

January 17, 2019

A meeting of the Wareham School Committee was held on Thursday, January 17, 2019, at 7:00 p.m. in Room 320 of the Multi-Service Center. Members present were Joyce Bacchiocchi, Michael Flaherty, Laurie Spear and Mary Morgan as well as Student Representative Emily Roberge, Superintendent Kimberly Shaver-Hood, Assistant Superintendent Andrea Schwamb, and recording secretary, Michelle Ruiz.

Chair Bacchiocchi called the meeting to order at 7:00 p.m. She led the Pledge of Allegiance and announced that the meeting was being taped for live broadcast by WCTV and an audio recording by Mrs. Ruiz.

PUBLIC COMMENT - None

GOOD NEWS

Mr. Flaherty shared the hockey team's success over Bourne and the great team spirit at this game and the blackout cancer night game. Some of our kids are going to State competition as a result of the recent DECA Districts.

Student School Committee Rep – Martin Luther King Day is Monday; next Tuesday-Friday are mid-terms at the high school; and the snowball dance by the Freshman Class will be January 26th.

Dr. Shaver-Hood shared the following:

- No school tomorrow (Friday) for professional in-service day
- MLK Breakfast is this Monday
- The Wareham Week article on former student Quinn Stately in her interview she spoke about her inspired teacher, Mr. Fitzgerald. This is one example of how our teachers make impressions on the lives of students.
- Cape Cod 5 Grants were recently awarded to teachers Tom Tricker/Amy Dion – Karol Welburn - Jenna Lehane/Maggie Kuppens - Lisa Ottaviano - Lisa Antonellis - Matthew Stanton - Sean Brown - Jessica Linehan - Toni Thatcher - Teri Defilippo - Harriette Sullivan - congratulations to all.
- Received notification that the Department of Elementary and Secondary Education completed updating the 2019-20 ranking determining net school spending and based on our scores Wareham exited the lowest 10%.

Dr. Schwamb shared that she attended the Wareham Middle School Winter Concert. There was a full audience and the kids were phenomenal. Congratulations to music teacher Caitlin Hagarty.

Minutes of the Meeting

Mrs. Spear moved to approve the minutes of January 3, 2019, seconded by Mr. Flaherty.

VOTE: yea – 3; nay – 0; abstain - 1 (Mrs. Morgan)

Project Lead the Way Presentation

Interim Principal Tracie Cote and teacher Suzanne Taber presented the nationally renowned program, Project Lead the Way. This program was used to develop the STEAM Academy with strong engineering standards and matching IB training. It is a nonprofit organization but provides opportunities for grants, which we have been fortunate to receive. Ms. Taber and Ms. Lasorsa have been trained as trainers.

Programs - Launch K-5; Gateway Gr.6-8; High School computer science, biomedical, and engineering Training in Wareham began in 2014 and will be completed for teachers in Gr 3-7 by end of this year. This program aligns to our standards and is a hands-on-way to real world challenges. Lessons are in APB Format - Activity, Project, Problem - and all start with a literacy piece. Students work creatively and collaboration is involved.

In response to Mrs. Morgan question, the program takes place in the Unified Arts Class now and will be integrating it into the science classes. The next group being trained is K-2 teachers and we have some teachers trained at the high school.

Life in the Day - Decas School Teacher

Principal Chandler and Kindergarten teachers, Mrs. McQuade and Ms. Medeiros presented what it is like to be a Kindergartener in the Wareham Public Schools:

- Teachers model examples of routines and expectations
- Students arrive at 8:30 a.m. and have a routine - breakfast - morning work/socialization
- K teams for literacy
- Morning transitions - literacy centers - guided reading groups - differentiated activities - whole group instruction
- PBIS Common Language Power
- Lunch
- Recess
- Math - Lexia on the iPads - Writing
- Snack
- Specialists - art, music, gym, power, drama
- Focus K2
- Dismissal 2:45 p.m.
- Incentive Programs - PBIS, Golden Book, Golden Tickets, Scotty Awards
- Ways to Communicate with parents

It was noted that class size is good but additional paraprofessionals would be helpful.

Report on the Food Service Program

Director Molly Van Cott and student Indiana Troupe reported on the food service program.

