

# SCHOOL COMMITTEE

(Official Report)

**Regular Meeting**

**December 2, 2014**

Called for 6:00 PM in the Dr. Henrietta S. Attles Meeting Room, Cambridge Rindge and Latin School, 459 Broadway, Cambridge, for the purpose of entertaining a motion to enter into Executive Session for the purposes of conducting a strategy session in preparation for negotiations with nonunion personnel, specifically, the Superintendent of Schools. The Committee may also discuss in open session any and all business that may properly come before the Committee, including considering and voting on a successor employment contract for the Superintendent of Schools.

Members Present: Ms. Cronin, Mr. Fantini, Mr. Harding, Ms. Kelly, Ms. Nolan, Mr. Osborne, Mayor Maher

Mayor Maher in the Chair.

Also Present: Student School Committee Members Lucy Sternbach and Liz Kubicek

Jan M. Gould, Esq., Deutsch Williams Brooks DeRensis & Holland, P.C.

A quorum of the School Committee being present, the Chair called the meeting to order at 6:05 PM.

## **1. Public Comment:**

- Ted Darling, Pleasant St., Superintendent's contract
- Greg Pollock, James Way, Advanced learning
- Emily Dexter, Fenno St., Advanced learning, Superintendent's contract

On a motion by Mr. Harding, seconded by Ms. Kelly, it was voted to close public comment.

## **2. Student School Committee Report:**

Ms. Kubicek commented that she was returning from a dress rehearsal for CRLS's production of the Addams Family musical which opens Friday, December 5<sup>th</sup> at 7 p.m. and is running for two weekends. She also mentioned that the Winter sports season has officially started.

Ms. Sternbach reported that she just returned from hearing Ban Ki-Moon, Secretary General of the United Nations, speak at the Harvard Church. CRLS history teachers and 25 students attended and found his talk inspiring. She also noted that yesterday over 350 students walked out at 1 p.m. from CRLS in a hands-up student organized protest to address the Ferguson case and to show their support for Michael Brown and to reflect on what is going on in our own community in terms of racial disparities. The student body president was quoted in the NY Times and the student government hopes to keep conversation open on this subject by putting together a homeroom curriculum or an after school forum. The Cambridge Public Library will be having a "Beyond hands-up" workshop on December 6<sup>th</sup>, from 12-4 p.m., presented by the "good man" gang.

Mr. Harding clarified that the "good man" gang is comprised of former CRLS graduates, Earl Williams (Class of 88) and Omar Moses (Class of 90).

Mayor Maher moved suspension of the Rules, seconded by Ms. Kelly, to bring forward for discussion **#14-241 Motion by Mayor Maher**, that the School Committee consider and vote on a successor

employment contract for the Superintendent of Schools. It was voted to suspend the Rules for the purpose stated. The Chair noted that the School Committee had engaged the services of Attorney Liz Valerio of Deutsch Williams Brooks DeRensis & Holland, P.C., to negotiate a contract with the Superintendent. Attorney Valerio could not be present tonight; her associate Attorney Jan Gould is here to answer questions. Mayor Maher stated that copies of the draft version of the Superintendent's contract and amendment are available at the back of the meeting room (copies on file in the School Committee Office).

Mayor Maher welcomed Attorney Gould and asked her to walk the Members through the highlights of the proposed contract and to provide an explanation regarding the proposed amendment to the contract.

Attorney Gould explained the following:

- It is the responsibility of the School Committee to negotiate a contract with the Superintendent which is in the best interest of the school district. Typically, as authorized by law, the strategy to negotiate is done in Executive Session. Originally, it was contemplated that there would be an Executive Session before this open session, but the Members chose not to do this but to review the final draft products in open session. She stressed the importance of understanding that this is the first time the Committee is reviewing the final draft products which have been discussed in previous Executive Sessions.
- Overview of proposed contract terms:
  - Dr. Young would continue serving as superintendent for two (2) contract years, retroactive to 7/1/14 taking us to 6/30/16 at a gross annualized salary for each contract year at \$267,000.
  - Provisions for benefits provided in the contract, many of which are consistent with his prior contract include: up to \$15,000/year for purchase of an annuity, vacation day carryover, 15 sick days, 25 paid vacation days, personal days, bereavement leave, access to medical insurance, reimbursement for expenses, access to district credit card for expenses for superintendent, provision for transportation, two alternatives for technology
  - Provisions for termination for good cause; early termination by Superintendent; early termination by Committee; termination by mutual consent of both parties
- Overview of proposed first amendment to contract terms:
  - Although unusual to have an amendment with a successor contract, the Committee on advice of legal counsel, decided to put forth terms for prospective candidates in the Superintendent's successor agreement with provisions that would be advantageous for future negotiations. The amendment seeks to bring the terms of Dr. Young's 2 year contract in line with the terms of his previous agreements.
  - Early termination by the Committee is eliminated in the amendment and shall not be applicable to Dr. Young's employment. Provision for termination for good cause is still in effect.
  - The amendment includes a sick leave buyback program for Dr. Young pursuant to his prior agreement provided he is in full compliance with the ninety (90) day notice period.

