

Franklin School Committee
May 10, 2022
Municipal Building – Council Chambers
7:00 P.M.

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Vision Statement

The Franklin Public Schools will foster within its students the knowledge and skills to find and achieve satisfaction in life as productive global citizens.

Members of the public are now welcome to attend committee meetings in person. Additionally, in an effort to ensure citizen engagement, citizens will be able to continue to view the public meeting using Zoom. We will use the Zoom Webinar feature. You may view the meeting with the link or phone numbers below. Participants wishing to speak during the Citizen's Comments portion of the agenda will be able to raise their hand to be recognized by the Chair. The webinar host will invite the attendee to unmute for comment.

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MINUTES

“The listing of matters are those reasonably anticipated by the Chair which may be discussed at the meeting. Not all items listed may in fact be discussed and other items not listed may also be brought up for discussion to the extent permitted by law.”

Ms. Spencer called the meeting to order at 7:00pm. She said at the conclusion of the meeting they would be adjourning to executive session and not returning to open meeting.

Roll Call Attendance were: Ms. Camille Bernstein-Absent; Mr. David Callaghan-Yes; Mr. Al Charles-Yes; Mr. David McNeill-Yes; Ms. Elise Stokes-Yes; Ms. Meghan Whitmore-Yes; Ms. Denise Spencer-Yes.

Also in attendance were: Dr. Sara Ahern; Mr. Lucas Giguere; Mrs. Paula Marano; Mrs. Miriam Goodman.

Pledge of Allegiance

Adriana Castro-Rivera - Horace Mann Middle School

Adriana Castro-Rivera is an 8th grader at Horace Mann Middle School. Adriana is an incredible student and person. In addition to her strong academic performance, Adriana enjoys music and performing as a member of our HMMS chorus program.

Here is what Adriana's teachers had to say about her:

"She always has a smile on her face. She greets everyone warmly, both students and adults.

Her work ethic is incredible and she loves to take on a challenge. Seeing her walk into my room brightens my day."

"Adriana is incredibly empathetic and someone who can take into consideration different perspectives. Her positive attitude and outlook on life is contagious!"

Adriana is a kind and compassionate person. In talking with her, she has a strong sense of family and clearly likes school and seeing her friends in school. It is with great pleasure that Mr. Healy and Ms Motte recognize Adriana tonight and thank her for the positive impact she has on the Horace Mann Middle School community!

Moment of Silence

I. Routine Business

A. Review of Agenda - all is fine

B. Payment of Bills

Ms. Spencer

C. Payroll

Ms. Stokes

D. FHS Student Representative Comments

Mr. Ravin Chaudhury said that AP exams are happening this week. He said FHS is also implementing the new E-Hall Pass this week. He noted that the junior prom was last Friday, 5/4/22. There were about 500 attendees and 20 chaperones.

He said some Science NHS students will be visiting elementary schools on 5/19/22 to help run some science activities.

He said spring sports are going well and extended a congratulations to the newly appointed Athletic Director Karrah Ellis and wished Tom Angelo well in his retirement.

He also said the Unified Track Team won the Division 1 sectional championship and will advance to the state finals.

Mr. Nipun Goel said 5/23/22 is the last day of classes for seniors followed by finals and senior week. He said students are still making college choices and the community can follow along at FHS_2022_ on Instagram. He added that graduation will be 6/3/22 on the FHS football field. He said the NHS induction ceremony will take place on 5/11/22. He noted the great service this group provides to the community such as volunteering at a local 5k this past weekend.

He said the music awards are on Friday night, 5/13/22.

He said the annual production of Oskey will be held on 5/25/22 at 7pm and admission is \$5.00.

The middle school theater company will be putting on the production of Annie Jr. 5/13 and 5/14. He said there will also be students from FHS there playing in the pit band and pit orchestra and directing.