- Cafeteria Managers' dedication was noted.
- Meal Counts for FY17-FY19 - enrollment, breakfast, lunch
- Food Service Revenue - Food Service Grants – a \$10,000 grant for the next five years was recently approved which teacher, Nichole Stahmer, will lead.
- Hydraulic stations to fill up water bottles - update to a cloud base program - purchased 4 vending machines for WHS/Middle School
- Applying for summer food and a farm to summer mini grant

In answer to the members' questions, all cafeteria employees are full-time now, there was some problems with growing machines for the fresh vegetables, an upcoming project is replacing the entire serving line at WHS and we are working on the district wellness committee.

Report from the Director of Student Services

Mrs. Fay shared that grant money has been utilized for BCBA support, hiring two full time positions; continuing our focus on Therapeutic Learning Center/Social Emotional Learning; added program support

by hiring a Behavior Specialist at WHS; continued training and support of our Registered Behavior Techs; and an additional mental health community partnership to support TLC, Southeast Family Services.

Outcomes with these added supports are, we are not relying on out of district programs and some current out of district students have returned to the system.

Announcements – The WHS Best Buddies Program had a float in the Christmas Parade, had a holiday party, and held a treats and trivia event, upcoming bowling night.

Mrs. Fay responded to the members' questions regarding the different facets of the mental health partnership program including a referral form to meet with the family. Services are done through the individual's insurance. We had two years' training for staff previously for inclusion. To date we have had six students for 8-week evaluations and one out of district placement this year as well as some DCF placements.

Discussion of Social Promotion

Dr. Shaver-Hood, Dr. Andrea Schwamb, and the five principals came forward and presented a look at social promotion/retention.

- Social promotion is passing a student to the next grade without acquiring their mastery of skills.
- Retention is keeping a student in the same grade and does little to solve a problem with no change in instruction. Retention is a predictor of student dropout and there is no evidence that kindergarten retention does harm to social emotional development.
- Social promotion/retention is disproportionate in disadvantaged students.
- The principals shared retention data over a three-year period. Different factors including grade, age, height, weight, social, and emotional needs are looked at before retaining a student. Our grants at the middle school level focus on working with students to get them promoted. Retentions have lowered in grade 9 with remediation in place.

Dr. Shaver-Hood reviewed the dropout rates for the past three years in Wareham relating to students being retained. A total of 35 students dropped out - Wareham students were 19 from start to finish and 16 were transferred in students.

Dr. Schwamb talked about the data systems and clear expectations in place and the systems to support specific criteria.

Dr. Shaver-Hood stated that there is a need to address social promotion/retention together with school committee, faculty and staff and commit financially to provide intervention.

Some of our interventions are summer school programs at the various schools including the Boost Program for Kindergarteners who are provided this program based on their FAST and DNA results. Principal Chandler is looking into vertical teaming and found that it is more about experience and exposure for children than the age entering Kindergarten.

Mr. Flaherty expressed concern with the numbers and student accountability. We are passing kids that have not learned the material.

There was further discussion on retention, the district's focus on interventions, and the need for the Committee's support and funding if this is a district priority.

Mr. Flaherty volunteered by represent the School Committee on a small group to be formed for in depth conversations with teachers and then report back to the School Committee.

Mrs. Morgan asked about the cost of the IB program and was told it is minimal and we have balanced funding K-12.

In answer to Mrs. Spear's question, if night school data was included, the answer was yes. Principal Palladino shared that WHS was just approved by the Department of Elementary and Secondary Education as a GED testing center in the 2019-20 school year, another alternative pathway for students. The state establishes the fee for students.

Equipment Lists to be Declared Obsolete

Dr. Shaver-Hood presented two lists of equipment, one from the East Wareham School inventory location and one for electronic equipment.

Mr. Flaherty moved to deem the equipment as presented on the lists as obsolete, seconded by Mrs. Morgan.

VOTE: yea – 4; nay – 0; abstain - 0

Dr. Shaver-Hood announced that we received \$1,000 for the Mixer deemed obsolete and are anticipating a bid on some other kitchen equipment.

Report of the Business Manager

- Revolving and Grant Accounts

Ms. Owen reported on the revolving/donation accounts for fiscal years 2016, 2017, 2018 and 2019 thru December.

The committee had concerns on the Extended Care and Global Ed accounts.

