



ANDOVER SCHOOL COMMITTEE

SC Room Key: *I.O.* = Information Only; *A.R.* = Action Request

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THURSDAY, MARCH 16, 2023
SCHOOL COMMITTEE CONFERENCE ROOM

** Please note that public comment – either during the Public Input agenda item or on specific agenda topics – should follow School Committee [policy BEDH](#) *Public Comment at School Committee Meetings* and [policy BEDH-E](#) *Guidelines for Public Comment*, including limiting remarks to 3 minutes.**

- I. School Committee Meeting – Open Session/Call to Order 6:00 PM
Motion and vote to meet in executive session pursuant to Massachusetts General Laws chapter 30A, section 21(a) for the following purposes:
- Purpose (3): to discuss strategy with respect to and in preparation for collective bargaining with unionized personnel, namely the Andover Education Association (AEA)-Unit A; Andover Administrators Association (Unit B); Andover Assistants-Unit B; Andover Educational Secretaries Association (AESAs)-Unit C; SEIU Local 888-School Custodians and Andover School Food Services; The Committee will reconvene at approximately 7PM in Open Session.
- II. Resume Regular SC Meeting
- A. Call to Order/Moment of Silence/Salute to Flag
- B. Recognitions/Communications
- C. Public Input
(limited to 10 minutes total; if more time is required, Public Input will resume after New Business)
- D. Response to Public Input
- E. Education
1. Presentations:
 - a. Educator Evaluation Update – RIBAS Associates; Dr. Julie Riley, Asst. Superintendent, Teaching/Learning
- F. New Business
1. AHS Field Trip: International Trip to France (April 10-20, 2024) Peter Hall A.R.
 2. FY24 Warrant Articles A.R.
(w/invited guests: Kate Margolese, Mary Pritchard and Gracie Ventre;
Janet Nicosia and Joyce Yosick-Lang)
 - Article P24: Authorize Electricity Supply/On Bill Credit Purchase Agreements at Bancroft Elementary School
 - Article P25: Authorize Lease of Land/Rooftop Space at Bancroft Elementary School for Solar Photovoltaic Facilities

This is the SC posted agenda for the upcoming meeting to the best of our knowledge at the time of posting; however, other agenda items may arise; therefore, the SC reserves the right to discuss additional items if merited.

The mission of the Andover Public Schools, in partnership with the entire Andover community, is to educate by engaging and inspiring, students to develop as self-reliant, responsible citizens who are thinkers, problem solvers, and contributors prepared to participate in an evolving global society.

- Article P27: Authorize Electricity Supply/On Bill Credit Purchase Agreements at West Elementary School/Shawsheen PreSchool
- Article P28: Authorize Lease of Land/Rooftop Space at West Elementary School/Shawsheen Pre-School for Solar Photovoltaic Facilities
- Article P45: Andover Sustainability Resolution

3. Job Descriptions: Middle School Humanities Coach; Middle School STEM Coach A.R.
4. Superintendent Mid-Year Goals I.O.
5. Memorandum of Agreement: SEIU Local 888 School Custodians A.R.

G. Consent Agenda A.R.

1. Grants/Donations to District
2. SC Meeting Minutes: : Minutes from prior meetings

H. Adjournment

Middle School Humanities Coach

General Description:

Under the direction of the Assistant Superintendent and the Executive Director of Secondary Instructional Operations, the Middle School Humanities coach will improve student achievement and learning in Humanities instruction by providing support and leadership to staff in their classroom practices in Humanities instruction, curriculum, and assessment.

Responsibilities:

- Provides support and assistance to all classroom teachers in the full implementation of best practices in Humanities and the district's approach to Humanities instruction through data analysis/interpretation.
- Work collaboratively and participates in district-wide professional learning discussions/activities in collaboration with the Secondary Program Coordinators, middle school Principals, middle school instructional coaches, and other curriculum leaders.
- Engages teachers in the analysis of data from a variety of sources to inform and improve Humanities instruction.
- Participates in collaborative department meetings to assist in the analysis and utilization of assessment data to improve the focus of instructional planning and student achievement.
- Meets regularly with building principals to review benchmarks and established data points to assess student progress towards established instructional goals.
- Research, provide information, and guidance regarding a range of effective and innovative humanities practices through various activities such as: individual discussions (informal and formal), coaching sessions, demonstration lessons with pre- and post- discussion/analysis, study groups, staff meetings, and professional development programs.
- Assists in the development of the district/school professional development plans, including delivering and facilitating humanities workshops, programs, and job-embedded activities.
- Assists in ordering materials for teacher and student use.
- Prepares lesson plans, in collaboration with teachers, related to Humanities at the middle school level for the purposes of differentiating instruction and adhering to developed district curriculum maps.
- Participates in the review and revision of the district curriculum.
- Conducts demonstration lessons to ensure that all teachers have been trained to an advanced level of delivery and are using instructional materials as designed.
- Provides on-site staff development to ensure that teachers are knowledgeable about program components in the Humanities disciplines and understand the instructional design of how the program meets the standards (alignment).
- Assists teachers in building an interactive classroom and assures that recommendations for improvement are implemented.
- Serves as a resource in identifying appropriate instructional strategies and interventions to improve achievement for all students.
- Assists teachers in preparation of pacing for instruction.
- Performs additional responsibilities as deemed appropriate by school and district supervisors such as supporting the coordination of information on curriculum information nights.

