

**Hartland Board Retreat
Draft Minutes
July 1, 2019**

Present: Nicole Buck, Beth Roy, Sarah Stewart Taylor, Scott Richardson, Colleen Spence, Christine Bourne, Brittany Preston, David Baker, Craig Locarno

Meeting called to order at 6:10 PM.

Changes/Additions: Add update from Craig Locarno

Minutes: May 28

Nicole Buck asked for a motion to approve the minutes. Scott Richardson moved; seconded by Beth Roy; motion passed.

Discussion Items:

Year in Review:

1. Focus on great things happened over the year.
 - Increased student engagement opportunities for student leadership, ownership, voice
 - Provided universal and tiered interventions (academic and behavioral) to all students
 - Became trauma transformed school
 - Strengthened school/community relationships - big impact on school
2. Student engagement:
 - Created electives opportunity to choose classes; integrated period; grew winter activities (could do two activities)
 - STEAM; makerspace; Wednesday in the Woods (Kindergarten students). First grade planning on it next year
 - PLPS (personalized learning plans -- guidance at SU level created template for grades 6-8 and tracks their interests
 - Student Council (3-5 and 6
 - Student advisory committee (kids talk about what's going well, needs in school)
 - Student led conferences
 - Staff peer observations
3. Universal tiered:
 - FIT time (focused instruction time). Would them to regularly look at data and address the needs of students
 - Teaching character/traits/student of the month (those demonstrating traits)
 - PBIS - K-5 and not working 6-8.
 - Lodge Program
 - Most staff trained in responsive classroom (track behaviors and say if need help)

4. Trauma transformed school:
 - Working on this - trauma champions and staff training and cohort meets this summer
 - Advisory program pretty good. Reached out to Beth White at Big Picture Learning to revamp program and help with integrated program
 - Community Groups
 - Training staff in collaboration problem solving
 - We R Hope - Coaching

5. Building strong community relationships:
 - Literacy Lunch for years and next year will be Breakfast and Books
 - Community connections month in April (dinners; math or literacy night spread through year)
 - Growing Farm to School Program
 - Building community volunteers

6. Board Resignations:
 - Bettina Read resigned
 - Colleen Spence joined

7. September:
 - Library renovations completed
 - Best Day Ever Screening (not well attended)
 - Approved Transgender Student Policy

8. Act 46 Ended in November:
 - Hartland & Weathersfield proposal accepted to remain as is
 - Wrote SU realignment letter asking to keep us WSESU

9. March:
 - Passed Budget

10. April
 - Food Service Changes (breakfast after the Bell)

11. May - Acre Wood
 - Timber and Stone put together proposal for trail. Students in grade 8 put together concept plans and conservation committee will look at and decide). With proposal can look for funding.
 - Community Forum

12. June - end of year
 - Award assembly
 - Student Council planned spirit week - what would you do for a Klondike challenge
 - Graduation

- Staff Appreciation Lunch (Craig catered lunch)

13. Data:

- Attendance (4% over 20 days). Report only unexcused absences
- 52% of staff between 12 and 21 days

14. TMP and SBAC Comparison:

- When look at TMP and are considered proficient. When compare SBAC just those in green on TMP match up with SBAC.

15. Proficiency Levels:

- ELA went up 45.8 to 46.8 and math went down from 41 to 32

16. Next Year:

New Hires:

Beth Ziegler (MS Math)
Bailey Parker (MS Social Studies)
Anne Steibing (k-8 Art)
Chad Sturgeon (MS PE/Health)
Jennifer Knight (K-2 Interventionist)
Jessica Kieffer (MS Spanish)
Annette Jeinnings (Nurse)

Nicole Buck asked for a motion to approve the following new hires: Bailey Parker, Anne Steibing, Chad Sturgeon, Jennifer Knight, Jessica Kieffer; Beth Roy moved; seconded by Colleen Spence; motion passed.

