



CAMBRIDGE SCHOOL COMMITTEE

(Official Minutes)

Regular Meeting

November 1, 2022

Called for 6:00 p.m. in the Dr. Henrietta S. Attles Meeting Room, Cambridge Rindge and Latin School, 459 Broadway, Cambridge, for the purpose of discussing any and all business that may properly come before the Committee.

Members Present: Vice-Chair Rachel, Member Bhambi, Member Fantini, Member Rojas (Remote)
Member Weinstein (Remote), Member Wilson, Mayor Siddiqui

Also Present: Dr. Greer, Superintendent of Schools; Dr. Turk, Deputy Superintendent;

Mayor Siddiqui in the Chair.

A quorum of the School Committee being present, the Chair called the meeting to order at **6:01 p.m.**

The Chair provided a statement to the public regarding Governor Charlie Baker's Executive Order on guidelines for remote participation and then read the call of the meeting.

The meeting proceeded to the first order of business with a roll call vote for the purpose of a soundcheck: Member Fantini PRESENT; Vice-Chair Rachel PRESENT; Member Rojas PRESENT; Member Weinstein PRESENT; Member Wilson PRESENT; Member Bhambi PRESENT; Mayor Siddiqui PRESENT.

1. Public Comment:

The following individual(s) were heard:

- Dan Monahan, Lexington Avenue, spoke regarding the Recruiting, Hiring, & Retention presentation
- Amany Hyte, Clifton Street, spoke regarding the Recruiting, Hiring, & Retention presentation
- Antoinette Preston, Plymouth Street, spoke regarding the Recruiting, Hiring, & Retention presentation
- Brittany MacDonald, Broadway, spoke regarding the Recruiting, Hiring, & Retention presentation
- Bill Folman, Spring Street, spoke regarding the Recruiting, Hiring, & Retention presentation
- Sarah Shaw, spoke regarding the Recruiting, Hiring, & Retention presentation
- Elsa Ziegler, spoke regarding the Recruiting, Hiring, & Retention presentation
- Stefanie Gardner, Notre Dame Avenue, spoke regarding the Recruiting, Hiring, & Retention presentation
- Amy Li, spoke regarding the Recruiting, Hiring, & Retention presentation
- Jillian Kalen, spoke regarding the Recruiting, Hiring, & Retention presentation
- Chris Rettig, spoke regarding the Recruiting, Hiring, & Retention presentation
- Olivia Caffrey, spoke about parking at VLUS
- Claudia Beltran, Dale Street, spoke about parking at VLUS
- Robin Halperin, spoke regarding the Recruiting, Hiring, & Retention presentation

On a motion by Member Fantini, seconded by Member Wilson, on the following roll call vote, the rules were suspended to allow additional speakers to speak during public comment who did not previously sign up: Member Fantini YEA; Vice-Chair Rachel YEA; Member Rojas YEA; Member Weinstein YEA; Member Wilson YEA; Member Bhambi YEA; Mayor Siddiqui YEA.

On a motion by Member Fantini, seconded by Member Weinstein, on the following roll call vote, public comment was closed: Member Fantini YEA; Vice-Chair Rachel YEA; Member Rojas YEA; Member Weinstein YEA; Member Wilson YEA; Member Bhambi YEA; Mayor Siddiqui YEA.

2. Student School Committee Report:

Student Member Clemente and **Student Member Escamilla-Salomon** shared current happenings at the high school which included a recap of homecoming, an update on CRLS sports, and a CRLS-sponsored trip to Puerto Rico during the April vacation week.

Student Member Escamilla-Salomon also shared an update on the student advisory group and student initiatives both she and Student Member Clemente are working on. Both Student Member Escamilla-Salomon and Student Member Clemente will be presenting a workout at the Massachusetts Association of School Committees (MASC) over the weekend,

3. Presentation of the Records for Approval: None

4. Reconsiderations: None

5. Unfinished Business/Calendar: None

6. Awaiting Reports: None

7. Superintendent's Agenda:

7a. Superintendent's Update: None

7b. Presentations: Human Resources Update

Mayor Siddiqui passed the floor to the administration for a presentation on a Human Resources Update. The full presentation can be found on the [website](#).

After the presentation, Mayor Siddiqui opened the floor up to Committee members for questions and discussion.

Member Rojas inquired about the district's turnover rate of 10.3% – what is considered standard for a district the size of CPSD and when do turnover percentage rates become problematic? Dr. Greer responded that the national rate is 16% and based on the feedback she has received from other districts Cambridge's turnover rate is either in-line with or better than comparable districts. Member Rojas also asked about the demographics between applicants and hires. Mr. Dotson responded that the Human Resources department will be meeting with administrators to determine the correlated differences between the hiring and hired demographic which includes training on unconscious bias, screening committees, and providing turnover and demographic data to administrators.

Member Wilson discussed the importance of community partners and how the district can be creative in allowing community partners to be able to become paraprofessionals. The Human Resources department is working on attaining diverse and local staff to reflect the Cambridge community as well as working on efforts for professional development opportunities for community partners.

Vice Chair Rachel asked about the Office of Student Services (OSS) and the number of vacant positions in the department. Mr. Dotson responded that the number of vacancies in the OSS department has decreased, however, the recruitment and hiring for special educators is a challenge not only for the district but nationally. Dr. Mullen has made some modifications to the hiring practices of the position. **Vice Chair Rachel** also shared her pleasure and appreciation for the implementation of exit interviews and the two-year requirement to stay at Cambridge after completion of the Pathway Program.

Member Fantini inquired about the possibility of the Human Resources department partnering with the city to create pathways for students and Cambridge city workers as well.

Member Weinstein discussed the importance of pathway programs and exit surveys to better understand the educator's experience in teaching in Cambridge and addressing retention. He inquired about the implementation of student pathways for students to be able to get the experience to enter the workforce in Cambridge post-graduation. Ms. Abdul-Musawwir responded that the goal was to figure out a pathway with the quickest turnaround. She also discussed a high school to para pathway program that she assisted in implementing in Chelsea. The program created a pathway for students to take summer training courses to become paraprofessionals in the fall after their high school graduation.

Member Wilson discussed the demographic data surrounding non-renewal employment. Mr., Dotson responded that at the moment non-renewals/not reappointment isn't specified by demographics in their current system. **Member Wilson** also asked about eligibility for employment in other departments if someone was subjected to a non-renewal. Mr. Dotson responded that non-renewals are eligible and encouraged to apply to other open positions in the district.

Mayor Siddiqui addressed the recent public comment concerns surrounding parking for educators and staff in the district, at the moment there aren't any current solutions to solve the issue, however, there is a commitment from the city manager to continuously work on solving the issue.

The meeting then transitioned to the second presentation of the meeting which focused on the "Superintendent's Evaluation Draft Goals and Focused Data". The full presentation can be found on the [website](#).

Vice Chair Rachel discussed the evaluation of the Superintendent's draft goals as well as continuous improvement. She also provided suggestions on the proposed focus indicators presented by the Superintendent and the possibility of a 360-degree staff survey as a part of the Superintendent evaluation process.

Member Rojas inquired about the timeline for the Superintendent to present her goals for future years. Dr. Greer mentioned that if the Summative Evaluation occurs in June, then the Superintendent's timeline of goals would begin in the summer months (July/ August with discussions, self-assessment, and goals in the fall (October) and a Formative evaluation in January).

Member Wilson inquired about the Superintendent's draft goals that were presented and does she think these draft goals are both achievable and attainable. Dr. Greer believes that her goals are both attainable and aggressive and provided context and examples of how they fit that category. **Member Wilson** inquired about individual growth numbers based on grade and the transition for students entering upper schools and ensuring students are successfully completing their MYCAP grade level work. Dr. Greer shared the different initiatives and ongoing work the district is doing to support growth and transitions for students.

Member Bhambi shared that the goals presented by the Superintendent are both robust, and clear and align with what has been discussed and shared regarding the district plan.

Mayor Siddiqui summarized the Superintendent's presentation and encourages the Superintendent to be transparent about any barriers that she may come across so they can be of support. The committee will vote on the Superintendent's draft goals at the next meeting.

7b. CPS District Plan: None

7c. Consent Agenda:

#22-259 Gifts/Miscellaneous Receipts be adopted as follows: that the School Committee accept and approve the following donations as described:

1. A gift of \$500.00 from A Plus Insurance Agency to the Morse School for an awards dinner for students.

On a motion by Vice Chair Rachel, seconded by Member Wilson, on the following roll call vote, **#22-259** was adopted: Member Fantini YEA; Vice-Chair Rachel YEA; Member Rojas YEA; Member Weinstein YEA; Member Wilson YEA; Member Bhambi YEA; Mayor Siddiqui YEA.

8. Non-Consent Agenda: None

9. School Committee Agenda (Policy Matters/Notifications/Requests for Information): None

10. Resolutions (letters of congratulations, letters of condolence): None

11. Announcements: None

12. Late Orders: None

13. Communications from City Officers:

- [Mayor Siddiqui: Communicating Information on Joint CC and SC Ad-Hoc for Universal Pre-K](#)

Mayor Siddiqui gave a brief overview of the ad-hoc committee regarding Universal Pre-K. The next meeting of the ad-hoc will be Thursday, November 3rd.

Member Wilson asked if there will be any meeting minutes, video, and/or communications of any of the Universal Pre-K ad-hoc meetings. **Mayor Siddiqui** shared that communications and videos can be shared with the community and will be posted online in the upcoming days.

On a motion by Member Bhambi, seconded by Member Fantini, on the following roll call vote, the communication was placed on file: Member Fantini YEA; Vice-Chair Rachel YEA; Member Rojas YEA; Member Weinstein YEA; Member Wilson YEA; Member Bhambi YEA; Mayor Siddiqui YEA.

Email communications:

- ✓ Dan Monahan
- ✓ Lauren Gibbs
- ✓ Luba Falk Feigenberg
- ✓ Jill Kalen
- ✓ Elena Fagotto
- ✓ Kristin Canavan
- ✓ Molly O'Brien
- ✓ Joanne Dermody Mullan
- ✓ Emily Klineman
- ✓ Elsa Ziegler
- ✓ Caterina Mainero
- ✓ Beth Stokes

On a motion by Member Wilson, seconded by Vice Chair Rachel, on the following roll call vote, it was voted to adjourn the meeting: Member Fantini YEA; Vice-Chair Rachel YEA; Member Rojas YEA; Member Weinstein YEA; Member Wilson YEA; Member Bhambi YEA; Mayor Siddiqui YEA. (8:59 p.m.).

Attest:

Ariel B. Kennebrew

Ariel B. Kennebrew
Executive Secretary to the School Committee