Qualifications:

- Middle School ELA certification preferred
- Three or more years of successful classroom teaching experience
- Deep knowledge of current state standards, curriculum, and frameworks
- Well versed in content and pedagogical knowledge of middle school ELA and Humanities disciplines

- Experience differentiating instruction
- Demonstrated ability to work collaboratively and effectively with teachers
- Experience providing professional development to middle school teachers
- Experience communicating with parents/guardians about how children learn the humanities disciplines
- Experience with standards-based assessment and effective use of student data
 - Ability to analyze data and a familiarity with spreadsheets
 - Administer, score and interpret diagnostic instruments
 - Ability to co-plan and co-teach lessons with classroom teachers consistent with district-wide initiatives

Supplemental Information:

Andover Public Schools (APS) seeks candidates who embody our ethos, which includes valuing the identities of all students, high expectations for all students, teaching excellence, collaboration, innovation, respect, and responsibility.

APS is an equal opportunity employer and is committed to hiring and supporting all faculty and staff including racially and ethnically diverse faculty and staff. Racially and ethnically diverse teachers produce a myriad of positive outcomes for all students, especially the most historically marginalized students.

Performs all other related duties as assigned.

Evaluated by: Executive Director for Secondary Instructional Operations

FTE: 1.0

Andover is an Equal Opportunity/Affirmative Action Employer

Middle School STEM Coach

General Description:

Under the direction of the Assistant Superintendent and the Executive Director of Secondary Instructional Operations, the Middle School STEM Coach will improve student achievement and learning in STEM fields by providing support and leadership to staff in their classroom practices in middle school mathematics and science, technology, engineering (STE) instruction, curriculum, and assessment.

Responsibilities:

- Provides support and assistance to all classroom teachers in the full implementation of best practices in mathematics and STE and the district's adopted programs through data analysis/interpretation.
- Work collaboratively and participates in district-wide professional learning discussions/activities in collaboration with the Secondary Program Coordinators, middle school Principals, middle school instructional coaches, and other curriculum leaders.
- Engages teachers in the analysis of data from a variety of sources to inform and improve instruction.
- Participates in collaborative department meetings to assist in the analysis and utilization of assessment data to improve the focus of instructional planning and student achievement.
- Meets regularly with building principals to review benchmarks and established data points to assess student progress towards established instructional goals.
- Research, provide information, and guidance regarding a range of effective and innovative instructional practices through various activities such as: individual discussions (informal and formal), coaching sessions, demonstration lessons with pre- and post- discussion/analysis, study groups, staff meetings, and professional development programs.
- Assists in the development of the district/school professional development plans, including delivering and facilitating workshops, programs and job-embedded activities.
- Assists in ordering materials for teacher and student use.
- Prepares lesson plans, in collaboration with teachers, related to math and STE at the middle school level for the purposes of differentiating instruction and adhering to developed district curriculum maps.
- Participates in the review and revision of the district's curriculum.
- Conducts demonstration lessons to ensure that all teachers have been trained to an advanced level of delivery and are using the instructional materials as designed.
- Provides on-site staff development to ensure that teachers are knowledgeable about program components and understand the instructional design of how the program meets the standards (alignment).
- Assists teachers in building an interactive classroom and assures that recommendations for improvement are implemented.
- Serves as a resource in identifying appropriate instructional strategies and interventions to improve student achievement for all students.
- Assists teachers in preparation of pacing for instruction.
- Performs additional responsibilities as deemed appropriate by school and district supervisors such as organizing and managing curriculum information nights.

Qualifications:

- Middle School Mathematics certification preferred
- Three or more years of successful classroom teaching experience
- Deep knowledge of current state standards, curriculum and frameworks

- Well versed in content and pedagogical knowledge of middle school mathematics and STE disciplines
- Experience differentiating instruction
- Demonstrated ability to work collaboratively and effectively with teachers
- Experience providing professional development to middle school teachers
- Experience communicating with parents/guardians about how children learn mathematics and STE disciplines
- Experience with standards-based assessment and effective use of student data
 - Ability to analyze data and a familiarity with spreadsheets
 - Administer, score and interpret diagnostic instruments
 - Ability to co-plan and co-teach lessons with classroom teachers consistent with district-wide initiatives

Supplemental Information:

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Performs all other related duties as assigned.

Evaluated by: Executive Director for Secondary Instructional Operations

FTE: 1.0

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Superintendent's Goals for 2022-23 School Year

