

Present: Heather Bout, Chair, CSC; CCSC
Courtland Booth, Vice Chair, CSC; CCSC
Wallace Johnston, Chair, CCSC; CSC
Cynthia Rainey, CSC, CCSC

Absent: Yuval Erlich, CSC; CCSC

Present from Administration: Dr. Laurie Hunter, Superintendent of Schools, CPS & CCRSD
Jared Stanton, Director of Finance & Operations, CPS & CCRSD

I. EXECUTIVE SESSION - CALL TO ORDER

Ms. Bout called the meeting to order at 6:02 PM, noting that it was being recorded. A motion was made by Ms. Rainey, seconded by Mr. Johnston, for the Concord School Committee to enter into Executive Session under Purpose 3 of the Open Meeting Law: To discuss strategy with respect to collective bargaining or litigation if an open meeting may have a detrimental effect on the bargaining or litigating position of the public body. The motion passed by roll call: Johnston, aye; Bout, aye; Booth, aye; Rainey, aye.

Ms. Bout called the meeting back into order at 6:31 PM, noting that it was being recorded and broadcasted.

II. PUBLIC COMMENT

None

III. RECOGNITIONS

Justin Cameron, Principal of Concord Middle School, introduced Mary Anderson, Faculty Advisor to the new CMS Student Council. Several 6th, 7th and 8th grade students from the Student Council introduced themselves and spoke about their experiences with the start of the new school year and the reconfiguration. The students shared their positive experiences with the reconfiguration and were glad that there was no divide between school buildings anymore. One student noted how crowded the halls were at Sanborn. The students stated that they were looking forward to planning student events, sharing ideas across grade levels, being part of a community and problem solving together. Ms. Anderson stated that the students were representatives of the entire student council, also noting that student council already had several initiatives going.

IV. CHAIRS & LIAISONS REPORT

Ms. Bout stated that Kicks for Cancer occurred over the past weekend, noting that it included the Pink Dance at CCHS, Kicks for Cancer soccer games and Sticks for Cancer field hockey games on Saturday, and the Mighty Moose 5K on Sunday. She noted what an incredible community experience it was and how many students volunteered their time and ran in the races. She stated that almost \$200,000 was raised on Sunday alone for ovarian cancer research, noting what a truly inspirational experience it was to see the community come together.

Mr. Booth echoed Ms. Bout's comments, noting that the community pride was palpable all weekend.

Ms. Rainey stated that she viewed the Concord FINCOM meeting, noting that there was some discussion around surplus Peabody in the future. She stated that the FINCOM would be having a public forum on sustainability on November 7th. Ms. Rainey noted that the Planning Board would like to have a meeting with

FINCOM and the School Committee, to discuss the articles they are moving. Dr. Hunter stated that she's been looking for guidance as to what structure and format these meetings would be, noting that she will share more information with the School Committee when she receives it. Ms. Rainey also stated that the Planning Board sent a memo to the Chair of the Select Board about setting up a fund for the middle school for free cash.

V. CORRESPONDENCE

None.

VI. REPORTS FOR DISCUSSION

A. Integrated Preschool Special Education Review. Dr. Hunter introduced the new Early Childhood Coordinator, Janet O'Shea. Ms. O'Shea shared WestEd's Concord Integrated Preschool Special Education Review report. She stated that the report was based on interviews with the staff and focus groups as well as observations of the program. Ms. O'Shea reviewed the report's summary of classroom observations, stating that only those things observed were reported. She noted that because certain things weren't observed didn't mean they weren't happening. Ms. O'Shea stated that Ms. DeRuvo, Project Director at WestEd, was very impressed with what she observed, reporting that the staff was "unbelievable", the classrooms represented a real team approach, and that the teachers and tutors provided differentiated instruction to all kids. Ms. O'Shea stated that half of the classes are community students that pay tuition and the other half are children with documented needs. She stated that, based on the parent focus group, the report indicated that the parents were very happy with the program, felt very supported by the teachers and felt that student needs were addressed. She stated that the tutors reported feeling included and part of a very supportive environment, but would like more professional development and possible certification. She stated that the therapists and related service providers felt that the program was strong and also needed more professional development due to more challenging cases. Ms. O'Shea noted that they have hired a developmental pediatrician who is providing professional development.

Mr. Booth asked if any of the data pointed to areas that needed more teacher support or if it was too scattered and Ms. O'Shea stated that the data was scattered, noting that she wasn't concerned about particular points that they didn't indicate seeing during a particular observation since she knows they are occurring. She noted that the teachers focus daily around social problem solving, social and play skills, and language literacy. Mr. Booth noted how pleased he was with the positive responses from the tutors and asked for more information about their requests for more ABA training. Ms. O'Shea stated that the Preschool used to use an outside agency for ABA, but have hired a BCBA, Elizabeth Fidler, who has brought ABA into the program. She stated that Ms. Fidler began training the tutors to provide some of the ABA services, noting they are trying to make it more formal to provide certification as well.

