

**BARRE UNIFIED UNION SCHOOL DISTRICT
BOARD MEETING**

October 27, 2022 at 6:00 p.m.

In-Person: Spaulding Educational Alternatives (SEA), 103 Allen Street, Barre

Virtual Option: Click this link to join the meeting remotely:

Meeting ID: meet.google.com/vxi-arvi-mgb

Phone Numbers: (US)+1 929-777-4801 PIN: 769 689 006#

Please Note: If you attend the meeting remotely you must state your name for the record to satisfy the Open Meeting Law

Public comment is welcomed and limited to 2 minutes per agenda item. The board will hear public comments and questions, but won't respond directly during public comments. This can feel impersonal, but is in place to allow the board to stay on task and address the work of the board for that meeting.

AGENDA

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| 6:00 | 1. Call to Order |
| 6:05 | 2. Pledge and Mindfulness Moment |
| 6:10 | 3. Additions or Deletions with Motion to Approve the Agenda |
| 6:15 | 4. Comments for Items Not on the Agenda <ul style="list-style-type: none">4.1. Public Comment4.2. Student Voice<ul style="list-style-type: none">4.2.1. Student/Staff Presentation |
| 6:40 | 5. Consent Agenda <ul style="list-style-type: none">5.1. Regular Meeting Minutes - October 13, 2022 |
| 6:45 | 6. Current Business <ul style="list-style-type: none">6.1. New Hires [ACTION]6.2. SHS Foundation Report6.3. SRO Contract6.4. First Reading Policy on Nondiscriminatory Mascots and School Branding (F2) [ACTION]6.5. First Reading Electronic Surveillance (F26) [ACTION]6.6. First Reading Use of Restraint and Seclusion Policy (C70) [ACTION]6.7. Board Development/Retreat |
| 7:45 | 7. Old Business <ul style="list-style-type: none">7.1. VSBA Resolutions Update7.2. VSBA Mini-Grant Update7.3. EEI Proposal Update/Ventilation Project [ACTION] |
| 8:20 | 8. Reports <ul style="list-style-type: none">8.1. Superintendent Report8.2. Building Reports: BCEMS, BTMES, SHS, SEA8.3. CVCCSD Board Report8.4. Finance Committee: Met: October 20, 2022; Next Meeting: November 2 & 17, 20228.5. Facilities/Transp. Committee: Met: October 11, 2022; Next Meeting: October 25, 20228.6. Policy Committee: Met: October 17, 2022; Next Meeting: November 21, 20228.7. Curriculum Committee: Met: October 6, 2022; Next Meeting: November 3, 20228.8. Negotiations Committee: Next Meeting: TBD |
| 8:35 | 9. Other Business/Round Table |
| 8:40 | 10. Future Agenda Items |

- 8:45 11. Next Meeting Dates: November 10, 2022, BTMES Library, 6:00 pm and via Google Meet
November 24, 2022, BTMES Library, 6:00 pm and via Google Meet
NOTE: Nov. 24 - Thanksgiving - Discuss moving or canceling.
- 8:50 12. Executive Session
12.1. Personnel - Employee Legal Matter
12.2. Personnel - Discussion of Non-Public Records
13. Adjournment

PARKING LOT OF ITEMS

- A. Rescind Policy (C31) Admission of Resident Students (Nov 10)
- B. Rescind Policy (C32) Eighteen Year-Old Students (Nov 10)
- C. Rescind Policy (C43) STI and Pregnancy Prevention Policy (Nov 10)
- D. Rescind Policy (C34) Use of Restraint and Seclusion (replaced by C70) (Nov 10)
- E. Behavior Data (Nov 10)
- F. Community Input Regarding Budget Priorities (Listening Session)(Dec 8)
- G. CIA Plan Update (Quarterly: Nov, Jan, April, June)
- H. Enrollment/Home Study (Quarterly: Nov, Jan, April, June)
- I. Procedures for Policies Discussion (Retreat)
- J. Meeting Norms
- K. Goals & Expectations for the Superintendent
- L. Committee Charge
- M. Board Procedure and Engagement
- N. Barre City Before and After School Care Concept or Plan
- O. New Hire Process/Negotiations/Personnel Committee
- P. Expanded Special Education Report
- Q. Revisit Decision Regarding Staff Resignation Letters
- R. Evaluation: Staffing, Enrollment, Facilities, etc.
- S. Building Capacity at each building
- T. Critical Race Theory
- U. Combining BCEMS and BTMES Sports

MEETING NORMS

- 1. Keep the best interest of the school and children in mind, while balancing the needs of the taxpayers
- 2. Make decisions based on clear information
- 3. Honor the board's decisions
- 4. Keep meetings short and on time
- 5. Stick to the agenda
- 6. Keep remarks short and to the point
- 7. Everyone gets a chance to talk before people take a second turn
- 8. Respect others and their ideas

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BARRE UNIFIED UNION SCHOOL DISTRICT REGULAR BOARD MEETING

Spaulding Education Alternatives Building (SEA) and Via Video Conference – Google Meet
October 13, 2022 – 6:00 p.m.
Building Tour precedes the meeting at 5:15 p.m.

MINUTES

BOARD MEMBERS PRESENT:

Sonya Spaulding (BC) – Chair
Alice Farrell (BT) – Vice Chair
Chris Parker (BT) - Clerk
Tim Boltin (BC)
Giuliano Cecchinelli, II (BC)
Nancy Leclerc (At-Large)
Paul Malone (BT)
Sarah Pregent (BC)
Terry Reil (BT)

BOARD MEMBERS ABSENT:

ADMINISTRATORS PRESENT:

Chris Hennessey, Superintendent
Stacy Anderson, Director of Special Services
Carol Marold, Director of Human Resources
Lisa Perreault, Business Manager

GUESTS PRESENT:

Dave Delcore – Times Argus	Peter Anthony	Stacy Boltin	Michael Boutin	Alan Burnor
Mike Deering, II	Flor Diaz Smith	Jody Emerson	Sarah Helman	Josh Howard
Prudence Krasofski	Patrick Leene	Dan Morrison	William Toborg	Hayes Walker
Sara Walker	Jeff			

1. Call to Order

The Chair, Mrs. Spaulding, called the Thursday, October 13, 2022, Regular meeting to order at 6:00 p.m., which was held at the Spaulding Education Alternatives Building (SEA) and via video conference.

2. Pledge and Mindfulness Moment

The Board held a mindfulness moment. Mrs. Spaulding read the Meeting Norms. Mrs. Spaulding thanked community members for their attendance and read the public comment guidelines.

3. Additions and/or Deletions to the Agenda

Change number of Agenda Item 8 (Executive Session), to '10'
Change number of Agenda Item 9 (Adjourn) to '11'
Change Agenda Item 8 to 'Other Business/Round Table'
Change Agenda Item 9 to 'Future Agenda Items'

On a motion by Mr. Reil, seconded by Mrs. Pregent, the Board unanimously voted to approve the Agenda as amended.

