

REGULAR MEETING OF THE NEW BEDFORD SCHOOL COMMITTEE

PRESENT: MAYOR LANG, DR. FLETCHER, ATTY. CLARK, MS. POLLOCK, MR. NOBREGA, MR. POPE, MRS. USSACH

ABSENT: NONE

IN ATTENDANCE: DR. BONNER, DR. SOUZA, D. WINN, H. LARKIN, DR. FRANCIS, L. OLIVEIRA, L. DUNAWAY (Acting recording secretary)

Filipe Andre, Student Representative, was in attendance.

There was no public input at this meeting.

VOTED UNANIMOUSLY, on a motion by Dr. Fletcher and seconded by Mrs. Ussach to receive and place on file the minutes of the November 16, 2009 (Sub-Committee/Finance); November 16, 2009 (School Committee Meeting); November 30, 2009, (Special Meeting)

VOTED UNANIMOUSLY, on a motion by Mrs. Ussach and seconded by Mr. Pope to take up the School Committee Report on the composite evaluation of the Superintendent for the period of July, 2008 through November, 2009 at the end of the agenda.

VOTED UNANIMOUSLY, on a motion by Mr. Pope and seconded by Atty. Clark, to receive and place on file the Personnel Report as amended.

A: APPOINTMENTS

<u>UNIT A</u> <u>Name</u>	<u>Position</u>	<u>School</u>
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Jennifer L. Carvalho	Math	New Bedford High
Tenesha R. Lisbon	Biology	New Bedford High
John Sullivan	Health	New Bedford High

NON UNION – GRANT FUNDED

Mary M. Kavanaugh	School Nurse – Float	PRAB
Kimberly A.H. Murray	School Nurse – Float	PRAB
Shawna M. Silva	Clerk/Nursing Assistant	NBHS

B: RETIREMENTS

<u>UNIT A</u> <u>Name</u>	<u>Date</u>	<u>Position</u>	<u>School</u>
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Allen C. Vieira	02-19-2010	Social Studies	Keith Middle
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CIVIL SERVICE

Joseph Vaudry	01-29-2010	Painter	PRAB
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PARAPROFESSIONALS

Barbara A. Pedro	11-13-2009	SPED Elementary Classroom	Campbell
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C: RESIGNATIONS**UNIT A**

<u>Name</u>	<u>Date</u>	<u>Position</u>	<u>School</u>
Adriana Spencer	11-23-2009	Spanish	New Bedford High

CIVIL SERVICE

Kevin Hunt	01-23-2009	Custodian	Whaling City Alternative
Michelle R. Mandeville	11-30-2009	Cafeteria Helper	New Bedford High

ATHLETICS

Kristin Fortin	11-18-2009	JV Field Hockey Coach	New Bedford High
Fernando A. Pimentel	11-30-2009	Asst. Wrestling Coach	New Bedford High

D: TRANSFERS

<u>Name</u>	<u>From</u>	<u>To</u>
NONE		

E: ASSIGNMENTS**UNIT A**

<u>Name</u>	<u>From</u>	<u>To</u>
Jennifer DaCosta	Kindergarten at Hayden McFadden	Math Coach at Hayden McFadden

CIVIL SERVICE

Vincent McCormack	Custodian – Keith 2 nd shift	Custodian New Bedford High 2 nd shift
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F: SUBSTITUTE TEACHERS

Matthew Cavanaugh	Christopher Champagne	Daniel B. Costa
James F. Ebersole	David Joseph	Carl Junier
Myles G. Kennedy	Francisco Kiniklis	Padraic O'Driscoll
Jennifer Pezzatti	Gary Rego	

G: SUBSTITUTE PARAPROFESSIONALS

Yesenia Cruz	Gerald Fernandes, Jr.	Sonia Mendes
Silvia Oliveira	Cynthia Richard	Limary Rojas
Latayna Sanchez		

H : ATHLETICS

<u>Name</u>	<u>Position</u>	<u>School</u>
Brandon Silva	Asst. Wrestling Coach	New Bedford High

I: TERMINATIONS

<u>Name</u>	<u>Date</u>	<u>Position</u>	<u>School</u>
Francisco Macedo	12-03-2009	Paraprofessional	Trinity Day Academy
Robert Damasio	11-16-2009	Custodian	Carney Academy

Superintendent's Report was as follows:

A special thank you to our Hayden McFadden students for their performance tonight and the plants which came from their green house.

