

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

**PRESENT:** MAYOR MITCHELL, MR. OLIVEIRA, MR. AMARAL, DR. FINNERTY, MR. LIVRAMENTO, MR. NOBREGA, MS. POLLOCK

**ABSENT:** NONE

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

Student Representative was not in attendance.

Approval of Minutes:

None

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

The Superintendent's Mid-Cycle Review was presented:

- The Superintendent's mid-cycle review consists of six focused goals, reflecting the district's priorities for improvement
- **Snapshot of Superintendent's Goals**
  - "WHAT"**  
**Student Learning:** Achievement
  - "HOW"**  
**Professional Practice:**
    - a) coaching and supervision of instructional leadership review of conditions for positive and safe school climate
  - "ESSENTIALS of HOW"**  
**District Improvement:**
    - 1) data practices and strategies
    - 2) supervision and evaluation
    - 3) FY16 Budget
    - 4) community survey and customer satisfaction
- **End-of-Year Student Learning Goal**
  - Performance**
    - 40% reduction in number of students not proficient or advanced. Schools will also stretch toward moving 10% more students to the advanced level.
  - Growth**
    - Two(2) crucial indicators of progress:
      - average Student Growth Percentile (SGP) of 60 or higher

- moving at least 10% of students out of warning level.

- **Looking at Goals**

**Two ways:**

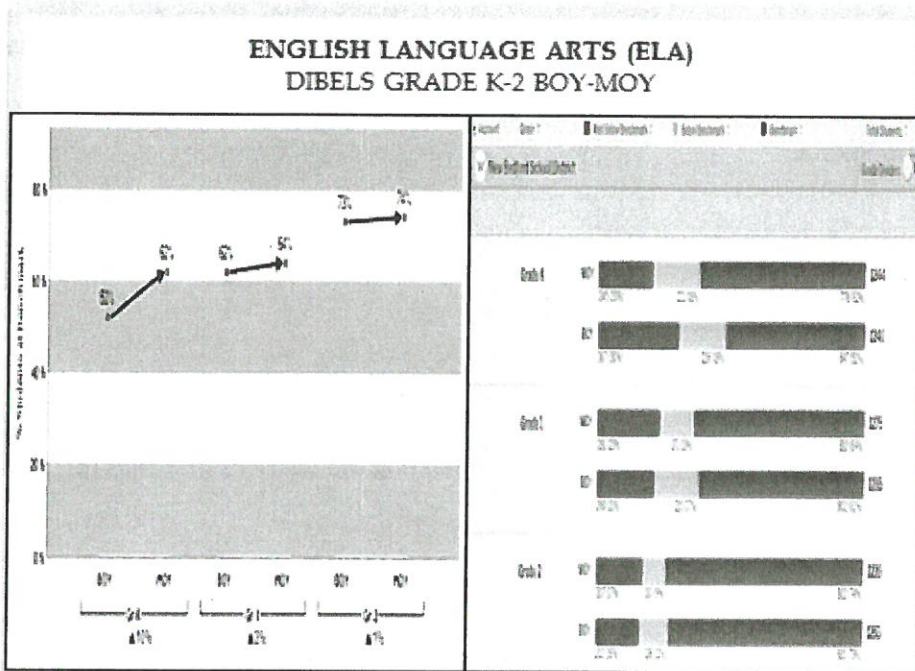
- **Performance** – “where we are at a point in time”
- **Growth** - “how far we have come”

**Both are needed to build an excellent school system.**

- English Language Arts and Math

**Middle-of-Year (MOY)**

- K-2 – DIBELS (ELA)
- Gr. 2-10 – Galileo (ELA and Math)



- **ELA and Math: Galileo Gr 2-10**

**PERFORMANCE**

- Students reaching proficiency

**GROWTH**

- **Expected growth is not maintained.** This outcome is supported when observed growth is significantly below the expected growth.
- **Expected growth is maintained.** This outcome is supported when there is no statistically significant change between observed and expected growth.
- **Expected growth is exceeded.** This outcome is supported when observed growth is significantly greater than expected growth.

