



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

**April 28, 2021**

The Boston School Committee held a remote meeting on April 28, 2021 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 Alexandra Oliver-Dávila; Vice Chairperson Michael O’Neill; Dr. Hardin Coleman; Ernani DeAraujo; Dr. Lorna Rivera; Jeri Robinson; Quoc Tran; and student representative Xyra Mercer.

School Committee Members Absent: None.

**DOCUMENTS PRESENTED**

Agenda

Minutes: April 7, 2021 School Committee Meeting

Grants for Approval Totaling \$1,107,554:

Amount	FY	Grant Name	Status	Fund Manager	Representative Title	Focus Area(s)	Sites
\$26,628	2021	Digital Literacy & Computer Science Student Learning Devices	New	Solimar Cruzado and Rhianon Gutierrez	Manager of Technology Business Operations/ Program Director for Computer Science	Career and Technical Education	12 Sites

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\$16,770	2021	Digital Literacy Now Continuation Grant	New	Solimar Cruzado and Anita Lavakumar	Manager of Technology Business Operations / Program Director for Computer Science	Career and Technical Education	15 Sites
\$10,000	2021	Financial Literacy Planning and Implementation	New	Angela Hedley-Mitchell	Program Director	Curriculum and Instruction	Districtwide
\$398,250	2021	21st Century Community Learning Centers – BAA	New	Kenya Elisa-McLaren	Extended Learning Time Project Manager	Extended Learning Time	Boston Arts Academy
\$334,160	2021	21st Century Community Learning Centers – YAA	New	Kenya Elisa-McLaren	Extended Learning Time Project Manager	Extended Learning Time	Young Achiever Academy
\$121,550	2021	STARS Grant	New	Phillip Dunn	Manager of Grants and External Funding	Arts Science Humanities	Districtwide
\$3,500	2021	EdVestors	Increase	Michelle Sylvaria, Monica Hogan, Eva Mitchell	Executive Directors	Career and Technical Education	Districtwide
\$15,000	2021	MCIEA Mini Grant	Increase	Sarah Jay	Director of Assessment for Learning and Strategic Action	Achievement Gap	Districtwide
\$32,149	2022	21st Century Community Learning Centers– BAA	New	Kenya Elisa-McLaren	Extended Learning Time Project Manager	Extended Learning Time	Boston Arts Academy
\$149,547	2022	21st Century Community Learning Centers – YAA	New	Kenya Elisa-McLaren	Extended Learning Time Project Manager	Extended Learning Time	Young Achiever Academy

Interim Salary and Non-Personnel Payments on External Funds

Revised Attendance Policy and Procedures SY21-22

Attendance Policy Revisions Memo from Brian Marques, Senior Director of Opportunity Youth, to Boston School Committee, March 29, 2021

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Attendance Policy Revisions Equity Impact Statement

Draft Attendance and Punctuality Policies and Procedures

Proposed Amendment to Paraprofessionals CBA Family Liaison Positions PowerPoint

Memo from Jeremiah Hasson to Boston School Committee re: Request to Amend BTU

Paraprofessionals CBA to include Family Liaisons, April 28, 2021

BPS & BTU Agreement Re: Family Liaison Classification Equity Impact Statement

Memorandum of Agreement between the Boston School Committee and the Boston Teachers Union regarding Family Liaison Classification

Boston School Committee's Goals and Values, April 28, 2021

Boston School Committee Goals and Values PowerPoint

Interim Salary and Non-Personnel Payments on External Funds

Equitable Policy Review PowerPoint

Memo from Dr. Charles Grandson, Chief Equity & Strategy Officer, to Boston School Committee re: Equitable Policy Review, April 28, 2021

Equitable Policy Review Equity Impact Statement

**CALL TO ORDER**

Chairperson Oliver-Dávila called the meeting to order and led the pledge of allegiance. Ms. Sullivan called the roll. All members were present.

Ms. Oliver-Dávila 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](https://www.bostonpublicschools.org/schoolcommittee) and on YouTube. She announced that simultaneous interpretation services were available Spanish, Haitian Creole, Cabo Verdean, Vietnamese, Cantonese, Mandarin, and American Sign Language (ASL). The interpreters introduced themselves and gave instructions in their native language on how to access simultaneous interpretation by changing the Zoom channel. Meeting documents were translated into all of the official BPS languages and publicly posted at [www.bostonpublicschools.org/schoolcommittee](https://www.bostonpublicschools.org/schoolcommittee) prior to the start of the meeting.