A reminder to parents that we are continuing to emphasize literacy with our winter challenge! We are asking every child in grades K-8 to read a minimum of three books by February. The student who reads the most books is invited to have lunch with the superintendent, and the class that reads the most books will receive a pizza party. For a list of suggested books for your child's grade level, please refer to the summer list or ask your child's teacher.

In celebrating our students, two NBHS students were identified as AP Scholars by attaining a "3" or better on at least three AP Exams. These students along with the qualifying exams are as follows; Christopher Amaral and Walter Silveira. Lisa Yankowitz (a NBHS graduate) qualified as an AP Scholar with Distinction by attaining an average score of at least a 3.5 on all AP exams taken and by attaining a score of 3 or higher on five or more AP Exams.

SES (Supplemental Educational Services) applications through Title I. Two hundred sixty three parents requested applications for free tutoring for their children. Of this number: 198 Applications were returned and the students are being scheduled for tutoring; 24 Applications were returned but the children were ineligible to participate; 41 Applications were never returned.

H1N1 clinics - All three middle schools clinics have been completed: Keith 287 students; Normandin 328 students, Roosevelt 206 students and 136 at NBHS. We are now vaccinating high school students and staff and should be completed with all clinics prior to the holiday break.

Race to the Top – reminder that this is a Federal grant for which the State is applying and ultimately affects our district. 50% of the funds will be allocated to title I districts, which would amount in approximately an additional 1 million dollars for the next three years. In order to even apply for these funds as a district, we (school committee, Superintendent and the NBEA) must agree to the criteria in the Memorandum of Understanding as a first step. This agreement does not preclude the bargaining rights of the union in changes to work conditions as a result of receipt of these funds.

Parental survey for Lincoln, Phillips Ave and Ottiwell schools to assist us with the future vision and direction of the school. Also, the district is working on the following policies: dress code/uniform, bullying and retention. If parents are interested in volunteering for one of these committees please call the superintendent's office. Students from Dunbar, Campbell, Hathaway and Trinity Day Academy all visited the Veterans Shelter to help families during the holiday season. A special thank you to these students who have shown the importance of caring for their neighbors.

Tracey Giasson a staff member at Rodman Elementary School for the past few years has spearheaded the collection of gloves and hats for the students at the school. Not only does this demonstrate her caring nature for the students at Rodman but for her total commitment of serving our students.

VOTED UNANIMOUSLY, on a motion by Mr. Nobrega and seconded by Mr. Pope, to receive and place on file the Superintendent's Report as presented.

VOTED UNANIMOUSLY, on a motion by Mrs. Ussach and seconded by Mr. Pope, to receive and place on file the School Committee and Student Representative reports.

VOTED UNANIMOUSLY, on a motion by Mrs. Ussach and seconded by Atty. Clark, to approve the following consent agenda item: Financial Statement from the Office of Finance and Operations (December 14, 2009 Finance Committee).

At this time Atty. Clark asked Mr. Oliveira why a bill was sent to former basketball coach Ed Rodrigues for the placement of a decal on the main gym floor at New Bedford High School. The gym floor is being named for Mr.

Rodrigues on December 22, 2009. Atty. Clark felt that since the floor was being named to honor an individual, he should not be given the bill to pay for it.

Mr. Oliveira explained that the bill for \$906 was for labor costs for 32 hours of overtime incurred during the Thanksgiving break. After a brief discussion on possible solutions to paying the bill on Mr. Rodrigues behalf, Dr. Bonner instructed Mr. Oliveira to pay it through School Department funds.

VOTED UNANIMOUSLY, on a motion by Mr. Pope and seconded by Mrs. Ussach, to approve the second and final reading of policy ADDA – C.O.R.I and D.C.F. Requirements (October 26, 2009 Policy Committee).

VOTED UNANIMOUSLY, on a motion by Mr. Nobrega and seconded by Mrs. Ussach to take up all items, regarding acceptance of donation requests, together.

