



Town of Littleton School Committee

33 Shattuck St. * P.O. Box 1486 * Littleton, MA 01460-4486 *
Phone: (978) 540-2500 * Fax: (978) 486-9581 * Website: www.littletonps.org



JEN GOLD, Vice Chair
STACY DESMARAIS, Member

JUSTIN MCCARTHY, Chair

BINAL PATEL, Member
ELAINE SANTELMANN, Clerk

School Committee Meeting
Littleton Police Station Community Room
500 Great Road
In-person and Hybrid
October 26, 2023
7:00 PM

Please click the link below to join the webinar:

https://littletonma.zoom.us/j/84432139619?pwd=ImbbcRC0e69Hh_fM25vblLx6rVH43wArSNNla22jk4fcwF

Webinar ID: 844 3213 9619

Passcode: 354933

Or One tap mobile : <https://www.littletonps.org/school-committee/school-committee-calendar>

VIDEO OR CALL WILL BE MUTED UPON JOINING MEETING.

Please use the "RAISE YOUR HAND" feature in the zoom meeting to ask to speak.

PARTICIPANTS/ATTENDEES ARE REMINDED THAT BY JOINING THIS MEETING THAT YOU CONSENT TO YOUR LIKENESS AND AUDIO BEING USED
AND REBROADCAST BY LCTV

This Rebroadcast meeting can be viewed online at LCTV On-Demand at <https://littleton.vod.castus.tv/vod>

A G E N D A

*The Littleton Public Schools' **MISSION** is to foster a community of learners who strive for excellence and prepare each student to be a successful, contributing citizen in a global society. As a district, we commit to evolve together as a diverse community through education, accountability, and compassion.*

7:00 I. ORGANIZATION

1. Call to Order
2. Pledge of Allegiance
3. Consent Agenda
 - Minutes – October 12, 2023
 - Oath to Bills and Payroll

7:05 II. INTERESTED CITIZENS

7:10 III. RECOGNITION

1. **Student Representative(s) Report:** *Student Representative(s), will give a report of events for each school.*
2. Other

7:15 IV. NEW BUSINESS

1. **Linewize Parent Webinar November 8, 2023** - Superintendent Kelly Clenchy will discuss the up and coming Linewize Parent Webinar on November 8, 2023.

It is the policy of the Littleton Public Schools not to discriminate on the basis of race, gender, religion, national origin, color, homelessness, sexual orientation, gender identity, age or disability in its educational programs, services, activities or employment practices. Further information may be obtained by contacting Lyn Snow, District Equity Coordinator at 978-540-2500, lsnow@littletonps.org or 33 Shattuck Street, P.O. Box 1486, Littleton, MA 01460.

Our mission is to foster a community of learners who strive for excellence and prepare each student to be a successful, contributing citizen in a global society.

- 2. Special Town Meeting:** *Superintendent Kelly Clenchy will discuss Article 7, Article 8 and Article 10 listed in the Town of Littleton Town Meeting Report for the November 1, 2023 Special Town Meeting.*
- a. Article 7 - Shaker Lane Elementary School:** *Article 7 authorizes supplemental funding of \$385,000 for the Feasibility Study, Design, and Construction at the Shaker Lane Elementary School located at 39 Shaker Lane.*
 - b. Article 8 - Overlay Reserve Transfer to Capital Stabilization Fund:** *Article 8 transfers \$4,000,000 from the Overlay Reserve into the Capital Stabilization Fund. This funding is intended to be utilized for future capital expenditures such as the rehabilitation of the former Indian Hill Music School located at 36 King Street.*
 - c. Article 10 - High School Tennis Courts Community Preservation Fund:** *Appropriate \$734,000 (Seven Hundred Thirty-Four Thousand Dollars) to design and construct tennis courts at Littleton High School for recreation purposes under the Community Preservation Act and to fund such design and construction, that \$400,000 (Four Hundred Thousand Dollars) be appropriated from Community Preservation Act Fund balance and that \$334,000 (Three Hundred Thirty-Four Thousand Dollars) be borrowed by the Treasurer, who is authorized with the approval of the Select Board, to issue any bonds or notes that may be necessary for that purpose, as authorized by General Laws Chapter 44B, § 11, or any other general or special law, for a period not to exceed the maximum number of years authorized by law.*

