

November 15, 2017

A meeting of the Wareham School Committee was held on Wednesday, November 15, 2017, at 7:00 p.m. in the Wareham Middle School Auditorium. Members present were Judy Caporiccio, Mary Morgan, Laurie Spear, Joyce Bacchiocchi, Geoff Swett and student representative Jamie Read as well as Superintendent Shaver-Hood and recording secretary, Michelle Ruiz.

Chair Caporiccio called the meeting to order at 7:00 p.m. She announced that the meeting was being broadcast live by WCTV and an audio recording by Mrs. Ruiz.

#### **PUBLIC COMMENT**

Brian Fitzgerald, WEA President/Classroom Teacher addressed some remarks made at the previous School Committee meeting on the topic of educator evaluations and the bell curve. Based on the number of educators rated proficient, he had looked at the public data from the state and Wareham rated 217 out of 311.

7:05 p.m. Mrs. Ruiz announced that due to technical difficulties the meeting was not being recorded.

#### **GOOD NEWS**

National Education Support Professionals Day - Deanna Semple, Vice President of WEA, stated that Wareham has many dedicated paraprofessionals in the system. In recognition, she described what paraprofessionals do in the course of a day. She asked the School Committee to join the WEA in recognizing the paraprofessionals for their efforts on this special day.

WEA President Brian Fitzgerald thanked the Superintendent and principals for recognizing the paraprofessionals today, National Education Support Professionals Day.

Dr. Shaver-Hood announced that Middle School teacher, Mrs. Lasorsa, won the \$200 grand prize in the #HackYourClassroom contest. She was commended on student inclusion and student floor plans in her submission.

Dr. Shaver-Hood read from a letter she received from the Department of Elementary and Secondary Education on accountability determination and Wareham listed as a Level 3 district. Some data was incorrect and we appealed to DESE. DESE accepted our appeal, reviewed the data and made the correction. Wareham no longer is a Level 3 district. There is a determination no level for the middle and elementary and a Level 2 for Wareham High School. DESE also will be changing our accountability determination on its website. Dr. Shaver-Hood thanked the teachers, administrators, and students for their efforts.

#### **Minutes of the Meeting**

Mr. Swett moved to approve the minutes of November 1, 2017, seconded by Mrs. Bacchiocchi.

VOTE: yea - 5; nay - 0; abstain - 0

**Class Size Report**

Dr. Shaver-Hood reported on class size for PreS-4, class size by grade and department at the Middle School, and enrollment and various class sizes at the High School. The class sizes are K, 22.2; Grade 1, 17.7; Grade 2, 19.6; Grade 3, 19.5; Grade 4, 24.4; Grade 5, 20; Grade 6, 21.06; Grade 7, 20.69; Grade 8, 20.74.

In answer to questions from the Committee, the kindergarten class of 26 students is a homeroom for substantially separate; there are 4 part-time paras in kindergarten regular education classrooms; some sections at the high school are taught together and the criteria for starting a class is double digit enrollment; if a class is not offered due to low enrollment there are three venues for online learning; teacher caseload at the high school is 80-125.

Mrs. Morgan asked for the class size in the Cooperative day program.

Mr. Swift shared his analysis of the data. His comparison of the total enrollment in 2013 vs 2017 indicated about a 100% increase in charter and almost 66% in school choice, leaving a 31% loss in the remainder categories. Adding 122 dropouts over 4 years left 40%. These students do not live in Wareham anymore so we are suffering in demographics with a significant number of dropouts coming from the Cooperative Alternative School and most of these coming from out of town under school choice.

**FY'19 Budget Overview**

Mr. MacMillan gave an introduction of where we are in budget process. The budget workshop meeting will be on Monday with principals/directors presenting their priorities. The public hearing is scheduled for December 6<sup>th</sup> with the Finance Committee and Board of Selectmen invited.

Funding is following our strategic plan. He then reviewed recent trends by major accounts and the outlook in FY19. The Budget Plan is based on fixed costs and variable costs (change with number of students):

Fixed costs are utilities; principal & office; building maintenance; custodial

Variable costs are instructional leadership, sped teachers/regular ed teachers, sped para/regular ed paras, sped services/other support services, instructional supplies

The Town Administrator does not expect additional Town Revenue for FY2018/19 so we are not able to have a level service budget.

There was a brief discussion on state aid projections.

**Report of the Assistant Superintendent**

Dr. Schwamb read a prepared statement addressing our system transformation, the Department of Elementary and Secondary Education report dated February 2012 and delivered in 2013, the superintendent's evaluation being a reflection of a team effort, FAST report details provided in the evaluation documents; backward design plan with the end in mind; evaluation of educators proficient as related to student MCAS scores; and the system issues we face.

