

**REGULAR MEETING
OF THE NEW BEDFORD SCHOOL COMMITTEE
~MINUTES~**

PRESENT: MAYOR MITCHELL, MR. AMARAL, MR. COTTER, DR. FINNERTY (arr. at 7:00 PM)
MR. LIVRAMENTO, MR. NOBREGA (arr. at 6:16), MR. OLIVEIRA

ABSENT: NONE

IN ATTENDANCE: DR. DURKIN, DR. DEFALCO, MS. BETTENCOURT, MS. EMSLEY, MR. O'LEARY,
MS. WALMSLEY, MR. CARVALHO, MR. TETREULT, MRS. DUNAWAY (Recording Secretary)

The School Committee Student Representative, Gina Connor, was in attendance.

Approval of Minutes: (Supporting documents labeled "3")

The Committee voted UNANIMOUSLY, on a motion by Mr. Amaral and seconded by Mr. Oliveira, to accept the following meeting minutes as presented:

- Transportation Sub Committee: February 11, 2016
- Policy Sub Committee: May 19, 2016
- Facilities Sub Committee: August 3, 2016
- Finance Sub Committee: August 3, 2016
- Regular Meeting: August 15, 2016
- Regular Meeting: September 12, 2016

Superintendent's Report (Dr. Durkin): (Supporting documents labeled "4")

Superintendent's Evaluation

- Dr. Durkin presented her evidence in preparation for the School Committee's Evaluation of the Superintendent. Dr. Durkin explained that by contract, the evaluation is to be completed annually by November 30. She also informed the Committee that the results from PARCC testing were included in the presentation. (See the attached printed PowerPoint presentation.)
Mr. Amaral commented, before the presentation, that the Superintendent's Evaluation is one of the core responsibilities of the School Committee. He also explained that the Committee received Dr. Durkin's *Binder of Evidence* to review and that he would be collecting and compiling the evaluations to be presented in one document to be presented in November.

Middle School Innovation Zone Exploration

- Dr. DeFalco addressed that Committee and gave them an update on the discussions taking place with students, teachers, administrators and parents in regard to a possible middle school redesign. Dr. DeFalco informed the Committee that more information would be given at the next meeting.

Public Comment

- Jacqueline Bariteau Tavares – Concern about administration

Business Office Report (Mr. O'Leary): (Supporting documents labeled "6A"):

Mr. O'Leary stated that as we get into November, the salary spend down will be more evident. The school cost centers have encumbered 70-90% of their funds. He also mentioned that he is in constant dialogue with principals in regard to their FY17 budget and helping them to build their FY 18 budget.

Mr. O'Leary informed the Committee that the former Kempton School is still being maintained and the request for transfers of funds are in regard to adjusting the copier leases.

FOR APPROVAL FROM						TO				
Org	Func	Obj	Description	Org	Func	Obj	Description	Amount	Reason	
51039511	2305	511110	Trinity Teacher Salaries	51534810	2710	511110	Whaling City Guidance Salaries	203,391	Project Results adjustments of staffing	
51039511	2305	511110	Trinity Teacher Salaries	50534810	2710	511110	High School Guidance Salaries	160,462	Project Results adjustments of staffing	
60538441	5300	520004	PTP Lease of Equip	60539250	2430	540005	PTP Classroom Supplies	1,011	funds not needed for lease	
04539540	4230	520004	Maintenanc e Equip	04538441	5300	520004	Carney Lease of Equipment	2,500	new copy machine lease	
04533340	3301	520004	Carney late run transp	04538441	5300	520004	Carney Lease of Equipment	2,500	new copy machine lease	
04535750	2357	540005	Prof Dev Carney Workbooks	04538441	5300	520004	Carney Lease of Equipment	2,500	new copy machine lease	

The Committee voted UNANIMOUSLY, on a motion by Mr. Oliveira and seconded by Mr. Amaral, to approve the above listed transfers. (Supporting document "6A")

MSBA

- Taylor/Sea Lab – There is substantial completion to the construction.

- Hannigan – On target to open for the 2017-18 school year.
- ARP – Boilers are running. Windows may be delayed due to the manufacturers not having the windows. It could be delayed to April or May.

Mayor Mitchell stated that he wanted the General Contractor to be invited to the next meeting as he is concerned that the time table keeps getting pushed beyond the estimated date of completion.

The Committee voted UNANIMOUSLY, on a motion by Mr. Oliveira and seconded by Mr. Amaral, to accept the Business Office Report.

Personnel Report (Ms. Emsley) (Supporting document labeled “6B”)

Ms. Emsley reviewed the personnel report with the Committee. She reported that there were 53 appointments since the last personnel report in September. There were also seven retirements and 19 resignations. Ms. Emsley also stated that 13 vacancies remained in the district.

