



OFFICIAL MINUTES OF THE SCHOOL COMMITTEE MEETING

October 4, 2017

The Boston School Committee held a meeting on October 4, 2017 at 6 p.m. at the Bruce C. Bolling Municipal Building, 2300 Washington Street, School Committee chamber, Roxbury, Massachusetts. For more information about any of the items listed below, visit www.bostonpublicschools.org, email feedback@bostonpublicschools.org or call the Boston School Committee Office at (617) 635-9014.

ATTENDANCE

School Committee Members Present: Chair Michael D. O’Neill; Michael Loconto; Alexandra Oliver-Dávila; Jeri Robinson; Regina Robinson; and Dr. Miren Uriarte; and student representative Keondré McClay.

School Committee Member Absent: Vice Chair Hardin Coleman.

DOCUMENTS PRESENTED

Grants for Approval Totaling \$487,597:

Amount	FY	Grant Name	Focus Area(s)	Sites
\$2,000	2018	CBHM Research and Data	Health and Wellness	~60 sites districtwide
\$23,000 Estimated Value	2018	Nearpod for English Learners	English Language Learners	~10 sites districtwide
\$10,000	2018	Serving People With Disabilities	Special Education	Boston Arts Academy
\$452,597	2018	SPED Early Childhood	Special Education	Districtwide

School Committee Meeting
Bruce C. Bolling Municipal Building
School Committee Chamber

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School Committee Meeting Minutes: September 13, 2017

International Travel Request: Snowden International School at Copley – France – October 4-14, 2017

Memo from Assistant Superintendent of Engagement Monica Roberts to Boston School Committee re: ISEE Residency Verification Data and Update dated September 29, 2017

Memo from Assistant Superintendent of Engagement Monica Roberts to Boston School Committee re: ISEE Residency Verification Deadline dated September 12, 2017

BPS Exam School Residency Verification Change Power Point, September 6, 2017

Start of School 2017-18 Power Point

Start of School Report Equity Impact Statement

Office of Human Capital 2017 Hiring Update Power Point

Office of Human Capital 2017 Hiring Update Equity Impact Statement

Superintendent's Composite Summative Performance Evaluation: School Year 2016-17

Memo from Regina Robinson to Boston School Committee and Superintendent Chang re: Superintendent's Composite Summative Performance Evaluation: School Year 2016-17 dated October 3, 2017

Individual School Committee Member Performance Evaluations of Superintendent Chang: SY2016-17

CALL TO ORDER

Mr. O'Neill led the pledge of allegiance and called the meeting to order.

CITATIONS

The Superintendent joined Committee members in presenting citations to two Boston Public Schools (BPS) employees who were recently awarded the 2017 Henry L. Shattuck Public Service Award by the Boston Municipal Research Bureau: Deborah Pullen, director of employee information systems, BPS Office of Human Capital, and Sherry Lewis-da Ponte, assistant head master, Boston Latin School (unable to attend).

Citations were also presented to 15 Boston Day and Evening Academy students who sailed to Canada over the summer as part of the World Ocean School experience:

- Brandyn Colon
- Walde Rivera
- Marcus Yee
- Morgan Williams Casey
- Stephen Lafume
- Alejandro Torres
- Dante Smith
- Jasline Gonzalez
- Joe Lewis
- Antonio Tello
- Taurus Allen
- Brian Araujo
- Tailonne (Ty) Jones
- Jahcari Roberts
- Tysun Scarlett

MEETING MINUTES

The Committee approved by unanimous consent the minutes of the September 13, 2017 School Committee meeting.

SUPERINTENDENT'S REPORT

**As prepared for delivery.*

Good evening everyone. I want to take a moment tonight to reflect upon the unspeakable violence carried out in Las Vegas Sunday night. Our deepest sympathies go out to the families of all the victims. We know horrific events like these can leave us all anxious, afraid, saddened, and bewildered. But the effects on our young people can sometimes go unnoticed. That is why on Monday, we sent a letter to our parents and staff reminding them of the counseling services BPS offers and we provided them resources on how to talk to children about tragedy and loss. Also, it is important to remind ourselves that, as adults, we also need to process such senseless acts of violence. That is why we need to remind ourselves and those around us that such acts are NOT a NORMAL occurrence.

