

# *Board of Education*

## REGULAR MEETING

Thursday, October 20, 2016 – 6:30 p.m.

Waterbury Arts Magnet School, 16 South Elm Street, Waterbury, CT

## A G E N D A

- 1. *Silent Prayer***
- 2. *Pledge of Allegiance to the Flag***
- 3. *Roll Call***
- 4. *Communications***
- 5. *Approval of Minutes:*** March 31, 2016 Workshop, April 7, 2016 Regular Meeting, April 28, 2016 Special Meeting, April 28, 2016 Workshop, May 5, 2016 Regular Meeting, May 12, 2016 Workshop, May 12, 2016 Special Meeting, May 26, 2016 Workshop, June 2, 2016 Regular Meeting, September 29, 2016 Workshop, and October 6, 2016 Regular Meeting.
- 6. *Public Addresses the Board:*** All speakers are encouraged to submit prepared written statements to the Commissioners. Comments shall be limited to a maximum of five minutes. The Chairman will disallow a speaker from continuing to speak if slanderous or defamatory remarks are made. There will be no responses this evening to any questions or concerns raised; they will be referred to the Administration for review and response.
- 7. *Superintendent's Announcements***
- 8. *President's Comments***
- 9. *Consent Calendar***
  - 9.1 *Committee of the Whole:* Request approval of the Connecticut State Department of Education 2016-17 Consolidated Alliance and Priority School District Application.
  - 9.2 *Committee on Finance:* Request approval of the submission of the Consolidated Two-year Federal Grant Application.
  - 9.3 *Committee on Curriculum:* Request approval of an Agreement with CVS Health, Inc. to provide pharmacy technician externship training.
  - 9.4 *Committee on Curriculum:* Request permission be granted to Kerry Coyle, CHS, and four chaperones to take 50 students to Salem, MA on November 4, 2016 for the Salem Walking Tour.
  - 9.5 *Committee on Curriculum:* Request permission be granted to Bob Haxhi, WHS, and four chaperones to take 48 students to Boston and Salem, MA from November 2 through 3, 2016.

- 9.6 *Committee on School Facilities & Grounds:* Use of school facilities by school organizations and/or City departments.
- 9.7 *Committee on School Facilities & Grounds:* Use of school facilities by outside organizations and/or waiver requests.

## **10. Items Removed from Consent Calendar**

### **11. Committee on Grievances – Vice President Rodriguez**

- 11.1 WTA Grievance 15-16-11.
- 11.2 SAW Grievance 2016-2017 #003.
- 11.3 SAW Grievance EB-1.
- 11.4 SAW Grievance EB-2.
- 11.5 SAW Grievance EB-3
- 11.6 SAW Grievance EB-4.
- 11.7 SAW Grievance 2016-2017 #004.

### **12. Superintendent's Notification to the Board**

#### **12.1 Athletic appointments:**

Blaschke, Jen – JV Soccer Coach, CHS, effective 9/14/2016.  
Maxen, Will – Assistant Football Coach, WCA, effective 8/26/2016.  
Modenese, Michelle – Cheerleading Coach, WHS, effective 09/28/16.  
Ortiz, Alejandro – Assistant Football Coach, WCA, effective 08/26/16.  
Spinelli, Lucille – Volleyball Coach, NEMS, effective 09/27/16.

#### **12.2 Athletic resignations:**

Laudisi, Laurie – Girls' Basketball Coach, Carrington and Co-ed Tennis, Driggs, effective 8/29/2016  
Mauro, Jen – Head Cheerleading Coach, WHS, effective 8/31/2016.  
Perusse, Joe – Assistant Football Coach, WHS, effective 8/31/2016.

#### **12.3 Grant funded appointments effective immediately:**

Sheinkopf, Shoshann – Non-public Title I Instructional Tutor, Yeshiva K'Tana, part time, \$32 p/hour, non-union and without benefits.  
Soler, Waleska – Recreation Specialist, SDOE and 21<sup>st</sup> Century After-school Program, 10 hours p/week @ \$12.00 p/hour, non-union and without benefits.

