

## **WATERBURY BOARD OF EDUCATION**

### *MINUTES ~ SPECIAL MEETING*

Thursday, July 30, 2015 at 5:15 p.m.

Maloney Magnet School, 233 South Elm Street, Waterbury, Connecticut

**PRESENT:** President Stango, Commissioners Awwad, Brown, Harvey, McEntee, Rodriguez, Sweeney, and T. Van Stone.

**ABSENT:** Commissioner Hernandez and Jason Van Stone.

**ALSO PRESENT:** Mayor O'Leary, Superintendent Kathleen Ouellette, Chief Operating Officer & Chief of Staff Paul Guidone, and Education Liaison Mary Ann Marold.

### **SILENT PRAYER**

President Stango called the special meeting to order at 5:15 p.m. with a moment of silence.

### **PLEDGE OF ALLEGIANCE TO THE FLAG**

Commissioner Brown led everyone in the Pledge of Allegiance to the Flag.

### **ROLL CALL**

CLERK: Commissioner Awwad.

AWWAD: Here.

CLERK: Commissioner Brown.

BROWN: Here.

CLERK: Vice President Harvey.

HARVEY: Here.

CLERK: Commissioner Hernandez (absent). Commissioner McEntee.

McENTEE: Present.

CLERK: Commissioner Rodriguez.

RODRIGUEZ: Here.

CLERK: Commissioner Sweeney.

SWEENEY: Here.

CLERK: Commissioner J. Van Stone (absent). Commissioner T. Van Stone.

T. VAN STONE: Present.

CLERK: President Stango.

STANGO: Here. For the record Commissioner Hernandez and Commissioner Jason Van Stone send their regrets because they are unable to join us this evening.

### **PUBLIC ADDRESSES THE BOARD**

**Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Brown, it was voted unanimously to suspend the regular order of business to allow the public to address the Board at 5:17 p.m.**

STANGO: Motion made and seconded. Any discussion? All in favor, opposed, motion carries. All speakers are encouraged to submit prepared written statements to the Commissioners. Comments shall be limited to a maximum of five minutes. There will be no responses this evening to any questions or concerns raised; they will be referred to the Administration for review and response.

**Lisa Lessard, 905 Pearl Lake Road, had the following comments:** The reason why I came tonight was I wanted to wish congratulations to everybody that basically is here, being transferred, or being promoted, or going up a step. I'm also here about one point six, Chief Academic Officer's appointment. Basically we did have Anne Marie Cullinan, Chief Academic Officer who as even the President of the Board said her shoes are going to be hard to fill even though they were so tiny and I'm here to say just about the same exact thing. Anne Marie Cullinan was our Chief Academic Officer . . . she also was our Superintendent of Special Ed before that. She knew what she was doing, we didn't always agree, most of the time didn't agree, and basically the good, bad, and indifferent we got what we needed to get for the children in the district. This Chief Academic Officer appointment I do know that a couple of weeks ago we were talking about the African American community in accordance to wanting to go out there and recruit so I am hoping and I am praying but I'm guessing not that we do not have African American appointment this evening so I'm just hoping the appointment that we do have is the best of the best, the most qualified for the position who will do for each and all children within district and out of district because as we know Mrs. Anne Marie Cullinan wore many extreme hats and she helped Ms. Kathleen Ouellette the Superintendent more than anybody would even want to know. She actually was kind of doing her job behind the scenes. So I just want to make sure that this Chief Academic Officer has all the potential the Chief Academic Officer needs and I would have liked to see an appointment, at least one appointment from the African American community but at this point, you know, I don't know if you have any qualified people but we the public deserve to know if there was somebody from the African American community, Latino community, that came here and put their application in and basically with that application if they had the qualifications why were they not picked. I wish congratulations to whoever this Chief Academic Officer is, but once again I'm assuming, we don't like to assume, but it's nobody from the African American community. Me being part of the NAACP I'm taking my hat off tonight with that but the same token I want to know why, why wasn't an African American or a Latino or anybody put within this position, whoever it is . . . but the same token hats off to everybody behind me, good luck, you deserve it but the same token if you're really into recruitment the African American community I don't know why we don't have an appointment tonight, this evening, thank you.

**Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Harvey, it was voted unanimously to return to the regular order of business at 5:21 p.m.**

STANGO: Motion made and seconded. Any discussion? Hearing none - all in favor, opposed, motion passes unanimously.

