

A Brockton School Committee Retreat was held on Saturday, February 29, 2020 at 8:00 a.m. in the Professional Development Room at West Middle School in Brockton, MA. These minutes contain a summary of the retreat and list items that were under discussion.

Present: Mr. D'Agostino, Vice-Chair; Ms. Asack, Ms. Mendes, Mr. Rodrigues, Ms. Sullivan, Mr. Sullivan, Superintendent Thomas

Absent: Mr. Minichiello

Also Present: Chief Academic Officer June Saba-Maguire, Chief Financial Officer Aldo Petronio, Executive Director of Assessment and Accountability Dr. Ethan Cancell, Executive Director of Human Resources Dr. Kathleen Moran, Director of Operations Dr. Jim Cobbs, Chief of Student Support Services Sharon Wolder, Coordinator of Title I Karen McCarthy, Pre-K-5 Coordinator of Math and Science Dr. Heather Ronan, Coordinator of Elementary Literacy and Social Studies Pre-K-5 Dr. Julianne Andrade, Associate Principal for Curriculum and Instruction Michele Connors, Associate Principal and District Lead for Social Studies 6-8 Jaimee Estee, Associate Principal and Co Math Lead Melissa Costello, Associate Principal and Co Math Lead, John Lynch Associate Principal and Content Lead for ELA Gr, 6-8 Eileen McQuaid, BHS Social Science Department Head Stephanie Landerholm, BEA Representative Kim Gibson, SOA Team Member Richard Bath.

Mr. D'Agostino opened the retreat at 8:15 a.m. asking Superintendent Thomas to review the agenda. Superintendent Thomas thanked School Committee members and Executive Team members for attending the retreat.

Agenda Item # 2 – Teaching and Learning Team

Ms. June Saba-Maguire along with the Curriculum team members presented a power point regarding the supports of Learning and Teaching in schools. They discussed Sustainable Improvement Plans, Multi-Tiered Systems Support (MTTS) Guidance and Student Opportunity Act. Brockton Public School is committed to the thoughtful and high-quality implementation of a small number of initiatives. They have been highlighted by MTTS and Student Opportunity Act Guidance as high-leverage, evidence-based practices for impacting instruction and improving student outcomes. The district is focusing on high quality resources and professional development, collaborative culture with shared leadership and supporting educators for sustaining excellence.

Agenda Item #3 – District Review

Dr. Ethan Cancell discussed the upcoming DESE District Review site visit Monday, March 2nd thru Thursday, March 5th. School Committee members will meet on Wednesday, March 4, 2020 at Central from 4:30 p.m. to 5:30 p.m.

Agenda Item #4 – Diversification Efforts

Dr. Kathleen Moran discussed the Teacher Diversification grant through DESE we received last year. We have piloted with (JET) Journey into Educating Teachers, where 13 paraprofessionals applied and 9 were selected after the interview process. They are working towards their bachelor's and will work towards their teacher license. From this

grant 4 mentors were hired within the system to support them through this process. The goal is to hire them once they have completed and receive their teacher license if positions are available.

This year we received a grant from DESE, receiving more funding. This allows us focus on tuition assistance at Bridgewater State University for paraprofessionals and MTA's. There are two groups; one group is working on their bachelor's and the second group is working to obtain their educator licensure. Bridgewater State University will have classes at Brockton High School and provide courses tailored to our needs.

We were able to connect with The New Teacher Project (TNTP), that focuses on equity and diversification. This is a nationwide organization that works alongside DESE and reviews our hiring practices. Funding from last years grant allowed training at central that focused on creating a welcoming experience.

Inspired Fellows began two years ago. Dr. Michael Robinson, Yvette Joyce, Dr. Soraya Presume and Carlito Weaver are in-service professionals who are committed to increasing the racial and ethnic diversity of our teacher workforce by recruiting students and young adults from target communities at the high school, community college or undergraduate level in the teaching profession spreading the good news about our school department to hopefully attract newcomers to Brockton.

The Diversity Task Force meets monthly which consists of community members, Brockton Interfaith Council, NAACP and local churches, helping to spread the word in reaching out to diversity applicants as well using School Spring.

Agenda Item #5 – FY21 Budget

Chief Financial Officer Aldo Petronio discussed the FY21 Budget Discussion Manuel. (62 pages)

- Tab 1 - Foundation Budget and Enrollment
- Tab 2 - Chapter 70 Calculations
- Tab 3 - Cherry Sheet (State Revenue & Charges)
- Tab 4 - Charter Schools
- Tab 5 - Low Income Student Count
- Tab 6 - FY21 Estimated Level Services Budget
- Tab 7 - Substitute Teacher Costs
- Tab 8 - Schedule 19
- Tab 9 - Six years of Budget Cuts
- Tab 10 - FY21 Budget Priorities, Certified
 - FY 21 Budget Priorities, Non-Certified
 - FY 21 Budget Priorities, Goods & Supplies
- Tab 11 - State Budget Process & Timeline
- Tab 12 - Student Opportunity Act

During the discussion Superintendent Thomas recommends approval of hiring ninety-three certified staff and hire six non-certified staff, of which fifty-six positions are directly related to the Student Opportunity Act.

Other Business

Mr. D'Agostino spoke briefly about the Mayor's email address that was compromised. A discussion will take place with Attorney Sarah Spatafore regarding the district providing a bpsma email address to School Committee members.

The retreat adjourned at 12:25 p.m.

Respectfully submitted,

A handwritten signature in black ink that reads "Michael P. Thomas". The signature is written in a cursive style with a long, sweeping underline.

Michael P. Thomas
Superintendent/Secretary

mdc
PowerPoint/Handouts
District Review Agenda – Site Visit
Diversification Agenda- Human Resources