

**KING PHILIP REGIONAL SCHOOL COMMITTEE
MONDAY, AUGUST 23, 2021
AGENDA – 7PM
KING PHILIP REGIONAL HIGH SCHOOL – LIBRARY**

1. ROLL CALL OF COMMITTEE MEMBERS

2. DELEGATIONS AND VISITORS

Mr. Zinni, Dr. Gilson, Mr. Azer,

3. PUBLIC COMMENT:

Anyone interested in commenting on an agenda item during the meeting or making a statement during the public comment period is asked to complete an information card and hand it to Mrs. Lisa Witkus, School Committee Secretary.

4. CONSENT AGENDA: *All items listed below are considered routine and will be enacted by one motion if action is required. There will be no separate discussion of these items unless a member of the committee so requests, in which event the item will be considered in its normal sequence:* A.R.

1. Minutes from June 14, 2021

2. Minutes from August 2, 2021

3. Payment of bills/Warrants/Budget transfers

4. Communication – None at this time

5. APPROVAL OF EXECUTIVE SESSION MINUTES:

June 14, 2021 Executive Session Minutes

A.R.

6. REPORTS AND RECOMMENDATIONS OF THE SUPERINTENDENT

District Reopening Update

I.O.

A.R. (possible)

7. UNFINISHED BUSINESS:

School Committee Goals & Protocols

A.R.

8. NEW BUSINESS:

2021/2022 Handbook Language Update

A.R.

9. REPORTS FROM SCHOOL COMMITTEE MEMBERS:

Norfolk School Committee Representative: Ms. Ward

I.O.

Plainville School Committee Representative: Mr. Brenneis

I.O.

Wrentham School Committee Representative: Ms. Almeida

I.O.

10. LATE COMMUNICATIONS

11. REPORTS OF SPECIAL COMMITTEES

12. RECOMMENDATIONS OR QUESTIONS FROM INDIVIDUAL COMMITTEE MEMBERS

13. ADJOURNMENT

A.R.

The items listed on this agenda are those reasonably anticipated by the Chair to be discussed at the meeting. Not all items may in fact be discussed and other items not listed may also be brought up for discussion to the extent permitted by law.

KING PHILIP REGIONAL SCHOOL COMMITTEE
MONDAY, JUNE 14, 2021 - DRAFT
7PM
KING PHILIP REGIONAL HIGH SCHOOL - LIBRARY

OPENING OF MEETING:

Mr. Zinni opened the meeting at 7:05pm

ROLL CALL OF COMMITTEE MEMBERS

Members Present:

Norfolk:	Eric Harmon, Jim Lehan, Sarah Ward
Plainville:	Christopher Brenneis, Samad Khan, Bruce Cates
Wrentham:	Grey Almeida, Trevor Knott, Marc Waxman

Members Absent:

Norfolk:	Present
Plainville:	Present
Wrentham:	Present

HS Student Council Representative:

Miss James

SCHOOL COMMITTEE REORGANIZATION:

NOMINATION FOR CHAIR:

Mr. Zinni asked for nominations for Chair. Mr. Lehan nominated Mr. Samad Khan as Chair. Hearing no other nominations for chair,

- **A Motion was made by Mr. Lehan, seconded by Mr. Cates, to nominate Mr. Khan as Chair of the King Philip Regional School Committee for the 2021/2022 school year. All in favor: Yes (9); No (0); Abstain (0). Motion carried 9-0-0.**

NOMINATION FOR VICE CHAIR:

Mr. Khan, Chair, asked for nominations of Vice Chair. Mr. Lehan nominated Mr. Trevor Knott as Vice Chair. Hearing no other nominations for vice chair,

- **A Motion was made by Mr. Lehan, seconded by Mr. Cates, to nominate Mr. Knott as Vice Chair of the King Philip Regional School Committee for the 2021/2022 school year. All in favor: Yes (9); No (0); Abstain (0). Motion carried. 9-0-0**

SECRETARY PRO TEM APPOINTMENT

Tabled for later discussion.

SUBCOMMITTEE REORGANIZATION

Discussion ensued on attendance at subcommittee meetings. Mr. Zinni noted that any posted meetings are open to the public. Mr. Khan noted that there are single appointment positions that need to be filled for a one-year appointment. Mr. Harmon volunteered to be on the Wellness Committee; Mr. Khan will serve as the Legislative Special Liaison and Ms. Almeida will be the representative to the Norfolk Sheriff's Task Force.

- **A Motion was made by Bruce Cates, seconded by Trevor Knott, to approve the 2021/2022 King Philip Regional School Committee Subcommittee reorganization list, as presented. All in favor: Yes (9); No (0); Abstain (0). Motion carried. 9-0-0**

PUBLIC COMMENT:

1. Mr. Paul Hemphill, Norfolk – Recommendation for Curriculum at the High School to increase self-esteem in students. The School Committee thanked Mr. Hemphill for his comments.

RECOGNITION OF RETIREES:

The School Committee and Administration congratulated retirees for their service, dedication and compassion to education and their students. Mr. Zinni also congratulated them for all dedication and hard work over the years.

