



**School Committee
Meeting Book**

**May 8, 2019
7:00 pm**

**Town Hall -100 Maple Avenue
Selectmen's Meeting Room**



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

AGENDA

**May 8, 2019 7:00pm
Town Hall—Selectmen's Meeting Room
100 Maple Avenue**

Items

Suggested time allotments

I. Election of Officers	<div>7:00 – 7:10</div>
II. Public Participation	
III. Chairperson's Report & Members' Reports	
IV. Superintendent's Report	
V. Time Scheduled Appointments:	
A. Student Recognition: SHS Class of 2019 Senior Scholars	7:10 – 7:40
B. SHS Student Advisory Committee: Report	7:40 – 8:00
VI. Curriculum	
VII. Policy	
VIII. Finance & Operations	
A. Mental Health Grants: Vote to Accept	8:00 – 8:10
B. Donation for Sign at Spring Street School: Vote to Accept	8:10 – 8:15
IX. Old Business	
X. New Business	
A. Superintendent's Goals: Presentation & Vote	8:15 – 8:30
XI. Approval of Minutes	8:30 – 8:35
XII. Executive Session	8:35 – 9:00
A. For the purpose of collective bargaining with the Shrewsbury Education Association	
B. For the purpose of reviewing, approving, and/or releasing executive session minutes	
XIII. Adjournment	9:00

Next regular meeting: May 15, 2019



SHREWSBURY PUBLIC SCHOOLS SCHOOL COMMITTEE MEETING

ITEM NO: I. Election of Officers

MEETING DATE: 5/8/19

The Superintendent of Schools will call the May 8th meeting to order according to the guidelines of School Committee policy 112 (see below) for the first meeting following town election.

112. Meeting For Organization	<ol style="list-style-type: none">1. The School Committee shall organize and elect a chairperson and officers annually, at the first meeting following town election. This meeting shall be held on the next regularly scheduled meeting following the annual election of town officers, unless otherwise voted by the School Committee. The officers to be elected at this meeting are: Chairperson, Vice-Chairperson, and Secretary.2. The members shall be called together at the organization meeting by the Superintendent of Schools. The Superintendent shall accept nominations for Chairperson of the Committee and turn the meeting over to the Chairperson after that election has been held.
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SHREWSBURY PUBLIC SCHOOLS SCHOOL COMMITTEE MEETING

ITEM NO: II. Public Participation

MEETING DATE: 5/8/19

SPECIFIC STATEMENT OR QUESTION:

Will the School Committee hear thoughts and ideas from the public regarding the operations and the programs of the school system?

BACKGROUND INFORMATION:

Copies of the policy and procedure for Public Participation are available to the public at each School Committee meeting.

ITEM NO: III. Chairperson's Report/Members' Reports

SPECIFIC STATEMENT OR QUESTION:

Will the School Committee hear a report from the Chairperson of the School Committee and other members of the School Committee who may wish to comment on school affairs?

BACKGROUND INFORMATION:

This agenda item provides an opportunity for the Chairperson and members of the Shrewsbury School Committee to comment on school affairs that are of interest to the community.

STAFF AVAILABLE FOR PRESENTATION:

School Committee Members

ITEM NO: IV. Superintendent's Report

SPECIFIC STATEMENT OR QUESTION:

Will the School Committee hear a report from Dr. Joseph M. Sawyer, Superintendent of Schools?

BACKGROUND INFORMATION:

This agenda item allows the Superintendent of the Shrewsbury Public Schools to comment informally on the programs and activities of the school system.

STAFF AVAILABLE FOR PRESENTATION:

Dr. Joseph M. Sawyer, Superintendent of Schools

ACTION RECOMMENDED FOR ITEMS II, III, & IV:

That the School Committee accept the report and take such action as it deems in the best interest of the school system.



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: **V. Time Scheduled Appointments:** MEETING DATE: **5/8/19**
A. Student Recognition: SHS Class of 2019 Senior Scholars

BACKGROUND INFORMATION:

Each year the School Committee recognizes the ten senior students with the highest grade point averages in their class. A brief biographical sketch of each is provided in the enclosed report.

Each senior will be introduced and will briefly comment on her/his school experience and future plans.

ACTION RECOMMENDED:

That the School Committee hear the presentation and recognize the SHS 2019 Senior Scholars.

