

# Central Vermont Unified Union School District Board Meeting

Wednesday, October 18, 2017

6:00 pm

Williamstown Middle High School, Williamstown, VT

## Agenda

1. **Roll Call** 6:00 pm
  2. **Agenda Revision** 6:01 pm
  3. **Public Participation** 6:02 pm
  4. **Mission/Vision for the Central Vermont Supervisory Union** 6:05 pm  
Facilitator Peter Clarke will lead us through the next steps of creating a new mission and vision for the Central Vermont Supervisory Union.
  5. **Reports to the Board** 6:50 pm
    - Superintendent
    - Chairperson
  6. **Items for Board Action** 7:00 pm
    - Approval of Minutes: 10/2/2017
  7. **Old Business** 7:02 pm
    - **Norms** (*See in Agenda Packet*) *Discussion, Action*  
The Board will determine their Norms of Operation and how they might use the VSBA Code of Ethics.
  8. **FY19 Budget** *Receive information, Discussion* 7:15 pm  
Superintendent Bollard and Business Manager Chris Locarno will share a first look at the facilities and transportation portion of the FY19 Budget Proposal.
  9. **New Business**
    - **Negotiations Goal Statement** (*See in Agenda Packet*) 7:45 pm  
*Receive information, Discussion, Possible Action*  
The Board will review the Draft Negotiations Goals Statement and determine next steps
    - **Negotiating Council / CVSU Board Representation** *Discussion, Action* 8:00 pm  
The Board will determine who will represent them on the Negotiating Council and the CVSU Board.
    - **Board Work** *Receive information, Discussion, Possible Action* 8:10 pm  
The Board will discuss the use of sub-committees to complete specific board tasks and to report back to the Board on their work.
    - **Process for Developing Policy** (*See in Agenda Packet*) *Receive information, Discussion* 8:20 pm  
Superintendent Bollard will explain how policies are developed and adopted using a policy for Public Participation at Board Meetings as an example.
  10. **Future Agenda Items**
  11. **Adjournment** 8:30 pm
- 

Peter Evans, Chair  
Central Vermont Unified Union School District

Susette L. Bollard, Superintendent, ONSU  
Central Vermont Unified Union School District  
Temporarily Assigned to ONSU by  
Vermont State Board of Education

### Next CVUUSD Meetings

Mon Nov 6 2017 6pm Brown Public Library – Northfield

Weds Nov 15 2017 6pm Williamstown Middle High School - Williamstown

**Central Vermont Unified Union School District Meeting**  
**Monday, October 2, 2017**  
**6:00 pm**  
**Brown Public Library, Northfield, VT**

**Minutes - DRAFT**

1. **Roll Call**

Meeting called to order at 6:00 pm.

**Board Members Present:** Peter Evans (Chair), Rama Schneider (Vice Chair), Amanda Mills-Brown (clerk), Horace Duke, Christine Motyka, Sophia Benett

**Administration Present:** Susette Bollard (ONSU Superintendent), Chris Locarno (ONSU/WSSU Business Manager), Michaela Martin (ONSU Co-Director of School Transformation/WSSU Curriculum Coordinator)

**Others Present:** Tim Moynihan, Peter Clark, Scott Lang, Ryan Parkman, Wayne Howe, David Delcore

2. **Agenda Revision**

None

3. **Public Participation**

Tim Moynihan (WSEA Negotiator) presented a letter indicating their intent to negotiate in partnership with the ONEA and the ONSA on behalf of the faculty and staff of the Central Vermont Unified Union School District. (See attached)

4. **Mission/Vision for the Central Vermont Supervisory Union**

Vice Chair Rama Schneider expressed his objections to the process and selection of Peter Clarke as the facilitator. He requested future hiring of consultants be brought to the Board for discussion. Facilitator Peter Clark led the Board through the initial steps of creating a new mission and vision for the Central Vermont Supervisory Union. (See attached.) This was followed by a discussion with the Board.

5. **Reports to the Board**

- Superintendent – Negotiations

Superintendent Bollard questioned whether the Board could negotiate with more than one entity representing the same group of people. She has sought legal counsel.

- Principals (Northfield Campuses)

Principals Parkman and Ryan reported to the Board.

6. **Items for Board Action**

- Approval of 9/20/2017 Minutes

Motion made by Rama Schneider to approve the minutes as presented.

Seconded by Christine Motyka. Unanimous approval.

- Confirmation of Board Meeting Dates, Times, Locations.

Motion made by Sophia Bennett to move the January 2<sup>nd</sup>, 2018 meeting to January 3<sup>rd</sup>, 2018 and to approve the other dates as presented. Seconded by Rama Schneider. Unanimous approval.

7. **New Business**

- CVUUSD Board Norms

The Board participated in a discussion to establish norms for their work together including a discussion of a code of ethics and the use of Robert's Rules of Order. Board members will send a list to Superintendent Bollard and review at the next meeting.

- CVUUSD Board Minutes

The Board discussed the pros and cons of having someone other than the Board Clerk take minutes for the meetings. Rama Schneider made a motion to hire a note-taker for regularly scheduled meetings and to pay them \$100 per meeting. 1 yes vote and 5 no votes. Motion failed.

- Student Membership on the Board

Principal Lang shared with the Board how Williamstown student members were selected for the Williamstown School Board and how their roles help bridge the gap between the Board and the people they serve. Discussion followed. Superintendent Bollard will bring a proposal for a process to select student board members to the next meeting.

- Transition Year Work Plan

See Attached. Discussion Followed. Principals requested that the Board provide ample time for community involvement.

8. **Future Agenda Items**

Rama Schneider suggested; ongoing process for community outreach and participation, board statement around negotiations, board outreach to schools.

9. **Adjournment**

Motion made by Rama Schneider to adjourn meeting at 8:08 pm.

Seconded by Sophia Bennett. Unanimous approval.

## CVUUSD NORMS

Board Input	Proposed Norm
<ul style="list-style-type: none"> <li>Identify agenda items a “receive information, discussion and/or action” (LG, SLB)</li> </ul>	<p><i>Identified on the agenda</i></p>
<ul style="list-style-type: none"> <li>Come prepared (LG)</li> <li>Be prepared for the meeting (MB)</li> <li>Be prepared – read packet documents prior to the meeting (CM)</li> <li>Be prepared for the meetings (RS)</li> <li>Start and end on time (AM-B)</li> <li>End times may need to be adjusted, but consider all when deciding to hold meeting longer (PE)</li> <li>Have a time keeper (SLB)</li> <li>Board members should arrive to meetings on time (PE)</li> </ul>	<p><i>Arrive on time and prepared to meetings by reviewing documents provided in the board packet</i></p>
<ul style="list-style-type: none"> <li>Limit electronic use to board business (MB, SLB)</li> <li>Family stuff (AM-B)</li> <li>Use of technology to communicate during meetings should be limited to emergencies (PE)</li> <li>Limit technology – silence phones (CM)</li> </ul>	<p><i>Limit use of electronics to board business or emergencies; silence cell phones</i></p>
<ul style="list-style-type: none"> <li>Be engaged during the meeting (MB)</li> <li>No side conversations (AM-B)</li> <li>Show up, participate and be honest (RS)</li> <li>Be respectful to others (MB)</li> <li>Basic respect for each other (AM-B)</li> <li>Allow all members time to express themselves without feeling rushed (PE)</li> <li>Share the “air time” (PE)</li> <li>Listen to those sharing their points of view, to facilitate full understanding (PE)</li> <li>Refrain from devaluing others’ ideas. Strive to value all opinions (PE)</li> <li>Do not question others’ motives (RS)</li> <li>Be part of the conversation, do not take over the conversation (RS)</li> <li>Respect is covered in the Code of Ethics (CM)</li> <li>Help make certain everyone is heard (CM)</li> </ul>	<p><i>Foster a culture of respect for all ideas and points view</i></p>

