

"A Caring School Community Dedicated to Excellence"

**REGIONAL SCHOOL UNIT #38 BOARD OF DIRECTORS
Maranacook Community Middle School & Zoom
September 15, 2021, 6:30 p.m.**

AGENDA

1. Call to order:
2. Pledge of Allegiance:
3. Citizens' Comments: (5 min.)
4. Additions/Adjustments to the Agenda by Board and/or Superintendent: (5 min.)
5. Action Items: (10 min.)
 - a. Approval of Minutes of August 30, 2021*
 - b. Approval of Minutes of September 1, 2021*
 - c. Appointment of first probationary contract teacher, HS Science, Casey Spencer*
 - d. Appointment of Maine School Boards' Association Delegate for RSU 38*
6. Informational/Discussion Items: (20 min.)
 - a. Opening of Schools Update
 - b. Sports Program Update
 - c. ESSER III Fund Grant review
 - d. Board Committees and Assignments*
7. Workshop: Meeting Norms and Goal Setting* (30 min)
8. Adjournment:

* Attachments

The Zoom capability of this meeting is for listening only

Join Zoom Meeting

<https://us02web.zoom.us/j/81059760710>

Any citizen who wishes to add an item to the agenda may do so by notifying the Board Chair or the Superintendent's Office, in writing, ten days prior to the Board's next scheduled meeting.

**SPECIAL MEETING OF THE
REGIONAL SCHOOL UNIT #38 BOARD OF DIRECTORS
Maranacook Community High School
August 30, 2021, 6:30 p.m.
Minutes of Meeting**

Members Present: Chair Cathy Jacobs, Keltie Beaudoin, David Guillemette, Rebecca Lambert, Shawn Roderick, Dennis Ruffing, Melissa Tobin, David Twitchell, Dane Wing
Members Absent: Kim Bowie, Tyler Dunn, Patty Gordon, Betty Morrell
Administrators: Superintendent Jay Charette, Principals Dwayne Conway, Janet Delmar, Abbie Hartford, Kristen Levesque, Assistant Principal Tina Brackley, Special Education Director Ryan Meserve, Director of Curriculum, Instruction and Assessment Karen Smith, Technology Director Diane MacGregor, Finance Manager Brigitte Williams

1. Call to order: Chair Jacobs called the meeting to order at 6:30 p.m.

2. Health and Safety Protocols:

a. Review Health and Safety Protocols/Board Discussion

Chair Jacobs reported that the special meeting was called to review and discuss further the health and safety protocols. The main goal is to have students back in school as safely as possible. Since last Tuesday, many community members have spoken or written to board members. She asked that if citizens have already contacted the Board to allow those who have not already talked to speak first, then the Board can hear from other audience members.

Chair Jacobs asked for the Board's approval to rearrange the agenda to start with Board discussion and then ask for citizens' comments. Agreed.

MOTION by Jacobs to allow non-resident staff to address the Board. Second by Twitchell.
Motion Carried: 8 in favor, (Ruffing did not vote).

Chair Jacobs noted that the board will not be responding to questions and comments from the public. Any decisions made tonight will be reviewed on October 6th based on updated data. She asked that everyone model respectful citizen participation.

Chair Jacobs read statements from board members who were unable to attend. Dane Wing reviewed the CDC's four exemptions relating to isolation and quarantining when close contacts are determined. Superintendent Charette reviewed the updated data for the district since the August 24th meeting. He is waiting to hear back about pool testing, but expects it to be late September at the earliest. Families will need to submit permission slips for students to take part in the pool testing.

Request was made to remove the wording "if vaccinated" from the Safety Protocols. Masks should be worn whether or not vaccinated.

b. Citizens' Comments:

Citizens addressed the Board regarding the safety protocols, sharing their views on both sides of the masking mandate. In addition to the emails/letters and phone calls the Superintendent

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and Board members received on both sides of the masking protocols, 25 people spoke in favor of requiring masks in schools and 6 people spoke opposing universal masking in schools.

c. Board Discussion:

The Board further discussed the information shared this evening. Superintendent Charette noted the pool testing application is ready to be submitted tomorrow. Ventilation improvements have been made in all the school buildings and portable units are in all the rooms that don't have fresh air ducts.

Regarding having a remote option for students, Superintendent Charette reported that if students have medical documentation from a physician, staff is prepared to offer a remote plan. Last year, as part of the emergency order from the Governor, schools were required to offer a remote option. This year the emergency order is not in place and with the district's stance to get everyone back in school, the remote options does not exist unless there is medical documentation.

MOTION by Wing to go back to the mandatory masking policy, and to revisit this on October 6th. Second by Tobin.

