



**School Committee  
Meeting Book**

**May 16, 2018  
7:00 pm**

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



## SHREWSBURY PUBLIC SCHOOLS SCHOOL COMMITTEE MEETING

### AGENDA

May 16, 2018 7:00pm  
Town Hall—Selectmen's Meeting Room  
100 Maple Avenue

#### Items

#### Suggested time allotments

I.	Public Participation	7:00 – 7:10
II.	Chairperson's Report & Members' Reports	
III.	Superintendent's Report	
IV.	Time Scheduled Appointments:	
A.	Student Recognition: Speech & Debate State Champions	7:10 – 7:20
B.	Project 351 Ambassador: Report & Recognition	7:20 – 7:35
C.	Campaign for Shrewsbury Athletic Fields: Vote to Approve Memorandum of Understanding with Al's Oil and Vote to Accept Gift	7:35 – 7:45
V.	Curriculum	
A.	SHS Transitions Program: Report	7:45 – 8:05
VI.	Policy	
VII.	Finance & Operations	
A.	School Safety & Security: Annual Report	8:05 – 8:25
VIII.	Old Business	
A.	Town Meeting Warrant Article to Ban Polystyrene & Potential Impact on School Department: Discussion & Potential Vote	8:25 – 8:45
IX.	New Business	
A.	Shrewsbury Master Plan Update: Report & Vote	8:45 – 8:55
X.	Approval of Minutes	8:55 – 9:00
XI.	Executive Session	
A.	For the Purpose of Reviewing & Approving Executive Session Minutes	9:00 – 9:05
B.	For the Purpose of Negotiations with the Shrewsbury Paraprofessionals Association	9:05 – 9:15
XII.	Adjournment	9:15

Next regular meeting: June 6, 2018



## **SHREWSBURY PUBLIC SCHOOLS SCHOOL COMMITTEE MEETING**

### **ITEM NO: I      Public Participation**

MEETING DATE: 5/16/18

#### **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: II. 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  
Mr. Jason Palitsch, Chairperson  
Ms. Erin Canzano, Vice Chairperson  
Ms. Sandra Fryc, Secretary  
Dr. B. Dale Magee, Committee Member  
Mr. Jon Wensky, Committee Member

### **ITEM NO: III. 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 I, II, & III:**

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: **IV. Time Scheduled Appointments:** MEETING DATE: **5/16/18**  
**A. Student Recognition: Speech & Debate State Champions**

**BACKGROUND INFORMATION:**

On Saturday, April 7th the local season of SHS Speech & Debate concluded with approximately 40 qualified members of the team attending the Massachusetts State Speech & Congress Finals at Acton-Boxborough RHS. Shrewsbury was the 2nd Place team in the state.

The following students won individual state championships:

Sherraina Song - Prose Reading

Prisha Singh - Children's Literature

Ahana Mukhopadhyay - Radio Broadcasting

Will Stewich, Sophia Peng, Leah deHaemer, Megan German & Max Evers - Multiple Reading

Mr. Rischitelli and the State Champions will present information about the season.

**ACTION RECOMMENDED:**

That the School Committee recognize the SHS Speech and Debate Team State Champions.

**STAFF AVAILABLE FOR PRESENTATION:**

Mr. Todd Bazydlo, Principal, Shrewsbury High School

Mr. Marc Rischitelli, Head Coach, Speech & Debate Team



**SHREWSBURY PUBLIC SCHOOLS  
SCHOOL COMMITTEE MEETING**

**ITEM NO: IV. Time Scheduled Appointments:** MEETING DATE: **5/16/18**  
**B. Project 351 Ambassador: Report & Recognition**

**BACKGROUND INFORMATION:**

Project 351 is a youth leadership and service organization that develops a rising generation of “community-first” citizen leaders. Founded by Governor Deval Patrick in 2011 and now convened by Governor Charlie Baker, Project 351 fosters unity and strengthens the ethic of service through the engagement and enrichment of an 8th grade ambassador from every city and town in Massachusetts.

Each year Shrewsbury participates in Project 351 by nominating a grade 8 student to serve as our ambassador. This year Alina Shkurikhina represents the Town of Shrewsbury in Project 351. Alina will make a presentation about her experiences as the Project 351 Ambassador.

**ACTION RECOMMENDED:**

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

**STAFF & STUDENTS AVAILABLE FOR PRESENTATION:**

Dr. Ann Jones, Principal, Oak Middle School  
Alina Shkurikhina, Grade 8 Student, Oak Middle School

# Oak Middle School

45 Oak Street, Shrewsbury, MA 01545

Tel: 508-841-1200 Fax: 508-841-1223

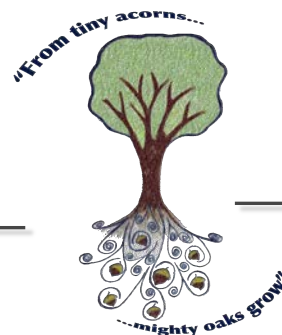
**Ann M. Jones, Ed.D., Principal**

**Anne B. Koertge, Assistant Principal**

**Scott M. Yonker, Assistant Principal**

**Patricia F. Waterhouse, Director of Special Education**

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Each year Shrewsbury participates in Project 351 by nominating a grade 8 student to serve as our ambassador. This year, Alina Shkurikhina, represents the Town of Shrewsbury in Project 351.

Project 351 is a youth leadership and service organization that develops a rising generation of “community-first” citizen leaders. Founded by Governor Deval Patrick in 2011 and now convened by Governor Charlie Baker, Project 351 fosters unity and strengthens the ethic of service through the engagement and enrichment of an 8th grade ambassador from every city and town in Massachusetts.

Alina exemplifies the type of “unsung hero” that Project 351 seeks to identify. Alina is an academically talented student who has exceptional capacity for kindness and acceptance. Though her classroom presence is often quiet, her work in small groups shows her to be assertive and dynamic, making the work of the group rise to high levels of work quality and engagement. Alina's presence is humble. She quietly seeks out challenges and constantly works to go above and beyond expectations. Alina consistently seeks out and participates in opportunities to work with her peers on team projects. Last year, she helped to organize her team chant and team banner. She is the kind of student for whom one merely needs to open the door and she will embrace opportunities to lead and serve. Alina's classmates look up to her not only because of her kindness and compassion, but because she enables others to be their best.

Alina's teachers speak to her constant quest to extend her learning and bring her best to every assignment and classroom task. In grade 7, she participated in the 7 Green “Bird is the Word” project in association with the Massachusetts Audubon Society and completed two field guides for New England Birds. She furthered her own knowledge of Massachusetts birds by entering the Audubon Society's Bird-a-thon, and she represented Oak Middle School at the Massachusetts Computer Using Educator's student showcase known as CueKids.

Alina has unlimited potential to make a positive impact on our school and surrounding community and Project 351 is the perfect opportunity for Alina to develop the natural leadership abilities that she possesses. We are proud to have Alina represent our community.

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*The Shrewsbury Public Schools, in partnership with the community, will provide students with the skills and knowledge for the 21<sup>st</sup> century, an appreciation of our democratic tradition, and the desire to continue to learn throughout life.*



**SHREWSBURY PUBLIC SCHOOLS  
SCHOOL COMMITTEE MEETING**

**ITEM NO: IV. Time Scheduled Appointments: MEETING DATE: 5/16/18**  
**C. Campaign for Shrewsbury Athletic Fields: Vote to Approve Memorandum of Understanding with Al's Oil and Vote to Accept Gift**

**BACKGROUND INFORMATION:**

In accordance with School Committee Policy 912: Sponsorship & Advertising, sponsorships involving an amount greater than \$5,000 must be approved by the School Committee. Dr. Sawyer will explain that a donation of \$100,000 to The Campaign for Shrewsbury Athletic Fields from Al's Oil Service is being made in exchange for the conveyance of corporate logo placement on the Shrewsbury High School Stadium Scoreboard, and ask for the School Committee to vote to approve it. The memorandum of understanding is enclosed.

**ACTION RECOMMENDED:**

That the School Committee:

1. Vote to approve the memorandum of understanding with Al's Oil regarding the proposed sponsorship for the athletic field project at Shrewsbury High School,
- and
2. Vote to accept \$100,000 for this sponsorship

**STAFF & STUDENTS AVAILABLE FOR PRESENTATION:**

Dr. Joseph M. Sawyer, Superintendent of Schools  
Sean Flynn, Managing Member, Al's Oil Service  
Rebecca Edwards, Al's Oil Service

## **MEMORANDUM OF UNDERSTANDING**

### **SHREWSBURY HIGH SCHOOL STADIUM SCOREBOARD LOGO PLACEMENT**

#### **I. PURPOSE**

The purpose of this Memorandum of Understanding [MOU] is to set forth the terms and conditions for the conveyance of top corporate logo placement on the Shrewsbury High School Stadium Scoreboard [Stadium Scoreboard], located at 64 Holden Street, Shrewsbury, Massachusetts pursuant to M.G.L. c.44 S. 53A;

by the Shrewsbury Public Schools School Committee [the Committee],

to Al's Oil Service currently located at 307 Hartford Turnpike Shrewsbury, MA.