Approved by School Committee - October 20, 2022

Category	Goal	DESE's Superintendent Leadership Standards & Indicators	Description/ Action Steps
Professional Practice	Attend the M.A.S.S. REDI Foundation District Leader Learning Series to begin developing the essential work of building and sustaining cultures of belonging, equity, diversity and inclusion in APS	<p><u>Management and Operations</u> II-A (Environment): Develops and executes effective plans, procedures, routines and operational systems to address a full range of safety, health, emotional, and social needs.</p> <hr/> <p><u>Professional Culture</u> IV-A (Commitment to High Standards): Fosters a shared commitment to high standards of service, teaching, and learning with high expectations for all.</p> <p>IV-B (Cultural Proficiency): Ensures that policies and practices enable staff members and students to interact effectively in a culturally diverse environment in which students' backgrounds, identities, strengths, and challenges are respected.</p>	<p>The Massachusetts Association of School Superintendents (M.A.S.S.) Racial, Equity, Diversity and Inclusion Strategy (REDI) work is to develop and implement a long-term, state-wide, superintendent-driven strategy to address the systemic and cultural barriers in our schools that prevent so many students and adults from knowing they, too, belong and will thrive.</p> <p>M.A.S.S. is offering a course titled Foundations: District Leader Learning Series which is designed to:</p> <ul style="list-style-type: none"> ● Provide best practice to identify and recommend common frameworks and resources ● Support development of district strategies built on district core values and integrate with district improvement plans ● Customize supports for implementation depending on stage of work and community context – with emphasis on facilitated peer networks of support for superintendents and assistant superintendents <p>There will be three all-day, in-person gatherings for learning and sharing to establish the foundational framework for REDI work. Attendance at each session is required for participation. Sessions will take place from 8:30-3:30 on:</p> <ul style="list-style-type: none"> ● October 4, 2022 ● October 27, 2022 ● December 1, 2022 ● Several follow up remote sessions in the spring ● There will be a fourth in person session day April 27th, a “capstone” session. <p>Other action steps to support this goal will be:</p> <ul style="list-style-type: none"> ● Begin the process for launching a district wide equity audit. ● Continue to meet with our students including our DEI Student Advisory Council to hear their insights, concerns and suggestions.

Category	Goal	DESE's Superintendent Leadership Standards & Indicators	Description/ Action Steps
Student Learning	Assess current district SEL practices, systems and resources PreK-12+ and begin preliminary implementation of a district wide SEL plan.	<p><u>Instructional Leadership</u> I-B (Instruction): Ensures that practices in all settings reflect high expectations regarding content and quality of effort and work, engage all students, and are personalized to accommodate diverse learning styles, needs, interests and levels of readiness.</p> <hr/> <p><u>Management and Operations</u> II-A (Environment): Develops and executes effective plans, procedures, routines and operational systems to address a full range of safety, health, emotional, and social needs.</p> <hr/> <p><u>Family and Community</u> III-A (Engagement): Actively ensures that all families are welcome members in the classroom and school community and can contribute to the effectiveness of the classroom, school, district, and community.</p> <hr/> <p><u>Professional Culture</u> IV-B (Cultural Proficiency): Ensures that policies and practices enable staff members and students to interact effectively in a culturally diverse environment in which students' backgrounds, identities, strengths, and challenges are respected.</p>	<p>APS will continue our partnership with the Yale Center for Emotional Intelligence (YCEI). We will analyze the results of the surveys conducted on SEL and the well-being of the APS school community in the 2021-2022 school year to develop appropriate next steps under the guidance of our new SEL Coordinator. We will begin developing a district wide K-12 SEL implementation plan which will be a phased in approach.</p> <p>Overseeing of additional pieces of SEL work, such as:</p> <ul style="list-style-type: none"> ● Implementation of a common approach to supporting students, families and teachers through the middle school guidance counselor role ● Initiate steps to build SEL/RULER steering committee ● Assist in SEL Arts grant ● Survey APS teachers to understand the uses and consistency of Responsive classroom practices. ● Orient to Effective School Solutions (ESS) program ● Begin to organize SEL course for all staff Pre K-12+ ● Introductions to all district administrators and conduct individual school listening sessions ● Introductions to all District support Mental Health staff and conduct listening sessions