7:25 V. PRESENTATIONS

- 1. Financial & Budget Update:** *Business Manager Steve Mark will give a Financial and Budget Update for the district. 5 Min*
- 2. New School Improvement Plan Updates:** *Standard 4: Climate/Culture (4 schools, Principals) 40 Min*
- 3. DEI Update:** *District and School leaders will provide an update with regard to Diversity, Equity and Inclusion. 20 Min*

8:30 VI. INTERESTED CITIZENS

8:35 VII. SUBCOMMITTEE REPORTS

- 1. PMBC**
- 2. Budget Subcommittee**
- 3. Policy Subcommittee:** *(see LPS website to view all policies)*
- 4. Shaker Lane Building Committee Update** *(Stacy Desmarais, Superintendent Clenchy)*

8:55 VIII. ADJOURNMENT

**Next School Committee Meeting
November 16, 2023
7:00PM
Littleton Police Department Community Room**

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BINAL PATEL, Member
ELAINE SANTELMANN, Clerk

SCHOOL COMMITTEE MINUTES October 12, 2023 7:00PM

PRESENT: Justin McCarthy
Jen Gold
Stacy Desmarais
Elaine Santelmann
Binal Patel

ALSO PRESENT: Kelly Clenchy
Steve Mark
Dorothy Mulone
Karen Solomonides

NOT PRESENT:

CALL TO ORDER

Justin McCarthy called the meeting to order at 7:00p.m.

On a motion by Stacey Desmarais and seconded by Jen Gold it was voted to approve the September 28, 2023, agenda as presented. (AYE: Unanimous).

INTERESTED CITIZENS

None

RECOGNITION

1. Student Representative(s) Report: Student Representative, Jacinda Sanders gave an update of events for each school.
2. Superintendent Clenchy recognized Mike Lynn for all the hard work on reorganizing games. We have had a great fall season. It was nice to see new pavement on Russell St, and we are headed in the right direction.
3. John Harrington recognized 3 high school students for their performance on the SAT's

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NEW BUSINESS

1. Superintendent's Report: Dr. Kelly Clenchy gave an update on the 2023-2024 Enrollment as of October 1, 2023. We had a few shifts but the numbers remained the same.

The Enrollment Information is found in the packet.

2. DESE Targeted District Review: Districts are randomly selected. They have interviews with students and various other focus groups, structural observations in our schools and randomly look at educator evaluations. There are 3 areas that will be looked at which are Leadership and Governance, Human Resources and Professional Development and Financial and Asset Management. A couple of school committee members will be interviewed. People from the organization will be on site the week of November 13th. Parents will receive an information letter.

Justin McCarthy: When will we hear from these folks for the interviews and how will we hear? When was the last time we had one of these?

Superintendent Clenchy: I will let you know, we don't have a schedule yet. We haven't had one of these since I've been here, it's been quite a while.

Jen Gold: Do you have a sense of how many of these are being done simultaneously across the state?

Superintendent Clenchy: About 15.

Justin McCarthy: Is there anything that is going to pertain to us in terms of budget documentation, the financial and asset management that will be school committee related as well?

Superintendent Clenchy: No, we will be uploading reports from the Central Office.

3. LPS Connections Series 2023-2024:

Superintendent Clenchy reported that the Connection Series was a good session and people that were there had an opportunity to ask questions. Pleased that we were able to have people come from the community behavioral health centers present to share about local resources.

Justin McCarthy: I thought it was very well done, the speaker was dynamic. It was powerful and I got a lot out of it and I would encourage us to do this again.

