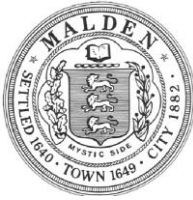


CITY OF MALDEN, MASSACHUSETTS



Rick Rogers, Interim Principal
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EARLY LEARNING CENTER

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ELC School Council Meeting Thursday, June 10, 2021

MINUTES

Members Present:

Nicole Chelman, Heather Cochran, Gregory Marton, Rick Rogers, Imene Bouziane Saidi, Elizabeth Paulsen Tonogbanua

Public Comment

None

Approval of [ELC School Council Minutes 05 20 21](#)

On a motion by Liz Tonogbanua, seconded by Heather Cochran, the minutes of the May 20, 2021 meeting were unanimously approved.

Principal's Report

- **Principal Search Update:** The opening was reposted after the first round did not result in identifying a successful candidate. The Interview Committee interviewed 3 new candidates this week. Two of the three were selected to move to the second round which includes completion of a performance task and interviews with Central Office.
- **Staffing Update:**
 - Classrooms:** We will be adding 2 full-day integrated PreK classes next year. Those position will be filled by current teachers who were reassigned to ILP this year. We are also adding 2 more ILP classrooms, resulting in a total of 4 ILP vacancies. Rick has filled two of those vacancies internally and is working to fill the others in the next two weeks. We also will have a maternity leave in the fall, but will wait until summer to fill that position.
 - Paraprofessionals:** We anticipate needing 10-12 new paraprofessionals next year. The new principal will need to fill those positions.
 - Other Special Ed Hiring:** The Assistant Superintendent of Student Services is working to fill there positions: Special Education Program Manager (Monique Boudreau is leaving), a new full-time Team Chair position, and an OT position (Marianne Estrela is retiring after 22 years at the ELC).
 - Family Liaison:** A question was asked about whether the ELC was in line to receive a

Family Liaison next year. Rick is not aware of any plans to do so. We already have a full-time Family Support Coordinator on staff and it is not clear how the liaison role would be different. It was noted that having someone who speaks another language might be beneficial in promoting family involvement.

- **Registration Update:** 87 students have registered to date.
- **After School Care:** No additional information on registration or staff hiring. Rick will follow up with the YMCA Director about the process and timing for registration, as well as staff hiring.

School Improvement Plan: Follow-Up Discussion on PBS

Rick asked the team to revisit the concerns expressed by parent members of the School Council about whether or not PBS supported an inclusive environment. Why is the program considered able-ist by some?

Parent Representative Imene Said expressed her concerns about the emphasis in PBIS on behavior and rewards and consequences. She wondered if this results in calling attention to behavior that may be the result of a disability. She gave the example of how a focus on “whole body listening” might negatively impact a student whose disability makes it difficult to sit still or whose neurological differences may result in repetitive behaviors such as flapping hands. She noted the need for a UDL perspective and cited the example of the Henderson School in Boston as a school that nationally known for its school-wide inclusionary approach.

Teachers Nicole Chelman and Heather Cochran talked about how PBS (an early childhood program) was different from PBIS. They spoke about the similarities between PBS and PBIS, which included having common language and common visuals through-out the school (bee mascot, “Be safe and Be a Friend” as school-wide rules), and shared expectations in common areas (keep the right on stairs, hold the railing, etc.) They noted that the ELC has not identified a school-wide monthly focus as is done in some PBIS schools and does not offer rewards for meeting this focus. Rather, the focus has been on teachers meeting in groups (facilitated by coaches) to identify areas of concern, develop an action plan, and share ideas. They noted the value of the TPOT as a tool for identifying focus areas.

Rick has raised these concerns with our PBS consultant and our PBS team will discuss these concerns next week at its final meeting of the year. This discussion should be continued next year.

Debriefing School Council This Year

Rick asked the team to engage in a “Plus/Delta” protocol to assess how School Council worked this year. Plus = Things that went well. Delta = change – or “Would be even better if...”)

PLUS

- Enlightening for me as a parent to learn about what goes in the school.
- Open to all in the community to learn about what is happening in the school.
- Principal’s Updates (kept brief)

- Consistency of receiving agenda ahead of time and minutes in a timely fashion afterwards.
- Being able to have honest and substantive conversations about school issues – especially in this most challenging of school years.
- Having teachers and parents together.
- Principal’s facilitation keeping us focused and following the agenda.

DELTA (“Would be even better if...”)

- Allow more time for the more substantive conversations.
- Timing of meetings at 2:15 makes it hard for parents to attend. Consider rotating times next year? Continue to meet remotely to provide more access?
- Provide times for district-wide meetings of school councils (or at least co-chairs) –much like district-wide PTO.