

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

DATE: THURSDAY, JANUARY 5, 2023
PLACE: RICHMOND MIDDLE SCHOOL LIBRARY
TIME: 6:00 PM REGULAR MEETING

MEMBERS PRESENT: Chair Donna Seppy; Vice-Chair Leanne Burnham, Jeff Bickford, Jon Hamann, Russ Hughes, Aimee Campbell O'Connor (arrived 6:13), Deb Large (arrived 6:13), Chris Myers Asch (arrived 6:15), Kathryn Marseglia, Liana Knight and Amanda McDaniel

Student Representatives: Mackenna Cote (MA), Zach Godbout (HDHS), Max Viselli (RHS)

MEMBERS ATTENDING REMOTELY (in accordance with 1 MRSA §403-B): None

MEMBERS ABSENT: Director Jon Lambert

ALSO PRESENT: Interim Superintendent Rick Amero, Asst. Superintendent Kristie Clark; Principals Karl Matulis and Mary Paine, Sara Derosby (virtual); Director of Special Services Deb Murphy; Business Manager Stephanie Saltzman, Director of Transportation Katie Spear; Director of Information and Technology Mariah Kelly

1.0 CALL TO ORDER/QUORUM PRESENT

The Board Chair declared a quorum present and called the meeting to order at 6:01 p.m. No members of the board offered advanced, qualified notice to participate remotely in this meeting.

2.0 APPROVAL OF MINUTES OF THE REGULAR MEETING OF DECEMBER 1, 2022

Director Jon Hamann **motioned** to approve the minutes of the Regular Meeting of December 1, 2022. Director Jeff Bickford **seconded** the motion, **voted 8 yes, 0 no.**

3.0 ADJUSTMENT(S) TO AGENDA

Adjustments to Item 10.5 – changes to January Calendar of Committee Meetings
Add to Item 6.2 and 10.2
Add Item 10.9

4.0 PUBLIC COMMENT

- 4.1 Public Comment - None
Moment of Silence for former Board member Mark Pearson
- 4.2 Student Representative Board Reports

MA Student MacKenna Cote's report to the Board

* The MA Band & Chorus put on a successful Home for the Holidays concert on 12/06 at Cumston Hall.

* The Winter Sports Season is underway, and all MA teams are doing well.

* Our NHS sponsored a Holiday Door Decorating Contest between the advisory groups as well as a variety of festive events for each school day throughout the month of December.

* Our NHS organized a Giving Tree to help support the Cottrell/Taylor Christmas Baskets. MA students had the opportunity to purchase a gift for a name on the tree; and all name tags were spoken for after only being up for a couple of days!

* Our FBLA and NHS students volunteered their time to help assemble the Cottrell/Taylor Christmas Baskets on 12/20 & 12/21.

* On 12/22, we had our December Recognition Assembly in which we recognized the students and staff of the month. That was followed by a mini-Winter Carnival Boot-Camp which consisted of several activities/competitions between the classes as we wrapped up 2022!

RMS/RHS Student Max Viselli's Report to the Board

Heading into winter break, Richmond High School has been humming with festive cheer. With many students excited about the Wednesday 12/21 Winter Day, students will have the opportunity to participate in all sorts of activities, such as arts and crafts, watching the Polar Express, giant Jenga, and cornhole!

The Richmond High School Madrigal choir recently took a field trip down to Richmond Eldercare to sing Holiday Carols to the residents. It was great for a group of our students to go out into the community and spread holiday cheer.

Both the Varsity Boys and Girls Basketball teams have had a great start to the season, with both teams winning their first three games as each team sits at 3-0 with an undefeated start to the season.

Wrestling is kicking off their season with a meet at Madison on Wednesday 12/21.

National Honor Society finally has an official advisor and is preparing to accept new inductees.

Richmond is excited for a well-deserved break after a strong finish to the semester!

HDHS Student Zachary Godbout's Report to the Board

Winter vacation began on December 22nd, lasting through January 3rd. (TOO SHORT!)

As of the time of writing this the girls basketball team is off to a great start, boasting a 3:0 win streak. So far, they've competed, both regionally and non-regionally, against Cony, Oxford Hills, Carrabec, Oak Hill, and Dirigo.

The boys' basketball team has played against Carrabec (win), Oak Hill (win), and Dirigo (loss), and holds a 2:1 win/loss.

4.3 Richmond Principal Reports to the Board (see below)

5.0 OLD BUSINESS

- 5.1 Second Reading and Approval of Policy CB-R - Superintendent of Schools Job Description
Vice-Chair Leanne Burnham **motioned** to approve the Policy Committee's recommendation of Policy CB-R - Superintendent of Schools Job Description. Director Jeff Bickford **seconded** the motion, **voted 11 yes, 0 no.**
- 5.2 Review of the Superintendent Search - timeline and representation

