

**KIDS REGIONAL SCHOOL UNIT #2
BOARD OF DIRECTORS**

DATE: THURSDAY, DECEMBER 2, 2021
PLACE: ZOOM MEETING ONLY
TIME: 6:00 PM REGULAR MEETING

MEMBERS PRESENT: Chair Jon Hamann, Vice-Chair Leanne Burnham, Board Directors Chris Asch, Jeff Bickford, Dawn Gallagher, Russ Hughes, Jon Lambert, Linda Leet, Kathryn Marseglia, Mark Pearson, and Donna Seppy

MEMBERS ABSENT: Director Jay Brown

ALSO PRESENT: CAO Matt Gilbert, Business Manager Stephanie Saltzman; Building Principals Sara Derosby, Kristie Clark, Mark Tinkham, Mary Paine, Karl Matulis and Ted Finn; Special Ed Director Deb Murphy, Facilities Director Gordon Murray, Interim IT Director Mariah Kelly, Transportation Director Katie Spear, and members of the public

1.0 CALL TO ORDER/QUORUM PRESENT

The Chair declared a quorum present and called the meeting to order at 6:00 p.m.

2.0 APPROVAL OF MINUTES OF THE REG. MEETING OF NOVEMBER 4, 2021 AND THE SPECIAL MEETING OF NOVEMBER 8, 2021

Director Linda Leet **motioned** to approve the minutes from the Regular Board Meeting of November 4, 2021 and the Special Board Meeting of November 8, 2021. Director Jeff Bickford **seconded** the motion, **voted in favor 11-0**. Roll Call vote: YES = Chair Hamann, Vice-Chair Burnham, Board Directors Asch, Bickford, Gallagher, Hughes, Lambert, Leet, Marseglia, Pearson, and Seppy

3.0 ADJUSTMENT(S) TO AGENDA

Added Item 6A.
Added to Item 10.3; Adjusted Item 10.5
Committee appointment added to 10.9

4.0 PUBLIC COMMENT

- 4.1 Public Comment
Three members of the public asked questions about pool testing.
- 4.2 DES, HDES, and HDMS/HS Principal reports
Written reports are after the minutes.

5.0 OLD BUSINESS

None

6.0 NEW BUSINESS

- 6.1A Approve changing the date of Hall Dale Graduation

Director Jeff Bickford **motioned** to change the date of the Hall-Dale Graduation to Sunday morning on June 5, 2022. Director Jon Lambert **seconded** the motion, **voted in favor 11-0**. Roll Call vote: YES = Chair Hamann, Vice-Chair Burnham, Board Directors Asch, Bickford, Gallagher, Hughes, Lambert, Leet, Marseglia, Pearson, and Seppy

6.1 Approval of Nominated Personnel as New Hires
None

6.2 Appointments to new Standing Committees
Director Jeff Bickford **motioned** to approve the following appointments to the newly organized Board Standing Committees.

- Policy: Kathryn Marseglia, Linda Leet, Chris Asch, Leanne Burnham, Russ Hughes and Mark Pearson
- Budget and Operations: Jeff Bickford, Jon Lambert, Dawn Gallagher, Donna Seppy and Jay Brown
- Negotiations and Personnel: Jeff Bickford, Donna Seppy, Jon Hamann, Russ Hughes and Mark Pearson
- Teaching and Learning: Kathryn Marseglia, Linda Leet, Chris Asch, Leanne Burnham, Russ Hughes and Mark Pearson

Director Jon Lambert **seconded** the motion, **voted in favor 11-0**. Roll Call vote: YES = Chair Hamann, Vice-Chair Burnham, Board Directors Asch, Bickford, Gallagher, Hughes, Lambert, Leet, Marseglia, Pearson, and Seppy

6.3 Approval of FY'23 Budget Timeline
Director Linda Leet **motioned** to approve the FY'23 budget timeline. Director Chris Asch **seconded** the motion, **voted in favor 11-0**. Roll Call vote: YES = Chair Hamann, Vice-Chair Burnham, Board Directors Asch, Bickford, Gallagher, Hughes, Lambert, Leet, Marseglia, Pearson, and Seppy

7.0 COMMITTEE REPORTS

None

8.0 BUSINESS MANAGER'S REPORT

RSU 2 General Fund Report was presented to the Board.

