

**REGULAR MEETING OF RSU NO. 5 BOARD OF DIRECTORS
WEDNESDAY– SEPTEMBER 14, 2022
FREEPORT HIGH SCHOOL - CAFETERIA
6:30 P.M. REGULAR SESSION
AGENDA**

1. Call to Order:

The meeting was called to order at _____ p.m. by Chair Michelle Ritcheson

2. Attendance:

____ Colin Cheney
____ Candace deCsipkes
____ Jennifer Galletta
____ Susana Hancock
____ Kara Kaikini
____ Elisabeth Munsen

____ Jill Piker
____ Maura Pillsbury
____ Michelle Ritcheson
____ Valeria Steverlynck
____ Madelyn Vertenten
____ Piper Williams – Student Representative

3. Pledge of Allegiance:

4. Consideration of Minutes:

A. Consideration and approval of the Minutes of August 24, 2022 as presented barring any errors or omissions.

Motion: _____ 2nd: _____ Vote: _____

5. Adjustments to the Agenda:

6. Good News & Recognition:

A. Report from Board's Student Representative (10 Minutes)

7. Public Comments: (10 Minutes)

8. Reports from Superintendent:

A. Items for Information

1. Opening of School (10 Minutes)
2. Summer Professional Staff Hires and Resignations
3. School Safety Presentation (40 Minutes)

9. Administrator Reports:

NA

10. Board Comments and Committee Reports:

NA

11. Policy Review:

NA

12. Unfinished Business:

A. Strategic Plan Review (40 Minutes)

B. Consideration and approval of the RSU5 District Goals for 2022-2023. (5 Minutes)

Motion: _____ **2nd:** _____ **Vote:** _____

C. Board's Work Plan for 2022-2023

D. FY24 Budget Timeline

13. New Business:

NA

14. Personnel:

NA

15. Public Comments: (10 Minutes)

16. Executive Session:

A. Consideration and approval to enter into Executive Session as outlined in 1 M.R.S.A § 405(6)(A) for the purpose of discussing the Superintendent's evaluation.

Motion: _____ **2nd:** _____ **Vote:** _____

Time In _____ **Time Out** _____

17. Action as a Result of Executive Session:

NA

18. Adjournment:

Motion: _____ **2nd:** _____ **Vote:** _____ **Time:** _____

Item # 4.A.

**RSU No. 5 Board of Directors Meeting
Wednesday, August 24, 2022 – 4:00 p.m.
Harraseeket Inn – Merrymeeting Room
Meeting Minutes**

(NOTE: These Minutes are not official until approved by the Board of Directors. Such action, either to approve or amend and approve, is anticipated at the September 14, 2022 meeting).

1. CALLED TO ORDER:

Chair Michelle Ritcheson called the meeting to order at 4:12 p.m.

2. MEMBERS PRESENT: Colin Cheney, Candace deCsipkes, Jennifer Galletta, Susana Hancock, Elisabeth Munsen, Jill Piker, Michelle Ritcheson, Valeria Steverlynck, Madelyn Vertenten. There was no Student Representative in attendance

MEMBERS ABSENT: Kara Kaikini, Maura Pillsbury

3. PLEDGE OF ALLEGIANCE:

4. CONSIDERATION OF MINUTES:

A. VOTED: To approve the minutes of June 15, 2022 (Hancock – Vertenten) (9 – 0)

5. ADJUSTMENTS TO THE AGENDA:

Move Item #14 before Item #8

6. GOOD NEWS AND RECOGNITION:

None

7. PUBLIC COMMENT:

None

14. NEW BUSINESS:

A. VOTED: To authorize the Superintendent to hire an additional English for Speakers of Other Languages (ESOL) Teacher for the 2022-2023 school year. Funding for the teacher to come from new teacher savings in Article 1. (Vertenten - deCsipkes) (9 – 0)

B. VOTED: To authorize the Superintendent to hire an additional Resource Room Teacher at Morse Street School for the 2022-2023 school year. Funding for the teacher to come from unfilled Educational Technician positions. (Vertenten - Munsen) (9 – 0)

8. Workshop:

A. Board Retreat

9. REPORTS FROM SUPERINTENDENT:

None

10. ADMINISTRATOR REPORTS:

None

11. BOARD COMMENTS AND COMMITTEE REPORTS:

None

12. POLICY REVIEW:

NA

13. UNFINISHED BUSINESS:

None

15. PERSONNEL:

None

16. PUBLIC COMMENT:

None

17. ADJOURNMENT:

VOTED: To adjourn at 9:03 p.m. (Munsen – Galletta) (9 – 0)



Jean M. Skorapa, Superintendent of Schools

Summer Professional Staff Hires

Henri Moser, DCS Gifted and Talented Teacher
Luke Szymanski, DCS Art Teacher
Maura Wiggins, DCS Classroom Teacher
Philip Clifford, FMS Special Education Teacher
Holly Hinton, PES/MSS STEM Teacher
Haley Poston, FHS Math Teacher
Mara Dale, FHS Drama Teacher
Allison Barrett, MLS Classroom Teacher
Alondra Gonzalez Alarcon, MSS Classroom Teacher
Danielle Gauthier, PES/DCS PK-5 Literacy Strategist
Kelsey Donahue, MSS Special Education Teacher
Katelyn MacGregor, PES 2nd Grade Teacher

Summer Resignations

Tiffany Alden, DCS Ed Tech
Jill Pettengill, PES Administrative Secretary
Morgan Napolitano, DCS Food Service Assistant
Elizabeth Gifford, Adult Education HISET Instructor
Jenna Soucie, DCS Laugh and Learn
Caroline Baker, DCS Ed Tech
Doreen Flanagan, FMS Ed Tech
Meghan MacDonald, PES Ed Tech
Rodney Bastien, FMS Custodian
Rebecca Dugan, MSS Ed Tech
Natalie Safley, FHS Drama Teacher
Hannah Gottlieb, MSS Kindergarten Teacher
Kari Crosman, MSS/PES STEM Teacher
Thaley Donoghue, DCS Ed Tech
Tiffany Blanchard, FHS Custodian
Ginger Ivanov, FHS Ed Tech
Sara Holt, FMS Ed Tech

RSU 5 Strategic Plan Goals 2019-2026
(Board Adopted: 6/12/19; Updated 9/9/20; Updated___)

CLIMATE/CULTURE

Strategic Goal 1: All RSU 5 students experience a joyful learning climate that is safe, nurturing, and fosters curiosity.

Objective 1.1 Strengthen and align all social/emotional supports and systems to meet the needs of all learners in RSU 5.

Objective 1.2 Create multiple opportunities to ensure student voice is encouraged and strengthened at the classroom, school, and district levels.

Objective 1.3 Maximize student opportunities for physical movement and adequate breaks to allow students to refresh and recharge for learning.

Objective 1.4 Strengthen diversity, equity and inclusion practices.

TEACHING AND LEARNING

Strategic Goal 2: All RSU 5 students regularly engage in meaningful student centered learning*.

Objective 2.1 Review, research, and explore options for the implementation of student centered instructional practices.

Objective 2.2 Expand curricular and extra-curricular choices that respond to students' interests and needs.

