

**Harvard Public Schools**  
14 Massachusetts Avenue, Harvard, Massachusetts 01451

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**School Committee Meeting**

**March 9, 2020**

**6:15 PM**

**Upper Town Hall**

1. Call to Order and Read the Vision Statement (6:15)
2. Public Commentary (6:17)
3. Student Report (6:20)
4. Field Trip/Grant Approval; Vote (6:25)
5. Club Approvals; Vote (6:40)
6. Innovation Lab Update (6:50)
7. Superintendent Update (7:30)
8. Coronavirus Readiness Update (7:40)
9. Goals Discussion; Vote (7:50)
10. School Building Update (8:10)
11. Budget Discussion (8:15)
12. Agenda Items (8:35)
13. Approval of Meeting Minutes (8:40)
14. Liaison/Sub-committee Reports (8:45)
15. Public and School Committee Commentary (8:55)
16. Executive Session (9:00) ; pursuant to Massachusetts General Laws Chapter 30A section 21 (a) and (3) for the following purposes:
  - a. To discuss strategy with respect to an in preparation for collection bargaining with Harvard Teachers' Association because an open discussion may have a detrimental effect on the bargaining position of the Committee.

Materials: Innovation Lab Update, Joint Goals, Updated Budget Book, Clubs, Grants, Field Trip Approvals, Club Applications, Superintendent Report, Minutes

**Vision Statement:** The Harvard Public Schools Community, dedicated to educational excellence, guides all students to realize their highest potential by balancing academic achievement with personal well-being in the pursuit of individual dreams. The students engage in learning how to access and apply knowledge, think critically and creatively, and communicate effectively. They develop the confidence and ability to understand diverse perspectives, collaborate, and contribute to their local, national, and global communities.

# HES PTO CURRICULUM ENRICHMENT REQUEST FORM

The PTO asks to be recognized on all permission slips & email communications sent to parents regarding the enrichment programs we support.

**PLEASE NOTE:** All checks will be made payable to the Hildreth Elementary School. Contact the school business office to request your approved funds for vendor payment.

Date of Request: Feb 26, 2020 Amount Requested: \$200

Submitted By: Amy Bassage Email: abassage@psdharvard.org

Program/Project Title: Life in the Colonies - music + dance

Description: (provide as much detail about your request as possible)

Mike Harde<sup>\$200</sup> and his band will play traditional music from Colonial America. Rich

Sbardella<sup>\$300</sup> will teach and lead colonial movements. This event has become an annual third grade culminating celebration of our history unit of study about "Colonial America".

Other events during our "Life in the Colonies Day" will be run by volunteers - games, crafts, dressing, etc.

Approximate number of students impacted: 80 third graders

Program/Project Start Date & End Date: Tues. March 24 1:40-3:00

\*\*\*\*\*

Signature of Applicant: Amy Bassage Date: 2/26/20

Signature of Principle: [Signature] Date: 2/26/20

Email a copy of the completed grant request form to Kate Guthro at [kate@guthro.net](mailto:kate@guthro.net)  
Questions, contact Kate Guthro at [kate@guthro.net](mailto:kate@guthro.net)

# HES PTO CURRICULUM ENRICHMENT REQUEST FORM

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Date of Request: 1/30/20 Amount Requested: \$ 1,209

Submitted By: Josh Myler Email: jmyler@psharvard.org

Program/Project Title: Staff Development: Break Out Boxes

Description: (provide as much detail about your request as possible):

We are requesting a grant for supplies to make three "break out boxes" to be shared  
between grades 3-5. We have a parent volunteer who works at WPI who  
has agreed to come and provide staff development in the form of workshops  
training our staff on how to use the break out boxes and connect them to  
the curriculum, as well as customize them for each grade level.


The boxes would then be available for teachers of grades 3-5 to take and use to  
supplement their curriculum. In the future, we may expand the use of the boxes to  
grades K-2.