12.4 Walsh Before and After School Program appointments, contingent upon enrollment, salary per contract, funded by Title I and Priority School Grants:

|  |                            |
|--|----------------------------|
| Ana Paris (am teacher)                 | Seritha Anglin (am/pm aid) |
| Jennifer Lillian (Lead teacher and pm) | Kenneth Yaffe (pm teacher) |
| Samantha Swartz (pm teacher)           | Bernice Walker (pm aid)    |
| Joanne Maldonado (sub)                 | Patricia Justs (sub)       |
| Timothy Riccio (sub)                   |                            |

12.5 Teacher transfers:

Giskin, Miriam – transfer from Chase Title I Literacy to Chase Reading, eff. 10/3/16.

LeClerc, Tracy – involuntary transfer from Crosby Autism to Bucks Hill Annex  
Preschool Autism, effective 10/3/16.

Marks, Amanda – transfer from State Street Special Ed to Crosby Special  
Ed/Autism, effective 10/3/16.

Rodriguez, Rachel – transfer from Carrington grade 4 to Driggs Title I Literacy,  
effective 10/3/16.

Williams, Patty – transfer from Wallace ELA to Districtwide Literacy  
Facilitator/Coach, effective 10/3/16.

Zappone, Evette – transfer from Wilby Title I Literacy to Districtwide Literacy  
Facilitator/Coach, effective 10/3/16.

12.6 Teacher new hires:

| Name   |          | Assignment |             | Step |   | Effective |
|--------|----------|------------|-------------|------|---|-----------|
| Koxha  | Rozeta   | CHS        | ESL teacher | MA   | 5 | 10/6/2016 |
| Rivard | Danielle | CHS        | Math        | PhD  | 7 | 8/25/2016 |

**13. Unfinished Business of Preceding Meeting Only**

**14. Other Unfinished, New, and Miscellaneous Business**

**15. Executive Session** for discussion concerning the appointment, employment, performance, evaluation, health, or dismissal of a public officer or employee.

**16. Adjournment**

# **BOARD OF EDUCATION**

*Waterbury, Connecticut*

## **COMMITTEE OF THE WHOLE**

Item #9.1

October 20, 2016

To the Board of Education  
Waterbury, CT

Ladies and Gentlemen:

With the approval of the Committee of the Whole, the Superintendent of Schools recommends approval of Connecticut State Department of Education 2016-2017 (year five) Consolidated Alliance and Priority School District Application.

Respectfully submitted,

Dr. Kathleen M. Ouellette  
Superintendent of Schools

Approved:

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Felix M. Rodriguez

# **BOARD OF EDUCATION**

*Waterbury, Connecticut*

## **COMMITTEE ON FINANCE**

Item #9.2

October 20, 2016

To the Board of Education  
Waterbury, CT

Ladies and Gentlemen:

With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of the submission of the Consolidated Two-year (2016-2018) Federal Grant Application.

Respectfully submitted,

Dr. Kathleen M. Ouellette  
Superintendent of Schools

Approved:

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Charles E. Pagano

# **BOARD OF EDUCATION**

*Waterbury, Connecticut*

## **COMMITTEE ON CURRICULUM**

Item #9.3

October 20, 2016

To the Board of Education  
Waterbury, CT

Ladies and Gentlemen:

With the approval of the Committee on Curriculum, the Superintendent of Schools recommends approval of an Agreement with CVS Health, Inc. to provide pharmacy technician externship training for qualified students.

Respectfully submitted,

Dr. Kathleen M. Ouellette  
Superintendent of Schools

Approved:

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Juanita P. Hernandez

# **BOARD OF EDUCATION**

*Waterbury, Connecticut*

## **COMMITTEE ON CURRICULUM**

Item #9.4

October 20, 2016

To the Board of Education  
Waterbury, CT

Ladies and Gentlemen:

With the approval of the Committee on Curriculum, the Superintendent of Schools recommends permission be granted to Kerry Coyle, CHS, and four chaperones to take 50 students to Salem, MA on November 4, 2016 for the Salem Walking Tour.