Mr. Harding asked for clarification on the amendment. Attorney Gould responded to Mr. Harding's concerns that the terms within the amendment were part of the negotiations and done within the parameters authorized by the School Committee in Executive Session. The terms of the amendment were styled on Attorney Valerio's recommendation to facilitate future negotiations with a candidate by removing provisions from the contract itself that the Committee wouldn't want to use in the future.

Mr. Fantini moved, seconded by Mayor Maher, to bring the following motions forward for discussion:

That the School Committee approve the 2014-2016 Employment Agreement between the Cambridge Public Schools and Dr. Jeffrey M. Young for the period July 1, 2014 through June 30, 2016 as presented

and authorize the Mayor as Committee Chair to sign the 2014-2016 employment agreement on behalf of the School Committee.

That the School Committee approve the First Amendment to the 2014-2016 Employment Agreement between the Cambridge Public Schools and Dr. Jeffrey M. Young for the period July 1, 2014 through June 30, 2016 as presented and authorize the Mayor as Committee Chair to sign the first amendment to the 2014-2016 employment agreement on behalf of the School Committee.

Each Member commented and expressed his/her reasons for supporting or not supporting the Superintendent's successor employment agreement and amendment as follows:

Ms. Nolan read the following statement on a successor contract for Dr. Young:

This decision is hard. Very hard - since I will not be supporting a successor contract. It is sad too, since I was a strong supporter of Dr. Young when he was a candidate. I had hoped and expected after 5.5 years to see success in our district from his leadership. I had hoped, as all of us hoped, to see our district go from good to great. We have not. It is difficult for me to talk about this decision publicly, with Dr. Young here, and I am sure it is difficult for him to hear. This decision is likely not a surprise to anyone, since I have been clear throughout this process that I would base my decision on what is best for the district and that I had not seen the progress I expected. I did call the superintendent earlier to tell him that I could not support a contract extension of any length. It is with a heavy heart that I do this.

This vote is the most important vote we take, so I owe it to everyone to explain why I will vote no. And five years is long enough to gauge success of efforts. There are many districts and schools that have had success in changing the trajectory of a set of schools in five years. In fact, Dr. Greer's work here demonstrates convincingly that in one year, good management can make real positive change, including starting a shift in culture.

In reflecting on this decision, I started by looking at our district goals and data. Achievement has been our # 1 goal for years - overall achievement, and closing achievement gaps. Most of the measurable goals relate to MCAS, which is a limited measure. However, it is one measure and since the administration has failed, despite five years of specific requests, to develop a more holistic way to measure achievement, it is the main measure. And our district goals are clear and SMART in this respect.

Two years ago we failed by a large margin to reach our goals, especially for closing proficiency gaps. So we lowered our goals – dramatically. This year, despite this lowering, we failed to meet almost every numeric goal for proficiency by subgroup, and student growth.

\* For overall proficiency percent: goal not met, in ELA or MATH.

\* Proficiency by subgroup: for both MATH & ELA- goal met for just 3 of 18 subgroups

\* CPI by subgroup: goal met for only 2 of 18 subgroups

\* The number of Level 3 schools went from 0 to 2 to 3 from 2012 to 2014.

And, the achievement gap for African American, low income, sped students: flat for the last 5 years. Comparing groups in the conventional way that the achievement gap is used is problematic. However you measure it, the gap in CPS between African American and white students is 30 points and between low income and non low income is 25 points. Most importantly, that gap hasn't changed over the last five years.

Thus, we failed to meet most of our goals for achievement. We have worked hard and done a lot, but we haven't fundamentally succeeded by our own mutually agreed upon measures.

Next I reflected on management practice and leadership. This year we had the advantage of an outside review of the management of our district, with the DESE district review. That report documented major lapses in management and administration. We briefly reviewed some of them, and they are relevant to this decision.

