

**Cohasset Public Schools**  
**143 Pond Street**  
**Cohasset, MA 02025**  
*Empower Students to Improve Communities*  
**SCHOOL COMMITTEE MEETING**

*All School Committee Meetings Are Recorded*

**Wednesday, August 10, 2022**

Learning Commons  
Cohasset Middle and High School  
143 Pond Street  
Cohasset, MA 02025  
Virtual Access via Cohasset 143TV- Zoom and Facebook  
**6:00 P.M.**

In Attendance:

Ted Carr, Secretary  
Lance Dial, Chairman  
Paul Kearney  
Craig MacLellan, Vice Chairman  
Susan Owen, Director of Finance and Operations  
Lydia St. Onge  
Leslie Scollins, Assistant Superintendent  
Patrick Sullivan, Superintendent

**Call to Order and Roll Call:** Chairman Lance Dial called to order the August 10, 2022, a regular meeting of the Cohasset School Committee at 6:01 P.M. We are live and in-person at the Learning Commons and we are also allowed to attend virtually via Zoom and Facebook. Facebook is watch only and Zoom is chat enabled so folks can put comments in through the Zoom chat feature and questions will be read by one of us at the school committee meeting. Ted Carr is attending virtually, and Chairman Dial asks Mrs. St. Onge if he could impose on her to help take notes for the minutes while Mr. Carr is not here. Paul Kearney will be a few minutes late for the beginning of the meeting. All members that are present, please indicate so in roll call. **Roll Call: Craig MacLellan-Present, Lydia St. Onge-Present, Chairman Lance Dial-Present.**

**Pledge of Allegiance, Opening Remarks:**

**Public Comment: None**

**Invited Guests – N/A**

**School Updates**

- Superintendent's Student Advisory Council Report – N/A
- School News (Dr. Patrick Sullivan) The Summer obviously is in full swing and nice to get some relaxation with family and hope everybody has done the same. It's amazing around here how we can really see the switch turn in August, once we hit August it gets much more intense. We have a lot to look forward to in the district with new families coming in and we have three wonderful school programs going on simultaneously with our Summer Learning Program, ESY Program and our Kindergarten Jump-Start Program. Thanks to Principal Farrell we had close to 100 families attend which was wonderful and this was a nice way for students and parents to attend in-person. Dr. Sullivan was surprised by the attendance, he expected 40-50 families and realized this had doubled. We didn't even need the school year to get folks

in, there was a desire there and they jumped right at that. We're very excited to have those families and we welcome first time families to the Cohasset school district. At our last school committee meeting on July 13<sup>th</sup>, we had a conversation about our Leadership Retreat and Dr. Sullivan would like to share this agenda. Typically, the Leadership Retreat is two (2) days, one day is more of a business meeting and the second one is a retreat. The initial Leadership Retreat was held July 19<sup>th</sup> where we welcomed some of our safety officials from the town, we had members from our emergency response management, *Mr. Pratt, Detective Lopes*, Chief Quigley, Officer Taylor, Chief Dockery. We had our bus transportation coordinator and our food services director and had a robust conversation about safety based on a safety assessment that was done by an outside company called AI3 who is an architectural firm here working with our school facilities committee. We reviewed our strategic plan for 2021-2024. Last year was our first year in that plan and we basically looked at what we've done. We had some initiatives that folks can see on our website that we hoped to have achieved, some of which we did, some of which we realized we need to dive deeper and that is very typical of a district strategic plan. It's a live dynamic document where we're setting goals and if we don't quite reach that goal, it can be adapted so new things that happen can be added in as well. We looked at the strategic plan as a team and what we aim to accomplish and what we did accomplish and what we feel we should focus on in our strategic plan in 2022-2023 for our four compass points. We went over as a leadership team a few of our protocols, our staff to student incident protocols. These protocols can be found on our website, they've been there for a while. We reaffirmed some things and worked with a legal representative to make sure we have things in place. We created a threat protocol which is indeed a possible thing so when someone makes remarks that could be construed as a threat, how do we handle it and how do we deal with it, we work that through as a leadership team. All these protocols are worked with police to get a sense of their version of it, we worked with a legal representative to get a view on that, and we'll be bringing that back to the school committee for approval which basically will be after August 18<sup>th</sup> for their thoughts on it before we eventually publish these and put them on our website so that folks can see it. We reviewed some changes on safety in our employee handbook, we want to make sure that employees sign off on the important information they should go asking for and that has to do with safety protocols, it also has to do with the way they should conduct themselves as an employee to make sure that what they're doing is safe in accordance with what we have in our district in terms of the way we do things. We talked about student discipline notice templates, it's very important that every student and individual gets a due process in our district. These documents were just a review, but an important review with our leadership team so they understood the process they need to go through, give them a chance to ask questions with a legal representative if need to, this was a very productive exercise. We upgraded our bus accident protocol, (*knock on wood*), not that we've had a major bus accident, we've had a few fender benders with our METCO bus with the normal travel, but nothing that was thankfully damaging to the bus or certainly harmful to any student, but it did awaken us to the fact that we didn't have this well-articulated bus accident protocol and we felt we needed to and now we have one. We'll be bringing all these safety protocols for review to the school committee early September to look at. The agenda for August 18<sup>th</sup>, will be offsite at the Lighthouse Keeper's House and we're very thankful for the town for letting us use that facility. The second day provides a nice atmosphere for some vision and learning for our leadership team with more team building to look at our vision to let's get ready for the start of the school year meeting. We're in the throes of a knee ask from The New England Association of Secondary Schools, it's the review of secondary school's that look at accreditation. We're accredited by the ask every 5 years, our high school comes up this year so we're going to be doing some activity and work led by Principal Scott on that. We do a TEACHPOINT, a teacher evaluation tool which we're implementing that was also negotiated in the recent negotiations that will be looked at and Dr. Scollins has put together a committee that's involved in teachers and leaders and that will create those forums and we'll be talking about that. We move on to do some budget and prioritization as a leadership team to prioritize positions projected three (3) years out. Eventually, this gets back to the school committee and the school committee will have some thoughts on this as well. We really prepare for the first week and then the first 6 weeks and then the whole year in terms of an overview. We look at the schedule for the first two (2) days for our Professional Development

