



Needham School Committee

February 23, 2021

6:30 p.m.

Broadcast on the Needham Channel municipal and HD channels at: <https://needhamchannel.org>

Meeting accessible for Public Comments via Zoom:

<https://us02web.zoom.us/j/82847716695?pwd=VFhYUGtsN3l4WHN2b0JKcG9GVTFoUT09>

Webinar ID: 828 4771 6695 Passcode: 987457 Or iPhone one-tap:US: +13017158592

A school and community partnership that creates excited learners, inspires excellence, fosters integrity



SCHOOL COMMITTEE MEETING AGENDA

Tuesday, February 23, 2021 6:30 p.m.

Next School Committee Meeting: Tuesday, March 2, 2021

Broadcast on the Needham Channel municipal and HD channels: <https://needhamchannel.org>

Meeting accessible for **Public Comments** via Zoom Webinar:

<https://us02web.zoom.us/j/82847716695?pwd=VFhYUGtsN3l4WHN2b0lKcG9GVTFoUT09>

Webinar ID: 828 4771 6695 Passcode: 987457 Or iPhone one-tap :US: +13017158592

6:30 p.m. Public Comments

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

6:45 p.m. Superintendent's Comments

6:50 p.m. Consent Items

1. Approve Minutes of the Meeting of December 8, 2020
2. FY21 Budget Transfers
3. Approve FY21 Grants
4. Accept Donations
5. Disposal of Surplus Items

Discussion Items

6:50 p.m. Needham Education Foundation Grant Awards:

- Strengthening the Elementary Instructional Model for the Youngest Learners in the Needham Public Schools
- 2021 Winter Grant awards

7:10 p.m. Needham High School Improvement Plan

7:40 p.m. Update on Student Learning

8:10 p.m. Action Items

Vote on Memorandum of Agreement
Approve Waiver of FY21 NEDP Rental Income

8:25 p.m. School Committee Comments

Information Items

- Needham High School Report on Student Growth and Achievement
- Needham 2025 Commercial & Residential Growth Study 2-9-21
- School Attending Children as of January 1, 2021- Report to Department of Elementary and Secondary Education
- Independent Accountants' Report on End-of-Year Financial Report Procedures Compliance ending June 30, 2020



Needham School Committee

February 23, 2021

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

February 23, 2021

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

February 23, 2021

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.



Needham School Committee

February 23, 2021

Agenda Item: **Consent Agenda**

1. Approve Minutes of the Meetings of December 8, 2020
2. Approve FY21 Budget Transfers
3. Approve FY21 Grants
4. Accept Donations
5. Disposal of Surplus Items

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
Minutes of the Meeting
December 8, 2020

Andrea Longo Carter, Chairman of the Needham School Committee called the meeting to order at 6:30 p.m.

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

Andrea Longo Carter, Chairman, remote present
Connie Barr, Vice-Chairman, present
Heidi Black, - present
Michael Greis, present
Susan Neckes, present
Aaron Pressman, present
Matthew Spengler, remote 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 remotely were:

Megan Bonomolo, Remote Learning Academy, Grades K-8
Christina Tarantino, Kindergarten teacher
Laura Marinak, 5th-grade teacher
Susan Gillespie, ELA teacher, grades 6-8
Diane Simmons, Director of Strategic Planning & Community Engagement

Public Comments

Public Comments

Chairman Longo Carter offered the opportunity for members of the public who are watching the meeting via Zoom to speak to the School Committee on issues, not on the agenda.

Chairman Longo Carter recognized Rachel Bright.

Mrs. Bright, 20 Coolidge Avenue, and parent of a 2nd grader and 5th grader at the Broadmeadow Elementary School expressed her concern about the detrimental effects on the health and safety of students by keeping them out of the school buildings. She expressed that the social, mental, and physical effects of continuous hybrid learning are alarming. Mrs. Bright read what her son wrote during a morning writing lesson. He wrote about being frustrated or mad with at-home learning. Mrs. Bright expressed that it was heartbreaking to hear what her son wrote. She added that this learning model is not sustainable for students, teachers, and families. She stated that in-person learning must be a priority.

Chairman Longo Carter recognized Needham parent Maya.

Maya of 31 Beaufort Avenue and mother of three Mitchell Elementary School children stated that she is worried about students in the Needham Public Schools. She expressed that students are sedentary, isolated, and on-screen all the time. She stated that during the remote days' students are bored and running amuck co-mingling with anyone they can find increasing their COVID exposure. She added that students are depressed, sleeping during the day, and regressing behaviorally. She stated that early data suggest an increase in suicidal ideation and psychiatric hospitalization among youth. She also stated that mental health is as important as physical health and that it is well known that depression affects the body's response to illness. She stated

that the children need their teachers, their friends, and school. She stated that children need to return to school now. She urged the Superintendent and School Committee to find a way back to full-time in-person learning now, especially for grades K-5. She stated that these young learners do not have the cognitive, emotional, or developmental capacity to learn remotely.

Chairman Longo Carter recognized Needham parent Yulanda Blumenthal.

Mrs. Blumenthal of 75 Ridgeway Avenue and parent of a 5th grader in the hybrid model at Broadmeadow Elementary School and two second-graders in the Remote Academy. She stated that this puts her in a unique position to be able to experience two different learning models. She stated that the learning models are failing teachers, students, and parents. She stated that the school system is not designed to run two different learning models and teachers are stretched thin. She asked the School Committee if it is acceptable for second graders in the Remote academy to be without a teacher or a 5th grader having no in-person interactions on the week that they are home. She stated that Needham Public Schools is falling behind and surrounding communities can accommodate in-person learning. She urged the School Committee to come up with a plan for a safe in-person learning environment.

Chairman Longo Carter recognized Needham parent Marina Gillman.

Mrs. Gillman of 18 Tilliston Road and parent of a second-grader and a middle school student who are both participating remotely. She stated that she chose the remote learning model because it is the safest and is the most stable model, but that it very much depends on the child's personality. She added that it is a particularly good model and has a lot of stability.

School Committee Chair and Subcommittee Update

School Committee Chair
and Subcommittee
Updates

There were no School Committee Chair or Subcommittee updates.

Superintendent's Comments

Superintendent's
Comments

Superintendent Gutekanst referred to the following information items in the School Committee Packet: the FY2022-2036 Preliminary Enrollment Projection and the 2020 Performance Report. He stated that the Enrollment Projections will be a topic of discussion at the next School Committee meeting and is available online. He also stated, with great appreciation to Diane Simmons, Director of Strategic Planning & Community Engagement, that the 2020 Performance Report is also available online on the district's website: [Needham Public Schools 2020 Performance Report](#).

Superintendent Gutekanst reminded families to ensure that their children have received the Flu Vaccination by December 31, 2020. He stated that this is a requirement and that there are approximately 500 families that have not had their children vaccinated. He encouraged families to contact their school nurse for more information.

Consent Items

Consent Items

1. Approve Minutes of the Meetings of October 6, 2020, and October 20, 2020.
2. Establish North Hill Scholarship at Needham High School
3. Approve Payment of FY21 Transportation Invoices for COVID-19
4. FY21 Budget Transfers
5. Accept Donations

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 ITEMS

Update on Student Learning: Remote Learning Academy; and November Survey Results

Update on Student Learning: Remote Learning Academy; and November Survey Results

Chairman Longo Carter introduced this item. She stated that this will be an update from the Remote Learning Academy teachers and administrators.

Dr. Gutekanst stated that Megan Bonomolo is on special assignment this year in the Needham Public Schools. He stated that the Needham Public Schools is incredibly fortunate to have Ms. Bonomolo as one of the lead administrators at the Pollard Middle School. He stated that Ms. Bonomolo very quickly adopted an all hands on deck approach and asked how she could help. Dr. Gutekanst stated that Ms. Bonomolo has helped to create a community of learners in the Remote Learning Academy. Dr. Gutekanst welcomed Ms. Bonomolo and teachers of the Remote Learning Academy and invited them to present their updates.

Ms. Bonomolo stated that Remote Learning Academy has been a great opportunity to take on a new learning experience and to work collaboratively with teachers and parents. She stated that it has been great seeing the students growing and bonding with each other. Ms. Bonomolo invited teachers to present their programs.

Dr. Gutekanst thanked the teachers for their suburb presentation that complements the in-person program. Discussion followed.

Dr. Gutekanst welcomed Diane Simmons, Director of Strategic Planning & Community Engagement, and invited her to present the family, student, and staff survey results for the FY21 school year.

Ms. Simmons stated that the survey was administered in November 2020 and the purpose was to tell the administration how it is doing during the current health crisis, identify ways to continue to support families, students, and staff, assess feedback from different perspectives - comparing data for all 3 stakeholder groups, and help the district make improvements that might be necessary. Ms. Simmons stated that survey responses were received from 1110 families, 1818 students in grades 6-12, and 585 staff. Ms. Simmons presented a comprehensive review from all three stakeholder groups. She described next steps. The entire report is available online in the School Committee packet for this meeting. Discussion followed.

Dr. Gutekanst stated that he wanted to let the community know that the winter sports season, as allowed by the Commonwealth of Massachusetts and with guidance from the Department of Elementary and Secondary Education and the Department of Public Health, will include the following teams: boys and girls swimming and diving, boys and girls skiing, gymnastics, boys and girls basketball, and boys and girls ice hockey. Dr. Gutekanst stated that there will not be any spectators at these events and the teams will be appropriately distance from each other.

Dr. Gutekanst stated that there have been positive cases of COVID-19 with students and staff but none of it has occurred

within the schools. He stated that the cases have occurred in small group settings. Dr. Gutekanst emphasized the importance of families exercising a great deal of oversight and having conversations particularly with teens about these small gatherings, which through contact tracing the district has learned are spurring some positive tests. Dr. Gutekanst stated that if it gets to a point where there are too many high school students testing positive with COVID-19 the high school would have to be shut down for a period of time and move into a remote learning plan. Dr. Gutekanst encouraged parents, students, and teachers to work together to remain healthy and to follow health and safety protocols.

Superintendent's FY22 School Operating Budget Request

Superintendent's FY22
School Operating Budget
Request

Dr. Gutekanst led the discussion on this item and presented the FY21/22 School Operating Budget Request for School Committee consideration. Dr. Gutekanst reflected on events that he described as, extraordinary.

Dr. Gutekanst noted the following challenges in developing the FY22 budget: health and safety needs; increased needs of students, especially the most vulnerable; school enrollment, which is down by about 200 students; State budget and local tax revenue, which have been significantly and adversely impacted, leading to uncertainty and instability; school building maintenance needs that require significant and ongoing attention, funding, and management; maintaining the Portrait of a Needham Graduate strategic priorities while emphasizing equity, inclusion, and anti-racist efforts are essential to students' futures.

Dr. Gutekanst stated that the FY2022 Budget Priorities have been approved by the School Committee and embedded in this budget is the following: resources to address the health and safety needs of all students and staff; implement the Portrait of a Needham Graduate Strategic Priorities; plan for the supplemental needs required for remote and hybrid learning; continue the ongoing refinement of curriculum, instruction and assessment practices; develop and maintain educational resources and a technology infrastructure that supports student learning and meets District goals.

Dr. Gutekanst stated that the FY22 Non-COVID proposed budget request is \$83,603,397, which represents an increase of \$2,868,308 or 3.55%. He added that although it is a Non-COVID budget it does include minimum COVID needs. He also stated that the increases include the following: \$1.5M for contractual salary increases; \$1.1M for level service; and \$263K for program improvements. He stated that this request is an increase of 3.55% over FY21. Dr. Gutekanst outlined special education requests, district staffing requests, curriculum requests, technology requests, and software programs to support district-wide management.

Dr. Gutekanst presented a supplemental COVID Plan Request totaling \$3.2M. He stated that this request represents a worst-case scenario for moving forward into next year. He stated that the district is planning for a robust return to school next year, but the supplemental plan is in place if the return to school cannot happen. Dr. Gutekanst stated that the Supplemental Plan Request and the Non-COVID Proposed Budget Request is \$86,813,596 and represents an increase of \$6,078,507 or 7.53% over FY21. Dr. Gutekanst presented next steps. Discussion followed. The entire FY22 Superintendent's Operating Budget Request is available online at www.needham.k12.ma.us.

School Committee Comments

Connie Barr stated that it is encouraging to see plans coming from President Elect Biden's Administration about prioritizing getting children back to school as well as prioritizing educators for vaccinations. She also stated that she is hopeful that the schools will receive additional help to accomplish what is needed to meet the additional needs of students.

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

At approximately 8:45 p.m., a motion was made to adjourn the School Committee meeting of December 8, 2020.