Elaine Santelmann: What's the funding source for accessing services from Advocates?

Superintendent Clenchy: People can use their health care plans.

Lynn Snow: But even though without health insurance no one would not be turned away.

Flyers for the Connections Speaker Series and Advocates are in the packet.

PRESENTATIONS

1. New School Improvement Plan Updates: Standard 1: Curriculum, Instruction, Assessment

Presentation can be found in the packet.

Michelle Kane discussed goals, action steps and indicators of success for the school committee, she talked about the different programs being used at Shaker Lane. We had a consultant come in and work with us on our math program. She did a walkthrough of 3 classrooms at different grade levels and provided positive feedback to our staff.

Elaine Santelmann: Does MAP give you similar information to Lexia, how do they integrate?

Michelle Kane: Lexia is an adaptive reading program that meets kids where there are a lot of phonetic usage and builds them up. So if they are working on letter ID and sounds, those are the activities that they are presented with and then the program adapts to where they are ready to learn. The MAP Growth assessments are universal.

Elizabeth Steele: One is curricular; it allows students to do lessons and build upon their skills in lesson format and then can be assessed after they have done some skill learning. Whereas MAP is a one time dipstick of just an assessment the teachers have to provide the path and the skills and the lessons moving forward, where Lexia is programmatic.

Cheryl Temple: Discussed goals, action steps and indicators of success with the school committee, she talked about the different programs being used at Russell Street. They use a standards based report card. Have been working on updating curriculum maps and ensuring alignment of curriculum with the frameworks. Have focused on PD for our new curriculum report card, update our curriculum map teachers have been working on that curriculum and frameworks our aligned and continue PD for new curriculum. Walkthrough visits with Samantha from Lesley University. Working on an updated curriculum in social studies and began working on a new scope to match new standards. Monthly data meetings per grade level. Our goal is to have 80% of all the students in the exceeding or meeting category.

Elaine Santelmann: Do you have a process where you look at the standards that are addressed by questions that students typically miss to see if there is some impact on the curriculum?

Cheryl Temple: The teachers have all of the information, so they can go back and see if there's some impact on the curriculum.

Elaine Santelmann: Can you talk a little bit more about your process for the standard based report card?

Cheryl Temple: Some of the things in the standard based report card didn't align with the curriculum framework. We want to make sure that as the curriculum framework changes we are able to make those edits.

Binal Patel: I would like to comment on the 80% MCAS goal, I appreciate that you set a goal like that. Given the statistics you set, that is not an easy one, feels doable so I appreciate that.

Justin McCarthy: Thank you for bringing back the monthly data meetings.

Jason Everhart discussed goals, action steps and indicators of success to modify the existing SST (Student Support Team) process. The Middle School will be focusing on that one goal this year to address it with fidelity. He talked about establishing thresholds for students to access Tier 2 supports. The goal is to modify our support team and Tier 2 services, which include Math Lab and Lit Lab to be an extension of what is happening in class.

Binal Patel: As you sort of move up in the pyramid it's focused on bringing kids up to grade level as opposed to those that need additional challenge? We're looking at a specific group of students that are sort of below meeting grade level expectations bringing them up not necessarily pushing those that are above?

Jason Everhart: Larger districts might be able to handle that in a way that's different because they can be more flexible, we have enough to meet these services and needs for kids at the middle and lower level. But within that we also don't want to just say to high achieving students, "Well, you're gonna be fine when you go to high school." We work with our teachers to say if these kids are really high performing how do we keep them engaged. Kid by kid basis. We used to have virtual high school and we are hoping to bring some of these programs back.

Stacey Desmarais: There has been a need for an increase of services since COVID probably see in increase as the kids are moving into middle school how are you doing with supporting these kids now with staffing and are there any plans to or needs to increase that staffing as you're starting to see potentially those numbers increase more?

Jason Everhart: We found a way to implement a 6th teacher for grade 6 that wasn't just taking what other teachers were doing and doing in their classrooms. We were able to create a second ELA class. We have ELA reading and ELA writing.

Justin McCarthy: Is that strategy of dividing the ELA going to stay in 6th grade or is it going to follow this cohort through middle school?

Jason Everhart: The plan is for it to stay in 6th grade.

Justin McCarthy: Has the SST process taken place yet?

Jason Everhart: This will be an upcoming meeting including having teachers join in, which wasn't done in the past. This is in the process.

Elain Santelmann: Tier 2 services, are these pull-out services? How do you keep all this pull-out from blowing up your schedule?

Jason Everhart: We schedule these classes during our unified art block. We let the child and family choose, but we want to give families a stake.

John Harrington discussed goals, action steps and indicators of success with the school committee, he talked about the different programs being used at the high school. We are adopting and implementing a curriculum review cycle. World history and social science are being reviewed during this year. Review and refine assessments and grading practices during a PD day. We will be doing an inventory of different assessments at the high school. Further incorporating UDL practices in teaching practices. We've adopted the program Character Strong for social and emotional learning. There are 15 sessions by grade level. Topics included for 9th grade are: welcoming and getting to know you activities, building connections and community and a sense of belonging, 35 minute session once a month during flex block. Some other topics are; perspective taking, managing emotions, empathy and goal setting.

Jen Gold: Is Character Strong a package that you chose among other competitive programs? Are they graded?

John Harrington: Yes, we had a variety of different options, this is the one that was consensus for sure. We felt the sessions were really helpful, there was a choice in the activities. No, they are not graded, but we can track the students' engagement from the advisory teacher.

Binal Patel: Is social/emotional curriculum a DESE requirement or is this something you chose to do?

John Harrington: We chose to do this, I don't think many school districts have adopted some form of SEL curriculum. It's strongly encouraged by all the administrative associations. It's not framework based and not mandated but strongly encouraged by the Department of Elementary and Secondary Education.

Binal Patel: I really appreciate it because you don't hear a lot about social/emotional learning at the high school age. I appreciate the priority and value.

Elaine Santelmann: I appreciate your focus on assessment and appreciate how you're tackling this complex issue at the grass roots level to ensure buy-in. Are your anticipated innovations with assessments going as far as changing report cards or is this more of what's happening in the classroom?

John Harrington: We want to start just improving basic fundamental facts to things that are really doable. The standards-based report card is done at some schools like charter schools. That hasn't come up yet, we are just really looking to see how we can do what we are doing currently, how we can do it better and incremental approach.

Justin McCarthy: I'm excited about these goals. Your presentation spoke to me and it was very powerful.

INTERESTED CITIZENS

None

SUBCOMMITTEE REPORTS

- 1. PMBC:** High school roof 98% - 99% completed. Snowmelt system has been installed onto roof drains.
- 2. Budget Subcommittee:** Meeting was held last week at the superintendent's office, there was discussion on preliminary budgeting and capital items potentially for our wishlist, preferred maintenance. Plan on getting a meeting scheduled every month. Steve Mark revisited the \$15,000 from the budget that it's not a deficit, there's nothing to worry about the money didn't roll forward to the new fiscal year, it was just a timing issue.
- 3. Policy:** None
- 4. SEPAC:** We have a meeting on the books.
- 5. Shaker Lane:** Meeting with MSBA on November 2

ADJOURNMENT

On a motion by Binal Patel and seconded by Jen Gold it was voted to adjourn at 8:31PM. Roll Call Vote: Justin McCarthy, AYE; Jen Gold, AYE; Elaine Santelmann, AYE; Binal Patel, AYE; and Stacy Desmarais, AYE.

