

**NEWBURYPORT SCHOOL COMMITTEE  
MEETING  
Monday, November 21, 2011**

**Newburyport High School  
Meeting Convened at 7:37 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:**

Chairman Mayor Donna Holaday called the meeting to order at 7:37 PM. A roll call found 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.

At this point Vice-Chairman Bruce Menin assumed chairmanship of the meeting.

**PUBLIC COMMENT:**

There was no public comment at this time.

**CONSENT AGENDA:**

**Motions**

**Warrants:**

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:  
**\$334,499.94**

**Motion Passed Unanimously**

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

**VOTED:** To approve, receive and forward to the City Auditor for payment the following warrant:  
**\$5,280.53**

**Motion Passed Unanimously**

**Minutes**

On a motion by Stephanie Weaver and seconded by Nick deKanter it was

**VOTED:** To approve, receive and file the Newburyport School Committee meeting minutes of Monday, November 7, 2011 as amended.

**Motion Passed Unanimously**

**NHS STUDENT COUNCIL REPRESENTATIVE REPORT:**

School Committee Student Advisor Skyler Wack reported on recent activities at Newburyport High School.

- Creative Writing for the Pettingell House – “Poems for Pettingell”. All donations go to the Pettingell House - \$5.00 per entry – all types of themes accepted – this is a repeated fundraiser.

## **NURSES HEALTH REPORT:**

School Nurse Leader Beverly Heinze-Lacey outlined and explained the 2010-11 health data and information on school nurse activities in the district. This included the role of the school nurse, health office visits summary (19,782 total visits for all schools), school health services, and a body mass index (BMI) summary report. She stated that the nurses see their key role as providing health care to all students.

### **Discussion:**

**Mayor Holaday** inquired as to the mental health program in the Middle School – how is this going – and when was it possibly going into the High School? Ms. Heinze-Lacey said she couldn't answer that at this point. Mayor Holaday said she would like this to move a little quickly. She inquired why there was a spike in the student visitation in March. Ms. Heinze-Lacey said March is a bad month as many students are ill.

**Steve Cole** inquired

- How many FTE's are in the system? Ms. Heinze-Lacey said five full times.
- Pandemics – is there any way to ramp up on pandemic planning? Ms. Heinze-Lacey said they have planned and are prepared for this.
- Defibrillators – do all buildings have these? – Ms. Heinze-Lacey yes, they have multiple machines – it is a well run program.
- Cardio-care – heart scans – congenital issues – is there anything afoot here regarding these? Ms. Heinze-Lacey said no, there is no data to indicate this is needed here.
- He would be interested to know if a School of Health got involved.

**Cheryl Sweeney** inquired if CPR was required and is recertification offered? Ms. Heinze-Lacey said no, but this is offered to all, and recertification is offered.

**Dan Koen** inquired about the BMI program. Ms. Heinze-Lacey said this is in pretty good shape – no increase has been noted.

**Dan Koen** inquired regarding concussions – how is progress moving? Ms. Heinze-Lacey said they are making very good progress. Good systems are in place; they have good collaboration between coaches, parents and nurses.

**Bruce Menin** inquired if there was a relationship to health issues and inclusion. Ms. Heinze-Lacey said yes and explained.

**Assistant Superintendent Deirdre Farrell** recognized Ms. Heinze-Lacey and the School Health council for all their efforts. Ms. Heinze-Lacey plays a large role in all safety issues.

## **NEW TEACHER, ADMINISTRATOR, SUPERINTENDENT EVALUATION SYSTEM:**

### **SUPERINTENDENTS GOALS FOR THE PURPOSE OF EVALUATION:**

Superintendent Dr. Marc Kerble and Vice-Chair Bruce Menin presented a power point presentation regarding the "New Massachusetts Educator Evaluation Regulations: Opportunities and Challenge" to the Committee to help them become acquainted with the new teacher, administrator, and superintendent evaluation system.

### **Background Information: (New Tchr, Admin, Supt Eval Sys)**

On January 10, 2012, the Department of Elementary and Secondary Education (DESE) will release the new teacher, administrator, and superintendent evaluation systems, including samples, rubrics, and guidelines for negotiating the system with teacher unions. The Vice-chair and the Superintendent recently heard a presentation about the new systems at the November 2011 MASC/MASS Conference. The amount of information is overwhelming. The Superintendent is releasing information to teachers and administrators, slowly. He has spoken to teachers over the past few weeks: covered the overall change and talked about the new rating categories. He has met with the Teachers' Union President about the new evaluation system and has shared all materials he has accumulated up to date. There is a district plan to convene a

team of teachers and administrators to learn about the new evaluation system after January 10, 2012. Mr. Menin also explained how the new standards also apply to the superintendent's goals for 2011-12.

**Background Information:** *(Supt Goals for the Purpose of Eval)*

The Superintendent and Vice-Chair presented to the School Committee members, at the last SC meeting, goals, and action steps for achieving four standards. These action steps would be the framework for evaluating the Superintendent. The SC members felt that the amount of action steps were too many, and found it difficult to grade the Superintendent on each steps. Moreover, they were not privy to a rubric used in building the superintendent's goals. The Vice-Chair, upon information received at the MASC/MASS November Conference, met with the subcommittee of the School Committee, and shared a draft of a new scoring rubric to be used with the new administrator leaders' evaluation system in July 2012. The goals and rubric will be a work in progress this year. DESE will release updated materials for SC members to use to evaluate the Superintendent. The actual requirement date to use the new evaluation system begins July 2012. However, the SC and the Superintendent will try to implement the new system this school year.

