

NEWBURYPORT SCHOOL COMMITTEE

NEWBURYPORT, MASSACHUSETTS

**School Committee Business Meeting
6:30PM**

Tuesday, January 21, 2025

SC Business Meeting Agenda January 21, 2025

SC Business Meeting Agenda Notes January 21, 2025

SC Warrant January 21, 2025

SC Business Meeting Minutes January 6, 2025

Superintendent's Report

School Committee Retreat Notes

Newburyport Public Schools
School Committee Business Meeting
Tuesday, January 21, 2025 at 6:30PM

Senior/Community Center, 331 High Street, Newburyport, MA 01950

The Mission of the Newburyport Public Schools, the port where tradition and innovation converge, is to ensure each student achieves intellectual and personal excellence and is equipped for life experiences through a system distinguished by students, staff, and community who: - practice kindness and perseverance - celebrate each unique individual - value creativity; experiential, rigorous educational opportunities; scholarly pursuits; and life-long learning - provide the nurturing environments for emotional, social, and physical growth - understand and embrace their role as global citizens.

Please note: The listing of matters are those reasonably anticipated by the Chair which may be discussed at the meeting. Not all items listed may in fact be discussed and other items not listed may also be brought up for discussion to the extent permitted by law. The meeting will be televised locally live on Comcast Channel 9 & streamed via <https://ncmhub.org/share/channel-9/>.

School Committee Business Meeting Agenda

1. Call to Order
2. Public Comment
3. *Consent Agenda (Warrant and 1/6/2025 Minutes) – *possible Vote*
4. Student Representative Report
5. Athletic Director Hiring Process Update
6. MSBA Accelerated Repair Program Update
7. Playful Learning Grant
8. Subcommittee Updates
 - a. Finance Subcommittee – Brian Callahan
 - b. Policy Subcommittee – Kathleen Shaw
 - c. Communications Subcommittee – Sarah Hall
 - d. Teaching & Learning Subcommittee – Breanna Higgins
 - e. Superintendent Evaluation Subcommittee – Mayor Sean Reardon
9. Superintendent's Report
10. Follow-up:
 - a. Hybrid Meetings – Juliet Walker
 - b. School Committee Retreat Notes – Juliet Walker
11. New Business

Adjournment

*Possible Vote

** The School Committee reserves the right to call **executive session**, as provided under Chapter 30A, Section 21(a)(2), of the General Laws to discuss strategy sessions in preparation for negotiations, collective bargaining and/or potential litigation.

Newburyport Public Schools
School Committee Business Meeting
Tuesday, January 21, 2025 at 6:30PM

Senior/Community Center, 331 High Street, Newburyport, MA 01950

AGENDA NOTES

The listing of matters are those reasonably anticipated by the Chair which may be discussed at the meeting. Not all items listed may in fact be discussed and other items not listed may also be brought up for discussion to the extent permitted by law. The meeting will be televised locally live on Comcast Channel 9 or stream via <https://ncmhub.org/share/channel-9/>.

School Committee Business Meeting Agenda

3. Consent Agenda (Warrant & minutes 1-6-2025) – *possible Vote*

4. Student Representative Report: *NHS student representative will provide the report.*

5. Athletic Director Hiring Process Update: *Human Resources Director Pam Kealey will provide a summary of the hiring process, status of the interview process and key dates.*

6. MSBA Accelerated Repair Program Update: *Superintendent Sean Gallagher and Facilities Director James McSweeney will discuss the status and important next steps in MSBA's Accelerated Repair program for the potential roof replacement projects at the High School and Nock/Molin schools.*

7. Playful Learning Grant: *NPS is pleased to share they've been awarded a \$175,000 grant from the Dept. of Elementary and Secondary Education (DESE) for the development of playful learning at the Francis T. Bresnahan Elementary School. Assistant Superintendent Lisa Furlong will provide some details on the grant goals and implantation plan.*

8. Subcommittee Updates
 - a. Finance Subcommittee – Brian Callahan
 - b. Policy Subcommittee – Kathleen Shaw
 - c. Communications Subcommittee – Sarah Hall
 - d. Teaching & Learning Subcommittee – Breanna Higgins
 - e. Superintendent Evaluation Subcommittee – Mayor Sean Reardon

