John Adams and others wrote an inspirational vision of a well-rounded education for every child in the Massachusetts State Constitution, which was published in 1780. His profound words, in this first document of its kind, became the foundation of the U.S. Constitution, and capture the essence of Massachusetts public schools to this day. “It shall be the duty...in all future periods of this commonwealth, to cherish the interests of literature and the sciences, and all seminaries of them; especially...public schools, and grammar-schools in the towns; to encourage private societies and public institutions, rewards and immunities, for the promotion of agriculture, arts, sciences, commerce, trades, manufactures, and a natural history of the country; to countenance and inculcate the principles of humanity and general benevolence, public and private charity, industry and frugality, honesty and punctuality in their dealings; sincerity, and good humor, and all social affections and generous sentiments, among the people.”

Lexington School Committee
REGULAR BI-MONTHLY MEETING
November 20, 2018 (7 – 10 p.m.)

All agenda items and the order of items are approximate and subject to change

7:00 – 8:00 p.m.
● Call to order and welcome
● School Committee Announcements
● Consent Agenda (itemized on page 2)
● Congratulations and Celebrations
● Community Speak

8:00 – 9:00 p.m.
● Superintendent’s Report
● Presentation: Change in School Start Times for 2019-2020
● New Business
  ○ Superintendent/School Committee Goals
● Community Speak

9:00 – 10:00 p.m.
● Unfinished Business
  ○ Vote on 2019-20 School Calendar
  ○ School Master Planning Advisory Committee Meeting Update
  ○ Lexington Public Schools Technology Plan
● Critical Items Not Reasonably Anticipated in Advance
● Community Speak
● Adjournment

*The next scheduled meeting of the School Committee is November 27, 2018 - METCO meeting in Boston at the Madison Park Technical Vocational High School, 75 Malcolm X Boulevard

Welcome and A Few Words about Our “Community Speak.”
The School Committee’s meeting time is dedicated to strategic priorities and the business of the public schools of Lexington. Lexington has a rich tradition of community involvement and participation, and your insights are needed to make education in Lexington the best for every child. “Community Speak” is an opportunity for the public to present brief comments or to pose questions for the School Committee’s consideration. School Committee agendas will provide three (3) “on-the-hour” opportunities to speak, lasting up to 15 minutes in duration. We kindly ask that those offering public input do their best to offer new ideas or suggestions and avoid reiterating points made earlier. Each person is encouraged to sign up in advance for “Community Speak.” The Chairperson will ask individuals to limit their comments to a maximum of three minutes, depending upon the number of speakers who wish to speak on a given topic. Those offering public input will be given a friendly reminder when nearing the end of their time limit. We are grateful for your cooperation in helping to make our meetings run smoothly.
CONSENT AGENDA

ACCEPTANCE OF DONATIONS/GIFTS

1. Approval of donation for Math LexHack for Lexington High School in the amount of $500.00

Motion to approve donation to Lexington High School for Math LexHack in the amount of $500.00

PAYROLL AND ACCOUNTS PAYABLE WARRANT APPROVAL

1. Accounts Payable Period Ending October 26, 2018 ($1,177,860.26)

Motion to approve the School Department’s accounts payable warrant dated October 26, 2018 in the amount of $1,177,860.26

2. Payroll Period Ending October 26, 2018 ($3,840,432.34)

Motion to approve the School Department’s payroll warrant dated October 26, 2018 in the amount of ($3,840,432.34)

APPROVAL OF MINUTES

1. October 23, 2018

Motion to approve School Committee Minutes for October 23, 2018
AGENDA ITEM SUMMARY
LEXINGTON SCHOOL COMMITTEE MEETING

TODAY’S DATE:
November 16, 2018

REQUESTED MEETING DATE:
November 20, 2018

AGENDA ITEM TITLE:
Change in School Start Times for 2019-2020

PRESENTER:
Superintendent

SUMMARY:
Superintendent Hackett will follow up on the change in School Start Times for 2019 – 2020.

WHAT ACTION (IF ANY) DO YOU WISH SCHOOL COMMITTEE TO TAKE?

☒ No action requested, this is a short update or a presentation of information.
☐ Request input and questions from the School Committee, but no vote required.
☐ Request formal action with a vote on a specific item.

If formal action is requested, please check one:
This item is being presented
☐ for the first time, with a request that the School Committee vote at a subsequent meeting
or
☐ with the request that the School Committee take action immediately

If formal action is requested:
Include a suggested motion or let __________ know if you need assistance preparing a motion.

