



SCHOOL COMMITTEE

(Official Report)

Regular Meeting

November 15, 2016

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. Bowman, Ms. Dexter, Mr. Fantini, Mr. Harding (ABSENT), Ms. Kelly, Ms. Nolan, and Mayor Simmons (ABSENT)

Also present: Student School Committee Members Mari Gashaw and Paul Sullivan

Vice Chair Fantini in the Chair

A quorum of the School Committee being present, the Chair called the meeting to order at 6:02 PM.

Mr. Fantini yielded the chair to Budget Sub-Committee Co-Chairs, Mr. Harding and Ms. Kelly, to open the public hearing on the FY18 School Department Budget Priorities.

1. Public Hearing on the FY18 School Department Budget Priorities:

The following individuals were heard:

- Cathie Zusy, Hamilton Street, re supports motion #16-277 to turn Powder Magazine at Magazine Beach Park into a nature center; our children need greater access to places like Magazine beach where they can explore in the discovery of the natural world and run free; our young students need to learn about biodiversity, ecosystems, watersheds and storm water management; what could be a better more appropriate use of this building or more important for our children (statement on file in the School Committee office)
- Jeanne Strain, Pearl Street, re supports motion #16-277 to turn Powder Magazine at Magazine Beach Park into a nature center; for the last year she has made an inventory of the wildlife at Magazine Beach focusing on birds; she has counted 94 species of birds; she is concerned that the park remains a place that sustains the birds and other wildlife as it is renovated and activated; the Powder Magazine is ideally situated to be a nature education center and provides us with the opportunity to educate the next generation to understand the great web of life and how to sustain it (statement on file in the School Committee office)
- Darrin Korte, Executive Director of Cambridge Community Center, re supports motion #16-278 requesting the use of garage at Putnam Ave. Upper School by the Cambridge Community Center for parking during its Winter Farmer's Market; they had a partnership two years ago with the ML King School parking lot
- Toni Phillips, Howard Street, re supports motion #16-278 requesting the use of garage at Putnam Ave. Upper School by the Cambridge Community Center for parking during its Winter Farmer's Market; she lives abutting the Cambridge Community Center; she noted that the Winter Farmer's Market is wonderful but she lives on Howard Street and parking has become a problem and has created safety issues; she hopes the Cambridge Community Center can use the school facility again for the vendors to park their very large vehicles
- Valentino Robinson, Western Avenue, re supports motion #16-278 requesting the use of garage at Putnam Ave. Upper School by the Cambridge Community Center for parking

- during its Winter Farmer's Market; church parking on Saturdays is difficult and is limited due to the Farmer's Market
- Rosie Massey, Calendar Street, re supports motion #16-278 requesting the use of garage at Putnam Ave. Upper School by the Cambridge Community Center for parking during its Winter Farmer's Market; she is concerned for safety of the children playing in the playground near the Cambridge Community Center; it would be preferable for them not to worry about all the traffic and large vehicles in the area if parking could be at an alternate site
 - Anna Pierce-Slive, Walter Street Place, re supports motion #16-278 requesting the use of garage at Putnam Ave. Upper School by the Cambridge Community Center for parking during its Winter Farmer's Market; she is the Market manager at the farmer's Market; she echoes concern for safety in the neighborhood; she also has issues with vendor recruitment; vendors don't want to participate if the parking situation doesn't improve; wants to retain the best possible vendors to serve the community
 - Pastor Lonnie Daniels, Abundant Life Church, Howard Street, re supports motion #16-278 requesting the use of garage at Putnam Ave. Upper School by the Cambridge Community Center for parking during its Winter Farmer's Market; has concern on parking for various Saturday church events
 - Amy Greene, Lee Street, re supports motion #16-277 to turn Powder Magazine at Magazine Beach Park into a nature center; she has been coming to Magazine Beach for 2 years; it is a fantastic resource in the City which not everyone knows about it; she would love to see it become a destination; Magazine Beach is a perfect place for a nature center; it is the closest thing we have to wilderness in such an urban area
 - Ken Carson, Chestnut Street, supports motion #16-277 to turn Powder Magazine at Magazine Beach Park into a nature center; it is exciting that this Powder House building is coming back to life; endorses all the preceding speakers' comments; park is going to need ongoing community support and assistance for its maintenance; students are already helping out which can create a wonderful volunteer opportunity
 - Trina Abbott, Walden Street, with other CRLS Crew team parent board members, Marjorie Eiref and Joyce Gerber; asking that crew team be funded at a higher level; crew team has been parent and community funded since 1989; they are one of the largest co-ed teams at CRLS; parents have needed to raise funds to bridge the gap between \$8,000-\$12,000 which they receive from the district and the \$40,000 to \$50,000 that they spend annually for team costs such as race fees, insurance for boats, gas for the launches as well as new equipment; they are in process of identifying specific needs for the next 5 years and will share with the Committee; they are looking for an additional \$25,000 to \$30,000 per year in addition to what is already allocated by the district (statement on file in the School Committee office)
 - Naveed Rahman, Hubbard Avenue, Amigos parent and board member of Cambridge School Volunteers (CSV); NetPals is a program to help students learn about careers in science, technology, engineering and math (STEM); he is asking to extend Netpals to the Amigos School and the Vassal Lane Upper School; NetPals currently matches every 7th grader at 3 of the 5 upper schools with a NetPal STEM mentor (CSUS, PAUS, and RAUC); CSV is committed to expanding Net Pals over the next 2 years to all 7th graders in Cambridge but cannot do this without additional staffing and funding (statement on file in the School Committee office)
 - Jennifer Fries, Cedar Street, upper school parent and Executive Director of Cambridge School Volunteers; CSV oversaw nearly 1,000 volunteers last year; since 2012, when Cambridge created the upper schools, CSV has shifted their resources to two new re-envisioned programs: Learning Centers and NetPals; Learning Centers provide free tutoring at the four upper schools and Amigos; referring teacher surveys have shown that Learning Centers have improved students' school work, organizational skills or study skills; CSV is requesting an additional \$30,000 to expand NetPals and \$20,000 to replace the ASOST grant which MA DESE is not renewing to support the Learning Centers (statement on file in the School Committee office)
 - Holly Donaldson, Montgomery Street, CRLS parent, CSV tutor and board member; she spoke of her experience with a 7th grade girl she tutored a few years ago and how this