4. Public Comment for Items Not on the Agenda

4.1 Student Voice

None.

4.2 Public Comment

Mr. Boutin advised that he has heard that the Union is doing interviews with staff, and he wants to know if the results will be provided to the Board and to the public. If this information is not available to the Board and the public, Mr. Boutin encourages the Board to enlist a third party entity to conduct a survey beginning with the lower levels of the workforce. This type of survey would help identify the cultural feeling of the District. Mr. Boutin believes it's important for the Board to know what is going on at ground level.

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Mr. Howard advised that he is in possession of an email (dated 08/31/22) from Mrs. Spaulding. The subject of the e-mail was the Board Meeting being held that evening. Mr. Howard read the email.

Mr. Toborg commented on what he believes to be one of the greatest virtues, humility, noting that it is important to recognize that all individuals, parents, students etc...have worth and have the ability to 'bring good points'. Mr. Toborg voiced concern regarding curriculum that may be at odds with parent's values. Mr. Toborg reiterated his request that all curriculum, including lessons and materials be available to the public.

Mr. Morrison expressed his appreciation for the smooth transition his children have had returning to school and advised that he feels his children's needs are being met at BTMES.

5. Consent Agenda

5.1 Approval of Minutes – September 19, 2022 Special Meeting

On a motion by Mr. Reil, seconded by Mrs. Leclerc, the Board unanimously voted to approve as amended, the Minutes of the September 19, 2022 Special Meeting and the September 22, 2022 Regular Meeting.

5.2 Approval of Minutes – September 22, 2022 Regular Meeting

Approved under Agenda Item 5.1

6. Current Business

6.1 New Hires

The resume and BUUSD Notification of Employment Status Form for Hunter Cummings Washburn (BCEMS 3rd/4th Classroom Teacher) was distributed. Mr. Hennessey provided an overview of the candidate, and answered questions from the Board.

On a motion by Mr. Malone, seconded by Mrs. Pregent, the Board unanimously voted to approve the hiring of Hunter Cummings Washburn.

6.2 VSBA Resolution – Elect Voting Delegate and Alternative

A document titled '2022-23 VSBA Resolution – Board Report – August 10, 2022' was distributed.

A document titled '2022-2023 VSBA Bylaws' was distributed.

A document titled 'Vermont School Boards Association (VSBA) 2021 – 2022 Resolutions' was distributed.

Mrs. Spaulding advised that the Board needs to appoint a voting delegate and an alternate, to vote on behalf of the BUUSD at the VSBA Annual Meeting. Mrs. Farrell agreed to be the voting delegate. No alternate was identified.

On a motion by Mr. Malone, seconded by Ms. Parker, the Board unanimously voted to appoint Alice Farrell as the voting delegate for the Barre Unified Union School District, at the VSBA 2022 Annual Meeting.

The Board discussed 6 resolutions submitted by VSBA member boards that will be voted on at the VSBA Annual Meeting. Each resolution indicates if VSBA has recommended passing the Resolution. It was noted that the first two Resolutions were withdrawn by the submitter (Missisquoi Valley School District). Mrs. Farrell documented the Board's questions and concerns and will convey that information at the Annual Meeting.

On a motion by Mrs. Pregent, seconded by Ms. Parker, the Board voted 5 to 2 to support the VSBA recommendation to pass as a Regular Resolution, Resolution #3, Remediation Funds for PCB & Radon Contamination in Schools.

Mr. Boltin, Mr. Cecchinelli, Mrs. Farrell, Ms. Parker, and Mrs. Pregent voted for the motion. Mrs. Leclerc and Mr. Reil voted against the motion. Mr. Malone abstained.

On a motion by Mrs. Farrell, seconded by Mrs. Pregent, the Board unanimously voted to support the VSBA's recommendation to pass as a continuing Resolution, Resolution #4, Public Funds Accountability

On a motion by Mr. Malone, seconded by Mrs. Pregent, the Board voted 7 to 1 to support the VSBA's recommendation to pass as a Regular Resolution, Resolution #5 Governance Standards.

Mr. Boltin, Mr. Cecchinelli, Mrs. Leclerc, Mr. Malone, Ms. Parker, Mrs. Pregent and Mr. Reil voted for the motion. Mrs. Farrell voted against the motion.

On a motion by Mrs. Pregent, seconded by Mr. Cecchinelli, the Board voted 5 to 4 to support the VSBA's recommendation to pass as a Regular Resolution, Resolution #6 Universal Meals.

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Mr. Boltin, Mr. Cecchinelli, Mr. Malone, Mrs. Pregent, and Mrs. Spaulding voted for the motion. Mrs. Farrell, Mrs. Leclerc, Mr. Malone and Mr. Reil voted against the motion.

On a motion by Mrs. Farrell, seconded by Mrs. Pregent, the Board unanimously voted to support VSBA's recommendation that Regular Resolution I.O., Governance of Career & Technical Education (CTE) Schools continue with the proposed amendment.

Brief discussion was held regarding proposed Bylaw changes.

On a motion by Ms. Parker, seconded by Mrs. Pregent, the Board unanimously voted to support the recommended Bylaw changes as presented.

Mrs. Spaulding does not believe the Board needs to take action on any of the other existing Resolutions listed on the Review of Regular Resolutions page.

Mr. Malone has additional questions and comments that he will provide to Mrs. Farrell. Mrs. Farrell will notify the Board of the result of actions taken at the VSBA Annual Meeting.

6.3 Warrant Procedure – Authorize Superintendent/Business Manager to Sign Payroll

A copy of the Warrant Procedures (dated 08/17/22) was distributed. Brief discussion was held. Mrs. Perreault provided a brief overview of the Warrant review process currently in place, noting that the warrants are usually available for review on Thursday morning.

On a motion by Mrs. Pregent, seconded by Mrs. Leclerc, the Board unanimously voted to authorize the Superintendent and the Business Manager to sign payroll warrants.

6.4 Financial Management Questionnaire

A document titled 'Financial Management Questionnaire – BARRE UNIFIED UNION SCHOOL DISTRICT' was distributed. Mrs. Perreault provided a brief overview of the document which is required by Statute. Board Members have reviewed the form which was developed by State Auditors. Mrs. Perreault answered questions from the Board.

On a motion by Mr. Malone, seconded by Ms. Parker, the BUUSD Board unanimously voted to approve the Financial Management Questionnaire and authorized the Business Manager to sign the document.

6.5 VSBA Mini-Grant Application Approval

A document titled 'Vermont School Board Equity Mini-Grant Application (VSBA, VSA, VPA)' was distributed. Mrs. Farrell advised regarding this VSBA grant that could be used to fund a needs study to determine the needs of surrounding schools relating to Special Education, with thoughts of expanding the SEA Program into a regional program to serve emotional and traumatic needs of students within the region. This method could assist with centralizing some services and would hopefully result in less competition to fill staffing needs and allow more students to be served. Brief discussion was held including; the amount of the grant (\$3,200 "seed" money), staff members that would work on the study, restorative classrooms, grades to be served, and the difficulty hiring staff. Mrs. Pregent reiterated that she advocates for hiring a full or part-time grant writer for the District.

