

**SPECIAL MEETING  
OF THE  
NEW BEDFORD SCHOOL COMMITTEE  
MINUTES**

PRESENT: MR. AMARAL, MR. COTTER, DR. FINNERTY (arr. 6:05), MR. LIVRAMENTO,  
MR. NOBREGA, MR. OLIVEIRA

ABSENT: MAYOR MITCHELL

IN ATTENDANCE: DR. DURKIN, MR. DEFALCO, MRS. DUNAWAY

The Special Meeting was called to receive an overview of turnaround opportunities at the Hayden McFadden Elementary School and other New Business.

---

Russell Johnston, PhD, Sr. Associate Commissioner, Accountability and Assistance from the Department of Elementary and Secondary Education (DESE) addressed the Committee in regard to turnaround opportunities at the Hayden McFadden Elementary School.

Dr. Johnston stated that district wide, New Bedford has made some commendable progress with PARCC testing, however Hayden McFadden School, that took the MCAS test, remains in Level 4 status. Due to the fact that Hayden McFadden remains in the first percentile in the state, the DESE had to make a decision regarding its future status. The DESE is keeping the school in Level 4 status but the district has to write a new Turnaround Plan. The new plan will be strongly influenced by recommendations received by the Local Stakeholders Group, currently holding meetings to achieve this goal.

Dr. Johnston continued that the key considerations for a new plan should include the following autonomies:

- Leadership – innovative approach, not the status quo
- Establish a calendar
- Staffing
- Budget
- Curriculum and Programming
- Student learning time increased to 1330 hours with enrichment: arts and other activities
- A minimum of 15 days professional development
- Performance based compensation

These suggestions should be shared now as the process begins. The DESE will assess what is put into place and see what trajectory the school is on. Dr. Johnston made it clear that Level 5

status could be considered at any time and it is not tied to assessment results that are released at the beginning of the school year.

Questions were asked by the Committee as follows:

Mr. Amaral: Where does practice of performance based compensation come from?

Dr. Johnston: You have a way to say to teachers – we see the work you are doing and teachers contributing to the turnaround are compensated differently and compared to those who do not contribute.

Mr. Oliveira: How do you measure students' progress? Not all have the same level of learning.

Dr. Johnston: Artifacts, series of combinations of data elements-not just one, and use a rubric according to standards. Also, engagement, culture and instruction

Mr. Amaral: In the case of Ed. Eval., 97% of teachers were deemed as proficient. Will there be turnover at the school?

Dr. Johnston: Some teachers will want to welcome change, others may want to do a different type of work and go elsewhere.

Hayden McFadden has already had a transformation model. We are not required to use a model tied to grant requirements because there are no grant monies attached to the model type. Therefore we can develop a new approach. Principals should hire who they feel will be a good match.

Mr. Amaral: Hayden McFadden is the neediest school with many disadvantages and challenges in the classroom. What models have you seen that addresses the needs and challenges?

Dr. Johnston: Wraparound zones work on barriers and see social emotional, family needs, etc. as well as supports needed. School is seen as a safe place to be during the day and evening. Mental health counselors and parent education all led to 60% exiting Level 4 schools around the state.

Mr. Oliveira: There are many socio-economic issues. We don't need teacher change but additional supports outside instruction. We must also work with what we have and do it more effectively and not wait.

Mr. Livramento: What are other schools using?

Dr. Johnston: They are using a new, thoughtful, operational plan and questioning how they are using time. The plan is developed by the principal. They also bring in more enrichment programs from outside so teachers can collaborate. They make sure that time is used to meet the genuine needs of the students. They concentrate on what is focused on and what is uniquely needed.

Mr. Livramento: Are you calling for more staff and in what ways are the DESE going to help us to move forward?

Dr. Johnston: There will be a change in compensation to accommodate more time involved. We prioritize Level 4 & 5 schools. We wish there was more money available but we lend support in

ELL and technical assistance. The DESE provides some funding, but not for operational purposes.

Mr. Amaral: How do other districts manage limited resources? How do you not take resources from other schools to support Hayden McFadden?