This tragedy comes on the heels of natural disasters that have affected many Caribbean Islands, several southeastern states and the country of Mexico. Two weeks ago, Hurricane Maria hit Puerto Rico and deva so much of the island. As a school district, we proudly welcome all students. Last week, we marshaled our resources and launched a tiger team, called BPS Cares Unidos por Puerto Rico. It is being led by Sonia Gomez-Banrey of our Office of Engagement and School Committee Member Alex Oliver-Davila, executive director of Sociedad Latina. The goal was to make sure we are prepared for young people and their families from Puerto Rico who will be joining our Boston community. We rallied folks from numerous school district departments, city agencies, hospitals, and community and faith-based organizations to begin coordinating resources and supports to accommodate these students and support their transition.

The Tiger Team is working on creating “one-stop shops” so families can register for school, obtain winter clothing, get information on immunizations and housing, and receive other crucial services in one place. Soon, we will share information on where these locations will be. We have also worked to streamline the enrollment process for these students — many of whom will likely be homeless or living with relatives — and provide bilingual supports. Families from Puerto Rico, and others, will be able to get more information at www.bostonpublicschools.org/bpscares or at a BPS Welcome Center. We will also send a letter to families this week. The letter will encourage people with friends or relatives that plan to relocate to Boston and want to enroll their

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children in BPS to inform us through an online form, emailing welcomeservices@bostonpublicschools.org, or calling 617-635-9010. Resources have been collected on BPS's website, www.bostonpublicschools.org/BPScares. Families arriving now may go to any BPS Welcome Center to register students for school. We believe that our current inventory of seats, including English learner program options, will be sufficient for the influx of students. BPS is following a special registration process for families relocating from Puerto Rico, as many will not be able to provide the documentation that is usually required. Lack of documentation will not be a barrier to enrollment. Families are encouraged to call to make an appointment so that we can serve them quickly. Additionally, Mayor Walsh has announced that the City of Boston has partnered with The Boston Foundation to establish the [Massachusetts United for Puerto Rico Relief Fund](#). To learn more about the City's efforts and how you can help, please visit boston.gov. We are working hard to make sure that we are doing everything we can to help these students and families. As a district, we need to be able to wrap our arms around these children when they begin to arrive — once their families dig out from the wreckage. We have a moral obligation to help these students, many of whom have lost so much. I learned today that so far 10 students who left storm-ravaged Puerto Rico recently enrolled in BPS schools. Unidos Por Puerto Rico!

I would like to give you an update on some of our alternative education programs. It is important to share VERY CLEARLY my commitment to ALL students, in particular our most vulnerable students. BPS is devoted to making sure each and every student stays in school and graduates — ready for college, career and life. I know that we have had some challenges this year and that is why, as we prepared for the start of the school year, our Educational Options department and ReEngagement Center, also known as the REC, reviewed all student records. We remain committed to all our BPS Alt Ed programs. They are critical to our mission of closing the opportunity and achievement gap. While there is an ongoing investigation at one of our schools, Greater Egleston, it will not interfere with our work with the students who attend there. Some of you are here to talk about Great Egleston and I look forward to hearing from you. You have our commitment to work closely with your school community to ensure that students at Greater Egleston are well served during this process. And I would like to thank the co-chairs of GE's governing board for meeting with me yesterday.