Further discussion ensued. Question was asked about what the mask breaks will look like.

Motion Carried: 6 in favor, 3 opposed (Beaudoin, Roderick, Ruffing)

3. Adjournment: **MOTION** and second to adjourn at 9:16 p.m.

Respectfully submitted,
James Charette, Superintendent/Secretary
D. Foster, Recorder

REGIONAL SCHOOL UNIT #38 BOARD OF DIRECTORS
Maranacook Community High School
September 1, 2021
Minutes of Meeting

Members Present: Chair Cathy Jacobs, Vice Chair David Twitchell, Keltie Beaudoin, Kim Bowie, Tyler Dunn, Patty Gordon, David Guillemette, Rebecca Lambert, Shawn Roderick, Dennis Ruffing, Melissa Tobin, Dane Wing

Member Absent: Betty Morrell

Administrators: Superintendent Jay Charette, Principals Dwayne Conway, Janet Delmar, Abbie Hartford, Kristen Levesque, Assistant Principal Tina Brackley, Special Education Director Ryan Meserve, Director of Curriculum, Instruction and Assessment Karen Smith, Adult Education Director Steve Vose, Finance Manager Brigitte Williams

1. Call to order: Chair Jacobs called the meeting to order at 6:30 p.m.
2. Nomination of Officers:
 - a. Nomination(s) of Board Chair
 Superintendent Charette reviewed the process for the nominations of Board Chair and Vice Chair.
 Rebecca Lambert nominated **Cathy Jacobs** for Board Chair. Second by David Twitchell.
 No further nominations were brought forward.
 Shawn Roderick moved that nominations cease, second by Tyler Dunn.
 Shawn Roderick cast one ballot for Cathy Jacobs as Chair, second by Tyler Dunn.
 Vote: 7 in favor, 0 opposed, 2 abstained (Jacobs, Ruffing)
 - b. Nomination(s) of Vice Chair
 Cathy Jacobs nominated **David Twitchell** for Vice Chair. Second by Tyler Dunn.
 No further nominations were brought forward.
 Shawn Roderick moved that nominations cease, second by Cathy Jacobs
 Shawn Roderick cast one ballot for David Twitchell as Chair, second by Tyler Dunn.
 Vote: 7 in favor, 0 opposed, 2 abstained (Ruffing, Twitchell)
3. Presentation – RSU 38 Transportation Department Update – Kelly Thompson
 Transportation Manager Kelly Thompson addressed the Board, highlighting her work to recruit bus drivers, and working with Adult Education to train new drivers. There are currently 3 CDL program students who have their CDL permit and plan to drive bus for RSU 38 once they complete the program and pass their test. Mrs. Thompson also reported on the new routing system. RSU 38 is struggling, along with other school districts in filling bus driver positions; her goal is to be fully staffed by the end of September.
4. Citizens' Comments:
 Bill Hafford, Manchester – Asked questions about student iPads, asking why students need to take them home; about how students are loading the bus; how seating at lunch is assigned; and whether students will need to wear masks while playing sports. Chair Jacobs referred Mr. Hafford to his students' teacher(s), noting the chain of command is to address

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concerns with the classroom teacher, then the principal, then the superintendent, and lastly the school board.

Sarah Dyer, Readfield – commented that her children have had a very good learning experience, but expressed concerns around school transportation. She asked the Board to review how transportation decisions are made.

Unidentified resident spoke about her child being a close contact today and asked what the ramifications are. Superintendent Charette responded that the school nurse will be contacting all parents, and the nurse will explain the next steps.

Tyler Dunn asked, that given delta's rising cases, is it possible to have a system ready to go so we can have synchronous instruction so students won't miss 10 days of school, especially with the investments made last year with the Owl program. Superintendent Charette responded that the students who are out will get their work, but he can't promise it will be synchronous. He will work with administrators to have absent work protocols clearly defined in each school.

5. Additions/Adjustments to the Agenda by Board and/or Superintendent:

Superintendent Charette requested an addition to the agenda, Item 7i, Consideration of first probationary contract teacher, MS Health, Amy Jones.

6. a. Celebrations

MS teacher Jean Roesner and students presented on a satellite prototype competition they participated in through USM.

b. Reports: Written reports were included in the board packet.

