



Needham School Committee

Broadmeadow School Performance Center

*Tuesday, February 27, 2024
6:30 p.m.*

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

<https://needhamchannel.org>

Please click the link below to access meeting for Public Comments:

<https://us02web.zoom.us/j/85021696475?pwd=SnBwbWc5UXJQU3hJM1ZaS0NBWGI4Zz09>

Webinar ID: 850 2169 6475. Passcode: 585484. Or One tap mobile +13052241968,

Needham School Committee

February 27, 2024 6:30 p.m.

Broadmeadow School Performance Center

Next School Committee Meeting: March 5, 2024 6:30 p.m.

Broadcast on the Needham Channel municipal and HD channels, live stream at: <https://needhamchannel.org>
Please click the link below to join the webinar for **Public Comments**:

<https://us02web.zoom.us/j/85021696475?pwd=SnBwbWc5UXJQU3hJM1ZaS0NBWGI4Zz09> Webinar ID: 850 2169 6475
Passcode: 585484 Or One tap mobile: +13052241968

6:30 p.m. Public Comments

6:35 p.m. School Committee Chair and Subcommittee Updates

6:40 p.m. Superintendent's Comments

6:50 p.m. Consent Items

1. Minutes of the Meeting of January 23, 2024
2. Approve FY24 Grant
3. FY24 Budget Transfers
4. Accept Donations
5. Disposal of Surplus Items

Discussion Items

6:55 p.m. Portrait of a Needham Graduate Presentation: Middle School Math

7:20 p.m. Needham High School Improvement Plan

8:05 p.m. Needham High School Performance and Achievement Report

8:35 p.m. Action Items

- Approve Policy IJNDB-1 Revision 1 Staff Responsible Use of Digital Resources
- Rescind Outdated Policies:
 - CA Administration Goals
 - CBA Qualifications and Duties of the Superintendent (Job Description)
 - CHA Development and Dissemination of Administrative Rules
 - GCDC Filling of Administrative Positions
 - GCPB Submission of Resignation
 - GDBDA Staff Leaves
 - GDLA Support Staff Visitations and Conferences
 - JBA Gender Equity Policy
 - JE School Attendance
 - JED Student Absences and Excuses
 - JEDA Truancy
 - JEDAA Religious Absence

8:35 p.m. School Committee Comments



Needham School Committee

February 27, 2024

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 27, 2024

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

Elizabeth Lee, Vice-Chair

Connie Barr

Michael Greis

Michael O'Brien

Alisa Skatrud

Matthew Spengler

Lea Gruen, Student Representative member of School Committee



Needham School Committee

February 27, 2024

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 27, 2024

Agenda Item: **Consent Agenda**

1. Minutes of the Meeting of January 23, 2024
2. Approve FY24 Grant
3. FY24 Budget Transfers
4. Accept Donations
5. Disposal of Surplus Items

Chair: "Does anyone wish to remove any items 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
January 23, 2024

The Chair of the School Committee, Andrea Longo Carter called the meeting of January 23, 2024 to order at 6:30 p.m.

Members of the School Committee present were:

Andrea Longo Carter	Elizabeth Lee
Connie Barr	Michael Greis
Michael O'Brien	Alisa Skatrud
Matthew Spengler	Lea Gruen (Student Representative)

Members of the Central Administration present were:

Dan Gutekanst	Alexandra McNeil
Anne Gulati	Mary Lammi
Carmen Williams	

Public Comments

Public
Comments

Chair Longo Carter recognized a member of the public who spoke from the audience but refused to identify himself.

The person asked for Superintendent Gutekanst to be excluded from the meeting and then asked that the School Committee nullify the Superintendent's legislation on the grounds of non-compliance or terminate the Superintendent's employment contract with the town on the grounds of gross misconduct and unethical misconduct.

He suggested that the Massachusetts Department of Education conduct a review of possible curriculum violations and possible licensure violations arising out of the Superintendent's classroom practices.

School Committee Chair and Subcommittee Updates

SC Chair
Subcommittee
Comments

There were no School Committee Chair or Subcommittee updates.

Superintendent Comments

Recently, the Superintendent served as a judge for the “Poetry Out Loud” contest at Needham High School. 10 individuals recited and acted out 2 poems that they had memorized; the winner of this contest will go on to the state finals. He congratulated Isabella Barbaria, Mihret Hopkin and the winner, Ben Fogler, who will move on to the State finals.

Superintendent’s
Comments

Agenda Item: Discussion

Portrait of a Needham Graduate Presentation: Elementary Social Studies

Social Studies K-8 Chair, Brooke Kessel, along with Eliot Teacher, Brittani LaPorte and 4th Grade Student, Lauren Valerio presented. Brooke explained that Investigating History is a new Social Studies program designed by DESE in collaboration with Primary Source and Educurious. In 2022-2023, Grade 5 was prioritized with a pilot at Broadmeadow and Newman. In 2023-2024, Grade 5 was implemented districtwide; Broadmeadow and Eliot were pilots in Grade 3 and 4.

Portrait of a
Needham
Graduate
Presentation:
Elementary
Social Studies

Needham is one of 38 districts in Massachusetts that is implementing Investigating History in 5th grade this year. This program teaches students to become creative thinkers and problem solvers. Teachers are excited for this new curriculum; because prior to Investigating History, there was no Social Studies program in the district. Teachers now feel they have the tools that they need to instruct every student.

Agenda Item: Discussion

Athletic Program Report

Athletic Director, Ryan Madden and Assistant Athletic Director, Richkaard Verrier presented. Ryan remarked what drew he and Rich to the Needham Athletic program is the success both on and off the field and court, the leadership among the students and coaches, the sportsmanship and the community feel – they have a great foundation and they are looking to build on that. Their mantra for this year is “For the Students, By the Students.”

Athletic Program
Report

They have created S.A.L.T. – “Student Athlete Leadership Team”. This team has collaborated with the Graphic Design Club to create a new Booster’s Sticker for the Fall, they created new logos for their conference, a branding book for more consistency. This team has created the questions for the end of the season survey for the athletes; they are also working to create feedback for parents and guardians. Ryan mentioned that he would like to grow the S.A.L.T. team to about 25 athletes across all sports.

Ryan said some challenging points are lack of officials, lack of bus drivers and lack of facilities because of the large number of programs that Needham has. Chair Longo Carter said that the focus we have in this community when it comes to sports is having kids have a very positive experience being part of a team.

Agenda Item: Discussion

Middle School
and High School
Programs of
Studies

2024-2025 Middle School and High School Programs of Studies

Mr. Sicotte, Dr. Bibbo and Dr. Downey presented. Dr. Downey shared at High Rock, English Language students can take an additional EL class in place of an enrichment. This has never been identified and Dr. Downey wanted to be transparent in this opportunity for the students.

Dr. Bibbo said that 8th grade students in their second trimester can choose a different elective within the ELA course; this was a pilot program but is now a part of the permanent program. Other changes are that American Sign Language and La Francophonie is now becoming part of the permanent programming. Chinese Culture is no longer offered as the Mandarin program is growing.

Mr. Sicotte outlined some additions within the high school curriculum – Young American Literature, Accelerated Jazz, Jazz Lab, Advanced Acting Study and Probability and Games. He also mentioned they are providing adjustments within some 9IP courses; co-seating Honors and Accelerated in the same class. Mr. Sicotte explained that some students were resistant to 9IP as they wanted Accelerated classes.

A question was asked about Special Education students that would like to take a full year Performing Arts elective (chorus or band); this is not possible as their schedules only allow for a semester elective due to the Physical Education requirement. Mr. Sicotte explained that they are trying to think of creative solutions, as schools in surrounding towns are trying to solve this issue as well.

A committee member asked how the middle school math program is now compared to a traditional math program that was taught years ago. Dr. Downey explained that they are asking students to think and understand conceptually as well as being fluent in math. She said that this math is more project based and conceptual with problems that are based on real life. Dr. Bibbo remarked that they are focusing on station work and interdisciplinary connections. Middle school is making math engaging and exciting; the after school help classrooms are jam packed with students.

Action Item

Vote on FY25
School Operating
Budget
Recommendation

Vote on FY25 School Operating Budget Recommendation

Superintendent Gutekanst explained that although not part of the Operation Budget, the Town Manager has decided to amend her capital plan and include the design work for the Newman auditorium in FY25, followed by construction in FY26.

Upon recommendation of the Superintendent, that the Needham School Committee approves the FY25 School Operating Budget Recommendation in the amount of \$ 97,517,926 as submitted.

Moved by Michael Greis and seconded by Elizabeth Lee.

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

Action Item

Vote on IT
Warrant Article

Vote on IT Warrant Article

Superintendent Gutekanst explained that this Warrant Article is regarding the consolidation of school and town IT services under the Needham Public Schools. Next Tuesday, this will be the subject of a conversation with the Finance Committee Liaisons and the School Committee Budget Liaisons: Michael Greis and Alisa Skatrud.

Upon recommendation of the Superintendent, that the Needham School Committee votes to support the warrant article request at May Town Meeting for Information Technology Consolidation as submitted.

Moved by Michael Greis and seconded by Elizabeth Lee.

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

School Committee Comments

SC Comments

There were no School Committee Comments

Information Items

Information
Items

1. Pollard Middle School Project and Feasibility Funding Update
2. FY25 Revolving Fund Budget Requests: Athletics and Nutrition Services
3. The Education Cooperative (TEC) Modification of TEC Capital Reserve Fund

Adjourn

At approximately 8:27 p.m., Michael Greis moved, and Elizabeth Lee seconded the motion to adjourn the School Committee meeting of January 23, 2024.

Vote: 7-0-0

Respectfully Submitted,
Chrissy McCourt

A list of all documents used at this School Committee meeting is available at:
[School Committee packets](#) 2023-24

NEEDHAM SCHOOL COMMITTEE

Agenda Item #: _____

Date: February 20, 2024

Item Title: **Approve FY 2023/24 Grants**

Item Description: The School Department has received \$43,950 in new federal, state and local grants for the FY 2023/24 School Year:

- IDEA Targeted SpEd Program Improvement/ 274 \$43,950

A summary of 2023/24 grants awarded year-to-date is attached, with new grants highlighted in yellow.

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 the additional grant funds totaling \$43,950.

School Committee: **CONSENT**

Respectfully Submitted,

Anne Gulati

Assistant Superintendent for Finance & Operations

Federal, State & Local Grants:	ACCEPT'D FY20	AWARD FY21	AWARD FY22	AWARD FY23	AWARD FY24	\$ INC/(DEC) OVR FY23	REVISED FY24	\$ INC/(DEC) OVR FY24 Orig
<u>Federal Grants:</u>								
Title IIA/ Improving Educator Quality/ 140	68,848	67,389	64,448	57,234	69,268	12,034		
Title I Part A/ 305	123,778	123,730	123,806	113,199	134,876	21,677		
Title III Part A/ English Language Acquisition/180	22,388	26,135	29,716	28,456	30,375	1,919		
Title IVA Part A/ Student Support & Academic Enrichment / 309	10,000	10,000	10,000	10,000	10,000	-		
SPED Program Improvement/ 274	-	33,974			43,950	43,950		
SPED IDEA Early Childhood/ 262	36,342	36,655	36,995	39,108	40,016	908		
SPED Early Childhood Program Improvement/298	-	2,581				-		
SPED IDEA Entitlement/240 (94-142)	1,330,637	1,387,811	1,424,475	1,464,116	1,525,046	60,930		
SPED IDEA Entitlement/240 (94-142) Resolution Funds				16,494	15,565	(929)		
CARES Act: Elementary & Secondary Emergency Relief Funds I (ESSER)/113 *	-	81,318	-		N/A	-		
CRRSA Act: Elementary & Secondary Emergency Relief Funds II (ESSER II)/115 *	-	303,310	-		N/A	-		
ARP Act: Elementary & Secondary Emergency Relief Funds III (ESSER III)/119			681,671		N/A	-		
ARP Act: Individuals with Disabilities Education (IDEA) / 252			328,329		N/A	-		
ARP Act: Individuals with Disabilities Education (IDEA) Early Childhood Grant/ 264			29,214		N/A	-		
ARP Act: Individuals with Disabilities Education (IDEA) Homeless Children & Youth II/ 302			2,868		N/A	-		
Remote Learning Technology Essentials 117/118	-	23,540	-		N/A	-		
Summer and Vacation Learning Program Grant 114/333	-	12,000	-			-		
Summer School Expansion & Engagement/ 102			28,500			-		
CvRF School Reopening Grant/ 102	-	1,293,975	-		N/A	-		
CvRF For School Meal Programs		23,406	-		N/A	-		
School Programs Emergency Operational Costs Reimbursement Program (10.555)			5,146		N/A	-		
P-EBT Local Administrative Cost Reimbursement			4,912		N/A	-		
School Nutrition Equipment Assistance for Schools/ 722			7,750			-		
School Nutrition Supply Chain Assistance (SCA) Funds			78,652			-		
Development & Expansion of High Quality Summer Learning/ 523				25,000	TBD	-		
High Quality Instructional Materials Implementation Grant/ 185				91,500	173,500	82,000		
Investigating History Pilot/ 585 or 653				5,977	11,000	5,023		
FY23 Deeper Learning 105 84-425				14,026	TBD	-		
<u>State Grants:</u>								
Academic Support/632 (MCAS Tutoring)	-	-	-			-		
Comprehensive School Health Services (CSHS) Grant	100,000	100,000	100,000	100,000	100,000	-		
METCO/ 317	1,197,675	1,248,094	1,379,761	1,461,326	1,461,326	-		
METCO Supplemental/ 317A-318	92,389	79,376	51,718	30,963	TBD	-		
Special Education Circuit Breaker **	1,587,130	1,715,214	2,064,060	2,663,393	3,024,710	361,317		
Coronavirus Prevention Fund	-	172,050	-		N/A	-		
Special Support Earmark/ 192	-	20,833	-		N/A	-		
Special Support Earmark/ 195 (Town DEI Initiative)			50,000		N/A	-		
COVID-19 Summer Programming Reimbursement/ 437			41,800		N/A	-		
Accelerating Mathematics Instruction for Students (In-Kind)			81,340	146,170	TBD	-		
Proficiency-Based Outcomes for Languages Other than English/ 189 (FY22)			7,885	6,000	TBD	-		
Proficiency-Based Outcomes for Languages Other than English/ 189 (FY23)				9,962	TBD	-		
COVID-19 Sick Wages Reimbursement (H. 90)			102,996		N/A	-		
COVID-19 Reimbursement for Personal Protective Masks (Ch22 Acts of 2022)***				6,370	N/A	-		
Teacher Diversification Pilot Program/ 216 (FY22)			19,366	19,367	N/A	-		
Teacher Diversification Pilot Program/ 253 (FY23 & FY24)				34,798	23,729	(11,069)		
DEI Earmark Extension				16,500	N/A	-		
Northeast Food for School Grant					34,120	34,120		
<u>Local Grants:</u>								
NEF Fall Grants	50,102	15,980	30,317	30,142	30,501	359		
NEF Winter Grants	34,296	45,524	32,541			-		
FY20 Winter Grants Additional Funds			255		N/A	-		
NEF Spring Grants	22,300	30,782	18,434			-		
NEF Summer Grants	-	3,000	-			-		
NEF Strengthening the Elementary Instructional Model	-	296,624	-			-		
NEF DEI Collaborative Initiative	-	35,000	-			-		
Beth Israel Deaconess Life Skills	3,000	-	-			-		
Kate's Voice Music Therapy				2,200	TBD	-		
Needham Commission on Disabilities- Pollard ILC Grant					3,000	3,000		
METCO REI					14,000	14,000		
MCC Stars Residencies Grants (Williams and Eliot)			9,350			-		
Metrowest Health Foundation Pollard Middle School Wellness Initiative					10,000	10,000		
Metrowest Health Foundation Improving Student Health by Addressing Racial Discrimination	-	18,000				-		
	4,678,885	7,206,301	6,846,305	6,392,301	6,754,982	639,239	-	-

* Awarded for FY21, but accepted in FY20

** Circuit Breaker Reimbursement %s: FY20 Budget 72%; FY20 Actual 75%; FY21 Budget 75%, FY21 Actual; FY22 Budget 60%/ 60% of 25% Eligible Transportation, FY22 Actual 75%/75% of 25% Eligible Transportation; FY23 Budget 65%/ 65% of 50% Eligible Transportation, Actual 75%/ 75% of 75% Eligible Transportation; FY24 Budget 70%/ 75% of 100% Eligible Transportation, Actual 75%/ 57% of 100% Eligible Transportation

*** A total of \$50,909.13 was received in FY23, and \$44,539.13 was refunded, based on \$6,370 in qualifying expenditures.

NEEDHAM SCHOOL COMMITTEE

Agenda Item #: _____

Date: February 20, 2024

Item Title: **FY 2023/24 Budget Transfers**

Item Description: Transfer of FY24 budget allocations between line items in the following amounts:

Salaries	\$0
Purchase of Service/Expense	\$0**
Capital	<u>\$0</u>
Net Change:	\$0

** All transfers occur within this category.

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.

Rationale: The attached line-item budget transfers adjust the school operating budget to reflect anticipated expenditures during this fiscal year.

Implementation Implications:

Supporting Data: Attached listing of requested line-item budget transfers within the FY24 Operating Budget.

