

From the Office of the Executive Secretary to the School Committee

School Committee - Regular Meeting

November 19, 2024 at 6:00 p.m.

Held in and broadcast from the Dr. Henrietta S. Attles Meeting Room, Cambridge Rindge, and Latin School, 459 Broadway, Cambridge. To sign up to call in using the ZOOM app on your computer or mobile device: visit www.cpsd.us/school_committee/virtual

Regular Meetings will be live-streamed at www.cpsd.us and broadcast on Cambridge Educational Access TV (CEATV) Channel 26, as usual. This meeting will be video and audio recorded.

*** SUPPLEMENTAL ***

A G E N D A
11-18-2024

1 Public Comment (3 minutes):

2. Student School Committee Report:

3. Presentation of Records for Approval:

- October 15, 2024, Regular Meeting
- October 15, 2024, Roundtable
- October 29, 2024, Special Meeting (Superintendent Search Timeline)
- October 29, 2024 Special Meeting (Interim Superintendent Contract)

4. Reconsiderations: None

5. Unfinished Business/Calendar:

Late Order 2024 Superintendent Search Timeline
Joint Motion by Member Rojas and Member Rachel June 18, 2024

REVISED September 17, 2024

#24-227 Joint Motion by Member Rojas, Member Rachel and Member Weinstein

That the School Committee discuss the following and other timeline options for the Superintendent Search

CPSD Superintendent Search 2024-2025

Timeline - By when to target making a job offer	Pros	Cons
By Dec 2024	<ul style="list-style-type: none">- In line with Mass Association of School Committees (MASC) recommendation- Take advantage of larger pool of candidates	<ul style="list-style-type: none">- Less time for community input and development of job description

<p>By April 2025</p>	<ul style="list-style-type: none"> - Allow focus on starting school year well - Provide more time for community input and development of job description 	<ul style="list-style-type: none"> - Challenge of having a smaller pool of candidates
<p>By Dec 2025</p>	<ul style="list-style-type: none"> - Modified MASC recommendation - Take advantage of larger pool of candidates - Provide more time for community input and development of job description 	<ul style="list-style-type: none"> - Longer period for interim superintendent OR - Need for 2nd interim superintendent - Possible delays in hiring other leadership positions

Attachments:

- Model Timeline from Mass Association of School Committee’s “A Vacancy in the Superintendency, Key Decisions for School Committees Planning for a Transition”
- Timeline for Dr. Salim’s hire
- Timeline for Dr. Young’s hire
- Mayor’s Communication re: Plan of Work for Superintendent Search, September 10, 2024
- Mayor’s Communication re: Update on Plan of Work for Superintendent Search, September 17, 2024

Model Timeline from Mass Association of School Committee's "A Vacancy in the Superintendency, Key Decisions for School Committees Planning for a Transition

DRAFT SEARCH TIMELINE SUPERINTENDENT SEARCH - Model Timeline

This timeline can take from 2-5 months depending the level of "process" and the size of the search committee. It is important to be flexible, allowing sufficient time to make up for unanticipated delays. The most likely delays would be on the search committee end because of the number of potential member schedule conflicts. A, earlier start date, such as over the summer, allows more time to plan, recruit, and interview. A late start will still work well if the school committee expedites the process. A very late start (March/April) would require expediting the process and imposing sharp deadlines.

October 1 – 15, 2023	School Committee receives preliminary documents, approves draft timeline, sets focus group meetings, makes decisions about recruiting search committee, etc. Search Committee Appointed and Orientation (Set Fixed Date) Focus surveys planned and on-line survey developed; materials development completed and ready for distribution
October 15	Advertisements/E-Mail and General Mail distribution of materials. Also, distribution of search information to recruitment networks. Materials mailed and distributed. Candidate recruitment is ongoing.
By November 19	Focus Groups will take place Search Committee will organize to prepare for screening of candidates, scheduling of interviews, and preparation of questions.
November 30, 2023	Deadline Set for Filing Applications (3:00 p.m. EST via mail, e-mail, fax or personal delivery to search coordinator)
Immediately After Deadline	Applications are compiled and prepared for the Search Committee to review during school vacation. Review begins immediately. Search Committee begins initial screening, selection and initial interviews. Process culminates with recommendations to the School Committee.
Week of December 10	School Committee receives report and recommended finalists. Interviews candidates, conducts site visits, and other due diligence steps are scheduled.
December 12-19, 2023	School Committee interviews finalists are completed. Site visits take place.
Mid-January, 2024	School Committee makes hiring decision.
July 1, 2024 or Sooner	Superintendent takes office <u>or before if so needed and negotiated.</u>

