



Fairhaven Board of Selectmen

May 23, 2016 Meeting Minutes

Present: Select Board Chairman Charles K. Murphy, Sr., Vice Chairman Robert J. Espindola, and Clerk Daniel Freitas; Town Administrator Mark Rees, and Administrative Assistant Anne O'Brien.

Mr. Murphy called the meeting to order in the Town Hall Banquet Room at 6:39 p.m. The meeting was audio recorded by the Selectmen's Office and video recorded by the Government Access channel.

MINUTES

- Mr. Espindola motioned to approve the minutes of the May 2, 2016 meeting, open session, with one amendment. Mr. Freitas seconded. Vote was unanimous. (3-0).
- Mr. Espindola motioned to approve the minutes of the May 7, 2016 meeting, open session, with one amendment. Mr. Freitas seconded. Vote was unanimous. (3-0).

TOWN ADMINISTRATOR'S REPORT

Mr. Rees said that he had met with the Cable Advisory Committee to talk about short-term and long-term issues and goals for Government Access. Mr. Rees said that he suggested turning the Government Access director position into a 20-hour a week position, and for the committee to work with the Town's cable consultant to come up with a job description for the Select Board's approval at a later meeting.

Also, Mr. Rees recommended the Chairman set a May 27 meeting of the Board of Selectmen at 5:00 p.m. for the purposes of setting a warrant for a June 30, 2016 Special Town Meeting.

MEETING SCHEDULE

Mr. Espindola motioned to set the following Selectmen's meeting schedule for the remainder of 2016:

- July 11
- August 8
- August 29
- September 19
- October 3
- October 17
- November 7

- November 21
- December 5
- December 19

Mr. Freitas seconded the motion to set the meeting schedule. Vote was unanimous. (3-0).

MEMORIAL DAY PARADE

The Board read an invitation from Kathleen Clement of the Memorial Day Parade Committee, requesting the Board's attendance and participation at the annual Memorial Day Parade on May 30. Mr. Espindola motioned to accept the invitation. Mr. Freitas seconded. Vote was unanimous. (3-0).

USE OF TOWN HALL AUDITORIUM

The Board reviewed a request from Millicent Library children's librarian Jane Murphy to reserve the Town Hall auditorium for library events on June 30 (9:00 a.m. to noon "Alex the Jester") and August 3 (9:00 a.m. to noon "Teddy Bear Parade" back-up). Mr. Espindola motioned to approve the use of the Town Hall auditorium as requested on those dates. Mr. Freitas seconded. Vote was unanimous. (3-0).

WELCOME AND ROCKLAND STREET ACCEPTANCES

The Board received official street acceptance mylar sheets for Welcome Street (south of Route 6) and Rockland Street from Town Planner Bill Roth. The streets were accepted at the May 7, 2016 Annual Town Meeting. Mr. Espindola motioned to accept and sign the acceptances for Welcome Street (south of Route 6) and Rockland Street. Mr. Freitas seconded. Vote was unanimous. (3-0).

HASTINGS MIDDLE SCHOOL PROJECT

Mr. Rees said that the Board would need to authorize the Chairman to sign any and all documents associated with the Hastings Middle School roof project and its MSBA reimbursement. Mr. Espindola motioned to approve and authorize the Chairman to sign any and all documents related to the Hastings Middle School roof project and its MSBA reimbursement. Mr. Freitas seconded. Vote was unanimous. (3-0).

SEAPORT COUNCIL FUNDING

The Board met with Bill Roth to discuss a grant application to Seaport Council for continued work on Union Wharf. Mr. Roth said that he would be applying for \$950,000 in the grant application, and a 20 percent match is required; however, previously allocated funds on the project may be applied to the 20 percent match consideration. The grant application will be for the west side of Union Wharf only. Mr. Espindola motioned to authorize Mr. Roth to submit the

grant and authorize the Town Administrator to sign all document related to the application. Mr. Freitas seconded. Vote was unanimous. (3-0).

