

**HADLEY SCHOOL COMMITTEE
HADLEY PUBLIC SCHOOLS
HADLEY, MASSACHUSETTS 01035
Minutes July 30, 2018 Hadley Farms Meeting House**

3:40 PM

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 to educate student to contribute positively to a global society.

Call to Order/Members Present

Klesch calls the meeting to order at 3:40 pm. Members present: Klesch, Fasihuddin, Brugger, Phifer, and Shannon.

Record of Votes

- *Motion to approve AP warrants submitted in June 2018 –Fasihuddin moves; Shannon seconds; Klesch abstains. 4-0-1*
- *Motion to approve warrants submitted in June 2018 – Fasihuddin moves; Brugger seconds. 5-0-0*
- *Motion to approve June 25, 2018 School Committee minutes revised to include Brugger under members present – Shannon moves; Phifer seconds. 5-0-0*
- *Motion to approve 1:1 Chromebook plan for HA – Fasihuddin moves; Klesch seconds. 5-0-0*
- *Motion to approve District Technology Plan and Priorities 2018 – Shannon moves; Phifer seconds. 5-0-0*

Summary of Discussion on Each Subject Presented to the School Committee

Adjustments to the Agenda

There were no adjustments to the agenda.

HA Handbook

McKenzie reviewed the summary of changes Mr. Beck had submitted to the School Committee. Shannon asked if students in dual enrollment were being penalized for taking college courses since the revisions to the handbook indicate dual enrollment college courses will not be considered when determining class rank. The School Committee will revisit the Handbook at its August meeting with Mr. Beck present.

1:1 Chromebook Program at HA

McKenzie reviewed the process for rolling out a 1:1 Chromebook program at HA next year. The program is modeled on Amherst's 1:1 program. The district will initially roll out the program with 11th and 12th graders at HA. Fasihuddin requested that the district consider adding more grades as soon as practicable so all students have the benefit of 1:1 technology. Klesch suggested that when parents sign the offsite usage agreement they also indicate whether or not they have internet access.

District Technology Plan and Priorities 2018

McKenzie presented the proposed tech plan/priorities for 2018-19. The tech committee reviewed documents and templates from the USDOE and decided to create a plan that was streamlined, focused, and short enough that people would read it entirely and regularly refer to it. McKenzie said updates on the plan will be brought to the School Committee at least once every year.

Superintendent Contract

McKenzie said her current five year contract expires on June 30, 2019. McKenzie asked the Committee if it is their intent to renew her contract for another five year period. All members indicated yes, they would like to see the Superintendent's contract renewed. McKenzie said she was not looking for any major changes to her current contract. She would like to discuss reimbursement for approved graduate

courses. The School Committee and Superintendent will discuss contract negotiations in Executive Session at the August School Committee meeting.

Retreat and Planning Session

Board Development - Each committee member received a copy of *The Essential School Board Book*. Committee members discussed reading the book throughout the year and integrating discussions of topics from the reading into regular School Committee meetings.

School Committee Norms and Goals – Members unanimously agreed on the importance of establishing and publicly sharing norms. Committee members will use the *Essential School Board Book* to guide their work in this area. School Committee members determined that their focus should be to support the work of the district and to assist the Superintendent. Members discussed what they saw as priorities for the district. Klesch underscored the importance of having written and public norms that will have a positive lasting impact on the functioning of the Committee long after the tenure of current Committee members. Phifer discussed the importance of considering the long-term viability of small school districts and thinking critically about how Hadley can position itself to ensure its viability. Fasihuddin discussed the importance of creating a caring and personalized culture, in which every student felt known and connected to the adults in the district and to each other. Brugger expressed concern over some of the issues parents raised in the survey and would like to see the district identify underlying causes and address them. Shannon echoed this concern and discussed the importance of engaging and partnering with parents and families.

Evaluation of Current Performance – Committee members reviewed data on district performance including Title I data, achievement and growth data, Title III data, post-secondary data, enrollment data, staffing trends, and the district capital plan. The Committee also reviewed and discussed results from the Family and Community Survey. Committee members indicated that they appreciated having School Committee meeting topics scheduled for the entire year. Planning presentations and topics in advance allows for family and community to contribute to meetings and participate in a meaningful way.

Recommendations/Opportunities – After careful consideration of current performance and parent feedback, the Committee identified the following recommendations and potential opportunities for 2018-19:

- Continue practice of creating year-long schedule for School Committee meetings
- Educate families and community about Restorative Justice; put resources and FAQs on district and HA web pages
- Provide additional professional development on Restorative Justice and professional development on giving effective feedback
- Create a general mailbox for School Committee that goes to the chair but is shared with entire Committee in open meetings
- Develop School Committee norms and operating procedures
- Ensure goals and activities of School Committee support the work of the district
- Identify specific practices to communicate to each student and to the community that we care deeply about our students
- Actively invite students to seek out extra help and support; do not always wait for students to seek help
- Identify ways to address perception that there are issues of equity in the district
- Adopt a growth mindset and communicate these expectations to students and families
- Ensure students and families have access to and know about tools, resources, and supports that will help them succeed

- Identify ways to invite engagement with district personnel and the School Committee; plan a “block party” type event that would allow families to communicate with School Committee members in an informal setting
- Adopt practices that communicate high expectations for every student, growth mindset, the belief in every student’s potential, timely and effective feedback
- Identify ways to increase opportunities for students particularly around drama, public speaking, and performing arts
- Consider developing a mentoring program that pairs HES and HA students
- Market the district’s competitive advantage – a small, caring, college-preparatory district
- Identify ways to elicit feedback from parents on classroom and instructional practices
- Increase and improve communication and feedback loops with students, parents, and families (e.g., Live Poll, surveys)

Next Regular Meeting Date

August 27, 2018 5:30 pm HA Cafe

List of Documents and Exhibits Presented at Meeting

- HA Handbook 2018-19 Summary of Changes
- HA Handbook 2018-19 Tracked Changes
- Chromebook Computers 1:1 Program
- Hadley Public Schools Technology Plan
- Minutes June 25, 2018
- Achievement and Growth English Language Learners
- Title I Program Evaluation 2018
- Student Growth Report FAST
- MAP Student Growth Data
- Post Secondary Data
- Enrollment Statistics
- HPS Capital Plan 2018-2027
- Staffing Trends HPS
- Parent and Guardian Survey Results
- Parent and Guardian Survey Summary PowerPoint