

MINUTES

Hoosac Valley Regional School Committee
School Committee Meeting
Monday, November 13, 2023 - 6:30 p.m.
Hoosac Valley High School
125 Savoy Road, Cheshire, MA

PRESENT: Mike Mucci, John Duval, Andrew Przystanski, Bethany DeMarco, Erin Milne

ABSENT: Adam Emerson, Mike Henault

OTHERS: Superintendent Aaron Dean

104113 Call to Order

Chairman Bethany DeMarco called the meeting to order at 6:30 p.m.

104114 Public Comment or Question - Joe Novak - when was the last time the 2 schools duct systems were completely cleaned? Worried about the air quality - outlets where air and heat coming out are very dirty - students have the right for clean air quality. Aaron: filters get changed every year. Systems are evaluated and regularly maintain them every year. Air quality tests are done every year.

104115 Approval of Minutes - October 23, 2023

MOTION: On Motion of Mike Mucci and second by Andy Przystanski:

VOTED: to approve the October 23, 2023 School Committee minutes. The vote was unanimous.

104116 Report of Treasurer/Business Manager - None

104117 Report of Sub Committee - None

104118 Communications -

104119 Report of Superintendent -

A. School Improvement Plan approval - Edits to the plan since presented at the October 23, 2023 School Committee meeting. Kristen Palatt met with each administrative team to review the SIP and edited the plan based on the feedback the committee provided. The committee received the updated plan. Kristen reviewed the edits with the committee. See attached revised plan.

MOTION: On Motion of Mike Mucci and second by John Duval:

VOTED: to approve the School Improvement Plan. The vote was unanimous.

B. Athletic Advisory Group - There were discussions about creating an advisory group to advise the School Committee, at this time, it's not the proper tool for us. We need someone to work with the Athletic Director advising him to bring things forward. We have some programs that have been struggling for a number of years. A mix of what is going well, what isn't and what changes we can make around the areas, numbers wise. Most places don't have J.V. programs, scraping by to get Varsity programs in different sports. We will have Jeff Puleri take the lead and report out to the committee. Erin: advisory groups to us are really inflexible in a number of ways, we as a body, have to approve anyone that serves on the advisory boards and they have to comply with open meeting laws, etc. We thought given more of a flexibility to have the group advise Jeff who will then advise us, would be more flexible

and adapt as it needs to instead of going through us if they want to make a small change. Aaron: Jeff will make up the group to report to him. It will be youth sports people, community people and some coaches from our current programs. Timeline: up and running by the beginning of the year so we can use that group to make decisions for the coming year. Open up more dialogue with the booster clubs.

C. Roof Project Update - Both gym roofs are almost complete, base and the top coat are installed, metal and detail work are the only thing that's left. We are on track to have this done and completed prior to Thanksgiving break. Over the weekend, the gym floors were done.

D. Policy Review with MASC Consultant - Contract - Didn't get contract yet, had conversation with Glen Koocher and will work with us in terms of price, next meeting should have a contract to present.

E. MASC Conference - John Duval: great conference, chose sections that were equity implementation. Looking at certain schools and districts that were well immersed in that work. Gained a lot of great information. Aaron: Medicaid reimbursement - 1st session attended - there is some work we can do to increase our reimbursements. Made some good contacts at the conference, and should have a pretty positive impact on our budget. Only billing for admin services and not direct services, not unique to us. There are things we can do with our staff to bill for more of the direct services that are provided during the day, to get some more revenue into the district. Will be making those steps to make those adjustments in the coming weeks. Was able to look at some curricular pieces as well.

F. District Improvement Plan presentation - This document, in draft form, talks about the work we are supporting over the last several years and the work we are starting. Building on what we have done. Similar to the SIP - equity pause data review -looking at various data points, MCAS data, looking at our accountability points, what we are earning and where we are missing, we need to change what we are doing for our students. As a District, we earned 32% of our potential accountability points. We have to take a look at what we are doing to earn those points but more importantly to have a positive impact on our students. Surveys: 2 to 3 times a year, looking at everything from school climate, how our students are doing with social/emotional learning skills, implementing P.D. and P.D. practices - Fastbridge data is part of that: our benchmark tool.

Literacy data, math data, alumni data, including data from GLEAM grant, teacher retention data - maintaining $\frac{2}{3}$ of who we bring in. Data around P.D. Data sources we don't have yet are the DESE and DEI outdoors audit - when we have it will be implemented in the DIP as well.

Priorities: mutual partnership between the district and the community - high standards/high expectations, language we have been using since the beginning of the year. 3 areas: engage local business and pathway and internship development; Partner with local agencies to connect students and families with needed services and pursue grant opportunities to enhance programming. Had a number of grants that we received to help with curriculum and teaching practices. 3 end of year goals to measure the mutual partnership with the school and community - want to see at least 75% of students responding favorably to questions regarding growth mindset and their perceptions of whether they have the potential to change those factors that are central to their performance; Want to see at least 80% of families responding favorably to questions regarding communications, resources and support for learning; want to see at least 50% of caregiver respondents will report in person interactions regarding academics with their children's teachers more than once or twice a year. All grade levels get a survey. Erin Milne discussed the student goal, not sure it matches with the goal that is lined up. Drivers: Partnerships coordinated and maintained at the district: Mass Hire/Local business internship work; POG; Shared services and PD sharing with Central Berkshire, MCLA, Optimal Healing; CPPI (youth center, magic seasons - child care of the berkshires), Title 1 Family & Community engagement and coordination. School level supports: translations for families, sending home information in their native language; Family & Community Engagement Coordinator; Elementary School: utilizing Bloomz for family communication; Title 1 family engagement coordinators; Dean/SC maintaining connections with outside organizations; Middle School: Utilizing Bloomz for family communication; Title 1 family engagement coordinators; Dean/SAC maintaining connections with outside organizations; High School: Education of students, families and community on the pathways; Parent/guardian/community convening, similar to POG.

