

RSU 56 Board of Directors Minutes
Board Meeting Amended Agenda- October 11, 2022- 6:30 pm
(This meeting will be held at Dirigo High School. The board meeting will also be available via zoom and livestream on the RSU 56 Facebook page.)

School Board Members Present: Barbara Chow, Don Whittemore, Bruce Ross, Tim Kelly, Angela Cushman, Liz Kelly, Natalie Sneller

School Board Members Absent: Carl Lueders, Marianne Young, Larry Whittington, Vacancy (Peru), Joe Conron (Student Rep)

Staff Attending: Brian Keene, Cathy Arsenault, Pam Doyen, Charlie Swan, Gena Cloutier, Michele Araujo, Jay Nicholson, Heidi Broomhall, Beth Edwards

CALL TO ORDER AND PLEDGE OF ALLEGIANCE

Barbara Chow, Board Chair, opened the meeting with the Pledge of Allegiance at 6:31pm. Audience introductions were made. Everyone on zoom and Facebook live were welcomed.

ADJUSTMENTS TO THE AGENDA

Motion to add the following:

VI New Business: #9 (first reading of Policy) and

#10 (review resolutions)

Remove #7 (first reading of Policy JLCD)

Motion: B. Ross **Seconded:** D. Whittemore

Motion Carried

CONSIDERATION OF THE MINUTES

1. Minutes of the September 27, 2022 Board Meeting
Motion: B. Ross Seconded: T. Kelly
Not Voting: A. Cushman
Motion Carried

PUBLIC COMMENTS

None

COMMUNICATIONS

None

NEW BUSINESS

1. RSU 56 PEPG overview (Charlie Swan)
PEPG- Refresher Training- Performance Evaluation

Goals for Today

1. Refresh about what the parts of the Evaluation System are.
2. Understand your roles as teachers and what will be expected of you.
3. Starting your Professional Goals.

A Brief History...

Maine's Chapter 180- Teacher Evaluation law was officially passed in April 2014. The new law set forth requirements for teacher & administrator evaluation models in all public schools in Maine.

Districts had previously been working on revamping their evaluation models in anticipation of the law and would spend the next 2-3 years creating a plan that would need to be approved, tested and put in motion by the fall of 2017.

The major change and most controversial that Chapter 180 brought to evaluation systems was a student growth component. This required teachers and administrators to have part of their evaluations linked to evidence of student growth.

RSU 56's plan was established while part of RSU 10 and adopted by the board at the start of the 2017/2018 school year.

RSU 56 completed their first "round" of evaluations in the spring of 2019. Where teachers were given their SERs (Summative Effectiveness Rating).

Due to moving to Remote Learning in the spring of 2020 and due to changes in state mandates regarding the student growth component the RSU 56 School Board approved removing the Student Growth component.

RSU 56 Evaluation Committee Members:

Dirigo Elementary School

Laura Johnston, Charlie Swan

TWK Dirigo Middle School

Abby Wood, Jason Long

Dirigo High School

Heidi Broomhall, Peggy Morse

Terms to Know:

1. PEPG- Performance Evaluation Professional Growth
2. SER- Summative Effectiveness Rating
3. Marzano- Dr. Robert Marzano's "Art & Science of Teaching"
4. SLO- Student Learning Objective
5. I-Observation- Technology platform used to store both Teaching standards and the evaluation scores.

The Original Plan

Part 1: Professional Practice- 50%

Part 2: Professional Growth- 30%

Part 3: Student Learning Objective - 20%

The Current Plan

Part 1: Professional Practice- 70%

Part 2: Professional Growth- 30%

Part 3: Student Learning Objective - 0% (Removed for 2019/20 & 2020/21)

Part 4: Peer Mentoring/Observation- 0% (Added 2018/19 School Year).

Part 1: Professional Practice

1. This part is worth 70% of your SER (Summative Effectiveness Rating).
2. It involves multiple observations done by administrators.
3. Formal Observations- Pre & Post Meeting, Scheduled, and are typically longer in length.
Informal Observations- Can be drop in or scheduled and are typically shorter in length.
4. Teaching Standards are based Marzano's Art & Science Teaching- Focus Model
 - a. **Standards-Based Learning**
 - * Planning Standards-Based Lessons/Units
 - *Aligning Resources to Standard(s)
 - *Planning to Close the Achievement Gap Using Data
 - b. **Standards-Based Instruction**
 - *Identifying Critical Content from the Standards
 - *Previewing New Content
 - *Using Questions to Help Students Elaborate on Content
 - *Reviewing Content
 - *Helping Students Practice Skills, Strategies, and Processes
 - *Helping Students Examine Similarities and Differences
 - *Helping Students Examine their Reasoning
 - *Helping Students Revise Knowledge
 - *Helping Students Engage in Cognitively Complex Tasks
 - c. **Conditions for Learning**
 - * Using Formative Assessment to Track Progress
 - * Providing Feedback and Celebrating Progress
 - * Organizing Students to Interact with Content
 - * Establishing and Acknowledging Adherence to Rules and Procedures
 - * Using Engagement Strategies
 - * Establishing and Maintaining Effective Relationships in a Student-Centered Classroom
 - * Communicating High Expectations for Each Student to Close the Achievement Gap
 - d. **Professional Responsibilities**
 - *Adhering to School and District Policies and Procedures
 - *Maintaining Expertise in Content and Pedagogy
 - *Promoting Teacher Leadership and Collaboration