<ul style="list-style-type: none"> <li>• Follow Robert's Rules of Order (PE)</li> <li>• Robert's Rules for small boards is OK with me (CM)</li> </ul>	<p><i>Use Robert's Rules of Order to facilitate efficient meetings</i></p>
<ul style="list-style-type: none"> <li>• Be respectful of the separation of roles and responsibilities regarding the board and Superintendent (RS)</li> </ul>	<p><i>Be sensitive to what is board work and what is the work of the superintendent,</i></p>
<ul style="list-style-type: none"> <li>• The board is an organization of individuals, and no individual is the board (RS)</li> <li>• Understand that at all times one has a right to one's own thoughts, but decisions are made only by a vote of the board (RS)</li> </ul>	<p><i>Covered in the Code of Ethics</i></p>
<ul style="list-style-type: none"> <li>• Avoid distributing reports to the Board after packets have been disseminated, in order to facilitate adequate preparation for meetings (PE)</li> <li>• Limit staff oral reports to introductory and additional remarks; avoid restatement of written reports or PowerPoint presentations (PE)</li> <li>• Keep presentations succinct (PE)</li> </ul>	<p><i>Administrative Issue</i></p>
<p><b>OTHER THOUGHTS</b></p>	
<ul style="list-style-type: none"> <li>• Comments from the public should be heard during the designated time on the agenda.</li> </ul>	<p><i>Covered in Robert's Rules and policy</i></p>
<p>The Board environment should foster open sharing of ideas and differing opinions in an atmosphere of shared responsibility and respect. (CM)</p>	

## **CODE OF ETHICS FOR VERMONT SCHOOL BOARD MEMBERS**

As a member of my local school board, I will remember that my primary concerns must be the educational welfare of the students in my district and excellent return on investment for taxpayers. I agree to conduct myself in accordance with the following commitments. I will:

### **Act within the scope of my official role:**

- Recognize that a board member's responsibility is to see that schools are well run, but not to run them
- Act only as a member of the board and not assume any individual authority when the board is not in session, unless otherwise directed by the board
- Give no directives, as an individual board member, to any school administrator or employee, publicly or privately
- Avoid making commitments that may compromise the decision-making ability of the board or administrators

### **Uphold the highest ethical standards:**

- Not receive anything of value, by contract or otherwise, from the school district or supervisory union unless it is received:
  - as a result of a contract accepted after a public bid
  - in public recognition of service or achievement
  - as a board stipend reimbursement or expense allowed by law for official duties performed as a member of such board;
- Not solicit or receive directly or indirectly any gift or compensation in return for making a recommendation or casting a vote;
- Agree to recuse and remove myself from board deliberation and votes when necessary to avoid the appearance of conflict of interest;
- Not agree to the hiring of a superintendent, principal, or teacher already under contract with another school district unless assurance is first secured from the proper authority that the person can be released from his or her contract.

### **Respect my peers, my constituents, and confidentiality considerations:**

- Voice opinions respectfully and treat with respect other board members, administrators, school staff, and members of the public;
- Maintain confidentiality of information and discussion conducted in executive session and uphold applicable laws with respect to the confidentiality of student and employee information;
- Attend all regularly scheduled board meetings insofar as possible.

***I agree to abide by the principles outlined in this Code of Ethics and will do everything in my power to work as a productive member of the leadership team.***

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

The following was approved by:

Central Vermont Supervisory Union on \_\_\_\_\_

Central Vermont Unified Union School District on \_\_\_\_\_

Orange/Washington School District on \_\_\_\_\_

CVSU, CVUUSD and OWSD boards goals statement regarding teacher and staff contract negotiations.

The Central Vermont Supervisory Union (CVSU) and its member districts, Central Vermont Unified Union School District (CVUUSD) and Orange/Washington Unified Union School District (OWUUSD), are presented with the following facts:

- 16 VSA Subchapter 3 (added by Act 46 of 2015, Sec 43) requires transitional boards of newly merged districts or supervisory unions begin negotiations with staff negotiating councils within 90 days after formation of the transitional boards;
- the boards must appoint a negotiations council;
- the boards must provide guidance to the negotiations council.;
- the Governor's office is predicting a gap in the education fund that will be in the area of \$80 million that may require an 8¢ increase in property tax rates and a proportional increase in the education income tax rate;
- the Governor and state Legislature may end up requiring that supervisory unions and school districts around the state drastically reign in spending by methods such as no increase in year to year budgets; and
- the delivery of high quality learning experiences and instruction requires high quality staff.

The Board of Directors for the CVSU, CVUUSD and OWSD must focus our policies in a deliberate and thoughtful manner if we are to maintain our students and their learning experiences and outcomes as the priority. Certainly one of the more important policy documents our boards help to create is the contractual agreements we enter into with the teachers and support staff in our community's schools. Our boards have created the following goals to guide our negotiating team during the upcoming teachers and staff master agreement negotiations:

The agreement will address in a fair manner the demands by the Governor and state Legislature that local districts constrain growth in education spending.

The agreement will address and forward the goals and visions presented in the merger agreements that formed the CVUUSD and OWSD.

The agreement will address the changing landscape in how, where and when learning experiences are provided to our students.

The agreement will address in a fair manner the ability of the state and local communities to financially support high quality learning experiences.

The agreement will address in a fair manner the needs of teachers and staff to receive compensation that is commensurate with the level of services provided.

The agreement will address the reality that school districts across Vermont are in a time of unpredictable flux.

The CVSU, CVUUSD and OWUUSD boards look forward to a timely and mutually productive negotiation with our districts' teachers and staff that will be handled in a manner reflecting fairness and respect for all.

# **PUBLIC PARTICIPATION AT BOARD MEETINGS**

## **Policy**

It is the policy of the Central Vermont Unified Union School District Board to encourage public participation at its meetings.

## **Background**

Public participation is very important to the successful function of the Central Vermont Unified Union School District. The board wants to carry out its business with the benefit of public input and expertise. It also wants to keep the public informed and up-to-date on what is happening in the community's schools.

## **Implementation**

Reasonable rules of participation may be used to insure that meetings are conducted in an orderly fashion and that the business at hand is completed in a timely manner. Such rules may take into consideration such things as length of each speaker's presentation and the number of times each speaker may comment.

## **Persons Who May Address the Board**

1. Any district resident
2. School staff members, students and parents
3. Individuals who have been requested by the superintendent or the board to present a given subject
4. Persons who are directly affected by matters on the board agenda
5. Others at the discretion of the board

## **Public Comment on Agenda Items**

1. The chair will ask for comments on agenda items before action is taken by the board.
2. When the number of people wishing to speak is large, the board may authorize the chair to use a speakers' list. Members of the public will be given an opportunity to sign the speakers' list, indicating which agenda item will be addressed.

## **Public input on items not on the agenda**

1. There will be time set aside for public input on items not on the agenda at every regular, special or emergency meeting of the board.
2. The time allotted to this item will be assigned by the chair or the person responsible for organizing the agenda.
3. The chair shall rule out of order any presentation to the board which breaches the privacy or other rights of students, parents or school employees, or which does not comply with Board policy on complaints.

*Date Warned:*

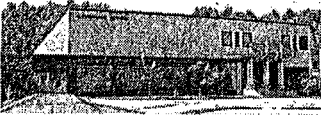
*Date Adopted:*

*Legal Reference(s):* 1 V.S.A. §§310 et seq. (Public meetings)  
16 V.S.A. §554 (b) (School board meetings)

*Cross Reference:* Board Meetings Board Meeting Agenda Preparation and Distribution (A2)



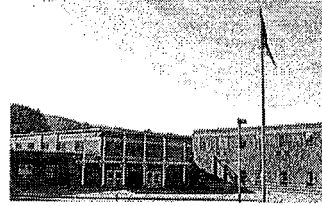
# Central Vermont Unified Union School District



Northfield Elementary Campus



Williamstown Elementary Campus



Northfield Middle High Campus



Williamstown Middle High Campus

## Williamstown School Board of Directors Central Vermont UUSD Board of Directors Superintendent's Report October 18, 2017

Thank you all for attending the special meeting last month to hear details on the proposal to bring Chinese elementary age students to WES in February. It will be an exciting opportunity for all.

We have received our Science NECAP results from last spring. You can expect a detailed assessment report from Principals Kinnarney and Lang at the next Williamstown Board meeting on November 15<sup>th</sup>.

The transition work continues. The joint admin team got together to review the new state *Continuous Improvement Plan* process in place for next year. It seems like things get more and more complicated but we rely on federal funds to help with our interventions and professional development so we will comply. On Tuesday, October 17<sup>th</sup> the joint admin team will meet with a focus on budget for the second time. We will be looking closely at our student support systems in preparation for the presentation of that portion of the PreK-12 budget on November 6<sup>th</sup>. I have managed to visit the Northfield Elementary School only once but did learn about rumors regarding staffing decisions for next year and managed to "set the record straight" for at least the folks I was talking to. I was hoping to have set up a schedule by now for my *Listening and Learning Tours* in Northfield but there seems to be a new challenge every week. I think I will start to look at it a week at a time.

The first meeting of the Central Vermont Supervisory Union will be on November 1<sup>st</sup>. The Orange Washington Unified Union Board suggested we have our first meeting in Northfield. They are fully aware of the long-standing relationship they have with Williamstown and are wanting to develop a similar positive relationship with the community of Northfield. This will be our first opportunity for all sixteen members of the school districts' boards to come together and work on the supervisory union mission, vision and principles. You will take the work you have done at the local level and bring it together. Please plan to attend this meeting even if you are not interested in being one of the CVUUSD official representatives on the CVSU Board. Mission, vision and principle work requires all voices at the table.

We finally have an answer from the AOE on how to apply for the transitional grant due to the supervisory union, Business Manager Chris Locarno will begin that process ASAP. In addition, we are seeking legal counsel on the process for selling school buildings/property to the new school district. Finally, I was able to get more information regarding high school state-wide vs. high

school intra-district choice. School choice decisions in the new Central Vermont Unified Union School District is a matter of local policy. What you as a board set up as criteria/rules/protocols will govern how students access opportunities outside their home school. Both the high school (Northfield and Williamstown), however, will continue to participate in the state-wide school choice lottery system which both schools access through the Winooski Valley Public School Choice Collaborative. When the Board is ready to look at the intra school district choice question, it would behoove you to consider how many students on average seek to leave their home schools to access state-wide school choice and how that might affect programming in the future.

You will find in your packet draft norms and a draft of board goals for negotiations for your consideration. Please review them carefully and come prepared to discuss them. You will also be selecting representatives to the Central Vermont Supervisory Union Board and a representative to the negotiating council. Please consider if you would like to be considered for any of these roles. If you have questions, please do not hesitate to contact me.

You will get your first look at the Facilities and Transportation portion of the FY19 budget. Please look for packet materials related to budget on Monday the 16<sup>th</sup>.

I'm looking forward to seeing you all on Wednesday. Remember the Williamstown meeting starts at 5PM and the CVUUSD meeting begins at 6PM.

Have a great weekend.

Respectfully submitted,

Susette L. Bollard, Superintendent of Schools

Serving the Towns of Williamstown, Washington and Orange, and  
the Central Vermont UUSD and Orange Washington UUSD  
for the transitional period

**Williamstown Elementary School**

**Jamie Kinnarney**

Principal

**Mitch Smoller**

Co-Coordinator of Student Support

**Michele Blanchard**

PreK-12 School Home Coordinator



**Williamstown Middle High School**

**Scott Lang**

Principal

**Jessica Poe**

Co-Coordinator of Student Support

**Derek Howard**

Coordinator of Student Wellness  
and Activities

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**Williamstown Schools**  
*Preparing students to be lifelong learners*

**October, 2017**

**Southern Campus**

**Williamstown School Board Report**

**Goal #1: Multi-Tiered System of Supports**

The ONSU will support schools in sustaining a MTSS that:

- supports responsive, differentiated instruction/intervention that is informed by student data and ongoing monitoring of student growth both in academics and social/emotional;
- supports a rigorous learning environment while helping students make connections based on interests to support multiple pathways for learning;
- supports the integration of Personal Learning Plans, Flexible Pathways and alternative programming to better meet the needs of our students.

We have completed our fall Track My Progress (TMP) testing for both reading and math. You can expect a data report during November's board meeting on both TMP and the 2017 spring science New England Common Assessment Program (NECAP) science testing grades K-12. We have completed the analysis of the TMP data and set individual rate of growth goals for all students K-5.

We continue to progress monitor social/emotional data on a weekly basis. I'm pleased to report that the data indicates growth and increased student engagement in learning. This is indicated via a decrease in office discipline referrals, improved attendance data, and a decrease in the number of students accessing the nurse's office. Overall, the system is functioning very well in meeting 98% of our students' needs. To this end, we were once again recognized on Tuesday afternoon by the Vermont Agency of Education as an exemplar positive behavioral intervention and supports (PBIS) school.

**Goal #2: Goal 2- Proficiency Based Learning**

ONSU will support the development and implementation of a PreK-12 conceptual Framework and Core Principles for Proficiency Based Learning to our comprehensive MTSS (Multi-Tiered System of Supports) including:

- Habits & Traits/ Transferable Skills
- Graduation Proficiencies (Content Area Standards)
- Performance Indicators
- Learning Intentions
- Assessments
- Reporting system to reflect proficiency based learning

Faculty worked throughout the day on Friday, October 6<sup>th</sup> to create and calibrate summative assessments aligned to the ONSU performance indicators. This will ensure that we are providing students multiple opportunities to demonstrate proficiency of the identified performance indicators for each grade level cluster. This work will continue throughout the 17-18 school year, and be used to revise the newly created performance scales. Michaela Martin joined me on the evening of Tuesday, October 3<sup>rd</sup> for a parent informational night, with specific attention to the newly revised proficiency based reporting system (*Graduation Proficiency Profile*).

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**Williamstown Elementary School**

**Jamie Kinnarney**

*Principal*

**Mitch Smoller**

*Co-Coordinator of Student Support*

**Michele Blanchard**

*PreK-12 School Home Coordinator*

**Phone: 802-433-6653**

**Fax: 802-433-6266**



**Williamstown Middle High School**

**Scott Lang**

*Principal*

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*Co-Coordinator of Student Support*

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and Activities*

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## **Williamstown Schools**

*Preparing students to be lifelong learners*

I'm pleased to report that 5<sup>th</sup> graders met today with their Capstone Project advisors. This was the initial Capstone Project meeting and focused on the identification of project ideas/topics. It was an exciting day, and marks the launching of the Capstone Projects. As mentioned in a previous report, we will be providing additional support for students via the ONWARD program. The support time will focus on research/writing, presentation skills, and the creation of a pleasing display. It's my prediction that this added support will lead to an even greater depth of learning/achievement.

### ***Goal #3: High Quality Professional Performance***

*Our expectations for professional performance will include:*

- *a culture of excellence*
- *high expectations*
- *focus on continuous improvement.*

All three of our grades 1-5 science teachers are currently engaged in professional learning specific to the inquiry based instructional approach and next generation science standards. This professional learning is called NGSX, and it is being led by Sharron Prairie, WMHS and Theresa White, WES. Both teachers engaged in professional learning last year specific to the NGSX instructional leadership approach to inquiry instruction. It's again evidence of the payoff of investment in high quality professional learning in regards to capacity building across the supervisory union.

The faculty will be engaged in peer observations this upcoming school year. The focus will be on gathering instructional and classroom management tools, ideas, and skills from fellow colleagues. There are many terrific instructional practices occurring throughout the school day, but I'm often the only one that has the pleasure of observing them. Therefore, it's our goal to have all faculty members engage in a peer-to-peer observational protocol in order to learn best practices from each other. This is phase one of what will grow into a more formal process of professional learning.