Objective 2.3 Provide strong support for professional practices that foster collaboration and staff voice, and strengthen instruction to meet the needs of all learners.

Objective 2.4 Ensure that student growth is measured and communicated in meaningful ways and responds to stakeholder feedback.

Objective 2.5 Establish formalized systems for annual identification of goals for the improvement of student achievement.

SCHOOL-COMMUNITY RELATIONS

Strategic Goal 3: All RSU 5 school-parent-community partnerships are based on strong communication and active involvement to support student success.

Objective 3.1 Expand avenues used to proactively distribute information about RSU 5 schools and seek feedback from stakeholders about the schools.

Objective 3.2 Engage all RSU 5 learners in community-based learning both in the classroom and out in the community.

Objective 3.3 Encourage and support strong staff-parent partnerships to enhance student success.

FINANCE AND OPERATIONS

Strategic Goal 4: RSU 5 has well developed and refined finance, human resources, facilities, transportation, and food service systems to support the learning of all students.

Objective 4.1 Ensure that all staff and students have quality facilities to meet their needs.

Objective 4.2 Attract and retain highly effective staff.

Objective 4.3 Improve and assure student access to the highest quality school nutrition program.

Objective 4.4 Provide all students with transportation that supports their participation in curricular and extra-curricular programs.

Objective 4.5 Strengthen community engagement and support in short-and long-term financial planning.

Objective 4.6 Ensure that all facilities are operating efficiently and effectively.

Glossary:

Student Centered Learning Characteristics: *

As we are defining it, student centered learning includes the following characteristics:

- Active engagement
- Hands-on experiential learning
- Community-based
- Collaborative
- Personalized to meet learner needs
- Strong supports for learner success
- Learner voice/choice
- Learning at varied pacing
- Interdisciplinary

RSU5 Strategic Plan Support Document (2019-2026)

STRATEGIC GOAL 1: All RSU 5 students experience a joyful learning climate that is safe, nurturing, and fosters curiosity.

Objective 1.1 Strengthen and align all social/emotional supports and systems to meet the needs of all learners in RSU 5.

ACTION STRATEGIES What specific actions will be taken to achieve the goal?	RESOURCES NEEDED What financial & human resources are needed to do this work?	PERSON RESPONSIBLE Who will oversee the completion of this piece of the work?	COMPLETION DATE Estimated date for completion of this action step.	PROGRESS INDICATORS What is the evidence we would accept that this action has successfully been completed?
<p>1.1A Identify current existing practices and structures at all grade levels to assess their effectiveness.</p> <p>1.1B Identify gaps and/or needed improvements in practices/structures.</p> <p>1.1C Explore options for filling gaps and making improvements, including researching effective practices.</p> <p>1.1D Develop & recommend a plan to fill gaps and make improvements.</p> <p>1.1E Implement recommendations per details in the plan.</p> <p>1.1F Evaluate the effectiveness of improved or new practices/structures and adjust as necessary.</p>	<p>Staff time</p> <p>Possible travel</p> <p>Possible cost factors</p>	<p>Assistant Superintendent</p> <p>Lead Guidance Counselor</p> <p>1 Building Administrator</p>	<p>1.1A – D June 2020</p> <p>1.1E Begin implementation September 2020; completed May 2023</p> <p>1.1F May 2024</p>	<p>1.1 A&B Written documentation of existing practices/structures, strengths and weaknesses, and gaps in practice</p> <p>1.1C Written report on options considered for changing, adding or improving/ practices/structures</p> <p>1.1D Written recommendations to Superintendent</p> <p>1.1E Observation of new practices through a walkthrough, and/or survey</p> <p>1.1F Ongoing reports to Superintendent /Board about effectiveness of new practices</p>

STRATEGIC GOAL 1: All RSU 5 students experience a joyful learning climate that is safe, nurturing, and fosters curiosity.

OBJECTIVE 1.2 Create multiple opportunities to ensure student voice is encouraged and strengthened at the classroom, school, and district levels.

ACTION STRATEGIES What specific actions will be taken to achieve the goal?	RESOURCES NEEDED What financial & human resources are needed to do this work?	PERSON RESPONSIBLE Who will oversee the completion of this piece of the work?	COMPLETION DATE Estimated date for completion of this action step.	PROGRESS INDICATORS What is the evidence we would accept that this action has successfully been completed?
<p>1.2A Identify and assess the effectiveness of all currently existing opportunities for student voice at each school.</p> <p>1.2B Explore options at each school for increasing student voice, including researching best practices.</p> <p>1.2C Recommend practices/structures to increase student voice at all levels.</p> <p>1.2D Implement new practices and structures that increase student voice at all levels.</p> <p>1.2E Continuously evaluate and adjust as needed.</p>	<p>Staff time</p> <p>Possible travel to other schools outside of District</p>	<p>Principals at each school</p> <p>Student participation as appropriate</p>	<p>1.2A- C December 2021</p> <p>1.2D May 2022</p> <p>1.2E May 2023</p>	<p>1.2A Documentation of assessment of current student voice practices</p> <p>1.2B Minutes/notes of meetings to explore options for increased student voice</p> <p>1.2C Documentation of recommendations</p> <p>1.2D Observe and document new and revised practices by May 2022 including student input</p> <p>1.2E Ongoing reports to Supt/Board about effectiveness of new practices</p>

STRATEGIC GOAL 1: ALL RSU 5 students experience a joyful learning climate that is safe, nurturing, and fosters curiosity.

OBJECTIVE 1.3 Maximize student opportunities for physical movement and adequate breaks to allow students to refresh and recharge for learning.

ACTION STRATEGIES What specific actions will be taken to achieve the goal?	RESOURCES NEEDED What financial & human resources are needed to do this work?	PERSON RESPONSIBLE Who will oversee the completion of this piece of the work?	COMPLETION DATE Estimated date for completion of this action step.	PROGRESS INDICATORS What is the evidence we will accept that this action has successfully been completed?
<p>1.3A Identify and assess the effectiveness of all existing opportunities for physical movement/breaks at the classroom and school level.</p> <p>1.3B Explore/research effective practices in use in other schools with similar grade level spans.</p> <p>1.3C Identify areas in need of improvements and/or additional breaks.</p> <p>1.3D Make recommendations with stakeholder input to Superintendent for improvement in local practice that reflect research and suit the needs of the local school. Share ideas w/colleagues at similar grade level schools in the District.</p> <p>1.3E Implement recommendations as soon as practical.</p> <p>1.3F Evaluate new practices and adjust as needed.</p>	<p>Staff time and resources</p> <p>Possible travel to explore practices in other schools</p>	<p>Building principals at each level</p>	<p>1.3A - C May 2023</p> <p>1.3D May 2024</p> <p>1.3E September 2024</p> <p>1.3F May 2026</p>	<p>1.3 A - B Documentation of assessment process and results</p> <p>1.3C Documented summary of exploration and research findings</p> <p>1.3D Written record of recommendations to Superintendent</p> <p>1.3 E - F Survey students and staff regarding effectiveness of new practices. Ongoing reports to Superintendent/Board</p>

Board Approved Additional Objective: ALL RSU 5 students experience a joyful learning climate that is safe, nurturing, and fosters curiosity.

