

SANBORN REGIONAL SCHOOL BOARD

MEETING MINUTES

March 4, 2020

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A meeting of the Sanborn Regional School Board was held on Wednesday, March 4, 2020. The meeting was called to order at 6:02 PM by School Board Chairperson, Peter Broderick. The following were recorded as present:

SRSB SCHOOL BOARD MEMBERS:

Peter Broderick, Chair
Dr. Pamela Brown, Vice Chair
Electra Alessio
James Baker
Jamie Fitzpatrick
Larry Heath
Tammy Mahoney

STUDENT COUNCIL REPRESENTATIVE

Erin Gillespie

ADMINISTRATORS:

Thomas Ambrose, Superintendent
Matthew Angell, Business Administrator

1. CALL TO ORDER- Chair Broderick called the meeting to order at 6:02 PM with the Pledge of Allegiance led by members of the Bakie Elementary *Cares* Program.

Chair Broderick recognized and thanked School Board member Electra Alessio for serving on the board and for her tremendous contributions.

2. ACTION ON MINUTES- Review of Public Minutes of [2-12-20](#). **Chair Broderick asked for a Motion to approve the Minutes. Motion made by Dr. Brown and seconded by Ms. Mahoney.** No discussion.

Vote: All in Favor

3. COMMUNICATIONS

3.1 Distribution of Manifest Documents-Payroll Check Register # 17 in the amount of \$819,076.94 dated 2-18-20. Payroll Check Register # 18 in the amount of \$788,407.85 dated 3-3-20. Manifest Check Register # 18 in the amount of \$867,105.81 and Manifest Check Register # 18A in the amount of \$8,607.56 dated 2-26-20. Signatures were obtained by the Board and Administrators.

3.2 Nominations- none

3.3 Resignations-none

3.4 Superintendent's Report- Mr. Ambrose reported on the following:

This summer, Sanborn will be once again hosting a Teachers College Homegrown Institute, this time in Reading. It will run from August 17-20. We are looking forward to this exciting and informative event. 26 teachers have signed up along with administrators for a total of 40 people.

As a result of this professional development opportunity, we need to make an adjustment to our academic calendar. The New Teacher Orientation was scheduled to last two days, but would conflict with our Homegrown Institute. We are condensing the training into one day, and it will move from August 20 & 21 to Monday, August 24th. The first day back for all teachers, as well as the start date for school, will remain the same.

Just a reminder, the last day of school this year will be an early release day. It is currently scheduled for Friday, June 12.

Point of Order-Ms. Mahoney asked when the graduation date will be set? Superintendent Ambrose answered, On March 18th.

4. COMMITTEE REPORTS

4.1 Policy- Dr. Brown reported Policy met today and discussed some of the policies you will see tonight. Our next meeting is April 1, at 4:45 pm.

4.2 EISA- Ms. Mahoney prefaced her report on the meeting of

February 12, 2020 by encouraging the public to view the videos of the EISA Committee as the discussions held are robust and it is impossible to encapsulate and summarize them in a short report. There is a lot of information presented, especially the Administration's vision on where we are going. Report on 2-12- 20 as follows:

In attendance: Chair Tammy Mahoney, Electra Alessio, Jamie Fitzpatrick, Superintendent Tom Ambrose, Director of Academics, Professional Learning and Student Affairs Patty Haynes, High School Principal Brian Stack, High School Assistant Principal/Curriculum Director Bob Dawson, Guidance Director Heidi Leavitt. Called to order by Mahoney at 4:45 pm. Minutes of the 1/22/20 meeting were reviewed and approved.

Updates to the Portrait of a Graduate draft were circulated and discussed. The document will be used to inform curriculum and guide professional development, and is intended to complement the definition of Student Success and provide a more complete picture of students' skill sets. The goal is that it will be used to set expectations at each grade level, guide teachers in providing feedback to parents about their students' strengths and challenges, and help to identify and develop a plan of action for underperformance. Although the document was on the full board's agenda for discussion that night the committee recommended additional time for review.

Dr. Haynes presented the status of the new grade reporting system development and testing. The district is working with Motivus, which recently met with teacher groups to receive feedback on the software's usability. The prospects are very exciting for information storage and retrieval in a relevant, meaningful way. The goal is to provide an easily accessible narrative to parents which will generate a conversation with teachers about student performance, and ways to reinforce and support their learning. More in-depth information will be made available to the committee in April, after March meetings with Motivus yield additional feedback and refinements.

Dr. Haynes also presented an outline on the status of a math instructional plan. This will be discussed in more detail at an upcoming committee meeting, but a proposed plan includes the goal of providing Algebra 1 in 8th grade, implementing a new math program that supports this goal, and instituting intervention that monitors progress every 6-8 weeks.

