

**NEWBURYPORT SCHOOL COMMITTEE  
REGULAR MEETING  
Monday, August 22, 2011**

**Newburyport High School  
Meeting Convened at 7:05 PM**

**Room 118  
Mayor Donna Holaday/Bruce Menin Presided**

**Present: Steve Cole , Cheryl Sweeney, Bruce Menin, Mayor Donna Holaday,  
Stephanie Weaver, Nick deKanter, Dan Koen**

**CALL TO ORDER/ROLL CALL/PLEDGE OF ALLEGIANCE:**

Mayor Donna Holaday called the meeting to order at 7:05 PM. A Roll Call of members showed all members present. All those present stood for the Pledge of Allegiance.

**READING OF MISSION STATEMENT:**

Mayor Holaday read the Newburyport School Committee Mission Statement.

**MOMENT OF SILENCE:**

Steve Cole called for a moment of silence for Thomas Palumbo, a Newburyport High School alumnus, who passed away recently. Mr. Cole spoke of Mr. Palumbo's lifetime achievements and his contributions to our community.

**PUBLIC COMMENT:**

There was no public comment at this time.

**CONSENT AGENDA:**

**Motions**

**Warrants:**

On a motion by Cheryl Sweeney and seconded by Nick deKanter it was

**VOTED:** To approve, receive and forward to the City Auditor for payment the  
Following warrant:  
**\$265,077.81**

**Motion Passed Unanimously**

On a motion by Cheryl Sweeney and seconded by Stephanie Weaver it was

**VOTED:** To approve, receive and forward to the City Auditor for payment the following  
warrant:  
**\$81,753.87**

**Motion Passed Unanimously**

On a motion by Cheryl Sweeney and seconded by Stephanie Weaver it was

**VOTED:** To approve, receive and forward to the City Auditor for payment the  
following warrant:  
**\$2,494.00**

**Motion Passed Unanimously**

## Minutes

On a motion by Stephanie Weaver and seconded by Cheryl Sweeney it was

**VOTED:** To approve, receive and file the Newburyport School Committee meeting minutes of Monday, August 8, 2011, as amended.

On a motion by Mayor Holaday and seconded by Dan Koen it was

**VOTED:** To amend the minutes of Monday, August 8, regarding the motion to approve the RFS for the OPM of the Bresnahan Elementary School to read:

**“VOTED: To approve the RFS for the OPM of the Bresnahan Elementary School Building project and authorize it for advertisement.”**

**Motion Passed Unanimously**

On motion by Mayor Holaday and seconded by Stephanie Weaver it was

**VOTED:** To amend the minutes of Monday, August 8, regarding the motion to approve the RFS for the OPM of the Nock/Molin School renovation project to read:

**“VOTED: To approve the RFS for the OPM of the Nock/Molin School renovation project and authorize it for advertisement.”**

**Motion Passed Unanimously**

**Motion to pass the minutes of August 8, 2011, as amended passed unanimously**

## REQUEST FOR NHS GYMNASIUM USE – SUNDAY, NOVEMBER 6:

Superintendent of Schools Dr. Marc Kerble explained the request for waiver of the school policy for use of the NHS gym for a large All Women’s road race on Sunday, November 6, 2011 prior to the 1:00 PM rule on Sundays. Time is from 6:00 AM to 3:00 PM. The NHS gym will be used for a large All Women’s road race, a half marathon that starts in Newburyport and runs through West Newbury and back. The race is already approved by the City of Newburyport, the Newburyport Police, and the Town of West Newbury. The Gym will be used for runners to register, pick up their race packets and shirts, and sit around and stretch before the race. He recommended approval of the request.

### **Motion:**

On a motion by Stephanie Weaver and seconded by Cheryl Sweeney it was

**VOTED:** To approve the request for use of the NHS gymnasium on Sunday, November 6, 2011, prior to the 1:00 PM policy time by LOCO Sports for a large All Women’s road race.

### **Discussion:**

**Stephanie Weaver** inquired as to how the one guy was picked. She stated this is a great thing. Michael St. Laurent said this is handled by lottery.

**Mayor Holaday** thanked all concerned. She stated that 6:00 AM is very early, and hoped this would be publicized, and neighbors would be notified. Mr. St. Laurent said this will be publicized in the local news, on the local TV channel and signs will be posted along the route so that people will be notified.

**Nick deKanter** inquired as to what time the race will be actually starting. Mr. St. Laurent said 10:00 PM.

**Steve Cole** inquired regarding bathroom facilities. Mr. St. Laurent said school facilities will be used and port-a-potties will be placed wherever requested.

**Cheryl Sweeney** inquired as to how many runners will be participating. Mr. St. Laurent said they will cap the amount of runners at 1,200.

**Motion Passed Unanimously**

### **MENTAL HEALTH PROPOSAL:**

Superintendent Dr. Kerble introduced Director of Special Education Karen Brann, Beth Fuller and Chris Power. Ms. Brann explained that last fall, a Mental Health STAT Team was formed as part of the Drug Free Communities Grant that the city was awarded. In a partnership with the BEACON Coalition, eight members from the Beacon and the school district met monthly with one objective. That objective was to explore ways to reduce barriers for youth and families to gain access to individual/family based mental health services. Over the course of the year, the team met with mental health providers in the area and surveyed school nurses and district mental health staff to determine the needs of students. The recommendation to the superintendent is that the Newburyport Public Schools partner with Health and Education Services (HES) to provide on site, fee-based mental health services at the Molin/Nock School and at the Learning Enrichment Center. HES provides this service to other schools in the area. There is no cost to the district and HES handles all of the third party billing of families' insurance. There will be a referral process where our staff can refer a child for services and HES will take it from there. The only commitment of the district is space, which has been identified in the Nock/Molin building. Services will take place after school so that children can take the late bus or arrange for pick up.

### **Discussion:**

**Mayor Holaday** stated she was thrilled by this proposal and inquired if their goal was to expand these services. Ms. Brann said yes, at the High and Bresnahan schools.

**Mayor Holaday** inquired what if someone asks for services and is not from the Molin/Nock School. Ms. Brann said that no one will be turned away.

**Mayor Holaday** inquired that, if there was only one therapist, and problems arise which they were not qualified to handle, will others be available to handle the situation. Ms. Brann stated she did not know for sure, but was willing and open to make it work. A survey has been done to find out what situations need to be addressed.

**Mayor Holaday** stated they have done a wonderful job.

**Stephanie Weaver** inquired as to how they will measure success.

**Nick deKanter** asked if they would be sharing metrics with the Committee. Chris Power explained.

**Nick deKanter** asked if this was the first phase of a rolled out approach. Ms. Brann said they are starting out small and will expand. Mr. Power said they will have qualitative data.

**Cheryl Sweeney** inquired regarding people with hardship, financial issues – how will this be handled if they are unable to pay the fee. Ms. Brann said they will take all insurance or HES will support people to help them get Mass Health. Mr. Power said they will be willing to work with families with no money.

**Bruce Menin** said this was great, and inquired about the referral process. Ms. Brann explained.

Ms. Brann asked Ms. Fuller to explain about the luncheon. Ms. Fuller said they will host a therapist luncheon. It is a way of collecting data about local therapists and to explain the Coalition.

**Bruce Menin** asked for the date of the luncheon. Ms. Brann said she will advise them of the date.

Superintendent Dr. Kerble thanked Ms. Brann, Ms. Fuller and Mr. Power and asked for the names of the STAT team members. Ms. Brann gave the names as follows: Beth Trembley Hall, Chris Power, Lindamae Lucas, Ronna Rosenblatt, Maggie Flaherty, Beverly Heinz Lacey, Eileen Savage Creedon, Karen Brann, Peter Holtz and Nancy Earls.

### **JOB TITLE CHANGE:**

Superintendent Dr. Kerble explained his recommendation to change the current title of the Director of Curriculum position to be Assistant Superintendent of Curriculum and Instruction.

“Angela Bik has been the Director of Curriculum since 2006. He called the attention of the Committee to a voluminous list of Ms. Bik’s job responsibilities. She has enormous responsibility in the district. Curriculum, instruction, assessment, and professional development impact student achievement. These are the prime areas that fall under Angela’s responsibility.

The weight of responsibility has outstripped the job responsibility of a director. Now, no leader works in isolation. However, every leader bears the ultimate responsibility for an event, objective, and district initiative under his and her responsibility. This is the case of Angela. For example, aside from day to day responsibilities, she is responsible for planning the 2 full and 9 release days for professional development. She plans and facilitates the two day leadership retreat for elementary and middle school principal and coaches. She plans and facilitates the Curriculum Advisory Board meetings. She plans and facilitates the following: 2 day district mentoring and induction program, technology group meetings, and coach’s group meetings. She also co-plans and presents at the district leadership meetings.

Angela is responsible for the district’s Title I program, directs and supervises the district’s literacy coaches and math coach, co-directs and supervises the district’s Instructional Technology Specialists, and writes, coordinates, and manages eight district grants, including the new Race To The Top Grant. Moreover, she facilitates the EBC Partnership Grants.

Angela also serves as the district’s McKinney-Vento Homeless Liaison. She also serves as the Newburyport Home School Director. She is the key liaison to the Gulf of Maine Institute (GOMI) placed-based education project.

Angela represents the district on committees and at forums. For example, last year, she co-facilitated the Technology Ad Hoc Committee and served on the Foreign Language Ad Hoc Committee. She served on the Science Speaker Series Committee, too.

The state has approved new regulations for evaluating teachers, administrators, and superintendent, beginning September 2012. These evaluations will require training staff, negotiating new dates and times, and implementing the new evaluation system. One major aspect of this evaluation program will be the use of student achievement data. Angela will be responsible for creating and facilitating data analysis teams across the district.

Finally, the state has adopted a new Common Core curriculum and has districted the materials to the district. Angela has the responsibility of overseeing that this new curriculum is implemented in every classroom: distribution of materials, training of leaders and staff, and connection to classroom lessons.”

Superintendent Dr. Kerble recommended that the School Committee approve the change of title of the Director of Curriculum position to Assistant Superintendent of Curriculum and Instruction.

**Motion:**

On a motion by Mayor Holaday and seconded by Stephanie Weaver it was

**VOTED:** To approve the change of title of the Director of Curriculum position to Assistant Superintendent of Curriculum and Instruction.

**Discussion:**

**Bruce Menin** stated there has been a legal opinion received from the attorney stating that the School Committee can create a job title and they need not post the job.

**Mayor Holaday** stated that she thinks that as Superintendent it is important to make changes as he thinks. She has been incredibly impressed with Ms. Bik and her work supports this.

**Stephanie Weaver** echoed the Mayor's statements and commented on the qualifications that she brings to the plate and her service to the district.

**Nick deKanter** said that the word that comes to his mind when he thinks of Ms. Bik is "partner". She engages people from outside and inside the schools. She has been with EBC for over 20 years; she pushes for bigger and better things. She has worked closely with Lesley University. He is thrilled that we can promote from within and supports this recommendation.

**Dan Koen** echoed all of the previous statements. He stated when Assistant Superintendent Farrell and Ms. Bik present to the Committee they work very well for this district. He said that these two along with Superintendent Dr. Kerble make a great team. The School Committee is very fortunate to have these three.

**Cheryl Sweeney** stated she too has had the privilege of working with Ms. Bik and she enjoys these meetings. She feels Ms. Bik is tremendous and knowledgeable and an asset to the district.

**Steve Cole** stated that he has some concerns about this. He sees this as creating a new position. He does not want to take anything away from job responsibilities. Common sense dictates that an overloaded position will get bogged down on something. We need to understand and outline the job, the cost, and the job load. The evaluation of teachers is a lot of responsibility. Everybody has a load limit. He does not support a change right now. What he supports is a need to look at the load limit and spread things around. We need a little more time.

**Bruce Menin** stated with a due respect he does not see this as creating a new position. This is about what Ms. Bik is doing right now and for a very long time. This is valuing people we have. People have flourished under Dr. Kerble. He supports this recommendation.

**Roll Call Vote on Motion:**

<b>Steve Cole</b>	- No
<b>Cheryl Sweeney</b>	- Yes
<b>Bruce Menin</b>	- Yes
<b>Mayor Holaday</b>	- Yes
<b>Stephanie Weaver</b>	- Yes
<b>Nick deKanter</b>	- Yes
<b>Dan Koen</b>	- Yes

**6 – Yes      1 – No**

**Motion Passed**

**At this point Mr. Menin declared a five minute recess (8:10 PM).**

**Bruce Menin called the meeting back to order at 8:15 PM.**

**UPDATE TO SPED COMPONENT OF THE STRATEGIC PLAN:**

Superintendent Dr. Marc Kerble asked Director of Special Education Karen Brann to update the Committee of the SPED Component of the Strategic Plan. Ms. Brann began by explaining that the program is one that is for all students. She then outlined and explained the program.

