

Central Office Report

READING SCHOOL COMMITTEE MEETING

AUGUST 29, 2016

Focus Areas This Summer

- Facilities/Water Testing
- District Leadership Team
- Learning & Teaching
- Student Services
- Other

Water Testing Summary

August 29, 2016 Memo to School Committee

May Lead in Water Testing Showed Above Level Amounts in Three Schools

- Birch Meadow
- Coolidge
- Killam

All faucets with Above Level Amounts were replaced and retested

2nd Round of Testing Still Showed Above Level Amounts in Some Areas

- Coolidge -3
- Birch Meadow-5
- Killam-34

All affected water fountains capped and replaced with water bottle dispensers

All affected classrooms made handwashing stations only

Facilities

All Schools Clean, Waxed and Ready to Go

Preventative Maintenance completed on Boilers, HVAC, Unit Ventilators, Rood Top Equipment, EMS Calibration, Emergency Lights, Re-lamping, Lab Safety Equipment, Generator Testing.

State Inspections: Elevators, Fire Alarms, Sprinklers, Kitchen Hoods

Projects This Summer

- Interior Painting
 - 4 to 5 Classrooms per school
 - Eaton Cafeteria and Gym
 - Barrows Cafeteria
 - RMHS Stairways and Cafeteria
- Tiling and Flooring work throughout the District
- Refinishing Wood Gym Floors at WE, Coolidge, Barrows, Eaton, Parker

Other Completed Projects

- Barrows-Roof Repairs, Soffit Work, Chimney Work
- Birch Meadow-Chimney Work, Reconfigured Library, Faucet replacement
- Joshua Eaton-LED Light Conversion, New Fire Alarm System
- Killam-Reconfigured computer lab, Faucet replacement
- Wood End-Outdoor Classroom (Funded by PTO), Roof Work, Exterior Door Work
- Coolidge-Faucet Replacement, New Cleaning Contract
- Parker-New carpet in band/chorus room
- RMHS-Ceiling fans in 12 classrooms, sidewalk replacement
- Lead in Water Testing (See memo)

District Leadership Team

5 Days of Discussion (2 in July, 3 in August)

Topics Discussed

- Student Legal Issues (Chapter 222, Bullying and Harassment, Attendance, 504, Special Education, Student Records, Investigations)
- Teacher Evaluation Process
- Book Group Discussion-*Our Kids* (Putnam, 2013)
- Developed Action Plans
 - Closing the Achievement Gap
 - Mathematics Instruction
 - Literacy
 - Social Emotional Learning

Learning & Teaching

Elementary Science PD

- Know Atom for Grades 3-5

2016 International Literacy Association conference

Grade 6 Science PD

- McGraw Hill iScience
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Homegrown Writing Institute (by Teachers College)

Writing Summer Institute: Teachers College of Columbia University (New York)

Curriculum Work

- K-5 Math
- K-5 English Language Arts
- K-8 Health
- 6-12 Math
- 6-8 English Language Arts

Administrative Retreats with our district leadership team

MASS – State Superintendents’ Conference (and MTSS presentation)

School Reform Initiative PD workshops/courses

- *Teaching All Kinds of Minds (Studying Students and Students’ Work using a Neurodevelopmental Lens)*
- *Designing Adult Learning*
- *Facilitative Leadership*
- *Critical Friendship & Professional Practice Reflection*

New Staff Induction and Orientation week

Student Services

- Extended school Year
- Curriculum Work

 - Curriculum Work for teachers in the Crossroads program, the Bridge program and on-going curriculum work in the area of math and special education.
- Professional Development:
 - Landmark Study Skills for Middle and High School Staff: we had 15 staff attend
 - Seeing Starts Training for 3 elementary special education teachers
 - Training through Landmark Outreach for 5 Special education staff members
 - Team Chair Leadership Training
 - MTSS District and Building Leadership Team Planning
 - Mental Health First Aid Trainings
 - Mandatory Employee Trainings (Harassment, Discrimination, Bullying, Civil Rights)
 - Coordinated many professional development opportunities for special education staff

Other

- Enrollment
- Computer Replacement
- Website upgrade
- Interface Referral Service with William James College
 - Funded by RCASA Grant, Hospital Trust, and other grants
 - Referral service for students and community
 - Will be used with our SBIRT Process in Grade 9

Our vision

*It is the vision of the Reading Public Schools to **instill a joy of learning** by **inspiring, engaging and supporting** our youth to become the innovative leaders of tomorrow. We will accomplish our vision by focusing on a **few** key strategic initiatives that lead to a **meaningful and relevant curriculum, innovative instructional practices, strong analysis and thoughtful dialogue about evidence, a collaborative and team approach to learning and teaching, and a safe and nurturing learning environment**. The overall **physical and behavioral well-being** of our children will be our top priority as students will not learn if they are not physically and psychologically safe. Education will truly be the **shared responsibility** of both the schools and the community, with families playing active roles in the schools and being full partners in ensuring the success of their children. In the interest of the entire Reading community, the school district and town government shall work **cooperatively and collaboratively**. As educators and members of our community, we believe that implementing this vision is our ethical responsibility to the children of the Town of Reading.*

Our Logo and direction



The tree represents growth with the roots supplying the nutrients to foster the growth. The $\frac{3}{4}$ circle around the tree represents a student's educational journey from Preschool to 12th Grade.

