

REGULAR MEETING OF RSU NO. 5 BOARD OF DIRECTORS
WEDNESDAY- OCTOBER 8, 2025
FREEPORT HIGH SCHOOL - LIBRARY
6:30 P.M. REGULAR SESSION
AGENDA

1. Call to Order:

The meeting was called to order at _____p.m. by Chair Michelle Ritcheson

2. Attendance:

____Colin Cheney
____Anna Child
____Malik Farlow
____Danielle George
____Kara Kaikini
____Maura Pillsbury

____Michelle Ritcheson
____Christopher Savaiano
____Kelly Sink
____Valerie Williams
____Stephanie Worth
____Moon Tussing, Student Representative
____Phoebe Williamson, Student Representative

3. Pledge of Allegiance:

4. Consideration of Minutes: (5 Minutes)

- A. Consideration and approval of the Minutes of September 24, 2025 as presented barring any errors or omissions.

Motion:_____2nd:_____Vote:_____

5. Adjustments to the Agenda:

6. Good News & Recognition: (10 Minutes)

- A. Report from Board's Student Representative

7. Public Comments: (10 Minutes)

8. Reports from Superintendent: (10 Minutes)

- A. Superintendent's Report

9. Administrator Reports:

- A. Update from Freeport High School and Goal Review - Jen Gulko (20 Minutes)
B. Update from Community Programs and Goal Review - Peter Wagner (20 Minutes)

10. Board Comments and Committee Reports:

None

11. Policy Review:

None

12. Unfinished Business: (90 Minutes)
A. Cell Phone Usage

13. New Business:
None

14. Personnel:
None

15. Public Comments: (10 Minutes)

16. Adjournment:

Motion: _____ 2nd : _____ Vote: _____ Time: _____

**RSU No. 5 Board of Directors Meeting
Wednesday, September 24, 2025 – 6:30 p.m.
Freeport High School - Library
Meeting Minutes**

(NOTE: These Minutes are not official until approved by the Board of Directors. Such action, either to approve or amend and approve, is anticipated at the October 8, 2025 meeting).

1. CALLED TO ORDER:

Chair Michelle Ritcheson called the meeting to order at 6:31 p.m.

2. MEMBERS PRESENT: Colin Cheney, Anna Child, Malik Farlow, Danielle George, Kara Kaikini, Maura Pillsbury, Michelle Ritcheson, Christopher Savaiano, Kelly Sink, Valerie Williams and Stephanie Worth. Moon Tussing, Student Representative (left at 8:25 p.m.)

MEMBERS ABSENT: None

3. PLEDGE OF ALLEGIANCE:

4. CONSIDERATION OF MINUTES:

A. **VOTED:** To approve the Minutes of September 10, 2025. (George – Williams) (11 – 0) The Student Representative voted with the majority.

5. ADJUSTMENTS TO THE AGENDA:

None

6. GOOD NEWS AND RECOGNITION:

A. Report from the Board's Student Representative - Moon Tussing

7. PUBLIC COMMENT:

None

8. REPORTS FROM SUPERINTENDENT:

A. Superintendent's Report

B. Support Staff Hires - Peggy Hummell - Bus Driver

Christine Lyons - FMS Ed Tech

Alyssa Herling - DCS .4 Ed Tech

Julia Grocholl - DCS .6 Ed Tech

9. ADMINISTRATOR REPORTS:

A. Finance - Kelly Wentworth

B. Update from Morse Street School and Goal Review - Julie Nickerson

C. CDS Update - Erica Mazzeo

D. Beginning of Year Achievement Data - Erica Mazzeo

10. BOARD COMMENTS AND COMMITTEE REPORTS:

A. Board Information Exchange and Agenda Requests

- Danielle George mentioned the Curriculum and Program Development Committee met and they have a great workplan for the year and will meet monthly. Danielle asked about circling back around to school start times.

- Maura Pillsbury mentioned pieces from the prior strategic plan.
- Anna Child asked about the status of health insurance options for cost savings.
- Kelly Sink asked what other districts are using for health insurance.