On a motion by Mrs. Pregent, seconded by Mr. Reil, the Board unanimously voted to approve the application for the VSBA Mini-Grant.

6.6 Education Performance Update – 5-Year CIA Plan

A document titled '5-year Curriculum, Instruction, and Assessment Plan (DRAFT) – (Outlined by 5 Key Goals of the Strategic Plan)' was distributed. This document was discussed at the Curriculum Committee meeting. Mr. Hennessey shared the document on screen, lauded Ms. Fredericks for her work on the document and proceeded to provide an update to the Board. It was stressed that the document is in draft form. The Plan is outlined by the five key goals in the Strategic Plan. Brief discussion was held including measures of success, alignment with the Strategic Plan, posting to the web site (once finalized) and quarterly updates to the Board. Mr. Hennessey will be sharing the CIP (Continuous Improvement Plan) at a future meeting.

6.7 ADHOC Committee for Behavior Issues

A document titled 'Committees' was distributed.

A document titled 'General Guidelines for Board Committees' was distributed.

Lengthy discussion was held, including; concerns related to confidentiality, the need to look at each schools' policies, procedures, practices, data, types of incidents, & number of incidents (including reoffenders), concern that behavioral problems are ongoing,

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concern that procedures are not being followed, suggestions that teachers and other staff provide input (in addition to administrators), the need for clear guidelines for any such committee, identification of the goal of the committee, past reporting to Boards, discussion at the listening session, building good will with the community by showing that the Board is actively working on seeing that behavioral issues are being worked on, concern over possible micro-managing, sharing of data, Federal Laws on confidentiality, the reason the committee was suggested (long standing/ongoing behavioral issues not being adequately addressed) concern over lack of discussion and or action since the public forum in June, the need to look for trends, the need to review handbooks, policies and procedures to see if they are adequate, holding a discussion with administrators and staff on how best to address ongoing issues, a suggestion that the PTO be involved, a suggestion to review data and ask administrators who and how they think others could assist, concern that behavioral issues are reported at board meetings month after month, a suggestion that behavior issues be included in the quarterly CIA 5-year Plan, a suggestion that the issue be moved to the Parking Lot, and be revisited if necessary after the review of data. Mr. Hennessey advised that he will provide first quarter data at the first Board meeting in November.

On a motion by Mr. Malone, seconded by Mrs. Pregent, the Board voted 5 to 3 to support the Superintendent's recommendation that the District not form an ADHOC committee to address behavioral issues, and to receive a first quarter behavior report in November.

**Mr. Boltin, Mr. Cecchinelli, Mr. Malone, Ms. Parker, and Mrs. Pregent voted for the motion.
Mrs. Farrell, Mrs. Leclerc, and Mr. Reil voted against the motion.**

The Board recessed at 8:00 p.m.

The Board reconvened at 8:06 p.m.

6.8 Role of Chair

A document titled 'Board Chair 101 Effective School Board Leadership' (April 7 2022, Phil Gore, PhD.) was distributed.

A document titled 'Executive Session Tips for Board Members (Nicole L. Mace – VSBA – May 2015) was distributed.

Mrs. Leclerc advised that she has seen a lot of inconsistencies since March and she thought it would be beneficial to hold discussion. Mrs. Leclerc provided an overview of the 'Board Chair 101' and Executive Session documents, including the roles of the Chair and the Board as a whole. Mrs. Leclerc voiced concern regarding the signing of a contract that had not been approved by the Board, regular inclusion of 'Executive Session' on agendas (the VSBA recommendation is that Executive Session not be a standing agenda item), concern that items that have been proposed or discussed in Executive Session do not meet the statute for items that qualify for Executive Session. Mr. Reil advised that he finds there is conflict between Robert's Rules and VSBA guidelines and provided some examples. Mr. Reil noted that when considering accepting the role of Chair, individuals need to consider whether or not they wish to participate in debate, as Robert's Rules clearly state that the Chair is now allowed to participate in debate/discussion, should be non-partisan, and should not try to steer the direction of the Board. Mr. Malone stressed the importance of the Chair's interaction with colleagues and the importance of not trying to steer or influence decisions of the Board. Mr. Malone believes that though there are different views, the Board should be working in the spirit of being on the same page and moving in positive direction, which includes compromise. Mrs. Leclerc advised that she believe Robert's Rules advises that the Chair facilitates the meeting and is not supposed to participate in debate. Mrs. Farrell advised that there are entities, e.g. New England School Development Association, that provide training to assist Boards with some of the issues that this Board has been struggling with. Mrs. Spaulding advised that 'Board Development/Retreat' is in the Parking Lot, but noted that the agenda often needs to be modified/shifted based on priorities, which causes delays in discussing some matters. Mrs. Spaulding advised that she spends much time preparing for meetings and other Board business. Mrs. Spaulding advised regarding her preferred means of communication and other commitments and asked that Board Members respect her boundaries regarding communication. Mrs. Spaulding advised that there are other 'Board' only items in the Parking Lot that need to be addressed.

7. Old Business

7.1 CVCCSD Lease Update

Mr. Hennessey announced that Mrs. Farrell made a recommendation/request that the District 'stick' with the 'original' contract (which has not been executed, and look to negotiate changes when that contract needs to be renewed. In response to a request from Mr. Malone, to receive a copy of the 'original' lease agreement, Mr. Hennessey advised that there was a request not to share the amended lease agreement, but that he could share a copy of the 'original' lease agreement. The original lease agreement with CVCC is in the November 2021 Board packet. Ms. Parker queried regarding any conflict of interest on the part of Mrs. Farrell, as she is on both the BUUSD Board and the CVCCSD Board, e.g., the District is the landlord and CVCCSD is the tenant. Flor Diaz Smith addressed the Board advising that she raised the conflict of interest question at the last CVCCSD Board meeting, advising that if there could be a conflict of interest e.g. with a lease, there can be the perception of a conflict of interest, noting that if the BUUSD Board thought there was a conflict of interest, they would advise Mrs. Farrell, and noted that the power of the Board is from the entire Board, not any one single Board Member. Ms. Diaz Smith expressed her appreciation for this evening's discussion. In response to a query from Mr. Malone regarding the amended version of the lease, Mrs. Farrell advised that the amended lease has fallen by the wayside and is a dead issue and that as long as the 2021 lease has been in play all along, and continues to be in play until a new lease is written and signed, the District is fine. Mr. Hennessey advised that he, Jody Emerson, and Mr. Evans have been able to work things out for

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this year. Ms. Emerson addressed the Board to provide some context to the discussion. Ms. Emerson advised that the 'November 2021' lease agreement was approved as part of the Report to go to the State Board to try to become an independent district. An independent district was approved in March by all of the 18 towns within the CVCC school district. The agreement has so far, not been executed and that is what the CVCCSD is waiting on. Ms. Emerson appreciates the Board for their work on this.

