

MANCHESTER BOARD OF EDUCATION

Regular Meeting February 25, 2019 Lincoln

PRESENT: Conyers, Hagenow, Hughes, Maio, Meggers, Pattacini, Scappaticci, Thames
(via electronic feed)

ALSO PRESENT: Superintendent of Schools Geary, Deputy Superintendent Curriculum & Special Services Radikas, Director of Finance & Management Clancy, Director of Human Resources Sone-Moyano

ABSENT: Stefanovicz

A. OPENING

A.1. & 2. Meeting Called to Order

Acting Chairperson Pattacini called the meeting back to order at 7:01 p.m. after an Executive Session. All in attendance participated in the Pledge of Allegiance to the Flag, led by Mr. Pattacini.

A.3. Secretary's Welcome

Acting Secretary Jason Scappaticci extended a warm welcome to everyone present and to the television viewers. He, along with the Board and the Superintendent, were pleased to be joined in celebrating the achievement, reviewing information, and discussing areas for growth, along with making policy decisions related to the effective operation of the Manchester Public Schools. Mr. Scappaticci explained that this is a regular meeting of the Board and all items that will be discussed or voted on this evening have been posted, as required by state law.

Mr. Scappaticci explained that as the Manchester Board of Education, they are here to set goals, listen to reports of the Superintendent, approve budgets, contracts, and personnel appointments, and to create policy for the district. It was explained that meetings of the Board are open to the public, but are not

meetings with individual members of the public. Therefore, comments from the audience will be confined to the time designated for the public to address the Board.

A.4. Approval of Minutes of Previous Meeting

APPROVED – Minutes Regular Meeting of the Board of Education of February 11, 2019. Acting Secretary Scappaticci moved and Ms. Hagenow seconded the motion.

8/0 – Voted in favor.

B. COMMITTEE REPORTS

B.1. Policy Committee

Ms. Hagenow reviewed the last Policy Committee meeting was held February 11th with the following in attendance: Ms. Hagenow, Mr. Hughes, Ms. Stefanovicz and Mr. Geary.

The Committee reviewed the revised Board of Education Bylaws, which were revised based on suggestion from legal counsel and as a result of the Board of Education Self Evaluation. These revisions will be forwarded to the full Board this evening.

The Committee reviewed the revision to the Evaluation of the Instructional Program High Leverage Policy and will forward the revisions to the full Board this evening as well.

The Committee discussed the formal adoption of the Board of Education Self Evaluation. The Superintendent will work with the Board Chair to draft a letter to the community that summarizes the self evaluation findings.

The following self evaluation next steps were discussed:

- Determine the extent to which internal stakeholders, including certified and non-certified staff, know and work toward the mission, vision, and core values of the district through a survey or other instruments;

- Revise the Board of Education bylaws to include the annual re-affirmation of mission, vision, and core values and to indicate a periodic review and revision every three years of the mission, vision, and core values;
- Revise Board of Education bylaws to include formal self-evaluation on a biannual basis;
- Update Board of Education bylaws to review annual updates;
- Schedule two board of Education professional development sessions per year;
- Identify areas of the Board vision where high-leverage policy work is needed to implement or sustain elements of the visions;
- Preserve time for high-leverage policy work annually and at each meeting;
- Develop and implement a system for monitoring high-leverage policies that includes a timeline for monitoring, as well as internal indicators of success; and
- Formalize how the roles of teachers and administrators complement, but are distinct from, the roles of Board members.

Many of these next steps were captured in the bylaws and Board of Education calendar. The Superintendent will pursue outside support to determine the extent to which internal stakeholders, including certified and non-certified staff, know and work toward the mission, vision, and core values of the district through a survey or other instruments.

C. CONSENT CALENDAR

Mr. Geary presented two items on the Consent Calendar for Board approval.

C.1. Personnel Action

Details had already been provided to the Board members with their agenda.

C.2. Establish an appropriation for FY18-20, for the United Way Implementation Grant, in the amount of \$163,000

The Chairman called for a motion.

Acting Secretary Scappaticci moved and Ms. Hagenow seconded the recommendation to adopt the Consent Calendar as outlined in Section C of tonight's agenda.

DISCUSSION:

Mr. Pattacini asked for administration to comment on item C2. Mr. Geary noted the United Way reached out to the district about a year ago and awarded a \$25,000 planning grant at that time. Now the work is continuing at Illing Middle School, primarily in math tutoring support. Mr. Pattacini complimented the administration on their work to secure such grants to help the district. Mr. Geary noted that Ms. Gomero, Principal of Illing, and her staff worked hard on this grant.

