

Northbridge Public Schools Northbridge School Committee

87 Linwood Avenue, Whitinsville, Massachusetts 01588 (508) 234-8156 FAX (508) 234-8469 www.nps.org

Erin Donahue, Chairperson, <u>edonahue@nps.org</u> Jill Leonard, Vice-Chair, <u>jleonard@nps.org</u> Shannon Canoy, <u>scanoy@nps.org</u>, Heather Alden, <u>halden@nps.org</u>, Jonathan Canoy, jcanoy@nps.org

> Northbridge Public Schools School Committee Meeting Agenda Tuesday, September 26, 2023 7:00PM Northbridge High School Media Center

- I. Call to Order
- II. Pledge of Allegiance
- III. Attendance
- IV. Statement of Audio and Video Recording
- V. Statement of Mission
- VI. Student Representative Report
- VII. Superintendent's Report
- VIII. Presentations
 - A. Wellness Report (Health Data) Lori Johnson
- IX. Consent Agenda
 - A. School Committee Meeting Minutes: September 12, 2023
 - B. Warrant 24-11 9/21/2023 \$49,928.75
- X. Discussion
- XI. Public Comment
- XII. Action
 - A. Superintendent's Goals
- XIII. Information
 - A. Staffing Update
- XV Adjournment

<u>Section 2— Special Healthcare Needs</u> Annual Data

Special Health Care Needs

Children with special health care needs have or are at risk for, a chronic physical, developmental, behavioral, or emotional condition.

These children have conditions which:

- cause limitation in function, activity, or social role, or,
- cause dependency on medication, special diet, medical technology, assistive device or personal assistance, or,
- require health and related services of a type or amount beyond those required by children generally.

-Definition from the Federal Bureau of Maternal and Child Health

Examples: Peanut allergies; insect allergies requiring medication, migraine headaches, severe vision impairment. Do not count: Regular (non-migraine) headaches, students who wear eyeglasses.

12. Number of students with a diagnosis in each special health care needs (SHCN) category below.

Please try to count **all** SHCN students in your union, district, or nonpublic school so that the data will fairly represent your students.

	Number of Diagnosed Students
Allergies	A State and the
Bee Sting Allergies	12
Latex Allergies	5
Food Allergies	149
Blood Dyscrasias	Contract Contraction
Anemia (all types)	2
HIV/AIDS	
Hemophilia	1
Sickle Cell	3
Von Willibrand	2
Idiopathic thrombocytopenic purpura (ITP)	
Other Blood Dyscrasias	2
Cancer	
Cancer	2
Cardiac Conditions	
Cardiac Conditions	29
Autoimmune/Autoinflammatory Disorders	
Arthritis	4
Celiac Disease	8
Cystic Fibrosis	
Diabetes type I	8
Diabetes Type II	
Inflammatory Bowel Disease (IBS, Crohn's, etc.)	7
Lupus	

Total visits FY23 48,091 - Students 762 - Staff

Other Autoimmune/Autoinflammatory disorders	9
Neurologic Conditions	and the second second
Migraine Headaches	33
Cerebral Palsy	1
Spina Bifida	
Seizure Disorder	6
Neuromuscular Degenerative Disorder	1
Other Neurological Conditions	8
Respiratory Disorders	
Asthma	226
Pulmonary hypertension	
COPD	
Other respiratory disorders	9
Other physical/developmental conditions	
Lead Poisoning	
Other Physical / Developmental Conditions	52
Behavioral / Emotional Conditions	
ADHD / ADD	139
Anxiety (GAD, School Phobia, etc.)	116
Autism Spectrum Disorder	106
Depression	61
Eating Disorders	1
Encopresis	5
PTSD / Trauma History	16
Other Behavioral / Emotional Conditions	23

Additional Data on students with special health care needs

13. Number of students with the following devices or procedures

Device or Procedures	Number of Students
Ventilator	
Tracheostomy	1
Feeding Tube	5
Ostomy of the gastrointestinal system	1
Ostomy of the urinary system	
Permanent wheelchair	1
Permanent assistive devices to ambulate	Lp
Implanted port	

