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INVESTIGATIVE REPORT CONCERNING ALLEGED GRADE CHANGES-IMPROPER CREDIT AT HILLHOUSE HIGH SCHOOL

August 10, 2012

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I. INTRODUCTION

Following a report by Hillhouse High School Assistant Principal Shirley Love Joyner ("Joyner") of alleged improper grade changes, improper granting of credits, and deletion of failing grades, New Haven Public Schools Superintendent of Schools Dr. Reginald Mayo ("Dr. Mayo") instructed the undersigned to conduct an investigation into Joyner's allegations. The following is a report summarizing that investigation and the findings of this Investigator.

Inasmuch as additional information may come to light subsequent to the date hereof, the undersigned reserves the right to amend and update this Report.

II. SPECIFIC CHARGES

A. Student #1

- 1. Grade Changes According to Joyner, the following grade changes were made with respect to Student #1 which she claims are improper:
 - African Genesis, grade changed from a D+ to a C
 - English Honors 3, grade changed from an F to a D-
 - Spanish 2, grade changed from F to D-
- 2. Student #1 took 2 summer school courses at Riverside Academy during the summer of 2010. Initially the grades for these courses were reflected as "Summer School English 1" and "Summer School English 2;" however, both were changed to indicate "College English 1" and "College English 2" removing reference to the fact that they were taken during the summer.
- 3. Student #1 had 45 days of unexcused absences for the school year 2010-2011 which purportedly violated Hillhouse's "160 day rule."
- 4. Student #1 is a student-athlete.

B. Student #2

- 1. Grade Changes -
 - U.S. History 2, grade changed from C+ to a B

- 2. As was the case with Student #1, Student #2's transcript indicates that he had taken English 1 and English 2 in summer school at Riverside Academy which were subsequently changed to English 1 College and English 2 College, and also to appear as though they were not taken during summer school.
- 3. Student #2 is a student-athlete.

C. Student #3

The allegation with respect to Student #3 is that he was granted 3 credits for work experience, and, contrary to procedure, a form attesting to completion of hours worked was not completed, submitted and signed by someone with firsthand knowledge of the hours that the student worked. This was approved by Hillhouse Principal Kermit Carolina.

D. Student #4

With respect to Student #4, the allegations are that a grade was issued for a course prior to completion of that course and provided to a university in support of that student-athlete's application to attend that university as a student-athlete. The grade was erroneously issued as the semester had not yet ended. The implication is that this was done in order to enhance the transcript of the student-athlete for admission to the university.

E. Grades for a number of students who failed courses were wiped out of the grade reporting computer system in an effort to make the school appear as if its failure rate was better than it actually was.

III. INVESTIGATION METHODOLOGY

A. This Investigator met with Joyner who provided various documents including student transcripts which she believed supported the allegations made. After meeting with Joyner and having several conversations with members of the New Haven Public Schools administration, including Superintendent Dr. Mayo, Chief Operations Officer William Clark and Acting Human Resources Director Maria Houser, for background, the undersigned commenced an investigation.

The investigation next included sending a letter to Hillhouse High School Principal Kermit Carolina ("Carolina") and asking him to meet with the undersigned for an interview. When the undersigned read in a local newspaper article regarding the investigation that Carolina was represented by an attorney, the undersigned contacted Attorney Michael Jefferson ("Jefferson") to arrange an interview of Carolina. Initially, through Jefferson, Carolina declined to meet with the undersigned unless it was in a public venue with media outlets present. After communicating via telephone, and then in a follow up correspondence to Jefferson, that the investigation would not be conducted in such a manner, Carolina agreed to submit for an interview with Jefferson present.

Subsequent to meeting with Carolina, the undersigned interviewed 32 witnesses and/or potential witnesses over the intervening months. The following is a list of individuals interviewed:

- 1. Charles Williams Retired New Haven Public Schools Director who used to be responsible for all New Haven High Schools.
- 2. Dr. Belinda Carberry Principal on Special Assignment to Hillhouse High School.
- 3. Wanda Gibbs Riverside Academy Principal.
- 4. Lonnie Garris Former Hillhouse High School Principal.
- 5. LaRhonda Cooper Guidance Secretary.
- 6. Dr. LeRoy Williams Principal on Special Assignment to Hillhouse High School.
- 7. R. Yeager Hillhouse High School English Teacher.
- 8. Kevin Barbero Hillhouse High School African Genesis Teacher.
- 9. Jodi Ceraso Hillhouse High School Spanish Teacher.
- 10. Bill Garatty Hillhouse High School U.S. History Teacher.

- 11. M. Dunleavy Hillhouse High School Teacher.
- 12. Thomas Dyer Hillhouse High School Physical Education Teacher and Hillhouse Football Coach.
- 13. Nilsa Matos Hillhouse High School Guidance Counselor.
- 14. Marie Block Hillhouse High School Guidance Counselor.
- 15. Ed Scarpa "Retired" Hillhouse High School Teacher.
- 16. Pat DeLucia Riverside Academy Teacher, in charge of the summer school program.
- 17. Barbara Puglisi Riverside Academy English Teacher.
- 18. John Nguyen Assistant Principal Hillhouse High School.
- 19. Karleka Peters-Babb Hillhouse High School Guidance Counselor.
- Jennifer Soucier Hillhouse High School Guidance Counselor.
- 21. Dr. Dorothy Garcia-Blocker.
- 22. The Mother of Student #2.
- 23. Lucille Patton Hillhouse Attendance Officer.
- 24. Gwen Bush Youth at Work.
- 25. Peggy Moore Wilbur Cross Principal.
- 26. Nadine Gannon King/Robinson Principal, formerly in charge of Credit Retrieval at Hillhouse.
- 27. Kevin Moriarty New Haven Public Schools IT Department.
- 28. Joan Banks retired; formerly responsible for Tenex.
- 29. Karen Beitler Hillhouse Teacher.
- 30. Audra Forstram Hillhouse Teacher.
- 31. Rachele Thomas Hillhouse Teacher.

32. Sandra Pucci – Hillhouse Guidance Counselor.

A number of these individuals were interviewed multiple times.

- B. This Investigator met with Carolina (with counsel present) a second time towards the end of the investigation to review his initial findings. The same was done with Joyner.
- C. In addition to interviewing the individuals listed above, the following records, among others, were reviewed:
 - 1. Memorandum dated September 27, 2011 by Shirley Love Joyner.
 - 2. E-mail dated September 27, 2011 from Joyner to LaRhonda Cooper.
 - 3. Transcripts and report cards for Student #1 as well as attendance history (attached hereto as Appendix 1).
 - 4. Transcripts and report cards for Student #2 as well as attendance history (attached hereto as Appendix 2).
 - 5. E-mail from Connie Moore to Joyner Student #2.
 - 6. Document entitled Hillhouse High School 160 Day Rule.
 - 7. School record for Student #3 and Credit For Work Experience forms initialed by Carolina (attached hereto as Appendix 3).
 - 8. E-mail from Joyner to Lucille Patton regarding tardiness dated November 14, 2011.
 - 9. Report cards and academic record for Student #4 as well as correspondence with Coach at a university.
 - 10. Review of Behaviors/Responsibility/Rules New Haven Public Schools-Hillhouse.
 - 11. Facility Request Form for Riverside Education Academy Summer School Program 2010.
 - 12. Organizational chart for Hillhouse High School.
 - 13. Teacher grading sheets for Student #1, Student #2 and Student #4 from various teachers.

- Riverside Education Academy Summer School Attendance sheet for Summer 2011.
- 15. Summer School grade book for teacher Barbara Puglisi.
- Summer School completion certificates for Student #1 and Student #2.
- 17. Summer School grade summary of Pat DeLucia, Riverside Academy Summer 2011.
- 18. Minutes of Guidance Department Hillhouse High School January 3, 2012.
- 19. Summer School End of Summer Report for Riverside Academy.
- Grade book of Barbara Puglisi for Summer 2011.
- 21. All teacher grade sheets for "Credit Retrieval" courses taken during the 2010-11 school year.
- 22. Grades for Students 5 through 10 (student record for Student #7 attached as Appendix 4.

Finally, as noted *infra*, Dr. Mayo interviewed a number of teachers and staff regarding Student #4.

IV. SPECIFIC FINDINGS

A. Change In Designation For Summer School Courses

Students #1 and #2 are presently Seniors at Hillhouse High School. Both were members of the football team. During the summer of 2011, summer school was offered at various locations throughout the City of New Haven. Historically, Hillhouse students attended High School In The Community for summer school. Nonetheless, Riverside Academy also offered summer school and has done so for a number of years. In addition, this past summer Hillhouse High School offered summer school as well. According to Dr. Carberry, English 1 and English 2 were offered at Hillhouse High School. Both Student #1 and Student #2 had taken English 1 and English 2, respectively, during their

Freshman and Sophomore years. Both students passed those courses, albeit with "D's" and "D-'s." At Hillhouse English 1 and English 2 are considered "college level courses."

