

CITY OF SOMERVILLE, MASSACHUSETTS SCHOOL COMMITTEE

Monday, October 16, 2023 - Regular Meeting

7:00 p.m. – City Hall Chambers

Members present: Dr. Ackman, Ms. Barish, Ms. Dion (arrived late), Mr. Green, Ms. Pitone, Dr. Phillips, Mayor Ballantyne and President Ewen-Campen

Members Absent: Ms. Krepchin

I. CALL TO ORDER

The meeting was called to order at 7:00 p.m. with a moment of silence, followed by a salute to the flag of the United States of America. Vice Chair Phillips asked Superintendent Carmona to call the roll, results of which were as follows: PRESENT – 7 – Dr. Phillips, Dr. Ackman, Mr. Green, Ms. Barish, Ms. Pitone, Mayor Ballantyne and President Ewen-Campen. ABSENT – 2 – Ms. Krepchin and Ms. Dion

Chair Krepchin asked interpreters to introduce themselves:

Micaela Yang-Spanish

Elaine Metzger-Portuguese

Angie Surprise-Haitian Creole

II. SCHOOL COMMITTEE STUDENT ADVISORY COUNCIL REPRESENTATIVES

Student Representatives Ana Sofia and Marcia Narh-Botchway were both present and reported the following:

- students took the PSAT last week;
- last home game for football on Friday;
- winter sports registration is upcoming;
- An upcoming dance based on Great Gatsby theme.

III. PUBLIC COMMENT

Vice Chair Phillips read the public comment regulations and asked those who signed up to comment at this time.

Kara Dodd – Ward 5 resident and educator at Winter Hill School. Noting that the Edgerly was a temporary and not permanent solution, she expressed a sense of urgency for the rebuilding of the Winter Hill School. She added that without a clear plan forward, the district would see an exodus of creative, passionate teachers that make Winter Hill what it is. She concluded that the “power lies with the Mayor’s office....to do everything to move the process forward.”

Aili Contini-Field – She suggested that instruction for public comment be updated to reflect not a 6:45PM login but at 7:00PM login. She also reiterated Ms. Dodd’s sentiment to “rebuild Winter Hill.”

IV. REPORT OF SUPERINTENDENT

A. District Report

- **Professional Teacher Status Recognition (Mrs. MacDonald and Mrs. Woods)**

Superintendent Dr. Carmona introduce Karen Woods Chief of Personnel Officer
Ms. Karen Woods began the celebration by introducing Marianna MacDonald, Director of Human Resources, and then introduced the newest members of the Human Resources Team.

| Location | Last Name | First Name | Position | Unit |
|----------------------------------|-----------------|------------|--------------------------|--------------|
| ALBERT F ARGENZIANO SCHOOL | HAMMOND | CAROLINE | GRADE 4 SEI TEACHER | SEU EDUCATOR |
| ARTHUR D HEALEY SCHOOL | GALLARDO | JULIE | GRADE 3/4 SEIP TEACHER | SEU EDUCATOR |
| ARTHUR D HEALEY SCHOOL | IUDICIANI | LINDSAY | READING TEACHER | SEU EDUCATOR |
| ARTHUR D HEALEY SCHOOL | SCHRODER | KELSEY | GARDES 1/2 TEACHER | SEU EDUCATOR |
| BENJAMIN G BROWN SCHOOL | COONEY | JOHANNA | GRADE 1 TEACHER | SEU EDUCATOR |
| CAPUANO EARLY CHILDHOOD CENTER | COLEMAN | CHRISTINA | BCBA SPECIALIST | SEU EDUCATOR |
| CAPUANO EARLY CHILDHOOD CENTER | DICKERSON | MOLLY | KINDERGARTEN AIM TEACHER | SEU EDUCATOR |
| CAPUANO EARLY CHILDHOOD CENTER | GORDON | ALISON | SPEECH PATHOLOGIST | SEU EDUCATOR |
| CAPUANO EARLY CHILDHOOD CENTER | OWENS | ELIZABETH | SPED PRE-K TEACHER | SEU EDUCATOR |
| EAST SOMERVILLE COMMUNITY SCHOOL | LYONS | LUCY | RESOURCE ROOM TEACHER | SEU EDUCATOR |
| JOHN F KENNEDY SCHOOL | DABENIGNO | JULIE | PRE-K SMILE TEACHER | SEU EDUCATOR |
| JOHN F KENNEDY SCHOOL | LEARY | JENIFER | GRADE 1 TEACHER | SEU EDUCATOR |
| SOMERVILLE HIGH SCHOOL | CAROLAN | ANNA | SPED TEACHER | SEU EDUCATOR |
| SOMERVILLE HIGH SCHOOL | COOLEY | PAUL | ASSISTANT PRINCIPAL | SEU EDUCATOR |
| SOMERVILLE HIGH SCHOOL | MCGUINNESS | CATHERINE | SPANISH TEACHER | SEU EDUCATOR |
| SOMERVILLE HIGH SCHOOL | MELCHER-HADDADA | ELIZABETH | RESOURCE ROOM TEACHER | SEU EDUCATOR |