6.0 NEW BUSINESS

- 6.1 Approval of Nominated Personnel as New Hires
Vice-Chair Leanne Burnham **motioned** to approve the Superintendent's nomination of Kimberly Perkins as a Grade 3 teacher at Monmouth Memorial School, pending receipt of her teacher certification. Director Jeff Bickford **seconded** the motion, **voted 11 yes, 0 no.**
- 6.2 Approval of Overnight and Out-of-Country Trips
- HDHS French trip to Quebec - 3/17 - 3/19/23
- HDHS Music Festival trip to Bangor - 1/12 - 1/14/23
Vice-Chair Leanne Burnham **motioned** to approve the HDHS French trip to Quebec and the HDHS Music Festival trip to Bangor. Director Jeff Bickford **seconded** the motion, **voted 11 yes, 0 no.**
- 6.3 Bus Purchase Lease Approval
Vice-Chair Leanne Burnham **motioned** to approve the Gorham Leasing Group's Municipal Lease Purchase Proposal. Director Liana Knight **seconded** the motion, **voted 11 yes, 0 no.**

7.0 COMMITTEE REPORTS

- 7.1 Negotiations & Personnel Committee and Policy Committee Joint meeting
December 15, 2022 5:30 p.m. at RSU 2 Central Office

Negotiations & Personnel Committee Members Present: Committee Chair Jeff Bickford, Director Jon Hamann and Board Chair Donna Seppy
N&P Committee Members Absent: Russ Hughes, Deb Large, Amanda McDaniel

Policy Comm. Members Present: Comm. Chair Chris Asch, Kathryn Marseglia (virtual)
Policy Committee Members Absent: Directors Leanne Burnham, Russ Hughes, Liana Knight, Deb Large

Others Present: Asst. Superintendent Kristie Clark, Director of Special Services Dr. Deb Murphy, Assistant IT Director Takuji Kobayashi, Director Aimee Campbell O'Connor

The meeting was called to order at 5:35 pm

1. Finalize Recommendations and Modifications to the Superintendent Job Description (Policy CB-R)
 - Recommendations to bring forward to the full board
 - In section V remove item M.

- In section E change #1 to “Facilitates the development of and implements a collaborative educational vision and assists the Board in developing a strategic plan and setting priorities for the school system.”
2. Proposed Superintendent Search draft timeline & information
Discussion took place around the proposed timeline and information.
 3. Discussed the 60-day review process for the Interim Superintendent to be completed by Jan. 6, 2023.
 4. Adjournment at 7:04 PM

Respectfully Submitted,
Kristie Clark, Assistant Superintendent

8.0 BUSINESS MANAGER’S REPORT

- December Financial reports
- Transportation update

9.0 ASSISTANT SUPERINTENDENT’S REPORT

- Curriculum Updates

10.1 SUPERINTENDENT’S REPORT

- 10.1 Future Search Update
 - Next Meeting - Monday, January 23rd for administrators with Judy Saunders.
- 10.2 Newly Hired, Newly Appointed Personnel
 - Jennifer Barker, Interventionist Ed Tech III at MMS
 - Tina Gardner, School Nutrition Worker at MA
 - Kelle Labbe, Custodian at HDMS/HS
 - Jacqueline Jean, Head Custodian at CO
 - Roberta Hart, 50% Mentor at DES
 - Feleicia Daniels Gentilini, Special Ed Tech II at MMS
- 10.3 Resignation(s) / Retirement(s)
 - Kathryn Rende, Music Teacher at MBES (retirement)
 - Lois Dorr, Special Ed Tech II at MBES (retirement)
 - Laura McDonald, Special Ed Tech II at MBES
 - Rebekah Ackerman-Cross, Special Ed Tech III at HDMS
 - Teresa Maxcy, School Nutrition Worker at RMS/RHS
 - Randy Hooper, RSU IT System Support Specialist
 - Erica DeVito, RSU ELL Teacher
- 10.4 Open Positions in the RSU
 - French and Spanish at MMS
 - RTI/MTSS Ed Tech III at MA
 - Classroom Ed Tech III at MBES
 - Special Ed Teacher at MBES
 - Music Teacher at MBES
 - Guidance Secretary at RMS & RHS
 - Bus Drivers (2) in Richmond

- Van Driver at HDMS/HS
 - Custodian at DES
 - Custodian at MA
 - School Nutrition Worker at RMS/RHS
 - Special Ed Techs: MBES 5, HDMS/HS 3, MMS 4, MA 1, RMS/RHS 1
 - RSU IT System Support Specialist
 - RSU ELL Teacher
- 10.5 Upcoming Board Events/January Committee Meetings (**subject to change*)
- Board Retreat - 1/18/2023 5-9: location TBD
 - CATC Open House & Skills USA - 1/19/23
 - Budget & Operations 1/19/23 at 5:30 pm
 - Regular Board Meeting at Hall-Dale HS cafeteria - 2/2/23 at 6:00 pm
 - ** Meetings in the Standing Committee January Calendar that are cancelled:
The Teaching and Learning Committee
The Policy Committee
Negotiations & Personnel Committee*
- 10.6 Upcoming Evening Events at Schools
- HDES PTO Mtg. - 1/23/23
 - MBES PTG Meeting - 1/11/23
 - RMS/RHS Chorus Winter Concert - 1/25/23
 - RMS/RHS Band Winter Concert - 1/26/23
- Other Dates:
- New Year's Day observed (schools and offices closed) - 1/2/23
 - Early Release Day - 1/13/23
 - Martin Luther King Day (schools and offices closed) - 1/16/23
- 10.7 School Field Trips [In-state / School Day]
- MMS Student Government trip to 111 Main St, Monmouth - 12/9/22
 - MA Future Business Leaders of America trip Bath - 12/20/22
 - MA Guidance led trip to Lewiston Reg. Tech. Ctr. - 12/19/22
 - MA Music Student trip to MMEA District III Festival at Mt. Ararat - 1/27/23
 - HDHS District 3 Music Festival trip to Mt. Ararat - 1/27/23 and 1/28/23
- 10.8 Change in Budget Timeline for FY'24
Add Public Hearing in Dresden on Wednesday, May 17, 2024.
- 10.9 Update on various items
- Meetings took place with Dresden and Monmouth Select Boards and the Hallowell City Council. A meeting is scheduled with the Farmingdale Select Board next Wednesday.
 - Surveys were sent out to HDES 4th grade and HDMS 5th grade parent/guardians regarding the placement of 5th grade next year. A Parent Forum will take place on Tuesday, January 17, 6 p.m. at HDES
 - We are concluding initial budget meetings with principals and directors.
 - The district's audit is being completed.

