

RSU 63 Special Board of Directors Meeting
Monday, September 14, 2020
6:30 pm
Holbrook Middle School
Agenda
Remote Dial In: 1-414-909-2329 PIN: 426922820

Call Meeting to Order

Flag Salute/Moment of Silence

Approval of Amended Minutes for August 10, 2020 Special Board Meeting
Approval of Minutes for August 24, 2020 Board Meeting
Approval of Minutes for August 25, 2020 Facilities Advisory Committee Meeting

Questions and Comments from the Board

Questions and Comments from the Public

Old Business

1. Update Regarding Start of the 2020-2021 School Year

New Business

1. Synchronized Instruction
2. Teacher and Administrator Professional Growth and Performance Evaluation Pilot
3. Van Proposals

Dates of Next Committee Meetings

1. Facilities Advisory Committee Meeting: Thursday, September 10, 2020 at 5:30pm, Holbrook Middle School
2. Budget and Finance Committee Meeting: Monday, September 14, 2020 at 5:30pm, Holbrook Middle School
3. Facilities Advisory Committee Meeting: Thursday, September 24, 2020 at 5:30pm, Holbrook Middle School
4. Board Meeting: Monday, September 28, 2020 at 6:30pm, Holbrook Middle School
5. Board Workshop: Monday, September 28, 2020 at 7:00pm, Holbrook Middle School with Eileen King
6. Budget and Finance Committee Meeting: TBD

Questions and Comments from the Public

Adjournment

In compliance with the Americans with Disabilities Act, if you require any kind of assistance to fully participate in this meeting, please notify the Superintendent's Office at 843-7851 or write to Superintendent of Schools, 202 Kidder Hill Road, Holden, ME 04429.

RSU #63 Special Board Meeting
Date: August 10, 2020
Location: Holbrook Middle School and Remotely
Minutes

Remote Dial In Phone Number: 1-347-754-4883 PIN: 982716023#

RSU 63 Board Member(s) Physically Present:

Town of Holden: John Hutchins, Cherie Faulkner, and Holly Whitmore

Town of Clifton: Linda Graban

Town of Eddington: Steve Carr and Robin James

RSU 63 Board Member Remotely Present:

Town of Holden: Heather Charity

RSU 63 Board Member Excused Absent:

Town of Eddington: Charles Barker, Jr.

Chair, John Hutchins called the meeting to order at 6:30pm.

A flag salute was conducted and a moment of silence was observed.

Presentations: Superintendent Smith provided handouts of the Draft 2020-2021 RSU 63 Guide for Returning to School (*Attachment A*). She gave an in-depth overview of the plans advising these could change based on the Maine Department of Education (DOE) and the Maine Center for Disease Control (CDC) requirements and guidelines. New advisories are being released on August 14, 2020.

Questions and Comments from the Board and Public: Board members asked many questions on the plans for reopening RSU 63. Discussion took place and Superintendent Smith provided as many details as possible. The audio file is available by contacting the Central Office at 843-7851.

Many points were brought up regarding opening schools under the "yellow" Hybrid plan. Some Board members and parents felt strongly that RSU 63 should open under the "green" At-School plan. Superintendent Smith advised she was not comfortable starting the school year under the "green" plan due to uncertainty of having enough Personal Protective Equipment (PPE) for all schools, classroom spacing requirements could not be met, not enough desks and chairs, and students need time to learn the new routine to help ensure the safety of all students and staff. She advised the District will work hard to accomplish the goal of returning to at-school instruction as quickly and safely as possible, but could not give a specific date as to when that would be.

Many points were brought up regarding remote learning. Some Board members and parents felt strongly that RSU 63 needed to have a better remote learning plan than that of the spring. Questions were raised on how parents could login to ensure teaching is taking place on remote days. Superintendent Smith advised due to FERPA Laws parents could not login to view teaching strategies. It is the Administrations job to ensure teachers are full-filling their job requirements appropriately. She advised the remote option requires parent supply pick-up, watching video lessons, or book/paper assignments. A message will be sent out to all students and parents on Sundays at the same time weekly outlining the upcoming school week assignments.

Mr. Hutchins called for a motion to extend the RSU 63 Board Meeting past 8:30pm.

Motion by Steve Carr with a second by Linda Graban to extend the RSU 63 Board Meeting past 8:30pm.

