

**WEST HAVEN BOARD OF EDUCATION**

**June 1, 2015**

**Regular Board Meeting  
Board's Meeting Room**

The Regularly Scheduled Meeting of the Board of Education was held in the Board's Meeting Room on the second floor of City Hall, 355 Main Street, West Haven, Connecticut on June 1, 2015. The meeting was called to order by Patricia Libero, Chairwoman of the Board of Education at 7:00 p.m. The meeting opened with a pledge to the flag.

**BOARD MEMBERS**

**IN ATTENDANCE:**

Patricia Libero, Chairwoman  
James W. Morrissey, Vice Chair  
Betsy Davis, Secretary/Treasurer  
Patrick Egolum  
Robert Guthrie  
Mark Palmieri  
Rosa Richardson  
Cebi Waterfield

**BOARD MEMBERS ABSENT:** Rosemary Russo

**ADMINISTRATORS PRESENT:** Neil Cavallaro, Superintendent of Schools  
Anne Druzolowski  
Matt Cavallaro Director of Finance

**CITY OFFICIALS PRESENT:**

**STUDENT REPRESENTATIVES**

**PRESENT:**

Alice Obas  
Susannah Beyl

**B. Public Portion of Meeting**

Chairwoman Libero welcomed everyone to the June 1<sup>st</sup> board meeting and stated that public session is now open and asked if anyone would like to speak.

Board Member James Morrissey, 305 Country Hill Drive is here tonight as a parent. His wife Tracy is on the City Council and he is disturbed about what has been said on social media by certain individuals about his wife and him during a scooper night at Rita's. To be vilified in the social media is not right. Mrs. Morrissey has served on the Up All Night Committee for the last ten years during which time only two of their children took

part in Up All Night but she still volunteered. She is also involved in the West Haven High School PTA and has helped to raise \$30,000.00 to \$40,000.00 with that committee. She also was the President of the Mackrille PTA, the citywide PTA and is a very active member of the community; politics aside. Jim said that many people are here tonight in support of his wife and to support him. We do this because we love West Haven just like everyone on this board does. We may not agree on everything but we are civil to each other and at the end of the day I consider everyone here a friend. What he sees on social media is pathetic. The type of language used on certain sites is an embarrassment to the city of West Haven and to the adults who are using it. Children read what adults are saying about one another. It is so sad that people stoop this low. We can disagree on anything and he has no problem with that but to bring up things that are not true and to vilify people is wrong. Jim has let this go but after a while enough is enough. Many of the people here tonight are also disgusted with what is being said on these social media websites. A further discussion continued and Board Member Rosa Richardson said she didn't know what he was talking about and wanted to know which social media site he was referring to. West Haven The Way It Is Website is what Jim was referring to. Rosa said she has never been on that website. Pat Libero said that we have no control over what is on the website. Jim understands this and said people read these websites and it was said on the website that Mrs. Morrissey was screaming at Mrs. Gardner and threatened her. Jim asked Mrs. Gardner if this was true and she said it wasn't. Pat Libero said that your point tonight is to set the record straight and what they said on that site never actually happened. Jim said exactly that is correct. A further discussion continued and Jim thanked the board for allowing him to speak and he also thanked all the people who came out to support him. Applause followed.

Robert Perturzo, 81 Beach Street said there are members on this board that are on that page that can clear this up by telling the truth but they choose politics. When you say you have no control people on this board have control. Thank you. Applause.

Board member Cebi Waterfield, 70 Seaview Avenue asked who Mr. Perturzo was referring to. He responded members on the board and they know who they are. Cebi said she did comment on that site and all she said was that she was contacted a few days before the event to fill in because the Mayor was unable to attend. That was the extent of her comment and she doesn't know anything further. She has nothing to do with what is posted and not posted. The board gave thanks. Public Session closed at 7:15 PM.

## **C. REPORTS**

### **C.1.a. Administration/Status of Schools**

Superintendent Cavallaro said there will be one important presentation tonight given by Dr. Anne Druzolowski and Dr. Nicole Danishevsky regarding the Educator Evaluation Support Plan. Before beginning the presentation Neil updated the board on the State's tentative budget. No specific information on how that will affect West Haven yet but we anticipate coming before you shortly. Around nine people have retired and some others left unexpectedly so we saved about \$400,000.00 which is above what we were targeting. We are confident that there will be no layoffs and we see no major impact on

any of our services. We are still trying to continue to implement All Day Kindergarten at Washington School however we heard that the Alliance Grant maybe affected so while this is a possibility we are not sure any new program would be added. It is safe to say there will be a minimum negative impact on the budget and no services currently offered will be affected.

