



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

PRESENT: MAYOR MITCHELL, MR. BRUCE OLIVEIRA, MR. JOSHUA AMARAL, MS. COLLEEN DAWICKI, MR. JACK LIVRAMENTO, MR. JOHN OLIVEIRA

ABSENT: MR. CHRISTOPHER COTTER

IN ATTENDANCE: MR. ANDERSON, MS. TREADUP, MR. O'LEARY, MR. MOTTA, MS. WALMSLEY, MS. FERREIRA (Recording Secretary)

The School Committee Student Representative, Amanda Braga, was present. The meeting was recorded by Cable Access.

Approval of Minutes:

The Committee voted UNANIMOUSLY, on a motion by John Oliveira and seconded by Joshua Amaral, to accept the School Committee meeting minutes as follows: (Supporting document labeled "3")

- Finance Subcommittee: May 8, 2018; July 7, 2018; August 9, 2018; November 5, 2018; December 6, 2018; and January 3, 2019
- Facilities Subcommittee: November 5, 2018; July 12, 2018; September 6, 2018; May 5, 2018; and December 7, 2018
- Regular Meeting- March 11, 2019

Public Comment:

No one signed up to address the Committee.

Student Representative Report:

Amanda Braga, Student Representative, reported recent events happening at New Bedford High School.

Superintendent's Report (Mr. Anderson):

Mr. Anderson reviewed the Athletics and Fine Arts Report lead by Mike Shea, former Superintendent. The report revealed a set of recommendations as follows:

ATHLETICS REVIEW



RECOMMENDATIONS:

- Develop a comprehensive plan to retain and recruit students
- Create attractions for baseball, football, basketball, soccer, lacrosse, volleyball, & swimming programs aimed at our youth
- Provide Summer Youth Programs for elementary and middle school
- Provide free opportunities for area youth teams to attend games at no cost
- Provide free coaches clinics to area youth coaches to both help the coaches
- Middle school athletic programs: same sports as high school
- Refine coaches' evaluation tool
- Physical Education instructors: identity athletes
- NBPS Athletic Handbook
- Staffing: Teachers with coaching experience and bilingual



School Committee Meeting

FINE ARTS REVIEW

Recommendations:

- Middle School programs: equal access
- Expand the visual arts programs
- Computer lab for 3D art classes, photography
 - music composition, etc.
- Band booster role clarification in funding
- Include Fine Arts Director in decisions
- HS students more involvement w/MS music programs; band, color guard and show choir
- Allow both instrumental and vocal teacher to serve the same school
- Emphasize ES/MS are prepared for the high school
- Re-establishing the Band Minor course



Overall Recommendation

- Increase awareness of the many unique offerings at NBHS throughout the community
- The PR in the fine arts program as well as other offerings at NBHS needs to be improved
 - Use various social media options little is known about what is happening
 - Consider a Public Relations Committee at NBHS
 - Brochure showcasing the many options available at NBHS
 - Community centers, public libraries, city hall, etc.
 - Program of Studies booklet for 8th grade students

School Committee Meeting

To a question by Colleen Dawicki, Mr. Anderson explained that the data for the athletic programs and the students' perspective will continue to be gathered to develop an action plan.

To a question by Joshua Amaral, Mr. Anderson stated that refining the Athletic Director position or staffing would make a greater impact on the athletics program and might require minor budgetary repurposing. More information will be shared in a future meeting.

Mayor Mitchell was pleased with the report and appreciated that NBPS administrators recognized the value that these programs offer to students. He stated that to move these programs forward is a matter of establishing a clear vision, understanding its role in education, and executing against that vision.

Bruce Oliveira commented about the importance to continue to support the Fine Arts programs at the Middle School level. Jack Livramento noted that introducing the fine arts and athletic programs at an early age in Elementary School, enhances their ability to remain in the programs and excel in other areas as they continue to move to the upper grades.

John Oliveira agreed that more support is needed in the Elementary School going to the Middle Schools. He took an opportunity to commend the athletic programs at the High School and shared how it has positively impacted his own child. Colleen Dawicki would like to see more data and student's perspective attached to the report. She suggested using key community partners to assist with some recommendations.

