

Hanover School Committee Meeting Minutes  
April 6, 2016  
Hanover High School

**Present:** John Geary, Ruth Lynch, Kimberly Booker and Libby Corbo

**Also Present:** Matthew Ferron, Thomas Raab, Debbie St. Ives

**Call to Order:** Meeting was called to order at 7:04 pm by Chairperson Geary

**Hanover School Committee High School Boys Hockey Team Recognition Ceremony Scott Hutchinson**

- Recognition of the coaches and members of the High School Boys Hockey Team on their State Championship win at the TD Garden. A commemorative banner was unveiled and will be displayed in the High School cafeteria.

**Public Comment:** None presented.

**Approval of Minutes:**

- Motion by Lynch to table approval of the March 23, 2016 minutes to the next meeting, as her changes were not reflected. The motion was seconded by Booker. The motion carried with a majority vote.

**Report of Superintendent - presented by Superintendent Ferron**

**Updates and Events:**

- Point of Business – the Costa Rica Field Trip will not be presented at tonight’s meeting. Mr. Perry is researching additional information. The trip will be presented to the School Committee at a future meeting.
- Last night was a great night for our teachers. The Plymouth County Teachers Association held their annual banquet. Teachers from around the county get together to celebrate each other. I, Debbie St. Ives and Dr. Raab and several other administrators were invited by the HTA leadership to attend the banquet. Several Hanover teachers that were honored. Melanie Pavo was awarded rookie of the year. Nancy Moore was recognized on her retirement.

**Center/Sylvester Building Project Update – presented by Ms. Corbo**

- MSBA voted to adapt Module 4, which is schematic design. At this point we look at all aspects of the design including materials, square footage, etc. as well as pricing. Process will take three to four months. Geary - Q: In the paper today they mentioned there would be a town vote in the fall. Will that be a Special Meeting? Corbo – We anticipate bringing this forward to the town for a vote in the fall. Yes, it will be a Special Town Meeting.

**Superintendent Summative Evaluation**

- Geary –The Committee will discuss the draft Superintendent Ferron’s Summative Evaluation that is built based on the Committee’s feedback. The goal is to take the Committee’s comments based on fact and what we have seen occur in the district under Mr. Ferron. It is a two-part evaluation: First part is Hanover Public Schools Goals and the

second part is DESE goals. Each of these segments have scoring; satisfactory, needs improvement, proficient or exemplary.

- Step one is Hanover Public Schools Goals. These are divided into six goals total then divided into three segments: Professional Practice, Student Learning and District Improvement.
  - o Professional Practice Goals – The Committee believes Mr. Ferron has met all of his goals.
  - o Student Learning Goals – The Committee believes he has exceeded all of his goals.
  - o District Improvement Goals – The Committee believes he has met all of his goals.
- First goal is Professional Practice, which is to participate in professional development. The Committee believes Mr. Ferron met those goals.
- Second goal is Student Learning Goal – To successfully implement Vision 2020. The Committee believes Mr. Ferron exceeded this goal.
- Four district improvement goals:
  - o First is to support leadership development. The Committee felt Mr. Ferron met that goal.
  - o Second is to reduce reliance on free cash for operational expenses. The Committee felt Mr. Ferron met that goal.
  - o Third is to fully implement a district wide performing arts program for all students K-12. The Committee believes Mr. Ferron met that goal.
  - o Finally, to successfully integrate a School Resource Office into the operations and culture of the school district. The Committee believes Mr. Ferron exceeded that goal.
- Under DESE there are four different standards to which Mr. Ferron aligns his goals with.
  - o The first standard is Instructional Leadership. The Committee believes Mr. Ferron was proficient.
  - o The second standard is Management and Operations. The Committee felt Mr. Ferron was exemplary.
  - o The third standard is Family and Community Engagement. The Committee believes Mr. Ferron was exemplary.
  - o The fourth standard is Professional Culture. The Committee felt Mr. Ferron was exemplary. Based on these categories, the Committee felt Mr. Ferron was exemplary.
- The fourth step is to rate Mr. Ferron's impact on student learning. Based on the feedback there were three individuals that felt Mr. Ferron was high and two individuals felt Mr. Ferron was moderate. This result is a high mark for impact on student learning.
- Next step is to breakdown each different goal and discuss each.
- Standard One – 1A is curriculum, 1B is instruction, 1C is assessment, 1D is evaluation and 1E is data informed decision-making. Within this Standard, 1D was highlighted as one of Mr. Ferron's district goals for 2015-2016. The Committee as a whole felt Mr. Ferron was proficient in all five categories.
- Mr. Geary read the collective comments to support the rating for Standard 1 and the Committee discussed the comments.
- The Committee discussed whether or not to leave language in the evaluation that suggests items to be considered when the Superintendent writes his goals for the 2016-2017 school year.