Part 2: Professional Growth

1. Worth 30% of your SER- Summative Effectiveness Rating
2. This score is based on staff growth on selected and approved goals.
3. The process starts with a self evaluation and goals that are written in SMART (Specific, Measurable, Attainable, Relevant, Timely) format.
4. Staff will collect evidence to support their growth on their approved goals.

Self Evaluation:

SMART Goals

Professional Practice Goals

~~Part 3: SLO-Student Learning Objective~~

Part 4: Peer Mentoring

1. New requirement mandated in the summer of 2018

2. Teachers are provided with the opportunity to be mentored, to mentor, or to engage in professional activities such as peer observations.
3. Each teacher is required to submit a Peer Mentoring form yearly to their administrator.
4. This does not directly impact a teacher's SER.

Summative-Effectiveness Rating

1. When you combine the two parts (Professional Practice & Professional Growth) you get your summative effectiveness rating.
2. Your SER will determine which "category" you will be placed in and which plan you will follow.

Teacher Categories

Highly Effective- Teachers deemed highly effective will be placed on a three year evaluation cycle. During this three year period of time, the teacher will be observed a minimum of six times. The highly effective teacher will also have a self-directed growth plan and has the option to develop their plan independently, or through collaboration with their administrator.

Effective- Teachers who receive a score of effective will be placed on a three year evaluation cycle. During this three year period of time, the teacher will be observed a minimum of six times. The effective teacher will have a self-directed growth plan, and will develop their plan through collaboration with their administrator.

Partially Effective- Teachers deemed partially effective will be placed on a two year evaluation cycle and will be observed a minimum of six times during that period. Teachers deemed partially effective will be provided a directed improvement plan, with goals identified by the administrator.

Ineffective ratings indicate performance that is unacceptably low and teachers in this category will have a direct improvement/action plan, created in collaboration with their evaluating administrator. Teachers in this category will have more frequent observations and may be removed if improvement does not occur in the timeline created and/or in the targeted areas addressed.

Probationary Teachers

1. Probationary teachers will complete all three parts of the PEPG plan.
2. Probationary teachers will be on an initial 2 year cycle. If they are still employed with the district after their second year, their initial SER will be based off from their scores from these probationary years.
3. Probationary teachers will have one approved growth goal each year during their 2 year probationary period.

Charlie went through the process of the I-Observations and what it looks like.

B. Ross asked if the teachers were aware of what was being looked at and what they were being evaluated on? Also it seems as if some of this is subjective and there are gray areas.

C. Swan feels that some of the younger, newer teachers may be nervous but for the most part most of the teachers are used to one of the admin being in their rooms. There is always some gray area but it is used to help see what they can do a little different. With these standards we are trying to eliminate some of the gray areas by asking if the teacher is doing or not doing certain things.

Pam stated that sometimes her, Charlie and Jason all go into a classroom and they all score. They would then discuss their scoring after, which helps to get some of the subjectivity out of

the evaluation.

B. Chow- If you see that, such as in AP classes, if the students are not doing well in a big way what do you do to try to figure out what might be going on?

C. Swan- mentioned that one of the standards is about closing the achievement gap, so there is some feedback that can be provided if students are not making growth. There are certainly some things in terms of student growth that are built into the standards.

B. Chow- are you happy with this process? Is it where you want to be? C. Swan- Feels like this is similar to evaluations we've had in the past. There are some things that are a little different, some things have been tightened up some. Asked the staff if they wanted to use a different set of standards for evaluations. The staff responded that they didn't want to go through hours of training to learn a new system. They may not like certain pieces of it but they don't want to invest in a lot of new training to get into another one. Overall it meets the needs and supports in the way it needs to.

B. Ross- asked how many Charlie evaluated in his building. He replied around 60. Every Ed Tech is evaluated yearly. The minimum for Ed techs is 1 observation, though they try to do 2. With teachers it tends to work out to be about 200 observations over a 3 year cycle.

B. Ross also asked is there any part of this process that really seems to be ineffective and get something that would be more effective? Are we in the effective & highly effective standards that you are seeing?

Charlie responded that one of the areas is the goals, in creating the goals and approving the goals. That is a pretty time consuming process from start to end. He thinks there are means that maybe they can refine that process. It might save the teachers some time, save the admin some time. Also doing 6 observations over 3 years for each teacher gets to be a lot. Maybe at some point the evaluation committee can look at that. As far as the second question, Charlie didn't have exact numbers but felt that it would be about 90% range for highly effective. He can give better clearer numbers later in the year. Majority of our staff is doing awesome things and growing well.

A. Cushman asked if Charlie, other principals, meet with the staff prior to doing the big evaluation? Charlie responded that as far as goals they meet with them ahead of time. Fall is a busy time for ones that had an evaluation will be creating new goals. Sit and meet with them and go over the goals. As far as the evaluations, once an evaluation is done they will meet with the teacher and give them some feedback.

A. Cushman asked how the staff was doing? Are they getting back to somewhat normal?

Charlie replied that he feels staff is still somewhat tired. It's going to take awhile to get back to normal and to recover fully from the last couple years. His staff has been pushed a little bit this year with a new reading program. They are working hard. Feels people are happy about being under a more normal existence.

B. Chow asked about probationary teachers. Pam explained that we have a mentoring program and all new teachers are assigned a mentor. They can work with their mentor on their goals.

B. Chow also asked about if we still have the program that teachers can go and take classes. Pam told her yes we do and we have a certification committee.

Charlie mentioned too that he is meeting with probationary teachers to go over this training they do yearly reminders about observations and goals.

B. Chow asked if a hard copy goes into their file.

2. First Reading of Policy AC- Non-Discrimination/Equal Opportunity and Affirmative Action

Motion: B. Ross

Seconded: D. Whittemore

Motion Carried

3. First Reading of Policy ACAA- Harassment and Sexual Harassment of Students

Motion: B. Ross

Seconded: D. Whittemore

Motion Carried

4. First Reading of Policy ACAA-R Student Discrimination/Harassment and Title IX

Sexual Harassment Complaint Procedures

Motion: B. Ross

Seconded: D. Whittemore

Motion Carried

5. First Reading of Policy ACAB- Harassment and Sexual Harassment of School Employees

Motion: B. Ross

Seconded: D. Whittemore

Motion Carried

6. First Reading of Policy GBN- Family and Medical Leave

Motion: B. Ross

Seconded: D. Whittemore

Motion Carried

~~7. First Reading of Policy JLCD- Administering Medication to Students~~

~~Motion:~~

~~Seconded:~~

8. First Reading of Policy JICJ- Student Use of Cell Phones and Other Electronic Devices

Motion:

Seconded:

After some discussion around the changes to the policy it was decided to table the changes at this time. Some revisions will be made and brought back for a first reading at another meeting.

9. First Reading of Policy GCFB- Recruiting and Hiring of Administrative Staff

Motion: B. Ross

Seconded: D. Whittemore

Motion Carried

10. Review of MSBA resolutions

This review was tabled for the next meeting to have a chance to read and go over the resolutions.

OLD BUSINESS

None

SUPERINTENDENT'S REPORT AND CORRESPONDENCE

Superintendent's Report: Pam Doyen

The workshop on Friday was beneficial. Dirigo Elementary School continued work on implementing the new reading program. They had professional development with the Amplify representative. TWK Dirigo Middle School and Dirigo High School participated in a Western Maine Education Collaborative virtual offering with Joe Beckman around cultivating positive connections in schools and completed training with SAPARS (Sexual Assault Prevention and Response Services).

Pam will be away at a conference next week from Wednesday through Saturday. The conference is the National Forum to Advance Rural Education in Green Bay, WI. Pam will be part of a three person team presenting Thursday on building strong collaborations to support student learning in rural communities. The other two members are from the Wisconsin Rural Schools Alliance and the Generation Schools Network from Colorado. All conference costs will be covered by WMEC; however, Pam does see this opportunity as positive for RSU 56 as well as she gets the benefit of attending numerous conference sessions where she can learn from colleagues across the nation.

Administrator's Report: Charlie Swan, Dirigo Elementary School Principal
R-A-F-Ting in 2022-2023

Rafts have three purposes in Life:

Safety, Survival & Satisfaction

R-Relationships: Forming positive, professional, and productive relationships with students, colleagues and families are critical for the success of our students and for our success as educators.

A- Accountability: is about being **responsible** for our actions. In the world of teaching this is about doing what we have been asked to do to build consistency of programming across classrooms and grade levels.

F- Fidelity: This is about being faithful to our academic programming and district goals and policies. If something is worth doing it is worth doing right.