9.0 CHIEF ACADEMIC OFFICER'S REPORT

Curriculum/Instruction/Assessment:

- Developed and communicated a structure for curriculum review with the Curriculum Leaders.
- Met with and established expectations for Curriculum Leaders.
- Identified the goal for curriculum work.
Align standards and learning targets in Empower with the Maine Learning Results

Vision and Mission:

- Worked with the Administrative team and consultant (Juday Sanders) to craft a survey along with a Guiding Question to be utilized as part of the district's Future Search.

Culture and Climate:

- Regular school visits
- Met with Educational Liaisons to review programs

Grants:

- Evaluated the ESEA Title I & Title V grant application to make adjustments and corrections before resubmitting for final approval.
- Reviewed ESSER II and ESSER III Grants to identify progress on various proposals/projects.

Technology:

- Working to establish a process for building the technology budget in a systematic manner which vetts requests based upon curriculum need, compatibility with current hardware, required professional development, capacity for support, and redundancies within the district.
- Continued search for a new IT Director
- Troubleshooting with representatives from Empower to fix current issues and to customize professional development opportunities to meet current teacher needs.

10.0 SUPERINTENDENT'S REPORT (10 min)

10.1 Covid related updates

Covid Vaccine Clinics first dose offering complete. Here are the numbers:

17 students at Dresden Elementary - both doses complete.

43 students at Marcia Buker Elementary, 40 with both doses complete.

27 students at MMS

62 students at HDES

2 students at MA

4 students at RMHS, 2 with both doses complete.

27 students at HDMHS

12/2/21 three of our schools officially in outbreak status per CDC Investigator today:
MBES, HDES, HDMHS

193 Maine schools have been designated as in outbreak status.

Outbreak Status is determined when 3 or more students have been in person in school while positive in a 14-day period.

The amount of additional prevention strategies that are added in these scenarios vary depending on the relationships/proximity or not between the positive people.

In some situations, no additional changes are recommended, in some expanding the close contact criteria to 6 ft or to any student in the classroom, in some cancelling afterschool in person activities is recommended, and in some situations switching a grade level, wing or whole school to remote along with canceling afterschool in person use of the building for activities may be recommended,

Keeping students home when symptomatic is crucial to preventing school-wide closures to remote only and/or cancellation of use of our schools for activities outside of school

hours.

12/1/21 data from ME CDC:

121,427 cases of covid 19 in ME to date

1765 new cases in past two days

1,330 Deaths, 3,158 hospitalizations to date in ME

354 people hospitalized today, 6 children - highest ever in one day - on 12/2/21

104 in critical care, 2 children - on 12/2/21

53 on ventilators

11.6% PCR positivity rate

556 testing per 100,000

72% fully vaccinated of ME population

8,800 doses of vaccine being administered daily

ME CDC continues to say that the single most effective way to get out of the pandemic is through vaccinations of as close to the entire population as possible.

All Mainers over 18 are eligible for a booster shot effective 11/17/21

28% of 5-11 have first dose so far

MSSA announced 11/18/21 in a regional meeting that MPA is recommending implementation of similar rules we put in place for winter athletics/activities. They are also recommending pooled testing and vaccinations for indoor activities, in addition to “Proper wearing of masks during all indoor sports and activities, including during practice and competition, team/group meetings and in the locker room.”

10.2 Vision process update

Future Search Guiding Question is -

What would RSU 2 look like if all students engage in and prepare for rewarding work and inspiring adventures that benefit the child and the community?

Surveys distributed this week

Judy Sanders will meet again with the admin team December 15 to help us prepare for staff review of survey results at the early release on January 14

We will be fleshing out the core team and compiling a list of participants who have volunteered already, then another open invite will go out in February or March to ensure we have at least 80 participants with balanced representation from all school communities.

Judy Sanders will meet with the Future Search Planning Team February 16 to prepare for the two-day event.

10.3 Newly Hired, Newly Appointed Personnel

The Superintendent reported on the following newly hired and newly appointed personnel.

- Keziah Bowman, School Nurse voluntary transfer from DES to RMS/RHS
- Mike Poulin, Special Ed Tech III at MMS

- Tanya Ducharme, Special Ed Tech III at MA
- Amy Tenney, School Nutrition Worker in Richmond
- Jennifer Dalbeck, School Nutrition Worker at HD
- Kelly Hare, Part-time Secretary at RMS/RHS
- Carrie Emerson, Mentor
- Laurie Rowe, 'A' Girls Basketball Coach at HDMS
- Quinn Stebbins, 'B' Girls Basketball Coach at HDMS
- Troy Gray, 'B' Boys Basketball Coach at HDMS
- Dana Armandi, 'B' Girls Basketball Coach at MMS
- Joe Menice, JV Girls Basketball Coach at MA
- Joe Fletcher, JV Boys Basketball Coach at MA

- Curriculum Leaders: Michelle Dorman (Pre-K), Jeff Cleaveland (K-12 Science), Karen Doughty (K-12 Social Studies), Haley Murphy (Spec Ed), Christine Mohlar (K-5 Math for 2021-22), Michelle Neal (Math 6-12)

10.4 Resignation(s) / Retirement(s)

The Superintendent reported on the following retirement.