For reasons which still are not entirely clear, Student #1 and Student #2 attended summer school at Riverside Academy during 2011. In addition, Coach Tom Dyer held conditioning training for football players at Hillhouse High School in the mornings throughout the summer. Both Student #1 and Student #2 attended conditioning and an SAT prep program at Hillhouse High School in the early morning, and then went to Riverside Academy for summer school, notwithstanding that the same courses were offered at Hillhouse.

The Hillhouse summer program ran from approximately 8:00 a.m. to 12 noon.

The Riverside Academy program started somewhat earlier and ended around 11:30 a.m.

Unlike the Hillhouse classes which were college level, the Riverside Academy courses were considered "basic." As noted, the students had both already taken and passed college level courses for both classes.

As previously noted, this Investigator never received a good answer to the question as to why these two students attended summer school at Riverside Academy as opposed to Hillhouse, when both schools offered summer school, and the students were already at Hillhouse for conditioning and SAT prep in the morning. When this Investigator met with Riverside Academy Principal Wanda Gibbs, she offered as an explanation that the summer school program at Riverside was "more flexible" and effectively ran all day, suggesting this was why the students attended Riverside.

Interviews with Pat DeLucia, who runs the Riverside Academy summer school program,

¹ When this was pointed out to Carolina he stated that he has been told all courses offered in the New Haven Public Schools are considered "college level." Accordingly, at best this was a re-take of the same courses these students had already taken.

and Riverside Academy teacher Barbara Puglisi, however, proved this representation by Gibbs to be untrue. The Riverside Academy summer school program ended at approximately 11:30 a.m. Documents submitted to Central Office confirmed this. Why Gibbs felt a need to mislead this Investigator is troubling.

Interviews of Pat DeLucia and Barbara Puglisi established that Student #1 and Student #2 did in fact attend the program. DeLucia produced attendance records for these and other students showing the students attended each and every day without exception.² According to Puglisi, the students were in class "every day" and produced the required work. Unlike the other students who took just one course for credit, these students took two courses (English 1 and English 2) and received two credits.

According to a number of the educators interviewed, as a general rule, New Haven students can earn just one credit during summer school. Typically, students take a single course 4 hours per day for roughly 5 to 6 weeks for which they are awarded one credit. In the case of Students #1 and #2, they were permitted to take two classes and earn two full credits during the same (if not less) time period. For instance, while most students had to attend roughly 100 hours of summer school for a single credit, Student #1 and Student #2 only reported to Riverside Academy summer school mid-morning and earned twice as many credits for approximately half the amount of in-school time (roughly 50 hours) as other students. When Pat DeLucia was questioned about this point, he advised the undersigned that until two years ago students could in fact take two credits in the summer at Riverside Academy, however, last year the rule was changed such that

² Parenthically, the attendance records were unusually neat with no variation in the placement or size of the "X" used to denote attendance. This could simply be attributed to neat record keeping. On the other hand, experience suggests that this could also be an indication of a re-written or fabricated document.

students could earn only one credit. According to DeLucia, a "special exception" was made for Student #1 and Student #2 between Gibbs and Carolina.

The undersigned was not able to locate any School District policy or other document which provides that the maximum credits a student could earn in the summer is one credit. Nonetheless, with the exception noted above at Riverside Academy, the rule throughout the School District appears to be a maximum of one credit for summer school, and that has been the case at Riverside since last year (2010-11) other than the exceptions made for Students #1 and #2.

The other major concern surrounding Students #1 and #2 for summer school 2011 is how these courses were reported on the student records. Initially, for both Student #1 and Student #2, the courses were reported as "Summer School 2010 English 1" and "Summer School 2010 English 2." That is how those courses appeared as of September 26, 2011 in the students' school records in the computer program known as Tenex. By December 19, 2011, they had been changed to "English 1 College" and "English 2 College" and the reference to summer school had been deleted. Moreover, as noted above, the classes offered at Riverside were Basic English 1 and English 2 not English 1 College and English 2 College, and at best were the same as the courses previously taken by these students and reported on the students' records as English 1 and English 2.

As described by Joyner in a Memorandum dated September 27, 2011, in September of 2011 Hillhouse Football Coach Tom Dyer approached Guidance Secretary LaRhonda Cooper and asked her to replace the students' original grades in English 1 and English 2 (D's and D-'s, respectively) with the A's and A+'s they had received in summer school. Cooper advised Dyer that she could not do so and then spoke to Joyner

who reiterated to Dyer that the prior grades could not be replaced by the summer school grades. Cooper corroborated Joyner's account of this conversation. At that time, the summer school courses were correctly entered as "Summer School English 1" and "Summer School English 2."

According to Dyer, at some point thereafter he became aware that the transcripts for these students included the words "Summer School" in capital letters and he was concerned "it would not look right or be given appropriate weight by the NCAA," referring to the eligibility of Student #1 and Student #2 to play football in college.

According to Dyer, he mentioned this to Carolina at which point the two of them went into Ed Scarpa's office. Dyer discussed the issue with Scarpa, with Assistant Principal John Nguyen and Carolina present. Dyer believes this happened in September 2011.

Dyer stated at that point Scarpa deleted the reference to summer school in Tenex. As we now know, the record was also changed to appear as if the students took "College" English instead of Basic English again, or at least to appear as though the courses were different qualitatively than those taken previously.

Scarpa confirmed the conversation described by Dyer and acknowledges he changed the description of the courses. Scarpa is a retired teacher who works part-time at Hillhouse High School. Scarpa claims Dyer said they had "done this in the past" for other students, and since "no one knew what to do," he went ahead and made the change. He stated he did so with Carolina's knowledge. Strongly suggesting that at least Scarpa knew what they were doing was wrong, he prefaced his statements to the undersigned by saying "I know I will probably get fired, but...." (and then described the conversation and the record changes).

When presented with the above facts in a second interview, Carolina claimed that he did not know the details of what was being changed or why, only that: (!) there was a problem; (2) Dyer had suggested a solution similar to how like situations were handled in the past; and (3) Scarpa said he understood and would fix the problem. In light of the fact that Scarpa understood what they were doing was wrong, and Dyer's comment about the NCAA, Carolina's professed ignorance of what was taking place does not seem credible.

Accordingly, the allegation by Joyner that the description of the summer school courses was changed from English 1 and English 2 in summer school to College English during school year, is <u>substantiated</u>. Given Dyer's comments about wanting to make the transcript look better for purposes of NCAA eligibility, it would appear that those changes were made with the intent to alter school district records to mislead others, including the NCAA, regarding the academic records of Student #1 and Student #2, insofar as these specific courses were concerned.³ It is undisputed that Carolina was aware of and participated in the change (albeit he denies understanding exactly what was being done) and that the change was conceived and initiated by Dyer.

Moreover, inasmuch as Student #1 and Student #2 were given preferential treatment in that they were afforded two full credits for attending school roughly half the same time as other students who were granted one credit by special agreement between

³ Though detailed analysis of NCAA Student-Athlete eligibility is outside the scope of this investigation, it is worth noting that eligibility for NCAA athletics requires satisfactory completion of a number of "core" courses, including at least 4 years of English for Division I athletics. Students must earn a minimum required grade-point average in core courses and such courses must be taught at or above the school's regular academic level, i.e. no remedial courses can be counted. See "NCAA Guide for the College-Bound Student-Athlete," on-line at www.ncaa.org. Accordingly, where records were changed to make the courses appear qualitatively different, including a change from "basic" to "college" level, it is possible that the NCAA eligibility of both Student #1 and Student #2 were impacted by the instant changes.

Gibbs and Carolina, it is further found that Carolina in conjunction with Riverside

Academy Principal Wanda Gibbs provided preferential treatment to these two students,

Student #1 and Student #2, vis-a-vis other students.

B. Other Grade Changes With Respect To Student #1 and Student #2

In addition to the concerns regarding summer school, Joyner raised several additional concerns with respect to Student #1 and Student #2. Specifically, she noted that in the case of Student #1, between September 26, 2011 and December 19, 2011, three of his grades were changed. More specifically, the grades as they existed in September were increased as follows: in African Genesis, a D+ was changed to a C; in English 3 Honors, an F was changed to a D-; and in Spanish 2 an F was changed to a D-. In the case of Student #2, a C+ in U.S. History was changed to a B. The inference by Joyner is that these grades were changed by somebody other than the classroom teacher and/or without the classroom teacher's permission.