7. Action Items:

a. Approval of Minutes of June 16, 2021 Special Meeting

MOTION by Twitchell, second by Roderick to approve the Minutes of June 16, 2021 as presented. **Motion Carried:** 11 in favor, 0 opposed, 1 abstained (Tobin)

b. Approval of Minutes of July 21, 2021 Special Meeting

MOTION by Gordon, second by Lambert to approve the Minutes of July 21, 2021 as presented. **Motion Carried:** 10 in favor, 0 opposed, 2 abstentions (Bowie, Tobin)

c. Approval of Minutes of August 18, 2021 School Board Retreat

MOTION by Twitchell, second by Gordon to approve the Minutes of August 18, 2021 as presented. **Motion Carried:** 10 in favor, 0 opposed, 2 abstentions (Bowie, Tobin)

d. Approval of Minutes of August 24, 2021 Special Meeting

MOTION by Twitchell, second by Dunn to approve the Minutes of August 24, 2021 as presented. **Motion Carried:** unanimous

e. Acceptance of Donations

MOTION by Dunn, second by Lambert to accept the donations as presented.

Motion Carried: unanimous

f. Approval of revision to SY22 School Calendar – Revised Graduation Date

MOTION by Lambert, second by Gordon to approve the revision to the SY22 School Calendar, changing the Graduation date to June 7, 2022. **Motion Carried:** 11 in favor, 0 opposed, 1 abstention (Ruffing)

g. Ratification of Teacher resignations accepted during the summer

MOTION by Twitchell, second by Wing to ratify the acceptance of teacher resignations submitted over the summer, as presented in item 7g. **Motion Carried:** unanimous

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- h. Ratification of Teachers hired during the summer
MOTION by Dunn, second by Lambert to ratify the hiring of first probationary teachers over the summer, as presented in Item 7h. **Motion Carried:** unanimous
- i. Consideration of first probationary contract teacher, MS Health, Amy Jones
MOTION by Twitchell, second by Gordon to approve the first probationary contract teacher for MS Health, Amy Jones as presented. **Motion Carried:** 11 in favor, 0 opposed, 1 abstained (Ruffing)

8. Discussion/Informational Items:

a. ESSER III Funds Discussion

Superintendent Charette reviewed the updated document of committed and uncommitted projects included in the ESSER Fund 3 Projects. The application is due September 29th. Twenty percent of the grant must be devoted to learning loss activities, which totals \$299,397. The Administrative Team worked to be creative in addressing some of the learning loss over the last 18 months. The items shaded in green are projects addressing learning loss, which is mandated as part of the grant. The projects highlighted in yellow are committed projects that will be approved based on previous grants. The red highlighted items are projects he is seeking discussion and input from the Board.

Discussion ensued about the proposed projects. The Superintendent is looking for feedback from the Board on how to move forward. Items highlighted in red, are cost estimates. Superintendent Charette spoke about the request for another principal so that the Wayne and Mt. Vernon Elementary Schools can each have a full time principal. Both schools are Title I and Tier III schools. Also, Wayne has a lot of new staff. The amount listed is for 3 years, but the Board could reassess this after one year.

Substitutes will be a challenge. We are starting without long term subs, and are looking at what would be a manageable number for long term subs. The draft includes 7 subs, one sub per building and one special education sub to be used where needed.

Suggestion was made to look into increasing the guidance counselor staff at the elementary level.

Superintendent Charette added that with pool testing, we will need an additional nurse at a cost of approximately \$50,000. There is an immense amount of work that goes with pool testing. The pool testing application was turned in on Friday, so we are awaiting a response. This would be for at least one year.

Mr. Dunn asked about the summer programming number, asking if we can we scale that number out at 2% so we're not cutting the program over the next 2 years.

Mr. Twitchell noted there is not enough to fund a nurse, a principal and the total long-term subs. Mr. Dunn - could we fund a principal for one year and then build it in our budgets moving forward, using the grant as stop gap this year and budget future years. Superintendent – it could be a 3 year investment that is evaluated over time.

Mrs. Beaudoin – could we offer sign on bonuses for bus drivers. Superintendent – unfortunately that will not qualify under the grant.

Mr. Roderick – help so when kids are not in school; remote capabilities when students get sick; we need to be ready to go if requirements change. Several members seconded this suggestion.

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Suggestion was also made to look into an additional technology ed tech for the high school, and if needed the position could be made district-wide to assist the Technology Department with all the new technology.

Mr. Twitchell noted that historically, the Board has talked about the additional principal, but it has consistently not made the budget due to the cost. He supports the idea of doing it temporarily and looking at putting it in the regular budget.

Superintendent Charette will rework a few things and send it back to the Board. He asked that Board members reach out to him if there are further questions.