| | | | | |
|---|--------------|-----------|------------------------|--------------|
| SOMERVILLE HIGH SCHOOL | MULLINS | ELIZABETH | REDIRECT TEACHER | SEU EDUCATOR |
| SOMERVILLE HIGH SCHOOL | MYERS | CLAYTON | MATH TEACHER | SEU EDUCATOR |
| SOMERVILLE HIGH SCHOOL | STAFFORD | JULIANNA | RESOURCE ROOM TEACHER | SEU EDUCATOR |
| SOMERVILLE HIGH SCHOOL | THOMAS | BEATRIZ | SOCIAL STUDIES TEACHER | SEU EDUCATOR |
| SOMERVILLE HIGH SCHOOL | TIEU | YEN | MATH TEACHER | SEU EDUCATOR |
| SOMERVILLE HIGH SCHOOL | WHITE | GILBERT | DEAN OF STUDENTS | SEU EDUCATOR |
| WEST SOMERVILLE NEIGHBORHOOD SCHOOL | GRIFFIN | EMILY | GRADE 6 ELA TEACHER | SEU EDUCATOR |
| WEST SOMERVILLE NEIGHBORHOOD SCHOOL | PODOLOFF | NICOLE | ADJUSTMENT COUNSELOR | SEU EDUCATOR |
| WINTER HILL COMMUNITY INNOVATION SCHOOL | DAVIES | GWYNETH | GRADE 2 TEACHER | SEU EDUCATOR |
| WINTER HILL COMMUNITY INNOVATION SCHOOL | DODD | KARA | RESOURCE ROOM TEACHER | SEU EDUCATOR |
| WINTER HILL COMMUNITY INNOVATION SCHOOL | KUSIAK CAREY | JULIA | ESL TEACHER | SEU EDUCATOR |

Dr. Carmona thanked and congratulated the above awardees.

The Committee will take a ten minute break and resume at 7:45PM.

The following agenda item taken out of order.

District Report (continued)

Winter Hill Update

Mayor Ballantyne read from a prepared statement attached hereto and made a part hereof.

Dr. Carmona addressed the vision and the future and the process for the acceleration of the MSBA process for the Winter Hill and Brown Schools. Review of the SOI for both schools included tours of the schools. Although there is no guarantee that the projects will be accepted,

these steps were positive in the process. The district will be notified of their status in December. Part of the process is the undertaking of a feasibility and enrollment study as well as gap analysis.

He then reviewed the K-8 master plan gap analysis that is critical to the project and future needs. Key findings include: a) no capacity to absorb populations of Winter Hill and Brown schools in the City; b) provide long-term modernized space for both schools; c) and to explore all possible options for both schools.

The Edgerly School is being monitored to ensure that it remains a quality learning space. The district and the City are focused on the needs of Winter Hill and continue to work diligently to advance the process with MSBA.

Based on enrollment projections, the district will remain at status quo for at least a decade. There are some increases at the high school level, some decreases at K-5 and steady growth at 6-8. Students in the AIM program and MLE are increasing, and the projections are reliable. There are challenges around the spaces the district currently has to offer for other services, and any configuration will need to account for future needs for the Brown and Winter Hill schools.

QUESTIONS/COMMENTS

Mr. Green noted the importance of putting into context assumptions for declining enrollment with assumptions of future displacement.

Mayor Ballantyne agreed, noting that in a recent meeting with Mayors of Boston, Newton and Medford, it was clear that there is a regional crisis with all cities projecting a decline in enrollment. Within the context of data in 2010 there was a population of those aged 35 and under at 27% and in 2020 the number increased to 35%. The demographics of the city are changing and the City has done everything using every local tool to involve state initiatives in the region to build more housing.