Roll Call Vote: Steve Carr: Yes; Robin James: Yes; Holly Whitmore: Yes; Linda Graban: Yes; Cherie Faulkner: Yes; Heather Charity: Yes; John Hutchins: Yes

Vote: 7 Approved; 0 Opposed

Discussion continued on to child care needs. Board members and parents were concerned with how they would be able to navigate a "yellow" hybrid school schedule and asked if they were able to choose the "green" at-school option as they could choose the "red" all remote option. Superintendent Smith advised they could not choose the "green" at-school option at this time however, families could choose to start the year under "red" and transition to "yellow", or vice-versa depending on their students' needs. She stated she is working

with a few different child care providers as options for parents. Many of the child care providers are willing to be flexible in family needs and have inquired about working closely with teachers and staff to help with remote learning.

New Business:

Board Vote Regarding RSU 63 Guide for Returning to School 2020-2021: Motion by Steve Carr moved with a second by Robin James to approve the RSU 63 Guide for Returning to School 2020-2021. Mr. Hutchins reminded the Board, a yes vote does not mean the Board is approving starting the school year with the Hybrid model, it means the Board approves the three plans (RED, YELLOW, and GREEN) as outlined.

Roll Call Vote: Steve Carr: Yes; Robin James: Yes; Holly Whitmore: Yes; Linda Graban: No; Cherie Faulkner: No; John Hutchins: Yes (Heather Charity lost connection)

Vote: 4 Approved; 2 Opposed; Motion passed

Consideration for Adjusting 2020-2021 School Year Calendar: Superintendent Smith advised the Board with the Hybrid school schedule, Friday, September 4, 2020 is a Remote Learning Day. This is also the day before a long holiday weekend. The current school calendar has the Friday scheduled as a vacation day. After discussion with the RSU 63 Teachers Association and Administrators, Superintendent Smith recommends changing this day to an Early Release Day. This will allow teachers time for planning and developing the Sunday email to parents and students while allowing them to leave early for their previously planned long weekend.

Roll Call Vote: Steve Carr: Yes; Robin James: Yes; Holly Whitmore: Yes; Linda Graban: Yes; Cherie Faulkner: Yes; John Hutchins: Yes (Heather Charity lost connection)

Vote: 6 Approved; 0 Opposed

Dates of Next Committee Meeting:

Board Meeting: Monday, August 24, 2020 at 6:30pm, Holbrook Middle School

Budget and Finance Committee Meeting: Monday, September 14, 2020 at 5:30pm, Holbrook Middle School

Special Board Meeting: Monday, September 14, 2020 at 6:30pm, Holbrook Middle School

Additional Questions and Comments from the Public: None. Shelley Wyman, Administrative Assistant read an email received during the meeting from Heather Charity stating "I was there for the whole meeting. I voted yes for the guidelines. I could hear most everything except for the audience, I don't know why you all couldn't hear me. I was off mute most of the time. Sorry!!"

Questions and Comments from the Board: None.

Adjournment: At 8:58pm, motion by Steve Carr with a second by Robin James to adjourn the meeting.

Respectfully submitted by,

Susan M. Smith
RSU #63 Superintendent/Director of Curriculum and Instruction

Approved:

RSU #63 Board Meeting
Date: August 24, 2020
Location: Holbrook Middle School and Remotely
Minutes

Remote Dial In Phone Number: 1-650-735-3350 PIN: 216845671#

RSU 63 Board Member(s) Physically Present:

Town of Holden: Heather Charity, Cherie Faulkner, and Holly Whitmore

Town of Clifton: Linda Graban

Town of Eddington: Robin James

RSU 63 Board Member Excused Absent:

Town of Eddington: Charles Barker, Jr. and Steve Carr

Town of Holden: John Hutchins

Vice-Chair, Linda Graban called the meeting to order at 6:06pm

Motion by Robin with a second by Cherie Faulkner to enter into Executive Session to discuss administrator contracts pursuant to 1 M.R.S.A. §405(6)(D).

Roll Call Vote: 5 Yes; 0 No

Public session resumed at 6:32pm. A flag salute was conducted and a moment of silence was observed.

Linda Graban called for a motion to add Holbrook Roof Proposals under New Business.

