

**Carlisle School Committee**

Minutes

Wednesday, October 30, 2019

Spalding Conference Room, Carlisle Schools, 83 School Street, Carlisle, MA 01741

7:30 a.m.

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

Present – School Administration: James O’Shea, Superintendent; Nancy Anderson, Assistant to the Superintendent.

Meeting Documents:

Liaison Assignments	Youth Risk Behavior Survey	
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**I. Call to Order**

Chair Christine Lear called the meeting to order at 8:11 a.m.

**II. Information/Discussion Items**

- A. Water Update. Mr. O’Shea was pleased to report that the water is up and running. There should be no more disruptions to service. We have a process in place that addresses the substances found in the water, including radon. The water situation impacted the dining room staff; kudos to them for adapting and working through the circumstances.
- B. Visioning Discussion. Ms. Lavery thanked everyone for their thoughtful feedback at the visioning sessions. She thought it would be helpful to review what everyone said and coalesce around common goals. Ms. Lavery’s goal is to emerge from this meeting with some established primary objectives. Ms. Lear added that the group is fortunate to be able to do this process thoughtfully. Mr. Model added that in challenging situations, there is opportunity; we have to embrace change. We have the opportunity to attack some important issues and really analyze how we educate our children and what they need for the future. We have resources to employ committed people, we have the luxury of a Superintendent in a small district. Mr. Model said that the challenges are on Mr. O’Shea to be a person with vision to help prepare Carlisle students for the 21<sup>st</sup> century. Ms. Lavery feels fortunate to be having this conversation and also sees this as a golden opportunity. This meeting coincides with Laurie Hunter, Superintendent at CCHS, emailing a 3 page document on visioning to parents. Concord has defined the profile of a graduate. Carlisle intends to create one too, including a plan with steps and rationale. Ms. Mostoufi wants to explore how we can change delivery of education to better prepare students; defining what skills they need; and also consider what big thinkers are saying in education. How do we adjust the structure on how we deliver education to students in an inclusive environment? We are starting with strengths, including open minded parents,

project based learning, and we should continue to build on these strengths. As we are looking at the global vision, we should also look at what the high school is expecting and wants to see from our kids. It's important that students are resilient, well-prepared, and emotionally strong. Ms. Wilson realized the importance and timing of this initiative. We don't know what jobs will be there for our Kindergarten students when they graduate from college. We have to test and refine our innovative ideas; the school should set the tone on what to expect in the real world. We are looking for hard and soft skills that we want to give to our students; to connect to the bigger world. Mr. O'Shea agrees with all of these thoughts. He noted that Carlisle has been successful in preparing our students for high school. What are practices in instruction and what experiences will help develop the skills students need for the future? Mr. O'Shea would like to explore what is state of the art in other institutions, and engage our community in this work. Ms. Lavery would like to set up a chart with some specificity, that includes strategies and approaches we need in place. The document would identify skills and the process for learning those skills. We know we will have to work within budgetary constraints, but want to make a plan moving forward. It's important to recognize that all students need to have fundamental skills such as reading. Our faculty feels they are judged by tests such as MCAS. There is a faculty focus on standards, but at the state level they look at test scores. While we want to maintain some standardized assessments, how do we design assessments to assess softer skills; for example, what it means to be innovative. The Committee agrees on primary goals: One is to identify the skills (hard and soft) and characteristics we want our students to have upon graduation. We need a written list of skills with community buy-in. A goal in the process is to identify stake holders and ensure they have representation in the process. Mr. Model wants to ensure that we are inclusive in our data gathering and decision making. The Committee is empowered to have subcommittees to guide and facilitate, it's important to make sure the community feels ownership of the outcome. Mr. O'Shea added that everyone isn't going to share the visioning idea; some may want to stay with traditional education. The argument is that students have been thriving, why change what we are doing? There was thought to reach out to parents of students at other area schools, and explore reasons why Carlisle students leave to go to other schools. Ms. Lavery said another goal is to work in concert with the high school vision. The measure is if Carlisle students are succeeding in and prepared for high school. Ms. Wilson reported that the High School is making changes in what math and science courses freshmen can take. The High School is addressing that AP pressure course track. This attitude to be at the top pervades the student body, students push themselves. Mr. Model brought up the low participation in Vocational Technical schools. Ms. Mostoufi wants all students to realize what's out there for jobs, and the straight path from high school to college isn't right for everyone. Ms. Lavery added that in the High School principal's newsletter, he shared links of recent CCHS graduates and profiles of what they are doing career wise. We want to expose our students and community to a broader vision of success. Mr. Model is proud that we are leaders in social emotional well-being; making sure our kids are well adjusted and empowered and will make good

decisions. Ms. Lear added that these non-paper qualities; such as being flexible, and being able to get along with others; are what we want students to possess. The measure would be a decrease of anxiety and depression rates. Mr. Model's vision is to make students complete people; open to learning and success, knowledge-seeking and contributing to society. Kathy MacDonald, Nowell Farm Road, asked that the vision for the school be defined, along with what implementation models need to be in place. Mr. O'Shea added that approximately 22 people attended the visioning discussions; he plans to bring the group back together. He would like the committee to be in place for one year. Ms. Lavery was pleased we have updated documents, including strategies for implementation in place. Ms. Lear would like to see an update on visioning at subsequent CSC meetings.

C. Liaison Assignments. This was deferred to Action Items.

D. Youth Risk Behavior Survey. Mr. O'Shea presented that this survey has been in place for years. It is helpful for educators to know the answers to the questions so we have opportunities to address issues, guide the health curriculum, do interventions and help our children. The survey asks a variety of questions. When it is done, you get a report on your students and the aggregate report on students in other towns. All questions are not asked to all students; there are marked differences in the questions posted to 6th and 8<sup>th</sup> graders. Mr. O'Shea's expectation is that all students take the survey but parents can opt them out. Surveys are available for parents to read. Mr. O'Shea cited an erroneous verbal report that 80 percent of Carlisle School students are vaping in the bathrooms. By participating in the survey, we would have actual data on Carlisle students that we could share. Emerson Consortium is willing to have Carlisle join the survey group in the spring of 2020. They are in the process of fine tuning the questions. Parents cannot see their child's answers and no other district sees our report. It's an anonymous survey. Depending on results, we could bring in programming to address certain issues.

### **III. Warrants**

- A. Payroll Warrant #2920; \$408,831.53
- B. Accounts Payable Warrant #3020; \$25,216.53

### **IV. Action Items**

- A. Vote Liaison to Municipal Facilities. Ms. Lavery made a motion to appoint Ms. Lear as liaison to Municipal Facilities Committee; Mr. Model seconded the motion. All members present voted in favor of the motion.

### **V. Public Comments**

### **VI. Adjourn Meeting**

Mr. Model made a motion to adjourn the meeting; Ms. Lavery seconded the motion. All members present voted in favor of the motion. The public meeting was adjourned at 9:24 a.m.

Respectfully submitted,

A handwritten signature in cursive script that reads "Nancy Anderson".

Nancy Anderson  
Assistant to the Superintendent