<p>Student Learning</p>	<p>Using data to drive instruction and inform district priorities which include consistency in the supervision and evaluation process</p>	<p><u>Instructional Leadership</u> I-B (Instruction): Ensures that practices in all settings reflect high expectations regarding content and quality of effort and work, engage all students, and are personalized to accommodate diverse learning styles, needs, interests and levels of readiness. I-E (Data-Informed Decision Making): Uses multiple sources of evidence related to student learning - including state, district, and school assessment results and growth data- to inform school and district goals and improve organizational performance, educator effectiveness, and student learning. <u>Management and Operations</u> II- E (Fiscal Systems): Develops a budget that supports the district’s vision, mission and goals; allocates and manages expenditures consistent with district and school-level goals and available resources.</p>	<p>The APS team will participate in a series of Data Wise training sessions offered by Dr. Adam Parrott-Sheffer out of Harvard University. He is a certified Data Wise coach, Data Wise advisory board member, Data Wise equity team member, and strategy advisor to Harvard’s Data Wise Project. Adam currently serves as the co-chair of the Data Wise in Action institute.</p> <p>APS’ work this year will accomplish the following objectives:</p> <ul style="list-style-type: none"> ● Improve the knowledge and skills of all Andover Public School leadership team members for data literacy through the Data Wise ACE Habits of Mind. ● Empower all Andover Public School district team members to use the Data Wise improvement process, customized for local conditions, to utilize robust data sources and improve the impact of their work. ● Develop the skills of the Andover Public School leadership team to organize their teams for collaborative work through effective meeting practices and increase their team member’s individual and collective effectiveness through data-informed coaching and coach skill development. ● Build coherence across all of Andover Public Schools improvement practices in order to improve organizational practices and structures in service of its mission and vision. ● Build the capacity of leaders and staff around data literacy and how to use the various data sources in the district to create and deliver instruction. ● Continue to develop a common language to describe rigorous and quality instruction through ongoing partnerships with the Institute for Learning (IFL) and Weston Kieschnick. ● Build consistency and coherence through teacher observation, supervision and evaluation responsibilities to improve student achievement and close achievement gaps. Training sessions led by Carol Gregory from Ribas Associates: <ul style="list-style-type: none"> ○ September 27, 2022 ○ November 1, 2022 ○ November 29, 2022 ○ January 31, 2023, ○ March 7, 2023 ○ April 25, 2023 ● Participate in Data Wise training sessions on: <ul style="list-style-type: none"> - October 5th & 6th - Feb 28th & Mar 1st - Virtual Monthly Meetings
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Category	Goal	DESE's Superintendent Leadership Standards & Indicators	Description/ Action Steps
			<p>Under the leadership and guidance of our new Assistant Superintendent of Finance and Administration, APS will develop a budget process that analyzes our priorities and uses multiple data points to inform budget priorities.</p>
<p>District Improvement</p>	<p>Development of and initial implementation of the district strategic plan for ongoing improvement</p>	<p><u>Management & Operations</u> II-A (Environment): Develops and executes effective plans, procedures, routines and operational systems to address a full range of safety, health, emotional, and social needs.</p> <hr/> <p><u>Professional Culture</u> IV- A (Commitment to High Standards): Fosters a shared commitment to high standards of service, teaching, and learning with high expectations for all.</p> <p>IV-E (Shared Vision): Successfully and continuously engages all stakeholders in the creation of a shared educational vision in which every student is prepared to succeed in postsecondary education and become a responsible citizen and global contributor.</p>	<p>A strategic plan identifies initiatives in many areas of district operations and takes a broad, incremental approach to improvement. In partnership with Teamworks International, APS has started the critical work of planning for ongoing improvement across several areas of district operations with focus on excellence in management and excellence in governance.</p> <p>Actions steps related to this goal are:</p> <ul style="list-style-type: none"> ● Coordinate October 24-25, 2022 workshops for principals, district cabinet and School Committee with TeamWorks Intl. to continue strategic planning work ● Coordinate late winter refinement session with administrators and TeamWorks Intl. in preparation for SC approval of the strategic plan ● Update the union leadership on the strategic planning process during monthly meetings ● Socialize the strategic plan in the broader Andover community

Category	Goal	DESE's Superintendent Leadership Standards & Indicators	Description/ Action Steps
District Improvement	Ensure two-way, respectful and consistent communication and engagement across the district, with families, and the Andover Public Schools Community while continuing to seek diverse ways to continuously engage our community	<p><u>Family and Community Engagement</u></p> <p>III-A (Engagement): Actively ensures that all families are welcome members of the classroom and school community and can contribute to the effectiveness of the classroom, school, district and community.</p> <p>III-C (Communication): Engages in regular, two-way, culturally proficient communication with families and community stakeholders about student learning and performance.</p> <p>III-D (Family Concerns): Addresses family and community concerns in an equitable, effective, and efficient manner</p> <hr/> <p><u>Professional Culture</u></p> <p>IV-F (Managing Conflict): Employs strategies for responding to disagreement and dissent, constructively resolving conflict and building consensus throughout a district or school community.</p>	<p>During the entry process, consistent communication, trust and engagement were identified as areas in need of improvement. Building trusting and collaborative relationships with key stakeholders through visibility, regular meetings and intentional opportunities for engagement has been a focus. Effective, honest, timely and open communication continue to be a priority. The development of plans to operationalize communications protocols and processes within our schools and district wide have been developed and we are now assessing their effectiveness.</p> <p>To assess the effectiveness of our communications protocol:</p> <ul style="list-style-type: none"> ● Seek input from families and the community regarding how the tools have been working ● Conduct a brief survey to determine “customer satisfaction” ● Continue to conduct office hours and focus groups for our families ● Ask participants of office hours and focus groups for feedback on communication from the district ● Continue to build partnerships with community groups

Goal	Evidence of Progress - (Mid-Year)	Evidence of Completion (Final)
REDI Foundations Training on Equity	<ul style="list-style-type: none"> ● Attended first REDI session on October 4, 2022 ● Attended the REDI Sessions on October 27 and December 1, 2022 ● Participated in REDI Virtual Meeting for BIPOC leaders which are part of the Equity Foundations Series on December 6, 2023 ● Presented progress on REDI work to SC at January 5th, 2023 SC Meeting ● Participated in Adaptive Leadership Network Mtgs: December 14, 2022; January 4, February 1, March 1 and March 29, 2023 ● Attended BIPOC Monthly Meetings: November 21, December 19, 2022; January 23, February 13, 2023 ● Met with AHS C3 Committee <ul style="list-style-type: none"> ○ Plan to have a meeting with all C3 Committees to share next steps regarding district equity work ● Invited Dr. Bryant Marks, Founder/Chief Equity Officer of the National Training Institute on Race & Equity at Morehouse on January 18, 2023, to speak to our All Admin team on Implicit Bias Training <ul style="list-style-type: none"> ○ Planning a session for the SC 	
Assess current district SEL practices, systems and resources PreK-12+ and begin preliminary implementation of a district wide SEL plan	<p>To begin assessing the current state of SEL in APS the following activities have been conducted by the SEL coordinator has:</p> <ul style="list-style-type: none"> ● visited all elementary schools to date except Shawsheen ● Met with elementary, middle and high school principals, assistant principals ● Met with various specials teachers and some social workers at elementary level ● Observed a sampling of Morning Meetings ● Walk through elementary SEL Music/Art classrooms ● Met with middle school guidance counselors and social workers ● Visited middle school advisory blocks ● Met with Albert Pless, Town of Andover DEI Director ● Started planning SBIRT and BIMAS-2 Screening with Dr. Fielding , Joe Yarid, Donna Ruzeckas, and Rita Casper ● Met with program coordinators 	

