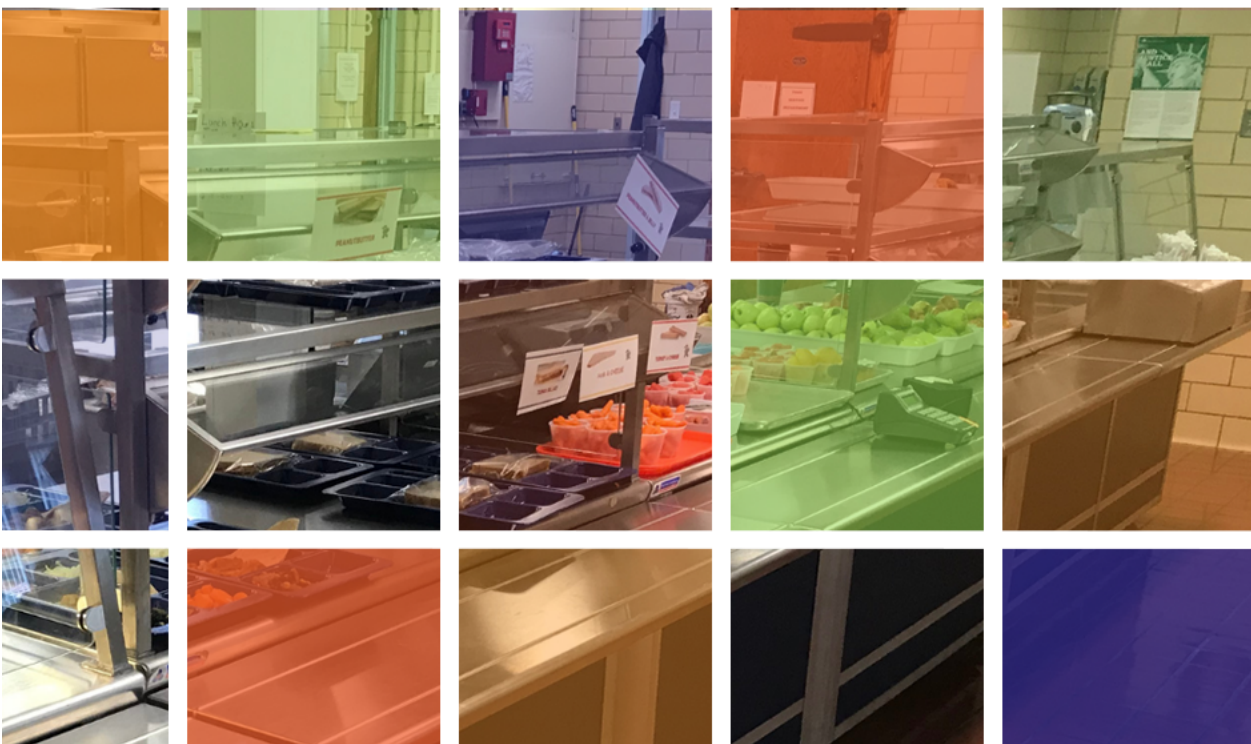




 **Framingham**
PUBLIC SCHOOLS
School Committee
2022-2023

Framingham School Committee
Priscila Sousa, Chair • Jessica Barnhill, Vice
Chair • Adam Freudberg • Beverly Hugo •
William LaBarge • Tiffany Maskell • Jennifer
Moshe • Valerie Ottaviani
Charlie Sisitsky, Mayor





Building and Grounds

This subcommittee shall work with the FPS administration to develop reporting on the state of FPS buildings and grounds, including ongoing maintenance and repairs, develop long-term plans and proposals for building renovations and replacements and to advise the Buildings & Grounds Department on facilities planning, capital projects and related issues. The subcommittee shall also perform a review of Capital Budget requests before they are presented to the full School Committee. Lastly, the subcommittee shall work with the FPS leadership, and, when appropriate with the Planning Board and Zoning Board of Appeals, to evaluate projected student enrollment both at the district level and on a school by school basis based on future residential development, and ensure that both short term and long term plans are developed to ensure that school system capacity meets our student population needs. This subcommittee shall be guided by all School Improvement Plans to ensure consistency in handling needed building improvements.