President Ewen-Campen noted that the City Council had advocated for a timeline of a debt override in 2024. Mayor Ballantyne responded that the timeline for a potential vote is dependent on whether the district is invited into the MSBA program in December. Since working with the MSBA program could provide upward of \$100M saved for Somerville families and taxpayers, it is fiscally responsible and in the interests of the district and community to pursue that process. The Director of Finance will provide more detail when the decision by MSBA is known at the end of the year.

Mr. Green advocated that the best chance for getting approval from residents is to pursue the debt override option and post a conservative estimate for the full price of the construction for vote on the ballot next year.

Mayor Ballantyne responded that a feasibility study is needed to know in detail what is required for an estimate. The process requires that the City Council bond for the full amount and draw down on that amount. The Director of Finance will be setting up a community meeting either at the end of October or early November to present the financial picture.

Ms. Pitone noted that there are two timelines to pursue, i.e. the first is if MSBA funding is approved this year and the second if it is not. In the case of the latter, an additional statement of interest most likely will be submitted next year, but reimbursement of funds previously spent can be made if the debt override option is pursued next year.

Dr. Carmona responded that the timeline has not been mapped out, and at this stage the district is waiting to hear of the MSBA decision in December. Although there is no guarantee, he stated that the MSBA response to the district's needs was quite positive.

Mayor Ballantyne reiterated that, regardless of whether the district goes the MSBA route or proceeds on its own, the feasibility study is needed in order to determine what the best options are.

Ms. Pitone responded that her concern is to make sure that the community has all the information and is not merely making assumptions. If the MSBA funds do not come through this year, there is a contingency plan to move forward as expeditiously as possible.

Mayor Ballantyne stated that the decision cannot be made at this time until all the financial information is known. She stated that she takes the matter very seriously and is committed to seeing the project through. She noted that her staff moved an entire school in nine weeks and that she committed 10% of her budget to the schools the first time around and 8% the second time. She is invested in being transparent and sharing full information at the anticipated community meeting.

Dr. Phillips stated that there was a need to define the master plan and the scope of the problem in operational terms, i.e. class size, specialized programs, number of buildings, etc. She said the time was ripe to have conversations on the bigger picture of vision.

Mayor Ballantyne stated that the responsibility for defining the vision lies within the School Committee and administration. Dr. Carmona noted that the district is in the early stages of considering all the possibilities of embarking on a new configuration of structuring K-8 schools. However, regardless of what is done, Winter Hill needs a home and the Brown has structural challenges that must be solved.

Mr. Green was opposed to waiting for the conversation to begin until certain information is known, and waiting to have all the facts in place in the spring is not acceptable. The more conversations on how to move forward within what is valued the better. The priority is two schools need to be replaced.

Ms. Pitone stated that the sooner visionary expectations are set the better for the community to have the "right people in the right place at the right time." Instead of having one meeting at a time, understanding the scope and long-term process of community involvement over the next six months will better inform the School Committee members not only to represent wards but also the advocate for community point of view directly at the table.

Dr. Carmona stated that it was appropriate to begin discussions on the immediacy of the mitigation and construction of Winter Hill and then follow with the topic of configuration of buildings. The first step is to establish a footprint to identify places and then discuss possible locations. Since the involvement of the community is determined in high degree by the MSBA's requirements of participation in the community process, the district needs to ensure that its requirements and recommendations are followed.

Ms. Pitone noted that the requirements of the MSBA for community involvement are in fact minimal, and the district may involve the community more in different capacities. In order for the master plan to work, direct community voices must be heard for their agents on the School Committee to accurately represent them.

Mr. Green stated that, insofar as there are many options available, it is only necessary but prudent to have a series of conversations over the next six months on "community vision and value setting" to ensure that the needs are met.

Ms. Pitone agreed with Mr. Green that the "big picture perspective" will include a community communication and engagement plan through the framework of the master plan.

The following agenda item was taken out of order.

B. Personnel Report

Ms. Woods, Director of Personnel, reviewed her PowerPoint presentation on the 2023 Personnel Report to date, including new hires since the beginning of the fiscal year.

QUESTIONS/COMMENTS

Mr. Green stated his support for the use of hiring agencies for recruitment, but asked if there was a need for a permanent line item in the budget. Dr. Carmona responded that, insofar as the district is committed to "put the best educators in front of students," the use of hiring agencies has been necessary in a difficult market.

Ms. Dion arrived at 8:45PM.

