

DATE POSTED:

Town Clerk Use Only

MARBLEHEAD
TOWN CLERK

2022 OCT 18 PM 3:34



MEETING NOTICE

POSTED IN ACCORDANCE WITH THE PROVISIONS OF MGL 30A § 20
Act relative to extending certain COVID-19 measures adopted during the state of emergency

Marblehead School Committee

Name of Board or Committee

HYBRID MEETING

Address: 2 Humphrey St. Marblehead MA 01945 Room: Library **-OR-**
Zoom Conference join via the web link or Dial in

<https://www.google.com/url?q=https://marbleheadschoools-org.zoom.us/j/92762302213?pwd%3DR2FZYjZ5Z3g2M3Z1amZXSXRhS1MzQT09&sa=D&source=calendar&ust=1666538005567100&usg=AOvVaw08ZraTK9QApmix2IAgEzo9>

Meeting ID: 927 6230 2213

Password: 464332

Dial in Phone: 1-646-558-8656

Thursday	October	20th	2022	7:00pm
Day of Week	Month	Date	Year	Time

Agenda or Topics to be discussed listed below (That the chair reasonably anticipates will be discussed)

I. Initial Business and Public Involvement

1. Call to Order
2. Commendations
Writing Contest Winners
3. Student Representative – Yasen Colon
4. Public Comment

II. Consent Agenda and Action Items

1. Approval of Minutes:
10/6/2022

(Vote)

III. Superintendent Report

1. ThoughtExchange-Exchange 1 Overview and Presentation
2. Planning for Success Update-Assistant Superintendent for Teaching and Learning

- Nan Murphy
3. Superintendent 2022-2023sy Goals (Vote)
 4. District Updates

IV. Finance Organizational Support

1. Schedule of Bills (Vote)

V. School Committee Communications and/or Discussion Items

1. Subcommittee and Liaison Updates
2. Forum Date and Topic-10/25/22-Finance and Budget

VI. Closing Business

1. New Business (Not reasonably anticipated by the Chair 48 hours in advance of the meeting.)
2. Correspondence
3. Adjournment

Hybrid Meeting Notice: Members of the public are welcome to attend this in-person at 2 Humphrey St. Marblehead MA 01945 or by the remote zoom connection provided. Please note that the in-person meeting will not be suspended or terminated if technological problems interrupt the remote connection.

THIS AGENDA IS SUBJECT TO CHANGE

Chairperson: Sarah Fox
Posted by: Lisa Dimier
Date: 10/18/2022

Exchange Summary

John Buckey, Marblehead Public Schools
October 20, 2022

The Marblehead School Committee, in partnership with the Superintendent of Schools, would like to host public forums on various topics of interest to our school community this year. What topics would you suggest? (Please keep each idea as a separate thought to make rating easier)



PARTICIPATION

Breakdown of Participation



500
Participants



247
Thoughts



14,781
Ratings

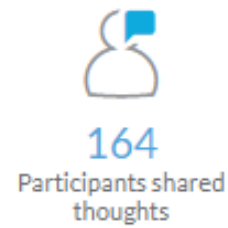
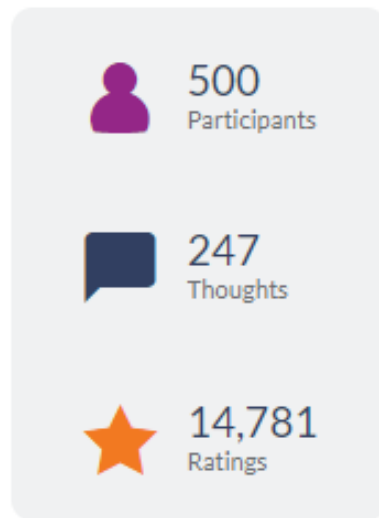


60
Ratings Ratio



PARTICIPATION

Breakdown of Participation



– Participation languages



%		Answer
100% (497)	English	English
0% (1)	Korean	Korean
0% (1)	Portuguese	Portuguese
0% (1)	Russian	Russian