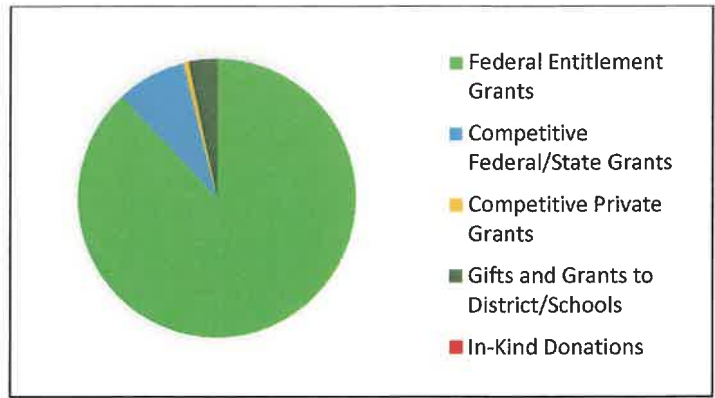
Goal	Evidence of Progress - (Mid-Year)	Evidence of Completion (Final)
	<ul style="list-style-type: none"> ● Scheduled a meeting with high school and middle schools guidance counselors on October 5th, 2022 ● Scheduled a meeting with secondary social workers on October 7, 2022 ● Facilitating course <i>SEL for the Secondary Classroom</i> for AHS Professional Learning Group on October 12, 2022 ● Met with Dr. Chris Cipriano from Yale Center for Emotional Intelligence (YCEI) to connect to the work that APS has started ● Presented to the School Committee on SEL efforts in the district on November 17, 2022 ● Led Anti-Bullying training for all administrators December 16 and 19, 2022 ● SEL overview and conversations with each elementary school scheduled for March 2023: <ul style="list-style-type: none"> ○ Sanborn: March 9 ○ High Plain: March 13 ○ Bancroft: March 14 ○ West El: March 16 ○ South: March 20 ● Presentation to SC by Dr. Fielding to SC on status of mental health efforts in APS and update on partnership with Effective School Solutions (ESS) 	

Goal	Evidence of Progress - (Mid-Year)	Evidence of Completion (Final)
Using data to drive instruction and inform district priorities which include consistency in the supervision and evaluation process	<ul style="list-style-type: none"> ● First Data Wise learning session held on October 5 & 6, 2022 ● Attended Data Wise virtual sessions October 27, December 1, 2022; January 26, 2023 ● Participated in Learning Walks at WMS and DMS with building leaders, central office administrators and Fellows from the IFL on November 2, 3, 2022 ● Participate in the teacher evaluation training with Carol Gregory from Ribas Associates: September 27, November 1, November 29, 2022; January 31, 2023 ● Attended a January 6, 2023, webinar by Jay McTighe on Understanding by Design on curriculum framework ● Regular bi-weekly visits to schools to observe and discuss instruction in classrooms with building leaders ● Update to SC of progress on major initiatives that promote consistency and coherence, such as implementation of Eureka Math at elementary level, elementary coaching model, middle school schedule and AHS program of studies. 	
Development and initial implementation of Strategic Plan	<ul style="list-style-type: none"> ● 2022 Administrative Retreat Facilitated by Dennis Cheesebrow August 15-17, 2022 to begin development of district strategic plan ● Finalized District Strategic Roadmap with SC, vote on February 16, 2023 ● Development of 3-Year Operational Plan as part of Strategic Plan 	
Communication and Engagement	<ul style="list-style-type: none"> ● Presentation and Implementation of Communication Protocols ● Well attended Superintendent's Office Hours which resumed October 3, 2022, January 25, 2023 ● Participation in various events sponsored by schools or PTOs, such as school open house activities, assemblies and performances, such as Cinderella at AHS, Elf at WMS, Lion King at WHMS, WMS winter concert, Heritage night at Bancroft, Winter Wonderland at HPE, Shawsheen Holiday Sing Along, AHS Pep rally, AHS football game and Robotics competition. ● Monthly meetings with the AEA leadership to promote dialogue and improved communication with union leadership ● Attended the Andover Chinese New Year performance at Doherty Middle School on February 4, 2023 	<p>SC Presentation - September 15, 2022; promotion of initiative on social media, through <i>All Around APS</i>, at Townwide PTO, school building principals</p>