8. Other Business/Round Table

Mr. Reil advised of discussion at the Facilities Committee meeting, in particular, renovations to the SHS Athletic Fields and Auditorium. Mr. Reil believes that the District should look at all of the buildings and create a 10-year plan. Mr. Reil would like to see a 'vision' for the entire District. Mr. Reil is concerned that it would be difficult to gain voter approval for a big project without first providing a long-term plan.

Mr. Malone advised of several concerns that came out of the Facilities Committee Meeting, including the HVAC project that came in at \$7,400,000 million rather than \$7,000,000. Mr. Malone believes there needs to be an assessment of the needs of all the buildings. Mr. Malone queried regarding where the extra funding for the HVAC project will come from, noting that there are other expenses that will be coming up.

Mrs. Farrell has noticed that other Boards announce at their meetings, the total amount of warrants paid for the given 'timeframe'. Mrs. Farrell advised that statute requires Boards to announce this non-debatable information, and the BUUSD Board has not been doing this. In response to a query, it was announced that a budget status report will be provided at the second meeting in October.

9. Future Agenda Items

October 27, 2022 Meeting:

- New Hires
- VSBA Annual Meeting / Resolutions Update
- VSBA Mini-Grant Update
- Student Presentation
- SHS Foundation Report (Ed Rousse)
- Board Development Retreat
- Committee Reports
- HVAC Project Update – EEI Proposal and Board Approval
- Discussion of Board Retreat Date (Goals for Superintendent are very overdue)
- November/December Meeting Dates

November Meeting:

- Behavior Data

10. Executive Session as Needed

No items were proposed for discussion in Executive Session.

11. Adjournment

On a motion by Mrs. Pregent, seconded by Mr. Reil, the Board unanimously voted to adjourn at 9:31 p.m.

Respectfully submitted,
Andrea Poulin

**BARRE UNIFIED UNION SCHOOL DISTRICT #097
POLICY**

Code: F 2

1st READING: 10/27/2022

2nd READING:

ADOPTED:

**POLICY ON NONDISCRIMINATORY MASCOTS AND SCHOOL
BRANDING**

Statement of Policy

It is the policy of the Barre Unified Union School District (BUUSD) (~~District~~) to provide welcoming, positive, and inclusive learning environments for all students by prohibiting the use of discriminatory school branding, which undermines the educational experiences of members of all communities and perpetuates negative stereotypes.

Definitions

1. “**School**” means a public school or an independent school approved under section 166 of Title 16.
2. “**School board**” or “**Board**” means the board of directors or other governing body of an educational institution when referring to an independent school.
3. “**School branding**” means any name, symbol, or image used by a school as a mascot, nickname, logo, letterhead, team name, slogan, motto, or other identifier.

Administrative Responsibilities

The superintendent or designee shall:

1. Periodically review and provide recommendations for necessary updates to the nondiscriminatory school branding policy as necessary;
2. Assist the school board in its review of the district’s school branding to ensure compliance with the policy following any school branding changes or updates to the policy;
3. Assist the school board in ensuring the prohibition of school branding that directly or indirectly references or stereotypes the likeness, features, symbols, traditions, or other characteristics that are specific to either:
 - a. the race, creed, color, national origin, sexual orientation, or gender identity of any person or group of persons; or
 - b. any person, group of persons, or organization associated with the repression of others;
4. Develop a procedure for an individual to file a complaint that an element of school branding is in violation of the policy.

Complaints

An individual may request an opportunity to appear before the Board for purposes of presenting the complaint, relevant facts, and further explanations. The board shall hear the complaint in a fair and just manner. The Board shall render a decision within 45 days of the hearing, which must include a summary of facts and basis for the decision.

If the individual is unsatisfied with the Board's decision, the individual may appeal the decision to the Secretary of Education. Appeals shall be filed within 30 days of the school board's decision by sending a written notice of appeal to the Agency of Education.

**BARRE UNIFIED UNION SCHOOL DISTRICT #097
POLICY**

CODE: F26

1ST READING: 10/27/2022

2ND READING:

ADOPTED:

ELECTRONIC SURVEILLANCE

Policy

The BUUSD recognizes the value of electronic surveillance for monitoring activity on school property. It is the policy of the Barre Unified Union School District (BUUSD) to use passive electronic surveillance to assist with the safety and security of the school community.

All video recording is subject to District policies and state and federal law, including the provisions of the Family Education Rights and Privacy Act (FERPA).

Use

Electronic surveillance is used to deter crime and enforce violations of the District's rules and policies, as well as state and federal law. Security devices and measures such as, but not limited to, video cameras, motion detectors and alarms may be installed in any or all school buildings, or in school transportation vehicles to protect school property. Outside lighting and/or video surveillance devices may be installed and maintained at each school building to provide illumination and observation of the immediate grounds.

Camera Placement

The security camera system will be installed in public areas only. These areas may include school buses, grounds, athletic areas, exterior entrances or exits to school buildings, stairwells, corridors, cafeterias, and lobbies. Security camera usage is prohibited in any space where there is a reasonable expectation for privacy, such as restrooms, locker rooms, private offices, and nurse's offices.

Security

Only a designated employee or agent of the BUUSD will install surveillance cameras. Only designated school officials shall have access to the camera equipment and software. Only these school officials shall handle the software or copies of video segments. Video copies shall be stored in a secure area until the end of the current school year, or until the statute of limitations has been reached for a specific policy or law. Video copies may never be sold, publicly viewed or distributed in any other fashion except as approved for by this policy and state and federal law.

Viewing of Live Video

Video monitors used to view live video should not be located in a position that enables public viewing. Live video may only be viewed by school administrators, school officials, school staff members, or school resource officers with a legitimate need, as required by their position and role. This also includes employees or agents responsible for the technical operations of the system (for technical purposes only). Central Vermont Career Center (CVCC) administrators and office staff may view live video of CVCC supervised areas.

Video Recordings

Video recordings may only be viewed by school administrators, school officials, or school staff members with a direct involvement with the recorded contents of the specific video recording. This also includes

employees or agents responsible for the technical operations of the system (for technical purposes only). Law enforcement personnel and parents and guardians, and CVCC administrators may be permitted to view video recordings on a case-by-case basis, consistent with the requirements of state and federal law.

Use of Video Recordings for Disciplinary Action

Video recordings may be used as a basis for disciplinary action consistent with District policies and state and federal law.

Retention of Video Recordings

A copy of a video recording shall be made and maintained until resolution of an incident which results in a long-term suspension, student injury, or there is a prospect of a legal claim against the district. The copy of the video recording shall be sent to the Superintendent or designee to be kept in a secure location. The district shall comply with all applicable state and federal laws related to record creation, retention, and destruction.

