

**HADLEY SCHOOL COMMITTEE
HADLEY PUBLIC SCHOOLS
HADLEY, MASSACHUSETTS 01035
October 24, 2022**

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, P. Phifer, E. Percy, C. Pipczynski, A. McKenzie

Absent: Brugger

Guests: C. Snow, M. Wojtowicz, A. Camuso, J. Dowd, C. Desjardins, C. Snow, C. Rowan, T. Gazda, CES, J. Chunglo, T. Barry, S. Barry, S. Barry, D. Rochon, B. Rochon, P. Zidig

1. Call to Order

At 5:30pm, a motion to open the meeting was made by Percy, seconded by Pipczynsk and carried unanimously by the committee.

2. Adjustments to the Agenda

A. McKenzie suggested minor changes to the agenda as school committee member T. Brugger was unable to attend the meeting to report out on CES

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. A. McKenzie announced the recipient of the Massachusetts Association of School Superintendents Academic Excellence Award. This is an award that is presented to a student who has distinguished themselves in the pursuit of excellence during their high school career. This award is presented to Hopkins Academy senior, Pema Zidig. Pema ranks first in her class and balances challenging courses with an extensive list of extracurricular activities.
- b. A. McKenzie then announced the recipient of the National School Development Council Excellence Award. This is presented 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.

The first recipient is Taylor Barry. Taylor is a strong athlete, a leader, and an excellent student. She is an exceptional role model for younger peers and is a member of the early college high school pathway.

The second recipient is Brooke Rochon. Brooke excels academically and is a pillar in the community. She is helpful, respectful and an excellent role model. She is currently completing a teaching assistantship and working as a laboratory assistant with the forensic science and chemistry teacher. She is also a member of the early college high school pathway.

- c. Approval of [CES Capital Reserve Fund](#) (CES Executive Director, Dr. Gazda) – H. Fasihuddin introduced Dr. Todd Gazda, executive director of the Collaborative for Educational Services (CES), a non-profit education service organization that promotes lifelong learning. Dr. Gazda presented an overview on the CES Capital Reserve Fund. He explained that the establishment of the account is a first step. The CES board approved the creation of the account, it must now be approved by two thirds of CES members (school districts). There is no additional costs to member districts. The purpose of the account is to allow CES to plan for needs of the organization. The supporting document outlines the various needs that this account can be used for going forward – specifically the building maintenance needs for two CES owned buildings. Approval of the CES Capital Reserve Fund allows CES to plan financially for changes.

Discussion ensued regarding sources of revenue for CES. Dr. Gazda explained that the source of funds for the capital reserve will initially be created with funds from excess revenue realized in FY22, largely from the forgiveness of the Payroll Protection Loan from the federal government. Additionally, future funds will be deposited as available based on capital needs, overall fund balance, and available cash with approval of the Board of Directors. He reiterated that there would be no fee or rate increase to the districts. He also stated that no money can go in or out of the capital account without approval of the board of directors.

Action Item: Approve the creation of The Collaborative for Educational Services Capital Reserve Account with a balance limit of \$5,000,000 for the purpose of accumulating funds for the acquisition, maintenance, and improvement of capital items.

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

- d. Presentation of School and Program Strategy Documents and Goals (District Leadership Team)
- i. [HA Strategy Document](#) (supporting document [Equity Action Plan and Logic Model](#)) – Hopkins Academy Principal Camuso highlighted items new to the Hopkins Academy strategy document. Under instructional leadership, a more inclusive program for special education students in middle school is being developed. The second goal is under management and operations and uses social network analysis to identify whether each student in the school has a trusted staff member and then provide additional support to any who do not have enough connections. The third item is under the professional culture standard and has to do with staff collaboration, where staff members work together on a variety of different topics. Staff collaboration has been known to have positive impact on student achievement.
 - ii. [HES Strategy Document](#) – Hadley Elementary School principal Jenn Dowd presented the HES strategy document for 2021-2024. Ms. Dowd opened her presentation reporting that HES enjoyed a very successful school opening. Regarding strategy, Ms. Dowd reported that under the Instructional Leadership objective, staff has adopted the Wonders ELA curriculum and will participate in professional development and collaboration time to ensure implementation of the program. Ms. Dowd discussed the establishment and strengthening of the HES Leadership team. This team helps with problem solving and communication. Ms. Dowd also discussed creating an effective learning environment which includes increased staff collaboration time for teachers and between Hopkins Academy and Hadley Elementary for students transitioning to middle school.