9. Superintendent's Report: *Cell Phone Use In Schools Update, Contract Negotiations Status, and NHS Media Lab Update*

10. Follow-up:
 - a. Hybrid Meetings – Juliet Walker
 - b. School Committee Retreat Notes – Juliet Walker

11. New Business

- FYI: Upcoming Dates:**
- ✓ **Martin Luther King Day** - Monday, January 20 – closed
 - ✓ **Communications Subcommittee meeting:** Thursday, January 23 @ 6:30PM
 - ✓ **Nock School Council meeting:** Friday, January 24 @ 9:15AM
 - ✓ **Bresnahan School Council meeting:** Tuesday, January 28 @ 8:10AM
 - ✓ **School Committee Business meeting:** Monday, February 3 @ 6:30PM
 - ✓ **NHS School Council meeting:** Tuesday, February 4 @ 5:00PM
 - ✓ **Policy Subcommittee meeting:** Monday, February 10 @ 7:00PM

*Possible Vote

School
Committee
Warrant

FY25-WARRANT 8140

A-Warrant

January 21, 2025

Warrant 8139	\$ 801,771.65
A-Warrant	\$ 23,798.56

TOTAL of Warrant	\$ 825,570.21
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NEWBURYPORT SCHOOL COMMITTEE BUSINESS MEETING
Senior/Community Center, 331 High Street, Newburyport, MA 01950

Monday, January 6, 2025
Organizational Meeting

Present: Mayor Sean Reardon, Sarah Hall, Juliet Walker, Kathleen Shaw, Brian Callahan, and Breanna Higgins; (Andy Boger arrived late)

CALL TO ORDER / ROLL CALL

Mayor Sean Reardon called the School Committee Organizational meeting of the Newburyport School Committee to order at 6:30 PM. Roll call found all members present except Andy Boger (arrived 6:32PM). All those present stood for the Pledge of Allegiance

VIVA-VOCE VOTE FOR 2025 VICE-CHAIR

Mayor Reardon called for nominations for the 2025 Vice-Chair. Sarah Hall nominated Juliet Walker as the 2025 Vice-Chair.

Motion:

On a motion by Sarah Hall and seconded by Brian Callahan it was
VOTED: to elect Juliet Walker as the 2025 Vice-Chair.

Roll Call Vote:

Mayor Reardon	Yes
Sarah Hall	Yes
Andrew Boger	Yes
Brian Callahan	Yes
Breanna Higgins	Yes
Kathleen Shaw	Yes
Juliet Walker	Yes

Motion Passed Unanimously

Juliet Walker was elected as the 2025 Vice-Chair.

School Committee Acknowledgement - Policies BCA & BCC-BCD

Members signed the acknowledgement form indicating they have received and reviewed both the School Committee Member Ethics Policy (BCD) and School Committee Operating Principles & Norms of Interaction Policy (BCC-BCD).

2025 Subcommittee Assignments

Mayor Reardon read the assignments for the 2025 Subcommittees.

Finance

Brian Callahan - Chair
Juliet Walker
Andy Boger

Minutes

Motion:

On a motion by Mayor Reardon and seconded by Sarah Hall it was

VOTED: to accept the minutes of the December 18, 2024 School Committee Business meeting with one correction (page 3 – retreat time is 10AM – 2PM).

Motion Passed

Student Representative Report

Maddie Jackman presented the student report that included Clipper Courses at the Bresnahan, Career Exploration Speaker Series at the Nock, and NHS musicians performing at a concert in Lexington.

FY26 Preliminary Expense Projections

Superintendent Gallagher discussed areas that typically drive budget increases each year. The state's budget schedule was reviewed, as well as district enrollments from 2018 thru 2025. Budget increases are anticipated in the following 6 areas: contractual increases, COLA, non-personal, special education, transportation and utilities/maintenance.

SUBCOMMITTEE UPDATES

Finance Subcommittee

Brian Callahan reported the committee will meet on January 16th at a time to be determined.

Policy Subcommittee

Juliet Walker reported they did not meet last month. She will cancel the January 13th meeting and reconvene in February.

Communications Subcommittee

Andy Boger stated they didn't hold a meeting in December. The next meeting will be January 23rd.

Superintendent's Report

Business Manager Update: Superintendent Sean Gallagher stated three applicants have been received, and the district will continue to advertise the position on School Spring and MASBO.

Athletic Director Search Update: The screening committee met last week and have selected eight candidates to interview. Three candidates will be moved forward to participate in the community forum on January 16.

