



Cambridge Human Services Commission
Meeting Minutes
January 10, 2019
5:30 – 7:30 PM
Citywide Senior Center
806 Massachusetts Avenue
Cambridge, MA 02139

Commissioners present: Duane Brown, Christopher Hall, Bran Shim, Nan Stone, Rachel Weinstein

Regrets: Julie Asher, Christine Elow, Khari Milner, Rev. Lorraine Thornhill

Presenter(s): Nancy Tauber, Executive Director of the Family Policy Council

Department of Human Service Programs (DHSP) staff present: Janice Alger, Mike Payack (recorder), Ellen Semonoff

- I. Welcome, Networking, and Dinner
 - Ellen Semonoff welcomed members of the Commission and started a round of introductions
 - Ellen reminded members of the Commission that at the next meeting of the HSC, the Commission will be looking at DHSP's budget through the lens of CDBG funding priorities and the recently completed citywide needs assessment
 - Ellen introduced Nancy Tauber, Executive Director of the Family Policy Council
 - Nancy announced a reordering of her two agenda items: first Cradle to Career Pipeline, then Find It Cambridge
- II. Cradle to Career Pipeline
 - Nancy Tauber discussed the Family Policy Council's efforts to develop a Cradle to Career Pipeline in Cambridge with a particular focus on math
 - See Attachment A
- III. Find It Cambridge Update
 - Nancy Tuber updated the Commission on the progress of [Find It Cambridge](#)
- IV. Upcoming Schedule:
 - Mike Payack announced that the next meeting of the Human Services Commission is scheduled for Thursday, February 14, 2019
- V. Meeting Adjourned

Respectfully submitted,

Mike Payack, DHSP/Planning & Development

Attachment A:



**Family
Policy
Council**

The Family Policy Council develops policy and program recommendations aimed at improving the quality of life for children, youth and families in the City of Cambridge.

JANUARY 2019 DRAFT

Cradle 2 Career Pipeline

To achieve systematic change and overcome persistent challenges facing too many of our children and youth, we must combine our resources, expertise and influence. **As the big-picture convener and coordinating body responsible for monitoring the progress of our young people, the Family Policy Council will work with stakeholders to:**

- Agree on a vision that expresses our shared understanding of what success looks like for our young people cradle to career. (Cambridge Youth Council is taking the lead.)
- Agree on a set of shared results and indicators using the Results Based Accountability framework.
- Regularly analyze the data and provide the community with a snapshot of how young people are doing, identify areas which need improvement and figure out next steps.

Next Step: Math Matters

The Family Policy Council will first focus on MATH:

1. Gather feedback from community stakeholders to identify what we can do in our respective roles across a child's life from birth to adulthood to influence and help make sure all young people have the necessary math skills and mathematical mindset to take advantage of all the opportunities available to them.
2. Create and implement an action plan based on the feedback.
3. Choose math indicators along the Cradle to Career Pipeline.

Draft Strategies and Action Steps

Based on feedback from members of the Family Policy Council, Cambridge Youth Council, Cradle 2 Career Working Group, Middle School Network, RAY (Reaching All Youth), and Family Engagement Subcommittee of the Birth-3rd Grade Partnership.

COMMITMENT

Call to Action: Math Literacy is a Civil Right

"We the People-Math Literacy for All" Alliance Pledge (National Science Foundation-NSF)

- Develop structured opportunities that enable students performing in the lowest quartile (on state standardized exams) in mathematics to graduate high school on time ready for college or career math without remediation.
- Equity = more is given where more is needed. Therefore, we need to be comfortable with having uncomfortable conversations. We need to ask uncomfortable questions and deal with the answers.

CAMPAIGN

Messaging

- Why Math Matters
- Math is a social justice/civil rights issue
- Math is everywhere
- Math is RELEVANT and RELATABLE and FUN
- Connect math with what is happening in school-like settings and the real world.

