

Mike Judge, Chair  
Kathy Bent, Vice Chair



Barbara Dunn, Member  
Stephanie Ellis, Member  
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## **Barnstable School Committee Goals Strategic Priorities End of Year Self-Evaluation - June 30, 2021**

The Barnstable School Committee is attentive to its own development as a governing board. In December of 2019, the Committee held a consultant-led workshop as part of its development efforts. The Committee also met several times in the summer and fall of 2020 to develop a set of goals and action steps to guide its work for 2020-21 and beyond. The discussions resulted in the following goals and priorities, as well as the School Committee's commitment to evaluate itself regarding its accomplishments. It is also the intention of the Committee to submit an evaluation of its work for community review by July 13, 2021.

**Goal: Support the administration, teachers, staff, and parents to implement procedures for the reopening of school and sustained in-person attendance, maximize student learning, and prioritize safety.**

1. Was the administration and community given ample opportunity to present data relative to reopening? What kinds of data were reviewed?

The administration and community were given ample opportunity to data relative to reopening in the following ways.

- Parents were surveyed for input:
  - March 23, 2020 – technology needs
  - April 14, 2020 – April vacation
  - April 27, 2020 – remote learning
  - May 29, 2020 – senior survey
  - June 22, 2020 – end of year survey
  - June 24, 2020 – remote learning
  - July 17, 2020 – transportation survey
  - July 29, 2020 – family survey
  - August 10, 2020 – learning model survey
  - April 3, 2021 – remote/in person survey
- Superintendent sent out updates every Friday
- Covid Dashboard was created

2. How often did the School Committee discuss topics related to the status of the district's learning model at its meetings?

The School Committee and/or the Superintendent has been presenting data at every School Committee, and discussion was held regarding topics related to the status of the district's learning models. (April 1, 2020, April 15, 2021, May 6, 2020, June 3, 2020, July 15, 2020, August 5, 2020, September 2, 2020, October 7, 2020, November 12, 2020, December 2, 2020, January 6, 2021, February 3, 2021, March 3, 2021, March 17, 2021, April 7, 2021, May 5, 2021, and June 2, 2021).

3. How did the School Committee review survey and other data relevant to the reopening and sustaining learning models in order to inform budget and policy decisions?

The School Committee received data ahead of time to review and had the opportunity to ask the Superintendent questions at every School Committee meeting.

**Goal: Revise the budget development process with a focus on ensuring program excellence and maintaining fiscal responsibility and overall transparency.**

1. Did the budget process align with the budget calendar, provide the flexibility to meet the needs of the district, and meet the deadline established by the Town Manager?

Yes, the budget was approved by the School Committee at the April 7 meeting and was sent to the Town Manager for approval.

- How many times did the School Committee deliberate on the proposed budget during the budget-development process?

The School Committee deliberated on the proposed budget six times.

Workshops:

January 20 and 24, 2021

School Committee Meetings:

February 3, March 3, March 16, and April 7, 2021

- Did the Committee request and receive adequate materials in a timely manner?

Yes, the School Committee requested and received adequate materials in a timely manner.

2. Did the School Committee budget process align with the strategic priorities of the District and the Town?

Yes, the budget process aligned with the strategic priorities of the District. The School Committee needs to look at the Town's strategic priorities to determine whether the budget process aligns. The Town Council approved the FY22 budget at the June 3, 2021 Town Meeting.

3. Did the Committee review the new budget calendar after completion of its work on the 2022 budget? How did the Committee assess this process?

Yes, the Committee reviewed and discussed the budget calendar and the complete process at the May 5, 2021 meeting. The Committee felt the calendar provided adequate time to thorough review the budget and meet all deadlines. The FY23 budget calendar was received from the Deputy Finance Director and discussed. The Committee suggested moving the proposed line item budget to February (from January) since more time would be needed to get input from individual schools.

**Goal: Develop a systematic review process of all school committee policies and vote necessary revisions.**

1. When did the School Committee establish the Policy Subcommittee?

The Policy Subcommittee was established at the November 12, 2020 School Committee Meeting.

