

Pending BOE Approval

**Watertown Board of Education  
Regular Board of Education Meeting**

**Meeting Date:** November 09, 2020

**Meeting Time:** 7:30 p.m.

**Meeting Place:** Remote Meeting

**Members Present:** Ms. Leslie Crotty, Chairman  
Ms. Janelle Wilk, Vice Chairman  
Mr. Robert Makowski  
Ms. Diane Bristol  
Ms. Josephine Cavallo-Rosa  
Ms. Cindy Eastman  
Mr. Jason Malagutti

**Members Absent:** Ms. Cathie Rinaldi, Secretary

**Others Present:** Dr. John Ramos – Interim Superintendent of Schools  
Mr. Tom DiStasio – Business Manager  
Ms. Natalie Lindstrom – Student Council Representative

- A. Convene Regular Meeting – 7:30 p.m.**
- B. Salute to the Flag**
- C. Roll Call – Ms. Davidson**
- D. Minutes**

Agenda Item: D.1  
Subject: Minutes of the October 26, 2020 Regular Board of Education Meeting

Motion Presented By: Mr. Makowski  
Motion Seconded By: Ms. Wilk

Text of the Motion:	Madame Chair, I move that the Board accept the minutes of the October 26, 2020 meeting of the Board of Education as presented by Ms. Davidson.
Discussion:	None
Opposed:	None
Abstained:	None
Vote:	Motion passed

#### E. Board of Education Member Vacancy

**Ms. Crotty** – Tonight we are considering an appointment to the Board of Education to replace the seat that was vacated by the passing of Mr. Tom Lambert. I would like to refer you, for a moment, to the Town Charter. On page 4, section 206, it reads, “A vacancy in the Board of Education shall be filled by appointment by the remaining members of such Board for the unexpired term or until the next biennial election, whichever is sooner. If there is a biennial election before the expiration of the term of office of any person appointed to an elective office under the provisions of this section, such office shall be filled by the election of a person to fill that office for the unexpired portion of the term. In the 2021 municipal elections, the seat we will be appointing this evening would expire and then in the municipal election, that seat would be available as a 2 year term expiring in November 2023, the remaining years of Mr. Lambert’s term. Is there a motion?

Agenda Item:	E.1
Subject:	To Add a Member to the Board of Education to Fill a Vacated Seat
Motion Presented By:	Ms. Wilk
Motion Seconded By:	Ms. Bristol
Text of the Motion:	Madame Chair, I move that the Board appoint Brian Flaherty to the Board of Education to fill the vacancy left by Thomas Lambert, with a term that expires on November 8th, 2021 as per the Watertown Charter Section 206.
Discussion:	Ms. Crotty - Brian Flaherty is a lifelong resident of Watertown and is Executive Vice President at Sullivan & LeShane Public Relations, Inc., in Hartford. His professional career includes stints as the head of public

policy at the Connecticut Business & Industry Association and 12 years running the national public affairs operation for Nestlé Waters North America, the nation's largest bottled water company. Mr. Flaherty was elected to eight terms as state representative from the 68th District, representing Watertown, Oakville, Middlebury and Woodbury from 1989 to 2003 and serving as Deputy House Minority Leader and the ranking Republican on the Education Committee. Brian is a past Assistant Scoutmaster of Oakville's Troop 140, serves as Treasurer of the Watertown Library Association and is a Trustee of the Watertown Foundation. He graduated from Holy Cross High School in Waterbury and earned his Bachelor of Arts degree in Politics and Communication at Fairfield University. He and his wife Melanie have three children.

Opposed:	None
Abstained:	None
Vote:	Motion passed

**Mr. Flaherty** – Tom Lambert made Watertown/Oakville a great place to live. He made this town better with his service, he made those who knew him better for his friendship, he touched the lives of people who will never know his name and never realize what he did for them. I just want to thank Tom, thank his family who lent him to our town, and more importantly, to our Board of Education and to our schools. Thank you all. I admire the work that you do, I admire the work that the faculty, administrators and staff that go to work every day for the students and the people in this town. I hope that in these 12 months that I step in and follow his footsteps and never fill his shoes, as the saying goes. I hope you will feel that I have done a good job. Thank you all very much. I can't help but have a smile on my face thinking about Tom and what a great guy he was.

