

Franklin School Committee

Minutes

May 22, 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; Mrs. Virginia Zub; Mr. Peter Light; Dr. Sara Ahern; Mrs. Miriam Goodman; Dr. Joyce Edwards were all present. The two high school representatives, Claudia Moccia and Blaine Roche, were not present.

Pledge of Allegiance:

Dominic Miele, a 5th grader from Jefferson Elementary School

Dominic Miele is a 5th grader at Jefferson in Mrs. Sharples' class. He was selected by all the 5th grade teachers to be our school's representative tonight because of how he demonstrates our core values each and every day. Earlier this year, when Dominic observed a problem in our cafeteria, he wrote a letter to Ms. Klim asking if they could discuss it and try to come up with a solution. He likes writing stories. Dominic is on a competitive swim team and plays the guitar.

Moment of Silence

1. Routine Business

a. Review of Agenda - no changes

b. Citizen's Comments - None

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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. Superintendent’s Report - Dr. Sara Ahern

Dr. Ahern informed the Committee of several administrative searches that are in process.

The Remington Middle School Principal search is well underway, with two candidates being moved forward. The candidates have completed site visits last week, following what was a thorough paper screening, and interviews with the interview team. Dr. Ahern is in the process of conducting reference checks and hopes to have named a new Principal by the end of the week. Dr. Ahern thanked the interview team and groups of parents, students, faculty and staff who participated in the site visits and Mr. Light who chaired this committee.

The Oak Street Elementary School Principal search continues as the interview committee has been through a first round of interviews and chose to repost the position in order to expand the candidate pool. The next round of interviews begins later this week and we hope to have finalists move forward with site visits with the Oak Street Community the first week of June.

We have an opening at Davis Thayer Elementary School, and Dr. Ahern is in the process of putting together what that search will look like and communicating this information to the community by the end of this week.

The Assistant Superintendent search is also underway and Dr. Ahern thanked the interview committee who completed interviews last week. Three finalists have been moved forward. There were over 70 candidates who applied and the committee interviewed 8 experienced candidates. After much thoughtful discussion, they came to consensus to move three candidates forward for rising to the top as exceptional leaders. They are Richard Drolet, Director of Curriculum and Instruction at Uxbridge Public Schools, Jennifer O’Neill, Assistant Superintendent for Teaching and Learning in Norton, and Lucas Giguere, High School Principal at the Bellingham Public Schools. The finalists will begin site visits this Friday, May 25th,

also next Tuesday, May 29th and Thursday, May 31st. The candidates will have the opportunity to meet with faculty and staff, tour several schools, and meet with administrators, School Committee and faculty.

Dr. Ahern extended a thank you to Jeff Nutting and Jamie Hellen, Town Administrator and Assistant Town Administrator and the Town Council for their thoughtful questions and engagement at the Budget Hearing last Wednesday (5/16/18). The Superintendent appreciated the discussion with the Council regarding the use of revolving funds, special education funding and how it is sometimes unpredictable and the school departments continued concerns around supporting mental health and behavioral health needs. The budget was voted by the Council on May 17, 2018.

Dr. Ahern noted all the Senior activities happening in the next few weeks, including Senior Project Presentations on Wednesday, Awards Night on Thursday and many events next week culminating in Graduation on Friday June 1st.

Dr. Linden asked for an update from the MASS Spring meeting.

Dr. Ahern noted that Steve Vitner from Google was the keynote speaker. He discussed computer science and algorithmic thinking and how *all* fields are increasingly influenced by computer science and algorithmic thinking. Dr. Ahern noted that they had a session where they did a hands on activity around coding, then met with a panel of students who spoke about student voice and empowerment, including a student who helped organize the march on Boston against gun violence, a student from Parkland, Florida, and a student from Holliston who started the Beautiful Minds Campaign. Dr. Ahern noted that the students were inspirational and her favorite part of the meeting.

2. Guests/Presentations

a. Retirees

The following five staff members were invited to be recognized by the School Committee:

Terry Danizio-To, English Language Development Teacher at FHS

Lois Dauley, Educational Support Professional at Parmenter Elementary

Bob O'Brien, Math Teacher at Horace Mann Middle School

Dolores Sherlock, Kindergarten Teacher at Oak Street Elementary

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Final

Christine Stobbart, Guidance Secretary at FHS

Short biographies were prepared by each retiree's Principal, which were read. Dr. Bergen & Dr. Ahern presented each retiree with a book and a rose.

