



Northbridge Public Schools

Northbridge School Committee

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Erin Donahue, Chairperson, Edonahue@nps.org
Kathryn Atchue, Allan Richards, Jill Leonard, Heather Alden

Northbridge Public Schools School Committee Meeting Thursday, June 23, 2022 7:00PM Northbridge High School Media Center

- I. Call to Order (7:00)
- II. Pledge of Allegiance
- III. Attendance

Erin Donahue	Present
Kathryn Atchue	Present
Allan Richards	Absent
Jill Leonard	Present
Heather Alden	Present

Also in attendance was Superintendent Amy McKinstry

- IV. Statement of Audio and Video Recording
- V. Statement of Mission
- VI. Public Comment

Brandon King of 75 Sheryl Drive advised that he was talking to several parents who felt concern regarding retaliation if they were to come before the School Committee and give them information that would not be good. Specifically, information that parents are hearing from aides and one to one aides. Upon reading the mission statement, they want to have a community where everyone is engaged and can thrive. In the special education department there are a lot of sports in the schools that are not inclusive and they would like to see more unified sports added or some sort of school based team or event to foster comradery, school pride, heritage, and inclusion.

VII. Superintendent's Report

The district will be starting a mental health hotline on Monday, Wednesday, and Friday throughout the summer, where providers from the district will be participating. A schedule is complete and will be sent out tomorrow. Summer school started at NHS this week and starts at NMS on June 27th and will run Monday through Thursday. NES will be running SEL and ST Math camps where students will participate in ST Math related activities in the morning and team building activities, games, and sports in the afternoon. It will run from July 12th through August 11th. DESE recently notified schools that they are soliciting grant applications for acceleration academies and the district will be writing that grant to hopefully run acceleration academies in August. Superintendent McKinstry recognized the athletes honored at the Central Mass Sports Awards Night as well as the girls and boys lacrosse teams. She advised that fall registration is open now.

VIII. Presentation

A. EOY – District Strategic Plan

Superintendent McKinstry went over the district strategic plan and the progress that has been made. The full presentation can be found at the end of the minutes.

IX. Consent Agenda

A. School Committee Meeting Minutes from June 7, 2022

B. Warrant 42-52s. 6/23/2022 \$251,858.14

A motion was made by Kathryn Atchue to approve the minutes from June 7, 2022. The motion was seconded by Jill Leonard.

Erin Donahue	Yes
Kathryn Atchue	Yes
Jill Leonard	Yes
Heather Alden	Yes
4	members having voted in the affirmative
0	members having voted in the negative

A motion was made by Kathryn Atchue to approve warrant 42-52s. The motion was seconded by Heather Alden.

Erin Donahue	Yes
Kathryn Atchue	Yes
Jill Leonard	Yes
Heather Alden	Yes
4	members having voted in the affirmative
0	members having voted in the negative

X. Discussion

A. 2022-2023 School Calendar Update

Superintendent McKinstry advised that due to negotiations with the NTA, they would like to work on getting additional training in Infinite Campus at the beginning of the year. They will be moving the scheduled March PD day to the front of the year and adding a half day on March 29th to get Spring PD. The last day was also changed from the 13th to the 14th to make it 180 days.

B. Final SC Summer Meeting Dates

The final agreed upon summer School Committee meeting dates were July 19th and August 23rd. This will be an action item tonight.

C. NHS Senior Trip 2023

The senior class advisor Scott Sponseller discussed the proposed overnight senior trip to Lake George on May 26th to May 27th, where they would be staying at Six Flags Great Escape Lodge. He advised he has been on this trip before and the estimated cost is between \$200-\$250. This includes transportation, the hotel, dinner cruise, Six Flags, meals, and the hotel waterpark and arcade. He also discussed their proposed itinerary.

D. NHS National Parks Trip

Scott Sponseller discussed the proposed trip to the National Parks with EF Tours and it is a domestic trip. He chose to use EF again because he has had great experiences with them and the other options he explored did not offer domestic trips. He is considering alternating between domestic and international trips each year. This trip will be 6 days and will cost \$2,239.00 and will be all inclusive. It will include all meals and overnight security as well. These trips will be voted on during the July 19th School Committee Meeting.

XI. Action

A motion was made by Jill Leonard to approve the summer meeting dates. The motion was seconded by Heather Alden.

Erin Donahue	Yes
Kathryn Atchue	Yes
Jill Leonard	Yes
Heather Alden	Yes
4	members having voted in the affirmative
0	members having voted in the negative

XII. Information

XIII. School Committee Individual Comments

- XIV. Executive Session Pursuant to Massachusetts General Laws Chapter 30A Section 21(a) for the Following Purpose Returning to Open Session:
- A. Purpose (3) to Discuss Strategy with Respect to Collective Bargaining with Union Personnel: Local 1709 Unit C – Custodial

A motion was made by Kathryn Atchue to move into Executive Session Pursuant to Massachusetts General Laws Chapter 30A Section 21(a) for the Following Purpose Returning to Open Session:

- A. Purpose (3) to Discuss Strategy with Respect to Collective Bargaining with Union Personnel: Local 1709 Unit C – Custodial.

The motion was seconded by Heather Alden.

Erin Donahue	Yes
Kathryn Atchue	Yes
Jill Leonard	Yes
Heather Alden	Yes
4	members having voted in the affirmative
0	members having voted in the negative

XV. Return to Open Session

XVI. Action

- A. Local 1709 Unit C – Custodial Contract – July 1, 2021 – June 30, 2024

A motion was made by Kathryn Atchue to approve Local 1709 Unit C – Custodial Contract – July 1, 2021 – June 30, 2024. The motion was seconded by Heather Alden.