SUGGESTED MOTION:

FOLLOW-UP:

AMOUNT OF TIME REQUESTED FOR THE AGENDA ITEM:

ATTACHMENTS:
PowerPoint Presentation
Later School Start Time
November 20, 2018
History of School Start Time Task Force

Members: Estabrook Assistant Principal, Clarke Principal, LHS Dean, MECTO Director, LEA President, Transportation Coordinator, two School Committee Members, one Community Member, two Parents, and the Assistant Superintendent of Finance & Operations

Timeline:

- 3/28/17 - distribute goal of group, data, and research
- 4/4/17 - first Task Force meeting to 1) review goals, timeline, select future dates; 2) Discuss research; 3) Discuss next steps and process
- April, 2017 - discuss greater community feedback options (public forums, surveys, etc)
- May, 2017 - discuss participation of Sharon Public Schools and student feedback options – (e.g. forums, surveys, etc.
- June, 2017 - gather feedback from other districts, community, and students; evaluate potential school start time alternatives
- July/August, 2017 - provide update of work and alternatives to Supt./SC.
- Sept., 2017 - continue research of alternatives.
- October, 2017 - present scope of work and preferred alternative(s) to SC.
- Seek SC approval for proposed option for implementation in SY 2018-19.
Previously Considered Options

- Option #1 - Status Quo
- Option #2 - The Flip
- Option #3 - All Together
- Option #4 - Shared Buses
- Option #5 - Separated Buses
- Option #6 - Delayed Start
- Option #7 - Delayed Start (modified)
- Option #8 - The Flip (MS first)
- Option #9 - The Flip (day length modified)
- Option #10 - Delayed Start/Shared Buses (modified v2)
- Option #11 - The Magic Solution
Option #12: A New Approach

- August 28, 2018 - School Committee adopts a Later School Start Resolution for Lexington High School
- August 28, 2018 - Consultant Richard Labrie hired to conduct a Transportation Efficiency Study
- Consultant’s Recommendation
  - Elementary - 15 minutes later start
  - Middle - (a) no change; (b) start 10 minutes early
  - High School - 45 minute later start
Option #12: Possible Benefits

- Student health benefits per American Pediatrics Association
- Low Cost = $37K
- Elementary Impact = 15 minutes vs. 45 minutes
- METCO students shorten their day
Option #12: Special Considerations

• Important for working parents of elementary children to keep their drop off at 8:15 a.m.
• Possible public/private partnership for new Athletic Complex at Minuteman Technical High School won’t be completed until 2020, so lighting of the fields will be much later
• Too much, too fast (initiative overload for teachers)
Option 12: Community Feedback

Online Survey: 780 Responses (as of 11/15/18)

Survey respondents were asked:
- What benefits, if any, might result from the proposed changes?
- What challenges, if any, might be created by the proposed changes?
- What else do you think we should know?
Option 12: Community Feedback

Major Themes

• The primary benefit mentioned by all groups related to the potential of more/improved sleep, especially for older students and the subsequent impact on student wellness and academic performance.

• However, not all agreed that a change in start time alone would benefit students; change would not address core issues facing students related to perceived expectations, workload, and stress
  • Student: “The 45 minute delay in start time is just that - a delay. It will not slow down the pace of school, or make kids more relaxed and healthy. Instead, it will just push everything back 45 minutes and we will be left with the same problems we have now.”

• A small number expressed concerns about potential negative impact on younger learners
  • Parent: “Younger students may also have greater difficulty sustaining adequate energy as the school goes later.”
Option 12: Community Feedback

Others stated that benefits come with trade-offs and would posed specific challenges:

- For Students: conflicting after-school schedules and/or less time for after school activities (e.g. sports, jobs, homework)
- For Parents/Guardians:
  - Concern about managing the family schedule, including their child’s before and after activities school, the possible impact on their child’s ability to participate in after school activities and possible need for morning child care
  - Impact on family time in the evening
  - Concern about local traffic with condensed start times
  - Among working parents, there were significant concerns about being able to get their children to school and get to work on time; spending more time overall commuting during peak hours
Option 12: Staff Feedback

- Expressed all of the above on behalf of families and students; including potential impacts specific to METCO students
- Later day impacts the ability of some staff to oversee or participate in after-school activities for students (due to their own family obligations and child care needs)
- Expressed concern about worsening commutes and the subsequent impact this would have on time with their own families and child care
  - Small number stated this would impact income from 2nd jobs
- A small number worried the change might lead to staff turnover
Frequently Asked Questions