Formative Assessment System for Teachers (FAST) defined as “research-to-practice, assessment-to-intervention, and Research to Results.” Wareham elementary schools participated in GRADE and GMADE in the past. With technology we are using a similar assessment on the computer with results in real time. We now have three years of FAST results and have enlisted IDEAL Consulting to provide an analysis of results.

FAST measures reading and math skill levels and growth. Dr. Schwamb addressed why we focus on K and 1 and what skills poor readers lack. She stated that we have made many data driven and staff collaboration decisions and provided an analysis of 2016-17 K and 1 same group of students by subtests and the subtests given to current K students. An analysis of growth by benchmark results are higher than by norm results.

Mrs. Morgan stated that the DESE report Dr. Schwamb referenced had good comments as well. She asked for the website for IDEAL Consulting and if the data for the upper grades in the binder could be pulled out for her to review.

Mrs. Bacchiocchi stated that the Kindergarten students coming in this year are at a higher level, and wanted to know if this was attributed to our Preschool curriculum.

Dr. Schwamb will tease these students out and provide the data to the committee. The preschools in the area have been invited into our district and we have been sending people out to network.

Dr. Shaver-Hood stated that our goal is to have all our students ready coming into Kindergarten.

Mr. Swett asked if the 30-year-old study Dr. Schwamb referenced in her report was relevant and was concerned with the artificial groupings.

### Acceptance of Gifts

Dr. Shaver-Hood recommended approval of the following gifts:

- a) Dictionaries to all 3rd graders at Minot Forest School from the Wareham Elks Lodge.  
Mrs. Bacchiocchi moved acceptance of the gift, seconded by Mrs. Spear.  
VOTE: yea – 5; nay – 0; abstain - 0
- b) \$1,500 from Cheri Lindsey of Lindsey’s Restaurant to purchase tickets to a live theatre event for the WMS Drama students.  
Mr. Swett moved acceptance of the gift, seconded by Mrs. Bacchiocchi.  
VOTE: yea – 5; nay – 0; abstain - 0
- c) 12 SmartStraps from Lowe’s Home Improvement to WHS to secure doors during lockdowns.  
Mrs. Bacchiocchi moved acceptance of the gift, seconded by Mr. Swett.  
VOTE: yea – 5; nay – 0; abstain - 0

### Superintendent’s Report

- Approval of Bills and Payroll Warrants

Payroll November 4, 2017 \$134,343.88

Payroll November 11, 2017 \$846,042.82

Mr. Swett moved approval of the payroll warrants, seconded by Mrs. Spear.

VOTE: yea – 5; nay – 0; abstain – 0

Bill 11/16/17 \$176,241.20

Bill 11/20/17 \$77,366.25

Mrs. Bacchiocchi moved approval of the bill warrants, seconded by Mrs. Spear.

VOTE: yea – 5; nay – 0; abstain – 0

- The following information was provided on access to Kennedy Lane:
  - May 1, 1989 application went to planning board to build new high school
  - Decision #2 rendered access to Kennedy Lane prohibited except for emergency vehicles with a sign and a crash or breakaway gate constructed for emergency outlet
  - December 11, 2014 school department was instructed to close the gate. We requested to appeal to the decision.
  - Oct 3, 2017 Road Commissioners voted to go into perpetuity and school department was never informed of this meeting
  - Town Administrator stated this is not a decision the school department or school committee can make and goes back to the original planning board

Mr. Swett stated that we ought to speak loudly if truly this is a safety risk and asked if the Fire Department had weighed in on this.

Dr. Shaver-Hood stated we need to get in front of the Road Commissioners and have the discussion.

Chair Caporiccio stated in our emergency plan Kennedy Lane is an exit.

Mrs. Bacchiocchi thought the discussion was more of a convenience instead of an emergency; maybe we should address the traffic flow.

- Superintendent's Goals for 2017-18

**#1-Professional Practice** – Support the Minot Forest Building Project

**#2 Student Learning** – All students have access to a challenging and engaging instruction providing them with the curriculum and tools needed measured by the data

**#3 District Improvement** – Improve academic performance with a focus on student subgroups (sped, ELL) by providing staffing of behaviorists, social workers and counselors to meet student needs

Mr. Swett addressed the bell curve and cohort stating this is a management problem, and it was his fiduciary responsibility to the children that this is recognized. He needs to have something in this goal to take seriously the identification of less effective teachers or he cannot support this goal.

Mrs. Morgan stated that the evaluation of teachers is an extremely complex task and there are still a lot of glitches in the teacher evaluations system. It is not fair to all the teachers and it should not be a measure of the Superintendent's evaluation.

