

Hanover School Committee Meeting Minutes
January 8, 2014
Hanover High School

Present: William Marriner, John Geary, Libby Corbo, Michael Phillips, & Ruth Lynch

Also Present: Matthew Ferron, Clinton Rowe, Deb St. Ives

Call to Order: Meeting was called to order by 7:00 pm by Chairman Marriner.

Chairman Marriner on behalf of the School Committee would like to extend his best wishes to Matthew Cox and his family and he will be in our continued prayers.

Announcement by Chairman Marriner: Tabling the following Action Items due to Posting Issues: Approval of Minutes, Donation Acceptance, HHS Field Trips and Home School Authorization.

Public Comments: None presented.

Approval of Minutes: Tabled.

Report of Superintendent:

District Events and Updates

- Thank you to DPW and Town for their help with the snowstorm last week
- Reminder that on January 16, 2014, at Center School at 7pm there is a Full Day Kindergarten Forum
- Thank to Father Chris at St. Mary's for his guidance and support to help the Cox Family
- Winter Enrichment Activities have begun- thank you to Ms. Lawrence and her Staff

Superintendent Entry Plan Findings & Abrahams Report Update

- Review of Entry Plan Purpose and Process
 - o Mr. Ferron discussed a few key words that were common in many of his interviews/discussions that he had with many people: community, accountability, sustainability and inspiration
 - o Entry Plan Purpose- Learn Operations & Systems, Understand values and history, Identify strengths and challenges, Build relationships, Evaluate Abrahams findings and Develop Strategies
 - o Entry Plan Process: Focus on Collecting Data: Conversations, Observations & Document Analysis
 - o Entry Plan Findings: Core Strengths: A community that values education and expects excellent schools; Inspirational and committed faculty and staff; Overall high level of student performance and college acceptance
 - o Entry Plan Findings: Primary Challenges: Curriculum alignment and equity; Communication and building trust; Budget transparency and sustainable funding; Training to support classroom based technology integration; Additional supports for special education; Increasing emotional and mental health concerns.
 - o Entry Plan Findings: Key Opportunities: Build and sustain collaborative teams to strengthen and improve PD, curriculum, technology, security and

student supports; Leadership team additions with expertise in curriculum implementation, Aspen SIS, etc.; Collaborative budget development identifies short and long term needs to assist with strategic planning; Timing of transportation contract allows for opportunity to align schedules at elementary and middle schools; Community support for full day Kindergarten; Supportive parent and community partners; MSBA moving towards approval for Center/Sylvester building project

- Abrahams Report Summary:
 - o Hanover has a great opportunity to strengthen its school system; Hanover must address some, if not all, of the recommendations in this report; Develop a learning community where the district established a vision, aligns curriculum and uses data as a source of improvement
 - o Leadership- Establish a District Vision; Align job descriptions with responsibilities; clarify lines of authority with curricular and instructional oversight; address culture and climate concerns in workplace
 - o Finance- Evaluate per pupil spending and town financial support for schools versus comparable districts; consolidate technology services with the town; increase communication and transparency regarding budget issues; utilizing Softright accounting system to increase effectiveness and eliminate redundancy
 - o Instruction-Increase communication and coordination which is ongoing; Effective alignment and equity of curriculum which is ongoing- including Vision 2020; Use of both data analysis and peer modeling/observation to improve instruction
- Near Term Goals:
 - o Secure support for FY15 budget that accomplished near term goals
 - o Self sustaining full day Kindergarten program for FY15
 - o Structure student transportation so that schedules can be aligned
 - o Focused and equitable PD related to curricular alignment and resources
 - o Increase district wide capacity using Aspen to support school-family communication
- Comment by Corbo that she is really pleased to see how far Hanover has come under the new administration with concrete progress in a short period of time
- Comment by Lynch- Plan goals are measurable and valuable and thoughtful- Question by Lynch regarding supporting students who are not attending four-year college? Mr. Ferron said that post secondary education is critical and he will seek the answers
- Comment by Phillips- have you seen improvement with teacher relations? Response by Mr. Ferron that he is confident that teachers know their messages are being heard
- Comment by Geary- Use of peer modeling/observation is a good idea but if there is a vulnerability there to not fully invest until everyone is comfortable- Response by Mr. Ferron that the trust must be there too for this to succeed and this should happen over time- there are some peer models being used now
- Public Comment by Joanne Collins- does the conversation regarding transportation include high school buses? Response by Mr. Rowe that the option is in there in the new bids to include high school buses; Also comment that will the 5-8th graders all be on the same bus? It would be a concern for her. Response by Mr. Ferron that it is being considered. Also comment regarding is Abrahams group independent of the

town? Response by Mr. Marriner that the Abrahams group was hired independently of the town to give recommendations

- Jade Piccard- who is the main contact for Aspen? Have not been given current information on assessments/MCAS, last one posted was May 2012, should be made more efficiently. Response by Mr. Marriner that short -term gradebook is a priority but those issues are on the horizon.

Report of Finance Department:

Donation Acceptance- Tabled.

FY2015 Budget Development Update

- Next week first pass at FY15 budget- it will include a roll forward of all payroll and expenses and most important needs
- There are some significant expense costs going forward
- Comment by Corbo to please have any budget documents available to the public ahead of time, if possible

Report on Teaching and Learning: None.

Action Items:

HHS Field Trips- Tabled.

Home School Authorization- Tabled.

Public Comments: None presented.

Motion to adjourn the meeting at 8:17 p.m. by Geary. The motion was seconded by Corbo. The motion carried unanimously.

Respectfully Submitted,

Andrea Holmes

1/9/14

Documents Used:

Minutes 12-18-13

Superintendent Entry Plan Findings & Abrahams Report

HHS Field Trips

Home School Authorizations