In response to Ms. Dion's question on the reasons job applicants decline to identify race, Dr. Carmona stated oftentimes the Hispanic Latinx population is hesitant to describe themselves as non-white. In other cases a system like Aspen automatically defaults to something else if ethnicity or race is not chosen or a national trend to widen resume by omitting nationality results in higher chances of being hired.

In response to Dr. Ackman's question on the hiring of substitutes, Ms. Woods stated that permanent substitutes report every day for assignment and intermittent substitutes are called as needed. Strategic planning has resulted in four fully-licensed substitutes at the elementary level who are rotated as needed. Ms. MacDonald, HR Director, stated that there are currently 46 educators on parental leave and some schools are utilizing building substitutes to cover leaves. Planning for leaves is often complicated because of educators' last minute notice of leave.

Ms. Pitone complimented the team on the hiring of so many teachers above step 1 and 2 resulting in a combination of new and experienced teachers. Noting the number of "baby boomer teachers," she suggested for planning purposes in the future a visionary plan for the distribution of teachers across the schools in terms of experience.

In response to Ms. Dion's question on compensation of paraprofessional covering as substitute teachers, Ms. Woods stated that there is specific language in the contract on the formula for compensating them when serving as long-term substitutes.

Ms. Barish thanked the team for the clarity of the presentation, all educators who had used their networks for recruitment of teachers, residents who had encouraged qualified teachers to apply and all others who supported the district in hiring the best educators.

District Report (continued)

District Notes – Dr. Carmona made the following announcements

Dr. Carmona extended his deepest sympathies to community members who have been impacted by the horrific attacks in Israel and news unfolding in Israel and Gaza. He has sent an email to families and staff urging them to reach out to school-based social worker and to check in with friends and loved ones and provide safe spaces to express grief. He extends his wishes to the entire community to come together to live in kindness and compassion to all.

Dr. Carmona noted the following celebrations in the community:

Hindu community festival from October 15-24

Hispanic heritage month through October 15

Community of Bahai Faith celebration of birth of Bahá'u'lláh, the founder of the Bahá'í Faith on October 17

Principals month celebration – Dr. Carmona read the names of all SPS principals

District Notes – Dr. Boston-Davis made the following announcements

Over 30 SPS educators across the district over the course of the year participated in a state-wide STEM initiative offering various week-long projects.

The high school robotics team launched a STEM initiative for grades 5-8 motivating student to create the future of STEM with a new type of learning through community inspiration.

The SFLC and MLE along with the City Office of Immigrant Affairs will offer a partnership workshop on October 18th from 5:30-7:30PM. Offered in Spanish, Portuguese and Haitian Creole, the workshop entitled "workshop for immigrant families" will provide opportunities to learn about how schools work in America, how SPS supports students learning English and other resources to support families.

Cheer on the high school football team at its homecoming game against Lynn English on Friday, October 20 at Dunworth Stadium. Performing band starts at 6:00PM. A district schedule of all athletic games on the website under Athletics. *Go Highlanders!*

District Notes – Mr. Chad Mazza made the following announcements

First-grade teacher Aileen Martinez was honored at the 2023 Massachusetts state Latino event on October 4th for her commitment to Latino students and high policy and practices solutions needed to further educational equity.

Katherine Gallitano, Director of Diversity, Equity and Inclusion, will attend a workshop on October 20th at the Massachusetts Chapter of the National Association of School Social Workers to discuss creating spaces for safety, bravery and growth and how to address harmful language and facilitate change.

Half day on October 25th for PreK-8.

Shoutout to outgoing Chief of Staff Dr. Susanna Hernandez-Morgan for more than 13 years of dedicated service to the students of SPS and congratulations to her on exciting opportunities being pursued in another district. She advanced many critical projects for the district during her tenure. The district offers since thanks to her for her many contributions and she will be greatly missed.

District Report (continued)

Goals and Entry Plan

Dr. Carmona stated that he has met with the entire executive team and principals to develop a robust set of strategies and goals to ensure that a system is in place to support goals mainly around instructional practices to ensure that every child can have equitable access to learning throughout the district. He outlined his goals as follows:

Goal 1: Measurement of compliance with stated actions mainly around instruction

- Look at the data aligned as to the expectations of everyone.
- Multiple stakeholders provided support for increased rigor around instruction across the board and across all levels of performance.
- Set equitable expectations for students.

Goal 2: Build effective collaboration systems

- Work with principals around instructional alignment.
- Establish evaluation tools for teacher/principals.
- Match goals and expectations to outcomes.
- Dual system that allows looking at data in systematic way and set conditions for collaboration with principals.