The vote was called:

8/0 - Voted in favor.

D. STUDENT REPRESENTATIVE REPORT

None.

E. PUBLIC COMMENTS

None.

F. SUPERINTENDENT'S REPORT – PART I

F.1. Winter Data Update

Mr. Geary presented the winter data, which was over 100 slides. The percentage of students reading at grade level is on track. The percentage of students proficient in math fluency is also trending up. For more details on the data, please see the website.

Ms. Maio liked the data on Waddell reading and wondered how to duplicate that. Mr. Pattacini also commented on the low reading scores at Washington and Highland Park and wondered why. Mr. Geary noted that administrators go into classrooms to observe and the curriculum needs to be taught with fidelity. Mr. Scappaticci noted that in the Curriculum and Instruction meetings they dive

into the data more in depth and this data enables teachers to react to their student's needs and move forward.

Overall, Mr. Geary noted we are pleased with the district's SAT scores that are improving. There is still a concern regarding chronic absenteeism. Regarding suspensions, both in and out of school, we are ready for the next level of work. Overall, the district unit assessments show good news.

Mr. Scappaticci recalled that when he started on the Board about 7 years ago the numbers of suspensions was shocking and he is pleased with the impressive progress made. He noted the current situation in Waterbury and those scary numbers could have easily been Manchester had we not changed our thought process. Mr. Geary noted that both administration and staff have worked hard to create positive relationships with students.

Mr. Conyers noted this is a massive amount of information and he wondered how it is looked at specifically. Mr. Geary noted there is a data person that pulls the data that teachers enter and puts it into slides for review by Dr. Radikas and himself. Schools get the data as well, including teacher by teacher information. In PLCs the teachers review the data and are working on the ability to share data across grade levels to see how they compare to other classes in their grade to make adjustments.

Mr. Conyers noted a drastic increase in the fact fluency numbers and wondered why. Mr. Geary stated that about three years ago three schools piloted a fact fluency approach and it includes dedicated time every day in every classroom for fluency, which has since been rolled out to all elementary schools.

Mr. Pattacini wondered about the inconsistent PSAT scores and the SAT scores which are improving. What do we use the PSAT for? Mr. Geary noted the PSAT can be accessed online to help kids study and work through struggles.

Mr. Geary noted that absenteeism is a national problem and currently the Hartford Foundation for Public Giving is trying to help us with this problem. He also noted the discipline data has declined sharply over the last 7-8 years and now we need to shift to the next level of work in that area.

Mr. Pattacini thanked the administration for their transparency and honesty in the data presented and is glad to see the Hartford Foundation is looking to provide support.

G. UNFINISHED BUSINESS

None.

H. NEW BUSINESS

Policy Recommendation:

The Policy Committee submits to the full Board its recommended policy revisions for a first reading and adoption in accordance with its policy on policy changes:

H.1.a. Policy 9000 Bylaws

Mr. Geary noted these revisions are based on a combination of recommendations from Shipman & Goodwin, based on legal statutes, and feedback from the Board of Education.

H.1.b. Policy 6180 Revised

Mr. Geary noted these changes are in response to a change to administrative regulations.

Mr. Pattacini noted that unless Board members express concerns or questions prior to the next meeting, these two policy revisions will be voted on for adoption at the next meeting.

I. PUBLIC COMMENTS (Limited to items on tonight's agenda)

None.

J. COMMUNICATIONS

None.

K. ITEMS FOR FUTURE AGENDAS

Mr. Geary noted that March 5th is when the General Manager releases his recommended budget to the Board of Directors. On March 6th at 5:30 p.m., at Lincoln Center, there is a budget workshop where Mr. Geary will present the Board of Education budget request to the Board of Directors. Mr. Geary noted the Governor released his proposed budget last week.

Other items on future agendas include:

Monday, March 11, 2019 - District Improvement Plan Update

Monday, April 8, 2019 - MRA School Improvement Plan

Monday, April 22, 2019 - Update on Equity Informed School Climate Assessment

Wednesday, May 8, 2019 - Budget Workshop #1 - Room 293 - MHS

L. ADJOURNMENT

Mr. Pattacini called for a motion to adjourn.

Acting Secretary Scappaticci moved and Ms. Hagenow seconded the motion to adjourn the meeting.

8/0 - Voted in favor.

Adjournment 8:17 p.m.

Respectfully submitted,

Jason Scappaticci
Acting Board Secretary