

Hanover School Committee Meeting Minutes
February 16, 2022
Virtual Meeting
7:00 PM

Present: Mrs. Leah Miller, Mr. Pete Miraglia, Mrs. Libby Corbo, Mrs. Ryan Hall, and Mrs. Ruth Lynch

Also Present: Matthew Ferron, Debbie St. Ives, Michael Oates, Patricia Smith, Kelly Lawrence, Matthew Mattos, Dan Birolini, Jane DeGrenier, Garry Pelletier, Matthew Plummer, Mike Perrone, Russ Wilson, Matt Harden, Michael Wade, Collin Fahey, Benjamin Manning, Callia Gilligan, Katie McGillivray, Karen Bell

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

Mrs. Miller opened the floor to public comment. She explained, "If anyone wants to speak via Zoom, they need to raise their virtual hand, and I will call on them to speak. As a reminder, the speaker needs to state their name and address."

Public Comment:

Public Comment was given by resident Julia Leone-106 Dillingham Way. Concerns were expressed regarding material on the Hanover Public Schools website which parents have disturbing. It has been requested to remove this material. Please refer to the Hanover Public Schools website for [February 16, 2022](#), School Committee Meeting for more detail.

Approval of Minutes:

February 2, 2022: Motion entertained by Mrs. Miller to approve the February 2, 2022; *School Committee General Session Minutes* as written. The motion was moved by Mr. Miraglia and seconded by Mrs. Corbo. Roll Call Vote: Libby Corbo-Aye, Ryan Hall-Aye, Ruth Lynch-Aye, Pete Miraglia-Aye, and Leah Miller-Aye. The motion carried unanimously.

Report of the Superintendent: Superintendent Ferron opened his report by welcoming everyone attending virtually. He added that he went to the Sunday performances of *Spamalot* and stated how "outstanding, funny, and creative the performances were. Everyone did an amazing job. Mrs. Lawrence then spoke.

Spamalot Director and Cast presented by Mrs. Kelly Lawrence, Mr. Matthew Harden, Michael Wade, Collin Fahey, Ben Manning, Callia Gilligan, Katie McGillivray, and Karen Bell

Mrs. Lawrence was thrilled to have the directors and members of the cast, orchestra, and crew from the production of *Spamalot* join the meeting this evening. After a 2-year hiatus, Hanover High School Drama Club took the stage and performed three exceptional performances. She was thrilled to see this as the beginning of the return for a full production schedule for the Performing Arts in Hanover for the next school year. She then introduced Mr. Harden and those people who made the show happen.

Mr. Harden thanked everyone in the meeting for the support before and during COVID-19 to try to keep the Hanover Performing Arts alive and well. In speaking for colleagues and students, it all paid off. The creativity and camaraderie that was displayed through putting on a show was unlike anything else. He is thrilled to be back and this is just the beginning. They are already in rehearsals for the next show and looking forward to presenting a full scale of *Nights of the Performance Art* in April. There will be more information to come on that night.

Mr. Fahey also expressed his thanks to everyone for the continued support for the Performing and Fine Arts. He is pleased with the work that has taken place over the past three months and specifically this past weekend

with the *Spamalot* performance. Mr. Fahey agreed that it was an emotional ride the entire weekend to see successes across the board and see the students flourish. He stated that rehearsals are happening now for the show *Badger* which is being done this year for the METG Drama Festival. He reiterated how happy they are with the students and their continued dedication and success. Everyone is looking forward to the April Showcase and the future.

Mr. Wade agreed with Mr. Harden and Mr. Fahey on their summary of the production. "There is nothing like getting on the stage on opening night. The feeling was palpable and the electricity was there. After not performing for two years, the feeling created with the community and family is magical and a memory that will be cherished for a long time." He also thanked everyone.

Mrs. Lawrence added the greatest gift to her is to see the students grow in the areas that they love the most. She asked four seniors to take the floor by introducing themselves and sharing a bit about their experiences with this production of *Spamalot* and with the Performing Arts in Hanover.