"Equal Access to a Common and Differentiated Learning Environment" is a goal in the strategic plan of the Newburyport Public Schools. Both the Director of Special Education and the Director of Curriculum lead the district in the implementation of this goal. The attached report is an update of progress to date for the Newburyport Public Schools as well as the actions outlined for the 2011-2012 School Year.

A large piece of this goal is the training and professional development provided to the district in partnership with AGH Assoc. Karen Brann introduced Dr. Susan Craig who is the trainer for Newburyport and is beginning the fifth year of implementation of a five year plan.

Ms. Brann outlined and explained a report of progress showing the actions planned for each year of the five year plan followed by a chart of progress that the district has made each year.

### **What has been accomplished?**

- Provided extensive professional development for special education and related service providers in using the classroom model instead of a traditional clinical model.
- Provided extensive professional development for teachers and related service providers on “integrated therapies” and inclusion
- Transitioned to a Response to Intervention model
- Block Scheduled special education and related services staff into general education classrooms for service delivery
- Increased co-teaching between regular and SPED teachers
- Tracked and reduced pull-out services over a two year period
- Changed leadership model from Special Education Coordinators to Team Facilitation Leaders
- Principals have taken more of a leadership role in site-based special education management
- Developed inclusionary “look-fors” for administrative walk thoughts
- Strengthened transition procedures for students with disabilities
- Completed a full analysis of referral rates (by parent, teacher, and RTI Team) and the percentage of findings for each referral category (parent, teacher, and RTI Team)
- Developed a Special Education Ad Hoc Committee to examine the following: ABA (Applied Behavior Analysis) program, success of inclusion at each school, transitions from school to school, and make recommendations to the Director of Special Education

### **FY11 – FY12 Actions**

- Provide increased technical assistance to related service providers to implement a more integrated model of service delivery.
- Provide future training to new teachers and service providers by attending training in teaching teams and implement peer coaching as part of the training.
- Examine the effectiveness of Response to Intervention (RTI) at all levels. Principals of each school should review the full analysis done in 2010-2011 of referral rates (by parent, teacher, and RTI team) and the percentage of findings for each referral category (parent, teacher, and RTI Team). This will provide information on the effectiveness of RTI teams (\$)
- Provide increased training and technical assistance in a tiered model of intervention to strengthen the RTI process at all levels (\$)
- Provide training and technical assistance to teachers around progress monitoring
- Examine the culture of the school to determine if special education teachers and students feel accepted by regular classroom teachers and typically developing students.
- Provide support to teachers in the use of assistive technology that helps students to read and write (\$)
- Provide training and technical assistance to special education and related service staff in writing integrated IEPs (\$)

### **Discussion:**

**Stephanie Weaver** asked Dr. Craig how things are progressing. Dr. Craig said yes things have progressed. Regular classroom teachers have moved to the plate. Teachers do reflective journals. We are in a really good place. Kids feel they are part of their school – parents feel this as well – the principals have done a masterful job.

**Cheryl Sweeney** loved the opening “equal access to all learners”. It is a direction she is glad we are taking. When they refer to teachers – are they referring to SPED teachers? Ms. Brann explained that ever professional development session they have offered has been opened to all teachers, not just SPED and teachers across the board have signed up. Dr. Craig explained differential instruction and feedback from teachers.

**Bruce Menin** stated he has been able to see inclusion through his children’s eyes over the past few years.

**MSBA UPDATES:**

Assistant Superintendent Farrell outlined and updated the Committee on the following:

- Negotiations with the Owners Project Manager for the Bresnahan (Heery)
- The interviews for the Owners Project Manager for the Nock/Molin (August 18)

The Building Committee met and rated the seven companies. Three of them were invited to interview. One company (Daedalus) withdrew and with the permission of MSBA they were given permission to interview the other two – Heery and RF Walsh. Of the two that interviewed Heery and RF Walsh, the Building Committee rated Heery – 1, and RF Walsh – 2.

Heery has been asked to submit a fee proposal. MSBA has a meeting scheduled for September 12 and we are trying to get on the agenda. We must submit our packet by Friday – the milestone/task for both projects. Thursday evening there is a meeting with the selection committee to review things. We are moving along expeditiously.

**Motions:**

On a motion by Dan Koen and seconded by Stephanie Weaver it was

**VOTED:** To approve the Mayor’s appointments of members from the City of Newburyport Building Committee to the Owner’s Project Manager Selection Committee for the Bresnahan Model Elementary School.

