

The Regular Meeting of the Brockton School Committee was held this evening in the Theater of the Dr. William H. Arnone School, at seven o'clock. These minutes contain a summary of the meeting and list items that were under discussion.

Present: Mr. Minichiello, Vice-Chair; Mr. Henningson, Mr. Jordan, Mrs. Joyce, Mr. Robinson, Mrs. Sullivan, Mrs. Wilson, Mrs. Smith, Secretary

Absent: Mayor Carpenter

Vice Chair Minichiello called the meeting to order at 7:00 p.m., followed by a salute to the flag. He announced that the Mayor was travelling outside of the country.

Consent Agenda

Mr. Minichiello explained the purpose of the Consent Agenda and asked Committee members whether there were any list items they wanted to remove for discussion; Mr. Minichiello removed Enclosures 2, 3, 4, and 5.

Mr. Jordan moved the Superintendent's recommendation to approve the following items on the Consent Agenda:

- *Minutes of November 17, 2015 Regular School Committee Meeting*
- *Notification of Personnel Actions: Resignations, Leaves of Absence, Retirements*

Voted: to adopt the recommendation, unanimous.

Mr. Minichiello said he wanted to acknowledge each scholarship and donation and personally express his gratitude for the generosity shown toward the schools.

Mr. Minichiello announced the Joseph and Julia Miglin Charitable Scholarship Trust 2015 is offering three (3) scholarships at \$4,000 each.

Mr. Robinson moved to approve the scholarship, the vote was unanimous.

Mr. Minichiello announced the Charles G. Moore Memorial Scholarship is offering an annual \$500 scholarship.

Mr. Robinson moved to approve the scholarship, the vote was unanimous.

Mr. Minichiello announced the Michael P. Healy Memorial Scholarship, which is offering an annual scholarship of \$500. The Superintendent spoke fondly of former School Committee member Michael Healy and said School Committee is pleased to be able to remember him in this way.

Mrs. Joyce moved to approve the scholarship; the vote was unanimous.

Mr. Minichiello announced that the Masonic Lodge Angel Fund has donated ten (10) laptops to the Hancock School.

Mrs. Wilson moved to accept the donation; the vote was unanimous.

Superintendent's Report

The Superintendent invited Student Representative Gavin Rocha to give a report. She said she had the honor of meeting with members of the junior class last month and was very impressed. Mr. Rocha thanked the Mayor and School Committee for attending the National Honor Society ceremony, he reported the following: The Roundup page in the Enterprise features Brockton High School every Thursday; DECA, along with the junior class, donated 48 food baskets to needy families for Thanksgiving; the Drama Club will present Neil Simon's "Fools" in the Little Theatre, December 4, 5 and 6, winter sports tryouts began this week, the holiday concert will be held December 15 and 16.

Brookfield School Presentation

Principal Valerie Brower gave a power point presentation of the Brookfield School, she highlighted changes to the school and how staff is working to foster a positive school climate. The Brookfield School now includes a dental care program and Breakfast in the Classroom. Mrs. Brower spoke highly of the "Choose to be Nice" program implemented earlier this year and the impact this has had on the school and the surrounding community.

Following the presentation, Mr. Robinson commented that he appreciates how deliberate the school has been with implementing programs that address the whole child, he said he believes the Brookfield School is one of the best examples in the district.

DESE Visit

The Superintendent reported that Senior Associate Commissioner Russell Johnston, Associate Commissioner Lise Zeig, and District Liaison Eve Bassett were in Brockton for a scheduled site visit on Monday, she was able to take part in a conference call debrief after the visit, during which they had very honest conversations including about MCAS, equity in education, finance and budgeting and curriculum. She said PARCC scores are embargoed until the week of December 7th and she is planning a subcommittee meeting to share these with school committee after that date. The Superintendent invited Dr. Ethan Cancell and Mrs. Elizabeth Barry to update School Committee on PARCC and the DESE site visit. She said that Brockton will need to make a decision by December 18th whether we will expand or contract the number of schools taking the PARCC online. Brockton is already committed to the PARCC test for 2016.

Dr. Cancell shared a "PARCC Decision Timeline" power point showing key state board decisions. He said the next generation MCAS will be administered in the Spring of 2017.

