

**RSU 63 Board of Directors  
Monday, December 20, 2021  
6:00pm Executive Sessions  
Public Session Anticipated to Resume around 7:00pm  
Holden Elementary School  
Google Meet: [meet.google.com/gjp-roau-ofd](https://meet.google.com/gjp-roau-ofd)  
Phone In: 1-631-591-6880 PIN: 763184695#  
Agenda**

*Phone and video link above are available to members of the public for the purpose of listening/viewing only. If you would like to speak, current law requires that you attend the meeting in-person.*

**Call Meeting to Order**

**Executive Session at 6:00pm: Discussion of Superintendent Susan M. Smith's Evaluation pursuant to 1 M.R.S.A. § 405(6)(A)**

**Executive Session at Approximately 6:30pm: Discussion of Contract Negotiations pursuant to 1 M.R.S.A. § 405(6)(D)**

**Flag Salute/Moment of Silence**

**Approval of Minutes for November 29, 2021 Board Meeting**

**Recognition and/or Awards of Students, Staff, and Others**

**Acceptance of Gifts/Donations**

1. Sponsor-A-Child – Holden Police Department
2. Holbrook Basketball Ball Club – Uniforms and Streaming Equipment

**Presentation - None**

**Questions and Comments from the Board**

**Questions and Comments from the Public**

**Dates of Next Committee Meetings**

1. **Policy Committee Meeting:** Monday, January 10, 2022 at 5:30pm, Holbrook Middle School
2. **Budget and Finance Committee Meeting:** Wednesday, January 12, 2022 at 6:00pm, Holbrook Middle School
3. **Board Meeting:** Monday, January 24, 2022 at 6:30pm, Eddington Elementary School

**Budget and Finance**

1. Business Manager Report
2. Budget and Finance Committee Report

**Superintendent's Report**

**RSU #63 Chair's Report**

**Acceptance of Reports**

(written and verbal Budget and Finance, Policy, Superintendent, and Board Chair's Reports)

**Old Business**

1. School Board Norms
2. Board Initiation
3. Strategic Planning

**RSU 63 Board Meeting Agenda**

**December 20, 2021**

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## **New Business**

1. Eddington IAQ Bid
2. Policies to Approve
  - a. EBCC – Bomb Threats/Threats of Violence
  - b. DIE – Fund Balance
  - c. KDB – Public's Right to Know
  - d. AC – Nondiscrimination/Equal Opportunity of Affirmative Action
  - e. ACAA – Harassment and Sexual Harassment of Students
  - f. ACAA-R – Student Discrimination/Harassment and Title IX Sexual Harassment Complaint Procedures
  - g. ACAB – Harassment and Sexual Harassment of School Employees
  - h. ACAB-R – Employee and Third-Party Discrimination and Title IX Sexual Harassment Complaint

## **Personnel Actions**

1. Appointments
  - a. After School Clubs
    - i. Zachery Pratt – After School Coordinator
    - ii. Erin McDonald
    - iii. Nikki Goss
    - iv. Michelle Wright
    - v. Theresa Richardson
    - vi. Mike Revel
    - vii. Jeremie Carpenter
    - viii. Ashley Enright
  - b. Cristin Clarke – Full Time, School Year Substitute
  - c. Mary Beth Churchill – Substitute
  - d. Stephen Metcalfe – Substitute
  - e. Melissa Egolf – Holden Drama Coach
  - f. Zachery Pratt – A Baseball Coach
2. Resignations
3. Retirements
4. Reassignments
5. Elections
6. Searches
  - a. Long Term Occupational Therapist Substitute
  - b. Counselor (LCSW or LCPC)
  - c. Drama Coach – Holbrook
  - d. After-School Club Facilitators
  - e. Track and Field Coach
  - f. B Baseball Coach
  - g. A Softball Coach
  - h. B Softball Coach
  - i. Substitutes (Teachers, Ed Techs, Drivers, Custodians)

## **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 Board Meeting  
Date: November 29, 2021  
Location: Holbrook Middle School  
Minutes

**RSU 63 Board Member(s) Present:**

*Town of Holden:* Matthew Campbell, Cherie Faulkner (6:10pm), Tracy Roberts (6:10pm), and Holly Whitmore

*Town of Clifton:* Linda Graban

*Town of Eddington:* Robin James, Jaime Pangburn, and Tracy Bigney

Board Chair, Holly Whitmore called the meeting to order at 6:04pm

Motion at 6:05pm, by Matthew Campbell with a second by Tracy Bigney to enter into Executive Session to discuss Superintendent Susan M. Smith's evaluation pursuant to 1 M.R.S.A. § 405(6)(A).

**Roll Call Vote:** Linda Graban: Yes; Tracy Bigney: Yes; Robin James: Yes; Cherie Faulkner: Absent; Jaime Pangburn: Yes; Tracy Roberts: Absent; Matthew Campbell: Yes; Holly Whitmore: Yes

**Vote:** 6 Approved; 0 Opposed

Executive session ended at 6:47pm.

Motion at 6:48pm, by Matthew Campbell with a second by Cherie Faulkner to enter into Executive Session to discuss contract negotiations pursuant to 1 M.R.S.A. § 405(6)(D).

**Roll Call Vote:** Linda Graban: Yes; Tracy Bigney: Yes; Robin James: Yes; Cherie Faulkner: Yes; Jaime Pangburn: Yes; Tracy Roberts: Yes; Matthew Campbell: Yes; Holly Whitmore: Yes

**Vote:** 8 Approved; 0 Opposed

Executive session ended at 7:02pm.

Public session resumed at 7:10pm. A flag salute was conducted and a moment of silence was observed.

Holly Whitmore read opening remarks regarding public comment guidelines.

Motion by Matthew Campbell with a second by Robin James to approve the October 25, 2021 Board Meeting Minutes.

Discussion: Tracy Bigney submitted an email to amend page 2, Board Chair Report from Maine Department of Labor to Maine Labor Relations Board. No objections.

**Vote:** 8 Approved; 0 Opposed; with recommended change to page 2.

**Recognition and/or Awards of Students, Staff, and Others:** Holly Whitmore read the Distinguished Service Award letter from the Maine School Board Association for Dawna Bickford, RSU 63 School Nurse. Superintendent Smith thanked the Board and Elizabeth Chambers, RSU 63 Health Office Support, for their support with COVID-19. Superintendent Smith also recognized the following students of the month at Holbrook as mentioned in Ashley Allen's Principals Report. Gabe Walker, Piper Clement, Ty Williams, and Cole Roberts. Melinda Jordan, Holbrook Cook has been working with a group of students on a food suggestion survey at Holbrook. The group found a new understanding of the food service program and nutritional planning. Many new ideas were brought back to the food service department.