B. Facilities and Operations Committee

C. Policy Committee

11. POLICY REVIEW:

None

12. UNFINISHED BUSINESS:

None

13. NEW BUSINESS:

A. MSMA Fall Conference Information

B. **VOTED:** To expend up to \$28,000 for maintenance of the track and field from the Capital Reserve Fund. (Sink – Savaiano) (11 – 0)

14. PERSONNEL:

None

15. PUBLIC COMMENT:

None

16. ADJOURNMENT:

VOTED: To adjourn at 9:58 p.m. (Worth – Child) (11 – 0)



 Tom Gray, Superintendent of Schools

Goal Worksheet: 2024-25			
School: Freeport High School			
School Goal	Strategies and Action Steps Responsibility	Timeline	Evidence of Effectiveness
District Strategic Goal: All RSU 5 students experience a joyful learning climate that is safe, nurturing, and fosters curiosity. FHS 2024-25 Goal #1: We believe that focusing on our FHS Strategic Plan will enable us to provide meaningful learning opportunities for our students while supporting both their academic and personal, social-emotional growth. Our FHS Goal is to make significant progress and/or meet the goals of the 2024-25 Action Steps of the FHS Strategic Plan.	Engaging Instruction Action Steps - Supporting Executive Functioning strategies & skill building - Focusing on 9th graders - Implementing revised Habits of Work rubric & system Purposeful Assessment - Development, revision, analysis of common summative assessments: plan and implement, calibrate scoring, data analysis - Development/revision of Year-Long Plans: Update/revise and/or create year-long plans for all courses Equity & Inclusion Action Steps - Microaggressions: Expand learning and understanding about combating microaggressions - Equity Team: areas of focus: Equitable access/Data review, Student Voice, Professional Development - Co curricular eligibility process (committee work) Community Connections Action Steps - Outreach coordinator: Career exploration workshops and lessons, job shadow opportunities for juniors, pilot Internship program	2024-2025 School year (ongoing through PLC meetings, Department meetings, PLD days and Faculty meetings, faculty leader team meetings)	Measurements of each of the 2024-2025 FHS Strategic Plan Action Steps Evidence of progress: -PLD, PLC & Faculty mtg agendas included workshops on: - Equitable instructional practices - Differentiation & modifying assessments - Collaborative data analysis - Executive functioning -Implemented new Habits of Work rubric (1-3) and common scoring deadlines for all faculty -Year-long plans & common assessments developed *Shared Digital curriculum documents -Faculty leader team mtg agendas (planning)

	● Connecting curriculum with the community: share strategies, community resources and opportunities for student connections within the curriculum ● Reviewing school processes and systems to eliminate barriers (such as financial barriers) and create equitable opportunities Support For Learning And Growth ● Implement mental health action steps based on collaboration with JED Foundation ● Continuous work on advisory (logistics and content) ● Implement new cell phone procedure		meetings for faculty) -Equity team agendas ● Focused on identifying and reducing or eliminating financial barriers ● -Co-curricular eligibility process began in spring 2025 (survey to staff, students, parents; option to volunteer for the committee, meetings begin Fall 2025) ● -FHS Community Connections newsletters in Nov 2024, Feb. 2025, April 2025 and June 2025 ● -New cell phone procedure implemented in all classrooms in Sept. 2024 (no phones during academic classes or advisory) ● -JED team action steps implemented such as engagement activities for students (Active
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			Minds events), increased visibility of school social workers, increased availability of resource information, student and family guest speaker on mental health -posters -Emails -guest speaker events -email signatures -school website information -Expanded work and support for Advisory Student Leaders
Goal #2:			
District Goal : All RSU 5 students regularly engage in meaningful student centered learning. FHS 2024-25 Goal #2: We believe that working on the action steps of the FHS Strategic Plan will enhance student learning and achievement, including increasing the total number of students in the 10th grade student meeting	<u>10th GRADE</u> 10th Grade Math: 65% of students in the 10th grade will meet or exceed the achievement target on the Maine Through Year <u>math test</u> 10th Grade Reading: 78% of students in the 10th grade will meet or exceed the achievement target on the Maine Through Year <u>math test</u>	Fall 2024 testing session for 10th graders Spring 2024 testing sessions for 10th graders	Baseline data: 2023-24 Maine Through Year math: 10th Achievement: 63% 2023-24 Maine Through Year reading: 10th Achievement: 73% 2024-25 Maine Through Year math: Fall math: 74.7% of 10th graders had an achievement score of 50% or higher

