



OFFICIAL MINUTES OF THE SPECIAL VIRTUAL BOSTON SCHOOL COMMITTEE MEETING

July 26, 2023

The Boston School Committee held a special virtual meeting on July 26, 2023 at 6 p.m. on Zoom. For more information about any of the items listed below, visit www.bostonpublicschools.org/schoolcommittee, email feedback@bostonpublicschools.org or call the Boston School Committee Office at (617) 635-9014.

ATTENDANCE

School Committee Members Present: Chairperson Jeri Robinson; Vice Chairperson Michael D. O'Neill; Stephen Alkins; Rafaela Polanco Garcia; Quoc Tran; and Student Representative Diego Mehta.

School Committee Member Absent: Brandon Cardet-Hernandez.

DOCUMENTS PRESENTED

[Agenda](#)

[Memo: Superintendent's School Year 2022-23 Self-Evaluation](#)

[Superintendent Skipper's SY 2022-2023 Self-Evaluation](#)

[PowerPoint: Superintendent Skipper SY 2022-2023 Self-Evaluation](#)

CALL TO ORDER

Chair Jeri Robinson called the meeting to order and led the pledge of allegiance. Ms. Sullivan called the roll. Mr. Cardet-Hernandez was absent. All other members were present.

Ms. Robinson said that tonight's meeting was being streamed live on Zoom. It will be rebroadcast on Boston City TV. It will also be posted at bostonpublicschools.org/schoolcommittee and on YouTube. She announced that simultaneous interpretation services were available in Spanish, Haitian Creole, Cabo Verdean, Vietnamese, Cantonese, Mandarin, and American Sign Language (ASL) and provided instructions on how to access simultaneous interpretation by changing the Zoom channel. Translated meeting documents were posted at www.bostonpublicschools.org/schoolcommittee prior to the start of the meeting.

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Ms. Robinson explained that because this is a special School Committee meeting, focused solely on the Superintendent's self-evaluation, there will not be a public comment period. She said there will be an opportunity for public comment on the Superintendent's evaluation at the next regular Committee meeting on August 30, at which time the Committee will present its summative evaluation of Superintendent Skipper for School Year 2022-23.

REPORT

Superintendent Skipper's Self-Evaluation, SY 2022-23- Ms. Robinson briefly outlined the superintendent's evaluation process. Among the primary responsibilities of the Boston School Committee is the hiring, supervision, and evaluation of the Superintendent. While Superintendent Skipper hasn't yet had a full year leading BPS, her contract calls for the Committee to conduct an evaluation before the beginning of next school year.

There are four steps of the evaluation:

1. Agreed upon goals
2. A self-evaluation done by the superintendent
3. Individual member evaluations
4. Summative assessment based on those individual evaluations followed by the Committee's vote on the assessment.

Following the Superintendent's presentation of her SY22-23 self-evaluation this evening, the Committee will evaluate the Superintendent's performance against the six goals she first presented publicly in October 2022:

- Prioritizing and accelerating academic performance
- Strengthening access to social-emotional learning
- Streamlining operations and ensuring student safety
- Developing authentic family and community engagement practices
- Improving internal and external communication with families and Staff
- Increasing accountability for both the central office and schools

The evaluation will be conducted in accordance with the guidance provided by the Massachusetts Department of Elementary and Secondary Education (DESE)'s framework comprising four standards:

1. Instructional leadership
2. Management and operations
3. Family and community engagement
4. Professional culture

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Superintendent Skipper presented her self-evaluation for SY22-23, rating her performance in each of the four standards as effective.

She highlighted her team's accomplishments in each of the categories:

Standard I: Instructional Leadership

- Equitable Literacy
- Inclusion
- Bilingual/OMME plan
- Early College
- Career Technical Education Expansion
- Student Support: Youth Opportunity and Chronic Absenteeism

Standard II: Management and Operations

- Team Structure: Deputies
- Team Structure: Regional Model
- Facilities Planning
- Emergency Management Office/School Safety Planning
- Communications Systems
- Labor Contracts

Standard III: Family and Community Engagement

- Restructuring: Elevating Equity, Family and Community Advancement
- School Site Council Improvements
- BPS Family Helpline
- Expansion of Parent Mentoring

Standard IV: Professional Culture

- Internal Communications
- Professional Development Focus
- School Leader Contract
- Meeting Structures

The Superintendent said that this past year she and her team have been focused on assessing the district while also actively making improvements and prioritizing building back a strong foundation with the creation and strengthening of critical systems and structures. She said that much work remains to be done, and that bold, transformational change is possible. The Superintendent thanked the Committee for its support and collaboration.