Approximate number of students impacted: 222

Program/Project Start Date & End Date: April 2020

\*\*\*\*\*

Signature of Applicant:  Date: 1/30/20

Signature of Principle:  Date: 1/30/20

Email a copy of the completed grant request form to Kate Guthro at [kate@guthro.net](mailto:kate@guthro.net)  
Questions, contact Kate Guthro at [kate@guthro.net](mailto:kate@guthro.net)

## **Application for New Club and Organizations**

Harvard Public Schools  
Harvard, Ma 01451

**Club/Organization Name:** Project 351 Club

**Application Date:** December 6, 2019

**Student Organizer(s):** Leo Sullivan (2019-2020 ambassador and primary author of this application); Julia Kimball (2018-2019 ambassador); Olivia Ren (2018-2017 ambassador); KeeSeok Lee (2016-2017 ambassador)

**Grade Level(s):** primarily 6-8; all are welcome from 9-12 as well

### **Club/Organization Description (include details and goals):**

This club will provide an opportunity for other students and teachers to actively participate in Project 351's three main statewide services: the Cradles to Crayons clothing drive, the September 11 Tribute Service, and the Loaves and Fishes food drive. If any other Project 351 service options arise, members of this club will be able to take part in those as well. The planning, execution, and follow-up for each of these significant accomplishments form the bulwark of the club's concrete activities. This differs from Bromfield Cares in the sense that it focuses on Project 351-coordinated leadership initiatives, while Bromfield Cares leads non-Project 351 community service.

### **What do you anticipate needing from your advisor?**

I anticipate needing guidance and supervision from Ms. Hodgens (our advisor). To elaborate, I expect needing her to give us some goals, to step in sometimes and keep things on track, and to facilitate the communication between our club and other organizations or people.

**When and how often do you hope to meet?**

2:30-3:15ish, every other Monday during Project 351 Services (February-April, beginning of school to September 11, October - beginning of December)

**Where would you like to hold meetings?**

Ms. Hodgens' room, room 338

**For Office Use Only**

Estimated Tentative Advisor Stipend

# 800

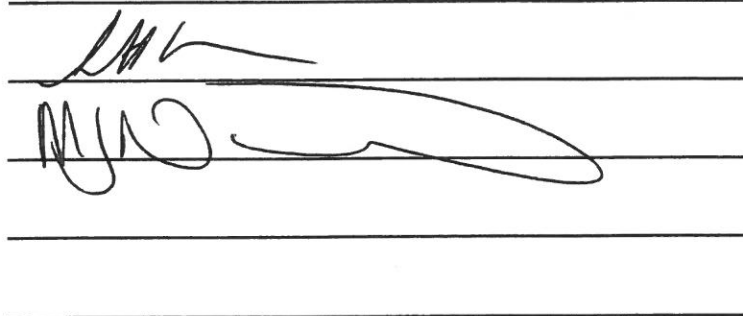
Athletic Director

Principal's Approval

HTA President's Approval

Superintendent's Approval

School Committee Approval

The image shows handwritten signatures on the approval lines. The Athletic Director's line has a signature. The Principal's Approval line has a signature. The HTA President's Approval line has a signature. The Superintendent's Approval line is blank. The School Committee Approval line is blank.

Application for New Clubs and Organizations

The Bromfield School  
Harvard, MA 01451

Organization Name: m3c/math modelling challenge Team

Application Date: 1/23/20

Student Organizers: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Faculty Advisor: Julie Horton

\_\_\_\_\_

Organizational Goals and Objectives:

To prepare for and compete in the MathWorks  
Math Modelling Challenge competition

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Rationales:

This experience provides a venue for introducing  
students to applications and techniques for  
math modelling and applied mathematics.

\_\_\_\_\_

\_\_\_\_\_

What do you see as the role of the faculty advisor in this organization?

To provide structure, resources, feedback and enthusiasm  
as students learn and prepare for the competition.

