

**WILTON-LYNDEBOROUGH COOPERATIVE
SCHOOL BOARD MEETING
Tuesday, May 10, 2022
Wilton-Lyndeborough Cooperative M/H School
6:30 p.m.**

The videoconferencing link was published several places including on the meeting agenda.

Present: *Jim Kofalt, Brianne Lavalley, Jonathan Vanderhoof, Dennis Golding, Matt Mannarino, Tiffany Cloutier-Cabral, Charlie Post, Alex LoVerme (online then present at 7:25pm) and Darlene Anzalone (online)*

Superintendent Peter Weaver, Business Administrator Kristie LaPlante, Principals Sarah Edmunds and Kathleen Chenette, Assistant Principal Katie Gosselin, Director of Student Support Services Ned Pratt, Curriculum Coordinator Emily Stefanich, and Clerk Kristina Fowler

I. CALL TO ORDER

Chairman Kofalt called the meeting to order at 6:32pm.

II. PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was recited.

III. PRESENTATION-Bill Preble Culture and Climate/Student Leadership

Mr. Bill Preble spoke about the work he has been doing at WLC and with the Student Leadership Team. He thanked the Board for doing all they have done to keep the doors open. He reviewed the slides (attached to the minutes). Goals were reviewed, he noted they shifted a little but for the most part, they stuck with them. He spoke about sustaining the goals. He spoke of the Superintendent describing a culture of energized and engaged learning. He has been working with the district since 2019; he questioned how the values and beliefs guide us forward. When he started working with WLC in 2019 he reported there was a problem with the “grown-ups”, they were not collaborating well. There was concern about the adult culture. The group had started their work by collecting data and it verified there was a problem and the culture was “shaky”. He noted a recent study showed that 55% of teachers across the country are seriously considering leaving the profession. If half of the teachers disappeared from this school next year, it would be a different place. Principal Edmunds expressed when she came on; this was something she wanted to initiate. Mr. Preble spoke of the beliefs the group shared and he reviewed those slides. They met with students; he expressed students are the experts on themselves. He spoke of why the student leadership team was diverse; it is to gain different perspectives. He voiced teachers are the most powerful asset a school can have and really acknowledging the contribution they provide each day. He encouraged the Board to spend as much time in a school as they can. Students collected data from parents, teachers and other students in order to see everyone’s perspective. He notes the way the students did this in this program is the way it is done in Master’s programs. He spoke of the 3 leadership goals they chose and they developed action goals around them. The goals are, 1), to work toward making our school a more welcoming comfortable, beautiful place, where we come every day to learn, 2), to work toward making teaching and learning more meaningful, engaging and fun, 3), to ensure that every student feels safe, connected to peers and adults and respected in our school. Mr. Zachary Provost, Team Advisor and Principal Edmunds showed some of the work the students had been doing and the steps they took to get there including the Bright Spot Challenge and explained what that is. They spoke of the student’s goal to beautify the school, and how they did surveys and got feedback on what students wanted to see in the hallways, how they wanted to feel when they walked through the hallways, what kind of effect did they want. Mr. Preble voiced having the art program using regular curriculum has a school wide effect and collecting data on what kind of effect do they want is brilliant. Students wanted to walk by it and make an immediate connection to it but something that would trigger their curiosity and next time to see something new or help them see something differently. He spoke highly of the work the students have been doing and has shared that one of the effects of this is he has shared their work with other districts and nationally on a couple of Boards; this “Bright Spot Challenge”, you will be seeing it and it came from your kids. He ended the presentation with a heartfelt request, which is to not let the work die; “we see ourselves moving onto other schools but you have amazing leadership and they need your support and guidance”.

IV. ADJUSTMENTS TO THE AGENDA

There were no adjustments to report.

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58 **V. PUBLIC COMMENTS**

59 The public comment section of the agenda was read.

60 Superintendent called out all the phone numbers and names joined in the meeting asking if they wanted to comment.

61 There were no public comments.

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63 **VI. BOARD CORRESPONDENCE**

64 **a. Reports**

65 **i. Superintendent's Report**

66 Superintendent reported that it seems like a lot has happened since the meeting, many of those things are in his Board
67 Report including salary savings in the next budget. He reported having a great meeting with Mr. Bouley and he
68 reassured the group that he is still with us. The good news is he will complete the work he started and transition the
69 new IT Director. He spoke of building partnerships in the community. Tomorrow he will be meeting with Mr. Shawn
70 Simmer, the Manager of Operations for UFP about the importance of supporting our robotics program. Mr. Simmer
71 works with the University of Mass and their students. Superintendent Weaver would like him to talk with our
72 students about the value of post-secondary education. The goal is to have a partnership with the robotics program and
73 have some of the engineers mentor our students and get him to become more actively involved working with our
74 students. A question was raised regarding the Public Hearing to be held May 24 for Unanticipated Revenue and if it
75 is relative to what we budgeted for in FY 22 vs. what came in. Ms. LaPlante confirms it is; we are accepting those
76 traditional grants. Superintendent confirms we have two positions we are filling later tonight if approved and still
77 have an elementary teaching position plus a food service worker position to fill. He notes we did have a great
78 candidate for the elementary position however it did not work out. He spoke about the comment Mr. Preble made
79 tonight regarding a high number of teaching openings and superintendent vacancies it is a high number. He would
80 like to think as a district, we did a good job retaining our staff. We have an amazing staff and we could put them up
81 against any other district with the right resources. They see where we are headed, they feel supported and it's a great
82 place to be working with our kids. A question was raised regarding a discussion at the last meeting about students
83 who are not identified that may need help with summer programming and what is the status. Superintendent responded
84 we are in a good place; we are looking to see if last year's model was optimal. At the HS, we want to go back to
85 competency-based recovery. The model we had last year was more one-to-one tutoring and was not effective. The
86 motivated kids are the best to be able to regain the competencies. We are looking at FRES; how it will be funded,
87 and grants, etc. More to come on this.

