

WILLIAM M. DAVIES, JR. CAREER AND TECHNICAL HIGH SCHOOL
50 Jenckes Hill Road, Lincoln, RI 02865

Board of Trustees

Minutes of the Regular Meeting

Thursday, October 8, 2009

Minutes were approved at the Nov. 17, 2009 Board meeting.

I. Routine

A. **Call Meeting to Order**

At 5:20 p.m., Dr. James Segovis, Chairperson, called the meeting to order.

B. **Roll Call of the Board**

Davies' Executive Assistant called the roll of the Board.

Members Present: Richard Beaupre; Raymond Chartier; Robert Halkyard; Carolyn Hebert; Carolyn Kyle, *Vice-Chairperson*; John Nardolillo; Paul Ouellette; Dr. James Segovis, *Chairperson*

Members Absent: Robert Boisselle; James Bone; Lawrence Gemma; John Quinn; Robin Smith

Others Present: Victoria A. Gailliard-Garrick, Cheryl Carroll, Joanne Andrews, Bernie Blumenthal, David Champagne, Susan Paquin, Gerry Manning, Fred Slemmon, William Foley, Frank Barcellos, Gerry Dziok

- C. **Approval of Minutes** – September 1, 2009 Regular Session Minutes
Dr. Segovis asked for a motion to accept the September 1, 2009 Regular Session Minutes. Mr. Beaupre made the motion, Mr. Ouellette seconded the motion, and all were in favor.
- D. **Recess to Executive Session Pursuant to R.I.G.L. 42.46-5 (A) (1) and (2) to Discuss Pending Litigation and Personnel Issues**
Did not recess into Executive Session.
- E. **Return to Regular Session**
Did not recess out of Regular Session.
- F. **Opportunity for Audience to Comment**
No comments were made.

II. Business Agenda

- A. **Finance Report** –Cheryl Carroll, Business Office Coordinator
A couple of times Ms. Carroll had mentioned that Davies was given some stabilization funding for this year's general budget, \$718,000. In the following week, the school's budget for Fiscal 2011 has to be prepared and put through to the Dept. of Education to begin the approval process. It is going to be a very

challenging, challenging budget for 2011. Haven't heard about any cuts yet, but we are just waiting for the shoe to drop.

Dr. Segovis wanted it noted in the minutes that we are now down to bare bones. We cut the fat even though he never knew we had fat. Everything has been cut down. The next set of cuts will affect student enrollment where we will then need public support. Cutting career and technical education is not a step in the right direction. These are the kids of the future who will stay in RI. Be prepared for a very interesting and very challenging year.

We also have the furlough days (days without pay) who only affected the management team, Council 94 members which are the custodial and clerical staff, and the paraprofessional people. It did not affect the teachers and teacher assistants; otherwise, it would have effected the education of our students.

B. **Human Resources Report** - *Joanne Andrews, Human Resources Coordinator*

New hires: —Math Teacher: Debra Gentile
—2 English Teachers: Jason Gomes and David Clay
—Electronic Teacher: Edward Martins
—Health Careers Teacher: Donna Dionne
—Long term substitute for a Health Careers teacher who is on sabbatical to get her masters degree which is needed for an LPN program
—Long term substitute for a PE/Health teacher who is on leave while going through the State Police Academy

C. **Davies Teachers' Assoc. Contract Ratification**

(See Supplemental Materials: "Memorandum of Understanding-2011-2012 Salary Re-opener" and "Collective Bargaining Agreement")

The general terms of the new contract were discussed at the last meeting but now a vote needs to be made publicly. The only thing that was left to negotiate was the language for the MOU that addresses the third year of the contract. Since then the negotiation teams met and came to an agreement on the language.

Nothing in the contract is different since the last Board meeting. The only thing that needed to be finalized was the language on the MOU. The union felt the language did not protect their interest should the economy change for the better and vice versa. The administration didn't want to be boxed into a corner should the economy change for the worse. This language protects both sides in a good faith manner. Dr. Segovis who was a member of the negotiating team said that compared to the rest of Rhode Island, our union negotiations and union members have always had the best interest of the school at heart. We always worked together and he felt this has been an excellent relationship going through. He is very pleased especially when you see what is going on in the rest of the State. Mr. Foley, Teachers' Assoc. President, agreed.