School Committee (circle one)

Action	Information	Discussion	<u>Consent Calendar</u>
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Central Administrator	Town Counsel	Sub-Committee: _____
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Will report back to School Committee (date): _____

Respectfully Submitted,

Anne Gulati

Anne Gulati
Assistant Superintendent for Finance & Operations

G/L ACCOUNT #	DESCRIPTION	DEBIT	CREDIT
<u>SALARIES</u>			
NA	NA	\$0.00	
	SUBTOTAL SALARIES	\$0.00	-
<u>PURCHASE OF SERVICE & EXPENSE</u>			
0001.3032.040.99.1220.099.99.520.030.5420.300.05	DIR OF PROG DEV OFFICE SUPPLIES		\$11.00
0001.3032.040.99.1220.099.99.520.030.5720.300.06	DIR OF PROG DEV OUT-OF-STATE TRAVEL	11.00	
0001.3032.040.99.1220.099.99.520.030.5780.300.06	DIR OF PROG DEV OTHER EXPENSES	\$3,800.00	
0001.3132.005.10.2356.099.99.520.030.5780.300.06	CURRICULUM DEV-DISTRICT-ALL OTHER EXP	\$1,500.00	
0001.3132.005.21.2358.099.99.520.030.5303.300.04	CURR DEV - BRM - OUTSIDE PD PROV - P&T SEMINAR &		\$3,455.00
0001.3132.005.25.2358.099.99.520.030.5303.300.04	CURR DEV - NEW - OUTSIDE PD PROV - P&T SEMINAR &		\$2,397.00
0001.3132.005.25.2410.099.99.520.030.5517.300.05	CURR DEV ED SUPPLIES - WKBKS/TXTBKS		\$1,490.00
0001.3132.005.25.2415.099.99.520.030.5512.300.05	CURR DEV ED SUPPLIES - TEACH AIDS	\$1,490.00	
0001.3132.005.30.2358.099.99.520.030.5300.300.04	CURRICULUM DEV-POLLARD-PROF AND TECHNICAL		\$345.00
0001.3132.005.30.2358.099.99.520.030.5303.300.04	CURR DEV - POLL - OUTSIDE PD PROV - P&T SEMINAR	\$1,598.00	
0001.3132.005.40.2358.099.99.520.030.5303.300.04	CURR DEV - NHS - OUTSIDE PD PROV - P&T SEMINAR &	\$799.00	
0001.3132.040.21.2455.090.99.520.030.5305.300.04	CURR DEV - BRM - INSTR SOFTWARE & LICENSES - P&T S		\$1,500.00
0001.3132.040.30.2455.090.99.520.030.5305.300.04	CURR DEV - POLL - INSTR SOFTWARE & LICENSES - P&T		\$1,598.00
0001.3132.040.40.2455.090.99.520.030.5305.300.04	CURR DEV - NHS - INSTR SOFTWARE & LICENSES - P&T S		\$799.00
0001.3260.005.26.2110.099.99.520.030.5730.300.06	High Rock-Curriculum Dir-Dues & Membership	\$300.00	
0001.3260.005.26.2356.099.99.520.030.5710.300.06	HIGH ROCK-HIGH ROCK-IN-STATE TRAVEL	\$300.00	
0001.3260.005.26.2356.099.99.520.030.5780.300.06	HIGH ROCK-HIGH ROCK-ALL OTHER EXP		\$300.00
0001.3260.005.26.2356.099.99.520.030.5780.300.06	HIGH ROCK-HIGH ROCK-ALL OTHER EXP		\$300.00
0001.3260.005.26.2356.099.99.520.030.5780.300.06	HIGH ROCK-HIGH ROCK-ALL OTHER EXP		200
0001.3260.005.26.2358.099.99.520.030.5720.300.06	HIGH ROCK - OUTSIDE PD PROV - OUT STATE TRAVEL/CON	500	500
0001.3260.005.26.2358.099.99.520.030.5780.300.06	HIGH ROCK - OUTSIDE PD PROV - OTHER EXPENSES	200	
0001.3260.005.26.2415.045.99.520.030.5512.300.05	HIGH ROCK ED SUPPL - INSTR MAT		\$4,000.00
0001.3260.005.26.2415.099.99.520.030.5512.300.05	HIGH ROCK ED SUPPL - INSTR MAT		871
0001.3260.005.26.2430.099.99.520.030.5510.300.05	HIGH ROCK EDUCATIONAL SUPPLIES	\$4,871.00	
0001.3560.005.21.2358.011.99.520.030.5303.300.04	READING - BRM - OUTSIDE PD PROV - P&T SEMINAR & TR		\$55.00
0001.3560.005.21.2358.011.99.520.030.5780.300.06	READING - BRM - OUTSIDE PD PROV - OTHER EXPENSES	\$245.00	
0001.3560.005.21.2410.011.99.520.030.5517.300.05	READING ED SUPPLIES - WKBKS/TXTBKS		\$5,358.00
0001.3560.005.21.2415.011.99.520.030.5512.300.05	READING ED SUPPLIES - TEACHING		
0001.3560.005.21.2430.011.99.520.030.5510.300.05	READING EDUCATIONAL SUPPLIES		\$201.00
0001.3560.005.21.2440.011.99.520.030.5380.300.04	READING OTHER PURCHASED SERVICES		\$411.00
0001.3560.005.22.2358.011.99.520.030.5303.300.04	READING - ELI - OUTSIDE PD PROV - P&T SEMINAR & TR		\$55.00
0001.3560.005.22.2415.011.99.520.030.5512.300.05	READING ED SUPPLIES - TEACHING		
0001.3560.005.22.2430.011.99.520.030.5510.300.05	READING EDUCATIONAL SUPPLIES		\$138.00
0001.3560.005.22.2440.011.99.520.030.5380.300.04	READING OTHER PURCHASED SERVICES		\$411.00
0001.3560.005.23.2358.011.99.520.030.5303.300.04	READING - WILL - OUTSIDE PD PROV - P&T SEMINAR & T		\$55.00
0001.3560.005.23.2358.011.99.520.030.5780.300.06	READING - WILL - OUTSIDE PD PROV - OTHER EXPENSES	\$439.00	
0001.3560.005.23.2410.011.99.520.030.5517.300.05	READING ED SUPPLIES - WKBKS/TXTBKS		\$3,358.00
0001.3560.005.23.2415.011.99.520.030.5512.300.05	READING ED SUPPLIES - TEACHING		
0001.3560.005.23.2430.011.99.520.030.5510.300.05	READING EDUCATIONAL SUPPLIES		\$148.00
0001.3560.005.23.2440.011.99.520.030.5380.300.04	READING OTHER PURCHASED SERVICES		\$411.00
0001.3560.005.24.2358.011.99.520.030.5303.300.04	READING - MIT - OUTSIDE PD PROV - P&T SEMINAR & TR		\$55.00
0001.3560.005.24.2415.011.99.520.030.5512.300.05	READING ED SUPPLIES - TEACHING	\$8,543.00	
0001.3560.005.24.2430.011.99.520.030.5510.300.05	READING EDUCATIONAL SUPPLIES		\$175.00
0001.3560.005.24.2440.011.99.520.030.5380.300.04	READING OTHER PURCHASED SERVICES		\$411.00
0001.3560.005.25.2358.011.99.520.030.5303.300.04	READING - NEW - OUTSIDE PD PROV - P&T SEMINAR & TR		\$55.00
0001.3560.005.25.2410.011.99.520.030.5517.300.05	READING ED SUPPLIES - WKBKS/TXTBKS		\$194.00
0001.3560.005.25.2415.011.99.520.030.5512.300.05	READING ED SUPPLIES - TEACHING		\$88.25
0001.3560.005.25.2415.011.99.520.030.5512.300.05	READING ED SUPPLIES - TEACHING		\$5,208.75
0001.3560.005.25.2430.011.99.520.030.5510.300.05	READING EDUCATIONAL SUPPLIES		\$240.00
0001.3560.005.25.2440.011.99.520.030.5380.300.04	READING OTHER PURCHASED SERVICES		\$411.00
0001.3560.005.26.2415.011.99.520.030.5512.300.05	READING ED SUPPLIES - TEACHING		\$684.00
0001.3560.005.26.2415.011.99.520.030.5512.300.05	READING ED SUPPLIES - TEACHING		\$1,248.00
0001.3560.005.26.2440.011.99.520.030.5380.300.04	READING OTHER PURCHASED SERVICES		\$300.00
0001.3560.005.30.2430.011.99.520.030.5510.300.05	READING EDUCATIONAL SUPPLIES		\$863.00
0001.3560.005.30.2440.011.99.520.030.5380.300.04	READING OTHER PURCHASED SERVICES		\$111.00
0001.3560.040.21.2455.011.99.520.030.5305.300.04	READING - BRM - INSTR SOFTWARE & LICENSES - P&T SO	\$2,513.00	
0001.3560.040.22.2455.011.99.520.030.5305.300.04	READING - ELI - INSTR SOFTWARE & LICENSES - P&T SO	\$2,513.00	
0001.3560.040.23.2455.011.99.520.030.5305.300.04	READING - WILL - INSTR SOFTWARE & LICENSES - P&T S	\$2,513.00	
0001.3560.040.24.2455.011.99.520.030.5305.300.04	READING - MIT - INSTR SOFTWARE & LICENSES - P&T SO	\$2,513.00	
0001.3560.040.25.2455.011.99.520.030.5305.300.04	READING - NEW - INSTR SOFTWARE & LICENSES - P&T SO	\$2,513.00	
0001.3560.040.26.2455.011.99.520.030.5305.300.04	READING - HGH ROCK - INSTR SOFTWARE & LICENSES - P		\$2,050.00
0001.3560.040.30.2455.011.99.520.030.5305.300.04	READING - POLL - INSTR SOFTWARE & LICENSES - P&T S	\$3,300.00	
0001.3561.005.10.2358.030.99.520.030.5784.300.06	MATH - DIS - OTSD PD - OTH EXP UNIT B & NU	\$196.00	
0001.3561.005.21.2358.030.99.520.030.5730.300.06	MATH - BRM - OUTSIDE PD PROV - DUES & MEMBERSHIP	\$10.00	
0001.3561.005.21.2358.030.99.520.030.5784.300.06	MATH - BRM - OTSD PD - OTH EXP UNIT B & NU		\$556.00
0001.3561.005.21.2430.030.99.520.030.5510.300.05	MATH INSTRUCTION		\$50.00
0001.3561.005.22.2358.030.99.520.030.5730.300.06	MATH - ELI - OUTSIDE PD PROV - DUES & MEMBERSHIP	\$10.00	
0001.3561.005.22.2358.030.99.520.030.5784.300.06	MATH - ELI - OTSD PD - OTH EXP UNIT B & NU	\$90.00	
0001.3561.005.23.2358.030.99.520.030.5730.300.06	MATH - WILL - OUTSIDE PD PROV - DUES & MEMBERSHIP	\$10.00	

0001.3561.005.23.2358.030.99.520.030.5784.300.06	MATH - WIL - OTSD PD - OTH EXP UNIT B & NU	\$90.00	
0001.3561.005.24.2358.030.99.520.030.5730.300.06	MATH - MIT - OUTSIDE PD PROV - DUES & MEMBERSHIP	\$10.00	
0001.3561.005.24.2358.030.99.520.030.5784.300.06	MATH - MIT - OTSD PD - OTH EXP UNIT B & NU	\$90.00	
0001.3561.005.25.2358.030.99.520.030.5730.300.06	MATH - NEW - OUTSIDE PD PROV - DUES & MEMBERSHIP	\$10.00	
0001.3561.005.25.2358.030.99.520.030.5784.300.06	MATH - NEW - OTSD PD - OTH EXP UNIT B & NU	\$90.00	
0001.3640.005.21.2358.050.99.520.030.5730.300.06	PHYS ED - BRM - OUTSIDE PD PROV - DUES & MEMBERSHI	\$0.00	\$731.00
0001.3640.005.21.2430.050.99.520.030.5510.300.05	PHYS ED EDUCATIONAL SUPPLIES	\$0.00	\$2,016.77
0001.3640.005.22.2358.050.99.520.030.5730.300.06	PHYS ED - ELI - OUTSIDE PD PROV - DUES & MEMBERSHI	\$0.00	\$134.00
0001.3640.005.22.2420.050.99.520.030.5257.300.04	PHYS ED R & M EQUIPMENT	\$0.00	300.00
0001.3640.005.22.2430.050.99.520.030.5510.300.05	PHYS ED EDUCATIONAL SUPPLIES	\$0.00	\$2,067.08
0001.3640.005.23.2358.050.99.520.030.5730.300.06	PHYS ED - WILL - OUTSIDE PD PROV - DUES & MEMBERSH	\$0.00	\$201.00
0001.3640.005.23.2420.050.99.520.030.5257.300.04	PHYS ED R & M EQUIPMENT	\$500.00	\$0.00
0001.3640.005.23.2420.050.99.520.030.5522.300.05	PHYS ED ED SUPPLIES - INST EQUIP	\$1,300.00	\$0.00
0001.3640.005.23.2420.050.99.520.030.5522.300.05	PHYS ED ED SUPPLIES - INST EQUIP	\$1,335.00	\$0.00
0001.3640.005.23.2430.050.99.520.030.5510.300.05	PHYS ED EDUCATIONAL SUPPLIES	\$0.00	\$2,181.00
0001.3640.005.24.2358.050.99.520.030.5730.300.06	PHYS ED - MIT - OUTSIDE PD PROV - DUES & MEMBERSHI	\$0.00	\$67.00
0001.3640.005.24.2420.050.99.520.030.5257.300.04	PHYS ED R & M EQUIPMENT	\$267.08	\$0.00
0001.3640.005.24.2420.050.99.520.030.5257.300.04	PHYS ED R & M EQUIPMENT	\$201.00	\$0.00
0001.3640.005.24.2420.050.99.520.030.5257.300.04	PHYS ED R & M EQUIPMENT	\$31.92	\$0.00
0001.3640.005.24.2430.050.99.520.030.5510.300.05	PHYS ED EDUCATIONAL SUPPLIES	\$0.00	\$1,731.85
0001.3640.005.25.2358.050.99.520.030.5730.300.06	PHYS ED - MIT - OUTSIDE PD PROV - DUES & MEMBERSHI	\$0.00	\$67.00
0001.3640.005.25.2420.050.99.520.030.5257.300.04	PHYS ED R & M EQUIPMENT	\$500.00	\$0.00
0001.3640.005.25.2420.050.99.520.030.5257.300.04	PHYS ED R & M EQUIPMENT	\$202.36	\$0.00
0001.3640.005.25.2420.050.99.520.030.5257.300.04	PHYS ED R & M EQUIPMENT	\$67.00	\$0.00
0001.3640.005.25.2420.050.99.520.030.5257.300.04	PHYS ED R & M EQUIPMENT	\$230.64	\$0.00
0001.3640.005.25.2420.050.99.520.030.5522.300.05	PHYS ED ED SUPPLIES - INST EQUIP	\$212.93	\$0.00
0001.3640.005.25.2420.050.99.520.030.5522.300.05	PHYS ED ED SUPPLIES - INST EQUIP	\$1,042.43	\$0.00
0001.3640.005.25.2420.050.99.520.030.5522.300.05	PHYS ED ED SUPPLIES - INST EQUIP	\$144.64	\$0.00
0001.3640.005.25.2420.050.99.520.030.5522.300.05	PHYS ED ED SUPPLIES - INST EQUIP	\$900.00	\$0.00
0001.3640.005.25.2430.050.99.520.030.5510.300.05	PHYS ED EDUCATIONAL SUPPLIES	\$0.00	\$3,617.84
0001.3640.005.26.2420.050.99.520.030.5257.300.04	PHYS ED R & M EQUIPMENT	\$300.00	\$0.00
0001.3640.005.26.2420.050.99.520.030.5522.300.05	PHYS ED ED SUPPLIES - INST EQUIP	\$1,031.00	\$0.00
0001.3640.005.26.2430.050.99.520.030.5510.300.05	PHYS ED EDUCATIONAL SUPPLIES	\$0.00	\$1,264.04
0001.3640.005.30.2420.050.99.520.030.5257.300.04	PHYS ED R & M EQUIPMENT	\$814.08	\$0.00
0001.3640.005.30.2420.050.99.520.030.5257.300.04	PHYS ED R & M EQUIPMENT	\$67.00	\$0.00
0001.3640.005.30.2420.050.99.520.030.5257.300.04	PHYS ED R & M EQUIPMENT	\$1,018.92	\$0.00
0001.3640.005.30.2420.050.99.520.030.5522.300.05	PHYS ED ED SUPPLIES - INST EQUIP	\$2,016.77	\$0.00
0001.3640.005.30.2420.050.99.520.030.5522.300.05	PHYS ED ED SUPPLIES - INST EQUIP	\$2,693.23	\$0.00
0001.3640.005.30.2430.050.99.520.030.5510.300.05	PHYS ED EDUCATIONAL SUPPLIES	\$0.00	\$3,735.66
0001.3640.005.40.2356.050.99.520.030.5303.300.04	PROF & TECH NHS - SEMINARS AND TRAINING	\$0.00	\$347.00
0001.3640.005.40.2356.050.99.520.030.5710.300.06	PHYSICAL ED-NHS-IN-STATE TRAVEL	\$0.00	\$127.09
0001.3640.005.40.2358.050.99.520.030.5303.300.04	PHYS ED - NHS - OUTSIDE PD PROV - P&T SEMINAR & TR	\$0.00	\$1,475.00
0001.3640.005.40.2358.050.99.520.030.5720.300.06	PHYS ED - NHS - OUTSIDE PD PROV - OUT STATE TRAVEL	\$0.00	\$728.20
0001.3640.005.40.2358.050.99.520.030.5730.300.06	PHYS ED - NHS - OUTSIDE PD PROV - DUES & MEMBERSHI	\$0.00	\$402.00
0001.3640.005.40.2420.050.99.520.030.5257.300.04	PHYS ED R & M EQUIPMENT	\$1,156.20	\$0.00
0001.3640.005.40.2420.050.99.520.030.5257.300.04	PHYS ED R & M EQUIPMENT	\$1,264.04	\$0.00
0001.3640.005.40.2420.050.99.520.030.5257.300.04	PHYS ED R & M EQUIPMENT	\$127.09	\$0.00
0001.3640.005.40.2420.050.99.520.030.5257.300.04	PHYS ED R & M EQUIPMENT	\$1,475.00	\$0.00
0001.3640.005.40.2420.050.99.520.030.5257.300.04	PHYS ED R & M EQUIPMENT	\$728.20	\$0.00
0001.3640.005.40.2420.050.99.520.030.5257.300.04	PHYS ED R & M EQUIPMENT	\$402.00	\$0.00
0001.3640.005.40.2420.050.99.520.030.5257.300.04	PHYS ED R & M EQUIPMENT	\$95.60	\$0.00
0001.3640.005.40.2420.050.99.520.030.5257.300.04	PHYS ED R & M EQUIPMENT	\$1,314.87	\$0.00
0001.3640.005.40.2420.050.99.520.030.5522.300.05	PHYS ED ED SUPPLIES - INST EQUIP	\$731.00	\$0.00
0001.3640.005.40.2420.050.99.520.030.5522.300.05	PHYS ED ED SUPPLIES - INST EQUIP	\$134.00	\$0.00
0001.3640.005.40.2420.050.99.520.030.5522.300.05	PHYS ED ED SUPPLIES - INST EQUIP	\$24,931.86	\$0.00
0001.3640.005.40.2420.050.99.520.030.5522.300.05	PHYS ED ED SUPPLIES - INST EQUIP	\$1,028.14	\$0.00
0001.3640.005.40.2420.050.99.520.030.5522.300.05	PHYS ED ED SUPPLIES - INST EQUIP	\$1,008.00	\$0.00
0001.3640.005.40.2430.050.99.520.030.5510.300.05	PHYS ED EDUCATIONAL SUPPLIES	\$0.00	\$24,931.86
0001.3640.005.40.2440.050.99.520.030.5380.300.04	PHYS ED OTHER PURCHASED SERVICES	\$0.00	\$95.60
0001.3640.005.40.2440.050.99.520.030.5780.300.06	PHYS ED OTHER EXPENSES	\$0.00	\$3,558.17
0001.3641.005.40.2356.055.99.520.030.5710.300.06	HEALTH ED-NHS-IN-STATE TRAVEL	\$0.00	\$161.11
0001.3641.005.40.2410.055.99.520.030.5517.300.05	HEALTH ED ED SUPP - WKBKS/TXTBKS	\$0.00	\$2,913.38
0001.3641.005.40.2415.055.99.520.030.5512.300.05	HEALTH ED ED SUPP - TEACH	\$161.11	\$0.00
0001.3641.005.40.2455.040.99.520.030.5524.300.04	EDUCATIONAL SUPPLIES	\$2,913.38	\$0.00
0001.3641.005.40.2455.040.99.520.030.5524.300.04	EDUCATIONAL SUPPLIES	\$207.16	\$0.00
0001.3641.005.40.2455.040.99.520.030.5524.300.04	EDUCATIONAL SUPPLIES	300.0	\$0.00
SUBTOTAL PURCHASE OF SERVICES & EXPENSE		93,920.65	93,920.65
CAPITAL OUTLAY			
N/A			
SUBTOTAL CAPITAL		-	-
GRAND TOTAL		93,920.65	93,920.65

