

**HARWOOD UNIFIED UNION SCHOOL DISTRICT  
WEDNESDAY, MARCH 8, 2017 6:00-9:30 P.M.  
HARWOOD UNION HIGH SCHOOL LIBRARY**

Approved Minutes

Attending: Christine Sullivan, Rosemarie White, Heidi Spear, Maureen McCracken, Caitlin Hollister, Alex Thomsen, Jim Casey, Jill Ellis, Alycia Biondo, Garrett MacCurtain, Rob Williams, Peter Langella

Administration: Brigid Nease, Michelle Baker, Sheila Soule

Administrators: Denise Goodnow, Jean Berthiaume, Donarae Dawson, Beth Peterson, Stephanie Hudak, Amy Rex, Lisa Atwood, Ray Daigle.

1. Call to Order: Christine called meeting to order at 6:10
2. Additions or Deletions to Agenda: Move Item 3D below the discussion items on the agenda.
3. Action Items:
  - A. Approve Meeting Minutes of 2/22/17: **Rosemarie moved to approve February 22nd minutes, seconded by Caitlin. Motion carried.**
  - B. Transition Agreement(s) - as previously discussed with attorney J. Paul Giuliani: Michelle will be bringing piles of legal documents as part of the transition. Supplement to the articles of agreement. Action: board to agree to approve, then the articles go to the individual boards for approval. **Rosemarie moved to accept the articles of agreement, seconded by Jim. Motion carried.**
  - C. Acknowledgment of Assumption Documents from the VT Municipal Bond Bank (VMBB) that HUUSD acknowledges responsibility for outstanding debt of forming districts on July 1, 2017, required by VMBB: VT Municipal Bonds with still outstanding debt by some of the districts, HUUSD assumes all of the assets and liabilities **Rosemarie moved to accept the Acknowledge of Assumption, seconded by Maureen. Motion carried.**
4. Discussion Items
  - A. Presentation: WWSU Action Plan, presented by Sheila Soule: In beginning, each school had an action plan, tech plans for all grants, etc. and at times, schools pulled in different directions. Goal was to get to a one-plan plan. Have made progress but not complete. Several teachers and Sheila attended a seminar to help achieve this goal in one-plan plan.  
Overarching Goal: to fulfill the promise of a 21<sup>st</sup> century education. Found a tool – global best practices, although geared towards high school can be developed to other grades:

- Operations and Management – tools to move forward (policies, fiscal management, human resources);
- Community Engagement – received a grant through Nellie Mae to promote community engagement (study circles, community pathways group, Rowland Fellow Advisory, communications and support) – how a redesign of website could help meet the goals.
- Organizational Design – systems and structures to support learning (leadership structure, flexible pathways, transitions, multi-tiered systems of support and data systems and applications);
- Teaching and Learning (where most of the time is spent) – equity, learning expectations, assessment and reporting, integration of technology and learning communities. Creating flexible classrooms for different styles of learning. Removing barriers to learning by presenting the information in a way where everyone can engage. Learning communities often use student work as a focus.
- How to access the Action Plan: On website – heading: For our Community; WWSU Action Plan 2016-19. Always a current plan, being revised. Also a link on the HUUSD current tab.
- Are there measures for an achievement gap – local assessment data and SBAC and other data – economic differences, gender differences? Discussion of these issues and proficiency based learning. Sheila can present data to the board in the fall. Is there equity in learning? Are all kids feeling challenged? Where does this fit into the plan? Proficiency based learning is more of a personalized learning experience for all learners. Great cooperative engagement for this major issue by teachers – Harwood has done a great job in moving this forward and is a leading study in proficiency based learning.

B. Discuss Equity, Equality, Parity, and Consistency – Definitions

- Equity: fairness or impartially dealing fairly and equally with all concerned,
- Equal: of the same measurement having the same privileges or rights.
- Equality: the quality or state of being equal
- Parity: the quality or state of being equal or equivalent.
- Different: partly or totally unlike in nature, form or quality.

**From the perspective of student learning:** Equity and equality are two strategies we can use in an effort to produce fairness. Equity is giving everyone what they need to be successful. Equality is treating everyone the same. Equality aims to promote fairness but it can only work if everyone starts from the same place and needs the same help.

Think about what every school need to be successful instead of individual needs. Need to think broadly of the entire system to be as innovative as possible to attract students here. Try to figure out what that is going to be. Do whatever we can to mitigate declining enrollment. Need to offer new and different things that others don't offer to make a draw here. MECA is a successful program at Moretown that now has a waiting list for. Can learn from MECA. Pre-school becoming very successful – now have 102 PK. Can only care for 40 at TBPS. How to change TBPS to be able to care for these? Many possibilities for movement within all of the schools. (Before, after school care, after school clubs and programming needed.) Think admin could tell us what it might look like. Something really interesting in the curriculum will get more students. What is it that everyone wants for his/her children that we don't have. What are our visions for our schools? What will guide the core belief that we really need to work on right

now? Also have to think about taxpayers and their requests. Need to have concrete goals as well as visionary ones.