Annie Collyer expressed her appreciation of the in-depth information shared about the Portrait of a Graduate, and believes that the reporting system will be very useful for parents. She also wondered about the

impact of offering Algebra 1 in 8th grade on the integrated Math 1,2,3 program currently used in the high school.

Meeting was adjourned by Mahoney at 5:55.

Dr. Brown commented on Ms. Mahoney's EISA report as follows:

I reviewed the 1-page "Math Plan" presented at the Feb. 12 meeting. It appears to urge we return to a more traditional approach to Math instruction - one emphasizing "fact fluency and mastery of skills." A news article was cited in the new Plan - dated March 2017 - about Oyster River School District's success with a traditional math program called Eureka Math.

Eureka uses a traditional, "Discrete Mathematics" approach which emphasizes mastery of basic skills. It differs from the spiraling, "Integrated Math" approach we've tried recently.

For the record, I'd previously referenced this news - article back in early 2017 - and brought the topic up at board and EISA meetings through 2017 and 2018.

When past curriculum director, Mr. Turmelle presented his "Integrated Math 1-2-3" Plan in May 2017 – he acknowledged that both the Board and parents had "concerns" about replacing traditional Math instruction with a new approach. Mr. Turmelle argued the Integrated Math approach had evidence of success at Souhegan HS and Phillips Exeter and said we'd be partnering with M.I.T." and Reaching Higher NH to implement it. EISA (again) asked him about Oyster River - and staying with practices evidencing a proven track record. Today, a comparison of Oyster River and Souhegan 11th Grade Math scores shows Souhegan's continues to trend below Oyster River.

The reason for this recollection - is to remind everyone we are well aware of ORSD's Math program. After repeatedly urging the District to avoid "experimenting" with our students and look at Oyster River's model - it's gratifying to see we may be finally pursuing it.

Too many education "experiments" over the decades have failed. We are a small district, with limited resources. I insist we not gamble with 4 or 5 years of proficiency decline trying a new approach. Let other districts "experiment," first. This experience only reaffirms a sentiment many of us hold - that when we're called "old fashioned" or "traditional" – we take it as a compliment.

- 4.3 Facilities- Mr. Baker reported that the group met today at 3:49 after a tour of the new renovation (offices) for the Middle School He will

report on that at the next board meeting. The next Facilities meeting is April 1st at 3:45 in Room 102 at the high school.

Superintendent Ambrose praised Business Administrator, Matt Angell, on the progress of the new Middle School office saying he has been working very hard and our goal to integrate our middle school into the high school facility while still maintaining a sense of a middle school program and it is coming out very,very well.

Mr. Angell thanked the vendors (e.g. Eastern Seaboard Concrete) for making this possible.

4.4 Finance- Mr. Baker reported on the February 12, 2020 meeting as follows: The meeting began @ 3:48 PM. Those attending were Jamie Fitzpatrick, Electra Ellessio, Jim Baker, Matt Angle and Tom Ambrose.

The Committee reviewed and approved the minutes of Wednesday, December 18, 2019.

Matthew Angell reviewed and explained some of the open items with the committee regarding charges for telephone services and equipment, on-line subscriptions, dues to organizations, software, equipment, the reimbursement of funds we expend on behalf of other organizations plus security locks at various locations.

The Committee and Matt Angell discussed the consultant that is being used to review the phone system at the High School for integrating the Middle & High School phone systems.

The Committee reviewed the Revolving Fund Balances, as of January 31, 2020.

The Special Ed Fund Balance is - \$239,994.67

The Capital Improvements Fund Balance is - \$147,240.41

The Facilities Use Fund Balance is - \$193, 680.95

The Committee reviewed the Operating Budget reports, as of January 31:

Total Expenditures including Health and Dental are -
\$18,086,819.48

Matt noted that there is just over 8% remaining in the operating budget that is not encumbered or expended, which is where he expected the district to be at this time. He anticipates the remaining to be down to 5%

in March, and then 3% not long after that which is where he expects it to level off. Matt is changing how the accounting is being done on the revenue side so that when the revenue and expenditure reports are reviewed in conjunction, one can see whether the district will be over or under on the revenue and expenditure projections. Matt hopes to have the next reports set up in that manner.

There was no public comment

Jim Baker adjourned the meeting at 4:02 PM.

The next Finance Committee meeting will be held on Weds, March 18th @ 3:45 PM in rm 102 at the high school.

