



Needham School Committee

November 17, 2020

6:30 p.m.

Broadcast and streamed live on The Needham Channel.

Broadcast on the Needham Channel municipal and HD channels, live stream at:

<https://needhamchannel.org>

Meeting accessible via Zoom Webinar for Public Comments:

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SCHOOL COMMITTEE MEETING AGENDA

Tuesday, November 17, 2020 6:30 p.m.

Next School Committee Meeting: Tuesday, December 8, 2020

Broadcast and streamed live on The Needham Channel.

Broadcast on the Needham Channel municipal and HD channels, live stream at:

<https://needhamchannel.org>

Meeting accessible for Public Comments via Zoom Webinar*

6:30 p.m. Public Comments

6:40 p.m. School Committee Chair and Subcommittee Updates

6:50 p.m. Superintendent's Comments

Massachusetts Association of School Superintendents Academic Excellence Awards

7:10 p.m. Consent Items

1. Approve Minutes of the Meetings of September 1, 2020 and September 15, 2020
2. FY21 Budget Transfers

Discussion Items

7:15 p.m. Update on Student Learning: Middle Schools

8:00 p.m. Report on Racial Literacy

8:40 p.m. Needham Education Foundation 2020 Fall Grant Awards

8:55 p.m. Action Items

Approve Superintendent's 2020-21 Goals

Approve Portrait of a Needham Graduate 2020-21 Action Steps

9:00 p.m. School Committee Comments

Information Items

October 1, 2020 Enrollment Report

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Needham School Committee

November 17, 2020

Agenda Item: **Public Comments**

Background Information:

- The School Committee Chair will offer the opportunity for the public to speak to the School Committee on issues not on the agenda.



Needham School Committee

November 17, 2020

Agenda Item: **School Committee Chair and Subcommittee Updates**

Background Information:

- The Chair and subcommittee members may offer brief updates on issues not on the agenda.

Members of the School Committee available for comment:

Andrea Longo Carter, Chair

Connie Barr, Vice-Chair

Heidi Black

Michael Greis

Susan Neckes

Aaron Pressman

Matthew Spengler

Aidan Michelow, Student Representative member of School Committee



Needham School Committee

November 17, 2020

Agenda Item: **Superintendent's Comments**

Background Information:

Superintendent Daniel E. Gutekanst will apprise the School Committee of events, information, and matters of interest not on the agenda.

Massachusetts Association of School Superintendents Academic Excellence Awards

- The Superintendent will award the 2020-21 Massachusetts Association of School Superintendents Certificates of Academic Excellence to:

Catherine Chen
Alexandra Rieser

- This award is presented to students who have distinguished themselves in the pursuit of excellence during their high school careers.



Needham School Committee

November 17, 2020

Agenda Item: **Consent Agenda**

1. Approve Minutes of the Meetings of September 1, 2020 and September 15, 2020
2. Approve FY21 Budget Transfers

Chair: "Does anyone wish to remove any item from the consent agenda?"

If none removed:

"There being no objection, these items are adopted by unanimous consent."

Needham School Committee
Live on the Needham Channel
Minutes of the Meeting
September 1, 2020

Andrea Longo Carter, Chairman of the Needham School Committee convened the meeting at 5:30 p.m. and called for a vote to go into Executive Session to discuss negotiations and to returned to open session at 6:30 pm live on the Needham Channel. Meeting accessible via Zoom Webinar and Streamed Live at <https://needhamchannel.org>

Chairman Longo Carter asked for a roll call of members present:

Andrea Longo Carter, present	Susan Neckes, present
Connie Barr, present	Aaron Pressman, present
Heidi Black, present	Matthew Spengler, present
Michael Greis, present	

Aidan Michelow (non-voting student member), present

Members of the Central Administration present were:

Dan Gutekanst	Mary Lammi
Terry Duggan	Alexandra McNeil
Anne Gulati	

Also present were:

Michael Hirsch, Needham Education Association
Caren Firger, 5th grade Teacher and President Needham Education Association (NEA)

Public Comments

Public Comments

Chairman Longo Carter offered the opportunity for the public to speak to the School Committee on issues, not on the agenda.

Chairman Longo Carter opened this portion of the meeting for comments from Caren Firger.

Ms. Firger stated that she and her colleagues have received quite a few inquires from families and community members about how teachers and staff are feeling about returning to school buildings. She stated that she would like to take this opportunity to express the opinion of the NEA and its work with the Needham Public Schools Administration. Ms. Firger stated that NEA members from all five Bargaining Units have been working with the School Administration to negotiate a safe reopening of school buildings since the end of June. She stated that dedicated PreK-12 teachers, assisted teachers, nurses, assistant principals, directors, special educators, office staff, and nutrition services staff continues to work with the School Administration to have a voice in the development of the new normal in the Needham Public Schools. She also stated that these staff members have helped to create building base safety protocols, design new school schedules, plan for masks breaks, and help set up classrooms to meet the latest social distancing guidelines. She stated that teachers have collaborated with district administrators to create and design teaching and learning schedules that are thoughtful, good for students, and adapt to the new ways teachers will need to teach and support students at this time. Ms. Firger stated that teachers and staff would like nothing more than to be back working with students and families. She added that students should be in schools working with one another and their teachers. She stated that

teachers and staff are concerned about school buildings that, before the health emergency, were not always kept to high standards of cleanliness or had inadequately functioning HVAC systems. She stated that proper ventilation for students and staff in all school buildings is an essential safety feature. She added that the NEA is currently negotiating with the school administration to set evidence-based safety guidelines for the reopening of school buildings and address and fix issues before school reopening. She stated that the NEA is progressing towards meeting the goals which include: HVAC systems that meet the standards recommended by health experts of fresh clean air in every classroom and office during the COVID-19 health emergency; appropriate PPE to keep staff and students safe; clear safety protocols for cleaning and disinfecting during the school day; mask breaks and lunch procedures for unmasked times; metrics that can be used to monitor local and state infection rates to assess the safety of in-person schooling, and change the model if necessary to keep people safe. Ms. Firger stated that as a part of the NEA negotiations a joint health and safety committee has been established that will meet weekly through mid-November and periodically throughout the year to monitor health metrics and health and safety protocols. Ms. Firger described the task of the committee. Ms. Firger stated that the joint health and safety committee will be meeting at the end of this week and expects to have air quality and ventilation data from each school building to assess the readiness of schools to reopen to students and staff safely. She added that if schools do not meet the safe air quality standards set by the district then in-person instruction in those buildings will be delayed until the HVAC standards are met. Ms. Firger stated that the NEA and the Needham Public Schools are partners in this work. Ms. Firger that the NEA looks forward to its collaboration with the Needham Public Schools and to welcoming students back into school buildings when fully prepared to do so safely.

Chairman Longo Carter recognized Needham parent Joe C who asked if the idea of opening schools K-2 ever came up.

School Committee Chair and Subcommittee Update

School Committee Chair
and Subcommittee
Updates

Chairman Longo Carter stated that the School Committee Packet contains a list of School Committee and Sub-Committee assignments for the upcoming school year. Chairman Longo Carter yielded the floor to Vice-Chair Connie Barr for comments.

Dr. Barr expressed her appreciation to School Committee members who have taken on a lot of responsibilities in a large variety of areas. She stated that there are two new Sub-Committees which include the Joint Committee on Health and Safety of which she will join, and a new committee formed by the Town, Unite Against Racism of which Susan Neckes will join. Dr. Barr stated that Michael Greis will work with the Permanent Public Building Committee (PPBC), and the Community Preservation Committee. The full list of School Committee Assignments, 2020-2021 is available online at www.needham.k12.ma.us.

Chairman Longo Carter stated that it is the practice of the School Committee to have a Liaison at each school. Chairman Longo Carter encouraged families to reach out to their School Liaison if they have questions, comments, or concerns about something at a particular school.

Chairman Longo Carter commented on the Back to School assembly she attended. She stated that it felt really good to be in the building, to see teachers in their classrooms, and to hear the wonderful musical presentations. Chairman Longo Carter stated

that teachers and staff with more than twenty years of service were honored at this event as well.

Chairman Longo Carter shared a few comments relative to the comments made by Caren Firger. Chairman Longo Carter stated that she appreciates the gravity of the work to get the schools ready, to address HVAC issues in school buildings, to make sure that the appropriate PPE and cleaning supplies are available before the start of the school year as well as the large number of people who are working extremely hard to make sure school buildings are ready to begin on September 14 as planned.

Superintendent's Comments

Superintendent's
Comments

There were no Superintendent comments.

DISCUSSION ITEM

Reopening of Schools Update

Reopening of Schools
Update

Dr. Gutekanst led the discussion on this item. He stated that his presentation would include a Cohort update, a health and safety, update and an update on the first few weeks of the school year.

Dr. Gutekanst stated that four cohorts of students, PreK-12, have been established. He stated that most of the students will be divided into the 2 hybrid models, Blue and Gold Cohorts, and some would be in the Green Cohort (fully in-person) and some in the Red Cohort (remote only).