#### **II. TERMS AND CONDITIONS**

In accordance with School Committee Policy 912 and in exchange for Al's Oil Service sponsorship donation of \$100,000, and subject to the conditions herein, the Committee agrees to situate the Al's Oil Service corporate logo as the top/most prominent sponsorship logo on the stadium scoreboard for as long as there is a stadium scoreboard at this location and the corporation, as currently named, remains an ongoing entity.

#### **III. RIGHTS AND AUTHORITY OF SHREWSBURY PUBLIC SCHOOLS**

By entering into this MOU, the Committee retains singular authority, control, and rights of use of the Stadium Scoreboard, and all property and activities at Shrewsbury High School as provided by statute, federal, state or local regulation, local Town Charter or by-law or requirement of the MIAA or other regulatory body.

The Committee reserves its right to confer other naming rights to other donors on the athletic complex, the stadium field itself, and other corporate logo rights on the scoreboard.

The Committee also reserves its right to rescind these logo rights in the unlikely event that Al's Oil Service dissolves or is found to have committed any criminal, discriminatory, or other act deemed by the Committee to warrant such removal. In the event of a corporate sale to a new owner, the scoreboard logo rights will pass to the new owner only if the corporate name is retained as "Al's Oil Service".



**IV. CONVEYANCE OF SPONSORSHIP PAYMENTS**

Al's Oil Service agrees to provide to the Shrewsbury Public Schools a payment in the amount of \$100,000 by May 16, 2018. Said payment may be made in cash or stock or bond transfer and will be considered a donation to the Shrewsbury High School Artificial Turf Field Project Fund and used strictly for the purpose of construction and installation of such a field on the current stadium location and related activities, and shall be governed by the provisions of M.G.L. c.44 S. 53A. Any interest on said payment shall remain with and become a part of the funds so provided and may be expended as part of the Shrewsbury High School Artificial Turf Field Project.

**V. EFFECTIVE DATE AND SIGNATURE**

This MOU shall be effective upon the affirmative vote of the School Committee of the Shrewsbury Public Schools as verified by their respective duly authorized representative below and agreement by Edward Flynn.

\_\_\_\_\_  
[Signed]

\_\_\_\_\_  
[Signed]

\_\_\_\_\_  
[Printed]  
Shrewsbury Public Schools, Chairperson

\_\_\_\_\_  
[Printed]  
Sean Flynn, Managing Member, Al's Oil Service

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date



**SHREWSBURY PUBLIC SCHOOLS  
SCHOOL COMMITTEE MEETING**

ITEM NO: **V. Curriculum**  
**A. SHS Transitions Program: Report**

MEETING DATE: **5/16/18**

**BACKGROUND INFORMATION:**

Shrewsbury High School introduced a new program this year called “Transitions.” The aim of the program is to provide support to students returning to school from an extended absence due to hospitalization or treatment for mental health issues, concussion, substance abuse treatment, etc. A report on the program’s implementation will be provided by the two educators who staff the program: Susan Donofrio, the Clinician/Program Leader, and Kelli McSweeney, the Academic Coordinator. A slide presentation is enclosed.

**ACTION RECOMMENDED:**

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

**STAFF AVAILABLE FOR PRESENTATION:**

Susan Donofrio, Adjustment Counselor, SHS  
Kelli McSweeney, Special Education Teacher, SHS



# **SHS Transitions Program**

Rooms 210M B/C @ Shrewsbury High School

**Sue Donofrio**

Clinician/Program Leader

**Kelli McSweeney**

Academic Coordinator



## **BRYT: BRIDGE FOR RESILIENT YOUTH IN TRANSITION**

Partnering with schools and families to get teens back on track after prolonged absences. Each BRYT program approaches [staffing, space, and services](#) with a consistent vision, while customizing the specifics for each school population and for each student.

## **THE BRYT NETWORK**

Dating back to the establishment of the original BRYT Program in 2004 at [Brookline High School](#), the rapidly-growing [BRYT Network](#) now includes 80 Massachusetts schools collectively enrolling 88,000 students.

# SHS Transitions Program

## Who do we serve?

- \*\*Students returning to school after missing **5 or more** consecutive absences due to psychiatric hospitalization or participation in another mental health/intervention program.
- \*\*Students returning to school after missing **5 or more** consecutive days of school due to a medical crisis, (e.g., concussion) who have been identified as needing focused social/emotional support and academic case management.
- Additionally, students may be reviewed to attend the Transition program who may not be hospitalized, but have been **unable to attend school/function in school** for at least 5 days due to a serious mental health challenge.

**\*\*61% of our students 2017-18 school year were re-entry**

**39% were referred as a preventative measure.**

*Referred by: School Counselors, Psychologists, Nursing, or Grade Administrator. All referrals and eligibility discussed at Student Support Team meetings.*

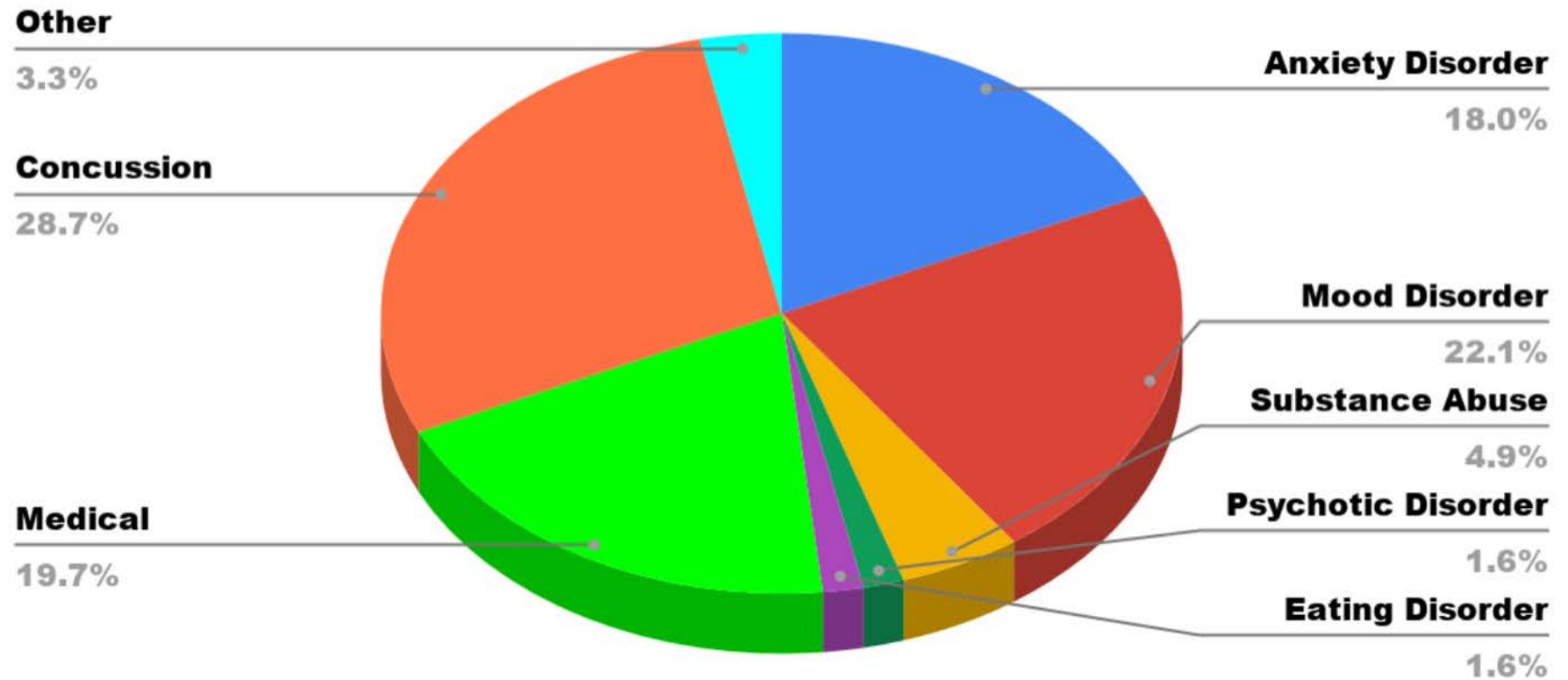
# Program Components:

- Academic Coordination
- Direct Clinical Supports to Students
- Family Engagement and Supports
- Care Coordination