**#4 Family & Community Engagement** – Will formulate a communication system through outreach, social media, communication, and surveys and she has a Superintendent's Communication Advisory Group to meet during the year.

The Committee agreed that a mid-year evaluation update would be helpful and Dr. Shaver-Hood will schedule a mid-year evaluation in April.

Mrs. Spear moved to accept the Superintendent's Goals as presented, seconded by Mrs. Morgan.

VOTE: yea – 4; nay -1 (Mr. Swett); abstain - 0

Chair Caporiccio asked for discussion on Weighing of the Goals. Student Learning and District Improvement were rated higher last year, 12 points each, and the other two goals were rated 8 points each.

Mr. Swett moved to weigh the goals as follows, seconded by Mrs. Morgan

Goal #1 - 8 points

Goal #2 - 12 points

Goal #3 - 12 points

Goal #4 - 8 points

VOTE: yea – 5; nay – 0; abstain - 0

Dr. Shaver-Hood stated we need to improve on our practice for the benefit of the students. She appreciated the comments of both Mrs. Morgan and Mr. Swett. We need to define "needing improvement" as it is vitally important to further establish the criteria used in evaluation of educators.

Chair Caporiccio stated that when a change in our leadership structure was discussed, we would have more people to evaluate but she had stated it is not only evaluation but supervision is needed and the right leadership to develop action plans to help teachers. We can do all the planning but if teachers cannot produce in the classroom, there is a problem

(Jamie Read left the meeting at 8:38 p.m.)

### **School Committee Reports**

Recommendations from Policy Review Committee-Mrs. Bacchiocchi presented the following recommendations:

Criteria for Approval of a Private School - changes in titles and page 2 staff and records

Mrs. Morgan moved to approve the policy on Criteria for Approval of a Private School as presented, seconded by Mrs. Spear.

VOTE: yea – 5; nay – 0; abstain – 0

Reconsideration of Instructional Resources - no changes

Mr. Swett was concerned with a student reading or viewing out of context as compared to teaching. In our attempt to be impartial have we gone too far. He suggested inserting the word “scholarly” to read “...collection of scholarly primary and factual material...”

Mr. Swett moved to add the word “scholarly” in the second line in Ideologies, no second.

Mr. Swett moved to table this policy and bring it back to the Policy Review Committee, seconded by Mrs. Morgan.

VOTE: yea – 5; nay – 0; abstain – 0

Library Materials Selection and Adoption - sentence removed and new language added

Mrs. Spear moved to approve the policy Library Materials Selection and Adoption as presented, seconded by Mrs. Bacchiocchi.

VOTE: yea – 5; nay – 0; abstain – 0

Restraint of Students - changed title and website amended

Mr. Swett moved to approve the policy Restraint of Students as presented, seconded by Mrs. Morgan.

VOTE: yea – 5; nay – 0; abstain – 0

Student Exchange Program - changes in last sentence - allows us to charge now

Mr. Swett moved to approve the policy Student Exchange Program as presented, seconded by Mrs. Spear.

VOTE: yea – 5; nay – 0; abstain – 0

Any other business

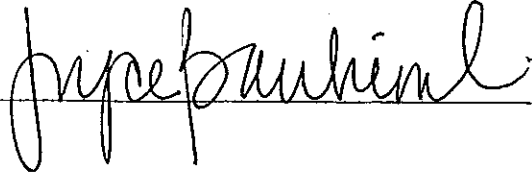
None

Mrs. Morgan moved to adjourn, seconded by Mrs. Spear.

VOTE: yea – 5; nay – 0; abstain – 0

The meeting adjourned at 8:48 p.m.

Respectfully submitted:

A handwritten signature in cursive script, appearing to read "Joyce Pauline", written over a horizontal line.

**List of documents:**

Correspondence: Superintendent's Newsletter, Personnel List

Minutes of November 1, 2017

Class Size Report October 2, 2017

FY19 Budget Development Overview

Formative Assessment System for Teachers (FAST)

Donations: Dictionaries, \$1,500, SmartStraps

WPS Smart Goals for Continuous Improvement – Dr. Shaver-Hood

Reconsideration of Instructional Resources Policy

Library Materials Selection and Adoption Policy

Student Exchange Program Policy

Restraint of Students Policy

Criteria for Approval of a Private School Policy

1. The first of the two main parts of the report is a description of the current state of the world's oceans. This part is divided into two sections: the first describes the physical state of the oceans, and the second describes the biological state of the oceans.

2. The second part of the report is a description of the current state of the world's oceans. This part is divided into two sections: the first describes the physical state of the oceans, and the second describes the biological state of the oceans.

2025-01-01  
AT&T WORLDWIDE COMMUNICATIONS