At the outset, it is important to note that it is undisputed that no one should change a grade for a student other than the classroom teacher or with the classroom teacher's permission. This is spelled out in the teacher collective bargaining agreement, and every single person interviewed, including Carolina, acknowledged this principle. Thus, as to the allegations regarding these grade changes, the question is whether the teachers approved these grade changes.

This Investigator met with each teacher, explained the concern and had each teacher verify that the changes were appropriate. What the undersigned was told is that in each instance the grade to which the grade was changed was the grade intended by the teacher. The grades reflected on the September 26, 2011 school records were wrong.

None of the teachers were aware of the error or the change. Accordingly, the allegation regarding improper grade changes is <u>not substantiated</u> as to Student #1 and Student 2.

Investigation into these allegations did, however, reveal another area of concern. In response to initial reports regarding this investigation, Carolina through his attorney claimed (after initially denying any grade changes took place) that there were in fact a large number of grade changes, and that they were due to a glitch with the Tenex system. While it is not clear what caused the grade change, what is clear is there is no "glitch" or other problem with the Tenex system. Rather, the problem lies with an option in the Tenex system referred to by some as "auto-calculate," which allows Tenex to calculate a student's final grade based upon the grades inputted by the teacher during the course of the year. The problem occurs when the auto-calculate feature is turned on, and the teacher gives the student a higher final grade than his or her numeric average would suggest, e.g. a student's grades average 59 (which is an F), but the teacher nonetheless awards the student a final grade of 60, giving the student a D- rather than an F. There is no problem if the auto-calculate feature is turned off. If it is on, Tenex will award an "F" even though the teacher intended to award a "D-."

According to Ed Scarpa, Hillhouse has never used auto-calculate. Moreover, it is not uncommon for Hillhouse teachers to award a higher grade than the student's average would suggest. While an exhaustive review has not been conducted, other New Haven high schools, including Wilbur Cross and Co-Op, do use the auto-calculate feature, i.e. do not override the mathematical calculation.

An illustration of this problem involves Student #1. In 2010-11, Student #1 took Spanish 2 with teacher Jodi Ceraso. Student #1's grades, inclusive of mid-term and final exams, averaged out to a numerical grade of 56.40. Ceraso exercised her discretion as the teacher and gave Student #1 a 60 for a final grade, instead of 56.40. Accordingly, Student #1 received a D- instead of an F. At some point Tenex auto-calculated the average, came up with a 56.40 and assigned an F to Student #1. According to Ceraso, she intended to give the Student a D-, therefore, the change of the grade from an F to a D-merely reflected the teacher's intent and thus was proper. While there were inferences by a couple of teachers of pressure by coaches, and others, to change grades to a higher grade for student-athletes, with the exceptions noted below, no one would go on the record as having stated such.

An interview of retired Tenex administrator Joan Banks revealed a further possible explanation of the Tenex problem. According to Banks, the auto-calculate feature is not a simple on/off feature that applies to all students. Rather, there is a step in the process of entering grades for a given class during which a choice is offered to allow Tenex to auto-calculate the grades. If it is not selected, the person entering the grades must enter a final grade.

According to Banks, the guidance clerks/secretaries at Hillhouse used to enter student grades into Tenex. That was changed, however, sometime in the last couple of years, and now the teachers enter the grades. Banks speculates that teachers perhaps do not know how to turn off auto-calculate, and that this is the cause of the problem. Whatever the cause of the changes was, importantly, at least at this point they do not appear to have been improper.

This does not necessarily put an end to concerns regarding grading. Specifically, if indeed it is true, as this Investigator understands, that the other high schools in the

school district rely on Tenex to calculate the students' grades and thus consistently award students the appropriate letter grade associated with their numeric average (i.e., an F for a 56.40) this arguably gives students at Hillhouse High School an advantage over students in the school district's other high schools in that Hillhouse teachers can override the Tenex grade resulting in more advantageous grades than students who performed comparably at other schools. Inasmuch as this goes beyond the scope of what this Investigator was asked to investigate, and frankly, is something better left to school personnel to consider, further consideration of this potential disparity is in order.

C. 160 Day Rule

One last concern about Student #1 and Student #2 bears mentioning. According to Joyner, Hillhouse has a rule of 160 which was implemented by former Principal Lonnie Garris. Under that rule, a student who is absent more than 20 days during a given year is not permitted to pass for the year. New Haven Board Policy provides in relevant part "A student may be retained in a grade with an absence of twenty or more days from school."

As the transcript of Student #1 indicates, the student was absent 45 times during the 2010-11 school year, yet was still promoted to 12th grade. When Carolina was first interviewed on this point, he advised the undersigned that under his tenure Hillhouse no longer follows Garris' rule of 160. Dr. LeRoy Williams backed up Carolina on this point as did Scarpa. It is worth noting, however, that copies of a document entitled "Hillhouse High School 160 Day Rule" were observed by this Investigator at Hillhouse during the investigation. In addition, there is a notation on student report cards at the bottom of the

cards next to Carolina's name that says "160 Day Rule Enforced." Moreover, the Hillhouse website notes that the school enforces the 160 day rule.

If in fact the 160 day rule is not being enforced as to any students at this time, since the policy says a student "may" be retained instead of "shall," that is probably within Carolina's discretion. If, on the other hand, it is being enforced as to some students but ignored as to others then that would be preferential treatment for certain students.

Recently, an e-mail from Mr. Carolina was brought to the attention of this

Investigator that directly contradicts Mr. Carolina's original statement to this Investigator that under his tenure the 160 Day Rule has not been enforced (see Appendix 5 attached).

Specifically, in a June 11, 2012 e-mail to Maria Block, Mr. Carolina wrote "I am officially giving the Guidance Department permission to temporarily waive the [160 Day Rule] for our current Hillhouse students dating back as far as the 2009-2010 academic school year. Please reinstate all credits lost as a result of this rule during this time."

Putting aside whether he had the authority to do this, the e-mail strongly suggests Mr.

Carolina was not being truthful with this Investigator when he stated that the 160 Day Rule had not been enforced during his administration. If it had not been, there would be no reason to "temporarily" waive the rule in June of 2012. This is further evidence of preferential treatment of student-athletes.

D. Student #3, Academic Credit For Work Study

Last year Student #3 was a Junior who was in danger of not graduating due to insufficient credit. Carolina spoke to Gibbs about the student transferring to Riverside Academy. Initially Gibbs would not accept the student because the student did not have enough credits to graduate on time. Eventually, the student was given three additional credits for work experience, and Gibbs accepted him into the Riverside Academy program.

In the New Haven Public Schools a student can earn credits for work experience which count toward the 26 credits needed to graduate. In order to obtain such credit, a form must be completed and signed by the student's immediate supervisor. While other schools will award up to two credits for work experience, Hillhouse allows up to three credits. One credit is granted for each 285 hours worked up to a maximum of three credits. Wilbur Cross also allows students to earn up to three credits.

According to Joyner, Carolina asked her to give Student #3 three credits for working. Joyner declined to do so absent evidence that the student had earned the credits. LeRoy Williams had made a similar request of Joyner on Carolina's behalf. When Joyner refused to do so, she claims Carolina took a blank form and wrote on it "3 work credits granted M. Carolina 11/23/11," without the required signatures, and ordered her to give the student the credits.

For his part, Carolina confirms initialing the blank form (copy attached as Appendix 3), but claims that he directed Joyner to (1) corroborate that the student had worked the required hours, and then (2) complete the form. He claims LeRoy Williams witnessed this directive. Joyner emphatically denies this claim and in response referred to Carolina as a "liar." When LeRoy Williams was asked about this exchange, he confirmed that Carolina directed Joyner to "take care of it." He did not, however, corroborate Carolina's claim that he directed Joyner to confirm the hours worked and to complete the form.

This Investigator conducted a telephone interview of the student's mother. She insists that he did in fact earn the credits. A review of the payroll records from the City's Youth at Work Program for Student #3 reveals that he worked a sufficient number of hours to earn three credits based upon the 285 hours per credit rule. Thus, while the manner in which Carolina handled the situation was less than ideal, and it is true he had Joyner issue credit without corroboration of the hours worked, in fact the student appears to have worked enough hours to have earned the credits. Accordingly, Joyner's claim is not substantiated in that regard, though substantiated in the sense he directed her to issue the student credit without the proper signatures.

E. Allegations Concerning Student #4

Student #4 is a student-athlete who is being recruited to play Division I athletics in college. In December of 2011, Joyner received a telephone call from a coach at a university who raised a concern regarding a report card forwarded to her from Hillhouse. Specifically, though the semester did not end until January 2012, sometime in November or December of 2011, the university was provided a transcript which showed Student #4 earning a B for Human Physiology even though that course was not scheduled to end until January. Joyner confirmed to the university that the student should not have received a grade yet, and the record was corrected.