## 2017-18 (Year 1) SHS Transitions Program Data

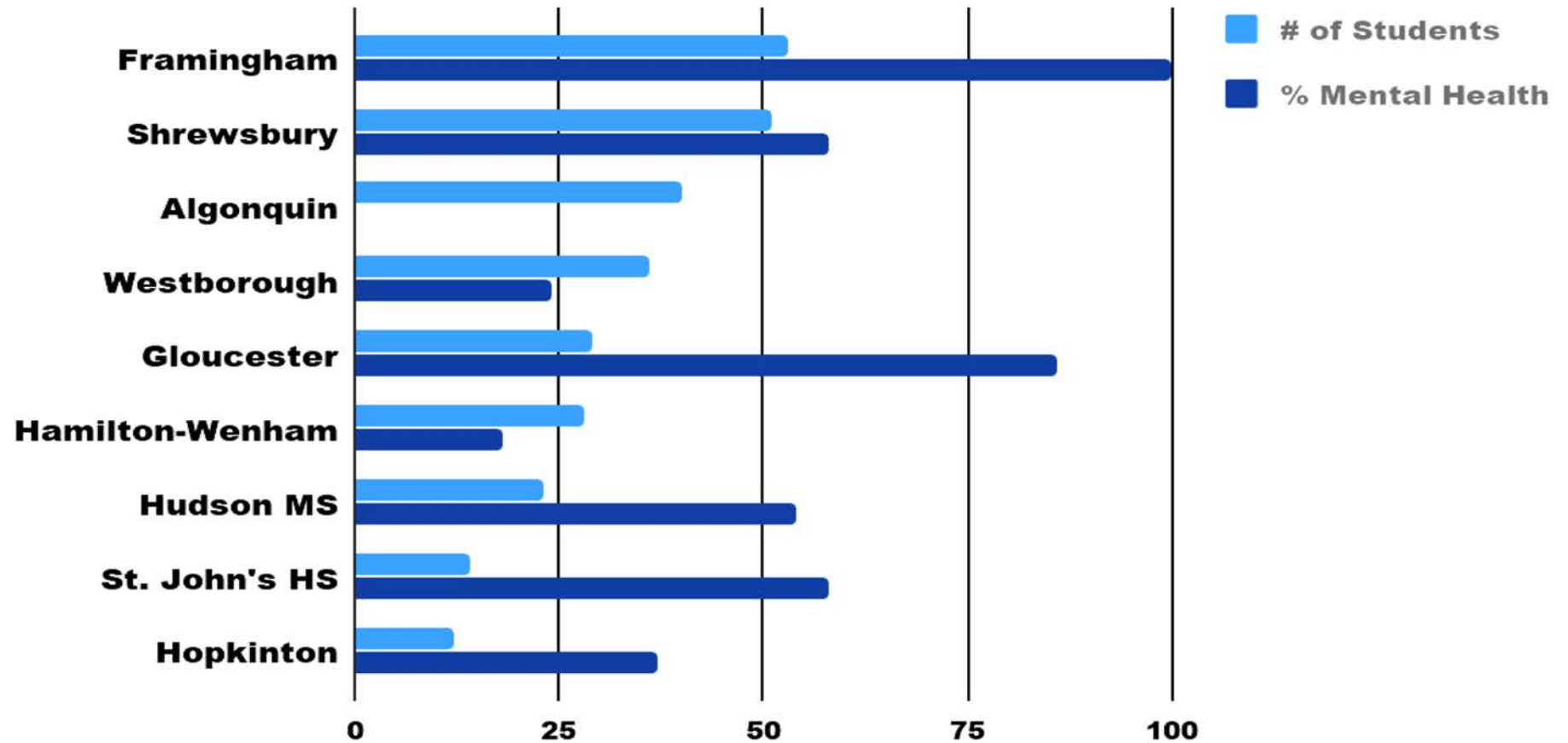
- **51** students total have used the program thus far in the school year.
- **35%** referred for concussions
- **24%** referred for medical (surgery, illness)
- **41%** referred for mental health
- In the 2017-18 school year, **26** students have sought mental health evaluation or treatment including use of ED, EMH, substance abuse treatment, partial hospitalization or inpatient hospitalization.