their individual growth target in both math and reading as measured by the NWEA.			Spring math: 66.1% of 10th graders had an achievement score of 50% or higher GOAL EXCEEDED 2024-25 Maine Through Year reading: Fall reading: 77.4% of 10th graders had an achievement score of 50% or higher Spring reading: 78.4% of 10th graders had an achievement score of 50% or higher GOAL EXCEEDED
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Freeport High School
Empower. Learn. Grow.

VISION: ***Empower all students to learn and grow***

Theory of Action: IF FHS develops engaging instruction, purposeful assessments and supports equity and inclusion for all with strong connections to our community ... THEN, ALL FHS learners will be empowered to constantly learn and grow.

SUPPORT FOR LEARNING AND GROWTH

GOAL 1: Engaging Instruction - Ensure opportunities for the success of all students by providing high-quality, purposeful, skills-based instruction

GOAL 2: *Purposeful Assessments* - Increase student engagement through a range of assessment practices that are meaningful and reflective of student learning—using a system of formative assessment and data analysis to reteach and measure student growth and allow opportunities for students to demonstrate complex knowledge and skills.

GOAL 3: *Equity & Inclusion*: Provide an equitable educational experience, maximize opportunity and ownership for learning, as well as foster an inclusive school culture that values and seeks out opportunities for continual growth.

GOAL 4: *Community Connections*: Foster and maintain community relationships with local businesses, organizations and individuals to strengthen student engagement, student support, and learning through extended learning opportunities

GOAL 5: *Support For Learning and Growth*: Support the social/emotional needs of students and staff to empower all learners to grow, aspire, and achieve.