- Steps are being taken to correct errors or issues, and to implement improvements regarding onboarding, payroll, benefit enrollments, leave time, 403B accounts, etc. Steps include meeting with human resources staff and office personnel, consulting with Maine School Management Association (MSMA), shifting duties and responsibilities among personnel.
- The central office is close to moving from an outdated software system (ADS, 2007) to an updated one, Infinite Vision.

11.0 ITEMS FOR FUTURE MEETINGS

12.0 EXECUTIVE SESSION: [MRSA, 405 (6) (A)] - Personnel Matters

Director Jon Hamann **motioned** to enter Executive Session at 8:00 p.m. Director Jeff Bickford **seconded** the motion, **voted 11 yes 0 no.**

Time in: 8:00 pm

Time out: 8:34 pm

Action take: none

13.0 ADJOURNMENT

Director Jon Hamann **motioned** to adjourn the meeting at 8:35 p.m. Director Russ Hughes **seconded** the motion, **voted 11 yes, 0 no.**

Respectfully Submitted,

Richard Amero, Jr.
Interim Superintendent of Schools

KC/src

**Richmond Middle and High School: School Board Update
January 2023**

Student Enrollment

Middle School Total 2022 = 106

6th Grade	7th Grade	8th Grade
33	31	42

High School Total 2022 = 128

9th Grade	10th Grade	11th Grade	12th Grade
23	39	35	31

Attendance

So far this year, Richmond High School has an attendance rate of 89%. This is slightly below our pre-pandemic levels of 90% in the 2018-19 school year and 91% in the 2017-18 school year. Looking at data from the most recent month (Nov 16-Dec 16) this percentage dropped to 86%, as students battle flu, Covid, RSV, and other illnesses.

For our middle school, the attendance rate so far this year is 92.1%, with 89% attendance over the last month. The current rate for the year matches the percentages in both of the years previous to the pandemic.

There were a number of days where we exceeded the state reportable threshold (15% of students out with illness) and some days where we were over 20% out.

Our goal at both levels is to reach 95% positive attendance.

Fall NWEA Scores

Students were tested in both math and reading in grades 6-10 and will be tested again in the spring so that growth over the course of the year can be measured.

Reading	Grade 6 (32 Students)	Grade 7 (30 Students)	Grade 8 (42 Students)
Mean (National Norm)	210.5 (210.2)	213.6 (214.2)	217 (218)

Math	Grade 6 (32 Students)	Grade 7 (30 Students)	Grade 8 (42 Students)
Mean (National Norm)	212.1 (214.7)	215.4 (220.2)	220.5 (224.9)

Strengths: Reading scores continue to be very close to national norms; Year-to-year growth continues to be strong.

Concerns: We continue to lag below the national norm in math.

Reading	Grade 9 (21 Students)	Grade 10 (37 Students)
Mean (National Norm)	219.1 (218.9)	218.8 (221.5)

Math	Grade 9 (21 Students)	Grade 10 (37 Students)
Mean (National Norm)	225.2 (226.4)	229.4 (229.1)

Strengths: High school students continue to be at or near the national mean.

Concerns: Motivating students to take a 1-3 hour test twice a year is becoming more and more difficult. The state has changed the required grade for the NWEA (moved from grade 11 to grade 10) and will be making changes to the test again this spring. Lack of consistency continues to make it very difficult to track progress over time.

Winter Day

On December 21st, Richmond High School students participated in “Winter Day” activities, with door decorating, Christmas crafts, hot chocolate, and other seasonal activities. It was a great way for students to relieve some holiday stress and to spend some time bonding with classmates and teachers.

Our RHS Madrigals also visited Richmond Elder Care on this day, performing Christmas carols for the residents.



Madrigals performing Christmas carols.

Key Club

Key Club, our student run community service club, ran their annual Angel Tree this year and were able to collect items for local elementary students in need. This year they collected a pair of PJs, a toothbrush, toothpaste, a hat, mittens, and an age-appropriate toy for 30 students! They wrapped the presents and delivered them before vacation. Thank you to our community members for continuing to support this project year after year!



Key Club students wrap Angel Tree presents.