## Student Diagnoses

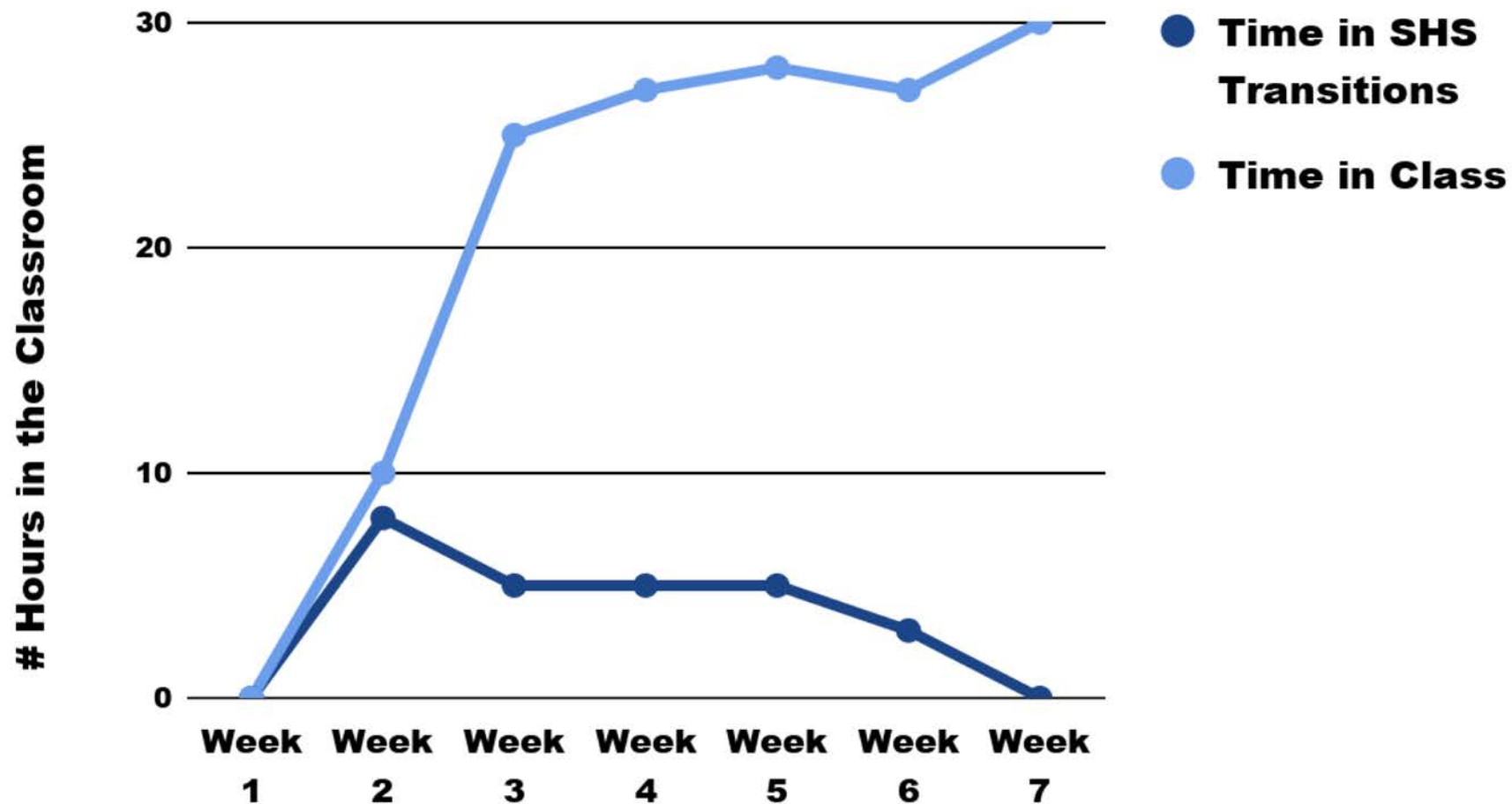




## Data from local BRYT programs



## Case Study: Student Progress through SHS Transitions

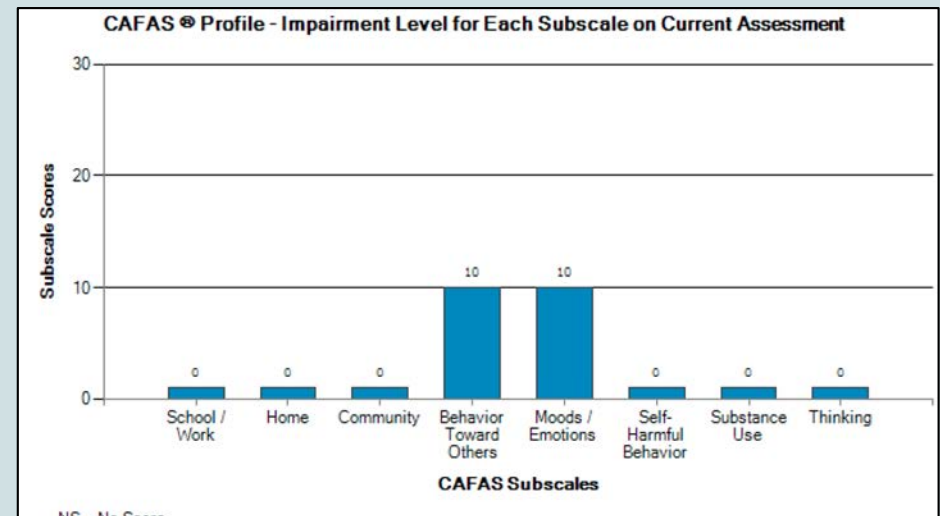
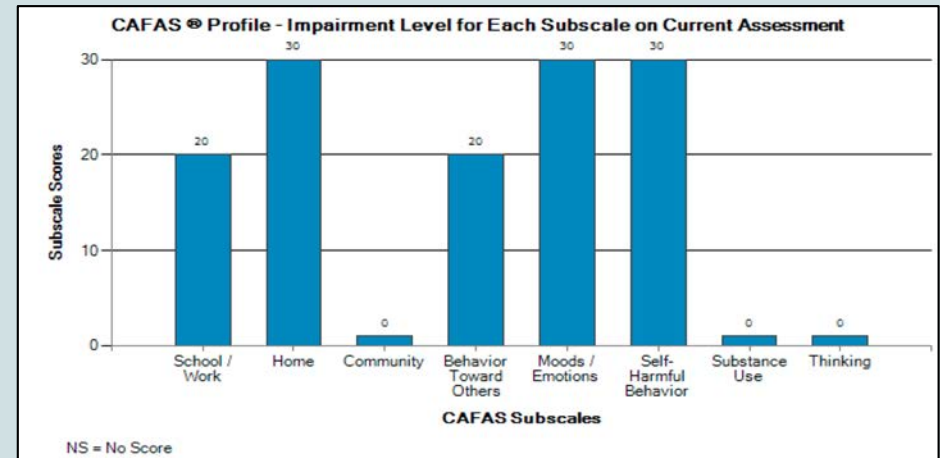


# Case study: Student progress through SHS Transitions

## Child and Adolescent Functional Assessment Scale (CAFAS)

This rating scale of student functioning is conducted at intake and exit. For this student intake was completed on 3/6/18 and exit assessment was conducted on 5/4/18.

A score of 30 is considered severe impairment in that area of functioning. Lower scores indicate better functioning; all differences are statistically significant.



# SHS Transitions Toolkit

[Sample SHS Transitions Re-entry plan](#)

[Clinical tracking sheet](#)

[Sample Work tracker](#)

[Concussion Guidelines](#)

[Wellness Resources](#)

## SHS Transitions Program Exit Criteria:

The decision as to when a student moves from “active” to “alumni” status in the program is made by the program staff, student and parent(s)/guardian(s), and school support staff as a team. This team shares the understanding that is a short-term, transitional program aimed at supporting students in successfully returning to their full schedule. The team will look at the indicators below to help determine when a student is ready to exit the program.

- Observable improvements and stability in moods and emotions, school functioning, and (where applicable) self-harming behaviors/ideation and substance abuse.
- Mainstream classroom attendance (80% or better is a good indicator of readiness)
- No recent re-hospitalization.
- Completion of academic assignments (80% completion of assignments missed while in treatment, and completion of work required for receiving term grades, are good indicators of readiness).

### Sample Student Exit Plan

# Parent Survey Feedback

"SHS Transitions Program is a wonderful new addition. The program was very helpful in coordinating E's transition back into the classroom. Getting support from both the academic coordinator and the therapeutic services was very helpful."

"I have been extremely pleased with the communication and assistance from SHS. The staff was in contact with me immediately and met personally with the family. They were willing to accommodate our every need."

"The resource itself was the most important, it would have been very stressful for my son to return to school and succeed without the help he received."

"Make this service more well known before there is a desperate need."

"The communication between the program and parent is highly effective and very efficient. I was extraordinarily satisfied."

"Personal guidance, intervention, and support for myself and my child."

# 90%

**of Shrewsbury High School faculty have collaborated with  
the program on behalf of a SHS Transitions student**

# OUTREACH



McLean HOSPITAL  
HARVARD MEDICAL SCHOOL AFFILIATE



Genesis Club, Inc.





## **Goals for SHS Transitions Year 2 (SY 2018-19)**

- Provide faculty more information regarding Trauma Informed Classrooms, social/emotional support and learning in the classroom.
- Increased communication with all those working with student (teachers, Coaches, athletic personnel). Include teachers in re-entry meetings when possible.
- Provide teachers with 'tool kits', materials, posters and classroom visuals on mindfulness, relaxation and wellness.
- Continue to provide families with mental health education and local resources for their child's specific needs.

Questions?

[Online Brochure](#)



**SHREWSBURY PUBLIC SCHOOLS  
SCHOOL COMMITTEE MEETING**

ITEM NO: **VI. Policy**

MEETING DATE: **5/16/18**

BACKGROUND INFORMATION:

ACTION RECOMMENDED:

COMMITTEE MEMBERS/STAFF AVAILABLE FOR PRESENTATION:



**SHREWSBURY PUBLIC SCHOOLS  
SCHOOL COMMITTEE MEETING**

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

MEETING DATE: **5/16/18**

**A. School Safety & Security: Annual Report**

**BACKGROUND INFORMATION:**

Mr. Rocco has served as the Coordinator of Transportation, Safety & Security since August 2014. The enclosed report on safety and security includes information on standard response protocols, emergency radio communications, emergency management tabletop exercises, and training. Mr. Rocco and Mr. Collins will be available to answer questions.

**ACTION RECOMMENDED:**

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

**STAFF AVAILABLE FOR PRESENTATION:**

Mr. Patrick Collins, Assistant Superintendent for Finance & Operations  
Mr. Stephen Rocco, Coordinator of Transportation, Safety & Security

## **School Committee Security and Safety Update 2018**

**Stephen Rocco**  
**Coordinator, Security & Transportation**

During this past fiscal year, a continued and ongoing comprehensive top down review and analysis was conducted of the School Department's safety and security procedures with an overall goal of enhancing and strengthening the district's overall security posture.

Our goal each and every year is to continue improving and refining our security procedures to meet the challenges of ever evolving threats. The actions taken in the initial minutes of an emergency are critical to saving lives. Details are as follows.

**Standard Response Protocols (SRP):** SRPs have been fully integrated and deployed throughout the school district at each and every school site location with continuous and varied training involving emergency response base scenarios. The training and associated drills have continued to evolve in complexity and scope (i.e. unannounced drills to both staff and students, Lock Down drills while students are outside the building or classrooms, blocked pathways in order to alter routes and stimulate critical thinking during a fire drill, and incorporating severe weather scenarios in addition to continuous ongoing active shooter and fire drills). Site surveys to identify "safe zones" and subsequent shelter drills were conducted at Parker Road, Floral, Paton, Sherwood, and Oak schools, with the assistance of school administrators.

**Emergency Radio Communications:** Emergency hand held radio and base stations with their own dedicated frequency have been installed and in use at each school site location. These radios are monitored by police dispatch at all times. This allows the schools direct contact with the Police Department in case of an emergency. It also allows for redundancy for emergency contact by schools in case the telephones were disabled. Training for utilization has been provided to school staff

and routine testing is conducted to ensure operability.

**Two-way radios:** Standardized two-way radios have been deployed to all school site locations throughout the district. Staff have been full trained on their use and are proficient in utilizing them. These VHF model radio options allow for the police department personnel the option to “dial” in to the school’s respective radio frequency and effectively communicate directly with staff members during an emergency situation. Standardization of radio and communication equipment is an essential element of an effective communication plan.

**Emergency Management Table Top Exercises (TTXs):** Tabletop Exercises (TTXs) generally involve key personnel discussing simulated scenarios in an informal setting. This type of exercise can be used to assess plans, policies, and procedures or to assess the protocols and systems needed to guide the prevention of, response to, and recovery from a defined incident. Participants are encouraged to discuss issues in depth and to develop decisions through slow-paced problem solving, rather than the rapid, spontaneous decision making that occurs under actual or simulated emergency conditions. The effectiveness of a TTX is derived from the energetic involvement of participants and their assessment of recommended revisions to current policies, procedures, and plans.

During the past year, the School Department in conjunction Shrewsbury Police Department conducted twelve (12) separate TTXs. Of the twelve TTX’s, the first two involved large-scale emergency management scenarios centered around discussing and developing Parent-Student Reunification protocols with senior staff and representatives of each school’s Crisis Management Team. The third large scale TTX was an Active Shooter scenario at the High School focused on implementing developed Parent-Student Reunification protocols and procedures.

