buffum	X	
Kim Reichelt	X	
Kathie Steinberg	X	

The School Committee will be joined by Arthur Unobskey, Superintendent, Louise Miller, Town Administrator, Lea Anderson, SelectBoard, and Diane Marobella, recording secretary.

The School Committee will reconvene in open session to conduct regular matters as noted on the meeting notice.

2. Comments & Written Statements from the Public:

As a member of the Energy & Climate Committee, Tom Sciacca commented that electric school buses are coming soon. Although a state sponsored pilot project was performed in Concord and Cambridge, it was determined that the electric buses are not ready for use. There are a dozen companies that are working to produce viable electric buses within the next year or two. Mr. Sciacca recommended that the School Committee add a provision to the school bus contract regarding electric buses. He offered to work with the bus company and the School Committee in this regard, adding that the Energy & Climate Committee can obtain a grant for this purpose.

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3. **Consent Agenda:**

(a) Approval of Accounts Payables & Payroll Warrants:

- Wayland Public Schools Accounts Payables Warrant, dated October 21, 2019, in the amount of \$520,977.34

(b) Approval of WHS Trips:

- NAFME All national Honors Ensembles for two students
- Apple Valley Debate Tournament for two students

(c) Approval of Minutes:

- October 7, 2019

Upon a motion duly made by Kathie Steinberg, seconded by Ellen Grieco, the School Committee voted unanimously (5-0) to approve the Consent Agenda.

4. **Financial Matters (taken out of order):**

(a) High School Athletic Complex Project:

- Project Status

Everyone agreed that the progress made on the athletic project is very impressive. Jeanne commented on a recent article in the Boston Globe that talked about a PFAS compound/chemical found in the artificial turf in another town. As soon as this was realized, the Project Manager and Weston & Sampson (W&S) were consulted and W&S spoke to the manufacturer of the synthetic turf who confirmed that they do not use PFAS chemicals in their product. The confirmation will be followed up in writing. Baseline samples of the turf, dirt, and drinking water were taken. The water sample is out for testing, and the turf and dirt samples will be tested once an appropriate test is developed.

5. **Educational Matters:**

(a) Presentation of School Improvement Plans:

The School Improvement Plans carry the schools' vision for pre-school students through graduating seniors for the next school year. The two goals that the district is focused on are Elevating Achievement and Deepening Social Emotional Learning. Arthur explained the vision for all students.

Parry noted the multi-year plan to elevate achievement that includes:

- K-2 – FOSS science lessons
- 3-5 – reading conferencing
- 6-8 – standards-based grading and reporting
- 9-12 – department-based learning walks to better understand students as learners

Richard explained the multi-year plan to Deepen Social Emotional Learning (SEL) that includes:

- A focus on the 5 core competencies
- School-based SEL teams
- Continued review of curriculum in an effort to establish new directions and potential changes
- Surveys and data
- Continued work with McLean Hospital
- Reconvene SEL committees

The Children's Way (TCW):

Katy Merrell described how The Children's Way goals connect to the district's goals. Given that TCW has 7 new staff, they are being acclimated to the constructs of TCW's full inclusion model, including a new OT model, to foster adult relationships and collaboration to best meet the needs of the children. The Children's Way is addressing their guidance needs, as well as addressing a shortage of space needs.

To elevate growth and learning, the Mission Statement, philosophy of The Children's Way, and its core approaches are being reflected upon in order to align with relationships, environments and experiences. Continued collaboration between TCW and Kindergarten, as well as the piloting of internal "learning walks" this year, also addresses this goal.

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Finally, deepening wellness and SEL for staff begins with a familiarization of the CASEL basics focusing on self-awareness and self-regulation, and they will continue to build on mindfulness practices. Katy described the staff's professional development focus during its annual retreat.

Elementary Schools

Elevating Achievement:

The FOSS Science Program is in its third year and being used in Grade 2 this year, and the elementary teachers continue to build their skills in FOSS. Also, as part of professional development, "Pocket Connie", a software conferring tool, is being used to build the reading habits of students in Grades 3 to 5. Tricia O'Reilly described how "Pocket Connie" is being utilized.

Deepening Wellness:

Possible through a WPSF grant, mindfulness instructional practices have been supported by a mindfulness residency with Gabriel Baldwin. There are mindfulness strategies used in the classroom as well as during school meetings, which helps students develop and build their self-regulation skills. Brian Jones described an example of students' anxiety on the playground and how it was addressed. One of the ways to alleviate stress and anxiety is the five-finger breathing method, as demonstrated by Brian. A "sensory pathway" was installed in one of the halls of Loker School, as another method of mindfulness, also described by Brian. A similar hallway will be placed at Claypit Hill in November. Continuing in all elementary schools is Responsive Classroom, Open Circle, and Social Thinking of SEL practices.