NEEDHAM SCHOOL COMMITTEE

Agenda Item#: _____ **Date:** February 27, 2024

Item Title: **Approve School Department Donations**

Item Description: Donations have been made to the Needham Public Schools in the amount of \$31,758.45. A listing appears as an attachment to this agenda item.

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 attached donations totaling \$31,758.45.

School Committee: Consent Calendar

Respectfully Submitted,

Anne Gulati

Assistant Superintendent for Finance and Operations

Donor	Recipient	Amount
Dan Mathhews of Needham	Donation to the Robert Burke Fitzgerald Scholarship at NHS	\$ 100.00
Gianna Moreschi of Needham	Donation to NHS Best Buddies (Money Saved since 6th Grade)	\$ 66.45
RK Centers c/o Anne-Marie Valla	Zoll Automated External Defibrillator (AED) Device to Health Services	\$ 1,592.69
Bank of America	Elizabeth L Gardner Charitable Trust to the Elizabeth L Gardner Scholarship at NHS	\$ 15,501.75
Friends of Music, Inc.	Donation to Support NHS Musical Instrument Purchases	\$ 827.28
Coffee Pond Photo	Student Photo Commissions to Newman Elementary School Student Activity Clubs	\$ 1,688.07
Coffee Pond Photo	Student Photo Commissions to Mitchell School Class of 2031 and 2032	\$ 1,282.41
Coffee Pond Photo	Student Photo Commissions to NHS Student Council	\$ 2,495.03
Anonymous Donation	NHS Space Club	\$ 412.00
Nicolina Weisenbach & Kevin Monaco of Ohio	Donation to NHS Robotics Club	\$ 100.00
Amy Barker-Reilly of Needham	NHS Class of 2024 "You've Been Flocked" Fundraiser	\$ 25.00
Damien Newman of Needham	NHS Class of 2024 "You've Been Flocked" Fundraiser	\$ 125.00
Mary Ellen White of Needham	NHS Class of 2024 "You've Been Flocked" Fundraiser	\$ 25.00
Emma Bagnell of Needham	NHS Class of 2024 "You've Been Flocked" Fundraiser	\$ 25.00
Jillian Corkin of Needham	NHS Class of 2025 "Parents Night Out" Fundraiser	\$ 80.00
Florina Kachka of Needham	NHS Class of 2025 "Parents Night Out" Fundraiser	\$ 25.00
Stephanie Ulrich of Needham	NHS Class of 2025 "Parents Night Out" Fundraiser	\$ 25.00
Lidian De Oliveira of Needham	NHS Class of 2025 "Parents Night Out" Fundraiser	\$ 25.00
Lisa Rynne of Needham	NHS Class of 2025 "Parents Night Out" Fundraiser	\$ 25.00
Leah Perez of Needham	NHS Class of 2025 "Parents Night Out" Fundraiser	\$ 25.00
Jennifer Berrios of Needham	NHS Class of 2025 "Parents Night Out" Fundraiser	\$ 40.00
Amy Wortzman of Needham	NHS Class of 2025 "Parents Night Out" Fundraiser	\$ 25.00
Alexander Reyes of Boston	NHS Habitat for Humanity "Parents Night Out" Fundraiser	\$ 25.00
Jennifer Berrios of Needham	NHS Space Club "Parents Night Out" Fundraiser	\$ 50.00
K&G Fashion Superstores	Class of 2024 NHS Senior Prom Fundraiser	\$ 288.50
Various	Pollard Student Council Bake Sale Fundraiser for UNICEF	\$ 232.50
Various	NHS Class of 2024 Bake Sale Fundraiser	\$ 128.00
Various	NHS Class of 2025 Bake Sale Fundraiser	\$ 166.45
Various	NHS Space Club Bake Sale Proceeds	\$ 127.00
Various	NHS Best Buddies Bake Sale Proceeds	\$ 162.00
Various	NHS Science Team Bake Sale Proceeds	\$ 38.00
Various	NHS Model UN Bake Sale Proceeds	\$ 52.00
Various	NHS Take Back the Night Bake Sale Proceeds	\$ 22.00
Various	NHS Armenian Club Bake Sale Proceeds	\$ 43.00
Various	NHS Ellie Fund Bake Sale Proceeds	\$ 36.34
Various	NHS Shelterbox Bake Sale Proceeds	\$ 58.00
Various	NHS Friends of Families Bake Sale Proceeds	\$ 84.78
Various	NHS Black Student Union Bake Sale Proceeds	\$ 61.79
Various	NHS Speech & Debate Bake Sale Proceeds	\$ 48.05
Various	NHS Packages for Patients Bake Sale Proceeds	\$ 60.00
Various	NHS DECA Bake Sale Proceeds	\$ 54.10
Various	NHS Class of 2024 Hearth Pizza Fundraiser	\$ 188.20
Various	NHS Class of 2024 Panera Fundraiser	\$ 208.33
Various	NHS Class of 2026 Candy Gram Fundraiser	\$ 79.00
Various	NHS Habitat for Humanity Toolbox Fundraiser	\$ 763.00
Various	NHS Class of 2025 Cookies & Cocoa Fundraiser	\$ 430.00
Various	NHS Class of 2024 Chipotle Fundraiser	\$ 325.53
Various	NHS Class of 2025 Chipotle Fundraiser	\$ 125.75
Various	NHS Class of 2025 Popcorn Fundraiser	\$ 1,053.00
Various	Birthday Book Donations to All Schools	\$ 2,123.95
Various	NHS Coffee Cart Donations	\$ 188.50
	TOTAL	\$ 31,758.45

NEEDHAM SCHOOL COMMITTEE

Agenda Item #: _____

Date: February 27, 2024

Item Title: **Disposal of Surplus: Newman Elementary**

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 Newman Elementary School:

- 1050 Old and Damaged Books

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 be informed of the disposal of the above items, to the Town Transfer Station of the aforementioned surplus equipment in accordance with MGH30B Section 15&16.

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

Agenda Item #: _____

Date: February 27, 2024

Item Title: **Disposal of Surplus: Needham High School**

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 Needham High School:

- 3 Broken Fine and Performing Arts Instruments

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 be informed of the disposal of the above items, to the Town Transfer Station of the aforementioned surplus equipment in accordance with MGH30B Section 15&16.

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 27, 2024

Agenda Item: **Discussion**

Portrait of a Needham Graduate Presentation: Middle School Math

Background Information:

- Throughout the school year different schools and staff will share how one of the five attributes in the Portrait of a Needham Graduate are reflected in teaching and learning in the Needham Public Schools:

Creative Thinkers and Problem Solvers
Communicators and Collaborators
Socially and Culturally Responsive Contributors
Responsible and Resilient Individuals
Empowered Learners

- Middle School Math Presentation: Middle school staff and students will share how the portrait competencies come to life in school.

Person(s) Available for Presentation:

Borkeny Sambou, Middle School Math Curriculum Leader
Sarah Burns, 8th Grade Math Teacher
Rachael Silver, 7th Grade Math Teacher
7th Grade students

Needham Public Schools Middle School (6-8) Math Program

A closer look at how middle school math teachers are integrating
PONG competencies into everyday instruction and beyond!

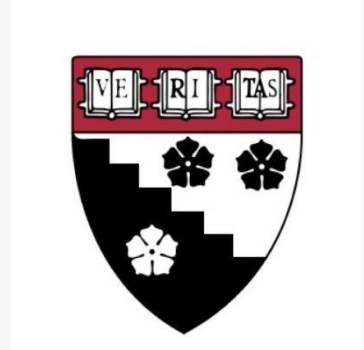


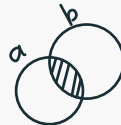
Borkeny Sambou, Sarah Burns,
& Rachael Silver

Students: Sabine Richmond, Kinzie
Ezzat, & Madhusri Saranathan

School Committee Meeting
February 27, 2024
Broadmeadow School

About me





Agenda

01

PONG x SMPS

We will take a look at how our teachers are using mathematical practices to integrate PONG into their instruction everyday

02

Graphing City

A look at graphing cities projects created by 7th grade students

03

Data Science

A look at data science projects from 8th grade students that were presented to elementary students!

04

Professional Development

A look into our curriculum review and some preliminary findings

α^b





PORTRAIT OF A NEEDHAM GRADUATE

SHARED VISION OF THE FUTURE FOR OUR PRE-K TO 12 STUDENTS



PREPARING ALL NEEDHAM PUBLIC SCHOOLS STUDENTS TO BE...

CREATIVE THINKERS AND PROBLEM SOLVERS

Raise questions driven by curiosity; Analyze relevant information;
Express creativity; Design and innovate solutions

COMMUNICATORS AND COLLABORATORS

Listen effectively; Articulate ideas using a variety of communication
strategies and skills; Interact with others respectfully and productively;
Contribute to teamwork

SOCIALLY AND CULTURALLY RESPONSIVE CONTRIBUTORS

Understand and respect diversity; Act with empathy and courage to
ensure equity, access, and an anti-racist culture; Address local and
global issues through civic and community engagement

RESPONSIBLE AND RESILIENT INDIVIDUALS

Take responsibility for actions; Make healthy choices to achieve
physical and emotional well-being; Self advocate;
Persist to overcome personal challenges; Adapt to change

EMPOWERED LEARNERS

Discover and integrate content from multiple disciplines;
Engage in self-directed learning; Use technology to support
learning and navigate a digital world



PONG
X
SMPS

8 STANDARDS for MATHEMATICAL PRACTICES



1

Make sense of
problems and
persevere in
solving them

2

Reason
Abstractly and
quantitatively

3

Construct viable
arguments and
critique the
reasoning of others

4

Model with
mathematics

5

Use appropriate
tools strategically

6

Attend to
precision

7

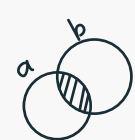
Look for and
make use of
structure

8

Look for and
express regularity
in repeated
reasoning

(a/b)





CREATIVE THINKERS AND PROBLEM SOLVERS

Raise questions driven by curiosity; Analyze relevant information;
Express creativity; Design and innovate solutions


1 Make sense of problems and persevere in solving them.



Keep on going !

2 Reason abstractly and quantitatively.

Write a story for the mathematical equation



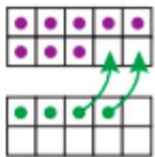
$\frac{1}{2} \times 4$

DeJuan exercises $\frac{1}{2}$ hour a day for 4 days.
How many total hours does he exercise?

Think what makes sense.

7 Look for and make use of structure.

$8 + 4 = 12$



See the pattern or connection.

8 Look for and express regularity in repeated reasoning.



See the pattern or connection.

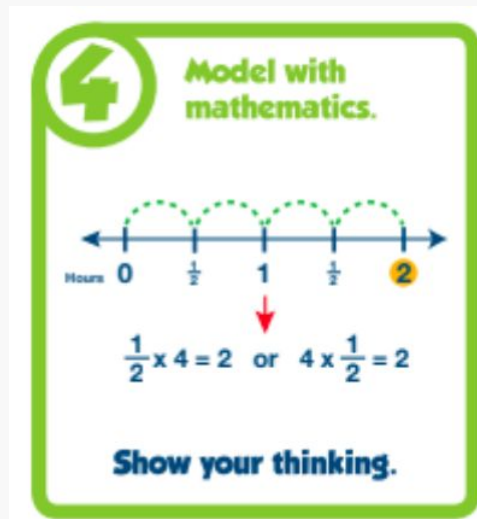
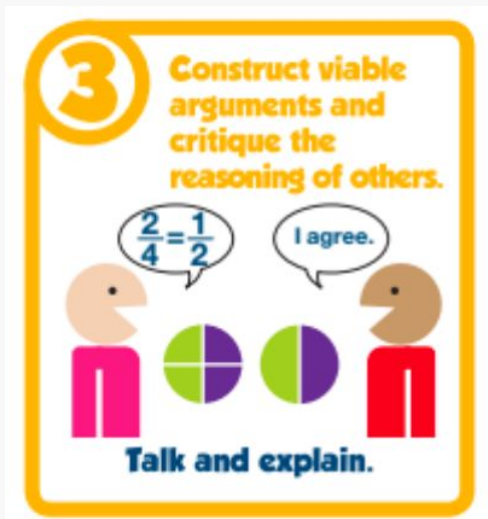
$x - y$





COMMUNICATORS AND COLLABORATORS

Listen effectively; Articulate ideas using a variety of communication strategies and skills; Interact with others respectfully and productively; Contribute to teamwork





EMPOWERED LEARNERS

Discover and integrate content from multiple disciplines;
Engage in self-directed learning; Use technology to support
learning and navigate a digital world

6 Attend to precision.

symbol: equals
(the same as)

120 minutes = 2 hours

units of measure

Check your work.

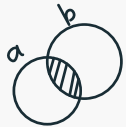
5 Use appropriate tools strategically.

$3 \times 2 = 6$

Use the right tools.

(a,b)





Graphing City

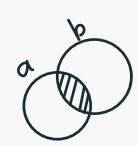
Rachael Silver- Math 7 teacher

How did this project come to be?