**District Student Growth  
Grades 2-10 School Scores**

Maintained	(93)	52%
Exceeded	(30)	17%
Not Maintained	(57)	32%

*On Track in 69% of our classrooms*

DISTRICT BENCHMARKS ELA GALILEO BOY-MOY  
STUDENT GROWTH

District Benchmark Student Growth English Language Arts	Expected Growth (points)	Actual Growth (points)	Difference in Growth (points)	Number of Schools Not Maintained	Number of Schools Maintained	Number of Schools Exceeded
Grade 2	46	38	-8	6	12	2
Grade 3	21	25	4	3	11	6
Grade 4	16	16	0	3	15	1
Grade 5	9	10	1	2	16	1
Grade 6	10	16	6	0	2	1
Grade 7	1	-9	-10	2	1	0
Grade 8	2	-7	-9	2	1	0
Grade 9	1	15	14	0	0	1
Grade 10	6	16	10	0	0	1

DISTRICT BENCHMARKS MATH BOY-MOY  
STUDENT GROWTH

District Benchmark Student Growth Math	Expected Growth (points)	Actual Growth (points)	Difference in Growth (points)	Number of Schools Not Maintained	Number of Schools Maintained	Number of Schools Exceeded
Grade 2	69	57	-12	9	9	2
Grade 3	66	79	13	3	9	8
Grade 4	54	45	-9	9	9	2
Grade 5	54	10	-44	15	4	0
Grade 6	24	27	3	1	0	2
Grade 7	16	21	5	0	2	1
Grade 8	20	29	9	1	1	1
Grade 9	11	16	5	0	1	0
Grade 10	12	1	-11	0	0	1

DISTRICT BENCHMARKS ELA AND MATH GALILEO BOY-MOY  
PROFICIENCY

District Benchmark Student Performance English Language Arts	Proficient % students BOY (Sept/Oct)	Proficient % students MOY (Dec/Jan)
Grade 2	43% (519)	39% (482)
Grade 3	42% (478)	39% (440)
Grade 4	31% (322)	27% (287)
Grade 5	47% (450)	45% (429)
Grade 6	50% (403)	47% (397)
Grade 7	51% (394)	37% (311)
Grade 8	58% (440)	55% (423)
Grade 9	72% (152)	79% (165)
Grade 10	69% (293)	70% (297)

District Benchmark Student Performance Math	Proficient % students BOY (Sept/Oct)	Proficient % students MOY (Dec/Jan)
Grade 2	61% (731)	48% (599)
Grade 3	60% (672)	63% (723)
Grade 4	33% (349)	25% (271)
Grade 5	45% (428)	46% (438)
Grade 6	44% (367)	41% (339)
Grade 7	24% (191)	27% (221)
Grade 8	28% (208)	30% (236)
Grade 9	31% (131)	34% (149)
Grade 10	46% (274)	41% (199)

- **“HOW” – Professional Practice**
  - a) **Coaching and supervision of instructional leadership**
    - Tiering of schools – weekly, bi-monthly visits
    - Samples of supervisory feedback

- Review of teacher observations and use of evaluation tool
- Mid-year evaluations for principals and central office administrators
- **Coaching and Supervision**
- Superintendent, CAO, and seven (7) Office of Instruction members visit schools weekly
  - Focus on teaching and learning, planning, and data
  - Approximately 300 school visits to date
  - Feedback provided directly after visits
  - Follow-up reviewed on subsequent visit(s)
- **“HOW” – Professional Practice**
- **Students’ Social, Emotional, and Health Needs:**
  - establishing a productive social culture that minimizes problem behavior for all students (e.g. Positive Behavior Intervention and Supports); and
  - the use of consistent school-wide attendance and discipline practices and effective classroom management techniques that enable students to assume increasing responsibility for their own behavior and learning.