**BARRE UNIFIED UNION SCHOOL DISTRICT # 097
POLICY**

CODE: C 70

1ST READING: 10/27/2022

2ND READING:

ADOPTED:

USE OF RESTRAINT AND SECLUSION

Section 1. Statement of Purpose

It is the policy of this Barre Unified Union School District (BUUSD) that students not be subjected to inappropriate restraint or seclusion as defined by Vermont State Board of Education Rule 4500. It is the BUUSD's intent to create and maintain a positive and safe learning environment, and promote positive behavioral interventions and supports in BUUSD schools. This policy is further intended to assist in creating a common understanding within the BUUSD of appropriate interventions by BUUSD staff.

Section 2. Definitions.

~~The following terms,~~ Definitions as defined in [State Board Rule 4500.3](#), shall apply to this policy.

Section 3. Policy

The superintendent or his or her designee shall develop administrative procedures to ensure BUUSD compliance with the requirements of Vermont State Board of Education Rule 4500. The administrative procedures shall include at least the following components:

1. Prohibitions against the imposition on students of mechanical or chemical restraints by school personnel and contract service providers.
2. Prohibitions against the imposition on students of physical restraint in circumstances designated as impermissible by State Board of Education rules.
3. Restrictions on the use of physical restraint and seclusion to circumstances allowed by State Board of Education rules, including provisions that allow the inclusion of restraint or seclusion as part of a student's individual safety plan only when that plan meets the conditions set forth in State Board of Education rules, and provisions that require the termination of restraint or seclusion, and the monitoring of students subjected to restraint or seclusion, as established by State Board of Education rules.
4. Procedures to ensure that only school personnel or contract service providers who are trained in the use of restraint and seclusion are authorized to impose restraint or seclusion unless, due to the unforeseeable nature of the danger of a particular circumstance, trained personnel are not immediately available.

5. Processes to ensure that impositions of restraint or seclusion are reported to school administrators, parents, superintendents and the Secretary of the Vermont Agency of Education under circumstances and within the time limitations required by State Board of Education rules.
6. Processes to ensure that each school in the BUUSD maintains written records of each use of restraint and seclusion in accordance with the requirements of State Board of Education rules.
7. Procedures to ensure that each school in the BUUSD implements follow-up procedures that are consistent with the requirements of State Board of Education rules.
8. Annual notification procedures to ensure that each school in the BUUSD informs school personnel and parents of students enrolled in the school of the policies and procedures pertaining to the use of physical restraint and seclusion, and the intent of the school to emphasize the use of positive behavioral interventions as well as supports and its intention to avoid the use of physical restraint or seclusion to address targeted student behavior.
9. Processes for the filing, investigation and resolution of complaints by school personnel or parents regarding the use of restraint or seclusion, including the designation of school officials who are authorized to receive complaints. The procedures for resolving complaints shall require that any complaint regarding the use of restraint or seclusion is investigated and written findings are issued within thirty (30) days of the complaint's receipt. If a complaint regarding the use of restraint or seclusion is unresolved at the school building level, it shall be directed to the superintendent in accordance with the BUUSD's complaint processes.

Section 4. Implementation

The superintendent shall ensure that appropriate staff are provided training by programs recommended by the Vermont Department of Education unless a plan is submitted to the Secretary of Education demonstrating how a training program not recommended by the Agency of Education contains the elements required of recommended programs and meets the purposes of the State Board of Education rules on restraint and seclusion.

The superintendent shall report annually to the BUUSD Board on the implementation of the administrative procedures required by this policy, and shall include any recommendations for changes, if any, related to BUUSD policies or procedures.

Barre Town Middle & Elementary School



Building Report
October 27, 2022

Field Trips

Wednesday, September 28: 6th grade had a fabulous day hiking the Millstone Trails. They were able to have the entire grade together for a wonderful team building activity!

In the News!

We are so proud of our 5th grade student, Zane Demarais and 7th grade student, Alexis Dodge for helping out with this wonderful program.

<https://www.valleyreporter.com/index.php/news/sports/17338-topsoccer-program-teaches-kids-with-disabilities-valuable-skills>

Shout out to our custodian, Sandy Belisle, who was recognized by WCAX as a Super Senior.

<https://www.wcax.com/2022/09/08/super-senior-sandy-belisle/>

Middle School Sports

Our fall sports are wrapping up this week. Each of our teams had great seasons that challenged our student athletes to be there best on the field and in the classrooms. A big thank you to all of our coaches:

6/7/8 Girls' Field Hockey coach Jessica Van Orman

7&8 Girls' Soccer coach (and AD) Jack Carrier

7&8 Boys' Soccer coaches Brendan Butler and Erica Pearson

Open House

We will host a Fall Open House for all students and families in grades PK-8th on Thursday, October 28th, 5:00-6:30pm. [Fall Open House](#)

Open Positions

This link [here](#) will bring you to the BUUSD Employment Page to see what positions are open and available across our District.

Parent/Teacher Conferences

Parent/Teacher Conferences will be taking place during the two week window of Monday, November 7 - Friday, November 18. This is a chance for families to get an overview of their student's academic progress. Families should expect to hear from their student's homeroom/TA teacher regarding how to sign up for a conference time.

Report Cards

Quarter 1 ends Friday, October 28. Report cards will be sent home with students in grades 1-8 on Friday, November 4.

Scholastic Book Fair

BTMES is super excited to host our BIGGEST Scholastic Book Fair!!! All items arrived this week, and the sale will be running next week, October 24 -28. Classrooms have scheduled visit times, and we have two public shopping times. Anyone from the district or surrounding communities are welcome to come, Tuesday, October 25th from 3:00pm - 5:00pm. The Book Fair will also be open for extended hours on Thursday, October 27th from 3:00pm - 6:30pm, in conjunction with our PreK - 8 Open House and Fall Celebration.



SEA School Board Report 10-19-2022

As we near the end of the first quarter there is frost in the air, the corn is cut, the leaves are falling, and the SEA is bustling with activity. We continue to have solid student attendance and we have been working to go through our intake process with eight potential students to add to our roster as well as two others on the way. This process allows us to determine if our program is appropriate for the needs of students who are referred by SHS, move into the district, or are returning from out of district programs. This group of students represents a big bubble of potential candidates that have been referred to us in a short period of time. Currently we have fifty students on the roster and an attendance rate of around sixty percent on average.

We have had the opportunity to host the last board meeting and give members of the board a tour of the facility and explanation of our philosophy and our processes. We will be hosting the next board meeting on October 27th as well. On November 2nd we will be hosting an open house from 12:30- 7:00 for parents to meet with teachers, tour the building, and let their students show them the work they have done during the first semester. It is gratifying to share our program and facility with parents and members of the community. The feedback that we have received from educators, parents, therapists, and community members has been very positive. It seems that we are doing something very unique in the way that we support students educationally, emotionally, and behaviorally.

