

SCHOOL COMMITTEE

(Official Report)

Regular Meeting

October 7, 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 discussing any and all business that may properly come before the Committee.

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

Mayor Maher in the Chair.

Also Present: Mr. Rossi, City Manager
Student School Committee Members Lucy Sternbach and Liz Kubicek

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

1. Public Comment:

The following individuals were heard:

- Tina Alu, Pleasant St., re Motion #14-207 FAFSA
- Nadia Davila, Pleasant St., re Motion #14-207 FAFSA
- Emily Dexter, Fenno St., re IA

On a motion by Mr. Fantini, seconded by Ms. Nolan, it was voted to suspend the Rules to allow Ms. Alu to finish her statement. The Rules having been suspended for the purpose stated, it was voted to allow Ms. Alu to finish her statement.

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

2. Student School Committee Report:

Ms. Kubicek and Ms. Sternbach reported on the following:

- Parent teacher conferences will be held on the afternoon of October 21st and the morning of October 22nd. Appointments can be scheduled online. There will also be walk-in conference time during the evening of October 23rd.
- Friday October 24th is the Homecoming football game; please support the Falcons.
- The FAFSA assistance provided by the Cambridge Economic Opportunity Committee (CEOC) is appreciated. Ms. Kubicek and Ms. Sternbach will forward the CEOC pamphlets and informational cards to the learning communities and teachers.

3. Presentation of the Records for Approval:

On a motion by Mr. Harding, seconded by Mr. Fantini, it was voted to amend the Minutes of the September 16, 2014 Regular Meeting to reflect Mr. Fantini's statement on the DESE District Review Report in its entirety. On a motion by Mr. Fantini, seconded by Ms. Cronin, it was voted to accept the

September 9, 2014 Special Meeting Minutes as presented and the September 16, 2014 Regular Meeting Minutes as amended.

4. Reconsiderations: None

5. Awaiting Reports:

- ✓ 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)

6. Unfinished Business/Calendar

On a motion by Mr. Fantini, seconded by Mr. Osborne, it was voted to suspend the Rules to take **#14-194, Contract Award**, out of order. The Rules having been suspended for the purpose stated, it was voted to bring forward **#14-194** for discussion. The Chair thanked Mr. Rossi for attending the meeting and invited him to comment on **#14-194**. Mr. Rossi explained that as City Manager he has been working with the Superintendent to find ways in which the City and School Department could work together on issues which are beneficial to the entire community. One of these issues is early childhood education in which the goal would be to make sure children who enter kindergarten enter at an equal access to kindergarten. Mr. Rossi noted that the School Committee passed a 2012 Order and conducted two roundtables on early childhood education. An implementation plan was never developed to accomplish this goal. He explained the process of putting the proposal together and hiring the consultant to work with them. During that time the School Department applied for a grant to match \$50,000 with the City towards this contract. Ms. Nolan noted that since the last meeting they had received a memo from the Chief Financial Officer which provided more detail on the contract. She questioned why professional development couldn't be expanded to a wider group of people in the community. Mr. Rossi responded that the idea was to train a task force which would later work with more people in the community. Ms. Nolan asked for the contractual cost per hour/day. The City Manager stated that the City Purchasing Agent negotiated this contract by task but that he would obtain the information for the Committee. Ms. Kelly moved, seconded by Ms. Cronin, the adoption of **#14-194, Contract Award: Early Childhood Associates: Professional Development**. On the following roll call, **#14-194** was adopted: Ms. Kelly YEA; Ms. Nolan YEA; Mr. Osborne YEA; Ms. Cronin YEA; Mr. Fantini YEA; Mr. Harding YEA; Mayor Maher YEA.

The Chair returned to the regular order of business.

Ms. Fantini moved, seconded by Ms. Nolan, the adoption of **#14-189, Agreement with the Cambridge Education Association & Cambridge School Committee** Regarding Full Time Release for the Incoming President of the Cambridge Education Association. On the following roll call, **#14-189** was adopted: Ms. Kelly YEA; Ms. Nolan YEA; Mr. Osborne YEA; Ms. Cronin YEA; Mr. Fantini YEA; Mr. Harding NAY; Mayor Maher YEA.