 1. The total number of students with special health care needs:
 §71

 Count students with multiple "special health care needs" only once.
 117

 2. The total number of students with Individualized Healthcare Plans (IHPs):
 117

 3. The number of students with 504 plans on file:
 191

 4. The number of students with asthma action plans on file:
 32_

 5. The number of students with do-not-resuscitate (DNR) orders on file:
 122_

30. Medication Management (Students)

A. Number of daily and PRN prescriptions kept on file:

		Stude	ents
	Type of Medication Prescriptions on File	Number of Scheduled Prescriptions*	Number of PRN Prescriptions
1.	Analgesics		
2.	Antibiotics		经利益性 人名布尔 化合合
3.	Anticonvulsants		
4.	Antihypertensives		
5.	Antihistamines		
6.	Asthma		
7.	Epinephrine (non-asthma related)		
8.	Glucagon		
9.	Insulin		
10.	Naloxone (Narcan)		
11.	Psychotropic		
12.	Other Prescriptions		
	Total (automatically calculated)	(automatically calculated in the online report)	(automatically calculated in the online report)

*Scheduled medications are those that are ordered to be given on a scheduled basis (QD, bid, q4h, etc.).

B. Number of *doses* administered or supervised by school nurses, for each of the following types of medication, *based on usage:*

	-	Stu	udents
	Type of Medication Administered	Scheduled Doses Administered*	PRN Doses Administered
1.	Analgesics	79	14
2.	Antibiotics	29	
3.	Anticonvulsants		
4.	Antihypertensives		
5.	Antihistamines		5
6.	Asthma	174	164
7.	Epinephrine (non-asthma related)		,
8.	Glucagon		
9.	Insulin	1109	
10.	Naloxone (Narcan)		
11.	Psychotropic	3789	11
12.	Other Prescription Medication	445	18
13.	OTC ²	=.	2050
	Total (automatically calculated)	(automatically calculated in the online report)	(automatically calculated in the online report)

*Scheduled medications are those that are ordered to be given on a scheduled basis (QD, bid, q4h, etc.). OTC: Count over the counter medications that do not fall into one of the above medication categories



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> Northbridge Public Schools School Committee Meeting Agenda Tuesday, September 12, 2023 7:00PM Northbridge High School Media Center

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

Erin Donahue	Present
Jill Leonard	Present
Heather Alden	Present
Shannon Canoy	Present
Jonathan Canoy	Present

IV. Statement of Audio and Video Recording

- V. Statement of Mission
- VI. Student Representative Report

Caleb Smith is the new Student Representative. He is the Sophomore Class president and the DECA Store manager. The Yondr pouches have been distributed to the students. While the first few days were hard, many students have said they feel better with the cell phones put away. Curriculum Night for the High School is Wednesday night 6PM-7:30PM. Homecoming is September 23rd at NMS. Students are reminded that class dues are due by next Thursday. There will be an information meeting on 9/14 at 6:30PM for the Trip to Ireland over April Vacation. 9/19 the group "Be the Match" will be holding a meeting for Bone Marrow donor information and how to sign up for the registry. Guidance sent email regarding SAT and Pre-SAT testing. Seniors can test October 11th. Pre-SAT will be held October 24th. Payments due to Guidance by September 15th.

VII. Superintendent's Report

It is the policy of the Northbridge Public Schools not to discriminate on the basis of race, color, gender, religion, national origin, sexual orientation, gender identity, disability, age, or homelessness in its educational programs, services, activities, or employment.

Curriculum night will be happening at NHS, and there will be a separate Pasta dinner for the Freshmen families to help integrate the new freshmen and families. The HOSA group will have a table to "Be the Match" at both Curriculum night and outside of Homecoming to get people to sign up as bone marrow donors.

Heat and storms have been hard on everyone in the district. The Middle School has been having temperature control problems. Athletics have also been impacted by the sudden and powerful weather shifts.

In the Middle School, only 10 of the pouches have been damaged in a school of over 500 since day 1. 45 students have signed forms that they either don't have a cell phone or that their cell phone will be left at home, and they will not need a pouch. So far, there have only been 8 violations that have all been warnings, but nothing that required actual discipline. At the High School, 18 pouches were damaged on day 1, with only a few being damaged each day after. So far there have been 13 Level 1 consequences for violations and 1 Level 2 consequence for violations. The staff and most of the parents seem to be happy with the Yondr program. When speaking with Admin, it takes only about 10 minutes to get students from the opening of the doors to all being in their classrooms ready to start the day at the High School. High School has 37 students who signed forms stating they do not have or will not bring their phones to school at all.