After five years of management under Dr. Young, the review identified many strengths of the district, but also provided what I view as a significant critique of leadership and management. A few examples are:

- despite spending three times the state average on professional development for years, PD was found to be “too fragmented, isolated and inefficient to adequately advance district goals and priorities”. (p 40-42)
- 75% of administrators were not evaluated in writing in the past five years and those evaluations which were done were generally “not instructive” and not of high caliber.
- Principals, who are our front line leaders, don’t have clear expectations (p.49)
- instruction: lack of evidence of ability to differentiate – yet that has been the focus of PD and central admin. and a district goal for several years
- Student support, inc. RTI – despite being a district priority for 4 years, system not cohesive. “The lack of a robust system of tiered instruction with timely provision of incremental supports to help students overcome academic, behavioral, social, and emotional impediments to learning interferes with improving student outcomes.” (p.43)
- Some school buildings “aged and poorly maintained, with missing ceiling panels, inadequate lighting and noise... not conducive to learning” (p.44) These issues exist despite spending more than twice the state average per student on operations and maintenance and our spending the highest in the state on our school building projects, on a per student basis.

Then I turned to the Innovation Agenda, which is held up as the major accomplishment of the last five years, if not decades. More than three years after the vote, it is not clear that our district or our middle grades students are better off. While we all hope it will *become* successful, it is not yet. For some students, instruction is better. Extra curriculars are better on the whole, yet the promise of far greater opportunities has not been realized yet. And for many students, the educational experience is worse. We spent far too much time on the logistics of the restructuring and only now have we focused on teaching. That should not have been the case – there are districts and schools that have moved faster in similar turnaround situations – with better leadership and management.

And IA goals and outcomes were established to measure the success of the IA. Most of those goals have not been met, or, tellingly, the measures not reviewed.

- MCAS SGP: the goal set was for 55 SGP overall and for subgroups. We did not meet that goal for our high needs, African American, SPED or low income students in either ELA or Math.
- Percent of 8<sup>th</sup> graders successful in Algebra 1 : we set a goal of increasing by 5% a year. I, along with many of my colleagues thought that goal was far too low – since it meant it would take until 2030 to have 90% of our 8<sup>th</sup> graders complete Algebra 1, a standard that most high performing surrounding districts are meeting now. The goals were not met this year or last year.
- School climate survey outcomes – though the surveys were done in the spring of 2014, the data has not been released, a problem in and of itself.
- Mass TELL survey data by teachers: there were three items selected to be SMART goals: only 1 of the three goals were met; 2 were not met.

We have serious ongoing leadership and morale issues in several of our elementary schools and two of our upper schools. We have not sent a strong signal for parents and teachers that we understand and are working to resolve those concerns.

I also worry that there has not been evidence of excellent collaborative management in other areas:

- math coordinator search: we failed to hire someone, so math and science were combined – at a time when we are replacing our entire K-8 math curriculum. How is it possible that a district paying over \$100K attracted so few candidates? How is it possible that the Young People’s Project was not consulted for names? Generally when few candidates apply, it is a leadership issue.
- MassTell survey results show some problems in many schools
- While we talk family engagement, far too many parents do not feel respected and included and invited.
- Despite having amazing staff who know how to teach all students, and who do project based learning that is exciting and engaging, we have relied on expensive outside consultants. Instead

of tapping into our best practices, too often we don't even document our best practices, then pay outsiders extremely high fees.

- The community, including the School Committee, is often left out of planning and developing of initiatives, instead of being treated as full partners.

I have focused on a review of more quantifiable reasons for an extension or not. However, the decision incorporates other factors as well.

I wish we had released the contract earlier. It is good practice, and in this instance we were not transparent and open about the proposed contract, which includes a large raise.

I am not comfortable voting a new contract of any length in light of the factors I summarized. Plus, we haven't finished our evaluation of the superintendent. And nearly every measurable goal on achievement was not met.

I am especially not comfortable voting a raise of any level when we already pay far more than any other district. And a raise for this year on top of an already negotiated salary effectively doubles a raise, when the district failed to meet our goals. Plus, it is a greater raise than all the contractual raises for all our unionized staff. As I said, it is with a heavy heart that I will be voting no.  
(end of Ms. Nolan's statement)

Ms. Cronin noted that she will support this contract. She stated that we have work to do but have fantastic people in our district who are capable of guiding us through the changes ahead to achieve the goals that we have identified. She asked Dr. Young to shepherd us through the next two years to accomplish these goals and looks forward to partnering with him.

Ms. Kelly noted that she will support this contract. She commented that we have had frustrations but knows that no system is perfect. She indicated that we need a period of transition and not have an abrupt end to the tenure we currently have. She appreciates the district's leadership work.

Mr. Harding noted that he felt there have been more wins than losses. The raw data shows we have stagnation on student achievement. Dr. Young has done some very good work for the district and we should maintain the administrative team with Dr. Young's guidance during this transition. The Innovation Agenda was a major turning point for the district by Dr. Young and should not go without recognition. In the next 18 months, there needs to be improved communication between the Members and the administration. He realizes that this is a tough vote and many people have mixed emotions on whether we can reach our potential or go backwards. The realities of the DESE report on certain issues and student achievement force us as a Committee not to have an emotional reaction to our personal feelings on the individuals leading us but to think of ourselves as stewards for the young people in this system. He noted that this is why he will support the contract.