for 2022-2023. We make sure that our annual trainings for our staff are in place and our school leaders know exactly what's going on and what we have in that, and they can certainly give their input into that. We set our team goals and a little hint I believe our team goals are going to be very similar that we had last year, we really go deeper with some of the actions. We look at our strategic initiatives that will all be coming off the July 19<sup>th</sup> meeting and then we finalize the documentation of the protocols that we started on the July 19<sup>th</sup> meeting. We have now ratified the contracts with the teacher's union and voted on the contracts, the collective bargaining agreements so we'll be going over all the changes. Dr. Sullivan will be showing a list today to the school committee of not every single little change, but the major changes that constitute the documents. We set some of the plans for the year on our Spotlight on Student Learning. We did send a draft, sort of a template to Chairman Dial on how we're going to set it up. People will sign up so that we know what we're going to be showing and of course the school committee can have some thoughts on that as well as we move forward, it hasn't been set in stone.

August 24<sup>th</sup> from 5:30 PM-7:30 PM there will be an All-District Ice Cream Social where everybody from the district is welcome families and friends at the Cohasset Middle School, 143 Pond Street on the front field. There will be tables set up for our PSO, SEPAC, CEF, and Safe Harbors. Our National Honor Society students will be arranging some games, face painting there and it's just going to be a nice kick off to the school year. Hopefully this will end up being a tradition here in our district.

On Thursday, August 25<sup>th</sup> 5:00 PM - 6:00 PM there will be an evening Superintendent's coffee and school committee members are invited, this will be held with Dr. Leslie Scollins at the Middle High School, 143 Pond Street in the Community Room. This is open to anybody who wants to meet us and may have questions or concerns. We'll go over and review some of our initiatives for the upcoming school year and what that means.

August 29<sup>th</sup> there will be a new staff/mentor and summer staff cookout which Dr. Sullivan is getting ready to flip a thousand hamburgers like he did last time! New staff and summer staff are treated to a cookout that will be sponsored by our principals and school leaders.

On Wednesday, August 31<sup>st</sup>, is an introduction for new staff and we have a great new staff and Dr. Sullivan is very proud of the hires. The agenda is all set for this, and our theme for the school year is going to be "Find Your Compass". This is in concert with what they're doing at the high school, and we ask the idea, what is your direction as a kind of a value-based? What are their values as students? What are their values in the district? What are their values in our leadership team? What are the values as teachers? We're encouraging folks to find what that is, to explore that and then to move in that direction. We have a lot of engagement initiatives this year, we were doing a lot of talking about the difference between involvement and engagement. Obviously, this fits within our strategic plan as well. We have our educator awards for 15, 20, 25, & 30 to give out and we always give those out and there not just for our teachers, there for any of our staff members. Our PSO along with Mrs. Dial will also be there to present some awards. We've done so much work on safety in our district this summer, it's important not only because what's happening in the country, but where we're coming from. We're coming out of a pandemic, things shifted a bit where we had to keep windows and doors open for ventilation, we're going outside. We developed some protocols for what that is going to look like in a post pandemic world. We had a meeting with the Commissioner of Education, and he indicated that we are going to be back without mask mandates in the state. That doesn't mean that anyone who wanted to wear a mask would be discouraged to do so, they certainly can. We will not be at this point starting the school year with any of that with one exception masks will still be required in our health offices. We're excited to get back as close as we can to regular times, we're in a good spot right now. Dr. Sullivan hasn't put a specific agenda for the second day which will be on Thursday, September 1<sup>st</sup>. We'll get more specific with this after we work it out with our leadership team. An email was received today to Dr. Sullivan and was shared with Chairman Dial and it's