Ms. Emsley noted that NBPS will be holding the 2nd Annual Employee Wellness Fair on October 25.

The Committee voted UNANIMOUSLY, on a motion by Mr. Nobrega and seconded by Dr. Finnerty, to accept the Personnel Report.

School Committee Reports.

The Student Representative gave her report.

NEW BUSINESS

A discussion ensued in regard to the upcoming election and the proposed question listed on the ballot in regard to lifting the cap on Charter Schools.

On a motion by Mr. Amaral and seconded by Mr. Oliveira, the Committee voted UNANIMOUSLY to voice their opposition of ballot question #2: *Lifting the Cap on Charter Schools*, at the upcoming election as follows: (Supporting document “7A”)

WHEREAS, free public schools available to all students regardless of income, ability, need or English language proficiency are foundational to our democracy; and

WHEREAS, public education was meant to be the melting pot of our diversity, a place where students from varied socio-economic backgrounds, ethnicities, and lived experiences could come together and help build a stronger nation and a meaningful democracy; and

WHEREAS, all of our students deserve high-quality public schools that teach the whole child, providing enrichment and addressing social and emotional needs in addition to core academic subjects; and

WHEREAS, local accountability for our public schools is necessary to ensure that schools are responsive to the needs of their communities; and

WHEREAS, the financial mechanism for Massachusetts charter schools severely compromises funding to public schools like ours, resulting in the loss of more than \$10 million in funds that would otherwise benefit New Bedford Public Schools students, undermining our ability to provide all students with the educational services to which they are entitled; and

WHEREAS, Commonwealth charter schools are often approved over the objections of a majority of community residents and their elected officials and are not accountable to local elected officials once they are approved; and

WHEREAS, Commonwealth charter schools often fail to serve the same proportion of special needs students, low-income students and English language learners as the districts from which they receive students and often use high suspension rates and other counseling methods to drive out students they don't want to serve; and

WHEREAS, the state's focus should be on creating excellent public schools for all students and striving to achieve the primary mission of public education—educating all young people to be effective citizens in a democracy; and

WHEREAS, a "Yes" vote on Question 2 in November would lift the cap on charter schools and greatly worsen the problems listed above and lead to a more costly and divisive two-track system;

THEREFORE, be it resolved that the New Bedford School Committee OPPOSES Question 2 and resists all efforts to lift the cap on charter schools in Massachusetts as long as the above inequities and concerns exist.

The roll call vote was as follows:

Mayor Mitchell – Yes	Mr. Amaral – Yes
Mr. Cotter – Yes	Mr. Livramento - Yes
Mr. Nobrega – Yes	Dr. Finnerty – Yes
Mr. Oliveira - Yes	

7 – Yeas	0 – Nays	0 – Absent
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Mr. Amaral stated that perhaps the School Committee may want to be evaluated on their own practices and suggested that they ask the Massachusetts Association of School Committees (MASC) to provide professional development at a retreat/workshop in the near future. This led to a UNANIMOUS vote by the Committee. The motion was made by Mr. Amaral and seconded by Mr. Oliveira.

On a motion by Mr. Oliveira and seconded by Dr. Finnerty, the Committee voted UNANIMOUSLY to waive the second reading and adopt/amend/omit the following policies: (Reviewed and approved by the Policy Sub Committee as part of the district's ongoing revision of the complete policy manual. This project is in

consultation with the Massachusetts Association of School Committees (MASC)) (Supporting document "7C")

