



**OFFICIAL MINUTES OF THE REMOTE
BOSTON SCHOOL COMMITTEE MEETING**

November 18, 2020

The Boston School Committee held a remote meeting on November 18, 2020 at 4:30 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: Vice Chairperson and Temporary Chair Alexandra Oliver-Dávila; Dr. Hardin Coleman; Michael O’Neill; Dr. Lorna Rivera; Jeri Robinson; Quoc Tran; and student representative Khymani James.

School Committee Members Absent: None.

DOCUMENTS PRESENTED

Agenda

Boston School Committee Meeting Minutes: October 21, 2020

Grants for Approval Totaling \$8,523,329:

Amount	FY	Grant Name	Status	Fund Manager	Representative Relationship to Grant	Focus Area(s)	Sites
\$702,200	2021	21st Century Community Learning Centers– Continuation	Continuation	Kenya Elisa-McLaren	Project Manager	Extended Learning Time	Frederick, Edison, Gardner, Hennigan, BINCA
\$173,866	2021	21st Century Community Learning Centers – Exemplary	Continuation	Kenya Elisa-McLaren	Project Manager	Extended Learning Time	Eliot Innovation School

**Boston School Committee Remote Meeting
Zoom
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\$354,705	2021	Comprehensive Behavioral Health Model (CBHM)	New	Andria Amador	Senior Director of Behavioral Health Service	Health and Wellness	~78 Sites
\$20,000	2021	Early College Support	New	Morgan Soares	Business, Grants, and Partnership Manager	College and Career Readiness	Charlestown High School
\$6,215,000	2021	EPA: Reduction in Lead Exposure Via Drinking Water	New	Katherine H. Walsh	Sustainability & Environmental Resources Manager	Sustainability and Environmental Resources	87 Sites
\$25,000	2021	Innovation Pathways Planning - Dearborn	New	Kristen Almquist	Director of Early College and Career Pathways	College and Career Readiness	Dearborn STEM Academy
\$15,000	2021	Innovation Pathways Planning - Excel	New	Tracey Kimsey	Director of Work-Based Learning and Partnerships	College and Career Readiness	Excel High School
\$808,911	2021	Junior Reserve Officers Training Corp (JROTC)	Continuation	Halona Mui	Accounting Unit Leader	College and Career Readiness	East Boston, English, CASH, Excel, Madison Park, O'Bryant
\$30,000	2021	MASSGrad Promising Practices	New	Amilcar Silva	Headmaster	College and Career Readiness	Burke
\$178,647	2021	Teacher Diversification Pilot Program	Continuation	Ceronne B. Daly	Managing Director	Educator Effectiveness	Districtwide

Tentative Collective Bargaining Agreement between the Boston School Committee and the Boston Association of School Administrators and Supervisors (BASAS) PowerPoint

BASAS Agreement Equity Impact Statement

Office of Human Capital (OHC) Annual Hiring Update PowerPoint

OHC Update Equity Impact Statement

Recruitment, Cultivation, and Diversity Programs and Services Brochure, April 2020

BPS Office of Human Capital Recruitment, Cultivation & Diversity Programs Retention Strategies, SY 2019-20

The Boston Public Schools - Equity & Strategy Division SY 20-21 Office of Recruitment, Cultivation & Diversity Programs (RCD) Overview

CALL TO ORDER

Vice Chairperson Oliver-Dávila called the meeting to order and led the pledge of allegiance. Ms. Sullivan called the roll; all members were present. She announced that the Committee would immediately adjourn to an executive session to discuss collective bargaining strategy related to the Boston Association of School Administrators and Supervisors (BASAS); and an open meeting law complaint brought against the School Committee on 10/22/20 by Lauren Trimble regarding an allegation that sending text messages during an open meeting on 10/21/2020 may have been a violation of the open meeting law. To have this discussion in an open session could have a detrimental impact on the Committee's bargaining position. She said that the Committee will return to public session.

Approved - On roll call, the Committee unanimously approved a motion to adjourn to executive session to discuss collective bargaining strategy related to the Boston Association of School Administrators and Supervisors (BASAS); and an open meeting law complaint brought against the School Committee on 10/22/20 by Lauren Trimble regarding an allegation that sending text messages during an open meeting on 10/21/2020 may have been a violation of the open meeting law.

