

**DANVERS SCHOOL COMMITTEE
REGULAR MEETING**

January 9, 2017

Francis Mills Communication Center, E115, Danvers High School

School Committee Members Present: David Thomson, Chair
 Jeffrey Kay, Secretary
 Arthur Skarmear
 Eric Crane
 Mary Beth Verry

VOTED: Danvers High School Program of Studies – The Superintendent recommended the adoption of Danvers High School Program of Studies. Mr. Crane moved to approve. Mr. Kay seconded the motion. The vote was unanimous.

VOTED: Holten Richmond Middle School Program of Studies – The Superintendent recommended the Holten Richmond Middle School Program of Studies for a 1st reading. Mr. Crane moved to approve a 1st reading. Mrs. Verry seconded the motion. The vote was unanimous.

VOTED: Student Activity Account Policy – The Superintendent recommended the Student Activity Account Policy for a 1st reading. Mr. Crane moved for the reading. Mr. Kay seconded the motion. The vote was unanimous.

VOTED: Superintendent Annual Review - Mr. Skarmear motioned to extend the Superintendent's contract for an additional 2 years bring her term to 2022. Mr. Crane seconded the motion. The vote was unanimous. Mr. Crane motioned to increase the Superintendent's salary by 2.9%. Mrs. Verry seconded the motion. The vote was unanimous.

VOTED: Fundraising requests – The Superintendent recommended the approval of fundraising events for DHS Basketball Cheerleading and a Read-a-Thon at Riverside School. Mr. Crane moved to approve. Mr. Thomson seconded the motion. The vote was unanimous.

VOTED: Out of State/Overnight Field Trip Request - The Superintendent recommended the approval of the field trip requests from the DHS Ski Club on January 21st to Loon Mountain, February 4th to Cannon and February 11, 2017 to Gunstock. Also HRMS to Washington DC, June 13 - 16, 2017. Mr. Skarmear moved to approve. Mr. Kay seconded the motion. The vote was unanimous.

VOTED: Minutes – Mr. Kay moved to accept and release the minutes from the December 12, 2016 regular meeting. Mr. Crane seconded the motion. The vote was unanimous.

VOTED: Adjournment – Mr. Skarmear moved to adjourn the regular meeting at 8:37 p.m. Mr. Crane seconded the motion. The vote was unanimous.

I. CALL TO ORDER

Mr. Thomson called the meeting to order at 7:00 p.m. The Pledge of Allegiance and DPS Mission statement were recited. Mr. Thomson inquired

whether the meeting was being recorded by audience members and announced that the meeting was being broadcast on DCAT and recorded by the Danvers Herald.

II. ITEMS OF INTEREST TO SUPERINTENDENT, SCHOOL COMMITTEE, COMMUNITY

Dr. Dana congratulated DECA on a job well done. Mrs. Verry and Mr. Thomson agreed sharing that Danvers DECA that will be moving to the State competition.

Mr. Pawlak, acting on behalf of the Diversity Committee, invited the community to come to DHS on Martin Luther King day from 4-6 p.m. to celebrate Dr. King's legacy with readings, music, art from the DPS students school and refreshments.

III. INTRODUCTION AND INFORMATION FROM THE STUDENT REPRESENTATIVE

Daisy Powers presented news and events from the seven schools.

IV. INFORMATION FROM THE SUPERINTENDENT

- A.** DPW Electric Division poster contest- Gail Bernard of the Danvers Electric Department acknowledged the winners of the annual DPW Electric Division poster contest. HMRS art teachers Siobhan McDonald and Jeff Surret assisted in presentation of awards. Gail explained that the students learned to market their ideas as well as being creative with their drawings. They needed to get the message across with the picture and they did so wonderfully and should be very proud. She thanked them for their hard work and presented a framed copy of the calendar cover for DPS.

