



City of Cambridge

31.

IN CITY COUNCIL

December 16, 1996

COUNCILLOR SULLIVAN
MAYOR RUSSELL
COUNCILLOR REEVES
VICE MAYOR BORN
COUNCILLOR DAVIS
COUNCILLOR DUEHAY
COUNCILLOR GALLUCCIO
COUNCILLOR TOOMEY
COUNCILLOR TRIANTAFILLOU

WHEREAS: Cambridge School **Superintendent Mary Lou McGrath** has chosen to leave her position at the end of her current contract on June 30, 1997; and

WHEREAS: In her forty-year, life-long career as a dedicated educator in the Cambridge Public School system, Superintendent McGrath has had a very distinguished career; and

WHEREAS: Superintendent McGrath, a life-long Cambridge resident, began her career as an elementary school teacher at the Peabody School in 1956; and

WHEREAS: In 1974 Superintendent McGrath was appointed Acting Director and Coordinator of Primary Education; in 1978 she became Director of Elementary Education; she was appointed Assistant Superintendent of School for Administration in 1987; and

WHEREAS: In 1987 Mary Lou McGrath was appointed Superintendent of Schools; she was the first woman Superintendent in the City of Cambridge and she has had one of the longest tenures as Superintendent in the City's recent history; and

WHEREAS: Among her myriad accomplishments as Superintendent are establishment of self-initiated and system-wide professional development opportunities for teachers and administrators; collaborations with businesses, universities and city agencies; initiation of citywide frameworks in all curriculum areas; new school buildings for the Aggassiz and Haggerty Schools, approved state funding for the Fitzgerald and Morse Schools; an outstanding record as recipient of grant monies; maintenance of a national model of Bilingual Education; early implementation of an all day citywide kindergarten program, and many, many others; and

WHEREAS: Upon leaving her position as Superintendent, McGrath will assume two university positions; she will become Co-Chairperson of the New England Superintendent's Leadership Council at Brown University and Visiting Professor at Lesley College; and

WHEREAS: Superintendent McGrath has given her entire forty year career as an educator to the children and families of Cambridge; she has provided dedicated, intelligent, focused and caring service; now therefore be it

RESOLVED: That this City Council go on record expressing its appreciation to Superintendent Mary Lou McGrath for her years of leadership and service on behalf of the children of Cambridge, its best wishes to Ms. McGrath on the challenging next step in her distinguished career as an educator and education leader; and its fond hope that she will take a little much deserved time for relaxation and fun; and be it further

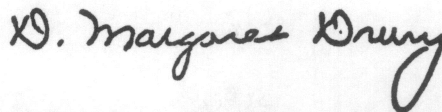
RESOLVED: That the City Clerk be and hereby is requested to prepare a suitably engrossed copy of this resolution for presentation to **Superintendent Mary Lou McGrath** on behalf of the entire City Council.

In City Council December 16, 1996

Adopted by the affirmative vote of nine members.

Attest:- D. Margaret Drury, City Clerk.

A true copy;



ATTEST:-

D. Margaret Drury
City Clerk

M.S. ^{msr} / *Wishing*
Marlow - Mc Graft well
KR

VMB

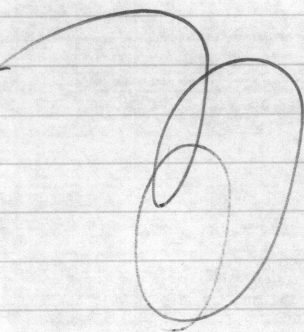
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OFFICE OF CITY CLERK

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CAMBRIDGE MA.

Reeves

NAH

Congratulations to Superintendent
Mary Lou McGrath for her hard
work as Superintendent of the
Cambridge Public School
Department. Mary Lou McGrath
has given her entire 40 year
career as an educator
to the children and families
of Cambridge. She ~~has~~ ^{served as}
the City's first woman
Superintendent and has
been a profound educational
leader for many years.
superintendent McGrath
has announced that she

MARY LOU MCGRATH
SUPERINTENDENT OF SCHOOLS
CAMBRIDGE PUBLIC SCHOOLS

ACCOMPLISHMENTS:

In her 40 year, life-long career as a dedicated educator in the Cambridge Public School System, Superintendent McGrath has served as a teacher, Director of Primary Education, Assistant Superintendent and Superintendent. The core of her philosophy has been constant: every decision must be made bearing in mind two questions "How will this benefit the children?" and "Will this promote equity in education for every child?"

