

**HADLEY SCHOOL COMMITTEE
HADLEY PUBLIC SCHOOLS
HADLEY, MASSACHUSETTS 01035
February 27, 2023**

Zoom Meeting: 5:30 PM – Regular Meeting

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

Absent: P. Phifer

Guests: Michelle Wojtowicz, Jennifer Dowd, Sara Jaber, Lauren Wenner, April Camuso, Mimi Kaplan (Pioneer Valley Planning Commission), Celia Snow, Grant Donta-Venman, Priscilla Cruz, Joyce Chunglo

1. Call to Order: 5:30pm

Motion: Brugger Second: Percy Vote: 4-0-0

2. Adjustments to the Agenda

A. McKenzie reviewed adjustments to agenda – adding Town of Hadley Energy Reduction Plan. There will be no Business Manager Report and no Executive Session.

3. Public Comment – Chair Fasihuddin asked for any public comment and noted no participants for public comment were in attendance.

4. Presentations/Discussion Items

a. Introduction Sara Jaber - Safe Schools and DEI Specialist – A. McKenzie introduced the new Safe Schools and DEI specialist Sara Jaber. School Committee members welcomes her to the district.

b. Approval of HPS FY24 Preschool Rates – Ms. Wenner, Coordinator for Hadley Preschool, shared the proposed FY24 preschool rates, explaining that rates are rounded up to the nearest quarter. She stated that rates are competitive with area preschools.

Approve FY24 Preschool Rates as presented:

Motion: Pipczynski Second: Phifer Vote: 4-0-0

c. FY24 Budget Update – A. McKenzie stated that the Town Administrator and Town Treasurer recommend fully funding the budget request of the School Department for FY24. This will be presented to the Select Board and we are appreciative of the Town support. This will be reviewed at Finance Committee on March 13, 2023.

d. DRAFT Equity Dashboard – A. McKenzie shared a draft of the equity dashboard and thanked Chair Fasihuddin and members of the School Committee for their guidance, stating that the school committee, in their commitment to equity, has asked for data on how HPS students and staff are experiencing the values that promote diversity, foster equity and inclusion, and also cultivate diversity. Data was arranged aligned with four topic area: deep challenging learning opportunities, safe and supportive learning environments, mutually supportive relationships among students and among students and staff, and a highly diverse workforce. The first set of data presented was in the area of enrollment and demographics to determine how well HPS is doing in this area. Data shows that HPS schools are more diverse

than the community from which we draw. It demonstrates how school choice helps diversify our student population.

Next, students enrolled in advanced courses was examined. This is important because there is research that shows that students who enroll in advanced courses are more likely to enroll and succeed in post-secondary school.

The next data set is the Early Warning Indicator System which shows how students, who if they did not receive early interventions, would not be likely to meet academic milestones. Data included on the dashboard that involved Hadley students was reviewed.

A. McKenzie stated she is working on finalizing a timeline and data around focus area three, Mutually Supportive Relationships, and this data will be added to the dashboard.

The last area is Highly Qualified and Diverse workforce. We want to know the extent to which our educators are highly qualified. 98.1% are considered by definition highly qualified in that they are licensed in the subject area that they are teaching. McKenzie stated that HPS needs to do better in the area of how our educator workforce reflects our student demographic population. Links to historic data are available on the dashboard.

In conclusion, the work has just begun. Moving forward, we first have to know what is happening, define the problem, then ask what we might do differently and what the desired outcomes are. The leadership team worked hard to pull this together and the principals have reviewed the data with their staff to gain input through a "Notice and Wonder" exercise and discussion.

The district principals and members of the school committee discussed information available on the dashboard and staff reaction. Dr. McKenzie reiterated that the information would be updated at minimum twice a year and possibly three times a year, although not a lot of change would be anticipated in a one year period. The leadership team meets weekly and will look at data and discuss plans. School Committee members thanked Dr. McKenzie and the leadership team for their work on the document, stating that there was a lot of information to digest and analyze.

Student Representative Introductions

- i. Priscilla Cruz (HA Grade 10)
- ii. Grant Donta-Venman (HA Grade 10)

A. McKenzie described these Hopkins Academy students as natural born leaders always willing to help and noted that both were part of the student group who participated in the Safe School Specialist interviews. Grant Donta-Venman participated in a youth conference with Anne McKenzie where he was recognized by an award-winning author for an insightful question that he asked. Priscilla Cruz is a leader and committed to making Hopkins Academy an inclusive and wonderful place – she is an intelligent and hard worker.

Chair Fasihuddin stated the student representatives voice is important to the school committee and invited them to share their input on the equity dashboard. Priscilla introduced herself and stated that students often come to her with things they see at Hopkins. She is excited about helping students with getting their voices heard, and knowing where to start when there is an issue. Grant introduced himself and stated that he is also excited to be a student representative for the school committee and to help the voice of the student body be heard.

