

**Updated
Addendum
Board Meeting
April 29, 2021**

Sonya Spaulding

Mon, Apr 26,
2:51 PM (19
hours ago)

to Alice, Guy, Gina, Chris, Renee, Tim, Sarah, Abigayle, me, Andrea, David

Hi All,

I'm sharing the email from Douglas Korb, the school board chair from Marlboro, who will be joining us on Thursday to discuss the Coalition for VT student equity. He shared 2 links from testimony that he gave and a Winooski board member gave to the legislature, if you would like to check them out.

Tina-would you please include this email as part of the addendum?

Thanks!

Sonya

----- Forwarded message -----

From: **Douglas Korb** <dkorb@windhamcentralboard.org>

Date: Mon, Apr 26, 2021 at 2:39 PM

Subject: Re: BUUSD Board Mtg Pkt 2021-04-29

To: Sonya Spaulding - she & her <sspaulding@buusd.org>

Thanks for putting us at the top, Sonya!

Have a great week and I will see you on Thursday. If you would like to share testimony from the coalition last Thursday with your members, here is the youtube link to my testimony and Winooski's:

Marlboro District (my testimony - 1:16:00): <https://youtu.be/8K9jkJwwAdw?t=4570>

Winooski District (54:44): <https://youtu.be/8K9jkJwwAdw?t=3256>

Best,
Douglas

Douglas Korb
School Director
Marlboro School District
cell: 802-380-5001

Board Meeting: 4/29/2021

New Hires (Need Board Approval)

Jason Thomas – Business Teacher – SHS – Replace Benjamin Ark
 Taylor Gauthier - Gr. 2 Teacher – BTMES – Replace Stephanie Custer
 Kimberly Hirschberg – Special Educator – BCEMS – Replace Annie Brown
 Miri Mahar – Special Educator – SEA – Not Replacement
 Peter Maurice – Special Educator – BTMES – Replace Ted Mills
 Kaitlyn Lafaille – PE Teacher (6-8) – BTMES – Dani Kehlmann/Marcus Holmes (replacement)

Administration (Need Board Approval)

Transfer - Ted Mills – from Special Educator to Asst. Principal – BTMES
 Resign - Annette Rhoades – Assistant Director Special Services
 Resign - Jon Strazza - Assistant Director Special Services

Resignation/Retire (Board Approval Not Needed)

Ben Ark – Business Teacher – SHS - Resign
 Beth Nishball-Williams – Special Educator – SHS – Resign
 David Ball – PE Teacher – SHS – Resign
 Cal Hopwood – Digital Media Arts Instructor – CVCC – Resign
 Kathleen Fuller – Special Educator – CVCC - Retire
 Stephanie Custer – Teacher Gr. 2 – BTMES – Resign
 Emily Merrill – Teacher Gr. 7 Science – BTMES – Resign
 Susan Pratt – Teacher Gr. 2 – BTMES - Retire
 Sophia Chamberlain – Speech Language Therapist – BTMES - Resign
 Annie Brown – Special Educator – BCEMS – Resign
 Dale Burnash – Teacher – BCEMS - Retire
 Kellie Mead – Teacher Gr. 1 – BCEMS - Resign
 Leanne Triano – Teacher Gr. 3 – BCEMS - Retire
 Margaret “Lizzy” Fanning – Teacher Gr. 5/6 Social Studies – BCEMS - Resign

BARRE UNIFIED UNION SCHOOL DISTRICT

Fy 22

NEW HIRE NOTIFICATION FORM

Complete and Submit to the Central Office
(please submit via email to hr@buusd.org)

Date Received by Central Office:

4/15/21

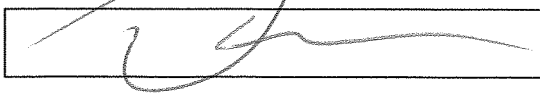
To be Completed by Hiring Administrator: (please leave notes for Central Office on the back page)

Name: Taylor Gauthier		Location: BTMES	
Submission Date: 4/15/2021	Administrator Action/Checklist Complete: <input checked="" type="checkbox"/> Y <input type="checkbox"/> N		
Position: Grade 2 Teacher	Grade (If Applicable): 2		
Endorsement (If Applicable):	<input type="checkbox"/> Hourly-Non Exempt	<input checked="" type="checkbox"/> Salary-Exempt	
Hours Per Day: 7.5	Scheduled Hours: 7:35	a.m. to 3:05	p.m.
Account Code: 101-1020-51-11-0-1101-510310			
Replacement? <input checked="" type="checkbox"/> Y <input type="checkbox"/> N			
If Yes, For Whom? Stephanie Custer		Salary Rate: \$ 58,900.00	
Administrator Approval: Jennifer W. Nye		Signature Date: 4/15/2021	

REVERSE SIDE: Complete the New Hire Checklist prior to emailing candidate packet for Superintendent review.

For Central Office Use Only:

Contract Complete Date	Offer Letter Complete Date	DOH
Total Years of Experience: 0	Step: BA 1	Salary Placement: \$ 39,530 Fy 21
Hourly Rate: \$	Salary Rate: \$	Seniority Date:
Contract Type: <input checked="" type="checkbox"/> Teacher <input type="checkbox"/> Para <input type="checkbox"/> Replacement <input type="checkbox"/> Interim <input type="checkbox"/> Offer/Non-Contracted Letters		
<input type="checkbox"/> AFSCME <input type="checkbox"/> N/A		
Days Per Year: 190	Salary: \$ 39,530 Fy 21	Contract Days: 190
Teacher: AOE Endorsement: <input type="checkbox"/> YES <input type="checkbox"/> NO		
If No, Required: <input type="checkbox"/> Provisional <input type="checkbox"/> Emergency <input type="checkbox"/> Apprenticeship		
Para-Educator: Associates Degree <input type="checkbox"/> YES <input type="checkbox"/> NO (If NO) → ParaPro <input type="checkbox"/> YES has passed ParaPro		
<input type="checkbox"/> NO will need to take ParaPro		


Superintendent and/or HR Director Approval Signature

4/15/21
Date

Taylor Gauthier

158 B North St Burlington, Vermont 05401
6039239368 taylorgauthier1113@gmail.com

Education

University of Vermont

Burlington, Vermont

Bachelor of Science

Major: Elementary Educated, **Minor:** Educational for Cultural and Linguistic Diversity and Special Education

GPA: 3.640

Attended August 2017 to May 2021 (*expected completion*)

Degree conferred May 2021

Experience

Mary Hogan School

Jan 2021 - Present

Long Term Substitute

Middlebury, VT

Develop and execute lessons based on curriculum

Manage classroom environment

Advocate for all students

Foster a safe, supportive, and welcoming community

Develop family to school connections

Work collaboratively with colleagues

Reason for leaving: Teacher is back from maternity leave

Supervisor: Jen Kravitz (6039239368)

Experience Type: Public School, Full-time

It is **OK** to contact this employer

Orchard Elementary

Sep 2020 - Dec 2020

Student Teacher

South Burlington, VT

Classroom Management

Lesson Planning

Managed and implemented classroom activities, aligning with student learning goals.

Maintained safe and healthy learning environment.

Supervised students in classrooms, cafeterias, halls, schoolyards, and on field trips.

Encouraged students to persevere with challenging tasks, preparing them for advanced learning opportunities.

Reason for leaving: Semester ended

Supervisor: Nicole Bauman (802-652-7300)

Experience Type: Student Teaching, Full-time

It is **OK** to contact this employer

Hinnesburg Community School

Jan 2020 - Apr 2020

Student Teacher

Hinnesburg, VT

Classroom management

Lesson Plan

Managed and implemented classroom activities, aligning with student learning goals.

Maintained safe and healthy learning environment.

Supervised students in classrooms, cafeterias, halls, schoolyards, and on field trips.

Encouraged students to persevere with challenging tasks, preparing them for advanced learning opportunities.