Mr. Osborne noted that Ms. Nolan's comments force us to focus on the data. Numbers don't tell the story all the time. We have a team in place that gives us confidence. We've dealt well with strategy and crises. We negotiated this contract in good faith with Dr. Young and the attorneys and noted he will support it. It is most important to work cooperatively with the Superintendent and proceed to the next couple of years with the confidence in our leader. He hopes the Superintendent will be able to leave a legacy of transparency and cooperation during his tenure.

Ms. Sternbach gave a student's perspective and commented on her positive experience in working with Dr. Young.

Mr. Fantini noted he will be supporting the contract and thanked the new Members for being optimistic and honest about their assessments and judgments. The superintendent's position is the most difficult in public office today. He noted that enrollment has increased and when you visit a school, you walk away with a positive feeling which indicates to him how well leadership is doing. He is looking for opportunities

for accelerated improvement. It is important to have the Superintendent on board during the transition time to provide continuity and leadership.

Mayor Maher indicated that he has worked with many superintendents during his years on the School Committee and City Council. No superintendent has presided over a perfect school system. This City faces many challenges as an urban school system. The Superintendent has put together a talented leadership team who can carry this system into the next decade. We have not achieved many of the stated goals, but we are headed in the right direction. He hopes that the Superintendent and the Committee will work together over the next 18 months to address outstanding issues and move the district in a more positive direction than it is today. He will support this contract and hopes tomorrow will be the beginning of a very successful remaining tenure for the Superintendent.

On a motion by Mr. Fantini, seconded by Ms. Cronin, on the following roll call, it was voted to approve the 2014-2016 Employment Agreement between the Cambridge Public Schools and Dr. Jeffrey M. Young for the period July 1, 2014 through June 30, 2016 as presented and authorize the Mayor as Committee Chair to sign the 2014-2016 employment agreement on behalf of the School Committee: Ms. Nolan NAY; Mr. Osborne YEA; Ms. Cronin YEA; Mr. Fantini YEA; Mr. Harding YEA; Ms. Kelly YEA; Mayor Maher YEA.

On a motion by Mr. Fantini, seconded by Ms. Kelly, on the following roll call, it was voted to approve the First Amendment to the 2014-2016 Employment Agreement between the Cambridge Public Schools and Dr. Jeffrey M. Young for the period July 1, 2014 through June 30, 2016 as presented and authorize the Mayor as Committee Chair to sign the first amendment to the 2014-2016 employment agreement on behalf of the School Committee: Ms. Nolan NAY; Mr. Osborne NAY; Ms. Cronin YEA; Mr. Fantini YEA; Mr. Harding NAY; Ms. Kelly YEA; Mayor Maher YEA. Mr. Osborne asked for and received unanimous consent to change his original affirmative vote on this motion and to be recorded in the negative as indicated above.

Mr. Fantini moved, seconded by Ms. Cronin, suspension of the Rules for the purpose of moving reconsideration on all items related to the Superintendent's contract. The Rules having been suspended, a motion to reconsider the foregoing votes, hoping the same would not prevail, failed of adoption.

Mr. Fantini asked the Chair to allow Superintendent Young to speak.

Dr. Young thanked the School Committee for giving him the opportunity to work in Cambridge. He reflected on the six years of mutual effort and accomplishment with the Members. He made the following statement:

We have made significant progress. As a community, we summoned the courage to call out the issues of race and class and transformed the district by creating new schools that will better serve ALL Cambridge students for generations to come. Enrollment has increased by over 700 students (12%) over the past six years, which is evidence of increasing public confidence in CPS. We are building an infrastructure for curriculum, instruction and professional development that will provide the foundation for excellence in the years ahead. This year, the State awarded ten of our schools Level 1 status based on your work in reducing proficiency gaps and accelerating the academic growth of all children. Our programs for students with disabilities, English language learners, and advanced learners are more inclusive and stronger than ever. Family engagement has become a norm. Partnerships with the university and business communities are flourishing, and our relations with the City of Cambridge exemplify shared goals and mutual trust. Our capital plan will lead to the opening of a brand new facility to house the Martin Luther King, Jr. and Putnam Avenue Upper schools next September, and the design process is already underway for a new King Open/Cambridge Street Upper school facility. Through it all, you have held true to the fundamental and overarching belief that excellence and equity must live together in our schools.

Cambridge is on the right journey--a journey of hope--and I want to tell you what an honor and privilege it is to walk that path with you. Thank you for your support, your professionalism, your friendship, and your

deep and abiding dedication to young people. This community is most fortunate to have its children in your care.

