

**WSSU Board Retreat
Draft Minutes
May 20, 2019**

Present: Nicole Buck, Beth Roy, Colleen Spence, Scott Richardson, Amy McMullen, Elizabeth Burrows, Bill Yates, Nancy Pedrick, Kris Garnjost, Beth Carter, Sean Whalen, Kristen Bruso, Anne Redmond, Jacqui Antonivich, Susan Hindinger, Christine Bourne, Jenifer Aldrich, Tiffany Cassano, JeanMarie Oakman, Dave Baker, Angie Ladue, Ed Connors, Larry Dougher

Not Present: Sarah Stewart Taylor

Technology: Larry Dougher

- Tickets spiked by 8% but all closed within 24 hours, and average response time is up a half hour.
- Survey every spring and is not up yet but will be soon.
- Doing school census and way done took off secretary's plate.
- PowerSchool efinance working from tech side and got deployed.
- Tech budget consolidation and took total amount and put all at SU and took out of local budgets.

2019-20:

- Tech PD calendar
- Dashboard refresh
- Sync SNAP with PowerSchool
- Phone upgrade at Hartland
- Personal Learning Plan (PLP) Template - went with unified classroom as had PLP example and met with counselors and created a template. Any teacher or student can refer back to template.

SU Technology Revenue:

- Started serving Cornish and brought in revenue - \$37,500
- Town of Windsor - \$2,000
- Adding Plainfield next year - \$65,000
- Two year agreement for all of these
- Erate is considered revenue and has brought in \$70,000 in past years. Have plans for that. Going down next year to \$40,000. Erate is formula based on free and reduced lunch and how much pay for internet.

Mike Walker and JD McMahon will each work 4 hours a week at Plainfield. JeanMarie Oakman mentioned our SU has very competent IT people. Dave Baker mentioned he considers the IT department a flagship program for neighboring towns. Building revenue for us and not adding employees. Plainfield does not use PowerSchool and we do not have to support that and is basically tech support.

Dave Baker mentioned he reached out to the Towns of Weathersfield and Hartland letting them know that we are helping Windsor. Elizabeth Burrows mentioned West Windsor is looking for someone.

Principals:

JeanMarie:

- Sad year as lost board member Laura McNaughton
- Parents passed away and hard for us and working through this together.
- Biggest challenge is children at risk. Never seen such sadness as seen in last few years. Can be crippling but opportunity for public school.
- Great kids -- 226 students K-8. Supportive families and partnership with community bringing volunteers and kids together. Power when partner up.
- Play Saturday night and at school today; Panther Cub night for incoming Kindergarten students.
- School Report Card Night -- 15 booths. Give away things
- Science Fair at night
- 10 years ago town made investment to build new facility and with it came many exciting things.
- Future -- looking at closing gap with poverty. Wants Weathersfield to offer rich educational experience for our kids. Keep school climate safe, positive, and happy.

Jenifer:

- Addressed after school program -- Adventure Club and is thriving and shifted to club oriented; such as, building rockets, hydroponics. How continue work doing and share thinking and resources with Winsor.
- Before school has been an issue as have one bus and some on bus over an hour in the morning. We were able to use new staff to house mindfulness breakfast and academic support in morning.
- Lunch program last year decided to stop getting lunches from Windsor as lunch was wasted. This year managed to get grant money and people making sandwiches and every kid gets food regardless of capacity to pay.
- Looking at Math and ELA as access to coaching. Ability to meet kids of different levels and figure out how to support kids where are. Amazing math and curriculum coaches. Intensive writing program and integrating Wheatley program. Looking at site based learning.
- In guidance not able to work with kids with the biggest needs and look at what kids need to do, what cannot do, and how get there. Look at next year and revamp.
- Social emotional team. Prior was guidance counselor and principal and many kids hurting. Hired an SEI and has been enormous help. Owls Nest, where kids go whose stress reflex is past what can control them. Accessed 18 times a month last year; this year accessed less than five times. There was a big need for SEI. These people are skilled at reading body language and talking with kids. Help staff to help students stay regulated.
- In SU talk about trauma transformed in education. Trauma is in their lives and could be triggered during the day and struggling. Focused on what trauma is and how differentiate moment. Excited about direction going next year.
- Technology is amazing and do not have to worry about it.

- Collaborative Problem Solving moving fast. In Tier 1 30% of staff have been trained and after this summer 25% will be trained in Tier 2. Some kids are better at articulating what the problem is. Understand other person's perspective and work together and find problem that works for both.
- Administrative Team is wonderful and constantly trying to figure things out.

Tiffany:

- Working in K-12 building and incredible things see.
- High School students volunteer time in elementary classrooms. Younger kids look up to them.
- What doing is under CIP and essential goals. Academic proficiency, safe climate, personalized learning and working with Big Picture Learning is about student centered learning. K-8 teachers incorporating big picture learning. Academic proficiencies and hired an MTSS Coordinator to support kids in classrooms and individually. Coordinating plans is time consuming. Had opportunity to hire a K-4 title math teacher.
- Social emotional piece and students entering with significant trauma and makes it challenging in classroom setting. Broad continuum and have Hive with a board certified analyst full time and keeping kids regulated.
- Full time K-8 counselor. Contracted with WeRHope and offered to hire full time basis next year. Students cannot access learning unless regulated.
- Windsor identified as athletic school and standing out in academic world.
- Student was invited to International Science Fair. State of Vermont had three students selected; 3D team won first place; Math Team in Maple Valley Math League and came in third.
- Last night NHS induction and eight new members. Tiffany is advisor next year.
- Challenge: WISE survey and got bad press as hit national news. Survey was created by UNH and put out by organization we worked with for a year. Community came together and problem solved and evolved as a community.
- Proficiency Based Learning: K-12 this year and much deeper than standards based report card. There is a lot more work to be done. Reflect on past practice and pleasure meeting with Jenifer and Dave for Mount Ascutney School District and what want for kids.

Christine:

- Finishing up second year and lucky to be working with an incredible administrative team and board.
- Continuous Improvement Plan - increase student engagement and student leadership
- Education changing, hard work and scary.
- Universal tiers for students, trauma transformed school, and community engagement
- Student voice and value it and make sure 21st century and need to be engaged in learning, collaborate, and innovative. Worked hard for kids to have this.
- In middle school implemented electives and is valuable and do learning of choice. Implemented integrated period and grades 6-8 teachers working and planning together. Project based curriculum and students drive this.
- Winter activities program growing and did skiing, skating, bowling, swimming.

- Completed library renovations after school started. Purpose to incorporate maker space activities into library program.
- Wednesday in woods program. Teachers featured in film this year and appreciating environment. Approved for Wellborne Grant and Trails Alliance and received both grants to make ADA accessible. Doing trail markings and demarcation.
- Engaged in personalized learning plans and figuring how to support and document; work in progress.
- Have newly formed Wildcat Counsel that meets twice a month.
- Student Advisory Committee and students share ideas. Changes in lunch program and implemented K-8 student led conferences.
- Teachers did walkabouts by going to another classroom and has been successful.
- Universal Tier for all students. Focused instruction time (FIT). All hands on deck model and work together to support student needs. Evolving process and has had struggles. Utilized instructional coaches and interventionists in this model.
- Try to be proactive in support of students and is important work and have Lodge Program staffed by two SEI's. Important to know kids and make sure are heard and loved.
- Trauma Transformed School: All about looking at misbehaviors, stress behaviors, and building strong trust relationships with them. Building new advisory program so building relationship with middle schoolers. Community wants to help.
- Building strong community relationship - literacy lunches and read to 3rd graders; April is connection month and lots of events and spread out across month.
- Farm to School Program and excited about being with Weathersfield with lunch program.
- Areas of focus: Identify safety and security in building and prioritize initiatives and figure out what important; use data efficiently and focus on monitoring; teachers need teaching about proficiency based education.

Dave Baker mentioned common themes around student staff ratios in Vermont and low number of kids and much of the work is labor intensive. The Boards are providing resources. Administrative team works well together and incredible group to work with. Level of knowledge may not have trickled down into communities.

Angie Ladeau: Administrative Team feels the need to continue planning and to start from scratch. Went to conference and resonated to where we want to go. Proposal for strategic planning. All kids need to be successful.

Portrait of Graduate for year 21 and strategic planning. We had a phone conference with them and a follow-up conference.

Service Economy:

- 80 percent of jobs have a service component one way or another
- Most occupations require interfacing with others more frequently
- What competencies do students need to be successful as free agents

Educational quality standards and Act 177:

- Transferable skills
- Learning expectations serve content

Tiffany mentioned Act 177 came down from AOE. Windsor used to be traditional. Had Program of Studies and was a check off box and not much personal meaning or relevance. Failure and dropout rate was large. There was a sense of urgency and felt missing a lot of students. What do we want for them not only here but when graduate.

Flexible pathways is about relevance and rigor. In March 2018 knew embarking on journey with flexible pathways. Large surge of students doing online learning and doing college courses and changed because of Act 177 mode. We wanted teachers to give experiences to be better critical thinkers and more about doing than experience. This meant real life experiences. How get them enrolled in Vermont and in building. Invited people to come to school and started with end in mind. Invited stakeholders to give work based experiences; town, chief of police, fire chief, River Valley College, board members, HACTC, and several parents. We started implementing big picture learning. Stakeholders that will help us.

1. Imagine your neighbor in community and what characteristics feel important to have
2. If employing, what employable skills for students.
3. Good time management skills

Big Picture Learning is about student centered learning, PLP's, rethink instructional practices, transform classroom. Challenge has distinguishers in isolation. Hope can evolve with work done with Portrait of Graduate. One thing missing, but now merged, did not have representation from West Windsor. Make sure all stakeholders involved in process.

Strategic planning is next and what are learning expectations to have when exit high school and next step is strategic learning and need earlier.

Portrait of Graduate is one small step and is a 3 year commitment and this is first step. This framework is clear and vetted by schools across the nation.

Commitment:

This is a big step and Petel Organization willing to treat SU as one district at a cost of \$4,000 per district. Let's do the work together, do community forums, and get recommendations for facilitator. We do with whole community. Need community involvement. Need to know challenges facing, sort through, and prioritize skills (transferable skills). The next step is design work. We want a good facilitator.

This gives us access to Ed 21, resources and pay facilitator separately. Mid to late August we should identify a facilitator. Forums can be set up in all towns.

Elizabeth Burrows asked how heard how Ed 21? Angie Ladeau mentioned at the conference administrators attended. Elizabeth Burrows asked what made it better. Dave Baker mentioned looking for comprehensive model. Tiffany Cassano mentioned is a PreK-12 model. Elizabeth Burrows feels the strategic plan needs to be broad enough for all schools.

Policies:

Nicole Buck mentioned everything on spreadsheet. Required, recommended and suggested and are going with VSBA policies.

Bill Yates moved to adopt the policies; seconded by Kris Garnjost; motion passed.

All policies were read three times and have gotten rid of some.

Bill Yates moved to rename some of the policies with the VSBA name; seconded by Jacqui Antonivich; motion passed.

The next SU meeting is June 17.

Anne Redmond mentioned the Health and Wellness policy has to be redone to add about not withholding recess. There is no policy about bringing in treats for birthday parties.

Meeting recessed at 8:14 PM.

Respectfully submitted,

Diane Tessier, Board Secretary