District's Music Program: Many more students are participating in music/drama programs throughout the district. The Superintendent explained various changes that were made. Staff now work together across the district rather than just school-based. Band, chorus and orchestra is now available to Molin students during the school day. Schedules were restructured at the Nock, and now more courses are being offered to grades 6-7-8. The NHS/Nock bands have coordinated in-school rehearsal times.

Follow-up

SEPAC: Kathleen Shaw said they plan to have three or four more meetings. The recent joint meeting with Amesbury was very good. No specific date has been set yet for the next meeting.

NEF Update: Brian Callahan reported they haven't met since November, and believes the next meeting is January 22.

Hybrid Meetings: Brian Callahan has the new equipment. Juliet Walker can help run a test with Superintendent Gallagher before the next meeting.

New Business

- Mayor Sean Reardon stated the State of the City will be held at 7PM on February 26th.
- Today the Mayor launched the 3rd annual Public & Community Service Awards. In addition, he announced a new award in honor of Reverend Helen Murgida.
- Mayor Sean Reardon attended a teacher contract negotiations meeting at Whittier today. In the past, Tracy Blais, Newbury Town Manager, has represented the 11 communities. It is currently undecided who will be the representative in the upcoming negotiations. The next meeting is Monday (January 13th).
- Juliet Walker reminded all members the SC Retreat will be 10AM-2PM, Saturday, 1/11/25. Kathleen Shaw asked members to stay afterwards to talk about the Talent Show.
- Andy Boger suggested an update at the next meeting regarding Cell Phone Use.

ADJOURNMENT

Motion:

On a motion by Mayor Reardon and seconded by Brian Callahan it was

VOTED: to adjourn the Business meeting of the Newburyport School Committee at 7:15PM.

Motion Passed

Government Report: Multiple Studies Show Fluoridation Can Lower Child IQ

Fluoride Action Network <mail@networkforgood.com>
Reply-To: info@fluoridealert.org
To:

Mon, Jan 6, 2025 at 2:34 PM



Fluoride Action Network
fluoridealert.org

**Government Report:
Multiple Studies Show Fluoridation Can Lower Child IQ**



[**Click here for link to share](#)

Today, National Toxicology Program (NTP) authors published an article in the *Journal of the American Medical Association (JAMA) Pediatrics* with details underpinning an NTP report released in August 2024 that concluded fluoride is neurotoxic and can lower the IQ of children. Today's article goes further, showing IQ losses can occur even at exposure levels experienced by some people with artificially fluoridated water.

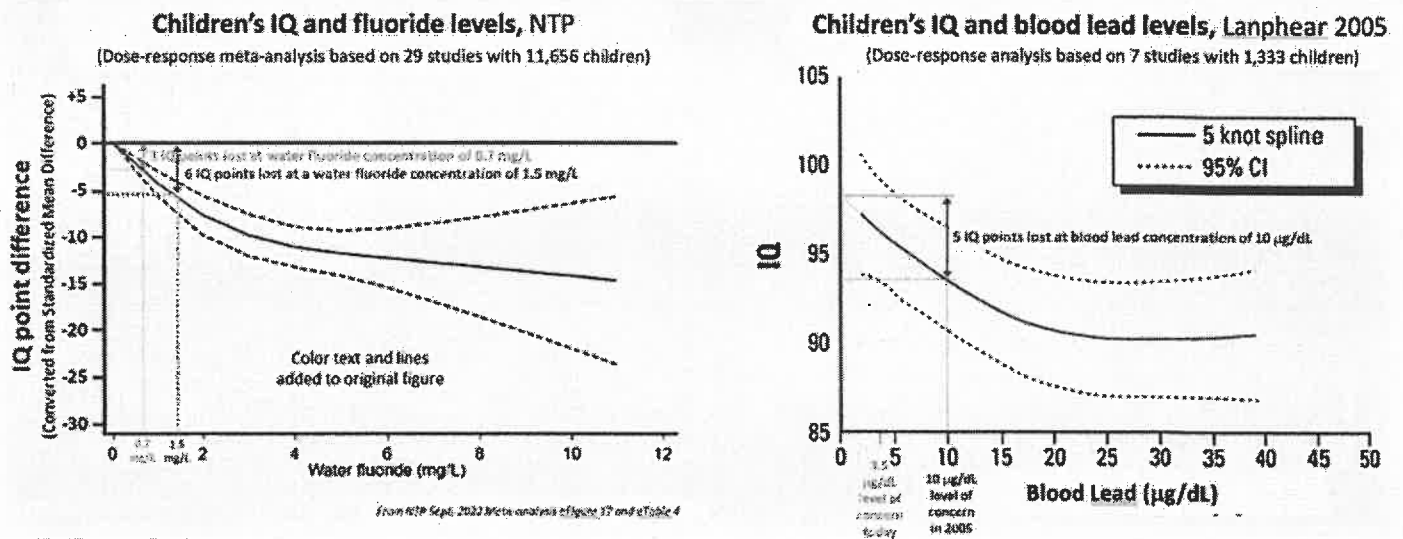
FAN's Executive Director Stuart Cooper said, "The authors combined information from multiple studies to get a more reliable view of the total evidence that isn't skewed by just one or two outlier studies. This approach is called meta-analysis. Out of 59 studies, 52 linked higher fluoride levels with lower IQ. The average loss was 7 points. Reduced IQ was also found in meta-analyses that combined seven high-quality studies having exposures below 1.5 milligrams fluoride per liter of water (mg/L), the range directly relevant to fluoridated areas. The authors emphasized the finding's 'consistency' and 'robustness.' This report gives ammunition to the scores of cities around the country now considering stopping fluoridation."