Working with Athletic Director to find ways to communicate better with families, as emails tend to end up in spam folders and the students are no longer allowed to use their phones. Has been talking about giving Blackboard Admin access to the Athletic Director so she can use the same contact the Administrators do for snow days and will show up on the main page of the website so that the information can get out sooner and faster. They will also be trying to make announcements earlier in the day rather than just at the end of the day. Southern Worcester County had been talking about increasing ticket prices for sporting events. This increase is going to change adult tickets to \$7 from the previous \$5, and student tickets to \$5 from the previous \$3. All of the districts in the area are increasing their prices, except for Grafton, which does not charge anything, and Tantasqua, whose prices are staying at \$5/\$3. This is the first increase in prices for tickets in nearly a dozen years. They will be checking to see if this price increase has an affect on the attendance of sporting events.

9/20 NMS will have a virtual meeting at 6:30PM with parents to discuss any concerns and how things have progressed at school. 9/27 NMS Curriculum night at 6PM. Big Smiles Mobile Dental services will be at NES on Friday 9/15 and NMS Monday 9/18. Both schools sent out links to register. Can Contact Nurses for information on signing up for the Dental Care.

2023 MCAS Accumulated results will be released as of September 19. Superintendent Association will meet September 20 to confer about the results and what they mean for each district. First meeting in October the Superintendent will present the information to the School Committee so the Leadership team can meet and go over the results and possible action plans.

Northbridge Churches are providing support and food for families in need during the holiday season this year. Forms for signing up for the support, or signing someone else up for the support, are available at the High School main office and from Cathie Green. Beginning of Year forms were due 9/8, and while most have been turned in, anyone who has not turned them in yet is strong urged to submit them as soon as possible.

10/27 will be a half day for students as that is a Professional Development Day. School Committee asked for the sport ticket prices, are there ways for parents who need the financial support to be able to go and see their children play? Superintendent confirmed there is currently no process for reduced ticket prices or assistance with getting the tickets, the leadership team can look at the Free/reduced lunch forms and can look into what can be done to assist families that needs financial aid. School Committee asked about the current staffing levels. At this time, all core teaching positions are filled and the district is looking primarily for IAs in all of the schools.

VIII. Presentations:

IX. Consent Agenda

A. School Committee Meeting Minutes: August 22, 2023

B. School Committee Meeting Minutes: August 28, 2023

Shannon Canoy asked if the minutes could be amended for 8-28 as something in them did not happen during the meeting and has been made invalid. A motion was made by Heather Alden to approve the 8-22 minutes and the Amended 8-28 minutes. It was seconded by Jonathan Canoy.

Jill Leonard Yes

Heather Alden	Yes	
Erin Donahue	Yes	
Shannon Canoy	Yes	
Jonathan Canoy	Yes	
The motion was passed with	a vote of 5-0	
C. Warrant 24-09	9/7/2023	\$100,626.47

D.	Warrant 24-10	9/14/2023	\$222,568.94
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A motion was made by Heather Alden to approve warrants. It was seconded by Jonathan Canoy.

Jill Leonard	Yes
Heather Alden	Yes
Erin Donahue	Yes
Shannon Canoy	Yes
Jonathan Canoy	Yes

The motion was passed with a vote of 5-0

X. Discussion

A. Superintendent Goals 2023-2024

Personal Professional Goal for the upcoming year is still the Law Courses. She has 3 remaining courses and is currently halfway through one of them. Was able to get into the Leading Now Cohort group. It is a highly competitive group to get into and is about learning skills to help lead in the Post Lockdown and Start of COVID-19 School World. The Law classes and the Cohort will help increase the repertoire of skills the Superintendent has to be able to lead the district. It will also allow the district to use her as a resource and have to reach out less to lawyers, saving the district money.

Student Learning Goals: Yondr Pouches. So far, the pouches are on a good trajectory, but there will need to be work done to keep the program working and they will need to confront unseen hurdles. They want to be able to show Academic, Attendance, and Discipline improvement.

District Strategic Plan: Will work to Facilitate for the district and will re-establish the District Data Team and Dashboard. Hoping this will be a better way to help connect families and communicate with them.

