

Hanover School Committee Meeting Minutes
October 12, 2022 7:00 PM
In-Person and Virtual Meeting
Hanover High School; Media Center

Present: Mrs. Libby Corbo, Mrs. Ryan Hall, Mrs. Ruth Lynch, Mr. Pete Miraglia, and Mrs. Kristen Cervantes

Absent: None

Also Present: Matt Ferron, Michael Oates, Mike Perrone, Matt Mattos, Dan Birolini, Jane DeGrenier, Matthew Plummer, Jesse Craddock, Kaitlin Morelli, Kelly Lawrence, Tricia Smith, Joel Barrett, Luke Zimmerman, Daniel Nguyen, Sophie Rathgeber, Michael DeMayo, Sophia Marshall-Pelayo, Erin Shea, and Andrew Keeghan, Donald Reardon, Gary Rogers

Call to Order: Meeting was called to order at 7:02 PM by Chair Corbo.

Pledge of Allegiance

Student Recognitions presented by Mr. Matthew Mattos and Mr. Matthew Ferron:

Mr. Mattos read a brief description of the criteria for each award and the recipient. Please click the link to see the [HHS Student Recognitions](#) in full.

- **M.A.S.S. Superintendent's Award for Academic Excellence**
 - Daniel Nguyen
 - Sophie Rathgeber
- **NSDC Award for Academic Growth and Student Leadership in Learning**
 - Michael DeMayo
 - Sophia Marshall-Pelayo
- **College Board Commended Students**
 - Erin Shea
 - Andrew Keeghan

Mrs. Corbo thanked and congratulated the recipients for joining the meeting and being a leader in the schools and a role model for their peers.

Mrs. Lynch made an announcement that the entranceway to the Hanover High School Athletic fields will be named Coach Schneider Way on Friday night, October 21st at approximately 6:00 PM which will be half time of the varsity field hockey game. Miss Schneider will be there and will be presented this award. Hanover is so grateful for all that she has done for students during her service here. Miss Schneider taught at the high school for fifty-eight years. She coached high school basketball for forty-two years and won over four hundred and seventy-five games. Her teams won one hundred and seventy games in a row without losing. During eleven years, she coached the girls' basketball team to more than five hundred and twenty victories. If you are available, please stop by. It will be a quick ceremony but it will be special.

Mrs. Corbo read a statement regarding the provision of [Special Education Services](#) at Hanover High School. You can read this statement in full by clicking the Special Education Services link above.

Public Comment:

Public Comment was given by residents: Darcy Edwards-197 Center Street, Julia Leone-106 Dillingham Way, Adrianna Mason-47 Fair Acres Drive, and Kate Sullivan-17 Teresa Lane. Residents expressed their

concern and questions. Please refer to the Hanover Public Schools website for the [October 12, 2022](#) School Committee Meeting for more detail.

Approval of Minutes:

September 14, 2022: Motion entertained by Mrs. Corbo to approve the September 14, 2022; *School Committee Open Session Minutes* as written. The motion was moved by Mrs. Hall and seconded by Mr. Miraglia. Roll call vote: Pete Miraglia-Aye, Ryan Hall-Aye, Elizabeth Corbo-Aye, Kristen Cervantes-Aye, and Ruth Lynch-Aye. The motion carried unanimously.

September 28, 2022: *September 28, 2022 School Committee Open Session Minutes* were tabled until the October 26, 2022 meeting.

REPORT OF THE SUPERINTENDENT:

- **Request for Consideration of a Memorial Tree presented by Mr. Donald Reardon and Mr. Gary Rogers:**

Mr. Reardon and Mr. Rogers discussed a proposal for a well-deserved, modest memorial, for one of Hanover High School's most accomplished graduates, Holly Madden, who, tragically, lost her battle to brain cancer on September 14, 2022. The memorial is proposed, and will be paid for, by Holly's many admiring team mates and classmates from the 1980's. The proposal is for a Dogwood Tree, near or in sight of the track, with a small plaque reading:

Our Humble Champion

This tree is planted in memory of Holly Madden, 1966-2022
Holly Madden, Class of 1984, was a beloved Cross-Country Champion, Track Record Holder, Valedictorian, Homecoming Queen, Gifted Musician, and lover of nature. Her humility, shy smile, kindness to all, and love of Hanover are remembered and memorialized by her team mates with this Dogwood Tree.