2. When did the Subcommittee meet in the 2020-21 school year?

Subcommittee meetings were held on the following dates.

November 20, 2020

February 12, 2021

March 12, 2021

April 16, 2021

May 14, 2021

June 11, 2021

3. How did the School Committee engage the services of the Massachusetts Association of School Committees and, if needed, the National School Board Association to inform and support the work?

MASC Field Representative, Jim Hardy, has attended the meetings since February 12, 2021, except May 14, 2021.

4. Which policies were reviewed and/or revised at School Committee meetings?

Policy IHBHE – Remote Learning Policy was reviewed and revised at the February 12, 2021 Subcommittee meeting and approved at the March 17, 2021 School Committee Meeting.

Sections A, B, and C policies were reviewed and revised at the Policies Subcommittee Meetings on February 12, March 12, and April 16; and at the May 5, 2021 School Committee Meeting. Policies in these sections were approved in form at the June 2, 2021 School Committee.

Section D policies were reviewed at the May 14, 2021 and June 11, 2021 Subcommittee meetings.

5. How were the community's stakeholders included in the process to inform the work?

Deputy Finance Director, Gareth Markwell participated in the review of Section D-Fiscal Management policies at the May 14, 2021 and June 11, 2021 Subcommittee meetings.

6. How did the Subcommittee apply the lens of equity and diversity to review institutional and systemic, racialized practices through its work on district policies?

The Subcommittee has reviewed all policies to ensure equity and diversity and revised three policies to explicitly include this language--Policy CHA-Development of Procedures, Policy CHCA-Approval of Handbooks and Directives, and Policy DBD-Budget Planning.

**Goal: Inform and engage the school, and broader community, regarding the mission and vision of the school district with a focus on equity and inclusion.**

1. What process did the Subcommittee use to reach its recommendation to the School Committee? Did the Subcommittee make a recommendation for a new mascot for Barnstable High School? Did the School Committee vote to adopt the recommended mascot?

The Subcommittee surveyed the Barnstable community and students at BHS and BIS regarding the new mascot. The Subcommittee made a recommendation to the School Committee and the School Committee adopted the new mascot on March 17, 2021.

2. To which community groups and organizations did the Subcommittee reach out and how successful were those interactions?

The Subcommittee reach out to the following groups and organizations during its work: Barnstable No Place for Hate, Cape Cod Voices, MLK Task Force, and the Ally Group. The Superintendent has been implementing the recommendations of the groups.

3. How did the Community Engagement Subcommittee inform the work of the Subcommittee on Policy to advance the work of becoming an anti-racist school district?

The Chair of the Community Engagement Subcommittee is a member of the Subcommittee on Policy and actively participates in the discussions with recommendations as relevant to ensure all policies are in line with Barnstable being an anti-racist school district.

**Goal: Encourage the overall well-being of students and staff by supporting a positive school culture.**

1. How was the Advisory Committee able to assess and understand stakeholder perceptions of the culture and climate of the Barnstable Public Schools?

The School Committee members listened to the group for their first three meetings. They asked them what they thought of the district, what the culture was, and words they would use to describe their schools. The results were presented April 14, 2021 School Committee meeting.

2. In what ways did the Advisory Committee address diversity and equity in these assessments?

Addressing diversity and equity is an ongoing conversation. Associate Principal, Hope Taylor has been instrumental in advocating for all students, especially for students of color.

3. What was the composition of the Advisory Committee?

The Subcommittee on School Culture and Climate members include: two School Committee members, the Superintendent, an elementary principal, the Associate Principal at BHS, the BTA President, an elementary teacher, an elementary SPED teacher, a BUE teacher, a BIS teacher, two BHS teachers, a BHS counselor, a PCA, a community member, and three parents.

4. How often did the Advisory Committee meet?

The Committee met monthly since October 2020.

5. How did the Advisory Committee inform the work of the Subcommittee on Policy to improve the culture and climate of the district?

Policies related to the culture of climate of the district have not yet been reviewed.