

UNION 54 School Committee
Thursday, January 26, 2017

Present for the Committees:

Brewster: Dave Telman, Marie Enochy, Jessica Larson, Claire Gradone
Eastham: Joanne Irish, Moira Noonan-Kerry
Orleans: Gail Briere
Wellfleet: Jill Putnam, Mort Inger

Call to Order

Chair Briere called the meeting to order at 6:00 p.m.

Citizen Speak

None

After School Program Services in Our Communities

Chair Gail Briere introduced after school program directors, Serena Kilawee from Orleans and Michael Gradone from Brewster. Superintendent of Truro Schools, Mike Gradone was also introduced. Jessica Larsen disclosed that she sits on the Board of the Nauset Youth Alliance.

Chair Briere presented some background information to the audience. She also reminded everyone that the afterschool programs are an integral part of after school activities for our kids. She asked the directors to come to the meeting so that the School Committee could understand their needs and support the programs.

The Chair asked the directors to give the School Committee members an idea of what a typical day looks like in the after school programs. Ms. Kilawee, Director of the Orleans After School Activities Program (OASAP), indicated she has 52 students in attendance each day. When the children arrive at the after school program they begin their homework. The Kindergarten and First Grade students go to another area for crafts and reading time. This is followed by a meeting with the entire group to discuss plans for the day. Weather permitting, they go outside and if inclement weather, they go to the gym. Snack time follows this activity and then the kids go to free time for the rest of the afternoon. She also indicated that situations arise where children get sick and parents need to be contacted. It is an extremely large classroom and they must follow all the school regulations. She added that the day never unfolds the same way twice and you never sit down.

Michael Gradone, Jr., Director of the Nauset Youth Alliance Program, indicated his program was very similar to the Orleans Program. He is the Director for both the Eddy School and the Stony Brook School. At the Eddy School the students arrive and sit down for meeting time. After meeting time, homework is accomplished, usually in about an hour. The students then have free play time and go outside if the weather permits. Sometimes they pick a theme for a particular day and students get involved in the theme. Pick up time is 6:00 p.m.

At Stony Brook, the students are younger and more structure is not good. The students arrive at 2:00 p.m. and they go to free play for a half hour. After that they have a quick share time and get the kids outside or to the gym. They also celebrate certain theme days during the month. They have snack, free play time and gym until they get picked up.

Chair Briere asked if a conversation takes place with school personnel at the end of the school day. Ms. Kilawee indicated that they are made aware of certain things that happened during the day. They look for consistency for the children and a lot of communication needs to happen, especially if a child is having a difficult day. Mr. Gradone stated he has good communication with the school personnel. He meets with Principal Fronius once a month. Principal Fronius came up with a plan to help the after school program help the students. Using a "Green Sheet", the teachers fill out the form if they are having concerns about a student. The

teacher can indicate if the student needs help with homework or relay any other concerns the teacher feels the program should know about. The "Green Sheet" is given to staff at the after school program. He also meets with Principal Hughes. The students are older in that program so things run pretty smoothly. He meets with either Principal if needed. Ms. Kilawee indicated that she has not had an opportunity to sit with people at OES. Chair Briere thought it was a great idea.

Chair Briere inquired about their funding and what kind of funding they are currently seeking. Ms. Kilawee indicated that they receive a grant annually from the Town of Orleans for \$20,000. They do some fundraising on their own and it is a tuition-based programs. She works off that budget each year.

Mr. Gradone indicated that NYA is also tuition-based. They also do fundraising activities each year and raise approximately \$5,000-\$10,000. He is looking for a grant writer who could help the program. The town of Brewster gives \$7,000 each year. The Baptist Church donated \$10,000 and the Brewster Chamber of Commerce donated \$2,000.

Mort Inger asked if the programs have trouble collecting tuition. Mr. Gradone and Ms. Kilawee stated that most families are good and that some families have vouchers. Jill Putnam asked if they have a policy for parents who are delinquent. Ms. Kilawee indicated they have a scholarship fund and various organizations also help if someone is in trouble financially. They also try to put parents in touch with agencies that can help. Usually the parents who are not paying are the people who need it the most. Mr. Gradone receives money from the Cape Cod Children's Place and the Ellen Snow Fund.

Chair Briere asked if they considered applying to the Cape Cod Five for a mini-grant. OASAP received a mini-grant last year but was told that so many people are applying now. Chair Briere suggested applying for grants from the Friends of Pleasant Bay. Take the students on a field trip and explore. Marie Enochtly suggested collaborating with one another and submitting a grant as a Nauset group as well as joining together for buses for field trips.