SECTION I

IHBEA	ENGLISH LEARNERS - AMENDED
IHCA	SUMMER SCHOOLS - AMENDED
IHBH	ALTERNATIVE SCHOOL PROGRAMS - AMENDED
IJ	INSTRUCTIONAL MATERIALS – Adopt
IJ	INSTRUCTIONAL MATERIALS, TEXTBOOKS, AND PROGRAMS SELECTION (NB) Omit
IJ-R	RECONSIDERATION OF INSTRUCTIONAL RESOURCES - Adopt
IJJ	TEXTBOOK SELECTION AND ADOPTION - Omit
IJK	SUPPLEMENTARY MATERIALS SELECTION AND ADOPTION - Omit
IJL	LIBRARY MATERIALS SELECTION AND ADOPTION - Adopt
IJLA	LIBRARY RESOURCES - Adopt
IJM	SPECIAL INTEREST MATERIALS SELECTION AND ADOPTION (NB) - Omit
IJND	ACCESS TO DIGITAL RESOURCES – Adopt
IJNDB	EMPOWERED DIGITAL USE POLICY - Adopt
IJNDB	INTERNET SAFETY AND TECHNOLOGY ACCEPTABLE USAGE POLICY (NB) - Omit
IJNDC	INTERNET PUBLICATION - Adopt
IJNDD	POLICY ON SOCIAL NETWORKING WEB SITES - Adopt
IJOA	FIELD TRIPS - Omit
IJOA-1	FIELD TRIPS - Omit
IJOA	FIELD TRIPS (NB) - Amend
IJOA-R	FIELD TRIPS AND EXCURSIONS (NB) – Omit
IJOB	COMMUNITY RESOURCE PERSONS/SPEAKERS - Adopt
IJOC	SCHOOL VOLUNTEERS - Adopt
IK	STUDENT PROGRESS REPORT TO PARENTS/GUARDIANS - Adopt
IK	ACADEMIC ACHIEVEMENT (NB) - Omit
IKA	GRADING SYSTEMS (NB) - Omit
IKAA	FINAL EXAMINATION (NB) - Omit
IKB	HOMEWORK POLICY (NB) - Omit
IKC	CLASS RANKINGS (NB) - Omit
IKD	HONOR ROLL POLICY (NB) - Omit
IKE	KINDERGARTEN – GRADE 6 PROMOTION POLICY (NB) - Omit
IKE-R	PROMOTION AND RETENTION OF STUDENTS (NB) - Omit
IKE	PROMOTION AND RETENTION OF STUDENTS - Adopt
IKEA-R	MAKE-UP OPPORTUNITIES (NB) - Omit
IKEA-E	PERMIT TO TUTOR FOR CREDIT (NB) - Omit
IKEB	ACCELERATION (NB)- Omit
IKF	GRADUATION REQUIREMENTS (NB) - Omit
IKFB	GRADUATION EXERCISES (NB)- Abeyance
IL	EVALUATION OF INSTRUCTIONAL PROGRAMS - Adopt
IMA	TEACHING ACTIVITIES/PRESENTATIONS - Adopt
IMB	TEACHING ABOUT CONTROVERSIAL ISSUES/ CONTROVERSIAL SPEAKERS - Adopt

IMD	SCHOOL CEREMONIES AND OBSERVANCES - Adopt
IMDA	PLEDGE OF ALLEGIANCE (NB) – Minor change
IMG	ANIMALS IN SCHOOL - Adopt

On a motion by Mr. Oliveira and seconded by Mr. Livramento, the Committee voted UNANIMOUSLY to authorize School Committee delegate, Joshua Amaral, to vote on behalf of the Committee (in regard to the resolutions below) at the Massachusetts Association of School Committees' Annual Business Meeting, November 2, 2016. (Supporting document "7D")

- Foundation Budget Review Commission – Recommendations
- Tax Reform Ballot Question
- Charter School Reform
- Social and Emotional Well-Being of Students

On a motion by Mr. Amaral and seconded by Mr. Oliveira, the Committee voted UNANIMOUSLY to take up the following requests for Out of State/Overnight Field Trips together and to grant approval: (Supporting documents "7E")

- Chris Chambers/Merrillan Melberg/Teachers/Normandin Middle School, for permission to take 160 students and 10 chaperones to Hershey, PA, from June 2 – 4, 2017. (No cost to the district.)
- Katie McMakin/Teacher/Renaissance, for permission to take 110 students and 20 chaperones to the Nature's Classroom in Charlton, MA, from November 21 – November 23, 2016. (Approximately \$10,400 shared equally – Local Budget and the RISA Foundation)
- Meghan Silvia/Sue Brown/Teachers/NBHS, for permission to take three students to Washington, DC on December 2, 2016, to visit Gallaudet University. (No cost to the district.)
- Prithwijit Roychowdhury/Teacher/NBHS, for permission to take 80 students and four chaperones to Providence, RI on November 4, 2016, to visit Brown University. (No cost to the district.)

On a motion by Mr. Oliveira and seconded by Mr. Amaral, the Committee voted UNANIMOUSLY to take up the following requests for Out of State Travel together and to grant approval: (Supporting documents "7F")

- Erin DaSilva/Special Ed. & Student Services, for permission to attend the American Physical Therapy Association Conference in San Antonio, TX, from February 15 – 18, 2017. (No cost to the district.)
- Matthew Pacheco/Music Teacher/Band Director/NBHS, for permission to attend the AP Music Theory Professional Development Workshop in Forest Hills, NY, on November 8, 2016. (Grant Funded)

On a motion by Mr. Livramento and seconded by Mr. Amaral, the Committee voted UNANIMOUSLY to approve a request to declare, in accordance with School Department Policy DN, a recommended list of surplus property located at the following schools: Campbell, Hayden McFadden, Normandin and Roosevelt. (Supporting documents "7G")

At 8:40 P.M., on a motion by Mr. Amaral and seconded by Mr. Livramento, the Committee voted to go into Executive Session for the following reasons and to return to Open Session:

- To discuss strategies in regard to litigation and

- To discuss strategies with respect to negotiations with union personnel:
 - Unit A – New Bedford Educators Association
 - Unit B – New Bedford Educators Association
 - New Bedford Federation of Paraprofessionals

NEW BUSINESS (Continued)

At 9:05 P.M., on a motion by Mr. Oliveira and seconded by Mr. Nobrega, the Committee voted to return to Open Session.

