

Franklin School Committee
October 25, 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.

In attendance: Ms. Camille Bernstein-Yes; 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: Mr. Lucas Giguere; Dr. Tina Rogers; Mrs. Paula Marano; Mrs. Miriam Goodman

Pledge of Allegiance

Horace Mann Middle School

Christian Matthy and Mia Sartini are 8th grade students at Horace Mann Middle School. They have worked hard in their three years of middle school and we are pleased to have them represent our school tonight.

Chris Matthy has a passion for science and has received Horace Mann's end-of-year science award from his teachers in both 6th and 7th grade. Chris was an athlete in our inaugural season of Unified Basketball at the Franklin Middle Schools and represented HMMS very well as a player on the Blue Team. Outside of school Chris likes to do computer programming, spend time with family, take fencing lessons, and he cares for his turtle, Pancake!

A goal for Chris in high school next year is to take classes that challenge his academic gifts in the areas of math and science.

Mia has a passion for art and has been a member of the HMMS art club this year. Mia persevered through remote learning during her entire 6th grade year and has worked hard the last two years to transition back into the full middle school rigor and routine.

Outside of school Mia likes to make art, play the ukulele, ride her bike, visit the library, be a "Mother's Helper", and spend time with family. A goal for Mia in high school next year is to explore academics and trades that support her passion for art and writing.

It is with great pleasure that Mr. Healy and Ms Motte recognize Chris and Mia tonight. Along with their teachers, we thank them for all the ways they have had a positive impact on the Horace Mann Middle School community!

Moment of Silence

I. Routine Business

- A. **Review of Agenda** - reviewed and in order
- B. **Payment of Bills** - reviewed and in order
- C. **Payroll** - reviewed and in order

D. FHS Student Representative Comments

Ahan Shetty spoke about the prom committee recently formed and is meeting every other week on Fridays. It will be held on May 5, 2023 at Lombardos. He added that there will be a fundraiser soon.

He said this is the last week of fall sports with playoffs starting in the next few weeks. He said all fall teams are doing well. He said the homecoming football game was last Friday vs. Attleboro and the classes also decorated floats for a halftime show.

He said Unified basketball has a game on 11/2/22 at 6:00pm in the FHS gym.

He said winter sports registration is now open through 11/18/22 with a start date of 11/28/22.

Sid Chandra said the class of 2023 senior quotes are due 10/31/22 and their first fundraiser raffle calendar will begin soon. He said many students are applying to college now for early decisions. He said the Student Government planned a successful homecoming dance and all the proceeds went to the Susan G. Komen fund. He added that FHS theater is currently working on Cinderella and will be on 11/11-11/12 and 11/18-11/19. He said Ski Club sign ups are on a first come first serve basis with trips to Wachusett every Tuesday.

He said Parent Teacher Conferences are 11/9 (in person) and 11/10 (virtual).

He said the Academic Learning Center is open on Mondays, Tuesdays, and Thursdays from 2:15-3:45.

He said SAT's will be on 11/5/22 at FHS, AP exam payments are due 11/1/22 and club activity fees are due 11/15/22. He added that the first quarter ends on 11/10/22.

Ms. Spencer asked what kind of fundraiser will they do for the prom?

Mr. Shetty said most likely a restaurant fundraiser.

E. Superintendent's Report

Mr. Giguere wished a Happy Diwali to all the families who celebrate.

Mr. Giguere said 10/28/22 is a professional development day.

Mr. Giguere gave a student behavior update and is asking families for assistance.

He said there has been an uptick in student behavior in less structured areas such as the bus, transitions in hallways, cafeterias, and bathrooms. He is asking parents to have conversations and give reminders what is appropriate behavior.

He is asking the fan base at sporting events to remind students what's expected.

They have asked families to not drop off at games unsupervised and they are seeing an uptick of students without adults, hanging out behind the bleachers.

He said going forward this area will be closed during varsity games.

He also gave an update to social media use. He said administrators are spending a good amount of time investigating issues that arise during the week. He said they have seen some physical altercations as a result of online issues.