Timeline for Dr. Salim’s Hire

Superintendent Search 2015-2016: Dr. Kenneth Salim	
DATE	MEETING/ACTION ITEM/ANNOUNCEMENT
April 7, 2015	SC selects Executive Director of HR (Barbara Allen) official Superintendent Search Liaison Designee (Order C15-091)
April 7, 2015	Supt. Search Ad Hoc Subcommittee be comprised of the Committee of the Whole (Order C15-090)
April 7, 2015	Draft Supt. Search Timeline (Order C15-089)
April 7, 2015	SC Special Meeting Minutes: Discuss Supt. Search Timeline
April 28, 2015	SC Special Meeting Minutes: Review & Approval of RFP for Search Firm
May 21, 2015	Request for RFPs Supt. Search Firm
June 9, 2015	SC Special Meeting/Exec. Session Minutes: Evaluate Search Firm Proposals
June 16, 2015	SC establish Special Meeting schedule with Exec. Search Firm (Order C15-196)
June 16, 2015	Executive Search Contract Awarded to Hazard, Young, Attea Associated (HYA) (Order C15-165)
July 1, 2015	Planning Meeting with HYA (HYA Binder located in SC Office)
July 1, 2015	SC Special Meeting Minutes: Meeting with Hazard, Young, Attea & Associates (HYA) Search Firm
July 14, 2015	Framework with Updated Search Timeline (Order C15-207)
July 14, 2015	SC Special Meeting Minutes: Discuss Supt. Search Interview Committee Make Up
July 28, 2015	Amended Composition of Supt. Search Interview Committee to include 3 SC members (Order C15-208)er C15-208)
August 20, 2015	Supt. Search Community Survey from Barbara Allen
August 26, 2015	HYA Leadership Profile Meeting Schedule
August 26, 2015	Supt. Search Focus Group & Community Forum Schedule
September 9, 2015	Public-facing Schedule of Community Meetings from Barbara Allen
September 16, 2015	Leadership Profile Report from HYA
September 16, 2015	SC Special Meeting Minutes: Meet with HYA to discuss Leadership Profile Report
October 1, 2015	Supt. Search Interview Committee Listing
October 13, 2015	Press Release of Supt. Finalists
October 14, 2015	Final Candidates Itinerary
October 15, 2015	SC Special Meeting Minutes: Community Forum/Town Hall to meet the Supt. Final Candidates
October 16, 2015	Draft Interview Questions for Finalists
October 16, 2015	SC Special Meeting Minutes: SC Interviews with Final Candidates
October 22, 2015	Supt. Site Visit Protocols
October 27, 2015	SC appoints Dr. Salim as Supt. contingent on reaching negotiated agreement (Order C15-329)
October 27, 2015	SC Special Meeting: Consider Appointment of Supt. (Vote taken to appoint Dr. Salim.)
December 15, 2015	Executive Session Meeting Minutes - Negotiating Contract and Vote
December 15, 2015	Regular Meeting Minutes - Vote to Approve Contract
December 15, 2015	Consider Adoption of Dr. Kenneth Salim Contract (Order C15-290)
January 5, 2016	Dr. Salim contract ratified (Order C16-009)
January 12, 2016	Ad Hoc Subcommittee Transition Planning Meeting: Dr. Salim's Learning-based Entry Plan
March 24, 2016	Ad Hoc Subcommittee Transition Planning Meeting: Discuss Transition Planning for Dr. Salim
June 13, 2016	Ad Hoc Subcommittee Transition Planning Meeting: Review & Monitor Dr. Salim's Onboarding Plan
July 1, 2016	Dr. Salim begins at CPSD
September 22, 2016	Ad Hoc Subcommittee Transition Planning Meeting: Prioritize Short-Term Issues for Dr. Salim
January 12, 2017	Ad Hoc Subcommittee Transition Planning Meeting: Review Findings from Supt. Listening/Observing Tours

