



## OFFICIAL MINUTES OF THE BOSTON SCHOOL COMMITTEE MEETING

**June 10, 2020**

The Boston School Committee held a remote meeting on June 10, 2020 at 5 p.m. on Zoom. For more information about any of the items listed below, visit [www.bostonpublicschools.org/schoolcommittee](http://www.bostonpublicschools.org/schoolcommittee), email [feedback@bostonpublicschools.org](mailto:feedback@bostonpublicschools.org) or call the Boston School Committee Office at (617) 635-9014.

### ATTENDANCE

School Committee Members Present: Chairperson Michael Loconto; Vice Chairperson Alexandra Oliver-Dávila; Dr. Hardin Coleman; Michael O’Neill; Dr. Lorna Rivera; Jeri Robinson; Quoc Tran; and Student Representative Evelyn Reyes.

School Committee Members Absent: None.

### DOCUMENTS PRESENTED

Agenda

Boston School Committee Meeting Minutes: May 27, 2020

FY20 Budget Update: Financial Impact of COVID-19 PowerPoint

FY20 Budget Update Equity Impact Statement

Memo from Nate Kuder, CFO, to Boston School Committee, Re: FY20 Budget Update and the Financial Impact of COVID-19, June 10, 2020

English Language Learners Task Force Update PowerPoint

English Language Learners Task Force Update Equity Impact Statement

Memo from Andrea Zayas, Chief Academic Officer, and Faye Karp, Interim Assistant Superintendent OEL, to Boston School Committee Re: Brief on English Learners Task Force 6.10.20 S.C. Presentation, June 9, 2020

Memo from Superintendent Cassellius to Boston School Committee Re: FY20 Superintendent Evaluation, June 10, 2020

Superintendent Self Evaluation, SY 2019-2020

Transdev One-Year Contract Extension PowerPoint

Transdev Contract Extension Equity Impact Statement

## **CALL TO ORDER**

Mr. Loconto called the meeting to order and led the pledge of allegiance. He made comments about the extraordinary upheaval in the U.S. since the murder of George Floyd in Minneapolis. He said that he attended the Superintendent's equity roundtable last week. He spoke about bringing a reparations mindset to the table and acknowledging inequities that have existed for hundreds of years.

Ms. Oliver-Dávila expressed sadness and rage at the killing of people of color. She said that she felt a sense of hope seeing people of all genders and ethnicities demanding real change. She encouraged white allies to engage in difficult conversations.

Ms. Robinson issued a call for action, saying that we must do more to be good stewards for our children, including building a more diverse teaching staff.

Dr. Rivera said that she is inspired by the youth who are advocating for racial justice. She said that BPS should offer ethnic studies at all grade levels.

Ms. Reyes spoke about the recent decision by the Minneapolis Public Schools Board to terminate its contract with the city's police department and asked if BPS would consider such action. Mr. Loconto said that the Superintendent is examining the issue of school safety and student privacy. The Superintendent will continue working with the BSAC on those critical issues, as well as others.

Dr. Coleman expressed support for Ms. Reyes' comments.

Mr. Tran thanked those who have emailed the School Committee regarding the police presence in schools and said that it's an important conversation that needs to be had.

Mr. O'Neill said that he is a BPS graduate, marking 12 years on the Committee this summer. He said that he wants to see more Bostonians involved in Boston's business community. He said that we must redouble our effort to do better on behalf of students.

Mr. Loconto closed the discussion by saying that the Committee and Superintendent are listening, responding, and working towards a better city for all our residents. He pledged to keep children at the forefront and equity as our north star. He asked the community to continue to hold the Committee and the district accountable.

Ms. Sullivan called the roll. All members were present.

Mr. Loconto said that tonight's meeting was being streamed live on Zoom. It will be rebroadcast on Boston City TV and YouTube. It will also be posted at [www.bostonpublicschools.org/schoolcommittee](http://www.bostonpublicschools.org/schoolcommittee). He announced that interpretation services were available Spanish and Vietnamese; the interpreters introduced themselves. Meeting documents were publicly posted at [www.bostonpublicschools.org/schoolcommittee](http://www.bostonpublicschools.org/schoolcommittee) prior to the start of the meeting.

