

**Franklin School Committee  
Minutes  
August 28, 2018  
Municipal Building – Council Chambers**

*Meeting are recorded by Franklin TV and shown on Comcast Channel 11 and Verizon Channel 29*

Chris Sterns of Franklin TV was present  
No one present from the Milford Daily News

**Call to order:** 7:00 pm

Dr. Bergen

**Attendance:** Mrs. Dianne Feeley; Mrs. Cindy Douglas; Mrs. Mary Jane Scofield; Dr. Anne Bergen; Dr. Monica Linden; Mrs. Denise Schultz; Ms. Virginia Zub; Mr. Lucas Giguere; Dr. Sara Ahern; Mrs. Miriam Goodman; Dr. Joyce Edwards.

**Pledge of Allegiance**

**Moment of Silence**

**1. Routine Business**

**a. Review of Agenda - no changes**

**b. Citizen's Comments - None**

i. In the spirit of open communication, "the School Committee will hear public comment not related to an agenda item at the beginning of each regular School Committee Meeting. The Committee will listen to, but not respond to any comment made. A Committee member may add an agenda item to a future meeting as a result of a citizen comment" – from Policy BEDH

**c. FHS Student Representative Comments - Students have graduated**

**d. Superintendent's Report**

Dr. Ahern – I would like to share with you the opening of school today. We had a great day despite the heat. Yesterday was a day with staff. We had a guest speaker Carrie Stack, with the Say Yes Institute, who started the year

off with a great motivational presentation. Sometimes there are a few hiccups, but those were worked out. The students were smiling. Over the next few days there will be assemblies the schools will have to discuss the expectations.

We will pay attention to the heat over the next few days. We did walk through the schools to check out the heat and we did see that it was warm but all the activities went on as scheduled. Students will be getting into air-conditioned areas throughout all the schools.

Recess was moved indoors to cooler areas. We would like to have children bring extra water. The high school has air conditioning. Some of the sports were cancelled due to the heat and some had light practices. The playground at Jefferson was completed and they were unable to use it due to the heat but I am sure they are excited.

The concession stand and the finishing fixtures need to be done and all the other items are in place. There will be some landscaping. This will be done by Friday, September 7, for the home opener.

We are excited that FHS will be one of the high schools which will be a banner school for the Special Olympics.

Last thing I have is a reminder that we have a professional development day and highlights include:

- Preschool will be planning a big day for pre K
- Elementary will have literacy and science meetings and training
- SPED will have some work on consultation meetings and identifying solutions and SEL skills
- Middle and high school professional development will be on the new math program for the math teachers. The social studies team is working on the new Massachusetts curriculum and the new civics components.
- ESPs will work with Kevin for student behaviors.

Dr. Bergen – The speaker was so inspirational. It was so well done. Thank you for setting it up

## **2. Guests/Presentations**

### **a. New Hires & Introduction of the New Administrators**

Dr. Ahern – We would like to introduce new hires.

We have three new Principals:

- Paul Duprey is the new Principal at Remington.
- Mr. Brad Hendrixson is the Principal at Oak Street.
- Stefani Wasik is the new Principal at Davis Thayer.

We have three new assistant principals:

- Ryan Augusta is as Assistant Principal at Franklin High School
- Jesse Craddock is the Assistant Principal at Keller Elementary School.
- Beth Murray is the Assistant Principal at Davis Thayer.

The new Administrators are:

- Mr. Lucas Giguere is the new Assistant Superintendent
- Ms Paula Morano is serving as the interim of the Director of Student Services

That is our new team.

Dr. Bergen – We are lucky to have you all here. Thank you for choosing Franklin. We will do everything we can to help you be successful.

The School Committee welcomed all of the new administrators.

Dr. Ahern – We put together a packet about all the new hires and where they are. We had a great hiring season. We had fewer new hires than last year. We have 37 new educators this year.

### **3. Discussion / Action Items**

District Strategy – Dr. Ahern - I am pleased to come before you and share the strategy for district improvement.

It began with my entry process and it was my intent to have a long-term plan for the school district. I listened, learned and observed the people within the district. Those patterns were published in January 2018.

That folded into strategy development over the summer. I had the administrative team do a SWOT analysis and we worked on big ideas and engaged in the process of why these areas needed work.

We had three big ideas: SEL, academic programming and continuum of services.

The School Committee also wanted communication to be a focus and we had three days to discuss this and figure out a strategy for improvement.

We have two documents in the packet. The first is a one-page template of a three year span of goals and initiatives. Looking at the one-page template, we have vision statement, core values, a theory of action and 4 strategic objectives with their initiatives. We did not tackle the vision in this first phase. We have been talking about the core values. We had four of these: SEL, high expectations of student success, inclusive school culture and collaborative community.

Some of the wording we took from the old improvement plan and then we expanded on the other portions of this to include all the new ideas.

The strategic initiatives the biggest areas are contained here. We see a need for SEL for FPS and to keep that vision. One of the things they realized is we do a lot to support SEL and we want to be more cohesive.

We want to development for sel for counseling services and recommending for multiple year.

We would like to have staff focus on their own well being. For growth and the theory of action, is that wellbeing helps students focus more in school.

We want to help with attendance across the district.

We would like to engage and have rigorous curriculum - make sure that we are focused on the future and skills students needed for college and civics. We want to expand our choice of curriculum.

High quality instruction to meet the academic and SEL – develop and implement services for enrichment and intervention – strengthen communication among teams – refresh district-wide practices in elementary literacy instruction – strengthen personalized learning opportunities – continue to develop capacity in inclusive, culturally responsive instruction practice

Two-way communication – revise and expand communication channels - strengthen the use of School Councils across the district’s schools – develop and implement a parent education series – strengthen and grow community partnerships

That is the big picture snapshot. Would you like me to pause here?

Dr. Bergen – No, please continue.

Dr. Ahern - The detailed section contains the core values, objectives and strategic initiatives. We have an opportunity to work with William James College for mental health of the students. They do all the legwork and provide this service.

In terms of SEL skills we have more work to do on the action steps. We will have some professional development on SEL. We are aiming to reduce redundancy in the schools.

For Franklin High School students, we are looking at dual enrollment between high school and college. Kindergarten screening we are looking at this process.

The last piece is around details with communication. It is not all about more communication but having predictable communication. It helps people to know what to expect with how we will communicate to them. The HR department has an initiative here to enhance recruitment and employee services. They were not included last year. The business office will continue to revise budgets and show what we are all about.

We want to see feedback on the district's strategy for improvement. We also want to have multi-year goals, not just single-year improvements.

To conclude the next steps, over the next few months we will create a long term action plan. You can expect in September the school improvement plans. In October we will present superintendent goals and in the winter and spring we will implement year one of the plan and report on progress toward meeting the goals. In the Spring, we will seek input on the plan for the 2019 and 2020 iteration.

That is where we are at this point in time. I want to thank everyone.

Dr. Linden - It was really clear this reflects everything we wanted to see. It was great the start time committee fall under the SEL umbrella. Under the first objective, the language needs to be updated to include staff and they were not included. My other comment is for parent training session, I don't understand what rigorous learning is. What is that and I am not sure what it means?

Dr. Ahern - That is an important conversation to have. We need to look at that and define that. We need to have that discussion as to what rigorous is, having high expectation for each learner and not holding kids back and seeing the strengths they have to rise to the occasion.

Dr. Linden - That is what I wanted you to say. I was confused about rigorous.

Dr. Ahern - At one point in time we used that term a lot.

Dr. Linden - It just confused me. Thank you.

Mrs. Schultz – See it, say it, share it. It was a great process. I love number 4 and it highlights all the work that goes on in the schools. The review of counseling services, but on the first page it is a three-year plan and the language under SEL is the same as the one-year plan.

Dr. Ahern - We will include staff in the SEL objective.

Dr. Bergen – this included all the things we talked about. You framed very specific presentation throughout the year and the responsiveness. The document helps guide us as well. Thank you for all the work.

Dr. Ahern - I am excited to have the principals come and share their school improvement plans.

Dr. Bergen - Do we vote on this?

- a. I recommend approval of the District Strategy for Improvement of 2018-2019

Motion: Mrs. Zub  
Approve: 7

Second: Mrs. Schultz  
Oppose: 0

#### **4. Discussion Only Items**

- a. None

#### **5. Information Matters**

a. School Committee Sub-Committee Reports (e.g. Budget; Community Relations; Policy; Transportation; Public Schools Advocacy; Ad Hoc Superintendent's Evaluation)

b. School Committee Liaison Reports (e.g. Joint PCC; Substance Abuse Task Force; School Wellness Advisory Council [SWAC]; School Start Times Advisory Committee [SSTAC]; MASC)

**BUDGET** Dr Bergen - We will have a meeting with Town Council and Fin Comon September 26. We will have a meeting with just our members within the next week or so.

**COMMUNITY RELATIONS** Mrs. Zub - We will begin having our coffee meetings and the first will be at the senior center on September 14. We will be discussing middle school. We have been talking about social media and how to use it more effectively. We are looking to be at the Harvest Festival on October 13. We will have a newsletter out the end of September.

**PUBLIC SCHOOL ADVOCACY** Mrs. Schultz - There will be a meeting at Panera on September 6.

**AD HOC** Dr. Bergen - Nothing to report at this time.

**POLICY** Mrs. Scofield - We met in July and the next meetings will be September 12 and October 17.

**JOINT PCC** - Dr. Bergen and Mrs. Douglas - The meetings will begin with the start of school. The next meeting is September 24.

**SUBSTANCE ABUSE** - Nothing to report at this time.

**SWAC** Mrs. Douglas - The next meeting is September 25.

**SCHOOL START TIMES** Dr. Linden - The steering committee will meet on September 17 and there will be a full meeting on September 20.

## **6. New Business**

- a. To discuss any future agenda items

## **7. Consent Agenda**



a. Minutes I recommend approval of the minutes from the August 14, 2018 School Committee meeting as detailed.

b. Student Activity Accounts I recommend approval of student activity accounts as detailed.

c. FHS Gift I recommend acceptance of a check for \$82.37 from Ohiopyle Prints for FHS Gift account as detailed.

Motion for all: Mrs. Douglas  
Approve: 7

Second: Mrs. Schultz  
Oppose: 0

**8. Payment of Bills Dr. Bergen** - All bills are in order

**9. Payroll - Mrs. Douglas** - Payroll is in order

**10. Correspondence** – None

**11. Adjournment at 8:15 pm**

Mrs. Zub made a motion to adjourn, seconded by Mrs. Schultz. All were in favor.

**Adjourned by 8:20 pm.**

Respectfully Submitted,

Beth Simon

SCAgenda 8-28-18.pdf  
New Hire List 8-21-18.pdf  
Discussion ActionA-DSL.pdf  
Consent ActionA-Minutes.pdf  
Consent ActionB-Student Activity Accounts.pdf  
Consent ActionC-FHS Gift.pdf  
FPS Summary & Sign Off 082818.pdf  
SCWarrant080918.pdf  
SCWarrant081618.pdf

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Final

Payroll Warrant #1904 Summary.pdf  
Payroll Warrant #1904.pdf