

**WSSU Board
Draft Minutes
July 29, 2019**

Present: Amy McMullen, Beth Carter, Scott Richardson, Colleen Spence, Sean Whalen, Nancy Pedrick, Bill Yates, AnneMarie Redmond, Nicole Buck, Angie Ladeau, Dave Baker, Karen Woolsey

Not present: Kris Garnjost, Jacqui Antonivich, Elizabeth burrows

Meeting called to order at 6:38 PM

Minutes: June 20:

Amy McMullen asked for a motion to approve the minutes. Scott Richardson moved; seconded by Colleen Spence; motion passed with one abstention.

Changes/Additions: Add Portrait of a Graduate, Budget Process FY 20, Solar Update; appointment.

Public Comments: None

Discussion Items:

Policies:

Amy McMullen asked for a motion to adopt all policies that were required or recommended by the Vermont School Boards Association and policies that had been previously part of our policy manuals. Scott Richardson moved; seconded by Bill Yates; motion passed.

School Choice Policy: Sean Whalen asked about this. Dave Baker mentioned that he and the principals will discuss this. Bill Yates feels the policy put in place to protect administrators. Procedures need to be within the policy as can foresee legal ramification if parent upset. Amy McMullen mentioned policy stated could be between administrators at the schools, transportation is provided by the family, both principals have to agree, and superintendent has the final decision. Amy McMullen mentioned could add no tuition paid, or transportation, and no ADM. Scott Richardson wondered if there is a better way to handle this as comes down to important that all students are getting what they need and is there policy in the realm of discrimination of equitable handling of all students. Amy McMullen mentioned what happens is if students have trouble and want to go to another school would pay tuition to another school. This policy would allow for those individual situations, determined by principals, and no tuition exchanged. Scott Richardson feels the sticking point is how much support this policy has put in principals hands but no transportation. Beth Carter mentioned it is hard to justify a bus for maybe one student. Bill Yates mentioned this is standard for most schools not to provide transportation. All schools should be looking at equal opportunity and talking about a particular

situation where one school has a strength another school does not have. This allows principals to come up with that decision. Scott Richardson would like principals in all districts seeing every child in the same realm. Bill Yates mentioned cannot policy that as is professional integrity. What this policy does is, as a board, we put our trust in principals to do what's best for children in the district and make a decision in the best interest of the child and not because parents want this for a non-academic reason. Colleen Spence feels transportation should be in the policy and, if require parents to provide, are excluding those that cannot provide transportation. Bill Yates mentioned one caveat the district could consider transportation is if for a disability. If services available at another school and can avoid an out-of-district placement this might be a situation to provide transportation. Beth Carter mentioned discussed class sizes in one school and the first draft was too global. It was then decided would be on an individual basis. Sean Whalen mentioned the impetus came when a parent spoke at an SU Board meeting.

Sub Pay:

Dave Baker mentioned he reached out to regional superintendents as right now we are at \$90/\$80 and the recommendation was \$100/\$90. All districts have either gone to \$100/\$90 or ready to go there. The question was do we want to do just \$100 and not determine licensed/unlicensed. After 30 days, if subbing for same teacher, need to be licensed and are then on salary schedule. The Agency of Education does not require certification or degree. Dave Baker feels should go to \$100 across the board. Bill Yates mentioned when hire a substitute they are following the teachers plans. We might get more subs paying this amount. Amy McMullen asked for a motion to Increase the sub pay to \$100 per day. Sean Whalen moved; seconded by Nancy Pedrick; motion passed.

Supervisory Union Name:

Dave Baker mentioned is a matter of vote. The proposal on the table was generated by myself as gone through with Mount Ascutney School District. Do we want to separate ourselves? Nancy Pedrick suggested Monadnock. Sean Whalen made a motion to adopt Mount Ascutney Supervisory Union; seconded by Scott Richardson. Scott Richardson feels could be too confusing with Mount Ascutney School District. Nicole Buck feels this should be tabled until the next meeting. Nancy Pedrick moved to table the motion. Sean Whalen agreed. Amy McMullen asked if there are there other names. Suggested names: Ascutney Basin SU; Ascutney Mountain SU; Ascutney SU. Karen Woolsey mentioned some people use SU and school district interchangeably and need distinction. Other suggestions: Monadnock SU; Precision Valley SU.

Appointments: Lisa Cowdrey, Special Educator; Hilary Wolfson, Special Educator; Carlton Brown, BI; Kate Defayette, SLPA. Karen Woolsey mentioned there are two appointments still open.

Amy McMullen asked for a motion to approve the appointments. Nancy Pedrick moved; seconded by Sean Whalen; motion passed.

Sean Whalen asked about the two positions not filled. Karen Woolsey mentioned we keep advertising and have seven new children. Karen mentioned we need someone in Weathersfield and Windsor and possibly Hartland. Sean Whalen feels bringing in outside people boost our communities and great opportunities in Windsor County and difference they can make. Would like outreach more systematic. Angie Ladeau mentioned she and David attended a meeting and the speaker was mentioning recruiting in southern states.

Portrait of a Graduate:

Dave Baker mentioned all board chairs came to the administrative retreat on the first day where the consultant took us through what will be happening and putting together a design team. This needs to be put together quite quickly as will play a significant role in the portrait piece. Sean Whalen asked have they been brought in to comply with Act 77 but seems more like helping us make a strategic plan. Amy McMullen mentioned in some ways moving in the direction of Act 77 and what our communities envision a student from our SU will look like. What skills will the student have K-8 and if want graduates to have this need to start in Pre-K. For Mount Ascutney, as is K-12, have more control over what happens to our high school students and start in Kindergarten. This is part of strategic planning, Act 77, and how do our communities work together to support schools so have functioning graduates. Beth Carter mentioned external part is not fitting into a square box but educating differently. Bill Yates feels many people do not understand that Vermont no longer has credit requirements for graduates and all based on proficiency standards. Sean Whalen feels when consultant comes in and then when finished the group loses focus. Why was the administrative retreat at Lake Morey and not here? Weathersfield perspective is offer K-8 and then kids leave and we have no idea about them. The Terrin Institute in Vermont will provide a service similar to this. Do not feel the person from Portrait of a Graduate quite understood our area. What experiencing here is different than where prosperity has reached to the Upper Valley and do not trust will do for us and these services could be secured at little cost for a K-8. What is the benefit and what would mean for Weathersfield as is proportionally smaller and billed the same as everyone else. Sean mentioned he has misgivings. Getting community leaders to see what will happen in schools is important. Need to believe in it more before could find people to be on the committee. Not totally with premise.

Bill Yates mentioned he agrees with a lot Sean stated and Windsor schools have used them. Bill mentioned he took a class on this process and it was more in depth with the strategic design. Bill asked Sean is it the process what you are not comfortable with because Weathersfield is K-8? Sean Whalen mentioned money is the last thing thinking about. Dave Baker mentioned hoping to use a lot of grant money and will cost us some money. We discussed a base of about \$4,000-\$5,000. The Administrative Team really wanted this and should this be separate. Trying to hold us together for a K-12 perspective. Talked with Terrin Institute and they are basically middle school and large emphasis is on technology. It is disheartening that we have this question in Weathersfield as your principal supports this. This

is what we think should look at no matter school graduate from. The need is to start at the bottom level. Why go to Lake Morey; administrators decided this as have professional development money. On our last day we did strong work on multitiered systems of support and will get a professional development certificate for the time spent there. The administrative team likes to do things together for a unified purpose. We do this every year and do it as a team.

Karen Woolsey mentioned from an administrator's perspective, and how looking at it, nice to know the end result for kids and way to get there. If K-12 and people know this more kids may decide to go to Windsor as will be a continuum and be familiar and know where headed. Dave Baker mentioned engaging community is not an easy thing but show up in crisis. We will have to recruit people. Sean Whalen feels will fall to school boards. When look at goals feel is all different. If knew what kids need to be in 10 years would be wrong and would be different. Karen Woolsey mentioned teaching them what would be best for them, their strengths, where want to live, etc. This is opening up their world and developing flexibility. Bill Yates mentioned important thing when get to end process is transitioning from book curriculum to create how to assess students to reach these goals. Looking at that is important for students to know but what skills important are what we do not know. People are empathetic, open to new ideas, creative, able to handle stresses in their lives, and willing to do whatever the job that needs to be done. Sean Whalen mentioned rise to the top would be awesome and know trusted educators in that room. Strategic error made when conversation starts and ends in small room when not in teaching every day. Nicole Buck feels envision SU where everyone knows what we want graduates to look like and communities and teachers are not there yet. They are in the mindset of what trained to do. Trying to push teachers where we want to go and they are resisting. See process where all of us and administrators going to their communities and educating them and teachers. See us hiring a consultant who has experience with waking up communities that this box is not working anymore with possibilities and steps set up. No strategic plan for two years and starting without teachers is where we are now. When all comes out and initiatives thrown out this will make sense. Bill Yates mentioned he has experience as a teacher where went from proficiency based to standard based grading and difficult to shift educators in their thought process and is a sprint for them. Looking from what students can accomplish as to what they can do. What skills should high school students have? Scary things for teachers is their content does not mean as much as they think it should. What matters is the level of proficiency in being a functioning member of society, workforce, and family member. What exciting in Vermont is that this is law and supposed to create proficiency based requirement; what should look like and how get there. That is what teachers and principals say.

Karen Woolsey mentioned as administrators we need to know what we are talking about. With staff members there we could not have had a visionary discussion. Beth Carter mentioned need to know how to bring them along. Scott Richardson mentioned the teachers are important leaders of the community that we need to engage.

Angie Ladeau mentioned the learning expectations. These were put in place six years ago and not fair grading practices. Rules have changed depending on school go too and holding kids accountable. With Portrait of Graduate we can bring in many voices and make sure they are at the table otherwise cannot take the system to the next level. Right now expectations serve content and should be the other way around.

Dave Baker mentioned where agreement is, we need to get voices to the table as have been disengaged. This is our opportunity to get together on what do we want for our kids and get student voice and community voice as they pay for this. Hope we can get people recruited and if does not work, we will step back and punt. This has the potential to work. Administrators like to work with each other for what is good for kids. We will get process out to everyone.

Budget Process:

Dave Baker mentioned the need to get started sooner as this year the administrative team, with nature of work with MTSS work, and disenfranchised kids requires programs for all this. What worry about is putting systems in place and puts pressure on our voters with additional BI's and more support. Administrators were discussing doing a mini needs assessment with shared services and put in SU budget and get off local budgets. Is this worthy? Scott Richardson feels must be more reason here and needing this. Sounds practical if principals are thinking this. Bill Yates mentioned he has reservations and feels need more structure around this. Dave Baker mentioned would have number attached to it and came up around SI's, BI's, and interventionists. Colleen Spence asked how do they get so far behind. Dave Baker mentioned this way would not find them so far behind. Karen Woolsey mentioned need to analyze referrals, getting, and meeting criteria to be eligible. MTSS is mandated and working on universal stuff. People need better screening tools, see how students doing, and catch them earlier. Targeted support is the next area to look at. Bill Yates mentioned his reservation is bringing up to the SU level as what is the format. Pre-K is the biggest thing for your buck. Systems should be built within the school not within the SU. A person should always be in a school; such as interventionist. Sean Whalen mentioned how function in school and community and regular ed para is the most consistent in students' lives.

Dave Baker mentioned want to let administrators know was brought up at SU level but SU budget set. Bill Yates mentioned if a system created and gets an individual in there to do interventions in math and reading, might not be a para, and if make a case better supported at SU level then would support that. There needs to be systemic reason. Dave Baker mentioned all in this together and why aren't they doing or behaving well. Amy McMullen mentioned when creating a budget if have positions and then could see. Nicole Buck would like to see the benefit to the whole SU. Schools are struggling with staffing. Amy McMullen feels the budgeting process needs to begin earlier.

Solar (Weathersfield and Mount Ascutney):

Dave Baker mentioned received proposals and presented to Mount Ascutney. We have been in touch with the VLS Environmental Law Program and doing consultation and looking at these projects and difference between net metering and array everywhere. Looking at the two proposals and had a phone conference today and will get back to us. Felt the initial input was helpful. The people at the environmental law program will give us talking points with both companies as to what negotiable and what not. No rush to do this. Sean Whalen brought up there is a time factor on tax incentives. Weathersfield is feeling some pressure. Dave Baker mentioned tax incentives is not part of this as according to VLS and the two providers not eligible for tax incentives as a nonprofit.

Around the SU: Tabled

Nicole Buck mentioned Hartland is hiring an SRO and sharing with Windsor and West Windsor. This will give the school and 24/7 police coverage.

Agenda: August 26

Policy

SU Name

Preliminary Budget Discussion

Adjournment:

Amy McMullen asked for a motion to adjourn the meeting. Sean Whalen moved; seconded by Nicole Buck; motion passed.

Meeting adjourned at 9:06 PM.

Respectfully submitted,

Diane Tessier, Board Secretary