



Old Rochester Regional School Committee Equity Subcommittee Meeting Minutes

September 26, 2024 at 4:30 p.m.

Superintendent's Conference Room or Zoom
135 Marion Road, Mattapoisett, MA 02739

SCHOOL COMMITTEE MEMBERS PRESENT: Mary Beauregard (remote), Marion School Committee, Kate Duggan (remote- not included in votes due to technical difficulties), Rochester School Committee, Frances-Feliz Kearns (in-person), ORR School Committee, Amanda Hastings (remote), Mattapoisett School Committee, Margaret McSweeney (in-person), ORR School Committee and Matthew Monteiro (in-person), ORR School Committee

SCHOOL COMMITTEE MEMBERS ABSENT: None

ADMINISTRATIVE MEMBERS PRESENT: Michael S. Nelson, Superintendent of Schools (in-person), Sharlene Fedorowicz, Assistant Superintendent of Teaching and Learning (in-person), Jaime Curley, Assistant Superintendent of Student Services (in-person), Lauren Millette, Director of Guidance (in-person), Silas Coellner, Junior High School Principal (in-person), Linda Ashley, Center School Principal (in-person), Lynn Dessert, Sippican School Principal (in-person), Heidi Letendre, Rochester Memorial School Principal (in-person) and Charles West, Rochester Memorial School Assistant Principal (in-person).

Meeting called to order at 4:38pm 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 at the Junior High School located at 133 Marion Road, Mattapoisett, MA 02739 or via zoom.

The following agenda items were addressed:

I. Approval of Minutes: June 20, 2024 and September 4, 2024

Motion to approve the minutes of June 20 and September 4, 2024 as presented by Ms. Kearns

Motion Seconded by Mr. Monteiro

Motion Carried

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

II. General

- a. Overview of the Equity Action Plan
- b. MASS Presentation: Building a Culture of Student Influencers
- c. Project 351 Playbook 2024-2025 Plan
- d. Sandy Hook Promise grant

Dr. Fedorowicz explained the 2024-2025 Equity Action Plan format, which illustrates new strategies and plans in the front of the document and on-going items later in the document which the subcommittee heard updates on during the 2023-2024 school year. Please see appendix A. She reviewed some items in the plan including new administrative training through REDI professional development, incident reporting in PowerSchool and the Sandy Hook Promise grant initiative which will be incorporated into current Project 351 structure and training will be provided by the Attorney General's Office. Superintendent Nelson added that it is important to make efforts that are sustainable moving forward and this dovetails well with Project 351. Dr. Ashley highlighted professional development in Tiers 2 and 3 literacy instruction through the Hill for Literacy. Ms.

Millette highlighted the Project 351 presentation in which student leaders Jaymeson Gunschel and Molly Wronski provided an overview of how Project 351 has taken shape in our schools. They presented to about 30 superintendents and assistant superintendents at the summer Massachusetts Association of School Superintendents conference. Many schools have since contacted Ms. Millette for information on how to incorporate Project 351 at their schools and ORR has quickly become a model district. Ms. Millette also discussed Project 351 plans for the current school year. Ms. Letendre and Mr. Coellner highlighted efforts in all of the schools to coordinate assemblies that expose students to different cultures. Ms. Millette shared Credit for Life will be returning this year and expanding to include grade 11 as well as grade 12. There will also be multiple family opportunities for college preparation, financial aid, and career and college fairs.

School Committee Feedback:

Ms. Hastings asked if there are any new ideas on data. Ms. McSweeney asked if demographic information can be incorporated into upcoming MCAS data presentations. Dr. Fedorowicz said information could be included in MCAS presentations. Superintendent Nelson shared that the first session of REDI PD they attended was great and will assist in aligning to the state blueprint of common assessments and data monitoring to prioritize learning gaps. He added the districts have already made great strides based on the training including a strategic plan that incorporates equitable practices for all students, strategic objectives that include these as well, and teams in place such as the Equity Subcommittee, Student Resource Study Team (SRST) and more. He added the training also discussed an important step in equitable education is strong tier 1 instruction. Next steps include multi-tiered systems of support and aligning with the state blueprint for support all students. The training also discussed students needing social and emotional support to be able to learn. Superintendent Nelson reminded the subcommittee that objective four of the strategic plan directly relates to this with the identification and selection of Responsive Classroom's Fly Five curriculum. He added that many systems and operations have been established in the last few years and the biggest next step is to identify and share data points more consistently to push initiatives forward.