Objective 1.4 Strengthen diversity, equity and inclusion practices.

ACTION STRATEGIES What specific actions will be taken to achieve the goal?	RESOURCES NEEDED What financial & human resources are needed to do this work?	PERSON RESPONSIBLE Who will oversee the completion of this piece of the work?	COMPLETION DATE Estimated date for completion of this action step.	PROGRESS INDICATORS What is the evidence we will accept that this action has successfully been completed?
<p>1.4A Conduct a Diversity, Equity and Inclusion Audit through Mid-Atlantic Equity Consortium.</p> <p>1.4B Develop and recommend a plan for improvement based on audit recommendations.</p> <p>1.4C Revise policies related to Equity.</p> <p>1.4D.1 Begin to implement the recommendations per details of the plan.</p> <p>1.4D.2 Complete implementation of recommendations.</p> <p>1.4E Evaluate the effectiveness of implementation from recommendations.</p>	<p>Staff time</p> <p>\$50,000 over 2 years</p>	<p>Superintendent</p> <p>Assistant Superintendent</p> <p>All staff</p> <p>Student</p>	<p>1.4A -December 2021</p> <p>1.4B -February 2022</p> <p>1.4C - May 2022</p> <p>1.4D.1 May 2022</p> <p>1.4D.2 May 2022</p> <p>1.4E December 2024</p>	<p>1.4A Document of finalized reports.</p> <p>1.4B Written Report</p> <p>1.4C Adopted policies</p> <p>1.4D Dates of professional development, observations of new practices.</p> <p>1.4E Ongoing reports to the Board based upon the recommendations.</p>

STRATEGIC GOAL 2: All RSU 5 students regularly engage in meaningful student centered learning*.

Objective 2.1 Review, research, and explore options for the implementation of student centered instructional practices.

ACTION STRATEGIES What specific actions will be taken to achieve the goal?	RESOURCES NEEDED What financial & human resources are needed to do this work?	PERSON RESPONSIBLE Who will oversee the completion of this piece of the work?	COMPLETION DATE Estimated date for completion of this action step.	PROGRESS INDICATORS What is the evidence we would accept that this action has successfully been completed?
<p>2.1A Establish a shared understanding/definition of characteristics of student centered learning</p> <p>2.1B Assess current RSU 5 instructional practices to determine alignment with student centered learning characteristics and identify gaps.</p> <p>2.1C Explore student centered practices in schools in Maine and beyond.</p> <p>2.1D Evaluate options, make recommendations, and create plan.</p> <p>2.1E Implement recommendations per plan.</p> <p>2.1F Continued expansion of student centered practices.</p> <p>2.1G Evaluate the effectiveness of improved or new practices. Revise as necessary.</p>	<p>Staff time</p> <p>Possible travel</p> <p>Possible cost factors in recommendations, i.e. professional development</p>	<p>Assistant Superintendent</p> <p>1 Building Administrator</p> <p>Teachers</p>	<p>2.1A December 2019</p> <p>2.1 B June 2020</p> <p>2.1C - D. May 2024</p> <p>2.1E May 2025</p> <p>2.1F - G May 2026</p>	<p>2.1A Agreed upon and published characteristics of 'RSU 5 student centered learning'</p> <p>2.1B Written summary documentation of alignment of existing student centered practices</p> <p>2.1C Written report on options considered for changing instructional practices</p> <p>2.1D Written recommendations to Superintendent</p> <p>2.1G Observation of student centered practices in classrooms</p> <p>2.1G Ongoing reports to Supt/Board on effectiveness of student centered instructional practices</p>

STRATEGIC GOAL 2: All RSU 5 students regularly engage in meaningful student centered learning*.

Objective 2.2 Expand curricular and extra-curricular choices that respond to students' interests and needs.

ACTION STRATEGIES What specific actions will be taken to achieve the goal?	RESOURCES NEEDED What financial & human resources are needed to do this work?	PERSON RESPONSIBLE Who will oversee the completion of this piece of the work?	COMPLETION DATE Estimated date for completion of this action step.	PROGRESS INDICATORS What is the evidence we would accept that this action has successfully been completed?
<p>2.2A. Catalog and review all current RSU5 curricular and extra-curricular offerings.</p> <p>2.2B. Survey staff and students to identify their areas of interest as the system considers additional courses, mini-courses, activities, clubs, extra-curricular choices.</p> <p>2.2C. Explore and evaluate possible new options for additional program components.</p> <p>2.2D. Develop and recommend a plan to the Superintendent to add curricular and extracurricular choices.</p> <p>2.2E Implement recommendations per details in the plan.</p> <p>2.2F Evaluate and adjust as necessary.</p>	<p>Staff time</p> <p>Financial resources to support new programs (staff, equipment, space.)</p>	<p>Administrative Team</p>	<p>2.2A May 2022</p> <p>2.2B&C May 2023</p> <p>2.2D December 2023</p> <p>2.2E September 2024</p> <p>2.2F Sept 2026, ongoing</p>	<p>2.2A & B Written documentation of existing curricular and extra-curricular program components, and expressed areas of interest</p> <p>2.2C Written report on options considered for adding programs</p> <p>2.2D Written recommendations to Superintendent</p> <p>2.2E Observation of new programs</p> <p>2.2F Ongoing reports to Superintendent/Board of the effectiveness of new/revised programming</p>

STRATEGIC GOAL 2: All RSU 5 students regularly engage in meaningful student centered learning*.**Objective 2.3 Provide strong support for professional practices that foster collaboration and staff voice, and strengthen instruction to meet the needs of all learners.**

ACTION STRATEGIES What specific actions will be taken to achieve the goal?	RESOURCES NEEDED What financial & human resources are needed to do this work?	PERSON RESPONSIBLE Who will oversee the completion of this piece of the work?	COMPLETION DATE Estimated date for completion of this action step.	PROGRESS INDICATORS What is the evidence we would accept that this action has successfully been completed?
2.3A Identify opportunities for expanding staff collaboration time. 2.3B Develop & recommend a plan to foster collaboration and staff voice. 2.3C Implement recommendations. 2.3D Evaluate the effectiveness of new practices and revise as necessary.	Staff time Possible cost factors in recommendations	Superintendent Teachers Association President	2.3A - C Completed by June 2020 2.3D May 2021	2.3A Written report on options considered for changing, adding/improving practices 2.3B Documentation of decisions made by Superintendent and Association President 2.3C Documented feedback from staff about improved practices 2.3D Ongoing reports to Superintendent/Board about effectiveness of new practices

STRATEGIC GOAL 2: All RSU 5 students regularly engage in meaningful student centered learning*.**Objective 2.4 Ensure that student growth is measured and communicated in meaningful ways and responds to stakeholder feedback.**

ACTION STRATEGIES What specific actions will be taken to achieve the goal?	RESOURCES NEEDED What financial & human resources are needed to do this work?	PERSON RESPONSIBLE Who will oversee the completion of this piece of the work?	COMPLETION DATE Estimated date for completion of this action step within the next year	PROGRESS INDICATORS What is the evidence we would accept that this action has successfully been completed?
2.4A. Identify needed improvements in assessment, grading and reporting practices, based on stakeholder feedback. 2.4B. Make needed recommendations for changes. 2.4.C. Ensure comprehensive communication to all stakeholders. 2.4D Evaluate the effectiveness of improved practices and adjust as necessary.	Staff time	Assistant Super-intendent	2.4A - B December 2021 2.4C May 2023 2.4.D May 2024	2.4 A - C Written report on options considered for improving practices and recommendations to Superintendent 2.4D Gather feedback from stakeholder groups on satisfaction level with communication. Share results with Superintendent/Board