Ms. O'Shea stated that the Preschool didn't have a policy for low income families and are now using the same qualification process that the District uses for reduced school lunches. She stated that they are seeing a lot of English language learners with a lot of different languages, noting that the team is working on how to communicate with and serve these families. Ms. O'Shea stated that they are also looking into transportation, noting that they are trying to be conscious of not being wasteful of the District's resources, but to also help families get their children to school. She noted that, after researching other districts, she found they are transporting more children than other districts. She reviewed the recommendations made by WestEd, stating that the Preschool has: added an additional full day to the program, changed the end time for full day, and will be participating in the district wide professional development. She noted that they have touched base on all of the recommendations in the report. The School Committee thanked Ms. O'Shea for all of her work.

B. School Improvement Plans: Alcott, Thoreau, Willard, Concord Middle School. Willard Principal Matt Lucey introduced Dr. Chris Price, Willard Assistant Principal and Math Coordinator. Mr. Lucey stated how thankful he is to have Dr. Price to deliberate with and share the load with. Naomi Krakow, Alcott Principal, introduced Assistant Principal and Math Curriculum Specialist, Judy Olson. Ms. Krakow stated that her transition has gone very well thanks to Ms. Olson. Thoreau Principal Angel Charles introduced Sue Howard, Thoreau Assistant Principal, noting that Ms. Howard has quickly become her "right hand". She stated that it's wonderful to have someone to share the work with and bounce ideas off.

Ms. Krakow shared the Alcott School Improvement Plan, noting that it had been in development prior to her coming to Alcott. She reviewed the initiatives related to Strategic Objective 1 - Multiple Paths to Success: strengthening the RTI process, continuing to improve teaching of writing, exploring innovative and engaging instructional methods, participating in district wide innovative learning practices committee, and developing a program for students with significant social/emotional needs. Ms. Krakow reviewed actions for Strategic Objective 2 - Well Being: continuing to ensure all classroom teachers, support staff and specialists are implementing the same Tier 1 practices, and identifying and providing students who need Tier II and Tier III social/emotional supports. Ms. Krakow reviewed actions for Strategic Objective #3 - Inclusive Culture: continuing professional development around inclusive culture and expanding it to include an inclusive culture with respect to ability and disability, and maximizing inclusion opportunities. Ms. Bout asked if the social/emotional program is similar to the one that was created at Thoreau a few years ago and Ms. Krakow stated that it's very similar to the program at Thoreau and the goal is to have programs in district that will meet student needs. Dr. Hunter noted that the program is more structured this year and has a separate setting. Ms. Bout asked how a social/emotional screener is done at an elementary school and Ms. Krakow stated that it's a teacher report based on observations. Mr. Booth asked if the intent is to have a Pre-K to 5 screener across buildings and Mr. Lucey stated that they have developed a clear path of 1 screener led by the adjustment counselors.

Ms. Charles stated that there would be commonalities between the 3 school plans since they worked very closely together, noting that she would review specific things unique to Thoreau. She reviewed initiatives for Strategic Objective 1 - Multiple Paths to Success: improving teaching and learning practices, engaging in high-quality professional development, strengthening progress monitoring of students receiving Tier 2 and 3 supports, expanding special education programming for students K-3 with intensive learning needs, and working with Rivers & Revolutions. Ms. Charles reviewed initiatives around Strategic Objective #2 - Well Being and #2 - Inclusive Culture: offering training for teachers on executive functioning, ensuring the school environment is inclusive for all students, accommodating special schedules of students and maximizing inclusion time, and providing professional development. Mr. Booth noted how impressive the plan was. Ms. Bout asked about the executive functioning training with Sarah Ward and Ms. Charles stated that Ms. Ward is helping them to identify specific characteristics and things they can do to minimize and change their practice. Ms. Charles stated that they are all practical actions that they can implement immediately, noting that part of the grant includes her also working with parents in sessions. Mr. Johnston asked Ms. Charles to speak about what the Rivers & Revolutions class would look like and Ms. Charles stated that Michael Goodwin and his students will be coming for 2-4 hour sessions for a series of six Wednesdays, during which they will teach a full interdisciplinary unit of study that's aligned to the standards and highly engaging. She noted that every student can access this and Dr. Hunter stated that she's attended one of these classes in the past, noting that it's magical to watch. Mr. Lucey stated that to tap into their energy, authenticity and earnestness is motivating.

Mr. Lucey stated that he's enjoyed the alignment between the 3 buildings over the last few years and found the district-wide grade level meetings to be inspiring. He stated that there is standard alignment between the 3 improvement plans, but noted that there are also deep digs at each school in areas that they need to grow. He stated that they are very concentrated on phonics based instruction, noting that they have a language based classroom. Mr. Lucey stated that they are working closing with their RTI model, and expanding special education programming for students K-5 with intensive learning needs. Mr. Lucey thanked Dr. Hunter for holding the forum with SEPAC a few weeks ago, noting that he received very important feedback that they have already started to implement. He stated that they are embracing the diverse community and held the first international gathering last year and will be having it again this year. Mr. Lucey stated that they are working on implementing the universal screener for dyslexia in Kindergarten, noting that early identification is best. He stated that they are also joining the Innovative Learning Practices Committee and are supporting teachers in taking risks. He noted the screener for identifying social/emotional learning, community building and collaboration, and professional development. Mr. Lucey thanked the school committee for their support. Mr. Booth thanked Mr. Lucey and Mr. Johnston noted Mr. Lucey's enthusiasm and how exciting it is to see them taking risks. Ms. Bout noted how exciting it is to see the principals coordinated, but also focused on each school's needs and thanked Dr. Hunter, the principals and assistant principals for the creativity and flexibility that went into creating the structure of the leadership team. Mr. Lucey stated that their job is to support the

staff and enable them to do their best work, noting that the teachers are the most important success variable in a child's career.