Ms. Kearns asked if data points will be consistent across all schools. Superintendent Nelson shared that teams and breakout groups are established so that all buildings can look at data together, not just MCAS, Dibels, etc.

Ms. McSweeney shared that she can sense the energy and see the momentum and changes coming forward for students.

Ms. Kearns appreciated the hard work on grants to be able to attend the trainings and obtain the curriculum. She thinks it is important to share that it does not come from tax dollars, but from the work of the administrator to obtain grant funding.

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.

There were no public comments.

Motion to adjourn the meeting at 5:35pm by Mr. Monteiro

Motion Seconded by Ms. Kearns

Motion Carried

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

Respectfully submitted,

A handwritten signature in cursive script, appearing to read "M. Nelson".

Michael S. Nelson, Superintendent

Equity Sub-Committee Action Plan 2024-2025 (WORKING DOCUMENT)

9/26/24

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 a sense of belonging for all school community members.

Safe Schools:

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

New Strategies and Practices 2024 - 2025:

Strategic Plan Objective	Action Plan	Date	Location	Role/ Responsibilities	Measured Outcomes	Evidence
Teaching & ... Support Sys... Climate & C...	New DESE Administrative REDI PD offerings and opportunities (Equity, Inclusion, and Sense of	DESE Scheduled for 2024-2025 school year	DESE in-person locations (TBD) and virtual (TBD)	Central Office and Principals: - Early Education - Secondary Education	Collaborating with DESE trainers for school-based implementation and checkpoints	Administrative attendance and participation in scheduled Meetings Work with DESE for implementation ideas based on training

	Belonging)					
Teaching &... ▾ Support Sy... ▾ Climate & ... ▾	Consistent Incident Reporting and Log Entry	Monthly	HS JrHS RMS Slppican OHS/Center PreK	Principals Assistant Principals Designated Staff Teachers	Consistent and regular updates to the Log Entry	Principals provided training in incident reports to staff on first full PD day 8/27
Teaching &... ▾	Multi-tiered systems of support	Scheduled for 2024-2025 school year	RMS Sippican OHS/Center	Elementary reading specialists and special education liaisons	Elementary reading specialists and special education liaisons participated in professional development in Tier 2 and 3 literacy strategies and interventions. They will participate in ongoing, embedded implementation coaching sessions with Hill for Literacy trainers	Attendance and participation in Tiers 2 and 3 literacy instruction professional development and embedded coaching sessions. Hill for Literacy trainers.

	PD for staff in cultural awareness and responding to microaggressions					
Teaching ... ▾ Support ... ▾ Climate &... ▾ Safe Sch... ▾	Present Project 351 Playbook as a model district at the MASS Executive Superintendent's Conference: "Building a Culture of Influences-Embracing Student Leadership and Voice as Catalysts for Change"	July 16, 2024	MASS Conference	Superintendent Assistant Superintendent of Teaching and Learning Director of Guidance Two HS Project351 student Influencers	Scheduled Presentation at the Executive Institute	Presentation had 30 attendees with districts interested in visiting to observe the Project 351 implementation Elementary: Student voice is highlighted and used to share cultural awareness through morning announcements, all school/grade level meetings, assemblies Heritage Calendar used throughout the year to highlight various cultures RMS: Project 351 Students will engage in monthly meetings to highlight various cultures and scenarios to support inclusive acts in school
Teaching ... ▾ Safe Sch... ▾	Sandy Hook Promise (SHP) and the Massachusetts Attorney General's Office (AGO), and	September 2024	Virtual and In Person training dates TBD	Central Office Building Administrators Teachers Students	Attend AGO training for all buildings. First session this year is <i>Start With Hello</i> School	Attend administrator trainings 9/17 Implement the Start with Hello sessions with students in each building grades 6-12