If visioning, have to keep in mind portability. There is capacity around the table to do some really great things. (Only 21% of the tax payers voted this year, but that is not an indication that taxes are not on peoples' minds.) Find a way to be affordable while we are visioning. Access comes up in the equation. Does school choice make a difference here? Do we need to create a policy around equity and equality? Need to establish a set of guiding principles at a retreat to be able to make plans. Decide and define a process for visioning. What would the process be? Need to have an offsite retreat to develop a board vision. Might be a good idea to have a skilled facilitator to guide the process.

## 5. Reports

### A. Work Group Reports

i. **Communications:** Rob reported that the Work Group has a proposal for the board. Would like to write announcement style on behalf of entire board. One of the group would draft said announcement, share with other committee members, then share with entire board. Send off to publications, signed by all working group members, on behalf of the whole HUUSD board. Waterbury Record said nice to have a name or names but not just "the board." Include Brigid and Michelle in the chain. Everyone agrees that this is a great idea! Helpful for public to know that the board knows what is going on. Propose test at this time with thank you letter to all local board for passing budgets. Peter is going to draft something tomorrow, share with others, send to full board on weekend for feedback and they will send comments back to Peter. When finalized, send back to board. Sheila came to the Communications meeting – working with communications team and is interested in generative collaboration. Maureen is on that board. Discussion of what happened in the school meeting – make sure town clerks get budget reports. **Alycia moved to approve process suggested by Rob, seconded by Alex. Motion carried.**

ii. **Facilities:** Rosemarie reported – group had tour of Fayston Elementary School, built in 1963, and has a lovely culture. Met with Ted who outlined with maintenance issues. Turning one room into maker space, heating system not quite finished, etc. Got update on Harwood track, meeting next week to go over designs. Warren Elementary School hired clerk of the works for their project. Bid packet went out on the project. Had a walkthrough, six contractors came in and asked for an extension. Elevator now in and functioning. Update on Moretown drainage issues. Received bids and selected a contractor. Scare a week ago at Harwood watching a drainage issue, water came very close to coming into the building – **Greg and Ray went above and beyond to avert a disaster.** Next meeting at CBMS on April 12.

iii. **Policy:** Jill reported – continuing to read through policies and will bring to board.

iv. **Negotiations:** Christine – meeting with support staff and will report next week.

6. Superintendent and Director of Finance Reports: Brigid recognized some Harwood teachers who received grants for their work with the school tragedy.

(Moved agenda item) D. Compensation and Benefit Agreements for Non-Unionized Staff FY 18

Overview of the benefit proposal: 80/20 HSA contribution \$1700 single, \$3375 for family; incentive to join the high deductible because premiums would be the same. Summary proposal – no annual increase would be proposed. Salary adjustment: several contracts up for renewal and all will go to 80/20. Don't have to make adjustment salary dollars and the likely increase in wages will cover the offset that someone would need to stay equal. Administrator contracts are completely different than everyone else's. New proposal for all the other staff, will receive the increase equivalent to the teachers. If offset is more than \$1000, adjustment will be phased in over several years (10% - 2 years, 15% - 3 years). Discussion of pros and cons of how plan is offered and what choices are available. **Rob made motion that administration can proceed with this plan, seconded by Heidi. Motion carried.**

7. Public Comment – none

8. Other Business – town meeting updates.

Heidi reported at Fayston folks asked if there is any chance for tech center to be offered at Harwood instead of Barre.

Waterbury reported by Caitlin that someone was very complimentary about board.

Peter at Moretown – length of bus rides.

Alycia reported Warren – more budget information available by paper in town clerk's office.

Question of advisory councils.

Duxbury – Garrett - ghost board start advisory councils for their towns. Where is money being saved and when? Tell people about plans for doing this.

Jim – have to spend money to make money.

Maureen – do not have a padded budget. What is our world looking like? Our world is that we are frugal and do not have declining enrollment.

Alex – whole point of this to save money – also to make education better. How do you define saving money. Efficiencies, and new programs.

Garrett suggest that board invite student council to come once a month to talk.

9. Future Agenda/Calendar Planning

10. Adjourn: **Motion to adjourn by Rosemarie, seconded by Maureen.**

Next Meetings: March 15, March 22.

Submitted by Freya Chaffee