STRATEGIC GOAL 2: All RSU 5 students regularly engage in meaningful student centered learning*.**Objective 2.5 Establish formalized systems for annual identification of goals for the improvement of student achievement.**

ACTION STRATEGIES What specific actions will be taken to achieve the goal?	RESOURCES NEEDED What financial & human resources are needed to do this work?	PERSON RESPONSIBLE Who will oversee the completion of this piece of the work?	COMPLETION DATE Estimated date for completion of this action step within the next year	PROGRESS INDICATORS What is the evidence we would accept that this action has successfully been completed?
2.5A Create a protocol for establishing student achievement goals based on agreed upon data points. 2.5.B Implement the protocol. 2.5.C Evaluate the effectiveness of the protocol and adjust as necessary.	Staff time	Superintendent Assistant Superintendent Data Specialist	2.5A June 2020 2.5.B May 2021 2.5C May 2021, ongoing	2.5A Written protocol 2.5B Publication of the student achievement goals and data used 2.5C Feedback from School Board about satisfaction with goals based on supporting data

STRATEGIC GOAL 3: All RSU 5 school-parent-community partnerships are based on strong communication and active involvement to support student success.

Objective 3.1 Expand avenues used to proactively distribute information about RSU 5 schools and seek feedback from stakeholders about the schools.

ACTION STRATEGIES What specific actions will be taken to achieve the goal?	RESOURCES NEEDED What financial & human resources are needed to do this work?	PERSON RESPONSIBLE Who will oversee the completion of this piece of the work?	COMPLETION DATE Estimated date for completion of this action step.	PROGRESS INDICATORS What is the evidence we would accept that this action has successfully been completed?
<p>3.1A Identify and assess the effectiveness of all existing modes of communication with parents and community.</p> <p>3.1B Identify needed improvements.</p> <p>3.1C Explore options for revising, adjusting, expanding communication strategies.</p> <p>3.1D Develop and implement a plan to improve parent and community communication, including feedback from all stakeholders.</p> <p>3.1E Evaluate effectiveness and adjust as necessary.</p>	<p>Committee and Staff time</p> <p>Possible cost factors in improved strategies</p>	<p>Strategic Communication Committee</p> <p>Superintendent</p>	<p>3.1A - 1C June 2020</p> <p>3.1D December 2022</p> <p>3.1E May 2024, ongoing</p>	<p>3.1A - B Written documentation of existing communication modes with their strengths and weaknesses</p> <p>3.1C Written report on options considered for changing, adding communication strategies</p> <p>3.1D Written recommendations to Board from Communications Committee. Observation of new/ improved practices</p> <p>3.1E Ongoing reports to Board about communications strategies</p>

STRATEGIC GOAL 3: All RSU 5 school-parent-community partnerships are based on strong communication and active involvement to support student success.

Objective 3.2 Engage all RSU 5 learners in community based learning both in the classroom and out in the community.

ACTION STRATEGIES What specific actions will be taken to achieve the goal?	RESOURCES NEEDED What financial & human resources are needed to do this work?	PERSON RESPONSIBLE Who will oversee the completion of this piece of the work?	COMPLETION DATE Estimated date for completion of this action step.	PROGRESS INDICATORS What is the evidence we would accept that this action has successfully been completed?
<p>3.2A Identify and assess the effectiveness of current existing school-community learning partnerships.</p> <p>3.2B Survey students and staff to identify additional school based learning opportunities that would align with the curriculum and spark student interests.</p> <p>3.2C Research community-based learning opportunities that enhance the curriculum.</p> <p>3.2D Develop and recommend a plan to the Superintendent to increase community based learning opportunities over time.</p> <p>3.2E Begin implementation of recommendations per details in the plan.</p> <p>3.2F Continued expansion of community based learning.</p> <p>3.2G Evaluate the effectiveness of community based learning and adjust as necessary.</p>	<p>Staff time</p> <p>Possible travel</p> <p>Possible cost factors in recommendations</p>	<p>Assistant Superintendent</p> <p>Building Principals</p> <p>Outreach and Service Learning Coordinator</p>	<p>3.2.A February 2022</p> <p>3.2B - C May 2023</p> <p>3.2D December 2023</p> <p>3.2E September 2024</p> <p>3.2F May 2025</p> <p>3.2G May 2026</p>	<p>3.2A Written documentation of existing CBL partnerships</p> <p>3.2B Documentation of survey and results</p> <p>3.2C - D Written recommendations to Superintendent</p> <p>3.2G Ongoing reports to Superintendent/Board of new CBL partnerships</p>

STRATEGIC GOAL 3: All RSU 5 school-parent-community partnerships are based on strong communication and active involvement to support student success.

Objective 3.3 Encourage and support strong staff-parent partnerships to enhance student success.

ACTION STRATEGIES What specific actions will be taken to achieve the goal?	RESOURCES NEEDED What financial & human resources are needed to do this work?	PERSON RESPONSIBLE Who will oversee the completion of this piece of the work?	COMPLETION DATE Estimated date for completion of this action step.	PROGRESS INDICATORS What is the evidence we would accept that this action has successfully been completed?
<p>3.3A Identify current parental supports.</p> <p>3.3B Explore/research strategies for improving/expanding/strengthening school-parent partnerships.</p> <p>3.3C Develop and recommend a plan of action to encourage more and stronger school-parent partnerships.</p> <p>3.3D Implement recommendations.</p> <p>3.3E Evaluate the effectiveness of strategies and adjust as necessary.</p>	<p>Staff time</p> <p>Possible cost factors in recommendations</p>	<p>Lead Principal</p> <p>Building Principals</p> <p>2 Parents</p>	<p>3.3A February 2022</p> <p>3.3B - C December 2022</p> <p>3.3D September 2023</p> <p>3.3E May 2025</p>	<p>3.3A Written documentation of existing parent support practices.</p> <p>3.3B Summary of findings</p> <p>3.3C Written recommendations to Superintendent</p> <p>3.3D Feedback from teachers, parents, students as appropriate</p> <p>3.3E Reports to Superintendent/Board about effects of school-parent partnership practices</p>

STRATEGIC GOAL 4: RSU 5 has well developed and refined finance, facilities, transportation and food service systems to support the learning of all students.

Objective 4.1 Ensure that all staff and students have quality facilities to meet their needs.

