



## CAMBRIDGE SCHOOL COMMITTEE

(Official Minutes)

**Regular Meeting**

**October 1, 2024**

Called for 6:00 p.m. 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: Member Harding, Member Hudson, Vice Chair Hunter, Member Rachel, Member Rojas (REMOTE), Member Weinstein, Mayor Simmons

Also Present: Jennifer Amigone, Director of Research, Assessment and Evaluation; Lendozia Edwards, Chief of Academics and Schools; Jaime Frost, Principal Tobin Montessori School; Dr. Chad Leith, Chief Accountability Officer; Maureen MacFarlane, General Counsel; David Murphy, Interim Superintendent of Schools; Gerald Yung, Principal Martin Luther King, Jr. School

**Mayor Simmons** in the Chair.

A quorum of the School Committee being present, the Chair called the meeting to order at 6:01 p.m. and read the call of the meeting.

The meeting proceeded to the first order of business with a roll call vote for the purpose of a soundcheck: Member Rachel, PRESENT; Member Rojas, ~~ABSENT~~; Member Weinstein, PRESENT; Vice Chair Hunter, PRESENT, Member Harding, ~~ABSENT~~; Member Hudson, PRESENT; Madam Mayor PRESENT.

**Member Rojas** joined at 6:05 p.m.

**Member Harding** arrived at 6:08 p.m.

On a motion by Member Weinstein, seconded by Member Rachel the rules were suspended to bring forth the agenda item Superintendent's Update on a voice vote, the rules were suspended.

### **7a. Superintendent's Update:**

The Superintendent gave remarks on the following topics. The presentation can be found on this [website](#).

- Naming of the MLK Elementary School a National Blue Ribbon School and the Tobin Montessori Elementary School a School of Recognition by DESE,
- Ongoing challenges with respect to transportation services,
- Other matters related to ensuring a productive and successful start to the 2024 - 2025 school year

Mr. Murphy opened his remarks regarding the transportation challenges facing the district. He shared that it is unacceptable to be grappling with these issues 3+ weeks since the opening of school. The district contracts with two vendors and there are challenges with both. Member Hudson discussed some details regarding the transportation motion that she put forth and the importance of responding to families' concerns in a timely manner. Mr. Murphy agreed but cautioned that a uniform approach would not work well.

The discussion pivoted to celebrating the achievements of the MLK and Tobin Montessori school communities. Principal Yung (MLK) and Principal Frost (Tobin) were joined by their colleagues and shared highlights from their schools. Both underscored their highly supportive cultures and team atmospheres.

Highlights of the Tobin Montessori include:

- Multi age classroom settings
- The ability for students to stay at the school from age three to grade five.
- The fidelity of the Montessori practice – a unity of a mindset and philosophy among educators and families.
- All lead teachers are Montessori certified and the school serves as public Montessori model.

Highlights of the MLK school include:

- Continuity of leadership as Principal Yung has been with the MLK for 15 years.
- Quality teachers and staff have been with MLK for many years.
- Unique Chinese immersion program
- Embraced philosophy of high expectations, teamwork and collaboration.
- Benefits of an 8-hour school day.

On a motion by Member Rachel, seconded by Member Weinstein on the following roll call vote, the rules were suspended to bring forth the MLK and Tobin resolutions: Member Rachel, YEA; Member Rojas, YEA; Member Weinstein, YEA; Vice Chair Hunter, YEA; Member Harding, YEA; Member Hudson; YEA, Madam Mayor, YEA

On a motion by Member Rachel, seconded by Member Weinstein on the following roll call vote, the King and Tobin resolutions were brought forward: Member Rachel, YEA; Member Rojas, YEA; Member Weinstein, YEA; Vice Chair Hunter, YEA; Member Harding, YEA; Member Hudson; YEA, Madam Mayor, YEA

The Committee and Interim Superintendent expressed their accolades for the schools' communities and their leaders.

**Vice Chair Hunter** read aloud the resolution recognizing the Dr. Martin Luther King Jr. School as a 2024 National Blue Ribbon School.

**Mayor Simmons** read aloud the resolution recognizing the Tobin Montessori School as a DESE 2024 School of Recognition.