Superintendent Cavallaro said the Committee has worked very hard over the last three years developing this evaluation plan and this is our second year of implementation. The turnaround time to get the plan approved by the State was incredible. Neil thinks we received the plan back within a week. Neil thanked all of the teachers and administrators along with the teachers union and administrators union and all the participants who worked on the plan.

Dr. Druzolowski talked about how our district was able to present our plan at a recent state meeting. She said the committee responsible for implementing and designing the evaluation plan has now morphed into, by a statute, the Professional Development and Evaluation Committee that we call PDEC. Last year we gave a presentation on the final plan we submitted. The people in the audience who had a major role were asked to stand and Dr. Druzolowski introduced them. Nicole Danishevsky, Kristen Malloy, Patti Fusco, Frank Paolino, Pam Gardner and Lynn Bonaldo are some of the 25 committee members. The committee doesn't change because it represents the administrators, teachers, unions, the central office staff and us. We have been together three years and it has been a great experience in negotiating and living with final plans. We continue to meet and change the plans and move on to something bigger and more useful. We are taking this information and making it into professional development. Anne asked Nicole to let the board know what our status is.

During the past three years, the Professional Development and Evaluation Committee (PDEC) have been meeting to develop and refine our evaluation plan. The members of this committee can be found on the second page of the plan document, which all of you received a copy of. It is important to note that our PDEC is comprised of teachers and administrators from all levels of our educational system. During this past year, our PDEC team met four times to monitor and make recommendations for the plan submission for the 2015-2016 school year. In addition to these meetings, subcommittees were formed to address specific needs. The subcommittees were the following: Student Educator Support Staff (SESS), General Implementation, Long-Term Planning, Central Office Evaluation and Teacher Support Plan.

The purpose of the subcommittees was to review our present plan and make suggestions for revisions to PDEC. These suggestions were the focus of our March and April meetings so that Dr. Druzolowski could make the approved revisions and submit West Haven's Evaluation Plan to the SDE for approval. The revisions necessary resulted in no changes to the plan requirements (listed on pg. 16 of the handbook), but rather clarification of language. Our plan was submitted and approved by the SDE.

Moving forward into next year, West Haven's PDEC will be in a transition year. While the focus thus far, has been primarily around the evaluation plan, now our PDEC is in a position to begin connecting evaluation plan results with professional development. Some of this work has recently begun during our PDEC meetings, where all members were provided with the SDE approved Professional Learning Standards, which will guide our work as we continue to provide individualized professional development to all staff. In order to gather additional data, beyond evaluation results, the district will be administering a survey to all staff during Wednesday's half day PD time. The results will be reviewed with PDEC to determine trends and plan professional development for next year. Additionally, support will continue to be provided to staff as we continue with the implementation of West Haven's evaluation plan.

Rosa Richardson said this was very impressive. It is very clear, concise and rigid. She commended them on the implementation and can only imagine the task that is ahead. If we stick to this we are going to be golden; good job.

Pat Libero had a question from an administrative point of view. All non-tenured teachers have 3 formal observations a year and 1 annual review. All exemplary or proficient teachers have 1 formal observation every three years and 3 informal in all other years and 1 annual review. In terms of time what are we talking about. These are not short evaluations. When you do formal ones it may be four hours we are talking about for each one. Who is helping the administrators when there is one in the building and how are they having the time to do this and go to PPT's and run classes etc. This entails a ton of time to do this effectively. Nicole said we addressed that as an administrative team as this was an area of concern and support we needed to give specifically to the elementary principals. Each of the central office coordinators is assigned to one elementary school where we go one day a week to relieve the principal so he/she can go and conduct evaluations that day. The feedback received has been very positive. She explained further who helped out at each school. Superintendent Cavallaro said this is a challenge but with the demands and regulations we have to follow more administrators are needed throughout the state to make sure we are implementing this and Nicole and the team have done a remarkable job. A further discussion took place. The board gave thanks.

### **C.1.b. Student Representatives' Report**

The student representatives' report is attached at the end of the minutes. Before Alice began the report she thanked the board for having her on the board it was a great two years. Hopefully the next members will be as grateful. Applause. Neil thanked her and Pat said it was great having her on the board. Susie Beyl stated that she found out on Friday after a few months of interviews and applications that she has been appointed to the Connecticut State Board of Education and her term will begin on July 1, 2015. Applause. Interviews for the two new Board of Education Student Reps will take place this Monday. Pat Libero said we have been very lucky with the student reps we have had over the years. They are driven, do great things, go to Yale for the summer, attend great colleges and do great things in the community. She is so pleased with all of them and is so proud of the students in West Haven.