He noted that the 26 DECA students traveled to Atlanta on 4/23-4/27 to compete at the DECA International Career Development Conference. He extended his congratulations to all of the winners.

E. Superintendent's Report

Dr. Ahern said Empty Bowls is coming up on 5/19/22 from 6-8pm, this supports the Franklin Food Pantry. Cost is for \$20 adults and \$10 for students.

She extended her best wishes to the Franklin footlighters which is a collaboration of all three middle schools. This group had been cut at one time in the budget but has been restored within the past couple of years.

She said there are 88 inductees to the National Honor Society, who have met the standards of leadership, scholarship, character, and service. They completed over 5,000 hours of service. She added that the faculty council participates in the selection.

She extended her thanks to the PCC's for supporting the Franklin educators during Teacher Appreciation Week. She added that 5/11/22 is School Nurses Day.

She said at an upcoming meeting, the Franklin results of the Metrowest Youth Risk Behavior Survey highlights for Grades 7 and 12 will be shared. The Metrowest Health Foundation is holding a webinar on 5/19/22 to talk about trends in the Metrowest region.

Dr. Ahern noted the uptick in Covid cases in schools. She is asking people to consider their personal risk and a possible decision for them to return to wearing a mask. She noted that test kits are still coming in and there is still an opt in on the CIC web portal. Dr. Ahern spoke about the situation regarding the baseball game at Sharon High School. She conveyed their anger and sadness at the bad behavior. She said this is an active investigation and therefore is limited in her comments. She thanked community members who have reached out to offer leads and information. She said there will be an update issued to the community later this week.

Finally, she spoke about the Dept of Education's review of Student Services Special Education Programs. She said in the area of Special Education there were no findings and are fully in compliance with department standards. The report is on the website.

Ms. Spencer asked for any questions or comments from the committee?

Mr. Callaghan asked about the recent closure of some classrooms at ECDC and if it is due to a Covid spike or low staff attendance?

Dr. Ahern replied that it is both, covid cases are ticking up, staff personal days/bereavement and not enough substitutes.

Mr. Callaghan asked if there just aren't enough substitutes to reach out to?

Dr. Ahern replied they haven't had the typical amount of substitutes the past two years but Human Resources has had some interviews this week.

Mr. Callaghan asked for an update to the Jefferson Principal and Asst. Principal search.

Dr. Ahern replied that the first search did not yield finalists. She said they are moving quickly and using all avenues of recruitment.

Mr. Callaghan asked if the two positions are running concurrently?

Dr. Ahern said they are running concurrently.

Mr. Charles asked when the Metrowest survey results were available?

Dr. Ahern replied May 19th.

Mr. Charles asked about the DEI candidate and if there is a date for her to come to school committee?

Dr. Ahern replied that the candidate is named to the position they are then introduced to the school committee.

Mr. McNeill said he is looking forward to the Metrowest survey results and thank you for the Sharon situation update.

Ms. Whitmore said thank you for the report and what happened in Sharon doesn't represent the Franklin community.

II. Guests/Presentations

A. Unified Basketball Team

Coaches Lisa Burger and Jeremy Rice introduced the team and said the team is heading to Florida for 9 days. She said they are the first Interscholastic Unified team from Massachusetts to participate in the Special Olympic games. Some students spoke about the jamboree they were invited to, the road to getting to the Olympic games, and how close the team has become. Coach Burger said this team is a perfect example of what inclusion stands for and the coaches are so proud of them. Coach Rice said this is just a small portion of the students in the Unified sports programs in Franklin.

Ms. Spencer asked for any questions or comments from the committee?

Ms. Spencer said Franklin has one of the best Unified programs, and every student deserves to be part of a team and wishes the team nothing but the best.

Mr. Callaghan asked how it was playing in the garden during halftime?

All the members extended their congratulations and said they make Franklin proud.

