

WILLIAM M. DAVIES, JR. CAREER AND TECHNICAL HIGH SCHOOL
50 Jenckes Hill Road, Lincoln, RI 02865

Board of Trustees

Minutes of the Regular Meeting
January 7, 2013

Minutes were approved at the February 4, 2013 Board meeting.

I. Routine

A. Call Meeting to Order

At 8:12 a.m., Mrs. Kyle, Chairperson, called the meeting to order. Since it was the first meeting since the tragedy in Newtown, CT, Mrs. Kyle asked for a moment of silence.

B. Roll Call of the Board

Davies' Executive Assistant called the roll of the Board.

Members Present: Andrew Brown; Raymond Chartier; Lawrence Gemma; Robert Halkyard; Carolyn Kyle, *Chairperson*; Paul Ouellette; John Quinn; *Vice-Chairperson*; Robin Smith

Members Absent: Richard Beaupre; James Bone; James Segovis, Ph. D.

Others Present: Victoria A. Gailliard-Garrick; Joanne Andrews; Bernie Blumenthal; Gerry Manning; Dave Champagne; Susan Paquin

Mrs. Kyle welcomed Andrew Brown, a new Board of Trustees, and on behalf of the Board, she is very excited to have him on board. Introductions were made around the table.

C. Approval of Minutes

Mrs. Kyle asked for a motion to accept the minutes of the December 3, 2012 meeting.

Mr. Halkyard made the motion; Mrs. Smith seconded the motion; and all were in favor.

D. Recess to Executive Session Pursuant to R.I.G.L. 42.46-5 (A) (1) and (2) to Discuss Pending Litigation and Personnel Issues

N/A

E. Return to Regular Session

N/A

F. Opportunity for Audience to Comment

There were no audience comments.

II. Business Agenda

A. Finance Report – Cheryl Carroll, Business Office Coordinator

No report was given.

B. Human Resources Report – Joanne Andrews, Human Resources Coordinator

There are ongoing negotiations with the Teacher Assistants.

III. Informational Time/Program Updates

A. Director's Report

1) **Davies Teachers' Association**

No representation present.

2) **Davies Teacher Assistants' Association**

No representation present.

3) **Strategic Planning/Programming and Business Partnerships – V. Gailliard-Garrick, Director**

Mrs. Kyle asked Mrs. Gailliard-Garrick and Mr. Manning to report out on some of our technical areas. Over the next few board meetings, reports will be given all the programs. The focus will be on business partnerships; improving and adding to them.

—**Biotechnology**

It is one of our newest programs in the school. There are two teachers and currently there are about 45 students in it and it continues to grow. They are looking at three areas of instruction: Nano Technology, Bio-engineering and Auto Processes. They have a number of partnerships: Pawtucket Water Supplies, Narragansett Bay (pending), and RI Hospital. These three partnerships predominately deal with work-based learning opportunities. They are also looking at Tech Collective. The director there is exploring new technical start-ups throughout the state so we can expand our program and add to what this industry is looking for. They have a number of articulation agreements. One is with CCRI. Our students can earn up to 4 advanced credits in Biology. They are looking at joining Bryant University in their Bio-manufacturing Program with CCRI. Hopefully we will get advance credits there as well. We just started looking at a partnership with Brown University. Mrs. Butler has a relationship with the university where they have student teachers coming in to do Chemistry and Biology classes with our students.