\_\_\_\_\_



# M3 MathWorks Math Modeling Challenge

## \$100,000 in SCHOLARSHIPS

Challenge Weekend  
February 28 – March 2, 2020

### HIGH SCHOOL JUNIORS AND SENIORS:

- Form a team of 3–5 students with one teacher-coach
- Choose your 14-hour worktime and location for challenge weekend
- Submit a solution to the open-ended modeling problem
- Participation is free and entirely internet-based
- Go to [m3challenge.siam.org](http://m3challenge.siam.org) for rules, resources, and to register online

### TECHNICAL COMPUTING AWARDS

**EXTRA CREDIT:** Additional scholarship prizes are available for teams submitting supporting code

REGISTER BY FEBRUARY 21, 2020 AT

[M3Challenge.siam.org](http://M3Challenge.siam.org)



During Challenge weekend, an open-ended problem is revealed to high school teams and they work together, under time constraints, using the math modeling process to represent, analyze, make predictions and otherwise provide insight into that real-world problem's questions. High schools in the U.S., its territories, and DoDEA schools are eligible to participate in M3 Challenge 2020.

The National Association of Secondary School Principals has endorsed this program as the 100% National Advanced Level of Student Competency and Achievement 2020.



Presented by

**siam** | Society for Industrial and Applied Mathematics

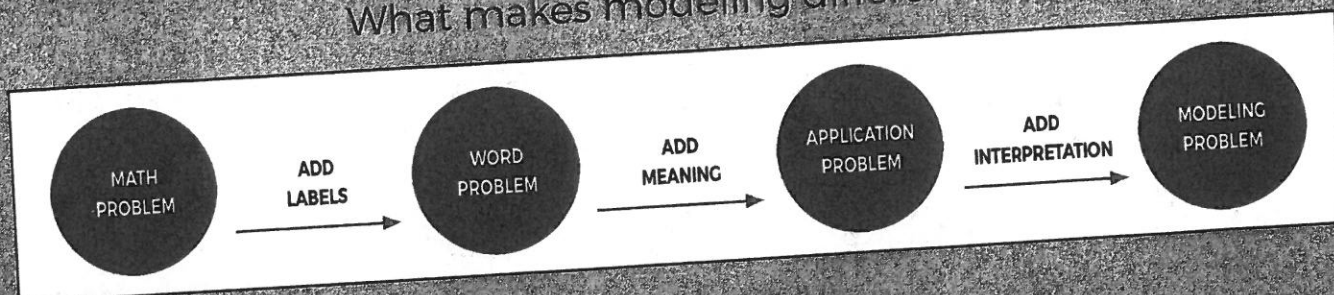
Sponsored by

**MathWorks**

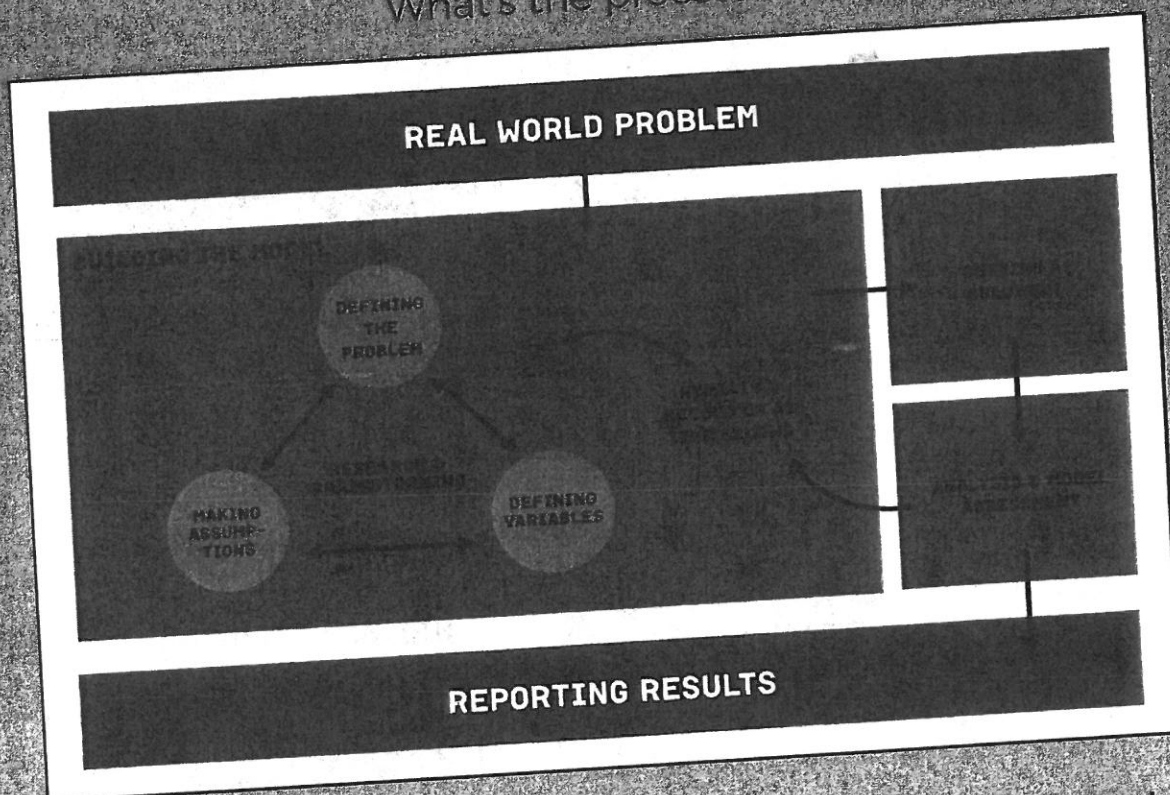
# WHAT IS MATHEMATICAL MODELING?