• How will a 45-minute later start time make a difference for high school students?
• How will this impact student participation in activities outside of LPS? Will the district coordinate with community groups?
• Will a later LHS start time adversely impact our Boston (METCO) students?
• Has anyone conducted an in-person busing analysis to see if the transition times are sufficient?
• If we are adding more buses, why is the cost low?
• What will be lost by reducing the length of a middle school students’ day?
AGENDA ITEM SUMMARY
LEXINGTON SCHOOL COMMITTEE MEETING

TODAY’S DATE: Nov 15, 2018

REQUESTED MEETING DATE: Nov 20, 2018

AGENDA ITEM TITLE: Feedback on 2018-2019 School Calendar proposals

PRESENTER: Christine Lyons

SUMMARY: Review and discussion of feedback on academic calendar including the following

   Educator feedback form, Kindergarten letter, emails, LEA padlet

WHAT ACTION (IF ANY) DO YOU WISH SCHOOL COMMITTEE TO TAKE?

☐ No action requested, this is a short update or a presentation of information.
☐ Request input and questions from the School Committee, but no vote required.
☒ Request formal action with a vote on a specific item.

If formal action is requested, please check one:
This item is being presented
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or
☐ X with the request that the School Committee take action immediately

If formal action is requested:
Include a suggested motion or let __________ know if you need assistance preparing a motion.

SUGGESTED MOTION: Pending discussion outcome, approve revisions to the 2018 – 2019 School Calendar

FOLLOW-UP:

AMOUNT OF TIME REQUESTED FOR THE AGENDA ITEM: 30 minutes

ATTACHMENTS: Powerpoint, LEA padlet results, Educator Feedback results, Kindergarten letter and attachments, emails
SCHOOL CALENDAR DISCUSSION

Educator Feedback

Lexington Public Schools ~ School Committee
November 20, 2018
**Educator Survey**

<table>
<thead>
<tr>
<th>Format &amp; Timeframe</th>
<th>Other Forms of Feedback</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Explanation of proposed changes</td>
<td>• Emails</td>
</tr>
<tr>
<td>• Open-ended ~ request for suggestions</td>
<td>• LEA Padlet <a href="#">here</a></td>
</tr>
<tr>
<td>• All teachers, staff and administrators</td>
<td>• Discussion with Kindergarten teachers (n = 16)</td>
</tr>
<tr>
<td>• Grades K – 12</td>
<td></td>
</tr>
<tr>
<td>• Anonymous</td>
<td></td>
</tr>
<tr>
<td>• Open 10/31/18 – 11/12/18</td>
<td></td>
</tr>
</tbody>
</table>

**Educator Feedback Form for Proposed 2019 - 2020 LPS School Calendar**

Dear Educators,

Thank you for your patience as we work our way through this process of reviewing the calendar for the 2019 - 2020 school year.

We are seeking your feedback on some proposed changes.

As the school calendar is developed, many variables are considered, including what is educationally sound for students, what is meaningful and manageable for educators and staff, and Department of Education and Union parameters. These proposed changes attempt to take all of these variables into consideration.
**Educator Survey**

**What prompted these proposals?**

Since last spring, feedback from various constituencies has been received around some elements of the current school calendar, including:

* Inconsistencies in the first week of school - not all grades attending on all days; half days for some but not all grades; when instruction should begin and what it looks like that week
* Transportation issues for METCO Kindergarteners with multiple half-days the first week of school
* Concerns about so many shortened weeks in the first two months of school

We are committed to thinking outside the box and want to find solutions that are good for students, staff and parents. We hope you will provide suggestions that help to do that, and we look forward to hearing your ideas.

If you would like to provide comments and suggestions, please be sure to respond to this survey by FRIDAY, 11/9. We appreciate your time and thank you for your feedback!

---

**Educator Survey**

**Reduction of staggered start time in August**

Currently, different grades and new students begin on different days during the first week of school in August, don't go to school each day that week, and may have multiple half days depending on the grade and day.

The proposed change includes:
- August 27, 2019 - All K - 5, all gr 6, all gr 9 and all new students in grades 6 - 9 - full day (and gr 7-8, 10-12 no school)
- August 28, 2019 - All students K - 12 - full day
- August 29, 2019 - All students K - 5 - 1/2 day dismissal; All students 6 - 12 - full day
**Educator Survey**

Things to consider:

We are in the process of determining if AUG 27 can be counted as a school day per DESE requirements for the middle and high schools if all grades do not attend. The district received special dispensation for this day last year due to the unusually high number of snow days.

**METCO Kindergarten students/transportation** - METCO K students stay for full days when their Lexington counterparts go home on these days.