## OUR PROGRESS

School Type	Discipline/Climate and Culture Committee <ul style="list-style-type: none"> <li>• Creating a vision</li> <li>• Implementing the system</li> <li>• Monitoring progress</li> </ul>	School wide Climate and Culture Program <ul style="list-style-type: none"> <li>• Setting behavioral standards</li> <li>• Teaching expectations</li> <li>• Celebrating success</li> </ul>
Elementary Schools	85% of elementary schools (16)	60% of elementary schools (11)
Secondary Schools	85% of secondary schools (5)	85% of secondary schools (5)

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- **“HOW” – Professional Practice**
    - b) **Coordination of Outside Partners**

**Focus on Results:** time, talent and resources with principals and teacher leaders

**Research for Better Teaching:** consistent and effective coaching cycles for principal and TLS

- Cohort 1 – schools with TLS (principal and TLS)
- 1:1 TLS work
- Cohort 2 – schools where principal serves as the TLS

**District Management Council: “30,000 ft. view”**

- System work
- Plan management

### **Essentials of “HOW” – District Improvement**

#### **1) Data practices**

- Teacher Collaboration Teams (TCTs)
- Using data for grouping, re-teaching, intervention, stretching
- Deeper and more targeted use of data

#### **2) Evaluator improvement**

- Systems for ongoing review
- **CEIJ model** – claim, evidence, impact on learning, judgment, recommendations
- Video assessment – BOY/MOY
- Review of principal observations of teachers (ongoing)

## 2) Evaluator improvement

- Systems for ongoing review
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## 3) FY 16 Budget

- Timely and critical input from Principals
- Alignment with district and school priorities
- Extensive review of current expenditures
- Continued communication/reporting to Finance Subcommittee
- On-track for presentation of Preliminary Budget

## 4) Community Survey/Customer Satisfaction

- Working with new company that will allow for questions geared to urban challenges
- Surveys tailored to different stakeholders
- Focus on customer satisfaction and customer service for the central office
- On-line and paper-based surveys with translated versions
- Strategies for increased participation designed

### • Changes in Practice 2014-15

- Clearer assessment of standards BOY-MOY
- Shift to PARCC expectations
- Review of data by school, grade, classroom, teacher
- Implementation of *Reading Street*
- Use of pacing guides/maps
- Clear model of instruction (*I do, We do, You do*)
- Clearer through-line of expectations – superintendent, CAO, principal, teacher

### • Next Steps: Mid-Course Adjustments

- Focus on the *We do, You do*
- Small group instruction that supports and stretches
- Shift to more open response, short answer, and “more” writing questions
- Building on conceptual, rather than procedural learning
- Need for more embedded classroom coaching
- Replicating strong instructional leadership practices

### • Mid-Year Milestones

- Increase in Graduation Rate
- Decline in Dropout Rate
- Significant results in negotiations with bargaining units
- Interest-Based Bargaining (IBB) training with NBEA
- Partnership and investment with University of San Diego (Mobile Technology Learning Center)

### • GRADUATION RATES

Went from 62.9% in 2012/2013 to 66.1% in 2013/2014

### • NBHS ANNUAL DROP OUR RATE

Went from 18.9% in 2012/2013 to 12.40% in 2013/2014

Dr. Durkin stated that we are not at the same level as ELA when it comes to math coaches and there is a critical need for a new math program in the district.

To a question from Dr. Finnerty, Dr. Durkin responded that the district will be reviewing the EnVisions math program to possibly use as the math program.

Dr. Durkin informed the Committee that William Delaney, Wraparound Manager will be involved with at-risk students addressing academic and non-academic issues. He will also promote a positive school climate and cultivate partnerships outside the school system.

The New Bedford Public Schools Technology Review was presented by Scott Himelstein, Director - Mobile Technology Learning Center (MTLC), University of San Diego.

### **Research Process**

Purpose: To map the current *access to* and *use of* technology at the high school and three middle schools

Online Survey: 30% of administrators and 31% of teachers across all school sites

Interviews: Teacher focus group and admin interviews conducted at each site

School Site Walkthroughs: 60 minute formal visit at the high school and one middle school

Tech Audit: Filled out by NBPS Tech Department

### **Research Findings**

#### **Supporting Factors**

- Teachers are in favor of increasing technology in the classroom
- Teachers feel that access to online resources will extend student learning
- Teachers are self-motivated to increase the use of technology in their classroom
- Teachers self-rate their technology comfort levels higher than average

#### **Challenging Factors**

- There is a limited quantity of quality, functioning tech available
- Due to quantity and quality issues, tech use is basic and limited
- Teachers do not feel supported in the tech integration process

### **Recommendations**

- Create Teacher, Student, and Community Buy-in
- Increase Equipment and Improve Infrastructure
- Develop Professional Learning Plan
- Proposed Math Pilot: 2015-16

Mr. Himelstein explained that the Pilot will focus on Algebra 1 classrooms at New Bedford High School; all students and teachers in the pilot will receive a take home mobile device; teachers will be trained in a blended learning algebra 1 course model and the pilot will include professional development and ongoing instructional support for teachers.