from the Massachusetts School Building Authority telling us that we have been approved to move to a Senior Study which is for schools that are of a priority to them which basically says they'll be coming out and will be looking from a bird's eye view. When we did the (SOI), Statement of Interest in the Spring we included facility obstacles, educational obstacles and impediments, things that we needed to change for a new building or a massive refurbishing of the building right before us. They'll be coming to have those discussions and they're asking us to provide them with our personnel here who would be able to help them with that. Obviously, the school committee, and we'll have members from the town, our facilities committee, principals of both buildings will be there, and we'll be able to walk them through and meet with them to unwrap our Statement of Interest in real time with them. It's very exciting, this is the next step, it doesn't guarantee anything, but it tells us where we want to be at this stage in the project. There's one point that Chairman Dial wants to raise on this is on the pointed suggestion that the MSBA is looking for dates that work. One request on there is that we have someone who's first on hand with the town's financials. It might be helpful to have Chris Senior, or his designated delegate be a part of this.

On Wednesday, September 28<sup>th</sup> at 9:00 AM, the Massachusetts School Building Authority, (MSBA) is coming to view our building, they'll be touring the facility and the MSBA team will evaluate the physical conditions of the facility including major building systems, examine building capacity issues that are applicable to be here when the students are here, and they'll see that. They'll assess design factors such as the availability of natural light, assess the facilities both required for educational programs and examine the school district immediately. There won't be another school committee meeting until we start school, so Dr. Sullivan wanted to make sure everybody knew the direction we're moving before the first day of the school year. Chairman Dial states this is how the school's going to be starting as always, we have a talented skipper at the helm.

**Contract Changes Review for Teachers, Educational Support Personnel (ESP's), Secretaries, Food Services and Custodians - (Dr. Patrick Sullivan).** We have come to an agreement with all our unions and associations regarding the contracts. We basically extended the teachers, secretaries and ESP contracts one year during the pandemic which froze the cola, which was 2% at that time. We moved it over for another year and kept everything in the contract with Fidelity until we could do this next year but what that did it put all five (5) of our contracts on the same cycle. This was a very, very busy winter and spring for our members of both negotiation teams from the CTA and the school committee. Dr. Sullivan would like to thank Chairman Dial and Vice Chair MacLellan for their numinous efforts in this and then of course the folks marching along with us, Dr. Scollins, Mrs. Owen, and Mrs. Cerwonka and anybody we brought in for particular issues. Also want to thank the CTA team led by President Bob Erlinson and two (2) Chairs who did a fabulous job, Ron Ford and *Cheryl Chapman*, they both very much represented their association well and it was productive. Both sides made movement in important ways. For us it was all about safety for our students, safety of our staff, engagement for our students and engagement with families. Dr. Sullivan would also like to thank the members of the negotiation teams for our food services team and our custodians who all did a wonderful job and Sue Owen did a great job in leading those contract talks. Each contract has been drilled down, overarching of major things that we were able to shift. The contract language regarding Labor Day and the start of school was put into effect in this contract as we agreed on as a school committee and that was agreed on as well by the CTA and the other unions that if Labor Day falls on the 3<sup>rd</sup> of September or earlier then we'll start after Labor Day for our students. If it starts on the 4<sup>th</sup> of September or later, we'll start before Labor Day. This just gives us some buffer so that we don't go solely into the year, we did determine that this coming year because of the short notice and the short summer that we would not start until after Labor Day, *thus a September 6<sup>th</sup>* start for our students. From an **Administrative Leadership** it revolves around safety, providing the safest situation for our students as possible. All staff who have a responsibility in the morning need to be at their place of assignment **10 minutes before students arrive**. Having eyes on everyone and making sure students come in that one entrance that everybody is in the right place and knows where they're going. That's the same case with

