

Old Rochester Regional School Committee Equity Subcommittee Meeting Minutes

March 28, 2024 AT 4:30 p.m.

Media Room at the Junior High School
133 Marion Road, Mattapoisett, MA 02739

SCHOOL COMMITTEE MEMBERS PRESENT: Mary Beauregard (in-person), Marion School Committee, Frances-Feliz Kearns (in-person), ORR School Committee, Amanda Hastings (remote), Mattapoisett School Committee, Margaret McSweeny (remote), ORR School Committee and Matthew Monteiro (in-person), ORR School Committee

SCHOOL COMMITTEE MEMBERS ABSENT: Jason Chisholm

ADMINISTRATIVE MEMBERS PRESENT: Michael S. Nelson, Superintendent of Schools (in-person), Sharlene Fedorowicz, Assistant Superintendent of Teaching & Learning (in-person) and Kristine Lincoln, Interim Director of Student Services (in-person).

Building Leadership (in-person): Linda Ashley, Center School Principal, Silas Coellner, Jr. High School Principal, Peter Crisafulli, Sippican School Assistant Principal, Michael Devoll, High School Principal, Lauren Millette, ORR Guidance Director, and Kevin Tavares, Old Hammondtown School Principal.

Meeting called to order at 4:37pm by Frances-Feliz Kearns. Ms. Kearns informed everyone attending the meeting that the meeting was being recorded and stated this meeting will be conducted in a hybrid format. School Committee, Administrators and public will have the option of meeting in person in the Media Room located at the Jr. High School at 133 Marion Road, Mattapoisett, MA 02739 or via zoom.

The following agenda items were addressed:

I. Approval of Minutes from January 18, 2024:

Motion to accept the minutes as presented by Mr. Monteiro

Motion Seconded by Ms. Beauregard

Motion Carried

Roll Call: Beauregard (yes), Kearns (yes), Hastings (yes), McSweeny (yes) and Monteiro (yes)

II. General

a. Overview of the Equity Action Plan

Superintendent Nelson opened the meeting sharing that the District continues to have reminders of why this work is needed and the reason this action plan is important to support the schools. Mr. Devoll and Dr. Ashley shared information from recently attended Massachusetts Association of School Superintendent's M.A.S.S Racial Equity, Diversity & Inclusion (REDI) training. They shared the importance of student experiences and developing ways to bring opportunities to all kinds of students, and promoting existing, on-going communication, which promotes the District's values and inclusion of all students. The training also discussed key frameworks based on research on families throughout the country. Mr. Devoll explained the freshmen seminar initiative to help meet all students where they are when they begin high school to help them develop skills such as organization, planning, technology, etc. to build successful skills for high school and beyond. Superintendent Nelson added that recently the tri-town public health nurses contacted him regarding funding to support mental health. The Southcoast Public Health Collaborative and the

District worked together to bring keynote speaker Katie Greer to present to all students grades 4-8. Community members and families were invited in the evening as well to discuss social media and mental health. Please refer to Appendix A- Equity Action Plan.

School Committee Feedback:

Mr. Monteiro appreciated the targeted work discussed by the administration and meeting kids where they are at. He asked about incident reports which Mr. Coellner explained data is now being collected in Powerschool this year. Ms. Kearns asked for a report out at the next meeting.

Ms. Hastings commended the freshmen seminar and asked if this is something that the Junior High School would be doing as well. Mr. Coellner shared they have had preliminary discussions to develop a similar initiative for seventh grade students.

b. Building Based Projects/Presentations

Mr. Coellner and a few Junior High School students participated in a panel discussion about a recent project completed. Each student was assigned a historical African American figure and picked a historical African American figure to report on in their class. Mr. Coellner asked the students the purpose of the project, the process for the writing and oral portions of the project and the assigned and historical figures the students presented about. Lastly, the students shared the impact of the project on them personally.



Next, Ms. Millette presented about a recent assembly in the high school ‘Steam the Streets’. STEAM the Streets is a nonprofit organization that aims to provide high schools with a deeper dive into the world of STEM- and art-related career paths through interactive programming. In collaboration with Mass Hire, the group encourages students to engage in career discovery by humanizing career fields through multimedia presentations. Please see Appendix B – This Can Be You.

Lastly, Ms. Millette shared students asked for financial life skills so the District has collaborated with Cape Cod 5 and Credit for Life to assist students with financial literacy. Seniors heard a presentation about the 5 habits of beginning financial wellness and will participate in the first Credit for Life Fair coming up. She also discussed the Fit Money Certificate Program.

III. Public Comment

Superintendent Nelson read the following statement:

Public comment is governed by approved school committee policy. Per the committee's policy, we will offer up to 30 minutes for public comments this evening. Public comment is not a discussion, debate, or dialogue between individuals and the school committee. However, the committee takes any public comment made seriously and appreciates hearing from the public. Anyone looking to provide a public comment must be acknowledged by the Chairperson before addressing the committee. Those making a public comment will have up to three minutes to address the committee and must start their comment by stating their name and the town they reside in. For those in person there is a sign in sheet for those looking to make a public comment located on sidewall and those on zoom, you can send a message in the chat with your name and the town you reside in. The chairperson will alternate between in-person and zoom participants. The school committee reserve the right to address any comment that present incorrect information at our next meeting.

Liz DiCarlo of Mattapoisett commented that she is appalled at the recent basketball incident and she is concerned that it is a poor reflection on the community. She is concerned that it is a replay of what happened in 2019, an incident that many feel was swept under the rug. She does not want the community viewed as racist and she does not believe the community is addressing the depths of the divisions. She is looking to the schools to work with the community so that all people are treated with the respect and dignity they deserve. She said that if we want the community to grow, we must work with people committed to this growth.

Nicki Demakis of Mattapoisett thanked the committee for the work they have done. She said the recent incident, and past incidents, is exactly why DEI training is needed. She believes the young man should have been pulled out of the game, it should have never happened, as it is the most degrading form of conduct to spit on another individual. She hopes the District continues the work, continues to investigate this incident. She has friends in California asking about it because if you believe the media, this community is racist bigots and this isn't who they are.

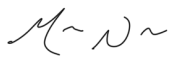
Motion to adjourn the meeting at 5:50pm by Mr. Monteiro

Motion Seconded by Ms. Beauregard

Motion Carried

Roll Call: Beauregard (yes), Kearns (yes), Hastings (yes), McSweeny (yes) and Monteiro (yes)

Respectfully submitted,



Michael S. Nelson, Superintendent

Equity Sub-Committee Action Plan 2023-2024 (WORKING DOCUMENT)

Vision:

The Old Rochester Regional School District and Massachusetts Superintendency Union #55 is dedicated to creating a safe and nurturing learning environment that offers inclusive and engaging educational experiences. Through collaborative relationships with our school community members, we strive to foster a respectful culture that prioritizes academic excellence and social emotional readiness. Our primary objective is to provide every student with the necessary skills and developed mindset to embrace future opportunities and become responsible, lifelong learners and contributing global citizens.

Strategic Objectives:

Teaching & Learning:

Implement an equitable, cohesive curriculum that aligns with our Portrait of the Graduate in all schools.

Expand and extend the professional development planning and implementation process to support equitable adult learning with the resources, time, and professional practices to be student-centered and aligned with the Portrait of the Graduate.

Support Systems:

Strengthen the multi-tiered and comprehensive academic, behavioral, and social emotional systems of support in all schools.

Climate & Culture:

Provide an inclusive, equitable, and positive climate and culture in all schools that promotes sense of belonging for all school community members.

Safe Schools:

Ensure safe, secure, and equitable learning environments in all schools.

Strategic Plan Objective	Action Plan	Date	Location	Role/Responsibilities	Measured Outcome	Evidence
<div>Teaching ... ▾</div> <div>Safe Sch... ▾</div> <div>▾ ▾</div>	Assist schools w/implementation of resources from Massachusetts REDI PD on Equity, Inclusion, and Sense of Belonging Racial, Equity, Diversity & Inclusion (REDI)	TLC meeting updates	Central Office TLC meetings	Central Office Principals: - Early Education - Secondary Education	Success measured by building level measured outcomes	Administrative Representation-participation in scheduled Meetings Tentative Dates from DESE: February 28 (Charley, Mike D.) March 27 (Linda, Kelly) April 10 (TBD) April 24

	All Schools					May 8 May 29
Teaching ... Climate ... Safe Sch... _	Teachers 21 Behavioral Health, Equity, and Leadership in Schools Monthly Administrator PD All Schools	Monthly from August 2023-March 2024	District-wide	All Administrators	Identify conceptual models and frameworks to apply to context in buildings Evidence of effectively using data to promote equity through data team meetings and data analysis	Cultural Proficiency Continuum, Year 3 Scope and identify next steps. Met 3/27 for planning and orientation for any new administrators and spring/summer calendar date planning.
Teaching ... Safe Sch... _	Share MCAS Data Analysis (by demographic) provided by the district to teachers for analysis at the building level All Schools	Fall/Winter 2023-2024	District-wide	ASTL Principals Teachers	Data analysis with teachers used to inform instruction Responsive teaching lesson plans highlighting instructional practices being implemented in classrooms	MCAS analysis with demographic information completed during fall 2023 MCAS data shared during October and November SC meetings
Teaching ... Support ... Climate ... Safe Sch...	Continue to expand Project 351 to include additional Ambassador leaders for equity	Monthly starting in August	District-wide	Administrators and Staff	Project 351 Ambassadors attend statewide conference and they lead school based	Project 351 Ambassadors identified Fall 2023 (also Influencers) 8th Grade Ambassadors alongside other MA

	work and scenarios All Schools				community service projects and scenarios	ambassadors participated in launch day on Jan 13th - - - - - Dec. 5, 2023 Project 351 Playbook Initiative Training at Auerbach Center (2 HS students, Dir. of Guidance, Asst. Supt. T&L) January 13, 2024 Student training District Workshops grades 4-HS: Feb. 27 March 19 (Community Service Component on 3/19) Building and grade level meetings based on Project 351 to be scheduled dates Monthly student meetings in each building Invitation to partner with Norwell on future workshop
Teaching ... Support ... Climate ... Safe Sch...	District-wide Learning Walks (LW) to look for evidence of Sense of	Two LW per building per year as scheduled 23 24 Learning Walk Schedule	District-wide	All Administrators	Completion of LW as assigned by building Evidence and collaboration of	2023-2024 dates: 10/5/23 HS 10/11/23 RMS 11/21/23 JHS 11/29/23 Sipp.

	<p>Belonging and Inclusion</p> <p>All Schools</p>				<p>patterns and trends aligned to agreed upon Expectations, Look Fors, and Sense of Belonging</p> <p>Feedback to Staff</p>	<p>2/1/24 HS 2/8/24 RMS 2/28/24 Matt. 3/13/24 JHS 4/26/24 Matt. TBD Sipp.</p>
<p>Teaching ... ▾</p> <p>▾ ▾ ▾</p>	<p>OpenSciEd Curriculum Supplementation Grades 5-8: OpenSciEd instruction begins with the interests and curiosities of students and empowers student voice to support more equitable learning opportunities for all students</p> <p>JHS Sippican OHS RMS</p>	PD and Science PLCs	ORRJHS OHS/Center Sippican RMS	Administration, Department Coordinator, Science Teachers and ES STEM teachers	<p>Completion of two new pilot units at each grade level</p> <p>Provide teachers with professional development on OpenSciEd to create groups of student problem-solving teams</p>	<p>Observation of OpenSciEd during Learning Walks at ORRJHS OHS/Center Sippican RMS</p> <p>OpenSciEd: OER, high quality, NGSS-aligned science materials and professional learning support in Grade 5 - 8 sciences</p> <p>Continued meetings with OEI Consultant</p>
<p>Support ... ▾</p> <p>Climate ... ▾</p> <p>Safe Sch... ▾</p> <p>▾</p>	<p>Students will be able to identify at least two trusted staff members to promote a sense of belonging</p> <p>All Schools</p>	Fall/Winter 2023-2024	District-wide	<p>Bulldog Block Mentors</p> <p>Advisory meetings</p>	https://ies.ed.gov/ncee/edlabs/regions/southwest/pdf/infographics/relsw-infographic11-508.pdf	<p>Two trusted adults identified by students and regular check-ins</p> <p>HS: Scheduled for March, 2024</p>

				ES students facilitated by principal		<p>JHS: Scheduled for February 2024</p> <p>Sippican/OHS/Center/RMS: Two trusted adults identified, ongoing for new students and grade K; Student check-in and/or survey to be administered late winter</p>
<p>Teaching ... ▾</p> <p>Support ... ▾</p> <p>Climate ... ▾</p> <p>Safe Sch... ▾</p>	<p>Improve upon and adapt the Responsive Classroom (ES) and Advisory (JHS/HS) lessons content and organization in conjunction with PBIS</p> <p>JHS Sippican OHS Center RMS</p>	Guidance PLCs	ORRJHS OHS/Center Sippican RMS	<p>Administration and Guidance Counselors</p> <p>Cultural Proficiency Team with Student Voice</p> <p>Students voice through verbal feedback and conversations</p>	<p>Monthly themes to include respect, kindness, manners, getting to know you through recognition of PBIS Cards and Caught Being Kind for students</p>	<p>On-going review of advisory themes and activities</p> <p>Advisory lessons reflect student and staff voice</p> <p>Updated Responsive Classroom Advisory Lessons and Themes through 2024 JHS: Piloting Character Strong ORRHS: Character Strong pilot since January Bulldog Block led by mentors. Sippican/OHS/Center/RMS/PreK: Daily morning meetings; closing circles and community building practices such as instructional and group skills modeling; teambuilding. Midweek minutes are shared with staff throughout year</p>

Climate ... ▾ Safe Sch... ▾ _ ▾ _ ▾	Recognition of cultural differences All Schools	Ongoing; heritage months	Building-based	Principals/ Teachers/Staff	Across the school year, we have themed bulletin boards, assemblies, and classroom activities that highlight these celebrations	HS: Art Memory Project; Genealogy; STEAM the Streets JHS: Investigating History; Book Circles; Famous African Americans Project Sippican: Music in the Morning may also feature musical pieces that reflect a particular celebration OHS/Center: During Center School's March Book Madness students are reading and voting on their favorite picture books in brackets by authors and characters from different backgrounds. The books are centered around spring and garden themes in urban, suburban, and rural settings. RMS: RMS students got to experience a Musical Journey through the Caribbean with the Manguito Band. Students listened to music from Cuba, Dominican Republic and

						Puerto Rico. The band members introduced various instruments they use to create their music. This interactive musical presentation set a positive vibe to start our day on Tuesday, March 12th. Thank you to our amazing PTO for sponsoring this event.
<div>Teaching ... ▾</div> <div>Support ... ▾</div> <div>▾ ▾</div>	<p>Assessment data meetings held three times a year</p> <p>Flex blocks added to master schedule for intervention lessons and reinforcement of skills and concepts</p> <p>All Schools</p>	<p>November 2023 - June 2024</p> <p>August 2023 - June 2024</p>	All Schools	Principals and Staff	<p>Students identified to receive targeted interventions</p> <p>Assessment data informs instructional planning</p> <p>Flex blocks in Master Schedule</p> <p>Students identified and participate in intervention and reinforcement of skills and concepts</p>	<p>Elementary: HILL for Literacy Assessment data (DIBELS), Intervention Plans, Intervention Schedules</p> <p>JHS/HS: Pathway Plans- strong data focus</p> <p>All Schools: Master schedule</p> <p>Intervention lesson plans and small group</p> <p>Student assessment data</p>
<div>Support ... ▾</div> <div>Climate ... ▾</div> <div>Safe Sch... ▾</div> <div>▾</div>	Weekly student support meetings to assist with academic,	Weekly	All Schools	Principals, teachers, staff	Students receive support plans to meet individual needs	SRST (Student Resource Study Team)

	behavioral and social emotional needs. All Schools					BBST (Building Based Support Teams) Clinical meetings Guidance Meetings JHS/HS: Pathway Plans- strong data focus Student Guidance Advisory Meeting Progress monitoring data Flexible intervention plans and student supports
Teaching ... Support S... Safe Schools _	Portrait of the Graduate (POG) Work	June 2024	ORRHS	Administration Department Coordinators Community Input	Completed Portrait of the Graduate in June	Articulated POG
Teaching ... Climate & ... Support S... _	Freshman Seminar Work	Pilot fall 2024	ORRHS	Department Coordinators Classroom Teachers	Pilot evolves into full implementation in 2024-2025	New course for Freshmen
Support S... _ _ _	ORRHS will pilot CHARACTER STRONG SEL program in Bulldog Block	Semester 2	ORRHS	Assistant Principal Director of Guidance	Pilot evolves into full launch in 2024-2025	2 mentor groups in each grade level

				Bulldog Block Mentors		
Teaching ... Climate & ... _ _	Program of Studies Electives Showcase	February '24	ORRHS	Classroom Teachers Current Students	Increased student knowledge of diverse academic offerings.	Increased enrollment in elective courses
Climate & ... _ _ _	ORRHS Students will volunteer to work with Sippican Students on a School Newspaper	Winter/Spring 2024	Sippican School	AmbassadORs	Student newspaper production	Online publication
Climate & ... _ _ _	Building Equitable Supports for Early Childhood Literacy Book and Material list PreK	Ongoing in year 3 of building resource list	Three Preschool Classrooms and Chapter 74 Early Childhood Program	Preschool Teachers	Ongoing resources for teachers to utilize in classroom	On-going review of themes and activities; Students transition into classroom successfully and demonstrate independence throughout the classroom



