

Graham and Parks School

Cambridge Public Schools JK-5

Steering Committee

11 February 2021

7:00 – 8:00 pm

Steering Committee Meeting Norms

- Be punctual & prepared
- Avoid side bar conversations
- Be mindful of air time
- Assume positive intentions

Committee members in attendance:

Administrative Appointees:

Tony Byers - Principal
Claudie Jean-Baptiste - Assistant Principal
Lauren Morse - Family Liaison
Jodi Rich - Community Representative

Teacher Representatives:

Erin Garcia -
Katie Lynch - Co-Chair
Melissa Mihos -

Parent Representatives ([bios here](#)):

Kris Dickson - Co-Chair
Christian Henry - Secretary
Xing Tian
Jessica Britton - Hiring Committee
Representative

Other Attendees:

Lindsey Encinas
Jackie Kehoe
Pete Mellor
Arrin Katz
Midred Gideon
Ena Valenzuela
Jordana

Not in attendance:

Karima Cherguaoui
Mary Gallagher
Shaundraya Elder

Meeting Convened | 7:02 pm

1. Introductions | 7:02 pm
2. Principal's Report | 7:03 pm
 - a. *Staffing/Professional Development Updates*

Efforts to bring 4th and 5th grade students back into the building have prompted the school to seek lunch aides and paraprofessionals, and interviews continue for those openings.

b. Facilities Update

22 of 23 classrooms have adequate forced ventilation at the moment, and maintenance on the final classroom will happen over the upcoming school break. Ceiling leak is being repaired. Electrical work to prepare for solar panel installation. Furniture is being moved around the building to prepare for in-person learning. A 30'x30' tent is due to be added to the school's central courtyard. A school-wide phone system replacement project is underway.

c. In-person & remote learning update

4th and 5th grades are being brought back into the school starting March 1st, 2021. The remote/in-person counts are 21/21 for 4th grade students and 16/19 for 5th grade

students. Every family's choice has been accommodated, in part because some 4th grade families who had originally expressed a preference for in-person learning opted to stay remote. Other logistical considerations mainly aim to minimize disruptions to existing in-person classrooms.

In 4th grade, students were re-rostered so students would have access to a teacher focused only on teaching in that mode. In 5th grades, both teachers and both paraprofessionals remain at home, and students are not being re-rostered. An extended term substitute works with the children in a 'remote from school' model.

Not yet fully worked out are all of the scheduling and space considerations around snack and lunchtime for distancing. Physical education classes will be held exclusively outdoors. Music class will be offered only on Wednesdays, which are remote days for everyone.

3. Family Engagement Update | 7:15pm

G&P's anti-racism work continues for staff with Melinda Barbosa, using a cycle of Liberation model. Melinda is preparing to lead sessions on March 2 and March 23 for families to work on building a sense of belonging and inclusion. A Mind-Matters curriculum will be launched on zoom for parents and children. The Season of Giving was supported so generously by G&P families, and there have been gift cards available continuously the last 2 months for families going through a hard time.

Cambridge has a quarantine program run by "Food for Free" to help those isolating with food needs.

Family & Staff Anti-Racist Discussion Group has had 3 sessions so far on the 1st Thursday of each month to discuss Ibram Kendi's book [How to Be An Antiracist](#). All Graham & Parks family and staff are welcome.

The Equity Committee is planning a set of Black History Month programming that will engage both in-person and remote students with book readings about social justice leaders recorded by school leaders. A youth founder of true-to-life crayon colors for all skin colors called Modern Peach will speak as a capstone speaker for Black History Month.

4. G&P Budget planning collaborative exercise | 7:27pm

In a normal year, about 80% of the district's budget is allocated to salaries and is considered to be non-discretionary spending. In 2020-2021 an additional \$9m is the estimated spend related to COVID, and it's likely a similar amount will be required to meet those extra-ordinary COVID related budget needs in 2021-2022. For budgeting purposes Cambridge Public Schools assumes all (or largely all) students have access to in-person learning starting in fall 2021.

To inform district-level decision-making around the 'discretionary' component of the budget, the Steering Committee asked itself: What priorities will emerge during the 'recovery' process of bringing learning from the current stance into a mode adapted for the needs we anticipate for 2021-2022?

After meeting in small breakout groups for 10 minutes, teams reported their discussions regarding how to best allocate funding toward the following topics, questions, or considerations:

- Measure and meet the anticipated excess mental health and well-being needs of students and teachers
 - Allocate funding for additional salaried and contract social worker, guidance counselor, and teacher mentor time, as well as art and music therapy programming
 - Increasing social work hours and staffing to invest in training for teachers, prioritizing SEL curriculum rollout in the school's calendar planning, as well as the Student Support Team meetings, and more comprehensive RTI academic and social-emotional discussions about the whole school population.
 - Anticipate and adjust for 'screen-time' addiction-type barriers to engaging in social and academic activities
 - Provide funding and programming for student snacks during school
- Address the ongoing community needs
 - Family liaisons are not funded as full-time positions across the district. Allocate funding to uniformly bring those positions to 100% provisioned.
 - Increase funding for translation of family communications to other languages.
 - Expand out-of-school services to include summer and 1:1 programming
 - Provide scholarships for students to attend summer camps.
- Measure and meet the academic needs of students
 - Provide additional academic interventions for reading and math
 - Additional tutoring and amendments should be provided to help with student evaluations and assessments
 - Online learning resource subscriptions for Cambridge should continue, even if remote learning is less.
- Meet the health, safety, and security needs within the school community
 - Provide funding for vaccine adoption public health campaigns
 - Design and promote outdoor activities and after-school programming to allow student socialization between Dragonfly and Linnaean Community Schools
 - Anticipate and arrange modified or alternative field trip experiences

Meeting Adjourned 8:02 pm

This meeting is an open public meeting. Please join us at 7pm on the 2nd Thursday of each month, exclusively by zoom until further notice.