

Andover School Committee
Monday, October 7, 2021
School Committee Room

Participants from the School Committee: Chair Susan McCready, Asst. Chair Lauren Conoscenti, Tracey Spruce, Paul Murphy, and Sharon Scully.

Others participating: Superintendent Dr. Parvey, Asst. Superintendent Sara Stetson, Asst. Superintendent Julie Riley, Business Manager Paul Szymanski, AHS Liaison Jeffrey Connors.

I. Regular Meeting

Call to Order

Chairperson McCready called to order the meeting of the Andover School Committee to order at 5:30 PM and the Committee immediately voted to meet in Executive Session and declared that an open session may have a detrimental effect on the bargaining position of the Committee. The Regular School Committee Meeting will be broadcast by Andover TV and on Comcast Channel 99, Verizon Channel 43 or streamed: www.andovertv.org.

II. Executive Session:

Tracey Spruce moved to meet in executive session pursuant to Massachusetts General Laws chapter 30A, section 21(a) for the following purpose: Purpose (3) to discuss strategy with respect to bargaining with unionized personnel, namely the Andover Educational Secretaries Association (AESA), Andover Administrators Association (AAA), SEIU, Local 888-School Custodians and Andover School Food Service, Occupational and Physical Therapists Association, and the Andover Education Association (AEA) Unit A, because an open session may have a detrimental effect on the bargaining position of the Committee. The Committee will reconvene in regular session at approximately 7:00PM. The motion was seconded by Paul Murphy. Roll call: S Scully, L. Conoscenti-Y, P. Murphy-Y, T. Spruce-Y, and S. McCready-Y. Motion passes 5-0.

I. Regular Meeting Resumed at 7:20 P.M.

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

The meeting began with a Moment of Silence followed by a Salute to the Flag.

B. Recognitions/Communications

Susan McCready recognized Jeffrey Connors who has been a very dedicated student government liaison to the School Committee and who is turning the position over to Justin Jin, but will serve as an alternate when needed. The Committee thanked Jeffrey for his contributions at the School Committee meetings.

The new Student Government Liaison is Justin Jin, who is in the 11th grade and Vice-Chair of the Student Government Association at AHS. Justin looks forward to meeting with each and every one of the School Committee members and thanked them for this opportunity.

Dr. Parvey will be sending out a communication to the families who have been impacted by problematic bus routes.

Paul Szymanski and Dr. Parvey participated in the Town Manager's CIP Department-wide Budget Review today. Facilities Director, Janet Nicosia will be working with the Town Manager to do an assessment of the CIP.

Lauren Conoscenti and Susan McCreedy attended the Health Equity Exhibit at AHS today, which was really powerful. The exhibit is situated at the Collins Center and open to the public.

C. Public Input

Adam Beck, 102 Osgood Street, whose son is a freshman at AHS, spoke about the loss of the Spanish 3 teacher who took a leave of absence at the beginning of the school year; this position has still not been filled. Mr. Beck has worked with Dr. Allen and AHS Principal Caitlin Brown about this issue. His concern, like many other parents, is that they won't have a dedicated teacher for the rest of the school year. His son is getting minimal work and some written assignments, not the in-person language component needed. He hopes that a resolution can be found as soon as possible.

Melissa Litton, 190 High Plain Road, Chair of the 65th Annual Clown Town sponsored by the Andona Society that raises money for youth programming, scholarships, camperships and direct donations to the schools. Thank you to the members of the Community who donated to the fund drive to make it possible for students to attend Clown Town who would not normally be able to do so.

D. Response to Public Input

Dr. Riley reported that there have been a number of attempts to bring someone in for the Spanish 3 position. We have been working religiously on filling this position. Dr. Allen is helping to support the classroom structure until we find a suitable teacher.

Shannon Scully recognized the work that Andona does to support our students.

E. Education

1. MCAS Presentation Analysis

Dr. Riley and Hannah Tolla presented a high-level overview of the Spring 2021 MCAS Testing changes and results. Changes included a shorter test/less testing time for grades 3-8 and remote administration available for grades 3-8. The testing windows for all MCAS assessments began and ended later in the school year. The Next Generation High School Science tests were postponed until the spring of 2022. DESE encourages uses the test results for diagnosis purposes only.

The School Committee appreciates learning about trend level information. Dr. Parvey said this is a summative assessment, and they like to look at other formative data sets which are also important to help us to see and predict where we need to make changes. We are looking at stagnant areas of growth. We want a collection of data points on students. Standardized

tests are meant to give us a pulse of where our students are. From our conversations about data, we need to standardize our approach and look at what students can do, not what students can't do, what to accelerate on, and to not repeat things students have already mastered. These data are important to share with the community.

2. The Acceleration Roadmap

The acceleration roadmap is a series of ways to address returning to school from this pandemic state and the wide range of resources to help students and families to meet grade level expectations.

A preview of the Accelerated Roadmaps included the following phases:

Phase 1: Diagnosing and Planning: taking a look at student data and data across the district (DIBELS, NWEA, etc.)

Phase 2: The Launch: Once the collection of our data is complete, our district data will be assembled together to identify trends across the district and monitor them.

Phase 3: Progress Monitoring: To confirm if we made the right choices and determine how effective we are in choices and impact.

Phase 4: Reflection and planning starts at the end of the school year to help us to phase in a plan for the next school year.

