

Northport-East Northport Union Free School District Board of Education Regular Meeting and Committee-of-the-Whole - William J. Brosnan School (Thursday, September 5, 2024)

Generated by Beth M Nystrom on Friday, September 6, 2024

Members present

David Badanes, Michael Cleary, Dr. Lorenzo Licopoli, Thomas Loughran, Donna McNaughton, Allison C Noonan, Carol A Taylor

Members absent

None

Public Attendance: Approximately 5 people, 17 virtual

BOARD OF EDUCATION MISSION AND GOALS

Information: 1.01 Board of Education Mission and Goals

The Mission of the Northport-East Northport Union Free School District is to educate and empower all students to pursue their aspirations and contribute as responsible members of society.

Board of Education Goals 2024-2025

*The Purpose of the Northport-East Northport School District Board of Education is to provide oversight and governance to serve our **students, support our staff and District Mission, while being mindful of the community we serve.***

1. The Board of Education will ensure that systems are in place to support the whole child growth and development needs of each child.
2. The Board of Education will ensure that systems are in place to support the belonging and safety of all students and employees.
3. The Board of Education will develop a long-range roadmap for fiscal sustainability that supports the instructional priorities of the District and is consistent with community values.
4. The Board of Education is committed to ensuring transparency with the community. It will seek to identify strategies for improving communication and establishing a formal program of community engagement.

Board of Education

Carol Taylor, President
Dr. Lorenzo Licopoli, Vice President
Michael Cleary, Trustee
David Badanes, Trustee
Thomas Loughran, Trustee
Donna McNaughton, Trustee
Allison Noonan, Trustee

Central Administration

Dr. David Moyer, Superintendent of Schools
Robert Howard, Assistant Superintendent for Business
Dr. Dana Boshnack, Assistant Superintendent for Teaching and Learning
Louis Bonadonna, Assistant Superintendent for Special Education and Student Support Services
Anthony Davidson, Assistant Superintendent for Human Resources

2. CALL TO ORDER - 6:00 p.m.

3. EXECUTIVE SESSION

Action: 2.01 IF NECESSARY, THE CHAIR MAY ENTERTAIN A MOTION TO ENTER INTO EXECUTIVE SESSION - Note: It is anticipated that the Board will meet in public at 6:00 p.m. in the Board Conference Room at William J. Brosnan School to act upon a resolution, upon majority vote, to immediately convene into Executive Session to discuss matters pertaining to contract negotiations, matters pertaining to potential litigation, and matters pertaining to the lease of real property.

Action: 2.01

Recommendation to convene into Executive Session to discuss matters pertaining to employment history of a particular person.

Motion by Thomas Loughran, second by Michael Cleary.

Final Resolution: Motion Passes

Yes: David Badanes, Michael Cleary, Larry Licopoli, Thomas Loughran, Donna McNaughton, Allison C Noonan, Carol A Taylor

At 7:03 p.m. the Board convened in Public Session in the cafeteria at the William J. Brosnan School.

4. NOTICE OF EMERGENCY EXITS

President Taylor pointed out the emergency exits.

5. PLEDGE OF ALLEGIANCE

President Taylor led those present in the Pledge of Allegiance

6. READING OF DISTRICT MISSION

Trustee McNaughton read the District Mission.

7. REFLECTION

President Taylor asked for a moment of silence for the teachers and students in Georgia.

8. STUDENT AND STAFF RECOGNITION / STUDENT ORGANIZATION REPORT

9. COMMITTEE-OF-THE-WHOLE

Action, Presentations: 9.01 Committee-of-the-Whole - Professional Learning Communities Presentation
Recommendation to convene into Committee-of-the-Whole for the Professional Learning Communities Presentation and Discussion

Motion by Michael Cleary, second by David Badanes.

Final Resolution: Motion Passes

Yes: David Badanes, Michael Cleary, Larry Licopoli, Thomas Loughran, Donna McNaughton, Allison C Noonan, Carol A Taylor

Dr. David Moyer, Superintendent of Schools, Dr. Dana Boshnack, Assistant Superintendent for Teaching and Learning, and Mr. Louis Bonadonna, Assistant Superintendent for Special Education and Student Services presented on Professional Learning Communities.



