

**BRISTOL WARREN REGIONAL
SCHOOL COMMITTEE MEETING
MONDAY, AUGUST 16, 2010**

For the month of August, the Bristol Warren Regional School Committee suspended its bi-monthly meeting schedule; the single August meeting was held on Monday, August 16, 2010, in the cafeteria of Mt. Hope High School, 199 Chestnut Street in Bristol, RI. The Chairperson, Paul Silva, called the meeting to order at approximately 7:05 PM.

Present: Paul Silva, Chair, Paul E. Brule, Vice-Chair, William M. O'Dell, Treasurer, Marjorie J. McBride, Secretary, Denise R. Arsenault, John C. Bento, Diana B. Campbell and John P. Saviano; Melinda L. Thies, Superintendent; Mario J. Andrade, Assistant Superintendent; Pauline A. Silva, Director of Administration and Finance; Leslie J. Anderson, Director of Pupil Personnel Services; Mary N. Almeida, Director of Literacy and Title I; and Andrew D. Henneous, Esq., District Solicitor

Absent: Karen A. Lynch

OPENING BUSINESS

All present were invited to join in the Pledge of Allegiance to the Flag.

PUBLIC COMMENT

Susan Rancourt spoke on behalf of John Dolan about the memorial fund set up in Angie Dolan's name to be used for a wellness center at Kickemuit Middle School. The center will become part of the core curriculum of the physical education department at the school and will be available to faculty and staff before and after school hours and to students during and after school; it will impact 900 students each year and the idea has been well received by staff. They drew upon the experience of TJ DeSanto and the Huskies Wellness Center in their planning. They continue to seek additional funding through grants and asked Mr. O'Dell to address their request for funds from the District at the next Budget/ Facilities Subcommittee Meeting. Mrs. Rancourt distributed a report on their objective, research and background work, budget and equipment layout (attached).

In response to questions from the Committee, Mrs. Rancourt responded:

- The \$25,000 budget provides refurbished equipment from a very generous company; \$53,000 to \$56,000 would be needed for new equipment.**
- Phase I of the project is expected to be in place on the first day of school; grants are being sought to help provide supervision and sustain the project.**

Mr. Michael Carbone, Principal of Kickemuit Middle School, expressed support of the project; he can contribute some funds from the Middle School's operational budget and the PE department has some small equipment to donate; there will be a space set aside for dance and Zumba. He said the faculty is excited about having this for before and after school use, as well as the students.

Mrs. Arsenault commented the Wellness Center at the High School is great; it took years for the center to get to the point that it was well and safely used and she urged they secure trained adult supervision; this is a wonderful addition to the curriculum and she supports expansion. Mrs. Rancourt explained the equipment vendor will supply training to all the staff; the circuit is hydraulic rather than free which is safer for a middle school aged child; Mr. DeSanto has already created cards and fitness programs.

Mr. O'Dell said the Budget meeting will start at 6:30 PM on Monday, August 23 in the Superintendent's Office.

Dean Dufficy addressed the Committee about the re-designation of her neighborhood from the Rockwell district to the Guiteras district.

"Dear Committee Members:

It is with sincere concern and disappointment that I write this letter. On Friday, a neighbor informed me that she had- just that day- received a letter from Superintendent Melinda Thies about her child's

placement for the upcoming school year. In the letter, my neighbor was informed that her child, slated to begin Kindergarten at Rockwell School in just two weeks, was being moved to Guiteras School. She was told that all new kindergarten students in our neighborhood, the Butterworth Avenue area, who did not already have a sibling attending Rockwell were being moved to Guiteras.

My neighbor's news took me completely by surprise: In past years I had read about Rockwell's potential over-crowding and questions about redistricting, but I had not noticed anything in the Bristol Phoenix about it this year. I contacted the superintendent's office and was told that indeed, our neighborhood school was being changed to Guiteras; and not only for new kindergarten students this year, but also for the foreseeable future.

This is deeply concerning and upsetting as I had looked forward to sending my older daughter to Rockwell in September 2011.

There are several things I find disconcerting about this news and my neighbor's letter.

1) Timing: While I will have an entire year to consider my options for schooling my daughter if our neighborhood school is, indeed, changed, my neighbor and others who received letters on Friday are not so lucky. They received this news only two weeks before the start of school. I would like the committee and/or Superintendent Thies to explain the rationale behind this last-minute notification.