Specific Action Steps	Expected/Measurable Outcomes & Evidence	FPS Strategic Plan Reference	Timeline
<ul style="list-style-type: none"> ● Alleviate overcrowding at schools <ul style="list-style-type: none"> ○ Establish recurring meetings between Building & Grounds Subcommittee, other relevant appointed or elected public bodies, and relevant city departments ○ Develop protocols for working with other municipal departments and/or Boards and 	<ul style="list-style-type: none"> ● Meeting series established ● Protocols drafted and reviewed with stakeholders 		<ul style="list-style-type: none"> ● Spring 2022 ● Summer 2022



<p>Commissions on matters that affect student enrollment</p>			
<ul style="list-style-type: none"> ● Ensure compliance with ADA regulations <ul style="list-style-type: none"> ○ Include ADA compliance projects in capital plan for each fiscal year 	<ul style="list-style-type: none"> ● Consistent yearly investments in ADA compliance projects ● Request funding appropriation through FY23 Capital Budget; ● Undertake ADA upgrade projects districtwide 		<ul style="list-style-type: none"> ● Spring, Summer, Fall 2022
<ul style="list-style-type: none"> ● Make appropriate annual investments in building envelope maintenance <ul style="list-style-type: none"> ○ Include Replacement of one roof per fiscal year in capital plan 	<ul style="list-style-type: none"> ● Consistent yearly investments in building envelope maintenance ● Undertake (if funded) Farley Roof Replacement (summer, 2023); design of Farley, McCarthy, and Dunning Roofs; ● Undertake Exterior Envelope Projects currently funded (FY21 & FY22) 		<ul style="list-style-type: none"> ● Spring, Summer, Fall 2022
<ul style="list-style-type: none"> ● Promote Energy Efficiency/Environmental Actions (solar canopies, recycling, eliminate styrofoam trays, etc) 	<ul style="list-style-type: none"> ● Close monitoring of in-flight efforts ● Identification of future capital projects 		<ul style="list-style-type: none"> ● Spring, Summer, Fall 2022 ● Summer 2022



<ul style="list-style-type: none"> ○ Establish periodic touchpoints with city Sustainability Coordinator, Climate Change, Environment & Sustainability subcommittee, and community stakeholders ○ Identify potential future capital projects 	<ul style="list-style-type: none"> ● Execution of solar installations at Fuller and Brophy ● Continued installations of EV charging stations District-wide ● Incorporate solar structural analysis and design into roof design projects 		
<ul style="list-style-type: none"> ● Develop new Elementary School with possible alternate site in the Southside <ul style="list-style-type: none"> ○ Advocate for mayoral and City Council approval of funding for new school ○ Ensure submission of Statement of Interest to Massachusetts School Building Authority by FPS leadership 	<ul style="list-style-type: none"> ● Approved funding for Feasibility Study ● SOI submitted to MSBA (2022) 		<ul style="list-style-type: none"> ● 2022-2023 ● Spring 2022



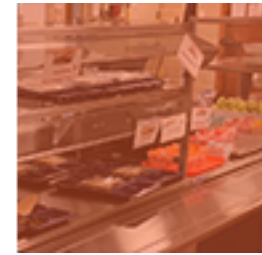
<ul style="list-style-type: none">• Explore Options for MassBay Community College's Departure from the Farley Building	<ul style="list-style-type: none">• Space Utilization Study for potential reuse• Budget analysis for potential renovation tied to reuse plan		<ul style="list-style-type: none">• Spring, Summer, Fall, Winter 2022
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Climate Change, Environment, and Sustainability

This subcommittee shall work with FPS administration, staff and student governance and other student organizations, to develop reporting on environmental and sustainability issues and to make appropriate recommendations to the full School Committee. Areas included in the scope for this subcommittee include, but are not limited to: municipal aggregation; rooftop solar panel installations; solar parking lots; wind power installations; heat pump HVAC systems; charging stations; school district energy management; paper use reduction; trash handling; recycling; composting; tree planting; garden installations; severe weather mitigation; building water runoff use; support of related student STEM projects; support of related curriculum electives; virtual presence meetings etc. It is clear that our students’ future depends not only on education, but on the measures we take to ensure that the physical world they live in will be protected from extremes of climate change and the other myriad effects of global warming, including the 6th extinction. It has become clear that environment and sustainability needs to be an elevated focus of the School Committee. Also, creation of this new subcommittee aligns with citywide efforts, such as general sustainability operations, climate change and hazard planning, including the Municipal Vulnerability and Preparedness planning process which is aimed at climate change resiliency. It also aligns with state action on climate change.