Indeed, you have made me proud to serve among you, so I am living uneasily with the mixed emotions that inevitably accompany a parting. But I am not leaving now. I look forward to using the time ahead as a seamless extension of our ongoing effort to make Cambridge the best place to teach and learn.

The Superintendent's leadership team stood and applauded in support of Dr. Young.

The Chair returned to the regular order of business.

### 3. Presentation of the Records for Approval:

On a motion by Ms. Kelly, seconded by Ms. Cronin, it was voted to accept the Minutes of the following meetings as presented:

- Regular Meeting – November 18, 2014
- Special Meeting – November 18, 2014

### 4. Reconsiderations: None

### 5. Unfinished Business/Calendar:

Ms. Cronin asked for clarification from Ms. MacDonald on the use of these funds. Dr. Turk responded that Dr. Madera, Coordinator of Bilingual Education, had sent out an email memo to clarify the use of the grant funds. Dr. Turk will forward this email to the Members. On a motion by Ms. Cronin, seconded by Ms. Kelly, on the following roll call, it was voted to adopt **#14-232**: Ms. Nolan YEA; Mr. Osborne YEA; Ms. Cronin YEA; Mr. Fantini YEA; Mr. Harding YEA; Ms. Kelly YEA; Mayor Maher YEA.

**#14-232**, Grant Awards, that the School Committee accept and approve the grant awards in the amounts and for the periods indicated.

#### 1. Title III / English Language Acquisition for Limited English Proficient (LEP) Students, for the period November 24, 2014 to August 31, 2015, in the amount of \$81,516.00.

Project/Grant SC15737.

**Description:** This grant will fund supplemental services after school and during the summer to improve the educational performance of limited English proficient students in K-12 by assisting these students to learn English and meet State academic content standards. It will also provide stipends/travel for Professional Development for mainstream and Sheltered English Immersion (SEI) teachers via trainings in WIDA's English Language Development standards and by supporting attendance at the State MATSOL conference of 15 staff.

**CPS Target Population:** Approximately 500 LEP students in grades K-12, including SIFEs (Students with Interrupted Formal Education), will receive intensive instruction to accelerate their English Language acquisition and improve their academic outcomes as measured by performance on local and state assessments.

**Outcomes and Measures of Effectiveness:** As measured by progress on the local and state assessments, LEP students will transition into and succeed in mainstream English classes.

#### 2. The Big Yellow School Bus, for the period November 18, 2014 to June 30, 2015 in the amount \$2,000.00. Project/Grant SC14856.

**Description:** The Mass. Cultural Council provides \$200 grants (generally for bussing fees) to individual schools that apply to take a field trip to a cultural event. Typically 10 – 12 CPS schools apply and receive awards each year, so we request a \$2,000 appropriation annually.

**CPS Target Population:** CPS students in the applying classroom (s).

**Outcomes and Measures of Effectiveness:** These visits help foster creativity and innovation in students and provide critical exposure to cultural institutions. Students will become more engaged and better informed about their cultural environment.

**6. Awaiting Reports:**

On motion by Mr. Fantini, seconded by Ms. Kelly, it was voted to place Awaiting Report (C14-098) on file.

- ✓ Report by the 2014 summer meeting on the district's efforts to meet the needs of advanced learners including a summary of accomplishments, a plan for future improvements, how success is measured and specific goals for advanced learners. Further that the district includes CALA and other parent input into the report. (Nolan) (C14-098), 5/20/2014
- ✓ Report by fall 2013 on AP program at CRLS (C13-133) (June 4, 2013)

**7. Superintendent's Agenda:**

**7a. Presentations:**

Academic Challenge.....Paula Feynman  
Academic Challenge &  
Enrichment Manager

Mayor Maher welcomed Ms. Paula Feynman, Academic Challenge and Enrichment Manager. Ms. Feynman indicated that her mission is to provide adequate academic challenges to all students, not only advanced learners. She announced that the Academic Challenge Office will be folded into the Office of Student Services under the supervision of Assistant Superintendent Greer in January. Ms. Feynman walked the Members through the following Advanced Learning PowerPoint presentation which was an extension of her report presented in July.