88 **ii. Principals' Reports**

89 **➤ WLC Presentation on Warrior Block**

90 Principal Edmunds and Assistant Principal Gosselin reviewed the slides for the Warrior Block presentation (attached
91 to minutes). This is a condensed version of the presentation they did at the NH Administrators Association,
92 Innovations Conference that was a success with good turnout. Assistant Principal Gosselin provided some history on
93 Warrior Block, a school within a school model, which had been utilized in the past headed by the counseling
94 department. This model was modified to take it to the next level. They created something that was more structured
95 to help with the students who were struggling. The students are doing regular education classwork and were selected
96 based on previous data. They separated the students into 2 groups depending on the competencies needed and rotated
97 weekly through the 4 departments. The course is co-taught with a special educator. Sample schedules were reviewed.
98 Principal Edmunds noted that we are not modifying the competencies we are just modifying how they are getting
99 them. It was expressed that we still have some unmotivated students and attendance issues. They spoke of getting
100 student buy-in and they will do more communicating with families. A project based approach is used, homework
101 is eliminated and students are allowed to work at their own pace. A UDL (Universal Design for Learning) framework
102 is encouraged and options are provided; they would like to bring that UDL approach to the entire faculty. Student
103 success stories were shared. Discipline data was compared of 20-21 school year and 21-22 with the Warrior Block
104 school year. Overall discipline referrals declined. It is down 38% in this group of students, before Warrior Block
105 there were 77 referrals compared to 49. For the future, they will continue with Warrior Block, continue co-teaching
106 with a regular education teacher and SPED teacher. No longer, will the 9th grade be included, this is to give them a
107 chance to transition and take traditional classes. It will be scheduled in the middle of the day and will include more
108 interdisciplinary options for students to meet the competencies. There are challenges to face including attendance and
109 they are working hard to improve this. Principal Edmunds confirmed it has been running this year therefore; there
110 has been no chance to see if it has had an effect on standardized test yet. A question was raised if these students were
111 having attendance issues prior to Warrior Block and with those who have "buy-in" did it improve. Principal
112 Edmunds confirms they are in their classes more often for those who did buy-in. The attendance issues involve the

students who are not in the building at all. If they are here, we can usually get them involved. She confirms they do have to get police involved for truancy reasons. It was noted, it is good to see the willingness to make changes and that the plan is fluid. Principal Edmunds added they have Warrior Block meetings where they talk about solutions to the problems, not just the problems. She confirms they have not yet had parents come to them asking if their student can join Warrior Block but as they move forward and present it as an option they think they will. Mr. Post spoke that this is a great program and presentation, it was very clear. He asked how many students are in the program. Principal Edmunds responded about 10.

Principal Edmunds shared that Andrew Tyler was recognized by the See Science Center as a teacher who has made an impact. With that recognition he was given a 2021 Christa McAuliffe coin and invited to See Science Center on May 3 for National Teacher Appreciation Day, he did attend. Community Service Day was a success for the first one and it will improve each year. She thanked Sarah Spittle for helping and supporting us. She thanked the PTO for the glorious spread they put out for Teacher Appreciation Week. It was amazing. Crystal Gill and Mandy Indeglia, Tiffany Cloutier-Cabral and Lynne Crouse, we are so thankful and the teachers felt very special. Ms. Lavallee commented she went to the library and saw the artwork, it was amazing; and they did an excellent job on the storm drains.

Principal Chenette spoke of being lucky at FRES to have been visited by the DOE for test monitoring which they passed with flying colors. They were picked because some things didn't make it to the state last year, they will make sure they do this year. She informed the Board Bridgette Fuller was recently admitted into a National Leadership Fellowship for Special Education Teachers and/or RTI folks. She will visit schools in the country; she will have a team come and visit us and there will be lots of technology support and one to one coaching for our school. We need SPED and W.I.N. to get together to see even bigger benefits for our kids. She spoke the last time about a 5th grade "activist" who got us some soccer goals. She asked him to write something up, he did and he wanted her to share it. She read the letter; a round of applause was given, well done Ezra.

iii. Curriculum Coordinator's Report

Ms. Stefanich gave an update on curriculum. At FRES, the teachers have been working to update their social studies and science curriculum; we know we need to work on these areas. At WLC, we will offer department heads time to review curriculum and unit plans as a first step vetting process. We are working on building the external database through google studio so it will be available for the community. We are working on assessment data and hopefully will get that to you soon. We are looking at professional development over the summer and use will data to drive next year. She celebrated Principal Edmunds and Assistant Principal Gosselin for presenting at the Innovations Conference, they had an amazing crowd, and they wowed everybody.