**Ms. Crotty** – I know that personally that Mr. Lambert would be so proud and honored to have you fill his vacancy. For that, I am extremely grateful and thrilled to be able to welcome you on behalf of the Board to the Board of Education and know that your knowledge and insight and all of your experience is going to serve our students and the Board of Education and this town as a whole very well, so thank you for your willingness to serve our community, especially now at such a critical time. Thank you and congratulations and at this point in the meeting, you are officially a member, so you may participate further. Just as a side note, pending approval tonight, Lisa Dalton, the Town Clerk, swore Mr. Flaherty in earlier with the caveat that it was with Board approval and that he could participate in today's meeting and also so he could sign the all important Code of Ethics with the Town. With Board approval, I would like to add an

action item to the agenda to include appointing Brian Flaherty to the Superintendent's Search Committee. Is there a motion to add the Agenda Item 4, under Action Item O?

Agenda Item:	E.2
Subject:	To Add an Action Item to the Agenda to Include Brian Flaherty to the Superintendent's Search Committee; Add Agenda #4, Under Action Item O
Motion Presented By:	Mr. Malagutti
Motion Seconded By:	Mr. Makowski
Text of the Motion:	So moved.
Discussion:	None
Opposed:	None
Abstained:	None
Vote:	Motion passed

#### F. Report from Student Council Representative – Natalie Lindstrom

**Ms. Lindstrom** - At **John Trumbull Primary School**, we enjoyed a PTO sponsored pumpkin decorating contest. It was so much fun and our students loved participating. Administration met with teachers for goal setting. Teachers planned in grade level and aligned their goals to the SSP.

At **Polk School**, with nearly ½ of the nation's children experiencing at least one serious trauma before their 18th birthday, it is fundamental that teachers are informed on trauma-informed practices. During the professional development day last week, all Polk teachers participated in a training session focused on this important topic. This training introduced staff to the definition of trauma as well as its prevalence and the ways it impacts children. We also explored specific trauma-informed teaching interventions, which participants had an opportunity to try out in breakout sessions. As a STEM activity, Mrs. Sarandrea's class spent time researching and creating their own bats with the goal of developing a paper bat that would fly the farthest. Students first made estimates about how far their bat would fly and then were able to test out their skills during two flights. Utilizing skills in measurement and computation, students determined which bats had the ability to fly the farthest.

At **Judson**, classroom teachers have communicated to parents regarding upcoming parent-teacher conferences, scheduled for November 18th and 23rd from 1:30-3:45 and November 19th from 5-7. This year, all conferences will take place virtually using Google Meets or via phone. WIN intervention groups are continuing successfully for classroom and virtual learners. Several staff members will be attending Frontline RTI training so student progress can

be tracked and monitored more efficiently. Progress monitoring will be taking place this week and reported out.

At **Swift**, this week our RULER Committee met with our teachers regarding the creation of classroom charters. They reviewed the importance of social and emotional support for students and staff, especially this school year, and how to talk to the students about their emotions. The RULER Committee is composed of teachers from every grade level and representatives from support staff, special education and the arts. We look forward to having all of our charters completed and on display before Thanksgiving. Our Swift Student Council is running their annual Food Drive this year but with a twist. This year, the members have invited every school in our district to combine efforts with us and run a district-wide food drive which we are calling "Friends Feeding Friends". It will run the week of November 16<sup>th</sup> through the 20<sup>th</sup>. The donations will be sent to the Watertown Food Bank. At Swift, we also recently held a Great Pumpkin Decorating Contest and were pleased with the number of entries we received on our first experience. Staff members also joined in and all contestants were recognized for their school spirit.

Good News Calls have resumed at the **high school**. Staff members nominate students who are exhibiting excellent effort, making positive contributions to the class or to the school, or who are demonstrating helpfulness and kindness toward others. We have made over ten Good News Calls home to families in the past two weeks. Both students and family members enjoy receiving these calls home, which highlight the positive characteristics of members of our student body. Faculty members had a productive day during the November 3rd Professional Learning Day. Teachers participated in a workshop about how to conference with students, which encourages individualized instruction for students through one-on-one support from the teacher. Another workshop on November 3 was a sharing of practices protocol, where teachers circulated through six round-robin sessions to consider the following questions: What strategies are working best for you during hybrid instruction?; What have you learned most about hybrid instruction thus far?; What does assessment look like in a hybrid instructional model?; How has assessment changes in a hybrid learning model? Video Production students created their second broadcast of the year, which was a newsmagazine-type program that is shown to all students during Student Success Planning meetings. A great deal of effort goes into planning for, shooting footage for, editing, and writing copy for the broadcasts, which are about 15 minutes in length. These are all excellent skills that students gain, which are readily transferred to other courses that students are taking as well as to the world outside of school.