**Acceptance of Gifts/Donations:** Superintendent Smith thanked Desiree Doughty, Nikki Goss, and Janet Nichols have been busy working on the holiday meals preparations and sponsor-a-child. G & M Market, CHEFS, and many other donations have come in for both programs. Audra Leland was awarded a donation through Donors Choose for rain gear in the Pre-K classroom.

**Presentation:**

**Addressing the Academic Needs of All Students – RSU #63 Administrators** (Susan Smith, RSU 63 Superintendent; Ashley Allen, Holbrook Middle School Principal; Don Spencer, Elementary Schools Principal; Sharon Haskell, District Instructional Coach/Assistant Principal; Jesse Gauthier, RSU 63 Special Services Director): Administrators reviewed and discussed the "Bridging the Learning Gaps 2021" handout.

**Questions from the Board:** Jaime Pangburn asked for an explanation of what an "Exit Ticket" was. Sharon Haskell explained it is an informal written, verbal, or electronic validation method used by teachers at the end of a class in addition to a quiz or test giving the teacher a quick snap shot of student retention of the days lesson. Tracy Roberts asked if the data reviewed with the University of Maine staff was all data or just the NWEA testing results.

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Superintendent Smith advised it was the NWEA testing results. Tracy Bigney and Tracy Roberts thanked the Administrators for the abundance of information as well as their time and effort. Linda Graban asked how the District compared to other area schools. Superintendent Smith advised the data has not been released yet for Grades 3-8.

Motion by Robin James with a second by Jaime Pangburn to extend the meeting past 8:30pm.

**Vote: 8 Approved; 0 Opposed**

**Questions and Comments from the Public:** Jeremy Robertson, Eddington resident asked why the Grade 1 test scores are so low compared to the rest of the grades. Superintendent Smith advised it could be a variety of reasons. This was the first time for this age group taking an online test. They are used to verbal instruction, so it could be in-part a learning curve issue. The administration and teachers look at the different areas (strands) to determine how to move the students forward. Tracy Bigney asked if Grade 1 was affected on a national level like our students were. Superintendent Smith there is no data to support that, but believes it could be partly COVID learning gap related.

Jeremy Legasse, Brewer resident thanked the administrators for all the information. He stated he emailed Board members weeks ago regarding testing called Pixel by Lab Corp. This testing is used to distinguish between the flu and COVID variants. He questioned the Board if they had looked into this testing and their thoughts. Matthew Campbell advised he has received some information.

### **Dates of Next Meetings:**

Policy Committee Meeting: Tuesday, November 30, 2021 at 5:30pm, Holbrook Middle School

School Culture 360 Follow-Up Session: Wednesday, December 8, 2021 at 4:00pm-6:00pm via Zoom (and at the Holbrook School)

Budget and Finance Committee Meeting: Wednesday, December 8, 2021 at 6:15pm, Holbrook Middle School

Board Meeting: Monday, December 20, 2021 Holbrook Middle School. Executive Session at 6:00pm and Public Session to Resume at Approximately 7:00pm.

**Budget and Finance:** Nothing to add to the Business Manager Report or Budget and Finance Minutes.

**Superintendent's Report:** Nothing to add.

**RSU #63 Chair's Report:** Holly Whitmore asked how the Board felt about the "Norms" she referenced in her Board report. Cherie Faulkner stated she did not think the Board should discuss this as they can read over it on their own. Holly Whitmore stated the Board should have already read over the information in her Board report so they could discuss it tonight. Holly Whitmore suggested adding a statement on calling or texting as opposed to just email. Email is for informational purposes only, not communicating. Cherie Faulkner asked what the difference was in talking over written communication. Superintendent Smith advised more than three Board members is considered Board business and must be shared in public session. It is illegal to have written conversation between three or more board members. Tracy Roberts, Jaime Pangburn, and Tracy Bigney liked the "Norms" and did not see anything to remove. Holly Whitmore advised she would put together a more formal sheet for the Board binders.

**Acceptance of Reports:** Motion by Cherie Faulkner with a second by Robin James to approve the written and verbal reports from Administrators, Committees, Superintendent, and Board Chair.

**Discussion:** Linda Graban asked what the alternative was to not having recess as a discipline due to the new recess law. Don Spencer advised the elementary schools have stations to keep active but away from other students. This allows the student to reflect on their negative behavior, then come back and discuss with the administrator or teacher.

**Vote: 8 Approved; 0 Opposed**

### **Old Business:**

**Maine School Board Association (MSMA) Delegate Assembly Update:** Matthew Campbell attended the online event on October 23, 2021. He and others found it hard to participate. MSMA plans to hold the event in person moving forward. He found the assembly to be very informative. Updated policies were reviewed, school board training, administrator shortages, student absenteeism, and addressing recommendations to legislature, Governor, and DOE on how bills are formed with unions arbitration (teachers cannot strike). Mr. Campbell found it interesting that some Districts were in favor of their teachers striking.

**Maine School Management Association Fall Conference Update:** Tracy Bigney attended the two-day, remote conference. She attended eight workshop sessions: Freedom of Access; SPED 101; Cyber Liability and Best Practices; Civil Discourse and Contentious Topics in the Classroom; Labor Negotiations Update and Bargaining

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## DRAFT

101; SPED Rules Regarding Violent Students; Restraint and Seclusion; and Personal and Professional Attacks Against School Board Members and Employees. Tracy Roberts asked if these workshops were still available to view online. Superintendent Smith advised she would check with MSBA.

**Policy to Approve:** Motion by Robin James with a second by Matthew Campbell to approve policy IMB-R – Teaching About Controversial/Sensitive Issues (2<sup>nd</sup> review).

Discussion: Robin James advised the changes were approved by legal counsel. Tracy Bigney asked was the rationale was to strike page 2-3. Section D (last sentence). Robin James advised teachers should teach both sides and leave their personal feelings out of the discussion. Tracy Bigney felt to have an honest discussion on topics, students may want to know their teacher's opinion.

**Vote: 8 Approved; 0 Opposed**

### **New Business:**

**Administrator Collective Bargaining Agreement Amendment:** Holly Whitmore called for a motion to approve the amendment submitted Administrator Collective Bargaining Unit.

Motion by Robin James with a second by Cherie Faulkner to approve the Administrator Collective Bargaining Agreement Amendment.

**Vote: 8 Approved; 0 Opposed**

**Grades K-8 Writing Priorities:** Superintendent Smith advised Maddy Roberts, former RSU 63 Grade 5 Teacher, has been working with staff to finalize the writing priorities for the Grade Level Brochures.

Motion by Matthew Campbell with a second by Jaime Pangburn to approve the Grades K-8 Writing Priorities.

**Vote: 8 Approved; 0 Opposed**

**Board Initiation Advisory Committee:** Holly Whitmore called for a motion to table this discussion until the next meeting.

Motion by Cherie Faulkner with a second by Jaime Pangburn to table the Board Initiation Advisory Committee discussion until the December Board Meeting.