Ms. Oliver-Dávila welcomed Xyra Mercer as the new student representative to the School Committee. Ms. Mercer was recently elected by her peers on the Boston Student Advisory Council (BSAC) and was officially welcomed by Mayor Kim Janey yesterday. She is a junior at the Henderson K-12 Inclusion School where she is captain of the debate team, a member of Student Government, a leader of Vanguard (the Henderson's women's empowerment group), a member of the Black Student Union, and a member of the Henderson Governing Board. Ms. Mercer will serve on the Committee through School Year (SY) 2021-22. Members welcomed Ms. Mercer.

## **APPROVAL OF MEETING MINUTES**

**Approved** – On roll call, the Committee unanimously approved the minutes of the April 7, 2021 meeting.

## **SUPERINTENDENT'S REPORT**

*As prepared for delivery.*

Thank you, Madame Chair, and thank you to members. Today we had our first in-person Wednesday of the school year and our first full week of in-person learning in over a year! I was happy to know that our students and educators came back refreshed after Spring Recess, ready to learn and engage one another in their classrooms. While I know it wasn't a vacation week for all of us last week, I hope everyone was able to take some time to enjoy the (mostly) wonderful spring weather we've been experiencing. Before sharing some highlights from around the district, I'd like to share a data snapshot of our transportation on-time performance.

BPS yellow bus service expanded significantly this week as BPS returned to 5 days per week of in-person learning for K0-8 students. Currently, we are running 535 buses with over 2,500 individual bus trips each day this week, for approximately 11,000 BPS students (and about 16,000 total riders including non-BPS students). This represents a 10% increase in the number of daily trips and a 65% increase in the number of daily BPS riders compared to the week before April break.

Our primary metric for success is bus on-time performance, which is a measure of the percentage of buses that arrive on time to their schools. Our target is to be above 95% on time every day. The team continues to improve throughout the year. Since the last time we shared this data with the Committee in mid-March, the team has averaged 96% on-time performance for March and throughout April. So far this week, since reopening for five days per week of in-person learning for K0-8 students on Monday, we are averaging 92% bus on-time performance. Our OTP has gone up each day, from 88% on Monday, to 93% yesterday, and 94% today.

We continue to work to improve our customer service and support for families. Our hotline wait time for April averaged 2 minutes and 16 seconds. We strive to keep the wait time under 2 minutes daily and are working hard to bring that time down. As a reminder for families, BPS implemented new DESE guidance for capacity and distancing requirements on school buses. We reviewed the guidance, consulted with the Boston Public Health Commission, and implemented the new recommendations.

Under the new recommendations

- Up to 3 elementary school students may be seated per bench on our buses
- Up to 2 middle or high school students may be seated per bench on our buses

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- Students and staff continue to be required to wear a mask that covers their nose and mouth the entire time they are on the bus. Windows on buses are kept open for ventilation. Buses are disinfected twice daily, between the morning and afternoon shifts and again at night

Yesterday was Bus Driver Appreciation Day, and I just want to again say thank you to our drivers, bus monitors, and the whole Transportation team for their fantastic work this school year! I want to echo Chair Oliver-Dávila in welcoming our new Student Representative! I was thrilled to attend the swearing-in ceremony yesterday alongside Mayor Janey, Chair Oliver-Dávila, Member DeAraujo, and Xyra's mother. Xyra was elected by her peers on the Boston Student Advisory Council, and will serve as the Student Representative for the rest of this school year and next school year as well. In addition to the clubs and teams that Chair Oliver-Dávila just mentioned, Xyra is also a member of the district wide Teacher Cadet Program and is working towards a career in education. Welcome, Xyra! I've been so inspired by your leadership on BSAC and I look forward to working with you on the School Committee as we continue our commitment to amplify student voices in our decision-making.