Other areas of focus continue in the following areas:

- WPSF grant funding the position of a Diversity & Equity Coordinator (Caroline Han) for the purpose of maintaining cultural proficiency
- Collaborating with local preschools as a way to reflect on Kindergarten expectations and plans
- Continuing to build personalized learning instruction for teachers focusing on student learning and student growth

Middle School

Elevating Achievement:

With hopes of completion in year three, the middle school is in its second year of a multi-year process of transitioning to standards based reporting in an effort to offer more specific, actionable feedback to parents and students about students' academic growth and performance. Betsy described the work that the staff is doing in this regard in terms of reporting on standards and common standards. Learning walks have also become a tool at which district colleagues are invited to meet with the PLC's.

Deepening Wellness Skills and Insights:

The middle school staff is working to deepen its understanding of social emotional learning and to expand upon useful strategies that will support the staff's and students' social and emotional wellbeing. The following are important in this work.

- SEL Committee will have 8 monthly meetings. Betsy described this committee's work.
- McLean Hospital's anxiety workshop
- Mindfulness with Gabriel each Thursday made possible by a WPSF grant
- Piloting Panorama Surveys made possible by funding from safe schools grant; can measure certain skill sets and allows for student self-reporting

Finally, the middle school is piloting the expansion of computer science in 6th grade. Betsy explained this pilot, some of which is funded by PTO grants, and the work being done by students.

High School

Elevating Achievement:

Department-driven projects continue in their second year and are focused on particular student populations in an effort to modify some instructional practice or approach to help these students achieve higher levels. Action plans are being drafted for implementation during December, January or February. For instance, Allyson provided an example of the English Department's work around learning about students' reading habits.

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In November, a Learning Walk will focus on about forty 9th grade boys who are not IEP's and are taking college level English and Biology. Allyson Mizoguchi explained the approach and goals of the Learning Walks, such as observing students in terms of engagement and participation in the classroom.

Deepening Wellness:

The WHS staff is doing the following:

- Using professional development to better understand what is already being done in the classrooms in terms of SEL and CASEL's five core competencies
- Using Panorama surveys to determine baseline areas of strength and growth for staff
- Participating in McLean Hospital's anxiety workshop
- Exploring results/data from fall 2018 MWAHS administration

Allyson also explained the changes to the structure of the advisory program at Wayland High School, including meeting every day for 7 minutes to achieve the same goals and outcomes of building connections and heightening communication.

A discussion ensued in terms of the connection between social emotional learning and elevating achievement both in the schools and in the community.

(b) **Superintendent's Report:**

School Visits:

Last Friday, Arthur spent time with three ministers of education from Guatemala and a parent, who was their translator, in the schools visiting classrooms at all grade levels. They have also toured other Massachusetts schools.

School Start Times:

Arthur has received a great response from those who are interested on serving on the School Start Time Committee. The first meeting is November 6; Arthur commented on the committee's goal. The Committee will report its findings to the School Committee in May. Arthur noted that the school buses continue to arrive to the schools on time, and, over the next three weeks there will be some work to redesign bus routes.

Jeanne commented that the School Committee is committed to the change in school start times, and it will work with the community to address the challenges.

6. **Financial Matters (cont'd):**

(a) Review and Possible Vote to Approve and Authorize the Chair to Sign the Fiscal Sponsor Agreement with Team Wayland:

Jeanne informed the Committee that a provision was added to the agreement regarding an audit of financial records, as recommended by Susan Bottan.

Upon a motion duly made by Ellen Grieco, seconded by Kim Reichelt, the School Committee voted unanimously (5-0) to approve the Fiscal Sponsor agreement and to have the Chair sign the agreement.

(b) Review, Prioritization and Possible Vote to Approve FY2021 Capital Budget:

Kathie described the process taken by the Finance Subcommittee in identifying the risks for the school capital projects and its attempt to quantify the costs of those risks. At its last meeting, the School Committee approved \$1.8M of projects for FY21. When the total cost of those projects is taken into consideration, they total \$4.6M in capital projects. It was decided that a memo would be written to the Finance Committee explaining the need to fund capital projects, especially those that have been put off several years. Deferring projects costs more over time, and it is believed by the School Committee that a critical point has been reached in terms of the deterioration of the schools. The Committee also decided that it will not prioritize the projects at this time, as they are all deemed essential.

The Committee will send suggestions/comments to Kathie in preparation for its meeting in two weeks. Arthur will share a draft of this memo with Louise Miller before the School Committee submits it to the Finance Committee.

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(c) Discuss Upcoming Bus Contract Strategy:

First Student will pilot a bus app in the spring of 2020 for parents. This discussion will move to the November 4th meeting.