Co-curriculars

RMHS Chorus Winter Concert @ DRUM Church -1/25/22 @7pm

RMHS Band Winter Concert @ RMHS -1/26/22 @ 7pm

The winter athletic seasons are in full swing at this time.

We have a cooperative varsity wrestling team with Monmouth that is currently 1-0 in their meets. The wrestlers are working very hard in their preparations for the meets and seem to be thoroughly enjoying the season thus far.

Our MS basketball teams are amazingly through the first $\frac{1}{3}$ of their season at this time. We have seen them grow and improve a tremendous amount.

The HS Varsity basketball teams are both off to 3-0 starts. The teams have the opportunity to play 2 regular season games at the Augusta Civic Center coming up in the next week against some tough competition, so we are looking forward to that opportunity. The JV boys basketball team has also been very impressive so far this season, and are a lot of fun to watch! We look forward to the rest of the season and seeing if our teams can make a good playoff run!

**Marcia Buker ES
Principal Mary Paine's Report to the Board of Directors
January 2023**

Happy New Happy New Year!

Student Demographics

1. Current enrollment = 204 (up 2 from last report)
2. Students receiving specially designed instruction (with I.E.P.s) = 24
3. Students with 504 plans = 6
4. Students receiving Title I services = 42
5. Weekend Backpack Program currently serving 35 families

Personnel

1. One Special Ed Tech resigned, effective January 27th
2. New special education teachers starts in January!!
3. Vacancies (as of January 27th)
 - a. 1 regular ed tech
 - b. 4 special ed techs

Facilities/Space

1. Lead testing update: After verification tests
 - a. Two outdoor spigots still testing above the threshold; one used for the gardens.
 - b. Waiting on three additional faucets that could not be tested or retested in the first round.
2. Still need a PA system in modular building.

School Safety and Emergency Response

1. MBES teachers and hourly staff will have all completed ALICE training modules by January 6th
2. Lockdown drill on December 7: The team (students and adults) did a great job.

Health Office

1. Flu Clinic: 45 or so vaccinations provided to students and staff on October 18.
2. Many infectious viruses circulating before the break; hoping we reached the peak already.

Student Assessment Data

- RTI Coordinator Deb Young and Consultant Shelly Simpson have mined NWEA data for relative strengths and weaknesses in skill sets assessed by NWEA. **See pages 4-9 for this data and more.**
- Winter NWEA assessments in math and reading - Month of January. This is a formative data point to check trends.

Tier III/School Improvement Status and Grant

1. Awaiting approval of the 2022-23 grant application.
2. Review of accountability areas:
 - a. Student growth on state assessments in reading and math, by sub-category
 - b. Student achievement on state assessment in reading and math, by sub-category
 - c. Student attendance, by sub-category

Teaching and Learning Highlights

1. Strengthening Tier I Instruction:
 - a. Reading

- i. Grades K-3
 - ii. Teachers implementing new guided reading instruction program
 - iii. Working with consultant Shelly Simpson for two cycles of observation and feedback on use of the program and instruction
 - b. Grades 4 and 5
 - i. Teachers incorporating more non-fiction reading instruction to address
- 2. Math and Reading
 - a. Data identifying specific areas of strength and weakness; will be used to continue refining curriculum and instruction
- 3. All grades
 - a. Aligning curriculum more closely with MLRs; instruction is more goal focused as a result
- 4. Social-Emotional Learning
 - a. Leadership Team provides mini lessons (email and in-person) on how to create “safe, joyful, and engaging classrooms and school communities” (Responsive Classroom)
 - b. Teachers trained in de-escalation strategies in October
- 5. Telling Room 12-week Writers’ Workshop with grades 4 and 5 has concluded. We’re looking forward to the published book featuring our young authors!
- 6. The Friends of Cobbossee Watershed programs are back: Classroom to Stream (watershed quality and fish raising studies) in grades 4 and 5, and Linus the Loon (intro to watersheds) in grade 3
- 7. Trimester Progress Reports went out the week of December 19th.

Ongoing Challenges to Progress

- 1. High absenteeism
 - a. Seasonal illness has hit MBES hard. Met reporting threshold (15%) three times in December and close many other days.
- 2. Some instances of chronic absenteeism unrelated to illness. We continue to try to work with these families.

Staff and Community Celebrations

- 1. **Grants Awarded:** Marcia Buker has been awarded three small grants:
 - a. 5210 Let’s Go! grant to fund the monthly Super Snack program: Students are provided with fresh, nutritious, fruits and vegetables to try out and rate-- \$650.00. First Super Snack day was December 20. Students tried carrots, kohlrabi, and turnip.
 - b. Maine Environmental Education Association’s 2022-2023 Mini-Grant to help fund Plant a Seed day, recycling, and outdoor learning experiences —\$1500.
 - c. Maine Environmental Education Association’s 2022-2023 Mini-Grant to purchase an outdoor xylophone
 - d. Applied for: Maine Agriculture in the Classroom grant to be used to upgrade the garden shed greenhouse so that more students can benefit from the outdoor learning program —\$2033.00