He also spoke about communication. He said some of the staff have been on the receiving end of some angry communication from parents. He said it can be hard to resolve the issue and leads to more frustration. He is asking parents to come from a place of communication and resolving the problem.

He said 11/8/22 will be a full day of PD. He said the morning will be grade specific PD. He added that in the afternoon 70 educators will be offering and facilitating sessions. He said teachers can attend 3 sessions in the afternoon.

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

Ms. Bernstein asked what percentage of PDD is led by outside vendors?

Dr. Rogers replied there will only be six 15 minute sessions led by vendors. She said they already have the vendors' products in house. She said those sessions will be co-facilitated by staff.

Mr. Callaghan asked if they could see some concrete examples of what ESSER funding has paid for and why it is valuable to roll into the budget. He said he would like to know more in advance of these items.

Mrs. Goodman said yes.

Mr. Callaghan asked about drafting something as a committee to send to legislators regarding an audit of unfunded mandates.

Mrs. Goodman replied she is happy to have a conversation about this. She last looked in depth at these in Nov, 2020. She also said if there are particular ones they would like her to look into she can do that.

Mr. Charles asked for elaboration on student behaviors.

Mr. Giguere replied there is pushing and shoving in the middle and high school levels in the serving area at lunch. He also noted comments while in hallways or leaving school. He said there have been physical altercations on buses as well as vaping in the high school bathrooms.

Mr. Charles said he appreciates the approach to work with families.

Mr. Charles asked if they thought to bring these topics into Advisory?

Mr. Giguere added that it happens during the health education curriculum. He agreed that these are topics they need to be hitting on with the students.

Mr. McNeill noted the uptick in student behaviors.

Ms. Stokes asked for clarification this week's PD is a ½ day and Nov 8 is a full day.

Mr. Giguere replied yes.

Ms. Stokes noted what a great resource Critical Conversations was and asked where the past presentations can be found?

Mr. Giguere replied he can provide the link in his letter to families that he will be sending. He also noted that what students find offensive can differ and may not understand the gravity of a comment.

Ms. Stokes said discipline is not the only role administrators play and asked if we are spreading administrators too thin? She thanked the administration, chaperones, and police department for their time at the homecoming dance.

Ms. Whitmore said engaging families and the community is a good idea.

II. Guests/Presentations

A. DEI Presentation - Heidi Harris, Lucas Giguere, Tina Rogers & Paula Marano, Amanda Preston-Sicari

** See presentation slides for detailed information.*

Part 1

Mr. Giguere shared a timeline from Spring, 2022 to Spring, 2023. He shared a description of DEI that was created by the DEI Committee. He said they have the responsibility to educate every student that walks through the doors of the schools.

Ms. Harris spoke about Franklin's Portrait of a Graduate and used it as an if/then statement. She provided a visual representation of the difference between equality and equity. She also shared the equity statement that was created by the DEI Committee.

Mr. Giguere spoke about belonging as it is described by Mass REDI and Massachusetts Association of School Superintendents.

Mr. Giguere introduced Ms. Preston-Sicari, Senior Consultant for Public Consulting Group. She gave an overview of the equity audit framework and the 6 buckets

- *Climate and Culture*
- *Human Resource Policies and Practices*
- *Student Outcomes and Program Participants*
- *Curriculum and Professional Learning*
- *Leadership Policies and Practices*
- *Resource Allocation and Practices*

Ms. Preston-Sicari spoke about equity audit methodology starting with the data and document review. She said they also spent time in Franklin engaging stakeholders through interviews, focus groups, and email.

She said Franklin had an equity action plan in the works so they were able to work with that development further.

She gave their top priority recommendations:

- Districtwide Discipline Matrix
- Awareness Campaigns

She discussed next steps and said there are 38 findings with recommendations and analysis.

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

Mr. Callaghan asked for elaboration about perception.

Ms. Preston-Sicari said perception in and of itself is a finding and their recommendations are based on the perceptions.

Mr. Callaghan said he hopes they continue the education process of teaching students why something is bad and not just saying it is bad.