ACTION STRATEGIES What specific actions will be taken to achieve the goal?	RESOURCES NEEDED What financial & human resources are needed to do this work?	PERSON RESPONSIBLE Who will oversee the completion of this piece of the work?	COMPLETION DATE Estimated date for completion of this action step.	PROGRESS INDICATORS What is the evidence we would accept that this action has successfully been completed?
<p>4.1A Review and update the existing Capital Improvement Plan (CIP).</p> <p>4.1B Explore options for improving facilities expansions/renovations.</p> <p>4.1C Make recommendations to Board.</p> <p>4.1D Implement recommended improvements.</p>	<p>Staff time</p> <p>Costs associated with recommendations</p>	<p>Superintendent</p> <p>Director of Transportation and Facilities</p> <p>Director of Finance</p>	<p>4.1A December 2021</p> <p>4.1B May 2021</p> <p>4.1C December 2021</p> <p>4.1D May 2022</p>	<p>4.1A Written documentation of existing Capital Improvements Plan along with the review and prioritization of adjustments and additional facility needs</p> <p>4.1B Written documentation of options</p> <p>4.1C Written recommendations</p> <p>4.1D Reports to School Board about improvements</p>

STRATEGIC GOAL 4: RSU 5 has well developed and refined finance, facilities, transportation, food service and human resource systems to support the learning of all students.

Objective 4.2 Attract and retain highly effective staff.

ACTION STRATEGIES What specific actions will be taken to achieve the goal?	RESOURCES NEEDED What financial & human resources are needed to do this work?	PERSON RESPONSIBLE Who will oversee the completion of this piece of the work?	COMPLETION DATE Estimated date for completion of this action step within the next year	PROGRESS INDICATORS What is the evidence we would accept that this action has successfully been completed?
<p>4.2A Review and assess the effectiveness of existing practices and policies to attract and retain quality staff (include induction & mentoring practices).</p> <p>4.2B Research effective practices.</p> <p>4.2C Identify gaps and/or needed improvements in practices/policies.</p> <p>4.2D Review and improve protocols for required trainings.</p> <p>4.2E Develop and recommend a plan to make needed improvements, including impacted stakeholders.</p> <p>4.2F Implement recommendations in the plan.</p> <p>4.2G Evaluate attrition rate, and other relevant data.</p>	<p>Staff time</p> <p>Possible cost factors in recommendations</p>	<p>Assistant Superintendent</p> <p>Director of Finance and Human Resources</p> <p>Superintendent</p> <p>Strategic Communications Committee</p>	<p>4.2A - C June 2020</p> <p>4.2D December 2020</p> <p>4.2E December 2021</p> <p>4.2F December 2021</p> <p>4.2G May 2023</p>	<p>4.2A - D Written documentation of assessment of existing practices/policies.</p> <p>4.2E Written recommendations to Superintendent</p> <p>4.2G Exit report</p>

STRATEGIC GOAL 4: RSU 5 has well developed and refined finance, human resources, facilities, transportation and food service systems to support the learning of all students.

Objective 4.3 Improve and assure student access to the highest quality school nutrition program.

ACTION STRATEGIES What specific actions will be taken to achieve the goal?	RESOURCES NEEDED What financial & human resources are needed to do this work?	PERSON RESPONSIBLE Who will oversee the completion of this piece of the work?	COMPLETION DATE Estimated date for completion of this action step.	PROGRESS INDICATORS What is the evidence we would accept that this action has successfully been completed?
<p>4.3A Review the quality of the school nutrition program and the equity of its access to all students.</p> <p>4.3B Make recommendations to the Superintendent.</p> <p>4.3C Implement recommended changes in nutrition program and access.</p> <p>4.3D Inventory and evaluate major equipment and facilities in all schools, prioritizing repairs and replacement, resulting in an annual maintenance schedule.</p> <p>4.3E Make recommendations to the Superintendent</p>	<p>Staff time</p> <p>Possible cost factors in recommendations</p>	<p>Director of Nutrition, Wellness Committee and Nutrition Staff</p>	<p>4.3A - B December 2020</p> <p>4.3C May 2021</p> <p>4.3D - E May 2023</p>	<p>4.3A - B Written documentation of nutrition program review</p> <p>4.3C Written recommendations to Superintendent</p> <p>4.3D Annual Maintenance Schedule</p> <p>4.3E Written recommendations to the Superintendent/Board</p>

STRATEGIC GOAL 4: RSU 5 has well developed and refined finance, human resources, facilities, transportation and food service systems to support the learning of all students.

Objective 4.4 Provide all students transportation that supports their participation in curricular and extra-curricular programs.

ACTION STRATEGIES What specific actions will be taken to achieve the goal?	RESOURCES NEEDED What financial & human resources are needed to do this work?	PERSON RESPONSIBLE Who will oversee the completion of this piece of the work?	COMPLETION DATE Estimated date for completion of this action step.	PROGRESS INDICATORS What is the evidence we would accept that this action has successfully been completed?
<p>4.4A Assess existing bus runs for safety and timeliness.</p> <p>4.4B Explore options to provide transportation for all curricular and extra-curricular programs</p> <p>4.4C Make recommendations to improve services for students, with appropriate stakeholder input.</p> <p>4.4D Implement recommended improvements.</p>	<p>Staff time</p> <p>Additional staffing and busing</p>	<p>Director of Facilities and Transportation</p> <p>Athletic Director</p> <p>One Principal</p>	<p>4.4A - 4B June 2020</p> <p>4.4C May 2022</p> <p>4.4D May 2022</p>	<p>4.A - B Written documentation of assessment of the adequacy of existing bus runs and options considered for changing, adding or improving bus services</p> <p>4.C Written recommendations to superintendent</p> <p>4.D Ongoing reports to Superintendent/Board on the improvements to bus service.</p>

STRATEGIC GOAL 4: RSU 5 has well developed and refined finance, human resources, facilities, transportation, and food service systems to support the learning of all students.

Objective 4.5 Strengthen community engagement and support in short and long term financial planning.

ACTION STRATEGIES What specific actions will be taken to achieve the goal?	RESOURCES NEEDED What financial & human resources are needed to do this work?	PERSON RESPONSIBLE Who will oversee the completion of this piece of the work?	COMPLETION DATE Estimated date for completion of this action step.	PROGRESS INDICATORS What is the evidence we would accept that this action has successfully been completed?
<p>4.5A Assess existing community engagement in financial planning processes.</p> <p>4.5B Explore and evaluate options for improving communication regarding financial planning for the district.</p> <p>4.5C Make recommendations to the Finance Committee to improve financial planning communication practices.</p> <p>4.5D Implement recommended improvements.</p>	<p>Staff time</p> <p>Possible cost factors in recommendations</p>	<p>Director of Finance and Human Resources</p> <p>Superintendent</p>	<p>4.5A December 2020</p> <p>4.5B May 2024</p> <p>4.5C December 2025</p> <p>4.5D May 2026</p>	<p>4.5A - B Written documentation of existing communication practices and options considered for improvements</p> <p>4.5C Written recommendations to Superintendent/ Finance Committee</p> <p>4.5D Solicit feedback from various stakeholders</p>

Board Approved Additional Objective: RSU 5 has well developed and refined finance, human resources, facilities, transportation, and food service systems to support the learning of all students.

OBJECTIVE 4.6 Ensure that all facilities are operating efficiently and effectively.