Benjamin Manning a long-time participator in the Hanover Performing Arts, elaborated on how incredible the last decade has been and how nervous he was that there would not be a show his senior year. He thought his performance in the Charlie Brown production from his sophomore year would be his last show. He also agreed that the energy was incredible and to experience that again before graduation was amazing. He was thankful to be able to share his story.

Callia Gilligan another long-time participator in the Hanover Performing Arts shared that being a part of Hanover is why she developed her passion for theater and has continued with it since she was eight years old. She thanked Mr. Harden, Mr. Wade, Mr. Fahey, and FACE for making this last show possible. She expressed the amazing experience it was taking the stage for her last year and to re-immersing herself in the community that the Drama Club and the Performing Arts Department at the High School created. It has been the highlight of her high school career and she is so grateful for every experience.

Karen Bell has been an assistant stage manager for the past three years and is a senior stage manager for the first time this year. She elaborated on how much of a great time she has had since she went from acting on stage in 5th and 6th grade, to running the backstage. The community of the Hanover Performance Arts is so amazing and accepting. She thanked Mr. Harden, Mr. Fahey, and Mr. Wade for giving her an amazing experience.

Katie McGillivray is in the Pit Band and noted how she was never involved in Drama or Pit Band before because it was always full. Last year there were no productions because of COVID-19. She was glad she was involved this year as it was an incredible experience and now wishes she had gotten involved in the Drama Club sooner. She shared how everyone in the Pit Band got so close and became better players as they put their heart and souls into it. She added that Mr. Harden and Mr. Wade were incredible in guiding them through the entire production and thought it was important they got that exposure and opportunity, especially for the freshman. She said the freshman were incredible. She was thankful for the last opportunity for the seniors.

Mrs. Lawrence concluded and expressed her gratitude to the students. Over their careers they all contributed to the Hanover Performing Arts and she wished them the best of luck as they head off to their next adventure. She gave a shout-out to the Hanover Cultural Council who have been instrumental and great supporters of the Performing Arts in Hanover. She added that they received a generous grant from them as well which will unfold at the *Nights of the Performance Art* in April.

Questions/Comments:

Mrs. Miller thanked them all for attending this meeting. She was happy to see it back up and running and that everyone stayed true and kept pushing to have this take place. She believes it is important for the kids. She also

added that she loved the variety of students chosen to speak tonight showing all aspects of what this program can do and how *ALL* kids can get involved if they want.

Mr. Miraglia added the concerts that happened in the winter were amazing. He is also taking the family to sporting event; he expressed what an impression this had on younger students. He continued by stating what an amazing performance and great job done by all! He wants everyone to keep it up and cannot wait for the next one.

Mr. Ferron commented how proud he is of everyone and what a great job everyone did. He enjoys seeing everyone do what they love and he will always remember their contribution and what this brought to the table through difficult circumstances. He concluded by thanking them.

Mrs. Miller thanked Mr. Joel Barrett and the middle school team for bringing the science fair back. She thanked Joan Edgar, who directed all parts of it, and the other teachers involved; Jen Rogerson, Sarah Nantel, and Paul Economos. One hundred-ten kids participated on Tuesday for the Science Fair at the middle school.

Health Update presented by Mrs. Patricia Smith:

Mrs. Smith is pleased to report that the numbers of confirmed cases in the schools and the town of Hanover continue to decline significantly, and the testing program continues to demonstrate a similar decline in positivity. We have reached a significant milestone in the pandemic response. The mask requirement for schools was not extended by the Commissioner of DESE, and beginning Monday, February 28, the first day back from February vacation, masks will no longer be required in school. "As we make this major change in our COVID-19 mitigation strategy, we will continue to monitor COVID-19 conditions through our testing programs and attention to state and local trends. With Spring approaching, and cases decreasing, we are very hopeful that we will be successful as we move to the next phase of the pandemic. Certain mitigation strategies will continue. For now, we will continue distancing as much as possible in the classroom. Other measures such as staying home when ill, increased ventilation in school buildings, and attention to handwashing will remain in place indefinitely, as they are beneficial to infectious disease management beyond COVID-19. It is important to understand that we will continue to see individuals wearing masks in school for a variety of reasons. We have individuals in our school community who may have personal health risks or family members at risk who may wish to wear a high-quality mask for their personal protection. Some of our youngest children do not have access to a vaccine yet. Anyone who wishes to continue to wear a mask in school for any reason should be supported. If a parent or guardian of a child who is not independent and reliable with mask-wearing would like their child(ren) to be reminded to wear their mask at school, they should make that request in writing to their child's teacher."