Modeling is a process that uses math to represent, analyze, make predictions, or otherwise provide insight into real-world problems.

What makes modeling different?



What's the process?



Math modeling is an iterative problem solving process in which math is used to explore and develop deeper understanding of a real world problem.

Sources: GAIMME: *Guidelines for Assessment and Instruction in Mathematical Modeling Education*, Sol Garfunkel and Michelle Montgomery, editors, Consortium for Mathematics and Its Applications and Society for Industrial and Applied Mathematics, Philadelphia, 2016. *Math Modeling: Getting Started & Getting Solutions*, K. M. Bliss, K. R. Fowler, and B. J. Galluzzo, SIAM, Philadelphia, 2014. ©2014 Society for Industrial and Applied Mathematics. Reprinted with permission. All rights reserved. These sources are posted by SIAM online and are freely available for viewing or download at [www.siam.org/reports/gaimme.php](http://www.siam.org/reports/gaimme.php) and [m3challenge.siam.org/resources/modeling-handbook](http://m3challenge.siam.org/resources/modeling-handbook).



Society for Industrial and Applied Mathematics



## Application for New Clubs and Organizations

The Bromfield School  
Harvard, MA 01451

Organization Name: Bromfield Glee Club

Application Date: November 19th, 2019

Student Organizers: Julian Iverson

Camila Müller-Juez

Robin Calabresi

Faculty Advisor: Andrew Milne

### Organizational Goals and Objectives:

- To promote joy in the musically gifted students of the Bromfield community.
- To have more diversity in the Bromfield Music Department
- To unify students who share similar interests in music + performance

### Rationales:

- Practices (hour long) from December - End of School
- 8th Grade - 12th Grade welcome
- We would like to have a performance at the end of the year showcasing learned numbers
- We hope to fund the club with fundraisers

What do you see as the role of the faculty advisor in this organization?

To guide students in improving musical abilities and to advise the club in song selection and performance. The advisor would also help make sure everyone in the club feels included + enjoys being there.

What do you project the time commitment would be for this advisor?

It is very flexible; the advisor would not have to contribute much, just provide a place to practice and music in addition to an overall support of the club.

**For Office Use Only**

Estimated tentative advisor stipend

\$500


Athletic Director

Principals Approval

HTA President

Superintendent's Approval

School committee Approval

A large, stylized handwritten signature in black ink, spanning across the lines for Athletic Director, Principals Approval, and HTA President.

