

**OFFICIAL NOTES OF THE BOSTON SCHOOL COMMITTEE'S
SUPERINTENDENT SEARCH COMMUNITY LISTENING SESSION**

November 19, 2018

The Boston School Committee's Superintendent Search Committee held a meeting on November 19, 2018, 6pm, Josiah Quincy Elementary School, 885 Washington Street, Boston, MA 02111. For more information about any of the items listed below, visit www.bostonpublicschools.org/superintendentsearch, email Niall Murphy at niall.murphy@boston.gov or call the Boston School Committee Office at (617) 635-9014.

ATTENDANCE

Committee Members Present: Dr. Keith Motley, Alex Oliver-Davila, Carolyn Kain, and Carlos Brown

Committee Members Absent: Samuel Acevedo, Dr. Tanya Freeman-Wisdom, Katherine Grassa, Craig Martin, Michael O'Neil, Elvis Rodriguez, and Jessica Tang

DOCUMENTS PRESENTED

1. Meeting Agenda
2. Search Committee Timeline (DRAFT)
3. Superintendent Desired Characteristics
4. Community Listening Session Flyer
5. Superintendent Search Priorities Survey

CALL TO ORDER

Co-Chair Dr Keith Motley called the meeting to order at 6:27pm.

SUMMARY OF DISCUSSION

Introductions of the search committee members

Alex Oliver-Davila

- Gives intro of search process and talks about deadline
- Search committee is made up of different people from neighborhoods and backgrounds to ensure there is a diverse group that is leading this process
- Search Committee has put together a request for qualifications for search firm to help with interviews, search, and reference checks. RFQ went out last week to different search firms.
- Search committee meetings will continue to happen. Next dates for search committee are - Alex named the dates and times. Community can come and listen and make comments on search process.

- Tomorrow we are having a student focused listening session along with 3 more - Alex gave dates.

-Putting together a final job description is one of our jobs. voted december 5th by school committee

Carlos Brown

- Talked about their communication strategy and the survey.
- Survey is a simple system for feedback to help inform job description and gave link - bostonpublicschools.org/superintendentsearch.
- Survey is designed to be simple, 3 open ended questions designed to be easy for the community to give feedback. Please help us distribute the survey through your channels.

Alex

- Survey is for everyone - students, parents, community members, ect.
- There is space for your own questions you would want to have us ask the candidates.

Dr. Keith Motley

- Gives gallery walk introduction and explains what the search committee would like the attendees to do - add sticky notes to each flip chart noting strengths of the district, strengths of the previous superintendents, and qualities and characteristics for a new Superintendent.
- Please provide as much feedback as possible
- Dr. Motley explains what "district" means - district means the Boston Public Schools as a whole

Gallery walk takes place at 6:40pm

- Keith announces we will have public comments first before we go over the gallery walk notes.

PUBLIC COMMENT

List full name, title and affiliation, and a brief sentence summarizing testimony/topic.

Volunteer Maria Lanza announces each name for public testimony:

Councilor Ed Flynn, District 2 City Councilor and BPS parent

- Thank you Dr. Motley, BPS and Mayor's office staff
- what's important for me as district city councilor representing this district and ensuring that this district has a voice in the process. The immigrant voice needs to be represented.
- The new superintendent should understand and respect the needs of this community.
- All of our services should be in various languages, need translators that are certified, language specialists in schools, and special needs programs in our schools need to be better.
- Certified translators in our school system, healthcare, mental health, and nursing need to have tools for translating conversations
- I will do everything for my district and I'm proud to represent this community and I will do anything for chinatown and district 2. I will stay for the whole meeting and after for any questions.

Susan Ou, BPS Parent

- I just want to talk about family engagement - you should emphasize all of the meetings you're having now and the importance of family engagement
- Dr. Chang had bilingual staff which is good, but they can still do better. Only 1 Chinese specialist in the Roxbury Welcome Center. Why do we only have 1? There is a big Chinese community. Other languages have 3,4, why only 1 for Chinese?
- OEL Chinese family liaison - only 1 liaison. BPS needs to do a better job of notifying parents about changes. The liaison channel has basically stopped. Most of the parents don't even know there are meetings happening. Put this as a priority.
- Chinese dual language program - BPS wants this to happen after Spanish and Haitian Creole. Due to turnover in Chinese liaison, now BPS is going to hold roll out of dual language program without community input. Chinese is different than Spanish and Haitian Creole. Parents need to be involved in the roll out of the program. We don't know the plan that the district is going to roll out.
- New superintendent needs to be transparent, today 1 answer, tomorrow another answer. Parents don't know what's going on. Website is better now, but critical part is missing and it is not easy for us to locate info. We hope new super really is being transparent. Policy needs to be transparent and what autonomy does the school have vs the district. Two different answers.

