

AGENDA

ITEM # 13

Regular Meeting - March 20, 2012

Pursuant to notice filed with the Secretary of the State, the Hartford Board of Education (hereinafter "Board") met on Tuesday, March 20, 2012. The meeting was held at Classical Magnet School, 85 Woodland Street, Hartford, Connecticut 06106.

I. Call to Order

Mr. Poland called the meeting to order at 5:35 p.m. A quorum was present.

<u>Present:</u> Matthew Poland, Chair Robert Cotto, Jr., Secretary Mayor Pedro Segarra Elizabeth Brad Noel Luis Rodríguez-Dávila Jose Colon-Rivas Richard Wareing	<u>Absent:</u> Lori Hudson, Vice-Chair Cherita McIntye, Second Vice-Chair
Superintendent Christina Kishimoto	

II. Public Participation

1. Hyacinth Yennie, Resident, spoke regarding Moylan School and commended the work of the principal and staff for having a welcoming environment. She also commended the health education that students are receiving in HPS. She spoke regarding maintenance of school buildings and cleanliness. She recommended hiring more qualified people who can maintain the buildings. She spoke regarding the accreditation of Hartford High that lost its accreditation a couple of years ago. She stated that the accreditation is important for students who are pursuing college. She also spoke regarding the field at Hartford High and stated that the field is in bad condition. She spoke in favor of community schools and recommended having more schools in the neighborhoods so students won't have to be transported all over the City, so money can be saved. She concluded asking that the students from Journalism Academy tape the BOE meetings.
2. Terry Starks, parent, thanked Dr. Kishimoto for having dialogues with parents of the North End. She stated that many parents are ready and committed to work with the administration.

Dr. Kishimoto thanked Ms. Stark for organizing the parents to be part of the plan for some of the schools that have consistent low performance.

3. Kolsie Wright, HPOC, thanked the principal and the staff at Clark for the dedication and service to the students and families. She stated that the staff made possible for her son to improve his academics, and as a result his attitude changed for the better. She stated that the staff at Clark is committed to parental involvement and also helping the students.
4. Andrea Johnson, President of the Hartford Federation of Teachers, spoke to the Board regarding the Capital Preparatory item. She stated that back in October, the faculty voted to pursue status as an Innovation School and proposed it to the Board of Education. She stated that pursuant to the law, a committee must be established to become an Innovation School; also the Local Union should appoint two union members. The process to form a committee was delayed due that only one union member

volunteered to be a member of the committee. She also stated that the Innovation Plan was brought to the committee by the principal as oppose of having the committee reviewing the plan and bringing it forward to the faculty. There was confusion with the School Governance Team who voted on the plan and endorsed it to the faculty. The faculty voted 27 on favor and 6 opposed. She stated that the wrong committee voted on the plan and brought it to the faculty for a vote.

The HFT sent an email to the staff at Capital stating the concerns for the contract language concerning the collective bargaining agreement; no meeting has been held yet. She concluded stating that the HFT is not opposing to the proposal of Capital Pre becoming an Innovation School, the problem is with the Principal who did not follow the procedures. The errors in the contract language should be corrected. She recommended tabling the item until the errors are corrected.

5. Paul Holzer, Achieve Hartford!, spoke to the Board regarding the National League of Cities at which Hartford submitted an application to be recognized as one of this years "All America Cities". The focus of the competition is to address the gap in reading at the third grade level which puts Hartford in a great position due to the District's Third Grade Promise. The results will be available in June.

Mr. Holzer's written comments can be found in the official file of these meeting.

6. Mary Rickel-Pelletier, raised concerns for the communication and coordination with CREC regarding the siting of the Museum academy. She asked if the Board issued a formal statement to CREC regarding the site selection process. She stated that the community has not received information regarding the environmental impact of having a high flow of cars and the impact on air quality and students' health.