When the teacher was interviewed (Dunleavy) she took responsibility for the error. According to her, the mid-term grade was erroneously entered as the final exam grade because Tenex was not set up yet to accept grades on a semester basis (as opposed to quarterly). She claims she misunderstood where to place the grade. She also claims to have made the same mistake for all of her students in the class and that the problem was subsequently corrected. Based upon the foregoing, there is insufficient evidence supporting that this change was made improperly or that the initial change was made with the intent to deceive. Accordingly, this allegation is unsubstantiated.

In recent months, additional concerns surfaced regarding this student-athlete. Specifically, the NCAA raised questions about a course taken at Riverside Academy in the summer after the student's Freshman year. The student had taken and failed (F) Algebra I Honors during the regular school year. The student's transcript then shows that the student took "Algebra I SS09 Riverside" for which the student received a grade of B+. As a result of the NCAA's query, and a request by the University that he certify that the Riverside course was comparable to the Hillhouse Algebra I course, Superintendent Mayo personally looked into the course taken at Riverside. He learned that not only was the course not comparable to Algebra I offered at Hillhouse and New Haven's other high schools, but was not even taught by a teacher certified in math. The teacher, Stephen Mikolike, is certified in special education only. Other Hillhouse students who failed Algebra I Honors took the course again at High School in The Community in the summer. It is noted that at the time Student #4 took Algebra I at Riverside Academy, Mr. Carolina was Assistant Principal at Hillhouse and coach of the boys basketball team.

This is another example of the Hillhouse administration sending student-athletes to summer school at Riverside Academy where they are given credit for inferior courses and represented as if they were comparable to similar courses at Hillhouse. In each instance, the students earned grades which were substantially higher than the grades the students typically earned.

This revelation regarding Student # 4, as well as rumors that in some instances

Student #4 was awarded a grade that appeared above the student's ability, caused Dr.

Mayo to review the student's entire record. He learned the following:

- 1. Despite earning a D in Geometry and a D- in Algebra 2/Trig, Student #4 earned a B+ in Pre-calculus for the third marking period of the student's Senior year (a class which the student joined sometime after the beginning of the marking period). This grade in a course progressively more challenging than the prior courses taken appears inconsistent with the student's prior math grades and math score on the SAT.
- 2. For the first half of the student's Senior year, Student #4 took and flunked Intermediate Algebra. Girls Basketball Coach Catrina Hawley and Principal Kermit Carolina approached math teacher Fred Redeaux and asked him if he would take on Student #4 in an "independent study" in Intermediate Algebra. He initially declined.
- 3. Another teacher reported pressure from Coach Hawley to give Student #4 "extra credit" work to improve the student's grade, and that Hawley had approached other teachers as well with the same request.
- 4. In the late Winter of 2012, a 504 accommodation plan was created for the student. Of note, the plan allowed Student #4 additional time to take tests, including an additional day if necessary, and a modification in the number of questions assigned for homework. What is unusual about the situation is that the Girls Basketball Coach was part of the 504 team that developed the plan.
- 5. Although Mr. Redeaux initially declined to accept Student #4 for an Independent Study in Intermediate Algebra, he was eventually persuaded to do so. He taught a course at Gateway Community College (Math 137) which Student #4 sat in on. The class was equivalent to Algebra I, not Intermediate Algebra. On June 6, 2012, Redeaux advised the Superintendent the student had a grade of 50 going into final exams. The

final exam counts only 10% of the overall grade, thus obtaining a final grade of more than a D was unlikely. According to the report card, the student was issued a final grade only and no quarterly or exam grades. Redeaux refused to issue a grade until the Independent Study was changed from Intermediate Algebra to Algebra I (which the student previously took). Once that change was made, the student was initially issued a final grade of 75 by Redeaux. On June 21, 2012, it was changed by John Nguyen to an 85, then changed again on June 22 to an 81. The change to an 81 was made with Mr. Redeaux's authorization.

- 6. On June 21, 2012, Ed Scarpa deleted from Student #4's transcript the Intermediate Algebra course taken with W. Morgan in Semester 1. This had the effect of artificially inflating the student's GPA.
- 7. On June 8, 2012, Community Service was added to the student's transcript for the first semester and on June 22, 2012 Scarpa entered a grade of "P".
- 8. On February 28, 2012, Student #4 was placed in Pre-Calculus. The course meets 90 minutes per day for half the year. Despite missing 4 weeks of the semester, and struggling with less challenging math courses, Student #4 received a B+ for the third marking period, a 96 on the midterm (the district average was just 71), 40 on the final, a D for the fourth quarter and a C- for the final grade.
- 9. Student #4 took English 2 and Biology in 10th grade, and received D+ in both. Student #4 took them again in the Senior year and earned C+ in both. There was no sound academic reason for the student to take these courses twice.

F. The "Credit Retrieval" Initiative

Sometime prior to 2010, Hillhouse was awarded a Student Improvement Grant (SIG) through the State of Department of Education. In 2010, it was learned that SIG grant recipients were required to provide a program of "credit retrieval," a process whereby students who failed a course could retake and pass the course and earn credit towards graduation.

Credit retrieval took two forms: (1) virtual on-line courses; and (2) teacher guided courses taught after the regular school day. In 2010-11 former Hillhouse Administrator Nadine Gannon was in charge of the program. In the summer of 2010, she

compiled a list of approximately 60-80 students who were eligible for the program. In the fall of 2010, she created a schedule and spoke to the students about enrolling.

According to Ms. Gannon, some students never attended.

Teachers who taught credit retrieval courses were required to submit grades in the same manner as for any other course. The consensus among those interviewed is that if a student never attended the course, they would not have received a grade. Thus, if a student was issued a grade, presumedly the student attended the course at least for some period of time. A *fortiori*, if in fact any "F's" were erased, that would have been improper.

This issue was first brought to this Investigator's attention by Hillhouse Guidance Secretary LaRhonda Cooper. When asked if she had ever been requested by an administrator (as opposed to a teacher) to change a grade, she responded, not until Mr. Carolina's administration. When pressed further she stated at some time last school year Carolina gave her a list of students who were involved in the credit retrieval program and told her to delete the course and the grade, if any, from the students' records. Carolina told her these students never attended the class and proffered that as justification for his directive. Cooper could not recall any of the names but believed Carolina gave or read her a list of names. She could not, however, locate such a list. She clarified her statement in a re-interview that it was possible he just read her the list of names.

When other administrators, including Gannon and Charles Williams, were asked if they thought it reasonable to remove a course from a student's transcript if the student never actually attended, they concurred that seemed reasonable. At the same time, they were of the view that if the student had a grade, e.g. an F, the student likely attended the

class and the teacher would have had to enter a grade for them. If removed, the grades were changed without the teachers' authorization.

This Investigator reviewed the "grade sheet" binder for the 2010-11 school year, and identified those teachers who taught extended day classes under the credit retrieval program. Cooper was then requested to review the transcripts of those students issued a grade, with a particular focus on those who received "F's," to ferret out any systemic erasure of failing grades. Only one such example was found. That involved Student #5. He was in Rachele Thomas' Phy-Chem credit retrieval class. According to Ms. Thomas, the student did in fact attend her class, although he was suspended for part of the time. She issued him grades including a final grade of 58, which she acknowledged is an F. Student #5's school record does not show him as having taken Phy-Chem. Ms. Thomas was confident she entered the grade and could think of no reason the course and a grade of F would not show up on his report card. According to IT, however, no grades were entered into the system for this student. This suggests two possibilities: (1) teacher error, or (2) the information was erased. Unfortunately, Tenex does not allow users to view changes made in a prior year. Thus, this Investigator has been unable to determine whether the information was erased.

Another problem discovered involved Student #6. Student #6 attended Audra Forstram's Algebra 1 credit retrieval class. Forstram had taken over the class from Mr. Oliver who had entered some grades for the student. The student did not show up for class after Ms. Forstram took over. She averaged "zeros" from the time she had the class with the grades issued by Oliver and gave Student #6 a 20 for the course.

Notwithstanding, a "D+" is recorded in the student's record. Ms. Forstram confirmed she

did not issue him a D+ and did not authorize a change. It is noted that Student #6 had just 15.75 credits going into his senior year, i.e. for the three years prior. He then "earned" 10.25 credits in his senior year using credit retrieval and other vehicles. But for the D+ in Algebra, he would not have graduated. Information provided by IT suggests that this problem is explained by the fact that the student transferred to another section where he in fact earned a D+.

Other problems were found regarding Karen Beitler's Phy-Chem credit retrieval class. The first involved Student #7. He was reported by Ms. Beitler as "did not attend." She did not give him any grade for the course. Student #7's school record, however, shows a "D" for Phy-Chem. Beitler confirmed he should not have a grade for the course. Clearly this student did not earn a D for this class, however, that is what his record reflects. Because of the inability to view an "audit trail" for changes made in prior years, this Investigator was unable to determine who made the change.