the elementary teachers, the same thing, staff stay at least **10 minutes later if required to**, just to maintain the safety of that environment. Salaries increased for every single one of our teams, over the three (3) years by 7.5% overall, with the exception of our Educational Support Personnel, ESP's. The way that falls out is we have 2% this year, this is in the cola. We have 2.5% the next year and end up with 3% and that was set in concert with the town who were looking at where we might be financially with some revenues moving forward. This was a generous and a mindful look at what we can get, what we can provide for their increases, keeping in mind they get increases with their steps as well. The ESP salary percentage increase is the same as for teachers in years 1 and 2. In year 3, a further adjustment was made to salary levels to reflect that the compensation for ESP's must stay competitive with other districts in the area for us to maintain excellence for our students. **The ESP contract** has two (2) paid workdays which have been added to the work year for our Educational Support Personnel, (ESP's) to give space for our Professional Development activities. These two days are the beginning of the school year so we can make sure they get the same training that everybody receives. We increased the compensation for ESP's who substitute for teacher's absences. The ESP contract provides for the use of (15) accumulated sick days for parental and family leave. **The Secretaries contract** didn't change too much, the salary percent increases are 7.5% over 3 years, similar to the teacher and ESP contract provisions. The Secretaries contract provides use up to (15) accumulated sick days for parental and family leave. Mr. Carr chimes in to say that we did a great job letting families know about the start date and that's something that will socialize very well. This affects a lot of families, but it's an excellent contract for everybody and a great summary. Mr. MacLellan comments the bargaining process is really exhausting, and at times it can be discouraging, and thinks credit should be given to Faculty members, ESP's and the Secretaries that participate in that process. It's a lot of additional work for them and they do this on behalf of their entire bargaining unit, and they should be commended for their time and efforts. Even amongst their own bargaining units they're not always going to be unanimous, ascent to things and sure that causes stress as well when they're trying to provide a service to their overall bargain unit, they should be recognized. Mr. MacLellan did vote in favor on the contracts and he's not all that excited about the CTA's contract, and this isn't to be negative, it's just a state of fact on the record. Mr. MacLellan states if he wasn't on the school committee, he would remain underwhelmed with the requirements for the presence in the schools by teachers, but with any contract changes, it takes time. It involves a lot of different perspectives to be considered and Mr. MacLellan would still like to see a little bit more faculty presence in the schools, requirements for more evening events so that we're not having events in the middle of a workday. This is the most disappointing to him of making some changes and it took a lot of effort on behalf of management, leadership, or any team to make these things happen. If there are folks out there like Mr. MacLellan who are working parents, we remain a little bit underwhelmed, just know that these are some steps in the right direction. Sadly, Mr. MacLellan probably won't be there for the next contract negotiations, a fact for sure is heartbreaking for the CTA, but he just didn't feel it was *incumbent* to say this as his perspective and wanted to share this at the conclusion of the contract highlights for that bargaining group because the CTA, ESP's and the secretaries were bargained together this year. Chairman Dial would like to add having been part of the process he would like to share vice chair MacLellan's view of the participants of the faculty that is a heavy lift. They did a lot of work, and they did a commendable job in representing the interests of themselves and their fellow faculty. But one element that Chairman Dial would like to raise is maybe a personal realization for himself about our schools that this process, even in the context of a collective bargaining negotiation which is rightly pointed out by vice chair MacLellan can be exhausting and can be frustrating. The clear interests of the teachers were actually for our students, in most cases they were worried about making sure that the students were taken care of, and it really came through that they cared for our students, and they cared for our schools and Mr. Dial was very, very pleased with that. The views on moving forward and eventually redefining professionalism, redefining the roles of teachers and expectations is a long process and we made some headway, and we had some great discussions and there's things on both sides that we'll continue to work on to ensure that our teachers have a positive working environment for them and create the most positive learning environment for our students. With all this said, it was really an enlightening