Graduation rates: 22-23: 97.1% 23-24: 98.8% 24-25: 96.6%



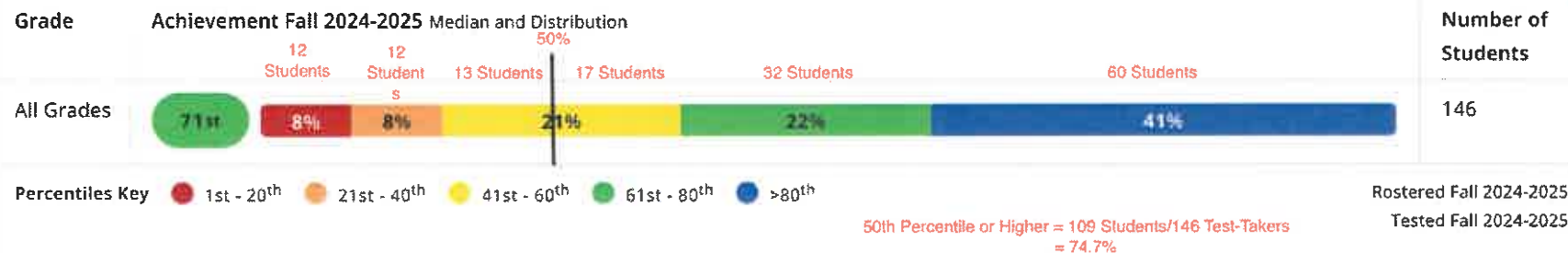
Maine Through Year data, 2024-25

Freeport High School

School Profile

Achievement Overview

Freeport High School | Math K-12



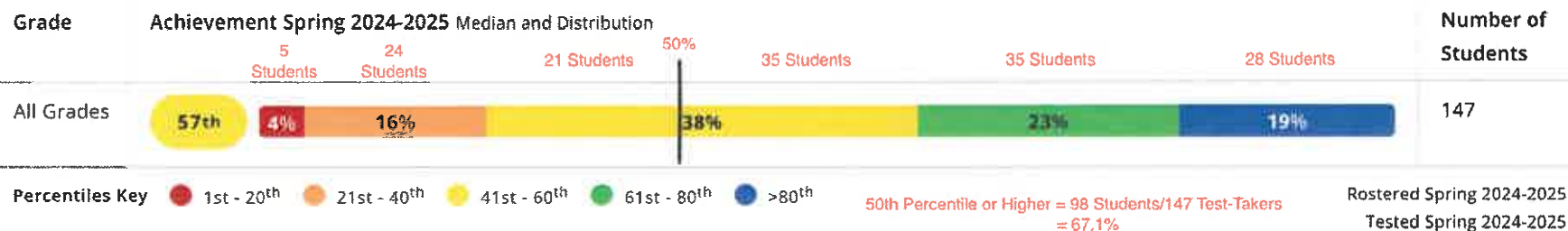
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Freeport High School