Reason for leaving: COVID**Supervisor:** Jessica Anotonolli (802-482-2106)**Experience Type:** Student Teaching, Part-timeIt is **OK** to contact this employer

Loveworks

Jun 2019 - Apr 2020

Assistant Teacher

South Burlington, VT

Observed and redirected behavior using positive reinforcement techniques. Attended staff meetings.

Changed children's clothes and tended to injuries, illnesses, and toileting needs. Planned, organized, and implemented programs for preschoolers.

Taught children how to be good students and citizens by setting ambitious expectations.

Reason for leaving: Time to move on**Supervisor:** Ella Bergin ((802) 985-2153)**Experience Type:** Independent School, Full-timeIt is **OK** to contact this employer

John F. Kennedy School

Sep 2019 - Nov 2019

Student Teacher

Winooski, VT

Classroom management

Lesson Planning

Managed and implemented classroom activities, aligning with student learning goals.

Maintained safe and healthy learning environment.

Supervised students in classrooms, cafeterias, halls, schoolyards, and on field trips. Encouraged students to persevere with challenging tasks, preparing them for advanced learning opportunities.

Reason for leaving: Semester ended**Supervisor:** Tiffany DeMoore ((802) 655-0485)**Experience Type:** Student Teaching, Part-timeIt is **OK** to contact this employer

Strafford School

Dec 2017 - May 2019

Substitute Teacher

Strafford, NH

Managed and implemented classroom activities, aligning with student learning goals.

Maintained safe and healthy learning environment.

Supervised students in classrooms, cafeterias, halls, schoolyards, and on field trips. Encouraged

students to persevere with challenging tasks, preparing them for advanced learning opportunities.

Reason for leaving: Moved to school full time

Supervisor: Cindy Gale (603-923-9368)

Experience Type: Public School, Full-time

It is **OK** to contact this employer

Shelburne Community School

Jan 2018 - May 2018

Student Teacher

Shelburne, Vermont

Lesson planning

Classroom management

Managed and implemented classroom activities, aligning with student learning goals.

Supervised students in classrooms, cafeterias, halls, schoolyards, and on field trips.

Encouraged students to persevere with challenging tasks, preparing them for advanced learning opportunities.

Reason for leaving: Semester ended

Supervisor: Jennifer Niles (802- 985-3331)

Experience Type: Student Teaching, Part-time

It is **OK** to contact this employer

Yoga

I have been an avid yoga practitioner for 6 years. The concept of mindfulness, knowing what is right for you, deep breathing, and movement are practices I try to apply to my everyday life. They transfer well to the to the classroom, work environment, and personal situations.

Community Service

For 3 of my 4 years at UVM, I was a volunteer at the Main Street shelter in Burlington. Here I would spend an hour per week playing and doing homework with the children that live there.

Treasurer of Student Senate

From 2019-2020 I was the Treasurer of our Student Senate. I managed 6.5 million dollars with the business manager. My main responsibility was the 3.5 million that was allotted to clubs. I spent my days running reports, talking to businesses, dealing with conflicts, and reporting to others at the University.

BARRE UNIFIED UNION SCHOOL DISTRICT

Fy 22

NEW HIRE NOTIFICATION FORM

Complete and Submit to the Central Office
(please submit via email to hr@buusd.org)

Date Received by Central Office:

4/14/21

To be Completed by Hiring Administrator: (please leave notes for Central Office on the back page)

Name: Jason Thomas Location: Spaulding High School

Submission Date: 4/13/2021 Administrator Action/Checklist Complete: ☒ Y ☐ N

Position: Business Teacher Grade (If Applicable): 9-12

Endorsement (If Applicable): ☐ Hourly-Non Exempt ☒ Salary-Exempt

Hours Per Day: 7.5 Scheduled Hours: 7:35 a.m. to 3:05 p.m.

Account Code: 101-1276-31-11-0-1115-51110

Replacement? ☒ Y ☐ N

If Yes, For Whom? Benjamin Ark Salary Rate: \$ 52,180.⁰⁰

Administrator Approval: Brenda Waterhouse, Principal Signature Date: 4/13/2021

REVERSE SIDE: Complete the New Hire Checklist prior to emailing candidate packet for Superintendent review.

For Central Office Use Only:

Contract Complete Date Offer Letter Complete Date DOH

Total Years of Experience: 14 Step: MR13 Salary Placement: \$ 66,016 Fy 21

Hourly Rate: \$ Salary Rate: \$ Seniority Date:

Contract Type: ☒ Teacher ☐ Para ☐ Replacement ☐ Interim ☐ Offer/Non-Contracted Letters
☐ AFSCME ☐ N/A

Days Per Year: 190 Salary: \$ 66,016 Fy 21 Contract Days: 190

Teacher: AOE Endorsement: ☐ YES ☐ NO

If No, Required: ☐ Provisional ☐ Emergency ☐ Apprenticeship

Para-Educator: Associates Degree ☐ YES ☐ NO (If NO) → ParaPro ☐ YES has passed ParaPro
☐ NO will need to take ParaPro

Superintendent Approval Signature

4/14/21

Date

Jason M. Thomas

4476 Oakdale Crescent Ct., #741 Fairfax, Virginia 22030
8025586559 jasonmthomas10@yahoo.com

Education

University of New England

Biddeford, Maine

Master of Science in Education

Major: Educational Leadership

GPA: 3.670

Attended June 2009 to December 2010

Degree conferred December 2010

Transcript

(included)

Johnson State College

Johnson, Vermont

College Coursework - no degree

Major: None

GPA: 4.000

Credit Hours: 3

Attended January 2006 to May 2006

Transcript

(included)

Community College of Vermont

Burlington, Vermont

College Coursework - no degree

Major: None

GPA: 4.000

Credit Hours: 3

Attended January 2006 to May 2006

Transcript

(included)

State University of New York at Buffalo

Buffalo, New York

Master of Education

Major: Higher Education

GPA: 3.835

Credit Hours: 6

Attended August 2005 to December 2005

Transcript

(included)

University of Massachusetts - Amherst

Amherst, Massachusetts

Bachelor of Business Administration

Major: Finance and Operations Management

GPA: 2.710

Credit Hours: 120

Attended August 1994 to May 1998

Degree conferred May 1998

Transcript

(included)

Experience

Flint Hill School

Jun 2019 - Present

Teacher / Head Football Coach
Oakton, VA

- Provide age appropriate physical education activities for JK – 6th grade students.
- Designed curriculum and instruction to increase students understanding of physical fitness, locomotor skills, fair play and other fitness concepts while maintaining a safe environment.
- As a middle school coach (for 7th & 8th graders), I planned and implemented practice plans for our basketball and baseball teams.
- Responsible for developing and maintaining all aspects of our Varsity, JV and Junior High football programs.

Supervisor: John Thomas ((703) 584-2300)

Experience Type: Independent School, Full-time

It is **OK** to contact this employer

BURR AND BURTON ACADEMY

Jun 2008 - Present

Teacher, Assistant AD, Head Football Coach
Manchester, VT

My duties include teaching Personal Fitness, Team Sports and Lifetime Activities in the Physical Education department. I developed and implemented a Personal Fitness course that has become one of the most popular classes offered at Burr and Burton. In addition, I assist our Athletic Director with day-to-day operations of the entire athletic program and administer all aspects of the football program.

Supervisor: Mark Tashjian (802-362-1775)

Experience Type: Independent School, Full-time

It is **OK** to contact this employer

MIDDLEBURY COLLEGE

Jun 2006 - Jun 2008

Assistant Football Coach
Middlebury, VT

I was responsible for the day-to-day development and preparation of the wide receivers, film break down and game plan development. I was instrumental with the design and implementation of the no-huddle communication system that helped us go 13-3 in two seasons and winning the 2007 NESCAC Championship.

Reason for leaving: Accepted position at Burr and Burton Academy.

