

**HADLEY SCHOOL COMMITTEE
HADLEY PUBLIC SCHOOLS
HADLEY, MASSACHUSETTS 01035
October 23, 2023**

Zoom Meeting: 5:30 PM – Regular Meeting recording

Hadley Public Schools – We are guided by the mission to provide a safe and supportive environment that fosters cooperation, critical thinking, creativity, and integrity; and educating students to contribute positively to a global society.

Present: H. Fasihuddin, T. Brugger, E. Percy, , C. Pipczynski, A. McKenzie

Student Representative: Grant Donta Venman

Absent: P. Phifer

Guests: Jayce Lanzafame, Yuuki Ishida HA Students; Chris Desjardins, Business Manager; Kenneth Richards, President, HEA; Jennifer Dowd, HES Principal; Celia Snow, Director of Special Education, April Camuso, HA Principal; Amy Lanham, HA Teacher; Hadley Media representative

1. Call to Order: 5:30pm

Motion: Pipczynski

Second: Brugger

Vote: 4-0-0

2. Adjustments to the Agenda

A. McKenzie requested to move Student Recognition to the first item on the agenda, followed by the HES Strategy presentation. A topic regarding engagement with an energy design firm was added, as well as updates on upcoming Special Town Meeting and the HES playground project.

3. Public Comment – Chair Fasihuddin asked for any public comment. She noted that no raised hands were observed requesting to make a statement or comment.

4. Presentations/Discussion Items

- b) (Taken out of order) Student Recognition M.A.S.S Award and NESDEC Awards: A. McKenzie announced the recipients of the Massachusetts Association of School Superintendents Academic Excellence Award and the National School Development Council Excellence Award. These are awarded to high school seniors who have consistently pursued a high level of academic effort and serve as positive role models for the student body. Recipients also exemplify admirable character and accomplishment.

Hopkins Academy Senior Yuuki Ishida is awarded the National School Development Council Excellence Award. Dr. McKenzie described Yuuki's accomplishments both academically and outside of school. Through an internship he participated in research on how to enhance diversity in the medical field. He is also a varsity athlete at Hopkins. Dr. McKenzie thanked Yuuki for his contributions to the school and the community at large. Yuuki thanked administration and stated he was especially grateful for the opportunities that Hopkins has afforded him, including a paid internship that gave him valuable experience.

The second award winner is Jayce Lanzafame who received the Massachusetts Association of School Superintendents' Academic Excellence Award and the National School Development Council Excellence Award. Jayce ranks first in her extremely competitive senior class at Hopkins Academy. She is very involved in the community and has been awarded the Hugh O'Brian Youth Leadership Award for volunteerism in the community. She is a varsity athlete at Hopkins, and is on HA student council, as well as a key club member and a peer mentor. She participates in HA band, and is a model of HAWKS values. Jayce thanked administrators for the acknowledgement and school committee, stating that the internship opportunity was invaluable.

**HADLEY SCHOOL COMMITTEE
HADLEY PUBLIC SCHOOLS
HADLEY, MASSACHUSETTS 01035
October 23, 2023**

- a) [HES Strategy Presentation](#) – Hadley Elementary Principal Jennifer Dowd presented a summary of the HES Strategy. Under instructional leadership, the HES Team continues to provide staff with opportunities to collaborate on student data. HES uses a team approach to respond to specific student interventions. Professional Development opportunities have been arranged. Data is carefully analyzed in order to measure student growth and identify gaps in instructions.

Under Operation and Management, work is being done to enhance the educational opportunities for all students through various initiatives. This includes the operation of the STEAM lab from part time to full time. Ms. Dowd mentioned that HES met the criteria for being a “Project Lead the Way” Distinguished School.

Ms. Dowd highlighted the continuation of implementation for MTSS, the tiered system team for positive behavior intervention and support and related initiatives.

Under Family and Community Engagement, Ms. Dowd stated that feedback from family surveys directly impacted initiatives on the strategic plan, including increasing parent and family communication. Ms. Dowd stated that this year, 26 new School Choice students have been added to HES from Kindergarten through Grade 6. She stated that a new group called the Hadley Public School Family Ambassadors has been created which will be comprised of established Hadley families welcoming new families and students to HES.

Under Professional Culture, work is being done to foster an inclusive school and fostering inclusive practices.

School Committee members praised the work being done and thanked Principal Dowd and her staff.

Action Item: Approve HES District Strategy document:

Motion: Brugger

Second: Pipczynski

Vote: 4-0-0

- c) [HA Strategy / Presentation](#) Principal April Camuso gave an overview of the Hopkins Academy Strategy Document, stating that this is the third year of the three year strategy document. She reviewed DESE’s educational vision which includes students attaining academic skills and knowledge, understanding and valuing self and others, and be able to engage with the world. She explained that the vision is achieved through instructional design, tiered supports, and systems and structures. HA initiatives are contained within each one of these initiatives.

Under Instructional Design, programming will continue to grow with implementation of college and career programming and other initiatives, revised and culturally responsive curriculum, and staff collaboration around lesson planning. There is ongoing professional development in an Inclusive Practice Academy, analysis of best practices in providing feedback to students and implementation of best practices in universal design for learning (UDL).

Under Tiered Support, Ms. Camuso reviewed the steps being taken around supporting staff and collaborating during goal setting process, providing timely feedback to teachers to make adjustments to practice, and including continual revision to provide inclusive and culturally responsive curriculum. There are regular team meetings to analyze data and identify targeted interventions. HA is also focusing on increased positive communication with students and families such as welcome emails and ongoing weekly messaging.