On a motion by Member Harding, seconded by Mayor Simmons on the following roll call vote, the King and Tobin resolutions were formally adopted: Member Rachel, YEA; Member Rojas, YEA; Member Weinstein, YEA; Vice Chair Hunter, YEA; Member Harding, YEA; Member Hudson; YEA, Madam Mayor, YEA

#### 1. **Public Comment:**

The following individuals were heard:

- Dan Monahan, Lexington Ave., spoke regarding King and Tobin commendations, **#24-240, #24-241, #24-243**
- Laura Clawson, Richdale Ave, spoke regarding **#24-241**
- Owen Cornell, Upland Road, spoke regarding **#24-243**
- Amber Fisher, Griswold Street, spoke regarding **#24-244**
- Lily Havstad, Granville Road spoke regarding **#24-241**
- Arjun Jaikumar, Richdale Ave, spoke regarding **#24-241 and #24-244**

- Andrew King, Chilton Street, spoke regarding **#24-241**
- Nella Larosa-Waters, Crescent Street, spoke regarding **#24-241**
- Becca Lester, William Street, spoke regarding **#24-241, #24-243 and #24-244**
- Jill Linnell, Garden Street, spoke regarding **#24-244**
- Duncan MacLaury, Dover Street, spoke regarding **#24-241 and #24-245**
- Banke Oluwole, Bolton Street, spoke regarding **#24-241**
- Joel Patterson, Reed Street Terrace, spoke regarding **#24-241**
- Benjamin Smith, Mass Ave, spoke regarding **#24-241 and #24-243**
- John Summers, Fairmont Street, spoke regarding **#24-244**

On a motion by Member Rachel, seconded by Vice Chair Hunter on the following roll call vote, public comment was closed: Member Rachel, YEA; Member Rojas, YEA; Member Weinstein, YEA; Vice Chair Hunter, YEA; Member Harding, YEA; Member Hudson; YEA, Madam Mayor, YEA

**2. Student School Committee Report:**

Student Member Barua and Student Member Shimelis shared the following highlights:

- College information sessions
- Writing and financial aid workshops
- OEIB grant opportunities
- Curriculum Night
- Spirit Week
- Positive impact of the CRLS cell phone policy
- CRLS Clubs' budgets – Mayor Simmons asked student members Barua and Shimelis to bring this issue back to the floor if clubs were experiencing inadequate funding

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

- September 10, 2024, Regular Meeting
- September 17, 2024, Regular Meeting

On a motion Member Rachel seconded by Vice Chair Hunter on the following roll call vote, the records were accepted as presented: Member Rachel, YEA; Member Rojas, YEA; Member Weinstein, YEA; Vice Chair Hunter, YEA; Member Harding, YEA; Member Hudson, YEA, Madam Mayor, YEA

**4. Reconsiderations:** None

**5. Unfinished Business/Calendar:**

**Late Order**      **2024 Superintendent Search Timeline**  
**Joint Motion by Member Rojas and Member Rachel**  
June 17, 2024

**REVISED**      September 17, 2024

**#24-227 Joint Motion by Member Rojas, Member Rachel and Member David**

That the School Committee discuss the following and other timeline options for the Superintendent Search

**CPSD Superintendent Search 2024-2025**

<b>Timeline - By when to target making a job offer</b>	<b>Pros</b>	<b>Cons</b>
<b>By Dec 2024</b>	<ul style="list-style-type: none"> <li>- In line with Mass Association of School Committees (MASC) recommendation</li> <li>- Take advantage of larger pool of candidates</li> </ul>	<ul style="list-style-type: none"> <li>- Less time for community input and development of job description</li> </ul>
<b>By April 2025</b>	<ul style="list-style-type: none"> <li>- Allow focus on starting school year well</li> <li>- Provide more time for community input and development of job description</li> </ul>	<ul style="list-style-type: none"> <li>- Challenge of having a smaller pool of candidates</li> </ul>
<b>By Dec 2025</b>	<ul style="list-style-type: none"> <li>- Modified MASC recommendation</li> <li>- Take advantage of larger pool of candidates</li> <li>- Provide more time for community input and development of job description</li> </ul>	<ul style="list-style-type: none"> <li>- Longer period for interim superintendent OR</li> <li>- Need for 2nd interim superintendent</li> <li>- Possible delays in hiring other leadership positions</li> </ul>

**Attachments:**

- Model Timeline from Mass Association of School Committee’s “A Vacancy in the Superintendency, Key Decisions for School Committees Planning for a Transition”
- Timeline for Dr. Salim’s hire
- Timeline for Dr. Young’s hire
- Mayor’s Communication re: Plan of Work for Superintendent Search, September 10, 2024

## Model Timeline from Mass Association of School Committee's "A Vacancy in the Superintendency, Key Decisions for School Committees Planning for a Transition"

### DRAFT SEARCH TIMELINE SUPERINTENDENT SEARCH - Model Timeline

*This timeline can take from 2-5 months depending the level of "process" and the size of the search committee. It is important to be flexible, allowing sufficient time to make up for unanticipated delays. The most likely delays would be on the search committee end because of the number of potential member schedule conflicts. A, earlier start date, such as over the summer, allows more time to plan, recruit, and interview. A late start will still work well if the school committee expedites the process. A very late start (March/April) would require expediting the process and imposing sharp deadlines.*