Professional Learning Communities Primer

Northport-East Northport Board of Education
Committee of the Whole
September 5, 2024



Objectives

- Introduce foundational Professional Learning Community principles
- Provide examples of teacher collaboration
- Discuss the role of eduCLIMBER in supporting PLCs
- Share plan for Year One implementation



Objective One: Introduce Foundational Professional Learning Community Principles





Why PLCs?

The Effect Size of Collective Teacher Efficacy is 1.57 (Hattie)

Rick DuFour: <https://www.youtube.com/watch?v=MnWDJExfAKE>



*A Coherent
Community
of Learners*



What is a PLC?

Edutopia Video: <https://www.youtube.com/watch?v=iUUVahqklj4>



The Basics

- Three Big Ideas
- Four Crucial Questions
- Seven Cultural Shifts
- Loose-Tight Leadership
- SMART Goals (100-Day Leaders)
- Learning by Doing (consistency with Fullan and Reeves)



Three Big Ideas

- Ensuring That Students Learn
- A Culture of Collaboration
 - Cooperation
 - Collegiality
 - Collaboration or Coblaboration
- A Focus on Results



Collaboration and the Importance of Teams over Groups?

DuFour Team/Collaboration:

<https://www.youtube.com/watch?v=0hV65KlItlE>



The Four Critical Questions

- What is it we want our students to learn?
- How will we know if each student has learned it?
- How will we respond when some students do not learn it?
- How can we extend and enrich learning for students who have demonstrated proficiency?



The Four Critical Questions Translated

- What is it we want our students to learn? (Curriculum)
- How will we know if each student has learned it? (Assessment)
- How will we respond when some students do not learn it? (Intervention)
- How can we extend and enrich learning for students who have demonstrated proficiency? (Enrichment)



The Seven Cultural Shifts

- Fundamental Purpose
- Use of Assessments
- Response When Students Don't Learn
- Work of the Teachers
- Focus
- School Culture
- Professional Development



Examples of the Seven Cultural Shifts

From	To	Category
Emphasis on what is taught . . .	a fixation on what is learned	Purpose
Coverage of content . . .	demonstration of proficiency	Purpose
Infrequent summative assessments . . .	Frequent common formative assessments	Assessment
Focusing on averaging scores . . .	Monitoring each student's proficiency in every essential skill	Assessment
Isolation	Collaboration	Work of Teachers
An assumption that these are "my students, those are your students"	An assumption that these are our students	Work of Teachers



Objective Two: Provide Examples of Teacher Collaboration



Grade Level Examples of PLC Meetings

Elementary example:

https://www.youtube.com/watch?v=_7YX40bWrCs

MS example:

<https://www.youtube.com/watch?v=QvDA5gVYg4M>

HS example:

<https://www.bartow.k12.ga.us/page/professional-learning-community>



Objective Three: Discuss the Role of eduCLIMBER in Supporting PLCs



Progress Monitoring: District's Data Dashboard

- As a District we recognize the important role that data can have on informing our decision making to support student learning and help us in designing meaningful teaching experiences for **ALL** students.
- A District "Data Dashboard" was created in response to the District's progress monitoring goal. Key stakeholders provided important feedback in the process of identifying and refining data metrics.



From Data to Action

- The District continues to explore tools to refine our approach in housing, utilizing, and integrating data. The following guides our continued progress monitoring efforts:
 - *Profile of a Graduate attributes*
 - **Critical Thinkers**
 - **Effective Communicators**
 - **Innovative Problem Solvers**
 - **Global Citizens**
 - **Collaborators**
 - *The District's 2024-2025 goals*
 - **Goal #1: Whole Child Growth and Development**
 - **Goal #2: Belonging and Safety**
 - **Goal #3: Long-Range Financial Planning and Stewardship**
 - **Goal #4: Communications and Community Engagement**
 - *The implementation of Professional Learning Communities at the district, building, and teacher level*



PLC's and eduCLIMBER

- Utilizing building data as part of the school improvement process and the implementation of PLC's.