**1 COMMITTEE ON SCHOOL PERSONNEL**

- 1.1 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Awwad, it was voted unanimously to approve the lateral transfer request of Michael Harris from High School Vice Principal, Crosby to High School Vice Principal, Waterbury Career Academy, effective immediately.**

STANGO: Motion has been made and seconded. Any discussion? Superintendent Ouellette.

SUPERINTENDENT: Thank you Mr. President. It gives me great pleasure to recommend to the Board of Education the approval of Mr. Michael Harris to the new position of Vice Principal at the Waterbury Career. Michael did a phenomenal job at Crosby High School but has chosen to work with Career Academy. He has great credentials with regards to community outreach working with a partnership within the community. He also has done tremendous, tremendous work with regards to the Carl Perkins Grant and will be assisting all the high schools in the district and working closely at the Career Academy. A couple other things about Michael, he has his 6<sup>th</sup> Year Degree from the University of Bridgeport, has his 092, and Michael's education philosophy affirms his belief that schools are built for children but it is the responsibility of all adults, to provide a safe and healthy learning environment for all students. Administrators play a monumental role ensuring that every child can achieve growth and success throughout their educational career." So I think he's gonna be a tremendous, a loss to Crosby High School but a tremendous gain for the Career Academy. Thank you Mr. President.

STANGO: Is there any further discussion. Seeing none – all in favor, opposed, motion carries.

- 1.2 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted unanimously to approve of the lateral transfer request of Talisha Foy from Supervising Vice Principal, Rotella Magnet School to Supervising Vice Principal, Wilson School, effective immediately.**

STANGO: Motion has been made and seconded. Superintendent Ouellette.

SUPERINTENDENT: Thank you Mr. President. Talisha has made the choice to move to the new position Wilson Elementary School. She's done phenomenal work at Rotella . . . greater impact at Wilson and I just want to give you a little bit of credentials about her. She had completed her student teaching and internship in the Waterbury and became a contracted teacher in September, 2006. She was assigned to Walsh Elementary School where she served as co-chair and member of the Walsh School Governance Board during her tenure there. Talisha remained at Walsh through June of 2013 and transferred to an elementary position at Gilmartin PreK-8 in August where she was a phenomenal, phenomenal teacher. She served in the capacity as the Supervising Vice Principal at Rotella. And her credentials, also she has a 6<sup>th</sup> Year Certificate in Advanced Studies from Sacred Heart University. She has demonstrated

tremendous strong leadership skills, both as a teacher and administrator. She's well respected by her students, colleagues, and parents in the community. Her dedication to her profession is noticed by all. Certainly a loss for Rotella but certainly a real win and gain for Wilson Elementary. Thank you Mr. President.

STANGO: Any further discussion? Very well – all in favor, opposed, motion carries.

**1.3 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted, by roll call vote, to approve the appointment of Joanna D. Crudele as High School Vice Principal, Crosby High School, effective immediately.**

STANGO: Motions been made and seconded. Discussion? Superintendent Ouellette.

SUPERINTENDENT: Thank you Mr. President, it gives me great pleasure to recommend to the Board of Education the approval of Joanna Crudele for the position of Crosby Vice Principal. Joanna was born and raised in Waterbury, and is currently a Crosby Business Teacher and Department Chair. She has been with the Waterbury School District since 1983. She became a contracted teacher in 1984, starting her career at Crosby High School. She transferred to Kennedy High School in 1986 and then back to Crosby in 1987, Joanna I guess it was destiny for you, where she has remained. Clearly, you can see that Crosby is her home, and the staff members and students are her second family. Joanna was also Crosby Acting Vice Principal in 2008, and again in March 2009 through June 2010. Along with having her 092, Joanna is certified in both Business and Secondary Math. Over 50 applicants had applied for the Crosby Vice Principal position. Joanna ranked first in all three phases of the interview process. She's an outstanding candidate and demonstrates the quality of excellence and dedication we are pursuing for our administrative vacancies especially in the Turnaround schools.

STANGO: Any further discussion. Roll call please.

**ROLL CALL VOTE ON ITEM #1.3:**

Yeas: Commissioners Awwad, Brown, Harvey, McEntee, Rodriguez, Stango, Sweeney, and T. Van Stone.