VOTED UNANIMOUSLY, on a motion by Mr. Pope and seconded by Mrs. Ussach to authorize the acceptance of the following donations:

- Suzanne Madden/Principal/Hayden McFadden - \$650 worth of Scholastic Books from the Southern Mass Council of the Telecom Pioneers.
- Sea Lab Program - \$1750 grant award from the New Bedford Day Nursery Foundation to be used for five summer Sea Lab scholarships.
- Keith Middle School - \$500 for a drama club presentation from Craig Dutra/President -Community Foundation, on behalf of the John Lipsky-George Whittaker Fund.
- Ottiwell School - \$3500 from Michael Canasta, President of the 2009 Feast of the Blessed Sacrament through the Club Madeirense SS. Sacramento.
- Rosemary Wilde/Director/Adult and Continuing Education - \$1000 from the Abraham H. Howland, Jr. Masonic Lodge to assist two Adult Education students for the holidays.
- Bart Lush/Principal/Hathaway School - \$50.00 in gift certificates & coats, hats and gloves from the Marion Cooke Lynch Mission to assist those in need.

VOTED UNANIMOUSLY, on a motion by Mrs. Ussach and seconded by Mr. Pope to take up all items, regarding building usage requests, together.

At this time, Mr. Oliveira, at the request of the Committee at the November 16, 2009 meeting, presented a chart with the total of custodial and rental waivers projected through June. \$26,000+ was budgeted for the FY10 School Year; \$706 is currently remaining. Mayor Lang asked if any (of the more than a dozen) groups asking for waivers, stand out as being an issue. Mr. Oliveira said that if there were issues, they were already taken care of.

After a brief discussion, the Committee took up the items separately

VOTED UNANIMOUSLY, on a motion by Dr. Fletcher and seconded by Mrs. Ussach to grant a request by Marci Pina-Christian on behalf of the 2010 Martin Luther King, Jr. Committee, to hold a Martin Luther King, Jr. program for the City of New Bedford in the auditorium at Keith Middle School on Sunday, January 17, 2010, from 3:00 – 7:00 P.M., with a waiver of all fees (Rental- \$ 250.00 & Custodial- \$ 360.00).

VOTED UNANIMOUSLY, on a motion by Atty. Clark and seconded by Mr. Pope to grant a request by James Reid, Executive Director, on behalf of the S. E. Mass Veteran's Housing (d/b/a Veterans Transition House) to hold a benefit concert at New Bedford High School on January 9, 2010, from 5:00 – 10:00 with a reduction of the rental fee (\$120.00).

VOTED UNANIMOUSLY, on a motion by Mr. Nobrega and seconded by Mr. Pope to approve a request from Lynne Laberge/CS² (Communities and Schools for Success) to attend the 21st annual National Service Learning Conference in San Jose, CA from March 24 – 27, 2010 with no cost to the local budget.

VOTED UNANIMOUSLY, on a motion by Dr. Fletcher and seconded by Mrs. Ussach **to table** a request from P.A.C.E. (People Acting in Community Endeavors) to appoint a representative from the School Committee to serve on the PACE Board of Directors.

VOTED UNANIMOUSLY, on a motion by Dr. Fletcher and seconded by Mrs. Ussach to rescind a vote taken on June 29, 2009, to move \$50,000 from General Expense; \$250,000 from Professional Development – Title IIA; \$600,000 from Circuit Breaker funds and \$1,000,000 from the Food Service Revolving Account and to authorize payment of \$1,900,000 to cover health care costs to the City of New Bedford.

Mr. Oliveira explained that the outside auditors believed that the vote taken by the School Committee on June 29, 2009 was improper in that it did not require a vote of the School Committee.

VOTED UNANIMOUSLY, on a motion by Mrs. Ussach and seconded by Mr. Pope to transfer one million dollars (\$1,000,000) from the Food Service revolving fund to the School Department general fund to cover health care costs for FY09.

Mr. Oliveira remarked that with this vote, the FY09 books would now be closed.