GNB CLIMATE SURVEY

At 7:00 p.m., the Board met with Jim O'Brien, Greater New Bedford Regional Vocational Technical High School Superintendent, and Randy Durrigan, School Board member to the same, to discuss a recent "climate survey" conducted at their school. See Attachment A. The project was overseen by Brown University's "Education Alliance" Executive Director Maria Pacheco.

As a result of the survey, recommendations were put into place at the school to foster a positive environment. A Diversity Committee and Communication Committee were established, and reach out efforts were enacted.

The Board thanked Mr. O'Brien for his efforts and for communicating his activities to the Board.

RANDY DURRIGAN REAPPOINTMENT

Mr. Durrigan's term on the GNB Vocational School Board expired May 31, 2016. Mr. Murphy noted that Mr. Durrigan's reappointment would be made by the Town Moderator, the School Committee chairperson, and the chairman of the Board of Selectmen. Mr. Murphy read letters from the Town Moderator and School Committee Chairperson (see Attachment B), giving their support to another term for Mr. Durrigan. Mr. Murphy said it was unanimous with his vote as well and Mr. Durrigan was therefore appointed to another four-year term on the GNB Vocational High School Board.

PILOT AGREEMENT – BLUE WAVE CAPITAL

The Board reviewed a PILOT (payment in lieu of taxes) agreement between the Town of Fairhaven and Blue Wave Capital for a solar array at 211 Mill Road. Town Meeting approved the authorization for the PILOT, and Town Counsel has reviewed it. Mr. Espindola motioned to authorize the chairman to sign the PILOT. Mr. Freitas seconded. Vote was unanimous. (3-0).

ROUTE 6 – LETTER FROM FIRE CHIEF

The Board reviewed a letter from the Fire Chief Timothy Francis, stating that State Representative William Straus was instrumental in intervening on a Route 6 Opticom system install that was not adequately completed by MassDOT. As a result of Rep. Straus' actions, MassDOT was able to find the funding and time to complete the project as originally promised, making Route 6 safer for travelers.

The Board thanked Mr. Francis and Rep. Straus for their attention to the matter. Mr. Rees volunteered to write a letter of thanks on behalf of the Board of Selectmen to Rep. Straus.

TEAM NOAH

At 7:30 p.m., the Board met with Victor Fernandes, Christine Fernandes, and MaryJo Lima of Project Noah to discuss plans to build a fully accessible playground for handicapped children, to be located on Pope's Island.

The project started four years ago, when Mr. and Ms. Fernandes realized there was a serious need for handicap-accessible playgrounds in the area, for their handicapped son Noah. They have met with the mayor of New Bedford and gotten his approval, and they are hoping to break ground in September.

The Board was supportive of the project and offered their assistance in making the playground a reality. The marketing department for Project Noah will contact the Selectmen's Office to share its material for re-distribution.

ANNUAL REAPPOINTMENTS

The annual reappointments were completed thusly:

- Mr. Espindola motioned to appoint Al Benac to Art Curator with a term expiration of May 31, 2017. Mr. Freitas seconded. Vote was unanimous. (3-0).
- Mr. Espindola motioned to appoint Pam Davis, Ronald Manzone, and Ellis Withington to Board of Assessors with a term expiration of May 31, 2017. Mr. Freitas seconded. Vote was unanimous. (3-0).
- Mr. Espindola motioned to appoint Gary Lavalette, Wayne Oliveira, Vicki Paquette, Beverly Rasmussen and Rita Rodericks to the Beautification Committee with a term expiration of May 31, 2017. Mr. Freitas seconded. Vote was unanimous. (3-0).
- Mr. Espindola motioned to appoint Lee Baumgartner, Al Benac, Doug Brady, Kathy Groh, Nils Isaksen, Jacqueline Kenworthy, Debra Lambalot, Susan Loo, John Medeiros, Helena Oliveira, and John Rogers to the Bell Committee with term expirations of May 31, 2017. Mr. Freitas seconded. Vote was unanimous. (3-0).
- Mr. Espindola motioned to appoint Joyce Barrett, Lois Callahan, Matthew Coes, Robert Espindola, Rene Fleurent, Joseph Mello, Kenneth Pottel, William Roth, Geoffrey Sullivan and Jeffrey Wotton to the Bikeway Committee with term expirations of May 31, 2017. Mr. Freitas seconded. Vote was unanimous. (3-0).
- Mr. Espindola motioned to appoint Joseph Borelli to a full membership on the Board of Appeals with a term expiration of May 31, 2021. Mr. Freitas seconded. Vote was unanimous. (3-0).
- Mr. Espindola motioned to appoint Jaime DeSousa and Alberto Silva to associate membership on the Board of Appeals with term expirations of May 31, 2019. Mr. Freitas seconded. Vote was unanimous. (3-0).
- Mr. Espindola motioned to appoint Barbara Acksen, Robert Espindola, Ronald Medina, Michele Merolla, and John Methia to the Cable Advisory Committee, with term expirations of May 31, 2017. Mr. Freitas seconded. Vote was unanimous. (3-0).