7. **Administrative/Procedural Matters:**

(a) Review of Meeting Agenda for Boston Meeting on November 4, 2019:

Arthur informed the School Committee that the Boston meeting agenda will be finalized this week by the administrators. He gave a brief description of the proposed program beginning with refreshments at 6:30 p.m.

(b) Discussion regarding Diversity Training:

The School Committee continued its discussion about a future diversity training workshop for all members. Each session requires that members attend four sessions. Arthur spoke to those who run the workshops and given the calendar, the School Committee could join a diversity training workshop possibly beginning in late winter or early spring. Nate described a “SEED” training that is done at his school facilitated by an organization called Seeking Equity and Educational Diversity.

(c) Review and Discussion of any Outstanding Document and/or Minutes Requests:

None.

(d) Review and Discussion of any Outstanding Open Meeting Law Matters:

None.

(e) Discussion of School Committee Communications and Information for The Buzz:

Kim will provide The Buzz with a summary of this meeting.

8. **Policy Matters:**

(a) Update/Review of Policies to Put Out for Public Comment:

- IJNDD – Policy on Social Media
- IJOA – Field Trips

Both of these policies will be put on the November 4 agenda.

(b) Review of Policies for Possible Approval:

- DIF – Anti-Fraud and Whistleblower Policy
- GBED – Tobacco Use on School Property by Staff Members
- IB – Academic Freedom
- IC/ICA – School Year/School Calendar
- IE – Organization of Instruction
- IGB – Student Services Programs
- IHA – Basic Instructional Program
- IHAMA – Parental Notification Relative to Sex Education
- IHB – Special Instructional Programs & Accommodations (Programs for Children with Special Needs)
- IHBEA – English Language Learners
- IJ – Instructional Materials
- IJHNDK – Internet Publication
- IKAB – Student Progress Reports to Parents/Guardians

Kim noted that there were no public comments received for those policies under 6(b).

Upon a motion duly made by Kim Reichelt, seconded by Ellen Grieco, the School Committee voted unanimously (5-0) to approve the policies as listed on the agenda under 6(b).

9. **Matters not Reasonably Anticipated by the Chair:**

Jeanne provided an update on the Stephen Cass v. Wayland lawsuit. There was a motions hearing on October 18th. The judge rendered some conclusions related to the motions, including reducing the legal fees and not reinstating Mr. Cass as the athletic director. In 30-60 days, the judge will issue the final judgment.

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10. **Executive Session #2:**

Upon a motion duly made by Jeanne Downs, seconded by Ellen Grieco, the School Committee voted unanimously (5-0) to enter Executive Session at 9:14 p.m. for the purposes of discussing strategy with respect to collective bargaining with the Wayland Teachers Association, as permitted by M.G.L. c.30A, §21(a)(3), as discussion in open session may have a detrimental effect on the bargaining position of the School Committee; discussing strategy with respect to litigation with the Wayland Teachers Association (WTA), as permitted by M.G.L. c.30A, §21(a)(3) as discussion in open session may have a detrimental effect on the litigating position of the School Committee; conducting a strategy session in preparation for negotiations with non-union personnel, the Superintendent, as permitted by M.G.L. c.30A, §21(a)(2); and approving the following Executive Session minutes, as permitted by M.G.L. c.30A, §22: October 7, 2019. A roll call vote was taken as follows:

<u>Roll Call</u>	<u>Yes</u>	<u>No</u>
Jeanne Downs, Chair	X	
Ellen Grieco, Vice Chair	X	
Nate Buffum	X	
Kim Reichelt	X	
Kathie Steinberg	X	

The School Committee will be joined by Arthur Unobskey, Superintendent of Schools, Parry Graham, Assistant Superintendent, and Diane Marobella, recording secretary.

The School Committee will reconvene in open session for adjournment purposes only.

11. **Adjournment:**

Upon a motion duly made by Jeanne Downs, seconded by Kim Reichelt, the School Committee voted unanimously (5-0) to adjourn at 11:33 p.m.

Respectfully submitted,

Arthur Unobskey, Clerk
Wayland School Committee

Observers:

Tom Sciacca, Energy Climate Committee

Corresponding Documentation:

1. Agenda & Backup Information
2. Accounts Payable & Payroll Warrants
3. Fiscal Sponsor Agreement Team Wayland
4. Draft Capital Budget Memo
5. Risk Analysis for FY21 Deferred Capital Projects
6. Policies: IJNDC, IB, IC/ICA, IE, IGB, IHA, IHAMA, IHB, IHBEA, IJ, IKAB, DIF, GBED
7. WHS Trip Proposal for the Debate Team to attend tournament to Minnesota
8. WHS Trip Proposal for WHS music students to attend NAfME All National Honors Ensembles in Florida
9. Regular Session Minutes of October 7, 2019
10. Executive Session Motions