At this time, a discussion was held regarding the signing of an agreement with the Department of Elementary and Secondary Education (DESE) in support of Massachusetts in its implementation of an approved *Race to the Top* grant project. The document is to be signed no later than January 13, 2010 by the Superintendent, School Committee Chairperson and President of the New Bedford Educators Association, Inc. (NBEA).

Dr. Bonner explained that this is the first phase of the project and is connected to education reform legislation.

Ms. Pollock suggested that the School Committee meet with the MTA, NBEA and a representative from the DESE along with our local delegation of legislators for their input before the agreement is signed.

Dr. Bonner said that this phase is not a commitment but an endorsement and that she plans to sign as Superintendent. She continued that the DESE has had Webinars and literature discussing the issue. The grant is tied to the original No Child Left Behind Bill and will benefit the district with \$1,000,000+ in funding per year for three years.

Dr. Fletcher agreed with Ms. Pollock that a meeting should be held beforehand to ask questions. Mr. Pope suggested that the agreement, which is time sensitive for submission, be signed and then schedule a meeting with all concerned before it continues on to the next phase.

Mayor Lang suggested that a Special Meeting of the School Committee be planned and said he would get in touch with the local delegation to schedule a meeting during the first week in January.

VOTED UNANIMOUSLY, on a motion by Mrs. Ussach and seconded by Atty. Clark **to table** the signing of an agreement with the Department of Elementary and Secondary Education that establishes a framework of collaboration, roles, and responsibilities in support of Massachusetts in its implementation of an approved *Race to the Top* grant project and to authorize Mayor Lang to contact the local Legislators to meet with the Committee at a Special School Committee meeting, to be scheduled during the first week in January, to discuss the issue before signing said agreement.

VOTED UNANIMOUSLY, on a motion by Mr. Pope and seconded by Mrs. Ussach to receive and place on file a communication from New England Association of Schools and Colleges (NEASC) Commission on Secondary Schools relative to New Bedford High School's Special Progress Report.

Dr. Bonner mentioned that this report gave recommendations and commendations to New Bedford High School. The NEASC voted to accept the combined Five-Year Progress Report and Report of Substantive Change of New Bedford High School and to continue the school's accreditation.

At this time, Mayor Lang presented the composite of the Superintendent's Evaluation as follows:

PERFORMANCE STANDARDS FOR CENTRAL OFFICE ADMINISTRATORS

The purpose of performance standards are as follows:

- To provide feedback for the individual
- To assure periodic communication between the individual and his/her supervisor
- To provide the basis of comparison for the individual's performance from year to year
- To support professional growth and development

- To develop collegiality opportunities for professionals to talk about their craft
- To function as a motivational tool
- To provide a process and an instrument which reflects our philosophy of education

The criteria for evaluation performance are:

- Exceeds expectations – model for others; goes significantly beyond the requirements of the job
- Meets expectations – fulfills the requirements of the job
- Does not meet expectations – does not fulfill the requirements of the job
- Provide specific commentary on any item that is rated “does not meet expectations”.

PERFORMANCE STANDARDS FOR CENTRAL OFFICE

I. **Leadership and System/Department Culture – the Administrator**

- A. demonstrates the leadership to develop a system/department vision
- B. shapes the system/department culture and climate
- C. provides purpose and direction to staff, parents, and community
- D. serves as a spokesperson for the system/department

II. **Governance – the administrator**

- A. demonstrates the ability to work with parent and community groups
- B. demonstrates the ability to work with School Committee for the purpose of defining mutual expectations & working relationships
- C. recognizes and applies the requirements of federal, state, system contractual policies, laws, regulations and practices

III. **Communication and Community Relations – the administrator**

- A. demonstrates the capacity to express the mission of the system/department to the various constituencies and the media
- B. builds a coalition that supports the goals and objectives of the System/department and the welfare of the students
- C. develops and encourages solid community partnerships

IV. **Department and Resource Management – the administrator**

- A. demonstrates the capacity to develop and subsequently manage fiscal resources in support of the system/department’s primary mission
- B. demonstrates the day-to-day ability to anticipate and to resolve crises
- C. performs budget planning, management of funds, and the reallocation
- D. provides clear direction and establishes consistent routines within the system/department