- student has improved in organizational skills, level of confidence, communication skills, and achievement; there is no doubt about the return on investment for the students who use the Learning Centers; she supports increased funding for the Learning Centers and the NetPals program (statement on file in the School Committee office)
- Sambul Siddiqui, Windsor Street, CSV board member; CSV is vital to the Cambridge Public Schools; she spoke of her immigration from Pakistan and her experience with CSV tutors who made a meaningful difference in her life; she graduated from CRLS in 2006, went on to Brown and then Northwestern for law school; Learning Centers are a great way to foster one on one relationships at an early age so these youth aren't at a greater risk later on; she asked that the Committee invest in these programs (statement on file in the School Committee office)
 - Diane Cauble, Andrew Street, parent of child at JK Nihao and King School; asking the School Committee to consider allocating funds for more support for the Nihao as a whole as a World Language Program; additional funding for extra time for the Nihao program would support the quality of the classroom, could have an aide to help in classroom management (statement on file in the School Committee office)
 - Mary Custic, Bellis Circle, speaking on behalf of a group of parents whose students will be attending 9th grade at CRLS next year; they looked forward to sending their children to CRLS because of the flexibility of students being able to choose classes that fit their needs particularly honors classes; it is her understanding that honors and CP classes will be combined within 9th grade History and English classes; they feel this is a mistake; they are advocating for separate honors classes; this goes against the CRLS mission statement; this change will undermine the ability of our students to pursue their academic goals (statement on file in the School Committee office)
 - Peter Hanson, Broadway, speaking about phasing out honors classes at CRLS; his step daughter is in 8th grade and planning on going to CRLS; she is interested in math and science ; she needs an excellent education in high school; if you limit separate honors classes at CRLS you will lose kids; tracking is better for students of higher academic levels; he wants the Committee to encourage all students to choose a higher track if they can
 - Jennifer Richards, Aberdeen Court; spoke about the 2nd grade Haggerty School cohort; she thanked the Committee for approving a third 2nd grade teacher for this year; the third 2nd grade classroom hasn't alleviated the problem with class disruptions and students are still struggling; she asked that the School Committee consider keeping the third 2nd grade classroom since they are barely getting by now and to also increase funding for building based support for social and emotional needs
 - Karen Dobak, Allston Street, re special education issues; speaking on behalf of the Cambridge Parent Advisory Committee (CPAC) on concerns for how students with disabilities are included in general education; there is separation of OSS and general education; students needs not being met; educators fail to accommodate them in the general education setting; some aren't differentiating instruction so students with disabilities can succeed; they are asking for professional development for general educators to meet the needs of all students in their classrooms (Universal Design); asking for screening of all K students to see if they are at risk for dyslexia; need improvement of scheduling practices to meet needs of students
 - Leslie Brunetta, Roberts Road, she feels as a district we are not serious about the achievement gap; our systemic actions are not serious; she stated in the 8th grade MCAS scores, the ELA black-white gap has been completely stagnant since 2006; in math the gap has grown steadily since 2001 from 29 points to 43 points; only 1 in 3 African-American students scored proficient in 2015; it's taken 15 years to get us from 13% proficient to 32% proficient; the DESE goals are not our goals; we are at a real turning point and she urges the School Committee to stop following and start leading as they consider shaping and voting this budget (statement on file in the School Committee office)
 - Bill Boehm, Laurel Street, speaking about ongoing issues at the Putnam Ave. Upper School (PAUS); he is on the PAUS school improvement committee and the father of a 10th grader and a PAUS student; PAUS test scores are very low and they have a long way to go to close

