



CAMBRIDGE SCHOOL COMMITTEE

(Official Minutes)

Regular Meeting

December 3, 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
Member Weinstein, Mayor Simmons

Others Present: Dr. Heather Francis, Executive Director of Academics; Dr. Michelle Madera; Asst. Superintendent of Elementary Education; David Murphy, Interim Superintendent of Schools; Jackie Piques, Incoming Director of Communications; Student Member Hermela Shimelis

Mayor Simmons in the Chair.

A quorum of the School Committee being present, the Chair called the meeting to order at 6:03 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 Hudson, PRESENT; Member Rachel, PRESENT; Member Rojas, PRESENT; Member Weinstein, PRESENT Vice Chair Hunter, PRESENT; Member Harding, PRESENT; Mayor Simmons, PRESENT

1. Public Comment:

The following individuals were heard:

- Dan Monahan, Lexington Ave., spoke regarding **7b.**, Superintendent's Presentation
- Laura Clawson, Richdale Ave, spoke regarding **#24-241 and #24-245**
- Ann Coburn, Otis Street, spoke regarding **Late Resolution**, Reaffirming CPSD as a welcoming community
- Virginia Cuello, 8th Street, spoke regarding **7b.**, Superintendent's Presentation
- Lisa Domigan, Harvey Street, spoke regarding **7b.**, Superintendent's Presentation
- Carrienne Jung, Standish Street, spoke regarding **7b.**, Superintendent's Presentation
- Jia-Jing Lee, 2nd Street, spoke regarding **7b.**, Superintendent's Presentation
- Becca Lester, William Street, spoke regarding **7b.**, Superintendent's Presentation
- Tina Lieu, spoke regarding, Huron Ave, **7b.**, Superintendent's Presentation
- Banke Oluwole, Bolton Street, spoke regarding **7b.**, Superintendent's Presentation
- Missy Page, Gore Street, spoke regarding **7b.**, Superintendent's Presentation
- Alise Upitis, Norris Street, Spoke regarding **7b.**, Superintendent's Presentation
- Emie Michaud Weinstock, CHR, spoke regarding **Late Resolution**, Reaffirming CPSD as a welcoming community
- Claire Yu, Cambridge Street, spoke regarding **7b.**, Superintendent's Presentation

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

2. Student School Committee Report:

Student Member Shimelis shared the following highlights:

- 8th Grade tours began this week
- Her participation in the School Climate Subcommittee meeting on November 25 focused on Teen Health Survey Data for upper schools
- Falcon Pride Day, Wednesday, November 27
- Students vs. Staff basketball game
- CRLS Read-A-Thon
- CRLS student participation in the budget planning process with a meeting planned tentatively for January 16.

3. Presentation of the Records for Approval:

- November 12, 2024 Special Meeting
- November 19, 2024, Regular Meeting

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

4. Reconsiderations: None

5. Unfinished Business/Calendar:

Late Order 2024 Superintendent Search Timeline

Joint Motion by Member Rojas and Member Rachel June 18, 2024

REVISED September 17, 2024

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

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

CPSD Superintendent Search 2024-2025

Timeline - By when to target making a job offer	Pros	Cons
By Dec 2024	<ul style="list-style-type: none"> - In line with Mass Association of School Committees (MASC) recommendation 	<ul style="list-style-type: none"> - Less time for community input and development of job description

	<ul style="list-style-type: none"> - Take advantage of larger pool of candidates 	
By April 2025	<ul style="list-style-type: none"> - Allow focus on starting school year well - Provide more time for community input and development of job description 	<ul style="list-style-type: none"> - Challenge of having a smaller pool of candidates
By Dec 2025	<ul style="list-style-type: none"> - Modified MASC recommendation - Take advantage of larger pool of candidates - Provide more time for community input and development of job description 	<ul style="list-style-type: none"> - Longer period for interim superintendent OR - Need for 2nd interim superintendent - Possible delays in hiring other leadership positions

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
- Mayor’s Communication re: Update on Plan of Work for Superintendent Search, September 17, 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.

October 1 – 15, 2023	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
October 15	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.
By November 19	Focus Groups will take place Search Committee will organize to prepare for screening of candidates, scheduling of interviews, and preparation of questions.
November 30, 2023	Deadline Set for Filing Applications (3:00 p.m. EST via mail, e-mail, fax or personal delivery to search coordinator)
Immediately After Deadline	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.
Week of December 10	School Committee receives report and recommended finalists. Interviews candidates, conducts site visits, and other due diligence steps are scheduled.
December 12-19, 2023	School Committee interviews finalists are completed. Site visits take place.
Mid-January, 2024	School Committee makes hiring decision.
July 1, 2024 or Sooner	Superintendent takes office <u>or before if so needed and negotiated.</u>

Timeline for Dr. Salim’s Hire

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

Timeline for Dr. Young’s Hire

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

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 26th 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's Communication re: Update Plan of Work for Superintendent Search, September 17, 2024

Re: Update to the School Committee On Plan of Work for Superintendent Search

Dear School Committee Colleagues,

As a follow up to our brief discussion during the September 10th School Committee meeting regarding the Committee's Plan of Work for the Superintendent Search, I want to propose the following recommendation as laying the groundwork for our next steps for moving forward:

1. Leave the current Late Order (#24-227) on the calendar as submitted on September 10, 2024 (see attached).
2. Bring together both the calendar included in Late Order #24-227 and the attached updated Superintendent Search Process DRAFT timeline for CPS document.
3. Identify a mutually agreed upon date in October for the Committee to engage in a Special Meeting specifically for the purpose of discussing the search process and inviting Mr. Glenn Koocher, Executive Director of the Massachusetts Association of School Committees, to be present at this meeting to serve as a resource for the discussion.

I look forward to discussing this matter with you at this evening’s School Committee meeting, and I thank you again for your shared commitment to this important work.

Superintendent Search Process DRAFT Timeline for CPS [Updated09/2024]

Phase	Suggested Time Allotment	Description of Suggested Events or Tasks
Planning Oct. 01- Oct. 31	3-4 Weeks	<ul style="list-style-type: none"> • SC reviews desired search process SC of • the Whole discusses items such as: <ul style="list-style-type: none"> ○ Short & long term district goals (district plan) ○ District strengths & challenges ○ Characteristics desired in the next Superintendent (creation of draft Leadership Profile & Selection Criteria document) ○ Stakeholder input process ○ Identify Search firm if desired
Engagement Nov. 01- Dec. 15	4-6 Weeks Suggested Job Offer Target 1 of 3 = Dec of 2024	<ul style="list-style-type: none"> • Search Firm: Gather stakeholder input through interviews, surveys & focus groups to build the leadership profile & selection criteria
Advertising Recruiting Reference Checking Dec. 16 - Jan. 31 (02/07)	6-8 Weeks	<ul style="list-style-type: none"> • Search Firm: Develop position posting using: <ul style="list-style-type: none"> ○ Input received from stakeholder groups ○ Description of CPS & the Cambridge community ○ Include key dates/timeline as determined by SC discussions • SC reviews & approves draft position posting • Search Firm: Seek candidates through job postings, advertisements and active recruitment • Search Firm: Conduct reference checks on all potential candidates • Search Firm: Conduct individual interviews with all potential candidates to be moved forward to the School Committee for consideration to interview. The SC created Leadership Profile should be used as part of this step.

<p>Selection</p> <p>Feb. 01 - Mar 15</p>	<p>4-6 Weeks</p>	<ul style="list-style-type: none"> • SC & Search Firm meet to review all applicants • SC: The CPS Leadership Profile & Selection Criteria documents are used to discuss candidates & determine best-qualified candidates <ul style="list-style-type: none"> ◦ SC: Confirms <u>Round #1 candidates</u> to interview • SC & Search Firm review the interview process & prepare interview questions • SC with support from Search Firm conducts Round #1 interviews • SC: Based on Round 1 interviews, finalist candidates are identified • SC with support from Search Firm conducts <u>interviews with Finalists</u> and site visits as appropriate • SC <u>selects Finalist</u> • Search Firm informs all candidates of outcome
<p>Transition</p> <p>Mar. 16 - Apr 18</p>	<p>3-4 Weeks</p> <p>Suggested Job Offer Target 2 of 3 = Apr of 2025</p>	<ul style="list-style-type: none"> • SC ensures all steps of a hiring validation process have been completed prior to official contract offer • Search Firm assists the School Committee with contract preparation • SC negotiates contract and announcement agreement with selected finalist • SC takes action at a regularly scheduled SC meeting to employ new Superintendent • Superintendent begins position 07-01-2025 • SC & Superintendent engage in a retreat to clarify vision, goals, priorities, roles/responsibilities, and other matters as appropriate.
	<p>Suggested Job Offer Target 3 of 3 = Dec of 2025</p>	

Member Rojas asked that **#24-227** be pulled from Unfinished Business/Calendar and placed on file.

On a motion by Member Rojas, seconded by Member Harding on the following roll call vote, **#24-227** was removed from Unfinished Business/Calendar and placed on file: Member Hudson, YEA; Member Rachel, YEA; Member Rojas, YEA; Member Weinstein, YEA; Vice Chair Hunter, YEA; Member Harding, YEA; Mayor Simmons, 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.

Mayor Simmons asked that **#24-241** be pulled from Unfinished Business/Calendar and placed on file.

On a motion by Mayor Simmons, seconded by Vice Chair Hunter on the following roll call vote, **#24-241** was removed from Unfinished Business/Calendar and placed on file: Member Hudson, YEA; Member Rachel, NAY; Member Rojas, NAY; Member Weinstein, NAY; Vice Chair Hunter, YEA; Member Harding, YEA; Mayor Simmons, YEA. (4-3)

#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.

Member Rojas asked that **#24-243** be pulled from Unfinished Business/Calendar and placed on file.

On a motion by Member Rojas, seconded by Member Harding on the following roll call vote, **#24-243** was removed from Unfinished Business/Calendar and placed on file: Member Hudson, YEA; Member Rachel, YEA; Member Rojas, YEA; Member Weinstein, YEA; Vice Chair Hunter, YEA; Member Harding, YEA; Mayor Simmons, 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.

On a motion by Member Hudson, seconded by Member Harding on the following roll call vote, **#24-245** was removed from Unfinished Business/Calendar and placed on file: Member Hudson, YEA; Member Rachel, YEA; Member Rojas, ABSENT; Member Weinstein, YEA; Vice Chair Hunter, YEA; Member Harding, YEA; Mayor Simmons, YEA.

#24-259 Tobin Montessori Preliminary Report – Member Hudson and Member Harding

WHEREAS: The Tobin Montessori School was recently recognized by the Massachusetts Department of Elementary and Secondary Education and by the Cambridge Public Schools Superintendent for its high student achievement;

WHEREAS: The Tobin Montessori School is leading the way within the Cambridge Public School District, delivering clear, measurable progress in narrowing gaps in achievement between students with different backgrounds – an issue that the District has long stated is its most important; and

WHEREAS: The School Committee went on record a year ago supporting the expansion of the and directed the Superintendent to “...provide a report and recommendation to the committee a plan of action for the possible next steps...”; and

WHEREAS: No report nor recommendation was ever made; now therefore be it

RESOLVED: That the School Committee request that the Superintendent provide a preliminary report on the feasibility of making this change, and a recommendation from the Superintendent as to whether next steps are warranted and what those next steps would be, no later than December 31, 2024 (with the definition of preliminary to be determined by the Superintendent). Tobin Montessori program (specifically, “...to explore the recommendation of the American Montessori Association Accreditation team to extend the Tobin Montessori Upper Elementary Program to three years...”) and referred the matter to the Superintendent “...for further review of the recommendations from the Accreditation team to explore implications of such a change including but not limited to the budget impact, upper school enrollment, and feeder patterns...”

On a motion by Member Harding, seconded by Member Hudson on the following roll call vote, **#24-249** remained on Unfinished Business/Calendar. Member Hudson, YEA; Member Rachel, YEA; Member Rojas, YEA; Member Weinstein, YEA; Vice Chair Hunter, YEA; Member Harding, YEA; Mayor Simmons, YEA.

#24-285 Public Comment Uniform 3-minute Time Limit – Mayor Simmons and Vice Chair Hunter

WHEREAS: The School Committee recognizes the importance of fairness and equality in its rules and practices, particularly regarding public comment procedures; and

WHEREAS: The School Committee Governance Subcommittee has determined that establishing a consistent time limit for all speakers in public comment would support equitable participation across all individuals; and

WHEREAS: A standard time limit of three (3) minutes for public comment was discussed and recommended by the School Committee Governance Subcommittee, ensuring that no individuals receive preferential time allowances; now therefore be it

RESOLVED: That the School Committee formally adopts a standard time limit of three (3) minutes for all individuals participating in public comment; and be it further

RESOLVED: That the School Committee Rules be amended to reflect this three-minute time limit standard, specifying that these rules shall apply uniformly to all individuals to ensure equal opportunity for community members to share their perspectives in public meetings.

A lengthy discussion followed **#24-285**. Members expressed varying views with the following topics discussed:

- The advice of CPSD legal counsel that all speakers should receive equal time for public comment
- The importance of allowing ample time to hear the perspectives of faculty

- Additional opportunities to interact and hear from the CEA and faculty members
- Allowing for additional public comment time at the end of School Committee meetings
- The motion's impact on the School Committee rules as they are currently written
- The concern that the Committee was devoting too much time to this issue

During the conversation **Member Rojas** put forth a motion to refer **#24-285** to the Governance Subcommittee to come up with creative ways to address the communications issue with the CEA and faculty. The motion was seconded by **Member Weinstein**, but was not put forth for a roll call vote.

The conversation continued with several members expressing concern that the issue would continue to be debated at future meetings.

On a Motion Member Rojas seconded by Mayor Simmons, Member Rojas' motion to refer **#24-285** to the Governance Subcommittee was retracted on the following roll call vote: Member Hudson, YEA; Member Rachel, YEA; Member Rojas, ABSENT; Member Weinstein, YEA; Vice Chair Hunter, YEA; Member Harding, YEA; Mayor Simmons, YEA.

The conversation resumed. Responding to a question from **Member Weinstein**, **Mayor Simmons** highlighted how the intention of this motion was independent from previous conversations underscoring the need to outline in the School Committee rules public comment time limits as they relate to the number of registrants.

On a motion by Vice Chair Hunter, seconded by Member Hudson on the following roll call vote, **#24-285** was adopted: Member Hudson, YEA; Member Rachel, NAY; Member Rojas, NAY; Member Weinstein, NAY; Vice Chair Hunter, YEA; Member Harding, YEA; Mayor Simmons, YEA. (4-3)

Late Order – Reaffirming CPSD as a Welcoming Community – Member Rachel, Member Rojas and Mayor Simmons

WHEREAS: [Cambridge has been a Sanctuary City](#) since 1985, and we have reaffirmed our commitment to remain so as recently as 2016; and

WHEREAS: The Cambridge School Committee wholeheartedly embraces its commitment to creating and maintaining a safe and welcoming environment for all Cambridge Public Schools (CPS) students, staff, and families; and

WHEREAS: CPS policies including but not limited to [JB - EQUAL EDUCATIONAL OPPORTUNITIES](#), [GBA - EQUAL EMPLOYMENT OPPORTUNITY](#), [IB - ACADEMIC FREEDOM](#), [JICFA-E-1 - NON-TOLERANCE OF HATE CRIMES](#), [JKD - FREEDOM OF RELIGION](#) express the Committee and district's commitment to prohibit unlawful discrimination, harassment and retaliation on the basis of sexual orientation, gender or sex, gender identity, race or ethnicity, ethnic group identification, ancestry, nationality, national origin, religion, color, mental or physical disability, age, immigration status, marital status, registered domestic partner status, genetic information, political belief or affiliation, military status, or on the basis of a person's association with a person or group with one or more of these actual or perceived characteristics in the educational programs or activities the district operates; and

WHEREAS: All CPS staff and students are entitled to their First Amendment right to free speech, but harassment, discrimination, and bias-based harm have no place in CPS school communities and will not be tolerated; and

WHEREAS: Students deserve a safe and supportive space to learn, reflect, and develop critical thinking skills. CPS encourages educator engagement with students to discuss difficult, controversial, or emotionally charged topics in a safe and productive manner. In doing so, CPS provides guidance and resources for supporting, managing, and reflecting on student civil discourse, civic learning, and civic engagement. This includes recognizing the factors that have shaped perspectives, including life experience, family, culture, and identity. The purpose is to provide space where young people generate questions, explore their curiosities, strengthen their civic skills, and analyze aspects of our society and government; and

WHEREAS: CPS' students, staff and their families originate from many different countries, and may have received temporary legal status under Deferred Action for Childhood Arrivals (DACA), may be undocumented, and/or may live in mixed status households; and

WHEREAS: CPS reflects the diverse population of the world, which the district celebrates in many ways through students' daily experiences; and

WHEREAS: CPS is committed to ensuring students have access to a high-quality, well-rounded, rigorous, and joyful education. To achieve this, CPS continuously works to ensure that students see themselves reflected in the curriculum by incorporating LGBTQIA+, disabled, Black, Indigenous, Latinx, Asian, and other historical figures into its lessons; now therefore be it

RESOLVED THAT:

1. CPS will work alongside its partners and immigration advocates to [provide training and support for students, staff and their families on immigrant rights](#), understanding various legal statuses, and the overall health and well-being of those affected.
2. CPS will provide multi-language resources for its students, staff, and their families in partnership with the City on legal assistance, immigrant rights, mental health care, and public safety.
3. CPS will include in any legislative agenda advocacy at the state and federal levels for Deferred Action for Childhood Arrivals, Temporary Protective Status, and Refugee Settlement Programs, as well as oppose any legislation for the creation of a Muslim registry system or eroding civil rights protections upon our communities.
4. CPS schools will always welcome all students, staff and their families regardless of legal status.
5. CPS will not provide assistance to the U.S. Immigration and Customs Enforcement (ICE) in the enforcement of federal civil immigration law. Therefore, ICE will not be permitted access to CPS facilities or personnel except in the rare instances in which CPS is provided with a criminal warrant.
6. CPS will continue to honor changes in names and/or pronouns that students and families have requested, and will welcome individuals to use facilities that match their gender identities.
7. CPS will continue to teach about sexual and reproductive health, consistent with policies including [IHAM-1 - PARENT/GUARDIAN/CAREGIVER NOTIFICATION RELATIVE TO SEX EDUCATION](#)
8. ~~The Mayor, Superintendent, and School Committee Members~~ will publicly defend these values as circumstances warrant.

A lengthy discussion ensued regarding the **Late Order**.

Member Rachel asked for the following amendment on 8. of the Resolved: to remove "Mayor" and "and School Committee Members".

On a motion by Member Rachel, seconded by Member Hudson on the following roll call vote, the **Late Order** was amended: Member Hudson, YEA; Member Rachel, YEA; Member Rojas, YEA; Member Weinstein, YEA; Vice Chair Hunter, YEA; Member Harding, YEA; Mayor Simmons, YEA.

The group discussed the district's role as it relates to local, state and federal law enforcement agencies. **Member Hudson** expressed her concern regarding the following text of the motion:

3. CPS will include in any legislative agenda advocacy at the state and federal levels for Deferred Action for Childhood Arrivals, Temporary Protective Status, and Refugee Settlement Programs, as well as oppose any legislation for the creation of a Muslim registry system or eroding civil rights protections upon our communities.

On a motion by Member Rachel, seconded by Member Weinstein on the following roll call vote, the **Late Order** was accepted as amended: Member Hudson, PRESENT; Member Rachel, YEA; Member Rojas, YEA; Member Weinstein, YEA; Vice Chair Hunter, YEA; Member Harding, YEA; Mayor Simmons, YEA.

6. Awaiting Reports: None

7. 7a. Superintendent's Update:

Update on pending matters and highlight various initiatives taking place across CPS school communities to advance the district strategic priorities for the 2024 -2025 school year.

Mr. Murphy opened his remarks by introducing Jackie Piques as the new Director of Communications. He shared professional highlights of her previous roles with the cities of Somerville and Medford. Ms. Piques gave brief remarks. Mr. Murphy gave a brief overview of the upcoming budget process and community engagement opportunities.

7b. Presentations:

Following the previous three presentations focused on district and school-based performance data, the district administration will present information related to the systemic structures, practices and variables contributing to the environment in which all CPS schools function, including but not limited to the district's policies, enrollment trajectory and facilities' operations. The presentation will also further distinguish between the two schools profiled at the November 19th meeting of the School Committee, the Kennedy Longfellow School and the Fletcher Maynard Academy, to examine why different strategies should be employed to support the students currently assigned to these respective schools as well as others across the Cambridge Public Schools

David Murphy, Interim Superintendent of Schools
Dr. Heather Francis, Executive Director of Academics
Dr. Michelle Madera, Asst. Superintendent of Elementary Education

Mr. Murphy, Dr. Francis and Dr. Madera gave the following presentation which can be found on this [website](#).

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

- Repeatedly revisiting the core question: "What problem are we trying to solve?"
- Recognizing that while administrators are using MCAS and i-Ready data, this only tells part of the story.
- Highlighting Cambridge's resources and its commitment to achieve equity and oppo
- Acknowledging the significant impact of systemic factors on educational outcomes.
- Strategically maximizing the number of high-performing seats across the district.
- Recognizing the implications of the McKinney-Vento Homeless Education Act.
- Evaluating the effects of the Controlled Choice Policy on achieving balanced school assignments.
- Emphasizing the importance of making timely decisions before the school assignment process begins.
- Appreciating the dedication and efforts of professionals at both Kennedy-Longfellow and Fletcher Maynard Academy.
- Acting with both intentionality and urgency to resolve pressing challenges.
- Under enrollment issues at Kennedy-Longfellow.
- Prioritizing the retention of qualified staff across the district.
- Engaging the East Cambridge community in meaningful dialogue.
- Developing leadership recommendations that provide Kennedy-Longfellow students with opportunities to attend schools that position them for success.

7c. CPS District Plan: None

7d. Consent Agenda:

On a motion by Vice Chair Hunter seconded by Member Rachel the items **#24-289, #24-290, #24-291** and **#24-292** were adopted on the following roll call vote: Member Hudson, YEA; Member Rachel, YEA; Member Rojas, YEA; Member Weinstein, YEA; Vice Chair Hunter, YEA; Member Harding, YEA; Mayor Simmons, YEA.

#24-289 Recommendation: Approval of Revisions to the Food Service Policy (Second Reading) be adopted as follows: That the School Committee approve the revisions to the Food Service policy as detailed in the [attached document](#). (Second Reading)

#24-290 Recommendation: Contract Award: 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:	2	\$281,037.41
Residential Program Contracts:	1	\$106,710.24
45 Day Program Contracts:	1	<u>\$34,428.15</u>
Total	4	\$422,175.80

#24-291 Recommendation: Gifts/Miscellaneous Receipts be adopted as follows: that the School Committee accept and approve the following donations as described:

DONATION - \$2,000 from the Society for Science to support the CRLS Science Department. A CRLS senior won one of the Society's "Regeneration Science Talent Search" awards, including their own monetary prize. The high schools of all prize winners receive matching donations as part of the program. The donation will support instructional materials and other science department activities at CRLS.

#24-292 Recommendation: Grant Award: FY25 Municipal Local Cybersecurity Grant STATE MATCH (SC25862) be adopted as follows: that the School Committee accept and approve the grant award below in the amount and for the period indicated:

FY25 Municipal Local Cybersecurity Grant – STATE MATCH (SC25862) State in the amount of \$9,411.11 for the period of December 9, 2024 to June 30, 2025..

8. Non-Consent Agenda

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

#24-293 November 14, 2024, Buildings and Grounds Subcommittee Report

Member Rojas gave brief highlights of the Buildings & Grounds subcommittee meeting.

On a motion by Member Rojas seconded by Vice Chair Hunter the following roll call vote, **#24-293** was accepted as presented: Member Hudson, YEA; Member Rachel, YEA; Member Rojas, YEA; Member Weinstein, YEA; Vice Chair Hunter, YEA; Member Harding, YEA; Mayor Simmons, YEA.

#24-294 Teacher Evaluation System Roundtable – Member Harding

WHEREAS: Cambridge Public Schools and the School Committee value our educators and are committed to supporting their professional growth and enhancing the learning experiences of our students; and

WHEREAS: Significant information regarding the current teacher evaluation system was presented at the Curriculum and Achievement Subcommittee Meeting on October 23, 2024; and

WHEREAS: It is essential to share this information more broadly with the Committee and the community to foster a meaningful, substantive discussion; now therefore be it

RESOLVED: That the administration, in collaboration with the Executive Secretary of the School Committee, schedule a roundtable discussion by March 1, 2024, to provide an overview of the current teacher evaluation system.

A brief discussion followed **#24-294**.

Member Harding highlighted the most recent topic of the Curriculum & Achievement Subcommittee discussion with Dr. Leith as the catalyst for this motion. He believes the topic warrants a bigger discussion.

Member Hudson offered an amendment to the last Resolved to include the bolded text below:

RESOLVED: That the administration, in collaboration with the Executive Secretary of the School Committee, schedule a roundtable discussion by March 1, 2024, to provide an overview of the current teacher, **paraprofessional and administrator** evaluation system.

On a motion by Member Hudson seconded by Member Harding the following roll call vote, **#24-294** was amended: Member Hudson, YEA; Member Rachel, YEA; Member Rojas, YEA; Member Weinstein, YEA; Vice Chair Hunter, YEA; Member Harding, YEA; Mayor Simmons, YEA.

The meeting time reached 10:00 p.m.

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

Mayor Simmons offered an amendment to the last Resolved to include:

RESOLVED: That the **Superintendent and the Chair of the School Committee** ~~administration, in collaboration with the Executive Secretary of the School Committee,~~ schedule a roundtable discussion by March 1, 2024, to provide an overview of the current teacher, **paraprofessional and administrator** evaluation system.

On a motion by Member Harding seconded by Vice Chair Hunter on the following roll call vote, **#24-294** was amended: Member Hudson, YEA; Member Rachel, YEA; Member Rojas, YEA; Member Weinstein, YEA; Vice Chair Hunter, YEA; Member Harding, YEA; Mayor Simmons, YEA.

On a motion by Member Rachel seconded by Vice Chair Hudson on the following roll call vote, **#24-294** was adopted as amended: Member Hudson, YEA; Member Rachel, YEA; Member Rojas, YEA; Member Weinstein, YEA; Vice Chair Hunter, YEA; Member Harding, YEA; Mayor Simmons, YEA.

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

11. **Announcements:**

Mayor Simmons

- City Manager's Holiday Breakfast – Tuesday, December 10 at 9:00 am at the Citywide Senior Center.

12. **Late Orders:** None

13. **Communications from City Officers:** None

Email communications:

- Bryan Doran
- Tina Lieu
- Piotr Mitros
- Dan Monahan
- Missy Page

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

Attest:



Katherine Christo
Executive Secretary to the School Committee