Dr. Carmona also stated that he will ensure that he implements his coaching cycles and will continue to assess performance on a) how are we managing buildings; b) how do we establish communications with the community; c) how do we ensure that we create instructional practices that are effective for students; and d) different categories will be utilized as a rubric for his performance. He also added that student feedback will be included after the initial goals described above have been confirmed.

QUESTIONS/COMMENTS

Dr. Phillips noted that, while these are goals and focus indicators on the rubric evaluating Dr. Carmona as Superintendent of the district, it is not how progress of the district as a whole is evaluated and the work needed to be done this year.

Mr. Green noted that this is a good framework to supervising a first-year superintendent "who has hit the ground running."

Dr. Phillips noted that this matches DESE's guidance for the evaluation goals for a first-year superintendent.

In answer to Ms. Pitone's question of the second year, Dr. Carmona stated that all new superintendents have the same format as their first year, and the second year will involve a strategic plan to inform and reflect on the gaps around the areas of need going forward.

Dr. Phillips noted that there are two constellations of action steps under goal #2 as being the foundation on the district goals related to student academic and social emotional learning.

MOTION: by Mr. Green and seconded by Dr. Ackman to approve the Superintendent's goals on focus indicators. The motion was approved unanimously.

VI.UNFINISHED BUSINESS

- A.** Discuss and vote on the Superintendent's Entry Plan
This agenda item is tabled for the next meeting.

B. MASC Conference Delegate and Resolutions

MOTION: by Dr. Ackman and seconded by Ms. Barish to appoint Mr. Green as the MASC Conference Delegate. The motion was approved unanimously via roll call vote.

MOTION: by Mr. Green and seconded by Ms. Pitone to appoint Ms. Krepchin *in absentia* as the alternate MASC Conference Delegate. The motion was approved unanimously via roll call vote.

Members provided feedback to Mr. Green on content of the resolutions.

C. Superintendent evaluation rubric and vote

This agenda item is tabled until the next meeting

VII. REPORT OF SUBCOMMITTEES

A. School Committee Meeting for Education Programs and Instruction:

September 11, 2023 (Dr. Ackman).

Ed Programs subcommittee meeting – September 11, 2023

Attendance:

Emily Ackman, Laura Pitone, Sara Dion, Jess Boston Davis, Ruben Carmona

Audience:

Leigha Charboneau

Meeting was called to order at 5:37 pm

Dr. Ackman opened by outlining the agenda for the meeting – a presentation from Dr. Boston Davis on the academic vision for SPS in the 2023-24 academic year as well as a plan for agenda and timing for the Ed Programs subcommittee for the rest of 2023.

Dr. Boston Davis started the presentation by discussing how the district is bucketing priorities around academics. She noted that “equity in action” involved measuring outcomes and paying attention to systems for instructional improvement. She quoted Dr. Carmona on advice he gave her around strategic plans for systems thinking “sometimes what gets in the way becomes the way.”

She noted that there are two new leadership teams at the district level for this academic year: Academic Cabinet and Academic Department Teams.

Question from Member Pitone: Where do School Site Councils fall on this list?

Answer from Dr. Boston Davis: Thanks for your question. I will add that group to this list.

Dr. Boston Davis continued the presentation discussing the goal of Deeper Learning for All Students as an equity challenge for the district received from the Lynch Academy at Boston College.

Question from Member Pitone: The concept of deeper learning. I understand that for many educators this is a change. What are you doing to support teachers as they change to understand deeper learning? Answer from Dr. Carmona: I think it is a mindset as well as a goal post. Depending on the child, we might fall short right now so we have to work to make deeper learning a goal for everyone as a means of addressing equity.

Dr. Boston Davis: Yes, it's a mindset shift for everyone.

Dr. Carmona: We are building the system collectively and having a clarity of mindset on deeper learning will help us continue to build.

Question from Member Ackman: What about this are you most excited and what is most daunting? Answer from Dr. Boston Davis: Curriculum and the rollout of i-Ready. We need more and better data for a more complete picture of the district and that is why we are bringing i-Ready.

Question from Member Pitone: How will we ensure that staff will know how to use i-Ready for accountability?

Answer from Dr. Boston Davis: The rollout plan was: Administration → leaders → teachers. Principals are the instructional leaders in the building. The first formal rollout was in September and the first Ed Programs subcommittee meeting – September 11, 2023

formal PD for it is on October 4 with SPS data. We start with norming city-wide, putting in appropriate systems and incentives, including teachers learning from each other.