STAFF AVAILABLE FOR PRESENTATION:

Dr. Joseph M. Sawyer, Superintendent of Schools
Mr. Todd Bazydlo, Principal, Shrewsbury High School
Students:
Loren Patrice Cardani
James Anthony Chacharone
Chi Ki Chan
Ian Chandra
Siddhant Dosi
Julia Anna Duda
Megan Elizabeth O'Connell
Thomas Hugh O'Neill
Arashleen K Pannu
Felice Siyue Xie

Shrewsbury High School Class of 2019 Senior Scholars

Loren Cardani

Loren has had an incredible high school career and has flourished in the classroom. She has earned the highest honors every quarter which speaks directly to her work ethic and dedication to her studies. She has challenged herself academically with Advanced Placement (AP) courses in Chemistry, English, Spanish, Physics, and Calculus. Loren found that using both sides of her brain have kept her engaged and helped when looking at problems from multiple angles. She has also become an active member of our performing arts community and has been a part of the A Cappella Choir the past three years. Loren received the Bausch and Lomb Honorary Science Award from the University of Rochester. After she spent a weeklong church-affiliated service trip working as a counselor at Camp Acorn, a day camp for mentally and physically disabled teens and adults, she became more aware of the challenges that people with disabilities face every day. Loren was part of an eleven-day expedition to the Grand Canyon with 19 other teenagers, half of whom were blind or visually impaired. Learning to be a sighted guide and working together with fellow campers for an extended time taught her valuable lessons in cooperation, compassion, and interdependence. Because of this and other community service she has performed, Loren also recently was awarded the Amy O'Leary Community Service Learning Award by the SHS Service Learning Advisory Board. Loren plans to attend the University of Rochester and hopes to double major in Biochemistry and Spanish.

James Chacharone

James has had a remarkable high school career in the classroom. After two years at St. John's High School, he transferred to Shrewsbury High School. Since stepping foot in our building, he has been a model student in and out of the classroom. He has challenged himself with a demanding course schedule that has included various honors and advanced placement courses. Through his success at school, he was able to become a member of the Math, Chinese, and National Honor Societies. Some of his proudest academic achievements include being recognized as a National Merit Scholar Semi-Finalist and being awarded the AP Scholar with Honor award. Since arriving at Shrewsbury High School, James has immersed himself within school activities. He has become a valuable member of both the varsity soccer and baseball teams. He was also awarded the coaches' award for soccer during the 2018 season. James has an incredibly bright future and is planning to attend Wake Forest University intending to major in Biology.

Chi Ki (Keith) Chan

Over the past four years, Keith has challenged himself by taking multiple honors and Advanced Placement courses. One of his greatest strengths as a student is his curiosity and desire to learn course material presented during instruction. He has been inducted into both the Math and

Spanish Honor Societies. Some of his proudest academic achievements include being awarded the 2018 Harvard Book Award and a recipient of the Superintendent's Award. Keith has also served as a captain for both the Math and Science teams. He feels honored to hold this position and took pride in helping his teammates work towards common goals together. Keith is passionate about music and has consistently taken performing arts courses for the past four years. In 2017, he had the opportunity to perform at Disney Springs and truly enjoyed this incredible experience. Keith looks forward to being a member of the Class of 2023 at Tufts University next year and plans to pursue a major in Biochemistry.

Ian Chandra

Ian has had a remarkable four years in the classroom at Shrewsbury High School taking various honors and Advanced Placement courses earning highest honors every quarter. This is an incredible accomplishment and speaks directly to Ian's determination to succeed at the highest level. He earned the privilege of being inducted into the Chinese, Math, and National Honor Societies. One of Ian's proudest academic accomplishments came last year at Academic Awards Night where he was the recipient of three subject awards in Chemistry, U.S. History II, and Health Education. He currently volunteers with the Mentor Volunteer Program, assisting incoming freshman transition to life at the high school level. Ian was also a key contributor to revamping the Chemistry Club. He played a significant role in conceptualizing the goal of the new Chemistry Club and turning it into a reality. Ian plans to attend Arizona State University and pursue a major in Mechanical Engineering.

Siddhant Dosi

Siddhant has earned perfect 800 on his subject tests for Math II and Chemistry and has received a perfect score of 36 on his ACTs. He is a member of the National Honor Society, and the Math, Spanish, Social Studies and the English Honors Societies. His kindness and compassion are evident in the activities that he participates in including volunteer work and community engagement. He became passionate about banning Styrofoam in Shrewsbury, and Siddhant collaborated with three friends to plan and present to multiple Shrewsbury government committees to ban Styrofoam. They spent over 100 hours on this project, which resulted in a ban of Styrofoam starting on January 1, 2020. Siddhant is also passionate about coaching middle school students in robotics and science for the Science Olympiad and Lego Robotics. He devoted a countless amount of time and energy in mentoring these students through their competitions. He was also a part of the winning MIT Science Trivia Invitational, allowing him to win a dinner with Nobel Prize winner Dr. Richard Shrock. Siddhant has significantly grown as a speaker and presenter and attributes his improvement with being a member of the Speech and Debate team. He earned his black belt in Tae Kwon Do where he has learned the importance of discipline and hard work. Siddhant has been an active member of his temple to connect with his family's culture and discover the importance of kindness. He has not yet decided where he will attend college in the fall.