- Gordon Murray, Director of Buildings and Grounds

10.5 Open Positions in the RSU

- Director of Buildings and Grounds
- Director of Information Technology
- World Language Teacher [primarily Spanish] at HDMS
- 50% Occupational Therapist in RSU
- Instructional Coach in RSU
- Title One Ed Tech at MMS
- School Nurse at MBES
- School Nurse at DES/District [grant funded]
- Administrative School Secretary at HDHS
- School Guidance Secretary at HDHS
- School Nutrition Workers at HD
- Head Custodians at HDES, HDHS, MBES and RMS/RHS
- Bus Driver in Richmond
- Special Ed Techs throughout the RSU: RHS 2, RMS 2, HDMS/HS 3, MMS 3, MA 1

10.6 Upcoming Board Events/November Committee Meetings (subject to change)

- Teaching & Learning 12/9/21 at 5:30 pm
- Policy 12/9/21 at 6:30 pm
- Budget & Operations 12/16/21 at 5:30 pm
- Negotiations & Personnel [Exec Session] 12/16/21 6:30 pm
- Regular Board Meeting - 1/6/22 at 6:00 pm
- Wellness Committee - 1/19/22 at 4:00 pm

10.7 Upcoming Evening Events at Schools

- DES PTF Mtg. - 12/8/21
- DES Parent-Teacher conferences - 12/9/21
- HDES PTO Mtg. - 12/20/21
- HDMS Winter Concert - 12/16/21

- HDHS Jazz and Taiko Concert - 12/11/21
- MMS PTO Mtg. - 12/7/21
- MBES PTG Mtg. - 12/7/21

Other Dates:

- Early Release Day - 12/10/21
- School Vacation - 12/22/21 - 1/2/22

10.8 School Field Trips [In-state / School Day]

10.9 Town of Richmond: Results of Election

Director Jeff Bickford **motioned** to elect Russ Hughes to serve as the RSU 2 representative on the Richmond Withdrawal Committee. Director Kathryn Marseglia **seconded** the motion, **voted in favor 10-0-1**. Roll Call vote: YES = Chair Hamann, Vice-Chair Burnham, Board Directors Asch, Bickford, Gallagher, Lambert, Leet, Marseglia, Pearson, and Seppy; Director Hughes abstained.

11.0 ITEMS FOR FUTURE MEETINGS

- Pool Testing
- Review COVID Protocols and Procedures

12.0 **EXECUTIVE SESSION:** Superintendent Evaluation Process [1 M.R.S.A. § 405 (6)(A)]

Vice-Chair Leanne Burnham **motioned** to enter Executive Session at 7:51 p.m. for a meeting regarding the Superintendent's evaluation. Director Jon Lambert **seconded** the motion, **voted in favor 11-0**. Roll Call vote: YES = Chair Hamann, Vice-Chair Burnham, Board Directors Asch, Bickford, Gallagher, Hughes, Lambert, Leet, Marseglia, Pearson, and Seppy

Time in: 7:51 p.m.

Time out: 8:42 p.m.

Action taken: None

13.0 ADJOURNMENT

Director Chris Asch **motioned** to adjourn the meeting at 8:43 p.m. Vice-Chair Leanne Burnham **seconded** the motion, **voted in favor 8-0**. Roll Call vote: YES = Chair Hamann, Vice-Chair Burnham, Board Directors Asch, Bickford, Hughes, Lambert, Marseglia and Seppy

Respectfully Submitted,

Tonya Arnold
Superintendent of Schools

MG/src

Principals' reports are below.



Dresden Elementary School
Board Report
December 21-22

Dresden Elementary School Enrollment

As of 11/15/21 = 73

Grade	Number of students
Pre K	6
K	7
1	18
2	9
3	8
4	12
5	13

Enrollment compared to past years

20-21 school year enrollment was 75
19-20 school year enrollment was 90
18-19 school year enrollment was 93
17-18 school year enrollment was 83
16-17 school year enrollment was 89

Why a change in enrollment this year?