Mr. Anderson said that some recommendations will be reflected in the FY20 budget. Joshua Amaral suggested to use one-time funds that the district receives to cover for these types of expenses. Mr. Amaral requested to review more information regarding the Athletic Director responsibilities once a refining to the position is finalized.

At this time Jordan Latham, Program Coordinator YWCA, introduced the Girls Exclusive After School Program and allowed the students to provide an update as they continue to advocate for women's health and free feminine products for the middle schools. Students Abby Zhang, Alizeh Johnson and Najah Burks spoke about the steps they have taken to raised awareness and shared that Keith Middle School will have a pilot program where the bathrooms will include a dispenser for feminine products.

To a question by Jack Livramento, Ms. Latham explained that they will be creating flyers for the students to explain how the pilot works. Ms. Latham also shared that her organization is looking to expand to other Middle Schools. Mr. Anderson and several School Committee members commended the students for taking the leadership to raise awareness on this issue.

Mr. Anderson stated that the Envisioning Planning Team recently completed its last meeting. He explained that each school conducted a community envisioning meeting, and findings from those meetings were later reviewed by the Envisioning Planning Team. The Planning Team comprised of individuals from different roles across the schools and community to identify goals for NBPS's future. He recognized that students' voice is very important to shape the future of the district. Mr. Anderson stated that the District Accelerated Improvement Plan is the foundation and the next step will be to have a larger community meeting to refine the document.

Jack Livramento and Joshua Amaral felt that it was a very productive process and shared their positive experience while being part of the Envisioning Planning Team.

To a question by Colleen Dawicki with regard to communicating the outcomes. Mr. Anderson stated that as the work and refinement continues, there will be a document that will be shared and the Committee will receive updates.

Mayor Mitchell was pleased with the outcome of the Envisioning Sessions and was proud that once the document is refined, it will be NBPS' Improvement Plan and not the Department of Elementary and Secondary Education's plan (DESE). Although there is no more State monitoring, the district is acting in a compliance mode.

At this time, Mr. Anderson shared that the DESE will cover the expenses to conduct a curriculum audit in our district that will be led by Johns Hopkins University. He reiterated that no financial cost will be imposed to the district for the services. DESE and the district are in the process to coordinate the beginning steps and more information about the timeline will be available then.

Mr. Anderson continued his presentation and explained that the district is using existing data points to find out where do we need to add more support and replicate the successes in other schools. Mr. Anderson highlighted the level of instruction that is happening at the schools while sharing two videos that provided examples. He went on to say that Instructional Practice, opportunities for acceleration, tiered systems of support and data analysis are components that are connected to the Envisioning and are a return on our investment.

Business Office Report (Mr. O’Leary): (Supporting documents – 7A)

Mr. O’Leary reviewed the financial reports with the Committee. He stated that the Function Code Report is at 67% encumbered overall.

The General Expense Report showed that most departments will spend down at 80%-90% in the coming weeks as the district closes the Fiscal Year 2019. Mr. O’Leary noted that the facilities’ line reflects a \$575K balance that the Committee transferred for the NBHS locker room project. The Salary Spenddown report showed the corresponding reduction for the transfer to the facilities’ line.

Bruce Oliveira asked if the transfer will be sufficient to meet the August deadline for the locker rooms, given that the project will be completed in the next fiscal year. Mr. O’Leary responded that there may be another transfer request into the City’s Capital Improvement Plan in May that will allow sufficient funding for the project in August. There is a possibility that it might require the City Council’s approval.

Mr. O’Leary reviewed the transfer requests and revolving account. He stated that \$2.4M will be carried over to Circuit Breaker to offset Special Education out of district cost. The transfer report was also reviewed and approved by the Finance Sub Committee.

On a motion by Bruce Oliveira, and seconded by Jack Livramento, the Committee voted UNANIMOUSLY to approve the transfers request as presented. (Transfer request attached).

The FY19 Grant Report was reviewed. He stated that his office is working with grant managers to determine spenddown and what can be carried over to next fiscal year.