STANGO: Motion carries unanimously.

AWWAD: Mr. President, why the difference between that vote and the previous?

STANGO: The lateral transfer, they were already in the position, this is a promotion.

*(applause)*

CRUDELE: Good evening, thank you. It is with great pride that I accept the position of Vice Principal at Crosby. I look forward to working with the Board of Education, Mrs. Jade Gopie and the administrative team, Crosby faculty, staff, students, parents, and our community. I'd also like to thank my family.

*(applause)*

**1.4 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted, by roll call vote, to approve the appointment of Cathleen F. Newmark as High School Vice Principal, Crosby High School, effective immediately.**

STANGO: Motions been made and seconded. Discussion? Superintendent Ouellette.

SUPERINTENDENT: Thank you Mr. President, I am very pleased to recommend to the Board of Education the approval of Cathleen Newmark for the second position of Crosby High School Vice Principal. We did have an extensive pool of candidates and extensive vice-principal search at Crosby, and with the lateral transfer expectation of Mr. Harris it was very easy for Principal Gopie to support our second vice principal for Crosby this evening and that would be Cathleen Newmark. Let me tell you a little bit about her. Ms. Newmark has been a contracted School Social Worker with the district since August 2007 and prior to that was the Family Resource Center Director at Wilson Elementary School. Most recently, Cathleen was selected to fill in as Interim Supervisor of Special Education covering both Crosby High School and Wallace Middle School. She is enthusiastic and motivated and believes all children can learn and thrive in an environment that is stimulating, comforting, and appropriate to their unique talents and abilities. Some of her credentials include a 6th Year Certificate in Educational Leadership from Southern Connecticut State University, a Master's Degree in Social Work from the University of Connecticut. She has the 092 endorsement and again there were over 50 applications for this high school vice principal position and Cathleen scored highly during all three phases of the interview process. In Cathleen's letters of reference, her colleagues indicate she is an educational leader committed to student success and always in pursuit of excellence for all children. She prides herself on building relationships and strong community alliances which allows for the advancement of her students. I am pleased to present an outstanding educator who embodies the skills we are seeking here at a Turnaround School at Crosby High School. Thank you Mr. President.

STANGO: Any further discussion? Seeing none – roll call vote please.

**ROLL CALL VOTE ON ITEM #1.4:**

Yeas: Commissioners Awwad, Brown, Harvey, McEntee, Rodriguez, Stango, Sweeney, and T. Van Stone.

STANGO: Motion carries unanimously.

*(applause)*

NEWMARK: Good evening. I would just like to thank the Superintendent, all of the Commissioners, the President and Vice President of the Board, for giving me this opportunity to become a member of the Crosby team and to be part of the change that I know is going to happen at Crosby in the years to come. I'd also like to thank Principal Gopie for this opportunity as well as my family. I am dedicated to the students; I feel very strongly about that social work background will come in handy as a Vice Principal at Crosby High School.

*(applause)*

**1.5 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted, by roll call vote, to approve the appointment of Jennifer L. McAloon-Egan as Middle School House Principal, North End Middle School, effective immediately.**

STANGO: Motions been made and seconded. Discussion? Dr. Ouellette.

OUELLETTE: Thank you Mr. President. I am very pleased to recommend to the Board of Education and the public the approval of Jennifer McAloon-Egan for the position of North End Middle School House Principal. Jennifer has been with the Waterbury school district since 2001 and began her career as a Grade 7 Science teacher at North End Middle School. In 2009, Jennifer transferred to WAMS Grade 8 Science and recently was appointed Science Department Chair in October 2014. Eight teachers reported to her while in this position. Jennifer has multiple teaching endorsements to include General Science in the middle and high school levels, Remedial Reading, and Adult Education. Jennifer's administrative experience includes WAMS Acting Vice Principal, Interim Adult Ed Night Principal, and Summer School Administrator. She also acts as the Program Administrator in the WAMS After School Program. And as you can see, she is highly motivated and possesses a wide range of teaching and leadership experience. Her credentials also include a 6th Year Certificate in Educational Leadership from the University of Bridgeport, a Master's Degree in Remedial Reading & Language Arts, also from the University of Bridgeport. She holds a 92 Administrative license. There were over 90 applicants who expressed an interest in this position and Jennifer scored highly during all three phases of the interview process. Jennifer's educational philosophy embraces a cohesive environment where there is a shared mission in goals between the teachers, students and parents. She is highly respected by teachers, colleagues, administrators and will prove to be a valuable asset as House Principal at North End Middle School. I am pleased to present an outstanding educator who embodies the skills we are seeking here in Waterbury as we move forward pursuing educational excellence for all. Thank you Mr. President.