Some families moved out of district
9 - Students are homeschooling this year
5 - Students with agreements to attend out of district
3- Students go to other schools within the RSU
17- New students have moved to us this year

Staff updates

We have hired Aaron Parker for PE/health; We currently have an open nurse position

Parent Teacher conferences

Last fall we had 73% of our families attend parent teacher conferences virtually.
Our conferences are being held on December 9th and we will keep track of how many families attend virtually this year.

Construction

Our portable was finally delivered and put together on November 8th. Now we are waiting for a ramp and stairs to be built, electricity, and heat to be connected and then we are ready to move in and open up our brand new, big library space! Big thanks to Gordon, Frank, and everyone else that has helped get everything done.

Professional Development so far this year:

- F&P benchmark assessment training, scoring calibration, and analysis of data to inform instruction
- Initial PBIS training
 - Leadership team attended a PBIS conference to further implement and develop full school PBIS implementation
- NWEA data analysis training to inform instruction
- MTSS meetings

School Wide Data - Fall NWEA data to start the 21-22 school year Grades K-5

Grade	Reading % of students on or above the 50%	Math % of students on or above the 50%
K	71%	57%
1	69%	81%
2	67%	78%
3	25%	25%
4	55%	36%
5	46%	31%

of students in grades K-5 who were at 50% or above

- **Math - 34/64=53%**
- **Reading - 36/64=56%**

Tier III work with DOE

The DES leadership team meets twice a month with our DOE coach, Linda St. Andre, to review where we are with our goals, action steps, and indicators we need to assess as a school for the State. Currently, the team identified 7 indicators that matched our goals and action steps and sent them in a survey for staff to reflect on to help give guidance on which 2-3 indicators we will focus on this year. After the leadership team analyzed the results of the survey, we landed on the following indicators:

Student and School Success Principle 4: Rigorous, aligned instruction - Strengthening the school's instructional program based on student needs and ensuring that the instructional program is research-based, rigorous, and aligned with State academic content standards - Expect and monitor sound instruction in a variety of modes - Student-Directed Small-Group and Independent Work

IIIA28 All teachers travel to all areas in which students are working. (137)

IIIA32 All teachers interact managerially with students (reinforcing rules, procedures). (141)

These indicators match the PBIS implementation we have started as a school this year as well as meeting the needs of all our students with strong Tier 1 instruction in the midst of an ongoing pandemic. The indicators also align to the building goal the staff decided on.

- **Building Goal**
 - Domain: Classroom strategies and behaviors
 - DQ7: Recognizing adherence to rules and procedures
 - Element 35: Acknowledging adherence to rules and procedures - With continued PD, all staff will demonstrate increased capacity for positively acknowledging students' adherence to rules and procedures. 100% of DES staff will use a 5 to 1 ratio of positive reinforcement to negative feedback. This will be measured by reaching a score of a 3 or 4 on the evaluation rubric in this area.


Tier III goals and action steps for 21-22

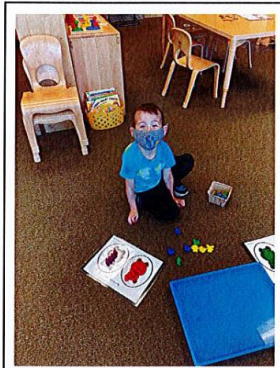
Goals	Action Steps
<p>By June 2022, we will increase the number of students who met their growth targets for NWEA ELA, by 5% (from 40% to 45%)</p>	<ul style="list-style-type: none"> ● Workshop, PD for all staff - virtually/in person in instructional strategies/best practice ● Training in MTSS/RTI and research-based strategies/interventions ● Utilize our ed techs and title 1 for additional support ● Educate parents on ways they can support their child's learning through newsletters, parent nights, Seesaw, the FB page, and Dine & Discuss ● PD training on data analysis (NWEA, F&P, other common assessments) ● Reflect, analyze common assessment data (i.e. NWEA, MEA etc.) ● Refine school wide MTSS process ● Receive further training and PD in trauma sensitive training to better serve students ● Develop a flow chart or bank of resources for intervention strategies ● Coaching support - DOE, district instructional coach, contracted outside consultant
<p>By June 2022, we will increase the number of students who met their growth targets for NWEA Math, by 5% (from 49%-54%)</p>	<ul style="list-style-type: none"> ● Workshop, PD for all staff - virtually/in person in instructional strategies/best practice ● Training in MTSS/RTI and research-based strategies/interventions ● Utilize our ed techs and title 1 for additional support ● Educate parents on ways they can support their child's learning through newsletters,

