MASCONOMET REGIONAL DISTRICT SCHOOL COMMITTEE

April 30, 2025

MEMBERS' PRESENT: J. McLean, Chair, Boxford
T. Currier, Vice Chair, Middleton
M. Ogden, Topsfield
W. Hodges, Topsfield
A. Heaphy-Tenney, Topsfield
K. Petrone, Middleton
L. MacInnis, Middleton
C. Bolzan, Boxford
J. Horrigan, Boxford
E. Clements, Boxford

MEMBERS ABSENT: M. Alexander, Middleton

OTHERS PRESENT: M. Harvey, Superintendent
J. Sands, Assistant Superintendent & Chief Procurement Officer (zoom)

A. **Call to Order** – J. McLean, Chair, called the School Committee Meeting of April 30, 2025, to Order at 7:00pm, in the High School Library.

B. Remarks from the Chair

J. McLean thanked the School Committee for the work done during the budget process this year. He spoke regarding the Milton, MA budget override in the amount of $9 million and compared their budget to Masco. We are not the only School Districts facing overrides.

C. Public Comment - None

D. **SAB Update** – Ethan Silvano provided the update to the Committee. The Cultural Fair is coming up and the Freshman Walk is May 30th. The students are concerned with the loss of study halls as they feel they are necessary to meet for academic support, do homework or make-up exams. M Blocks do not allow enough time for these.

E. **Director of Teaching and Learning Presentation – Kevin Cyr**

The Director of Teaching and Learning is directly connected to curriculum programs, assessments, PD programming, strengthening PLCs, educator evaluation and the district data team. Making regular classroom visits and walkthroughs, attends faculty & department meetings, PLCs and student/community events and leads or participates on several faculty committees. Works on Portrait of a Learner Competencies with Stacy Manheim to get the students involved in what a portrait of a learner actually is.

An overview of Professional Learning includes leadership and collaboration; supporting all roles and students; and curriculum and personalized learning. Aligning curriculum with Portrait of Learner Competencies is being prioritized.

The Curriculum Development and Alignment 2024-2025 Goal includes the Leadership Team ensuring curriculum alignment to the competencies identified in Masconomet Portrait of a Learner and Departmental Transfer Goal documents. This curriculum should follow a consistent format and be accessible to the entire professional learning community. The faculty is asking for more time to work on these goals.

Personalized learning pathways are being worked on the second half of the year and are less about format and more about the integration of competencies. Learning is being framed around the competencies.

K. Cyr reviewed the key concepts, including consistencies. There is more inquiry-based learning where students ask questions to drive the learning. Faculty is engaged in curriculum development and alignment. Vertical alignment is addressing the learning gaps with interdisciplinary work between departments. Feedback received was reviewed regarding relevance and application of curriculum development alignment.
Student focus groups were formed to discuss what is working well, such as engagement and connection, choice and personalization and memorable experiences. They discuss what is not working well and provide suggestions which include interactivity, flexibility, access and real-world application opportunities. Students are struggling with flexibility for homework and time for support.
The 7th grade math team explored *Building Thinking Classrooms in Mathematics K-12* . Next year we plan to pilot these strategies alongside our Open Up Resources curriculum, and we are applying for a MEF grant to secure whiteboard materials for VNPS in each classroom. This initiative is teacher driven and promotes more student-centered, collaborative math experiences.
Integration of AI and self-directed learning; peer observations in which the Math teachers participated and were very successful are a few of the additional initiatives.
K. Cyr reviewed Personalized Learning Pathways: Educator Highlights with the Committee. This included time to reflect and prepare, collaboration with colleagues, autonomy and relevance, and hands-on learning and application. Teachers are requesting content specific PD led by their peers. The feedback received on the Personalized Learning Pathways regarding relevance and application was provided with most ratings being 4/5.
Preparing for AI was discussed. AI integrated into the classroom in a responsible way with guidelines set up for teachers and students and helping educators and students use AI tools ethically and effectively.
Strengthening assessments was reviewed, including partnering and reflecting on how we assess student learning; ensuring assessments reflect real-world skills and Portrait of a Learner goals; and identifying and calibrating our performance assessments to be aligned with Portrait of a Learner.
Measuring Portrait of a Learner competencies includes alignment to high-leverage state standards and skills; rigor which requires application and transfer using higher-order thinking, results in original products, performances or solutions; equity which draws on students' lived experiences and cultural assets and empowers students to confront systematic injustice; authenticity which is open-ended and relevant to the real world, opportunities for collaboration, draws on students' interests which enables student choice, voice, and self-and peer assessment; and accessibility which is inclusive for all students regardless of disability and language.
The Joint Labor Management Committee commenced after the MTA contract was settled. The Committee is revising teacher rubrics, streamlining evidence collection process and updating standards, defining power standards to ensure clarity regarding expectations and gathering student and faculty feedback. Department Heads and Principals are calibrating the evaluation practices to ensure consistency across evaluators and departments, revisiting administrator rubrics to reflect updated standards, completing observations, and defining look-fors to establish clear instructional priorities for observations and evaluations.
The upcoming NEASC Accreditation was discussed. Why it is important and the 10-year cycle of self-reflection and goal setting. This guides strategic planning. The Collaborative