III. Reports

- o Report of the Chair

Mr. Poland stated that as a new Board, the Board retreated and spent a considerable amount of time reviewing items. The committees are already meeting and the agenda has been set for the future. He also stated that the Board held a workshop regarding the low performing schools and met with the principals who are responsible for those schools. He stated that the meeting was a great opportunity for the Board to learn from principals and the work that they are doing to ensure that the concerns are addressed.

The Board is working diligently to make decisions in the best interest of the children, and to learn about the special education issues and the financial implications. Dr. Kishimoto is also working diligently with her staff to address the issues.

- o Report of the Superintendent
 - CMT - CAPT Testing Overview

Ms. Frederick, Interim Chief Academic Officer, stated that the CMT and CAPT testing went very well. All students in 3 through 8 were tested with the Connecticut Mastery Test and the students in grade 10 with the CAPT test. There was good attendance and it was generally strong. The makeup testing was administered during the week of March 19. Overall, it was a great testing session. There was a technical issue with the network which occurred the first day and only affected a couple of the schools. The online

testing is new to the schools and schools are getting better equipped with technology and more computers.

- Overview of Governor Malloy's Proposed Education Reform Bill

Dr. Kishimoto stated that there are three major areas that the Governor is proposing in his reform bill. The comprehensive changes encompassed in the Governor's proposed Education Reform Bill address:

- the way we manage and evaluate teaching talent;
- the way we fund education; and
- the standards we set for students.

Dr. Kishimoto stated that there are six priorities that structured the Ed Reform:

Early Childhood

Priority 1. Increase families access to high-quality early childhood education opportunities

- \$12 million for additional school readiness slots, quality improvements, professional development and incentives, i.e. 500 new funded seats state-wide

Impact on HPS

- Depending on # of seats allocated to Hartford, existing school readiness sites can add another classroom
- We have 7 schools ready to add another classroom
- We can accommodate around 100 new seats if funded

Commissioner's Network

Priority 2. Provide intensive interventions necessary for school turnaround in Connecticut's lowest-performing schools and districts

- \$24 million for the Commissioner's Network Schools
- 25 schools statewide will be identified by the Commissioner

Impact on HPS

- Shared accountability for lowest performing schools
- Either a state takeover or a turnaround plan will need to be submitted for each identified school
- Major overhaul in approach expected
- Additional funding available, except at SIG sites

Quality School Replication

Priority 3. Expand high-quality school models, including traditional schools, magnets, charters and others

- \$22.4 million for all types of choice schools
- Include Charter schools into ECS formula and require a \$1,000 local contribution
- Charter funding goes up from \$9,000 to \$11,000 per pupil (ECS)
- 5 new Charters; \$3 million for up to 250 new student seats

Impact on HPS

- Look at Breakthrough II and Betances as Crandall Schools

- Create a partnership with Jumoke Academy - Turnaround option
- Hartford's current contribution to Achievement First already meets the \$1,000 local contribution requirement
- Sheff III – what is the right balance for Hartford Public Schools?

Performance Empowerment

Priority 4. Removal of barriers to success in order to enhance innovation especially in high-performing schools and districts

- Overhaul of the certification process
- Remove outmoded and unnecessary rules
- Creation of a “red-tape” elimination committee

Impact on HPS

- Increased opportunities to recruit from other urban areas without the certification red-tape
- State data reports will be merged into multi-purpose reports which will allow our assessment team to refocus on internal assessments instead of state reports
- Decreased mandated meetings, reports, and PD from the State based on our demonstrated performance gains

Talent Management

Priority 5. Ensure that Connecticut schools have the very best teachers and principals working within a fair system that values skill and effectiveness over seniority and tenure

- \$13 million to recruit and develop the best teachers with a particular focus on lowest performing schools
- PEAC recommended standards
- 5 Year Renewable tenure tied to evaluation
- Embedded PD and coaching; move away from CEU structure

Impact on HPS

- Our Principal in Residence program is a model for this priority
- We are adding a Teachers in Residence program
- We have been working in partnership with the HFT on the Teachscape adoption