Mr. Himelstein went on to announce to the Committee that Dr. & Mrs. Irwin Jacobs has generously offered to sponsor the pilot and will contribute \$301,000 to support the project.

Mayor Mitchell and along with the Committee expressed their gratitude to Dr. & Mrs. Jacobs for their generosity and thanked Mr. Himelstein for the study and his presentation.

Robert Tetreault presented the progress on Technology Initiatives as follows:

As part of our on-going efforts to improve the quality of education provided to our students, the NBPS District has been aggressively working to assess and advance the level of technology and support services available to our students, staff, and community.

- Minimal access to technology for students and teachers at NBHS
- Lack of access to available technology resources and staff technical training at elementary schools
- Limited technology staff available to provide proper support resources to district equipment, faculty, and students
- Need for an objective assessment of Middle and High School Technology

Now:

- Implementation of MUNIS
- Conversion to Aspen X2 SIS
- Designed & Launched a New Website, Facebook Page, & Twitter
- MSBA redirected funds for a Technology overhaul at NBHS
- Partnership with the Center for Education Innovation (CEI) is increasing technology resources at the elementary schools
- Added two full time district field support technicians, a full time Tech Manager at NBHS, & a full time district Information Systems Manager
- Engaged the MTLC to perform assessment and research study funded through Dr. Irwin Jacobs

New Bedford Public Schools Future Technology Plans

- Development of a more comprehensive & detailed District Technology Plan
- Advancement of Middle School Technology & Staff Development
- Continued efforts to leverage e-rate and grant funding with local budget
- 1:1 Mobile Device Initiative – Pilot at NBHS with MTLC team
- New VoIP Phone System
- Advancement of Technology at Elementary Schools with CEI
- Computer Based Testing for PARCC Assessments
- Continued effort to increase financial support of technology initiatives

Mayor Mitchell commented that this is another example of moving the district forward, unheralded but necessary.

Family Welcome Center Report

Sonia Walmsley updated the Committee on the following:

- All student registration will be at the Family Welcome Center. Kindergarten students must be 5 years of age before September 1<sup>st</sup>. For kindergarten registration only, parents should call to schedule an appointment before February 2<sup>nd</sup>.
- Magnet School applications for the three magnet schools (Carney, Gomes, Pulaski) will be available from February 15 – April 15, 2015. No applications will be accepted after this time period. Any families who are interested in applying must submit an application by April 15, 2015 for the upcoming school year and families will be notified by May 15<sup>th</sup>. Requests may be granted if space is available in the grade requested. Siblings are considered first. Transportation will be provided **only for eligible students** based on the transportation district policy. If your child is not eligible, you must provide your own transportation to the Magnet school.
- Out-of-District transfer requests will be available from February 15 – April 15, 2015. Requests will be granted if space is available. Siblings are considered first. Requests must be submitted by April 15<sup>th</sup> for the upcoming school year and families will be notified by June 1<sup>st</sup>.

## Health and Wellness report

Karen Regan, Supervisor of Nurses, informed the Committee on the protocol used when determining exemptions for parents who choose not to have their children immunized. New Bedford Public Schools follow the recommendations from the Department of Public Health (DPH). Exemptions include medical reasons and religious beliefs.

## Business Office Report (Dr. Rabinovitch): (Supporting documents labeled "4B")

Dr. Rabinovitch, on the recommendation from the Finance Committee, requested several transfers of funds.