Subsequently, a total of nine (9) additional Parent-Student TTX’s were conducted with SPD at each school site with Staff and Crisis Management Team members. Protocols and Procedures were established to address certain nuisances specific to a certain school site.

Evacuation sites were reviewed and updated which gives the school department greater access and control.

**Building Assessment Team (BAT) Security Survey:** A major goal of the BAT is to provide enhanced protection for students and staff by pinpointing high-risk areas in school buildings where potential problems or emergency situations might occur. The BAT is conducted on a yearly basis and is comprised of members from the School Department, Shrewsbury Police Department, Shrewsbury Fire Department, and Town Buildings Department. This may also be known as Target hardening. Target hardening refers to strengthening the security of a building and in this case the various schools, so that it is difficult for an individual(s) to attack. The goal is to increase the time and effort (creating a “Time Barrier”) needed to compromise a school facility to the point where a perpetrator will move on to a softer target. The BAT accomplishes this through a “Physical Security Survey” and walk through of each school site location. The survey is an annual comprehensive, detailed, technical on-site inspection and analysis of the current security and physical protection conditions. As a result, numerous improvements were implemented to include the following sampling:

- Installed new and improved Public-Address Systems located at Paton, Parker Road, and Coolidge schools.

- Identified and conducted drilling sessions for students and staff relocating into “Safe Zones” for severe weather/tornado sheltering within the following schools sites: Floral, Parker Road, Coolidge, Paton, Spring, and Sherwood.

- Provided Magnet Door Locks to numerous school locations in order to expedite the securing of classrooms during an emergency situation.

- Identified and anticipate the installation of new and improved Public Address System for Spring St School. Existing system is old and failing.

**Training:** The School Department in conjunction with the Shrewsbury Police Department during December and April 2017-18 conducted Active Shooter Training and classroom instruction at the Sherwood and Oak Middle Schools during winter and spring school breaks. Because there is no way of knowing which police department employees might be the first to arrive at the scene of an active shooter event, the thought process behind the training was to train all officers in the skills that would be needed to perform critical tasks. These skills and tasks include immediate assessment of an active shooter scene, room entry techniques, building clearing, building formularization and victim rescue. Active shooter incidents are fundamentally different from hostage situations and other critical incidents, because of the extreme pressure on police to respond as quickly as possible to stop the killing and wounding of victims. Active shooter training is built around the reality that even a one-minute delay in responding may result in multiple additional fatalities.

Additional training and drills pertaining to other emergency type scenarios were conducted to include Lockout, Shelter, Evacuation, and Fire.

**The Future of Security and Safety in the School Department:** Again, with our eyes focused forward the School Department through the year will continue to build upon, improve and refine our security and safety procedures to meet the challenges of ever evolving threats. Standardization and institutionalizing our emergency response protocols, communications and equipment, along with training will remain the cornerstones of this program. The School Department will maintain our vigilance and evolve our procedures to counter the ever-increasing bomb threats, which continue to plague numerous school districts. Enhancement and leveraging technology surrounding the existing school video surveillance systems and capabilities is critical for several reasons. School security cameras help maintain safety around our campus, they also discourage misbehavior, and act as a deterrent. Conspicuously placed school surveillance cameras have been shown to reduce threats of violence and vandalism drastically. Additionally, school security cameras at entrance doors can assist administrative staff in the monitoring of visitors and ensure they are properly signed in,



while still allowing students and staff to move freely around the campus.

Lastly and most importantly, continue to work with school administrators in support of a robust High School Student Support Team (SST), which consists of school administrators, guidance counselors, psychologists, and students to help proactively prevent violence and or inappropriate behavior in the schools. The efforts of the SST, which meets on a weekly basis, can go a long way toward mitigating the threat of such occurrences. Although not an exact science for predicting school setting violence or adverse behavior, students and staff can take certain actions to reduce these incidents. First, it is critical to understand that these types of behavior do not just happen at random or “out of the blue.” Rather, perpetrators usually display some behaviors of concern. Thus, awareness of these indicators and the subsequent implementation of an action plan to de-escalate potentially violent situations and/or unwanted behavioral issues form essential components of school violence prevention program. As a side note, this program through its proactive efforts was credited with identifying and successfully resolving a recent potential threat posed to the High School.

# 2018 School Committee Safety and Security Update

Presented by Steve Rocco

# School Safety and Security Goals and Objectives

- Every year the goal is to enhance and strengthen the school district's overall security posture
- Adapt and improve upon emergency SRPs to identify and neutralize emerging threats (man-made or natural)
- Continue training and drills with increased complexity and challenges
- Continue to leverage technology-video surveillance cameras and communications equipment

# School Video Surveillance Camera (VSC) System

- Fully installed and integrated IP VSC system throughout the district
- 24/7 camera access through Local Area Network (LAN) via ExacQvision software for designated personnel
- Both PD/FD dispatch centers have the ability to access and monitor school site locations
- Significantly improves overall security operations at the respective school sites
- Archived high resolution video can easily be searched by date & location
- Assures staff, students, teachers, and parents appropriate measures are in place to ensure their safety

# Standard Response Protocols (SRP)

- Fully ingrained and proficient emergency SRPs deployed throughout the school district
- Continuous training and associated drills with increased complexity and scope (i.e. unannounced fire/active shooter, evacuation with “obstructed” exit ways.
- Identified school “safe zones” for severe weather situations (i.e. Tornado)

# Emergency Management Table Top Exercises (TTXs)

- Simulated emergency response scenarios in an informal, non-stressful setting
- Used to assess emergency management plans, protocols, and systems (SRP)
- Two District wide sponsored Parent-Student Reunification TTXs conducted this year with Shrewsbury PD/FD and Town Department Heads (Additionally Conducted joint School/SPD Reunification TTXs (total of 9) with each school's Crisis Management Team)
- Continue the conduct of TTXs in the future

# Building Assessment Team (BAT)

- Comprised of School Department, Police, Fire, and Building Facilities representatives
- Continue identifying and improving high-risk areas in school buildings where potential problems or emergency situations might occur
- Continue-“target hardening”-strengthening overall security posture of a specific school location (i.e. upgraded PA systems (3) this past year at Paton, Parker Road, and Coolidge schools-Spring St. this year
- Annual report generated with findings and recommendations for corrective action

# Training

- Continual tactical training with first responders (Active Shooter-various and rotating school locations)
- Continued emergency response training and drills at each school site through the year (Lockout, Lockdown, Shelter, Evacuation, Reunification)



# The Future of Safety and Security in the Schools

- Continue to adapt and build upon the emergency SRP's to meet the challenges of emerging threats
- Continued standardization of communications, equipment, and training
- Enhance and leverage technologies both existing and newly identified- i.e. school video surveillance systems, PA Systems
- Continue to support and expand the Student Support Teams (SST)-proactively prevent violence and inappropriate behavior in the schools

# New PA Systems

Remote Functionality

# Remotely initiate lockdown or lockout

Home | Help | Doc | Logout

**Telecenter U<sup>by Rauland</sup>**  
Connect Your Universe

Welcome Brian

Everyday Communication | Calendar | **Emergencies** | Tools | Shortcuts | Setup

[Home](#) > Emergencies

**Emergencies**

Select Emergency to Initiate

☒ Lockdown

☐ Lockout

☐ Spare 2

☐ Spare 3

☐ All Clear

Select Method

☐ To All Locations Districtwide

☒ By Schools

☐ By Groups

Select Groups/Schools

**Clear**

▼ Schools

<input type="checkbox"/>	Select All
<input checked="" type="checkbox"/>	Coolidge ES
<input type="checkbox"/>	Parker Road Preschool
<input checked="" type="checkbox"/>	Paton ES