Jessica Larsen stated that these programs are run through the Department of Early Childhood Education. It is expensive for training and workshops. She suggested they need to align professional development with what the students' need. Chair Briere suggested applying for a grant for more than one town to provide professional development or scholarships. Moira Kelly-Noonan suggested looking into the Kelly Foundation.

Jill Putnam stated that after the last meeting she emailed Paul Hilton, Executive Director of the Cape Cod Collaborative. Paul Hilton said he could help with the professional development through the Tower Grant. He is waiting for Nauset to contact him. Chair Briere was in contact with Paul Hilton as well, and he has not gotten back to her with anything specific yet.

Chair Briere asked what the requirements were for professional development and what the professional development needs are for the staff in the programs. Ms. Kilawee indicated that staffs who work less than 20 hours need 12 hours of professional development and anyone that works 20 hours or more needs 20 hours of professional development. She indicated that the Early Childhood Education was very loose in how they allow it. EEC courses are geared toward the preschool children. Mr. Gradone indicated that the courses are held during their working hours. He brought his staff to a workshop in Woburn, Applebaum Training, which is a five hour course. The course was all about preschoolers. He indicated it was hard to find other options besides EEC. Chair Briere inquired what the requirements were to be professional development providers. Ms. Kilawee indicated that they have had Cindy Horgan come and present a course on Bullying. She also indicated that 1/3 of their training must be for diverse learners. It was indicated that staff does not need CEU's, just hours.

Marie Enochtly indicated that there is free training around diverse learners. She knows about five local people who could do it at a minimal cost. She suggested figuring out what is needed for professional development in all the programs. Chair Briere asked for the names of those people and what types of training they could

provide. Mr. Gradone stated that he took online courses but they are not interactive. Ms. Kilawee stated he could take those courses and then teach his staff.

Chair Briere concluded 1/3 of the training needs to be around diverse learners and perhaps Special Needs teachers could do some of the training. The Superintendent felt this was something that should be considered. He asked if the programs take advantage of Nauset professional development. It was indicated that they have not been extended an invitation. Ms. Larsen stated that BOS Net came to the program years ago and did a wonderful professional development workshop. Chair Briere wondered if the programs could use the Nauset staff and if they could do it outside of a school day. It was suggested the best time for professional development is not 1:30 – 5:30 p.m., but could be weekends or evenings. Ms. Kilawee also stated that their space was taken on the professional development day so they were not in session. Conclusion -1/3 diverse learning PD, Social/emotional, EngageNY math and behavioral professional development would be beneficial.

Discussion around students with special needs took place. Mr. Gradone had one parent who paid for her child's 1-1 educational assistant through her healthcare provider. He had another child that needed assistance and it took a great deal of time to get the funding. Ms. Kilawee explained that sometimes it is included in the child's IEP that they need to have an extended day and then the funding is covered to hire a 1-1 educational assistant. Both Directors indicated that their programs cannot afford 1-1 aides. Chair Briere asked what happens to a child who has a 1-1 aide during the school day and no aide in the afterschool program. It was indicated if behaviors escalate or they just cannot accommodate the child, he/she cannot remain in the program.

Marie Enochy stated that Cape Cod is an NAYC affiliate. NAYC could organize all after school programs and offer a half day conference for after school staff. They need to get a public school building, in kind, and offer 6 different workshops that would meet the strands. She indicated she would contact other after school programs on the Cape. Superintendent Gradone thought they could hold this on the schools' collaboration day. Chair Briere indicated that Eastham and Wellfleet are interested. She spoke with Margaret Ward from Wellfleet and she would like to see the programs network and support each other. She thought it was a good idea to have the Directors meet. Superintendent Gradone stated Truro runs an afterschool program through their Recreation Program. Truro students are bussed off school property for afterschool care. He is meeting with the interim Recreation Director. Chair Briere suggested they continue to converse with one another.

Dave Telman inquired about the turn-over ratio for staff due to low wages and working hours. Mr. Gradone indicated that some of his staff includes teachers a couple days a week. A couple of the staff members stay and help with the program. He also indicated that other people looking for part time work find the hours difficult. He indicated there is a lot of turn-over. Staffing is a challenge. Mr. Gradone asked why Nauset doesn't have a system where they have teachers who have retired in the past five years put their names in to help. Access to the sub list was discussed.

Chair Briere asked the Directors to put together a proposal and bring it to the Superintendent. He could put an announcement in the schools. She indicated that Nauset Newcomers might also be a volunteer group who could help. Many of them are retired educators that would like to give back.

Chair Briere indicated the next meeting is March 23 and Mr. Gauley will update the committee on MCAS 2.0. Joanne Irish asked that the fall meeting include thematic programs. (Bilingual, STEM/STEAM, IB, and Arts)

The meeting adjourned at 7:00 p.m.

Respectfully submitted,
Ann M. Tefft