VII. WLCTA

Ms. Andrea Petrone was present and thanked everyone for Teacher Appreciation Week, for the time and money, resources to make all the teachers feel special. We loved it in every building. This last month was a busy one with spring concerts, Celebration of Learning, senior projects, senior graduation, and Earth Day was wonderful, the kids loved it. Read Across America was wonderful. She invites the Board to FRES for Celebration of Learning on Wednesday. It is a time for you to come in and see the classrooms, see what we are working on. Spring concerts are this week and next week; field day is scheduled for Friday, June 3. She thanked the Board for the 22-23 district calendar. The WCTA does take a vote to be sure there are no issues with the calendar and the vote was unanimous. She notes she had asked teachers to brag about themselves, she has photos and lots of stuff you can read through in the report. Some of those include: the 5th grade doing a science fair, in 1st grade, Jessica Hill's class, they are writing a book about spring which will be sent off to be published into a hardcopy book, Melanie Abbe is doing mantras in her classroom to get the kindergarteners to speak positively to themselves, Bridgette Fuller has taken LETRS training, which is a language essentials program for teachers of reading and spelling. It is very intense training. She plans to participate in the "Training to Train Workshop" she will be certified to train the other teachers. Brice Miller, was nominated as the D4 Athletic Director of the Year, he was nominated by his fellow D4 directors; he should find out results later this month. She is very proud of our teachers and felt they deserve to be bragged about. She thanked the Board for popping popcorn for the students during testing. Chair Kofalt clarified the Celebration of Learning is Wednesday, May 18. Chair Kofalt appreciates the celebration of what everyone is doing; keep up the good work. Ms. Lavallee commented she really likes what they are doing with the book study and questioned who chooses the books. Principal Chenette responded she would often be the person who chooses the book and chooses based on what she feels are needs for information.

VIII. POLICIES-2nd READ

i. IJL- Library Materials

Ms. Lavallee reported reviewing the minutes and made changes to the based on those notes. There was a lengthy discussion regarding this policy including concern when reviewing the Library Bill of Rights and Students Right to Read, there is a kind of ambiguity there. It is sort of saying, we condemn censorship but here is the process to raise objections about objectionable material. A question was raised, what specifically is the problem we are trying to solve, what is the impetus for this policy; clearly, someone identified there was need. Ms. Cloutier-Cabral responded that the librarians came to them, as there had been an increase of parents coming to them requesting different materials or not wanting materials. It seemed it would be a good idea to have a process on how to manage it. It would be something for librarians now and in the future to help manage that. Another question was if there should be a form as we have with other policies, an “R” policy. Ms. Lavallee responded KEC-R is that form, we discussed in policy committee last month. The librarians looked at policy KEC and KEC-R; it is essentially the same one they would put forth anyway. The title may need to be changed currently is “Classroom Materials” and would need to include “Library Materials” however the content would not change. Ms. Lavallee confirms this policy; IJL is not a required policy. There was discussion regarding the need for a library material policy. Ms. Lavallee spoke that the librarians had requested to have a policy; this provides guidance and assurance for the library staff. Further discussion included the leadership team could provide the guidance, we could have a policy for everything, does this rise to that level of concern, it does not seem necessary. Ms. Cloutier-Cabral questioned if it needs to be voted on today, she suggests having the librarians come to the next meeting and speak about their challenges. It is not required now but it could become required. It is proactive of us by giving our librarians some guidance; they did a lot of work and research on this. Discussion continued that is feels like we are outsourcing to a 3rd party, not our standards, (American Library Association etc.) not our community standards; some disagreement was voiced. We are sort of outsourcing the principles in a way. The second to the last paragraph states “The Superintendent/designee shall adopt and enact any procedures necessary to provide a system for the selection criteria...” There was discussion regarding the second paragraph also. Ms. Lavallee confirms they felt strongly they wanted the second paragraph included; the purpose of that was to sum up the feelings of the Policy Committee, Librarians and Administration, that was there in regard to the guiding principles to choosing the materials. The second paragraph was read. Ms. Cloutier-Cabral spoke that is what guides us and feels it is important to say that, it offers us guidance. Discussions continued thinking the guidance is not there, the 3rd paragraph is what is confusing; the 3rd paragraph was read. Its seems the first sentence doesn’t need to be there, the second paragraph seems to be filler, if we will have a policy we should have the selection criteria in there instead of saying we will have it. It was noted, if we do that, every time there is a change in that we will have to adjust the policy. It was questioned how often would that be, that is the heart of the policy, and we are telling people how we will select material. Discussions continued including a need for a process, and this might be such a new problem that it deserves more time for tweaking. It was expressed that it sounds like they had received some feedback on materials and likely, they will receive more, the sooner we have a framework on how they respond to requests and how those requests get elevated the better off we will be. It was noted, if in fact we are seeing an increase in parents raising concern we do need to put some guardrails around that. Concern raised is regarding the two other referenced documents in the policy; parts of those documents were read, there was concern putting it in a board policy. It was suggested to remove the second paragraph, as it seems fuzzy. It was suggested again to have the librarians come in to speak with the Board. They may be open to amending it. We should spell out the specific criteria, guided by is too vague. Superintendent spoke his focus would be on the selection criteria and would refer to those two references but things like copyright laws may not be addressed in those, which is a critical piece. He would work with the librarians and they would look at the other policy that talks about materials. Selection criteria is something we need to do collaboratively. How do we withdraw materials from the library, purge the system from outdated books, there are many pieces there. He is not aware of any objections raised in the library since he has been here but whether or not there are, it is good to proactively have the selection criteria and if something happens down the road, we have that assistance, just as we do with Chromebooks. Ms. Lavallee provided some background on this, in some states there has been an increase in objections and the librarians wanted to get ahead of it. There was no consistent way of dealing with that in our district. That is a reason for looking at this. There are instances where a book is objected by one parent and asked for by another that was one of the factors came into looking at this. What is