- Wanted to do something different than just traditional tests and wanted to find an authentic way for students to be seen in the curriculum / have their voice heard
 - Creativity and culture - questions asking them about their city so they could bring in more than just math; had them put together an ad/video/brochure to showcase creativity
 - Collaboration - students worked in groups of 2-3 and had to plan together/compromise on ideas, divide up work etc
 - Could research information about real cities to make informed decisions about their own
- 3 in class days - work on responsibility and time management

a^b





Whyville

Sabine Richmond, Kinzie Ezzat, & Madhusri Saranathan

a^b

(a, b)





Whyville

Part A: Please write **at least** 2-3 sentences for each question. (1pt per question) (12 pts for all of section A)

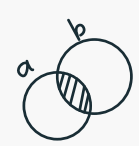
1. **MOTTO:** What are the core values or motto of your city?
2. **POPULATION:** What is the population of your city? Are you growing or shrinking?
3. **LIVING:** Where do people live? What types of housing are there?
4. **WORKING:** Where do people work? What types of jobs are there?
5. **EDUCATION:** Where do kids go to school? What types of schools are there?
6. **TRANSPORTATION:** How do people get around? Is there public transportation? If so, what type?
7. **ENTERTAINMENT:** What do people do for fun? Indoor/outdoor spaces? Museums? Parks? Stadiums? Etc
8. **CULTURAL:** What type of festivals, events, parades, etc happen within your city? How often do they occur?
9. **HOLIDAYS:** What holidays are celebrated in your city?
10. **FOOD:** What types of food is your city known for? Is it new to your city or does it come from other cultures?
11. **LANGUAGE:** What language(s) are spoken in your city?
12. **WEATHER:** Describe the weather/climate in your city.



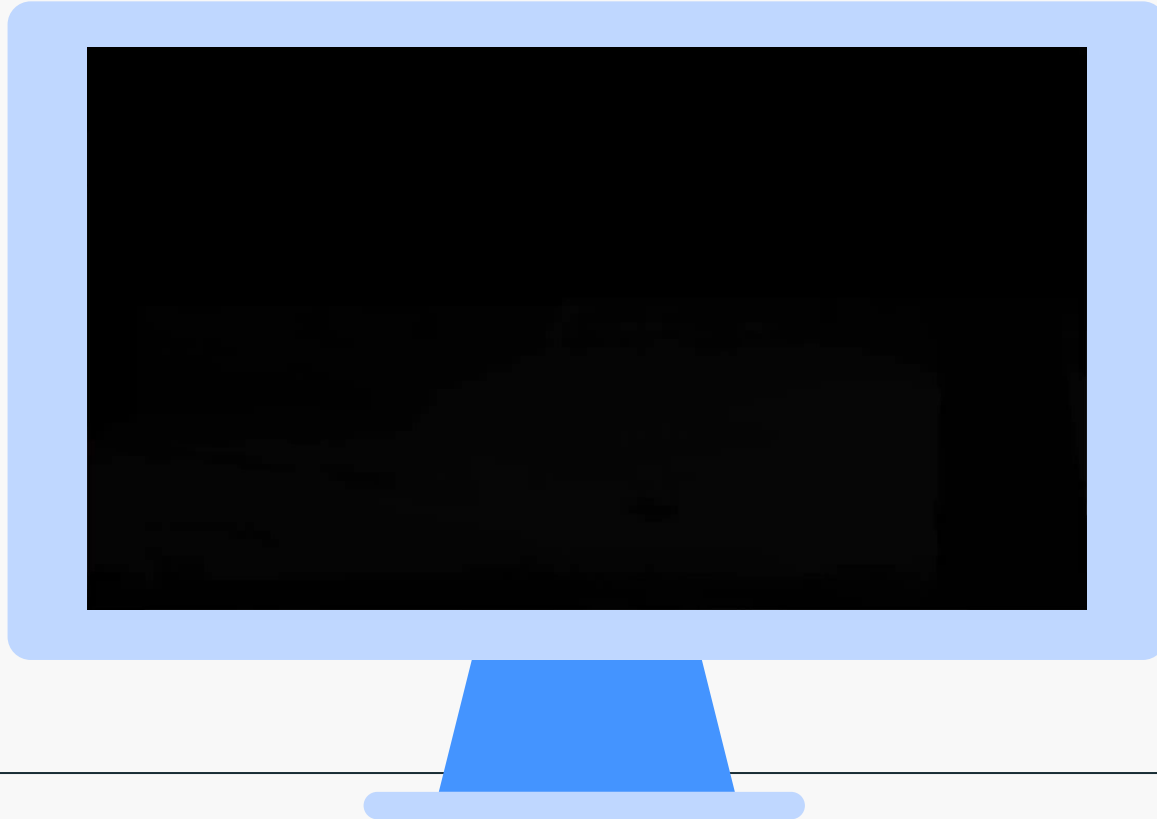
SOCIALLY AND CULTURALLY RESPONSIVE CONTRIBUTORS

Understand and respect diversity; Act with empathy and courage to ensure equity, access, and an anti-racist culture; Address local and global issues through civic and community engagement

	Whyville
Part 2:	
1.	core values: curiosity & community Motto: why ask for a <u>who</u> ? when you have a <u>why</u> ?
2.	Growing strong with 3,000 whyvillians
3.	sweet cottages (suburban) no ultra rich people (everyones zone)
4.	work in the shops, huge engineering factory for toys for summer
5.	beautiful public schools, outdoor schools campus (K-12)
6.	Ziplines
7.	shopping plaza, parks, water park, shows (stage)
8.	festivals, summer block parties, parades
9.	Summer solstice, the founding of Whyville (Aug 22)
10.	Watermelon, Cotton Candy, Grapes, Pasta/Pizza, strawberries
11.	Whyville
12.	always sunny and warm



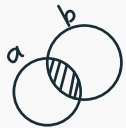
Welcome to Whyville!



a^b

(a,b)





Building Whyville

How did you work as a team
to complete your project?

a^b

How did you create your city?

What kind of math did you
need to do to build your city?





Data Science

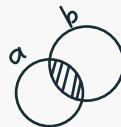
Sarah Burns- Math 8 & Data Science Teacher

- 8th grade elective classes only meet for 20 class sessions. We need to make the most of our time together through projects that **pique their interest** and **develop a mindset** to **make observations**, **ask questions** and **analyze** data, numbers and visualizations
- Students' **active participation** makes this happen! Projects, collaboration and student voice and choice are major parts of the class.



α^b





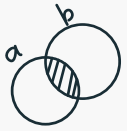
Big Numbers

- Students work as a group to create a visual or physical representation of a big number
- Big numbers are difficult to comprehend and compare in the abstract, but a visual makes the scale more concrete
- Examples of things we considered include: long amounts of time, comparing amounts of time, long measurements, counting large amounts of something, comparing measurements or counts, statistics and demographics about different populations
- Culminates in a presentation to 4th grade classes across the district

α^b

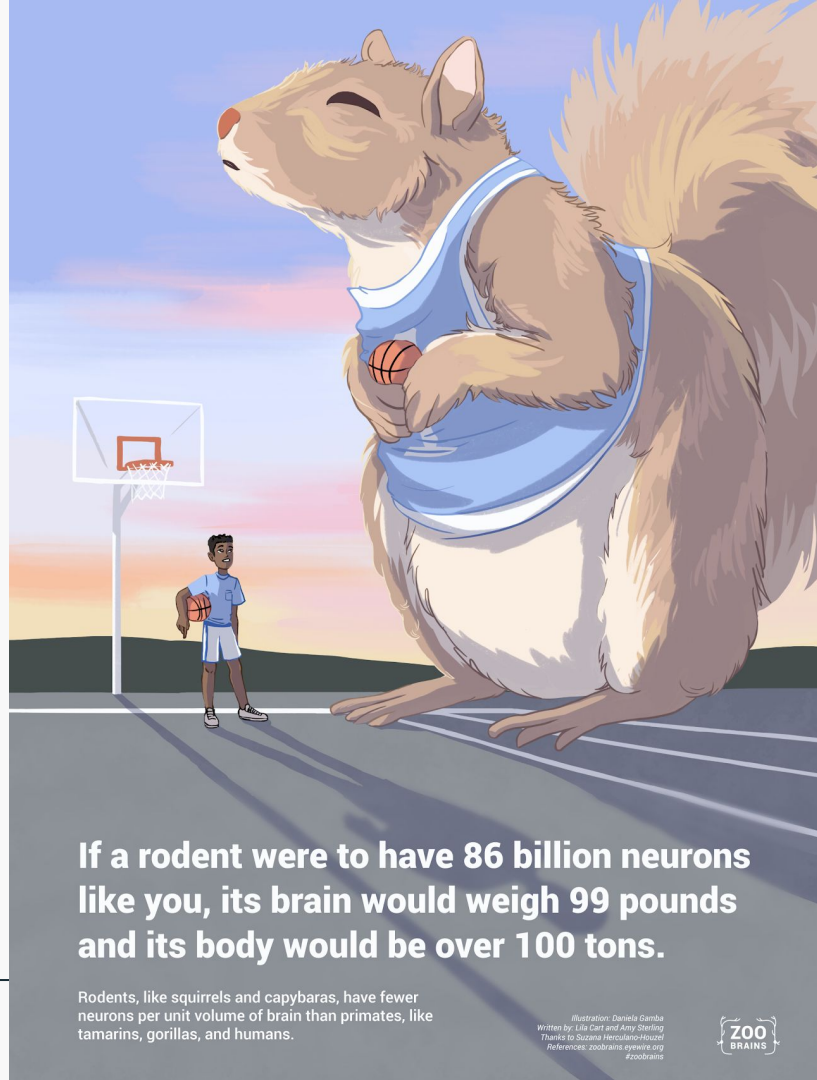


(a,b)



(a,b)

α^b

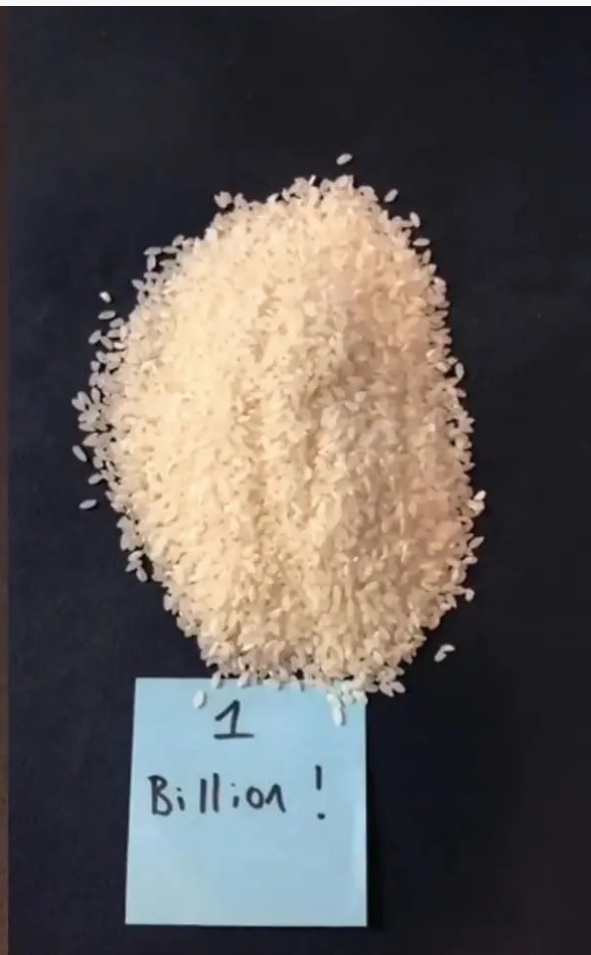
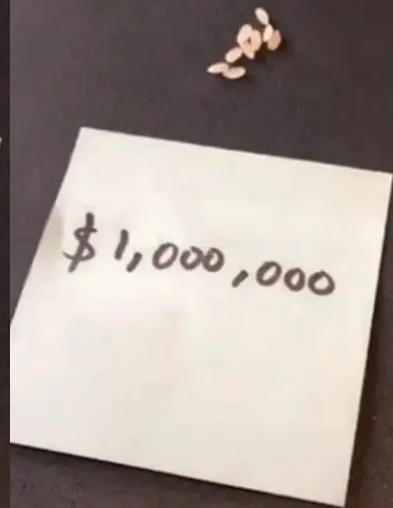


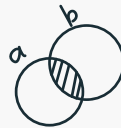
If a rodent were to have 86 billion neurons like you, its brain would weigh 99 pounds and its body would be over 100 tons.

Rodents, like squirrels and capybaras, have fewer neurons per unit volume of brain than primates, like tamarins, gorillas, and humans.

Illustration: Daniela Gamba
Written by: Lila Cati and Amy Sterling
Thanks to: Suzana Herculano-Houzel
References: zoo.brains eyewire.org #zoo.brains







Comparing Heights of Mountains Around the World

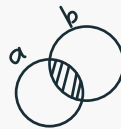


$$\alpha^b$$



(a,b)



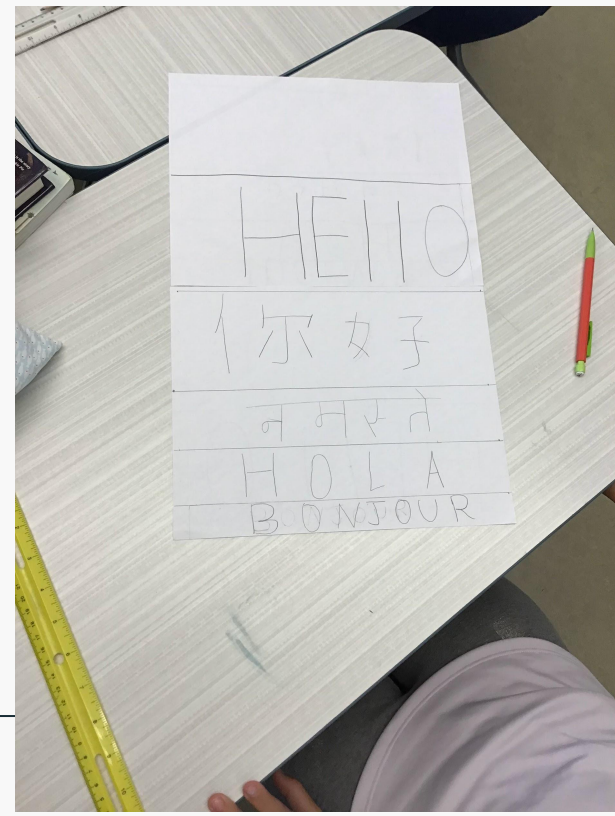
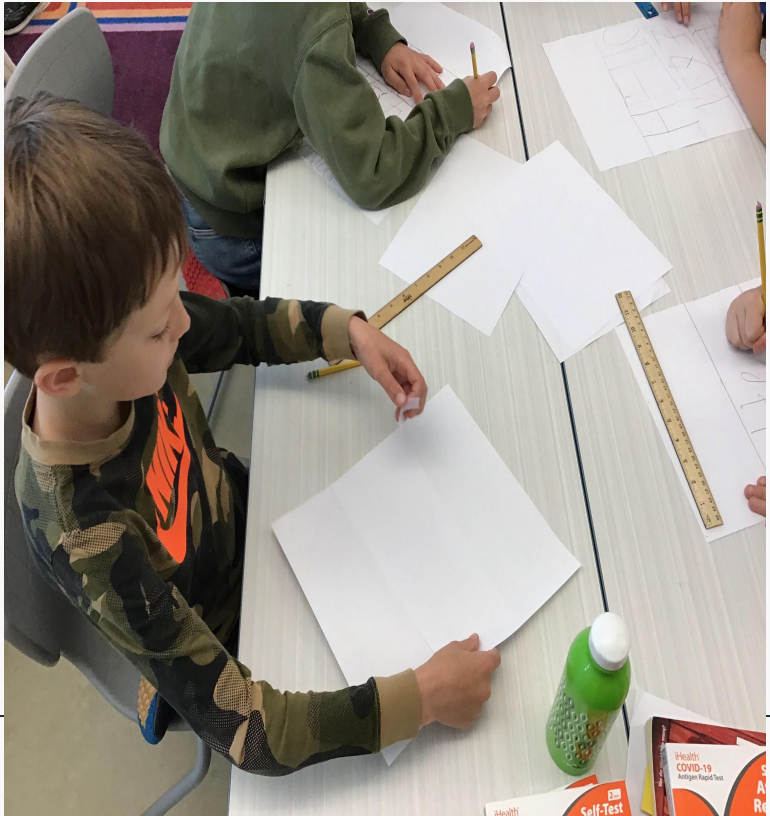


How Much *Area* in Each Continent?

 a^k  (a, b) 



What are the Most Common Languages Spoken in the World?



a^b



(a,b)





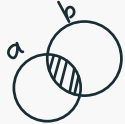
Comparing the Tallest Buildings in the World



α^b



(a,b)



Years of Exploration



Curate

Modified DESE curate rubric
to identify areas of strength
and growth



Collaboration

Teachers are committed to
giving their student high level
activities and working
together



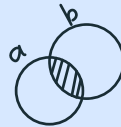
Consultants

The benefit of working with
consultants to remain
committed to continuous
professional growth



a^b

(a,b)



Thank you!