As we wrap up the first quarter, most students are making good progress in their core classes. We are also seeing solid participation in our project based learning with students building raised garden beds, learning to play instruments, building adirondack chairs to name a few. In addition we are wrapping up this year's collaboration with the Vermont Youth Conservation Corps. We have helped them with building part of the rail trail in Montpelier and planting trees in Orange. VYCC has also supported us in building a new mountain bike pump track for our students to use on our property. We will be preparing for winter activities soon.

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BARRE UNIFIED UNION SCHOOL DISTRICT FACILITIES AND TRANSPORTATION COMMITTEE MEETING Spaulding High School Library and Via Video Conference – Google Meet October 11, 2022 - 6:00 p.m.

MINUTES

COMMITTEE MEMBERS PRESENT:

Giuliano Cecchinelli, II, Chair – (BC)
Terry Reil, Vice Chair - (BT)
Mary Jane Ainsworth (BT Community Member)
Tim Boltin - (BC)
Andrew McMichael (BC Community Member)

COMMITTEE MEMBERS ABSENT:

Vacant Position (Barre Town Board Rep)

OTHER BOARD MEMBERS PRESENT:

Sonya Spaulding

ADMINISTRATORS PRESENT:

Chris Hennessey, Superintendent
Luke Aither, SHS Co-Principal
Jamie Evans, Facilities Director

GUESTS PRESENT:

Michael Davey (EEI) Josh Howard Ed Rousse Jan Trepanier

1. Call to Order

The Chair, Mr. Cecchinelli, called the Monday, October 11, 2022 BUUSD Facilities and Transportation Committee meeting to order at 6:00 p.m., which was held in the Spaulding High School Library and via video conference.

2. Additions and/or Deletions to the Agenda

None.

3. Public Comment

None.

4. Approval of Minutes

4.1 Approval of Minutes – September 12, 2022 BUUSD Facilities and Transportation Committee Meeting

On a motion by Mr. Reil, seconded by Ms. Ainsworth, the Committee unanimously voted to approve the Minutes of the September 12, 2022 BUUSD Facilities and Transportation Committee meeting.

5. New Business

5.1 SHS Athletic Fields & Track / Auditorium Upgrades/Storm Water Mitigation

A picture of an aerial view of SHS, including athletic fields was distributed.

A document titled ‘SHS Auditorium Renovation Report’ (by Patricia L. Meriam – Revised 04/19/16) was distributed.

Mr. Evans provided an overview of the athletic fields’ conceptual drawing from 2010, noting that some of the fields are not regulation size. Mr. Evans advised that the track would be upgraded from gravel to rubber and needs to be expanded from 6 lanes to 8 lanes.

The plan also includes a footpath around the fields, and there has been discussion of installation of a concession stand and rest rooms.

New lighting on Pendo Field was funded by donations, in-kind services, and the District. There is currently no estimate for the total project.

Mr. Cecchinelli advised that recent estimates at another district (Montpelier) were \$1.8 million for a new track and \$1.7 million for new turf.

Mr. Evans noted that rubber tracks are faster and safer. Mr. Reil queried regarding preliminary discussions that would place storm water mitigation somewhere on the athletic fields.

Brief discussion was held and it was noted that if the storm water mitigation was underneath the fields, it would not be problematic.

Mr. Aither cautioned regarding flood plain regulations that put restrictions on work performed on Crimson Tide Way.

Mr. Reil queried regarding whether these projects should be the catalyst for looking at the entirety of all BUUSD facilities/grounds, including the SEA building (a 10-year plan).

Mr. Rousse advised that initial discussion of the project included use of artificial turf for a multi-use field for use for all sports (field hockey, lacrosse, and football)

and would include permanent lines for those sports. Mr. Rousse advised that he is in attendance representing the Spaulding High

School Foundation, which is a 501(c) (3) organization whose purpose is to raise funds for items outside of the school budget. When or

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if the school decides to move forward on something of this nature and scope, that would give the Foundation the impetus to go out to their constituents to raise monies to off-set any local costs, bond costs, or school budget costs associated with such projects.

Mr. Rousse is hoping that this discussion will result in a decision. There is much to be considered for these projects, including storm water mitigation requirements. Mr. Rousse noted that it has been many years since SHS has invested in improvements to athletic fields and the auditorium. Brief discussion was held regarding the complications/regulations involved in installing a bridge to the student parking lot. It was noted that the storm water mitigation feasibility study is currently on-going. Brief discussion was held regarding the new storm water mitigation regulations and the possible impact to renovations. Discussion began on auditorium renovations. Mr. Evans advised regarding the comprehensive study prepared by Patricia Meriam in 2016. Mr. Evans advised regarding a few small improvements that have been made to the auditorium (that was originally built in 1964). Mr. Evans noted that over the years, many renovations and much money has been spent to make upgrades throughout the building, but the auditorium and athletic fields have had basically nothing. It was noted that lighting in the auditorium was not included in the upcoming LED lighting upgrades. Mr. Hennessey will reach out to Patricia Meriam to see if she is willing to update her 2016 report. Mr. Rousse advised that if the school is committed to upgrading the auditorium, the SHS Foundation, with community members that are passionate about visual and performing arts, could start a capital campaign. Mr. Evans reiterated that the academic classroom areas have already been addressed extensively and it is time to start focusing on performing arts and athletics that have been financially neglected over the years. Mr. Rousse expressed his belief that performing arts and athletics are part of a well-rounded educational system. Mr. Rousse queried regarding what steps would be necessary to bring these projects to the Board and identify how to move forward. With regards to a 10-year plan for all schools and grounds, it was noted that the BTMES athletic fields were deeded over to the Town prior to the Act 46 merger (and would not be included in a 10-year plan). Mr. Hennessey reiterated that the District's facilities are in very good shape, much better shape than a lot of other districts who have much deferred maintenance. Mr. Reil believes community members would be comforted to see a 10-year plan. Mr. Cecchinelli advised that only the auditorium and athletic fields were warned for discussion and the Committee should return to limiting discussion to those topics. Mr. Hennessey agreed to reach out to Patricia Meriam within the next week (regarding an updated plan). If Ms. Meriam is not interested in undertaking a revision to the plan, she may have a suggestion as to who might be willing to perform that work. Regarding how to move forward with athletic facility upgrades, discussion was held regarding contacting a consultant to provide more updated plans and figures. Mr. Rousse advised that he would be willing to assist with identifying a consultant to provide assistance. Brief discussion was held regarding in-kind donations from local grass-roots organizations and businesses. In-kind donations should be considered when determining new estimates. It was agreed that the two projects should have separate compartmentalized estimates. Mr. Aither would like academics included in discussion of upgrades. It was suggested that a breakdown of 'wants' by school would be beneficial. Mr. Reil would like the full Board to weigh in on how to proceed. Brief discussion was held regarding availability of an 'inventory of 'elements of an effective school' that could be used to breakdown the various components to assist staff etc. with focusing on specific areas. Mr. Aither will look into finding an 'inventory of elements of an effective school' list.