The roll call vote was as follows:

Mayor Mitchell – Yes	Mr. Amaral – Yes
Mr. Cotter – Yes	Mr. Livramento - Yes
Mr. Nobrega – Yes	Dr. Finnerty – Yes
Mr. Oliveira - Yes	
7 – Yeas	0 – Nays 0 – Absent

On a motion by Mr. Oliveira and seconded by Dr. Finnerty, the Committee voted to ratify a Collective Bargaining Agreement between the New Bedford School Committee and Unit B of the New Bedford Educators Association, Inc. Duration: July 1, 2015 – June 30, 2016. (Supporting document “7H”)

The roll call vote was as follows:

Mayor Mitchell – Yes	Mr. Amaral – Yes
Mr. Cotter – Yes	Mr. Livramento - Yes
Mr. Nobrega – Yes	Dr. Finnerty – Yes
Mr. Oliveira - Yes	
7 – Yeas	0 – Nays 0 – Absent

On a motion by Mr. Oliveira and seconded by Dr. Finnerty to ratify a Collective Bargaining Agreement between the New Bedford School Committee and Unit B of the New Bedford Educators Association, Inc. Duration: July 1, 2016 – June 30, 2019 . (Supporting document “7I”)

The roll call vote was as follows:

Mayor Mitchell – Yes	Mr. Amaral – Yes
Mr. Cotter – Yes	Mr. Livramento - Yes
Mr. Nobrega – Yes	Dr. Finnerty – Yes
Mr. Oliveira - Yes	
7 – Yeas	0 – Nays 0 – Absent

Mayor Mitchell thanked the NBEA, Dr. Durkin and her team for concluding negotiations.

At 9:08 P.M. on a motion by Mr. Oliveira and seconded by Mr. Livramento, the Committee voted to adjourn the meeting.

Respectfully Submitted by,



Lisa P. Dunaway
Recording Secretary

Reviewed by,



Pia Durkin, Ph.D.
Superintendent, Secretary/School Committee

Superintendent Review

2015-16

School Committee Meeting

October 24, 2016

State Standards

- Instructional Leadership
- Management and Operations
- Family and Community Engagement
- Professional Culture

"In the last three years the entire enterprise that is the New Bedford Public School Department has undergone a drastic overhaul. You name it it has been changed."

-Mayor Jon Mitchell, *Commonwealth Magazine*
Fall 2016

10/24/2016

Standard I

Instructional Leadership

Student Learning Goal

- The district's goal is for all schools to achieve a 40% reduction in number of students not proficient or advanced in literacy and math. Schools will also stretch toward moving 10% more students to the advanced level.

10/19/2016

Performance Rates PARCC & MCAS

Grade Span & Subject	2015			2016		
	Level 4 & 5	Level 1	SGP	Level 4 & 5	Level 1	SGP
3-8 ELA	41%	9%	51	39%	11%	38
3-8 Math	33%	10%	48	36%	11%	39
5 th Grade Science	26%	24%	-	22%	27%	-
8 th Grade Science	15%	40%	-	18%	42%	-

Grade Span & Subject	2015			2016		
	Adv. & Prof.	Warning	SGP	Adv. & Prof.	Warning	SGP
10 th ELA	69%	10%	25	66%	12%	38.5
10 th Math	43%	34%	19	39%	38%	25
9 th Science	35%	18%	-	27%	33%	-

Proficiency Rate Dual Enrollment (approximately 70 Students)

Grade and Subject	Level 4 and 5
8 th Grade ELA	85% (59 students)
8 th Grade Algebra	68% (48 students)

Accountability Levels

Level of School	2015	2016
1	3	3
2	6	7
3	9	8* (Swift)
4	2	2
5	1	1

Progress and Performance Index (ELA and Math Combined) Target is 75 Points

Category	NBPS 2016	State 2016
All Students	51	52
High Needs	52	45
ELL/Former ELL	59	49
Students with Disabilities	47	53
African American/Black	48	51
Hispanic/Latino	46	55
White	50	54