## **G. Superintendent's Recommendations and Report**

### **1. Appointments – (Information Only)**

Mr. Keith Borkowski to the position of Assistant Football Coach at Watertown High School, effective for the 2020-2021 fall season, being paid the contractual stipend amount of \$4,725.00, Step 4, as represented in the WEA Agreement.

Ms. Audrey Brown to the position of Varsity Field Hockey Coach at Watertown High School, effective for the 2020-2021 fall season, being paid the contractual stipend amount of \$4,725.00, Step 4, as represented in the WEA Agreement.

Mr. Nicolas Buzzelli to the position of Cross-Country Assistant Coach at Swift Middle School, effective for the 2020-2021 fall season, being paid the contractual stipend amount of \$1,650.00.

Mr. Vitto Caliguiri to the position of Boys' Varsity Soccer Coach at Watertown High School, effective for the 2020-2021 fall season, being paid the contractual stipend amount of \$4,725.00, Step 4, as represented in the WEA Agreement.

Ms. Melissa Ciarlo to the position Girls' Soccer Head Coach at Watertown High School, effective for the 2020-2021 fall season, being paid the contractual stipend amount of \$4,725.00, Step 4, as represented in the WEA Agreement.

Ms. Kaycee Correia to the position of Volleyball Coach at Swift Middle School, effective for the 2020-2021 fall season, being paid the contractual stipend amount of \$2,408.00, Step 2, as represented in the WEA Agreement.

Mr. Eric Dietsch to the position of Boys' Soccer Coach at Swift Middle School, effective for the 2020-2021 fall season, being paid the contractual stipend amount of \$2,702.00, Step 4, as represented in the WEA Agreement.

Ms. Caleigh Dodge to the position of Junior Varsity Volleyball Coach at Watertown High School, effective for the 2020-2021 fall season, being paid the contractual stipend amount of \$2,669.00, Step 1, as represented in the WEA Agreement.

Ms. Danielle Ervin to the position of Field Hockey Junior Varsity Coach at Watertown High School, effective for the 2020-2021 fall season, being paid the contractual stipend amount of \$2,669.00, Step 1, as represented in the WEA Agreement.

Mr. Edwin Esson to the position of Assistant Football Coach at Watertown High School, effective for the 2020-2021 fall season, being paid the contractual stipend amount of \$4,725.00, Step 4, as represented in the WEA Agreement.

Mr. Edwin Esson to the position of Building Substitute at Swift Middle School, effective for the 2020-2021 school year, being paid a daily rate of \$100.00.

Mr. Angelo Gizzi to the position of Girls' Soccer Coach at Swift Middle School, effective for the 2020-2021 fall season, being paid the contractual stipend amount of \$2,702.00, Step 4, as represented in the WEA Agreement.

Ms. Chelsie Guerrera to the position of Cheerleading Assistant Coach at Watertown High School, effective for the 2020-2021 fall season, being paid the contractual stipend amount of \$2,856.00, Step 3, as represented in the WEA Agreement.

Ms. Holly Hanecak to the position of Girls' Swimming Head Coach at Watertown High School, effective for the 2020-2021 fall season, being paid the contractual stipend amount of \$3,942.00, Step 0, as represented in the WEA Agreement.

Ms. Renita Hilse to the position of Substitute Driver for Watertown Public Schools, effective for the 2020-2021 school year, being paid an hourly rate of \$14.50.

Ms. Brianna Hunt to the position of Assistant Speech & Language Pathologist at John Trumbull Primary School, effective October 5, 2020 at an annual salary of \$35,000.00 (prorated).

Ms. Lisa Jones to the position of Business Manager for Watertown Public Schools, effective November 9, 2020 at an annual salary of \$130,000.00 (prorated).

Mr. Kristian Kuegler to the position of Cross-Country Coach at Swift Middle School, effective for the 2020-2021 fall season, being paid the contractual stipend amount of \$2,702.00, Step 4, as represented in the WEA Agreement.