- the achievement gap; with the IA, they did gain a co-teacher in the 6th grade math; they would like additional teachers in 7th and 8th grade math as well; they need a part-time family liaison to serve to organize and communicate with families to improve involvement; they are requesting special funding for low income schools for school trips so that the lowest-income students can get the same opportunity as other students in the district
- Molly O'Brien, Pleasant Street, parent of daughter at the Amigos School; she urges the School Committee to increase the budget for more money in the classrooms; teachers and specialists are crucial in learning; asking for more effort in recruiting teachers of color which is critical to closing the achievement gap; need to expand the Amigos school which is running out of space
 - Kimberly Mancino, Auburn Street, parent of 7th grader at PAUS; she is speaking on behalf of PAUS family association; she also has a 4th grader at the Morse School; the promise of the IA was to have world language; it needs to happen; middle schools need more support for behavioral issues; there is teacher turnover and teachers don't have the classroom management skills in a diverse urban environment; we need to figure out how to onboard staff properly to manage the classrooms; PAUS students are not passing the math test in the 9th grade; it is not just the achievement gap; why isn't something being done about it; she is also requesting field trip funding and a part-time family liaison at the Upper Schools
 - Kathryn Fenneman, Executive Director of Tutoring Plus in Cambridge; encouraging two guiding principles when considering the budget this year: equity and a long-term strategy of what will make a difference

On a motion by Mr. Fantini, seconded by Ms. Nolan, it was voted to close the public hearing on the FY18 School Department Budget Priorities.

The Chair called a 3 minute recess (7:10 PM)

The time for recess having expired, the Chair returned to the regular order of business (7:16 PM)

1a. Public Comment (3 Minutes):

There being no one signed up to speak during public comment, Ms. Bowman moved, seconded by Ms. Kelly, to close public comment.

2. Student School Committee Report:

Mari Gashaw reported that a new group of students called the United Students of America will be hosting a rally after school on Thursday at 2:30 pm in front of the school. Their mission is unity. This is happening across the nation. On Friday, students are challenging staff members at a basketball game in the main gym at 3:30 pm. Next week is spirit week so come by on Monday to see students wearing all one color and on Tuesday looking like triplets. There is a need for the community to bring canned goods to the food pantry in the CRLS main office. School supplies are also needed.

Paul Sullivan reported that last Wednesday which was the day after the election, many students came in visibly upset with fears and questions. Classes were dedicated for creating a platform for discussion around these fears and questions. Teachers reinforced that CRLS will be a place which will be safe for all students. Some midterms were pushed back because of this. There was a great culture of open dialogue. The Fall musical opened last weekend. Both shows sold out and were well received. There are three more shows next weekend. Wednesday is Falcon Pride Day concluding with a school wide pep rally. The "Sisters on the Runway" Club wrote in chalk and drew pictures throughout the campus to spread awareness and show support to victims of sexual assault, harassment and dating violence.

Mr. Fantini noted that the CRLS Thanksgiving football game is on Wednesday night this year.

3. Presentation of the Records for Approval:

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

- Special Meeting – November 1, 2016
- Regular Meeting – November 1, 2016
- Roundtable Meeting – November 1, 2016

4. Reconsiderations: None

5. Unfinished Business/Calendar:

Item #16-226 was passed over by the Committee.

#16-226, Motion by Mayor Simmons, whereas it is incumbent that the School Committee Members adopt a uniform method to be identified by the general public, addressed via roll call, and recorded for public record; and

Whereas, the School Committee formally adopted a process by which members are to be addressed by colleagues and identified by and for the general public during both School Committee and Sub-Committee Meetings via nameplate, CPSD letterhead, and signature; and

Whereas, it has long been recognized that the creation of a more inclusive method will aid the committee with reinforcing norms, establishing continuity, and executing the business of the people; and

Further, that the School Committee convene a preliminary discussion on how members are to be identified, addressed, and recorded for public record. (Dexter, 9-6-16)

6. Awaiting Reports: None

7. Superintendent's Agenda:

7a. Presentations: Entry Plan Update: Preliminary Themes & Findings... Dr. Kenneth N. Salim
Superintendent of Schools

Dr. Salim noted that he was excited to share a preliminary findings report related to his entry plan. He indicated that he has learned a great deal being in the position for 4 ½ months but has much more to learn. He views this as the first round of the discussion around the entry process.

Dr. Salim walked the Members through the PowerPoint presentation on the Entry Plan Update Preliminary Findings (on file in the School Committee office):

Entry Plan Update – Preliminary Findings

Agenda

Entry Plan Process to Date

Overview of the Entry Process

- Entry
- Strategy
- Planning

Triangulating Data

- Students
- Teachers and Administrators
- Parents and Community Members

Entry Discussions to Date

- School Committee and Staff
- Families and Students
- Community

Observations, Data Analyses and Document Review to Date

Landscape of Initiatives
Key Supports for Entry Process
Feedback on Entry Process
Preliminary Findings from Entry

Strengths

- Students' voices
- Educators' voices
- Parents' voices

Challenges, Tensions and Opportunities

- Students' voices
- Educators' voices
- Parents' voices

Budget-related Questions

How do we allocate our resources in a way that:

- Improves student achievement and closes gaps?
- Builds on and aligns with successful practices?
- Provides support for our most struggling students in a coherent way?
- Recognizes resources needed for implementation of new programs?
- Focuses on the instructional core?