Question from Member Pitone: How will we systematically ensure fidelity to curriculum?

Answer from Dr. Boston Davis: Through Lynch's focus on centering instruction, the coach and principal are co-observing and providing feedback on the perspective they should be seeing high-rigor, grade level tasks including a pacing guide.

Question from Member Pitone: How is evaluation a part of this?

Dr. Carmona: We are investing in SEL strategies as an outcome of our evaluation data. The SEL investment is in 2nd step and restorative justice is something that we have to figure out how to fit reasonably into the schedule. It will be easier to see when the 2nd step and restorative justice pieces are in a place to start to determine the outputs we want.

Dr. Boston Davis: Feedback is invited and welcome on this process.

The committee then planned out agendas for the rest of 2023:

October: update on illustrative math

November: assessment data, including iReady

December: Common planning time

Meeting was adjourned at 6:48 pm

MOTION: by Mr. Ackman and seconded by Ms. Barish to accept the report of the School Committee Meeting for Education Programs and Instruction of September 11, 2023. The motion was approved unanimously.

Dr. Ackman quoted Dr. Carmona's advice to Dr. Boston-Davis on strategic planning that "sometimes what gets in the way becomes the way." She expressed the sentiment that, as the Committee "juggles many things," that the Superintendent's cautionary advice be kept in mind.

VII. APPROVAL OF MINUTES- Out of Order

- August 28, 2023 and September 11, 2023

MOTION: by Dr. Ackman and seconded by Mr. Green to approve the minutes of August 28 and September 11, 2023. The motion was approved unanimously.

VIII. NEW BUSINESS

A. Field Trips (recommended action : approval)

November 1 – November 3, 2023

39 sixth-grade students from the West Somerville Neighborhood School will attend and overnight trip To Nature's Classroom, \$150/student, expenses were Covered by parents and PTA. Attendees will travel by bus.

MOTION: by Ms. Barish and seconded by Mr. Green to approve the above field trip. The motion was approved unanimously.

In answer to Dr. Ackman's question on creating a blanket pre-approval process for field trips, Mr. Green stated that state law is explicit that each field trip needs to be approved by the School Committee.

B. Acceptance of FY24 Grant Funds (Recommended action: approval)

MOTION: by Dr. Ackman and seconded by Ms. Dion to accept all federal entitlement and continuation grants and all state continuation grants awarded to the Somerville Public Schools listed below:

| Grant Type | Grant Title | Award Amount |
|------------|--|--------------|
| State | Early College Support Grant This grant will continue to support efforts at SHS for our Early College Program, which allows students to earn college course credits prior to high school graduation. | \$50,000.00 |

The motion was approved unanimously.

C. Donations (recommended action: approval)

MOTION: by Ms. Barish and seconded by Ms. Pitone to accept with gratitude the donation listed below:

| Donation | Donor | City, State | Value | Program Donated To |
|------------|---|----------------|------------|--------------------------|
| \$1,000.00 | Morris S. and Florence H. Bender Foundation, Inc. | Somerville, MA | \$1,000.00 | Community School Program |

The motion was approved unanimously.

IX. ITEMS FROM COMMITTEE MEMBERS

Ms. Pitone noted that the October 4th minutes of the School Building Facilities Meeting are on the City Council website. She will report on the details at the next School Committee meeting.

In response to her question on why students are not able to use the home computer component of the Iready program to work on and improve their actual gaps in learning, Dr. Boston-Davis stated that there are misconceptions of the program and she will speak in depth about the program at the November programs meeting and provided the following overview:

- The Iready assessment program was brought online this year to replace the STAR assessment program discontinued about two years ago.
- A formative assessment system provides data on measuring student progress; unlike summative assessment program that captures data on how students have done.
- Is not used to guide instruction or decision-making going forward.
- Purpose is to advise educators who regularly get data on measured standards that can be further delved into in small groups or XBlock and does not impact student grades.
- Primarily a tool for educators to collaborate in common planning time.

- Iready teams recommends diagnostics be run in eighteen-week increments, i.e. once in the fall and again in January.
 - The computer component allows student individual assignments to work on areas that need improvement, but this component has not been instituted this year.
 - Advised by educators during rollout of the initial program to consider carefully further component rollouts so as not to be an extra addition to the classroom day until educators are fully trained.
 - Iready data can best be used to supplement curriculum and allow teachers to identify and focus on standards in small groups without the additional computer based program.
 - Financial consideration to the computer based program being four times the amount of the assessment system.
-
- Making an investment in the curriculum budget requires that everyone is adequately trained so that it can be rolled out well and in an equitable way so that gaps are not exacerbated.
 - Strong recommendation from team not to roll out this year but open to doing so in subsequent years.