2) Publicity: If it were not for my neighbor bringing this issue to my attention, I do not know when I would have found out about these changes. Were the plans to redistrict our neighborhood made

public? Was there an opportunity for public comment? If not, why?

3) Rationale: I would like to know how Superintendent Thies arrived at her decision. I would like Ms. Thies to explain why children in my neighborhood (versus other neighborhoods) are the ones being redistricted. I would also like to hear if other options were considered to address the overcrowding at Rockwell. If so, what were they? Why was the present 'solution' selected over others?

4) Distance: Our neighborhood is perhaps the farthest in town from any of the elementary schools, and Rockwell is the closest to us. Why are children who live furthest from Guiteras being sent there? Would it not make more sense to redistrict children from neighborhoods that are closer to the school?

As an educator myself, I understand the economic crisis our schools are facing. I realize that school officials throughout the state are being forced to make difficult decisions because of these economic times. However, I believe that our school leaders owe it to the citizens of this town and our children to ensure that they make decisions for "the right reasons" and that the decisions they make do, indeed, make sense. Proposed changes ought to be publicized with an opportunity for public comment. As far as I understand, this did not happen in the case of Rockwell redistricting. I implore this school committee to act on behalf of the citizens: Please consider postponing changes to elementary school districts until the administration discloses to citizens the rationale behind planned changes and we are given the opportunity to comment.

Sincerely, Deana Pellegrini Dufficy"

Mr. Silva responded he had received a number of phone calls and some of the comments were misdirected and misinformed. The District returned to the original Rockwell districting policy, established in 1994 with numbered blocks, which would be drawn upon until the seats are filled; we have an overwhelming number of families moving into this area. The misconception is due in part to real estate agents who promised prospective buyers that a house “came with deeded rights” the children would attend Rockwell. Prior to his seat on the School Committee Mr. Silva was appointed to that original Rockwell committee; the original policy has not always been applied.

Mrs. Thies thanked Ms. Dufficy for her comments and further explained the original Rockwell districting policy was slightly revised in 1996; when increasing enrollments at the District level became apparent, Administration wanted to assure optimum educational levels for all students. According to research, for the best possible environment, it is important for grades K, 1 and 2 to have a lower student to teacher ratio; beyond that, not so. Upon reviewing the past policies of the School Committee, at that time one-third of the elementary population of Bristol was slated for Rockwell; our cap is 24 students; Rockwell Kindergarten classrooms are at 23 and 24; Hugh Cole has 23 students in most classrooms; Guiteras has 18 with the addition of an additional K classroom; Colt Andrews is at 22. We are a product of our own success; we have wonderful teachers in this

District and every one of our elementary schools are high performing. Guiteras has made tremendous gains, attributable to the teachers and Principal. This original Rockwell district policy has not been universally implemented; we are now merely implementing it; in her letter to the kindergarten families affected, Mrs. Thies stated: “This year, due to enrollment increases, we have reviewed our neighborhood school districting policies. In an effort to maintain a balance in the enrollment numbers between our three Bristol schools and to ensure an optimum teacher student ratio, we have made some adjustments to the assignment of students to individual schools. The administrative team has considered construction development that is occurring on the north and east sections of the town of Bristol, as well as projected population growth. To avoid disrupting families, we have considered the current school placement of older siblings in our decision making. As enrollments are ever-changing, it is important for the District to remain flexible in the assignment of students to schools while we continue to monitor population trends.” She did not reference re-districting, just an effort to insure an optimal instructional environment for students.

Mrs. McBride said there is no Rockwell district, no Guiteras district and no Colt Andrews district; she cringes when she reads advertisements referencing this; she absolutely supports the Superintendent on this as all schools are high performing; Mrs. McBride is glad she lives in the Guiteras district.

Mr. Silva added there is now going to be a bubble classroom at Guiteras. As far as not letting the public know about the enrollment issue, he himself went to at least four Town Council and Future Enrollment and Facilities Task Force meetings where the enrollment rate was discussed; we already have a bubble classroom at Rockwell and this is the least impassive way to deal with over crowding. It is possible that every K classroom could be at 24 because we get new enrollments through August; we were pleading for help to use space in other places. This approach has the least amount of impact. At Rockwell, Art and Music now share a classroom; Administration is doing the best they can to assure the same students do not sit in the same classroom for six year. It is ludicrous to say we do not have a space problem; it is upsetting to hear people say “I didn’t know.” The policy was developed by a group of 16 within the community and one of the parents excluded the street she lived on. Mr. Silva will ask the Future Enrollment and Facilities Task Force to look into the current enrollment and assess whether it alters their projections and what might be expected next August and report back to the School Committee.