- Mr. Espindola motioned to appoint Andrew Tillett to the Capital Planning Committee with a term expiration of May 31, 2019. Mr. Freitas seconded. Vote was unanimous. (3-0).
- Mr. Espindola motioned to appoint Louise Barteau and Geoffrey Haworth to the Conservation Commission with a term expiration of May 31, 2019. Mr. Freitas seconded. Vote was unanimous. (3-0).
- Mr. Espindola motioned to appoint Steven Borges, Matthew Botelho, Pamela Bourgault, Michael Bouvier, Richard Ferreira, Timothy Garcia, Robert Jones, Kevin Kobza, Eileen Lowney, Lawrence Machado, Scott McGarty, David Miller, John Serpa, Harve Vandal, and Milan Whitaker to constables for the Town of Fairhaven with terms expiring May 31, 2017. Mr. Freitas seconded. Vote was unanimous. (3-0).
- Mr. Espindola motioned to appoint Jack Oliveira and Elaine O'Neill to Council on Aging associates with terms expiring on May 31, 2017. Mr. Freitas seconded. Vote was unanimous. (3-0).
- Mr. Espindola motioned to appoint Michael Luey, Sara Salem and Susan Sylvia to the Cultural Council with terms expiring on May 31, 2019. Mr. Freitas seconded. Vote was unanimous. (3-0).
- Mr. Espindola motioned to appoint Donna Baldwin, Anne Jorgensen, John Jorgensen, Kathy Lopes, Nancy Santoro, and Laurel Traudt to the Dog Park Committee with terms expiring on May 31, 2017. Mr. Freitas seconded. Vote was unanimous. (3-0).
- Mr. Espindola motioned to appoint Patricia Pacella to the Selectmen's representative on the Community Preservation Committee with a term expiration of May 31, 2019. Mr. Freitas seconded. Vote was unanimous. (3-0).
- Mr. Espindola motioned to appoint Marc Jodoin to director of the Emergency Management Agency with a term expiration of May 31, 2017. Mr. Freitas seconded. Vote was unanimous. (3-0).
- Mr. Espindola motioned to appoint Todd Correia, Frank Cruz, Donn Fletcher, Timothy Francis, David Gordon, Bourne Knowles, Brian Messier, Richard Rocha and John Rogers to the Fire Apparatus Study Committee with terms expiring on May 31, 2017. Mr. Freitas seconded. Vote was unanimous. (3-0).
- Mr. Espindola motioned to appoint Lois Callahan, Lisa Elliot, Deirdre Healy, Laura Hellstrom, Vincent Marron, Marianne Murray, Diana Painter, Ann Richard and Susan Spooner to the Green Fairhaven Committee with terms expiring May 31, 2017. Mr. Freitas seconded. Vote was unanimous. (3-0).
- Mr. Espindola motioned to appoint David Despres, Gary Lavelette, Cynthia McNaughten, John Medeiros, Wayne Oliveira and Vicki Paquette to the Historical Commission with terms expiring May 31, 2019. Mr. Freitas seconded. Vote was unanimous. (3-0).
- Mr. Espindola motioned to appoint Anne O'Brien, Dorothy Gammans, and Bryan Wood to the Historical Commission, as associate members, with terms expiring May 31, 2017. Mr. Freitas seconded. Vote was unanimous. (3-0).
- Mr. Espindola motioned to appoint Robert Baldwin, Peter DeTerra, Wayne Fostin, Tim Francis, Vincent Furtado, Marc Jodoin, Michael Myers, Jay Simmons, Bryan Wood and Brian Wotton to the Local Emergency Planning Committee with terms expiring May 31, 2017. Mr. Freitas seconded. Vote was unanimous. (3-0).