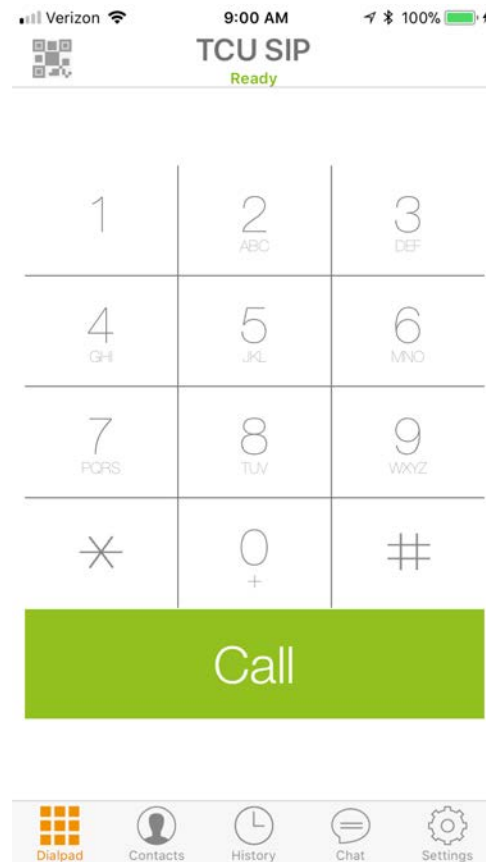
**START**

Save as Shortcut

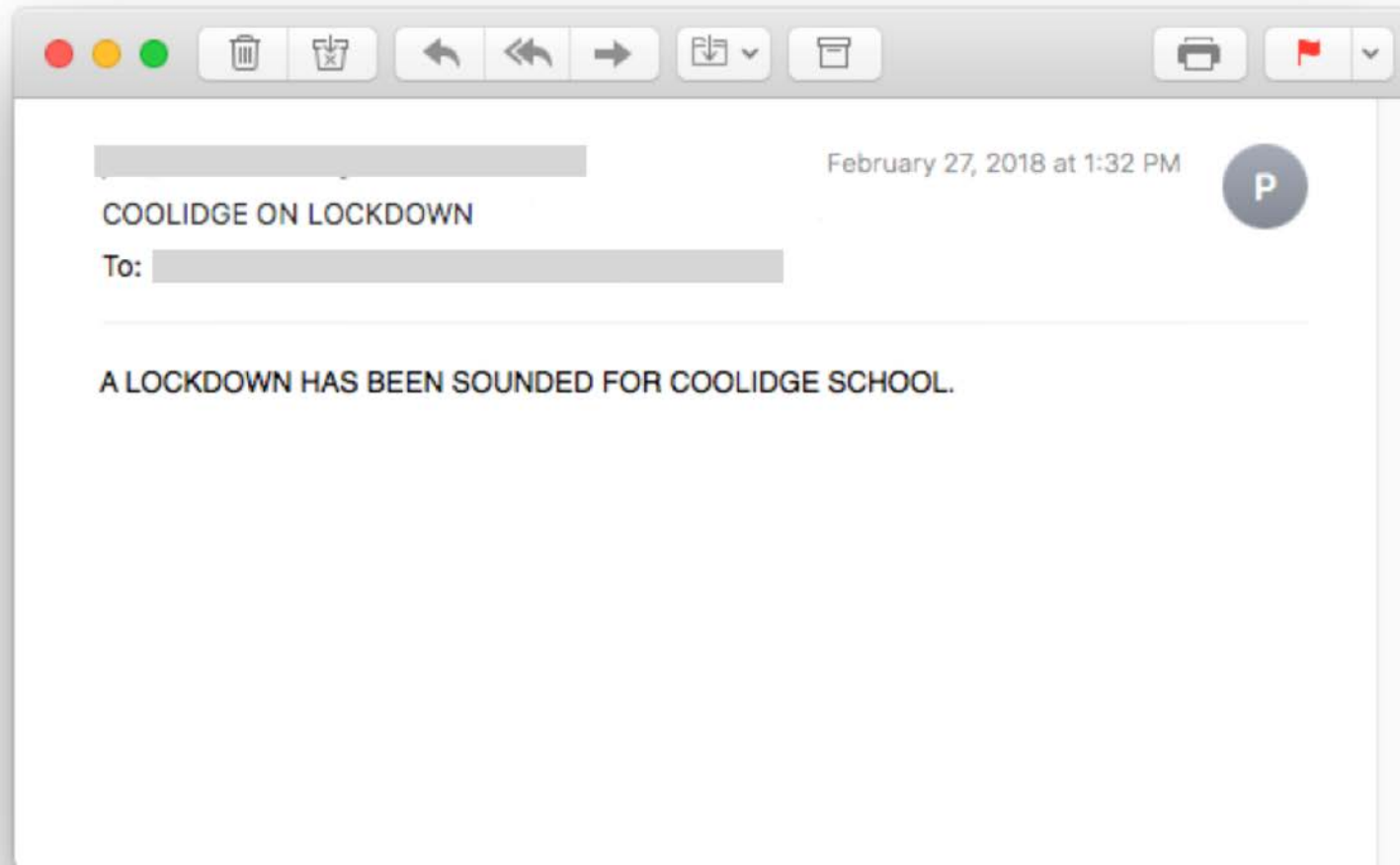
Version U4.1 ©2016 Rauland-Borg Corporation

**Rauland**

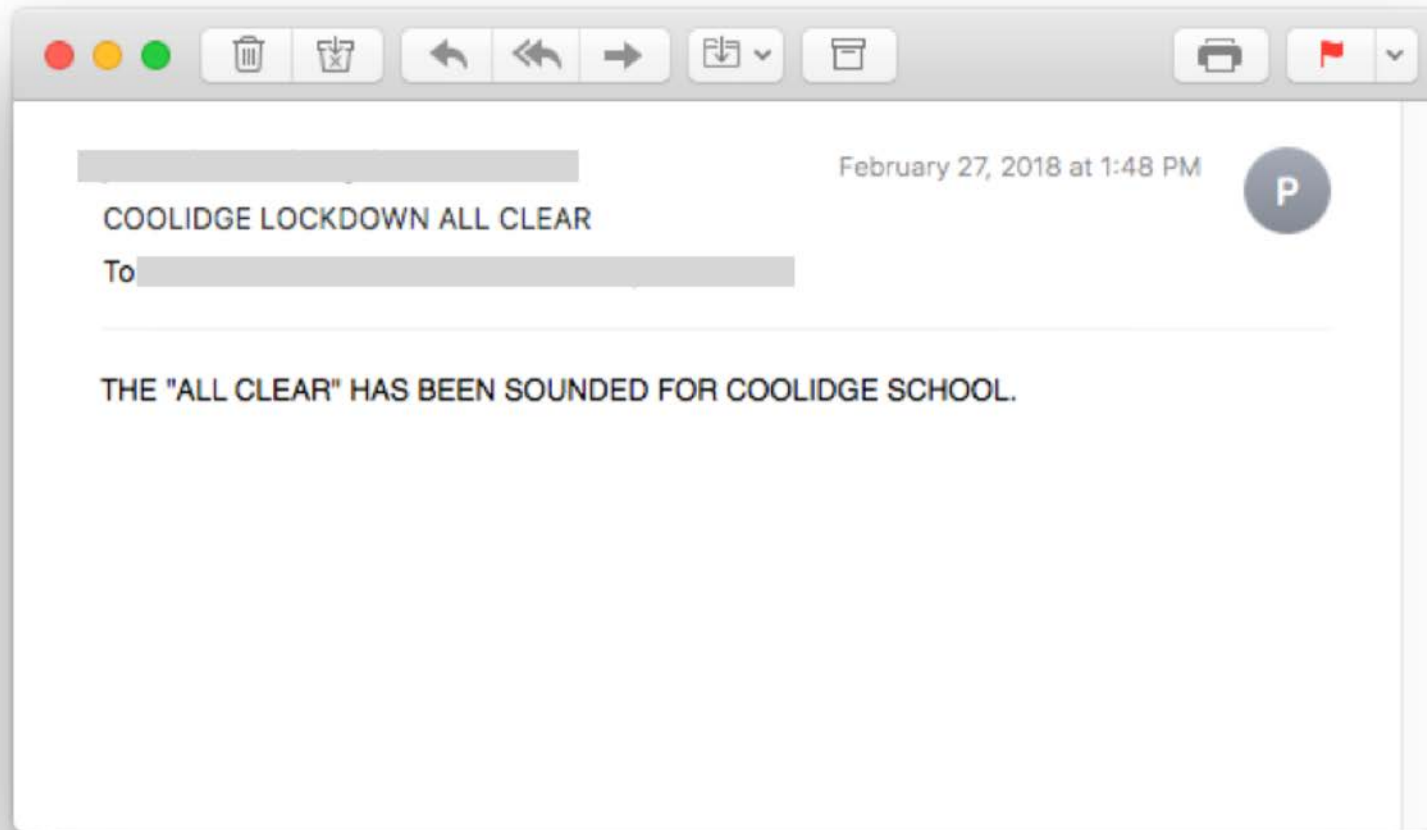
# Ability to announce / initiate via mobile phone



# Emails to designated staff when initiated



# Emails to designated staff when cleared



# Current Status

- In place at:
  - Parker Road Preschool
  - Coolidge School
  - Paton School
- Planned for summer installation at:
  - Spring Street School

- 

## Questions





**SHREWSBURY PUBLIC SCHOOLS  
SCHOOL COMMITTEE MEETING**

ITEM NO: **VIII. Old Business**

MEETING DATE: **5/16/18**

**A. Town Meeting Warrant Article to Ban Polystyrene & Potential Impact on  
School Department: Discussion & Potential Vote**

**BACKGROUND INFORMATION:**

Citizen petitioners have requested that an article be placed on the Annual Town Meeting warrant which prohibits the dispensing of prepared food in disposable food service containers made from Expanded Polystyrene. At the School Committee meeting on May 9, Mr. Collins and Ms. Nichols gave a presentation addressing the potential impact that passage of this warrant article would have on Shrewsbury Public Schools, the petitioners gave a presentation on the warrant article, and a public hearing on the topic was held.