Mr. Bento invited Ms. Dufficy to joint the Task Force. Ms. Dufficy responded based on the last comments, she does not believe this issue was publicized to the degree that past issues have. She understands the rationale used 16 years ago to create policy but things are different now; she asked why a pecking order was decided.

Mrs. Arsenault said after contemplating a phone call she received from a parent she concluded she respects the opinion of Mrs. Thies and her colleagues; she would not expect a parent to show up at all the meetings because mothers do not have that kind of time. As an early educator herself her perspective is governed by what she believes is right for the children and this is not about neighborhoods, it is about equity across the District. Zone changes are not up for public discussion; it is true that much has changed since 1994; all of our schools have a strong community spirit and none are below par. The line was drawn with respect for families so siblings are not split up; we are trying to achieve schools where families can go. Private school students in her neighborhood still play with other neighborhood kids. Mrs. Arsenault understands this news is not welcome two weeks before school starts; she supports the Superintendent. Enrollment numbers are rising and faster than expected; she would like to disseminate through the Phoenix and the Times a questionnaire to the citizens offering different options, including a new school in the Mason Farm area, discussion of renovation and expansion of Byfield School, and whether Bristol parents would want their children bussed to Warren or Warren students to Bristol. Ms. Dufficy's neighborhood is not alone.

Mrs. Campbell agreed it is difficult to learn two weeks ahead of time where your child is going, but when new enrollments occur throughout the month of August, we cannot even send out letters; the timing is unfortunate but there is no way around it.

Mr. O'Dell recalls the Superintendent, this past spring, begging the public to come forward and register their children. Mrs. Thies added that last year during the month of August we had 14 new registrations at Colt Andrews; rather than have to make changes, we wait until the second week of August which has been District policy for many years.

Mr. Silva made an appeal to Ms. Dufficy or anyone else who has an interest in helping to resolve this issue to take part in the Future Enrollment and Facilities Task Force to come up with some answers; there is no one solution that will please everyone. Mr. Bento asked anyone interested in joining the Task Force to leave their name and contact information with the clerk.

PUBLIC FORUM

None

CONSENT AGENDA

Mr. Silva removed Section H of Superintendent's Recommendations #S2010-40 from the consent vote.

Mrs. Arsenault requested S2010-40 C.9 and C.15 be removed due to a conflict of interest; also G.5 to vote separately.

MOTION: Mr. Brule motioned to approve the remainder of the consent agenda. Mrs. McBride seconded. The motion to approve passed by a vote of 8 to 0.

MOTION: Mr. Brule motioned to seal the minutes to the July 12 Executive Session; Mrs. McBride seconded. The motion passed by a vote of 8 to 0.

BUDGET FACILITIES SUBCOMMITTEE

Mr. O'Dell reported that at their last Subcommittee meeting Diane Mederos, Kenneth Marshall and Walter Burke were in attendance and by the end of the evening it was the general consensus that if the District wishes to continue to remediate the swamp that is the Mt. Hope High School athletic field, we have to get grant funding because there is no District funding to cover it. The Town of Bristol is interested in entering into a collaboration; our attorney is developing language for a memo of agreement to be discussed at the next Budget Subcommittee meeting on Monday, August 23, 6:30 PM at Oliver.

POLICY/ COMMUNITY AFFAIRS SUBCOMMITTEE

Mrs. Campbell announced the new date for this Subcommittee meeting is August 30, 6:30 PM; discussed will be the TAOD (Tobacco,

Alcohol and Other Drugs) Policy and School Committee goals.

Wellness Committee: Mrs. Campbell is recruiting members for this Committee; she asked Principals to scan their teachers and parents for potential participants; the first meeting will be the week of September 20th.

PERSONNEL/ CONTRACT NEGOTIATION SUBCOMMITTEE

Mr. Saviano said this Committee had a three-hour meeting last Friday to plan strategies for beginning BWEA negotiations; he will keep the full Committee informed.