During her tenure as Superintendent, Mary Lou McGrath has instituted and fostered programs and projects which have become national models. She has been active in promoting collaborations with City and National agencies, providing professional development opportunities for all staff to foster life-long learning, and requiring that a multi-cultural focus be embedded in all curriculum development.

PERSONNEL AND STAFF DEVELOPMENT INITIATIVES

- Established Professional Development opportunities for teachers and administrators: both self initiated and system-wide led by School Department
- Developed Teacher Evaluation Process: Professional Development Growth Cycle
- Began Professional Development School Programs in collaboration with at Lesley, Wheelock & Cambridge College
- Established Professional Development Days as part of teachers' contract

COLLABORATIONS

- Colleges and Universities: Harvard University, MIT & Brown University Professional Development Schools (Lesley College, Wheelock College, & Cambridge College)
- Business Partnerships: Cambridge Partnership for Public Education
- City Agencies: Early Childhood/Preschool collaborations expanded
- Begin inter-agency work with Health Agencies throughout the City: hospitals, neighborhood clinics, & mental health clinics

**MARY LOU MCGRATH
SUPERINTENDENT OF SCHOOLS**

PROFESSIONAL DEVELOPMENT

- Initiated Citywide frameworks in all curriculum areas
- Supported personnel staff development opportunities and City mandated training programs
- Initiated Four Year Cycle Evaluation for Teachers & Administrators
- Instituted Teachers as Scholars Program (American Council of Learned Societies)

NEW SCHOOLS AND FACILITIES MANAGEMENT

- New study in place for Long-Range Facility and Program Planning
- New school buildings: Agassiz & Haggerty
State Funding approved for renovations for the Fitzgerald & Morse Schools
- Resolved air quality issues

INITIATED RESEARCH AND DEVELOPMENT OFFICE

- Awarded Grants: State, Danforth, NSF, Federal grants, etc.
- Developed Elementary & Secondary Student Data Report & African American Male Study

CURRICULUM

- Developed Frameworks for all major subject areas
- Developed Multi-cultural Education Curriculum for all grades
- Initiated Algebra Program for all students in Grades 6-8
- Initiated Algebra Project at King Open & Morse Schools
- Science Program: Commitment to new City-Wide Curriculum and increased staffing

**MARY LOU MCGRATH
SUPERINTENDENT OF SCHOOLS**

SCHOOL CHOICE

- Restructuring of practices in Family Information Center
- Development of individual programs to meet parents needs:
Cambridgeport, CORE at Morse, Amigos Bilingual Program

PROGRAMS

- National model of Bilingual Education - Language Immersion/Two-Way Bilingual Programs in Spanish, Portuguese, Chinese & Korean
- Special Education - Leadership in inclusion and integrated classrooms: student support teams and peer mediation
- Implemented all day citywide Kindergarten Program
- Initiated Summerbridge, Compass and Night-Stop Programs

EDUCATION REFORM

- Implementation of Mass. School Reform Act of 1993
- Development of individual School Improvement Plans
- Developed training program for school councils, parents, etc. in the preparation and presentation of school budget for School Committee

HIGH SCHOOL

- Started Self Study and Restructuring Process for the high school (CRLS)
- Reorganization & development of Rindge School of Technical Arts
- Initiated program for the support of gay/lesbian students & their educational issues (Project 10 East)

Statement by Mary Lou McGrath
at December 12, 1996 News Conference

My dear friends, colleagues, parents and students of Cambridge. Well, this is the day. I've heard that the City has been buzzing about my decision for weeks, and I must say I'm somewhat taken aback by the interest so many of you have taken in my plans. I'm honored, actually, that so many of you care, and care deeply about our City and our school system.