- B.** Danvers Pride Presentation – 7th grade Math teachers, Lauren Cali, Laura Larson, Karin DeRosier & Hala Salhman presented The Growth MindSet. Mrs. DeRosier explained the two different mindsets. Fixed mindset, when a person believes they are born with a certain amount of intelligence leading to stress, possible failure and focus on performance goals (Do I look smart). Growth mind set, when a person believes they can learn and grow, there are no limits, making mistakes is an opportunity to learn and are focused on learning goals. Teachers referenced Youcubes.org and “Week of Inspirational Math” by Joe Boaler. Studies have shown an increase in activity in the brain while making mistakes. Ms. Cali stated they find students in 3rd grade come in with the impression they are either “good or bad” at math. This program helps to build confidence and reassurance that the student can rely on themselves when challenged. The classes are focusing on changing negative statements to positive. Allowing students to make mistakes and celebrate multiple ways of learning rather than staying with just one way. Ms. Larson shared that surveys showed after introducing the Growth Mindset students felt more comfortable in taking on challenges and felt confident about their ability. Students are now relying more on themselves and their classmates. They are learning that mistakes are learning tools and they would rather not make mistakes but know they are learning from them. Ms. Salhman showed class discussion where students are sharing what the Growth Mindset means to them and how it has changed their outlook. One student stated it is expanding your intelligence to think more, a more positive way of thinking, makes you more confident and gives a better way of thinking of math. Everyone has the ability to be good and you can do whatever it is you want to do. Students feel other schools should be influenced to do this. Mr. Kay asked why the

program was started at the middle school age. Is there a magic number? The answer was because they can understand the concept at this age but the program could, be adapted for all different age levels. Mr. Kay also asked what are the expectations? To learn from the mistakes? He was told yes, just giving things a try, making mistakes and learning from those mistakes can make you advance. Students are not paralyzed by thought of failure. With assessments rather than tests the students can figure out what they did wrong and learn from that. Mr. Skarmeeas stated in 10 years of doing this he has never seen so much enthusiasm. Mr. Crane felt the teachers are creating an environment where you are learning for the love of learning and stated what the teachers are doing is wonderful. Mrs. Verry shared that her son doesn't like math but came home talking about math so she can see first hand that it is working.

C. New Teacher Mentoring program - Mary Franz, Cindy Grady and David Buckhoff presented an update on the New Teacher Mentoring program. Mr. Buchkhoff stated there were 28 new teachers this year. He explained that a survey was conducted and showed that both mentors and mentees felt they needed to spend more time together. The past practice had been to have the mentors meet separately from the mentees. The change has been that they will meet for one hour together and the second hour they will separately where the new teachers can focus on their specific needs. This seems to be very successful. Mrs. Grady presented an award for Master Mentor with this years honoree being Mrs. MacDonald. Statements were made that her commitment to new teachers throughout the years has been remarkable. She highlights all the wonderful things that Danvers does for new teachers and she continues to support the program that she has helped to make a success. Mrs. MacDonald humbly accepted the recognition and shared that she thinks there are many variables that make this program a success. She feels that what really makes the program work is a sense of community and that mentors come back year after year to continue to mentor. Mrs. MacDonald wanted to acknowledge past mentors such as Mr. Strout, Mrs. McElhinney, Ms. Oaks, Mr. Lamar and Mr. White to name a few. Mrs. Verry thanked the mentors for what they give to the program while Mr. Crane felt this program sets Danvers apart from other districts. Mr. Skarmeeas thought the award was well deserved and felt that by reviewing and updating they are making a great program even better. Mr. Kay thanked the mentors for making connectedness a priority and Mr. Thomson said the mentors do an amazing job.

D. K-12 Logic Models - Mary Wermers gave a presentation on K-12 Logic Models. She stated this year's focus is on grades K-8 with grade 5 having a goal to master problem solving and critical thinking abilities. The elementary grades as well as HRMS are focusing on ELA - writing goals with projected improvement in the area of development. Two categories for improvement are elaboration and craft. Mrs. Wermers will implement tools to accomplish these goals such as analyzing students work as a team, tracking growth in writing stamina, self and peer assessment, direct instruction and leave the student with one concrete idea to work on. She noted that Riverside will be working on the structure that other elementary schools accomplished last year. A meeting is scheduled in two weeks to refine the models and will analyze student data. Mr. Crane likes the student's development and feels it gives them ownership. Mr. Thomson thanked Mrs. Wermers for a great presentation.