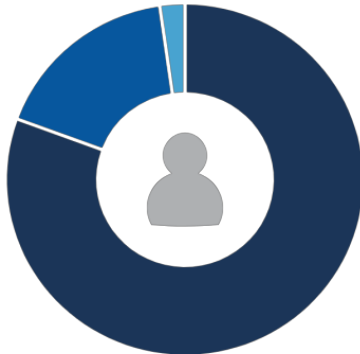


PARTICIPATION

Breakdown of Participation



Which of the following roles best describe you as you participate in this exchange?



%		Answer
81%	(392)	■ Parent/Guardian
17%	(84)	■ Staff
2%	(8)	■ Community member

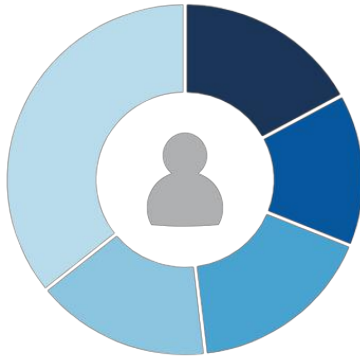








PARTICIPATION

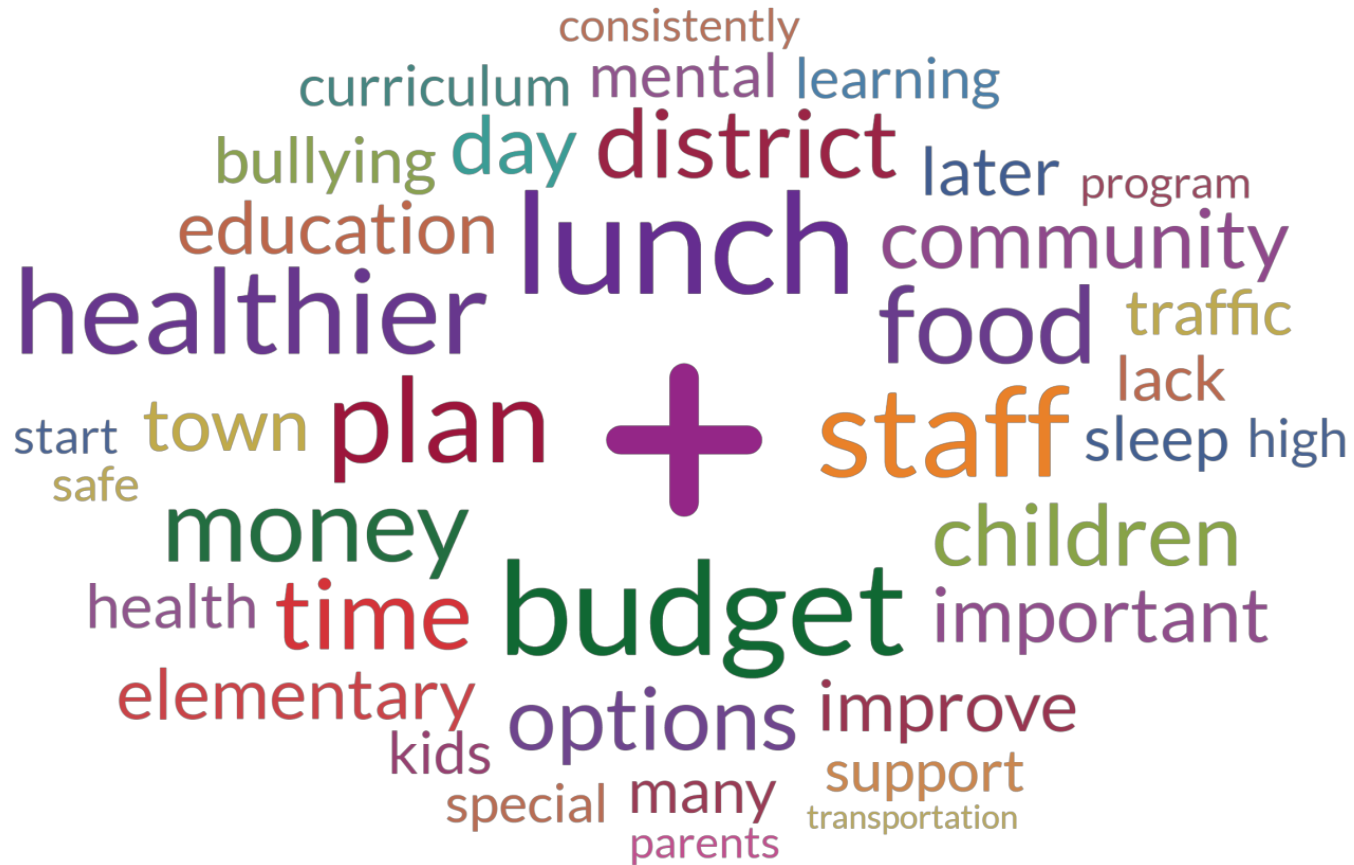
Breakdown of Participation



Which of the following affiliations best describes you as you participate in this exchange?



%		Answer
17%	(84)	 Brown School
14%	(66)	 Glover School
17%	(83)	 Village School
16%	(76)	 Veterans Middle School
36%	(172)	 Marblehead High School