KP Middle School: Dr. Susan Gilson recognized and congratulated Middle School staff members:

- Joseph Reddington, MS Physical Education Teacher – 22 Years of Service
- Emily Leone, MS Science Teacher – 16 Years of Service
- Bonny Lichter, MS Teacher Assistant – 13 Years of Service

KPR High School: Dr. Lisa Mobley, HS Principal recognized and congratulated her staff members:

- Cathleen Ziegler-Carneiro, HS Fine Arts Teacher – 34 Years of Service
- Ann Lambert – HS Science Teacher – 24 years of Service
- Diane Keverian – HS World Language Teacher – 2 Years of Service
- Kathy Medici – HS Secretary – 21 Years of Service

Food Services: Mrs. Mary Ann Reynolds, Food Service Director recognized and congratulated her staff members:

- Virginia Rubyck – HS Food Services Manager – 18 years of Service
- Brenda Paine – HS Food Services Cashier – 22 Years of Service

CONSENT AGENDA

All items listed with an asterisk () are considered to be routine and will be enacted by one motion if action is required. There will be no separate discussion of these items unless a member of the committee so requests, in which event the item will be considered in its normal sequence:*

APPROVAL OF MINUTES

May 17, 2021 Draft

PAYMENT OF BILLS, FINANCIAL REPORT

Warrants/Budget Report/Budget Transfers

COMMUNICATION:

None

- A Motion was made by Mr. Lehan, seconded by Mr. Cates, to approve the Consent Agenda, including the Minutes of May 17, 2021. All in favor. Yes (9); No (0); Abstain (1-Mr. Brenneis). Motion carried. 8-0-1

AGENDA

APPROVAL OF EXECUTIVE SESSION MINUTES:

None

DELEGATIONS AND VISITORS

Mr. Zinni, Dr. Gilson, Dr. Mobley, Ms. Kreuzer, Mr. Azer, Mrs. Reynolds, Ms. Pepple, Miss James

COMMUNICATION:

Introduction of Jessica Pepple, Director of Diversity, Equity & Inclusion

Mr. Zinni introduced Ms. Jessica Pepple and thanked her for attending the meeting this evening. Ms. Pepple introduced herself as the proud Regional Director of Diversity, Equity & Inclusion and has been working for the four districts for about a month. Previously she was an assistant principal, an interventionist, and is currently enrolled in a doctoral program at Boston University. Ms. Pepple explained that in the time that she has worked within the four districts, she has interviewed approximately 150 people ranging from administrators, school committee members, students, and parents and will provide a

recommendation based upon the research data she has compiled. Her recommendation will be presented to the superintendents of the 4 districts and the school committees sometime in August.

Discussion ensued about the role and responsibilities of her position and how the compiled research data will be implemented in the strategic planning of the district(s).

Members of the School Committee welcomed Ms. People to the KP community.

MS & HS Student Council Report:

Miss James provided her report of the MS and HS Student Council.

Rodman Awards – KP Senior Spirit 2021 Parent Group

- Mr. Zinni introduced senior parents Tara Spellman and Rachel Cochran representing the KP Senior Spirit 2021 Parent Group who won the “I Dreamed a Dream Award” as one of the Rodman Awards for their creation and execution of Warrior Mayhem ’21.
- Ms. Spellman and Ms. Cochran also presented Mr. Zinni with a donation to the Class of 2022 in the amount of \$1,800 to be used for their senior events next year. Dr. Mobley announced that the Class of 2021 will donate the remainder of their class funds to the Class of 2022 as well.
- Mr. Zinni announced that Makayla Hickey, President of the King Philip Leo Club was awarded The Matilda Award during the Rodman Awards. The Matilda Award is awarded to a youth leader who energizes others by giving back, making a difference, and using their voice for positive change.

MASC/MASS Joint Conference 2021 – Early Registration

Mr. Khan explained the conference opportunity offered by MASC that is open to all school committee members to attend in November. This year’s conference will be offered as both an in-person and virtual meeting. A brochure was distributed from MASC listing topics to be discussed and offering a price reduction for early registration if made by July 15.

REPORTS AND RECOMMENDATIONS OF THE SUPERINTENDENT

District Update:

Mr. Zinni congratulated and thanked the following students on their accomplishments:

- MS Students: “Celebrate our Differences – Equality Mural” and brochure created by Maya Shapiro, Lillian James, and Samantha Hughey with the assistance of Ms. Barrett, MS Art Teacher.
- HS KP Cares: Veronica Redlitz created the beautiful mural located in the HS Library:
- Graduation with Distinction: Megan Campbell wrote and illustrated a book entitled, “Little Duckie BIG Worries, explaining generalized anxiety disorder to kids.” This book is now available on Amazon and has been donated to local public libraries.

Class of 2021 Update:

- Mr. Zinni thanked everyone who helped to organize senior events and for scholarship donations that were awarded at the Senior Awards Night.
- Graduation was held at Stonehill College and was a wonderful event with over 300 students receiving their diplomas.
- A prom-like event was held after graduation called Senior Night. Mr. Zinni thanked the community members for their generous donations for this event that was absolutely phenomenal and held outdoors. Dr. Mobley thanked the School Committee and the administration for their team effort, flexibility, and time to help make all of these events possible for our students.