B. Approaches to Student Behavior Presentation – Lucas Giguere, Josh Hanna, Craig Williams

**See presentation slides for detailed information.*

Mr. Giguere gave an overview of how behavior is addressed but also the bigger picture of prevention and education. He spoke about the foundation principles.

Mr. Giguere gave a background and timeline for developing a system of behavioral support.

Mr. Williams spoke about Tier I: Proactive approaches for all students and he spoke about Tier I: Responses to Behaviors. He gave examples of different behaviors and how it is being managed by the teacher.

Mr. Hanna spoke about Tier II: Responses to Behaviors. He gave examples of different behaviors and the responses. Tier II response includes more administrative support to the teachers.

Mr. Hanna spoke about Tier III: Responses to Behaviors. He gave examples of different behaviors and the responses. He said Tier III typically involves some investigation talk and are some of the most egregious acts at the school such as bullying and harassment.

Mr. Giguere spoke about consistency among administrators.

Mr. Williams and Mr. Hanna spoke about the general investigation procedures and providing a feeling of safety to the student.

Mr. Giguere spoke about the considerations taken when addressing incidents and the evolution of student discipline.

Mr. Hanna spoke about examples in practice, citing the infraction, discipline used in the past, and the practice used today with balancing accountability with support.

Mr. Giguere spoke about tracking and monitoring at the different levels and that it is maintained in the student tracking system Aspen.

Mr. Williams spoke about the behavioral trends happening now. He said that the behaviors were happening even before Covid.

Mr. Hanna said they have seen unprecedented behavior this year and a lot of it is a

result of getting back. He gave some examples of behaviors they are seeing this year. He said they have come a long way from the start of the school year but are always making adjustments and that students still need guidance.

Mr. Giguere spoke about next steps for grades K-12.

Ms. Spencer asked for any questions or comments from the committee?

Mr. Callaghan asked about a situation that possibly spans multiple schools and how to share discipline and tracking.

Mr. Williams said they work collaboratively with each other and navigate the best plan of action.

Mr. Charles asked what is being done to help prepare the parents to be more proactive in helping the administration.

Mr. Williams said they are utilizing the newsletters for example to share an article. He said the Substance Abuse Task Force hosted Critical Conversations so they use a platform like that as a resource. He also spoke about having a relationship with the families before there is a moment of crisis.

Mr. Giguere said this question arose earlier at the Substance Abuse Task Force meeting. He said they need to align the topics and the work being done with families and let them know what the students are learning and what they can do at home.

Mr. Hanna replied about being proactive and if a parent is seeing or sensing something, don't wait to talk to the school because the school can help proactively.

Mr. McNeill asked about crafting policies, how do you balance learning opportunities for growth and ensure accountability is also being taken?

Mr. Giguere replied that the students are on a continuum of learning. He said they are trying to maintain a balance or often restore a balance.

Ms. Stokes asked if parent updates are happening across the district at all levels?

Mr. Williams said across the district there are monthly updates addressing SEL and the school climate.

Ms. Whitmore said the model is a great approach. She asked about social media and if there is an internet class offered to the students.

Mr. Williams said in the grade 6-8 health curriculum they discuss social media use and cyberbullying.

He also said at the middle level when there is a social media infraction, there is an educational component that goes along with that. He added that it is challenging and often happens off of school grounds.

Mr. Giguere added that the DLI's are working currently on what ages and grades students can learn about digital safety. He also spoke about parents being proactive around their child's cell phone use.

Ms. Spencer spoke about slide 10 and the confidentiality and privacy comments. She appreciates the student being part of the community after the altercation.

Mr. Callaghan said discipline is a community issue and community response and responsibility doesn't just reside in the school.

Mr. Charles asked how the district is making sure parents are being kept aware of what is happening when their child is being bullied?

Mr. Hanna replied it is the administrators responsibility to keep everyone in the loop. He said sometimes a response may not be quick as a parent would like. He added that trust needs to be created.