Dr. Alkins asked the Superintendent about her most pressing priority area. She said that developing a plan for inclusive education is a priority, both in terms of placing students with disabilities in the least restrictive environments and providing multilingual learners with increased access to native language. She said that strengthening family and community engagement, multi-tiered systems of support, and operations systems and structures are also priorities. Moving forward, her team will also focus on human capital, finance, and food

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services. The Superintendent said that she plans to adopt Dr. Karen Mapp's model of authentic family engagement.

Ms. Polanco Garcia spoke highly about the Accelerating Board Capacity Summer Leadership Institute that the Committee participated in earlier this month. She said that the training, co-hosted by the Council of Great City School and Harvard Business School/Harvard Graduate School of Education, emphasized the responsibility that school boards have for improving student outcomes and supervising the superintendent. She noted that many districts share the same challenges as BPS. Ms. Polanco Garcia requested data on the number of bilingual teachers, bilingual paraprofessionals, and bilingual social workers currently in the district compared with when Superintendent Skipper first took the role.

Mr. Tran praised the Superintendent for settling all outstanding labor contracts. He asked how the district communicates with parents about opportunities for native language instruction and how the district plans to expand parent mentoring opportunities. The Superintendent spoke about the success and expansion of the St. Stephen's Parent Mentoring program. She said that the district's inclusive education plan is due to the state in August as part of the Systemic Improvement Plan (SIP). She said that inclusive education will increase the percentage of students with disabilities in the least restrictive environment and increase the percentage of multilingual learners with some level of access to native language.

Mr. O'Neill thanked the Superintendent for the focus and succinctness of her self-evaluation. He said that he would have liked her to expand on the actions she is taking in response to the Council of Great City Schools' recommendations and the SIP. The Superintendent clarified for Mr. O'Neill that the district's partnership with Franciscan Children's Hospital will complement, not replace, the district's successful Comprehensive Behavioral Health Model with Boston Children's Hospital. Mr. O'Neill asked how the district can improve the reliability of GPS monitors on buses to ensure more accurate data. The Superintendent explained that about 3-4 percent of GPS monitors in the district's fleet of 750 buses experience problems with data collection for a variety of reasons and that the transportation team is working to fix those issues. Mr. O'Neill said that he would like to see an emphasis on family and community engagement when the facilities plan is released. He congratulated the Superintendent on reaching labor resolutions. He encouraged the Superintendent to look at the work that other school districts are doing e.g. Charlotte with health systems, Dallas with the local business community and Long Beach with gathering industry expertise. He asked about the district's work on equitable literacy and how it can increase opportunities for students and close gaps. The Superintendent said that she is using the regional networks and professional learning communities to implement equitable literacy practices consistently in every classroom. She spoke about the district's deep investment in high quality instructional materials that are culturally and linguistically affirming. The Superintendent said that she is confident that equitable literacy, together with the right supports, will improve literacy outcomes for students and help close gaps.

Dr. Alkins requested that the Superintendent provide a matrix connecting her theory of action with the SIP, Council of Great City Schools recommendations and School Committee values.

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He asked about the timeline for family and community engagement related to the master facilities plan. The Superintendent said that in the fall, she and her team will present a draft capital planning rubric to the Committee along with a facilities conditions assessment dashboard.

Ms. Robinson spoke about the sense of urgency that some schools have expressed around inclusion. The Superintendent discussed the progress being made at transformation schools and said that her regional network teams are working to provide schools with the support to manage large-scale changes. Network teams are working with school leaders and data specialists to make data-informed decisions and strive for continuous improvement.

Ms. Robinson asked the Superintendent what is her proudest accomplishment in her first year. The Superintendent said that she is proud of settling labor contracts, stabilizing the principal core, and staffing at both the school and district level, and lifting the system upward in a way that is sustainable.

Ms. Robinson reviewed the evaluation timeline moving forward. Over the next few weeks, each member of the Committee will write their own evaluation. Dr. Alkins and Mr. O'Neill will then compile the information into one summative assessment that will be presented at the August 30 meeting. The Committee will vote on the Superintendent's final performance rating on September 13. Ms. Robinson confirmed for Mr. Mehta that he will participate in the superintendent's evaluation process. Ms. Robinson confirmed for Mr. Tran that he can email his completed evaluation to Ms. Sullivan and the Superintendent. Ms. Robinson thanked Dr. Alkins and Mr. O'Neill for leading the process.

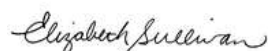
NEW BUSINESS

None.

ADJOURN

Approved - At approximately 7:55 p.m., the Committee voted unanimously, by roll call, to adjourn to the meeting.

Attest:



Elizabeth A. Sullivan
Executive Secretary

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