Bourne School Committee
Culture Sub Committee
July 15, 2013

Meeting called to order at 6:06pm in the Central Office conference room
Minutes accepted by consensus

Members Present: Matthew Stuck, Anne-Marie Siroonian, Heather DiPaolo
Others Present: Anne-Marie Strode, Thelma Mellon, Susan Quick, Maureen Fuller, Laurie Gilbert, Liza Barr, Paul Gately, Cyndy Beaudoin

2. **Define Bourne's School Identity**: Matt reviewed what we had discussed at the previous meeting by posing the question: What do we see as our identity? What do we want to get better at offering, what do we want for our kids? Welcoming community, smaller district, teachers work hard to connect with the students, teams, cooperative, familiar feel, community school, strive to improve and be innovative, progress, student centered, continuous improvement for student achievement, some unique offerings at middle and high school level, our job is to serve the community and we have the answers to meet the needs of our students at the highest level. Deep ties to this community and is a source of strength in our district. Decision making is becoming more collaborative.

3. **Review of Culture Survey:**
Student Feedback: Matt presented a summative of the student feedback. See attached summative. Strengths from student survey: response inconsistent but found a rhythm and could sort out BMS from BHS, team, collaborative, fun, problems get solved, not too many positives for BHS, teachers are helpful and focused on learning, look out for students, I have good relationships with my teachers, fine arts and extracurricular activists, thread of hope for change at the high school level. BMS improvement; bullying and distraction of behaviors, BHS improvements; inconsistent policies, bullying, favoritism, also did not feel were connected, lack of student voice, more communication desired, too many rules, want more respect. No complaints about seminar at the middle school. Desire to be challenged, internships, more focused on academics instead of sports.

Staff Feedback: some percentages didn't match the comments, teachers did not feel they had a voice as often as they would like and were not being heard, BHS; feelings of constantly watching their back, questioning students, guarded and cautious, equal percentage of feeling good as opposed to not feeling so good, release the results or any results come of it, collaboration. Concerning words, fear, retribution, disrespect, intimidation, happy with collaborative environment with CD teams and BBTLT, supportive of each other as a team but not consistent among other areas. "All stake holders are responsible for the climate." Opportunities to communicate but some were superficial, face to face discussion were replaced by e-mails, environment was welcoming but not as much at the high school. Majority of the system was on the right track.

Parent and Community survey results were distributed and will be reviewed at the next subcommittee meeting.

Discuss dress code: Cyndy presented on dress code proposal at the middle school level. Looking to standardize the dress code. Involve student council in the process, student groups, parent and community feedback, a tally system of information on how many infractions take place, draft plan/policy.

5. Better Understand Student Perspectives: table until next meeting

6. Discuss Future Objectives: What kind of outcomes do we want from the group? What kind of things can we do to improve district culture? What do we want to aspire to and how can we get there? What should this group be focusing on for outcomes and how do we get there?

Future Agenda Items:
Better Understand Student Perspective
Parent Survey summaries
Discuss Future Objectives

Next meeting date: August 19, 2013 at 6pm in central office