A few details from the latest DESE COVID-19 Guidance:

- The Department of Public Health requires masks to be worn in school health offices
- According to a Federal order, masks are required to be worn on school busses
- DESE strongly recommends that families continue to follow the DESE protocols including testing for COVID-19 symptoms, isolation for a confirmed case, and masking during days 6 - 10 after isolation.

Questions/Comments:

Mrs. Hall asked if each school has a plan and will the plan be communicated before Monday's return, so that families are ensured their teachers and students are clear about what expectations are in the classroom, what they can and cannot ask for, what to do if a teacher or student is uncomfortable. Mrs. Smith asked for clarification. Mrs. Hall gave an example; "If a teacher wanted to continue to wear a mask and is nervous about the number of unmasked students being in the class, what can they do to create a safe space to meet with students?" Mrs. Smith responded that no one is required to wear a mask in school. She added that if a teacher chooses to wear a mask in school, they may do so. If a parent would like their child to continue to wear a mask at school, then they should mention it to their teacher so a plan can be put into place for the teacher to follow up with the student throughout

the day to ensure they are following the parents' wishes. She added that if there are individual circumstances for a teacher that need to be addressed, it will be on an individual basis but no one will be excluded from school or be required to wear a mask. Mrs. Hall proceeded to say that she wants to make sure that we are not asking teachers or students to put on a mask in an uncomfortable situation. Mrs. Smith replied we cannot require any teacher or student to wear a mask. If an individual teacher is concerned about their health, it should be dealt with at the school level with the teacher's principal.

FACE/Recreation Department Merger:

Mr. Ferron noted that he put this on the agenda to give an update on the merger. Mrs. Lawrence then gave a quick update regarding the potential merger by stating that on Monday, February 28th, the Selectboard will be considering the merger of the Hanover Recreational Program with FACE. They will be voting at that time. In the interim, preparations are continuing for the summer enrichment programs. Registration will begin on Friday, March 4th.

Mr. Ferron added that he spoke to the Town Manager and was assured the Selectboard and Recreation Board are supportive. Mr. Ferron asked the Town Manager if there was action needed by this committee and the Town Manager responded that he does not believe there is action needed by the School Committee and the Town Managers Act only requires the Board of Selectman to take a vote.

Questions/Comments:

Mrs. Miller inquired if the new interface program would be up and running. Mrs. Lawrence replied that it would not be ready until next school year. For now, it will be normal operating procedures for registration which opens March 4th. Mrs. Miller then asked if just the program books will be available or will registration be open on March 4th. Mrs. Lawrence responded that registration will be open on March 4th.

Report of Finance Department:

FY '23 Budget Update Mr. Matthew Ferron and Mr. Michael Perrone:

Mr. Perrone reviewed the [FY '23 School Budget 3.0](#) which can be found on the Hanover Public Schools website as well as the full budget presentation from the [February 16, 2022](#), School Committee Meeting. Mr. Perrone added they met with AdComm right before this School Committee meeting and he felt it went very well. AdComm sent questions ahead of time so Mr. Perrone could have the time to get the answers which AdComm reviewed at the meeting. He added that a line-item budget was supplied to AdComm and the School Committee. He has requested the School Committee review the line-item budget in the next couple of weeks and form any questions in an email or phone call to him. He will get into the final budget in March but hoping the numbers stay the same and we can move forward.