Questions/Comments:

Mr. Ferron thanked Mr. Reardon and Mr. Rogers for speaking tonight. The Administration supports the Memorial Tree and requests the Committee does the same.

Mrs. Corbo and Mr. Ferron noted that there are memorials in place at other schools and this would not be out of line with our prior practice. Mr. Ferron added that this will be looked at as part of the policy review. He has spoken with the Town Manager and there is no reason that the Committee does not have the authority to decide and move forward.

Motion entertained by Mrs. Corbo to approve the request for a *Memorial Tree and Plaque to honor Holly Madden* as presented. The motion was moved by Mrs. Hall and seconded by Mr. Miraglia. Roll call vote: Pete Miraglia-Aye, Ryan Hall-Aye, Elizabeth Corbo-Aye, Kristen Cervantes-Aye, and Ruth Lynch-Aye. The motion carried unanimously.

Mrs. Corbo thanked Mr. Reardon and Mr. Rogers who spoke on Ms. Madden's behalf. She noted by all accounts Ms. Madden was an incredible person who left quite a legacy.

Mr. Ferron will reach out to Mr. Reardon and Mr. Rogers to get the plan in motion. He will then update the Committee.

- **Policy Update presented by Mrs. Kristen Cervantes and Mrs. Ruth Lynch:**

Mrs. Lynch and Mrs. Cervantes detailed the steps that were taken in the past two weeks. They explained that the revision process has begun and they are working with Mr. James Hardy from the Massachusetts School Committees Association (MASC). They reviewed the process and timeline going forward and how they will continue to communicate this with the Committee and community. They emphasize that the current Policy Manual is in place until the entire new manual is voted on and approved; however, the Committee can approve individual policies within a section. Please refer to the Hanover Public Schools website for the [October 12, 2022](#), School Committee Meeting for more detail.

Questions/Comments:

Mrs. Hall inquired if it is possible to approve a policy that the Committee believes should be immediately implemented rather than waiting for the entire Manual to be done. Mrs. Cervantes responded that it would continue to be done as they were voted on and amended in the past. She explained that in terms of adopting a whole new Policy Manual, it would have to be everything.

Mrs. Corbo believes what happens with the piecemeal approval of the policies is that we have policies that appear later on in the Manual that refer to earlier policies and incorporate those policies essentially only when portions of the Manual is approved.

Mr. Miraglia asked if something would be presented at every meeting. Mrs. Lynch acknowledged that is what they hope to do and there will be homework that needs to be done. This process cannot go at a much faster pace as the work won't be done the correct way. Mr. Miraglia asked if each section would be voted on then or at the end of the whole book. Mrs. Lynch will reach out to Mr. Hardy to see if each individual policy within each individual section has to be approved.

Mrs. Corbo asked the Policy Subcommittee the following; "How can you be supported in the work with technology? Is a dedicated email address needed? Do you want a feedback forum portal for parents so they can be involved and give their ideas and thoughts? Mrs. Corbo wants to make sure parents know how to submit a suggestion. Mrs. Cervantes added that parents can email them at any time and some have already reached out. She reminded the community to continue to reach out with suggestions, questions, and comments. Mrs. Corbo asked if this should be done separately in separate meetings. Business needs to be conducted but the policy updates should not be rushed through. She is requesting that Mrs. Cervantes and Mrs. Lynch think about that as a possibility.

Public Comments:

Public Comment was given by resident: Kate Sullivan-17 Teresa Lane. The resident expressed her concern and questions regarding which policies Mr. Hardy feels need to be worked on right away. Comments went back and forth between the resident and the Committee members. Mr. Miraglia called point of order. Mrs. Corbo allowed public comment to continue for a short period. Please refer to the Hanover Public Schools website for the [October 12, 2022](#), School Committee Meeting for more detail.

REPORT OF FINANCE DEPARTMENT:

- **Full-Day Kindergarten Financial Department presented by Mr. Michael Perrone:**

Mr. Perrone presented the [Full-Day Kindergarten Financial Projections](#) presentation which can be seen in full on the School Committee web page. He presented factors for planning, recent historical revenue, and projected cost for the Free Full-Day Kindergarten.