I want to take a moment to invite Manny Allen to speak. Manny and his team lead the Re-engagement Center. I have seen firsthand the enrollment and assignment process that is taking place at the REC. I am impressed with the work Manager Emmanuel Allen and his team are doing at the center to help students re-engage in our high schools and finding them a good match. Since 2006, Manny Allen has been reaching out to students who have dropped out of high school on behalf of the BPS and the PIC, first as Project Reconnect, then as the Re-Engagement Center. Manny dropped out of high school himself, but returned to graduate from the Burke in 1997. He went on to earn his BA at Fitchburg State University, and he is completing his MBA at Northeastern University this year. The Re-Engagement Center opened in 2008 at the Shelburne Center and moved to its current location in the Madison Park Complex in 2009. Including Project Reconnect, the re-engagement team has reached out to over 14,000 young people, met with over 6,000, and enrolled 2,807. At this point, over 1,000 of these students have graduated, with many more still enrolled. In addition to reconnecting those who have left school, the Re-

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Engagement Center, affectionately known as the REC, also works with the chronically absent and other off-track students. At the REC, the conversation always begins with a focus on the student's circumstances and aspirations and only later moves to a discussion of school options. The REC team prides itself on creating a welcoming and safe environment for intake, assessment, and referral.

[Manny Allen offered remarks.]

Thank you, Manny. Again, we are continuing to encourage any student who wishes to attend Greater Egleston to go the REC for their placement. We are already seeing success in students being placed there.

Another update I'd like to share is in regards to our schools' start times. We know that many families have raised questions and concerns about their current start- and end-times. As was discussed publicly last year, we decided to hold off on making any changes to start times until the 2018-19 school year. We are now ready to start this discussion but we want to begin the process by meeting first with the broader BPS community. We want to share the results of surveys to families and staff on this topic and to hear their feedback on what they are looking for with school bell times. I want the SC to be aware that we will soon be announcing a public engagement plan to gather feedback and ideas on this topic over the next few weeks.

One last update. We have been sending out reminders via social media about an important deadline. Tomorrow is the #DACA renewal deadline for anyone renewing their work permits under the Deferred Action for Childhood Arrivals (DACA) Act, which grants legal status for immigrants who were brought to the U.S. as young children. DACA renewals must be received by an U.S. Citizenship and Immigration Services address by tomorrow. As we all know, in September, President Donald Trump set a six-month window for Congress to act on renewing or expiring DACA. The Department of Homeland Security has since stopped accepting new DACA applications. For recipients whose DACA and work authorization expire between Sept. 5, 2017, and March 5, 2018, inclusive, USCIS will continue to accept renewal requests through tomorrow. I wish I was not giving this sort of update but it is critical that we get this information out. There is more information on the BPS immigration resource website, BPSWeDreamTogether.org, and we will continue advocating and support all American residents regardless of their immigration status.

Now, onto to some bright spots here in BPS. This morning, I joined Pat Patriot and scores of students, staff and parents from the Winship Elementary School community in Brighton as we walked from Rogers Park to the school as part of the International Walk to School Day. This was such an amazing event that really boosts school spirit. Along the way, Boston Police helped students cross the street while children chanted: "Let's go Winship!" Altogether, an estimated 2,000 BPS students from more than 15 elementary, middle, and K-8 schools took to the streets today for our biannual BPS *Walk to School Day*. The event is part of our *Safe Routes to School* Boston program, which is made up of school and city officials, as well as parents who are all dedicated to making walking to school safe, easy and fun. After we got to school, the Winship

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students and staff held a rally with Pat Patriot during which they recorded an inspirational video message for their sister school in Houston to help lift the spirits of the students there.

I want to thank the Patriots for providing us their mascot. The kids loved taking pictures with him. I also want to thank Boston Public Health Commission Executive Director Monica Valdes Lupi and Police Commissioner Bill Evans whose officers who helped make this such a safe and wonderful event.

Yesterday, we held a ribbon cutting ceremony with Mayor Walsh and our partners at the Boston Water and Sewer Commission to mark the official opening of the beautiful new play space and “outdoor classroom” at the Washington Irving Middle School in Roslindale. This is the first of 5 playground or play spaces that BPS is renovating in partnership Boston Water and Sewer as part of an effort to create green infrastructure outside our schools. As you can see from these before and after photos, the project has removed a lot of impermeable pavement and replaced it with porous surfaces. The green infrastructure outside the Irving is helping reduce storm water runoff that sends pollutants into our waterways. It includes several bio-retention areas, also called rain gardens, that serve as outdoor classrooms where students can learn about nature and as well as ways to preserve it. The project has also transformed an asphalt-covered lot, where buses once dropped off and picked up students, into a dynamic space with a turf field and track that are now *used solely* for students to safely play and exercise outdoors. Besides being a huge hit for students in gym class and recess, the new athletic facility is also giving the Washington Irving’s sports teams a place to call their own. This project is truly a win-win for our students and our environment.