Progress Metrics: 60% of students responding favorably to questions regarding growth mindset and their perceptions of whether they have the potential to change those factors that are central to their performance in school; 60% of families responding favorably to questions regarding communication, resources and support for learning; 35% of caregiver respondents will report in person interactions regarding academics with their children's teachers more than once or twice a year.

High Standards and High Expectations for Academic Success: utilize assessments in a systematic and meaningful way in order to make adjustments to practice; Build teacher leadership capacity to promote and develop high leverage teaching practices; Develop

students' collaborative and critical thinking skills through the implementation of inquiry based curricula and POG. End of Year Goals: at least 80% of students responding favorably to questions regarding self efficacy and their belief they can succeed in achieving academic outcomes; want to see at least 80% of staff responding favorable to questions regarding their belief in students ability to learn and engagement in their classes; want to see at least 90% of staff responding favorable to prompts regarding the value and relevance of professional learning in the district; want to see at least 80% of students at 65% national norm by winter benchmark based on Fastbridge math and reading data grades 3 -8. District level systems: Revised plan for teacher retention and induction/mentoring; Redefining and training of building instructional leadership teams focused on promotion of high expertise teaching (summer 2023 summit); Development and implementation of a Universal Assessment Plan for HVRSD; Draft standards-based assessment plan (coming soon); Alignment of instructional practices, curriculums and high expertise practices Pk-12, all building toward a POG; ongoing, targeted Professional Development based on individual teacher need. Progress Metrics: want to see at least 70% of students responding favorably to questions regarding self efficacy and their belief they can succeed in achieving academic outcomes; want to see at least 60% of staff responding favorably to questions regarding their belief in student's ability to learn and engagement in their classes; want to see at least 80% of staff responding favorably to prompts regarding the value and relevance of professional learning in the district; 65% of students at 65% national norm by winter benchmark based on Fastbridge math and reading data grades 3 - 8.

High Standards & High Expectations for Inclusive Practices: Professional development aimed at providing curriculum access points for all students in the classroom; Building cognitive empathy an understanding of implicit biases so we can better meet the needs of our students and families that we served; Creation of clear, multi tiered systems of support so student support is consistent and effective districtwide. End of Year Goals: to see at least 80% of staff responding favorably to questions regarding their perceptions of the overall social and learning climate of the school; to see at least 80% of caregivers responding favorably to questions regarding their perceptions of the overall social and learning climate of the school; to see at least 80% of classroom walkthroughs showing differentiated instructional materials use for Students with disabilities; 50% decrease of referrals to Deans/VP; under 10% of students with disabilities failing one or more classes at the secondary level.

District level systems: Social/Emotional learning - SEL & Mental health Grant - forming a partnership with Optimal Healing, rebuilding a structure for therapeutic programming in Cornerstone Classes, and ensuring access to small group and individual mental health support for secondary students, access to professional development for staff to increase their repertoire in meeting the needs of students from trauma; Diversity, Equity, Inclusion & Belonging: DEIO PD Sessions - building teacher repertoire in understanding bias and identity, communicating across differences and building a DEi toolbox to use in their classrooms; DEIB Committee - audit & advisory; Supporting Students with Disabilities - Development of Learner Profiles; Continue refinement of the BBT process; Increased staff targeted to put in place systems to managed expanded programming; Professional development around the new IEP. School Level Support: All Schools: Shadow days with Principals and Deans focused on safe and inclusive learning environment; Elementary School: CPPI priority 3 - additional service provision in classrooms and brining services to community partners; Restructuring of Title resources to ensure access to classroom paraprofessionals for all K and 1 classroom; Middle School: LAN-SWD focus; Restructuring programming for substantially separate classroom; High School: Restructuring programming for substantially separate classroom; Restructuring special education programming to place emphasis and support on inclusion; Programs Metrics : to see at least 60% of staff responding favorably to questions regarding their perceptions of the overall social and learning climate of the school; to see at least 70% of families responding favorably to questions regarding

DIP will be shared with the committee to review and provide feedback. Will bring back to the next meeting with edits.

104120 Chairman's - None

104121 Unfinished Business - Approval of FY24 Superintendent Salary - Bethany sent out data information to the committee to review. Did touch base with Erika Snyder regarding the numbers. Mike Mucci: wanted to look at what the teacher's received. On an average it is a 5.5% increase. Looking at other districts, we are lower than all of them in terms of Superintendent salary. John Duval agreed the salary should reflect all the hard work that Aaron has put in. Mike Muci would like to recommend a 5% increase. The committee agreed. Even at 5% would still put Aaron at the lowest end of the comps.

MOTION: On Motion of John Duval and second by Mike Mucci:

VOTED: to approve the Superintendent's salary increase of 5% retroactive to July 1, 2023. The vote was unanimous.

104122 New Business - None

104123 Action Items - None

104124 For the Good of the Order -

Erin Milne: A number of sports teams making the playoffs. Good Luck to them

John Duval: Congrats to all our sports teams

Andy Przystanski: Congrats to all the sports teams

Mike Mucci: Best of luck to the football team. They are now in the final 4, game this Friday night.

MOTION: On Motion of Mike Mucci and second by Andy Przystanski

VOTED: To adjourn the meeting at 8:00 p.m. The vote was unanimous.

Respectfully Submitted,

Aaron Dean, Superintendent

Lisa Bresett, Recording Secretary