

Joint School Committee Meeting

Thursday, May 23, 2019

Eastham Town Hall

Present for the Committees:

Region: Chris Easley, Richard Stewart, Amy Handel, John O'Reilly, Jim O'Leary, Judy Schumacher, and Ian Mack
Brewster: Marie Enochy, David Telman
Eastham: Judy Lindahl, Moira Noonan-Kerry, Joanne Irish, Mary Lou Sette, Ann Crozier
Orleans: Hank Schumacher, Gail Briere, Josh Stewart
Wellfleet: Betsy Pontius, Martha Gordon, Jan Plaue

Present for the Administration: Thomas Conrad, Keith Gauley, Ann Caretti

REORGANIZATION

Superintendent Conrad called the meeting to order at 6:03 p.m. and requested nominations for the Chair of the Joint School Committee.

Judy Lindahl was nominated by Joanne Irish, seconded by John O'Reilly

Josh Stewart was nominated by Hank Schumacher, seconded by Ann Crozier

It was voted 15-2 to appoint Judy Lindahl as Chair of the Joint School Committee.

Judy Lindahl then accepted nominations for Vice Chair of the Joint School Committee.

David Telamn was nominated by Marie Enochy, seconded by Betsy Pontius

It was voted unanimously to appoint David Telman as Vice Chair of the Joint School Committee.

David Telman nominated Gail Briere as Chair of Union 54 and Ann Crozier seconded the nomination.

It was voted unanimously to appoint Gail Briere as Chair of Union 54.

Gail Briere nominated Moira Noonan-Kerry for Vice Chair of Union 54 and Betsy Pontius seconded the nomination. It was voted unanimously to appoint Moira Noonan-Kerry as Vice Chair of Union 54.

AGENDA CHANGES – none

Introduction of new School Committee Members

Josh Stewart is a newly elected member of the Nauset Regional School Committee and remains on the Orleans School Committee.

CITIZENS SPEAK – None

PRIORITY BUSINESS

Presentation – Update on Social Emotional Learning

Dr. Ann Caretti presented highlights from the SEL programs for 2018-2019. She distributed a handout indicating what is being done for SEL at the elementary, middle and high schools. She reported that the Substance Abuse Task Subcommittee worked on surveys for the Middle and High School. The High School

sent their students the survey through student email and the participation rate was not optimal. She stated that 27 students in the survey indicated they have considered suicide and 13 students made one or more attempts. At the Middle School 26 students seriously considered suicide. It was also noted that 91 students rarely had breakfast.

She reported that Terriann Morin, School Liaison visited a Nauset School once a month to meet with families. Some of the topics of discussion included mental health services for children/adolescents, recreational activities for children/adolescents, employment or volunteer opportunities for adolescents, financial supports focused on utility or other major expenses within the home, catching up on payments for rent, mortgage, holiday help, food security, resources for children with special education needs, and general parenting questions.

She announced that she received a grant for a psychiatric nurse for Nauset student counseling on Saturdays. Presently the Adjustment Counselor at the High School gets 6 calls a day for families looking for help. The grant was awarded in April 2019 for \$87,800. The goal of the program is to bridge the gap regarding the lack of access to psychiatrists and therapy for children and their families so that students can continue to learn in our schools. The Superintendent stressed the need for services on the Lower Cape. He thanked Ann Caretti for all her efforts. Saturday will work best for students as they do not like to take kids out of class for counseling services as it just adds to student stress. He reported that he met with Senator Julian Cyr and Senator Jason Lewis, Chair of the Joint Committee on Education. They discussed Mass Health and assistance to offset costs for this. He suggested that ways need to be found to keep this program going forward. This is a good beginning. Marie Enochy stated that the schools must start to think regionally and figure out how they can get these services on the Lower Cape. She also suggested integrating consistent practices in our buildings to teach the anti-bullying programs. Dr. Caretti indicated that is why the classroom teachers are doing teaching Second Step in Nauset.

After discussion about how the questions were asked and the way the survey was sent out to students at the High School, it was suggested that this be part of the Advisor/Advisee Program. John O'Reilly was in favor of having students at the High School take the survey again. Members of the Committee expressed concerns about students (1 out of 3) feeling stressful and anxious at the Middle School. The question, is there something systemic in our control or outside in society that is driving students to be anxious and stressful. Three out of four students are feeling stress at the High School level, not just students who tend to struggle but top students as well. It was suggested the results be looked at in further detail.

The Superintendent indicated that he has been working with Barbara Domenic to reach out to other agencies and groups. She is participating in 11 committees on the Lower Cape. She meets with the Superintendent on a monthly basis.