Dr. Gutekanst described components of the Red Cohort, PreK-8. He stated that 490 grades PreK-8 students representing each elementary school have opted for remote learning only. He added that they will be taught by approximately 25-30 Needham Public Schools teachers and teacher assistants and class size will range from 18-25. Dr. Gutekanst stated that teachers will follow the Needham Public Schools curriculum and students will receive both synchronous and asynchronous instruction throughout the school day. He added that Megan Bonomolo, Pollard Middle School Assistant Principal will oversee the K-8 cohort and Becca Sparrell, Director of Preschool will oversee the preschool cohort.

Dr. Gutekanst also described the components of the Red Cohort, grades 9-12. He stated that 113 grades of 9-12 students will be assigned to classes based on the courses they selected in the spring. He also stated that students will be taught by 18 full and part-time teachers and support staff. He added that class sizes will range anywhere from 15-30 students based on the subject and level. Dr. Gutekanst stated that students will receive both synchronous and asynchronous instruction throughout the school day and some students will be taking courses from The Education Collaborative. He also stated that Needham High School Principal Aaron Sicotte and his administrative staff will oversee this cohort of students.

Dr. Gutekanst shared an update on health and safety. He stated that the Town has been working to ensure proper ventilation and maintenance of HVAC systems. He added that there is a lot of information about how the Town is responding to maintaining school buildings on the district's website including data on the district's standards for ventilation. Dr. Gutekanst also stated that the Town is currently conducting Testing, Adjusting, and Balancing (TAB)

test to assess airflow and ventilation in all classrooms. He added that the result of the TAB test will be posted online at www.needham.k12.ma.us. Dr. Gutekanst stated that Needham Public Schools have contracted with Environmental Health and Engineering, Inc., who will provide help and guidance in understanding TAB test results. Dr. Gutekanst stated that he feels confident that the district is moving in a positive direction to provide appropriate ventilation.

Dr. Gutekanst shared a summary of the first few weeks of school, which will involve training, planning, and orientation for staff and students. Dr. Gutekanst stated that there are several important steps and additional planning that must take place to reopen school safely on September 14th. He spoke about the funding necessary to support the reopening of schools. He stated that the School Committee has approved a warrant article seeking an additional appropriation at the October Town Meeting. He also stated that preliminary estimates to hire additional staff required to provide for the Red cohort, remote only students, and to meet the needs of staff who have requested a leave of absence range from a need of 20 to 30 new teachers and teacher assistants. Dr. Gutekanst stated that an estimated shortfall of \$1.5 million to \$2.0 million is projected to meet the needs of all students. He added that the schools will need to consider not filling certain positions and cutting back further on supplies and services.

Dr. Gutekanst stated that next steps include continued negotiation with NEA on a Memorandum of Agreement (MOA). He stated that bus routing is complete, and bus stops and routes will be available in the Needham Times next Thursday; bus passes are going out by the end of the week. Dr. Gutekanst stated that he is working with Alex McNeil to determine which staff may be unable to return to school, as well as determine the hiring of teachers and staff to replace those who are unable to return during this time. Dr. Gutekanst stated that information will continue to be provided on the district's website at www.needham.k12.ma.us. Discussion followed.

Chairman Longo Carter stated that the School Committee and School Administration has been working with a group of dedicated individuals from the NEA to come up with finalized plans related to health, safety, and operations as well as issues related to teaching and learning. She added that families were able to get information on schedules through the Zoom Meetings with the Superintendent and principals as well as what the expectations will be for students and teachers as part of the hybrid learning model and the remote learning model. Chairman Longo Carter stated that although not perfect the schedules were guided by the concept of providing the best support to students and staff.

ACTION ITEM

Approve School Committee Policy EBCFA: Face Coverings

Upon the recommendation of the Chairman, that the Needham School Committee approves policy EBCFA: Face Coverings as submitted. The motion was moved by Michael Greis and seconded by Connie Barr.

Approve School
Committee Policy EBCFA:
Face Coverings

A motion
was made:

Roll Call Vote: Susan Neckes, Aye; Matthew Spengler, Aye; Aaron Pressman, Aye; Heidi Black, Aye; Michael Greis, Aye; Connie Barr, Aye; Andrea Longo Carter, Aye.
The motion carried; the vote was 7-0-0.

Approve 2020-2021
School Calendar

Approve 2020-2021 School Calendar

Upon the recommendation of the Superintendent, that the Needham School Committee approves the 2020-2021 revised School Calendar.

A motion
was made:

The motion was moved by Michael Greis and seconded by Heidi Black.

Roll Call Vote: Michael Greis, Aye; Matthew Spengler, Aye; Aaron Pressman, Aye; Heidi Black, Aye; Susan Neckes, Aye; Connie Barr, Aye; Andrea Longo Carter, Aye.

The motion carried; the vote was 7-0-0.

School Committee Comments

School Committee
Comments

Michael Greis commented on the collaborative efforts of the Needham school community.

A list of all documents used at this School Committee meeting is available at:

A List of Documents

[http://www.needham.k12.ma.us/district info/school committee/packages2020-2021](http://www.needham.k12.ma.us/district%20info/school%20committee/packages2020-2021)

At approximately 7:40 p.m., a motion was made to adjourn the School Committee meeting of September 1, 2020.

Adjournment

The motion was moved by Michael Greis and seconded by Susan Neckes.

Roll Call Vote: Heidi Black, Aye; Susan Neckes, Aye; Aaron Pressman, Aye; Matthew Spengler, Aye; Michael Greis, Aye; Connie Barr, Aye; Andrea Longo Carter, Aye.

A motion
was made:

The motion carried; the vote was 7-0-0.

Respectfully submitted by Cheryl Gosmon, Note Taker

Needham School Committee
Minutes of the Meeting
September 15, 2020

Andrea Longo Carter, Chairman of the Needham School Committee re-convened the meeting at 6:30 p.m., with a virtual performance of The Star-Spangled Banner, words by Francis Scott Key, 1814, music by John Stafford Smith and performed by Jonathan Vanderwoude, George Vallatini, Sarah Grina, Allison Flores, and Alexander Lee-Clark.

School Committee members present:

Andrea Longo Carter	Susan Neckes
Connie Barr	Aaron Pressman
Heidi Black	Matthew Spengler
Michael Greis	

Aidan Michelow (non-voting student member)

Members of the Central Administration present were:

Dan Gutekanst	Mary Lammi
Terry Duggan	Alexandra McNeil
Anne Gulati	

Also present were:

Jason Boone, Dore & Whittier Architecture
Michelle Rogers, Dore & Whittier Architecture
Hank Haff, Town of Needham Senior Project Manager

Public Comments

Public Comments

Chairman Longo Carter offered the opportunity for the public to speak to the School Committee on issues, not on the agenda.

There were no comments.

School Committee Chair and Subcommittee Update

School Committee Chair
and Subcommittee
Updates

Chairman Longo Carter stated that school opened on September 14. She added that it was not the opening that was envisioned, starting the year in a fully remote model for everyone, but that she is hopeful that the schools will open on September 29th with the hybrid model. Chairman Longo Carter pointed out that several other communities had to abandon their hybrid models with in-person learning for students because of parties that have been attended by some high school students. Chairman Longo Carter strongly encouraged older members of the high school community to make wise choices and to keep in mind that the actions of some could affect the entire system and households throughout the community. Chairman Longo Carter encouraged a strict adherence to the health and safety protocols that have been outlined for everyone.

Superintendent's Comments

Superintendent's
Comments

Superintendent's comments are part of the presentation on the Needham School Master Plan Review.

Consent Items

Consent Items

1. Minutes of the Meetings of June 16, 2020, and July 14, 2020,
2. Accept FY20 Booster Club In-Kind Donations
3. Approve FY21 Booster Club Budget
4. FY21 Budget Transfers

Chairman Longo Carter asked if members of the School Committee wanted to remove any item from the Consent Agenda. She stated that because there are no objections, the items are adopted by unanimous consent.

DISCUSSION ITEM

Needham School Master Plan Review

Needham School Master Plan Review

Dr. Gutekanst led the discussion on this item. Dr. Gutekanst noted that it has been a very long process in identifying what the facility needs are for the Needham Public Schools. Dr. Gutekanst stated that Jason Boone and Michelle Rogers will present an overview of the Needham Public Schools Master Plan Study.

Ms. Rogers stated that the process began by determining what the school facility needs are and how those needs meet the educational program districtwide. Ms. Rogers stated that a review of the educational capacity needs and physical needs was conducted. She stated that there are two buildings with significant physical needs: Pollard and Mitchell. She also stated that there are three buildings with capacity needs: Pollard, Mitchell, and High Rock. Ms. Rogers presented a summary of facility needs.

Jason Boone stated that there are capacity challenges at three of the elementary schools that can all be solved by one or more master plan scenarios. He added that because the enrollment forecast is expected to decline over the next fifteen years across the district at the elementary level, the district could accommodate enrollment within the existing classrooms. He stated that any master plan scenario moving forward is targeting 126 general classrooms at the elementary level and 101 at the middle school level grades 6-8.

