

Carlisle School Committee

Minutes

Friday, June 19, 2020

8:30 a.m.

Remote Meeting Via Zoom

Present Via Zoom – School Committee: Christine Lear - Chair, David Model, Eva Mostoufi, Sara Wilson, Shannon Lavery.

Present Via Zoom – School Administration: James O’Shea, Superintendent; Matt Mehler, Middle School Principal; Dennet Sidell, Elementary Principal; Lori Bruce, Director of Student Support Services; Susan Pray, Business Manager; Rob Fortado, Supervisor of Buildings and Grounds; Nancy Anderson, Assistant to the Superintendent.

Meeting Documents:

Minutes of June 12, 2020	Minutes of June 16, 2020	School Committee Summer Calendar
School Committee School Year Calendar	MASC Resolution for Full State Funding for COVID Related Expenses	MASC Resolution for Anti-Racist School Culture

Note: Per Governor Baker’s order suspending certain provisions of the Open Meeting Law, G.L. c. 30A sec. 20, the public was not allowed to physically access this School Committee meeting. Members of the Public were able to access this meeting via live stream at:

<https://us02web.zoom.us/j/84728552313?pwd=dE9TYU96UVNacXBhRmF6RGxPTmFwZz09>

Meeting ID: 847 2855 2313

Password: 4@rVWR

Public comments were posted via the chat box. Questions/Comments were read and answered by the School Committee via live stream.

I. Call to Order

Chair Christine Lear called the meeting to order at 8:32 a.m. Ms. Lear announced that the meeting is being recorded.

II. Review/Approve Minutes

Mr. Model moved to approve the minutes of June 12, 2020; Ms. Lavery seconded the motion. There was no discussion. The following votes were taken in roll call: Lavery, aye; Lear, aye; Model, aye; Wilson aye. Ms. Lavery moved to approve the minutes of June 16, 2020; Ms. Wilson seconded the motion. There was no discussion. The following votes were taken in roll call: Lavery, aye; Lear, aye; Model, aye; Mostoufi, aye; Wilson aye.

III. Information/Discussion Items

A. Update on School Closure. Mr. O'Shea congratulated Dr. Mehler on a wonderful 8th grade graduation ceremony. He also thanked the Casparis family for use of their property. It was a great celebration. The end-of-year car parade is this afternoon at 1:00. CCHS will continue to provide groceries throughout the summer. The main office will have open hours through the summer. We were able to return lost and found items to families; the rest will be donated. We will have an in person summer school program. The Performing Arts Center construction will continue. Summer Fun will take place at school. The School will also work with the COA to hold events. BTSTF will meet and communicate information to everyone. The Commissioner of Education is making an announcement on back to school protocols this morning at 9:30. We are still waiting for guidance. Town meeting will be this Saturday. It has been a challenging year but people have come together. Mr. O'Shea thanked everyone for their cooperation, understanding and support. We will be working toward a smooth school opening in the fall. Mr. Model shared that the region said the guidance on back to school protocols will occur next week, and once this happens, the School Committee may want to consider having a meeting, as this is a good portal for dissemination of information. Mr. O'Shea said he will share both the information he receives from the state and the BTSTF processed version for parents. Ms. Mostoufi asked if we are expecting to hear full information for opening in the fall; Mr. O'Shea said that we are expecting initial guidance. The guidelines will be broad; the state is looking for uniform protocols.

B. Special Recognition. Ms. Lear thanked Ms. Lavery for her time on the School committee and shared the following statement:

Shannon came to the Carlisle School Committee and jumped in with both feet. She brought ideas and opinions, with knowledge and research. She grabbed the Visioning project with both hands and brought all of her talents to the task. Her insights and willingness to share her feedback - even when it didn't always agree with the rest of the table - made her an incredibly valuable member of the committee in a very short time. We relied on Shannon to bring her clear vision and sense that we were assembled to do what was right. For me personally, I have wanted Shannon on the School Committee since we ran against one another three years ago. She demonstrated the careful consideration of the job and shared a broad skillset that would be beneficial to the committee and the town. Shannon always broadened my thinking and made me want to be a better committee member. We are so grateful for all you accomplished in the year you spent with us. You have definitely moved the needle! We will miss you and wish you all the best.