It was requested to add this to the September 15th agenda.

b. Board Committees and Assignments

Chair Jacobs asked Board members to turn their committee sheets in to Donna before Tuesday, 9/7.

c. Procedural adjustment to School Board Agenda – Pledge of Allegiance

Superintendent Charette this is a recommendation to make a procedural adjustment to Board meetings, by starting each meeting with the Pledge of Allegiance. Consensus.

d. Update on opening of school

Superintendent Charette thanked Dane Wing and Shawn Roderick for their assistance and creative thinking to help solve the transportation issue. He also thanked MIKA Academies of Manchester for stepping up and volunteering the use of their vans.

Question was asked about mask breaks. Superintendent Charette will be meeting with the principals on Friday to further define the mask breaks.

Question was asked about lunch periods. Superintendent Charette responded they are using a form of assigned seating, sitting 3 feet apart. There are also overflow spaces. The Middle and High Schools are still working on this since not all students were in attendance. Principal Delmar added that the elementary schools have 4 recess breaks and students are changing out their masks at different times of the day.

Chair Jacobs reminded board members that at the retreat the board worked on setting up some norms; she asked that they be send to Jay by Friday. She also reminded Board members that when they get emails from Jay, not to “reply all”.

9. Adjournment: **MOTION** and second to adjourn at 8:25 p.m.

Respectfully submitted,
James Charette, Superintendent/Secretary
D. Foster, Recorder

5c.

Position	Science Teacher - Maranacook Community High School	
Candidate	Casey Spencer	
Educational Preparation	Rensselaer Polytechnic Institute - Troy NY	2011
	BS History-Mechanical Engineering	
Related Experience	RSU #38-Permanent Interim Teacher-MCHS	2020-2021
	RSU #38-Assistant Nordic Ski Coach	
References	Dwayne Conway, Principal, Maranacook Community High School	
	Steve DeAngelis, Teacher, Maranacook Community High School	
	Steven Bates, Owner, Woodford Construction	
Certification	Physical Science 7-12 (350) Conditional	3/26/2024
Salary	\$39,800.00 Degree: BA	
Hire Date	9/15/2021	
Replacing	Marc O'Clair (transferred to Alternative Education)	

**CERTIFICATION OF SCHOOL BOARD REPRESENTATIVE
TO THE DELEGATE ASSEMBLY OF THE
MAINE SCHOOL BOARDS ASSOCIATION**

5d.

**49 Community Drive
Augusta, Maine 04330
Fax: 626-2968**

Region # (I – IX) _____

Name of School Board _____

Signed _____

(Chair or Superintendent of Schools)

Ext. _____

Telephone Number in case of questions

Name of Representative _____

(Please Print)

Email address for Delegate confirmation mailing

Address _____

Name of Alternate _____

(Please Print)

Email address for Alternate

Address _____

Meeting Date Voted to be Delegate _____

NOTE: The Delegate Assembly will be held virtually this year, at 9:30 a.m. on Saturday, October 23, 2021. Please complete and email to Debbie Swift dswift@msmaweb.com or fax to 626-2968 by October 18, 2021. Submission of your delegate's name does not automatically register them for the Fall Conference. Therefore, please be sure to register your delegate for the Fall Conference through your Superintendent's office. (Registration materials will be coming soon.)

Proposed resolutions will be discussed at the October 20th School Board meeting.

**Maine School Boards Association
49 Community Drive
Augusta, Maine 04330**

**Proposed Resolution Revisions and Additions
As approved by the MSBA Board of Directors
July 17, 2021**

A. Resolutions that were reviewed; no action recommended

1. 2.A.2.c. Child Abuse Reporting
2. 2.A.2.h. Administration of Medication
3. 2.B.3.g. Labor Relations Legislation
4. 3.B.3.a. Alternatives to Property Tax
5. 3.B.4.a. Court-ordered Placements of Students with Disabilities
6. 3.B.5.c. Probationary Employment Period

~~Grey~~ = to be deleted

Yellow = New - Proposed

B. Revisions

1. **2.A.2.g. / 2.A.7.a – Revise/Change/Remove Teacher/Student Absenteeism and Child Safety**

Current:

~~2.A.2.g. **Teacher/Student Absenteeism** – The Maine School Boards Association encourages local school boards to examine, in detail, the rates of absenteeism among teachers and students in order to enable them to consider the implications that findings may have for board policy. (Adopted 1991 – Amended 1999)~~

~~2.A.7.a. **Child Safety** – The Maine School Boards Association encourages local boards to consider effective means of parent/guardian school communications regarding absent students to help ensure the safety of absentee students. (Adopted 1985 – Amended 1999, 2008)~~

Replace with:

2.A.2.g. Student Absenteeism - The Maine School Boards Association supports the Department of Education’s goal of having all students be in attendance at least 95% of their academic year. This goal can only be achieved if there are interventions and supports for those students who are too often absent. Communication with parents/guardians around chronic absenteeism is critical as are school-based supports such as mentoring, counseling and tutoring. Alternative programs for at-risk students either on a local or regional level also should be supported. Should efforts not be successful through traditional communication with parents/guardians, MSBA urges proactive efforts for communication and supports through DHHS and other local or state agencies.

