

**MINUTES OF THE PATERSON BOARD OF EDUCATION
SPECIAL MEETING**

April 29, 2013 – 6:40 p.m.
Administrative Offices

Presiding: Comm. Christopher Irving, President

Present:
Dr. Donnie Evans, State District Superintendent

*Comm. Chrystal Cleaves
Comm. Jonathan Hodges
Comm. Errol Kerr

Comm. Alex Mendez
Comm. Kenneth Simmons, Vice President
*Comm. Corey Teague

Absent:
Comm. Wendy Guzman
Comm. Manuel Martinez

The Salute to the Flag was led by Comm. Irving.

Comm. Simmons read the Open Public Meetings Act:

The New Jersey Open Public Meetings Act was enacted to insure the right of the public to have advance notice of, and to attend the meetings of the Paterson Public School District, as well as other public bodies at which any business affecting the interest of the public is discussed or acted upon.

In accordance with the provisions of this law, the Paterson Public School District has caused notice of this meeting:

**Special Meeting
April 29, 2013 at 6:30 p.m.
Administrative Offices
90 Delaware Avenue
Paterson, New Jersey**

to be published by having the date, time and place posted in the office of the City Clerk of the City of Paterson, at the entrance of the Paterson Public School offices, on the district's website, and by sending notice of the meeting to the Arab Voice, El Diario, the Italian Voice, the North Jersey Herald & News, and The Record.

Comm. Irving: I'd like to welcome everyone here this evening as we discuss the Superintendent's evaluation. For the purpose of clarity for the five folks who are here we have the payment of bills and then the adoption of district goals. Doc, I know you're on a timetable.

Comm. Hodges: That's okay. I just want to know. How many votes do we need to pass these resolutions?

Comm. Irving: Five, the majority quorum.

Comm. Hodges: The majority quorum?

Comm. Irving: Yes. We have a quorum of five. Some things require two thirds, but the only thing I've ever known that require anything with the exception of the majority quorum is the two thirds vote. But none of these items I believe fit that bill. We have the approving of bills, the adoption of goals, public comments, and then the Superintendent's evaluation. Rather than spend the time we have focusing on the Superintendent's evaluation, if folks have questions on the goals that the Superintendent has submitted we can certainly engage in that conversation. But I think we need to have a much longer conversation about goals, and these goals in particular, but for the sake of QSAC we need to adopt them and we can always amend them after the fact. So let's adopt them presently and set up a meeting sometime this month to talk about these goals, where we are, and where we're going. I think Cheryl and I spoke about at least trying to be in compliance. That's where I'd like to go if that's okay with you guys. We can have a brief discussion of the goals knowing that we're going to have a much longer one within the next month or so. May 15th is the next meeting. Can we add that conversation?

Dr. Evans: The goals that you are adopting tonight are actually goals that were set last fall and were never voted on. So the next discussion of goals really should be not only affirming those and answering any additional questions, but what goals are we looking to the future for next year.

Comm. Irving: So Cheryl, we never formally adopted the goals? We had the meeting, but we didn't adopt these goals. Got it! Thank you. We never formally adopted them as per QSAC. With that said, Dr. Evans, you're absolutely right. At some point in time this summer or even this month there has to be a conversation on where we are with these goals and what goals the district is setting forth. You and I had a conversation today about principals, teaching, staff, etc. Those are some of the things I think we can talk about and consider. Okay. Let's just go through the agenda.

Comm. Hodges: You don't mean to suggest that... What you're saying is that you want us to vote on these now given our understanding of the goals that we discussed in October. That's what you want to say.

Comm. Irving: Correct.

RESOLUTIONS FOR A VOTE:

Resolution No. 1

BE IT RESOLVED, that the list of bills dated April 29, 2013, in the grand sum of \$47,651.25 starting with vendor number 339990 and ending with vendor number 3799026 and include void check number 180533 to be approved for payment; and

BE IT FURTHER RESOLVED, that each claim or demand has been fully itemized verified, has been duly audited as required by law in accordance with N.J.S.A. 18A:19-2.