Ms. Wilson thanked Ms. Lavery for her short but critical time on the School Committee; visioning went so well with her guidance. She added that the Committee is sorry to lose Ms. Lavery but is lucky to have had her on board. Ms. Mostoufi said that Ms. Lavery has added so much to the School Committee. Her work on visioning has been so devoted. Ms. Mostoufi said she will miss her and hopes she can come back. Mr. Model shared the following:

We (I) frequently say how Carlisle's strength is in its involved citizens. Well here is a real-world example:

About a year ago, I had groomed Melynda Gambino to succeed me as Committee Chair. In her first couple of months in that role, she had proven a good choice. I was happy. Unfortunately, she showed a glaring lack of judgement by moving with her family to

Concord! That put a hole in my boat—we had two freshman committee members at that time, and now we would have to find a third.

Then Christine, the Vice-Chair and soon to be Chair, had a brilliant idea—why don't we ask Shannon, who had run twice before, to take an appointment? I knew and liked Shannon- she had a strong background in EdTech and was understated in her accomplishments.

It turns out that last summer was also an important time for the School Committee on another front—we had settled a teacher's contract, weathered a strong debate on middle school structure, and had turned our attention to School Visioning. We needed someone to help us organize a loose collection of ideas and passions into a plan.

Shannon Mae stepped in. Boy did she step in! Her calm demeanor and experience was amazing. She listened and led. She did not act like a freshman. Once again, I was happy.

Now I am sad again, because the School Committee is losing a valued member.

Shannon's year with us was a gift, and her impact will be felt after she leaves. I wish her all the best.

But let's not end on a down note. I also want to praise my great friend Christine, who stopped crossing out the days on the calendar, prisoner-style, to re-enlist for another year and provide the needed bridging leadership as we recognize two new members. My other good friends on the Committee, Sara and Eva, have grown strongly confident in their roles in critical finance, policy, special education and regional duties. Having listened to the recent PTO debate, I can say all three candidates articulated thought and substance. The Carlisle School Committee will look different next year, but I am confident it will not act differently. We are Carlisle strong, and once again, this is because of its involved and committed citizens. I have been honored to be a part of this great Carlisle tradition.

Ms. Lavery thanked everyone and is touched by all of the kind words. She added that in a time of turmoil, it has been enriching to work with the Committee and see the dedication and devotion that people bring. It's a lot of hard work.

Ms. Lear then thanked Mr. Model for his years of service on the School Committee. She read the following statement:

David Model has been a School Committee member for 6 years. He has been in the game 100%, for every moment of those 6 years. David has a quick mind, a deep business sense and an even deeper love for our schools. Every contribution David made to every discussion we've had on the School Committee has the children of Carlisle at the center of his thinking. Which is why David was so effective in his role on the school committee. Having volunteered for many key committees in Carlisle, David brought his sense of what was right for the town, and assured that the Carlisle Schools approach our efforts, knowing that our needs must align with the needs and expectations of our town. He brought a great fiscal sense, understanding of public education, and a passion for the success for all of our children. We are fortunate that David will take his experience and background from his years on the School Committee to the Carlisle Board of Selectmen. Personally, David has been a generous mentor and friend to me on the school committee. When I was not well, he offered me care in support in gentle ways that meant a lot to me. When things changed in the composition of the school committee, David stood behind me and often nudged me to be the member and chairperson I needed to be. I will continue to

hear his council and reach out for his guidance for as long as I am on the school committee.

On behalf of former and current school committee members and the town of Carlisle, thank you for your steadfast service David.

Ms. Lavery thanked Mr. Model for his tenure on the School Committee. She has a lot of appreciation for Mr. Model's dedication to the town with all of the committees he has served on, and looks forward to keeping informed of all of the work he will be doing.

Ms. Wilson said Mr. Model is all that is good about Carlisle; he is quirky, he approaches every situation with a thoughtful ability to present things as they are, he is intelligent and has flexibility and appreciation for other sides, he is community oriented, and he shows his dedication to the town. Through all of the committees and volunteer work that he has done, his approach is to do what is in the best long term interest of the town. She added that selfishly, she wishes Mr. Model could stay on School Committee but is lucky to have been on the Committee for one year with him. She is confident that the Town will continue to benefit from Mr. Model's community focus. Ms. Mostoufi said she never realized she would learn and grow so much with Mr. Model's mentorship and friendship. She added that Mr. Model is someone who is always looking to the future, he has an innovative mind and has been very valuable at the region. She knows Concord School Committee appreciates Mr. Model's knowledge and expertise. She said he will be greatly missed, but knows he will make a big impact on the Town in his next position.