Title	Vision	Outcome for 2020	Measures for 2020	Conditions	Interfaces	Status
<b>Fields</b>	High quality athletic fields that are adequately maintained and meet the needs of our students and families	<p>1) A cross-functional / inter-disciplinary process and a plan for the upkeep and maintenance of the school athletic fields has been agreed upon by all stakeholders and has been implemented.</p> <p>- The district has established a regular needs assessment/evaluation relating to school playing fields which feeds into the cross-functional / inter-disciplinary process.</p> <p>2) Explore alternatives to existing athletic fields in order to facilitate much-needed upgrades and maintenance</p> <p>- Negotiate an umbrella agreement with Devens for the use of their fields (to be used when field maintenance/upgrades are due to occur)</p> <p>- Evaluate associated expenses relating to transportation to/from Devens for each athletic season</p>	<p>By May 1, the Superintendent and AFPS fields liaison will have met with relevant town committees to address issues relating to athletic fields jurisdiction, management and oversight.</p> <p>By TBD, the Superintendent will present a proposed process to the School Committee</p> <p>By April 1, estimates for associated expenses relating to transportation to/from Devens for athletics is complete and presented to School Committee</p> <p>By May 1, an umbrella contract has been established with Devens</p>	Processes seek to create efficiencies and not dramatically add to the overhead of existing/limited staff	<p>Legal Counsel Title IX Coordinator TBS Principal</p> <ul style="list-style-type: none"> <li>Bromfield School Council</li> </ul> <p>HES Principal</p> <ul style="list-style-type: none"> <li>HES School Council</li> </ul> <p>Athletic Director</p> <ul style="list-style-type: none"> <li>Coaches</li> </ul> <p>Booster organizations</p>	
<b>Title IX</b>	Our district has documented evidence of being Title IX compliant	<p>1) Establishment of a regular Title IX review, consistent with counsel's advice</p> <p>- Identify the resources required to complete a Title IX review ASAP</p> <p>2) Review and update existing governance mechanisms</p> <p>- Create and update policies relating to booster functioning and reporting</p> <p>- Create a process to receive, analyze and report on booster functioning within the district</p>	<p>By TBD, the resources for the Title IX review has been identified</p> <p>By TBD, the Title IX report is presented to School Committee</p> <p>By TBD, the Committee has reviewed proposed policy updates/additions relating to booster-related functions</p> <p>By TBD, the Superintendent, consistent with any new policies</p>	<p>The School Committee endorses that the district will operate within the legal requirements of Title IX</p> <p>All district stakeholders will be informed of Title IX commitments and recourse processes</p>	<p>Legal Counsel Title IX Coordinator TBS Principal</p> <ul style="list-style-type: none"> <li>Bromfield School Council</li> </ul> <p>HES Principal</p> <ul style="list-style-type: none"> <li>HES School Council</li> </ul> <p>Athletic Director</p>	

	<p>report recommendations.</p>	<p>- Work with town committees and departments to address issues relating to jurisdiction, management and oversight of athletic fields</p> <p>3) Establish a process to facilitate better forecasting of (short/mid/long-term/ongoing) maintenance needs and to predict cyclical upgrades/improvements relating to athletics (fields, courts, gym floors, bleachers, locker rooms, equipment, etc.)</p> <p>4) Explore alternatives to existing athletic fields in order to facilitate much-needed upgrades and maintenance</p> <ul style="list-style-type: none"> <li>- Negotiate an umbrella agreement with Devens for the use of their fields (to be used when field maintenance/upgrades are due to occur)</li> <li>- Evaluate associated expenses relating to transportation to/from Devens for each athletic season</li> </ul>	<p>have established an internal process to analyze and report on funding activities</p> <p>By TBD, the Superintendent and AFPS fields liaison will have met with relevant town committees to address issues relating to athletic fields jurisdiction, management and oversight.</p> <p>By June 15, the Superintendent/School Committee have identified the inputs (and sources) to establish maintenance and upgrade/repair schedules and estimates for their associated costs. By TBD, these expenses have been incorporated into the budgeting and capital planning processes</p> <p>By April 1, estimates for associated expenses relating to transportation to/from Devens for athletics is complete and presented to School Committee</p> <p>By May 1, an umbrella contract has been established with Devens</p>	<p>Processes seek to create efficiencies and not dramatically add to the overhead of existing/limited staff</p>	<p>Booster organizations</p>	
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<b>TBS</b>			
teaching position	\$66,000		
extra section	\$8,500	x	\$8,500
replacement books	\$3,000		
Primary Source	\$6,000		
<b>Pupil Services</b>			
SEPAC dbl. funded	\$1,000	x	\$1,000
sped ed switch	\$35,000	x	\$32,396
<b>HES</b>			
teaching position	\$60,000		
math books	\$20,000	x	\$20,000
copier	\$4,000	x	\$5,400
<b>Technology</b>			
Tech position hours increased	\$30,000	x	\$30,000
<b>Central Office</b>			
summer PD	\$10,000	x	\$10,000
HES bus fees	\$15,000		
<b>Misc.</b>			
pupil supplies and curriculum TBD	\$20,000		
	\$278,500		\$108,500
			Devens \$161,500