the message as a schoolboard we want to send? If one parent doesn't agree with that book, another may want them to read that book. We wanted to put it in there that we do believe in the right to free speech and the right to access information. We worded it as guided by the principals, because there is line and who determines that line it is the administrative staff through the selection criteria. The librarians had put forth a 10-page presentation that included selection criteria but the committee felt it was not appropriate to make that document a policy. By having that wording, we are recognizing it is a comprehensive process that involves administration, it's not just the school board, it can be fluid at times and new material may come forward that broaches a subject we had not thought to put it in the criteria. If we were locked in that policy, it would not provide us the ability to step back and look at each case as each objection is brought forth. The librarians did say they were open to coming in to the Board. Ms. Lavallee notes it has been a good discussion but does not provide any direction of where to go with this policy, are we scrapping or making changes or having the librarians come in. Mr. Post spoke that he did not know the background that the librarians went to them for it. He does appreciate the effort but questions if the material stands on its own. He did not realize this was not vetted by an attorney or the NHSBA which most of our other policies are. Ms. Lavallee did not send it to the attorney to look at it but she can in regarding the specific wording. The committee had reviewed the sample policy NHSBA has and accessed other district's policies, which is how they came to the wording they used. A question was asked if any of the other district policies referenced the two documents as ours does. Ms. Lavallee responded she believes the ConVal policy does. Ms. Anzalone spoke that her concern is more with the 2nd paragraph. She would feel more comfortable having the librarians come in. If they are concerned having parents come in and how to approach it, it would be good to have a process for them to follow and have it be consistent. Mr. Mannarino commented the discussion on criteria is a longer discussion but having the framework is needed. Discussion continued about selection criteria not being in the policy. Ms. Lavallee spoke that from a committee perspective, one reason we did not include it is if we need to change the selection criteria or change the procedures, we can do that without having to change the policy. As everyone can see, we worked on this policy for months and it takes a long time change a policy. Policy is set by the Board and guidance and specifics are set by the Superintendent and can change without having to go to the Board. Discussions continued. There seems to be consensus to have the librarians come for the 24th meeting.

ii. JLCE Emergency Care & First Aid

Ms. Lavallee reported there are no recommendations for changes right now. She will discuss the Narcan piece during the committee report. Most of the questions seem to be around that. She did have a conference call with Attorney Phillips and went over everything. She spoke of a question that had been brought up regarding if an emergency occurred and there was a physician present, what is the chain of command. Because nurses adhere to the Nurse Practice Act, there is a provision regarding recognizing that there is limit of a nurse's knowledge. The example used was if there is an event, the person's history is not known, a physician is there, perhaps it's a cardiac event; the physician would take the lead. In the case of a school/student event, the nurse may have knowledge of medical history; medications etc. and pertinent information that would affect triaging that the doctor would not and the nurse would take the lead. It lies within the language in the Nurse Practice Act that the nurse would recognize the limits of their knowledge and the knowledge of the physician at that time. There was a question regarding CPR at the last meeting. She reviewed this with the school nurses as well as the attorney. The attorney said it is best practice that we make sure there is always someone available that is trained; there is not always a school nurse here for each event. Administration is working on that. In regard to Epinephrine, during one of the first PD days of school all staff are trained by the school nurse, she tracks it and signs off on it. The question was clarified that what was being asked if someone would have to be trained to assist with self-administering the Epinephrine and that seems to be addressed in the policy. Ms. Lavallee confirmed everyone is trained to administer it. Most students at the HS level if they carry an EpiPen, they know how to do it and usually recognize the signs prior to full anaphylaxis. The nurse makes sure everyone around that student is trained and confers with teachers before a field trip to see if they need a review.

*A MOTION was made by Ms. Lavallee and SECONDED by Mr. Vanderhoof to accept policy JLCE Emergency Care and First Aid as written.**

A question was raised regarding Narcan. Ms. Lavallee explained they ran into some technical concerns with that and did not want to delay moving this policy forward (or be out of compliance) due to that. It was asked to have that discussion now. Ms. Lavallee reviewed the Board did vote on it and approved it. She did research and found the

paperwork submitted to the Board. She spoke to the current nurses, not all were here at the time of the presentation and were not involved in what was brought forward in Feb. 2019. According to the minutes, the Board requested to have the Policy Committee look at this and believed the Superintendent at the time was going to follow up with Primex. The results of that are not known. There is no documentation if that took place. There is no documentation regarding the committee looking at it or not. Narcan was obtained and in the buildings. The nurses attended a seminar on how to administer it. It has since expired and we did not replace it, there is no process in place to obtain it, ensure the nurses are trained and no process to determine if other staff would be trained and if so who would be trained. She did some research on what other districts do, some have a process in place to do it, and some decided not to do it. The attorney gave her the specifics about what wording we would use, for example, we should use the word “may” instead of “will”. In speaking to the nurses and her own feeling is that there are a lot of little details in regard to Narcan, where is it going to be stored, who has access, who is trained, who follows up at training, is it available just during day or night as well, etc. She did not want to move forward without having a specific guideline of how this should look because the last thing she wanted to do and have an instance where we don’t have it, (we don’t) and didn’t use it and then we would be liable to the circumstances of what happened. We need to thoroughly vet the process before we put it in a policy. In 2019, the Board did vote and approved for it to be used. She questions what is the next step is, as a Board do we want to use it or withdraw that vote and have it thoroughly vetted. She doesn’t feel it is a decision we should make without all the information. This was briefly discussed. It was noted from a liability standpoint we would be liable at this point. It was proposed to withdraw the approval to have Narcan on the premises to such time we can come forward with a plan and do it responsibly.