THOUGHTS

Key Thoughts



Staff Retention and attraction Maintaining high quality staff in our schools

4.5 ★★★★★ (87 👤)

Ranked #1 of 247

The teachers in this district are working so hard. Teachers are our lifeblood.

4.3 ★★★★★ (87 👤)

Ranked #2 of 247

Some form of outside time at Vets (even if just 10 mins after lunch, or allowing outside lunch on nice days) We did it during Covid and kids loved it- why not continue that?

4.3 ★★★★★ (83 👤)

Ranked #3 of 247

How can we support our teachers? Concerned with the exodus many districts are facing.

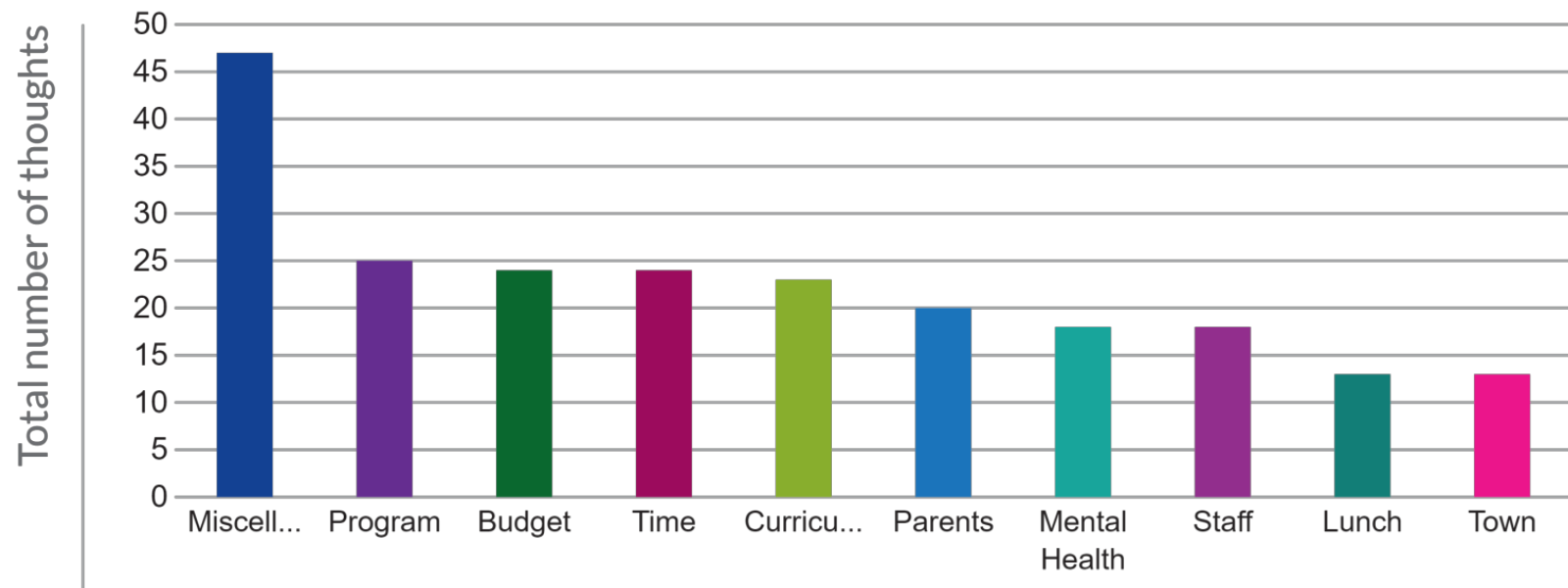
4.3 ★★★★★ (82 👤)