Marie Enochy indicated that kids are feeling anxious in elementary school and we need to reach them in preschool to teach them coping skills. Jim O'Leary suggested exploring reaching out to graduate schools for partnership opportunities to help meet the needs of students and families. Chair Easley mentioned that stress reduction was added to the curriculum. Students need to learn how to take things in stride and find ways to deal with stress. He suggested it is important that we incorporate it in what we do on a regular basis. He felt there was no reason a student should get stressed out over a test and we much teach students perspective.

The Superintendent indicated that students do have academic pressure and it starts with admissions to our colleges and universities. Colleges are no longer impressed with 7-8 AP classes. Five hundred universities show 1-2 AP courses would be acceptable to the university as well as community service. It is very competitive to get into schools. Students decide what to take for courses in order to be accepted by university requirements. Rigor of academics is at its highest level. The Superintendent indicated that Yoga is being taken by 100 students at the High School to reduce stress. We are concerned about students and staffs. It is a different environment that they are teaching in. SEL is getting attention state-wide and nationally. The Superintendent indicated Nauset will do everything we can to keep our kids healthy, safe and moving forward and recognizes the concerns of the Board.

Presentation on School Calendar

Keith Gauley, Assistant Superintendent, provided a PowerPoint presentation for school committee members regarding the work of the Calendar Committee. He indicated that the committee has been meeting since October 17, 2017 and have their final recommendations.

He reviewed the Nauset Calendar Survey results noting respondents' preferences were split on when the school year should begin. 40-50% of respondents prefer students to start school after Labor Day, but have staff start the Wednesday before Labor Day. The Calendar Committee recommended that staff begin the Wednesday and Thursday before Labor Day. Staff would not work the Friday before Labor Day weekend. Students will begin the Tuesday after Labor Day. Preschool students would begin on the Wednesday after Labor Day.

School vacations were surveyed. About 60% of all respondents are open to some modification to vacations, those in favor of change are split between three different kinds of modifications. Approximately 1/3 lean toward no change. The Calendar Committee recommendations for School Vacations are to leave vacations as they currently are planned. Further explore possible changes with February/March; coordinating with other Cape school districts to minimize disruption. Utilize two "extra" days for Professional development. Since calendar has 182 days, consider not making up as many as two snow days in 2019-20 year and use last two school year days as staff PD. Eliminate one or both Flex PD days and build in addition PD days during the year; build a calendar that incorporates additional PD time, training, and collaboration for all staff members.

The survey results for adding time to the school day, almost $\frac{3}{4}$ of respondents are in favor of adding 5-10 minutes to the school day. Many respondents noted that extra time should be added to lunch and recess and should not require busses to pick up children earlier in the morning.

The majority of respondents are in favor of "Nauset Time: at the HS and MS levels. There is a strong interest, but not by a majority, of "Nauset Time: at the Elementary level. Utilizing Flexible Teacher schedules the survey results were that $\frac{2}{3}$ of respondents are in favor of utilizing flexible teacher schedules. The Calendar Committees' recommendation for the school day is to add 10-15 minutes to the school day, if this can be schedule and negotiated. Incorporate intervention/enrichment opportunities at MS and HS. Leave implementation design to scheduling committees in each building. Work to incorporate through the day. Flexible teacher schedules could be utilized to the extent available and possible to have certified teachers leading academic and enrichment opportunities for students This could include foreign language,

music/instrumental music, student support, outdoor education, etc. Create a late bus for the elementary schools to increase participation in after school activities that are achieved by Flexible Teacher Schedules.

Survey results for Incorporating a one-week Learning Program, almost 2/3 of respondents are in favor of having a one-week academic program during the school year. Survey results on having Independent Learning Activities or Weather Bags – respondents had some questions, but 7 out of 10 respondents are open to utilizing Independent Learning Activities.

The School Committee thanked members of the Calendar Committee for all their efforts on the calendar. Some members expressed their opinions relative to Flex Days, adding time to the beginning of the day at the Middle School and High School, intervention times, and inclement weather bags. Mark Mathison, President of the NEA indicated that most of the changes to the calendar need to be negotiated and the flexible professional development days are non-negotiable. He indicated that the PD as scheduled is very disruptive, especially at the High School, as you may not see a class for five days and each teacher is starting over again with students. Days built around long weekends put teachers behind.

