

SCHOOL COMMITTEE

(Official Report)

Regular Meeting

Tuesday, September 4, 2007

Members Present: Mr. Fantini, Mr. Grassi, Mr. Harding, Ms. Nolan, Mr. Schuster, Ms. Walser,
Mayor Reeves

Mayor Reeves in the Chair.

A quorum of the School Committee being present, the Chair called the meeting to order at 6:15 p.m. and turned it over to Superintendent Fowler-Finn. The Superintendent presented new administrators Janelle Bradshaw, Haggerty School Principal; Deborah Sercombe, Amigos School Principal; Elaine Khoury, Visual and Performing Arts Coordinator; Josepha Blocker, Dean of Students Learning Community C; Cheryl Haynes-Taylor, Dr. Martin Luther King, Jr. School Assistant Principal; Deborah Hood-Brown, Fletcher-Maynard Academy Assistant Principal; Seth Lewis-Levin, Kennedy-Longfellow School Assistant Principal; Audrey Sturgis, Cambridgeport School Assistant Principal; and, in absentia, Teresita Tzikas, Amigos School Assistant Principal.

On behalf of the Members, the Chair welcomed all of the administrators.

Members expressed their appreciation to outgoing City Councillor and former Mayor Michael Sullivan for his exemplary service as the School Committee Chair and his huge impact on the City of Cambridge.

Mr. Schuster asked the Superintendent to speak to the Principal Training Program referenced earlier during introductions. The Superintendent was heard and said that there are three interns – two at the elementary level and one at the high school and that there is no agreement for us to hire them or for them to work just for us.

The Chair returned to the Agenda.

Presentation of the Records of Previous Meetings

On a motion by Mr. Schuster, seconded by Ms. Walser, it was voted to Calendar the Minutes of the Regular Meeting of July 24, 2007, and to accept the Minutes of the Special Meeting of July 31, 2007.

Public Testimony

There being no one signed up, it was voted to close Public Testimony.

Reports and/or Comments from Student School Committee Members: None

Reconsideration of Votes Taken at Previous Meeting: None

Unfinished Business from Previous Meetings

The Members passed over all unfinished business.

New Business

A. Presentations

The Chair turned the meeting over to the Superintendent who introduced Barbara Allen, Human Resources Executive Director and Kahris McLaughlin, Affirmative Action Officer. Ms. Allen and Dr. McLaughlin walked Members through the 2007 Annual Affirmative Action Report, including:

- Progress
- SY07-08 New Hire Data
- SY07-08 Minority Teacher Hires by Category
- Affirmative Action: An *Upward* Trend
- EEO-5 Employment Trends
- Factors Contributing to Gains in Increased Staff Diversity
- Initiatives to Support Diverse Staff Development & Retention
- Current Affirmative Action Issues
- Summary

The Superintendent, Ms. Allen and Dr. McLaughlin responded to some of the following questions, comments and concerns raised by Members:

- Steadfastness regarding diversity shows that we are moving in the right direction
- Look at how many of the district's students go into teaching
- Do we have numerical goals for hiring male teachers
- How do we compare with other districts in recruiting males
- Are job offers made prior to the budget being passed
- What is the average date that we hire
- Can the goal be moved back to April or May
- Has any thought been given to giving credits for Teachers Club participation
- Would like to expand support for the Teachers Club and the Lesley program
- Cambridge College and MIT have been called to institutionalize the Lesley program
- It would be useful to see earlier AA summary reports
- Have we done anything to encourage aides and paraprofessionals to go into teaching
- What categories are looked at in terms of diversity
- Where are we with respect to the 25% in the settlement agreement
- Are individual schools meeting our goal
- Making everybody accountable is key in meeting our goal
- Be proactive and look at programs all over the country
- What are the hurdles to recruiting teachers for special education
- What is a craft worker
- This report is more promising than others we've seen
- Send report to City Council
- A dynamic teacher as advisor is key to the success of the Teachers Club
- National Black College Alliance can help with recruitment
- It is not impossible to know who can be a good candidate for teaching
- It would be profitable for us to locate people who graduated from this high school and are in teaching
- Are there areas of the country where we are competitive in the housing market and can recruit in those states
- Any categories that have no black men is puzzling

The Chair thanked the Superintendent and staff for an excellent report both orally and visually.