2. **2.A.4.g. – Add the underlined portion within the current resolution:**
School Board Training – The Maine School Boards Association is committed to sharing and expanding training opportunities, utilizing, in part, a regional approach and tapping local board members and others as trainers. MSBA encourages local

boards to adopt policies that incorporate the local board's commitment to the education of its board members and reflect its need to annually budget the funds necessary to fulfill this important responsibility. Possible areas of discussions include equity in education, FOAA, explanation of MSBA services, board governance, local committees' purpose and structure, board leadership training, and other items of interest and concern within local school boards. (Adopted 1989 – Amended 1999, 2017)

3. **2.B.1.c. – Add the underlined portion to the current resolution:**

Curriculum Policy – School boards are legally responsible for adopting policies with respect to curriculum. Therefore, the Maine School Boards Association urges local school boards to recognize that it is imperative they develop and implement curriculum policies that reflect the best interests of the students and the community, and include in-person, remote and regional collaborative learning opportunities. Recognizing the importance of a rigorous core curriculum for all students, MSBA urges local school boards to establish policies which require continuous evaluation of curriculum and graduation requirements. Such policies should reflect the goal of creating and maintaining rigorous standards designed to provide students with the skills necessary for them to succeed in a global society. Furthermore, these policies should lead to curriculum designed to achieve specific learning outcomes. MSBA also encourages local school boards to regularly review and revise these policies. (Adopted 1963 - Amended 1982, 1993, 1999)

4. **2.B.1.i. – Revise/Change/Remove**

Remove Alternative Programs resolution

Replace with:

Multiple Pathways – The Maine School Boards Association urges local school boards to approve educational programs that interest, engage and motivate each student to realize their potential and result in successful completion of their high school experience while equipping them with a high school diploma or equivalency.

5. **2.B.3.d. – Rewrite and Combine resolutions**

Proposed replacement:

Teacher Evaluation – The Maine School Boards Association urges local school boards to develop a comprehensive teacher evaluation policy designed to measure and improve the effectiveness of instruction on a continuous basis. Feedback is critical for all educators regardless of where they are at in their career. Evaluation systems need to be based on high performance standards and supported by ongoing professional development and mentorship. The process should address all aspects of teaching performance and recognize the fulfillment of student needs is of primary importance.

To delete (see deletions):

~~**2.B.3.a. Improving Instruction Through Administrative Supervision and Evaluation** – The Maine School Boards Association urges local school boards to recognize the importance of formal administrative supervision and evaluation to the improvement of the instructional program by requiring, through policy, a planned and systematic program tied to educational outcomes. Minimum standards for the~~

number and frequency of formal supervisory experiences, observations, and evaluative summaries should exist. Variations in such standards should recognize the crucial need for closer support and performance review during the probationary status of a teacher or administrator, while requiring other assessment criteria which recognize valued service and experience, and expectations related to trust, leadership and exemplary performance. Supervision and evaluation policies are not negotiable in collective bargaining. (Adopted 1993—Amended 1999)

2.B.3.d. (current version) Teacher Evaluation and Compensation—The Maine School Boards Association urges local school boards to develop comprehensive teacher evaluation policies that are designed to measure and improve the effectiveness of instruction on a continuous basis and to consider compensation that will recognize and reward meritorious teaching performance. While the adoption of such policies is the responsibility of local boards, their development should recognize the need for constructive input from teachers, in order to help establish the firm basis of mutual understanding and respect that is essential to a productive teacher evaluation program. The evaluation procedure should address all aspects of teaching performance and recognize that the fulfillment of student needs is of primary importance. (Adopted 1979—Amended 1983, 1999)

3.B.5.d. Performance Standards for Teachers—The MSBA encourages the State Board of Education to consider the feasibility of establishing performance standards for teachers. Among the questions to be considered are: Should standards be established at all? Should standards be established by the state or local school units? How can performance be assessed to determine whether or not standards are met? (Adopted 1991)

