

 APPROVED

**King Philip Regional School Committee  
Minutes of August 23, 2021 – Approved 9/7/21  
King Philip Regional High School – Library  
201 Franklin Street, Wrentham, MA 02093**

**Opening of Meeting:**

Mr. Khan, Chair, opened the meeting at 7pm.

This meeting was recorded by NorthTV.

**Roll Call of Members:**

**Members Present:**

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

**Members Absent:**

Norfolk:	Present
Plainville:	Present
Wrentham:	Grey Almeida

**Delegations and Visitors:**

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

**Public Comment:**

1. Jill Lawrence, Norfolk, MA: Provided comments on in-person learning as being more effective than remote or hybrid learning.

**CONSENT AGENDA:**

(All items listed in the Consent Agenda are considered routine and will be enacted by one motion if action is required.)

**A Motion was made by Mr. Cates, seconded by Mr. Waxman, to approve the following:**

1. Minutes dated June 14, 2021;
2. Minutes dated August 2, 2021;
3. Payment of bills/warrants/budget transfers

**All in favor: Yes (6); No (0); Abstain (2 - Mr. Brenneis and Ms. Ward). Motion carried 6-0-2**

**APPROVAL OF EXECUTIVE SESSION MINUTES:**

- A Motion was made by Mr. Cates, seconded by Mr. Lehan, to approve the Executive Session Minutes of June 14, 2021. All in favor: Yes (7); No (0); Abstain (1-Mr. Brenneis). Motion carried 7-0-2

**REPORTS AND RECOMMENDATIONS OF THE SUPERINTENDENT**

**Opening Day Update:**

Mr. Zinni indicated that the District is on track to open this school year. In the spring, a notice from the DESE Commissioner indicated that all restrictions were to be lifted. Mr. Zinni made the School Committee aware that the Board of Education would be meeting on Tuesday, August 24, 2021 at 10am,

to consider mandating that masks be worn in school through October 1, 2021. If this decision is approved, masks would become non-negotiable at least through October 1. At that October point, staff and students who are vaccinated would be able to go without masks if the schools had reached an 80% vaccination rate. Discussion ensued on the District's ability to meet the 80% threshold with vaccinated staff and students. Once this data is made available by the Board of Health Nurses, Mr. Zinni will share it with the Committee as we get closer to the October 1 date.

Protocols for quarantine, social distancing requirements and testing was discussed. Ms. Pearl, Wellness Director is researching rapid testing which may be performed in the Nurse's Office. As more information becomes available, Mr. Zinni will share this with the Committee. The State is also offering pooled testing.

There was some question on whether snow days might become virtual learning days. Mr. Zinni cannot call a virtual learning day as the Commissioner put out a mandate for an in-person school year.

**New KP Website:** Ongoing mission of the district is to improve communication. We have moved forward with a new website. The new website goes live tomorrow. Mr. Zinni encourages all to go to the website to find current information.

#### **UNFINISHED BUSINESS:**

##### **School Committee Goals and Protocols:**

Mr. Khan suggested creating an ad hoc subcommittee on School Committee Goals with the focus being on continuous student improvement. This subcommittee would have posted meetings with the videoconferencing option still being available. Mr. Harmon, Mr. Brenneis and Mr. Waxman volunteered to serve on this Subcommittee, along with Mr. Zinni and anyone else that would need to be brought forward.

- **A Motion was made by Mr. Knott, seconded by Mr. Cates, to create a School Committee Goals Subcommittee related to analyzing and updating the School Committee Goals. All in favor: Yes (8); No (0); Abstain (0). Motion carried 8-0-0**

Mr. Zinni suggested the creation of an ad hoc working group with the focus being on diversity, equity, and inclusion. Mr. Cates, Mr. Lehan and Mr. Waxman volunteered to serve on this working group, which would also include Ms. Jessica Pepple, Director of DEI, Mr. Zinni, as well as parents, staff and students.

- **A Motion was made by Mr. Knott, seconded by Mr. Lehan, to form an ad hoc Diversity, Equity and Inclusion Working Group. All in favor: Yes (8); No (0); Abstain (0). Motion carried 8-0-0**

##### **School Committee Protocols:**

A draft of the School Committee Protocols was presented and reviewed.

**NEW BUSINESS:**

**2021-2022 Handbook language revision:**

Mr. Zinni explained that last year, the assistant principals created one aligned handbook for the District, and is seeking approval of a revised version that includes new language for a dress code. Mr. Zinni will also present in the fall an update to civil rights information.

