

Franklin School Board

Innovation & Improvement Committee Meeting

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| MINUTES | MAY 25, 2022 | 6:00 PM | FRANKLIN HIGH SCHOOL SAU OFFICE |
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| MEETING CALLED BY | Delaney Carrier, Chairperson |
| TYPE OF MEETING | Regular Monthly Meeting |
| MINUTES APPROVAL | Approved 4/11/22 Dow/Carrier |
| NOTE TAKER | Colleen Conway (School Board Clerk) |
| PUBLIC ACCESS THROUGH ZOOM | By Jule Finley – no one present |
| ATTENDEES | Delaney Carrier, Sue Blair, Ken Darsney, Tim Dow, Dan LeGallo, Carisa Carrow, Carrie Charette, Laurie Cass, Jule Finley, David Testerman and Molly Horn. |

Agenda topics

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| PUBLIC INPUT | 6:00 | Jule Finley | [PRESENTER] |
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| DISCUSSION | NONE | | |
| CONCLUSIONS | | | |
| ACTION ITEMS | PERSON RESPONSIBLE | DEADLINE | |
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| APPROVAL OF MINUTES | 6:01 | Delaney Carrier | [PRESENTER] |
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| DISCUSSION | Delaney Carrier moved to accept as presented, seconded by Tim Dow with no decent | | |
| CONCLUSIONS | No changes | | |
| ACTION ITEMS | PERSON RESPONSIBLE | DEADLINE | |
| Unanimously Passed as presented | Colleen Conway | 5/25/2022 | |

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| PRINCIPALS STRATEGIC PLAN INPUT:PSS | 6:02 | Susan Blair | [PRESENTER] |
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Each were asked where they were in each of their schools when they came in, what they see as accomplished and where they want to see it go.

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| DISCUSSION | <p>Five years ago, Sue entered an unclean facility, isolated staff, and minimal collaboration. Now, the staff is congealed, leadership team was developed who decided to away with PBIS (a negative based concept focused on what students did wrong) and moved into the caught doing good. Became engaged with other two schools so that all began to work toward a more positive pass for students. Began Fountas & Pinnell as well as applied Math. Utilizing better curriculum. Would like to stay focused on House Model so that all the kids are “our” kids forgoing the old day isolation. The children like the routine and structure – “Kids First” has become the living motto.</p> <p><i>What are the failings of what the Board and Admin have done for PSS: Grounds & Face time</i></p> | | |
| CONCLUSIONS | Not looking for change from now, but continuing to build and monitor with successful evaluation methods. | | |
| ACTION ITEMS | PERSON RESPONSIBLE | DEADLINE | |
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| Fidelity of Teaching: assessments and apply the instruction needed. Students should journal daily and be shown the progress. Kindergarten needs a Title 1 teacher. | Bob LaRoche & Staff | 9/01/2023 |
| PRINCIPALS STRATEGIC PLAN INPUT:FMS | 6:20 | Ken Darsney [PRESENTER] |

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| DISCUSSION | <p>Ken came into a several yearlong social experiment. Different grade levels experimentation. It was a shock that Kevin (previous principal) had left in such a short time. A discouraged staff, unengaged family relationship. The first two years was a proactive approach to build a team atmosphere and design. During the third year it was completely reactive to a hybrid approach but it was together as a team. This year was an additional year of reaction but with some better tools such as Zearn, F&P and teams. Multi-tier has been sidelined by COVID. School wide assessments have allowed us to manage each student individually.</p> <p><i>What are the failings of what the Board and Admin have done for FMS: Nothing asked for was ever denied to him. The adversarial atmosphere with the other two school has completely vanished.</i></p> <p><i>Dave Testerman asked how our students are doing with actual learning. He is not interested in hearing socio-economic excuses. Ken: No excuses but, executive functioning, social media, behavior, vape addiction, depression and anxiety are all distractions that the skills to manage have been severely damaged as a result of the COVID pandemic.</i></p> | | |
| CONCLUSIONS | <p>Created a sustainable model of leadership that is able to be continued by any staff. Understand roles and relationships that includes support for each other.</p> | | |
| ACTION ITEMS | PERSON RESPONSIBLE | DEADLINE | |
| Keeping the effort collaborative to keep it self-sustaining. Put both feet into multi-tiered support and get that program up and running. Provide stipends, training and consultants for all of this. Keep up with tools and technology – Dave Cole will be vital. Providing more training for our Staff is key. | Ginny Everett and Staff | 9/1/2023 | |
| PRINCIPALS STRATEGIC PLAN INPUT:FHS | 6:43 | Carrie Charette [PRESENTER] | |

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| DISCUSSION | <p>Six years ago as Carrie moved from a teaching position to Principal, the staff was under a lot of duress. Many staff were leaving feeling that the City was not supporting their needs. The leadership team was dominated by the Principal. Carrie's style was to allow much more contribution from the actual teachers on the team. Thru limited budgets and community partners, dual enrollment at LRCC and running start programs, we have built better access for students. We have been creative by utilizing Winnisquam Ag program, HOUT and the community leaders. Being more emotionally supportive with programs such as My Turn. Students need to be "available" for learning. Portrait of a Graduate is the pathway to continue. We have been on NEASC warning because of community resources, not teaching or facilities. Personalized Education plans are now available for each student as they move through the HS.</p> <p><i>Dave Testerman asked how coming up from a teacher to administrator was and do you consider it successful. Carrie: She was fortunate enough to have administrative support in this endeavor. Delaney asked what you would like to see happen for the HS in the next couple of years. Carrie: For each student to be proud to say "I'm from Franklin" - be true to your school by the Beach Boys comes to mind. Laurie Cass asked if Board members could schedule some time in the school. Sue Blair reminds us that taking care of the "Whole Child" is the message. Delaney asked how we keep the community support going? Sue, The relationship is with the School, not a person. It is foundational and each school supports each other.</i></p> | | |
| CONCLUSIONS | <p>Carrie will shared her written notes which are attached as part of the minutes.</p> | | |
| ACTION ITEMS | PERSON RESPONSIBLE | DEADLINE | |
| The Board has always been very supportive. Always admired the Board for returning the stipend to the school. Would like to | New Principal & Staff | 9/1/2023 | |

