

Paine Mountain School District Board of Directors Meeting

Wednesday, May 5, 2021 - 6:00 pm

Attend via Google Meet: meet.google.com/yua-vyvr-vyd

Agenda

1. **Call to Order** 6:00 pm
2. **Agenda Revision** 6:02 pm
3. **Public Participation** 6:03 pm
4. **Items for Board Action** 6:10 pm
 - a. **Approval of Minutes**
 - 4/21/2021*
 - Teacher Candidates (*placeholder*)
5. **Reports to the Board** 6:15 pm
 - a. **Principals:** Howard & Russell*
 - b. **Director of Finance & Facilities** - Chris Locarno
 - c. **Superintendent** - Susette L. Bollard
 - d. **Chairperson** - *Teacher Appreciation*
6. **New Business** 6:30 pm
 - a. **Continuous Improvement Plans (CIP)** [*Receive Information, Discussion*]
Co-Director of School Transformation Michaela Martin, will share the process of Developing CIPs and how they are linked to state and federal revenues.
 - b. **CVSU Board Representation** [*Discussion*]
Discussion regarding a possible modification to the composition of the CVSU board.
 - c. **Latest COVID Update** [*Receive Information, Discussion*]
Superintendent Bollard with the help of building principals will report out on the latest updates on COVID-19 in the schools and progress on meeting the Governor's goals and timelines on new guidance.
 - d. **Hiring Update** [*Receive Information, Discussion*]
The Superintendent will bring the Board up to date on staff turnover* and hiring.
 - e. **Executive Session** - *Evaluation of personnel*
7. **Future Agenda Items**
 - Policy
 - Bigotry and Racism
8. **Adjournment** 7:45 pm

Jessica Van Deren
Board Chair

Susette L. Bollard
Superintendent of Schools

Next Meeting:
Weds May 19, 2021 6pm
Virtual

Next CVSU Meeting:
Weds May 26 2021 6pm
Virtual

Paine Mountain School District Board of Directors Meeting

Wednesday, April 21, 2021 - 6:00 pm

Attend via Google Meet: meet.google.com/xqo-xfmf-ctj

Minutes - Draft

DISCLAIMER – The following are draft minutes from the Paine Mountain Board of School Directors and are subject to change upon approval of the Board.

1. Call to Order

Meeting called to order at 6:01 pm.

Acting Chair: Mike Bailey

Board Members Present: Mike Bailey Vice Chair), Mike Macijeski (Clerk), Emily Gray, Horace Duke, Dan Morris, Jennifer Bisson, Sarah Launderville , Will Eberle

Board Members Absent: Jessica Van Deren (Chair)

Student Board Members Present: Brody Brown

Administration Present: Susette Bollard - Superintendent

Chris Locarno - Director of Finance & Facilities

Matt Fedders - Incoming Superintendent (July 1 2021)

Principals Present: Denise Russell (NES), Derek Howard (WES)

Lee Ann Monroe (NMHS), Gary Clark (WMHS)

Others Present: Lisa Page, Kevin Sullivan, Sheena Pierce, Jesse Wolfe, Joshua Dobrovich, Andrew Duddy

2. Agenda Revision

None

3. Public Participation

Kevin Sullivan commented that there will be a student poll about their experiences with the Online Academy.

4. Items for Board Action

a. Approval of Minutes

■ **4/7/2021***

Motion: Approve minutes as written

Motion Made by: Horace Seconded by: Sarah

Motion unanimously carries.

■ **Mowing bids*** (Williamstown)

Motion: To approve the bid by Orange County Property Maintenance

Motion Made by: Sarah Seconded by: Mike B

Yes Votes: 7 No Vote 0 One person missed the vote

Motion carries.

■ **Tractor lease***

Emily asked for more detail on how the tractor will be used. Chris explained the tractor will be used almost every day for a variety of purposes, such as unloading trucks, plowing snow, and caring for fields.

Motion: To approve leasing a new Kubota tractor from Champlain Valley Equipment
Motion Made by: Jen Seconded by: Emily
Motion unanimously carries.

5. **Reports to the Board**

a. **Principals: Clark* & Monroe***

Report included in Agenda Packet.