6. **3.A.3. – Add the underlined portion to the current resolution: Administrator Shortage** – The Maine School Boards Association recognizes the significant decline in the number of qualified candidates for administrative positions at all levels but particularly in the areas of school superintendency and the high school principalship. MSBA believes that the urgency of this matter should be addressed jointly by the Department of Education, the State Board of Education, the University of Maine System and other higher education institutions and the Maine Legislature. It also recommends the support and re-establishment of Leadership Academies to enhance this effort. (Adopted 1996 - Amended 2002, 2008)
7. **3.B.3.e. – Funding of Services to Students with Severe Disabilities** – Maine School Boards Association strongly urges the Commissioner of Education, the State Board of Education and other commissioners in the Children’s Cabinet to ~~develop a~~ maintain the mechanism for increased financial assistance to schools faced with high costs for students with severe disabilities and/or students who may need out-of-district placements. Furthermore, the Governor and Legislature are urged to provide full funding on an annual basis, and to add a provision to the law which would allow these reimbursable costs to be excluded from local school budgets. (Adopted 1988 - Amended 1989, 1992, 1998)

C. Deletions

1. **2.A.7.a. – Child Safety** – will be incorporated as part of a Revised **2.A.2.g. Student Absenteeism** Resolution.
2. **2.B.3.a. - Improving Instruction Through Administrative Supervision and Evaluation** – will be incorporated within the Revised **2.B.3.d. Teacher Evaluation** Resolution.
3. **2.B.3.d. – Teacher Evaluation and Compensation** – parts of this resolution will be incorporated within the Revised **2.B.3.d. Teacher Evaluation** Resolution.

4. **3.A.2. - Regional Service Centers** – no longer required. Purpose for resolution has been removed due to changes in legislation.

~~**Current: Regional Service Centers**—The Maine School Boards Association has serious concerns about the legislation passed by the 128th Legislature regarding Chapter 123 and the Development of Regional Service Centers. MSBA urges the legislature and the governor to review the impact on Maine schools before implementation begins. We urge the legislature to delay the implementation by at least one year in order to simplify the implementation process and to provide a mechanism for withdrawal if the projected savings are not realized. Furthermore, MSBA requests a review of the penalties assessed for non-participation with participation consideration given for existing regional efforts, including municipal and school district programs, and the present level of school district efficiencies. (Adopted 1995—Amended 1998, 2003, 2005, 2017)~~

5. **3.B.5.a. - Binding Interest Arbitration/Right to Strike** – being replaced by two separate resolutions

~~**Current: Binding Interest Arbitration/Right to Strike**—We strongly oppose changing the teacher negotiations law to include binding arbitration on salaries, pensions and insurance or the right to strike. (Adopted 1977—Amended 1982 and 1983)~~

6. **3.B.5.d. – Performance Standards for Teachers** - will be incorporated within the Revised **2.B.3.d. Teacher Evaluation** Resolution.

D. New/Revised – Proposed 2021

Learning Loss

Concern about learning loss due to summer vacation or the disruption caused by the pandemic is discussed but seldom quantified. The Maine School Boards Association believes a student-centered approach, which looks at individual academic achievement and informs what support systems are needed and for whom, is a more effective approach. The Department of Education needs to be involved in this work, in terms of developing appropriate measurement tools and sharing effective interventions developed by their curriculum experts, with consideration of appropriate funding.

Rationale

Addressing learning loss with individual students is not a new concept, but we need to continue to support individual student growth in critical subject areas and identify and address individual student needs. This work also needs to be supported by the Department of Education

Dropout Prevention

The Maine School Boards Association supports the Department of Education's goal of a 90 percent or better graduation rate. MSBA recognizes there are many factors that can lead to a student dropping out of school. There needs to be early interventions for at risk students and support both at the state and local level for multiple pathways, such as adult education, to earn a diploma. This is an imperative not only for our students but for our society, which needs an educated and engaged workforce and citizenry. MSBA additionally and proactively urges MDOE and US Education Department to redefine high school dropouts so that high school graduates are inclusive of students who attain that achievement within 6 years of initiating grade 9 including those that have utilized an alternative pathway within the 6-year timeline also be considered a high school graduate.

Rationale

A high school diploma or its equivalency through adult education or alternative education programs is critical when a student leaves public education and goes out into the workforce. As policy makers, we need to explore and define pathways that allow students to get the credits they need. For some, what they need is more time. We believe a 6-year timeframe is appropriate for those who have other obligations and extenuating circumstances that don't allow completion in the traditional four years.

Binding Arbitration

The Maine School Boards Association opposes any legislation that would allow binding arbitration on salaries, pensions and insurance because the fiscal impact of these significant cost drivers in the school budget should be decided by locally elected School Boards, not outside arbitrators who have no stake in the community.

Rationale

Labor law has banned arbitration on salaries, pensions and insurance for 40 years based on the sound belief that elected board members should make decisions on school budgets and ultimately their impact on property taxes, and not outside arbitrators.

