

A joint meeting of the Board of Selectmen and School Committee was held on Tuesday, February 26, 2019 at 7:00pm in the Community room at the Walpole Public library. Mr. O'Neil was absent. The following members were present.

Mark Gallivan, Chairman
Nancy Mackenzie, Clerk
David Salvatore
Ann Ragosta

School Committee:
William Buckley Jr.
Nancy Gallivan
Jennifer Geosits
Beth Muccini
Kristen Syrek
Mark Breen

Mr. Gallivan we are here to fill a vacancy left by Mark Ryan. We have two people that have applied. We will follow the same process we have done in the past. Two people have applied, Kari Denitzio and Mike Teeley. We will invite candidates to come and speak and open up for questions from the Boards. After that we will take a vote by ballot and we will tally them up.

Karri Denitzio, Thank you for giving me the opportunity for this. I am happy to be here, What I will bring to the committee, moved here 10 years ago, we want to put down roots and raise our family, I ran for RTM and learned how government worked. I have attended several Board of Selectmen meetings and other meetings. Understanding of the budget process. Becoming involved in Cultural council and Safe school Committee. I saw this as an opportunity to further my services. I have worked for over a decade in the school I am now a school counselor. My first hand knowledge of how schools work and my first hand knowledge on how the decisions affect teaching and learning. I've held different positions in the schools. If I am appointed to the Committee I bring that knowledge.

Beth Muccini, Can you talk a little more of what you are doing at Canton Schools?

Kari has been there for three years. Have spent a lot of time transitioning them in. I teach classroom lessons, one to one counseling. When a student goes through a trauma.

Kristen Syrek, can you elaborate on any other initiative with Walpole Public schools.

Kari I substituted in the District years ago and noticed inequity in full day kindergarten. It's not just for my family but also for all families. Can we make full day kindergarten for all students; my child is going to start kindergarten. It is making sure that every child has access to public education.

Nancy Gallivan, one thing in Walpole, the schools diversifies more than the town does. Can you tell me how the fact that worked in an urban and suburban school has benefited you in Canton?

Kari when you work in an urban school, in a district like canton and Walpole you have more of a spectrum. You feel it, you are surrounded, I have really tried to apply the experience from teaching in Boston and Brockton, I think it is easy to fall through the cracks. There is more discrepancy in the suburbs.

Ms. Ragosta, you confused me a little bit on the urban schools. You found the urban schools, you found towns that are similar to us, and in Walpole you have people with high end, middle end and low end. I think there is more or a diversity, social economics in suburbia. Ms. Ragosta a change in the way that we handle policy, we want to make sure that are schools are great for everyone.

Kari, I know we have certain data that some don't fair as well in MCAS. There is nothing that I think we need to change what we are doing.

Mr. Salvatore what do you think are the big issues facing Walpole Public Schools in the next six months, couple of years.

Kari the biggest item on the agenda right now is getting further along in the MSBA process. I am really interested in seeing what comes out of the feasibility study. It is great that we have access to this, the towns and schools are communicating to the residents, make sure they have a say in the options in what is discussed. Talked about new positions in the school department next year's budget. Parent workshops and increased information. Schools are a big part of what makes Walpole great. Give and take discussion with schools and other town department, work together to see what is feasible and responsible in town.

Mr. Salvatore as far as the MSBCA, the approval process, they left open the to combing the middle schools, do you think that is a good idea? Kari, I don't it don't think at this point I can't say, I will reserve judgment when I see the study. It is about the funding, for the best interest of the student. Mr. Salvatore so you have no opinion as to combing the building into one. Kari I don't have enough evidence, what is feasible and what is in the best interest of the students. Mr. Salvatore have you had any disagreements with what the School Committee made. Kari the pace at which we have done the kindergarten, you are always choosing about a lot of things, we want them to have athletics. We have to prioritize; I understand why it went that way.

Mr. Salvatore are you a member of the union in Canton? Kari yes. Mr. Salvatore, if one town gets something, how do you feel you can separate that process essentially going against your brother. Kari, I would not think of that. The School Committee decides on who participates in the negotiations, Two different communities and two different budgets, I do not think there is an impact on Walpole to neighboring towns. What happens in one community has nothing to do with another.