- Mr. Espindola motioned to appoint Frank Rezendes to the Martha's Vineyard/Nantucket Steamship Authority with a term expiration of May 31, 2017. Mr. Freitas seconded. Vote was unanimous. (3-0).
- Mr. Espindola motioned to appoint Frank Coelho, Michael Cordeira, Tim Cox, David Herbert, Robert Hobson, Vincent Manfredi, Michelle Potter, Patrick Souza, and Thomas Allaire to the Marine Resources Committee, with terms expiring on May 31, 2017. Mr. Freitas seconded. Vote was unanimous. (3-0).
- Mr. Espindola motioned to appoint Alfred Raphael to the Mattapoissett River Valley Water District Commission with a term expiration of May 31, 2019 (pending joint appointment of the Board of Public Works). Mr. Freitas seconded. Vote was unanimous. (3-0).
- Mr. Espindola motioned to appoint Pamela Kuechler to the Selectmen's representative on the Millicent Library Board of Trustees with a term expiration of May 31, 2020. Mr. Freitas seconded. Vote was unanimous. (3-0).
- Mr. Espindola motioned to appoint Mark Rees to the Municipal Hearing Officer with a term expiration of May 31, 2017. Mr. Freitas seconded. Vote was unanimous. (3-0).
- Mr. Espindola motioned to appoint Timothy Francis to the Oil Spill Coordinator with a term expiring on May 31, 2017. Mr. Freitas seconded. Vote was unanimous. (3-0).
- Mr. Espindola motioned to appoint Louise Barteau, John Farrell, Vincent Furtado, Barbara Grotta, Warren Rensehausen, William Roth and Susan Spooner to the Open Space and Recreation Plan Update with terms expiring on May 31, 2017. Mr. Freitas seconded. Vote was unanimous. (3-0).
- Mr. Espindola motioned to appoint Anne O'Brien to Parking Clerk with a term expiration of May 31, 2017. Mr. Freitas seconded. Vote was unanimous. (3-0).
- Mr. Espindola motioned to appoint Mark Rees to Procurement Officer with a term expiration of May 31, 2017. Mr. Freitas seconded. Vote was unanimous. (3-0).
- Mr. Espindola motioned to appoint Eileen Lowney (D) to Registrar of Voters with a term expiration of May 31, 2019. Mr. Freitas seconded. Vote was unanimous. (3-0).
- Mr. Espindola motioned to appoint Nils Isaksen (R) to Registrar of Voters with a term expiration of May 31, 2019. Mr. Freitas seconded. Vote was unanimous. (3-0).
- Mr. Espindola motioned to appoint Al Benac, Doug Brady, Stephen Desroches, Robert Espindola, Gail Isaksen, Nils Isaksen, Pam Kuechler, Susan Loo, John Medeiros, Beverly Rasmussen, and Gayla Reilly to the Rogers-Oxford Study Committee with term expirations of May 31, 2017. Mr. Freitas seconded. Vote was unanimous. (3-0).
- Mr. Espindola motioned to appoint Mark Rees to the SEMASS Council designee with a term expiration of May 31, 2017. Mr. Freitas seconded. Vote was unanimous. (3-0).
- Mr. Espindola motioned to appoint Robert Espindola, Phil Cardoza, Bill Farrell, Lindsay Gordon, Patricia Pacella, Jennifer Polochick, Warren Rensehausen, Linda Schick and Denise Valois to the Wellness Committee with terms expiring May 31, 2017. Mr. Freitas seconded. Vote was unanimous. (3-0).
- After some discussion on the vacancy on the Mattapoissett River Valley Water Supply Protective Advisory Committee and District, Mr. Rees volunteered to serve. Mr. Espindola motioned to appoint Mr. Rees to the Mattapoissett River Valley Water Supply Protective Advisory Committee with a term expiration of May 31, 2019. Mr. Freitas seconded. Vote was unanimous. (3-0). Mr. Espindola motioned to appoint Mr. Rees to

the Mattapoisett River Valley Water District with a term expiration of May 31, 2019. Mr. Freitas seconded. Vote was unanimous. (3-0).

The Board held off on setting term expiration dates for the Economic Development Committee, and per Mr. Rees' recommendation, will keep the Economic Development Committee an ad hoc committee until the committee meets and establishes its charge.

OTHER BUSINESS

In other business:

- Mr. Espindola praised the Police department for providing last minute Route 6 detail (Officer Dorgan) for the "Tour de Cream" biking group traveling through Fairhaven
- Mr. Freitas said that there was concern from residents that Down the Hatch on West Island was not yet open. Mr. Rees said that he was meeting with the Building Commissioner the next day to address the issue
- Mr. Murphy encouraged everyone to attend the Memorial Day parade

At 8:17 p.m. Mr. Espindola motioned to enter Executive Session pursuant to MGL Ch 20A section 21 for the purposes of potential litigation (disposal service) and potential litigation (258e order). Mr. Freitas seconded. Vote was unanimous. (3-0).

Respectfully,
Anne O'Brien
Administrative Assistant
Minutes approved 06/06/2016



GREATER NEW BEDFORD REGIONAL VOCATIONAL TECHNICAL HIGH SCHOOL

1121 Ashley Boulevard, New Bedford, MA 02745-2496
Tel.# 508-998-3321 Fax # 508-995-7268 <http://www.gnbvt.edu>

May 10, 2016

Dear GNB Voc-Tech Community Members:

Attachment A

We wanted to take this opportunity to provide you with an update on all the activities that the school leadership has been doing to address issues of school climate. We recognize that our school is not immune to society's woes, but with strong support from our regional school committee members, want to always provide full transparency on issues that occur within our school district.

As a result of a student held forum on social issues within the school this past fall, we contacted Brown University's New England Equity Assistance Center and asked them to conduct a needs assessment of school climate that included the whole school population and staff at Greater New Bedford Voc-Tech. We were particularly interested in knowing that our school provides a welcoming and inclusive environment that includes all students regardless of their race, language, culture, gender identity, sexual orientation and/or other aspects of diversity.

"The New England Equity Assistance Center" is federally funded under Title IV of the Civil Rights Act of 1964 to provide free technical assistance services at the request of a school board and/or superintendents to address equity issues related to race, gender, and/or national origin.

The New England Equity Assistance Center's approach to this work was to conduct a needs assessment that included surveys of students, staff, focus groups with students and parents and various members of the GNB Voc-Tech Community. As a technical assistance center - they applied these instruments as part of a normative educational process and relied on these data to create comprehensive recommendations for the improvement of school climate.

Following this letter is the Equity Center's recommendations as well as steps taken by the leadership team at GNB Voc-Tech. This work is ongoing and we here at Greater New Bedford Voc-Tech are dedicated to serving the students of New Bedford, Dartmouth and Fairhaven by providing a safe learning environment for all.

Sincerely,

A handwritten signature in cursive script, appearing to read 'James L. O'Brien'.

James L. O'Brien
Superintendent-Director

A handwritten signature in cursive script, appearing to read 'Frederick Toomey'.

Frederick Toomey
Greater New Bedford Regional Vocational Technical High School
Regional School Committee Chairman

Greater New Bedford Voc-Tech High School is committed to ensuring equal educational opportunities for all students. The school does not discriminate on the basis of race, color, national origin, sex, disability, religion, sexual orientation, gender identity, age, or homelessness in its education programs and activities, including admission to or employment in such programs or activities.

