

FAIRHAVEN SCHOOL COMMITTEE MINUTES
November 15, 2023

MEMBERS PRESENT: Colin Veitch, Erik Andersen, Donna McKenna, Stephanie Pickup, Nicole Pacheco, Brian Monroe via Zoom

STAFF PRESENT: Superintendent Tara Kohler, Assistant Superintendent Mark Balestracci, School Business Manager Nicole Potter, Executive Assistant Sheri Souza

OTHERS PRESENT: Members of the community, parents, Fairhaven High School (FHS) Principal Andy Kulak, Student Libby St. Pierre.

The meeting was called to order by Mr. Veitch at 6:30 pm.

Roll Call of Committee Members: Mr. Veitch welcomed Ms. Nicole Pacheco, newly appointed member of the School Committee. Mr. Andersen, Ms. Pacheco, Ms. Pickup, Ms. McKenna, Mr. Veitch, Mr. Monroe

Delegations, Visitors, Etc.

Mrs. Kohler noted Principal of FHS, Andy Kulak, and student Libby St. Pierre, with family members, were in attendance.

Approval of Minutes

Motion to approve regular session minutes from October 25, 2023 made by Ms. McKenna, seconded by Mr. Andersen, roll call vote, approved with two abstentions, Mr. Monroe & Ms. Pacheco (4-0-2).

Motion to approve executive session minutes from October 25, 2023 made by Ms. McKenna, seconded by Mr. Andersen, roll call vote, approved with two abstentions, Mr. Monroe & Ms. Pacheco (4-0-2).

Motion to approve joint session with the Select Board minutes from November 6, 2023 made by Ms. McKenna, seconded by Mr. Andersen, roll call vote, approved with one abstention, Ms. Pacheco (5-0-1).

Report of the Student Advisory Committee:

Mrs. Kohler introduced Fin Reynolds as a new Student Advisory Committee member. Mr. Reynolds updated the committee on Fall Athletics and noted Winter Sports registration is open. Ms. DeCunha updated the committee on class fundraising, clubs, and extracurricular activities. Mr. Reynolds also noted the drama club will be performing this coming weekend. Mrs. Kohler went on to state Ms. St. Pierre's accolades. The Committee commended and congratulated Ms. St. Pierre.

Reports and Recommendations of the Superintendent:

Presentation of MASS Certificate of Academic Excellence:

Mrs. Kohler presented the MASS Certificate of Academic Excellence to Libby St. Pierre. This is awarded to one senior in each District every year. The criteria is inclusive of academic merit, class, rank, grade point average (GPA), and both extracurricular activities and community service involvement. Mrs. Kohler noted Ms. St. Pierre has demonstrated excellence not only in the classroom but in extracurriculars. She completely embodies what the Fairhaven community is all about.

Planning for Success Update:

Mrs. Kohler shared a Planning for Success slideshow (Attachment A). The goal is to create a District plan for 3 years starting in 2024, concentrating on how we help empower every student to maximize opportunities. Mrs. Kohler walked the Committee through the information on the slides. She noted she will be seeking a volunteer from the Committee to be a part of the Planning for Success group. Mr. Veitch asked if this is the master plan that other programs filter from. Mrs. Kohler confirmed that is the goal.

Upcoming Events:

The next School Committee meeting will be held December 13, 2023. Mrs. Kohler presented an idea regarding upcoming School Committee meetings. She suggested having the first meeting of the month as a normal School Committee meeting, and the second meeting of the month possibly be budgeting workshops, or spending the time together doing the work to move the district forward. Mrs. Kohler will present some date projections at the next meeting.

Unfinished Business:

Acushnet School Committee Update:

Mr. Veitch explained to the Committee he has not received a response back from Acushnet in writing regarding his letter. He will be reviewing this issue at a meeting tomorrow morning with the Administration and will report out at the next meeting. Mrs. Kohler noted she reached out to the Superintendent of Schools in Acushnet. The Acushnet School Superintendent shared that they do not want to stop having an agreement with us, the idea is to broaden the opportunities and they have an interest in discussing possible regionalization. She also shared that she has watched some of the Acushnet School Board meetings, and believes it is important to stay on top of what we are about and protect what we have here. The perception of budget cuts from the Town is a big part of why this conversation is happening. Mr. Monroe asked if the Acushnet Superintendent has been informed by the Acushnet School Committee in regards to our budget situation? Mrs. Kohler stated she is not and she will be meeting with her in the next few weeks and will inform her of what she has observed and heard.