Mr. Giguere replied that this is continued work that they are committed to. He spoke about a discipline matrix and interventions that will take place.

Mr. Charles said this is a great starting point and noted how it will all be tied together to create an equitable experience for all.

Mr. McNeill asked for clarification about risk ratios she has seen and if they are similar to Franklin.

Ms. Preston-Sicari replied that the kind of disproportionality is observed elsewhere too, not just in Franklin.

Mr. McNeill asked if she has a model discipline matrix or other districts that implemented similar ones?

Ms. Preston-Sicari replied that they shared a matrix over the summer with the leadership team.

Mr. Giguere said the discipline matrix can be found in the handbook but it is something they can still build off of.

Ms. Stokes said she likes the 6 buckets and asked where they come from.

Ms. Preston-Sicari said PCG developed these. They used a few tools and developed the framework.

Ms. Stokes asked if the research based tools are included in the report?

Ms. Preston-Sicari replied yes, the full report.

Ms. Stokes asked for the estimate of the % of qualitative data vs. quantitative data collected?

Ms. Preston-Sicari replied there is a lot of quantitative data analysis around achievement and access. She finds qualitative perceptions and experiences most impactful. She said it's close to 50/50 but more heavily weighted to qualitative.

Ms. Stokes asked about having qualitative data and quantitative data through a panorama type of survey?

Mr. Giguere replied that in phase 3 they can continue to talk about how to gather more quantitative data.

Ms. Whitmore said thank you for the presentation and how it's important for students to know why something is inappropriate, not just that it is.

Part 2

Mr. Giguere said all communities across the district are engaging in this work. He said their equity audit took place in the spring.

Mrs. Marano spoke on Leadership, Policies, and Practices. She talked about the strengths, findings, and recommendations, progress to date, and future actions. Upcoming workshops. and equity by design

Dr. Rogers presented on Curriculum, Instruction, and Professional learning. She talked about the strengths, findings, and recommendations, progress to date, and future actions.

Ms. Harris spoke about Culture and Climate. She talked about the strengths, findings, and recommendations, progress to date, and future actions.

Ms. Harris spoke about Student Outcomes and Access. She talked about the strengths, findings, and recommendations, progress to date, and future actions.

Mr. Giguere spoke about Human Resources practices. He talked about the strengths, findings, and recommendations, progress to date, and future actions.

Mr. Giguere shared the next steps for Fall 2022 and by the end of the 2022/2023 school year.

Ms. Spencer thanked all involved for this presentation.

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

Ms. Bernstein asked for an expansion on the finding a lack of inclusive curriculum practices.

Dr. Rogers replied that their findings were a lack of multiple religions and cultures and no formal teacher process for choosing curriculum. She said the curriculum and curriculum support is needed for students in the ESL population.

Ms. Bernstein noted how important this work is and doesn't understand the pushback of DEI.

Mr. Callaghan said this is a fantastic start and isn't just one person's work. He also said he supports a day off for Diwali.

Mr. Callaghan asked about strategic initiatives and one across the board for each school level, he asked if this is how they will approach redistricting?

Mr. Giguere replied yes and there is a process that will unfold. He said that context matters and it matters to the company doing the work.

Mr. Charles asked about a diversity calendar and who does that go to?

Ms. Harris replied they are adding holidays and celebrations. She said this month they highlighted ADHD awareness. This gets shared with the school principals.

Mr. Charles asked if it can be shared in the monthly newsletters?

Mr. Giguere said this is an educational calendar so they can educate so that could be a next step.

Mr. Charles asked about the mention of possibly rejoining the Mass Partnership for Diversity in Education and the reasoning for leaving.

Mr. Giguere said he isn't sure but is committed to rejoining.

Mrs. Marano said that participation fizzled out and there was not a feeling of value. She said it has been restructured and on a virtual platform.

Mr. McNeill asked if there have been any recommendations about inclusive practices when engaging families?

Mr. Giguere replied they will be engaging families to come together in November and engage in this work. He said they want to continue to learn.

Mr. McNeill asked what achievement gaps are being observed among the different demographics subgroups?