Respectfully submitted,

Dr. Kathleen M. Ouellette  
Superintendent of Schools

Approved:

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Juanita P. Hernandez

# **BOARD OF EDUCATION**

*Waterbury, Connecticut*

## **COMMITTEE ON CURRICULUM**

Item #9.5

October 20, 2016

To the Board of Education  
Waterbury, CT

Ladies and Gentlemen:

With the approval of the Committee on Curriculum, the Superintendent of Schools recommends permission be granted to Bob Haxhi, WHS, and four chaperones to take 48 students to Boston and Salem, MA from November 2 through 3, 2016.

Respectfully submitted,

Dr. Kathleen M. Ouellette  
Superintendent of Schools

Approved:

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Juanita P. Hernandez



# BOARD OF EDUCATION

*Waterbury, Connecticut*

## COMMITTEE ON SCHOOL FACILITIES & GROUNDS

Item #9.6

October 20, 2016

To the Board of Education  
Waterbury, CT

Ladies and Gentlemen:

With the approval of the Committee on School Facilities and Grounds, the Superintendent of Schools recommends approval of the use of school facilities, at no charge, by the following school organizations and/or City departments:

| GROUP          | FACILITIES AND DATES/TIMES   |
|----------------|--|
| N. Clemente    | WAMS café: Wed., Oct. 19, 4:30-7:00 pm (Family Science Night)  |
| J. Christalini | Duggan lib.: 10/18/16-4/25/17, Tuesdays, 2:15-3:15 pm<br>(Yearbook club meetings)  |
| R. O'Neill     | Carrington lib. & entry way: Wed., Oct. 19, 5:30-8:30 pm<br>(Family Night for parents & students/Book Fair)<br>Carrington playground: Fri., Oct. 28, 5:30-8:15 pm<br>(Family Night PTO trick or Treat event) |
| P. Theriault   | WAMS atrium: April 6, 5-8 pm (Cultural Night)  |
| M. Speraha     | WAMS gym: Fridays, 10/28 & 2/17, 8 am - 1 pm<br>(National Honor Society sponsored blood drive)   |
| M. Petrillo    | Bunker Hill gym: Fri., Oct. 28, 5:30-8:30 pm (Movie Night)   |
| J. Christolini | Duggan café: Thurs., Oct. 27, 4:30-6:30 pm (m/s dance)   |
| S. Petteway    | Bucks Hill gym: Thurs., Oct. 20, 5:30-7:00 pm (Family Night)   |
| Demirali       | Sprague gym: Thurs., Oct. 27, 5:00-7:30 pm (International Night)   |
| C. Swain       | Reed Comm. Room: Mon., Oct. 17, 5:30-7:00 pm (Bldg. Comm. mtg.)  |
| J. Parisi      | Wilby media center: Sun., Oct. 16, noon - 4 pm (alumni assoc. mtg.)  |
| V. Balsamo     | Crosby café: Sunday, October 16, 6:45 a.m. - 12:00 p.m.<br>(JROTC culinary arts breakfast)   |

Approved:

Respectfully submitted,

\_\_\_\_\_  
John E. Theriault

Dr. Kathleen M. Ouellette  
Superintendent of Schools

# BOARD OF EDUCATION

*Waterbury, Connecticut*

## COMMITTEE ON SCHOOL FACILITIES & GROUNDS

Item #9.7

October 20, 2016

To the Board of Education  
Waterbury, CT

Ladies and Gentlemen:

With the approval of the Committee on School Facilities and Grounds, the Superintendent of Schools recommends approval of the use of school facilities by outside organizations and/or waiver requests, subject to fees and insurance as required:

| GROUP                      | FACILITIES AND DATES/TIMES                               |             |
|----------------------------|--|-------------|
| <b>REQUESTING WAIVERS:</b> |  |             |
| EMAA                       | Generali gym: 11/3/16-3/31/17, Saturdays, 3-6 pm and     |             |
| Richard Godsil             | Sundays, 1-6 pm (basketball)                             | (\$8,778.)  |
|                            | W. Cross gym: Oct. 15 and Oct. 22, 10 am – 5 pm          |             |
|                            | (basketball sign-ups)                                    | (\$672.)    |
|                            | Rotella gym: 11/5/16-3/31/17, Sat. & Sun., 9 am – 6 pm   |             |
|                            | (basketball)   | (\$15,960.) |
|                            | W. Cross gym: 11/5/16-3/31/17, Sat. & Sun., 9 am – 6 pm  |             |
|                            | (basketball)   | (\$15,960.) |
|                            | Gilmartin gym: 11/5/16-3/31/17, Sat. & Sun., 9 am – 6 pm |             |
|                            | (basketball)   | (\$15,960.) |