Earlier today, the First Circuit Court of Appeals denied Plaintiff's motion for an injunction or stay pending its appeal in the court proceedings regarding our exam schools. The court specifically noted that "the public interest is best served by permitting defendants to finalize and communicate admissions decisions based on the Plan..." Today's decision again affirms our temporary admissions process to welcome new students to our three exam schools. Our goal has been to create the most equitable process for admitting a new class of students into our three exam schools amidst the disruption of the COVID-19 pandemic. The admissions process affirmed by the court was designed with the community, including students, school leaders, educators, and civil rights advocates and will ensure that every student is equitably considered for admissions to our exam schools. I am so appreciative of the entire team that designed the admissions process and who have helped to describe and support the process throughout the court proceedings. Invitations and non-acceptance letters for all three exam schools *were just sent* to all students in the applicant pool, including both BPS students and non BPS students. Families will receive an admissions letter by email and by regular mail. If a student has not been notified about their exam school admissions status, they can contact our Assignment Specialist for Exam Schools at 617-635-9512 or [exam@bostonpublicschools.org](mailto:exam@bostonpublicschools.org). All admissions letters include the student's GPA, the student's rank across the city, the student's rank within their ZIP code, and a fact sheet with detailed information on rankings. The Exam School Admissions Task Force continues to work on a proposal for a long-term exam school admissions policy, which will then be voted on by the School Committee. This Saturday, May 1, from 1-2:30 pm, the Exam Schools Admissions Task Force is hosting a Student Listening Session, and all youth are welcome! Virtual meeting information is available at [bostonpublicschools.org/calendar](https://bostonpublicschools.org/calendar). As a reminder, the Exam Schools Admissions Task Force meets remotely every Tuesday from 5 -7 p.m. The meeting agenda, Zoom link, and public comment sign up form are posted on the BPS website 48 hours prior to each meeting.

On Monday, we began providing 5 days of in-person learning for students in grades K0-8 and students in grades K0-12 in our special education day schools. This was such a great way to

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return from April break and I was so happy to visit some of our school communities to meet with students and staff this week. On Monday I visited the JFK Elementary in Jamaica Plain and the Frederick Middle School in Dorchester. The students at the Frederick were very excited that we were joined by Mayor Janey, who was very impressed with our student tour guides. Yesterday I also visited Orchard Gardens K-8 in Roxbury, and I look forward to stopping by many more schools in the days and weeks ahead. The majority of our students learning in-person this week had already returned on a hybrid schedule, though we are seeing some students in-person this week for the first time since last March. At our last meeting we outlined the health and safety protocols in place across all our schools, and the facility modifications we had to make to ensure safe physical distancing of 3 feet in classrooms and 6 feet during lunch, including erecting outdoor tents. I once again have to thank our incredible school leaders, hard-working educators and school-based staff, and all our colleagues at the Central Office for their combined efforts to make 5 days of in-person learning a reality for our students this school year. Yesterday, Commissioner Riley released guidance to school districts across the Commonwealth to implement 5 days of in-person learning for high school students by May 17. We have been working closely with our heads of school and operational leaders to ensure every secondary school is ready to begin providing 5 days of in-person learning to students in grades 9-12 on May 17. We surveyed families of students in all grades last month about their learning model preference and are using those results to inform our planning. I can't wait to see some of our high school students in-person every day in just a few weeks!

Speaking of our high schoolers, today we announced that the Boston Red Sox will host over a dozen graduation ceremonies at Fenway Park later this spring. While the Red Sox extended the offer to all of our schools, many of our schools, particularly our smaller high schools, are opting to host celebrations at other locations across the city. We are so excited to celebrate the Class of 2021 with in-person graduations. Over the past year, our students have dealt with so many challenges, pivots and adaptations to the digital environment and remote learning instruction. Despite so many changes, they have proven resilient and determined to complete their high school education. I am so proud of our students and even more grateful that we can acknowledge their commitment to excellence in a public forum. I would like to thank the Boston Red Sox and Fenway Park for their partnership to make these in-person ceremonies a reality. Soon, we will announce additional outdoor locations that will safely host our students and their families on what I hope will be one of the most memorable days of their lives. Congratulations in advance to the Class of 2021!

Yesterday, we held the first of our City Council budget hearings and I'd like to start by thanking Mayor Janey and our City Council for their continued commitment to Boston Public Schools' \$100 million 3-year investment in our strategic plan. This funding is extremely important to creating equitable and excellent schools across every neighborhood. Yesterday, we also announced a Commission charged with reviewing and providing input into how we equitably and sustainably invest our federal relief funding - nearly \$400 million over the next few years. This Commission of mostly external partners was established to expand the tent and provide an opportunity for all of Boston to weigh in on our planning. We will have many more opportunities internally with our educators, our school leaders, parents and students as we co-design the funding opportunities. We will have a full plan from our Community Engagement Office on our new website once the state has finalized their guidance and those meetings will be updated to reflect the broader engagement plan we intend to do. Commission members were selected based

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on their work with BPS students and schools, their relationships with key BPS stakeholders, and their knowledge of the district's strategic priorities. Members are listed on the [Return, Recover, Reimagine Commission webpage](#), available at [bostonpublicschools.org/FederalReliefFunds21](https://bostonpublicschools.org/FederalReliefFunds21).