5.2 Spaulding Educational Alternatives Program (SEA) Sidewalks

Mr. Evans has been in contact with the Barre City Engineer, who has advised that it is well known that sidewalks are needed in that area and that installation of sidewalks is in the Master Plan, though not in this year's plan. The City Engineer will be summarizing, in an email to Mr. Evans, the District's request for sidewalks and what is planned by the City.

5.3 Budget Priorities

No discussion.

6. Old Business

6.1 HVAC Project Update

A document titled 'Spaulding High School Ventilation Upgrade' (from EEI) was distributed.

This agenda item was taken out of order, immediately following agenda item 4.1.

Mr. Davey advised of the October milestones, which have been completed; design drawings prepared for AOE approval (electrical drawings, structural engineering drawings, mechanical drawings, and a complete sprinkler design). Mr. Davey displayed copies of the drawings and provided an overview of each. Final approval of the drawings is not needed today, but they do need to be sent on to the AOE. EEI went out for preliminary bids and created a schedule of values, which will also be sent on to the AOE. The project total is approximately \$7,400,000. Mr. Davey reported that Mrs. Perreault advised that the District was trying to get the project to come in at approximately \$7,000,000. Mr. Davey advised regarding two portions that were not originally part of the main intent of the project; the Cafeteria Unit (\$271,000) and the administrative wing (\$179,000). It was noted that the administrative wing already has cooling and ventilation and there is no immediate need to upgrade that area other than to see that it was updated and everything was of the same vintage. Mr. Davey advised that he does not believe it is possible to upgrade the cafeteria within the original budget. Mr. Davey advised that he believes it will take the AOE two weeks to grant approval and the earliest the projects could start would be Christmas break. Mr. Reil queried regarding cutting out other square footage to allow for upgrades to the cafeteria. Mr. Davey noted that one option would be to eliminate some (8) of the second floor classrooms. Mr. Cecchinelli suggested that one option might be to leave the plan as is, with the District funding the overage. Mr. Davey would need to perform additional analysis to confirm numbers. Mr. Evans voiced concern that though both areas are valuable, trading off classrooms for the cafeteria, which most likely is less heavily used, is a 'tricky' discussion. Mr. Aither advised that during the pandemic, loss of use of part of the cafeteria contributed to

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having to dismiss students early. Mr. Davey advised that he has enough information to move forward with the AOE, and that a final decision will need to be made (by the full Board) prior to entering into a contract. **It was agreed that the Committee hold a short meeting on 10/25/22 and present the final findings to the Board on 10/27/22.** In response to a query, Mr. Hennessey advised that he does not believe the Finance Committee needs to be involved in these discussions. Mr. Aither advised that a preliminary spreadsheet for logistical reorganization (during construction) has been drafted. Each phase of the project displaces approximately 8 classrooms.

7. Other Business

Mr. Reil queried regarding transportation for SEA students, and whether the most cost efficient method is being utilized to transport students and if staff are pulled from educational duties to transport students.

8. Items to be Placed on Future Agendas

- Transportation Alternatives For SEA
- Procedures for Outside Contractors
- Building 'To' Do Visionary List - (do monthly, one school at a time)
- Updated Figures For Lighting Leases

Mr. Aither advised that busing for all SHS students was investigated and that there is not enough interest to make it feasible, but he believes something needs to be done to accommodate students who can't get to school reliably when the school does not provide busing. In response to a query regarding busing for out of district (tuition paying) students, Mr. Aither advised that the bus is no longer running because there were too few riders.

9. Next Meeting Date

The next meeting is Tuesday, October 25, 2022. Meeting time and place (possibly video conference only) is to be announced at a later date.

The next regular meeting is Monday, November 14, 2022 at 6:00 p.m., at the Spaulding High School Library and via video conference.

10. Adjournment

On a motion by Mr. Reil, seconded by Mr. Boltin, the Committee unanimously voted to adjourn at 7:30 p.m.

Respectfully submitted,
Andrea Poulin

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BARRE UNIFIED UNION SCHOOL DISTRICT CURRICULUM COMMITTEE MEETING

Spaulding High School Library and Via Video Conference – Google Meet
October 6, 2022 - 6:00 p.m.

MINUTES

COMMITTEE MEMBERS PRESENT:

Sarah Pregent (BC) – Chair
Paul Malone (BT) – Vice Chair
Rachel Aldrich-Whalen (BC Community Member)
Melissa Battah (BT Community Member) – departed at 7:59 p.m.
Nancy Leclerc (At-Large) – departed at 7:21 p.m.
Chris Parker (BT)

COMMITTEE MEMBERS ABSENT:

ADMINISTRATORS PRESENT:

Chris Hennessey, Superintendent
Karen Fredericks, Director of Curriculum, Instruction, and Assessment

OTHER BOARD MEMBERS PRESENT:

Sonya Spaulding

COMMUNITY MEMBERS PRESENT:

William Toborg

1. Call to Order

The Chair, Mrs. Pregent, called the Thursday, October 6, 2022, BUUSD Curriculum Committee meeting to order at 6:00 p.m., which was held at the Spaulding High School Library and via video conference.

2. Additions and/or Deletions to the Agenda

None.

On a motion by Mr. Malone, seconded by Ms. Parker, the Committee unanimously voted to approve the Agenda as presented.

3. Public Comment

None.

4. Approval of Minutes -

4.1 September 1, 2022 Curriculum Committee Meeting Minutes

On a motion by Ms. Parker, seconded by Mr. Malone, the Committee unanimously voted to approve the minutes of the September 1, 2022 BUUSD Curriculum Committee Meeting.

5. New Business

5.1 SEL/MTSS Update (SP 4.A-B & 5. D-F)

A document titled 'Academic & Social Emotional Learning MTSS' was distributed.

It was noted that MTSS stands for Multi-tiered Systems of Support (including academic, behavioral, and social/emotional) and SEL stands for Social/ Emotional Learning. The codes in the Agenda Item refer to sections of the Strategic Plan. Ms. Fredericks advised that this presentation was also shared at the District's kick-off meeting. Ms. Fredericks provided an overview of some of the layers of support offered under MTSS, advising that the layers of support are available for as long as needed, and sometimes change quarterly based on student need. Last spring, PLG's (Professional Learning Groups) spent time discussing Universal Practices (Learning Environment, Clear/Shared Outcomes, Varied Content/Materials & Methods, Practice & Feedback, and Complex Thinking & Transfer). Ms. Fredericks provided an overview of the Practices included under 'Elements of Effective Instruction'. In response to a query, Ms. Fredericks advised that progress monitoring tools are being utilized to assist with measuring success for students on IEPs. It was confirmed that the VTMTSS Field Guide is an AOE publication. Ms. Fredericks advised that equity means meeting the needs of all students, and proceeded to provide some examples of how disparity issues are addressed and it was clarified that additional supports should not impede first level instruction. Regarding IEPs, the objective is to see students making progress on achieving their

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goals, and when possible, to get students off IEPs. Brief discussion was held and Ms. Fredericks answered questions from the Committee and a community member.