2 minute recess

b. SBIRT - Peter Light, Assistant Superintendent

Acronym meaning: Screening Brief Intervention & Referral Treatment - the result of a 2016 MA Law titled An Act Relative to Substance Abuse, Treatment and Education and Prevention. Mr. Light outlined the three components to this law, which were publicly posting substance abuse information for the community, update policies around substance abuse. Both of these have been implemented. The third is a screening program for students which includes a screening process in 2 grades; if students are identified, a brief intervention occurs, and if more supports are needed, there is a referral to treatment for the student.

This is an unfunded mandate. After much discussion between MASC, DPH and legislators, the decision to appropriate funding to DPH and not school districts was made.

Screening Plan - we chose to implement verbal screenings in two grades, 8th and 10th. Parents will be notified prior to the start of the school year with an option to opt out available to both parents and students. All screeners (Nurses and Counselors) have been trained through DPH PD. The CRAFFT II screening tool asks two sets of questions, the first asking the frequency of use of different types of substances, and if a student answers yes, a second set of questions focusing on behavioral patterns. In grade 8 the screenings will take place between September and December. In grade 10 a team of 6 (Nurse, Psychologist & Counselors) will conduct all screenings within one week.

Brief Intervention is a longer motivational interview with the counselor in which they ask pre-established questions and listen for positives to reinforce good behaviors as well as assess the level of risk.

Referral to Treatment is based on the level of risk that is determined during the brief intervention. We maintain a robust list of rehabilitation and recovery programs on our web site as well as our collaboration with the SAFE Coalition and the Interface Program from William James.

Important considerations going forward include parent notifications and the opt out process, confidentiality of student responses, data collection and dissemination and staffing and funding. Letters will be sent out prior to the start of the school year outlining the screening and opt out processes. Parents must opt out in writing prior to the screenings although students may opt out at any time during the process either in writing or verbally.

The confidentiality of student information is required by this law in that no identifiable information will be shared outside the SBIRT Team. This means that we would not be able to share any student information with their families. The two exceptions are an immediate medical emergency or as otherwise required by law (i.e. child abuse or neglect). A concerned staff member may ask a student for written consent to share information with parents/guardians along with a DPH form.

The screeners must record each response on a spreadsheet that will be transmitted to the Department of Health at the end of the process. No student identifiable information will be shared.

We will be screening about 900 students at 5 minutes per student, which translates into approximately 75 work hours.

Thank you to the team, including Bill Klements, Kristen Letendre, Heather McVay, Rebecca Motte, Nancy Whitehouse, Brian Wildeman and Beth Wittcoff. Any questions?

Mrs. Schultz asked if the questions that are to be used will be shared with parents and shared her concern over the absence of notification to parents of the result of the interview.

Mr. Light responded to Mrs. Schultz second concern and explained that the legal answer to that is no, we cannot share your child's responses unless the two exceptions are met or we could obtain permission from the student. However, staff are concerned about holding back information from parents,

and are working on strategies to work with students for their consent to disclose this information to their parents. In checking with our legal counsel it was confirmed that this law supersedes FERPA and HIPPA laws. Mrs. Schultz shared her concern on how the questions are worded to solicit an honest response from the students. Mr. Light noted that the CRAFFT II Screening tool is on the internet and if you Google it, you will be able to look at the questions.

Dr. Linden noted that the link to the questions is in the memo regarding SBIRT in the packet. Dr. Linden asked if the parents would be notified if a student has opted out. Mr. Light noted that they hadn't talked about that, but he assumes they would. Dr. Linden also asked about the number of parental opt outs for districts that have already implemented the program. Mr. Light shared that he thought there was a low incidence of opt outs in these districts, and feels it would center around confidentiality or just a different belief system. Dr. Linden asked what the time sequence would be between getting the first two questions and the brief intervention? Mr. Light guessed that it would be within 24 hours, but noted that we would need to see how this plays out.

Mrs. Feeley asked if we think the numbers of interventions were so low because of students not being honest with the questions? Mr. Light wanted to clarify that it is not about being honest as much as not being comfortable sharing that type of information with the school. Mrs. Feeley also asked if a parent or outside source could bring concerns about a student to this group for help? Mr. Light stressed **always, always, always**.