IDEAS

- Fun, relevant math opportunities:
 - Math Week during vacation weeks or the week before and after school starts
 - Math Day at City Hall (part of Science Festival)
 - Community Math Expo Events
 - Create monthly math challenges and celebrate the winners
- Incorporate math into existing events and initiatives (STEAM Nights, Let's Talk Workshops, Story Walks, Book Bike, Literacy Day, Danehy Family Day, Story Walks, Home Visiting, etc.)
- Make math opportunities like Math Olympiad and Flagway Games more robust - an exciting competition across the city - similar to the Mayor's Cup
- Compile resources for the community:
 - Math songs, books, games, puzzles, movies, activities you can do during daily activities (eating, shopping, cooking, sports, telling time, getting ready for bed, day-to-day financial planning, bill payments, budgeting, taxes, credit cards, paying for college, etc.)
 - Career path possibilities
- Purchase and distribute more materials focused on Math (books, puzzles, games, etc.)
- Provide more Financial Literacy opportunities across the cradle to career pipeline.

GROWTH MINDSET

- Messaging - Anyone can learn math at any point. This includes parents, caregivers, educators, police, and anyone else in contact with kids across the cradle to career pipeline.
- Collect attitudinal data and measure math mindset of practitioners and young people across the pipeline (in partnership with STEAM).
- Provide the necessary training to promote growth mindset and confidence for both practitioners and families.

PROFESSIONAL DEVELOPMENT

- Identify PD that is currently happening and determine who needs more training and what kind of training they need (growth mindset and math content).
- Workshops for Families that help parents/caregivers:
 - Feel more comfortable and confident about math
 - Help their children learn math, play with math, and incorporate math in everything they do
- Figure out how practitioners along the pipeline in and outside of school can support and learn from each other.
 - Math coaches work with OST staff and others at a time that works (e.g. noon-2)
 - Workshops for practitioners and families so they can learn together and build relationships with each other.
- Provide incentives for school teachers to work with other practitioners and young people (stipends, PDPs, tuition vouchers).

RESEARCH

- Why does math matter?
- Other “campaigns” that have been successful in Cambridge
- What are other communities doing?
- Data
 - What data are we already collecting?
 - What is the current baseline?
 - What are the current problems?
 - What data should we be collecting across the Cradle 2 Career Pipeline?
 - Identify the points when kids start losing interest in math. (fractions? 3rd/4th grade?) and create a buffer/interventions at these “turn off from math” point.
- Inventory: What is currently happening in and out of schools?
- How can we create more alignment between all those who work with young people across the pipeline? (Include the Nellie Mae Bridges to Equity Grant)

- How to utilize and grow the capacity of Math Volunteers
 - Find out what the current volunteer situation is
 - Ask Cambridge School Volunteers
 - Try to get more math volunteers
 - Expand volunteering to early childhood and in the home
 - Math Mentors - College students mentor middle schoolers over time (2-3 years)

Resources/Who to talk to next

- Algebra Project and Young People's Project (Maisha Moses)
- Math Talk (Omo Moses) - Book about Math, Math Scapes, Math Apps, Text Campaign
- Agenda for Children OST (Susan Richards Khari Milner)
- Cambridge Public Schools (Anda Adams and Julie Ward)
 - Teachers and Math Coaches! Make sure teachers know about this work!!!
- Department of Human Services Programs (Michelle Farnum)
- College Success Initiative (Emily Singer)
- Birth-3rd Grade Partnership (Lei-Anne Ellis)
- Agenda for Children Literacy (Jen Baily)
- STEAM (Sharlene Yang)
- Lesley University (Sue Cusack)
- Library (Maria McCauley, Maya Escobar and Julie Roach)
- Health Department (Claude Jacob)
- Police Department (Branville Bard)
- Cambridge Housing Authority (Mike Johnston)
- Cambridge Nonprofit Coalition (Elena Sokolow Kaufman)
- Financial Literacy (CEOC-Tina Alu)
- Cambridge Community Foundation (Geeta Pradhan)

WHAT TO ASK

- What do you do to support kids around math?
- What else could you do if you were part of a city-wide effort?
- Without additional resources, what could you do?
- What additional resources do you need to do a little or a lot?