**HADLEY SCHOOL COMMITTEE
HADLEY PUBLIC SCHOOLS
HADLEY, MASSACHUSETTS 01035
October 23, 2023**

Under Systems and Structures, HA is working on fostering a culture of inclusivity through developing a shared definition of equity and culturally responsive teaching practices, continued implementation of Positive Behavior Intervention Supports and advisory program. There is work to ensure building safety and access to essential resources. There are regular safety briefings at staff meetings.

Action Item: Approve HA District Strategy document:

Motion: Pipczynski

Second: Percy

Vote: 4-0-0

- d) [Washington D.C. Field Trip](#) Approval – HA Teacher Amy Lanham presented an overview of the Hopkins Academy field trip to Washington DC.

Action Item: Approve Washington D.C. field trip:

Motion: Brugger

Second: Percy

Vote: 4-0-0

- e) Continuation of discussion on [bills related to MCAS](#) – [notes for ethics commission](#): Chair Fasihuddin shared information from the State Ethics Commission's rules on public employees participation in political activity. One area that was highlighted states that elected public employees are not prohibited from stating their viewpoints and positions on ballot questions regardless of the subject matter of the ballot question.

Chair Fasihuddin then turned to discussion of two bills that are being advocated by the State House of Representatives and Senate. The issue at hand is around the Competency Determination for a high school diploma using the current Massachusetts Comprehensive Assessment System (MCAS). Discussion ensued with members in agreement that immediate action is required to remove this requirement as a condition of graduation. Chair Fasihuddin will write a letter to this effect for School Committee members to sign. She also encouraged the Superintendent and HPS faculty to consider acting in alignment with the School Committee.

- f) First Reading [JLCG HPS Allergy Policy](#) – Policy Subcommittee member presented the HPS Allergy policy for first read by the School Committee, stating that this has been developed by the Schools' health offices with support from DPH and the School Nurses Association. He noted there has always been a protocol regarding food allergies in place, this document for review is an actual policy.
- g) HA Placed on [AP School Honor Roll](#) – A. McKenzie explained that Hopkins Academy earned this award for work with inclusivity in accepting more students in to AP courses and supporting them on the path to college success.
- h) Hampshire Franklin Baseball Umpires Association – A. McKenzie stated that HPS received recognition from the Hampshire Franklin Baseball Umpires Association for always being so accommodating, and they especially wanted to thank Jeff Mish for all of his efforts.
- i) Engaging Engineering Design Firm for Deep Energy Retrofit (DER) – Business Office Manager Christopher Desjardins informed the School Committee that prior to the TA study moving forward, plans for the Deep Energy Retrofit design must be submitted – it is up to the schools to select an engineering design firm. Eversource did provide a list of potential firms to work with. Chair Fasihuddin asked Mr. Desjardin to reach out to Sara Ross from K12 Undaunted as she has worked with school systems and has specific knowledge about firms with experience.
- j) Superintendent Update (McKenzie)
- i. Updated/corrected job descriptions ([SLPA job description](#) and [Director of Finance and Operations](#)) – A. McKenzie stated this is a speech language pathology assistant position that is needed due to the demanding caseload of current speech and language pathologist. The Director of Finance and Operations job description is an updated version of what was presented at the September School Committee meeting.

**HADLEY SCHOOL COMMITTEE
HADLEY PUBLIC SCHOOLS
HADLEY, MASSACHUSETTS 01035
October 23, 2023**

ACTION: Approve the job descriptions for SLPA and Director of Finance and Operations as presented:

Motion: Pipczynski

Seconded: Percy

Vote: 4-0-0

- ii. Student enrollment – A. McKenzie stated that we have had 26 School Choice students enrolled. Total number of students currently enrolled at HES is 303. Hopkins Academy is at 213. We also had new families arrive in Hadley – McKenzie thanked the community and staff for being so welcoming and accommodating to new families and students.
- iii. Negotiations – A. McKenzie asked the Chair to appoint a liaison in order to enter into early contract negotiations with limited focus on Unit D (ESPs), for an evaluation of their compensation. C. Pipczynski volunteered to act as liaison, other committee members were in agreement. C. Pipczynski was appointed to the role of liaison for contract negotiations.
- k) Student Representative Updates – Student Representative Grant Donta Venman commented on MCAS and the stress that standardized testing creates for students. He announced that the International Club is doing a fundraiser that benefits artisans in Guatemala. He also announced a tutoring club has been started for 7 -10th graders that will be entirely run by students.

5. Business Manager Reports.

- a. Grants - no grant report this month
- b. [Revolving](#) - the Town has not yet posted revenues to several items, but expenses have hit. This should be updated by next meeting.
- c. [Expenses](#) – No issues. Several Accounts are showing as overbudget, but the expenses have been encumbered and will be applied to a grant.
- d. Special Town Meeting: [Slides](#), [Handout](#), [Warrant](#) – Mr. Desjardins reviewed the documents that will be presented at Hadley Town Meeting on October 26, 2023.
- e. HES playground project – Mr. Desjardin reported that he spoke with some playground vendors and will be gathering information and materials, as well as creating an account dedicated to the playground project. T. Brugger asked that material be shared and stated that surveys have gone out and the playground committee will be reviewing responses.

6. Action Items

- a. Approval of [SC Minutes 09/26/2023](#)

ACTION: Approve the 09/26/2023 School Committee minutes as presented:

Motion: Pipczynski

Seconded: Percy

Vote: 4-0-0

7. School Committee Updates and General Announcements

- a. HPS highlighted in [Ed Week](#) – Click link to view article that was initiated by Sara Ross from K12 Undaunted.
- b. Fields – No report – details coming next month
- c. Capital – No report
- d. Policy – No additional policies to review

8. Next Meeting Dates

A. McKenzie will poll members for a date for the November School Committee meeting.

9. Adjourn Regular Meeting – 7:22pm

Motion: Pipczynski

Second: Brugger

Vote: 4-0-0