Chris Neurath, FAN's Science Director, emphasized, "The report also found a clear trend between studies, with IQ losses increasing as study fluoride levels increased. This dose-response relationship strengthens the NTP's conclusion that the effect is real and not an artifact of confounding factors or chance." Neurath described what he considers another key finding that "deals a blow to claims by fluoridation defenders that loss of IQ has only been found in studies with exposures twice as high as in the US. Artificial fluoridation in the US has a target concentration of 0.7 mg/L. The report's dose-response analyses had studies with concentrations as low as 0.3 mg/L finding loss of IQ. Seven studies had concentrations below 1.5 mg/L and an average IQ loss of about 3 points.

The authors warned that:

"Although the estimated decreases in IQ ... may seem small ... research on other neurotoxicants has shown that subtle shifts in IQ at the population level can affect people who fall within the high and low ranges of the population's IQ distribution. For context, a 5-point decrease in a population's IQ would nearly double the number of people classified as intellectually disabled."

Editors of *JAMA Pediatrics*, responding to a previous study published in their journal, noted that the effect of fluoride was "on par with lead." Neurath confirmed the *JAMA* editors' comments, explaining, "The similarities between effects of fluoride and lead on children's IQ can be seen by comparing the two neurotoxicant's dose-response graphs. The NTP produced a graph from its meta-analysis of multiple studies, which is compared to a graph of child blood lead and IQ from a pooled analysis paper that persuaded the CDC and EPA to lower the acceptable level of lead in children":



On the left is the NTP's graph of IQ loss by water fluoride concentration. At 0.7 mg/L, the estimated average IQ loss is 3 points. According to Neurath, "3 IQ points is the average. Many children may experience no loss, while others will lose more than 3 points." To detect this effect required careful studies with many children. Observing the effect in the US is even harder because 2/3rds of the country is fluoridated so fluoride ends up in bottled beverages and many processed foods, making it difficult to find comparison groups with low exposure. That's why NTP combined multiple studies to get a clearer picture of what was happening at exposure levels common in the US. The dose-response curve shows statistically significant IQ losses down to the lowest fluoride levels.

An editorial by dentist and fluoridation advocate Steven Levy accompanied the article. He questions the NTP's meta-analysis despite it having had six peer-reviews in the last five years with no substantive changes. Levy relies heavily on a meta-analysis by Kumar, another dentist fluoridation advocate. Kumar claimed his meta-analysis found no effect among studies below 1.5 mg/L. However, from emails obtained through Public Records requests, FAN has identified serious concerns that Kumar buried findings of a strong dose-response relationship below 1.5 mg/L because they contradicted his desired result.

The lead attorney in a recent [federal court case](#), Michael Connett, said "The NTP's meta-analysis was a major reason the court concluded that fluoridation at 0.7 mg/L posed an 'unreasonable risk' of IQ loss in children. The defendant, EPA, tried to argue there was not enough certainty of harm at levels below 1.5 mg/L, but the court concluded there was more than enough, [ruling](#):"

"In all, there is substantial and scientifically credible evidence establishing that fluoride poses a risk to human health; it is associated with a reduction in the IQ of children and is hazardous at dosages that are far too close to fluoride levels in the drinking water of the United States Reduced IQ poses serious harm. Studies have linked IQ decrements of even one or two points to, e.g., reduced educational attainment, employment status, productivity, and earned wages."