Objective Four: Share Plan for Year One Implementation



Major Components of PLC Implementation Plan for 2024-25

- Administrator Retreat, *Cultures Built to Last*
- K-12 Principal Meetings, *Learning by Doing*
- Monday Teacher Collaboration Time
- School Improvement 100-Day Plans/SMART Goals
- Building PLC Goal, *Critical Issues for Team Consideration*



Cultures Built to Last

*PLCs are not an initiative or a program,
they define the culture of the district.*

- Clarity Precedes Competence
- Creating Coherence and Clarity
- The Loose-Tight Dilemma
- The Loose-Tight System in Action
- Sustaining the Improvement Process



Learning by Doing

- Defining a Clear and Compelling Purpose
- Building the Collaborative Culture
- Creating a Results Orientation
- Establishing a Focus on Learning
- Creating Team -Developed Common Formative Assessments
- Responding When Some Students Don't Learn
- Hiring, Orienting, and Retaining New Staff
- Addressing Conflict and Celebrating
- Implementation District -Wide



Monday Teacher Collaboration Time

Monday Meetings: Aligning with PLCs for Continuous Improvement

- **Integration with PLCs:**
 - Monday meetings are designed to complement and strengthen the work of Professional Learning Communities (PLCs).
 - Focus on collaborative inquiry, data -driven decision-making, and shared best practices.
- **Goals:**
 - **Deepen Collaboration:** Cross-grade and cross-content groups to broaden perspectives.
 - **Align with Building Goals:** Ensure discussions and outcomes support school improvement priorities.
 - **Enhance Student Learning :** Target curriculum, assessment, interventions, and extensions for maximum impact.
- **Path Forward:**
 - Move from isolated practice to a culture of shared responsibility and continuous improvement.
 - Utilize these meetings to build capacity, refine instructional strategies, and address student needs.





100-Day Plans/SMART Goals



- **Introduction to the Framework**
 - Empower principals to set focused, impactful goals within a 100-day period.
 - Rapid, measurable progress through targeted leadership actions.
- **Process Overview**
 - *Step 1: Align with Vision*
 - Ensure goals reflect district priorities.
 - *Step 2: Identify Key Challenges*
 - Use data and feedback to pinpoint areas of improvement.
 - *Step 3: Set SMART Goals*
 - Define Specific, Measurable, Achievable, Relevant, and Timebound goals.
 - *Step 4: Implement Strategies*
 - Develop action plans and assign responsibilities within PLCs.
 - *Step 5: Monitor and Adjust*
 - Regularly review progress, make adjustments as needed, and celebrate successes.



Building PLC Goal

- > Administer Critical Issues for Team Consideration in the fall
- > Identify one target area for improvement
- > Administer Critical Issues for Team Consideration in the spring
- > Celebrate Success!

Examples of reflective prompts :

- ✓ Each team member is clear on the knowledge, skills, and dispositions (i.e., the essential learning) that students will acquire as a result of our course or grade level and each unit within the course or grade level.
- ✓ We have identified the prerequisite knowledge and skills students need in order to master the essential learning of each unit of instruction.
- ✓ We have agreed on the criteria we will use in judging the quality of student work related to the essential learning of our course, and we continually practice applying these criteria to ensure we are consistent.



Objectives

- > Introduce foundational Professional Learning Community principles
- > Provide examples of teacher collaboration
- > Discuss the role of eduCLIMBER in supporting PLCs
- > Share plan for Year One implementation



Thank You!



Action: 9.02 Reconvene in Public Session
Recommendation to reconvene in Public Session

Motion by Larry Licopoli, second by Allison C Noonan.

Final Resolution: Motion Passes

Yes: David Badanes, Michael Cleary, Larry Licopoli, Thomas Loughran, Donna McNaughton, Allison C Noonan, Carol A Taylor

10. PUBLIC COMMUNICATION AND COMMENT/PARTICIPATION ON AGENDA ITEMS ONLY - Please Note: Community members are invited to share their questions, comments, or concerns regarding agenda items only with the School Board. When speaking, citizens should state their name and address for the record and limit their presentation to 3 minutes.

Name

Comment

Michelle Pettignano-Coggins	Stated she was confused about the security of information, if it was only as needed. Stated children need skills on how to study, take notes, writing, reading and researching. They are depending on the computer for everything. Asked what the cost of the program is. Stated that the priority should be the student learner. Asked what KPI means.
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11. NEW BUSINESS

Action: 11.01 Superintendent's 2024-2025 Goals
Recommendation to approve the following resolution:

"WHEREAS, Board of Education Policy 3210 requires the submission of the Superintendent's performance goals to the Board of Education by October 1st of each school year, and

WHEREAS, it is the responsibility of the Board of Education to evaluate the performance of the Superintendent of Schools, and

WHEREAS, Board policy 0300 provides in pertinent part that is the responsibility of the Board of Education to evaluate the District's progress towards the achievement of long term and short-term goals,