New Business:

Motion to approve a donation of a communication board from the Flutie Foundation for East Fairhaven Elementary School made by Mr. McKenna, seconded by Mr. Andersen, roll call vote, approved(6-0).

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Motion to appoint Mrs. Pickup as the School Committee Representative to the Lagoa Friendship Pact Committee made by Ms. McKenna, seconded by Ms. Pickup, roll call vote, approved, (6-0).

Questions from Individual Committee Members:

Mr. Monroe stated some of our policies are out of date and suggested making it a goal to update some within the next year. Possibly hold monthly policy sub-committee meetings to review and update. Mrs. Kohler agreed. Mr. Balestracci will share some dates with the sub-committee.

Mr. Andersen asked for an update on the shed, he noticed work being done. Mr. Balestracci confirmed they broke ground, excavated the area, poured the footings and concrete wall process. They will start with backfill next week and prepare for the slab. We will be going out to bid for masonry work and roofing in January or February. Mrs. Pickup asked, for the roof, if it is possible for her company to donate shingles. Mrs. Kohler and Mr. Balestracci thanked Mrs. Pickup and stated they will work on getting the specs over to her to see if it's a possibility.

Mrs. Pacheco thanked the School Committee and the Select Board for giving her the opportunity to be a part of this team. She is excited to help do great things.

Motion to adjourn and go into Executive Session, not returning to open session, to discuss strategy with respect to collective bargaining or litigation if an open meeting may have a detrimental effect on the bargaining or litigation position of the public body and chair so declares made by Ms. McKenna, seconded by Mr. Andersen, roll call vote, approved, (6-0).

Adjourned at 7:10 pm.

Sheri Souza
Secretary to the School Committee
Fairhaven Public Schools

Approved December 13, 2023



Creating the District's Plan With *Planning for Success*

Fairhaven Public Schools
Leadership Team Meeting

November 13, 2023

Agenda

Welcome and Introductions

Planning for Success – Revised Schedule

An Overview of the Sessions

Next Steps

The Planning Process

Activity	Date
Admin Leadership Retreat 1: SWOT analysis; district data	6/15/23
Admin Leadership Team: Regrouping	11/13/23
Planning Team Retreat 1: Visioning; community engagement	TBD
<i>Planning team members conduct visioning sessions</i>	2-3 weeks
Planning Team Retreat 2: District Data Presentation; Synthesize common vision themes	TBD
Planning Team Retreat 3: Discussion of Common Themes, Data and root cause analysis	TBD
Admin Leadership Retreat 2 : Draft Objectives, Strategic Initiatives, and Outcomes	TBD
Planning Team Retreat 4: Review and Revise, Vision statement, quality plan review and revision, community dissemination process	TBD
ACTION PLANNING	Spring 2024

Strategic Plan Elements

1. Mission, Vision, Core Values
2. Data Analysis and Theory of Action
3. Strategic Objectives and Initiatives, including
 - a. Professional development
 - b. Teacher induction & mentoring activities
4. Outcomes (SMART goals)



FPS Plan (Three Years)

The *Planning for Success* Process

Create Plan

- Envision the future
- Analyze district performance, educator evaluation, and community feedback data for trends and patterns
- Backward design the improvement strategy from specific, desired student outcomes, researching effective practices

Align Systems

- Connect Educator Evaluation goals and School Improvement Plans to the District Plan
- Leverage budget, grants, and resources in support of the District Plan
- Build community commitment to the District Plan

Implement

- Create an annual action plan with progress and impact benchmarks
- Monitor and publicly report on progress
- Redesign the District Plan if necessary

SWOT (6/16/23)

- What are the strengths of your current practices and culture related to planning and implementation?
- What are the weaknesses of your current practices and culture related to planning and implementation?
- What opportunities might an improved planning process offer the school system?
- What threats does the school system face as a result of current planning practices and culture?

Opportunities

Practices

- Alignment Across district working toward common goals
- Bringing in more players
- Across district teachers will see it's all connected
- Vertical alignment of messaging and practices
- Strategic plan: Streamline initiatives
- Improved planning time will result in better accountability systems - talk about the "Why." How it will improve practices in the classroom?
- Scheduled Professional development time
- Vertical alignment with some practices. Horizontal alignment with elementary schools

Opportunities

Culture

- Allows staff to see united team
- Risk taking: Allow staff to take risks
- A Staff willing to try new initiatives
- Allow staff to see consistent follow through

Questions?