

**Franklin School Committee**  
**Minutes**  
**May 25, 2019**  
**Municipal Building – Council Chambers**  
**Additional Seating in 3rd Floor Training Room (Live Stream)**  
*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, was not present; Mrs. Cindy Douglas; Mrs. Mary Jane Scofield; Dr. Anne Bergen; Dr. Monica Linden; Mrs. Denise Schultz; Mrs. Gigi Zub; Mr. Lucas Giguere; Dr. Sara Ahern; Mrs. Miriam Goodman; Dr. Joyce Edwards. The Franklin High School representatives were Siobhan Collins and Bea Bondhus .

**Pledge of Allegiance**

7th grader Mia Quinn

Mia is an all A student at ASMS and happy husky! Mia is known for her warmth and always has a smile. Mia is a gymnast, runs track and plays volleyball and hope to play for FHS. Mia has performed in Carnegie Hall not once but twice in February of 2018 and 2019 respectively! Mia earned the highest ratings two years in a row in the Royal Conservatory assessments. In 2018 she had the highest score at her level in the country and this past year the highest assessment in the Commonwealth.

Needless to say we are very proud of Mia

**Moment of Silence**

**1. Routine Business**

**a. Review of Agenda** - All is fine.

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Franklin School Committee  
May 28, 2019  
Final

## **b. Citizen's Comments**

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**

Siobhan - Senior finals are this week and senior activities next week. We still have MCAS. June 11 to 14 is finals. Our band marched in the Memorial Day Parade

Bea- baseball won, softball is looking good, and all sports are doing great. Student government had its elections. We had special olympics.  
Thank you for having us this year.

Siobhan - I will be attending Penn State.

Bea - I am going to Springfield and playing basketball.

## **d. Superintendent Report**

Dr. Ahern -I have another budget update to share. The senate has the final budget. We get \$58,000 towards substance abuse task force for drug awareness. There is a second \$50,000 for vaping protection and detection.

While the final state budget needs to be finalized, we do not have all the numbers.

I want to note we have very busy months coming up.

Davis Thayer, Jefferson and Parmenter had great Memorial day presentations and did there wellness day. Lastly, our world language department did a program on

biliteracy and we had 66 students receive recognition on Latin French and Spanish exams.

Both Mr. Giguere and I attended the Massachusetts School Superintendent meeting. We attended the spring MASS, the CEO of Millipore was the speaker and he spoke about STEM. They are a biotech company. He spoke about what we can do K-12. The meetings continued with Jeff Reilly and we engaged in break-out sessions and we provided feedback on accountability recruitment and wrap around services.

Dr. Bergen - I would like to let everyone be aware that Dr. Ahern went after that budget money and did all the work on that.

Dr. Ahern - I worked with Miriam Goodman and Mr. Giguere as well.

Dr. Bergen - Did flexible time come up for students?

Dr. Ahern - Yes, it did.

## **2. Guests / Presentations**

### **a. Retiree Recognition**

They have served FPS for a number of years. Dr. Bergen, please join me and we will say a few words about each retirees.

RETIREES: Mr. Giguere and Dr. Edwards read short pieces on each of the retirees who were present

Deborah Kroeber from Kennedy

Christine Mahan from ASMS

Sandra Morris from Horace Mann Middle School and ASMS

Caryn Parnell from ASMS

Peter Pasquarosa "Coach P" from HMMS

Eleanor Prindeville from ASMS

Mary Sanford from Parmenter

Marushka Waters from Franklin High School

Beth Witcoff from ASMS

Kathleen Woods from Franklin High School

Dr. Bergen - On behalf of the entire school committee, thank you for your service.  
We have a great caliber of talent.

A two minute break was taken.

Meeting called back to order at 7:34 pm

#### **b. School Start Times Presentation**

Dr. Ahern - A brief update on school start times. I am returning with some new ideas and breaking down a lot of information into smaller portions. This presentation is called part one knowing it is part of a series.

