

Quincy, MASSACHUSETTS – February 12, 2014

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Regular Meeting of the Quincy School Committee

A regular meeting of the Quincy School Committee was held on Wednesday, February 12, 2014 in the 2nd Floor Conference Room of the NAGE Building. Present were Mayor Thomas Koch, Mr. Paul Bregoli, Mr. Noel DiBona, Ms. Barbara Isola, Mrs. Anne Mahoney, Mr. David McCarthy, and Mrs. Kathryn Hubley, Vice Chair.

Regular Meeting

Vice-Chair Presiding

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The Superintendent called the roll and all were present. Also present were: Dr. Richard DeCristofaro, Secretary; Ms. Laura Owens, Clerk; Mr. Michael Draicchio, Mrs. Mary Fredrickson, Mr. Daniel Gilbert, Mr. James Mullaney, Deputy Superintendent Kevin Mulvey, Mrs. Maura Papile, Ms. Madeline Roy, Mr. Keith Segalla, Mr. Robert Shaw, Mr. Stephen Sylvia, Ms. Judy Todd; Ms. Lindsay Schrier, Quincy High School Representative to School Committee; Ms. Allison Cox, President, Quincy Education Association and Ms. Paula Reynolds, Citywide Parents Council Co-President.

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There was a moment of silence for Marilyn Johnson, mother-in-law of School Committee member David McCarthy and Robert Mattson, a Quincy Public Schools teacher for 37 years at Sterling Middle and Quincy High School.

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Mr. Bregoli made a motion, seconded by Mr. McCarthy, to approve the Regular Meeting minutes for January 22, 2014. On a voice vote, the ayes have it.

Regular Meeting Minutes Approved 1/22/14

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Ms. Paula Reynolds, Citywide Parents Council Co-President requested that School Committee consider reinstating middle school foreign language instruction at Grades 6 and 7.

Open Forum

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Superintendent DeCristofaro opened his report by presenting the Inspiring Quincy video featuring Point Webster's Black Out Bullying; Project Courage at Sterling; Project 351 representatives from Broad Meadows, Point Webster, and

Superintendent's Report

Sterling; Parent Academy on the Aspen Student Portal for Middle School Parents; Atlantic Middle School One World Week; Project Purple Substance Abuse Awareness at North Quincy High School; the North Quincy High School/Quincy High School Girls Swim Team Meet; Lincoln Hancock and Clifford Marshall Learn to Swim program; and Wollaston Parent-Child Day.

Kindergarten Registration will be held on March 4, 2014 from 9:00 am to 2:00 pm at all elementary schools. Pre-Kindergarten Screenings will be held on April 1 and April 8, 2014 at the Della Chiesa Early Childhood Center and the Snug Harbor Pre-School. The next Parent Academy will be held on Tuesday, March 18 and the topic will be Assessments for Grades K through 5.

Dr. DeCristofaro thanked *Quincy Sun* editor Robert Bosworth for the many features on Quincy Public Schools academics, sports, and extracurricular activities. Quincy Public Schools recently received a thank-you note from the Esther Sanger Compassion Center for the 751 pounds of food donated following the November 2013 Fall Gathering.

Special Olympics was held on February 7 at Squantum Elementary School for over 100 students from across the city; Principal Steve Sylvia, teachers, parents, and Superintendent's Leadership Team members hosted a number of events.

Read Across America will be held at all elementary schools during the first week of March to celebrate Dr. Seuss's birthday. Special guests are invited to read to students, including parents, retired teachers, and community members.

Director of Business James Mullaney introduced the FY2014 Grant Booklet, noting that outside funding is increasingly more difficult to secure and thanking the Mayor for new efforts to help secure grants. Grants are integral to Quincy Public Schools being able to offer many programs and are administered by members of the Superintendent's Leadership Team. Since 2007, Quincy Public Schools has seen a 26% decline in grant funding. Overall, FY2014 is 6% lower than FY2013. At Mrs. Mahoney's request, Mr. Mullaney will provide detailed historical data to all School Committee members. Ms. Isola asked for clarification about whether the grants are declining due to funding being cut; Mr. Mullaney said that the entitlement grants are being funded at a lower level across the board. Mrs. Mahoney asked whether there is an analysis of grants that we are not awarded. Mr. Mullaney commended all of our grant managers and their efforts to acquire and administer these grants.

Two Quincy High School Teachers, Ronald Boudreau and James Miller, were recently recognized as 2013 Educators of Distinction by the National Society of High School Scholars.