B. Action Items

Mr. Harding moved, seconded by Ms. Nolan, for adoption of items #07-138 through #07-174. Mr. Harding removed #07-140 and #07-143. Ms. Walser removed #07-151, #07-157, #07-158, #07-162 and #07-163. Ms. Nolan removed #07-145, #07-148, #07-150, #07-156 and #07-165. Mr. Grassi removed #07-138, #07-144, and #07-166. Mr. Schuster removed #07-174. On the following roll call, the remaining items were adopted:

#07-139, Rental of School Bus Yard: that the School Committee award a contract to the following vendor for Rental of School Bus Yard, funds to be provided from the General Fund Budget:

Canal Realty Trust, 303 Binney St., Cambridge, for the period July 1, 2007 to June 30, 2008, in the amount of \$25,296.84.

#07-141, Approval of Family and Medical Leave and Small Necessities Policy: that the School Committee approve the Family and Medical Leave and Small Necessities Policy as detailed in the document.

#07-142, Approval of Revisions to Affirmative Action/Equal Employment Opportunity Policy: that the School Committee approve the revisions to the Affirmative Action/Equal Employment Opportunity Policy as detailed in the document and refer it to a second reading.

#07-146, Approval of Revisions to Cancellation of Meetings Policy: that the School Committee approve the revisions to the School Committee Meetings Policy as detailed in the document and refer it to a second reading.

#07-147, Approval of Revisions to School Committee Meetings Policy: that the School Committee approve the revisions to the School Committee Meetings Policy as detailed in the document and refer it to a second reading.

#07-149, Approval of Revisions to Employee Negotiations Organizations Policy: that the School Committee approve the revisions to the Employee Negotiations Organizations Policy as detailed in the document and refer it to a second reading.

#07-152, Approval of Revisions to New School Committee Member Orientation Policy: that the School Committee approve the revisions to the New School Committee Member Orientation Policy as detailed in the document and refer it to a second reading.

#07-153, Approval of Revisions to School Committee Review of Procedures Policy: that the School Committee approve the revisions to the School Committee Review of Procedures Policy as detailed in the document and refer it to a second reading.

#07-154, Approval of Revisions to Policy Adoption Policy: that the School Committee approve the revisions to the Policy Adoption Policy as detailed in the document and refer it to a second reading.

#07-155, Approval of Revisions to Special Procedures for Conducting Hearings Policy: that the School Committee approve the revisions to the Special Procedures for Conducting Hearings Policy as detailed in the document and refer it to a second reading.

#07-159, Approval of Revisions to Executive Sessions Policy: that the School Committee approve the revisions to the Executive Sessions Policy as detailed in the document and refer it to a second reading.

#07-160, Approval of Revisions to School Committee Office Facilities and Services Policy: that the School Committee approve the revisions to the School Committee Office Facilities and Services Policy as detailed in the document and refer it to a second reading.

#07-161, Approval of Uniformity Revisions to the School Committee Policy Manual: that the School Committee approve the following revisions be made throughout the Policy Manual for the sake of uniformity before the Policy Manual is posted on the internet as part of the School Committee's efforts to post its entire Policy Manual and refer it to a second reading:

1. References to "committee," "Committee" and "school committee" are changed to "School Committee"
2. References to "superintendent" are changed to "Superintendent"
3. References to "Cambridge schools," "the schools," "City's schools," "Cambridge School System" and "school department" are changed to "Cambridge Public Schools"
4. References to "city council" or "council" are changed to "City Council"
5. References to "Secretary" or "Secretary of the School Committee" are changed to "Executive Secretary to the School Committee"
6. References to "Chairman" and "Chairperson" are changed to "Chair"
7. References to "system" and "school system" are changed to "school district" or "data system" as appropriate
8. References to "City" are changed to "City of Cambridge"
9. References to "Executive Director of Management Services" are changed to "Chief Financial Officer" or "Chief Operating Officer," as appropriate
10. References to "staff development" are changed to "professional development"
11. References to "Personnel Office" or "Personnel Department" are changed to "Office of Human Resources"
12. References to "personnel folders" or "personnel files" are changed to "personnel records"
13. Correct legal citations in the legal reference section of the policies as appropriate

#07-164, Approval of Agreement and Release: that the School Committee approve the Superintendent's recommendation relative to the resolution of a pending matter in accordance with WR07-188 (CN-A).