	<p>parent nights, Seesaw, the FB page, and Dine & Discuss</p> <ul style="list-style-type: none"> ● PD training on data analysis ● Reflect, analyze common assessment data (i.e. NWEA, MEA etc.) ● Refine school wide MTSS process ● Receive further training and PD in trauma sensitive training to better serve students ● Use progress monitoring tools for math ● Develop a flow chart or bank of resources for intervention strategies ● PD on how best to use manipulatives in math
<p>By June 2022, we will decrease the number of students who were chronically absent, from 10% to 7% (from 8 students to 5 students)</p>	<ul style="list-style-type: none"> ● Educate parents and communicate attendance expectations on ways they can support their child's learning through newsletters, parents' nights, Seesaw, and the FB page, dine and discuss, etc. ● Intervening early through student assistance team (principal, secretary, nurse, and guidance) ● PBIS training and implementation (schoolwide assemblies to celebrate students, etc.) ● Accurately maintain computer records for absences, tardies, and dismissals ● Virtual/in person workshops and PD around absenteeism for both parents and staff ● Receive further training and PD in trauma sensitive training to better serve students

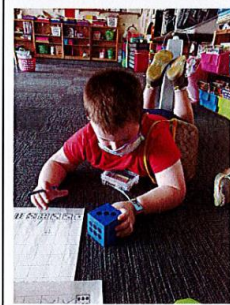
Dresden Elementary School

I also have videos I would like to share during the meeting if time allows

	<p>Recess fun!</p>
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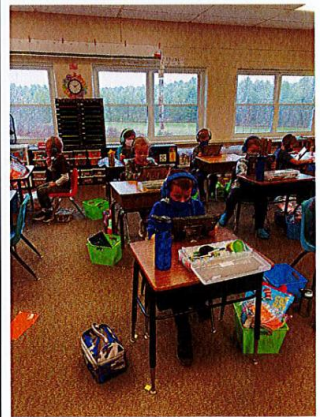
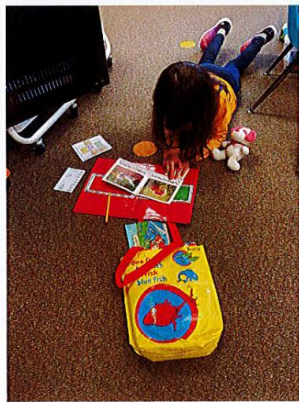
Pre K!



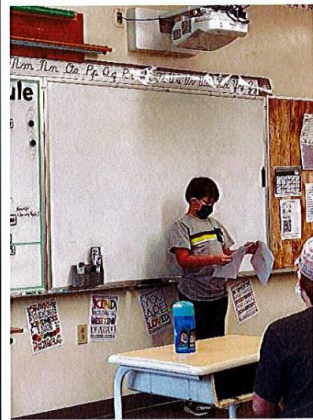
Kinder learning letters and numbers



1st graders



4th grade writing celebration to end the narrative unit



5th grade science experiments



Mold and worms



HDES Principal Kristie Clark's report follows.

HDES Principal's Report December 2, 2021

Enrollment: 279
 PreK-28
 Kindergarten-45
 1st-43
 2nd- 55
 3rd-49
 4th- 59

COVID-19 Update: We've had 16 positive cases since Oct. 22, 2021. Out of those 16 positive cases, we've had to contact trace 11 times. Nurse Beale and I have spent at least 22 hours contact tracing outside of the regular school day in the last month, most of those hours have been on the weekends. We've also spent many hours during the regular school day contact tracing.

Whole School Events:

Chewonki Presentations - The HDES PTO sponsored a Chewonki visit for the first week in October. Students in grades PreK-4 had the opportunity to learn about bats of the world, Maine animal adaptations, predators, scales & tails (reptiles), and fins & flippers (whale skeleton). All presentations were held outside. These presentations are always a favorite of students and staff!

Health Clinics - We hosted several health clinics this fall: two fluoride clinics, a flu clinic, and a COVID-19 vaccine clinic. Many families took advantage of this resource.

P/T Conferences - We've recently completed fall parent conferences with our families. Teachers shared evidence of student learning, student work habits and other important classroom information. All conferences were held virtually.