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Shannon Canoy pointed out that the district does have a law firm on retainer. Would having the superintendent have more law capabilities provide more liability to the district. Superintendent McKinstry informed that she is doing this so the lower level items that would need someone to look over them, she can do that before it gets to litigation. Even with the Law Firm on retainer, it does cost for them to do work, and being able to do some of the preparation work inhouse means less work the firm has to do, and less the district is charged.

Heather Alden stated that she hopes the Yondr pouches work, as if they do not, the district is at the drawing board again for dealing with the cell phone issue. No information has been provided as to if there will be a grant for the Yondr program next year, as the state is waiting to get information from the schools to determine how well the pouches work and if they want to continue the program. More than 80 districts applied to be part of this program, but it was only granted to 80, who all accepted. The list of districts that accepted has not been published yet. The state is currently behind with Grant information this year, as even the Title 1 grants have yet to be given out.

XI. Public Comment

Kerrie Hendee – 12 McBride St, Apt 8. Was there in regards to her Granddaughter/Adopted Daughter (AD). Handed the school committee packets: First three pages are AD medical diagnoses and the last page is a letter from the Trachea Doctor. States that she is not getting contacted by anyone in the school district about AD and her needs. Stated that the current Director of Pupil Personnel Services (PPS) does not have any sort of medical degree and therefore cannot be the one to be hiring the 1-1 nurse that AD needs. The first nurse that she had working with AD left last year because of mistreatment from the district. A new nurse was brought in without knowing what AD diagnoses were, learned about them and quit, and a school nurse had to take over. Previous PPS would pick up AD along with that Nurse so that AD would have medical assistance at all times. The new nurse that was hired does not have a pediatric specialty nor pediatric trachea training, which normally Agencies require certification and many hours of training to get. Was told the new nurse was hired and she has no choice but to accept that nurse, who is not a pediatric specialist. Then she was told she only had 30 minutes to interview the nurse, which is not enough time to explain all of AD diagnoses. When she asked, she was not told the name of the Agency that hired the new nurse so she could check on the nurse's qualifications.

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Stated she wants to train the nurse in doing pediatric trachea work as she has been certified by her doctor and was denied the ability to do that. Also stated that Palliative care offered to come in and educate staff on AD's diagnoses for free and was denied that as well. She does not feel safe letting AD go to school, but states she received contact stating that id AD does not attend school, DCF will be called on her. She finds the school district is in Neglect by denying AD what AD needs to attend school. This evening, she received an email stating that AD cannot bring the Medical Bag with their equipment to school. She has provided some of the supplies to the school, and the school has precured some of the items, but because of shortages, some of the times she only has one of and the school does not have, so AD needs the bag with all of the supplies.

She and her Dr's don't feel comfortable with how the school is treating her situation. States that every time she calls the school, they let it go to voice mail. Only when word got around that she was going to School Committee did people start calling her and picking up the phone. While on the phone with her doctor and the new nurse for AD, brought up "minibutton" for G-tubes (how AD eats) and the nurse had no idea what that was. As of 11:20AM that day, there had been no training from Mass Dot. Got a call 10 minutes later stating the training was just done. States the training takes hours, not minutes to do.

Says the nurses have called for her to come in to help AD because they did not have the training to do so at times. Stated she was told AD could not attend school because AD has MERCER, and that it is illegal to prevent a child from going to school if their MERCER is in remission.

She wants the medical bag to go with AD, and to be able to talk to the nurse in the mornings to give her an update as to how everything went with AD over the night and have the nurse step off the bus to be able to speak with her and to examine AD's Medical Bag to make sure everything is there. Wants to go back to the way everything had been for the past 5 years. Also claims that she has heard rumors the new nurse that was hired is a personal friend of PPS.

Brand King – 75 Shell Drive: waived his public comment time.

XII. Action

XIII. Information

XV Adjournment

A motion was made Heather Alden by to Adjourn. It was seconded by Jonathan Canoy.

Jill Leonard	yes
Heather Alden	yes
Erin Donahue	yes
Shannon Canoy	yes
Jonathan Canoy	yes

The motion was passed with a vote of 5-0

Superintendent's Proposed Goals 2023-2024

Professional Practice Goal - Year Two:

Enhance my leadership skills and be able to provide more in-house legal and human resource support to the district by enrolling in graduate courses and/or participating in workshops or other educational programs in these areas.

1. Accepted into Leading Now cohort which begins in-person September 19th-20th, 2023, in Boston, MA. This was a very competitive application process. Leading Now is committed to helping superintendents navigate politically-charged environments and stay the course on their commitment to all students.