Mr. Boone described master plan scenarios developed by Dore & Whittier to address the three basic findings of the facility assessments, enrollment and space need analysis, and the capacity analysis: Mitchell Elementary School possesses the greatest facility and spatial needs of all the schools in the District's inventory; High Rock School exhibits capacity needs, and Pollard exhibits the second greatest facility needs and may possess some capacity needs depending on the school scheduling methodology. Mr. Boone provided a summary of final options: Status Quo Grade Configuration with an addition at Pollard and High Rock, and a 5th section per grade at Mitchell; Discontinue High Rock with an addition at Pollard and 5th section per grade at Mitchell; and High Rock as a 6th elementary school with an addition at Pollard and a 3 section per grade at Mitchell. Mr. Boone went on to outline master plan sequences with cost estimates.

Ms. Rogers stated that the School Committee would need to consider where grade six should be. She added that this would be one of the deciding factors in moving forward with the master plan. Ms. Rogers reiterated the options. She stated that the next steps include a School Committee Public Hearing on October 6, a final report will be issued, and the Town will begin its conversations with the MSBA. The entire report on the Needham School Master Plan Review is available online at www.needham.k12.ma.us. Discussion followed.

Reopening of Schools Update

Reopening of Schools Update

Dr. Gutekanst led the discussion on this item. He stated that the Needham Public Schools are safe for students and the community. He also stated that the Needham Public Schools, in consultation with health professionals and researchers from

the Chan School of Public Health has determined that a higher standard of ventilation is required in the schools and classrooms. He added that out of an abundance of caution and to ensure all classrooms and spaces where adults and children interact and work together meet this higher threshold, a delay in the start of in-person schooling is in place to ensure that the school department has achieved and or exceeded this standard.

Dr. Gutekanst spoke about maintenance and how the Harvard researchers are helping the administration understand what airflow and ventilation look like in certain classrooms. He explained the importance of fresh air that needs to be introduced into a building, but which varies depending upon the activity and level of occupancy. He also explained how many times the air enters and exits a room from the HVAC system. He stated that the air exchanged is very important as it relates to healthy and safe classrooms. He stated that Needham is striving for a higher standard in airflow that will be more beneficial for students and staff. Dr. Gutekanst also stated that the Town has completed Testing, Adjusting, and Balancing (TAB) in all schools and the Needham Public Schools consultant will use these results to assist with implementing remediation plans. Dr. Gutekanst stated that the Town has procured window fans, High-Efficiency Particulate Air (HEPA) filters, and where necessary window screens, to help supplement aging mechanical systems and ensure minimum standards are met. Dr. Gutekanst stated that TAB results will be made available on the Town and School websites and that those classrooms requiring remediation will be identified and a plan implemented for the first day of in-person classes on September 29th. He also stated that classrooms or spaces not meeting the standard will not be used until a remediation plan is implemented. Dr. Gutekanst shared a detailed graphic on the installation of MERV 13 filters in school buildings, (he noted that the MERV 13 filters help with the fresh air exchange in every space and classroom), TAB results, and remediation plans.

Dr. Gutekanst shared an update on Cohorts. He stated that the PreK-8 Remote Learning Academy enrolls 519 students. He added that students PreK-12 are supported by 44 dedicated teachers, special educators, and teacher assistants. He stated that 125 students in grades 9-12 in the Remote Learning Academy, overseen by the high school staff and administration, are enrolled in 250 TECCA courses with Needham High School teachers also providing instruction. He stated that special education students requiring intensive services began in-person instruction today in most of the schools as part of the "Green" Cohort. Mary Lammi, Assistant Superintendent for Student Support Services stated that 100 students with vulnerable needs have re-entered the schools to receive in-person instruction.

Dr. Gutekanst stated that the first few weeks of school will be for building community and building capacity for learning and growth, especially in a remote environment. He stated that on September 14th through 25th all students would begin remote only instruction, certain students in the Green Cohort attend in-person instruction. He stated that on September 29th and 30th begins the full day in-person instruction for students in the Gold and Green Cohorts, and on October 1st and 2nd begins full day instruction for students in the Blue and Green Cohorts.

Dr. Gutekanst stated that there are several important steps and additional planning that must take place in order to

reopen schools safely. He stated that it is important that the Town's Maintenance Division completes the HVAC work and

implement remediation plans as well as provide data on ventilation and maintenance work on the Town and School websites. Dr. Gutekanst stated that it is important to approve agreements with the Needham Education Association. He stated that the School Committee and Finance Committee will continue to discuss funding necessary to support the reopening of schools. He added that there is an estimated shortfall of \$750,000 to \$1.0 million to meet all student needs. He also stated that the school department is moving forward with limited athletics and that it is important to ensure plans for high school fall athletics are safe and meet all state and local guidelines for health precautions. The full report on Plans for Reopening Schools is available online at www.needham.k12.ma.us. Discussion followed.

October Special Town Meeting Preparation

October Special Town Meeting Preparation

Dr. Gutekanst opened this item for discussion. He stated that the School Committee has voted to place on the warrant an article regarding funding. He added that the upcoming meetings with the Town Manager will clarify what the funding would look like. Discussion followed.

ACTION ITEM

Approve FY22 Budget Guidelines

Approve FY22 Budget Guidelines

Upon the recommendation of the Superintendent, that the Needham School Committee approves the FY22 Budget Guidelines as submitted.

A motion was made: The motion was moved by Michael Greis and seconded by Connie Barr.

The motion carried; the vote was 7-0-0.

Approve Memorandum of Agreement with the Needham Education Association (NEA)

Approve Memorandum of Agreement with the NEA

Upon the recommendation of the Chair, that the Needham School Committee approves the Memorandum of Agreement with the Needham Education Association (NEA) as it related to Unit E Nutrition services staff and managers as discussed and as submitted.

A motion was made: The motion was moved by Michael Greis and seconded by Connie Barr.

Discussion: Aaron Pressman commented that this is an excellent agreement. He expressed his appreciation for their commitment to the schools and the Needham community.

The motion carried; the vote was 7-0-0.

Approve Memorandum of Agreement with the Needham Education Association (NEA)

Approve Memorandum of Agreement with the NEA

Upon the recommendation of the Chair, that the Needham School Committee approves the Memorandum of Agreement with the Needham Education Association (NEA) as it relates to health, safety, and operations as discussed and submitted.

A motion was made: The motion was moved by Michael Greis and seconded by Connie Barr.

The motion carried; the vote was 7-0-0.

Approve Memorandum of Agreement with the Needham Education Association (NEA)

Approve Memorandum of Agreement with the NEA

Upon the recommendation of the Chair, that the Needham School Committee approves the Memorandum of Agreement with the Needham

Education Association (NEA) addresses COVID-19 teaching and learning as discussed and submitted.

A motion
was made:

The motion was moved by Michael Greis and seconded by Connie Barr.

Discussion:

Aaron Pressman commented that for the elementary experience, particularly for the majority of students that are in the hybrid program he would like to raise his voice and say we just need to move this further so that there is more synchronous, direct, live interactions with students when they are at home. He added that there is something about this agreement that is not there yet and that he would be voting no.

Matthew Spengler commented that he is going to vote no, as well. He stated that the practical implication of where this MOA is especially for elementary students is a departure from the plan that the School Committee voted and approved two weeks ago.

Susan Neckes expressed her disagreement with her colleagues. She stated that she agrees with her colleague's desire for more synchronous learning for the hybrid students when they are remote but that she appreciates the good faith in which both sides have been working. She commented on the difficult work teachers have before them. She stated that she will vote yes in support of the memorandum.

Michael Greis commented on an appreciation for the collaborative work of both sides. He commented that he feels confident that the schools are not stuck by this agreement and that everyone will work hard to make it better. He stated that he is in support of this agreement.

Heidi Black echoed the support of her colleagues and stated that she too is going to support this memorandum of agreement. She added that synchronous learning is important, and it is something that the School Committee will continue to look at and monitor.

Connie Barr stated that she will also support this memorandum of agreement. She stated that she would like to support the work that has been done and hopes that the School Committee will continue to monitor and do its best to provide more.

Chairman Longo Carter stated that she is very appreciative of the work that has been done over the summer to get to this point. She stated that there will be constant feedback on what is working well and what can be changed.
The motion carried; the vote was 5-2-0.

School Committee Comments

School Committee
Comments

Michael Greis commented on his visit with Principal Emily Gaberman and his tour at the Broadmeadow Elementary School.

A list of all documents used at this School Committee meeting is available at:

A List of Documents

[http://www.needham.k12.ma.us/district info/school committee/packages2020-2021](http://www.needham.k12.ma.us/district%20info/school%20committee/packages2020-2021)

A motion
was made:

At approximately 7:40 p.m., a motion was made to adjourn the School Committee meeting of September 15, 2020.
The motion was moved by Michael Greis and seconded by Susan Neckes.

Adjournment

Respectfully submitted by Cheryl Gosmon, Note Taker

NEEDHAM SCHOOL COMMITTEE

Agenda Item #: _____

Date: November 12, 2020

Item Title: **FY 2020/21 Budget Transfers**

Item Description: Transfer of FY21 budget allocations between line items in the following amounts:

Salaries	\$0
Purchase of Service/Expense	\$0
Capital	\$0
Net Change:	\$0

Issues: Under Massachusetts General Law Chapter 71, Section 34, and School Committee Policy #DBJ, the School Committee is empowered to make changes in allocations between line items within its budget, once approved by Town Meeting. In no case may a transfer result in the aggregate Operating Budget being more than authorized by the Town. Transfers between separate, non-operating appropriations are prohibited except as permitted by law.