Motion by Heather Charity with a second by Robin James to add Holbrook Roof Proposal under New Business.

Vote: 5 Yes; 0 Opposed

Motion by Robin James with a second by Heather Charity to approve the amendment of 30 vacation days to 25 vacation days (\$1,297) and amend the salary from \$65,457 to \$69,254; an increase of \$2,500 plus \$1,297 for the change in vacation days for Paul Jake Morgan, Facilities and Transportation Directors contract for FY20-21.

Vote: 5 Approved; 0 Opposed

Motion by Holly Whitmore with a second by Heather Charity to approve the amendment of salary from \$69,427 to \$71,927; an increase of \$2,500 for Kelly Theriault, Business Managers contract for FY20-21.

Vote: 5 Approved; 0 Opposed

Motion by Heather Charity with a second by Holly Whitmore to approve the minutes for the July 27, 2020 Board Meeting and the August 10, 2020 Special Board Meeting.

Discussion: Cherie Faulkner stated she wants more detail in the August 10, 2020 minutes. She wants all questions and answers written out. Superintendent Smith responded she is not opposed to adding more detail however, the meeting minutes are not meant to be a transcription of the meeting, that is what the audio recording is for. Heather Charity agreed the highlights of the meeting should be added to the minutes.

Motion by Heather Charity rescinded.

Motion by Heather Charity with a second by Cherie Faulkner to approve the July 27, 2020 Board Meeting Minutes as written.

Vote: 5 Approved; 0 Opposed

Motion by Heather Charity with a second by Cherie Faulkner to amend the August 10, 2020 Special Board Meeting Minutes to include highlights of the most concerning questions and answers and where to find the audio for public review.

Vote: 3 Approved; 2 Opposed (Robin James and Holly Whitmore)

Motion passed.

Presentation: None

RSU #63 Board Meeting Minutes

August 24, 2020

Page 1 of 3

Recognition and/or Awards of Students, Staff, and Other: Superintendent Susan Smith recognized staff for their years of service. Five Years: Samantha Bedore, Kelsey Linscott, Erin McDonald, Monica Norris, Kristen Russell, Pamela Bull, Melissa Egolf, and Jesse Gauthier; Ten Years: Marie Baillargeon, Tom Colivito, Ken Robichaud; Fifteen Years: Valerie Palmer and George Cummings; Thirty Years: Polly Sparhawk.

Acceptance of Gifts and Donations: Donna Oliver and Loraine Robertson made 100 cloth face masks for the Eddington and Holden Elementary Schools. Lori Slowikowski made 100 face masks for the Holbrook Middle School. CHEFS received a \$3,830.17 donation from the Brewer Federal Credit Union.

Questions and Comments from the Board: None

Questions and Comments from the Public: None

Dates of Next Committee Meetings:

Facilities Advisory Committee: Tuesday, August 25, 2020 at 5:30pm, Holbrook Middle School

Budget and Finance Committee Meeting: Monday, September 14, 2020 at 5:30pm, Holbrook Middle School

Special Board Meeting: Monday, September 14, 2020 at 6:30pm, Holbrook Middle School

Board Meeting: Monday, September 28, 2020 at 6:30pm, Holden Elementary School

Superintendent Smith recommends the Board hold the September 28, 2020 Meeting at Holbrook Middle School as Eileen King will be attending for the Board Workshop at 7pm. The Board had no objections.

Superintendent Smith advised Randy Bragg from Carpenter Associates will be attending the Facilities Advisory Committee Meeting.

Budget and Finance: Nothing to add to the Business Manager Report. Nothing to add to the Budget and Finance Committee Report.

Superintendent's Report: Superintendent Smith added the School Renovation Revolving Fund (SRRF) grant has been approved by the Maine Municipal Bond Bank. The next step is to educate the public on the need for air quality improvements at the three schools. The Coronavirus Relief Fund (CRF) has been approved by the State. Funds need to be used by December 2020 and the Small Rural Schools Grant (G5) has been approved. Superintendent Smith advised we will be looking into the Child Care Application for funding from the DOE.