3. October 1 Preliminary Enrollment Report

The October 1st Enrollment Report shows a reduction in student enrollment over October 2020 by 110 students; and is important to show the number of home school students (56). Enrollment at High Plain has increased and is continuing to increase. There are eleven Out-of-District Students compared to seven students in 2020, which is still a reduction over previous years. Information on students attending independent schools will be available in January. Shannon Scully pointed out that the enrollment numbers will have an adverse effect on the Chapter 70 funds received from the State. Hannah Tolla will create a report on how our Student Cohorts are changing and data broken down by grade-level per school.

4. Civil Conversations Presentation

AHS Social Studies Faculty member, Mary Robb, gave a presentation on the Summer Institute on Civic Conversations she participated in this summer. The Institute was particularly appealing because it addressed one of the most significant challenges to our democracy: Either/Or Thinking. The Cornerstone of the Institute is the Dialogic Lesson, which has seven parts. Grounding in purpose communication, agreements, connecting questions (prompts), time to reflect before engaging, timed speaking without immediate response, questions of genuine curiosity, and a closing. Mary shared how she incorporated what she learned this summer with her students.

F. Continuing Business

1. Revised Human Resources Job Descriptions

- a. Executive Director for Human Resources
- b. Assistant Director for Human Resources
- c. Human Resources Generalist School Benefits

The School Committee voted on September 23, 2021 to hire a Human Resources Director solely for the School Department and have been waiting for final changes to the job descriptions which have been provided by Jessica Porter.

Paul Murphy moved to approve the revised Human Resource job descriptions as presented. Motion seconded by Lauren Conoscenti and voted 5-0 to approve.

G. New Business

1. Capital Improvement Plan: Technology

- a. IT-1 Staff Fleet \$37,363
- b. IT-2 Student Fleet \$619,084
- c. IT-3 IT Infrastructure \$779,500

Paul Puzzanghera, IT COO, presented the CIP Technology vision for FY23.

The Town Manager advocated Free Cash as the funding source for all IT CIP Articles.

A major refresh of all new high-end teacher laptops was ordered in April 2021 and still waiting for them to arrive.

IT -2 Student Fleet: Requesting \$619,084 for a minimum of 1,000 elementary devices which must be upgraded in FY23 and FY 24. Grades 6-8 use Chromebook (BYOD) and Grades 9-12 Mac OS, Windows, ChromeOS (BYOD) (with scholarships available). Eighty-percent of Middle School Chromebooks are now managed and MCAS eligible.

IT-3 Infrastructure: To begin the process of enhancing conference rooms for video conferencing, upgrading first generation access ports, 2nd tranche of funding to upgrade aging projectors and 2nd tranche of funding for refreshing data centers.

Issues for potential discussion: What does the "classroom of the future" look like? What Collaboration Technology do we need? What is our true vision for West Elementary and future buildings? What emerging technology is central to our future vision?

In addition to the CIP process, the Town is eligible for the new ARPA Funding from the American Rescue Plan in the amount of \$532,5000 for IT-1 to convert large spaces such DMS, MHL-Hall, and the Select Board room into full remote participations spaces. For IT-2, they will receive \$227,5000 to add video conferencing and collaboration spaces too small to allow for remote meetings. Funding these requests could reduce funding requests in IT-3.

2. APS School Calendar – First Reading

Per SC Policy, next year's school calendar must be approved by November 1st. Two readings must take place at a meeting, before its approved. A copy of the calendar has been provided to the AEA for comments as a courtesy. Two items of information:

- November 8th – midterm elections (no school)
- January 1, 2023 falls on a Sunday; so, the holiday is celebrated on Jan 2nd.

3. Superintendent Process and Goals

Susan McCready provided information on the process and goals timeline for the Superintendent.

DESE has a 5-step cycle that includes:

1. Self-Assessment
2. Analysis, Goal Setting, Plan Development (final goals with actions/benchmarks)
3. Plan implementation and Evidence Collection (collect, share discuss evidence of goal progress)
4. Formative Assessment and Evaluation (public meeting, mid-winter review, feedback, progress discussion, and potential adjustments)
5. End-of-Cycle Summative Evaluation (public meeting, performance review, goal attainment and performance to standards.

APS Timeline & Process

9/15-10/18	Superintendent to draft goals
10/21	Superintendent presents goals to the School Committee
10/22-10/29	Refinement of Goals
11/04/21	School Committee to approve 2021-2022 Goals.

I. Consent Agenda: Grants/Donations to District; Minutes

1. Grants/Donations to District

2. Surplus/Disposal Requests (Sanborn and AHS)

Sanborn Principal, Jason DiCarlo, has submitted a disposal inventory form for obsolete desks at the Sanborn Elementary. The desks will be disposed of in accordance with Chapter 30b regarding the disposal of surplus property. Vernon Jones, Custodial Supervisor, has submitted a disposal inventory form for obsolete chairs and tables at the High School. The furnishings will be disposed of in accordance with Chapter 30b regarding the disposal of surplus property.

Paul Murphy moved that the Andover School Committee vote to approve the requests from Sanborn School and Andover High School for the disposal of obsolete school chairs and tables as presented. Motion seconded by Tracey Spruce and voted 5-0 to approve.

3. SC Meeting Minutes: August 26, September 2 and September 16, 2021.

Paul Murphy moved that the Andover School Committee vote to approve the Consent Agenda as presented. Motion seconded by Tracey Spruce and voted 5-0 to approve.

J. Adjournment

At 9:40 PM. Paul Murphy moved to adjourn the School Committee Meeting of October 7 2021. Motion seconded by Tracey Spruce and voted 5-0 to approve.

Respectfully submitted,

Dee DeLorenzo
Recording Secretary
Rev 1.0