Goal	Evidence of Progress - (Mid-Year)	Evidence of Completion (Final)
	<ul style="list-style-type: none"> ● Attended the AHS DEI Student Advisory Council meeting on February 7, and February 17, 2023 <ul style="list-style-type: none"> ○ Participated in the DEI Student Advisory virtual meeting w/ Massachusetts Secretary of Education, Dr. Tutwiler ● Superintendent Staff Drop Ins at all schools in January and February; second rounds to begin in late March ● Met with parents of prospective ABC students ● Presented REDI work presentation to the Town DEI Commission on February 7, 2023 ● Enjoyed watching the performances by our AHS students in Cinderella on November 19, 2022; Middle school performances in Elf at WMS on December 9, 2022 and Lion King at WHMS on February 10, 2023 ● Attended the ELPAC breakfast held in the CO SC Room on March 2, 2023 ● Read in all the elementary schools for the annual Read Aloud program ● Participation in AHS Building Committee meetings and community forums ● Participation in West Elementary and Shawsheen Preschool Project's events and milestone, including Special Town Meeting and Topping Off celebration 	

FY23 Andover Public Schools Grants and Contributions

School Committee Meeting
March 16, 2023



		Budget
Grants & Contributions for School Committee Approval		
Andover High School	Andover Vocal Music Association: Targeted Donation for Show Choirs	\$ 5,000.00
District	Tides Center: Mini Grant for 5 Staff Members to attend the Innovative Schools Learning Excursion at Casco Bay High School	\$ 3,750.00
		\$ 8,750.00

		Budget
Federal Entitlement Grants		
District	ESSER II (expires 9/2023)	\$ 304,392.00
District	ESSER III (expires 9/2024)	\$ 1,254,539.00
District	IDEA American Rescue Plan (expires 9/2023)	\$ 396,998.00
District	IDEA Early Childhood American Rescue Plan (expires 9/2023)	\$ 36,996.00
District	Title I (Salaries: \$146,798 - Operational: \$1,944)	\$ 148,742.00
District	Title IIA (Salaries: \$20,400 - Operational: \$51,430)	\$ 71,830.00
District	Title III (Salaries: \$24,105 - Operational: \$3,200)	\$ 27,305.00
District	Title IV (Salaries: \$10,799 - Operational: \$0)	\$ 10,799.00
District	IDEA Special Education Entitlement Grant (Salaries: \$1,394,654 - Operational: \$265,054)	\$ 1,659,698.00
District	IDEA Special Education Early Childhood (Salaries: \$29,344)	\$ 29,344.00
		\$ 3,940,643.00
Competitive Federal/State Grants		
Andover High School	State Treasurer's Financial Education Innovation Fund Grant (Credit for Life)	\$ 2,500.00
District	DESE Competitive: Civics Teaching and Learning Grant	\$ 34,000.00
District	Comprehensive School Health Services Grant (Installment 4/4)	\$ 100,000.00
District	DESE Targeted: My Career and Academic Plan (MyCAP) Development & Implementation Grant	\$ 4,500.00
District	DESE Competitive: Genocide Education Grant	\$ 40,000.00
District	DESE Competitive: Math Acceleration Academies Grant	\$ 81,760.00
District	DESE Competitive: High Quality Instructional Materials (HQIM) Implementation	\$ 100,000.00
		\$ 362,760.00
Competitive Private Grants		
District	Rockefeller Philanthropy Advisors for SEL in Action (Installment 2 of 2)	\$ 25,000.00
Gifts & Grants to District		
District	ACE via ECCF for Fall 2022 Teacher Innovation Fund (TIF) Grants	\$ 12,592.00

Gifts & Grants to Individual Schools

Bancroft Elementary	Bancroft School PTO for Music Room AV Upgrades	\$ 15,000.00
High Plain Elementary	High Plain Elementary PTO for New Playground Project	\$ 30,000.00
High Plain Elementary	The Andona Society to support Social Emotional Learning Program	\$ 1,500.00
South Elementary School	American Online Giving Foundation - Donation	\$ 175.00
West Elementary School	Rotary Club of Andover for Books	\$ 619.46
West Middle Schools	AEOP & eCYBERMISSION for StopFire Brigade STEM-in-Action Grant	\$ 4,999.88
Wood Hill Middle School	The Andona Society for Grade 6 Science Program Change is Simple	\$ 2,000.00
APS Middle Schools	ACE via ECCF for Glowforge Laser Cutters for Middle Schools	\$ 18,870.00
APS Middle Schools	ACE via ECCF for <i>On the Same Page</i> Author Visit Program	\$ 41,465.00
Andover High School	Rotary Club of Andover for Name Tags for Presentation	\$ 250.00
Andover High School	Andover High School PAC: Sea Perch/Dance Team	\$ 1,000.00
Andover High School	United Technologies Corp. (Raytheon): Donation in honor of Lindsey L'Ecuyer	\$ 1,000.00
Andover High School	Andover High School PAC - Various Clubs	\$ 1,975.00
Andover High School	Service Club of Andover - Speaker Fee	\$ 500.00
Andover High School	Andover High School PAC for Teacher Wish List Grantees	\$ 4,219.00
Andover High School	ACE via ECCF for STEM Equipment	\$ 13,766.00
		\$ 137,339.34

In-Kind Donations

Transition Opportunities Program (TOP)	In-Kind Donation: Frigidaire 17.6 cu. ft. French Door Refrigerator from Home Depot	\$ 1,498.00
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TOTAL GRANTS & CONTRIBUTIONS**\$ 4,479,832.34**