After a brief discussion, the Committee voted UNANIMOUSLY, on a motion by Mr. Amaral and seconded by Dr. Finnerty, to approve the following budget transfers:

From	Function Obj	From Description	To	Function Obj	To Description	Amount	Reason
00438440	1410 520004	Business Office Lease	00838440	4300 520004	Bookkeeping Lease	864.12	For Lease of Copy Machine
21333080	2410 580008	District Wide Textbooks	41533080	2410 580008	Roosevelt Textbooks	23,960.82	for purchase of textbooks
21333080	2410 580008	District Wide Textbooks	41033080	2410 580008	Normandin Textbooks	29,951.03	for purchase of textbooks
07838450	2210 540005	Principal Hay Mac Supplies	07838440	4300 520004	Hay Mac Copier Lease	75.00	For Lease of Copy Machine
21333080	2410 580008	District Wide Textbooks	41533150	2410 540005	Roosevelt Workbooks	18,338.86	Softcover Reading Novels
21333080	2410 580008	District Wide Textbooks	41539551	2430 540005	Roosevelt Classroom Supplies	1,746.36	Scholastic ELA/SS subscription
21333080	2410 580008	District Wide Textbooks	40533150	2410 540005	Keith Workbooks	20,172.74	Softcover Reading Novels
21333080	2410 580008	District Wide Textbooks	40539551	2430 540005	Keith Classroom Supplies	1,921.00	Scholastic ELA/SS subscription
21333080	2410 580008	District Wide Textbooks	41039551	2430 540005	Normandin Classroom Supplies	2,153.84	Scholastic ELA/SS subscription
41533150	2410 540005	Roosevelt Workbooks	41033150	2410 540005	Normandin Workbooks	18,338.86	Softcover Reading Novels
21333080	2410 580008	District Wide Textbooks	41033150	2410 540005	Normandin Workbooks	4,279.06	Softcover Reading Novels
14039540	4230 520004	Winslow Maintenance of Equip	14039550	2430 540005	Winslow Classroom Supplies	1,000.00	Purchase of instructional classroom supplies
04533150	2410 540005	Carney Workbooks	04538060	4130 522080	Carney telephone/fax line	600.00	to cover cost of fax line for the remainder of the sy
13033080	2410 580008	SwiftTextbooks	13039540	4230 520004	Swift Maint of equipment	358.50	to cover maintenance agreement on copy machine
50532880	2420 580008	High School Ind Arts Equipment	50539554	4230 540005	High School Maint Supplies	40,000.00	purchase of supplies to make necessary repairs
50535452	2455 540005	High School Instr Software Supplies	50539541	4230 520004	High School Maint Equip Cont Serv	10,000.00	Repairs by outside contractors

Dr. Rabinovitch continued with the following update:

### FY 16 Budget:

- There will be a revised budget provided - due to the delay by the state

#### Under Budget Review:

- Central Office Realignment
- Transportation
- Class size analysis and projection
- Paraprofessional Services
- Power Purchasing Agreement for Solar Power

### MSBA

- Statements of Interest (SOI) have been completed for the following schools: Carney, Parker, Hayden Mc Fadden, Gomes and Pulaski. Dr. Rabinovitch explained that a motion would have to be made regarding the SOI's which is on the agenda under item "6B".



Voted UNANIMOUSLY, on a motion by Dr. Finnerty and seconded by Mr. Amaral, to take agenda item 6B out of order.

Massachusetts School Building Authority:

On a motion by Ms. Pollock and seconded by Mr. Livramento, the Committee voted to authorize the Superintendent to submit to the Massachusetts School Building Authority the following five (5) Statements of Interest (SOI) dated February 13th, 2015, one each for the following elementary schools: William H Carney Academy located at 247 Elm Street New Bedford, John Avery Parker located at 705 County Street New Bedford, Hayden/McFadden located at 361 Cedar Grove Street, New Bedford, Alfred J Gomes located at 286 S Second Street, New Bedford, and Casimir Pulaski located at 1097 Braley Road, New Bedford. Each SOI describes and explains the following deficiencies and the priority category(s) for which an application may be submitted to the Massachusetts School Building Authority in the future:

William H Carney Academy

- Priority 5: Replacement, renovation or modernization of school facility systems, such as roofs, windows, boilers, heating and ventilation systems, to increase energy conservation and decrease energy related costs in a school facility.
- Deficiencies: The window/door systems in the building are original and are antiquated and require repair or replacement. The original boilers require repair or replacement as they show signs of contamination and deterioration.

