

APPROVED JUNE 11, 2020

Dover-Sherborn Regional School Committee
Dover School Committee
Sherborn School Committee
Union #50 Superintendency Committee
Meeting Minutes May 18, 2020
Virtual Meeting

Present:

Dover School Committee

Henry Spalding, Chair*

Brooke Matarese*

Mark Healey

Leslie Leon

Sherborn School Committee

Angie Johnson, Chair*

Amanda Brown*

Mike Fitzgerald

Nancy Cordell

Megan Page*

Dover-Sherborn Regional School
Committee

Anne Hovey

Maggie Charron

Judi Miller

Kate Potter

Michael Jaffe

Lynn Collins

* - Union #50 Member

** - Union #50 non-voting member

- 1. Call to order** – The meeting was called to order at 5:00 pm. There was a quorum of the Dover Sherborn Regional School Committee (DSRSC), the Dover School Committee (DSC), the Sherborn School Committee (SSC), and the Union #50 Superintendency Committee. Union #50 Chair Angie Johnson read the following into the record:

Good evening. This Open Meeting of the JointSchool Committees is being conducted remotely consistent with Governor Baker's Executive Order of March 12, 2020, due to the current State of Emergency in the Commonwealth due to the outbreak of the "COVID-19 Virus."

In order to mitigate the transmission of COVID-19, we have been advised and directed by theCommonwealth to suspend public gatherings, and as such, the Governor's Order suspends the requirement of the Open Meeting Law to have all meetings in a publicly accessible physical location. Further, all members of public bodies are allowed and encouraged to participate remotely.

For this meeting, the Joint School Committeesare convening via Zoom App, as posted. Information on how to join our School Committee mtgs and mtg agendas were posted on the Dover Sherborn District Website and on the town calendars.

Please note that this meeting is being recorded, and that some attendees are participating by video conference. Accordingly, please be aware that others may be able to see you, so please take care not to "screen share" your computer. Anything you broadcast may be captured by the recording.

Community comments are an opportunity for members of the community to be heard. We respectfully request that you please make your comments brief (2-3 minutes) and that you move the discussion forward by adding new information. Please try to avoid repeating points that have already been made.

Community comments are an opportunity for us to listen to members of the community. It is not a forum for answering questions or engaging in a debate. Once the public comment section of the meeting has been concluded, we will move on to other business and unsolicited comments from the community will no longer be permitted. This is standard operating procedure in school committee meetings across our 3 school districts.

APPROVED JUNE 11, 2020

We invite everyone to stay and listen to the rest of the meeting, but understand that is not possible for everyone. Please feel free to leave the Zoom call as best suits your needs. We appreciate that you have taken the time to participate and encourage you to reach out to your school committee reps at any time.

Before we turn to the first item on the agenda, permit me to cover some ground rules for effective and clear conduct of our business and to ensure accurate meeting minutes:

As chair, I will introduce each item on the agenda. After the person presenting said item is finished, the Chair will proceed to take questions from the school committee members.

Please indicate you would like to speak by virtually raising your hand. Please wait until your name is called.

Finally:

Please remember to mute your phone or computer when you are not speaking.

Please remember to speak clearly and in a way that helps generate accurate minutes.

Please wait for the Chair to recognize you and please remember to state your name before speaking.

All votes will be conducted by roll call vote. When voting begins, please unmute yourself as a group so we can move quickly. When the chair calls on you, please state your name and your vote. At the conclusion of voting please go back on mute.

2. Community Comments - none

3. Superintendent Report - Dr. Keough discussed key issues the Leadership Team is addressing:

- Reopening Task Force - the Task Force will consist of Administrators and school committee representatives to begin planning for eventual reopening. Other pertinent stakeholders will be brought into the process as necessary. The Task Force will be broken into subcommittee to focus on: facilities; health and hygiene; instructions; transportation; scheduling; before/after school programming; and communications.
- End of Year Planning - year end ceremonies and celebrations are being planning using guidance from the state and local boards of health. There are also plans being made for students to pick up any belongings remaining in the schools and to return textbooks and other items that belong to the schools.
- Parent Zoom meetings - the central office and building leaders are meeting with families to share the work of the district during these challenging times and to answer questions.
- Student Zoom meetings - Dr. Keough is planning meeting with high school students to connect with them and to hear from them about the remote learning model.