Visit is scheduled for October 2025 when the NEASC Team will be at Masco. We will be assessed on 5 standards and the narrative provided after the visit will include strengths and areas of growth.
Strengthening of PLCs is an initiative where resources and training are being explored to support this structure. Integrating PLCs into professional learning model and using assessment data to identify gaps, adjust instruction and implement interventions are part of this initiative. More leadership capacity is needed for this work.
More data points are being added. There is a new partnership with Open Architects (MCAS Dashboard) which takes the state results and downloads them into a portal and then into a dashboard. Reviewing School Quality Measures survey to begin telling the story about student, faculty and parent perceptions regarding school performance.
Analyzing NEASC accreditation surveys to assess both strengths and areas of growth, and inventory existing data points and how they are being used to inform the next steps by the District Data team is ongoing. Discussion followed regarding the benchmarks and data points being used.
The impacts on the students include aligned curriculum, data-driven instruction, a strengthened PLC model, new teacher evaluation, technology integration and keeping families informed and connected.
E. Clements inquired about the feedback provided regarding alignment and development. There were a number 3s given as feedback, possibly because this is not something new.

F. **FY 26 Budget Communication Plan**

DCI and Community Relations met on Friday to review the messaging. Boxford's Town Moderator's forum is coming up and Candidates Night was held last week. Town Officials seem confident the budget will pass. Topsfield's Moderator's forum was held last night and 5 people attended. A coffee is scheduled for Saturday at Earth Day to answer questions. W. Hodges met with the Council on Aging and had a hard conversation as they are concerned with tax increases on a fixed income. It was suggested the School Committee engage in fuller conversations with them. In Middleton, the Public Forum regarding the override was held and Pre-Town Meeting was on the 28th. Public discussion with the Elementary Committee is scheduled at the library and a meeting with the Council on Aging is scheduled for May 7th; PTO meeting on May the 7th and Town Meeting is the 13th. There will be a special meeting with the Finance Committee the day of Town Meeting. T. Currier asked to have flyers available to hand out containing scenarios if the budget does not pass. MTA is holding demonstrations in support of the budget before school at 7am. Discussion followed regarding handing out flyers at Earth Day.

G. Policy Manual Review and Approval

M . Ogden stated that all sections are final, and the clean versions need to be approved on the same date. MASC will host the policies so they are readily available, and MASC will provide updates to be done. A motion was made by M. Ogden to approve Sections A, B, C, D, E, F, G, H, I, J, K, L as previously approved and as presented for immediate adoption and to repeal all previous versions of the Policy Manual. The motion was seconded by W. Hodges and unanimously approved.

MOTION: Approve Sections for immediate adoption and repeal previous versions of the Policy Manual.
VOTE: 10-0, Motion Passed

A motion was made by M. Ogden to approve the following policies based on the Federal Court ruling on Title IX: AC – non-discrimination policy including harassment or retaliation; AC-R – non-discrimination policy including harassment and retaliation; ACA – non-discrimination on the basis of sex; ACAB – sexual harassment; and to rescind the following policies as revised based on the Federal Court Ruling on Title IX: ACGA – civil rights grievance procedure; and ACGB – Tite IX sexual discrimination grievance procedure. The motion was seconded by W. Hodges and unanimously approved.

MOTION: Approve Policies and rescind Policies based on Federal Court Ruling on Title IX.
VOTE: 10-0, Motion Passed.

H. <u>Vote to Set June 13, 2025, as the Last Day of School for Students</u>

M. Harvey stated the last day of school will be half day with dismissal at 10:30am.
A motion was made by T. Currier to move the Masconomet School Committee vote to approve June 13, 2025, a half day, as the last day of school for students. The motion was seconded by A. Heaphy-Tenney and unanimously approved.

MOTION: Approve 06-13 as Last Day of School for Students
VOTE: 10-0, Motion Passed.

I. <u>Vote to Approve MOU with MTA regarding Joint Labor Management Committee Membership</u>

M. Harvey informed the School Committee that the committee has been meeting regularly with 3 members on each side. He would like to add 1 member on each side.
A motion was made by T. Currier to move that the Masconomet School Committee vote to approve the MOU with MTA as presented. The motion was seconded by A. Heaphy-Tenney and unanimously approved.

MOTION: Approve MOU with MTA
VOTE: 10-0, Motion Passed.

J. <u>Superintendent's Goals Progress Report</u>

M. Harvey provided an update on the District goals.
Curriculum goal is to ensure curriculum is aligned to the competencies identified in Masconomet's Portrait of a Learner and Departmental Transfer Goal document. This is an ongoing goal which made significant progress this year in aligning the competencies to Portrait of a Learner.
Instruction to support curriculum objectives, meet individual student learning goals and enhance teaching practices through collaboration. The 2024-2025 goal is for Masconomet's Special Education team to develop a plan for action for improving service delivery which aligns with identified student needs. This plan will follow a review and analysis of relevant program data, including reviewing IEPs, OOD placements and co-taught classrooms. Significant progress has been made with this goal.

