

**HADLEY SCHOOL COMMITTEE RETREAT MEETING
HADLEY PUBLIC SCHOOLS
HADLEY, MASSACHUSETTS 01035
Minutes August 5, 2019
125 Russell Street, Hadley, MA 01035 4:30 pm**

Call to Order - 4:44 pm

Klesch calls meeting to order. Present Klesch, Brugger, Shannon, David Nixon, McKenzie, Desjardins. Phifer enters 4:45 pm

Executive Session

Klesch entertained a motion to enter Executive Session to discuss strategy with respect to contract negotiations with nonunion personnel and to discuss collective bargaining strategy with respect to the United Public Service Employees Union and reconvene in open session.

Motion: Shannon; Second: Brugger;

Roll call vote:

Mr. Keith Shannon __Yes__ Ms. Heather Klesch _Yes____

Ms. Humera Fasihuddin __Yes____ Mr. Paul Phifer __Yes____ Ms. Tara Brugger _Yes____

All votes were affirmative, including that of Nixon

Klesch reviewed the settlement agreement with committee members and Nixon.

Brugger moves to approve contract. Shannon seconds. Roll call -all yes including Nixon.

Mr. Keith Shannon __Yes__ Ms. Heather Klesch _Yes____

Ms. Humera Fasihuddin __Yes____ Mr. Paul Phifer __Yes____ Ms. Tara Brugger _Yes____

Nixon is in agreement.

Shannon moves to adjourn executive session and reconvene in open. Brugger seconds. Roll call vote:

Mr. Keith Shannon __Yes__ Ms. Heather Klesch _Yes____

Ms. Humera Fasihuddin __Yes____ Mr. Paul Phifer __Yes____ Ms. Tara Brugger _Yes____

Vote to approve the UPSEU Bus Drivers' Settlement Agreement was repeated in open session.

Adjustments to the Agenda

Klesch asked if there were any adjustments to the agenda.

McKenzie recommended discussion items of Calendar Change, Capital Plan Review, and FTM Articles while David Nixon is available.

Presentations and Discussion Items

School Calendar change

McKenzie informed Committee members that the Town Clerk has asked the school department to change the March 20 curriculum day to March 3rd in order to close schools for the presidential primary election. Brugger moves to change March curriculum day from 3/20 to 3/3. Shannon seconds the motion. Vote: 4-0-0

Review of capital plans

Desjardins reviewed the school department capital plan. The town will request funding for heating upgrades and girls' locker room renovations at STM in October. Phifer suggested moving the repaving of the HA parking lot to this year or next. Klesch asked if there would be any heavy equipment involved in the fields renovation that may cause damage to a newly paved lot. Phifer suggested doing the repaving in phases and starting with the entry off of Middle Street. Desjardins will follow up with DPW to find out if doing the repaving in phases was possible, and if so what it would cost and when it could be done. Desjardins will update capital plan based on that information.

STM Warrant Articles - Nixon reviewed the timeline for submitting warrant articles. McKenzie stated that in addition to the capital articles the school department will submit a warrant article to establish a revolving fund for Hadley Kids.

Superintendent Evaluation

Phifer motions to rate the Superintendent as Exemplary in Standard I, II, III, and IV and an overall rating of exemplary; Shannon seconds. 4-0-0

Hadley Kids Program Handbook

McKenzie presents and reviews the handbook prepared to cover operational aspects of Hadley Kids Program. Brugger moves to approve program handbook; Shannon seconds. Vote: 4-0-0
The Committee discussed possible staffing and budget options.

0.4 Educationl Team leader position

McKenzie reviewed request for 0.4 ETL position in special education. Brugger moves to approve position; Shannon seconds. Vote: 4-0-0

Donation of graphing calculators

Phifer moves to accept donation of graphing calculators from Pearson; Shannon seconds. Vote: 4-0-0

McKenzie reviewed recommended composition and schedule for School Start Time task force.

McKenzie read thank you note from Margaret Kopec to School Committee
School Committee Strategic Planning

McKenzie reviewed vision and priorities for the district, strategic initiatives, and work underway to realize the vision/achieve priorities.

Vision/Priorities:

We have a clear vision of what success looks like in terms of

- deep learning,
- effective instruction,
- safe and supportive learning environments,
- a positive and productive professional culture
- a welcoming community that invites and appreciates meaningful input from families, students, and staff

Strategic initiatives that will help to realize our vision include:

- pursuing innovation pathways in life and environmental sciences and business and finance (innovation pathways grants)
- pursuing an early college high school designation (ECHS grants)
- developing a public safety academy with possible Ch. 74 designation (1st year public safety courses 2019-20)
- observing instruction and implementing professional practices and supports (e.g., professional learning communities, instructional rounds, lesson study) to increase rigor, relevance, and student engagement (DESE curriculum and instruction grants; School Redesign Institute; Learning Excursions)
- implementing MTSS with fidelity and continuously enhancing and improving systems (School Climate Transformation Grant, coaching from UMass in multi-tiered academic framework and PBIS for HA and HES; DESE MTSS Leadership Academy)
- in-depth training in Responsive Classroom and implementation of RC at HES and HA middle school
- establishing and reinforcing professional norms
- creation of start time task force and ELL PAC

We will focus on metrics that evaluate processes, implementation, and outputs in 2019-20 more than quantitative outcome measures.

Klesch suggested exploring International Baccalaureate.

Shannon and Phifer suggested conducting an analysis to answer the question when does enrollment become too low for the district to continue to operate.

Phifer suggested possibly exploring other revenue activities like night school courses for the community.

McKenzie will request that Bill Diehl (CES) facilitate a meeting with Hadley and Hatfield to discuss strategies for addressing the problem of low enrollment.

Committee agreed that they will focus this year on determining how to describe the district's initiatives in one comprehensive description

Action Items

Approval of warrants submitted in July 2019 – Motion: Shannon; Second: Phifer; Vote: 4-0-0.

Approval of AP warrants submitted in July 2019 – Motion: Shannon; Second: Brugger Vote: 3-0-1

Approval of June 19, 2019 minutes – Motion: Brugger; Second: Shannon; Vote: 4-0-0.

Shannon moved to adjourn at 8:04; Phifer seconds. 4-0-0

Next Meeting: August 26, 2019 5:30 pm

- Intergroup Dialogue training
- SWOT Analysis