

Essex North Shore Agricultural and Technical School District  
Regular School Committee Meeting

Essex Technical High School  
565 Maple Street  
Hathorne, Massachusetts 01937  
Media Center (Upper Level)

Thursday, November 9, 2017  
7:00 p.m.  
Approved Minutes

Members Present: F. DiLuna, Department of Agriculture Resources  
J. O'Brien, Department of Agriculture Resources  
G. Demsey, Department of Agriculture Resources  
M. Amato, Boxford  
W. Marquis, Danvers  
A. Craig, Essex  
M. Teixeira, Gloucester  
W. Lannon, Hamilton  
G. Hathaway, Lynnfield  
J. Delaney, Manchester by the Sea  
M. Strout, Marblehead  
A. Liteplo, Middleton  
E. Johnson, Nahant  
B. Perkins, Rockport  
T. St.Pierre, Salem  
A. McDonald, Swampscott

Members Absent: B. Jones, Topsfield (resigned)

Others Present: W. Lupini/Superintendent/Director  
B. Morgan/Principal  
T. O'Toole/Director of Academic Programs  
M. Znamierowski/Business Manager  
K. McMahon/District Treasurer  
J. Eberhart/Student Representative  
J. Wersackas/Student Representative  
L. Coults/Recording Secretary.

***1. Call to Order***

Ms. Teixeira called the meeting to order at 7:10 pm.

***2. Salute to the Flag***

***3. Public Comment\****

There was no public comment.

#### **4. Student Representative's Report**

Julia Wersackas reported that the soccer team made MIAA playoffs. She also discussed other sports, MIAA qualifiers, vocational champs and BAC champs.

Jonathan Eberhart gave the FFA review and details of the national competition. He described the details and qualifications of events and competitor placements. Johnathon also described the number of students they competed against. Licensure and exam passing was also reported on.

Mr. Strout asked is there a fall rally to celebrate these accomplishments?

Ms. Teixeira asked the student representatives, do you have any questions of the committee? She thanked them for their reports.

#### **5. Approval of Meeting Minutes**

Mr. Strout made the motion to approve the October 12, 2017 Regular Meeting Minutes.  
Mr. Lannon seconded the motion. All in favor. Mr. Nichols and Ms. Griffin-Dunne abstained

#### **6. Communications**

Notice of School Committee Reappointments

- Mr. Wayne Marquis, Danvers Representative
- Mr. James P. O'Brien, Department of Agricultural Resources Representative

#### **7. Superintendent-Director Report**

Dr. Lupini advised the school committee, you should have a copy of the report. We provided you with an FFA report. There were 68,000 student representatives at this conference. The October first enrollments were 1,087 member district students. Those numbers will be used for the FY19 budget.

There are 295 non member district students.

I will hold off on my introduction of Dr. O'Toole. There has been strategic planning to devise action plans. You should see plan recommendations by the end of the year. Next month we will talk about technical and agriculture programs and the application process. Dr. Lupini also discussed the application process of new programs. On October 26, 2017, we met with the Peabody City Council. Two years ago it was a very interesting conversation largely focused on what they viewed as going wrong. We did a lot of good two years ago. This was a very different meeting. They had questions about why Essex Tech can't take more students and offer more seats? The Council was exceptionally supportive. Brad Morgan and I met with Chief Ambrose about a school resource officer. They are prepared to provide a school resource officer. It is in front of legal counsel now. We will start the process in December. There is much more to come in December. The Open house will be held on November 18, 2017. There will be off site parking for staff. The Open House hours are from 9am-12pm. There will be a tour for those who could not join first session

Dr. Lupini introduced Dr. O'Toole, Academic Coordinator. This is a new role he stepped into this year. He is the go to person to look at MCAS results. He helps teachers better their instruction and support. Dr. O'Toole will talk tonight about the most recent MCAS results and accountability.

Dr. O'Toole presented the good news. Essex Tech is a level one school again and is in the top twenty percent of high schools in the state. We were 77 two years ago, 76 last year and now 77 again. This has a lot to do with level of student achievement here at Essex Tech. Student Achievement was explained. Student growth percentile was described as the change in student achievement over time. Essex Tech is not a typical district. This number is telling based on

grade eight scores to grade ten scores. He also discussed the student growth number and collective numbers in english and math. They cannot use science scores. Described biology MCAS numbers and increased scores and compared Essex Tech to other Tech schools MCAS scores. There was a big increase in math scores. We will continue to analyze and what to do better for continued increased scores. The goal is to get the score to 60 from 48. Dr. O'Toole also compared math scores to other Tech schools. ELA is the most dramatic improvement. The advanced score went up 12% and up 21% from two years ago. He also described how he explained to students how to write a complex essay and long composition.

Mr. DiLuna asked why don't the sums equal 100?

Dr. O'Toole described how and what the graphs measure. He also talked about growth in ELA. 67 percent of the students scored advanced. That is a difficult achievement. We are really proud of that.

Open response was described and how the students scored. He explained that this is high growth compared to other Tech. schools. We also had our lowest failing levels as well. Failing scores are dropping in math and biology. We have a great group of "closers" here to help students pass the MCAS

Dr. O'Toole presented the takeaways from the results. The current MCAS test is being replaced by next generation MCAS. It will be administered to high school students in the 18-19 school year. It is going to be more difficult. It's a harder, higher standard. We are preparing our students now. There are four new performance levels and text based essays. It is two pages not one page with a deeper level of analysis and two part questions. There are drag and drops from computers for those that have the option of computer or paper based tests. He feels the computer based is harder for students. We are working with 9th graders on computer based essays. He is proud of what the kids did and what the teachers did. He expressed "I'm very happy that our results are all up and we are level one."

Mr. Strout asked a question about the pattern of technical students taking MCAS. Have we ever had a kid not get their diploma for failing MCAS?

Mr. Morgan replied, no.

Ms. Teixeira commented that writing with colors was a very impressive presentation . She asked Dr. O'Toole if he could you do a demonstration for this group? It does make an impact to an adult and make you think about your writing.

Mr. O'Brien asked if it was because we have figured out how to teach to the test is that why they are changing the test?

Mr. Morgan explained that writing with colors is a strategy. My daughter is a freshman and can write at the college level due to writing with colors.

Dr. O'Toole described the writing with colors and how it works and the wave of text based essays and yes; they are going with harder standard because these tests only last 20 years.

Dr. Lupini compared the new test to college and career readiness. He reported that statewide students in grade 3-8; fifty percent met or exceeded and fifty percent fell below.

Mr. Morgan stated that after communicating with kids who have graduated, public schools have changed. The skills don't match college and what they were taught in high school .

Mr. Strout commented that our schools did not prepare us for college. It is common in all districts.

Dr. Lupini stated, we are well positioned to be ready for the next generation MCAS.

Dr. O'Toole commented, I want to get the kids ready now for the test next fall.

Ms. Liteplo asked why students take biology MCAS instead of other sciences?

Mr. Morgan answered, that's the way the course of studies have been in both schools. Physics and chemistry are taken after grade ten MCAS testing. There was discussion about other districts taking biology and why. It was stated that very few students take chemistry or physics.

Mr. Strout stated that he would like an electronic copy of the scores.

Ms. Amato asked about SAT scores.

Dr. O'Toole responded, we don't offer SAT prep here. We would look into an after school program for SAT and ACT preparation.

Ms. Amatoa asked if we have compared SAT scores now to then?

Dr. O'Toole agreed that, yes we can look at them and compare. I know a lot of students would be interested in SAT prep help. The group thanked Dr. O'Toole for his work.

Ms. Teixeira made the motion to accept the Superintendent-Director's report. Mr. Lannon seconded the motion. All in favor. The motion passed

## **8. Principal Report**

Mr. Morgan reported on the following field trips:

- a. An Out-of-State Field Trip for grade 12 Environmental Technology students to HAZMATEAM, Inc. in Hudson, New Hampshire on December 17, 2017.
- b. An Out-of-State Field Trip for grade 9 and grade 11 Arboriculture students to Sterling Rope Factory in Biddeford, Maine on January 16, 2018 and January 17, 2018.
- c. An Out of the Country Travel Proposal for grade 12 students to visit France, Monaco and Italy from April 16, 2020 through April 25, 2020.

Mr. Strout made the motion to accept the field trip requests. Mr. Lannon seconded the motion.

All in favor

Mr. Strout asked about trip insurance.

Mr. O'Brien asked how much does a trip cost?

Mr. Morgan responded that after fundraising the students pay about half of the costs.

## **9. Fiscal Year 2019 Budget Development Timeline**

Mr. Marquis made the motion to approve the Fiscal Year 2019 Budget Development Timeline.

Ms. Znamierowski commented on typo-s in budget FY18 budget. It should say 19. We seek approval for the development of FY19 budget

Mr. Marquis asked will there be an agenda item to begin discussion?

Ms. Griffin Dunne seconded the motion, all in favor.

## **10. Subcommittee Reports**

Finance Subcommittee

There was no meeting to report.

Next Meeting: December 6, 2017 (5:30 p.m.)

District Policy Subcommittee.

Mr. Morgan talked about changes that were made. He described the details on attendance clarification, a no credit policy due to attendance if absent more than ten days and a medical need for tutoring in academics. Early dismissal notices were described and the ten school days to make up missed school work.

Mr. Nichols inquired about Saturday detentions.

Mr. Morgan explained what happens during Saturday detention and that it involves a handful of students.

Mr. Strout mentioned that the DESE legal term is structured study with behavior management and loss of parking, extra curricular activities and potentially removing from CTE program for safety issues.

Mr. DiLuna asked, Is there an appeal process?

Mr. Morgan replied, yes, suspensions are allowed under the law. He explained homework and everyone plays a role and the triangle of cooperation. They are working to be sure kids are doing the homework and its value as an extension from class or a warm up for next class. The co-op education program increased the guidelines to get as many students out as much as they can getting real world experience. The non-discrimination district language was put into student

friendly language.

Mr. O'Brien inquired about training on the Cape and student expulsion for drugs. What is the policy?

Mr. Morgan replied that expulsion is impossible to do. There is a ten day or 45 day removal. Dr. Lupini explained what has changed isn't the ability to expel, but what you owe to a student you expel. An expulsion means more than 10 days. If a student is expelled we owe them an educational program. It is impossible to create the CTE component. There is negotiation with the home district and will they participate in educational component?

Mr. O'Brien described why a ten day suspension is not successful.

Dr. Lupini agreed that out of school suspension does not work as well as finding other ways of keeping student in school

Mr. Strout commented on a felony for assaulting a teacher or is it an expulsion? He explained why academically there is no consequence to the student.

Mr. Strout made the motion to approve the 2017 – 2018 Essex Technical High School Student Handbook. Mr. Marquis seconded the motion. All in favor.

Mr. Stout explained there were three policies to remove and made the motion to accept The Massachusetts Association of School Committees recommendation for the removal of the following policies as these are redundant or unnecessary.

- JBA – Student-to-Student Harassment (included in JICFB – Bullying Prevention)
- JICG – Tobacco (included in JICH – Alcohol, Tobacco, and Drug Use Prohibited)
- JRA-R – Regulations on student records (these are available on the DESE website)

Ms. Liteplo described the redundant language in policies.

Ms. Teixeira asked, Does tobacco use include vapors?

Mr. Hathaway seconded the motion. All in favor.

Next Meeting: December 14, 2017 (5:30 p.m.)

#### Personnel Subcommittee

Ms. Amato explained that the packet has proposed goals for the Superintendent and the logical progression from evaluation. She also explained why these goals are set.

Dr. Lupini described these references in the self assessment from last year and discussed the three goals and strategic planning process and action plans. He is developing an action plan on how to get to programs and models and will come back by the end of the year for implementation next year.

Ms. Amato read and made the motion to To approve the Superintendent-Director Goals for 2017 – 2018. Mr. DiLuna seconded the motion. All in favor.

Next Meeting: February 15, 2018 (5:30 p.m.)

#### **11. Old Business:**

There was no old business.

#### **12. New Business**

Mr. Craig questioned when is open house?

Ms. Teixeira announced the: ADHOC committee to name the school meeting is on November 15 @ 6pm

#### **13. Warrant**

Mr. Perkins made the motion to approve. Mr. Marquis seconded the motion. All in favor.

Ms. McMahon advised that the property and casualty installment was made.

All in Favor.

#### **14. Discussion Items That Were Not Reasonably Anticipated by the Chairperson**

**(M.G.L., Chapter  
30A – Section 18-25)**

**15. Adjourn**

Ms. Teixeira made the motion to adjourn at 8:12 pm.

*Respectfully submitted by the: Recording Secretary*

**\*\*All documents on file in the Superintendent/Director's office.**

*The listing of matters includes those reasonably anticipated by the Chair in accordance with M.G.L., Chapter 30A, Section 18-25, which may be discussed at the meeting. Not all items listed may in fact be discussed and other items not listed may also be brought up for discussion to the extent permitted by law.*

\*Public Participation at School Committee Meetings (File: BEDH)

1. At the start of each regularly scheduled School Committee meeting, individuals or group representative will be invited to address the Committee.
2. Public Comment shall be for a period of 20 minutes and shall generally follow the opening of the meeting. The Committee reserves the right to rearrange its agenda to accommodate scheduled presenters.
3. Any citizen wishing to speak before the Committee shall identify themselves by name and address and shall speak for no longer than 3 minutes. No citizen may speak more than once without permission of the Chair. All citizens shall speak to the full Committee through the Chair and shall not address individual members or administrators.
4. Individuals may address topics on the agenda, items specified for public comment, or items within the scope of responsibility of the School Committee. The Chair shall rule out of order any individual who fails to honor the guidelines or who addresses a matter inappropriate for public comment.
5. Improper conduct and remarks will not be allowed. Defamatory or abusive remarks are always out of order. If a speaker persists in improper conduct or remarks, the Chair may terminate that individual's privilege of address.
6. All remarks will be addressed through the Chair of the meeting.
7. Speakers may offer such objective criticisms of the school operations and programs as concern them, but in public session the Committee will not hear personal complaints of school personnel nor against any member of the school community. Under most circumstances, administrative channels are the proper means for disposition of legitimate complaints involving staff members.
8. Written comments longer than 3 minutes may be presented to the Committee before or after the meeting for the Committee members' review and consideration at an appropriate time.
9. The Chair shall have discretion to allow public comment during discussion of items appearing on the meeting agenda.