Dr. Bergen was curious if there had been a pilot for this program, given the amount of time, energy and funding to run this, is there evidence that this is effective with control groups? Mr. Light noted that the district and community are committed and hope that any progress to help with this is a step in the right direction. We are working with the legislature to maybe refine this to be something that is initiated in the physician's office instead of the schools, but we will see how it evolves.

3. Discussion / Action Items

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a. Superintendent's Evaluation

Dr. Bergen noted that the School Committee did a training with a MASC representative around the evaluation of the Superintendent, which is an enormous part of the School Committee's responsibilities. Dr. Bergen noted that the recommendation of the MASC cautions the use of "exceeded expectations" or "exemplary" are very rare and should represent being in line with the best in the State.

Dr. Bergen reported that of the two professional practice goals, first Dr. Ahern's entry plan and direction setting and second completion of the New Superintendent Induction Program. Both goals were met. The second goal around student learning references MCAS improvement. Because we do not have the MCAS data yet, we chose "significant progress" for this goal. The last section around the four district improvement goals, we noted that the Superintendent met all of those goals. For the section on the standards, under instructional leadership there are two areas. One is having high expectations regarding content and effort of work, and the second around data informed decision making. We felt that Dr. Ahern was proficient in this category. Management and operations focuses on two areas, budget and laws, ethics & policies. The Committee felt very strongly that this did deserve an exemplary rating. Under family & community engagement, we said proficient. For professional culture we felt that she deserved a proficient there. The overall summative performance was proficient. The impact on student learning is moderate only because we do not have the MCAS data yet. Dr. Bergen read the narrative for the evaluation.

Mrs. Feeley noted that Dr. Ahern always refers to the team effort involved to reach these goals

Dr. Linden noted that district improvement goal #3 was listed twice and we should correct that before final submission. Dr. Linden inquired as to how the Ad Hoc subcommittee went from the individual reports to the composite report? Dr. Bergen explained that they looked at all the input, individual feedback and evidence and it was through consensus that they formulated the evaluation.

Dr. Linden read a prepared statement indicating that the report did not represent her voice as a School Committee member. She felt that the fact that all of the goals were met shows that either the goals were not ambitious enough or we should have one of the best districts in the State. She feels that significant progress has been made, but to state that these goals have been met means

that we do not need to continue to work towards them. Dr. Linden feels that Dr. Ahern has the makings of an exceptional Superintendent. As elected officials, we owe it to the community to expect more from her so that she can grow and support our schools to the best of her abilities. Rubber stamping her work does not sit well, and for these reasons I will be voting against the composite evaluation. Dr. Linden also noted that she would like her evaluation made public as an addendum so that her voice is represented.

Dr. Ahern wanted to again recognize that all the work that went into this was a team effort. She also thanked the entire School Committee for putting in the time to review all of the evidence and the writing of the evaluation report. Dr. Ahern also thanked the Ad Hoc Supt. Evaluation Sub Committee for the work involved in compiling all the information together.

Dr. Bergen asked for a motion to accept the overall end-of-cycle evaluation report as presented tonight with an overall summative performance of proficient, and the rate on impact on student learning as moderate?

Motion: Mrs. Scofield

Second: Mrs. Schultz

Approve: 6

Oppose: 1

b. Appointment of Franklin TV Board Member

The School Committee appoints a member for a three-year term on the Franklin TV board per the Franklin TV bylaws and I make the recommendation that you appoint Rose Turco to this position

Motion: Mrs. Douglas

Second: Mrs. Scofield

Approve: 7

Oppose: 0

c. Policy – Second Readings/Adoption - I recommend adoption of the following Policies as detailed:

KF-E2 – FHS Building Use

KF-E3 – Facility Rental Fee Schedule

KF-E4 – Facility Rental Fee Schedule FHS

Motion: Mrs. Douglas

Second: Mrs. Scofield

Approve: 7

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]; MASC)

BUDGET - Dr. Bergen: Town Council voted on May 17, 2018 to adopt the budget. Thank you Mrs. Schultz for representing both nights and thank you to Dr. Ahern & Mrs. Goodman, great job.

COMMUNITY RELATIONS - Mrs. Zub: we did a great session with Dr. Bergen and Mrs. Schultz, can't wait to see it out there. Next Coffee is Wed. June 13th at the Franklin Public Library at 6:30 p.m.