Specific Action Steps	Expected/Measurable Outcomes & Evidence	FPS Strategic Plan Reference	Timeline
<ul style="list-style-type: none"> Paper usage reduction 	<ul style="list-style-type: none"> Considerable district-wide reduction of paper usage. This will reduce the cost of paper in the operating budget and have the added benefit of reducing paper waste 		<ul style="list-style-type: none"> 6/22-6/23
<ul style="list-style-type: none"> Elimination of the use of Non-Recyclable Plastics-styrofoam trays, 	<ul style="list-style-type: none"> Reduce the amount of non-recyclable and environmentally 		<ul style="list-style-type: none"> 9/22-6/23



<p>plastic bags, and wrappers.</p>	<p>unfriendly waste in the Food Services Department.</p>		
<ul style="list-style-type: none"> • Consideration of Menu Selection and Offerings-Meatless Monday etc. 	<ul style="list-style-type: none"> • Reduction of Carbon Footprint by FPS by decreasing meat one day per week. Making a meatless option the main selection, while still adhering to federal guidelines of daily offerings. 		<ul style="list-style-type: none"> • 9/22-6/23



Diversity, Equity, & Inclusion

This committee will seek to address questions of equity raised in the community and brought forth by members of the full School Committee and the administration. Issues of curriculum, hiring, policy and professional development through an equity lens will be addressed by this subcommittee and reported back to the full School Committee in order to ensure a more balanced and equitable system that will lead us to greater outcomes for ALL students, teachers, administrators and parents within FPS. Work with the FPS administration to review the output from the equity audit and determine next steps for anti-racist practices.

Specific Action Steps	Expected/Measurable Outcomes & Evidence	FPS Strategic Plan Reference	Timeline
<ul style="list-style-type: none"> ● Anti-Racist Practices <ul style="list-style-type: none"> ○ Staff Anti-Racist Training ○ Ongoing Collaboration with FTA to discuss Teacher training to interrupt micro-aggressions 	<ul style="list-style-type: none"> ● Working to tailor trainings with DESE recommended trainer to continue ● Expanding staff resource groups ● Add link to Unit A MOA for current practices/trainings ● Collaborating with Equity Imperative Spring of 2022 (DESE’s trainer) to provide a comprehensive 3-year plan for ongoing professional learning. This proposed model will also include the mandated online 		<ul style="list-style-type: none"> ● 2022-2028



	<p>training prior to an employee starting (as agreed upon in the new contracts.</p> <ul style="list-style-type: none"> • Collaborating with Framingham Public Library to offer additional book club opportunities for staff SY 2022-23 • Engage student leadership groups in ongoing feedback to support professional learning development 		
<ul style="list-style-type: none"> • Examine policies through an equity lens 	<ul style="list-style-type: none"> • Ask the question “Does this promote equity? Does this create inequity?” with every vote • The district has also launched a gender equity committee that will also review policies upon request • All policies are also reviewed by the district senior leadership team 		<ul style="list-style-type: none"> • Ongoing Beginning in Fall 2020



<ul style="list-style-type: none"> • School Committee Member Professional Development on Equity Training (i.e. cultural competency, how to make us better allies, creating better channels for feedback) 	<ul style="list-style-type: none"> • Develop a request submission process for facilitators • Vote on a facilitator to recommend to the full School Committee • Schedule competency training • School Committee Title IX Athletic Training with Attorney Michael Joyce • Office of Equity provide a workshop for the committee on the Wrap Around Coordinators department and work overview • Office of Equity will collaborate with the Equity Imperative to plan a professional develop retreat for the School Committee and district Senior Leaders 		<ul style="list-style-type: none"> • School Year 2022-2023
<ul style="list-style-type: none"> • Use alternative means to communicate: Religious institutions, radio, etc. <ul style="list-style-type: none"> ◦ More inclusive ways to 	<ul style="list-style-type: none"> • Create a spreadsheet with input from Media & Communications Department of where our communications 		<ul style="list-style-type: none"> • Ongoing 2022-2023



<p>engage/community engagement such as SC meetings and information - translations for meetings and information, etc.</p> <ul style="list-style-type: none"> ○ Equity Toolkit ○ Consideration of Tech Literacy and using other means of communication, such as WhatsApp 	<p>typically go</p> <ul style="list-style-type: none"> ● Survey principals to find out if there are any gaps in communication ● School Committee meetings translated into Portuguese and Spanish and American Sign Language ● Updates from the Equity Department about Wrap Around Coordinators, such as within a workshop ● Make a list of community leaders that can be consulted regularly regarding changes to how immigrant communities receive information (radio station changes, Facebook group migrations, etc) ● Bi-weekly postings in the Brazilian newspaper ● New wraparound call center associates to support district entry to 		
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	<p>families with holistic needs assessment</p> <ul style="list-style-type: none"> ● Family engagement committee meetings are now being held in the community at Pelham Lifelong Learning Center ● Whats App pilot continues to be engaged ● Co-coordinate a citywide process to review and identify practices to acknowledge and celebrate holidays ● Reach out to the city to continue collaboration with public information department ● Engage in listening sessions with students with office of equity ● Invite community groups to provide feedback on DEI work and implementation 		
<ul style="list-style-type: none"> ● Scholarships for students in partnership with the Disability Commission <ul style="list-style-type: none"> ○ Increase 	<ul style="list-style-type: none"> ● Coordination with Disability Commission to establish vision & specifics ● Office of Equity started 		<ul style="list-style-type: none"> ● 2022-2023



<p>awareness of scholarships that exist</p>	<p>ongoing conversations, with a request to do a flag raising for July 2022. This request has been submitted to our Business Office</p>		
<ul style="list-style-type: none"> • Commitment to hire staff and leadership who reflect the Community - ongoing, increased budget, morphed position Talented update, Internal leadership pathway 	<ul style="list-style-type: none"> • Continuous discussions with Equity Diversity & Community Development Department and HR Department to discuss hiring/recruiting practices • Expanded the professional learning role to include talent acquisition 		<ul style="list-style-type: none"> • Ongoing beginning in Winter 2022
<ul style="list-style-type: none"> • Collaboration/outreach with Regional partnerships and organizations regarding equity (FFREE, F-SEPAC, Super Parents, etc.) 	<ul style="list-style-type: none"> • Welcome Center Update and Initiatives (Health Clinic at Farley Building, Resource Closet) • Prom Shop 		
<ul style="list-style-type: none"> • Track progress of past Equity and Title IX audits 			



Finance and Operations

This subcommittee shall work, as appropriate, with the FPS administration, the City Council and municipal leadership (including but not limited to the CFO) to develop standardized, comprehensive, timely financial reporting that allows the School Committee to have a complete understanding of the financial performance of the district in all appropriate areas, so it can ensure that the budget is properly managed throughout the financial year. This reporting should include multi-year projections to support sound planning. The subcommittee shall work to ensure that the full School Committee receives financial reporting on at least a monthly basis, as prescribed by policy DI, which asserts that:“It is the responsibility of the Superintendent to ensure that the School Committee is well informed on budgetary and financial matters. The school administration shall furnish to the School Committee a monthly budget report indicating the current status, including unexpended funds, in each budgetary classification; with a report to be made at budget preparation time of an analysis of predicted year-end unexpended funds and cost overruns in each budgetary classification.It is the responsibility of the Superintendent to inform the School Committee as to any surplus funds as the end of the fiscal year approaches.”

Each year the subcommittee shall review the current fiscal year budget book and make recommendations as appropriate for any improvements needed for the upcoming fiscal year budget book. The subcommittee may take up other financial matters referred to it by the School Committee Chair or the full School Committee. The subcommittee shall also be responsible for developing appropriate reporting by FPS on food services and transportation. This is a standing subcommittee.

Specific Action Steps	Expected/Measurable Outcomes & Evidence	FPS Strategic Plan Reference	Timeline
<ul style="list-style-type: none"> Monitor the annual city contribution to the FPS budget and collaborate with elected and appointed officials who are responsible for school funding allocations to ensure that a budget is 	<ul style="list-style-type: none"> Relevant section added to the annual budget book. City adopts formulaic approach to determining the local contribution, including inflation and demographics 		<ul style="list-style-type: none"> Ongoing each budget cycle



<p>provided to support student need and contractual obligations based, at a minimum, on inflation and demographics, and with due consideration given to the annual Chapter 70 allocation to ensure that education is not underfunded.</p>			
<ul style="list-style-type: none"> • Work to implement the long-term SPED management vision to reduce the reliance on the annual carry forward each year. In the FY23 proposed budget, \$500K less than the previous year is used, with plans to reduce further each year. Clarify the management of the SPED circuit breaker reserve fund, so that the city and community are aware of the best practice recommended by DESE 	<ul style="list-style-type: none"> • Council and Mayor understand the DESE recommended best practice and support it 		<ul style="list-style-type: none"> • By completion of the FY24 budget book
<ul style="list-style-type: none"> • Work collaboratively with the new Food Services Director and review budget, 	<ul style="list-style-type: none"> • Appropriate section of budget book dedicated 		<ul style="list-style-type: none"> • By completion of the FY24 budget book.