I want to share the local rationale and serve as a preview of what is looked at as an impact. I want to look at the scenarios and why they were presented. We took some of the questions that came up and ran additional scenarios as well.

In the U.S. schools used to start later and over 50 years the start times have been moving earlier in the day. That is shifting back to later start times.

Why are school start times being changed? There are a number of factors including overweight, not get enough physical activity, perform poorly, engage in unhealthy behaviors, suffer from depression.

Middle schools have better sleep patterns. We are still seeing that there are some getting less than 5 hours. The advisory committee asked this question, and the Metrowest Health Survey suggested that students were not sleeping an appropriate amount of time.

There is a percentage of students who miss school because they are tired.

We pulled attendance information from FPS and looked at tardiness in schools. A graph shows the number of tardies per grade. We see 60% to 70% are tardy during the school year. The most common number of tardies is 2 to 6 to school. The green shows the greater than 12 tardies. This pattern will show up in another slide. We have more tardies in 7th and 8th grade.

We broke out tardies by how late, they are by minutes.

This gives us more information on tardies to school and we can look at this data.

In the past, students who play sports and are sleep deprived show they have increase in concussions in the past but with some of the protocols we have now, the numbers have decreased over the past few years.

Lastly, the slide refers to student wellness and we are seeing an increase in the percentage of middle schoolers being online more with screen use. In terms of mental health, high school students answered the question about stress and there is an increase in this over the years but students have advocated for themselves.

The start times discussion is part of whole for the students.

The next set is the scenarios:

1. Current start times we have: 8:30 to 2:40 elementary, 7:20 to 1:50 middle schools; 7:35 to 2:05 high school.

Changing the charter hours are hard and this is a fixed time.

2. Model A - elementary starts first, doubles the cost of transportation

Model B elementary starts last, decreases the cost of transportation

Model C all schools start the same time, doubles the cost of transportation

Model E reduces the number of buses

Model E4 and Model E5 looked at various models and lead to a discussion of scenario A and B. The later time for elementary was too hard on families.

This is the history of the scenarios. The advisory committee put out Scenario A and B.

We ran a few different scenarios in response from the community. Model G move the middle school later by 10 minutes, it moves the high school by 25 minutes and moves the elementary school 20 minutes and the dismissals are moved, middle school to 2:00, high school to 2:30 and elementary at 3:00 pm

This is more complicated to do the charter school buses. There is a cost savings.

Flipping scenario B looks like:

High school starts at 7:55; elementary at 8:25; middle school would be 8:55

High school ends 2:25; elementary at 2:35: middle school end at 3:25

The next one

Middle school starts at 7:55; elementary school is at 8:55; high school is at 8:25

Middle school ends at 2:25; elementary ends at 3:05; high school end at 2:30

This would increase transportation costs

If you run the complexes at the same time:

They would have one start time

And the stand alone schools would have different start times.

There would be an increase in transportation.

Model J:

Next steps would be to return in late September to discuss implications with athletics, before and after school care, ECDC. We will provide more education to students and families regarding sleep information. We will continue to pursue student attendance. Identify any school based interim measure that we might employ.

I am happy to take questions or comments at this time.

Dr. Bergen - The Committee may want to take some right off the table, is that a place to start? If we narrow it down.

Mrs. Schultz - The elementary school day is shorter. Can we look at making that school day longer? How would that impact the proposals?

Dr. Ahern - There are a couple of pieces there, we can eliminate the ones you want.

Mrs. Schultz - We can't do the 1.5 million, one. The costly ones need to be taken out. Can we look at the reasonable ones?

Dr. Ahern - The length of day we should look at. We need to be mindful with collective bargaining.

Dr. Bergen - Let's take the ones off with the large budgets.

Mrs. Zub - Yes, the large ones are too much.

Mrs. Schultz - We need to make sure the built in babysitters are accounted for. The elementary should not start too early.