Right to Strike

The Maine School Boards Association opposes any legislation that would give school personnel the right to strike. Strikes severely disrupt the education of children and the lives of their families. Even a short strike could upend an academic year, breaking educational continuity for students and throwing off school calendars for instruction and in-school and after-school activities. Strikes also could put our students at risk, if they are in unsupervised settings at school or at home.

Rationale

The Right to Strike currently is prohibited in 35 states because it puts the demands of the adults in the building ahead of the needs of students. Teachers at school provide safety and care for students. Our most vulnerable children are at the greatest risk during a strike because their support system at school is disrupted.

Save the Date! 48th Annual MSMA Fall Conference

1 message

MSMA <msma@msmaweb.com>
Reply-To: msma@msmaweb.com
To: donna_foster@maranacook.com

Mon, Aug 9, 2021 at 10:24 AM

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School
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Association



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August 9, 2021



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MSMA's 48th Annual Fall Conference
Today's Vision: Tomorrow's Reality
October 28 & 29, 2021— Virtual

REGISTRATION COMING SOON!

MSMA
MAINE SCHOOL MANAGEMENT ASSOCIATION

<p>MSMA invites you to participate in two full days of professional development where state education leaders will share learning and an exchange of ideas—remotely this year!</p>	<p>Clinics <i>Nearly 40 clinics offering a range of topics covering board leadership, school law, innovative practices, negotiations, policy issues, and more.</i></p>	<p>Speakers Thursday Keynote Speaker George Couros Innovative Teaching, Learning, Leadership Consultant, Speaker and Author <i>George is a worldwide leader in the area of innovation, yet his focus is always on the development of leadership and people and what is best for learners. His belief that meaningful change happens when you first connect to people's hearts, is modeled in his writing and speaking.</i></p>
<p>49 Community Drive, Augusta, ME 04330 PH (207) 622-3473 FAX (207) 626-2968 Website: www.msmaweb.com</p>  	<p>Vendors <i>Visit the virtual booths to learn more about their products, sign up for door prizes, etc.</i></p>	

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RSU #38 Board Committee List			
2021-2022			
Committee	Board	Administration	Meets ...
Board Committees:			
Curriculum/Assessment	Bowie, Gordon, Jacobs, Twitchell	Smith	3-4x/yr
Facilities/Transportation	Guillemette, Lambert, Morrell, Roderick	Charette, Drinkwater, Williams	As needed
Finance	Full Board	A-Team, Williams	As needed
Negotiations	Lambert, Morrell, Twitchell, Wing	Charette, Williams	As needed
Policy	Beaudoin, Gordon, Jacobs, Wing	Charette	Monthly
Warrants Finance	Jacobs, Lambert, Morrell	Williams	-
District Committees:			
Administration/Staff/Board Evaluation (3:30 mtg.)	Jacobs	Charette	Monthly
Adult & Community Education	Beaudoin, Tobin	Vose	Yearly
Alternative Ed/Drop out Prevention	Tobin, Twitchell	Conway, Levesque	Yearly
Health Services Advisory Council	Bowie, Gordon	Charette, Conway	Bi-monthly
School Health Leadership Council (3:15 mtg.)	Bowie, Tobin	Charette	Bi-monthly
Board Representative:			
Awesome Bear Society/Interscholastic	Open Position	Remington	Monthly
MSMA Legislative Contact	Lambert	Charette	-
Vocational (CATC)	Ruffing	Charette	Bi-monthly
Ad Hoc Committees:			

Board Norms (as shared with Superintendent in draft form)

7.

Listen to and respect all opinions.

When disagreeing with an opinion, do so with a non-confrontational tone of voice.

Be careful of body language when disagreeing with someone on the board.

Keep kids at the Center!

Come to the meetings prepared.

Assume positive intent.

Share your ideas.

Consider all angles and perspectives.

Be open to possibilities and listen to understand each other.

Be responsible for the way you say things and speak without blame or judgement.

Don't interrupt.

Agree to disagree.

Be solutions oriented (how can we move forward? Offer solutions and/or a different way of approaching a problem).

Pay attention to Success!!

We need a mechanism to give everyone air time/input, so one person (even if it is the Chair) doesn't monopolize board discussions and actions.

We need a protocol for agreeing to disagree that is civil, respectful and polite; ex. "express disagreement with ideas, not individuals" (from handout at retreat).

Continue having committees report back to full board and share committee meeting minutes with full board, so that everyone is aware of what's going on.

