



# MCCPS Board of Trustees

## Board of Trustees November 2023 Meeting

Published on November 24, 2023 at 1:03 PM EST

Amended on November 25, 2023 at 2:39 PM EST

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### Date and Time

Tuesday November 28, 2023 at 7:00 PM EST

### Location

17 Lime Street, Marblehead, MA 01945

<https://www.google.com/url?q=https://us06web.zoom.us/j/98355446062?pwd%3DbVg2VzE4bEZUVXJqY0R4UjJnVmZ1dz09&sa=D&source=calendar&ust=1701372208267687&usg=AOvVaw3XGMIUWUNKaeNDaYmDGRIR>

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### Agenda

	Purpose	Presenter	Time
<b>I. Opening Items</b>			<b>7:00 PM</b>
Opening Items			
<b>A.</b> Record Attendance and Guests		William Rockwell	
<b>B.</b> Call the Meeting to Order		Katie Holt	2 m
<b>C.</b> Approve Minutes	Approve Minutes	William Rockwell	3 m
<b>II. MCAS Presentation and Discussion</b>			<b>7:05 PM</b>

	Purpose	Presenter	Time
<b>A.</b> Review of MCAS Data	Discuss	Megan Hale	20 m
<b>III. New Board Composition--Discussion and Vote</b>			<b>7:25 PM</b>
-Conflict of interest research discussion			
-Need for new committee chairs			
<b>A.</b> Vote: Jeff Lewis new committee chair	Vote	Katie Holt	5 m
-Kathy Santoro no longer chair due to conflicts			
<b>B.</b> Vote: New Personnel Committee Chair	Vote	Katie Holt	10 m
<b>IV. HOS Report</b>			<b>7:40 PM</b>
<b>A.</b> Monthly Report	FYI	Stephanie Brant	15 m
<b>V. Committee Updates</b>			<b>7:55 PM</b>
<b>A.</b> Finance Committee	FYI	Rudi Herve	10 m
<b>B.</b> Governance Committee	Discuss	Polly Titcomb	10 m
<b>C.</b> Personnel Committee	Discuss	Katie Holt	5 m
<b>D.</b> Academic Excellence	Discuss	Jessica Xiarhos	10 m
<b>E.</b> Development & Communications	Discuss	Kimberly Nothnagel	10 m
<b>F.</b> DEI Committee	Discuss	Lindsay Smith	10 m
<b>G.</b> HOS Search Committee	Discuss	Jeff Lewis	10 m
Update on search status; timeline for interviews; interview panel creation			
<b>VI. Public Comment</b>			<b>9:00 PM</b>
<b>A.</b> Public Comment	Discuss	Katie Holt	5 m
<b>VII. Public Comment</b>			<b>9:05 PM</b>
<b>A.</b> Public Comment	Discuss	Katie Holt	5 m
<b>VIII. Closing Items</b>			<b>9:10 PM</b>

	Purpose	Presenter	Time
<b>A. Recap Action Items</b>	Discuss	Katie Holt	5 m
Clerk to review actions items, add any additional items discussed.			
<b>B. Board Comments</b>	FYI		5 m
<b>C. Adjourn Meeting</b>	Vote	Katie Holt	

# Coversheet

## Review of MCAS Data

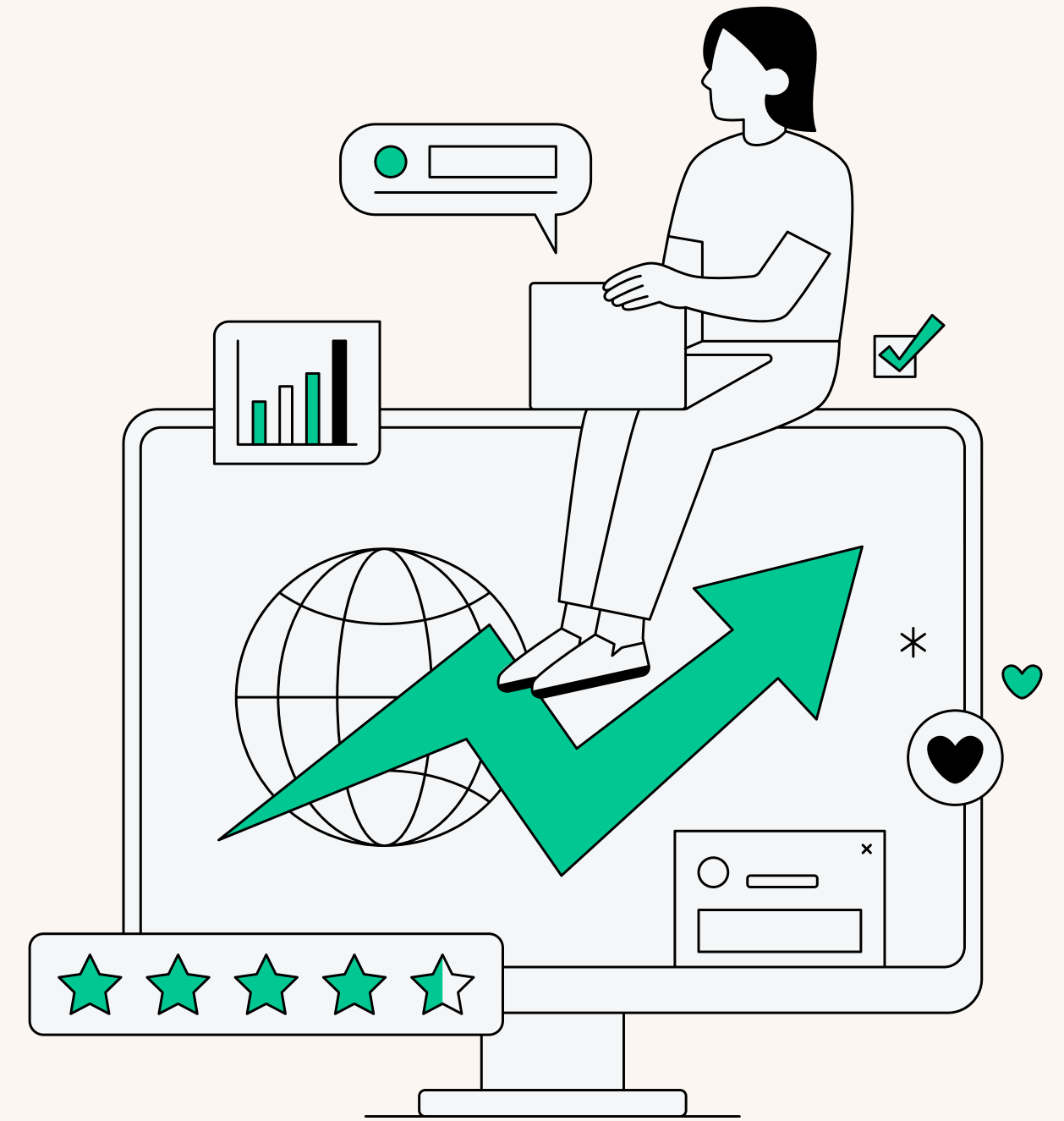
**Section:** II. MCAS Presentation and Discussion  
**Item:** A. Review of MCAS Data  
**Purpose:** Discuss  
**Submitted by:**  
**Related Material:** mCAS Data Analysis 2023 (1).pdf