School Committee Minutes  
Upper Town Hall  
Monday, February 24, 2020

Members attending: John Ruark, Sharlene Cronin, SusanMary Redinger, Suzanne Allen, Shannon Molloy, Maureen Babcock and Aziz Aghayev.

John Ruark called the meeting to order at 6:15 p.m.

John Ruark read the Vision Statement.

**Public Commentary:** None

**Student Update:** Brooke Caroom gave the following report:  
The Nola trip went well despite a few travel delays. It was a great experience and the group was able to get a lot of work done.  
Spring sports registration opened up today.  
Crew started today.  
The Drama group is heading to the drama festival this weekend.  
Academic progress reports were sent to parents today.

**Grant Approval**

A grant from Harvard Schools Trust to the Robotics Club for \$500 was submitted to the School Committee for approval.

Sharlene Cronin made the motion and Suzanne Allen seconded to approve the grant as submitted.

VOTE 5/0

**Pupil Services Program Update**

Dr. Marie Harrington presented the Pupil Services program update. The report included the total number of students being serviced by the Pupil Services Department by disability. While numbers have decreased, the level of impairment has increased. In addition, Dr. Harrington reviewed evaluation numbers, student learning goals, staffing, professional practice goals, civil rights review and successes.

**Calendar 2020-2021 Proposal**

Dr. Dwight presented the proposed calendar for school year 2020/2021. The proposal has the students from Hildreth starting school on August 27<sup>th</sup>, which is one day earlier than the start date at The Bromfield School. The Hildreth calendar will have students attending school in November and January when The Bromfield School will be off for teacher professional development days. Instead, HES students will be off for three days in May (7<sup>th</sup>, 10<sup>th</sup> and 11<sup>th</sup>). Bromfield students will attend school during the May dates. This plan is to accommodate the move to the new building. The dates will be adjusted based on completion of the project.

Another proposed change is to increase the number of early release days by six and eliminate one half day. The Committee proposed taking out two of the additional early release days, one in September and one in March, making early release days on September 1<sup>st</sup> and 23<sup>rd</sup>, and on March 3<sup>rd</sup> and 24<sup>th</sup>.

John Ruark made the motion and Suzanne Allen seconded to move that we approve the calendar as modified by decreasing one early release day in September and one early release day in March.

VOTE 5/0

### **Superintendent Update**

See attached.

### **Budget Discussion**

Dr. Dwight presented potential items to cut from the FY21 budget in order to meet the request from the Finance Committee to cut the school budget by \$274K. The thought that none of the items are ideal to cut and it might be better to take the deficit from the Devens account or a partial amount from Devens and only some of the cuts (which were identified). The Committee will submit the list of cut options with a narrative of the impact to the Finance Committee. Options include cutting the entire \$274,000, Cut \$108,500 and use \$161,500 from the Devens fund or use entire \$270,000 from Devens. The Committee will submit the list to the Finance Committee and let them know that they will fund items outside of the \$108,500 in cuts with Devens funds.