Will wanted to know more about why discipline referrals were down at NMHS. Lee Ann hypothesized that reasons might include every student being greeted as they enter, and there is less unstructured time this year due to students being in cohorts instead of in the halls and cafeteria, where incidents often take place. Teachers have also been trained in restorative practice.

Dan asked about NMHS students partnering with Norwich students, as described in the report. Lee Ann replied it can be done remotely. A Norwich student is organizing it as a service project. Getting the students fingerprinted is a challenge since the NU campus is closed, but it will happen. NMHS students will schedule tutoring appointments with the Norwich tutors.

Emily asked about the goals in the principals' reports. She thought they could be clearer. Susette replied that the central office produces the goals. They can be revisited with Matt going forward. Including them in the principals' reports is to focus the reporting on goal-related progress. Gary noted that work is happening now that should clarify the goals and related tasks.

b. **Director of Finance & Facilities** - Chris Locarno

Chris announced the hiring of a professional chef, Sarah Bishop, for Northfield schools. He is looking forward to improvement in the food service.

Dan asked about long term trends with student-teacher ratios and exit interviews with departing staff. Susette responded there is a policy on class sizes, which we keep an eye on. Some classes are right on the edge, which may lead to additional hiring. Exit interviews are happening as part of HR, Susette said. Chris suggested more data analysis of student-teacher ratios in future budget proposals.

c. **Superintendent** - Susette L. Bollard*

Reporting included in agenda packet.

d. **Chairperson**

Nothing tonight.

6. **New Business**

a. **Teacher candidates**

■ **Andrew Duddy** - Science/Math at WMHS*

Gary introduced Andrew, who responded to a few questions from the board about his background.

■ **Krysten Barrett** - Math at NMHS*

Lee Ann introduced Krysten, who has been teaching in Idaho.

Motion: To approve both new hires

Motion Made by: Mike B Seconded by: Emily

Motion unanimously carries.

b. **Latest COVID Update**

Superintendent Bollard with the help of building principals reported out on the latest updates on COVID-19 in the schools and progress on meeting the Governor's goals and timelines on new guidance.

Susette noted the uptick in cases in the district--NMHS and Orange Center were remote the week before spring break. Principals shared the latest Covid details from their schools. Credit was given to the school nurses for their work keeping track of all the contacts. Susette hopes to be able to loosen restrictions before long, but credits keeping siblings home when there is a positive test for helping the schools stay open.

Mike B asked about vaccinating students 16 and above at school. Susette said that is up to the state, but she would support it. Emily noted many of the older students already have appointments.

c. Teacher Appreciation Week

Teacher Appreciation Week is from May 3 through May 7. The Board continued the discussion on how they would like to honor the PMSD staff this year.

Susette suggested a committee to organize this. Emily commented that last year's \$25 gift certificates from Bear Pond were popular. Susette thought it might be expensive. Chris said if we do other things as well, \$25 might be too much. Sarah suggested supporting a different business this year. Several ideas were discussed, but since we're almost out of time the consensus was to do the gift certificates and explore other options next year.

Motion: To offer teachers \$25 gift certificates from Bear Pond.

Motion Made by: Mike M Seconded by: Mike B

Motion unanimously carries.

d. Communication

The Board heard an update from board members Emily Gray and Mike Macijeski on ideas for better regular communication with the communities.

Emily summed up the plan she and Mike M proposed to Jess that a student from each school would do a write up each month about something worth sharing with the community, which would then be published in the Northfield News as well as online. Mike will work with the Williamstown schools and Emily with Northfield, with the goal of one piece published each week.

Susette expressed concern about more work for teachers. Emily and Mike assured the board they would do the work. Lee Ann was supportive and requested an announcement she can share about it with students. After discussion the board encouraged Emily and Mike M to move forward with their plan.

e. Executive Session to consider the discipline or suspension of a student

Motion: Pursuant to 1 VSA subsection 301, I move that the Paine Mountain School Board will go into executive session to discuss a student discipline issue. The Superintendent is invited to join.

Motion made by Mike M to **ENTER** executive session at 7:14 pm.

Motion made by Dan to **EXIT** executive session at 7:32 pm.

7. **Future Agenda Items**

Nothing new added.

8. **Adjournment**

Meeting Adjourned at 7:32 pm.