### **GROUPS NOT SUBJECT TO FEES OR WAIVER DUE TO TIME OF USE OR PREVIOUS WAIVER:**

|                    |   |  |
|--------------------|---|--|
| EMAA               | W. Cross gym: 11/5/16-3/31/17, Mon. thru Fri., 5 - 9 pm         |  |
| Richard Godsil     | Rotella gym: 11/5/16-3/31/17, Mon. thru Fri., 6 – 9 pm          |  |
| Grandville Academy | Reed computer room: 10/24/16-5/2/17, Mon. & Tues., 5:00-6:00 pm |  |
| M. Mosley          | (classes)   |  |

Approved:

Respectfully submitted,

\_\_\_\_\_  
John E. Theriault

Dr. Kathleen M. Ouellette  
Superintendent of Schools

# BOARD OF EDUCATION

*Waterbury, Connecticut*

## COMMITTEE ON GRIEVANCES

Item #11.1

October 20, 2016

To the Board of Education  
Waterbury, CT

Ladies and Gentlemen:

The Committee on Grievance recommends WTA Grievance 15-16-11, heard by  
the Committee on October 18, 2016, be \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

Approved:

\_\_\_\_\_  
Felix M. Rodriguez

# BOARD OF EDUCATION

*Waterbury, Connecticut*

## COMMITTEE ON GRIEVANCES

Item #11.2

October 20, 2016

To the Board of Education  
Waterbury, CT

Ladies and Gentlemen:

The Committee on Grievance recommends SAW Grievance 2016-2017 #003,  
heard by the Committee on October 18, 2016, be \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

Approved:

\_\_\_\_\_  
Felix M. Rodriguez

# BOARD OF EDUCATION

*Waterbury, Connecticut*

## COMMITTEE ON GRIEVANCES

Item #11.3

October 20, 2016

To the Board of Education  
Waterbury, CT

Ladies and Gentlemen:

The Committee on Grievance recommends SAW Grievance EB-1, heard by the  
Committee on October 18, 2016, be \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

Approved:

\_\_\_\_\_  
Felix M. Rodriguez

# BOARD OF EDUCATION

*Waterbury, Connecticut*

## COMMITTEE ON GRIEVANCES

Item #11.4

October 20, 2016

To the Board of Education  
Waterbury, CT

Ladies and Gentlemen:

The Committee on Grievance recommends SAW Grievance EB-2, heard by the  
Committee on October 18, 2016, be \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

Approved:

\_\_\_\_\_  
Felix M. Rodriguez

# BOARD OF EDUCATION

*Waterbury, Connecticut*

## COMMITTEE ON GRIEVANCES

Item #11.5

October 20, 2016

To the Board of Education  
Waterbury, CT

Ladies and Gentlemen:

The Committee on Grievance recommends SAW Grievance EB-3, heard by the  
Committee on October 18, 2016, be \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

Approved:

\_\_\_\_\_  
Felix M. Rodriguez

# BOARD OF EDUCATION

*Waterbury, Connecticut*

## COMMITTEE ON GRIEVANCES

Item #11.6

October 20, 2016

To the Board of Education  
Waterbury, CT

Ladies and Gentlemen:

The Committee on Grievance recommends SAW Grievance EB-4, heard by the  
Committee on October 18, 2016, be \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

Approved:

\_\_\_\_\_  
Felix M. Rodriguez



# BOARD OF EDUCATION

*Waterbury, Connecticut*

## COMMITTEE ON GRIEVANCES

Item #11.7

October 20, 2016

To the Board of Education  
Waterbury, CT

Ladies and Gentlemen:

The Committee on Grievance recommends SAW Grievance 2016-2017 #004,  
heard by the Committee on October 18, 2016, be \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Approved:

\_\_\_\_\_  
Felix M. Rodriguez

# **BOARD OF EDUCATION**

*Waterbury, Connecticut*

## **SUPERINTENDENT'S NOTIFICATION TO THE BOARD**

Item #12.1

October 20, 2016

To the Board of Education  
Waterbury, CT

Ladies and Gentlemen:

The Superintendent of Schools notifies the Board of Education of the following athletic appointments effective immediately:

Blaschke, Jen – JV Soccer Coach, CHS, effective 9/14/2016.  
Maxen, Will – Assistant Football Coach, WCA, effective 8/26/2016.  
Modenese, Michelle – Cheerleading Coach, WHS, effective 09/28/16.  
Ortiz, Alejandro – Assistant Football Coach, WCA, effective 08/26/16.  
Spinelli, Lucille – Volleyball Coach, NEMS, effective 09/27/16.

Respectfully submitted,

Dr. Kathleen M. Ouellette  
Superintendent of Schools

# **BOARD OF EDUCATION**

*Waterbury, Connecticut*

## **SUPERINTENDENT'S NOTIFICATION TO THE BOARD**

Item #12.2

October 20, 2016

To the Board of Education  
Waterbury, CT

Ladies and Gentlemen:

The Superintendent of Schools notifies the Board of Education of the following athletic resignations:

Laudisi, Laurie – Girls' Basketball Coach, Carrington and Co-ed Tennis, Driggs,  
effective 8/29/2016

Mauro, Jen – Head Cheerleading Coach, WHS, effective 8/31/2016.

Perusse, Joe – Assistant Football Coach, WHS, effective 8/31/2016.

Respectfully submitted,

Dr. Kathleen M. Ouellette  
Superintendent of Schools

# **BOARD OF EDUCATION**

*Waterbury, Connecticut*

## **SUPERINTENDENT'S NOTIFICATION TO THE BOARD**

Item #12.3

October 20, 2016

To the Board of Education  
Waterbury, CT

Ladies and Gentlemen:

The Superintendent of Schools notifies the Board of Education of the following grant funded appointments effective immediately:

Sheinkopf, Shoshann – Non-public Title I Instructional Tutor, Yeshiva K'Tana, part time, \$32 p/hour, non-union and without benefits.

Respectfully submitted,

Dr. Kathleen M. Ouellette  
Superintendent of Schools

# **BOARD OF EDUCATION**

*Waterbury, Connecticut*

## **SUPERINTENDENT'S NOTIFICATION TO THE BOARD**

Item #12.4

October 20, 2016

To the Board of Education  
Waterbury, CT

Ladies and Gentlemen:

The Superintendent of Schools notifies the Board of Education of the following Walsh Before and After School Program appointments, contingent upon enrollment, salary per contract, funded by Title I and Priority School Grants:

|  |                            |
|--|----------------------------|
| Ana Paris (am teacher)                 | Seritha Anglin (am/pm aid) |
| Jennifer Lillian (Lead teacher and pm) | Kenneth Yaffe (pm teacher) |
| Samantha Swartz (pm teacher)           | Bernice Walker (pm aid)    |
| Joanne Maldonado (sub)                 | Patricia Justs (sub)       |
| Timothy Riccio (sub)                   |                            |

Respectfully submitted,

Dr. Kathleen M. Ouellette  
Superintendent of Schools

# **BOARD OF EDUCATION**

*Waterbury, Connecticut*

## **SUPERINTENDENT'S NOTIFICATION TO THE BOARD**

Item #12.5

October 20, 2016

To the Board of Education  
Waterbury, CT

Ladies and Gentlemen:

The Superintendent of Schools notifies the Board of Education of the following teacher transfers:

Giskin, Miriam – transfer from Chase Title I Literacy to Chase Reading, effective 10/3/16.

LeClerc, Tracy – involuntary transfer from Crosby Autism to Bucks Hill Annex Preschool Autism, effective 10/3/16.

Marks, Amanda – transfer from State Street Special Ed to Crosby Special Ed/Autism, effective 10/3/16.

Rodriguez, Rachel – transfer from Carrington grade 4 to Driggs Title I Literacy, effective 10/3/16.

Williams, Patty – transfer from Wallace ELA to Districtwide Literacy Facilitator/Coach, effective 10/3/16.

Zappone, Evette – transfer from Wilby Title I Literacy to Districtwide Literacy Facilitator/Coach, effective 10/3/16.