Sharlene Cronin made the motion and SusanMary Redinger seconded to present to the Finance Committee the spreadsheet as presented tonight with the x's and the teacher positions included, as well as the draw down from Devens, and to direct the superintendent to craft a narrative around it with input from John Ruark as his availability allows.

VOTE 5/0

### **School Building Update**

SusanMary Redinger reported that the school building project is on budget but behind schedule by about three weeks. The current completion date is May 17<sup>th</sup>. Reasons for the project delay are primarily due to boulder removal, delayed response from National Grid for power supply, and the weather.

### **Agenda Items**

Goals

Dash

Policy

Student Opportunity Act

School Choice

### **Approval of Meeting Minutes**

With no objection John Ruark declared the minutes of the meeting of February 10<sup>th</sup> approved as amended.

VOTE 5/0

### **Liaison/Subcommittee**

**Shannon Molloy** submitted the following signed warrants for School Committee review

Warrant #	Date	Amount
20-16	January 31, 2020	\$1,144,043.88
20-17	February 4, 2020	\$ 162,013.32

**Shannon Molloy** reported that HES School Council will meet this week.

**Shannon Molloy** reported that the Civics Cup will be held this Sunday from 1 to 3 p.m. If anyone would like to serve as a liaison, let Shannon know.

**Suzanne Allen** reported that the SEPAC Board met and continue to work bylaws and mission statements. SEPAC is hoping to have two events open to the public before the end of the school year.

**Maureen Babcock** reported that there continue to be closings at homes in the Emerald Green housing development. DEAC is in the process of scheduling a meeting. The business community is beginning to have discussions around the development of Vicksburg Square.

**SusanMary Redinger** reported that the Science Fair is scheduled for March 6<sup>th</sup> for grades 9 through 12. Sharlene Cronin, Suzanne Allen and SusanMary Redinger will serve as judges for the event and issue awards to two projects. Shannon Molloy and SusanMary Redinger will serve as judges for the Middle School Science Fair later in March.

**Sharlene Cronin** reported that the Fields Subcommittee is meeting to discuss closing fields, spring versus fall, planning and the communication plan.

**John Ruark** reported that HEAC is meeting this Wednesday and will have a vendor at the meeting who may be providing solar energy to HES.

### **Public Commentary – None**

### **School Committee Commentary –**

John Ruark thanked everyone involved in the budget and for taking the additional time during the meeting to work through some difficult decisions. John Ruark announced the town caucus will be held in March and John announced he will not be running for re-election. We will be looking for someone to run for his seat.



**Adjourned**

At 9:45 p.m., John Ruark made motion and SusanMary Redinger seconded to move to convene into executive session pursuant to Massachusetts General Law Chapter 30A, sections 18-25 for the purpose of discussing strategy with respect to, and in preparation for, collective bargaining with the Harvard Teachers' Association because an open discussion may have a detrimental effect on the bargaining position of the Committee. We will not enter back into open session.

Allen (Aye), Molloy (Aye), Ruark (Aye), Cronin (Aye), Redinger (Aye)

Respectfully Submitted,

Mary Zadroga



**Superintendent's Update**  
**March 9, 2020**

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**I. Coronoavirus Update**

*Standard II: Management and Operations, Standard IV: Professional Culture*

Last week I gathered a select group of town leaders to discuss the school district's response to the COVID 19 virus. In attendance was the Chair of the BOH, the police chief, coordinator for safety admin., school nurses, town administrator, the SC liaison to the wellness committee, and building principals. We discussed current cases, our communication, and shared knowledge from our job specific sources. Outcomes of the meeting included a public forum planned for 3/12 at 7:00 PM, clarity on the distinct role of the BOH, and the decision to use the CDC website as our main source for news on the virus.