Last Friday, 25 employee-volunteers from Aetna partnered with the American Heart Association to build a “Teaching Garden” at the Patrick J. Kennedy Elementary School in East Boston. This the AHA’s first Teaching Garden in Boston. Its purpose is to teach students how to raise vegetables and eat heart-healthy foods. Through the garden, the school’s students learn how to plant seeds, nurture plants, and harvest produce, as well as understand the value of good-eating habits. Teachers at the school will also incorporate “Teaching Gardens” lessons on nutrition, math, science and other subjects into their curriculum throughout school year. Students had to do some problem solving to learn how to construct the raised vegetables, and to get the load of topsoil that was delivered to the wrong side of the school. To do this, they formed a bucket brigade, as you can see in this great video of them hard at work.

Tonight I have the pleasure to announce that TechBoston Academy has received funding from the Barr Foundation to work with the STEAM Studio Education Foundation and the MIT Edgerton Center to engage in a two-year planning process to bolster the school’s student-centered and hands-on approaches in science, technology, engineering, arts, and math (STEAM). This funding will help TechBoston enhance personalized learning and linked learning, which are approaches we believe build relevancy between academics and the real world for students, setting them up for success in college, career, and life. We are very grateful for the support from the Barr Foundation, MIT, and the STEAM Studio Education Foundation. I’d like to particularly thank Sujata Bhatt in the BPS Office of Innovation, and TechBoston co-headmasters Nora Vernazza and Keith Love, for their work on this proposal.

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One last bright spot to share. Members of the Boston Day and Evening Academy will provide an update on a summer voyage for students sailing on the schooner called the Roseway.

There are a few events I want to bring to your attention. Tomorrow, Oct. 5, is World Teacher's Day, a day that the UNESCO, or the United Nations Educational, Scientific and Cultural Organization, dedicated in 1994 as a way to celebrate the great strides made in 1966 to elevate the status of teachers in the interest of promoting quality education. Please take some time tomorrow to recognize the work of our educators tomorrow in person or on social media.

October is College Month in our city, and we are encouraging students and families, at all grade levels, to begin planning for college and career NOW! For the past 11 years, College Month has been a multi-pronged strategy that combines the collective ways we talk with our BPS students about their futures. We have a terrific city-wide college completion initiative called [Success Boston](#) that's sponsoring local efforts in October. We want to thank our Success Boston team for their ongoing leadership in this area. On Friday, we kick off College Month by celebrating our "College Pride." We encourage everyone to wear college clothing and gear from your alma mater, and decorate your workspace. Stop by the lobby of Bolling Building where we will have "Thought Boards" with 5 thought-provoking questions regarding your college experience. We ask that you lend your thoughts, hopes, wishes and dreams for our young people to see. Post photos on social media of you and your friends to @bostonchools and @SuccessBoston using the hashtag #CollegeMonth. Finally, we will be hosting our 6th annual City-wide College & Career Fair at the Reggie Lewis Center on November 4th. We encourage all of our young students and their families to attend this event to meet with representatives from many colleges and universities.

Dean Regina Robinson praised the Superintendent for the timeliness of his letter to the BPS community regarding the recent mass shooting in Las Vegas.

The School Committee approved the Superintendent's Report by unanimous consent.

STUDENT REPRESENTATIVE UPDATE

Student Representative Keondré McClay provided the following update on the activities of the Boston Student Advisory Council (BSAC).

**As prepared for delivery.*

Good evening to the members of the School Committee, Chairman O'Neill, Superintendent Chang and, also to ladies and gentlemen in the audience. Thank you all for the support the warm welcome back to the school committee.