process and Mr. Dial very much appreciates everyone who was involved and glad we were able to put a period at the end of that sentence. Dr. Sullivan agrees with that, and he has two (2) more units to go over at this meeting and will need some John Hancock's to ask for. We negotiated on all five (5) of these units, it was quite a lot of work. For our **Food Services Contract**, we did add a probationary period of 90 days for employees that we have basically every year. We increased sick days to 7 per year with a cap of 75 days, (currently 5/50). We created a combined clothing allowance, instead of delineating what they use for clothing. We increased combined clothing allowance (\$250) and shoe allowance (\$100) with an increase amount to (\$400) combined. Sue Owen did a lot of work in driving this so she can help with any commentary the school committee may have. We increased their regular work week from 22.5 hours to five (5) hours per day for 25 hours per week. Ms. Owen chimes in to comment that during COVID food services had to actually bag individual lunches so they needed that extra half hour, 30 minutes a day to perform this and deliver them one by one rather than have the students come through the serving line. We standardized the bereavement days from 3 to 5 for immediate family for every school staff member. We created job categories previous to this contract, all jobs whether a cook, a cashier or a helper would get a little more pay. If there were any other positions, they essentially would get the same flat rate. Most districts provide an additional amount of money or a higher sum for the cook because obviously they're the ones making the food so we wanted to increase their wages so that we can get a higher quality product. The wages are the same as we have in all units, FY23- 2%; FY24 – 2.5%; FY25 – 3%. We added the 3 years to the scale to give our employee's some incentive for staying employed. We found this to be competitive with other districts, so we're right in line with everybody. **Custodian Contract** changes are very similar in vain to what we did with Food Services. We were able to delineate the job categories, creating a structure of leadership. We have a head custodian who oversees ALL schools and works and helps ALL our lead custodian's. The lead custodian is the chief custodian at each building, so we have one lead custodian in each building for the middle school, high school, Deer Hill and Osgood School. Also, they'll be working under the head custodian which was important to us from a lot of perspectives, mainly with communication structure. We also created a pay structure that represented that. This particular union wanted to allow part-time employees to be members of the bargaining unit, there were only two (2) of them and we allowed this. We added language to the Head and Lead Custodian Responsibilities: **The Head Custodian** is responsible for assigning, training and supervising all custodial personnel. In addition, the Head Custodian will assist all building principals in all plant operation issue including-maintaining, cleaning and preventive maintenance schedule as well as advising on staffing needs and assisting in procuring substitutes for each school when necessary. The Head Custodian will provide the necessary equipment and supplies to ensure efficient building operations. The Head Custodian also has the responsibility for regular cleaning, maintenance and snow removal. **The Lead Custodian** is responsible for the daily custodial, maintenance, and snow removal operations of their assigned school and applicable grounds. The Lead Custodian directs custodians in performance of their duties, train staff on custodial maintenance and other safety procedures; submits work orders, requisitions, and supply orders needed to ensure efficient building operations to the Head Custodian. The Lead Custodian also coordinates and participates custodial services for activities and events, performs work cleaning and supporting daily activities in the building. The Lead Custodian demonstrates professional behavior, promoting positive relationships with the students, staff, community members and peers. Performs other related work as assigned directly related to the schools. Mr. Carr has a comment to make and says the buck does stop with us as a school board. Everybody is doing a great job and his question is are we on track to get all this done before the students come? If not, what can we do to support this?

**Parent/Teacher Conferences** were only held for our elementary schools, we didn't have any set parent/teacher conferences at our middle and high school, although they were welcome to confer with those teachers and that's still the case. Now we have some formalized parent/teacher conferences dates which are on our school calendar and our website. **The Middle School Parent/Teacher Conferences will be December 14<sup>th</sup> and High School Parent/Teacher Conferences will be December 15<sup>th</sup>. These are set**

right around the semester dates. The 2<sup>nd</sup> Parent/Teacher Conferences for the Middle School will be April 26<sup>th</sup> and High School Parent/Teacher Conferences will be April 27<sup>th</sup>. Open House for the High School will be September 28<sup>th</sup> & Open House for Middle School will be September 29<sup>th</sup>. This mirrors what we have for our elementary schools, this is a big move for us in the district and we're happy about that. As many of our employees are working parents or provide care for family members with medical needs, **the contract now provides the use of up to 15 accumulated sick days per year, opposed to 5 sick days per year** to apply to family leave (or) parental leave. There was some antiquated language concerning maternity leave which was removed, it was equating pregnancy with being ill. We wanted to guarantee we had collaboration on our school activities, a prominent one is for **every staff member to attend by default the high school graduation ceremony**. We're really trying to make our high school graduation into a real celebration for our students and all the accomplishments they made from pre-K thru grade 12. We want all our **high school staff attending the graduation ceremony** unless there's a situation where their own child is graduating. We just wanted this memorialized in the contract and we will have some other prominent activities at each building that staff will attend.

### Teaching and Learning

- Academic Initiatives/Updates (Assistant Superintendent Leslie Scollins) Cohasset Public Schools talks about some Curriculum Updates for 2022-2023. Our strategic plan is really our map that takes us along the journey for the 2021-2024 school years. Our real mission around what we do at the Cohasset Public Schools, it's really about placing students first. Everybody has talked about that at this school committee meeting, this is something that we revisit often. We provide an optimal teaching and learning environment by cultivating empathy, global citizenship, agency, inclusivity, and community engagement to empower students to realize continuous growth and achievement. This power statement is what we have, and we want to make sure we use this as our guide.