A review of Student #7's student record reveals other problems. For starters, although he had earned only 14 credits going into his senior year, he "earned" 13 credits in his senior year and graduated on time. One course taken was Earth Science.

Inexplicably, however, while this course shows up in his student record file, it was not reported on his report card. According to Ms. Cooper and the student's counselor,

Sandra Pucci, the school does not even offer such a course. IT confirmed the course is not listed in the School District's course offering guide, however, in speaking to Mr.

Scarpa, Earth Science was in the course catalog for the 2010-11 year but only as a .25 or .50 class (the student earned 1.0 credits).

According to Mr. Nguyen, he checked and the student took the course as an online credit retrieval course. Mr. Nguyen was asked to provide this Investigator with documentation to substantiate this, which he did in the form of records from CT Virtual Learning which shows the student in fact took the course and was awarded a grade of 75.

In addition, Student #7 was given a 65 for English 4 by the teacher; however, his school record shows a "C-." And although he was given a 61 by his Algebra 1 teacher, his school record shows a D+. He was also given three credits for work experience. Accordingly, there is evidence of grade tampering as to Student #7. Again, because of the limitation of Tenex, this Investigator was unable to determine who changed the grades.

In addition to Student #7, two other students, Student #8 and Student #9 were given grades of 43 and 40 by Ms. Beitler, clearly "F's," however, their student records show a "D+" and C- respectively. According to Ms. Beitler, she did not issue those higher grades. A fourth student (Student #10) also was listed as "did not attend" and not given a grade by Beitler.

A review of these students' records by IT first suggested the possibility of a teacher error, namely, that the grades were never entered. This Investigator reinterviewed Ms. Beitler about this and she produced evidence that she in fact entered grades for these students that would have resulted in F's. Accordingly, this is further evidence of grade tampering. Once again, the undersigned was unable to determine who was responsible given the limitations of the Tenex system.

V. CONCLUSION

It is important to note at the outset that none of the allegations involved tampering with State standardized tests such as CAPT. That stated, there is evidence of grade tampering, as well as preferential treatment of certain student-athletes by the Hillhouse administration. In particular:

- 1. Students #1 and #2 were given preferential treatment vis-à-vis other students attending summer school in that they were awarded twice as many credits as other students, yet were only required to attend half the amount of time as other students pursuant to a "special exception" between Mr. Carolina and Wanda Gibbs.
- Gibbs lied to or otherwise misled this Investigator regarding the rationale as to how/why these students were awarded two credits.
- 3. With Carolina's knowledge, Scarpa changed the course description for Students #1 and #2 for summer school to make the class appear different than classes already taken, and to eliminate reference to being taken in summer school for the purpose of misleading the NCAA and/or others regarding the courses taken.
- 4. There also appears to have been preferential treatment of Students #1 and #2 regarding the 160 day attendance rule. Given the recent change in practice, it appears Mr. Carolina was not truthful and/or completely forthcoming with this Investigator regarding that policy.
- 5. While not involving intentional conduct, the practice at Hillhouse of allowing teachers to award a grade above the numerical average calculated by the Tenex grading system gives Hillhouse students an advantage over other students in the City and arguably results in grade inflation.
- Student #4, another student-athlete, received preferential treatment in an apparent effort to make that student NCAA eligible. This manifested itself in a variety of ways, and ultimately by Mr. Nguyen erasing from the student's transcript a failing mark in Intermediate Algebra, including any reference to the student ever having taken the course.
- 7. The instances of grade tampering at Hillhouse appear isolated. On a broader level, however, there appears to be culture at the administrative level of bending or ignoring practices and procedures put in place to ensure the integrity of student grades.

Finally, while there is no specific evidence of teachers being coerced into changing grades for student-athletes, given the brazen efforts to do so, steps need to be taken to change the climate that has developed at Hillhouse so teachers do not feel pressured to do so, and studentathletes are not afforded opportunities other students are not.

Respectfully Submitted:

Floyd J. Dagas, Esq. Berchem, Moses & Devlin, P.C.

75 Broad Street

Milford, CT 06460

Tel. (203) 783-1200

fdugas@bmdlaw.com

Appendix 1

Date: 9/26/2011 SCHOOL RECORD Page: 1 of STUDENT TOPWINT TICATION SCHOOL IDENTIFICATION Name: JAMES HILLHOUSE HS 480 SHERMAN PKWY Sex: ſΥĮ DOB: 3S# Parent: NEW HAVEN 06511 Address: Phone: 203-946-8484 NEW HAVEN CT06515 Phone: 203-CEEB School Code: 070495 Anticipated Graduation: Graduated? NO ACADEMIC HISTORY Year 2008-2009 Grade 09 Grade 10 Year 2009-2010 HH Writing Project English 1 - MACY ALGEBRA 1 ENGLISH 2 MACY Ethnolit D+ 1.000 D+ 1.000 D+1.000 1.000C-1.000 GEOMETRY ALGEBRA I
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SCHOOL IDENTIFICATION JAMES HILLHOUSE HS 480 SHERMAN PKWY

Parent: Address: ;

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NEW HAVEN

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1 of

NEW HAVEN

CT 06515 Phone: 203-946-8484

Phone:

CEEB School Code: 070495

Anticipated Graduation: Graduated? NO 6/2012

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ACADEMIC SUMMARY

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w Haven Public Schools Scholarship Report JAMES HILLHOUSE HS

School Year 2010-2011

NEW HAVEN, CT 06515

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160 Day Rule Enforced

KERMIT CAROLINA Principal

Dr. Reginald Mayo Superintendent

If your child receives a modified curriculum through an Individual Education Plan (IEP) or Section 504 Plan, the grades on the reporticard reflect the child's progress according to that modified curriculum.

Assistant Superintendent Ms. Imma Canelli

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JAMES HILLHOUSE HS Scholarship Report laven Public Schools

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160.Day Rule Enforced.

Dr. Reginald Mayo Superintendent

DR. LONNIE GARRIS, Principal

If your child receives a modified curriculum through an Indivi-Section 504 Plan, the grades on the report card reflect the chi modified curriculum. lual Education Plan (IEP) or d's progress according to that

Assistant Superintendent Ms. Imma Canelli

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| 10/25/2011 Wednesday | _ | Unexcused Tardy | | 35 | | NO | |
| 0/26/2011 Wednesd | TU | Unexcused Tardy | | 45 | | NO | |
| 10/27/2011 Wednesd | | Unexcused Tardy | | 45 | | NO | |
| 10/28/2011 Thursda 10/28/2011 Friday | _ | Unexcused Tardy | | 52 | | NO | |
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| 11/03/2011 Thursda | - | Unexcused Tardy | | 58 | | NO | |
| 11/04/2011 Friday | TU | Unexcused Tardy | | 60 | | NO | |
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| 11/09/2011 Wednesd | ay TU | Unexcused Tardy | | 47 | | NO | |
| 11/10/2011 Thursda | | Unexcused Tardy | | 15 | | NO | |
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| 11/15/2011 Tuesday | TU | Unexcused Tardy | | 40 | | NO | |
| 11/16/2011 Wednesd | ay TU | Unexcused Tardy | | 93 | | NO | |
| 11/17/2011 Thursday | y TU | Unexcused Tardy | | 55 | | NO | |
| 11/18/2011 Friday | TU | Unexcused Tardy | | 69 | | NO | |
| 11/21/2011 Monday | TU | Unexcused Tardy | | 60 | | NO | |
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Date: 12/19/2011 Day: 71.0

New Haven School District STUDENT ABSENCE INQUIRY

Page: ID: SR031

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| . Date: 9/26/2011 | SCHOOL | RECORD Page: 1 of | |
| STUDENT THENTIFICATION Name: BI Sex: M DOB: | , | SCHOOL IDENTIFICATION | |
| | · SS# (| JAMES HILLHOUSE HS 480 SHERMAN PKWY | |
| Parent: Address: | | NEW HAVEN CT 06511 | |
| NEW HAVEN | CT 06 | Phone: 203-946-8484 | |
| Phone: 203 | | CEEB School Code: 070495 | |
| Anticipated Graduation: Graduated? NO | 6/2012 · | | |
| ACADEMIC HISTORY | | | _ |
| Grade 09 Year 2008-20 | 09 | Grade 10 Year 2009-2010 | |
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| STUDENT IDENTIFICATION Name: Sex: M DOB: SS# Parent: Address: NEW HAVEN Phone: 203- Anticipated Graduation: 6/20 Graduated? NO ACADEMIC HISTORY | (CT 065 | SCHOOL IDENTIF JAMES HILLHOUS 480 SHERMAN PK | CT 06511 -8484 |
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W Haven Public Schools

JAMES HILLHOUSE HS Scholarsh

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160 Day Rule Enforced

Dr. Reginald Mayo

Superintendent

KERMIT CAROLINA, Principal

If your child receives a modified curriculum through an Individual Education Plan (IEP) or Section 504 Plan, the grades on the report card reflect the child's progress according to that modified curriculum.