Ranked #4 of 247



THOUGHTEXCHANGE 1

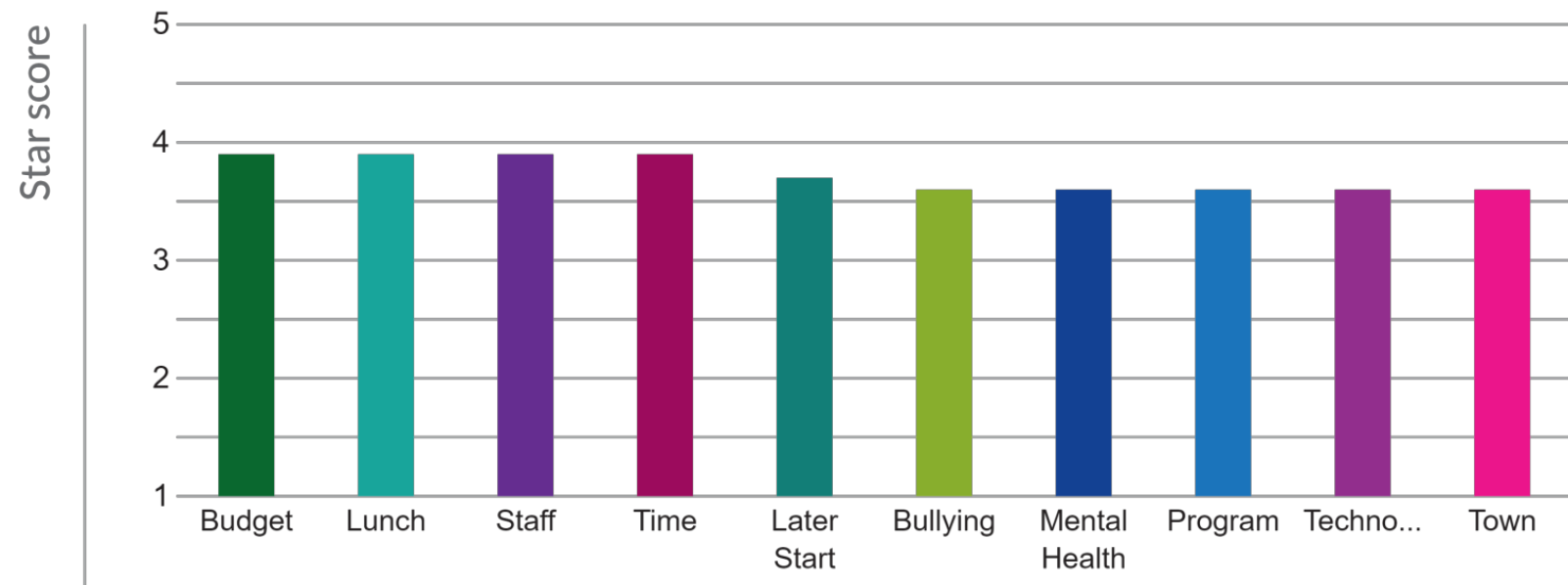
Top Themes by total thoughts





THOUGHTEXCHANGE 1

Top Themes by star score





THOUGHTS Budget



The budget See where money is allocated

4.2 ★★★★★ (81 👤)

Budget needs We need to continue to build common knowledge on how our schools are funded and what funding is required for an exemplary education.