- **A Motion was made by Ms. Ward, seconded by Mr. Waxman, to approve the revision to the dress code language, as presented. All in favor: Yes (8); No (0); Abstain (0). Motion carried 8-0-0**

**REPORTS FROM SCHOOL COMMITTEE MEMBERS:**

- Norfolk School Committee Representative: Ms. Ward - Norfolk will be meeting on 8/25/21
- Plainville School Committee Representative: Mr. Brenneis - Plainville will be meeting on 8/24/21
- Wrentham School Committee Representative: Ms. Almeida - None

**LATE COMMUNICATIONS:**

None

**REPORTS OF SPECIAL COMMITTEES:**

None

**RECOMMENDATIONS OR QUESTIONS FROM INDIVIDUAL COMMITTEE MEMBERS:**

Mr. Waxman posed a question about procedure/norms. Mr. Khan will address procedure/norms in his role as chair. Mr. Khan asked that if there is anything that he can do to further support members of the Committee to please contact him.

**ADJOURNMENT:**

- **At 8:45pm, a Motion was made by Mr. Cates, seconded by Ms. Ward, to adjourn. All in favor: Yes (8); No (0); Abstain (0). Motion carried 8-0-0**

*Respectfully submitted,*

*Dr. Susan Gilson*

*Secretary pro tem*

**Documents presented on August 23, 2021:**

Agenda

Draft Minutes dated June 14, 2021

Draft Minutes dated August 2, 2021

Warrants

Draft of Executive Session Minutes dated June 14, 2021

School Committee Goals and Protocols

21/22 Handbook Language Update

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  
Plainville School Committee Representative: Mr. Brenneis  
Wrentham School Committee Representative: Ms. Almeida

I.O.

I.O.

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.



## **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

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

<p><b>School Committee Benchmarks for Goal 2</b></p>	<p>a. The School Committee will review administration's recommended SEL action plan (with any budget implications), to implement a comprehensive social emotional framework.</p> <p><del>b. The School Committee will support the Start Time Feasibility Study by participating on the committee (three representatives) and reviewing progress updates.</del></p> <p><del>c. The elementary representatives will facilitate input on Start Time Feasibility Study from the elementary districts.</del></p> <p><del>d. The School Committee will act on the recommendation of the Feasibility Study.</del></p> <p>b. The School Committee will create a subcommittee to look at issues of diversity, equity and inclusion within the King Philip Regional School District.</p> <p>c. The School Committee will support the DEI Subcommittee by reviewing progress updates and will act on their recommendations as appropriate.</p>
<p><b>District Goal 3</b></p>	
<p><b>School Committee Actions for Goal 3</b></p>	<p>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.</p> <ol style="list-style-type: none"> <li>1. Continue to work with the three elementary districts to maintain open communication and increase collaboration.</li> <li>2. Foster a positive working partnership with families by improving methods of communication.</li> <li>3. Develop and sustain a mutually supportive and trusting relationship with Wrentham, Norfolk, and Plainville communities.</li> <li>4. <b>Work Collaboratively with the Chair of the Committee and the Superintendent of Schools to speak with "One Voice" when communicating with the three communities.</b></li> </ol>
<p><b>School Committee Benchmarks for Goal 3</b></p>	<ol style="list-style-type: none"> <li>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.</li> <li>b. The Chair will advocate for a meeting of chairs in early 2020<sup>1</sup>.</li> <li>c. Members will come to School Committee meetings adequately prepared to discuss matters under consideration, for the benefit of informing and serving the public.</li> <li>d. Members will understand and advocate for the District's Strategic Plan and periodically review progress against the plan.</li> </ol>
<p><b>District Goal 4</b></p>	
<p><b>School Committee Actions for Goal 4</b></p>	<p>Provide and enhance the integration of technology resources available to staff and students.</p> <ol style="list-style-type: none"> <li>1. Review the administration's needs assessment to assist in the creation of district wide vision for technology integration.</li> </ol>

	<p>2. Review the administration's recommended action plan to implement a District Technology Plan to support the mission, goals, and objectives of the district.</p>
<p><b>School Committee Benchmarks for Goal 4</b></p>	<p>a. The School Committee will review the administration's needs assessment to assist in the <b>creation revision of the</b> district wide vision for technology integration by November 2020<b>1</b>.</p> <p>b. The School Committee will review the administration's recommended action plan to implement a <b>revised</b> District Technology Plan to support the mission, goals, and objectives of the district by January 2021.</p>

**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**

1. Present a FY 2024<sup>2</sup> 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**

- 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 2024<sup>2</sup> 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 2024<sup>2</sup> budget and encourage them to advocate for school budgets in the three towns.



# 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.**

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