Mr. Brian LaFontaine to the position of Cross-Country Head Coach at Watertown High School, effective for the 2020-2021 fall season, being paid the contractual stipend amount of \$4,209.00, Step 4, as represented in the WEA Agreement.

Mr. Timothy Malootian to the position of Cross Country Co-Assistant Coach at Watertown High School, effective for the 2020-2021 fall season, being paid half the contractual stipend amount of \$1,623.50, Step 4, as represented in the WEA Agreement.

Ms. Nina Marinaro to the position of Girls' Junior Varsity Soccer Coach at Watertown High School, effective for the 2020-2021 fall season, being paid the contractual stipend amount of \$2,669.00, Step 1, as represented in the WEA Agreement.

Mr. Joseph Nappi to the position of Field Hockey Coach at Swift Middle School, effective for the 2020-2021 fall season, being paid the contractual stipend amount of \$2,702.00, Step 4, as represented in the WEA Agreement.

Mr. Joseph Nappi to the position of Athletic Director at Swift Middle School, effective for the 2020-2021 fall season, being paid the contractual stipend amount of \$3,294.00, Step 4, as represented in the WEA Agreement.

Ms. Jennifer Nugai to the position of Girls' Diving Coach at Watertown High School, effective for the 2020-2021 fall season, being paid the contractual stipend amount of \$2,482.00, Step 0, as represented in the WEA Agreement.

Mr. Robert Rose to the position of Assistant Football Coach at Watertown High School, effective for the 2020-2021 fall season, being paid the contractual stipend amount of \$3,942.00, Step 0, as represented in the WEA Agreement.

Ms. Sabrina Sinopoli to the position of Girls' Freshman Soccer Coach at Watertown High School, effective for the 2020-2021 fall season, being paid the contractual stipend amount of \$2,669.00, Step 1, as represented in the WEA Agreement.

Mr. Mark Southard to the position of Strength & Conditioning Coach at Watertown High School, effective for the 2020-2021 fall season, being paid the contractual stipend amount of \$2,355.00, Step 1, as represented in the WEA Agreement.

Mr. Shawn Stanco to the position of Head Football Coach at Watertown High School, effective for the 2020-2021 fall season, being paid the contractual stipend amount of \$7,172.00, Step 4, as represented in the WEA Agreement.

Mr. Matthew Terlizzi to the position of Assistant Football Coach at Watertown High School, effective for the 2020-2021 fall season, being paid the contractual stipend amount of \$4,131.00, Step 1, as represented in the WEA Agreement.

Mr. Michael Theriault to the position of Varsity Volleyball Coach at Watertown High School, effective for the 2020-2021 fall season, being paid the contractual stipend amount of \$4,725.00, Step 4, as represented in the WEA Agreement.

Mr. Kerry Thomas to the position of Boys' Junior Varsity Soccer Coach at Watertown High School, effective for the 2020-2021 fall season, being paid the contractual stipend amount of \$3,060.00, Step 3, as represented in the WEA Agreement.

Mr. Jerry Valentino to the position of Assistant Football Coach at Watertown High School, effective for the 2020-2021 fall season, being paid the contractual stipend amount of \$4,725.00, Step 4, as represented in the WEA Agreement.

Ms. Miranda Weidemier to the position of Head Cheerleading Coach at Watertown High School, effective for the 2020-2021 fall season, being paid the contractual stipend amount of \$4,725.00, Step 4, as represented in the WEA Agreement.

Ms. Beth Wolf to the position of Girl's Swimming Assistant Coach at Watertown High School, effective for the 2020-2021 fall season, being paid the contractual stipend amount of \$2,482.00, Step 0, as represented in the WEA Agreement.

2. **Transfers – (Information Only)**

Ms. Kelly Pannofino from the position of general cafeteria worker at Swift School, to Cook/Baker at Swift School, effective October 23, 2020.

Ms. Lisa Warner from the position of paraprofessional 30 hours at Polk, to paraprofessional 32 hours at Polk, Category 2, effective November 30.

3. **Resignations – (Information Only)**

None

#### 4. Grants – Information Only

- 1) The 2020-2021 Federal Consolidated Grant has been completed and submitted to the State Department of Education for approval. The total amount of the Consolidated Grant is \$294,432. This total includes \$5,894 for the town's parochial schools. The grant is composed of:

- a. Title I, Part A - Improving *Basic Programs Operated by Local Educational Agencies* - \$242,729
- b. Title II, Part A - *Teacher and Principal Training and Recruiting Fund* - \$51,703  
The grant monies will be applied toward district initiatives in the improvement of instruction and student learning, with a specific emphasis on academic interventions for struggling learners.