## CITATIONS

Mr. Loconto thanked the Boston Student Advisory Council (BSAC) for its advocacy on behalf of BPS students and presented citations to the following graduating seniors:

- Franz Criscione, Boston Arts Academy
- Kendra Bannister, Boston Community Leadership Academy, Kendra Bannister
- Daniel Rojas-Cooke, Boston Day and Evening
- Lordorina Hercules, Boston International & Newcomers Academy
- Fiona McManus, Boston Latin School
- Adam Cusolito, Mary Lyon Pilot School
- Henry Deloach, New Mission High School
- Evelyn Reyes, John D. O'Bryant School of Math Science
- Elvis Rodrigues, Snowden International High School
- Malik Canton, West Roxbury Academy

Mr. Loconto announced that the School Committee is establishing a scholarship for graduating BPS students who have served in a representative capacity for the School Committee. Departing student representative Evelyn Reyes and Elvis Rodriguez, who served as student representative on the Superintendent Search Committee, will each receive a \$1,000 scholarship.

## APPROVAL OF MEETING MINUTES: MAY 27, 2020

*Approved* – On roll call, the Committee unanimously approved the minutes of the May 27, 2020 School Committee meeting.

## SUPERINTENDENT'S REPORT

*As prepared for delivery.*

We are so proud of our student leaders. Thank you, Chair, and members, for making space for such a thoughtful and meaningful conversation regarding the death of George Floyd and the profound impact his murder has had on all of us. It has been quite a year, and it has been a truly remarkable two weeks since we last met.

We were all horrified by the footage of the murder of Mr. George Floyd by a White police officer in Minneapolis, my hometown. So this hits home personally. Mr. Floyd's murder was just the latest incident of police brutality to reach the public consciousness. But this heartbreaking

and abhorrent murder struck a chord in so many of this, and it is my sincerest hope that there is no turning back. As a Black woman who spent much of my childhood in public housing in Minneapolis, this incident was particularly painful for me. I am inspired by the peaceful protests right here in Boston, across our country and the globe- as we all work to confront and end systemic racism and injustice, including right here in our City, in my new home - Nubian Square. At BPS, we remain committed to fostering learning and work environments in which every student and staff member is respected, everyone is honored regardless of background or circumstance, and all cultures and languages are celebrated.

Recently we have ...

- Curated and published collection of relevant curriculum and restorative justice resources for BPS educators
- We've held affinity groups for Central Office employees facilitated by Central Office staff.
- Held affinity groups for school leaders facilitated by school leaders.
- Developed and published best practices for affinity groups and community meetings.

On June 11 at 5:30 p.m., our Family and Community Advancement Office will host an online forum to discuss recent events and how to talk to your children with Monica Roberts and special guest Prof. Keith Magee and a distinguished panel of local experts and advocates. I want to thank this cross-departmental BPS work, led by our Office of Equity and the Office of Opportunity Gaps in providing our students, families, and staff resources that facilitate open, honest discussions among members of our community.

We lost an incredibly influential member of the BPS family when Mr. George Cox passed away on May 28. George Cox began working for BPS as an elementary teacher and remained involved in the BPS community up to his passing. When the BPS Department of Implementation was created as a result of the Gerrity decision, Mr. Cox formulated the policy and procedures of this department, which was responsible for compliance of the 1974 ruling to desegregate BPS schools. Mr. Cox later spent time working for the Boston Housing Authority before returning to BPS in 1986 as the Director of the Center for Leadership Development. Mr. Cox was instrumental in promoting employment of black teachers and providing greater opportunities for excellence in education for students of color before he retired in 2014. Mr. Cox was a core member of the Black Educators' Alliance of Massachusetts (BEAM) and served on the Executive Board of Directors, among many other roles. He remained active with BPS in recent years, volunteering at the Nathan Hale School five days a week/ five hours a day helping 4th and 5th grade students. Thank you, Mr. Cox, for your commitment to BPS students and your critical contributions to the City of Boston.