**Vote: 8 Approved; 0 Opposed**

**Policies to Approve:** Robin James gave a brief overview of policies for approval. Many were updated to reflect changes to the law.

Motion by Robin James with a second by Jaime Pangburn to approve policy EBCA – Comprehensive Emergency Management Plan; GBGBA – Workplace Bullying; JK – Student Discipline; JKD – Suspension of Students; JKE – Expulsion of Students; JKF – Disciplinary Removal of Student with Disabilities; JKF-R – Disciplinary Removal of Students with Disabilities – Administrative Procedures; JKAA – Use of Physical Restraint and Seclusion; JKAA-R – Procedures on Physical Restraint and Seclusion; JL – Student Wellness.

**Vote: 8 Approved; 0 Opposed**

### **Personnel Actions:**

**Appointments:** Girls A Basketball Coach – Tara Webb; Cheering Coach – Gage Alley; Substitute – Kathy Crawford; Boys B Basketball Coach – Gene Worster; and Ed Tech I Cheering Support Staff – Taya Wood

### **Resignations:**

### **Elections:**

**Searches:** Coed Intramural Basketball Coach; Full-Time, School Year Substitute; After School Club Facilitators; Play/Drama Coach; and Substitutes

**Questions and Comments from the Public:** None.

**Adjournment:** At 9:12pm, motion by Robin James with a second by Cherie Faulkner to adjourn the meeting.

**Vote: 8 Approved; 0 Opposed**

Respectfully submitted by,

Susan M. Smith

RSU #63 Superintendent/Director of Curriculum and Instruction

Approved:

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## **POLICY COMMITTEE MINUTES**

### **Meeting: November 30, 2021**

Members Present: Robin James, Jaime Pangburn, and Tracy Roberts (remotely)  
Also Present: Superintendent Susan Smith

1. **Call to Order:** The meeting began at 5:33pm.
2. **2<sup>nd</sup> Review of Policy EBCC – Bomb Threats/Threats of Violence:** Added threats of violence to places that stated “bomb threats”. Page 5, section IX. B. needed to be updated to reflect section IX, rather than section VIII. This policy is ready for the Board.
3. **AC – Nondiscrimination/Equal Opportunity and Affirmative Action:** This policy was recently reviewed in February of 2021. Per new law changes, “familial status” was added throughout the policy where the categories were listed. This policy is ready for the Board.
4. **ACAA – Harassment and Sexual Harassment of Students:** This policy was recently reviewed in February of 2021. Per new law changes, “familial status” was added throughout the policy where the categories were listed. This policy is ready for the Board.
5. **ACAA-R – Student Discrimination/Harassment and Title IX Sexual Harassment Complaint and Administrative Procedures:** This policy was recently reviewed in February of 2021. Per new law changes, “familial status” was added throughout the policy where the categories were listed. This policy is ready for the Board.
6. **ACAB – Harassment and Sexual Harassment of School Employees:** This policy was recently reviewed in February of 2021. Per new law changes, “familial status” was added throughout the policy where the categories were listed. This policy is ready for the Board.
7. **ACAB-R – Employee and Third-Party Discrimination/Harassment and Title IX Sexual Harassment Complaint Procedures:** This policy was recently reviewed in February of 2021. Per new law changes, “familial status” was added throughout the policy where the categories were listed. This policy is ready for the Board.
8. **DIE – Fund Balance:** This policy has language changes to reflect the law changes. Discussion on 12% balance designation change and fund balance percentages. This policy is ready for the Budget and Finance Committee to review on December 8, 2021 and then to the Board.
9. **KDB – Public’s Right to Know:** This policy was updated to reflect the new law regarding fees for fulfilling FOAA request. This policy is ready for the Board.
10. **Policies to Review Next:**  
For the Next Policy Meeting  
EBABA – Chemical Hygiene  
GBGAA – Exposure Control Plan  
GBN-R – Maine Family Medical Leave Administrative Procedure  
JEA-R – Student Attendance, Absences, Home Instruction and Truancy – Administrative Procedures  
JIC – Code of Student Conduct  
JLF/JLF-E – Reporting Child Abuse and Neglect/Form (JLF-E)
11. **Next Meetings:**  
Policy Committee: Monday, January 10, 2021 at 5:30pm, Holbrook Middle School

The meeting adjourned at 6:05pm.

**MSAD63****Warrant Article Summary Financial YTD**

Statement Code: ArtSummFin

| Account Number / Description             | Revised Budget<br>7/1/2021 -<br>6/30/2022 | Current Period<br>11/1/2021 -<br>11/30/2021 | Reported Period<br>7/1/2021 -<br>11/30/2021 | Encumbrances<br>7/1/2021 -<br>11/30/2021 | Amount<br>Remaining<br>7/1/2021 -<br>11/30/2021 | Percent<br>Remaining<br>7/1/2021 -<br>11/30/2021 | Last Year Period<br>7/1/2020 -<br>11/30/2020 |
|--|---|---|---|--|---|--|--|
| <b>Subtotal Regular Instruction</b>      | \$2,789,944                               | \$190,239                                   | \$764,597                                   | \$56,212                                 | \$1,969,135                                     | 71%  | \$801,494                                    |
| <b>Subtotal REG 9-12</b>                 | \$3,052,816                               | \$348,181                                   | \$662,342                                   | \$0                                      | \$2,390,474                                     | 78%  | \$812,935                                    |
| <b>Subtotal Special Education</b>        | \$1,604,850                               | \$87,827                                    | \$385,684                                   | \$138,269                                | \$1,080,897                                     | 67%  | \$486,763                                    |
| <b>Subtotal Staff &amp; Student Sppt</b> | \$549,707                                 | \$36,299                                    | \$198,883                                   | \$2,700                                  | \$348,124                                       | 63%  | \$188,735                                    |
| <b>Subtotal Facilities</b>               | \$1,246,147                               | \$75,121                                    | \$623,425                                   | \$176,375                                | \$446,347                                       | 36%  | \$359,995                                    |
| <b>Subtotal Transportation</b>           | \$783,043                                 | \$46,857                                    | \$269,937                                   | \$164,854                                | \$348,252                                       | 44%  | \$283,713                                    |
| <b>Sub Total Trans to Other Units</b>    | \$0                                       | \$7,829                                     | \$28,706                                    | \$0                                      | \$-(28,706)                                     | ---  | \$33,015                                     |
| <b>Subtotal System Administration</b>    | \$356,652                                 | \$21,106                                    | \$173,206                                   | \$10,656                                 | \$172,790                                       | 48%  | \$155,410                                    |
| <b>Subtotal School Administration</b>    | \$454,096                                 | \$32,456                                    | \$188,413                                   | \$4,072                                  | \$261,611                                       | 58%  | \$179,814                                    |
| <b>Subtotal Other Instrn</b>             | \$66,496                                  | \$1,455                                     | \$7,228                                     | \$5,977                                  | \$53,291  | 80%  | \$1,997                                      |
| <b>Subtotal All Other</b>                | \$30,000                                  | \$-(26,000)                                 | \$0   | \$0                                      | \$30,000  | 100%   | \$806  |
| <b>Subtotal CTE</b>                      | \$0                                       | \$0   | \$0   | \$0                                      | \$0   | ---  | \$0  |
| <b>TOTAL ALL EXPENSES</b>                | \$907,244                                 | \$29,017                                    | \$368,847                                   | \$20,705                                 | \$517,692                                       | 57%  | \$338,027                                    |
| <b>NET REVENUE OVER EXPENSE</b>          | \$10,933,751                              | \$821,370                                   | \$3,302,421                                 | \$559,115                                | \$7,072,215                                     | 65%  | \$3,304,677                                  |