T- Time: "The bad news is time flies. The good news is you're the pilot" - Michael Altshuler. In terms of time in the school setting, we are bound by limited time (time during the day, time during the year, etc.). The only way we can gain time is to be as efficient as we can with the time we have with students in front of us. Make the most of every moment.

Relationships

Accountability

Fidelity

Time

3 Buckets: Refocus: PLCs, **A New Focus:** Amplify, **Continued Focus:** My Math Implementation, Progress Monitoring, RTI, Science of Reading

Current Enrollment: 359

Grade	Total	Pre-K	K	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5
2022/23	359	26 (13)	50 (13)	43 (14)	56 (19)	66 (17)	61 (20)	57 (19)
2021/22	348	37	46	49	58	55	53	50
2020/21	356	31	47	55	61	58	51	53
2019/20	390	39	60	64	53	54	56	64

Office Referrals

#	October 2021		October 2022	
	# of Students	% of Total Population	# of Students	% of Total Population
0	316	90.8%	324	90%
1	26	7.5%	17	4%
2	3	0.9%	12	3%
3	1	0.3%	2	.01%
4	0	0%	2	.01%
5	1	0.3%	0	0%
6	0	0%	0	0%
7	1	0.3%	0	0%
>7	0	0%	2	.01%

Total # of Referrals - 46 (10/21) - 41 (10/22)

October 7 Workshop Day:

8-11 am:

K-5- Amplify Training

Title 1- Amplify & Team Training

Special Ed- Spec. Ed Agenda (Heidi)

Specials- School store, PBIS common areas, etc.

11:30-12:30- Schoolwide Sexual Assault Prevention Mandatory Training

1:15-2:30- Team PLC (Working on approved Team based agenda- focusing on either curriculum, instruction, assessment, or intervention.

A big Thank you to the middle and high school for providing yummy treats and breakfast tea from IMPACT (thank you Andrea Palmer and family). It was MUCH appreciated.

Quarter Drive for Operation Reboot:

This year in addition to our Veterans Breakfast and Assembly, we are going to do a quarter drive to raise money for Operation Reboot. The purpose of our Veteran's assembly is to help teach our students about what a Veteran is and how to thank and celebrate them. We feel working together to support an organization such as Operation Reboot is a great way we can give back to the men and women who work hard to keep us and our freedom safe.

Upcoming at DES:

NWEA Testing- Oct 11-18

Halloween Dance- October 27

Picture Day- October 28

Book Fair- November 7-10

Veterans Breakfast & Assembly- November 10

Parent Teacher Conferences: November 8 & 9

Holiday Concert- TBD (Tentatively Dec 15th)

A. Cushman- Commented that Operation Reboot was started by a Dirigo Alumni, very proud of that. She also asked if many families were moving into the area? Charlie said that approximately at one point about 40 new students into DES. Some have moved out...but DES had a pretty big influx of students. Western Maine had a lot of move ins this year.

B. Ross mentioned office referrals and asked for some examples of what would be an office referral. Charlie said that anything from fighting, pushing/shoving a little more aggressively on the playground. Could be disruptive in class. Teacher will try to take care of this but if it is repeated they may get sent to the office. It could be cheating, disrespect, aggression. An office referral doesn't necessarily mean that they go before Charlie, it just means that they have this recorded so we have the data. It helps us have the data on the student as well as an overall view of DES.

COMMITTEE REPORTS

1. Student Representative Report- N/A- Joe C. absent
2. Policy Committee- Will plan a schedule to work on the cell phone policy
3. Finance Committee- N/A- Carl L. absent
4. Curriculum Committee- Nothing to report
5. Buildings & Grounds Committee- Not met- Will get with Kenny to plan a walk through of the buildings to see what has been done
6. Negotiations Committee- Nothing
7. Personnel Committee- Working on scheduling a meeting in the next few weeks.
8. Ad-hoc Committee (1st Thursday of each month)- Met last week- Angela C. not able to attend

BOARD MEMBER COMMENTS

Angela C. mentioned again that Operation Reboot started by a Dirigo alumni. Also this week there are a lot of Dirigo alumni that are helping with moose hunts. It just shows that the community we have here is amazing

Bruce R. - Went to the Homecoming game. It was nice to see so many community people there. The concession stands never slowed down. It was good to see how the people supporting the games and people are back out. Also commented that we as a district are in the best shape he's seen. Everyone has done a phenomenal job in getting things in shape, the buildings & the grounds. Commend the staff that has worked toward this and commend the board for supporting everything that has been done. Buildings are going to last a long time.

ADJOURNMENT

1. Motion to adjourn

Motion: B. Ross

Seconded: D. Whittemore

Motion Carried

Meeting adjourned at 7:55 pm