- Mr. Geary stated that he would take all comments discussed this evening into consideration when revising the draft Summative Evaluation and would send the revised version to the Committee for review prior to the scheduled April 27, 2016 meeting.
- Lynch made a comment showing her appreciation for the work Mr. Geary has done to combine the Committee's different writing styles into a document that clearly expresses how the entire Committee feels.
- Mr. Ferron commented that he appreciates the Committee's agreement to consider removing suggestions for goals. He is very pleased with the overall evaluation and deeply grateful and assures the Committee no matter how things are laid out in the comments and the feedback, they are being taken into consideration as we move forward.
- Standard 2 is Management and Operations. Four of the 5 goals in this section are part of this year's individual goals for Mr. Ferron. Overall he scored exemplary.
- Mr. Geary read the collective comments to support the rating for Standard 2 and the Committee discussed the comments. One comment stated that the FY 2017 school budget was accepted.
- Mr. Ferron clarified that the budget has not passed town meeting and suggested to use proposed budget and endorsed by the School Committee.
- Booker commented that this document does not show all the hard work Mr. Ferron has done on the school building project. She would like to highlight this.
- Upon request by Geary, Corbo agreed to write something to highlight the outstanding work Mr. Ferron has done with regard to the school building project. This information will be included in the final summative evaluation.
- Lynch asked the Chairman to consider the tone of the comments to ensure the overall tone doesn't switch when suggestions for the future are stated.
- Booker commented that Mr. Ferron is doing a good job there are just a few concerns but overall his performance has been great.
- Standard 3 is Family & Community Engagement. Across the board exemplary.
- Mr. Geary read the collective comments to support the rating for Standard 3 and the Committee discussed the comments.
- Standard 4 is Professional Culture. Mr. Ferron scored exemplary on his Commitment to High Standards, proficient for Cultural Proficiency, exemplary for Communication, proficient for Continuous Learning, and exemplary for Vision.
- Lynch questioned if the Committee decided last year that if there were equal number they would go for the higher one, in this case three?
- Geary commented that he would check how we scored things last year. We will defer to last year's model.
- Mr. Geary read the collective comments to support the rating for Standard 4 and the Committee discussed the comments. Mr. Geary read the Summative comments for the Committee to discuss.
- Each Committee member complimented and thanked Mr. Geary on the tremendous amount of work he did to compile the Summative Evaluation and to include each member's comments.
- Mr. Geary stated that he would make the changes that were discussed. He will have these changes to the Committee by Monday, April 25, 2016 if not before.
- The Committee will discuss revisions and bring to vote on 4/27/16. Mr. Phillips may have some added comments, which will be discussed then.
- Mr. Ferron – We are committed to putting this on the website the Monday before the next meeting.

- Corbo – Thank you for being so transparent.
- Mr. Ferron – Thank for the time you put into it.

### **Public Comment**

Question from Jae Picard – Do you have to understand DESE and what the district criteria are to review the evaluation published? Geary – The full evaluation will have some lead-in pages. It will guide you. Ms. Picard - Is DESE part of the state and federal education department? Geary - State department, yes. Federal department, no.

### **Finance Department – presented by Dr. Raab**

#### **Kindergarten Budget Update**

- Kindergarten enrollment in the current year is 181 students. So far, we have 177 registered for next year in both schools. Total budget needs to remain the same but may need to change where they need to go. Cedar has 57 and Center has 120 that have expressed interest in enrollment. We try to keep class sizes at 19 – 21. To solve this take three full day at Cedar and one half day. Center has four full days and one-half day. Not asking for the Committee to vote tonight, as enrollment is not settled.
- Lynch – Do you anticipate that a Cedar parent will be concerned with their child going to Center? Raab –Take the FTE position to the Center. Moving the adults not the kids.
- Mr. Ferron – Based on what we have now the teachers are able to divide. Assure people we are looking at it so it remains at the 20 number.
- Corbo – Update on projected elementary class sizes for next year for informational purposes.
- Lynch - Did not understand who is included in 8 & 9<sup>th</sup> graders moving on. Based on October 1 enrollment. If students move out of town as they had no choice. Raab – Did not take into consideration moving out or moving in. It is generally a wash.

### **Report on Teaching and Learning:**

#### **Vision 2020 Update Presented by Debbie St. Ives**

- Currently our teachers and administration are preparing for PARRC, which will begin after April vacation.
- During January in class support continued.
- Professional Development throughout the year on math skills.
- In February Math Madness pilot at Center School started before rolling out to other schools.
- Middle School teachers visited Millis, which is a model school. They continue to collaborate on Vision 2020.
- End of February students participated in PARCC training that simulated testing and then students gave feedback.
- April professional development focused on PARRC testing.
- Continue multiple technology training in schools.
- June 1<sup>st</sup> CMP training to learn the meet the needs of diverse learners - Millis teachers will attend.
- Set goals around professional development.
- Geary – Are you preparing something brief on Vision 2020 for the town meeting? St. Ives – yes. Geary - Check with Town Moderator to see if appropriate.

- Corbo – Training for PARRC. Do we have a plan in place for those students opting out? What are they doing for that day? St Ives – give an alternate activity. They will be age appropriate activities and a good use of time – ex. Middle School read.
- Corbo – Remain in the same classroom? St Ives – they remain in the same classroom.

**Action Items: Presented by Mr. Ferron**

**Vote on Amended North River Collaborative Agreement – presented by Mr. Ferron**

- Proposed by the NRC Board to add Stoughton to the NRC Collaborative. Mr. Ferron, Mr. Geary, Tom, Debbie and Joan did meet to discuss this makes sense for Hanover and we all agree that it strengthens the Collaborative and creates opportunities down the road. Mr. Ferron is asking you to take a vote to support. Mr. Geary will have to sign off on that endorsement.

Motion by Lynch to approve to adapt Stoughton into NRC Agreement as presented. Seconded by Corbo.

Lynch – Did someone drop out? Geary - No.

The motion carried unanimously.

**Public Comments: None presented**

Next meeting is scheduled for April 27, 2016 at 7:00 pm here at the High School.

Motion to adjourn by Lynch at 9:03 pm. The motion was seconded by Booker. The motion carried unanimously.

Respectfully Submitted

Marjorie Morrison

Documents Used:

North River Collaborative Agreement