**Budget and Finance Committee Meeting  
11/16/2021**

**Called to Order:** 6:01pm

**Members Present In Person:** Tracy Bigney, Linda Graban, and Cherie Faulkner

**Also Present In Person:** Susan Smith, Kelly Theriault, and Holly Whitmore

**FY22 Financials:**

**Cost Center Summary:** Superintendent Smith said Transportation, line 570, purchase order of \$35,000 to make bus payment was already paid and the correction was made. Tracy Bigney asked what determines encumbering funds. Kelly Theriault advised purchase orders are used to encumber funds. Linda Graban asked about legal fee costs on page 2. Superintendent Smith advised most of the expense was from the Bus Garage. The cost center still has anticipated legal fees for contract negotiations.

**October FY22 Detail:** Discussion on updating the student information system and financial software costs.

**Hot Lunch:** Financially, hot lunch is doing well. Currently short staffed, Kelly Theriault has been helping in the Holbrook Kitchen with serving. Product availability has been a struggle.

**Collective Bargaining Agreements:** Administrator Amendment is ready for the Board. Drummond and Woodsum is offering Collective Bargaining Training on January 28, 2022, 8:30am-1:00pm via zoom. We can pay for one connection and share with multiple people.

The November Board meeting will have an Executive Session regarding contract negotiations; Board Team. The December Board meeting will have an Executive Session regarding contract negotiations; perimeters and priorities.

**FY23 Budget Planning:** Changes were made to the FY23 Budget Timeline. March 9, 2022, Budget and Finance regular monthly meeting will be at 5:00pm and the workshop meeting will start at approximately 5:30pm.

**Facilities/Transportation:** The generator has not arrived yet. Rebidding for Eddington Indoor Air Quality has been advertised. Pre-bid meeting is Friday, November 19<sup>th</sup>. Bids are due December 2, 2021. Holbrook Indoor Air Quality project has not gone to bid yet.

**Other:** Discussion on the facilities use request from the Rock Church. Linda Graban and Cherie Faulkner expressed several concerns about the Church using the Holden School. They did not feel the Church was a local organization. They were also concerned about COVID-19, COVID-19 protocols, and classroom use. Ms. Graban and Ms. Faulkner would like to see all school activities returned to "normal" before outside use of the facilities is allowed. They are okay with the Holbrook Rec using the facilities and buses.

**Next Meetings**

- Wednesday, December 8, 2021 at 5:30pm

**Adjourned:** 8:34pm





## 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:** MONTHLY REPORT

**DATE:** DECEMBER 2021

### **Board Members Please Note:**

***The meeting is being held at the Holden School with Executive Sessions beginning at 6:00pm. Public Session will resume at approximately 7:00pm in the Holden School gym.***

### **Strategic Planning**

Included in this month's Board Packet, you will find a copy of our Mission and Vision Statements (revised in March, 2021) and Policy BA – Operational Goals (revised in April, 2021). These documents, along with the data from the School Culture 360 Survey conducted this fall could be the base for strategic planning. Steve Bailey from the Maine School Management Association recommends that RSU 63 develop SMART goals for each of the seven areas identified in Policy BA.

Mr. Bailey will look for some examples to send us. Steve mentioned a facilitator who has helped districts with this kind of work in the past. Another possibility could be a retired superintendent or a curriculum coordinator.

### **What are SMART Goals?**

- Statements of the important results you are working to accomplish
- Designed in a way to foster clear and mutual understanding of what constitutes expected levels of performance and successful professional development

### **What is the SMART criteria?**

|   |                   |  |
|---|-------------------|--|
| S | <b>Specific</b>   | What will be accomplished? What actions will you take?                   |
| M | <b>Measurable</b> | What data will measure the goal? (How much? How well?                    |
| A | <b>Achievable</b> | Is the goal doable? Do you have the necessary skills and resources?      |
| R | <b>Relevant</b>   | How does the goal align with broader goals? Why is the result important? |
| T | <b>Time-Bound</b> | What is the time frame for accomplishing the goal?                       |

Source: University of California, SMART Goals: A How to Guide found at [https://www.ucop.edu/local-human-resources/\\_files/performance-appraisal/How%20to%20write%20SMART%20Goals%20v2.pdf](https://www.ucop.edu/local-human-resources/_files/performance-appraisal/How%20to%20write%20SMART%20Goals%20v2.pdf)



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While researching on-line, I learned about the "Future Search Network." That organization provides some pro bono services (with the district required to provide travel and living costs and be a member of the network for a year).

### "Pro Bono Services"

*Future Search Network provides expert Future Search planning and facilitation help anywhere in the world for whatever people can afford. This service is available to non-profit agencies, NGO's, and many public institutions. Our members are pledged to help regardless of budget constraints. Those receiving pro bono services cover, at a minimum, out-of-pocket travel and living costs for Network members and agree to join the Network for one year. For more information send an email to [fsn@futuresearch.net](mailto:fsn@futuresearch.net) or call 1-800 951-6333 or +1 215 951 0328."*

### Eddington IAO (Indoor Air Quality) Bid

After a lengthy process, I am pleased the Budget and Finance Committee can make a recommendation for improving the Indoor Air Quality at the Eddington School that is within the budget allotted through our SRRF bond (School Revolving Renovation Funds) and ARP ESSER III (American Rescue Plan Elementary and Secondary School Emergency Relief) grant.

Bid results are included in the Board Packet. It is the recommendation of the Budget and Finance Committee (supported by Jake Morgan as well as Randy Bragg from Carpenter Associates), that we move forward with contracting with Devoe Construction, Inc. to put ERV (Energy Recovery Ventilation) systems in the classroom wing of the Eddington School for \$475,000 (Bid Item #1) and the Admin/Art/Speech Wing for \$224,000 (Bid Item #3).

### Professional Development

Members of our Teaching and Learning Committee will be participating in a book study from January through May. Other interested staff members are also invited to participate. There are two books to choose from. ***(Board Members, please let me know if you would like a copy of either or both books and/or if you would like to participate in the conversations.)***

### Uncover the Roots of Challenging Behavior: Create Responsive Environments Where Young Children Thrive by Michelle Salcedo. Quote from Introduction, p. xi...

*"The book you are holding in your hands encourages you to follow in my mom's footsteps: Become a gardener. As you work with young children - especially those exhibiting challenging behaviors - begin by making changes in the classroom environment rather than focusing on trying to fix the children. Understand classroom factors that can contribute to challenging behaviors and learn strategies to reduce the likelihood children will act out in your classroom. Learn how you can create learning spaces responsive to the developmental needs of young children. Be proactive and not reactive."*

### Innovate Inside the Box: Empowering Learners Through UDL and the Innovator's Mindset by George Couros with Katie Novak. Quote from the back cover...



## 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.*

*"The answer to creating innovative teaching and learning opportunities lies within you. Every education faces constraints – from budget restrictions to predetermined curriculum to 'one-size-fits-all' mandatory assessments. The question is, how can you, as a teacher or administrator ensure that regulations and limitations don't impede authentic learning? In Innovate Inside the Box, George Couros and Katie Novak provide informed insight on creating purposeful learning opportunities for all students. By combining the power of the Innovator's Mindset and Universal Design for Learning (UDL), they empower educators to create opportunities that will benefit every learner. Couros and Novak show you how to...*

- *Leverage the Core of Innovative Teaching and Learning with a focus on developing meaningful relationships.*
- *Develop the 8 Characteristics of the Innovator's Mindset in your students – and yourself.*
- *Use UDL to proactively design learning experiences that foster voice and choice while addressing barriers that impeded learning.*
- *Create learner-driven, evidence-informed learning experiences that provide all students with options and choices to maximize success.*

### **COVID Update**

COVID cases continue to climb in Penobscot County as well as RSU 63. However, there does not appear to be evidence of spread occurring in our schools. While the constraints and quarantines are frustrating, they seem to be working. Over the two weeks after Thanksgiving Break (Nov. 30 – Dec. 10), we had to notify 205 individuals associated with 8 positive cases that they were close contacts from school. 20 of those contacts were students who were required to quarantine from school. Those 20 students were not in pooled testing and not vaccinated. We are finding more parents signing their children up for pooled testing and more students are becoming fully vaccinated. Our universal masking rule has enabled 40 close contact students to continue coming to school during the 2-week time period.

Additionally, our students have been able to participate in winter sports. It is very nice to see our gyms being used every day of the week by students and members of the community. Attached you will find information from the Maine Principals Association, the PENQUIS (Penobscot and Piscataquis Counties) Superintendents, and the PVML (Penobscot Valley Middle League) regarding COVID and Winter Sports.

## **General Recommendations for Winter Activities**

As we head into the 2021-2022 winter season the Maine Principals Association (MPA), the Maine Athletic Administrators Association, the Maine Music Educators Association, and the Maine Athletic Trainers Association offer the following recommendations for school-based extracurricular activities. All agencies agree that education-based activities, including music and performing arts programs, support students with their social, emotional, physical, and mental health and they play a key role in the community. We will continue to seek the safest ways to make activities available for young people across the state.

The mission of the MPA Sports Medicine Advisory Committee is to provide guidance to the MPA member schools concerning the health and safety of students participating in interscholastic sports and activities. Team sports and other group extracurricular activities can increase the risk of SARS-CoV-2 transmission for students, coaches, referees, and staff, especially during indoor and close contact team sports. We strongly recommend that all schools follow this unified guidance for extracurricular activities.

\*Please note this information is frequently changing given the nature of COVID-19. For the most up-to-date information please refer to the Maine CDC Covid website (<https://www.maine.gov/dhhs/coronavirus-resources.shtml>)

### **Guidance for sports, music, performing arts, & other school-based activities:**

- Isolation is **required** for positive COVID cases.
- Anyone within six feet for 15-minutes or more within 24-hours of cumulative exposure, or **any direct physical contact with a COVID-positive individual during the infectious period**, both indoors and outdoors, is considered a close contact and must quarantine for 10 days if not vaccinated or participating in pooled testing.
- It is strongly recommended that school staff, and those students that are eligible, be vaccinated. Vaccination remains the most effective means to control the pandemic.
  - Fully vaccinated individuals can refrain from quarantine if they are symptom free and do not become COVID-positive.
  - Fully vaccinated individuals who are exposed to a positive case should be tested 5-7 days after exposure, even if they are symptom free, and should wear a mask until they receive a negative result.
  - Fully vaccinated individuals are encouraged to participate in pooled testing where that option is available.
  - Unvaccinated close contact(s) should be tested as soon as possible and again 5-7 days after exposure if the first test is negative.
  - Unvaccinated individuals who are close contacts must quarantine for 10-days and may not return earlier even with a negative test.
- It is strongly recommended that schools participate in the pooled testing program that is available through the State of Maine
  - For unvaccinated students participating in co-curricular activities, including music, and performing arts, pooled testing is an important way to ensure that these activities continue even when identified as a close contact.
  - Close contacts of an individual with COVID-19 from school-based activities, who are participating in pooled testing, may continue to participate in class, school sports, school music, and all school-based activities even though they must quarantine outside of school activities.

- If a positive pool is detected, all participants in that pool will be tested individually to identify positive individuals. An individual testing positive for COVID-19 should not participate in pooled testing for 90 days after the positive test.
- Unvaccinated close contacts who are not current participants in pooled testing, are required to quarantine from class and all school-based activities for 10 days and may not return earlier even with a negative test.
- Consistent and correct mask use when indoors.
  - Masks are strongly recommended for all students and staff, whether vaccinated or unvaccinated, in indoor settings.
  - In general, people do not need to wear a mask when outdoors when not within six feet of other individuals.
  - Masks are required when on school transportation.
  - If a school consistently enforces universal mandatory masking for classroom exposures, students identified as close contacts from 3-6 foot exposure may only participate in the regular school day. They may not participate in after school activities, and they must quarantine for 10 days outside of class.
- Other CDC guidance:
  - If people are feeling sick, they should stay home. All quarantine exceptions are voided if the close contact is symptomatic OR tests positive for COVID-19.
  - Physical distance to the extent possible.
  - Provide hand sanitizer containing at least 60% alcohol.
  - Continue to practice hand washing, respiratory etiquette (coughing and sneezing), proper cleaning and sanitizing.

**The MPA, and the MPA Sports Medicine Advisory Committee, make the following recommendations for winter indoor sports:**

- Each district should have an Emergency Action Plan in place that includes COVID-19 prevention and management strategies that align with federal, state, and local guidance. Districts may institute more restrictive measures.
- Athletes should continue to provide their own water jugs - limit hydration stations.
- Physical distance during pre-game conferences.
- Limit post-game handshake, high fives, fist bumps before, during, and after the game. Continue with good sportsmanship wave.
- Any return to play plan, after a positive case, should include a gradual and progressive return to physical exertion developed by the student's primary care physician.
- Support staff (officials, trainers, game workers) will be assessed by school health officials individually based on their exposure to a positive case.
- Support the Maine Music Educators with their recommendations for a safe return music.
- Schools utilizing venues outside of their school must follow the restrictions in place by the venue. Outside venues follow local school-based guidelines that are in place when hosting school events.
- The Maine Principals' Association will follow Maine CDC recommendations for MPA sponsored post-season play.

