

## COLCHESTER SCHOOL DISTRICT

Board of Education Meeting  
Colchester High School Library

Tuesday, March 15, 2011  
7:00 p.m. (General Session)

The Colchester Board of Education held a regular board meeting on Tuesday, March 15, 2011 at the Colchester High School Library. Those in attendance were: Board Chair: Dirk Reith, Directors: Steve Cormier, Dick Pecor, Christine Shepard and Paul Smith; Student Board Member: Tom Yasewicz; Superintendent, Larry Waters; Business and Operations Manager, George Trieb; Director of Curriculum and Instruction, Gwen Carmolli; Special Education Director, Carrie Lutz. Principals: Chris Antonicci, Julie Benay, Carolyn Dickinson, James Marshall and Amy Minor. There were 14 member of the community in attendance.

### **I. Call to Order**

Board Chair Dirk Reith called the meeting to order at 7:00 p.m.

### **II. Pledge of Allegiance**

Board Chair Dirk Reith led in the Pledge of Allegiance.

### **III. Approval of Minutes: March 8, 2011**

Director Paul Smith moved to approve the minutes, as amended, for March 8, 2011, seconded by Director Steve Cormier. Motion passed unanimously.

### **IV. Citizen Participation**

Superintendent Larry Waters noted Carolyn's Red Balloon childcare program has expressed interest in collaborating with the District on the EEI grant. The deadline for a letter of interest is March 28, 2011.

Carolyn Reilly, owner and director of Carolyn's Red Balloon, discussed Act 62, which provides guidance to districts that wish to offer publically funded pre-kindergarten. Mrs. Reilly currently has partnerships with Burlington and other area schools. Ms. Reilly also noted there is an EEI grant available through the DOE for pre-kindergarten students in public settings. EEI supports these children who are "at risk" and do not qualify for EEE.

Sherry Carlson of the Vermont Community Preschool Collaboration (VCPC) provides technical assistance to navigate Act 62. They also provide grants to schools to help get pre-kindergarten partnerships off the ground. An implementation grant is for schools ready to partner, the other type of grant supports community needs assessment regarding pre-kindergarten. VCPC has worked with 55 communities in VT, providing grants to support pre-kindergarten slots. Information was provided to the Board about the VCPC and their grants. A lengthy discussion followed regarding funding and details of Act 62 and its impact on Colchester.

## **V. School Board Communication, Committee Reports & Correspondence**

Principal Marshall reported that the Governor stopped at PPS on March 14, 2011. The staff and students were impressed with his ability to relate to young children. He participated in morning meeting and answered student questions. He showed a sense of humor, noting to the second graders that he got in trouble for taking a vacation!

Special Education Director Carrie Lutz reported on the DOE Special Education monitoring visit. This committee looked at the systems for Educational Support Teams, 504's, and Special Education. They have been interviewing parents, teachers, instructional assistants, administrators and others. They will give us preliminary findings on Friday and a full report in April.

## **VI. Colchester School District Vision Update Presentation**

Superintendent Larry Waters with community member Lisa Lagerquist provided an update on the school vision process. The committee is also working on the mission for the district and how 21<sup>st</sup> Century Skills play a role in the process. Superintendent Waters feels it is imperative the community plays an active part of this process.

The committee is working with two consultants, looking for what has been successful, what people are excited and passionate about, and where community energy is. It is important for the committee to have input from a vast number of community members. This was accomplished through eighty-five in-depth interviews. It is vital to incorporate citizens' ideas into the plan.

The culminating event for this process is in June, at a "Many Voices, One Vision: Colchester Schools" summit. The dates are June 15, 2011 (1:00 p.m. - 7:30 p.m.) and June 16, 2011 (8:30 a.m. - 3:00 p.m.). After the summit, the writing of the strategic plan will occur. Each school will develop an action plan based on the districts. A lengthy discussion followed.

## **VII. Colchester School District Teacher Evaluation Model Review and Update**

Superintendent Larry Waters presented the new Teacher Evaluation Model. The model used is based on the Charlotte Danielson model. Expert Paula Bevan helped with its creation, a two and a half year process, and the 2010-2011 school year is the first year of full implementation. The model includes two components/cycles: Professional Development and Direct Supervision. The current model is based on current research and the idea that teacher evaluation is the core to improving instruction and student performance. 85% of our budget is in personnel; to improve instruction we need to put more time and energy into our evaluation process.

There is an evaluation schedule, showing that for the most part, everything is on a cycle, including when people are evaluated during the school year. The process begins with a comprehension self-assessment. There are formal observations (3 for novice educators or those new to the District). Veteran teachers have one formal observation and several informal observations.

The model includes an improvement plan with intensive support for those who are not meeting performance expectations. If the teacher does not show improvement, there will be a recommendation for non-renewal.

The model includes four teaching domains and twenty-two components of teaching. The four domains are: Preparation, Classroom Environment, Instruction and Professional Responsibilities. The rubric, used to assess all twenty two components, has the following target levels of performance: unsatisfactory, basic, proficient, and distinguished. This occurs through formal and informal observations. Principal Minor expressed ease in using the model and the open conversation the rubrics provide between teachers and administrators. She feels teachers are harder on themselves than administrators are!

A complete version of the model can be found on the district website.

### **VIII. Personnel Consent Agenda**

Superintendent Waters presented the following consent agenda:

**PERONNEL CONSENT AGENDA****Board Date: March 15, 2011**

<b>Board Date</b>	<b>Contract Type</b>	<b>First Name</b>	<b>Last Name</b>	<b>Category</b>	<b>Position</b>	<b>FTE/Hours</b>	<b>Building</b>	<b>Agenda Information</b>	<b>Person Replacing</b>	<b>Rationale</b>	<b>Admin Support</b>
03/15/11	Administrator	Ryan	Parkman	End of Employment	Assistant Principal	1 FTE	CHS	Notice of end of employment			Yes
03/15/11	Support Staff	Jennifer	Butler	New Hire	Paraeducator - SPED	32.5 hrs	CHS	Notice of hire	Emily Burdick		Yes

Director Dick Pecor moved to approve the personnel consent agenda for March 15, 2011, seconded by Chairman Dirk Reith. Motion passed unanimously.

**IX. Possible Future Agenda Items**

- Annual School Reports by Principals
- AYP Results
- Board Retreat on March 26, 2011

**X. Executive Session: Hear and Discuss Update on Teacher Negotiations**

*(Prior to entering executive session, Director Cormier departed and was not present during this part of the meeting.)*

Director Dick Pecor moved, seconded by Director Paul Smith to adjourn general session and move to executive session at 8:15 p.m. Motion passed unanimously.

Director Paul Smith moved, second by Director Dick Pecor to exit executive session at 10:04 p.m. Motion passed unanimously.

**XI. Adjournment**

Director Paul Smith moved, seconded by Director Dick Pecor to adjourn at 10:05 p.m. Motion passed unanimously.

Recorder:

Board Clerk:

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Rachel Howes

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Paul Smith  
Board Clerk