Julia Duda

Julia is an outstanding student who is committed to her studies. She is intelligent, passionate, multi-talented and caring. Julia is a top achiever and has been inducted into five National Honor Societies holding leadership positions in several of them. What is most impressive about Julia is her warmth of personality and ability to manage all of her activities with her academics. She has been a long-term member of the crew team and is captain this year, where she was chosen as the MVP by her teammates because of her positive influence. Julia was selected as the Rotary Youth Leadership Awards Candidate in her sophomore year; the following year she applied and volunteered to be a group facilitator at the conference. She has been an active participant in the musical and choir each year and manages as the uniform coordinator. She has completed a formal internship at Central One Federal Credit Union (at our school) for the past three years. The credit union was so impressed with Julia that they hired her to work as a teller. Julia is fluent in Polish, and her parents immigrated to the US. They have instilled a strong work ethic, pride in their heritage, and strong moral character in their daughter. Julia has not yet decided upon the college that she will attend.

Megan O'Connell

A National Merit Finalist and Wellesley College Book Award recipient, Megan will have completed six AP courses by year's end. A balance of utmost importance, Megan works every summer on her family-owned farm and carefully chose stimulating and challenging courses while continuing to develop and share her skills as an ELNA officer, preparing meals with loving kindness for folks whose access to nourishing food is sporadic. Teaching as a black belt volunteer instructor in martial arts, she is also a voracious reader and talented writer. She employs this passion as a four-year member and current President of Excelsior – our student-driven literary magazine. A member of multiple Honor Societies, Megan's most treasured accomplishment is membership in the Elementary Tutoring Club, serving as Co-President for the past two years. With an eye toward activism, Megan hopes not only to teach but to advocate for children with learning challenges. Inspired by her early experience in Mrs. Porter's Spring Street classroom, Megan returned weekly over the past four years to support her previous teacher and the youngsters who now sit in those seats. Undecided at this time, Megan is considering Fordham University or Boston University as her destination where she will continue her education.

Thomas O'Neill

Recipient of the Wesleyan College Book Award and recognized as a National Merit Finalist, Tom's connections run passionately and in many different directions – from the C-Wing's lifelong musical friendships to interning in U.S. Rep. Jim McGovern's office. Tom's active involvement as a problem solver is evident in his contributions to students at SHS and the community at large. Elected to Student Council in grade nine, his energy and enthusiasm also led to receiving the

Rotary Youth Leadership Award and DAR Citizenship Award junior year. Honing leadership skills, this year he serves as the Massachusetts Association of School Councils' Secretary and Chair, where he organizes programs that introduce fresh ideas to leaders of the organizations. An avid sailor, Tom earned his certification as a qualified instructor in a sailing program designed to provide access for youngsters of all economic backgrounds. Improving the quality of services through social outreach, Tom is most proud of his endeavor to develop a support system and afterschool program for elementary aged children. The Educational Equity Student Union sought to coordinate volunteers from multiple districts to assist in academic remediation and homework help as well as provide fun activities to foster a solid sense of community in Worcester. Tom is excited to call Brown University his home for the next four years!

Arashleen Pannu

"I love people, science and reading." As a Summer Enrichment camp counselor, hospital volunteer, assistant black belt karate instructor, and library assistant, Arashleen offers help and support while creating positive connections with people of all ages in many different settings. Recipient of the Presidential Volunteer Service Award, she accumulated over 250 hours in service to our community with the Center for Women & Infants at St. Vincent's Hospital as one of her favorites. Coaching middle school Speech and Debate, she also loves being part of Math, French, Social Science, and English National Honor Societies so that she can tutor students needing practice and concept reinforcement. A member of the Student Wellness Advisory Council (SWAC), she helped to draw attention to youth mental health issues, and as an MVP, she guides and supports ninth graders as they learn to navigate SHS. With her intense focus on science, cultivated through Research Methods classes and participating in Science Fair, Arashleen interned last summer with a research team at WPI, supporting a biotech startup. A National Merit Finalist, who by year's end will have completed eight AP courses, Arashleen intends to pursue a career in medicine where she can practice, focusing on underserved populations. She is still considering excellent choices for her post-secondary education.