February 15, 2024



ABOUT US

STEAM the Streets' mission is to educate, inspire, and activate underserved youth to pursue career paths in STEAM (STEM and the Arts). Through a unique blend of experience in education, youth development, and media production, STEAM the Streets has the ability to meet youth where they're at. They boost interest, engagement, and awareness in students through live performances and production of engaging video content. They aim to close the opportunity gap and level the playing field for youth of all backgrounds so they can be competitive in the 21st century.

STEAM the Streets' two co-founders, Ben Gilbarg and Angel Diaz aka DJ Anghelli, are experts in the field of youth engagement. DJ Anghelli is the lead presenter for "This Can Be You," a live multimedia show that's been inspiring and educating crowds about careers in STEAM since 2017.

DJ Anghelli is a dynamic educator, motivator, entertainer and presenter. He has performed at numerous events and venues across the country. He talks the talk and walks the walk as a middle school teacher at an all girls public school, Our Sisters' School. As a youth who was once "left behind," he has made it his mission to share information, possibilities, and opportunities to build his community up so that no youth is left behind. Whether he's performing on stage, teaching a workshop, or working with young people in the community, DJ Anghelli is always focused on spreading positivity and good vibes through music.

“ Information is
Power!!



steamthestreets.org

info@steamthestreets.org



Arts-based education making career readiness
relatable and accessible.

Boosting interest, engagement, and awareness in careers
in STEM and the Arts (STEAM)

Connecting the dots ... Changing the Culture



"This Can Be You"

"This Can Be You" is an innovative and captivating presentation that aims to inspire and motivate students to pursue careers in science, technology, engineering, arts, and mathematics (STEAM) fields. Our program is designed to stimulate young minds and encourage them to explore the vast opportunities available in these areas by offering a mix of engaging activities such as live musical performances, slide presentations, videos, interactive teaching, and motivational speaking.

Our 60–75 minute program is tailored to meet students where they are and help them discover their passion for STEAM subjects. We aim to create relevant connections between their interests and the various career paths available in these fields. Our goal is to instill in them the confidence and curiosity needed to explore cutting-edge technologies, conduct experiments, and find innovative ways to solve real-world problems.

At STEAM the Streets, we believe that every student has the potential to succeed in STEAM careers, and our multimedia adrenaline shot is the perfect tool to unlock their potential and help them pursue their dreams. We strive to provide a fun and educational experience that will leave a lasting impact on students, encouraging them to embrace their creativity, imagination, and innovation.

YES!!!

“ Our students were engaged the whole time

Robert Pimental, Assistant Principal



Greater New Bedford Regional
Vocational Technical High School



steamthestreets.org

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PRESENTATION HIGHLIGHT OF THE MONTH

Old Rochester High School



STEAM the Streets performed **“This Can Be You”** at **Old Rochester High School** last month, supported by MassHire Greater New Bedford. During the assembly, DJ Anghelli highlights underrepresented folks in STEAM history, motivating youth to see themselves in careers. It’s important, not just during Women’s History Month, but every month.



A Clip from Our Assembly

[ORRHS Steam the Streets](#)



Powerful Reminders!

OUR VISION

Our vision is that the opportunity gap will be closed! That over a million young people are on pathways to success; meaning they are able to support themselves and their family, live a fulfilling and empowering life and help mentor and raise up the next generation of changemakers.

PERSISTENCE
DEDICATION
CONSISTENT
MOTIVATION



Example Featured Career

[Tammy Silva, Marine Ecologist](#)

OUR MISSION

To inform, inspire, and activate underserved youth to pursue in-demand career paths.

Our kids having fun!

<https://photos.app.goo.gl/qqPLVgkB3CmqSctV7>



Hi,

In 2nd grade we made heritage books, where each student researched a country our relatives came from and made a book and some food from that country. When we did this project, I wrote my book about Italy. This February vacation, with the high school, I finally went to Italy. The country was all that I expected and more, it was so much fun and has been a dream of mine to visit since that 2nd grade project. I might have brought the book and taken a picture just to send to you. This is the book in front of the Colosseum!

From,

Your favorite Junior,

Katelyn Fisher

Italy Trip - Global Learning!