#07-167, City Council Order #O-43, dated July 30, 2007, That the City Council go on record requesting the School Committee to support the development of RSTA curricula to prepare students for work opportunities in the developing "green collar industry".

#07-168, Report of the June 19, 2007, CRLS Coaches Meeting.

Called in accordance with Order #C07-151, that the following be referred to the Policy Subcommittee: Motion by Mr. Harding that the Superintendent invite all CRLS varsity head coaches to a roundtable meeting to discuss the impact of the new academic eligibility requirements for high school athletes. Further, that this meeting take place before the beginning of the 2007-08 athletic season, if possible.

Members Present: Mr. Grassi, Chair, Policy Subcommittee; Mr. Harding

Also Present: Bobby Tynes, CRLS Assistant Principal; Debbie Gentile-McMahan, Cheerleading; Laurance Kimbrough, Girls' Tennis; Bob Kotz, Men's Lacrosse; Brendan Kells, Freshmen Boys' Baseball; Andrew Rollins, Men's Soccer; Paul Gonnella, Football/Girls' Lacrosse; Lance Dottin, Boys' Basketball; Jamalh Prince, Boys' Track/Dean; Anara Frank-Hernandez, Gymnastics; Maria DiClemente, Athletics; Robert McGowan, Coordination HPEA; Kelley Leary, Girls'/Boys' Volleyball

After introductions, the following questions, comments and concerns were raised:

- Are the athletic eligibility requirements working or not
- Not fair to phase in requirements
- Requirements will be an effective tool in the long run
- Policy should be effective on the first day of the school year

- How does summer school impact fall sports
- Do students who play sports have to take physical education
- Student who fails by one point should be able to participate on a proportionate basis
- Under MIAA rules, we would not have lost one kid – under our rules, we lost 50 kids
- It is bothersome that we would lose some kids because of our policy even though they would receive a diploma
- We should never cut a student - give remediation instead
- Supports are needed to help students get into 4-year colleges
- Working to get tutors for 100 kids
- Each Learning Community held homework centers for athletes
- There is lack of parent involvement
- What is planned to monitor the Policy
- Study hall was mandatory for below 80 average
- Diversity is a factor in parent involvement
- Recognize student achievement at half time of games
- Advanced Placement v. Honor v. College Prep
- Why would a student who is struggling in History be put in an AP course
- Is there a way to set high standards and still allow for exceptions
- Some students will be discouraged from taking high-level courses
- Issues with eligibility are an issue only in some sports
- Is the student who's struggling in the classroom the same student who's struggling in sports
- Second language learners will be disproportionately affected by these requirements
- The hope is that we can implement and support this policy
- If students fall off a team they will lose incentive
- Use academic advisors as supports, i.e., Tutoring Plus
- National Honor Society students need to do volunteer work – use them as peer tutors
- Support systems together with coordination need to be put in place
- What does passing, failing, etc. mean
- Is there funding available to help students with food
- Consider having academic requirements for middle school athletes
- Have a Guidance Counselor for athletics to support students
- Put in support systems for special education and ELL athletes
- Look at how students can be part of the program even though they don't get the grade
- We should keep kids engaged, not remove them
- Teams should raise the bar higher than what the school expects
- This is about student achievement, not whether the student goes on to play college sports

Coach Dottin will send academic requirements from private schools to Marilyn Bradshaw.

The meeting adjourned at 3:55 p.m.

Respectfully Submitted,
Marilyn Y. Bradshaw
Executive Secretary to the School Committee

#07-169, Report of the July 24, 2007, Meeting of the Buildings & Grounds and Long Range Planning Sub-Committee.