Adjournment

A motion
was made:

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

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

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

Respectfully submitted by Cheryl Gosmon, Note Taker

NEEDHAM SCHOOL COMMITTEE

Agenda Item #: _____

Date: February 17, 2021

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

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

Salaries	(\$294,000)
Purchase of Service/Expense	\$298,750
Capital	<u>(\$4,750)</u>
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>					
0001.3122.005.10.2305.099.99.520.010.5110.300.01	SALARY RESERVE SALARIES PERMANENT		299,000.00	(299,000.00)	Release of Holdback for COVID-19 Expenses
0001.3132.005.21.2305.099.99.520.010.5110.300.01	CURRICULUM DEV-BROADMEADOW-SALARIES	\$2,000.00		2,000.00	
0001.3132.005.24.2305.099.99.520.010.5110.300.01	CURRICULUM DEV-MITCHELL-SALARIES	\$1,000.00		1,000.00	
0001.3132.005.25.2305.099.99.520.010.5110.300.01	CURRICULUM DEV-NEWMAN-SALARIES	\$2,000.00		2,000.00	
N/A	N/A	-	-	-	
	SUBTOTAL SALARIES	5,000.00	299,000.00	(294,000.00)	
<u>PURCHASE OF SERVICE & EXPENSE</u>					
0001.3032.040.99.1220.099.99.520.030.5420.300.05	DIR OF PROG DEV OFFICE SUPPLIES		13.00	(13.00)	
0001.3032.040.99.1220.099.99.520.030.5780.300.06	DIR OF PROG DEV OTHER EXPENSES	13.00	-	13.00	
0001.3133.005.10.2430.090.99.520.030.5590.300.05	GEN SUP/SVC - DIS - ED SUPP - OTHR SUP - SCH COVID	299,000.00		299,000.00	Release of Holdback for COVID-19 Expenses
0001.3150.040.99.4450.099.99.520.030.5525.300.05	ADMIN TECH ED SUPPLIES - INST TECH	\$4,750.00	-	4,750.00	
0001.3150.040.99.4450.099.99.520.030.5780.300.06	ADMIN TECH OTHER EXPENSES		\$3,000.00	(3,000.00)	
0001.3260.005.26.2358.099.99.520.030.5730.300.06	HIGH ROCK - OUTSIDE PD PROV - DUES & MEMBERSHIP		\$1,500.00	(1,500.00)	
0001.3260.005.26.2358.099.99.520.030.5730.300.06	HIGH ROCK - OUTSIDE PD PROV - DUES & MEMBERSHIP		\$1,100.00	(1,100.00)	
0001.3260.005.26.2415.045.99.520.030.5512.300.05	HIGH ROCK ED SUPPL - INSTR MAT		\$800.00	(800.00)	
0001.3260.005.26.2415.099.99.520.030.5512.300.05	HIGH ROCK ED SUPPL - INSTR MAT		\$3,400.00	(3,400.00)	
0001.3260.005.26.2430.099.99.520.030.5510.300.05	HIGH ROCK EDUCATIONAL SUPPLIES	\$1,500.00		1,500.00	
0001.3260.005.26.2430.099.99.520.030.5590.300.05	HIGH ROCK ELEM - ED SUPP - OTHR SUP - SCH COVID	\$1,100.00		1,100.00	
0001.3260.040.26.2210.090.99.520.030.5730.300.06	HIGH ROCK DUES & MEMBERSHIPS	\$800.00		800.00	
0001.3260.040.26.2210.099.99.520.030.5420.300.05	HIGH ROCK OFFICE SUPPLIES	\$3,400.00		3,400.00	
0001.3561.005.26.2430.030.99.520.030.5510.300.05	MATH INSTRUCTION		\$405.00	(405.00)	
0001.3561.005.30.2430.030.99.520.030.5510.300.05	MATH INSTRUCTION		\$1,405.00	(1,405.00)	
0001.3561.040.26.2455.030.99.520.030.5305.300.04	MATH - HGH ROCK - INSTR SOFTWARE & LICENSES - P&T		\$3,190.00	(3,190.00)	
0001.3631.005.10.2110.045.99.520.030.5780.300.06	MEDIA SVCS - DISTRICT - OTHER EXPENSES	\$3,000.00		3,000.00	
N/A	N/A	-	-	-	
	SUBTOTAL PURCHASE OF SERVICE & EXPENSE	313,563.00	14,813.00	298,750.00	
<u>CAPTIAL</u>					
0001.3150.005.40.7350.099.99.520.200.5856.300.99	ADMIN TECH ADD EQUIP - TECHNOLOGY	-	\$4,750.00	(4,750.00)	
	SUBTOTAL CAPITAL	-	4,750.00	(4,750.00)	
	GRAND TOTAL	318,563.00	318,563.00	-	

NEEDHAM SCHOOL COMMITTEE

Agenda Item #: _____

Date: February 17, 2021

Item Title: **Approve FY 2020/21 Grants**

Item Description: The School Department has received the following grants for the FY 2020/21 School Year, totaling \$7,073,799. These grants include \$2,227,056 awarded to meet COVID-19/ hybrid/ remote educational needs: the Remote Learning Technology Essentials Grant; the Summer and Vacation Learning Program Grant; the CvRF School Reopening Grant; the ESSER Elementary and Secondary Relief Fund grants; the CvRF for School Meal Programs Grant; the Coronavirus Prevention Fund Grant; the Special Support Earmark; and the NEF Strengthening the Elementary Instructional Model grant.

Since the last time the School Committee approved the FY21 grant awards, four new COVID-19 grants have been received (highlighted in yellow on the attached sheet), totaling \$519,599. These include two federal grants – a second round of ESSER stimulus funds (\$303,310), which may be used through FY23, and CvRF funds for school meal programs (\$23,406.) The new COVID grants also include two allocations funded by the final FY21 state budget - \$172,050 for coronavirus prevention and \$29,833 in special earmark funds provided to the following districts: Attleboro, Franklin, Millis, Natick, Needham, Norwood, North Attleborough, Plainville, Sherborn, Wayland, Wellesley and Wrentham.

Also, additional funds totaling \$161,956 were received in two existing grant categories, upon passage of the FY21 final state budget: \$50,419 in METCO grant funds and \$111,537 in additional Circuit Breaker allocation. The additional Circuit Breaker funds provide for 75% reimbursement of special education expenses above the \$46,704 threshold amount.

The attached summary spreadsheet include \$342,148 in new NEF funds, including \$296,624 to Strengthen the Elementary Model K-2 and \$45,524 in Winter Grant awards. The School Committee will be asked to separately approve these two new NEF grants awards.

Issues: M.G.L. Chapter 44, Section 53A and School Committee policy #DFC/KH authorize the School Committee to accept any grant of gifts or funds given for educational purposes by the federal or state government, charitable foundations, private corporations, PTCs or an individual. M.G.L. Chapter 44, Section 53A further stipulates that any monies received and accepted by the School Committee may be expended without further appropriation

Recommendation/Options: That the School Committee approves the receipt and acceptance of new FY21 grant funds totaling \$681,555, excluding the new NEF grant awards, which will be separately approved.

School Committee: CONSENT

Respectfully Submitted,

Anne Gulati

Assistant Superintendent for Finance & Operations

Federal, State & Local Grants:	AWARD FY20	ACCEPT'D FY20	AWARD FY21	\$ INC/(DEC) OVR FY20	REVISED FY21	\$ INC/(DEC) OVR FY21 Orig
<u><i>Federal Grants</i></u>						
Title IIA/ Improving Educator Quality/ 140	68,286	68,848	67,389	(1,459)		
Title I Part A/ 305	123,415	123,778	123,730	(48)		
Title III Part A/ English Language Acquisition/180	22,388	22,388	26,135	3,747		
Title III/ English Language Acquisition (Supplemental)/184	-	-	-	-		
Title IVA Part A/ Student Support & Academic Enrichment / 309	10,000	10,000	10,000	-		
LEAP Incentive Grant	-	-	-	-		
SPED Program Improvement/ 274	-	-	33,974	33,974		
SPED Early Childhood/ 262	36,342	36,342	36,655	313		
SPED Early Childhood Program Improvement/298	-	-	2,581	2,581		
SPED Entitlement/240 (94-142)	1,325,380	1,330,637	1,382,151	51,514		
CARES Act: Elementary & Secondary Emergency Relief Funds I (ESSER)/113 *	-	-	81,318	81,318		
Remote Learning Technology Essentials 117/118	-	-	23,540	23,540		
Summer and Vacation Learning Program Grant 114/333	-	-	12,000	12,000		
CvRF School Reopening Grant/ 102	-	-	1,293,975	1,293,975		
CRRSA Act: Elementary & Secondary Emergency Relief Funds II (ESSER)/115 ***			303,310	303,310		
CvRF For School Meal Programs			23,406	23,406		
<u><i>State Grants:</i></u>						
Academic Support/632 (MCAS Tutoring)	-	-	-	-		
Essential School Health	100,000	100,000	100,000	-		
METCO/ 317	1,102,685	1,197,675	1,197,675	-	1,248,094	50,419
METCO Supplemental	92,389	92,389	-	(92,389)		
Special Education Circuit Breaker *	1,587,130	1,587,130	1,603,677	16,547	1,715,214	111,537
Coronavirus Prevention Fund	-	-	172,050	172,050		
Special Support Earmark/ 192	-	-	20,833	20,833		
<u><i>Local Grants:</i></u>						
NEF Fall Grants	50,102	50,102	34,296	(15,806)		
NEF Winter Grants	34,296	34,296	45,524	11,228		
NEF Spring Grants	22,300	22,300	TBD	-		
NEF Summer Grants	-	-	3,000	3,000		
NEF Summer Grants	-	-	296,624	296,624		
Beth Israel Deaconess Life Skills	3,000	3,000	-	(3,000)		
Metrowest Health Foundation Improving Student Health by Addressing Racial Discrimination	-	-	18,000	18,000		
	4,577,713	4,678,885	6,911,843	2,255,258	2,963,308	161,956

* Awarded for FY21, but accepted in FY20

** Awarded May be Accepted for FY21 or FY22, Extends Through FY23

*** Circuit Breaker Reimbursement %s: FY20 Budget 72%; FY20 Actual 75%; FY21 Budget 75%, FY21 Actual 75%

NEEDHAM SCHOOL COMMITTEE

Agenda Item#: _____ Date: February 23, 2021

Item Title: **Approve School Department Donations**

Item Description: The following donations have been made to Needham Public Schools:

	<u>Value:</u>
General Donations:	
• Lifetouch National School Studios, Eden Prairie, MN commission revenue from Student Photos to benefit the High Rock School	\$1,554.31 Est.
• Mr. & Mrs. John Carberry, Needham, MA donation of Toy construction truck, storage containers and locks to NCE ECP Program	<u>Value:</u> \$220.00
• Ms. Rachel Busby, Needham, MA donation to Needham Community Education	\$250.00
• Mr. Richard Greenleaf, Needham, MA donation to the Todd Greenleaf Scholarship	\$500.00
• Ms. Szilvia Schranz, Needham, MA donated the refund for the BSO payment to the FP&A Department	\$22.00
• Exxon Mobil Corporation/Educational Alliance Program, Princeton, NJ donation to support the Newman Elementary School	\$500.00
• Elizabeth L. Gardner Trust, Boston, MA donation in support of the NHS Gardner Memorial Scholarship	\$7,022.25
• IBM Employee Service center, Endicott, NY donation as part of employee payroll deduction program to benefit Needham High School	\$200.00
• Proceeds from a water bottle fundraiser to benefit to Needham High School	\$10.00
• Proceeds from a Lanyard fundraiser to benefit to Needham High School	\$12.00

Issues: M.G.L. Chapter 44, Section 53A and School Committee policy #DFC/KH authorize the School Committee to accept any grant of gifts or funds given for educational purposes by the federal or state government, charitable foundations, private corporations, PTCs or an individual. M.G.L. Chapter 44, Section 53A further stipulates that any monies received and accepted by the School Committee may be expended without further appropriation.

Recommendations/Options: That the School Committee accept with gratitude the aforementioned donations.

School Committee: Consent Calendar

Respectfully Submitted,

Anne Gulati

Assistant Superintendent for Finance and Operations

NEEDHAM SCHOOL COMMITTEE

Agenda Item#: _____ **Date:** February 17, 2021

Item Title: **Approve School Department Donations**

Item Description: Often, the parents of graduated seniors opt to donate funds remaining in their child's lunch account to the Needham Public Schools to reduce overall costs in the Department and help keep fees as low as possible to parents.

At the end of the FY20 School Year, 38 families opted to donate their residual account balance totaling \$1,626.51 to the department.

Issues: M.G.L. Chapter 44, Section 53A and School Committee policy #DFC/KH authorize the School Committee to accept any grant of gifts or funds given for educational purposes by the federal or state government, charitable foundations, private corporations, PTCs or an individual. M.G.L. Chapter 44, Section 53A further stipulates that any monies received and accepted by the School Committee may be expended without further appropriation.

Recommendations/Options: That the School Committee accept with gratitude the aforementioned Donation of \$1,626.51 to the Needham Public Schools Food Service Program.