KP Chapter of Active Minds:

Mr. Zinni thanked Dot Pearl and Marylyn Callanan for their work with KyleCares Active Minds which was formed by a family who lost their child to suicide. KP is now an official national chapter of Active Minds and joins other high schools and colleges with our very own KP Active Minds Student Chapter.

Review of Protocols and Procedures to Assist Students who Need Financial Assistance:

As a follow up to a previous School Committee discussion, Mr. Zinni provided an update. Mr. Zinni and Mr. Azer are working toward reducing fees or eliminating them entirely. With regard to students applying for financial assistance, this is referenced in the handbook, and no student will be denied access because of their ability to pay. A Financial Waiver Request Form that is available as well that should be submitted to the building principal who makes the determination. Mr. Zinni will provide a copy

of this form to the School Committee. Following discussion, Mr. Khan will place this topic on a future agenda with the Policy Subcommittee and School Committee for further review.

FY22 Budget Update:

Mr. Zinni announced that a FY22 level-service budget has passed for the District. He thanked the School Committee members who were able to attend their respective town meetings. Mr. Zinni attended the Wrentham Town Meeting and Mr. Azer attended the Plainville town meeting.

COVID-19 Vaccination Clinic for 12 and up:

In a letter dated June 9, 2021, Mrs. Pearl provided information on a Covid-19 Vaccination Clinic for ages 12 and older, family members and school staff by partnering with CIC Health. The Clinic will be held on July 15 and 16 at the HS Field House. Discussion ensued on vaccinations for staff. According to Mr. Zinni, schools will not be expected to mandate vaccinations in the fall.

Summer School Programs:

- Dr. Gilson gave an update on the summer school programs that will be offered in July and August. The program will run from July 6 to August 5 with the goal of supporting the credit recovery of the critical skills that will be needed for students entering grades 8-12 in the fall. This is a grant funded program.
- Within the summer school program, the district worked with the Safe Coalition to support students on emotional health.
- KP Summer Bridge, another summer grant funded program, will run for two weeks, and is free for any student that will transition from grade 6 into grade 7 for the 2021-2022 school year. This is a collaborative effort within the tri-town area to support the transition to middle school. Students will have the opportunity to engage in team building, academics, advisory, and learn how to navigate in the middle school environment.

UNFINISHED BUSINESS:

School Committee Retreat Update (August 2, 2021)

Mr. Zinni shared that some of the topics to be discussed will be strategic planning along with school committee goals. More information will be provided.

NEW BUSINESS:

NEASC HS Accreditation Update: Dr. Mobley

In a letter dated May 2021 from NEASC, the HS has been notified of a change of date for their scheduled accreditation visit which has been postponed from 2024 to 2025 due to the Covid-19 Pandemic.

FY22 KPTA Unit A – Lane Change Approval:

(Mr. Brenneis recused himself from this discussion and vote.)

- A Motion was made by Mr. Cates, seconded by Mr. Lehan, per the Unit A (Teachers) Memorandum of Agreement between the KPTA and the School Committee, all individuals subject to the currently effective agreement shall be eligible to move between salary schedules for the 2021/2022 school year providing that adequate verifying documentation has been received by the superintendent as outlined in the contract. All in favor: Yes (8) - Mr. Harmon, Mr. Lehan, Ms. Ward, Ms. Almeida, Mr. Knott, Mr. Waxman, Mr. Cates, Mr. Khan: Yes (8); No (0); Abstain (1-Brenneis). 8-0-1 Motion carried.

Thank you for the Donation: Mr. Haffner, Shared Director of Facilities, Town of Norfolk

Mr. Zinni thanked Mr. Matthew Haffner, Shared Director of Facilities in Norfolk who shared with the District needed PPE that they received from MEMA for use during the Pandemic. The School Committee will send a thank you to Mr. Haffner for these much-needed supplies.

Reappointment of Crossing Guard:

- A Motion was made by Mr. Lehan, seconded by Mr. Cates, to reappoint Lynn Levenson Chapin as a Crossing Guard for the 2021/2022 school year. Her salary for FY22 will be \$28.14 per hour, for two hours per day. All in favor: Yes (9) - Mr. Harmon, Mr. Lehan, Ms. Ward, Ms. Almeida, Mr. Knott, Mr. Waxman, Mr. Brenneis, Mr. Cates, Mr. Khan: Yes (9); No (0); Abstain (0). 9-0-0 Motion carried.

REPORTS FROM SCHOOL COMMITTEE MEMBERS:

Norfolk School Committee Representative: Ms. Ward:

- Reorganization: Chair is Thomas Doyle and Vice Chair is Medora Champagne
- SACC program rate increase to cover rising costs of instructors, etc. (first in 13 years)
- Appointed school physician and nurses
- The food service program will have a shared Director/Assoc. Director with Wrentham and Plainville. Job descriptions were approved
- New curriculum purchase of \$28,764 for 2021-2022 school year to support teachers in implementing 2018 Frameworks
- Next meeting of Norfolk SC is scheduled for August 24th

- Plainville School Committee Representative: Mr. Brenneis

- Approval of the 21-22 school calendar
- Fall meet & greets
- The food service program will have a shared Director/Assoc. Director with Wrentham and Plainville.
- resignations, recognition of retirees
- Introduction of Jessica Pepple
- Approved the job description for regional director of food services

- Wrentham School Committee Representative: Ms. Almeida

- The WPS Milestone Ceremony is tomorrow. WPS will be celebrating teachers and staff who celebrated their years of service in 5 year increments as well as the teachers who are retiring.
- The 6th-grade graduation is on 6/16/21.
- Because last years' 5th-grade gym show was cancelled, the 6th-graders will be performing in a gym show on Wednesday night at 8pm on KPHS' football field.