Context: Fall 2012

Implementation of Innovation Agenda:

- All schools restructured
- Brand new Upper Schools
- Many new roles, many new people
- Switch to Common Core, new Evaluation System
- Dissolution of Intensive Studies Program
- Academic Challenge Policy enacted

Summary of Accomplishments

Development of Model:

- Evolution of SAP  $\longrightarrow$  ELP
- Creation of Elementary ELP
- Pilot Project Based Learning as Electives
- Explore web based district wide supports
- Incorporate State Blueprint (MTSS)

MTSS Model:

- Consistent with Rtl rollout
- Identification, goal setting, progress monitoring
- Facilities knowledge of model

Tier 1 Rigorous, Differentiated Curriculum:

- Curriculum Review – Science, Literacy
- Math in Focus, Advanced Math Pathway
- UbD – Enrichment at Unit Level, Differentiated Lesson Plan

Measuring Success: Qualitative

- Vision for Advanced Learning: Office of Academic Challenge moved to OSS
- Shift from reactive response to proactive planning
- Increased awareness of complexity of advanced learning and need for support
- % Algebra 1 in 8 grade increasing – 10% in 2013, 13% in 2014, 2015 expected higher
- 12 regional, 3 State, 1 National NHD Competitor in the 1<sup>st</sup> year of program
- Increasing capacity for acceleration

Enriched Learning Plans

What are we measuring?

- Numbers
- Efficacy
- Short Term vs. Long Term (Summary: 38 plans)

Goals for Advanced Learners

- Increase capacity to offer more opportunities
- Develop Consistent Identification criteria using aligned formative assessment tools
- Improve content differentiation, homework, and grouping practices
- Increase social/emotional supports

Parent Input: CALA Report

Parent Input: "Went Well"

Parent Input: Improvement Opportunities

Parent Input: "Other Comments"

Plan for Future Improvements:

- Cultural shift: Data informed vs. Data driven
- Increased Teacher/Staff Identification
- Cultural Shift: Content differentiation
- Procedural shifts: Grouping and Homework
- Diversity depends on staff identification and change in belief system
- Social/Emotional – Mindset, 2e, Connections

Ms. Feynman introduced the Cambridge Advanced Learning Association (CALA) parents to present their parent input report (on file in School Committee Office).

Freedom Baird, Coordinator of CALA for the past 3 years, introduced Andrea Koschwanez, who will be taking over the coordinator and spokesperson role for CALA, as well as Diane Roseman who put together their report.

Ms. Baird shared the district's definition of an advanced learner and gave a background of the Cambridge Advanced Learning Association and an explanation of the current services and courses provided to advanced learners. She also updated the Members on the work done and the successes reached by Ms. Feynman on behalf of these students.

Ms. Roseman presented the CALA budget requests which proposed the following six measures: hiring of 6 FTE of Advanced Learning Specialists; professional development for teachers; a printed resource guide for parents; offering a Multivariable Calculus course at CRLS during the day; increase capacity for high school students to take college-level classes during the school day at area colleges; and transportation for students who must travel to other buildings during the school day for advanced learning support.

The Members questioned why CALA made their budget requests tonight and not at a budget hearing. Ms. Baird explained that since they were presenting tonight, they decided to fold their budget requests into the presentation.

The following thoughts and concerns were discussed by the Members, Ms. Feynman and the CALA parents:

- Being careful about the labeling of these students
- Low numbers of Enriched Learning Plans (ELPs) and lack of diversity among these students
- Expanding the diversity of the identified students
- There are perception concerns; challenge these perceptions publicly
- Many children in underrepresented groups are not identified due to stereotypes
- Should have goal of at least 100 students having ELPs
- We are falling behind in number of students who finish Algebra I in 8<sup>th</sup> grade
- Use the established supports we already have in place instead of adding another layer
- Not comfortable with students traveling to other schools; prefer they stay in their home schools
- Train teachers to be culturally competent
- Suggest taking a site visit to an urban district such as Framingham

The Chair thanked Ms. Feynman and the CALA parents for their informative presentation and returned to the regular order of business.

**7b. Innovation Agenda:**

**7c. Consent Agenda:**

Mr. Fantini moved, seconded by Ms. Kelly, suspension of the Rules to bring forward the Superintendent's Consent Agenda for discussion and adoption. The Rules having been suspended for the purpose stated, Superintendent's Consent Agenda Items **#14-236** through **#14-240** were brought forward. Mr. Harding removed **#14-239** and Ms. Cronin removed **#14-240**.

On a roll call vote, the following items were adopted:

**#14-236**, Approval of an Amendment to the Agreement between the Cambridge School Committee & Cambridge Education Association Units A&B of the Collective Bargaining Agreement for the period of September 1, 2012 through August 31, 2013 and September 1, 2013 through August 31, 2016, that the School Committee approve the Superintendent's Recommendation relative to the Amendment to the Agreement between the Cambridge School Committee and the Cambridge Education Association Units A&B of the Collective Bargaining Agreement for the period of September 1, 2012 through August 31, 2013 and September 1, 2013 through August 31, 2016 as detailed in the document.

**#14-237**, Approval of the Recommendation for the Assignment Lottery for the Tobin Montessori 3-Year Old Grade and the Special Start Integrated Classrooms, that the assignment lottery for the Tobin Montessori 3 year old grade and the Special Start Integrated Classrooms be run at the Cambridge Public Schools October 1 SES percentage of 55% Pd/45% F/R lunch status + or - 9%.