Ms. Lavery added to the virtues of Mr. Model that he is no nonsense, but also committed to excellence and isn't afraid to push for it for our school and our students. He gave extra time to special education to make sure that area was getting the attention of the committee. She is glad she got know Mr. Model too, and hopes to stay in touch as he continues to provide service to the Town. Mr. Model thanked everyone and said he loves School Committee. He said we have been able to sustain a great group of people through all of his term; and we continue to get excellent people; it's a tribute to the Town. He will miss the interaction with the teachers and the administration; he was touched by all of the comments. Melissa McMorrow was recognized. She was at the meeting on behalf of other former School Committee members Bill Fink, Mary Storrs, Josh Kablotsky and Lewis Salemy. Ms. McMorrow echoed everything that everyone has said previously. She said Mr. Model came off FinCom after 9 years and stepped into the School committee void. Ms. McMorrow met him and that was the start of great relationship. She said very few people are more committed in Carlisle than Mr. Model, and everyone is so appreciative. She respected and enjoyed his mind, thought process, ability to change his mind, and the fact he was not afraid to take the unpopular position. She knows Mr. Model will continue to play a vital role, and thanked him on behalf of the Town and the former School Committee. There is nobody she would want on the BOS more than Mr. Model. Mr. O'Shea concurred with everyone, adding that Mr. Model is a straight shooter. Mr. O'Shea appreciates Mr. Model's honesty and business sense, and the belief that Carlisle School can do things in its own way, be leaders and make our school unique. Mr. O'Shea thanked Ms. Lavery saying that Visioning could not have made progress without her; she was the best facilitator possible.

- C. Visioning Update. Ms. Lavery presented the Visioning documents that were the result of a truly collaborative project and a team effort that reflects community values and input. She added that the Visioning group considered the School Committee objectives, made

sure all stakeholders had input, worked with the CCHS vision, and exposed the community to a broader vision through conversations with the Master Planning Committee. There were over 35 people involved, and the group met even more frequently through the school closure. Ms. Lavery thanked everyone who participated. It was noted that through the process, several key words emerged including community, teachers, project-based, diversity, wellness, kindness, empathy; there was a theme of well-being. The result was a new vision and mission for the Carlisle Public Schools.

VISION & MISSION:

- ❖ *Carlisle Public Schools cultivate balanced learners who can stand confidently with one foot in the field and the other in the future.*
- ❖ *We create a nurturing and individualized experience for our students and highly value personal relationships.*
- ❖ *We prioritize social-emotional and physical health.*
- ❖ *We include a project-based approach to help students develop their knowledge, skills, and interests.*
- ❖ *We provide multiple ways for students to demonstrate understanding and mastery, de-emphasizing state standardized assessments.*
- ❖ *Students engage in the classroom and in the community, with educators, local experts, and Carlisle's natural resources to understand how their studies can be applied to civic life to help solve local and global problems.*
- ❖ *We break down barriers between traditional subjects and create opportunities for students to develop their understanding of the world and extend their perspective and thinking beyond our town borders.*

The **Portrait of a Graduate** was presented next.

A CPS GRADUATE IS:

- *A resilient and adaptable lifelong learner who is empowered to pursue their interests.*
- *A self-aware and reflective individual who takes responsibility for their actions, outcomes, and learning.*
- *A caring, kind, and engaged global citizen who works to forward identified goals.**
- *An advocate for social justice, who acts with skill and courage against prejudice and towards equity.*
- *A creative and competent problem solver, appreciative of diverse thinking.*
- *An independent thinker, willing to question the status quo and weigh the evidence.*
- *An effective communicator & collaborator who can work with diverse teams, listen, and articulate thoughts and ideas persuasively.*

*Current goals are aligned with UN Sustainable Development goals.

Ms. Lear said that this work is exciting and energizing. Mr. O'Shea noted that it is a lot to process. Future steps include designing curriculum to reflect the new mission, vision and portrait of a graduate, implement curriculum, then review and modify as needed. Ms.

Mostoufi added that this is a very timely unveiling of the vision because the Town is going through master planning. She thanked the Visioning Committee for doing all of this work.

So many people came together to share experiences and we keep propelling our school to be

a leader. Mr. Model noted the timeliness of these documents, noting that the School norms were recently challenged. The Carlisle teachers and administrators have done an incredible job bringing remote learning tools to students. While it wasn't the same, it was not a lost semester and a lot was accomplished. Mr. Model looks forward to watching the next steps unfold. He said he is thankful for what was shared and it indicates what is great about the Carlisle schools.