Timeline for Dr. Young’s Hire

Superintendent Search 2008-2009: Dr. Jeffrey Young	
DATE	MEETING/ACTION ITEM/ANNOUNCEMENT
July 15, 2008	SC Meeting Minutes: Glenn Koocher (MASC) Presentation re: Search Process
July 31, 2008	Special Meeting Minutes: Discuss Process of Supt. Search
July 31, 2008	SC authorize School Dept. to draft RFP for Search Firm (Order C08-291)
August 12, 2008	Ad Hoc Subcomm Supt. Search Minutes: Establish Calendar for Supt. Search
September 8, 2008	Memo from City Manager: Procurement Process for Search Firm
September 9, 2008	Ad Hoc Subcomm Supt. Search Minutes: Supt. Search Timeline
September 16, 2008	Draft Supt. Search Timeline by Barbara Allen
November 8, 2008	Search Process and Timeline by Ray & Associates (search firm)
November 18, 2008	Search Firm Contract Awarded to Ray & Associates (Order C08-438)
November 18, 2008	Consultant's Contacts: HR Director Allen and SC members Mayor Simmons & Schuster (Order C08-485)
December 1, 2008	Supt. Search Advertising Opportunities (undated)
December 1, 2008	Supt. Search Advertising Flyer (undated)
December 1, 2008	Suggested Interview Questions (undated)
December 1, 2008	Evaluation Process of Candidates by Ray & Associates (undated)
December 11, 2008	Supt Search Update Memo from Barbara Allen
January 9, 2009	Supt. Job Description
February 10, 2009	Ad Hoc Subcomm Supt Search Minutes: Update on Supt. Search
March 11, 2009	Ad Hoc Subcomm Supt Search Minutes: Preliminary Screening of Candidates
March 19, 2009	Ad Hoc Subcomm Supt Search Minutes: Preliminary Screening of Candidates
March 20, 2009	Ad Hoc Subcomm Supt Search Minutes: Preliminary Screening of Candidates
March 30, 2009	Special Meeting Minutes: Town Hall to Meet Supt. Finalists
March 31, 2009	Special Meeting Minutes: Interviewing Finalists
April 7, 2009	SC Offer Supt. Position to Dr. Jeffrey Young (C09-097)
April 23, 2009	Ad-hoc Committee Created to Assist with Supt. Transition Plan (C09-123)

Mayor's Communication re: Plan of Work for Superintendent Search, September 10, 2024

September 10, 2024

Re: School Committee Plan of Work for Superintendent Search

Dear Members of the School Committee,

As we move forward with the search for our next permanent School Superintendent, I want to outline a clear process to ensure a thorough, collaborative, and focused effort. Our commitment to selecting the right leader for Cambridge Public Schools is critical, and this Plan of Work is designed to guide us in that effort. Below, please see my proposed plan that includes the following key steps:

School Committee Visioning Session

The School Committee shall engage in a visioning session to align our goals for the Superintendent role. This will take place at a retreat on September 26th at a location to be determined in order to dive deeper into discussions about the leadership qualities and priorities we wish to emphasize moving forward.

Guidance on the Search Process

In October, we shall meet with Glenn Koocher for an in-depth session on best practices for conducting an effective Superintendent search. This session will provide valuable insights on the search process structure and help us refine our approach.

Diversity, Equity, and Inclusion (DEI) Focus

DEI training for the School Committee will be essential to ensure that equity and inclusivity are at the forefront of our search. This will reinforce our commitment to finding a leader who can uphold these principles in Cambridge Public Schools.

Implementation of the Superintendent Search

Following these preparatory steps, we will then move into the implementation phase, ensuring that all key considerations, including our district's needs and the leadership qualities we have identified, remain central to the search process.