School Lunches: Craig Locarno

Participation was low. Half were not getting nutritious meals -- meals not made and not willing to prepare it. Is representative of school it affects everything. Craig believes that school lunch people feel they are low on the totem pole and is country wide. There is movement to change that feeling. School food service is very important and kids look forward to it. When get disappointed they do not care because not getting what need. Sarah Stewart Taylor mentioned not feeling important. People frightened to go there. Craig Locarno mentioned there is a plan and will not be easy and we will not say no. Lunch program should be respectful, honoring, and quality. They might have to work later. They have a comfort zone that needs to go away and everyday be prepared to provide the best product. Both employees are coming back next year. We need to support kitchen people as to regulations. Different regulations for K-5 and 6-8. You cannot feed a Kindergarten or first grader what feed an 8th grader or staff member. Education is the key to success; educate staff and students. Craig mentioned he is meeting with food service people this summer. No one will be left behind in understanding of what doing. There is nothing in the school that says food and will do things to change this. There will be a fresh fruit and veggie bar every day and students can have as many as possible. We will offer the component lunch in the service area but can add to tray. Beth Roy mentioned we want to do four community meals this year starting with open house. Craig mentioned breakfast is a

challenge but you have an audience from 7:00-7:50 AM. It will be presented differently; bagels, parfaits, muffins and hot breakfast. Beth Roy mentioned those breakfasts going to the classroom in bag will be different. Christine Bourne asked if it is reasonable for them to have a choice. Brittany Preston mentioned kids been talking about a microwave in the cafeteria. Craig Locarno mentioned a lot of schools have a microwave in the kitchen and ask to have it heated up. Brittany Preston mentioned could be just for middle school. Dave Baker mentioned could possibly wait a month and see how they react to the new food. Beth Roy mentioned there a lot is marketing and how do we support Craig. Tina Skehan is working on logo and getting it out there. Highlight food options and do we do a separate blog. Brittany Preston suggested morning coffee and have samples out for parents to try. Sarah Stewart Taylor asked could it be try lunch and classroom with biggest participation get something. Nicole Buck feels we need to get the word out that there is a change. Craig Locarno mentioned need to be straightforward and honest and some mistakes will be made but will fix it. Offering local burgers once a month. Kitchen workers will be wearing chef coats and hats with the logo on it. Sarah Stewart Taylor feels naming it is an opportunity for marketing. Christine Bourne mentioned that discussed how to expand the dining hall to the outdoor space; such as moving dumpster and getting tables.

Breakfast after Bell (fresh fruit and veggie program can provide a better program). Get buy in and understanding. The first goal is to provide a quality product and present it. Put food out in the dining hall so students can make a smoothie. Kids can have competitions. It cannot be the same old, need to change it up. We want to rearrange the service line. We will figure it out to make it work. Invested in building a great food program for WSESU.

Scott Richardson asked about exit interviews. Christine Bourne mentioned one teacher came to her and was honest. Christine feels they are good.

Community Forum Update: postponed to August meeting.

Security Forum: July 9 - 6:00 PM

Sarah Stewart Taylor feels should get more postings out about it. Beth Roy mentioned people feel it's at the school but a town issue. Right now contract with state police but get agenda out ahead of time. The select board feels the school board wants the town to go in a direction not ready to do. Beth Roy asked who is facilitating. Dave Baker mentioned the Windsor Police Chief, resource officer, and Tiffany Cassano will be there.

Sarah Stewart Taylor feels we need to identify the problem before have a solution. Should say to community there have been an unprecedented number of security issues at the school this year, here are the problems, and different ways to solve it. Scott Richardson feels it is important that not blame a part of our community. How get to something saw at an elevated rate. Colleen Spence feels the town needs to know that would have a fair response time from police if something does happen. Beth Roy mentioned this is not a debate about where or when, we have an increase in need for support because of certain threats. Staff and students not feeling secure when working. Colleen Spence feels emphasis should be that need a system that can come and be there at a reasonable time. Dave Baker mentioned Chief Samson mentioned that a School Resource Officer would look different at Hartland than Windsor but would have access to him and the entire police department. Sarah Stewart Taylor mentioned one piece of

information offer town is how much it costs to have school resource officer in school part time and how get paid for. Community is conscious of where taxes go. Beth Roy does not feel it is bad they are there but could respond to questions if need be. Sarah Stewart Taylor feels it is good for the administration to be transparent of what they want. Feel it is public safety and should not come out of school budget. Scott Richardson mentioned he did research on this and his position is that administration wants school safety and we are elected and time to deliver. If different presence at school people would act differently. Scott stated he talked to the school board association and they did not want to say anything about SRO but gave him the name of Rob Evans to speak to. Scott talked to Rob Evans with the Vermont School Safety Consortium and asked if a statute that cannot do and there is not. Prices range from \$75 to \$175 for full time SRO. School Resource Officers are educators first and foremost and if get this to community and may or may not be armed. They are educators every single moment until something bad happens. Sarah Stewart Taylor asked can you hire a person or do you use who Windsor has on staff. Dave Baker mentioned if hire with Windsor would be who have now. If went with town policing then you have a choice in who it is. Key with transparency is the idea of cost and responding to year where heightened awareness of how vulnerable people are in the building. It is important that do not say part of education budget but is a security expense as our town does not have policing. Dave Baker mentioned spending unbudgeted money and need to be clear about this. Christine Bourne feels should not go there.

Brittany Preston feels people do not have a clear understanding of what an SRO is. Start off with a very brief mention of why having discussion and this is what an SRO does. Start off with budget and questions will be negative. Have understanding first and then questions. Christine Bourne feels should say we have explored this. Sarah Stewart Taylor feels can say as administrators this is what we feel. Scott Richardson asked what if all say no. Sarah Stewart Taylor mentioned there are many options: more options from state police or Hartland start police force. Scott Richardson feels is evolution of community and the money will never go away. Colleen Spence feels should emphasize why needed and what other towns have had with state police. Nicole Buck mentioned that is not part of their mission to respond to a school. Dave Baker mentioned what talked about with police chief is if town and school go together and built in would be SRO and would give town 24/7 police coverage. Town manager worried about the school board hiring a police force for town. Nicole Buck feels information needs to get out but we need to focus on school.

Sarah Stewart Taylor mentioned lack of understanding of how things happen. Dave Baker mentioned after define problem have an overview and mention some of the wait times. Be specific without going into detail. Nicole Buck feels should talk about general things; restraining orders, calls to DCF, welfare checks, truancy rate. Then have a brief presentation from Chief Sampson and Tiffany Cassano. Sarah Stewart Taylor mentioned we need to develop strategies and plan for budget. Be very clear about where get money. Brittany Preston feels should not give a survey to entire community but to those who were there. Colleen Spence is glad the conversation is happening. This is not a new conversation. Sarah Stewart Taylor feels the Hartland community needs to understand is a new conversation with new landscape as 4-5 years ago was not. Nicole Buck feels should investigate as to what other communities are doing.

Beth Roy asked if any other options; such as volunteer, private security. Christine Bourne mentioned is exploring with Jim the possibility of moving the office and exploring an interior shift.

Scott Richardson asked if this stress is why people may leave. Christine Bourne mentioned safety around students. Sarah Stewart Taylor asked if any teachers worried about this and might come and speak. Nicole Buck mentioned need to make it clear that the SRO is not part of disciplining.

Incidents happen and people are heightened and then it dies down and then another incident happens.

Colleen Spence feels if we do not have proper security have left children and teachers vulnerable.

Radar List: Tabled

August Meeting: August 19, 6:00 PM

Results from Forum

Radar List

Meeting adjourned at 10:13 PM.

Respectfully submitted,

Diane Tessier, Board Secretary