James L. O'Brien
Superintendent-Director

Robert J. Watt
Principal

Paula A. Gendreau
School Business Administrator

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Dr. Maria F. Pacheco
Executive Director

Summary of Recommendations of A School Climate Needs Assessment: Greater New Bedford Regional Vocational Technical High School

Greater New Bedford Regional Vocational Technical High School's (GNB Voc-Tech) School Board requested the support of The New England Equity Assistance Center (NEEAC) in understanding the current school climate at the school and in making recommendations for improving climate for all students. In November 2015, NEEAC began a needs assessment at GNB Voc-Tech to systematically determine the current school climate, provide recommendations for improving climate, and support the prioritization of needs and gaps as identified by the data.

The NEEAC needs assessment in GNB Voc-Tech high school included data collected from the following sources, all of which were collected and analyzed by the NEEAC:

- Student and staff equity-focused school climate surveys (2,115 student responses and 351 staff responses);
- Student, teacher, and parent focus groups (eight student focus groups with 56 students; two teacher focus groups with 19 teachers; and two parent focus groups with 13 parents);
- School Leadership interviews (11 school level leadership personnel); and
- The GNB Voc-Tech student handbook, which includes the school's bullying and harassment policies.

These data were analyzed and determined to be a reliable and valid sample of stakeholders from the school and community for needs assessment purposes; however, it is noted that these methods and data are not designed to include all stakeholder perspectives, rather provide a representative sample.

The purpose of the school climate needs assessment was to provide the School Board with data-driven recommendations to move forward. A focus on recommendations reflects the nature of

NEEAC's role, which is to support schools in improving opportunities and access for all students while respecting student identity and voice. The data were collected and analyzed to provide a reliable foundation to leverage meaningful recommendations. In some cases, GNB Voc-Tech has already begun work around these recommendations since this data collection, which took place November 2015 through February 2016.

Overall the data gathered at GNB Voc-Tech revealed a generally good school climate where students develop strong relationships with a few teachers and feel physically safe. A good school climate and strong sense of pride does not negate the feelings and experiences of some stakeholders.

Acknowledging and addressing incidents will help create a more positive climate for all stakeholders and may create a stronger sense of community. Stakeholders were consistently invested in GNB Voc-Tech and therefore were vocal about strategies to improve communication and collaboration across the school community. Given this foundation, GNB Voc-Tech's generally good school climate can be improved to better serve all students and parents and reduce the risk of future bullying and harassment incidences.

NEEAC Recommendations for GNB Voc-Tech High School

- 1. Review and revise the school's policies and procedures for responding to incidents of race, ethnic and sex-based harassment and bullying and provide whole school training on what verbal and physical bullying and harassment are, the reporting process at the school, and the communication of incidences.** There were school-wide inconsistencies about what is considered bullying and harassment and at what level students and policy tolerate "joking." While parents and teachers noted the high threshold that students have for verbal bullying and harassment, information from stakeholders indicated a lack of clear understanding of the boundaries between joking and bullying or bullying and harassment. Athletes, racial and ethnic sub-groups of students, and other gender sub-group of students reported higher levels of bullying and harassment than the average GNB Voc-Tech student. Stakeholders were also not consistent on the reporting process for incidences and reported little to no follow-up communications regarding incidences. One step toward reducing these disparities is providing a consistent, school-wide training that includes the school's definition of verbal and physical bullying and harassment as well as the reporting process and expectations for follow-up communication. A review of policies and procedures should examine the overall effectiveness of the policies and procedures in responding to complaints of bullying, harassment and

discrimination and ensure compliance with federal and state laws, including civil rights laws. As part of this examination, GNB Voc-Tech should evaluate the policies and procedures for clarity and appropriate dissemination and its process for documenting, tracking and monitoring of incidents. The training should focus on race and sex-based harassment, diversity and inclusion (expanded upon in recommendation two), and athletics given the incidence levels reported by students within the school. With the whole school receiving the same training, this has the potential to increase the opportunities for communication as well as accountability (also expanded upon in recommendation three).