ACTION STRATEGIES What specific actions will be taken to achieve the goal?	RESOURCES NEEDED What financial & human resources are needed to do this work?	PERSON RESPONSIBLE Who will oversee the completion of this piece of the work?	COMPLETION DATE Estimated date for completion of this action step.	PROGRESS INDICATORS What is the evidence we will accept that this action has successfully been completed?
<p>4.6A Conduct Energy Audit to identify needed improvements in RSU5 facilities.</p> <p>4.6B Develop & present recommendations for implementing needed improvements to the Board.</p>		<p>Superintendent</p> <p>Director of Facilities and Transportation</p> <p>Director of Finance</p>	<p>4.6A May 2023</p> <p>4.6B December 2023</p>	<p>4.6A Written report of the audit.</p> <p>4.6B Board agenda</p>

RSU 5 Goals

2022-2023



RSU5's mission is to inspire and support every learner by challenging minds, building character, sparking creativity, and nurturing passions.

Mission: To inspire and support every learner by challenging minds, building character, sparking creativity, and nurturing passions.

Goal 1: All RSU5 students experience a joyful learning climate that is safe, nurturing, and fosters curiosity.

Evidence: Improvement of assessment data collected in District Scorecard

Strategic Objective 1.1:	Action Strategies:	Person Responsible	Progress Indicators
Strengthen and align all social/emotional supports and systems to meet the needs of learners.	1.1E. Implement recommendations per details in the plan: <ul style="list-style-type: none">• Middle School Responsive Classroom Training	Assistant Supt. Lead Guidance Counselor 1 Building Administrator	Observations of new practices through a walkthrough and/or survey.

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Goal 1: All RSU5 students experience a joyful learning climate that is safe, nurturing, and fosters curiosity.

Evidence: Improvement of assessment data collected in District Scorecard

Strategic Objective 1.1:	Action Strategies:	Person Responsible	Progress Indicators
Strengthen and align all social/emotional supports and systems to meet the needs of learners.	1.1F. Evaluate the effectiveness of improved of new practices/structures and adjust as necessary.	Assistant Supt. Lead Guidance Counselor 1 Building Administrator	Ongoing reports to Superintendent/Board about effectiveness of new practices.

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Goal 1: All RSU5 students experience a joyful learning climate that is safe, nurturing, and fosters curiosity.

Evidence: Improvement of assessment data collected in District Scorecard

Strategic Objective 1.2:	Action Strategies:	Person Responsible	Progress Indicators
Create multiple opportunities to ensure student voice is encouraged and strengthened at the classroom, school, and district level.	1.2E. Continuously evaluate and adjust as needed.	Principals at each school Student participation as appropriate	Ongoing reports to Supt/Board about effectiveness of new practices

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Goal 1: All RSU5 students experience a joyful learning climate that is safe, nurturing, and fosters curiosity.

Evidence: Improvement of assessment data collected in District Scorecard

Strategic Objective 1.3:	Action Strategies:	Person Responsible	Progress Indicators
Maximize student opportunities for physical movement and adequate breaks to allow students to refresh and recharge for learning.	1.3A. Identify and assess the effectiveness of all opportunities for physical movements/breaks at the classroom and school level.	Principals at each school	Documentation of assessment process and results.

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Goal 1: All RSU5 students experience a joyful learning climate that is safe, nurturing, and fosters curiosity.

Evidence: Improvement of assessment data collected in District Scorecard

Strategic Objective 1.3:	Action Strategies:	Person Responsible	Progress Indicators
Maximize student opportunities for physical movement and adequate breaks to allow students to refresh and recharge for learning.	1.3B.Explore/research effective practices in use in other school with similar grade level spans.	Principals at each school	Documentation of assessment process and results.

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Goal 1: All RSU5 students experience a joyful learning climate that is safe, nurturing, and fosters curiosity.

Evidence: Improvement of assessment data collected in District Scorecard

Strategic Objective 1.3:	Action Strategies:	Person Responsible	Progress Indicators
Maximize student opportunities for physical movement and adequate breaks to allow students to refresh and recharge for learning.	1.3C. Identify areas in need of improvements and/or additional breaks	Principals at each school	Documented summary of exploration and research findings.

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Goal 1: All RSU5 students experience a joyful learning climate that is safe, nurturing, and fosters curiosity.

Evidence: Improvement on assessments collected on District Scorecard

Strategic Objective 1.4:	Action Strategies:	Person Responsible	Progress Indicators
Strengthen diversity, equity and inclusion practices	1.4E. Evaluate the effectiveness of implementation from recommendations	Superintendent Assistant Supt. All Staff	Ongoing reports to the Board based upon the recommendations

Mission: To inspire and support every learner by challenging minds, building character, sparking creativity, and nurturing passions.

Goal 2: All RSU5 students regularly engage in meaningful student centered learning.

Evidence: Improvement on assessments collected on District Scorecard

Strategic Objective 2.2:	Action Strategies:	Person Responsible	Progress Indicators
Expand curricular and extra-curricular choices that respond to students' interests and needs.	2.2B Survey staff and students to identify their areas of interest as the system considers additional courses, mini-courses, activities, clubs, extracurricular choices.	Administrative Team	Written documentation of existing curricular and extra-curricular program components, and expressed areas of interest.

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Goal 2: All RSU5 students regularly engage in meaningful student centered learning.

Evidence: Improvement on assessments collected on District Scorecard

Strategic Objective 2.2:	Action Strategies:	Person Responsible	Progress Indicators
Expand curricular and extra-curricular choices that respond to students' interests and needs.	2.2C Explore and evaluate possible new options for additional program components.	Administrative Team	Written documentation of existing curricular and extra-curricular program components, and expressed areas of interest.

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Goal 2: All RSU5 students regularly engage in meaningful student centered learning

Evidence: Improvement on assessments collected on District Scorecard

Strategic Objective 2.4:	Action Strategies:	Person Responsible	Progress Indicators
Ensure that student growth is measured and communicated in meaningful ways and responds to stakeholder feedback.	2.4C. Ensure comprehensive communication to all stakeholders.	Assistant Superintendent	A. Written report on options considered for improving practices and recommendations to Superintendent.

Mission: To inspire and support every learner by challenging minds, building character, sparking creativity, and nurturing passions.

Goal 3: All RSU5 school-parent-community partnerships are based on strong communication and active involvement to support student success.

Evidence: Improvement on assessments collected on District Scorecard

Strategic Objective 3.1:	Action Strategies:	Person Responsible	Progress Indicators
Expand avenues to proactively distribute information about RSU 5 schools and seek feedback from stakeholders.	3.1D. Develop and implement a plan to improve parent and community communication, including feedback from all stakeholders.	Strategic Communication Committee Superintendent	Written recommendation to the Board from Communications Committee. Observation of new/improved practices.

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Goal 3: All RSU5 school-parent-community partnerships are based on strong communication and active involvement to support student success.

Evidence: Improvement on assessments collected on District Scorecard

Strategic Objective 3.2:	Action Strategies:	Person Responsible	Progress Indicators
Engage all RSU 5 learners in community based learning both in the classroom and out in the community	3.2B. Survey students and staff to identify additional school based learning opportunities that would align with curriculum and spark student interests.	Assistant Superintendent Building Principals Outreach and Service Learning Coordinator	Documentation of survey and results.

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Goal 3: All RSU5 school-parent-community partnerships are based on strong communication and active involvement to support student success.