The School Committee will discuss this topic and determine how it wishes to advise Town Meeting members regarding the potential impact on the School Department should the article pass in advance of the Annual Town Meeting later this month.

**ACTION RECOMMENDED:**

That the School Committee discuss the topic and potentially vote to authorize the Chair to communicate the School Committee's guidance to Town Meeting members.

**MEMBERS/STAFF AVAILABLE FOR PRESENTATION:**

Dr. Joseph M. Sawyer, Superintendent of Schools

Mr. Patrick Collins, Assistant Superintendent for Finance & Operations



## **SHREWSBURY PUBLIC SCHOOLS SCHOOL COMMITTEE MEETING**

ITEM NO: **IX. New Business**

MEETING DATE: **5/16/18**

### **A. Shrewsbury Master Plan Update: Report & Vote**

#### **BACKGROUND INFORMATION:**

On March 4, 2016, the Planning Board voted to adopt the updated Shrewsbury Master Plan as the guiding land use document for the Town's development over the next ten years. An Implementation Plan was created as part of the Master Plan in order to provide specific tasks that, when taken together, could move the Town toward achieving the vision of the Master Plan. Each task of the Implementation Plan was assigned to a responsibility party, or multiple parties. It was envisioned by the Master Plan Steering Committee that the responsible party would help to assess the feasibility, complete or facilitate the completion of the tasks that were assigned to it. The School Committee has been asked to compile the status of the tasks that were given to them as part of the Shrewsbury Master Plan.

A draft of the plan update for which the School Committee is responsible is enclosed.

#### **ACTION RECOMMENDED:**

That the School Committee vote to approve the School Committee's Master Plan update for submission to the Master Plan Implementation Committee.

#### **STAFF AVAILABLE FOR PRESENTATION:**

Dr. Joseph M. Sawyer, Superintendent of Schools

**MASTER PLAN RESPONSIBILITY TRACKER – SCHOOL COMMITTEE (SchC)**

Task	Timeframe	Responsible Party	Progress Report & Feedback from Responsible Party
<b>Goal P1: Provide functional, sustainable and efficient public services and facilities.</b>			
Policy P1.2: Continue the school district's reputation for excellence and recognize its value to the community at large.			
a. Establish partnerships with municipal departments, boards and commissions to meet student community volunteer objectives.	ST	SchC, SchD	Shrewsbury Public School students have continued to amass an impressive number of community service hours over the past two years; some have been devoted to other municipal departments such as the Library, and an SHS senior intern is currently working with the Public Building Department. Partnerships have not been formalized, however. Ongoing achievement data indicates that the quality of the school district's standards remains of the highest caliber. A new set of five-year strategic priorities has been developed, and a vision of what Shrewsbury graduates has been illustrated through the district's <i>Portrait of a Shrewsbury Graduate</i> project. These two documents depict key areas of focus that will require resources for long-range success.
b. Ensure that the highest educational standards are maintained.	Ongoing	SchC, SchD	
c. Support the community's long-range academic program needs.	Ongoing	SchC, SchD	
Policy P1.3: Ensure that public services and facilities adapt as the population grows, demands increase and community needs change.			
d. Build capacity of support organizations to provide enhancement funds for municipal services and programs as appropriate.	Ongoing	SchD, SchC, LIB, HDC, PRC, COA	The School Department is completing a major capital campaign that will have successfully raised \$1.8 million for the installation of a synthetic turf athletic field at the Shrewsbury High School stadium.
<b>Goal T2: Support a variety of transportation choices for multimodal travel within Shrewsbury, including healthy and environmentally sustainable options.</b>			
Policy T2.3: Promote education among pedestrians, bicyclists, and motorists on how to safely use the road and interact with other users.			
a. Develop and implement a public education program about bicycle safety and bicyclist and motorist rights and responsibilities. Establish and organize "Bike to School Days" and "Bike to Work Days".	MT	SchD, SchC	No progress to date. Lack of staff to coordinate will make this a challenge.
b. Develop and implement a bicycle safety curriculum in schools and library in conjunction with MassBike.	MT	SchD, SchC	No progress to date. Lack of staff to coordinate will make this a challenge.
c. Develop an educational enforcement program with the Shrewsbury Police Department.	MT	SchD, SchC, PD	No progress to date. Lack of staff to coordinate will make this a challenge.
<b>Goal NHC2: Protect and document Shrewsbury's historic and cultural resources.</b>			
Policy NHC2.2 Build on existing cultural assets to expand the community's cultural experiences.			
d. Support the implementation of the Shrewsbury Public Schools Strategic Priorities: 2012 – 2016.	Ongoing	SchC, SchD	The school district was very successful in meeting the goals outlined in this previous set of strategic priorities, as documented in reports made to the School Committee.
f. Build capacity of local organizations that support the library, schools, and other institutions that provide enhancement funds for services, programs and other activities. These groups include the Friends of the Shrewsbury Public Library, the Shrewsbury Public Library Foundation, and School's Colonial Fund, among others.	Ongoing	LIB, SchC, SchD, HDC, PRC	In addition to the Campaign for Shrewsbury Athletic Fields (see above) which was supported significantly by the SHS Athletic Boosters, the Colonial Fund has also continued to successfully raise funds for innovative projects that could not be otherwise funded through the normal budget.
g. Develop ways to recognize growing diverse populations in Shrewsbury as a way to celebrate different cultures and expand residents' experiences.	Ongoing	LIB, SchC, SchD, HDC, PRC	Various student groups have provided cultural experiences for students, families, and the community, such as the recent Chinese culture event put on by the students in Mandarin classes. The new strategic priorities are focused on increasing cultural proficiency, and some School Department staff have taken part in intensive training on this topic, with more broad training expected in coming years.

The complete Master Plan can be found here: <https://shrewsburyma.gov/DocumentCenter/View/3904>

ST = Short Term (0-3 years)

MT = Medium Term (3-10 years)

LT = Long Term (10+ years)

AO – Assessor’s Office  
BD – Building Department  
BOS – Board of Selectmen  
CC – Conservation Commission  
COA – Council on the Aging  
E – Engineering  
FD – Fire Department  
HDC – Historic District Commission  
HwyD – Highway Department  
IC – Implementation Committee  
LIB – Library  
OSRPC – Open Space and Recreation Plan Committee  
PB – Planning Board  
PBD – Public Buildings Department

PD – Police Department  
PED – Planning and Economic Development  
PRC – Parks, Recreation, and Cemetery Department RHA – Central MA Regional Health Alliance  
SBH – Shrewsbury Board of Health SchC – School Committee  
SchD – School Department  
SDC – Shrewsbury Development Corporation SELCO – Shrewsbury Electric and Cable Operations SHA – Shrewsbury Housing Authority  
SwD – Sewer Department TM – Town Manager  
WD – Water Department  
ZBA – Zoning Board of Appeals



**SHREWSBURY PUBLIC SCHOOLS  
SCHOOL COMMITTEE MEETING**

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

MEETING DATE: **5/16/18**

**BACKGROUND INFORMATION:**

The minutes are enclosed.

**ACTION RECOMMENDED:**

That the Committee accept the minutes from the School Committee meeting held on May 9, 2018.

**STAFF AVAILABLE FOR PRESENTATION:**

Mr. Jason Palitsch, Chairperson

Ms. Sandra Fryc, Secretary

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

**MINUTES OF SCHOOL COMMITTEE MEETING**

**Wednesday, May 9, 2018**

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 Dr. Sawyer at 7:00 pm in advance of the election of officers.

**I. Election of Officers**

Dr. Sawyer requested and accepted nominations for the Chairperson of the School Committee. Ms. Canzano nominated Mr. Palitsch for Chairperson, and Dr. Magee seconded the motion. The Committee voted unanimously to appoint Mr. Palitsch Chairperson of the Committee. As the elected Chairperson of the School Committee, Mr. Palitsch requested nominations for the position of Vice Chairperson; Ms. Fryc nominated Ms. Canzano and Dr. Magee seconded the motion. The Committee voted unanimously to appoint Ms. Canzano Vice Chairperson. Mr. Palitsch requested nominations for the position of Secretary; Mr. Wensky nominated Ms. Fryc and Dr. Magee seconded the motion. The Committee voted unanimously to appoint Ms. Fryc Secretary.

**II. Public Participation**

Shrewsbury resident Bryan Moss addressed the Committee and advocated for the installation of two organically maintained natural grass fields instead of one synthetic turf field to meet demand for extended playing opportunities. Mr. Moss did not provide written materials to the Committee.

**III. Chairperson's Report & Members' Reports**

Mr. Palitsch reported that he attended the Shrewsbury Public Schools Elementary & Middle School Art Festival at Sherwood Middle School and commended the students and teachers for the excellent artwork.