We have four (4) Compass Points, but Dr. Scollins will be talking about Compass Point #1 Teaching and Learning Strategic Objective to improve student learning through aligned high-quality PrK-12 curriculum strong instructional practices, and personalized learning. Those initiatives that we have are Develop and align PrK-12 curriculum that includes rigorous, relevant and culturally responsive content. Create and implement a curriculum review guide. Offer professional development that focuses on best practice in project-based learning strategies, designing lessons that offer more personalized learning opportunities, and culturally responsive teaching and learning. Implement personalized learning and project-based learning into the curriculum, teaching and learning. Develop a District-wide tiered system (MTSS) that supports students at different academic and social-emotional levels. Develop a District-wide benchmarking system for collecting and analyzing data to inform instructional support. Develop a vertically aligned computer science/digital learning curriculum, PrK-12. We look at these throughout the year and at the end of the year we look to see what we have done. We have timelines but sometimes those have to be adjusted or we need to do some different things because of other things that may come up. Some of the things we found when we started digging into our curriculum and looking at some trends and patterns. We saw that our MCAS data in math, reading and science shows a need to evaluate current curriculum and practices. We review benchmark assessments K-12 and in content areas showed a lack of benchmark assessments K-12. Our elementary core literacy resource was outdated. The middle school Science program needed to be more strongly aligned to the Massachusetts frameworks. We had discussions with our leadership team, our teachers and our families who showed a desire to have more data to analyze to show progress, instructional practices, and families specifically would like more information about their child's progress. We reviewed i-Ready diagnostic data for K-8 and created conversations about the correlation of the i-Ready personalized learning and the i-Ready diagnostic. Our review of Cohasset Public Schools initiatives that we have implemented our elementary math program, Bridges Math Center and created a K-8 Assessment team that implemented K-8 benchmark assessment in ELA and Math, i-Ready diagnostic. Created an elementary instructional literacy team where we reviewed

current literacy practices and research, created vision for elementary literacy, determined components for the CPS elementary comprehensive literacy approach and provided professional development to all staff to increase understanding of culturally responsive teaching and learning. Created a curriculum review process which includes inclusive and culturally responsive guidelines. Reviewed Science MCAS data and Science. The Massachusetts DESE frameworks to determine new middle school Science curriculum. Revived the multi-tiered system of support (MTSS) Steering Committee and created the MTSS communications process for our families. Looking forward, when we looked at a secured grant from The Massachusetts Department of Elementary and Secondary Education, we looked at our math program for Osgood, Deer Hill and Middle School professional development facilitated by curriculum associates on how to understand and use the data from the i-Ready diagnostic. In that grant we have a pilot where we're going to look at the Deer Hill School i-Ready personalized math. Dr. Sullivan comments we have to address the individual's needs, we can't make assumptions that one technique is going to work or drift a little bit away from what we're calling balanced literacy. We're looking at comprehensive literacy, or "science of reading". We really shouldn't be looking at this as some kind of war between people who adhere to a what is called "science of reading" of those who might adhere to something that was once called a balanced literacy model. To say that something is scientifically factual is almost creating an opposition and Dr. Sullivan states we're looking to help every single student and we're bringing in pieces of a program that will help every student and we'll continue to look at that so we're not prescriptive with one technique. Bringing integrity for technical awareness, we're doing phonics with foundations and we're using this study, so we're trying to meet every student's needs through a comprehensive approach to this. Dr. Scollins comments there are lots of towns that have had great success and they use these units as such, but in addition they're also doing what we're doing. They're putting in integrity, they're using some other pieces that they think are important that are going to help them. We all want the same thing, we want students that can read fluently and break that code so that they understand what all the letters sound representation means and can also comprehend, and they'll have it. We want the students to read complex text and also want them to love reading so if we can find that magic recipe for that then we're in great spot! We're very similar to other districts, we have Wellesley, Weston, Westwood, Raynham, Amherst, etc. Dr. Sullivan mentions we're actually a venue of higher performing districts and that doesn't make a huge difference to us, but we are in company with folks who work here with students who are showing great results.

