

**MAYNARD PUBLIC SCHOOLS
MINUTES OF SCHOOL COMMITTEE MEETING
FOWLER LIBRARY
AUGUST 25, 2016**

Present: Dawn Capello, Justin Hemm, Jamal De Vita, Bethlyn Houlihan, Mary Mertsch (Absent)
Administrators: Robert J. Gerardi, Jr., Superintendent; Peter DiCicco, Business Advisor, Jennifer Gaudet, Assistant Superintendent

Meeting called to order at 7:00 p.m.

Meeting called to order by Dr. Gerardi, due to School Committee By-Laws. Dr. Gerardi asked for nominations for Chairperson. Ms. Mertsch nominated Dawn Capello for Chairperson. Dr. Gerardi asked if there was another nomination. Ms. Capello was elected Chairperson 4-0.
Ms. Capello nominated Justin Hemm for Vice-Chairperson. Ms. Capello asked if there was another nomination. Mr. Hemm was elected Vice-Chairperson 4-0.
Ms. Capello will entertain interest by other committee members or liaison positions. She will then make a formal decision and notify the members.

Superintendent's Report

Dr. Gerardi reported that we are close to hiring all open positions. We now have .5 Librarian.
Dr. Gerardi introduced and welcomed Carol Gahan to the School Committee.

Citizen's Comments

None.

Cultural Proficiency

The Assabet Valley Collaborative has been offering courses on cultural proficiency. Teachers and administrators have taken the course. Ms. Gaudet worked with the leadership team to develop a schedule for Cultural Proficiency with our staff for the 2016-2017 school year. Ms. Gaudet and Ms. Gahan presented the Maynard Cultural Proficiency Plan.

The Cultural Proficiency Continuum is a conceptual framework for assessing personal and organizational progress and providing common language to describe both healthy and dysfunctional events and policies. The six points along the continuum are the following.

Cultural destructiveness: eliminating other people's cultures.

Cultural incapacity: believing in the superiority of one's own culture and behaving in ways that disempower another's culture.

Cultural blindness: acting as if cultural differences do not matter or as if there are no differences among and between cultures.

Cultural pre-competence: recognizing the limitations of one's knowledge and skills or an organizations practices when interacting with other cultural groups.

Cultural competence: interacting with others using the five essential elements as the standard.

Cultural proficiency: esteeming culture, interacting effectively in a variety of cultural groups, committing to continuous learning.

Our district goal #6 is to Improve our Capacity to Meet the Needs of All Learners. This initiative will move our school community from wherever we are on the continuum to the end result of cultural proficiency.

BBST

Ms. Gaudet and Ms. Gahan reported on the Building Based Support Team meetings.

The committee was a diverse group of teachers and administrators across the district. They looked at students and how they were referred. It was different in each school. The purpose of the team was identified and a general statement of purpose was made. The team identified an intervention cycle and developed teacher and building based support teams.

Citizen's Comments

None

Members Comments/Questions

All members are looking forward to a new school year. Mr. Hemm and his family are hosting a Foreign Exchange Student.

Ms. Houlihan made a trip to Netherlands and Finland and she will report at a future meeting.

Ms. Capello would like a discussion on focus for the next school year. We need a jump on the budget season.

Ms. Houlihan likes that we are focused on cultural proficiency.

A motion was made by Ms. Capello to enter into executive session by roll call vote at 8:10 p.m. 2nd by Mr. Hemm.

Respectfully submitted,

Colleen Moore

Administrative Assistant to the Superintendent of Schools