<b>October 1 – 15, 2023</b>	School Committee receives preliminary documents, approves draft timeline, sets focus group meetings, makes decisions about recruiting search committee, etc.  Search Committee Appointed and Orientation (Set Fixed Date)  Focus surveys planned and on-line survey developed; materials development completed and ready for distribution
<b>October 15</b>	Advertisements/E-Mail and General Mail distribution of materials. Also, distribution of search information to recruitment networks. Materials mailed and distributed. Candidate recruitment is ongoing.
<b>By November 19</b>	Focus Groups will take place Search Committee will organize to prepare for screening of candidates, scheduling of interviews, and preparation of questions.
<b>November 30, 2023</b>	Deadline Set for Filing Applications (3:00 p.m. EST via mail, e-mail, fax or personal delivery to search coordinator)
<b>Immediately After Deadline</b>	Applications are compiled and prepared for the Search Committee to review during school vacation. Review begins immediately.  Search Committee begins initial screening, selection and initial interviews. Process culminates with recommendations to the School Committee.
<b>Week of December 10</b>	School Committee receives report and recommended finalists. Interviews candidates, conducts site visits, and other due diligence steps are scheduled.
<b>December 12-19, 2023</b>	School Committee interviews finalists are completed. Site visits take place.
<b>Mid-January, 2024</b>	School Committee makes hiring decision.
<b>July 1, 2024 or Sooner</b>	Superintendent takes office <u>or before if so needed and negotiated.</u>

**Timeline for Dr. Salim’s Hire**

<b>Superintendent Search 2015-2016: Dr. Kenneth Salim</b>	
<b>DATE</b>	<b>MEETING/ACTION ITEM/ANNOUNCEMENT</b>
April 7, 2015	<a href="#">SC selects Executive Director of HR (Barbara Allen) official Superintendent Search Liaison Designee (Order C15-091)</a>
April 7, 2015	<a href="#">Supt. Search Ad Hoc Subcommittee be comprised of the Committee of the Whole (Order C15-090)</a>
April 7, 2015	<a href="#">Draft Supt. Search Timeline (Order C15-089)</a>
April 7, 2015	<a href="#">SC Special Meeting Minutes: Discuss Supt. Search Timeline</a>
April 28, 2015	<a href="#">SC Special Meeting Minutes: Review &amp; Approval of RFP for Search Firm</a>
May 21, 2015	<a href="#">Request for RFPs Supt. Search Firm</a>
June 9, 2015	<a href="#">SC Special Meeting/Exec. Session Minutes: Evaluate Search Firm Proposals</a>
June 16, 2015	<a href="#">SC establish Special Meeting schedule with Exec. Search Firm (Order C15-196)</a>
June 16, 2015	<a href="#">Executive Search Contract Awarded to Hazard, Young, Attea Associated (HYA) (Order C15-165)</a>
July 1, 2015	<a href="#">Planning Meeting with HYA (HYA Binder located in SC Office)</a>
July 1, 2015	<a href="#">SC Special Meeting Minutes: Meeting with Hazard, Young, Attea &amp; Associates (HYA) Search Firm</a>
July 14, 2015	<a href="#">Framework with Updated Search Timeline (Order C15-207)</a>
July 14, 2015	<a href="#">SC Special Meeting Minutes: Discuss Supt. Search Interview Committee Make Up</a>
July 28, 2015	<a href="#">Amended Composition of Supt. Search Interview Committee to included 3 SC members (Order C15-208)er C15-208)</a>
August 20, 2015	<a href="#">Supt. Search Community Survey from Barbara Allen</a>
August 26, 2015	<a href="#">HYA Leadership Profile Meeting Schedule</a>
August 26, 2015	<a href="#">Supt. Search Focus Group &amp; Community Forum Schedule</a>
September 9, 2015	<a href="#">Public-facing Schedule of Community Meetings from Barbara Allen</a>
September 16, 2015	<a href="#">Leadership Profile Report from HYA</a>
September 16, 2015	<a href="#">SC Special Meeting Minutes: Meet with HYA to discuss Leadership Profile Report</a>
October 1, 2015	<a href="#">Supt. Search Interview Committee Listing</a>
October 13, 2015	<a href="#">Press Release of Supt. Finalists</a>
October 14, 2015	<a href="#">Final Candidates Itinerary</a>
October 15, 2015	<a href="#">SC Special Meeting Minutes: Community Forum/Town Hall to meet the Supt. Final Candidates</a>
October 16, 2015	<a href="#">Draft Interview Questions for Finalists</a>
October 16, 2015	<a href="#">SC Special Meeting Minutes: SC Interviews with Final Candidates</a>
October 22, 2015	<a href="#">Supt. Site Visit Protocols</a>
October 27, 2015	<a href="#">SC appoints Dr. Salim as Supt. contingent on reaching negotiated agreement (Order C15-329)</a>
October 27, 2015	<a href="#">SC Special Meeting: Consider Appointment of Supt. (Vote taken to appoint Dr. Salim.)</a>
December 15, 2015	<a href="#">Executive Session Meeting Minutes - Negotiating Contract and Vote</a>
December 15, 2015	<a href="#">Regular Meeting Minutes - Vote to Approve Contract</a>
December 15, 2015	<a href="#">Consider Adoption of Dr. Kenneth Salim Contract (Order C15-290)</a>
January 5, 2016	<a href="#">Dr. Salim contract ratified (Order C16-009)</a>
January 12, 2016	<a href="#">Ad Hoc Subcommittee Transition Planning Meeting: Dr. Salim's Learning-based Entry Plan</a>
March 24, 2016	<a href="#">Ad Hoc Subcommittee Transition Planning Meeting: Discuss Transition Planning for Dr. Salim</a>
June 13, 2016	<a href="#">Ad Hoc Subcommittee Transition Planning Meeting: Review &amp; Monitor Dr. Salim's Onboarding Plan</a>
July 1, 2016	<a href="#">Dr. Salim begins at CPSD</a>
September 22, 2016	<a href="#">Ad Hoc Subcommittee Transition Planning Meeting: Prioritize Short-Term Issues for Dr. Salim</a>
January 12, 2017	<a href="#">Ad Hoc Subcommittee Transition Planning Meeting: Review Findings from Supt. Listening/Observing Tours</a>