X. CONDOLENCES

There were none at this time.

XI. ADJOURNMENT

The meeting adjourned at 9:34PM.

Related documents:

Agenda

[Personnel Update Report](#)

Superintendent's Entry Plan

[MASC Conference Delegate and Resolution](#)

Superintendent Evaluation

Submitted by: Christine Barraford

ATTACH DOCUMENTS STARTING ON THE NEXT PAGE

**CITY OF SOMERVILLE, MASSACHUSETTS
SCHOOL COMMITTEE
CITY COUNCIL CHAMBERS – CITY HALL
REGULAR MEETING – OCTOBER 16, 2023 – 7:00 P.M.**

Pursuant to Chapter 20 of the Acts of 2023, this meeting of the School Committee will be conducted via hybrid participation.

We will post an audio recording, audio-video recording, transcript, or other comprehensive record of these proceedings as soon as possible after the meeting on the City of Somerville website and local cable access government channels.

To **watch** this Regular School Committee meeting live from home please visit the following link:
somervillema.gov/GovTVLive

To **listen** live to the simultaneous interpretation of this meeting in **Spanish, Portuguese, or Haitian Creole**, or to participate in Public Comment, please join this Zoom Webinar and choose your desired language by clicking the interpretation globe on Zoom:

<https://k12somerville.zoom.us/j/85251446618?pwd=ZkQwWjd0Z1lnbmNsSS9jeC9TSnptQT09>

Meeting ID: 852 5144 6618

Password: 752252

Somerville Public Schools - School Committee Goals 2023 - 2025

In order to address the root causes of systemic inequity in our schools, the Somerville School Committee and SPS commit to the following goals, knowing that these can only be achieved through ensuring meaningful partnerships with Somerville families, district staff, city government, and community partners. Our goals attempt to address deep-rooted systemic barriers that have prevented us from achieving our district vision of equity and excellence and ensure that all students, regardless of race or ethnicity, have the support and resources they need to achieve educational success in our district now and in the future.

1. Whole Child Teaching and Learning... We will:

- Prepare students to demonstrate strong literacy and mathematics foundation by grade 3, grade 6, and grade 10
- Provide all students with integrated classroom lessons from a high-quality social-emotional learning curriculum that helps students value and develop their ability to build relationships with other students, to be self-aware and socially aware, to self-regulate, and to make responsible decisions
- Expand access to real-world learning experiences through students' participation in Early College, Advanced Placement courses, CTE, and/or other learning experiences that help students build critical 21st-century skills, meeting with their college and career counselor in their junior and senior year, and students graduating with a defined post-secondary plan.

2. Equitable Access to Programming... We will conduct a district enrollment study to understand the prospective future population of the district and create and begin implementing a strategy for school building development, school assignment, and programming that aligns with the district's equity policy, and which is based on the results of the enrollment study and the projected 10+ year plan for school facilities.

3. Workforce Diversity... We will increase the percentage of support staff of color, teachers and counselors of color, and administrators of color by 6% per group compared to SY22 rates through evaluating and strengthening all elements of our personnel system – recruitment, processes, training, retention, development, advancement, and staff data collection systems on which we base and measure our improvement efforts.

4. Equitable Resource Allocation... we will design, evaluate, and partially or fully implement student-based budgeting by 2025, or identify alternative mechanisms to more equitably allocate district resources.

ORDER OF BUSINESS

I. CALL TO ORDER

Call to order with a moment of silence and a salute to the flag of the United States of America.

II. SCHOOL COMMITTEE STUDENT ADVISORY COUNCIL REPRESENTATIVES

III. APPROVAL OF MINUTES

- August 28, 2023
- September 11, 2023

IV. PUBLIC COMMENT – In person or via Zoom

To participate in Public Comments remotely, please use the following Zoom link:

<https://k12somerville.zoom.us/j/85251446618?pwd=ZkQwWjd0Z1lnbmNsSS9jeC9TSnptQT09>

ORDER OF BUSINESS

2

Amended 10/13/2023

Meeting ID: 852 5144 6618
Password: 752252

V. REPORT OF SUPERINTENDENT**A. District Report**

- Professional Teacher Status
- Goals and Entry Plan
- Winter Hill Update
- District Notes and Highlights

VI. REPORT OF SUBCOMMITTEES**A. School Committee Meeting for Education Programs and Instruction:**

September 11, 2023 (Dr.Ackman)

MOTION: To accept the report of the School Committee Meeting for Education Programs and Instruction of September 11, 2023.