I want to recognize another public servant who recently stepped down from her post. Carolyn Kain recently retired as Chair of the Boston Special Education Parent Advisory Council, or SPEDPAC. Her tireless commitment, dedication, leadership and work with families, SpedPAC

and Boston Public Schools, on behalf of students with disabilities, has brought forth the importance of stakeholder empowerment, understanding, and collaboration that is necessary to prepare and serve our BPS students with disabilities. Carolyn has been instrumental in many initiatives over her time serving the families of BPS. One of the most significant was her work in moving the conversation forward substantially around inclusion and the importance of ensuring that all students receive what they need to be successful in their school community. While we will miss her voice at the table, we know that our students with disabilities continue to benefit from her enduring advocacy and the work she did over the last 11 years. Thank you, Carolyn, for your service to our community.j

I want to provide a quick update on the district's Equity Impact Statement, which BPS has required the use of an Equity Impact Statement for all School Committee presentations for nearly two years. In February 2020, I issued new expectations for consistent use of the BPS Racial Equity Planning Tool in all significant school and district decisions. This mandate included a new template for the Equity Impact Statements more closely aligned with the Planning Tool. I am excited to see the growth in the frequency and quality of the use of the Tool, and that work is reflected in the Statements. This will also help us better align our work with the Strategic Plan and the Opportunity and Achievement Gap Policy.

I hope the School Committee will partner with us in reviewing the Statements submitted at each meeting and holding us accountable for applying an equity lens to all that we do, particularly new initiatives and policies. Thank you to Charles Grandson's team in the Office of the Opportunity Gap and Office of Equity for spearheading this transformational effort through updated tools, extensive training, and ongoing coaching of school and district leaders. I also want to inform you and the public that commenced the first week of closure to take a sharp focus on equity and to amplify voice and partnership by establishing a district equity roundtable and a few weeks later we expanded that effort to school based equity roundtable discussions which are developing and maturing into real spaces for community based conversations and problem solving around issues of equity. We will continue to train our leaders and community on these equity tables to better meet the needs of our students and their families.

This month, we usually celebrate our LGBTQ community with a PRIDE parade and other activities. This year was to be the 50th anniversary of Boston's Pride Parade. I hope you all will join me in saying Happy PRIDE. One of my first BPS memories is walking with members of the BTU, my new Central Office colleagues, and so many bright, young, PROUD students in last year's Pride Parade. Next year I will make sure we have our biggest Pride celebration yet in BPS! Also, next week we celebrate Juneteenth and I want to recognize this important holiday and celebration in our community. Look for more information next week as we highlight this important history in the African American community.

Since schools closed, we've made contact with 1,831 students, with 10,993 total contacts made. Contacts are phone calls or emails to a student and/or family by BPS support providers. This includes reaching out to all students who were already engaged prior to school closure, as well as new students and families who were identified as in need of support. Last week alone, our staff of 86 Behavioral Health providers made 847 contacts to students. More information about

Behavioral Health services provided during the school closure is available at [bostonpublicschools.org](http://bostonpublicschools.org).

Since the beginning of the school year, I have asked for a deep dive into our policies, practices and procedures as it pertains to the sharing of student information. It is our mission to provide safe and welcoming schools for all BPS students, particularly our immigrant students. We recognize that this work must be done in closer collaboration with the community and with advocates who have worked on issues of immigrant rights throughout the city. To better inform and build upon the district's work this year strengthening policies in these areas, we convened a working group that will synthesize additional research and best practices, as well as solicit feedback from stakeholders and experts to make recommendations about the district's school safety operations and practices. We held our first student data sharing working group meeting yesterday. These meetings will be held weekly through August with student, parent, teacher and School Committee representation, as well as members from community advocacy and immigrant rights groups. We are hopeful this continued collaboration will bring us all closer to our shared goal of creating welcoming schools in which all students feel safe, secure and free to focus on their learning.

As you know, we continue to provide students and families with free breakfast and lunch across 17 BPS sites, every weekday from 8:30 to 11:30 am. We are also delivering meals to families of students who regularly received door-to-door transportation. Yesterday we surpassed 800,000 meals distributed since schools closed. Through today, our total stands at 818,911 meals across all distribution models. Of that figure, more than 315,000 meals have been delivered to students' homes. Catie's Closet makes weekly deliveries of products to our meal sites and have provided over 220,000 personal hygiene products since schools closed. Information on emergency meal locations, including the dozens of other emergency meal sites throughout the City of Boston, is available at [bostonpublicschools.org](http://bostonpublicschools.org). Again I want to thank you again to our Food and Nutrition Services staff, our bus drivers and bus monitors, and the volunteers who have all worked so well, collaboratively, to get our families what they need. We will be providing more information about our summer meal distribution sites, which will remain largely the same, in the coming days.

The district has established a BPS Parent Hotline at (617) 635-8873, to ensure that families are regularly able to contact the district regarding their needs. Staff supporting the hotline reflect the languages and cultures of our families. We're available on the hotline Monday - Friday, 9 a.m.- 5 p.m.

Boston has long been a model of enriching, hands-on summer programming and we are committed to providing learning opportunities for youth this summer. We are finalizing plans to continue remote learning options throughout the summer and will share the details in the coming days. We will be offering project-based, hands-on learning activities for students in elementary grades, Extended School Year programming for students with disabilities, programs for English Learners, credit recovery for high-school students, and the Exam School Initiative for students entering grades six and eight. This year, I'm very excited that we will have BPS students serving as paid teaching assistants in our Exam School Initiative for rising sixth and eighth graders. In addition, the Mayor announced earlier this week the expansion of the City's summer jobs program for youth. An additional \$4.1 million in funding will support 8,000 youth ages 14-21 in

obtaining summer jobs and engagement opportunities. There are more jobs than applicants, so please visit [boston.gov/summerjobs](https://boston.gov/summerjobs) for more information.

Last Friday was the last day for our seniors, and this weekend the City of Boston will honor graduating BPS seniors and celebrate their accomplishments with a virtual graduation ceremony that will be broadcast on WCVB Channel 5 on Saturday at 7:30 p.m. During the special you will hear some truly inspiring words from each of our 36 valedictorians. The ceremony will also feature remarks from me, Mayor Walsh, Chair Loconto, and Former United States Secretary of Education John King. There may also be some special guest appearances! In addition to a televised broadcast, the ceremony will also be streaming online at WCVB.com and available after the broadcast on boston.gov. Please tune in and show your support for our amazing, resilient, and incredibly accomplished Class of 2020.

As you know, this is our final School Committee meeting of the school year with the official last day of school being June 22 and this marks the end of my first school year as Superintendent.

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Mr. Loconto saluted the Class of 2020 valedictorians, whom the Committee was unable to celebrate in person this year due to COVID-19. The Committee was still able to raise funds to present all 35 valedictorians with a \$500 gift card to support their transition to college. He thanked major sponsors Eastern Bank, The Boston Foundation, and the Shah Family Foundation for their generosity. Mr. Loconto also congratulated the Franklin Medal winners. The medals, funded by a bequeath in founding father Benjamin Franklin's will, have been awarded by the Boston School Committee to high academic achievers each year since 1793. They are the oldest and most prestigious school medals in the country.

Mr. O'Neill praised George Cox and Carolyn Kain for their commitment to BPS.

Ms. Robinson requested data on remote learning participation broken down by school, as well as lessons learned and best practices that the district intends to keep. The Superintendent agreed to follow up.

*Approved* - On roll call, the Committee unanimously approved the Superintendent's report.

#### **GENERAL PUBLIC COMMENT**

- Arianna Rodriguez, BPS student and member, Sociedad Latina, testified regarding school police.
- Jeremy Arias, BPS student and member, Sociedad Latina, testified regarding school police.
- Ana Heredia, BPS student and member, Sociedad Latina, testified regarding school police.
- Agnessa Lysenko, BPS student and member, Sociedad Latina, testified regarding ethnic

studies.

- Christian Medina, BPS student and member, Sociedad Latina, testified regarding ethnic studies.
- Travis Marshall, parent, Bates Elementary School, testified regarding school fundraising.
- Xuan Tran, parent, Trotter Elementary School, testified regarding special education support for her son.
- Lieu Nguyen, community advocate, testified regarding the opening of a Vietnamese Dual Language program.
- Amy Gusefski, parent, J.F. Kennedy Elementary School, testified regarding plans for the reopening of school.
- Mike Heichman, member, Boston Education Justice Alliance, testified regarding budget, standardized testing, student privacy, and the memorandum of understanding between BPS and the MA Department of Elementary and Secondary Education.
- Nguyet Le, parent, Boston Latin Academy and Murphy K-8 School, testified regarding difficulty communicating with school communities.
- Rose Frank, teacher, Lee Academy, testified regarding inclusion.
- Priscilla Joseph, teacher, Mattahunt Elementary School, testified regarding resources for the school's Haitian Creole Dual Language program.
- Sarah Idrissu, Educators for Excellence Boston, testified regarding anti-racist initiatives.
- Ruby Reyes, executive director, Boston Education Justice Alliance, testified regarding the budget.

## REPORTS

***FY20 Budget Update: Financial Impact of COVID-19*** - Chief Financial Officer Nate Kuder and Deputy Chief Financial Officer David Bloom provided an update on how the COVID-19 pandemic has affected BPS finances, operations and students. Mr. Kuder said that the death of George Floyd and the district's commitment to anti-racist investments and COVID-19 has added even more urgency to the district's efforts to eliminate opportunity and achievements gaps. He discussed how the district responded to the outbreak of COVID-19 this Spring, how BPS is planning to support students during Summer 2020, key considerations and financial implications of re-opening schools in Fall 2020, and the long-term financial impacts of COVID-19.

The initial phase from March-June required significant adjustments to the FY20 budget, as the district purchased Chromebooks and internet access to deliver offline and online content and

instruction, offset lost external funding revenue, accounted for the cost of unused food inventory and maintained the health and safety of front-line workers and other operational implications of the shutdown.

BPS received \$32,345,848 in federal funding through CARES Act Funding and FEMA Reimbursements. It expects to allocate \$5-\$7M to private and parochial schools based in Boston. BPS will apply by June 15th to authorize CARES Act spending retroactive to March 13th. Those funds will be used to support summer learning opportunities and the purchase of PPE and Health Equipment. BPS is submitting expenditures for FEMA related to Food Services, Transportation, Facilities and Safety Services.

BPS will offer an expanded, remote summer school that includes the expansion of existing programs to serve more students, tighter coordination across summer opportunities to make sure no students fall through the cracks, and additional professional development for instructional staff for remote and blended learning. The district will ensure food access throughout the summer, will continue to support student technology needs, and will engage in deep cleaning and facility preparation, including upgrades to bathrooms and drinking fountains. BPS is partnering with all schools in Boston, including parochial, charters, private, and citywide UPK programs. The district has created multiple forums for student, family, and community input.

The City is committed to supporting BPS' FY21 investments despite economic uncertainty. The BPS budget team continues to plan for the use of additional federal revenue, but is concerned about offsetting reductions to state aid. The FY21 Budget prioritizes \$46M in direct student supports which will increase engagement and prioritize the physical, emotional, and mental health of students, including:

\$15.2M School Nurses, guaranteeing a 1.0 Nurse in every building

\$12.4M Social Workers

\$8.5M School Psychologists

\$7.4M Guidance Counselors, and

\$2.5M Family Liaisons

Mr. Loconto said that the Committee will discuss the possibilities for reopening school buildings this fall at the July 22 meeting.

Ms. Oliver-Dávila asked for more information about guidance related to air quality and options for parents who may not be comfortable sending their children to school in the fall. Mr. Kuder said that the CDC has issued guidelines pertaining to air quality and that BPS is evaluating the air quality of schools building-by-building. The Superintendent said that the district will conduct a parent survey as part of its reopening planning, which includes complex contingency planning. Ms. Oliver-Dávila expressed concern about funding cuts being experienced by many of the district's external partners that provide summer learning experiences.

Dr. Coleman praised the budget presentation for being student-focused. He asked what social and emotional support BPS staff and families will need when school buildings reopen. The Superintendent said the BPS Office of Social Emotional Learning and Wellness and the Office of Equity are planning for those supports.

Ms. Robinson asked if the current nurse staffing ratios will be adequate when school buildings reopen. Mr. Kuder said currently BPS provides one full-time nurse per school building and some schools have more than one nurse, depending upon the size of student enrollment. She asked how teachers are connecting students with summer learning and community-based summer enrichment opportunities. The Superintendent said that the Office of Engagement and Office of Technology are working to help teachers share that information.

Mr. O'Neill thanked Mr. Kuder for the student-focused presentation. He expressed frustration that a portion of the CARES funding will go to private schools based upon the interpretation of Education Secretary DeVos. He thanked Mayor Walsh for maintaining his commitment to public education funding, noting that many school districts are making cuts of 10-20 percent.

Dr. Rivera expressed concern that many of the district's summer learning partners have experienced funding cuts. She said that more funding is needed for summer counselors. The Superintendent said that her team is working with the Boston delegation to secure funding relief.

Mr. Loconto thanked Mayor Walsh for sustaining the \$80 budget increase to BPS for FY21 while other city departments are being cut, calling it a testament to the city's commitment to education. He said that the district must be nimble and creative with its finances.

***English Language Learners Task Force Update*** - English Language Learners (ELL) Task Force members Dr. Miren Uriarte and Marie St. Fleur presented the annual update to the Committee. The School Committee created the ELL Task Force in 2009 to provide guidance to the School Committee, the Superintendent, and BPS on the vision and development of a plan of action to support students whose home language is not English; identify mechanisms to address the needs of ELLs; and monitor the district's progress in meeting the educational needs of ELLs. The ELL Task Force continues to serve as a monitoring body for the district.

The current goals of the ELL Task Force are to:

- Recognize and promote BPS as a multilingual, multicultural, district.
- Promote and monitor progress toward a BPS in which all departments and schools assume responsibility for outcomes of EL students.
- Monitor, assess, and advocate to improve policies related to ELs.

Nearly one-third (31%) of BPS students are current English learners (ELs), and another 13% are former English learners. About half (49%) of BPS students have a first language that is not English - including ELs, former ELs, and never-ELs. English learners with disabilities have the lowest performance outcomes of all students. They also have no reliable access to native language supports.

The ELL Task Force is monitoring the district in a number of areas, including student assignment, program quality and planning, family and community engagement, human capital, ELs with disabilities, and leadership transitions and strategic planning. The presenters said that the district is only marginally capable of serving ELs appropriately because of the lack of multilingual staff aligned to meet the needs of ELs in schools. They said that a shift in mindset in programs and practice is required to embrace the language and cultural diversity of the district.

The ELL Task Force recommends that the district take the following actions:

- Vision and Plan for full implementation of the LOOK Act
- Take Needs of ELs into Account
- Strengthen the Office of English Learners
- Address the challenges posed by COVID-19

Mr. Loconto noted that the BPS Office English Language Learners will present an update to the Committee in the near future.

Dr. Rivera, who serves as co-chair of the ELL Task Force, acknowledged the hard work of the Task Force members.

Ms. Reyes asked about the district's efforts to increase the language capacity of teachers. The Superintendent affirmed the district's commitment expanding language capacity and said that BPS needs to expand its high school-to-teacher pipeline program.

Ms. Robinson called for a mindset shift, suggesting that all new hires to BPS be bilingual. Ms. St. Fleur encouraged the district to implement change at the school level.

Ms. Suzanne Lee, Task Force co-chair, suggested that the district consider offering incentives for bilingual staff.

Dr. Coleman requested a breakdown of the district's ELL SPED population (severe, moderate, mild). The Superintendent said that she will follow up with the information. Dr. Coleman raised the question of whether BPS can meet these programmatic needs in a system of choice. Dr. Uriarte said that BPS needs to educate parents about the programs that are available. Dr. Coleman suggested that the School Quality Work Group, which he co-chairs, meet with the ELL Task Force to discuss areas of overlap.

Ms. Oliver-Dávila spoke about the importance of the Office of English Learners and suggested that it should be elevated. She asked about the district's plan for ELL students with disabilities and its plan for increasing staffing diversity in the short-term. She said that the district needs to implement the LOOK Act.

Mr. O'Neill thanked the ELL Task Force for driving change.

Superintendent Cassellius requested additional time for the district to respond to recommendations made by the ELL Task Force, saying that a June 24th presentation would not

provide sufficient time for a thoughtful response. Mr. Loconto agreed and said he anticipates that the Committee will schedule one or more additional School Committee meetings this summer to address timely issues.

***Superintendent's Performance Evaluation Process Update*** - Mr. Loconto thanked Dr. Coleman for leading the superintendent's performance evaluation process for School Year 2019-20 on behalf of the Committee. Evaluating the superintendent is one of the Committee's core responsibilities along with defining the vision, mission and goals of the Boston Public Schools; establishing and monitoring the annual operating budget; hiring and managing the Superintendent; and setting and reviewing district policies and practices to support student achievement.

Dr. Coleman adapted the MA Department of Elementary and Secondary Education (DESE)'s recommendations for a superintendent evaluation to better align with a large urban district such as BPS. The Committee will evaluate the superintendent's performance in the following areas: commitment to academic excellence and innovation; productivity, organizing, and planning, fiscal responsibility and budgetary controls; judgement and decision making; collaboration/teamwork; focus on equity and excellence; and communication and interpersonal skills. The Superintendent presented her self evaluation for SY 2019-20, including areas of strength and areas for continued growth. Committee members will complete individual evaluations, which Dr. Coleman will compile into a final composite evaluation and rating to be voted upon by the full Committee at a meeting this summer.

Dr. Rivera asked if the superintendent's evaluation process will include 360-degree feedback. Dr. Coleman said not for SY 2019-20 - Dr. Cassellius' first year as BPS superintendent - but possibly in future years. Mr. O'Neill said that the Committee's input is informed by a variety of stakeholders. Ms. Oliver-Dávila said that 360-degree feedback is important for professional growth. Ms. Robinson thanked the Superintendent for her leadership in this unusual year.

***Transdev One-Year Contract Extension*** - Secondary Superintendent of School Operations & Safety Sam DePina and Director of Transportation Delavern Stanislaus presented the Superintendent's recommendation to grant Transdev, the district's transportation provider, with the third of five one-year extension options. The one-year extension would run from July 1, 2020 to June 30, 2021. The presenters said that there is a small market of transportation operators that can serve a district the size of BPS. Extending the contract with Transdev would result in no disruption to the district's transportation services. There is a substantial positive budget impact to awarding Transdev with a one-year extension. In the previous bidding process, Transdev's proposed management fee was more than \$2 million less than the next lowest qualified bidder. Transdev's current fee of approximately \$2.9 million is only slightly higher than the fee BPS paid to First Student for the same services in 2004. Given that the competitive field is likely smaller than it was during the last bidding process in 2013, it is highly likely BPS would incur much higher costs if the current vendor is not extended. The BPS Transportation Department Fleet Compliance Manager will regularly monitor key performance measures. Performance against these measures will be shared and discussed with Transdev leadership regularly. Metrics that are below target will require corrective action steps. Failure to consistently meet targets will result in termination of the contract and reissuing of an RFP for this service.

Ms. Robinson asked if the recommendation is based on the review of the district's transportation consultant. Mr. DePina said that many of the metrics were already in the RFP but the Office of Transportation was able to update positions to focus solely on the metrics outlined in the transportation contract.

Dr. Coleman asked what incentives the district is using for Transdev to improve. Ms. Stanislaus said that the Transportation Office is creating a compliance position that will help with accountability.

Mr. Loconto noted that transportation is one of the issues addressed in the district's MOU with DESE.

The Superintendent praised Ms. Stanislaus for her outstanding work ethic and leadership.

The Committee is scheduled to vote on the Transdev one-year contract extension on June 24.

#### **PUBLIC COMMENT ON REPORTS**

None.

#### **NEW BUSINESS**

The Superintendent said that the Vietnamese Dual Language program will be offered to K2 students starting this fall Viet Aid and that notice was given earlier this spring to the Vietnamese Dual Language Planning Committee.

Dr. Coleman requested that the Committee hold a discussion on school safety. Mr. Loconto agreed. He said that the Superintendent has convened a working group which is meeting regularly over the summer to take a deeper dive into the issues of student information sharing and school safety. She will present an update to the Committee before the beginning of the 2020-21 school year. Mr. O'Neill said that the Code of Conduct Advisory Council (COCAC) helped the district update its restorative justice practices and suggested that the district utilize their knowledge base.

#### **ADJOURN**

At approximately 10:20 p.m., the Committee voted unanimously, by roll call, to adjourn the meeting.

Attest:



Elizabeth Sullivan  
Executive Secretary