

MINUTES
CANTON SCHOOL COMMITTEE WORKSHOP
Thursday, September 1, 2022
Rodman Building, Room 33A

Call to Order:

At 4:07pm, Chair Merenda asked for a motion to convene the workshop for the purpose of strategic planning and goal setting for the Canton School Committee for 2022-23.

Motion was made by Kendall O'Halloran and seconded by Laura Arboleda.

Kristian Merenda	yea
Kendall O'Halloran	yea
Maureen Moran	yea
Nichola Gallagher	yea
Laura Arboleda	yea

The vote was unanimous at 5 yeas 0 nays

Attendees:

Kristian Merenda, Chair
Kendall O'Halloran, Vice Chair
Maureen Moran, Clerk
Nichola Gallagher
Laura Arboleda
Derek Folan, Superintendent

Others Present:

Glen Koocher, MASC Facilitator
Joanne Campbell, Recording Secretary

- A. As the facilitator, Mr. Koocher of MASC opened the workshop by asking the group what they would like addressed and what they are worried about. Highlights are listed below:
1. Strategic Plan
 2. Operations
 3. What is most important to the district
 - a. Supporting high standards by hiring skillfully
 4. Understanding the fine line between framework and day-to-day operations while acknowledging the importance of a good working relationship with the Superintendent.
 5. Personnel policy for DEI
 6. How student achievement is advanced-examples used:
 - a. whole language vs. phonetics
 - b. project-based learning
 7. Equity Audit:

- a. results will drive planning;
 - b. community will have different ideas of what is most important to fund;
 - c. funding for new projects must come from something—what projects/initiatives will the public be willing to release funds from to afford newer projects;
 - d. Educators to integrate equity into current programs?
 - e. Equity for students with disabilities:
 - i. Classic Special Ed
 - ii. Accommodations for physical disabilities
 - iii. Library needs more equity
 - iv. Equity in “quality” food
 - 1. Is it possible to use data from free/reduced lunches
8. Educational Assistants in every classroom:
- a. great opportunity to use pandemic stimulus money
 - b. GOAL is to improve services for students and training for teachers
 - i. Improve access
 - ii. Find budget dollars
 - iii. How to plan
 - iv. Ms. Moran and the Finance Committee are preparing a list to present directives to Superintendent
9. Conflict resolution
10. Data-make sure public understands what is gleaned from the data
11. Chain of command for operations-School committee chair? Superintendent?
12. School Committee Agenda:
- a. Tasks assigned
 - b. Priorities
 - c. Relationships
 - d. Tracking
 - e. Budgets-ask thoughtful questions about where resources are going
13. Elementary Foreign Language:
- a. Does Massachusetts have funding for this?
 - b. Can it be created through Chapter 7 funding?
 - c. Federal funds? Does the School Committee’s fiduciary responsibility go to federal funding? Suggestion was to ask the superintendent. . .
14. Multi-tiered classes-established in Elementary school—why not offer them in middle school as well?
- a. In measuring learning loss, check data for MCAS

B. Areas for Improvement:

- 1. How to better manage Public Comment at School Committee meetings—watch for new Title IX—alleged perpetrator’s right to interrogate victim
- 2. Be aware of new MCAS test for computing
- 3. Operating Protocols:
 - a. Operating norms ARE policy

- b. To Do: make MASC officials aware once finalized so they can post protocol on their website.
- c. There was some discussion over whether ALL new employees must be fingerprinted, including School Committee Members and volunteers in the class room who not be supervising any children without an educator in the room.

ACTION ITEM: Ms. Merenda will clarify the “fingerprinting clause” (page 3 of Operating Protocols)

- 4. Conflict Resolution-how to address:
 - a. If this should be included in operating norms, write down process and steps to address change
 - i. Diffuse conflict-make challenge resolution more specific
 - ii. Handle off line?
 - iii. Uncover basis of disagreement
 - iv. Disallow defamatory or inflammatory conversation
 - v. Involve Superintendent?
 - 1. Ask Superintendent to what extent he would be willing to be involved
 - a. Give Superintendent opportunity to decline intervention
 - b. Only involve Superintendent for extraordinary situations
 - vi. Final resolution should include words that the School Committee commits to being a part of the resolution
- 5. District Goals:
 - a. Add to Operating Protocol-“Identify and solve challenges coming from overpromising and under providing.”
 - b. Grace should be given for deadlines
 - c. Establish steps for each goal
 - d. Include Scope of work of the Superintendent
 - e. Use as part of evaluation of Superintendent
 - f. Better communication with Superintendent in achievement of goals

ACTION ITEM: Track and review goals. Include the process.

Since the School Committee supervises itself, the group recommended a self-assessment at the end of each academic year to help create a livable and effective board.

ACTION ITEMS post workshop:

- 1. All members to answer Mr. Koocher’s questions on biggest concerns; goals and priorities with budget (FY24), and Norms and Protocols-found in packet distributed on 9/1.
- 2. All members to forward edits of Operating Protocol to Ms. Merenda

3. Ms. Moran to circulate District Ideas document to School Committee members for more suggestions
4. Follow up on Project Management Plan with Superintendent Folan
5. Follow up on District Action Goals
6. Follow up with Superintendent Folan regarding setting and managing conflict-make sure ask is specific
7. Laura Arboleda-research equity in food
8. Laura Arboleda with help from Nichola Gallagher will research stipends for School Committee
9. Nichola Gallagher- students changing class levels-what is the process if the student has to move between levels in the same year?

At 8:14pm, Chair Merenda asked for a motion to close the workshop for the purpose of strategic planning and goal setting for the Canton School Committee for 2022-23.

Motion was made by Laura Arboleda and seconded by Kendall O'Halloran.

Kristian Merenda	yea
Kendall O'Halloran	yea
Maureen Moran	yea
Nichola Gallagher	yea
Laura Arboleda	yea

The vote was unanimous at 5 yeas 0 nays