Cassie Muir from 40 Redgate Lane comments she's concerned about the use of units to study as a choice given by DESE's recommendation of not utilizing such curriculum that is poorly rated as this one of the curriculums aligned with *Lucy Coppins*. Why is our district choosing to use this as a choice given the latest research released from this publisher, *Heinemann* that they've come under fire about a number of issues. Happy to share reports for school committee members to see how poorly rated this curriculum is. Dr. Sullivan states we're happy to share those reports with Mrs. Muir. We're certain with this and moving in a comprehensive direction. Dr. Scollins comments absolutely and think the rubrics that are used can sometimes be a little bit challenging. It reports on a certain move breaking that code they use and in this particular case it may not aligned necessarily with everything that's there. Dr. Scollins notes she's had conversations with *Bessie* about it and being part of the study, a study that was huge. Now we're looking to see how we can address some of those concerns that they had. The K-2 teachers have addressed some of those things around Science and Reading and changing some of the things that they've passed in they thought we're good ideas and now they've changed their conversation. Mr. MacLellan comments it's very important to take perspectives for everyone in consideration and very, very appreciative of Ms. Muir's input throughout the last couple of years, she's been very vocal and it's helpful because she's gained a lot of knowledge in this area. Ms. Sullivan who runs a business in town in this area has a lot of knowledge about it and she helps a lot of people in what she does in amazing ways, and it makes a night and day difference for people. As Mr. Dial stated we're really fortunate to have folks that not only have these abilities and backgrounds, but also to bandwidth to participate in these meetings and share their insight



with us. Mr. MacLellan states that he does sometimes get a little bit defensive in that, but he feels that the district especially our Superintendent and Assistant Superintendent and sometimes our Director of Student Services comes under fire on things or context is presented in a somewhat indicting manner that sometimes can be a bit incendiary. From Mr. MacLellan's experience on the school committee learning differences as opposed to disabilities there are differences in that, they can be very subjective and what works for one student may not work for the next student. When dealing with a district, you're dealing with a whole array of learning differences, trying to find a practical solution to address like we said, it's an evolving situation. We're constantly striving to find the best tools to address to our most vulnerable students even from a general perspective in literacy ensuring that everyone has a fair shot in learning as best as they possibly can. It's very difficult to say that there's one accepted, excellent curriculum that everyone should be using, that isn't the case. We have two very qualified people running our district who are taking all these factors into consideration and they're hearing these purposeful decisions about the curriculum and making them with the best interest of our student body in mind, always placing the students first. Mr. MacLellan just wants to be clear that he doesn't like the underlying tone that are neglectful actions being taken surrounding the development of our curriculum in our district. This is said with the upmost respect for opinions and perspectives that are being conveyed or communicated right now because Mr. MacLellan is not well versed as some of the parents/guardians that do share their perspectives. There's not a lot of districts that have a Superintendent and an Assistant Superintendent that both have doctorate degrees in education who are openly, earnestly, and aggressively take the community's insight into consideration in development of their curriculum and Mr. MacLellan just wants to put that out there.

Cassie Muir of 40 Redgate Lane has an additional comment the school committee members as is the case of Special Education this is not an idle topic where the community can rely upon the conflicted word of the administration. The results earned by our children are vastly under where we would expect. The curriculum is proven to be inadequate to teach our children the skills they need to read. *Lucy Coppins* herself has admitted this. This administration refuses to speak the truth when it comes to its responsibilities. The school committee should act with purpose to correct the course. Chairman Dial states we are doing what we can as a school committee to oversee the curriculum. As Vice Chairman, Mr. MacLellan just said we have great leadership here and Chairman Dial heard nothing in the presentation from Dr. Scollins that suggested that anything is not being discussed. It sounds like we have a process that is applied to assess curriculum, decisions are made. There are debates as to what an appropriate curriculum should look like and there can be reasonable people deciding things on both sides of the decisions. What we can't argue with is the fact that we do have qualified people and their exercising a process and using their judgement in their roles here as a Superintendent and Assistant Superintendent to develop a curriculum that they believe are in the best interest of our children. That does not mean that we blindly follow that, which is why we have these discussions and why we appreciate any challenge and welcome further engagement on our curriculum as we discuss it throughout the year. Mrs. St. Onge has a comment that's literacy related. We are not the only district in the Commonwealth looking for new curriculum right now, it's a very common place to be in. In relationship towards professional development, last year, a major part of our effort just as her employment in her district wants to get the same thing looking at the Massachusetts literacy, the four shifts and really unpacking that because we can put whatever folks want in front of a teacher and then every teacher is kind of an island closing that door and their teaching what their teaching and not all of us went to grad school at the same time and not all of us had a major focus on reading in our masters program. Looking at a document like the four shifts and making sure that staff are aligned in the understanding is so important. A document like this and using that with professional development gives people permission to do something different from what they were originally taught wherever they went and got their masters or did follow-up work. We're all shifting, and it takes time to shift, and it takes support to shift and reiteration. Perhaps throughout the year if professional development is done in relation to this, we could hear about it and how teachers are being supported in that way. As DESE and the state are saying here for these four major categories which is not a long document, but it's

a dense document, we unpacked it at one point in time over last year and sure we'll circle back and do it again. We would love to hear about that as that goes on because that element as K-2 is putting this other piece there, it can be very overwhelming, time wise. There's only a certain amount of time and kids still have to get to specials, recess and lunch and how we plug this into another piece and do it well and do it justice and to Mrs. Muir's point, how do we make sure that our children who are on IEP's or aren't on IEP's or are on the cusp of needing support. How is everyone getting the support they need and that is the school committee's focus. We need to make sure that is happening and as that happens, we would love to hear about it.