ANDOVER SCHOOL COMMITTEE MINUTES

February 2, 2023

MEMBERS PRESENT: S. McCready, Chair
L. Conoscenti
E. DiCesaro
T. Spruce, Vice Chair
S. Wright

MEMBERS ABSENT: Sophia Miele, SGA student representative
OTHERS PRESENT: M. Parvey, Superintendent
K. Taverna, Assistant Superintendent of Finance and Administration
J. Riley, Assistant Superintendent for Teaching and Learning

Call to Order/Moment of Silence/Salute the Flag

Ms. McCready, Chair, called the Regular Meeting of the School Committee of February 2, 2023, to order at 7:30pm in the School Committee Conference Room.

A. Recognitions/Communications

Dr. Parvey reviewed her school visits including South Elementary where she attended the School Council meeting with parents, and West Elementary where she sat in on a 2nd grade math class.

Office hours were held January 25th in person and there was a good turnout of parents and Dr. Parvey reviewed the feedback she received. February 25th is the next office hour in the School Committee Room. Drop-Ins with Staff are continuing with visits to Bancroft, Andover High School, West Middle School, Sanborn Elementary, and Wood Hill Middle School. This is an opportunity to connect directly with staff in their school building and staff has been very open to conversations. Dr. Parvey shared some thoughts and ideas she has received including under-representation of students of color in high level classes, return of late buses, revision of curriculum, new elementary strings program is a success, they appreciate the class sizes and next steps for SEL.

Administrative Update included M.A.S.S. Mid-Winter Meeting where they discussed minimizing politics and polarizing topics in the classrooms. Andover High School Building Committee met on January 26th and Teacher Evaluation Training took place on January 31st. The bi-weekly meeting of the Andover High School Building Committee met January 31st and the Adaptive Leadership Network Meeting for equity training met February 1st.

Dr. Riley informed the School Committee that the Middle School teams across the district worked with a consultant from NELMS to identify goals for the Middle School schedule. Education Evaluation Training – RIBAS Associates is ongoing, supporting the Superintendent goal for instructional leadership. Data Wise District and Coaching Training was held January 9-13th. District wide data wise team training took place January 26th.

Mr. Taverna informed the School Committee that the bi-weekly of the Andover High School Building Committee included a review of landscaping concepts and educational and the space template were reviewed. West Elementary steel beams are going in. He thanked the custodians and DPW for their work during the winter months.

Ms. DiCesaro attended the community high school tour on January 26th, and the SEPAC meeting with Dr. Ryan Fielding, who did a presentation. The next SEPAC meeting is scheduled for February 7th.

Ms. Spruce informed the School Committee that there is legislation pending to continue free meals for students which is co-sponsored by our state representatives. She encouraged the community to reach out to our representatives in support of this legislation. She asked the School Committee to consider sending a letter of support, to be discussed at a future meeting.

Dr. Conoscenti also attended the Andover High School Building Committee meeting, and the next informal community forum will be February 7th at Memorial Hall Library with the design firm in attendance. At the last meeting, the Committee discussed the designs with and without a parking structure, athletic fields, and options for the Collins Center. On January 25th the informal forum with the School Committee was held with Ms. DiCesaro and the next will be held February 28th virtually.

Mr. Wright attended the musical performance at Bancroft. He thanked the custodians who turned the cafeteria around in 30 minutes to get ready for the performance.

Ms. McCready thanked Gilbaine and Nicole for the time lapse video of the construction at West Elementary/Shawsheen Preschool. She also thanked the Guidance Department for hosting Junior family sessions on college admissions. This is excellent for families.

B. Public Input – Kerry Costello thanked the School Committee for keeping class sizes down because this helps with the mental and emotional needs. She also offered suggestions to the job description for the Academic Math Coach.

C. Response to Public Input – None.

D. Education

1. Mental and Health Behavioral Update: Dr. Ryan Fielding, Clinical Director –

Last year's focus was on "Re-entry", coming back from hybrid and remote learning, reacclimating to school. Data was collected regarding mental and behavioral health challenges. This year's focus is "Recalibration". This is in line with the Superintendent's goal for a District SEL Plan including mental health support and SEL foundation. Developmentally appropriate stress response and functional impairment in expected situations was reviewed and programs discussed. APS Reflection and Development work was discussed. This includes Professional Development for both general and mental health staff, T3 programming expansion of staffing and program capacity at elementary and high school branches and developing a "playbook" with ESS. Self-Reporting universal screening from students who took the universal assessment was discussed. Universal Assessment slides were presented with grade-based comparison and same cohort comparison for grades 8-12. The intensity of self-reporting has declined from last spring. We have good staff and programming in place. Continued support of SEL planning and the roll out of RULER is important. Work continues on the "playbook" to maintain current universal assessment practices. Program growth was reviewed including expanding T3, TLC added for students who have been out for an extended period of time, and SSP, student support program. Mr. Wight asked about the difference between CBT and DBT. Dr. Fielding responded that CBT is therapy linking thought processes with how it manifests behaviorally, not

why behavior occurs, but how they think about things. DBT is emotional regulation and how to manage emotional reactivity.