FUTURE ENROLLMENT AND FACILITIES TASK FORCE

Discussion during public comment.

CHAIRPERSON'S INITIATIVES

Discussion on School Committee Goals took place later in the meeting.

SUPERINTENDENT'S RECOMMENDATIONS AND ISSUES

**Recommendation #S 2010-40 A-H: CONSENT AGENDA –
PERSONNEL**

A. APPOINTMENTS: That the School Committee confirm the

recommendation of the Superintendent to appoint the following applicants to the positions of two Secondary Science Teachers, Speech/Language Pathologist, Secondary Special Educator, two Elementary Special Educators, Elementary Intervention Teacher, two School/Nurse Teachers, Middle School Special Educator, Teacher Leader and Curriculum Coordinator as listed below:

1. Christine Bean Science Teacher – Mt. Hope High

Effective: For the 2010-11 School Year pending receipt of certification and satisfactory completion of pre-employment requirements

Reason: To fill a vacancy (Transfer – P. Kells)

Funding: Operational Budget (2nd step)

2. Glenn Valentine Science Teacher – Mt. Hope High

Effective: For the 2010-11 School Year pending receipt of certification and satisfactory completion of pre-employment requirements

Reason: To fill a vacancy

(Death – M. King/ Promotion – G. Shea)

Funding: Operational Budget (10th step)

3. Jennifer L. Sehnert Speech/Language Pathologist – Hugh Cole

Effective: For the 2010-11 School Year pending receipt of certification and satisfactory completion of pre-employment requirements

Reason: To fill a vacancy (Retirement – R. Hass)

Funding: Operational Budget (4th step/Masters)

4. Deborah L. Coury Special Educator – Mt. Hope High

Effective: For the 2010-11 School Year

pending receipt of certification

Reason: To fill a vacancy

(Transfer – H. Grieve-McDermott)

Funding: Operational Budget (1st step/Masters)

5. Erin Gill Special Educator – Hugh Cole

Effective: For the 2010-11 School Year

pending receipt of certification

and satisfactory completion of

pre-employment requirements

Reason: To fill a vacancy (Transfer – J. Siino)

Funding: Operational Budget (1st step)

6. Whitney Ruggeri Special Educator – Hugh Cole

Effective: For the 2010-11 School Year

pending receipt of certification

Reason: To fill a vacancy (Transfer – S. Stringer)

Funding: Operational Budget (1st step)

7. Jillian Rubino Elem. Intervention Teacher – Colt Andrews

Effective: For the 2010-11 School Year

pending receipt of certification

Reason: To fill a new position

Funding: ARRA Part B Grant Funding (1st step)

8. Denise Rochefort School Nurse/Teacher – Kickemuit Middle

Effective: For the 2010-11 School Year

Reason: To fill a vacancy

(Retirement – J. Wollish)

Funding: Operational Budget (6th step)

9. Phyllis M. Glavin School Nurse/Teacher (2/5 time) – Colt Andrews

Effective: For the 2010-11 School Year Only

Reason: To fill a job share vacancy

(Job Share – M. Lero)

Funding: Operational Budget

(10th step/Masters)

10. Vanessa Cronan Special Educator (1/2 time)-Kickemuit

Effective: For the 2010-11 School Year

Only, pending receipt of certification

Reason: To fill a job share vacancy

(Job Share – S. Goudreau)

Funding: Operational Budget (1st step)

**11. Anne Marie Fayan Science, Technology/Engineering and
Mathematics (STEM) Teacher Leader – Mt. Hope High**

Effective: For the 2010-11 school year only

Reason: To fill a new position

Funding: Operational Budget

12. Michelle Way DaSilva Curriculum Coordinator (Mathematics) -

Kickemuit Middle

Effective: For the 2010-11 school year only

Reason: To fill a new position

Funding: Operational Budget

B. BEFORE AND AFTER SCHOOL PROGRAM: That the School Committee confirm the recommendation of the Superintendent to appoint the following applicant to the School of the 21st Century, Before and After School Program, as listed below (pending sufficient enrollment to warrant running this program and DCYF CANTS clearance):