Felice Xie

Felice is a top-notch student with a vibrant personality and a positive outlook on life. She has made her mark academically as well as with her activities. Since her freshman year, Felice has been a member of the SHS Tennis team and is currently captain. She has been a loyal member of Globally Making a Difference and ELNA. She was also inducted into the Chinese National Honor Society, where she serves as Secretary; as well as Tri-M Music Honor Society, and the National Honor Society. Outside of school, Felice has excelled in many areas including volunteering as a tutor and mentor and also working in several research labs at local hospitals. The most notable experience was her time spent with the Harvard Medscience summer program. She was able to gain insight into the career of medicine through this program, which has helped her narrow her ideas of a possible future path. She has not yet made a decision on her choice of college for next year.



SHREWSBURY PUBLIC SCHOOLS SCHOOL COMMITTEE MEETING

ITEM NO: V. Time Scheduled Appointments:

MEETING DATE: 5/8/19

B. SHS Student Advisory Committee: Report

BACKGROUND INFORMATION:

Under the Massachusetts Education Reform Act, school districts are required to have a Student Advisory Committee (SAC), consisting of five high school students who are elected by the student body. The SAC is required to meet with the School Committee during the year to review various issues of concern to the student body. Mr. Andrew Smith, SHS social sciences teacher, serves as the faculty advisor to the SAC. This is the final SAC report for this school year.

The agenda for the SAC report is enclosed.

Mr. Wensky is the School Committee liaison to the SAC.

ACTION RECOMMENDED:

That the School Committee accept the report and take such action as it deems in the best interest of the school system.

STAFF & STUDENTS AVAILABLE FOR PRESENTATION:

Mr. Andrew Smith, SHS Teacher and Faculty Advisor to the SAC

Mr. Todd Bazydlo, SHS Principal

Prisha Singh, Student, Chairperson

Erica Hanlon, Student

Paulina Hruskoci, Student

Sophia Peng, Student

Max Evers, Student

**Student Advisory Committee
Agenda for the School Committee on May 8, 2019**

I. School Spirit

SHS students have been bursting with spirit as they represent their school through community service and school happenings.

- a) Service Learning
- b) Spirit Week
- c) Senior Week and Events

II. School Events

The SHS student body has continually worked hard to put on impressive events and fundraisers in support of a variety of clubs and groups.

- a) National Honor Society Events
- b) One Love Presentation
- c) Asian Culture Night
- d) Robotics Competition

III. Leading into the Future

As the 2018-2019 school year comes to an end, students at SHS have been looking forward to determine how to improve in several areas.

- a) Bowling Team and ESports Update
- b) Reality Check
- c) Elections and MVP
- d) Wellness Week
- e) Emailing List

Thank you for your continuous support of the SAC.

Respectfully submitted,

Prisha Singh
Chairperson

Erica Hanlon, Paulina Hruskoci, Sophia Peng, Maxfield Evers
SAC Members



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: **VI. Curriculum**

MEETING DATE: **5/8/19**

BACKGROUND INFORMATION:

ACTION RECOMMENDED:

STAFF & STUDENTS AVAILABLE FOR PRESENTATION:



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: **VII. Policy**

MEETING DATE: **5/8/19**

BACKGROUND INFORMATION:

ACTION RECOMMENDED:

COMMITTEE MEMBERS/STAFF AVAILABLE FOR PRESENTATION:



SHREWSBURY PUBLIC SCHOOLS SCHOOL COMMITTEE MEETING

ITEM NO: **VIII. Finance & Operations**

MEETING DATE: **5/8/19**

A. Mental Health Grants: Vote to Accept

BACKGROUND INFORMATION:

Shrewsbury Public Schools was recently awarded two competitive grants related to mental health which will address key strategic priorities in the coming years:

- A \$1 million grant (\$100,000 per year over ten years) through the MA Department of Public Health which will be primarily focused on providing mental and behavioral health counseling at Sherwood Middle School. A memo from Meg Belsito, Assistant Superintendent for Student Services, and Noelle Freeman, Director of School Nursing, from the School Committee meeting held on November 28, 2018, is enclosed.
- A \$100,000 grant (\$10,000 this year and \$90,000 next year) from the MA Department of Elementary and Secondary Education which will be primarily focused on providing mental and behavioral health counseling at the elementary level. This grant will allow SPS to invest in the hiring of a mental behavioral health professional to support the district's elementary schools, contract with a community based provider to provide a consulting psychiatrist for support in completing district based clinical rounds, and complete training of staff in safety care coordination practices.

ACTION RECOMMENDED:

That the Committee vote to accept the Comprehensive Health Services Grant from the Massachusetts Department of Public Health for \$100,000 annually for a ten-year period, beginning in Fiscal Year 2020.

That the Committee vote to accept the Improving Student Access to Behavioral and Mental Health Services Grant from the Department of Elementary and Secondary Education for \$10,000 in Fiscal Year 2019 and \$90,000 in Fiscal Year 2020.