4.1 ★★★★★ (86 👤)

Facilities Maintenance The community needs to better understand that building maintenance goes on daily in our schools but that big ticket items require more funds.

3.9 ★★★★★ (78 👤)

There is a lot of education that needs to happen before an override will pass. Parents have no idea how schools are run, and how much staff is needed. The override included numerous additional staff. Tutors, permanent subs and paras support students, in turn supporting teachers. Please sell this.

3.8 ★★★★★ (58 👤)



THOUGHTS Lunch



School lunches How can we offer school lunches that are healthy and enticing to our kids to eat?

4.2 ★★★★★ (79 👤)

Improving school lunch food Healthier lunch options for kids, with more plant-based options is also better for the environment

4.0 ★★★★★ (35 👤)

I'd love to see healthier school lunch options, including plant based options. Nutrition is so important to these young growing bodies!

3.9 ★★★★★ (14 👤)

Food Services What new ideas will the new director be bringing forward? Healthier meals? Better tasting for kids? Haven't seen a menu sent out since the last left.

3.7 ★★★★★ (79 👤)



THOUGHTS Staff



Staff Retention and attraction Maintaining high quality staff in our schools

4.5 ★★★★★ (87 👤)

How can we support our teachers? Concerned with the exodus many districts are facing.

4.3 ★★★★★ (82 👤)

Teacher comments should be made on report cards in aspen for each subject.

4.2 ★★★★★ (53 👤)

Individualized comments by teachers are so much more valuable than numerical or alphabetical scoring systems within each subject.

Specialist Teachers, General Education teachers, and special ed teachers should all get the same amount of prep time. It is unfair when teachers get paid the same amount as other teachers who teach half the amount of classes and have double the prep time.

3.7 ★★★★★ (80 👤)



THOUGHTS

Mental Health



Mental health, especially anxiety, suicide prevention, and self-esteem Mental health post pandemic will continue to be an issue. In addition, anxiety, depression, and suicide rates have increased substantially

3.8 ★★★★★ (87 👤)

It can be hard to be a student of color in Marblehead - because there are so few of us. Belonging is important to the mental health of children. Diverse communities make more well rounded kids.

3.8 ★★★★★ (82 👤)

Social-emotional well being of MPS students They've been through a lot and are more vulnerable to anxiety and depression than ever before.

3.8 ★★★★★ (60 👤)

Supporting the Mental Health of our students. It is important to approach our students from all angles not just academically.

3.7 ★★★★★ (87 👤)

Anxiety in students So many students are struggling with this disorder

3.7 ★★★★★ (81 👤)



THOUGHTS Town



Town needs to stagger school start times by greater than 15 mins. Would help with traffic and parents of multiple kids. 3.9 ★★★★★ (79 👤)

How can the community build trust? How can we address the negative online commenting by parents which affects the mood and morale of the community What steps are being taken to address staffing shortages? What will the district do if no one takes these positions? What is the contingency plan?larg 3.8 ★★★★★ (66 👤)

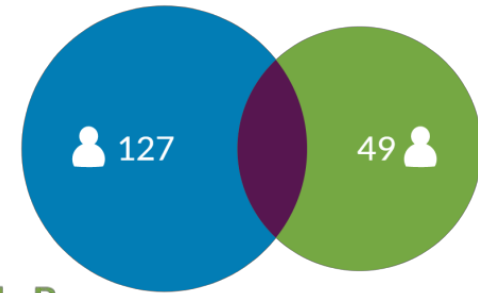
Connect the bike path with a trail through woods to the back field. Would allow many more walkers from the north/east side of town by reducing the amount of time needed to walk to school, reducing traffic. 3.6 ★★★★★ (81 👤)