The Cohort will continue with virtual sessions on 10/17; 11/14; 12/12; and 1/9/24. (see attached for more information)

2. Finish Law Courses: Criminal Law (current taking); Criminal Procedure (October - December); Family Law (October - December)

Focus Indicators: II-D; III-C; IV-D; IV-F

Student Learning Goal:

Successfully implement and maintain a cell phone/electronic device use program (Yondr) that allows for more focused time on learning, decreases distractions in the classroom, and improves student academic success, social interactions, discipline rates and attendance at both the middle and high schools.

See attached baseline data, including MCAS scores, AP scores, disciplinary statistics and attendance rates at both schools.

Focus Indicators: I-E; I-F; II-A; II-C; IV-A; IV-E

Action Steps:

- Apply for grant through DESE for pilot program (Yondr) at MS and HS
- Develop a new procedure for student handbook for cell phone/electronic device use
- Communicate the change with parents, students and school committee and consider feedback prior to full implementation (through meetings, data, videos, informational flyers, surveys, etc.)
- Conduct quarterly surveys of staff, parents, and students regarding effectiveness of program
- Share quarterly progress updates with School Committee (i.e. survey data and staff/student testimonials)

 Evaluate program effectiveness (via improvements from baseline data) in the spring to determine continuation of program or any needed changes for improved success levels - share out with families and community (SC)

District Improvement Goal #1:

Facilitate the development of a new three-year District Strategic Plan for the Northbridge Publics Schools using the DESE Planning for Success model, beginning in January, 2024, that addresses the evolving needs of our students and their families.

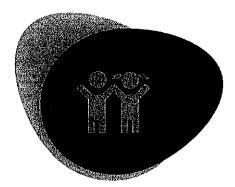
Focus Indicators: I-E; II-A; III-A; III-B; IV-A; IV-C; IV-E

District Improvement Goal #2:

Re-establish the District Data Team and create an NPS Data Dashboard on the website to make academics, assessments, discipline, attendance, demographics, and other relevant data visible and easily accessible for families and community members to create a more transparent and trusting school and district culture.

- Develop a draft plan with Central Office Administration to establish points of data we want to share, based on staff and parent feedback over time (September)
- Share draft plan with district leadership team and revise as needed (1st October meeting)
- Recruit staff members from each school to participate (October)
- Work with "District Data Team" to build the dashboard to reflect the data we want to share (November)
- Launch the Data Dashboard when we return from winter break (January)
- Meet with Data Team monthly to make adjustments, discuss effectiveness, review feedback, and update data points as needed to reflect current information
- Survey family and community members for feedback regarding all aspects of the data dashboard (May)
- Make recommended changes or updates for the following school year (June)

Focus Indicators: I-E; III-C; IV-C

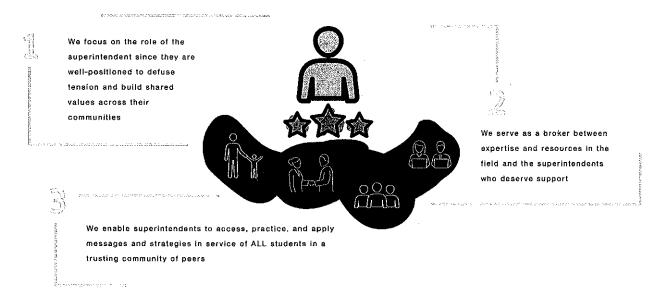


Leading Now

About

Theory of Action

Focused on strategic communications and public engagement, Leading Now enables superintendents to access and apply messages and trust-building strategies in service of ALL students.



Origin Story

While K-12 superintendents have always been public officials, the role has never been as political as it is now: curriculum, professional development, and school board dynamics are subject to high-stakes scrutiny and fast-moving state legislation. Our country needs courageous leaders at the top of every system to prioritize and accelerate student learning, addressing years of inequities and the devastating effects of a pandemic.

We started Leading Now in 2021 to offer a combination of peer-driven learning cohorts and techenabled professional learning to a broad range of superintendents across the country. With the right support, superintendents can defuse tension and seize the opportunity of this moment to rally adults around the potential and needs of ALL children.