Small groups of board members should not gather before full board meetings to develop plans to dominate the whole-board discussions, votes, and action; ex. "conduct group business in front of the group".

Roll call votes seemed to work well when we were remote and partially remote as each individual was put on the spot to vote, this allows us to learn more about each other.

2021- 2022 School Year Goals for the RSU #38 Administrative Team (Summarized board version)
[RSU #38 Strategic Plan 2019-2024](#)

This school year, we will face many challenges directly connected to the past year’s events of the pandemic. We must use district resources in an extensive strategic fashion to address needs arising from learning loss and behavioral challenges with returning to full-time, in-person instruction, including social adjustments and emotional growth. Reintegration and re-engaging all students will be a primary focus that will require us to evaluate past practices and implement impactful systematic strategies. We will leverage services provided by EAB Global Inc. to help us with identifying proven best practices and using data to make informed decisions.

To do this, we must consider the following:

- **How do we best use our resources to provide equitable learning opportunities for all students?**
- **How do we best support our students’ behavioral, academic, social, and emotional growth this coming year?**
- **What best practices can we implement that develop collegial growth used consistently and directly and positively affect student performance across our district staff?**

The Portrait of a Graduate represents RSU #38's vision for the 21st-century skills, character traits, and social-emotional competencies students need to succeed in college, career, and life. The efforts to establish the portrait this past school year show the district community's commitment to investing in educational experiences that educate the whole child. The goals targeted from the [RSU # 38 Strategic Plan 2019-2024](#) embedded this vision into the Administrative Team's Goals for the 2021-2022 school year by identifying the initiatives and programs that will help students develop these competencies and begin designing learning processes that integrate these traits into the classroom for all grade levels.

Portrait of a Graduate Competencies		
1	Communication	To listen for understanding, strive for accuracy and clarity, and utilize technology and media effectively.
2	Critical Thinking	To be able to reflect critically on learning experiences and processes, reason effectively, and solve problems.
3	Empathy	To have the ability to understand another person's thoughts and feelings in a situation from their point of view.
4	Perseverance	To demonstrate consistent effort to do or achieve something despite difficulties, failure, or opposition. To have steadfastness.
5	Adaptability	To work effectively in a climate of ambiguity and changing priorities, incorporate feedback effectively – deal positively with praise, and setbacks, and criticism.

Priority #1 (RSU #38 Strategic Plan 2019-2024)	
Goal 1: Provide an inclusive and comprehensive educational program that sustains student curiosity and inspires students to be engaged citizens.	
Goal 2: Promote a unique professional culture that attracts and retains dynamic staff.	
Rationale	<i>We believe these two goals work hand-in-hand in raising student achievement and providing growth opportunities for high-quality teachers for all of our students. We must use all our resources as a district to provide equitable learning opportunities for all students by implementing best practices that develop collegial growth that directly and positively affects student performance across our district staff.</i>
SMART Goal	By the end of the 2022 school year, we will have built a system of vertical, grade level, subject area, and MTSS team capacities by identifying structures, protocols, and procedures that center discussions on student needs, equitable use of resources, and ongoing review of student data as evidenced by meeting documents, curriculum reports, and district Curriculum and MTSS Handbooks.
Team Members (District)	Superintendent, Director of Curriculum, Technology Director, Math Coordinator, Literacy Coordinator; District Curriculum and MTSS Leadership Teams

Priority #2 (RSU #38 Strategic Plan 2019-2024)	
Goal 3: Foster a safe and supportive learning environment, in partnership with community organizations and resources.	
Rationale	<i>We must support our students' behavioral, academic, social, and emotional growth this coming year.</i>
SMART Goal	For the 2021-2022 school year, we will survey the social-emotional learning (SEL) opportunities within the district and present recommendations to the School Board of Directors identifying best practices across all grade levels as evidenced by meeting documents, curriculum reports, SEL student survey results, SEL catalog, and district Curriculum and MTSS Handbooks.
Team Members (District)	Superintendent, Director of Curriculum, Director of Technology, Math Coordinator, Literacy Coordinator; District Curriculum and MTSS Leadership Teams

Priority #3 (RSU #38 Strategic Plan 2019-2024)	
Goal 3: Foster a safe and supportive learning environment, in partnership with community organizations and resources.	
Rationale	<i>We must identify and provide access to the available RSU#38 resources supporting the stakeholders within our district community.</i>
SMART Goal	Publish a catalogue/brochure of supportive resources by the spring of 2022 that can be used to identify support structures within RSU #38 that reflect our commitment to our mission and vision, as evidenced by meeting documents, curriculum reports, SEL student survey results, SEL catalog, and district Curriculum and MTSS Handbooks.