The Middle School Volleyball tournament was held on January 26; the Broad Meadows girls and Sterling boys teams won the City Championships. The

Middle School Competitive Swimming Skills Program will be held at Lincoln Hancock during the February School Vacation Week. At the recent North Quincy High School/Quincy High School swim meet, over 50 girls swam in the first competitive meet between the schools in over 20 years. The Learn to Swim program is being held on Tuesday afternoons in partnership with the South Shore YMCA and benefits students from Lincoln Hancock and Clifford Marshall.

On Monday, February 10, Mayor Koch announced the establishment of the Quincy Rowing Center at the Mound Street Beach. Quincy-based Cashman Marine is restoring a former US Coast Guard boathouse to be installed at the site to house the equipment for the combined high school crew team, in addition to providing for recreational opportunities for the community.

Almost 450 high school students are participating in Winter Athletics. The Athletic Directors will be at the April 9 School Committee to present student-athletes for recognition.

For MSBA projects, the statements of interest for Lincoln Hancock, Beechwood Knoll, Point Webster, and Parker window/door replacements will be submitted on February 13; the funding request for the Merrymount, Wollaston, and North Quincy Window/Door Replacement projects are in City Council Finance Subcommittee for review on February 18 and a vote at the City Council meeting the same evening. Sterling Middle School was invited into the Eligibility period; there are 270 days to complete a number of administrative tasks, including enrollment projections. The next step is the Feasibility Study, where project configuration, scope, and budget are developed.

For Home School Connections, School Committee received copies of the Bernazzani and Wollaston Elementary School Curriculum Newsletters; and the Atherton Hough, Beechwood, Bernazzani, Wollaston Monthly Newsletters

Based on the four days of weather cancellations to date, the last day of school is scheduled to be Monday, June 23, an early release day for elementary and middle school students. Dr. DeCristofaro spoke of the process of making this decision in consultation with the Department of Public Works and based on the most up to date information. This is one of the more difficult parts of the his job -- the decision affects staff and families, but the safety and security of students is paramount and parents must have contingency plans and patience.

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Mrs. Papile, Mr. Mulvey, Mr. Shaw, Mr. Sylvia, Mr. Gilbert, and Ms. Cox then presented on the Educator Evaluation implementation process to date in the Quincy Public Schools. This implementation is the collaboration of principals, the QEA, and the Superintendent's Leadership Team; 425 educators are being evaluated, and collaboration on the evolving process is key. A joint labor-management team

Educator Evaluation

continues to review and refine the evaluation procedures. Training the whole district involved the team organization and building on the goal-setting structure. Evaluators and educators see this as an opportunity to improve instruction; training exceeded the minimum hours required by law.

Ms. Allison Cox presented on how educator evaluation places student learning at the center, promotes growth and development of leaders and teachers. Four educator plans options are outlined for teachers of different experience and performance levels. There are four performance levels and for this year, teachers will receive a summative rating without a student impact rating. The student impact rating (based on DDMs) will be integrated in the next school year.

All Professional Status Teachers are beginning with the 1-year Self-Directed Growth Plan and all non-PSTs are beginning with the Developing Educator Plan. Every educator is an active participant in the evaluation process, which is ongoing throughout the year. Self-Assessment began in the fall, each educator looked at their own practice and created a narrative, timed to coincide with the establishment of district, school and department goals. Educators used rubrics to assess their own professional practice and data to analyze student learning. Educators proposed at least two goals and outlined actions to take to attain the goals established in the plan and benchmarks to assess progress.

The categories of evidence include multiple measures of student learning, judgments based on observations and artifacts of practice, and evidence relevant to one or more performance standards. The rubric is customized to educator roles and has been instructive in educators surfacing the many amazing things they do and accomplish. Educators identify and submit evidence through the Baseline Edge system; an online portfolio that facilitates the process.

The formative assessment/evaluation takes place mid-cycle as a review. The evaluator reviews the submitted evidence and factors in their own observations to create the assessment. The remainder of the evaluation process is dictated by this assessment; the summative assessment/rating determination is completed in May. The goal is for all educators to be at least proficient, if not exemplary.

In summary, QPS has many resources for educators and evaluators: the training modules; the Educator Evaluation handbook; Baseline Edge; MA Educator Performance Standards At a Glance; Educator Survey. The QPS/QEA Work Group has been essential to the smooth implementation of the Educator Evaluation timeline; deadlines have been extended through the collaboration of this group. These extended deadlines more realistically reflect the work needed. The educator survey has been sent out to all educators being evaluated this year; requests input on further enhancing the training and planning process for the next group of evaluated staff. Another survey will be generated at the end of the year to gather information on the remainder of the process.