Next Steps and Discussion

- Continue entry activities and complete Entry Report for January
- Continue to triangulate data and check for understanding
- Conduct root cause analyses
- Engage in vision setting at school and district level

Entry Process Timeline

July-January

- Entry – Listen and Learn, Identify Opportunities, Check Understanding

February- May

- Strategy – Root cause analyses, Create vision, goals and strategy, check understanding

June-September

- Planning – Create action plans for implementation, check for understanding

Dr. Salim recognized the time given from educators, parents and students who engaged in these conversations with him and he appreciated how candid they were and looks forward to their next steps together. Dr. Salim explained how these different groups of individuals were organized and selected during his conversations.

Ms. Nolan asked about the root cause analyses and the review of certain documents. Dr. Salim responded that he is already doing the document analyses and reviewing reports generated over the last few years.

Ms. Dexter indicated her appreciation for the landscape of initiatives. She asked Dr. Salim to explain the external advisory group and implications about controlled choice. Dr. Salim explained that the external advisory team is comprised of a few national experts in school improvement efforts. They are Dr. Robert Peterkin, former CPS Superintendent and Director of Harvard University's Urban Superintendent's Program; Dr. Deborah Jewell Sherman, former Superintendent of Richmond Public Schools and faculty member at Harvard University; Dr. Maree Sneed, educational attorney who has done work with civil rights, English language learners and recruitment; and Dr. Larry Leverett, Executive Director of the Panasonic Foundation, who has done educational research and policy work across the country. Dr. Leverett has deferred for now but it is hoped that he will be on board in January. Dr. Salim indicated that the function of this external advisory team has been for them to be co-learners and to analyze data and reports and participate in some of the focus group discussions and to work with the cabinet members in sub-teams on specific areas. Dr. Salim explained that the controlled choice wait list has an impact on classrooms and that there are challenges around enrollment at some of our schools.

Ms. Bowman asked about entry plan timeline and about Dr. Salim's thoughts on the FY18 budget planning short term verses long term. Dr. Salim responded that one of the purposes of tonight's presentation is to share some findings that might help to inform the budget process.

Ms. Kelly commented on her appreciation of the budget related questions and how they get into the classroom and the relationship between the students and the teachers. This is a good beginning to look at the budget in a more focused way. In combination with what we learn from root cause analyses, this will also help us as we move through the budget process.

Mr. Harding thanked Ms. Bowman for her leadership in the on boarding process of the Superintendent's entry plan. Mr. Harding asked what Dr. Salim's plans will be to address some of these issues since achievement has been stagnant over time even after all the efforts we have put forth. He asked if Dr. Salim is thinking about being strategic right away. Mr. Harding asked if the members of the external advisory team are being paid. Dr. Salim responded that there is an honorarium for their participation. Mr. Harding indicated that the budget is where you make the statement in using the vast resources we have in moving the needle on student achievement. He added that as a Superintendent the most powerful thing he could do is to send the message on how he plans on leading the district through the budget and by other means.

Ms. Bowman questioned that the members of the external advisory team are being paid an honorarium since it was her understanding that the School Committee had decided last spring before Dr. Salim's official start that an external advisory team should not be compensated. She asked Dr. Salim to provide a report on how they are being compensated and from what budget funding.

Mr. Fantini thanked Dr. Salim for his presentation and noted that he has been very encouraged by the feedback he has received from all of the schools. He feels that the Superintendent has learned a lot from these visits and that the ultimate goal will be that our district improvement plan will be aligned with the goals of the individual schools and teachers.

7b. Innovation Agenda:

Mr. Harding clarified the reason why item 7b. Innovation Agenda remains on the School Committee meeting agenda. He shared that during the innovation agenda this was a place for us as a Committee to ask informal questions which didn't rise to the level of a motion on things going on in the upper schools. This item acted as a placeholder.

Ms. Nolan asked if the CRLS dress code recently approved was now the dress code for the middle schools as well. Dr. Salim indicated that this is a district-wide policy and includes the middle schools. Ms. Nolan asked that this be communicated to families and staff in the district.

7c. Consent Agenda:

On a motion by Mr. Harding, seconded by Ms. Nolan, it was voted to move the entire Consent Agenda forward for discussion and adoption. Ms. Nolan removed **item #16-271**. Ms. Dexter removed **item #16-274**.

#16-272, Contract Award: that the School Committee award a contract to the following vendor for rental of ice, funds to be provided from the General Fund Budget, Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with:

FMC Ice Sports, 100 Schoosett St., Bldg. 3, Pembroke, for the period:
November 28, 2016 to March 20, 2017 in the amount of \$39,775.00; November 27, 2017 to March 20, 2018 in the amount of \$41,625.00; November 26, 2018 to March 20, 2019 in the amount of \$43,660.00. Total contract: \$125,060.

#16-273, Contract Award: that the School Committee award a contract to the following vendor for Ballroom Dance Instruction, funds to be provided from the General Fund Budget, Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with:

Kids Ballroom Dance Program of MA, PO Box 142, Moody, ME, for the period November 1, 2016 to June 30, 2017, in the amount of \$27,900.00.

#16-275, Approval of Gifts to Cambridge Public Schools: that the School Committee accept and approve the following gifts and receipts as described.