Massachusetts School Building Authority (MSBA) Updates

- The NBHS Auditorium renovations will be completed by mid-May
- The NBHS locker room project will be out for a bid. Anticipated completion is scheduled for August
- The Statement of Interest (SOI) for DeValles and Congdon will be submitted on April 12th, pending approval of City Council

On a motion by Bruce Oliveira and seconded by Joshua Amaral, the Committee voted UNANIMOUSLY to accept the Business Office report.

Personnel Report (Mr. O’Leary) (Supporting document labeled “7B”)

Mr. O’Leary reviewed the personnel report with the Committee. He reported that there were 10 appointments, 4 retirements, 7 resignations, since the last personnel report in March. He also shared that there were 15 substitutes. A position vacancy report as of 4/5/2019 was provided to the Committee.

Mr. O’Leary reminded the Committee on the following items: that the district involuntary bid transfer process is available on the website; the paraprofessional bid transfer process will begin the week of March 18; the annual career fair is scheduled for Saturday, May 4th at Keith Middle School.

The Committee voted UNANIMOUSLY on a motion by Joshua Amaral and seconded by Bruce Oliveira, to receive and place on file the Personnel Report.

School Committee Report

Several School Committee members gave a report on events that they attended. John Oliveira requested schools to maintain the American flag and replace as needed. Joshua Amaral commended Takeru Nagayoshi for being named a finalist for the Massachusetts Teacher of the Year. Mayor Mitchell noted the work he is doing to advocate for more School Funding at the State level.

New Business

The Committee voted UNANIMOUSLY, on a motion by Jack Livramento and seconded by John Oliveira, to approve a recommended list of surplus property located at Paul Rodrigues Administration Building and New Bedford High School.

On a motion by Joshua Amaral and seconded by Jack Livramento, the Committee voted UNANIMOUSLY to pass to a second reading the following policies to amend: (Reviewed and approved by the Policy Sub Committee)

- File: JFABD Homeless Students: Enrollment Rights and Services
- File: JFABF Educational Opportunities for Children in foster Care
- File: JFABE Educational Opportunities for Military Children
- File: AC Nondiscrimination
- File: ACA Nondiscrimination on the Basis of Sex
- File: ACE Nondiscrimination on the Basis of Disability

At 7:35 P.M., on a motion by Bruce Oliveira and seconded by Jack Livramento, the Committee voted to adjourn the Regular Meeting and enter to Executive Session for the following purpose:

- To discuss strategy with respect to negotiations with union personnel (Executive session purpose #3):
 - New Bedford Educators Association Unit A
 - New Bedford Educators Association Unit B
 - New Bedford Federation of Paraprofessionals
- To review Executive Session Minutes: (Executive Session Purpose #7)
 - March 11, 2019

The roll call vote was as follow:

John Oliveira – Yes	Joshua Amaral– Yes
Christopher Cotter – Absent	Colleen Dawicki - Yes
Jack Livramento – Yes	Mayor Mitchell – Yes
Bruce Oliveira - Yes	

6 – Yeas 0 – Nays 1– Absent

Respectfully Submitted by,

Reviewed by,

Adlybeiry Ferreira
Recording Secretary

Thomas Anderson
Superintendent, Secretary/School Committee

SUPERINTENDENT UPDATE

New Bedford Public Schools

SCHOOL COMMITTEE MEETING
APRIL 8, 2019

THE FUTURE BEGINS IN OUR CLASSROOMS

KNOWING VS. DOING: SIMPLIFY AND CLARIFY

School Committee Meeting

SUPERINTENDENT'S UPDATE

The Aims of Education

To enable students to understand the world around them and the talents within them so that they can become fulfilled individuals and active, compassionate citizens.

A. Athletics and Fine Arts Report

B. YWCA Girls Exclusive Program Update

C. Envisioning Process Update (District Plan)

D. General Updates

School Committee Meeting

THE FOUNDATION: NBPS OBJECTIVES

Objective I: High Quality Instruction

Objective II: Student Support Systems

Objective III: Team Excellence

Objective IV: Community Engagement

School Committee Meeting

ATHLETICS REVIEW

COMMENDATIONS:

- Proud tradition of athletic involvement within New Bedford
- Graduates with athletic experiences have come back to NBPS to teach/coach
- NBHS provides a wide range of athletic opportunities (Title IX)
- Quality facilities for student athletes to practice and compete
- Field upgrades: turf, press box, concessions, track, lights, and bathroom facilities
- Funding and quality and quantity of facilities