- e. [Approval of School Choice Program and Slots for 2023-24](#) – A. McKenzie explained that the document linked to this topic shows that number of anticipated class size and number of slots available for school choice. The school committee must vote to participate in school choice and the number of slots available. Chair Fasihuddin explained school choice and why Hadley Schools participate stating it provides Hadley students with options to attend other districts that might offer an item of interest that is not available in Hadley, but noted most choose to stay in Hadley. However, Hadley students who do choose to go out leave seats open within the district and this helps enrich the population, making schools more diverse. We do lose money when a student chooses out, but receive income for every school choice seat that is filled. It was also noted that needs and capacity of various grade levels are given consideration when deciding on number of slots available.

Vote to Participate in the School Choice program and approve number of slots available as presented.

Motion: Brugger Second: Pipczynski Vote: 4-0-0

- f. [Superintendent Formative Evaluation](#) (McKenzie) – A. McKenzie presented the Superintendent Formative Evaluation document which illustrates the track of the superintendent’s performance on various performance standards which includes Instructional Leadership, Management and Operations, Family and Community Engagement, and Professional Culture. Details under each measure were briefly reviewed. School Committee members expressed that they felt that Dr. McKenzie is on track and thanked her for her work.
- g. Replacement of HES Dishwasher Using School Choice Funds – A. McKenzie requested up to \$75,000 for a new dishwasher at Hadley Elementary School.

Vote to purchasing a replacement dishwasher at Hadley Elementary School Using School Choice Funds:

Motion: Pipczynski Second: Percy Vote: 4-0-0

- h. [Town of Hadley Energy Reduction Plan](#) – A. McKenzie reminded School Committee members that they had previously sent a letter of support. Voting to support this plan is the final step in the Town being considered a “green” community. Once the town is designated as a green community it becomes eligible for grant money for various energy conservation projects. There will also be competitive grants available in the future. It was noted that goal is to reduce municipal energy use by 20%, this is an aspirational goal. This does not prevent the school from moving forward with any plans and in fact there may be funding available for some of these projects.

Vote to approve and support the Town of Hadley Energy Reduction Plan:

Motion: Percy Second: Brugger Vote: 4-0-0

- i. First reading – Mr. Percy explained that this is the first reading of the below referenced policies, stating that these policies outline the process for selection of HPS library books in accordance with the American Library Association. These policies will come back next month for discussion and vote.
 - i. [IJLA Library Selection and Weeding](#)
 - ii. [IJLA-R Request for Reconsideration of Library Materials](#)
 - iii. [Current Policy](#)

5. **Business Manager Reports** – No report this month. Will report out in March.

6. **School Committee Reports/Discussion**

- a. Finance – Fasihuddin – the first meeting of the tri-board will be March 13th.
- b. CES – Ms. Brugger stated that the last meeting was the end of January 2023 and she emailed information to School Committee members. She suggested reading the highlights from 2022 which illustrates what CES does throughout the year. There is also a monthly radio program where the director will host educational sessions discussing different areas that CES is working on. CES is updating their buildings to make them more inviting. Ms. Brugger will be attending next month’s meeting in person and will report back to the School Committee.
- c. Policy – C. Pipczynski reported that the bullying prevention was discussed at the policy committee meeting. Language around cyberbullying will be updated and brought back to the committee for first reading.
- d. Fields – A. McKenzie stated that plans are moving along and Mr. Phifer will give an update at the March meeting.
- e. Capital – Pipczynski – no new information

7. **Announcements**

- a. Select Board Liaison Joyce Chunglo stated she is impressed with all the work that is being done. She stated that she is grateful for the work of Dr. McKenzie and the direction she is taking the school. Town meeting warrant will be closing on Wednesday, March 1, 2023. Chair Fasihuddin expressed gratitude for the support of the School Budget and the green initiatives.
- b. School Committee Member Updates – Chair Fasihuddin stated that “Hadley Learns” has an event scheduled for Thursday, April 13th at 7:00pm. Dr. Kelsey Shoub, a nationally recognized researcher of police stops will share her research, as well as its implications for local policies and practices.
- c. Upcoming Events HPS [Calendar](#) – Dr. McKenzie announced that February 28 will be a snow day.

8. **Action Items**

- a. Approval of [Minutes January 23, 2023](#)
Vote to approve January 23, 2023 minutes as presented:
Motion: Percy Second: Pipczynski Vote: 4-0-0
- b. Approval of Warrants January 2023
Vote to approve January 2023 warrants:
Motion: Brugger Second: Percy Vote: 4-0-0

9. **Next Meeting Dates**

Policy Subcommittee - March 27, 2023 @ 4:30 pm

Regular School Committee - March 27, 2023 @ 5:30 pm

11. Executive Session - no executive session in Feb.

10. Adjourn Regular Meeting -7:22pm

Motion: Percy

Second: Pipczynski

Vote: 4-0-0

Approved 03/27/2023