A Deeper Look at Accountability: Narrowing the Proficiency Gap- Subgroups

Subject Area	No Change	Improved but Below Target	Declined
English Language Arts	7	2	0
Mathematics	1	8	0
Science	3	1	5

10/24/2016

Extra Credit Moving Students out of W/F and into Advanced

Moving Students into Advanced	Moving Students out of Warning/Failing
• ELA- 12 schools received extra credit for Advanced	• ELA- 7 schools received extra credit for W/F
• Mathematics- All 18 elementary schools received extra credit for Advanced	• Mathematics- 10 schools received extra credit for W/F
• Science- 7 schools received extra credit for Advanced	• Science- 7 received extra credit for W/F

10/24/2016

Number of EL Students in NBPS

Reported to DESE by	Number of K-12 EL Students
October 1, 2013	
October 1, 2014	696
October 1, 2015	1,361
October 1, 2016	2,856
By 10/1/16 With (+ 107) PK-ELs	3,377
	3,484

10/24/2016

ELs that increased 1 or 2 English Proficiency level(s) & Exited ELs from ESL Services

	2014-2015	2015-2016	% Increased from FY15 to FY16
# of ELs that took ACCESS State test	2,372	3,026	
ELs that increased 1 English proficiency level	274 (11.5%)	797 (26.3%)	+ 14.8%
ELs that increased 2 English proficiency levels	70 (2.9%)	310 (10.2%)	+ 7.3%
ELs exited from ESL Services	113 (4.7%)	215 (7.1%)	+ 2.4%

PPI for ELs

	2013-2014	2014-2015	2015-2016
New Bedford	46	54	59
State	59	56	58

SGP for ELs

	2013-2014	2014-2015	2015-2016
New Bedford	49.5	52.5	61.5
On Target (60)	Below Target	Below target	Above target

10/24/2016

Increased staffing of ESL Teachers

# of ESL Teachers 2014-2015	# of ESL Teachers 2015-2016	# of ESL Teachers 2016-2017	TOTAL
+ 24	+ 14	+ 12	50 ESL Teachers

10/24/2016

New Bedford Public Schools Graduation and Dropout Rates

New Bedford High School	2015	2014
4 Yr Adjusted	67.8	70.3
5 Yr Adjusted	71.8	68.7
Annual Dropout	2.9 (62 students)	3.5 (85 students)
Trinity Day Academy	2015	2014
4 Yr Adjusted	-	-
5 Yr Adjusted	64.3	31.8
Annual Dropout	8.6 (3 students)	28.1 (9 students)
Whaling City	2015	2014
4 Yr Adjusted	16.7	16.7
5 Yr Adjusted	16.7	-
Annual Dropout	35.8 (24 students)	41.2 (35 students)

10/24/2016

Advanced Placement at New Bedford High School

- We saw growth in the majority of AP courses, with movement of scores into qualifying (3-5), as well as decreasing the percentage of students receiving a score of 1 on the exam. Thirteen percent (13%) more students scored 3s, 4s, 5s in the spring of 2016 than 2015. Twenty percent (20%) more students scored 2s.
- We saw significant increases in Calculus and Chemistry in both the number of students achieving qualifying scores and the percentage of students receiving qualifying scores.
- We have 47 students signed up to begin the AP Capstone program in its first year.
- We have scheduled more Saturday Sessions for New Bedford High School, so now five (5) out of the nine (9) Saturday Sessions will be held at NBHS.

10/24/2016

New Bedford Public Schools NB K-Nect Project Overview

- Expand program to incorporate all 9th Grade Algebra I and ELA Class Rooms with plan to advance to all core subjects mid fall of 2016.
- Maintain program support for all current 10th Grade students who participated in last year's pilot program for Geometry and Algebra II.
- Total number of students will be 750 from the 9th Grade (including dual enrollment 8th Graders) and 175 from the 10th Grade.
- New mobile computers for all staff and students with professional development in fall of 2016.
- Advancement of project to all 535 sophomore students and faculty in spring of 2017.
- Advancement of project to the 11th and 12th Grade students and faculty in the fall of 2017. That will now mean a FULL 1:1 deployment.

10/24/2016

Professional Practice Goal

- Conditions for a positive and safe school climate will be reviewed indicated by: school-wide understanding of expected behaviors and responsibilities, development of a tiered intervention system, and an effective school-wide climate committee involving stakeholders. Data points will be collected for PBIS (Positive Behavioral Intervention System) which is in the process of being implemented at Keith, Roosevelt, and Normandin through a tiered system of school support.