LATE COMMUNICATIONS

REPORTS OF SPECIAL COMMITTEES

RECOMMENDATIONS OR QUESTIONS FROM INDIVIDUAL COMMITTEE MEMBERS

Mr. Harmon: Asked when do mask laws change in the high school. According to Mr. Zinni, DESE requires that masks be to be worn in schools through the end of the school year. The mask requirement has not been lifted in school yet.

Ms. Almeida: Requested that if there is a change in the mask requirement, that the District send out an announcement so that families are aware. Mr. Zinni indicated that he will send out notification as soon as there is a decision made to change the mask requirement.

ADJOURNMENT INTO EXECUTIVE SESSION

- **At 8:40pm, a Motion was made by Mr. Lehan, seconded by Mr. Cates, to adjourn into Executive Session for the purpose No. 2, to conduct strategy sessions in preparation for negotiations with non-union personnel, or to conduct collective bargaining sessions or contract negotiations with nonunion personnel; and to return to open session. All in favor by roll call vote: Mr. Harmon, Mr. Lehan, Ms. Ward, Ms. Almeida, Mr. Knott, Mr. Waxman, Mr. Brenneis, Mr. Cates, Mr. Khan: Yes (9); No (0); Abstain (0). 9-0-0 Motion carried.**

RETURN TO OPEN SESSION:

At 9:40pm, the School Committee reconvened in Open Session. A roll call of members was taken:

Members Present:

Norfolk:	Eric Harmon, Jim Lehan, Sarah Ward
Plainville:	Christopher Brenneis, Samad Khan, Bruce Cates
Wrentham:	Grey Almeida, Trevor Knott, Marc Waxman

Approval of Individual Employment Contract – Vacation Days:

- **A Motion was made by Ms. Ward, seconded by Mr. Waxman, that all employees on individual employment contracts be allowed to “sell back” up to five (5) unused vacation days beyond their contractually allowed maximum vacation carryover amount as of June 30, 2021. All in favor by roll call vote: Yes (8): Mr. Harmon, Mr. Lehan, Ms. Ward, Mr. Cates, Mr. Khan, Ms. Almeida, Mr. Knott, Mr. Waxman; No (0); Abstain (1-Mr. Brenneis). Motion carried 8-0-1.**

ADJOURNMENT:

- A Motion was made by Mr. Lehan, seconded by Mr. Knott to adjourn the meeting at 9:50pm. All in favor by roll call vote: Mr. Harmon, Mr. Lehan, Ms. Ward, Ms. Almeida, Mr. Knott, Mr. Waxman, Mr. Brenneis, Mr. Cates, Mr. Khan: Yes (9); No (0); Abstain (0). 9-0-0 Motion carried.

Mr. Khan, Chair adjourned the meeting.

Respectfully submitted,

Elisa B. Witkus

Executive Assistant and Secretary to the School Committee

Documents presented June 14, 2021:

Draft minutes of May 17, 2021

HS Student Council Report

FY22 KPTA Unit A Lane Change Approval

Reappointment of Crossing Guard

King Philip Regional School Committee
August 2, 2021 - Retreat
King Philip Regional High School – Library
201 Franklin Street, Wrentham, MA 02093

Mr. Khan, Chair, welcomed everyone and opened the meeting at 8:30AM. He said that this retreat is an opportunity, working with Mr. Zinni, to set our expectations and ground rules on how to work together as a committee. It is also an opportunity to come up with a plan as to where we are going and identify the priorities and engage the superintendent and administration to help accomplish these goals. The chair's role is to help facilitate that process, with the help of all members, and to operate as a committee.

Roll Call of Members:

Members Present:

Norfolk:	Eric Harmon, Jim Lehan
Plainville:	Bruce Cates, Samad Khan
Wrentham:	Grey Almeida, Trevor Knott, Marc Waxman

Members Absent:

Norfolk:	Sarah Ward
Plainville:	Christopher Brenneis
Wrentham:	Present

Delegations and Visitors:

Mr. Zinni, Superintendent, Dr. Susan Gilson, Assistant Superintendent, Mr. Azer, Director of Finance

This meeting is not being recorded.

Communication Protocols, Procedures and Confidentiality Guidelines:

Mr. Zinni facilitated a discussion on group norms for the school committee to review and revise as needed.

- Commit to confidentiality & trusting relationships
- Prioritize the program and value the time by being present
- Ensure everyone's opinion is heard
- Practice honest & respectful feedback
- Infuse humor
- Assume positive intent
- Treat one another with dignity and respect
- Withhold judgments
- Share challenges, success and failure
- Demonstrate vulnerability.