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| see more Board members attend and be present at events (plays, sporting and such). | | |
| WHERE DO WE GO FROM HERE?: STRATIGIC PLAN INPUTS FROM PRINCIPALS: | 7:06 | Dan LeGallo [PRESENTER] |

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| DISCUSSION | <p>Sue: Continue to build and develop relationship with City Council to support a more Collaborative teaching for our schools. Ken: The time to start is now to find funding now to replace the ESSER funds. The way we are running now is not luxurious, it is practical and effective. Develop a list of non-negotiables. Delaney: This has been addressed with the Joint Finance committee at the City Council within the last month. As a Board and system, we want to prove to the City that investing in our education in this way is the best path forward. In two year, the extra funding goes away. Tim, until extra revenue comes into the City, we cannot continue to provide these programs. Local taxation needs to be looked at. Ken: The Plan is AMAZING and feels that under the leadership of Dan and the School Board we will continue sustainability. Shows that we are thoughtful and strategic about moving forward and measuring success along the way.</p> | |
| CONCLUSIONS | <p>There is not something like this that is being done in other districts. Keep asking, are you satisfied with what you are doing? If not, why? Do we spend our money the way we should? If we had a personalized learning plan for each student as they entered the school system, would that eventually reduce the amount of services needed under special education?</p> | |
| ACTION ITEMS | PERSON RESPONSIBLE | DEADLINE |
| Delaney Thanked each and every one for their contribution to the community. | Delaney Carrier | 5/25/2023 |

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| NEXT MEETING | LOCATION | TIME |
| Wednesday, August 31, 2022 | Franklin SAU Office | 6:00 pm |

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| OBSERVERS | None |
| RESOURCE PERSONS | Colleen Conway (School Board Clerk) |
| SPECIAL NOTES | |

MOTION TO ADJOURN WAS MADE BY TIM DELANEY/DARSNEY CARRIER AT 7:30 AND WAS PASSED UNANIMOUSLY.

Franklin High School Vision for 2022-2023

Portrait of a Graduate work will be the focus over the next few years

- Leadership styles- teacher and student led building
- Out of box teaching methods
- Community Collaboration
- Increase credits for graduation

Course Offerings/ Curriculum

- Written Curriculum for all Course- Needed recommendation from NEASC- New England Association of Schools and Colleges:
- Dual Enrollment with Lakes Region Community College; encourage more students to participate
- Fully based competency grading
- Transitional partnership for correct placement of incoming 9th grade students- Math, English, and Science (Professional development time during school day needed)
- Foster and Continue partnership with Winnisquam Regional High School, Franklin/Winnisquam Learning Intercampus Partnership- will begin again 2022-2023 school year- AP, Running Start, Electives
- Increase Running Start Offerings on Campus- Manufacturing, etc.
- Restart Colby Sawyer College Extended Learning Partnership
- ELO Coordinator- Freshmen Academy, Senior Seminar, ELO's, Community Service, Internships
- Begin and sustain combination courses to be dual taught- English/History, etc.
- Universal Design for Learning
- Grade Level PLC Teams

Social Emotional Health

- Youth to Youth Suicide Prevention Leadership Group- need for school wide student training
- Mental Health First Aid Training for all staff
- Collaborative Proactive Solutions- Train the Trainer for district/high school- behavioral program- Ross Greene Lost at School
- Continue PAT and Attendance Team Meetings
- CPI/MANT Training- all staff including Paras
- Professional Development on Adverse Childhood Experiences and how they impact learning
- Professional Development on how to reduce stress for teachers/self care
- Continue with having Riverbend, Health First, Diversion, Extra services during the school day
- Continue Karma Korner/Washer and Dryers/Food Pantries

Culture and Climate

- Student/Teacher led building
- Student council to review and present a new dress code to school board
- GOLDEN- Monthly Recognitions, Growth Opportunity Leadership Determination Empathy Networking

- GOLDEN Grad
- Language and behavioral corrective action with student, include students
- More collaborative student/teacher fun/bonding activities- to build trust
- For students- Golden Rule, Etiquette, Respect
- Administrative group meetings with students from student council
- PD activities for staff bonding
- New schedule

Grants:

- POG
- Education Talent Search- sustain
- My Turn- sustain
- Amazon Engineering- sustain
- FIRST Robotics- sustain

Staffing:

- Connect to area colleges to recruit teachers
- Ensure School Social Worker Remains in school budget, has been a budget request from Principal since 2018 budget
- Computer Science Position

Building and Grounds:

- New Cafe tables
- New Library Furniture
- Student painting and murals in the hallways, Senior Hallway- Paint over April Break and leave it up for a year
- New Carpeting/ Windows
- Bathrooms- labyrinth style entry ways