The Boston Student Advisory Council had a very engaging and productive summer. We had five students crafting and carrying out BSAC campaigns and aiding in the preparation for the 2017-2018 school year.

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We had several BSAC students attend Boston City Councilor Ayanna Pressley's focus project empowering young females of color to be civically engaged and share their experiences in education.

We also had the opportunity to meet with the Born This Way Foundation founded by the world renowned singer and entertainer, Lady Gaga, which has a strong focus on student centered learning and social emotional wellness. Although we did not meet Ms. Gaga, we are honored to be recognized for our hard work and dedication to young leaders of today and tomorrow.

We were invited to a screening of *Backpack Full of Cash*, a documentary narrated by Cambridge native Matt Damon. The film covered the rise and downfall of public education as it is privatized. The screening was followed by a panel of experts including Boston Teachers Union President Jessica Tang, Matt Damon and his professor mother sharing strategies for improvement.

We had students participate in a week-long conference through the Nellie Mae Foundation called "Youth leadership Institute," where we were able to share and receive best practices for student centered learning.

We worked with *Teens in Print* in supporting the Looking Back, Looking Forward conference focused on sanctuary cities, hate crimes, and fake news, which was held this past Saturday here at the Bolling Building.

In addition, we worked on promoting the Boston Student Rights app at summer programs serving young people. These are few of the many projects BSAC leaders worked on over the summer.

Coming into the new school year, we look forward to continuing our decade-long conversation on Student Vote and moving forward with student engagement and addressing the current opportunity and achievement gaps.

We are also still recruiting student for BSAC Membership. Currently we are still seeking representatives for 15 high schools. We are working with the Office of Engagement's High School Liaisons and Instructional Superintendents to identify the representatives. Schools have until October 15th to identify their representatives. The next BSAC meeting is on Monday, October 16th 4-6pm here at the Bolling Building.

The following high schools do not currently have representatives with BSAC:

1. Boston Adult Technical Academy
2. Boston Arts Academy
3. Boston Green Academy
4. Brighton High School
5. Charlestown High School
6. Community Academy

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7. Community Academy of Science & Health
8. Dearborn STEM Academy
9. Dorchester Academy
10. English High School
11. Fenway High School
12. Greater Egleston High School
13. Margarita Muñiz Academy
14. Quincy Upper High School
15. Snowden International School at Copley

Ms. Jeri Robinson and Dr. Uriarte asked Mr. McClay about BSAC's current membership and about his recent trip to South Africa.

GENERAL PUBLIC COMMENT

The following people testified in support of Greater Egleston High School:

- Anshul Jain, co-chair, Greater Egleston High School Governing Board
- Elizabeth Betancourt, community member
- Candi Williams, parent, Greater Egleston High School
- Jaylyn Williams, student, Greater Egleston High School
- Arlyss Castillo, student, Greater Egleston High School
- Angel Kendrick, alumna, Greater Egleston High School
- Joy Young, 2016 Valedictorian, Greater Egleston High School
- Angela Rivera, parent, Greater Egleston Board of Trustees

The following people testified in favor of the district permanently providing charter buses for exam school students who reside in Charlestown and East Boston:

- Jennifer Boyd Herlihy, Boston Latin Academy parent
- Stephen Passacantilli, candidate for Boston City Council, District 1, testified in favor of the district permanently providing charter buses for exam school students who reside in Charlestown and East Boston.
- Nivian Lopaz, BPS parent, testified in favor of the district permanently providing charter buses for exam school students who reside in Charlestown and East Boston.
- Lucero George Ralon, BPS parent, testified in favor of the district permanently providing charter buses for exam school students who reside in Charlestown and East Boston.

Jeanette Beltran, parent, Eliot K-8 School, and member, Citywide Parents Council, testified regarding transportation concerns.

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Judith Flynn, parent, Excel High School, testified regarding her daughter's experience with special education services.

Danubia Camargos Silva, parent, East Boston Early Education Center, testified regarding transportation concerns.