**#14-238**, Approval of Miscellaneous Gifts to the Cambridgeport School, that the School Committee accept and approve the following receipts as described.

1. \$500.00 to the Cambridgeport School made from the Phillips Brooks House Association, Inc., for the general support of the school.
2. \$443.69 to the Cambridgeport School made from Target for the general support of the school.
3. \$294.15 to the Cambridgeport School made from O'Connor Portraiture, Inc., as commission for student portraits to be used for the general support of the school

Ms. Nolan YEA; Mr. Osborne YEA; Ms. Cronin YEA; Mr. Fantini YEA; Mr. Harding YEA; Ms. Kelly YEA; Mayor Maher YEA.

## 8. Non-Consent Agenda:

**#14-239**, Contract Award, that the School Committee award a contract to the following vendor for Education Services; funds to be provided from the Grant Fund. Procurement procedures for this contract have complied with Chapter 30B of the laws of the Commonwealth of Massachusetts.

East End House, 105 Spring Street, Cambridge, for the period September 1, 2014 to August 31, 2015 in the amount of \$120,820.00.

Mr. Harding asked that Mr. Milner elaborate on the grant funded educational services provided by East End House. Mr. Milner explained that this contract is for the planning, staffing, execution, management and evaluation of the Out of School Time program at the Putnam Ave. Upper School. The East End House is a partner in the Putnam AVE OST program and will target and serve students who are low-income, at-risk academically and/or socially/emotionally, receive special education services, and/or are limited English proficient or whose first language is not English. The program must offer a minimum of 448 hours of OST programming during the school-year and summer for this targeted group of students as per the grant requirements. On the following roll call, it was voted to adopt **#14-239**: Ms. Nolan YEA; Mr. Osborne YEA; Ms. Cronin YEA; Mr. Fantini YEA; Mr. Harding YEA; Ms. Kelly YEA; Mayor Maher YEA.

**#14-240**, Grant Award, that the School Committee accept and approve the grant award in the amount and for the period indicated:

Building Aligned Curriculum, for the period November 24, 2104 to June 30, 2015, in the amount of \$10,178.00. Project/Grant SC15121.

**Description:** This grant will be used to support the piloting of two Model Curriculum Units developed by the MA Department of Elementary and Secondary Education through Race to the Top. The Haggerty team will be lead by the K-8 Social Studies coach and include two first grade teachers, the school's literacy coach, and the librarian at the Haggerty School. They will plan and implement the first grade Social Studies unit "From Sea to Shining Sea: Patriotic Songs and Symbols." A team at the Peabody School will implement "What is Financial Literacy?" a fifth grade ELA unit. The Peabody team will be co-led by the district literacy coach and the school's literacy coach and will include two fifth grade teachers. The grant will provide stipends for work outside of normal hours as well as funds for classroom materials.

The curriculum units are aligned to the MA Curriculum Frameworks, include formative and summative assessments, and are formatted according to Understanding by Design. This project will increase school-based expertise in implementing aligned curriculum and expand district familiarity with the state's curriculum resources.

**CPS Target Population:** Initially the target will be the first grade students at the Haggerty School and fifth grade students at the Peabody School. If the units are deemed a good fit and with the district's curricula they may eventually be used district-wide.

On the following roll call, it was voted to adopt **#14-240**: Ms. Nolan YEA; Mr. Osborne YEA; Ms. Cronin YEA; Mr. Fantini YEA; Mr. Harding YEA; Ms. Kelly YEA; Mayor Maher YEA.

## 9. School Committee Agenda (Policy Matters/Notifications/Requests for Information):

**#14-242, Joint Motion by Mr. Harding and Mr. Osborne**, that in follow up to the annual Affirmative Action presentation to the School Committee of October 7, 2014, the Affirmative Action/Recruitment Officer submit to the School Committee an outline of a strategic plan for the improved recruitment and retention of CPS teachers of color to support the district's stated goal of 30% diversity among the teaching staff. This plan outline should articulate proposed specific teacher recruitment and retention activities, programs, and initiatives that will occur on a monthly and/or quarterly schedule during SY2014/15 and SY2015/16. The strategic plan outline will be provided to the Committee by the first meeting in January 2015. Mr. Osborne requested an amendment to change the date in the last line of the motion to February 2015.