—**Machine Technology – Mr. Gerry Manning, Supervisor of Technical Instruction**

Briar Dacier is the instructor, who is a Davies graduate. He has been with us for two years now. If you go down into that classroom now, you will see a complete culture change. Each student is actively engaged in production, reading blueprints, doing quality control, close tolerances. The number of students has increase over the last two years by 40%. He is looking at increasing the number of certifications that the students can attain through NIMS, which is the accreditation agency for Machine Technology. Right now he is in the process of conducting program and facilities assessments including shop layout. He has four rooms with one teacher so he's trying to utilize the area in the most effective way. He is assessing equipment and tooling and facility needs in terms of cosmetic work, paint, safety, and just the appearance of the shop in general. Davies has been approached by both CCRI and NEIT with grants that are out there to build partnerships with Davies. Most of that is for an adult education training programs and right now we are evaluating which of those programs will benefit Davies and our students the most. Mr. Blumenthal and he have been meeting with members of the RI Manufacturers Assoc. over the last couple of months to forge a partnership with them. A Mr. William M. Davies, Jr. Career and Technical High School McCourt is the president and he has been giving us some positive feedback in terms of just being happy about our openness and willingness to build that kind of partnership with them. They feel they have been dormant and away from Davies for a while, but they are really receptive to the idea of building a partnership with them. The timing is good for it right now because there is a lack of skilled workers. There is huge need for these employees because the baby boomers are retiring so they are looking at providing co-op opportunities and training for Davies students within their facilities. They can provide the students with the skills they are looking for in an employee. We are looking right now at designing our Machine Technology Program similar to the Health Careers Program where the co-op

opportunity is embedded into the curriculum; it's not just an add-on. The students will have to go out and get that skills work in the field.

During the holiday break, Mr. Manning visited Gill Tools, in West Warwick. He is impressed with the facility. There is a tremendous amount of CNC equipment and other high-end equipment in the manufacturing realm that we are trying to move towards and replica more. We do have some CNC equipment: lathe milling and a new piece coming in that is a toy compared to some of the pieces he saw at Gill Tools.

Mr. Manning is hoping before year's end, we will have something substantial in place in terms of a partnership. Their vision is very much the same as ours in regards to them being able to provide training with a teacher overseeing the program; making sure it is align with NIMS standards so the students can still get the certifications to make them high qualified for at least an entry level position if not more.

CCRI has met with Mr. Dacier. Because of the need for skilled machinists, CCRI is trying to develop an adult program during the evening. They found Mr. Dacier to be excellent but he is very detailed oriented and he didn't feel he could have anything ready in a short period of time. He also seemed to indicate he has many more students than one person can handle. Mrs. Gailliard-Garrick already discussed this with him. When he met with NEIT, he told them that he is interested in building this program; it is building. Along with that, the enrollment is increasing so she promised him that she would hire a second teacher for him because it has to be cost effective which is determine by student/teacher ratio. He said he would be willing to look at something for this coming Fall for the night program but right now he isn't ready to roll that out because he is primarily focusing on Davies program which makes sense.

Also, Mrs. Smith will be glad to speak with Mr. Manning. Some of the manufacturers he mentioned, CCRI has long standing relationship with them and she will give him some background information about them. They express the need for skilled workers, but what CCRI has found is at the time of the interview, they are looking for someone with a lot of experience or they want to pay entry-level wages. They sit on their advisory boards and the give and take hasn't been there as much as you would think. She is glad we are working with Mr. McCourt from RI Manufacturers; he is really good.

Mr. Ouellette wondered if the guidance counselors lead the students down a path where they need to understand that it takes a while to become proficient as a machinist. A friend of his owns his own steel fabrication company with a lot of CNC equipment. He has one person working on one particular machine who makes \$82,000 a year. He is on a four-day work week. He works 40 hours a week, 10 hours a day. At the end of the day, he goes home with a good quality of life. He is able to leave the job when he walks out the door. For making that kind of a salary, there is a skill set there, but the students need to understand that it takes a while to get to that level.

This is why we want to replicate the Health Careers component. If the kids are going out into the field then they are working 40 hours throughout the course of a semester. The employer gets to know the employee. They may be in the position where they can offer that student some work especially if they are a partner looking for those same skill sets in the employee. They are a partner to that and providing that type of training then they know they have invested time into this student. They will be building a workforce that they had a hand in training. This would be a plus for us.