4. Superintendent Evaluation - A yearly evaluation of the superintendent is one of the school committee's most important jobs. The format used was updated by the MA Department of Secondary and Elementary Education (DESE) in 2019. Ms. Hovey stated the following:

Because of the upheaval to the normal evaluation process caused by covid-19 – and our decision that all of our time and effort would be better spent addressing the immediate needs of the students and staff and the complete restructuring of how schools operate during this pandemic – we opted to perform an abbreviated version of the evaluation that focused on overall performance. In addition, because the progress toward completing district goals, the usual backbone of a superintendent evaluation, has taken a back seat to addressing the three phases of education since our closure in mid-March, these evaluations reflect a hybrid of the formal process and an informal process. We still believe there is value in this process, astaking a moment to reflect on what has worked well and where further improvement is needed helps the district better serve its students, staff, and community.

APPROVED JUNE 11, 2020

The last 2 steps in this process are to first read out loud anything you would like to have formally included in this evaluation, and then for the committees to vote to adopt the end of year summative evaluation.

To arrive at the summative evaluation, the chairs (Henry Spaulding, Angie Johnson and myself) assigned a numeric value to each rating category, 0-4 where there were 5 categories and 0-3 where there were 4, and found an average rating for each goal and standard.

With 16 committee members, the impact of individual ratings is decreased in most situations; it's just harder to move the needle. Therefore it should be noted that while Dr Keough's overall rating for Professional Practice Goals and District Improvement Goals is "Met", in both cases the trend was toward Exceeded, illustrating strong support for the Superintendent's work in those areas.

On May 18, 2020, at an Open Meeting conducted remotely in a manner consistent with Governor Baker's Executive Order of March 12, 2020, due to the current State of Emergency in the Commonwealth due to the outbreak of COVID-19, members from all three school committees were given the opportunity to read comments to be submitted as part of this evaluation process. These comments are attached.

In summary - For Fiscal Year 2020, members of the Dover School Committee, Dover-Sherborn Regional School Committee, and the Sherborn School Committee completed individual End-of Cycle Summative Evaluation Reports for Superintendent Dr. Andrew Keough. Based on the ratings averaged from all 16 school committee members' individual evaluations, Dr. Keough has achieved an Overall Rating of Proficient in his third year as Superintendent of the Public Schools of Dover and Sherborn.

There were motions to accept the Superintendent Evaluation as presented.

DSRSC: motion by Michael Jaffe, second by Maggie Charron

Vote in favor: Anne Hovey, Maggie Charron, Judi Miller, Kate Potter, Lynn Collins, and Michael Jaffe

SSC: motion by Nancy Cordell, second by Amanda Brown

Vote in favor: Angie Johnson, Megan Page, Amanda Brown, Nancy Cordell, and Mike Fitzgerald

DSC: motion by Leslie Leon, second by Mark Healey

Vote in favor: Henry Spaulding, Brooke Matarese, Mark Healey and Leslie Leon

5. **Consent Agenda**

- Approval of Minutes April 7 and 28, 2020

Motion to approve the Consent Agenda.