4.5 Public Relations-No report

4.6 Personnel-Dr. Brown reported our next meeting is March 11, at 5pm. We have been updating District job descriptions and will continue that process during our spring meetings.

4.7 SST-No report

4.8 Seminary-No report

4.9 Budget-No report

5.0 Wellness-No report

5. STUDENT COUNCIL REPRESENTATIVE REPORT- Ms. Gillespie reported that the week before break was *Winter Carnival* and the seniors lost, the juniors came in second, the sophomores, third and the freshmen last. So, that wasn't great but the *Penny Wars* was a success as it raised \$1700 which will all be donated to the Red Cross and the seniors won!

6. 1st PUBLIC COMMENT- none

7. NEW BUSINESS -

7.1 Overnight Field Trip for Key Club- Superintendent Ambrose informed the

Group that this overnight field trip is to Springfield, Massachusetts and it is the annual Key Club's District Educational Conference; an annual overnight field trip. I did not require Mr. Stack to stay this evening because I didn't think it was necessary as one of his children had a concert tonight. The Key Club advisors are Mrs. Wheeler and Mrs. Black. So we just need Board approval to do that.

Chair Broderick asked for a Motion to approve the Key Club's overnight field trip to Springfield, MA, moved by Mr. Baker and seconded by Ms. Mahoney.

Vote: All in Favor

- 7.2 [Policies](#)- **Dr. Brown made a Motion to approve revised policies BGC, JBAA – A, and JLF, as amended, and adopt new policies GBEAB, JLCFA and JLDBB, as 1st and 2nd Reads tonight. Motion seconded by Ms. Alessio.** Dr. Brown reviewed the policies and recommended changes.

The suggestion was made by Ms. Alessio to table the policy until further legal research can be done on concerns related to notification of school board on conduct violations.

Dr. Brown continued reviewing the rest of the policies.

Chair Broderick asked for a Motion on the policies. Motion made by Ms. Alessio to adopt all policies as amended with the exception of GBEAB which will be tabled, seconded by Dr. Brown.

Vote: All in Favor

7.2.1 BGC: Policy Review and Maintenance

7.2.2 GBEAB: Reporting Procedures for Conduct Violations

7.2.3 JBAA-A: Addendum to the SRSD Policy JBAA for the 2019-2020 School Year

7.2.4 JLCFA: Feminine Hygiene Products

7.2.5 JLDBB: Suicide Prevention

7.2.6 JLF: Reporting Suspected Child Abuse

8. OLD BUSINESS

- 8.1 Portrait of a Sanborn Graduate- Dr. Haynes introduced [the hand-out](#) that was discussed in depth at the recent EISA meetings which combines the Definition of Student Success and the Portrait of a Graduate into one document. The purpose of the endeavor is to help the District produce college and career ready productive citizens. Dr. Haynes reviewed the details of the document calling it a Draft 1.0; a working document for our teachers to begin work on laying out some of the progressions and learning trajectories of what our students would be showing a different age and grade levels. So, Kindergarten and first grader would show different qualities of the *Portrait of a Graduate* than they would in 11th or 12th grade.

Also, it's important to note that starting next year we're going to be going into our NEASC accreditation. And one of the pieces of the District accreditation is having a portrait or a vision of a graduate. So, by approving this we would be already one step toward having some sort of accreditation done.

Chair Broderick asked who the "we" is that she referenced?

Dr. Haynes responded, thank you for pointing that out. So, this is a process that we started last May, and we (we being me and Brian Stack) had several subcommittees come together made up of different stakeholders. We had business professionals from the towns of Kingston and Newton meet and discuss what they would like to see come out of a graduate .We spoke to teachers. We spoke to students from the Elementary, Middle and High School. We spoke to parents and we spoke to the EISA subcommittee last year, to give input to develop the qualities and then from there, we had a subcommittee meeting, a cross section come together in August, which developed our first draft and from there we've had multiple drafts presented to EISA, back and forth for the board edits revisions and this is where we are today. So thank you for that question.

Chair Broderick asked about community involvement. Dr. Haynes said that anyone who has an investment in our graduates had a voice in this.

Ms. Alessio made a Motion to adopt Portrait of a Graduate 1.0, seconded by Ms. Mahoney.

Ms. Alessio added the next step is to take this living, working document to the staff and begin implementing at different grade levels, which will have different interpretations which can then be massaged.

Mr. Fitzpatrick reviewed the document for those not at the EISA meeting and the question of how a teacher would determine levels of proficiency for children at different levels. This 1.0 is a starting point from which to determine that from staff.

Superintendent Ambrose commented that the feedback from the staff would be key to creating the rubric for each level. The board's approval tonight would get the teachers working on this feedback and the process of revision can begin.