Christine Gibson, BPS Parent

- Hi I'm a new parent to the system and curious how this process is different to the previous one.
- The relationship between Mayor and previous superintendent didn't work out, and I'm curious to know why.

Kelly Wang, BPS Parent

- Translated by Lingsee
- Will all the opinions and feedback by parents be responded to fairly?

Jenny Xu, BPS Parent

- How come the inclusion rules have changed?
- What is the superintendent's view of no language education model? What is the superintendent's view of special education? Can the mixed group model replace the special ed model?
- Josiah Quincy - is the change here related to the teachers' method or the students' performance?
- The change from tier 1 to tier 3 of the Quincy School, is there anything the school parents need to do to improve?
- Bilingual program - do the parents have a role in what model to implement and when to implement it?
- They're very grateful for previous superintendent for establishing the school parent council for the Josiah Quincy. Wondering if this would continue under the new superintendent?
- Interpreter - makes a big difference having a certified and trained interpreter for parents.
- Feel like the previous interpreters were inexperienced and unprofessional. Jenny could understand English better than what the interpreter would repeat.
- Low quality interpreters were one of the reasons for low family engagement among Chinese community.
- Knows ever since there is inclusion, student performance went down. Does this model not help other students learn? She really values education for children so school system should reflect on decision of inclusion.
- Goal of education is for student to receive the highest level of education possible.
- Will the superintendent will provide clear answers to questions they have? Superintendent will need to improve newer model of education and implement it.

- Finally - would like to express gratitude for engaging chinese parents and community and hopes her feedback will be received.
- Also grateful for Josiah School principal, always been a good advocate for chinese parents and families and hopes the school will become tier 1 again

Leah Wu, BPS Parent

- I'm a parent from the Quincy School and my son is at the ld class
- The LD are not bilingual, but there are many bilingual children. Hope there is a parent/teacher to help communicate to other parents and students.
- Understanding there are many ld classes with students whose parents don't speak english, need to understand the importance of a bilingual speaker.

Aminah Sloan, BPS Parent

- Parent of 3 BPS students all in k-8, 9-12, and 7-12 schools.
- Haven't been to any other listening sessions, but sticky notes are good and to hear about previous superintendent challenges is a good idea. Many individuals have been in this community for decades, so older feedback is better.
- I was at a meeting when O'Neil said that the strategic plan and vision would be helpful and the document is not here. I think it would be better for parents to understand where we are headed.

Cynthia Soo Hoo, Principal of Josiah Quincy Elementary School

- Thanks everyone for the comments
- Including the strategic plan in this process is important. Some schools have dl programs and some have special ed programs for working with students and their needs.
- Need someone who is coming in that is able to understand the community's beliefs, break down silos, understand the current programs in place and is in alignment with the great work currently in our district.
- What was the former process when super was hired? Are there differences then vs now. RFP went out for search firm, was that also done in the previous search?
- At a school that has a language specific program, whoever comes in does not erase all of the work done with language programs in this district. We have done a lot of work with interpretation services. Can call right now for someone. Having support in the classroom for dl classes is important. Having paras that help with language barriers is important.
- Thank you very much for sitting on committee. We are diverse and its important we go through many questions. The person should have been in the classroom and led in urban schools before. What's happening already in our district is important to note.

Alex

- Strategic implementation plan is online and we did put it in with the job description. We will include it when candidates apply.
- I was a panelist previously on the last search, but not involved in the entire search process.
- We hired a firm, but search firm did all of the community meetings, whereas search firm is handling community meetings this time and are the ones going into the neighborhoods. There was a survey last time, but we changed it this time around.
- We wanted to craft the survey so people wouldn't be turned off by how long it would take to complete.
- Similarities will be search firm will help us recruit candidates and help with interview questions, but we will include feedback from community. Search firm will help us with reference checks

with candidates. Last time there were panels of community stakeholders that will interview the final 3 candidates. Public process will happen again with panelists and will be televised live so everyone can see it.