Grand Sum: \$47,651.25

It was moved by Comm. Simmons, seconded by Comm. Mendez that Resolution No. 1 be adopted. On roll call all members voted in the affirmative, except Comm. Hodges who voted no. The motion carried.

Resolution No. 2

WHEREAS, the intention of the New Jersey Quality Single Accountability Continuum (NJQSAC) is to assure compliance with the statutes and regulations that govern schools and districts in New Jersey and to lead the school community into reflection on the performance of its students and revisions of its practices; and

WHEREAS, the vision and mission of the Paterson Public School District is to be a leader in educating New Jersey's urban youth, and to prepare each student to be successful in the institution of higher education of their choosing and in their chosen career; and

WHEREAS, in accordance with NJQSAC, the advisory board's annual review of the Chief School Administrator is based on the adoption of goals and performance measurement that reflect that highest priority is given to student achievement and attention to subgroup achievement; and

WHEREAS, the Board of Education met with the Superintendent and the New Jersey School Boards Association Field Representative to discuss goal-setting as aligned with the Strategic Plan, at the October 4, 2012, Board Retreat; and

WHEREAS, the four major district goals formulated in collaboration with the Board of Education were:

Goal 1: Close the Achievement Gap and Increase Student Achievement for all Students

Goal 2: Create Healthy School Cultures

Goal 3: Improve Internal and External Communication

Goal 4: Build Internal Capacity to Support School Improvement

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education adopts District Goals for the 2012-2013 school year which include goals/strategies, the person(s) accountable to complete the goal, and the indicators of success in completing the goals as outlined in the attached chart.

Goal/Strategy	Person(s) Responsible	Indicators of Success	Status for 2010-11	Current Status 2011-12	Target 2012-13
Goal 1: Close the Achievement Gap and Increase Student Achievement for all Students					
a. Implement an aligned instructional system <ul style="list-style-type: none"> Curriculum Instructional Model Professional Development District Support Teams 	Deputy Chief Academic Officer Assistant Superintendent for Administration Assistant Superintendent for Early Childhood and Special Programs	NJ ASK Proficiency HSPA Proficiency PSAT	NJ ASK Proficiency Elem. LAL – 30.8% Elem. Math – 55.4% Mid. LAL – 40.3% Mid. Math – 42.8% HSPA Proficiency LAL – 59.5% Math – 30.9%	NJ ASK Proficiency Elem. LAL – 35.1% Elem. Math – 60.9% Mid. LAL – 41.1% Mid. Math – 43.9% HSPA Proficiency LAL – 66.4% Math – 46.6%	NJ ASK Proficiency Elem. LAL – 38.4% Elem. Math – 64.2% Mid. LAL – 44.4% Mid. Math – 47.2% HSPA Proficiency LAL – 69.7% Math – 49.9%
b. Increased academic rigor <ul style="list-style-type: none"> Implement a preschool program with an emphasis on appropriate learning skills Implement a gifted and talented program Expand as appropriate honors and advanced placement options, IB program 	Deputy Chief Academic Officer Assistant Superintendent for Administration Assistant Superintendent for Early Childhood and Special Programs	G&T Continuum NJ ASK Proficiency HSPA Proficiency PSAT	G&T Continuum – No NJ ASK (See 1a.) HSPA (See 1a.) PSAT (See 1a.)	G&T Continuum – Yes NJ ASK (See 1a.) HSPA (See 1a.) PSAT (See 1a.)	G&T Continuum – Yes NJ ASK (See 1a.) HSPA (See 1a.) PSAT (See 1a.)
c. Ensure high quality teachers in every classroom	Executive Director for Human Resources	High Quality Teachers	High Quality Teachers – 100%	High Quality Teachers – 100%	High Quality Teachers – 100%*

