

LINCOLN-SUDBURY REGIONAL SCHOOL DISTRICT
Evaluation Sub-Committee Meeting
MINUTES
Wednesday February 16, 2022

Present

Mary Warzynski (chair), Heather Cowap, Harold Engstrom

Also Present

Bella Wong, Superintendent/Principal

Call to Order

The meeting was called to order at 6:30PM

Continued Review and Discussion of Superintendent's Goals

Bella introduced her revised goals. She explained that they started with the LS Strategic Plan and how the Strategic Plan would help to help achieve the LS Portrait of a Graduate. Also taken into consideration was the recent NEASC process and additional reflection on the Strategic Plan. Out of the NEASC process, 3 priority areas were identified. Bella elaborated that she wanted her goals to be consistent with the three priority areas identified in the NEASC report as well as the LS Strategic Plan.

Bella's 3 goals are largely dependent on whether a school-wide advisory program is to be instituted. She explained that she had a meeting today with faculty and it was unclear if the faculty agreed as to whether or not this program should be started at this time. Bella told the staff that it was their choice and they will need to vote. If faculty votes against the advisory program, Bella stated that she may need to revise her goals.

Bella reported that the curriculum guides are done. The next step is to connect them to the Portrait of a Graduate.

The sub-committee then discussed Bella's goal #3 to develop metrics to assess the opportunity gap. Bella stated that she was talking to faculty about how to do this. She is considering looking at opportunities for student leadership such as participation in clubs and athletics. About 80% of students access these types of opportunities, unclear at this time why 20% of students do not. Bella expressed that she thinks the advisory program might really help these 20% of students try new things.

Heather suggested that Bella's goal 1b. (establishing grade-level advisory curriculum development teams) be a goal for FY 22; and that 1a. and 1c. (Building a cohesive (9-12) foundation for social-emotional learning through the advisory experience (1a.) and transition diversity and depression workshops into the advisory program (1c.)) be goals for FY23.

Harold asked for clarification on goals so that there were metrics that would allow the district to map progress in the long term. He expressed appreciation for the good intent but asked for a clearer explanation regarding what “social emotional learning” means. He also inquired about what gaps we are talking about. How do we measure them now and how do we want them to be measured?

Bella responded that the NEASC report will provide the map. The purpose of the NEASC report is to help determine where the gaps are and where are the disparate outcomes. Are they related to issues such as race, gender, socioeconomic background? She also noted that the data regarding students on IEPs reveal that there is no gap for those students. There are some gaps among LGBTQ+ students.

Heather added that the Portrait of a Graduate is still being explored to identify where some of the gaps are. She added that it does offer things we can measure. It also allows for students to learn through pursuing their passions.

Harold made the point that he’s been listening to METCO parents and their concerns. He stated that he has learned from the METCO parents he has spoken to that they know what their children are facing and they want their kids to be achieving academically on par with the rest of the LS student body. He expressed a strong desire that they graduate LS as well prepared as every other student and he feels that understanding where the gaps are is the first step in achieving this goal.

Heather stated that if students feel good about themselves and believe that they can achieve a goal such as taking a challenging AP course, they will be more willing to take that risk.

Discussion then ensued regarding whether it made sense to review opportunity and achievement gap data individually or in the aggregate. Pros and cons of both were considered.

Harold again expressed an interest in insuring that these goals were meaningful for the long term so that several years from now, people could go back and review and know whether progress was being made with regard to narrowing the achievement and opportunity gaps.

Heather stated that Bella’s goal #1 (Continue to explore the implementation of the school-wide advisory program and the related recommendations noted in a., b., and c.) was a long term goal and what we use as evidence should allow us to determine if progress is being made. She also noted that the LS Portrait of Graduate would provide some specific, measurable metrics with regard to whether or not progress was being made.

Bella also the noted that we also needed to consider that the evidence might show that we are not making progress, in which case adjustments will need to be made.

Bella stated that she estimates that it will take through summer of 2022 to establish what metrics will be used.

Next Steps

Bella will make a couple of revisions to her goals and share with the subcommittee, then present them to the full committee at our meeting March 1st. We can then discuss which focus indicators from the rubric will be used.

Mary Warzynski added that she would reach out to Dorothy Presser at MASC to confirm that we are on the right track with our evaluation process thus far.

Approve minutes from February 7, 2022 meeting at our next subcommittee meeting, date TBD.

Meeting Adjourned at 8PM