Mrs. Kyle asked Mr. Andrew for his opinion on this discussion given his background. He takes in students from Davies over the last couple of years. Everybody wants this perfectly trained person and that person just doesn't exist, honestly. How different shops run is just

like how different hospitals run. The biggest thing though is getting a young person to show up. This problem is huge. You can't invest in big pieces of equipment, \$750,000 - \$1,000,000 a year on equipment, you can't have it sit idle because some kid doesn't show up; you can't have that. The gentleman Mr. Ouellette spoke about must show up every single day because he is a very critical person. The work ethic is the major deterrent of whether someone is going to be successful in every line of work. You need people to be consistent and that is the biggest thing with young people in getting that message through to them. If they don't have it, we are all going to be in trouble.

Mr. Ouellette added that it continues to resonate as a major issue with employers and it should be such a simple thing. Who is responsible for instilling soft skills on kids? Is it the teacher? Is it the parents? Mr. Gemma said it goes beyond just showing up every day, but to be there wanting to learn, wanting to do better. This is part of our curriculum. We do try to instill them on the Employability Skills.

Mr. Blumenthal who is responsible for work-based learning opportunities and internships, touched on a couple of points. The difference between Health Careers and a Machine Shop embedding work-based learning is so different. Health Careers is the only shop outside of Cosmetology, where we are saying to those students, "You don't have a choice. If you are going to graduate here and get your certification, you go on work-based learning. You don't have a choice whether it is CVS, RI Hospital, St. Antoine's Nursing Home." With Machine you have choice. Does the student see this as a profession? Does he or she want to leave his/her cozy environment and go out to work when I could be having fun with my classmates in the classroom. Our ability to embed work-based learning in every program we have here will then motivate these students to understand the skills they need and they get those lessons from the mentors/employers. We see that through the weekly evaluations. We sit on them if they don't show up. The School-to-Career Office can maintain a relationship throughout the week knowing whether a student is showing up, being dependable, following instructions, etc. We do get some employers saying the skill sets are not there. He feels what we need to focus on, and he knows there is a cost factor with the transportation, requiring students to go out as early as late sophomore year but generally the junior year. Ramp it up to an internship or a required co-op and we will have a stronger workforce.

In working with the Manufacturers' Association, it actually allows us to evaluate internally what we need to do. That is, we really need to ramp up how our Machine Shop looks. We are getting that message. Also looking at the curriculum, what are those skills? We do one set of curriculum for our sophomores, early juniors and then look at advance manufacturing skills set that they need the latter part of the junior year into the senior year. They have been tremendous to us. We want to continue working with them.

Mr. Ouellette remembered when Davies partnered with IKON. It meant working with the latest equipment, the latest copy machines that are out there. Is this an issue with the machinery? Some may with good intention donate machinery but it could be outdated. In some cases it is an issue. What we heard loud and clear from the manufacturers group is that it is key that the kids do have the manual training on the machines. They need to learn how to run a lathe; they need to know how to run a milling machine; they need to know how to do set-up. Many of them talked about having engineers come in and work for them that have all of this engineering knowledge but they do not understand the machine set-up. They don't understand all those other components that go into the manufacturing realm. The employer has to give them the training on that aspect of it. Our kids coming in with at least that foundation, isn't a bad thing. Whatever CNC knowledge/experience we can provide them with is a benefit. Many of the manufacturers, if they get that kid with the soft skills, work ready, and will be there on time, will provide them the training they need to be successful on a particular piece of equipment.

Mrs. Smith and Mrs. Gailliard-Garrick are both on the Career Pathways Task Force for the State of R.I. and RIDE is in the process of developing a work-readiness credential which will incorporate those soft skills. The plan is to make it mandatory in every high school throughout the state; so it is coming.