WELCOME AND REFLECTIONS

At approximately 5:05 p.m. the Committee returned to public session.

Ms. Oliver-Dávila introduced herself as the Committee's vice chair and temporary chair since the resignation of former Chair Michael Loconto on October 22, 2020. She said the Committee will hold an election of officers later during the meeting.

She 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 interpretation services were available Spanish, Vietnamese, Cantonese, Mandarin, Portuguese, and American Sign Language (ASL); the interpreters introduced themselves. Meeting documents were publicly posted at www.bostonpublicschools.org/schoolcommittee prior to the start of the meeting. Meeting documents were translated into all nine of the official BPS languages.

Ms. Oliver-Dávila offered thoughts and prayers to the district's Honduran and Nicaraguan families following the impact of a Category 4 hurricane, the second to strike the same area in two weeks. She encouraged people to consider making a donation to ANF United in Action and Hispanics in Philanthropy.

Ms. Oliver-Dávila offered her personal reflections on the events of the October 21st School Committee meeting, when former Chair Loconto made comments off-camera referring to the names of people giving public testimony. She apologized for not speaking up in the moment.

She invited others to share their thoughts. The Superintendent apologized to the Asian community and the broader BPS community for Mr. Loconto's hurtful comments. She spoke

about the need to correct the hurt that had been inflicted on families. She spoke about how BPS has prioritized restorative justice practices and how she is working with the Committee to plan a retreat in December. Mr. James spoke about the power and value of names, saying this is a time to reflect, adjust and grow. Dr. Rivera apologized to the Asian community for not speaking up when the comments were made. She said that the incident highlights that there is more work to do as a district and as a city to address systemic racism. She said that she is proud of the Committee's historic vote on exam school admissions criteria for SY21-22. Mr. Tran said that name calling is unacceptable. He spoke about the need for tolerance. Ms. Robison spoke about the importance of names and the need to move forward as a city. She said that BPS must offer high quality education for all students so that families don't feel limited to exam schools in order to access high rigor. Dr. Coleman read a statement about his discomfort with Mr. Loconto's resignation and the value of restorative justice. Mr. O'Neill apologized for the pain caused that evening. He said that he is committed to leaning in to this moment and building an anti-racist school board and district. Ms. Oliver-Dávila thanked the Committee and Superintendent for their comments, calling it a learning moment.

ELECTION OF OFFICERS

Ms. Oliver-Dávila issued a call for nominations for the office of chairperson. Dr. Rivera nominated Ms. Oliver-Dávila. Ms. Robinson seconded the nomination.

Approved – On roll call, the Committee voted unanimously to close the nominations for chairperson.

Approved – On roll call, the Committee voted unanimously to elect Ms. Oliver-Dávila chairperson of the Boston School Committee for the remainder of calendar year 2020.

Ms. Oliver-Dávila thanked the Committee for entrusting her with the privilege of leading the Committee. She said that the Committee will participate in a professional development training on December 9th with a focus on anti-racist work and improving student outcomes. Dr. Ibram X. Kendi, the author of, "How to be an Anti-Racist" and founding director of [Boston University's Center for Antiracist Research](#). Dr. Kendi will work with the Committee examine BPS policies with an anti-racist lens. The Committee will also receive training from the Council of Great City Schools to assist with the development of tools and metrics that will help the Committee maintain a singular focus on student achievement.

Ms. Oliver-Dávila issued a call for nominations for the office of vice chairperson. Dr. Coleman nominated Mr. O'Neill. Ms. Robinson seconded the nomination.

Approved – On roll call, the Committee voted unanimously to close the nominations for vice chairperson.

Approved – By roll call, the Committee voted unanimously to elect Mr. O'Neill vice chairperson of the Boston School Committee for the remainder of calendar year 2020.

Mr. O'Neill congratulated Ms. Oliver-Dávila and pledged to support her.

APPROVAL OF MEETING MINUTES: OCTOBER 21, 2020

Approved – On roll call, the Committee unanimously approved the minutes of the October 21, 2020 School Committee meeting.

SUPERINTENDENT’S REPORT

As prepared for delivery.