Motion Made by: Dan

00:02:46.986,00:02:49.986 Lee Ann Monroe: I think Brody had something

00:27:04.170,00:27:07.170 Emily Gray - PMSD Brd Member: My HS son is a former Capitol page and he loved the food at the cafeteria -- yay!

00:27:12.748,00:27:15.748 Michael Macijeski - PMSD Brd Clerk: Thanks Chris--well done!

00:32:15.500,00:32:18.500 Emily Gray - PMSD Brd Member: Student-teacher ratios and student numbers would be helpful info for the community too

00:36:43.495,00:36:46.495 Dan Morris - PMSD Brd Member*: Welcome Andrew! Good to have you here.

00:37:12.596,00:37:15.596 Michael Macijeski - PMSD Brd Clerk: Coming from Alaska, the weather should suit you well--welcome!

00:39:45.926,00:39:48.926 Michael Macijeski - PMSD Brd Clerk: From one mountainous corner of America to another--welcome, Krysten!

00:39:55.148,00:39:58.148 Dan Morris - PMSD Brd Member*: Welcome Krysten! Great to have you!

00:40:23.638,00:40:26.638 Will Eberle - PMSD Brd Member: Welcome aboard Krysten!

00:41:01.014,00:41:04.014 Krysten Barrett: Thank you all :)

00:41:32.538,00:41:35.538 Will Eberle - PMSD Brd Member: A big welcome also to Andrew!

00:41:39.591,00:41:42.591 Andrew Duddy: Thanks everyone!

00:51:33.614,00:51:36.614 Emily Gray - PMSD Brd Member: Anecdotaly -- a lot of the 16+ kids already have appts

00:53:44.801,00:53:47.801 Derek Howard: Lee Ann wants ice cream

00:55:10.423,00:55:13.423 Michael Macijeski - PMSD Brd Clerk: I like the committee idea--any takers?

00:55:10.471,00:55:13.471 Dan Morris - PMSD Brd Member*: Agree with Emily on this

00:55:29.512,00:55:32.512 Emily Gray - PMSD Brd Member: I also like that it supports local businesses

00:59:35.207,00:59:38.207 Emily Gray - PMSD Brd Member: Or give people choices? The chocolate place? Socks from Darn Tough?

00:59:48.799,00:59:51.799 Dan Morris - PMSD Brd Member*: Beer from Good Measure

00:59:54.511,00:59:57.511 Dan Morris - PMSD Brd Member*: (joke)

01:00:08.555,01:00:11.555 Michael Macijeski - PMSD Brd Clerk: Art Etc. is awesome

01:00:32.005,01:00:35.005 Lee Ann Monroe: I think you could decorate the towns with posters of support, letters to the paper, posters at the school as they come in. I always think public appreciation is fantastic.

01:00:58.218,01:01:01.218 Emily Gray - PMSD Brd Member: Lee Ann, I'm happy to help with that

01:01:06.649,01:01:09.649 Lee Ann Monroe: Banners, signs from Yipes!

01:02:00.549,01:02:03.549 Brody Brown: If need I could help with the distribution and or packing of these!

01:02:03.051,01:02:06.051 Derek Howard: I can draw my teachers

01:02:15.710,01:02:18.710 Emily Gray - PMSD Brd Member: I will join the committee if I can hold the baby :)

01:02:30.876,01:02:33.876 Chris Locarno - Finance: Jen and Sarah - just coordinate with me who I owe money to and when pick up delivery etc... please.

01:02:38.099,01:02:41.099 Chris Locarno - Finance: Thanksyou for doing that

01:06:31.604,01:06:34.604 Kevin Sullivan: If it happens this year, there are a couple of online students that would be interested.

01:07:27.410,01:07:30.410 Brody Brown: I think principals would also be able to make that brief recommendation.

01:10:55.745,01:10:58.745 Kevin Sullivan: Great idea



Northfield Elementary School Board Report

May 2021

April Grade 1 Poetry Unit

*There was once a
popsicle named Bob. He
was quite a slob.
Very big he was too.
And then the kid licked
him ewwwwwwwww
There goes his part time
job.*



Continuous Improvement Goal 1

The CVSU will support schools in building, maintaining and sustaining a MTSS that ensures that every student has access to the educational resources to support a rigorous and innovative learning environment across race, gender, ethnicity, language, disability, sexual orientation, family background and or family income.