Questions/Comments:

Mrs. Miller commented that this was very helpful. A great job was done at the AdComm meeting answering all their questions and making it accessible with a big budget and lots of moving parts.

Mrs. Corbo commented that in addition to Mr. Ferron and Mr. Perrone, who did an excellent job presenting the budget to AdComm who had some tough questions, she also wanted to thank AdComm for their thorough review of the budget and the vetting that they did. It was a great job tonight by all.

Mr. Ferron appreciated Mrs. Corbo for mentioning that. "It is much more professional and effective when the Board or body you are working with does their homework in advance and has good questions. They did a great job being prepared." He concluded by stating the documents will be posted by tomorrow.

Report on Teaching and Learning:

Superintendent Mid-Cycle Progress Report Presented by Mr. Matt Ferron, Mrs. Debbie St. Ives, Mr. Michael Oates, Mr. Russel Wilson, Mr. Matt Plummer, and Mr. Dan Birolini:

Mr. Ferron explained that every year a Mid-Cycle Progress Report of the Superintendent's Goals are presented, but they are important goals for the district as well. There will be many updates given by many guest speakers. Mrs. St. Ives spoke first and gave an overview of who will be explaining each goal. She requested the questions be asked at the end instead of after each goal. She explained that they will not be reading each goal in full but each action item and the status of item. Please see the Superintendent's [Mid-Cycle Progress Report](#) on the Hanover Public Schools website.

The Superintendent's Goals for 2021-2022 were presented and approved November 3, 2021, School Committee meeting.

- Goal 1: District Improvement – Literacy. Goal Summary: Under the leadership of the Assistant Superintendent for Curriculum and Instruction, we will learn, prepare, evaluate, select, finance, and implement a science-based literacy program in kindergarten through grade 8 continuing to strengthen overall programming, instructional practices, and student outcomes. Update given by Mrs. St. Ives:
 - Fall 2021
 - 1-completed for adoption, ongoing review, and analysis for continued improvement, 2-completed, 3-completed, 4-completed and ongoing, 5-completed, 6-completed, 7-completed, 8-ongoing, 9-completed, and 10-completed.
 - Winter 2021-2022
 - 1-completed at HMS; ongoing at Cedar and HHS, 2-ongoing, and 3-completed using ARPA funds prior to the deadline of December 31, 2021 in collaboration with the Town Manager and Town CFO.
- Goal 2: District Improvement – Special Education Program Evaluation and Student Intervention Teams. Goal Summary: To engage the school community in a comprehensive program review of the district's special education programs and services. To evaluate and improve the Student Intervention Team (SIT) process. Update given by Mr. Oates:
 - Program Evaluation
 - Fall 2021
 - 1-completed
 - Winter 2021-2022
 - 1-executive summary to be provided to the HPS administrative team during the week of February 21st. School Committee will receive the Report following the Leadership Team review, 2-Final Report to be presented by the program evaluator at a School Committee meeting in March, and 3-development of the action plan will begin immediately following receipt of the Final Report.
 - Student Intervention Teams
 - Fall 2021
 - 1-completed. A thorough review was conducted by school psychologists and special education administrators and 2-completed.
 - Winter 2021-2022
 - 1-currently in progress. Working with our database administrator/systems developer to develop a workflow and tracking process in Aspen, 2-initial training completed. These training sessions included the SIT referral process, meeting documentation expectations, and assigned roles. Ongoing training needed for data collection and progress monitoring, and 3-currently in progress.

Updated referral and meeting forms, scheduling procedure, and data collection process is in place.