### **Budget, Resources and Governance**

- Staffing Hiring Report – Superintendent Patrick Sullivan states we're in a tremendously good spot. We already hired a Special Education teacher for grade 4. We hired a night custodian, and we've hired a bus driver. All our hires have been our first choice in every single case, so people who want to come here to the district and teach, we're filling these spots very rapidly and that's going to pay off for our students. Our ESP's have been extraordinary in teaching and we're really lucky, their excellent assets and we're happy they're on board now. We're trying to fill an ESP position at the Osgood and high school. There are a few positions here that we haven't already filled in the last 2 days. A technology teacher at the middle school is the only one that we haven't filled yet. Ms. Owen states 3 out of 4 potential school bus drivers have now passed their tests, so touché, we now have three (3) full-time school bus drivers coming on board and 1 backup school bus driver that wants to do part-time school field trips and athletics. We're in a very good place and won't be doubling up on any routes. We're looking to hire 1 more because we'd like to have 2 spares. The good news is our school bus routes are all covered now.
- Budget and Finance (Ms. Susan Owen)
- Buildings and School Property – Ms. Owen shares all the updates regarding summer projects: We replaced the track, currently paved and in curing period and the vendor is looking to schedule the resurfacing in the next week or as soon as they can get to it. We can utilize it now with foot traffic just no heavy equipment on it. At our middle school the nurse's bathroom and A/C has been completed. We have ballistic window film on the new door there. At the high school the plumbing and gas hook up in the Science room are completed with work ongoing. The football field lights replacement is completed. Our press box replacement will begin work in August. We're waiting on quotes for the outside water drinking stations. At the Deer Hill all prep work for new flooring has been done and began laying the new floor last week. The roof repair work is ongoing. We're waiting on quotes for re-keying all the outside locks. Work is beginning at the Cook Estate for sewer connection. Custodians began working on landscaping needs. We received quotes and we're placing work orders for the PA systems. At the middle high school work is ongoing to complete the water hydration systems in missing areas and the vending machine is scheduled to be built and shipped on 8-12-22. \*\*\*\*\*
- Transportation – We hired 3 full time school bus drivers and 1 part-time school bus driver for field trips and looking to hire 1 more for a spare.
- Food Services
- Report from School Facilities Committee

## **Community Relations/Communication**

- Reports from School Committee Sub-Committees and Liaisons

## **School Committee Governance**

- Sub-Committee and Liaison Re-structuring and Assignment\*\*
- Topics Not Reasonably Anticipated by the Chair
- Approval of Minutes\*\*
- Future Agenda Items
- Executive Session (#3) to discuss strategy with respect to collective bargaining\*\*

<sup>1</sup> Chapter 30A, Section 21(a) mandates that in order to go into Executive Session the Committee must:

1. Do so on a roll call vote
2. State the purpose for executive session
3. Indicate whether the body will reconvene in public session

## **Adjourn\*\***

### **\*\*Requires School Committee Vote/Action**

#### **Documents used at meeting:**

Leadership Retreat: 2022-2023 (July 19<sup>th</sup> & August 18<sup>th</sup>) – Superintendent Patrick Sullivan

Massachusetts Schools Building Authority Confirming Cohasset Public Schools SOI

Teacher Contract Highlights

Educational Support Personnel, (ESP) Contract

Secretaries Contract

Food Service Contract Changes

Custodian Contract Changes

Cohasset Public Schools Curriculum Updates 2022-2023 – Assistant Superintendent Leslie Scollins

CPS Strategic Plan (2021-2024) Compass Point #1 Teaching and Learning – Dr. Leslie Scollins

Update regarding Summer Projects – Sue Owen

\*\*\*\*\* Disconnected from meeting at 8:36 PM (2:57:53) – Kathy Bock

**If we teach a child to read  
But fail to develop  
A desire to read  
We will have created  
A skilled nonreader,  
A literate illiterate  
And no higher test score will ever  
Undo that damage.  
- *Kylene Beers***