Questions/Comments:

Mr. Miraglia added that this is a projection based on this year's revenue so those figures could be different next year. It is just replacing the lost revenue that is generated for charging for full-day Kindergarten. If it is broken up over a couple of years that revenue will have to be made up. He reminded the community that it is important to consider that if full-day kindergarten is approved, there will be no half-day Kindergarten offered.

Mrs. Corbo noted that this would be on top of any budget that we put forward for next year, so it will be an additional cost. She added that she does not see any way that we have an anticipated savings of approximately six hundred thousand dollars that can absorb this expense. Mr. Ferron responded that this will be built into the operational budget. The Committee will need to advocate once we get to that point in the budget process.

Report on Teaching and Learning:

- **District Strategic Objectives Update presented by Mr. Matt Ferron, Mr. Michael Oates, Mr. Joel Barrett and Mrs. Kelly Lawrence:**

Mr. Ferron noted the [District Strategic Objectives](#) can be found in full on the School Committee webpage under Public Meeting Documents. He explained the process for the Strategic Objectives and how it is a roadmap for the School District. Mr. Ferron added that these initiatives can fluctuate during the year and from year to year which is why the Committee is not asked to vote on them. He explained that these objectives were broken up into five areas which are Teaching and Learning, Human Capital, Sustainable Funding, Communication and Community Engagement, and Safety and Security.

Mr. Oates presented Objective 1: Teaching and Learning. Mr. Ferron presented Objective 2: Human Capital. Mr. Ferron and Mr. Perrone presented Objective 3: Sustainable Funding. Mrs. Lawrence presented Objective 4: Communication & Community Engagement, and Mr. Barrett presented Objective 5: Safety & Security. Please refer to the Hanover Public Schools website for [October 12, 2022](#), School Committee Meeting to view full details.

Question and Comments:

Mrs. Corbo asked how the at-risk cohort was defined. Mr. Oates will defer the question to the High School Team and Mrs. Corbo will follow up. Mr. Ferron noted that the specific cohort is an MCAS cohort at the High School. The High School is creating a formalized procedure for addressing students that fall into those categories.

Mr. Miraglia inquired about when report scores for MCAS, Dibels, and SATS would be shared at an upcoming meeting and also when they will be hearing from the Department Heads. Mr. Ferron noted that these will be broken up into a series of meetings and the Spring 2022 MCAS report will be on the next agenda. Mr. Miraglia asked what "The Better Together Team" was. Mr. Oates replied it is formerly known as our Anti-Bias team which is a team of staff members that are working together to create a more inclusive environment in our schools.

Mrs. Hall inquired about Objective 1: Teaching and Learning, Initiative #3, and asks if the Committee would hear more about how it is going, what it is going to look like, any changes being made, what's working, and if anything is shifting. She would also like to hear more about the formal curriculum review cycle and the forward-facing public documents. Lastly, she would also like to hear how the Department Heads are supporting the schools. Mr. Ferron responded those were all part of the goals. The timeline has been rolled out in the goal process from a couple of meetings ago. He also noted he would have an update on how the Department Head model is working at a future meeting.

Mr. Miraglia emphasized how important Objective 2: Human Capital, Initiative #2, is. He continued by stating it is not only important to have a good work environment but also needs to consider the environment in the community, and how we communicate with our teachers. They need support.

There are a lot of people leaving the profession, even under the most ideal conditions. He adds it is hard to retain staff this year because of the way the economy and the world are. He encouraged everybody to support their teachers and be respectful, treat them the way they would want to be treated.

Mrs. Corbo commented that in Objective 3 she is not sure which is more difficult, the retaining and retention of qualified teachers and recruiting qualified teachers, or creating sustainable funding to allow us to do those things.

Mr. Ferron responded that Federal funds that have come into Districts over the last few years are starting to dry up. Last year the money was used from ESSER funding from two years ago to support staff necessary to meet the evolving challenges and demands whether it's learning loss, or not being able to meet the demand of the community. There is some ARPA money still available in the community. Most of that is going to go to specific capital items. There will be some budget support but it has to be related to learning loss in the effects of the pandemic.

