The Barnstable School Committee met on Wednesday, May 24, 2017, in the Barnstable Intermediate School Library for a School Committee Workshop. Present were Chair Margeaux Weber and Committee members Stephanie Ellis and Mike Judge. Also present were Meg Mayo-Brown, Kristen Harmon, Gina Hurley, Jane Jezard, Maureen Lovett, Gareth Markwell, Patrick Clark, James Anderson, Mary Sullivan, Matt Scheufele, Kathi Amato, Karen Cloutier, Kirk Gibbons, Sheila Kukstis, Nicole Caucci, and Jen Kruczek. School Committee Vice Chair Chris Joyce and member Patrick Murphy were not present.

Ms. Weber called the meeting to order at 7:02 PM.

**Proposed Professional Development Half In-Service Days**

- Ms. Mayo-Brown stated that the School Committee would hear from each principal about why professional development is important and why it is worth losing some education time. She stated research outcomes regarding teacher professional development having significant positive achievement for students.

- Ms. Caucci stated professional development allows for the whole staff to learn and grow together. She does not have time for PCAs and Assistants to meet with teachers together. This year she has worked on proactive differentiated instruction. At the last half in-service day, she presented the information and then they broke out into groups and roll played situations and came back and presented to the whole group. All the feedback was that they needed more of this and more time to practice scenarios.

- Ms. Amato stated watching the evolution of professional development over the past few years showed her where it could be. She works on team building and improving school climate. Staff said they never feel like their time is wasted at staff meetings where professional development is provided. The majority of staff is on board with this proposal and knows its value. She is able to touch on topics, but cannot delve deeper.

- Mr. Scheufele stated that we have asked teachers to change the way they teach in the classroom, but have only given them a day to learn how. This year, Centerville has been working on small group instruction, where teachers keep the individual learners engaged while small groups are happening. We want the teachers to create their curriculum together and not on their own. Principals are being coaches and we need the time to spend with the teachers and staff. We are using the time we have well, but there is just so much more that we could be doing.

- Mr. Gibbons stated as educators we nurture and grow kids academically, socially, and emotionally. We all need to be on the same page with the same message and this will be learned together. Effective teams sit down and talk about strategy. Coaches speak to teams together and individually. There are not enough hours in the day to do the work. This minimum amount of time for professional development will maximize the results for the rest of the year.

- Ms. Cloutier stated education is constantly changing. There is not enough time in the day for professional development in a meaningful way. Staff latched onto the SIP initiatives but asked when we are going to do it. There has been a focus on social emotional learning this year and it is such a large topic that needs time and be ongoing. She had similar half days in other districts and they were wildly successful. Every TA approached her after the last professional development asking for a copy of the behavior matrix.

- Ms. Kukstis stated building a community includes everyone and not just the teachers. Having the time for a common language helps all students in the social emotional learning. She is looking to focus on the social emotional learning with the whole staff.

- Ms. Sullivan stated when she started a few years ago, she asked about the 2 days of professional development because she came from a district with a lot more. She has looked at the data in her school and they are not moving students. Instructional methods are changing and they need the time to delve into the issues. In her last district she was able to be an effective principal because she had time. Her district went from a level 5 to level 1 in 3 years because they had the professional development time. The staff needs to have the follow-up and consistency of the professional development.

- Mr. Anderson stated that he and 6 of his staff had 40 hours of MTSS training and the rest of his staff had 0 hours. The district is looking at 15 hours of additional professional development which is about 1% of teaching time that will benefit the other 99%. He discussed a list of 12 items he wanted to accomplish and his school has accomplished 1. Staff meetings are spent on other mandatory trainings.

- Mr. Clark spoke about the current professional development process and what the process would look like with the additional days. They update curriculum along the way when needed.
• Dr. Hurley stated children are changing and not just demographically. 25% of children before the age of 4 will suffer some sort of trauma and that affects brain development. We need to change practices to effectively instruct the students.

• Mr. Markwell stated in the 2015/2016 school year, there were over 992 absences related to professional development and school issues. He approximates $84,000 was spent for substitutes related to professional development. Paraprofessionals are paid an additional stipend for coverage and he approximated $13,000 was spent on professional development. Mr. Markwell stated $111,000 – $125,000 was spent on coverage for professional development.

• Ms. Harmon stated a professional development survey was sent out and we received 135 responses. 60% are not in support and 40% are in support of the additional half days. Reasons given as to why they are not in support include childcare and loss of instructional time. When asked what their childcare needs would be, 50% responded that they do not need it and 45% need extended care of those days.

• Ms. Weber stated that Barnstable used to have more professional development half day. Mr. Scheufele stated there used to be 2 full days along with additional half days. Ms. Weber asked what was done about daycare on those days. Mr. Scheufele stated PCAs worked the daycare at the time. Since there was a concern about them not being a part of the in-service day, the daycare was closed.

• Mr. Judge asked why the professional development days disappeared. Mr. Scheufele stated the 2008 budget cut the full day.

• Mr. Anderson stated a lot of money is spent on out of school professional development when everyone could get all their professional development done in house.

• Ms. Mayo-Brown stated one of the first things she did in Fall River was have professional development half days. This set the culture of students first. That culture is already in Barnstable, she just wants to cultivate it.

• Mr. Clark stated parents make this planning happen for sports, dance, and other after school activities. The same sacrifices can be made for their child’s education.

• Ms. Weber asked if this could be done in a gradual increase. For example add 3 more next year and then 5 more the year after. Ms. Amato stated that she was once told to ask for what you need and do not piece mail a proposal. Mr. Gibbons stated that if it’s the right thing to do, then it’s the right thing to do now.

• Ms. Ellis asked about the childcare RFP. Mr. Markwell stated that the process closed today with 3 bids. All bidders addressed the half day release and they all can accommodate childcare on these days.

Adjourned 8:45 PM.

Respectfully Submitted,

Jen Kruczek
Executive Assistant