



New Heights Board of Trustees
November 29th, 2022
Starting Time: 5:00pm
Location: 1690 Main Street
Brockton, MA 02301
Join Zoom Meeting

ZOOM Meeting:

Description:

<https://us02web.zoom.us/j/8981912806?pwd=WHJ2dE1sTHNYVlVmNUsvTkxEaWlJZz09>

- I. Call to Order at 5:02pm
- II. Approved Board Members List
 - A. Mike Sullivan
 - B. Ollie Spears
 - C. Christina Alves
 - D. Graham Bengen
 - E. Judge Phillips
 - F. Vinnie Marturano
 - G. Steve Bernard
 - H. Nicholas Christ
 - I. Jeff Charnel
- III. Roll Call
 - A. Board Members Present
 1. Mike Sullivan
 2. Ollie Spears
 3. Christina Alves
 4. Judge Phillips
 5. Vinnie Marturano
 6. Steve Bernard
 7. Jeff Charnel
 - B. Members Absent
 1. Graham Bengen
 2. Nicholas Christ
- IV. Reading and Approval of Minutes from Board Meeting from October 25, 2022
[BOT Agenda 10/25/22](#)
 - A. Moved by Vinnie Marturano
 - B. Seconded by Jeff Charnel
 1. Motion passed unanimously
 - C. Reports
 - D. Chairperson's Report (Mike Sullivan)
 - 1.
 - E. Executive Director's Report (Omari Walker)
 1. Enrollment (Lourdes)



NEW HEIGHTS CHARTER SCHOOL of BROCKTON

2022-23 Enrollment Numbers
As of November 28, 2022

Current Enrolled Students by Grade (734 in TOTAL)

6. Grade	105
7. Grade	101
8. Grade	111
9. Grade	116
10. Grade	122
11. Grade	95
12. Grade	84
13. Grade (A+)	9

Current Student Enrollment by City:

Brockton	611
Randolph	49
Taunton	44
OOD	30

Current Student Enrollment by Gender:

Female	379
Male	355

- a)
 - (1) Working with 2 families, should be 736 by the end of the week
2. Staffing Update (Will)
 - a) one para transitioned to PE teacher
 - (1) one para position open
 - b) one 10th grade ELA position
 - (1) open due to retirement
3. Alumni Committee (Maria/Mary)
 - a) Mary gave presentation linked below [Alumni presentation 11.22](#)
 - b) Exciting opportunity for recruitment and advancement
4. Community Events (Sophia, Meagan, Maria)
 - a) Early College
 - (1) October College Fair
 - (2) Nov. 1 FAFSA completion night
 - (3) Nov. 2 Paint Day at MCC
 - (4) Nov. 27 Brockton Holiday Parade
 - (5) College application night
 - (a) two students were accepted that night
 - (6) Nov. 29 Lorraine's Leaders College Knowledge Night

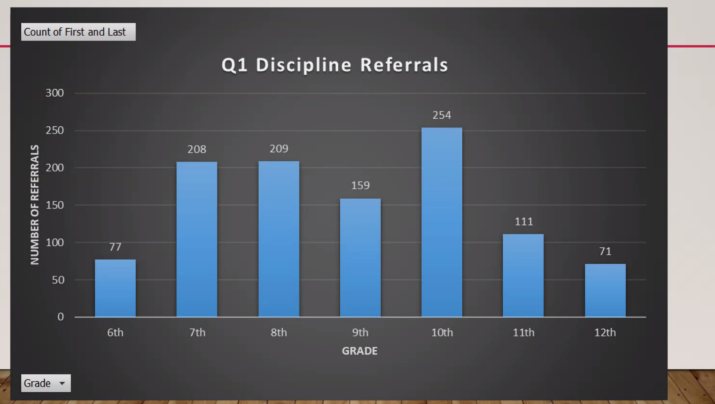
5. Grades & Discipline Data (Nicolas)

Highlights

- Staff have the impression that 8th and 10th grade classes have the most disciplinary issues. This data supports that impression.
- 6th and 9th grade have less concerning disciplinary issues. In particular, they have very few “repeat offenders”.
- 11th and 12th grade have few student’s receiving referrals and suspensions, but also the most severe suspension cases.

