

**Thursday, June 2, 2022**  
**School Committee Room**

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Participants from SC: Chair Susan McCready, Vice Chair Lauren Conoscenti, Tracey Spruce, Sandis Wright; Emily DiCesaro did not attend. Others Participating: Superintendent Dr. Magda Parvey, Asst. Superintendents: Dr. Julie Riley, Keith Taverna and SGA student, Justin Jin.

Chairperson Susan McCready called to order the meeting of the Andover School Committee at 7PM in the School Committee Room. The meeting began with a Moment of Silence for the senseless tragedy at Robb Elementary School in Uvalde, Texas. This was followed by the Pledge of Allegiance.

**Recognitions/Communications**

Dr. Parvey presented the Superintendent's Presentation to the Committee and members of the audience a review of the last 2 weeks of her administrative updates and school visits in the district. At the end of the presentation, Dr. Parvey recognized Mr. Paul Szymanski, Interim Assistant Superintendent for Finance/Administration, for all the work and his assistance this first year of her Superintendency in the district. He will be missed by the staff and faculty.

Dr. Riley thanked ACE for all their support throughout the year. She also recognized faculty member Lindsay L'Ecuyer for her wonderful presentation at the ACE annual meeting. Dr. Riley then recognized Ms. Donna Ruseckas and the entire PE team for the track and field day as well. She also noted there are many activities and end of the year events coming up at all the schools this month that she was looking forward to attending.

Mr. Szymanski told the Committee that the ATM FY 23 Budget is now published on the website.

Ms. Spruce is looking forward to the West Elementary/Shawsheen groundbreaking which will be held on Friday, June 3, 2022 and hopes the rain holds off for the ceremony. She also thanks the AHS administration/faculty for putting together a series of senior events over the past week.

Ms. Conoscenti announced the upcoming informal forum which will be held next week at Memorial Hall Library. Also, she thanked the district students for their bold statement about what needs to be done for change in the country in light of what just occurred in Texas. She appreciates all their efforts.

Mr. Wright wanted to give a shout out to Andona for Clown Town. He also appreciated attending the ACE annual meeting which he enjoyed. Mr. Wright said he attended the AHS scholarship evening which he noted that over \$150,000 in scholarships were awarded to well deserving students. He thanked the community for their support and congratulated the students on their achievements.

Mr. Jin congratulated the Underclassmen Award recipients and also the whole AHS student body for a successful year.

Ms. McCready noted Ms. DiCesaro is not present tonight. However, Ms. McCready said Emily sent in a report for SEPAC, as their liaison. The report says the SEPAC survey was distributed last week to families and SEPAC is asking families to complete the 5-10 minute survey. Also, SEPAC board elections will be held next week and they welcome any nominations.

Finally, Ms. McCready announced the last regular School Committee meeting of the year will be June 16, 2022 and will begin with a 4PM School Committee workshop, with Dennis Cheesebrow of *Teamworks*

**International**, who will present and facilitate the School Committee's discussion and questions on their role of governance and how it differs from operations. The School Committee's role and purview is sometimes misunderstood by the public. Mr. Cheesebrow will outline where the School Committee's role ends and the operations begin. There will be one other meeting on June 27, 2022 for the School Committee to do the Superintendent's evaluation and they welcome any input from the community which should be submitted to the School Committee Chair via email by June 10<sup>th</sup>. She also reported on the May 25, 2022 West Elementary SBC meeting where there was a difficult discussion that the project is \$5.5m over budget even before the groundbreaking ceremony. This is a result of the pandemic, supply chain issues, the Russian-Ukraine war, etc., and not because of the managers of the project. But they came up with a good plan on how to get back on budget. Lastly, she would like to thank Paul Szymanski for coming out of retirement and assisting the Superintendent and district this year. She appreciates his work especially with the budget. Ms. McCready congratulated the Andover High School Class of 2022 and also all the 5<sup>th</sup> and 8<sup>th</sup> graders graduating from their respective schools. She states that all students are an incredible example to everyone in how we should treat one another.

### **Education - DEI Student Advisory Council Presentation**

APS staff/faculty members, Hannah Tolla, Joanna Ganci, Greg Hurley, advisors to the DEI Advisory Council, accompanied the DEI Advisory Council students: Jennie Wang, Sophia Nguyen, Aisosa Oviasogie, Daniyal Virk, Edward Mukalazi, Shreya Godhani and Ismael Rodriguez. Dr. Tolla introduced herself, Greg Hurley and Joanna Ganci and also thanked AHS Principal Caitlin Brown and Tim Corkery for their assistance. Joanna Ganci framed the work by the students by revisiting the Equity Policy JBB. She said that some of the priorities which will be presented included the professional development around responsive curriculum and instructional practices.

Student Jennie Wang, AHS Senior, said the DEI council was started a few years ago with a conversation between students. They felt underrepresented, excluded and rarely saw themselves in the work they were doing in the curriculum. AHS Senior, Sophia Nguyen, spoke about the 3 major points: curriculum, student-teacher bridging, and student culture - climate. AHS Sophomore, Aisosa Oviasogie spoke of holding students and teachers accountable. They took part in a culturally relevant feedback session with Dept of Elementary and Secondary Education (DESE), Dr. Parvey and Principal Caitlin Brown. AHS Junior, Daniyal Virk and Sophomore, Edward Mukalazi spoke of the "chalk talk protocol" where students gave anonymous feedback with open-ended questions and the use of protocols/feedback. The anonymous feedback focused on humanities and STEM together. AHS Junior, Shreya Godhani, said the first meeting was held in the Collins Center with various clubs including diversity clubs in attendance. They all recently attended the Diversity Culture Fair, created media center posters; used survey data taken after MCAS, and advised elementary teachers on materials presented to their students. Ms. Oviasogie spoke on name pronunciation and pronouns in ASPEN and providing methods on how to say all names correctly. AHS Sophomore, Ismael Rodriguez, spoke on diversity hiring throughout the district. They would like to see more students on hiring committees. It was inspiring to them when they met Dr. Parvey because of the potential they now see in themselves. But they said most of APS teachers are white. They stated with a diverse environment, it creates better mentoring and relationships for students-teachers. This will create trust and stronger teacher-student relationships.

Ms. McCready thanked the students for their thoughtfulness, courage and ability to present tonight. Mr. Wright questioned how the district could attract diverse talent. Dr. Parvey responded that one of the reasons she hired the Ex. Director of Human Resources, Tom Howard, is due to his skills and ideas for diversity recruitment. Mr. Howard will present some of these ideas in an upcoming SC meeting. Dr. Riley said that 3 of the Program Coordinators are advisors to the DEI Student council which translate to stronger curriculum frameworks and wants to keep students involved to help frame the curriculum. They will continue to have the DEI student council participate in these discussions.

Ms. Conoscenti hopes that the students come back on a regular basis to keep us informed on what they're learning and wants to hear their ideas. She understands how important it is for the connection to be there with a teacher, administrator, counselor, which improves outcomes for students.

Ms. Spruce said during the Superintendent interview process, diversity and inclusion were important topics for the School Committee. The hard part is getting this done, but she also welcomes the students to have more discussions with the Committee. The Committee should look at the district's equity policy to be sure it's focused enough and covering the needs heard tonight. The policy should be an evolving policy.

SGA student, Justin Jin, congratulated the DEI for their presentation tonight. He likes the tone he is hearing and hopes it creates a more positive and inclusive curriculum.

Ms. McCready said the Committee's primary responsibility is to represent the district students as elected officials. She would welcome any invitation from students and faculty for the Committee's opportunity to see first-hand the work in the classrooms. Also, she said policies need to live, so they need to continue to hear the student voices.

#### **New Business - Recommendation/Intro & Vote: Executive Director of Special Services**

Ms. McCready first stated this is a School Committee hire. Ms. Nancy Koch was in the audience tonight. Dr. Parvey gave a brief overview of Ms. Koch's background and qualifications. Ms. Koch is returning to the district – she previously served as the Asst. Director in Student Services from 2016-2020, then left to the Director of Student Services in Newburyport in 2020. Her 3-year contract would be from August 1, 2022 – July 31, 2025 with an initial salary of \$150,000 with salary years 2 and 3 to be determined by the Committee.

*Ms. Spruce moved to appoint Nancy Koch as the Executive Director of Special Services and to enter into an employment contract with Nancy Koch as Executive Director of Special Services for a three-year period commencing August 1, 2022 through July 31, 2025, with a salary in the first year of employment of \$150,000. The motion was seconded by Ms. Conoscenti and passed unanimously on a 4-0 vote.*

*Ms. Spruce moved to authorize the Chair of the Committee to sign an employment contract on behalf of the Committee with Nancy Koch to serve as Executive Director of Special Services for a three-year term commencing August 1, 2022 at the salary set by the Committee. The motion was seconded by Ms. Conoscenti and passed unanimously on a 4-0 vote.*

#### **Middle School Field Trips Belize and Panama**

Asst. Superintendent, Julie Riley, presented Mr. Frank DeFusco, Wood Hill Middle School Social Studies faculty member and Peter Hall, AHS World Language Program Coordinator, about the proposed field trips to the Committee.

Frank Defusco spoke to the Committee about the various international trips which he sponsors every 2 years throughout the world. He feels it's important for students to travel as it increases tolerance, helps with self-esteem and independence. It makes students globally aware. He believes Belize is a wonderful place to travel and learn for students. This trip is a rescheduled trip from February 2022. Ms. McCready wanted to make Mr. DeFusco aware that the School Committee is there to be supportive with any travel decisions. They can help make the tough decisions so that the faculty member does not have to do this.

*Ms. Conoscenti moved that the Andover School Committee vote to approve the proposed extracurricular trip for Wood Hill Middle School students to travel to Belize during February vacation break on February 18-25, 2023 as presented and in accordance with the provisions set forth in the Andover School*

*Committee policy entitled “APS school sponsored trip and student travel policy.” The motion was seconded by Ms. Spruce and passed unanimously on a 4-0 vote.*

Mr. Peter Hall spoke of the wonderful experiences in traveling with students and stated that Ms. Lauren Hayes has directed many international trips in the past. Traveling gives students the opportunity to use the languages they are learning in the classrooms. This trip will be Ms. Hayes’ 6<sup>th</sup> one to date. World Strides travel agency is working with Ms. Hayes for the district. They still have their COVID policy in effect. All cancellation policies are available for the Committee to review. The cost is \$3,999/student and is open for 24-30 students in AHS Spanish classes.

*Ms. Conoscenti moved to approve the proposed extracurricular trip for West Middle School student to travel to Panama during February vacation break on February 17-24, 2023 as presented and in accordance with the provisions set forth in the Andover School Committee policy entitled “APS school sponsored trip and student travel policy. The motion was seconded by Ms. Spruce and passed unanimously on a 4-0 vote.*

### **Job Description: Instructional Technology Facilitator**

Dr. Parvey presented the Instructional Technology Facilitator (ITF) job description to the SC for this new position. This position is part of the reorganizational chart plan. This position provides coaching to academic coaches and support for Program Coordinators. This will help roll out technology and blended learning. The position will report to the Executive Director of Operational Learning Technology. The new job description is in the drop box.

*Ms. Conoscenti moved that the Andover School Committee vote to approve the new job description for the position of Instructional Technology Facilitator as presented. The motion was seconded by Ms. Spruce and unanimously passed on a 4-0 vote.*

### **School Improvement Plans**

Ms. McCready said that by June 1, principals present their School Improvement plans to the Committee, per School Committee Policy BDFA-E-2 Submission and Approval of the School Improvement plan. However, Dr. Parvey and Dr. Riley are requesting an extension on those presentations to a future fall meeting. Because of the reorganizational plan and work being done currently, they are in the process of planning and uncovering many items. They will submit this information by September 30<sup>th</sup> to the Department of Elementary and Secondary Education. The Committee will vote on June 16, 2022 SC meeting to amend the policy and timeline.

### **Consent Agenda**

There is no Consent Agenda.

### **Adjournment**

*Ms. Conoscenti moved that the Andover School Committee vote to adjourn the meeting. The motion was seconded by Ms. Spruce. Motion passes 4-0. The meeting adjourned at 8:25PM.*

Sincerely,

*Alison Phelan*  
SC Recording Secretary