The next report was for FY19 Grants by federal and state comparing FY18 to FY19.

Ms. Owen provided the specific grant with dates, purpose, and budget amounts.

The professional salaries being paid with Title I funds this year are supplemental salaries of those doing Title I work.

Regarding the Decas work trailer, it is housing meeting space and may need to shift more offices to house increased numbers for preschool.

- Minimum Wage Increase for 2019-20 school year

As of January 1, 2019, minimum wage increased from \$11 to \$12 per hour. We do not have to change our wages as a municipality but based on our budget, Ms. Owen recommended changing the hourly rate to \$12 per hour as of July 1, 2019 for sub custodians, sub secretaries and bus monitors.

It was noted that as of January 2020 minimum wage would go to \$12.75 so instead of playing catch up we can budget this amount for another increase to take place in 2020.

Mr. Flaherty moved the increase as recommended, seconded by Mrs. Morgan.

VOTE: yea – 4; nay – 0; abstain - 0

Report of the Superintendent

- Approval of Bills and Payroll Warrants

Mr. Flaherty moved to approve the bill and payroll warrants as listed, seconded by Mrs. Morgan.

Payroll Week Ending January 5, 2019 \$859,793.78

Bill Warrant 12/11/18 \$66,971.14

Bill Warrant 12/27/18 \$257,726.21

Bill Warrant 1/3/19 \$3,580.24

Bill Warrants 1/8/19 \$939.48 & \$158,576.14

Bill Warrants 1/10/19 \$164,300.09 & \$3,285.64

Bill Warrant 1/17/19 \$11,590.89

VOTE: yea – 4; nay – 0; abstain – 0

- Minot playground ribbon cutting ceremony was held this week.
- Mr. Flaherty shared that the superintendent was a panelist speaking in New Bedford with legislators on state funding.
- Superintendent's Goals for 2018-19
Chair Bacchiocchi wanted to have more input from committee members so suggested scheduling a meeting at the beginning of the school year to formulate goals with the superintendent.

Dr. Shaver-Hood agreed but would like to have the board members priorities.

Mr. Flaherty did not want to change the goals but wanted to make sure Dr. Shaver-Hood had academic support for those students in the middle.

Mrs. Spear moved to approve the goals of the Superintendent as presented, seconded by Mrs. Morgan.

VOTE: yea – 4; nay – 0; abstain – 0

Discussion and Possible Vote on the Superintendent's Evaluation Tool

The committee reviewed the superintendent's evaluation tool. The weight of each goal:

12 Student Learning

8 Professional Practice

12 District Improvement

8 Family/Community Engagement

Total 40 points

No Change

There was a discussion on the percent of increase based on the rating and point scale. Mr. Flaherty recommended a change in the proficient rating to 0-3 %.

Mr. Flaherty moved to change the percent increase raise for the rating of proficient from 1-3% to 0-3%, seconded by Mrs. Morgan.

Chair Bacchiocchi noted that there is a clause for a bonus in the superintendent's contract as an option.

VOTE: yea – 3; nay - 1(Mrs. Spear); abstain – 0

Report of the School Committee

Policy Review Meeting - Monday, January 28th 5pm

School Building Committee Meeting - Monday, January 28th 6pm

Next regular School Committee Meeting – February 7th

Joint meeting with Board of Selectmen to interview and fill vacancy on School Committee - January 24th.

The Chair will get clarification on the interview questions.

Any other business - None

Mr. Flaherty moved to adjourn, seconded by Mrs. Morgan

VOTE: yea – 4; nay – 0; abstain – 0

The meeting adjourned at 9:38 p.m.

Respectfully submitted: _____

List of documents:

Correspondence: Superintendent's Newsletter, Personnel List, Notice of Vacancy, Bill and Payroll Warrants

Minutes of January 3, 2019

Project Lead the Way

A Day in the Life of a Kindergartener

WPS Food Service Department Sept – Dec Cumulative Report

Office of Student Services Update

Looking at Social Promotion/Retention

Equipment Obsolete Inventory April 2018 January 4, 2019

WPS – East Wareham Inventory

FY19 WPS Revolving/Donation Financial Review

FY19 Grant Summary

FY19 Minimum Wage Memo

Superintendent's Goals for 2018-19

Superintendent Evaluation Form