**NEXT MEETING DATE
October 26, 2023
7:00PM**

DOCUMENTS AS PART OF MEETING

Littleton Public Schools Enrollment

DESE Target District Review

LPS Connections Series

Community Behavioral Health Centers

School Improvement Plan

CHILDREN'S ONLINE SAFETY: A WEBINAR FOR PARENTS AND GUARDIANS AT LPS

Online Safety and Digital Wellness: Parent Webinar

Hosted by digital wellness expert, Teodora Pavkovic

Register and join us live

In partnership with  Linewize
by Gloria



November 8
6:00pm

Join us for this live webinar presented by our online safety partner Linewize and familiarize yourself with the tools available to help you keep your children safe and well in the digital world, especially once they reach the milestone of owning their own smart device(s). Linewize's Director of Wellbeing, Teodora Pavkovic, will share insights into some of the main online safety risks children encounter today and the strategies to minimize them, and she will guide you through using tools like the ABC approach to online safety and your district's Online Safety Hub. Teodora will be taking your questions at the end of her presentation, so be sure to join us live. See you there!

Register here:

https://familyzone.zoom.us/webinar/register/WN_I_cJ_iYxTxaWLxt1H3qd0Q



Town of Littleton

YEAR-TO-DATE BUDGET REPORT FY 2024

FY 2023-2024 ACTUALS THROUGH 10/19/23

FOR 2024 03

ORIGINAL APPROP	TRANS/ADJSMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED
310 REGULAR EDUCATION 9,654,287.00	0.00	9,654,287.00	834,866.78	30,169.11	8,789,251.11	9.0%
311 SPECIAL EDUCATION 6,509,160.00	0.00	6,509,160.00	574,251.34	14,340.51	5,920,568.15	9.0%
312 STUDENT & SUPPORT STAFF 1,483,782.00	0.00	1,483,782.00	241,037.25	52,979.03	1,189,765.72	19.8%
313 OTHER INSTRUCTION 310,425.00	0.00	310,425.00	14,982.10	7,677.93	287,764.97	7.3%
314 SYSTEM ADMINISTRATION 1,608,547.00	0.00	1,608,547.00	342,110.00	1,777.13	1,264,659.87	21.4%
315 SCHOOL ADMINISTRATION 1,402,102.00	0.00	1,402,102.00	280,379.07	0.00	1,121,722.93	20.0%
316 TRANSPORTATION AND BUSING 1,543,733.00	0.00	1,543,733.00	14,989.13	0.00	1,528,743.87	1.0%
317 FACILITY & MAINTENANCE 1,921,226.00	0.00	1,921,226.00	384,060.40	32,409.59	1,504,756.01	21.7%
GRAND TOTAL 24,433,262.00	0.00	24,433,262.00	2,686,676.07	139,353.30	21,607,232.63	11.6%

** END OF REPORT - Generated by Steven Mark **

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Middle School - Fire Control Panel replacement	\$	-	\$	-	\$	50,000	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	50,000
Middle School - Fire Control Panel replacement	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
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High School - Exterior Recaulking of all windows	\$	-	\$	-	\$	-	\$	250,000	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	250,000
High School - Exterior Recaulking of all windows	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
High School - Exterior Recaulking of all windows	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
High School - Exterior Recaulking of all windows	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
High School - Exterior Recaulking of all windows	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
High School RTU - Auditorium	\$	-	\$	125,000	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	125,000
High School RTU - Auditorium	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
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School Improvement Plan

Standard 4: Climate/Culture

Mrs. Michelle Kane, Principal of Shaker Lane School
Mrs. Cheryl Temple, Principal of Russell Street School
Mr. Jason Everhart, Principal of Littleton Middle School
Dr. John Harrington, Principal of Littleton High School