School Committee: Consent Calendar

Respectfully Submitted,

Anne Gulati

Assistant Superintendent for Finance and Operations

NEEDHAM SCHOOL COMMITTEE

Agenda Item #: _____

Date: February 23, 2021

Item Title: Disposal of Surplus: Information Technology Center

Item Description: This request seeks approval to dispose of the following items, which are either obsolete, non-functioning, or the repair cost exceeds the value of the equipment

From Information Technology Center:

- 5 Broken Projectors
- 24 Obsolete Projectors
- 16 Obsolete Smartboards
- 22 Obsolete Document Cameras
- 121 Obsolete Assorted Audio Visual Equipment

Issues: Chapter 30B Section 16 of the Massachusetts General Laws permits a governmental body to dispose of a tangible supply no longer useful to the governmental body, but having a resale or salvage value, at less than the fair market value to a charitable organization that has received a tax exemption from the United States by reason of its charitable nature. Transactions between governmental entities also are exempt from Ch30B. Chapter 30B Section 15 and Needham School Policy #DN further authorize the disposal of surplus school property, other than real estate, having a net value of less than \$10,000 through the exercise of sound business practices by the Procurement Officer.

Recommendation/Options: That the Needham School Committee authorize the disposal of the above items, to the Town Transfer Station of the aforementioned surplus equipment in accordance with MGH30B Section 15&16 by the Procurement Officer.

Rationale:

Implementation Implications:

Supporting Data: None.

School Committee (circle one)

Action	Information	Discussion	Consent Calendar
Central Administrator	Town Counsel	Sub-Committee:	_____

Will report back to School Committee (date): _____

Respectfully Submitted,

Anne Gulati

Assistant Superintendent for Finance & Operations



Needham School Committee

February 23, 2021

Agenda Item: **Discussion**

Needham Education Foundation Grant Awards:

- **Strengthening the Elementary Instructional Model for the Youngest Learners in the Needham Public Schools**
- **2021 Winter Grant Awards**

Background Information:

- The Needham Education Foundation (NEF) continues to be an extraordinary partner with the Needham Public Schools.
- Besides the 2021 Winter grants, the NEF has taken an unprecedented step to provide funding for the teachers needed to strengthen the elementary hybrid program.

Action Item

Upon recommendation of the Superintendent that the Needham School Committee accepts with gratitude the Needham Education Foundation grant awards:

- *Strengthening the Elementary Instructional Model for the Youngest Learners in the Needham Public Schools* in the amount of \$ 296,624
- 2021 Winter Grant Awards in the amount of \$45,524.

Persons Available for Presentation:

Dr. Seema Meloni, Needham Education Foundation Co-President
Ms. Maggie Shapiro, Needham Education Foundation Co-President
Ms. Jennifer Collings, Needham Education Foundation Winter Grants Committee Co-Chair
Dr. Sally Theran, Needham Education Foundation Winter Grants Committee Co-Chair



Needham School Committee

February 23, 2021

Agenda Item: **Discussion**

Needham High School Improvement Plan

Background Information:

- The Needham High School Council has worked collaboratively this past year to advise Principal Aaron Sicotte and develop and maintain the School Improvement Plan.
- In accordance with M.G. L. Chapter 71, Section 59c, the Superintendent has approved the Needham High School Improvement Plan.

Persons Available for Presentation:

Mr. Aaron Sicotte, Principal of Needham High School

Needham High School

School Improvement Plan

September 2019- June 2024

Presented to the Needham School Committee on February 28, 2020; Updated February 23, 2021

NHS SCHOOL COUNCIL 2020-2021	NHS LEADERSHIP TEAM 2020-2021
Jacqueline Alford, Class of 2021	Joanne Allen-Willoughby, Ph.D., K-12 Director, Metco
Mary Bashir, NHS Faculty	Mary Kay Alessi, NHS Interim Assistant Principal
Elizabeth Bloom, Parent	Alison Coubrough-Argentieri, NHS Assistant Principal
Leah Freedman, Class of 2023	Tom Denton, K-12 Director, Guidance
Danielle Freidline, Class of 2022	Keith Ford, NHS Assistant Principal
Michael Hirsh, NHS Faculty	Patrick Gallagher, Chair, NHS English Department
Eliza Maitre, Class of 2023	Daniel Lee, 6-12 Director, Athletics
Luca Mancino, Class of 2021	Patricia Mullen, Director, Special Education at NHS
Claudia Pape, Parent	Kathy Pinkham, Ed.D., K-12 Director, Wellness and P.E.
Julia Robbins, Class of 2024	Stephen Plasko, Chair, NHS Social Studies Department
Monica Sandoval, NHS Faculty	Jennifer Regrut, Chair, NHS Science Department
Aaron Sicotte, NHS Principal	John Shea, Chair, NHS Math Department
Marian Slavin, Parent	Aaron Sicotte, NHS Principal
Doug Stanczak, NHS Faculty	Jamie Singelais, K-12 Director, English Language Learning
Sally Theran, Parent	Barbara Singer, K-12 Director, Student Health
Anne Weinstein, Parent	LeeAnn Sutton, K-12 Director, Fine & Performing Arts
	Jean Tower, K-12 Director, Media and Digital Learning
	Elizabeth Zajac, Ph.D., K-12 Director, World Languages

Needham Public Schools



MISSION:

A school and community partnership that creates excited learners, inspires excellence, & fosters integrity.

VISION:

Preparing ALL Needham Public Schools students to be:

- Creative Thinkers and Problem Solvers (CT & PS);
- Communicators and Collaborators (CC);
- Socially and Culturally Responsive Contributors (SCRC);
- Responsible and Resilient Individuals (RRI);
- Empowered Learners (EL)

CORE VALUES:

- Scholarship
- Community
- Citizenship
- Personal Growth

NEEDHAM STRATEGIC PRIORITIES:

1. All Students Are Drivers of Their Own Learning

- 1A) Incorporate opportunities for student choice, independent learning, & personalized pathways*
- 1B) Provide structures & experiences that enable student efficacy, leadership, and voice*
- 1C) Teach students the content & skills necessary for them to grow personally and academically.*

2. All Students Experience Integrative Teaching & Learning

- 2A) Extend interdisciplinary teaching and learning practices Pre-K to 12*
- 2B) Embed Portrait Competencies, Technology, Inclusive Practices, SEL, and Equity into all curricula and instructional practices*
- 2C) Provide opportunities for students to demonstrate knowledge and skills through multiple means of expression.*

3. All Students Learn & Grow Within Adaptable Environments

- 3A) Support and design classroom models and environments that foster collaboration & innovation*
- 3B) Provide time, schedules, and spaces that promote learning objectives*
- 3C) Complement instruction with accessible learning beyond the classroom, within the community, and in partnership with families.*

4. Infrastructure Supports Needs of All Students

- 4A) Provide staffing, facilities, and budget resources aligned to district priorities*
- 4B) Implement a recruitment, retention, and development process for staff growth and diversity*
- 4C) Establish a professional learning structure supporting equity and the Portrait vision.*

Needham High School

Core Value Statement

A Caring Community Striving for Personal Growth and Academic Excellence

Please note: Words and phrases that are underlined are explained in the Glossary below.

The Action Steps numbers correspond with the Timeline for Action Steps numbers in the chart.

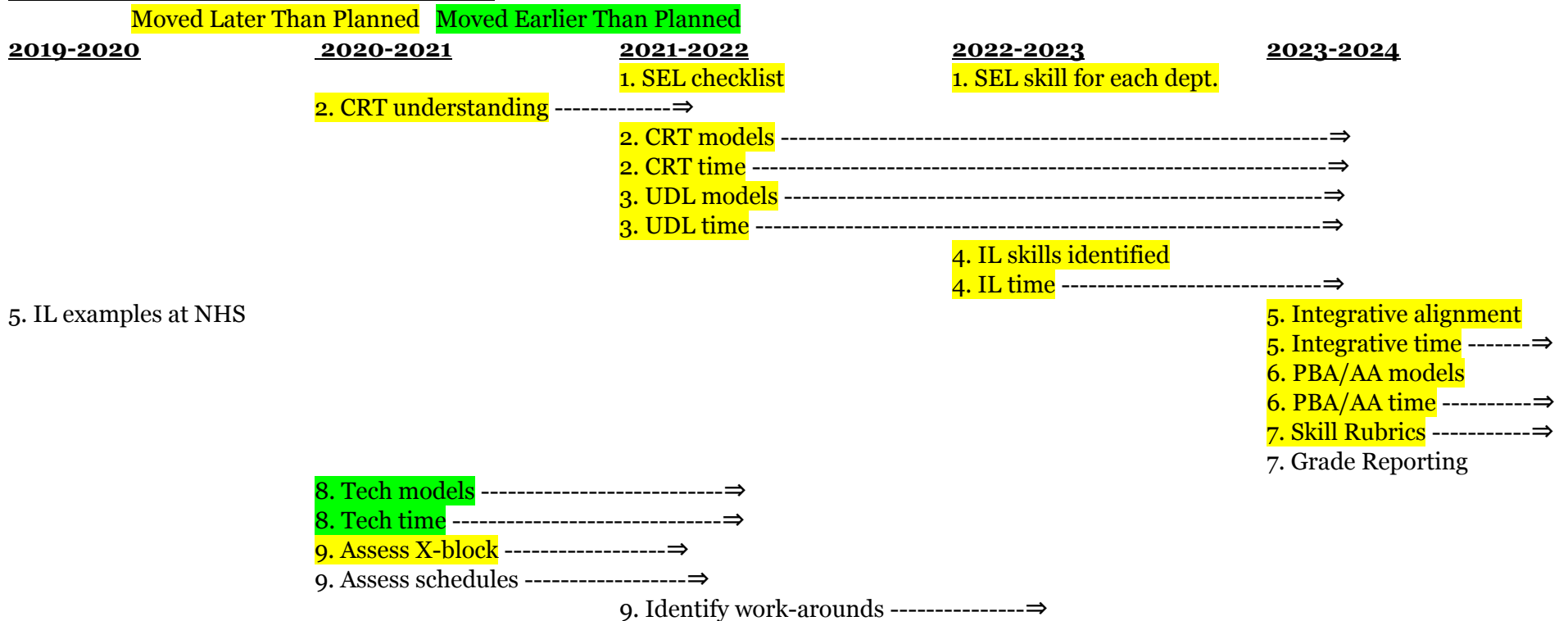
Moved Later Than Planned **Moved Earlier Than Planned**

School Goal	Strategic Priority	Action Steps	Person(s) Responsible	Impact on Students/ Measures of Success	Timeline for Action Steps
1. Provide students and staff the <u>social-emotional learning</u> (SEL) skills needed to be emotionally healthy and successful	1B, 1C 2B, 2C 3A, 3C 4C	1. Create an SEL mindset checklist to use in school-wide activities. 2. Have each discipline focus on one Identified SEL skill from the <u>CASEL frameworks</u> .	<u>Social-Emotional Learning Com.</u> <u>High School Leadership Team (HSLT)</u> Guidance Dept. Health Services Wellness Dept.	A. A defined skill for each department. B. Each discipline will have the identified skill(s) embedded within the instruction. C. Students will demonstrate measurable growth on SEL skills.	1. 2021-2022 2. 2022-2023
2. Embed <u>culturally responsive teaching (CRT)</u> practices into all classes and offices	1A, 1B, 1C 2B, 2C 3A, 3B, 3C 4B, 4C	1. Ensure there is a consistent understanding of culturally responsive teaching practices in all settings. 2. Provide models of how to become a culturally responsive educator. 3. Provide time to learn and apply culturally responsive practices.	HSLT <u>Culture and Climate Com.</u> (CCC)	A. Culturally responsive practices are understood and used in each class and office. B. Students report increased engagement and learning. C. Demographic representation of all class levels are consistent with the school demographics.	1. 2020-2022 2. 2021-2024 3. 2021-2024
3. Incorporate <u>universal design for learning (UDL)</u> into all classes	1A, 1B, 1C 2B, 2C 3A, 3B, 3C 4C	1. Provide models of universal design for learning practices. 2. Provide time to learn and apply strategies.	HSLT Special Ed. Dept. ELL Dept.	A. The concepts of universal design for learning are understood and used in each class. B. Students report increased engagement and learning.	1. 2021-2024 2. 2021-2024
4. Embed an explicit teaching of <u>interdisciplinary learning skills</u> in all classes through NHS	1A, 1B, 1C 2A, 2B, 2C 3A, 3B 4C	1. Identify the specific skills that are important across disciplines. 2. Provide time and resources to teachers to learn and to incorporate skills into their classes.	<u>Interdisciplinary Learning Team (ILT)</u> HSLT <u>Technology and Innovation Com.</u>	A. Defined list of skills that is known by all. B. Dedicated time during professional development to IL skills and understanding the rubrics.	1. 2022-2023 2. 2022-2024