5.2 Setting Goals for Growth Within the 5-Year Education Action Plan

5.2.1 System Driver Map

A document titled 'What Will It Take To Improve Student Outcomes?' was distributed.

Ms. Fredericks provided an overview of the various 'drivers' for student outcomes, and advised that the relationship amongst the drivers is very complex and that if any of the drivers is missing, student outcomes are negatively impacted. Drivers include; Professional Capacity, Instruction Programs, School Climate, the 'Instructional Triangle', and Family & Community Partnership. Brief discussion was held regarding 'school climate' (which pertains to both students and staff), and the other components and how they relate to each other. Ms. Fredericks answered questions from Committee Members.

5.2.2 5-Year Curriculum, Instruction, and Assessment Plan (DRAFT)

A copy of the draft document was distributed.

Ms. Fredericks advised that her approach was to draw inspiration/intentions from the Strategic Plan. The draft document is outlined by the five key goals of the Strategic Plan. The document is a living document and will continue to be modified. Ms. Fredericks has met with one group of building administrators and plans to meet with the others within the next two weeks. The document will continue to be shared with the Committee. Mrs. Pregent expressed appreciation for the document containing action steps, outcomes, and evidence (the mechanism for accountability). Mr. Malone queried regarding some of the timeframes and expressed concern over continuity of strong curriculum, advising that he does not want students 'used for practice'. Mrs. Fredericks advised regarding data monitoring that will be utilized to measure success and identify deficiencies within a reasonable timeframe. Brief discussion was held regarding current professional development, training, supports for staff members, identification of problem areas, and alignment of curriculum. It was noted that outreach to local agencies is happening, e.g. Aldrich Library, the Rotary Club etc. Brief discussion was held regarding career pathways, including work based learning which was put on hold during COVID. There is a goal to begin reaching out to younger students (7th grade) regarding opportunities provided by the technical center. Additional discussion included; assessment of students (which is an important component of measuring success of the multi-tiered systems of support), social/emotional learning, lack of support staff, and a suggestion to have high school students provide assistance (tutoring etc.) as part of their community service.

5.3 Discussion of Blended Classes/AP Students and Enrichment for Elementary/Middle School Students (SP 1.B & 3/5.G)

5.3.1 Hattie Rating: 252 Influences And Effect sizes Related to Student Achievement

A document titled 'Hattie's 2018 updated list of factors related to student achievement.....' was distributed.

Ms. Fredericks advised regarding opportunities at SHS, including; early college, AP classes, honors classes, imbedded honors classes, and the implementation of a robotics program. Mr. Malone queried regarding the availability of specialized courses, e.g. engineering. Brief discussion was held regarding imbedded honors classes and the pros and cons of those types of classes. Brief discussion was held regarding AP classes being held as year-long classes, as AP exams are held in the spring and students who complete an AP course in the fall semester are at a disadvantage for spring testing. In response to a query regarding concerns related to a previous announcement that SHS was considering eliminating AP courses, Mr. Hennessey advised that there are no current discussions regarding elimination of AP classes. Ms. Fredericks provided an overview of the 'Hattie' study which encompasses information for individuals from pre-school through adulthood, identifying influences on achievement. The research indicates factors that positively and negatively impact achievement. Discussion was held regarding the many of the various factors listed in the report. Brief discussion was held regarding 'boredom' in students, those who are not challenged/engaged, and those who are disinterested because they have difficulty learning.

5.3.2 Three Reasons Tracking Kids is Wrong (And How to Start Making a Change)

An article from 'education world' was distributed.

- What assumption does the author of the text hold?
- What do you agree with?
- What do you want to argue with in the text?
- What parts of the text do you want to aspire to (or act upon)?

Ms. Fredericks advised that she chose this article because a lot of the research on 'tracking' has been disproven and there is not a lot of current research available. Ms. Fredericks noted that the article is biased, but that it 'gets to the point' of what some of the research shows; that tracking holds kids back, supports a fixed mindset and produces inequity. Community input included an opinion that homogeneous classrooms are easier to teach, that there are challenges posed when classrooms have significant gaps in student ability, and concern that sometimes assumptions are made based on bias (demographic, race etc.). The Committee discussed; concern that tracking is problematic, produces a fixed mindset, and that students in a lower track are not exposed to grade level skills and enrichments, tracking practices from decades ago, the need to encourage families to be supportive, the value of the District becoming more active in the community, concern that high achievers are not being served as well as could be, social/emotional impacts (self-esteem), students struggling with behavior, concern that the benefits of being with like-minded individuals, e.g. PSTL (an accelerated program) which increases learning and provides for social/emotional growth) is being lost (with all blended classrooms), that those in

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high tracks benefit, but those in lower tracks lose out, concern that constant development of new systems is setting the District up for radical changes again in five or six years, and the benefits of being in classes with like-minded students. Community input was received, with concern raised that public input be given more consideration, noting that after hearing powerful impact statements from the Board, community members, and staff, it was announced that the PSTL Program had already been cut and was not being considered for reinstatement. Concern was voiced that although high achievers (in imbedded honors classes) benefit from the experience of assisting other students (students are in school to learn, not teach), their own education is impeded. Concern was voiced that most discussion has been centered on struggling students' needs and that the needs of high achiever's appears to have been put on the 'back burner'. In the interest of equity, the District needs to meet all students 'where they are at'. Mrs. Spaulding voiced support for embedded honors classes, noting that those classes provide social/emotional support by allowing students with learning disabilities to be in classes with their friends. There is a need to find a balance to serve the needs of all students. In response to a query regarding the possibility that the quality of teaching staff may differ between schools, it was noted that previous data indicated that student achievement, based on demographics, was equal at both elementary/middle schools.

6. Old Business

None.

7. Other Business

None.

8. Items for Future Agendas

- Fall Climate Survey (parents, students, and faculty) - (Parking Lot Item A)
- Percentages: Student Drop-out / Completion Rates - (Parking Lot Item C)
- Use of Diagnostic Assessment Data to Assist Teachers with Identifying Student Needs - (Parking Lot Item D)

Brief discussion was held regarding whether 'Review of Continuous Improvement Plan' should be presented to the full Board rather than the Committee. Mr. Hennessey will perform research on this matter.

Parking Lot:

- Remove: B. Results from January 2022 Staff Survey (outdated information)
- Remove: F. Organization Flow Chart (Outline – personnel fit/responsibilities) – check with Mrs. Leclerc regarding whether or not she still wants this. This information would be more appropriate to provide to the full Board, not this Committee.

9. Next Meeting Date

The next meeting is Thursday, November 3, 2022 at 6:00 p.m. at the Spaulding High School Library and via video conference.

10. Adjournment

Ms. Fredericks expressed her appreciation for the collaboration on discussion of topics this evening.

On a motion by Mr. Malone, seconded by Ms. Parker, the Committee unanimously voted to adjourn at 8:18 p.m.

Respectfully submitted,

Andrea Poulin