October 26, 2023

Shaker Lane School

Goals	Action Steps	Indicators of Success
<p>Maintain school safety committee, explore and implement emergency protocols, procedures, and preparedness</p> <p>Celebrate students and staff through recognition, spirit days, and other celebrations</p>	<p>Meetings with fire and police department representatives to review procedures, staff review/training sessions related to ALICE & other emergency plans</p> <p>Reward for showing HEART</p>	<p>Successful completion of fire & crisis response drills Outcomes from building safety meetings</p> <p>Classroom Heart Jar Celebrations Tiger Paw of Excellence Staff pins</p>
<p>Enrich HEART program to encompass new strategies that develop awareness and skills in Social-Emotional Learning</p> <p>Utilize diverse literature and activities to promote equity</p>	<p>Social groups Monthly Community Meetings that target skills Weekly Positive Affirmations during Morning Announcements</p> <p>Select a diverse selection of books for each month</p>	<p>Student progress Community Meetings Compassion Projects</p> <p>Classroom readings</p>

Shaker Lane School

Goals	Action Steps	Indicators of Success
Administer and evaluate Community, Culture, and Diversity Survey to incorporate family feedback into learning experiences at Shaker Lane	Publish survey to families Review feedback for ideas Implement suggestions and ideas	Schoolwide and classroom events Feedback from staff and families
Review the District Maintenance Plan at the start and end of each year to evaluate areas that need to be addressed at the building level & employ environmental conservation strategies	Identify areas of the building that require update Updates from Energy Manager	Repairs and updates completed Conversations on improvement ideas
Develop a team of staff and community members to support the SL MSBA initiative	Reach out to staff and families with information about the committee and solicit interest	Meeting minutes List of ideas and feedback

Russell Street School

Goals	Action Steps	Indicators of Success
Review, maintain and modify protocols and procedures that provide all students and staff with a safe and secure learning and work environment.	<p>Review and implement emergency protocols and procedures</p> <p>Continue to build capacity of staff around offering and environment that fosters SEL</p> <p>Create outdoor spaces for students and staff</p> <p>Build strong citizenship</p>	<p>ALICE drills</p> <p>Fire Drills</p> <p>Emergency protocols reviewed and updated</p> <p>SEL block and lessons</p> <p>Morning/afternoon meeting</p> <p>Outdoor classroom</p> <p>STRIPES initiative</p> <p>Schoolwide events/activities</p>
Ensure the district and schools are free from discrimination and harassment and support student wellness.	<p>Respond to conduct concerns in an educational fashion</p> <p>STRIPES initiative</p> <p>Ongoing staff conversations</p>	<p>Safe School training</p> <p>Management of conduct concerns</p> <p>STRIPES board</p> <p>Additions to our wellness plans for students and staff</p> <p>Lunch groups</p> <p>Activities for staff</p>

Russell Street School

Goals	Action Steps	Indicators of Success
Review and revise the District Maintenance Plan.	Documented evidence of requested and required maintenance, repair, and renovations to the school facilities.	RSS is clean, maintained and functional for students and staff.
Continue to support the district's energy and environmental conservation initiatives.	Remind staff regarding strategies for energy conservation Recycling throughout the building Composting in the cafeteria	Dave Riley Less trash/more recycling Leah Botko

Littleton Middle School

Goals	Action Steps	Indicators of Success
Develop and implement a plan to increase the mental health check-ins for students and staff throughout the school year.	<ul style="list-style-type: none">● Establish appropriate goals for increased check-ins and what information will be most beneficial.● Explore screening options that can be delivered more frequently.	<ul style="list-style-type: none">● Develop mission-focused criteria that elicits the desired information for improved awareness of student health and happiness.● Conduct research of available programs, time, cost and potential benefits.
Develop and implement a response plan for interventions when check-ins reveal students with urgent health needs.	<ul style="list-style-type: none">● Work with clinical staff to create flow charts for actionable interventions depending on level and type of need.	<ul style="list-style-type: none">● Structures that provide timely and thoughtful outcomes that include families, school, and other agencies to provide support.

Littleton Middle School

Goals	Action Steps	Indicators of Success
Continue to clearly communicate rules about physical violence, verbal abuse, harassment and teasing; clear and consistent enforcement and protocols for adult intervention.	<ul style="list-style-type: none">● Acknowledge the issue in large and small groups, engage the entire school community in regular discussions.● Explain the course of action with families in order to establish school expectations and protocols.	<ul style="list-style-type: none">● Reduced instances of bullying and harassment.● Families supporting school rules for bullying and harassment at home.
Continue to support efforts to target social skills, building self-esteem, anger management and coping skills for anxiety.	<ul style="list-style-type: none">● Continued mental health screenings, social pragmatics, counseling, and advisory● Connect frequently with families to engage in their children's progress.	<ul style="list-style-type: none">● Increased student engagement in classrooms and social settings, taking positive risks to connect with others.

Littleton High School

Goals	Action Steps	Indicators of Success
Review, maintain and modify protocols and procedures that provide all students and staff with a safe and secure learning and work environment	<ul style="list-style-type: none">-Continue to review and implement emergency protocols and procedures on a regularly scheduled basis with Admin Council and Safety & Security Subcommittee-Enhance communication with updated emergency/safety alert notification system	<p><u><i>In collaboration with LPD:</i></u></p> <ul style="list-style-type: none">- Staff ALICE training annually- Developmentally appropriate student ALICE training/review 2x/year <p><u><i>In collaboration with LFD:</i></u></p> <ul style="list-style-type: none">- Student/Staff fire drill training 4x/year <p>Emergency protocols and procedures reviewed, updated, & documented as needed</p> <p>Fully implemented new emergency/safety alert notification system</p>

Littleton High School

Goals	Action Steps	Indicators of Success
Continue strong support of student wellness	<ul style="list-style-type: none"> -Continue to schedule and implement Health Screenings via Health Office and Clinical Team each year -Continued professional development focused on Health and Wellness 	<ul style="list-style-type: none"> -Completed Annual PD/Trainings such as CPR, AED, Epi-Pen, Suicide Prevention -Screenings (GAD-7 & PHQ-9) completed and documented with follow-up as needed
Form a School Culture Team as a subcommittee of the School Leadership Team to foster and expand a positive and caring school environment	<ul style="list-style-type: none"> -Develop, schedule, and provide Positive Climate & Culture activities throughout the year -Conduct Climate and Culture Surveys for staff, students, parents -Facilitate Book Study: <i>Recalibrating School Culture</i> -Hold school assemblies that cultivate positive school culture -Review resources for creating School Culture team: https://bit.ly/44Es5IK 	<ul style="list-style-type: none"> - Activities and events scheduled and completed -Surveys and book study completed and reviewed with action steps and recommendations for follow-up -Positive and caring school environment enhanced and evident

Littleton High School

Goals	Action Steps	Indicators of Success
Ensure that LHS is free from discrimination and harassment	<ul style="list-style-type: none">-Implement annual required trainings-Prompt response to any concerns-School Leadership Team will conduct surveys and focus groups with students regarding perceptions about diversity, equity, inclusion, belonging and school climate-School Leadership Team will develop, administer, and review survey data	<ul style="list-style-type: none">-Annual required trainings for all staff completed-Scheduled and facilitated focus groups and surveys with action steps developed and taken as part of follow-up
Collaborate and plan with the Business Manager, Facilities Manager, Head Custodian, Energy Conservation Specialist to address school facility needs and energy conservation Program	<ul style="list-style-type: none">-Document requested and required maintenance, repair, and renovations to the school facilities-Develop follow-up plans, capital budget items, schedule maintenance and repairs	<ul style="list-style-type: none">-Maintenance, repair, and renovations completed-Energy conservation measures documented and evident

A decorative banner at the top of the slide features a string of colorful flags (red, yellow, green) and stars. The background is a light beige color with scattered stars and clouds. The main content is enclosed in a white rounded rectangle.