I believe that this plan shall help guide us toward selecting the best candidate for the role, and I look forward to discussing this with you during the School Committee meeting on September 10. I thank you for your ongoing dedication to this critical work.

Mayor's Communication re: Update Plan of Work for Superintendent Search, September 17, 2024

Re: Update to the School Committee On Plan of Work for Superintendent Search

Dear School Committee Colleagues,

As a follow up to our brief discussion during the September 10th School Committee meeting regarding the Committee’s Plan of Work for the Superintendent Search, I want to propose the following recommendation as laying the groundwork for our next steps for moving forward:

1. Leave the current Late Order (#24-227) on the calendar as submitted on September 10, 2024 (see attached).
2. Bring together both the calendar included in Late Order #24-227 and the attached updated Superintendent Search Process DRAFT timeline for CPS document.
3. Identify a mutually agreed upon date in October for the Committee to engage in a Special Meeting specifically for the purpose of discussing the search process and inviting Mr. Glenn Koocher, Executive Director of the Massachusetts Association of School Committees, to be present at this meeting to serve as a resource for the discussion.

I look forward to discussing this matter with you at this evening’s School Committee meeting, and I thank you again for your shared commitment to this important work.

Superintendent Search Process DRAFT Timelinefor CPS [Updated09/2024]

Phase	Suggested Time Allotment	Description of Suggested Events or Tasks
Planning Oct. 01- Oct. 31	3-4 Weeks	<ul style="list-style-type: none"> ● SC reviews desired search process SC of ● the Whole discusses items such as: <ul style="list-style-type: none"> ○ Short & long term district goals (district plan) ○ District strengths & challenges ○ Characteristics desired in the next Superintendent (creation of draft Leadership Profile & Selection Criteria document) ○ Stakeholder input process ○ Identify Search firm if desired
Engagement Nov. 01- Dec. 15	4-6 Weeks Suggested Job Offer Target 1 of 3 = Dec of 2024	<ul style="list-style-type: none"> ● Search Firm: Gather stakeholder input through interviews, surveys & focus groups to build the leadership profile & selection criteria
Advertising Recruiting Reference Checking Dec. 16 - Jan. 31 (02/07)	6-8 Weeks	<ul style="list-style-type: none"> ● Search Firm: Develop position posting using: <ul style="list-style-type: none"> ○ Input received from stakeholder groups ○ Description of CPS & the Cambridge community ○ Include key dates/timeline as determined by SC discussions ● SC reviews & approves draft position posting ● Search Firm: Seek candidates through job postings, advertisements and active recruitment ● Search Firm: Conduct reference checks on all potential candidates ● Search Firm: Conduct individual interviews with all potential candidates to be moved forward to the School Committee for consideration to interview. The SC created Leadership Profile should be used as part of this step.

<p>Selection</p> <p>Feb. 01 - Mar 15</p>	<p>4-6 Weeks</p>	<ul style="list-style-type: none"> ● SC & Search Firm meet to review all applicants ● SC: The CPS Leadership Profile & Selection Criteria documents are used to discuss candidates & determine best-qualified candidates <ul style="list-style-type: none"> ○ SC: Confirms <u>Round #1 candidates</u> to interview ● SC & Search Firm review the interview process & prepare interview questions ● SC with support from Search Firm conducts Round #1 interviews ● SC: Based on Round 1 interviews, finalist candidates are identified ● SC with support from Search Firm conducts <u>interviews with Finalists</u> and site visits as appropriate ● SC selects <u>Finalist</u> ● Search Firm informs all candidates of outcome
<p>Transition</p> <p>Mar. 16 - Apr 18</p>	<p>3-4 Weeks</p> <p>Suggested Job Offer Target 2 of 3 = Apr of 2025</p>	<ul style="list-style-type: none"> ● SC ensures all steps of a hiring validation process have been completed prior to official contract offer ● Search Firm assists the School Committee with contract preparation ● SC negotiates contract and announcement agreement with selected finalist ● SC takes action at a regularly scheduled SC meeting to employ new Superintendent ● Superintendent begins position 07-01-2025 ● SC & Superintendent engage in a retreat to clarify vision, goals, priorities, roles/responsibilities, and other matters as appropriate.
	<p>Suggested Job Offer Target 3 of 3 = Dec of 2025</p>	