Combating the ongoing hate that is continuously ongoing within this district. It marginalizes people and makes learning very difficult. 3.5 ★★★★★ (74 👤)



DIFFERENCES

Mental Health | Kids and Parents [127 | 49]



Side A

DEI- Racism, Anti Semitism, Spreading Hate There is a lot of hate in town, and its up to us to teach our children how to be kind people in our society

★ 4.6 ★ 1.8

Combating the ongoing hate that is continuously ongoing within this district. It marginalizes people and makes learning very difficult.

★ 4.3 ★ 1.8

Side A/B Common (high)

Some form of outside time at Vets (even if just 10 mins after lunch, or allowing outside lunch on nice days) We did it during Covid and kids loved it- why not continue that?

★ 4.3 ★ 4.5

Staff Retention and attraction Maintaining high quality staff in our schools

★ 4.7 ★ 4.3

Side B

All sex & relationship ed materials to be shared with parents so that they know what their kids are being taught & can make the decision to opt-out. This is an area that has become increasingly political & controversial using terms and beliefs not supported by science or some medical professionals.

★ 1.7 ★ 4.7

Why does MPS have so many sexualized/vulgar books w/images in all the school libraries? Ex: This one Summer, All the boys aren't blue, etc I don't believe in banning books but age appropriate I do. These don't belong in our libraries

★ 1.3 ★ 4.2



WRAP UP Next Steps



Thanks for participating

THANK YOU

We will use this information to inform our public forums and to develop future Exchanges.



MARBLEHEAD
PUBLIC SCHOOLS

Assistant Superintendent
Nan Murphy
9 Widger Road,
Marblehead, MA 01945
phone: 781.639.3140 x17
fax: 781.639.3149

Memo To: Marblehead School Committee
From: Nan Murphy
Re: Agenda Item - Pfs Update - Office of Teaching and Learning
Date: October 20, 2022

I am pleased to provide the committee with an update regarding the work currently being carried out in the Office of Teaching and Learning as related to the District's Plan for Success.

T&L Strategic Objective

Fully align teaching & learning, Prek-12, with our multi-tiered system of supports (MTSS) framework to ensure all students meet or exceed academic & social-emotional learning expectations.

2022 - 2023 Aligned Strategic Initiatives

1.1 Develop consistent systems, common assessments, & processes for data inquiry & analysis to support instructional excellence & student growth.

- *Developed and facilitated a summer leadership training for K - 12 lead teachers focused on effective meeting structures, data collection, data analysis protocols and intervention planning for improved student outcomes.
- * Allocating one weekly PLC collaborative block for teachers to review, analyze and respond to student data.
- * Have designated one district after school meeting for PLC time to EXTEND grade level/department school-based conversations and data analysis
- * Have designated one district after school meeting for Pfs working groups across all schools.
- * Providing targeted PD for K - 6 teachers on effective "WIN" (What I Need) block instruction.
- * Providing K - 8 teachers with PD on effective differentiated instruction
- * Improving TAT (Teachers Assistance Teams) structures to provide more targeted support for at risk academic and social-emotional learners.

1.3 Align the curriculum by engaging in curriculum mapping that includes scope & sequence.

*Teachers continue to use the newly developed scope and sequence to inform pacing and instruction. Curriculum mapping is being developed congruent with collaborative lesson development within the PLC structure.



Marblehead Public Schools

9 Widger Road

Marbleheadschoools.org

Memorandum

To Marblehead School Committee
From John J. Buckey, Ed.D., Superintendent of Schools, Marblehead Public Schools
Re Superintendent's Goals for 2022 - 2023
Original Date September 22, 2022

I am pleased to submit these goals, which align with our Plan for Success (PfS) and the [Effective Superintendent Leadership Rubric](#). They attend to the needs of Marblehead Public Schools as well as the feedback provided in prior evaluations, including providing a summarized output/action plan from the results of data collected for each goal and how they support student success.