STANGO: Any further discussion? Seeing none – roll call vote please.

**ROLL CALL VOTE ON ITEM #1.5:**

Yeas: Commissioners Awwad, Brown, Harvey, McEntee, Rodriguez, Stango, Sweeney, and T. Van Stone.

STANGO: Motion carries unanimously.

*(applause)*

McALOON-EGAN: Good evening. I would like to thank everyone for this opportunity to be an educational and instructional leader back at the school where I started as a Waterbury teacher. As I now move on as a Vice Principal of North End Middle School it is so important to know that I have earned your trust and confidence. I thank you again and pledge to you my full devotion and energy to make sure our students are the best that they can possibly be. Thank you.

*(applause)*

**1.6 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted, by roll call vote, to approve the appointment of Darren Schwartz as Chief Academic Officer, effective immediately.**

STANGO: Motion has been made and seconded. Dr. Ouellette.

SUPERINTENDENT: Thank you Mr. President. It gives me great pleasure to recommend to the Board of Education the approval of Darren Schwartz, as Chief Academic Officer for Waterbury Public Schools. Darren has a Bachelor's of Science in Elementary Education, a Masters in Educational Leadership from the Teachers College of Columbia University, and also his Administration Degree from the University of Connecticut. He holds a 092 Endorsement for Intermediate Administration and Supervision. Prior to joining the Waterbury Public Schools Central Office Team in 2012, Darren had both teaching and administrative experience. Teaching experience as a Math Facilitator, pre-k through 8 and a 6<sup>th</sup> grade teacher for Hartford Public Schools and a 4th grade teacher for East Granby Public Schools. He was the Principal at the Expeditionary Learning Academy at Moylan School in Hartford Public Schools and because of his talents he was recruited for Intervention Resource Specialist, Central Office, at the Hartford Public Schools. In those administrative roles, Darren served as Instructional Leader for over 100 staff members and over 750 students in a redesigned neighborhood school under the Expeditionary Learning and Montessori themes. He also practiced distributive leadership by employing multiple teams to use data driven decision making for school leadership, special education, school climate, operations and instruction. He provided professional development and led the staff in writing literacy and math curricula and assessments, aligned with the Common Core State Standards. Successfully improved the teaching and learning as evidenced by the third largest student achievement gain in the district of Hartford and an increase of 23% of students being proficient in the DRA2 from September to May. He contributed to the district administration evaluation and teacher evaluation committees; gathered and analyzed data, implemented research based strategies, and used results indicators to inform decision making for district and school improvement. He provided professional development and supported scientifically research based strategies in holistic accountability, priority standards, unwrapping the standards, common formative assessments, power strategies for effective teaching, data driven decision-making and instructional and school level data teams and also designed and implemented protocols for learning walks and mini-observations to provide administrators a more efficient and effective informal observation process. He supported administration and teachers in underperforming schools and directed summer school for the district in grades K-7. In Waterbury Darren was named an Instructional Leadership Director in 2012. As one of just four Instructional Leadership Directors in the district, Darren has provided leadership for a Network of Waterbury schools, principals and teachers, at these ten elementary schools.

In the capacity of Waterbury Instructional Leadership Director, Darren has provided differentiated supports to principals to assist principals with building their instructional leadership skills; he has done this by providing job-embedded professional development, by modeling effective instructional leadership, and by developing and streamlining tools and resources to support principals. Darren has provided large-group professional development to administrators on topics critical to Blueprint for Change

reforms. Darren has evaluated principals, assistant principals and curriculum supervisors, utilizing the Common Core of Leadership Evaluation Rubric.

Darren has served as Lead project manager and/or committee member for: the District Data Team, Literacy and Mathematics Curriculum Writing Committee, Standards Based Report Cards Committee, Acuity, Professional Development and Evaluation Committee, BloomBoard implementation, Culturally Responsive Education, and Summer School.

