

SPED/ELL Subcommittee Meeting with BPS 8-24-16 Follow-up (Corrected 9.21.16)

Participants: Cindie Neilson, Frances Estrada, Thomas Maffai, John Barrows, Maria de Lourdes Serpa, John Mudd

Commitment on ELD Levels.

As of Sept 12, ELD level will be included in goals of all IEPs.

Agreement: There is commitment by BPS to a policy that in each class with SPED/ELL students, a teacher or para should be able to communicate with the SPED/ELL students in their native language. [Confirmed at 9.21.16 meeting with Karla, Cindie, Frances]

1. Baseline data on the match between teacher/para language capability and SPED/ELL student language needs will be gathered by BPS by Oct 30 (as part of the data gathering process for the DOJ report) and will be reviewed at the following BPS-SOED/ELL Subcommittee meeting (now scheduled for Nov 9). Added data (what?) will be available by December 31.
2. This data will be used as the basis of teacher recruitment and assignment plans. We discussed a number of relevant issues in this respect:
 - BPS should negotiate the freedom to assign paras according to linguistic capability. This is reportedly part of the current BPS-BTU negotiations. (The subcommittee would be willing to express its concerns on this to the union leadership, if appropriate and helpful.)
 - Can BPS legally require or state a preference for a specific language capability in job descriptions? (Thomas will check. Thomas reported that “Yes,” BPS can on 9.21)
 - Recruitment should be a joint Academic department, Human Capital, and Schools responsibility. It shouldn't be left to OHC alone.
 - BPS should consider establishing a recruitment advisory committee to help devise new recruitment strategies.
 - BPS should establish a linguistic capacity as a preference in the recruitment of all staff.
3. BPS needs to train school leaders and personnel subcommittees (as well as the Instructional Superintendents and the new Chief of Schools) in the need for teachers and paras to be able to communicate in their native language with SPED/ELL students, and their role in recruiting, hiring, and developing these staff.
4. The next meeting of BPS and the Subcommittee will be Sept 24, and the focus of the discussion then will be Professional Development for staff working with SPED/ELL students.

The following meeting will be moved from Oct 26 to November 9, and the focus of that meeting will be a review of the data on the match between the linguistic capability of teachers/paras and their ability to communicate in the native language of the SPED/ELL students (or the plurality of the students) in their classrooms.