- Parent Support Network
 - The timeline of this goal was adjusted based on feedback from multiple stakeholders including SEPAC, School Committee, and school administration. Work at the conclusion of the presentation of the Independent Special Education Program Review.
- Goal 3: (New) Development and Approval of District Mission Statement. Goal Summary: To develop and roll out a current and relevant Mission statement for the Hanover Public Schools. This process will be led by Russ Wilson (Center Assistant Principal), Ellen McLaughlin (Cedar Assistant Principal), and Terry Langton (K-12 Director of Health and Wellness/Cedar Teacher). The project will culminate with the School Committee's approval of a new Mission statement in the spring of 2022. Update presented by Mr. Wilson:
 - Fall/Winter 2021
 - 1-on target with activities and timeline, 2-completed, 3-completed, 4-completed, and 5-completed.
 - Winter/Spring 2022
 - 1-currently in progress. Survey opened until February 25, 2022, 2-Vision Committee meeting set for March 3, 2022, 3-Committee will select a date at the March 3, 2022 meeting and communicate it to the Hanover community. Aiming for late March 2022, 4-on target/ongoing, 5-currently on target, and 6-currently on target.
 - The survey went out two weeks ago. As of today, we have 627 responses with 22% are parents, 17% are Hanover employees, and 60% are students. There are 47 pages of questions # 8. The next meeting is March 3rd. This meeting will really summarize the spirit of the survey. They plan to code the survey to recognize common themes, phrases, and key words. There will be at least two more meetings. The virtual forum will be late March or early April. On target to share with the School Committee the draft in June. Mrs. Lynch added that she can see why Mr. Ferron selected Mr. Wilson to be on this committee. Her only comment; “Wow 47 pages for question #8!” She is looking forward to it. Mr. Wilson thanked Mrs. Lynch.
- Goal 4: Evaluation of Department Head Model at HMS and HHS. Goal Summary: To evaluate the Department Head model (current pilot program) at HHS and HMS to determine the effectiveness of instructional leadership and support, as well as to determine budgetary sustainability and the overall value of these positions to our academic growth and success. Update presented by Mr. Plummer and Mr. Birolini
 - Fall/Winter 2021
 - 1a-completed, 1b-completed, 1c-completed, 1d-continuous/ongoing, 1e-continuous/ongoing, and 1f-continuous/ongoing. Department heads lead the instructional improvement portion of this goal. However, it is important to note that principals, guidance counselors, and department heads will collaborate to analyze all relevant data used to support student learning.
 - Winter/Spring 2022
 - 2a-initial documents have been created and currently under review, 2b-currently on target; expect to complete by June 2022, 2c-Initial discussions have started; expect to make iterative improvements annually, 2d-ongoing; expect to make improvements to teaching resources continuously, 2e-continuous/ongoing, 3a-upcoming, 3b-ongoing, 3c-ongoing; weekly, 3d-ongoing, and 4-planned.
- Goal 5: Pandemic Management: Keep Schools Open for the Duration of the School Year. Goal Summary: To keep schools open at all times and to leverage every option for testing to

ensure as many students and staff as possible safely attend school each day. Update presented by Mr. Ferron:

- September to June
 - 1-ongoing, 2-ongoing and transitioned seamlessly between testing models to the current at-home testing protocol, 3-completed. We were very successful at reduction quarantines and we adapted as necessary, 4-ongoing and adapting as conditions change, 5-ongoing and adapting as conditions change, 6-ongoing and adapting as conditions change. We are retaining all health office staff and services through the end of this year and planning for next year as part of the budget process, 7-ongoing. Hanover has exceeded the expectations for communications at all levels, 8-ongoing and being done with fidelity as communicated to the community, and 9-ongoing and being done with fidelity.

“Over the past five months, we have adapted to all conditions and protocols both state and local to ensure continuity of in-person learning and all student activities. Our medical staff and leadership team has worked tirelessly to pivot from one testing model to another and we have modified protocols and routines in response to the fluctuations in case counts and state mandates. All of our decisions have been made with the priority of keeping students in school and as safe as possible in a normalizing environment. Hanover is regionally recognized as a district and community leading the way with this work, and we will continue to move forward strategically and thoughtfully.” Mr. Ferron thanks everyone for reporting on his goals.

Questions/Comments:

Mrs. Miller was impressed given the last goal and everything that entailed. She thanked everyone and thought the updates were great. She also thanked everyone for coming and sharing and thanked those who filled out the survey. Mr. Wilson reminded everyone that the survey closes Friday.