Superintendent's Evaluation

Gail Briere, Chair of Union 54 shared the overall rating of the Superintendent by Union 54 members. (13)

Standard 1 – Curriculum, Instruction and Assessment – 4 Exemplary, 9 Proficient

Standard 2 – Management & Operations – 10 Exemplary and 3 Proficient

Standard 3 – Family and Community Engagement – 9 Exemplary and 4 Proficient

Standard 4 – Professional Culture Standard – 8 Exemplary, 5 Proficient

Goal 1 – Develop a New Five-Year Strategic Plan for Nauset School District, 1 Met, 11 Significant Progress and 1 some progress

Goal 2 – Development of a District Technology Plan 2019-2022, 1 Exceeded, 4 Met, 8 Significant Progress

Goal 3 – To expand my knowledge of Project-based Learning, 2 Exceeded, 7 Met, 4 Significant Progress

Overall Rating: 7 Exemplary, 6 Proficient

Chris Easley, Chair of Nauset Regional School Committee shared the overall rating of the Superintendent by Region School Committee members. (6)

Standard 1 – Curriculum, Instruction and Assessment

Curriculum Indicator – Exemplary 2, Proficient 4

Instruction Indicator – Exemplary 3, Proficient 2

Assessment Indicator – Exemplary 2, Proficient 4

Standard 2 – Management & Operations

Environmental Indicator – Exemplary 3, Proficient

Laws, Ethics and Policies Indicator – Exemplary 5, Proficient 1

Fiscal Systems Indicator – Exemplary 5, Proficient 1

Standard 3 – Family and Community Engagement

Engagement Indicator – Exemplary 4, Proficient 2

Sharing Responsibility Indicator – Exemplary 4, Proficient 1, Needs Improvement 1

Communication Indicator – Exemplary 4, Proficient 2

Standard 4 – Professional Culture

Commitment to High Standards Indicator – Exemplary 3, Proficient 3

Communications Indicator – Exemplary 4, Proficient 2

Continuous Learning Indicator – Exemplary 4, Proficient 2

Goals 1 – Develop a New Five-Year Strategic Plan for Nauset School District, 3 Exemplary, 1 Met, 1 Significant Progress, 1 Some Progress

Goal 2 – Development of a District Technology Plan 2019-2022, 2 Exemplary, 2 Met, 1 Significant Progress, 1 Some Progress

Goal 3 – To expand my Project-based Learning, 3 Exemplary, 1 Proficient, 1 Significant Progress, 1 Some Progress

Overall Rating: 5 Exemplary and 1 Proficient

Chair Easley addressed the committee and expressed his concern about what we request of our Superintendent in evaluating him. He indicated that he has 954 meetings including board meetings, finance committee meetings and select board meetings as well as 58 school committee meetings. There is not a lot of time left to do other things. He suggested perhaps the superintendent's role needs to be redefined and responsibilities need to be spread out. Maybe the school committee could find a better distribution of responsibilities to free up some time. John O'Reilly indicated he would love to see the Superintendent delegate as he has a good team around him. He admires his work ethic.

The Superintendent stated that we talk about stress on our students, parents, and communities. Never has there been a more difficult time to be an education. There are different situation in our buildings. He indicated the Administrators are the leaders in our school system. Keith Gauley has been a big help behind the scenes along with Patti Grenier. He believes in his "open door" policy. He is more interested in understanding the problems we have than waving the flag. It is a pleasure to be working in the Nauset District. He indicated he has not spent a lot of time with the evaluation and individual feedback, but when school get out, he will read every evaluation. He will take the comments to heart. He knows he does some things well and must work on other things. He feels the District is going in the right direction. He hopes going forward we look at our 2030 plan in education for the future. He thanked the School Committee for their time and effort on the board.

Marie Ecnotchy voiced concerns about the school committee participation in the evaluation process noting 10 people did not turn in an evaluation. She indicated that it is part of the School Committee responsibilities. She asked that members make a better effort. John O'Reilly indicated that state law indicates that the school committee has three responsibilities, budget, Superintendent hiring and Superintendent evaluation. He indicated how hard the Superintendent's job has become with almost weekly meetings of the building committee for the High School Project. MSBA requires him to be on the committee. He is the only person on the committee that has two votes. He implored the Superintendent to come forward to the committee in terms of telling them when he needs help. He does not know who can do the job as well as Tom Conrad does. Come forward with your suggestion for additional help and resources.

Approval of Minutes – held until next meeting for clarification

Adjournment

On a motion by Josh Stewart, seconded by Ann Crozier, it was voted unanimously to adjourn the meeting at 7:55 p.m.

Submitted by,
Ann M. Tefft

Included in the packet: SEL presentation, School Calendar Presentation and minutes.