7. Superintendent's Agenda:

7a. Presentations:

Affirmative Action Report

Kahris McLaughlin, Affirmative Action Officer

MCAS Report

Barbara Allen, Executive Director of Human Resources
Teaching and Learning Team

The Chair introduced Barbara Allen, Executive Director of Human Resources and Dr. Kahris

McLaughlin, Affirmative Action Officer. Ms. Allen walked Members through the following Staffing and Affirmative Action Update PowerPoint presentation (copy on file in the School Committee office):

- SY2014/15 New Teacher Hires
- SY2014/15 Teacher of Color Hires: By Grade Level
- 3-Year Trend: CPS Diverse Teacher Hires
- 3-Year Trend: CPS Overall Staff Diversity
- Public School Staff Race/Ethnicity, State-Wide/Cambridge Public Schools
- Massachusetts Public School Staff Race/Ethnicity, Cambridge Public Schools and Proximate Districts
- Massachusetts Public School Staff Race/Ethnicity, Top Five Employers of Diverse Staff
- Massachusetts Public School Staff Race/Ethnicity, Top Five Employers of Diverse Staff (Number)
- Today's Students, Tomorrow's Teachers (TSTT)
- Affirmative Action Office Focus

Dr. McLaughlin updated the Members on the Affirmative Action quarterly report (copy on file in the School Committee office). She noted that the Affirmative Action Office (AAO) is not only committed to providing full equity to people of color and protected classes but to all Cambridge staff. Dr. McLaughlin spoke on the initiatives of the AAO including: 504 accommodations, Civil Rights State and Federal reports, recruitment and hiring, and the Affirmative Action Advisory Committee. The Affirmative Advisory Committee has requested that the district restore the annual student outcome report. The Advisory Committee is committed to the goal of cultural competency for all CPS Staff and the provision for a consistently diverse hiring committee. Dr. McLaughlin extended an invitation to the Members to join the Affirmative Action Advisory Committee if they so desire and will notify them of the next meeting.

Ms. Allen and Dr. McLaughlin responded to questions and concerns from the Committee:

- There is concern on the retention rate of our teachers
- What is the cost per student and projected retention rate in TSTT
- Interested in expanding the number of students enrolled in TSTT from 10 to 15
- How do we establish a baseline in Cambridge for TSTT to know if it will increase the number of students going into teaching
- What is our relationship with Teach for America (TFA)
- Why haven't we recruited teachers from local programs such as Breakthrough, Phillips Brooks House, and Lesley Compass
- How is the Affirmative Action Advisory Committee comprised; would like to see a list of the members
- There are only 5% teachers of color in the new teacher certification pool
- What is the connectivity of the Affirmative Action Office with student achievement; not present in any of the conversations on academic achievement
- What is the focus of the Affirmative Action Office
- Need a strategic plan to include specific goals and a specific approach for recruitment
- What is the timeline in the hiring process for teachers
- How can the Members be more supportive in expanding the recruitment of teachers of color
- Clarify what is meant by full equity for all Cambridge Public Schools staff; define protective classes
- Need to do better in the networking piece of recruitment

The Chair thanked Ms. Allen and Dr. McLaughlin for their presentation. He is reminded that the City has a diverse population as does the school system and is hopeful for the success of the TSTT program. It is important to inform students of color that teaching is a viable field in this community. Districts and communities need to consider lobbying the DESE and State

Representatives about changes that may need to be made to help accomplish these goals.

The Mayor introduced Dr. Carolyn Turk, Deputy Superintendent, and the other members of the Teaching and Learning Team (TLT): Dr. Jessica Huizenga, Assistant Superintendent for Curriculum, Dr. Victoria Greer, Assistant Superintendent for Student Services, and Ms. Maryann MacDonald, Assistant Superintendent for Elementary Education. Dr. Turk also expressed her appreciation to Ms. Likis, Chief Planning Office, Mr. Edinger, Administrative Intern, and Ms. Ivins, Assessment Specialist, for their work on the MCAS Report (copy on file in the School Committee office).