District Data Management and Collection 2024-2025 goal is to develop a process to measure student progress towards mastering the skills, knowledge and competencies identified in the Portrait of a Learner. Significant progress has been made toward this goal. Culture and Wellbeing, fostering a safe, trusting and joyful school environment where students and adults thrive and grow. Social Emotional Learning and Mental Health 2024-2025 goals were to have school counseling staff enhance short-term small group support to provide increased targeted instruction in the area of psychological health for students at Tier 2. Fully implement Student Support Centers to provide intensive treatment services for students in crisis and targeted Cognitive Behavioral Therapy groups. Continue work with Tri-Town Council on Risk Behavior Survey and collecting and understanding data and trends in youth mental health, wellbeing, sense of safety and harmful behaviors such as substance use. Tier 2 and CBT Groups goals have been met with the Universal Health Screening administered and the results used to identify students in need of Tier 2 interventions with school counseling staff and CBT Groups. The Goal of Youth Risk Behavior Survey has been met as well. YRBS presentations were made to the School Committee in Fall, 2024 and the data will be integrated into our Data Team work going forward. Community goal is to build a community that champions District Mission through communications, data management and partnership. The 2024-2025 goal is to work to build support for implementing Education Commonwealth Project surveys to monitor student and staff well-being and communicate school successes. This goal was exceeded.

E. Clements thanked M. Harvey for the work meeting the needs of all learners and measuring the growth in the past year.

J. McLean thanked M. Harvey for working with the elementary schools to determine why there is 1 OOD student year to year in elementary, but many more in middle school and high school.

T. Currier stated that the merit stipend for the Superintendent is tied to meeting these goals. A motion was made by T. Currier to move the Masonomet School Committee vote that Dr. Harvey has made significant progress towards the goals for this academic school year. The motion was seconded by C. Bolzan and approved.

MOTION: Vote that Dr. Harvey has made significant progress towards District goals.
VOTE: 8-0-2, Motion Passed.

K. <u>Process for Superintendent's Evaluation</u>

J. McLean stated that he will send out the information and rubrics to the School Committee to gather the information on how Dr. Havey has performed in the past 2 years. The feedback will be discussed at the next School Committee meeting. He will work with T. Currier.

L. <u>Superintendent's Report</u>

M. Harvey reviewed the upcoming Town Meeting dates, times and locations. All 3 towns have overrides to be voted upon.

The Masco Parent Advisory Committee is in need of raffle baskets for Staff Appreciation week, and they need volunteers and donations. School Choice applications are open for the 25-26 school year and will close May 8th. Dr. McManus is hosting meetings with 6th grade

parents so they can learn more about the middle school. The next HS coffee is scheduled for May 23rd at 8:30am and the MS coffee is scheduled for May 30th at 8:30am.
T. Currier asked when decisions for acceptance to Essex Tech are due. Masco had 34 students accepted but M. Harvey did not know how many accepted the placement.
K. Petrone asked if exit interviews would take place with the families. They will be conducted starting this year.

M. Subcommittee Reports

a. Community Relations – held a community dialogue tonight where the budget and state funding were discussed.
b. DCI/Budget – vote to approve the January 10, 2025, minutes. **T. Currier made a motion to approve January 10, 2025, minutes, it was seconded by W. Hodges and unanimously approved.**
c. VOCAL – have not scheduled a meeting.
d. Policy – a meeting will be scheduled for May.
e. Liaison Updates – none
f. Negotiations – met with the Administrators Union on April 14th where they presented their proposal. The next meeting is May 5th.

N. Consent Agenda –

a. Approval of April 9, 2025, and March 10, 2025, Meeting Minutes.
b. Warrants in the amount of $3,308,292.30.
c. Acceptance of MEF Stars Grant.
d. Accept Football Booster Donation.
e. Approve Field Trips for next School Year
   1. Spain Feb, 2026
   2. France April, 2026

A motion was made by T. Currier to move the Masconomet School Committee vote to approve the Consent Agenda as presented. The motion was seconded by A. Heaphy-Tenney and unanimously approved.

MOTION: Approve Consent Agenda
VOTE: 10-0, Motion Carried.

The Meeting was adjourned at 9:30pm on a Motion by C. Bolzan, seconded by T. Currier and unanimously approved.

MOTION: Adjourn meeting
VOTE: 9-1-0, Motion Carried.

Submitted By: _____ Approved: _____
Lynn Viselli, Recording Secretary Date

Per the Massachusetts Open Meeting Law, the list of documents that were either distributed to the Masconomet School Committee before the meeting in the packet or at the meeting.

1. Agenda
2. Director of Teaching and Learning Presentation
3. Policy Manual Review
4. MOU with MTA
5. Superintendent's Goals Progress Report
6. DCI/Community Relations Meeting Minutes
7. Consent Agenda