1. A \$472.00 gift to the district made from the Bank of America Employee Giving Campaign on behalf of Bank of America employees who have chosen to donate to the Cambridge Public Schools. Funds will be used to support field trips.
2. An in-kind donation of school supplies (computer bags, SAT prep books, notepads/notebooks, white boards, pens/pencils, book covers, rulers, and folders) to the Cambridge Rindge and Latin School made from an individual donor for students in need.
3. An in-kind donation of 20-30 books on topics such as automobiles, inventions, innovation and embracing new ideas to the Kennedy-Longfellow School made from Openbay, a Kendall Square startup company that operates an online Marketplace for auto repair.

#16-276, Grant Award: that the School Committee accept and approve the grant award in the amounts and for the period indicated:

Big Yellow School Bus, for the period November 15, 2016 to June 30, 2017, in the amount of \$2,000.00. Project/Grant SC17856.

Description: The Massachusetts Cultural Council provides \$200 grants (generally for bussing fees) to individual schools that apply to take field trips to cultural events. Typically 8-10 CPS schools apply and receive awards each year, so we request a \$2,000 initial appropriation annually. The appropriation is only made available for expenditure by schools once individual grants are received.

On the following roll call, **items #16-272 through 16-273 and items #16-275 through #16-276, were adopted:** Ms. Bowman YEA; Ms. Dexter YEA; Mr. Fantini YEA; Mr. Harding YEA; Ms. Kelly YEA; Ms. Nolan YEA; Mayor Simmons ABSENT.

8. Non-Consent Agenda:

#16-271, Special Needs Contracts for Day and Residential Program Services not Available from the Cambridge School Department: that the School Committee award contracts to the institutions as detailed in the list in amounts not to exceed the shown rates, having been approved by the Operational Services Division of the Commonwealth of Massachusetts, funds to be provided from the General Fund Budget and/or Grant Fund Budget.

	<u># of Active Contracts</u>	<u>Amount</u>
Day	0	
Residential	2	\$186,703.73
45 Day Program	0	
Total	2	<u>\$186,703.73</u>

Ms. Nolan indicated that these contracts now raises the deficit to more than \$150,000. She asked if we have a plan in place to understand where this money will be coming from.

Dr. Salim noted that they are keeping a close watch on these expenditures. They will monitor the projections for the rest of the school year. This puts them in a place for fewer contingencies in other areas. They will look at staffing, energy and other areas to offset this projection and will keep the Committee informed.

On the following roll call, **item #16-271** was adopted: Ms. Bowman YEA; Ms. Dexter YEA; Mr. Fantini YEA; Mr. Harding YEA; Ms. Kelly YEA; Ms. Nolan YEA; Mayor Simmons ABSENT.

#16-274, Contract Award: that the School Committee award a contract to the following vendor for the development of a therapeutic sports program, funds to be provided from the Grant Fund Budget, Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with:

Doc Wayne Youth Services, Inc., 418 Commonwealth Avenue, Boston, for the period September 1, 2016 to June 30, 2017, in the amount of \$50,000.00.

Ms. Dexter asked how this contract is funded. Dr. Salim indicated that this is a new program being utilized at the Baldwin Schools and Rindge Ave. Upper School for students with social emotional needs and was recommended by our athletic director. It is a therapeutic sports program which will increase student skills in managing anxiety, anger, social awareness and overall effective emotion management. It will also build a way to model approaches for teachers and paraprofessionals. Ms. Spinner indicated that this contract is funded from the IDEA Grant and could also be appropriately funded under the general fund and categorized for supporting special education. Mr. Harding asked if this is a one-time allocation. Dr. Greer indicated that this is a component of our Structured Academics K-8 program. She shared that 99% are male students who have a high aptitude for sports. The idea is to build a capacity of our own to embed and maintain these therapeutic programs. Doc Wayne will be holding parent trainings throughout the year.

On the following roll call, **item #16-274** was adopted: Ms. Bowman YEA; Ms. Dexter YEA; Mr. Fantini YEA; Mr. Harding YEA; Ms. Kelly YEA; Ms. Nolan YEA; Mayor Simmons ABSENT.

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

On a motion by Mr. Harding, seconded by Ms. Nolan, it was voted to move the School Committee Agenda forward for discussion and adoption. Ms. Nolan removed all items.

#16-277, Joint Motion by Mr. Fantini, Mr. Harding and Ms. Kelly, that the Cambridge School Committee Study the Possibility of Turning the Powder Magazine at Magazine Beach into a Nature Center:

Whereas: The 1818 Powder Magazine at the Magazine Beach Park is being renovated and will be leased by the Massachusetts Division of Conservation and Recreation in 2018.

Whereas: Magazine Beach is a vital natural habitat along the Charles which features a long river shoreline where Osprey hunt for fish, swales are filled with wildflowers, a wetland populated by rabbits and over 92 species of birds, as well as old growth trees offering perches for red tailed hawks. Mass Audubon has led programs at Magazine Beach and regards it as one of the most vital natural areas in the region.

Whereas: The Cambridge Fresh Pond Reservation and Mass Audubon's Habitat in Belmont are both at capacity and have encouraged the Magazine Beach Committee to provide nature education studies at the park. As the Maynard Ecological Nature Center serves the western part of the city, we believe that a Magazine Beach Nature Center could serve the central and eastern part of the City. The Morse School, a Title One school, is just across Memorial Drive from the park and is connected to it by a pedestrian footbridge. It already uses Magazine Beach in the Bikes for Kids program.

Whereas: With climate change, environmental education is more important than ever. Children and adults, both, need to better understand their connection to the natural world. In his latest book, eminent biologist E. O. Wilson writes about our task of preserving the living environment. Magazine Beach can become a living nature laboratory enabling students to explore and learn about the web of life in and around the river, how it sustains human life and how they may become its stewards.

Whereas: Magazine Beach Park is being renovated, too, tentatively in 2018, with sustainability in mind. The new plan will include rain gardens, wetlands, and natural play features. Interpretative signage will explore how humans have altered the landscape over time: from island surrounded by salt marshes to one contiguous piece of land on a fresh-water "lake."

Be it Resolved: That the Cambridge School Committee study the feasibility of developing a Nature Education Center at Magazine Beach.

Ms. Nolan indicated her appreciation for this motion and the earlier public testimony. She asked if we are doing this in conjunction with the City and is this aligned with the district wide goals or the Science department. Ms. Nolan noted that the section near Alewife also has a boardwalk and nature area which could be considered. She is concerned about us having our administration in the midst of the very long list of initiatives spending too many hours on this. This should be led by the City and they could invite us in. The Maynard Ecological Center already exists and she doesn't think it is at total capacity. She agrees with the spirit of this motion but doesn't want this to derail us from student achievement. Ms. Nolan offered a friendly amendment to add to the last paragraph "in partnership with the City and in alignment with our Science curriculum" which was accepted by the motion makers.

Mr. Fantini indicated that the School Committee would refer this to the Superintendent and his team to explore the possibility of CPS being involved in such an endeavor and to consult with the City as well. He indicated that this is at the early stage of an exploratory level to see what involvement the school department and City could have.

Mr. Harding added that this is to take an opportunity to look at the possibility. Looking at the possibility would be a wonderful opportunity for the students in Cambridge.

Ms. Kelly would consider reaching out to the City. This would also be a good opportunity for after school programs and programs run by the Human Services Department. It is worth exploring to see if this could be a resource for our families and students.

Ms. Bowman asked about renting this space or purchasing it. Mr. Fantini noted it would be rented. Ms. Bowman asked how this aligns with our current curriculum around science and exploration.

Ms. Dexter asked what Community Development's role would be in this. She asked if this would be something that the Buildings and Grounds Sub-Committee could handle.

Ms. Gashaw supports this motion since as a student at the Kennedy/Longfellow, she didn't have a resource like this close by to provide a different way of learning. It helps students who don't have the access to look at nature in a different way.

Dr. Salim commented that they would need to engage with our City partners and he would prepare a memo to report back to the Committee.

On a voice vote, **item #16-277** was adopted as amended:

#16-277, Joint Motion by Mr. Fantini, Mr. Harding and Ms. Kelly, that the Cambridge School Committee Study the Possibility of Turning the Powder Magazine at Magazine Beach into a Nature Center:

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Whereas: Magazine Beach Park is being renovated, too, tentatively in 2018, with sustainability in mind. The new plan will include rain gardens, wetlands, and natural play features. Interpretative signage will explore how humans have altered the landscape over time: from island surrounded by salt marshes to one contiguous piece of land on a fresh-water "lake."

Be it Resolved: That the Cambridge School Committee, in partnership with the City and in alignment with our Science curriculum, study the feasibility of developing a Nature Education Center at Magazine Beach.

#16-278, Joint Motion by Mr. Fantini, Mayor Simmons and Mr. Harding, that the School Committee explore ways to allow the Cambridge Community Center to use the underground parking garage at the Putnam Ave. Upper School for their Cambridge Winter Farmer's Market.

Ms. Nolan asked how this fits into our building rental use and should it be referred to the Buildings and Grounds Sub-Committee. Ms. Nolan asked for clarification on the wording of the motion and offered a friendly amendment as follows: that the School Committee explore ways to allow the Cambridge Community Center to use the underground parking garage at the Putnam Ave. Upper School for parking for the Cambridge Winter Farmer's Market vehicles. The motion makers accepted Ms. Nolan's friendly amendment.

Mr. Harding explained the parking situation in the area of the Farmer's Market, Calendar Street and Howard Street. He also explained how the district worked with this group in allowing parking at the M.L. King, Jr. School prior to opening of the new building. Mr. Maloney clarified that it is complicated since parking would be inside a secured building. Mr. Maloney indicated that they will review the situation and see what can and can't happen and will respond to the Committee.

On a voice vote, **item #16-278** was adopted as amended: that the School Committee explore ways to allow the Cambridge Community Center to use the underground parking garage at the Putnam Ave. Upper School for parking for the Cambridge Winter Farmer's Market vehicles.

#16-279, Motion by Mr. Harding, that the School Committee requests the Superintendent to provide an update on the progress made on the feasibility of creating a Parent University Program for the Cambridge Public Schools to educate and empower parents as partners, advocates, and life-long teachers in their children's education. (SC Order C15-386, December 15, 2015)

Mr. Harding indicated that the Superintendent did provide a response in a weekly but he wanted to make sure this came back in a more public way if this was going to have any budget implications.

Dr. Salim responded that a report was generated as a result of this original motion. The report examined other districts which had run parent universities across the country. He will resend the original information to the Members.

Ms. Nolan noted that this is in the category of items in which the Committee requires a response. She noted that items like this should appear on the awaiting report section of the agenda. She added that we would leave items on the awaiting report section of the agenda until we receive all pertinent information on that particular item. She would like an update on the list of items which the Superintendent is working on which were generated by School Committee Orders.

On a voice vote, **item #16-279** was adopted.

On a voice vote, **#16-280**, the Report of the October 25, 2016 Meeting of the School Climate Sub-Committee be accepted as presented.

Meeting of the School Climate Sub-Committee
School Committee Conference Room
Tuesday, October 25, 2016
4:00 PM – 5:30 PM

Called for the purpose of discussing issues related to school climate in the Cambridge Public Schools. It is anticipated that this meeting will end by 5:30 PM.

Members Present: Ms. Dexter, Chair; Ms. Bowman, (ABSENT); Ms. Kelly

Also Present: Mr. Clark, Education Liaison to the Mayor; Dr. Turk, Deputy Superintendent; Mari Gashaw and Paul Sullivan, Student School Committee Representatives; Jean Cummings, parent

Ms. Dexter in the Chair.

A quorum of the Sub-Committee being present, Ms. Dexter called the meeting to order at 4:00 PM. Ms. Dexter read the call of the meeting. She passed out the Agenda and asked all in attendance to look it over, adding that the goal of this subcommittee is to engage CRLS students in the discussions on school climate to get accurate information and to openly show interest in their concerns.

Understanding that the student representatives were not able to speak for the greater CRLS student population, they could really only speak for themselves, they openly gave their opinions and shared their observations and experiences with everyone. There were conversations around the following issues, questions and programs:

- Students easily segregate themselves
- Lunch safety
- Student to student climate
- Student to staff climate
- Staff to staff climate
- There is no bullying vs. there is bullying
- Welcome environment vs. unfriendly and unwelcome environment
- Students that are lonely and without friends
- Students that do not feel safe in the cafeteria
- Student Mentoring program
- Student Guides program
- Training for the mentoring and guides programs
- Are freshmen purposely separated from their peers from the middle schools
- More support networks are needed
- Falcon Friends program

- Project 10 East program
- Racism
- HS Extension program
- RSTA program
- Equitable treatment
- Freshman Academy

Dr. Turk spoke about the Freshman Academy stating it was said to have been a good thing and that it should be brought back. The question was asked what were the elements of the Academy? Dr. Turk answered that she has met with a group of junior and senior students and they shared that during Freshman Academy:

- Opportunities for bonding was encouraged
- They had freshman trips i.e. Canobie Lake
- They had a campus of their own down the street from the CRLS building
- Strong support networks
- Small environment helped build relationships with teachers and students
- Arts building is now the unofficial freshman space
- Freshman lounge, activities and freshman faculty were suggested for the future

Dr. Turk stated there will be another full day professional development training for administration and safety staff with Attorney Richard W. Cole, regarding Bullying, Harassment and Discrimination on Thursday, there was also one today.

On the issues of bullying, discrimination and harassment, there were discussions that focused on:

- Confusion of language regarding bullying, discrimination and harassment
- Bullying is vague
- Harassment and discrimination have legal definitions with legal consequences
- Safe places
- Snitching vs. seeking help
- Non violent problem solving vs. fighting
- Micro Aggressions
- Student and Adult Mediation program with Chandra Banks
- Person to person bullying vs. social media bullying
- Health curriculum intervention
- Department of Children and Families (DCF) intervention
- There is a school life and there is a separate non school life
- Student mediation is a very good tool and a known resource
- Accidental offensive comments are common

Academics at CRLS

- All competition, not much collaboration, especially in the upper level courses
- If you don't take Honors or AP classes, you are looked down on
- Academically CRLS is unhealthy
- Very stressful for some students
- Good experience for others
- Uncaring culture vs. nurturing culture
- Positive block scheduling for RSTA classes

Honors Options

- There is a long list of classes
- Honors options and CP options both in one class causing a division instead of unity
- It is not always a positive experience
- It is a positive experience for some
- Some students don't feel supported, some do
- Irrelevant assignments to the curriculum
- Honors work and extra credit, sometimes credit is given, not always

AP at CRLS

- 60-70% of a grade is based on test scores in AP classes
- Some colleges require high AP scores
- AP classes are prerequisites for other electives: i.e. chemistry, calculus and math
- Self esteem is based on getting into college

Relationships between students and adults

- Is one semester long enough to form a lasting relationship with a teacher
- Block schedule is good to explore specific pursuits
- If there is only one teacher teaching a subject, there is a good chance to build a relationship
- Do students want adults approaching them for interaction
- Normal homerooms vs. student government homerooms
- Administration needs to know the students and be visible to them
- Some administrators do not work in schools, making it hard to connect with students
- Is it possible for adults to create a positive student environment
- CM teachers & useful time of 15 minutes

Mr. Clark stated the Mayor and Principal Smith have been working on exit interviews, with the support of Dr. Salim, for graduates. There was a discussion on the following points:

- They will talk about their experiences
- It will be a sign up system to have conversations in the Mayor's parlor
- What does the follow up look like
- How we look at the different subgroups
- The intention is to meet in January and again in May
- How do we break through the generation gap
- A major problem is that admin and faculty need to follow through, not just talk
- Find out what the college application process was like
- How has the college experience been so far
- Student leaders have a very different experience than the general population
- Some students have shut down because of too many broken promises by adults
- Talk to parents

Ms. Dexter worries about the students that don't feel engaged in the school community or connected to any faculty, counselors, clerical or security. She stated she worries about broken promises also. She suggested a focus group or forum, which led to a discussion with the following ideas for solutions:

- Administration needs to come to Community Meetings
- Reach out to students that appear to be left behind
- Can student government reach the kids that don't trust adults anymore

Mr. Clark spoke on #10, stating he was isolated in a "House". All of the houses were very separate. There is a theory that the students at the HS Extension School are isolated and not cared about. A discussion followed:

- The assumptions are that HS Extension is where you go if you are bad and expelled from CRLS
- The reality is that it is a positive alternative if you want to graduate early, more specialized environment, different structure
- There is a disconnection
- There are many different reasons to go the HS Extension school including long and short term enrollment, smaller size and freedom
- There are total of about 45 to 50 students
- Teachers are able to build positive relationships with teachers because of the small environment

On a motion by Ms. Dexter, seconded by Ms Kelly, the meeting adjourned at 5:05 PM.

Dosha Beard
Confidential Secretary to the School Committee

Distributed Documents> (On file in the School Committee office)

✓ Agenda

10. Resolutions:

On a motion by Ms. Dexter, seconded by Ms. Nolan, on a voice vote, the following resolutions were adopted:

Motion by Ms. Dexter, that the School Committee goes on record in extending its appreciation to Nancy Wyse, family liaison at the Kennedy-Longfellow School, for her commitment to her school community in establishing a food pantry for Kennedy-Longfellow families.

The School Committee congratulates her on her well deserved award of Food Hero from the City of Cambridge. Not only has she taken action to combat food, income and economic insecurity in our city, she has demonstrated the unique role that family liaisons play in supporting our public school families.

The School Committee thanks her for helping to ensure that all our students come to school having had enough to eat.

Motion by Ms. Dexter, that the School Committee goes on record in extending its appreciation to Greta Hardina, family liaison at the Cambridge Rindge and Latin School, for establishing a food pantry at the high school to address food insecurity and income insecurity in our community.

In creating this food pantry, she has raised awareness about the unique role that family liaisons play in creating caring relationships between our public schools and our public school families. Congratulations on her well-deserved award of Food Hero from the City of Cambridge. The School Committee Members thank her for helping to ensure that all our students come to school having had enough to eat.

Motion by Ms. Dexter, that the School Committee goes on record in extending its appreciation to the Cambridge Public Schools' Principals and Heads of Schools during this difficult time for the children, young people, and adults in their schools, and also expresses its gratitude for the many ways they have, as school leaders, supported their school communities. Also, that the School Committee's gratitude be conveyed to all the school building staff, faculty, and administrators. The School Committee is also aware that students and families are helping to ensure that our schools continue to be communities of care, respect, learning and understanding.

11. Announcements:

Ms. Nolan asked about the future budget planning calendar. Ms. Kelly, Budget Co-Chair, responded that she and Mr. Harding will bring in a motion at the next meeting to vote the draft budget planning calendar.

12. Late Orders:

Mr. Harding referred to School Committee Order C16-169 voted at the June 7, 2016 Regular Meeting which requested that the Superintendent convene a meeting with the CRLS Athletic Department that includes the Athletic Director and all varsity coaches and club advisors for the purpose of discussing facility usage and scheduling for the 2016-2017 school year. And, further that the Director of the War Memorial be asked to attend this meeting if he or she is available. Mr. Harding asked the Superintendent for the status on scheduling this meeting. Dr. Salim responded that he would review this School Committee Order and get back to the Committee.

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

Superintendent's Entry Plan Update Preliminary Findings PowerPoint presentation

Written statements were presented from the following individuals during the Public Hearing on the FY18 School Department Budget Priorities:

- ✓ Cathie Zusy
- ✓ Jeanne Strain
- ✓ Trina Abbott, Marjorie Eiref and Joyce Gerber
- ✓ Naveed Rahman
- ✓ Jennifer Fries
- ✓ Holly Donaldson
- ✓ Sambul Siddiqui
- ✓ Diane Cauble
- ✓ Leslie Brunetta
- ✓ Mary Custic
- ✓ Pia Cisternino
- ✓ Anne Geoghegan
- ✓ Bill Boehm

E-mail communications received:

- ✓ Email from Doug Brown re Budget Hearing, expand existing safe routes to school programs
- ✓ Email from Sophie Harrington re request for free tampons in CRLS girls bathrooms
- ✓ Email from Lauren K. Gibbs re FY2018 budget priorities
- ✓ Email from Sean Peirce re 2018 budget priorities
- ✓ Email from Monica Velgos re budget requests from a parent

The communications are on file in the Office of the Executive Secretary to the School Committee and can be viewed.

On a motion by Ms. Bowman, seconded by Ms. Kelly it was voted to adjourn the Regular Meeting (9:07 PM).

Judith T. Martin
Executive Secretary to the School Committee