V. **Curriculum, Instruction, and Assessment**

A. Curriculum Planning – the administrator

- 1. demonstrates an ability to utilize district-wide curriculum initiatives for the benefit of the system/department
- 2. demonstrates, through active participation a knowledge of curriculum and learning theories
- 3. demonstrates a knowledge of the place of technology in enhancing curriculum
- 4. develops application plans for district-wide curriculum that are appropriate to the department

B. Instructional Leadership – the administrator

- 1. demonstrates a knowledge of instructional theory and its application
- 2. demonstrates the ability to include students with special needs
- 3. utilizes the system’s staff development program to enhance content knowledge and promotes solid instructional practices

C. Assessment – the administrator

- 1. collects data on student achievement and development on an on-going basis and reports progress to the faculty, students, parents, administration, and the School Committee

2. demonstrates the ability to introduce and promote alternate methods

VI. **Personnel and Student Interaction**

- A. Administrator-staff - the administrator
 1. demonstrates the ability to utilize the system's professional standards to measure professional performance, to improve classroom performance, to recommend improvement, or to support the recommendation for separation from service
 2. demonstrates the ability to assist in the hiring, training, motivation and retention of outstanding persons
 3. demonstrates the ability to support staff members on both personal and professional levels
 4. contributes to a positive environment throughout the system/department
 5. administers various collective bargaining agreements
- B. Administrator-student - the administrator
 1. provides an atmosphere which encourages positive self-esteem and fosters individual growth
 2. respects and honors student diversity
 3. motivates and encourages students to reach their full potential and to take risks as they discover new ideas and concepts
 4. understands and applies principles of child growth and development and treats student accordingly
 5. maintains discipline and a safe atmosphere for students
 6. serves as a role model
 7. enforces school wide and/or system policies, rules and regulations
- C. Administrator-parent - the administrator
 1. fosters a strong home-school connection
 2. recognizes and welcomes appropriate parental involvement in system/departmental activities
- D. Administrator-Central Administration - the administrator
 1. complies with system regulations, programs, and policies
 2. complies with state and federal regulations governing special education
 3. carries out assigned responsibilities

COMPOSITE SUPERINTENDENT EVALUATION CHART¹

	JN	EP	MP	JF	JU	TC	SL	TOTAL	(DNM) ²	
I.	Leadership and System/Department Culture – The Administrator									
	A	1	2	2	2	3	2	2	14 (M) ³	1
	B	1	2	1	1	2	1	1	9 (DNM) ⁴	5
	C	2	2	1	1	1	1	1	9 (DNM)	5
	D	2	2	1	1	2	1	1	10 (DNM)	4
II.	Governance – the administrator									
	A	1	2	2	2	1	1	1	10 (DNM)	4
	B	1	1	1	1	2	1	1	8 (DNM)	6
	C	2	2	2	2	2	2	2	14 (M)	0
III.	Communication and Community Relations – the administrator									
	A	2	2.5	1	1	3	1	1	11.5 (DNM)	4
	B	2	1.5	1	1	3	1	1	10.5 (DNM)	5
	C	2	1.5	1	1	1	1	1	8.5 (DNM)	6
IV.	Department and Resource Management – the administrator									
	A	2	2	1	1	3	1	1	11 (DNM)	4
	B	2	2	2	2	2	1	1	12 (DNM)	2
	C	2	2	1	1	3	1	1	11 (DNM)	4
	D	2	2	2	2	2	2	2	14 (M)	0
V.	Curriculum, Instruction, and Assessment									
	A1	2	2	2	2	3	2	2	15 (M)	0
	A2	2	2	2	2	3	2	2	15 (M)	0
	A3	2	2	2	2	3	2	2	15 (M)	0
	A4	2	2	2	2	3	2	2	15 (M)	0
	B1	2	2	3	2	3	2	3	17 (M)	0
	B2	2	2	2	2	3	2	2	15 (M)	0
	B3	2	2	2	2	2	2	1	13 (DNM)	1
	C1	2	2	2	2	3	2	2	15 (M)	0
	C2	2	2	2	2	3	2	1	14 (M)	1
VI.	Personnel and Student Interaction									
	A1	1	1.5	2	2	2	2	2	13.5 (DNM)	1
	A2	1	2	1	2	2	2	1	12 (DNM)	2
	A3	2	1	1	1	1	2	1	9 (DNM)	5
	A4	2	2	1	1	1	1	1	9 (DNM)	5
	A5	1	1	1	1	2	1	1	8 (DNM)	6
	B1	2	3	2	2	3	2	1	15 (M)	1
	B2	2	3	3	2	3	2	2	17 (M)	0
	B3	2	3	3	2	3	2	2	17 (M)	0
	B4	2	2	2	2	3	2	2	15 (M)	0
	B5	2	2	2	2	3	2	2	15 (M)	0
	B6	2	2	1	2	3	2	3	15 (M)	0
	B7	2	2	2	2	3	2	1	14 (M)	1
	C1	2	2	2	2	2	1	1	12 (DNM)	2
	C2	2	2	2	2	2	1	1	12 (DNM)	2
	D1	2	2	2	2	2	2	1	13 (DNM)	1
	D2	2	2	2	2	2	2	2	14 (M)	0
	D3	2	2	2	2	2	2	1	13 (DNM)	1