A third objective is family and community engagement which includes inviting families into school and providing enriching events where families and staff can be together as a community. These include events such as open house and parent conferences. Other events include PTO events, world fair, literacy events and field trips. Several other events are also planned throughout the school year including the start up of a diversity club and homework club.

Under professional culture, Ms. Dowd continues to foster and improve a professional open and reflective culture by ensuring open channels of communication.

Discussion ensued regarding before school homework club and number of students/staff participating. Ms. Dowd stated that the school is closely monitoring numbers and right now the number of participants is manageable with two staff members. If numbers increase she will work with A. McKenzie on strategizing how to meet the need.

- iii. [Student Services](#) Program Goals and Priorities SY 2022-23 – Celia Snow, Director of Student Services, presented the Strategic Action Plan and what is being done to align general curriculum with special needs students. One of steps was to purchase the entire reading curriculum intervention to go alongside the Wonders program being used at HES. There is also increased collaboration time between special education teachers and general education teachers. Ms. Snow also mentioned expanding a coteaching model with focus on inclusion. Lifeskills program is in its second year and also includes middle school students. Ms. Snow stated that she will be participating in consultative sessions to have better alignment between all tiers of instruction including special ed, which has not participated before. Ms. Snow has also participated in the HES leadership sessions.
- iv. [SEL/MTSS](#) Coach Goals and Priorities SY 2022-23 – Ms. Wojtowicz reviewed the strategy document, highlighting the language of the multitiered systems of support reflected in both the vision statement and in the standards language. Highlights include professional development will be focused on Hopkins Academy. Fall screening in literacy, math and mental health have been completed for K-12 students and tiered support meeting have begun. Also, two additional grants have been secured to support this work.
- e. Presentation and approval of [District Strategy](#) Document and 2019-24 Priorities – A. McKenzie presented an overview of the District Strategy for Hadley Public Schools, stating that the overarching goal in our district is that we meet every student, staff and family member exactly where they are at and allocate resources to support them through challenges. We encounter, affirm and encourage development of all students. The major area of focus is on securing funding to expand and enhance the investments we have made. A. McKenzie stated that as of September 30th, 2023 we have submitted approximately a quarter of a million dollars in competitive grants and have been successful in securing several grants. The work that we are doing helps ensure that we create the conditions for deep learning: learning that is relational, experiential, that extends beyond the school day, that is relevant and personalized. In February 2023 we will have a preliminary view of an equity dashboard to make sure that no one is left behind, and look for mutually supportive relationships with the community and with HPS families. The specific activity and goals are stated in the provided document.

Action Item: Approve HPS District Strategy document 2019-2024:

Motion: Pipczynski

Second: Phifer

Vote: 4-0-0

- f. Results of 2022 MCAS/Accountability [Presentation](#) (McKenzie) – A. McKenzie

A. McKenzie reviewed the MCAS results for Spring of 2022, noting that in 2022 HPS did better than the state score in several areas. She noted that in Grade 5 math in 2022, 70% of students were meeting or exceeding expectations as compared to the state rate of 36%, and in Grade 6 72% of students in HPS were exceeding expectations as compared to the state rate of 42%. Grade 10 also outperformed the state rate. HPS science scores were also higher than state rates.

Student growth percentile in grades 5 and 6 showed high growth in mathematics as did English Language Arts (ELA) in grades 7 and 10. A. McKenzie also remarked that in each category, student that qualify in the high needs category also improved from 2019 to 2022. Also, there was improvement in accountability percentile at both HES and HA from 2019 to 2022.

- g. Second reading - District [Wellness Policy](#) (McKenzie)

A. McKenzie provided the Wellness Policy for second reading. H. Fasihuddin stated that she found the policy to be comprehensive and well written that spanned multiple areas. Thanks to Jennifer Dowd for spearheading this committee.

Action Item: Approve District Wellness Policy:

Motion: Pipczynski

Second: Percy

Vote: 4-0-0

- h. Superintendent Report on Records Review Hartsbrook (McKenzie) – Discussion

A. McKenzie explained that according to school committee policy, the superintendent is responsible for reviewing documents pertaining to private schools in the district to ensure that the school is meeting all criteria to continue to operate. She reported that she has reviewed all the documentation for the Hartsbrook School and determined that they meet all the criteria to continue to operate. (This does not require a school committee vote, only new school start ups require vote of school committee.)

- i. Parent donation of lawn signs

A. McKenzie stated that a group of parents would like to donate lawn signs that ask drivers to slow down in the school zone. A. McKenzie wanted to acknowledge the parents and asked for approval of the donation by the school committee. The parents will be asking permission from the Hadley Select Board to display the signs at public buildings near the school.

Action Item: Approve parent donation of lawn signs

Motion: Phifer

Second: Pipczynski

Vote: 4-0-0

5. **Business Manager Reports** - Business Manager Chris Desjardins presented two reports including the expense report, noting the SPED tuition line for tuition to nonpublic schools. It shows that we are over budget when the report was run, but it is actually underbudget now that the purchase orders have been transferred to the correct accounts. For grants, he noted that grants are not getting approved or processed as quickly as normal, possibly due to volume. There will be more information in later reports. Mr. Desjardin also reviewed revolving accounts and gave detail on expenditures and balances of accounts, noting that the student activity fund will soon decrease when expenditures for a Washington D.C. trip are accounted for towards the end of the month.

6. School Committee Reports/Discussion

- a. Finance – H. Fasihuddin stated that there has not been a tri-board meeting to report out on.
- b. CES – H. Fasihuddin stated that as Tara Brugger is unable to attend today’s meeting, a report will be given next month.
- c. Policy – E. Percy reported that policy subcommittee met earlier today and had the first meeting with Officer Romero regarding the proposed MOU with Hadley Police. First reading will be on next month’s school committee agenda.
- d. Fields – P. Phifer stated that at Town Meeting on October 27th, the CPA will recommend awarding \$1.5 million for the second phase of the Hopkins Academy athletic fields. This includes renovation of the boys’ baseball field, the girls’ softball field, and completion of a paved path around the fields. Mr. Phifer thanked the CPA for their support and states that this project is an investment in the school and helps continue the tradition of excellence in Hopkins athletics. Mr. Phifer explained that this project does not impact taxes. H. Fasihuddin thanked Mr. Phifer for his work on this project, and also mentioned that the Hopkins Trustees purchased the land and then gifted it for this project. Mr. Phifer stated this has been a true community effort.
- e. Capital – C. Pipczynski stated that both capital items are safety issues and will be brought forward at town meeting. One is for ceiling tiles and one for fire safety, replacement and upgrades to the smoke alarm system.
- f. Negotiations – C. Pipczynski stated that this will be discussed in executive session.

7. Announcements

- a. Select Board Liaison Joyce Chunglo stated that she is proud of all of the work of the school committee. She also encouraged everyone to come out to town meeting for many important items. She stated that there is an uptick in the Covid positivity rate, and to be aware and stay home if you are sick. She thanked all members of the school committee for all of their hard work.
- b. Upcoming Events HPS [Calendar](#) A. McKenzie stated the HES has half days this week (the 26 through the 28th) for parent/teacher conferences. Hopkins Academy has half day Friday only. Parent/teachers conference will be the night of October 27th.
- c. H. Fasihuddin announced that Hadley Learns is having an event on November 3 called Housing for Hadley with speakers from the Valley CDC and Massachusetts Fair Housing Center. The results of the Hadley Housing survey will be discussed.
- d. Ms. Chunglo announce that “Trunk or Treat” will take place on Friday, October 28th at the Hadley Police station. More information is available on the Park and Rec website.

8. Action Items

- a. Approval of [Minutes](#) September 12, 2022
Motion: Pipczynski Second: Percy Vote: 4-0-0
- b. Approval of Executive Session Minutes August 22, 2022
Motion: Pipczynski Second: Phifer Vote: 4-0-0
- c. Approval of Warrants September 2022
Motion: Phifer Second: Pipczynski Vote: 4-0-0

9. Next Meeting Dates

November 28, 2022 at 5:30 pm for regular meeting
 November 28, 2022 at 4:30 policy subcommittee

10. Convene Executive Session

7:10pm Move to go into Executive Session to conduct strategy sessions in preparation for negotiations with nonunion personnel, and to discuss strategy with respect to collective bargaining and to reconvene in Open Session.

Roll Call Vote: Phifer – yes , Percy - yes, Pipczynski – yes, Fasihuddin – yes

7:25pm Reconvene in open session:

Approve the settlement agreement between Hadley Bus Drivers and School Committee:

Motion: Pipczynski Second: Phifer

Roll Call Vote: Percy – yes, Pipczynski – yes, Phifer – yes , Fasihuddin – yes

11. Adjourn Regular Meeting: 7:25pm

Motion: Phifer

Second: Percy

Vote: 4-0-0

Approved 11/28/2022