Supervisor: Bob Ritter (802-443-3224)

Experience Type: Other, Full-time

It is **OK** to contact this employer

PINE RIDGE SCHOOL

Jun 2006 - Aug 2006

Physical Education Teacher
Williston, VT

I designed and implemented course curriculum for a 6 week summer program that centered around the improvement of motor skills and the overall level fitness of all students.

Reason for leaving: Summer session ended.
Supervisor: Dana Blackhurst (802-434-2161)
Experience Type: Independent School, Part-time
It is **OK** to contact this employer

TAP

Jan 2006 - Jun 2006

TAP Intern

Essex HS/Colchester MS

I entered into this training program to earn a dual endorsement in Physical & Business Education. In order to assist me in the development of my teaching portfolio, I worked under master teachers at Colchester Middle School and Essex High School. The purpose of this portfolio was to demonstrate to the Vermont Peer Review Board that I possessed the knowledge and skills necessary to become a licensed educator in the state of Vermont.

Reason for leaving: Completed the program.
Supervisor: Jane Goodman ((802) 734-5344)
Experience Type: Student Teaching, Full-time
It is **OK** to contact this employer

UNIVERSITY AT BUFFALO

Jun 2005 - Dec 2005

Graduate Assistant Coach

Buffalo, NY

I pursued a Masters' degree in Higher Education while being in charge of running the look team for the offense, breaking down film of opponents' defense and helping to develop the offensive game plan.

Reason for leaving: Enrolled in TAP.
Supervisor: Jim Hofher ((716) 645-6811)
Experience Type: Other, Full-time
It is **OK** to contact this employer

UNIVERSITY OF NEW HAMPSHIRE

Jul 2003 - May 2005

Assistant Football Coach

Durham, NH

I was responsible for development and preparation of the wide receivers and assisted with the development of the offensive game plan. I coached All-American receiver David Ball and we were able to become the 2004 champions of the A-10 (now CAA) North and advance to the 2nd Round of the NCAA 1AA (now FCS) Playoffs.

Reason for leaving: Accepted a Graduate Assistant Position at the University at Buffalo.
Supervisor: Sean McDonnell (603-862-3901)
Experience Type: Other, Full-time
It is **OK** to contact this employer

RANDOLPH-MACON COLLEGE

Aug 2002 - Jul 2003

Assistant Football Coach

Ashland, VA

I was responsible for development and preparation of the wide receivers. I coached the 2003 ODAC Rookie of the Year – Clay Meunch

Reason for leaving: Accepted a position at the University of New Hampshire.

Supervisor: Scott Boone ((804) 837-0422)

Experience Type: Other, Full-time

It is **OK** to contact this employer

FRANKLIN FINANCIAL CENTER

Mar 2002 - Jul 2003

Financial Consultant/Office Administrator

Glen Allen, VA

Created targeted ad campaigns to expand client base. I advised clients by conducting portfolio analysis and setting up financial plans based on their individual needs and maintained the required business ledgers for security purchases/sales, life insurance contracts, securities received, and brokerage account files.

Reason for leaving: Accepted a position at the University of New Hampshire

Supervisor: Paul Hughes ((804) 967-2136)

Experience Type: Other, Full-time

It is **OK** to contact this employer

PENCOM SYSTEMS, INC

Oct 2001 - Aug 2002

Technical Recruiter

Boston, MA

I was responsible for the recruitment and placement of qualified candidates for various technology companies. We conducted searches to fill specific position needs for clients by established a candidate base by prospecting, networking, and gathering referrals. We then marketed appropriate candidates, scheduled interviews, educated candidates about the interview process for each company, negotiated compensation packages for each candidates.

Reason for leaving: Downsizing.

Supervisor: James Robinson ((212) 513-7777)

Experience Type: Other, Full-time

It is **OK** to contact this employer

OLDE DISCOUNT CORP / H&R BLOCK FIN ADVIS

Jul 1998 - Oct 2000

Financial Advisor

Wellesley, MA

Provided financial advice at a full service brokerage firm and was member of a team which managed over \$80 million in assets during which time I built personal book of clients with more than \$10 million under management by providing superior customer service in a fast paced environment.

Reason for leaving: Accepted a position at Pencom Systems.

Supervisor: Peter Christie ((617) 721-7112)

Experience Type: Other, Full-time

It is **OK** to contact this employer

Fy 22

BARRE UNIFIED UNION SCHOOL DISTRICT

NEW HIRE NOTIFICATION FORM

Complete and Submit to the Central Office
(please submit via email to hr@buusd.org)

Date Received by Central Office:

To be Completed by Hiring Administrator: (please leave notes for Central Office on the back page)

Name: MIRI MAHAR Location: SEA 21-22

Submission Date: 4/26/21 Administrator Action/Checklist Complete: ☒ Y ☐ N

Position: SPECIAL EDUCATOR Grade (If Applicable): 9-12

Endorsement (If Applicable): IN PROGRESS ☐ Hourly-Non Exempt ☒ Salary-Exempt

Hours Per Day: Scheduled Hours: a.m. to p.m.

Account Code: 101-3097-51-21-0-1206-51110

Replacement? ☐ Y ☒ N

If Yes, For Whom? Salary Rate: \$

Administrator Approval: Jason Derner, Stacy Anderson Signature Date: 4/26/21

REVERSE SIDE: Complete the New Hire Checklist prior to emailing candidate packet for Superintendent review.

For Central Office Use Only:

Contract Complete Date Offer Letter Complete Date DOH

Total Years of Experience: 4 Step: 5 Salary Placement: \$ 52,180 Fy21

Hourly Rate: \$ Salary Rate: \$ Seniority Date:


Contract Type: ☒ Teacher ☐ Para ☐ Replacement ☐ Interim ☐ Offer/Non-Contracted Letters
☐ AFSCME ☐ N/A

Days Per Year: 190 Salary: \$ 52,180.00 Fy21 Contract Days:

Teacher: AOE Endorsement: ☐ YES ☒ NO

If No, Required: ☒ Provisional ☐ Emergency ☐ Apprenticeship

Para-Educator: Associates Degree ☐ YES ☐ NO (If NO) → ParaPro ☐ YES has passed ParaPro
☐ NO will need to take ParaPro



Superintendent Approval Signature

4/28/21

Date

Miri Mahar

27 Nature Trail Rd, Unit 308 Richmond, Vermont 05477
18027779718 miriscarpino@gmail.com

Education

Champlain College

Burlington, Vermont
Teacher Certification Program

Major: English

Attended December 2014 to June 2015

Degree conferred June 2015

Hofstra University

Hempstead, New York
Bachelor of Arts

Major: English

GPA: 3.200

Attended August 2007 to May 2011

Degree conferred May 2011

University of Vermont

Burlington, Vermont
Master of Education

Major: Masters in Special Education

Attended December 2016 to Present

Transcript
(55KB)

Experience

Colchester High School CAP

Humanities Teacher
Colchester, VT

Sep 2019 - Present

Reason for leaving: Not satisfied with the professional environment. My current employer does not know I am looking for new placement.

Supervisor: Jean Shea (8022645700)

Experience Type: Public School, Full-time

Please **do not** contact this employer

Colchester High School - CAP

Behavioral Interventionist
Colchester, Vermont

Sep 2018 - Present

Working with students grades 9-12 inside and outside the classroom on behavioral issues as well as academic assistance in all core classes. Creation of behavioral plans and methods of data collection to help students achieve their goals, IEP and other. Working with colleagues, IEP and EST teams to ensure that students are provided with the least restrictive environment and necessary accommodations and modifications to aid in each student's success.

