

**REGULAR MEETING  
OF THE NEW BEDFORD SCHOOL COMMITTEE  
~MINUTES~**

**PRESENT:** MAYOR MITCHELL, MR. OLIVEIRA, MR. AMARAL, DR. FINNERTY (arr: 7:10),  
MR. LIVRAMENTO, MR. NOBREGA, MS. POLLOCK

**ABSENT:** NONE

**IN ATTENDANCE:** DR. DURKIN, MR. DEFALCO, DR. RABINOVITCH, MS. EMSLEY, MRS. DUNAWAY  
(Recording Secretary)

Student Representative, Katherine Gomes, was in attendance.

Approval of Minutes: (Supporting documents labeled "3")

The Committee voted UNANIMOUSLY, on a motion by Mr. Livramento and seconded by Mr. Amaral, to accept the following meeting minutes as presented:

- Policy Sub Committee: July 23, 2015
- Regular Meeting: August 11, 2015
- Facilities Sub Committee: August 27, 2015

Superintendent's Report (Dr. Durkin): (Supporting documents labeled "4A")

Dr. Durkin thanked the Committee for supporting her attendance at the Board of Education's recent meeting. Dr. Durkin spoke to the Board on the merits of adopting PARCC.

Dr. Durkin also mentioned the she, along with Jason DeFalco, Bruce Oliveira and Joshua Amaral would be presenting at the MASC/MASS Joint Conference in November. The presentation will be in regard to turnaround work and underperforming schools.

Dr. Durkin presented her goals for 2015/16.

Dr. Durkin explained that the Superintendent's Goals are aligned with the Accelerated Improvement Plan (AIP) as the Principals' goals are driven by the School Improvement Plans.

The presentation follows:

## Student Learning Goal

- › The district's goal is for all schools to achieve a 40% reduction in number of students not proficient or advanced in literacy and math. Schools will also stretch toward moving 10% more students to the advanced level.

## Progress Indicators

Indicators of progress toward the learning goal:

- › average SGP of 60 or higher
- › moving at least 10% of students out of warning level
- › a 20% increase of Level 2 AP scores to Levels 3 or higher

## Sample Data/Evidence

- › Reading Street CCR Weekly Tests
- › EnVisions Unit Assessments
- › Galileo and DIBELS data (BOY - MOY - EOY)
- › Middle School Unit Assessments -
- › HS STAR Assessments/Common Unit Assessments

## Professional Practice Goal

- › Extensive and ongoing coaching and supervisory practice using district tools with all principals, particularly new principals that will result in their development as strong instructional leaders and competent operational managers through clear indicators of measurable growth.

## Progress Indicators

*90-day evaluations, BOY goal setting, MOY and EOY evaluations*

### Leadership Tools:

- › Effective Use of Time - Weekly "Bucket and Schedule" review
- › Effective Use of Learning Walks - Developing needed skill sets in planning, teaching, and learning with the gradual release model
- › Effective Use of Time in Classrooms - Providing growth-producing and clear feedback in observations

## Gradual Release Model

- › **I DO -We DO -You DO**
- › **What do we want students to be able to do and learn?** *Teaching to high standards*
- › **How do we get them there?** *Multiple ways of explaining, use of engaging strategies*
- › **How do we check for understanding?** *Clarify misconceptions, share deep learning*
- › **What do we do when they get it and what do we do when they don't?** *Advance, reteach, justify thinking*

Dr. Durkin explained that she and Mr. DeFalco evaluate the principals. The 90-day evaluations are given to principals who are new to the district or the position. "Buckets" are a way to manage what you think is important.

## Professional Practice Goal

- Conditions for a positive and safe school climate will be reviewed indicated by: school-wide understanding of expected behaviors and responsibilities, development of a tiered intervention system, and an effective school-wide climate committee involving all stakeholders. Data points will be collected for PBIS (Positive Behavioral Intervention System) which is in the process of being implemented at Keith, Roosevelt, and Normandin through a tiered system of school support.

## District Improvement Goal

- By the end of the year, 100% of evaluators will be demonstrating improvement in providing growth-producing feedback to those they supervise through the quality of their observations, coaching cycle work plans, and overall use of the educator evaluation tool to improve teacher performance.

Teachers are evaluated by principals and assistant principals. They are encouraged to do so fairly, credibly and consistently. Observations are reviewed to make sure teachers are getting what they need.

## District Improvement Goal

- Both student achievement and wellness will be enhanced through purposeful strategic partnerships and a focus on innovation in reaching excellence.

*(HS Algebra MTLC Project, Working Cities Proposal, Proposed STEAM Innovation School, New Bedford Housing Authority, Early Education Consortium, Education & Industry Coordinating Council)*

## District Improvement Goal

- The FY17 Budget will be devised and proposed according to agreed-upon timelines emphasizing the need for accelerated improvement, so that increased teaching and learning resources and increased time on learning will be realized.

## District Improvement Goal

- By the end of the year, more than 70% of families and community members who respond to a survey will demonstrate a favorable response concerning the overall direction of New Bedford Public Schools.
  - There will be a 10% increase in survey participation.
  - More than 50% of students surveyed in Grades 6-12 will positively assert that they feel connected to the adults in their school.

Student focus groups at the Middle and High Schools will be created.

Dr. Durkin answered questions about the goals including:

Dr. Finnerty asked about opportunities to provide feedback to principals. Dr. Durkin replied that there are weekly, bi-monthly and monthly observations where she and Mr. DeFalco strive for balance - pressure and support. He also asked if new principals have mentors. Dr. Durkin responded that new principals, to the district or position, are assigned a mentor. Mentors are dedicated and put in large amounts of time.

Mr. Livramento asked if teachers share teaching practices. Dr. Durkin responded that teacher collaboration is essential as this is one of the most effective practices to improve teaching.

Ms. Pollock asked if people have overcome defensiveness and if they are getting better at receiving feedback. Dr. Durkin replied that data is not personal and that it is not what you say but how you say it. Dr. Durkin continued that warm feedback is always included; therefore most times it is received in a positive manner.

Mayor Mitchell questioned the Progress Indicators in regard to the *proposed "20% increase of Level 2 AP scores to levels 3 or higher"* and asked that more time be given to review the goals.

The Committee voted UNANIMOUSLY, on a motion by Mr. Amaral and seconded by Mr. Oliveira to table approval of the proposed Superintendent's goals until the next School Committee meeting.

Karen Regan, Supervisor of Nurses, addressed the Committee. Ms. Regan presented an update on the immunizations' status in the district. She reported that over 2500 students went to the Health Center during the summer months. She also stated that there are over 90 students who have immunization exemptions under the medical, religious or McKinney Vento exceptions. She further explained that students may enter school if they start and continue the course of immunizations required.

Mr. Livramento asked how the district is reaching ELL families. Dr. Durkin explained that our Welcome Center personnel and partners throughout the district facilitate the communication. Dr. Durkin also stated that the district is committed to protecting all students and following the law.

Ms. Regan also reported on the opioid problem in Massachusetts stating that there were approximately 312 deaths in the state during the first three months of 2015. Ms. Regan continued that 70 districts currently have NARCAN available in Middle Schools, High Schools and Alternative Schools with trained personnel. Ms. Regan asked the Committee if they would consider a Pilot Program provided by Seven Hills. Seven Hills staff would provide kits that would be kept in the nurses' offices and the necessary training would be given to nurses at the secondary schools. It would then follow in the elementary schools.

A discussion took place in regard to the issue with a comment from Dr. Finnerty that people work in and visit our schools every day. Some of these folks function with this problem of opioid addiction and the district should be prepared to attend to them if an emergency arises. Mayor Mitchell stated that New Bedford is one of the first cities to issue Narcan to Police, Fire and EMS in order to be prepared to handle the problem. He also stated that it is not just a city problem but a state and national one as well and at some point will have to be weaved into the anti-drug curriculum.

Mr. Oliveira made a motion to refer the matter to the Policy Sub Committee.

To a question by Mr. Amaral, Ms. Regan responded that there is a standing order from a physician. Mr. Amaral, citing that he is the Chair of the Policy Sub Committee, questioned whether it is policy or an issue that is procedural. He then suggested that the approval not wait to go through the Policy Sub Committee. Mayor Mitchell asked the Committee if anyone felt it should go through the Sub Committee first; no member responded in favor. Dr. Finnerty stated as an example, that we do not have a policy on defibrillators or other health related issues, therefore this should be treated accordingly. Mayor Mitchell commented that he would hate to see a situation arise in a week and the district not prepared because we were waiting for it to go to Committee.

On a motion by Mr. Oliveira and seconded by Mr. Amaral, the Committee voted to follow the standing orders of the school physician and school nursing supervisor and to put into place the appropriate procedures in regard to the issuance of NARCAN in the middle schools and high schools.

The roll call vote was as follows:

Mayor Mitchell – Yes	Mr. Amaral – Yes
Ms. Pollock – Yes	Mr. Livramento - Yes
Mr. Nobrega – Yes	Dr. Finnerty – Yes
Mr. Oliveira - Yes	

7 – Yeas      0 – Nays      0 – Absent

Mr. Amaral stated that the concern could be brought up at the next Policy Sub Committee for feedback. Mayor Mitchell also commented that funding would have to be put into place when necessary, along with possible implementation at the elementary schools.

Business Office Report (Dr. Rabinovitch): (Supporting documents labeled “4B”):

- Salary Spend Down
  - This is our first report of the year; actual expenses are live through October 10, 2015. This report will be tightened up as positions are filled.
- Non-Salary Spend Down Report
  - The FY 15 General Expense Budget Report for Schools shows an average 71.23% spent. Large encumbrances are for utilities. The variances between school expenditures are a function of style, experience and budget.
  - The FY15 General Expense Department report shows 40.37% spent, five departments that are very busy during the summer have spent considerably more. Variances can be explained by the size of the department budget, encumbrances and seasonal activities.
- Monthly Transfer report
  - Transfers are requested to allow us to lease a copy machine and purchase additional Reading Street workbooks.
  - The informational section of transfers contains transfers within the same or similar function code.

The Committee voted UNANIMOUSLY, on a motion by Mr. Livramento and seconded by Mr. Oliveira, to approve the following budget transfer (from the Finance Sub Committee):

**FOR APPROVAL:**

21332050	2110	540005	Director of English Supplies	07533150	2410	540005	Hathaway Workbooks	2,766.53	Reading Street workbooks	Directors
00938480	1410	580008	Payroll Equip	00938441	5300	52004	Lease of Equip Payroll	1,496.61	Lease of copy machine for Benefits Admin.	Payroll Dept.

**MSBA**

- John Hannigan Elementary School:
  - The Hannigan Project Scope and Budget Amendment are signed and we are waiting for a Project Funding Agreement.
  - The design work is progressing with multiple working group meetings being held. One such meeting is on Wednesday for the playground & roof garden@ Hannigan.
- New Bedford High School Grant Conversion Project:
  - A punch list has been generated by the architect and owner and is being worked on.
- Taylor at Sea Lab
  - Taylor PFA has been received.
  - Ribbon Cutting is scheduled for October 20, 2015 @ 11AM.
  - The General Contractor Bid will be opened this week.
- Accelerated Repair Program
  - A working group meeting was held by the architect for all architects involved.
  - The schematic designs and cost estimates are due by the end of November to accommodate submission in December to MSBA.

The Committee voted UNANIMOUSLY, on a motion by Mr. Oliveira and seconded by Dr. Finnerty, to accept the Business Office Report.

Personnel Report (Ms. Emsley): (Supporting document labeled "4C")

Ms. Emsley reviewed the personnel report with the Committee. She reported that there were 64 new hires, five retirements and 13 resignations since the last report in September. Also, there are 11 teaching vacancies district wide.

In response to a question by Dr. Finnerty, Ms. Emsley replied that the Human Capital Services office is attempting to get responses as to why people are leaving the district. Ms. Emsley also explained that in 2014, the retention rate statewide was 87.6%; New Bedford was 84.2%. She added that many are leaving to work in non-urban districts.

The Committee voted UNANIMOUSLY, on a motion by Mr. Nobrega and seconded by Dr. Finnerty, to accept the Personnel Report.

Mr. Amaral gave a report on a presentation by the Massachusetts Association of School Committees that issued their findings on Commonwealth Charter Schools.

The Student Representative gave her report.

Public Comment:

- Sandra Cabral – Paraprofessionals: working without a new contract
- Eddie Johnson – Concern about education in New Bedford
- Pat Reynolds – Wants better transportation for her child
- Katherine Edwards – Lack of Special Education Services

New Business:

The Committee voted UNANIMOUSLY, on a motion by Mr. Oliveira and seconded by Dr. Finnerty, to approve an increase in compensation for substitute nurses per a school based salary schedule. (Supporting document 6A)

The Committee voted UNANIMOUSLY, on a motion by Ms. Pollock and seconded by Mr. Livramento, to approve the following out of state field trips: (Supporting documents 6B)

- John DuBeau/ (Gear Up)/New Bedford High School requests permission to take 30 students and five chaperones, on November 6, 2015, to Providence, RI to tour Brown University. (No cost to the district.)
- Michael Florio/Great Outdoors Club/NBHS requests permission to take 10 students and four chaperones, on October 24, 2015, to Franconia, NH to visit Mt. Lafayette. (No cost to the district.)

The Committee voted UNANIMOUSLY, on a motion by Mr. Livramento and seconded by Mr. Nobrega, to declare, in accordance with School Department Policy DN-R, a recommended list of surplus property located at Parker and DeValles. (Supporting document 6C)

The Committee voted UNANIMOUSLY, on a motion by Dr. Finnerty and seconded by Ms. Pollock, to allow Mr. Oliveira to vote on the Committee's behalf on all resolutions brought forth at the Massachusetts Association of School Committees' annual business meeting on November 4, 2015. (Supporting document 6D)

Resolution topics include:

- High School Starting Times
- Poverty and Children
- Tying Test Scores to Ch. 70 Funding
- Placement Programs for Homeless Students
- Tax Reform Ballot Question
- School Committee Membership on the Board of Education
- Assessments for Kindergarten Students

The Committee voted UNANIMOUSLY, on a motion by Mr. Nobrega and seconded by Dr. Finnerty, to receive and place on file the following communications:

- Request from the City Council for the Superintendent and Transportation Supervisor to review the bus transportation for NBPS. (From 9/10/15 City Council meeting.) (Supporting document 7A)
- Request from the City Council for the School Department to look into the busing situation at the Brooks School and explore alternative methods to provide busing to students who live within the 1.5 mile radius. (From 9/10/15 City Council meeting.) (Supporting document 7B)

At 9:30 P.M., on a motion by Mr. Livramento and seconded by Mr. Oliveira, the Committee voted to go into Executive Session without returning to Open Session.

The roll call vote was as follows:

Mayor Mitchell – Yes	Mr. Amaral – Yes
Ms. Pollock – Yes	Mr. Livramento - Yes
Mr. Nobrega – Yes	Dr. Finnerty – Yes
Mr. Oliveira - Yes	

7 – Yeas      0 – Nays      0 – Absent

Respectfully Submitted by,

  
 Lisa P. Dunaway  
 Recording Secretary

Reviewed by,

  
 Pia Durkin, Ph.D.  
 Superintendent, Secretary/School Committee