(a, b)

a^b





Needham School Committee

February 27, 2024

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:

Aaron Sicotte, Principal of Needham High School
Catherine Brandish, High School Senior and School Council Co-Chair
Needham High School Council Members



NEEDHAM HIGH SCHOOL

A CARING COMMUNITY
STRIVING FOR PERSONAL GROWTH AND
ACADEMIC EXCELLENCE

Aaron Sicotte
Principal

Mary Kay Alessi
Alison Coughbrough-Argentieri
Pierre Jean
Assistant Principals

TO: Dr. Dan Gutekanst, Superintendent of the Needham Public Schools
FROM: Aaron Sicotte, Principal of Needham High School
RE: NHS School Improvement Plan
DATE: 14 February 2024

I am pleased to provide an update to our progress with the 2019-2024 School Improvement Plan (SIP) for Needham High School. The plan is designed to bring to life the Portrait of a Needham Graduate within the NHS environment, guiding our priorities and our energies. As we come toward the end point of our SIP, it is a great opportunity to reflect on what we hoped to achieve and did, where we did not yet achieve our goals, and where we had tremendous success that was not anticipated in our initial plans. .

Our SIP has coincided with the timeline of the Covid pandemic, which has had a tremendous impact on our progress through our goals. In some cases, we accelerated timelines to ensure a collective readiness for the nature of teaching and learning, and in other cases, we simply had to accept our progress needed to evolve or be delayed as our priorities, needs, and capacity shifted. Many of the goals have had to evolve or move to later timelines as a result of the time and energy going into navigating through the pandemic and its constant changes for educators, with progress being made in many areas, but not as explicitly outlined in the SIP.

I want to thank the essential work and leadership of the NHS School Council - co-chair Catherin Brandish in particular - in creating and overseeing this School Improvement Plan. Their collaborative investment in NHS makes for a stronger community and continues to make for a thoughtful, effective, and achievable SIP. Additionally, this SIP is directly attributed to the investment and dedication of the High School Leadership Team, as well as, the NHS committees that focus on key priorities.

Thank you for your review and support of this document and the core beliefs and hard work that it represents.

Needham High School

School Improvement Plan

September 2019- June 2024

Presented to the Needham School Committee on February 28, 2020; Updated February 6, 2024

NHS SCHOOL COUNCIL 2023-2024	NHS LEADERSHIP TEAM 2023-2024
Mary Bashir, NHS Faculty	Mary Kay Alessi, NHS Assistant Principal
Elizabeth Bloom, Community Member	Dr. Joanne Allen-Willoughby, K-12 Director of Metco
Catherine Brandish, Class of 2024	Alison Coubrough-Argentieri, NHS Assistant Principal
Peter Giannacopoulos, Class of 2027	Denise Domnarski, K-12 Director of Wellness
Abigail Hays, Parent	Patrick Gallagher, Chair of NHS English Department
Michael Hirsh, NHS Faculty	Chris Gosselin, K-12 Director of Media and Digital Learning
Jennifer Hopkin, NHS Faculty	Susannah Hann, K-12 Director of Nursing
Vaneezah Khan, Class of 2027	Pierre Jean, NHS Assistant Principal
Nirmal Keshava, Parent	Ryan Madden, 6-12 Director of Athletics
Frederica Lalonde, Parent	Patricia Mullen, Director of NHS Special Education
Natalia Ly, Class of 2025	Stephen Plasko, Chair of NHS Social Studies Department
Anaya H Mulay, Class of 2026	Dana Plunkette, Director of Counseling 7-12
Aadam Mulla, Class of 2024	Jennifer Regrut, Chair of NHS Science Department
Jessica Pollard, Parent	John Shea, Chair of NHS Math Department
Aaron Sicotte, NHS Principal	Aaron Sicotte, NHS Principal
Doug Stanczak, NHS Faculty	Jamie Singelais, K-12 Director of English Learners
Sally Theran, Parent	LeeAnn Sutton, K-12 Director of Fine & Performing Arts
	Dr. Elizabeth Zajac, K-12 Director of 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

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

School Goal	Strategic Priority	Action Steps	Timeline for Action Steps	STATUS	Person(s) Responsible	Impact on Students/ Measures of Success
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	Create an SEL mindset checklist to use in school-wide activities	2023-2024	ONGOING	<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.
		Have each discipline focus on one Identified SEL skill from the <u>CASEL frameworks</u> .	2023-2024	NOT STARTED		
2. Embed <u>culturally responsive teaching (CRT)</u> practices into all classes and offices	1A, 1B, 1C 2B, 2C 3A, 3B, 3C 4B, 4C	Ensure there is a consistent understanding of culturally responsive teaching practices in all settings.	2021-2023	ONGOING	HSLT <u>Culture and Climate Com. (CCC)</u>	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.
		Provide models of how to become a culturally responsive educator.	2023-2024	FINISHED		
		Provide time to learn and apply culturally responsive practices.	2023-2024	ONGOING		
3. Incorporate <u>universal design for learning (UDL)</u> into all classes	1A, 1B, 1C 2B, 2C 3A, 3B, 3C 4C	Provide models of universal design for learning practices.	2022-2024	FINISHED	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.
		Provide time to learn and apply strategies.	2022-2024	FINISHED		

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	Identify the specific skills that are important across disciplines.	2023-2024	ONGOING	Interdisciplinary Learning Team (ILT) HSLT	A. Defined list of skills that is known by all. B. Dedicated time during professional development to IL skills and understanding the rubrics.
		Provide time and resources to teachers to learn and to incorporate skills into their classes.	2023-2024	NOT STARTED	Technology and Innovation Com.	
5. Consistently integrate subject matter across disciplines and classes to deepen students' learning.	1A, 1C 2A, 2B, 2C 3A, 3B, 3C 4C	Highlight the integrated teaching and learning models already at NHS	2019-2020	FINISHED	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.
		Identify areas where subjects align and cross throughout the four grades.	2023-2024	NOT STARTED		
		Provide time and structures for teachers to collaborate on projects, units, and classes.	2023-2024	NOT STARTED		
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	Provide teachers examples of project-based and authentic assessments.	2023-2024	NOT STARTED	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.
		Provide time for teachers to incorporate alternative assessment models into their curriculum.	2023-2024	NOT STARTED		
7. Update our grade reporting processes to allow for communication about students' progress on SEL and	1A, 1B, 1C 2A, 2B, 2C 3A, 3B, 3C 4A, 4C	Create and incorporate rubrics to assist in assessing and communicating students' progress on identified skills.	2023-2024	ONGOING	HSLT NEASC Com. Faculty Council Student Council	A. Rubrics incorporated into all classes to assist with communicating student progress on identified skills. B. Updated reporting mechanisms to communicate
		Update grade reporting processes to better	2023-2024	NOT STARTED	ILT	

interdisciplinary skills		communicate all skills.			SEL	students' performance in not only traditional grade-based forms, but also on a broader set of skills. .
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	Provide models of technology use.	2020-2022	FINISHED	Technology and Innovation Com.	A. All teachers understand the SAMR model.
		Provide time to explore and experiment with technology use.	2020-2022	FINISHED	HSLT Technology Dept.	D. 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.
9. Create a schedule that optimizes learning opportunities for all students	1A, 1B 2A, 2B 3A, 3B, 3C 4A, 4C	Assess the impact of <u>X-block</u> .	2020-2023	FINISHED	HSLT	A. Gather clear data on the impact of X-block and assess the impact.
		Identify potential schedules that may maximize our students' experiences and opportunities.	2021-2024	FINISHED	Scheduling Exploration Com. X-block Com. Faculty Council	B. Determine the best schedule.
		Identify work-arounds within our schedule to address the opportunities that are not possible now.	2021-2024	ONGOING	Student Council NEASC Com.	C. Drawbacks of the chosen schedule are clearly identified with ways to mitigate the impact on students' experiences.

ADJUSTED TIMELINE for ACTION STEPS:

Color Key:

Accomplished

Ongoing Work

Will Not be Accomplished This SIP

2019-2020

2020-2021

2021-2022

2022-2023

2023-2024

5. IL examples at NHS

8. Tech models ----->

8. Tech time ----->

9. Assess X-block ----->

9. Assess schedules ----->

9. Identify work-arounds ----->

2. CRT understanding ----->

3. UDL models ----->

3. UDL time ----->

1. SEL checklist

1. SEL skill for each dept.

2. CRT models

2. CRT time

4. IL skills identified

4. IL time

5. Integrative alignment

5. Integrative time

6. PBA/AA models

6. PBA/AA time

7. Skill Rubrics

7. Grade Reporting

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.

NHS School Improvement Plan Update

February 2024



NHS School Improvement Plan - Progress on Goals



1. Social-Emotional Learning Skills

Create an SEL mindset checklist to use in school-wide activities.

Have each discipline focus on one Identified SEL skill from the CASEL frameworks.

- Focus on social-emotional and mental health needs of students
- Shifted policies and mindsets
- Students are encouraged to focus on mental health
 - Own Your Piece/Peace
 - Mental health days
- Increased staffing to support students' needs

2. Culturally Responsive Teaching Practices

Ensure there is a consistent understanding of culturally responsive teaching practices in all.

Provide models of how to become a culturally responsive educator.

Provide time to learn and apply culturally responsive practices.

- All staff provided *We Got This* by Cornelius Minor.
- Cornelius Minor presented to full staff, as well as smaller groups.
- Lens of cultural relevance and impact on students.
- Examples of culturally responsive teaching.

3. Universal Design for Learning

Provide models of universal design for learning practices.

Provide time to learn and apply strategies.

- Wide range of professional learning experiences.
 - Faculty meetings, Department meetings, Teacher Support Team offerings
- Focus on Student Engagement then Fostering Expert Learners.
- Katie Novak and Mirko Chardin as expert resources.
- Many teachers read *Equity By Design*.

4. Interdisciplinary Learning Skills

Identify the specific skills that are important across disciplines.

Provide time and resources to teachers to learn and to incorporate skills into their classes.

- 9th Grade Interdisciplinary Program continues to grow and evolve.
- 10th Grade Interdisciplinary Program returns.
- Interdisciplinary projects across the building.
- Use of the DaVinci Workshop to learn skills and make connections.

5. Integrated Subject Matter

Highlight the integrated teaching and learning models already at NHS.

Identify areas where subjects align and cross throughout the four grades.

Provide time and structures for teachers to collaborate on projects, units, and classes.

- Created and grew 9th and 10th Grade Interdisciplinary Programs.

6 Project-based and Authentic Assessments

Provide teachers examples of project-based and authentic assessments.

Provide time for teachers to incorporate alternative assessment models into their curriculum.

- Range of project-based learning in many classes.

7. Updated Grade Reporting

Create and incorporate rubrics to assist in assessing and communicating students' progress on identified skills.

Update grade reporting processes to better communicate all skills.

- District-wide portfolio for Portrait of a Needham Graduate competencies.

8. SAMR Model for Use of Technology

Provide models of technology use.

Provide time to explore and experiment with technology use.

- Incredible investment in exploring and learning tools and resources.
- Coalesced around Google Classroom for class resources and communication.
- Incorporated new hardware, including AirPlay and amplification system.
- Focus on responsible use and digital literacy.

9. Updated Schedule

Assess the impact of X-block.

Identify potential schedules that may maximize our students' experiences and opportunities.

Identify work-arounds within our schedule to address the opportunities that are not possible now.

- Multi-year, collaborative exploration driven by teachers.
- Focused on the Portrait of a Needham Graduate competencies and outcomes.
- 10-year vision for teaching and learning.
- Thoughtful proposal.

Overall Summary

1. The actual outcomes did not completely match the initial action steps.
2. The COVID pandemic forced many changes to priorities and timelines.
3. Impressive work and progress was made in many areas.
4. Many aspects will continue to be reflected in the next School Improvement Plan.



Needham School Committee

February 27, 2024

Agenda Item: **Discussion**

Needham High School Performance and Achievement Report

Background Information:

- Principal Aaron Sicotte will share an update about testing data and student achievement. Information about SAT, the ACT, and Advanced Placement exams is included as well as artistic, athletic, and co-curricular student accomplishments.

Person(s) Available for Presentation:

Aaron Sicotte, Principal of Needham High School



NEEDHAM HIGH SCHOOL

A CARING COMMUNITY
STRIVING FOR PERSONAL GROWTH AND
ACADEMIC EXCELLENCE

Aaron Sicotte
Principal

Mary Kay Alessi
Alison Coubrough-Argentieri
Pierre Jean
Assistant Principals

TO: Dan Gutekanst, Superintendent of Needham Public Schools
FROM: Aaron Sicotte, Principal of Needham High School
RE: Needham High School Achievement Report February 2024
DATE: 22 February 2024

I am pleased to present the 2024 Achievement Report for Needham High School. As we continue to work through and past the pandemic and settle into new rhythms, the students of Needham High School continue to thrive and excel. I believe this report helps to capture and celebrate many of those achievements, and does so through the lens of our Portrait of a Needham Graduate competencies.

This year's Achievement Report slideshow format highlights a range of what our students have accomplished in the classroom, stage, fields, and through their club activities, all connected to one of the five competencies of: Creative Thinkers and Problem Solvers; Communicators and Collaborators; Socially and Culturally Responsive Contributors; Responsible and Resilient Individuals; and Empowered Learners. Additionally, NHS School Counselor, Will Grannan, has captured some traditional testing data in a Performance Report so some of our students' objective achievements can be seen and compared to both prior years' data and to our comparison schools.

The Achievement Report slideshow can be found [here at this link](#). Will's Performance Report can be found [here at this link](#).

The testing data in the Performance Report demonstrates our students' continued high performance on standardized tests in comparison to national and state-wide performances. In some areas, such as with the ACT, our students' performance is at or among the highest it has been over the last five years, and our participation in SAT tests have risen back up from a low in 2021, while our students continue to gain qualifying scores on AP tests at about 90%, all positive indicators of the strong academic experience NHS provides, as well as our students' resiliency and ability to overcome some of the pandemic challenges.

In the midst of these challenges and impacts, it is more important than ever to see the whole student in front of us. Performance on a test is one small indication of how a student achieves. This report attempts to capture a sense of the many varied ways the students of NHS continue to demonstrate their growth in all areas of the Portrait of a Needham Graduate. They are engaged in exciting and empowering work, improving the world around them, and partnering with a wide range of people and groups to excel in a multitude of ways. I hope you enjoy the glimpse into the many achievements of the students of Needham High School.



NEEDHAM HIGH SCHOOL

A CARING COMMUNITY
STRIVING FOR PERSONAL GROWTH AND
ACADEMIC EXCELLENCE

TO: Aaron Sicotte, Needham High School Principal
FROM: Will Grannan, School Counselor
RE: 2023 SAT, ACT, & AP Performance Report
DATE: February 2024

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

Testing restrictions and limitations, prominent during the pandemic, have been lifted for the past two testing cycles. Nationally, SAT and ACT testers are on the rise while also reflecting the more comprehensive test optional policies now in place at most colleges. The College Board 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 2023, will be used in this report for comparison with other towns.

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

AP results pertain only to the testing which took place in spring 2023, and include members of the class of 2023 as well as other students.

Highlighted below are several summary items.

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

The College Board changed its reporting of SAT data and we have adjusted our reporting accordingly. For the Class of 2023 we can break down the scores by range for the 263 test takers who took the test at least once during high school (if taken more than once only the most recent test result included).

263 Total Test Takers Range	Evidenced Based Reading & Writing (EBRW) Results & %	Math Results & %
700-800	77 - 29%	81 - 31%
600-690	105 - 40%	94 - 36%
500-590	69 - 26%	72 - 27%
400-490	11 - 4%	15 - 6%
300-390	1 - <1%	1 - <1%
200-290	0	0
SAT Mean	639	641

The College Board did provide mean SAT I data for Massachusetts (EBRW – 560; Math – 551) and the Total Group (EBRW – 520; Math – 508). DESE reports the total test takers for a given year (not by graduating class); the 379 test takers for the 22-23 testing cycle at Needham High reported SAT I averages as EBRW – 626 and Math – 632 (from DESE website).

SUBJECT TESTS (SAT II)

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

ACT TEST

The number of ACT test takers from Needham High had been rising steadily until 2017, since then the total test takers has fluctuated. For the graduating class of 2023, twenty percent (20.0%) took at least one ACT test. This is a decrease in total test takers from the year prior and lowest total 5 years. The lower numbers are consistent with National and MA trends.

Included in the following chart is the ACT section and composite averages over the past five years for Needham High test takers. The Class of 2023 test takers achieved the highest ACT scores across all sections (with the exception of English in 2021) in the past 5 years.

Year	Test Takers	English	Math	Reading	Science	Composite
2019	158	28.0	26.8	27.9	26.6	27.4
2020	108	29.0	28.1	29.0	27.5	28.5
2021	85	29.4	28.1	29.6	27.3	28.7
2022	109	28.5	27.7	29.3	27.5	28.4
2023	76	29.3	28.6	29.7	28.2	29.0

ADVANCED PLACEMENT (AP) EXAMINATIONS

Four hundred sixty-five (465) students took nine hundred sixty-one (961) AP tests. Ninety percent (89.8%) of the scores were 3 or better. Seventy percent (69.6%) of the scores were 4's and 5's. A more detailed presentation of these data is available in the report that follows.