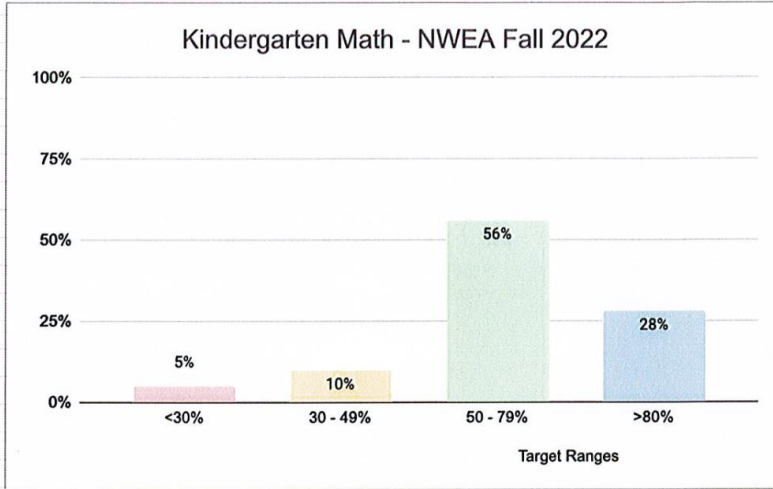
List of Contributors to Outdoor Learning, Garden fresh food, and Stewardship at MBES:

Tina Wood, Lisa Wells, Elizabeth Ladner, Tender Soles Farm, Sammi Jo MacFarland, Jennifer Merrill, Kolleen O'Donnell, Elaina McDaniel, Mary Novak, Jessie Chalmers, Vickie Merrill, Emma Lorusso, Katelyn Lavalley, Daniel Beck, Ashley DeWever, Many community helpers during events.

Holiday Goodwill: The school was a hub of community outpouring during the holidays. Thanks to the generosity of those who gave, countless families, who wouldn’t have otherwise, had Thanksgiving dinner and Christmas presents for the kids under the tree.

Fall NWEA Data: Percentiles, RIT Means, and Relative Strengths and Weaknesses

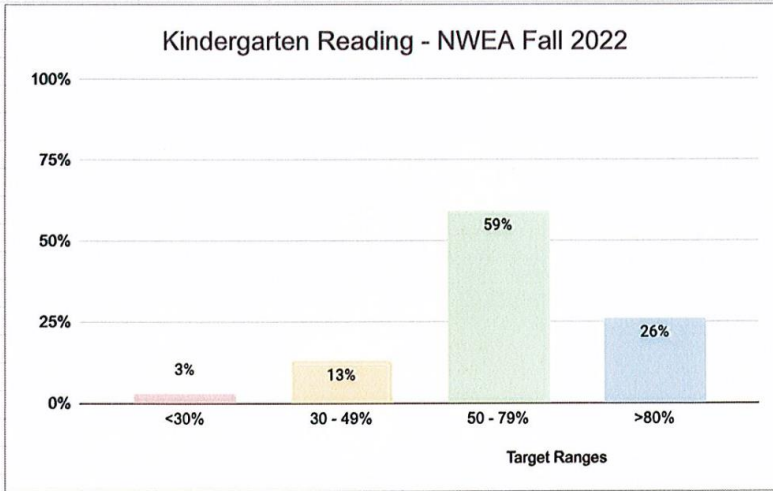
These graphs reflect our target range of 50th percentile.



Algebraic Reasoning: 143/139.6
 Quantitative Reasoning: 146/139.6
 Geometric Reasoning: 151/139.6 *
 Statistical Reasoning: 144/139.6

* Relative Strength

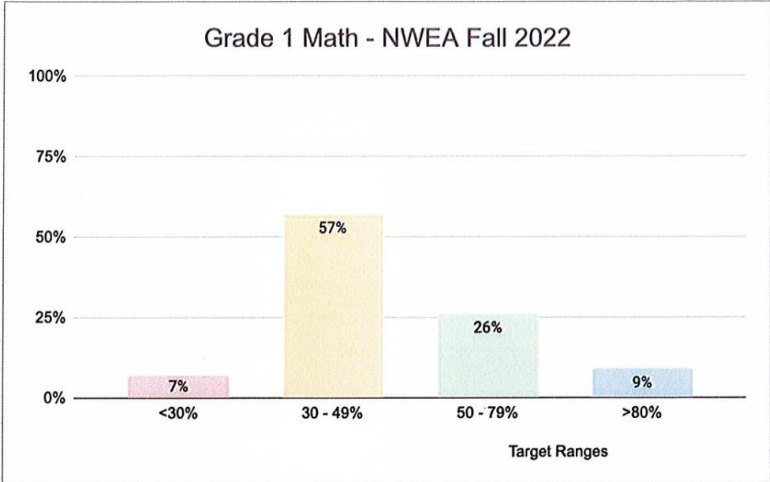
(RIT mean of class/national mean)



Vocabulary: 144/136.6
 Language and Writing: 142/136.6
 Foundational: 140/136.6
 Reading: 146/136.6 *