Ms. Isola noted that this is a huge undertaking for educators and principals, acknowledged the tremendous time demand in the face of all of the other duties. Ms. Isola said the support of the building teams and the effect on professional practice and ultimately student learning is amazing. Ms. Isola asked if the mid-year formative assessment could give a teacher who needs improvement advanced warning; Mr. Mulvey stressed the collaborative nature of this process and that feedback must be generated with 5 days of observation. Educators have many opportunities to address perceived deficiencies. Ms. Isola asked for clarification on evaluators; principals, assistant principals, directors, coordinators, department heads are all evaluators. There are primary and contributing evaluators; a matrix was developed to distribute the evaluations as evenly as possible. Ms. Isola complimented the evolution of the timeline, particularly during the pilot year.

Mrs. Mahoney asked for more information about Baseline Edge. Mrs. Papile explained the research behind the selection of this tool and that educators and evaluators were trained on this tool at the same time as on the evaluation process. Mrs. Mahoney asked if there is reporting that can be generated at a district level to assess performance gaps or areas for professional development.

Mr. Bregoli asked if a teacher is on an improvement plan and fails to improve, is that grounds for dismissal. Mr. Mulvey said that is possible to place a professional status teacher on an improvement plan; failure to meet those goals could have an adverse result. Mr. Bregoli asked about the validity of using MCAS scores in educator evaluations. Ms. Cox clarified that it is mandated by state law that if MCAS is given in that subject, it must be used as a DDM. This is an issue to be bargained going forward; is a concern of the Massachusetts Teachers Association.

Mr. Bregoli asked about evaluating specialists. Dr DeCristofaro said that on March 5, there will be a presentation on DDMs and the work these unique areas are doing to create their own benchmark assessments. Mr. Bregoli said that the amount of work entailed in this educator evaluation system is daunting.

Mayor Koch added his gratitude to that already expressed; it is very impressive how our school system is managing the integration of these many demands from federal and state governments. Mayor Koch is grateful for the collaboration between Quincy Public Schools and the Quincy Education Association.

Mayor Koch congratulated Mr. Shaw and his wife on the recent birth of their baby.

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Dr. DeCristofaro reviewed the Superintendent Evaluation Process, a continuous learning process similar to Educator Evaluation. Dr. DeCristofaro reviewed his two goals, the implementation of Principal Evaluation and Improvement of Performance, Effectiveness, and Learning. Evidence presented included the timeline for implementing the evaluation process, the evaluation resources, and calendars showing scheduled observations. For the professional practice goal, examples were provided of team meeting agendas and meeting minutes, subcommittee meeting minutes, School and Program Improvement Plan goals.

Dr. DeCristofaro then reviewed the three School Committee/Superintendent Goals: the District Improvement Plan (Evidence includes Improvement Cycle, Superintendent's Overview online, Team Organization, Budget; School Improvement Plan goal reflection; Program Improvement goal and meeting minutes). The second goal is focused on Home-School Connections; evidence included the three Parent Academy events -- presentations, school calendars and newsletters, QPS Website and Social Media platforms. The last goal is focused on the Common Core Standards Implementation; teachers and administrators are integrating new curriculum in math and reading. Evidence includes the Curriculum Alignment/Pacing Guides completed by teacher teams; Program Improvement Plan goals from Title I and Special Education; School Improvement Plans with team goals from Montclair.

Additional District Improvement Initiatives currently underway include District-Determined Measures, mentoring new leadership, Health and Wellness Initiatives, MSBA projects, Aspen Student Information System, and the Quincy School~Community Partnership. Evidence includes: Subcommittee notes, Safety & Security information on the QPS website, Team Meeting calendars, and Aspen Publications. The Quincy School~Community Partnership has grown to be 92 participating partners, 16 new partners since September 2013.

The Superintendent's next steps include preparing for the Summative Evaluation in Fall 2014; guiding reflection of the SIP/PIP goals; collecting/reviewing data; collaborating with School Committee on FY2015 Budget development; completing the implementation and assessment phases of the DIP; and preparation of a Summative Report. Dr. DeCristofaro concluded his review by thanking the School Committee for being incredibly supportive during an unprecedented time for Quincy Public Schools.

Mayor Koch thanked Superintendent DeCristofaro for his outstanding efforts in everything he does.

Mr. Bregoli made a motion to name the North Quincy High School basketball court in honor of former coach Robert Nolan. Mr. DiBona seconded the motion.

Facility Dedication:
NQHS Basketball
Court

The motion will remain on the table until the March 5, 2014 meeting, at which time a vote will be taken.