**IV. Superintendent's Report**

Ms. Clouter attended a presentation of student passion projects (long-term, technology-based class projects) by students who are part of the SHS Student Innovation Team, and she acknowledged the efforts

of Shrewsbury High School (SHS) teacher Jason Andreola and ITAMS Director Shawna Powers in overseeing the projects.

Dr. Sawyer congratulated the following MA State award winning SHS student Science Fair projects:

First Place Award

Zoe Rudnick - Robot Navigation for the Exploration of Lunar and Planetary Surfaces

Second Place Award

Shriyaa Chittibabu - Addressing Global Water Security Using Light Absorbing Nanomaterials

Third Place Award

Garima Prabhakar - An Algorithm to Differentiate between Exoplanets and Stellar Jitter

Honorable Mention

Lance Wong - An Investigation Into the In-Vitro Interactions Between Inter-Alpha-Trypsin Inhibitors and Erythrocytes Aggregation

Dr. Sawyer acknowledged National School Nurses Day and National Teacher Appreciation Week and thanked SPS nurses and teachers.

## **V. Time Scheduled Appointments:**

### **A. Student Recognition: SHS Class of 2018 Senior Scholars**

Dr. Sawyer introduced the ten senior students at Shrewsbury High School with the highest grade point averages in their class. They were (alphabetically):

Bowers, Katharine Alene

Canzano, Mary Katherine

Kalathur, Snigdha Reddy

Kareddy, Abhinav

McCollum, Maya Elizabeth

Mukhopadhyay, Ahana

Slaughter, Matthew Thomas

Ural, Suchir Subraya

Xu, Albert Yiming

Wei, Jaymie H

Dr. Sawyer read a biography of each student, and then they had an opportunity to make brief remarks. They were invited to be recognized by the Committee and Administration and to receive a gift, and were also recognized by, and received a letter from, State Rep. Hannah Kane.

### **B. SHS Student Advisory Committee: Report**

Benjamin George, Student, Class of 2018, Student Advisory Committee (SAC) Chair; Maya McCollum, Student, Class of 2018; Erica Hanlon, Student, Class of 2019; Paulina Hruskoci, Student, Class of 2019; and Prisha Singh, Student, Class of 2019, gave a report that included information on events, student accomplishments, and continuing conversations at SHS. In response to questions from the Committee,

they provided additional information on differences between Chinese and SHS classrooms, the Reality Check fair, and the newly formed Student Wellness Ambassador Team (SWAT) that will help students manage stress. Senior members discussed their future plans. Dr. Sawyer thanked the Committee for their work and noted that SAC provides an important voice for the SHS student community. The SAC members were invited up to be recognized by the Committee.

### **C. State Rep. Hannah Kane: Annual Legislative Report**

State Rep. Hannah Kane began her annual report to the Committee by acknowledging a wide variety of accomplishments of SPS students in aggregate, as well as in smaller groups and teams. Rep. Kane provided a summary of her work on multiple committees, described pending legislation on a variety of issues, and noted past and upcoming events being sponsored by her office for the benefit of students and the greater community. Rep. Kane discussed the current House Budget - noting revenue expectations, taxes already collected, and uncertainty around the potential impact of upcoming ballot questions; Circuit Breaker reimbursement; non-resident pupil transportation issues; the status of a pending civic education bill; and noted that the Glavin Bill (the Glavin site is the Beal Building Committee's preferred site for a proposed new K-Grade 4 school) was a priority for her office.

In response to clarifying questions, Rep. Kane addressed concerns regarding the need for additional vocational opportunities for students (noting a corresponding need for affordable housing in MA), and the potential ways to use revenue generated by passage of a proposed "millionaires' tax" in the state. The Committee and Dr. Sawyer thanked Rep. Kane for her hard work and advocacy on behalf of students on a variety of issues, including Circuit Breaker reimbursement.

### **D. Presentation & Public Hearing re: Town Meeting Warrant Article to Ban Polystyrene & Potential Impact on School Department**

Mr. Collins and Beth Nichols, Food Service Director, gave a presentation on the potential impact that passage of a warrant article prohibiting the dispensing of prepared food in disposable food service containers made from Expanded Polystyrene would have on Shrewsbury Public Schools. Their presentation included information on the food service program at SPS, current disposal of waste and use of EPS styrofoam at SPS, and possible alternatives if the ban passes, noting that any increased costs would be borne by consumers. In discussion with the Committee it was noted this is a complex and town-wide issue, that the Food Service Department is self-funded, and that there are implications around food options and materials storage relative to the temperature-sensitive nature of some proposed alternative products.

Next, citizen petitioner Ramesh Razdan and SPS students Rahul Razdan, Siddanth Doshi, Anirudh Iyer, and Anish Warty, gave a presentation on their article that included information on: problems associated with styrofoam use and disposal methods and its impact on animals and the environment; MA towns that have banned EPS styrofoam; alternative products; anticipated results; survey data from local businesses; and the impact of the ban to schools. The Committee and Dr. Sawyer thanked the presenters for their thoughtful presentation of information on a complex issue, and asked about what other towns are doing.

Mr. Palitsch then opened the Public Hearing. Speakers were: Bob Ryan; SPS students Lucy Rajwani, Declan Daley, and Noelle Daley; Bryan Moss; John Cheniek; and Manish Dosi. Speakers provided their



perspectives on the potential styrofoam ban, both pro and con. Mr. Palitsch thanked the speakers and indicated that the School Committee would discuss the topic at its next meeting on May 16.

## **VI. Curriculum**

None.

## **VII. Policy**

### **A. Regulation of Conduct of Teachers Policy Update: Second Reading & Vote**

Ms. Canzano, a member of the Policy Subcommittee with Mr. Palitsch, noted that no public feedback had been received since the draft policy was posted for viewing and comment after the meeting on April 24, but added that some Committee members felt more time was needed for additional review. Without objection from the Committee, the vote on the policy was tabled until a future meeting.

## **VIII. Finance & Operations**

None.

## **IX. Old Business**

None.

## **X. New Business**

None.

## **XI. Approval of Minutes**

Without objections from the Committee, the minutes from the School Committee meeting held on April 25, 2018, were accepted as distributed.

## **XII. Executive Session**

### **A. For the Purpose of Reviewing & Approving Executive Session Minutes**

### **B. For the Purpose of Negotiations with the Shrewsbury Paraprofessionals Association**

### **C. For the Purpose of Negotiations with Non-Represented Administrators**

### **D. For the Purpose of Negotiations with the Superintendent of Schools**

Mr. Palitsch requested a motion to adjourn into executive session for the purpose of reviewing and approving executive session minutes, and for the purposes of negotiations with the Shrewsbury Paraprofessionals Association, Non-Represented Administrators, and the Superintendent of Schools, where deliberation in an open meeting may have a detrimental effect on the bargaining position of the public body, and reconvene to open session only for the purpose of adjourning for the evening. On a motion by Mr. Wensky, seconded by Dr. Magee, on a roll call vote: Dr. Magee, yes; Mr. Wensky, yes; Ms. Fryc, yes; Ms. Canzano, yes; and Mr. Palitsch, yes, the School Committee voted to adjourn to executive session at 9:44 pm.

### **XIII. Adjournment**

On a motion by Dr. Magee, seconded by Mr. Wensky, the committee unanimously agree to adjourn the meeting at 10:54 pm. Roll call votes were as follows: Dr. Magee, yes; Ms. Canzano, yes; Mr. Wensky, yes; Ms. Fryc, yes; and Mr. Palitsch, yes.

Respectfully submitted,

Elizabeth McCollum, Clerk

Documents referenced:

1. 2018 Senior Scholars Report
2. SAC Report
3. Polystyrene Ban Impact to SPS Report Slides
4. Citizen Petition on Polystyrene Ban
5. Petitioner's Polystyrene Ban Slide Presentation
6. Policy 321 Draft/Existing Policy 321
7. Set(s) of Minutes as Referenced Above



**SHREWSBURY PUBLIC SCHOOLS  
SCHOOL COMMITTEE MEETING**

ITEM NO: **XI. Executive Session**

MEETING DATE: **5/16/18**

- A. For the Purpose of Reviewing & Approving Executive Session Minutes**
- B. For the Purpose of Negotiations with the Shrewsbury Paraprofessionals Association**

**BACKGROUND INFORMATION:**

Executive session is warranted for these purposes.

**ACTION RECOMMENDED:**

That the School Committee enter into executive session for the purpose of reviewing and approving executive session minutes, and for the purpose of negotiations with the Shrewsbury Paraprofessionals Association, where deliberation in an open meeting may have a detrimental effect on the bargaining position of the public body, and reconvene to open session only for the purpose of adjourning for the evening.

**STAFF AVAILABLE FOR PRESENTATION:**

Ms. Barbara A. Malone, Director of Human Resources  
Dr. Joseph M. Sawyer, Superintendent of Schools

ITEM NO: **XII. Adjournment**