Assistant Superintendent Ms. Imma Canelli

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/ Haven Public Schools JAMES HILLHOUSE HS Scholarship. Report

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160 Day Rule Enforced

Dr. Reginald Mayo Superintendent

DR. LONNIE GARRIS, Principal

If your child receives a modified curriculum firough an Individual Education Plan (IEP) or Section 504 Plan, the grades on the report card reflect the child's progress according to that modified curriculum.

Assistant Superintendent Ms. Imma Canelli

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Date: 12/19/2011 Day:

New Haven School District STUDENT ABSENCE INQUIRY

Page: ID: SR

.D #: Name:

Birth:

Age: 18

| Date Day Code Category Days Min. Dem. Resol of | |
|--|----------|
| 9/06/2011 Tuesday EN No Absence 1.0 NO 9/14/2011 Wednesday TU Unexcused Tardy 25 NO 9/28/2011 Wednesday TU Unexcused Tardy 50 NO 10/04/2011 Tuesday TE Excused Tardy 195 NO 10/13/2011 Thursday TU Unexcused Tardy 30 NO 10/14/2011 Thursday TU Unexcused Tardy 35 NO 10/18/2011 Tuesday TU Unexcused Tardy 35 NO 10/18/2011 Tuesday TU Unexcused Tardy 55 NO 10/21/2011 Friday TU Unexcused Tardy 55 NO 10/31/2011 Tuesday TU Unexcused Tardy 55 NO 10/31/2011 Tuesday TU Unexcused Tardy 35 NO 11/01/2011 Tuesday TU Unexcused Tardy 35 NO 11/01/2011 Tuesday TU Unexcused Tardy 35 NO 11/01/2011 Thursday TU Unexcused Tardy 35 NO 11/01/2011 Thursday TU Unexcused Tardy 35 NO 11/07/2011 Monday TU Unexcused Tardy 35 NO 11/10/2011 Thursday TU Unexcused Tardy 25 NO 11/10/2011 Thursday TU Unexcused Tardy 40 NO 11/14/2011 Monday AU Unexcused Tardy 10 NO 11/14/2011 Thursday TU Unexcused Tardy 10 NO 11/22/2011 Tuesday TU Unexcused Tardy 16 NO 12/02/2011 Friday TU Unexcused Tardy 20 NO 12/05/2011 Monday AU Unexcused Tardy 25 NO 10/08/2011 Thursday TU Unexcused Tardy 20 NO 11/08/2011 Thursday TU Unexcused Tardy 20 NO 11/08/2011 Thursday TU Unexcused Tardy 25 NO | ~ > C 1. |

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Date: 12/19/2011 New Haven School District STUDENT DISCIPLINE HISTORY INQUIRY

Page: ID: SR(

ID #:

Name:

Date Offense Teacher ·----Actions

11/20/2009 1st Cut Year

U -

BROADCAST TECH

SKARZYNSKI

03/26/2010 DISRUPTIVE BEHAVIOR DUPREE

STUDENT WAS OBSERVED BY ADMINISTRATOR THROWING CONDIMENTS AT ANOTHER STUDENT DURING LUNCH WAVE PER ADMINISTRATOR.

03/31/2010 1st Cut Year

BIOLOGY

BAKER

11/03/2010 Tardiness

PUPELLO

FAILURE TO COMPLY WITH TARDY POLICY - REFLECTION RECOMMENDED.

Sign out

I can't find any record of any summer school credits of any kind for this student. You asked about English I & II, I searched my files for (3) years-Summer School 2009, 2010 & 2011 grades. His name

I also looked at his transcript and it shows him having credit for Eng. I (Grade 9 - 2008-09), English II (Grade 10 - 2009-10), College English 1, 2 & 3 (Grade 11 - 2010-11).

Thanks,

Connie Moore Asst. Supt. & Director's Office New Haven Public Schools 54 Meadow St., 8th Floor Email; connie.moore@new-haven.k12.ct.us Tel: 203-691-2692/Fax: 203-946-7107

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Appendix 3

James Hillhouse High School

480 Sherman Parkway New Haven, CT 06511

FAX COVER SHEET

FAX: (203),946-7614 1. Warda Cilelis FROM: Shirley Love Joyner **Assistant Principal** FAX NUMBER: 946-2380 Phone: 203-497-7529 DATE: Muenker 23,2011 NUMBER OF PAGES: MESSAGE: □ URGENT ☐ FOR YOUR REVIEW □ PLEASE COMMENT ☐ REPLY ASAP COMMENT

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. Date: 11/22/2011 SCHOOL RECORD Page: 1 of STUDENT TOWNTOTONOS SCHOOL IDENTIFICATION JAMES HILLHOUSE HS 480 SHERMAN PKWY Name: Sex: Μ DOB: 000-00-0000 Parent: NEW HAVEN Address: CT06511 Phone: 203-946-8484 NEW HAVEN CT06511 Phone: 203-000-CEEB School Code: 070495 Anticipated Graduation: 6/2013 Graduated? NO ACADEMIC HISTORY Grade 09 Year 2008-2009 Grade 10 Year 2009-2010 English 1 ALGEBRA 1 1.000 READ 180 READ 180 ENGLISH 2 Ď-World History Phy-Chem Crafts 1.000 F 1.000 D 1.000 Geometry US History 1 D-1.000 Keyboard Connections PHYSICAL EDUCATION Biology Intro to Art Intermediate Band F 1.000 D-1.000 1.000 Credits Earned 6.000 Credits Earned 2.000 1.330 Cum. GPA 200/ Rank 300 Cum. GPA 1.058 Absent Rank 191/ Tardy 26 Absent Tardy Grade 10 Year 2010-2011 Grade 11 Year 2011-2012 Foods 1 ENGLISH 2 English 3 College MACY Ethnolit GEOMETRY US HISTORY 1 English 3
English 4
Algebra 2
Civics
US History 2
Biology College
Chemistry College
Advisory 1.000 D 1.000 F 1.000 1.000 Percussion Advisory Computer Appl 1 Credits Earned 5.000 Credits Earned Cum. GPA 1.017 Rank 202/ Cum. GPA 1.017 Rank Absent 19.0 185/ 231 Tardy 15 Absent 29.0 Tardy ACADEMIC SUMMARY Category Credits ENGLISH SCIENCE HISTORY MATHPHYS ED FOR LANG SP ED 1.000 1.000 1.000 2.000 1.000 Category Credits BUSINESS ARTS VO TECH HOME EC ECA Elective TOTAL 7.000 13.0

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Date: 11/23/2011

SCHOOL RECORD

Page: 1 of

STUDENT TOTAL TON

Name: ... Sex: M DOB:

SS# 000-00-0000

SCHOOL IDENTIFICATION JAMES HILLHOUSE HS 480 SHERMAN PKWY

Phone: 203-946-8484

Parent:

Address:

NEW HAVEN

CT06511

1.000

17.

NEW HAVEN

Grade 10 Year 2010-2011

CT06511

Phone: 203-000-

CEEB School Code: 070495

Grade 11 Year 2011-2012

Anticipated Graduation: 6/2013 Graduated? NO

| ACADEMIC HISTORY | |
|-------------------------|-------------------------|
| Grade 09 Year 2008-2009 | Grade 10 Year 2009-2010 |

| English 1 ALGEBRA 1 World History Phy-Chem Crafts Keyboard Connections PHYSICAL EDUCATION | C D- C+ D- C | 1.000 1.000 1.000 1.000 1.000 | READ 180 READ 180 READ 180 ENGLISH 2 Geometry US History 1 Biology Intro to Art Intermediate Band | F F F D-+ |
|---|--------------------------|---|---|--------------------|
| | | | | |

| Cred | its Earne | ed | ϵ | 5.000 | | Credi | its Earne | ∋d | 2 | .000 |
|--------------------|---------------|---------------|------------|-------|---------------|-----------|---------------|---------------|------------|------|
| Cum. GPA Absent | 1.330 12.0 | Rank Tardy | 200/ 26 | 300 | Cum. Abser | GPA nt | 1.058 50.0 | Rank Tardy | 191/ 56 | 222 |

| Foods 1 ENGLISH 2 English 3 College MACY Ethnolit GEOMETRY US HISTORY 1 Percussion | D- D F C- D+ D | 1.000 1.000 1.000 1.000 | English 3 English 4 Algebra 2 Civics US History 2 Biology College Chemistry College Advisory Community Service Work Experience | F F P | 1.00(3.00(|
|--|-------------------------------|----------------------------------|--|-------------|----------------|
| | | | Computer Appl 1 | F | 3.00(|

| Cre | edits Earn | .ed | 5 | .000 | | | Cred | ita | s Earn | ed | | 4. | .00 |
|--------------------|---------------|---------------|------------|------|----------|-----------|-----------|-----|---------------|---------------|-----|----------|-----|
| Cum. GPA Absent | 1.017 19.0 | Rank Tardy | 202/ 15 | 244 | Cı Al | ım. Se | GPA nt | : | 1.017 29.0 | Rank Tardy | 1.8 | 85/ 6 | 23; |

| Absent | 19.0 | Tardy | 1.5 | | Absent | 29.0 | Tardy | 6 | 23, |
|----------|---------|-------|-----|--------------|--------|------|-------|---|-----|
| ACADEMIC | SUMMARY | | | - | | | | | |

| Category Credits | ENGLISH 1.000 | SCIENCE 1.000 | HISTORY 1.000 | MATH 2.000 | PHYS ED 1.000 | FOR LANG | SP E) |
|---------------------|------------------|------------------|------------------|---------------|------------------|--------------------|-------|
| Category Credits | BUSINESS | ARTS | VO TECH | HOME EC | ECA | Elective 11.000 | TOTA: |

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Credit For Work Experience

| 1. Name of Student | | _ | |
|---------------------------------------|-----------------------------|----------------|-------------|
| 2. Student# | · | | |
| 3. School <u>James Hillh</u> | | | |
| • | nt | | |
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| | | | · . |
| 7. Job Description | | | J |
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| · · · · · · · · · · · · · · · · · · · | 3 | | |
| 8. Please list those skills | necessary to perform the jo | b: | |
| 1. | 6 | | 1 100-1 |
| . 2 | 7 | | CREDITS |
| 3 | | | Q RANTED |
| 4. | 9 | | W. Car |
| 5. | 10 | | 1/23/1 |
| Total Number of Hours employed | | | 11/2 |
| Processed by | Date | | |
| Signature of immediate superviso | or or employer^ | | |
| FOR SUMMER EMPLOYMENT, F | PLEASE GIVE THE FOLLOWIN | NG INFORMATION | |
| Number of hours per week | | Salary_ | |
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STUDENT ENROLLMENT FORM

New Haven Public Schools

Career & Technical Education Services (ALL INFORMATION MUST BE COMPLETED IN ORDER TO BE ACCEPTED)

| Date | Grade | Arts_ |
|--|---------------------------------|------------------------------------|
| Student ID# | Social Security# | School . |
| | First Names | • |
| . Address | • | |
| City | Zip Code | Phone#() |
| Sex-Male or Female | Race Date of Birth | i e |
| Guidance Counselor | Career S _F | |
| · | | |
| | s Interests | |
| EMPLOYMENT HISTORY | (LIST INFORMATION STARTING WITH | THE MOST RECENT JOB) |
| EMPLOYMENT HISTORY Company Name | (LIST INFORMATION STARTING WITH | THE MOST RECENT JOB) |
| EMPLOYMENT HISTORY Company Name | (LIST INFORMATION STARTING WITH | I THE MOST RECENT JOB) |
| EMPLOYMENT HISTORY Company Name Address ob Title ompany Name | (LIST INFORMATION STARTING WITH | THE MOST RECENT JOB) Hourly Rates |
| EMPLOYMENT HISTORY Company Name Address ob Title company Name ddress | (LIST INFORMATION STARTING WITH | THE MOST RECENT JOB) Hourly Rates |
| EMPLOYMENT HISTORY Company Name Address ob Title company Name ddress b Title | (LIST INFORMATION STARTING WITH | THE MOST RECENT JOB) Hourly Rates |

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| CLASS SCHEDULE HOMEROOM_ | LUNCH WAVE | |
| Period 1 | Teacher | Room_ |
| Period 2 | Teacher | |
| Period 3 | Teacher | Room_ |
| Period 4 | Teacher | Room |
| Period 5 | Teacher | Room_ |
| Period 6 | Teacher | Room |
| Period 7 | Teacher | Room |

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STUDENT AGREEMENT

I recognize that I must assume the following responsibilities in order to be eligible for my assigned work experience:

- 1. I am a member of the high school and will abide by all related rule and regulations of the school.
- I will work on a job for the required number of hours in order to be considered for work experience.
- 3. I will maintain a good record of punctuality and attendance at work. A minimum of 285 clock hours is required to receive 1 credit for a given school year, a minimum of 143 clock hours is required to receive ½ credit for a given school year.
- 4. I recognize that failure on my part to assume these responsibilities, or other required competencies on the job, will result in my not receiving credit.
- 5. I understanding that I cannot earn more than 3 credits during my four year high school enrollment.

| Student's Name (Print) | | | Stude | ent's Signa | ature . | |
|--------------------------|-------------|-----|----------|-------------|---------|---|
| • | - | • | | • | | • |
| | | | | | | |
| arent's Name (Print) | | · . | | - | • | |
| - circs (vaine, (Finit). | | | Parent's | s Signatur | e | |

09/05

Career Service Office

New Haven Public Schools

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NEW HAVEN PUBLIC SCHOOLS

CAREER SERVICES OFFICE

STUDENT EVALUATION .

| Name of Student | | | • | | |
|---|---------------------------------------|------------------------|----------------|--------------------|----------------|
| Employer | | | | | |
| <u>Date</u> | Marking Period | 1 | 2 | 3 | 4 |
| Circle your evaluation of the following qua | lities of the student lea | Irner oc | · · show | ~ ~ - 4 | |
| Personality | | | SHOW! | i on t | ne job: |
| Cooperation and Teamwork | | | - | | |
| - <u>Attendonce</u> | | | | | ٠. |
| Punctuality | | | | | |
| Personal Appearance | | - - <u></u> | | | |
| Trustworthiness | - | : | <u> </u> | | |
| Alert | , | | - | - | |
| Courtesy | | | · | | |
| Attitude Toward Work | • | | | | - - |
| Persistence | | | y - | | |
| Self-Control | | · | • | - | <u> </u> |
| Dependability | • | | | | i |
| Ability to Learn | | | , | _ | |
| Following Instruction | | . | | | |
| Shows Willingness to Learn | | | - | | _ |
| hows Initiative | | | | - | <u> </u> |
| Prganizes Work | | | . | | - |
| uality of Work | · · · · · · · · · · · · · · · · · · · | <u> </u> | , | | - |
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| | Continue evaluation: | | | . the | | |
| • | <u>Productive</u> | | • | Time-conscious | •• | |
| | Skill Please check any of on the job. | the skills in whic | th the stud | ent needs improveme | nt for success | ful performance |
| . • | Handwriting | • | | Spelling | | |
| - | Oral Communica | rtion Skill | | Arithmet | ic | |
| • | Record Keeping | | | Filing | | |
| ~ | Grammar | • | | Telephone | Skill _ | • |
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Appendix 4



| TIFICA | TION | | SCHOOL IDENTIFI | CATION |
|--|------------------------------|---|---|--|
| Nos: | | | HILLHOUSE 480 SHERMAN PKW | Y |
| N. Company of the Com | | | NEW HAVEN | CT 06511 |
| NEW HAVEN | | CT 06511 | Phone: 203-946- | 8484 |
| Je: | 8 | | CEEB School Cod | e: 070495 |
| ficipated Gradua aduated? YES | tion: 6/20 State ID: | 11 | drawal Date | : 6/24/2011 |
| ACADEMIC HISTORY | | | , | |
| Grade 09 Year 2 | 007-2008 | | Grade 10 Year | 2008-2009 |
| Grade 09 Year 2 HH Writing Project ENGLISH 1 ALGEBRA 1 CAPT Math WORLD HISTORY CAPT Interdis PHY-CHEM CAPT Science Spanish 1A PHYSICAL EDUCATION | A- CF++- CDA- FCDC+ | .250 1.000 .000 .250 1.000 .250 .000 .250 1.000 | READ 180 Foods 1 ENGLISH 2 GEOMETRY US HISTORY 1 BIOLOGY Spanish 1B | D 1.000 F .000 F .000 D- 1.000 F .000 D- 1.000 D 1.000 |
| Credits Earne | | | RI! 497 A: : Credits Earn | ed 4.000 |
| Cum Wgt GPA 1.207 Cum GPA 1.207 Absent 12.0 | Tardy 15 | | Cum Wgt GPA .81 Cum GPA .81 Absent 9. | 3 |
| Grade 10 Year 2 | 009-2010 | | Grade 12 Year JUNE 2011 | 2010-2011 |
| English 2 ALGEBRA 2/TRIG US History 2 CHEMISTRY Basic Spanish 3 Community Service BUSINESS LAW Com Literacy IC3 SS ALGEBRA II/TRIG | DFDFFFD- | 1.000 1.000 1.000 1.000 1.000 1.000 1.000 | English 3 College ENGLISH 4 ALGEBRA 1 US HISTORY 1 Civics PHY-CHEM Human Physiology Earth Science Thtro to Art WORK EXPERIENCE Com Literacy IC3 | C- 1.000 D+ 1.000 C 1.000 C+ 1.000 |
| | | | AV1 AV1 | |
| Credits Earned | i | 5.000 | Credits Earn | ed 13.000 |
| Cum Wgt GPA .661 Cum GPA .661 Absent 11.0 | Tardy 22 | | Cum Wgt GPA .66 Cum GPA .66 Absent 14. | 1 Rank 212/ 222 1 Rank 210/ 222 0 Tardy 27 |
| ACADEMIC SUMMARY | | | | |
| Category ENGLISH Credits 3.000 | SCIENCE 2.000 | HISTORY 2.000 | MATH PHYS ED 1.000 | FOR LANG SP ED |
| Category BUSINESS Credits | ARTS | VO TECH | HOME EC ECA | Elective TOTAL 17.000 27.000 |

