

**BRISTOL WARREN REGIONAL  
SCHOOL COMMITTEE MEETING  
TUESDAY, OCTOBER 9, 2012**

**The bi-monthly meeting of the Bristol Warren Regional School Committee was held on Tuesday, October 9, 2012, in the cafeteria of Mt. Hope High School, 199 Chestnut Street in Bristol, RI. The Chairperson, John C. Bento, called the meeting to order at approximately 7:00 PM.**

**Present: John C. Bento, Chair; Karen A. Lynch, Secretary; Denise Arsenault, Diana B. Campbell, William O'Dell, and John P. Saviano ; Melinda L. Thies, Superintendent; Mario J. Andrade, Assistant Superintendent; Mary Almeida, Director of Literacy; Leslie Anderson, Director of Pupil Personnel; Pauline Silva, Director of Administration**

**Absent: Marjorie McBride, Susan Rancourt, Paul Silva and Andrew Henneous**

**OPENING BUSINESS**

**All present were invited to recite the Pledge of Allegiance to the Flag.**

**PUBLIC COMMENT / PUBLIC FORUM**

**None.**

## **EXECUTIVE SESSION – 7:02 PM**

**In accordance with open meetings law 42-46-5(a) (2), at 7:02 PM, Mr. Bento motioned to go into Executive Session for a brief discussion of the Council 94 Collective Bargaining Update; Mrs. Campbell seconded. The motion was unanimously approved.**

## **SUPERINTENDENT'S RECOMMENDATIONS AND ISSUES**

### **S2012-42 A-F: PERSONNEL**

**A. APPOINTMENTS: That the School Committee confirm the recommendation of the Superintendent to appoint the following applicants to the positions of Reading Specialist/Consultant, School Nurse/Teacher, two Elementary Student Learning Outcome (SLO) Support Assistants and Full Time Teacher Assisant as listed below:**

#### **1. Laura M. Evinger Reading Specialist – Hugh Cole**

**Effective September 24, 2012, for the remainder of the 2012-13 school year only, pending satisfactory completion of pre-employment requirements**

**Reason: To fill a leave of absence  
vacancy  
(S. Antonio)**

**Funding: Operational Budget  
(9th Step/Masters)**

**2. Jennifer Carlson School Nurse/Teacher – Kickemuit  
Middle**

**Effective: October 15, 2012, for the  
remainder of the 2012-13  
school year, pending  
satisfactory completion of  
pre-employment  
requirements**

**Reason: To fill a vacancy  
(Resignation-D. Rochefort)**

**Funding: Operational Budget  
(10th Step/Masters)**

**3. Lubella Amaral Student Learning Outcome (SLO)  
Support**

**Assistant - Guiteras**

**Effective: Immediately, for the remainder of the 2012-13 school year only**

**Reason: To fill a new position**

**Funding: Operational Budget**

**4. Kathleen Lawrence Student Learning Outcome (SLO)  
Support**

**Assistant - Guiteras**

**Effective: Immediately, for the remainder of the 2012-13 school year only**

**Reason: To fill a new position**

**Funding: Operational Budget**

**5. Lorie A. Kauffman Teacher Assistant (Full Time) –  
Guiteras**

**Effective: October 9, 2012**

**Reason: To fill a vacancy  
(Transfer – L. Amaral)**

**Funding: Operational Budget**

**B. BEFORE AND AFTER SCHOOL PROGRAM: That the School Committee confirm the recommendation of the Superintendent to appoint the following applicants 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. Shana D. Lapre Child Care Provider (Part Time)**

**Effective: Immediately, for the remainder of the 2012-13 school year, pending satisfactory completion of pre-employment requirements**

**Reason: To fill a vacancy**

**Funding: Parent Fees/Self-Sufficient**

**2. Benjamin M. DeFelice Child Care Intern (Part Time)**

**Effective: Immediately, for the remainder of the 2012-13 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 2012-13 school year only (pending certification, funding and sufficient sign-ups to warrant running these programs):**

**WINTER COACHES – MT. HOPE HIGH**

**Sport Position Coach**

- 1. Basketball (Boys) Head Coach John McDonough \***
- 2. Basketball (Girls) Head Coach Michael Almeida**
- 3. Cheerleading (Competition) Head Coach Debra Marshall**
- 4. Gymnastics Head Coach Kendall Ventura \***
- 5. Hockey Head Coach Matthew Grieve**
- 6. Special Olympics Co-Head Coach Susan Carlson**
- 7. Special Olympics Co-Head Coach Wanda Lukas**
- 8. Swimming Head Coach Jonathan Dell**
- 9. Track (Indoor) Head Coach Jeffrey Blanchet**
- 10. Track (Indoor) Asst. Coach Andrew Sabourin**

**11. Unified Basketball \*\* Head Coach Tom Fullen**

**12. Wrestling Head Coach James McKenna \***

**SPRING COACHES – MT. HOPE HIGH**

**Sport Position Coach**

**13. Baseball (Boys) Head Coach Robert Millard**

**14. Golf Head Coach Christopher Munzert**

**15. Lacrosse (Boys) Head Coach Scot Clark**

**16. Lacrosse (Boys) Asst. Coach John Spina**

**17. Lacrosse (Girls) Head Coach Kerri Ferreira**

**18. Tennis (Boys) Head Coach Geoffrey Keegan**

**19. Track (Outdoor) Head Coach Jeffrey Blanchet**

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

**\*\* Funded by Special Olympics RI**

**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. Rachel A. Beagan Elementary/Sp.Ed.**

**2. Susan M. Bittner English**

**3. Amy M. Bratsos Elementary**

**4. Jennifer C. Harrigan Elementary/Sp.Ed.**

**5. Ginger J. Henry Registered Nurse**

**6. Lori Prazeres Elementary/M.S. Math**

**7. June E. Stimson Elementary**

**E. LEAVES OF ABSENCE: That the School Committee confirm the recommendation of the Superintendent to grant a leave of absence for an Elementary Teacher as follows:**

**1. Sarah L. Stringer Grade Five Teacher – Rockwell**

**Effective: Upon completion of  
Maternity Leave through January 1,  
2013**

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

**F. RESIGNATIONS/RETIREMENTS: That the School Committee confirm the recommendation of the Superintendent to accept the resignation of Denise M. Rochefort from the position of School Nurse/Teacher as listed below:**

**1. Denise M. Rochefort School Nurse – Kickemuit Middle**

**Effective: September 28, 2012**

**Reason: Personal**

**MOTION: Mrs. Campbell motioned to approve the personnel recommendations; Mr. O'Dell seconded. The motion passed unanimously.**

**Mrs. Thies welcomed Jennifer Carlson as the new school nurse for Kickemuit Middle School stating she has a Master's Degree along**

**with ten years of experience at the middle level. Ms. Carlson has a very strong commitment to supporting student's health and wellness.**

**Recommendation #S2012-43: That the School Committee, upon the recommendation of the Superintendent, approve the request of one (1) Bristol family and one (1) Warren family to home school their children for the 2012-2013 school year, adhering to all requirements as set forth by the Bristol Warren Regional School District.**

**MOTION: Mr. O'Dell motioned to approve; Mrs. Arsenault seconded. The motion passed unanimously.**

## **AGENDA FOCUS**

### **Health and Wellness Policy – JHCG (first reading)**

**Mrs. Campbell commended the Wellness Group which is comprised of members of the community, staff, nurses, parents, administrators, for their work on the Health and Wellness Policy. She explained that the above mentioned members were then broken down into three sub-committees to review and update pieces on policy, nutrition and physical fitness. The policy was gone through word by word and line by line in its entirety by researching current regulations and looking at local town policies to use the best parts from each. The sub-committees then came together to create the copy we have before us today. The goal of this exercise was to have an updated, simplified policy for easy understanding by parents, teachers and administrators as it is important to be consistent throughout the**

**district so regulations aren't interpreted differently causing potential problems. Mrs. Arsenault believes that our Health and Wellness Policy is a good one and should be approved as it puts forth excellent guidelines.**

**Mrs. Arsenault did express concern, though, with Rhode Island's current guidelines for wellness and encouraged people to contact their local representatives to ask that they include more physical activity for students in these guidelines. Mrs. Arsenault wants us to envision going beyond what Rhode Island expects of us. In order to do this, we will need financial resources to accomplish this, and she has requested that more of a share be distributed to our district. Another concern Mrs. Arsenault has is that although we are offering nutritious foods to our students, the children are not eating them. She would like to see more education on how to make these good foods appealing to children. Mrs. Thies stated we are seeking grants and applying for them to educate parents and students. Mrs. Campbell said she would like to see more involvement of students to solve this problem citing a program she has seen that use rewards such as stickers to encourage them to eat nutritiously. Mrs. Thies mentioned a pilot program called the Fresh Fruits and Vegetables Program that was just implemented recently to our two Title 1 schools where the district is working in conjunction with Chartwells to promote eating local fruits. Mrs. Silva said these fresh fruits come prepared in containers and are delivered for classroom use. The teacher encourages the student to try it and have been amazed at the**