Evidence: Improvement on assessments collected on District Scorecard

Strategic Objective 3.2:	Action Strategies:	Person Responsible	Progress Indicators
Engage all RSU 5 learners in community based learning both in the classroom and out in the community	3.2C. Research community-based learning opportunities that enhance the curriculum.	Assistant Superintendent Building Principals Outreach and Service Learning Coordinator	Written recommendations to Superintendent.

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Goal 3: All RSU5 school-parent-community partnerships are based on strong communication and active involvement to support student success.

Evidence: Improvement on assessments collected on District Scorecard

Strategic Objective 3.3:	Action Strategies:	Person Responsible	Progress Indicators
Encourage and support strong staff-parent partnerships to enhance student success.	3.3B. Explore/research strategies for improving/expanding/strengthening school-parent partnerships.	Lead Principal Building Principals 2 Parents	Summary of findings

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Goal 3: All RSU5 school-parent-community partnerships are based on strong communication and active involvement to support student success.

Evidence: Improvement on assessments collected on District Scorecard

Strategic Objective 3.3:	Action Strategies:	Person Responsible	Progress Indicators
Encourage and support strong staff-parent partnerships to enhance student success.	3.3C. Develop and recommend a plan of action to encourage more and stronger school-parent partnerships	Lead Principal Building Principals 2 Parents	Written recommendations to Superintendent

Mission: To inspire and support every learner by challenging minds, building character, sparking creativity, and nurturing passions.

Goal 4: RSU5 has well developed and refined finance, facilities, transportation and food service systems to support the learning of all students.

Evidence: Improvement on assessments collected on District Scorecard

Strategic Objective 4.2:	Action Strategies:	Person Responsible	Progress Indicators
Attract and retain highly effective staff	4.2G. Evaluate attrition rate, and other relevant data.	Assistant Superintendent Director of Human Resources Superintendent Strategic Communications Committee	Exit Report

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Goal 4: RSU5 has well developed and refined finance, facilities, transportation and food service systems to support the learning of all students.

Evidence: Improvement on assessments collected on District Scorecard

Strategic Objective 4.3:	Action Strategies:	Person Responsible	Progress Indicators
Improve and assure student access to the highest quality school nutrition program.	4.3D. Inventory and evaluate major equipment and facilities in all schools, prioritizing repairs and replacement, resulting in an annual maintenance schedule.	Director of Nutrition Wellness Committee Nutrition Staff	Annual Maintenance Schedule

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Goal 4: RSU5 has well developed and refined finance, facilities, transportation and food service systems to support the learning of all students.

Evidence:

- **Improvement on assessments collected on District Scorecard**

Strategic Objective 4.3:	Action Strategies:	Person Responsible	Progress Indicators
Improve and assure student access to the highest quality school nutrition program.	4.3E. Make recommendations to the Superintendent.	Director of Nutrition Wellness Committee Nutrition Staff	E. Written recommendations to the Superintendent/Board

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Goal 4: RSU5 has well developed and refined finance, facilities, transportation and food service systems to support the learning of all students.

Evidence: Improvement on assessments collected on District Scorecard

Strategic Objective 4.6:	Action Strategies:	Person Responsible	Progress Indicators
Ensure that all facilities are operating efficiently and effectively.	4.6 A Conduct Energy Audit (i.e. lighting) to identify needed improvements in RSU 5 facilities.	Superintendent Director of Transportation and Facilities Director of Finance Sustainability Committee	A. Written report of audit.

Work Plan from Strategic Plan for 2022-2023

	Objective	Action Steps
1	1.1E	Implement recommendations of Social Emotional Plan. a. Revise advisory at FMS b. Professional Development i. Responsive Classroom at the middle schools
2	1.1F	Evaluate the effectiveness of improved or new practices/structures and adjust as necessary.
3	1.2E	Continuously evaluate and adjust as needed.
4	1.3A	Identify and assess the effectiveness of all existing opportunities for physical movement/breaks at the classroom and school level.
5	1.3B	Explore/research effective practices in use in other schools with similar grade level spans.
6	1.3C	Identify areas in need of improvements and/or additional breaks.
7	1.4E	Evaluate the effectiveness of implementation from recommendations.
8	2.2B	Survey staff and students to identify their area of interest as the system considers additional courses, mini-courses, activities, clubs and extra-curricular choices.
9	2.2C	Explore and evaluate possible new options for additional program components.
10	2.4C	Ensure comprehensive communication to all stakeholders. (grading/feedback)
11	3.1D	Develop and implement a plan to improve parent and community communication, including feedback from all stakeholders.
12	3.2B	Survey students and staff to identify additional school based learning opportunities that would align with curricula and spark student interests.
13	3.2C	Explore other school systems that use community based learning strategies.

14	3.3B	Explore/research strategies for improving/expanding/strengthening school-parent partnerships.
15	3.3C	Develop and recommend a plan of action to encourage more and stronger school-parent partnerships.
16	4.2G	Evaluate attrition rate, and other relevant data
17	4.3D	Inventory and evaluate major equipment and facilities in all schools, prioritizing repairs and replacement, resulting in an annual maintenance schedule.
18	4.3E	Make recommendations to the superintendent. (nutrition)
19	4.6A	Conduct energy audit to identify needed improvements in RSU 5 facilities. (lighting)
20	4.6B	Develop recommendations for implementing needed improvements.

Other Must Dos

1. Cost Sharing
2. Support Staff Negotiations

				Strategic Plan Timeline																
Objectives	December 2020	January 2021	February 2021	May 2021	December 2021	February 2022	May 2022	September 2022	December 2022	January 2023	May 2023	September 2023	December 2023	May 2024	September 2024	December 2024	May 2025	December 2025	May 2026	September 2026
1.1 Social Emotional											Implement action steps			Evaluate what's working and revise as needed						
1.2 Student Voice					Identify existing opportunities; Explore options for strengthening; Recommend options for implementation		Implement revised practices to further student voice				Evaluate new options for student voice									
1.3 Movement											Identify current opportunities; Explore/research effective practices; Identify areas in need of improvement			Recommendations	Implement recommendations as determined by plan				Evaluate and revise as needed	
1.4 Strengthen diversity, equity and inclusion practices					Equity audit completed	Develop & recommend a plan	Begin to implement recommendations Policy revisions completed; Complete implementation of recommendations									Evaluate effectiveness				
2.1 Student Centered Practices														Explore other options at neighboring schools; Evaluate options and make recommendations; Create plan			Implement recommendations		Continued expansion of student-centered practices; Evaluate effectiveness of changes	
2.2 Curricular/Extra-curricular							Review current offerings				Survey staff/students for expansion; Explore/evaluate new options		Recommendations to the Superintendent for expansion		Implementation of expanded offerings					Evaluating/Adjusting expansion
2.3 Collaboration/Staff Voice				Evaluate effectiveness of new practices																
2.4 Grading/Reporting Practices					Identify needed improvements; Make needed recommendations						Implement improved communications with all stakeholders			Evaluate effectiveness of changes						
2.5 Data				Implement and evaluate protocol																
3.1 Communication with Stakeholders									Develop and implement plan					Evaluate effectiveness and revise as needed						
3.2 Community Based Learning						Identify and assess current happenings					Survey student and staff to identify gaps; Research community-based learning opportunities		Develop and recommend plan to Supt.		Implement expanded options		Continued expansion of community based learning		Evaluate effectiveness of implementation	
3.3 Parent Partnership						Identify current ways parents engage; Explore ways to strengthen partnerships			Explore/research strategies for improving/expanding/strengthening partnerships; Develop and recommend plan of action			Implement plan for improved partnership					Evaluate and revise implemented plan			
4.1 Quality Facilities		Enrollment Study		Explore options for facilities expansions/renovations	Review and update Capital Improvement Plan; Make recommendations to the Board		Implement recommended improvements													