Connett added, "The court also noted that because humans vary in susceptibility to toxic agents – with some harmed at doses 10x lower than the average person – studies finding IQ loss at 1.5 mg/L provide sufficient evidence to conclude that even 0.15 mg/L poses an unreasonable risk of harm to the most susceptible."

FAN's founder and current senior advisor, Paul Connett PhD said "The second shoe of NTP's review has just dropped and should end fluoridation once and for all. The dental groups clinging to fluoridation should read this report instead of repeating their mantra that 'fluoridation is safe and effective'. No fluoridation promoter can still claim that the best science and scientific analysis shows that fluoridation is safe. Far from it. It is too risky to expose our babies and formula-fed infants to fluoride. There are much better ways to get fluoride's benefit against tooth decay, like fluoridated toothpaste, that don't require swallowing it. The latest Cochrane Collaboration [review](#) of fluoridation's effectiveness [found](#) that water fluoridation no longer provides more than a marginal reduction in cavities."

Media Contact: media@fluoridealert.org

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Fluoride Action Network
North Sutton, New Hampshire
info@fluoridealert.org



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Submitted by: Madeleine Jackman

Location: Senior Center

Bresnahan News:

We are about to begin our second session of Clipper Courses and are excited to offer origami, green team, art, mindfulness, typing and more!

Staff are looking forward to the professional development day. After the district sessions on Portrait of a Graduate, Bresnahan staff Stacey Boucher, Haley Budden, Jill Mailloux and Julie Doyle will provide professional development on blended learning and how it can be utilized in the elementary setting.

Molin News: Nothing Submitted

Nock News:

The Nock 8th grade team will be kicking off the January Career Exploration Speaker Series on Thursday. This initiative is a key component of our School Improvement Plan and aligns with the strategic goals around our Portrait of a Graduate.

The speaker series offers students a unique opportunity to meet professionals from a wide range of fields. They will learn not only about various careers but also about the personal journeys that these professionals have taken to reach their current roles. Our speakers will also provide valuable advice to our students as they consider their future educational paths and careers, particularly as they prepare to transition into high school. This series is a wonderful way to enhance our "exploration" efforts during the middle school years.

Our lineup of speakers includes business owners, an Army Captain who is an architect, individuals working in the arts, finance, marketing, medical fields, software development, and much more. The diversity of careers being represented will certainly help broaden our students' perspectives and inspire them as they start to think about their future aspirations.

In addition to the speaker series, we are also finalizing plans for Year 3 of our college tour initiative. We are tentatively scheduled to visit several colleges at the end of March, with more details to follow soon.

High School News:

This Saturday the following NHS musicians will join hundreds of the best student musicians from our corner of Massachusetts in the Northeastern senior district band, orchestra, jazz band, and chorus, at a concert in Lexington: Cedar Schumacher, Josh Burrell, Evan Lagueux, Max Piotrowski, and Sam Parr. These students represent the best of the Newburyport music program, and the school district as a whole. Congratulations to them from all of us, their parents, the NHS administration, and their music teachers.

Superintendent's Report

School Committee January 21, 2025

Cell Phone Use In Schools:

Since the beginning of the school year, we have been actively addressing cell phone use across our schools. We have met with the parent / guardian group (Heads Up Phones Down) regarding cell phone use and have shared messages with families, and collaborated with students to ensure clarity and consistency regarding expectations.

In our elementary and middle schools, we've seen a collective effort in maintaining minimal to no cell phone use during the school day. (Policy is "away for the day") Students have shown great awareness of the expectations, and staff have worked diligently to reinforce these practices.

As we know at the high school level, cell phone use presents different challenges. Both Administrators and staff have made a concerted effort to observe and address cell phone use during classroom time, ensuring it does not interfere with learning.

Principal Wulf consistently informs the high school community regarding cell phone use. He also highlights the efforts of both his School Council and Student Council around this issue.

Summary of high school related cell phone use activities thus far:

- Multiple faculty meetings and dialogs around cell phone / device use
- During the first quarter, the high school centered on anchor texts aimed at helping students engage in dialogue around the addictive nature of cell phones, while thinking through their own strategies to self-regulate around the device. (book *Accountable* by Dashka Slater)
- In late November, Atny. Katie Greer spent the day with Juniors in small groups to process the dangers of cell phones and the access to social media.
- The High School continues to ban cell phones during instructional time. All students are expected to place phones in bins. This allows the staff to identify and intervene with students who need greater support on managing their use of the phone when they cannot comply.
- Principal Wulf recently addressed the school about their mission to teach self-regulation through enforcing the cell phone policy during instructional time.
- After the semester exam period, NHS will have scheduled class assemblies to refocus on school practices. During the grade 9 and 10 assemblies, some juniors and seniors from the Student Council will talk about their experience during the dialogues earlier in the year to reinforce the higher level skill of self-regulation. (Note this idea was sparked from the School Council, as well as the feedback provided when Principal Wulf presented an update to the School Committee in the late fall.)
- Principal Wulf and some of the high school students will present at the February 3rd School Committee on next steps.

- Efforts are paying off - see attached email from a high school teacher

Contract Negotiations

We are currently negotiating 3 collective bargaining agreements with all Newburyport Public School employees. To date, we have spent over 50 hours negotiating with all three union organizations that cover approximately 375 employees.

NTA Union = 268 members

IA Union = 54 members

AFSCME Union = 53 Members

Contract Negotiations - NTA

(7/29) Conference Call IBB Mediator (Interest Based Bargaining)

(8/13) Central Office meeting with IBB Mediator

(8/14) NTA / Management agreement to use IBB & IBB Mediator

(9/24) IBB training

(10/1) Management Meeting

(10/8) NTA Negotiations

(10/15) Management Meeting

(10/24) NTA Negotiations

(10/30) NTA Negotiations

(11/19) NTA Negotiations

(12/2) Management Meeting

(12/4) NTA Negotiations

(12/19) NTA Negotiations

(1/13) NTA Negotiations

(1/27) NTA Negotiations (next scheduled meeting)

Contract Negotiations - Instructional Assistants

(9/18) IA / Management agreement to use IBB & IBB Mediator

(10/18) Management / IA union meeting

(12/9) IA IBB Training

(12/16) Management Meeting

(1/14) IA Negotiations

(1/25) IA Negotiations (next scheduled meeting)

Contract Negotiations - AFSCME

(12/11) Management / AFSCME Shared Interests Meeting

TBD - Negotiations meeting dates

NHS - Media Lab Update

- Final design plans have been made, and we are currently working on Technology Equipment lists and estimated pricing.
- Received Quotes for Audio / Visual Equipment
- Received Quotes for Lighting
- Changes in project: James McSweeney will serve as the General Contractor and will be able to utilize local vendors which will be a significant cost savings, and we will be able to expedite the project by 3-4 weeks.
- Mr. McSweeney is working on the demolition plan. The majority of the demolition plan we will use our maintenance staff. James is currently developing the construction schedule with the architects. I will update the School Committee at the February 3rd meeting.
- This timeline would allow us to get students in the space for the last 8 weeks of the school year.



Sean Gallagher <sgallagher@newburyport.k12.ma.us>

Fwd: FYI about cell phones

1 message

Andrew Wulf <awulf@newburyport.k12.ma.us>
To: Sean Gallagher <sgallagher@newburyport.k12.ma.us>

Mon, Jan 13, 2025 at 4:42 PM

FYI = Some feedback back in mid november from the outside. Andy

----- Forwarded message -----

From: _____
Date: Thu, Nov 14, 2024 at 1:30 PM
Subject: FYI about cell phones
To: Andrew Wulf <awulf@newburyport.k12.ma.us>

Hi Andy,

Thank you for your help with logistics prior to the Red Cross Club's Veteran Event. I wanted to share that one of our Veteran visitors contacted me today with words of praise for the students. He was impressed at how attentive and well behaved they were and very impressed that they were not on their phones. I think the consistency regarding NHS cell phone policy is paying off and students are more comfortable spending time off their phones even in situations where they have access to them. I find that very positive and motivating to continue with a strict phone policy.

Sincerely,

**Notes from School Committee Retreat
January 14, 2025**

Review of School Committee Operating Principles and Norms of Interaction

Item	What is SC doing well?	What needs work?	Notes
1. Represent the needs and interests of all students in the district, striving to represent common interests rather than factions. We will make decisions that are best for students in all cases: all means all.	3		
2. Exercise leadership in vision, planning, policy making, evaluation, and advocacy on behalf of the students and district, not in managing the day-to-day operations of the district.	1	1	
3. We will communicate positively about other school committee members, staff, and the system. As advocates for Newburyport Public Schools and public education, we readily accept our roles promoting support for public education and spreading the news of our success.		2	
4. Conduct its business through a set agenda. Emerging items will be addressed in subsequent meetings through agenda items, with the exception of items that are time sensitive or require urgent attention.			
5. Provide full disclosure. Each member will provide input, encouragement, express concerns and positions rather than withhold information from other members. When a school committee member feels that there has not been full disclosure, an objective process for revisiting the issue will be used.			
6. Maintain an open environment where each member is empowered to freely express opinions, concerns, and ideas. School committee members will engage in active listening to clarify and restate discussions in order to strive for full understanding. We will provide continuing education opportunities and support to each other, striving to build trusting relationships.	6		
7. Keep an open mind and accept that they can change their opinions by recognizing that they are not locked into their initial stated positions.	1	1	
8. Make decisions on information and not on personalities. School committee members will act with the best information available at the time considering data, the superintendent's recommendations, proposals, and suggestions. School committee members will strive to make the best decisions at the time, without waiting for the perfect decision.			

Item	What is SC doing well?	What needs work?	Notes
9. Debate the issues, not one another. The school committee will engage in critical and creative thinking, expecting all school committee members to freely offer differing points of view as part of the discussion, prior to making a school committee decision.	1	2	
10. Be clear about, and stay true to, the role of the school committee. Not take unilateral action. A committee member's authority is derived through the majority of the school committee acting as a whole during an open public meeting. We will reach decisions by consensus, and individual members will publicly abide by those decisions, speaking with one voice, once a vote is taken. We will recognize a single official "voice" of the school committee.	1		
11. Attend meetings on time and well prepared to discuss issues on the agenda, and will be prepared to make decisions, striving for efficient decision making.	1	1	
12. Strive to have no surprises for the committee or superintendent. Surprises will be the exception. All members will provide and receive the same information in a timely manner.		2	
13. Respect all persons presenting to the school committee.	1		
14. Follow the chain of command and direct others to do the same. Personnel complaints and concerns will be directed to the superintendent.			
15. Review and revise operating principles, as needed, as part of the school committee's self-evaluation.			
16. Recognize that all communications created and received to our district email accounts are public documents, unless a specific statutory exemption applies.			
17. Refrain from reading or sending electronic communications, and remain off of all social media platforms during meetings, in the interest of transparency.			Review, seems like this could be more general

Summary of School Committee Discussion of Interim Goals for January to June 2025

Description	Recommended Action	Desired Outcome
Athletic fees: <ul style="list-style-type: none"> ● Review fee structure ● Review use of fee revenue ● Consider possible fee reduction and impact on budget 	Finance Subcommittee to review and discuss with staff and recommend action to School Committee	School Committee vote on athletic fees for upcoming school year
Undertake detailed review of budget line items earlier in budget development process	Finance Subcommittee to work with Superintendent and business management consultant	Report out from Finance Subcommittee on budget line item review as part of budget process
Re-establish regular line of communication with City Council	Communications Subcommittee to coordinate with City Council President and General Gov't committee	Report outs from Communications Subcommittee
Promote community support for education	Communications Subcommittee to discuss and identify ways to improve communication with community at large	Report outs from Communications Subcommittee
Cell phone use in schools	Presentation from staff on progress to date and discussion at SC meeting; solicit guardian, teacher, and student input	School Committee to clarify position and (if appropriate) consider district-wide policy regarding cell phone use in schools
Focus on creating a supportive school learning environment for all students	Collaborate with Education Commonwealth Project to implement Quality Measures framework, including survey of guardians and students	Report out from ECP
Establish framework for measuring academic progress in response to student assessment data	Teaching and Learning Subcommittee to review and discuss with staff	Report out from Teaching and Learning Subcommittee
Develop School Committee handbook	Vice Chair to work with Superintendent to compile handbook	Prepare handbook for 2026/2027 school year
Develop measurable goals for School Improvement Plans	Teaching and Learning Subcommittee to review and discuss with staff with input from School Councils	Report out from Teaching and Learning Subcommittee