School Profile

Achievement Overview

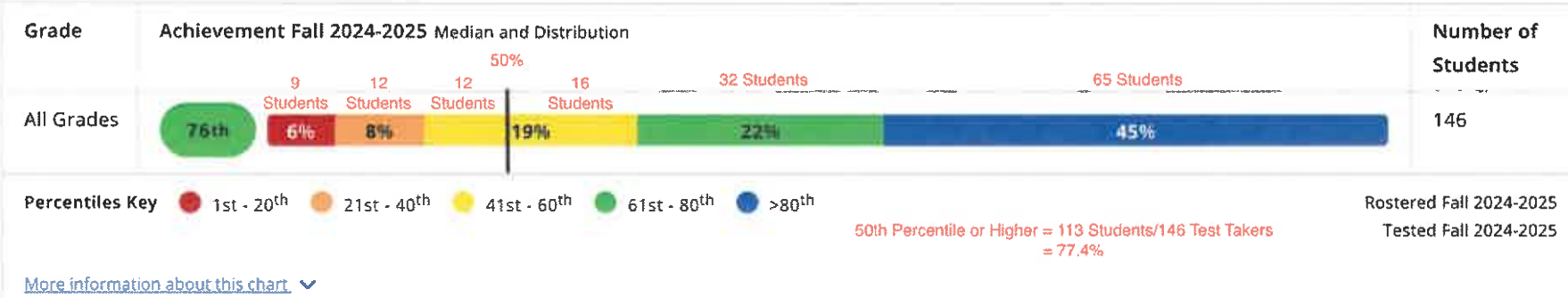
Freeport High School | Math K-12



[More information about this chart](#) ▼

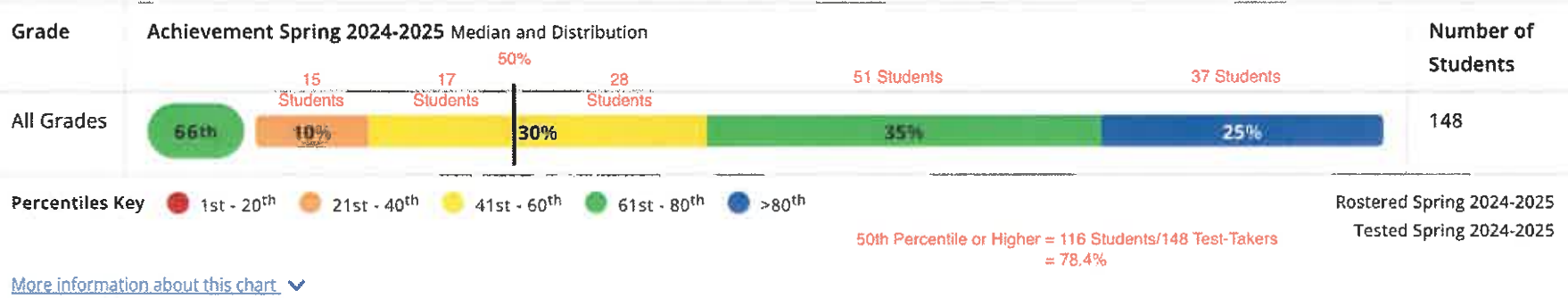
Freeport High School

School Profile
Achievement Overview
Freeport High School | Reading



Freeport High School

School Profile
Achievement Overview
Freeport High School | Reading



Freeport High School Goals 2025-2026

School: Freeport High School

School Goal	Strategies and Action Steps Responsibility	Timeline	Evidence of Effectiveness
District Strategic Goal: All RSU 5 students experience a joyful learning climate that is safe, nurturing, and fosters curiosity. FHS 2024-25 Goal #1: Focusing on our FHS Strategic Plan will enable us to provide meaningful learning opportunities for our students while supporting both their academic and personal, social-emotional growth. Our FHS Goal is to make significant progress and/or meet the goals of the 2025-26 Action Steps of the FHS Strategic Plan.	Engaging Instruction: - Engage in professional development to develop executive functioning strategies. - Engage in Professional development to learn strategies to support differentiated instruction and assessment. - FHAC (Freshmen Horizontal Alignment Committee) will work to align 9th grade curriculum, instructional strategies, and processes Purposeful Assessment: - Implement common summative assessments for any course taught by multiple teachers. - Discuss common processes/strategies in all departments for reteaching/relearning practices in courses (tied to reassessment). - Focusing on equitable instructional and grading practices Equity and Inclusion: - Support student leader groups with the implementation of action steps to foster a school culture of respect and belonging. - Promote respectful discourse and interactions among school community members Community Connections: - Identify opportunities for making connections between curriculum and the community. - Share information with students about community service & Extended Learning Opportunities (ELOs)	2025-2026 School year (ongoing through PLC meetings, Department meetings, PLD days and Faculty meetings, faculty leader team meetings)	Evidence to assess progress of highlighted action steps: FHS faculty members will participate in at least two book studies and workshops in the 25-26 school year tied to executive functioning and differentiation strategies. Faculty will participate in this professional development through PLCs, faculty meetings and PLDs. Classroom teachers will implement at least one strategy into their instruction from each book study/workshop. Evidence to assess progress of all 2025-26 FHS action steps: -Year-long plans -Common assessments -PLD, PLC & Faculty mtg agendas tied to executive functioning and differentiation -Lesson plans & strategies implemented/observed -Faculty leader team mtg

	- Admin will create a Google Classroom for students in order to improve student access to information. Support for Learning and Growth - Implement processes for advisory, Habits of Work, cell phones - JED Team will continue to work on action steps to promote mental health		agendas -FHAC agendas -Department agendas (reteaching/relearning) -HOW process documents -Equity team agendas -Action steps of student leader groups -Community newsletters -Student Google Classroom -JED foundation work for supporting mental health
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Goal #2:			
RSU5 Strategic Goal: All RSU5 students experience a joyful learning climate that is safe, nurturing and fosters curiosity FHS Goal Attendance: Reduce chronic absenteeism by 5% to below 12% Continue to focus on reduction of per period absences and half day absences (tardies and dismissals)	MTSS: -Attendance rates will factor in at monthly Targeted Student Support meetings as well as BOOST meetings Staff professional development -Workshops tied to attendance data and school strategies (Assistant Principal and Student Assist Team members attending Count Me In conference in September) Communication and Education for Families -Attendance research and information at family events such as 9th grade orientation -Phone calls, emails and PowerSchool attendance alerts for families -Regular reminders to students and families about expectations for attendance and impact on learning -Electronic information for students and families and print resources for students about importance of attendance	September 2025-June 2026 September 2025-June 2026 September 2025-June 2026	Baseline attendance data SY 2022-23 21.5% (136 students out of 632) SY 2023-24 16.9% chronically absent (109 students out of 645) SY 2024-25 16.9% chronically absent (101 students out of 599)