#24-241 Six Minutes Public Comment CEA President – Member Weinstein and Member Rojas

WHEREAS: The public comment portion of regular Cambridge School Committee meetings is an important opportunity for speakers to share their views with the School Committee in a format that is accessible to the public; and

WHEREAS: Each speaker is allotted three minutes to speak during public comment, and past practice of the Cambridge School Committee has been to allot six minutes of speaking time to the president of the Cambridge Education Association (CEA); and

WHEREAS: This practice of allotting six minutes to the president of the CEA has not been formally established in the School Committees rules or procedures; and

WHEREAS: The president of the CEA, when speaking in their capacity in that role, is representing 1,500 Cambridge Public Schools educators and is elected to serve as their representative; and

WHEREAS: Hearing the perspectives, priorities, concerns, recommendations and feedback of those educators is valuable to the work of the School Committee; now therefore be it

RESOLVED: That the president of the CEA is allotted either six minutes of speaking time to deliver public comment at regular Cambridge School Committee meetings when the regular time limit is three minutes or they are allotted four minutes when the time limit is reduced to two minutes by the Chair based on the number of individuals signed up to speak; and be it further

RESOLVED: That the president or similar designated representative of any bargaining unit that has a contract with the Cambridge Public School District also be allotted the same minutes of speaking time as the president of the CEA to deliver public comment at regular Cambridge School Committee meetings.

#24-243 Superintendent Search Process – Member Hudson, Member Weinstein and Member Rachel

WHEREAS: The hiring of a Superintendent is the most consequential decision the School Committee will make; and

WHEREAS: Many timelines for the search have been proposed, but none yet adopted; now therefore be it

RESOLVED: That the School Committee will commit to a search timeline no later than October 15, 2024; and be it further

RESOLVED: That the timeline will explicitly include interim dates by which the following milestones will have taken place: 1) Hiring of a Search Firm; 2) Stakeholder Meetings Ahead of Job Posting; 3) Job Posting Approved; 4) Job Posting Publicly Released and Advertised; 5) Application Deadline; 6) Search Firm Review of Applicants, and Proposal of Shortlist; 7) Shortlisted Candidate Interviews; 8) Offer Made; and be it further

RESOLVED That the School Committee will make clear, in writing, who will be responsible for drafting a timeline for the Committee to consider, who will be responsible for organizing the Stakeholder meetings, and who will serve as the Hiring Committee.

#24-245 Public Speaking Time – Member Hudson

WHEREAS: All residents are welcome to speak during Public Comment – but some residents have been elected by large groups of residents, to speak on their behalf; now therefore be it

RESOLVED: That any elected representative of a group with a membership larger than 500 individuals (living or working within the District) and all union leaders be entitled to twice the time allocated to an individual at a given meeting, not to exceed 6 minutes.

#24-259 Tobin Montessori Preliminary Report – Member Hudson and Member Harding

WHEREAS: The Tobin Montessori School was recently recognized by the Massachusetts Department of Elementary and Secondary Education and by the Cambridge Public Schools Superintendent for its high student achievement;

WHEREAS: The Tobin Montessori School is leading the way within the Cambridge Public School District, delivering clear, measurable progress in narrowing gaps in achievement between students with different backgrounds – an issue that the District has long stated is its most important; and

WHEREAS: The School Committee went on record a year ago supporting the expansion of the and directed the Superintendent to “...provide a report and recommendation to the committee a plan of action for the possible next steps...”; and

WHEREAS: No report nor recommendation was ever made; now therefore be it

RESOLVED: That the School Committee request that the Superintendent provide a preliminary report on the feasibility of making this change, and a recommendation from the Superintendent as to whether next steps are warranted and what those next steps would be, no later than December 31, 2024 (with the definition of preliminary to be determined by the Superintendent).Tobin Montessori program (specifically, “...to explore the recommendation of the American Montessori Association Accreditation team to extend the Tobin Montessori Upper Elementary Program to three years...”) and referred the matter to the Superintendent “...for further review of the recommendations from the Accreditation team to explore implications of such a change including but not limited to the budget impact, upper school enrollment, and feeder patterns...”