Dr. Rogers said they have an MCAS presentation upcoming and can speak to this question at that time. She added there are trends across the Commonwealth

that they are seeing mirrored in Franklin. Mrs. Marano added that once Panorama is up and running they will be able to track other data points to check for trends.

Ms. Stokes said this presentation shed some light on a few things but isn't sure this isn't something the district didn't already know. She asked how much they paid for the audit.

Mrs. Goodman replied she isn't sure off the top of her head but possibly \$45,000-\$50,000 but could be lower.

Ms. Stokes said her expectations for this were high but said it left a lot to be desired. She acknowledged graphics provided by the town but said that work should have been done by the outside provider if they are paying them. She said it is good baseline data.

Ms. Whitmore echoed Ms. Bernstein's comments. She said people have different needs and are not the same. She noted that there is a lot of misunderstanding of what DEI is

She asked for more information about the living library.

Mr. Giguere replied that they listed it as a future action due to the work that goes into it. He said they find people who want to be a human version of a library book and talk about their experiences.

Mrs. Goodman replied to the earlier question about the cost of the private consultant and said the contract that was signed on 12/21 was for \$24,950.

Ms. Spencer asked Mr. Giguere about an acronym cheat sheet for families and the community and asked where they stand on that.

Mr. Giguere said they were planning a mini presentation and have it posted and shared.

Mr. Charles noted how a living library would be one person's perspective and a glimpse of what that person experienced.

Mr. Callaghan asked how the addition of the DEI Director changes the DEI committee?

Mr. Giguere replied they are advantaged to have the DEI committee and he noted the in-between work. He said in between meetings, there is a dedicated person moving the work along.

Ms. Harris said the DEI committee is essential to the work as it represents a group of stakeholders.

B. 2022-23 DEI Plan

** See presentation slides for detailed information.*

Ms. Harris spoke about the DEI plan and the action steps that they are planning to take. She said it is a 5-8 year process beginning with recommendations.

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

Mr. Callaghan referenced a goal where it discusses elevating the student voice when there are perceptions made.

Mr. Giguere replied that the particular goal he is referencing is for Ms. Harris and having her engage with students in a variety of settings. He noted an existing mentoring program at Parmenter he wants to see continuing to grow.

Mr. Charles asked if there was any thought to get different groups more exposure to each other?

Mr. Giguere noted athletes and that Mr. Hanna and Ms. Ellis have brought together a leadership team of leaders from the different clubs and teams.

Ms. Harris spoke about being in the process of an awareness campaign.

Mr. McNeill asked how the development resistance matrix will converge with the development of the multi-tiered systems of support?

Mr. Giguere replied that in the tiers behavior you can move around tiers based on the severity of infractions.

Mrs. Marano said they can analyze the data and tracking behaviors to watch for trends for intervention purposes.

Ms. Stokes asked about streamlining the equity plan.

Mr. Giguere replied they have started to lay the foundation for some good work in the district. They will take the information and learn more. He said they will prioritize a plan they want to set goals around.

Ms. Spencer asked about a previous presentation when support for gifted students was mentioned and she is looking for examples of support they are planning.

Mr. Giguere touched upon a pilot that he and Mr. Hanna are working with Rhode Island College and early college enrollment. He also added Dean College as well. He said it is for students who are ready to earn college credits in high school.

Ms. Spencer said it is unfortunate that creating a space for children to feel welcomed, seen, and loved has become politicized.

III. Discussion/Action Items

A. Policy 2nd Reading/Adoption

I recommend adoption of policy JICH - Alcohol, Tobacco and Drug Use by Students as detailed.

Motion: Ms. Stokes; Second: Mr. McNeill

Approve: 7 Oppose: 0

Motion Carries 7-0

B. 2022-23 Diversity Equity & Inclusion Plan

I recommend approval of the 2022-23 Diversity Equity & Inclusion Plan as discussed.