Consistency of what happens on these days - Some programs and grades start right in and some do not. What suggestions do you have for how can this week be made both meaningful and manageable for students and staff?

**Educator Survey**

**Friday before Labor Day as a full school day**

Currently, the Friday before Labor Day is a schools closed/offices open day.

The proposed change includes
- All grades K - 12 have a full school day

Things to consider:

Educational value of a day at the beginning of the year vs a day in mid-late June.

Guard against snow days pushing us later into June.
OVERVIEW

Analysis process

- Educator feedback
  - Known number of discreet responses
  - Themes identified and included
  - Counts and percentages
- Padlet
  - Unknown number of discreet responses
  - Themes identified and included
  - Counts and percentages not possible
- E-mails & Discussion with Kindergarten teachers
  - Themes identified and included
Educator Feedback Form Participants

OVERALL
- Sent to all 1739 staff
- Received 386 responses
- Overall response rate 22%

BY QUESTION
- Question 1
  - 271 responding of the 386 overall for a response rate of 70%
- Question 2
  - 343 responding of the 386 overall for a response rate 89%

Educator Feedback Form Participants

My Grade Span/s
- Elementary 43%
- Middle School 24%
- High School 25%
- K - 12 8%

My Primary Role
- Teacher 73%
- Staff 21%
- Administrator 6%
Clarifying some misconceptions

- Calendar is still under discussion – ideas for changes are being proposed and discussed
- METCO transportation facts
- Unit A contract allows for up to 184 days (per Article 6: School Year)
- Time on Learning requirements are a DESE requirement
- ‘All students’ must mean all students
- Teachers are paid for full days even when we have half days

<table>
<thead>
<tr>
<th></th>
<th>AUG</th>
<th>SEP</th>
<th>OCT</th>
<th>NOV</th>
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</thead>
<tbody>
<tr>
<td>Holidays</td>
<td>0</td>
<td>3</td>
<td>1</td>
<td>3.5</td>
</tr>
<tr>
<td>½ day conf</td>
<td>0</td>
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<tr>
<td>Full day conf</td>
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</tr>
<tr>
<td>½ day other*</td>
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<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Full day other</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>PD</td>
<td>0</td>
<td>1 half day</td>
<td>0</td>
<td>1 full day (LLT)</td>
</tr>
<tr>
<td># impacted days</td>
<td>3</td>
<td>4</td>
<td>4</td>
<td>7</td>
</tr>
</tbody>
</table>

*In addition to regular ½ day Thursday’s
THEMES IN THE DATA

All sources:
Educator Feedback Form, LEA Padlet, Emails, Discussion with Kindergarten Teachers

Feedback...

- Opinions ranged widely
- Personal reasons and broader reasons
- Many suggestions for possible schedule adjustments
Reduction of Staggered Start in Aug

• Fine with the change (from Educator Feedback Survey)
  
  • I think having full days make more sense for the first week of school (except Kindergarten). I think having a 4-day week the first week of school is a good idea. I think all the days off in September and October make it hard to establish a routine for both teachers and students.’ ~Elementary Teacher

  • If the school year is going to start it should actually START. The “soft” start from the past few years gets the school calendar started but it certainly doesn’t get the curriculum started. The stop-start to the school year is frustrating.’ ~Elementary Teacher

  • ‘I think full days for those 3 days is a great idea’ ~ HS Teacher

Reduction of Staggered Start in Aug

• Fine with the change (from Educator Feedback Survey)
  
  • ‘It seems to me that generally full days of school are better for students and parent/guardians alike. So eliminating some half days seems like a good idea.’ ~HS Teacher

  • ‘Everyone starts the same day...full days all week.’ ~MS Teacher

  • ‘New plan sounds good as long as the first day counts as a school day for all students.’ ~MS Teacher
## Reduction of Staggered Start in Aug

- Keep status quo, but no supporting reasons given

### Reduction of Staggered Start in Aug

<table>
<thead>
<tr>
<th>Keep status quo – with supporting reasons given</th>
<th>Time to transition back to rigors of the school year</th>
</tr>
</thead>
<tbody>
<tr>
<td>‘Easing’ into the year for students and teachers</td>
<td>Reduces stress</td>
</tr>
<tr>
<td></td>
<td>New buildings, grades and schedules</td>
</tr>
<tr>
<td></td>
<td>Heat in August</td>
</tr>
<tr>
<td></td>
<td>Time to get to know each other</td>
</tr>
<tr>
<td></td>
<td>Different needs for different grades</td>
</tr>
</tbody>
</table>
### Reduction of Staggered Start in Aug