e: Jun 14, 2011

JAMES HILLHOUSE HS MARKING PERIOD 4 GRADE ENTRY

Page: 1 ID: SR7202

| Less - Chieff | 402 -10 | 12 - 12 | • | 037 F | BEITLER |
|---------------------------------------|--|---|---------|-------|--------------|
| ID # Student Name | : | Grade Se | m Exam | | Abs Comments |
| | | * 62 * | * 69 * | 62 * | · |
| | | D * 62 * | * 75 * | 75 * | # * |
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| 0{ | | did not | attend* | *- | * |
| student # | 7 | * did * no | | * | * |
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| Omni | <u> </u> | 42 | 86 | 60 | 8 |

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Appendix 5

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|--|----------|--|--|

- To: "BLOCK, MARIE" < MARIE.BLOCK@new-haven.k12.ct.us >
- Subject: RE: URGENT!!!!!! WE need response ASAP PLEASE
- From: "CAROLINA, KERMIT" < KERMIT.CAROLINA@new-haven.k12.ct.us>
- Date: Mon, 11 Jun 2012 13:04:15 +0000
- Cc: "CARBERRY, BELINDA" < Belinda.Carberry@new-haven.k12.ct.us>, "DUPREE, ANDRE" < andre.dupree@new-haven.k12.ct.us>, "GOLDBLUM, DAVID" < DAVID.GOLDBLUM@new-haven.k12.ct.us>, "NGUYEN, JOHN" < JOHN.NGUYEN@new-haven.k12.ct.us>, "ROSNER, SARAH" < ROSNERS@new-haven.k12.ct.us>, "WILLIAMS, LEROY (DR.)" < leroy.williams@new-haven.k12.ct.us>, "D'AMATO, NORMA" < NORMA.D'AMATO@new-haven.k12.ct.us>, "BATTLE,

KAREN" < KAREN.BATTLE@new-haven.k12.ct.us >, "MATOS, NILSA"

- < NILSA.MATOS@new-haven.k12.ct.us>, "PETERS-BABB, KARLEKA"
- < KARLEKA.PETERS-BABB@new-haven.k12.ct.us>, "SAUCIER, JENNIFER"
- < JENNIFER.SAUCIER@new-haven.k12.ct.us>
- Keywords:
- Sender: < MicrosoftExchange329e71ec88ae4615bbc36ab6ce41109e@new-haven.k12.ct.us>

Sender: KERMIT.CAROLINA@new-haven.kl2.ct.us

Subject: RE: URGENT!!!!!! WE need response ASAP PLEASE

Message-Id: <6FDA64381C0A464C9958C802F55B200E0F5D076E@DBO-NH-EXCH.new-haven.kl2.ct.us>

To: MARIE.BLOCK@new-haven.k12.ct.us

Cc: Belinda.Carberry@new-haven.kl2.ct.us

Cc: andre.dupree@new-haven.k12.ct.us

Cc: DAVID.GOLDBLUM@new-haven.k12.ct.us

Cc: JOHN.NGUYEN@new-haven.k12.ct.us

Cc: ROSNERS@new-haven.kl2.ct.us

Cc: leroy.williams@new-haven.k12.ct.us

Cc: NORMA.D'AMATO@new-haven.k12.ct.us

Cc: KAREN.BATTLE@new-haven.kl2.ct.us

Cc: NILSA.MATOS@new-haven.kl2.ct.us

Cc: KARLEKA.PETERS-BABB@new-haven.k12.ct.us

Cc: JENNIFER.SAUCIER@new-haven.k12.ct.us

--- Begin Message ---

- To: "BLOCK, MARIE" < MARIE.BLOCK@new-haven.k12.ct.us >
- Subject: RE: URGENT!!!!!! WE need response ASAP PLEASE
- From: "CAROLINA, KERMIT" < KERMIT.CAROLINA@new-haven.k12.ct.us >
- Date: Mon, 11 Jun 2012 13:04:14 +0000
- Accept-language: en-US
- Cc: "CARBERRY, BELINDA" < Belinda.Carberry@new-haven.k12.ct.us>, "DUPREE, ANDRE" < andre.dupree@new-haven.k12.ct.us >, "GOLDBLUM, DAVID" < DAVID.GOLDBLUM@new-haven.k12.ct.us>, "NGUYEN, JOHN"
 - < JOHN.NGUYEN@new-haven.k12.ct.us >, "ROSNER, SARAH"
 - < ROSNERS@new-haven.k12.ct.us >, "WILLIAMS, LEROY (DR.)"
 - <leroy.williams@new-haven.k12.ct.us>, "D'AMATO, NORMA"
 - <NORMA.D'AMATO@new-haven.k12.ct.us>, "BATTLE, KAREN"
 - < KAREN.BATTLE@new-haven.k12.ct.us >, "MATOS, NILSA"
 - <NILSA.MATOS@new-haven.k12.ct.us>, "PETERS-BABB, KARLEKA"
 - < KARLEKA.PETERS-BABB@new-haven.k12.ct.us >, "SAUCIER, JENNIFER"
 - <<u>JENNIFER.SAUCIER@new-haven.k12.ct.us></u>
- In-reply-to:
 - <17D9069B487D104C9F3A04E3E92ECC890EB8C55F@nhpsexch2.newhaven.k12.ct.us>
- References:
 - <17D9069B487D104C9F3A04E3E92ECC890EB8C55F@nhpsexch2.newhaven.k12.ct.us>
- Thread-index: AQHNRPJtLGtzbfKfBEOzdRHtEmBk1pb1GQWQ
- Thread-topic: URGENT!!!!!! WE need response ASAP PLEASE

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Ms. Block,

I am officially giving the Guidance Department permission to temporarily waive the 20 - Day Rule for our current Hillhouse students dating back as far as the 2009-2010 academic school year. Please reinstate all credits lost as a result of this rule during this time.

For "Kids First",

Kermit Carolina

Kermit Carolina - Principal

James Hillhouse High School

480 Sherman Parkway

New Haven, CT. 06511

(203) 497-7500 - Main Office

(203) 497-7502 - Administrative Assistant

kermit.carolina@new-haven.k12.ct.us

"The function of education is to teach one to think intensively and to think critically... Intelligence plus character - that is the goal of true education."

- Dr. Martin Lather King, Jr

From: BLOCK, MARIE

Sent: Thursday, June 07, 2012 5:14 PM

To: CAROLINA, KERMIT

Subject: URGENT!!!!!! WE need response ASAP PLEASE

Importance: High

Kerm,

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| Per our conversation last week, the counseling dept would greatly appreciate a written statement regarding how to handle attendance and retention. Below is a summary of our conversation. Please feel free to use it or alter as necessary. |
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| As of 6/5/12 students will not be retained based on attendance. Furthermore, students who lost Hillhouse credit last year (2010-11) based on attendance will have those credits reinstated. |
| Do you want to include the school year 2009-10 when Dr. Garris was principal? This would include the freshman year for current juniors. If so the statement will read: |
| As of 6/5/12 students will not be retained based on attendance. Furthermore, students who lost Hillhouse credit in the past 2 years (2009-10, 2010-11) based on attendance will have those credits reinstated. |
| Please send the appropriate statement to the counselors and admins at your earliest convenience as counselors will need to review transcripts ASAP and make adjustments as necessary in order to submit grade level update forms and retention reports. |
| Thanks |
| Marie Block |
| James Hillhouse High School |
| Freshman Academy Counselor A-L |
| College Summit Co-Coordinator |
| 203-497-7526 |
| End Message |
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