The changes were:

- the raises: 2.5 and zero
- memorandum that deals with the raise in the 3rd year
- added language and changes in terms of advisory activities at the beginning of the day: added Article 29 that describes the advisory program which subsequently changed Article 3 relative to the days

of the week and the length of the advisory as well as the exemption of the guidance counselors, social workers, and school nurse.

- added an additional open house, went from two to four.
- Article 30, there is now an Excellent Teacher financial award.
- contributing 20% of the healthcare insurance premium

Mr. Foley publicly thanked the Board for coming to the table with the Excellent Teacher Award. It was a very nice gesture and he knows it depends on a lot of different things financially, but to recognize the hard work that teachers do, it helped sell the package. Also the exemption of the guidance counselors and the social workers from the advisory period, they have already started doing that and one of the pieces they added in was that the guidance counselors have to rotate through the advisories. He is a senior teacher and the senior guidance counselor has already come through his area, and it is working very well. Even though the contract hasn't been ratified, he wanted the board aware that they have already implemented that change and it is working very well.

Mr. Beaupre voiced his concern that he would have liked more time to look over the contract. Dr. Segovis noted his concern and was willing to hold up the vote. Mr. Beaupre said it wasn't necessary because he was comfortable knowing that there were four trustees who sat on the negotiating team. At the last board meeting we went through this briefing in more detail; otherwise, Dr. Segovis would have postponed the ratification. The only change from that last meeting is the memorandum of understanding.

Dr. Segovis asked for a motion to accept the Davies Teachers' Association Contract ratification. Mr. Chartier made the motion, Mr. Ouellette seconded the motion and all were in favor.

Dr. Segovis thanked Mr. Foley and Mr. Barcellos for all of their hard work and cooperation and looks forward to working together for the next three years.

III. Informational Time/Program Updates

A. Director's Report

1) **Teachers' Association**—*William Foley, President*
No report.

2) **Teacher Assistants' Association** — *Patricia Rose, President*
There were no representatives present.

3) **Senior Placement Updated Report** – *Bernard Blumenthal, Partnerships in Education Coordinator*
(See Supplemental Material: "Davies Graduates: 2009 Placement Data [as of 9/28/09]")

At the June meeting, Mr. Blumenthal delivered some statistics on the seniors regarding their plans for career, college, post-secondary, or military right after graduation. At that time he delivered a report that indicated that we actually had out of 137 graduates only 93 were going on to college or into the workforce. In August or early September a follow up survey is done to get a firmer number as to what their plans are; what they are doing currently after graduation. This is now an updated chart and we now have 113 graduates. We were able to

increase that number over the summer because 20 students completed their summer school work. There are still 24 that can't be accounted for, but we know 17 were eligible to repeat this year either here at Davies or at a school back in their own district. Others could have moved on to Job Corp. It is very hard to find some of these students. Their phones have been disconnected and we got the information from wherever we could get it. We also have 7 students that could have gone to summer school but who just didn't follow up with Guidance.

So 113 kids were accounted for and saw that most of the kids that did come back were going to go to college. 71% are going to a 2 or 4-yr school and 5% who will be seeking additional technical training equaling 76%. The trend over the last 5 years is the number going onto post secondary education is increasing.

Mr. Blumenthal looked at their college choices. Roughly 50% of the students going to college are in the technical area they were trained in here at Davies. One of the other factors is the distribution of where our students are going to college. Many are deciding to go to a 2-year school (74%); in fact that number increased since the survey in June. 26% are going to a 4-year school. The portability of the school is critical. 4% chose the military because it is their way to afford college. The numbers of undecided have decrease this year, 12% vs. 24%.

Mr. Blumenthal continues to talk to people about Davies who are stunned when they hear that our students go on to college. They thought all of our students go directly into the workforce. We need to think about a PR campaign that will position us as a school where students can get the training to go into the workforce but are positioned to have college and career, not college or career. We need to draw more students from Lincoln and Smithfield who currently do not realize we prepare students for college as well.