<table>
<thead>
<tr>
<th>Keep status quo – with supporting reasons given</th>
<th>Teachers cited schools can be difficult to get into over the summer</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Concerns re lack of sufficient prep time for teachers before school year begins</td>
<td>• Floors being waxed, custodians working</td>
</tr>
<tr>
<td>• Concerns re lack of sufficient prep time for teachers before school year begins</td>
<td>• Child care needs and costs</td>
</tr>
<tr>
<td>• Floors being waxed, custodians working</td>
<td>• Not paid for time over summer to prep or set up classrooms</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Concerns raised</th>
<th>Not all teachers responsible for students</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Inequities for staff across different grades and/or classes</td>
<td>• Compensation and contractual concerns</td>
</tr>
<tr>
<td>• AP classes starting content and homework while others may not be</td>
<td>• Teachers with students do not have equal prep time</td>
</tr>
</tbody>
</table>
## Reduction of Staggered Start in Aug

### Concerns raised
- *Inequities for children*

### METCO
- Some grades ease in more than other grades

<table>
<thead>
<tr>
<th>Reduction of Staggered Start in Aug</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Concerns raised</strong></td>
</tr>
<tr>
<td>- Lack of clarity of expectations for the first week</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Reduction of Staggered Start in Aug</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Content or not?</strong></td>
</tr>
<tr>
<td>- Homework or not?</td>
</tr>
<tr>
<td>- Collecting summer work?</td>
</tr>
<tr>
<td>- Should it be about making connections and SEL?</td>
</tr>
<tr>
<td>- Teambuilding?</td>
</tr>
<tr>
<td>- &quot;I would appreciate feedback on what is expected with teaching and learning that week. While I appreciate the slow start, the complex scheduling and the inability to assign work and assessments makes the value of the first week purely culture building. Is that appropriate and appreciated by our community?&quot; ~HS Teacher</td>
</tr>
</tbody>
</table>
## Reduction of Staggered Start in Aug

- Concerns raised
  - Kindergarten
- Length of day
  - New and different demands on students
  - Unfamiliar setting, people and procedures

## Friday before Labor Day

<table>
<thead>
<tr>
<th>CONCERNS</th>
<th>SUGGESTIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Attendance rates</td>
<td>Full day for all grades</td>
</tr>
<tr>
<td>Long week for students</td>
<td>Half day for all grades</td>
</tr>
<tr>
<td>Heat</td>
<td>Snow day packets</td>
</tr>
<tr>
<td>Prep time</td>
<td>Consider all religious holidays</td>
</tr>
<tr>
<td>Child care coverage and family plans</td>
<td>Schools and offices closed</td>
</tr>
</tbody>
</table>
Helpful suggestions

- Please see the attached Word doc
AGENDA ITEM SUMMARY
LEXINGTON SCHOOL COMMITTEE MEETING

TODAY’S DATE:  November 16, 2018

REQUESTED MEETING DATE:  November 20, 2018

AGENDA ITEM TITLE:  LPS Technology Plan

PRESENTER:  N/A

SUMMARY:  Follow up and informational purposes only

WHAT ACTION (IF ANY) DO YOU WISH SCHOOL COMMITTEE TO TAKE?

☒ No action requested, this is a short update or a presentation of information.
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If formal action is requested:
Include a suggested motion or let __________ know if you need assistance preparing a motion.

SUGGESTED MOTION:

FOLLOW-UP:

AMOUNT OF TIME REQUESTED FOR THE AGENDA ITEM:

ATTACHMENTS:  Technology PowerPoint
AGENDA ITEM SUMMARY
LEXINGTON SCHOOL COMMITTEE MEETING

TODAY’S DATE: November 16, 2018

REQUESTED MEETING DATE: November 20, 2018

AGENDA ITEM TITLE: School Master Planning Advisory Committee Update

PRESENTER: Kate Colburn & Kathleen Lenihan

SUMMARY: Kate Colburn and Kathleen Lenihan will provide the committee with an update from the School Master Planning Advisory Committee that was held on November 20, 2018.

WHAT ACTION (IF ANY) DO YOU WISH SCHOOL COMMITTEE TO TAKE?

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If formal action is requested:
Include a suggested motion or let __________ know if you need assistance preparing a motion.

SUGGESTED MOTION:

FOLLOW-UP:

AMOUNT OF TIME REQUESTED FOR THE AGENDA ITEM: 10 minutes

ATTACHMENTS: