

**LEXINGTON SCHOOL COMMITTEE MEETING**  
**Tuesday, October 8, 2013**  
**Lexington Town Office Building, Selectmen's Meeting Room**  
**1625 Massachusetts Avenue**

**Present:** Dr. Paul Ash, Superintendent; Margaret Coppe, Chair; Bonnie Brodner, Vice-Chair; Members Alessandro Alessandrini, Jessie Steigerwald and Mary Ann Stewart

**Absent:** Sam Lehn, Student Representative

The Minutes were taken by Jean Curran, Recording Secretary

The meeting convened at 7:30 p.m.

**I. Call to Order and Welcome:**

The Chair invited public comment.

Ben Esty, 4 Ballard Terrace came before the Committee and shared his thoughts and concerns regarding the PCB testing and air quality at the Estabrook Elementary School. He appreciates the Committee taking his concerns seriously. Mr. Esty shared that he made an inquiry to Patrick Goddard, Director of Public Facilities for additional testing to be performed because the next test date would not be until November and the results would not be available until late November. Mr. Esty spoke about Room 4 and the early test results. As the PCB levels continue to rise in this particular room, he requested additional testing in October and possibly retest in November. Mr. Esty inquired how much the test costs and was told by Dr. Ash that each testing costs \$14,500, which is a large scale test which includes more than just one room.

**II. Superintendent's Announcements:**

Dr. Ash had no announcements

**III. School Committee Member Announcements:**

Margaret Coppe reminded everyone about the Community Forum that is being held on October 10 at 7:30 pm at High School and Co-Sponsored by School Committee and other town committees on the *Awareness of the Effect of Violent Media*. A week from today, October 15 is the primary in Congressional District 5 to fill Senator Markey's seat and all registered voters can vote in the primary.

Mary Ann Stewart shared that it is also the night of a Public Facilities Meeting.

**IV. Agenda**

**1. Lexington High School Space Needs for the Intensive Learning Program (ILP). Projected Staffing Requirements and Costs**

Margaret Coppe spoke before the presentation and shared that the Committee will be going to a special Town Meeting to seek funding of \$7.7 million dollars for the

modular classrooms to address increased enrollment at the high school. Ms. Coppe shared that this project has been fast tracked, and the Committee will have to go before the Town, the Capital Expenditure Committee and the Appropriation Committee with the rationale for this amount of money and this amount of space.

Dr. Ash shared that the high school enrollment numbers will be increasing by two hundred (200) students over the next three years. Knowing the high school is overcrowded, he has been working with the Town Facilities Department and an architect regarding how many general education spaces will be needed spaces for the ILP.

Dr. Ash introduced Mrs. Linda Chase, Director of Student Services and Nicole C. Gardenier, Associate Director - Public Schools Services of the New England Center for Children located in Southborough, MA. In September, 2012, Mr. Pat Goddard, Director of Public Facilities presented the actual physical space plan and it was then that the question of whether there was going to be enough land at the high school to place modulars arose. She came before the Committee to request money for a feasibility study. Ms. Chase shared that there are a number of children in the ILP that will be approaching high school age and provisions for them are needed. Ms. Chase shared the various programs available in the Lexington School District and the need to plan for space needs in the future. Ms. Chase then introduced Nicole Gardenier.

Nicole Gardenier presented her report of the Expansion of ILP at Lexington High School dated October 8, 2013. Ms. Gardenier shared the (i) Purpose of the Report; (ii) Methods; (iii) Projected Changes in ILP Population; (iv) Student Population; (v) Service Delivery Needs; (vi) Current LHS ILP; (vii) Incoming LHS ILP Students; and (viii) Recommendations – Service Delivery Models, (a) Inclusion, (b) Collaborative Teaching, (c) Small Group Instruction, (d) Individual Instruction, and (e) Post Grade 12. The next part of the report included (i) Physical Space Requirements and Needs for each Service Delivery Models; (ii) Table 3 -Individualized Instruction/Post Grade 12 Model; (iii) Table 4 Physical Space Recommendations Across Service Delivery Models; (iv) Table 5 Fall 2014 Construction; (v) Table 6 Fall 2015 Construction; (vi) Table 7 ILP Teacher Role; (vii) Table 8 - Instructional Models; (viii) Table 9 - Recommended Number of Teachers by Service Delivery Model; (ix) Table 10 - Recommended Support Staff Across Years; (x) Table 11 - FTE for Related Service Provider across Years; (xi) Table 12 - Recommended BCBA Time Allocation at LHS ILP; and (xii) Summary.

Ms. Gardenier shared that she has worked in the district for several years and is knowledgeable about programs in Lexington. The purpose was to project what type and amount of space would be needed for the ILP at Lexington High School, what types of programs will be needed and which personnel will be needed. As part of this report, Ms. Gardenier observed selected ILP Classrooms, interviewed administrators, faculty and staff and analyzed data for 85 ILP students from 3<sup>rd</sup> grade to 12<sup>th</sup> grade.

There were questions and comments from the Committee (i) did you talk with SEPAC; (ii) why did the report not talk about a transition program; (iii) does it make sense to send post Grade 12 students out of district; (iv) are there current students who need to use these services and do you feel out of district students would return; and (v) does it make sense to bring a student back if they are doing well out of district.

Linda Chase presented the proposed ILP 2014-2015 (i) cost of In-House Programs and (ii) Cost Avoidance for Out-of-District Programs. Ms. Chase will be asking for (i) two more teachers; (ii) nine support staff, and (iii) three related services for a subtotal of \$1,141,535. In town transportation costs are \$121,046 and the cost of in-district programs is \$1,262,581 which is estimated for twenty-three students with no new students moving into community. If we needed to send children out of district (i) the tuition for twenty-three students would be \$2,274,815; (ii) average day school tuition of \$98,905 per student, and (iii) transportation would cost \$254,250, for the total tuition and transportation of \$2,529,065 and if LPS offered in-house program there would be a cost avoidance of \$1,266,484.

There were questions and comments from the Committee (i) what was the projection in 2006; (ii) is this enough space; (iii) is this the right time to build; (iv) should the Committee begin discussion a new high school; (v) when programs were implemented, it was through inclusion and collaborative models and what the Committee knew could be accommodated; (vi) could money have been placed in a special education fund; (vii) encouraged the Committee to take a look at out-of-district placements and get a sense to have some understanding when families consider in-district options (viii) will there be a Phase II Report; (ix) suggestion to have parent involvement and to work collaboratively with them; and (x) will the space currently in use at the high school remain?

Bronte Abraham, 5 Colony Road, shared her thoughts on the report and her own child's needs.

Carol Millard, 85 North Street shared her personal experience with her child at Diamond Middle School and high school programs, space needs, and the need to have parents involved in the dialogue. Ms. Millard also questioned if there would be a division of the Diamond and Clarke spaces.

James Synge, 5 Ellen Dana Court, who has a son in the ILP at the high school, shared his thoughts about children with Asperger's having sensory needs. He was concerned that modular classrooms are noisy and wanted to know if that was considered.

Jennifer Yaar, 15 Wilson Road, SEPAC Coordinator spoke about the goal to coordinate with parents of students in the elementary and middle schools to get recommendations.

## **2. October 1, 2013 Enrollment Numbers**

Dr. Ash presented the 2013-2014 Enrollment as of October 1, 2013. The Bowman Elementary School has a total enrollment K-5 of 543 students; the Bridge Elementary School has a total enrollment K-5 of 550 students; the Estabrook Elementary School has a total enrollment K-5 of 496 students; the Fiske Elementary School has a total enrollment K-5 of 497 students; the Harrington Elementary School has a total enrollment K-5 of 420 students; and the Maria Hastings Elementary School has a total enrollment K-5 of 422 students. The combined total enrollment in the elementary schools is 2,928 students.

The Jonas Clarke Middle School, grades 6-8 has a total enrollment of 867 students; and William Diamond Middle School, grades 6-8 has a total enrollment of 792. The combined total enrollment in the middle schools is 1,659 students.

At Lexington High School, grade 9 has a total of 522 students, grade 10 has a total of 535, Grade 11 has a total enrollment of 482 students and grade 12 has a total enrollment of 482 students. The combined enrollment at the High School is 2,021 students. Dr. Ash reviewed the projected versus actual enrollment for FY14 as of October 1, 2013. The enrollment numbers will be posted on the school website.

There were no questions from the Committee.

## **3. Human Resources Department Update**

Robert J. Harris, Assistant Superintendent Human Resources presented the Lexington Public School Human Resources – Personnel & Program Updates dated October 8, 2013. Mr. Harris' presentation included (i) Teacher Turnover FY08-FY-14 was 6.2% in FY14; (ii) Number of Retirees 2000-2013; in FY13 there were 19 teachers who retired and it was what he expected; (iii) All staff by Race for FY14 (a) African American Teachers equal 14 (1.8%), other staff equal 29 (3.2%) for a combined total of 41 (2.6%); (b) Asian Teachers equal 30 (4.4%), other staff equal 30 (3.4%) for a combined total of 60 (3.8%); (c) Hispanic Teachers equal 13 (1.9%), other staff equal 17 (1.9%) for a combined total of 30 (3.8%); (d) White Teachers equal 622 (91.9%), other staff 819 (91.5%) for a combined total of 1,441 (91.71%); (iv) all new hires by gender and race showing a percentage of system-wide new hires who represent a racially diverse population (a) FY12 6.4%, (b) FY13 8.2% and (c) FY14 12.1%; (v) all new teachers & administrators by gender and race showing a percentage of system-wide new hires who represent a racially diverse population are (a) FY12 4.8%, (b) FY13 10.0% and (c) FY 14 12.5%; (vi) Percent Distributions of Teacher Absences by Reason for FY12, FY 13 and FY14 (the largest number is due to sick leave for teachers, staff and dependents which represents 47% due to Lexington's Professional Learning Program (PLP) 25% of teacher absences go to support teacher learning in the district; over past three years there is no real change; and (vii) Teacher Induction Program for FY14.

There were questions and comments from the Committee regarding (i) does the new teacher induction program work with Leonard Swanton, K-12 Professional Development Coordinator and Carol Pilarski, Assistant Superintendent for Curriculum, Instruction and Professional Development in implementing the new

system; (ii) will there be more support needed due to the new supervision and evaluation program implemented by the state; (iii) would like to hear updates on how the evaluation program is going; (iv) teacher turnover – are there any trends or positions that are turning over more frequently or more challenging for Lexington; (v) what are floaters and extra support; (vi) definitions of the various categories of vacancies; (vii) Can Professional Learning be offered at other times; (viii) wish LPS was more aggressive in hiring a more diverse workforce; (ix) define teacher turnover; (x) what are the other categories for new hires other than teachers; (xi) are there things that would make LPS more attractive to younger teachers; (xii) update the Committee on bringing back Lexington students to teach here in town; (xiii) wish the diversity numbers were higher; and (xiv) are there any relationships with colleges and universities (interns).

#### **4. Superintendent's Evaluation for 2013-2014 – Indicators for Each Standard**

The Committee engaged in a discussion for the Superintendent indicators and elements for (i) Standard I – Instructional Leadership; (ii) Standard II – Management & Operations; (iii) Standard III - Family and Community Engagement; and (iv) Standard IV - Professional Culture.

The Committee chose the following indicators (i) Standard I, B3 – Diverse Learners' Needs; (ii) Standard II, A3 – Student Safety, Health, and Social and Emotional Needs and possibly C1 – Time for Teaching and Learning and C2 – Time for Collaboration; (iii) Standard III, B2 - Family Collaboration and C2 – Culturally Proficient Communication; and (iv) Standard IV, F 1-3 – Managing Conflict (a) Response to Disagreement, (b) Conflict Resolution, and (c) Consensus Building.

The Committee was in favor of leaving the discussion at this point and agreed to email the Chair with what has been approved and then focus on the remaining items.

#### **5. Vote to Approve Superintendent's Professional Practice and Student Learning Goals**

The Committee engaged in a discussion regarding Dr. Ash's Goal Setting Form submitted to the Committee. The discussion focused on (i) the amount of time spent visiting teachers classrooms; (ii) has Dr. Ash spoken with Carol Pilarski, Phyllis Neufeld, President, Lexington Education Association (LEA) and the principals about visitations, shared walk through and shared observations; (iii) would there be any added burden to teachers on being observed; and (iv) should the Committee postpone the vote until next School Committee meeting.

Dr. Ash shared that he wrote his individual goals and has tried to be responsive to the Committee on what he is committing to do to achieve goals going forward. Dr. Ash stated that he will work with his staff to make sure goals have been met. There is data he can show to the Committee.

**Motion to take the Superintendent Professional Practice Learning Goals to the Next School Committee Meeting (Stewart, Steigerwald) The Motion was Approved (5-0)**

**6. Vote to Appoint Two School Committee Members to Serve on the Ad Hoc Committee on Youth at Risk**

Alessandro Alessandrini and Margaret Coppe have been working with Bill Blount and the Board of Selectmen and they indicated they would like to be the two School Committee members to serve on the Ad Hoc Committee on Youth at Risk.

**Motion to Appoint Alessandro Alessandrini and Margaret Coppe to be the Two Members to Serve on the Ad Hoc Committee on Youth at Risk (Stewart, Brodner) The Motion was Approved (5-0)**

**V. Consent Agenda**

**1. School Committee Member Reports**

a. Liaison Report for the PPC

**Motion to Approve Consent Agenda Item 1(a) (Alessandrini, Brodner)  
The Motion was Approved (5-0)**

**VI. Adjourn**

**Motion to Adjourn (Steigerwald, Stewart) The Motion was Approved (5-0)**

**The Meeting adjourned at 10:45 p.m.**

The next meeting of the School Committee is scheduled for Tuesday, October 22, 2013, at 7:30 p.m. in the Town Offices Building, Selectmen's Meeting Room, 1625 Massachusetts Avenue.

*Materials:* Meeting Agenda; Lexington Public Schools – Expansion of ILP Programs at LHS dated October 2, 2013; Lexington Public Schools 2013-2014 Enrollment as of October 1, 2013; Lexington Public Schools Human Resources – Personnel and Program Updates dated October 8, 2013; Superintendent Rubric At-A-Glance; Goal Setting Form for Dr. Ash; Liaison Report for the PPC dated October 2, 2013 from Jessie Steigerwald

Voted by the School Committee December 19, 2013