

MINUTES OF THE HINGHAM SCHOOL COMMITTEE

August 23, 2021

Remote via Zoom Webinar

Call to Order: The meeting was called to order at 6:00 PM by Kerry Ni.

Chair Kerry Ni read the following statement: This meeting is being held remotely as an alternate means of public access pursuant to Chapter 20 of the Acts of 2021 temporarily amending certain provisions of the Open Meeting Law. You are hereby advised that this meeting and all communications during this meeting may be recorded by the Town of Hingham in accordance with the Open Meeting Law. If any participant wishes to record this meeting, please notify the chair at the start of the meeting in accordance with M.G.L. c. 30A, § 20(f) so that the chair may inform all other participants of said recording.

Members Present: Chair Kerry Ni, Vice-Chair Michelle Ayer, Secretary Nes Correnti, , Carlos DaSilva, Jen Benham, and Tim Dempsey (Liza O'Reilly was not present at this time.)

Central Office Present: Interim Superintendent Dr. Gary Maestas, Assistant Superintendent Dr. James LaBillois, , Director of Human Resources Susan D'Amato, and Executive Director of Student Services Dr. Suzanne Vinnes

Visitors Present: There was no sign in as this was a remote meeting.

Adjourn to Executive Session:

On a motion by Michelle Ayer and seconded by Nes Correnti,

It was **voted:** To adjourn to Executive Session and to reconvene in Open Session for the purposes of: Discussing a memorandum of agreement with the HEA Unit A discussing matters related to the HEA Unit A collective bargaining negotiations, the public discussion of which may be detrimental to the Committee's bargaining position

Michelle Ayer – aye
Nes Correnti – aye
Carlos A.F. DaSilva - aye
Jen Benham – aye
Tim Dempsey - aye
Kerry Ni – aye

Return to Open Session:

Chair Kerry Ni called the meeting back to order at 7:00 PM, and again read the above statement regarding remote meetings.

Members Present: Chair Kerry Ni, Vice-Chair Michelle Ayer, Secretary Nes Correnti, , Liza O'Reilly, Carlos DaSilva, Jen Benham, and Tim Dempsey

Central Office Present: Interim Superintendent Dr. Gary Maestas, Assistant Superintendent Dr. James LaBillois, , Director of Human Resources Susan D'Amato, and Executive Director of Student Services Dr. Suzanne Vinnes.

Harbor Media indicated that they would be recording the meeting.

Questions and Comments from the Community included:

- A comment in support of parent choice with regard to masking in the schools
- Questions about teacher vaccination status, or requirements and the desire to be to obtain information about tracking teacher vaccination status

Communications: none at this time

Face Covering Policy

The School Committee discussed the draft of the face covering policy (second read). Chair Ni mentioned the meeting of the previous week at which this was discussed, noting that there was a great deal of community feedback. She stated that after that meeting the Committee was in consensus to require masks in the buildings, and then to revisit the policy in a month.

Chair Ni then remarked that the DESE, and the Massachusetts Board of Education is meeting tomorrow and is expected to allow the Commissioner of Education to mandate masks in schools.

The Committee discussed language changes to the policy with regard to masks when outdoors.

The Committee also discussed the language in the policy noting the frequency with which the policy will be reviewed. Dr. Maestas and Dr. LaBillois discussed with the Committee social distancing during lunch and snack. The Committee agreed to take a vote at this time and to revisit the policy after DESE announces its guidance.

On a motion by Michelle Ayer and seconded by Liza O'Reilly,

It was **voted:** To approve policy EBCFA Face Coverings as proposed

Michelle Ayer – aye

Nes Correnti – aye

Liza O'Reilly - aye

Carlos A.F. DaSilva - aye

Jen Benham – aye

Tim Dempsey - aye

Kerry Ni – aye

Equity Team Update

Assistant Superintendent Dr. James LaBillois gave an update on the work of the Equity team. The presentation included:

- Results of the year 1 Equity Audit of HPS and Action Planning
- A discussion of the RIDES program
- Review of the focus areas of the audit: Empowering & Rigorous Curriculum; Results; Student Supports & Intervention; Courageous Conversation Series
- An Explanation of the methodology used to conduct the audit.
- A detailed review of the data compiled from the audit
- Action Plans with regard to findings in all focus areas
- A discussion of restorative practices
- Professional development opportunities available to HPS staff to gain a deeper understanding toward equity and inclusion

Dr. LaBillois discussed the plan moving forward and the plan to collect data for year 2, this year's audit. The Committee thanked Dr LaBillois and the Equity team for all the work and gathering the data. Tim Dempsey voiced concern regarding the data with regard to access to upper level classes for students on IEPs. Dr. LaBillois stated that now that we have the data, the teachers and administrators will work with that data to ensure equity for all students with disabilities. Dr. Vinnes mentioned expanding professional development for staff regarding the evaluation process. Dr. LaBillois clarified that there will be additional professional development for staff other than those specially from the IDEAS program. Carlos DaSilva made suggestions regarding professional development for teachers

to promote equity and inclusion, and also suggested that this training be available to coaches as well. Dr. LaBillois noted the new teacher training in development that will incorporate this initiative.