PUBLIC SCHOOL ADVOCACY/MASC - Mrs. Schultz: talked about next steps, ideas. More at next meeting. Next meeting is June 9th at 1:00 p.m. Senate budget debate started today, more to come. NOTE: applying to be on the legislative committee for MASC - appointments will be made in June.

AD HOC - Dr. Bergen: thank you and disband.

POLICY - Mrs Scofield: meeting next Tuesday evening May 29th.

JOINT PCC - Dr. Bergen: final meeting is June 4th, working on equity across all the schools.

SUBSTANCE ABUSE: Dr. Bergen: some work over summer, continue next year.

SWAC: Mrs. Douglas: finished up for the year - thank you Peter & Miriam, you ran a good show! Mr. Light explained that SWAC had set 2-year goals last year and he hopes to present a summarizing memo at the School Committee's next meeting.

SCHOOL START TIMES: Mrs. Zub: next meeting is June 7th at 7:00 p.m. It has been fun doing the research, there are challenges but with some flexibility. Biggest challenge so far is around HS Athletics.

6. New Business

a. To discuss any future agenda items - Dr. Ahern noted that coming up at the next meeting we will hear from some of our parent community groups (SEPAC & FEF), Mr. Angelo from the High School will recap the athletics program and the ACCEPT and BICO Collaborative appointments.

7. Consent Agenda Dr. Ahern read the following

a. Minutes

I recommend approval of the Open Session Minutes from the May 8, 2018 School Committee Meeting.

b. Executive Session Minutes

I recommend approval of the Executive Session Minutes from the May 8, 2018 School Committee Meeting for release.

c. Transfers

I recommend approval of the Budget Transfers as detailed.

d. FHS Senior Pilot

I recommend continued suspension of policy JH – Student Absences for the purposes of the late arrival/early release pilot for seniors at FHS on good standing during quarter 4.

e. Music Donation

I recommend acceptance of a grant for \$500.00 from Music Drives Us.org for in-house enrichment for the Music Department.

f. Davis Thayer Gifts

I recommend acceptance of donations totaling \$1,573.50 Davis Thayer as detailed:

Various Donors	\$325.00	for Supplemental Supplies
Robin S. Clark	\$25.00	for Supplemental Supplies
Davis Thayer PCC	\$1,223.50	for Field Trips

g. Districtwide Gift

I recommend acceptance of two checks totaling \$840.00 for supplemental supplies districtwide as detailed:

Commonwealth of MA	\$500.00
BJ's Wholesale Club	\$340.00

h. Oak Street Gift

I recommend acceptance of a check for \$771.00 from the Oak Street PCC for in-house enrichment as detailed.

i. FHS Scholarship

I recommend acceptance of (two) checks totaling \$1,150.00 for Scholarships as follows:

Peter Coppola (Andrew Coppola Scholarship) \$1,000.00

Peter Light (Maureen Sabolinski Scholarship) \$100.00

Denise Miller (Maureen Sabolinski Scholarship) \$50.00

j. Music Gift

I recommend acceptance of a check for \$3,700.00 from Franklin Music Boosters for in-house enrichment as detailed.

k. Jefferson Gift

I recommend acceptance of a check for \$1,078.00 from Jefferson Student Council for Scholarship/Memorial/Donation as detailed.

Motion for all: Mrs. Scofield
Approve: 7

Second: Mrs. Schultz
Oppose: 0

8. Payment of Bills Dr. Bergen reviewed the bills and found them to be in order.

9. Payroll Mrs. Douglas reviewed payroll and found the same to be in order.

10. Correspondence - none

11. Adjournment

at 8:35 P.M. Mrs. Zub made a motion to adjourn, seconded by Mrs. Douglas

Respectfully Submitted,

Denise Miller
Secretary Pro Tem

SCAgenda 5-22-18.pdf

SBIRT Implementation plan Memo.pdf

SBIRT Implementation Plan.pdf

CURRENT--KF-E2 FHS Building Use.pdf

CURRENT--KF-E3 Facility Rental Fee Schedule.pdf

CURRENT--KF-E4 - Facility Rental Fee Schedule FHS.pdf

Discussion ActionA-Supt Eval.pdf

Discussion ActionB-Appointment.pdf

Discussion ActionC-Policy.pdf
dr ahern evaluation.docx
Consent ActionA-Minutes.pdf
Consent ActionB-Executive Session Minutes.pdf
Consent ActionC-Transfers.pdf
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