Ashley Leah Mahanama, parent, Eliot K-8 School, testified regarding late buses.

Maria Khoudary, student, Boston College, testified in favor of MA House Bill H3740, an Act relative to language opportunity for our kids.

Will Sheldon, student, Boston College, testified in favor of MA House Bill H3740, An Act relative to language opportunity for our kids

Megan Wolf, BPS parent, testified regarding MA House Bill 2876 and in support of Greater Egleston High School.

Peggy Wiesenberg, Access to Justice Fellow, testified against changing the deadline for residency verification for non-BPS students taking the ISEE exam.

Christopher Fung, parent, Russell Elementary School, testified regarding late buses.

Mr. O'Neill thanked those who had testified and asked the Superintendent to report back to the Committee regarding scheduling concerns at Greater Egleston High School at the next meeting.

ACTION ITEMS

Mr. O'Neill commented that the timing of the international trip before the Committee for approval is disconcerting, as it departs the same day as the School Committee meeting. The Superintendent said he is putting better systems in place to ensure that it does not happen again.

Approved – As part of the consent calendar, the Committee approved by unanimous consent the payment of membership dues to the Council of Great City Schools for school year 2017-18 in the amount of \$43,276.

Approved – As part of the consent calendar, the Committee approved by unanimous consent an international travel request for students and chaperones from Snowden International School at Copley to travel to France from October 4-14, 2017.

Approved – As part of the consent calendar, the Committee approved by unanimous consent grants for approval totaling \$487,597.

Assistant Superintendent of Engagement Monica Roberts and Deputy Director of Evaluation and Programs Dr. Lisa Harvey reviewed the data requested by the Committee which demonstrates

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that the majority of students who miss the verification deadline are Black and Latin and come from charter schools.

Dr. Uriarte encouraged the district to improve its communication with Black and Latino parents and requested an outcomes report next year.

Ms. Jeri Robinson encouraged the district to consider expanding its engagement strategies through community newspapers and churches. The Superintendent promised a multi-pronged approach.

Mr. Loconto applauded the district's expansion of the exam school initiative and expressed his support for the proposal, saying he doesn't want to create unnecessary barriers for students seeking exam school admission.

Ms. Oliver-Dávila suggested that the district should consider beginning the exam school registration process earlier to provide families with more time to register and prove residency. She also encouraged the BPS to promote all of the schools in its portfolio.

Mr. O'Neill said that while he initially was unsure about the proposal, he has been swayed by the data presented by the district demonstrating that Black and Latino residents are being adversely impacted by the current residency verification deadline.

Approved – The Committee unanimously approved, by roll call, the Superintendent's recommendation to change the deadline for non-Boston Public School students to prove City of Boston residency to the third Friday of November – the day before the ISEE test administration deadline.

REPORTS

Start of School 2017-18 – Instructional Superintendents Mary Driscoll and Dr. Marice Edouard-Vincent, Chief of Operations John Hanlon, and Executive Director of Food and Nutrition Services Laura Benavidez presented a cross-departmental report on the start of the 2017-18 school year. Highlights include:

- BPS held a number of events during the summer to prepare district and school leaders for the 2017-18 school year.
- Each school received, on average, about \$100,000 to be spent on new furniture to promote 21st century teaching and learning.
- The district opened its first Haitian Dual Language Program at the Mattapan Early Elementary School.
- BPS lunched a number of social emotional learning interventions
- Attendance for the first five days of school exceeded previous years
- The BPS Transportation Challenge resulted in the reduction of 50 bus routes, saving the district between \$3-5 million which will be reinvested back into the classroom.

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- On-time bus performance data was lagging behind last year's level for the first two weeks of school, but is quickly closing the gap.
- BPS Food and Nutrition Services is providing more healthy and fresh food to more students through its innovative hub-and-spoke model and through its new vendor, Revolution Foods.

Mr. McClay asked about opportunities for student input beyond BSAC. Mr. Hanlon said he is considering forming a student operations committee.