Athletic Program Update

Athletic Director Jim Quatromoni along with Phil Struzziero gave a presentation about the Athletic Department's Self Study. The presentation included:

- Details of the methodology used to conduct the study
- Results of the survey conducted with regard to key concepts and how those concepts are perceived by the different groups
- Results from interviews with student athletes, parents, and coaches
- Recommendations regarding communication, expectations, community support
- Recommendations for teaching life-long lessons and building better bonds between athletes and coaches
- Recommendations for defining success
- Recommendations for a united culture at all levels and community support

The Committee asked questions about how this information will be used in the future. Athletic Director Quatromoni mentioned including some alumni in the future may be a way to obtain helpful information, and to have end of year surveys.

The Committee asked about coach training. Mr. Quatromoni discussed the coach training required of the MIAA, noting ways the department can incorporate more training and discussion of best practices among staff. Dr. Phil Struzziero noted that some coaches are not teachers and they would likely benefit from basic teacher training to better relate to students and parents. The Committee asked about the Booster Clubs and monitoring spending with regard to Title IX compliance. Committee members noted the small sample size and suggested ways to get more participation in the study in the future, and suggested ways to work with the equity committee to teach students to avoid situations when behavior creates division. Liza O'Reilly mentioned the newly formed Wellness Subcommittee of the School Committee stating that the Subcommittee will be able to support the Athletic Department to work with Equity and Restorative Justice. The Committee asked about ways for coaches to have more time to communicate with coaches. Director Quatromoni noted that certain sports may have more space to meet as a team, and ways to try to address that. Mr. Quatromoni also talked about ways to help student athletes to advocate for themselves, and what obstacles may be in the way for that to happen, and what the department can do to help students.

There were several comments or questions from the community such as:

- A question from the public regarding the survey and the amount of student athletes in the High School, noting the small sample size in comparison
- A comment from the public suggesting setting a goal for anonymous reporting in the event that students need to report an issue, and ways to improve parent communication
- A suggestion from the public to set expectations regarding behavior at the beginning of the season to help avoid incidents as what happened in a neighboring town regarding racist comments

2021-2022 School Committee Meeting Schedule

The School Committee members discussed the proposed meeting schedule for the 21-22 school year.

On a motion by Michelle Ayer and seconded by Nes Correnti,

It was **voted**: To adopt the proposed School Committee meeting schedule for the 2021-2022 school year.

Michelle Ayer – aye

Nes Correnti – aye

Liza O'Reilly - aye

Carlos A.F. DaSilva - aye

Jen Benham – aye

Tim Dempsey - aye
Kerry Ni – aye

Lane Changes

The School Committee acknowledged having received notification of teacher advancements to the next lane in the salary schedule.

Subcommittee and Project Reports/Warrants Signed

Michelle Ayer reported that the Foster Building Committee has decided on a designer for the project.
Nes Correnti reported that no warrants had been signed since the last meeting
Kerry Ni reported that there will be a meeting with the Foster School PTO this week.

Other items as may not reasonably be known 48 hours in advance of the meeting

none

Adjourn:

On a motion by Michelle Ayer and seconded by Nes Correnti
It was **voted**: To adjourn at 10:36 PM.

Michelle Ayer – aye
Nes Correnti – aye
Liza O’Reilly - aye
Carlos A.F. DaSilva - aye
Jen Benham – aye
Tim Dempsey - aye
Kerry Ni – aye

Respectfully Submitted By:
Nes Correnti

Documents Included:

-  [Agenda_2021_0823.pdf](#) 
-  [FinalReportAthleticsDeptSelfStudy2021.pdf](#) 
-  [Item 6.2 HPS Equity Plan 2021-2022 \(FINAL\).pdf](#) 
-  [Item 6.3 PresentationAthleticsSelfStudyFinalReportSCM082321.pptx](#) 
-  [Item 6.4 Proposed 21-22 Meeting Schedule.pdf](#) 
-  [Item 7.1 Lane Changes.pdf](#) 