Needham High School

A Caring Community
Striving for Personal Growth and
Academic Excellence



***Summary Report on SAT – Evidenced Based Reading and Writing and Math
Tests,
ACT, and Advanced Placement Tests***

2019 - 2023

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

Class	Needham	Global	MA
2023	639 (+)	520	560
2022	632 (+)	529	567
2021	639 (+)	533	591
2020	620 (+)	528	560
2019	610(+)	531	559

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

Class	Needham	Global	MA
2023	641 (+)	508	551
2022	644 (+)	521	561
2021	655 (+)	528	593
2020	623 (+)	523	559
2019	617(+)	528	561

*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
2023	380	263	69
2022	441	272	62
2021	426	201	47
2020	419	334	80
2019	437	432*	-

*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
2023	29.3	18.6	26.4
2022	28.5	19.0	26.6
2021	29.4	19.6	27.6
2020	29.0	19.9	26.0
2019	28.0	20.1	25.5

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

Class	Needham	Nationwide	MA
2023	28.6	19.0	25.7
2022	27.7	19.3	25.6
2021	28.1	19.9	26.9
2020	28.1	20.2	25.6
2019	26.8	20.4	25.2

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

Class	Needham	Nationwide	MA
2023	29.7	20.1	27.2
2022	29.3	20.4	27.3
2021	29.6	20.9	28.4
2020	29.0	21.2	26.6
2019	27.9	21.2	26.1

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

Class	Needham	Nationwide	MA
2023	28.2	19.6	25.8
2022	27.5	19.9	25.8
2021	27.3	20.4	26.8
2020	27.5	20.6	25.4
2019	26.6	20.6	24.8

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

Class	Needham	Nationwide	MA
2023	29.0	19.5	26.4
2022	28.4	19.8	26.5
2021	28.7	20.3	27.6
2020	28.5	20.6	26.0
2019	27.4	20.7	25.5

Number of Advanced Placement Tests by Discipline

Test / Year	2023	2022	2021	2020	2019
Art History	-	-	1	-	-
Biology	57	58	36	32	37
Calculus AB	87	101	80	74	80
Calculus BC	56	55	52	80	54
Capstone	16(research)	23(seminar)	14(research)	15(seminar)	-
Chemistry	15	28	13	21	19
Chinese Lang	3	9	6	7	8
Comp Sci A	27	38	24	30	32
Comp Sci Prin	1	-	-	5	11
Econ: Macro	4	2	2	2	1
Econ: Micro	3	-	-	-	-
English Lang & C	137	127	129	148	149
Engl Lit & Comp	24	12	15	16	30
Env. Science	1	-	-	-	-
European Hist	-	1	-	-	-
French Lang	20	19	12	14	22
German	2	1	-	1	-
Latin	-	-	-	-	1
Music Theory	5	4	2	-	2
Physics 1	1	-	1	-	1
Physics C: Mechanics	42	44	48	34	41
Physics C: Elec. & Mag.	33	40	35	32	39

Psychology	177	137	126	137	128
Spanish Lang	31	23	20	24	21
Statistics	63	67	72	60	48
Studio Art Drawing	7	9	7	13	11
Studio Art 2D Design	4	10	27	13	17
Studio Art 3D Design	4	4	-	1	-
U.S. Gov. & Politics	54	73	56	59	76
U.S. History	87	86	100	66	74
World Hist: Modern	-	1	-	-	-
Total Grades Reported	961	972	878	884	901
Total Candidates	465	486	458	463	461

2023 AP Score Summary

Test / Result	5	4	3	2	1
Biology	15	18	17	6	1
Calc AB	50	27	7	3	-
Calc BC	38	12	5	1	-
Chemistry	6	6	3	-	-
Chinese Lang. & Culture	1	-	1	-	1
Comp. Sci. A	14	4	4	3	2
Comp. Sci. Prin	-	1	-	-	-
English Lang. & Comp	50	50	30	7	-
English Lit. & Comp	17	7	-	-	-
Env. Science	-	1	-	-	-
French Lang. & Culture	4	6	9	1	-
German Lang & Culture	-	-	2	-	-
Macroecon.	-	1	1	2	-
Microecon.	-	2	-	1	-
Music Theory	3	2	-	-	-
Physics 1	-	1	-	-	-
Physics C: Elec & Magnetism	18	8	5	2	-

Test / Result	5	4	3	2	1
Biology	15	18	17	6	1
Calc AB	50	27	7	3	-
Calc BC	38	12	5	1	-
Chemistry	6	6	3	-	-
Chinese Lang. & Culture	1	-	1	-	1
Comp. Sci. A	14	4	4	3	2
Comp. Sci. Prin	-	1	-	-	-
English Lang. & Comp	50	50	30	7	-
English Lit. & Comp	17	7	-	-	-
Env. Science	-	1	-	-	-
Physics C: Mechanics	14	15	8	4	1
Psychology	48	43	46	27	13
Research	2	5	9	-	-
Spanish Lang. & Culture	16	13	2	-	-
Statistics	23	22	13	4	1
Studio Art 2D Design	-	3	1	-	-
Studio Art 3D Design	-	-	2	2	-
Studio Art: Drawing	-	5	2	-	-
US Gov. & Politics	19	11	12	11	1
US History	31	37	15	4	-
Total (972)	369	300	194	78	20

NUMBER OF EXAMS TAKEN ACCORDING TO SCORES

Score / Year	2023	2022	2021	2020	2019
5	369	347	291	344	336
4	300	323	322	280	295
3	194	188	175	186	189
2	78	89	71	55	64
1	20	25	19	19	17
Totals	961	972	878	884	901

SAT I Reasoning Comparisons (2022-2023)*

Public High School	Participants	EBRW	Math	Composite
Lexington	612	659	679	1338
Weston	132	656	672	1328
Brookline	444	647	661	1308
Winchester	381	647	656	1303
Wayland	207	643	652	1295
Wellesley	330	645	649	1294
Concord Carlisle	319	644	647	1291
Dover Sherborn	161	644	647	1291
Newton South	420	638	651	1289
Needham	379	626	632	1258
Hopkinton	291	621	635	1256
Newton North	440	623	624	1247
Holliston	186	612	601	1213
Natick	350	610	596	1206
Medfield	205	602	603	1205
Westwood	278	597	597	1194
Framingham	339	572	573	1145
Walpole	242	579	565	1144
Dedham	132	555	572	1127
Norwood	183	568	554	1122

*SAT data for this chart taken from the DESE website. From 2022 to 2023, Needham students took 11 more SAT tests (379-368).

AP Performance Comparisons 2023*

Public High School	Tests Taken	% Non Qualifying (1-2)	% Qualifying (3-5)
Dover-Sherborn	534	5.1	94.9
Brookline	1,109	6.8	93.2
Wayland	561	8.2	91.8
Lexington	2,555	8.6	91.4
Wellesley	925	9.2	90.8
Concord Carlisle	783	9.5	90.5
Hopkinton	1,236	9.6	90.4
Needham	958	10.2	89.8
Natick	1,053	11.6	88.4
Westwood	841	12.1	87.9
Winchester	1,165	12.3	87.7
Walpole	425	13.2	86.8
Newton South	1,118	13.4	86.6
Weston	610	13.4	86.6
Newton North	1,237	17.8	82.2
Framingham	924	22.4	77.6
Medfield	538	23.6	76.4
Holliston	423	25.3	74.7
Dedham	382	36.4	63.6
Norwood	527	44.6	55.4

*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 (958) versus the total reported by the College Board (961). The following total number of test takers by subject were under-reported, resulting in the difference of three: Eng Lang & Comp (-1), US History (-1), and Calc BC (-1) .



NHS Achievement Report Presentation

2024

Creative Thinkers and Problem Solvers

MICCA Gold Medals:
NHS Chorus
NHS Chorale
NHS Chamber Orchestra

MICCA Silver Medals:
NHS Symphonic Band
NHS Concert Band
NHS String Orchestra

16 students received
recognition in the
**Massachusetts
Regional Boston
Globe Scholastic Art
and Writing Awards
2023**

NHS had **21 students**
accepted into the
**Massachusetts Music
Educators Association
(MMEA) Senior Districts
2023 Music Festival**

Creative Thinkers and Problem Solvers

The **Student Council** brought back the **Pep Rally** after 4 years, creating an event that ALL students could participate in, despite our space limitations.

12 students participated in the highly competitive and selective **2024 Massachusetts All State Music Festival**

Communicators and Collaborators

Spring Musical: Les Mis

Jazz Night was
a huge success!
([link](#))

Each year, **200+ NHS SALSA** members volunteer **over 1,500 hours of service** in the Needham community:
Pollard Middle School 8th grade health classes: the new Pollard Middle School Wellness Club; Vaping Awareness Action Team; Mental Health Action Team; Distracted/Impaired Action team; Opioid Awareness Action team; The 84 Movement Action Team; Partners with the Norfolk County DA to train members on leadership and advocacy, and spread awareness about issues like: Impaired driving, mental health, and substances.

Communicators and Collaborators

WinterFest was a blast and highlighted many students and groups!
([Link](#))

a Capella Go!
brings NHS groups together with college groups.
([link](#))

Annual Art in Bloom
partnership with Temple Beth Shalom continues!

Congratulations to NHS's Poetry Out Loud winner - junior Ben Fogler! He will be representing Needham HS in the MA Regional Semifinals during the weekend of March 2-3. Every English class in NHS took part in the competition.

Communicators and Collaborators

*NHS has been honored as a **Special Olympics Massachusetts Unified Champion School**, due to the commitment of staff and students to a meaningful inclusion through unified sports, inclusive youth leadership, and whole school engagement - AND once again received **National Banner recognition** from Special Olympics North America due to how we successfully achieved national standards of excellence in the areas of inclusion, advocacy and respect! The athletes, partners, students, coaches, volunteers, teachers, staff and administration at NHS have all played key roles in creating a social climate where everyone feels included and respected for who they are.*

[Students unite on basketball court - Needham Observer](#)



Socially and Culturally Responsive Contributors

Students Acting to Make a Difference (SAMD) performed Urinetown and donated proceeds to Circle of Hope

ShelterBox Club supported **The Rotary Club** at their annual Pancake breakfast

Senior Studio Art students are working with the town on an immersive “art walk” outside

French Club will host their annual French Night to celebrate French culture and raise money for **Doctors Without Borders**

Socially and Culturally Responsive Contributors

Red Cross Club ran the **Totes for Hope** donation drive for a veterans hospital and are working on planning a **blood drive** through the Red Cross.

Black Student Union hosted a Spring cookout and used the proceeds to purchase about \$300 worth of gifts for Boston's **Christmas in the City**. BSU joined with Mitchell families to wrap gifts for Christmas in the city's non-denominational holiday event for children and families experiencing homelessness and poverty

The **League of Women's Voters Club** is dedicated to promoting youth civic engagement through Birthday Bags, get out the vote PSAs, and candidate forums alongside the Needham LWV.

Socially and Culturally Responsive Contributors

The new **Chinese Yo-yo Club** creates an open space for people to learn and perform the Chinese diabolo, connecting to and learning about another culture.

The **Jewish Student Union** hosted a Holocaust Survivor so the NHS community could hear the first hand account

The **Class of 2024** collected and donated **81 bags** of clothing and shoes from NHS families. Over 3 years of the fundraiser, they have donated **320 bags to Cradles to Crayons**

Responsible and Resilient Individuals

DreamFar members Addison Berg (2026), Shayna Dudley (2024), Kate Keane (2024) ran the Newport Marathon and Noah Dooley (2023) ran the Boston Marathon

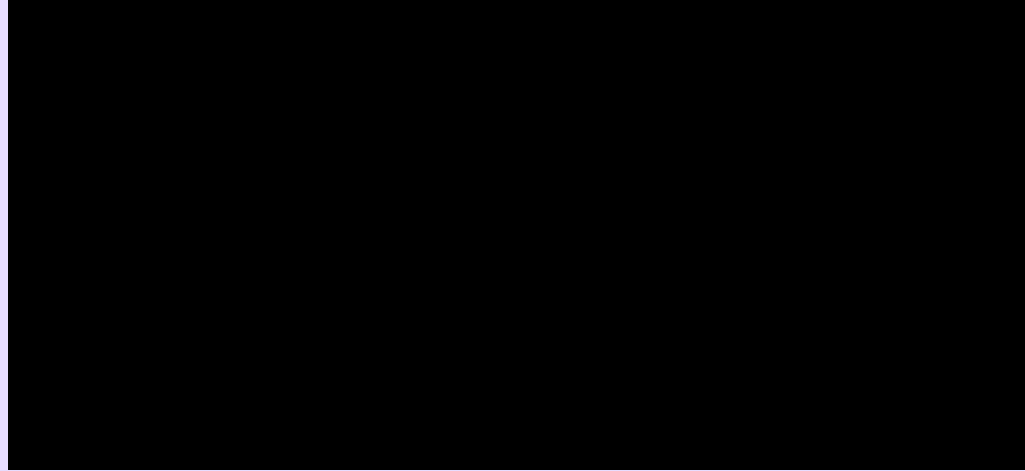
The Generic Ministries Club took part in a range of activities:

- Sandwich making for the unsheltered community of Boston,
- Ran town-wide drives for clothing and toiletries to deliver,
- Stock the organization's van to prepare for Boston trips to handout food, toiletries, and clothes.

Take Back the Night hosted their annual event at Town Hall to share stories and stand united against sexual and domestic abuse

Responsible and Resilient Individuals

**Own Your
Piece/Peace** hosted
their annual **Wellness
Breakfast** to celebrate
Martin Luther King Jr.
and the ongoing
commitment at NHS to
inclusion and wellness.



Athletic Highlights from 2023

Responsible and Resilient Individuals

Students Advocating for a Life without Substance Abuse (SALSA) is extremely active:

- **Needham's Opioid Awareness Day** sponsored by the Becca Schmill Foundation. Students placed purple flags at Memorial Field and helped spread awareness about opioids.
- **"Walk About for Fentanyl Awareness"** in Needham, helping to spread awareness about the dangers of fentanyl by delivering door hangers to residents all over Needham.
- Needham's **Prescription Drug Take Back Day** held at the Needham Police Department and sponsored by SPAN (Substance Prevention Alliance of Needham) and NPD where they collected 123 lbs of prescription medications.
- Members volunteered to help SPAN **deliver positive community norms posters** to Needham schools and businesses in September, October, November and December.

Empowered Learners



Science Team
members competed in
monthly Science meets
in the West Suburban
Science League

*Junior **Lily Bridgers** was recognized by the National Speech & Debate Association Honor Society! She received both a Merit and an Honor recognition for her hours of learning, practice, and improvement with help from dedicated coaching.*

Empowered Learners

Speech and Debate:

- 69 students attended at least one tournament
- 56 at least two
- 51 at least three
- 12 national qualifiers
- 35 state qualifiers
- 14 qualified in multiple events
- 1215 individual speeches given / debate rounds participated in

38 students received recognition in the **National History Day** competition and another 38 were recognized with honorable mention

2 Seniors were named **Finalists** for the National Merit Scholarship Program - **Aden Garf and Yasu Patel**

**Thanks to our teachers,
advisors, coaches, and
community members who
make our students'
experiences possible!**

Additional Achievements & Details:

- The following students were accepted into the **Massachusetts Music Educators Association (MMEA) Senior Districts 2023 Music Festival**: CHORUS: Mia Allen, Kiersten Blume, Anthony Borrelli, Jackson Bush, Benjamin Gilman, Cameron Mara, Henry McCue, Alex Purrington, Delia Rauch, Miles Salerno, Amiya Tess, Nadia Tess; JAZZ BAND: Seth Feigenbaum, Ben Kelly, Liam King, Zachary Wiesch; CONCERT BAND: Benjamin Leeman, Will Roy, Corbin Seidel, Joshua Van Dam, Zachary Weiskopft
- Sophomore, Gabriela Diaz, won a **National Scholarship Art** Silver Medal for her Art 1 piece *White Wash*
- The following students participated in the **2024 Massachusetts All State Music Festival**: JAZZ BAND: Ben Kelly, Liam King; CHORUS: Mia Allen, Kiersten Blume, Anthony Borrelli, Henry McCue, Alex Purrington, Delia Rauch, Amiya Tess, Nadia Tess; SYMPHONIC BAND: Benjamin Leeman, Corbin Seidel.
- The following students were awarded in the **Massachusetts Regional Boston Globe Scholastic Art and Writing Awards 2023**: GOLD KEY AWARD: Andrew Berkam, Nora Srinivas, Sam Villa, Gabriela Diaz, Grey Whalen; SILVER KEY AWARD: Kayla Smith, Rina Fisch, Tara Standard; HONORABLE MENTION: Hadas Duchin, Lucy Mackey, Lola Rolfes, Sam Villa, Gina Wu, Nandita Karthik, Rian Sullivan, Olesea Fiodorova, Michelle Virovtsev.