6. Awaiting Reports: None

7. 7a. Superintendent’s Update:

Brief update on the work of the district administration in preparation for the 2024 state & national elections along with pertinent district updates subsequent thereto and a draft of the FY26 Operating Budget timeline as developed in coordination between the district administration & budget co-chairs.

7b. Presentations:

CPS district administrators will brief the School Committee on the administration's analysis of the most recent state achievement & accountability data, with particular focus on areas in which the district administration believe significant & improvement and/or change is vitally necessary for the purpose of improving student outcomes.

David Murphy, Interim Superintendent of Schools
Jennifer Amigone, Director of Assessment & Accountability
Dr. Heather Francis, Executive Director of Academics
Dr. Chad Leith, Chief of Accountability
Dr. Michelle Madera, Asst. Superintendent of Elementary Education

7c. CPS District Plan: None

7d. Consent Agenda:

- #24-263 Recommendation: Approval of the Tentative Agreement between the Cambridge School Committee & the American Federation of State, County & Municipal Employees Council 93, Local 1611 for a Successor Collective Bargaining Agreement For the Period of July 1, 2024 through June 30, 2026
- #24-264 Recommendation: Approval of Revisions to the Food Service Policy (First Reading)
- #24-265 Recommendation: Contract Award: Day & Residential Program Services not Available From the Cambridge School Department
- #24-266 Recommendation: Contract Award: Apple: Staff Devices, Student iPads & Other Apple Accessories
- #24-267 Recommendation: Contract Award: B & H Photo Video, Inc.: Multi Media Equipment & Services
- #24-268 Recommendation: Contract Award: CDW Government LLC: Computer Hardware & Supplies
- #24-269 Recommendation: Contract Award: Center for Leadership & Educational Equity: Professional Development
- #24-270 Recommendation: Contract Award: Epoch Healthcare LLC: Special Education Transportation Services
- #24-271 Recommendation: Contract Award: Keylingo Translations: Translation Services
- #24-272 Recommendation: Contract Award: Minuteman Regional High School: Student Tuition
- #24-273 Recommendation: Contract Award: DJT Transportation: Student Transportation
- #24-274 Recommendation: Contract Award: NCS Pearson, Inc.: Assessment Materials & Software
- #24-275 Recommendation: Contract Award: Perkins School for the Blind: Special Education Services
- #24-276 Recommendation: Contract Award: Public Consulting: Medicaid Reimbursement Claiming Services
- #24-277 Recommendation: Gifts /Miscellaneous Receipts

- #24-278 Recommendation: Grant Award: FY25 Early College Support Grant (SC25831)
- #24-279 Recommendation: Grant Award: FY25 Individuals with Disabilities Education Act (SC25605)
- #24-280 Recommendation: Grant Award: FY25 Individuals with Disabilities Education Act Early Childhood (SC25607)
- #24-288 Recommendation: Approval of the FY2026 Draft School Committee Budget Process/Meeting Calendar

8. Non-Consent Agenda:

9. School Committee Agenda (Policy Matters/Notifications/Requests for Information):

- #24-281 October 22, 2024, Governance Subcommittee Report
- #24-282 October 23, 2024, Curriculum and Achievement Subcommittee Report
- #24-283 October 30, 2024, Communications and Community Relations Subcommittee Report
- #24-284 Dr. Carolyn L. Turk Auditorium – Member Rachel, Mayor Simmons, and Vice Chair Hunter

WHEREAS: Dr. Carolyn L. Turk retired from the Cambridge Public Schools (CPS) after 46 years of service in 2023; and

WHEREAS: Dr. Carolyn L. Turk is a lifelong Cantabrigian who was educated in the Cambridge Public Schools, attended the Russell Elementary School and then the Tobin, graduated in 1973 from Cambridge High and Latin School, before proceeding to institutions of higher education; and