Motion: Ms. Stokes; Second: Mr. McNeill

Approve: 7 Oppose: 0

Motion Carries 7-0

IV. Discussion Only Items

A. October 1 Enrollment Report

Mr. Giguere shared the enrollment numbers as of 10/1/22. He shared the following important details:

- Some elementary schools have higher projected enrollment and some are lower, most likely due to the housing market.
- Students on free or reduced lunch increased this year by 2%.
- There is an increase in English language learners.
- Enrollment at Charter school increased in the first year of their expansion but has decreased back down to pre-expansion values.
- Homeschool numbers increased as a result of the pandemic.
- Increase in private or parochial school.

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

Mr. Callaghan is wondering if the lack of gifted support is causing students to attend other schools such as Charter? He would like to see the continued expansion of gifted programs.

Mr. Charles noted some decreases and increases due to housing but said the ECDC is at 148 but was only projected at 111. He said space was tight on his visit there last year.

Mr. Giguere said they are at max capacity and it is part of a larger discussion.

Ms. Stokes said she remembers it being 111 for a number of years due to not knowing.

Mrs. Marano confirmed this and it was pre-Covid and the amount of students now with disabilities. She said McKibbin was most likely going on birth rate. She noted early intervention is most likely more robust than pre-covid.

Ms. Stokes noted that October 1 is important for funding.

Mrs. Goodman said yes they will move forward to project the foundation enrollment and Chapter 70 foundation budget for FY24.

Ms. Stokes confirmed that these are the numbers the state considers even if they are to change this year.

Ms. Spencer noted that other committees will often note that the district's numbers are declining and asked if this can be addressed?

Mr. Giguere said it ebbs and flows through the life cycle of a community.

Mrs. Marano said they provide social services to students.

V. Information Matters

A. School Committee Sub-Committee Reports

- 1. Superintendent Evaluation** - will be meeting in early November to review Superintendent's goals before he presents to the full committee on 11/22/22.
- 2. Budget** - has not met.
- 3. Policy** - next meeting 11/9/22.
- 4. Community Relations** - next meeting 11/1/22 and 11/2-11/5 is MASC/MASS joint conference in Hyannis.
- 5. Space, Needs, and Facilities Assessment** - the contract has been fully executed, Mrs. Goodman has sent requested information to AppGeo. First meeting is 11/15/22.

B. School Committee Liaison Reports

1. **Joint PCC** - met on 10/17/22; next meeting 11/7/22. Ms. Stokes said in the past they discussed PCC pooling their resources and said if redistricting is on the horizon, the funds could get complicated. Mr. Charles replied that is something they will need to factor in. He added that the PCC's are meeting together before the joint meetings.
2. **School Wellness Advisory Council** - next meeting 11/1/22.
3. **SEPAC** - hosted a trunk at the library trunk and treat, book club meeting is 11/16/22.
4. **Substance Abuse Task Force** - next meeting 11/15/22.
5. **Diversity, Equity, and Inclusion** - next meeting 11/3/22.

VI. Consent Agenda

A. Approval of Minutes

I recommend approval of the minutes from the October 11, 2022 School Committee meeting as detailed.

B. Transfers

I recommend approval of the budget transfers as detailed.

C. JFK Gift

I recommend acceptance of a check for \$675.00 from the JFK PCC for field trips as detailed.

D. Student Activity Accounts

I recommend approval of the 2022-23 Student Activity Accounts as detailed.

E. JFK Recurring Field Trip

I recommend approval of the request of Mary MacMurray to take JFK 4th & 5th grade music students to the Veteran's Auditorium on May 26, 2023 for a concert as detailed.

F. Parmenter Gifts

I recommend acceptance of 3 checks totaling \$4424.94 from the Parmenter PCC as follows:

- | | | |
|----|------------|-----------------------|
| a. | \$3,236.54 | Supplemental Supplies |
| b. | \$ 638.40 | Field Trip |
| c. | \$ 550.00 | Field Trip |

G. Music Gift

I recommend acceptance of a check for \$1,405.00 from Music Parents for in house enrichment for the Music Department as detailed.

Motion: Ms. Stokes; Second: Mr. McNeill

Approve: 7 Oppose: 0
Motion Carries 7-0

VII. Citizen's Comments

Mr. Artemios Kayas, 58 Raymond Rd.