After a wonderful 40 years of service, I have this morning informed the School Committee of my intention not to renew my employment contract when it expires next June 30. I am pleased to announce that I have accepted positions as Co-Chairperson of the New England Superintendent's Leadership Council at Brown University, and as a Visiting Professor at Lesley College, effective September 1, 1997.

This is obviously a moment of deep emotion for me, and I ask you to bear with me a few moments while I share my preliminary thoughts about the magnificent opportunity the citizens of Cambridge have given me to serve their children for my entire professional life.

When I began as an elementary school teacher at the Peabody School in 1956, few people could have imagined that one day we would be a City rich in diversity serving 8,000 students from over 90 countries. Few people could have imagined that we would be a national model of bilingual education; that we would develop pioneering programs in vocational education; that we would forge a deep and meaningful partnership with our sister City agencies and with our corporate neighbors that would enrich the opportunities for every student in the City; that we would break new ground in desegregation; that we would generate millions of dollars of state and federal grants in areas

as wide-ranging as Bilingual Education to a groundbreaking extended school day Pilot Program; or that some day, a woman would be Superintendent.

Well, if Cambridge stands for anything, it stands for the notion that imaginations can, through hard work, become reality. And we - you and I - did these things, reached these milestones, achieved these goals. And now it is time for me to turn the reins over to someone else to lead us into the twenty-first century.

I am deeply grateful for the wonderful opportunities extended to me throughout my career to reach as high as I could go and to make the greatest contributions I could make. I treasure the support I have received over the years from so many of you throughout the City, without whose hard work, dedication and unyielding insistence on doing what is right for our children, we would never have made the strides we did during these past years.

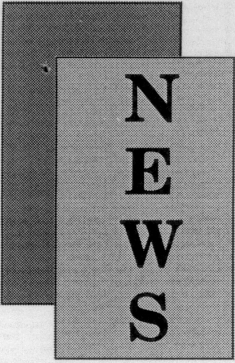
It is impossible to thank everyone with specificity. But I want to extend special thanks to my management team - Pat Murphy, Gail Nordmoe, Jim Conry, Jim Ball, Regina Caines and, of course, Sandra Spooner, Fran Foley and Bert Giroux, each of whom devoted their best energies on behalf of our City. My thanks and gratitude also go to the members of the School Committees - both past and present - who supported me, tolerated me, encouraged me, challenged me, and yes, kept me up too late week after week as we tackled controversial issues in the glare of publicity.

I want each of you to know that I have assured the School Committee of my intention to do my utmost to facilitate a smooth transition to leadership under a new Superintendent. The next six months will present some of the hardest challenges yet for our system. I will not shrink from them. Instead, I will embrace them with renewed vigor and commitment to leaving our School Department as a model in so many areas of

accomplishment. I look forward to my next academic career as an opportunity to teach and share with a larger audience the many lessons I could have only learned in Cambridge.

Thank you once again.

I'll take any of your questions now.



NEWS

from the

CAMBRIDGE PUBLIC SCHOOLS

Public Information Office • 159 Thorndike St. • Cambridge • MA 02141

Contact: **Jim Ball**
(617)349-6512

FOR IMMEDIATE RELEASE
Thursday, December 12, 1996

CAMBRIDGE SCHOOL SUPERINTENDENT MARY LOU MCGRATH CHOOSES NOT TO RENEW CONTRACT AFTER NINE YEARS; WILL GO ON TO UNIVERSITY APPOINTMENTS

Cambridge School Superintendent Mary Lou McGrath announced today that she will not renew her contract with the Cambridge School Committee effective June 30, 1997. Ms. McGrath has been Superintendent of the 8,000 student Cambridge system for nearly nine years, and has served the school system for a total of 40 years.

Regarding future plans, Superintendent McGrath stated, "It is with great pride, some sadness and a genuine sense of accomplishment that I have accepted an appointment as a Visiting Professor at Lesley College and the position of Co-Chairperson of the New England Superintendent's Leadership at Brown University effective September 1, 1997."