Dr. Johnston: Districts take resources coming in and make sure money is being used efficiently.

Mr. Cotter: I keep hearing teachers are the problem. Teachers are not the problem. I have a problem with merit based compensation.

Dr. Johnston: We will continue to use the assessment tool. Our accountability is based on performance and growth of students. That gives us early indications that students are improving. It is the common mission throughout the state – giving every student the education they need.

Mr. Cotter: There is an impact on the rest of the district – taking resources from other schools and they will be less of a priority. How do we manipulate the system? Every student needs support.

Dr. Johnston: How are you maximizing resources at Hayden McFadden before you move resources from other schools? The School Committee will have to make that decision. This is for you to decide. There is no rule book for needs vs resources.

Mr. Oliveira: What kinds of results are needed and when will the DESE assess whether the school stays Level 4 or goes to Level 5?

Dr. Johnston: Take a bold initiative and you will get time to show what the school can do. You must implement the plan to the best of your ability.

Dr. Durkin added: We must show progress. Hayden McFadden is in the first percentile. Other schools have been in the same situation and have shown tremendous growth. Hayden McFadden has not.

Mr. Cotter: Hayden McFadden has not shown growth? They piloted Reading Street. Those teachers taught other teachers. Those Hayden McFadden teachers are dedicated.

Dr. Johnston: We do not tell you what curriculum to use as it is locally controlled. Schools may have new programs, but how effective are they? How well are they being implemented? There is a way to reach these students.

Mr. Cotter: You want an assessment by the end of the school year? How can we change by then?

Dr. Johnston: We are asking for the plan and how it will be implemented by the end of June.

Mr. Amaral: What about the assessment?

Dr. Johnston: If the plan is on the right track, we may not use FY 16 data and punish you. We will look at the robust plan you put into practice.

Dr. Finnerty: Will just MCAS be used or other variables?

Dr. Johnston: We will identify measurable goals, look at attendance and many other factors before a decision is made. It is not capricious – not just MCAS scores.

Dr. Finnerty: I don't believe everyone should get the same. We must provide for our neediest students. We must keep up teacher spirit and morale.

Mr. Cotter: Is there a mentoring program in place for teachers?

Dr. Durkin: In the plan, there will be an outline for teacher support.

Dr. Durkin informed the Committee that she will give an update on February 8 after recommendations are given to her by the Local Stakeholder Group. She also added that the administration will be fair and respectful as they are conscious of the needs of staff at Hayden McFadden.

The meeting continued with the following:

On a motion by Dr. Finnerty and seconded by Mr. Livramento, the Committee voted UNANIMOUSLY to approve a request from Lynne Dandeneau/Teacher/NBHS, for permission to take 60 students and five chaperones to Windsor Locks, CT, on February 27, 2016, to perform at the Nutmeg Show Choir Festival.

On a motion by Mr. Oliveira and seconded by Mr. Livramento, the Committee voted UNANIMOUSLY to approve a request from Helder Almeida/Sean McNulty/Mario Pires/Rebecca Raftery/Math Teachers/NBHS, for permission to travel to Jacksonville, NC from February 11-12, 2016, to observe an algebra pilot program at Onslow County Public Schools. (Travel and accommodations to be paid through the School Redesign Grant/other expenses through partnership with the University of San Diego.)


At 6:36 P.M. on a motion by Mr. Oliveira and seconded by Mr. Livramento, the Committee voted to adjourn the meeting.

The roll call vote was as follows:

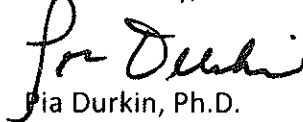
Mayor Mitchell – Absent	Mr. Amaral – Yes
Mr. Cotter – Yes	Mr. Livramento - Yes
Mr. Nobrega – Yes	Dr. Finnerty – Yes
Mr. Oliveira - Yes	

6 – Yeas	0 – Nays	1 – Absent
----------	----------	------------

Respectfully Submitted by,

  
Lisa P. Dunaway  
Recording Secretary  
Committee

Reviewed by,

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