The grant was written by Lisa M. Fekete, Director of Curriculum and Instruction.

- 2) The 2020-2021 Title III, Part A, Subpart 1 - English Language Acquisition and Language Enhancement Grant application has been completed and submitted to the State Department of Education for approval. The total amount of the Title III Grant is \$16,391.

The grant monies will be utilized to offset a portion of the cost for a district English Language Learner Tutor. This tutor provides push-in and pull-out support to English Language Learners across schools, in order to expedite language acquisition and to ensure access to the core curriculum.

The grant was written by Lisa M. Fekete, Director of Curriculum and Instruction.

- 3) The 2020-2021 Title IV, Part A, Subpart 1 – Student Support and Academic Enrichment (SSAE) Grant application has been completed and submitted to the State Department of Education for approval. The total amount of the Title IV, Part A Grant is \$17,150.

The grant monies will be used to 1) provide all students with access to a well-rounded education;  
2) improve school conditions for student learning; and 3) improve the use of technology in order to improve the academic achievement and digital literacy of all students.

The grant was written by Lisa M. Fekete, Director of Curriculum and Instruction.

- 4) The 2020-2021 Bilingual Education Program Grant Application has been completed and submitted to the Connecticut State Department of Education for approval. The total amount of the grant is \$1,791.

The award for this grant is intended to provide children identified as limited English proficient with materials such as native language primary-level print materials, electronic materials, and bilingual primary-level books.

The grant was written by Lisa M. Fekete, Director of Curriculum and Instruction.

#### 5. Superintendent's Report

**Dr. Ramos** – Good evening. Welcome, Mr. Flaherty. Congratulations, Sir. Let me begin for a moment talking about covid-19. I know that is prevalent in everyone's mind. We are continuing to do our absolute best to keep our schools open. We need to try to keep our kids in school and that is certainly our commitment while being safe. Safety is our absolute priority. We are continuing to engage in mitigation strategies and I can say to you that staff members are working extremely hard to uphold these strategies. They are doing a tremendous job and I know our Board is aware and I want to enforce that within our community as well. That being said, we are still experiencing situations where we may have a positive case or, more prevalently, we will have students that are considered close contacts to a positive case. In those instances, we are working closely with Torrington Area Health District conducting the contact tracing and sending students home as necessary in order for them to ride out that area of self-quarantine and keeping everyone else in school. Obviously, this is also affecting teachers to some extent, but so far, we are able to continue on. That will continue to be our effort but please know, we are also prepared to go to promote learning should that become necessary. That is where things stand, it is day to day. The only other thing that I would like to put into my report is that Tom DiStasio is with us tonight for the last time as a member of the Board of Education staff. I have only had the opportunity to work with Tom for a short time but I can say that he is one outstanding young man and I know the board stands with me and congratulating Tom on this new opportunity and wishing Tom and his family very best and thanking you Tom for your hard work over these three years. It certainly has made a difference. We thank you for that.

#### H. **Presentation – Test Scores – 2019-2020**

**Ms. Fekete** - Ms. Fekete gave an update on the testing scores for the district. The scores that were used are the fall 2020 iReady Language Arts and Math for grades 2- 8. They were then compared to the fall of 2019 and the winter of 2020. She will go on to discuss the initiatives from 2019 – 2020 and what they will continue to work on.

She explained the differences on the three tiers: Tier I – performing solidly or above grade level; Tier II - scoring close to grade level or slightly below, but no more than one year below; Tier III - scored more than one year below on the assessment. She then went over how to read the graphs and what data you will actually be looking at. There were some important notes: iReady diagnostic assessments are adaptive and taken on the computer; at John Trumbull, this is often their very first experience in taking an assessment of this nature; this is one data point, albeit a very solid one, winter scores have historically been the most representative of student performance and a relatively close predictor of SBAC. Ms. Fekete then went over all of the math scores by grade and then compared them to last year.