	Massachusetts STOP Grant				Level Welcome Sessions to prepare for first 6 th -12 th grade students training	
Teaching & ... ▾ Support Sy... ▾ Climate & ... ▾	William James College Behavioral Health, Equity, and Leadership in Schools	Summer: Three- day Superintendent (and Principal) Leadership Conference July 30-Aug 1	William James College campus	Central Office HR Elementary Principal	Organizational theory to understand one's own district from multiple perspectives Adult social-emotional competencies to reframe practice	Three day Conference attendance Learned strategies to discuss and implement at TLC for buildings
Climate & ... ▾	Menu of Community Service Opportunities will be created and all students in grades 7-12 will choose a service to participate in.	Nov 27 ½ day of Community Service grades 7-12	On and Off Campus Opportunities	Director of Guidance, administrators and committee members (Grades 7-12)	All students in grades 7-12 will engage in a community service opportunity to experience a sense of belonging and experience the importance of good citizenship. Ties into the Portrait of Graduate work in the Strategic Plan.	Attendance Survey

Teaching & ... ▾ Climate & ... ▾	Coordinating assemblies that expose students to various cultures	Scheduled for various dates throughout 2024-2025 school year	School Buildings	Principals Assistant Principals Teachers	The frequency and topic of assemblies	JHS: Pro-Kindness/Anti-Bullying Assemblies with the SROs RMS/OHS/Center/Sippican: Assemblies addressing various cultures, kindness and anti-bullying Grade level meetings to focus on expectations and building/maintaining an inclusive school culture
Teaching & ... ▾ Support Sy... ▾ Climate & ... ▾	Credit for Life Fair for grades 11 & 12	Week of April 7th	High School Cafeteria	Guidance Team & Credit for Life Team	Students will engage in financial literacy certificate experiences and Credit for Life Fair	Student participation and feedback

Teaching &... ▾ Support Sy... ▾ Climate & ... ▾	Future Planning Events: College Boot Camp Career Fair College Fair	On going	High School Library High School Gym	Guidance Team, Mass Hire, NEACAC	Students and families will have opportunities to engage in a 5 week evening session for college app prep & Financial Aid, attend a Career Fair, and attend a College Fair in the Spring	Student participation and feedback
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Continuing Strategies and Ongoing Practices:

Strategic Plan Objective	Action Plan	Date	Location	Role/ Responsibilities	Measured Outcomes	Evidence
Teachi... ▾ Suppor... ▾ Climat... ▾ Safe S... ▾	DESE Administrative REDI PD offerings and opportunities (Equity, Inclusion, and Sense of Belonging)	DESE Scheduled for 2024-2025 school year	DESE in-person locations (TBD) and virtual (TBD)	Central Office and Principals: - Early Education - Secondary Education	Collaborating with DESE trainers for school-based implementation and checkpoints	Administrative attendance and participation in scheduled Meetings Work with DESE for implementation ideas based on training
Teachin... ▾	MCAS, Aimsweb and Elementary DIBELS Data Analysis Including demographic data All Schools	Fall/Winter 2024-2025	District-wide	OTL 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 in schools during fall 2024 MCAS data shared during fall SC meetings

Teachi... ▾ Suppor... ▾ Climat... ▾ Safe S... ▾	Continue to expand Project 351 Playbook to include additional grades and scenarios Ambassador leaders for equity work and scenarios All Schools	Monthly starting in August	District-wide	OTL Building Administrators Teachers Staff	Project 351 Ambassadors attend statewide conference and lead school based community service projects and scenarios	Project 351 Playbook training dates TBD Project 351 Ambassadors identified Fall 2024 (also Influencers)																										
Teachi... ▾ Suppor... ▾ Climat... ▾ Safe S... ▾	District-wide Learning Walks (LW) to look for evidence of Sense of Belonging and Inclusion All Schools	Two LW per building per year as scheduled	District-wide	All Administrators	Completion of LW as assigned by building Evidence and collaboration of patterns and trends aligned to agreed upon Expectations, Look Fors, and Sense of Belonging Feedback to Staff	2024-2025 dates: <table><tr><th>Date</th><th>School</th></tr><tr><td>9/16/24</td><td>Sippican</td></tr><tr><td>TBD</td><td>OHS</td></tr><tr><td>10/2/24</td><td>RMS</td></tr><tr><td>10/24/24</td><td>Center</td></tr><tr><td>10/29/24</td><td>JHS</td></tr><tr><td>11/13/24</td><td>ORRHS</td></tr><tr><td>12/16/24</td><td>RMS</td></tr><tr><td>1/7/25</td><td>OHS</td></tr><tr><td>1/30/25</td><td>JHS</td></tr><tr><td>2/4/25</td><td>ORRHS</td></tr><tr><td>2/11/25</td><td>Center</td></tr><tr><td>2/25/25</td><td>Sippican</td></tr></table>	Date	School	9/16/24	Sippican	TBD	OHS	10/2/24	RMS	10/24/24	Center	10/29/24	JHS	11/13/24	ORRHS	12/16/24	RMS	1/7/25	OHS	1/30/25	JHS	2/4/25	ORRHS	2/11/25	Center	2/25/25	Sippican
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2/4/25	ORRHS																															
2/11/25	Center																															
2/25/25	Sippican																															

Teachin... ▾	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 JHS Sippican OHS RMS	PD and Science PLCs	ORRJHS OHS/Center Sippican RMS	Administration, Department Coordinator, Science Teachers and ES STEM Teachers	Completion of two new pilot units at each grade level for a total of four units at the elementary schools and six at the JrHS Provide teachers with professional development on OpenSciEd to create groups of student problem-solving teams	Observation of OpenSciEd during Learning Walks at ORRJHS OHS/Center Sippican RMS OpenSciEd: OER, high quality, NGSS aligned science materials and professional learning support in Grade 5 - 8 sciences Continued meetings with OEI Consultant
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Teachin... ▾	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, Monthly Heritage Bulletin Boards Sippican: Music in the Morning may reflect a particular celebration OHS/Center/RMS/Sippican IntoReading Literature selections
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Teachi... ▾	Assessment data meetings held three times a year Flex blocks added to master schedule for intervention lessons and reinforcement of skills and concepts All Schools	Fall 2024-Spring 2025	All Schools	Principals and Staff	Students identified to receive targeted interventions Assessment data informs instructional planning Flex blocks in Master Schedule Students identified and participate in Intervention and reinforcement of skills and concepts	Elementary: differentiated instruction to support students' individual literacy progress. Ongoing DIBELS assessment helps plan targeted instruction to meet students; skill levels. JHS/HS: Pathway Plans-strong data focus All Schools: Master schedule Intervention lesson plans and small group EOY student assessment data is being analyzed to identify instructional focus area
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Support ... ▾	Weekly student support meetings to assist with academic, behavioral and social emotional needs. All Schools	Weekly	All Schools	Principals, teachers, staff	Students receive support plans to meet individual needs	SRST (Student Resource Study Team) Clinical meetings Guidance Meetings JHS/HS: Pathway Plans strong data focus Student Guidance Advisory Meetings Progress monitoring data Flexible intervention plans and student supports Elementary: School-based data teams Building-based Support Team (BBST)
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Teachi... ▾ Suppor... ▾ Climat... ▾ Safe S... ▾	Portrait of the Graduate (POG) Work	June 2024	ORRHS	Administration Department Coordinators School Council Community Input	Completed Portrait of the Graduate in June	Articulated POG
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Support ... ▾	Freshman Seminar Work	Pilot fall 2024	ORRHS	Department Coordinators Classroom Teachers	Pilot semester 1 in '24-'25. Two Department Coordinators will lead implementation.	New course for Freshmen
Teachi... ▾ Support... ▾ Climat... ▾ Safe S... ▾	ORRHS will pilot CHARACTER STRONG program in Bulldog Block	Completed Semester 2	ORRHS	Assistant Principal Director of Guidance Bulldog Block Mentors	Pilot semester 2 evolves into full launch in 2024-2025	
Teachin... ▾	Program of Studies Electives Showcase	Completion date anticipated February '25	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	Completion date anticipated Winter/Spring 2025	Sippican School	AmbassadORs	Student newspaper production	Online publications

Teaching ... ▾	Building Equitable Supports for Early Childhood Literacy Resources	Ongoing in year 3 of building resource list	Three Preschool Classrooms and Chapter 74 Early Childhood	Preschool Teachers	Ongoing resources for teachers to utilize in classroom	On-going review of themes and activities; Students
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