

Brockton, Massachusetts School Committee Retreat August 8, 2012

A Retreat of the Brockton School Committee was held on August 8, 2012, in the Community Room of the Mary E. Baker School, at 5:30 p.m.

Present: Mayor Balzotti, Chair; Mr. Minichiello, Vice-Chair; Mr. Robinson; Mr. Donegan; Mrs. Joyce; Mr. Carpenter; Mr. Sullivan; Dr. Malone, Secretary

Absent: Mr. Healy

Note: These minutes contain a summary of the meeting and list items that were under discussion.

Mayor Balzotti called the meeting to order at 6:11 p.m., and called upon Dr. Malone to lead the discussion.

2012-2013 Educator Evaluation Process and BPS-SC Strategic Goals

Dr. Malone explained to Committee members that it is the state's new evaluation system, adopted this past year, that sets the System's goals, which include Goal #1 as the student learning goal re. reading, writing and math. "*The School Committee's work,*" he said, "*is to hold the Superintendent accountable.*" Dr. Malone said that collective bargaining re. the evaluation system is scheduled on August 9th. The state wants three types of goals which have been named in Dr. Malone's August 8th memorandum to Committee members: 1) To improve student learning; 2) To improve professional practice; and, 3) District improvement.

Mr. Minichiello suggested that the focus should be on the elementary schools and defining what is needed. Mr. Jerome then called the Committee's attention to the action steps listed for Goal #1 and explained what the teachers would be provided in the first month to begin the achievement of the goal. Still discussing his concern for math, Mr. Minichiello asked why it had not yet been listed as a *strategic* goal, and Dr. Malone responded.

Dr. Malone said that the new regulations require goals, action steps and benchmarks. "*We need to adopt the goals, move on the goals, conduct a mid-cycle review and a final review,*" he said. He then reviewed for the Committee each of the goals and their corresponding key actions and benchmarks/metrics.

Mrs. Joyce inquired about the spring MCAS, asking if it contained questions on the common core. Mr. Jerome said, "*Yes,*" and said that the state provided guidance; the System has a year of planning to get something in place, and referred to PARCC (Partnership for Assessment of Readiness for College and Careers/ a bridge between the Common Core State Standards and the PARCC assessments); "*Fifty percent will be new standards,*" he said. Mr. Jerome discussed what is happening (in math) at the elementary level and said the System can be core-specific in the key actions of the goal.

Mr. Minichiello expressed the need for continuity in the classrooms, saying that the goals need to be spelled out so that achievement of the goals can be seen. He provided a hypothetical situation, involving a middle school student who was transferred to another school at the same level, asking if the place in instruction (in a science class) would be the same at the receiving school. He said that the System needs consistency in the curriculum.

Dr. Malone said that he needs the Committee to support his request for the *math/science department head* position.

Mr. Jerome briefly discussed alignment in the schools, and described the use of the *Discovery NetBook*, costing the system only \$80,000; the *Netbook* is used system wide. Mr. Jerome said that the System has exceeded the RttT requirements. Mr. Jerome and Dr. Malone invited School Committee members to visit the schools and observe.

Committee members expressed concern about the following topics:

- having a specific goal for the elementary math scores (Mr. Carpenter)
- professional development and how it is administered (Mr. Robinson)
- keeping students at the preschool level longer/finding an intervention focus for younger groups (Mrs. Joyce)
- the charter school proposal/closing the gap (Mr. Donegan)
- establishing common planning time at the elementary level (Mr. Minichiello)
- male students' vs. female students' performance (Mrs. Joyce)
- low numbers of male teachers (Mr. Donegan)
- roadways at the Kennedy School (Mr. Robinson)
- taking a look at the funding for weekend school police security (Mr. Donegan)
- reporting out of pathways/wraparound graduation rates (Mr. Carpenter/Mayor)
- how the System manages student personal data (Mrs. Joyce)
- sharing best practices/placing more into ELL (Mr. Minichiello)

Dr. Malone and Mr. Jerome responded to all above inquiries.

At this time, Dr. Malone requested to blend **Goal #8, *Relationship Building***, with **Goal #1** of the **Superintendent's Personal Goals, *Improve personal and professional working relationships with each School Committee member, individually and with the Board, as a whole.*** Committee members agreed to combine Goal #8 with the Superintendent's Personal Goal #1, leaving a total of **seven (7) BPS-SC Strategic Goals**.

District Reorganization and Succession Planning

Dr. Malone asked the Committee for succession planning, as Mr. Jerome and Dr. Terrasi will soon be retiring. He asked that the Committee approve, for \$5,000, out of the current model, two (2) deputy superintendent positions, giving the Committee more authority. He said that the Committee could later look at Learning & Teaching for 6-12, plus alternative and BHS.

Committee members expressed concerns in the following areas:

- the role of the Operations Deputy (Mr. Minichiello)
- the authority of the School Committee (Mr. Donegan)
- making title changes (Mr. Carpenter)
- removing names from the organizational chart/replacing with positions (Ms. Joyce)

Mayor Balzotti said that the above topics/concerns should be discussed in a Policy Subcommittee meeting.

Dr. Malone then announced to Committee members that he will be staying through the end of his contract, through 2014. He provided this information for the Committee's succession planning.

New Business

Representing Mr. Healy's concern, Mr. Minichiello inquired about the capabilities/educational status of new teachers. Dr. Malone said that teachers are not hired without certification. Mr. Jerome said that they may not have all the content, but will receive a mentor (by law).

Mr. Minichiello also asked about how many teachers take advantage of the math supplemental courses offered in the summer programs, (another of Mr. Healy's concerns) and Mr. Jerome responded.

Dr. Malone commended the Committee for their collaboration on the creation of the *2012-2013 Strategic Goals*, saying that the System will do better because of them. He said the information will be carried in the August 21st regular School Committee agenda. He also apprised the Committee that, Mr. Jerome *may* be sitting in for Dr. Malone at the August 21st meeting, due to his return from vacation.

The following is a recap of changes to the 2012-2013 Strategic Goals, resulting in this evening's meeting. All changes will be **highlighted** in the revised document:

- Include more specific key actions in strategic goals
- Elaborate on the action steps re curriculum alignment in Goal #'s 4/STEAM and 1/Learning and Teaching: reading; writing; math
- Add to Goal #1 the word "elementary" in all: reading, writing, math
- Add to Goal #1 action steps and benchmark: common planning time
- Add to Goal #1 sharing best practices to the action steps and SC members visiting schools with the Superintendent
- Add action steps to WISL list
- Add to Goal #7 looking at raised walkways at schools

- Add to Goal #7, 1) school policy re. how to utilize and fund school police, and, 2) complete a review of school police operations and provide recommendations to the Committee for deliberation (Benchmark would be the report on how to do these things)
- Add to Goal #5 graduation rates for wraparound programs

Adjournment

Mr. Minichiello moved to adjourn. The motion was seconded, and the meeting adjourned at 8:11 p.m.

Respectfully submitted,

Matthew H. Malone, Ph. D.
Secretary

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