Mr. Nardolillo asked if we partner with any local business to expose the students to work. His organization would be willing to participate in that. We send many of our students out on work-based learning opportunities.

Technical Certification Updated Report – *Gerry Manning, Supervisor of Technical Instruction*

(See Supplemental Material: "William M. Davies Career and Technical Industry Certification" and "Modules Passed Per Level")

CIS continues to be a concern. The teachers spend a lot of time adding and deleting things from the program in hopes to improve it but they do not give it enough time for it to work. This is something Mr. Manning has to look at more closely. Another change this year is the most senior teacher decided he wanted to teach the freshmen and seniors to see if his teaching style will have a better effect on the students to meet those certifications.

Other percentages that drop off the page are in Electrical and in Carpentry both at 0%. These numbers are a little misleading. Looking at the supplemental material: "Modules Passed Per Level" it gives you a better understanding of what is happening in the Electrical program. Two years ago he and the Director met with both Carpentry and Electrical to go over what the NCCER

Certification Core and Levels 1 through 4 are. What the state and NEASC look at is what our kids are doing in Core and what they are doing in Level 1. That should be the main focus and what the students do beyond that is gravy. Two years ago students' transcripts were very limited showing only four completed modules. In 2009, the transcripts are showing now at least 25 modules. Some of the students are very close to getting their certification. Some may be three modules away from getting a Core certification and two modules away from getting a Level 1 certification. This module handout is a breakdown of what levels each student is passing and which level they are still lacking so that the teachers can now focus to make sure they move the students toward completing the Core and Level 1 modules.

Even though the certification is at 0% Mr. Manning is very happy where Electrical is right now. Paul McConnell who is in charge of NCCER for the state at NEIT, he is very happy with the progress he is seeing and he thinks they are definitely moving in the right direction. Now we just need more focus. As far as Carpentry, Carpentry still hasn't made the progress we have hoped for but Mr. McConnell and he both met with G. Dziok, the Carpentry teacher, and his determination this year is to make sure by the sophomore year students have that Core certification and by the junior year they have the Level 1 certification. The senior year is spent focusing on the upper level modules. Mr. Manning thinks Carpentry is moving in the right direction and his job is to make sure it continues.

We addressed the problems in Electrical and the current numbers reflect they have improved but they need to get better. The teachers have caught on that we mean business and they have to get these students to pass these certifications so next year we should see those numbers increase. Now Carpentry is whole other ball of wax. Our next big focus will be on CIS and we will dictate what they will be doing. It's all about accountability and that can't happen if they are all over the place.

In Electronics, ISCET is a series of tests, not just one. There are four different tests; two are taken in the sophomore year, one in junior year, and one in the senior year. Part of the issue they are finding is that the students are having problems with literacy and problem solving skills. The literacy problem is with the way the questions are worded and how they interpret them. It is the same kind of issues they have with the NECAP so they are having more of those types of skills building lessons with their students.

Another piece of it is, even though a 70 is the passing score for the shop, they need to have a 75 score for their certification. For ASA 4, 3, 2, and 1, an example is the Digital Electronics is the 4, they have 92% pass rate but not all of them are certified. A couple of them missed certification by one point. The program is only in the second year with this new certification and they are still going through their growing pains trying to figure out the best delivery for these students. The attitudes of the students are they are passing shop with the 70 why do they need the certification. We have to rethink the importance of the certification especially since it depends on the Perkins funding. We are going to incorporate the certification as part of the grading policy for the technical areas.

Dr. Segovis would like to see next year's report to include the previous year's numbers so that we can visually see what is happening.