STAFF AVAILABLE FOR PRESENTATION:

Dr. Joseph M. Sawyer, Superintendent of Schools

Mr. Patrick C. Collins, Assistant Superintendent for Finance & Operations



SHREWSBURY PUBLIC SCHOOLS

Office of Special Education / Pupil Personnel Services

15 Parker Road, Shrewsbury, MA 01545
Phone: 508-841-8660 Fax: 508-841-8661



Margaret Belsito, Assistant Superintendent for Student Services

Meghan Bartlett, Assistant Director for Special Education and PPS

Noelle Freeman, Director of Nursing

Date: 11/26/18

To: School Committee

Re: Comprehensive School Health Services Grant

The Massachusetts Department of Public Health (DPH) Bureau of Community Health and Prevention's School Health Services Unit recently released an RFR for the Comprehensive School Health Services (CSHS) Model Programs Grant. The grant is intended to provide additional support to existing school health services through a multi-disciplinary approach that supports the delivery of quality, comprehensive health services in all school districts. According to DPH, "the goal of the CSHS Program is to build on existing infrastructure to provide all school-age children access to a school health service program that is managed by a qualified school nurse manager. This program will strengthen the capacity of schools to provide case management and support to students with more significant health needs, continuous quality improvement through data collection and analysis, and programs that provide access to care to address health disparities and racial inequities in the community in order to support student academic achievement and reduce chronic absenteeism."

School districts applying for the grant are required to identify a priority population. We have determined through district data and experience that our priority population is students with mental and behavioral health challenges. Therefore, the main focus of our grant proposal is to create a Bridge for Resilient Youth in Transition (BRYT) program for middle school students, similar to the *Transitions* program currently in place at SHS. We propose that this program would be located at Sherwood Middle School to serve students who have significant difficulty with the transition from elementary to middle school, and/or are experiencing mental or behavioral health challenges. The program would be staffed by a clinician (school adjustment counselor or social worker) and academic support professional, and would provide clinical, academic, and family support, as well as care coordination with other school staff and community providers. As Sherwood and Oak Middle Schools share a campus, there is potential that this program could serve students from both schools depending on caseload. This proposal aligns well with two of our strategic priorities: "learning



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Margaret Belsito, Assistant Superintendent for Student Services

Meghan Bartlett, Assistant Director for Special Education and PPS

Noelle Freeman, Director of Nursing

environments where everyone's success matters" and "enhanced well-being of all."

CSHS grant requirements state that a full-time Director of School Nursing must, "direct all aspects of a comprehensive school health program, including staffing (including clinical evaluation of nursing staff), programming and budget." They further stipulate that the Director, "...does not provide direct services." The current SPS Director of School Nursing position is 49% administrative and 51% direct student services, and therefore would require a shift to 100% administrative time. This shift would need to be achieved within 3 years of receiving grant funding. Due to the flexible nature of the current portion of direct student service, this shift could occur without the need to hire additional nursing staff.

Grant funding in the amount of \$100,000 per year for up to 10 years is potentially available for our district. In addition to the program described above, grant funds could be utilized to bring professional development programming in the areas of equity, social emotional learning, etc. to all staff, which are also key aspects of our strategic priorities. While this is a competitive grant with no guarantee of funding, we are excited about the possible student and staff supports that a successful application could bring to our district.

Respectfully,

Meg Belsito, Assistant Superintendent for Student Services; and
Noelle Freeman, Director of School Nursing



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: **VIII. Finance & Operations**

MEETING DATE: **5/8/19**

B. Donation for Sign at Spring Street School: Vote to Accept

BACKGROUND INFORMATION:

Mr. Robert Terkanian has offered to donate a new exterior sign at Spring Street School which is configured in a “V” shape so that passersby from either side can view it. A sketch of the proposed new sign is enclosed. The sign would be produced and installed by Sunshine Sign Co. and is valued at approximately \$7,000. Per School Committee Policy 911, gifts of \$5,000 or more must be formally accepted by the School Committee.

ACTION RECOMMENDED:

That the School Committee vote to accept the donation of a new sign at Spring Street School valued at approximately \$7,000 from donor Robert Terkanian.

STAFF AVAILABLE FOR PRESENTATION:

Mr. Patrick C. Collins, Assistant Superintendent for Finance & Operations



Shrewsbury Public Schools

Patrick C. Collins, Assistant Superintendent for Finance & Operations

2 May 2019

To: School Committee

Subj: DONATION TO SPRING STREET SCHOOL

Background

In accordance with School Committee Policy 911: Gifts and Donations, we are proposing acceptance of a new exterior sign at Spring Street School valued at approximately \$7,000. Since it is valued over \$5,000, acceptance requires an affirmative vote by the School Committee.