School Committee Meeting

ATHLETICS REVIEW

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- Provide free coaches clinics to area youth coaches to both help the coaches
- Middle school athletic programs: same sports as high school
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- Physical Education instructors: identify athletes
- NBPS Athletic Handbook
- Staffing: Teachers with coaching experience and bilingual

School Committee Meeting

FINE ARTS REVIEW

Commendations:

- Increase in staff
- Expanded Visual Arts offerings at NBHS
- Expanded Performing Arts at NBHS
- Expanded the districts strings program across all levels
- All elementary schools have both music and art teachers
- Provide free instrumental supplies to all elementary students
- Process of yearly replacement of instruments
- Performing Arts groups are visible within the community including:
 - Veterans' Day Memorial Day parades, Holiday Stroll
 - Display of Learning at Pulkaski; two drama productions
- 8th grade students who participated in NBHS music programs; enrolled in NBHS for grade 9
- NBHS students assisted with summer music program (percussion, color guard experience camps)
- New courses and opportunities 2019-2020: Performing Arts

School Committee Meeting

FINE ARTS REVIEW

Recommendations:

- Middle School programs: equal access
- Expand the visual arts programs
 - music composition, etc.
- Band booster role clarification in funding
- Include Fine Arts Director in decisions
- HS students more involvement w/MMS music programs; band, color guard and show choir
- Allow both instrumental and vocal teacher to serve the same school
- Emphasize EMS are prepared for the high school
- Re-establishing the Band Minor course

Overall Recommendation

Increase awareness of the many unique offerings at NBHS throughout the community

- The PE in the fine arts program as well as other offerings at NBHS needs to be improved
 - Use various social media options title is known about what is happening
- Consider a Public Relations Committee at NBHS
- Brochure showcasing the many options available at NBHS
 - Community centers, public libraries, city hall, etc.
- Program of Studies booklet for 8th grade students

School Committee Meeting

YWCA GIRLS EXCLUSIVE PROGRAM UPDATE

We create real change

YWCA Girls Exclusive Program Update

School Committee Meeting

SUPERINTENDENT'S UPDATE

C. Envisioning Process Update (District Plan)



School Committee Meeting

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ENVISIONING PROCESS



NBPS VISIONS SESSIONS OVERVIEW

Objective: Conduct feedback sessions to solicit feedback from varying perspectives including parents, students, staff and community organizations, and businesses to revise the New Bedford Public Schools' District Plan's measurable goals and outcomes.

ACTIVITY	DATE
Leadership (Principals) Team Retreat • Introductions, overview of process, SWOT analysis, visioning for the future, Admin prepare district data for presentation/analysis (Dec)	November 14 9:00 AM - 1:00 PM
Admin and planning team members conduct visioning sessions with community (4-6th, Dec-Jan)	
NBPS Leadership Team Workshop 1: District leaders present data for review; root cause analysis	January 9 9:00 AM - 12:00 PM
Planning Team Workshop 1: Introductions and overview; the role of the planning teams; visioning for the future; designing the community engagement process	January 14 8:30 AM - 11:00 AM
Community Visioning Session: New Bedford Youth Alliance	January 14 10:30 PM - 9:00 PM
NBPS Leadership Team Workshop 2: Synthesize vision feedback to identify common themes	February 13 9:00 AM - 12:00 PM
Planning Team Workshop 2: Synthesize vision feedback to identify common themes, draft strategic objectives	February 13 9:00 AM - 12:00 PM
NBPS Leadership Team Workshop 3: Review/revise strategic initiatives and outcome measures	March 11 9:00 AM - 12:00 PM
Planning Team Workshop 3: Review/revise strategic initiatives and outcome measures	March 11 8:30 AM - 12:00 PM
Finalize community feedback process	April 8 8:30 AM - 12:00 PM
NBPS Leadership Team Workshop 4: Review final plan revisions and community feedback process, begin drafting targets for outcome measures	April 10 9:00 AM - 12:00 PM
NBPS Leadership Team Workshop 4: Review/revise outcome measures	April 10 9:00 AM - 12:00 PM