Mr. Giguere added that supportive measures are a first step and working with the students at a level of comfort and safety. He added that open communication with families and letting them know when to expect a follow up goes a long way.

Mr. Williams added that if an update has not been given, send an email for a check-in.

Mr. McNeill asked about proactive approaches and support for the students to help students cope with their SEL development in the pandemic.

Mr. Hanna spoke about working with the Wellesley Center for Women and having screenings and mood checks and what adjustments can be made. He added they have had to be reactive to the pandemic but proactive for next year.

Mr. Williams said efforts are similar at the middle level.

Ms. Stokes asked what training and support have the educators had to manage Tier I support in the classroom?

Mr. Williams replied that the work the SEL committee did prior to the pandemic put the teachers in a great position. He added that a lot of professional development has been tied to advisory strategies.

Mr. Hanna said the high school has a similar pattern of growth and spoke about the E-Hall Pass that was implemented.

Dr. Ahern added that responsive classroom has been an enormous investment prior to the pandemic. She said that Dr. Edwards would set up cohorts of new teachers and run a year-long professional development for K-8 teachers. She spoke about Jessica Minahan, a Behaviorist in this area, who had done some districtwide behavioral development. She said work is ongoing and gave Speak Up At School as an example

Ms. Spencer asked if there is knowledge when incidents are happening, if can there be additional support?

Mr. Giguere said the time is under supervised and unstructured such as dismissal or a bus ride. He added that proactively they can plan for events like football games. He said they need to train students on the expectations in unstructured areas.

Mr. Hanna added having teachers in hallways and visible is helpful for eliminating bad behaviors in the hall. He added it is a community effort at a sporting event and to speak up.

Mr. Giguere added an example from the fall when they asked parents not to drop elementary students at the football game unsupervised and how well the community responded.

Ms. Stokes asked for an estimate of students at each tier?

Mr. Williams said it's more often how much they are seeing the behaviors then defining a student as a part of the tier. He said it is a very small percentage of students who dedicate much of the staff's time

Ms. Stokes said there are sometimes questions as to what is the assistant principal's role.

Mr. Williams and Mr. Hanna spoke about the Assistant Principals role at their schools.

Ms. Stokes asked how the process works if the student has a disability and the behavior is a manifestation of the disability?

Mr. Giguere replied that there are processes for that through the special education law and working with the Special Education department and Mrs. Marano.

Mrs. Marano added that even if a student is not on an IEP but they are seeing multiple disciplinary infractions, they will consider if there is an underlying skill deficit that is a result of a disability. They will determine if the student needs specialized instruction.

Ms. Spencer said she appreciates them coming in to talk about the plans and looks forward to more updates.

Dr. Ahern added the school committee will be tasked with reviewing the school handbooks and to begin reviewing soon since they are very large.

III. Discussion/Action Items

A. BICO Board Vote

I recommend the appointment of Lucas Giguere to serve as the Franklin representative for the 2022-2023 school year.

Motion: Ms.Stokes; Second: Mr. McNeill

Approve: 6 Oppose: 0

Motion Carries 6-0 with 1 absent

B. ACCEPT Board Vote

**Ms. Stokes recused herself from this vote.*

I recommend the appointment of Lucas Giguere to serve as the Franklin representative for the 2022-2023 school year.

Motion: Mr. McNeill; Second: Mr. Callaghan

Approve: 5 Oppose: 0

Motion Carries 5-0 with 1 abstention and 1 absent

C. Policy 1st Reading

I recommend moving policy ADF - Wellness Policy to a second reading as discussed.

Mr. Giguere said they are in year one of the Wellness Advisory coaching model through DESE. They were tasked with reviewing the policy and this is a product of that work. Ms. Goodman added that SWAC examined this very thoroughly.

Motion: Ms. Stokes; Second: Mr. McNeill

Approve: 6 Oppose: 0

Motion Carries 6-0 with 1 absent

IV. Discussion Only Items - there are none

V. Information Matters

A. School Committee Sub-Committee Reports

1. **Superintendent Evaluation** - Will review evidence this month.
2. **Budget** - Has not met.
3. **Policy** - Met last week. Next meeting 6/8/22.
4. **Community Relations** - Legislative forum is canceled this year.

5. **Space, Needs, and Facilities Assessment** - Met 5/10/22. Next meeting 6/6/22.

B. School Committee Liaison Reports

1. **Joint PCC** - Has not met.
2. **School Wellness Advisory Council** - Met on 5/3/22. Working on a Farmer's Market table. Signed up for the 2nd year of the coaching model.
3. **SE PAC** - Next meeting 6/9/22.
4. **Substance Abuse Task Force** - Met on 5/10/22. Looking to put out a survey to families.
5. **Diversity, Equity, and Inclusion** - Next meeting 5/25/22.

VI. Consent Agenda

A. Approval of Minutes

I recommend approval of the minutes from the April 26, 2022 Special and Regular School Committee meetings as detailed.

B. Fernando P. Baglioni Scholarship

I recommend acceptance of a check for \$1,000.00 for the Fernando P. Baglioni Scholarship as detailed.

C. Districtwide Gift

I recommend acceptance of a check for \$2,988.25 from Cadence Education for districtwide supplemental supplies as detailed.

D. FHS Gifts

I recommend acceptance of two check totaling \$3,600.00 as follows:

\$3,000.00 Logic Tree - Field Trip (DECA) Student Activity Account

\$ 600.00 Franklin Cultural Council - Supplemental Supplies FHS Gift Acct.

E. Keller Gift

I recommend acceptance of a check for \$5,428.00 from the Keller PCC for field trips as detailed.

Motion: Ms. Stokes; Second: Mr. McNeill

Approve: 6 Oppose: 0

Motion Carries 6-0 with 1 absent

VII. Citizen's Comments - there are none

VIII. New Business

To discuss any future agenda items:

Dr. Ahern shared the anticipated items for the 5/24/22 meeting:

- Evaluation evidence for the Superintendent

- District Improvement Plan
- Field Trip Approvals

Note: School Committee Budget is going to the Finance Committee on 5/12/22 at 6:30pm

IX. Ms. Spencer asked for a motion to adjourn and enter into Executive Session:

- Pursuant to M.G.L. c. 30A, §21(a)(3) to discuss strategy with respect to collective bargaining with the FEA/RN unit as an open meeting may have a detrimental effect on the bargaining position of the School Committee and the chair so declares.
- Pursuant to M.G.L. c. 30A, §21(a)(2) to discuss strategy in preparation for negotiations with non-union personnel.

Motion: Ms. Stokes; Second: Mr. McNeill

Roll call vote: Ms. Bernstein-Absent; Mr. Callaghan-Yes; Mr. Charles-Yes; Mr. McNeill-Yes; Ms. Stokes-Yes; Ms. Whitmore-Yes; Ms. Spencer-Yes

Motion Carries 6-0 with 1 absent

X. Adjournment at 9:33pm

Respectfully submitted,
Christina Tocci, Secretary

SCAgenda 5-10-22
FPS Summary & Sign Off 051022.pdf
SC Warrant 042122.pdf
SC Warrant 042822.pdf
Payroll Warrant #2222 Summary.pdf
Payroll Warrant #2222.pdf
SC Student Discipline Presentation 5_10_22.pdf
Discussion Action A - BICO Board Vote.pdf
Discussion Action B - ACCEPT Board Vote.pdf
Discussion Action C - Policy.pdf
Consent Action A -Minutes.pdf
Consent Action B - Baglioni Scholarship.pdf
Consent Action C - District Gift.pdf
Consent Action D - FHS Gifts.pdf
Consent Action E - Keller Gift.pdf
Executive Session minutes-4-26-22.docx.pdf
Budget2Actual.pdf
Pledge Student.pdf