Called for the purpose of discussing the upcoming High School renovation project.

Members Present: Ms. Walser, Chair, Mr. Grassi, Ms. Nolan

Also Present: James Maloney, Chief Operating Officer; Dana Ham, Manager, Plant Maintenance; Vassilios Valaes, George Metzger, HMFH Architects

Ms. Walser in the Chair.

The Chair called the meeting to order 9:40 a.m.

Messrs. Metzger and Valaes gave a summary of the CRLS "Additional Scope Feasibility Study" and emphasized that it is a draft and the numbers are estimates.

The following questions, comments and concerns were raised:

- What is the health issue involved with flooring material
- Add the cost of rubber and linoleum with a 10-year payback
- Think about putting in standardized flooring
- What is the cost of a new school
- How does the safety report interface with this study
- Do we have key card entry
- Insure that doors are wired to indicate which one is open
- Alarm first floor classrooms
- Address exterior aesthetics and color of building
- Are there any plans to redesign cafeterias
- Interested in seeing the full picture showing capital budget and operating budget
- Indicate payback over 10-20 years
- Address student and staff safety issues re paint, storm water, etc.
- What concerns of Principal have not been addressed
- Look at science and administrative rooms
- Look at making the visual and performing arts program state-of-the-art
- Are listening devices part of building code
- Is the water problem in the Arts building being addressed
- Has Mid-Cambridge Association signed off on windows and colors
- Need an estimate for what was discussed today
- Need to have a meeting with the City Manager sooner rather than later
- Schedule a roundtable first week in August

It was suggested that the following be brought in tonight's meeting to formalize some of the issues discussed:

Motion that the Superintendent be directed to engage the high school renovation architectural firm to come up with cost estimates for the following additional scope of services for inclusion in the CRLS renovation project with funds to come from the existing capital budget:

- kitchen redesign
- science lab upgrades
- rearrangement of learning community administrative space
- auditorium/theater improvements
- exterior aesthetics
- security report recommendations; and

Motion that the School Committee meet Tuesday, August 7, at 6:00 p.m. to discuss the CRLS renovation project. This meeting is needed due to the compressed timetable for this project and the need to work with the City on funding issues.

On a motion by Mr. Grassi, seconded by Ms. Nolan, the meeting adjourned (11:05 a.m.)

Respectfully Submitted,
Marilyn Y. Bradshaw
Executive Secretary to the School Committee

#07-170, Report of the July 24, 2007, Meeting of the Achievement Gap Ad-Hoc Committee.

Called for the purpose of continuing to plan a series of public forums on the achievement gap in Cambridge.

Members Present: Ms. Walser, Chair, Mr. Grassi, Ms. Nolan

Also Present: Carolyn Turk, Deputy Superintendent; Lei-Anne Ellis, Agenda for Children; Trina Abbott, Cambridgeport School; Justin Martin, Public Information Officer; John Clifford, Mayor's Education Liaison (joined at end)

Ms. Walser in the Chair.

The Chair called the meeting to order at 11:12 a.m.

Discussion took place around speakers and format for the September 15 parent forum. Dr. Turk talked with Charlie Applestein who is excited to work with us using a strength-based model and willing to tailor his presentation to what we have already done. He is also willing to do follow-up work with teachers.

Ms. Walser distributed a bio on another speaker – Patsy Roybal from the Search Institute in Colorado. It was suggested that we find other speakers (Theresa Perry, speakers from Harvard, etc.) to keep the momentum going after the forums. Mr. Grassi moved, seconded by Ms. Nolan that Charlie Applestein be engaged as the speaker for the next forum. Dr. Turk will speak with Mr. Applestein re a theme and follow-up.

Flier will be translated in three languages and put in "CPS Today", in forms packet to parents, emailed to previous forum attendees, linguistic media and Family Liaisons. Outreach to Principals, Cambridge School Volunteers, CASS, etc. to get the message out. Raffle five \$100 supermarket gift certificates, provide food, child care and translation to encourage parents to attend.

Next Meeting: Wednesday, August 15, 12 Noon

The meeting adjourned at 12:10 p.m.

Respectfully Submitted,
Marilyn Y. Bradshaw
Executive Secretary to the School Committee

#07-171, Report of the August 15, 2007, Meeting of the Achievement Gap Ad-Hoc Committee.

Called for the purpose of continuing to plan a series of public forums on the achievement gap in Cambridge.

Members Present: Ms. Walser, Chair, Mayor Reeves

Also Present: Carolyn Turk, Deputy Superintendent; Trina Abbott, Cambridgeport School; Lei-Anne Ellis, Lauren Leikin, Agenda for Children

Ms. Walser in the Chair.

The Chair called the meeting to order at 12:12 p.m.

Discussion took place around the following:

- Structure, title and speakers for the forum
- Parent panel, in addition to Charles Applestein's presentation (Mayor Reeves, Dr. Turk and Ms. Ellis will identify and invite panelists)
- Partner each parent with a sub-committee member
- Submit questions in advance
- Eliminate words such as "behavior" and "success"
- Address issue of what schools are doing to help children achieve
- Give School Councils training on School Improvement Plans
- Some suggested titles: "Learn Secrets on how to make your child smart", "Discovering the secrets of parenting", Parents to parents: straight talk about helping your child in school", "Sharing secrets – nature vs. nurture", "Parent to Parent: Secrets to helping your child succeed in school", "Secrets to school success featuring Charlie Applestein"
- Agenda: 9:30 – registration and coffee; 10:00 Applestein talk; 10:30 panel discussion; 11:00 – Q&A
- Marilyn will arrange to use First Steps, Lei-Anne will arrange babysitters and translators, Carolyn introduce speaker?
- \$1000 prize to school with highest percentage of attendance

Next meeting: Wednesday, September 5, 12 Noon

The meeting adjourned at 1:15 p.m.

Respectfully Submitted,
Marilyn Y. Bradshaw
Executive Secretary to the School Committee

#07-172, Report of the August 15, 2007, Meeting of the Ad-Hoc Committee on Policy and Procedures.

Called for the purpose of reviewing the current School Committee policy manual.

Members Present: Mr. Grassi, Chair

Also Present: Maureen MacFarlane, Legal Counsel; James Conry, Chief Executive Officer; Dana Pearlman, Legal Intern

The Chair called the meeting to order at 1:30 p.m.

Ms. MacFarlane raised some concerns that in going through the policy manual some policies need editing to correct typographical errors and to reflect current data and structure. It was agreed that title changes, typographical errors, etc. will be made and brought forward for School Committee approval and the sections that need substantive changes (Fiscal, Personnel, and Curriculum) will be redlined and brought forward according to the following timeline: first meeting in October, first meeting in November, and the first meeting in December.

Marilyn will check with MASC Policy Services Field Director Jim Hardy on the timeline and process for introducing the on-line manual.

The Chair adjourned the meeting at 2:10 p.m.

Respectfully Submitted,
Marilyn Y. Bradshaw
Executive Secretary to the School Committee

#07-173, Motion by Mr. Grassi that the Superintendent give the School Committee a response to the major concerns and an action plan on the results of the recently conducted Marketing Study.

Ms. Walser YEA, Mr. Fantini YEA, Mr. Grassi YEA, Mr. Harding YEA, Ms. Nolan YEA, Mr. Schuster YEA, Mayor Reeves YEA.

Non-Consent Business

Mr. Grassi asked what was the scope of the theft at the high school this week and what controls are in place to secure this new equipment. The Superintendent and Mr. Maloney were heard. On a motion by Mr. Grassi, seconded by Mr. Schuster, on the following roll call, it was voted to adopt **#07-138, Computer Equipment for RSTA**: that the School Committee award a contract to the following vendor for Computer Equipment for RSTA, funds to be provided from the General Fund Budget, Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with. These funds will provide 48 new computers to be distributed as follows:

- 16 computers for the new Business Ed. Lab., R116
- 9 computers for the new CAD Lab. in Carpentry, R110
- 16 computers to upgrade the existing Business Ed. Lab.
- 7 computers to upgrade the existing Biotech Lab.

The computers being replaced are 7-8 years old.

HiQ Computers, 25 Dry Dock Ave., 6th Floor, Boston, for the period August 1, 2007 to June 30, 2008, in the amount of \$48,720.00.

Ms. Walser YEA, Mr. Fantini YEA, Mr. Grassi YEA, Mr. Harding YEA, Ms. Nolan YEA, Mr. Schuster YEA, Mayor Reeves YEA.

Mr. Harding asked why home school applications come before the School Committee and what the liability is for School Committee approving these applications. The Superintendent and Dr. Turk were heard. On a motion by Mr. Harding, seconded by Mr. Grassi, it was voted to adopt **#07-140, Approval of Home School Applications for School Year 2007-2008**: that the School Committee approve the home school applications for the 2007-2008 school year as detailed in the documents. Further, that the issue be referred to the Governance Sub-committee for a recommendation.

Mr. Grassi gave an overview of the process for updating policies. Ms. MacFarlane was heard. On a motion by Mr. Harding, seconded by Mr. Grassi, it was voted to refer to a second reading **#07-143, Approval of Revisions to Subcommittees of the School Committee Policy**: that the School Committee approve the revisions to the Subcommittees of the School Committee Policy as detailed in the document (First Reading).

Discussion took place around School Council meeting dates, quorums, and the School Committee's receiving Minutes. It was requested that the foregoing items be included in the policy. On a motion by Mr. Grassi, seconded by Mr. Harding, it was voted to refer to a second reading **#07-144, Approval of Revisions to Conduct of School Council Business Policy**: that the School Committee approve the revisions to the Conduct of School Council Business Policy as detailed in the document (First Reading).

Ms. Nolan raised a question on why School Committee approval was taken out of School Improvement Plans. Ms. MacFarlane was heard. Mr. Fantini raised a question on whether this policy outlines the way in which school improvement plans are developed. Ms. MacDonald was heard. On a motion by Mr. Grassi, seconded by Mr. Fantini, it was voted to refer to a second reading **#07-145, Approval of Revisions to School Improvement Plan Policy**: that the School Committee approve the revisions to the School Improvement Plan Policy as detailed in the document (First Reading).

Ms. Nolan moved to Calendar **#07-148, Approval of Revisions to School Councils Policy**: that the School Committee approve the revisions to the School Councils Policy as detailed in the document (First Reading).

Ms. Nolan raised a question on the current process regarding handbooks. Ms. MacFarlane was heard. On a motion by Ms. Nolan, seconded by Mr. Grassi, it was voted to refer to a second reading **#07-150, Approval of Revisions to Approval of Handbooks and Directives Policy**: that the School Committee approve the revisions to the Approval of Handbooks and Directives Policy as detailed in the document.

Ms. Walser raised a question on why travel for professional development is not in this policy. The Superintendent was heard. Members discussed the current practice of travel for Members. On a motion by Ms. Walser, seconded by Ms. Nolan, it was voted to refer to a second reading **#07-151, Approval of Revisions to School Committee Memberships and Rules of School Committee Policy**: that the School Committee approve the revisions to the School Committee Memberships and Rules of School Committee Policy as detailed in the document (First Reading).

Discussion took place around whether public comment should take place at roundtable meetings. On a motion by Ms. Walser, seconded by Mr. Fantini, it was voted to refer to a second reading **#07-156, Approval of Revisions to Public Participation at School Committee Meetings Policy**: that the School Committee approve the revisions to the Public Participation at School Committee Meetings Policy as detailed in the document (First Reading).

In anticipation of the School Committee's converting to a paperless web-based system, Ms. Bradshaw was asked to review and amend as necessary **#07-157, Approval of Revisions to Agenda Format Policy**. On a motion by Ms. Walser, seconded by Mr. Grassi, it was voted to refer to a second reading **#07-157, Approval of Revisions to Agenda Format Policy**: that the School Committee approve the revisions to the Notification of Agenda Format Policy as detailed in the document (First Reading).

In anticipation of the School Committee's converting to a paperless web-based system, Ms. Bradshaw was asked to review and amend as necessary **#07-158, Approval of Revisions to Notification of School Committee Meetings Policy**. On a motion by Ms. Walser, seconded by Ms. Nolan, it was voted to refer to a second reading **#07-158, Approval of Revisions to Notification of School Committee Meetings Policy**: that the School Committee approve the revisions to the Notification of School Committee Meetings Policy as detailed in the document (First Reading).

Ms. Walser asked the Superintendent to speak to **#07-162, City Council Order #O-22**. The Superintendent was heard. On a motion by Ms. Walser, seconded by Mr. Fantini, it was voted to place on file **#07-162, City Council Order #O-22**, dated July 31, 2007, regarding the lack of air conditioning in several elementary schools during summer programming.

On a motion by Ms. Walser, seconded by Mr. Schuster, it was voted to refer to the joint Committee with the City Council on Buildings and Grounds **#07-163, City Council Order #O-51**, dated July 31, 2007, requesting a report on the usage of the former Graham and Parks School building.

Ms. Nolan raised a question on whether the Consultant Agreement with Lesley is last years and will the funds come from this year's budget. Dr. Turk was heard in the affirmative. Ms. Nolan asked Dr. Turk to speak to the contract with Cambridge Housing Authority Work Force. Dr. Turk was heard and will get Members a copy of the proposal. On a motion by Mr. Harding, seconded by Ms. Nolan, on the following roll call, it was voted to adopt **#07-165, Consultant Agreements**: that the School Committee approve consultant agreements with the companies or individuals on the list, in the amounts set forth, funds to be provided as shown:

1. Lesley University, Cambridge, in the amount of \$42,000.00, account 53101, fund 15000, org. 899148, prog. 148.
2. Cambridge Housing Authority, Cambridge, in the amount of \$29,000.00, account 53101, fund 15000, org 869415, prog. 415.

Ms. Walser YEA, Mr. Fantini YEA, Mr. Grassi YEA, Mr. Harding YEA, Ms. Nolan YEA, Mr. Schuster YEA, Mayor Reeves YEA.

On a motion by Mr. Grassi, seconded by Mr. Schuster, on the following roll call, it was voted to adopt **#07-166, Grant Awards**: that the School Committee accept and approve the Grant Awards in the amounts and for the periods indicated:

1. Community Partnership for Children, for the period July 1, 2007 to June 30, 2008, in the amount of \$1,037,693.00, Project/Grant SC08602. The Community Partnership for Children grant program provides comprehensive, high-quality programs for pre-school-aged children and their families with the planning and oversight of a Community Partnership for Children Council. Working together, agencies and families in a community build a network of programs and services that increases the availability, affordability, and quality of programs that are responsive to the needs of working parents and that enhance children's healthy learning development.
CPS Target Population: Cambridge residents 3 and 4 years old in day care centers in the city.
Outcomes and Measurers of Effectiveness: Cambridge child care centers will receive professional development and accreditation support which will increase the number of NAEYC accredited centers in the city.
2. Early Intervention Literacy, for the period August 10, 2007 to June 30, 2008, in the amount of \$222,633.00, Project/Grant SC08632. These funds support Reading Recovery training of early literacy intervention teachers who will provide individual tutorial assistance to at-risk first grade students. Funding also includes instructional materials.
CPS Target Population: All first grade students and all schools.
Outcome and Measurers of Effectiveness: Support professional development for Reading Recovery, individual tutorial literacy program designed as pre-special education referral and short-term intervention for first graders.
3. Kindergarten Enhancement Program, for the period July 1, 2007 to June 30, 2008, in the amount of \$289,875.00, Project/Grant SC08663. Cambridge continues, through the Kindergarten Grant, to provide support for kindergarten and teachers in the areas of literacy and inclusion. The workshops provide teachers with an opportunity to enhance their skills in specific areas, including guided and enhanced reading by Kindergarten teachers, support staff, and Early Childhood Resource Specialists.
CPS Target Population: All kindergarten classrooms in all schools as well as any classroom that may include kindergarten children (such as SPED, EII).
Outcomes and Measurers of Effectiveness: Improved environments in kindergarten classrooms and greater continuity of curriculum across preschool through grade 2, resulting in improved educational outcomes for kindergarten students and improved transitions to the first grade.
4. Reading First Program, for the period September 1, 2007 to August 31, 2008, in the amount of \$132,326.00, Project/Grant SC08764. This is the fifth year of the Reading First Program at the Haggerty School. The grant will continue to provide training for professional and paraprofessional staff in implementing the research-based reading program for grades K-3. Of this award \$13,200.00 will be allocated to St. Peter's School.
CPS Target Population: Haggerty students in grades K-3
Outcomes and Measurers of Effectiveness: Haggerty students in grades K-3 will continue to improve their achievement in literacy as measured by results on the MCAS and the Assessment protocol for Reading First.
5. Cambridge Savings Charitable Foundation, for the period June 7, 2007 to June 30, 2008, in the amount of \$2,500.00, Project/Grant SC08826. These funds will be used to purchase educational software for the students at the King School.
CPS Target Population: All King School students.

- Outcomes and Measurers of Effectiveness:** Improved ability of students to use technology in the classroom.
6. Student Conflict Resolution Experts (SCORE), for the period June 29, 2007 to July 1, 2008, in the amount of \$5,000.00, Project/Grant SC08840. This grant from the Office of the Attorney General of Massachusetts will enable The Community Dispute Settlement Center to develop and implement the SCORE training program at CRLS. This program uses trained student mediators to resolve conflict between and among their peers.
CPS Target Population: All CRLS students.
Outcomes and measurers of Effectiveness: Improved school climate at CRLS.
7. Wyeth Donation, for the period May 31, 2007 to June 30, 2008, in the amount of \$2,000.00, Project/Grant SC08841. This is a donation from Wyeth Corporation. Funds will be used for two \$1,000.00 teacher mini-grants for instructional materials or equipment to support innovative classroom projects.
CPS Target Population: Potential for two classrooms of 20 students each to benefit, district-wide opportunity.
Outcomes and Measurers of Effectiveness: Improved classroom materials will enhance student learning experiences in the selected classrooms.
8. Maynard Ecology Center, for the period June 7, 2007 to June 30, 2008, in the amount of \$400.00, Project/Grant SC08842. The \$400.00 award from the State Department of Energy and Environmental Affairs will be used to purchase equipment for the Maynard Ecology Center.
CPS Target Population: The study of soils, habitats, investigating changing earth, ecosystems, diversity of life.
Outcomes and Measurers of Effectiveness: Science content understanding, as a result of curriculum and inquiry-based field investigations, will be measured by performance-based outcomes, science journal-written entries and sketches of soil characteristics and qualities, class charts comparing the number and kinds of living organisms found in different habitats, stream erosion data collected using model stream tables, operation and interpretation of electronic probes measuring water quality characteristics.

Ms. Walser YEA, Mr. Fantini YEA, Mr. Grassi PRESENT, Mr. Harding YEA, Ms. Nolan YEA, Mr. Schuster YEA, Mayor Reeves YEA.

Mr. Schuster asked the Superintendent to speak to the obstacles to hiring teachers that we want but who are not certified. The Superintendent was heard. Discussion took place around teacher certification vs. quality teaching. On a motion by Mr. Grassi, seconded by Mr. Schuster, it was voted to adopt **#07-174, Motion by Mr. Grassi** that the Superintendent give the School Committee a report on the status of teachers without certification, broken down by school.

Late Orders

Mr. Grassi raised a question on the status of the middle schools update and the formation of an ad-hoc committee on middle schools (Committee of the Whole). The Superintendent was heard. Mr. Harding moved to suspend the Rules to extend the meeting past 10:00. The motion was not seconded. The Chair and Vice Chair will appoint a Chair for the Middle Schools Ad-hoc Committee.

On a motion by Ms. Nolan, seconded by Mr. Harding, it was voted to adjourn (9:59 p.m.).

Adjourned
Marilyn Y. Bradshaw
Executive Secretary to the School Committee