Presented by Meghan Hale with support from Academic Excellence

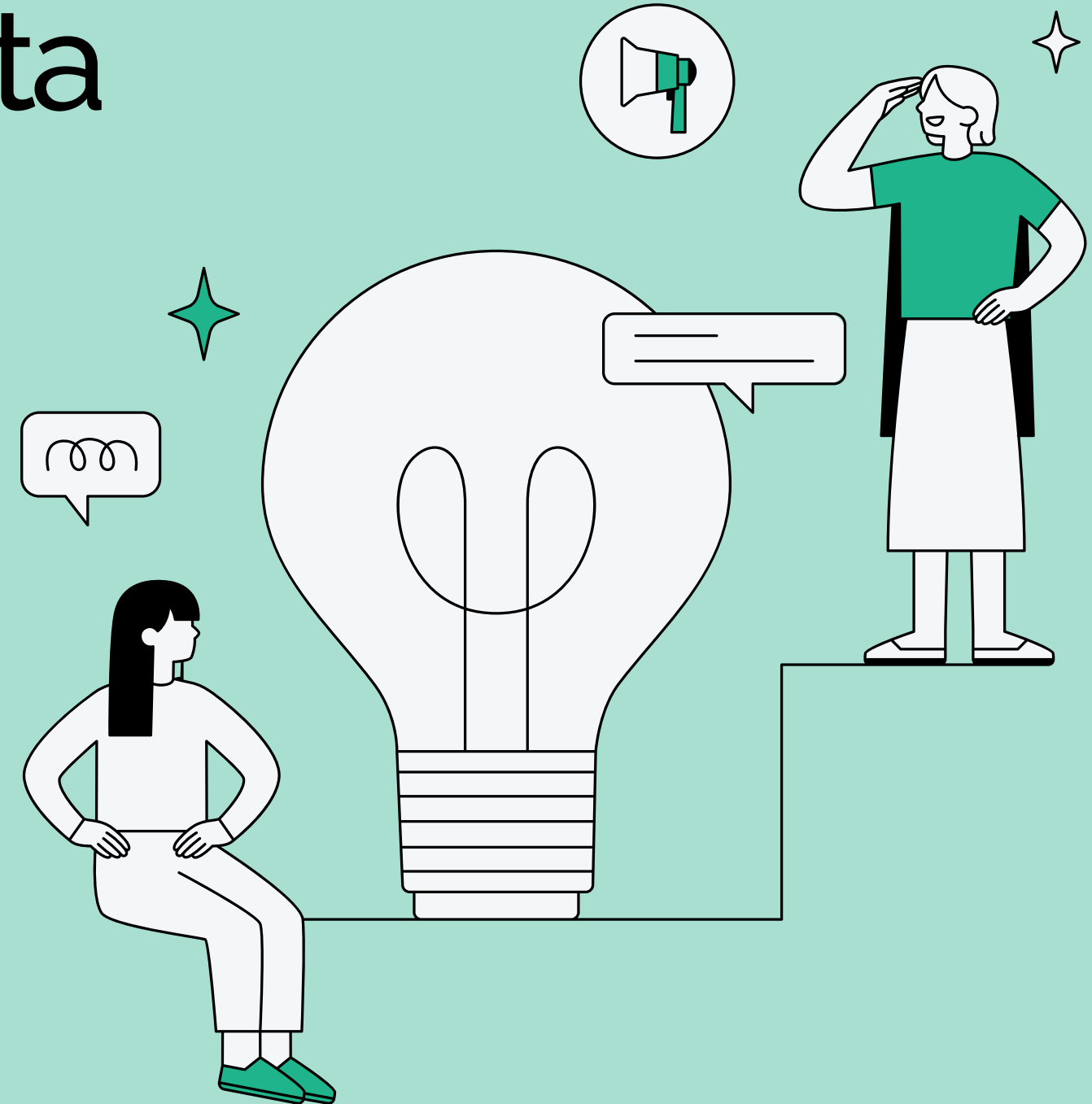
# Analysis of results

## MCAS 2023





- Overview of statewide data
- MCCPS Data
- Comparative Data
- School Response



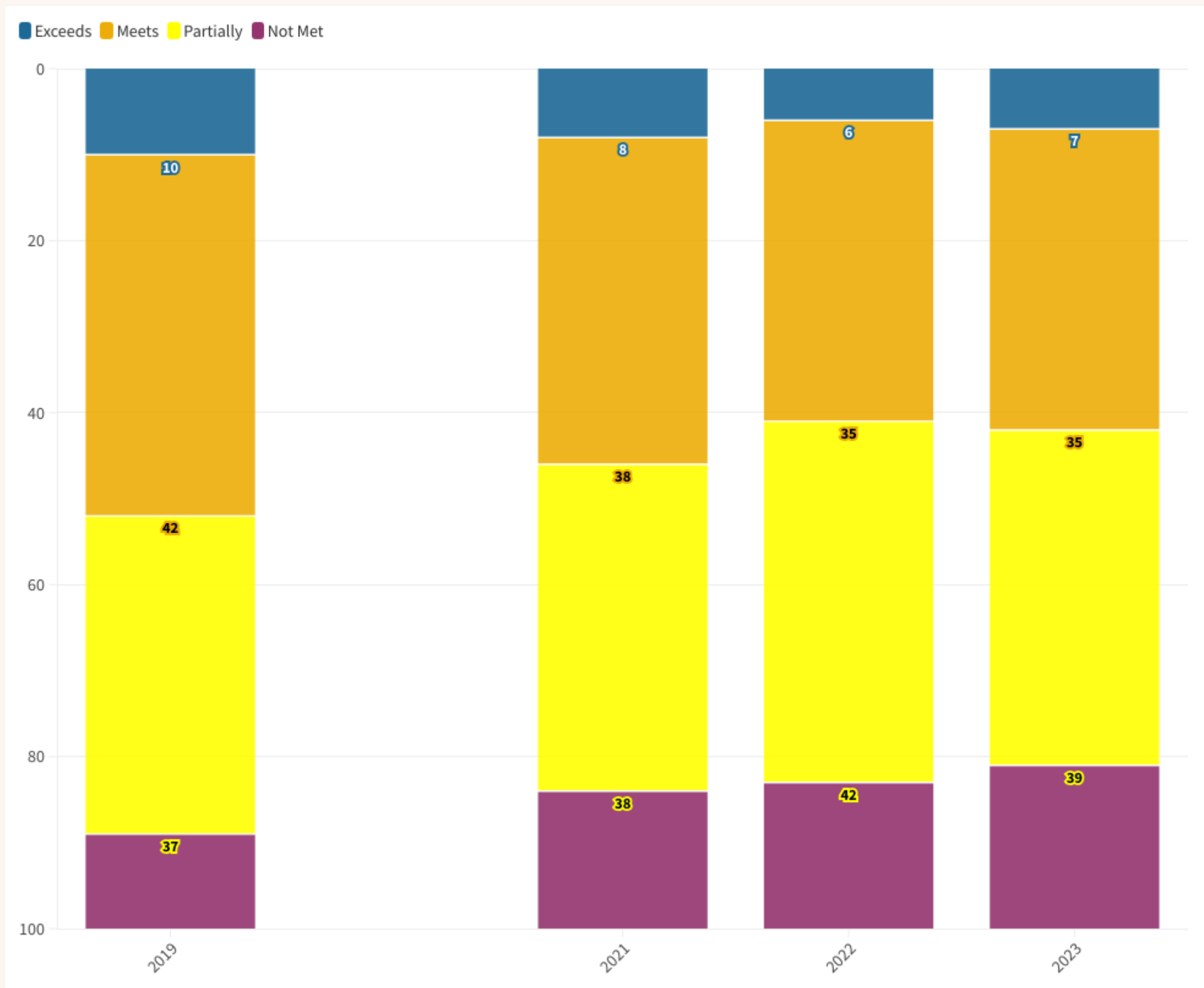
# Next Gen MCAS

- Focuses on students' critical thinking skills
- It is meant to be a clearer indicator of a student's readiness for the next grade level and college readiness
- Fully administered on a computer
- Spring of 2019: All tests were Computer Based “Next Gen”

# Test Administration- Achievement Category

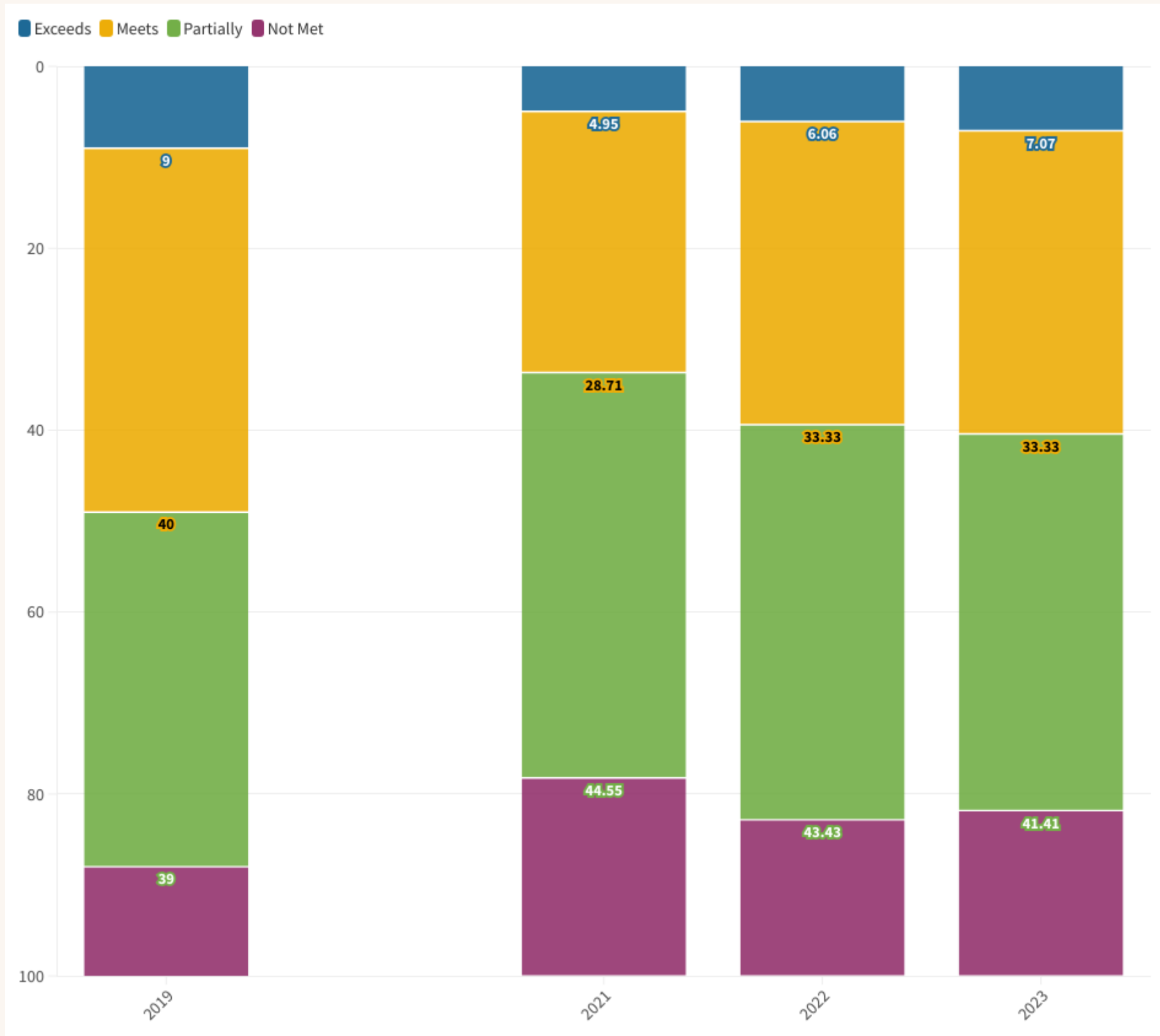
<b>Acheivement Category</b>	<b>Scaled Score Range</b>
<b>Exceeds Expectations</b>	<b>530-560</b>
<b>Meeting Expectations</b>	<b>500-529</b>
<b>Partially Meeting Expectations</b>	<b>470-499</b>
<b>Not Meeting Expectations</b>	<b>440-469</b>

# Statewide Statistics- ELA



- ELA in grades 3-8
  - **2019:** 52% of students met or exceeded expectations
  - **Difference** of -10% compared to the 2023 test
  - **2022:** 41% Met or Exceeded Expectations
  - **2023:** 42% Met or Exceeded Expectations
  - Difference of +1%