Recommendation/Options: Approve the attached line item budget transfers. All of the attached transfers occur within the category of "Purchase of Service/Expense."

Rationale: The attached line item budget transfers are requested to more accurately reflect expenses to be incurred during this fiscal year.

Implementation Implications:

Supporting Data: Attached listing of requested line-item budget transfers within the FY21 Operating Budget.

School Committee (circle one)

Action	Information	Discussion	<u>Consent Calendar</u>
Central Administrator	Town Counsel	Sub-Committee:	_____

Will report back to School Committee (date): _____

Respectfully Submitted,

Anne Gulati

Anne Gulati
Assistant Superintendent for Finance & Operations

G/L ACCOUNT #	DEPARTMENT	DEBIT	CREDIT	NET
<u>SALARIES</u>				
N/A	N/A	-	-	-
	SUBTOTAL SALARIES	-	-	-
<u>PURCHASE OF SERVICE & EXPENSE</u>				
0001.3030.040.99.1220.099.99.520.030.5380.300.06	DIR OF PERSONNEL OTHER PURCHASED SERVICE		2,500.00	(2,500.00)
0001.3030.040.99.1220.099.99.520.030.5420.300.05	DIR OF PERSONNEL OFFICE SUPPLIES		2,600.00	(2,600.00)
0001.3030.040.99.1220.099.99.520.030.5710.300.06	DIR OF PERSONNEL IN-STATE TRAVEL		1,000.00	(1,000.00)
0001.3030.040.99.1220.099.99.520.030.5780.300.06	DIR OF PERSONNEL OTHER EXPENSES		3,500.00	(3,500.00)
0001.3030.040.99.1420.099.99.520.030.5300.300.04	Dir of Personnel	19,600.00		19,600.00
0001.3032.040.99.1220.099.99.520.030.5420.300.05	DIR OF PROG DEV OFFICE SUPPLIES	500.00		500.00
0001.3032.040.99.1220.099.99.520.030.5710.300.06	DIR OF PROG DEV IN-STATE TRAVEL		481.00	(481.00)
0001.3032.040.99.1220.099.99.520.030.5720.300.06	DIR OF PROG DEV OUT-OF-STATE TRAVEL		419.00	(419.00)
0001.3032.040.99.1220.099.99.520.030.5780.300.06	DIR OF PROG DEV OTHER EXPENSES	400.00		400.00
0001.3110.005.10.2358.099.99.520.030.5303.300.04	PROF DEV - DISTRICT - OUTSIDE PD PROV - P&T SEMI		10,000.00	(10,000.00)
0001.3132.005.21.2358.099.99.520.030.5303.300.04	CURR DEV - BRM - OUTSIDE PD PROV - P&T SEMINAR &	300.00		300.00
0001.3132.005.22.2358.099.99.520.030.5303.300.04	CURR DEV - ELI - OUTSIDE PD PROV - P&T SEMINAR &	300.00		300.00
0001.3132.005.23.2358.099.99.520.030.5303.300.04	CURR DEV - WILL - OUTSIDE PD PROV - P&T SEMINAR &	300.00		300.00
0001.3132.005.24.2358.099.99.520.030.5303.300.04	CURR DEV - MIT - OUTSIDE PD PROV - P&T SEMINAR &	300.00		300.00
0001.3132.005.25.2358.099.99.520.030.5300.300.04	CURRICULUM DEV-NEWMAN-PROF AND TECHNICAL	3,400.00		3,400.00
0001.3132.005.25.2358.099.99.520.030.5303.300.04	CURR DEV - NEW - OUTSIDE PD PROV - P&T SEMINAR &		1,200.00	(1,200.00)
0001.3132.005.40.2430.099.99.520.030.5510.300.05	CURR DEV EDUCATIONAL SUPPLIES		3,400.00	(3,400.00)
0001.3150.040.99.1450.099.99.520.030.5305.300.04	ADMIN TECH - CO SUPPT - P&T SOFTWARE LIC FEES	12,853.00		12,853.00
0001.3150.040.99.1450.099.99.520.030.5344.300.04	ADMIN TECH - CO SUPPT - WIRELESS COMMUNICATION	817.00		817.00
0001.3150.040.99.1450.099.99.520.030.5524.300.04	ADMIN TECH R & P - ED SUPPLIES	29,577.75		29,577.75
0001.3150.040.99.1451.099.99.520.030.5526.300.05	ADMIN TECH - SCHL SUPPT - ED SUPPLIES - TONER		12,853.00	(12,853.00)
0001.3150.040.99.4450.099.99.520.030.5255.300.04	ADMIN TECH R & P - TECHNOLOGY EQUIP		817.00	(817.00)
0001.3560.005.21.2410.011.99.520.030.5517.300.05	READING ED SUPPLIES - WKBKS/TXTBKS		5,358.00	(5,358.00)
0001.3560.005.21.2440.011.99.520.030.5380.300.04	READING OTHER PURCHASED SERVICES		129.00	(129.00)
0001.3560.005.23.2410.011.99.520.030.5517.300.05	READING ED SUPPLIES - WKBKS/TXTBKS		1,492.00	(1,492.00)
0001.3560.005.30.2358.011.99.520.030.5303.300.04	READING - POLL - OUTSIDE PD PROV - P&T SEMINAR & T	129.00		129.00
0001.3560.040.21.2455.011.99.520.030.5305.300.04	READING - BRM - INSTR SOFTWARE & LICENSES - P&T SO	1,370.00		1,370.00
0001.3560.040.22.2455.011.99.520.030.5305.300.04	READING - ELI - INSTR SOFTWARE & LICENSES - P&T SO	1,370.00		1,370.00
0001.3560.040.23.2455.011.99.520.030.5305.300.04	READING - WILL - INSTR SOFTWARE & LICENSES - P&T S	1,370.00		1,370.00
0001.3560.040.24.2455.011.99.520.030.5305.300.04	READING - MIT - INSTR SOFTWARE & LICENSES - P&T SO	1,370.00		1,370.00
0001.3560.040.25.2455.011.99.520.030.5305.300.04	READING - NEW - INSTR SOFTWARE & LICENSES - P&T SO	1,370.00		1,370.00
0001.3561.005.21.2410.030.99.520.030.5517.300.05	MATH INSTRUCTION		5,630.00	(5,630.00)
0001.3561.005.21.2430.030.99.520.030.5510.300.05	MATH INSTRUCTION	4,440.00		4,440.00
0001.3561.005.22.2410.030.99.520.030.5517.300.05	MATH INSTRUCTION		3,596.00	(3,596.00)
0001.3561.005.23.2410.030.99.520.030.5517.300.05	MATH INSTRUCTION		3,989.00	(3,989.00)
0001.3561.005.23.2430.030.99.520.030.5510.300.05	MATH INSTRUCTION	6,896.00		6,896.00
0001.3561.005.24.2410.030.99.520.030.5517.300.05	MATH INSTRUCTION		4,439.00	(4,439.00)
0001.3561.005.24.2430.030.99.520.030.5510.300.05	MATH INSTRUCTION	5,281.00		5,281.00
0001.3561.005.25.2410.030.99.520.030.5517.300.05	MATH INSTRUCTION		2,363.00	(2,363.00)
0001.3561.005.25.2430.030.99.520.030.5510.300.05	MATH INSTRUCTION	3,400.00		3,400.00
0001.3630.005.21.2451.040.99.520.030.5525.300.05	ED TECH ED SUPPLIES - INST TECH		29,577.75	(29,577.75)
	SUBTOTAL PURCHASE OF SERVICE & EXPENSE	95,343.75	95,343.75	-
<u>CAPTIAL</u>				
N/A		-	-	-
	SUBTOTAL CAPITAL	-	-	-
	GRAND TOTAL	95,343.75	95,343.75	-



Needham School Committee

November 17, 2020

Agenda Item: **Discussion**

Update on Student Learning: Middle Schools

Background Information:

- The Superintendent will provide another update on the schools with a focus on middle school programming.

Person(s) Available for Presentation:

Daniel Gutekanst, Superintendent of Schools

STATION 1

Solve for x.

$$3|4x - 1| - 5 > 10$$

When you find the solution, give yourself a giant hug for 5 seconds.

If 0 is part of the solution set, go to Station 7 next.

If 0 is not part of the solution set, go to Station 5 next.

STATION 2

Hypoglycemia (low blood sugar) and hyperglycemia (high blood sugar) are potentially dangerous and occur when a person's blood sugar fluctuates more than 38 mg from the normal blood sugar level of 88 mg. Write and solve an absolute value inequality to describe blood sugar levels that are considered potentially dangerous.

When you have solved your inequality, show your absolute value inequality and your solution to Ms. Burns. Then do 5 giant arm circles with each arm. Then take the boundary of the lower part of the OR statement, subtract 10 and divide by 5. Go to that station number next.

STATION 3

Solve for x.

$$3|x + 2| - 1 = 8$$

When you find the solution, do 10 jumping jacks and move to the station that is the absolute value of the sum of the two solutions.

STATION 4

Solve for x.

$$4|2x - 3| - 3 \geq 17$$

When you find the solution, stand up and balance on one foot for 10 seconds.
Extra challenge - do this with your eyes closed!