Supervisor: Jean Shea (802-264-5999)
Experience Type: Public School, Full-time
It is **OK** to contact this employer

New School of Montpelier

Jul 2016 - Present

Student Supervisor/ Behavior Intervention
Montpelier, VT

As a student supervisor at NSM I work hands on both in and out of the classroom. I assist the teacher and students in their educational endeavors, often in one on one settings. I am available to assist behavioral needs and regulation accommodations to ensure that the students feel safe in their learning environment. I also work with students in a 'para' position at U32 in order to assist a transition from NSM to a mainstream classroom.

Supervisor: Ben Owens (802 223 0647)
Experience Type: Independent School, Full-time
It is **OK** to contact this employer

Hinesburg Community School

Aug 2017 - Jun 2018

6th Grade Math and Literacy Specialist
Hinesburg, Vermont

Providing supports for Tier II students both in and outside the classroom. Running a Tier II class for 1-2 hours a day where students get additional support on current assignments or work on new material with me.

Reason for leaving: I will be joining MMU in fall 2018 to complete a part time special education internship.

Supervisor: Jeff O'Hara (8024822106)
Experience Type: Public School, Full-time
It is **OK** to contact this employer

Charlotte Middle School

Jun 2017 - Jul 2017

Summer School Teacher
Charlotte, VT

Worked with a small group of students from 5th-7th grade providing additional support necessary to bring each student up to the expected level for the following year. Worked primarily with ELA and math.

Reason for leaving: End of summer school.

Supervisor: NA (802 425 2771)
Experience Type: Public School, Summer
It is **OK** to contact this employer

Hinesburg Community School

Jan 2017 - Jun 2017

3rd Grade Math and Literacy Specialist
Hinesburg, Vermont

Providing supports for tier II students both in and outside the classroom. These supports involved ELA, science, math, and all transition times.

Reason for leaving: Moved away from elementary level and into the middle school.

Supervisor: Jeff O'Hara (802 482 2106)
Experience Type: Public School, Full-time

It is **OK** to contact this employer

Mount Mansfield Union High School

Jan 2015 - Jun 2015

Student Teacher

Jericho

During this period I worked with three American Literature classes. These classes varied in skill level, including a Tech English section. During a 6 week solo period I carried out a Unit I had created based on the Common Core. I also worked in the Learning Lab, a center allowing extra help for students on an IEP, or 504. In the lab I was used as a resource for any students who needed assistance with school work. The last area of the school that I was involved in on daily basis was the Mount Mansfield Advisee Groups. Each day I met with the same group of 12 students for a half hour of non-academic entertainment. I liked to think of it as an 'intermission' for the students after lunch. This period allowed them to 'reset' before the 2nd part of their day. It was an especially great experience for me because it allowed me to connect with the student on a non-academic level.

Supervisor: Eric Krull (802 338 8165)

Experience Type: Student Teaching, Full-time

It is **OK** to contact this employer

Green Mountain Derby Dames

Jul 2014 - Aug 2014

Jr Derby Instructor

Essex Junction

During the Green Mountain Roller Derby's Junior Derby Summer Camp during 2014 I helped out as a volunteer instructor. We helped the girls (ages 9-17) with both fine and gross motor skills that are crucial to skating. The girls learn must pass their 'Basic Skills' before they can on to the excitement of the 'hitting drills'. We assist the girls in learning all of their stops, skating forwards and backwards, and the basic crossovers. We also work with the girls off-skates to promote team building off the track.

Reason for leaving: Junior Derby camp is a seasonal event, I can't wait to help out this year!

Supervisor: Mitzi Blake (802-233-3095)

Experience Type: Other, Summer

Please **do not** contact this employer

Saba Jack Animal Assisted Therapy

Jun 2010 - Aug 2010

Instructor's Assistant

Jerusalem, Israel

I volunteered at Saba Jack to work with mentally and physically disabled Arab and Israeli children. The issues amongst the students ranged from behavioral issues to multiple sclerosis, muscular dystrophy, and visual and hearing impairments.

I had the honor of working with these children both on and off of horseback. On horseback I was a 'sidewalker' I was an instructor who assisted from the side of the horse to ensure that the student was able to participate without disrupting their balance in the saddle. Our therapeutic riding sessions help students improve muscle tone, balance, and motor coordination, along with increasing their self confidence.

Outside of the arena, the students continued to work with therapeutic animals on site and benefit from one on one time with them. The students who were physically able had the opportunity to help out on the farm. They participated in everything from cleaning stalls, to feeding the horses at dinner time. This gave the students an increased feeling of independence and confidence around the animals.

Reason for leaving: When my volunteer period had finished I was offered an extension by the staff of Saba Jack as a result of my hard work an the stable. I gladly accepted and stayed on for another month.

Unfortunately at the end of August I had to return to New York to resume studying at Hofstra University.

Supervisor: Hanna Gabbai (n/a)

Experience Type: Other, Full-time

It is **OK** to contact this employer

Temple Beth El Hebrew School

Aug 2003 - Jul 2006

Teacher's Aid

Portland, Maine

During my time working as a teacher's aid for Temple Beth El, I played a number of roles in the classroom. With the younger students, I was crucial to the flow of the daily plan, facilitating the teacher with students who were lagging behind or required extra help. This allowed the teacher to focus on the progression of the lesson plan. As an aid I would take the students to and from their activities outside the classroom while the teacher typically stayed behind to arrange the next lesson.

With the older classes I was more integrated into the actual teaching of the lessons. Because I was already able to read and write in Hebrew my primary job was to assist the students who were struggling with the new alphabet. I often helped students who struggled with reading, writing, pronunciation, and basic translation.

Reason for leaving: I stopped working for the Hebrew school directly before applying to colleges.

Unfortunately with so much already on my plate during that year I was unable to continue my work at Temple Beth El Hebrew School.

Supervisor: Avis Smith ((207) 774-2649)

Experience Type: Student Teaching, Part-time

It is **OK** to contact this employer

Roller Derby and Miriam

"The mission of Green Mountain Roller Derby is to empower women personally and athletically through the sport of roller derby. As a skater-owned and operated organization, it is our intention to hold ourselves to the highest standards of respect and sportswoman-ship on and off the track, uphold the rules and values of the Women's Flat Track Derby Association, and to be a positive force in our community."

- Green Mountain Roller Derby Manta

Three nights a week, I spend two to four hours in an intensive roller derby practice. We work on endurance and hitting drills along with pack awareness and of course, our weekly scrimmage. Green Mountain Roller Derby is committed to community service and raising awareness for a multitude of issues that affect not only women but the community we live, work, and skate in.

Because we are a business that is both skater owned and skater operated we all must fulfill a specific amount of off-track work hours each month. These present themselves in both business work for the league, and community service work for our hometowns. In the past we have volunteered for Girls on the Run, The Color Run, local fairs, parades, large community events such as the Women's Expo. We work hand in hand with wonderful non-profits and have raised over \$20,000 since 2007. This has benefited many Vermont organizations including Save Our Strays, King Street Youth Center, VT Children's Hospital, Women's Rape Crisis Center, Outright Vermont, and Vermont Works for Women.

We also have a hand in teaching Vermont's youth through our Junior Roller Derby program, The Minor Catastrophes. Both seasonal sessions and summer programs are available through Essex Parks and Recreation. We work with girls all over Vermont to teach them the basic skills of Roller Derby and these girls get to exhibit their new found skills at half time during Green Mountain Roller Derby bouts during the year. These programs help these young women learn confidence and leadership skills which will be integral to their success

later in life. If the participants choose to continue with the program up to 18, we happily invite them to join Vermont's Premiere WFTDA League. Working with the Derby Dames has connected me not only to other women but also to the Vermont Community, and once again to teaching.

BARRE UNIFIED UNION SCHOOL DISTRICT

NEW HIRE NOTIFICATION FORM

Complete and Submit to the Central Office
(please submit via email to hr@buusd.org)

Date Received by Central Office:

To be Completed by Hiring Administrator: (please leave notes for Central Office on the back page)

Name: Kaitlyn Lafaille Location: BTMES

Submission Date: 4/27/21 Administrator Action/Checklist Complete: ☒ Y ☐ N

Position: PE Teacher Grade (If Applicable): 6-8

Endorsement (If Applicable): ☐ Hourly-Non Exempt ☒ Salary-Exempt

Hours Per Day: 7.5 Scheduled Hours: 7:15 a.m. to 2:45 p.m.

