

**CAMBRIDGE
SCHOOL COMMITTEE****(Official Minutes)****Regular Meeting****November 19, 2019**

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: Ms. Bowman, Ms. Dexter, Mr. Fantini, Ms. Kelly, Mr. Kimbrough, Ms. Nolan, Mayor McGovern.

Also Present: Superintendent Salim, Mr. Maloney, Ms. Spinner, Ms. MacFarlane, Ms. Allen, Principal Smith, Mr. Gehant, Mr. Monahan, Ms. Coleman, Ms. Liss

Student School Committee Representatives Present: Ms. Green and Mr. Kanner

A quorum of the School Committee being present, the Chair, Mayor McGovern, called the meeting to order at 6:00 p.m.

1. Public Comment:

Mr. Fantini moved seconded by Ms. Dexter to suspend the Rules to allow testimony on a subject that is not on the Agenda. On a voice vote it was approved. Ms. Bowman understands this is an intimate, personal issue and I want them to know this is a public forum. Keep in mind the privacy of children in the district.

The following individual's were heard:

Mr. Peter Hahn, Fifth Street - spoke about his son who has been in the Ola Program for Kindergarten and 1st grade and is now in the 2nd grade and attends the extended day. He is an adopted child with a trauma history and has an IEP, my partner and I have advocated for support for our son. His actions have impacted other kids in the classroom and we met with a group of classroom parents on Sunday. There is a larger school issue. I filed a complaint in the office of civil rights. My 7 year old son was suspended, returned to school and they still do not provide the support he needs. One day our son was forcibly placed in a secluded locked room between two classrooms where the shades were drawn, which was traumatic for our son. We have never given consent for him to be put in a separate room or to forcibly isolate him and not give him what he needs. We continue to meet with the school and today were denied to discuss our concerns about our son being restrained. By the end of the meeting an Administrator questioned my ability to parent my child when we are only asking for what he deserves. There are a lot of things going on at that school that no one knows or talks about.

Mr. Timothy Jones, Wilson Ave. - represents parents from the same classroom as Mr. Hahn's child and read a letter from parents in the 2nd grade Ola classroom about ongoing bullying and violence. For the last ten weeks the classroom environment has become increasingly worse and we are desperate for your help. We have sought help from the school with no action. One student in particular is biting, bullying, cursing, spitting in face and throwing things and is increasing. The classroom is no longer inductive to learning. Teachers are challenged to address behavior issues and the interruptions. Several times a week this student has been chased around the room and isolated in another room. The other kids come home scared and request to stay home from school. Parents are considering removing our kids from the school and need an intervention by the Superintendent.

Lolly Lincoln, Brookline Street - Supports #19-285 donating sick leave days and possibly the entire CPS staff can donate days.

Mr. Turner-Trine, - Oxford Street – Is a King Open parent whose daughter was attacked and lost two days of school. He gave some examples of things happening in the classroom at the King Open. There is bullying at school and children are advocating for themselves. Another victim went to the teachers who told her to advocate for herself and another student was sent to counseling to learn how to advocate for herself. There was another classroom where a kid was pinned to the ground by multiple boys and the parents were not made aware by the school. Another victim was spit at, called names and there is a pattern of denial by multiple teachers and lack of attention. There should be mandatory parent notification and nothing appears to be happening. Not just this classroom the whole school has problems.

Tess Hartly, Mass. Ave. - supports the marijuana dispensary. There are many adults and elders that use cannabis creams and edibles for pain management. They won't speak up because they are afraid. Kids buy marijuana off the street and don't know what they are getting. If you buy it from a reputable dispensary, you know what you are getting. Cambridge has needle exchange boxes in the Central Square library but the City will not allow a safe dispensary to be opened. There needs to be more education about it.

Banke Olewale, Bolton Street - **#19-285** is in support of donating sick days. We are a family at the FMA and want to support her.