**enthusiastic response from children who never tasted a fresh fruit such as a melon.**

**Mr. O'Dell stated that he is uncomfortable with having the federal and state governments mandate how we do certain things citing that we know our students better than they would thereby giving us more of an advantage of handling these situations in the best way. Mr. O'Dell agrees with the policy, but feels the committee has a lot of work ahead of them because regulations are only good if they are working.**

**Mrs. Campbell reviewed the Bristol Warren Health and Wellness Policy and Goals Simplified document stating it had been distributed in the past, and was presented at last week's Policy Subcommittee Meeting. She would like to have future discussions about this document for use as an appendix with the overall Health and Wellness Policy.**

**Mrs. This felt that this policy does not need to be reviewed by the council as it is in pretty close alignment with Rhode Island Laws, and she is confident with moving the policy forward.**

### **School Committee Goals**

**Mrs. Campbell felt that it would be good to review the School Committee Goals in light of the fact that new school committee members will be coming on board in November. Mr. Bento asked for comments from the committee. Mrs. Arsenault responded that she**

would like to see this document made public with the addition of timelines for those goals that would have a completion time. It was suggested that before this document were made public, to adjust wording of some items. In particular, “Ensure no administrator comes to meeting unprepared.” Mr. Bento said he would work with Mrs. Thies to make adjustments to the School Committee Goals and present for a vote at the next business meeting in October.

### **Race to the Top - Rhode Island Educator Evaluation System**

Mrs. Thies provided a power-point presentation on the Rhode Island Educator Evaluation System which is through the Race to the Top Grant. Rhode Island is one of the top states in education reforms. She felt it was timely to give an update on this program.

Mr. Andrade reviewed the four components used to implement Race to the Top which are, 1) Study the standards, 2) Instruction Improvement Systems, 3) Educator Effectiveness and 4) Human Capital Development. We are in year two of this grant which is the implementation phase. There are two years left to the grant.

**(Mrs. Arsenault left the meeting at 8:01 p.m.)**

A question was asked of whether we are receiving monies to make the above happen or does the district need to supplement as well. Mrs. Thies responded by stating that the initiatives for Race to the Top were already part of a plan that Bristol Warren Regional School

**District had in place. The grant helped to accelerate our growth and progress and help us move forward to implement these initiatives.**

**Mrs. Thies highlighted the fact that this is the first year that teacher evaluations are tied in with student outcomes. She said it is a rigorous system with very high standards. These evaluations are provided via the EPSS system which can be delivered electronically, but if requested, a face to face meeting is also used. Mrs. Thies conducted “drop-in” sessions where teachers could come in and ask her any questions on how to develop student objectives which is a tremendously complex system. These student objectives must be approved once completed.**

**Mrs. Thies stated this is a Rhode Island model, but we are making it our own. There are flexibility factors within this.**

**Mrs. Thies said that the most controversial piece is the Student Learning Objectives Framing which is due to the fact that the greatest weight of the teacher’s evaluation comes from the student’s outcome.**

**Mrs. Thies said that we as a district want to ensure this is fair and as a result, have in place a District Evaluator Committee which includes people from all areas to look at the different components of the evaluation system. By using induction coaches, they support the teachers to bring them to the next level but serve in a non-evaluation capacity. Mrs. Campbell brought up a question on whether there are allowances made for external factors effecting student outcomes that**

**a teacher would have no control over. Mrs. Thies responded that this would be taken into account, but that there are programs in place to handle some of these outside issues that could occur. Our obligation to the student is for their growth. By using the SLO, it provides evidence that students are meeting their objectives. These SLO's are similar across the board for all grade levels. As part of this, there will be a baseline assessment done mid-year and then an end of year assessment. The bottom line is that we need to look at the district and know where our needs are and how we can strengthen them.**

**Mrs. Campbell suggested that slide 14, Bristol Warren Timeline, should be presented at Joint Finance.**

#### **FUTURE AGENDA ITEMS**

**Mr. Bento mentioned that committee members need to be prepared to present School Liaison Updates at the next meeting in October.**

#### **ADJOURNMENT – 8:42 PM**

**MOTION: At 8:42 PM Mr. Saviano motioned to adjourn Mr. O'Dell seconded. The motion was unanimously approved.**

**Respectfully submitted,**

**Karen A. Lynch, Secretary**

**/kd**