Mora Segal and Caitlin Sullivan Co-founders

Our Community

How we work

We provide district and system leaders with strategic communications resources and strategies within a trusting community of peers so that they may navigate their environments intentionally and advance their student-centered priorities. Member benefits includes:

Learning Cohorts

- One in-person convening and four virtual sessions, with virtual peer coffee chats over the course of 15 weeks
- Cohort sessions are grounded in a leader's problem of practice and include an expert briefing + resources that superintendents can immediately apply

Direct support and tailored referrals

- Strategic advisors available for just-in-time assistance to navigate particularly intense or complex situations
- Connections with partner organizations that can lean in to priorities adjacent to strategic communications (e.g., academic strategy, talent recruitment)

Virtual Community

• Monthly briefing sessions and superintendent roundtables, a password-protected resource library, Slack channels for peer and expert connectivity

Beliefs

- Public Education
- Our democracy depends on public schools to prepare the next generation of engaged, independent thinkers.
- Common Ground
- Shared values help keep the focus on student learning and away from politics.

	Meeting or Exceeding		Exceeding	ting.	Meeting	ALC: NOTING	Partially Meeting	leefing	Not Meeting	15115	No. of	Part	Avg.		Included
	Expectati	\$	Expectations 76	0115.75	Expectations %	- <u></u>	Expectations %	4 SUO	EXpectations %	28.	students	Rate %	Scaled	SGP	in Avg.
	District	State	District	State	District	State	District	State	District	State	Inciuded		score		SGP
GRADE 03 - ENGLISH LANGUAGE ARTS	37	44	÷	9	32	38	55	41	ø	15	12	56	495	A/N	N/A
GRADE 03 - MATHEMATICS	42	41	9	9	37	35	47	39	Ħ	20	123	100	497	A/A	N/A
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MCAS 2022 - Northbridge Public Schools

Attendance Rates

Chronic Absenteeism Rates



% of students with 18+ days absent (chronically absent):

HS = 24.2%

MS = 23.3%

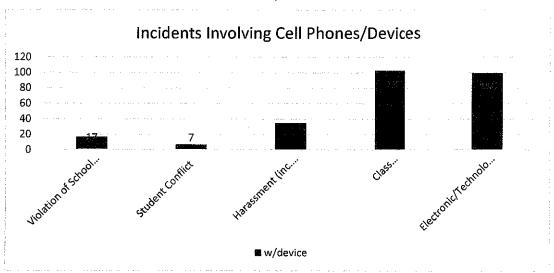
2021-2022 AP Scores

Subject	Tests Taken	<u>% Score 1-2</u>	% Score 3-5
All Subjects	189	40.7	59.3
Arts	9		-
Studio Art: Drawing	G		
English Language Arts	50	24.0	76.0
English Lang/Comp	26	38.5	61.5
English Lit/Comp	24	8.3	91.7
History and Social Science	70	54.3	45.7
Economics: Macro	-		
Economics: Micro	-		
Govt & Pol: U.S.	12	66.7	33.3
History: U.S.	23	52.2	47.8
Psychology	33	54.5	45.5
Math and Computer Science	22	31.8	68.2
Calculus AB	15	46.7	53.3
Statistics	7		
Science and Technology	41	48.8	51.2
Biology	25	44.0	56.0
Chemistry	10	80.0	20.0
Physics 1	g		

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Data Chart for Northbridge Middle School Incidents/Events 2022-2023

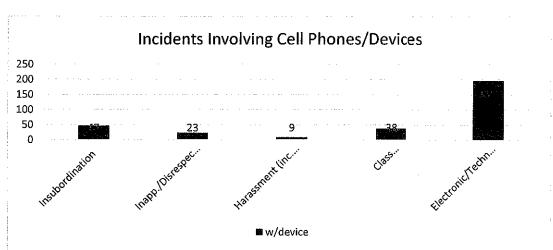
This chart represents types of disciplinary incidents at the middle school in 2022-2023 that may have been a result of, or were precipitated or exacerbated by, cell phone use. *** This does not include ALL types of disciplinary infractions, just the most prevalent.*



Total # of combined incidents that included phone use: 262

Data Chart for Northbridge High School Incidents/Events 2022-2023

This chart represents types of disciplinary incidents at the high school in 2022-2023 that may have been a result of, or were precipitated or exacerbated by, cell phone use. ** This does not include ALL types of disciplinary infractions, just the most prevalent.



Total # of combined incidents that included phone use: 314