Other key decisions:

- State will commit to statewide computer testing by spring of 2019
- There will be one single test in 2017, all districts will be held harmless that year
- Districts that took PARCC in 2015 or 2016 will be held harmless (this is new)
- MCAS remains the competency determination for high school until phased out
- History and Social Science will be included

Mrs. Barry added that there may be an extension to the December 18th deadline. She said she is meeting with principals tomorrow and this will be part of the discussion; the Superintendent will bring recommendations to school committee for a decision.

With respect to the DESE site visit, Mrs. Barry said the Ashfield School was chosen to allow the DESE to hear from schools that took the online test and what they had learned from it. They visited the Raymond School to see the Extended Learning Time (ELT) program, online testing was also discussed there. Mrs. Barry said she was pleased with the

honest discussions: DESE stated it was clear to them that the schools had made appropriate curricular shifts to prepare, teachers expressed a level of frustration about student lack of access to technology, there was discussion about the developmental readiness of younger students taking an online test. Mrs. Barry felt DESE was very attentive to what was being said. She said it will be the district's task to decide how to continue to get schools and teachers ready, down to kindergarten, for online testing.

Dr. Cancell said it is worth noting the relationship Brockton has with the State and the great respect DESE has for the Brockton school district.

Mrs. Joyce asked whether Dr. Cancell had concerns about MCAS as the high-stakes test while lower grades are moving to a different assessment; Dr. Cancell responded that the new high-stakes test will be phased in. Mrs. Joyce also felt that with the December 18th decision, it doesn't seem logical that we would expand the number of schools because we don't have the proper technology; Mrs. Barry responded that at this point in time it makes sense not to expand, it is still important to get technology into the schools for reasons other than testing purposes.

Mr. Robinson asked whether Brockton PARCC fellows will still be able to be involved in the new test planning; Dr. Cancell responded "yes". Mr. Robinson asked whether being "held harmless" is beneficial, Dr. Cancell explained that it is good and bad: held harmless means you can't go down, you can only improve, however; you are not held harmless on ranking. Mr. Robinson suggested that this held harmless period may be a good time to take the focus off of what level we are, and focus on getting better. Mr. Jordan asked whether state officials recognize the level of technology that is available in the classrooms; Mrs. Barry responded "yes", that was made very clear and this is a topic that is being discussed in many other districts as well. Mr. Jordan said there is also a parent piece to this that will need attention. The Superintendent agreed there is a lot of work ahead.

Strategic Plan Update

Mrs. Barry gave a brief update on the Strategic Plan. She reported several strategy teams continue to meet to focus on different areas within the plan. Coding of the professional development activities to align with the plan has been very helpful; student outcome measures, which determine whether the plan is successful and force the district to keep students in the forefront, are being revisited and revised to ensure that student outcomes continue to be the focus of the plan. Goal leads are reviewing school improvement plans to ensure that school-based initiatives fit in with district plans, as well as looking at how the district is supporting the schools.

The Superintendent reminded everyone that the hearing for the New Heights Charter School is Thursday, December 3rd, at Massasoit Conference Center, from 4 – 6 p.m. She has prepared her testimony and invited parents, community members and staff to attend. She said Taunton and Randolph are involved and are expected to testify as well, both are against the charter school. Mr. Minichiello advised that because there are three districts involved, Brockton may not have as much time to speak as last year and he asked that any school committee members who wish to speak get in touch with him and arrive early.

The Superintendent was pleased to attend the following: the South Shore Conservatory Community Partnership Award ceremony in which Brockton received the award for its involvement in the ImagineARTS programs at the Barrett Russell and Gilmore schools; the National Honor Society Induction ceremony and the John and Abigail Adams

scholarship award assembly. She commended John Merian for the fabulous holiday parade, in spite of the rain. She thanked Michele Bolton for all of her hard work on the parade, congratulated students and families, and said she was pleased to see that Bill McGauley was the Grand Marshall.

Items to Refer To Subcommittee

The Superintendent confirmed that on Tuesday, December 8th, two subcommittee meetings are scheduled—Superintendent's Contract at 6 p.m., Curriculum at 6:30 p.m., at the Arnone School. The Superintendent said this should wrap up items for the year.

New Business

Ratification of MOAs with School Police

Mrs. Joyce said settling these contracts was a long process, both sides agreed to a break until the BEA contract was settled. She said negotiations went very well, it is a fair and equitable contract, and commented that school police officers do a great job for our district. Mrs. Joyce thanked Mrs. Wilson and Mr. Jordan and said she is pleased to have settled before the new school committee comes on board. She clarified there are two MOAs because, by law, the contract cannot be longer than three years.

Mrs. Joyce moved to ratify the MOA between the Brockton School Committee and the International Brotherhood of Police Officers, Local 566, for the period of July 1, 2014 through June 30, 2015.

Voted: to approve the motion, unanimous.

Mrs. Joyce moved to ratify the MOA between the Brockton School Committee and the International Brotherhood of Police Officers, Local 566, for the period of July 1, 2015 through June 30, 2018.

Voted: to approve the motion, unanimous.

Superintendent's Evaluation

Mr. Minichiello first thanked members for their input and diligence in completing the evaluation form. He said overall, the Superintendent did very well, scoring proficient on the majority of items and exemplary on some. He shared some of the comments from the evaluation.

Mr. Minichiello said that committee members all agreed the Superintendent has dealt with many challenges stemming from budget issues, he said the comments stating she has "done more with less", and that her "work ethic is most notable" sum it up. Mr. Minichiello opened the floor for member comments.

Mrs. Joyce said that the consistency in the scores shows agreement across the board, that the Superintendent has been consistent in meeting goals. She said the evaluation itself was challenging and got in the way, but hopefully going forward that will be taken care of. Mr. Minichiello agreed, he said the evaluation tool that was used prior to the state mandates was much easier. He said it was also difficult to fit the scoring to a contract that was negotiated almost three years ago. Mr. Jordan said that overall, he felt the tool was awkward. He added that this past year some unusual situations occurred, and taking those on successfully showed the level of professionalism in the district. Mr. Minichiello agreed, saying the evaluation shows overwhelming agreement in support of the Superintendent and the job she is doing. He thanked Michelle Connors and Carrie Copp, Ed Eval Specialists, for their assistance.

Mr. Minichiello said the next piece would be translating this into a score that would fit into the contract. He thanked Mr. Petronio for his assistance with calculations, taking "A", and producing "B", working with a 4-tiered contract and a 5-tiered state rubric. He said the bulk of the scores from the evaluation fit within "proficient", bringing the average score to 2.25 which translated to a 2.25% adjustment to compensation.

The Superintendent thanked the committee for allowing her to do her job. She recognized the hard work the school committee has done, including settling seven contracts, she acknowledged the support of her Executive Team and the BEA.

Mr. Minichiello moved to accept the end of year summative evaluation of the Superintendent together with the corresponding 2.25% contract increase.

Voted: to approve the motion, unanimous.

Jingle Bell Run - Mr. Minichiello announced the Jingle Bell Run will be held Saturday starting at Massasoit Conference Center, registration is at 12 noon the race starts at 1 p.m.

Seeing no further New Business, Mr. Minichiello announced that the Committee would now go into Executive Session according to MGL Chapter 30A, Section 21(7), to discuss the Extended Day Investigation Report, in relation to the district's compliance with applicable laws.

Mr. Robinson moved that the School Committee go into Executive Session for said purpose.

Mr. Minichiello asked for a Roll Call vote:

Mr. Henningson – yes Mrs. Joyce – yes Mr. Robinson – yes
Mr. Jordan – yes Mr. Minichiello – yes Mrs. Sullivan – yes
Mrs. Wilson – yes

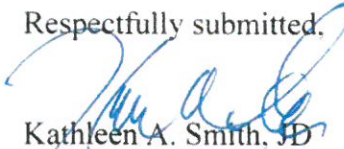
Voted, to go into Executive Session, unanimous.

Mr. Minichiello announced that there would be no further business after the Executive Session except to return to adjourn the School Committee meeting. School Committee left the room at 8:58 p.m. to meet in the conference room.

School Committee returned to the theater at 9:47 p.m.; Mr. Minichiello reopened the meeting and called for a motion to adjourn.

The meeting adjourned at 9:47 p.m.

Respectfully submitted,


Kathleen A. Smith, JD
Secretary

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