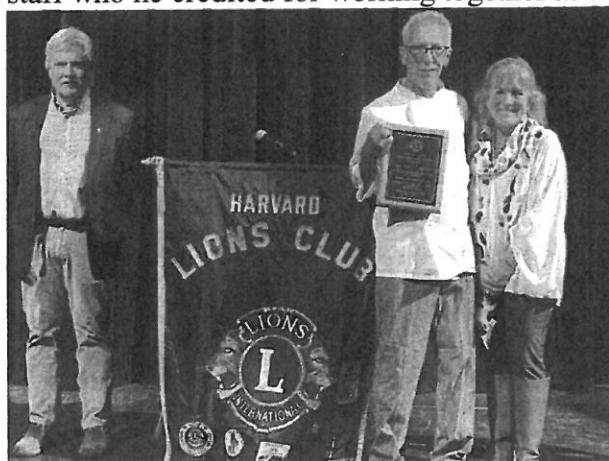
Meanwhile, we are working with families regarding voluntary quarantine procedures and seeking testing. Two families returned from Italy after February break and attended school before the declaration of that country as level 3. After we learned of their travel, the nurses communicated with the families, and they were willing to adhere to proactive and precautionary measures. Monday marks the 14<sup>th</sup> day since their return to the US and we expect that the students will return to school.

One teacher at HES has her son returning from a study abroad program in Italy. She has volunteered to remain at home with him until the voluntary quarantine period is over. She will inform the families of her students on Monday, March 9<sup>th</sup> that she will miss 5 school days, and we have a certified substitute teacher to continue teaching her class.

**II. Lions Club Honors Chef Paul**

The Lions Club asked if they could use the school auditorium and the student audience to honor Paul Correnty with the district Humanitarian Award. Paul was nominated for the award for his service to the community throughout the years and in particular his service to the senior citizens through his soup for seniors program. Through this program, Paul offers low cost or free soup to seniors in the community, as needed. Paul won the award against 30+ other worthy nominations.

The ceremony was kept a surprise from Paul, who became suspicious when he was told to report to the auditorium and not to ask any questions. He entered the Cronin to see his staff, community members, and students, all there to acknowledge him. Students chanted, "Chef Paul, Chef Paul" and rose in a spontaneous standing ovation after hearing the award announcement. Chef Paul accepted the award on behalf of his staff who he credited for working together as a team.



**III. Contract Negotiations X2 Completed**

*Standard II: Management and Operations*

The Harvard Schools and CASE professional negotiations reached a majority agreement at the bargaining table in the past two weeks. John led the Harvard negotiations and did the major work of red lining the existing contract to represent the groups' discussions. The committed group of volunteers received compliments from the IBB consultant as her guidance became more and more limited as the meetings continued. While time consuming, the IBB process encouraged dialogue and increased understanding of complex issues.

The CASE negotiations were traditional in format, but IBB components were used between the Board members and the professionals. I led the process, but the CASE lawyer provided the document support.

**IV. Field Update**

*Standard II: Management and Operations*

Dave B. and I met with the fence company that Tim B. had most recently employed. They provided a quote of approximately \$3,000 to raise the fence and cut openings in the dugouts and fence. They will begin the work this week. Also, Tim K. and his crew cut the brush on the first base side, removed the dirt piles, and filled in the holes in the parking lot. North Turf added the bases and pitching base.

Unfortunately, the ConCom hearing was postponed because they did not have a quorum for their meeting. The hearing was continued until 3/19. Dave B. and Scott H. will present the information at that hearing and they welcome any School Committee members to join them at 7:30 PM in Upper Town Hall.

**V. Start Time Advisory Continues**

*Standard I: Instructional Leadership*

The start time advisory met and determined that specific outreach vs. hosting events would be the best way to update families on our process and feedback to date. We brainstormed Questions that families might have and Suzie and I are drafting responses to share in a FAQ format by e-mail.

**VI. Facilities Manager Hiring Process**

*Standard II: Management and Operations*

The Leadership Team conducted more initial interviews and began round two for selected candidates. We hope to have a confirmed Director by the end of the week.



**Superintendent's Update**  
**March 9, 2020**

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The League of Women Voters and Bromfield Staff held a very successful 2<sup>nd</sup> annual Civics Cup. Shannon Molloy provided leadership on the organization and coordination. Congratulations!