- E. Facilities Update - Mr. Taverna gave an update on Smith School/MSBA project stating we are working with MSBA to have the advertising for bids out between January 19th and 25th. We are expecting responses by the end of February/early March and will be conducting interviews in April. Mr. Taverna commented on the lead/copper testing that was completed last summer. He shared there were 4 locations out of 110 tested with findings above the acceptable limits. A preventative water flushing program was implemented. With this program in place all four areas that were previously identified are now shown safe for consumption. The DPW keeps a water flushing log for the district showing times and results. Mr. Kay asked what minerals are being tested for and do we have lead pipes. Mr. Taverna answered we are testing for both lead and copper and said most of the lead was due to soldering of pipes.

V. UNFINISHED BUSINESS

- A. Danvers High School Program of Studies – The Superintendent recommended the adoption of Danvers High School Program of Studies. Mr. Crane moved to approve. Mr. Kay seconded the motion. As voted.

VI. NEW BUSINESS

- A. Holten Richmond Middle School Program of Studies – The Superintendent recommended the Holten Richmond Middle School Program of Studies for a 1st reading. Mr. Crane moved for the reading of the program of studies. Mrs. Verry seconded the motion. Motion passed. Mr. Federico and Mrs. Feerick presented an update for science in a 3 year phase. They will be introducing a reading intervention program and the library description will move away from a tradition library to more of a learning common model. Mr. Thomson asked that the testing names be changed from individual test names to “State required testing”. Mr. Skarmeas asked what changes are being made in science and was informed that each year the children progress and get deeper. At present the teachers do elements of all model but this will get phased into models being broken down into grade levels. Mrs. Feerick shared this will be more difficult on the teaching staff than the student and the change will take place with one grade per year.
- B. Student Activity Account Policy – The Superintendent recommended the Student Activity Account Policy for a 1st reading. Mr. Crane moved for the reading. Mr. Kay seconded the motion. Motion passed. Mr. Taverna explained there will be a few changes to the Student Activity Account Policy. Using a MASC model, changes will be made to include “Superintendent or his/her designee” and language to clarify a limit on time to hold an account.
- C. Superintendent Annual Review - Mr. Skarmeas motioned to extend the Superintendent’s contract for an additional 2 years bringing her term to 2022. Mr. Crane seconded the motion. As Voted. Mr. Crane motioned to increase the Superintendent’s salary by 2.9%. Mrs. Verry seconded the motion. As Voted. Mr. Skarmeas noted that he feels it is in the best interest of the school system to extend the contract. Mr. Crane shared Dr. Dana has put the system in a great place with the team that she has created. Mr. Thomson commented that the Superintendent salary seems to reflect communities of similar size and enrollment.

- D. Fundraising requests – The Superintendent recommended the approval of fundraising events for DHS Basketball Cheerleading and a Read-a-Thon at Riverside School. As Voted.
- E. Out of State/Late Night Field Trips - The Superintendent recommends the approval of the field trip requests from the DHS Ski Club on January 21st to Loon Mountain, February 4th to Cannon and February 11, 2017 to Gunstock. Also HRMS to Washington DC, June 13 - 16, 2017. As Voted.

VII. ORDER OF BUSINESS

- A. Communications – Dr. Dana shared the NEC website noting the minutes are available on it.
- B. Legislation – Mr. Crane stated he had nothing to report at this time.
- C. Subcommittee/Liaison Update

DEEP – Mrs. Verry announced the next DEEP meeting will be held at the Thorpe Learning Commons and HRMS will be holding a spelling bee on Feb. 9 at 6:00p.m. Winners will be going to Lynn for the Regionals and then onto Washington.

DanversCARES – Mr. Kay shared DanversCARES is getting ready to start the Strengthening Families program. Also as a part of the ParentCARES campaign this month the focus is on social media and working with your student on active listening.

SEPAC – Co-Chair Tom Savage informed the committee that the next meeting will be on understanding your child’s IEP.

VIII. MINUTES – As voted

IX. BUDGET

Mr. Taverna presented the December 2016 budget report stating we are on budget.

VII. PERSONNEL

Announcement of Resignations, Leaves of Absence and Appointments – Mrs. Ambrozavitch presented her memo dated December 2016 and asked the committee to contact her with questions.

The next regular meeting will be held on Monday, February 13, 2017 at 7 p.m. in the Francis Mills Communication Center at Danvers High School.

Respectfully submitted,

Jeff Kay, Secretary

Danvers School Committee