Old Business:

Update on Plans for 2020-2021 School Year: Superintendent Smith provided a handout for Board Members and for the public. This handout gave an overview of staff hired, staff working remotely, Pod change requests accommodated, total number of students enrolled, total number of remote students, first year homeschool students, busing, childcare, and PPE quantities. Many questions were raised regarding how remote instruction would be handled and if synchronized learning would take place. Superintendent Smith advised due to FERPA laws, technology discrepancies, and staffing synchronized learning would not take place. Students will receive their assignments and learning instructions for remote days and receive live instruction on their in-person days.

Superintendent Smith asked the Board and members of the public what they would like to see happen for remote instruction. Some Board members and parents voiced their preference of having synchronized learning so all students were receiving live instruction at the same time. Superintendent Smith agreed more in person learning was needed and thanked everyone for their thoughts and will look into more remote learning options and tutoring options.

New Business:

Roof Proposals: Superintendent Smith shared the three bids received for the Holbrook Roof. The first time the proposals were sent out, we did not receive any proposals. The bid was revised and resent. Three proposals were received. Superintendent Smith is recommending the lowest bid received from Complete Construction in the amount of \$24,375.

Motion by Holly Whitmore with a second by Cherie Faulkner to accept the bid from Complete Construction in the amount of \$24,375.

Discussion: Robin James asked if this was a company we have done business with in the past. Jake Morgan advised Complete Construction has completed roofing projects most recently at the Eddington School.

Vote: 5 Approved; 0 Opposed

Personnel Actions:

Appointments: Zachery Pratt, Educational Technician III at Holbrook; Heather Bullock, Life Skills Educational Technician III at Eddington; Gary Ferrill, Holbrook Custodian; Ethel Hill, Educational Technician I at Holden; Caid Cummings, Eddington Custodian; Sonja Salley, Speech Language Pathologist Assistant; and Melinda Jordan, Holbrook Cook.

Resignations: Vanessa Haines, Educational Technician III; Jon Harrington, Long-Term Substitute; Rachel Downs, Educational Technician III.

Reassignments: None

Elections: None

Searches: Substitutes and Long-Term Substitutes

Additional Questions and Comments from the Public: None.

Questions and Comments from the Board: None.

Adjournment: At 8:25pm, motion by Cherie Faulkner with a second by Heather Charity to adjourn the meeting.

Respectfully submitted by,

Susan M. Smith

RSU #63 Superintendent/Director of Curriculum and Instruction

Approved:

FACILITIES ADVISORY COMMITTEE MINUTES
Holbrook Middle School
Tuesday, August 25, 2020

Members Present: Linda Graban, Robin James, Holly Whitmore

Also Present: Susan Smith (Superintendent), Randy Bragg (Carpenter Associates)

1. **Call to Order:** The meeting began at 5:32pm.
2. **SRRF Bond Update:** Our application for \$2,673,250 for 10 years to be financed through the School Revolving Renovation Fund has been approved by the Maine Municipal Bond Bank. Drummond and Woodsum will be our Bond Counsel to assist us with the referendum and legal process. The bond needs to be voted on by the public on November 3rd.

With Randy Bragg, we discussed Indoor Air Quality in the context of COVID-19 and other projects we have been working on and/or have completed. Our meetings in September will focus on developing flyers, posters, etc. to help explain the situation, SRRFunds, and the bond to the public. Information will be shared broadly in October in advance of the public vote in November.

With input from Mr. Bragg, we drafted a timeline for project completion.

November 3rd: Referendum Vote

Nov. 2020 - Dec. 2020: Design and Engineering

January 2021: Work goes out to bid

January 25, 2021: RSU 63 Board Meeting, Contractors selected

February 2021: Equipment ordered

June 2021: Work begins

With the constraints of Maine weather and our buildings being used by students during the school year, projects cannot be completed until August 2022.

3. **Other Facility Projects:** The priority/summary sheets for FY21 and beyond for each building were reviewed. Susan Smith identified projects that have been completed, projects that were budgeted but not yet completed (Holbrook roof re-shingling, Holden generator, Holbrook asbestos abatement), and projects that were not included in the budget or SRRF bond. Randy Bragg and Susan Smith will contact the Civil Engineering Dept. at the University of Maine to see if students could conduct a study and make recommendations regarding the Holbrook traffic flow.
4. **Next Steps:** Susan Smith will locate and share the flyers we used for our first bond (for \$200,000). Susan Smith will ask the state for an extension for project expenditures and completion beyond the original date of July 31, 2021. Randy Bragg and Susan Smith will contact the Civil Engineering Dept. at the University of Maine to see if students could conduct a study and make recommendations regarding the Holbrook traffic flow. Susan Smith/Jake Morgan will send a draft Request for Proposals for the Holden School Heating Controls to Carpenter Associates for their review prior to the RFP being released.
5. **Other:** None
6. **Next Meetings:** Thursday, September 10th at Holbrook Middle School at 5:30pm and Thursday, September 24th at Holbrook Middle School at 5:30pm.