RSU5 Community Programs Goals 2024-2025 Review

Goal Worksheet			
School/Department: Community Programs			
School Goal	Strategies and Action Steps (Responsibility)	Timeline	Evidence of Effectiveness
Research adult enrichment trends in Adult Ed offices in our region and Hub. Create strategic plan for growth in our offerings, improved marketing, and sound execution. UPDATE: Project started but abandoned. Some research completed and a number of new or revived programs appear in August 2025 catalog. Positive trend with total number of AE participants: FY20: 780 FY21: 97 FY22: 435 FY23: 586 FY24: 595 FY25: 794	Collect from Hub partners and other nearby AE organizations the numbers they've reported to the state from 2014-2024. (CP Director) Compare RSU5CP trends to those of partners/comps. (CP Director) Interview enrichment coordinators to discover what they've learned and perhaps what they suspect about participation trends. Collect best practices. (CP Director) Research past catalogs from RSU5CP and partners/comps for inspiration and ideas. (CP Director, Rec & Enrichment Coordinator) Process interview and research materials, plus ideas for offerings, into a strategic plan for how we plan moving forward. (CP Director, Rec & Enrichment Coordinator)	October 2024 October 2024 October 2024 October 2024 November 2024	At least five offices' reported numbers in hand. RSU5CP's reported numbers compared to partners'. At least five interviews conducted. Review no fewer than 20 catalogs. Plan created that provides actionable steps to change (improve?) the way we create, package, and market our adult enrichment programs.

Goal Worksheet			
School/Department: Community Programs			
School Goal	Strategies and Action Steps (Responsibility)	Timeline	Evidence of Effectiveness
Launch at least one new program aimed at marginalized and/or under-served population.	Create list of programmatic possibilities, from our own interests, from available partner organizations, and from surveying partner/comp offerings. (CP Director, Athletics & Special Projects Coordinator)	October 2024	At least ten programs that could be considered in FY25 or beyond.
UPDATE: Successful Gr.1-6 unified soccer roll-out in 2024 (18 participants). Similar number so far in 2025.	Evaluate possibilities for cost/benefit and those which may have the greatest reach in the RSU5 community. (CP Director, Athletics & Special Projects Coordinator)	October 2024	One or more programs comes to the forefront.
Facilitated establishment of FMS unified basketball team in 2024-25 and will continue partnership this season. Also engaged in planning for creating a year-round unified program for middle school cohort.	Determine one or more achievable programs for FY25 and begin planning. (CP Director, Athletics & Special Projects Coordinator)	October 2024	Agreement on one or more programs that we commit to offering in FY25.
	Launch program/s. (CP Director, Athletics & Special Projects Coordinator)	January-August 2025	Successful registration and launch of one or more programs.

RSU5 Community Programs Goals 2025-2026

Goal Worksheet			
School/Department: Community Programs			
Goal	Strategies and Action Steps	Timeline	Evidence of Effectiveness
Re-establish meetings with building administrators to create regular opportunities to collect feedback and ideas that are specific to each school's population.	Set up fall and spring meetings with each principal. Assure meetings take place. Collaborate and learn!	Sept/Oct 2025 October and March meetings	Documentation and written reflection from each meeting. Prior to the pandemic I had in-person quarterly meetings with each principal. Rebooting this effort will again open the door to more direct collaboration on programs that can be tailored to each individual school's population.

Goal Worksheet			
School/Department: Community Programs			
Goal	Strategies and Action Steps	Timeline	Evidence of Effectiveness
Through targeted meetings, gain knowledge and inspiration from colleagues at partner Adult Education and Recreation/Enrichment offices.	Set up meetings with at least three AE and three Rec/Enrichment offices. Assure meetings take place. Collaborate and learn!	Sept/Oct 2025 Complete by 4/30/26	Documentation and written reflection from each meeting. In an effort toward ongoing improvement, seeking new ideas, and finding additional best-practices, I'll seek out focused time with colleagues in partner communities. If even one actionable idea comes out of each meeting it will be well worth the time.