Fall 2021 NWEA data - Students in grades K-4 participated in the fall NWEAs. Here is the data from the most recent testing administration:

	Math Number of Students Tested	Percentage of Students at or Above Grade Level Mean RIT	Reading Number of Students Tested	Percentage of Students at or Above Grade Level Mean RIT	Language Number of Students Tested	Percentage of Students at or Above Grade Level Mean RIT
K	44	84%	44	81.80%	N/A	N/A
1	44	72.70%	44	61%	N/A	N/A
2	52	59.60%	52	57.60%	N/A	N/A
3	48	41.60%	49	59%	48	50%
4	59	38.90%	58	51.70%	56	55%

HDES Programming Nuts & Bolts:

School Counselor Update: Our school counselor, Amanda Wilcox, is working to align our school counseling programming with the American School Counseling Association (ASCA) National model. This includes looking at school data to inform programming and working closely with administration, teachers and parents. The two annual programming goals relate to decreasing the number of truant students and increasing math scores in grade 4. Amanda teaches weekly lessons to every class using the researched-based Second Step SEL Curriculum. This curriculum includes monthly themes that focus on being safe, respectful, responsible, listening, focusing attention, using self-talk, being assertive, empathy, identifying feelings, showing compassion, calming down, managing and learning challenges, problem solving, and friendship skills.

Social-Emotional Learning Update: Our SEL Coordinator, Megan Mercier, has spent the first couple of months building relationships with students, staff and families. She supports teachers on implementing SEL strategies into the classroom, supports students with positive behavior plans and meets with small groups of students and individual students on a daily basis.

This year we've implemented a new opportunity for students called Someday. We are trying to engage all students by allowing them a "Someday" wish at school. Students are completing this sentence, "Someday at school I would like to...". We are trying to honor every wish. Some of the Someday wishes are the following: to play Legos for 2 hours, visit a pumpkin patch (we created one at HDES with community partners), have an extra art class with a friend and use clay, have an extra music class, have PE all day, extra recess, and work on math all day. Somedays are an exciting new way we're making school fun and engaging for our students.

Response to Intervention Update: Christine Mohlar, our RTI Coordinator, supports our overall academic programming by overseeing math and literacy interventions school-wide. She works closely with support staff to implement the research-based interventions with fidelity and provides ongoing training. We are currently supporting close to 50 students in either small groups or one-on-one. Christine also facilitates ongoing data team meetings with teachers. During these meetings, staff review student academic and behavior data and collaborate on programming needs for all students.

I'd like to add that academic learning is integrally tied to both the social-emotional climate in the classroom and the social-emotional skills of students. When students feel safe to take risks in their learning, when their cultural identity is affirmed in the classroom, and when they are able to collaborate effectively with others in the learning process, they are better equipped to learn content at a deeper level. This is what we are working to accomplish at HDES.

HDMS/HS Principal Mark Tinkham's report follows.

**HDMS/HS Board Report
December 3, 2021**

School population: 578

Proposal to move graduation:

- Currently, graduation is on Saturday June 4th. After polling the Class of 2022, based upon the state track meet being held on that Saturday and COVID measures, they voted to have graduation on Sunday June 5th. The calendar is a board voted upon measure so we would need board approval for this change.

COVID Update:

- Transmission
 - 22 cases
 - 3 staff
 - 19 students
 - 100 in quarantine
 - Roughly 170 hours of contact tracing
- Virtual
 - 2 days of remote learning due to transportation issues
- Clinic
 - Hosted a COVID vaccination
 - Hosted a flu clinic
- Sports:
 - Student athletes masked
 - 4 guests per player
 - Events will be livestreamed

Workshop Days:

- October 8th:
 - Developing and refining HOW
 - See appendix
- December 10th:
 - Examine the NWEA data and the SAEBRs data to determine next steps.

Co-Curricular:

- Key Club hosted their Trunk or Treat
- Key Club distributed Thanksgiving Baskets
- The HD Food Pantry in collaboration with Granite Hill Church distributed Thanksgiving Baskets
- The music program held its fall concert (Live and simulcast)
- The girls' soccer team won the Mountain Valley Conference Championships
- The Winthrop/Monmouth/Hall-Dale football team played for a state championship but came up ten yards short.