**Voting: roll call vote, eight ayes; (Mr. Mannarino not present for vote) motion carried.*

iii. WITHDRAWAL OF EBBC-Emergency Care and First Aid

A MOTION was made by Ms. Lavallee and SECONDED by Mr. Golding to withdraw policy, EBBC-Emergency Care and First Aid.

Voting: roll call vote, eight ayes; (Mr. Mannarino not present for vote) motion carried.

*A MOTION was made by Mr. Post and SECONDED by Ms. Lavallee to discontinue the acquisition and possession of Narcan in the district as to such time we come up with a plan to implement that. ***

A question was raised what the plan would be if there were an overdose. Ms. Lavallee confirms to call 911; all-first responders are trained and this is how some district handle this because of the variables. There was concern raised if the ambulance/police are “tied up”, we need to get Narcan. Discussion was had, it was reviewed there is no structure at this time; we do not have the Narcan. Ms. Lavallee has reviewed the nurse’s presentation materials; she is not confident we should do this without vetting a process beforehand. She reviewed what the presentation included. It was suggested to address this urgently and be done at the next meeting. Superintendent spoke that most schools do not have it on hand for these reasons; first responders are so close by. Our nurses may have a difference of opinion on Narcan too. He thinks if we are going to talk about it, we need to get them involved. It was expressed that if everyone wants it, it can be a directive from the Board without having to get everyone’s opinion on it. We can get opinions, that is important but we can just say make it happen.

***Voting: roll call vote, eight ayes; one nay from Mr. LoVerme, motion carried.*

Superintendent was asked to have one of the school nurses attend the next board meeting. Mr. Golding would like statistics on how often we used Narcan at this district from the police and ambulance. Mr. Vanderhoof noted we had received the Narcan at no cost when the nurse brought it forward.

iv. IHCD-Advanced Course Work-Advanced Placement Courses

Ms. Lavallee spoke that the questions had to do with clarifying between sections A and B regarding payment. The last sentence was added after sections A and B to make it clearer. The reason we have it in there is there are instances where the district may be responsible and sometimes may not be. Superintendent adds it is good to add the clarification as it can be a slippery slope. If students take dual enrollment, which we offer here, to earn the credit at SNU for example, it is an additional fee of about \$150 and you would get a transcript etc. He is familiar with working with families who could not afford it and we worked to find ways to support it, it is a slippery slope as there is no criteria on whom we support and whom we don’t to obtain college credit. This updates the policy as the last one was from 2010 and some of the vocabulary changed. If the student is motivated to earn advanced credit, we want to

do everything we can including offering those courses in school. If a teacher has a Master's degree in that content, we can teach the college course here. The more we can do to support kids to get college credit while they are in HS we should do it. The policy just clarifies that we are not on the hook to pay for those courses.

A MOTION was made by Mr. Mannarino and SECONDED by Ms. Lavallee to accept policy IHCD-Advanced Course Work/Advanced Placement Courses as written.

Voting: roll call vote, all aye, motion carried unanimously.

v. WITHDRAWAL OF LEB-Advanced Course Work-Advanced Placement Courses

A MOTION was made by Ms. Lavallee and SECONDED by Mr. Golding to withdraw policy, LEB-Advanced Course Work-Advanced Placement Courses.

Voting: roll call vote, all aye; motion carried.

vi. IKF-High School Graduation Requirements

Ms. Lavallee reported reading through the minutes, which did not have specific questions regarding the policy but were related to people accessing curriculum. A question was raised if there was a requirement on item C, student aid application. Chair Kofalt responded it is in the state law. A question was raised what the repercussions would be. Chair Kofalt responded basically, it seems like there is a lot of wiggle room if the family doesn't want to file the application or file a waiver. Mr. Vanderhoof noted it is odd if it will not be enforced or tracked. Superintendent clarified we would not refuse to graduate a student for not doing it. He is glad they created ways to get out of it but we want to be sure that we are following through on our end. Whether parents support it or not he is not going to press it and doesn't think the Principal would. It does give you the opportunity to look at scholarships and you will be inundated with information anyway if you have a student graduating. Chair Kofalt spoke that the bottom line is that the changes are driven by state statute. Ms. Lavallee noted there is a paragraph stating the district shall award a HS diploma to any student who is unable to meet the requirement if they have met all other graduation requirements and the building Principal attests they have made a good faith effort to assist the filing an application or waiver.

A MOTION was made by Ms. Cloutier-Cabral and SECONDED by Ms. Lavallee to accept policy IKF-High School Graduation Requirements.