Notes on math from the balcony view: fall scores from 2019 to 2020 are not completely dissimilar in pattern given the pandemic and the increase in grade level/expectations; evidence

of growth from Fall 2019 to Winter 2020 across all tiers; there is significant movement out of Tier III across schools; more movement from Tier II to Tier I is needed. She then went over the increase of the math scores of Tier I students pre pandemic (Via graph), the decrease of Tier II students pre pandemic, and the decrease of Tier III students pre pandemic. The dance floor considerations are: given we are still reckoning with changing conditions, how can we mitigate the gaps from the pandemic and move forward in general; how can we start out of the gate with more students in Tier I; how can we provide intervention for our neediest learners WHILE moving kids into Tier I at an expedited rate; how can we provide intervention beyond post elementary years given the inherent barriers in secondary scheduling structures?

She then went through the same information for language arts comparing the scores by grade and to last year. Notes on language arts from the balcony view: fall scores from 2019 to 2020 not completely dissimilar in pattern given the increase in grade level/expectations; there is evidence of notable growth from Fall 2019 to Winter 2020 across all tiers; there is significant movement out of Tier III; there is more movement from Tier II to Tier I than in mathematics; performance in language arts is stronger than mathematics. She then went over the increase of the language arts scores of Tier I students pre pandemic (Via graph), the decrease of Tier II students pre pandemic, and the decrease of Tier III students pre pandemic. The dance floor considerations are: given we are still reckoning with changing conditions, how can we mitigate the gaps from the pandemic and move forward in general; how can we provide intervention for our neediest learners WHILE moving kids into Tier I at an expedited rate; how can we provide intervention beyond post elementary years given the inherent barriers in secondary scheduling structures; what lessons can be learned from our instruction in language arts to be applied in mathematics?

She then went on to action steps and noted that all action steps can be connected to the instructional core. Action steps will be broken down into four categories: data driven decision making, curriculum, instruction, and student engagement/task. For data driven decision making 2019/2020, we provided training at all schools; all teachers used to set goals for professional growth & evaluation; utilized winter benchmark for planning instruction. For 2020/20201, SRBI Coordinators developed and used a similar protocol at each school to unpack fall data; SRBI Coordinators will collaborate with Director of C&I and Building Administrators to build capacity & facilitate use of: data chats, standards-based assessments, growth monitoring mid-point assessment, the toolkit, winter benchmark protocol; add DIBELS for language arts and math K-8. She went on to discuss the SRBI committee, how they are establishing and realigning the process and what their next steps are.

Moving on to curriculum, for 2019/2020 we: utilized TreGoEd process with administrators to determine curriculum priorities; established curriculum priorities: high school math; Grades 3-8 language arts, Grades 3-8 science; developed a common protocol for evaluating and adopting curriculum documents or primary resources (Using some of the TreGoEd tools); completed approximately half of the process for selecting a primary resource at WHS for math; met several times as a K-8 ELA department to identify curricular needs; utilized TreGo Ed protocols with

middle school math teachers to identify needs and concerns, after onset of COVID-19, opted to use a combination of instructional resources in grades 6-8 math versus the exclusive use of Illustrative Math; planned for NGSS Science Training in grades 3-5 with CREC (currently on hold); implemented phonics units at JTPS; implemented standards based report cards in grades 3-5. The next steps are: complete the process for the selection and adoption of a primary resource for WHS and establish a roll-out plan, send a selection of the grade 3-5 ELA curriculum and grade 6-8 math resource binders for evaluation at EdAdvance to determine whether we will revise existing curriculum, write or buy new curriculum or select a primary resource, investigate the adoption of a grades 6-8 ELA curriculum or primary resource. For instruction 2019/2020: provided professional learning time and resources related to the HHS throughout the year, implementation of self-selected HHS was the focal point of Professional Growth & Evaluation for all teachers in 2019-2020; completed one cycle of instructional rounds at each school. Next steps include: switched gears to focus on the three potential teaching models: In-Person, Hybrid and Remote and on student/family engagement (as directed by the Connecticut State Department of Education (CSDE)); created planning documents for Professional Growth & Evaluation for this year that illustrate connections to the HHS, cannot conduct Instructional Rounds due to COVID-19, therefore will focus on administrator walkthroughs which can be conducted virtually if need be; create an administrator committee to create a common document for administrator walkthroughs, work with administrator committee to create a temporary flowchart to determine practices for addressing truancy across the three teaching models. For student engagement/task for 2019/2020: ongoing area of focus at PLCs and through the Professional Growth and Evaluation Process and for 2020/2021, focus for Professional Growth & Evaluation for 2020-2021 is student engagement (per CSDE).