Respectfully submitted,

Dr. Kathleen M. Ouellette  
Superintendent of Schools

# BOARD OF EDUCATION

*Waterbury, Connecticut*

## SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Item #12.6

October 20, 2016

To the Board of Education  
Waterbury, CT

Ladies and Gentlemen:

The Superintendent of Schools notifies the Board of Education of the following teacher new hires:

| Name   |          | Assignment |             | Step |   | Effective |
|--------|----------|------------|-------------|------|---|-----------|
| Koxha  | Rozeta   | CHS        | ESL teacher | MA   | 5 | 10/6/2016 |
| Rivard | Danielle | CHS        | Math        | PhD  | 7 | 8/25/2016 |

Respectfully submitted,

Dr. Kathleen M. Ouellette  
Superintendent of Schools

# Communications



Packet week ending 10/18/16



## Carrie Swain

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**From:** Robert Goodrich <rgoodrich@racce.net>  
**Sent:** Thursday, October 13, 2016 4:10 PM  
**To:** ANN SWEENEY; Carrie Swain; CHARLES L. STANGO; CHARLES PAGANO; ELIZABETH BROWN; FELIX RODRIGUEZ; JUANITA HERNANDEZ; JOHN THERIAULT; JASON VAN STONE; KAREN HARVEY; Kathleen Ouellette; noleary@waterburyct.org; THOMAS VAN STONE SR.  
**Cc:** Arlene Arias  
**Subject:** Minority Teacher Recruitment Policy Oversight Council and Superintendent Evaluation

Superintendent Ouellette and Board of Education Commissioners

As our organization pursues a goal of increasing the number of non-white educators in the Waterbury Public Schools, and schools across Connecticut we will once again be participating as members of the *state legislative task force on minority teacher recruitment*, and the *Minority Teacher Recruitment Policy Oversight Council* within the State Department of Education.

Our co-founder Arlene Arias will be serving as a minority educator, as an advocate for students and parents, and as the only Waterbury voice on these important bodies. We are asking for your input and ideas. We hope you will take advantage of this opportunity to collaborate with us. The Minority Teacher Recruitment Policy Oversight Council has its first meeting on October 18, 2016.

We are aware that tonight's BOE education workshop will address the evaluation tool used for our superintendent. We encourage our elected officials to include stakeholder input before deciding on a course of action. We believe all educator evaluations should have elements that reflect the importance of dissipating disparities in educational outcomes, especially the superintendents. We have done our homework on this issue, and we are prepared to participate in the process that we believe will help preset the conditions for success for every student as well as educators in our district. This is not about an individual, rather its about the implementation of a locally developed tool that reflects the needs of students and families in Waterbury.

Sincerely,

--

Robert M. Goodrich

**R.A.C.C.E.**

Radical Advocates for Cross-Cultural Education

(203) 597-7456

[rgoodrich@racce.net](mailto:rgoodrich@racce.net)

Like us on Facebook: [www.facebook.com/RACCEWtby](http://www.facebook.com/RACCEWtby)

Twitter: @raccewtby

Website: **[racce.net](http://racce.net)**

“The obligation of anyone who thinks of himself as responsible is to examine society and try to change it and to fight it – at no matter what risk. This is the only hope society has. This is the only way societies change...”

~James Baldwin~

## Carrie Swain

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**From:** Theresa DeMars <noreply@embrams-mail.com>  
**Sent:** Friday, October 14, 2016 7:01 AM  
**To:** Carrie Swain  
**Subject:** CABA Policy Highlights 10-14-2016  
**Attachments:** Policy Highlights 10-14-2016.pdf



Hello,

Attached you will find CABA's Policy Highlights Publication for October 14, 2016. Policy Highlights are designed to contain informative topics of interest for your district.

Please feel free to contact the Policy Department at 860-571-7446 with any questions or concerns.

The publication is attached as a PDF file. You will need Adobe Acrobat Reader which is available by [clicking here](#).

To unsubscribe to this publication, please email Terry DeMars at [tdemars@cabe.org](mailto:tdemars@cabe.org) and state that you would like to unsubscribe from Policy Highlights.