The Commission will advise me and the district on the key focus areas for these new investments, with a commitment to allocating the funding in an equitable and sustainable manner. The Commission will have five meetings, twice monthly over the next two months with the final meeting to be held on July 1st, during which the plan will be presented and posted for a formal 30-day public review and comment period. We will be thinking about how we can transform the educational experience to come back not as a better version of the district we were, but as a reimagined BPS - one that our students deserve and in which our students thrive. We need to change minds, change policies, and then resource the work. We cannot simply add resources and expect different results. As we Reimagine our district and our community, we are taking with us the lessons that we have learned over the past year, to become a school district where every school, in every neighborhood, in every part of the city is equipped to help every student unlock their unlimited potential.

This Friday, April 30, is our annual LGBTQ+ Student Summit! All middle and high school LGBTQ+ and questioning students are invited to join us for the virtual event. There will be workshops, student discussions, and a special drag performance by special guest, Neon Calypso! Students can register for the event at [tinyurl.com/LGBTQSummit2021](https://tinyurl.com/LGBTQSummit2021). I want to thank our LGBTQ+ Student Support Manager DJ Rock for all they have done this year to provide a safe space for our LGBTQ+ youth.

We have many events in the coming days and weeks to celebrate the cultural diversity of our community! A core value that guides our work is equity, and BPS is committed to celebrating the rich cultural traditions of our students, staff, and families, and ensuring safe, healthy, and welcoming schools. I can't wait to celebrate Asian-American and Pacific Islander Heritage Month tomorrow with our virtual kick-off event. This Saturday evening, May 1st, at 7:30pm we are also hosting a virtual Ramadan Iftar, or dinner. The event will feature presentations by staff and community members, and the winners of our Ramadan art contest will be revealed. In addition, all next week we are celebrating virtual Immigrant Pride Week of Action from May 3 to May 7, a week of online activities held to support immigrant and undocumented students and their families. Coordinated by the BPS Office of English Learners, Immigrant Pride Week is an opportunity to bring attention to our BPS educators and send a message to students, staff, and families that our immigrant and undocumented students and families are welcomed and supported in our schools. Immigrant Pride Week also aims to increase the community's awareness and understanding of immigrant and undocumented students' and families' experiences. Events include a workshop on Boston's immigration history, a panel discussion of the immigrant experience, and much more. Please visit [bostonpublicschools.org/bps-immigrant-pride](https://bostonpublicschools.org/bps-immigrant-pride) for more information and resources. And throughout May, we will also be celebrating Haitian Heritage Month, with multiple events hosted by our Office of English Learners. Much more information about all of these celebrations, including registration and meeting links, is included in our Weekly Update newsletter, always available at [bostonpublicschools.org/weeklyupdate](https://bostonpublicschools.org/weeklyupdate).

Finally, the nomination period for the 2021 Educator of the Year Awards closes this Friday, April

30. The Educator of the Year awards is a collaboration between BPS, the Boston Teachers Union and the City of Boston, that annually recognize the exemplary educators who go above and beyond to impact the lives of Boston Public Schools students. We invite all members of the BPS community (teachers, administrators, students, families and community members and partners) to nominate exceptional educators to honor their work and dedication to their school communities. To nominate an educator, and for all the details about Educator of the Year, please visit [bostonpublicschools.org/EOY](https://www.bostonpublicschools.org/EOY).

That is my Superintendent's Report for this evening.

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Mr. DeAraujo expressed disappointment that the Committee was not given advance notice of the Superintendent's appointment of an ESSER Commission. He suggested that the Commission should be composed of more educators, families, and students. The Superintendent said that BPS will conduct a robust community engagement process related to ESSER funding investments, adding that there will be multiple opportunities for stakeholders to engage in the process. Mr. DeAraujo suggested that ESSER funding should be a standing topic on the Committee meeting agendas.