John Avery Parker

- Priority 5: Replacement, renovation or modernization of school facility systems, such as roofs, windows, boilers, heating and ventilation systems, to increase energy conservation and decrease energy related costs in a school facility.
- Deficiencies: The window/door systems in the building are original and are antiquated and require repair or replacement. The original boilers require repair or replacement as they show signs of contamination and deterioration.

Hayden/McFadden

- Priority 5: Replacement, renovation or modernization of school facility systems, such as roofs, windows, boilers, heating and ventilation systems, to increase energy conservation and decrease energy related costs in a school facility.
- Deficiencies: Numerous windows require replacement as they are inefficient, compromised, prone to leaks and have exceeded their useful life

Alfred J Gomes

- Priority 5: Replacement, renovation or modernization of school facility systems, such as roofs, windows, boilers, heating and ventilation systems, to increase energy conservation and decrease energy related costs in a school facility.
- Deficiencies: Numerous windows require replacement as they are inefficient, compromised, prone to leaks and have exceeded their useful life

Casimir Pulaski

- Priority 5: Replacement, renovation or modernization of school facility systems, such as roofs, windows, boilers, heating and ventilation systems, to increase energy conservation and decrease energy related costs in a school facility.
- Deficiencies: Roof Top Units (RTUs), Condensing Units and Internal Web Supervisor System require replacement as they have exceeded their useful life and are in extremely poor condition.

The School Committee hereby further specifically acknowledges that by submitting this Statement of Interest Form, the Massachusetts School Building Authority in no way guarantees the acceptance or the approval of an application, the awarding of a grant or any other funding commitment from the Massachusetts School Building

Authority, or commits the City to filing an application for funding with the Massachusetts School Building Authority.

Voted UNANIMOUSLY, on a motion by Mr. Oliveira and seconded by Mr. Livramento, to accept the Business Office Report.

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

Ms. Emsley reviewed the personnel report with the Committee. She reported that there were four new hires, 26 retirements, five resignations, eight additional substitutes and four additional paraprofessionals since the last report in January.

Ms. Emsley reported further, that the posting for the Headmaster position was sent out February 3 and explained the protocol for the interviews. The interview committee will be made up of administrators, teachers and parents. To date, there are 12 applicants.

Mayor Mitchell commented that the next Headmaster will take on a large task. He also stated that it will be good to have parents and teachers on the interview committee.

Mr. Amaral, Mr. Oliveira and Dr. Finnerty also commented on the need to find the very best candidate.

Voted UNANIMOUSLY, on a motion by Mr. Oliveira and seconded by Mr. Amaral, to accept the Personnel Report.

Public Comment:

- No one signed up to address the Committee at Public Comment.

Voted UNANIMOUSLY, on a motion by Mr. Oliveira and seconded by Mr. Nobrega, to approve a request to declare, in accordance with School Department Policy DN-R, a recommended list of surplus property located at PRAB, Swift and Facilities. (Supporting document 6C)

At 9:05 P.M., on a motion by Mr. Oliveira and seconded by Mr. Amaral, the Committee voted to go into Executive Session, without returning to Open Session, for the following purpose:

- To discuss strategies with respect to negotiations with union personnel
- To discuss strategies with respect to negotiations with non-union personnel
- To discuss items under litigation

The roll call vote was as follows:

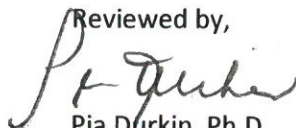
Mayor Mitchell – Yes	Mr. Amaral – Yes
Ms. Pollock – Yes	Mr. Livramento - Yes
Mr. Nobrega – Yes	Dr. Finnerty – Yes
Mr. Oliveira - Yes	

7 – Yeas	0 – Nays	0 – Absent
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Respectfully Submitted by,

  
Lisa P. Dunaway  
Recording Secretary

Reviewed by,

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