10/24/2016

School Culture and Climate

- Building positive working relationships
- Tiered infractions and consequences
- Check-in grade level team meetings
- Individual safety plans
- PBIS state cohort 1: Parker, Gomes, KMS, and RMS
- PBIS state cohort 2: NMS, Hannigan, and DeValles

10/24/2016

Ad-Hoc Committee on School Discipline

- Recommendations for next steps:
 - Expanded existing alternative education for middle schools
 - Pursue the creation of an elementary level Student Success Center
 - Develop an MOA between the School Department and the New Bedford Police Department
 - Coordinate with an outside agency to develop and administer a survey

10/24/2016

School Climate/Engagement Data

How connected do you feel to the adults at your school?

District 2015 (Grades 6-12)	District 2016 (Grades 6-12)
32%	MOY 35%
	EOY 35%

How much do you matter to others at your school?

District 2015 (Grades 6-12)	District 2016 (Grades 6-12)
40%	MOY 45%
	EOY 45%

10/24/2016

School Climate/Engagement Data

Overall, how much do you feel like you belong at your school?

District 2015 (Grades 6-12)	District 2016 (Grades 6-12)
50%	MOY 54%
	EOY 51%

How excited are you about going to your classes?

District 2015 (Grades 6-12)	District 2016 (Grades 6-12)
20%	MOY 27%
	EOY 26%

Overall, how interested are you in your classes?

District 2015 (Grades 6-12)	District 2016 (Grades 6-12)
34%	MOY 45%
10/24/2016	EOY 40%

School Climate/Engagement Data

How connected do you feel to the adults at your school?

District 2015 (Grades 6-12)	District 2016 (Grades 6-12)
32%	MOY 35%
	EOY 35%

How much do you matter to others at this school?

District 2015 (Grades 6-12)	District 2016 (Grades 6-12)
40%	MOY 46%
	EOY 43%

Overall, how much do you feel like you belong at your school?

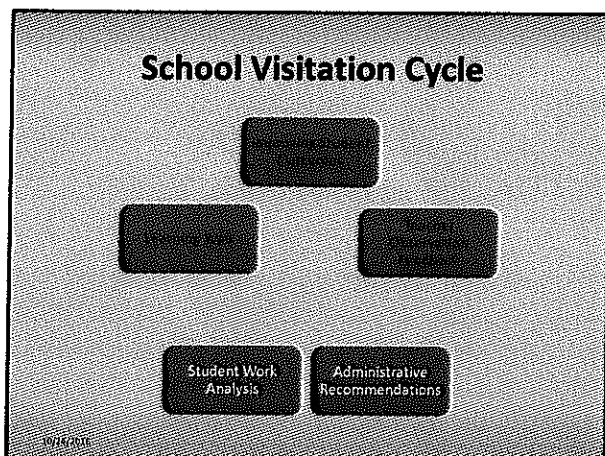
District 2015 (Grades 6-12)	District 2016 (Grades 6-12)
50%	MOY 54%
10/24/2016	EOY 51%

10/24/2016

Professional Practice Goal

- Extensive and ongoing coaching and supervisory practice using learning walk tools with all principals, particularly new principals that will result in their development as strong instructional leaders and competent operational managers through clear indicators of measurable growth.

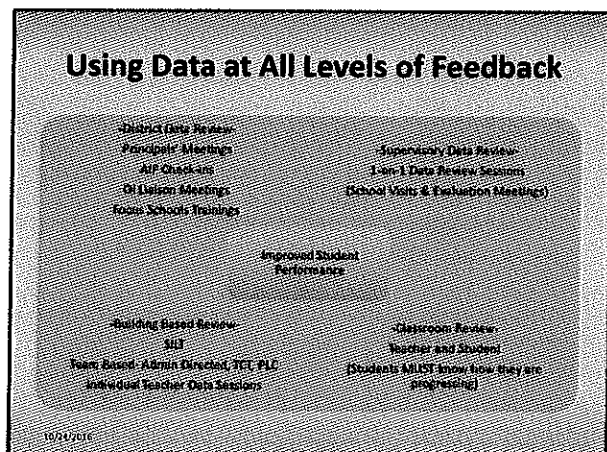
10/24/2016



Ensuring Appropriate and Timely Feedback

Higher Impact Recommendations	Lower Impact Recommendations
Please see the NB Planning, Teaching and Learning Framework	Turn and talk
Daily review of previously taught skills (part of the activator or I do)	Work with the coach in a coaching cycle
Break new material into small chunks (I do)	Use accountable talk
Ask purposeful questions and script out ahead of time (I do, we do, and application- you do)	Pull name sticks from a can
Provide additional work models (I do, we do)	Write the objective larger
Scaffold for the students (additional modeling, teacher think alouds, cue cards, check lists, etc...) happens throughout the lesson	Use the gradual release model
Independent practice (you do)	Provide scaffolding

10/24/2016



- ### District Improvement Goal
- By the end of the year, 100% of evaluators will be demonstrating improvement in providing growth-producing feedback to those they supervise through the quality of their observations, coaching cycles, and overall use of the educator evaluation tool to improve teacher performance.
- 10/24/2016

Instructional Recommendations

- I-A- Well- Structured Lessons
 - Use different modalities (i.e. word sorts, vocabulary, visuals, anchor charts, math manipulatives, and stories on audio, technology such as Lexia - IXL) to ensure that all students understand and can access the concept being taught.
 - Allow students to question the reasoning of others thus allowing the classroom to become a stage for mathematical discourse and student-centered instruction.

Accelerated Improvement Plan

- 4th AIP was approved by Convocation
- Removal of Plan Manager
- Reporting requirements reduced by 50%

Each year, the AIP goes deeper in outlining the instructional work and the use of data in the district.

Each year, more members of the district/school teams “own” the AIP to guide its execution.

Standard II

Management and Operations

- Human Resources Management and Development
- Fiscal Systems

Human Resources Management and Development

- Office of Human Capital Services
 - Recruiting
 - Mentoring and Induction (82 mentors)
 - Aspiring Administrators Program
 - Educator Evaluation- 93.24% (+6%)
 - AESOP
 - Staff Retention

District Improvement Goal

- The FY17 Budget will be devised and proposed according to agreed-upon timelines emphasizing the need for accelerated improvement, so that increased teaching and learning resources and increased time on learning will be realized.

10/24/2016

Fiscal Systems and Operations

- FY 17 Budget Planning and Implementation
- School Turnaround Funding
- MSBA Projects
- EOS Foundation Partnership
- Expanded Learning Time Grants
- National Academy Partnership and Perkins Funding Opportunities
- Improvement of district management practices

10/24/2016

Strong Fiscal Systems

- Recruitment and appointment of new Business Manager
- District's FY17 budget developed through an open, participatory process
- Regular, timely, accurate, and complete financial reports made to the school committee
- Required local, state, and federal financial reports and statements are accurate and filed on time.
- Early forecasting of Chapter 70 Aid and local revenues is made each Fall
- Schools & Departments have real time, electronic access to MUNIS and internal financial reports
- Continued oversight and management of the MSBA process

10/24/2016

Grants and Revenue

- Multi-year Capital Needs Assessment and planning in tandem with City CFO
- Multi-year grant forecasting to manage reductions in federal funds, Title 1 & IDEA
- Highly competitive awards for extended learning, ELT and 21st Century afterschool, at Gomes and Normandin
- Stronger national partnerships with Nellie Mae & MTLC San Diego
- Increase in Perkins Career-Tech funding for NBHS NAF academies
- Special revenue funds for facilities rental and surplus equipment

10/24/2016

Standard III

Family and Community Engagement

District Improvement Goal

- Both student achievement and wellness will be enhanced through purposeful strategic partnerships and a focus on innovation in reaching excellence.

(South End Engaged, New Bedford Housing Authority, United Way, North Star, Whaling Museum, etc...)

District Improvement Strategy Goal

- Strategic Partnerships** *(NBPS has approximately 100 community partners)*
 - New Bedford Youth Symphony Orchestra
 - Bridgewater State University
 - Bristol Community College
 - Bristol County Savings Bank
 - Buzzards Bay Writing Project
 - Smiles Mentoring
 - Mass in Motion

District Improvement Goal

- By the end of the year, more than 70% of families and community members who respond to a survey will demonstrate a favorable response concerning the overall direction of New Bedford Public Schools.
 - There will be a 10% increase in survey participation.
 - More than 50% of students surveyed in Grades 6-12 will positively assert that they feel connected to the adults in their school.
 - At least 80% of families/caregivers will positively view their children's school as welcoming.

Family and Community Participation

Stakeholder	2015	2016
Students	5,681	5,859
Staff	535	796
Family	3,434	2,228
Total	9,650	8,883

10/24/2016

Students (Grades 3-5 Findings)

Question	2015	2016
How much do your teachers want to learn about you when you are not in school?	49%	52%
How well do people at your school understand you as a person?	70%	69%
If you had something on your mind, how carefully would your teachers listen to you?	79%	80%

10/24/2016

Families and Caregivers

Question	2015	2016
Overall, how much do you think the New Bedford Public Schools are improving?	72%	70%
Do you feel well informed about the turnaround effort for the New Bedford Public Schools?	65%	66%
How well do administrators at your child's school create a school environment that helps children learn?	79%	81%
To what extent do you think that children enjoy going to your child's school?	73%	75%
How often do you feel that the school has a welcome environment?	75%	78%