### **C.1.c. Board**

**Bob Guthrie** attended the Honors AP Awards which had a full house and was very impressive with a very good turnout. Our three student reps were there and Alice had 18 honors or AP classes. That is an impressive four year accomplishment. The timing of the next board meeting was discussed because of the time of Bailey's Graduation; nothing was decided yet. Bob said perhaps we can do the Superintendent's evaluation for this year and set the goals for next year this summer along with the BOE short term and five year goals. Pat said absolutely. **Cebi Waterfield** said the 8<sup>th</sup> grade trip at Bailey was last week and the kids had a great time. The administrators and teachers did a really great job taking all the kids around Massachusetts and Rhode Island. **Rosa Richardson** visited the Art Exhibit at the Conference Center which was well attended and very nice. The artwork was phenomenal and the chalk work on the sidewalk was great. Rosa congratulated our graduates and wished them well and asked them to wish us well as we find our football coach. **Mark Palmieri** said under resignations he knows quite a few of the people and they have done a great job. He wanted to give a big shout out to Maureen Blake who has been a gem to our community and will definitely be missed. This Saturday in Painter Park there will be an event honoring her husband Tinker Blake. This will benefit research on the rare disease that he has. This is definitely a family that over the years has given much to our community and our children and I hope people can attend this benefit. Mark thanked all the retirees and our two graduates. **Jim Morrissey** thanked Alice and Jesus and was very sad to see them leave. They have done wonderful things during their four years at WHHS and have made an impact on the lives of not only their fellow students but also the people on this board. It is a wonderful thing to see Alice attend Williams College and Jesus attend Yale. Keep on doing what you are doing. Your fellow students and adults look up to you. You work so hard and you thanked us for being on the board but you earned it. Applause. You certainly showed all of us what you can do and I wish you nothing but the best. It has been my honor and privilege to have known you. Hopefully you will come back and visit us. Applause. Jim also attended the Honors and Advanced Placement Awards with Bob and it was quite a day for the WHHS students who received their pins, certificates and sweat shirts. This was quite a ceremony attended by many parents. West Haven is a great community and people do a lot of great things in this town and it is so nice to see how many kids are involved in and succeeded in the Honors Program and the Advanced Placement Program. Alice had 18 courses and she and two other students had the highest number of all the kids in the senior class and this is quite an accomplishment and Jesus had 16. Jim also attended the Homeless Up All Night at WHHS with the Honor Society and approximately 75 to 100 students were there. Good things go on in the city of West Haven. The kids stayed out all night and it was cold and they rose close to \$2,000. Merle Stevens who taught Jim when he was in WHHS was there also! Applause. A guest speaker from Columbus House talked to the kids about homeless people and the kids were all engaged. Jim congratulated the WHHS students and the staff for another great job. Applause. **Pat Libero** asked the name of the play this Friday night and Alice responded, "Misguidance." It is about a guidance counselor who doesn't do his job.

**D.1. Approval of Minutes**

**D.1.a. West Haven Board of Education Regular Board Meeting** held in the Board of Education Meeting Room, City Hall, 355 Main Street, West Haven, CT on May 18, 2015 at 7:00 PM.

Chairwoman Libero asked for a motion to approve the minutes D.1.a.

Mark Palmieri made the motion to approve the minutes

Rosa Richardson seconded the motion

Discussion: None

All board members present were in favor

Minutes are approved

**D.2. Resignations: (Certified)**

**15-44 Francine Lucibello**, Social Studies Teacher – Bailey Middle School

Effective: June 30, 2015

Reason: Retirement

**15-45 Patricia A. Hamilton**, Special Ed Teacher – Washington School

Effective: June 30, 2015

Reason: Retirement

**15-46 Katherine DeStefano**, Kindergarten/Literacy Teacher – Seth Haley

Effective: June 30, 2015

Reason: Retirement

**15-47 Andrea D. Girasulo**, Math Teacher – Bailey Middle School

Effective: June 30, 2015

Reason: Retirement

**15-48 Elizabeth A. Dougherty**, Elementary Teacher/ Grade 4 – Washington

Effective: June 30, 2015

Reason: Retirement

**15-49 Maureen Blake**, Kindergarten Teacher – Savin Rock Community School

Effective: June 30, 2015

Reason: Retirement

Pat Libero asked for a motion to approve items 15-44 through 15-49 inclusive

Bob Guthrie made the motion to approve

Rosa Richardson seconded the motion

Discussion: Neil has worked side by side with many of the people on this list and they have had a major impact on his career and everyone here will be missed. We will be missing many, many years of valuable experience in our school district which will be difficult to replace. This group of teachers has been very dedicated over the last 40 years.

Pat said she knows all of them and they have been a great asset to the school system.