School Goal	Strategic Priority	Action Steps	Person(s) Responsible	Impact on Students/ Measures of Success	Timeline for Action Steps
5. Consistently integrate subject matter across disciplines and classes to deepen students' learning.	1A, 1C 2A, 2B, 2C 3A, 3B, 3C 4C	1. Highlight the integrated teaching and learning models already at NHS 2. Identify areas where subjects align and cross throughout the four grades. 3. Provide time and structures for teachers to collaborate on projects, units, and classes.	ILT HSLT	A. NHS has a guide to show where content areas connect and overlap to assist teachers in their planning. B. Dedicated time during professional development to develop connections with other content areas.	1. 2019-2020 2. 2023-2024 3. 2023-2024
6. Increase the opportunities students have to display their learning through <u>project-based assessments</u> and <u>authentic assessments</u>	1A, 1B, 1C 2A, 2B, 2C 3A, 3C 4A, 4C	1. Provide teachers examples of project-based and authentic assessments. 2. Provide time for teachers to incorporate alternative assessment models into their curriculum.	ILT HSLT	A. All NHS teachers can identify and define project-based and authentic assessments. B. All NHS teachers have project-based and/or authentic assessments built into their curriculum. C. All students are assessed with project-based and authentic assignments at multiple points each quarter.	1. 2023-2024 2. 2023-2024
7. Update our grade reporting processes to allow for communication about students' progress on SEL and interdisciplinary skills	1A, 1B, 1C 2A, 2B, 2C 3A, 3B, 3C 4A, 4C	1. Create and incorporate rubrics to assist in assessing and communicating students' progress on identified skills. 2. Update grade reporting processes to better communicate all skills.	HSLT <u>NEASC Com.</u> Faculty Council Student Council ILT SEL	A. Rubrics incorporated into all classes to assist with communicating student progress on identified skills. B. Updated reporting mechanisms to communicate students performance in not only traditional grade-based forms, but also on a broader set of skills. .	1. 2023-2024 2. 2023-2024
8. Use the <u>SAMR model</u> (Substitution, Augmentation, Modification, Redefinition) model to guide technology use within all classes	1A, 1B, 1C 2A, 2B, 2C 3A, 3B 4A, 4C	1. Provide models of technology use. 2. Provide time to explore and experiment with technology use.	Technology and Innovation Com. HSLT Technology Dept.	A. All teachers understand the SAMR model. B. Teachers use a range of technology for varied instructional purposes. C. Students use technology in multiple ways to help their learning and to demonstrate it.	1. 2020-2022 2. 2020-2022

School Goal	Strategic Priority	Action Steps	Person(s) Responsible	Impact on Students/ Measures of Success	Timeline for Action Steps
9. Create a schedule that optimizes learning opportunities for all students	1A, 1B 2A, 2B 3A, 3B, 3C 4A, 4C	1. Assess the impact of X-block. 2. Identify potential schedules that may maximize our students' experiences and opportunities. 3. Identify work-arounds within our schedule to address the opportunities that are not possible now.	HSLT Scheduling Exploration Com. X-block Com. Faculty Council Student Council NEASC Com.	A. Gather clear data on the impact of X-block and assess the impact. B. Determine the best schedule. C. Drawbacks of the chosen schedule are clearly identified with ways to mitigate the impact on students' experiences.	1. 2020-2022 2. 2020-2022 3. 2021-2023

TIMELINE for ACTION STEPS:



GLOSSARY:

Authentic Assessments - Assessments that replicate real-world scenarios to provide relevant opportunities to demonstrate and apply learning in meaningful ways.

CASEL Frameworks - A DESE-endorsed program that focuses on five core SEL competencies; they are: self-awareness, self-management, social awareness, relationship skills, and responsible decision-making.

Culture and Climate Committee (CCC) - An NHS committee with representatives from all departments, co-chaired by a teacher and an administrator, focused on the social and academic environment of the building, with a particular emphasis on issues of equity.

Culturally Responsive Teaching (CRT) - Gary R. Howard's definition of culturally responsive teaching is, "*our capacity as teachers to know and connect with the actual lived experience, personhood, and learning modalities of the students who are in our classroom*" (We Can't Teach What We Don't Know, 131). His three-parts center on Know Yourself, Know Your Students, and Know Your Practice, and we draw heavily on his writing to drive our work within classrooms and offices.

High School Leadership Team (HSLT) - The NHS leadership group consisting of all NPS administrators with responsibilities within NHS, including the principal and assistant principals, building-based department chairs, and district-wide department directors, focused on establishing the vision and direction for NHS, as well as, the finer policies and practices that help it run efficiently and effectively.

Interdisciplinary Learning Skills - The set of skills that are important in all discipline areas (such as collaboration, problem solving, resiliency, creativity, etc.)

Interdisciplinary Learning Team (ILT) - An NHS committee with representatives from all departments, co-chaired by a teacher and an administrator, focused on interdisciplinary skills and learning at NHS, as well as, integrative learning opportunities that cross and connect departments.

NEASC Committee - An NHS committee with representatives from all departments, co-chaired by a teacher and an administrator, focused on our ongoing accreditation with the New England Association of Schools and Colleges (NEASC) and the planning and communication required to maintain it.

Project-Based Assessments - Assessments that are cumulative projects that allow students to demonstrate and apply a broad set of skills and knowledge in meaningful ways that are collaborative and based on real-world scenarios.

SAMR Model - A framework created by Dr. Ruben Puentedura that categorizes different degrees of classroom technology integration; the categories are: Substitution, Augmentation, Modification, and Redefinition.

Social-Emotional Learning (SEL) - Understanding and managing our emotions and responsible decision-making, as well as, how we interact and interrelate with those around us.

Social-Emotional Learning Committee - An NHS committee with representatives from all departments, co-chaired by a teacher and an administrator, focused on both the understanding of SEL skills and their incorporation into all social and academic aspects of NHS.

Technology and Innovation Committee - An NHS committee with representatives from all departments, co-chaired by a teacher and an administrator, focused on the effective incorporation of technology into instruction and advising on our use of and deployment of technology throughout the building.

Universal Design for Learning (UDL) - is a way of approaching instruction that is research-based and focuses on flexible learning environments and learning spaces that provide accommodations for all individual learning differences and needs.

X-block - Time within the NHS schedule for students - particularly struggling students - to get academic or social-emotional help from their teachers, counselors, or administrators.



Needham School Committee

February 23, 2021

Agenda Item: **Discussion**

Update on Student Learning

Background Information:

- The Superintendent will provide another update on student learning.

Person(s) Available for Presentation:

Daniel Gutekanst, Superintendent of Schools

**Student Learning During COVID:
An Update to the School Committee**

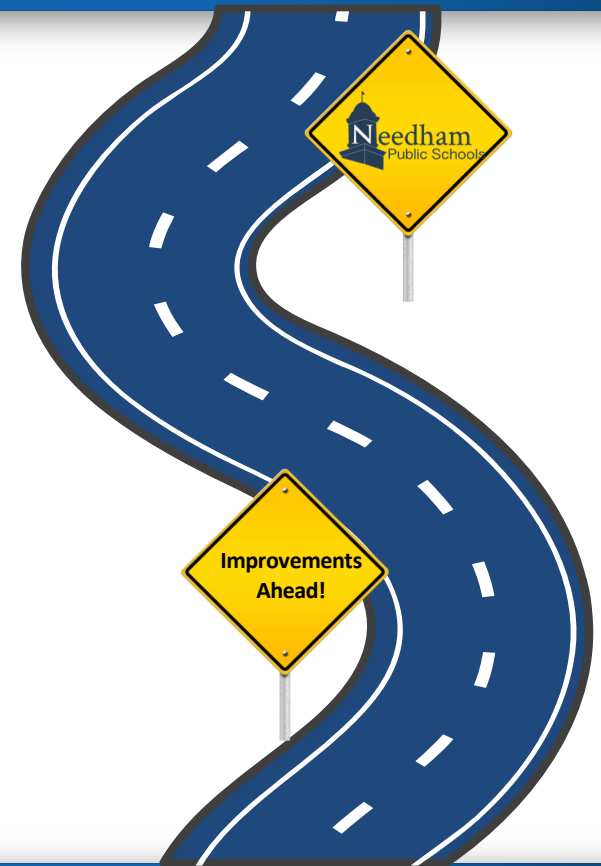
Needham Public Schools

February 23, 2021



Progress toward strengthening K-5 instructional model

- Staff surveillance testing begins next week
- Family health attestation begins March 8th
- 9 Teachers and 15 TAs hired for new positions
- New classrooms are being adapted, furniture moved in, and technology & supplies being received
- Student and staff schedules being adjusted to balance class sections and plan for lunch and transportation logistics
- **K, 1, and 2 students return four days per week on March 8th**



Student & Family Health Attestation



Daily Screening for COVID-19

Your school is taking significant steps to ensure everyone stays safe this fall. To help keep school open, you must screen your children before they come to school each day.



Steps to take

- 1 Receive the text or email alert
- 2 Click the link
- 3 Complete the screening
- 4 Receive further instructions from your school automatically

1. Receive text or email alert.
2. Click link.
3. Complete brief screening with some taps.
4. That's it!

Student & Family Health Attestation

1 Receive the text or email alert

- Delivered to you automatically each day, no registration required
- Texts come from 36598
- All parents/guardians with up-to-date contact information on file with your school will receive the notification

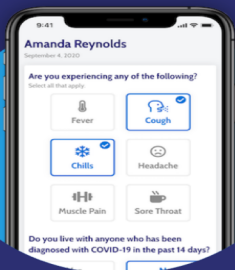
2 Click the link

- Each day you'll get a secure, single use link
- No sign-ins, downloads or apps whatsoever. Just click the link to access the screening



1. Receive text or email alert.
2. Click link.
3. Complete brief screening with some taps.
4. That's it!

Student & Family Health Attestation



3 Complete the screening

- Your school has setup a series of questions which may include:
 - Symptoms
 - Temperature check
 - Recent travel
 - Potential COVID-19 exposure
 - Maybe more
- Should take 1-2 minutes to complete

4 Receive instructions

- Based on the information in your screening, you will immediately receive further instructions from your school
- If your child is symptom-free, you may be given a "pass" with a barcode to present upon arrival
- You will be able to share a link to the pass with your child (optional)
- If your child does not have their pass but was still screened, they will still be permitted to enter



1. Receive text or email alert.
2. Click link.
3. Complete brief screening with some taps.
4. That's it!

The Work Ahead... We are not done!



- **Ensure** staff have the information, time, and resources to get vaccinated. School staff eligible for vaccinations as part of Phase 2, step 3; Work with the state & public health to prioritize teacher/staff vaccines
- **Consider** and understand new guidance and regulations from the Commissioner and State Board of Education
- **Convene** COVID Advisory Committee in March to discuss and plan for school reopening
- **Continue** budget development process to ensure flexibility in dealing with the health crisis into next year
- **Focus** necessary guidance resources and attention to engaging our middle and high school students and their families as the year progresses
- **Review** and share our elementary math and literacy assessment data to show progress and inform curriculum adjustments; plan for summer educational programming
- **Plan for a full and safe return to school for all students based on state guidance**



“All students, grades PreK to 12, benefit from the interactions, socialization, collaborative and hands-on learning, communication, and personal relationships that are nurtured and supported by in person teaching and learning.”

“Our focus has been - and will remain - the health, safety, and wellbeing of all students and staff.”

Dan Gutekanst, Superintendent of Schools



Needham School Committee

February 23, 2021

Agenda Item: **Action**

Vote on Memorandum of Agreement between the Needham Education Association and the Needham Public Schools

Background Information:

- The School Committee and the Needham Education Association have recently agreed to a plan to strengthen the elementary hybrid model and health measures in all schools.
- Once accepted, the Superintendent will continue planning in order to ensure implementation by March 8, 2021.

Action Recommended:

Upon recommendation of the Superintendent, that the School Committee approves the Memorandum of Agreement between the Needham Education Association and the Needham Public Schools as submitted.

Needham Public Schools

February 19, 2021

The Needham Public Schools (NPS) and the Needham Education Association (NEA) hereby agree to the following tentative agreement which would, when ratified, amend and supersede the Memorandum of Agreements: COVID-19 Teaching and Learning and Health, Safety and Operations, both executed in September 2020. These agreements as amended herein will remain in full force and effect,

All K-2 students will return full time to NPS elementary schools on March 8 in accordance with the following Health and Safety Measures:

1. The maximum number of students assigned to a room will be determined by the maximum occupancy that maintains a minimum of three feet of distance for all students plus adults at all times as determined by the building based Health and Safety Committee. The maximum number of students in each classroom will not exceed seventeen (17).
2. HVAC will be reviewed for all K-2 classrooms to verify that the minimum 4 ACH are being met.
3. Plexiglass barriers will be provided for all student desks and additional plexiglass will be provided for all teacher workstations or work areas, as requested.
4. If a teacher has reasonable concern about the status of social distancing, ventilation, student compliance with protocols or behaviors, the teacher will notify the principal and an administrator will immediately respond to the room to assist the teacher or expedite a solution which may include moving some or all students.
5. A daily attestation will be provided by families for each student.