Dr. Rivera thanked teachers, bus drivers, and staff for supporting the district's return to in-person learning five days per week. She requested updates on COVID pool testing for students as well as summer learning. The Superintendent said that BPS currently has 6,900 parental consents for student pool testing on file, up from about 2,900 in early March. The Superintendent said that next week, the district will announce its partnership with Boston After School and Beyond to provide students with summer learning and enrichment opportunities. She invited families to visit <https://www.bostonpublicschools.org/summer> for more information.

Ms. Robinson asked about actual in-person attendance vs. expected. The Superintendent said that in-person attendance is at 55% of what was expected. She added that most of those students who do not report in person are attending remotely.

Ms. Robinson asked if schools will connect with families to help them make the best choice for summer engagement for their students. The Superintendent said yes. School leaders are doing outreach to families and tracking data in Panorama to ensure that every student has a plan for the summer. Ms. Robinson asked if there will be an opportunity for groups from the broader community who are not part of the ESSER Commission to be part of the process. The Superintendent said yes, stakeholders can engage in the process through community-wide meetings, equity roundtables, school site councils, and parent councils. She will report back on the feedback to the School Committee before holding a 30-day public comment period. The final plan will be presented to the School Committee in late July.

Dr. Coleman praised the broad community-based approach that amplifies family voices. He requested clarification that the Committee will vote on the final plan. The Superintendent and Chair confirmed that the Committee will vote on the final ESSER spending plan.



Ms. Mercer asked what the learning model will look like for full in-person learning at the high school level. The Superintendent said that the district does not yet have a model and that the student experience will likely vary by school, adding that students can still opt for full-time remote learning.

Mr. O'Neill asked about challenges that are unique to reopening high schools. The Superintendent said that heads of schools need to reschedule students and plan for safe distancing at lunch. He asked about the social-emotional health of students. The Superintendent said that district staff are being watchful and supportive of students' social-emotional health. Mr. O'Neill clarified that the ESSER Commission is an advisory group to advise the Superintendent and Committee on how best to spend the funding.

Ms. Oliver-Dávila thanked BPS staff for supporting the district's return to full-time in-person learning for K-8 students. She said that she is glad that every student will have a summer plan and that BPS honors the cultural, linguistic, and LGBTQ+ diversity of the BPS community. She apologized to Mr. DeAraujo for not sharing information about the ESSER Commission with the Committee sooner and pledged to do better.

## REPORTS

***Memorandum of Agreement between the Boston School Committee and the Boston Teachers Union regarding Family Liaison Classification*** - Director of Labor Relations Jeremiah Hasson made a brief presentation requesting School Committee approval of a tentative agreement with the Boston Teachers Union to add family liaison positions into the Paraprofessionals bargaining unit.

The parties have agreed that family liaisons will continue serving under their current working conditions, which include:

- Hiring flexibility for school leaders;
- An extended work year (223 days as opposed to traditional 183 school days);
- Flexible schedules including weekends and evenings;
- A work year from July 1 through June 30; and
- They will continue to be paid on their current salary scale.

If approved, the agreement will grant family liaisons collective bargaining rights and union protection, which should help BPS attract better candidates and retain employees. The School Committee is scheduled to vote on the agreement later this evening.

***Boston School Committee Goals and Values*** - Ms. Oliver-Davila provided an overview of updates that the Committee has made to the Goals and Values (formerly known as guardrails) in response to stakeholder feedback. She thanked the English Language Learners (ELL) Task Force, Boston Special Education Parent Advisory Council, Black Educators Alliance of Massachusetts, Black Student Achievement Network, and the Opportunity & Achievement Gaps (OAG) Task Force for working with the Committee to strengthen the document.

Key changes:

1. Added language to the Preamble reaffirming that closing opportunity and achievement gaps is the Committee's top priority, as well as student demographics.
2. Renamed the document School Committee Goals and *Values* to make the language more accessible.
3. Added targets for Black student outcomes under each of the five goals.
4. Added a student outcome target under each of the five goals for English learners to reaffirm the Committee's commitment to multiple measures for EL student achievement.
5. Modified language in the achievement goal for students with disabilities, as follows:  
"Students with disabilities will thrive and grow in appropriate settings which include but are not limited to inclusive settings." We also changed the measure for that goal to include the Student Growth Percentile (SGP) on the MCAS ELA and Mathematics assessment of 50 or higher.
6. Specifically called out English Language Learners with Disabilities and Economically Disadvantaged students and added targets for them under each of the five goals.

The Committee also heard feedback from the Chairs of the OAG Task Force suggesting that a line be added to each goal clearly measuring the gaps. Ms. Oliver-Dávila will ask the OAG Task Force to discuss the issue further and make recommendations on how best to capture that data.

Dr. Charles Grandson, Chief Equity and Strategy Officer, and Moncia Hogan, Senior Executive Director for the Office of Data and Accountability, reviewed the goals and metrics in detail.

Ms. Oliver-Dávila briefly reviewed updates the Committee has made to the values:

- Language was added stating where each value aligns with the commitments in the Strategic Plan.
- Student Voice & Family Engagement
  - Added language recognizing students and families as the district's primary customers, and made a commitment to include them in decision-making at the initiation of developing ideas whenever possible.
- Community Partnerships
  - Added language about engaging key partners in decision-making in order to guide and develop coherent year-round wraparound services, learning experiences, and programming that meets the needs of all students.
- Equity & Eliminating Opportunity Gaps
  - Added language about the importance of English learners having high-quality curriculum and instruction across content areas, as well as Native language access. The district's professional learning will explicitly address these areas to ensure that educators are appropriately meeting the needs of historically underserved student groups.

Next steps for the Committee:

- Create a monitoring calendar
- Create a monitoring report template
- Align the Committee's work with the goals and values
- Redesign meeting agendas
- Revise the Committee's operating procedures; and
- Revise Committee policy

Ms. Oliver-Dávila emphasized that this is an iterative process. She said that the Committee views the document as a starting point and will review and adjust the Goals and Values as needed.

Dr. Coleman spoke about the many factors that contribute to gaps that are outside of the Committee's control, such as childhood poverty. He discussed the need to develop a criterion and then measuring the gaps by the difference between that criterion and performance.

Ms. Mercer asked about the timeline for goals and values. Ms. Oliver-Dávila said there are one, three and five year targets. If the district falls below targets, the Committee will work with the Superintendent and her team to identify other strategies that the district can take. The Committee will also have ongoing conversations with the community. Dr. Grandson said that there will be a public dashboard for the strategic plan.

Dr. Rivera said that she is supportive of the document and expressed appreciation for the updates that were made in response to community feedback. She added that she still has concerns about the target measures for English learners focusing on English proficiency standards. She encouraged finding alternative methods for ELs such as competency-based education. She also suggested that the data be further disaggregated to capture students' cultural and ethnic backgrounds. Dr. Grandson said that BPS will work with the community to determine those alternative measures. The Superintendent said that the district is expanding asset-based programming such as bilingual education, dual language programs, the seal of bi-literacy, and ethnic studies.

Ms. Hogan said that BPS is currently reviewing its assessment strategy and trying to identify different ways of assessing students. BPS received a grant to develop performance-based assessments.

Mr. DeAraujo questioned why the targets are not higher and asked whether they should be temporary in response to the COVID pandemic. Ms. Hogan spoke about the challenges of balancing aspirational goals with realistic goals.

Ms. Robinson said that the Goals and Values are important to helping the Committee become more focused and dig deeper. She applauded the more accessible language and asked for patience and support from the community.

Mr. O'Neill thanked stakeholder groups for sharing their feedback, noting that their collaboration does not equate to an endorsement. He said that the Committee should set high five-year measures and suggested that the Committee revisit the measures on a regular basis. He thanked the Chair for driving the process.

The Superintendent thanked the Committee for setting expectations and increasing transparency and accountability. The Committee is scheduled to vote on the Goals and Values later this evening.

## **GENERAL PUBLIC COMMENT**

- Jennifer Roberts Keddy, parent, Bates Elementary School, testified regarding inclusion.
- Vanessa Morales, BPS parent and member, School Facts Boston, testified regarding COVID recovery.
- Travis Marshall, BPS parent, and member, Quality Education for Every Student (QUEST), testified regarding school fundraising.
- Cassandra Crichlow, BPS teacher, testified regarding inclusion.
- John Mudd, advocate, testified regarding the Committee's goals and values.
- Amanda Holthaus, parent, Lee School, testified regarding compensatory services for special education students.
- Mike O'Halloran, parent, Everett Elementary School, testified regarding inclusion.
- Ruby Reyes, executive director, Boston Education Justice Alliance (BEJA), testified regarding compensatory services for special education students.
- Edith Bazile, parent, Manning Elementary School, testified regarding the McKinley Schools.
- Ava Mooltrey, parent, Baldwin Early Learning Pilot Academy, testified regarding staffing.
- Vernee Wilkinson, BPS parent, and member, School Facts Boston, testified regarding COVID recovery.
- Mike Heichman, member, BEJA, testified regarding a variety of education issues.
- Sharon Hinton, founder, Black Teachers Matter, testified regarding Elementary and Secondary School Emergency Relief (ESSER) funding.
- Ana Shapiro, teacher, Charlestown High School, testified regarding inclusion.
- Callie Liebmann, BPS parent and teacher, testified regarding inclusion.
- Kevin Murray, executive director, Massachusetts Advocates for Children, testified regarding special education during school recovery.
- Anna Rozenblat, parent, Baldwin Early Learning Pilot Academy, testified regarding staffing.
- Harneen Chernow, BPS parent, and member, QUEST, testified regarding school fundraising.
- Sherry Hall, parent, Young Achievers K-8 School, testified the budget and inclusion.
- Madeline Doherty, teacher, Jackson/Mann K-8 School, testified regarding the principal vacancy and the future of the Jackson/Mann School.

## **ACTION ITEMS**

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**Approved** - On roll call, the Committee unanimously approved grants for approval totaling \$1,107,554.

**Approved** - On roll call, the Committee unanimously approved a Memorandum of Agreement between the Boston School Committee and the Boston Teachers Union regarding Family Liaison Classification.

**Approved** - On roll call, the Committee unanimously approved Interim Salary and Non-Personnel Payments on External Funds for FY22.

**Approved** - On roll call, the Committee unanimously approved a revised Attendance Policy.

**Approved** - On roll call, the Committee unanimously approved the School Committee's Goals and Values.

**REPORT**

**Equitable Policy Review** - Chief Equity and Strategy Officer Dr. Charles Grandson explained that Equitable Policy Review is the Superintendent's work with the School Committee and the greater Boston community to ensure that all BPS policies are revised and updated with an equity and anti-racist lens to ensure that the district is providing all students with equitable access to a high quality education. This critical work is aligned with the Opportunity & Achievement Gaps Policy goal 5: *Dismantling Structural Barriers and Providing Greater Access to Opportunities* as well as the BPS Strategic Plan Commitment 1: *Eliminate Opportunity & Achievement Gaps*. This policy revision work was underway pre-COVID given the Superintendent's vision for ensuring equitable policy and outcomes. Earlier this year the Committee approved the Student Data Privacy Policy and the revised Attendance Policy was approved at tonight's meeting.

The following policies are under revision:

In Progress:

- Graduation Policy
- Entrance Exams
- Suspension Policy
- Grading Policy
- Fundraising Policy
- Athletics Policy
- Student Fees

Proposed:

- Opportunity & Achievement Gaps Policy
- Assignment & Enrollment
- Equity Roundtables
- Diversity & Hiring
- School Committee Subcommittees
- Multi-Tiered Systems of Support (MTSS)/
- Student Support Teams (SST)

The policy revision process leverages the Racial Equity Planning Tool (REPT) in order to ensure a focus on racial equity in the policy revision or development process. Consistent with component 3 of the REPT: *Stakeholder Engagement*. The district will engage a broad array of stakeholders including school leaders, educators, English Learners Taskforce, Special Education Parent Advisory Committee, District English Learners Taskforce, and the City-wide Parent

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Council to name a few. BPS will also engage stakeholders through the district's Equity Roundtables.

Ms. Oliver-Dávila provided a brief update on the creation of the Committee's policy manual which is being compiled by Committee staff in collaboration with the Massachusetts Association of School Committees (MASC). The Legal Advisor recently completed a first review of the draft manual, making edits to include the actual city charter or other statutory language where applicable. The next step is to separate policy from circulars and identify any gaps. She thanked Ms. Parvex for scanning years-worth of BPS policies. The Chair and the Vice Chair are exploring online board management systems for School Committee use.

Dr. Coleman affirmed the importance of this work.

Mr. Robinson spoke about the importance of reviewing and updating district policies.

**PUBLIC COMMENT ON REPORTS**

None.

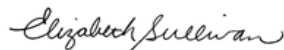
**NEW BUSINESS**

None.

**ADJOURN**

At approximately 8:22 p.m., the Committee voted unanimously, by roll call, to adjourn the meeting.

Attest:



Elizabeth Sullivan  
Executive Secretary