Professional Practice Goal

Connection to the Standard: I-E, II-E, III-C, IV-D

Throughout the 22-23 school year, I will continue to build strong relationships with the School Committee and the teachers' union while developing a high-functioning leadership team of district administrators and principals through my continued participation in the New Superintendent Induction Program. I will continue developing skills in strategy & budget development, data analysis, and instructional leadership.

Key Actions:

1. Attend all sessions and complete all NSIP assignments.
2. Attend conferences for leadership and governance professional development.
 - a. Leading Now Cohort 5
 - b. New England Association of School Superintendents fall conference
 - c. MASS/MASC
 - d. North Shore Superintendents RoundTable - President
 - e. New England Association of Schools & Colleges (NEASC) accreditation visit
 - f. AASA National Conference
3. Meet regularly with my cohort, "consultancy" group, and my assigned coach on a regular basis.
4. Facilitate two book studies with the Leadership Team.
5. Lead a three day summer retreat and a two day mid-year retreat with the Leadership Team
6. Weekly meetings with MEA to address issues
7. Establish a model of shared leadership with building principals/directors facilitating meetings and PD for Leadership Team

Benchmarks & Outputs:

1. Documented attendance and contact with my NSIP peers and coaches
2. Elaboration of lessons, skills, strategies, and leadership gained through participation to support coaching the Leadership Team
3. Notes of a problem of practice for MPS with the consultancy group
4. Book study materials - *Switch & Good to Great*
5. Retreat materials
6. MEA meeting agendas and resolutions
7. Meeting agendas and professional development materials

Student Learning Goal

Connection to the Standard: I-E, II-A, II-B, III-B, IV-D

During the 2022-2023 academic year, I will empower and design opportunities for students and educators to build foundational leadership capacity through opportunities for student voice, choice, representation and advocacy. In doing so I will further develop the diversity, equity and inclusion initiative from PfS while stabilizing and advancing the METCO program **and increasing equity for all students, with specific focus on students receiving special services.**

Key Actions:

1. Support professional development to build capacity for lead teachers K-12 to facilitate student-centered and data-driven Professional Learning Communities models (PLC).
2. Engage in Data Wise discussions with the Leadership Team and school-based PLCs
3. Lead data-driven discussions with the Leadership Team and use data to inform budget priorities that align to PfS
4. Collaborate with the Leadership Team to recruit, hire and support a more diverse staff.
5. Expand and improve programming with METCO students, families, teachers, staff and leadership by creating opportunities for authentic engagement and integration.
6. Weekly meetings with METCO Director & ongoing coaching
7. **Weekly meetings with the Director of Student Services and ongoing coaching.**

Benchmarks & Outputs:

1. Professional development materials from the Lead Teacher Institute
2. Data discussions and presentations
3. FY24 budget built around district priorities and data to support them.
4. A staff that more mirrors all students and families of MPS
5. METCO history as part of new teacher induction program; School Committee meeting at METCO Inc.; METCO liaison as a non-voting member of school committee; increased number of students in METCO across MPS.
6. Improved integration of the METCO program and stabilization of program leadership.
7. **Increased opportunities for inclusion**

District Improvement Goal #1

Connection to the Standard: I-D, II-A, III-B, IV-B, IV-D

Using Instructional Rounds during the 2022-2023 academic year, I will collaborate with the leadership team and educators to strengthen instructional practices with a focus on equity and inclusion. This work will include the implementation of targeted interventions and supports for all students, including professional development for educators.