VII. UNFINISHED BUSINESS

- A. Discuss and vote on the Superintendent's Entry Plan
- B. MASC Conference Delegate and Resolutions
- C. Superintendent evaluation rubric and vote

VIII. NEW BUSINESS**A. Field Trips (Recommended action: approval)**

November 1st, 2023- November 3rd, 2023

39 sixth-grade students from the West Somerville Neighborhood School will attend an overnight trip to Nature's Classroom. \$150/student, expenses were covered by parents and PTA. Attendees will travel by bus.

B. Acceptance of FY24 Grant Funds (Recommended action: approval)

MOTION: To accept all federal entitlement and continuation grants and all state continuation grants awarded to the Somerville Public Schools listed below:

| Grant Type | Grant Title | Award Amount |
|------------|--|--------------|
| State | Early College Support Grant- This grant will continue to support efforts at SHS for our Early College Program, which allows students to earn college course credits prior to high school graduation. | \$50,000.00 |
| | | |
| | | |

C. DONATIONS (Recommended action: approval)

The Superintendent recommends the acceptance, with gratitude, of the following donations:

| DONATION | DONOR | CITY, STATE | VALUE | PROGRAMS DONATED TO |
|------------|---|----------------|------------|--------------------------|
| \$1,000.00 | Morris S. AND Florence H. Bender Foundation, INC. | Somerville, MA | \$1,000.00 | Community School Program |

The items listed are those reasonably anticipated by the Chair to be discussed at the meeting. Not all items may in fact be discussed and other items not listed may also be brought up for discussion to the extent permitted by law

- IX. ITEMS FROM COMMITTEE MEMBERS
- X. CONDOLENCES
- XI. ADJOURNMENT

For Simultaneous Interpretation in Spanish, Portuguese, and Haitian Creole See below:

Español - Para Interpretación

Para **ver** la Reunión Regular del Comité Escolar el 27 de Febrero a las 7:00, en vivo desde casa, visite el siguiente enlace y elija **GovTV**: <https://www.somervillema.gov/departments/communications-and-community-engagement/somerville-city-tv>

Para **escuchar en vivo la interpretación simultánea de la Reunión Regular en español, portugués o criollo haitiano**, únase a este Zoom y elija el idioma que desee haciendo clic al globo de interpretación:
<https://k12somerville.zoom.us/j/85251446618?pwd=ZkQwWjd0Z1JnbmNsSS9jeC9TSnptQT09>
 Identificación de la reunión: 852 5144 6618
 Contraseña: 752252

Português - Para Interpretação

Para **assistir** à Reunião Regular do Comitê Escolar 27 de fevereiro às 7:00, ao vivo de casa, visite o seguinte link e selecione **GovTV**: <https://www.somervillema.gov/departments/communications-and-community-engagement/somerville-city-tv>

Para **ouvir ao vivo a tradução simultânea da Assembleia Ordinária em espanhol, português ou crioulo haitiano**, entre neste Zoom e escolha o idioma desejado clicando no balão de interpretação:
<https://k12somerville.zoom.us/j/85251446618?pwd=ZkQwWjd0Z1JnbmNsSS9jeC9TSnptQT09>
 ID da reunião: 852 5144 6618
 Senha: 752252

Kreyòl ayisyen - Pou entèpretasyon

Pou **gade** reyinyon regilye Komite Lekòl la 27 fevriye a 7:00, an dirèk nan kay la, vizite lyen sa a epi chwazi **GovTV**:
<https://www.somervillema.gov/departments/communications-and-community-engagement/somerville-city-tv>

Pou **w tande entèpretasyon similtane Reyinyon Regilye a an panyòl, pòtigè oswa kreyòl ayisyen an**, rantr nan Zoom sa a epi chwazi lang ou vle a lè w klike sou balon entèpretasyon an:
<https://k12somerville.zoom.us/j/85251446618?pwd=ZkQwWjd0Z1JnbmNsSS9jeC9TSnptQT09>
 Reyinyon ID: 852 5144 6618
 Modpas: 752252

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