Voting: roll call vote, seven ayes; two nays from Mr. Post and Mr. LoVerme, motion carried.

vii. JCA-Change of School or Assignment

Ms. Lavallee reported the questions on this were with the word "shall" and why would we put that in. She discussed this extensively with Attorney Phillips. He agrees the law is weirdly written and most of the language is taken directly from that. The reason to have "shall" in there is historically there have been instances where the Superintendent approved a reassignment and the Board superseded that and denied payment. They discussed an example in the committee in which there was a restraining order or domestic violence (non-relating to education) and the 2 students could not attend public school together. The Superintendent approved one student to attend a neighboring school. If we had "may" in the policy then the Board could then say yes you can go, the Superintendent says you can go but the Board could say we wont pay for it. It prevents every family from having to go through the manifest hardship route. The other area she discussed with Attorney Phillips was the wording taken from statute in regard to reassignment to private school. In that first section, number 3, the wording says "students assigned to private school etc. may charge tuition to parents/guardians or enter into an agreement for payment of tuition"... that is legal for us to have in there because although the state has requirements for districts to pay, if someone has to go to another school and it is determined in their best interest, the state recognizes a private school could cause a potential barrier for a school district. Chair Kofalt is still on the fence about the "shall approve piece", ultimately he thinks the Board should retain that authority and understands why it is in there.

A MOTION was made by Ms. Lavallee and SECONDED by Mr. LoVerme to accept policy JCA-Change of School or Assignment as written

Voting: roll call vote, all aye; motion carried.

viii. WITHDRAWAL OF JEC-Manifest Educational Hardship

A MOTION was made by Ms. Lavallee and SECONDED by Mr. LoVerme to withdraw policy JEC-Manifest Educational Hardship.
Voting: roll call vote, all aye; motion carried.

IX. ACTION ITEMS

a. Approve Minutes of Previous Meeting

Corrections: remove “s” on Jacobs, lines 23, 391, 394, 396, 414.

A MOTION was made by Mr. Post and SECONDED by Mr. Golding to adopt the minutes of April 19, 2022 with changes as noted.

Voting: roll call vote, seven ayes; two abstentions from Mr. Post and Mr. LoVerme, motion carried.

A MOTION was made by Ms. Lavallee and SECONDED by Mr. Golding to approve the non-public minutes of April 15, 2022 as written.

Voting: roll call vote, seven ayes; two abstentions from Mr. Post and Mr. LoVerme, motion carried.

X. COMMITTEE REPORTS

i. Facilities

Ms. Cloutier-Cabral reported the committee had a good meeting, reviewed the CIP, timeline to complete this year’s projects and how far in the future to look at other projects. They are still working on that and will have more information as they go. There was a discussion regarding the absence of a community member; there is nothing in place that says the committee has to have one. They were a little unclear on that piece. There has not been any public participation. Discussion was had regarding the meeting schedule and decided to meet the first Wednesday of each month. It was confirmed the request for a community member volunteer was posted with no response. Mr. Vanderhoof reported the reason for it last time was the person who created the CIP was no longer on the Board and stayed on the committee as a community member. A question was raised if there is a need to have a community member on it if there were no volunteers. Chair Kofalt responded the option could be left open if we identify someone who is a good fit, we can ask them to join. There was a brief discussion. A question was raised if the committee meets at different buildings. Ms. Cloutier-Cabral responded that when they do, they have a guided tour. They are planning the next one to be at LCS. A question was raised if the committee discusses things that are not CIP projects, things that do not rise to that level. Ms. Cloutier-Cabral confirms they do. A question was raised if the athletic director weighs in. Ms. Cloutier-Cabral confirms he does especially if they are looking at the fields. In January, he gave them a tour and weighed in a lot on the fields and tennis courts. Chair Kofalt reports the DOE announced there will be a \$100,000 grant targeted for small and rural districts. He does not know if we would qualify or not. Lyndeborough is a rural town but Wilton is urban. He is not sure what the qualification criteria is. He will send the information to Ms. LaPlante when it is available. Ms. LaPlante confirms we need 1 more boiler to be replaced. Chair Kofalt responds this is for emergency and efficiency improvements; if we were able to take advantage of this, it would be amazing.

ii. Budget Liaison

Mr. Golding reported the meeting was short. They discussed YTD financials and there were some questions regarding why there seems to be a lot of surplus, about \$700,000. The committee has asked Ms. LaPlante to attend the next meeting to explain. Ms. Post had spoken to the committee about having the Commissioner come to talk to the groups about Education Freedom Accounts and Caitlin Davis and Mark Manganiello will present on funding formulas. They would like to invite, the public, the Superintendent, Ms. LaPlante, teachers and department heads. They would like put out notice through social media. Chair Kofalt confirms it is on the schedule now for August 16 and will be a good session to attend.

iii. Technology

Chair Kofalt reported they are in the home stretch of producing the vision document. If it is not in the board packet for the next meeting, it may be sent in a follow up email instead. The goal is to have the first draft for review and discuss it on May 24. It will be a first read to gather input from the Board and others, make revisions and ultimately get it to the Board for approval in June. They discussed how detailed do they want to get, they don’t want to get into details of solutions and implementation but at a high level, we want to include steps to take, a timeline and potential budget implications.

iv. Policy

Ms. Lavallee reported, she had provided a lot of updates already. They worked on all of those policies, some new policies that will go back for a final read with the committee before they come forward to the Board. These needed updates relating to policies we adopted in order to come into compliance. We will look at the policies that were adopted tonight for any related policies that may need changes. We have a scheduled meeting for the end of this month but may reschedule that due to the timing of it. It is around graduation and end of year activities; administration may need to help with some of the policies and it may be prudent to hold off.

XI. RESIGNATIONS / APPOINTMENTS / LEAVES

a. Appoint- Taylor Smith-WLC Spanish Teacher

Superintendent reviewed the nomination for Ms. Smith.