**Timeline for Dr. Young’s hire**

<b>Superintendent Search 2008-2009: Dr. Jeffrey Young</b>	
<b>DATE</b>	<b>MEETING/ACTION ITEM/ANNOUNCEMENT</b>
July 15, 2008	<a href="#">SC Meeting Minutes: Glenn Koocher (MASC) Presentation re: Search Process</a>
July 31, 2008	<a href="#">Special Meeting Minutes: Discuss Process of Supt. Search</a>
July 31, 2008	<a href="#">SC authorize School Dept. to draft RFP for Search Firm (Order C08-291)</a>
August 12, 2008	<a href="#">Ad Hoc Subcomm Supt. Search Minutes: Establish Calendar for Supt. Search</a>
September 8, 2008	<a href="#">Memo from City Manager: Procurement Process for Search Firm</a>
September 9, 2008	<a href="#">Ad Hoc Subcomm Supt. Search Minutes: Supt. Search Timeline</a>
September 16, 2008	<a href="#">Draft Supt. Search Timeline by Barbara Allen</a>
November 8, 2008	<a href="#">Search Process and Timeline by Ray &amp; Associates (search firm)</a>
November 18, 2008	<a href="#">Search Firm Contract Awarded to Ray &amp; Associates (Order C08-438)</a>
November 18, 2008	<a href="#">Consultant’s Contacts: HR Director Allen and SC members Mayor Simmons &amp; Schuster (Order C08-485)</a>
December 1, 2008	<a href="#">Supt. Search Advertising Opportunities (undated)</a>
December 1, 2008	<a href="#">Supt. Search Advertising Flyer (undated)</a>
December 1, 2008	<a href="#">Suggested Interview Questions (undated)</a>
December 1, 2008	<a href="#">Evaluation Process of Candidates by Ray &amp; Associates (undated)</a>
December 11, 2008	<a href="#">Supt Search Update Memo from Barbara Allen</a>
January 9, 2009	<a href="#">Supt. Job Description</a>
February 10, 2009	<a href="#">Ad Hoc Subcomm Supt Search Minutes: Update on Supt. Search</a>
March 11, 2009	<a href="#">Ad Hoc Subcomm Supt Search Minutes: Preliminary Screening of Candidates</a>
March 19, 2009	<a href="#">Ad Hoc Subcomm Supt Search Minutes: Preliminary Screening of Candidates</a>
March 20, 2009	<a href="#">Ad Hoc Subcomm Supt Search Minutes: Preliminary Screening of Candidates</a>
March 30, 2009	<a href="#">Special Meeting Minutes: Town Hall to Meet Supt. Finalists</a>
March 31, 2009	<a href="#">Special Meeting Minutes: Interviewing Finalists</a>
April 7, 2009	<a href="#">SC Offer Supt. Position to Dr. Jeffrey Young (C09-097)</a>
April 23, 2009	<a href="#">Ad-hoc Committee Created to Assist with Supt. Transition Plan (C09-123)</a>

**Mayor’s Communication re: Plan of Work for Superintendent Search, September 10, 2024**

September 10, 2024

Re: School Committee Plan of Work for Superintendent Search

Dear Members of the School Committee,

As we move forward with the search for our next permanent School Superintendent, I want to outline a clear process to ensure a thorough, collaborative, and focused effort. Our commitment to selecting the right leader for Cambridge Public Schools is critical, and this Plan of Work is designed to guide us in that effort. Below, please see my proposed plan that includes the following key steps:

**School Committee Visioning Session**

The School Committee shall engage in a visioning session to align our goals for the Superintendent role. This will take place at a retreat on September 26<sup>th</sup> at a location to be determined in order to dive deeper into discussions about the leadership qualities and priorities we wish to emphasize moving forward.