K- 2

- Teachers in K-5 will maintain 200 minutes of preparation time as outlined in the current MOA.
- Homeroom Teachers are not responsible for developing lessons/activities for those students who are sick or quarantined but will provide parents with assistance in accessing the resources.
- Teachers will be consulted regarding placement of students in classes. Principals will have the ultimate responsibility for assigning students and communicating with families.
- On Wednesdays, students will experience 90 minutes of synchronous connection with their homeroom teacher.

Specialist Language

- There will be no reduction of specialist FTE's due to schedule changes.
- Specialists will have the opportunity to review the final schedule with the principal to discuss specific concerns and considerations.
- Any Specialist that has 7 teaching blocks in the day will not have a duty on that day.
- Maintain five specials per week for K-2.

3-5 Additional Synchronous Teaching Recommendations/Suggestions:

- During the at-home learning week, every student will experience 3 hours and 40 minutes of synchronous connection with their general education homeroom teacher or teaching assistant, distributed over M, T, Th, F.
 - Synchronous specials are in addition to this time and do not change from the prior negotiated MOA.
- In order to facilitate this experience for students, one Teaching Assistant will be hired at each grade level (3, 4 and 5) at each school.
- On Wednesdays, students will experience 90 minutes of synchronous connection with their homeroom teacher or teaching assistant.
- Synchronous learning may include:
 - a. Synchronous session with the teacher/TA introducing academic blocks/lessons
 - b. Opportunity for synchronous feedback from teacher/TA as students are working
 - c. Teacher/TA directed whole group/small group instruction
 - d. A video connection that remains open while students work independently or in small groups with the teacher/TA checking in with students periodically
 - e. Intermittent video connections over the course of the lesson to check on students working independently
 - f. Other appropriate synchronous or live interactions with the classroom teacher or TA
- Teachers and Teacher Leaders will collaborate with their building principal to determine how TAs are best deployed to support teachers and students.
- The Human Resources Department will plan an onboarding and orientation process for all new Teaching Assistants in collaboration with principals.
- If a general education TA is absent, the absences will not negatively impact individual student's IEP service delivery.
- Administration will provide space for teachers to host zoom lessons. The repurposed areas will meet appropriate health safety guidelines.

In order to prepare for these transitions, teachers will be given a professional development day on Friday, March 5, 2021, and two compensatory days on June 21 and June 22. Should there be a snow day, the compensatory days will be pushed back.

The District commits to working with the Joint Committee of Health and Safety to identify a service that will provide COVID surveillance testing for staff.

Daniel Gutekanst
Superintendent
Needham Public Schools

Date

Caren Firger
President
Needham Education Association

Date



Needham School Committee

February 23, 2021

Agenda Item: **Action**

Approve Waiver of FY21 Needham Extended Day Program (NEDP) Rental Income

Action Recommended:

Upon recommendation of the Superintendent, that the School Committee approves a waiver of the FY21 Needham Extended Day Program rental income as submitted.

NEEDHAM SCHOOL COMMITTEE

Agenda Item #: _____

Date: February 16, 2021

Item Title: **20/21 NEDP Requested Rental Waiver**

Item Description: In October 2019, the Needham Public Schools awarded the contract for before and after school structured programs for elementary students to Needham Extended Day Program (NEDP.) Under the agreement, which runs from July 1, 2020 – June 30, 2023 at all five elementary schools, parents pay tuition directly to NEDP for these services. NEDP, in turn, pays the School Department rental income of \$0.47/student hour.

Due to the Pandemic, NEDP has operated several programs below its minimum enrollment capacity. Even after taking austerity measures such as layoffs and furloughs, NEDP is projected to operate at a significant loss this school year. As such, NEDP has requested a one-time rental waiver for the following programs: the before school programs at Broadmeadow, Eliot and Sunita Williams; the after school program at Sunita Williams; and the Wednesday full-day programs at Mitchell and Eliot. The waiver would cover the first months of school through February, and possibly moving forward through the end of the school year, contingent upon enrollment. (NEDP recognizes that the return of K-2 students on March 8 may increase enrollment and improve the economic viability of these programs.) In addition, NEDP is requesting a rebate of rent paid on five days when an NEDP program could not be held due to NPS closure.

The calculated refund of rental income for the period September – January (the last month for which rent has been received) is \$2,606. The estimated amount of revenue forgone for the period February – June would be \$2,606. As such, the estimated potential total refund for FY21 is \$5,212. This rental income is spent by the Building Maintenance Department on repair and upkeep of the facilities being rented. After the waiver, Needham expects to receive a total of \$20,063 in rental income from NEDP during this fiscal year.

Recommendation/Options: Approve the waiver of FY21 rental income as requested.

Supporting Data: Letter from NEPD received 2/3/21.

School Committee (circle one)

Action

Information

Discussion

Consent Calendar

Central Administrator

Town Counsel

Sub-Committee: _____

Will report back to School Committee (date): _____

Respectfully Submitted,

Anne Gulati

Anne Gulati
Assistant Superintendent for Finance & Operations



Needham Extended Day Program (NEDP)
52 Pickering Street
Needham, MA 02492
Phone: (781) 444-6337

Anne Gulati
Assistant Superintendent for Finance and Operations

Needham Public Schools
1330 Highland Ave
Needham, MA 02492

Dear Ms. Gulati,

As you know, the Needham Extended Day Program has been a partner of the Needham Public Schools for more than 35 years. This past year has been the most challenging year our program has ever seen, and the unprecedented reduced enrollment of this year has cost our program equally unprecedented financial losses. Our staff has been working tirelessly to provide the same level of excellent programming as in any other year. Even after taking significant austerity measures such as layoffs and furloughs of many of our beloved staff members, however, NEDP is projected to operate at a significant loss for the school year.

It is under these unique circumstances that we are writing to ask NPS to waive rental payments for the following NEDP programs: the Before School programs at Broadmeadow, Eliot, and Sunita Williams, the After School program at Sunita Williams, and the Wednesday full day programs at Mitchell and Eliot.

These programs are operating below our minimum enrollment capacity of 13 children, which means they are operating at a loss. We do not want to discontinue the programs as they provide an invaluable service to parents in need, including many NPS teachers and essential workers who rely on our program for childcare during the work day. Nor do we want to cut costs by discontinuing or reducing our scholarship program. Through this program, NEDP provides low-cost or free care via scholarships to families in financial need who have been identified by NPS administrators. Our scholarship program allows identified children to benefit from the structure and safe environment of NEDP and their caregivers to focus on improving their family's financial situation during the school week.

We feel strongly that providing below-minimum capacity programming and need-based scholarships is part of our mission to support the NPS community, particularly this year when so many families are struggling. At the same time, continuing to pay rent to operate our below-capacity programs in addition to absorbing our own operating costs is placing NEDP in a dire financial position. It is for this reason that we make this unusual request for a rent waiver for these below-capacity programs.



Needham Extended Day Program (NEDP)
52 Pickering Street
Needham, MA 02492
Phone: (781) 444-6337

We would also like to request a rebate for days an NEDP program could not be held due to NPS closure. So far this year these include:

- 12/17 snow day – all 5 programs before & after school
- 1/7 after school & 1/8 before and after school - Mitchell closure due to raw sewage
- 1/19-1/22 – Sunita Williams before and after school due to Covid closure
- 2/1 snow Early Release – 5 programs after school
- 2/2 snow remote learning day – 5 programs before & after school

We appreciate your consideration of these requests, which we strongly believe are necessary to sustain the program for future years. We remain committed to working as a partner to NPS, and are happy to provide any additional information you need to support this request.

With much gratitude,

The NEDP Board of Directors:

Sara Silva
Amanda Armstrong
Beth Marcus
Gabriella Seidler



Needham School Committee

February 23, 2021

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

February 23, 2021

Agenda Item:

Information Items

- Needham High School: Report on Student Growth and Achievement
- Needham 2025 Commercial & Residential Growth Study February 9, 2021
- School Attending Children as of January 1, 2021- Report to Department of Elementary and Secondary Education
- Independent Accountants' Report on End-of-Year Financial Report Procedures Compliance ending June 30, 2020



NEEDHAM HIGH SCHOOL

Aaron Sicotte
Principal

A CARING COMMUNITY
STRIVING FOR PERSONAL GROWTH AND
ACADEMIC EXCELLENCE

Mary Kay Alessi
Alison Coubrough-Argentieri
Keith Ford
Assistant Principals

TO: Dan Gutekanst, Superintendent of Needham Public Schools
FROM: Aaron Sicotte, Principal of Needham High School
RE: Needham High School Achievement Report 2020
DATE: 17 February 2021

I am pleased to present the 2021 Achievement Report for Needham High School. While the past year presented a tremendous range of challenges, it remains important to look at the data of our student achievement. In fact, doing so can provide some insight into the pandemic's impact on their performance, as well as, how our students have weathered the year-long experience.

When reviewing the testing data, it will be quickly visible that our students had far less access to testing opportunities - such as SAT and ACT tests - due to closures and safety concerns, which resulted in lower participation numbers. It will also be clear that those who did test continued to perform quite well across testing formats when compared to data from the nation, from the state, and from our comparison schools. In short, for those students about whom we have data, the data reflects quite well; for those about whom we do not have neatly packaged numerical data, it could be another marker of the disproportionate impact the pandemic had on our low income students and on our Black and Brown students.

I want to give a tremendous thanks to **Will Grannan**, School Counselor at NHS, for his outstanding work to compile and convey a lot of complex data in very easy to understand formats. Since the majority of the report this year focuses on our students' academic achievements as measured on national standardized tests, including the SAT, the ACT, and Advanced Placement (AP) tests, the majority of the credit goes to Will Grannan for their compilation.

Where this report differs from past year's reports most significantly is with the inclusion of student achievement through artistic and co-curricular activities. From March through June of last year, we cancelled nearly all of our after school activities. Since we returned to the building this year, all extra-curricular activities have been done virtually, which has resulted in a drastic reduction of events. Despite the limitations, though, our students have found ways to persevere. The Achievement Report ends with a highlight list of some of the accomplishments and events that have occurred during this past year, although it is a far shorter list than is typically provided.