Account Code: 101-1020-51-11-0-1109-51110

Replacement? ☒ Y ☐ N

If Yes, For Whom? Marcus Holmes Salary Rate: \$ 39,530.00

Administrator Approval: [Signature] Signature Date: 4.27.21

REVERSE SIDE: Complete the New Hire Checklist prior to emailing candidate packet for Superintendent review.

For Central Office Use Only:

Contract Complete Date Offer Letter Complete Date DOH

Total Years of Experience: 0 Step: BA 1 Salary Placement: \$ 39,530

Hourly Rate: \$ Salary Rate: \$ Seniority Date:

Contract Type: ☒ Teacher ☐ Para ☐ Replacement ☐ Interim ☐ Offer/Non-Contracted Letters
☐ AFSCME ☐ N/A

Days Per Year: 190 Salary: \$ 39,530 Contract Days: 190

Teacher: AOE Endorsement: ☐ YES ☒ NO

If No, Required: ☐ Provisional ☐ Emergency ☐ Apprenticeship

Para-Educator: Associates Degree ☐ YES ☐ NO (If NO) → ParaPro ☐ YES has passed ParaPro
☐ NO will need to take ParaPro

[Signature]

Superintendent and/or HR Director Approval Signature

4/28/21

Date

Kaitlyn Lafaille

76 Whetstone DR apt 5 Northfield, Vermont 05663
8024618981 k.lafaille22@gmail.com

Education

University of Vermont

Burlington, Vermont

College Coursework - no degree

Major: Physical Education, **Minor:** Special education

GPA: 3.220

Attended January 2019 to May 2021 (*expected completion*)

Transcript

(56KB)

Northfield Middle High School

Northfield, Vermont

GPA: 3.330

Graduated June 2017

Degree conferred June 2017

Experience

Waterbury Recreation

Jun 2020 - Present

Camp Counselor

Waterbury, Vermont

A lead camp counselor for nine weeks during the summer of 2020. Responsible for planning safe, fun, and age-appropriate activities for my middle school group. Along with managing the camper's behaviors, keeping each camper safe, and communicating with parents. Also, helped run "The Waterbury Rec. Academy," which has been a place for students to attend during remote days of school. This involved helping students manage zoom classes and online work, help and teach students online work, and provide a safe, and fun learning environment.

Reason for leaving: I will continue to work there through the remaining part of the school year and through the summer of 2021.

Supervisor: Nick Nadeau (8027309327)

Experience Type: Other, Summer

It is **OK** to contact this employer

Burlington After School Program

Aug 2019 - Mar 2020

After school staff

Burlington Vermont

For the after school program, I was in charge of watching students during recess time, ensuring their safety as well as running a class for each day I worked. During these classes I was in charge of my group of students, ensuring that they remain safe, and were having fun. The classes I ran ranged from a basketball class to a physical activity class that focused on age-appropriate games for each class.

Reason for leaving: I stopped working in March of 2020 as schools shut down due to COVID-19 and did not return this year as I did not move back to Burlington.

Supervisor: Linsey Hamblet ((802) 316-1153)

Experience Type: Other, After school/Evening

It is **OK** to contact this employer

Lotus Lake Camp

Jun 2019 - Aug 2019

Camp Counselor
Williamstown Vermont

Working at Lotus Lake entailed normal summer camp counselor duties. This included being in charge of a group, ensuring their safety, whereabouts, and leading them on hikes. I was also in charge of active games, meaning I was responsible for running physical activities for every age group from six-year-olds to twelve-year-olds.

Reason for leaving: Found a new job in the summer of 2020 (this past summer) as Lotus Lake was not running due to the COVID-19 pandemic.

Supervisor: Beth Allen ((802) 433-5451)

Experience Type: Other, Summer

It is **OK** to contact this employer

VHCB AmeriCorps

Jun 2018 - Aug 2018

Youth Program Coordinator
Barre, Vermont

I worked as an AmeriCorps service member to co-run a youth summer program at the Highgate apartments in Barre Vermont. The Highgate apartments are low-income housing in central Vermont, and during the summer of 2018, I co-ran a program at the apartments for the kids who lived there. This involved planning fun, age-appropriate activities for the kids, communicating with the residents who lived there and doing community outreach programs for the kids.

Reason for leaving: Doug Hemmings who was the supervisor of the program passed away, therefore the program was no longer going to run.

Supervisor: Doug Hemmings (802.828.3250)

Experience Type: Other, Summer

It is **OK** to contact this employer

RISE Basketball Camp

Jul 2016 - Jul 2017

Camp Counselor
Norwich University

For part of the summers of 2016 and 2017, I was a counselor at the RISE basketball camp at Norwich University. I was responsible for planning and implementing basketball activities for the campers, as well as ensuring the safety of all the campers.

Supervisor: Paul Booth (802-485-2239)

Experience Type: Other, Summer

It is **OK** to contact this employer

Volunteer services

- At Saint Joseph's College of Maine worked with a group of students with a variety of different disabilities to help teach them how to swim, and help keep them active, and give them the ability to swim during their school day.
- Volunteered to help run youth basketball clinics for the Northfield youth basketball program
- Volunteered as a ref for youth basketball games for the Northfield youth basketball program

Trainings

- Restorative Practices training through the Burlington School district
- Nurturing Healthy Sexual Development training through the Burlington School district
- Stop the Bleed Training through the Burlington School district

BARRE UNIFIED UNION SCHOOL DISTRICT

NEW HIRE NOTIFICATION FORM

Complete and Submit to the Central Office
(please submit via email to hr@buusd.org)

Date Received by Central Office:

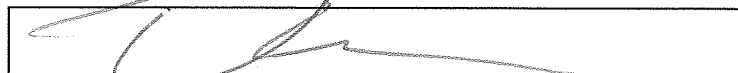
To be Completed by Hiring Administrator: (please leave notes for Central Office on the back page)

Name:	KIMBERLY HIRSCHBERG	Location:	BCEMS starting 21-22
Submission Date:	4/20/21	Administrator Action/Checklist Complete:	<input checked="" type="checkbox"/> Y <input type="checkbox"/> N
Position:	SPECIAL EDUCATOR	Grade (If Applicable):	* MIDDLE *
Endorsement (If Applicable):	<input type="text"/>	<input type="checkbox"/> Hourly-Non Exempt	<input checked="" type="checkbox"/> Salary-Exempt
Hours Per Day:	<input type="text"/>	Scheduled Hours:	<input type="text"/> a.m. to <input type="text"/> p.m.
Account Code:	101-3097-51-21-0-1201-51110		
Replacement?	<input checked="" type="checkbox"/> Y <input type="checkbox"/> N		
If Yes, For Whom?	Annie Brown	Salary Rate:	\$ 39,530.00
Administrator Approval:	Stacy Anderson	Signature Date:	4/20/21

REVERSE SIDE: Complete the New Hire Checklist prior to emailing candidate packet for Superintendent review.

For Central Office Use Only:

Contract Complete Date	<input type="text"/>	Offer Letter Complete Date	<input type="text"/>	DOH	<input type="text"/>
Total Years of Experience:	15	Step:	MA 15 step 13	Salary Placement:	\$ 67,992
Hourly Rate:	\$ <input type="text"/>	Salary Rate:	\$ <input type="text"/>	Seniority Date:	<input type="text"/>
Contract Type:	<input checked="" type="checkbox"/> Teacher <input type="checkbox"/> Para <input type="checkbox"/> Replacement <input type="checkbox"/> Interim <input type="checkbox"/> Offer/Non-Contracted Letters <input type="checkbox"/> AFSCME <input type="checkbox"/> N/A				
Days Per Year:	190	Salary:	\$ 67,992	Contract Days:	190
Teacher: AOE Endorsement:	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO				
If No, Required:	<input type="checkbox"/> Provisional <input type="checkbox"/> Emergency <input type="checkbox"/> Apprenticeship				
Para-Educator: Associates Degree	<input type="checkbox"/> YES <input type="checkbox"/> NO (If NO) → ParaPro <input type="checkbox"/> YES has passed ParaPro <input type="checkbox"/> NO will need to take ParaPro				



Superintendent Approval Signature

4/28/21

Date

Kimberly Hirschberg

20 W. Canal St. , Apt 215 Winooski, Vermont 05404
(802)503-4534 kimberlyhirschberg@gmail.com

Education

Castleton State College

Castleton, Vermont
Graduate Coursework

Major: N/A

GPA: 4.000

Credit Hours: 3

Attended February 2021 to May 2021 (*expected completion*)

Transcript

(18KB)

Gordon College

Wenham, Massachusetts
Graduate Coursework

Major: N/A

GPA: 4.000

Credit Hours: 3

Attended September 2020 to March 2021

Transcript

(34KB)

Castleton State College

Castleton, Vermont
Graduate Coursework

Major: N/A

GPA: 4.000

Credit Hours: 3

Attended August 2020 to December 2020

Degree conferred December 2020

Transcript

(31KB)

Saint Joseph's University

Philadelphia, Pennsylvania
Graduate Coursework

Major: Applied Behavior Analysis

GPA: 4.000

Credit Hours: 6

Attended September 2019 to January 2020

Transcript

(115KB)

Touro College

New York, New York
Master of Science

Major: General and Special Education Grades 1-6

GPA: 3.750

Credit Hours: 36

Graduated June 2012

Degree conferred June 2012

Transcript

(included)

Susquehanna University

Selinsgrove, Pennsylvania

Transcript

(325KB)

Bachelor of Arts
Major: Psychology
Graduated May 2006
Degree conferred May 2006

Experience

St. Alban's City School
Special Educator
St. Alban's , VT

Jan 2015 - Present

Supervisor: Joanne Wells (527-0565)
Experience Type: Public School, Full-time
It is **OK** to contact this employer

Rebecca School
Community and Staff Educator
NY, NY

Sep 2006 - Jan 2015

- Facilitates the use of the Developmental, Individual difference, Relationship-based model (DIR®/Floortime™) between staff, parents, and individuals with Developmental Delays including Autism.
- Promotes the use of DIR®/Floortime™ through public speaking engagements and presentations.
- Aids in the organization and training of prospective employees, volunteers, students, and interns.
- Supervises 40 teacher's assistants in small groups at least once a week and on an as needed basis.
- Supervises and coordinates volunteers in the classrooms and related departments.

Reason for leaving: I would like to relocate to Vermont.
Supervisor: Dr. Gil Tippy ((212)810-4120)
Experience Type: Independent School, Full-time
It is **OK** to contact this employer

Special Interests

I am also interested in music, singing, and dancing, and humor. These interests always tend to find a way into my work with students.

BARRE UNIFIED UNION SCHOOL DISTRICT

NEW HIRE NOTIFICATION FORM

Complete and Submit to the Central Office
(please submit via email to hr@buusd.org)

Date Received by Central Office:

To be Completed by Hiring Administrator: (please leave notes for Central Office on the back page)

Name: Location:

Submission Date: Administrator Action/Checklist Complete: ☒ Y ☐ N

Position: Grade (If Applicable):

Endorsement (If Applicable): ☐ Hourly-Non Exempt ☐ Salary-Exempt

Hours Per Day: Scheduled Hours: a.m. to p.m.

Account Code:

Replacement? ☒ Y ☐ N

If Yes, For Whom? Salary Rate: \$

Administrator Approval: Signature Date:

REVERSE SIDE: Complete the New Hire Checklist prior to emailing candidate packet for Superintendent review.

For Central Office Use Only:

Contract Complete Date Offer Letter Complete Date DOH

Total Years of Experience: Step: Salary Placement: \$

Hourly Rate: \$ Salary Rate: \$ Seniority Date:

Contract Type: ☒ Teacher ☐ Para ☐ Replacement ☐ Interim ☐ Offer/Non-Contracted Letters
☐ AFSCME ☐ N/A

Days Per Year: Salary: \$ Contract Days:

Teacher: AOE Endorsement: ☐ YES ☒ NO *pending graduation May 2021*

If No, Required: ☒ Provisional ☐ Emergency ☐ Apprenticeship

Para-Educator: Associates Degree ☐ YES ☐ NO (If NO) → ParaPro ☐ YES has passed ParaPro
☐ NO will need to take ParaPro



Superintendent Approval Signature

4/28/21

Date

Peter Solomon Maurice

165 Osborne Road Barre, Vermont 05641
8024760699 petermaurice16@gmail.com

Education

Northern Vermont University - Lyndon

Lyndonville, Vermont

Bachelor of Arts

Major: Elementary Education

GPA: 3.500

Attended August 2017 to May 2021 (*expected completion*)

Degree conferred May 2021

Transcript

(48KB)

Northern Vermont University - Lyndon

Lyndonville, Vermont

Bachelor of Arts

Major: Special Education

GPA: 3.500

Attended August 2017 to May 2021 (*expected completion*)

Degree conferred May 2021

Spaulding High School

Barre, Vermont

GPA: 3.000

Attended August 2013 to June 2017

Degree conferred June 2017

Experience

Lyndon Town School

Jan 2021 - Jun 2021

Student Teacher

Lyndonville, Vermont

I am currently working in a fifth-grade classroom as a humanities teacher. I work with three different fifth-grade classes, teaching social studies and literacy. I will begin working with the special education teacher starting in May and ending in June.

Experience:

Worked with fifth-grade humanities teacher to design lesson plans and coordinate activities for humanities classes, consistently noting successful ideas and identifying areas for improvement.

Designed humanities lessons using various teaching methods and modern classroom technologies such as Google Classroom.

Supported the lead teacher in daily tasks such as individual student conferences, leading reading groups, and positive behavioral management.

Observed and supported classroom teacher during parent-teacher conferences

Delivered personalized educational, behavioral and emotional support to individual students to enable positive learning outcomes.

Pursued every opportunity to grow abilities and take on increasing responsibility.

Integrated new behavioral management strategies such as positive behavioral interventions and supports, as well as restorative classroom management.

Provided group teaching in a classroom setting, as well as individual student support.

Worked with the classroom teacher to learn about current standards and best practices

Supervisor: Dakota Fournier ((802) 626-3209)

Experience Type: Student Teaching, Full-time

It is **OK** to contact this employer

Girl Scouts of Western and Central Massachusetts

Jun 2018 - Aug 2018

Arts and Crafts Counselor

Harvard, MA

Experience:

Worked with and was responsible for children ages five through fifteen.

Implemented camp activities fostering physical, social, and emotional growth.

Developed team-building activities for all ages.

Organized and guided group activities by leading, coaching, and participating with campers.

Supported children by actively listening and offering encouragement.

Managed workshop space and art supply inventory.

Taught arts and crafts lessons that focused on developing organizational skills, collaboration, and gross and fine motor skills.

Collaborated with colleagues on scheduling, developing activities and lessons.

Engaged children through creativity and imagination.

Supervisor: Elizabeth Gordon-Hughes (413-584-2602)

Experience Type: Other, Summer

It is **OK** to contact this employer

Interests and Awards.

I really enjoy reading fiction. When I was in high school, I received an award for checking out the most books in the school library. I checked out over 600 books throughout my four years in high school. I also enjoy drawing and was recognized by my art teacher and given a 400 dollar scholarship based on my passion for drawing. I also enjoy socializing and meeting new people. In high school, I received the "Robert M. Burdett Memorial Award" my freshman year and my sophomore year. This award is given to students that exemplify overall growth and citizenship.

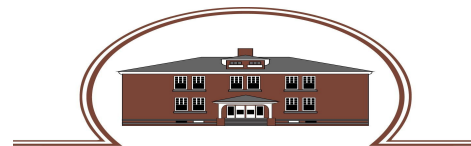
In college, I have made the Dean's List at least five times.

Item to be added at the meeting for Action.

Barre Unified Union School District

120 Ayers Street, Barre, VT 05641 • www.buusd.org • Phone: 802-476-5011 • Fax: 802-476-4944 or 802-477-1132

Barre City Elementary & Middle School • Barre Town Middle & Elementary School • Spaulding High School • Central Vermont Career Center



Doing whatever it takes to ensure success for every child.

David Wells, M.Ed. - Superintendent of Schools

Mary Ellen Simmons, Ed.D. – Asst. Superintendent of Instruction

Stacy Anderson, M.Ed. - Director of Special Services

Lauren May, M.Ed. – Director of Early Education

Josh Allen – Communications Specialist

Lisa Perreault, SFO - Business Manager

Carol Marold – Director of Human Resources

Emmanuel Ajanma, MAT – Director of Technology

Jamie Evan – Director of Facilities

Annette Rhoades, M.Ed., CAGS – Asst. Director of Special Services

Jon Strazza, MS.Ed. – Asst. Director of Special Services

Rebecca Webb, M.Ed. – Act 166 Regional Coordinator

April 29, 2021

Secretary Daniel French
Vermont Agency of Education
1 National Life Drive, Davis 5
Montpelier, VT 05620-2501

Dear Secretary French:

I write this letter on behalf of the Barre Unified Union School District to request permission to begin a search for a new superintendent. David Wells, our current superintendent, has announced that he will be leaving the position as of June 31, 2021

Thank you in advance for your attention in this matter.

Sincerely,

Sonya Spaulding
Board Chair, Barre Unified Union School District

BUUSD Belief Statements

We believe that:

- *Students matter*
- *Staff matter*
- *Students and staff are invaluable to the community*
- *All students and staff deserve a learning environment that fosters physical and emotional health*
- *All staff deserve deep investments in training, professional development, and support*
- *Environmental stewardship is a responsibility for all*
- *The delivery of education resources should be student-focused to maintain a culture where every student can achieve*
- *Every student has different needs and their needs should be met no matter where they are from or which school they attend*
- *Students are most successful when there is mutual respect and active collaboration between students, teachers, families, and the community*
- *Educators and families together inspire students to confidently advocate for and design growth experiences that help them define who they are and where they are headed as adults*

- *Students should learn transferable skills that enable them to become creative and resilient thinkers, to sustain their own sense of purpose and life path, and to balance academic and social emotional growth*

School District Vision

Definition of vision: A vision statement focuses on tomorrow and what an organization wants to ultimately become.

BUUSD Vision

A rock solid education for a lifetime of discovery

School District Mission

Your mission drives the organization. It is what you do/the core of the business, and from it come the objectives and finally, what it takes to reach those objectives. It also shapes your organization's culture.

BUUSD Mission

To craft a community of wonder that empowers student voice and exploration through education, character development, and perseverance, so our students can take on the world's greatest challenges

BUUSD Strategic Plan Goal Matrix

Legend:

Board Role - Red

Superintendent's Role - Green

Other Roles - Black

Existing District Initiatives - Brown

New District Initiatives - Blue

New Budget Funds - Pink

Low Priority Goals - Orange

High Priority Goals - Purple

Equitable Access to Learning Resources					
<i>Goal</i>	<i>Action Step</i>	<i>Benchmarks</i>	<i>Implementation Timeline</i>	<i>Responsible for Monitoring Progress</i>	<i>Fund Source</i>
Close student learning gaps by addressing poverty, race, and gender learning barriers	Disaggregate student achievement data for poverty, race, and gender differences and focus on delivery of Social Emotional, Universal Design, and Education Support Team resources to reduce assessment score differences	Professional Learning Groups monitor student achievement progress on state and local assessments and reduce annual growth in student achievement gaps by 5% per year (SBAC, PNOA, Math Lab, Fountas and Pinnell, Star 360)	Principals, Superintendent & Curriculum Com. 3x per year Fall - 2021 School Board - Annually	Principals Superintendent School Board	School Budget Covid Funds

	Research cost/benefit analysis for providing transportation to all students for academic and co-curricular activities	Use bus routing software to analyze the most efficient way to integrate high school bus routes and integrate high school and middle school co-curricular activities	Research - Fall, 2021 Implement - Fall 2022	Business Manager	School Budget Covid Funds
	Research cost/benefit analysis for providing local field trip transportation funds	Establish grade level sequence of field trips to access Barre learning resources like the Granite Museum, Opera House, History Museum...	Spring, 2022	Business Manager	School Budget
Ensure all students and staff have access to learning resources	Continue PK-12 and grade level curriculum alignment and ensure continuity between all classrooms and schools	Align with staff development plan to meet goal	Begin - 2021 Complete elem by 2022 Complete MS by 2023 Complete HS by 2024	Superintendent	School Budget
	Analyze school staffing, schedules, and budgets to ensure equity across the District			Assistant Superintendent	School Budget
	Assess curriculum to address inclusion, equity, poverty, disability, social emotional learning, gender, and racial justice issues	Complete Equity, Inclusion and Racial Justice Task Force policy development work Update and adopt Board Policy and Administrative Procedures	2021 Fall - 2021	Assistant Superintendent School Board	Covid Funds

	<p>Assess student/computer ratio and conduct analysis to provide system for updating computer utilization for each student, PK - 12</p>	<p>Develop multi-year Total Cost of Operation (TCO), which includes hardware purchase, training, and maintenance expense. Include funding needs in a three year budget projection cycle</p> <p>Align with staff development plan to meet goal</p> <p>Help families access affordable internet resources</p> <p>Continue to update technology infrastructure</p> <p>Provide family training for home computer use</p>	<p>Fall - 2021</p> <p>2021 - 2026</p> <p>2021 - 2026</p> <p>2021 - 2022</p> <p>2021</p> <p>2022</p>	<p>Technology Director and Business Manager</p> <p>Assistant Superintendent</p> <p>Technology Director and Principals</p> <p>Partner with Government Agencies</p>	<p>School Budget</p> <p>Covid Funds</p> <p>Possible legislative remedy</p> <p>Covid Funds</p>
Communications and Relationship Building					
<i>Goal</i>	<i>Action Step</i>	<i>Benchmarks</i>	<i>Implementation Timeline</i>	<i>Responsible for Monitoring Progress</i>	<i>Fund Source</i>

Improve communications between families and schools	Survey teachers and families to determine preferred two-way communications systems	<p>Work with administrators and teachers to develop and coordinate monthly targeted communications with families</p> <p>Track family engagement</p>	Fall - 2021	Communications Director	School Budget
	<p>Provide training for teachers and families on effective ways to utilize either the current or a new Learning Management System (LMS) Infinite Campus</p>	<p>Provide training for teachers and families to electronically access child's progress</p> <p>Help parent understand PBL standards and other achievement</p> <p>Teachers provide feedback to students and families on student work</p> <p>Show student work on LMS so families can monitor student learning progress</p> <p>Incorporate family access to Google Classrooms and other communication systems to expand family partnerships network</p>	Winter - 2022	Principals	<p>School Budget</p> <p>Possible Covid Funds</p>

Explore branding options for the District	<p>Research District name change rules, articles of agreement and with the Agency of Education</p> <p>Research process of name change and implications for the work of the Business Office, Grants, vendors, etc...</p> <p>Create a task force to study possible new District name and identity branding themes</p>	Seek advice from Tech Center staff on their branding process. Explore options for working with a branding consultant. Research availability of possible local businesses with branding expertise that might donate resources	Winter - 2023	<p>Communications Director</p> <p>Business Manager</p>	<p>Possible Covid Funds</p> <p>School Budget</p>
Engage families and community about curriculum goals and student learning outcomes	<p>Help students understand the how and why of standards based learning</p> <p>Create student advisory to meet with principals and central office administrators to solicit feedback on Proficiency-based Learning process</p> <p>Build partnerships that both welcome community into our schools and engage students with community partners</p>	<p>Conduct periodic student and family surveys</p> <p>Host public meetings and open houses to address goals of standards-based learning system</p> <p>Schedule presentation at School Board meeting</p> <p>Research variety of information sharing systems to provide outreach to the broader community</p>	<p>Start 2021</p> <p>Continue through 2026</p> <p>Annual</p> <p>Ongoing</p>	<p>Principals</p> <p>Director of Communication</p> <p>School Board</p>	<p>School Budget</p> <p>Title I Funds</p>

	<p>Hold family meetings annually for community information</p> <p>Ongoing family nights to support the use of the curriculum used in the classrooms</p>				
Curriculum and Career Pathways					
<i>Goal</i>	<i>Action Step</i>	<i>Benchmarks</i>	<i>Implementation Timeline</i>	<i>Responsible for Monitoring Progress</i>	<i>Fund Source</i>
Implement Multiple Modes of instruction to reach all levels of students (Ex: Universal Design for Learning (UDL)) in all classrooms	Provide learning resources that meet diverse student learning needs	Align with staff and administrative development plan to meet goal	Start in 2022 Complete in 2023 Include in ongoing staff development plan	Assistant Superintendent Principals	School Budget
Expand alternative pathways to graduation	Identify proficiency-based standards graduation requirements	Assess current baseline. Increase number of alternate pathway graduates by 5% annually	Summer, 2022	Assistant Superintendent HS Principal	School Budget

Complete detailed assessment framework	Clearly articulate all student assessments in each content area and grade level to inform learning practices	Professional Learning Groups assess all curricular areas during monthly data meetings. Weekly staff meetings focus work on equity, social emotional learning. Coordinate assessment work with Improving Student Learning Team (ISL) between teachers, administrators and curriculum leaders Identify students in need Periodic Board monitoring reports	Start Fall - 2021 Complete Fall - 2022 Ongoing and formally 3x per Year Annual	MTSS Coordinator Assistant Superintendent School Board	Covid Funds School Budget
Create clear scope and sequence aligned curriculum	Articulate curriculum with proficiency standards and learning progressions, PK-12 Revise school schedules at all levels to allow for true implementation of Proficiency Based Learning/Standards Based Grading and Personalized Learning Plans. Incorporate times for retesting/reteaching and personal exploration	Post on websites Communicated through online student, teacher, and family handbooks School Board Reports at Board Curriculum Committee	2021 and complete through 2023	Assistant Superintendent Principals School Board	School Budget

	for students.				
All students by the end of grade three meet or exceed learning standards in math and literacy	Provide intervention services for students behind grade level by both the general education teacher plus additional supports if needed	Assess grade level learning and determine what additional interventions need to be implemented	2021 - 2026	MTSS Coordinator Interventionists Principals	School Budget Covid funds
Create Personal Learning Plan (PLP) for all students in grades 7-12	Implement Personal Learning Plans for each grade 7-12 student, outlining goals, assessments, and career exploration resources	Students and families to establish individual goals based on personal, academic, and career interests	Annually 2023 - 2026	Guidance Office and Advisors	School Budget
Include in the curriculum exposure for middle and high school students to age appropriate career clusters	Work with the Career Center to create middle and high school career exploratory experiences for middle and high school students MS Guidance exposure...	Align with middle and high school students Personal Learning Plan goal needs	Spring - 2023	Guidance Office and Advisors Technical Center Assistant Director Principals/Guidance	School Budget

Provide summer academic and recreation services for students	Create an implementation plan for student summer academic and recreation services K-12	Contract with the YMCA to operate summer academic and recreational camps with a focus on social emotional learning, school-based academic, intervention, high school recovery, and provide meal services for 200 students	Summer, 2021	YMCA Coordinator	Covid Funds
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Student Wellness					
<i>Goal</i>	<i>Action Step</i>	<i>Benchmarks</i>	<i>Implementation Timeline</i>	<i>Responsible for Monitoring Progress</i>	<i>Fund Source</i>
Align social emotional learning resources for students across all grades	Align both Positive Interventions and Behavioral Supports (PBIS) and Responsive Classrooms in elementary, Developmental Design at middle level, and Restorative practices in the high school	Employee skill building integrated within the staff development plan. Staff workshops and courses correspond to program implementation timelines	Fall - 2023	Principals Assistant Superintendent	School Budget and Covid Funds

Staff acquire skills and resources to support the diverse academic and social learning needs of all students	Ensure all teachers, staff, and administrators receive ongoing trauma informed training	Employee skill building integrated within the staff development plan. Staff workshops and courses correspond to program implementation timelines	Fall - 2022	Special Services Director Assistant Superintendent	School Budget
	Continue to build student Social Emotional Learning (SEL) capacity	Assess current student behavior referrals and reduce behavior referrals by 5% annually	2021 - 2026	Special Services Director Assistant Superintendent	School Budget
Focus on student wellness issues that include physical activity and nutrition	<p>Develop school schedules that provide teachers with the structure and flexibility to integrate age-appropriate wellness breaks for students PK-12</p> <p>Ensure all students have access to a diverse array of co-curricular and club activities</p> <p>Continue gains in providing students with nutritious school meals</p>	<p>Employee skill building integrated within the staff development plan. Staff workshops and courses correspond to program implementation timelines</p> <p>Food service director work with a nutritionist to ensure meals are healthy</p> <p>Food service director work with local food network</p>	Fall - 2021	Physical Education Teachers Nurses Health Teachers Food Service Director	School Budget

Assess school culture and climate from student, teacher, and parent perspectives	Conduct school culture and climate survey that focuses on student aspirations and voice in the school setting	<p>Possible resources - Quaglia Institute Student, Parent, and Teacher Voice and Aspirations surveys: https://quagliainstitute.org/services/common-services-and-products-quaglia-school-voice-surveys-and-pd</p> <p>Use survey data to inform school policy and instructional decisions</p>	Fall, 2023	Superintendent	<p>Covid Funds</p> <p>School Budget</p>
Student Engagement in Learning					
<i>Goal</i>	<i>Action Step</i>	<i>Benchmarks</i>	<i>Timeline</i>	<i>Who is Responsible for Monitoring Progress</i>	<i>Additional Funds Needed and Source(s)</i>
Create integrated interdisciplinary units of learning	Teachers work in Professional Learning Groups to develop interdisciplinary learning units	Show 5% annual growth in local and state student assessment results	Start in 2021 through 2026	Teachers Principals	School Budget
Increase student ownership in accomplishing learning goals	<p>Continue executive functioning skill building for students</p> <p>Help students develop self confidence and</p>	Identify current baseline trend and increase student attendance and graduation rates by 5% per year	Start in 2021 through 2026	Teachers Principals	School Budget

	perseverance skills				
Expand student critical thinking skills	Help students develop information gathering skills that separate fact from fiction	Increase student problem solving assessment data in writing, allied arts, science...	Start in 2021 through 2025	Teachers Principals	School Budget
Develop MTSS initiative	Hire MTSS Coordinator to act as Recovery Plan Coordinator	Identify current baseline trend and decrease learning gaps for identified groups by 5% per year	Fall, 2021	AOE required MTSS Recovery Coordinator Special Services Director	COVID funds
	Incorporate MTSS staff training in District PD plan	Hire a Multi-tiered Systems of Support coordinator to align MTSS systems within and between schools	Fall - 2021	Special Services Director Assistant Superintendent	Covid funds