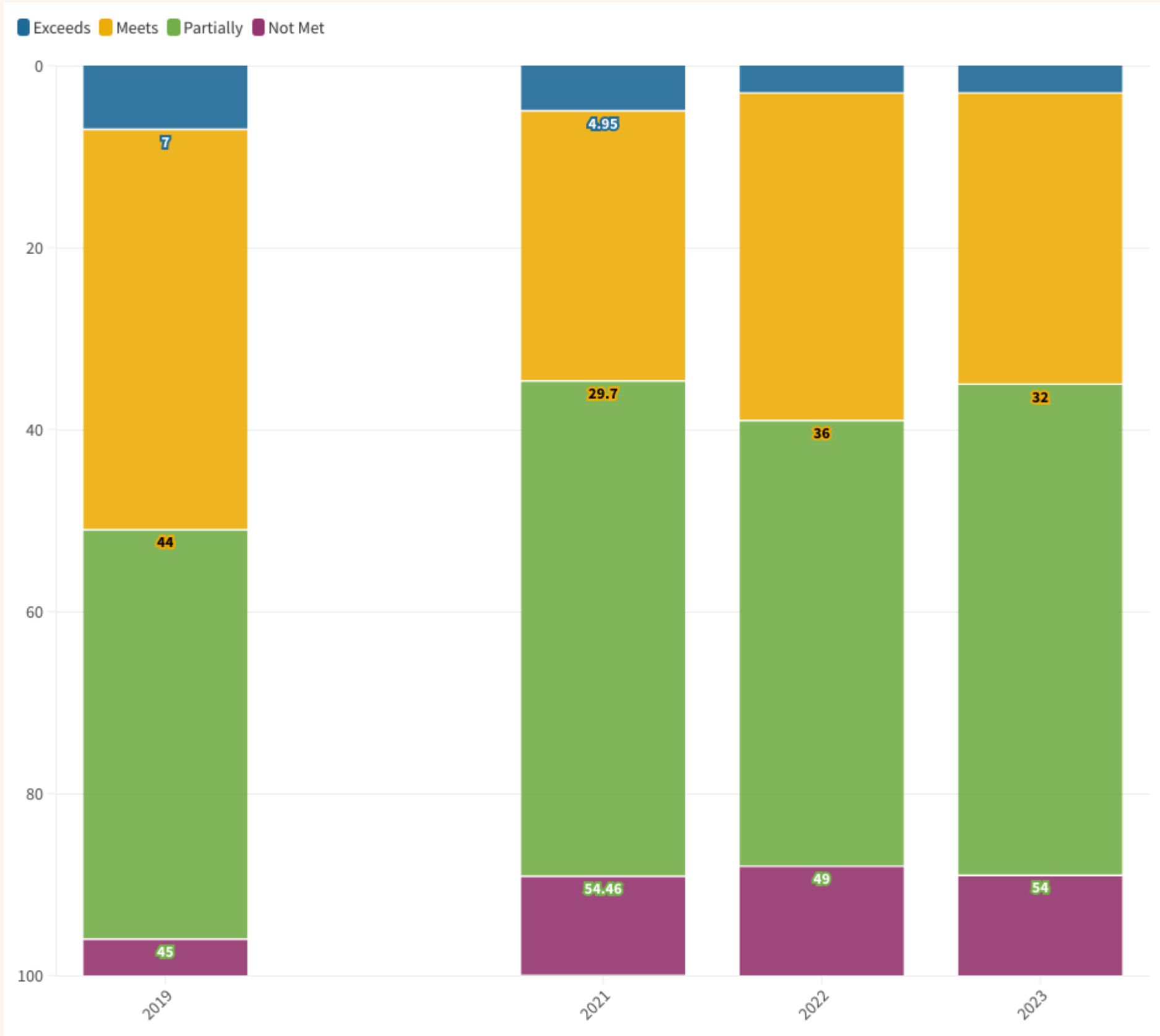
# Statewide Statistics- Math



- Math in grades 3-8
  - **2022:** 39% Met or Exceeded expectations in 2022
  - **2023:** 40% Met or Exceeded expectations in 2023
  - **Difference** of +1%
  - **2019:** 49% Met or Exceeded Expectations
  - **Difference** of -9% compared to the 2023 test

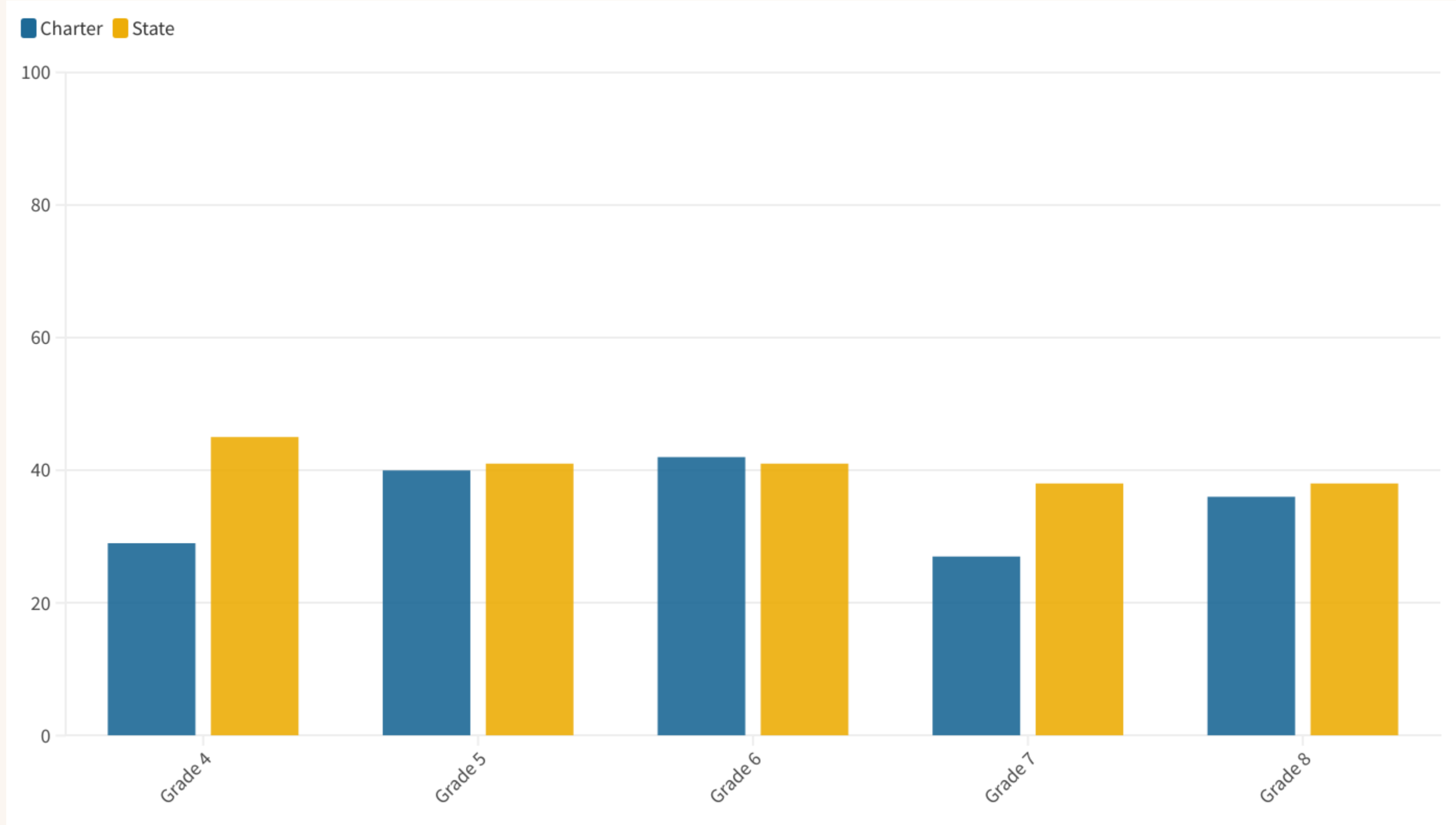
# MCCPS Results

## Math



- **2019:** 51% of students met or exceeded expectations
- **Difference:** -16% points pre-pandemic
- **2022:** 39% of students met or exceeded expectations
- **2023:** 35% of students met or exceeded expectations
- **Difference:** -4% points since 2022