10/24/2016

Staff

Questions	2015	2016
Overall, how much do you think the New Bedford Public Schools are improving?	69%	62% - Teaching staff 73% - non teaching staff
How informed are you about the turnaround effort for the New Bedford Schools?	65%	80% - Teaching staff 85% - non teaching staff
Based on your knowledge, how satisfied are you with the central office of New Bedford Public Schools?	55%	61% - Teaching staff 71% - non teaching staff

10/24/2016

Standard IV

Professional Culture

10/24/2016

Professional Culture Shifts

- Changes in the elementary school schedule
- Rigorous recruitment and interview process
- Professional Development Calendar
- SMART PD System
- Revised Assessment Calendar
- Labor Relations

10/24/2016

Elementary Hours

Excluding Level 4, Level 5, or schools with a separate MOA as it relates to hours of work

Prior	Current
6 hours, 15 minutes	7 hours, every day
Specific times set in contract	District may adjust start/end time by 5 minutes within life of this contract

10/24/2016

Elementary Prep/Teacher Collaboration Time

Prior	Current
During limited specials throughout the week	10 per week
Teacher Collaboration Time is after school on Wednesdays	5 of the 10 are before students arrive
	5 of the 10 are during the school day
	TCT is still teacher directed but during scheduled preps

10/24/2016

Elementary Prep Schedule

	Monday	Tuesday	Wednesday	Thursday	Friday
At the start of the work day	Teacher-Directed Common Planning Period	Administrative Period Assigned by Principal	Administrative Period Assigned by Principal	Individual Prep Period	Individual Prep Period
During student instructional day	Individual Prep Period	Individual Prep Period	Individual Prep Period	Administrative Period Assigned by Principal	Individual Prep Period

10/24/2016

Elementary Prep (Cont.)

- No more than four (4) of the Administrative-directed periods per month will be used for professional development.
- Should any dispute arise regarding the use of professional development during Administrative-directed period(s), the parties agree that, in lieu of the grievance procedure, a meeting to resolve the matter will occur between the NBEA President and the Superintendent, and it is agreed that this is the sole manner in which to resolve all disputes regarding professional development during these Administrative-directed periods.

10/24/2016

Professional Development

Prior	Current
To be delivered by Administration (Principal, Assistant Principal, Director, Supervisor, Content Instructional Leader, etc...)	Can be created and delivered by employees represented by Unit A on a voluntary basis.
	Each school year, the Principal/Administrator will invite educators to sign up if they are interested in participating in the creation and delivery of PD for the current school year.
	If the educator is selected to create and deliver PD they will receive a stipend in the amount of two hundred and fifty dollars (\$250.00) per unit. A unit of PD is generally five (5) presentation hours.

10/24/2016

PD – Elementary Level (not level 4 or 5)

Prior	Current
20 hours of PD per school year (2 per month)	7 hours of PD per school year
	1 meeting per month in: September November February March April May June
	Imbedded PD within the longer school day
3 full PD days	3 full days

10/24/2016

PD – Secondary Level (not level 4)

Prior	Current
20 hours of PD per school year (2 per month)	18 hours of PD per school year Only 1 meeting in the months of October and January
3 full PD days	3 full days

10/24/2016

Aspiring Administrator Cohort

- Focus on developing a bench of leaders for NBPS in the areas of Principals, Assistant Principals and Directors
- Partnership with Bridgewater State University
- Rigorous application and interview process
- 40 candidates showed interest and 13 were selected
- Students receive a Masters/CAGS in Educational Leadership
- New Bedford "home grown" and trained within NBPS

10/24/2016

Labor Relations

- Full day Fridays for elementary school students
- Elementary students now receive a full offering of specialists (Art, Music, Health, PE)
- Increased planning time for educators
- Increased PD time for educators and PD created and led by educators
- Pay schedule more competitive in recruitment/retention
- School year starts prior to Labor Day
- NBHS implemented 21st Century Learning Expectations/Core Values
- New more efficient and effective student information system (Aspen X2)
- Hayden-McCadden's new Level 4 MOA
 - Revised career ladder
 - Revised student and teacher school day
 - Revised student and teacher school year

Due to improved labor relations we have successfully resolved issues to mutual satisfaction eliminating the need for costly arbitration and for lawsuits.

Turnaround Superintendent Work

"In a turnaround situation, a strong leader must create urgency, provide hope, set a clear vision, maintain focus, and cajole, push, or invite many to embrace change."

-Paths to Turnaround

District Management Journal, 2013

10/24/2016