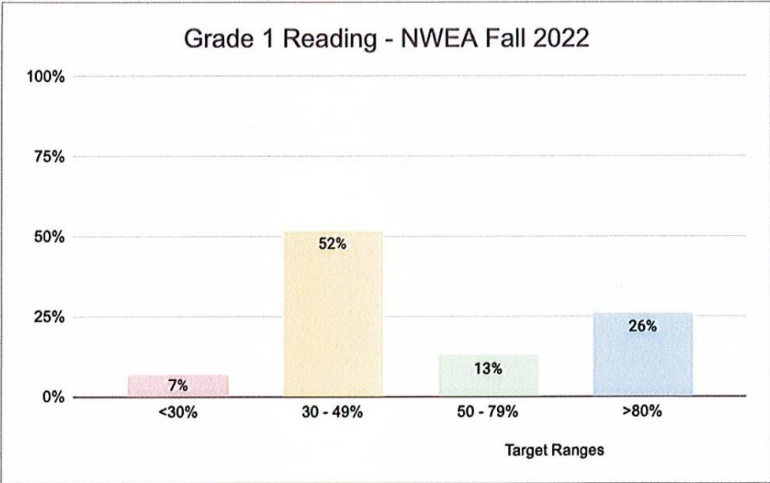
* Relative Strength

(RIT mean of class/national mean)



Algebraic Reasoning: 165/160
 Quantitative Reasoning: 163/160
 Geometric Reasoning: 164/160
 Statistical Reasoning: 163/160

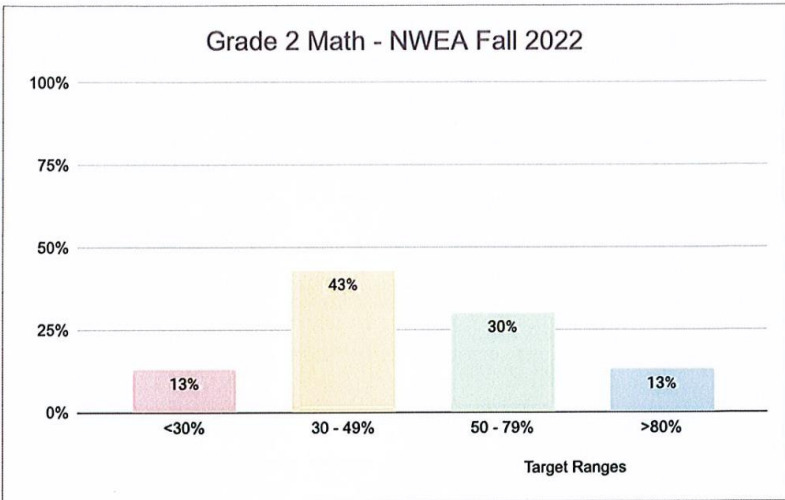
(RIT mean of class/national mean)



Vocabulary: 161/156 *
 Language/Writing: 158/156
 Foundational Skills: 157/156
 Reading: 157/156

* Relative Strength

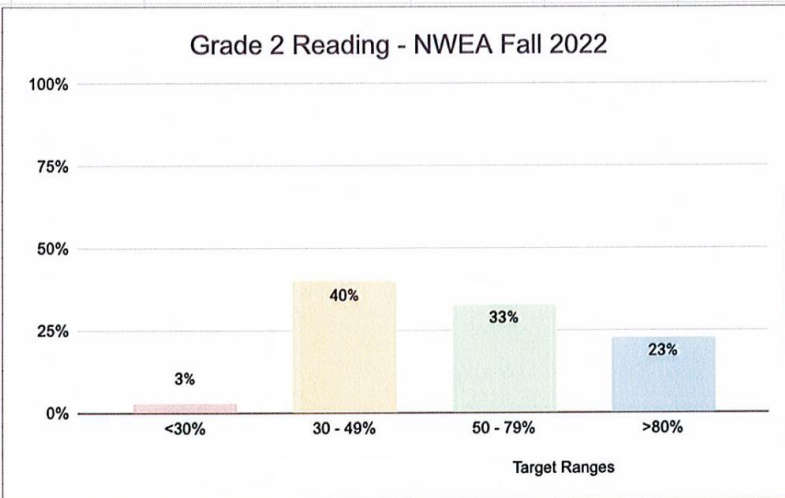
(RIT mean of class/national mean)



Algebraic Reasoning: 181/175 *
 Quantitative Reasoning: 175/175
 Geometric Reasoning: 178/175 *
 Statistical Reasoning: 176/175

* Relative Strength

(RIT mean of class/national mean)

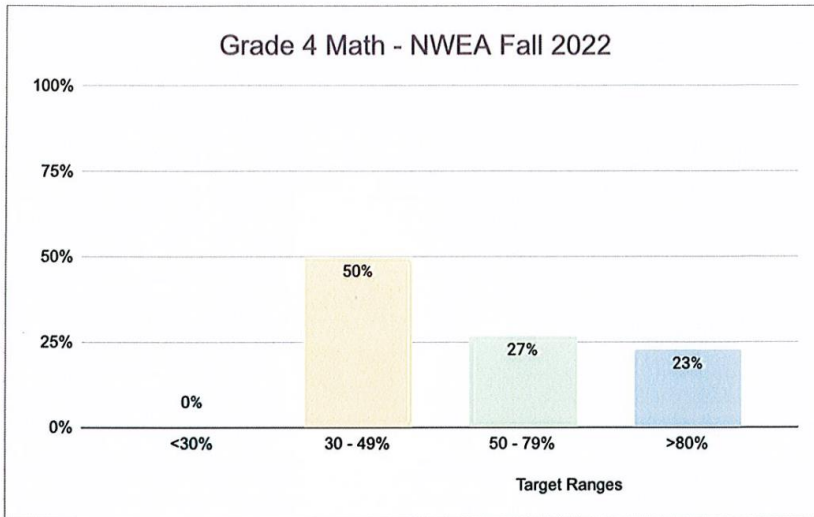


Vocabulary: 174/172 *
 Language/Writing: 171/172
 Foundational Skills: 170/172 **
 Reading: 172/172