"The reason I am announcing my future plans so far in advance is to allow the leadership of the Cambridge School Committee the opportunity to preserve a seamless transition of office, while a new Superintendent is selected and leads our children into the 21st century."

Superintendent McGrath went on to say, "My gratitude goes to all who have shared the goal of achieving the highest quality of education for all the children of Cambridge. I extend my heartfelt thanks to the many, many people who made the best interests of our children our priority through the years."

Mary Lou McGrath has served the children of Cambridge for 40 years. Among her positions has been:

-more-

Superintendent of Schools, 1988-1997
Assistant Superintendent of School for Administration, 1987-1988
Director of Elementary Education, 1978-1987
Acting Director and Coordinator of Primary Education, 1974-1978
Teacher, 1956-1974

Ms. McGrath has led a distinguished career in Cambridge. In addition to becoming the first woman Superintendent in the city, she has had one of the longest tenures as Superintendent in the city's recent history. She is a member of the Executive Board of Directors of the Cambridge Partnership for Public Education. In 1988, she was named *Woman of the Year* by the Cambridge YWCA. She was elected as the first woman president of the Harvard Superintendent's Roundtable. She is currently an Annenberg Fellow of the Annenberg Institute for School Reform at Brown University, a prestigious fellowship for a small, select group of Superintendents from across the country who are engaged in significant school reform efforts. This year, she was named *Educator of the Year* by Salem State College.

Superintendent McGrath lives in Cambridge with her husband Murry.

-30-

A list of Superintendent McGrath's accomplishments accompanies this press release.

Whereas: ~~Many~~ Cambridge School Superintendent Mary Lou McGrath has chosen to leave her position at the end of her current contract on June 30, 1997; and

Whereas: ~~Ms. McGrath~~ In her 40 year, life-long career as a dedicated educator in the Cambridge Public School System, Superintendent McGrath has had a very distinguished career; ~~in addition~~ and

Whereas: Superintendent McGrath, ^{a life-long Cambridge resident,} began her career as an elementary school teacher at the Peabody School in 1956; and

Whereas: In 1974 Superintendent McGrath was appointed Acting Director ~~of~~ and Coordinator of Primary Education; in 1978 she became Director of Elementary Education; ~~and~~ she was appointed Assistant Superintendent of Schools for Administration in 1987; and

Whereas: In 1987 Mary Lou McGrath was appointed Superintendent of Schools; she was the first woman Superintendent in the City of Cambridge and she has had one of the longest tenures as Superintendent in the City's recent history; and

Whereas: Among her myriad accomplishments as Superintendent are establishment of self-initiated and system-wide professional development opportunities for teachers and administrators; collaborations with businesses, universities and city agencies; initiation of citywide programs in all curriculum

Agassiz and Haggerly Schools, approved state funding for the Fitzgerald and Muse; an outstanding record as recipient of grant monies; ~~creator of~~ ^{maintainer of} national model of Bilingual Education; early implementation of all day citywide kindergarten program, and many, many others; and

Whereas:

Upon leaving her position as
Superintendent, McGrath will assume the two university positions; she will become Co-Chairperson of the New England Superintendent's Leadership Council at Brown University and a visiting professor at Lesley College; and

Whereas:

Superintendent McGrath ^{given her entire forty year career as an educator to the children and families of Cambridge; she has} provided dedicated, intelligent, focused and caring service to the City of Cambridge and most especially to its children for forty years; now therefore be it

Resolved: That the CC go on record ^{expressing its} congratulatory appreciation ^{to} Superintendent Mary Lou McGrath for her years of leadership and service on behalf

of the children of Auburn, it best wishes
to Mrs. McGrath in the challenging next
step in her distinguished career as an
educator and education leader; and it
finds hope that she will take a little
more deserved time for relaxation and fun,

SEC to 1

December 16, 1996

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Consent ORder #31

Entire memb.

R-1265

Councillor Sullivan, Mayor Russell,
Councillor Reeves and entire member;ship
re: Appreciation to Superintendent
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ship and service on behalf of the children
of Cambridge.

In City Council December 16, 1996

ORDER ADOPTED