Key Actions:

1. Schedule a minimum of two school visits at all five schools each month with the principal, AP and Asst. Supt for Teaching and Learning using the [Optic Focus Element rubric](#) to align observations and to coach leaders in providing targeted feedback.
2. Review the data and analyze the effectiveness of current teaching practices
3. Examine the frequency and use of high-quality teaching practices
4. Support a greater understanding of effective instructional leadership
5. Understand, analyze, disaggregate, and implement data-driven decisions regarding instruction
6. Continue to implement the use of the MASS DESE teacher evaluation rubrics [Resources: Rubrics - Educator Evaluation](#)

Benchmarks & Outputs:

1. Schedule of Instructional Rounds and documented observations
2. Professional Development that aligns with observed needs and district PfS priorities
3. Student-centered conversations that highlight best practices in order to achieve improved outcomes.
4. Professional development for building leaders and directors focused on instructional leadership.
5. Agendas of weekly and monthly PLC meetings that demonstrate use of data in planning interventions.
6. TeachPoint data of observations and feedback to teachers.

District Improvement Goal #2

Connection to the Standard: I-B, II-C, III-A, III-B, IV-E

During the 2022-23 school year, I will work with schools and the community to increase my visibility and enhance two-way communication with all stakeholders. This will be evidenced by an increased understanding of our schools by district parents and community members as measured by varied outreach efforts.

Key Actions:

1. Create a Superintendent Advisory Council at MHS, MVMS and Village and meet quarterly to solicit student feedback.
2. Facilitate with the School Committee four public forums
3. Use ThoughtExchange to solicit community feedback
4. Develop the FY24 budget that reflects the needs of the district, addresses community priorities and aligns with PfS.
5. Attend and support school-based events documenting them via our district Twitter account
6. Produce a Weekly Update
7. Participate in [Leading Now Cohort 5](#)
8. Work with [Salem State's Expect Program](#) on communications and outreach
9. Host monthly Superintendent Coffees across MPS and invite families and the community

Benchmarks & Outputs:

1. Meeting dates and notes from students' feedback
2. Forum dates and topics
3. Evidence and data from ThoughtExchanges
4. FY24 budget
5. Tweets from events
6. Weekly Updates
7. Materials from Leading Now sessions and examples of communication
8. Examples from work from our Expect students
9. Monthly Coffees at various buildings around different announced topics

Connections to Standards			
Standard I: Instructional Leadership	Standard II: Management & Operations	Standard III: Family & Community Engagement	Standard IV: Professional Culture
I-A: Curriculum	II-A: Environment	III-A: Engagement	IV-A: Commitment to High Standards
I-B: Instruction	II-B: HR & Management Development	III-B: Sharing Responsibility	IV-B: Cultural Proficiency
I-C: Assessment	II-C: Scheduling & Management Information Systems	III-C: Communication	IV-C: Communications
I-D: Evaluation	II-D: Laws, Ethics and Policies	III-D: Family Concerns	IV-D: Continuous Learning
I-E: Data-Informed Decision Making	II-E: Fiscal Systems		IV-E: Shared Vision
I-F: Student Learning			IV-F: Managing Conflict



MARBLEHEAD
PUBLIC SCHOOLS

Business Office
9 Widger Road,
Marblehead, MA 01945
phone: 781.639.3140
fax: 781.639.3149

MEMORANDUM

TO: Marblehead School Committee
FROM: Michelle Cresta
DATE: October 17, 2022
RE: Schedule of Bills for Approval

Included in this packet are the following Schedules of Bills for your consideration. The schedules and invoices have been uploaded to the shared drive.

Schedule	Amount
22728	\$ 1,012.50
22737	\$ 20,819.80
22739	\$ 53,478.72
22740	\$ 52,248.46
22741	\$ 198,859.62
22742	\$ 39,259.64
22743	\$ 42,648.18
22744	\$ 70,256.86
22747	\$ 11,500.10
22750	\$ 10,362.50
22759	\$ 14,394.72
22760	\$ 52,159.81
22761	\$ 34,688.98
22762	\$ 24,802.96
22764	\$ 5,950.50
TOTAL	\$ 632,443.35

Suggested Motion:

Motion to approve the identified schedules totaling \$632,443.35.