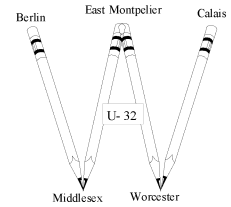


Washington Central Unified Union School District

WCUUSD exists to nurture and inspire in all students the passion, creativity and power to contribute to their local and global communities.

1130 Gallison Hill Road
Montpelier, VT 05602
Phone (802) 229-0553
Fax (802) 229-2761

Debra Taylor, Ph.D.
Interim Superintendent



WCUUSD Policy Committee Minutes 2.11.20 5 – 7 pm

1130 Gallison Hill Road, Montpelier

approved 3-10-20

Present: Chris McVeigh, Jaiel Pulskamp, Marylynne Strachan, Steven Dellinger-Pate, Jody Emerson, Jen Miller-Arsenault, Debra Taylor

1. Call to Order: Chris McVeigh called the meeting to order at 5:07 p.m.

Steven Dellinger-Pate was present to discuss the issue of proficiency based grading, as the board had discussed previously whether or not creating a policy around proficiency based grading (PBG) might be appropriate.

Steven Dellinger-Pate stated that proficiency based grading is included in the school profile. He noted that students are getting college admission offers and that U-32 is getting feedback from colleges that the school profile and transcript using proficiency based grading are clear.

Jaiel Pulskamp asked whether Montpelier High School had shared whether their students' college admissions decisions were affected by proficiency based report cards. He replied that he has not asked MHS about that. Some discussion followed about the difficulty of knowing reasons why students are accepted, rejected or deferred in response to college applications, before proficiency based grading, or now in light of proficiency based grading.

Steven Dellinger-Pate stated that, for students who are seeking admission to really competitive schools (for example, Duke), U-32 could support them in other ways besides the grading system; e.g., ACT/ SAT scores, resumes. He does not see PBG being the deterrent.

Superintendent Taylor indicated that Policy D1: Proficiency Based Graduation Requirements is in existence; she recommended that the committee could consider that policy, rather than creating a new one or additional one.

Chris McVeigh asked Principal Dellinger-Pate what had happened that caused families to be upset about college admissions re: PBG. He stated that some of the bigger state schools had communicated (e.g. University of Rhode Island) that they weren't able to make sense of how to convert the transcripts to the more traditional system. Discussion continued around the college admission process.

Steven Dellinger-Pate indicated that there is not a lot of difference as far as they can tell, about college admission trends - he is considering sharing with families information/ lists about colleges where U-32 students have been admitted. He explained that comparing PBG with previous grading system is not possible because PBG is a criterion system, whereas the letter-grade system is not. Steven Dellinger-Pate believes that being able to show transferable skills will be a boost as far as more accurately describing each student's profile.

Jaiel Pulskamp stated that she believes one of the challenges is in the communication piece - teachers to students, and school to families/ communities - to help better understand PBG. Marylynne Strachan stated that teachers need to be clear in their understanding of how the grading system works, so they can explain to students and families in ways that make sense.

Steven Dellinger-Pate shared that Lisa LaPlante is part of a group of Directors of Guidance who meet regularly and discuss issues such as college admissions. Some suggestions were made around communicating with colleges as well as communicating with families - for example, asking families, what have you heard back from colleges? and following up with colleges to clarify issues if needed.

2. Approve Minutes of 1.6.20: **Marylynne Strachan moved to approve the January 6, 2020 minutes. Seconded by Jaiel Pulskamp, this motion carried unanimously.**

3. Requested Review

- 3.1 B35 Family Medical Leave Policy: Debra Taylor shared that the Negotiations team has been discussing this issue, and that they have seen this draft policy.

- Jody Emerson explained some of the issues that have come up regarding using "weeks" versus "days" in the policy. Debra Taylor explained that the Negotiations team has addressed this in their work. Marylynne Strachan asked how the FMLA policy addresses parents who use such leave to attend IEP meetings or for mental health appointments. She

noted that the federal Department Of Labor had shared an opinion letter in August 2019 about this.

The committee agreed to share this for a first reading to the board. The language in the policy will be changed from weeks to days.

4. Review Existing Policies

4.1 Section B – Personnel

4.1.1 Current: B1: Substitute Teachers - the committee reconsidered this policy, as the pronouns had been edited. Jaiel Pulskamp asked if all of the policies, overall, have been edited to change pronouns to “they.” Superintendent Taylor thinks they have. Jody Emerson asked whether there had been follow up as discussed at the previous meeting, as to whether other schools require bachelor’s degrees for substitutes. The committee agreed to add to qualifications: *“four years experience beyond high school, or bachelor’s degree preferred.”* This policy is ready to go to the WCUUSD Board.

B2: Volunteers and Work Study Students Policy:

Committee members would like to change the language to: *“A person who is a convicted sex offender, or a person with a substantiated finding of child or vulnerable adult abuse/ neglect, shall not be eligible to be a work study student or volunteer.”* (to make the language more stringent.)

(eliminate the underlining in the *implementation* portion of the policy.)

Under Legal References, delete *21 V.S.A.*

This policy is ready to go to the WCUUSD Board.

B3: Alcohol and Drug-Free Workplace:

Remove the word “illegal” (twice) in the first paragraph; add “under the ***impairing*** influence” (twice).

Also change the pronouns in the document: Superintendent Taylor will ask Krista to edit all of the policies, throughout, to change the pronouns to “they”/ “their.”

This policy is ready to go to the WCUUSD Board.

B6: HIPAA: This policy is ready to go to the WCUUSD Board (with pronoun edits).

B7: Tobacco Prohibition

Jody Emerson indicated that vaping incidents are currently reported under drug and alcohol offenses because she is not able to know the substance that is vaped.

Ms. Emerson shared that, regardless of tobacco or marijuana, the response from the school is similar - there is a strong educational component, regardless.

The committee agreed to include the language that Chris McVeigh had included

around vaping.

This policy is ready to go to the WCUUSD Board.

B20: Personnel Recruitment, Selection, Appointment and Background Checks: This policy is ready to go to the WCUUSD Board, with noted changes that Chris McVeigh had provided.

B22: Public Complaints About Personnel: Under “Resolving Complaints,” change “arty” to “party.”

This policy is ready to go to the WCUUSD Board.

4.1.2 Additional

B21: Professional Development: “professional development committee” should be noted “curriculum council.” “Action plan” in the document should be noted “Continuous Improvement Plan.”

This policy is ready to go to the WCUUSD Board with noted edits.

The committee agreed that the other recommended policies in this section: B30, B31, B32, B33, should go to the WCUUSD Board for first readings. Edits required will be (1) pronouns as well as (2) changing “Action Plan” to “Continuous Improvement Plan.”

Chris McVeigh had provided a draft policy: Non-Retribution/ Retaliation Policy, to consider at the next Policy Committee meeting.

Committee members agreed to change the start time of meetings to 4:30, starting on March 10th.

Chris McVeigh had collected some policies around School Choice. He will email to disseminate to committee members. The committee had agreed to address this in April.

5. Adjourn: The committee adjourned by consensus at 7:00 p.m.

Respectfully submitted,
Lisa Stoudt, Committee Recording Secretary

Next meeting: March 10th 4:30 - 6:30