DSRSC: motion by Michael Jaffe, second by Maggie Charron

Vote in favor: Anne Hovey, Maggie Charron, Judi Miller, Kate Potter, Lynn Collins, and Michael Jaffe

SSC: motion by Nancy Cordell, second by Amanda Brown

Vote in favor: Angie Johnson, Megan Page, Amanda Brown, Nancy Cordell, and Mike Fitzgerald

DSC: motion by Leslie Leon, second by Mark Healey

Vote in favor: Henry Spaulding, Brooke Matarese, Mark Healey and Leslie Leon

6. **Adjournment 6:13 pm.**

Respectfully submitted, Amy Davis

Individual comments from Dover, Sherborn and Dover-Sherborn Regional School Committee members read into public record on May 18, 2020

APPROVED JUNE 11, 2020

Mark Healey, DSC

I appreciate that Dr Keough has lead the Dover-Sherborn regional district through some challenging undertakings in effort to support *all* students in the Dover-Sherborn school system. From a multi-year investment in changing school start times, to an urgent, and unified response to remote learning, the district has relied on his leadership and willingness to both challenge and support the progress being made. Regardless of the situation, Dr Keough has demonstrated the wisdom to listen to multiple viewpoints, he has asked clarifying questions and clarified his own thinking as needed, he involves others in decision making, and he develops solutions while keeping all stakeholders in mind.

I appreciate Dr Keough's honest reflections on the extent of progress made towards goals that he has set this year. The qualities articulated in the *Portrait of a Dover Sherborn Graduate*, and the revisions possible with a refined educator evaluation tool can help ensure that *all* DS students are exposed to "authentic learning experiences and assessments" as expressed in his Student Learning Goal.

As a parent of three Dover Sherborn students, an educator in neighboring Needham, and a School Committee member for Dover, I've enjoyed working with Dr Keough, and witnessing his leadership as it shapes and drives the wonderful work that we continue to commit to in Dover & Sherborn.

Angie Johnson, SSC

I would like to take this opportunity to thank Dr. Keough for his solid leadership in a topsy-turvy world and for keeping the social emotional health of our students at the heart of his work. In particular, I am grateful for his continued thoughtful leadership around implementation of revised start times, even in the face of opposition. I also thank him for his collaboration with school leaders around ensuring continuity of learning and relationships during this challenging time at home. We are lucky to have a leader so committed to doing right by our children and families.

Henry Spaulding, DSC

Wow – what a year. We started the school year managing through EEE and are ending the year with remote learning while managing through COVID-19. In between Dr. Keough and his team continued to work on the School Start Time plan & transition, portrait of a graduate, delivering a fair and effective budget, worked with the negotiation team to complete a 3 year educator agreement, and supported our administrators, leadership team, staff and teachers throughout the year. Once again – Thank you. Over the last year, when I think about everything I just mentioned, I keep coming back to leadership. Specifically, your leadership. There typically are two types of situational leaders. One who is leads during the good times or one who leads during the challenging times. The good times leader can take time for group think and consensus building. The tough time leader needs to have direction, conviction, and confidence. All are important skills and we have been fortunate to have a leader who has been able to lead our wonderful district during our smooth, and also our most challenging, times this year. As I think about next year I look forward to seeing you implement our school start time change and continue to innovate and challenge everyone within the district – including but not limited to – students, educators, staff, school committees and parents. Thank You.

Maggie Charron, RSC

Dr. Keough,

Thank you for your service to our communities and commitment to students of Dover, Sherborn and Boston. As we come to an end of a very unexpected school year, I am grateful for your continued work to lead the Districts in a time of dizzying change, worry and anxiety about the future of our schools. I

APPROVED JUNE 11, 2020

know that you and your team have worked long hours to grow and adapt to the current world health crisis. I commend your formation of a task force to take what we have experienced and use this to create a robust and sustainable plan for the fall, whatever might be coming our way from COVID-19.

I deeply appreciate your continued collaboration with your colleagues in the central office. Building a dynamic and talented team there including Ms. Fattore, Ms. McCoy and Ms. McCarthy has created a foundation of strength that will benefit our district for years to come. I am grateful to your team at the high school, led by Mr. Smith and Ms. Dever-Keegan for the work that was done at the high school this year including thoughtfully re-evaluating the and creating a dynamic new schedule in response to the next year's later school start time.

I hope that as we move forward into these uncharted waters, you might continue your work to build consensus and buy in from community members and parents as well as from your talented and hardworking faculty around future change growth, both that related to Coronavirus and also the ongoing work that we are doing to continue to provide our towns with the schools that they expect and that our children deserve.

Amanda Brown, SSC

I would like to take this opportunity to thank Dr. Keough for his solid leadership in a topsy-turvy world and for keeping the social emotional health of our students at the heart of his work. In particular, I am grateful for his continued thoughtful leadership around implementation of revised start times, even in the face of opposition. I also thank him for his collaboration with school leaders around ensuring continuity of learning and relationships during this challenging time at home. We are lucky to have a leader so committed to doing right by our children and families.

Michael Fitzgerald, SSC

Dr. Keough has continued to improve the Dover/Sherborn school system under his leadership. Over this past year, he has been focused on important initiatives that will have a lasting impact on our students and community as a whole. I believe his open communication regarding the Start Time Task Force was a big step in gaining the trust of the Dover/Sherborn community; ensuring that we are making the right decision for our students.

His leadership during the Covid-19 crisis has been incredible but to be fair, and I'm sure he would be the first to agree, he hasn't done it alone. Dr. Keough, the administration, teachers, students and parents have had to pivot quickly to learning remotely during this unprecedented time. Although not everything is going as smoothly as we all would like, I believe the entire Dover/Sherborn staff deserves our thanks and gratitude for the herculean effort it has taken to continue to educate remotely.

Lastly, I'm pleased we are able to continue having Dr. Keough guide our school system for another school year and look forward to working collaboratively with him on continuing to improve our excellent school district.

Leslie Leon, DSC

Good evening,

I would like to start by saying thank you. Thank you for your dedication to our district and our children. You have a big job and even bigger goals. Throughout my first year on the committee, I have had the

APPROVED JUNE 11, 2020

opportunity to witness firsthand your diligent work towards your goals. You showed dedication and commitment to our schools and community.

The bulk of my commentary this evening will be on your goals and accomplishments for District Improvement. As you know, it is the community of Dover Sherborn that stands behind our schools. The community deserves clear and effective communication. Side by side with the Communications Task Force, I would like to see more opportunities for community discussion and various types of forums. It is vital for the schools to be forthcoming about the district's goals and methods in which we aim to achieve those goals.

I applaud you for directing and overseeing the amazing work that has been done on the Student Services Model. You are setting a standard across the district that is applaudable. You have helped guide our faculty, staff, and educators in the enhancement of programs that support the social-emotional needs of our children and I look forward to continued work on that front. I would also like to acknowledge the incredible work of the assistant superintendent. Together you have accomplished many things.

Thank you.

Brooke Matarese, DSC

Dr. Keough's thoughtful, student-centered leadership this past year has continued to advance DS in the areas that were identified as important in the Strategic Plan. He links our initiatives to the districts' mission and core values to move us forward in a planful, confident, and equitable manner. He also continues to put the social and emotional wellness of DS at the forefront of decision making, which is even more critical in the unprecedented times that we are now facing.

A lot has been accomplished this year, but I would highlight the management and communication of the second phase in the district Start Times change. This is an unprecedented initiative that will impact every single person within our schools. That the amount of thinking and work that has been required has been significant, is an understatement. As anticipated, some aspects of this are not universally supported and Dr Keough has been able to listen, address concerns and problem solve where it is feasible.

Thank you for your leadership and the many hours and long days required this year – we know there is more hard work to come. Please keep your mental and physical health at the forefront as we move forward – apply your oxygen mask first - so that you can continue to lead most effectively.

Megan Page, SSC

I would like to thank Dr. Keough for his commitment and work to continually improve the learning experience at Dover-Sherborn – both academically and social-emotionally. Most recently, the administration and faculty have done an amazing job of transitioning to remote learning under his leadership. While the remote experience is by no means a replacement for the classroom experience, the administration and teachers have put practices in place that make this a meaningful experience for students. Dr. Keough's dedication to the students and faculty shows through his work every day.