**Motion Passed Unanimously**

On a motion by Dan Koen and seconded by Stephanie Weaver it was

**VOTED:** To approve the Mayor’s appointments of members from the City of Newburyport Building Committee to the Owner’s Project Manager Selection Committee for the Nock/Molin Renovations and Additions Project.

**Motion Passed Unanimously**

**PUBLIC COMMENT:**

**Dominique Deare** **CONCERN:** She applauded the appointment of Angela Bik. She stated the Superintendent has a great team and that Angela has a great team.

**SUPERINTENDENT’S REPORT:**

Superintendent Dr. Kerble reported on the following:

- Recognized the Central Office staff, custodians, secretaries, and administrators – getting ready for opening day. They have been very busy.

- He reported on the meeting with Northern Essex Community College about their dual enrollment program. NHS Principal Parent, Angela Bik and Dr. Kerble participated in the meeting.
- 13 school leaders participated in the Leadership Orientation for new leaders on August 18.
- On Wednesday and Thursday there will be a District Leadership Retreat of 37 school leaders. Abrahams Bagels is sponsoring breakfast and Oregano's is sponsoring lunch.
- Opening Day for staff – School Committee members are invited on August 31 at the High School for Opening Day for staff – Alden Merrill is sponsoring breakfast and Shaw's has provided a gift certificate.
- September 1 is a full professional development day for staff. He thanked Nick deKanter for his help with this organization.
- Hiring of new staff – we have hired some terrific new people to fill positions.
- Start of School – students report after Labor Day, September 6.
- Ad Hoc Committees – Superintendent Dr. Kerble will be creating Ad Hoc Committees for - naming of the baseball field committee (1-2 meetings); multiple year calendar committee (2-3 meetings); Curb Appeal Project Committee (2 meetings in the fall and then several more meetings over time).
- School Committee self evaluation – Superintendent Dr. Kerble asked Bruce Menin to speak regarding this:  
Bruce Menin stated that he will be reviewing the last four to five years of self-evaluation and he will sketch out a simple self-evaluation that will set out clear goals for next year. He will circulate this to the Committee for review and amending.

**ASSISTANT SUPERINTENDENT'S REPORT:**

Assistant Superintendent Farrell updated the Committee on the following:

- School Choice  
Grades open for Choice 2011-2012: Grades 7, 8 & 9
- Grade 7: 10 slots opened up  
14 students applied; 13 accepted; 3 withdrew, 1 waitlisted  
10 Registered
- Grade 8: 10 slots opened up  
9 students applied; 9 students accepted; 3 withdrew  
4 have registered to date  
Phone call to 2 others (just applied early August)
- Grade 9: 30 slots opened up  
29 students applied; 29 students accepted  
10 students have withdrawn applications  
14 students actually registered as of 8/17/11  
1 student has moved into Newburyport (registered as resident)  
3 students have appointments to register in the next few weeks  
1 new accepted 8/18/11
- Total: 31 definite "new" School Choice

Tuition students: South Hampton, NH

1 in September, 1 @ gr. 10

2 of the 3 So. Hampton NH students (same family) have sold their So. Hampton home and are moving to Newburyport they will attend as residents. 1 @ gr.9, 1 @ gr.11

- Don Skane – she reported what Don and his staff have done over the summer and she thanked Don and his hard working staff.
- Steve Bergholm – she reported on what Steve and his staff have done over the summer. The buildings have been scrubbed and cleaned.
- Nancy Lysik – Nancy is responsible for all databases in the district and has done a yeoman’s job attending to this.
- Transportation registration – we are down to the second waiting list
- Secretaries in district – All secretaries in the district were thanked for their hard work in getting schools ready for the new school year.

**Discussion:**

**Stephanie Weaver** asked if the wireless is done. Superintendent Dr. Kerble explained.

**Mayor Holaday** reported on the Communications Committee and invited the School Committee to their next meeting. She stated she is looking for interested people from the community to participate in this.

**NEF Summer Musical Fair – Sunday, August 28 at the Spencer Little Farm** – food and fun for a family event – tickets \$30

**Walk Back in Time** – Superintendent Dr. Kerble thanked participants and explained that he is expecting a check for over \$8,000 from this wonderful event. Nick deKanter stated he was very excited about this event – it attracted a whole different type of people who came out for this event.

**ADJOURNMENT:**

**Motion**

On a motion by Stephanie Weaver and seconded by Dan Koen it was

**VOTED:** To adjourn the meeting at 9:10 PM.

**Motion Passed Unanimously**