Learning

- All members of the community are continuous learners, including staff and administration
- All of our decisions should be prioritized on improving learning for students
- Instructional practices should focus on engaging students and differentiated to their needs

Supporting

- All students will receive appropriate Tier 1 support for both academic and overall behavioral health.
- We will provide support to students who may be struggling through our Tier 2, and 3 supports and interventions.
- Staff will be supported with adequate materials, technology, and supervision

Growing

- Our students will receive adequate and appropriate support so that they can grow and develop as learners who will be ready for college, career, and life
- Our teachers and administrators will develop the capacity through professional development and collaborative work to continuously grow and learn as professionals.

FY18 Discussion

Resources Needed to Address Challenges and Structural Deficit

Area/Position	Funding Needed	Addresses Challenge(s)	District Goal
Structural Deficit (.7% Budget Increase in FY18)	\$2,000,000	1,2,3,4,5,6	4
Salary Adjustments	\$360,000	1,6	4
Full Day of School on Wednesday at Elementary	\$455,000	2,6	1,3, and 4
Middle School Health Education	\$140,000	2,6	3
High School Program Improvement	\$220,000	2,6	1
Additional Supports for Struggling Students (Tutors, BCBA)	\$150,000	2,6	3
School Transformation Grant Funded Positions (Data Analyst, Administrator for Social Emotional Learning)	\$160,000	2,6	3
Curriculum Supervision Leadership	\$285,000	3,4,6	1
Special Education Leadership	\$95,000	1,4	1,2
Additional Clerical Support	\$60,000	4,6	3 and 4
TOTAL	\$3,925,000		

Challenges

1. Retaining and Attracting Staff
2. Developing well balanced and prepared students for college and career
3. Supporting teachers and administrators as we transition to more rigorous standards and curriculum

4. Continuing to improve our special education services and in district programs
5. Identifying long term space needs to address program changes
6. Remaining competitive with area schools

Resources Needed to Address Challenges and Structural Deficit

Area/Position	Resources	Funding Needed
Structural Deficit (.7% Budget Increase in FY18)	To address gap between available revenue and level service budget	\$2,000,000
Salary Adjustments	Staff salary	\$360,000
Full Day of School on Wednesday at Elementary	4.5 FTE Elementary Teachers Additional Paraeducator Hours	\$455,000
Middle School Health Education	2.5 FTE Health/PE Teachers at Parker and Coolidge	\$140,000
High School Program Improvement	4.0 FTE Teachers for AP and Electives	\$220,000
Additional Supports for Struggling Students (Tutors, BCBA)	4.0 FTE Academic Tutors 1.0 FTE Board Certified Behavior Analyst or Equivalent	\$150,000
School Transformation Grant Funded Positions	1.0 FTE Data Analyst 1.0 FTE Administrator for Social and Emotional Learning	\$160,000
Curriculum Supervision Leadership	2.0 FTE PreK-8 Curriculum Coordinators 1.0 FTE PreK-12 Fine Arts and Wellness Coordinator Restructure RMHS Department Heads	\$285,000
Special Education Leadership	1.0 FTE Assistant Director for Student Services	\$95,000
Additional Clerical Support	2.5 Secretaries or Equivalent	\$60,000
TOTAL	\$3,925,000	\$3,925,000

Prioritized Resources Needed to Address Challenges and Structural Deficit

Based on Selectmen Vote on 7.5 million dollar ballot question

Area	Resources	Funding Needed
Structural Deficit (.7% Budget Increase in FY18)	To address gap between available revenue and level service budget	\$2,000,000
Salary Adjustments	Staff salary	\$360,000
Curriculum Supervision Leadership	2.0 FTE PreK-8 Curriculum Coordinators	\$195,000
Additional Supports for Struggling Students (Tutors, BCBA)	4.0 FTE Academic Tutors .5 FTE Board Certified Behavior Analyst or Equivalent	\$107,000
Special Education Leadership	.5 FTE Assistant Director for Student Services	\$48,000
Middle School Health Education	2.5 FTE Health/PE Teachers at Parker and Coolidge	\$140,000
High School Program Improvement	2.0 FTE Teachers for AP and Electives	\$110,000
Total		\$2,960,000

What is not funded from original prioritized list

Based on Selectmen Vote on 7.5 million dollar ballot question

Area/Position	Resources	Funding Needed
Additional Supports for Struggling Students	.5 Board Certified Behavior Analyst	\$43,000
High School Program Improvement	2.0 FTE Teachers for AP and Electives	\$110,000
Curriculum Supervision Leadership	1.0 FTE Fine Arts and Health Curriculum Coordinator	\$90,000
Special Education Leadership	.5 Assistant Director of Student Services	\$47,000
Full Day of School on Wednesday at Elementary	4.5 FTE Elementary Teachers Additional Paraeducator Hours	\$455,000
School Transformation Grant Funded Positions	1.0 FTE Data Analyst 1.0 FTE Administrator for Social and Emotional Learning	\$160,000
Additional Clerical Support	2.5 Secretaries or Equivalent	\$60,000
TOTAL		\$965,000