Dr. Huizenga walked the Members through the MCAS presentation section on the purpose of MCAS and putting MCAS in context:

- Purpose of MCAS
- Putting MCAS in Context
- ELA MCAS Results 2009-14
- Math MCAS Results 2009-14
- Science MCAS Results 2010-14
- Summary

Ms. MacDonald walked the Members through the MCAS presentation section on grade and grade band:

- MCAS Performance
- How does MCAS performance vary by grade and grand band?
- Key takeaways
- ELA % Proficient/Advanced by Grade
- Math % Proficient/Advanced by Grade
- Science % Proficient/Advanced by Grade
- Elementary Schools % Prof/Adv 2009-2014
- Upper Schools % Prof/Adv 2009-2014
- Grade 10 % Prof/Adv 2009-2014
- Summary

Dr. Greer walked the Members through the MCAS presentation section on student groups and gap narrowing progress:

- Grades 3-10 ELA Subgroups % Prof/Adv Change Between 2010-2014 and State 2014
- Grades 3-10 Math Subgroups % Prof/Adv Change Between 2010-2014 and State 2014
- Grades 3-10 Science Subgroups % Prof/Adv Change Between 2010-2014 and State 2014
- ELA Grades 3-5 % Prof/Adv by Student Subgroup 2010-2014
- Math Grades 3-5 % Prof/Adv by Student Subgroup 2010-2014
- Science Grade 5 % Prof/Adv by Student Subgroup 2010-2014
- ELA Grades 6-8 % Prof/Adv by Student Subgroup 2010-2014
- Math Grades 6-8 % Prof/Adv by Student Subgroup 2010-2014
- Science Grade 8 % Prof/Adv by Student Subgroup 2010-2014
- ELA Grades 6-8 % Prof/Adv by Student Subgroup 2010-2014
- Math Grades 6-8 % Prof/Adv by Student Subgroup 2010-2014
- Science Grade 8 % Prof/Adv by Student Subgroup 2010-2014
- ELA Grade 10 % Prof/Adv by Student Subgroup 2010-2014
- Math Grade 10 % Prof/Adv by Student Subgroup 2010-2014
- Science Grade 10 % Prof/Adv by Student Subgroup 2010-2014
- Summary

Dr. Turk walked the Members through the MCAS presentation section on a deeper analysis of the performance levels:

- How Performance Levels are determined
- Cumulative PPI
- School Percentiles

Ms. Likis walked the Members through the MCAS presentation section on school levels:

- Level 3 Determination
- Level 1 and 2 Schools in CPS vs. State
- ELA Student Growth Percentile by % Prof/Adv
- Math Student Growth Percentile by % Prof/Adv
- Focusing on Level 3 Schools
- Kennedy Longfellow – All Students 2014 School Percentile
- Kennedy Longfellow – Students with High Needs
- Kennedy Longfellow – All Students 2014 School Percentile
- Kennedy Longfellow – Students with High Needs
- King Open – All Students 2014 School Percentile
- King Open – Low Income Students
- Putnam Ave. – All Students 2014 School Percentile
- Putnam Ave. – Students with High Needs
- Overall Summary

Dr. Turk emphasized the key points in the MCAS report and current areas of focus.

The Teaching and Learning Team (TLT) responded to questions and concerns from the Committee:

- Concerned about the crisis of confidence within the Putnam Ave. Upper School (PAUS) community to move forward and how we can support them
- What were the warning signs; how can we learn from this
- Want PAUS to know we care what is happening; as part of the IA, we committed to assist them in whatever they needed
- Try to model resilience with the school and the staff; emphasize successes they have achieved
- Grades 6-8 are a critical time in preparation for high school
- Can't tackle too much at once
- In 2012, we had no Level 3 schools; in 2014 we have three Level 3 schools
- Closing the achievement gap has been our number one goal for 5 years; we have barely moved
- Should only compare our students to the standard of proficiency
- Every sub-group we have been tracking is still below 50% proficiency
- Huge range within our schools by grades – use it to learn from and identify our best practice
- Think of ourselves as Level 3 system; we need to own that and improve the school system
- Do you have answers on how some schools in grades 3-5 and the high school have closed the achievement gap; how did they get there
- It's easier to close the achievement gap at the high school than any other level; high school MCAS is easier due the State requirement for graduation
- The main reason for new school improvement planning process is to talk about results class by class and to plan how to support these students
- Need clarity on what we mean by the achievement gap; there are 3 different versions circulating (State, National, Cambridge community)
- What do we attribute the increase results in grades 3-5 ELA
- In terms of increased results in ELA, there has been a change in the law, more general education teachers and administrators are being trained in SEI and students are supported longer
- Need specifics of what we are doing in a short term plan for these schools
- MCAS is just one type of analysis; how do we determine our own district measures based on the direction of this data
- These scores reveal the culture within each of our schools