Targeted ECS for Intervention and Innovation

Priority 6. Deliver more resources, targeted to districts with the greatest need-provided that they embrace key reforms that position our students for success

- \$50 million in new Education Cost Sharing (ECS) funding - \$39 million for the lowest performing districts that implement reforms

Impact on HPS

- \$4.8 million targeted to lowest performing schools in Hartford
- Priority placed on design fidelity, school quality approach, and SRBI development
- HPS will also be eligible to apply for competitive grants for areas of innovation (\$4.5 million in funds statewide)

ECS Poverty Measure

- ECS will remain flat
- The State has proposed drawing poverty data from Title I to Husky A

Alignment on Reforms

The Governor's Education Bill puts Connecticut on a path toward educational excellence, using strategies that have proved successful in Hartford:

- Talent Management
- Managed Performance Empowerment
- Replication of High Performing Schools
- Closure of Low Performing Schools
- School Innovation

Dr. Kishimoto stated that the State's reform agenda is aligned with the District's priorities.

Mr. Poland stated that this is a very complex matter; one that Dr. Kishimoto and the Board is committed to making sure that information that is factual is available. He also stated that the Board would like to be clear on these reform strategies so that good decisions can be made.

- Teachscape, Inc.

Ms. Jennifer Allen, Chief Talent Officer, stated that this has been a long process. The District embarked to work collaboratively to co-construct a teaching evaluation plan that everyone can buy into it. She introduced the members of the Identifying Instructional Excellence Committee. She stated that the work started in November of 2010. The membership represented many points of view and the charge was to find a way to unify the team in terms of the teacher evaluation. Ms. Allen provided a brief presentation.

Project Chapter

- Quality teaching is the most important factor affecting student learning.
- If our goal is to close the achievement gap, then we must do everything in our power to have a highly effective teacher in every classroom.
- The expectations we hold for our teachers have to be matched by equal expectations from the district to provide resources to these teachers.

Teacher Standards - Rubric Review

- Teaching as Leadership (Teach for America)
- Framework for Teaching (Charlotte Danielson)
- Teacher Evaluation Rubric (Kim Marshall)
- National Institute for Excellence in Teaching

Project Objectives/Timeline

Phase I (2011-2012)

- Effective Teacher Rubric
- Implementation Plan

Phase II (2012-2013)

- Differentiated Professional Development Plan Aligned to the Rubric
- Process for Assessing Yearly Growth in Student Achievement

Phase III (2012)

- Revised Teacher Evaluation Plan

Rubric and Multiple Data Sources Aligned with Connecticut's Performance Evaluation Advisory Council (PEAC)

A copy of the presentation is located in the official file of this meeting.

- Committee Reports
 - Finance and Audit Committee

Mr. Wareing reported that the committee met on February 27 to review the financial report through January 2012. The report was not that different from the report through the end of last year which was reported at the Board meeting in February. The major issues were transportation which is up and exceeding the budgeted amount. Insurance claims are becoming under the budgeted amount. The committee also discussed the 2012-13 budget development planning and the insurance claims. He announced that a special meeting of the committee has been scheduled for April 11 to further discuss budget issues.

- Policy Committee

Mr. Cotto, Jr. stated that the committee met to review the policies for appropriate use of technology for staff and students. The policy will be revised and a draft will be presented to the committee. The revised policy will be later presented to the Board for first reading.

- School Choice and Facilities Committee

Ms. Noel stated that the committee met to discuss the design specifications for the redesign of Weaver. She stated that several community members attended the meeting including the Dean of School of Architecture of the University of Hartford, the principal of Culinary Academy, the co-chairs, and others.

The Weaver building is currently occupied by the Culinary Academy and the Journalism and Media Academy. The Journalism Academy will move the Tower Avenue site. The Culinary Academy will expand to include Hospitality and Tourism. When construction begins, they will be moved to a temporary site.

The Architecture and Urban Design Academy is to be a new academy that will partner with the University of Hartford and others.

The third academy is the Arts and Science Academy; "Arts" as Visual and Performing Arts.