If the solution to this problem is an AND graph, go to Station 1.

If the solution to this problem is an OR graph, go to Station 7.

STATION 5

Suppose you are flying on an airline that has weight restrictions for checked baggage, and you are checking one bag. The costs are shown in the table. Write an absolute value inequality that would show the range of weights that would cost you \$50.

Cost for Checked Baggage	
Weight	Cost
Up to 50 lb limit	free
20 lb over limit	\$25
More than 20, but less than 50 lb over limit	\$50
More than 50 lb over limit	not accepted

When you write the absolute value inequality, show it to Ms. Burns. Then stretch your arms as high as you can above your head and hold the stretch for 10 seconds. Then take the number you subtract from x in the absolute value, add 1 and divide by 6. Go to that station next.

STATION 6

Solve for x.

$$|3x + 2| = 4x + 5$$

When you find the solution, stand up and trace a giant infinity in the air 5 times.
Then go to the station number equal to the number of solutions to the equation.

If you got No Solution for this problem, go to Station 2.

If you got 1 solution and 1 extraneous solution, go to Station 3.

If you got 2 solutions that satisfy the absolute value inequality, go to Station 4.

STATION 7

Solve for x.

$$|2x + 3| < 6$$

When you find the solution, run in place as fast as you can for 10 seconds. Then go to the station that is the denominator of the upper boundary of this solution set.

STATION 8

Solve for x.

$$\frac{2}{3} |3x - 6| = 4(x - 2)$$

When you find the solution, touch your elbow to the opposite knee 10 times, alternating the elbow-knee combination each time. Then go to the station that is the number of solutions to this problem.



Hybrid Learning in Band

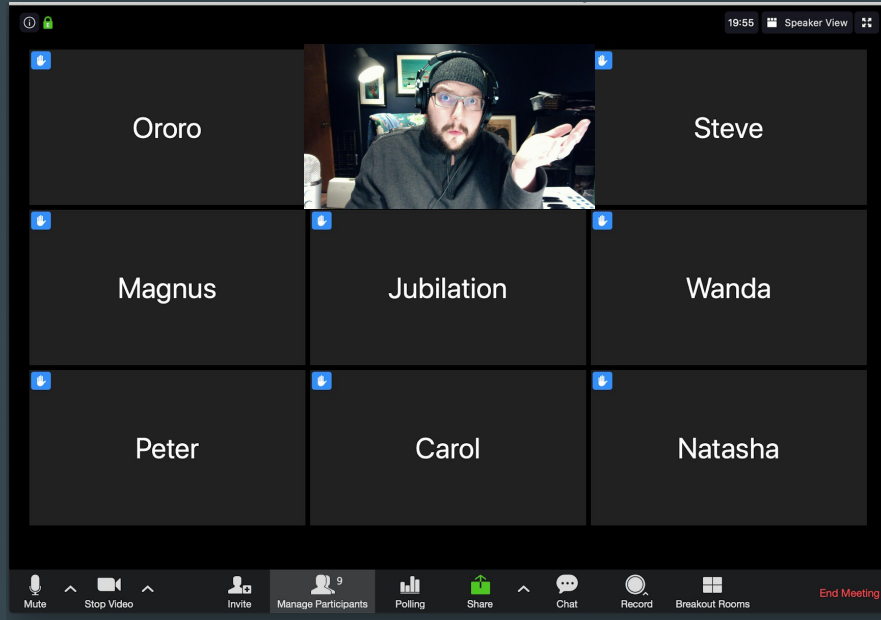
...

How it's going.

How it Started

vs

How it's Going



What are we up to?

- Playing as much as possible/safe while in-person
- Using technology to develop skills and adapt to our situation
- Student voice in music choice
- Following through through the stages of exploration, preparation, recording, and editing
- Collaborating with peers to make multitrack recordings



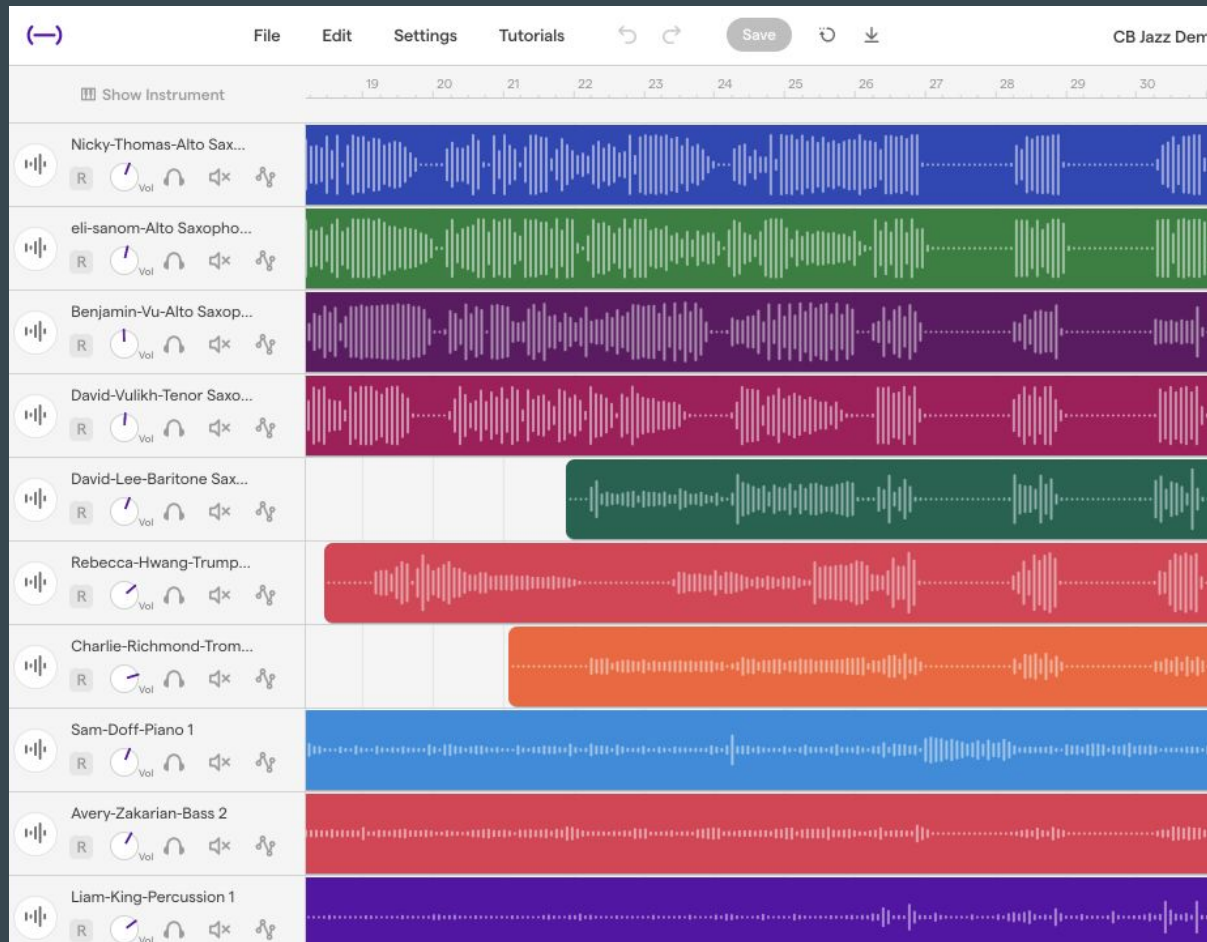
How are we doing it?

- Playing outdoors 12' apart
- Using a PA system and backing tracks to “fill-in” the sound
- Apps, apps, and more apps!
 - MusicFirst
 - Soundtrap
 - Sightreading Factory
 - Upbeat Live
 - Upbeat Perform
 - Flat



What's going well...

- Student choice
- Student collaboration
- New skills
 - Audio editing
 - Music editing
 - Music Production
- Attention to detail
 - Recording with metronomes
- Critical listening
- Increased student communication and self-advocacy