Justin Cameron, CMS Principal, introduced Assistant Principal, Tyler Steffey, Special Education Team Chair, Laura Brande, and noted that Assistant Principal Olive Bradford could not attend the meeting. Mr. Cameron noted the role that the School Council and School Advisory Council take in the implementation of the Improvement plan. He stated that the School Advisory Council is comprised of middle school students, parents, community members and faculty/staff. He stated that the CMS Improvement Goals were aligned with the Strategic Plan: Multiple Paths to Success, Well Being, Inclusive Culture and Innovative Environment. Mr. Cameron noted the support of the teachers and staff at CMS of the reconfiguration. He shared CMS initiatives, including: a math, ELA and social/emotional screener, built-in intervention blocks, social/emotional and language based special education programs, and Challenge Success and Mindfulness Steering Committees. Mr. Cameron stated that they are rethinking the 1:1 laptop program and will be examining the role of digital learning and are improving practices to ease the 5th – 6th grade and 8th to 9th grade transitions. Mr. Cameron stated that they are continuing the Celtics Playbook Initiative and partnering with students and families in Boston. He stated that they are very excited about all of the work that the Middle School Building Committee is doing, noting that they'll be reestablishing the middle school Building Reconfigure Steering Committee to focus on the transition of 6th to 7th grade. Mr. Cameron thanked the Concord Ed Fund for the outdoor classroom they are about to open at Sanborn. Mr. Johnston noted the great amount of interaction with parents, noting his appreciation for all of Mr. Cameron's hard work. Ms. Bout asked Mr. Cameron to speak about the team meetings. Mr. Cameron stated that the adults come together about 2 times a week to share practices that will bring out the best in students.

VII. ONGOING BUSINESS

A. Concord Middle School Building Update. Ms. Bout stated how efficient and effective the CMS Building Committee is, noting that they have hired Hill International as project manager. She stated that Hill International has helped to create the RFS for designers, noting that the due date is October 18th. She stated that the CMS Building Committee will be meeting Thursday morning, October 3rd, and will also be going on tours of middle schools on Friday, October 4th. She stated that they are working on providing information on the CMS Building Committee website and will be discussing communication at future meetings.

VIII. NEW BUSINESS

A. FY19 Budget. Mr. Stanton shared the CPS FY19 Variance Reports by DESE 100 and 1000 functions. He stated that they closed out FY19 fully after prepaying \$256K in collaborative tuitions, noting that this explains part of the negative balance in the 9000 function. He stated that CPS had an FY18 circuit breaker carry-over balance of \$533,247.48 and FY19 circuit breaker revenues of \$871,886. Mr. Stanton stated that, of the \$1,405,133.48 available, only \$718,671.20 was spent, leaving an FY19 circuit breaker carry-over balance of \$686,462.28 for FY20. Ms. Bout asked Mr. Stanton to review the adjustments on the variance report and Mr. Stanton stated that they are still using functions that are no longer DESE functions, noting that they have a "crosswalk"(a schedule of CPS's DESE codes compared to the updated DESE codes) with DESE. He stated that they are in the same 1000 function and that they are working on cleaning the chart of accounts. Mr. Booth noted that the adjustments that Mr. Stanton brought throughout the year did not cause any alarm or confusion. Mr. Stanton stated that they had a preliminary audit at the beginning of September and that they will be back before January 1st. He stated that they had no findings last year, noting that less than 10% of districts have this.

IX. ADJOURNMENT

A motion was made by Ms. Rainey, seconded by Mr. Johnston, to adjourn. The motion was unanimously approved and the meeting adjourned at 8:49 PM.

Respectfully submitted,

Erin E. Higgins

Approved 10/22/19

Abbreviations:

ABA	Applied Behavior Analysis
BCBA	Board Certified Behavior Analyst
CCHS	Concord-Carlisle High School
CCRS	Concord-Carlisle Regional School District
CCSC	Concord-Carlisle Regional District School Committee
CMS	Concord Middle School
CPS	Concord Public Schools
CSC	Concord School Committee
CTA	Concord Teachers' Association
CCTA	Concord-Carlisle Teachers' Association
DESE	Massachusetts Department of Elementary & Secondary Education
FINCOM	Finance Committee
OPM	Owner's Project Manager
RFS	Request for Services
RTI	Response to Intervention
SEPAC	Special Education Parent Advisory Council
SPED	Special Education