2. Provide whole school training on harassment, diversity and inclusion to raise awareness

and accountability. GNB Voc-Tech is a diverse school with students coming from diverse communities. Stakeholders appeared to have a sense of the benefits of this diversity, but not the depth. For example, students and teachers often mentioned White, Black, and Hispanic students who get along at the school; however, American Indian/Alaskan Native, Middle Eastern/South Asian, Native Hawaiian/Pacific Islander students, and students who identified as other gender consistently reported the lowest school climate as well as the highest verbal and physical bullying and harassment incidence rates. Focus group and interview data also noted African American and Asian students as well as student athletes experienced verbal bullying and harassment. Students described that “being different” at GNB Voc-Tech is tough, which is more complex than just being other than the majority/White. Staff and students need to deepen their understanding of diversity and inclusion, which will support the school in implementing recommendation one. NEEAC recommends that GNB Voc-Tech immediately establish an action committee with representation from administration, staff, faculty, students, and parents (maybe one or two from each stakeholder group) to develop a comprehensive plan for training and professional development that addresses topics such as race and sex-based harassment, cultural competency, implicit bias and micro-aggressions. This committee should also review communication and activities to further deeper conversations around diversity and inclusion (building on recommendations three and four below).

3. Increase opportunities for collaboration and communication among all stakeholders

both within and outside the school community. GNB Voc-Tech has several opportunities to increase communication and collaboration, including: among vocational and academic teachers, among vocational programs/shops, from administration to teachers, students, and parents, and parent and community. Stakeholders noted how the division between academic and vocational

teachers was affecting GNB Voc-Tech's school climate. The description of favoritism among staff who are alumni and competitive shops was consistent across stakeholders. Additionally, there was a strong interest from parents to be more involved in the school community beyond disciplinary actions. Opportunities like a school newsletter or teacher shadowing between academic and vocational programs were mentioned as activities the school used to do and were useful. It will be important for GNB Voc-Tech to solicit collaboration and communication strategies from staff, students, and parents to ensure buy-in and implementation. Identifying and planning these community events might be another action item of the committee described in recommendation two. Increasing the opportunities, both formal and informal, for collaboration and communication within and outside GNB Voc-Tech will also provide support for recommendations one and two.

4. Analyze data regarding school level equity and access, and develop strategies for reviewing and responding to these data. The next step following this needs assessment is to review data focused on equity within the school, including:

- Track student demographics by vocational program, advanced/honors courses, athletics, and post-secondary paths;
- Track ELL students' identification and services;
- Track incidents of bullying and harassment school-wide disaggregated by student sub-groups; and
- Track and examine staff demographics as a representation of GNB Voc-Tech students in terms of race/ethnicity, gender, cultural background, geographic location, alumni status, and professional development.

NEEAC recommends that GNB Voc-Tech review these data on an ongoing basis, either annually or quarterly to continue to monitor equity gaps. The committee to identify the diversity and inclusion training (recommendation two), might also review the ongoing equity data and provide action steps.

The NEEAC provides these four recommendations to GNB Voc-Tech based on needs assessment data collected. These recommendations organize the equity gaps found in the school climate data collected; however, they require the school to develop tailored action items within each. The NEEAC will continue to consult with GNB Voc-Tech as they develop these action items and work to improve their school climate.

GNB Voc-Tech Leadership Team steps November, 2015 to present:

- Conducting the needs assessment with the Equity Center starting with student and staff surveys, focus groups with students, staff, parents and interviews with many administrators on the Leadership Team
- In addition to conducting the needs assessment, the Equity Center provided some initial training to administrators so that they could develop a better understanding of their Title IX and Title VI obligations
 - Interim Civil Rights Compliance Officers (Mr. Warley Williams and Mr. Steve Walker) went through extensive training with the Equity Center
 - All members of the Leadership Team received professional development training on Title VI & Title IX
- The school has begun the process of reviewing and revising our Title IX and Title VI policies including how we handle disciplinary actions
- Superintendent O'Brien has established two new committees for the Voc-Tech community. They are: the Diversity/Equity Committee chaired by Cluster Coordinator Guy Shephard and focuses on a cross section of school population and climate and culture issues. And the Communication Committee with the purpose of rotating staff members from year to year to bring feedback to the Leadership Team and to disseminate information back to the staff from the Leadership Team
- Superintendent O'Brien, with the district policy subcommittee has drafted a social media policy for the district
- Several student assemblies have occurred around school climate and what it means to be a part of the Voc-Tech Family
- The Assistant Principal, Warley Williams and his team, have been hard at work streamlining discipline reporting including creating a new system for students to report incidents of bullying and harassment
 - New forms include a victim complaint form and an anonymous complaint form

- The opening of the Conflict Resolution Center was developed to provide a safe and supportive environment for students to resolve their conflicts with one another. The Assistant Principals, along with the Security Team facilitate mediations between students; however it is not unusual for a student to ask to use the space to speak with another student to avoid an imminent verbal or physical altercation. Students choose to utilize the Security Team and the Conflict Resolution Center because they know that the facilitators will maintain a safe environment for a solution to occur. Since the Conflict Resolution Center opened in mid-March, the Assistant Principals and security team have facilitated dozens of mediations between students as well as copious formal and informal parent/guardian meetings. The space is intended to address conflict and adverse behaviors in a way that is both educational and restorative
- The leadership has reached out to experts, such as Mr. Jeff Perrotti from the Department of Elementary and Secondary Education's Safe & Supportive Schools Initiative and Harvard University who is helping us create supportive environments for LGBTQ students
 - The leadership has worked with the Gay Straight Alliance Club here at Voc-Tech for activities to bring awareness to the Voc-Tech Community on issues surrounding the LGBTQ Community including workshops that Mr. Perrotti has facilitated or will facilitate in the near future (for example: we have an informational session scheduled with him on May 31st that all staff, students and parents are invited to attend
- We have also collaborated with the Education Alliance at Brown University in a competitive proposal that was submitted to the US Department of Education in February, 2016. If this proposal is approved and funded, it will provide **free** professional development services to our staff around English language learner education and culturally responsive pedagogy. The announcement by the USDOE is expected by August, 2016.

Attachment B

From: msylvia11@comcast.net
To: [Anne O'Brien](#); [Charles K. Murphy](#); [Charlie Murphy](#); [Mark Rees](#)
Cc: [Pam Kuechler](#); rdurrigan@comcast.net
Subject: Reappointment of Randall Durrigan to the GNBRTVTHS School Committee
Date: Sunday, May 22, 2016 5:35:56 PM
Attachments: [Reappointment of Randall Durrigan.docx](#)

Good Afternoon Anne, Charlie and Mark

Please find attached my letter notifying the Chairman of the Board of Selectmen of my vote to reappoint Randall Durrigan to the GNBRTVTHS School Committee. The Chairman of the Board of Selectmen, Chair of the School Committee and Town Moderator each have a vote in appointing the two GNBRTVTHS School Committee members.

I had hoped to be at the meeting in person to cast my vote, however, due to a work commitment, I will not be able to attend.

Thank you in advance. Please do not hesitate to contact me with any questions.

Regards,
Mark

From: [Pam Kuechler](#)
To: [Charlie Murphy](#); [Anne O'Brien](#); [Mark David Sylvia](#)
Subject: Reappointment of Randall Durrigan to Voke School Committee
Date: Monday, May 23, 2016 3:38:44 PM

Chairman Murphy,

I am sending you this to notify you of my support to reappoint Mr. Randall Durrigan to the GNBVRT School Committee. Mr. Durrigan has served the Town of Fairhaven well as our representative to that committee and his efforts are appreciated.

I am unable to attend tonight's meeting due to a work commitment. Since this position must be appointed by a vote of the Chair of the School Committee, Selectboard Chair, and Town Moderator, please consider this my official vote to support this reappointment.

Feel free to contact me with any questions.

Pam Kuechler, Chairperson, Fairhaven School Committee

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