Existing Sign and Proposed Donation

The existing sign is shown below. The donor is willing and interested in providing a new two-sided sign in a "V" shape so that passersby from either direction can clearly see it. A sketch of the proposed new sign is attached. If accepted, the sign would be produced and installed by Sunshine Sign Co. in the next several weeks.



Recommendation

It is recommended that the School Committee vote to accept the donation of a new sign at Spring Street School valued at approximately \$7,000. The donor is Mr. Robert Terkanian.



SIGN TYPE A Two S/F Main ID Post & Panel
Quantity (1) 2 faces

Recreate and replace old sign with new and updated art, fresh paint and dimensional elements and letters. Sign faces are HDU mounted to posts using channel brackets. All text is carved, owl is carved, children and owl are 1/2\"/>

PALETTE

	PAINT: White		PAINT: To match PMS 202C		PAINT: Metallic gold		EARTH: Digital print to match colors PMS 299C (B) and PMS 349 C (G)
	PAINT: Black		GRAPHICS: Digital Print				

CLIENT: SPRING STREET SCHOOL

PROJECT/SIGN TYPE: POST & PANEL

DRAWN BY: LRG JOB #: 7959-00000 DATE: APR. 21, 2019

SUNSHINE
sign

121 Westboro Road
 North Grafton, MA 01536
 P 508.839.5588
 F 508.839.9929
 www.sunshinesign.com

This drawing is given in confidence and may not be used or disseminated in any way without prior written consent from Sunshine Sign Company, Inc. All common law and copyright laws are hereby specifically reserved.

- ☐ Approved for Fabrication ☐ Revise and Resubmit
☐ Approved as Noted ☐ Rejected

Name _____
 Signature _____

SIGN TYPE: A

2



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: **IX. Old Business**

MEETING DATE: **5/8/19**

BACKGROUND INFORMATION:

ACTION RECOMMENDED:

MEMBERS/STAFF AVAILABLE FOR PRESENTATION:



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: **X. New Business**

MEETING DATE: **5/8/19**

A. Superintendent's Goals: Presentation & Vote

BACKGROUND INFORMATION:

The Superintendent's proposed goals for the period through the end of the 2019 calendar year are enclosed.

ACTION RECOMMENDED:

That the Committee vote to approve the Superintendent's Goals through December 2019 as presented.

STAFF AVAILABLE FOR PRESENTATION:

Dr. Joseph M. Sawyer, Superintendent of Schools



Shrewsbury Public Schools

Joseph M. Sawyer, Ed.D.
Superintendent

May 3, 2019

To: School Committee
From: Joe Sawyer
Re: Proposed Goals for 2019

After considering ways I might best focus my efforts on goals that will advance our district's vision (as articulated in the Portrait of a Shrewsbury Graduate) and our 2018-2022 Strategic Priorities, and in response to feedback from my recent evaluation from the School Committee, I am proposing the following for your consideration and approval.

The format of the following goals is in keeping with the guidelines provided by the Department of Elementary & Secondary Education for performance goals to be "S.M.A.R.T.", i.e., S=Specific and Strategic; M=Measurable; A=Action Oriented; R=Rigorous, Realistic, and Results-Focused; T=Timed and Tracked.

Student Learning S.M.A.R.T. Goal

By the end of 2019, the Superintendent of Schools will have worked with the leadership team to create new or enhanced partnerships with businesses, institutes of higher education, and/or community organizations in order to provide opportunities to students for experiential learning, career awareness, and well-being.

Potential actions to achieve this goal:

Work with members of the leadership team, especially by supporting the work of the new role of Assistant Superintendent for Community Partnerships & Well-Being, to:

- Shape the substance and direction of the new *Colonial Connections* pilot program
- Connect with local organizations regarding potential partnerships with the school district through *Colonial Connections*, and initiate partnerships that seem most promising to advance our strategic priorities and goals

- Document ways in which new or enhanced partnerships will provide learning experiences for students, build career awareness, and/or promote student well-being
- Report to the School Committee regarding the activities and status of the initial phase of the *Colonial Connections* pilot program

Professional Practice S.M.A.R.T. Goal

By the end of 2019, the Superintendent of Schools will have developed and implemented enhanced communications practices with various constituencies, including the School Committee.

Potential actions to achieve this goal:

Work with members of the School Committee, leadership team, and various stakeholder groups to:

- Identify ways in which communication from the Superintendent is perceived to be most helpful and effective for the needs of different stakeholder groups
- Determine ways to enhance the effectiveness of the Superintendent's communication with different stakeholder groups
- Establish a framework for communications from the Superintendent and build a routine for predictable distribution of information in various formats
- Collect feedback from stakeholder groups to determine effectiveness of the Superintendent's communications



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: **XI. Approval of Minutes**

MEETING DATE: **5/8/19**

BACKGROUND INFORMATION:

The minutes are enclosed.

ACTION RECOMMENDED:

That the Committee vote to approve the minutes from the School Committee Meeting held on April 24, 2019.

STAFF AVAILABLE FOR PRESENTATION:

TBD, Chairperson

Ms. Sandra Fryc, Secretary when the April 24, 2019 meeting occurred

**SHREWSBURY PUBLIC SCHOOLS
100 MAPLE AVENUE
SHREWSBURY, MASSACHUSETTS**

MINUTES OF SCHOOL COMMITTEE MEETING

Wednesday, April 24, 2019

Present: Mr. Jason Palitsch, Chairperson; Ms. Erin Canzano, Vice Chairperson; Ms. Sandy Fryc, Secretary; Mr. Jon Wensky; Dr. B. Dale Magee; Mr. Patrick Collins, Assistant Superintendent for Finance and Operations; Ms. Amy B. Clouter, Assistant Superintendent for Curriculum & Instruction; Ms. Barb Malone, Director of Human Resources; and Dr. Joseph Sawyer, Superintendent of Schools.

A complete audio/visual recording of this meeting is available on the Shrewsbury Public Schools website.

The meeting was convened by Mr. Palitsch at 7:00 pm.

I. Public Participation

None.

II. Chairperson's Report & Members' Reports

Ms. Canzano reported that she attended the annual luncheon prepared and hosted by Shrewsbury High School (SHS) students participating in the Mobile On-Site Vocational Education (MOVE) program, recognized the students for their culinary work, and congratulated them on a successful event.

III. Superintendent's Report

Dr. Sawyer congratulated students in the Unified Club at SHS for their campaign to "Spread the Word to end the Word" by calling on SHS to pledge to stop using the "R-Word" due to its offensive nature towards those with intellectual disabilities, with a banner signing and a video that is posted on social media. He noted that it is a busy time of year at SPS, citing Concert Week at SHS, a robust spring athletic season, and end-of-year events happening for graduating seniors.

IV. Time Scheduled Appointments:

None.

V. Curriculum

None.

VI. Policy

A. Update to Physical Restraint Policy: Second Reading & Vote

Mr. Palitch advised that this was a second reading of the updated policy, noting that the policy was being updated to reflect multiple sets of language changes/additions required by the Department of Elementary and Secondary Education (DESE). Dr. Sawyer added that these changes, as well as those for Agenda Item VI.B., were technical updates required by the state. Mr. Palitsch noted that no public feedback had been received by the Committee regarding the proposed changes.

On a motion by Mr. Wensky, seconded by Dr. Magee, the Committee voted unanimously to approve updated Policy 325: Prevention of Physical Restraint and Requirements If Used.

B. Update to Bullying Policy: Second Reading & Vote

See Agenda Item VI.A.. Mr. Palitsch noted that no public feedback had been received by the Committee regarding the proposed changes to the updated policy.

On a motion by Mr. Wensky, seconded by Dr. Magee, the Committee voted unanimously to approve updated Policy 712: Bullying Prevention and Intervention.

VII. Finance & Operations

A. Fiscal Year 2020 School Department Appropriated Budget Recommendation: Presentation & Vote

Dr. Sawyer advised that the FY20 Appropriated Budget recommendation comprises the largest source of revenue for SPS, and represents the funding the School Committee will be asked to vote to recommend to Town Meeting for approval. Mr. Collins provided a current FY20 budget status, a final recommendation and recent history, and detailed gap closing measures that included fee changes and a projected FY19 positive variance. Dr. Sawyer provided: detailed information on resources being included that exceeded the “status quo” budget; recommendations for additional resources (by Strategic Priority) if additional funding should become available; updated news on competitive and private grant funds; information on staffing additions by revenue source; and a timeline of upcoming votes and events.

Committee members noted that this was a “good news story” that focused on investments, expressed approval for the new budget process and timeline, and noted ongoing concerns relative to vocational educational opportunities for students.

On a motion by Ms. Canzano, seconded by Mr. Wensky, the Committee voted unanimously to recommend a Fiscal Year 2020 Town-Appropriated School Department Budget of \$66,302,041 for Town Meeting approval.

Dr. Sawyer acknowledged the work of Kim Fitzpatrick, Financial Coordinator/Budget Analyst, on the report just presented.

Mr. Wensky left the meeting at 7:42 pm.

VIII. Old Business

None.

IX. New Business

A. Evaluation of the Superintendent of Schools

Mr. Palitsch summarized a composite evaluation that consolidated feedback from individual Committee members on Dr. Sawyer's performance from January 2018 through the present. He noted that a tool mandated by state law is utilized to conduct the evaluation, and that it is broken down into three goals and four standards with subcategories.

Mr. Palitsch noted the three goals and provided Dr. Sawyer's progress on those goals:

Student Learning Goal - Some Progress

Professional Practice Goal - Significant Progress

Progress toward District Goals - Significant Progress

Mr. Palitsch detailed the four standards and provided Dr. Sawyer's ratings on those standards:

Instructional Leadership - Exemplary (overall)

Management & Operations - Exemplary (overall)

Family & Community Engagement - Exemplary (overall)

Professional Culture - Proficient (overall)

Overall Summative Performance Rating - Exemplary

Committee members had an opportunity to add additional comments (Mr. Palitsch read remarks prepared by Mr. Wensky), noting their approval of Dr. Sawyer's work and consistent leadership skills, expressing a desire for increased communication with the Committee, describing 2018-2019 as a "banner year" for SPS, and noting that the quality of staff at SPS sets it apart-starting with Dr. Sawyer at the top. Dr. Sawyer thanked the Committee for their feedback and support; praised the team organization at SPS and offered his appreciation to all staff for their contributions; thanked Town Manager Kevin Mizikar and all the municipal department heads and their teams; and noted the feedback regarding communication with the Committee and looked forward to ensuring satisfaction going forward.

On a motion by Ms. Canzano, seconded by Ms. Fryc, the Committee voted unanimously to approve the summative evaluation of the Superintendent of Schools as presented.

B. Superintendent's Contract: Vote

Mr. Palitsch noted that the School Committee is required to take action in open session to authorize the Chair to approve an updated employment agreement with the Superintendent of Schools.

On a motion by Dr. Magee, seconded by Ms. Canzano, the Committee voted unanimously to execute an updated employment agreement between the School Committee and Dr. Joseph M. Sawyer as Superintendent of Schools for a period commencing July 1, 2019 through June 30,

2024, which will include a 2.0% salary increase to \$198,247, with all other terms remaining unchanged.

X. Approval of Minutes

Without objections from the Committee, the minutes from the School Committee Workshop held on April 3, 2019, and the School Committee Meeting held on April 10, 2019, were accepted as distributed.

XI. Farewell to Mrs. Canzano

Mr. Palitsch noted that this this would be the last regular meeting for Ms. Canzano prior to stepping down from the Committee in May 2019. Audience members were invited to speak, and the following individuals recognized Ms. Canzano:

John Samia and Mark Murray - former Shrewsbury School Committee Members
Suzanne Remington - SPS Volunteer and Community Member
Lauren Mitsis - former SPS Teacher and Community Member
Dr. Anthony Bent - former SPS Superintendent of Schools

Mr. Palitsch presented Ms. Canzano with citations from State Rep. Hannah Kane and State Sen. Michael Moore, who were not able to attend the meeting. Members of the Central Office Leadership Team and Committee members had an opportunity to address Ms. Canzano in turn; they offered accolades and anecdotes based on their personal interactions that illustrated Ms. Canzano's thoughtful leadership and work on behalf of SPS while on the Committee. Ms. Canzano was presented with gifts from school administrators and the Committee, and then had an opportunity to speak about her experience serving students, schools, and the community as a Committee member since 2007.

XII. Executive Session

None.

XIII. Adjournment

On a motion by Ms. Canzano, seconded by Ms. Fryc, the committee unanimously agreed to adjourn the meeting at 8:40 pm.

Respectfully submitted,

Elizabeth McCollum, Clerk

Documents referenced:

1. Updated Physical Restraint Policy 325 Draft
2. Updated Bullying Policy 712 Draft
3. FY20 Budget Recommendation

4. FY20 Budget Recommendation Slide Presentation
5. Evaluation of the Superintendent of Schools
6. Set(s) of minutes as referenced above



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: **XII. Executive Session**

MEETING DATE: **5/8/19**

A. For the purpose of collective bargaining with the Shrewsbury Education Association

B. For the purpose of reviewing, approving, and/or releasing executive session minutes

BACKGROUND INFORMATION:

Executive session is warranted for these purposes.

ACTION RECOMMENDED:

That the School Committee enter into executive session for the purpose of collective bargaining with the Shrewsbury Education Association, where deliberation in an open meeting may have a detrimental effect on the bargaining position of the public body, and for the purpose of reviewing, approving, and/or releasing executive session minutes, and return to Open Session only for the purpose of adjourning for the evening.

STAFF AVAILABLE FOR PRESENTATION:

Dr. Joseph M. Sawyer, Superintendent of Schools

Ms. Barbara A. Malone, Director of Human Resources

ITEM NO: **XIII. Adjournment**