Jim has known Maureen Blake since they were kids and wishes her the best in her

retirement. The Blake family has done a wonderful job in West Haven. She and her husband Tinker have volunteered in the city of West Haven and he wishes her nothing but the best. He doesn't know all the retirees personally but knows we will be missing a great wealth of talent by these teachers retiring and wishes them the best.

All board members present were in favor.

Motion passes. Items 15-44 through 15-49 inclusive are approved

**D.4. New Hire: (Certified)**

**D.5. New Business**

**15-50** Approval of Field Trip for approximately 30 students from WHHS to attend the Annual Band tour in Orlando, Florida from July 6<sup>th</sup> – July 10, 2015 with three adult chaperones

Pat Libero asked for a motion to approve item 15-50

Cebi Waterfield made the motion to approve

Mark Palmieri seconded the motion

Discussion:

All board members present were in favor.

Motion passes. Item 15-50 is approved

**15-51** Approval of the 2015 – 2016 Adult Education Program Improvement Projects (PIP Grant)

Pat Libero asked for a motion to approve item 15-51

Mark Palmieri made the motion to approve

Rosa Richardson seconded the motion

Discussion:

All board members present were in favor.

Motion passes. Item 15-51 is approved

**15-52** Approval of 2015 - 2016 Educator Evaluation and Support Plan

Pat Libero asked for a motion to approve item 15-52

Rosa Richardson made the motion to approve

Bob Guthrie seconded the motion

Discussion:

All board members present were in favor.

Motion passes. Item 15-52 is approved

Chairwoman Libero asked for a motion to adjourn.

Mark Palmieri made the motion

Patrick Egolum seconded the motion

The meeting adjourned at 7:45 PM

Respectfully submitted,

Marylou C. Amendola

Board Secretary

Board of Education – Student Report, June 1, 2015

The Boys Tennis won the Division II SCC Championship for the first time in school history by defeating Shelton 5-2 on Thursday May 28th at Yale University. Coach Jason Kirck was named Coach of the Year for boys' tennis and was honored at the Championships on May 28th. Brothers James and John Delgado won their first round match in the CIAC tournament and continue to play today at Yale University.

The Girls Tennis Team qualified for the SCC Tournament and Coach Kara Kaczynski was named Coach of the Year and was honored at the championship at Yale on May 28<sup>th</sup>.

The WHHS Baseball Team qualified for the CIAC Tournament with a 10-10 record and will play Shelton in the first round of the tournament postponed from today. Seniors Jason Wilkerson and Mike Savino were named to the All-League team.

The Softball Team qualified for the CIAC Tournament with an 8-12 record and will play in South Windsor tomorrow. Senior Kial Watts was named to the All – League Team and the Coaches All-State Team

The Boys Lacrosse finished with an 8-8 record and qualified for the CIAC tournament for the first time in 16 years. They lost in the first round to Amity on Saturday 13-2. Coach Pat Reed was named Coach of the Year by his peers and honored recently at the SCC Championship game.

Boys and Girls Track are both competing today and tomorrow at the CIAC Championships and we wish them the best of luck.

The Girls Lacrosse finished with a 6-10 record but the record did not indicate the season that they had. Because of the success of the program the last few years this was the first year that they competed and played on the Tier 1 level. Sophomore Gabi Prisco was named All League, First Team.

The WHHS Unified Sports Team will be hosting the State Track Meet tomorrow on June 2. We are expecting 12 high schools from across the state to be here.

Tomorrow is the Top 20 Luncheon where WHHS will honor the Top Twenty Seniors with a luncheon. Congratulations to Valedictorian Hailey Dias and Salutatorian Kharl Reynado.

On Wednesday, we will celebrate the senior class at the Senior Awards Night at Cielo at 6pm. We will be honoring over 160 seniors.

The Sophomore Solar Cooker Contest will be held tomorrow with a rain date of Thursday. 70 sophomores are participating.

Over 500 students were honored at the Academic Awards Ceremony on Friday, May 29<sup>th</sup>.

283 students were recognized for academic excellence in Honors and AP classes at the WHHS Honors Awards Ceremony on May 27<sup>th</sup> at Cielo. Kerry Eagles Ybarra was the guest speaker.

We hope you can come out to the senior directed play on Friday night in the Little Theater. This is the last time our seniors will take the stage and we hope you can make it. Thursday is the Senior Tribute Band Concert at 7:30pm.

Friday night, the National Honor Society held their annual sleep out to raise awareness of homelessness. They raised \$1700 for Columbus House.

Congratulations to Susie Beyl who was recently appointed to serve on the Connecticut State Board of Education. She is one of two students selected from a very rigorous screening and interview process.

Katherine Gilmore and Evelyn Fabian recently attended the Hugh O'Brien Youth Leadership Conference (HOBY) at University of Bridgeport. Susie Beyl served as a Counselor.