Mrs. Mackenzie bullying, the Internet, social media overwhelming middle schools. I know it starts in elementary school. How do you think we fair with what we are doing?

Kari we looked in data and we are in line with other communities. The formation of the safe school committee was the best thing. I can see that schools have done a great job. Various initiative, we are tackling this issue and there is always room for improvement.

Mrs. Mackenzie one thing at the initial meeting parents felt there was a lot of disconnect set up a plan that is even, how they address follow up on them, has a course changes. The subcommittee was looking at the policy and what happens. Different reporting forms for different schools and we did tried to stream line that. In Elementary School you are going to the classroom teacher all the time. At High School there are different teachers. Kids developmental stage, what type of info and how you want to ask, try to make it easier for students and parents to report and also process of responding to reports to look similar across the board. That was a big piece of parent feedback.

Mr. Mackenzie with your expertise being at middle school, how are we doing compared to Canton, what is your assessment.

Kari based on what I have seen as an outsider, I don't see a greet discrepancy. It is tough to say note being first hand involved in what the staff in our middle schools are doing on a daily basis. Based on what I've seen compared to what I do in another district. If anything, I think that Walpole's efforts to address this are much more robust than where I am.

Mrs. Mackenzie as far union negotiations and things like that. I am a union member and found that having experience, just like being a lawyer it is valuable as long as you separate yourself, having our various expertise can be valuable.

Mr. Buckley thanking for your interest, it is the most important committee in town. We have the largest budget with the largest employer, we are charged with development of the youth in Walpole. What brought you to education? We all touch education and as you could possibly be joining us in this capacity, what led you to be involved in education.

Kari started in the private sector and worked in publishing industry and made my way working at a research cent at a university that worked with Special Olympics. My job was to create summer camp on campus 50% inclusive. We were to create camp from nothing. That was my first experience to work with kids and creating an environment for them to learn and grow social emotionally and develop relationship and it was rewarding and I had toyed with the idea o getting into education before that but that is when it hit home. I started my teaching degree and then as a teacher realized there ware so many factors in education beyond what goes on in a classroom it is what happened at home, their relationships with peers, their interests and that is when I decided to go to school counseling. My philosophy in education is we need to understand students that come with varying level of ability, and interests in academic work and various goals for what they want to accomplish and when they want to leave school, help them get to were they want to be going, not demanding everyone go to college, not everyone do the same amount of

homework every night. It is about having high standards for everyone and helping everyone reach their highest potential.

Mr. Gallivan Thanks Kari, I think you have a great background to be on the committee.

Mike Teeley: Thank you for doing this. I appreciate the process. The time you put into this. I think it's really important. You've got my summary. I've been in Walpole 35 years, raised a family here. Some of them have moved away some stayed. I've been professional educator virtually my entire career. I started out training teachers in environmental experiential education, which is coming back. We were doing in 1975. When they did the first environmental teaching, we led one and that got me into teaching. I spent 7 years at it; running a federally funded program to create curriculum K-12 and it was nationally validated. It was in 1 in 10 School districts in the state of Illinois and in 37 states across the country. I don't have any current classroom experience - I'm a retired educator and been fortunate to do it in some very significant organizations and we've made some changes. Frankly, I wasn't interested in this position at all because I learned my lesson at the last election, but then I met Dr. Gough and it occurred to me in this short window of a 90 day period she is going to need as much professional assistance surrounding here that she can possibly get. That is the piece I bring, org change, development of culture, helping exec getting things done. She's going to be faced with first time prof education running school. It will be huge culture change. Challenging for her. New-Strategic Plan, in reading it they rejected old one or re-wrote and she's going to have to put that in place. She is going to need as much executive help through process. Without it she won't be able. I came to that conclusion after tours and I got more from her at that time and the quality of person she is and that is clear to me that she should be supported well to be capable of schools district. That's why I am here.

Beth Muccini: Are you thinking about this for the term period only?

Mike Teeley: That's what I thought this was a 90-day opening.

Beth Muccini: Do you have experience with the Walpole Public School system itself?

Mike Teeley: Do you mean has my family had experience with it? Yes, I've had two kids go through from third grade to eighth grade. It was at a time when the schools were not as good as they are today. It was a very uncomfortable experience. .

Beth Muccini: What was different about your experience? Based on your experience, what would you like to see different?

Mike Teeley: I'm assuming you; have seen the Strategic Plan, the new draft. That is a lot of stuff to do. It is really changing from classroom centered to individually centered. Much more individualization. All that is stuff a good curriculum person can do. That's changing from training for 21st century, different kinds of teachers and this Strategic Plan is changing that. That will be a challenge.

Beth Muccini: Is there any part of the plan that you were impressed with?

Mike Teeley: It's a significant piece of work and dramatic change in what the schools have been doing up to this point?

Beth Muccini: What change?

Mike Teeley: More accountability for teachers and more recognition that there is - we need to do things better. If you look at MCAS for middle school they're not very good. You have 30% failure rate. Dr. Gough put that up in a PowerPoint presentation - here it is folks. If you look at middle school, that's a problem and yet there's a school in there that was a national award winner. That doesn't compute. So I think we have to step up to the fact that bullying isn't new, this isn't new, so those things have been happening but now there's some recognition and that is what comes through in Strategic Plan. If it gets its final implementation it will acknowledge the fact we have things to do differently and whether it is culture it's all about learning process with young children particularly.

Jen Geosits: Follow up question for you. Have you been involved in any committee involving School Committee or Walpole Public Schools?

Mike Teeley: No.

Nancy Gallivan: I was listening to your summary and your paperwork and experience you had in education, beyond environmental what are some of other things you have done in your career?

Mike Teeley: Three things stand out, customer service program I built for Kimberly Quality Care. We ended up winning a national award from Sony for it. We changed entire culture - we did it so it became health care the way health care should be done so people have a real quality of life.

Nancy Gallivan: Was that in this area?

Mike Teeley: Corporate headquarters were Copley place. We were national company. With Raytheon we started with a paragraph that says we need to build leaders. We built program and changed culture with high potential employees at Raytheon. GE gets a lot of credit for being leadership develop and a lot of people in Raytheon at GE said this program is as good as anything GE ever had. We did it with less month, short cycle and we had 150 people in class in 2 years going through leadership development. Those two are highlights in my career that stand out and made a different. And then there's a third that I still have client today - is a customer services program with Bayata HC. If you want to see health care, culture, excellency go on web and see Bayata. We built that program. It's the best home care in the word. Bayata. It is the way culture ought to be built and leadership performance and I'm proud to say that I built it.

Ann Ragosta: In looking at your resume, it is apparent you have extended consult experience. At executive level and in educational world. Sort of crafting a policy which I think the School Committee could use in quest for quality education. I am concerned about children in Walpole

Public Schools who are not necessarily college bound and the assertion that everyone should be on top of maximum potential and I like that. Do you have a philosophy on students who are not college bound or do you think that students that are not college bound are left behind in Walpole Public Schools?

Mike Teeley: I don't know if they're behind or not the only statistic I've seen is how many went to college and yet a company like Raytheon, a \$20B company, is now put a strategy together that are hiring engineers who don't have 4 year degree. Maybe Junior Colleges will fill that - I don't know they're going to do it. There should be clearer options; we shouldn't all have to go to university. My daughter after high school had never been near college campus so she did Americore and in that year she grew, she became much more able. Now she's a Director at Genzyme. They need options and there's nothing wrong with being electrician or plumber. It needs to be ok for kids to reach the level of competency that they want so that they can get there when they want to get there. My kids and me hit cycle beyond everyone else. My daughter gave up a year, I gave up four years in the military and you're in a different world. There needs to be options and individualized education and we should to degree we are able. That will reach its own level, the doors will be open.

Ann Ragosta: Would that be on your radar if you were on the committee?

Mike Teeley: If that fits into that strategy, that strategy document is pretty clear they are open to the fact not everybody is going to go to college. But statistics report about the school is not how many employed in school but did they go to college, which did they go to and which were they accepted to. That sends a different message and must be difficult for someone who is in a school and their peers are going to college and there not. That's got to be challenging. When I did it, at a Catholic Boys school it was guess what, you're going to college. I should never been in college, but everyone went and it was a waste of time and money.

Ann Ragosta: One last comment, I'm intrigued that you've already met with Dr. Gough and had discussions about her philosophy going forward, do you feel your temperament and personality would fit well with the Superintendent

Mike Teeley: I do executive coaching, I know how to do education with people, and I've done it for years. But she is just great. I mean I don't know selection process is way I would have done it because you can't hold her against someone else. When you don't do that, you don't give them the satisfaction of saying I beat four others out. So you took away that joy for her because you're going to get her anyway. By not doing that, by not having other candidates, she doesn't really know how good she is. There are a lot of educators and leaders, and she's good. Really good choice. And you didn't need my approval, I'm just telling you

David Salvatore: What are big issues as far as you see facing Walpole Public Schools in the next six months, year, coming years?

Mike Teeley: I think the biggest one is the elephant in room, what's the building like. Combined junior high or what. Who is going to take it off the table or put it on the table because it's going to be battle with the town for funding? So that's the first thing, second is acknowledging there's

work that needs to be done. Data for middle school is embarrassing. That doesn't make any sense, if I had a student, I'd say what is going on here, why are these numbers the way they are. It's not impressive, the good news is by the time they get through high school is it's all been fixed. Performance in high school is so much better than middle school and it's the same kids. And also something about the bullying - that's not good and it's there. Those things got to go away. You have to do a lot of things to make that that go away.

David Salvatore: On the middle school issue, do you have an opinion as to whether the middle school should be combined. As you may be aware MSBA has only approved funding mechanism for BMS but it left an opening for discussion about combining. Do you have an opinion about combining the population of the two middle schools into one building?

Mike Teeley: Only in that the question I would ask is it better for the children? What structural arrangement is best for kids? Where can we make their learning better? Where can we deliver the kind of product that we need to deliver as a community give the kids the environment they need. Again, the Strategic Plan if you are reading between lines it would argue for smaller rather than larger. I grew up when you had neighborhood schools and it was great. I can just imagine the families that are close to that how nice that is. It's important consideration.

David Salvatore: What have you been following School Committee and decisions, is there something you disagree?

Mike Teeley: No I'm not close enough to any items of real pressure other than school building and bullying. Watching that meeting where talked about bullying was embarrassing. There are some angry people in there. For the first time the Superintendent is going to take ownership of it. He should have had ownership a long time ago, or should have known that his principals were not doing what they were supposed to do. But he didn't. That's embarrassing. Someone from another communities got to come in and help us figure out that we got a problem.

Nancy Mackenzie: Speaking of bullying, what do we do? How do we stop it? What do we initiate? Where do we start?

Mike Teeley: That's a great question. I'm not going to answer in roughly five minutes. First: (1) admit that it's there. Talk with people about what is making up that environment where people think it's ok. And then have accountability to it and not pretend it's not happening. It happened 23 years ago with my son. More like 30 years ago. When Tim Collins was here.

Nancy Mackenzie: It is different than when I was at school. Social media and the ability - no one sits on the kitchen floor and waits for the phone to ring or fights with their sibling for the next phone call. Everybody is talking to everybody all the time. There's a huge difference of what is going on now and even in parenting sense never mind teaching of how to deal with all this. It's a different game. You mentioned about schools, would you say are you someone that if it is best for the children to have two middle schools that you agree with supporting funding that and pushing for that and for us build and fund two middle schools.

Mike Teeley: If building new instead of renovating, yeah. But the state gives you more money for renovations. Knocking them down and make two new ones doesn't make any sense. There's a math to run on and a way to do that.

Nancy Mackenzie: So do you think part of the problem is, you said that the high school already it sorts itself out and scores are better. In middle school their running classrooms in middle of lunch because there isn't enough space, do you think part of it is we've outgrown our middle schools?

Mike Teeley: Could be but I doubt it. I'd have to look at space.

Nancy Mackenzie: The numbers of who's in middle school compared to when I was in middle school, the numbers have doubled.

Mike Teeley: And now the population is shrinking.

Nancy Mackenzie: When will we see that?

Mike Teeley: Starting right now. The numbers say its going down. Read housing partnerships - it's going down.

Nancy Mackenzie: The difference when I was growing up, we had maybe one or two families move into town a year. Now its revolving door. So accommodations you have to set up for that. Drug addiction, there's a huge generation of grandparents that the group growing that are taking on children of their children. They become primary parents. Parenting and raising children and schooling is such a different animal that some of us will hopefully never know. Where do you suggest we get help for these problems? What do you think the schools need to do to help these changing families? I mean the makeup of families compared to when you were raising your children. You said the school system was a mess then so you pulled your kids out. What can you - what do you think we should be doing different, what should we be offering, especially with the way families make up has changed.

Mike Teeley: Start in middle school. That is where glaring issue is now. I don't know it's the job of schools to raise children, to raise my children; I have responsibility to raise my children. If I want to send them to daycare, I send them to daycare, I pay for that. School certainly through tax dollars are funded and we have services we need. Schools shouldn't be raising children. I think that they need to be consistent with the behaviors and values of the community. Our community values that we have Halloween, we have Halloween, if we don't have Halloween, they don't because they don't value it. If we want daycare we'll pay for it if the committee wants it if it's part of learning process. But sometimes those things initialized and people start to chase it when there really isn't a rationale for doing it. It's not the role of the schools. Schools support what we believe as parents, schools supports and deliver on set of behaviors that we expect of our children, but we should be defining what my kids do.

Nancy Mackenzie: Right. Which is great. Parents that are parenting their children is wonderful but we all have kids that are going to school with some kids that are not lucky enough to have parents that are parenting. And yet they still need to be in school and need an education and a support system.

Bill Buckley: Mr. Teeley thank you. We're happy again, very important committee in community. Could you speak briefly on what brought you to get involved in education and your overarching philosophy.

Mike Teeley: I was lucky, I had gotten out of service and newly married and they stopped sending petro from Middle East and we spend \$2 or \$3 dollars a gallon for gas. I was in the University at the time I became very energized about environmental movement. I was fortunate that I led environmental education at University of Michigan and I got exposure to some of the leading thinkers of environmental education/environmental change. There were alive at that point in the country. And they invited me to come up to Ann Arbor to go through graduate program so I did my masters in environmental education. That was a time when experiential education was getting its feet on the ground. Educators at Ann Arbor were leading that and I was fortunate because I was with them. My major professor was someone who was respected around world. I got exposure to education and training of teachers to do environmental education. I was fortunate to get the position of Director of this Title Core Education Program in Illinois. As a result of that program, I trained in excess of 15,000 teachers on environmental program. I spent three years delivering that program after we designed and built and installed it. We had a curriculum that you could literally take and hand to a teacher and she could teach any subject based on that curriculum through the course of the year. Teachers adopted program readily. I spent a lot of time in public school classrooms. I spent a lot of time working with teachers, I spend a lot of time helping people adopt and adapt the program we built for them. So that got me into that and then I had a growing family and realized if I was going to get what I wanted out of life, I need to go back and get a masters and so I went back and got an MBA and I crossed over into the business world and the difference being between business world training

and development is they don't have to be there and they make it pretty clear if you don't do your job well, people don't listen and don't get anything out of it. I was able to learn from real masters. How do you conduct yourself in a training program, how do you deliver content. And I married that up with glooms work at taxonomy. You got all stuff in business and academics and when you merge the two you have a pretty powerful intervention that will enable you to do the kind of things your doing. I've been lucky, I've been all over the world with the work I've done. Done programs with as many as 15 different cultures in the room at the same time. I've been really fortunate, a lot of exposure to really brilliant people and I've tried to copy some of that.

Mark Gallivan: Thanks Mike. I'll ask both boards to vote and sign your names to the forms, pass them down to me and Bill and I will tally them up.

Mark Gallivan/Bill Buckley: Each member of the Boards had a ballot to vote as required under the Charter. Read names of candidates and Mark Gallivan tallied from forms.

10 people voting; 8 for Kari Denitzio; 2 for Mike Teeley. Kari Denitzio will be the appointee. Thank you for volunteering. Mike I think you have a great corporate development kind of background and if you feel like you can offer insight to Bridget, I think that would be great. She is taking on a great position at a great time and huge amount of work ahead of her so thank you.

Motion moved by Mr. Breen to adjourn at 8:10pm seconded by Mr. Gallivan
Voted 10-0-0