Needham High School Achievement Report 2021

TABLE OF CONTENTS

<u>Topic</u>	<u>Page:</u>
SAT Scores Overview	3
ACT & Advanced Placement (AP) Scores Overview	4
Mean SAT Scores Comparison	5
Average ACT Scores Comparison	6
Students Taking Advanced Placement Tests	7
Advanced Placement Test Results	8
SAT and AP Comparisons with Comparison Towns	10
~~~~~	
Extra-Curricular Achievements and Accomplishments	12
Extra-Curricular Events and Activities	13

The following portion of the report summarizes the results for the SAT I (Evidenced Based Reading and Writing, Mathematics), ACT, and AP (Advanced Placement) examinations.

Due to significant testing restrictions and limitations during this cycle, SAT and ACT data reflect the drop in testing availability and access for the 2020 cycle. The CollegeBoard and ACT provide summary data for all test takers of a graduating year, regardless of the year the last SAT and/or ACT for a given student was taken. SAT I data reported by the Department of Elementary and Secondary Education (DESE), for test takers in the year 2020, will be used in this report for comparison with other towns.

This is the fifth year we have included ACT performance data.

AP results pertain only to the testing which took place in May 2020, and include members of the class of 2020 as well as other classes.

Highlighted below are several summary items.

### **SAT I – Critical Reading/Evidenced Based Reading and Writing and Math Tests**

The College Board changed it's reporting of SAT data and we have adjusted our reporting accordingly. For the Class of 2020 we can break down the by scores by range for the 334 test takers who took the test at least once during high school (if taken more than once only the most recent test result included).

334 Total Test Takers Range	Evidenced Based Reading & Writing (EBRW) Results & %	Math results & %
700-800	78 = 23%	87 = 26%
600-690	130 = 39%	114 = 34%
500-590	91 = 27%	99 = 30%
400-490	30 = 9%	24 = 7%
300-390	5 = <2%	10 = 3%
200-290	0	0
<b>SAT Mean</b>	<b>620</b>	<b>623</b>

The CollegeBoard did provide mean SAT I data for Massachusetts (EBRW – 560; Math – 559) and the Total Group (EBRW – 528; Math – 523). DESE reports the total test takers for a given year (not by graduating class); the 208 test takers for the 2020 year at Needham High reported SAT I averages as EBRW – 608 and Math – 619 (from DESE website).

### **SUBJECT TESTS (SAT II)**

The College Board has discontinued the SAT Subject Tests, so scores and comparison data will no longer be included in this report.

## **ACT TEST**

The number of ACT test takers from Needham High had been rising steadily for a number of years. For the graduating class of 2020, twenty-six percent (25.7%) took at least one ACT test. This is a drop in total number of test takers for the third straight year. One major factor in the significant drop for 2020 was the onset of the pandemic, however the numbers were already slowly declining.

Included in the following chart is the ACT section and composite averages over the past five years for Needham High test takers.

Year	Test Takers	English	Math	Reading	Science	Composite
2016	190	26.4	26.4	26.1	25.4	26.2
2017	231	27.3	26.8	27.1	25.8	26.9
2018	179	27.5	26.4	27.6	26.0	27.0
2019	158	28.0	26.8	27.9	26.2	27.4
2020	108	29.0	28.1	29.0	27.5	28.5

## **ADVANCED PLACEMENT (AP) EXAMINATIONS**

Four hundred sixty-three (463) students took eight hundred eighty-four (884) AP tests. Ninety-two percent (91.6%) of the scores were 3 or better. Seventy-one percent (70.6%) of the scores were 4s and 5s.

A more detailed presentation of these data is available in the pages that follows.



**Table 1:**  
**Needham Mean Critical Reading/EBRW SAT Scores Compared with the Global and MA Scores**

Class	Needham	Global	MA
2020	620* (+)	528	560
2019	610* (+)	531	559
2018	618* (+)	536	562
2017	612 (+)	438	553
2016	573 (+)	494	517

*SAT data gathered from all test takers during a graduating year, including only the most recent test score from a given test taker

(+) = Above Both Global and MA averages; (-) = Below Global and/or MA averages

**Table 2:**  
**Needham Mean Math SAT Scores Compared with the Global and MA Scores**

Class	Needham	Global	MA
2020	623* (+)	523	559
2019	617* (+)	528	561
2018	624* (+)	531	563
2017	606 (+)	533	550
2016	582 (+)	508	530

*SAT data gathered from all test takers during a graduating class, including only the most recent test score from a given test taker

(+) = Above Both Global and MA averages; (-) = Below Global and/or MA averages

**Table 3:**  
**Number and Percent of the Class Taking the SAT**

Year	Graduates in Class	# Taking the SAT	Percent
2020	419	334	80
2019	437	432*	-
2018	398	444*	-
2017	407	326	80
2016	421	369	88

*SAT data gathered during these years were based on total tests during a cycle, rather than the number of test takers for a given graduating class.

**Table 4:**  
**Needham Average ACT English Section Scores Compared to Nationwide and MA Averages**

Class	Needham	Nationwide	MA
<b>2020</b>	29.0	19.9	26.0
<b>2019</b>	28.0	20.1	25.5
<b>2018</b>	27.5	20.2	25.5
<b>2017</b>	27.3	20.3	25.4
<b>2016</b>	26.4	20.1	24.4

**Table 5:**  
**Needham Average ACT Math Section Scores Compared to Nationwide and MA Averages**

Class	Needham	Nationwide	MA
<b>2020</b>	28.1	20.2	25.6
<b>2019</b>	26.8	20.4	25.2
<b>2018</b>	26.4	20.5	25.2
<b>2017</b>	26.8	20.7	25.3
<b>2016</b>	26.4	20.6	24.9

**Table 6:**  
**Needham Average ACT Reading Section Scores Compared to Nationwide and MA Averages**

Class	Needham	Nationwide	MA
<b>2020</b>	29.0	21.2	26.6
<b>2019</b>	27.9	21.2	26.1
<b>2018</b>	27.6	21.3	25.9
<b>2017</b>	27.1	21.4	25.9
<b>2016</b>	26.1	21.3	25.3

**Table 7:**  
**Needham Average ACT Science Section Scores Compared to Nationwide and MA Averages**

Class	Needham	Nationwide	MA
<b>2020</b>	27.5	20.6	25.4
<b>2019</b>	26.6	20.6	24.8
<b>2018</b>	26.0	20.7	24.7
<b>2017</b>	25.8	21.0	24.7
<b>2016</b>	25.4	20.8	24.1

**Table 8:**  
**Needham Average ACT Composite Scores Compared to Nationwide and MA Averages**

Class	Needham	Nationwide	MA
<b>2020</b>	28.5	20.6	26.0
<b>2019</b>	27.4	20.7	25.5
<b>2018</b>	27.0	20.8	25.5
<b>2017</b>	26.9	21.0	25.4
<b>2016</b>	26.2	20.8	24.8

### Number of Advanced Placement Tests by Discipline

Test / Year	2020	2019	2018	2017	2016
<b>Biology</b>	32	37	31	34	42
<b>Calculus AB</b>	74	80	57	72	69
<b>Calculus BC</b>	80	54	39	50	35
<b>Chemistry</b>	21	19	31	16	18
<b>Chinese Language</b>	7	8	10	4	1
<b>Computer Science A</b>	30	32	13	20	36
<b>Computer Science Prin</b>	5	11	20	8	-
<b>Economics: Macro</b>	2	1	-	1	-
<b>Economics: Micro</b>	-	1	-	1	-
<b>English Lang &amp; C</b>	148	149	184	130	132
<b>English Lit &amp; Composition</b>	16	30	16	45	40
<b>Environmental S</b>	-	-	1	1	-
<b>French Lang</b>	14	22	12	8	17
<b>German</b>	1	-	2	1	-
<b>Latin</b>	-	1	-	-	-
<b>Music Theory</b>	-	2	2	5	5
<b>Physics 1</b>	-	1	1	1	1
<b>Physics C: Mechanics</b>	34	41	17	31	31
<b>Physics C: Elec. &amp; Mag.</b>	32	39	17	31	30
<b>Psychology</b>	137	128	95	106	117
<b>Seminar</b>	15	-	-	-	-
<b>Spanish Lang</b>	24	21	14	22	27
<b>Statistics</b>	60	48	43	38	44
<b>Studio Art Drawing</b>	13	11	8	9	10
<b>Studio Art 2D Design</b>	13	17	17	18	13
<b>Studio Art 3D Design</b>	1	-	-	-	-
<b>U.S. Gov. &amp; Politics</b>	59	76	55	96	63
<b>U.S. History</b>	66	74	61	58	76
<b>Total Grades</b>	884	901	746	806	807

<b>Reported</b>					
<b>Total Candidates</b>	<b>463</b>	<b>461</b>	<b>439</b>	<b>417</b>	<b>431</b>

### 2020 AP Score Summary

<b>Test / Result</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>
<b>Biology</b>	5	10	14	3	-
<b>Calc AB</b>	28	25	18	3	-
<b>Calc BC</b>	59	14	5	2	-
<b>Chemistry</b>	4	8	8	-	1
<b>Chinese Lang. &amp; Culture</b>	1	2	2	2	-
<b>Comp. Sci. A</b>	15	9	5	-	1
<b>Comp. Sci. Prin</b>	-	3	2	-	-
<b>English Lang. &amp; Comp</b>	51	53	34	10	-
<b>English Lit. &amp; Comp</b>	4	5	6	1	-
<b>French Lang. &amp; Culture</b>	5	5	3	1	-
<b>German Lang. &amp; Culture</b>	1	-	-	-	-
<b>Macroecon.</b>	-	1	-	-	1
<b>Physics C: Elec &amp; Magnetism</b>	13	10	5	2	2
<b>Physics C: Mechanics</b>	19	6	6	2	1
<b>Psychology</b>	40	48	31	8	10
<b>Seminar</b>	1	5	9	-	-
<b>Spanish Lang. &amp; Culture</b>	12	10	1	-	1
<b>Statistics</b>	22	21	8	8	1
<b>Studio Art 2D Design</b>	5	5	2	1	-
<b>Studio Art 3D Design</b>	-	1	-	-	-
<b>Studio Art: Drawing</b>	3	5	5	-	-
<b>US Gov. &amp; Politics</b>	16	18	16	9	-
<b>US History</b>	40	16	6	3	1
<b>Total (884)</b>	<b>344</b>	<b>280</b>	<b>186</b>	<b>55</b>	<b>19</b>
<b>Students (463)</b>					

**NUMBER OF EXAMS TAKEN ACCORDING TO SCORES**

<b>Score / Year</b>	<b>2020</b>	<b>2019</b>	<b>2018</b>	<b>2017</b>	<b>2016</b>
<b>5</b>	344	336	301	328	343
<b>4</b>	280	295	236	233	242
<b>3</b>	186	189	149	178	162
<b>2</b>	55	64	52	53	50
<b>1</b>	19	17	8	14	10
<b>Totals</b>	884	901	746	806	807

## SAT I Reasoning Comparisons*

Public High School	Participants	EBRW	Math	Composite
<b>Lexington</b>	339	645	684	1329
<b>Wayland</b>	104	636	661	1297
<b>Dover-Sherborn</b>	90	634	651	1285
<b>Concord-Carlisle</b>	132	633	647	1280