Accolades:

- The following students were selected to Jazz All-States:
 - Emma Sirois (Soprano)
 - Brooke Bernarducci (Soprano)
 - Moira O'Connor (Alto)
 - Ethan Cross (Tenor)
 - Kasper Birgfeld (Tenor)

- Ben Stahlnecker (Bass)
- Eli Huttman (Bass)
- The following students were selected as Mountain Valley Conference All Stars:
 - Cam Adams: 1st team, soccer
 - Averi Baker: 1st team, field hockey
 - Marie Benoit: 1st team, soccer
 - Rita Benoit: 1st team, soccer
 - Elizabeth Bickford: 2nd team, field hockey
 - Max Byron: 2nd team, soccer
 - Ava Corbin: 2nd team, field hockey
 - Kelsey Cormier: 2nd team, field hockey
 - Andrew Guiou: 1st team, soccer
 - Iris Ireland: 1st team, soccer
 - Jackson Leach: Honorable Mention, soccer
 - Kayla Lee: 1st team, soccer
 - Kai Lucas: 2nd team, soccer
 - Hayden Madore: Honorable Mention, soccer
 - Lily Platt: Honorable mention, soccer
 - Kiley Rolfe: Honorable Mention, field hockey
 - Emma Soule: Honorable Mention, field hockey
 - Jeff St. Peter: Honorable Mention, soccer
 - Addison Tinkham: 2nd team, soccer
- Mountain Valley Conference Academic All Stars:
 - Cam Adams: soccer
 - Max Byron: soccer
 - Andrew Guiou: soccer
 - Iris Ireland: soccer
 - Kayla Lee: soccer
 - Kai Lucas: soccer
 - Moira O'Connor: field Hockey
 - Lily Platt: soccer
 - Ella Scaab: soccer
 - Emma Soule: field hockey
 - Samantha Thornton: soccer
- CATC Student of the Month:
 - Terry Doray: Terry Doray resides in Dresden. He is a senior at Hall-Dale High School enrolled in the Auto Tech program. Terry has enjoyed learning new things in the program and is looking forward to earning certifications through the program. He wants to take the knowledge and skills he learns in the program and restore his grandfather's 1983 Chevy Malibu station wagon. His instructor, Mr. Joe Rabideau selected Terry to receive this recognition because of the initiative he has already shown this school year. He said, "Terry has at an early stage in the year, already demonstrated leadership and willingness to help others in the shop. He is always ready to work and pleasant to have in class." Outside of school, Terry likes to play video games and be with friends. After graduation, Terry plans to either join the military or the workforce.
 - Ezra Savage: Ezra Savage resides in Richmond. He is a senior from Hall-Dale High School enrolled for the second year in the Computer Technology program. Ezra has enjoyed the set-up of the Computer Tech program. There are independent labs and

projects. The projects have involved troubleshooting issues and having to find solutions to fix the problem. This work takes a lot of patience, as sometimes the solution can be something very minor. As a second-year student, Ezra has been studying networks. His favorite project has been working on a LAN network. Outside of school, Ezra works a customer service job. He knows that good customer service goes hand in hand with computer technology. Being able to use language that people understand to explain the problem a person may be having and explaining how to prevent it in the future is important to him. His instructor, Mr. Mike Fraser, says, "Ezra is showing me who he is capable of being. He is on-time with classwork, willing to help others, a team player and willing to tackle complex problems." After graduation, Ezra plans to work and attend Southern Maine Community College to study Computer Science or Cyber Security.

Homecoming:

- Thanks to the support of Hall-Dale Boosters, athletic director Ranslow, and the staff and students for making homecoming as huge success. Coach Ranslow scheduled V, JV, and MS games throughout the weekend. The sophomore class put on a pancake breakfast while the boosters hosted a cornhole tournament, had an awesome selection of food throughout the weekend, put on both a bonfire and fireworks and concluded with an outdoor homecoming dance. All in all it was a wonderful way to return to Homecoming activities.

Day of Caring:

- Hall-Dale MS/HS again participated in the Day of Caring. Although the weather was not completely cooperative our students were able to give back to the greater community, spruce up the grounds of the school, and write letters of support to veterans, public service workers, first responders and others who give so much of themselves to support us.