I unfortunately have to begin another report with some sad news. We have been dealing with the three pandemics of COVID, Racism, and Economic decline and in BPS we have had tremendous loss: We lost Keith Love, Head of School at Tech Boston, longtime district leader George Cox, Senior Director of Health Services Margaret VanCleve-Rocchio, TechBoston Academy nurse Susan Arase, and too many students. Early this morning I was deeply saddened to learn to the death of our beloved colleague, former Principal Virginia “Jinny” Chalmers. Our deepest condolences to her family, friends and school community as they grieve her loss. Jinny was not only a cherished Principal, she was a leader of leaders, a fierce advocate for students and families, and a mentor and friend to many. She was part of our BPS family. Jinny committed more than 20 years of her career to Young Achievers and improved opportunities for thousands of students, families and staff. Jinny’s wife Ilene Carver is also a beloved member of the BPS community and we extend our deepest sympathy to her and the other members of Jinny’s family. For now, the BPS Counseling Team is available for the students and staff at Young Achievers and anyone who needs support.

On Saturday, I was honored to attend the beautiful virtual memorial service for Mr. George Cox. Mr. Cox was such a deeply respected member of the BPS community, who started his career as an elementary teacher and spent decades working for BPS and the Boston Housing Authority. He volunteered at the Nathan Hale School in Roxbury in recent years, following his retirement. When the BPS Department of Implementation was created as a result of the Garrity decision, Mr. Cox formulated the policy and procedures of this department, which was responsible for compliance of the 1974 ruling to desegregate BPS schools. The virtual service on Saturday, led by Reverend Bodrick of 12th Baptist Church, was so moving and you could feel the love, even though we weren’t all physically together. I extend our heartfelt love and appreciation as a BPS community to Mr. Cox’s family, friends and colleagues.

It was wonderful to finally welcome some of our students with the highest needs back to four of our schools on Monday: the McKinley Schools, The Carter and Horace Mann Schools, and the Henderson. On Monday, I joined Head of School Cindie Neilson in welcoming back students and staff at the McKinley, and headed over to the Horace Mann yesterday to greet students with Head of School Maritza Ciliberto. I look forward to visiting the Henderson and returning to the Carter, both of which I visited last month when school was open. I want to thank all of our

educators and staff for their work to get our students back in school for the critical in-person services that they require and deserve. I also want to thank President Tang of the Boston Teachers Union and Mayor Walsh for their leadership in getting our kids back to school. Over the weekend, we came to an agreement with BTU around additional comfort safety measures including additional air quality testing, additional medical grade PPE, and bringing our teacher COVID testing closer to schools for their convenience and to ensure our staff and students feel comfortable and are free to focus on teaching and learning.

As you know, we added an additional LGBTQ specialist to the Equity team this year and this week we've worked to ensure our students are aware of some of the resources available to them during this difficult time. I am so thankful to the Office of Equity and our new LGBTQ+ Student Support Manager DJ Rock, for hosting LGBTQ+ virtual meet and greets for students in grades 6-12 this week. We had a session yesterday for grades 6-8, we have on this evening for grades 9-10, and a session tomorrow at 7pm for grades 11-12. Check out our social media accounts to RSVP for tomorrow's session! In addition, we are partnering with the Boston Public Health Commission to offer free, confidential sexual health care telehealth appointments for BPS high school students. These appointments are open to all BPS high schoolers looking for sexual health information, or with any concerns. We sent an email to our high school students today with details. More information is available at boston.y2connect.org. As a mother of a daughter who is Lesbian, I am grateful to be working in a community that values LGBTQ students and their health and well-being. Thank you to our staff and community partners for ensuring our students and staff stay healthy and informed.

Speaking of staying healthy, whenever I know I have an audience, I must urge our community to continue following the public health guidelines so that we can reverse this upward trend we are experiencing and continue welcoming students back to school. This includes avoiding crowds, wearing a mask whenever you leave your home, washing your hands frequently, and staying home if you are not feeling well. And get tested! The City of Boston's free mobile testing sites remain this week in East Boston, at Central Square Park; and Mattapan, at Jubilee Christian Church. In all, the City of Boston has over 30 testing sites in Boston. Yesterday Mayor Walsh and Chief of Health and Human Services Marty Martinez discussed some adjustments to the public health metrics we are monitoring to evolve our understanding of the virus and its spread. In addition, these adjusted metrics will ensure equitable access to COVID-19 testing, isolation support and prevention messaging. For all information about the City's testing sites and COVID-19 response, visit boston.gov/coronavirus, or call 311.

I was so happy to join our Virtual Fall Parent University Conference this past Saturday morning to speak with families about remote learning and general district updates. Last week's conference was for families of students in elementary grades. This Saturday, November 21 at 9:30 a.m., Parent University will host another conference that will focus on supporting families of students

in middle grades and high school with the challenges of learning remotely and navigating stress amidst the COVID-19 pandemic. Presenters and panelists will be on hand to lead, listen and share best practices that will assist families and students in being successful. Virtual meeting information and more info on Parent University is available bostonpublicschools.org/parentuniversity. In regards to the exam school admissions process for next school year, we will be hosting information sessions over the next few weeks for families, beginning next Monday, November 23 at 5:00 p.m. We will be sharing the meeting details on our website shortly, at bostonpublicschools.org/exam, and in an email to families of students in grades 6, 8, and 9 later this week.

Finally, I hope you all have a Happy Thanksgiving, but please be smart, stay healthy and be safe!

Ms. Robinson asked how many students have returned for in-person learning. The Superintendent said that of the 193 students expected, 123 students returned.

Mr. James encouraged the district to conduct more outreach about the upcoming exam school admissions informational meetings.

Dr. Rivera congratulated Dr. Silvia Romero-Johnson, the newly appointed Assistant Superintendent for the Office of English Learners.

Mr. O'Neill asked about remote learning participation and quality. The Superintendent said that student engagement in remote learning has improved since the spring. She said that pre-K/kindergarten students and high school students are still struggling with remote learning.

Ms. Oliver-Dávila offered her condolences for the members of the BPS community who have passed away. She praised the creation of LGBTQ+ Student Support Manager position. She encouraged people to take advantage of the City's free COVID testing.

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

GENERAL PUBLIC COMMENT

- Boston City Councilor At-Large Annissa Essaibi-George testified regarding a variety of education-related issues.
- Boston City Councilor At-Large Michelle Wu testified regarding the composition of the Boston School Committee.
- Elizabeth McIntyre, attorney, Greater Boston Legal Services, testified regarding in-person services for high needs students.
- Roxi Harvey, chair, Boston Special Education Parent Advisory Committee (SpedPac), testified regarding in-person services for high needs students.
- Edith Bazile, advocate and BPs grandparent, testified regarding in-person services for

high needs students.

- Charlie Kim, parent, Horace Mann School for the Deaf and Hard of Hearing, testified regarding in-person services for high needs students and BuildBPS.
- Rachel Miselman, Boston Parents Coalition for Academic Excellence, testified regarding exam school admissions criteria.
- Alan Tian, Boston Parents Coalition for Academic Excellence, testified regarding exam school admissions criteria.
- Kathleen Chardavoyne, Boston Parents Coalition for Academic Excellence, testified regarding exam school admissions criteria.
- Kelsey Brendel, BPS parent, testified regarding in-person services for high needs students.
- Mike Heichman, member, Boston Education Justice Alliance, testified regarding a variety of education-related issues.
- Ruby Reyes, executive director, Boston Education Justice Alliance, testified regarding the budget.
- Amy Wyeth, co-chair, Edward M. Kennedy (EMK) Academy for Health Careers Parent Council, testified regarding the need for a new school building for EMK.
- Bolaji Omisore, co-chair, (EMK) Academy for Health Careers Parent Council, testified regarding the need for a new school building for EMK.
- Corey Zehngebot, parent, Harvard/Kent Elementary School, testified regarding in-person services for high needs students.
- Phuong Nguyen, teacher, Mather Elementary School, testified regarding the district placing a Vietnamese dual language program at the Mather.
- Jeff Parks, teacher, Mather Elementary School, testified regarding the district placing a Vietnamese dual language program at the Mather.
- Songkhla Nguyen, teacher, Mather Elementary School, testified regarding the district placing a Vietnamese dual language program at the Mather.
- Lea-Antoinette Serena, teacher, Mather Elementary School, testified regarding the district placing a Vietnamese dual language program at the Mather.
- Steven Van Dyke, BPS parent and member, Voices for BPS Families, testified regarding remote learning.
- Kathleen Lyons, teacher, Mather Elementary School, testified regarding the district placing a Vietnamese dual language program at the Mather.
- Doris Yopez, parent, Horace Mann School for the Deaf and Hard of Hearing, testified a new school building.
- Marcie Carmody, BPS parent and member, Voices for BPS Families, testified regarding in-person services for high needs students.
- Sonia Medina, parent, Orchard Gardens K-8 School, testified regarding the budget and support for families of special education students.
- Xiomara Garcia, parent, Hurley K-8 School, testified regarding the budget and support

for COVID-related needs.

- Josefina Burgos, parent, Russell Elementary School, testified regarding the lack of Spanish interpreter at her child's school.
- Iria Diaz, parent, Blackstone K-8 School, testified regarding the budget.
- Marioska Medina, parent, Hurley K-8 School, testified regarding ventilation systems in schools.
- Estephany Almanzar, parent, Blackstone K-8 School, testified regarding the installation of walls and doors at the school.
- Paula Ortiz, BPS parent, testified regarding the budget and the safe reopening of schools.
- Yeliza Rodriguez, parent, UP Academy, testified regarding bilingual programs.
- Yrmaris Matias, parent, Orchard Gardens K-8 School, testified regarding the budget.
- Alicia Piedalue, parent, Eliot K-8 School, testified regarding in-person services for high needs students.
- Lieu Nguyen, member, Vietnamese Dual Language Committee, testified regarding Vietnamese Dual Language.
- An Nguyen, parent, Mather Elementary School, testified regarding the district placing a Vietnamese dual language program at the Mather.
- Jenny Huynh, BPS parent, testified regarding the district placing a Vietnamese dual language program at the Mather.
- Giao Phung, parent, Mather Elementary School, testified regarding the district placing a Vietnamese dual language program at the Mather.
- Barbara Najjar-Owens, teacher, Mather Elementary School, testified regarding the district placing a Vietnamese dual language program at the Mather.
- Julie Potter, teacher, Mather Elementary School, testified regarding the district placing a Vietnamese dual language program at the Mather.
- Christine Yancey, teacher, Mather Elementary School, testified regarding the district placing a Vietnamese dual language program at the Mather.
- Go Sasaki, BPS teacher and member, Massachusetts Asian American Educators Association, testified regarding the district placing a Vietnamese dual language program at the Mather.
- Alexandra Pascasio, teacher, Mather Elementary School, testified regarding the district placing a Vietnamese dual language program at the Mather.
- Tuyet Dinh, teacher, Mather Elementary School, testified regarding the district placing a Vietnamese dual language program at the Mather.
- Kimmy Nguyen, parent, Mather Elementary School, testified regarding the district placing a Vietnamese dual language program at the Mather.
- Nicole Truong, BPS parent, testified regarding the district placing a Vietnamese dual language program at the Mather.
- Yen Truong, aunt to BPS student, testified regarding the district placing a Vietnamese dual language program at the Mather.

- Kathleen Adams, parent, Lyndon K-8 and Boston Latin School, testified regarding the Committee's approval of a new exam school admissions criteria for SY 21-22.
- Theresa Albert-Dejesus, parent, Orchard Gardens K-8 School, testified regarding hiring teachers.
- Mano Katsompenakis, BPS parent and member, Voices for BPS Families, testified regarding in-person services for high needs students.
- Don Truong, parent, Mather Elementary School, testified regarding the district placing a Vietnamese dual language program at the Mather.
- Molly Warner, parent, Mather Elementary School, testified regarding the district placing a Vietnamese dual language program at the Mather.
- Darragh Murphy, Dorchester resident, testified regarding the Committee's approval of a new exam school admissions criteria for SY21-22.
- Jody Fink, parent, Eliot K-8 School, testified regarding in-person services for high needs students.
- Sharon Hinton, member, Black Teachers Matter, testified regarding the structure of the Boston School Committee.
- Lisette Le, member, VietAID, testified regarding the district placing a Vietnamese dual language program at the Mather.
- Suleika Soto, parent, Blackstone K-8 and TechBoston Academy, testified regarding a variety of education-related issues.
- Joy McDonald, parent, Perry K-8 School, testified regarding...
- Erin Welch, parent, Perry K-8 School, testified regarding returning to in-person learning
- Lauren Margharita, parent, Boston Latin Academy, testified regarding the Boston School Committee.
- Mei Jiang, BPS parent, testified regarding translation services.
- Mei Yu, BPS parent, testified regarding language access.
- Jiexia Chen, parent, Quincy Elementary School and Boston Latin Academy, testified regarding School Committee conduct.
- Shirley Chenweng, BPS parent, testified regarding language access.
- Megan Castro, parent, Eliot K-8 School, and member, Voices of BPS Families, testified in-person services for high needs students.
- Maria Brooks, teacher, Mather Elementary School, testified regarding the district placing a Vietnamese dual language program at the Mather.

ACTION ITEM

Ms. Robinson asked how grants for out-of-school time programming will be used during remote learning. The Superintendent said that the experiences will be a mixture of in-person and virtual. Ms. Robinson questioned whether the goals for the 21st Century Learning Center grant serving 500 students from five schools are ambitious enough. The Superintendent agreed to follow up with more information.

Approved - On roll call, the School Committee unanimously approved grants for approval totaling \$8,523,329.

REPORTS

Tentative Collective Bargaining Agreement between the Boston School Committee and the Boston Association of School Administrators and Supervisors (BASAS) - Jeremiah Hasson, director, Office of Labor Relations, presented highlights of a tentative agreement between the Boston School Committee and the Boston Association of School Administrators and Supervisors (“BASAS”). The Agreements cover the duration from September 1, 2016 through August 31, 2020. The BASAS ratified the agreements on October 28, 2020. The agreements provide BASAS employees with an annual wage increase of two percent. In order to support the costs of this Agreement, the Superintendent is recommending that the Committee approve a supplemental appropriation request to the City of Boston in the amount of \$1,857,220 for the annualized outgoing cost contained in the agreements for FY21. Mr. Hasson explained that the contract is equitable and affordable and benefits the district, the employees, and BPS students. The Committee is scheduled to vote on the agreements and the FY21 supplemental appropriation request on December 2, 2020.

Office of Human Capital Annual Hiring Update - Chief of Human Capital Al Taylor presented the Office of Human Capital’s annual hiring update, demonstrating substantial progress on recruitment, cultivation, and diversity hiring practices and initiatives with the hiring of the highest percentage of candidates of color in seven years. Mr. Taylor was joined by several co-presenters from the OHC team, including Interim Deputy Chief Human Capital Officer Rae Catchings; Director of Data & Analytics John Barrows; Data Analyst Jessica Tin; Managing Director of Recruitment, Cultivation & Diversity, Equity and Strategy Division, Ceronne Daly; Director of EL Program Planning and Implementation, Academics Division, Daphne Germain; and Director of Evaluation and Performance Management Jerome Doherty.

For the first time in the last seven years, when BPS adopted mutual consent hiring, the total percentage of educator hires (including teachers and guidance counselors) who identified as people of color surpassed 50%, growing the BPS workforce to nearly 54% people of color, an increase of nearly 7% over last year, which was the previous highpoint.

This year, Black educators comprised 31% of all hires of teachers and guidance counselors, the first time this number has been significantly higher than the court-ordered Garrity threshold of 25%. In addition, 16% of hires were Latinx, the highest percentage in the last seven years. The Garrity court order, established in 1974, requires BPS to achieve and maintain a desegregated faculty and staff (teachers and guidance counselors), “comprised of not less than 25% Blacks and 10% other minorities.” According to the data released today, BPS teachers of color are now 39% of all teachers, the highest total percentage over the last seven years.

BPS also experienced strong diversity hiring results for external hires, or those new to BPS. Over 48% of external hires were educators of color, while external Black hires were 24% of the total, a nearly 6% increase over 2019-20, and by far the highest percentage in the last seven years.

Additionally, the percentage of hires who self-identified linguistic capacity in a BPS language other than English was 45% this year, a 7% increase over last year.

BPS, which employs just 6% of Massachusetts educators, already has an outsized proportion of educators of color in the Commonwealth. While 8% of the teaching force in Massachusetts are educators of color, BPS employs 47% of the state's Black teachers, 23% of the state's Latinx teachers, and 23% of the state's Asian teachers.

The BPS Office of Recruitment, Cultivation & Diversity (RCD) Programs recently moved to the Division of Equity, Strategy, and Opportunity Gaps, led by Dr. Charles Grandson. The office continues to cultivate diverse educator candidate pools by maintaining strong partnerships with colleges and universities, BPS-run pipeline programs, Massachusetts Tests for Educator Licensure (MTEL) Prep support programming, school-specific coaching and supports, school-based and central office affinity grouping, leadership development and retention programs for educators of color.

One of the key initiatives of the Boston Public Schools five-year strategic plan is to hire and retain a workforce that reflects the racial, ethnic, and linguistic diversity of the students and families the district serves. BPS has also started to collect more robust language fluency data as part of the recruitment and hiring process. BPS asks candidates not only to identify languages in which they have some fluency, but the hiring process also requests that applicants self-assess in reading, writing, and speaking, in addition to indicating whether the language is native, whether they feel comfortable teaching in the language, and whether they have the ability to translate.

Access to a linguistically diverse candidate pool will support the district's strategy to implement the LOOK Act and strengthen and expand the bilingual options available to students. BPS recently welcomed Dr. Silvia Romero-Johnson as the new Assistant Superintendent for the Office of English Learners, who has made it a priority to hire more bilingual educators to better serve students with native language supports, and provide additional training to current bilingual educators to support them in meeting the needs of all learners.

Ms. Daly announced that the Office of Recruitment, Cultivation and Diversity has renamed its fellowship the George B. Cox Equity in Urban Education Fellowship.

Mr. James requested data on where BPS teachers reside. Mr. Taylor said that his team will follow up with the information.

Dr. Rivera asked how many years it would take to lift the district out of the Garrity court order. Mr. Barrows explained the many factors that could impact that estimate.

Dr. Coleman praised the district's progress in diversity hiring. He requested a summary of exit interviews, which Ms. Daley agreed to provide. He suggested that the Opportunity and Achievement Gaps Task Force examine the disconnect between the district's highly rated teaching core and opportunity and achievement gaps. Mr. Doherty said that addressing this issue is one of the team's goals. Dr. Coleman requested data on the diversity of the pool of teaching applicants. He praised the district's diversity recruitment plan as a national model.

Mr. Tran praised the recruitment plan. He asked how the district's diversity hiring compares to the demographics of the city. Mr. Barrows agreed to follow up. Mr. Tran suggested that BPS track and recruit employees using additional categories such as by veteran or disability status.

Ms. Robinson asked about the DESE grant. Ms. Daly explained that BPS is using the grant to provide hiring bonuses for diverse hires. Ms. Robinson asked how the linguistic diversity of new hires compares with current staff. Ms. Germain said that the data shows that there is more work to be done. Ms. Robinson praised the district's efforts to begin the student-to-teacher pipeline as young as 7th grade.

Mr. O'Neill praised Ms. Daly for her nationally recognized work. Mr. Tran asked about mentorship, coaching, and supporting the social-emotional health of new employees. Megan Reed, director of Leadership Development, Office of the Human Capital spoke about support that the district offers for new employees through cohorts, mentorship, and professional development. Mr. Doherty said that the district will conduct virtual performance evaluations this year after pausing last spring due to COVID.

Ms. Oliver-Dávila discussed the importance of students having teachers of color. She spoke about her daughter's positive experience at the BTU K-8 School. She applauded the BPS student-to-teacher pipeline. She encouraged the City to expand affordable housing opportunities to attract and retain a diverse workforce. She expressed concern about the exit of BPS Latinx employees, and said she is glad that the district will explore the reasons. Ms. Oliver-Dávila asked the Superintendent to communicate with the Mather Elementary School community about the concerns raised during public comment related to the planned placement of a Vietnamese Dual Language program at the school.

PUBLIC COMMENT ON REPORTS

None.

NEW BUSINESS

Mr. O'Neill suggested that the Committee hold community listening sessions as suggested by Councilor Wu. Ms. Oliver-Dávila expressed support for the suggestion. She said the Committee will also explore how other districts provide interpretation and translation services.

Mr. James spoke about the importance of parent and student engagement. He suggested the establishment of a working group or task force to create a strategy around mental health. He discussed the heavy workload experienced by some students and stressed the importance of quality over quantity. He also spoke about the importance of teacher accountability. He closed by saying that he plans to start presenting his monthly updates at the next Committee meeting.

ADJOURN

At approximately 11:06 p.m., the Committee voted unanimously, by roll call, to adjourn the meeting.

Boston School Committee Remote Meeting
Zoom
November 18, 2020

Attest:

A handwritten signature in cursive script that reads "Elizabeth Sullivan". The signature is contained within a thin black rectangular border.

Elizabeth Sullivan
Executive Secretary