—***Building and Construction Trades*** – Mr. Gerry Manning, *Supervisor of Technical Instruction*

The instructors have incorporated a number of different skills sets beside the carpentry that was the foundation of the program in the past. They incorporated electrical, copper and PVC plumbing into the curriculum. They made changes to the Exploratory Program with the set up of stations that will hopefully help with the recruitment process. They continue to incorporate outside projects. They are finishing up with the shed in Burrillville with trim work and the roof, weather permitting. They are in the process of ordering materials for a gazebo. They are moving in the right direction with that. As of October they had about 40 of modules completed for the NCCER certification. As of today, they have 119 modules completed. This is a 200% growth. He still has concerns with it because most of the modules are from the Core area which is a very basic component of what the students need to learn. As far as the Level 1, still very minimal of what the students have accomplished up to today. This is a red flag for him. Although they have made some movement, there is still a lot further we have to go in order to make sure these students have Core and Level 1 by the end of the year.

Over the last two years, the enrollment has only increased about 15%. They went from 20 students to 23 students. This is the key year in terms of recruitment and what they will be able to do. The Director made some changes to the program. She moved one of the Electrical teachers over to Building Construction and Trades. This person is running the Exploratory Program right now. We should know by the next board meeting where we stand in regards to numbers.

Another concern Mr. Manning has with the program is he gave the two instructors contact information for Mr. Chartier, Mr. Gemma, and Andrew Cortez, the Building Future Apprenticeship Coordinator at CCRI. They had Mr. Chartier in the facility once and that was when he brought him in after a Board meeting. He believes they finally made contact with Mr. Gemma. Yes, they are meeting with Mr. Gemma after today's board meeting. This is after three months of really trying to encourage them that they need to get this done. All three should be equally included in the process. He didn't want one person to feel excluded. They are focusing on Mr. Chartier and if he was Mr. Gemma, he would feel a little bit insulted that he wasn't contact so he tries to make sure they contact all three. This whole thing is about building partnerships and they have to use all of the resources that available.

Mrs. Smith mentioned the Mr. Cortez does not work for CCRI. Building Futures is just part of the Providence plan. Mrs. Smith will send him his email address. Mrs. Gailliard-Garrick added that the two instructors do not seem to take ownership in the changes and the directives that Mr. Manning has given them and that is a concern. It is always last minute with them. We like to be prepared; we like to know what the direction we are going in; we set goals with them and they are just not showing any ownership. So Mr. Manning is struggling with them. He stays on top of them in asking them to meet those directives but it is a major concern of ours. Even though he oversees the program, the instructors own it.

Mrs. Gailliard-Garrick asked the board for some advice on how to move this program along because this is a growing area. We put pathways into this program are areas these students will have some skills sets with and get some exposure to. We need some assistance with these two teachers. Mrs. Smith offered that maybe not just meeting with these outside exports but integrating them if they are willing; have them come in and mentor and show by example if it will be acceptable to the union.

Mrs. Kyle thought the two-prong approach is the way to go in bringing in the industry experts who will mentor, set an example, and then inspire the instructors. Also we need to stop tolerating individuals who do not have any initiative by putting in place a performance plan. Mr. Manning and the Director need to sit down with these instructors and just let them know that it is critical to the mission of the school, it's critical to the students, something that the Board believes very strongly in, and that we would like them to step up to the plate. We need to just get that direct and then follow up with them. Be swift and direct with them by telling them these are the goals and if they do not have the skills sets to get to that level, then maybe some professional development is needed to support them.

Mr. Chartier said that we had a great group start out in the past. We had someone from NEIT, RIDE, etc. It started out well. The instructor just let it all go. He is a teacher; his job is from 8:00-3:30 and that is it. When Mr. Almeida was added to the program, he showed Mr. Chartier a couple of ideas, and it looked promising, intriguing, and encouraging. Obviously you need to crawl before you can walk and run. He offered to make himself available if Mr. Almeida needed him as long as he gave him enough notice. He has not heard from him. He even left him a message and never got back to him. This is what is happening. We are spending a lot of money in that program but there comes a time when you just have to pull the plug and start all over again which you don't want to do because starting over is a real nightmare.

Mrs. Gailliard-Garrick will follow Mrs. Kyle's recommendations. There will be a meeting and will let them know we mean business. Layoffs are pending which she doesn't want to do because she heard the board loud and clear that we want to make sure this program is up and running and it's meeting industry needs and it's providing the workforce that state needs in this area. She also thinks another part of the problem is their lack of effectiveness as instructors and the students' grasping of the understanding of whatever skills they are supposed to be learning.

Over the last month, Mr. Manning has been in and out of the shop at least a dozen times and he just doesn't see the progress. They were roofing a small dog house before the holidays and they are still at the same place this month. He mentioned to the instructor that this project should have been done in a day. As instructors, once they cover a topic, they need to do some form of formative assessment to get a handle on whether or not the student grasped the concepts and if not they have to re-teach it. That is what is missing with them. They are moving on and not gauging whether or not the students grasped that knowledge.

Mr. Chartier has two sons that graduated from Davies. One was in Auto who worked on the shop cars, but once he got to work on customer cars, there is a lot of pride in that work. The same with his son in Electrical, once he got to work on wiring in the school instead of in the shop, there was a lot of pride in that work. He feels that is what is lacking in this program. Hook them up with Habitat of Humanity and they will have to embrace it and take ownership.

—**Health Careers** – *Mr. Blumenthal, Partnerships in Education Coordinator*

This program is led by three teachers, Donna Dionne, Lynn Thibeault, and Andrea Kelly. In the sophomore year, the students split into two tracks, Basic Nursing Skills to begin acquiring all the skills necessary to begin the foundation of earning their CNA certification, and a new dual track that we started this year, Electronic Medical Records, and opportunity for the students to understand that field that will be required in 2015. So we have students actually spending half their time with hands-on work in the classroom with theory and practice, but they are also sitting down in front of a computer which isn't the most exciting thing for those students so we need to motivate and re-think this a little bit. Then we move into the 11th grade where the students will earn their hours for the CNA certification. We send them to St. Antoine's Nursing Home three days a week so they are able to understand the work with patients. The juniors will also continue on with the Electronic Health Records course.

Towards the end of the junior year, we are able to move the students into Lifespan's Seacole Scholars Program. Five to ten of our students work at RI Hospital during the summer on various floors getting experience as a CNA. They need to pass their CNA certification exam at the end of their junior year in order to be able to participate in this program. We are not in the process of developing a relationship with Brown University's Medical School. We brought our juniors over for "Meet the Cadaver" Day. This is a fabulous event. We are also going to start a mentor program with the Medical School as well.

Many of the students in the Seacole Scholar Program are offered positions at RI Hospital, which they can complete during their senior year as well. They will be burning it at both ends because in their senior year we now move into two tracks. If they are going to go on as a nurse, then they will spend their time at Antoine's Nursing Home for 4 days a week. This is embedded into their curriculum so we are actually bussing them to the site. The other track is the CVS Pharmacy Technician Program where the students are going 4 times a week to a pharmacy and working behind the counter under the pharmacist's and technician's attention. Also if a student is going to St. Antoine's they can begin working on their Alzheimer's Certification as well and will continue on in that pathway with Brown. These students will continue and go on to a 4-year college to get their nursing degree. However, the interesting thing, Mr. Blumenthal would like to see us incorporate a component CVS Pharmacy during the sophomore year. One of our relationships we are trying to develop is with the Harvard Business School. They have this Pathway to Prosperity Program. They came to Davies to study our program and he is now trying to push this relationship. A couple of students said that they didn't even know what a pharmacy was until they were seniors and now they want to be a pharmacist in the Pharmacy Program, but academically, it is kind of difficult by the time they are in their senior year. Some students are also going to the pharmacy at Thundermist.

Our students get their CNA, CVS Pharmacy, and opportunity for a Seacole Scholars Program where some get hired. Ultimately, Health Careers is a tremendous program integrating this Electronic Health Records. This is where we are headed.

Mrs. Kyle asked who we were partnering with for the EHR. They are talking with NEIT. They have a 2.8 million dollar grant and students can get free training, but it is for incumbent workers so they have to be employed. In addition to the partnership with NEIT, in speaking with them on the development of this EHR pathway, they are interested in putting in an Associates Program and hopefully we can do some advance credits with our articulation agreements so our students can go on and get an Associate's Degree.

As part of the new Career and Technical Regulations, we have to focus partnerships and articulation agreements to continue to receive our Perkins funding. So the expectations and the standards as you can tell, we are changing and revising them. We are raising that bar in all the technical programs and it is causing some anks and change always does. We are moving towards this and we will always have bumps in the road with those changes and part of the problem is this new teacher evaluation system because it is evaluating teacher effectiveness. It ties in nicely at a great time with the changes that are going on for us.

The two instructors are also looking into a EMT certification because they are trying to tap into the non-traditional health career student; trying to get more male students interested in the program.

4) Strategic Planning – Next Steps – V. Gailliard-Garrick, Director

V. Gailliard-Garrick brought the board back to the time when the Board had a strategic planning retreat. She passed out the list of recommendations the facilitator put together based on all the participants input during that day-long session. It addresses changes needed, current success, challenges, updated vision statement which we did. We are in the process of doing a lot of what

is listed as a part of our current strategic plan. We have been focusing on the programming. As a part of Mr. Blumenthal's goals for the next couple of years, he is concentrating on a broader marketing program. There isn't much we can do with the financial piece unless we start bringing in more grants or other types of funding. She referred to the last page and asked for the Board's help on the recommendations that focus on the politics and the finances. These two are the most challenging. We are in the second year of the funding formula and eventually we will have a cut of 8 million dollars.

Mrs. Kyle felt it was important to revisit this document. It happens in just about any organization. You start off in gang busters and then we are all busy individuals and things kind of fall by the wayside a little bit while busy putting out fires and dealing with the issue of the day. So it was important to dust off this document. It is too cumbersome to go through it this morning. She asked the trustees to take this document, review it, and discuss it in more detail at the next board meeting. She, Mr. Quinn and Mrs. Gailliard-Garrick will meet to what recommendations are still on target or do they need to be changed based on the changes of the funding, the ever-changing political landscape, etc., or are they no longer a priority. They will come back to the board with some ideas on what some sub-committees should look like. Some of this is already going on in an ad-hoc way with Mr. Chartier and Mr. Gemma going into the shops and meeting with the instructors.

It has been a while since she has walked through Davies, so she is asking all the trustees to consider making an appointment for a tour. To Mr. Manning's point about some instructors not having enough initiative and to Mrs. Smith's point about the board meeting the instructors, if the trustees spent time showing how important the school is to them as volunteers, going into the different shops and meeting the instructors, this will send a nice subtle message to them. As trustees we should do this at least once a year at the very most.

5) Security Update— *David Champagne, Supervisor of Student Management*

In the wake of the tragedy in Newtown, CT., the Commissioner has asked every school across the state to look at their emergency response plans. We have been doing so. Mr. Champagne, a member of the Health and Safety Committee gave a report on the evaluation of the plan and where we are.

Part of our protocol is to update our plan on a routine basis. Last Thursday, the Health and Safety Committee had a meeting with the Town of Lincoln's Police, Chief Sullivan and Officer Waycott, who is the Resource Officer at Lincoln H. S. We wanted to touch base with them and to make sure what we have in place is in uniform of what is required with the state and with what other schools are doing to keep their students and staff safe. They both said we are doing an outstanding job doing what we are supposed to be doing. They said to keep our emergency response plan as a living document and keep it updated as we do with all of our other procedures.

Davies Emergency Response Plan includes everything from fire drills, evacuations, lockdowns and different incidents such as response to a crisis, shooters, bombs, weapons to everything from counseling aspects afterwards to preparation beforehand. It is very comprehensive. It's a good piece of work. Chief Sullivan was very happy with what we have in place.

As always, we continue to look for ways to improve it. There are bugs that need to be ironed out such as there are certain areas in the building that could be better during a lockdown or an evacuation. Officer Waycott said it is the same thing in every building. It's the non-structured times like during lunchtime in the Cafeteria, or during the morning when the students are coming off of the buses. We have contingency plans in place but they are less structured and less supervised. Before the tragedy, we did make some improvements to the school's security by installing some cameras and they have been a big help. We changed the alternate command

center to Mr. Champagne's office because there are no windows, there is a separate exit door, and access to the cameras is on Mr. Champagne's desktop.

The Health and Safety Committee continues to conduct lockdown drills. There was one on the Monday we returned to school after the incident. There was a little bit of concern in the building. Some thought it was insensitive thing to do. Some thought it was something we should have been done a long time ago even though we do two a year that is required by the State. We do two evacuations a year; a total of 15 drills in all. Eight drills have already been completed. We do address any laxes in protocol during the drills. We send out a memo in trying to get everyone on the same page. Those who are in gross violation are addressed one-on-one.

Chief Sullivan suggested in looking into more security for the building. He mentioned ADT installs locking mechanisms in certain areas or school-wide. They also offer camera identification badge systems right at the doorway. We have to start looking into this to see if it is cost effective. Every visitor would have a badge generated right at the door. We can go to all kinds of lengths. We would have to look at the cost and feasibility. Also what needs to be done is the Crisis Team should meet at least once a year to wipe off the cobwebs and make sure everyone on the team is on the same page.

Chief Sullivan said that we are doing a super job. Everything is nice a safe here. We are doing what we are supposed to be doing. We are not behind in anything, so we can rest at ease that we are at least doing our part. Hopefully something like what happened in Connecticut will not happen here in RI.

Mrs. Kyle asked Mr. Champagne if he had any recommendations for improvement or is he happy with what is in place. He answered that there is always room for improvement but the question is the cost. Is it feasible? Is it something we should do? Chief Sullivan said that if someone wants to get into the building, they will find a way. It is our job to make sure everyone is in a secured, safe area.

Mrs. Gailliard-Garrick added based on what she is hearing from superintendents across the state, we are well ahead with our security practices. A number of years ago, Mr. Bone gave us some recommendations and we put some of the practices in place. Some of the other schools do not have the cameras, doors that automatically lock, and alarms systems on all of our fire doors. We are well ahead of them. The only thing she will consider looking at is putting automatic locks on the fire doors around the Cafetorium to address the problem during the early morning hours before school begins.

Mr. Halkyard said we are pretty well set with our response plan, but what about prevention? If you have a disgruntled or disturbed student/staff member, is there a process in place to stop them from coming into the building? Usually it is through word of mouth; take a look at his/her Facebook page. We have a Response to Intervention plan in place as well.

Mr. Gemma suggested having the police patrols turn down Davies driveway to show their presence. Just that little bit of presence makes a big difference. Let them know they are part of the community and not just law enforcers. We have a good relationship with them. Culinary sends them treats such as pies, cookies, etc. as well as to the Limerock Fire Dept.

6) Other

Gloria Steiny, reporter, wrote an article on our Machine Technology Program. Then she wrote one on how we increased our Science scores on the NECAP testing. She met with Adam Flynn who was the Science Coordinator at the time when the students took the test. There will be third article coming out regarding closing the gender gap with the students of special needs. They are great articles and they make us very proud.

V. Adjournment

At 9:21 a.m., Mrs. Kyle asked for a motion to adjourn and all were in favor.