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### Connecticut Association of Boards of Education

81 Wolcott Hill Road  
Wethersfield, CT 06109  
Phone 860-571-7446 ~ Fax 860-571-7452



# Connecticut Association of Boards of Education

*Vincent A. Mustaro, Senior Staff Associate for Policy Services*

## PRESENTS POLICY HIGHLIGHTS

October 14, 2016

Volume 16 – Issue #8

**Federal Guidance Focuses on SROs:** The US Department of Education and Department of Justice has offered suggestions to schools and states about how they should work with school resource officers and local police. The guidance recommends schools develop memorandums of understanding with law enforcement. The Obama administration is pushing school districts to ensure that school discipline is being handled by trained educators, not by law enforcement officers. The announcement is just the latest in a growing number of efforts from the Education Department to curb the school-to-prison pipeline, especially for students of color, by prodding schools to change their disciplinary policies.

The Department of Education and Department of Justice recently sent letters to states and school districts emphasizing the importance of well-designed training programs for school resource officers, law enforcement officials who work inside schools. “We must ensure that school discipline is being handled by trained educators, not by law enforcement officers,” said Secretary of Education John King. “Some schools are simply turning misbehaving students over to SROs. This can set students on a path to dropping out or even to prison.”

“We need local communities to step up,” said King. “We need them to ensure that SROs are playing constructive roles in school buildings and not contributing to the school to prison pipeline.” Notably, the goal isn’t to remove school resource officers from schools. In fact, that could have an even more negative consequence, administration officials warned.

“If you take the SROs out of the school, you’re not taking the police out of the school because they still have to respond to the calls,” said Ronald Davis, Director of the Office of Community Oriented Policing Services at the Justice Department. Instead, the goal is to ensure that anyone who is in charge of discipline has the proper training, limits suspensions and expulsions and creates a more trusting environment between students and administrators. The letters suggest school districts adopt memorandums of understanding among local law enforcement, juvenile justice administrators and the civil rights community.

Going forward, school districts who receive federal funding through the Community Oriented Policing Services to pay for school resource officers will be required to adopt such agreements. By requiring higher standards for school resource officers funded through the federal program, administration officials hope states and school districts follow their lead. “We have a unique opportunity to ensure the way we deploy officers in a school is positive,” Davis said. “We do not fund all the SROs in the country, but we are confident that agencies that are funded will develop model policies and practices and demonstrate the value officers can and should have when engaged in a school environment.”

Source: "Obama Administration Pushes to Limit Police in Schools," by Lauren Camera, *U.S. News & World Report*, 9/8/16.

**Policy Implications:** Connecticut legislation, P.A. 15-168, "An Act Concerning Collaboration Between Boards of Education and School Resource Officers and The Collection and Reporting of Data on School-Based Arrests," pertains to this topic and is in alignment with the recent federal guidance. The Act defines a "school resource officer" as a sworn police officer of a local law enforcement agency who has been assigned to a school pursuant to an agreement between the local or regional board of education and the chief of police of a local law enforcement agency.

This Act requires a school board that assigns a sworn police officer to a school (i.e., school resource officer) to enter into a memorandum of understanding (MOU) with the local police department that defines the officer's role and responsibilities. The MOU must address daily interactions among students, school personnel, and police officers, and must include a graduated response model for student discipline. A memorandum of understanding between the board of education and the police department allows for clear communications of each party's expectations and responsibilities.

The memorandum of understanding clearly specifies the role of the SRO. That role includes, but is not limited to, the following:

- Act as a safety expert, help in the development of safety plans for schools;
- Investigate potential criminal acts;
- Secure buildings by operating metal detectors and/or other safety equipment;
- Provide assistance to school personnel in addressing student violence, drug and alcohol use and abuse, sexual assault, truancy and bullying issues;
- Educate students and faculty on safety measures and crime prevention, safe driving, and other issues; and
- Act as a liaison between the police department and administration.

The MOU can include the knowledge needed for the SROs. Such knowledge includes the confidentiality of student records, search and seizure standards on school campus, state and federal laws relating to special education students, child abuse reporting, school discipline procedures, board of education policies and regulations, and truancy and other school-related state laws.