<b>Weston</b>	72	626	645	1271
<b>Winchester</b>	214	626	645	1271
<b>Newton North</b>	276	627	640	1267
<b>Newton South</b>	275	617	645	1262
<b>Wellesley</b>	179	617	628	1245
<b>Brookline</b>	231	606	624	1230
<b>Needham</b>	208	608	619	1227
<b>Medfield</b>	118	605	616	1221
<b>Hopkinton</b>	116	596	624	1220
<b>Westwood</b>	138	597	620	1217
<b>Natick</b>	250	590	597	1187
<b>Holliston</b>	120	585	589	1174
<b>Framingham</b>	219	564	589	1153
<b>Norwood</b>	102	546	567	1113
<b>Walpole</b>	145	562	547	1109
<b>Dedham</b>	111	536	549	1085

*SAT data for this chart taken from the DESE website. From 2019 to 2020, Needham students took 224 fewer SAT tests (432-208). Similar drops in total number of exams were experienced by all comparison towns due to COVID-19 cancellations and limitations.

## AP Performance Comparisons*

Public High School	Tests Taken	% Non Qualifying (1-2)	% Qualifying (3-5)
Wayland	441	48	95.2
Brookline	867	6.0	94.0
Lexington	1925	6.1	93.9
Concord Carlisle	498	7.4	92.6
<b>Needham</b>	<b>882</b>	<b>8.0</b>	<b>92.0</b>
Wellesley	873	9.0	91.0
Newton North	970	9.7	90.3
Dover-Sherborn	480	10.0	90.0
Winchester	767	10.2	89.8
Newton South	991	11.1	88.9
Westwood	717	11.6	88.4
Walpole	381	12.3	87.7
Hopkinton	1155	12.5	87.5
Weston	659	13.8	86.2
Natick	986	14.3	85.7
Framingham	781	16.9	83.1
Medfield	514	20.2	79.8
Norwood	227	21.1	78.9
Holliston	374	27.3	72.7
Dedham	403	30.5	69.5

*AP data for this chart taken from the DESE website. Please note a slight difference in the total number of Needham AP test takers reported by the state (882) versus the total reported by the CollegeBoard (884). The following total number of test takers by subject were under-reported, resulting in differences of two: Psychology (-1) and Statistics (-1).

### **Extra-Curricular Achievements and Accomplishments:**

- NHS 35 students recognized by the **National Merit Scholarship Competition**, with 10 of those students reaching the Semifinalists stage.
- Needham High School has earned the **College Board's AP® Computer Science Female Diversity Award** for expanding young women's access to AP Computer Science Principles (CSP). This award acknowledges 1,119 schools for their work toward equal gender representation during the 2019-20 school year. Needham HS is one of only 831 schools to be recognized for achieving this important result in CSP.
- A First Year NHS student won a Gold Award at the **National Scholastic Art and Writing** in the Novel Writing category, after winning a Gold Award at the Regional level. As a result, she was invited to New York for an award ceremony and her book was on display at the exhibition there.
- The **NHS Academic Team** made the final group of 11 in the annual competition and will appear on the taped version of the competition show for the 4th year in a row.
- Five students were accepted into the **Massachusetts Music Educators Association (MMEA) Junior Districts Festival 2021** and successfully completed the first MMEA Virtual Audition process. All of the students will participate in a virtual Festival on March 13, 2021.
- **NHS SALSA** members provided over 900 hours of community service in Needham this past year. SALSA's prevention and harm reduction work included the creation of a Vaping Awareness Week, coordinating a Distracted Driving Awareness workshop during One Day, conducting 16 Pollard Wellness Class presentations, and presenting at Pollard's Rising Grade 9 Step Up Assemblies.
- Four students were recognized by the **Page Waterman Next Up Online Gallery** for a total of 12 submissions in categories such as Painting, Drawing and Printmaking; Video; and Photography.
- Seven students qualified for the virtual **National History Day** in the categories of Individual Exhibit; Group Website; Individual Documentary; Individual Performance; and Group Performance.
- During the spring school closure, one NHS junior was recognized by the Direct Federal Bank for volunteer work he did for the **Needham Community Council**, raising close to \$1000 for the Community Council.
- The students in the running club, **DreamFar**, continued their running even as the school buildings closed, with some students logging over 500 miles during their time in DreamFar.
- NHS had 4 students who qualified for the **American Invitational Mathematics Examination (AIME)** due to their outstanding performance on the American Mathematics Competition (AMC 12) in spring.
- NHS sent a student to the state finals of **Poetry Out Loud**, continuing a multi-year trend of having a finalist representing Needham.
- In late spring, an NHS junior created a **documentary** on *The Stress of Learning*. It's one student's perspective with many other voices involved to convey the challenges of being a student.



## Extra-Curricular Events and Activities:

- The **Fine and Performing Arts Department** shifted in the spring to put on a virtual *Shrek* virtual production that was extremely successful.
- In June, following the murder of George Floyd, NHS students and graduates planned a **Black Lives Matter Rally** on Memorial Field, followed by a march to Town Hall.
- The Fine and Performing Arts Department once again partnered with Temple Beth Shalom for **Art in Bloom**, which pairs student artwork with floral arrangements.
- The **Needham High School Student Council** sold NHS and Rocket masks at the start of the year to build school spirit while promoting safe actions.
- **Students Acting to Make a Difference (SAMD)** produced a virtual version of the show *Dear Edwina* and raised over \$5000 for Boston Children's Hospital.
- **Own Your Peace/Piece** shifted their annual Wellness Breakfast to a virtual Wellness Lunch, bringing together the many NHS clubs and groups dedicated to mental wellness and equity.
- Friends of Music hosted their annual **WinterFest**, a forum for a wide range of student musical performances.
- The NHS **Black Student Union (BSU)** created a slideshow of notable Black contributors to a wide variety of fields, which has played on hallway and cafeteria TVs through Black History Month. The slideshow was also used in each Social Studies classroom as part of the month of learning about Black history.
- The **BSU** also hosted a #FreeTheHair presentation by a professor at Drexel University of Law. The talk focused on hair discrimination, and specifically the Crown (Creating a Respectful and Open World for Natural hair), while advocating for the freedom for all to embrace the natural expression of physical appearance in social, political, and corporate arenas in order to ensure all are free from bias based on the body they were born in and the hair they were born with.
- The **Fine and Performing Arts Department** performed a virtual edition of *War of the Worlds*.
- NHS writing groups, such as the **Hilltopper** newspaper, **Even a Rag Like This** literary journal, and the **NewspapHer** writing group have continued to publish student work.
- **Clubs throughout NHS** have continued to run meetings, providing a chance for connection and community to students throughout the school, and they have continued to host fundraisers, often affiliated with area restaurants, that continue their investment in giving back to the local and world community.
- Friends of Music will be hosting a virtual **A Capella Night** to highlight the outstanding talent of our many a capella groups.
- The **French Club** will be hosting French Night, continuing their annual event to celebrate French culture, writing, music, and food.
- **Take Back the Night** will be hosting their annual event to draw attention to relationship violence. The night consists of powerful performances, speeches, and presentations from students, teachers, and community members.

# I Needham 2025 Commercial Growth & Residential Growth Study



---

February 9, 2021

# Needham 2025 Commercial Growth and Residential Growth Study

Urban Partners, Philadelphia, PA

## Working Group

Mary Jacobs

John Connelly

Marianne Cooley

Sue Neckes

Project kick-off - June, 2019

Final report - June, 2020



Goal: To gain a better understanding of the impact of commercial and residential growth on the Town's infrastructure including traffic, transportation, technology, water, sewer, drains, roads, bridges, school facilities

---

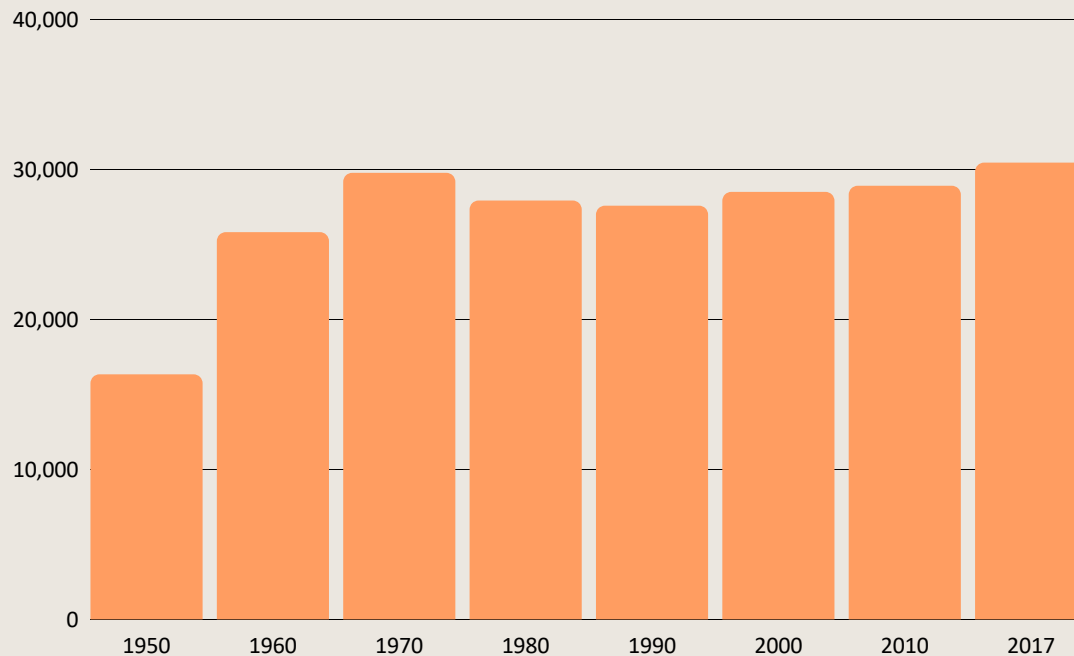
Topic areas included population, housing, economic development, school enrollment, demographics

---

# Demographic Information

## Population

IV



Needham Residential Population

1950 - 16,313

1960 - 25,793

1970 - 29,748

1980 - 27,901

1990 - 27,557

2000 - 28,478

2010 - 28,886

2017 - 30,429



# Demographic Trends Population

V

## Household Size

Household size has steadily increased. In 2017, there were 2.77 persons per household, up from 2.63 in 2000.

## Non-Family Households

A smaller proportion of Needham residents are in non-family households (9.1% compared to 16.7%). Approximately 900 residents live in group quarters (or 3.0% of total population).