Ms. Oliver-Dávila suggested providing that the district work with Transdev incentives for bus drivers who depart the bus yard on time. She also suggested that the Becoming a Man program include Asians, in addition to Black and Latin boys. District officials agreed.

Ms. Regina Robinson lauded the idea of student operations committee and emphasized the importance of breakfast after the bell.

Mr. Loconto asked questions about late departing buses, the Build BPS furniture fund, and food services, all of which were answered by the presenters. He thanked the Shah Family Foundation for funding the hub-and-spoke model.

Ms. Jeri Robinson asked how Food and Nutrition Services was able to significantly reduce its deficit. Ms. Benavidez explained that her team reigned in labor and food costs and adjusted inventory tactics to minimize waste. Any savings will be reinvested in other areas.

Ms. O'Neill said that literacy by grade 3 is critical, and asked how instructional superintendents are held accountable for achieving the district's opportunity and achievement gap goals. Instructional superintendents are monitoring quality school plans and adding goals related to Culturally and Linguistically Sustaining Practices. Ms. O'Neill expressed support for the hub-and-spoke model, which is providing more students with fresh food options.

Office of Human Capital 2017 Hiring Update – Assistant Superintendent of Human Capital Emily Qazilbash, Executive Director of Human Capital Zack Scott, and Managing Director of Recruitment, Cultivation, and Diversity Programs Ceronne Daly presented the Office of Human Capital's annual hiring update.

BPS received more than 41,000 applications for the 1,105 hires made for teaching and guidance counselor positions, filling 69 percent of posted positions by June 1. More than half of those hires were people of color. While BPS has managed to develop a considerably more diverse workforce relative to other large districts, it has more work to do so that teachers better reflect the student population.

Dr. Uriarte and Ms. Oliver-Dávila expressed their disappointment and frustration with the percentage of Latino teachers hired. Dr. Uriarte encouraged the district to increase Latino recruitment through pipeline programs such as the high school-to-teacher program.

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Ms. Regina Robinson asked the district to explore whether engagement with fathers improves when students have a male teacher of color.

Mr. O'Neill said he is impressed with this year's new school leaders, noting that many are BPS graduates and many have taught in BPS. He urged the district to focus on the retention of teachers of color, requesting a following up report on that issue in the near future.

Superintendent's Performance Evaluation Results: School Year 2016-17 – Dean Regina Robinson who has been leading the Superintendent's performance evaluation process on behalf of the Committee, presented the Committee's composite summative performance evaluation for Superintendent Tommy Chang for school year 2016-17. The composite summarizes the collective feedback provided by Committee members in their individual evaluations, and provides Dr. Chang with an overall rating of proficient in his second year as superintendent.

The Committee conducted the evaluation using a rubric consisting of 10 indicators and 20 elements. The Committee followed the steps prescribed by the Massachusetts Department of Elementary and Secondary Education (DESE) and consulted with the Massachusetts Association of School Committees (MASC).

Several Committee members expressed frustration with the state-mandated evaluation instrument, saying it does not work well for a large, urban district such as Boston. They also expressed a desire for a more interactive process going forward that includes more outcomes. Committee members thanked the Superintendent for his commitment to closing opportunity and achievement gaps and for valuing culture and language.

Mr. O'Neill said that the Superintendent had a solid second year, and that the Committee looks forward to developments in the area of engagement. He thanked the Superintendent for engaging in difficult, honest conversations. He listens and learns. Committed to transparency. He also noted that many of the district's challenges are national challenges, not limited to Boston. He closed by saying that the people of Boston are resilient.

The Committee will take a vote to adopt the Superintendent's final evaluation rating at its October 25th meeting.

PUBLIC COMMENT ON REPORTS

Peggy Wiesenberg, Access to Justice Fellow, testified regarding the use of opt-in and opt-out forms by BPS.

NEW BUSINESS

None.

School Committee Meeting
Bruce C. Bolling Municipal Building
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ADJOURN

At approximately 11:37 p.m., the Committee voted by unanimous consent to adjourn the meeting.

Attest:



Elizabeth Sullivan
Executive Secretary