Ms. Noel stated that guidance counselors must be part of the student support team for the academies, but they were not listed in some designs.

A copy of Ms. Noel's written report is located in the official file of this meeting.

IV. Business Agenda

A. Items in Order of Importance

1. Administrative Appointment (Supt. et al)

Mr. Poland moved; Mr. Wareing seconded, that the Hartford Board of Education approves the Superintendent's recommendation to appoint Carole Collins Ayanlaja to the position of Chief Academic Officer, effective July 1, 2012.

VOTE:

In favor: Colon-Rivas, Cotto, Noel, Poland, Rodríguez-Dávila, Mayor Segarra, Wareing
Opposed: 0
Abstained: 0
Absent: Hudson, McIntye

The motion passed unanimously by voice vote.

2. Second Reading and Adoption: Educational Specifications for the Weaver High School Redesign (Supt. et al)

The facility will be altered to serve 1,600 students in three distinct schools in grades 9-12. The proposed schools include the anchor Culinary Arts Academy (400 students), the Academy of Architecture and Urban Design (600 students), and the Academy of Arts and Sciences (600 students). A construction grant application to cover this work will be submitted before June 30, 2012. The project carries a budget of \$127 million and is projected to receive a state grant of 80% of eligible project costs.

Dr. Kishimoto stated that this has been an ongoing planning and ongoing conversation with the community for the last two years. This is a high school that has significant need in the community. There is a lot of excitement to go into the next phase of Weaver history. There is extensive community involvement and engagement in these designs. The University of Hartford is one of the partners that were at the table, also the Blue Hills Civic Association.

This is a significant investment on behalf of the City as well as on behalf of the State. This is a \$127 Million building project which involves the redesigns of 28 acres of land. The neighborhood in the greater Hartford community is committed to having a high quality school in the north end, and having great options in their community school.

Ms. Noel moved, Ms. Wareing seconded that the Hartford Board of Education accepts the second reading and adopts the educational specifications for Weaver High School.

VOTE:

In favor: Colon-Rivas, Cotto, Noel, Poland, Rodríguez-Dávila, Mayor Segarra, Wareing
Opposed: 0
Abstained: 0
Absent: Hudson, McIntye

The motion passed unanimously by voice vote.

3. Approval: Capital Preparatory Magnet School Innovation School Plan (Supt. Et al)

A unanimous vote of the Capital Preparatory Magnet School Faculty to pursue status as an Innovation School resulted in a proposal to the Board of Education in March 2011. The Board of Education approved Capital Preparatory Magnet School's proposal to pursue developing a plan for becoming an Innovation School.

Mr. Poland made a motion to table the item and referred it to the School Choice Committee for further discussion; Ms. Noel seconded.

VOTE:

In favor: Colon-Rivas, Cotto, Noel, Poland, Rodríguez-Dávila, Mayor Segarra, Wareing

Opposed: 0

Abstained: 0

Absent: Hudson, McIntye

The motion to table the item passed unanimously by voice vote.

4. Contract Approval: Teachscape, Inc. \$940,753 (Supt. et al)

The Identifying Instructional Excellence Committee comprised of district and school leaders, teachers, and the teacher union leadership, are partnering with Teachscape and the Danielson Group to provide software tools, professional learning content, and on-site services that link teacher evaluation with professional development to improve teaching practice throughout the district.

Mr. Wareing moved; Ms. Noel seconded, that the Hartford Board of Education authorizes the Superintendent to approve the contract with Teachscape, Inc. for the term delineated in the contract at a cost not to exceed \$940,753.

Dr. Kishimoto stated that this is a significant investment of funds that is over a three year period. These are dedicated funds to change practice, to define standards, to define how we work together as principals, as teachers, in defining instructional practices in the classroom and coaching overall.

The funding comes from title II funds which are dedicated to teacher professional development that will fund this work over the next three years.

Ms. Noel stated that she heard about the proposal for the first time during the superintendent's presentation, when she learned that the Union is buying. She stated that she would have preferred to know about this item earlier. She expressed her support for the item.

Mr. Cotto commended Ms. Allen for building up the relationships with a variety of stakeholders in the community regarding teacher evaluation. He stated that part of this program will provide teachers with models on video of various lessons which will help to build capacity. This may be helpful for new teachers and also for people who would like to build the skills and learn more.

Mr. Cotto stated that there will be an evaluation piece and asked if there will be tapes of teachers and students in the classroom.

Ms. Allen stated that that is not part of the proposal.

Mr. Cotto stated his concerns for what happened in New York City where the evaluative data became public and that affected the trust built up with teachers. He also asked for the involvement of the community on the learning goals.

Ms. Allen stated that among the data sources used, if the opinions and feedback from parents and the students were to be used, we need to ensure that the questions ask will provide the data that is needed.

Mr. Cotto stated it is critical that the feedback from parents and the community are incorporated. We need to ensure that we reach out to different groups. He expressed his support for the item.

Mr. Colon-Rivas expressed his support for the item. He referred to the goal to empower effective teachers in every classroom. He stated that there are also other personnel in the classroom such as the child development associates (CDA's) and paraprofessionals. He recommended changing the language to "Educators" as opposed to teachers, because this should not only be available for certified teachers; CDA's need the support because they spent half the day with the preschool students. Paraprofessionals also need the support.

Ms. Allen answered that this is the beginning of the work. Dr. Kishimoto added that we also need to look at other professionals that need this high level of support. One area of emphasis with the next group is the paraprofessionals who are working with students with variety of needs.

VOTE:

In favor: Colon-Rivas, Cotto, Noel, Poland, Rodríguez-Dávila, Mayor Segarra, Wareing

Opposed: 0

Abstained: 0

Absent: Hudson, McIntye

The motion passed unanimously by voice vote.

B. Consent Agenda

Ms. Noel moved; Mr. Poland seconded that the Board approve the following agenda items:

5. Contract Approval: Everybody Wins Connecticut \$55,000 (Supt. et al)

The Early Reading Lab at Ramon E. Betances School will continue to partner with Everybody Wins Connecticut for the operation of its Family Resource Center / After School Program.

The Hartford Board of Education authorizes the Superintendent to approve the contract with Everybody Wins Connecticut for the term delineated in the contract at a cost not to exceed \$55,000.

6. Second Reading and Adoption: Martin Luther King Gymnasium to be Named: Michael B. DeMaio Memorial Gymnasium (Supt. et al)

Per Hartford Public Schools' policy 3505, at least six months shall intervene between the date of the announcement and the date of the decision. At the regular meeting held on September 20, 2011, the Hartford Board of Education announced the Superintendent's recommendation to name the school's gymnasium, the Michael B. DeMaio Memorial Gymnasium.

The Hartford Board of Education accepts the second reading and adopts the name change for the Dr. Martin Luther King, Jr. Gymnasium to be named the Michael B. DeMaio Memorial Gymnasium.

7. Second Reading and Adoption: Formal Name Change of Pathways to Technology Magnet School (Supt. et al)

Per Hartford Public Schools' policy 3505, at least six months shall intervene between the date of the announcement and the date of the decision. The Hartford Board of Education announced the Superintendent's recommendation to modify the name of the school to Pathways Academy of Technology and Design at the regular meeting held on September 20, 2011.

The Hartford Board of Education accepts the second reading and adopts the name change of Pathways to Technology High School to Pathways Academy of Technology and Design.

8. Approval of the minutes of the regular meeting held on February 21, 2012 (The Board)
9. Approval of the minutes of the special held on February 7, 2012 (The Board)

VOTE:

In favor: Colon-Rivas, Cotto, Noel, Poland, Rodríguez-Dávila, Mayor Segarra, Wareing

Opposed: 0

Abstained: 0

Absent: Hudson, McIntye

The motion passed unanimously by voice vote.

V. Adjournment

The meeting adjourned at 7:03 p.m.