** Relative Weakness

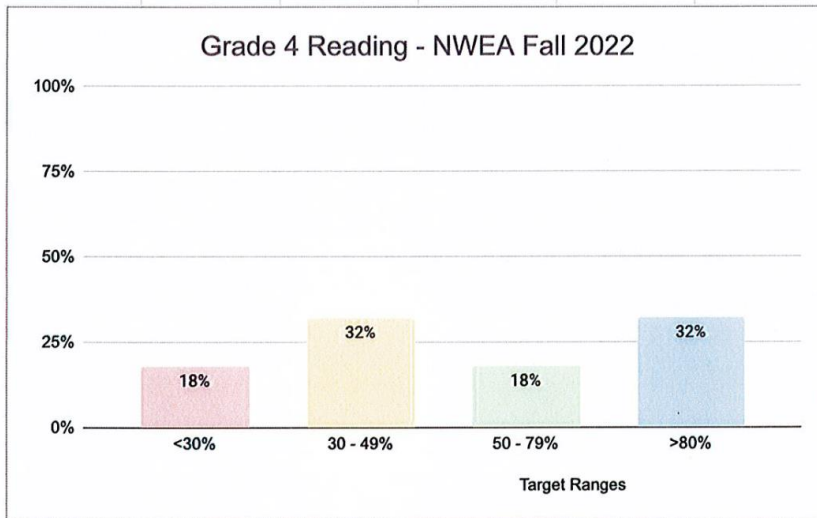
* Relative Strength

(RIT mean of class/national mean)



Quantitative Reasoning: 196/199.5
 Statistical Reasoning: 197/199.5
 Algebraic Reasoning: 196/199.5
 Geometric Reasoning: 197/199.5

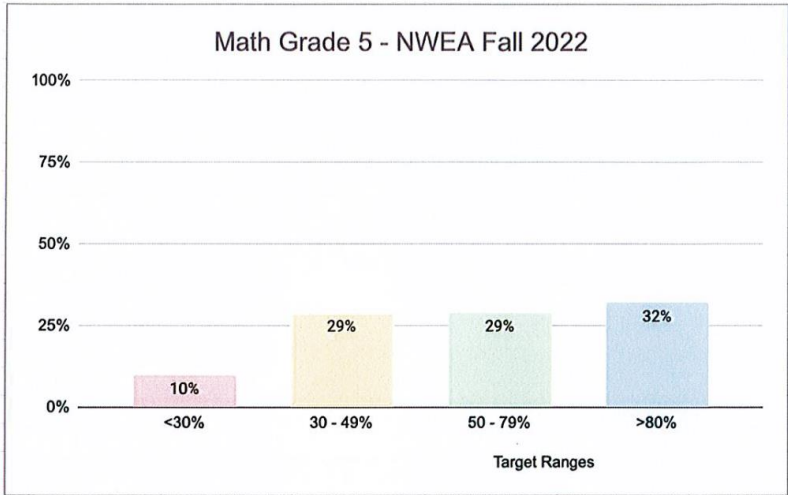
(RIT mean of class/national mean)



Craft and Structure: 193/196.7 **
 Key Ideas and Details: 195/196.7
 Vocabulary Acquisition: 196/196.7

** Relative Weakness

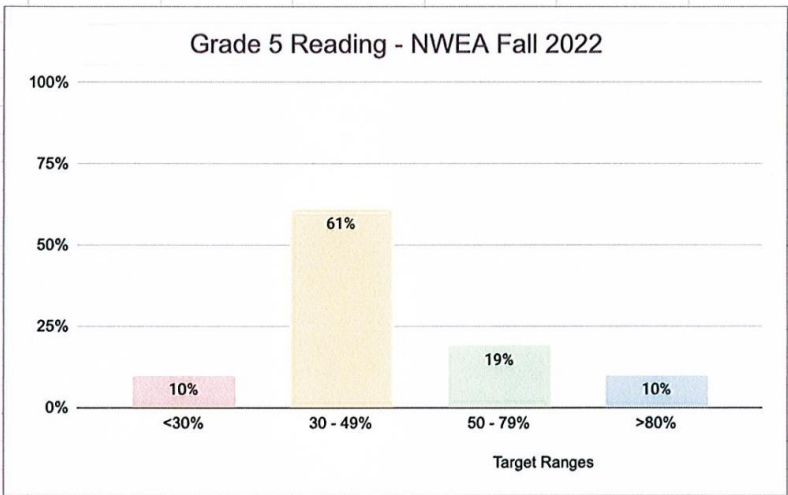
(RIT mean of class/national mean)



