



**Teaching and Learning Subcommittee
Remote
November 16, 2020 @ 5:00 p.m.
Open Meeting Minutes**

PRESENT: Beverly Hugo (Chair), Priscila Sousa*, Tiffanie Maskell, Scott Wadland

ABSENT: None

OTHERS PRESENT: Assistant Superintendent for Elementary Education Amy Bright, Assistant Superintendent for Secondary Education Anne Ludes, Director of Health and Wellness Judy Styer, Assistant Director Department of Health & Wellness Stacey Cugini, Executive Assistant to the School Committee Joanna Hastry

Call to Order

The Chair called the meeting to order at 5:02 p.m. She noted all in attendance and said that the meeting was being held remotely, was being broadcast live on Facebook, and was also being recorded.

Public Comment

No public comment

Update on the District's Code of Character, Conduct, and Support with the Director of Health and Wellness Judith Styer

Ms. Styer shared slides on the District's Code of Character, Conduct, and Supports including belief statements, charts in the disproportionality in lost instruction time, the five qualities that inform a code of character, conduct and support, the constituent groups that were involved, the steps within creating and approving the code of conduct, and where they are within the steps.

*Ms. Sousa left the meeting at 5:22 p.m. due to not feeling well.

Mr. Wadland asked how many people overall are involved in this work and how many are classroom teachers, as they will be the ones to implement this work within the classrooms. Assistant Director Department of Health & Wellness Stacey Cugini said originally there were 42 people on the taskforce, and the data showed that Special Education, English Language Learners and Students of Color were disproportionately getting punishment, so they made sure they had broad representation of teachers in that group. She said that she will follow up with the number of teachers that were involved. Mr. Wadland spoke about a meeting with FTA members and leadership regarding some of the restorative practices, and how some teachers expressed concerns of feeling unempowered and the possibility of this leading to the increase in behaviors. Ms. Styer said restorative practices are a shift in thinking; looking at what causes

behaviors, and looking to address as restorative rather than reactionary. She said that DESE is encouraging districts to move towards this approach, as the data is compelling on it.

Ms. Maskell asked what we are doing in the meantime during the process of developing this and implementing, as that could be at least two years for the process. Assistant Superintendent for Secondary Education Anne Ludes said that more conversations are happening now about the mindset, and the core beliefs that are within it, such as the need to look at student behavior and adult reaction to that behavior and respect being on both sides. She said that there will need to be a continuation of those conversations, and work on shifting to that belief with patience and understanding. Ms. Hugo asked about supports that this program gives teachers and staff so they are better equipped to have better results with students. Ms. Styer said it is an extensive roadmap with tiered interventions with behaviors listed within them, and there will also be professional development around this on how to use it and shift some thinking. Ms. Cugini said that there will be meetings with the leaders in all elementary and middle schools on having conversations with staff on the interventions, and learn what is already in place for specialists to pull from and build in a set of practices into the Code of Character, Conduct, and Support. Ms. Hugo said there is a zero tolerance policy that hasn't been working for some groups of kids, so this sounds like it will be a tolerance policy with better outcomes. She asked for tangible results from Pittsfield, or other towns, that have shown success of this approach. Ms. Styer said that Framingham is the second district in Massachusetts to use it, and Pittsfield is in its fourth month of implementation so there is no data yet. She said that she can get data from the consultant Engaging Schools from other places they have worked with.

Update on Remote Learning with the Assistant Superintendent of Elementary Education Amy Bright and Assistant Superintendent of Secondary Education Anne Ludes

Ms. Ludes spoke about the announcement on Friday regarding the remainder of high needs students being invited to return in December, which is about 2,000 students bringing the total of students returned to 2,500. She said that a survey went out today to families asking what their intent is, whether in returning in person or staying remote. She said that staff returning before students is to help them become comfortable with being back, the new procedures, and set up now their classrooms before welcoming students. She said that the Technology Department is ordering additional technology with videos on how to use it, and it is the teacher's choice if they want to use it or not. She said that they have been working with administrators and members of the teachers' union on what teaching will look like, grading, and issues that teachers are most concerned about.

Ms. Maskell asked what it will look like with students in person and at home in the same classroom, such as will the in person students be receiving instruction with a computer in front of them. Assistant Superintendent for Elementary Education Amy Bright said that it will vary by how many students are returning in person and who is still remote in each classroom. She said it will also depend on the expertise of teachers in regards to technology, how they create a sense of community with the new adjustments and new rules, including synchronous and asynchronous activities, and leveraging time for students they have in person based on what they need in that moment. She noted that asynchronous learning does not mean no computer, it means at a student's pace. Ms. Maskell spoke in support of hearing that lunches in elementary schools are now synchronized which once was thought not possible, and how we

need to continue to be mindful of how there should be enough advanced notice to parents on new information and changes. Ms. Bright spoke on how it is difficult to please everyone during this time, and they are trying to be mindful of the impact on a multitude of people (parents, teachers, community partners) and there is always someone that could have done better by.

Ms. Hugo asked what advice can be given to parents of kindergarten students, as it is unnatural at that age to be on a screen that long. Ms. Bright said they have a situation like no other, can remind them that we are in a pandemic and social emotional wellness is the forefront and can teach things later. She said that we want them to enjoy school and connect with someone for when they return, as well as a reminder about patience. She said that they continue to work with building based administrators and FTA teachers on looking at what the needs are for kindergartners, such as getting books to them. Ms. Hugo asked if DESE is still considering keeping the MCAS at the end of the year, as well as asked about the late start that is currently in place at the high school, and if that will continue in the future. Ms. Ludes said there have been some updates about timing of the assessments and what accommodations there are for MCAS, but the federal government first has to allow states to waive MCAS and then the state has to make that decision, and unless that happens DESE does not have an alternative. She said they are gathering information on the late start time, but there are so many moving parts such as the impact on athletics, transportation, parent input, and impact on the other grade levels, and would caution against moving fast on it and needing advanced notice.

Approval of Minutes

The Chair said that the October 7, 2019 Accountability and Student Achievement minutes were approved previously, but were not yet completely finished. She said that even though the members of this subcommittee may not have been present for that meeting, they can still vote on approving the minutes.

Motion: To approve the October 7, 2019 Accountability and Student Achievement minutes

Moved: Mr. Wadland **Seconded:** Ms. Maskell **Roll Call Vote:** Unanimous (4-0-0)
(Yes: Hugo, Sousa, Maskell)

Next Meeting Dates and Agenda Suggestions

The Chair said that the next meeting is scheduled for December 21st from 5:00-6:30 p.m.

Adjournment

Motion: To adjourn.

Moved: Ms. Maskell **Seconded:** Mr. Wadland **Roll Call Vote:** Unanimous (3-0-0)
(Yes: Hugo, Wadland, Maskell)

Meeting adjourned at 6:20 p.m.

Meeting Materials

Agenda

Code of Character, Conduct, and Support Slides

October 17, 2019 Accountability and Student Achievement Draft Minutes

These minutes were approved by the Teaching and Learning Subcommittee in Open Session on February 1, 2021.

These minutes were sent to the City of Framingham for posting on July 20, 2021.