services, and ongoing reporting	to a full coverage of Food Service		
<ul style="list-style-type: none"> Collective Bargaining (renew contracts) 	<ul style="list-style-type: none"> New contracts in place 		<ul style="list-style-type: none"> By start of school 2022 for contract renewal
<ul style="list-style-type: none"> Legal Services Reviews 	<ul style="list-style-type: none"> Three year review completed and documented Work collaboratively with Mayor on plans for a new City Solicitor to see if there is a match for the District and School Committee Review Special Education Legal expenses 		<ul style="list-style-type: none"> Review completed March 2022 City Solicitor and Special Education reviews by end of 2022
<ul style="list-style-type: none"> Monitor utility savings through expanding clean energy projects and sustainability initiatives 	<ul style="list-style-type: none"> New Clean Energy Project Expansions Occur Year-End Report demonstrating cost savings as a result of sustainability initiatives expanded 		<ul style="list-style-type: none"> Ongoing
<ul style="list-style-type: none"> Monitor the implementation of the bus contracts 	<ul style="list-style-type: none"> Contract in place for Yellow Bus 		<ul style="list-style-type: none"> Ongoing



	<ul style="list-style-type: none"> • New contract expected for Special Education in FY23 		
<ul style="list-style-type: none"> • Develop Spending Plan for Remaining federal American Rescue Plan Act (ARPA) funding, and review expenditures 	<ul style="list-style-type: none"> • Develop a plan between the School Committee and School Department to allocate the remaining federal ARPA funds before expiration • Monitor all ARPA spending 		<ul style="list-style-type: none"> • Ongoing, federal deadline is fall 2024
<ul style="list-style-type: none"> • Procurement Card (P-Card) Launch - Monitor the newly created addition of a P-Card for the Finance & Operations Office to better support purchasing efforts for the benefit of students and staff 	<ul style="list-style-type: none"> • Review how the new P-Card process is working, consistent with the approved School Committee policy 		<ul style="list-style-type: none"> • Ongoing



Health and Wellness

This subcommittee shall work with FPS administration, staff and student governance and other student organizations, to develop reporting on student and staff physical, social and emotional health and wellness and to make appropriate recommendations to the full School Committee. Areas included in the scope for this subcommittee include, but are not limited to: vaping; alcohol use; smoking; other drug or substance use; nutrition, physical activities- including sports activities of all kinds, including varsity, junior varsity and intramural sports; transportation, including alignment with student schedules; facilities; threats presented by EEE and COVID-19, stressors and stress management; homework loads; alignment of school start times with student biorhythms; absenteeism; classroom environment etc.

Specific Action Steps	Expected/Measurable Outcomes & Evidence	FPS Strategic Plan Reference	Timeline
<ul style="list-style-type: none"> Student wellness -- improve the overall health and well-being of the students 	<ul style="list-style-type: none"> Partner with community agencies to address substance use. Information as well as preventative Monitor and support plans to open up the new Health Clinic in the Welcome Center 		
<ul style="list-style-type: none"> Nutritional wellness - focus on health, nutrition, and physical activity 	<ul style="list-style-type: none"> Assure food security and access to healthy foods during the school day Engage students, families, and community resources 		



	<ul style="list-style-type: none"> • Advocate for more wellness and health education opportunities. • Explore if the John Stalker Institute of Nutrition at Framingham State University could possibly offering an internship to students from FSU. • Explore funding for Health Education in Grades K-5, request position for FY23/FY24 or possibilities of incorporating into Physical Education class times. 		
<ul style="list-style-type: none"> • Positive relationships promote social awareness 	<ul style="list-style-type: none"> • Foster healthy relationships, peer/peer and student/staff relationships • Promote normal sexual development inclusive of all sexual identities and gender identities 		



	<ul style="list-style-type: none">● Encourage upstanding behaviors and good citizenship● Cultivate healthy coping strategies● Nurture a sense of belonging/positive school culture● Review/evaluate the Code of Conduct.		
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Policy

This subcommittee shall work with the FPS administration to develop and recommend new and revised policies to the full School Committee, and shall be responsible for making sure that our online policy manual is updated. This should remain as a standing subcommittee. During the Policy portion of full School Committee meetings, the Chair of the Policy Subcommittee will preside over the meeting.

Specific Action Steps	Expected/Measurable Outcomes & Evidence	FPS Strategic Plan Reference	Timeline
<ul style="list-style-type: none"> ● Complete MASC Review <ul style="list-style-type: none"> ○ Define when the next reviews will be 	<ul style="list-style-type: none"> ● Review of current policies will take place each month with one section at a time until complete. ● After section reviews 1st and 2nd readings will take place at the next full school committee meetings. ● Include discussion on how often it should take place. 		



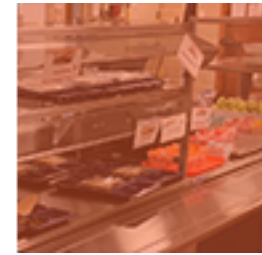
Teaching and Learning

This subcommittee shall work with the Office of Teaching and Learning and other FPS administrators as needed to develop and/or refine reporting that addresses various aspects of student outcomes, with a focus on student achievement and accountability. This reporting shall include, but not be limited to:

- course availability and placement
- performance on standardized testing
- student attendance
- conduct and discipline
- graduation and post-secondary success

This reporting shall include all cohorts of students (e.g. General Education, Special Education, English Learners (ELs), Dual Language learners, Gifted and Talented (SAGE), etc.). These reports shall be analyzed by the subcommittee and administration on a regular basis so that the administrators can determine actions to be taken by the administration and the subcommittee members can determine recommended actions to be considered by the full School Committee.

Specific Action Steps	Expected/Measurable Outcomes & Evidence	FPS Strategic Plan Reference	Timeline
<ul style="list-style-type: none"> ● Improving Kindergarten Readiness <ul style="list-style-type: none"> ○ Increase Pre-K Enrollment 	<ul style="list-style-type: none"> ● Increase the number of students accessing Pre-K in Framingham 		<ul style="list-style-type: none"> ● Winter/Spring
<ul style="list-style-type: none"> ● Continuing to Improve Anti-Racist Practices <ul style="list-style-type: none"> ○ Support District Offerings ○ Participate in School Committee Training 	<ul style="list-style-type: none"> ● Mandatory Anti-Racism training built into professional development ● Embed anti-racism into the curriculum. 		<ul style="list-style-type: none"> ● On-going



<ul style="list-style-type: none"> • Support Staff Anti-Racist Training 	<ul style="list-style-type: none"> • Ensure that required curriculum readings include literature from diverse authors. • Review the curriculum to ensure that a broad spectrum of global ideologies are represented. 		
<ul style="list-style-type: none"> • Continue to Evaluate the Code of Conduct data (anti-bullying, supporting protected classes) 	<ul style="list-style-type: none"> • Trainings for teachers will be completed on promotion and prevention strategies • Ongoing administrator training for calibration of the Code 		<ul style="list-style-type: none"> • On-going
<ul style="list-style-type: none"> • Analyze Programs for Students at FHS 	<ul style="list-style-type: none"> • Completion of entry and exit criteria for each program • Updates on enrollment in each program at the beginning, middle and end of the year • Provide updates to the number of students accessing Dual Enrollment slots in collaboration with the 		<ul style="list-style-type: none"> • October, January, and June



	Department of Higher Education (DHE) as the partnership and funding mechanisms allow		
<ul style="list-style-type: none"> Continue to Engage in Curriculum Reviews 	<ul style="list-style-type: none"> Study the rigor and relevance of the curriculum. Check for biases and ensure that students are receiving a 21st century education. Study the scope and progression of math courses in the FPS and make adjustments, if needed Begin the Literacy Curriculum Review for K-5 		<ul style="list-style-type: none"> On-going monthly
<ul style="list-style-type: none"> Research Different start times for the FPS District 	<ul style="list-style-type: none"> Survey families, students and teachers to gauge the impact on student health, behavior and academic achievement. Engage outside consultants to unpack the pros and cons of a change in start times 		<ul style="list-style-type: none"> Spring/Summer



<ul style="list-style-type: none"> ● Student Access <ul style="list-style-type: none"> ○ Increase the number of English Learners, students with disabilities, and students of color in honors and AP coursework ○ Increase the number of English Learners, students with disabilities, and students of color in the SAGE program by at least 25% over next two school years ● Partnering with the Framingham Special Education Parents Advisory Council (F-SEPAC) 	<ul style="list-style-type: none"> ● School Committee members will have representation at 100% of F-SEPAC meetings ● Survey students to see how many are accessing extracurriculars and identify any barriers 		<ul style="list-style-type: none"> ● On-going
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