On a motion by Mr. Osborne, seconded by Mr. Harding, it was voted to adopt **#14-242** as amended: **#14-242, Joint Motion by Mr. Harding and Mr. Osborne**, that in follow up to the annual Affirmative Action presentation to the School Committee of October 7, 2014, the Affirmative Action/Recruitment Officer submit to the School Committee an outline of a strategic plan for the improved recruitment and retention of CPS teachers of color to support the district's stated goal of 30% diversity among the teaching staff. This plan outline should articulate proposed specific teacher recruitment and retention activities, programs, and initiatives that will occur on a monthly and/or quarterly schedule during SY2014/15 and SY2015/16. The strategic plan outline will be provided to the Committee by the first meeting in February 2015.

On a motion by Ms. Nolan, seconded by Mr. Harding, it was voted to adopt **#14-243, Motion Ms. Nolan**, that whereas the School Committee endeavors to support students in many areas, and whereas the Culinary Program at RSTA provides excellent food to many school and district events, now therefore the School Committee directs our staff to use services of the RSTA Culinary Arts program whenever feasible for School Committee functions and meetings, and further that any additional costs incurred by RSTA be reimbursed, provided that the costs do not exceed savings which result from this order.

**#14-244, Motion Ms. Nolan**, whereas substitutes are used routinely and whereas some school districts have consciously professionalized the role of the substitute teacher, that the Superintendent review Cambridge Public Schools' current practices with respect to substitutes and report back to the School Committee on ways to ensure the effectiveness of substitutes by the Spring of 2015. Mr. Harding asked what the motivation behind this was and suggested that the timing be more amenable to the Superintendent's schedule. Ms. Nolan stated that the idea behind this motion is to insure the effectiveness of our substitute teachers and to make sure instruction is even throughout the year. She engaged in discussion with Ms. Allen, Executive Director of Human Resources, as well as teachers, administrators and students. On the following roll call vote, **#14-244**, failed of adoption: Ms. Nolan YEA; Mr. Osborne NAY; Ms. Cronin NAY; Mr. Fantini NAY; Mr. Harding YEA; Ms. Kelly NAY; Mayor Maher YEA.

#### **10. Resolutions (letters of congratulations, letters of condolence):**

##### **11. Announcements:**

Mayor Maher announced that there will be a Budget Sub-Committee meeting and public hearing on the FY16 Budget Guidelines and Priorities on Tuesday, December 9, 2014, from 4:00-5:30 p.m. There will be no Special Meeting at 6:00 p.m., which had been a possibility if needed.

##### **12. Late Orders:**

It was voted to adopt the following motions:

Motion by Mr. Harding, seconded by the entire Committee, that School Committee send a letter of condolence to former Cambridge Public Schools' graduate and current District Court Judge, Severlin Singleton, on the passing of his mother.

Motion by Mr. Fantini, seconded by the entire Committee, that the School Committee send a letter of congratulations to two students at the Cambridgeport School who are working on a community service project and are sponsoring a toy drive that will benefit children with Sickle Cell Anemia. A friendly amendment was voted to include all students who are involved in the project.

Motion by Ms. Cronin, seconded by Mr. Fantini, that the School Committee acknowledge and send letters of congratulations to the following RSTA seniors who were honored at the Rindge Alumni Association Annual Dinner in November:

The Hillery Award:

Gabe Bamforth, Engineering

The Rindge Alumni Association Student Awards:

Noah Zibello, Creative Design  
Marisol Melendez, Graphic Communications  
Saleh Jiddawi-Nunley, Carpentry  
Abdoulaye Barry, Information Technology  
Ayele Hamilton, Automotive Technology  
Isabella Pestovski, Engineering

Joint Motion by Ms. Nolan and Mr. Harding, that the School Committee congratulate the CRLS student government for organizing the walkout on behalf of addressing race inequities and further that students rights to free speech is supported and no student be adversely affected for participating.

On a motion by Ms. Kelly, seconded by Ms. Cronin, it was voted to adjourn (9:25 PM)

Judith T. Martin  
Executive Secretary

**Distributed Back-up Documents** (copies on file in the School Committee office):

- Draft of 2014-2016 Employment Agreement between the Cambridge Public Schools and Dr. Jeffrey M. Young
- Draft of First Amendment to the 2014-2016 Employment Agreement between the Cambridge Public Schools and Dr. Jeffrey M. Young
- East End House 2013 Year in Review
- East End House Goals and Objectives and Core Programs
- PowerPoint presentation slides – Advanced Learning Report to the School Committee, December 2, 2014
- Advanced Learning Report to the School Committee, prepared by Paula J. Feynman
- Enriched Learning Protocol Flowchart
- Meeting the Needs of K-8 Advanced Learners in Cambridge Public Schools
- CPS Lesson Plan Template
- Cambridge Public Schools Student Academic Intervention Plan 2014-2015
- Letter and report from Cambridge Advanced Learning Association to Dr. Young, Dr. Turk, Mayor Maher and Members of the School Committee and Administration re the role of Ms. Feynman and budget requests to support students with advanced learning needs