

**School Committee Meeting**  
**Minutes of Thursday, April 12, 2018**

**Members in Attendance:** Chair, Susan McCready, Vice-Chair, Shannon Scully, Joel Blumstein, Paul Murphy, and Tracy Spruce

**Others in Attendance:** Superintendent Berman, and Assistant Superintendent Paul Szymanski, and Noah Colby, AHS Student Government Liaison to the School Committee.

*The students and Art Teachers at High Plain Elementary School and AHS were recognized for the beautiful artwork hanging in the hallways in the administration building and School Committee Room for the month of April.*

I. **Regular Meeting**

**A. Call to Order /Moment of Silence/Salute to the Flag**

Susan McCready called the School Committee to order at 7:00 P.M. in the School Committee Room located on the 2<sup>nd</sup> floor of the School Administration Building. The meeting began with a Moment of Silence and a Salute to the Flag.

Changes to the agenda: Nancy Snow is unable to attend this evening.  
Paula Colby-Clements will be the next agenda item.

**B. Recognitions & Communications**

Dr. Berman commented on two events that were held this weekend; the DMS School performance of Mary Poppins and the Middle School Science Fair which were both extraordinary.

Pfizer Corporation is collaborating with Andover on a Learn to Work Program for our students with disabilities. An open house will be held on May 9<sup>th</sup> from 10:00 A.M.-12:00 P.M. and other Andover companies are being encouraged to consider establishing a similar program and a commitment to hiring students.

The School Committee received an initial letter from Fusion Academy seeking to be approved as private school in Andover (not a charter school). The School Committee will be required to vote on the request once further information is received from Fusion Academy. Andover district policy is light in this area and may need updating. There is guidance from DESE on how to evaluate the request. The School Committee will put the request on a future agenda.

Joel Blumstein provided a few items to add to the School Committee's to do list: 1) discuss the location of the Preschool now that we voted not to include it in the High School project; 2) preparation for Town Meeting.

The School Committee discussed dates for a School Committee Workshop on facilities:  
Suggestions: Monday, May 7<sup>th</sup> or Monday, May 14<sup>th</sup> at 8:00 A.M. Shannon Scully will follow up with Mark Johnson.

Susan McCready said the School Committee will meet on the upcoming dates: April 26<sup>th</sup> starting with an Executive Session at 6:00 P.M. in the School Committee Room and May 10<sup>th</sup> in the Board of Selectmen's Room starting with an Executive Session at 5:00 P.M.

Susan McCready also reported that she and Joel will meet with MASC on April 30<sup>th</sup> to review the School Committee Policy on Section 7.

2. ACE Teaching Innovation Fund Awards: Presenter Lenore Price, President

Ms. Price announced the recipients of the annual ACE Innovation Fund Awards.

The award allows teachers to apply for funds for a project/initiative they design that is innovative. ACE funded \$12,000 for 9 awards; 6 projects at the elementary level; 2 projects at the middle school level, and 1 project at AHS.

3. Sprint Presentation Accessible Digital Media:

Superintendents Administrative Team (SAT) Members Joanne Najarian, Rebecca Perry, Alison Rahaine, and Scott Darlington presented information on the Digital Accessibility and Media. The Journey began in 2012 with technology training with over 1,800 students having online access in school and home; all students have access to some type of device, and all content is accessible for all students.

The presentation provided information on Instruction Accessibility, Universal Design for Learning and Professional Development for teachers. They need a Learning Management System to help evaluate and provide accessible content for all students, and to determine what is the best system and how to get the funding for it. Next steps: Engaging administration to share what is already being done, provide opportunities to observe UDL in action, curation of a webpage for teachers on information on the UDL checklist, and personalized learning making sure there is a common understanding of what personalized learning is.

4. Annual School Choice Vote:

Since the district does not participate in School Choice, the Committee is required to vote by statute "NOT to Participate" on an annual basis.

Tracy Spruce moved that the Andover School Committee vote not to participate in the Massachusetts School Choice Program other than for employees of the School District for Grades PK-12<sup>th</sup> Grade for the 2018-2019 School Year. The motion was seconded by Paul Murphy and voted 5-0 to not participate.

**C. Public Input** None

**D. Response to Public Input** N/A

**E. Continuing Business**

1. Mid-Year Progress Report:

Dr. Berman reported on the Mid-Year Progress Report starting with the Theory of Action that includes four areas: Rigorous Curriculum, Inclusive Instruction, Progress Monitoring, Caring & Culturally Responsive Classrooms, which rolled into the creation of the seven Agile Strategic Plan Sprints which were each equally explained.

Results of Progress Monitoring and data analysis, the Capital Plan (Statement of Interest in for AHS, West Elementary) and study of renovations for DMS were shared. Substantial gains have been made in the Communication Goal. They successfully accomplished securing an early agreement for the FY-19 Budget, and have made tremendous process in the area of Technology. In closing, Dr. Berman gave a retrospective view on the accomplishments achieved over the past three years.

The School Committee provided their individual feedback on the Mid-term Goals as reported.

Positives:

- Budget: delivered early, very smooth process this year, team effort and a responsible budget  
Capital Plan: West Elementary, AHS SOIs submitted to MSBA, DMS needs to be addressed
- Launch of the AHS schedule
- Expectation of responsible behavior
- Communication of program and district highlights and individual achievements

What could be done better:

- Continue to improve transparency and building of trust
- Find a way to gather feedback from parents / kids on a regular basis that is meaningful and measurable.
- Qualitative and Quantitative – comparisons to previous year
- Valuing innovation with teachers
- Continue to be mindful of polite, respectful communication

Suggestions:

- Feedback on H-Block and if it is fulfilling the promise envisioned
- What are we doing with the data that has been analyzed
- Communications – improve communications with School Committee
- Reinforce the communication policy and ensure the School Committee is aligned in unified communication
- Address concerns with financial analysis from Business Office and increased output.
- Increase work capacity in Business Office
- Provide feedback from students and staff on new high school schedule
- Look at warts as well as accomplishments

Dr. Berman replied to the remarks by the School Committee members on the mid-year goals.

2. Appointment: West Elementary School Building Committee Chair:

Joel Blumstein moved that the Andover School Committee vote to approve the recommendation by the Superintendent and appoint Paula Colby Clements as the Chair of the West Elementary School Building Subcommittee. The motion was seconded by Shannon Scully and voted 5-0 to approve the recommendation.

G. Consent Agenda

1. Warrants: Warrants are in order
2. Minutes: School Committee Meetings of March 1 and 15, 2018

On a motion by Paul Murphy and seconded by Joel Blumstein the Andover School Committee voted 5-0 to approve the Consent Agenda as presented.

**H. Adjournment**

At 8:58 P.M. on a motion by Joel Blumstein and seconded by Shannon Scully, The Andover School Committee unanimously voted to adjourn the meeting of April 12, 2018.

Respectfully submitted:

Dee DeLorenzo  
Recording Secretary

Documents: Superintendents Mid-Year Report on Goals