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Mayor Koch made a motion to approve the Out of the Country Travel of North Quincy High School to Beijing and Hong Kong, China April 18 through 26, 2014.

Out of the Country
Travel

On the motion, Mr. Bregoli would like a more detailed agenda to be presented, including airlines Mr. McCarthy agreed that more information is needed. Ms. Isola said it is not School Committee's responsibility to override parental judgment. Mr. McCarthy said he is concerned about the safety of flights. Mayor Koch agreed with Ms. Isola that School Committee is getting beyond their responsibility. Dr. DeCristofaro said that we will follow up with additional information about flights and itineraries as soon as it is available.

Mrs. Mahoney seconded the motion and on a voice vote, the ayes have it.

Mayor Koch made a motion to approve the Out of the Country Travel of Quincy High School to London, England; Paris, France; and Rome, Italy April 17 to 25, 2014. Ms. Isola seconded the motion and on a voice vote, the ayes have it.

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Ms. Isola made a motion to approve the Out of State Travel of Snug Harbor Community School, Grade 5 to Canobie Lake Park, Windham, New Hampshire on June 4, 2014. Mayor Koch seconded the motion and on a voice vote, the ayes have it.

Out of State
Travel

Mayor Koch made a motion to approve the Out of State Travel of Sterling Middle School Singers to the Providence Bruins Game in Providence, Rhode Island on March 9, 2014. Ms. Isola seconded the motion and on a voice vote, the ayes have it.

Mayor Koch made a motion to approve the Out of State Travel of Bernazzani Elementary School, Grade 5 to Canobie Lake Park, Windham, New Hampshire on June 16, 2014. Ms. Isola seconded the motion and on a voice vote, the ayes have it.

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Mr. McCarthy asked if the YMCA staff is still parking at the Quincy High School student lot. Dr. DeCristofaro said the YMCA is still sharing the lot at this time. Quincy High School staff and students now have parking stickers; security staff are ticketing cars that are parked illegally.

Additional Business

Mr. McCarthy would like to reschedule the Facilities and Security Subcommittee from February 4. He would also like to schedule a Facilities and Security Subcommittee meeting with representatives from the Presidents City Inn.

Mr. Bregoli announced that the Policy Subcommittee meeting originally scheduled for February 13 will be rescheduled.

Mr. Bregoli requested that the bleachers at North Quincy High School be checked to be sure they are operational for tournament season

Mrs. Mahoney requested that an overview of capital maintenance projects be presented, along an explanation of how are priorities determined.

Mrs. Mahoney was at Quincy High School for the Science Fair earlier in the evening and was concerned about one of the elevators not working properly.

Mrs. Mahoney said that the high school representatives to School Committee would like to work with the Policy Subcommittee item on reviewing the educational and extracurricular programs at both high schools.

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Ms. Isola reviewed the Teaching and Learning Subcommittee that was held on January 27, 2014. Members of the Curriculum and Assessment Management Team presented updates on the Massachusetts Curriculum Frameworks, RETELL guidelines, WIDA (the World Class Instructional Design and Assessment). The ACCESS for ELLs test was recently completed with over 1300 students tested in a five-week window. The Middle School Inclusion Math project is a collaboration with the DSAC Institute for Special and General Education leaders.

Reports of
Subcommittees

Teaching and
Learning
Subcommittee

Ms. Isola made a motion to approve the minutes of the Teaching and Learning Subcommittee meeting minutes from January 27, 2014. Mr. Bregoli seconded the motion and on a voice vote, the ayes have it.

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Mr. Bregoli reviewed the Policy Subcommittee Meeting that was held on February 3, 2014. An update of the Community Service Pilot was presented by the Community Service Coordinators Meg McMillen and Kerry Ginty and Quincy High School Principal Taglieri and emphasized the positive effect of the enhanced communication with students and parents about expectation and opportunities this year. To date, 47% of juniors and seniors have begun or completed their Community Service Requirement, as compared to 14% at this time last year.

Policy Subcommittee

Mr. Bregoli made a motion to approve the minutes of the February 3, 2014 Policy

Subcommittee Meeting. Mayor Koch seconded the motion and on a voice vote, the ayes have it.

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Mayor Koch made a motion to adjourn to Executive Session at 9:50 pm for the purpose of contract negotiations. Mr. McCarthy seconded the motion and on a voice vote, the ayes have it. School Committee will return to Open Session.

Executive Session

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Mayor Koch made a motion to adjourn at 10:35 p.m. The motion was seconded by Ms. Isola and on a voice vote, the ayes have it.

Adjournment