NOW THEREFORE, BE IT RESOLVED that the goals of the Superintendent for the 2024-25 school year hereinafter set forth are approved by the Board of Education:

1. 100% of Northport-East Northport Schools will demonstrate growth on their 2024-25 PLC Goal based on the Critical Issues for Team Consideration instrument from the Learning by Doing Handbook.
2. 100% of Northport-East Northport Schools will achieve their 2024-25 Belonging Goal as identified on their School Improvement Plans.
3. Complete Administrative Reorganization Plan to present to the Board of Education for approval that includes a reduction of two administrators for the 2025-26 school year.
4. Support the Board Communications and Community Engagement Committee through proactive involvement in school and community organizations, visibility at school and community events, and development of a plan for a comprehensive community engagement program that supports the strategic plan development process."

Motion by Allison C Noonan, second by David Badanes.

Final Resolution: Motion Passes

Yes: David Badanes, Michael Cleary, Larry Licopoli, Thomas Loughran, Donna McNaughton, Allison C Noonan, Carol A Taylor

Action: 11.02 Board Trustee Committee Appointments

Recommendation to approve the following resolutions:

"BE IT RESOLVED, that the Board of Education approves the following Board members to serve on each of the six established Board Committees:

Audit Committee: Carol Taylor, Mike Cleary

Belonging Committee: Carol Taylor, Allison Noonan

Communication and Community Relations Committee: Larry Licopoli, Donna McNaughton, Tom Loughran

Long-Range Financial Planning Committee: Larry Licopoli, Donna McNaughton, Tom Loughran

Policy Committee: Dave Badanes, Larry Licopoli, Mike Cleary

Whole Child Student Growth and Development Committee: Carol Taylor, Larry Licopoli, Allison Noonan."

Motion by David Badanes, second by Allison C Noonan.

Final Resolution: Motion Passes

Yes: David Badanes, Michael Cleary, Larry Licopoli, Thomas Loughran, Donna McNaughton, Allison C Noonan, Carol A Taylor

12. PUBLIC COMMUNICATIONS AND COMMENT/PARTICIPATION - Please Note: Community members are invited to share their questions, comments, or concerns with the School Board. When speaking, citizens should state their name and address for the record and limit their presentation to 3 minutes.

<u>Name</u>	<u>Comment</u>
Michelle Pettignano-Coggins	Stated she is confused about public comment as in the past questions were responded to and they did not have to send an email. Stated it is not equitable. Stated that if not for the SRO in Georgia there would have been more tragedy. Stated that multiple districts have implemented this and the Board has to consider it. Asked how many other districts have implemented PLCs.

13. BOARD REFLECTION

14. SUPERINTENDENT'S CLOSING REMARKS

Dr. Moyer stated that this has been one of the most impressive first days of school that he has experienced as a superintendent. He was very impressed with the calmness, disposition, routines, interactions with kids, and organization of making sure people knew where to go.

Dr. Moyer received positive comments on the Superintendent's Conference Day keynote speaker and the work teachers are doing on the profile of a graduate.

Dr. Moyer also stated that the public libraries are more than happy to help community members with accessing board information and agendas. There is an information piece related to Northport Middle School and environmental concerns available on the information table at the meeting and on the District's website. The lease contract for Bellerose Avenue School has been executed.

15. UPCOMING MEETINGS

Information: 15.01 Upcoming Meetings

REGULAR BUSINESS MEETING

Wednesday, September 18, 2024

7:00 p.m.

William J. Brosnan School

COMMITTEE-OF-THE-WHOLE

Thursday, October 10, 2024

7:00 p.m.

William J. Brosnan School

REGULAR BUSINESS MEETING

Wednesday, October 23, 2024

7:00 p.m.

William J. Brosnan School

16. ADJOURNMENT - Board policy requires adjournment by 10:30 pm, unless meeting is extended by vote.

Action: 16.01 Adjournment

Recommendation to adjourn the meeting

Motion by David Badanes, second by Allison C Noonan.

Final Resolution: Motion Passes

Yes: David Badanes, Michael Cleary, Larry Licopoli, Thomas Loughran, Donna McNaughton, Allison C Noonan, Carol A Taylor

At 9:12 p.m., the chair declared the meeting adjourned.

Respectfully submitted,

Beth M. Nystrom
District Clerk