	Principals				*Does not include classrooms where vacancies exist.
Goal/Strategy	Person(s) Responsible	Indicators of Success	Status for 2010-11	Current Status 2011-12	Target 2012-13
d. Improve high school graduation rate and reduce the dropout rate <ul style="list-style-type: none"> High school renewal initiative K-12 progression plan—clarify and increase promotion requirements 	Chief Academic Officer Assistant Superintendent for Administration	Graduation Rate SAT	Graduation Rate—58.7% SAT Composite - 1,108	Graduation Rate—66.3% SAT Composite - 1,119	Graduation Rate—69.6% SAT Composite - 1,223
Goal 2: Create Healthy School Cultures					
<ul style="list-style-type: none"> Effective schools initiative Review and revise student code of conduct 	Superintendent Deputy Assistant Superintendents for Administration Principals	Culture Index Attendance rate Community Schools	Culture Index – N/A Attendance rate - 91.9% K–8 – 93.6% 9–12 – 86.2% Community Schools – 1 PTO/PTA – 100%	Culture Index – 3.5 Attendance rate – K–8 – 94.4% 9–12 – 85.2% Community Schools – 3 PTO/PTA – 100%	Culture Index – TBD Attendance rate – K–8 – 96% 9–12 – 96% Community Schools – 5 PTO/PTA – 100% (?)
Goal 3: Improve Internal and External Communication					
<ul style="list-style-type: none"> District wide plan (guide) for internal and external communication Roundtables, committees and focus groups Community and student forums 	Director of Communications Director of Family and Community Engagement	Communications Plan Roundtables/Committees Forum Participation	Communications Plan - No Roundtable/Committees - 2 Community Forum Participation – 463	Communications Plan - Yes Roundtable/Committees - 6 Community Forum Participation – 900	Communications Plan - N/A Roundtable/Committees - TBD Community Forum Participation – TBD
Goal/Strategy	Person(s) Responsible	Indicators of Success	Status for 2010-11	Current Status 2011-2012	Target 2012-13
Goal 4: Build Internal Capacity to Support School Improvement					
<ul style="list-style-type: none"> Review and revise performance appraisal system for all district-level and school level administrators Create an accurate data warehouse Institute an electronic system for School Board agenda items 	Deputy Superintendent Chief Academic Officer Chief Assessment/Accountability Officer	Customer Satisfaction Survey Data Warehouse Paperless Board Agenda	Customer Satisfaction Survey Data Warehouse Paperless Board Agenda - No	Customer Satisfaction Survey - TBD Data Warehouse - TBD Paperless Board Agenda – No	Customer Satisfaction Survey - TBD Data Warehouse - TBD Paperless Board Agenda - No

It was moved by Comm. Simmons, seconded by Comm. Mendez that Resolution No. 2 be adopted. On roll call all members voted in the affirmative, except Comm. Hodges who abstained. The motion carried.

PUBLIC COMMENTS

It was moved by Comm. Simmons, seconded by Comm. Mendez that the Public Comments portion of the meeting be opened. On roll call all members voted in the affirmative. The motion carried.

No speakers.

It was moved by Comm. Mendez, seconded by Comm. Simmons that the Public Comments portion of the meeting be closed. On roll call all members voted in the affirmative. The motion carried.

MOTION TO GO INTO CLOSED SESSION TO DISCUSS THE SUPERINTENDENT'S EVALUATION

Comm. Irving: Here's how we're going to do this. In a second, I'm going to call for a motion for us to go into executive session. Cheryl will hand me the packet of evaluation from the Board and we will go inside executive session with the Board to discuss the Superintendent's evaluation and pull out any comments from our respective evaluation for the Superintendent. Then after we grade him as per the group we have as satisfactory or needs improvement, we will then bring Dr. Evans in to share his summary and share the Board's comments with him. Dr. Evans and Cheryl will then type those up for tomorrow and I will sign them.