Erin Donahue	Yes
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Kathryn Atchue Yes
Jill Leonard Yes
Heather Alden Yes
4 members having voted in the affirmative
0 members having voted in the negative

XVII. Adjournment (8:00)

A motion was made by Jill Leonard to adjourn. The motion was seconded by Kathryn Atchue.

Erin Donahue Yes
Kathryn Atchue Yes
Jill Leonard Yes
Heather Alden Yes
4 members having voted in the affirmative
0 members having voted in the negative

Note: The listings of matters are those reasonably anticipated by the Chair which may be discussed at the meeting. Not all items listed may in fact be discussed and other items not listed may also be brought up for discussion to the extent permitted by law. Also, the timeframe for each topic is a general guideline and may not be strictly adhered to.

Year One District Strategic Plan EOY Report

June 23, 2022

Presentation to School Committee

Strategic Objective #1

Shared Leadership

Create an environment in which all leaders include multiple perspectives to collaborate on common goals and develop consistent and equitable practices and expectations that support the alignment of our schools and the success of the entire NPS community.

1. Provide consistent and ongoing professional development to all school and district leaders on effective leadership skills.
2. Increase leadership capacity and ownership within each school by empowering staff members to lead teams and initiatives within the school and providing opportunities to do so.
3. Proactively consult staff and families on important issues and concerns and seek multiple perspectives prior to decision-making.
4. Provide parents/families with opportunities to take active leadership roles in the schools and district.
5. Develop a strong sense of interconnectedness across building and district leadership teams to ensure shared —accountability for ALL students.

What have we accomplished?

- District directors had scheduled weekly “office hours” at each of the schools to be a resource for teachers at their convenience
- Learning Walks were conducted at each of the schools to establish baseline data regarding instructional trends - to focus PD and feedback
- Building administrators participated in “shadow days” with their peers in other buildings
- Supt. conducted walk-throughs with all principals to discuss instruction and feedback
- DCs, team leaders, and admin. participate(d) in Summer Institute and monthly building leadership meetings
- Two whole staff events to develop interconnectedness and camaraderie
- Developed and utilized universal agenda and problems of practice for all DLTs, BLTs, DC meetings, CPTs, etc.
- Trained and implemented “champions”/teacher leaders for ST Math and co-teaching initiatives
- Parents took lead on several events/activities throughout the year (MS Kindness Carnival, Field Days, etc.)

Strategic Objective #2

Inclusive Culture

Cultivate trusting relationships among all stakeholders, foster open and transparent communication practices, and create diverse opportunities to build connections and engage with families and community members in meaningful ways to promote a united and socially just NPS community.

- Offer diverse and meaningful opportunities for ALL families to engage with the schools and the district.
- Identify and address institutional biases, and include all stakeholders in the development of new policies and practices that support equity and social justice.
- Provide staff and students with consistent opportunities and the necessary support to capitalize on their individual interests, skills and abilities to accomplish their goals.
- Support consistent and transparent communication with all stakeholders to foster trust and collaboration.
- Ensure all students, staff and families are treated fairly and respectfully, and with an understanding of their individual contexts and culture.

What have we accomplished?

- Most building level meetings offered closed captioning or translation services
- Smore or Blackboard Connect used for parent communication - w/translation services
- District and building admin. and teacher leaders participated in PD on equity and diversity
- Staff received training on UDL rubric (focused on goal-setting and choice/voice for students)
- Most students participated in individual goal setting for the year
- District-wide events to increase staff involvement/promote inclusive culture
- “Unsung Hero” Awards to share positive feedback across district and school community (4th Annual)
- NES students participated in two-week culture building activity during first weeks of school (cross-grades)
- See previous slide re: parent communication and involvement

Strategic Objective #3

Teaching and Learning

Provide engaging, inclusive and culturally proficient learning environments that nurture individual student growth and close access, academic and opportunity gaps through effective instructional practices, smooth transitions between grades and buildings, aligned curriculum, and robust student support.

- Implement flexible practices that support all learners and their changing needs throughout the year.
- Implement effective co-teaching models across the district.
- Recognize, respect, and employ each student's strengths, diversity, and culture as assets for teaching and learning.
- Effectively meet the diverse needs of ALL students by removing barriers that impede their success.
- Identify and implement professional development that supports inclusive and culturally proficient instructional practices.

What have we accomplished?

- Implementation of WIN (What I Need) blocks for all students at all schools/levels
- Use of UDL rubric when planning daily lessons to provide voice/choice
- Staff training for “station teaching” to promote differentiation and scaffolding
- Full implementation of ST math at NES - highest achievement levels in state of Massachusetts during first year of implementation
- Curriculum revision/updates in core subjects across district - all uploaded in Drive for district-wide access
- Co-teaching training throughout the year for all staff working in inclusion model (additional training for “champions”)
- Refer to Mrs. Healy’s previous CIA presentation

FOCUS AREAS for Summer Work

- Culturally Responsive Teaching Look-Fors/Evaluation calibration
- Bullying Prevention and Intervention Plan revision/update
- HR/Personnel handbook for administrators
- Investigation(s) and disciplinary processes/procedures training
- Data-based decision making/developing appropriate interventions - SSTs
- Alignment of Connect/Pathways programs across district
- Workflow/roles and responsibilities document - consistent across schools
- PBIS training - teams from each building
- Developing and implementing effective School Improvement Plans
- Progressive discipline/restorative practices - alternatives to suspension
- Improving building and district communication practices