Mr. Kayas asked if he could take a copy of the DEI presentation?

Mr. Giguere asked Ms. Spencer if he can answer Mr. Kayas and Ms. Spencer said yes.

Mr. Giguere said the report will be made available.

Mr. Kayas said that if DEI has an audit, which to him an audit has a checklist and a score, what are the penalties if all the boxes aren't checked and it has a low score? He asked if that is a fair assessment?

Mr. Giguere replied that PCG conducted the external audit.

Mr. Kayas asked if the audits will be happening yearly.

Mr. Giguere said that is not the plan and asked Ms. Spencer if he should be engaging with Mr. Kayas. Ms. Spencer told Mr. Kayas they can address this at a future meeting.

Mr. Kayas asked where the DEI agenda was coming from. He said that Ms. Bernstein spoke about DEI and mentioned the law in the constitution but he said that was in place before DEI so why do we need DEI? He said that equity and equality have been around before DEI.

Mr. Mark Minnichelli, 31 Longfellow Drive.

Mr. Minnichelli said that the subject of DEI is important to him and brought him back to school committee meetings after a long absence. He said he lends his support to the school committee and to DEI.

Ms. Meaghan Bensen, 19 Winthrop Drive

Ms. Bensen wants to know if there is a way to release the methodology in the sample size around the audit. She said she appreciates Ms. Stokes questioning the audit and being disappointed in it. She said she is a professional researcher so she is disappointed there was not much information about methodology or sample size. She spoke about behaviors and how they are related to the pandemic.

Mr. Kyle Thompson, 8 Mercer Ln.

Mr. Thompson said he has been following DEI initiatives for the last 10 years. He said he noticed they changed the title from racial equity audit in the original request to equity audit. He said he would like to know the same size of the audit. He would like to know what the increase is in academic success but having a DEI Director.

Mr. Thompson went over his allotted 3 minutes of speaking time. Ms. Spencer repeatedly said his time was up and ended his call.

Ms. Ruthann O’Sullivan, 175 Oak St.

Ms. O’Sullivan said she wants to thank the schools for their commitment to this work. She said the majority of people support this work.

VIII. New Business

To discuss any future agenda items

Mr. Giguere shared the anticipated items for the 11/8/22 meeting:

- MCAS results
- Updates from subcommittee and liaisons

IX. Ms. Spencer asked for a motion to adjourn and enter into executive session. She said they would not be returning to open meeting.

Pursuant to M.G.L. c. 30A, Section 21 (a) (3) for the purpose of discussing strategy as it relates to collective bargaining with the Cafeteria, Van Drivers, Secretaries, & ESP’s Units, as an open meeting may have a detrimental effect on the bargaining position of the Committee, as declared by the Chair.

Motion: Ms. Stokes; Second: Mr. McNeill

Roll call vote: Ms. Bernstein-Yes; Mr. Callaghan-Yes; Mr. Charles-Yes;

Mr. McNeill-Yes; Ms. Stokes-Yes; Ms. Whitmore-Yes; Ms.Spencer-Yes

Motion Carries 7-0

X. Adjournment at 10:34pm

Respectfully submitted,
Christina Tocci, Secretary

Agenda
Payroll Warrant #2308 Summary.pdf
Payroll Warrant #2308.pdf
FPS Summary & Sign Off.pdf
SC Warrant 100522.pdf
SC Warrant 101322.pdf
FPS DEI Presentation 10_25_22.pdf
FPS DEA Plan 2022-23 (for SC).pdf
Discussion Action A - Policy.pdf
Discussion Action B - DEI Plan.pdf
Oct 1 Report 2022.pdf
Consent Action A - Minutes.pdf
Consent Action B - Transfers.pdf
Consent Action C - JFK Gift.pdf
Consent Action D - Student Activity Accounts.pdf
Consent Action E - Recurring Field Trip.pdf
Consent Action F - Parmenter Gifts.pdf
Consent Action G - Music Gift.pdf
Pledge Student.pdf