## **Close contact with a Positive Case of Covid-19**

| <b>IF:</b>                     |                 |            | <b>THEN:</b>   |
|--------------------------------|-----------------|------------|--|
| School Related Exposure        | No Pool Testing | No Masking | Quarantine 10 days   |
| <b>Classroom-only exposure</b> | No Pool Testing | Masking    | May continue to attend school (if close contact is a student); no after school sports, or other community or school activities for 10 day quarantine |
| School Related Exposure        | Pool Testing    | No Masking | May continue to attend school and other school-related activities; no non-school activities for 10 day quarantine                                    |
| School Related Exposure        | Pool Testing    | Masking    | May continue to attend school and other school-related activities; no non-school activities for 10 day quarantine                                    |
| Community Exposure             | No Pool Testing | No Masking | Quarantine 10 days   |
| Community Exposure             | No Pool Testing | Masking    | Quarantine 10 days   |
| Community Exposure             | Pool Testing    | No Masking | Quarantine 10 days   |
| Community Exposure             | Pool Testing    | Masking    | Quarantine 10 days   |

\* A close contact is defined as being within six feet for 15-minutes of cumulative time in a 24- hour period or any direct physical contact with a COVID-positive individual.

\*Close contacts are identified for both indoor and outdoor activities.

\* If symptomatic and testing negative for COVID-19, even if vaccinated, must quarantine for 10 days.

\* Regardless of masking and participation in pooled testing, if vaccinated & symptom free, then no need to quarantine.

\* If positive within the past 90 days, past the 10-day isolation period, and symptom free, no need to quarantine.

\* For additional information please refer to the SOP provided by the Maine CDC.

Local districts/leagues may consider developing guidelines to be followed in these areas:

- Spectators / Capacity Limits
- Concessions
- Cheerleaders during a contest
- Weight Rooms
- Locker Rooms
- Participation Against Schools with Different Policies
- Masking During Competition
- Mandatory Pooled Testing
- Out-of-State Competition
- Middle Level Activities
- Factors that would allow athletes and officials to remove masks while competing.

## Penquis Superintendent's Region Winter Sports 2021-22 COVID-19 Guidelines

*The following guidelines have been developed by Penquis Superintendents as a common framework for the upcoming winter sports season's regular season play, including all middle school and high school (sub-varsity and varsity level) competition. These guidelines will be followed by each school as a minimum baseline to ensure equity and consistency across the region for athletic competitions with the hope for our student athletes to have the winter sports season they deserve. The document is a fluid set of guidelines that will be revisited regularly by the Penquis Superintendent group.*

### Masking

- **Indoor Sports:** Universal masking of all athletes, coaches, referees, and spectators are required for all indoor sports while community spread is at a high (red) or substantial (orange) level as identified by the [US CDC County View](https://covid.cdc.gov/covid-data-tracker/#datatracker-home) for Penobscot & Piscataquis Counties (<https://covid.cdc.gov/covid-data-tracker/#datatracker-home>). This includes all middle, sub varsity, and varsity levels. Penquis will meet to revisit guidance as necessary .
  - Failure to comply with universal mask mandates may result in an individual's removal from the venue and may result in a forfeit of the match for the team represented by the individual.
  - While universal mask measures are in place for indoor play, food and drink will be prohibited in the same gymnasium where the athletic competition is taking place. Those schools who wish to set up a separate location for eating and drinking, may do so but are encouraged to secure 6 foot distances between individuals. There is no restriction for food and drink for outdoor events.
- **Outdoor Sports:** Universal masking of all athletes, coaches, referees, and spectators is optional for all outdoor sports regardless of the community spread level as identified by the [US CDC County View](https://covid.cdc.gov/covid-data-tracker/#datatracker-home) for Penobscot and Piscataquis Counties (<https://covid.cdc.gov/covid-data-tracker/#datatracker-home>). This includes all middle, sub varsity, and varsity levels.
  - Note: Schools will need to ensure that facilities used by ski teams (ski lodges and other buildings) either comply with the indoor mask mandates or those facilities are not to be used by our athletic teams.

### Fan Attendance

- Spectators will be required to wear masks during all indoor activities
- Capacity: This will be a local decision based on the school facility and administrative determinations.
- Schools should ensure communications with opposing schools regarding local policy and expectations.
- Spectators at events occurring in outside (leased) facilities will follow guidelines for these facilities.

### Concessions

- Concessions will be prohibited inside gyms.

Adopted 11/4/21

**Cheerleaders/Pep Band**

- Cheerleaders may attend home games only.
- Due to space constraints, pep bands will not attend indoor games.

**Vaccination**

- COVID-19 vaccination is highly recommended for all athletes and coaches as a measure to reduce serious illness and limit the number of required quarantine individuals on the team due to close contact.

**Pool Testing**

- Where schools have pooled testing programs available, participation is highly recommended for all athletes and coaches as a measure to proactively identify individuals who have COVID-19, to reduce spread to teammates, and limit the number of required quarantine individuals on the team due to close contact.

**Tournament Play**

- Tournament/Post-season play will be guided by MPA and hosting facility rules.

**Outside Facility Use**

- Schools will follow guidelines for each outside facility used for regular season competitions.

**Coach Reminders**

- Athletes and coaching staff must remain universally masked at all times, including on the bus, during the competition, and in locker rooms.
- Please remind athletes and coaching staff to step away at least 6-feet when lowering the mask to take a drink of water.
- Remind athletes and coaching staff to regularly wash and sanitize hands, especially when exiting and entering the competition.

**Other considerations**

- Locker rooms will be accessible to both home and away teams.
- When competing against teams with more stringent guidelines these will be followed.



## Penobscot Valley Middle League Winter Sports 2021-22 COVID-19 Guidelines

*The following guidelines have been developed by Penquis Superintendents (and adjusted for the PVML) as a common framework for the upcoming winter sports season's regular season play, including all middle school and high school (sub-varsity and varsity level) competition. These guidelines will be followed by each school as a **minimum baseline** to ensure equity and consistency across the region for athletic competitions with the hope for our student athletes to have the winter sports season they deserve. The document is a fluid set of guidelines that will be revisited regularly by the Penquis Superintendent group.*

### Masking

- **Indoor Sports:** Universal masking of all athletes, coaches, referees, and spectators are required for all indoor sports while community spread is at a high (red) or substantial (orange) level as identified by the [US CDC County View](https://covid.cdc.gov/covid-data-tracker/#datatracker-home) for Penobscot & Piscataquis Counties. (<https://covid.cdc.gov/covid-data-tracker/#datatracker-home>). This includes all middle, sub varsity, and varsity levels. Penquis will meet to revisit guidance as necessary.
  - Failure to comply with universal mask mandates may result in an individual's removal from the venue and may result in a forfeit of the match for the team represented by the individual.
  - While universal mask measures are in place for indoor play, food and drink will be prohibited in the same gymnasium where the athletic competition is taking place. Those schools who wish to set up a separate location for eating and drinking, may do so but are encouraged to secure 6 foot distances between individuals. There is no restriction for food and drink for outdoor events.
- **Outdoor Sports:** Universal masking of all athletes, coaches, referees, and spectators is optional for all outdoor sports regardless of the community spread level as identified by the [US CDC County View](https://covid.cdc.gov/covid-data-tracker/#datatracker-home) for Penobscot and Piscataquis Counties (<https://covid.cdc.gov/covid-data-tracker/#datatracker-home>). This includes all middle, sub varsity, and varsity levels.
  - Note: Schools will need to ensure that facilities used by ski teams (ski lodges and other buildings) either comply with the indoor mask mandates or those facilities are not to be used by our athletic teams.

### Fan Attendance

- Spectators will be required to wear masks during all indoor activities
- Capacity at all PVML participating sites will be limited based on the size and configuration of the host facility. Each PVML school will indicate what number of visitor spectators are able to attend at their facility (See "PVML Capacity" spreadsheet).
- Schools should ensure communications with opposing schools regarding local policy and expectations.
- Spectators at events occurring in outside (leased) facilities will follow guidelines for these facilities.

### Concessions

- Concessions will be prohibited inside gyms.

DRAFTED 11/8/21

**Cheerleaders/Pep Band**

- Cheerleaders may attend home games only.
- Due to space constraints, pep bands will not attend indoor games.

**Vaccination**

- COVID-19 vaccination is highly recommended for all athletes and coaches as a measure to reduce serious illness and limit the number of required quarantine individuals on the team due to close contact.

**Pool Testing**

- Where schools have pooled testing programs available, participation is highly recommended for all athletes and coaches as a measure to proactively identify individuals who have COVID-19, to reduce spread to teammates, and limit the number of required quarantine individuals on the team due to close contact.

**Tournament Play**

- Tournament/Post-season play will be guided by MPA and hosting facility rules.

**Outside Facility Use**

- Schools will follow guidelines for each outside facility used for regular season competitions.

**Coach Reminders**

- Athletes and coaching staff must remain universally masked at all times, including on the bus, during the competition, and in locker rooms.
- Please remind athletes and coaching staff to step away at least 6-feet when lowering the mask to take a drink of water.
- Remind athletes and coaching staff to regularly wash and sanitize hands, especially when exiting and entering the competition.

**Other considerations**

- Locker rooms will be accessible to both home and away teams.
- When competing against teams with more stringent guidelines these will be followed.

|                     |  | basketball site capacity | # adult visitor fans per basketball athlete | will allow home student basketball fans | will allow visitor student basketball fans | live stream basketball link   | have a chess team | # adult visitor fans per chess participant |
|---------------------|--|--------------------------|---|---|--|---|-------------------|--|
| PVMT School         |  |                          |   |   |  |   |                   |  |
| Bangor Christian    |  | 60                       | 1 or none if non playing team is present    | yes                                     | no   | Facebook live, "BCS Patriots Stream"  | no                | NA   |
| Bucksport           |  | 378                      |   | 2 yes                                   | yes  | Not at this time.   | yes               | 0  |
|                     | 200 Away teams that aren't playing will need to wait in a classroom based on space             |                          |   |   |  |   |                   |  |
| Caravel             |  |                          | 2   | Yes                                     | Yes  | <a href="https://events.rsu87.org/cnbsbasketball">https://events.rsu87.org/cnbsbasketball</a>             | Yes               | 2  |
| Center Drive School |  | 375                      | No Cap yet                                  | Yes                                     | yes  | Still working out the details   | No                | 0  |
| Glenburn            |  | 360                      |   | 2 Yes                                   | Yes  | Still working out the details   | yes               | 2  |
|                     |  |                          |   |   |  | Go to: <a href="https://olive.tv/">https://olive.tv/</a>  |                   |  |
|                     | Approx. 200. Away teams that aren't playing will need to wait in the cafeteria based on space. |                          |   |   |  | Search: Holbrook Basketball Club  |                   |  |
| Holbrook            |  |                          | 2   | Yes                                     | Yes  | Find the date of our home game (Typically go live 5 mins before as long as we have volunteers to stream ) | yes               | 2  |
| Millford            |  | 373                      | no cap yet                                  | Yes                                     | Yes  | No  | No                |  |
| Orono               |  | 120                      |   | 2 Yes                                   | Yes  | Facebook live, Orono Middle School Gym  | Yes               | 2  |
| Winterport          |  | 100                      | home fans only                              | Yes                                     | No   | No  |                   |  |

## DECEMBER BOARD CHAIR REPORT

December 10, 2021

Last Wednesday was a very productive day. First the information, that we just barely scratched the surface of, from the School Culture 360 Survey, will serve as a starting point for many conversations on numerous aspects of school culture. If everyone can take the time to use the link to navigate through the survey results, or read the hard copies that were given to us at the last board meeting, we can individually, then collectively identify how our strengths and weaknesses could be addressed in our Strategic Planning. There will be more information about our survey results to come.

There was also a lot on the agenda for the Budget meeting that same night. Decisions were made by the committee that will be brought to the full board. A look at the facilities maintenance plan that was put together and prioritized back in 2018-2019, and updated last year, along with the survey results about consolidating the elementary schools, will lead to many discussions that can also become part of our Strategic Planning.

In my first Chair report, I asked for your patience and assistance with Board meetings this year. As we all know, there is more to all of this than most of us could have anticipated. Recently the Ellsworth School Board ran into legal trouble as a result of not following policy/procedure. (article in the Ellsworth American dated November 24, 2021). It will potentially cost the district, but the other part of the settlement agreement was that they receive "legal training", that "was a refresher for current Board members and an opportunity for our new member and community to gain a greater understanding of the legal roles and responsibilities of the Board". It also included First Amendment rights training. This is a perfect example of why we need to improve our School Board professional development plan.

On the December agenda is time for discussion about a Board Initiation Committee/ Workshop. MSBA presenters discussed the importance of Board development at the Board Chair workshop I recently attended. My suggestion is to produce a brochure to be given to prospective Board members when they take out papers, improve and expand upon our annual Board orientation, and have periodic refreshers about various topics, including rights and responsibilities, code of ethics, our vision and mission, goals, communication, policy and procedure, ect. I believe this will make our time together more collaborative and productive.

Respectfully submitted,

Holly Whitmore



## Regional School Unit 63 Clifton, Eddington, and Holden

*RSU 63 is a community of learners dedicated to providing a safe, supportive, and challenging academic environment. Our students are respectful citizens and responsible stewards of our world. They are well prepared for high school with skills and a work ethic that enables them to succeed.*

DRAFT 12.08.21

### RSU 63 Board Norms

|  |
|--|
| Be on time for meetings and events   |
| Come prepared to participate (no surprises)  |
| Treat everyone with respect by: <ul style="list-style-type: none"><li>• Listening attentively</li><li>• Staying on topic</li><li>• Waiting our turn to speak</li></ul>   |
| Keep comments brief without monopolizing a discussion  |
| Call or text the Board Chair or Superintendent, to communicate being late or missing a meeting   |
| Use email for information only, not conversation. Do not reply all.  |
| Abide by and support publicly, the decision of the majority of the Board   |
| Seek consensus for all Board action  |
| When possible, work through staff and Board to raise questions in advance of the meeting   |
| Continually strive to expand our knowledge of public education skills in governance through: <ul style="list-style-type: none"><li>• Conferences</li><li>• Workshops</li><li>• Seminars</li><li>• Books/publications</li></ul> |

#### We agree to:

- Respect each other's opinions
- Listen "actively" to each member's ideas
- Acknowledge each member's point of view
- Be open to new ideas
- Exhibit positive body language
- Not interrupt, nor monopolize
- Encourage everyone to verbalize
- Disagree agreeably
- Recognize the positive
- Be willing to compromise
- Focus on process, not personalities
- Act by building on the thought of a fellow Board member



# Regional School Unit 63

## *Clifton, Eddington, and Holden*



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### MISSION STATEMENT

RSU 63 is a community of learners dedicated to providing a safe, supportive, and challenging academic environment. Our students are respectful citizens and responsible stewards of our world. They are well prepared for high school with skills and a work ethic that enables them to succeed.

### Vision

- RSU 63 will be recognized for its high-quality academic offerings as well as its supports and extensions that meet students "where they are" with respect to individual needs and capabilities.
- Students will have access to a broad range of co-curricular offerings before and after school that engage students physically, mentally and socially, allow for cross-grade-level interactions, and bolster their confidence and readiness to live and work in a global community.
- RSU 63 will be known for its distinctive outdoor education focus and programs that provide all students with opportunities for learning about and gaining skills in the natural world, linking their experiences to core academic curriculum.
- RSU 63 will be known for its highly qualified, skillful, understanding teachers, staff and administrators and be considered an outstanding district within which to work and grow professionally.
- RSU 63 will continue to be known as a close-knit community of learners; offering small class sizes, a safe and supportive environment, frequent and effective parent-teacher communication, and strong community support.
- All students will have reliable and equitable access to advanced educational technologies that are well integrated throughout the curriculum and used appropriately to enhance teaching and learning.
- RSU 63 will provide safe, healthy, and efficient buildings for students and staff as well as adult learners throughout the community.
- Students will have safe and friendly student transportation to and from district facilities and district-sponsored activities in a cost-efficient manner.
- RSU 63 will provide a quality education for all students within the district while remaining fiscally responsible to our taxpayers.

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Revised: March 22, 2021

Adopted: October 24, 2016

## RSU #63

- a. NEPN/NSBA Code: BA
- b. Title: Operational Goals
- c. Author:
- d. Replaces Policy:
- e. Date Approved: 04/26/2021 RSU #63
- f. Previously Approved: 04/03/2017
- g. Policy Expiration: Review as Needed
- h. Responsible for Review: Superintendent & Policy Committee
- i. Date Reviewed: 12/08/2020 Superintendent & Administrators  
04/12/2021 Policy Committee
- j. References: RSU 63 Vision & Mission Statements  
Adopted 10/24/2016 and Revised 3/22/2021

### k. Narrative:

RSU 63 is a community of learners dedicated to providing a safe, supportive, and challenging academic environment. Our students are respectful citizens and responsible stewards of our world. They are well prepared for high school with skills and a work ethic that enables them to succeed.

In establishing direction and guidance for RSU 63, the Board of Directors (the Board), in consultation with the administration and faculty, sets the following long-term goals for the district. The Superintendent will annually provide the Board with an update that includes progress toward reaching the stated goals. This annual update will include key measures and performance targets for each goal, as well as a review of progress made and recommendations for future work.

**Goal I - Academics:** All students will be well prepared for high school academically and with skills and a work ethic that enables them to succeed. RSU 63 will be recognized for its high-quality academic offerings as well as its supports and extensions that meet students “where they are” with respect to individual needs and capabilities.

**Goal II - Student Overall Growth and Development:** Students will have access to a broad range of co-curricular offerings before and after school that engage students physically, mentally, and socially; that allow for cross-grade-level interactions; and that bolster their confidence and readiness to live and work in a global community. All students will have opportunities for learning about and gaining skills in the natural world, linking their experiences to core academic curriculum.

**Goal III - Environment:** RSU 63 will be known for its highly qualified, skillful, understanding teachers, staff, and administrators and be considered an outstanding district within which to work and grow professionally. RSU 63 will continue to be known as a close-knit community of learners; offering small class sizes, a safe and supportive environment,

frequent and effective parent-teacher communication, and strong community support.

**Goal IV - Technology:** All students will have reliable and equitable access to advanced educational technologies that are well integrated throughout the curriculum and used appropriately to enhance teaching and learning.

**Goal V - Facilities:** RSU 63 will provide safe, healthy, and efficient schools for students and staff as well as adult learners throughout the community.

**Goal VI - Transportation:** RSU 63 will provide safe and friendly student transportation to and from district facilities and district-sponsored activities in a cost-efficient manner.

**Goal VII - Fiscal Responsibility:** RSU 63 will provide a quality education for all students within the district while remaining fiscally responsible to our taxpayers.



**BID RESULTS**  
**REBID - INDOOR AIR QUALITY IMPROVEMENTS**  
**EDDINGTON ELEMENTARY SCHOOL**  
**PROJECT #2021007**  
**December 2, 2021**

|   | BIDDERS              |                          |
|---|----------------------|--------------------------|
|   | ABM MECHANICAL, INC. | DEVOE CONSTRUCTION, INC. |
| BID ITEM                                  |                      |                          |
| Bid Bond                                  | Y                    | Y                        |
| 1. CLASSROOM WING                         | \$778,316.00         | \$475,000.00             |
| 2. LIBRARY/CLINIC WING                    | \$178,286.00         | \$188,000.00             |
| 3. ADMIN/ART/SPEECH WING                  | \$311,382.00         | \$224,000.00             |
| 4. MULTI-PURPOSE/STAGE/KITCHEN WING       | \$312,180.00         | \$245,000.00             |
| TOTAL BASE BID                            | \$1,580,164.00       | \$1,132,000.00           |
|   |                      |                          |
| ALTERNATE #1 - CLASSROOM UNIT VENTILATORS | \$661,335.00         | \$367,000.00             |