Dr. Evans: Let me give, if you will, additional information, some of which you've seen, which reflects summary, test scores, and other data. I was going to explain it, but I think you can follow it because you've seen a lot of it. I'll just take a minute and orient you to it. The packet includes test results and other data reflecting activity during the past 12 months. The first page that's headed Unit Assessments reflects growth in our students as it relates to command of the standards, which are in part in a major way the new common core standards, but in some cases some grade levels it has not impacted yet. It's been administered three times already. The last one was obviously the third one. You can see school-by-school where students started in unit one and where they are as of the administration of unit three, which occurred late March early April. Again, you can see school-by-school where growth is occurring. The second one is a similar chart for STAR Renaissance math and English language arts, but this is growth in a different kind of way. Unit assessments measure command of the curriculum that's covered. This one takes our kids' performance and compares them to national norms and then charts growth in that way. Our experience tells us that greater growth typically occurs in the last half of the year. There is one additional administration of this that occurs and it's that one that we typically look at and ultimately make decisions regarding summer school relevant to how much growth. So it's incomplete but at least it tells you how far we had come in December and January when the winter administration occurred. The third one you've seen is HSPA scores from last spring. We won't get the current HSPA scores until late May early June. We get the first iteration to do any edits that need to be made and then we get the final ones typically in the fall. We do get the first cut, what they call cycle one, for eleventh graders who are taking it for the first time. This is last year so this is the most current we have now. Then you have New Jersey ASK which comes in late August and then they are scrubbed for errors. We get that typically in October. This one came October 2012. You can see when you look across the grades growth in almost every grade between language arts and math. In a few cases where you see red there wasn't growth and then one of the tables on the bottom part of it shows growth split out by elementary or what we typically refer to as lower elementary grades 3-5, which is where the greater growth, at least as it relates to math and English language arts, occurred. Then you see the middle school which suggests much more work is needed. You have that broken out in different ways in all attachments. You have attendance data. We've been working hard to improve attendance and it's reaping greater benefits at the high school level than it is at the elementary level. At the bottom of the first page you'll see the elementary total. We had 94.3%, which is 1% lower than we were in June of last year. We still have a couple of months left so we think it will be essentially about the same. But high school demonstrates more growth and that's where the greater problem was. You see that it grew from 85.3% to 89% and it's still

growing. So before it's over it should be higher than that. We're still working on that because our goal is 96% across or higher across the board. You have a publication that you may have seen already from APQC that they publish nationally illustrating their work in our school district. You'll see that it references the kinds of work that they did and the savings that these helped us to realize during the course of their engagement. The next item is a document that I think you've seen before in various forms. This lists the transformation initiatives and who they're targeting in terms of teachers, administrators, and so on, and the transformation objective that it's aimed at addressing. Attached to that is the system-wide framework also that we developed last spring with the action plan or timeline associated with that. Lastly, there's another handout that you saw. Actually, I think it was one of the evenings where we talked about test scores when we shared that information with you. It really in one place has a summary of just about everything on it from elementary performance on New Jersey ASK to HSPA. It goes beyond what those data tell you and gets at some of the subgroup scores and other gains including the graduation rate, the seniors who as of last fall have been admitted into two or four year colleges or universities. The bottom is NJPASS data as well. That's just additional information for you to look at as you engage in discussion on the evaluation.

*Comm. Teague enters the meeting at 6:49 p.m.

Comm. Irving: The only thing I'll say is I wish we would have had this beforehand. This is great, but...

Dr. Evans: Most of this was presented when Lauren Kazmark came one night and presented the assessment data. Most of this was covered, including the STAR Assessment. The unit assessment data was not in that packet. All of the data except for unit assessments were in that presentation.

Comm. Irving: (Comments were not audible)

Comm. Mendez: I see the information is simple and easy to digest and that's something that is great. In the past sometimes we see data that is kind of difficult to understand. I have a quick question, Dr. Evans. On unit assessments you have units one, two, and three. What do you mean by unit one?

Dr. Evans: That's the first administration of the test which occurred early in the fall. Unit two is the second administration. Unit three is the third administration which occurred in March. Then there's one additional administration that remains that will occur in May.

Comm. Mendez: ...which is close to the last marking period.

Dr. Evans: Yes, one per quarter. That's correct.

Comm. Mendez: Okay.

Comm. Hodges: Dr. Evans, and this will help me a little bit, 60% is passing on our tests?

Dr. Evans: Teacher grades?

Comm. Hodges: Right.

Dr. Evans: Today it is. We're working on that. I can't accept that. I'm sure you can't either. I was told that was the case and I also gave staff instructions to revisit that and come back with another recommendation.

Comm. Hodges: Is there any indication of how long? Obviously I was unaware of that.

Dr. Evans: Apparently for a long time.

Comm. Hodges: From your days.

Comm. Irving: Since I was in school it's been that way.

Comm. Simmons: It's always been like that.

Comm. Hodges: People are suggesting that this was done recently to enhance. I did not think that was the case because I don't recall having a conversation about it.

Comm. Irving: (Comments were not audible)

Comm. Hodges: You're right. I just need to be able to say this is not a recent change and that was not what was used. These are our numbers. That's one of the lowest percentages in the county. Clifton is 70%.

Dr. Evans: Probably one of the lowest in the nation. It's changing. The recommendation will come to the Board if not in June then certainly in the fall in August.

Comm. Teague: There are some parents who have contacted me recently and have said that their children have been receiving passing scores, but the test scores are not reflecting the grades on the report cards. They're really worried about that. They're just being shuffled through.

Dr. Evans: What should they do? They should talk with their principal first and if they're not satisfied with the results then the Assistant Superintendent for Administration should be responding to those questions. I'm available also. But the Assistant Superintendent usually has more knowledge about what's going on in a particular school than I do. They are in a better position to address it. That happens because of lowered standards. Typically most grading systems are 70% up to 100%. I was actually very surprised to learn that. That's the explanation. They should first talk with their principal and if they're not satisfied with the response either Aubrey Johnson or Maria Santa. If they're in one of the early childhood centers or pre-k, because we have a mixture at that young age, Susana Peron can also help them. But I'd also be happy to help them.

Comm. Hodges: Not to belabor the point, do we still have the no social promotion position based on a certain percentage of growth on the STAR?

Dr. Evans: Yes, that's correct. That's why this last administration which occurs in late May is so important.

Comm. Hodges: So it's the STAR...

Dr. Evans: STAR reading and math.

Comm. Hodges: That will determine? There is a science grade in elementary school.

Dr. Evans: There is, but for this purpose we look at English language arts and math.

Comm. Hodges: I'll wait until the next meeting to get a better understanding. What people don't understand is what determines whether my child is left back or passes or, in my mind, has demonstrated that they've mastered the material sufficiently to be promoted, which is to me the bigger question. We won't do it now.

Comm. Irving: (Comments were not audible)

Dr. Evans: We should put that also on a future agenda. We've had a couple of meetings in the past week on that very topic to make sure we address the parents' concerns. Two communiqués have already gone out to parents on the topic, but I think through what's been communicated we have addressed it. But if we missed something obviously we need to know what that is. I will add it to an upcoming agenda.

Comm. Irving: In preparation for this summer now is the time to bring it back into discussion. I'm going to take a motion to go into closed session to discuss the Superintendent's evaluation. For the purpose of record, Dr. Evans has been riced and as soon as we're done with our Board evaluation we will call him in. He has opted to do the evaluation in private, not in public, and he has that right to do so.

It was moved by Comm. Mendez, seconded by Comm. Simmons that the Board go into closed session to discuss the Superintendent's evaluation. On roll call all members voted in the affirmative. The motion carried.

The Board went into executive session at 7:10 p.m.

*Comm. Mendez leaves the meeting at 8:45 p.m.

*Comm. Cleaves enters the meeting at 8:47 p.m.

The Board reconvened the meeting at 8:55 p.m.

It was moved by Comm. Simmons, seconded by Comm. Kerr that the meeting be adjourned. On roll call all members voted in the affirmative. The motion carried.

The meeting was adjourned at 8:56 p.m.