General consensus was that this is a good working list of norms.

Discussion continued that the committee conducts its business through a set agenda. Emerging items will be addressed in subsequent meetings through agenda items.

- We acknowledge that the School Committee meeting is a meeting of the School Committee that is held in public and we will make every effort to ensure that the committee meetings are effective and efficient.

Discussion ensued that trust and respect should extend to staff and school committee as well. Mr. Zinni commented that trust needs to be developed on all levels, so that we build relationships and allow us to celebrate successes. The committee should work through Mr. Zinni to address any communication concerns.

- The Superintendent and the SC recognize the importance of proactive communication and agree that there will be no surprises. If SC members have questions or concerns, they agree to contact the superintendent well in advance of a meeting.
- SC members will channel requests for information through the superintendent and SC chair rather than directly to staff.

With reference to the communication protocols and procedure, Mr. Zinni referred to the One KP, one voice plan. A Public Relations firm has been hired by the District to send out consistent and accurate messages to the KP Community. The Superintendent is the primary contact for the district and the Chair is the primary contact for the school committee. Mr. Zinni also gave an update on the new KP Webpage that is expected to roll out prior to the start of the school year. Press releases will be under the page “News and Information” and will be categorized to be clear and concise messages.

- Discussion ensued on the different social media platforms.
- The Superintendent asks that the community refer to the KP sources not social media for accurate facts about any situation where questions arise in the community.
- Mr. Zinni will send out a responsible message, as soon as possible, once the facts have been confirmed with the administration unpacking the situation. This will be followed by a statement on crisis management. Members of the community confirmed that communication has significantly improved with the new administration leadership under Mr. Zinni.
- Any email is a public document and can lead to a public records request. Anything that happens electronically during a meeting is public record, including personal text messages. Mr. Zinni encourages members to only use their KP email account for school business. Mr. Zinni asks that members call him on his cell phone at any time for any subject matter that needs clarification.
- Discussion ensued on the fundamental principles of deliberations and the open meeting law. Mr. Khan would like to offer a workshop on the topic of communication sometime during the first quarter of the school year.
- Mr. Zinni is working with Dr. Tony Bent, a facilitator who holds training and workshops for school committees. He intends to invite the 3 elementary districts, along with KP, to a meeting in September to offer small group interviews, and discuss topics of communication, collaborating in a positive way. Mr. Khan will also reach out to MASC.

Discussion ensued on the right to share your opinion. A review of the chain of communication was given by Mr. Zinni.

Data Drive: DESE District Data

Mr. Zinni reviewed the King Philip data as it is posted on the DESE Website. This data includes pertinent student data, school information, and assessments in comparison to the state and national ranking.

Strategic Plan (Taken out of order):

Mr. Zinni presented an update to the 2019-2024 Strategic Plan. He explained that the Leadership Team worked to update the strategic plan’s action steps and accomplishments over the 2020-2021 school year based upon each outlined goal.

Mr. Zinni explained that a one-year strategic plan was written with the administrative team and consultant to collect a lot of data, assessment scores to drive the strategic plan in 2019. Five broad goals were devised to bring us closer to our mission. Last week we revisited those goals and have finished 2 years of implementing the strategic plan, one year of which was during a pandemic. The administrative team looks at the action steps and updates the plan and uses that as the base to guide the district’s professional development plan, the Technology Plan, and the school improvement plan all revolve around the strategic plan. School Committee goals are also included. Mr. Zinni indicated that while there is much more to accomplish, this is year 2 of a 5-year plan. The School Committee has goals as part of the plan.

Discussion ensued on what are the specific subgoals under the goals that the School Committee should be focused on as actionable. Mr. Zinni explained that within each goal there are action steps that are the broader steps to accomplish those goals over 5 years. This plan was written 2 years ago and brought to school committee for input and their input was incorporated into that plan as a five-year plan.

Mr. Zinni continued that last week was a full week of leadership training with two days facilitated by West Ed, a national educational consortium consulting firm, that included the administrators, curriculum team leader and department heads on Monday and Tuesday. The remainder of the week was the administrative team working on the strategic plan along with the Director of Diversity, Equity and Inclusion, and a team from the Department of Elementary and Secondary Education to provide up to date information from the LGBTQ Youth Commission.

Discussion continued on the difference between a strategic plan and an implementation plan. The goals are fixed, and the action plans are broader to take you through the 5 years. The action steps change and morph as we move forward.

DESE District Data (continued)

DESE Website:

School and District Profiles – Mr. Zinni continued to review the KP profile and shared good news stories. Mr. Zinni reviewed achievements and assessments in which we outperformed the state. He noted that one of the areas we need to look at closely is MCAS performance and growth percentiles comparisons by grade and subject areas. Discussion followed on curriculum and instruction. Summative assessment, formative assessments and MAPS assessment were reviewed by Mr. Zinni and the differentiation of assessments used at the HS level.

Dr. Gilson is reviewing feedback from former students on how well the District prepared our students for college and working with the alignment of the subject matter in the elementary districts. Social emotional curriculum and the staff training was discussed by Mr. Zinni.