a)

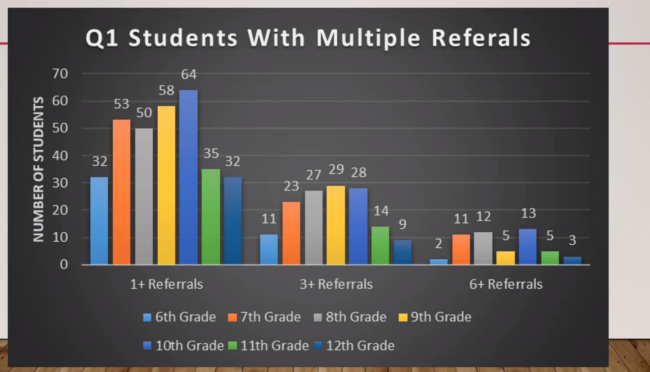
Referrals by Grade



b)

(1) Could be anything from being out of dress code to more severe discipline

Referrals by Grade

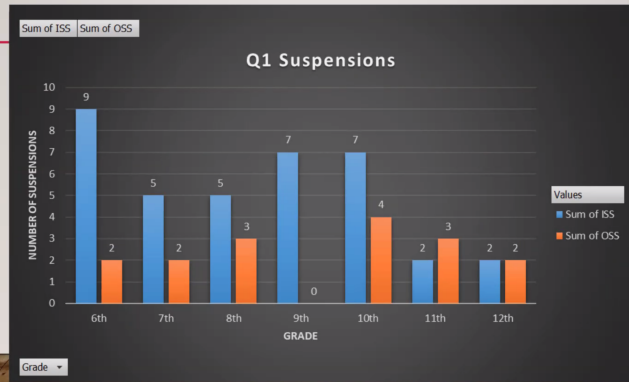


c)



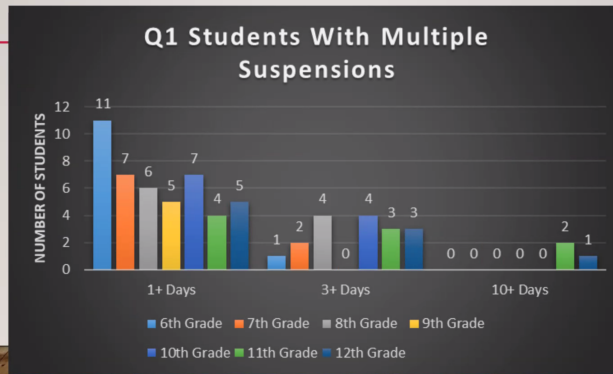
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Suspensions by Grade



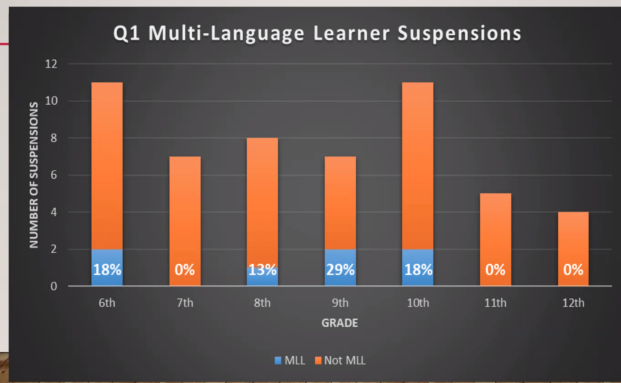
d)

Suspensions by Grade



e)

MLL Suspensions by Grade



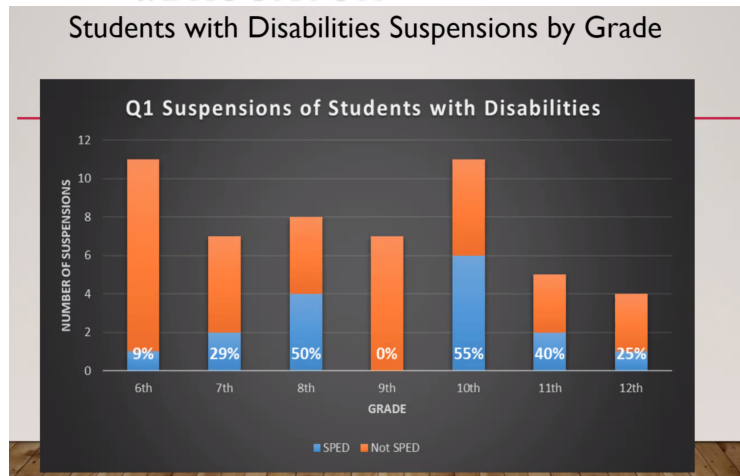
f)

(1) subgroups that require special discipline attention, state is worried we are over suspending MLLs and Special Ed students

(a) 9th grade we suspended double of our MLLs, 10th grade is 14% MLL



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- g)
- (1) 11% of our students have disabilities. We are seeing a high percentage of students with disabilities receiving suspensions
 - (2) 8th and 10th grades aren't standouts in terms of suspensions if we remove the students with disabilities
- h) Vinnie - are there any strategies being considered to address the number/severity of discipline?
- (1) This data is being looked at before presentation and we do have some plans that will be addressed during the Academic Excellence portion later tonight
- i) Jeff - Is this stacked against other schools or just our data?
- (1) Just our data
- j) Mike - The numbers seem alarming in terms of statistics when looked at. How does this compare against other schools in similar grades/populations? Do we have data we can compare this to?
- (1) Nicolas - don't have any numbers at finger tips, can prepare something for next board meeting. Won't have this level of detail by grade or individual subgroup
 - (2) Gross data could be at least instructive for big picture perspective
- k) Omari - we are taking much more restorative practices now than in the past to keep suspensions low. Try to be cautious about how we suspend students with disabilities but have found that many actions we consider dangerous do stem from students with disabilities. We are up against school safety challenges and don't want to lower the bar for safety, keep suspensions for safety issues - fighting, threatening/assaulting, drug use



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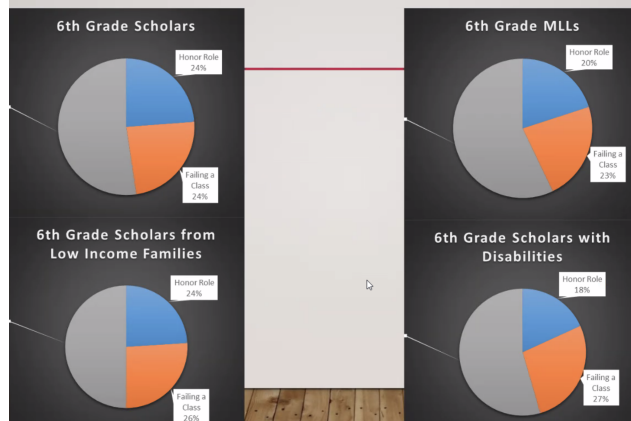
- l) Jeff - Seeing the data of a small aggregate group of other charters could be helpful in terms of understanding our data
 - (1) Nicolas - will see what data I can find and bring it back, would be helpful for everyone
- m) Grades:

Highlights

- Scholars with disabilities are less likely to make Honor Roll.
- 8th Grade did very well on 1st Quarter Grades. Considering the performance of last year's 8th Graders on the MCAS Exams, this supports the hypothesis that our 8th Grade teaching team is one of our stronger grade level teaching teams.
- In Middle school, 6th Grade had the most students failing a class and in High School 9th Grade had the most students failing a class. This is consistent with the stresses of transition in those grades.
- Although 6th and 9th Grade had more students failing at least one class, they had fewer students failing multiple classes when compared to students in other grades.

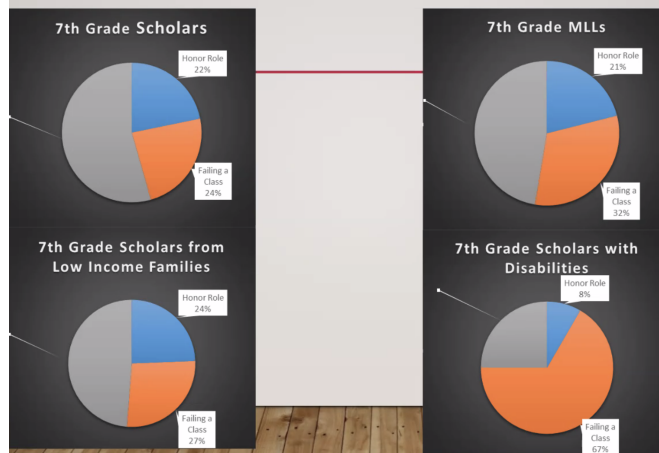
(1) Had a single failed class for 8th grade

6th Grade Scholars



n)

7th Grade Scholars

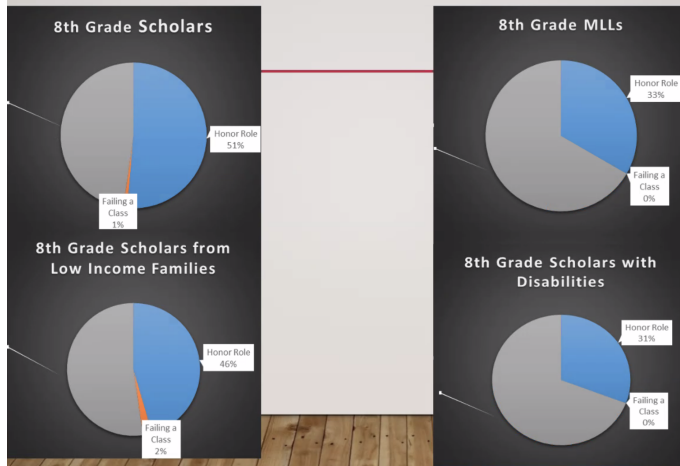


o)



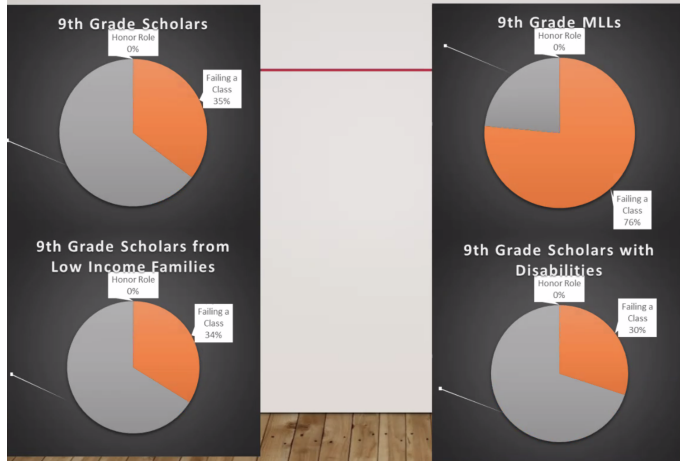
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8th Grade Scholars



p)
q) Waiting on college grades so don't have honor roll numbers for high school students

9th Grade Scholars



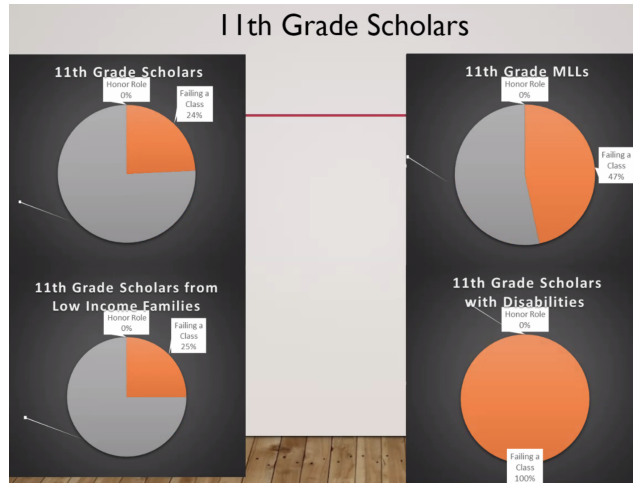
10th Grade Scholars



r)

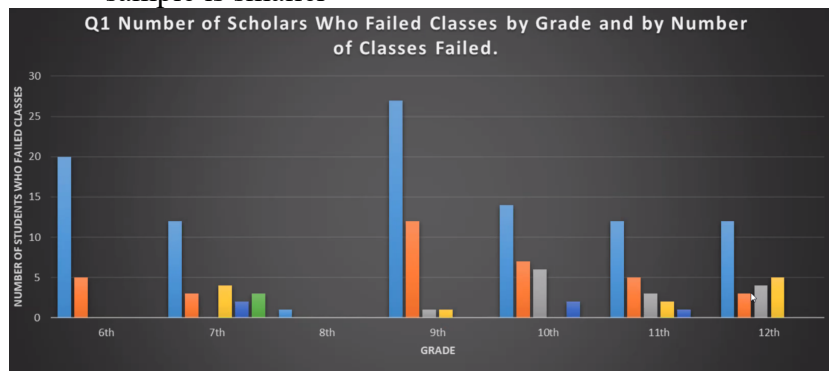


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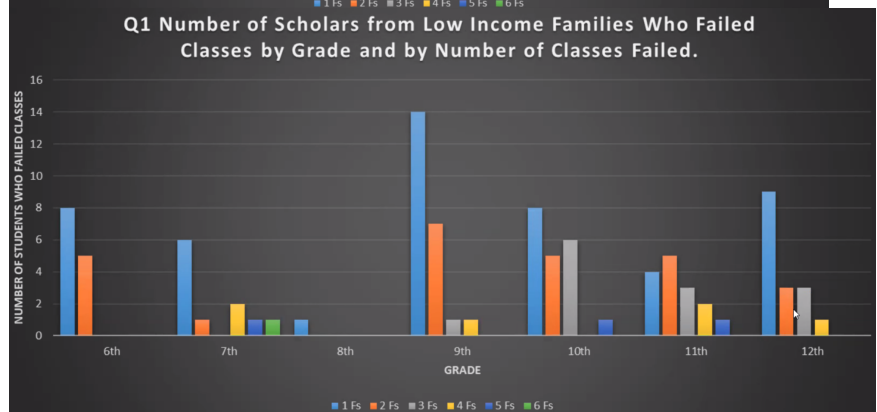


s)

(1) Only have 4 scholars with disabilities, number of failures is comparable to other grades but the sample is smaller



t)

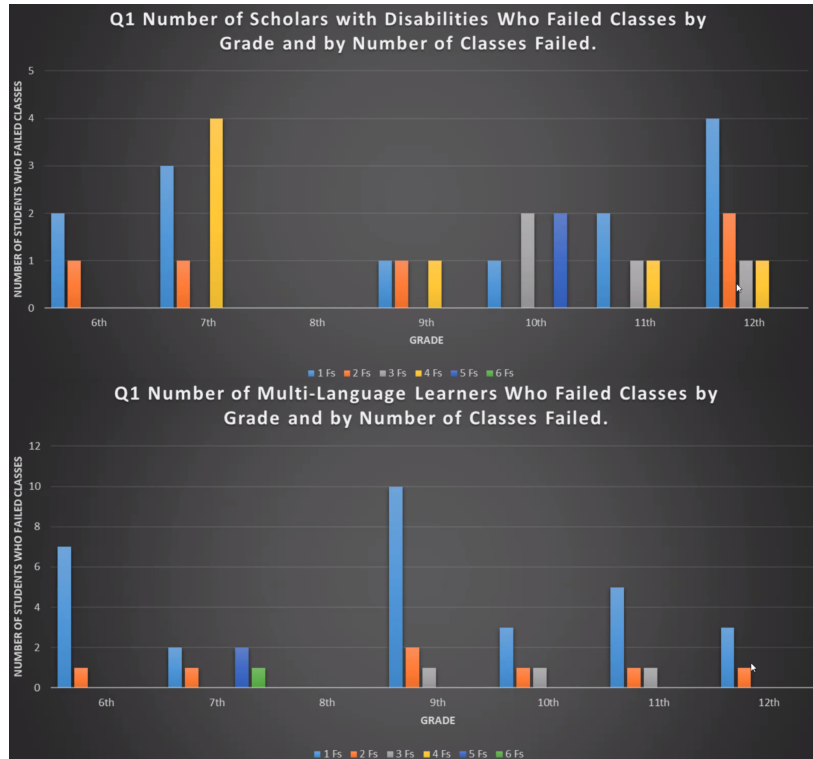


u)

(1) scholars from low income are more likely to fail more classes if they've failed one



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v)

w)

x) Mike - are you able to compare Q1 of this year versus Q1 of previous years to see trends?

(1) Nicolas - don't have high confidence in data from last year to build off of, moving forward will be able to have trends

6. 37H ¾(b) law change (Sophia)

a) [Infogram on 37H 3.4\(b\).pdf](#)

School Discipline before November 8

Discipline is governed by 3 statutes and related regulations: M.G.L. c. 71, §37H and M.G.L. c. 71, §37H 1/2 and M.G.L. c. 71 §37H 3/4 (and 603 C.M.R. 53.00 et. seq.). **The Principal has the authority to exercise discretion in deciding the consequences for a scholar who has violated school rules.** The Principal shall first consider ways to re-engage the scholar offender in the learning process, and shall avoid using long-term suspensions and expulsion until other remedies and consequences have been exercised.

In administering discipline, school officials will observe the right to due process by law for each scholar. The due process a scholar is entitled to is identified in the relevant statutes and regulations explained below. The nature of the violation and the severity of the possible consequences will determine the due process that school officials will follow.

The Principal may remove a scholar from privileges, such as extracurricular activities and attendance at school-sponsored events, based on a scholar's misconduct. This decision is not subject to the due process procedures set forth below.

b)

(1) Had used this information to create our Dean's Referral Table in our student handbook to outline possible behaviors and consequences

c)

After Nov. 8 we are required to make multiple attempts to reform the disruptive conduct; should consider remediation,



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counseling, and conflict resolution. Can suspend if serious harm or serious bodily injury could occur if student remains in school

- d) Now required to document everything that has been tried to ensure we are protecting students right to school
- e) Mike - do we need to update our handbook to reflect these changes?

(1) Do have to make a change to the dean's referral table and are working with counsel to ensure we're following the rule. Aren't ready to change the handbook yet, looking for more answers before changing. Will need to present a new handbook when those changes are ready

- 7. Motion to accept Executive Director's Report as presented by Vinnie Marturano
- 8. Seconded by
- 9. Motion passed unanimously

F. Old Business

- 1. Bus & Van Update (Tim)
 - a) Made the decision to use two buses to transport students from Randolph and Taunton. Utilize the third bus driver as a dispatcher in morning and afternoons.
 - b) Third bus is used to shuttle EC students to MCC
 - c) Third driver also provides an after school shuttle for students who remain at after school
 - d) Working to get surveillance in the bus to show footage in the bus and outside as well
 - e) Converting two vans into student transport buses. They are in the process of being labeled. Should have insurance and part-time drivers before winter break and can use these to transport students in January

G. New Business

- 1. MCC Safety Plan (Maria)
 - a) Maria presented the safety plan linked below [NHCSB MCC Safety Plan.pdf](#)
 - b) Requested by MCC Chief of Police to ensure that everyone is on the same page in case of an emergency on campus
 - c) Outlines the roles and responsibilities of NHCSB in case of an emergency



Scope of the plan

NHCSB liaisons and administrators are expected to take charge and manage an emergency incident until it is resolved or command is transferred to someone more qualified and/or to an emergency responder agency with legal authority to assume responsibility. NHCSB staff will seek guidance and direction from the NHCSB principal/local officials and seek technical assistance where appropriate. At all times, the principal retains the overall responsibility for the overall safety of NHCSB students and staff on the MCC campus.

- d)
 - (1) MCC was provided with contact information of NHCSB Admin
 - e) MCC PD agreed to provide crisis training for NHCSB staff at a date TBD
 - f) Jeff - do students receive an alert that we're unaware of?
 - (1) Everyone with an MCC email are automatically enrolled in RAVE alerts and students receive this. Working with Dean of Students to see if NHCSB staff can be added
 - (a) Chris - we can, send me the information and we'll make it happen
 - 2. Motion to approve safety plan as written and presented by Steve Bernard
 - 3. Seconded by [Vinnie Marturano](#)
 - 4. Motion passed Unanimously
- V. Reports of Special Committees
- A. Academic Excellence Committee (Steve Bernard)
 - 1. Suggests that any board member who hasn't visited the school should do so to get to see what is happening on campus
 - 2. Need to acknowledge our successes and our struggles
 - a) Class of '22 is on track to graduate a much lower percentage of Associate's than previous classes due to pandemic and change in class styles
 - 3. Instructional Goals Presentation



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- a) Breaking goals down into quarters to hold accountable



22-23 Plans To Develop a Safe and Supportive Learning Environment in Every Classroom, Every Day.

Associate Principal of Culturally Responsive Practices, **Dr. Kandice Sumner**

- Bi-weekly Professional Development training in **Culturally Responsive Teaching**.
- Upcoming Training for Middle School staff: **Responsive Classroom**
- Discipline will shift to a more **Restorative Practice** and provide alternatives to suspension in order to reduce exclusion from the classroom. Culture Team will attend training on 12/1 in Boston.

- b)
- c) By Dec. 16, 2022 have to provide evidence to state that we review discipline data and analyze for trends and accuracy. Have developed a Discipline Flow Chart to address discipline needs with teachers/deans
- d) Are working to provide positive cultural experiences for students to connect them to the curriculum

22-23 Plans to Implement High-Quality Tier I Instruction in Every Classroom, Every Day.

Associate Principal of Teaching and Learning, **Renee Lewis**

- The **New Heights Way of lesson planning** includes planning UbD: Understanding by Design.
- All grades include heterogeneous groupings, inclusion classes. Students with disabilities and English Language Learners are included in all classes.
- Teaching and Learning will shift to a more **rigorous, student-centered** classroom design.
- **Professional Development** takes place every Friday to help build engagement strategies

- e)
- f) Understand that we aren't back to pre-pandemic MCAS levels and are working on high-level instruction in order to improve MCAS scores





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Goals for Tier 1 Instruction

Goal 1: Use a backwards design - plan with the end in mind - approach to unit planning

- 80% of teachers will adopt a backwards design approach for crafting units and lessons.

What	How	Progress Monitoring
- Teachers will craft plan for Unit Zero	- AP T&L will present the UbD framework to teachers	August 2022. - Agendas from professional development and department meetings to determine when
- Teachers will craft Unit 1. (first content-grounded unit)	- AP T&L will present Stage 1 - Evaluators will review 25% of the unit plans for their caseload each month	September 2022. - Analysis of Unit plans - Class Observations - Noticings/feedback will be shared in Google Form October 2022 - Evaluators will review lesson plans of 25% of their caseloads every week (i.e. if the caseload is 12 teachers, each week review the lesson plans and unit plans of 3).
- Teachers will experience ongoing development in unit design.	- AP T&L will present Stage 3. - Coaches will follow-up in department meetings - Unit planning will be threaded throughout ongoing instructional PD.	November 2022 and ongoing. - Each week , evaluators will review lesson plans of 25% of their caseloads (i.e. if the caseload is 12 teachers, each week review the lesson plans and unit plans of 3). - Each Week , evaluators will share feedback (via Google Form) of teachers' progress towards objective.

g)

Goals for Tier 1 Instruction

Goal 2: Increase Rigor in Instruction

- 75% of teachers will plan and facilitate **weekly** lessons that are cognitively demanding as measured by Level 3 and Level 4 on the DOK Wheel

What	How	Progress Monitoring
- Teachers will unpack the meaning of rigor - Teachers will unpack the impact of rigor on student learning.	- AP T&L will Unpack D.O.K wheel during PD - AP T&L will facilitate a text-based discussion on rigor - Coaches will Do and discuss work of the content in department meetings	December 2022. - Agendas from professional development and department meetings to determine when
- Teachers will plan rigorous lessons according to the DOK	-In department meetings, coaches will help teachers develop more demanding lessons	January 2023 - May 2023. - Analysis of Lesson plans - Class Observations - Noticings/feedback will be shared in Google Form
- Teachers will develop strategies that increase/maintain rigor	-AP team will observe evaluation caseload for strategies	January 2023 - May 2023. Class Observations - Observation of questioning, accountable talk, formative assessment, etc - The AP team will look for trends in data across content areas.

h)

i) This work should increase all of our numbers and assist in our goal of changing education. At the end of Q1 we believe we've made some gains and will have a better understanding by the end of Q2 when the data can be compared

4. Scholarship Committee

- Asking for board representation to serve on committee as voting members
- Will meet about once per month
- Jeff - Trying to get my bank involved in student scholarships and also a member of the Rotary club for students to apply. Will reach out to Tina to ensure Maria receives that information.

5. Motion to accept Academic committee report by Judge Phillips

6. Seconded by Chris Alves



7. Motion passed unanimously
- B. Finance Committee (Nick)
 1. YTD Finances
 - a) Do have some areas where numbers are running higher than where we are but much of the areas where they are ahead are frontloaded costs
 - b) Currently running with a surplus and in good financial condition
 2. Motion to accept the finance committee report by Steve Bernard
 3. Seconded by Vinnie Marturano
 4. Motion passed unanimously
- VI. Governance Committee (Vinnie)
 1. Board on Track
 - a) Overwhelming response to the software was positive
 - b) Maria makes the recommendation that we move forward with the contract and the board supports the utilization and services provided by Board on Track
 - c) Governance committee was in favor of the purchase if recommended by staff
 - d) Motion to move to engage Board on Track for use at New Heights Charter School by Judge Phillips
 - e) Seconded by Steve Bernard
 - f) Motion passed unanimously
 2. Executive Director Review
 - a) Began the review process at the last meeting and will finalize it at the upcoming governance committee meeting on Dec. 7th
 3. Potential New Trustees
 - a) Shelly Jackson
 - (1) Omari and Vinnie met with her and will have a follow up meeting with the full committee on Dec. 7
 - b) Chris Alves resigning at end of Dec and MCC President will nominate a replacement
 4. Expansion of Term
 - a) Graham Bengen tenure expires 11/30
 - (1) Omari - Jess suggest board votes to extend Graham's term beyond the current term
 - (2) Motion to approve extension of Graham's term consistent with Omari's explanation by Judge Phillips
 - (3) Seconded by Steve Bernard
 - (4) Motion passed unanimously
 5. Motion to accept governance committee report as presented by Steve Bernard



6. Seconded by [Vinnie Marturano](#)
 7. Motion passed unanimously
- VII. Special Orders
- A. Judge Phillips suggest beginning meetings in person again
 1. Mike - agrees with finding a way to get the board back in person, additional staff can participate virtually
 2. Jeff - do agree but think there should be some balance to keep virtual option open
 3. Judge - Would like to work towards in person meetings with a remote option if needed
 4. Mike - Suggestion to hold January meeting in person with a remote option for those who can't
 - B. Judge Phillips recommends planning a board retreat again
 1. Mike - should give some serious thought to a retreat sooner rather than later
- VIII. Good of the Order
- A. Announcements
- IX. Motion to adjourn by Judge Phillips
- X. Seconded by
- A. Mike Sullivan (Aye)
 - B. Ollie Spears (Aye)
 - C. Christina Alves (Aye)
 - D. Judge Phillips (Aye)
 - E. Vinnie Marturano (Aye)
 - F. Steve Bernard (Aye)
 - G. Jeff Charnel (Aye)

Meeting adjourned at 7:11pm