Winter Sports:

- MS sports began on 11/15
 - There are 30 girls for the MS teams for 2 teams
 - There are 42 boys signed up for 2 teams
 - Coach Ranslow is doing an intramural skills and drills session for the student athletes who are not part of the teams.
- HS sports begin on 11/22
 - Basketball
 - Swimming
 - Cheering
 - Ice hockey

Element	In order to meet expectations ...
<p>I am a conscientious worker.</p>	<ul style="list-style-type: none"> • I understand the criteria for assessing my work. • I can explain which criteria I have met and my plans for revision. • I effectively use feedback to revise my work within the timeframe established by the teacher and myself. • I show significant evidence that I have effectively revised my work. • I ensure that my work is my own, thorough, and is completed with care and accuracy. • I recognize that plagiarized and/or translated work is never acceptable.
<p>I am a classroom citizen.</p>	<ul style="list-style-type: none"> • I work with my peers to accomplish a task. • I am actively listening and positively engaging in classroom activities. • I maintain a positive and respectful attitude towards staff and peers as demonstrated through my words, actions, and body language. • I use language that is appropriate to the school setting. • I actively listen to the ideas of others. • I am focused on learning and do not speak out while others are speaking
<p>I am a self-directed learner.</p>	<ul style="list-style-type: none"> • I ask the teacher and my peers specific questions when I am confused. • I begin class according to expectations: on-time, prepared with the required materials, and with distractions (such as phones) packed away. • I use class time for assignments, and/or before and after school time to improve my learning. • I follow teacher instructions when class begins and am ready to learn. • I only leave class with teacher permission and for an appropriate amount of time. • I complete all assignments according to the given timeline. • I independently make up missed work in a timely manner based on the timeframe established by the teacher and me. • I take the initiative to check daily communication tools appropriate to my classes (email, Google Classroom, etc.).

Please read this document in its entirety as it has important information!

Habits of Work (HOW) - High School

The Habits of Work are the indicators that promote success in the workplace and at college. When speaking with business leaders they employ, and retain, workers who excel in the Habits of Work. As you know, this has been a dilemma that Hall-Dale has been looking to solve for several years.

Pre-COVID we began reporting out on Habits of Work. We will now be reporting out and “scoring” them. Like our pace document, students will need to demonstrate HOW’s in order to remain eligible for sports and co-curricular activities. What does this mean? In short, it is similar to when we were in school: we came to class prepared, we did our homework, we turned our work in on time, we did our best effort the first time, we respect each other and school property, and contribute to the learning community.

Habits of Work:

Refer to [this document](#) for student expectations regarding Habits of Work.

Reporting HOW:

- A column will be added to each subject on the pace document. *Each week*, teachers will continue to update the “behind pace” information. In the new column, they will assess students HOW. If they are meeting all 16 of the criteria listed above, they earn a “Y.” If *one or more* of the criteria is not being met, they earn a “N.”
 - If a student earns a “N,” a comment could be included in the “behind pace” section (if necessary).

Last name	First name	Math	Math HOW
Tinkham	Mark	SBP (Samson) - Owes math. Arrives to class late on a regular basis.	N (Samson)

- For the final Friday of the semester, teachers will again update the HOW on the pace document, but instead of it being just for the week, it will be a summative assessment of their HOW for the semester. It is still marked with a “Y” or “N.”

Eligibility:

- Every other week, the dean of students will perform an eligibility check for *all students* who participate in extracurricular activities or athletics *or* have privileges.
- Academic eligibility still applies as currently written: “If a student is DBP (Dangerously Behind Pace) in one (1) or more courses they are ineligible until the next check period. If a student is SBP (Significantly Behind Pace) in two (2) or more courses they are ineligible until the next check period. If a student is BP (Behind Pace) in three (3) or more courses they are ineligible until the next check period. If a student is ineligible, they may practice but not partake in contests.”
- HOW eligibility: If a student is marked with an “N” in **two** or more classes, they are ineligible until the next check period.
- If a student is academically or HOW ineligible, they must remain ineligible for at least one week. If, after the pace document is updated the following Thursday, the student has rectified the problem, the dean of students may choose to allow the student to resume participation in extracurricular activities/athletics.
- If a student has privileges but is ineligible (academically or HOW), privileges will be revoked.

Honor roll / National Honor Society:

- For the final pace document update of the semester, if a student has a summative score of “N” for HOW in *any* course, they are ineligible for honor roll, regardless of academics.

- If a National Honor Society or member of the Student Senate is deemed as ineligible (academically or HOW), they are put on probation and have two weeks to rectify the situation. If the situation is not resolved, they will not be able to remain in the National Honor Society.

Supports:

- At least once a week, advisors should check-in with their advisees to discuss their status on the pace document (academically and HOW). Advisors can help support students if they are struggling in a certain area of HOW.

Eligibility check dates:

October 22

November 5 and November 19

December 3 and December 17

January 7 and January 21 (**Summative “y” or “n” for honor role**)

February 4 and February 18

March 11 and March 25

April 15

May 6 and May 20

June 3 and June??? (**Summative “y” or “n” for honor role**)