The committee discussed AP, Dual Enrollment, and International Baccalaureate. Zinni offered new ways to make our students successful. KP has a large number of students taking AP exams. Just taking an AP Exam does not mean that the colleges are students attending grant college credit. Through a partnership with The Mass Alliance, KPRSD is also looking at dual enrollment where students can enroll in college courses while they are in high school. Mr. Zinni outlined the benefits to partnering with Mass Alliance to launch our Dual Enrollment program, one of them being the opportunity for our students to receive full credit as a college course. Mr. Zinni explained that this opportunity falls under Goal 1 of the Strategic Plan. Mr. Zinni is bringing the idea of the Dual Enrollment partnership to School Committee now to share with you the direction we are going in to get all of your feedback before going further. Courses that are connected to this program will be presented in the Program of Studies which is brought to School Committee for approval later in the year.

Initial Report of Jessica Pepple, Director of Diversity Equity and Inclusion:

Mr. Zinni introduced Jessica Pepple, Director of Diversity, Equity and Inclusion who presented her “Listening Tour Findings and Recommendations,” based upon a Panorama Survey of 1300 responses from students, parents, community members and staff of the four districts (King Philip, Norfolk, Plainville and Wrentham).

(Trevor Knott left the meeting at 12:54pm.)

Additional School Committee Meeting:

The School Committee added a regular meeting to be held on Monday, August 23, 2021, at 7pm in the HS Library. Tentative topics to be discussed will be Handbook language and mask guidelines.

Mr. Khan will schedule future school committee agendas to include:

- School Committee Goals
- Hiring Practices
- Confidentiality
- Open Meeting Law Workshop
- Diversity, Equity and Inclusion Practices Workshop
- Strategic Plan

Late Start Committee:

Mr. Zinni gave an overview of the status of the Late Start discussions with the three elementary districts and the cost factors involved. The elementary districts are at an impasse on this topic and are not on board with adjusting their start times. Currently, the District is in Year 1 of the 3-year transportation contract with Holmes Bus Company. If KP decides to adjust its start times, the cost for transportation would increase by \$1M which would then impact the elementary districts. Discussion ensued on state transportation reimbursement.

Masks:

According to Mr. Zinni, at this time, students are strongly recommended at the MS and HS level if they are not vaccinated. The District will follow all DESE and Board of Health guidelines.

ADJOURNMENT:

- **A Motion was made by Mr. Lehan, seconded by Mr. Cates, to adjourn the meeting at 1:30PM. All in favor by roll call vote: Mr. Harmon, Mr. Lehan, Ms. Almeida, Mr. Waxman, Mr. Cates, Mr. Khan: Yes (6); No (0); Abstain (0). 6-0-0 Motion carried.**

Mr. Khan, Chair adjourned the meeting.

Respectfully submitted,

Elisa B. Witkus

Executive Assistant and Secretary to the School Committee

Documents presented August 2, 2021:

1. Agenda
2. School Committee Goals



King Philip Regional School Committee

King Philip Regional School Committee Protocols

Who the School Committee Represents

- We represent the needs and interests of all the students in the district.
- We will strive to represent common interests rather than factions. We will make decisions that are best for students in all cases: *all* means *all*.
- We will advocate for the King Philip Regional School District and public education. We readily accept our roles as ambassadors of the school system, promoting support for public education and spreading the news of our success.
- We recognize the importance of working collaboratively with town officials to improve our schools and actively seek ways to enlist their support for our efforts.

How the School Committee Conduct Business

- We will conduct our business through a set agenda. Emerging items will be addressed in subsequent meetings through agenda items.
- We acknowledge that a School Committee meeting is a meeting of the School Committee that is held in public – not a public meeting, and we will make every effort to ensure that that Committee meetings are effective and efficient.
- We will base our decisions upon available facts, vote our convictions, avoid bias, and uphold and support the decisions of the majority of the School Committee once a decision is made.
- We will consider research, best practice, public input and the financial impacts in our decision making.
- We will debate the issues, not one another.
- We will build trusting relationships.
- We will honor the confidentiality of the discussions when executive sessions are held.
- We will respect staff and fellow Committee members at all times.
- We will work to build trust between and among School Committee members and the Superintendent by treating everyone with dignity and respect, even in times of disagreement.

How the School Committee Communicates

- We recognize the importance of proactive communication and agree that there will be no surprises. If School Committee members have questions or concerns, they agree to contact the Superintendent well in advance of the meeting.

- We agree to ask the School Committee Chair or the Superintendent to plan an item on the agenda instead of bringing it up unexpectedly at a meeting.
- We will channel requests for information through the Superintendent and School Committee Chair rather than directly to staff. The Superintendent will ensure that each member has equal access to this information.
- We will speak to the issues on the agenda, not engage in inappropriate debate. Facts and information needed from the administration will be referred to the Superintendent.
- We will recognize a single official “voice” of the Committee.
- We will speak as individuals and not for the Committee except when reporting a decision of the majority of the School Committee when we attend meetings of other committees or boards as liaisons from the School Committee.
- We will speak as individuals and not for the Committee when using social media and will clearly note this fact when posting.

How the School Committee Improves

- We will provide continuing education opportunities and support to each other.
- We agree to participate in formal training organized by the Superintendent and the School Committee Chair.
- We will model continuous learning in our roles as members of the governance team.

How the School Committee’s Powers Are Limited

- We agree that it is the responsibility of the Superintendent to oversee the hiring evaluation and handling of personnel issues; it is the responsibility of the Committee to evaluate the Superintendent’s effectiveness in these matters.
- We will leave the day-to-day operations to the Superintendent and staff.
- We will recognize that authority rests only with the majority decisions of the school committee and will make no independent commitments or take any independent actions that may compromise the School Committee as a whole.
- We will follow the chain of command and direct others to do the same. Personnel complaints and concerns will be directed to the Superintendent. We will not use our positions for personal gain or partisan advantage.

How the School Committee Reacts When Things Go Wrong

- We will work together to clarify and restate discussions in order to strive for full understanding.
- We recognize the importance of honoring our agreed upon norms and we agree to take responsibility for reminding one another when we get off track.
- We will maintain fidelity to these commitments and will be held accountable to our fellow School Committee members should any one of us fail to live up to these commitments. If a School Committee member or the Superintendent violates any of the above-mentioned commitments in any way, they will be referred to the Chair.

The King Philip Regional School District's student dress code policy supports equitable educational access that does not reinforce stereotypes. To ensure effective and equitable enforcement, this policy shall be enforced consistently and in a manner that does not reinforce or increase marginalization or oppression of any group based on race, sex, gender identity, gender expression, sexual orientation, ethnicity, religion, cultural observance, socio-economic level, or body type/size.

~~***The responsibility for the dress and grooming of a student rests primarily with the student and his or her parents or guardians.***~~

The responsibility for the dress and appearance of the students will rest with individual students and parents/guardians. They have the right to determine how the student will dress provided the attire is not destructive to school property, complies with requirements for the health and safety of the entire school community, and does not cause disorder or disruption. The administration is authorized to take action and determine consequences in instances where individual dress does not meet the stated requirements.

This does not mean that student, faculty, or parent/guardian groups may not recommend appropriate dress for school or special occasions. It means that students will not be prevented from attending school or a school function, or otherwise be discriminated against, so long as their dress and appearance meet the requirements set forth here.

The school atmosphere should be conducive to accomplishing the important goals of education. Inappropriate dress and improper grooming are detrimental to positive academic achievement and social growth and may impact the health and safety of the student body. Therefore, all students are expected to attend school appropriately and reasonably dressed while maintaining proper hygiene. The following is a non-exclusive list of rules concerning appropriate school attire:

Allowable Dress & Grooming

- Students must wear clothing including both a shirt with pants or skirt, or the equivalent and shoes.
- Shirts, pants, and dresses must have fabric in the front, back and on the sides.
- Clothing must cover undergarments, waistbands, and bra straps.
- Fabric covering all private parts must not be ~~of a see-through material.~~ ~~seen through~~
- Hats and other headwear must allow the face to be visible and not interfere with the line of sight to any student or staff. Hoodies must allow the student's face and ears to be visible to staff.
- Clothing must be suitable for all scheduled classroom activities including physical education, science labs, shop environments, and other activities where unique hazards exist.
- Specialized courses may require specialized attire, such as sports uniforms or safety gear.

Non-Allowable Dress & Grooming

Clothing that causes any disruption or disorder within the school, which may include:

- Clothing may not depict, advertise, or advocate the use of alcohol, tobacco, marijuana, or other controlled substances.
- Clothing may not depict pornography, nudity, or sexual acts.
- Clothing that uses ~~may not use~~ or depict hate speech targeting groups based on race, ethnicity, gender, sexual orientation, gender identity, religious affiliation, or any other protected groups.
- Clothing that threatens, ~~including gang identifiers, must not threaten~~ the health or safety of any other student or staff, including the depiction of known gang identifiers.
- If the student's attire or grooming threatens the health or safety of any other person, then discipline for dress or grooming violations should be consistent with discipline policies for similar violations.

The administration reserves the right to determine what is and what is not appropriate in all cases and will determine consequences as described in the behavior section of this handbook. The administration may waive any restriction(s) in cases involving extenuating circumstances.



Vision

The King Philip Regional School District inspires students to develop their passions and prepares them to succeed in a world of rapid and constant change.

Mission

The mission of the King Philip Regional School District is to provide an educational community where students come first and have the opportunity to achieve to their fullest potential.

This will be accomplished by fostering a climate of respect, individual and collective responsibility, creativity, and enthusiasm for learning.

The King Philip Regional School District will ensure a safe, caring, and supportive environment that balances academic rigor with the development of character and a strong sense of self.

Guiding Belief

We believe that students have the potential to achieve all of their aspirations when they are in an environment that does not marginalize.

Imagine an environment where every student has a champion, a voice and the supports needed to overcome their challenges and achieve their aspirations.

King Philip Regional School Committee Goals

2021 - 2022

District Goal 1	
Ensure rigorous and relevant 7-12 curricula that fosters active engagement and depth of understanding.	
School Committee Actions for Goal 1	<ol style="list-style-type: none"> 1. Review data on educational programs on an ongoing basis. Use the evaluated data to determine budgetary needs to support continuous growth and improvement. 2. Review data on special programs, grants, and initiatives. 3. Monitor progress on district and state assessments. 4. Continue to support (through budget and policy) staff, administrative, and community initiatives that demonstrate the District's willingness to be a state and national education innovator. 5. Continue to support (through budget and policy) high quality, diverse, and rigorous program offerings that provide ongoing challenges and opportunities to students throughout their learning careers.
School Committee Benchmarks for Goal 1	<ol style="list-style-type: none"> a. The School Committee will review budgetary recommendations for the fiscal year to support curriculum and instructional needs or/and changes. b. The School Committee will review reports on special programs, grants, and initiatives on an ongoing basis. c. The School Committee will review district and state assessment data on an annual basis. d. The School Committee will encourage presentations that highlight the benefits of programs and the achievements of students and staff on an ongoing basis.
District Goal 2	
Develop a supportive learning community through a social emotional learning (SEL) initiative to encourage the healthy development of all students.	
School Committee Actions for Goal 2	<ol style="list-style-type: none"> 1. Review the administration's recommended action plan to implement a comprehensive social emotional framework. 2. Conduct a feasibility study to consider the implementation of a later start time to support the social emotional growth of all students. 3. Continue to foster a district-wide climate that encourages inclusion and promotes tolerance.

School Committee Benchmarks for Goal 2	<ul style="list-style-type: none"> a. The School Committee will review administration's recommended SEL action plan (with any budget implications), to implement a comprehensive social emotional framework. b. The School Committee will support the Start Time Feasibility Study by participating on the committee (three representatives) and reviewing progress updates. c. The elementary representatives will facilitate input on Start Time Feasibility Study from the elementary districts. d. The School Committee will act on the recommendation of the Feasibility Study. <ul style="list-style-type: none"> b. The School Committee will create a subcommittee to look at issues of diversity, equity and inclusion within the King Philip Regional School District. c. The School Committee will support the DEI Subcommittee by reviewing progress updates and will act on their recommendations as appropriate.
District Goal 3	Grow and sustain a mutually supportive and trusting relationship with stakeholder groups for the benefit of the mission and vision of the KPRSD and sustain a positive connection with and among the community at large.
School Committee Actions for Goal 3	<ul style="list-style-type: none"> 1. Continue to work with the three elementary districts to maintain open communication and increase collaboration. 2. Foster a positive working partnership with families by improving methods of communication. 3. Develop and sustain a mutually supportive and trusting relationship with Wrentham, Norfolk, and Plainville communities. 4. Work Collaboratively with the Chair of the Committee and the Superintendent of Schools to speak with "One Voice" when communicating with the three communities.
School Committee Benchmarks for Goal 3	<ul style="list-style-type: none"> a. Members will support and promote King Philip in the community, such as through attendance at community as well as school-sponsored events and meetings. b. The Chair will advocate for a meeting of chairs in early 20201. c. Members will come to School Committee meetings adequately prepared to discuss matters under consideration, for the benefit of informing and serving the public. d. Members will understand and advocate for the District's Strategic Plan and periodically review progress against the plan.
District Goal 4	Provide and enhance the integration of technology resources available to staff and students.
School Committee Actions for Goal 4	<ul style="list-style-type: none"> 1. Review the administration's needs assessment to assist in the creation of district wide vision for technology integration.

	2. Review the administration's recommended action plan to implement a District Technology Plan to support the mission, goals, and objectives of the district.
School Committee Benchmarks for Goal 4	<ul style="list-style-type: none"> a. The School Committee will review the administration's needs assessment to assist in the creation revision of the district wide vision for technology integration by November 2020¹. b. The School Committee will review the administration's recommended action plan to implement a revised District Technology Plan to support the mission, goals, and objectives of the district by January 2021.

District Goal 5	Develop and sustain effective and efficient use of resources to focus on continuous improvement, support student learning, and fiscal responsibility.
School Committee Actions for Goal 5	<ol style="list-style-type: none"> 1. Present a FY 2024² budget that supports the district's vision, mission, and goals – including student achievement, safety, and staff development – while allocating and managing expenditures consistent with district and school-level goals and available resources. 2. Continue to invite member town administrators, finance committee members, and elementary district leadership to all budget discussions and share information on a regular basis; strive to ensure KP is invited to appropriate town budget discussions. 3. Continue to present budget information in a way that is easily digestible for constituents that are not familiar with the budget process. 4. Continue to improve the budgeting process from initial requests through seeking approval at town meetings, working with a transparent “no surprise” attitude. 5. Continue to drive operational efficiencies so to maximize expenditure with direct impact on teaching and learning.
School Committee Benchmarks for Goal 5	<ol style="list-style-type: none"> a. Members should attend meetings to fully understand budget dynamics and programs they support, so to be able advocate for responsible budgets to the community. b. School Committee will do its due diligence in reviewing budget recommendations and approving and advocating for a responsible FY 2024² budget for the district. c. Invite selectmen and members of the finance committee from the three towns to appropriate KP School Committee and Finance Subcommittee meetings. d. Set calendar for public budget meetings and distribute to member town officials. e. Engage community and parent groups in the 2024² budget and encourage them to advocate for school budgets in the three towns.