- Stagnation in some places should be alarming
- Need in-house assessment system in place; we can't wait a year before we respond to these test results
- We are the best urban performing school system in Massachusetts; need to be pushed to a higher place
- Data platform we use is not functional
- Science scores need to be better; we have MIT in our "backyard"
- Good leadership adds 10% to test scores for that school
- Would like to see the 10 essential elements of high quality performing schools listed in the new school improvement plans and focus in on the two goals
- What are the best practices model at each of the schools and how do we replicate
- Want to be the best performing district in the State; need to commit to excellence

Dr. Young noted the urgency around the Level 3 schools, and the challenge to keep the focus on every school. The change in the Kennedy/Longfellow is really notable in improvement; they are almost there. One of the sub-groups at King Open made big progress; they are on the right path. We recognize and are committed to addressing any issues at the Putnam Ave. Upper School.

On a motion by Mr. Fantini, seconded by Mr. Harding, it was voted to extend the meeting to 10:20 PM.

Mayor Maher announced that the principals of the Level 3 schools will be presenting at the October 21st Regular Meeting. The Members will hear the plans in place and what is being worked on to address the issues at these schools. He noted that although we have seen significant improvements over the years and we compare well to the State, there is still a lot of room for improvement. We should be celebrating the progress that Kennedy/Longfellow has made and the steady progress at King Open. We need to figure out how principals can be educational leaders in our schools and not just building managers. The Mayor noted that one of the biggest complaints in the upper schools he has heard is tied to discipline issues. We need to develop a teaching and learning program we can all be proud of. On behalf of his colleagues, the Mayor thanked the Teaching and Learning Team for a clear and concise presentation.

7b. Innovation Agenda:

7c. Consent Agenda:

Mr. Fantini moved, seconded by Ms. Nolan, to bring forward the Superintendent's Consent Agenda for discussion and adoption.

On the following roll call, it was voted to adopt items **#14-199** through **#14-204**:

#14-199, Approval of Domestic Violence Leave Policy: that the School Committee approve the Domestic Violence Leave policy as detailed in the document (second reading).

#14-200, acceptance of M.G.L.c.71, section 47, as pertaining to Student Activity Accounts: that the School Committee authorize the provisions of M.G.L.c.71, section 27 as follows:

That school principals/upper school heads may receive money in connection with student activities, which are defined as extra-curricular student programming identified by the principal and approved by the Chief Financial Officer;

That each school principal/upper school head may deposit such money into a Student Activity Agency Account held by the City Treasurer and established for each school;

That interest earned by such Student Activity Agency Accounts may be retained and expended on student activities as directed by each school's principal/upper school head;

That the City Treasurer may establish a Student Activity Checking Account for each school, to be operated and controlled by each school's principal/upper school head, once the principal/upper school head has given bond to the City;

That the maximum balance for Elementary and Upper School Student Activity Checking Accounts be \$5,000, and that the maximum balance for the High School Checking Account be \$25,000;

That Student Activity Accounts be audited annually by the Chief Financial Officer or a qualified designee as assigned by the Chief Financial Officer;

That otherwise undesignated balances in Student Activity Accounts inactive for more than one year be transferred to the City's Scholarship Trust Fund.

#14-201, Contract Award, that the School Committee award a contract to the following vendor for Nursing Services; funds to be provided from the General Fund Budget, Chapter 30B of the laws of the Commonwealth of Massachusetts.

Family Lives, 36 West Main Street, Westborough, for the period September 1, 2014 to June 30, 2015, in the amount of \$57,305.00.

#14-202, Contract Award, that the School Committee award a contract to the following vendor for Academic Enrichment Program; funds to be provided from the General Fund Budget. Procurement procedures for this contract have complied with Chapter 30B of the laws of the Commonwealth of Massachusetts.

Breakthrough Cambridge, CRLS, 459 Broadway, Cambridge, for the period October 1, 2014 to September 30, 2015, in the amount of \$54,910.00.

#14-203, Contract Award, that the School Committee award a contract to the following vendor for Education Services; funds to be provided from the General Fund budget. Procurement procedures for this contract have complied with Chapter 30B of the laws of the Commonwealth of Massachusetts.

Cambridge Economic Opportunity Committee, 11 Inman Street, Cambridge, for the period September 22, 2014 to June 30, 2015 in the amount of \$52,000.00.

#14-204, Contract Award, that the School Committee award a contract to the following vendor for Pest Management Services; funds to be provided from the General Fund budget. Procurement procedures for this contract have complied with Chapter 30B of the laws of the Commonwealth of Massachusetts.

Ecologic Entomology, LLC, 953 Massachusetts Ave, Boston, for the period July 1, 2014 to June 30, 2015 in the amount of \$50,000.00.

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

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

On a motion by Ms. Nolan, seconded by Mr. Harding, it was voted to bring forward the School Committee Agenda for discussion. Mr. Fantini removed **#14-207**, **#14-208** and **#14-209**. Relative to **#14-208**, Ms. Nolan expressed her interest to extend the meeting by 10 minutes to convene into Executive Session. The Mayor responded that he has called a Special Meeting at 5 p.m. on October 21st to entertain a motion to enter Executive Session for the purpose of discussing strategy for contract negotiations with non-union personnel, the Superintendent, as an open meeting may have a detrimental effect on the strategy and negotiation position of the School Committee.

On the following roll call, the balance of the School Committee Agenda, **#14-205, #14-206, #14-209, #14-210 and #14-211**, was adopted: Ms. Kelly YEA; Ms. Nolan YEA; Mr. Osborne YEA; Ms. Cronin YEA; Mr. Fantini YEA; Mr. Harding YEA; Mayor Maher YEA.

#14-209, having been removed by Mr. Fantini, was inadvertently included in the roll call vote on the balance of the School Committee Agenda.

#14-205, Motion by the Governance Sub-Committee, that the School Committee approve the revisions to the 2014-2015 Rules of the School Committee as detailed in the attached document (second reading).

#14-206, Motion by the School-Climate Sub-Committee, that the School Committee approve the revisions to the Student Attendance Policy for the Cambridge Public Schools as detailed in the attached document (second reading).

#14-209, Motion by Ms. Nolan, that whereas the district made a commitment to provide opportunities for all students to be on a pathway to finish Algebra I in 8th grade and whereas the School Committee requested a report on the summer math program and the accelerated program, that in the meantime, while waiting for the report, resources be allocated to ensure that every student who wishes to be on the accelerated pathway in grade 7 and 8 be encouraged to do so and be enrolled in such a class with a teacher.

#14-210, Report of the September 16, 2014 Meeting of the Governance Sub-Committee

Called for the purpose of Reviewing the Revisions to the Rules of the School Committee

Members Present: Mr. Osborne, Chair; Ms. Cronin, Ms. Kelly

Also Present: Ms. Martin, Executive Secretary; Ms. Gist, CEA President

A quorum of the Sub-Committee being present, the Chair called the meeting to order at 9:00 AM.

Mr. Osborne in the Chair.

Handouts presented:

- City of Cambridge Rules of the School Committee 2014-2015 Adopted January 6, 2014(Revised July 29, 2014)
- Pages 5 and 6 (with revisions) of the Rules of the School Committee

The Chair stated that the purpose of this meeting is to establish clarity and interpret the Rules as they relate to Sub-Committee meetings. He noted that he and the Executive Secretary consulted with Glenn Koocher, Executive Director of MASC, for direction in this matter.

Discussion took place around the following sections of the Revised Rules of the School Committee 2014-2015:

Section 7. Sub-Committees, page 5, which refers to the start and end times needing to be established and are not to exceed two hours. The Chair felt that it was important for the scheduling purposes of those Members who work during the day to establish an end time on the notice of the meeting of not more than two hours for Sub-Committee meetings. It was also noted that voting to suspend the rules to extend the end time is not allowed at a Sub-Committee meeting.

Section 7. Sub-Committees, page 6, which refers to public comment and voting at Sub-Committee meetings. Since the members of the Sub-Committee are the only designated people allowed to speak at meetings; and because of concerns about tone in the wording, it was agreed to modify the language regarding public comment. After careful consideration, the Sub-Committee Members agreed to a revision in the language as: "Public Comment may be heard at the discretion of the Chair". In this manner, if the Chair recognizes the public, it allows all others in attendance (including staff from the district and other

School Committee members who are not members of that Sub-Committee) the chance to be heard. The issue of where the public and non Sub-Committee Members should sit was also discussed.

The purpose of the Sub-Committee is to take up all business that may properly come before it and matters that get referred by the entire School Committee, but it does not allow for voting other than to make recommendations to the Committee of the Whole or for other appropriate parliamentary procedures.

Discussion followed on finding a way to encourage people to contact the Chair of a Sub-Committee if they have a concern that they would like addressed at a Sub-Committee meeting. Ms. Cronin agreed to assist Ms. Martin in creating proper language to be posted on School Committee website. This language would provide the public with access to the Sub-Committee Chair for topics on the agenda prior to the meeting. Once the language is crafted, it will be presented to the other School Committee Members.

It was also mentioned that the issue of renaming Agenda Item 7b., Innovation Agenda, would require further discussion at a future Governance Sub-Committee meeting

The Chair and Governance Sub-Committee Members directed Ms. Martin, Executive Secretary, to incorporate the following language into Page 5 and 6 of the Revised Rules of the School Committee 2014-2015 and to forward as a second reading to the full Committee for adoption at the October 7, 2014 meeting:

- The Chair of the subcommittee should set the beginning and ending time of the meeting not to exceed two (2) hours.
- Subcommittee Meetings will not be televised with the exception of Sub-Committee Meetings of the Whole.
- No votes will be taken at Sub-Committee Meetings with the exception of voting to forward recommendations to the full School Committee and other appropriate parliamentary procedures.
- Public Comment may be heard at the discretion of the Sub-Committee Chair.

On a motion by Ms. Cronin, seconded by Ms. Kelly, it was voted to adjourn (9:30 AM).

Adjourned
Dosha Ellis Beard
Confidential Secretary

#14-211, Report of the September 16, 2014 Meeting of the School Climate Sub-Committee

Called for the purpose of Reviewing the Attendance Policy and the Emergency Plans Policy

Members Present: Ms. Kelly, Chair; Mr. Osborne, Mr. Harding (ABSENT)

Also Present: Ms. Cronin, Ms. Gist, CEA President

Ms. Kelly in the Chair.

A quorum of the Sub-Committee being present, the Chair called the meeting to order at 10:00 AM

Handouts presented:

- Approval of Revisions to Student Attendance Policy (14-121) dated July 29, 2014
- Approval of Revisions to Emergency Plans Policy (14-157) dated September 2, 2014

The Chair stated the purpose of this meeting is to review the Attendance Policy and the Emergency Plans Policy. She noted Dr. Turk may be late for this meeting and Mr. Maloney indicated he would be coming at 10:45 AM to discuss the Emergency Plans Policy.

The Chair announced her original thought was to make significant revisions to the Student Attendance Policy. However, she decided to ask the Sub-Committee to agree on sending the Attendance Policy back as is to the full Committee at the October 7th Regular Meeting.

Mr. Osborne asked what particular concerns they should address in Sub-Committee. Ms. Kelly responded that they were asked to look at concerns related to truancy and the role of school security. **Section e.** "A student who is truant, chronically absent or tardy will be referred to the Office of Safety and Security. The Director of Safety and Security, after consultation with the appropriate Principal, will review each matter and initiate corrective action which may include referral to the Middlesex County Court if the student is deemed to require additional services under the direction of the Court." The Chair stated this language is strong in the direction of getting the Court involved, which is a concern of the Committee. The Chair suggests following with some of the State policy that was passed in 2013 in creating a pro-active student engagement policy.

Ms. Cronin was recognized to speak by the Chair and asked for clarification on the Office of Safety and Security. Ms. Kelly responded to Ms. Cronin's questions and indicated that she would like to meet with Mr. Silva, Director of Safety and Security, as well as CRLS Principal Smith and the Heads of the Upper Schools to obtain feedback on creating a student engagement policy. She noted that the Office of Safety and Security has been more involved in pro-active activities than is described in this policy and she would like to develop a policy that supports and encourages the current activities already in place.

Discussion took place on the following comments, questions and concerns:

- Families or guardians should be part of all action plans we develop moving forward for students to keep them engaged in school, and to make sure they are adequately supported to complete missed work.
- How do we become pro active in student engagement in the classroom and keep kids in school and inspire kids to want to be in school
- What support mechanisms get triggered when a student has truancy
- What do we do in response, other than say you are suspended or expelled
- Look at the connection between absenteeism and school suspensions
- Request the absenteeism report from Mr. Maloney
- How do we get the number of 10% deduction from the student term grade
- The 10% reduction is to replace an automatic failure of the course; this moves us in a direction that will be less punitive

Ms. Kelly mentioned State protocol regarding engagement related to absenteeism and family engagement related to absenteeism, and policies the State would like districts to have.

Ms. Gist, CEA President, was recognized to speak by the Chair. She informed the Committee of her experiences on student absenteeism while working as a CRLS Learning Community Clerk.

The Sub-Committee agreed to return the Attendance Policy to the Committee of the Whole at the October 7th meeting with the recommendation that it be adopted and implemented.

Discussion followed on developing student engagement policies and inviting representatives of family engagement to speak before the School Climate Sub-Committee at a future meeting.

The Sub-Committee turned to the topic of the Emergency Plan Policy. Mr. Maloney's presence was needed to address this policy.

Mr. Osborne announced he was unable to remain at the meeting. Whereby, it was noted there would no longer be a quorum of the Sub-Committee.

On a motion by Mr. Osborne, seconded by Ms. Kelly the meeting was adjourned (10:35 AM)

Adjourned
Dosha Ellis Beard
Confidential Secretary

#14-207, Motion by Mr. Fantini, that the School Committee request the High School Administration to make all efforts to have 100% of seniors complete the FAFSA federal financial aid form. Mr. Fantini wanted to recognize the importance of completing this federal financial aid form and would like to encourage the high school to achieve 100% FAFSA completion. He commented on CEOC's willingness to offer assistance in this regard. Ms. Nolan offered a friendly amendment to Mr. Fantini's motion to include the CSS Profile form required for private colleges. Mr. Fantini responded that he chooses to keep his motion focused on FAFSA. It was voted to adopt **#14-207**.

The time of the meeting having expired, the following is placed on the Calendar:

#14-208, Motion by Mr. Harding, that the School Committee go into Executive Session for the purpose of discussing strategy for contract negotiations with non-union personnel, the Superintendent, as an open meeting may have a detrimental effect on the strategy and negotiation position of the School Committee.

9. Non-Consent Agenda: None

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

On a motion by Mr. Fantini, seconded by Ms. Kelly, it was voted to adopt the following:

#14-212, Motion by Mayor Maher, that whereas a 3rd grader at Haggerty School, wrote a letter to President Barack Obama inquiring why there weren't more women on U.S. currency;

And whereas she also provided a list of possible candidates, including (but not limited to) Rosa Parks, Betsy Ross, Harriet Tubman;

And whereas this letter illustrates the strength and breadth of the 3rd grade Cambridge curriculum and an amazing 3rd grade teacher;

And whereas President Obama mentioned her letter in a nationally televised speech which he referenced her idea "as a good one";

And whereas we as a city are inspired by her aspirations and desire to see more women on currency and acting on that desire;

Now therefore we ask that a letter of appreciation and acknowledgement be sent to her mother and her 3rd grade teacher, Ms. Suzanne Russell of the Haggerty School, congratulating them on this achievement.

(Letter attached for reference)

11. Announcements:

Mayor Maher announced that he along with others tonight are wearing green lapel ribbons in honor of dwarfism awareness month. He spoke of C.J. DuPont, 6th grader at CSUS, who was "Mayor for the Day" a few weeks ago and of C.J.'s family who are raising awareness of dwarfism.

Ms. Cronin invited the public to attend the October 22nd Curriculum Sub-Committee Meeting at 4 p.m. which will focus on district-wide assessment.

12. Late Orders:

On a motion by Ms. Nolan, seconded by Mr. Osborne, it was voted to send a letter of congratulations from the entire School Committee to two Cambridge Public School educators, Michele Lippens (Special Educator at the Peabody School) and Karla Anderson (Teacher at the Kennedy-Longfellow School) who were accepted into the Teacher Leadership Initiative (TLI) program for 2014-2015.

On a motion by Mr. Osborne, seconded by Ms. Cronin, it was voted to adjourn (10:24 PM)

Judith T. Martin
Executive Secretary

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

- Staffing and Affirmative Action Update, October 2014
- Memo from Dr. McLaughlin on Quarterly Report to the Cambridge School Committee
- MCAS Report 2014
- MCAS PowerPoint Presentation to the School Committee
- Cambridge Economic Opportunity Committee brochure
- Free FAFSA assistance information card from CEOC