

**CITY OF SOMERVILLE, MASSACHUSETTS
SCHOOL COMMITTEE**

Monday, October 24, 2016 – Regular Meeting

7:00 p.m. - Central Office Conference Room – 8 Bonair Street

Members present: Ms. Palmer (7:04), Mr. Roix, Mr. Futrell (7:07), Mr. Green, Ms. Pitone (7:07), Ms. Normand, Alderman White and Mayor Curtatone

Members absent:

I. CALL TO ORDER

Chairman Carrie Normand called a Regular Meeting of the School Committee to order in the aldermanic chambers at 7:01 p.m., with a moment of silence and a salute to the flag of the United States of America. Ms. Normand asked for a roll call, the results of which are as follows: - Present – 5 – White, Roix, Green, Normand and Curtatone
Absent – 3 – Palmer, Futrell, and Pitone.

II. STUDENT ADVISORY COUNCIL: Dessources was not able to attend tonight's meeting.

Presentations:

- Introduction of staff who have recently achieved Professional Teaching Status
We had many wonderful guests at this evenings meeting. For the first time, teachers who have recently attained professional status were recognized publicly for their achievements. 36 teachers reached PTS this year. Ms. Normand stated that our teachers are such a valuable resource as we trust our kids with them every day how important the student/parent/teacher relationships are. STA President Jackie Lawrence congratulated those present for "surviving" and reiterated that this is a big accomplishment. Ms. Lawrence joined Ms. MacDonald and Superintendent Skipper as each teacher was introduced and presented with a certificate from the HR Department and an STA water bottle from Ms. Lawrence.
 - Julia Allen, East Somerville Community School, Grade 1 Unidos Teacher
 - Elizabeth Amero, Argenziano School, ESL Teacher
 - Emily Daddio, Healey School, Special Education Inclusion Specialist
 - Jenna DiNovis, East Somerville Community School, Grade 5 Unidos Teacher
 - Janice Fahey-Flynn, Argenziano School, ESL Specialist
 - Lindsay Garofalo, East Somerville Community School, Integrated Grade 1 Teacher
 - Caitlin Harper, Winter Hill Community Innovation School, Integrated Kindergarten Teacher
 - Alison Kase, West Somerville Neighborhood School, Grade 7 Language Arts Teacher
 - Marisa MacDonald, Argenziano School, Resource Room Teacher
 - Lauren McGlashing, Capuano Early Childhood Center, Kindergarten Teacher
 - Georgia O'Keefe, Argenziano School, Smile Teacher
 - Stephanie Rand, Kennedy School, Art Teacher
 - Catherine Ward, Brown School, Music Teacher
 - Scott Weaver, East Somerville Community School, Grade 7-8 Math Teacher
 - Diana Young, Capuano Early Childhood Center, SEIP Kindergarten

The School Committee recessed at 7:08 p.m. so that members could meet and congratulate our guests.
The School Committee resumed at 7:16 p.m.

- Human Resources – Hiring and Restructure Report and Demographic Data
Mariana MacDonald provided her report on the HR Department restructure and the demographic makeup of district staff. A copy of this presentation information is included at the end of these minutes. With Ms. MacDonald were department members Sharon Ellis, Assistant HR Director; Jean Cabral, Administrative Assistant and Katherine Santiago, Senior Clerk.

Topics covered included:

- Mission Statement
- Career Fairs
- Early posting of vacancies
- Partnerships
- Diversity is more than just race
- Professional development opportunities for paraprofessionals

Following the presentation, discussion ensued that included the following topics:

- Requests for more detailed information, primarily numbers to correlate with the percentages on some of the slides
- Retention of staff
- Exit interviews
- Target goals relative to diversity, retention, etc.
- Progress of the Mayor's Diversity Plan

III. REPORT OF SUBCOMMITTEE

The following subcommittee reports were deferred to our next meeting:

- A. Rules Management Subcommittee:** Oct. 17 (Mr. Futrell)
- B. Finance & Facilities Subcommittee:** Oct. 19 (Mr. Futrell)
- C. Educational Programs and Instruction Subcommittee:** Oct. 19 (Mr. Roix)

IV. REPORT OF SUPERINTENDENT

A. Personnel Report

The Superintendent reviewed the very lengthy Personnel Report which was included in this week's packet. Retirements included:

- Daniel Foley, IT Specialist
- Mary Eisner, SPED Facilitator
- Anna Aiello, Principal Account Clerk in the Food Service Office
- Barbara Vozella, Teacher at East Somerville Community School
- Ellen Isbitz, Teacher at Healey School
- Joan Brundage, Paraprofessional at the Argenziano School
- Joyce Danis, Reading Teacher at the West Somerville and Brown Schools
- Paul O'Brien, Teacher at Next Wave/Full Circle
- Harriet Lesser, Teacher at the Kennedy School

Mrs. Skipper also reported that the report contains many resignations, intra-district transactions, new hires and leaves of absence and shared more specific data on certain categories as follows:

Resignations - 71 total. Teachers = 11, Para's = 20, Admins = 1, SFLC = 2, Cmty. Schls., = 15, Food Service = 4, *Other = 18

Intra-district Transactions - 104 Total. Admins = 4, Teachers = 40, Para's - 20, Cmty Schls. = 5, Athletics = 4, Clerical = 3, Other = 28

New Hires - 129 Total. Admins. = 7, Teachers = 62, Para's = 23, Clerical = 2, Food Service = 5, Sped Svcs = 7, Athletics = 2, *Other = 21

B. District Report

- On November 3rd, the SFLC is hosting "**Intentional Parenting – Replacing Reaction with Intentional Response.**" Workshop presenters will be Marie Levey-Pabst, Parent Educator at Create Balance; and Desiree Reese Mottard, founder of Movement and Mindfulness Event. That workshop will be from 7:00-8:30pm on November 3rd at the Cummings School Building (42 Prescott St.).
- The **Somerville Early Childhood Literacy Fair** takes place on Saturday, November 5th, from 10:00am to noon at the Healey School Auditorium. This family event is free, and includes many fun activities for children of all ages as well as an opportunity for Somerville families to learn about programs and resources in and around our community. Visit the SFLC website (www.somerville.k12.ma.us/families) to learn more.
- November is National Family Literacy Month. In addition to the Early Childhood Literacy Fair, families should also look for **StoryWalks** located across the City – at the SFLC Family Resource Center at the Cummings Building, Foss Park, Capuano playground, Hodgkins Park, and the Central Library playground. StoryWalks are a fun, educational activity that places a children's story along a popular walking route in a community. Enjoy a 'reading walk' (or several), with your child this November.
- While it may seem like we're still in the early parts of the school year, our seniors are well on their way to planning and preparing for the next part of their journeys. The Somerville High School Guidance Department will be hosting a **Post-Secondary Fair** this Wednesday, October 26th, from 6:30-8:00pm at the high school field house. More than 70 colleges, universities and other post-secondary programs will be represented. All high school students and their families are invited to attend. You'll have an opportunity to meet and talk with representatives – an incredible resource as students plan for their futures.
- Congratulations to the Somerville High School Varsity Football team for advancing to the MIAA tournament as the No. 5 seed in Division II North. The Highlanders ended the regular season with a 4-3 record and will

face fourth-seeded Beverly on Saturday, October 29th, at 1:00pm at Hurd Stadium in Beverly. Tickets are \$5 for students and \$7 for adults. Come out and support your Highlander football team in their playoff run!

- It's hard to believe that November is right around the corner. This is a quick reminder that we have several "no school" days coming up next month:
 - Tuesday, November 8th, is Election Day. There will be no school for students. It will be a professional development day for all students. Please get out and vote on November 8th!
 - Friday, November 11th, is Veteran's Day. All schools and district offices will be closed that day.
 - Thanksgiving Recess begins at noon on Wednesday, November 23rd. All students will be dismissed at noon on Wednesday. All schools and district offices will be closed for Thanksgiving break on Thursday and Friday, November 24th and 25th.
- One of the most valuable resources we have in Somerville is a community dedicated to working together to support youth. Partnerships play a key role in helping us meet our mission of supporting the whole child. One of our long-standing partners, Groundwork Somerville, will be celebrating the completion of a Community Preservation Act grant that supported work with our school communities to enhance school gardens. That celebration takes place tomorrow (Tuesday, Oct. 25th) from 2:00-2:30pm at the East Somerville Community School. We're extremely proud of our work in the Farm to School movement, and very grateful for partners like Groundwork Somerville and the Community Preservation Act for their commitment to supporting Somerville youth. We look forward to a great celebration!
- Tomorrow night, I will be meeting with the Special Education Parent Advisory Counsel at 6:00 at Somerville High School.

Ms. Normand announced that, due to early voting taking place in the Board of Aldermen's Chambers, our next Regular meeting will also be held here at Bonair Street.

V. NEW BUSINESS

Mr. Green proposed amending the resolution passed in the spring regarding the Charter School Cap to include the following text below the instruction to distribute the resolution to reflect the fact that this issue is now commonly known as Ballot Question 2 and also to be in line with other School Committees across the state who have adopted similar language:

MOTION: Mr. Green made a motion, seconded by Ms. Palmer, to add the following language "Be it Also Resolved that the Somerville School Committee urges residents to vote 'No' on Question 2 in the 2016 General Election." The motion was approved via voice vote.

VI. ITEMS FROM BOARD MEMBERS

None

VII. ADJOURNMENT

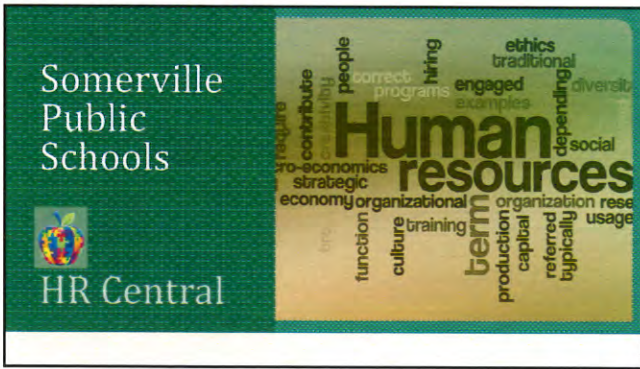
Prior to adjourning, Ms. Pitone expressed the School Committee's condolences for the following staff family of a staff member who recently passed away:

- Joseph Ryan, Jr., son of Maryann Ryan, retired paraprofessional from the Capuano Early Childhood Center.

RELATED DOCUMENTS:

1. Agenda
2. Personnel Report
3. Human Resources Department and Demographic Presentations

The meeting was adjourned at 8:23 p.m. via voice vote.



Mission Statement

The mission of the Somerville Public School District centers on Education, Inspiration and Excellence. It is the goal of the Office of Human Resources to support this vision and recruit, develop and retain a highly qualified and diverse workforce so as to prepare our students to be the best possible citizens for our ever evolving society.

In support of our district's principles, values, vision and mission, our office is committed to provide all Somerville Public Schools staff a stable work environment with opportunities for learning and personal growth. ***Most importantly***, employees will be provided the same concern, respect and caring attitude within the organization that they are expected to provide to all our students and other stakeholders.

WELCOME
to
**HUMAN
RESOURCES**

*The department
with the personnel
touch!*

Vision Statement

The vision of the Somerville Public Schools Human Resources Department is to contribute to the recognition of Somerville Public Schools as a preferred and premier employer. Our office will contribute to this vision by creating a reputation of service to potential candidates, trust and credibility for all staff in the way it handles information and offers assistance on human resource matters.

Recruit a diverse and highly qualified workforce

- Partner with management and other stakeholders
- Build our own career fair to attract candidates
- Changing hiring strategy by posting positions earlier to better compete with Boston and Cambridge
- Build a network of partnerships with universities
 - Leslie University
 - Tufts University
 - AIC for Administrators

Human Resources
Making it all fit together!



Develop our workforce

- Partnering with school leaders, department heads and central administrators
- Partner with the Administrator for Educator Development to ensure that we are utilizing the Educator Evaluation system as a system of support and professional growth
- Provide professional development



Retention of a highly qualified workforce

- I. Create an environment of value and respect
 - Establishing Employee Recognition programs
 - PTS
 - Others to be worked out with Principals
- II. Provide opportunities for professional growth
 - ESI Certification pathway
 - Multiple pathways for paraprofessionals
 - Professional Development
 - Tuition Remission
 - Tufts and Lesley courses and workshops
- III. Promote a culture of trust and confidentiality
 - Visiting buildings and staff
 - Meeting with union heads

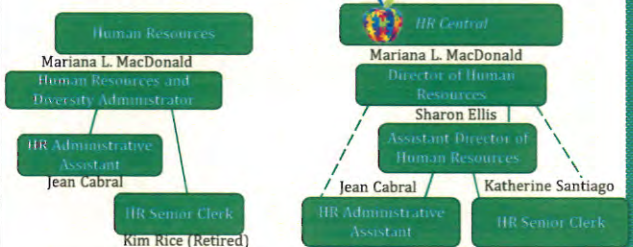


Restructuring Somerville Public Schools'

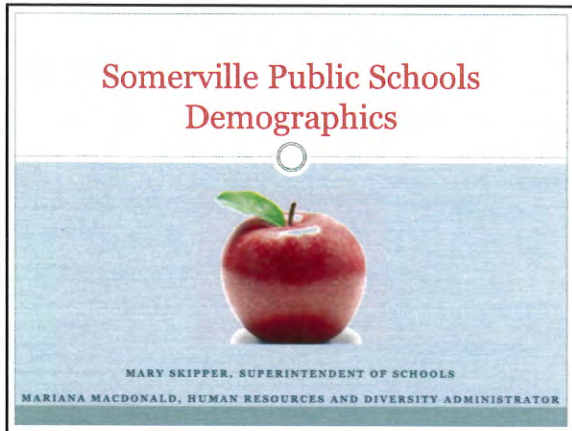
Human Resources Department

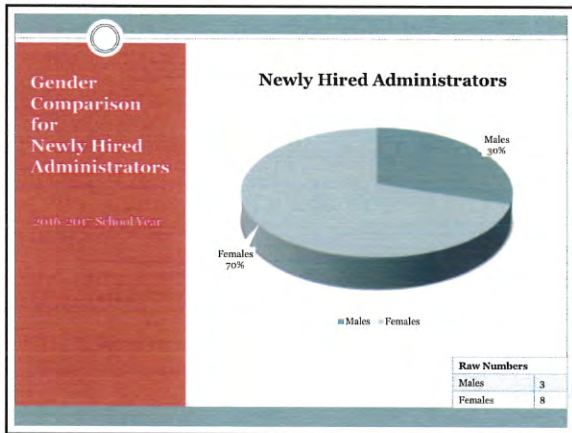


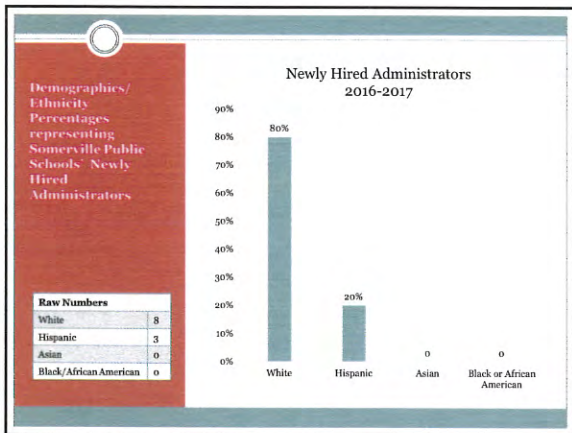
Office of Human Resources BEFORE AFTER

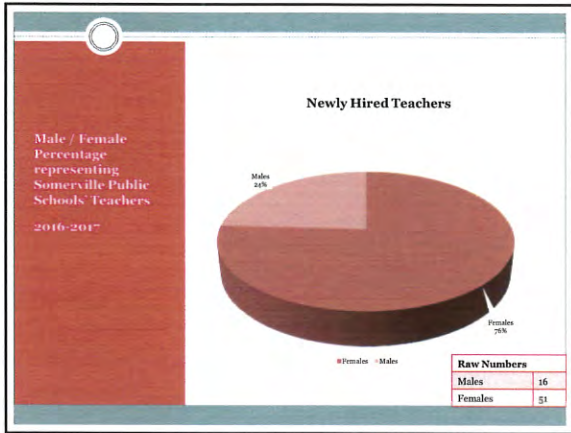


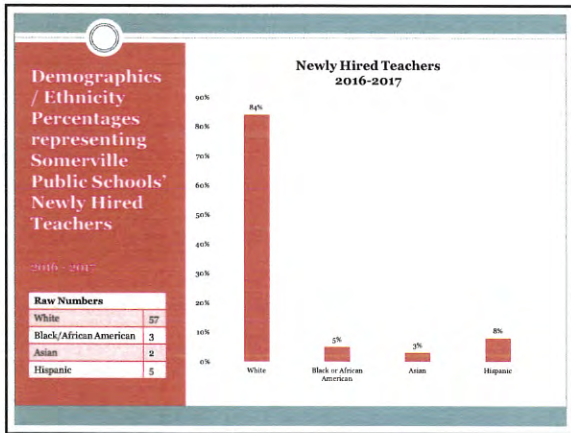


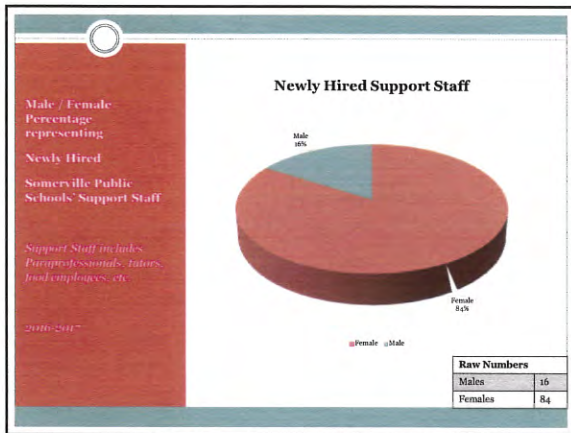


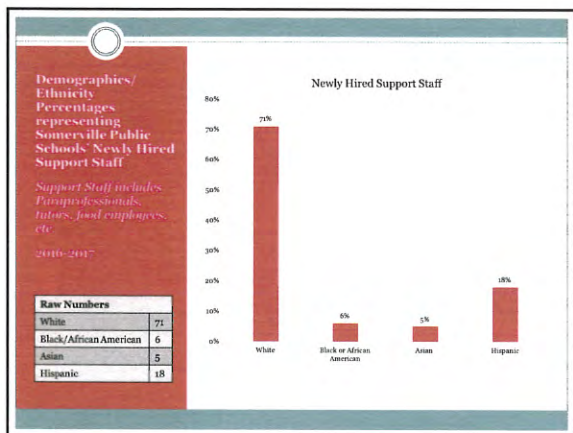


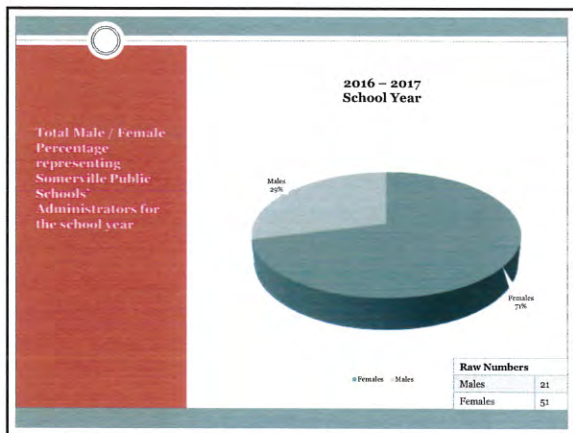


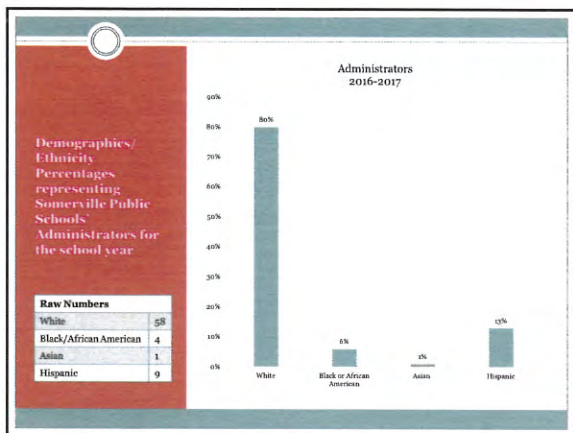


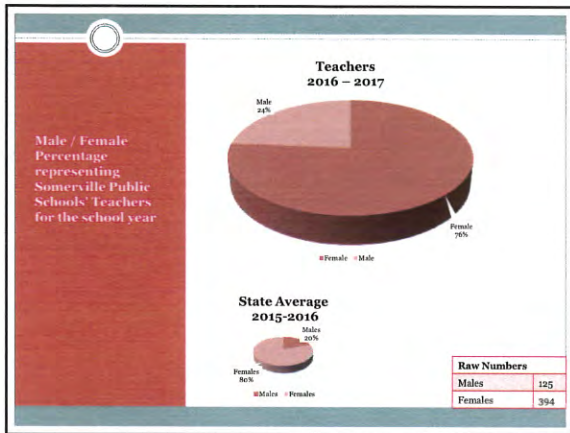


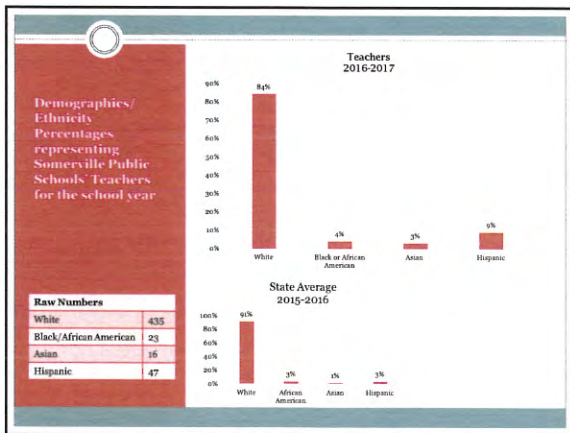


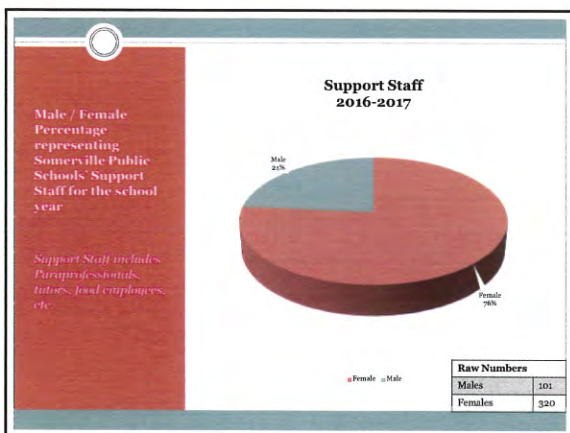






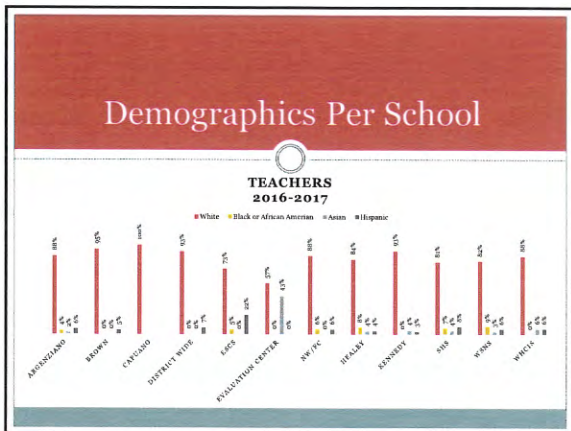






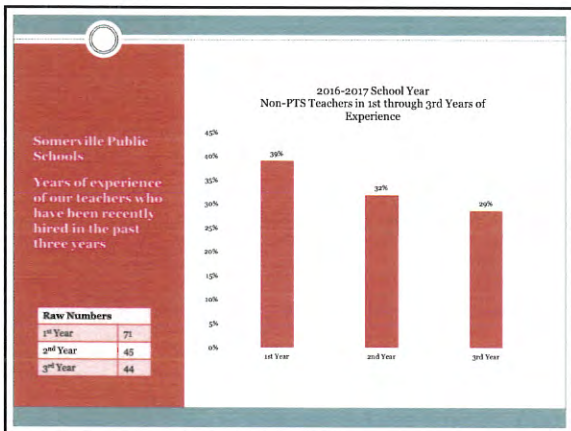


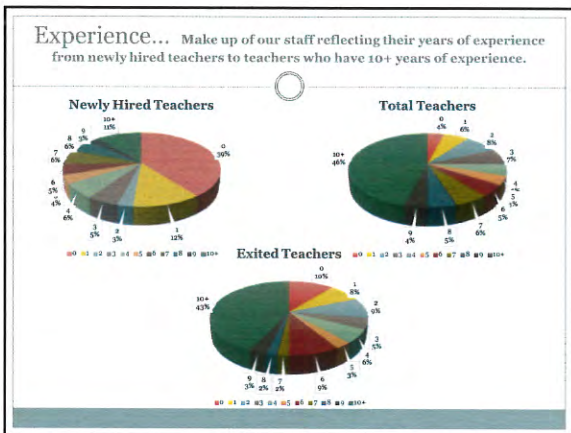


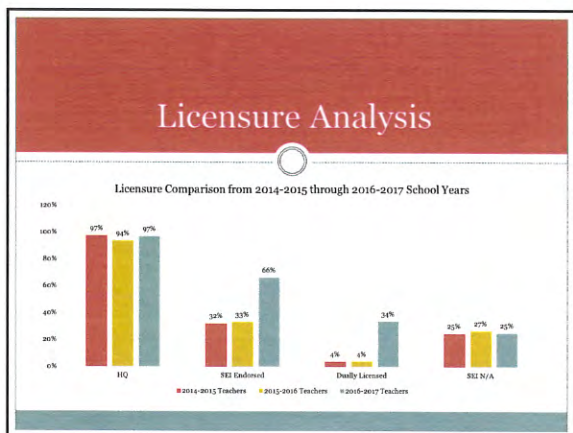


Demographics Per School Raw Numbers

	S	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
White	44	39	32	12	45	5	15	45	43	109	29	43															
Black/African American	2	0	0	0	3	0	1	4	0	9	3	0															
Asian	1	0	0	0	0	4	0	2	2	5	1	3															
Hispanic	3	1	0	1	13	0	1	2	1	11	2	3															







Raw Numbers Experience and Licensure

Years of Experience	0	1	2	3	4	5	6	7	8	9	10+
Newly Hired Teachers	27	8	2	3	4	3	3	4	4	2	8
Total Teachers	37	27	33	39	33	28	23	17	30	26	226
Exited Teachers	7	5	6	3	4	2	6	1	1	2	28

Licensure Analysis	HQ	SEI Endorsed	Dually Licensed	SEI N/A
2016-2017 Teachers	503	343	176	130