Dr. Bergen - We do need to look at that and take those off as well.

Mrs. Zub - We don't have any money so we need to be careful. What does the CDC say about the best start time for high school students and is there a best time for middle schools?

Dr. Ahern - I don't remember.

Dr. Bergen - They said 8:30.



Dr. Linden - I am concerned of taking off the budget ones and babysitting ones removes all but one.

Mrs. Schultz - What about J?

Dr. Linden - That has elementary getting out first. That would be excluded.

Dr. Ahern - The complexes would have the same times but creates complications.

Dr. Linden - Let's look at the cost of elementary school day.

Mrs. Zub - It is worth the discussion.

Mrs. Schultz - We can look at other communities who do this already. We need to make sure we meet all the guidelines.

Mrs. Douglas - Is that a contractual thing?

Dr. Ahern - It depends on the language of the agreement.

Dr. Bergen - Are there some we just can't do? Or are there some you want to have Dr. Ahern look at?

Mrs. Douglas - Look at G, there is no cost increase. The students are going to get 9 to 10 hours per night.

Dr. Bergen - That should be one. I want to remind people about the research on this that there is 20 years of this. The impact has been shown about the benefits of this.

Mrs. Douglas - It comes from home, not the School Committee.

Dr. Linden - We should look at this one, because the committee was against this. It should be 8 hours of sleep. I like H2, it solves a lot of afterschool problems. I am not advocating for spending 800k.

Dr. Bergen - It fits the research.

Dr. Linden - It doesn't fit the research and doesn't solve the problem from the community.

Dr. Bergen - We have model G and H2, any others?

The audience wanted clarification on the scenarios

Mrs. Schultz - I am looking at J with the complex start times.

Dr. Ahern - One of them is the distance for elementary and middle school. We have more bus stops that will have an implication on the number of buses.

Dr. Bergen - The high school kids can't take them off the bus.

Dr. Linden - The middle school being later was an issue.

Mrs. Schultz - Can we look at elementary going later?

Dr. Ahern - Yes. We would flip middle school and high school start times in model J.

Dr. Linden - You can't flip that one, we wanted to keep high school at 8:25.

Ms. Scofield- Everyone is talking about the 8:30 time, not everybody is going by the CDC guidelines, we are going by what is best for the community.

Dr. Bergen - G, H2, and J. We will look at sports and daycare. We will look at tweaking these.

Ms. Scofield- The slide the high school concussions are reported, what sports were they in?

Dr. Ahern - I don't have that data with me but I will get that to you.

Ms. Scofield - Thank you.

Mrs. Schultz - We heard about car accidents, the complex are clogged and can we get that data?

Dr. Ahern - Yes.

Ms. Scofield - When you get the information for Denise can we get who were in the accidents?

Dr. Ahern - I don't know how they gather that data but I will ask.

Dr. Bergen - Thank you.

Pamela Bardelini - I am a parent of two young children, not enrolled yet. I appreciate some of the options. What are some small steps to support our students in this regard in making these changes? The data being collected what effect do these steps have?

Tim Keenan - I have two kids in elementary school. Dr. Erik on the original group of experts, he talked about elementary kids that make an earlier start time might defeat the purpose. That may be a consideration for making elementary school earlier. Also it would be great to have a sense of measurable benefits of this community and see if we are achieving those. What are we exactly trying to solve?

Dr. Bergen, on the research, the one thing that is not clear and not supported is improved academic performance. IF the goal is the academic performance, I did not see strong results in that.

Dr. Bergen - That is crucial to look at and we need to provide what we are doing and trying to improve.

Selena Cousin - It was hard to see some of those numbers. From the ones presented some of them have MS starting a good hour to hour and half later. Nothing after 7:30? There is one, J. I would recommend that we look at that late start time, the middle school teachers are uncomfortable to changing an hour or more. The clubs gets out at 3:15 and then the clubs would be 4:15. Will we have clubs if we change the times to such a late time?