**Discussion:**

**Dan Koen** inquired as to how far away are we from implementing this. **Bruce Menin** said Dr. Kerble's will be implemented Sept., 2013.

**Steve Cole** said based on two years of data, by itself, can't determine the trend – work closely with teachers on this and take a look at what is working best – this is going to take some melding.

**Bruce Menin** said a big presentation on this was given at a workshop – it took a look at how we are going to look at this – have to bargain collaboratively – reflect everyone's point of view.

**Stephanie Weaver** inquired – wasn't there a committee formed – how did they get here before this came out. Dr. Kerble said we will have to look at this. Cheryl Sweeney said at their last meeting we focused on this – we need to develop a rubric.

**Nick deKanter** said this is some amazing stuff – we might have some tweaking to do – we are very pleased with this.

**Bruce Menin** said I was extra-ordinarily impressed – goals are rich goals – this is important.

**Dr. Kerble** said this is a new frontier for everyone.

**Bruce Menin** said the NTA is starting to do some training with teachers – January 10 is when the final rubric from the state is coming down.

**Nick deKanter** said 52 goals are not really goals – these 20 make more sense – if the Superintendent is pleased we should go ahead and develop from this.

**Mayor Holaday** asked Dr. Kerble to comment.

**Dr. Kerble** said this is a start – the content is OK. Maybe every six weeks a subcommittee should renew this with him – we should move forward and continue having dialogue.

**Mayor Holaday** said we should select a group to work with the Superintendent now.

**Stephanie Weaver** said what is the reality of a subcommittee meeting before Christmas.

A committee was selected – **Bruce Menin, Mayor Holaday, Cheryl Sweeney, Nick deKanter.**

**FY13 BUDGET: PRIORTIES & GUIDANCE TO SUPERINTENDENT:**

Dr. Kerble said that he and Assistant Superintendent Farrell have had discussions. Principals have been given budget forms and they have met with their committees. Principals have been working with their School Councils – have had discussions- and asked for input from the committees.

**Discussion**

**Mayor Holaday** said having people present in ten minute forums is not satisfactory – she would like a full blown workshop at each school before a meeting.

**Nick deKanter** said he seconds that request – he elaborated on it – suggested maybe a Saturday.

**Assistant Superintendent Angela Bik** suggested having school improvement plans presented at the same time as budget.

**Dan Koen** said we need City Council involvement – a joint meeting

**Stephanie Weaver** said the City Council should be kept informed about the budget – not make the budget. **Mayor Holaday** said this is a process where we can show we have done the review. **Bruce Menin** said over the years he has been involved with school councils, etc. – he would encourage principals to bring in school councils – have public meetings – hearing what a school needs in the school is very different than hearing it here at a meeting.

#### **PUBLIC COMMENT:**

**Dominique Deare**                   **CONCERN:**     Regarding public forums – they provide a wealth of information – we need to get information out to the community – she is very excited about this.

**Dr. Ralph Orlando**               **CONCERN:**     The Committee should involve the community as well. Regarding sciences – supplemental budget released by Gov. Patrick – the city may receive some money – he encouraged the Committee to use these extra funds towards science labs.

#### **MSBA UPDATE:**

Assistant Superintendent Farrell said

- Bresnahan - MSBA has invited architect and Newburyport officials to a meeting in Boston to discuss the Bresnahan School within the next two weeks.
- Superintendent Unplugged – updated the Committee
- Nock – tomorrow there is a site visitation from architects at Nock
- Steve Bergholm and Assistant Superintendent Farrell will attend a workshop on December 2<sup>nd</sup>

Bruce Menin said he directed Tom Ellis to National Grid.

Mayor Holaday updated the Committee on the community group – there are 3 teams – they are working – going full speed ahead. Heery has been hired for the Senior Center – 10 reviews came in for the design.

#### **SUPERINTENDENT’S REPORT:**

Dr. Kerble updated the Committee on the following:

- Boys’ Cross Country – Congratulations were extended – they are the Division V EMass Cross Country Champions
- Boys’/Girls Cross Country competed in all-state meet at Gardner on Saturday, Nov. 19<sup>th</sup>. Steve Cole said this was a great season for both teams.
- Girls’ Soccer – they are Division II North Champions – They competed in EMass Finals Wednesday v. Canton at Manning Field – they lost in torrential rain
- Football – they are CAL/NEC Division III Champions – they will compete in MIAA Playoffs v. H-W on Tuesday, November 29. Steve Cole said this is the first championship in 14 years.
- NEF Auction – held on Saturday, November 19 – a great night. Steve Cole said they rose close to \$60,000.
- MASS/MASC Conference on Nov. 8-12 – they learned a lot.

#### **ASSISTANT SUPERINTENDENTS REPORT:**

Assistant Superintendent Bik reported on the November 8<sup>th</sup> Staff Development Day – it was a great day. The Professional Development Council is facilitating development for a follow-up and sharing of information.

#### **MEETING ASSESSMENT:**

- Alumni Concert – Porter Party – sponsored by NEF at the Grog on Friday - \$10 – proceeds to NEF
- Port Media – they are rising to the challenge – taping of meetings would be better at the Nock Library. Mayor Holaday said the parking is better. Nick deKanter said this is a great idea. Mayor Holaday said they can start this in January.

- Steve Cole recognized Stephanie Weaver for all her work in organizing the Science Fair at the Bresnahan School – this is key to the development of the Science Fair at the High School. It interests students at an early age about the Science Fair.

**ADJOURNMENT/EXECUTIVE SESSION:**

**Motion**

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

**VOTED:** To adjourn to Executive Session at 9:30 PM for the purpose of contract negotiations.

**Motion Passed Unanimously**