The meeting adjourned at 6:56pm.



Regional School Unit 63

RSU 63 engages all students in high quality academic and co-curricular programs in a safe and supportive learning environment so they may succeed in school and reach their fullest potential in life.

TO: RSU 63 BOARD of DIRECTORS

FROM: SUSAN SMITH, SUPERINTENDENT/DIRECTOR of CURRICULUM & INSTR.

RE: SPECIAL BOARD REPORT

DATE: SEPTEMBER 4, 2020

Update Regarding the Start of the 2020-2021 School Year

Attached you will find goals and fall meeting dates for our district-wide committees. Also attached are specific schedules for our Red plan (when we need to move to all-remote for all students). These schedules include synchronous instruction, with students logging in and participating from their remote locations. The schedules were developed by our Teaching and Learning Committee this summer with recent review and input from the officers of the RSU 63 Teachers' Association.

Professional Growth and Performance Evaluation

The RSU 63 Steering Committee began researching and drafting our Professional Growth and Performance Evaluation (PGPE) System in 2014. The system was piloted during the 2015-2016 school year. It was approved by the Board of Directors in October 2016 and we have been using it with all teachers since then. We have learned a lot in the past six years and Maine law has recently changed. Last fall, our Steering Committee discussed components of our evaluation system that were productive and going well along with things we would like to see changed. This summer, we met to finalize those suggestions and incorporate them into a plan to pilot this school year. (Please see attached.)

While Student Learning Objectives (SLOs) are no longer required by Maine law, our Steering Committee feels student growth is an important component to include. Our recommendation is to replace the very time-consuming process of all teachers developing a SLO individually with building-level SLOs developed collaboratively with the teachers and principals. We also recommend increasing the emphasis on and requirements for Peer Collaboration and Support while slightly decreasing the number of mandatory classroom observations. We anticipate these changes will help focus teacher and administrator time towards what is most important – student learning.

Van Proposals

A Request for Proposals for a used 7-passenger van to help with COVID-19 related transportation needs was posted and mailed to 10 area businesses. The proposals are due to the Central Office by 1:00pm Monday, September 14th and will be reviewed by the Budget and Finance Committee that evening. We anticipate making a recommendation to the full Board during the Board Meeting that same night. CRF (Corona Relief Funds) will be used for this purchase and must be obligated by September 30th.



Regional School Unit 63

RSU 63 engages all students in high quality academic and co-curricular programs in a safe and supportive learning environment so they may succeed in school and reach their fullest potential in life.

Cultural Competence Institute

Nine staff members will be joining me in the Cultural Competence Institute hosted by Maine School Management Association (MSMA) and led by Lawrence Alexander from Carney Sandoe and Associates Diversity, Equity, and Inclusion Group. Using grant funds ear-marked for professional development, we were able to register everyone interested. Due to the Board Meeting, I will not be able to attend the first session on Sept. 14th. However, I do plan on attending the other sessions and I am looking forward to learning along with Krista-Rae Helms, Janet Nichols, Helen Allen, Ashley Allen, Marleina Ford, Monica Norris, Joy Walters, Sarah Lane, and Sherri MacLaren Mayo. We will bring back and share resources and strategies with other staff members and students.

- September 14 - Cultural Building Blocks: Understanding My Identity and Its Impact on My Work
- October 19 - Understanding My School's Culture: Taking Inventory
- November 30 - Creating a Culture of Inclusion (1): Teachers, Students and Parents
- January 11 - Creating Cultural Connections for Students and Parents
- February 8 - Who Are My Students? Understanding Life Outside of the Classroom
- March 8 - Creating Brave Spaces for Conversations about Race at My School
- April 12 - Developing a Sustainable Practice for DEI Work at My School
- May 10 - Mentorship: How Can I Be One and How Can I Find One?

RSU 63 District-Wide Committees

Certification Committee meets approximately once a month during the school year

Goal: Guide the recertification process for teachers and educational technicians

Chaired by Brenda DeRoche. Includes at least three teachers, one ed tech, and Don Spencer as the Administrative Representative

Fall Meeting Dates:

Monday, October 5th

Monday, November 9th

Curriculum Committee will resume in January

Goals: Review and revise Grade Level Priorities for Writing. Recommend changes to Writing Assessments

Maddy Roberts will continue to help facilitate this work (with approximately 13 members) when she returns from the west coast

School Nutrition meets quarterly (more often if needed)

Goals: Provide training and updates to any rule changes and waivers, make adjustments to program, share menu ideas

Facilitated by Kelly Theriault with our four cooks (other staff members and guests included as needed)

Steering Committee

Goal: A Professional Growth and Evaluation System aligned to RSU 63's vision and goals as well as Maine's LD 1858 (An Act to Ensure Effective Teaching and School Leadership)

Facilitated by Susan Smith with approximately 12 members

- Met this summer to recommend changes to our Professional Growth and Performance Evaluation system.
- Will meet again on Wednesday, October 14th at 3:30pm to review NWEA results and gather feedback on how iObservation is going

Safety Committee

Goal: Help maintain a safe and healthy learning and working environment for students and staff

Facilitated by Jake Morgan with approximately 7 members

Fall Meeting Dates: (3:30 – 5:00 in room 113 at Holbrook Middle School)

Wednesday, September 23rd

Wednesday, October 21st

Wednesday, December 2nd

Student Success Committee

Goal: Improve student attendance and engagement (drop-out prevention committee)

Facilitated by Jesse Gauthier with approximately 15 members

Fall Meeting Dates (3:30 – 5:00):

Thursday, September 17th

October: Date To Be Determined

Thursday, November 19th

Note: With the start to the 20-21 School Year being unique due to COVID-19, the primary focus of the Student Success Committee will be attendance and student engagement. The Safety Committee will meet more frequently this year to help with the health and safety needs. In December, we will evaluate how things are going and whether to change or continue with the fall Committee structure.

Teaching and Learning Committee

Goal: Continue to help evaluate, refine, and implement the Green, Yellow, and Red plans for instruction

Facilitated by Ashley Allen and Don Spencer with approximately 10 other members

Fall Meeting Dates (3:30 – 5:00):

Tuesday, September 15th

Tuesday, October 20th

Tuesday, November 17th

Technology Committee

Goal: Continue to evaluate, refine, and implement the technology (hardware, software, and procedures) needed for Green, Yellow, and Red instruction

Facilitated by George Cummings with approximately 6 other members

Fall Meeting Dates (3:30 – 5:00):

Wednesday, September 16th

Wednesday, October 21st

Wednesday, November 18th

Eddington School ALL REMOTE – RED Schedule

Kindergarten Monday-Thursday

9:00-9:25 Video Conference Morning meeting & ELA

9:25-10:15 ELA Work List

- **Handwriting**
- **Writing**
- **Reading/listening**
- **Letter work**
- **Word work**
- **Catch all work**

10:15-10:30 Break

10:30-10:45 Video conference Math & Science/SS

10:45-11:00 Math work & Science/SS

11:00-11:30 Tablet/apps on time for educational support

- **A remote guidance class will be scheduled from 9:30-10:00 (Mon or Tues)**

FRIDAY

8:10 – 8:40 Staff Meeting

9:00-9:15 Morning Meeting K

Homeroom and Special Education Teachers plan, work, and get Sunday email ready.

Live Lessons

12:15-12:45 Music (K)

1:00-1:30 Art (K)

1:45-2:15 PE (K)

1st Grade – ALL REMOTE – RED

Mondays through Thursdays

9:15-9:25 **Video conference Morning meeting & ELA**

9:30-10:15 **ELA Work list**

- **Handwriting & writing**
- **Reading**

10:15-10:30 **Break**

10:30-10:45 **Video conference Math & Science/SS**

10:45-11:15 **Math work & Science/SS**

11:15-11:30 **Tablet/apps time for educational support**

- **A remote/virtual guidance class will be scheduled from 10:35-11:05 (Mon or Tues)**

Friday

8:10 – 8:40 **Staff Meeting**

9:15- 9:30 **Morning Meeting Grade 1**

Homeroom and Special Education Teachers plan, work, and get Sunday email ready.

Live lessons

12:15-12:45 **Art (1)**

1:00-1:30 **PE (1)**

1:45-2:15 **Music (1)**

Holden ALL REMOTE – RED Schedule

Monday-Thursday

2nd – 4th Grades

8:45-9:00	Grade 4 Morning meeting
9:00-9:15	Grade 3 Morning meeting
9:15-9:30	Grade 2 Morning meeting
9:30-10:15	Pod A “Google Meet with teacher” Math/Science lesson (Some time after for questions, assignments, etc)
10:30-11:15	Pod B “Google Meets with teacher” Math/Science lesson (Some time after for questions, assignments, etc)
11:15-12:00	Work on assignments given
12:00-1:00	Break/ Lunch
1:00-1:45	Pod A “Google Meet with teacher” ELA/SS lesson (Some time after for questions, assignments, etc)
1:45-2:30	Pod B “Google Meet with teacher” ELA/SS lesson (Some time after for questions, assignments, etc)
2:30-3:15	Work on assignments given

A remote guidance class will be scheduled during the week (still working on days and times)

FRIDAY

8:10 – 8:40 Staff Meeting

Morning meetings

8:45-9:00 Grade 4	9:00-9:15 Grade 3	9:15-9:30 Grade 2
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Homeroom and Special Education Teachers plan, work, and get Sunday email ready.

Live Lessons

9:30-10:00	Music (2)	Art (3)	PE (4)
10:15-10:45	Music (3)	Art (4)	PE (2)
11:00-11:30	Music (4)	Art (2)	PE (3)

Grade 5 Red All Remote Schedule

Monday - Thursday	
8:45-9:00	Morning Meeting ---GOOGLE MEET
9:00-9:30	Wed. Guidance –Thurs. Health- GOOGLE MEET
9:30-9:45	Break
9:45-10:15	Google Meet: Math
10:45-11:00	Time to work on assignments
11:11:30 (2)	Google Meet: ELA
11:30-12:30 Lunch	Time to work on assignments/ Lunch
12:30-1:00 (3)	Google Meet:Science
	Time to work on assignments
2:00-2:30(4)	Google Meet for Extra support/time to finish up assignment
2:45-3:05 Office Hours HR check in, remind. and prep kids for any remote "Software" assignments	

FRIDAY All Remote Red Schedule Grades 5 - 8

8:10-8:40	Staff Meeting			
8:45-9:45	Grade Level Assemblies			
	PE	ART	MUSIC	SPANISH
10:00- 10:30	Grade 5	Grade 6	Grade 8	Grade 7
10:30-11:00	Grade 6	Grade 7	Grade 5	Grade 8
11:00-11:30	Grade 7	Grade 8	Grade 6	Grade 5
11:30-12:00	Grade 8	Grade 5	Grade 7	Grade 6
			Virtual Band?	
<p style="text-align: center;">Team Time Prep and Schedule to Send Emails to all students with their weekly remote expectations for ALL subjects in one email.</p>				
2:00-3:00	Planning/ Office Hours			

RED All Remote Schedule for Grades 6, 7, and 8

	Miller	Mayo	Simko	Briggs	Merritt	Goss	Archambault	Doughty	Dusablon	Fridays
	Morning Meeting 9:00	Morning Meeting 9:00	Morning Meeting 9:00	Morning Meeting 9:15	Morning Meeting 9:15	Morning Meeting 9:15	Morning Meeting 9:30	Morning Meeting 9:30	Morning Meeting 9:30	Grade Level Assembly at Morning Meeting Time
	ALL 6th 9:30-10:00 Health Tuesday / Guidance Wednesdays			ALL 7th 9:30-10:00 Health Monday/ Guidance Thursday			ALL 8th 9:00-9:30 Health Monday /Guidance Tuesday			
	Google Meets: Math With Mrs. Miller	Google Meets: ELA with Mrs. Mayo	Google Meets: Science with Mr. Simko	Google Meets: Math with Rowe	Google Meets: Math with Ford	Google Meets: Math with Goss	Google Meets: ELA with Archambault	Google Meets: SS with Doughty	Google Meets: Sci with Dusablon	Live Classes for Art
10-10:30(1)	Time to work on assignments			Time to work on assignments			Time to work on assignments			
	Google Meets: ELA with Mrs. Mayo	Google Meets: Science with Mrs. Simko	Google Meets: Math With Mrs. Miller	Google Meets: Sci with Goss	Google Meets: SS with Merritt	Google Meets: ELA with Briggs	Google Meets: Math with Walsh	Google Meets: Sci with Dusablon	Google Meets: ELA with Archambault	Spanish
11:11:30 (2)	Time to work on assignments/ Lunch			Time to work on assignments/ Lunch			Time to work on assignments/ Lunch			P.E.
11:30-12:30 Lunch										
	Google Meets: Science with Mr. Simko	Google Meets: Math With Mrs. Miller	Google Meets: ELA with Mrs. Mayo	Google Meets: ELA with Briggs	Google Meets: Sci with Goss	Google Meets: SS with Merritt	Google Meets: Sci with Dusablon	Google Meets: Math with Walsh	Google Meets: SS with Doughty	Music
12:30-1:00 (3)	Time to work on assignments			Time to work on assignments			Time to work on assignments			
	Google Meets: Social Studies with Mrs. Miller	Google Meets: Social Studies with Mrs. Mayo	Google Meets: Social Studies with Mr. Simko	Google Meets: SS with Merritt	Google Meets: ELA with Briggs	Google Meets: Sci with Goss	Google Meets: SS with Doughty	Google Meets: ELA with Archambault	Google Meets: Math with Walsh	Library
2:00-2:30(4)	Time to work on assignments			Time to work on assignments			Time to work on assignments			
	Meet with Homeroom to discuss what follow up work is needed tomorrow	Meet with Homeroom to discuss what follow up work is needed tomorrow	Meet with Homeroom to discuss what follow up work is needed tomorrow	Meet with Homeroom to discuss what follow up work is needed tomorrow	Meet with Homeroom to discuss what follow up work is needed tomorrow	Meet with Homeroom to discuss what follow up work is needed tomorrow	Meet with Homeroom to discuss what follow up work is needed tomorrow	Meet with Homeroom to discuss what follow up work is needed tomorrow	Meet with Homeroom to discuss what follow up work is needed tomorrow	
2:45-3:05 Office Hours										

Pilot for RSU 63 Professional Growth and Performance Evaluation
2020 – 2021 School Year

Classroom Observations would remain weighted at 50% of overall summative evaluations. The minimum number of observations would decrease from six to four (2 formal, 2 informal) rather than the six (2 formal, 4 informal).

Professional Growth Plans would remain weighted at 20% of overall summative evaluations. There are no recommended changes to this section.

Peer Review weight would increase from 5% to 15% of overall summative evaluations. The name would change to **Peer Collaboration and Support**.

- Make this more meaningful for teachers by requiring teachers to spend time in a classroom here in RSU 63 or in another district (professional leave – once it is safe to do so).
- To get 3 points (Effective rating), teachers need to spend at least 3 hours (at one time or cumulative total) in someone's classroom or with someone in their classroom for a specific adult learning/feedback purpose.
- To get 4 points (Highly Effective rating) teachers need to **spend more than 3 hours** (at one time or cumulative total) in someone's classroom or with someone in their classroom for a specific adult learning/feedback purpose **and** show they have changed something or implemented something new.
- Three or more Peer Collaboration and Support activities would continue to be required in an evaluation cycle (over one year for probationary teachers, over three years for continuing contract teachers).

Student Learning Objective (SLO) weight would decrease from 25% to 15% of overall summative evaluations.

- Replace individual teacher and district-wide SLO with building level SLOs.
- Each school (Eddington, Holden, and Holbrook) would develop building level goals based on NWEA assessments for reading and math (K-8).
- Help all teachers work more collaboratively to meet the school goals. (See Peer Collaboration and Support above.)

Notes Regarding SLOs:

This change would not affect the 11 Continuing Contract Teachers whose evaluation cycle ends in December 2020.

The 7 Continuing Contract teachers whose evaluation cycle ends in December 2021 and the 9 Continuing Contract teachers whose evaluation cycle ends in December 2022 can choose to keep this year's SLO or not have it averaged into the SLO from the other years in their 3-year cycle.