Mrs. Corbo wondered if there have been discussions with the Town to bring a program that can be adapted to the school and town needs and not personally customizing and developing within. She understands it is a substantial expense but the majority of that expense would be one-time. Mrs. Corbo expressed that she gets nervous about internally developing something and then having a software programmer that may decide to leave and making sure that the district and town can still sustain support for that program and that is something she raises for consideration. Mr. Perrone replied that part of the problem is this is shared with the Town. The Payroll, Finance, and HR systems work but they work separately. There is a cost to bringing everything into one program. There was talk a few years ago to bring Munis Financial Software but it was cost prohibitive. The way around that is taking these three or four different programs that work and building something that everybody can use in their position or in what they need. Mrs. Corbo appreciates the effort. She works with a lot of communities that use Munis Financial Software and she knows it is an expensive undertaking but believes it does serve the community in a very efficient manner. It improves operations in a lot of ways. She asks that they think about that going forward as a Town that might be an investment that the District should make.

Mr. Miraglia is looking forward to the new platform in Objective #4

Mrs. Ryan asked if the new platform in Objective 4: Communication & Community Engagement will take the place of UniPay. Mrs. Lawrence said yes and Visa credit cards will now be accepted. Once the platform has been tested and meets the needs of families then all parts of the portal will be expanded. Mrs. Hall is excited about the all-encompassing database and allowing Visa payments. Mrs. Lawrence added that there will be historical data at all times.

Mrs. Hall appreciates the A.L.I.C.E. training that was done and presented in Objective 5 Safety & Security. She was curious if there was any consideration to broadening the RAD training that is for high school girls in the community to include males as well. Mr. Barrett replied absolutely.

Mrs. Cervantes asked for clarification presented in Objective 5 Safety & Security as she recognizes that there is a collaboration point between the Health and Safety Committee and the Wellness Committee but wondered where the real distinction is in the difference of the work. Mr. Barrett responded that the Health and Safety Committee in terms of the physical means of the building like A.L.I.C.E. Training, the Police and Fire Department, and reviewing operation manuals. The Wellness Team is looking at the ability to have Tricia Smith start to be at the forefront of these conversations. Looking at the body health and how we're going ahead and having conversations about testing sites.

Mr. Miraglia asked if the RAD was currently rolled out to every female at the High School. Mr. Barrett answered that it is an opportunity for every female at the high school but with Mrs. Hall's request they plan on offering it not only to girls, but to boys as well in the community.

Mrs. Lynch inquired about how it was determined that these strategic objectives would be a two-year plan. She asked if there were any thoughts on making them five years as this is a lot to be expected

in two years. Mr. Ferron answered these are things that need to be done. It is fluid and adaptable. There will be things on here next year that was not thought about this year. He added going back six to eight years ago, this more or less was a five-year document. It was around twenty-five pages and not effective.

Mrs. Cervantes added that it is very clear. The connection between the Goals and Strategic Objectives helps make those more tangible and come to life.

Mrs. Lynch asked who writes the School Improvement Plans besides the Principal. Mr. Ferron stated the Principal and the Administrators will develop most of it and then work with the School Council to refine it. Mrs. Lynch asked if the School Council was from last year or this year. Mr. Ferron noted the current School Council.

Mrs. Corbo clarified that there is a lot of overlap between goals, strategic objectives, and the school improvement plans.

Action Items: None at this time.

Other Comments: None at this time.

Public Comment: None of this time.

The next School Committee meeting is October 26, 2022. Expected agenda items will be: FY '24 Budget Development Timeline, Spring 2022 MCAS Report, and others TBD.

Motion entertained by Mrs. Corbo to adjourn the meeting at 9:40 PM. The motion was moved by Mrs. Hall and seconded by Mr. Miraglia. Roll call vote: Pete Miraglia-Aye, Ryan Hall-Aye, Elizabeth Corbo-Aye, Kristen Cervantes-Aye, and Ruth Lynch-Aye. The motion carried unanimously.

Respectfully Submitted by:

Tahnee Warner

Tahnee Warner
Executive Assistant/ Recording Secretary

Documents Used:

Appendix A Request for Consideration of a Memorial Tree
Appendix B Full-Day Kindergarten Financial Projections
Appendix C District Strategic Objectives Update