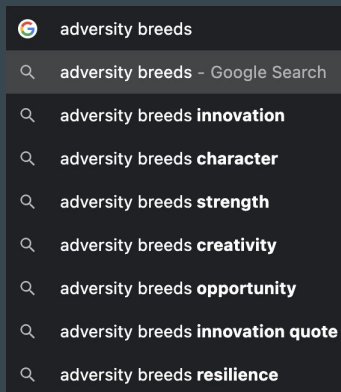


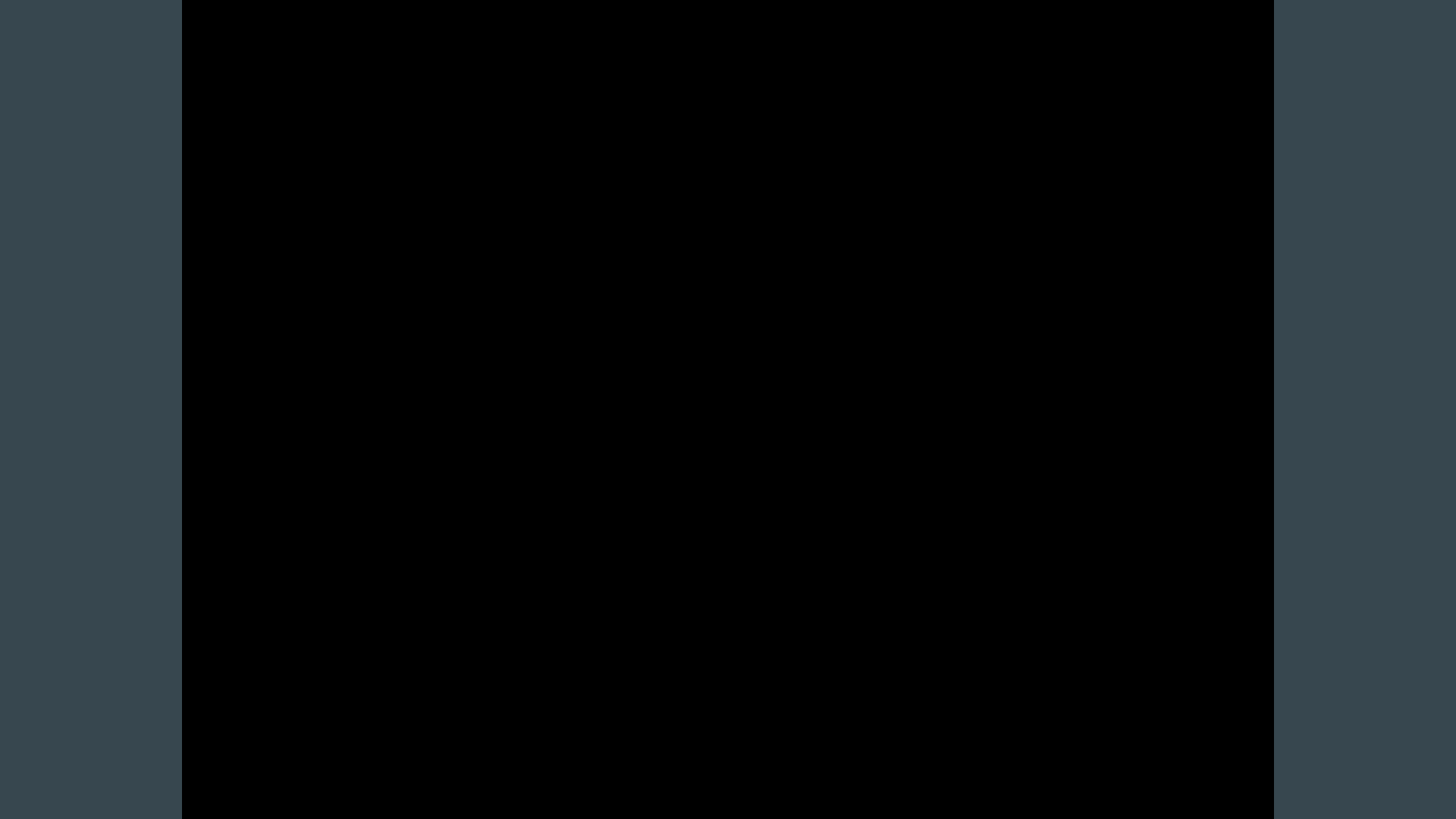
Challenges

- The act of making music together
 - Weather-dependent until PPE arrives and ACH is addressed
 - The more the merrier (and vice versa)
 - Live music is not possible via videoconference
- Student Hardware
 - Mobile browsers
 - Zoom + Anything else
 - Microphones
- Scheduling
 - Reduced contact time
 - No live sessions for remote sessions
 - 17 different classes
- Providing feedback
- Frequency
 - Largely dependent on student
- Achievement gap
 - Students who are essentially beginners in the same class with 4th-year players
- Interventions
 - Harder to identify struggling students
- Lack of PPE
 - Any in-person playing will soon be impossible without it.
- ACH issues in-room
- Providing technical support
 - More apps = more potential stumbling blocks

Where do we go from here?

- Stay flexible
 - Finding ways to create regardless of location
 - Using Soundtrap/Upbeat to produce performances
- Keep the kids playing
 - Upper levels only recruit from what we retain
 - Long-lasting effects
 - Get better & Have fun
- Focus on producing
 - Replacing concerts
 - End-result/payoff/product
- Empower students
 - Continue developing student independence using DAWs, recording, and editing.
- Begin music theory and composition training
 - Move from adapting other composers' works to creating their own
- Keep the energy up
 - Every challenge is an opportunity to grow







Needham School Committee

November 17, 2020

Agenda Item: **Discussion**

Report on Racial Literacy

Background Information:

- Consistent with District priorities and equity goals, the elementary program will implement a new racial literacy curriculum in grades K-5.
- Several teachers and administrators have worked on the program, and wish to share highlights.

Person(s) Available for Presentation:

Terry Duggan, Assistant Superintendent for Student Learning
Brooke Kessel, Middle School Social Studies Curriculum Coordinator
Andrea Vargas, Newman School Assistant Principal



Elementary Racial Literacy Curriculum



November 2020

Presentation by:

Andrea Vargas, Newman Assistant Principal
Brooke Kessel, Social Studies Chair 6-8



Our Team



Jasmine Sanders (K, Newman)

Monica Staley (K, Broadmeadow)

Megan McCorkle (1, Newman)

Kathleen Earley (1, Eliot)

George Goneconto (2, Sunita Williams)

Gabriella Gonzalez (2, Mitchell)

Heather McCarthy (3, Broadmeadow)

Gregory Lee (3, Mitchell)

Julia Manna (4, Mitchell)

Jennifer Collings (5, Broadmeadow)

Melanie Sullivan (Literacy Coach, Eliot)

Anjali Petersen (Math Coach, Mitchell)

Catherine Hopkins (Newman Preschool)

Mercedes Neves (School Psychologist, Sunita Williams/ Mitchell)

Lisa Williams-Ferreira (English Language Teacher, Newman)

Jamie Singelais (Director of English Language Learner Education)

Leslie Smart (Assistant METCO Director/ Middle School Coordinator)

Janeen Crawford (METCO Elementary Coordinator)

Project Rationale

Why this work now?

- ✗ Local context: Portrait of a Needham Graduate, Equity Audit, lived experiences of students, staff, and community

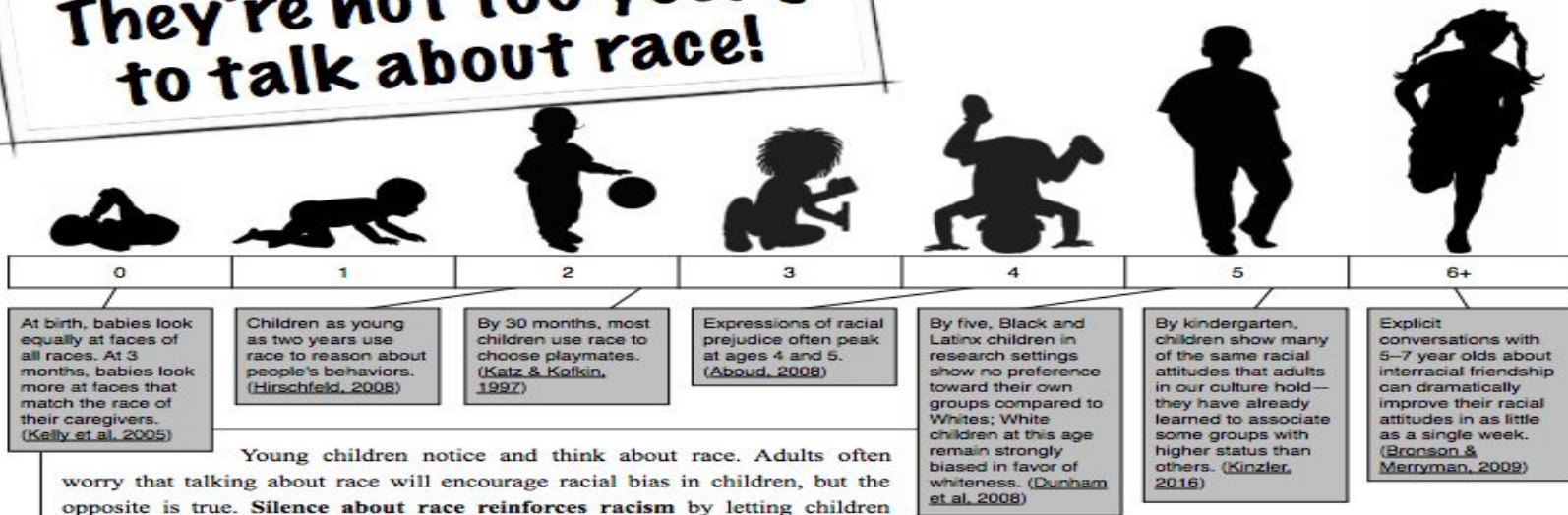


- ✗ National context: Black Lives Matter; Anti-bias and anti-racist education
- ✗ Global context: Covid-19

Explicit racial literacy instruction is needed!

Project's Research Roots

They're not too young
to talk about race!



Young children notice and think about race. Adults often worry that talking about race will encourage racial bias in children, but the opposite is true. **Silence about race reinforces racism** by letting children draw their own conclusions based on what they see. Teachers and families can play a powerful role in helping children of all ages develop positive attitudes about race and diversity and skills to promote a more just future—but only if we talk about it!