*A MOTION was made by Mr. Post and SECONDED by Mr. Mannarino to appoint Ms. Taylor Smith, as the WLC Spanish teacher, at a salary of \$37,500, Bachelors, Step 1. ****

A discussion was had regarding salaries and do we think that salary will keep the person here. Superintendent spoke that he is battling with other districts salary scales, it is an issue we have and he needs to make sure this would be a place she would feel unconditionally supported. He recently spoke of Milford's pay scale and we are competing to keep a teacher here. How can we keep teachers long term, we can't keep compete with that salary scale and we never will. Discussion continued. Superintendent confirms our salary scale is negotiated and when it is time to negotiate, we need to look at the lower end of the scale and make it more competitive. We offer something that Milford can't. She is the only Spanish teacher; she doesn't have to negotiate the curriculum. We can give her a lot of support with the curriculum coordinator and in a larger district, she may never meet the curriculum coordinator or meet with the Principal on a regular basis. We have some advantages for a new educator but the money is a factor.

****Voting: roll call vote, eight ayes; one nay from Mr. LoVerme, motion carried.*

b. FYI New Hire-District Technology Director-Nicholas Buroker

Superintendent reviewed the hiring of the new Technology Director, Nicholas Buroker. He has spent time with Mr. Bouley. He will work with him over 3 days in June to make sure he understands the short term and long term needs. He will start in July.

XII. PUBLIC COMMENTS

The public comment section of the agenda was read. Superintendent called out all the phone numbers and names joined in the meeting asking if they wanted to comment.

There was no public comment.

XIII. SCHOOL BOARD MEMBER COMMENTS

Mr. Post commented he thought the 2 presentations were very good. We talked about some of the things our district offers that you can't get in a larger district. He did have one concern on the presentation, Improving Our Schools Together; it was on the slide, Our Shared Believes about Adults, bullet 3.

Ms. Lavallee enjoyed the presentations tonight and thanked everyone.

Mr. LoVerme commented from what he heard of the presentation it was good, he missed the first 15 minutes. Ms. Fowler will send him the link to review. He spoke of the tennis courts and there has been discussion of tearing them up yet our tennis team is playing on them. No one knew they were playing on them this year. He does not think anyone really looked at them; what they need is simple repairs, less than what is needed to tear them up. We need to revisit that especially since they are playing on them this year.

Ms. Cloutier-Cabral commented she was surprised they were playing on them too. The Facilities Committee did look at them and we talked about it a whole lot. We went over the costs; it was not an easy choice. She was excited our tennis team was doing a great job. We should support them. The only reason we discussed taking them down is the fear of danger. There are sinkholes causing this. That is what was presented to us as to why there are the large cracks. We can all look at it as a Board and look over what we discussed in committee. There is legitimate concern for it. I don't want to see someone get hurt over there. She thinks the tennis team is dynamite. Mr. LoVerme asked for the

cost of the repairs. Ms. Cloutier-Cabral thanked Mr. Tyler who is always coming out outstanding and Ms. Fuller too. Community Day was fun, the district did a great job. The PTO from all the schools is doing so much, you see them everywhere, and the kids are selling stuff, the book fair, and selling plants. They were so good and our PTO is doing awesome! She was really impressed hearing Ezra's letter, he had all those to steps to succeed and he completed it. It was amazing.

Chair Kofalt confirmed the date for the DOE session is August 16. He is sure you will get a notice in the near future; you can mark your calendars. He thanked Ms. Post for the work she has been doing around broadband access. This is something that came up in the Technology Committee tonight as well. There are some homes especially in Lyndeborough having difficulty-accessing internet. She has been working on that project and it is close to a resolution. Ms. Ashley Saari wrote a fantastic article, talking about the Harry Dailey Scholarship. She interviewed a bunch of people, Geoff Brock, Kermit Williams and Mr. Weaver; it is really a glowing article about Harry and the scholarship we set up. We have \$1,500 so far; he thanked those who have contributed. He thanked the PTO for all the work they did around Teacher Appreciation Week. Manifests will be ready this week for signature, Ms. Cloutier-Cabral and Mr. Post have signed up for that.

XIV. ADJOURNMENT

A MOTION was made by Mr. Golding and SECONDED by Mr. Mannarino to adjourn the Board meeting at 9:34pm. Voting: roll call vote, all aye; motion carried unanimously.

*Respectfully submitted,
Kristina Fowler*



Improving Our School Together:

*Understanding and Improving
School Climate, Culture, & Learning*

Bill Preble & Leadership Team

Goals of this Presentation

1. Discuss the history and shared values guiding our leadership work.
2. Discuss the youth/adult, Participatory Action Research (YPAR) and leadership process.
3. Discuss the leadership goals and activities we have been doing.
4. Discuss how we see the future.
5. Questions and Discussion

This work is about shared leadership

- I am a leader.
 - I lead with my heart.
 - I lead with my head.
 - I lead with my feet.
-
- As leaders we cannot make people change. We can only inspire them to choose to try new things, make new choices.

Working Together Since 2019

What brought us together?

The core beliefs we all share.

How will these values and beliefs guide us forward?

