

**WILLIAM M. DAVIES, JR. CAREER AND TECHNICAL HIGH SCHOOL**

50 Jenckes Hill Road, Lincoln, RI 02865

Board of Trustees

**Minutes of the Regular Meeting**

April 2, 2012

**I. Routine**

**A. Call Meeting to Order**

At 8:08 am, 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; Robert Boisselle; Raymond Chartier; Carolyn Kyle, *vice-Chairperson*; Paul Ouellette; John Quinn; James Segovis, Ph.d., *Chairperson*; Robin Smith

Members Absent: Lawrence Gemma; Robert Halkyard

Others Present: Victoria A. Gailliard-Garrick; Joanne Andrews; Cheryl Carroll; Bernie Blumenthal; Susan Paquin, William Foley

**C. Approval of Minutes**

*Dr. Segovis asked for a motion to accept the minutes of the February 6, 2012 meeting. Mr. Ouellette made the motion; Mr. Boisselle seconded the motion; and all were in favor.*

*Dr. Segovis asked for a motion to accept the minutes of the March 5, 2012 meeting. Mrs. Kyle made the motion; Mrs. Smith seconded the motion; and all were in favor. The only edit to the minutes is the spelling of David Carlin's name.*

Dr. Segovis asked about the status of Mr. Bone and Mr. Brown's nomination approval. Mrs. Gailliard-Garrick contacted the Board of Regent's liaison and she told her the Regents will be voting on their updated by-laws in April so Mr. Bone and Mr. Brown's approval should happen soon after that. The changes in the by-laws consist of the Regents' role and the boards they oversee; Davies, Deaf, Met, and Central Falls. Dr. Segovis would like to see a copy of it.

**Announcement:** Victoria A. Gailliard-Garrick is the recipient of two awards. She received the SkillsUSA Career and Technical Educator-of-the-Year Award and on May 10<sup>th</sup> at an awards dinner, she will be receiving Rhode Island College Alumni Association's Charles B. Willard Life-time Achievement Award. There will be press releases and postings on their websites. She was selected from a pool of 23 nominees. The Board congratulated her.

**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**

There was no need to recess into Executive Session.

**E. Return to Regular Session**

N/A

**F. Opportunity for Audience to Comment**

No comments made.

**II. Business Agenda**

**A. Finance Report – Cheryl Carroll, Business Office Coordinator**

No report.

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

On May 11<sup>th</sup>, Mr. Ragosta will be coming in to start preparations for contract negotiations. Prior to that meeting, Mrs. Gailliard-Garrick, Ms. Carroll, Mr. Slemon and Mrs. Andrews will be meeting together to look at the current contract language and will make notes on what needs to be changed. Two key language changes have to be made on seniority, the evaluation system, and the work schedule. The Director has some other areas that need to be changed as well. This year we did an MOA (Memorandum of Agreement) with the union to do the gradual implementation of the evaluation system. We had great cooperation with the union and we were able to move forward.

We have been required by RIDE to establish what they call a District Evaluation Committee and the charge/role of that committee is probably going to be a concern. One role deals with the appeal process, for example. On the administration side, it is Joanne Andrews, Victoria Gailliard-Garrick, and Gerry Manning. Then there is three from the union. One is a union representative, Scott Conley, an educational support person, Pat Tarcy in Guidance, and a teacher, Beth Dumouchelle. The Director will eventually be separated from the committee and Fred Slemon will take her place.

**III. Informational Time/Program Updates**

**A. Director's Report**

**1) Davies Teachers' Association – William Foley, President**

*See Supplemental Material: Pending Legislation (H 7953, H 7954, H 7968, S 2464, S 2752)*

Mr. Foley distributed a packet of pending legislation. H 7968 and S 2464 are carbon copies of the same legislation. They were just introduced by different people. Relative to S 2464, the good thing about this legislation is who is co-sponsoring it. We, meaning Davies and NEARI, did not facilitate having this Senate bill introduced, but it mirrors H-7968. In addition to these co-sponsors, there is a lot of support for this such as Senator Gallo who chaired the committee Mr. Foley sat on. Our concern (Davies and NEARI) has always been with the House side. He met personally with Rep Petraca and Rep Naughton. He also had a meeting with George Zainyeh who is the Chief of Staff for the Governor. They reached out to these people explaining their

concerns especially with the funding formula and the transportation piece and asked them if they would put in a companion bill to S-2464 and they did.

In H-7968, the big changes: a career and tech factor is being addressed (*16-7.2-3 Permanent foundation education aid established*). They are adding a factor of a third, 33%. In addition, they are adding transportation aid as addressed on line 4-1 – 4-5. These are the changes we would really like to see in order to maintain our level of success and to continue to operate at the high level we have established.

We are now doing a full outreach to our stakeholders. The NEARI government liaison, Pat Crowley has met with the Teachers' Association e-Board and has laid out a plan. We all will be contacting each of our legislators (Senate and House) at least five times prior to the vote on either one of these bills. There is no schedule yet on when either of them will be heard. Mr. Crowley will make sure Mr. Foley is on the docket to be heard. He will represent the Teachers' Association and therefore, Davies and he will not have any problem asking the hard questions. The biggest question he has and he asked it to Carolyn Dias when she was here and that is "but it costs more to educate a student in a comprehensive career and tech school." Carolyn Dias said, "We just don't see that." He will repeat that in a public forum. Yes, "we are equivalent to a Science Lab" is what she said. She also said she didn't have the figures and then a few minutes later she did have them. Then she was asked, "what about the data that the Met sent you?" Her answer was along these lines, "We don't agree with the way they arrived at that." The Met had reports from around the country. He will be respectful, but he will keep asking, "I don't know how you don't see that." On the transportation piece, "where do we access that fund to pay for transportation?" "Why from Westerly to Chariho, Westerly pays; why from Pawtucket to Davies, Davies pays." "Well we are an LEA and the LEAs pay for the transportation." This is true, but Davies is not an LEA like other LEAs. We are not fully autonomous allowed to raise funds and revenue. Because we can't do that why are we being treated the same as those other districts?

These are the key points he will be hammering. At the teachers' union meeting, they will be asked to contact their legislators five times. He will also ask them to have their family members do the same. He will also ask the teachers who are also a parent of a Davies student to ask other parents to do the same. He will be making it perfectly clear not to approach a student, but a parent can approach their parents.

What is the outlook? When he met with Mr. Zainyeh, there are two concerns legislatively. Despite what the Senate wants and despite what the House wants, if the Speaker doesn't want it, it will not get voted on, so Mr. Fox is the person we need to contact. We are very fortunate that one of our retirees, Mr. Riley, is like a pit bull. You set him on something, he does not let go until he gets what he thinks is right. He is the one who made the meeting with Sen. Naughton happen. He told her that she really needs to meet with Bill Foley. She is very supportive. Mr. Riley is working on reaching out to

Mr. Fox. He knows the game because he worked on Rep. Ed. Beard's staff. It is good that we have him on our side because he has the time to work on this.

Back to the meeting with Mr. Zainyeh, Mr. Foley's interpretation from the conversation is if these reach the Governor's desk, they will be signed. Now will they reach his desk? He gets a sense, but he could be wrong, at least we are having the dialogue a year earlier than he anticipated. He is more optimistic that the transportation piece will be addressed in one shape or form this year, maybe not the whole funding formula but at least that piece. He will be shocked if both get through.

There was an article in the Education Technology section of the Sunday newspaper that stated there is a need for skilled workers in the State of Rhode Island. This is the second article in less than two months that stated the same thing. Okay, what more can we do? This needs to be done so why are they allowing this to happen? He thinks they are allowing it to happen because they don't know it is happening. He always said, "Someone is going to listen."

Dr. Segovis asked if we need the parent organization to get involved with this and "yes" they need to. Mr. Chartier volunteered to spear head this to get the parent organization to work in sync with the teachers' association and NEARI. Mrs. Hebert just resigned from the Board but he was sure that she would be willing to speak up. When Mr. Foley was on City Council, if he received only five phone calls, it caused a red flag. Can you imagine what over 1000 outreaches will generate?

Mrs. Kyle suggested after the journalist who wrote that article comes in to see Davies, maybe we should do an op-ed under Dr. Segovis's pen. Obviously there is a misalignment. She sees the state treating Davies as a failing school district. They are not looking at our successes and outcomes and how we are very solution-based. We are a proven model. The journalist may now be looking for a story that will maybe move to the front page. Mrs. Kyle offered to look over the op-ed once it is written and she has a contact at the Journal will ask for his/her support. Mr. Chartier knows the President of Taco mentioned Davies in an op-ed piece and said that Davies is where he gets his employees, so we need to get more business leaders like that on board. An economist at Bryant wrote an analysis and what it shows is that high skilled jobs are available in RI and Davies is well positioned in those areas, robotics and pharmacy tech to name a couple. RIDE never asked for our input, our strategy which is very disappointing. Mr. Foley suggested including the Met in the op-ed because it does not make sense to fix it for one and not for the other. We are in this together. Davies is scheduled to meet with the Met to strategize where we go from here and to talk about testifying at the hearings. The Met will take the lead in the testimony.

Dr. Segovis asked where did they get the 33% career and tech factor? The Met came up with that number from their research and there is empirical data.

The Board and Director thanked Mr. Foley for the great job.

**2) Davies Teacher Assistants' Association**

No representation present.

**3) SkillsUSA State Medal Winners – Mrs. Gailliard-Garrick, Director**

At the awards ceremony, Davies won 31 awards. We won 11 Bronze, 9 Silver and 11 Gold. We won three in Crime Scene Investigation with our Bio Tech students, two Gold from our Health Careers (Health Occupations Portfolio and Basic Healthcare Skills), action skills, job interview won the Gold there, Precision Machining from Machine Technology, Residential Wiring we swept Bronze, Silver and Gold from our Electrical Program, Robotics Engineering Technology from Electronics.

We will be sending 11 students to Kansas to compete nationally as well as internationally this June. We had an excellent night. Not only did the Director get an award, but Gerry Suggs received an award as well. It was a Davies night. Out of our ten shops, all but two received a medal. Mr. Ouellette asked if we were going to get any publicity on this. Josh Klemp the Skills RI Director and Mr. Blumenthal will both do a press release.

How does it compare with other districts? This year Davies won 24% of all the medals won and we are competing with ten CTE's and other high schools. This data is consistent every year, always in the 30's. It was good that Mr. Suggs got recognized. We have two new advisors this year, Joe Fantozzi, Graphic Arts teacher, and Kristin St. Pierre, newly hired English/Social Studies teacher. They have done a fantastic job.

The school had a pep rally that went very well followed by a dance with over 200 students in attendance. We are trying to bring up the morale in the school in spite of everything that is going on.

**4) Regents' Graduation Requirements —Mrs. Gailliard-Garrick, Director**  
*See Supplemental Material: "Rhode Island Graduation Requirements (a PowerPoint handout)" and "State Assessment Process for the Class of 2014"*

These two handouts work hand-in-hand. There have been some changes to the graduation requirements. There was some controversy with the three-tiered diploma system so they did away with it. They did and they didn't. The Commissioner is making changes to the State Assessment Test, the NECAP. The old version of the secondary regulations did not require a student to get a "2" to graduate. They just had to pass the credit courses and the multiple measures and then they could look at the NECAP score if they needed it to graduate. Now she is saying "no." The new regs say the students have to have a "2" on the test, everyone even the Special Ed. We, meaning the school, has to put in place an Improvement Learning Plans (ILP) for these students. Mrs. Gailliard-Garrick is looking to do that early. That is why she has put in place the district-wide standardize assessment so that she can identify those at-risk students and try to put in some strategies and

interventions now before they take the test as a Junior. Our current 10<sup>th</sup> grade class will be tested in October next school year. Any one of them who does not get a “2” in English Language Arts, Writing, and Mathematics will not graduate. Even a special ed student. Some senators have been trying to get that reversed, but the Commissioner is saying it will not be reversed. There is a battle going on between the legislators and RIDE, but she has to put things in place that is going to help our kids achieve the graduation requirements. The students will have an opportunity to retake that test the following year as seniors and we are supposed to develop that ILP from the time they received that NECAP score of “1” so that we can track them up to the time they retake the test to obtain a “2” or show progress on the test. This means, in Reading you have to at least get an 1130. If the students get an 1100, s/he has to show a progress of an `18% range. The tracking will occur in January when the scores come out, up until October of the following year, minus the summer months so that is not long at all. For some students that is just not possible in their world so what is going to happen to them. They can stay on or we can refer them out to another community-based organization, some other kind of program, virtual learning, one-on-one. There is another assessment that some special ed students who are struggling can take but we do not have any of those students in this school that take that test. It is a different type of test for the low functioning but they will not receive a diploma. The Commissioner is coming up with other types of recognitions you can give them, but they will not be able to cross the stage with their peers which is psychologically the most damaging thing you can do to them.

Mrs. Gailliard-Garrick has been preparing for this. She has implemented an Academic Recovery Program for those students who are failing a class quarterly. It is mandated that they go through this program. We are having great success. It is helping the failure rate but it is also helping them gain the skill sets to meet proficiency. The last quarter there were 200 failures in the core content areas, to date, 150 kids passed. They do a quarterly packet that has all the skill sets that are in the curriculum and that are a part of the NECAP testing, the Grade Span Expectations. They have to complete the entire packet and then they have to pass a test to receive the credit. This program is in its second year. Based on this year’s NECAP scores, we have some work to do in Mathematics.

The Director then went through the State Assessment Process handout. It’s a flow chart and self-explanatory. The Commissioner is telling us not to teach to the test but with the new Common Core Standards, they are going to be teaching to that test. It is going to be a part of the new Teacher Evaluation System, Student Growth. If a student learning objective is to move a student up two grade levels, the teacher will have a year to move that student up.

At the May meeting, the two Administrative Interns will roll out to the Board the school’s new grading policy as well as the co-teaching model and differentiated instruction.

- 5) **Status of Davies' Race-to-the-Top Application** — *Mrs. Gailliard-Garrick*  
Last month the Director gave the Board an executive summary of the school's School Improvement/Strategic Plan. Every month she would like to roll out/share out to the Board what is going on in regards to the Strategic Plan, the Commissioner's Platform: Transforming Education in Rhode Island. The basis of her funding and the implementation of her plan is that Race-to-the Top application.

There are five elements to that application. The Director has to attend a meeting along with her team, Gerry Manning and Fred Slemmon, quarterly. They have to share out what we are doing in each of those elements. There are five support systems: 1) Standards and Curriculum (Common Core Standards), 2) Instruction Management/Educator Effectiveness, 3) Teacher Evaluation System, 4) Human Capital, and 5) Transforming Innovation which is for those schools that are in the low achieving category which Davies is not. They just identified a couple more schools in Pawtucket (Tolman and Shea). So that is three high schools in our region that have been identified as persistently low achieving schools. Central Falls is the third.

The meetings have Collaborative Learning Communities groups. Davies is in Group 8 along with the Charter Schools, the Met, and the Training School. We have to report out every quarter where we are. Green means on target, Yellow means delayed, Red means haven't worked on it. She is happy to report we are Green in everything. With the Study of the Standards, we trained 13 staff members and they will be unpacking those Common Core Standards. What is meant by unpacking is there is a code system in how you read those standards and what skill sets you are looking at to incorporate into the curriculum work. The curriculum work will start this summer. We will be training the teachers looking at a new template that targets certain common core standards and it is based on what we see on assessments where the students are lacking certain skill sets.

Everything right now is going to be assessment-based, data-driven. She just started with the 8<sup>th</sup> graders who will be 9<sup>th</sup> graders with a district-wide assessment system and she will be rolling it out with the 10<sup>th</sup> and 11<sup>th</sup> graders next month to get base-line data to determine where they are, what skills sets they have. We are using the Stanford 10 that is aligned to the common core standards. We will take that data for placement purposes and for the curriculum.

The biggest piece of this is the Teacher Evaluation System. We have been asked by our group leaders to do a presentation on the work we have done, best practices on the Evaluation System. So Mrs. Gailliard-Garrick, Mr. Manning, and Mr. Slemmon will be busy putting together a presentation for the next meeting explaining how we went through this process especially getting the MOA because there are a couple of schools in our group that have done absolutely nothing because their union is not willing to cooperate with them (RI Training School). She helped the principal at Exeter/West Greenwich draft some language for their MOA.

So far 58% of our teachers have participated in the rollout of this system. Only the teachers will be evaluated this year. Next year the administrators and the support personnel will be evaluated. It is a very long, drawn-out process. There is a lot of paperwork. Right now it is a gradual implementation where you have to do a self-assessment. Then there is a beginning conference with the teacher when they develop a Professional Growth Plan that is based on two components of the evaluation system: best practices that is all instructional.

Mr. Beaupre asked what is the purpose of this system, to make better teachers or to get rid of poor teachers? Mrs. Gailliard-Garrick believes the Commissioner wants better teachers. The unions at this time, it takes an act of God to get rid of an ineffective teacher. So this system is extremely comprehensive and the Commissioner has put in some key elements into the system. If you are shown as an ineffective teacher for 2-5 years, you will lose your certification, so it will take a while. A part of this is the seniority piece which will be critical in our contract negotiations; she wants it out of the contracts. This is the piece that is going to be difficult to change.

Mrs. Gailliard-Garrick thinks it is a good system. It is very comprehensive. They have a professional growth plan. They have to address the professional practices and professional responsibilities such as their professional development, keeping abreast of what is new in the field, and making sure they are keeping up to date with what is going on in education today. There are a number of teachers in this building that don't. If it wasn't for her professional development days or Common Planning Time PDs, they would never know what is going on. The Union doesn't help them with the process? To some degree, they do but they don't outreach to everyone. This year is about the process of the evaluation system, but as you do them, it becomes quite clear who is knowledgeable and who isn't. Another change in the contract Mrs. Gailliard-Garrick wants is change in the Professional Development. PD will not be approved unless it is something that will be used in the classroom and shared out to the other teachers. It is not personal development; it is professional development tied to the job.

Regarding the Human Capital element, this is Mrs. Andrews' area dealing with beginner teachers. There is an induction process that came out from RIDE a couple of years ago and they have implemented induction coaches that we finally were able to get this year because they were denying us for teachers in the technical areas, but we convinced them to change that. Mrs. Andrews did an excellent job getting that change to happen. Also legislatively, we have a mentoring program and it isn't melded into the induction program where it should be.

There's a lot going on, but everything that was mentioned has been incorporated into our School Improvement Plan. We are doing some of it right now.

6) **Other**

—The Partners in Education Breakfast will be on May 2<sup>nd</sup> and hopefully the Board will be able to make it.

—The Girls' Basketball team are going to the finals.

**V. Adjournment**

At 9:20 a.m., Dr. Segovis asked for a motion to adjourn and all were in favor.