Jessica Pelletier, Shanel Lindsay, Isiah Benjamin Tatiyana Benjamin – Ms. Pelletier stated that they support the marijuana dispensary that they are opening on Cambridge Street and support women of color and minority led businesses. Ms. Lindsay is the Exec. Director of the business and 19 years ago she had a medical problem and started to use cannabis. She helped write the law in Massachusetts. Mr. Benjamin is the CFO of the marijuana dispensary and thanked the School Department for being forward thinking and taking on issues like the achievement gap. There is a growing racial wealth gap for black households in Boston and the war on drugs on the communities of color and the mass incarceration of people of color. Our diverse business leadership has worked diligently despite many road blocks along the way. Mrs. Benjamin added there is racial, micro-aggression of shopping and driving while black and most recently building a business while black. Her Mother was 14 when she was born. Her Father was incarcerated most of her life so there was no trust fund to start a business. We have followed the law and met all the zoning requirements and had the ability to rewrite the law. I am disappointed to be here again having this same conversation, it feels like the seat is being pulled from under me. Please support the marijuana dispensary.

Robin Harris, FMA Principal – Hughes Street - **#19-285** stated an African proverb “When spiders unite they can tie up a lion”. She asked other FMA staff to stand that are here in favor of donating sick days. She asked the Committee to refer this back to the Superintendent to form an ad hoc committee to review, but this is a much bigger issue. There is always a need for people to get extra sick days and wants it to be equitable.

Mr. Monahan supports **#19-285** allowing staff to donate sick days. Our Unit C colleagues are here to urge the Committee to uphold the contract and show how important the clerical staff is. We will discuss this later in Executive Session.

On a motion by Ms. Nolan, seconded by Mr. Bowman, on a voice vote it was voted to close public comment.

Mr. Fantini moved seconded by Ms. Nolan to suspend the Rules to bring forward the Superintendent's Supplemental Agenda **Motion #19-285** Recommendation to Approve the Agreement between the Cambridge School Committee and the Cambridge Education Association, Units A & B.

On a roll call vote it was voted to pass **#19-285** Mr. Fantini YEA, Ms. Kelly YEA, Mr. Kimbrough YEA, Ms. Nolan YEA, Mayor McGovern YEA, Ms. Bowman YEA, Ms. Dexter YEA.

Mayor McGovern stated that we are in the process of scheduling a meeting between the Administration and the concerned King Open Parents. There is no further action going to happen tonight if they want to leave the meeting.

2. Student School Committee Report:

Mr. Kanner reported that we will be working with Principal Smith to allow the student government and the BSU to see the detention data without student information being compromised. The Student Government and a group of students will be working with Mr. Monahan about reporting incidents and looking at the detention policy.

Ms. Green read a response from the Black Student Union (BSU) about the October 15th School Committee meeting regarding the detention policy that focused on our Principal who spoke 30 minutes about the detention referral policy. It was invalidating and disrespectful to students especially members of the Black Student Union to not be invited to attend the meeting since the BSU brought this detention policy forward. This continues to show that black students are being ignored. The BSU will release a public statement shortly as to why this policy should be removed and not be paused. The statement will show official available data that will show bias on black students and that black students in Cambridge had the least favorable view on the school climate. It will include aspects from Congresswoman Ayanna Presley's Peoples Justice Guarantee Bill that focuses on disrupting discriminatory policies that perpetuate the growing school to confinement pipeline on black youth, especially black girls.

On Monday November 4th Congresswoman Ayanna Presley visited the high school and heard about their challenges and gave advice on the next steps.

The BSU will release a video of the Oct. 29 Election Forum about the racial climate at CRLS. This two hour event had only 6 candidates that participated which didn't include any of the incumbents that had recently been re-elected.

On Friday, Dec. 6th on the two year anniversary of the Cambridge Minority Report first video the BSU Mass DOE Center of District Support has invited the BSU to host the BSU videos series. It will show the impact of their video's in and out of Cambridge.

Ms. Bowman appreciates Ms. Green reading her statement and stressed that we need to be very clear that all of our meetings are open to the public and we don't exclude anyone that wants to speak on anything on the Agenda. Moving forward we need to have a better way of communicating that especially with this particular group and don't want an adversarial relationship but building a good relationship.

3. Presentation of the Records for Approval:

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

- Regular Meeting, October 15, 2019
- Roundtable on MCAS & Assessment, October 22, 2019

4. Reconsiderations:

Having filed the proper notice as required by the Rules, Ms. Dexter, seconded by Mr. Kimbrough, moved reconsideration of the vote taken at the October 15, 2019 Meeting.

By Emily R. Dexter, of the vote taken at the Regular Meeting of October 15, 2019, which did not adopt the following Motion: **VOTED: #19-252:** That the School Committee go on record as opposing the granting of a recreational cannabis dispensary at 966 Cambridge Street because of its proximity to the King Open Complex, numerous preschools and the Frisoli Youth Center. There is also significant neighborhood opposition. (Bowman, 10-1-19)

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On a roll call vote, the motion **#19-252** for reconsideration failed of adoption. The vote taken at the Meeting of October 15, 2019 will stand. Mr. Fantini YEA, Ms. Kelly NAY, Mr. Kimbrough NAY, Ms. Nolan NAY, Mayor McGovern NAY, Ms. Bowman NAY, Ms. Dexter YEA.

Having filed the proper notice as required by the Rules, Ms. Nolan, seconded by Ms. Dexter moved reconsideration of the vote taken at the October 15, 2019 Meeting

By Patricia M. Nolan, of the vote taken at the Regular Meeting of October 15, 2019, which did not adopt the following Motion: **VOTED: #19-253:** That whereas summer learning and encouragement to read throughout the summer break is an important value and an effective way to prevent summer learning loss and;

Whereas the School Committee endorses high expectations and standards for all students and;
Whereas the expectations for the summer of 2019 for upper school students were higher than for high school students, the School Committee requests a report on summer reading expectations with a plan to ensure higher expectations for all high school students before next summer, 2020. (Bowman, 10-1-19)

Discussion on #19-253 Ms. Nolan asked why the reading expectation was less for grade 9 CRLS students than Upper School students who are expected to read several books over the summer. We need to ensure that our expectations are high for all students.

Superintendent Salim stated information is on the website and the expectations have been updated on the website. We want to be sure we are building on our expectations of our student's one for reading and how discussions are crafted in the Fall. It was reported to me that during the CRLS community meeting discussions around summer reading were shared.

Ms. Dexter added community people asked about it. More is not always better or more rigorous. If we can have articulation for the summer expectation is valuable.

Ms. Bowman wants to refer this to the Superintendent to write the rationale for why the recommendations are what they are. Ms. Nolan responded that is what this Motion is. Mayor McGovern stated it is asking the Superintendent to report back to us.

On a roll call vote, the Motion **#19-253** for reconsideration failed of adoption and was referred to the Superintendent. Mr. Fantini NAY, Ms. Kelly NAY, Mr. Kimbrough YEA, Ms. Nolan YEA, Ms. Mayor McGovern YEA, Ms. Bowman NAY, Ms. Dexter YEA

5. Unfinished Business/Calendar: NONE

6. Awaiting Reports:

#19-178, Joint Motion by Ms. Nolan, Vice Chair Kelly and Mr. Fantini

That whereas the district has a commitment to all learners; and

Whereas the position of lead teacher for advanced learners has not had stable leadership for some time; and

Whereas the district has been reviewing protocols to address advanced learners needs; and

Whereas at times circumstances are such that students' needs cannot be met in a classroom;

That the School Committee request, before the next school year begins, a report on recruitment efforts for the position, on supports for learners, including existing statistics on existing plans, and future updates to procedures, policies and protocols, including changing the existing system of relying on parents and guardians to identify students, which is inherently inequitable, and to ensure transparency and clarity, and under what circumstances a student may advance a grade. (C19-205)

7. Superintendent's Agenda:

Moved by Ms. Dexter seconded by Mr. Kimbrough on a voice vote, the Superintendent's Agenda was brought forward for discussion and adoption.

7a. Presentations:

2019 MCAS Performance

Kenneth Salim, Superintendent of Schools
Jennifer Amigone,
Director of Research, Evaluation & Assessment
Michelle Madera, Interim Asst. Supt. Curr. & Instruction
Carolyn L. Turk, Deputy Superintendent
Maryann MacDonald,
Assistant Superintendent of Elementary Education
Julie Ward, Jk-12 Math Coordinator
Janice Tingle, English Language Arts Coordinator
Janet MacNeil, Jk-12 Science Coordinator

The Chair turned the meeting over to Dr. Salim who gave opening remarks and introduced his team: Ms. Maryann MacDonald, Ms. Jan Tingle, Ms. Julie Ward, Ms. Janet McNeil, Ms. Jen Amigone, and Dr. Carolyn Turk. The Presentation is on file in the School Committee office and on the Website.

Superintendent Salim reviewed the 2017-2020 CPS District Plan Strategic Initiatives and the CPS 2019-20 Priorities. He spoke about the shift to the Next Generation MCAS Overview and readiness for college and career. MCAS results provide information at multiple levels; the growth data, achievement percentiles and actual essays compared with students statewide. We have made the shift in ELA and Math for grades 3-8 in 2017. In 2019 grades 5 and 8 in Science, Technology & Engineering (STE) and high school ELA & Math for the first year. Tonight we are speaking about three schools that are targeted for support.

Jen Amigone spoke about the progress made over three years of the Next Generation MCAS. We are above the state except grade 6 math and exceeded our 2020 targets for the district outcomes. We have not met the grade 8 math goal. Grades 6 & 7 are not performing above the state on 2019 ELA MCAS and a few schools and demographic groups are not making the gains we want to see. During the 1st year of transition to Next Generation Science, Tech and Engineering MCAS performance was above the state in grade 5 and nearly with the state in grade 8. Grade 3 ELA MCAS all groups above the state.

Ms. MacDonald spoke about the current efforts of Targeted School Support at the Kennedy Longfellow School. They increased support for educators & building coaches from core curriculum coordinators & district coaches, dedicated time for teaching teams to review ELA, Math and Science data with school leadership & central administrators, targeted focus on writing, support of collaboration between general education and OSS, targeted math support and regular number talks. New Social Emotional Learning, school wide focus on Math, and general ed/OSS collaboration.

Dr. Turk spoke about the Targeted School Support for the Putnam Avenue Upper School. They have weekly team meetings, expanded professional learning time in all core content areas, focused data analysis cycles with assessment and feedback, academic support on Saturdays and vacation weeks, expanded intervention, extension and school math activities, collaborative coaching and math Professional Development and contend focused coaching including ambitious instruction routines. They expanded coaching capacity, did Math Learning Walks, hired two interventionists and implemented two math intensives.

Cambridge Street Upper School Targeted School Support includes Title 1 staffing allocation to support literacy, collaborative coaching and Math professional learning, focused formative assessment and feedback cycles, improved structures and practices for effective inclusive practice, targeted student support for Math skill fluency and expanded out of school activities. They developed and implemented a grade 6 Interdisciplinary Reading Course, Introduced ELA and Math Coaching Cycles, added a Reading Specialist and targeted support for math skills fluency.

Superintendent Salim reviewed the key takeaways.

The presentation ended and the Mayor opened the floor for questions.

Ms. Nolan passed out an updated MCAS accountability spreadsheet. It is wonderful to hear that you want engagement in the classroom. When students are engaged in the classroom the better they will do on the test. The three schools are still in trouble as stated in achievement by the state. There were bright spots for both Upper Schools but they went dramatically down and the Kennedy/Longfellow continues. We want to focus on some good stories; some schools across the board are stellar. The Tobin is in the 90% on all categories. The Baldwin had some great scores last year but was down in the economically advantaged group. It would be good to hear your thoughts on those stories. We want to look at both achievement and growth. What did they do to maintain that progress and what we might learn from them? Ms. Amigone responded we focus on the work we still need to do but there are many bright spots where schools are doing extremely well. The Tobin that has the highest scaled score for students with disabilities and third highest for students with disabilities in Math in the state. We have reached out to Principal Frost who said collaborative time to meet as a team works. The Baldwin team in 2017 had great disparities between groups and now more demographic groups are achieving higher levels. Cultural proficiency work has been done there. We think about how to spread that more broadly. Ms. Nolan added the Tobin has two teachers in the classrooms and differentiates. Ms. Tingle replied we are trying to achieve a pathway so students are having equitable experience and they take the standards seriously, pay attention and incorporate it. Ms. Amigone stated the Peabody stands out as well because of collaboration, planning time, professional learning and their Science data has moved as well. Ms. Ward echoed the collaboration but you see educators working in tandem modified in unique ways and in the same space. All students work with the teacher, special educator and interventionist in the same space. Ms. Bowman interjected the FMA has really good results. Ms. Ward added we have facilitated how all students in math are able to demonstrate their own joyful experience, including other schools coming to their classes for number talks. Ms. Amigone stated they have engaged in a design lab challenge for students to make it a better experience for the students in with disabilities.

Ms. Kelly spoke about the Kennedy/Longfellow School MCAS results, that's one of the schools that ends up in the low end. There is not enough rigor, but when you talk about the mobility rate there hasn't been any real advancement in the culture in that school. She has offered supports and doesn't want those students left behind. Ms. Amigone said there are challenges there that goes beyond instruction and curriculum and has looked at every student's history. Many students have left the 4th grade cohort. Ms. MacDonald added the students in the 3rd grade cohort who had been at the school for their entire school experience scored well because they had the benefit of consistency from being at that school since kindergarten.

Ms. Dexter asked who is responsible for the scores? It is the entire city, many things contribute to student success. There are a lot of positives. The gap between low income data is upsetting. She is glad we are doing targeted support in some schools. The district-wide picture should be very alarming. We are failing a lot of kids. I hope you ask for all the resources you need and that we will be able to give them to you.

Ms. Bowman stated academic achievement gaps goes beyond the work that we do with these kids. I am a parent of a child in this district and this gives me anxiety because the gaps are incredibly large. The targeted support needs to be more aggressive. Look at schools that are getting it right, we have the power to meet the needs of our most vulnerable kids. It should not be the luck of the draw based on where you send your child to school. We need to be more transparent, how does time from a curriculum perspective and length of school day relate? We need to go deeper about cohorts; what are the differences between the kids doing well and those that are struggling. How do we take this data and make budgetary and policy decisions to make the best decisions for the kids in our district?

Mr. Fantini commented it is good to look at where our strengths are and aren't. All these meetings are geared toward budget conversations. We need to be more transparent with the data. We are heading in the right direction. With the progress that you have made the next level of progress is going to be harder to reach. At the Kennedy/Longfellow we need to think about the extended day program. How does the state come up with the accountability system? Dr. Salim replied it is new the state has a phasing system for Next Generation MCAS, part of it is setting targets. Each school has targets. A lot in accountability is weighted about the performance of the lowest 25% of students. Every district has a cohort of students in the lowest 25%. There are targets set for each demographic group. The high school has course

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completion measures that are meant to be attainable targets. Mr. Fantini added some of our schools have sub-separate classes and ESL classes, do we choose not to disaggregate that data. Superintendent Salim answered our elementary schools are small, that is part of the context. Mr. Fantini asked how do we measure 10th grade growth? Is it compared to the 8th grade? Superintendent Salim responded that we are in year 3 of the outcomes plan and are in the process of how we can report our ongoing process and revisit the outcomes, targets, incorporate school climate surveys, and how the racial equity can be across all the objectives as well as how we do the work. Mr. Fantini stated you have comparison districts against Newton and Brookline, is that what we want to attain? Superintendent Salim answered historically DESE has picked comparison districts for us but we have more similarities of demographics as far as Framingham and Waltham data points looking at our performance.

Mayor McGovern stated we need to think about how we have these conversations we have been at this presentation for almost 2 hours. Maybe we should have monthly meetings on student achievement. The information Ms. Nolan passed out is helpful and we can learn a lot when we look at these numbers. It doesn't seem to be a certain "model". The consistent thing we hear is collaboration time for teachers. The union needs to get it together, we know that works. Not every student in sub-groups is the same. You could have a student who is low income and their parents are at Harvard and others where English is not their first language and you could have a kid that comes from generations of poverty. The Kennedy/Longfellow has high needs homeless students. There are stories, children and families behind these numbers; we need to understand that better and I hope every one of the students that needs support get direct supports. MCAS is one measure but I think we have a conflicted relationship with MCAS. Do we have a lot of kids that opt-out? Ms. Amigone responded that the Cambridgeport has a high number of opt-outs. Mayor McGovern added that impacts the school as a whole.

Mr. Kanner took the MCAS a few years ago and the school climate has a lot to do with it. Some parents are academic but their kids decide to opt out and that lower's the schools score.

Ms. Bowman has been intentional about going to all the schools and having conversations and it turns into a sympathetic conversation about race and how those conversations are being framed has a direct impact on our kids. We need to have these conversations in a sub-committee meeting.

Superintendent Salim stated there are two concepts; one is a demander and one is a productive struggle, we want students to engage in challenging work. Teacher collaboration is where educators talk and do all the problem solving and think about what strategies are used. What about the students that aren't meeting or exceeding expectations? There is not one single answer. There are areas we could improve on. We still have urgency for students that aren't where we need them to be.

7b. CPS District Plan: None

7c. Consent Agenda:

Moved by Mr. Fantini to bring the Superintendent's Agenda forward for discussion and adoption.

On the following roll call vote, **#19-275 through #19-279** were adopted as presented: Mr. Fantini YEA, Ms. Kelly YEA, Mr. Kimbrough YEA, Ms. Nolan YEA, Mayor McGovern YEA, Ms. Bowman YEA, Ms. Dexter YEA.

#19-275, 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.

	#Active Contracts	Amount
Day	5	\$401,433.14
Residential Contracts	1	\$224,628.84
45 Day Program Contracts	0	
	0	
Total	<u>6</u>	<u>\$626,061.98</u>

#19-276, Contract Award, that the School Committee approves an agreement with the following community partner for a musical theatre program at the King Open School; funds to be provided from the General Fund Budget, Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with:

Beyond the 4th Wall, 33 Roberts Road, Cambridge, for the period September 1, 2019 to June 30, 2020, in the amount of \$26,000.00

#19-277, Contract Award, that the School Committee award a contract to the following vendor for Professional Services, funds to be provided from the General Fund Budget, Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with:

Public Consulting Group, 148 State St., 10th Floor, Boston, for the period July 1, 2019 to June 30, 2020, in the amount of \$97,750.00.

#19-278, Approval of Gifts to Cambridge Public Schools that the School Committee accept and approve the following gifts and receipts as described.

1. An in-kind donation of three boxes of collage materials made by an individual donor to the Visual & Performing Arts Department.
2. An in-kind donation of photography supplies including lights, lightbox, backdrops, a lens, reflectors, sandbags, grids, remote controls, a bracket, grips, clasps, a camera case, and a stepstool, made by an individual donor to the Visual & Performing Arts Department.
3. An in-kind donation of an autoharp made by an individual donor to the Visual & Performing Arts Department.
4. An in-kind donation of 24 books on diversity made by the Massachusetts Land Court Department of the Trial Court to the Library Department.

#19-279, Grant Award, that the School Committee accept and approve the grant award below in the amount and for the period indicated. Project/Grant SC20156.

Patel Family/Mindfulness, for the period November 5, 2019 to June 30, 2021, in the amount of \$10,000.00.

Description: this grant will support mindfulness instruction by guest teachers in elementary classrooms across the district.

8. Non-Consent Agenda: None

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

Ms. Nolan moved, seconded by Mr. Fantini, to bring the School Committee Agenda forward for discussion and adoption, on a voice vote, the School Committee Agenda was brought forward. Ms. Dexter removed all items **#19-280 through #19-284**.

#19-280 Motion by Mr. Fantini, that a working group be established to examine whether the Early College Initiative is one that the Cambridge Public Schools wants to pursue. Seventeen high

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schools have been designated by the Board of Higher Education as Early College designees. With this designation planning funds have been provided. The initiative is mainly focused on first generation college goers and data is showing strong success in college completion and career success. Design principals include 1. Equitable Access, 2. Academic Pathways, 3. Robust Student Support, 4. Connections to Career, 5. High Quality and Deep Partnerships.

Mr. Fantini amended his motion to remove the first sentence and insert the following. This will allow the Superintendent to prepare a college plan so we can have a relationship with a college to set educational and vocational pathways for students to earn from 10 credits to as much as an Associate Degree. Mr. Riley Commissioner of Education said it is exciting. Chelsea has a great plan and the Superintendent is going to visit them to talk about what they have done. It increases students ability and eliminates the remedial. It would support a number of our kids to graduate from college.

#19-280 Motion by Mr. Fantini, That the Superintendent report on a plan to pursue early college designation by the Board of Higher Education. Seventeen high schools have been designated by the Board of Higher Education as Early College designees. With this designation planning funds have been provided. The initiative is mainly focused on first generation college goers and data is showing strong success in college completion and career success. Design principals include 1. Equitable Access, 2. Academic Pathways, 3. Robust Student Support, 4. Connections to Career, 5. High Quality and Deep Partnerships.

Ms. Nolan asked how does this interface with our Office of College Success Programs. I want to build on what we are doing. Mayor McGovern added the Office of College Success in the city is in flux right now because someone has left. Mr. Fantini how to support our mentorship and financially students that go to community college.

Superintendent Salim is going to Chelsea High School to learn about their partnership with Bunker Hill Community College (BHCC) and have a very impressive number of students getting college credit before graduation. This is in tandem with how we look at our RSTA program and looking more broadly at college and career and think about those connections. Based on the criteria we would not meet that. This is to better understand what steps need to be taken. Chelsea has been at it for a decade. We also have a consultant that worked at DESE and how we can pursue this effort.

On a voice vote **#19-280** Passed as amended.

#19-281 Motion by Ms. Nolan, That whereas there have been times when policies are not coordinated or updated with new language or reviewed for overlap, and whereas the School Committee wants to ensure policies are relevant and updated; and Whereas there are a number of School Committee policies that warrant review, for example MCAS policies from 2004 [ref. IKBA-1] which references old laws and the CRLS grade policy [ref. IKA] which is confusing due to block scheduling and is covered in the Rights and Responsibilities Handbook; Now therefore the School Committee asks that a review of all policies be scheduled over the next six months so that by the beginning of the next school year policies are updated, irrelevant policies are taken off the books and any duplicative policies are merged; and Further, that a review of the written and online communication of policies be reviewed to ensure it is accurate and matches current policies.

Discussion followed on **#19-281**. Ms. Nolan said some Policies are in conflict and need to be reviewed. The idea is to go through and make sure there isn't a policy in place before we bring forth a new one. I love the ability to look up policies on the MASC website. There have been a number of times that changes do not ripple through to everyone that needs to see it. For example the Athletic Policy that was changed is not updated on the website. Ms. Bowman appreciates that we want to review the policies to be sure they are accurate. This is something the School Committee should review because it is not our job to tell Administration to review and change them. There is a new School Committee coming on. Ms. Kelly added there is usually a subcommittee that reviews policies and it takes 12-18 months. Ms. Dexter said it is an enormous job for a committee to go through. We should hire an outside consultant to update

the policies. Mayor McGovern recommends we refer this to the Superintendent. Set up a committee next term and put two or three of the new members on a subcommittee to learn the policies.

On a voice vote **#19-281** was referred to the Superintendent.

#19-282 Motion by Mr. Kimbrough, Be it resolved that the Cambridge Public Schools will pay a 100% reimbursement fee to all CRLS graduates who pass a remedial, non-credit course at a community college or four-year college.

Discussion followed on **#19-282**. Mr. Kimbrough stated this policy refers to when I was a guidance counselor many students got excellent grades throughout high school and were disappointed that they were just passed along because the academic expectations that the colleges have for them were missing. It is a shame to give a student a graduation certificate and not be able to take courses that give college credit while not allowing them to be able to grasp the content. It won't cost the district much money. If the class cost \$1,000 for approximately 100 students what we are looking at is small. Kids that take remedial courses, we take ownership of this and support our students in the best way possible without having to spend money out of their pocket for classes that they don't earn any credit for. The Mayor wanted to co-sponsor this Motion but it was too late to get it on the agenda. Ms. Bowman inquired what are the financial implications of this, do we need to sacrifice other programming to accommodate this? We should not vote for this tonight.

Mayor McGovern added we have students that need remedial help and there is a financial burden on them. I have been working with community partners to look at fully funding a low income pilot program at BHCC for graduates. There are 25-30 kids that go to BHCC and would cost approximately \$300,000 a year. We could fund it and they can keep their Pell Grant money for the final years. There are legalities around what the city can and can't fund. Where does the money come from? Is it the city or school district? Is there a way to put a report together and come back and have a robust conversation about what all these students need? Maybe that could be another sub-committee next year.

Superintendent Salim stated there is a partnership with the Office of College Success. There is opportunity if this is an area of focus, to think about the barriers that students face. I will ask the City Solicitor to look at what is feasible. Mr. Kimbrough feels this is very different than the college initiative. We have essentially said we are OK with students graduating with a minimum level of academic skills necessary to matriculate at college. This is a small chunk of money to be able to ensure that students financially can take necessary classes. Ms. Bowman called the question, this is a recommendation without a plan. Mr. Fantini wants to refer this to the City Solicitor for an opinion to see if it is legal. Ms. Nolan thinks this does have something of a plan which says to students if you graduate with a high school degree and go to college you are ready take a college level class. We have too many kids in our city that have to take a class and pay for it but get no credit. She is in favor of this. Many don't even enroll. Ms. Dexter wants to calendar this to the next meeting. Mayor McGovern will try to get an opinion from the City Solicitor.

Ms. Dexter placed **#19-282** on the Calendar.

#19-283 That the Report of the October 24, 2019 Athletic Ad-Hoc Sub-Committee Meeting be accepted as presented.

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

#19-284 Motion by Ms. Nolan, That whereas the opportunity for CRLS students to learn firsthand about the criminal justice systems failures which can result in wrongful convictions resulted in a powerful learning experience; and

Whereas students connected with an exonoree and the Innocence Project Director,
That the School Committee send a letter of thanks to Professor Sharon Beckman, of Boston College Law School for bringing the Wrongful Convictions Day program to CRLS.

Ms. Nolan stated it was a fantastic day for a range of students about how the criminal justice system fails.

On a voice vote **#19-284** was adopted.

11. Announcements: Mayor McGovern announced that Ms. Liss is relocating and leaving the office of the Mayor. He continued you have been amazing not only the work with the schools but support in the office. I am very happy for you. Superintendent Salim, Ms. Bowman, Ms. Kelly, Ms. Nolan and Ms. Dexter all thanked Ms. Liss for her service.

Late Orders: NONE

12. Communications from City Officers: Girls in sports in the community.

At 9:32 PM on a motion by Mr. Fantini seconded by Ms. Nolan, on a roll call vote it was voted to convene in Executive Session in the School Committee Conference Room. Votes will not be taken except for a vote to adjourn. Mr. Fantini YEA, Ms. Kelly YEA, Mr. Kimbrough YEA, Ms. Nolan YEA, Mayor McGovern YEA, Ms. Bowman YEA, Ms. Dexter YEA

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

- Agenda
- 2019 MCAS Performance Presentation

Statements from Public Comment (copies on file in the School Committee office)

E-Mail communications (copies on file in the School Committee office)

Jennifer Davoren	Supports - King School Immersion Program
Nancy Wei	Does not support Changes to King School Immersion Program
Kristin Huang	Does not support Changes to King School Immersion Program
Jennifer Dunn	Does not support Changes to King School Immersion Program
Carin Nuernberg	Opposes Marijuana Dispensary near King Open/CSUS/Frisoli Ctr.
Belinda Watt	Opposes Marijuana Dispensary near King Open/CSUS/Frisoli Ctr.
Amber Villa	Opposes Marijuana Dispensary near King Open/CSUS/Frisoli Ctr.
David de Sola	Opposes Marijuana Dispensary near King Open/CSUS/Frisoli Ctr.
Caroline de Sola	Opposes Marijuana Dispensary near King Open/CSUS/Frisoli Ctr.
Abby Fechtman	Opposes Marijuana Dispensary near King Open/CSUS/Frisoli Ctr.
Ramsey Champagne	Supports Staff Donating Sick Days
Tina Lieu	Supports Staff Donating Sick Days
Sarah Figge Hussain	Supports Staff Donating Sick Days
Gaelle Liambi	Supports Staff Donating Sick Days
Kristina Jackets	Supports Staff Donating Sick Days
Lovette Curry	Supports Staff Donating Sick Days
Christine Rogers	Supports Staff Donating Sick Days
Bridget Rutherford	Supports Staff Donating Sick Days
Claudia Zorrilla	Supports Staff Donating Sick Days
Gretchen Fonda	Supports Staff Donating Sick Days
Deborah Hood-Brown	Supports Staff Donating Sick Days
Laura McCabe	Supports Staff Donating Sick Days
Christina Pressley	Supports Staff Donating Sick Days
Janie Lupica	Supports Staff Donating Sick Days
Courtney Tuttle	Supports Staff Donating Sick Days
Margo Iverson	Supports Staff Donating Sick Days

Attest:

Terry Gist
Interim Executive Secretary
to the School Committee