All schools conducted school-based community meetings with parents, students and staff by February 8, 2019

NBPS Envisioning Overview Plan - December 2018

School Committee Meeting

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ENVISIONING PARTICIPATION

ORGANIZATIONAL SUPPORT

Parks and Recreation	Buttonwood Park Zoo
Tabor Academy	Zeitleron Theatre
RAPP/Southcoast	Mass Hire
United Way of GB NB	Y.O.U.
Youth Alliance	Housing Authority
NorthStar Education	NB Police Depart
YWCA	Community Boating
Little People College	PAACA
SMILES	Bristol CC
Carney Foundation	Umass-Dartmouth
Dept of Community Services	NB Education Association
Dept of Health	Southcoast Chamber of Commerce
NB School Committee	NB Public Schools

School Committee Meeting

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ENVISIONING PROCESS

SPECIAL THANKS TO OUR STUDENTS:

- ✓ Keith MS
 - Renee Morin
 - David Thompson, Jr
 - Jaggar Hess
- ✓ New Bedford High School
 - Emma Gendreau
 - Raquel Reis
 - Ty Spencer
 - Anna Lin
 - Carys Macedo

School Committee Meeting

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NEW BEDFORD PUBLICSCHOOLS

LEADING ALL ASPECTS

Academics



Operations



Climate



Consistently Communicate and Collaborate

GENERAL UPDATES

D. General Updates



School Committee Meeting

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GENERAL UPDATES: CURRICULUM AUDIT

CURRICULUM AUDIT INFO SHEET

CURRICULAR MATERIALS MATTER!

Mounting evidence suggests that simply providing teachers with access to high-quality, standards-aligned curricular materials can prompt improvements in student outcomes.

- ✓ Comparable to over half a year of additional learning
- ✓ About 13 times the difference between an average teacher and one at the 75th percentile
- ✓ Greater than the difference between a new teacher and one with three years of experience

The good news is that there are many great options out there. High-quality options do not tend to cost more than low-quality ones, and one study found that upgrading curricular materials has an average 40 times the impact per dollar that reducing class sizes does.

School Committee Meeting

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GENERAL UPDATE: CURRICULUM AUDIT

LOOKING FOR THE RIGHT STARTING PLACE? CONSIDER A CURRICULUM AUDIT!

DESE is partnering with a research organization to provide no-cost curriculum audits to interested districts. Audits will be customized to meet the needs identified by district leadership and will include one or more of the following components:

- Review of the district's
 - written curriculum for alignment to the Massachusetts learning standards,
 - taught curriculum based on educator focus groups, teacher and student surveys, classroom observations, and analysis of student assignments, and/or
 - learned curriculum based on an analysis of student work samples and assessment results.
- Review of a knowledge map for the items used in the district's ELA instruction that reveals any gaps or redundancies in students' access to background content knowledge over their K-12 education.

The partner will work with each district to determine the best avenue for the audit.

There is no financial cost to the district to participate. DESE will cover the \$10,000-\$50,000 cost per audit. Each district must identify a senior-level district administrator who will scope out the audit, with support from DESE and the partner, and then coordinate all of the district-selected data collection activities (e.g., arrange focus groups, submit curricular documents, disseminate teacher surveys).

ANTICIPATED TIMELINE

DESE should be under contract with the partner by mid-March. We will host a conference call with interested districts by the end of March. Districts selected to participate will be invited to work with the partner to develop a customized audit plan by mid-April. Data collection should take place through the end of the school year and final reports delivered over the summer.

DESE'S THEORY OF ACTION

If districts have the information and support they need to give teachers access to high-quality, standards-aligned curricular materials, and if sustainable and collaborative professional learning structures help teachers use those materials to orchestrate students' learning experiences skillfully, then teacher and student experiences, and ultimately student outcomes, will improve.