Respectfully submitted,

**Jamie Kinnarney**

*Principal*

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Williamstown Elementary School

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## Williamstown Schools

*Working interdependently as a community of schools to achieve the best educational outcomes for our students.*

Williamstown Middle High School

**Scott Lang**  
Principal  
**Jessica Poe**  
Co-Coordinator of Student Support  
**Derek Howard**  
Coordinator of Student Wellness  
and Activities

Phone: 802-433-5350  
Fax: 802-433-1037

## September Board Report Northern Campus September, 2017

### Goal 1- Multi- Tiered System of Supports

The ONSU will support schools in sustaining a MTSS that:

- supports responsive, differentiated instruction/intervention that is informed by student data and ongoing monitoring of student growth both in academics and social/emotional;
- supports a rigorous learning environment while helping students make connections based on interest to support multiple pathways for learning
- supports the integration of Personal Learning Plans, Flexible Pathways and alternative programming to better meet needs of our students.

The Northern Campus was recognized by Vermont PBIS as a "School of Merit" based on our reported climate data from last year. Those data trends are continuing through September and October as we continue to get better at being clear about our expectations, modeling what we want to see, and supporting those who need more help in developing positive behavior. Certainly one piece of that support is the social emotional data team which meets weekly as a school team and once a month as a preK - 12 team with our colleagues from the southern campus. The larger, district team recently met with representatives of outside agencies who are our partners in supporting students and families. Representatives included two DCF supervisors, the Director of School Services from Washington County Mental Health and the Orange county Assistant District Attorney. This meeting was arranged by the hard work of Michele Blanchard, our school home social worker, and Co-Coordinator of School Transformation Ed Nasta. We left the meeting with a clearer understanding of how we can be helpful to each other and stretch all of our resources for children and families who may need them and a plan to meet monthly through the school year. This was a monumental step forward for our schools.

We have also added to our academic support for students, more extended block opportunities, now offering two mornings per week and three afternoons a week for any student who needs a quiet place to work or get some extra help. This effort started as a way to keep student athletes and other

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co-curricular students academically eligible while they continue to participate, but has grown into a useful tool for our data teams.

## **Goal 2- Proficiency Based Learning**

ONSU will support the development and implementation of a PreK-12 conceptual Framework and Core Principles for Proficiency Based Learning to our comprehensive MTSS (Multi-Tiered System of Supports) including:

- Habits & Traits/ Transferable Skills
- Graduation Proficiencies (Content Area Standards)
- Performance Indicators
- Learning Intentions
- Assessments
- Reporting system to reflect proficiency based learning

Planning is underway for our first intersession of the year which will take place November 15 - 21, the five days preceding Thanksgiving break. Our target for improvement over last year's inaugural intersession is to get better at communication and participation for students who need a little extra time due to slower processing or extended absence by offering them a five day session with a content expert. The overarching theme of intersession is to create learning opportunities based on teacher and student passions for different activities and areas to explore. Derek Howard and Jody Chamberlin are organizing that week. Discussion about grading in our proficiency based system has led us to gradually change over from the previous continuous improvement model of grading to one that indicates progress toward the demonstration of proficiencies. The first step will be evident when grades are reported in early December, using our 1 through 4 system but eliminating the '.5' from the scale. We will continue to report grade point averages to post secondary institutions who request them through 2020. At that point our system will be totally proficiency based. We eliminated the reporting of class rank several years ago to improve the chances for our students applying to competitive colleges and universities and that seems to have worked well. Next month, Mr. Kinnarney and I will report on our fall data.

**PBIS/Community Outreach** - As noted above, WMHS has been recognized as a School of Merit through the Vermont PBIS folks. There are criteria that we agreed to follow through analyzing and reporting data regarding school climate and student behavior. The number of office referrals continues to drop. I will be sending several letters home over the course of the next month to begin bringing parents into the conversation of how we assess and report in a proficiency based system. I will also be having the conversation with high school students particularly as they are indicating that they do not yet understand that each seminar is its own final grade/proficiency, so those students who sometimes wait until the third or fourth quarter in our old system before they engage in the work, will no longer be able to "pull it out" near the end of the year. Those second, third and fourth year high school students who plan to use credits for graduation, will not receive credit for seminars in which they were not successful or did not complete the tasks or demonstrate proficiency. We are predicting that overall, grading will be lower and we will need to look at peripheral areas that are affected - National Honor Society, National Art Honor Society, maybe even Honor Roll.

Respectfully,

Scott Lang, Northern Campus