

***Hanover School Committee Meeting Minutes
October 9, 2019
Hanover High School***

Present: Mrs. Leah Miller, Mrs. Ruth Lynch, Mrs. Kimberly Booker and Mrs. Libby Corbo

Also Present: Matthew Ferron, Thomas Raab, Deborah St. Ives, Keith Guyette and Matthew Plummer

Absent: Mr. John Geary

Call to Order: Meeting was called to order at 7:02pm by Mrs. Miller

Public Comment: None presented

Approval Minutes:

The June 18, 2019 School Committee General Session minutes were tabled due to lack of quorum. Mr. Ferron stated that they will be posted on the Town of Hanover website as “Draft” until they are voted on.

Mrs. Lynch requested a delay on approving the following minutes due to a position transition within the Administration Building:

- The September 11, 2019 School Committee General Session minutes were tabled due to a requested editing procedure in place prior to voting.
- The September 25, 2019 School Committee General Session minutes were tabled due to a requested editing procedure in place prior to voting.

Mrs. Miller responded that a minutes emailing procedure would be put in place prior to the next meeting.

Report of the Superintendent presented by Mr. Ferron:

- **Events and Updates** – October 15th is a Professional day for Staff, no school for students. October 21st at 7:00pm is the 1st SEPAC Literacy Working Group meeting at the HHS Library. The PRISM Concert for band and chorus is Thursday, October 24th at 7:00pm, no tickets needed.

Mrs. Miller requested information about the October 14th Professional Development Day. Mrs. St. Ives responded that the high school will be participating in ALICE training in the afternoon, elementary schools will be working in specific centers related to Reading Instruction for different grade levels and all staff at the middle school will be seeing a presentation put on by the Anti-Defamation League.

- **2019-2020 Superintendent Goals Draft 2.0** – This document can be found in its entirety on the Hanover Schools website. The following are the changes made to the Draft 1.0 requested during the prior School Committee meeting:
 - **Goal 1: Student Learning - Read 2700 Year 2**
 - **Key Actions (Fall/Winter 2019-2020):**
 - Provide mid-year update to School Committee that includes Reading Specialists and TLA coach to inform Committee on progress and to address questions.
 - Expand community outreach and engagement including video read aloud series, podcasts, digital and paper communications **that will include a Year Two Progress Report (email and backpacks) highlighting the current work and future objectives.**
 - Host parent information sessions to demonstrate teaching and learning strategies and to offer opportunities for questions and feedback.

- Goal 4: District Improvement/Student Learning
 - Key Actions (Fall/Winter 2019-2020):
 - Identify opportunities for district policy updates related to early learning best practices.

Mrs. Miller noted that Mr. Geary sent a matrix regarding the goals in an effort to attain feedback. Mr. Ferron added that he appreciated his efforts.

Mrs. Booker commented on the reason why she is voting against Goal 1. Her concern remains on the lack of scientific research to back up the Read 2700 program. Mr. Ferron replied that he appreciated the concerns of Mrs. Booker. He added that Hanover Schools are not simply buying into one pathway but are constantly evolving and adapting to the needs as they arise.

Mrs. Miller confirmed whether Hanover Schools teach phonics. Mrs. St. Ives responded yes, as it is the foundation for all teaching. In addition, she noted that teachers need a scientific understanding of how children learn and how to focus that energy in the most effective way.

Mrs. Lynch commented on the school's immense knowledge and how she relies on that for her decision-making regarding the reading initiative. In addition, she questioned whether it's the School Committee's role to make decisions regarding the reading program. Mrs. Booker added that she had a prior phone conversation with Mrs. Lynch regarding the School Committee's role in making decisions about broad system curriculum. Mrs. Miller commented that she does not consider this to be a broad system curriculum issue. Mrs. Corbo noted on the flexibility of the reading program and how it promotes a broad spectrum towards diverse learning. Mrs. St. Ives noted that they are buying into the current expertise and making reading program decisions based on what is available. Mrs. Corbo commented that this is not a vote on balanced versus structured literacy. Mrs. Miller agreed. Mr. Ferron appreciated the dialogue and stated that the stronger an early reading foundation, the more successful a student would be in their later grades.

Motion by Lynch to approve Mr. Ferron's Goals for 2019-2020 2.0 as written. The motion was seconded by Corbo. Roll Call Vote: Mrs. Lynch - Aye, Mrs. Corbo – Aye, Mrs. Miller – Aye, Mrs. Booker – Nay. The vote carried.

Report of Finance Department Presented by Dr. Thomas Raab:

- **Donations** – Donations totaling \$3,571.00 were received from Baystate Textiles, Matthew McGarry, the Hanover Police Relief Association, the Hanover Youth Athletic Association and Commonwealth Educators Insurance.

Mrs. Lynch questioned as to whether the Athletic Director is aware of the \$2,000 donation from HYAA wrestling to begin a fund to study adding wrestling space to Hanover High School and approves of this, Dr. Raab replied that he does. Mrs. Booker asked where the current wrestling space is located. Dr. Raab replied that they have moved around from the Middle School to the High School and the youth even rented space at the mall for a time.

Motion by Lynch to approve the Donations in the amount of \$3,571.00 as written. The motion was seconded by Corbo. The vote carried unanimously.

- **HPTA Update** – This document is found in its entirety on the Town of Hanover website. Hanover families and the HPTA leadership expended a total of \$191,903.59 for the benefit of the Hanover Public Schools. The HPTA supported SEPAC speakers, staff appreciation events, the Fun Run, Dad Serves Pizza, Box Tops, Trivia Nights, movie nights, senior scholarships, the HMS Brick Program, HHS graduation stoles and the awards breakfast and \$33,382.21 in classroom libraries for Kindergarten thru 8th grade. At the end of the fiscal year, after subtracting for

commitments to the HMS Brick Program and funds dedicated to next year's Grad Night Live, the HPTA had \$55,881 in remaining funds. The HPTA pledged (4) grants to the schools totaling \$32,000, \$5,760 to Cedar, \$7,040 to Center, and \$9,600 each to HMS and HHS. In addition, they've also decided to fully fund staff appreciation events at all schools with no solicitation of funds from families for total of \$10,000. They have also pledged \$10,000 to cover senior scholarships for the Class of 2020 and to cover any tax filing fees they have next year. After four and a half years of dedication the HPTA, President Joanna McCormick, and Treasurer Sandy Suchoff have decided to step down at the end of this school year. The HPTA is seeking new leadership and urges anyone interested to contact them. In the event nobody agrees to serve as President and Treasurer, they've agreed to transfer all remaining funds on June 30, 2020 to the School Department to be placed in our HPTA account for use at a later time.

Mrs. Miller thanked all Hanover families for their donations and the current HPTA Board for the years of dedication to the students.

Report on Teaching and Learning:

- **Strategic Objectives Update** – Mr. Ferron stated that this is the seventh version of this document. Some changes have been made, but the following (5) objectives have remained. This document is not voted on as it changes from year-to-year. This document flows into the Superintendent's Goals and into the School Improvement Plans. This document can be found in its entirety on the Hanover Schools website.

Mrs. St. Ives stated that the *School Improvement Plans* incorporate the (5) objectives into their current action plan. The following is a snapshot of what was discussed at the Administration meeting held over the summer:

- *Objective 1: Teaching & Learning (Presented by Mrs. St. Ives) - To develop and sustain a system-wide environment wherein exceptional instruction and student achievement are at the core of our work, and realized through collaborative action.*
 - *Initiative #1:* Provide personalized mentoring and differentiated support for all teachers.
 - *Initiative #2:* Provide a contemporary approach to focused professional development and coaching for all staff.
 - *Initiative #3:* Improve student performance using analytics to strategically inform instruction, curriculum, and experiences at each level.
 - *Initiative #4:* Effectively align and implement the district curriculum with the revised standards as outlined in the Massachusetts Curriculum Frameworks.

Mrs. Lynch questioned the meaning of "Public Teaching". Mrs. St. Ives replied that it is teaching in the presence of other adults. Mrs. Miller added that Public Teaching was crucial to her teaching transformation. Mrs. St. Ives added that it is an informal observation. Mrs. Lynch commented on her visit to a classroom in China and how many teachers observed and then collaborated together on the lesson. Mrs. St. Ives commented on the importance of even a few minutes following a classroom lesson.

Mrs. Corbo questioned Initiative #3, the expertise available on Aspen and Google Classroom within the District. Mrs. St. Ives added that Brian Converse is our in-house expert on both programs.

Mrs. Booker questioned the assessments used to increase student performance on high risk testing. Mrs. St. Ives added that iReady is used for the lower grades and MCAS data for the higher grades. Mr. Ferron added that the hope for a grade-to-grade assessment is a possibility.

Mrs. Corbo questioned whether Hanover collaborates with other schools on their successes. Mr. Plummer added that they do look at other schools, especially the high performance MCAS schools and relate the

findings as beneficial to Hanover. Mrs. Corbo noted that the same schools seem to succeed on standardized testing from year-to-year.

- Objective 2: Human Capital (Presented by Mr. Ferron) - *To recruit, develop, and retain committed, motivated, talented, collaborative and creative administrators, teachers, and support personnel to ensure a culture of teamwork and educational excellence.*
 - *Initiative #1:* Evaluate the option of providing childcare for Hanover employees.
 - *Initiative #2:* Evaluate all personnel issues and staffing requirements to adequately and efficiently meet the needs of the district.

Mr. Ferron noted that the sign of a truly strong organization is to find great people, treat them right, pay them right and you'll keep them.

Dr. Raab noted that the ability to provide childcare is a space issue. Mrs. Corbo questioned if there's a demand for this service. Mr. Ferron replied yes, but needs to look at the status of future space.

- Objective 3: Sustainable Funding (Presented by Dr. Raab) - *To consistently support our school system with sustainable funding to ensure the highest level of student achievement supported by exceptional professionals and the most current resources while providing social, cultural, and economic value to our community.*
 - *Initiative #1:* Complete a comprehensive review of Capital Needs of the district to include both interior and exterior spaces.

Dr. Raab noted that he has provided to the Board of Selectmen a current review of Capital Needs. Mr. Ferron added that the amount of collaboration between all town boards has been a positive process in order to achieve the best solution.

- *Initiative #2:* Continue to develop and promote a long-term plan for sustainable technology resources and services for school and town departments
- *Initiative #3:* Collectively look at HR strategies to defray costs to employees

Mrs. Miller thanked the Town of Hanover's support of the schools and Dr. Raab and Mr. Ferron's ongoing work.

- Objective 4: Community Engagement (Presented at an upcoming meeting) - *To actively engage all members of our community through opportunities and partnerships that encourage participation in student activities and enrichment, art and cultural events, adult/family educational programs, HPS athletics, and community service.*
 - *Initiative #1:* Develop systems that support programs and services that address health and wellness issues.
 - *Initiative #2:* Develop a multidimensional communication strategy that delivers content to multiple audiences using a variety of platforms
 - *Initiative #3:* Develop and maintain a sustainable online platform to communicate availability and use of HPS buildings.
- Objective 5: Safety & Security (Presented at an upcoming meeting) - *To actively engage all members of our community through opportunities and partnerships that encourage participation in student activities and enrichment, art and cultural events, adult/family educational programs, HPS athletics, and community service.*
 - *Initiative #1:* Increase safety training for staff, students and the community.
 - *Initiative #2:* Implement RAD training for all HHS girls and the community.
 - *Initiative #3:* Enhance educational practices on prevention of vaping/e-cigarettes and substance abuse.

Action Items:

- No items at this time

Public Comment: Mrs. Lynch acknowledged the thoughtfulness shown towards the Abington Community. Mr. Ferron added that the level of difficulty the Abington community is experiencing is overwhelming. In addition, he welcomed any ideas from the Hanover community to help the residents of Abington.

The next School Committee meeting is scheduled for October 23, 2019 at Hanover High School. Expected agenda items will be: Strategic Objective Update, FY'20 Budget Update, FY'21 Budget Development Timeline

Motion by Lynch to adjourn at 8:15pm. The motion was seconded by Corbo. The motion carried unanimously.

Respectfully Submitted by:

Tara L. Wakefield

Tara L. Wakefield

Recording Secretary for the Hanover School Committee

Documents Used:

2019-2020 Superintendent Goals Draft 2.0
Donations
Strategic Objective Update

Appendix A
Appendix B
Appendix C