



January 28, 2019
Paul Rodrigues Administration Building
5:16 P.M.
Pages: 3

**SPECIAL MEETING
OF THE NEW BEDFORD SCHOOL COMMITTEE
~MINUTES~**

PRESENT: MAYOR MITCHELL, MR. BRUCE OLIVEIRA, MR. JOSHUA AMARAL, MR. CHRISTOPHER COTTER

ABSENT: MS. COLLEEN DAWICKI, MR. JACK LIVRAMENTO, MR. JOHN OLIVEIRA

IN ATTENDANCE: MR. ANDERSON, MS. TREADUP, MR. O'LEARY, MS. FERREIRA (Recording Secretary)

The special meeting was called to review the Superintendent Budget Priorities and provide updates.

Mr. Anderson reported that 3 students from Keith Middle School will participate in an out-of-State field trip to the National Technical Institute for the Deaf on April 5-7, 2019.

A successful Professional Development day was conducted across the district on Monday, January 27. Staff received training in different areas, including social emotional learning.

He informed that the Athletic and Fine Arts Committee is wrapping up their work and a full report with recommendations will be created and presented to the School Committee.

Superintendent Budget Priorities (PowerPoint slides attached)

Mr. Anderson said that he would like to retain and improve some initiatives that the district invested last year such as the dual language program at Gomes, as well as Middle School focus and capital improvement investments. It was shared with the Committee that NBPS will receive a grant from the Department of Elementary and Secondary Education (DESE) to fund the work for improving the Middle Schools. The grant is expected to be around \$100K-\$284K per year, over the next 3 years.

Mr. Anderson stated that NBPS salaries are low compared to nearby districts and an important investment for the future is to have competitive salaries. Mayor Mitchell commented that the school committee does not put constraints when it comes to salaries, however, we need to consider the pension cost which is more than health care. Mr. Anderson said that the increment would be done each year based on performance evaluation and it will stay within the parameters of the individual's contract.

Another investment discussed was improving the standard of care for buildings. It was suggested to have staff define the expectations of care and use the report as a guide to address the concerns. Bruce Oliveira said that staff should also take ownership of their building and contribute to a proper maintenance level in their school.

Mr. Anderson reviewed the items that were included in the FY19 budget and said that we need to assess their effectiveness to see if improvements are required.

At this time Mr. Anderson went over his investment priorities as follows:

Staffing Levels- Review class size and determine appropriate numbers by taking the grade level into consideration. Invest in the lower classrooms, by providing resources to staff and by making the Adjustment Councilors full time. Currently there are elementary schools that share counselors and nurses.

Capacity Building- Provide more Professional Development and give principals the supportive staff for the areas of need. Mr. Anderson informed the Committee that the district is in the final Interviews for the Data Manager position which is expected to be filled by February (Salary range \$80K-\$90K). Several members agreed that NBPS needs a strong candidate in that position, especially when it comes to supporting the Middle Schools.

Curriculum- Create partnerships that can bring a global perspective and increase the magnet programs to other schools. Christopher Cotter commented that those programs can be used as a public relations tool. Mr. O'Leary said that the Career and Technical Education (CTE) plays a big piece into bringing competitive programs. Mr. Anderson continued, saying that Middle Schools are sometimes overlooked, and we need to create more programs for them.

Other investment priorities are to improve technology; add more extra-curricular activities; and improve the facilities.

Mr. Anderson showed two charts that compares New Bedford Public Schools with nearby districts in the areas of district administration, instructional leadership and district professional development (See slides 11 and 12). The data was taken from FY18, which is the most recent from DESE. Mr. Anderson discussed the need to invest in the people that are in front of our students.

A list of priority areas was reviewed by Mr. Anderson. He stated the importance to position the adults to be better at what they do, provide enough resource to create an environment that they feel good coming into. He continued that we also need to leverage dedicated parents and help them become educated so that they can understand the process. Mayor Mitchell said that educating parents is the best outreach for schools. Commenting that word of mouth is what makes people change their perceptions about the schools. Mr. Anderson agreed and said that we need to strategize in reaching out for the 4th and 5th grade families to alleviate the fear that some families may have towards Middle School.