School Committee Meeting

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CURRICULUM AUDIT

Audits will include following components as options:

- a. Review of the district's written curriculum.
 - a. Alignment to Massachusetts learning standards
- b. Review of the district's taught curriculum
- c. Review of the district's learned curriculum
- d. Development of a knowledge map for the texts used in the district's ELA instruction
 - a. Reveals any gaps or redundancies in students' access



School Committee Meeting

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DESE SPECIAL EDUCATION REVIEW

Three-day visit

- DESE staff report very positive, welcoming climate
- All staff interviewed were knowledgeable about practices and processes
- No concerns reported in regard to student records and documentation
- Parent surveys show favorable responses regarding student progress in special education as well as parental involvement in the IEP process
- Impressed with Trinity Day Academy structure and methodology



School Committee Meeting

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NEW BEDFORD PUBLICSCHOOLS

QUALITY TEACHING REFINED

Task Predicts Performance

“What predicts performance is what students are actually doing...the instructional task is the actual work that students are asked to do during the process of instruction-not what teachers think they are asking students to do or what the official curriculum says that students are asked to do...”

-Dr. Richard Elmore-

CLASSROOM: VIDEO PRESENTATION



School Committee Meeting

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DATA POINTS

* All data is disaggregated by each sub-group/number and percent of each race

MILESTONE	2016	2017 (Target)
1. Attendance (Students with chronic tardiness/absences)	96%	95%
2. ** 3rd-5th Reading (Reading and Math)	96%	95%
3. ** 3rd-5th Math (Math)	96%	95%
4. ** 3rd-5th Science (Science)	96%	95%
5. ** 3rd-5th Social Studies (Social Studies)	96%	95%
6. ** 3rd-5th English Language Arts (ELA)	96%	95%
7. ** 3rd-5th Math (Math)	96%	95%
8. ** 3rd-5th Science (Science)	96%	95%
9. ** 3rd-5th Social Studies (Social Studies)	96%	95%
10. ** 3rd-5th English Language Arts (ELA)	96%	95%
11. ** 3rd-5th Math (Math)	96%	95%
12. ** 3rd-5th Science (Science)	96%	95%
13. ** 3rd-5th Social Studies (Social Studies)	96%	95%
14. ** 3rd-5th English Language Arts (ELA)	96%	95%
15. ** 3rd-5th Math (Math)	96%	95%
16. ** 3rd-5th Science (Science)	96%	95%
17. ** 3rd-5th Social Studies (Social Studies)	96%	95%
18. ** 3rd-5th English Language Arts (ELA)	96%	95%

Q1 quarter M6 monthly M12 12 months per year T1 12 months per year T2 yearly Q4 semester

School Committee Meeting

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COMPLIANCE to INQUIRY and ACCOUNTABILITY

MINDSHIFT

“Classrooms, schools, and districts are nested learning communities whose cultures are closely linked. Teachers who operate in a compliance mode with their principals are unlikely to create anything other than a compliance environment for their students. And as a former principal... put it, ‘Principals cannot lead collaborative learning if they have not experienced it.’ Students are not likely to take risks, collaborate, learn together, and experience higher order tasks unless their teachers are. Recognizing these nested relationships helps leaders in a variety of roles take responsibility for leading learning.”

-Dr. Richard Elmore-

School Committee Meeting

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SUPERINTENDENT'S UPDATE

1,300 classrooms visited to date (20 today)

- Connecting prior knowledge
- Clear direction



School Committee Meeting

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“TODAY IS A GOOD DAY”

CLASSROOM MOTIVATION

BROOKS ELEMENTARY SCHOOL



School Committee Meeting

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CLASSROOM FOCUS

FOCUS (Connecting: Building Capacity – Rigor and Relevance)

- Instructional Practices (Look-fors)
 - Equitable Practice (Cultural Competence)
 - Engagement
 - Higher Order Questions
- Acceleration Opportunities
- Tiered Systems of Support
 - Social Emotional
- Data Analysis and Use
 - School-based
 - District



consistency
collaboration
communication

School Committee Meeting

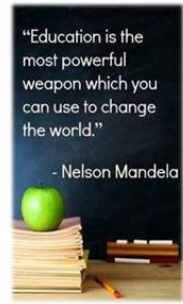
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CLASSROOM INVESTMENT

New Bedford
Public Schools



School Committee Meeting



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NEW BEDFORD PUBLICSCHOOLS



THANK YOU

KNOWING VS. DOING: SIMPLIFY AND CLARIFY

School Committee Meeting

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