Additional Achievements & Details:

- **National History Day 2024 Regional NHD Qualifiers and Awards:** **GROUP EXHIBITS:** Ariel Feinstein, Sophia Katz, Sophia Rooyakkers - The Invention of Penicillin; Jessica Brayer, Molly Perlman, Alexandra Weiss - Founding of the Red Cross Movement; Kiersten Blume, Caroline Calton, Katherine Calton - The Commonwealth Electoral Act of 1962; Adah Rosen, Emma Manning, Luna Post - Loving vs Virginia (**Teacher Award for best exhibit**); **GROUP DOCUMENTARIES:** Sammi Meininger, Carly Craig - Twiggy (**Teacher Award for best documentary**); Charlotte Currie, Noa Richman, Hannah Levine - Mandal Commission; Chloe Crable, Josephine Calzada, Emma Hua - Tuskegee Experiment; **INDIVIDUAL PERFORMANCE:** Isabel Tashie - The Birth Control Pill (**Teacher Award for best performance**); **GROUP PERFORMANCE:** Matias Welch, Daniel Golmohammadi, Jonatan H Fleisher - 1979 Islamic Iranian Revolution; Haley Larson, Sara Franco, Madeleine Clevenger - Lives and Death of Las Mariposas; **GROUP WEBSITE:** Dean Mostafa, Lincoln Maxwell, Jacob Heckman - Abolition of slavery in British Empire (**Teacher Award for best website AND best project of the year**); Maeve Newman, Kate Petteruti, Charlotte Harrington - Founding of the Zionist Movement; Marco Barbosa, Ian Bone, Devin Karp - Immigration & Nationality Act of 1965; **BEST RESEARCH AWARD and HONORABLE MENTION:** Oliver Chladny, Audrey Tolle - Mines and Collieries Act of 1842;
- **HONORABLE MENTION AWARDS:** **GROUP EXHIBIT:** Sarah Kathryn Oliver, Xingying Emily He - Ping Pong Diplomacy; Ellie McHugh, Maddie Smith - Act Up; Molly Krupat, Szilvia Robertson, Brianna Sickmier - Ten Days in the Madhouse; Kathleen Fernandez, Grace Tetreault - Seneca Falls Convention; **GROUP DOCUMENTARY:** Kevin Xu, Alex Gurchenkov - Invention of Aircraft Carrier; Ezra Cohen, Samuel Cornell, Srikar Karlapalem - The Bombe; Adam Ganetsky, Sam Gustat, Rafi Kutsman - The Northwest Forest Plan; Anna Ng, Eleanore Alley, Matama Nkolola - The Comstock Act; Siddha Karjee, Rehaan Raja, Alex Zhang - The Champaran Satyagraha 1917; Lily Smith, Genevive Smith, Simi Basak - Australian Assimilation Policy; Marcus Levin, Tyler Hesser, Jeremy Turgel - The American Indian Movement; **GROUP WEBSITE:** Jane Urban, Hannah Leiman - The Human Genome Project; Bridget Register, Delia Rauch, Stella Rogovoy - The Willowbrook State School; Titas Vosylius, Ankur Jain - The Bombing of Kosovo; William Clark, Jacob Shaw - Interstate Highway System; **PROFESSIONALISM AWARD:** Skylar Levin, Nathan Taub, Cam Mara - My Lai Massacre



Needham School Committee

February 27, 2024

Agenda Item: **Action**

Approve Policy IJNDB-1 Revision 1 Staff Responsible Use of Digital Resources

Action Recommended:

Upon recommendation of the Superintendent, that the Needham School Committee approves School Committee Policy IJNDB-1 Revision 1 Staff Responsible Use of Digital Resources as submitted.

Policy for: STAFF RESPONSIBLE USE OF DIGITAL RESOURCES		Revision 1
Date Approved by School Committee:	Signature of Chair	Page 1 of 7

Technology Resources Purpose:

Access to network resources, electronic communications, the Internet, database systems, devices and other information technology (IT) resources is essential to the mission of the Needham Public Schools (NPS). The purpose of these resources is primarily to develop, deliver, and support quality educational materials in the pursuit of excellence in teaching and learning and to efficiently manage the day-to-day operations of the NPS.

Information Technology will be used in a manner consistent with the educational mission of the Needham Public Schools. The user will exercise good and professional judgment in the use of shared resources, software, intellectual property rights, ownership of information and system security. Professional behavior and communication are expected at all times. All home use of NPS devices and district-provided accounts and resources must adhere to the terms and conditions of acceptable use as outlined in this policy. Use contrary to this policy (IJNDB-1) is unacceptable and prohibited.

Use of any of the schools' IT resources by any user will constitute acceptance of the terms of this policy and of any further amendments. All staff will sign an acknowledgment that they have read the Staff Responsible Use policy. A failure to comply with the acknowledgement provision does not relieve a user of the obligations and responsibilities of the Responsible Use Policy.

Privacy:

Employees should have no expectation or guarantee of privacy when using the schools' IT resources whether their use takes place during or outside working hours. All actions including, but not limited to, information stored, accessed, viewed or written are logged and accessible by the Administration. The NPS has the right to monitor, quarantine, backup, move, archive and/or delete, and access all electronic files, local or remote, on systems managed by the district.

Policy for: STAFF RESPONSIBLE USE OF DIGITAL RESOURCES	Revision 1
Date Approved by School Committee:	Signature of Chair Page 2 of 7

All actions performed by employees in regards to the schools' IT resources are legally discoverable and could be subpoenaed by a court of law and are potentially considered to be public records under Massachusetts and federal statute.

Data Confidentiality:

Some employees, as part of their jobs, have access to confidential information such as personal data about identifiable individuals. Personally identifiable information remains confidential; employees are expected to use appropriate judgment and caution in communications concerning students and staff. Employees are strictly prohibited from acquiring access to and/or disseminating such confidential information unless access to and/or dissemination is authorized and required by their jobs. Digital information may be subject to federal (FERPA) and state privacy statutes.

Employees are expected to exercise reasonable judgment in the use of private student data and only as part of their employment responsibilities with the Needham Public Schools. This includes the use of electronic student data that may be transported on devices, computers, drives, and in other ways to and from the workplace. If an employee suspects or believes private student data and records have been lost, stolen, or otherwise compromised, the employee should immediately notify her/his supervisor.

Curriculum and Resources:

Resources used to create digital learning experiences as part of an employee's responsibilities with the NPS may be pre-approved and accessible by the appropriate administrator (Department Head, Director, Principal, or other District Administrator) to ensure program consistency, continuity, safety, and liability. Employees must adhere to appropriate copyright laws and guidelines when developing, using, and/or reproducing protected material.

SCHOOL COMMITTEE POLICY
NEEDHAM PUBLIC SCHOOLS

FILE

IJNDB -1

Policy for: STAFF RESPONSIBLE USE OF DIGITAL RESOURCES		Revision 1
Date Approved by School Committee:	Signature of Chair	Page 3 of 7

Email and the Public Records Law:

Email messages concerning official school business are generally considered public record information that is subject to disclosure under the Massachusetts Public Records Law. (M.G.L. Chapter. 66 Section 10: M.G.L., Chapter 4, Section 7(26)).

Documents prepared in anticipation of litigation or to reply to a Freedom of Information Act (FOIA) should not be disclosed without prior approval from the Superintendent.

Professional Communication and Practices:

Employees should communicate in a professional manner. Communication between and among staff, students, and families should be educationally relevant, including the use of social media.

Supervisors may choose to approve the form and content of work-related communication prior to dissemination.

Social Media Use:

Social media encompasses online platforms and technologies that enable users to create, share, and interact with digital content, fostering various forms of communication and community building. Within the Needham Public Schools, this can facilitate engagement among students, parents/caregivers, teachers, and community members, strengthening connections, promoting shared goals, and creating a sense of belonging.

When using communication tools such as social media as part of their professional role and responsibilities, employees of the Needham Public Schools are representing the District. It is the expectation of the District that employees model behaviors that are inclusive and supportive of the Mission and Vision of the Needham Public Schools.

Policy for: STAFF RESPONSIBLE USE OF DIGITAL RESOURCES		Revision 1
Date Approved by School Committee:	Signature of Chair	Page 4 of 7

Employees are required to adhere to the expectations shared in the NPS Social Media Guidelines. This document is reviewed regularly and updated as needed based on trends, initiatives and needs of the District.

Social Media Accounts/Sites Representing Needham Public Schools:

All Social Media accounts/sites created for the purpose of sharing information about the District must be first approved by the building Principal and should make clear they are maintained by an NPS staff member and are required to be created, maintained and linked to an active district email account.

Employees who maintain the social media accounts/sites should have no expectation of privacy in regards to the content, private messaging or posts produced or associated with the account/site. Transparency and accountability for all content, private messaging and posts enables efficient collaboration, ensures alignment with the District's policies and fosters public trust. This includes, but is not limited to, scheduled posts, direct messages, comments on public posts, shared materials, and any drafts or archived data associated with the account/site.

Content regarding students (including personal identifiable information) shall not be posted on any Needham Public Schools website or social media account/site unless they are approved for photo release.

The Superintendent and their designees have the right to monitor accounts or sites created using NPS accounts, and employees who maintain the accounts/sites will be required to furnish administrative passwords upon request.

Prohibited Uses:

Each employee is responsible for their actions involving information technology and their electronic files, passwords and accounts. Examples of prohibited use of school IT include, but are not limited to, the following:

Policy for: STAFF RESPONSIBLE USE OF DIGITAL RESOURCES		Revision 1
Date Approved by School Committee:	Signature of Chair	Page 5 of 7

1. Any use that violates any federal, state or local law or regulation, including copyright laws, or violates a School Committee policy;
2. Any use to harass, discriminate, threaten, defame, demean or intimidate;
3. Any use that involves material or language that is vulgar, profane, obscene, fraudulent, offensive, sexually explicit or sexually suggestive;
4. Any use for private financial gain, advertising, online gambling or solicitation purposes;
5. Conducting private business that is not incidental in nature;
6. Fundraising for any non-school sponsored purpose, whether non-profit or for-profit;
7. Downloading, using or copying software in violation of a license agreement or copyright;
8. Infringing on intellectual property rights;
9. Connecting any device not owned and managed by the NPS to the internal school network (other than the "Open" wireless access to the Internet) without permission from the technology administrator;
10. Obtaining confidential information about students and/or their families for non-school related activities or sharing confidential information about students or employees for non-school related activities;
11. Sending mass electronic mailings or chain letters, excessive printing, spending excessive amounts of time on the Internet that interferes with the employee's official duties and responsibilities; or otherwise creating unnecessary network traffic;
12. Revealing one's password to anyone else, using another's password, or pretending to be someone else when sending information over the school network;
13. Forgery or attempted forgery;
14. Gaining or attempting to gain unauthorized access to any device or network [i.e. hacking];
15. Any misuse or disruption of school IT, including intentional physical misuse or damage, or any breach or attempt to breach the security features of school IT;
16. Any communication that represents personal views as those of the schools or that could be interpreted as such;

Policy for: STAFF RESPONSIBLE USE OF DIGITAL RESOURCES		Revision 1
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17. Any communication that violates generally accepted rules of electronic mail or device etiquette and/or professional conduct;
18. Posting pictures or audio, or identifiable information of students, administration, faculty, and the parents of students that is not educationally relevant;
19. Failure to report a breach of school IT security to the employee's supervisor;
20. Using District resources for union business that is not incidental in nature;
21. Any other misuse identified by District administration.

Employees who have a question or need further clarification about these prohibitions should seek guidance from their building principal or supervisor.

Responsibility for Laptops/Mobile Devices Issued to Faculty and Staff:

An employee who has been issued a laptop or other mobile device is responsible for the equipment at all times in school and outside of school. Upon the conclusion of an individual's employment with the Needham Public Schools, the employee will return all school issued technology and technology devices.

Responsibility for Unauthorized Charges, Costs or Illegal Uses:

NPS assumes no responsibility for any unauthorized charges made by employees, including but not limited to credit card purchases, subscriptions, long distance telephone charges, equipment and line costs, or for any illegal use of its devices, such as copyright violations.

Disclaimer on Liability:

NPS makes no warranties of any kind, either expressed or implied, that the functions or the services provided by or through its network will be error-free or without defect. The District will not be responsible for any damages users may suffer, including but not limited to, loss of data or interruptions of service, or personal, physical, psychological, or monetary damages. Users are responsible for backing up their own data. The District will not be responsible for unauthorized financial obligations arising through the employee use of digital resources.

Policy for: STAFF RESPONSIBLE USE OF DIGITAL RESOURCES		Revision 1
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This policy is not all-inclusive. NPS reserves the right to notify an employee of any other impermissible action regarding the use of the device or Internet. Due to the rapid evolution of technology this policy will need periodic review.

Violation of the Policy:

Violation of any portion of this policy may result in disciplinary and/or legal action, and/or including possible suspension or dismissal.

References:

Children's Internet Protection Act (CIPA)
Title XIV: Child Online Protection Act (COPA)
Family Educational Rights and Privacy Act (FERPA)

Needham Public Schools Staff Social Media Guidelines

From engaging conversations to sharing valuable resources, the Needham Public Schools community benefits from authentic connections made through social media. These platforms allow us to share information, learn together, inspire one another, and even extend the classroom experience beyond the walls of our schools. However, while social media can be a fun and enriching tool, it's important to remember that in the online world, the lines between personal and professional, public and private, can sometimes blur. To help navigate this digital landscape responsibly and represent our school community with pride, we've created these social media guidelines for you to follow. Let's work together to harness the power of social media for good, fostering a safe, positive, and enriching online environment for all.

What is Social Media?

Social media encompasses online platforms and technologies that enable users to create, share, and interact with digital content, fostering various forms of communication and community building. These platforms include, but are certainly not limited to, Facebook, Instagram, X, and Threads.

Setting up Social Media

Assistance in setting up social media accounts and their settings can be obtained from your building Technology Integration Specialist. Remember to review the Staff Responsible Use Policy (IJNDB) first.

Don't Tell Secrets

It's perfectly acceptable to talk about your work and have a dialog with the community, but it's not okay to publish confidential information. Confidential information includes things such as student information, grades, or any other confidential information that would identify individuals. We must protect and respect the privacy of our students, staff, parents, and school community.

Protect Your Own Privacy

Privacy settings on social media platforms should be set to allow anyone to see profile information similar to what would be on the Needham Public Schools website. Privacy settings that might allow others to post information or see information that is personal should be set to limit access. Be mindful of posting information that you would not want the public to see.

Be Transparent

We believe in being transparent online. Use your real name, be clear who you are, and identify that you work for the Needham Public Schools. Do not post anonymously, using pseudonyms or false screen names. Do not write anything that is dishonest, untrue, or misleading. What you publish will be around for a long time, so consider the content carefully and also be cautious about disclosing personal details.

Be the first to respond to your own mistakes

If you make an error, be up front about your mistake and correct it quickly. If you choose to modify an earlier post, make it clear that you have done so. If someone accuses you of posting something improper (such as their copyrighted material or a defamatory comment about them), handle it professionally and reach out to your Principal for support.

Use your time wisely

It's easy to burn time using Social Media. Make sure that the time you spend interacting on social media platforms, particularly during the work day, is productive, enriching, and supportive of your professional responsibilities.

What is Personally Identifiable Information?

Think of your personal identifiable information (PII) as anything that could reveal who you are. This includes your name, address, social security number, phone number, email, and even seemingly less obvious things like your birthday and zip code. It's also anything that lets someone contact you directly, like your home phone number or email address.

Use Good Judgment

Respect and protect your audience and partners, the public in general, and Needham Public School's staff and community. They reflect a diverse set of customs, values and points of view. Don't be afraid to be yourself, but do so respectfully. This includes not only the obvious (no ethnic slurs, offensive comments, defamatory comments, personal insults, obscenity, etc.) but also proper consideration of privacy. Remember, when you are posting from a school-approved Social Media account, you are representing the Needham Public Schools.

Photography on Social Media

It's important to remember that you can't share images/likenesses of students on social media unless they are approved for photo release. Check in with your Main Office if you have questions about this. Additionally, be courteous of your colleagues - ask for permission before posting a photo of them.

Quality matters

Use a spell-checker. If you're not design-oriented, ask someone who is to review your social media presence, and take their advice on how to improve it. The speed of being able to publish your thoughts is both a great feature and a great downfall of social media. The time to edit or reflect must be self-imposed. If in doubt over a post, or if something does not feel right, either let it sit and look at it again before publishing it, or ask someone else to look at it first.

Enforcement

It is expected that all members of the Needham Public School community use social media platforms in a way that is consistent with our educational mission and policies. Should a staff or student deliberately attempt to violate these guidelines or the District's Responsible Use Policy, Needham Public Schools may restrict, suspend, or terminate access to Needham Public School's social media channels. Policy violations may also be subject to additional disciplinary action.

Respect Copyright Laws

It is critical that you show proper respect for the laws governing copyright and fair use or fair dealing of copyrighted material owned by others. You should never quote more than short excerpts of someone else's work, and always attribute such work to the original author/source. It is good general practice to link to others' work rather than reproduce it.





Needham School Committee

February 27, 2024

Agenda Item: **Action**

Rescind School Committee Policies

Action Recommended:

Upon recommendation of the Superintendent, that the Needham School Committee rescinds the policies as submitted:

CA	Administration Goals
CBA	Qualifications and Duties of the Superintendent (Job Description)
CHA	Development and Dissemination of Administrative Rules
GCDC	Filling of Administrative Positions
GCPB	Submission of Resignation
GDBDA	Staff Leaves
GDLA	Support Staff Visitations and Conferences
JBA	Gender Equity Policy
JE	School Attendance
JED	Student Absences and Excuses
JEDA	Truancy
JEDAA	Religious Absence

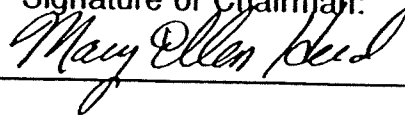
SCHOOL COMMITTEE POLICY
NEEDHAM PUBLIC SCHOOLS

FILE: CA

Policy for: ADMINISTRATION GOALS	Revision 0
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Date Approved by
School Committee: 3/7/89

Signature of Chairman:

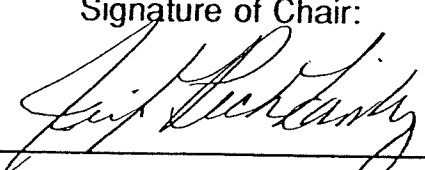


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Members of the administration will develop goals and objectives for each school year. These goals will include actions necessary to achieve systemwide goals and objectives (School Committee Policy AE), as well as personal goals and objectives.

Administrative goals and objectives will be included as part of the annual evaluation of each administrator. The status of the achievement of the goals and objectives will be included in evaluation reports to the School Committee.

SCHOOL COMMITTEE POLICY
NEEDHAM PUBLIC SCHOOLS

Policy for: QUALIFICATIONS AND DUTIES OF THE SUPERINTENDENT (JOB DESCRIPTION)		FILE	CBA
		Revision 3	
Date Approved by School Committee: February 7, 1995	Signature of Chair: 		
		Page 1 of 5	

TITLE: Superintendent of Schools

QUALIFICATIONS:

- * Mass. Certificate for Superintendent of Schools.
- * Ph.D. or Ed.D. in Educational Administration is desirable. Master's Degree is required.
- * Minimum 10 years administrative and teaching experience.
- * Such alternative qualifications as the School Committee may find appropriate and acceptable.

REPORTS TO: School Committee

SUPERVISES: All Central Administrators and Principals

JOB GOAL: To provide leadership in developing and managing the highest quality educational programs and services possible. The Superintendent is the Chief Executive Officer of the School Committee in charge of the day-to-day operation of the school district.

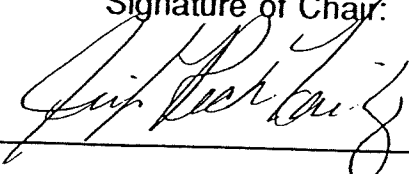
PERFORMANCE RESPONSIBILITIES:

(At the discretion of the Superintendent, he/she may delegate any of the authority and responsibilities of the position. However, the Superintendent is not relieved of final responsibility for actions taken under such delegation.)

1) School Committee:

- * Attends and participates in all meetings of the School Committee.
- * Coordinates and advises School Committee subcommittees and advisory committees.

SCHOOL COMMITTEE POLICY
NEEDHAM PUBLIC SCHOOLS

FILE		CBA
Policy for: QUALIFICATIONS AND DUTIES OF THE SUPERINTENDENT (JOB DESCRIPTION)		Revision 3
Date Approved by School Committee: February 7, 1995	Signature of Chair: 	
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- * Informs and advises the School Committee, on a regular and timely basis, about the programs, practices, and problems of the schools, as well as all activities operating under the authority of the Committee.
- * Assures implementation and maintenance of all School Committee policies; advises the Committee when he/she identifies the need to add, modify, or delete a policy.
- * Submits to the School Committee written recommendations relative to all matters requiring Committee action, supported by such detailed facts as are necessary to insure the making of informed decisions.
- * Submits, with supporting data, for School Committee approval all contracts awarding more than \$10,000.
- * Recommends, annually, to the School Committee systemwide goals with criteria for evaluation. Monitors and reports back to the Committee, at least semi-annually, on the progress toward achieving the goals.

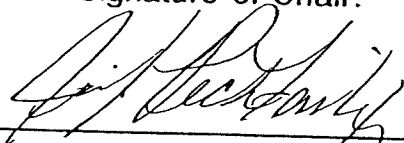
2) Budget:

- * Prepares annual operating budget recommendations based on budget assumptions approved by the School Committee. Works with the Committee and its Budget Subcommittee to develop the final budget. Assures implementation of the approved budget. Reports quarterly on the status of the budget with respect to expenditures, encumbrances, and balances.

3) Curriculum and Instruction:

- * Recommends objectives and long-range plans for curriculum and instructional evaluation and improvement.

SCHOOL COMMITTEE POLICY
NEEDHAM PUBLIC SCHOOLS

POLICY FOR:		FILE	CBA
QUALIFICATIONS AND DUTIES OF THE SUPERINTENDENT (JOB DESCRIPTION)		Revision 3	
Date Approved by School Committee: February 7, 1995	Signature of Chair: 		Page 3 of 5

- * Assures continuous study and revision of all curriculum guides and courses of study.
- * Recommends to the School Committee for adoption all courses of study, curriculum guides, and major changes to texts and school time schedules.

4) Personnel:

- * Recommends the best qualified candidates for the Assistant Superintendent positions to the School Committee for appointment.
- * Ensures the hiring of the most qualified and competent personnel.
- * Assigns, transfers, and promotes employees as the interests of the school system may indicate. Reports such actions to the School Committee, with recommendations for Committee action where necessary.
- * Assures systematic performance evaluation of school personnel and takes necessary action regarding any employee whose performance is judged to be unsatisfactory. Provides generalized reports and refers appropriate situations to the School Committee.
- * Holds such meetings of school personnel as are necessary for discussion of matters related to the welfare and improvement of the schools.
- * Oversees employee relations in the school system. Strives to maintain an employee relations environment that promotes quality education.

SCHOOL COMMITTEE POLICY
NEEDHAM PUBLIC SCHOOLS

FILE

CBA

Policy for:

QUALIFICATIONS AND DUTIES OF THE
SUPERINTENDENT (JOB DESCRIPTION)

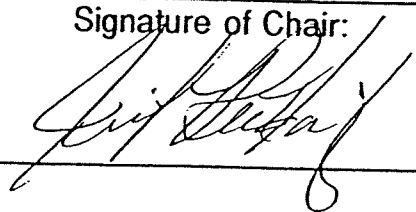
Revision

3

Date Approved by
School Committee:

February 7, 1995

Signature of Chair:



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5) Safety:

- * Takes necessary steps to assure the safety and welfare of students and employees in the schools and at school sponsored activities. Also takes action to assure the safety of students in transit to and from the schools.

6) School Property:

- * Provides suitable regulations and instructions to govern the use of school properties and equipment.
- * Ensures proper maintenance and cleanliness of all school buildings.
- * Makes annual recommendations for capital improvements to the School Committee.

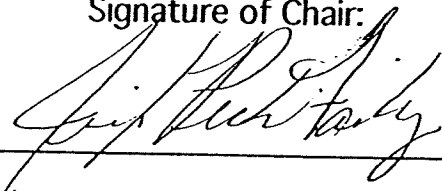
7) Records:

- * Maintains adequate records for the schools, including financial accounts, business and property records, personnel, scholastic, and school population records. Acts as custodian of such records and of all contracts, documents, securities, title papers, books, and other papers of the School Committee.

8) Progress:

- * Keeps informed of modern educational thought, trends, and practices, as well as any proposed legislation impacting the schools. Informs the School Committee of significant developments.

SCHOOL COMMITTEE POLICY
NEEDHAM PUBLIC SCHOOLS

Policy for:		FILE	CBA
QUALIFICATIONS AND DUTIES OF THE SUPERINTENDENT (JOB DESCRIPTION)		Revision 3	
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9) Town/Community:

- * Maintains open lines of communication and cooperative working relationships with other boards and departments of town government, including town meeting. Attends all meetings of town agencies at which matters relating to the school system appear on the agenda or are expected to be raised.
- * Responsible for maintaining open lines of communication and cooperative relationships with parents and all members of the community.

10) Performs other appropriate tasks which may be assigned by the School Committee.

TERMS OF EMPLOYMENT: Twelve months per year.


Salary, benefits, and other specific conditions of employment to be contracted with the School Committee.

EVALUATION: Performance will be evaluated in accordance with School Committee policies.

Legal Reference: General Laws, C. 71, s59

SCHOOL COMMITTEE POLICY
NEEDHAM PUBLIC SCHOOLS

FILE: CHA

Policy for: DEVELOPMENT AND DISSEMINATION OF ADMINISTRATIVE RULES	Revision 1
Date Approved by School Committee: 3/15/88	Signature of Chairman: 
Page 1 of 1	

It is the responsibility of the Superintendent to specify the required actions and design the detailed arrangements under which the schools will be operated. Those actions and arrangements shall constitute the administrative rules which govern the schools. The regulations must be consistent with existing laws and with the policies which have been adopted by the School Committee.

The School Committee reserves the right to review administrative rules at its discretion. The Committee likewise reserves the right to revise or veto such rules, particularly if they are deemed to be inconsistent with adopted School Committee policies or existing laws.

The Administration may request that the School Committee review administrative rules in advance of their issuance, especially in case where strong community attitudes or possible staff/student reaction make it advisable for the Committee's advance approval or endorsement by consensus.

The Superintendent shall be responsible for assuring full and complete dissemination of administrative rules to all employees of the Needham Public Schools who are charged with implementation and execution of such rules, as well as to all staff members, students, parents, and others who may be impacted by such rules.

SCHOOL COMMITTEE POLICY
NEEDHAM PUBLIC SCHOOLS

FILE: GCDC

Policy for: FILLING OF ADMINISTRATIVE POSITIONS	Revision 2
Date Approved by School Committee: 3/13/90	Signature of Chairman: <i>Margaret Murphy</i>
Page 1 of 1	

It is the policy of the School Committee to fill administrative positions in the Needham Public Schools by employing the most capable individuals available, whether such positions be in the Central Office, in school buildings, or in educational and service departments. If the nominee is appointed, he/she will be invited to attend the following School Committee meeting and be introduced to all of the School Committee members.

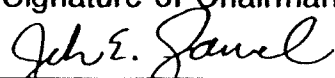
The Superintendent shall be responsible for implementing this policy by:

- * Determining the most appropriate method of conducting searches to fill specific open administrative positions,
- * Assuring that such searches are carried out in a thoroughgoing manner and in full compliance with existing laws, regulations, and collective bargaining agreements, and
- * Presenting a final employment recommendation to the School Committee for its approval.

When presenting an administrative employment recommendation, the Superintendent shall provide each Committee member with confidential copies of the application file and resume of each of the three final candidates, plus any other pertinent information relating to the process of arriving at the final recommendation which is being presented.

SCHOOL COMMITTEE POLICY
NEEDHAM PUBLIC SCHOOLS

FILE: GCPB

Policy for: SUBMISSION OF RESIGNATION	Revision 0
Date Approved by School Committee: 6/12/90	Signature of Chairman: 

Page 1 of 1

The Needham School Committee requires that all resignations from employment be submitted in writing to the Superintendent of Schools. The Superintendent, as Executive Secretary of the School Committee, is authorized to accept resignations on behalf of the Committee. The Superintendent will acknowledge all resignations in writing. A resignation will take effect on the date set forth in the Superintendent's acknowledgment.

SCHOOL COMMITTEE POLICY
NEEDHAM PUBLIC SCHOOLS

FILE: GDBDA

Policy for: STAFF LEAVES	Revision 0
Date Approved by School Committee: 3/13/90	Signature of Chairman: <i>Margaret Murphy</i>
Page 1 of 1	

The School Committee recognizes the possible need for staff members to request unpaid leaves of absence for compelling personal reasons. The School Committee will consider such requests for leaves of absence as are recommended by the Superintendent of Schools. No leaves of absence will be granted except by vote of the School Committee.

Leaves of absence may not exceed one year in length, will be granted without pay, and will be consistent with existing applicable state laws and contractual agreements.

SCHOOL COMMITTEE POLICY
NEEDHAM PUBLIC SCHOOLS

FILE: GDLA

Policy for: SUPPORT STAFF VISITATIONS AND CONFERENCES	Revision 0
Date Approved by School Committee: 3/13/90	Signature of Chairman: <i>Margaret Murphy</i> Page 1 of 1

Any staff members may be allowed to visit schools or attend conferences in other towns and cities, provided that the reason given for such attendance is approved by the Superintendent and such visits or conferences are recommended by the staff member's supervisor, principal or the Superintendent. Following such visits or conferences, the staff member shall make such reports as may be required and approved by the Superintendent.

SCHOOL COMMITTEE POLICY
NEEDHAM PUBLIC SCHOOLS

FILE

JBA

Policy for: GENDER EQUITY POLICY	Revision 0
Date Approved by School Committee: 3/29/94 Signature of Chair: <i>Gerald Wasseman</i>	Page 1 of 1

The Needham School Committee is committed to providing educational opportunities which enhance the development of all children. This commitment will be demonstrated by ensuring that equal opportunities exist for male and female students. To that end:

- Textbooks and other curricular materials shall be regularly reviewed to eliminate stereotyping, as well as to provide a diversity of role models.
- Teachers will receive training in gender fair instructional practices and shall make an effort to create classrooms which promote gender equity.
- The annual school budget will be examined to ensure that it provides equal opportunities for male and female students.
- All recruitment practices shall be conducted in accordance with a strict policy of non-discrimination.
- All curricular reviews will examine what is taught and how it is taught in order to ensure both gender fair curriculum and instruction.
- The curriculum will help all students develop sensitivity to issues of stereotyping and discrimination.

Legal References: Chapter 622, Chapter 71A, Title IX and Titles VI and VII
of the Civil Rights Act of 1964

SCHOOL COMMITTEE POLICY
NEEDHAM PUBLIC SCHOOLS

FILE: JE

Policy for: SCHOOL ATTENDANCE	Revision 0
Date Approved by School Committee: 3/13/90	Signature of Chairman: <i>Margaret Murphy</i>

Page 1 of 1

The School Committee recognizes the importance to the continuous educational development of each pupil of regular school attendance and timely arrival of students at class. It further recognizes that unnecessary tardiness and absence are not only detrimental to the education of individual students, but can also be disruptive to the class as a whole and consequently impinge upon the rights of other students to pursue the educational benefits of the class.

Accordingly, the Committee directs that guidelines regulating school attendance be delineated in the handbook of each school.

SCHOOL COMMITTEE POLICY
NEEDHAM PUBLIC SCHOOLS

FILE: JED

Policy for: STUDENT ABSENCES AND EXCUSES	Revision 2
Date Approved by School Committee: 3/13/90	Signature of Chairman: <i>Margaret Murphy</i>
Page 1 of 1	

Regular attendance at school and at all classes is essential to effective implementation of the educational process. While state law requires attendance at school by pupils within certain minimum and maximum ages, it is the policy of the Needham Public Schools to require all pupils to attend school on a regular basis in order to obtain full credit and to benefit to the fullest extent possible from the educational programs of the schools.

The principal has the authority to excuse pupils for absence from school due to illness and other good cause in accordance with the school's attendance procedures. In addition to complying with attendance procedures, pupils must make up work missed due to absence in accordance with established school requirements.

LEGAL REFERENCE: General Laws: Chapter 15, Section 1 G
76, Section 1
71, Section 37

SCHOOL COMMITTEE POLICY
NEEDHAM PUBLIC SCHOOLS

FILE: JEDA


Policy for: TRUANCY	Revision 0
Date Approved by School Committee: 3/13/90	Signature of Chairman: <i>Margaret Murphy</i>

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Unauthorized absences from school is considered truancy. Disciplinary action shall be taken in such cases, beginning with the notification of parents. No makeup privileges will be available and students will receive a zero credit for the day's class. The student is ineligible for any extra-curricular activity on the day of the absence. Continued violation may lead to suspension from school.

SCHOOL COMMITTEE POLICY
NEEDHAM PUBLIC SCHOOLS

FILE: JEDAA

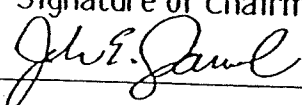
Policy for: RELIGIOUS ABSENCE	Revision 1
Date Approved by School Committee: 11/27/90	Signature of Chairman: 
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Statement: The Needham School Committee is cognizant of the fact that certain holy days occur during the school year. In order to be fair to all students, it hereby adopts the following policy:

1. Excused absence will be allowed on major religious days to enable students to participate in their religious activities. The exercise of conscience is a personal matter and should not be a matter of public discussion.
2. Every pupil who is absent for a legitimate reason, including absence for religious reasons, is allowed to make up, within a reasonable time period, the work that has been covered and the assignments made during his or her absence.
3. Reports or special projects which are due on one of the major religious days are to be submitted to the teacher at the first class meeting following the pupil's return to school, with no penalty for late filing.
4. Teachers are expected to exercise sound judgment in carrying out work when some students may be absent because of a religious holiday. Provision should be made for students who are absent to get assignments that might be necessary ahead of time and to have class work reviewed by the teacher. In no situation should a child be made uncomfortable because he or she chooses to exercise his or her religious convictions.

SCHOOL COMMITTEE POLICY
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Policy for: RELIGIOUS ABSENCE	Revision 1
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5. No test or quiz of any kind shall be administered in the Needham Public Schools on the second day of Rosh Hashanah.
 - 5.1 Although teachers may administer tests and hold customary classroom activities on other religious holidays, teachers should make every effort to avoid planning classroom activities or giving assignments that might prevent a student from being able to participate fully in their religious observances. Because many observances involve family activities, students should not be expected to complete homework, study for tests, or do other school work during their absence.
 - 5.2 Teachers should provide adequate time for students to make up work and take tests at a mutually convenient time.
6. Needham Public Schools will make every effort to schedule no special events the night before, during or after school on major religious days. Needham Public Schools will encourage consideration of its policy in inter-league sports scheduling.
7. Each teacher should note major religious holidays on his or her calendar so that this policy can be implemented.



Needham School Committee

February 27, 2024

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

Elizabeth Lee, Vice-Chair

Connie Barr

Michael Greis

Michael O'Brien

Alisa Skatrud

Matthew Spengler

Lea Gruen, Student Representative member of School Committee