Mr. Anderson said that we need to think what kind of people we want our students to be (Empathetic, kind, think critically etc.). He also mentioned that we should teach civics to our students. Mayor Mitchell stated that equally important is to teach students the history of New Bedford given its rich background.

Mr. Anderson indicated the importance to create community connections and ensure they understand our work. He mentioned that there was an Envision Session meeting with different partners and the hope is that they can contribute into having positive conversations with the families they interact.

Mr. Anderson stated that we need to add more higher-level courses into the middle school. A discussion ensued around the number of students that take advantage of dual enrollment and do not attend New Bedford High School. Ms. Treadup said that since the beginning of the program (4 years ago) 350 students have gone to NBHS and 160 students have chosen other alternative or left out of district. Bruce Oliveira was interested to know the number of students that attend New Bedford VOC and return to NBPS.

The dates for FY2020 Budget related meetings were reviewed. The final times and locations will be sent to the Committee.

Updates

Mr. Anderson stated that the district did a lot of work navigating the communication process regarding Charter seats. They are reviewing the schools that will be impacted during the Alma del Mar expansion. Currently, the district is carefully determining the boundary line taking into consideration the transportation and number of students living near the targeted area.

Joshua Amaral asked if we will be able to feed the new boundary with the number of students needed for next year. Mr. O'Leary responded that it won't be difficult to fill the seats because it is near public housing and there is a reasonable size of student population.

Mayor Mitchell highlighted the main steps to navigate the process:

- 1) Complete a Memorandum of Understanding (MOU). Agreement with Alma del Mar.
- 2) Redistrict
- 3) Transfer of the building (Former H.A. Kempton School)
- 4) Legislative approval

Mr. Anderson stated that once the boundary line is defined, the district will conduct informative neighborhood presentations for the families that would be impacted by the transition.

Bruce Oliveira asked if Alma del Mar have to agree on the redistrict decision. Mayor Mitchell answer that the charter school only have the right to submit their comments.

Joshua Amaral suggested to monitor the number of students that opt out their charter assignment, especially those receiving services in Special Education, Behavioral programs, and English Language Learners.

Several members raised concerns to the possibility of Alma del Mar receiving 594 seats, instead of 450, if the neighborhood school model is not successful. Bruce Oliveira noted that the cost will almost double at 594 seats. Mr. O'Leary said that the neighborhood model is a much better scenario for New Bedford at this time.

Mayor Mitchell commented that we need to focus at enrollment variation, out of district placement, and school choice request as these also represent an impact in the finances.

The next step is for the Department of Elementary and Secondary Education to draft an MOU and review the elements of the proposal and agreements between NBPS and Alma del Mar.

At 7:23P.M., on a motion by Christopher Cotter and seconded by Bruce Oliveira, the Committee voted to adjourn the meeting.

The roll call vote was as follow:

John Oliveira – Absent	Joshua Amaral– Yes
Christopher Cotter – Yes	Colleen Dawicki – Absent
Jack Livramento – Absent	Mayor Mitchell – Yes
Bruce Oliveira – Yes	

4 – Yeas 0 – Nays 3– Absent

Respectfully Submitted by,


Adlybey Ferreira
Recording Secretary

Reviewed by,


Thomas Anderson
Superintendent, Secretary/School Committee

SUPERINTENDENT FY2020 BUDGET PRIORITIES

New Bedford Public Schools



School Committee / Superintendent Workshop
Superintendent Budget Priorities
January 28, 2019

THE FOUNDATION

NBPS GOALS

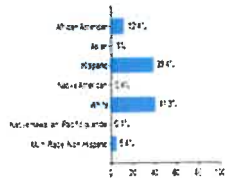
GOAL 1	GOAL 2	GOAL 3	GOAL 4
High-Quality Teaching Data Use Team Excellence Community Engagement	Effectively use data systems to support student learning	Support a workforce that is diverse, highly skilled, and professional	Increase family and community engagement partnerships

WHO WE ARE . . .

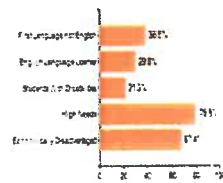
New Bedford Public Schools



Student Race and Ethnicity



Selected Populations



BUDGET WORKSHOP FY20

District Improvement Key

- Middle School Focus
 - Redesign plans with increased technology
 - Extensive professional development for middle school staffs
- Dual language initiative at Gomes ES is growing
- Key Initiatives for KMS, RMS, Lincoln, DeValles, Hatheway
- Capital Improvement Investments

BUDGET WORKSHOP FY20

District Investment in the Future

- Career Academies: invested in Manager of Career & Technical Education at NBPS
- Ensure competitive administrator salaries (match or exceed) surrounding districts
 - Tied to performance
- Care of Facilities – match capital investment to address deferred and preventative maintenance needs

BUDGET WORKSHOP FY20

FY19 INVESTMENTS

- Reading Specialists
- ESL Teachers
- Science Curriculum Materials (K-2)
- Middle School Math Supplements
- Leveled Classroom Libraries
- Elementary Student Success Centers
- Social Studies Curriculum Libraries

INVESTING IN OUR FUTURE

INVESTMENT PRIORITIES:

Staffing Levels

- Maintain appropriate class sizes
- ELL and Special Education (Inclusive practices)
- Student supports (counselors and nurses)

Capacity Building (Professional Development)

- Instructional Leadership Development (Teachers and Administrators)
- Data Management and use information systems
- Educational Equity
- Social Emotional Supports



INVESTING IN OUR FUTURE

INVESTMENT PRIORITIES

Curriculum

- Globalization of schools (enhance materials and access)
- STEAM Integration: Literacy focus (3rd grade more intense reading comprehension and writing)
 - Reading Comprehension Program / Writing Strategies with MATH focus
 - Refine Assessment Process; K-5 School Based Literacy Leadership



INVESTING IN OUR FUTURE

INVESTMENT PRIORITIES

TECHNOLOGY

- Classroom Technology (devices, software upgrades)
- Staff Support Professional Development (Instructional delivery)
- Technology Enhancement (evaluate all schools)



INVESTING IN OUR FUTURE

INVESTMENT PRIORITIES

Extra-Curricular Activities

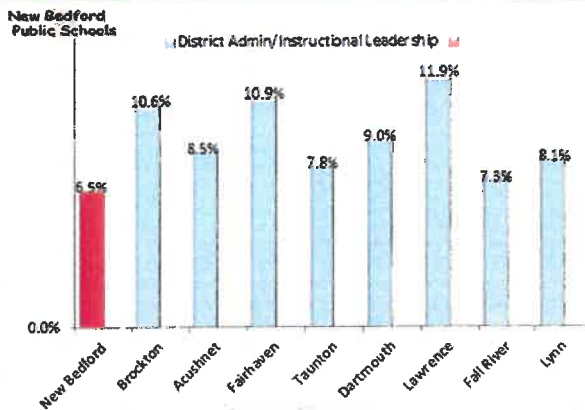
- Academic Clubs (after/before school)
- Athletics
- Performing Arts Program
- Enhanced Music Program (scheduling / instruments)

Facilities (grounds) – Standard of Care

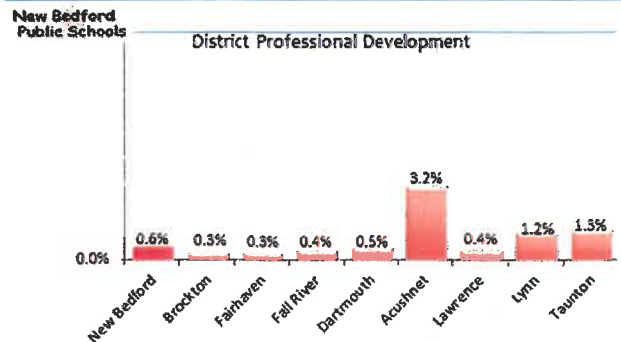
- Continue Developing a Master Facilities Implementation Plan
- School Internal and External
- MSBA Projects



CAPACITY BUILDING: NEED FOR INVESTMENT



CAPACITY BUILDING: NEED FOR INVESTMENT



PRIORITY AREAS

- Health of the Organization (climate and culture)
- Social Emotional Supports (teaching and learning process)
- Focus on Instructional Leadership (administrator and teacher support)
- Emphasis on Instructional Practices (teacher support)
- Strong Focus on Student Attendance
- Leverage Dedicated Parents and Supporters

STRENGTHS

LEVERAGE OUR STRENGTHS...

- Community "GEMS": Zellerbach Theatre, Sea Lab, City Library, Museums, Boating, and more...
- The Messenger System: quicker and more effective communication
- Neighborhood Schools (relational bonds)
- Diverse Community - numerous countries; countless languages and dialects
- Strong Advanced Placement performance - 20 AP courses (state recognition)
- Dual Enrollment Courses
- Extra-curriculars (Music, Arts, Athletics, JROTC)



THEORY OF ACTION

"If we align resources, practices, and policies through public engagement to relentlessly focus on the instructional core through student-centered learning at all levels of the district with each person in the organization sharing responsibility for our work, then we will get all students to reach 100% proficiency in their academic, personal and social emotional endeavours."

SUPPORTING THE SEL WORK

We want our students to be...

- Empathetic
- Kind
- Compassionate

And can:

- Think critically and analytically
- Understand various perspectives
- Use their judgement to make informed decisions



COMMUNITY CONNECTIONS

LEVERAGING RESOURCES



UNDERSTANDING THE WORK

PARALLEL FOCUS



TEACHING AND LEARNING

SHIFT OUR THINKING

DO WE HAVE A VISION?



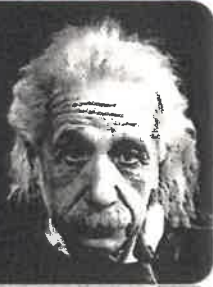
SHIFT OUR THINKING

DO WE HAVE A VISION?



SUPERINTENDENT FY2020 BUDGET PRIORITIES

"WE CANNOT SOLVE OUR PROBLEMS WITH THE SAME THINKING WE USED WHEN WE CREATED THEM"



SUPERINTENDENT FY2020 BUDGET PRIORITIES

FOCUS: CLOSING THE OPPORTUNITY GAP

- EXPANSION OF ACADEMIC OPPORTUNITIES:
 - Middle School Enhancement
 - Foreign Languages
 - Algebra I
 - Civics Education (Facing History and Ourselves)
 - Grow Dual Enrollment (taking classes at NBHS)
- CURRENT AND POTENTIAL PARTNERSHIPS:
 - UMass-Dartmouth
 - Lesley University
 - Bridgewater St. U
 - Emerson College
 - Asia Society
 - Middlebury College/Phillips Academy Andover - Breadloaf Writing Project
 - Tabor Academy
 - Harvard U. (Lectio - Early Literacy Development)

SUPERINTENDENT FY2020 BUDGET PRIORITIES

COMMUNICATION

COLLABORATION

CONSISTENCY

EXPECTATIONS

EXPECTATIONS

EXPECTATIONS

SUPERINTENDENT FY2020 BUDGET PRIORITIES

FOCUS:

FY2020 Budget for the Future:

- ✓ Eliminate the Opportunity Gap
- ✓ Staff Development
- ✓ Maintain Student Services
- ✓ Enhance our Learning Spaces
- ✓ Address Yearly Increase of Contractual Obligations

BUDGET WORKSHOPS FY20

DATES

- *January 31, 2019*
 - *Finance Sub-Committee budget discussion*
 - *February 11, 2019:*
 - *Superintendent's Preliminary FY20 Budget*
 - *February 25, 2019*
 - *Budget Workshop with Cost Center materials*
 - *March 7, 2019*
 - *Finance Sub Committee meeting*
 - *March 27, 2019*
 - *Budget update to the School Committee*
 - *April 24, 2019 Budget Workshop IV*
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- *May 13, 2019*
 - *Budget Hearing and vote by School Committee*



Approval →

NEW BEDFORD PUBLIC SCHOOLS FY2020 BUDGET PROPOSAL

THANK YOU

<https://m.youtube.com/watch?v=QpEEjWbXog0>