There were 19 applicants for the Chief Academic Officer position. Darren was the unanimous recommendation of the interview panel consisting of myself and three other senior education executives from throughout the State. He also was the highest performer on the administered selection process exercise, requiring an evaluation of a concept based curriculum template for K-12 English Language Arts Curriculum.

Darren is an outstanding candidate who demonstrates the quality of excellence we are pursuing for our Chief Academic Officer. He is committed to the education of urban students and will work tirelessly for a cohesive and productive environment with staff, students, family and the community. Thank you Mr. President.

STANGO: Thank you Doctor, is that all you have? Anything further? Roll call vote.

**ROLL CALL VOTE ON ITEM #1.6:**

Yeas: Commissioners Awwad, Brown, Harvey, McEntee, Rodriguez, Stango, Sweeney, and T. Van Stone.

STANGO: Motion carries unanimously.

*(applause)*

SCHWARTZ: Good evening Mayor O'Leary, President Stango, Vice President Harvey, Commissioners, Dr. Ouellette. I want to start off by sincerely thanking the Board of Education. I am humbled and honored with the tremendous amount of trust you have placed in me here tonight. I also want to thank this opportunity to thank my mentors, some of who are in the audience. My work is built on a foundation . . . unselfish . . . and patience for they saw something in me and always judged me on my actions, work ethic, and skill rather than indiscriminate qualities that do not define my ability as a leader or educator. Dr. Ouellette, I am especially appreciative at the opportunity to work beside you as a senior member of your cabinet to advance educational reform. The visionary leadership from Dr. Ouellette for the Department of Education reassures me that our team will continue to do what's best for students of Waterbury. I'd like to also thank my family who is here with me, continues to be an incredible journey, and it's through your support and understanding that I am able to pursue my passion.

I applied for the Chief Academic Officer position because I'm eager to change the trajectory of children's lives. By serving the community of Waterbury in this role, I will have the opportunity to positively influence over 18,000 students on a yearly basis, that is truly remarkable and an amazing responsibility that I take very seriously. My 90 day entry plan focuses on strengthening and establishing relationships, parental and community outreach, streamline curricula structures to advance students outcomes, and a targeted approach to improve human capital for the dedication of our amazing

administrators and committed teachers as we work alongside our colleagues, families, community, and the Board we will close the achievement gaps that do exist here.

In closing, I believe that every child regardless of their background has a fundamental right to receive a high quality education that not only enables him or her to dream but also unlocks to tools to pursue those dreams. This belief is the reason why I have missed countless dinners, bath times, and story times with my own children. But it is my life's work to realize this goal of social justice and I thank you for allowing me to serve Waterbury and its pursuit. Thank you.

*(applause)*

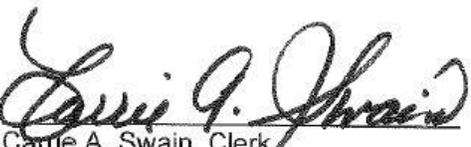
STANGO: Congratulations, good luck.

MAYOR: I just want to thank a moment to recognize all the peers that are here – ILD's, other principals, vice principals, Central Office staff, it is the middle of summer, these candidates who were transferred and promoted tonight have earned their respect so much that they came out to see them while they're all on vacation and congratulate them. So thank you, you're great folks for being here for your friends and mentors. I also want to take a moment to congratulate you, Superintendent Ouellette, and I was intently watching this process over the last several months. If we go all the way back to your Blueprint for Change as Commissioner McEntee spoke about the other night, a lot of these transfers tonight were and are in support of your vision for a better district. Quite frankly from the support staff at Wilson to the great opportunities for Career Academy to have another vice principal now to do the community outreach that we all so desperately support and have been hoping for to all of the new promotions, I can't think of a greater group of people, it's obvious to myself and many of us around you that you have really worked diligently to promote your vision for this district and I congratulate you, I congratulate all the recipients and all these folks who were promoted tonight, you're a great team, you're working for a great boss and a great Board and I support you all. Thank you.

## **ADJOURNMENT**

**Upon a motion by Commissioner Rodriguez and duly seconded by Commissioner Awwad, it was voted unanimously to adjourn at 5:50 p.m.**

ATTEST

  
Carrie A. Swain, Clerk  
Board of Education