Our Shared Beliefs About Students

- 1. Every student deserves a safe place to learn.**
- 2. Each student deserves to be known, feel welcome, and connected to adults and peers.**
- 3. All students deserve to be treated with dignity and respect.**
- 4. Students learn best when learning is meaningful, engaging, and fun.**
- 5. When these things happen, test scores will follow.**

Our Shared Beliefs About Adults

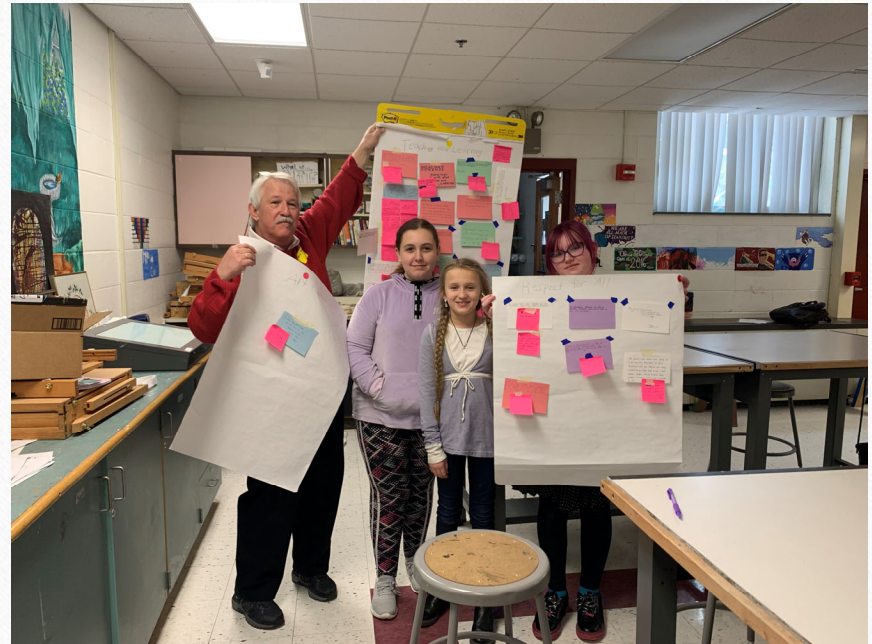
1. Great teachers are essential.
2. Great teachers change lives.
3. Teachers deserve more respect, support, training, and resources to meet growing student needs.
4. The **MOST POWERFUL ASSET** a school can possess is the collective energy, talent, commitment, and collaborative effort on behalf of students, of the adults in each school and community.

The “Dignity of Expertise”

- Do students see and hear things that are happening inside your school every day, that adults may not see?
- Do teachers see and hear things happening in school everyday that principals and students may not see?
- Do parents see things or hear about things that are happening to your child that you wish teachers or school leaders knew about or understood more fully?
- Each person brings a unique perspective that, when taken together, provides a rich understanding of any school.

What is the YPAR Process

- Develop diverse teams of students and teachers.
- Collect school level data on the academic learning environment.
- Analyze data - Identify strengths and needs.
- Set leadership goals for improvement.
- Develop and implement pilot projects.
- Expand the work throughout the school.
- Reassess to identify school improvement.



Teachers and Students help us discuss this question,
“How do these “factors” contribute to, or inhibit,
student learning, well-being, and success?”

Factor #1: School Safety

Factor #2: Student Behavioral, Social, Emotional, and Academic Supports

Factor #3: Respectful, Relationships (between students, teachers, families and the school)

Factor #4: Effective Teaching and Learning Practices

Factor #5 Student Engagement

Factor #6: Student Voice and Responsibility in navigating their own learning

Our Leadership Goals

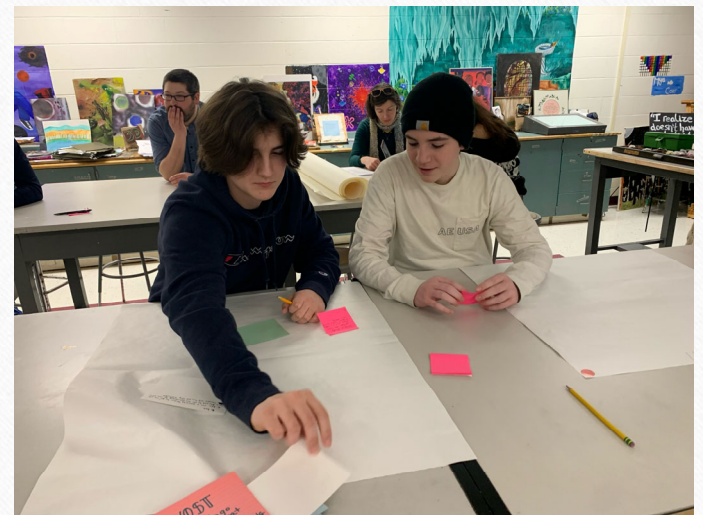
- Goal #1: To work toward making our school a more welcoming, comfortable, beautiful place, where we come everyday to learn.
- Goal #2: To work toward making teaching and learning more meaningful, engaging and fun.
- Goal #3: To ensure that every student feels safe, connected to peers and adults, and respected in our school.

Leadership Activities

- Continue to develop our leadership skills and youth adult partnership.
- Continue to plan and design art work, murals, and other projects that will help beautify our school.
- Continue to work to ensure that every student feels safe, known, and respected by peers and adults.



WLC at Work!



Our Commitment to the Board

- We hope you will support this Youth Adult Leadership work.
- We would welcome the opportunity to have students and staff come back to the board and community to share the results of our ongoing efforts
- We will continue to communicate with the board and community as we publicize and celebrate the work this team and the school is doing to provide leadership toward improving academic learning environments and learning results for ALL students.

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Any Questions
Thank YOU!