¹ Grading Scale: 1=Does not meet expectations, 2=Meets expectations, 3=Exceeds expectations

² Number of School Committee members who rated Superintendent as “does not meet” expectations

³ (M)=meets expectations

⁴ (DNM)=does not meet expectations

Following the reading of the composite, Superintendent Portia Bonner read her response as follows:

On Monday, November 30 at the Special School Committee, the Chair, Mayor Lang, read the criteria for which I was to be evaluated upon. Each member had an opportunity to weigh in their opinions and thoughts of my tenure since July 1, 2008. I was told that I would receive the composite on Thursday or Friday prior to this meeting. Since I just received the material today at 3:30, I've had only a few hours to briefly digest the results. With that said, I would like to respond to the subjective comments that were made:

Leadership and System/Department Culture – majority of you stated that I do not meet expectation under leadership primarily because I have failed to create a climate characterized as collegial and collaborative. Decisions are made in consultation with the leadership team and some cases legal counsel and are not done in isolation, and are not randomly made. For example, all new policies were reviewed by administrators and they were given opportunity to make suggestions and discuss with their staff. Such policies included the homework policy and promotion. I am told that the changes in the district are abrupt and have damaged an already positive atmosphere. If things were fine, why did you ask for a change agent?

I must work with 22 elementary schools, three middle schools, one high school, two alternative schools and the adult Ed program. I believe that I am invested in teachers in that I want them to be the best they can be. As we all know in a district that has over 2000 staff, I greatly rely on the principals and assistant superintendents to assist in reaching the teachers. I have high expectations of our staff. I am sorry that you feel that I chastised staff coming in late to a staff development meeting and interrupting the pledge of allegiance. This only set a negative tone for those who were late and disruptive, while others were embarrassed by their colleagues.

The strategic plan defines the vision and mission of the district that was created by the collaboration of community, parents and staff. With the assistants of a community organization these community groups were put together. By wanting professional learning communities – the purpose is to address the culture of a district that is steeped in nepotism, cronyism, patronage and a curriculum that solely focuses on passing MCAS. As I speak to staff, correspond to staff and have welcomed staff – the mission and vision is always within the wording of my statements. I am still building a team that has the capacity to do the work in which needs to be done in the district. It is sad to hear that you feel I have no vision or mission for the district.

I have represented the district at numerous events, and fully participated in the South Coast Compact, Urban Superintendents network, WIB, Old Colony network and have been a spokes person for the district. This is not a duty that I have delegated out but I attend. I am in the schools and have established monthly coffee hours to meet with parents that allow them time to share concerns. I am at many of the school events as well as community events. The committee feels that I should be more visible. – And yet I have made tremendous effort to be in the schools. As well as participate in many of the events that occur in the evenings.

Communication – yes, I have relied on the website to distribute information and have also initiated the use of ialert – a telephone call system. I have used the local media to get information out. Events are publicized and we do use cable access with its limiting operation time. A great deal of information can be placed on the website. Fliers do not always make it home. We have made every effort in translating information into Portuguese and Spanish. In an effort to use the media more, I have submitted articles and editorials. Some have been published and others not.

It was noted that I have not worked with the school committee. An olive branch was extended to better communicate with the committee. No response. However, to heal the poor communication I decided to send a weekly update electronically to the committee updating them with what has occurred during the week. This has been ongoing since August 28. Communication is a two-way-street; most of my information comes second hand by the media instead of direct contact. Only one school committee member calls daily to check on the occurrences of the day. The committee failed to note that they are always sent an electronic communication when there is a dangerous issue at the schools. Each month during my superintendent's report, I notify you of changes, programs, policies or regulations that may affect our district.

It was noted that I do not provide relevant information to the school committee – I provide what is asked of me. I also communicate with the media; I do not control what is printed. There have been many times when articles/editorial are submitted and are not printed or are printed after the fact.

The school committee was given a timeline for the preparation of the 2010 budget process. Discussion of the budget could not come prior to a presentation. The budget was prepared with knowledge of the economic condition, however it is my job to prepare a budget that is both fiscally responsible but meets the needs of our students. Not one committee member ask to discuss the budget prior or within the timeline. A committee member remarked that I did not fight for the addition of teachers to cover the large class size. Please review the original budget; I was adding teachers not removing. The suggestion was to close a school with the hope of saving positions elsewhere. Hiring – we have a new procedure for selecting principals, staff and other personnel. A committee is comprised of staff, parents, administrators and a school committee member. Recommendations are given to me and interviewed along with the Deputy Superintendent. Contracts are binding and we cannot arbitrarily and capriciously remove and individual.

As denoted in a comment made in the evaluation, I have not been a role model to students of color. I have neglected to take opportunities to reach out to these students in a way that is fitting and typical of a person of color. I accidentally was aloof and not keeping it real. I will try to be more black during these occasions.

The school committee voted to assign Dr. Ron Souza, Deputy Superintendent of Schools to represent them in conducting business with the union. This vote not only undermined my position but was done at the onset of my tenure. Most of the changes that need to occur in the district are at an impasse because of adult rights that have no regards for children's needs or best interest.

Community Groups – as my first year I meet with many community groups and have established a superintendent's roundtable. I have met with many of these organization multiple times and have even met in the evening and conducted forums. It has been stated that I have failed to meet with community groups and have no regard for them.

No mention of the expansive partnerships with Bridgewater State, Northeastern, UMASS Dartmouth and Harvard around the work of professional development, and restructuring or the expansion of the SMILES mentoring program in the schools.

Governance – I have worked with parent and community groups. Each school now has an established PTO and also for the first time in the district training was offered. We have also trained school councils. I am also in the process of updating antiquated policies as well as staying up to date for new policies that are deemed by legislation.

Evaluation of staff is based upon performance – however the most recent terminations had to do with staff inappropriately abusing students. Staff has been supported at all levels even to the point where letters are sent out when a staff member is grieving. Staff was honored on teacher day with gift cards to a restaurant, clerks were honored as well. I have personally congratulated staff when they receive an honor or award.

One member commented that I have not addressed school improvement. School improvement is being addressed as I have staff reviewing not only MCAS data, but attendance, discipline and growth data. Each school is completing their school improvement plan with direct targets of addressing the needs of the students at their school. The strategic plan speaks of district initiatives to address literacy and math as well as the flexibility of moving students to higher levels (i.e., 8th grade math). Also the innovation that is occurring at the three magnet schools and using instructional strategies that are researched based.

Within the last 17 months of my contract, I will make an effort to improve my leadership abilities that is more inclusive and collaborative, and improve my communication to staff, school committee members, parents and the community as a whole. It is my hope that the committee will be clear as to each of our roles and function and want to build a trusting relationship with me. Part of building that trust comes with respect of all persons, setting a common agenda and learning to speak with one voice.

Mayor Lang thanked Dr. Bonner for her statement and commented that the Committee looks forward to working with her for the next 17 months and hoped she would move forward from this critique to achieve the goals that provide the best education opportunities for the students of NBPS.

Comments from the School Committee followed.