Dr. Linden - We do have some data about A, the 8:15 start had less apprehensive feelings about that.

Selena Cousin - Can you talk about that process to change charter school start times? Are we required to use the same bus company for charter and FPS?

Dr. Ahern - The charter school length of day would have to go to the board of education?

Selena Cousin - Would we want to do that?

Dr. Ahern - Given the current scenarios, the cost would be the same.

Selena Cousin - Without Charter, are there other options?

Dr. Ahern - No.

Jeanine Devito - I have 2 young children. I would like to see multiple years of data, tardiness. How can we get that? Looking at one year does not sell that point. We need to look at the right solution to see where we want to go with this in terms of cost? What if we charge everyone for buses? For the right solution, we could get people behind this. We need to look at elementary students and how an early start will affect them.

Dr. Ahern - Like the extended day?

Ms. Devito - Yes, parents may need to use this.

Connie Derrico - Thank you so much. We have deal breakers that would be a huge no. There are a couple points, are the students with special needs, how would these changes affect them? Middle and high school rotate, how does high schoolers who get out early, does that impact their grades? We talked about other towns, in Acton/Boxborough, the students did perform better. They have a semester based schedule. In Burlington, they have enough after school programs to handle the increase, we don't.

Dr. Bergen - 27, only kidding.

Dr. Ahern - All the new parts, I am reluctant to come up with saying how many parts.

Connie - Okay.

Dr. Bergen - We don't want to rush.

Dr. Linden -There will be other presentations.

Connie - There was a belief that it was being voted on, but it wasn't being voted on. It is nice to know this in an ongoing process. We would like to know when the vote will be. Do we know, will we know which one you will focus on?

Dr. Ahern - This presentation will be posted tomorrow. We will send out a newsletter and there will be an update there.

Connie - Great that will help.

Jacqueline - I wanted to bring up H2 that would bring the stand alone elementary schools to be let out early. Davis Thayer and Parmenter are title one schools and anyone in that school who can't rely on family members for care, there would be a huge impact on them.

Shannon Nealon - The detail into the scenarios, was exactly what we needed to hear. One thing that would help is what the defined plan moving forward? What is that?

Dr. Bergen - Anyone else? Thank you.

### **c. District Improvement Plan**

Dr. Ahern - We had updates on SEL and curriculum. This is our fourth goal related to communication. I want to share a few highlights with you. We continue to develop our new websites. We worked on social media policy for employees. We have newsletters and Regroup for communication. We are exploring youtube channels. We are making sure we have translation for all students and their families. We would like to pursue other channels.

Also in terms of effective we began the development of multi-year action plan for districts strategy for improvement. They include the police department, the food pantry, cultural district, William James College, YOU Inc, community gardening with Agway, the Fairmount Fruit farm and the Franklin Garden club.

In terms of feedback, we have communication regarding with homework, student services, etc.

Other highlights are the areas we have in FPS. Our financial office, our human resources, we are hiring well.

We are moving towards substitute software for FY 2020. Lifelong did great, food services did great. We have greater food offerings.

We hosted Commissioner Jeff Reilly at ASMS and Keller.

As we look ahead to 2020, we will finish Portrait of a Graduate. We will complete the district strategy and plan and look at outreach and engagement. We are looking at a communications coordinator possibility to make the communication more effective. Looking at a back to school mailing, establish other social media outlets, develop and implement a plan for “virtual coffees”.

Dr. Linden - At the parent and guardian education nights, what was the attendance? How can we boost attendance?

Dr. Ahern - In Medway, they had small attendance and Franklin, I did not go. In terms of boosting attendance, one is having events that include students and having a menu of options for a parent night and to go to different things in the course of an evening. Also having childcare.

Mrs. Schultz - I want to commend you for this progress to have this. This has evolved over the past few years. It is a many layered menu of options.

Dr. Bergen - Can we have a three minute break?