**Guidance on the Search Process**

In October, we shall meet with Glenn Koocher for an in-depth session on best practices for conducting an effective Superintendent search. This session will provide valuable insights on the search process structure and help us refine our approach.

**Diversity, Equity, and Inclusion (DEI) Focus**

DEI training for the School Committee will be essential to ensure that equity and inclusivity are at the forefront of our search. This will reinforce our commitment to finding a leader who can uphold these principles in Cambridge Public Schools.

### **Implementation of the Superintendent Search**

Following these preparatory steps, we will then move into the implementation phase, ensuring that all key considerations, including our district's needs and the leadership qualities we have identified, remain central to the search process.

I believe that this plan shall help guide us toward selecting the best candidate for the role, and I look forward to discussing this with you during the School Committee meeting on September 10. I thank you for your ongoing dedication to this critical work.

**Mayor Simmons** asked the group that the motion remain on the table. She shared with the group that she was organizing a meeting with Mr. Glenn Koocher, Executive Director of the Massachusetts Association of School Committees (MASC). There were challenges in gathering all seven Committee members for the meeting. Mr. Koocher would be discussing with the Committee a process and timeline for selecting the next superintendent. The motion remained on the table.

**6. Awaiting Reports:** None

**7. Superintendent's Agenda**

#### **7b. Presentations:**

CPS district administrators will be joined by the school leaders from the MLK & Tobin schools to highlight several points of strength and pride found in the accountability & achievement data released by the Massachusetts Department of Elementary and Secondary Education via the 2023 - 2024 MCAS results.

David Murphy, Interim Superintendent of Schools  
Jennifer Amigone, Director of Research, Assessment and Evaluation  
Dr. Lendozia Edwards, Chief of Academics  
Dr. Chad Leith, Chief of Accountability  
Jaime Frost, Principal, Tobin Montessori School  
Gerald Yung, Principal Martin Luther King

The group gave the following presentation which can be found on this [website](#).

Following the presentation, the Committee and the presenters discussed the following topics:

- Prioritization of school culture in both communities.
- Success is not solely defined by MCAS scores.
- The importance of Social-Emotional Learning (SEL) in education.
- Collaborative efforts of educators aligned with the schools' missions.
- Closing the MCAS achievement gap between high needs and non-high needs students.
- Data-driven School Improvement Plans.
- Commitment and courage in facing challenges.
- The importance of engaging and involving families.



- The critical role of strong school leadership.
- The impact of the Controlled Choice Policy.
- Tobin School’s multi-year teacher continuity through grade looping.
- Consideration of a School Committee Roundtable to dedicated to discussing MCAS.

7c. **CPS District Plan:** None

7d. **Consent Agenda:**

On a motion by Member Rachel seconded by Vice Chair Hunter the items **#24-237, #24-238, and #24-239** were adopted on the following roll call vote: Member Rachel, YEA; Member Rojas, ABSENT; Member Weinstein, YEA; Vice Chair Hunter, YEA; Member Harding, YEA; Member Hudson, YEA, Madam Mayor, YEA

**#24-237 Recommendation: Day & Residential Program Services not Available from the Cambridge School Department be adopted as follows:** 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 laws of the Commonwealth of Massachusetts funds to be provided from the General Fund and/or Grant Fund Budget.

Description: SY24-25 Placement of students in private schools for implementation of educational plans in accordance with Chapter 766.

	#	Amount
Day Program Tuition Contracts:	6	\$657,936.00
Residential Program Contracts:		
45 Day Program Contracts:		
Total	6	\$657,936.00

**#24-238 Recommendation: Contract Award: Benjamin Franklin Cummings Institute of Technology Instructional Services:** That the School Committee approve a contract with the following vendor, funds to be provided in accordance with the budget reference listed below. Procurement procedures for this purchase have complied with Chapter 30B of the laws of the Commonwealth of Massachusetts.

Benjamin Franklin Cummings Institute of Technology, 41 Berkeley Street, Boston, MA for the period of September 1, 2024 to June, 30, 2025 in the amount of \$78,000.00.

**#24-239 Recommendation: Contract Award: Christopher Vick: College Preparation:** That the School Committee approve a contract with the following vendor, funds to be provided in accordance with the budget reference listed below. Procurement procedures for this purchase have complied with Chapter 30B of the laws of the Commonwealth of Massachusetts.

Christopher Vick, 6367 Woodland Forest Drive, Elkridge, MD for the period of September 1, 2024 to June, 30, 2025 in the amount of \$30,000.00.

**8. Non-Consent Agenda**

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

**#24-240 Appointment of Executive Secretary - Vice Chair Hunter and Member Rachel**

WHEREAS: The School Committee relies on an Executive Secretary for management of the Committee's office, including but not limited to scheduling meetings, ensuring procedural rules are followed, responding to constituent inquiries, and documenting official business; and  
WHEREAS: The Committee and administration engaged in a thorough hiring process to fill the Executive Secretary position, which was vacated in May 2024; and  
WHEREAS: There was unanimous recommendation emerging from the hiring process that Ms. Katherine Christo be appointed as Executive Secretary; and  
WHEREAS: Ms. Christo has an exemplary record of service as the Confidential Secretary to the School Committee, and has performed the work of both the Confidential and Executive Secretaries for many months, allowing the Committee to continue operations without any hindrance; now therefore be it  
RESOLVED: That the Cambridge School Committee appoint Ms. Katherine Christo as Executive Secretary and thanks her for her ongoing service to our students, families, staff, and policy makers.

A brief discussion followed **#24-240**.

Members discussed the process of formalizing the employment contract in an Executive Session, as well as defining expectations for the role.

On a motion by Vice Chair Hunter seconded by Member Rachel, **#24-240** was adopted on the following roll call vote: Member Rachel, YEA; Member Rojas, ABSENT; Member Weinstein, YEA; Vice Chair Hunter, YEA; Member Harding, YEA; Member Hudson, YEA, Madam Mayor, YEA

**#24-241 Six Minutes Public Comment CEA President – Member Weinstein and Member Rojas**

WHEREAS: The public comment portion of regular Cambridge School Committee meetings is an important opportunity for speakers to share their views with the School Committee in a format that is accessible to the public; and  
WHEREAS: Each speaker is allotted three minutes to speak during public comment, and past practice of the Cambridge School Committee has been to allot six minutes of speaking time to the president of the Cambridge Education Association (CEA); and  
WHEREAS: This practice of allotting six minutes to the president of the CEA has not been formally established in the School Committees rules or procedures; and  
WHEREAS: The president of the CEA, when speaking in their capacity in that role, is representing 1,500 Cambridge Public Schools educators and is elected to serve as their representative; and  
WHEREAS: Hearing the perspectives, priorities, concerns, recommendations and feedback of those educators is valuable to the work of the School Committee; now therefore be it  
RESOLVED: That the president of the CEA is allotted either six minutes of speaking time to deliver public comment at regular Cambridge School Committee meetings when the regular time limit is three minutes or they are allotted four minutes when the time limit is reduced to two minutes by the Chair based on the number of individuals signed up to speak; and be it further  
RESOLVED: That the president or similar designated representative of any bargaining unit that has a contract with the Cambridge Public School District also be allotted the same minutes of speaking time as the president of the CEA to deliver public comment at regular Cambridge School Committee meetings.

A brief discussion followed **#24-241**.

**Member Weinstein** provided background information on **#24-241**. **Mayor Simmons** then asked Attorney MacFarlane for her input. Attorney MacFarlane stated that allowing different time allotments for different individuals is against best practices, an opinion supported by the Cambridge City Solicitor. **Mayor Simmons** subsequently tabled the motion. **Member Hudson** also tabled her motion (**#24-245**), as it mirrors **#24-241**.

**#24-242 Disaggregation of MCAS Data – Member Hudson and Member Harding**

WHEREAS: The Cambridge Public School District uses Massachusetts Comprehensive Assessment System (MCAS) scores as one measure by which to assess school and district performance and progress; and  
WHEREAS: The District has long had – and taken note of – persistent disparities in scores, between students of different family income levels (with ~ ¾ of lower income students failing to meet state standards in English and math); and  
WHEREAS: Almost a quarter of the District’s students high income students – those who we presume to be in a relatively solid position to learn – also failing to meet state standards; and  
WHEREAS: It’s important for us to understand whether these scores reflect the quality of the education that we’re providing, or whether they’re a reflection of the fact that we’re an urban district, with lots of movement of students into and out of our schools, and a resulting limited amount of time to make an impact; now therefore be it  
RESOLVED: That the School Administration will break out both English and Math MCAS scores by the length of time the student has been in our District and present these data to the Committee and the Community no later than November 1, 2024.

A discussion followed **#24-242**.

With varying opinions, the group discussed the implications and value of viewing the data by breaking out the MCAS scores by the length of time a student has been in the District.

During the discussion, the meeting reached 10:00 p.m. requiring a vote by members to extend the meeting.

On a motion by Vice Chair Hunter seconded by Member Rachel, the meeting was extended on the following roll call vote: Member Rachel, YEA; Member Rojas, YEA; Member Weinstein, YEA; Vice Chair Hunter, YEA; Member Harding, YEA; Member Hudson, YEA, Madam Mayor, YEA

**Member Rojas** left the meeting at 10:00 p.m.

The discussion on **#24-242** resumed. Mr. Murphy shared that he believed that the data could be produced, but cautioned the Committee about making conclusions from the data.

On a motion by Member Rachel, seconded by Member Weinstein, **#24-242** failed to be adopted on the following roll call vote: Member Rachel, YEA; Member Rojas, ABSENT; Member Weinstein, PRESENT ; Vice Chair Hunter, NAY; Member Harding, YEA; Member Hudson, YEA, Madam Mayor, PRESENT. (3 – YEA; 2 – PRESENT; 1- NAY; 1 – ABSENT)

**#24-243 Superintendent Search Process – Member Hudson, Member Weinstein and Member Rachel**

WHEREAS: The hiring of a Superintendent is the most consequential decision the School Committee will make; and  
WHEREAS: Many timelines for the search have been proposed, but none yet adopted; now therefore be it  
RESOLVED: That the School Committee will commit to a search timeline no later than October 15, 2024; and be it further  
RESOLVED: That the timeline will explicitly include interim dates by which the following milestones will have taken place: 1) Hiring of a Search Firm; 2) Stakeholder Meetings Ahead of Job Posting; 3) Job Posting Approved; 4) Job Posting Publicly Released and Advertised; 5) Application Deadline; 6) Search Firm Review of Applicants, and Proposal of Shortlist; 7) Shortlisted Candidate Interviews; 8) Offer Made; and be it further  
RESOLVED That the School Committee will make clear, in writing, who will be responsible for drafting a timeline for the Committee to consider, who will be responsible for organizing the Stakeholder meetings, and who will serve as the Hiring Committee.

**Mayor Simmons** tabled **#24-243** sharing that she intended to have Mr. Koocher join an upcoming meeting with the School Committee to discuss the Superintendent process.

**#24-244 Transportation – Member Hudson and Member Harding**

WHEREAS: In a District with a school choice system - wherein parents can select a school at any location within the city – timely, and well-orchestrated, transportation is critical; and

WHEREAS: The District has long had a focus on supporting families most in need; and

WHEREAS Buses arriving late impact both the children (who miss classroom time), and parents (who may not have the luxury of being late to work); and

WHEREAS: This issue is not new – having been communicated clearly and repeatedly by families; now therefore be it

RESOLVED: That the Transportation Department will establish and Service Level Agreement wherein they will commit to responding to all parent communications within 5 business days; and be it further

RESOLVED: That the Transportation Department will provide a weekly update to all families on routes without a working bus tracker, stating what actions are being taken to resolve the issue, and by what dates those actions will be completed.

A discussion followed **#24-244**.

During the discussion, the following amendments were discussed:

- *Transportation Department* amended to the *Superintendent*
- The following sunset clause would be included: *If necessary, the Superintendent will provide this level of service until December 31, 2024.*
- The following text would be struck: *on routes without a working bus tracker*
- *Weekly updates* amended to *regular updates*

On a motion by Member Harding seconded by Member Hudson, **#24-244** was amended on the following roll call vote: Member Rachel, YEA; Member Rojas, ABSENT; Member Weinstein, YEA; Vice Chair Hunter, YEA; Member Harding, YEA; Member Hudson, YEA, Madam Mayor, YEA

On the motion as amended on the following roll call vote: Member Rachel, YEA; Member Rojas, ABSENT; Member Weinstein, YEA; Vice Chair Hunter, YEA; Member Harding, YEA; Member Hudson, YEA, Madam Mayor, YEA.

Mayor Simmons brought back **#24-244** to adopt the motion to include the sunset clause.

On a motion by Member Rach seconded by Member Harding **#24-244** was adopted to include the sunset clause amendment on the following roll call vote: Member Rachel, YEA; Member Rojas, ABSENT; Member Weinstein, YEA; Vice Chair Hunter, YEA; Member Harding, YEA; Member Hudson, YEA, Madam Mayor, YEA

**#24-245 Public Speaking Time – Member Hudson**

WHEREAS: All residents are welcome to speak during Public Comment – but some residents have been elected by large groups of residents, to speak on their behalf; now therefore be it

RESOLVED: That any elected representative of a group with a membership larger than 500 individuals (living or working within the District) and all union leaders be entitled to twice the time allocated to an individual at a given meeting, not to exceed 6 minutes.

**Member Hudson** tabled **#24-245** earlier in the meeting.

10. **Resolutions (letters of congratulations, letters of condolences):** None

11. **Announcements:**

Mr. Murphy referenced motion #24-244 and shared that the motion would take some time to operationalize. He underscored that he would take a leadership role in these efforts.

12: **Late Orders**

**Late Order Recognition of King Elementary as a National Blue Ribbon School- Vice Chair Hunter and Mayor Simmons**

WHEREAS: The Dr. Martin Luther King Jr. School has been recognized by the U.S. Department of Education as a 2024 National Blue Ribbon School (NBR), receiving acclaim for the school's progress in closing student achievement gap; and

WHEREAS: The U.S. Department of Education recognized 356 schools as National Blue Ribbon Schools for 2024, and this recognition is based on a school's overall academic performance or progress in closing achievement gaps among student groups on assessments; and

WHEREAS: The U.S. Department of Education states, "These schools demonstrate what is possible to make an enduring, positive difference in students' lives;" and

WHEREAS: The U.S. Department of Education will formally recognize the schools at an awards ceremony on November 7 and 8, 2024 in Washington, DC; and

WHEREAS: The Dr. Martin Luther King Jr. School, under the capable leadership of Principal Gerald Yung, is one of only nine schools in the state of Massachusetts that were recognized as a 2024 National Blue Ribbon School; and

WHEREAS: The Dr. Martin Luther King, Jr. Elementary School is one of only two public schools in the state that offers a two-way Mandarin immersion program, in which students benefit from expanded learning time, which allows for flexible pacing and intensity of instruction while offering enhanced enrichment to capture student curiosity; and

WHEREAS: This honor and achievement is the result of collaboration, hard work, innovative programming, and a steadfast belief in every student, which has transformed the Dr. Martin Luther King Jr. School from one of the lowest-performing to one of the highest-achieving schools in the state; and

WHEREAS: Dr. Gerald Yung states "This recognition is deeply meaningful to our community, reflecting both the challenges we've overcome and the bright future for our students that we are striving towards; now therefore be it

RESOLVED: That the entire Cambridge School Committee extends its appreciation and congratulations to the entire staff, students, and community of the Dr. Martin Luther King School on its achievement and recognition as a 2024 National Blue Ribbon School; and be it further

RESOLVED: That the Executive Secretary be and hereby is requested to forward a suitably engrossed copy of this resolution to the Dr. Martin Luther King, Jr. School on behalf of the entire Cambridge School Committee.

The **Late Order** was adopted earlier in the meeting following a suspension of rules.

**Late Order Recognition of Tobin Montessori School as a DESE School of Recognition- Vice Chair Hunter and Mayor Simmons**

WHEREAS: The Massachusetts Department of Elementary and Secondary Education (DESE) has recognized the Tobin Montessori School as a [2024 School of Recognition](#); and

WHEREAS: The designation as a School of Recognition, which is a part of DESE's annual accountability reporting process, means that the Tobin Montessori School has demonstrated notable progress toward annual accountability targets, with an emphasis on the performance of all students in the school, and the school's lowest performing students group (where applicable); and

WHEREAS: The Tobin Montessori School achieved accreditation in 2015 from the American Montessori Society (AMS), making it the first preschool - 5 AMS-accredited public schools in the United States. The school was recently re-accredited by AMS in 2023. Teachers hold Massachusetts educator licenses as well as Montessori Certification; and

WHEREAS: The Tobin Montessori School, under the capable leadership of Principal Jamie Frost, is one of the small number of Massachusetts schools identified as 2024 DESE School of Recognition; and

WHEREAS: As Principal Frost states: *"The overall success and growth of our students is achieved through teamwork, communication, and a shared vision rooted in data. We truly believe that all students can grow and thrive when students, staff, and caregivers collaborate. This prestigious honor is a true reflection of our collective work as a school community."*; and

WHEREAS: The honor and achievement of the Tobin Montessori School as a 2024 DESE School of Distinction reflects the dedication of its teachers, staff, students, and caregivers who have all worked tirelessly to create a positive and high-achieving learning environment, which is a testament to the incredible education our district provides and the bright future we are building together; now therefore be it

RESOLVED: That the entire Cambridge School Committee extends its appreciation and congratulations to the entire staff, students, and community of the Tobin Montessori School on its achievement and recognition as a 2024 DESE School of Recognition; and be it further

RESOLVED: That the Executive Secretary be and hereby is requested to forward a suitably engrossed copy of this resolution to the Tobin Montessori School on behalf of the entire Cambridge School Committee.

The **Late Order** was adopted earlier in the meeting following a suspension of the rules.

### 13. Communications from City Officers: None

#### Email communications:

- Maha Alhadery
- Jodi Ekelchik
- Lilly Havstad
- Clara Hendricks
- Dan Monahan

On a motion by Member Rachel, seconded by Vice Chair Hunter the meeting was adjourned on the following roll call vote: Member Rachel, YEA; Member Rojas, ABSENT; Member Weinstein, YEA; Vice Chair Hunter, YEA; Member Harding, YEA; Member Hudson, YEA, Madam Mayor, YEA (10:45 p.m.).

Attest:



Katherine Christo

Executive Secretary to the School Committee