4) **Enrollments by Community and Technical Programs** - *Victoria A. Gailliard-Garrick, Director*

(See Supplemental Material: "Enrollment by Technical Area, School Year 2009-2010)

We started off with 842 students enrolled in the school. We now have 814. We didn't have many no-shows in the 9th grade but we lost some of the repeaters either because they wanted to go back to their sending districts or went to the Job Corp. On October 30th, the end of the 1st quarter, we will bring in more freshmen to bring the number up to 825. We will probably deplete the Central Falls waiting list. Mr. Ouellette said it just doesn't make sense why the Northern Collaborative is trying to add more districts to Davies enrollment. The Director is working with Mr. Andrade, RIDE's legislative liaison, who is keeping her abreast of what is going on with that bill. Mrs. Hebert asked if the repeaters get put back into the pool or do we keep them. They automatically go into their second year. Once they come here we own them. We tried it one year back under Mr. Thornton's tutelage and they filed a suit against us saying we were trying to be elitist. They are taking the place of someone who really wants to be here. We are looking at a summer enrichment program for incoming freshmen and now we are looking at tying in a summer program for the repeaters.

5) **Parent Visitation Night – Sept. 24th** - *Victoria Gailliard-Garrick, Director*

Mr. Slemon gestimated approximated 200-250 parents attended. Usually the showing is a little bit better and he thinks the reason why it wasn't is in the past we did a mailing notification and this year we only used our new telephone system, Alert Now. We got very positive feedback from parents who were here. The staff was all present. Next year we will do the mailing, the AlertNow system, and the interaction communication between staff and parents on the Internet. We are spoofing up our path of communication.

One of the encouraging things for Mr. Manning was the number of parents he consistently sees at all of these meetings, tells him they have a stake in their child's education. Mr. Champagne added that the academic teachers look forward to this night as well. They feel the focus has always been on the technical programs but now they follow their child's schedule and get to see the academic departments as well.

November 17th for Future Student Night will be a technical program evening and we've added Parent Conference nights. One is in December for the Academic teachers based on the recommendations from the Special Education Parent Advisory Committee. When they met to put together the Parent Involvement Policy, this was one of their recommendations and really insisted on it so we worked hard during negotiations to get it into the contract. In January, there will be second one for both programs. We do have many technical failures and by that time the parents will get a sense of their child's progress.

6) **NECAP Testing**– *Victoria Gailliard-Garrick, Director*

The Director happily reported that we did a remarkable improvement, better than the state, from last year to this year. Last year only 3% of our students were proficient in Science, 56% partially proficient, and 41% that were substantially below. This year the numbers were 13%, 62% and 16% respectively. We are making great gains. The Science Department is doing extremely well in the preparation of these students. One of the things they are doing, which she hopes the rest of the content areas will get on board and it is what Mr. Manning reported that the students are not familiar with the style of testing, is they are mirroring the testing. The Science Department really did their research and she is quite please with them. She also added that we scored above the state in every category.

We are preparing for the upcoming Fall NECAP testing which is on Oct 15, 16, 19, and 20th.

7) **Other**

Before adjourning Dr. Segovis added that there are two things that needs to be started as a Board and put on the agenda. One is the Strategic Plan. We are still working off an old plan. It has worked well. We changed the process along the way so it is continuous and it is intertwined with what we do regularly, but we need to come back as a Board and say, “Where are we going to see the shift in the future?” Then we will need a good facilitator to help us with that process. This needs to be put on the agenda for some brainstorming on what that should be. How we are going to structure it and what do we want to see come out of it.

Secondly we need to start the quality improvement program. Certain people have signed up for it so we need to get that launched with Mr. Gemma who promised to help us with this process. We now have contract negotiations done. Mrs. Kyle asked if Dr. Segovis sees the strategic plan involving the nominating committee as we look at the board in terms of the different sectors in industry to be represented on the board. He answered, “yes.” Mr. Ferdinandi offered a nominee from the upper level in CVS that we should look at for a long term relationship. We need to allocate a work session and discuss what we see the school doing moving forward given that we know the environment, financially. Given that we know that we have two programs that have long term issues. We have a whole issue of career and technical education being closed down around the country. People are pulling back when they should be going forward. How will the closing of these centers affect Davies? Maybe it is time to start looking at expansion. We need to look at a lot of different issues.

IV. Adjournment:

At 6:43 p.m., Dr. Segovis asked for a motion to adjourn and all were in favor.