DEI Update

Mrs. Michelle Kane, Principal of Shaker Lane School
Mrs. Cheryl Temple, Principal of Russell Street School
Mr. Jason Everhart, Principal of Littleton Middle School
Dr. John Harrington, Principal of Littleton High School
Ms. Lyn Snow, Director of Student Services
Mrs. Elizabeth Steele, Director of Teaching and Learning

October 26, 2023

DEI District Wide

- LPS Strategic Plan
- Diversity, Equity, and Inclusion Team
 - [LPS DEI Site](#)
- Connections: Dr. Kalise Wornum, December 5th

Mission

As a district, our mission is to foster a community of learners who strive for excellence and prepare each student to be a successful, contributing citizen in a global society. We commit to evolve together as a diverse community through education, accountability, and compassion.

LPS CONNECTIONS SPEAKER SERIES

2023-2024

SESSION TWO

TOPIC: Defining Equity & Cultural Proficiency

DATE: December 5th, 2023

TIME: 6pm-7pm

LOCATION: Littleton High School
Auditorium
56 King Street
Littleton, MA 01460

SPEAKER: Dr. Kalise Wornum

Dr. Wornum is a leading provider of cultural proficiency and diversity, equity and inclusion (DE&I) training and strives to help people throughout the nation make authentic connections in a most authentic manner.





Shaker Lane School

Where are we now?

- AdaptiveX PD
- Cultural Committee
- Diversity readings each month
- Community Meetings
- Diverse staff membership
- Family classroom presentations

Where are we going?

- School wide events
- Classroom events
- Open to ideas

Russell Street School

Where are we now?

Adaptive X Professional Development
DEI Committee
Book-a-day program
Schoolwide meetings
Cultural presentations/programs
Addition of new food options for lunch (Leah Botko)
Attention to diversity in staffing

Where are we going?

Continued focus on DEI
Schoolwide meetings
Classroom presentations/events



Littleton Middle School

Where are we now?

- Advisory
- UDL implementation into Advisory and lesson planning.
- Increased expectations for UDL-focused goals in educator evaluations.
- Improving representation in our school library.
- LMS Roadshow

Where are we going?

- Project 351 - Playbook Initiative
- Culture Workshop: Indian Folk Art & Diwali
- Continue to assess inclusivity in classwork, expectations, exposure, and connections.

Littleton High School

Where are we now?	Where are we going?
<p>New SEL Curriculum, <i>CharacterStrong</i>, in Advisory with a strong focus on Belonging</p> <p>US History courses address racism</p> <p>Active DEI and GSA club</p> <p>Many staff reading books on culturally responsive teaching and DEBI independent of professional development</p> <p>Return of Pals club</p> <p>Unified Sports - three seasons</p>	<p>School Leadership Team will conduct surveys and focus groups with students regarding perceptions about diversity, equity, inclusion, belonging and school climate</p> <p>The School Leadership Team (SLT) will participate in a Book Study of the book <i>We Belong: 50 Strategies to Build Community and Revolutionize Classroom Management</i> and provide recommendations to strengthen community and sense of Belonging at LHS</p>

Littleton High School

Where are we now?	Where are we going?
<p>MIAA DEI presentation at the start of each athletic season</p> <p>Great Kindness Challenge each January</p> <p>No Name Calling Week each January</p> <p>Spread the Word Inclusion event each March</p> <p>National Culture Week in April</p> <p>#SeeMe Campaign in May through Stomp Out Bullying</p> <p>ELA Department is providing more reading options that feature diverse representation</p>	<p>All school assembly: DEI Club presentation</p> <p>Guest speakers (TBA) for students and staff with opportunities for discussion and Q & A with students</p> <p>Workshop Opportunity for engaging LHS Families</p> <p>Considering an all school book reading assignment with diverse options</p> <p>LHS will apply a DEBI Lens during the upcoming NEASC Self-Reflection Process (as part of re-accreditation)</p>

Thank you!

Credits

Presentation Template: [SlidesMania](#)

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