Public comment over 7:29

GALLERY WALK REVIEW

Alex

-Now to carlos to read gallery walk notes

Carlos

-As i was reading through notes

-Strengths of the district

- diversity is our strength and candidate needs to understand that
- people loved the variety of programs that meet a variety of needs. BPS is an old and experienced organization which is good, there is a strong sense of language support in bps

-Strengths of previous superintendent

- instructional leadership
- identify as an immigrant student as a strength

-Challenges of the district

- language barriers - noticed in questions and on sticky notes
- problems in infrastructure in school and lack of cohesive plan
- establishing trust
- clear communication
- bilingual teachers and recruitment of diverse candidates
- working class families and students

-Qualities and characteristics of next superintendent

- strong leadership and friendly
- recruit teachers of color
- 5 years of teaching and leading schools
- equality
- willing to take risk by enhancing boston tribalism
- support most marginalized
- find ways to engage and involve folks
- understands special needs

Guest #1

-Not about lack of a plan - cohesive arts curriculum from k-12 with rich resources we don't have one like other parts of the country

Councilor Flynn

- One more point - superintendent needs to engage our hospitals, colleges and universities - names a few. What are they doing to help our communities get these jobs and training? Need to educate our children, but also train them to get jobs in these hospitals, colleges and universities.
- Superintendent needs to be able to make those relationships if they don't have them when they come in.

Carolyn Kain

- Understanding all parents and family needs. We are taking into consideration all of your questions and concerns.
- DL programs, interpreters, and need in gen ed and special ed needs questions could be posed to candidates
- We can't answer how the Quincy School is going from tier 3 to tier 1 tonight, that will take time. But these issues are things we can all work on as we continue to search for the next superintendent. I will take these concerns back to the administration, because these concerns need to be addressed.

Guest #2

- Questions about tier is about school system as a whole.

Carolyn

- We will try to address them as best as we can.

Guest #3

- Hope new superintendent will be able to first and foremost help with improvement of student grades. Students will need to move onto good schools and good jobs for their development.
- Good teachers can have good students and build better futures.
- Referring back to bilingual education, when will district and school decide to implement it and when will parents have input? Will hope there will be more transparency in process and decision making.

Carolyn

- Please utilize parents council and site councils for this input.

Alex

- We are not school department so we apologize we can't answer all of your questions, but we will take your comments back to the administration to have some of the concerns answered and addressed.
- We will review this feedback when developing questions for the superintendent candidates.

Guest #4

- Saying how teamwork will lead to success, parents, students, school community.
- Very good team player and open to opinions. Needs to build a foundation for students to perform better in future.
- Superintendent must be a good advocate for special ed, because the goal of students who have special needs is to be a functional part of society. School acts as miny society, if school serves students then it will build a better society.
- As a society we put too much emphasis on perfection, we need to accept flaws and imperfections.
- Hopes we can all work together to build a better future for our children.

Richard Chang - Academic Superintendent for High Schools

- I want to thank the parents and family members who came to speak to the selection committee. As a reminder while this search is going on, BPS is still in process.
- Parents should talk to site councils , parent councils, principals and headmasters. Richard connected with headmasters at Quincy Upper to pass along questions he heard. Talk to central office because I'm there as an Academic Superintendent, and if its not working for you then we need to make it work for you.
- Don't have to wait for new superintendent, we can take care of you now.

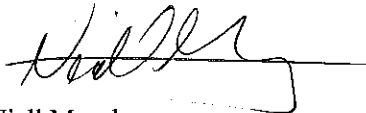
Keith

- If you have further schools questions/concerns, we have BPS staff here to answer those.
- Thanks to the principal for letting us use this space.
- Thanks for your support tonight to the staff.
- We will take your comments and questions tonight and record them on our meeting minutes so everyone knows exactly what was stated here tonight. It will be part of our record. Thanks for taking time to be here and making this a part of your life.

ADJOURN

At approximately 7:50 p.m. the Committee voted by unanimous consent to adjourn the meeting.

Attest:



Niall Murphy
BPS Superintendent Search Committee Staff