				Strategic Plan Timeline																
Objectives	December 2020	January 2021	February 2021	May 2021	December 2021	February 2022	May 2022	September 2022	December 2022	January 2023	May 2023	September 2023	December 2023	May 2024	September 2024	December 2024	May 2025	December 2025	May 2026	September 2026
4.2 Attract and Retain Highly Effective Staff	Review and improve protocols for required trainings				Develop and recommend a plan to make needed improvements; Implement recommendations per details in the plan						Evaluate attrition rate									
4.3 Student Access to Highest Quality Nutrition Program	Review the quality of the nutrition program and the equity of its access to all students; Make recommendations to the Superintendent				Implement recommended changes in nutrition program and access						Inventory and evaluate major equipment and facilities in all schools, prioritizing repairs and replacement, resulting in an annual maintenance schedule; Make recommendations to the Superintendent									
4.4 Provide all Students ransportation that supports participation in curricular and extra-curricular programs							Make recommendations to improve services for students; Implement recommended improvements													
4.5 Community Engagement in Financial Planning	Assess existing community engagement in financial planning processes													Explore and evaluate options for improving communication regarding financial planning for the district				Make recommendations to the Finance Committee to improve financial planning communication practices	Implement recommended improvements	
4.6 Ensure that all facilities are operating efficiently and effectively											Conduct Energy Audit to identify needed improvements in RSU5 facilities.		Develop & present recommendations for implementing needed improvements to the Board.							

**2022-2023 RSU5 Board Work Plan
Draft 8-30-22**

August 24, 2022 Retreat

Review Board Self-Evaluation
District Goals for 2022-2023
Code of Ethics (review/sign)

September 14, 2022

Budget Timeline
Board Vote on 2022-2023 District Goals
Final Work Plan for 22-23
MSMA Fall Conference Information
MSMA Resolutions
School Safety
Executive Session - Set Supt's Performance Goals

September 28, 2022

MSS Update (Good News, etc.)
MSS Goal Review
Policies

October 12, 2022

MLS Update (Good News, etc.)
MLS Goal Review
Long-range Capital Improvement Plan/Goal Review

October 26, 2022 @ PES

PES Update (Good News, etc.)
PES Goal Review
Policies

November 9, 2022

FMS Update (Good News, etc.)
FMS Goal Review
FHS Goal Review
Community Programs Report/Goal Review

November 30, 2022 @ DCS

DCS Update (Good News, etc.)
DCS Goal Review
Nutrition Report/Goal Review
Athletics Report/Goal Review
Finance Committee-Reports on Cost Sharing Process/Work
Board Committees (due to Freeport election, if needed)
Policies

December 14, 2022

Instructional Support Report/Goal Review
Technology Report/Goal Review
Policies

January 11, 2023

Interim Progress on District Goals
District Scorecard
Executive Session - Interim Progress on Supt's Performance Goals

January 25, 2023	Superintendent's Recommended Budget - Presented 23-24 School Calendar (1 st Read) Policies
February 1, 2023	Budget Review: DCS, FMS, FHS, Athletics FHS Program of Studies
February 8, 2023	Budget Review: MSS, PES, MLS, Inst. Support 23-24 School Calendar (2 nd Read) Cost Sharing Analysis - Presentation (Suzan Beaudoin)
February 15, 2023	Budget Review: Technology, CIA, Nutrition, Community Programs, Facilities & Transp. Executive Session on Administrator Contracts Policies
March 8, 2023	Review of FY24 Superintendent's Budget (Supt. Report) Board Deliberations on Budget
March 15, 2023	Review of FY24 Superintendent's Budget (Supt. Report) Public Input on Budget Board Deliberations on Budget
March 22, 2023	Adopt FY24 Superintendent's Recommended Budget Policies
April 12, 2023 @ PES	6:00 - 6:30 p.m. Q&A on FY24 Board Adopted Budget PES Update (Good News, etc.) Signing of Warrants, for ABM & Referendum Migration of Students
April 26, 2023 @ DCS	6:00 - 6:30 p.m. Q&A on FY24 Board Adopted Budget DCS Update (Good News, etc.) Board Committees (due to Durham election, if needed) Policies
May 10, 2023	6:00 - 6:30 p.m. Q&A on FY23 Board Adopted Budget Appointment of Probationary Teachers Comprehensive Education Plan Social Studies Curriculum Executive Session - Superintendent's Evaluation
May 24, 2023 @ DCS	Annual Budget Meeting on FY24 Budget @ DCS (5:00 p.m. Business Mtg. New hires and Executive Session - Superintendent's Evaluation)

June 7, 2023

Recognize Retirees
Executive Summary - Staff Satisfaction Survey
Schedule of 23-24 Board Meetings
5% Transfer Authority to Finance Committee
Policies

June 14, 2023

Computation & Declaration of Votes
Assessment Warrants
Superintendent Authorization to Hire in the Summer
Organizational Business (Chair/Vice Chair,
Committees)
Delegate and Alternate for MSMA Fall Conference
Executive Session - Superintendent's Evaluation

Additional Board Agenda Items:

Routine Business Meeting Items - Superintendent's Report, Finance Report, Reports from Board Committees, Student/Staff recognitions, Report from Student Representatives, two public comment sessions on each agenda

**FY 24 RSU5 Budget Timeline
Draft 8-30-22**

September 14, 2022	Budget Timeline to Board
December TBD	Leadership Meeting w/ Towns
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January 25, 2023	Superintendent's Recommended Budget
February 1, 2023	Budget Review: DCS, FMS, FHS, Athletics
February 8, 2023	Budget Review: MSS, PES, MLS, Inst. Support
February 15, 2023	Budget Review: Technology, CIA, Nutrition, Community Programs, Facilities & Transportation
March 8, 2023	Review of FY 24 Superintendent's Budget Board Deliberations on Budget
March 15, 2023	Review of FY 24 Superintendent's Budget Public Input on Budget Board Deliberations on Budget
March 22, 2023	Public Input on Budget Adopt FY 24 School Budget
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April 12, 2023 @ PES	6:00-6:30 p.m. Q&A on FY 24 Board Adopted Budget Signing of Warrants for ABM & Referendum
April 26, 2023 @ DCS	6:00-6:30 p.m. Q&A on FY 24 Board Adopted Budget
May 10, 2023	6:00-6:30 p.m. Q&A on FY 24 Board Adopted Budget
May 24, 2023 @ DCS	Annual Budget Meeting (ABM) on the FY24 Budget Board Meeting
June 13, 2023	Budget Validation Referendum (BVR)
June 14, 2023	Computation & Declaration of Votes Assessment Warrants

Board of Directors Review: