

Central Falls School District
Board of Trustees
Minutes
5:30 PM

August 17, 2009

I. Call to Order:

Chairperson, Ms. Anna Cano-Morales called the Central Falls School District Board of Trustees Meeting to order at 5:36 PM.

Present were: Ms. Anna Cano-Morales, Chairwoman
Ms. Sonia Rodrigues, Vice Chairwoman (5:39 PM)
Ms. Mary Lou Perez, Clerk
Ms. Leslie Estrada
Ms. Ana Cecilia Rosado
Mr. BK Nordan (5:38 PM)

Not Present: Mr. Vladimir Ibarra

II. Pledge:

Pledge of Alliance

III. Policy and Planning:

A. Evaluation Protocols

Action: Postponed until the Board of Trustees Meeting on September 8, 2009.

B. Resolution on School Construction - \$20M request

Ms. Cano-Morales informed the Board that new legislation had been introduced as a result of the Newport Collaborative's comprehensive assessment of the facilities. It was deemed that the district had some critical infrastructure needs that needed immediate attention. As a result, the act that was passed by the Assembly gave the district access to \$5M in bonds that are interest free through the state's bonding mechanism. This is a partnership between the City of Central Falls, Central Falls School Board of Trustees and the State of Rhode Island Department of Education Board of Regents. In this legislation, on page 5 section 13 of that resolution the Board of Trustees is named in the legislation as being one of the parties that needs to approve the projects and use of funding, along with the Board of Regents and the City Council for the City of Central Falls. The following resolution was drafted.

Resolution:

In accordance with the provisions of Senate Bill 0999, approved by the General Assembly of Rhode Island, the Central Falls School District Board of Trustees does hereby approve said legislation authorizing City of Central Falls' issuing \$5,000,000 of bonds, notes, and other evidences of indebtedness, for the purposes of renovation, rehabilitation, replacement, improvement, and equipping of the Central Falls public school buildings.

The board was informed that a Facilities Committee was formed and had representation from all of the collaborating parties as per regulation. Most meetings are held at 2:00 PM but due to the emergency nature of the latest meetings the dates and times had been unpredictable.

Action: Motion to approve the revised version that was given at the meeting was made by Ms. Rosado and seconded by Ms. Estrada. Approved, 6 to 0.

IV. Superintendent's Report:

A. School Construction

Dr. Gallo reported on the current construction emergency facing the district. With just under two weeks prior to the start of school, the district was informed that as the construction workers and engineers went on the roof of Captain Hunt, which houses about 220 Preschool and Kindergarten students, they discovered structural deficiencies such that require the district to close the school. The dilemma was where the students and staff would be relocated.

The district made calls to St. Patrick's in Cumberland and to St. Leo's in Pawtucket as alternate relocation options. The students were already bused so there would not be an additional expense to the district but there would be for the leasing of the facility. It might come from the 20% soft cost within the bond as it is an emergency. If not our operational budget would be hard hit.

Ms. Cano-Morales informed the Board that there would be a Board of Regents work session on Thursday from 11:30 AM to 1:30 PM, which is open to the public, and that one of the agenda items would be the Central Falls Construction update. It would be discussed at the state level as well.

V. Public Comment:

No public comment.

VI. Consent Agenda:

Consent agenda included the Board minutes from the July 20, 2009 meeting. It also included the following personnel matters.

Appointments

Certified Staff

Charles Kokolsky – Elementary Guidance District

Nancy Raftery – Elementary Guidance District

Athletic Coaches

Joseph Handy – Girls Head Basketball Coach

Maurice Jackson – Head Football Coach

Diane Martufi – High School Cheerleading Advisor

Administrator

Nancy Tobin – Assistant Principal Calcutt Middle School

Retirements

Richard Blanco – Math Teacher, Central Falls High School

Resignations

Maureen Dolan – Math Teacher, Central Falls High School

A motion to approve the July minutes, with a correction, was made by Ms. Rodrigues and seconded by Ms. Estrada. The Board approved the consent agenda, 4 to 0 with Ms. Rosado and Mr. Nordan abstaining.

A motion to approve the personnel matters was made by Ms. Rodrigues and seconded by Ms. Rosado. The Board approved the consent agenda, 6 to 0.

VII. Promotion Ceremony

Ms. Morales informed the Board and attendees that they would be moving to the cafeteria for the PEACE Program promotion ceremony and would be back to resume the remainder of the agenda.

VIII. Toyota Improvement Planning

The representatives from Toyota, Brian Bichey, Kay Lynam and Mark Reich as well as Michael Lauro of the Central Falls School District presented the collaborative work that had been done with the Central Falls High School. The representatives gave a brief history of the Toyota Company and explained the work they had been doing within the district. They also informed the Board that this was the first time they had partnered with a school district.

The Toyota Business Practice has eight steps, which can be applied to other organizations. They are as follows:

1. Clarify the problem
2. Breakdown the problem
3. Set a target
4. Analyze the root cause
5. Develop countermeasures
6. See countermeasures through
7. Evaluate both results and process
8. Standardize successful processes

The Toyota representatives explained that a group from the high school that included advisory faculty and student input were assembled to use the steps to target and to begin to solve a problem. The problem that was chosen during those sessions was the graduation rate gap.

As a result of the process, Toyota and Mr. Lauro reported that a focused and targeted implementation of strategies would begin in the fall with the most at risk population of the high school, which was deemed to be incoming 9th graders. They also reiterated that the process would be continuously evolving.

There was discussion among the Board and the presenters.

Revision # _____
Date: _____

Originator _____

Theme: Central Falls Graduation Rate

1. Clarify the Problem

Ultimate Goal: Inspire students to become lifelong learners who graduate with proficiency in order to be self-fulfilled contributors to society

IDEAL 79.2% RI State Target for graduation rate

GAP = 27.2%

CURRENT 52% Central Falls 2008 graduation rate

2. Break Down the Problem

WHAT Gap in students graduating from 2008 cohort (48% below 100%)

From 2009 RI KIDS COUNT Factbook: Drop Out 29%, GED 2%, 5+ yrs (still in school) 16%

From indiv records: 9th Grade 8, 10th Grade 28, 11th Grade 33, 12th Grade 43

WHEN Dropouts by Grade and Class

Grade	2006/7	2007/8	2007/8
9th	Risk=High	94	53
10th	Risk=Med	54	39
11th	Risk=Low	33	32
12th	Risk=Low	37	43

WHO 181 9th graders dropped out 2004-2008

Race	Count
Black	37
Hispanic	110
White	34

Age	Count
Age 13	8
Age 14	18
Age 15	13
Age 16	30
Age 17	34
Age 18	6
Age 19	1

WHEN 0-90 days 32, 91-180 days 16, 180+ days 16 (50/50 Male/Female)

Process for 16 and 17 year old Hispanic 9th graders to engage in school the first 90 days

Activity	eval
Pre-High School activity	78%
Day 1 & 2 onboarding activity	60%
Weekly Advisor Activity	48%
Parental Encouragement	42%
Engage in school	43%

Advisory process effectiveness = 33%
Problem: Meaningful and supportive relationships are not adequately forming between students of this profile and their Advisors

3. Target Setting

Improve Advisory effectiveness from 33% to 83% (best student surveyed) by December 1st 2009 (first 90 days of next school year)

Student survey May 2009 go & see 33%

Future Student survey Dec 2009 go & see 83%

Estimated impact = 8 students (1/4 of 32 in the profile) or approx 2.5% improvement to graduation rate

4. Root Cause Analysis

Meaningful and supportive relationships are not adequately forming between students of this profile and their Advisors

- Advisors are meeting students but not getting to know at-risk profile students 1-on-1
- Few successful group interactions (following advisory curriculum)
- At risk profile student doesn't see value of Advisory program
- Advisor and student not meeting

Advisors focused on the "true grade level" students (low risk)

- Advisors are waiting for students to self-advocate
- "Low risk" students demand advisor time
- Advisors feel faced with a choice between supporting low or high risk students
- Advisor doesn't deliver group activity successfully
- Advisor not engaged in advisor role
- Individual Learning Plans (ILP) not personalized

No standard practice for interaction btwn low self-advocating (at-risk) students and advisors

- High performing students self-advocate
- Mixed age groups (risk levels) in same advisory
- Teachers perceive non-PBGR activities as not meeting student needs - it's "one size fits all" or too "touchy feely"
- Impacts to at-risk students not clearly recognized by the organization
- Insufficient organization change management (leadership) when advisory program introduced

r/c #1 Should not change

r/c #2 confirmed not root cause

5. Develop Countermeasures

c/m idea	Evaluation (for high risk cohort)					Overall
	Feasibility	Resources (\$)	Speed	Effectiveness (reim/inst/ret)	Legend	
R/C #1 Create standard practice and training for interactions with "at-risk" students	○	○	○	○	○	○
R/C #1 Weekly offline follow-up between adult support and student (+parent)						X
R/C #2 "Model Area" approach	○	○	○	○	○	○
R/C #2 Benchmark best practices (for frame of reference)						X
R/C #2 Check research on "what works"						X

Legend: ○ = good, △ = needs improvement, X = no good

Model Area Mission: Develop and Standardize successful advisory practices as a team and quickly share throughout the school system. Create immediate benefit to the school by initially focusing on at-risk student retention which will also provide the quickest and strongest feedback as to what will be successful.

High Level Plan for C/M #1 & #2:

responsible	2009					
	July	Aug	Sep	Oct	Nov	Dec
Determine team structure	Lauro	△				
Benchmark review	team/leader					
Draft Detailed Plan C/M #2	team/leader					
Draft for C/M #1 standard	team/leader					
Launch C/M #2 w/weekly reflect	Lauro/Gallo		○	○	○	○
Share learning out to school	Lauro/Gallo			△	△	△
Ongoing success standardization	team/leader					

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IX. Next Board Meeting:

Regular schedule - Board meeting will be held on Tuesday, September 8, 2009 at 6:00 PM.

X. School Board Comment/Communication:

Ms. Rosado expressed her extreme disappointment with the PEACE assembly. She was unhappy with the students' behavior during the ceremony and stated that she left before it was finished.

Ms. Perez stated that she shared the same feelings as Ms. Rosado and was concerned that the students were incoming 9th graders.

Ms. Cano-Morales stated the Central Falls had an interesting population that ranges from overachievers to at risk students.

Ms. Estrada commented that it was the first time she had seen that type of behavior at a function.

Dr. Gallo stated that these were the students that normally don't attend the functions because they are the most at risk. They are the children that are absent and failing. Although she was unhappy she stated that these were 55 children that the PEACE program helped to keep in school during the summer.

Mr. Nordan stated that although he did not defend or dismiss the students' behavior that for 50 some children from a summer program to show up on a summer night was a good sign.

Ms. Cano-Morales mentioned that the discussion about what is concerning and what is positive was needed. She mentioned all the wonderful summer programs and people that worked very hard to make those programs successful. She thanked Christine Gingerella of the COOL program, Nellie Mae and United Way for contributing their talents, finances and leadership. Central Falls in partnership with Progreso Latino received funding for a pilot Pre-K classroom in Progreso Latino. The Read, Talk and Play program had its culminating event at Johnson & Wales, who also helped support the program by providing healthy food demonstrations for the children in the program. The high school academies are ready to begin. Segue, a district charter, opened its doors today. There are a lot of positive things to keep in the forefront.

XI. Executive Session and Adjournment of public session:

No executive session held. Motion to adjourn was made by Ms. Rosado and seconded by Ms. Rodrigues. Meeting was adjourned at 7:50 PM.