Mr. Miraglia asked if the goals that are not quite finished or completed, is it ok to adjust them? He thinks it is okay and added if we are not going to finish them; then, we are not going to finish them. He believes the goals can be reassessed if necessary. He then asked if there are any budget impacts to the goals. Mr. Ferron responded there are some budget implications. He continued by stating the success of the department heads this year had to be added, the half-million-dollar literacy program, and what happens when we get the Special Education Report. He stated that these are all baked into the budget and we will adapt as necessary. Mr. Miraglia’s final question was, can we start putting dates we feel would be appropriate deadlines. He noted that he did hear some of them this evening. Mrs. St. Ives thinks it is at the School Committee’s discretion how this would be done going forward.

Mrs. Lynch’s opinion is that she likes that the goals are clearly defined including the expectation they will be completed in the school year. She added that if there is not a deadline and there is no pressure, they may linger on. She believes you need to hold people accountable. She continued by saying if you look at all the goals except for Goal Five, she believes that a lot of the work that has been accomplished because they are moving at a fast pace to accomplish this goal within a specific period. She continued by stating when the School Committee does Matt’s evaluation, it is much easier when there is solid evidence that the goals have been accomplished. She concluded with a comment to Mr. Oates about the transitioning of students and thinks it is valuable information for the next teacher or school. Mr. Oates thanked Mrs. Lynch for that comment and he believes it is more important than ever given the grade span. Mrs. Lynch that Mr. Plummer’s passion showed the need of the Department Heads in grades seven through twelve and what a great job he did explaining what he sees happening. Mrs. Lynch agreed with Mr. Plummer’s statement: “one person cannot be an expert in all departments.” She shared how critical it is to have Department Heads and that it is great to have communication between the principal of that building and the Department Head. Mr. Plummer thanked Mrs. Lynch for her kind words. Mrs. Miller agreed and believed they serve as mentors as well.

Action Items:

- **Annual District School Choice Vote:** Mr. Ferron advised that every year the Committee SC must vote prior to June 1 about whether the district will accept school choice students for 2022-2023 school year. Results of the vote must be summarized and filed with DESE. Based on current enrollment and class size, the Superintendent recommends a “No” vote for School Choice for the 2022-2023 school year.

Questions: None

Motion entertained by Mrs. Miller, pursuant to MGL Ch. 76 Section 12B, for the Hanover School Committee to choose not to participate in the School Choice program for the 2022-2023 school year, due to high enrollment and class size limitations. The motion was moved by Mr. Miraglia and seconded by Mrs. Lynch. Roll Call Vote: Libby Corbo-Aye, Ryan Hall-Aye, Ruth Lynch-Aye, Pete Miraglia-Aye, and Leah Miller-Aye. The motion carried unanimously.

Other Comments:

Mrs. Corbo added since the School Committee votes to approve field trips that in two days students will be leaving on a field trip to Peru. She continued by stating this is the first international field trip in a long time and it was approved two years ago so it is a milestone. Also, she is excited that Squanto Candy is being sold again. Mrs. Miller added she cannot wait to hear from the kids when they come back.

The next School Committee meeting is scheduled for March 9, 2022, at 6:00 PM. Expected agenda items will be: FY '23 Budget Update, Health & Safety Update; 2022-2023 School Calendar 1.0, Information Technology Committee Member Appointment, Citizens Petition Appeal, Special Education Program Review Presentation, and others TBD.

Motion entertained by Mrs. Miller to adjourn the meeting at 8:26 PM. The motion was moved by Mr. Miraglia and seconded by Mrs. Lynch. Roll Call Vote: Libby Corbo-Aye, Ryan Hall-Aye, Ruth Lynch-Aye, Pete Miraglia-Aye, and Leah Miller-Aye. The motion carried unanimously.

Respectfully Submitted by:

Tahnee Warner

Tahnee Warner
Executive Assistant/ Recording Secretary

Documents Used:

FY '23 Budget Update
Superintendent Mid-Cycle Progress Report

Appendix A
Appendix B