Summer Intervention at NES: Rigorous Academic Intervention in Reading and Math

Connection to Goal 1: Through *Multi-Tiered Systems of Support* (MTSS) we understand that strong systems of academic and social/emotional support must meet the needs of all students but not all in the same way. Many of our NES students began the 2020-21 school year in need of targeted level academic intervention in order to meet grade level benchmarks in either Math or Reading. Last month students at nearly every grade level were exited from targeted intervention having met all of their goals. Those students who are still working towards

intervention goals have been invited to attend the NES summer intervention program. NES teachers will continue to work with these select students and monitor progress throughout the summer and into the 2021-22 school year. We have been incentivised this summer to enhance intervention at NES. The summer intervention program is one such effort that I hope will remain in place post pandemic. Some students simply need more instruction to demonstrate adequate progress.

Diversifying the NES Bookshelves

NES received a \$10,000 book grant! School staff met in their instructional teams to select books for their classroom libraries utilizing the Diverse BookFinder to ensure that no single message dominates our bookshelves. Book orders were co created and balanced to represent selections from each of the following categories: *Any Child, Cross Groups, Beautiful Life, Race/Culture Concepts, Oppression and Resilience, Folklore, Biography, Incidental and Informational*. See this link for a more in depth description of each category and book examples.

<https://drive.google.com/file/d/1Q2fwp2UBjAc4NZBiyfuJmZNlraGXS6LC/view?usp=sharing>

Connection to Goal 1: Suddenly many more resources are available and easily accessed that support our *Continuous Improvement Goal* related to equitable representation across, "...race, gender, ethnicity, language, disability, sexual orientation, family background and or family income." The NES staff have been preparing for this task for some time. Prescreened links to resources were made available to each instructional team.

Continuous Improvement Goal 2

The CVSU is committed to supporting schools in creating a culture of continuous improvement that supports the following beliefs:

- *Success begins with committed educators who believe that all students learn and can achieve high standards as a result of effective instruction.*
- *Effective and committed leadership at **all levels** of the system is crucial for guiding and sustaining educational excellence and equity.*
- *All staff will support students in their journey of continuous improvement through engagement in personal goals/activities of their own that support improving their academic expertise and relationship building with students.*

Adoption of the Fly Five Curriculum 2021-2022

Through careful analysis and reflection of our data over the past three years, the NES Targeted and Intensive Team (TIST) and Leadership Teams have selected a new social and emotional curriculum for the 2021-22 school year - *Fly Five*. There are five competencies identified in the *Fly Five Curriculum: Cooperation, Assertiveness, Responsibility, Empathy, and Self-Control*. The curriculum strengths appear to be an interactive learning structure and it's design to support




teacher efficacy through professional development and self-guided reflection of teachers' own social and emotional competency.

All staff and students will be interacting with the *Fly Five* curriculum next year grades 1-5. PK and K staff and students will continue to implement the *Social Thinkers* curriculum adopted in the Fall of the 2020-21 school year.

Connection to Goal 2: The adoption of the *Fly Five* social and emotional curriculum will offer a structure for which we will commit to "...continuous improvement through engagement in personal goals/activities of their own that support improving their academic expertise and **relationship** building with students." School counselors, school based clinicians, and mental health providers have been telling us this for years - our relationships with students matter more than we know.

Pre-pandemic NES had a structure for students to learn the *Wise Owl Way (WOW Time)*. Students met in multi age groups on a weekly basis to review the attributes of a Wise Owl: O - Own Your Actions, W - Work Responsibly, L- Learn Together and S - Show Respect. TIST Team members developed curriculum units to teach the Lizard Brain, Dog Brain and Owl Brain and we taught all students and staff the *Zones of Regulation*. The Zones became our common language to talk about feelings. We continue to use this language and reflect on these practices with students this year during classroom morning meetings, monthly school-wide morning meetings and when supporting students to process conflicts. The *Fly Five* curriculum will fit well into our existing structure and enhance our instructional practices in the social and emotional realm.