The specific duties of the SROs should be included in the MOU. It is helpful to have these duties explicitly laid out in the agreement. Examples of such duties include SRO responsibilities with investigating criminal activity, interviewing students, conducting searches, counseling and educating students on law related matters such as the use of drugs and alcohol, and issues pertaining to school security and student safety.

The MOU can contain information pertaining to the number of SROs working in the district and the schools to which they are assigned. The manner of how the SRO's time will be structured can also be included in the MOU. Will the SRO be full or part time? Will there be shifts at designated schools? Will the police department be able to call in the SRO for general police duties in light of staffing issues or an off-campus emergency? How will the district be notified?

In writing the MOU it is important to make sure that the SRO remains an employee of the police department. Police department insurance covers specific liabilities and police officers have certain immunities under the law. The SRO has bargaining unit protections as part of the police department. However, the MOU must specify the structure of supervision while the police officer is in the school setting.

Other items to be considered for inclusion in the MOU include the following:

1. Salary/fee structure.
2. Selection process for a school SRO.
3. Desired qualifications of the potential SRO.
4. Training to be provided by the police department to the SRO.
5. Specify that the SRO should be on a safety or school climate committee.
6. Clarification of issues pertaining to search and seizure.
7. Access to student records under the “school official” exception.
8. Chain of command issues:
  - a. Specify the SRO’s direct supervisor.
  - b. The chain of command at the school.
  - c. Who may provide direction to or oversight of the SRO while at school.
  - d. Meetings, including frequency, between the SRO and school administrators.
9. Personnel issues:
  - a. Will school administration contribute to the SRO’s police department evaluation?
  - b. Steps to be taken in the event of a personnel issue or performance problem with the assigned SRO.

Policy #5142.4, “School Resource Officer,” and its appendices pertain to this topic. In addition, a sample “Memorandum of Understanding” is also available.

**Concerns Voiced over Homework:** Research shows elementary schools may be assigning too much homework, with kindergartners receiving an average of 25 minutes a day. A Texas teacher recently announced a no-homework policy in a letter to parents, which has gone viral, highlighting the ongoing homework debate.

A number of studies have found that students, especially those in elementary school, are on average assigned more homework than education experts recommend. One study published last year in the *American Journal of Family Therapy* found that first and second-grade children were being assigned three times the homework load recommended by the National Education Association (NEA). Kindergartners, who according to NEA recommendations should not have any homework at all, were assigned on average 25 minutes of work a night.

Many anti-homework advocates have pointed out that there is little to no evidence that homework significantly improves academic performance in elementary students. However, for students in grades 7 through 12, researchers at Duke University who reviewed more than 60 research studies conducted between 1987 and 2003 on homework concluded that homework does have a positive effect on student achievement.

“All the research and evidence point to the fact that no elementary school in America should be making students work a second shift with homework because there are no proven benefits,” Alfie Kohn, author of the book “The Homework Myth,” told The Christian Science Monitor last year. “Homework is all pain and no gain.” Indeed, researchers say, too much homework is not only ineffective but can also be harmful.

“The cost is enormous,” said Stephanie Donaldson-Pressman, clinical director of the New England Center for Pediatric Psychology, to CNN. “The data shows that homework over the recommended level is not beneficial to children’s grades or GPA, but there’s really a plethora of evidence that it’s detrimental to their attitude about school, their grades, their self-confidence, their social skills and their quality of life.”

But not all parents and educators are in favor of less homework, especially those at elite schools. Harris Cooper, a professor of psychology at Duke University and the author of “The Battle Over Homework,” says that attitudes toward homework swing in cycles lasting about 30 years – and, as the current anti-homework revolution has been underway since the early 2000s, we may be starting to see a backlash against the backlash.

“We’re in a heavy-homework part of the cycle,” Dr. Cooper told The Atlantic. “The increasing competition for elite high schools and colleges has parents demanding more homework.”

Source: “Should second-graders get homework? Maybe not, says Texas teacher,” by Gretel Kauffman, *The Christian Science Monitor*, August 23, 2016.

**Policy Implications:** The issue of homework is always a contentious issue. C.G.S. 10-221(b) requires all school districts to adopt a policy pertaining to homework. Policy # 6154 fulfils this mandate.