Break taken at 9:05 pm

Back in session at 9:10 pm

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

#### **a. Policy 2nd Reading/Adoption**

I recommend adoption of the following Policies as discussed:

1. JKAA – Physical Restraint of Students
2. ID – Emotional Support Dogs

Motion: Mrs. Douglas  
Approve: 6

Second: Mrs. Schultz  
Oppose: 0

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

#### **a. Superintendent's Evaluation (presentation of evidence)**

Dr. Ahern - I will pause at each one so you can ask questions.

My professional practice was to complete the Superintendent's induction program and are developing a multi-year plan. That is still under development.

Any questions?

Dr. Bergen - None.

Dr. Linden - What do you mean by increased engagement?

Dr. Ahern - That will come about in a couple of ways, attendance and we have some indicators of success in some schools and you will see in the survey about student engagement in school and learning.

Dr. Bergen - No other questions.



Dr. Ahern - In terms of district improvement goals and this happens all across the district. The first is well being of students and staff. I did a presentation in Ashland about what we have been doing in supporting our staff. We had the SEL presentation to the School Committee. We focused on school safety. We did training with our faculty and staff. Any questions?

Dr. Linden - Are are doing on an annual benchmark?

Dr. Ahern - Yes.

Dr. Bergen - Relative to the wellbeing of staff, are there plans to assess this and getting feedback from them?

Dr. Ahern - We would like to incorporate it in our regular practice. We have advisory committees that serve as vehicle for feedback within the buildings.

Dr. Bergen - Jessica Minehan has implemented her program at many of our schools, will that continue?

Dr. Ahern - Yes, she has such a great approach in working with students.

The second goal is curriculum. We had some indicators of success and we have Portrait of a Graduate, we have Illustrative Math and this was done through observations in the classrooms, we are seeing the literacy application working. Many of the teacher's have their smart goals aligned with these goals

Goal number 3 is around instruction. It was met with significant progress but still needs time to grow. We need to do work at the administration. We need additional support staff to help with this. We have some needs we are not able to fulfill. We were advocating for critical needs but did not get that. We revised the kindergarten screening process and have had success. We strengthened communication needs. We have intervention blocks built into the schedule for student.

Any questions?

Mrs. Schultz - I think it is important with the culturally responsive practices. That is wonderful.

Dr. Ahern - Goal four is effective two way communication. That was covered in the previous portion of this meeting.

Any questions?

Dr. Bergen - The school advisory has really helped.

Dr. Ahern - There is another way the schools have core values and work with those for their schools.

This last portion adds evidence that I have shared and tried to link with the focus elements. I tried to open up my daily practice and how I operate. There are two, one is leadership meetings and visits with principals. I visit each schools six times per year. I try to get to one dismissal per school a year. I attend faculty meetings, work with the principals as to what is going on

Mrs. Zub - You gave your self rating on goals, but not the others?

Dr. Ahern - The rubric was more subjective. It was easier to rate the goals.

In data informed decision making, we look at administrative meetings, meeting with principals, etc. I used qualitative data as well. Any questions?

In terms of working with the policies and working with the bargaining practices. There are a number of leaders who are integral in that process in terms of laws and policies. There is a crisis response procedure being done.

Dr. Bergen - We collected data on exit interviews, are there exit interviews?

Dr. Ahern - We have done some. We don't interview everyone.

Any questions?

The next one is family communication. We have some supplements with Farmer's Market, Harvest Festival, ELL Family Night, we have the translation portion in Regroup.

Dr. Linden - In the rubric, engaging more families, are they more engaged?

Dr. Ahern - I would say, we had about half of the families respond to the start time survey. So that would be the data.

Dr. Linden - The homework one does as well.

Dr. Ahern - Yes, it does.

Shared vision, I want to highlight our collaboratives, ACCEPT was looking for a director and I participated on that. I attended the celebration of Tri County to see the new lab. I visited the senior center to share vision with them.

Any questions?

Mrs. Schultz - Thank you. This format is so new to us. In your professional practice goals, the district improvement goal and the other one, they were because of budget limits?

Dr. Ahern - Yes.

Mrs. Zub - I was thinking, does that count against Sara and her evaluation? She has no control over the budget?

Dr. Linden - I don't think it is negative. The goal wasn't met, the narrative can tell you why. It was out of her control. It supports that.

Dr. Bergen - You raised a good point.

Mrs. Zub - The narrative helps out at this time.

Mrs. Schultz - The resources were not available.

Dr. Bergen - We will send that to Denise. We want to be as thorough as possible in the comment section.

Dr. Linden - On number 9 on that form that Diane made, you should give the same rank on that part.

Mrs. Zub - As you look at your focus elements, what is your greatest strength and improvement?

Dr. Ahern - I am an ideas person and get excited about those. Being realistic and what we can accomplish in a year, I am working on. I worry about pressure.

Mrs. Zub - That is fair. You are very self reflective.

## **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 - Meeting as a joint committee on June 19. We are keeping the public informed and transparent.

**COMMUNITY RELATIONS** Mrs. Zub - The next meeting is June 14. We are looking into “virtual coffee” hours. We are planning strategy around communication.

**PUBLIC SCHOOL ADVOCACY** Mrs. Schultz - Anne and I participated in the march in Boston.

**AD HOC** Dr. Bergen - Nothing to report

**POLICY** Mrs. Scofield - The next meeting is June 4 and June 18. We will be working on homework guidelines.

**JOINT PCC** - Dr. Bergen and Mrs. Douglas - Nothing to report as end of school year.

**SUBSTANCE ABUSE** - Mrs. Douglas - Nothing to report

**SCHOOL START TIMES** Dr. Linden - Nothing to report.

## 6. New Business

a. To discuss any future agenda items

## 7. Consent Agenda

a. Minutes

I recommend approval of the minutes from your May 14, 2019 School Committee meeting as detailed.

b. Transfers

I recommend approval of the budget transfers as detailed.

c. FHS Scholarships

I recommend acceptance of the following FHS Scholarships:

- i.. Peter Coppola (RE: Andrew Coppola) \$2,000.00
- ii. Friends of the Franklin Library \$1,000.00

d. Parmenter Gift

I recommend acceptance of a check for \$290.00 from the Parmenter PCC for field trips as detailed.

e. Music Gift

I recommend acceptance of a check for \$1,800.00 from Franklin Music Boosters for in-house enrichment as detailed.

Motion for all: Mrs. Schultz  
Approve: 6

Second: Ms. Douglas  
Oppose: 0

**8. Payment of Bills Dr. Bergen - correct**

**9. Payroll Mrs. Douglas - correct**

**10. Correspondence - none**

## **11. Adjournment at 9:55 pm**

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

**A roll call vote was taken to go into Executive Session**

**Roll call vote: Dr. Bergen-yes; Ms. Scofield-yes; Mrs. Linden-yes; Mrs. Zub-yes; Mrs. Douglas and Ms. Schultz were not present.**

**Adjourned by 9:55 pm**

Respectfully Submitted,

Beth Simon

SCAgenda 5-28-19.pdf

School Start Times Presentation\_Part 1.pdf

Strategic Objective #4\_Effective Two-Way Communication.pdf

CURRENT JKAA - Physical Restraint of Students.pdf

Discussion ActionA - Policy.pdf

Superintendent's Evaluation Evidence 2018-2019.pdf

Consent ActionA - Minutes.pdf

Consent ActionB - Transfers.pdf

Consent ActionC - Scholarships.pdf

Consent ActionD - Parmenter gift.pdf

Consent ActionE - Music Gift.pdf

FPS Summary & Sign off.pdf

SCWarrant050919.pdf

SCWarrant051619.pdf

Payroll Warrant #1923 Summary.pdf

Payroll Warrant #1923.pdf

Pledge Student.pdf