## Age Distribution

School-age children (5 to 17) are 21.2% of total population. Much higher than Norfolk County (16.1%).

25-34 year olds - 5.7% (12.6% NC)

65+ - 18.2% (15.9% NC)



# Demographic Trends Education & Income

---

VI

## Education

78.9% college degree  
(59.9% NC);

42.7% graduate  
or professional degree  
(24.0% NC)

## Household Income

Median household income  
is \$141,690 (\$95,668 NC)

33.8% of households earn  
over \$200,000.



# Demographic Trends Housing

---

VII

The majority of homes (81.0%) in Needham are single-family units.

Between 2010 and 2017, Needham saw a total of 706 total net new units, comprising of 40 net new single-family and two-family homes (factoring demolitions and replacement homes) and 666 new units in multi-family developments.

Home sale prices in the last year ranged from \$225,400 to \$3.125 million, with a median price of \$1.1 million.





# Economic Trends

- ◆ Jobs located in Needham increased 22% from 2011 to 2017

In 2011 Needham was home to 19,184 jobs, and in 2017 the number of jobs increased to 23,404 jobs

---

## Workers live in Boston and Needham



The largest segment of workers employed in Needham live in Boston (13.6% in 2017), followed by those who stay within the Town for work (7.3%)

---

## Top work locations for Needham

- ◆ residents

Boston: 4,527  
Needham: 1,706  
Newton: 1,058  
Cambridge: 762  
Waltham: 588





# Land Use and Zoning

---

TripAdvisor

Veristem

NBCU

Children's Hospital Boston

IDG

---

Large House Review (2016)

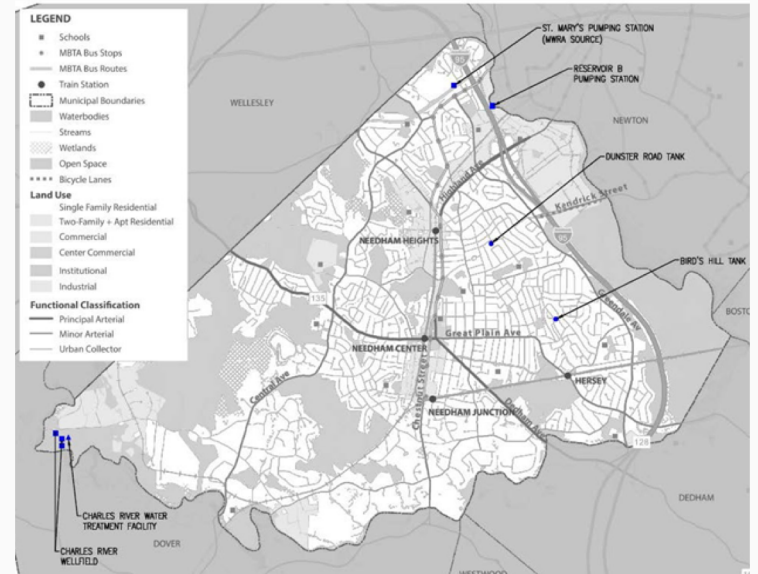
ADU's



# Water, Sewer and Drains

---

NEEDHAM 2025



No capacity issues to constrain development; years of projected costs associated with maintenance and capital improvements to meet stormwater regulations



# Traffic & Mobility

---

## Automobiles

Automobiles are the predominant mode of travel at 77.4%

## Telecommuting

Work from Home (Telecommuting) has slightly increased over time, from 6.8 percent in the 2000 Census to 8.7 percent in the latest ACS estimates.

2000: 6.8%; 2017: 8.7%; 2021: ???

## Public Transit

No more than 13% of work trips from Boston are by transit

# Technology

## Online permitting

Town has introduced online permitting for DPW, Health and Human Services, and the Building Department.

## 5G

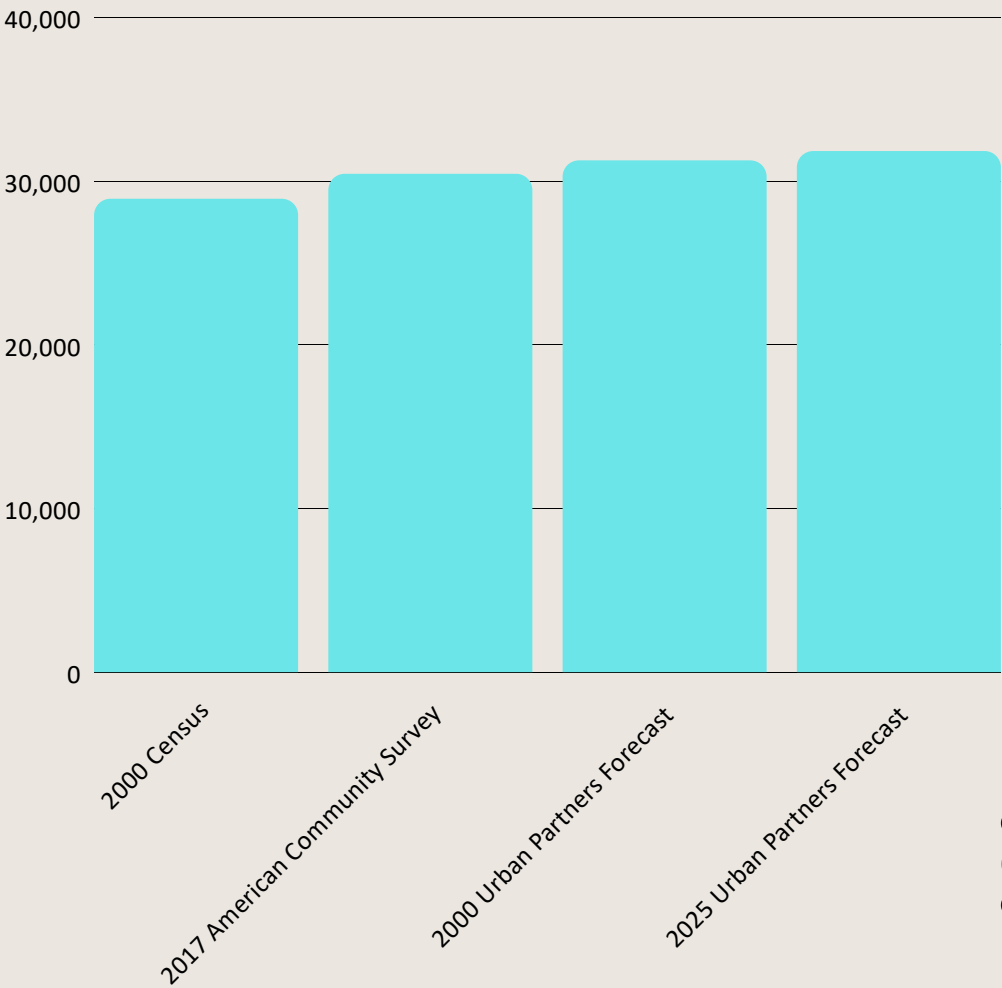
5G represents the next step in the evolution of wireless telecommunications

## Small Cell Technology

# Population Estimates & Forecast

## Population Estimates

It is estimated that Needham's population in 2020 will be 31,250 (a 2.7% increase from the reported population figure in the 2017 ACS)



# School Facilities

---

## ◆ School Enrollment

---

School enrollment projection generally flat.

Other than a deficit of spaces at NHS, no suggested need for additional capacity in 2025/2026 (assuming construction of expansion classrooms at Broadmeadow and Eliot).

---

## ◆ Identified School Facility Needs

---

Tight facilities

Undersized core spaces

Room for specialized programs

Obsolete classroom sizes

Use of modular classrooms



# Addenda



Needham Gateway Project



Senior Housing in  
Needham



Lower Chestnut Street  
Development



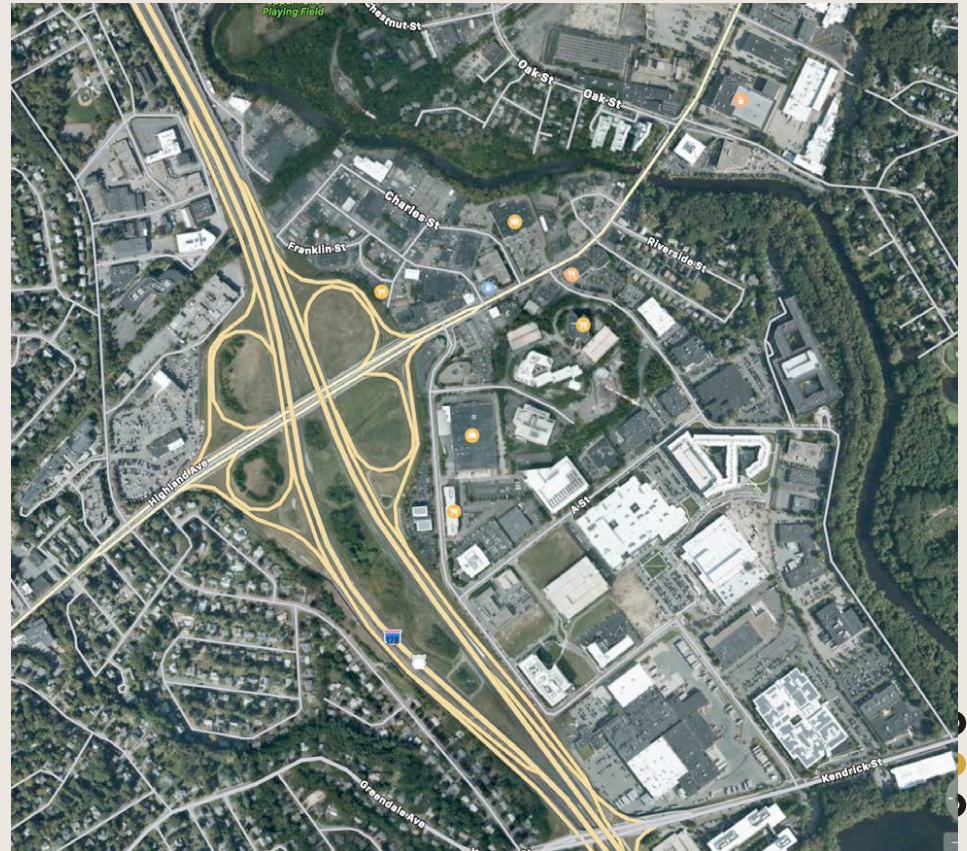
II

# Gateway Project

## Case Studies

Grocery-anchored retail promenade  
Mixed-uses suburban campus  
Lifestyle Town Centers  
Downtown squares

Muzi Ford/Channel 5 Site and the 128 Mixed-Use District



III

# Senior Housing

## Emerging Trends

- Lifestyle amenities
- Proximity to medical facilities
- Denser development

## Types of Housing

- Active Adult Communities
- Assisted Living
- Continuing Care Retirement Communities
- Income-Restricted Senior Apartments
- Nursing Homes
- Independent Living Communities

## Strategies

- Conduct a zoning assessment
- Conduct site potential assessment
- Cultivate relationships with residential developers



## IV

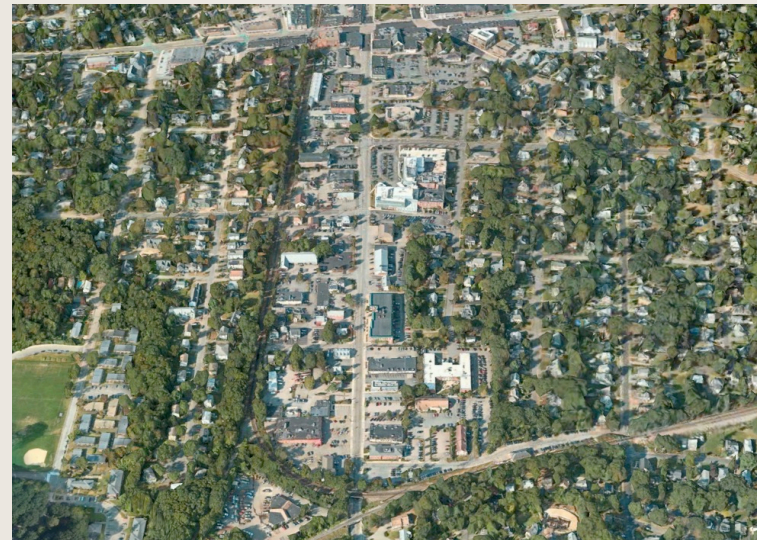
# Lower Chestnut Street Development

## Current Zoning

The Needham Center Development Plan proposed key zoning changes to the Lower Chestnut Street area that were subsequently approved by the Town. They include:

- Allows four-story buildings with frontage on Chestnut Street (with a 45° sloped roof or a 12-foot setback on the fourth floor).
- Increase minimum lot size from 10,000 SF to 15,000 SF to encourage parcel assembly.
- Increase minimum frontage from 80 feet to 100 feet to reduce the number of curb cuts.
- Increase maximum Floor Area Ratio from 0.70 to 1.5, or 2.0 by special permit

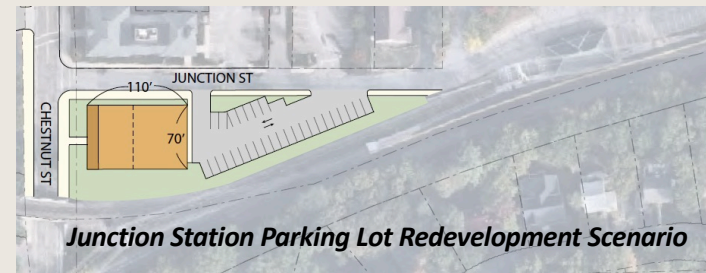
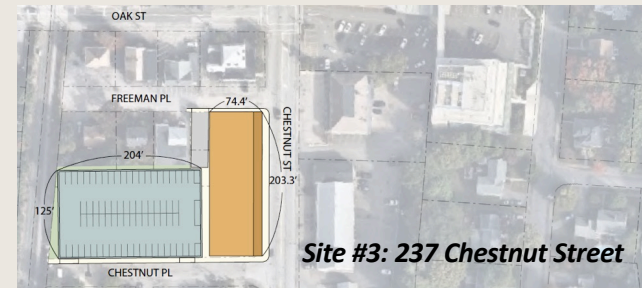
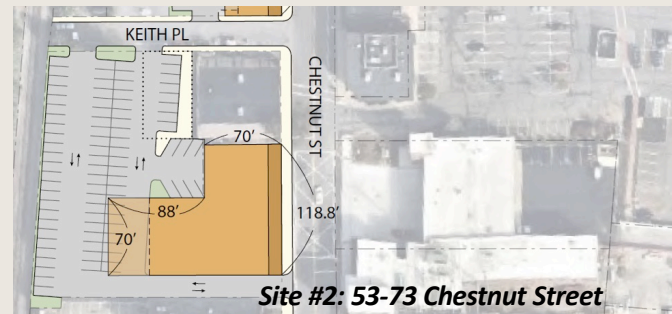
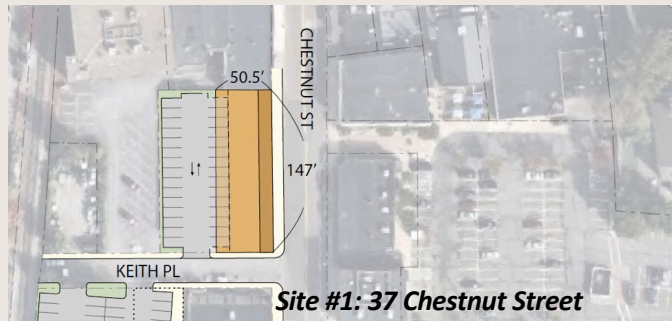
The revitalization of the Lower Chestnut Street area—namely the Chestnut Street corridor south of Great Plain Avenue and north of the MBTA Junction Station—is an important component of the overall Needham Center vision.





IV

# Lower Chestnut Street Development



XV



# Questions?

---





## School Attending Children

as of January 1, 2021

[Return to Organization List](#)
**City/Town:** Needham (01990000) **Organization Code:** 01990000

**Status:** SUBMITTED **Last Updated Date:** 2/10/2021 3:26:48 PM

[Instructions](#) for filling out the SAC form can be found on [the reporting schedule webpage](#).

Grade Level	Local Public Schools	Academic Regional Schools	Vocational Technical Regional Schools	Collaboratives	Charter Schools	Out-of- District Public Schools	Home Schooled	In State Private and Parochial Schools	Out-of- State Private and Parochial Schools	Total
Kindergarten	309	0	0	0	0	0	5	56	0	370
Grade 1	371	0	0	1	0	1	6	90	0	469
Grade 2	405	0	0	0	0	0	7	78	0	490
Grade 3	410	0	0	2	0	2	6	72	0	492
Grade 4	403	0	0	4	1	4	4	75	0	491
Grade 5	425	0	0	0	1	2	9	95	0	532
Grade 6	375	0	0	1	0	0	3	89	0	468
Grade 7	444	0	0	1	0	3	3	119	0	570
Grade 8	425	0	0	3	0	0	3	101	0	532
Grade 9	409	0	9	1	0	3	4	112	0	538
Grade 10	368	0	8	3	0	4	0	86	1	470
Grade 11	437	0	3	2	1	2	0	109	1	555
Grade 12	412	0	7	1	0	1	0	87	0	508
Total	5193	0	27	19	3	22	50	1169	2	6485

**This form has been submitted by mbisbas2**

Release: 2.4.3.1



## **TOWN OF NEEDHAM, MASSACHUSETTS**

Independent Accountants' Report on Applying  
Agreed-Upon Procedures over Compliance  
Applicable to Massachusetts School Districts'  
End-of-Year Financial Report

For the Year Ended June 30, 2020



**INDEPENDENT ACCOUNTANTS' REPORT ON APPLYING  
AGREED-UPON PROCEDURES OVER COMPLIANCE APPLICABLE  
TO MASSACHUSETTS SCHOOL DISTRICTS'  
END-OF-YEAR FINANCIAL REPORT**

To the Needham Select Board and School Committee  
Needham, Massachusetts

We have performed the procedures enumerated below, which were agreed to by the management of the Town of Needham, Massachusetts (the Town) solely to assist the Town in evaluating the Town's compliance with the requirements applicable to the preparation and filing of the Town's End-of-Year Financial Report (EOYR). The Town's management is responsible for its compliance with those requirements. The sufficiency of these procedures is solely the responsibility of those parties specified in this report. Consequently, we make no representations regarding the sufficiency of the procedures enumerated below either for the purpose for which this report has been requested or for any other purpose.

We performed the procedures specified in the Massachusetts Department of Elementary and Secondary Education's (DESE) *Compliance Supplement for Massachusetts School Districts Agreed Upon Procedures Engagements* to the End-of-Year Financial Report prepared by the Town of Needham, Massachusetts for the fiscal year ended June 30, 2020. We found no instances of noncompliance in applying these agreed-upon procedures.

This agreed-upon procedures engagement was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants. We were not engaged to and did not conduct an examination or review, the objective of which would be the expression of an opinion or conclusion, respectively, on compliance with specified requirements. Accordingly, we do not express such an opinion or conclusion. Had we performed additional procedures, other matters might have come to our attention that would have been reported to you.

---

Merrimack, New Hampshire  
Andover, Massachusetts  
Greenfield, Massachusetts  
Ellsworth, Maine

800.282.2440 | [melansoncpas.com](http://melansoncpas.com)





This report is intended solely for the information and use of the Town and DESE and is not intended to be and should not be used by anyone other than these specified parties.

*Melanson*

Merrimack, New Hampshire  
February 8, 2021

### SUPPLEMENTARY INFORMATION

In accordance with Step 13b in the Department of Elementary and Secondary Education's *Compliance Supplement for Massachusetts School Districts Agreed Upon Procedures Engagements*, the Town charged indirect costs to the following grants:

<u>DESE Project Number and Grant Name</u>	<u>Indirect Cost % Charged to Grant</u>
317-288485-2020-0199 Racial Imbalance (METCO)	1%