Ms. Fekete went over additional action steps for professional growth and development, instructional models and how to restructure math support.

This is a condensed version of this presentation. To see the presentation in its entirety, please visit: <https://www.youtube.com/channel/UCIf9pwrH64gbrzGfmV4dtSw>

## I. **New and Updated Board Policies – First Reading**

**Ms. Crotty** - We have some policies that were reviewed by the Policy & Labor Committee this evening and will be presented to the Board for the first reading tonight. You will have two weeks to review and address any concerns you may have and then at the next board meeting we will look to approve whatever final version of these policies that we have.

### Series 4000

1. Code of Ethics (NEW) - The Code of Ethics is designed to provide employees notice of expected professional conduct. It clearly defines areas that employees need to comply with standards. Some of these standards appear in other areas of our policy book related to other items.

2. Sex Discrimination and Sexual Harassment (Personnel) – This policy has been revised in accordance with the new Title IX federal regulations that became effective August 14, 2020. These changes narrow the definitions of sexual harassment under Title IX; limit the obligation to

investigate the complaints to conducts that occur in the schools or on campuses; they require mandatory response obligations from the schools; changes the standard to school liability; more detailed grievance procedures for the ways schools process and respond to complaints; changes to hearings and written questions that are required; it mandates that schools can choose what standard of evidence they use for their investigation. It also states that schools must offer parties an appeal from a determination regarding responsibility. There are also new requirements on training for sexual discrimination and sexual harassment and the frequency of the training and materials covered.

Series 5000

1. Title IX of the Education Amendments of 1972 - Prohibition of Sex Discrimination and Sexual Harassment (Students) (formerly titled Sex Discrimination and Sexual Harassment) - This policy has the same changes as above in relation to Title IX, but in relation to students. Based on the new regulations from the Federal Government, we are no longer able to investigate claims of sexual discrimination or harassment that take place off campus or not as a part of educational activities. In your email, you will find additional information and links on the Title IX changes and the original regulations. One of the major changes is that sexual harassment can now be defined as sexual discrimination.
  - a) **Appendix A** - Policy Regarding Title X1 of the Education Amendments of 1972- Prohibition of Sex Discrimination and Sexual Harassment (students) – Reminder that the new language is in blue and deleted in red.
2. Student Dress – This policy has been revised to clarify that attire or accessories depicting the Confederate Flag or the Nazi Swastika constitute attire or accessories depicting or suggesting violence so as to disrupt the educational environment or that provokes others to acts violently or causes others to be intimidated by fear or violence or that constitute fighting words and thus are prohibited. The policy further clarifies that masks may be work in school in conjunction with the health and safety protocols.
3. Transportation – This policy has been revised to include the new statutory requirement that the Superintendent of Schools must report to the Commissioner of the Department of Motor Vehicles any complaints that are received during a 12-month period and accidents involving pedestrian students at or in the area of a school bus. This policy is in line with a change to CT General Statute 10-221C.

**J. Discussion Regarding Superintendent of Schools Leadership Profile  
Mary Broderick, CABA Search Consultant**

**Ms. Broderick** - As she gave her update, Ms. Broderick showed a slide presentation on all information given and related to her discussion. She began with going over all of the different interview and focus group participants and what percentage she had from the survey responses. Next, she went over the strengths of Watertown and its schools. They included: great teachers & staff, community, schools, communication, students, vision, the Board of Education, the different parents and PTO groups, Diversity/Equity/Inclusion/Social Justice and the physical schools. Each one was described and gone over. She then went over the challenges facing Watertown. The challenges include: consistency in administration, the schools & programs they offer, financial stress, Covid-19/health/safety, communication/transparency, staff, student

culture/engagement/behavior, diversity/equity/inclusion, community/politics, parent participation and finally, vision. Again, each of these, and with some, the number of participants, were gone over and explained.

From there, Ms. Broderick went onto the desired expertise and qualities in a new superintendent. These included: *Expertise* - If we look at respondents' top three choices combined: communicates and collaborates effectively in schools and community (24.2%) is now the top choice, builds trusting relationships with students, staff, and community (22.8) is in second. Shares vision of excellence and innovative instruction (14.2%) is third. Next was *Quality* - If we again look at participants' top three choices, the priority order is: keeps students' growth and wellbeing the primary focus (24.1%) is the top choice and accessible, approachable, and visible in schools and community (23.8%) is a very close second. Now in third is decisive, confident, objective problem solver with good judgment (14.6%). Moving on, the other items wanted in the leadership profile are: communicates and collaborates effectively in schools and community, builds trusting relationships with students, staff, and community, shares vision of excellence and innovative instruction, accessible, approachable, and visible in schools and community, keeps students' growth and wellbeing the primary focus, dedicated commitment to Watertown's vision and mission, and finally, decisive, confident, objective problem solver with good judgment and knowledgeable. Each of these were also explained in her presentation.

To see her entire presentation, please visit:

<https://www.youtube.com/channel/UCIf9pwrH64gbrzGfmV4dtSw>

**K. Public Participation (Please state name, address and topic of discussion)**

None

**L. Communications – Secretary**

None

**M. Committee Reports:**

**Curriculum and Instruction Committee, Ms. Cathie Rinaldi, Chair – No**

**Policy and Labor Committee, Ms. Janelle Wilk, Chair – Yes**

The Policy & Labor Committee met earlier this evening to go over some new policies for the first reading tonight that you just shared with us.

**Budget and Finance Committee, Ms. Diane Bristol, Chair – No**

Extended a thank you to Tom DiStasio for all he that he has done for the town. It was a pleasure to work with him.

**Facilities/PBC/Operations Committee, Ms. Leslie Crotty – No**

**Governance and Community Engagement Committee, Mr. Robert Makowski, Chair – No**

**N. Report from the Board Chair**

**No Report**

**O. Action Items – Adoption of Items to be Approved by Consent**

Agenda Item:	O.1
Subject:	Consideration of the Approval of the Change in Names on the Watertown Public Schools Child Nutrition Program Account
Motion Presented By:	Mr., Makowski
Motion Seconded By:	Ms. Eastman
Text of the Motion:	Madame Chair, I move that the Board approve of the change in names on the Watertown Public Schools Child Nutrition Program Account, to add Dr. John Ramos, Interim Superintendent of Schools, Lisa Jones, Business Manager, and Cathie Rinaldi, Board Secretary, effective November 10, 2020.
Discussion:	None
Opposed:	None
Abstained:	None
Vote:	Motion passed
Agenda Item:	O.2
Subject:	Consideration to Approve of the Superintendent Leadership Profile
Motion Presented By:	Ms. Bristol
Motion Seconded By:	Mr. Malagutti
Text of the Motion:	Madame Chair, I move that the Board approve of the Superintendent of Schools Leadership Profile as presented by Mary Broderick, CAFE Search Consultant.
Discussion:	None

Opposed: None  
Abstained: None  
Vote: Motion passed

Agenda Item: O.3  
Subject: Consideration of the Approval of Acceptance of a Gift

Motion Presented By: Ms. Rosa  
Motion Seconded By: Ms. Bristol

Text of the Motion: Madame Chair, I move that the Board approve of the donation of \$3,000.00 from Theraplant LLC of Watertown, CT to Watertown Public Schools for In-Service Training and that a letter of appreciation be sent to the donor.

Discussion: None

Opposed: None  
Abstained: None

Vote: Motion passed

Agenda Item: O.4  
Subject: Consideration of the Approval to Add Brian Flaherty to the Superintendent Search Committee

Motion Presented By: Ms. Rosa  
Motion Seconded By: Mr. Malagutti

Text of the Motion: Madame Chair, I move that the Board appoint Brian Flaherty to the Superintendent Search Committee, effective immediately.

Discussion: None

Opposed: None  
Abstained: None

Vote: Motion passed

**P. Future Agenda Items and Board Members Comments**

All members of the Board of Education came on and thanked Tom DiStasio for all of his hard work and wished him well in his new endeavor.

**Q. Public Participation – (Please state your name, address and topic of discussion)**

**None**

**R. Adjournment**

Agenda Item:	R.1
Subject:	To adjourn the meeting
Motion Presented By:	Ms. Wilk
Motion Seconded By:	Ms. Eastman
Text of the Motion:	Madame Chair, I move that we adjourn.
Discussion:	None
Opposed:	None
Abstained:	None
Vote:	Motion Passes

The meeting adjourned at 9:24 p.m.

Respectfully Submitted,

Mindi Davidson  
Recording Secretary

Cathie Rinaldi  
Secretary of the Board