Quantitative Reasoning: 202/209 **
 Statistical Reasoning: 206/209
 Algebraic Reasoning: 206/209
 Geometric Reasoning: 210/209 *

** Relative Weakness
 * Relative Strength

(RIT mean of class/national mean)



Craft and Structure: 210/204 *
 Key Ideas and Details: 208/204
 Vocabulary: 208/204

* Relative Strength

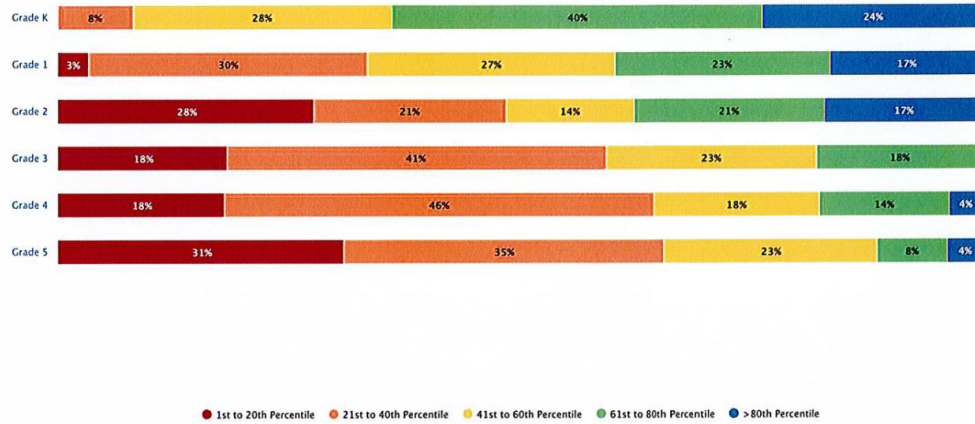
(RIT mean of class/national mean)

These graphs, generated by NWEA, reflect the Low-average and up target range.

Fall 2021-22

Marcia Baker Elementary School

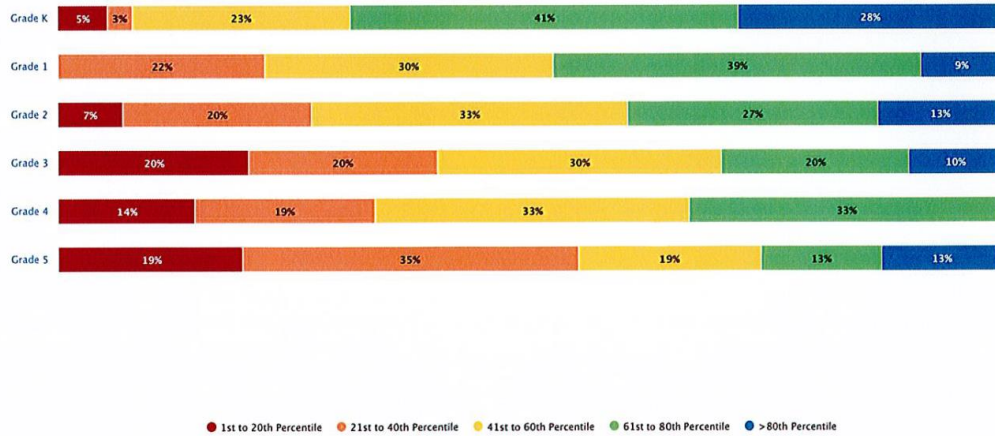
School Achievement: Math K-12



Fall 2022-23

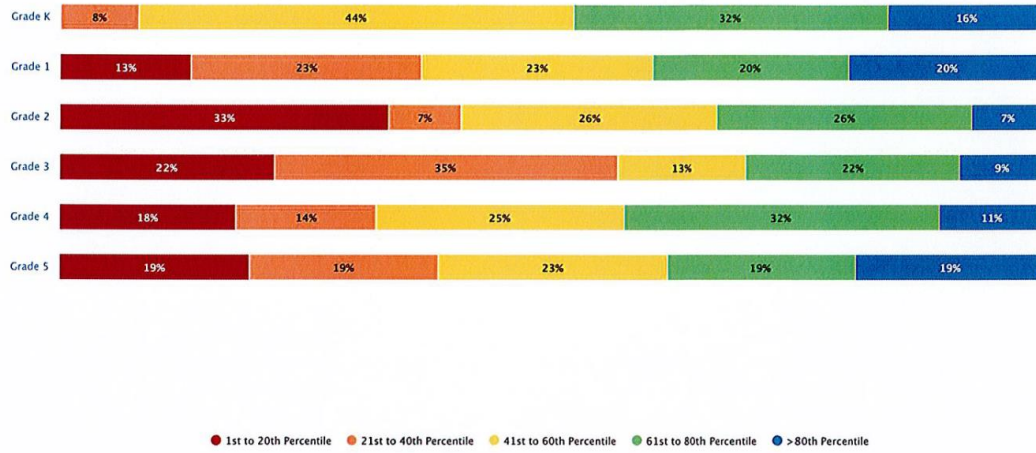
Marcia Baker Elementary School

School Achievement: Math K-12



Fall 2021-22

Marcia Baker Elementary School
 School Achievement: Reading



Fall 2022-23

Marcia Baker Elementary School
 School Achievement: Reading