PBIS Systems of Support - Darea Winter's Class April 2021

Respectful Learner	
 Relationships	I can respectfully work with others by sharing, using active listening, and being kind independently.
 Personal Integrity	I can be honest by owning my actions. I am responsible for my decisions through the use of Zones of Regulation and the Wise Owl Ways. I can persevere in all environments.
 Self-Respect	I can use the Zones of Regulation to advocate for my emotional, mental, and physical needs.

The *Habit of Success* Ms. Darea's students are currently working on is *Respectful Learning* throughout their school day.

PBIS Systems of Support - Darea Winter's Class April 2021

Classroom Dojo Recognition

Ms Darea's students earn both individual and classroom recognition/feedback for demonstrating attributes of a *Respectful Learner* throughout their school day.



PBIS Systems of Support - Darea Winter's Class April 2021

Working responsibly was the focus of our *School-Wide Morning Meeting (SWMM)* this month. Each class K-5 presented an example of how they are working responsibly. Ms. Darea's class is recognized at our monthly SWMM with a golden award for working responsibly.

Connection to Goal 2

Success begins with committed educators who believe that all students learn and

can achieve high standards as a result of effective instruction. Students require direct instruction and feedback from their teachers to understand and practice the habits of effective learning. NES staff develop a strong culture of learning by implementing PBIS at the individual level, the classroom level and school-wide. The examples of effective instruction in Ms. Dares's class are evidence of strong PBIS systems of support at each level.

April 2021 Attendance Data

Average Daily Attendance-93%	Brick and Mortar-244
Virtual Academy-18	New Enrollments-4

Williamstown Schools Enrollment 2020-2021

	Aug 2020		Sept 2020		Oct 2020		Nov 2020		Dec 2020		Jan 2021		Feb 2021		Mar 2021		Apr 2021		May 2021		June 2021	
	In Person	Virtual	In Person	Virtual	In Person	Virtual	In Person	Virtual	In Person	Virtual	In Person	Virtual	In Person	Virtual	In Person	Virtual	In Person	Virtual	In Person	Virtual	In Person	Virtual
Pre K			34		34		36	0	37	0	37	0	37	0	37	0	37	0				
K			26	3	27	3	27	3	27	3	27	3	28	2	28	2	28	2				
Gr 1			23	2	23	2	24	2	23	2	23	2	24	2	24	2	24	2				
Gr 2			29	5	32	3	32	2	32	3	32	3	32	2	32	2	32	2				
Gr 3			35	5	36	4	36	4	37	3	36	4	38	2	38	2	38	2				
Gr 4			19	10	19	10	19	10	22	7	25	7	24	7	24	7	24	7				
Gr 5			21	8	24	6	24	6	24	6	24	6	25	5	25	5	25	5				
Sub Total	0	0	187	33	195	28	198	27	201	24	204	25	208	20	208	20	208	20	0	0	0	0
Total	0		220		223		225		225		229		228		228		228		0		0	
Gr 6					42	4	42	4	43	3	44	3	43	3								
Gr 7					28	6	28	6	28	6	31	5	30	4								
Gr 8					39	2	39	2	37	4	38	4	38	4								
Gr 9-12					147	29	147	29	149	28	154	28	151	35								
Sub Total	0	0	0	0	256	41	256	41	257	41	267	40	262	46	0	0	0	0	0	0	0	0
Total	0		0		297		297		298		307		308		0		0		0		0	
Grand Totals	0	0	187	33	451	69	454	68	458	65	471	65	470	66	208	20	208	20	0	0	0	0
	0		220		520		522		523		536		536		228		228		0		0	