Dr. Brown said, I want to thank the administration and EISA for working on this proposal and for providing early drafts. I have too many unaddressed questions to support the Portrait of a Graduate at this time. I expressed my concerns to leadership about the proposed Social/Emotional Learning and Restorative Practices model on several occasions. Some of my more granular questions were viewed too detailed and "in the weeds" for responses. We have to wait until the plan is passed, to see what's in it. On the other hand – we've been informed that this document will represent our "North Star" – and provide the foundation for revision of our entire Strategic Plan!

I think I deserve answers to my questions, large and small, before agreeing. [So much for "asking questions - to go deeper," as urged for our students...]

Teaching non-academic, "Social skills" along with academic skills is uncharted territory.

I am concerned about speech codes (some universities now have them, and these can stifle free inquiry) – as well as the usurpation of what has traditionally been a sphere of influence reserved for parental oversight.

The work I've read on the new RP/SEL paradigm and – I am not exaggerating – proposes to jettison traditional punishment for student misconduct, saying this only contributes to the "Education-to-Prison Pipeline," that it actually teaches bullying! – and has no place in modern education. [From one text describing the Restorative/ SEL model: "Given the modeling with which they're presented, it's no surprise that many children learn to resolve problems themselves using 'rewards and

consequences' – through bullying for instance. ...Most troubling of all, punished children learn from adult examples that exerting power is the way for them to get what they want – a notion diametrically opposed to the social and emotional well-being we are trying to foster.”]

Appropriate disciplinary responses teach defiant young people the need to respect property rights and follow rules – no matter how arbitrary those may seem. Dr. Green, a consultant hired by our district, supports the new paradigm – saying students want to learn, not get in trouble. Actually, some don't relish learning - to the levels we expect. Learning isn't always fun – it's like a job. It's work, and has negative aspects. It's often boring. But – it's necessary. And much misconduct in fact represents routine negotiation - a process of “testing” adults. If you want to enable that, eliminate any “consequences.” The sweeping claim that traditional discipline is the “source” of behavioral problems ignores another important potential source of growing juvenile misconduct left undiscussed in education: the explosion of fatherless households which followed incentives provided by Federal welfare programs started in the 1960's.

We already have a “Character and Citizenship Education” policy – IHAK. That, along with our Career and College Readiness Student Success Framework suffices for now. If a portrait is absolutely necessary for re-accreditation, I suggest taking our existing Student Success Framework – and changing its title to “Portrait of a Graduate.”

I'm urging the Board to table the document with a “no” vote. A no vote is not intended to reject the proposal with finality but to pause it until more information is available, especially from districts which have introduced the SEL methodology and embedded non-academic assessment into their programming for several years.

Ms. Alessio said she respectfully disagrees with Dr. Brown and asked to Move the Motion and endorse the Portrait of a Graduate.

Mr. Fitzpatrick said, I appreciate Dr. Brown's comments, you can see other people maybe don't. She is a Doctor of Education, she studies this information very deeply. She is earnest in what she's saying and I appreciate it. I will however vote in favor of it but I do appreciate what you are bringing to the table. I think it is relevant. I do think there are concerns. Some of the things you've identified, I'm concerned about too, so certainly would be worth watching, but I do appreciate your comments and research. Thank you

Mr. Baker said, I don't think we'll ever have a perfect document. It is words; how it's interpreted and how it's probably the standards of

upgrading on these different levels, how they're going to be implemented. That's kind of how you're going to fill in the blanks. So I think we've taken it about as far as we can. At this level. I'm going to vote to approve it.

Vote: 6 in Favor, 1 opposed (Brown). Motion passes.

9. SECOND PUBLIC COMMENT- none

10. OTHER BUSINESS

10.1 Next Meeting Agenda

10.2 Announcements

10.2.1 The next Sanborn Regional School Board meeting will be **held on Wednesday, March 18, 2020 from 6:00 pm 9:00 pm** in the Library at Sanborn Regional High School, 17 Danville Road in Kingston, NH.

10.2.2 The **Second (Voting) Session of the Annual School District Meeting** will be held on **Tuesday, March 10, 2020** from 8:00 a.m. to 8:00 p.m. in the **Swasey Gymnasium** (Sanborn Seminary Campus) for Kingston voters and in the **Newton Town Hall** for Newton voters.

11. NON-PUBLIC SESSION- RSA 91-A: 3 II - None

12. ADJOURNMENT- Meeting adjourned 7:04 PM

Minutes Respectively Submitted by:

Phyllis Kennedy
School Board Secretary