Dr. Fielding added that they are noticing emotional and functional needs. The students are describing it as feeling stressed without being able to anchor the stress. It is “distress in empty space”, discomfort with time not externally occupied.

2. **Program of Studies and Class Size Report – Aixa deKelley, Director of Guidance and Caitlin Brown, AHS Principal** – Aixa deKelley stated that the information regarding dual enrollment with Merrimack College has been removed because scheduling does not allow the time. The MA State Seal of Biliteracy was added. Digital Learning and Business is redescribed with the goals of the department reviewed and new standards. Entrepreneurship course was redescribed, Intro to Business Finance is a new course added, Web Game & Design is redescribed, and Novel Imagineering is a new course offered. ELE is redescribed to align with new language standards. English Language Reading and Writing is a new course for multilingual learners new to English language. There are now 24 English learners at AHS. Songwriting is redescribed, Philharmonic Orchestra is a new after school program and Art and Design Drawing/2D Design/3D Design is redescribed. Intro to Computer Science is redescribed, and Latin American Cinema is a new class offered.

Ms. DiCesaro moved that the Andover School Committee approve the 2023-2024 Andover High School Program of Studies as presented, it was seconded by Dr. Conoscenti and unanimously approved.

Class Size Report was presented based on data collected October 1, 2023. The enrollment has increased by 23 students to date. The average class size is 21.2 students. Aixa deKelley reviewed the various major courses with the average class size. Dual enrollment opportunities were reviewed with area community colleges and Greater Lawrence Technical School. Other additional learning opportunities were reviewed. Global Pathway Endorsement was reviewed and the number of students eligible in the senior and junior classes has declined due to COVID.

E. Continued Business

1. District Strategic Plan: Mission, Core Values, Vision – The survey results were presented to the School Committee at a previous meeting. Ms. McCready reminded the Committee that this is a dynamic document and applies to everyone in the APS community. Dr. Conoscenti asked if there was a plan for reviewing it or updating it. Dr. Parvey responded that as it needs to be changed or the community desires change it will be updated.

Mission –

Ms. DiCesaro stated that people are saying that academics is missing from the mission. Discussion regarding adding education language. Ms. Spruce added that educating students is our core purpose and is implied. Students thriving as a whole student, not just academically is also our purpose. Discussion followed regarding different rewording of the Mission to add education into the statement. Frank McCall suggested

changing prepare to educate and not use excellence in education. Kerry Costello added that excellence is overused and puts pressure on the students.

Discussion followed regarding resiliency and the feedback received that the use of this word could be problematic for diverse groups. It was discussed that resilience is for every group, any student's ability to overcome and be successful and accessibility for all students.

Core Values – Sophia Miele stated that students see the word excellence as applying to a specific group of students, not everyone. Ms. Spruce added that the School Committee has the same reaction but could not find a comparable word. Discussion regarding synonyms for excellence and comments from the feedback took place. Ms. DiCesaro suggested adding inclusiveness in partnership. The use of growth and perseverance was discussed instead of excellence. Ms. Spruce added that growth is a core value instead of excellence. The meaning of growth was discussed. Discussion followed regarding the use of me/my. The discussion was tabled to a future meeting.

Vision – Ms. McCready stated that the word stakeholders was not liked in the feedback. Use partner instead of stakeholders. Dr. Conoscenti suggested removing “choice” so it will read, “We are the best place to learn”. Ms. Spruce added that the fine arts and humanities are not reflected. Sophia Miele stated that the students want to see the word creativity. It was agreed to add “creative pursuits” to the second bullet point.

Dr. Parvey stated that equity, diversity, and inclusivity should be added because it is important work we are doing. Discussion followed regarding the use of unified and cohesive. Frank McCall suggested “We are diverse, yet cohesive, collaborative, aligned and energized.” We are diverse in so many ways. It was agreed to change align to connected. “We are diverse, yet cohesive, collaborative, connected and energized”. Mr. Taverna added that all students and staff and other learners are lifelong learners. Discussion followed regarding rewording the vision statement. It was agreed to table to a future meeting.

2. Policies First Reading Fiscal Management Updates. Tabled.

F. New Business

1. Financials – December. Mr. Taverna reviewed the December financials and the changes in non-salary expenditures. Ms. McCready asked about “other student activities”. Mr. Taverna responded that it is student activity accounts, money raised by students for students.

G. Consent Agenda

1. DESE grant \$40,000 for genocide education grant.
2. DESE grant \$81,760.00 for math acceleration program.
3. Minutes from November 3, 2022, Workshop and Meeting; and January 5, 2023.

A motion to move the Andover School Committee to approve the Consent Agenda as presented was made by Dr. Conoscenti, seconded by Ms. DiCesaro and unanimously approved 5-0.

A motion was made to adjourn the Andover School Committee meeting at 10:32pm by Ms. Spruce, seconded by Mr. Wright and unanimously approved 5-0.

Submitted By: _____ Approved _____
Lynn Viselli, Recording Secretary Date

Per the Massachusetts Open Meeting Law, the following is a list of documents that were either distributed to the Andover School Committee before the meeting in the packet or at the meeting.

1. Agenda
2. Mental and Health Behavioral Update
3. Program of Studies and Class Size Report
4. December Financials
5. Consent Agenda