- D. School Committee Summer Calendar and School Year Calendar. Ms. Lear reviewed the summer meeting dates, which are every two weeks starting on Wednesday, July 8 at 8:30 a.m. The proposed dates for the 2020-2021 school year were also proposed, a once a month meeting on the second or third Wednesday of the month at 7:00 p.m. This is the baseline schedule, and can be adjusted if circumstances warrant further discussion.
- E. MASC Resolution for Full State Funding for COVID Related Expenses. Ms. Lear read the resolution and motion. Ms. Wilson moved to waive the usual procedure of discussing a topic at one meeting and voting on it at the next for both resolutions, the resolution on full state funding on COVID related expenses and the resolution for an Anti-Racist School Culture; Ms. Lavery seconded the motion. The following votes were taken in roll call: Lavery, aye; Lear, aye; Model, aye; Mostoufi, aye; Wilson, aye. Mr. Model made a motion to accept the resolution on full state funding for COVID related expenses; Ms. Mostoufi seconded the motion. Mr. Model did not like the language in the resolution but believes this should be passed for solidarity with less fortunate districts. The following votes were taken in roll call: Lavery, aye; Lear, aye; Model, aye; Mostoufi, aye; Wilson, aye.
- F. MASC Resolution for Anti-Racist School Culture. Ms. Lear read the resolution. Ms. Lavery moved to accept the resolution for an anti-racist School Culture; Ms. Wilson seconded the motion. Mr. Model said the School has to work harder at engaging the underprivileged world of color that exists outside of Carlisle. Ideas include an exchange program with a sister town and field trips. How do we bring our children a cultural experience that gives them true empathy as they grow up? Ms. Lavery added that this is a bigger issue, and one mechanism to achieve some racial equity is to develop affordable housing in Carlisle. We need to live together and not import a few children. The following votes were taken in roll call: Lavery, aye; Lear, aye; Model, aye; Mostoufi, aye; Wilson, aye.

IV. Members'/Committee Reports as Needed.

There were no reports.

V. Warrants

A. Accounts Payable Warrant #9120; \$165,666.73

B. Payroll Warrant ##9220; \$373,404.15

These were not addressed last week so they were reviewed at this meeting.

VI. Action Items

- A. Bus Fee. We currently charge our 7th and 8th graders a bus fee of \$395. The School will realize savings this year and want to pass along the savings by returning \$100 to each family that paid a full transportation fee. Ms. Lavery made a motion to approve \$100 reimbursements to families that paid a full bus fee; Ms. Wilson seconded the motion.

The following votes were taken in roll call: Lavery, aye; Lear, aye; Model, aye; Mostoufi, aye; Wilson, aye.

- B. FY21 School Budget. Mr. Model made a motion to accept the FY21 budget; Ms. Wilson seconded the motion. Mr. Model thanked Sue Pray, Linda Vanaria and the CTA for working to create the budget. Ms. Mostoufi added her thanks to the teachers and for everyone for their hard work, open conversation and compromising. The following votes were taken in roll call: Lavery, aye; Lear, aye; Model, aye; Mostoufi, aye; Wilson, aye.

VII. Public Comments

Lori Bruce was recognized, and thanked her team, the general education teachers and the special education teachers. She was able to get through this year successfully because of the support from administration and the amazing faculty. She added that out of 115 IEPs , 112 were updated. 60 meetings occurred over Zoom. Ms. Bruce is very proud of her team; the IEP's have individualized goals and progress, people have a better understanding of disabilities, the staff embraced new assessments that they learned and tried different methodologies. She is so proud of a staff that looked at each child as an individual person. After the closure, her staff had multiple Zoom meetings with kids, helped them socially and emotionally, and continued the learning. Ms. Bruce is very proud to be part of this team, grateful for the opportunity and looks forward to next year. Camelia Rosca, Brook Street, thanked Mr. O'Shea. As a parent and a resident of Carlisle for 12 years, she said that we have never had a Superintendent that is so open to talking to the Community. Mr. O'Shea has accomplished incredible things in a very difficult time. He hired two exceptional administrators; Dr. Mehler has showed amazing results in the middle school and Ms. Bruce has made great strides in Special Education. She added that it was a pleasure to work with Ms. Lavery on Visioning, and thanked her for her hard work and understated ability.

VIII. Adjourn Meeting

Ms. Lavery made a motion to adjourn the meeting; Ms. Wilson seconded the motion. The following votes were taken in Roll Call: Lavery, aye; Lear, aye; Mostoufi, aye; Wilson, aye. The public meeting was adjourned at 9:53 a.m.

Respectfully submitted,



Nancy Anderson
Assistant to the Superintendent