Do some learning of your own to get ready for conversations with children. Here are some good places to seek *information and training*:

- Teaching Tolerance — tolerance.org
- Raising Race Conscious Children — raceconscious.org
- Embrace Race — embraceRace.org
- Teaching for Change — teachingforchange.org
- AORTA Cooperative — aorta.coop
- Fortify Community Health (CA) — fortifycommunityhealth@gmail.com
- Delaware Valley Assoc. for the Education of Young Children (PA) — dvaeyc.org



© 2018 • Updated Feb 28 2018
The Children's Community School
1212 South 47th Street, Philadelphia PA 19143
childrenscommunityschool.org



Project's Connections to Social Studies



To be racially literate is to know history. Content matters.

- ✗ Curriculum and instruction as a platform for active anti racism
 - ✗ Dismantle the traditional hegemonic narrative of the past by amplifying and diversifying perspectives
 - ✗ A framework for understanding our nation's past and present
 - ✗ Research on effective social studies instruction supports the positive impact of a race-conscious history curriculum on *all learners*
- 



Project Goals



Short Term

Develop a clear, teacher/user-friendly curriculum for SY2020-21

Long Term

- ✘ Work towards expansion and integration of pedagogy
- ✘ Alignment with social studies standards and curriculum PreK-12
- ✘ Establish clear leadership for elementary racial literacy and social studies



Sustainability, systems, and support are key to success!





Project's 1st Phase

of a multiyear commitment to a
PreK-12 racial literacy curriculum



2020-2021

- ✗ All staff training (September 10, November 25)
- ✗ Dedicated CPT time
- ✗ 3-4 essential lessons created by district colleagues (with materials provided)
- ✗ Elementary schools prioritize racial literacy curriculum and middle schools begin discussions about alignment
- ✗ Continued task force work
- ✗ Engage parents as partners in racial literacy work

- 

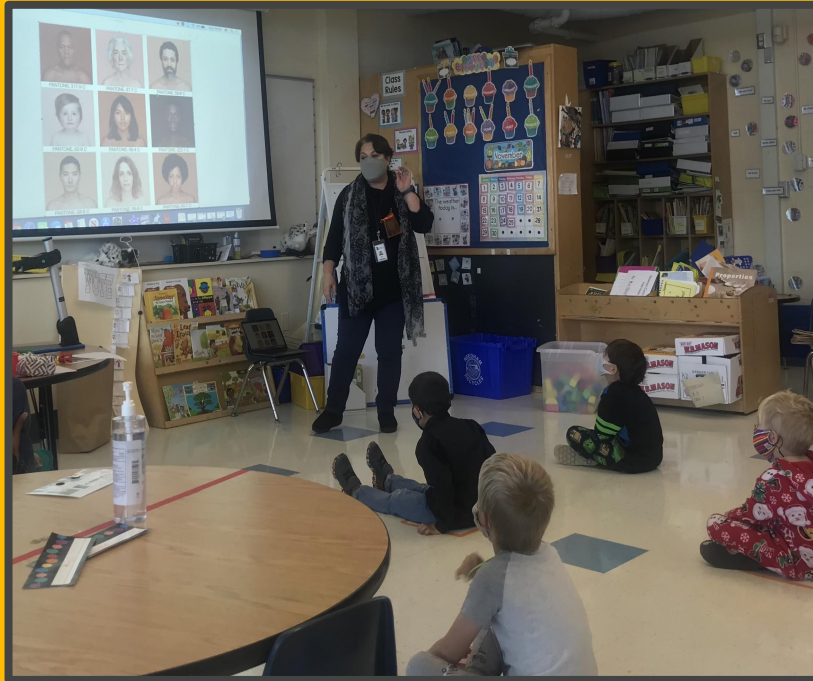


-

Curriculum Overview

Kindergarten	The physical world around us - a celebration of skin colors
Grade 1	We are part of a larger community - encouraging kindness, social awareness, and empathy
Grade 2	Diversity around the world - how our geography and our daily lives connect us
Grade 3	Stories of activism - how one voice can change a community (and bridge the world)
Grade 4	
Grade 5	How "immigration" shaped the racial and cultural landscape of the United States - the persecution, resistance, and contributions of immigrants and enslaved people

Racial Literacy Curriculum *in action!*



Larry Itliong had expected a lot more from America than there actually was. The first thing is that he didn't know that Filipinos got treated unfairly. Another thing he didn't know was that it was very hard to become a Lawyer. Lastly he didn't know that there terrible conditions for Filipino workers. Those were some things that Larry thought would happen but they never did.



Needham School Committee

November 17, 2020

Agenda Item: **Discussion**

Needham Education Foundation 2020 Fall Grant Awards

Background Information:

- The 2020 Fall Grant Awards will be announced.

Action Item

Upon recommendation of the Superintendent that the Needham School Committee accepts with gratitude the Needham Education Foundation 2020 fall grant awards in the amount of \$15,980.

Persons Available for Presentation:

Mr. Robert Murphy, Needham Education Foundation Fall Grants Committee Co-Chair



Needham School Committee

November 17, 2020

Agenda Item: **Action**

Approve Superintendent's 2020-21 Goals

Action Recommended:

Upon recommendation of the Superintendent, that the Needham School Committee approves the Superintendent's goals for 2020-21 as submitted.

Superintendent's Performance Goals Needham Public Schools 2020-2021



Superintendent: Daniel E. Gutekanst

School Committee Chair: Andrea Longo Carter

Professional Practice	
1	<p>In a minimum of six administrative meetings, I will provide training, leadership development, and management strategies to ensure principals and administrators have the knowledge, tools, and support to ensure a healthy, safe, and equitable learning experience for each student.</p> <p><i>Evidence of Progress:</i></p> <ul style="list-style-type: none"><i>Administrative meeting agendas show evidence of the use of data, evaluation, and leadership strategies to inform the implementation of healthy, safe, inclusive, and equitable learning environments.</i>

Student Learning	
<p>2</p> <p>3</p>	<p>I will ensure principals align their School Improvement Plans to a) the district's Portrait of a Needham Graduate Strategic Plan and b) to the district's efforts to become equitable and anti-racist.</p> <p>I will oversee the implementation of hybrid and remote only learning models that a) prioritize the health and safety of all students and staff; b) provide strong and developmentally appropriate instructional models at every level; c) can be evaluated and adjusted to best meet and balance student and staff needs during the pandemic.</p> <p>Evidence of Progress:</p> <ul style="list-style-type: none"> • <i>School Improvement Plans will be aligned to the Strategic Plan; student data for high needs, special education, ELL, and students of color will be evaluated and shared to highlight growth and continued learning challenges; the Race, Equity, Access & Leadership (REAL) Coalition agendas and programs will show evidence of the district's work around equity and ant-racist efforts.</i> • <i>The district's hybrid and remote learning plans will be implemented successfully as evidenced by key health and safety metrics; student attendance and engagement levels; and student, parent, and staff survey data.</i>
District Improvement	
<p>4</p> <p>5</p>	<p>I will promote proactive communication, coordination, and planning with the Town Manager's Office, Public Health Department, and Building Maintenance Division to ensure safe, healthy, secure, and clean school and learning environments.</p> <p>I will promote the understanding of and planning for the District's Facilities Master Plan and School Administration Building Projects.</p> <p>Evidence of Progress:</p> <ul style="list-style-type: none"> • <i>School safety, cleaning, and health measures in place at each school; staff, family, and student survey data show satisfaction with building safety and cleanliness.</i> • <i>Town boards, families, and Town Meeting will develop an understanding of school facility needs through meetings, blog posts, School Spotlight cable shows, and in other forms of communication.</i>



Needham School Committee

November 17, 2020

Agenda Item: **Action**

Approve Portrait of a Needham Graduate 2020-21 Action Steps

Action Recommended:

Upon recommendation of the Superintendent, that the Needham School Committee approves the Portrait of a Needham Graduate 2020-21 Action Steps as submitted.

PORTRAIT OF A NEEDHAM GRADUATE



FY21 Actions in Support of District's 5-Year Plan
Presentation to School Committee
November 10, 2020



What are the District's FY21 goals?

4 District Priorities in support of the Portrait Strategic Plan:
a commitment to what our students need for their future

- plus -

Priorities for health and safety,
academic and emotional support
during the pandemic:
Hybrid Learning Plan

PORTRAIT Roadmap

FY20-FY25

PORTRAIT OF A NEEDHAM GRADUATE
SHARED VISION OF THE FUTURE FOR OUR PRE-K TO 12 STUDENTS



Three years from now, we will work to **scale and optimize** the Actions for going forward.

FY22

FY23

*As we refine the Actions needed four years from now and beyond, the **Portrait vision** will guide us.*

In FY21, we will build on the initial year's Actions & start to **integrate** best practices and new ideas.

FY21

FY20

In Year 1, we began to implement the Portrait Plan by focusing on the bright spots (those areas already aligned with the Portrait vision) and taking steps to **explore and prepare** for this work.