Atty. Clark commented that he viewed Dr. Bonner as a change agent and was honored to be on the search committee. Our association with colleges is commendable but feels that the school system is disconnected. Also feels that the NEBA and Superintendent's association is fractured and that Dr. Bonner has a "go it alone" style of operating. Cited communication as a problem but was happy as of late, to receive weekly emails with updates of events from the Superintendent. Atty. Clark felt that the swine flu epidemic situation was handled incorrectly and caused unnecessary anxiety. School Committee was put at a disadvantage by receiving the final figures of the budget on the night of the public meeting on the FY10 budget. Felt that some schools were unprepared for the start of school especially the class size situation in Kindergarten and grade one, causing the Committee to hold a special meeting to relieve the problem. He also mentioned that he wants parents to be treated with understanding and went on to say that he was hopeful 18 months ago when Dr. Bonner was hired and wants to continue to work together as a team.

Mr. Pope commented that he has no doubt that Dr. Bonner has a passion for students and has witnessed great interactions. Recognizes that there are challenges in the first year and looks forward to Dr. Bonner being a role model for everyone including teachers and young minorities. Mr. Pope pointed out that he would like Dr. Bonner to value opinions from staff and to develop a process to define roles and expectations. Mr. Pope mentioned that he appreciates the cultivation of the partnerships regarding the Sister City initiative and Bridgewater State College. Dr. Bonner should strive to have communication flow smoothly with a policy of transparency.

Ms. Ussach stated that it was difficult to evaluate someone without *walking the walk* on a daily basis. She went on to comment that during the search for a new Superintendent, the community was clamoring to find someone to make a change. She stressed that all concerned should embrace what is good and weed out what is not working; to be civil and give Dr. Bonner a chance. She disagreed with an earlier comment that the school department is fractured and continued that Dr. Bonner is trying to raise the bar to educate the youth of the city. She pointed out that Dr. Bonner could work on better communication with parents and councils but feels the Superintendent has the vision and ability to lead the community that wanted change. She went on to mention that there are many issues to work on in an urban district and that all concerned, including schools and unions, should want to raise the bar and think of the children first.

Ms. Pollock listed the many new initiatives developed by Dr. Bonner such as: adoption of a rigorous homework policy, guided reading, emphasis on the arts, partnerships with Bridgewater and Northeastern, her summer reading program, the development of thematic schools, advanced classed, the partnership with Cape Verde, support of improved suspension policies, successfully revamping our alternative education programs resulting in the successful Whaling City Alternative School and the Trinity Day Academy, Student of the Month, Teacher of

the Year, hands on science program, training of School Councils and an improved C.O.R.I. policy so that more parents could attend their children's field trips.

However, Ms. Pollock stressed that change was indeed needed but it cannot come so quickly as to "bludgeon". Feels Dr. Bonner has a "go it alone" attitude and cannot see other people's points of view. As a result, she has not been able to provide the overall leadership necessary to achieve the full success our children need. There is dissension and disappointment where there should be unity and excitement. Ms. Pollock added that compromise, common ground and working with experienced people for advice and counsel as the best way to achieve goals. Moving forward she would like to see respect for one another and the bottom line is to keep the children in mind and work as a team.

Dr. Fletcher stressed that parents, community groups, and the School Committee must all work together. He mentioned that he is encouraged, due to the flurry of activity surrounding the proposed Leadership Academy at New Bedford High School, and how Dr. Bonner has outlined the roles and responsibilities regarding all concerned. Dr. Fletcher is optimistic that there will be cooperation among all and hopeful that we can put this behind us so we can move forward.

At 9:13 P.M., on a motion by Mr. Pope and seconded by Ms. Pollock, a roll call vote was taken to adjourn the meeting.

A Roll Call Vote was taken as follows:

Mayor Lang	- Yes	Mrs. Ussach	- Yes
Dr. Fletcher	- Yes	Mr. Nobrega	- Yes
Atty. Clark	- Yes	Mr. Pope	- Yes
Ms. Pollock	- Yes		

YEAS – 7 NAYS – 0 ABSENT – 0

Submitted by,

Portia S. Bonner, Ph.D.
Secretary, School Committee

PSB/lpd