1. Andrea Medeiros Child Care Intern (Part Time)

Effective: Immediately, for the remainder

of the 2010-11 school year

Reason: To fill a vacancy

Funding: Parent Fees/Self-Sufficient

C. EXTRACURRICULAR ACTIVITIES: That the School Committee confirm the recommendation of the Superintendent to appoint the

following applicants to the extracurricular positions listed below for the 2010-11 school year only (pending certification, funding and sufficient sign-ups to warrant running these programs):

FALL COACHES – MT. HOPE HIGH

Sport Position Coach

- 1. Football Asst. Coach Greg Sullivan**
- 2. Soccer (Boys) Asst. Coach Dennis Matos ***

ADVISORS

- 3. Choral Director Virginia Boyle**
- 4. Class of 2011 (Co-Advisor) Adrienne Burke**
- 5. Class of 2011 (Co-Advisor) Elizabeth Saviano**
- 6. Class of 2012 (Co-Advisor) Christopher Lambert**
- 7. Class of 2013 (Co-Advisor) Brad Rodrigues**
- 8. Class of 2013 (Co-Advisor) Shana Leffingwell**
- 9. Concert Band Robert Arsenault**
- 10. Dance Squad Jean McMullen**
- 11. Debate Team (Co-Advisor) Tricia Talbot**
- 12. Debate Team (Co-Advisor) Gregg Burke**
- 13. Drama Club Carol Schlink**
- 14. Gardner/Burke Carol Schlink**
- 15. Jazz Band Robert Arsenault**
- 16. Jazz Improvisation Vocal Ensemble (JIVE) Virginia Boyle**
- 17. Marching Band Director Christopher Lambert ****
- 18. Marching Band Asst. Director Melissa Labonte ****

- 19. Marching Band – Color Guard Instructor Laurie Metthe**
- 20. Marching Band - Drill Instructor Melissa Labonte**
- 21. Marching Band – Drum Line Instructor Ray Sartini**
- 22. National Honor Society Gerard Spence**
- 23. Student Council Rebecca Moore**
- 24. Symphonic Band Christopher Lambert**

*** Pending satisfactory completion of pre-employment requirements**

**** Pending execution of Terms of Employment**

D. CERTIFIED SUBSTITUTES: That the School Committee confirm the recommendation of the Superintendent to place on file in the office of the Superintendent the following applications for certified substitutes pending satisfactory completion of pre-employment requirements:

CERTIFIED

Name Area/Level

- 1. Michelle Cicchitelli Elementary**
- 2. Margaret M. Govednik School Counselor**
- 3. Nicole A. Greenspun General Subject Matter**

E. CLASSIFIED SUBSTITUTES: That the School Committee confirm the recommendation of the Superintendent to place on file in the office of the Superintendent the following applications for classified

substitutes pending satisfactory completion of pre-employment requirements:

CUSTODIAN/MAINTENANCE

- 1. Andrew M. Levine**
- 2. Antone J. Silva, Jr.**

F. LEAVES OF ABSENCE: That the School Committee confirm the recommendation of the Superintendent to grant leaves of absence for a Middle School Special Educator and Elementary Teacher as follows:

1. Shelly Goudreau Special Educator – Kickemuit Middle

Effective: Upon completion of Maternity Leave through November 5, 2010

Reason: Parental leave in accordance with Article 21, Section L2 of the Master Agreement

2. Susan Castigliero Grade Two Teacher – Rockwell

Effective: October 9, 2010, for 6-8 weeks

Reason: Maternity leave in accordance with Article 21, Section L1 of the Master Agreement

Susan Castigliero Grade Two Teacher – Rockwell

Effective: Upon completion of Maternity Leave

through December 22, 2010

**Reason: Parental leave in accordance with
Article 21, Section L2 of the Master
Agreement**

G. RESIGNATIONS: That the School Committee confirm the recommendation of the Superintendent to accept the resignations of Sandra Goldberg from the position of Elementary Teacher, Deborah A. Brooks from the position of Teacher Assistant, Roland Laflamme from the position of Custodian/Bus Driver, Sharon Eberlein from the position of Information Systems Coordinator and Cynthia G. Sadler from the position of Middle School Assistant Principal as listed below:

1. Sandra Goldberg Grade Five Teacher – Hugh Cole

Effective: August 31, 2010

Reason: Retirement

2. Deborah A. Brooks Teacher Assistant – Mt. Hope High

Effective: July 16, 2010

Reason: Retirement

3. Roland Laflamme Custodian/Bus Driver

Effective: September 13, 2010

Reason: Retirement

4. Sharon Eberlein Information Systems Coordinator

Effective: August 20, 2010

Reason: Personal

5. Cynthia G. Sadler Assistant Principal – Kickemuit Middle

Effective: August 23, 2010

**(To be determined by mutual
agreement between Bristol
Warren and East Providence)**

Reason: Personal

H. TERMINATION OF NON-CERTIFIED SUPPORT STAFF: That the School Committee confirm the recommendation of the Superintendent to rescind the vote of June 28, 2010 of the following listed auxiliary school personnel and appoint the listed personnel to the positions indicated:

Name Anticipated Assignment

- 1. Lori Acciardo Custodian (effective July 20, 2010)**
- 2. Kathryn Almeida Teacher Assistant (Part Time)**
- 3. Margaret Almeida Teacher Assistant**
- 4. Jillian Amato Teacher Assistant (Part Time)**
- 5. Bonnie Dion Teacher Assistant (Part Time)**
- 6. Lorie Kauffman Teacher Assistant (Part Time)**

- 7. Gina Moreira Teacher Assistant**
- 8. Darlene Rezendes Teacher Assistant (Part Time)**
- 9. Denise Salamon Teacher Assistant (Part Time)**
- 10. Robin Shaw Teacher Assistant (Part Time)**
- 11. Laura Silva Teacher Assistant (Part Time)**
- 12. Corinne St. Pierre Custodian (effective July 20, 2010)/
Teacher Assistant**

Recommendation #S2010-40 Section H:

Mr. Silva recused himself from this discussion and vote and turned the meeting over to Vice-Chair Mr. Brule who asked for a motion.

MOTION: Mr. Saviano motioned to approve Recommendation S2010-40 Section H; Mrs. Arsenault seconded. The motion passed by a vote of 7 to 0 with Mr. Silva recused. Mr. Brule turned the meeting back over to Mr. Silva.

Recommendation #S2010-40 Items C9 and C15:

Mrs. Arsenault recused herself from this discussion and vote.

MOTION: Mr. Brule motioned to approve Recommendation S2010-40 Items C9 and C15; Mr. Saviano seconded. The motion passed by a vote of 7 to 0 with Mrs. Arsenault recused.

Recommendation #S2010-40 Items G5:

MOTION: Mrs. McBride motioned to approve Recommendation S2010-40 Item G5; Mr. Brule seconded. The motion to approve passed by a vote of 8 to 0. Mrs. Arsenault said the loss of Cindy

Sadler from Kickemuit Middle School is a tremendous loss to our District; she wishes Mrs. Sadler well. Mrs. McBride stated Mrs. Sadler was great in the classroom, she will be missed and is wished well. Mrs. Thies added Mrs. Sadler worked in the District for 16 years; she is Mr. Carbone's "right hand woman," she is acknowledged for her work ethics, education skills and understanding of instruction; the District is proud of the work she has done and she will be missed.

Mrs. Thies also mentioned the retirement of Sandy Goldberg, an elementary teacher at Hugh Cole who devoted 35 years of hard work to the District and our students. Also retiring after 23 years is Roland Laflamme, custodian and bus driver for special needs students; Mr. Laflamme was very committed to his position and made a special connection to the students; he will be sorely missed.

Mrs. Thies welcomed two new staff members to the Bristol Warren community—Deb Coury, Special Educator, and Jennifer Sehnert, Speech Language Pathologist at Hugh Cole. Mr. Silva welcomed them on behalf of the Committee.

Recommendation #S 2010-41: That the School Committee, upon the recommendation of the Superintendent and supported by the Policy/Community Affairs Subcommittee, approve the revised School Committee Policy EEBB Use of Private Vehicles on School Business (First Reading)

MOTION: Mr. Brule motioned to approve; Mr. O'Dell seconded. The

motion to approve passed by a vote of 8 to 0.

Recommendation #S 2010-42: That the School Committee, upon the recommendation of the Superintendent and supported by the Budget/Facilities Subcommittee, award the bid for actuarial services to Nyhart.

MOTION: Mr. O'Dell motioned to approve. Mr. Brule seconded. Mrs. Silva explained this concern is out of Illinois and they have done extensive work in Rhode Island; a check of references was favorable. The motion passed unanimously.

At 8:14 PM the meeting recessed for a five-minute break.

SCHOOL COMMITTEE GOALS

Mr. Bento reviewed the six formatted goals as they stand at this time, of which four are shared with the Strategic Plan and the Superintendent, one with just the Superintendent, and one is the Committee's alone. Realistically, the goals will have to be reviewed again after November, when the new Committee is in place. Mr. Bento believes the School Committee belongs at a superficial level and should not be involved in practical application. Once the plan is established, it will have to be decided who will oversee the execution of the plan, the achievability determined, and an impact study and a cost analysis will be needed.

Mrs. Campbell asked how the September date in the Superintendent's evaluation process maps into this. Mr. Bento said a meeting with the Superintendent in January to discuss goals and evaluation would work; however, test results do not arrive until later in the year. Mr. Silva stated the last time the Superintendent was formally evaluated, the majority of the Committee complained about the form and decided the Policy Subcommittee should review and revamp the tool. Mrs. Campbell believes that in previous discussion the School Committee agreed they should develop their own goals first; she thought it was up to the Personnel Subcommittee to develop the process. Mr. Silva said the Personnel Subcommittee implements the evaluation process and the Policy Subcommittee establishes the evaluation procedure.

Mrs. McBride said the existing timelines are not appropriate for Mrs. Thies because of her January start date. Mrs. Arsenault requested the Chair collect a few evaluation instruments the Committee could review; it is the responsibility of the entire Committee to choose the instrument; she feels the timeline makes sense because it impacts the Superintendent's salary and aligns with our fiscal year. Mrs. McBride does not agree. Mr. Silva said subcommittees do the development work for the full Committee and he was looking for the Policy Subcommittee to make a suggestion on the process and instrument. Mrs. Campbell said the Policy Subcommittee can have a discussion of where we are in the process and generate a recommendation on what needs to be adjusted.

The Committee reviewed the document which shows the School Committee goals and strategies developed in 2007, with the new suggestions made by the Committee a few months ago. Mr. Bento then suggested the strategies under each goal be reviewed.

Goal 1, Strategy B

Mrs. Campbell: What is the current post-graduation rate; Dr. Andrade explained Mr. Fales is exploring a national clearing house which maps students after high school at 3000 colleges, universities and two-year institutions; the 75% target is high compared to the national average of 55%. Mr. Silva argued the post-graduation rate should also reflect technical school enrollment. Mrs. Arsenault would like to see 100% of our students receive the necessary tools to go on to the next level; she feels we should track all of our students and would like to know what happened to the students who required a great deal of the District's efforts during the last few months of school. Mrs. Thies feels that at some point we must reach out to our graduates for their personal feelings on how the District prepared them for their next steps; this has been done informally at the high school in the form of interviews. Mrs. McBride believes we in fact do send 75% of our student on to something, whether it be military, culinary, two-year or four-year colleges, so the goal is not far off the mark; the other issue is high school reform and diploma system. Mrs. Thies concurred saying when this strategy was developed we hadn't developed our diploma system here and this must be addressed.

Mrs. Campbell commented that some of the newly added action items, such as “convene a creativity task force” and “debate team,” are actually tasks to help achieve a strategy. Mr. Bento agreed stating if these goals are adopted, this is a report card; he likes the idea of tracking students but does not know how best to accomplish this. Mrs. Arsenault said the Committee does not have to design the method, but simply should ask for a report on the disposition of the students a year from graduation; how this gets done depends on economic resources; she reiterated that some of our students required a substantial amount of extra effort and services and Mrs. Arsenault would like to know if it was worth the investment.

Goal 1, Strategy A, Actions: Mrs. McBride feels this section should include only “analyze data”, rather than the five items contained, saying she believes the Committee is out of line by giving specific actions. Mr. Silva agrees the Committee should state what it is they want to see happen and should be more generic. Mrs. Arsenault is bothered that things she considers goals are now talking points; she feels the Committee should start with the Strategic Plan, look at the BEP, and she feels strongly about School Committee professional development to help them understand what all this means. Mr. Silva believes some of the “Actions”, such as “middle to high school transition” are already covered under such Strategies as “Support middle and high school reform.”

Goal 4: Mrs. Campbell feels “Promote energy efficiency” should be a strategy

Goal 1, Strategy F “Develop a vision and plan to support the role of technology in the district curriculum”: Mrs. Arsenault suggested a change to “Support cutting edge technology in the classroom”. Mrs. Campbell suggested “Continue to evaluate the vision . . .;” Mrs. Arsenault agreed.

Regarding Strategy G, Mrs. Arsenault would like to change the word “develop” because it implies we do not have a plan. Mrs. McBride was unsure the Committee should be involved in any of the “Actions / Timing”, “Outcome Measure” or “Responsibility” items; these are asked of the Superintendent. Mrs. Campbell concurs; the Committee is responsible for the first (Strategies) and the last (Current Status) columns.

Mrs. Thies deduced the Committee basically agrees they should set the goals and generic strategies, the Superintendent does the rest, and the Committee then determines the achievement of the goals within the timeline. Mr. Bento suggested assigning one School Committee member responsible for working with the Superintendent.

Mr. O’Dell pointed out that in some instances, specific names are indicated in the “responsibility” column, including Dr. Mara’s, and this needs to be addressed. As for the assessment process, Mrs. McBride believes quarterly reviews are necessary in order to identify areas of concern within a timeframe for simple adjustments before

they become problematic. Mrs. Arsenault proposed monthly reports. Mrs. Thies stated the administrators plan to review our Strategic Plan at their retreat, using a balanced score card, providing a good visual on how we are doing; she recommends administrators maintain focus on the Strategic Plan in their monthly reports.

Mr. O'Dell asked if the Superintendent is the responsible party, what is the role of the subcommittees, especially in Goals 2 and 4; he has grave concerns that with this and the recent mandates from the Department of Education, more and more of the decision making of the subcommittees is being taken away. After discussion, it was agreed that Goals 2 and 4 should be the responsibility of subcommittees and administration, all other goals are the responsibility of the Superintendent, except for 6 which is the responsibility of the School Committee.

Goal 2: Mrs. Arsenault would like “Provide optimal learning environment” as a Strategy as well as “promote energy efficiency;” also, “energy efficiency” as a Strategy in Goal 4.

Goal 6 Increase Effectiveness of School Committee

This goal was recently added because of feelings the Committee was not working well together as a cohesive group.

Strategy #1 Workshops Schedule – Policy dictates the schedule; as has been the practice in the past, workshops with very short agendas

be cancelled; Public Forum on all agendas is appropriate and desirable; strike Strategy 1

Strategy #2 Professional Development for School Committee – Maintain and include the following Actions: 1) Understanding Roberts Rules of Order, 2) Improving Communication Skills, 3) Understanding the Committee/ Administration Relationship, and 4) Understanding the Legal Responsibilities and Procedures

Strategy #3 Consider assignment of a completion date/ timeline for goals – This should be relocated as an action item for Strategy #4

Strategy #4 Review, update and approve School Committee Goals annually – Should be done more often, perhaps four times per year; relocate to Action of Strategy #2

Strategy #5 Review, update and approve School Committee mission statement –

Strategy #6 Review, approve and implement Superintendent's evaluation criteria – Covered in policy; to be discussed by Policy Subcommittee; Superintendent feels a formalized instrument aligned with RI Leadership Standards is needed; more discussion thereafter

Strategy #7 Review, approve and implement Superintendent's evaluation plan – Covered in policy; to be discussed by Policy

Subcommittee; more discussion thereafter

Mr. Bento and Mr. Silva requested the members review this discussion, email changes to them and modification suggestions, and discussion will continue at the next workshop.

EXECUTIVE SESSION - 9:48 PM

MOTION: In accordance with Open Meeting Laws 42-46-5(a)(1)-(9), 2(b), Mr. Saviano motioned to go into Executive Session at 9:48 PM for an update on contract negotiation planning; no voting will take place during the session or when open session resumes. Mr. O'Dell seconded. The motion passed unanimously.

Mrs. Arsenault recused herself from the Executive Session discussion and left the meeting.

RESUMPTION OF MEETING – 9:59 PM

ADJOURNMENT – 10:00 PM

MOTION: There being no further business to discuss, Mr. Saviano, seconded by Mr. O'Dell, motioned to adjourn at 10:00 PM. The motion was approved by a vote of 7 to 0.

Respectfully submitted,

Marjorie J. McBride, Secretary

/c