Northfield Schools Enrollment 2020-2021

	Aug 2020		Sept 2020		Oct 2020		Nov 2020		Dec 2020		Jan 2021		Feb 2021		Mar 2021		Apr 2021		May 2021		June 2021	
	In Person	Virtual	In Person	Virtual	In Person	Virtual	In Person	Virtual	In Person	Virtual	In Person	Virtual	In Person	Virtual	In Person	Virtual	In Person	Virtual	In Person	Virtual	In Person	Virtual
Pre K			48	0	50	0	49	0	50	0	51	0	51	0	51	0	51	0				
K			31	0	28	0	28	0	27	0	27	0	27	0	27	0	28	0				
Gr 1			31	5	32	4	32	4	32	4	33	3	32	3	34	3	35	2				
Gr 2			33	12	36	10	36	10	35	10	37	8	37	7	38	7	38	7				
Gr 3			33	7	30	6	30	6	31	6	33	5	32	5	32	5	33	5				
Gr 4			29	3	28	2	28	2	28	2	28	2	28	2	29	1	32	1				
Gr 5			28	4	26	4	26	4	26	4	27	3	26	3	27	3	27	3				
Sub Total	0	0	233	31	230	26	229	26	229	26	236	21	233	20	238	19	244	18	0	0	0	0
Total	0	0	264		256		255		255		257		253		257		262		0		0	
Gr 6			30	6	27	5	27	5	28	4	28	5	31	3	31	3	31	3				
Gr 7			30	7	31	6	31	6	31	6	31	6	30	6	31	5	31	5				
Gr 8			31	5	32	5	31	6	32	5	31	6	31	6	31	6	31	6				
Gr 9-12			120	25	121	24	121	24	121	24	120	24	122	22	123	22	123	20				
Sub Total	0	0	211	43	211	40	210	41	212	39	210	41	214	37	216	36	216	34	0	0	0	0
Total	0	0	254		251		251		251		251		251		252		250		0		0	
Grand Totals	0	0	444	74	441	66	439	67	441	65	446	62	447	57	454	55	460	52	0	0	0	0
	0		518		507		506		506		508		504		509		512		0		0	

Licensed Staff

Name	CVSU District	School	Assignment	FTE	Effective Date	Replacement Status
Sharron Prairie	Paine Mountain	WMHS	Chemistry, Physics, Geometry Teacher	1.0 FTE	06/30/2021	Position Filled
Mitch Smoller	Paine Mountain	WMHS	Co-Coord of Student Support	1.0 FTE	06/30/2021	Advertised
Natasha Banning	Paine Mountain	NES	STEAM Teacher	1.0 FTE	03/13/2021	Advertised
Kim Magnuson	CVSU	NMHS	Spec Ed Teacher	0.8 FTE	06/30/2021	Position Filled
Morgan Segit	Paine Mountain	WES	Kindergarten Teacher	1.0 FTE	06/30/2021	In process
Susette Bollard	CVSU	CVSU Office	Superintendent	1.0 FTE	06/30/2021	Position Filled
Kristina Clifford	Paine Mountain	NES	3/4 Humanities Teacher	1.0 FTE	06/30/2021	Restructured position
Cheryl Holt	Paine Mountain	NMHS	9-12 Math Teacher	1.0 FTE	06/30/2021	Position Filled
Jerry Cassels	Paine Mountain	WMHS	Work Based Learning Coord	1.0 FTE	06/30/2021	Pending
Kevin Quigley	Paine Mountain	WMHS	Foreign Language	1.0 FTE	06/30/2021	Advertised
Rachael Ledwidge	Paine Mountain	WES	Grade 2 ELA	1.0 FTE	06/30/2021	Internal Transfer
Kevin Sullivan	Paine Mountain	WMHS	Music Teacher	1.0 FTE	06/30/2021	Advertised
Sean Maloney	Paine Mountain	WES	Math/Intervention	1.0 FTE	06/30/2021	Position Filled
Sara Adelman	Paine Mountain	WES	Library/Media/Interventionist	1.0 FTE	06/30/2021	Advertised
Bill Kirby	Paine Mountain	NES/NMHS	Facilities Director	1.0 FTE	06/30/2021	Pending

Support Staff

Name	CVSU District	School	Assignment	FTE	Effective Date	Replacement Status
Lisa Goslant	Paine Mountain	NES/NMHS	Registrar	1.0 FTE	02/08/2020	Position Filled
Lourdes Collins	Echo Valley	WVS	Para	1.0 FTE	03/12/2021	Advertised
Catherine Estivill	Paine Mountain	NES/NMHS	Custodian	1.0 FTE	03/26/2021	Position Filled
Cal Beskotsy	CVSU	NES/NMHS	IT Tech	1.0 FTE	04/02/2021	Position Filled
John Triano	CVSU	WES	Para	1.0 FTE	06/30/2021	Advertised
Dyanne Demas	CVSU	NES/NMHS	Para	1.0 FTE	06/30/2021	Advertised
Danielle Hulbert	CVSU	WES	Para	1.0 FTE	6/30/2021	Advertised