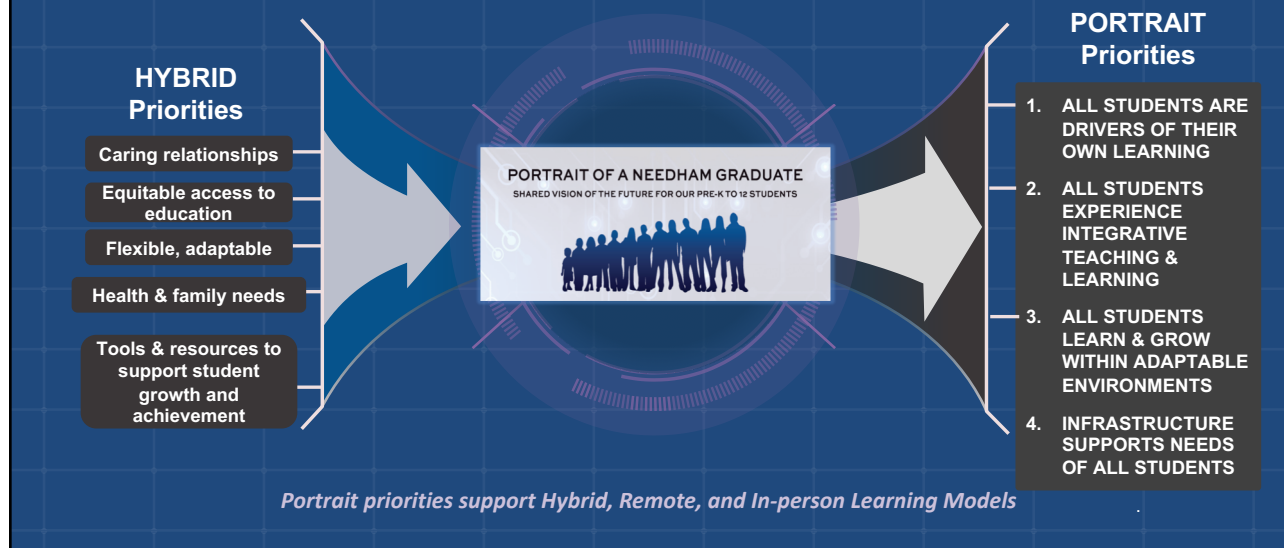
RESPONDING TO THE CHANGES BROUGHT ON BY COVID-19:

PRIORITIES of HYBRID LEARNING PLAN

- **Developing and nurturing caring relationships.**
- Providing **equitable access** to education for all students.
- Being **flexible, adaptable**, making improvements where needed.
- **Supporting all students and staff with their personal health and family concerns & needs.**
- Providing students and staff with tools and resources to work together in **support of student growth, understanding, and achievement.**

UNCERTAINTY AHEAD

DISTRICT PLAN FY21: Continuing our commitment to EQUITY and what students need for their future



PRIORITY 1: ALL STUDENTS ARE DRIVERS OF THEIR OWN LEARNING		
Strategic Objective A: Incorporate opportunities for student choice, independent learning, personalized pathways	Strategic Objective B: Provide structures and experiences that enable student efficacy, leadership, and voice	Strategic Objective C: Teach students content and skills necessary for them to grow personally and academically
<i>FY21 Actions:</i>		
<ul style="list-style-type: none"> • Provide culturally responsive and universally designed instruction & learning experiences that optimize student engagement & motivation across hybrid & remote learning models • Integrate technology to support personalized learning in a remote learning environment • Use essential content and practice standards in all disciplines to promote effective instruction in a remote learning environment • Implement K-5 Racial Literacy Curriculum & align PreK-12 anti-racist instructional practices • Reinforce Portrait competencies with students in developmentally appropriate ways 		

PRIORITY 2: ALL STUDENTS EXPERIENCE INTEGRATIVE TEACHING & LEARNING		
Strategic Objective A: Extend interdisciplinary teaching and learning practices Pre-K to 12	Strategic Objective B: Embed Portrait competencies, Technology, Inclusive Practices, SEL, and Equity into all curricula and instructional practices	Strategic Objective C: Provide opportunities for students to demonstrate knowledge and skills through multiple means of expression
<i>FY21 Actions:</i>		
<ul style="list-style-type: none"> • Continue to expand interdisciplinary learning district-wide (e.g., implementation of the Grade 9 Interdisciplinary Program) • Develop Civics projects to be implemented for students in grades 8 to 12 • Build capacity for SEL (Social & Emotional Learning) anchored to equity, inclusion, and student empowerment • Adopt an instructional framework that incorporates MTSS (Multi-Tier System of Supports), UDL (Universal Design for Learning), and culturally responsive teaching practices 		

PRIORITY 3: ALL STUDENTS LEARN & GROW WITHIN ADAPTABLE ENVIRONMENTS		
Strategic Objective A: Support & design classroom models and environments that foster collaboration and innovation	Strategic Objective B: Provide time, schedules, and spaces that promote learning objectives	Strategic Objective C: Complement instruction with accessible learning beyond classroom, within community, and in partnership with families
<i>FY21 Actions:</i>		
<ul style="list-style-type: none"> • Implement plans for adapting classrooms, using alternative spaces and flexible schedules to accommodate learning needs as well as health and safety protocols • Evaluate the Hybrid, Remote, and In-Person Models for accessible learning and student engagement; make adjustments as the school year progresses • Continue to provide family and community education on Portrait & preparing all students for their future 		

Priority 4: INFRASTRUCTURE SUPPORTS NEEDS OF ALL STUDENTS		
Strategic Objective A: Provide staffing, facilities, and budget resources aligned to district priorities	Strategic Objective B: Implement recruitment, retention, and development process for staff growth and diversity	Strategic Objective C: Establish a professional learning structure supporting equity and the Portrait vision

FY21 Actions:

- Monitor health metrics; implement safety/operational protocols to mitigate COVID spread
- Prepare FY22 District Budget supporting equity, Portrait vision, and impact of COVID
- Continue to assess potential impact of COVID and Portrait plans on the district's future staffing, facilities, business operations and systems, transportation, & nutrition services
- Implement Human Resource plan for recruitment/retention of diverse & qualified staff
- Provide professional learning to support equity work & remote instruction for all students
- Assess the district's current professional learning and plan for a cohesive program (i.e., Portrait of A Needham Educator/Employee)

Continuing the District's commitment to Equity: Shared Vision of the Future for our Pre-K to 12 Students

PREPARING ***ALL*** NEEDHAM PUBLIC SCHOOLS STUDENTS TO BE...

CREATIVE THINKERS AND PROBLEM SOLVERS

COMMUNICATORS AND COLLABORATORS

SOCIALLY & CULTURALLY RESPONSIVE CONTRIBUTORS

RESPONSIBLE AND RESILIENT INDIVIDUALS

EMPOWERED LEARNERS

The Portrait continues to guide us – through the Hybrid, Remote, & In-Person Learning Models. Even a pandemic is not preventing us from moving forward toward this vision.





QUESTIONS AND COMMENTS?



Needham School Committee

November 17, 2020

Agenda Item: **School Committee Comments**

Background Information:

- Members of the School Committee will have an opportunity to report on events, information, and matters of interest not on the agenda.

Members of the School Committee available for comment:

Andrea Longo Carter, Chair

Connie Barr, Vice-Chair

Heidi Black

Michael Greis

Susan Neckes

Aaron Pressman

Matthew Spengler

Aidan Michelow, Student Representative member of School Committee



Needham School Committee

November 17, 2020

Agenda Item: **Information Item**

October 1, 2020 Enrollment Report

- Chart A is the report sent to the Department of Elementary and Secondary Education which is the official October 1 enrollment report for the Needham Public Schools 2020-21 school year.
- Chart B is informational and breaks out the enrollment by grades and sections to provide an idea of class sizes at the elementary level.

Needham Public Schools October 2020 Enrollment

CHART A

Instruction Mode at the Elementary Schools

Grade level	Broadmeadow			Eliot			Mitchell			Newman			Williams			Total Number of Students
	Hybrid	Remote	Total	Hybrid	Remote	Total	Hybrid	Remote	Total	Hybrid	Remote	Total	Hybrid	Remote	Total	
PK										36	14	50				50
K	53	21	74	50	11	61	52	9	61	66	12	78	48	11	59	333
1	63	10	73	59	8	67	65	6	71	81	25	106	73	12	85	402
2	79	19	98	56	16	72	69	10	79	87	12	99	65	12	77	425
3	67	18	85	59	15	74	61	10	71	90	28	118	81	9	90	438
4	83	10	93	56	8	64	81	6	87	78	17	95	80	9	89	428
5	77	15	92	61	11	72	76	13	89	83	18	101	75	13	88	442
Total	422	93	515	341	69	410	404	54	458	521	126	647	422	66	488	2518

Number of Remote Student 408

Instruction Mode at the Middle and High Schools

Grade level	High Rock School			Pollard Middle			Needham High			Total # of Students
	Hybrid	Remote	Total	Hybrid	Remote	Total	Hybrid	Remote	Total	
6	366	28	394							394
7				414	47	461				461
8				400	40	440				440
9							403	21	424	424
10							351	26	377	377
11							401	44	445	445
12							399	24	423	423
13							2	2	4	4
Total	366	28	394	814	87	901	1556	117	1673	2968

Total enrollment 5486

Number of Remote Student 232

11-13-20