# Statewide Comparison- Math



Grade 4:  
-16

Grade 5:  
-1

Grade 6:  
+1

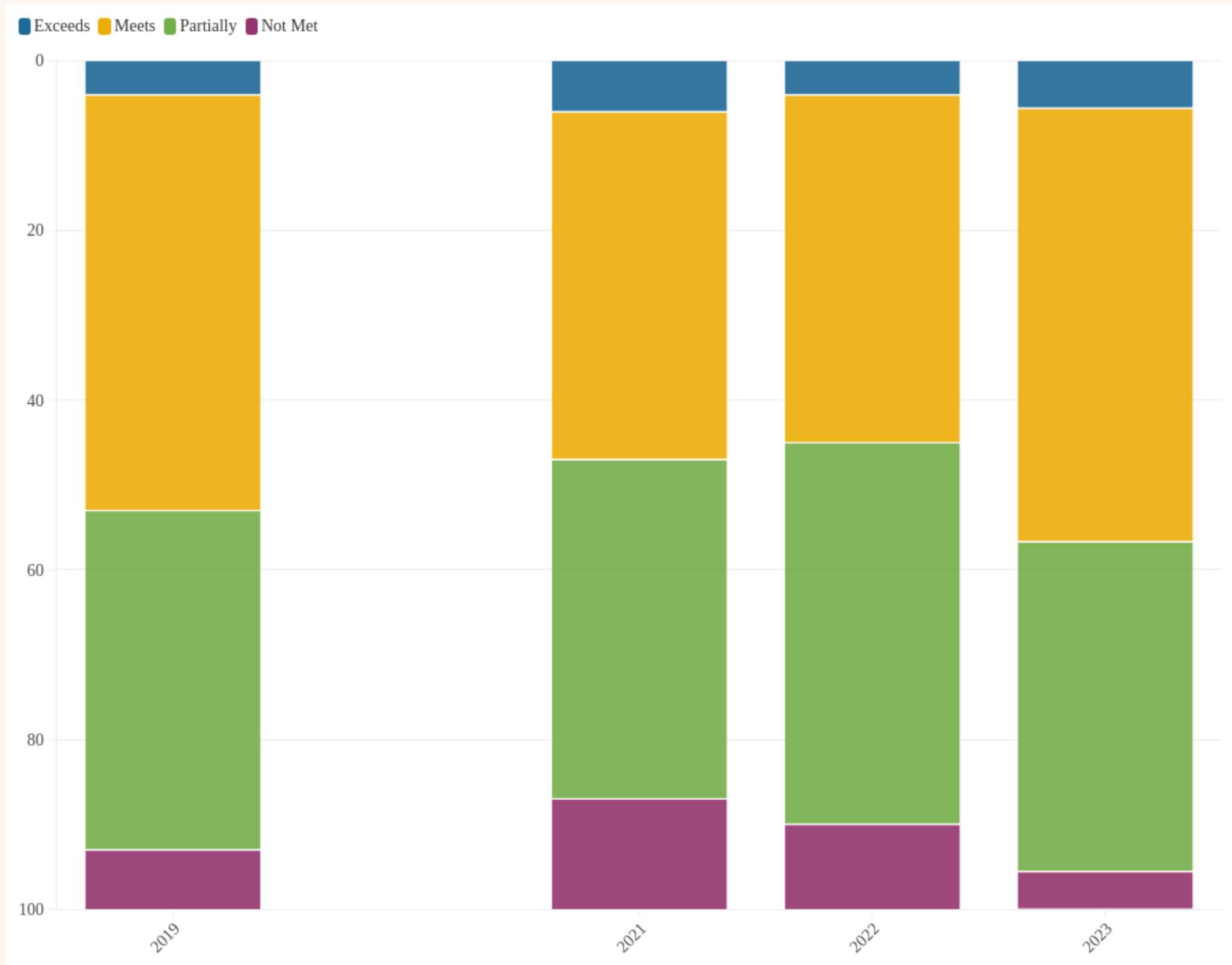
Grade 7:  
-11

Grade 8:  
-2



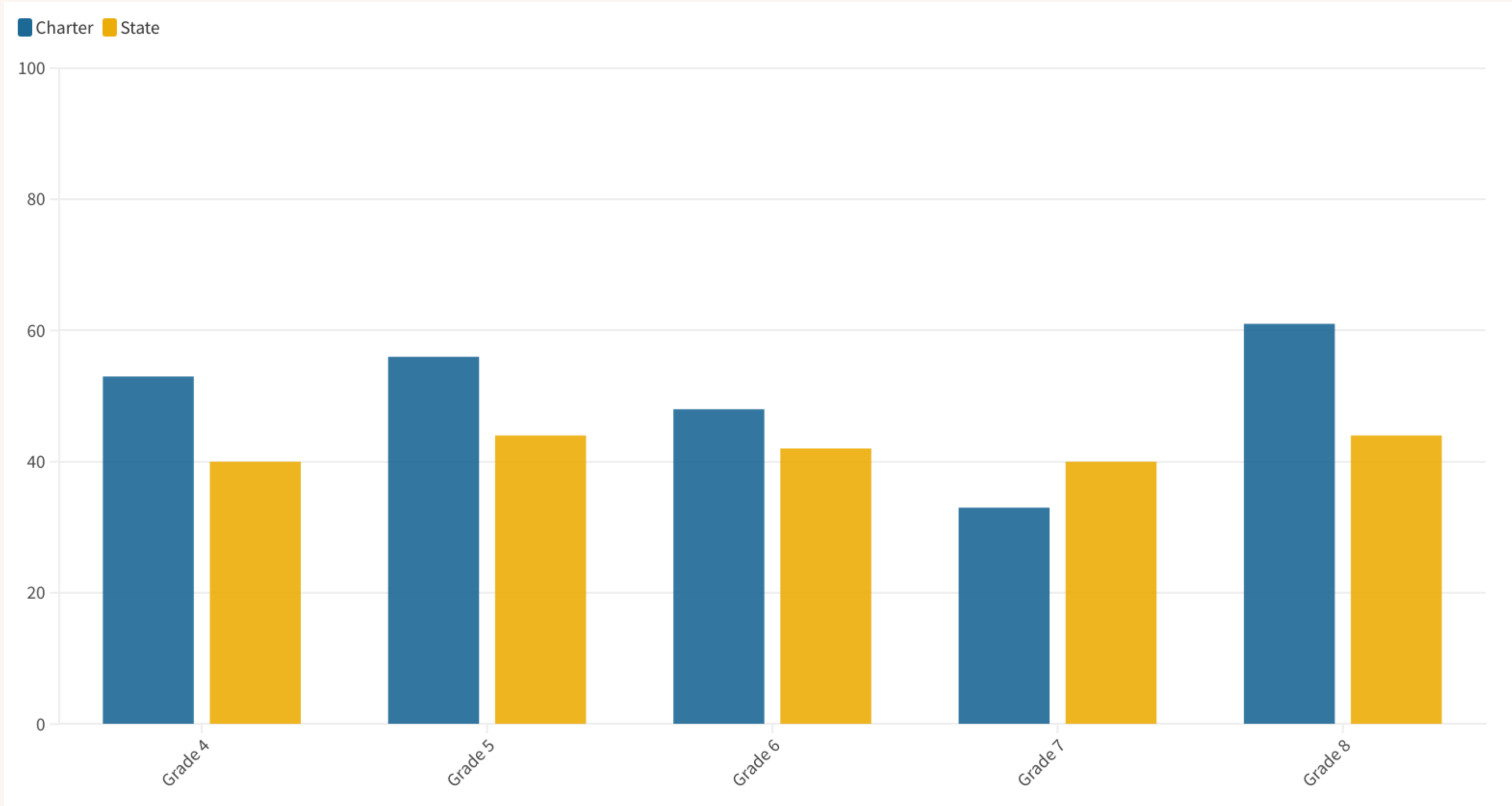
# MCCPS Results

## ELA



- **2019:** 53% of students Met or Exceeded Expectations
- **Difference:** -2% points pre-pandemic
- **2022:** 45% of students Met or Exceeded Expectations
- **2023:** 51% of students Met or Exceeded Expectations
- **Difference:** +6% points since 2022

# Statewide Comparison- ELA



+13

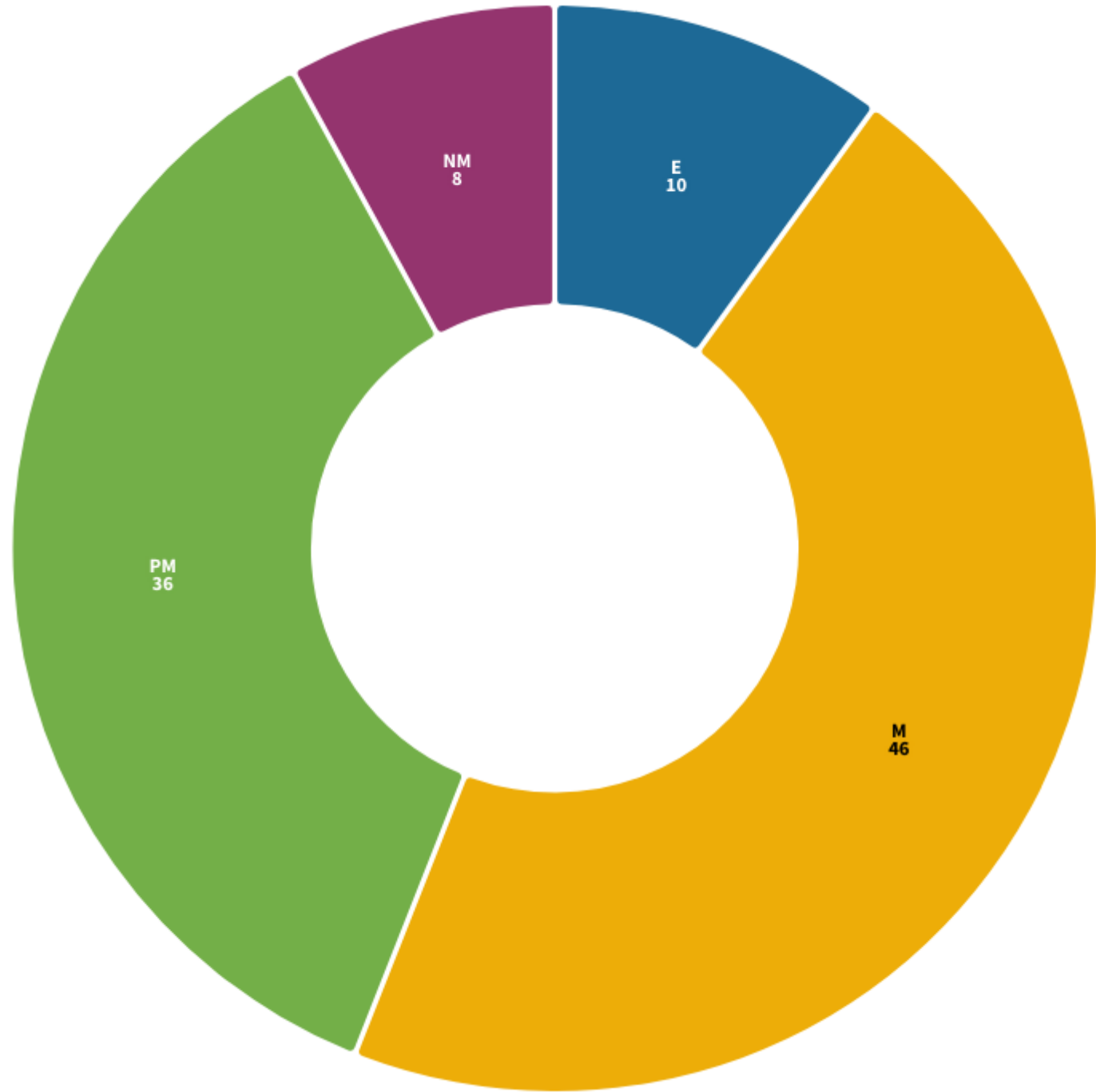
+12

+6

-7

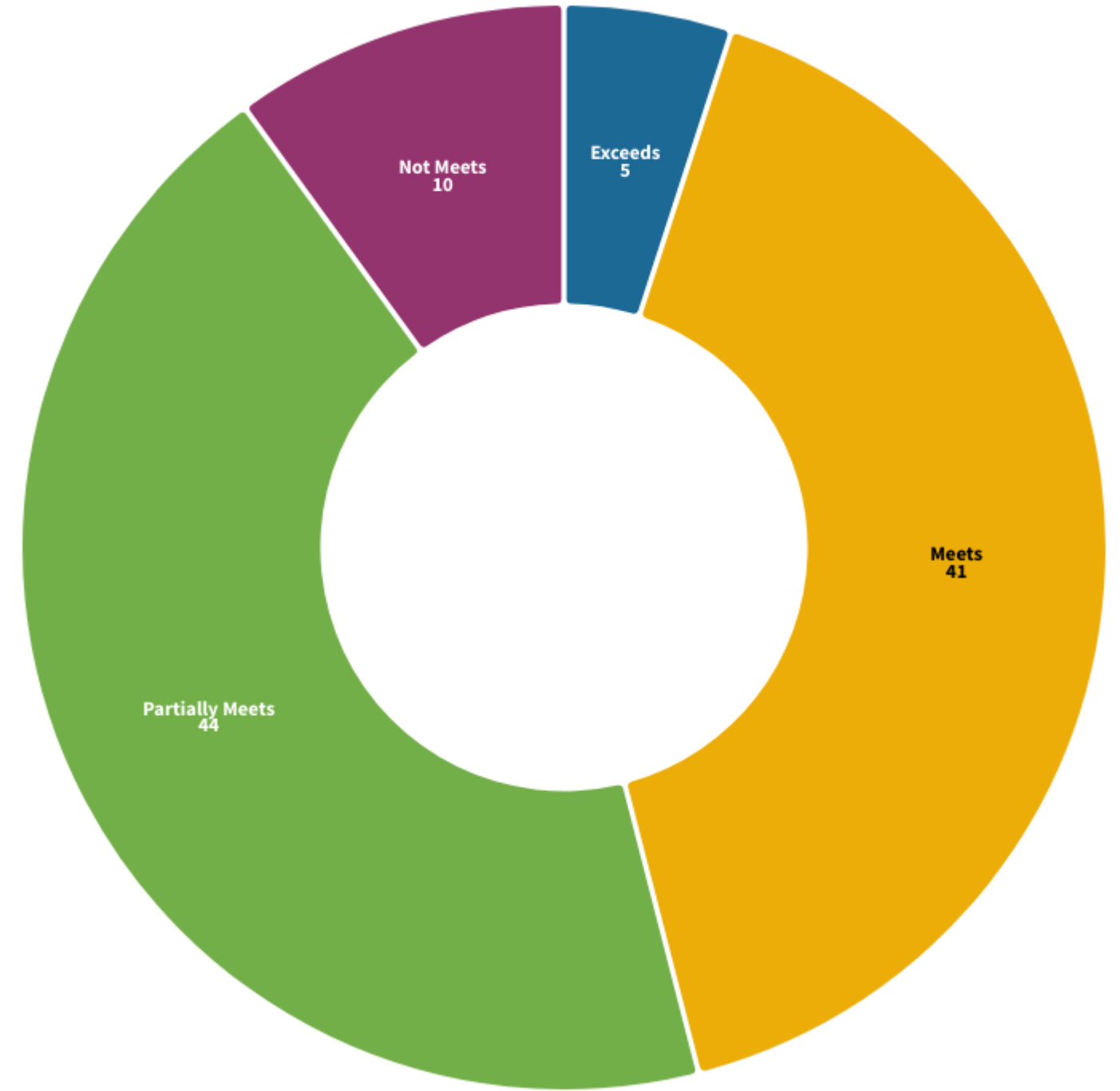
+17

# Science



## Grade 5

**+3% Exceeding or meeting  
from 2022**



## Grade 8

**-8% Exceeding or meeting  
from 2022**

# Accountability Categorizations

- 22/23 test marks the return of accountability categories
  - Every school receives an accountability percentile and accountability category
- New in 2023, DESE created post-pandemic recovery targets. DESE assigned each student group to a “path” based on how their 2022 MCAS achievement compared to achievement in 2019

**Recovery Path:** Students in this group had an MCAS-scaled score that was higher in 2019 than in 2022

**Path Forward:** The MCAS average scaled score for the given group was higher in 2022 than in 2019. These groups experienced little to no decline.

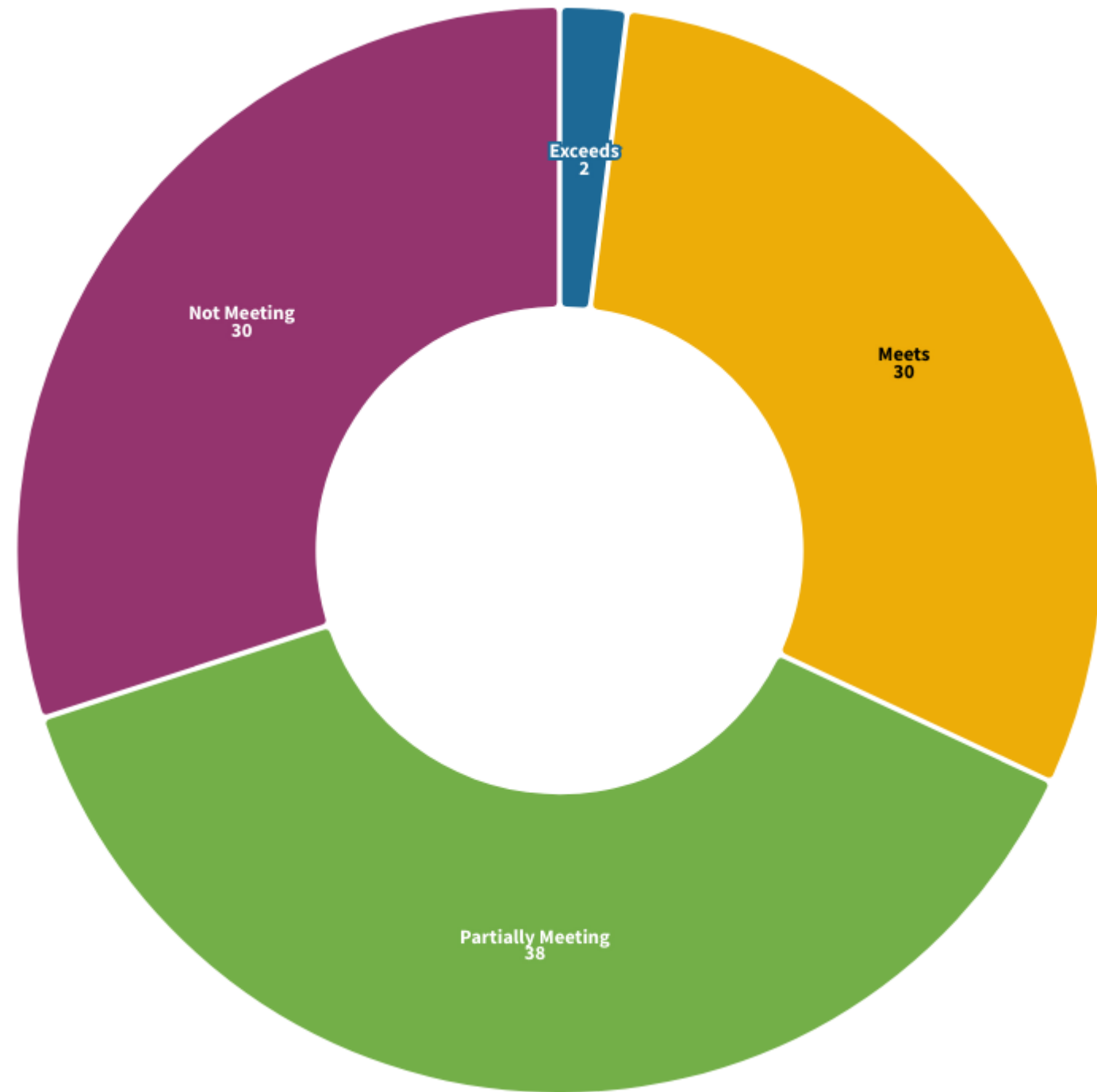
## **For ELA**

- White students had a higher scaled score in ELA in 2022 than in 2019 and met their achievement targets. Path Forward
- Students with Disabilities had a higher scaled scores in ELA in 2022 and exceeded their achievement target. Path Forward

## **For Math:**

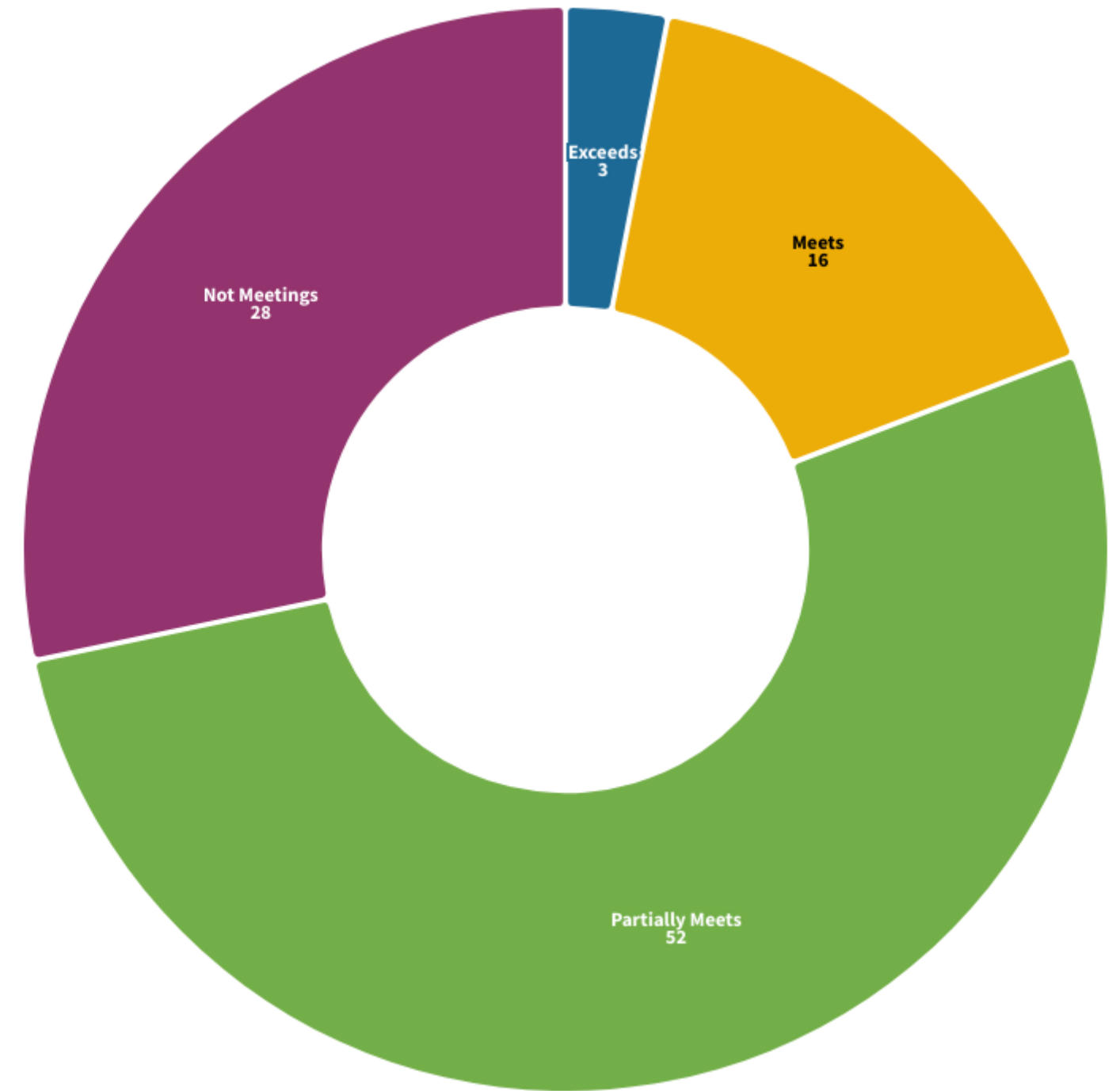
- No students hit the accountability targets set by DESE.
- Some students did improve (lowest performing, SWD's, White students) but still were below their target.
- Some groups declined (EL, Hispanic)

# Special Education



**ELA**

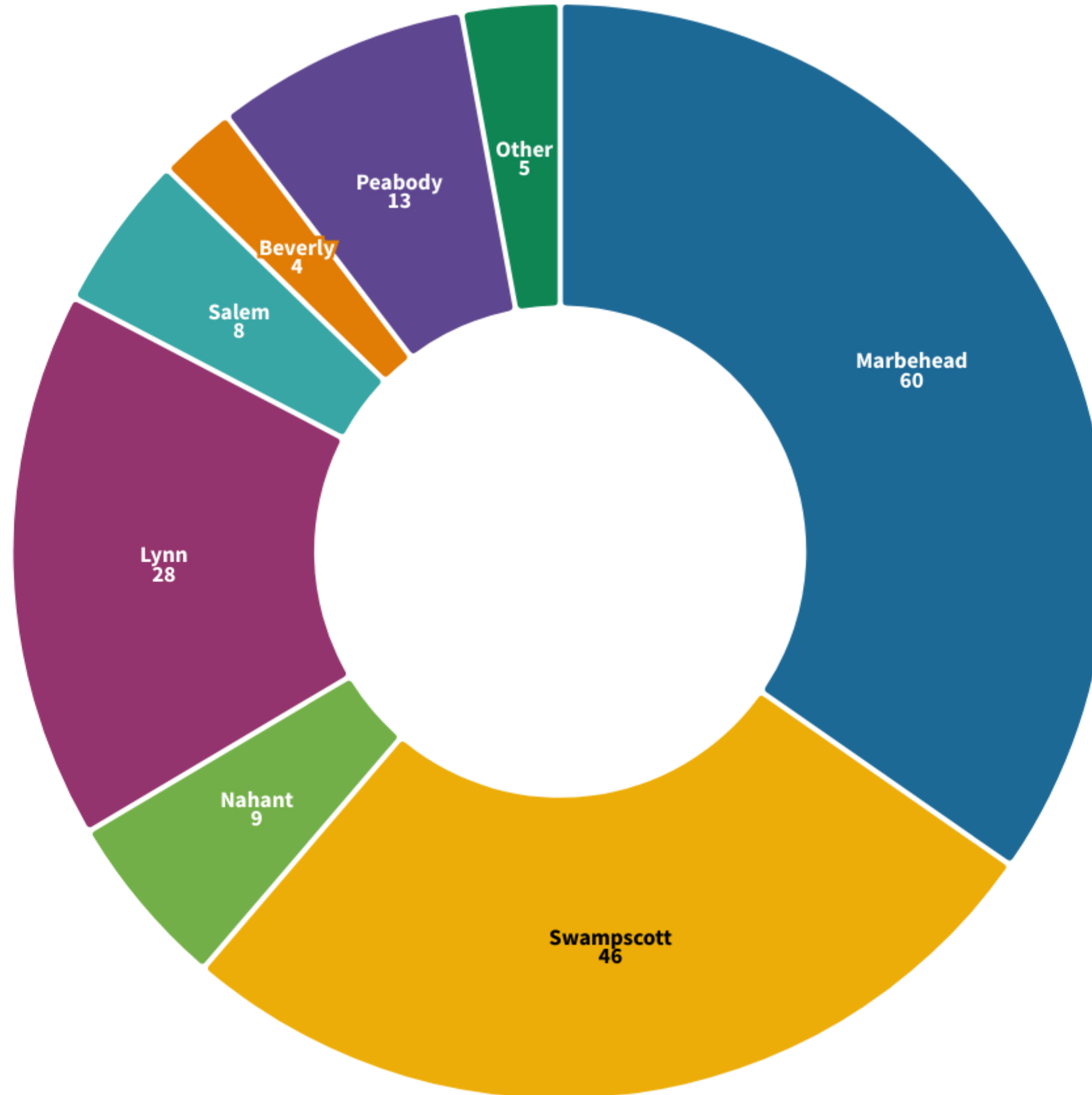
**+5% from 2022**



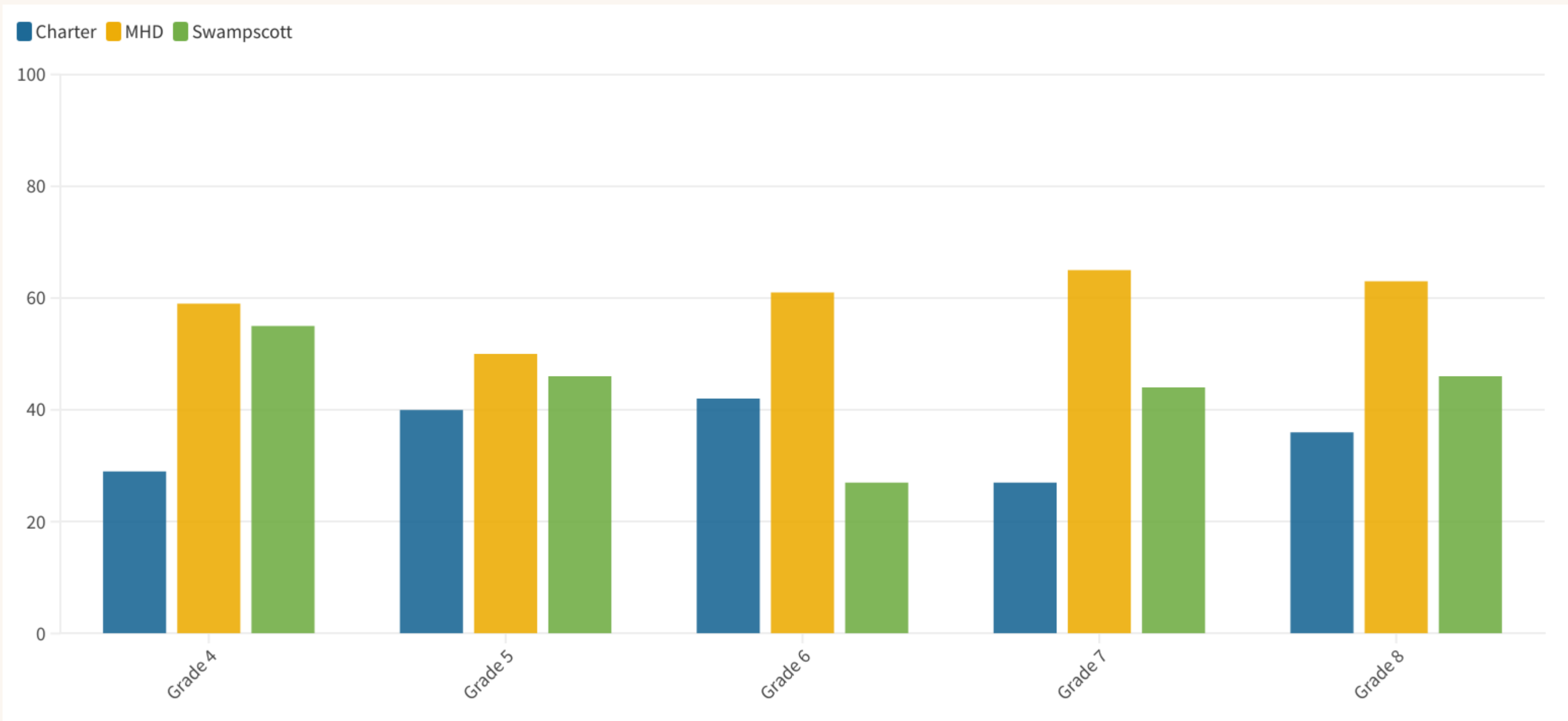
**Math**

**+1% from 2022**

# Residential Make Up of Charter



# Charter, MHD, Swampscott Comparison: Math



MHD: -30  
SW:-26

MHD: -10  
SW: -6

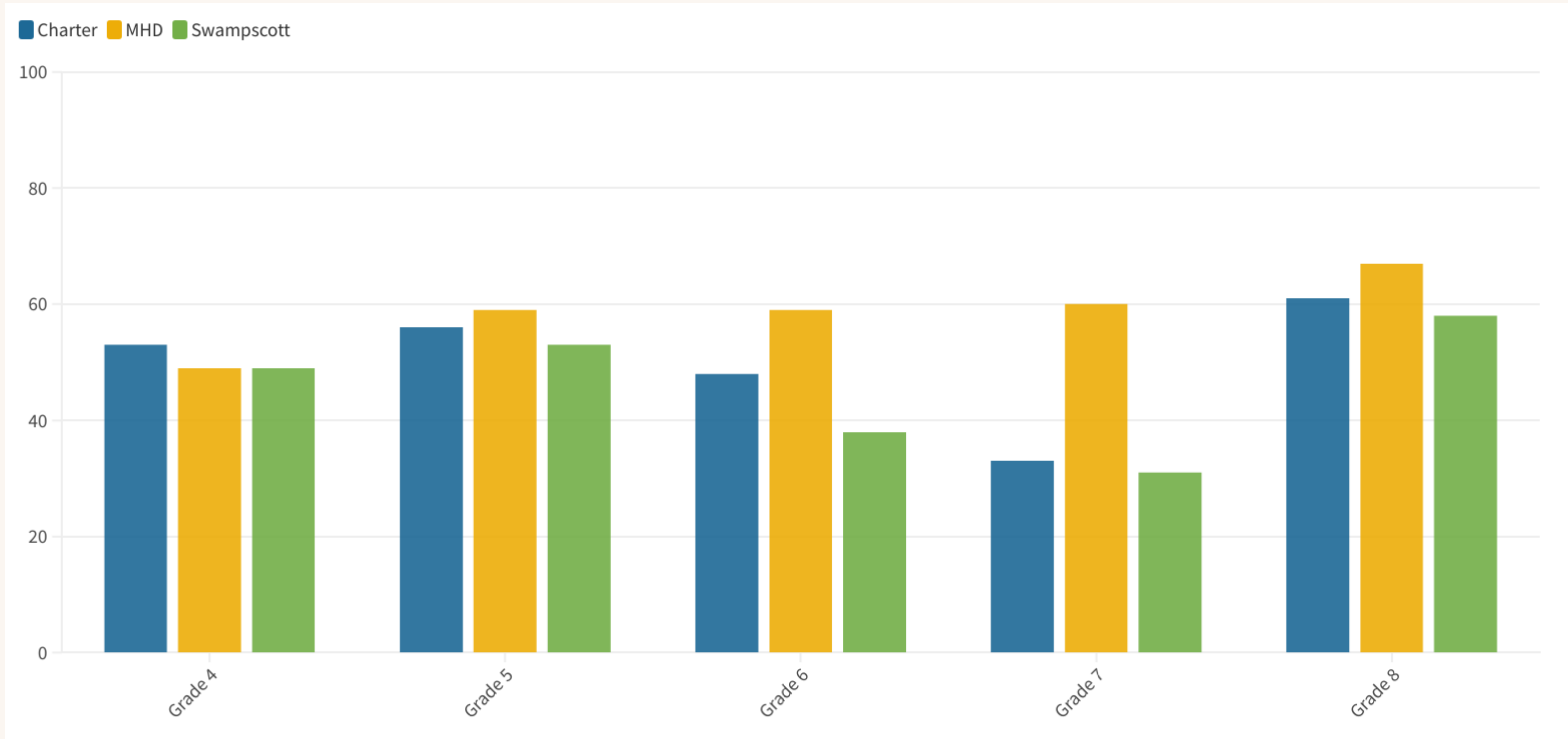
MHD: -10  
SW: +15

MHD: -38  
SW: -17

MHD: -27  
SW: -10



# Charter, MHD, Swampscott Comparison ELA



MHD: +4  
SW: +4

MHD: -3  
SW: +3

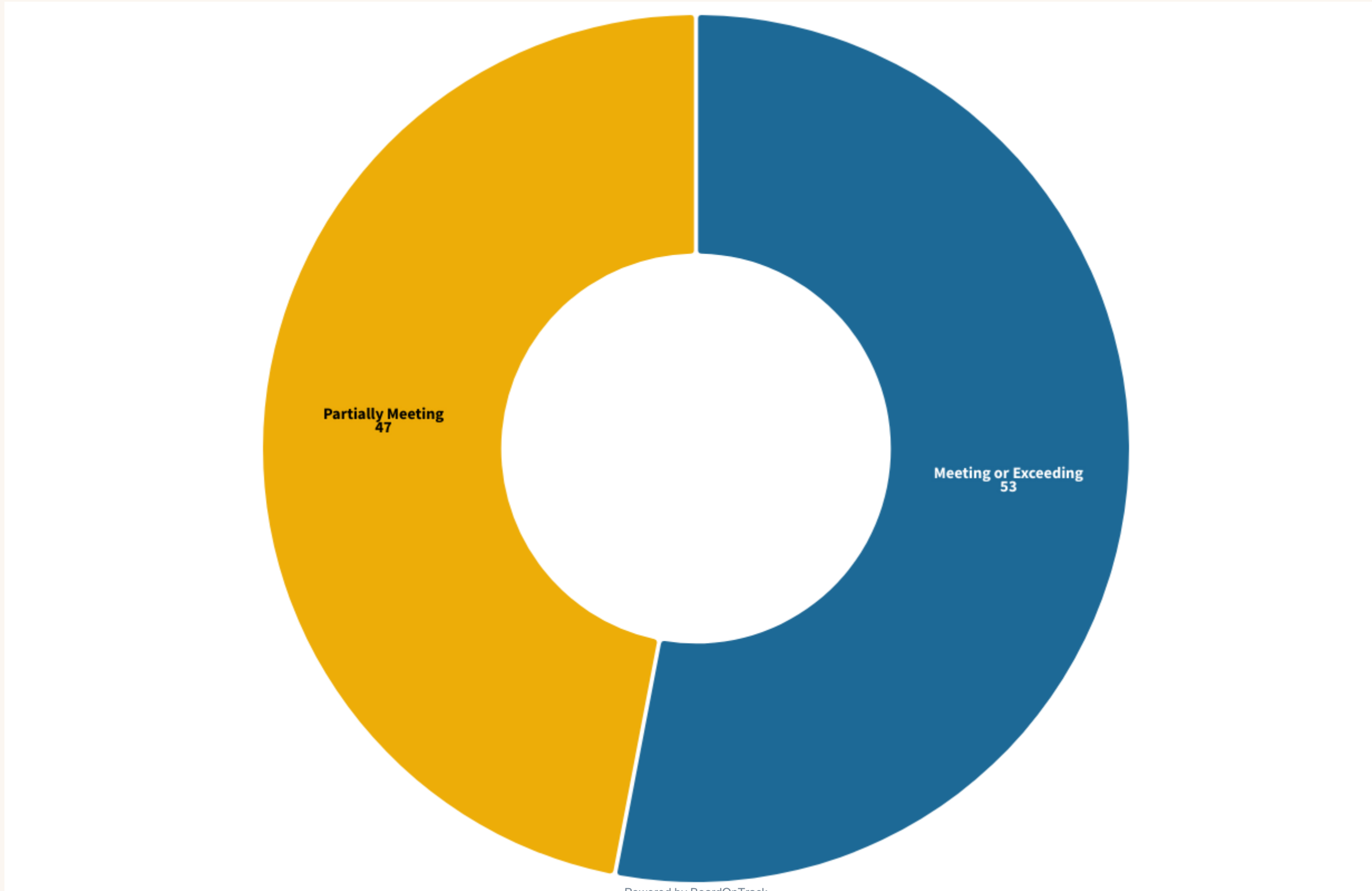
MHD: -9  
SW: +10

MHD: -27  
SW: +3

MHD: -6  
SW: -3

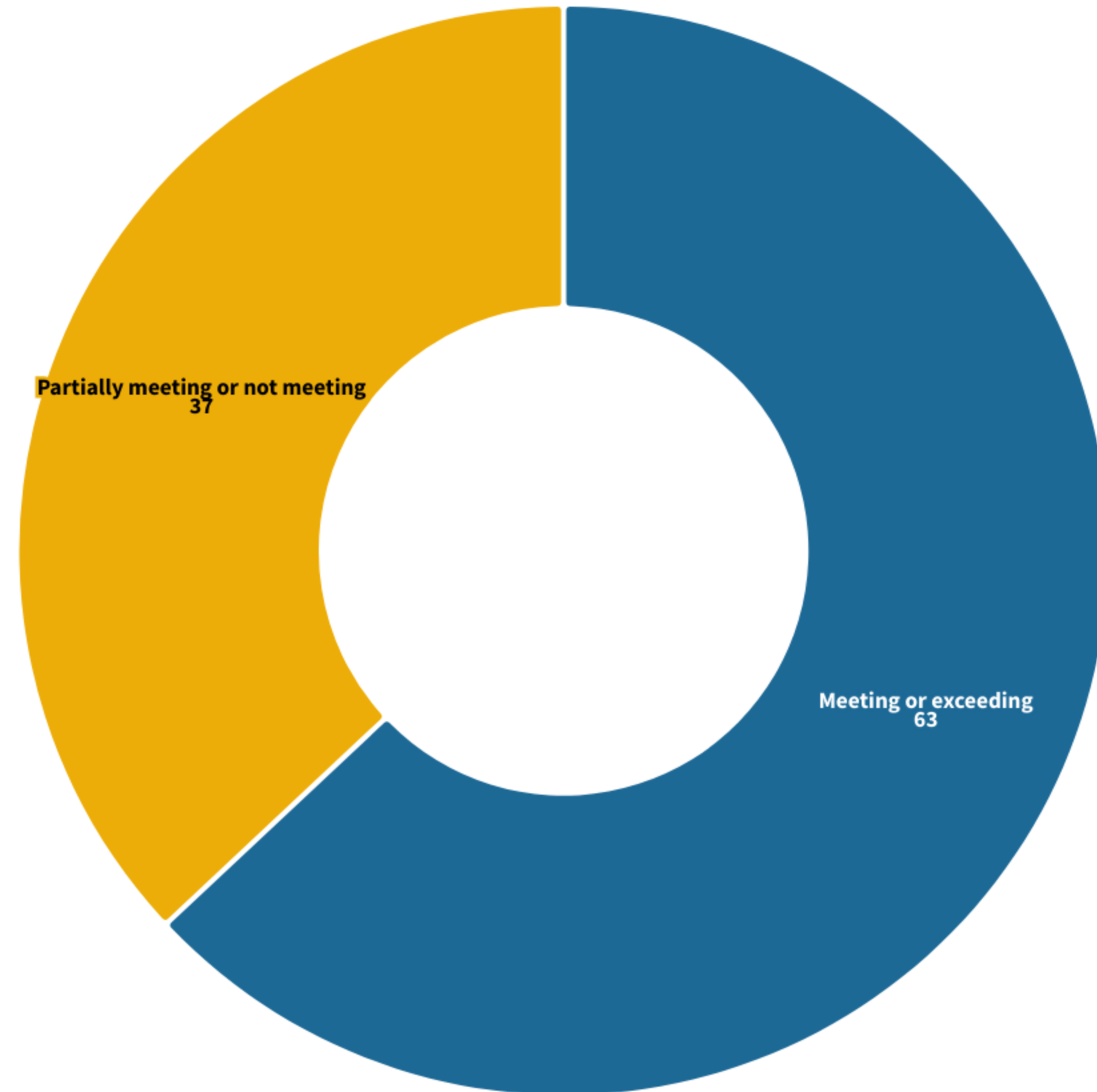
# MHD & Swampscott Residents attending Charter 3+ Years

## Math



# MHD & Swampscott Residents attending Charter 3+ Years

## ELA



# Takeaways from Staff Data Dives

## ELA:

- Challenges
  - Inferences
  - Poetry
  - Open Response Writing

Action Steps: Aligning vocabulary used with kids to MCAS, adding poetry units and Department-wide writing goals connected to MCAS Writing

## Math:

### Challenges:

- Fractions
- Expressions and Equations
- Multi-step and response questions

Action Steps: Cross-referenced achievement with iReady scores and set student achievement goals based on domains with the largest achievement gaps

# Additional Action Steps...

- Weekly Standards Based Data Analysis
  - Map out standards and assessments
  - Review student achievement
  - Plans for reteaching or enriching
- Adopted MTSS System
  - Provided training on Tier 1 differentiated instruction and best practices
  - Grade-level teams created plans for tier 2 supports
  - Formalized documentation for students needing more than tier 1 and tier 2 support and expanded access to support staff based on need, not IEP status
- Learning Acceleration Block (LAB)
  - Extending the school day to 3:20 Mondays for small group instruction

# Coversheet

## Monthly Report

**Section:** IV. HOS Report  
**Item:** A. Monthly Report  
**Purpose:** FYI  
**Submitted by:**  
**Related Material:** School Culture and Climate Results (1).pdf  
Interim Head of School Report 11\_28\_2023 (1).pdf

Survey was sent to all staff. 34 responses were received. MCCPS currently has 36 full-time employees and 3 part-time employees, plus the Interim Head of School.

## **Results**

### **Working Environment**

- **91%** or 31 out of 34 staff reported that the working environment is either extremely positive or quite positive.
- **9%** or 3 of 34 staff members reported the environment is somewhat positive
- No one reported that the environment is *not at all positive*.

### **How optimistic are you that MCCPS is moving forward in a positive direction?**

- **88%** or 30 out of 34 staff members reported they feel extremely positive or quite positive that the school is moving forward in a positive direction
- **12%** or 4 of 34 staff members reported they are feeling somewhat positive that MCCPS is moving in a positive direction
- No one reported that they are feeling *not at all positive* about the direction of the school

### **To what extent are staff trusted to work in the way they think is best?**

- **93%** are trusted quite a bit or a tremendous amount
- **7%** are trusted somewhat
- No one said they were not trusted

## **Interim Head of School Questions**

### **When you face challenges with students, colleagues and families, how comfortable are you seeking guidance and support from the Interim Head of School?**

- **91%** or 31 out of 34 staff members reported they are either extremely comfortable or very comfortable
- **6%** or 2 of 34 staff reported they are somewhat comfortable
- **3%** or 1 staff members reported they are slightly comfortable

### **How do you rate the transparency of communication with the Interim Head of School?**

- 31 people rated it a 4 or a 5
- 2 people rated it a 3
- 1 person rated it a 2

### **How comfortable are you sharing your thoughts and feelings with the interim Hos?**

- **91%** or 31 out of 34 said extremely comfortable or very comfortable
- **3%** said somewhat comfortable

### **How supported do you feel in your role at our school by the interim Hos?**

- **80%** of students or 27 out of 34 extremely or very supported
- **15%** adequately supported
- **5%** somewhat supported

### **How would you rate the strength of your collaboration with the interim HoS?**

- **82%** or 28/34 very strong or strong collaboration
- **9%** or 3 people reported adequate collaboration
- **5%** or 2 people are in need of more collaboration
- **3%** or 1 person answered N/A

### **Misc. Questions**

### **How comfortable are you sharing your thoughts and feelings with your colleagues on grade level teams?**

- **88%** or 30 out of 34 said you are extremely comfortable or very comfortable
- **12%** said you are somewhat comfortable
- No one said *not at all comfortable*



### **Comfort level participating in the teacher evaluation system?**

- This question applied to 28 of the respondents.
- **71%** or 20 out of the 28 responded that they feel either extremely comfortable or very comfortable
- **28%** or 8 out of 28 staff are somewhat comfortable
- **17%** or 6 staff said this did not apply to them
- No one replied that they are *not at all comfortable* with the teacher evaluation system

### **Concerns/Areas for Improvement**

Enrollment and Staffing

Adequate funding

Fair and equal discipline

Disruptive behavior of some students that may cause parents to take their kids out

Stress level of staff who are burning the candle at both ends

Focus on test scores

Our school's ability to be cutting edge with PBL

Building updates and need space

Enforcing a hands-off policy at recess and having a more consistent school-wide discipline policy

**Interim Head of School Report**  
**November 28, 2023**  
**Stephanie Brant**

- I School Culture and Climate Survey Results**
  - a. Report: [School Culture and Climate Survey](#)
  
- II. Enrollment Updates**
  - a. Current Enrollment
  
- III. Admission Updates**
  - a. Applications opened 11/1
  - b. Applications received to date
  - c. Admission events: postcard campaign, Tedesco banner 12/4-12/11
  
- IV. Efforts to Address Learning Loss**
  - a. LAB block
  - b. Grade-level Initiatives
  
- V. Teacher Evaluation System**
  - a. Purchase and roll-out of Teachpoint system
  - b. All staff have completed self-assessments
  - c. All staff have completed Educator Goal Plans
  - d. Observations and Feedback sessions are underway
  - e. **Professional Practice goal for Math Department:** In order to improve academic achievement of our lowest performing students, the Math/Science Department will collaborate to identify and implement at least 3 different differentiation strategies in their classes that are based on student assessment data.
  - f. **Professional Practice goal for the Humanities Department:** The Humanities department will collaborate to identify 2-3 instructional strategies aligned to the demands of MCAS writing at each grade level.

g. All staff have developed **Student Learning Goals** that are tied to a growth percentage. Examples include:

**Humanities:** At the end of the year, all students will increase by one level and the lowest performing target group will increase by three levels on a local writing assessment using the MCAS rubric to score.

**Math:** By the end of the 2023/2024 school year, 100% of 6th graders will grow by 1 grade level placement in the area of Geometry as evidenced by iReady scores.

**VI. Athletics:**

- a. Record number of students participating in basketball.
- b. Secured “home” gym space at Salem Charter Academy

**VII. Fundraising Updates:**

- a. Calendar Fundraiser
- b. Annual Fund
- c. Spring Fundraiser

**VIII. Community Events**

# Coversheet

## Finance Committee

**Section:** V. Committee Updates  
**Item:** A. Finance Committee  
**Purpose:** FYI  
**Submitted by:**  
**Related Material:** MCCPS-Oct-2023-Financial Statements v1.xlsx

## Notice

The following file is attached to this PDF. You will need to open this packet in an application that supports attachments to pdf files, e.g. [Adobe Reader](#):

MCCPS-Oct-2023-Financial Statements v1.xlsx