WHEREAS: Dr. Carolyn L. Turk began her career with Cambridge Public Schools as an Extended Term Substitute, became a full-time teacher at the Tobin, served as Acting Assistant Principal at the Tobin in 1991, Assistant Principal at the Tobin in 1992; Acting Assistant Superintendent of Curriculum and Instruction in 1998, Assistant Superintendent of Curriculum and Instruction in 1999, and finally, the Deputy Superintendent of Teaching and Learning in 2002, a role in which she served tremendously for twenty-one years; and

WHEREAS: The 2022-23 [School Committee recognized Dr. Turk's contributions](#) to the students, educators, and families of Cambridge Public Schools and expressed intent to name a physical space in her honor; now therefore be it

RESOLVED: That the auditorium of the new Tobin Montessori and Darby Vassal schools will be named the Dr. Carolyn L. Turk Auditorium and will be adorned with appropriate signage.

- #24-285 Public Comment Time Limit – Mayor Simmons and Vice Chair Hunter

WHEREAS: The School Committee recognizes the importance of fairness and equality in its rules and practices, particularly regarding public comment procedures; and

WHEREAS: The School Committee Governance Subcommittee has determined that establishing a consistent time limit for all speakers in public comment would support equitable participation across all individuals; and

WHEREAS: A standard time limit of three (3) minutes for public comment was discussed and recommended by the School Committee Governance Subcommittee, ensuring that no individuals receive preferential time allowances; now therefore be it

RESOLVED: That the School Committee formally adopts a standard time limit of three (3) minutes for all individuals participating in public comment; and be it further

RESOLVED: That the School Committee Rules be amended to reflect this three-minute time limit standard, specifying that these rules shall apply uniformly to all individuals to ensure equal opportunity for community members to share their perspectives in public meetings.

#24-286 Bus Tracking – Member Harding

WHEREAS: The Cambridge Public Schools aims to provide safe, reliable, and transparent transportation for all students, including those attending out-of-district placements; and

WHEREAS: Families and caregivers deserve peace of mind regarding the safety and location of their students during transportation to and from out-of-district placements; and

WHEREAS: There is a current lack of student tracking capability that limits the ability for families and caregivers to monitor the location of students who attend schools out-of-district; now therefore be it

RESOLVED: That the Cambridge School Committee directs the administration to explore and evaluate the feasibility of implementing tracking solutions such as Apple AirTags or comparable technology to provide families and caregivers of out-of-district students with real-time access to their students' location while in transit; and be it further

RESOLVED: That this exploration should consider:

1. The cost, effectiveness, and limitations of Apple AirTags or similar devices.
2. Privacy and safety concerns for students and families.
3. Options for device management, data security, and adherence to relevant district policies and regulations.
4. Communication and support plans for families opting to use this service.

#24-287 High School Graduation Requirements – Member Rojas, Member Hudson and Member Weinstein

WHEREAS: Passing the MCAS will stop being a state-mandated graduation requirement starting with the class of 2025, unless action is taken by the legislature; and

WHEREAS: Now districts will need to certify that students have mastered the skills, competencies and knowledge of the state standards; and

WHEREAS: The Cambridge Public Schools (CPS) awaits guidance from the Massachusetts Department of Elementary and Secondary Education (DESE) on how to handle this change; and

WHEREAS: Former high school students who did not pass the MCAS tests but met all other graduation requirements may be eligible re-enroll to receive a high school diploma; and

WHEREAS: The District's mission is that CPS delivers an excellent education that inspires, acknowledges, empowers, and supports every student on their personal journey to achieve their highest potential in and beyond school and as productive members of their communities; now therefore be it

RESOLVED: That the Cambridge School Committee and the CPS Administration will undertake a review of high school graduation requirements to establish any potential new requirements and to revise existing ones that might be needed to ensure the district is meeting its mission and vision for all of our graduates, in addition to certifying that students have mastered the skills, competencies and knowledge of the state standards; and be it further

RESOLVED: That the Superintendent will present a plan for this review by or before February 24, 2025.

10. Resolutions (letters of congratulations, letters of condolences): None

11. Announcements:

12. Late Orders:

Resolution Reaffirming the Values of CPS and Cementing its Status as a Welcoming District for all Students, Staff and Families – Member Rachel, Member Rojas and Mayor Simmons

WHEREAS: [Cambridge has been a Sanctuary City](#) since 1985, and we have reaffirmed our commitment to remain so as recently as 2016; and

WHEREAS: The Cambridge School Committee wholeheartedly embraces its commitment to creating and maintaining a safe and welcoming environment for all Cambridge Public Schools (CPS) students, staff, and families; and

WHEREAS: CPS policies including but not limited to [JB - EQUAL EDUCATIONAL OPPORTUNITIES](#), [GBA - EQUAL EMPLOYMENT OPPORTUNITY](#), [IB - ACADEMIC FREEDOM](#), [JICFA-E-1 - NON-TOLERANCE OF HATE CRIMES](#), [JIKD - FREEDOM OF RELIGION](#) express the Committee and district's commitment to prohibit unlawful discrimination, harassment and retaliation on the basis of sexual orientation, gender or sex, gender identity, race or ethnicity, ethnic group identification, ancestry, nationality, national origin, religion, color, mental or physical disability,

age, immigration status, marital status, registered domestic partner status, genetic information, political belief or affiliation, military status, or on the basis of a person's association with a person or group with one or more of these actual or perceived characteristics in the educational programs or activities the district operates; and
WHEREAS: All CPS staff and students are entitled to their First Amendment right to free speech, but harassment, discrimination, and bias-based harm have no place in CPS school communities and will not be tolerated; and
WHEREAS: Students deserve a safe and supportive space to learn, reflect, and develop critical thinking skills. CPS encourages educator engagement with students to discuss difficult, controversial, or emotionally charged topics in a safe and productive manner. In doing so, CPS provides guidance and resources for supporting, managing, and reflecting on student civil discourse, civic learning, and civic engagement. This includes recognizing the factors that have shaped perspectives, including life experience, family, culture, and identity. The purpose is to provide space where young people generate questions, explore their curiosities, strengthen their civic skills, and analyze aspects of our society and government; and
WHEREAS: CPS' students, staff and their families originate from many different countries, and may have received temporary legal status under Deferred Action for Childhood Arrivals (DACA), may be undocumented, and/or may live in mixed status households; and
WHEREAS: CPS reflects the diverse population of the world, which the district celebrates in many ways through students' daily experiences; and
WHEREAS: CPS is committed to ensuring students have access to a high-quality, well-rounded, rigorous, and joyful education. To achieve this, CPS continuously works to ensure that students see themselves reflected in the curriculum by incorporating LGBTQIA+, disabled, Black, Indigenous, Latinx, Asian, and other historical figures into its lessons; now therefore be it

RESOLVED THAT:

1. CPS will work alongside its partners and immigration advocates to [provide training and support for students, staff and their families on immigrant rights](#), understanding various legal statuses, and the overall health and well-being of those affected.
2. CPS will provide multi-language resources for its students, staff, and their families in partnership with the City on legal assistance, immigrant rights, mental health care, and public safety.
3. CPS will include in any legislative agenda advocacy at the state and federal levels for Deferred Action for Childhood Arrivals, Temporary Protective Status, and Refugee Settlement Programs, as well as oppose any
4. CPS schools will always welcome all students, staff and their families regardless of legal status.
5. CPS will not provide assistance to the U.S. Immigration and Customs Enforcement (ICE) in the enforcement of federal civil immigration law. Therefore, ICE will not be permitted access to CPS facilities or personnel except in the rare instances in which CPS is provided with a criminal warrant.
6. CPS will continue to honor changes in names and/or pronouns that students and families have requested, and will welcome individuals to use facilities that match their gender identities.
7. CPS will continue to teach about sexual and reproductive health, consistent with policies including [IHAM-1 - PARENT/GUARDIAN/CAREGIVER NOTIFICATION RELATIVE TO SEX EDUCATION](#)
8. The Mayor, Superintendent, and School Committee Members will publicly defend these values as circumstances warrant.

13. Communications and Reports from City Officers: None