

# REGIONAL SCHOOL UNIT 40

Friendship • Union • Waldoboro • Warren • Washington  
1070 Heald Highway, PO Box 701, Union, Maine 04862  
207.785.2277

Steve Nolan, Superintendent  
Christina Wotton, Assistant Superintendent

Karen Pike, Business Manager  
Karen Brackett, Director of Special Services

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## **Board of Directors Meeting Thursday, December 17, 2020 Central Office or Google Meet 7:00 p.m.**

Join by Computer: Audio and Visual  
[meet.google.com/wno-ihvi-nbu](https://meet.google.com/wno-ihvi-nbu)

or

Join by phone: Audio Only  
(US)+1 505-738-2374 PIN: 593 465 132#

**School Board Members:** Erik Amundsen, Sara Andrews, Guy Bourrie, Melissa Ehle, Morgan Hynd, Danny Jackson, Randy Kassa, Karen Kunesh, Lynda Letteney, Sandra O'Farrell, Brooke Simmons, Matthew Speno, Julie Swindler, Emily Trask-Eaton, Melvin Williams, Robert Williams

**Student Representatives:** Sean Sebrey, Owen Weber

### **Agenda**

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

- A. Pledge of Allegiance
- B. Declaration of Quorum
- C. Note Absences
- D. Additions/Adjustments to the Agenda

#### **II. Presentations**

2019-20 Audit – Parker Madden, Runyon Kersteen Oullette

#### **III. Consent Agenda – Approve Minutes of December 3, 2020**

#### **IV. Superintendent and/or Chair Reports**

- A. Superintendent's Report
- B. Board Chair's Report
- C. Business Manager's Report
- D. Student Representative Report

#### **V. Reports from Schools**

**VI. Audience with the Public**

**VII. Action Items**

- A. Approve donation valued at over \$1,000 from Waldoboro Lion's Club for Miller School

**VIII. Executive Session 1 M.R.S. §405(6)(A) Superintendent Evaluation**

- A. Action as a result of Executive Session

**IX. Executive Session 1 M.R.S. §405(6)(D) Negotiations with MVEA**

- A. Action as a result of Executive Session

**X. Committee Meetings**

- A. Policy – January 7<sup>th</sup> @ 5:30 p.m. – Central Office or Google Meet
- B. Facilities – January 14<sup>th</sup> @ 4:00 p.m. – Central Office or Google Meet
- C. Finance – January 14<sup>th</sup> @ 5:30 p.m. – Central Office or Google Meet

**XI. Board Meeting – January 7<sup>th</sup> @ 7:00 p.m. – Central Office or Google Meet**

**XII. Region 8 Board Meeting – January 27<sup>th</sup> @ 7:00 p.m. – Region 8 or Zoom**

**XIII. Adjourn**

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*Regional School Unit 40 promotes a fragrance-free workplace. Thank you for not wearing any of the following during your visit: cologne, aftershave lotion, perfume, perfumed hand lotion, fragranced hair products, scented laundry detergent and/or similar products. Students and staff thank you for keeping our environment safe.*

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or

Join by phone: Audio Only  
(US)+1 570-500-5038 PIN: 279 047 116#

**School Board Members:** Erik Amundsen, Sara Andrews, Guy Bourrie, Melissa Ehle, Morgan Hynd, Danny Jackson, Randy Kassa, Karen Kunesh, Lynda Letteney, Sandra O'Farrell, Brooke Simmons, Matthew Speno, Julie Swindler, Emily Trask-Eaton, Melvin Williams, Robert Williams

**Student Representatives:** Sean Sebrey, Owen Weber

### Minutes

#### I. Call to Order – 7:01

- A. Pledge of Allegiance
- B. Declaration of Quorum 830 of 1000
- C. Note Absences - Sandra O'Farrell, Brooke Simmons, Karen Kunesh
- D. Additions/Adjustments to the Agenda
  - 1. Move Audience with the Public to before educational issues

#### II. Presentations

New England School Development Council – RSU 40 Facility Study, John Kennedy

#### III. Consent Agenda – Approve Minutes of November 19, 2020

Motion: Lynda Letteney                      Second: Melvin Williams

Vote: 775-0-55  
(Robert Williams)

#### IV. Superintendent and/or Chair Reports

- A. Superintendent's Report
- B. Board Chair's Report
- C. Business Manager's Report
- D. Student Representative Report

#### V. Reports from Schools

Motion to extend meeting beyond 9:30

Motion: Lynda Letteney

Second: Morgan Hynd

Vote: 830-0-0



**XIII. Region 8 Board Meeting – December 16<sup>th</sup> @ 7:00 p.m. – Region 8**

**XIV. Adjourn 11:03**

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DRAFT

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Steve Nolan, Superintendent  
Christina Wotton, Assistant Superintendent

Karen Pike, Business Manager  
Karen Brackett, Director of Special Services

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To: Members of the Board of Directors  
From: Steve Nolan  
Date: December 11, 2020  
Subject: Board Agenda for December 17, 2020

- I. Call to Order
- II. Presentations
- III. Consent Agenda
- IV. Superintendent and/or Chair Reports



- A. Superintendent's Report
  - 1. Resignations - none
  - 2. [COVID-19](#) update
  - 3. Lincoln and Knox Counties are categorized "green" as of December 4<sup>th</sup>.
  - 4. Karen Pike and I attended a workshop to learn about new earned paid leave requirements.
  - 5. Please review the summary of *District Leadership That Works* and the District Leader Learning Map for background information about the Superintendent evaluation.

- V. Reports from Schools
- VI. Audience with the Public
- VII. Action Items

- A. Approve donation valued at over \$1,000 from Waldoboro Lion's Club for Miller School

You will be asked to approve a donation valued at over \$1,000 for Miller School.

- VIII. Executive Session 1 M.R.S. §405(6)(A) Superintendent Evaluation

- IX. Executive Session 1 M.R.S. §405(6)(D) Negotiations with MVEA
- X. Committee Meetings
- XI. RSU 40 Board Meeting
- XII. Region 8 Board Meeting
- XIII. Adjourn

## **District Leadership That Works**

The following information summarizes Robert Marzano's findings regarding district-level leadership behaviors associated with student academic achievement.

### **Ensuring Collaborative Goal Setting**

Effective district leaders include central office staff, building-level administrators, and board members in establishing goals for their districts. In particular, they ensure that principals are heavily involved in the goal-setting process since these are the individuals who, for all practical purposes, will implement the goals. Once stakeholders reach an acceptable level of agreement regarding district goals, all stakeholders agree to support the attainment of those goals.

### **Establishing Nonnegotiable Goals for Achievement and Instruction**

Effective district leaders ensure that the collaborative goal-setting process results in goals for (1) student achievement and (2) classroom instruction. This means that the district sets specific achievement targets for the district as a whole, for individual schools, and for subpopulations of students within the district. Once agreed upon, the achievement goals, and an action plan is created for those goals.

With respect to goals for classroom instruction, this responsibility *does not* mean that the district establishes a single instructional model that all teachers must employ. However, it *does* mean that the district adopts a broad but common framework for classroom instructional design and planning that guarantees the consistent use of research-based instructional strategies in each school.

### **Creating Board Alignment With and Support of District Goals**

In effective districts, the local board of education is aligned with and supportive of the goals for achievement and instruction. The board ensures that these goals remain the top priorities in the district and that no other initiatives deflect attention or resources from accomplishing these goals. Although other initiatives might be undertaken, they must directly relate to these two primary goals. Indeed, publicly adopting broad five-year goals for achievement and instruction and consistently supporting these goals, both publicly and privately, are precisely the board-level actions that are most directly related to student achievement.

### **Monitoring Achievement and Instruction Goals**

Effective superintendents continually monitor district progress toward achievement and instructional goals to ensure that these goals remain the driving force behind the district's actions. Effective superintendents ensure that each school regularly examines the extent to which it is meeting achievement targets. Discrepancies between articulated goals and current practices are interpreted as a need to change or redouble efforts to enhance student achievement.



## **Allocating Resources to Support the Goals for Achievement and Instruction**

High-performing districts ensure that the necessary resources, including time, money, personnel, and materials, are allocated to accomplish the district's goals. This can mean cutting back on or dropping initiatives that are not aligned with district goals for achievement and instruction. It is clear from our analysis that a meaningful commitment of funding must be dedicated to professional development for teachers *and* principals. The professional development supported with this funding should be focused on building the requisite knowledge, skills, and competencies teachers and principals need to accomplish district goals.

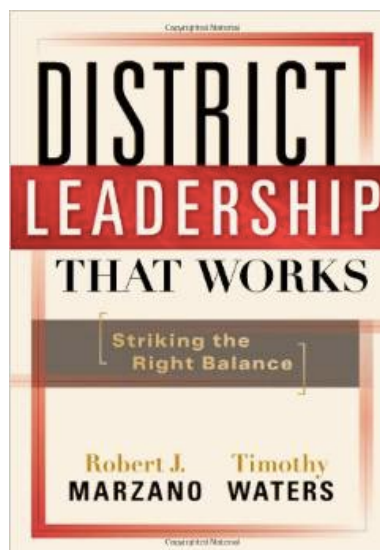
## **A Surprising and Perplexing Finding: Defined Autonomy**

The superintendent who implements an inclusive goal-setting process that results in board-adopted goals for achievement and instruction, who assures that schools align their use of district resources for professional development with district goals, and who monitors and evaluates progress toward goal achievement is fulfilling multiple responsibilities associated with high levels of achievement. This superintendent has established a relationship with schools we refer to as *defined autonomy* when he or she also encourages principals and others to assume responsibility for school success.

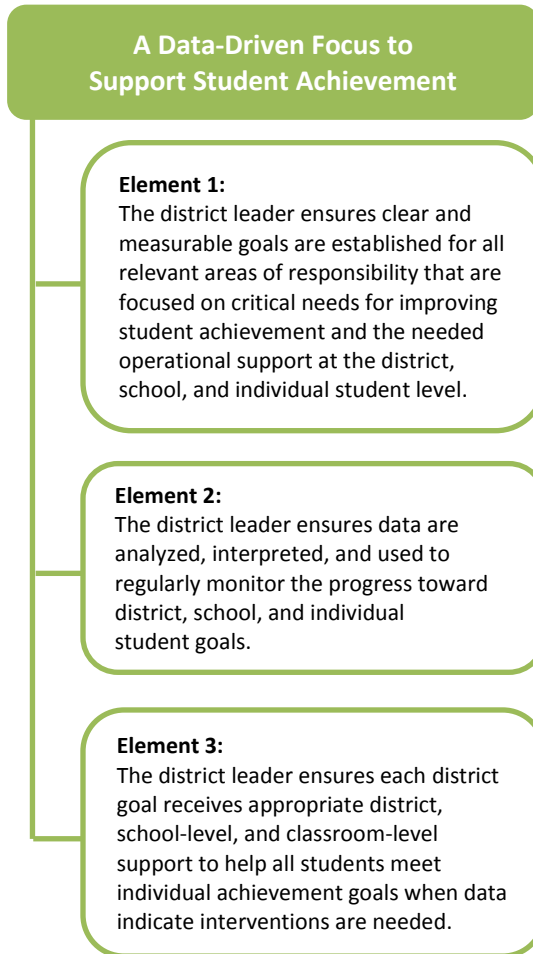
*Defined autonomy* means that the superintendent expects building principals and all other administrators in the district to lead *within the boundaries defined by the district goals*. District-level leadership contributes positively to student achievement when an understanding of defined autonomy is shared and honored by all district office personnel.

## **The “Bonus” Finding**

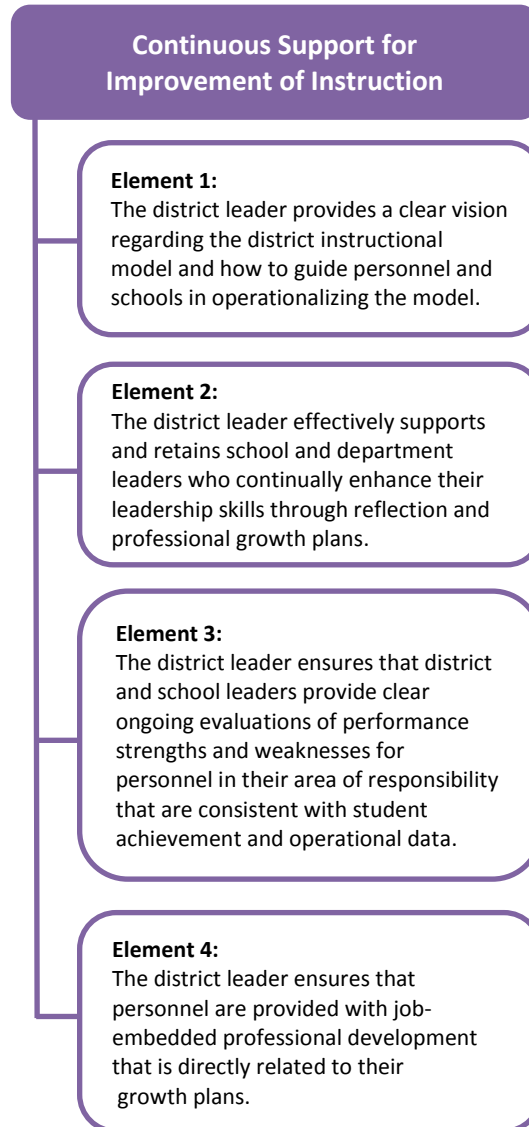
Our meta-analysis produced one finding that initially was not a focus of the study, but emerged from the analysis of the reports in our study. Two studies that we examined reported correlations between superintendent tenure and student academic achievement. Specifically, this finding implies that the longevity of the superintendent has a positive effect on the average academic achievement of students in the district.



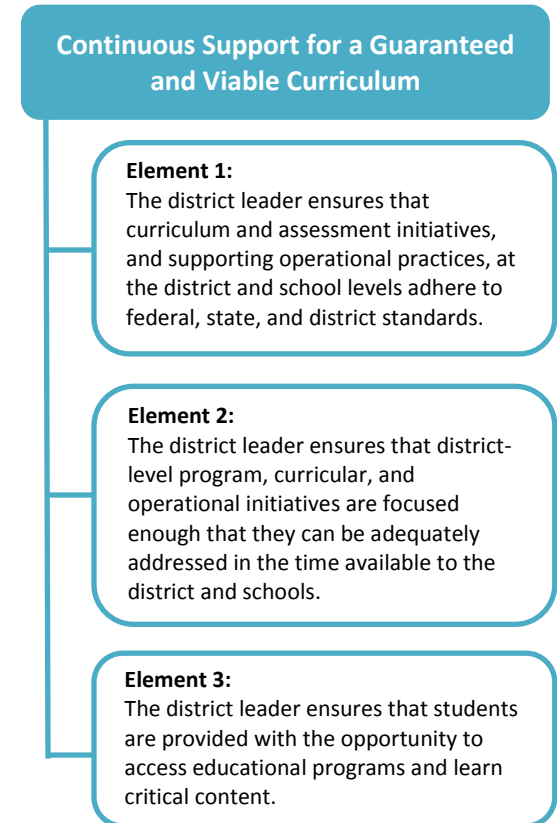
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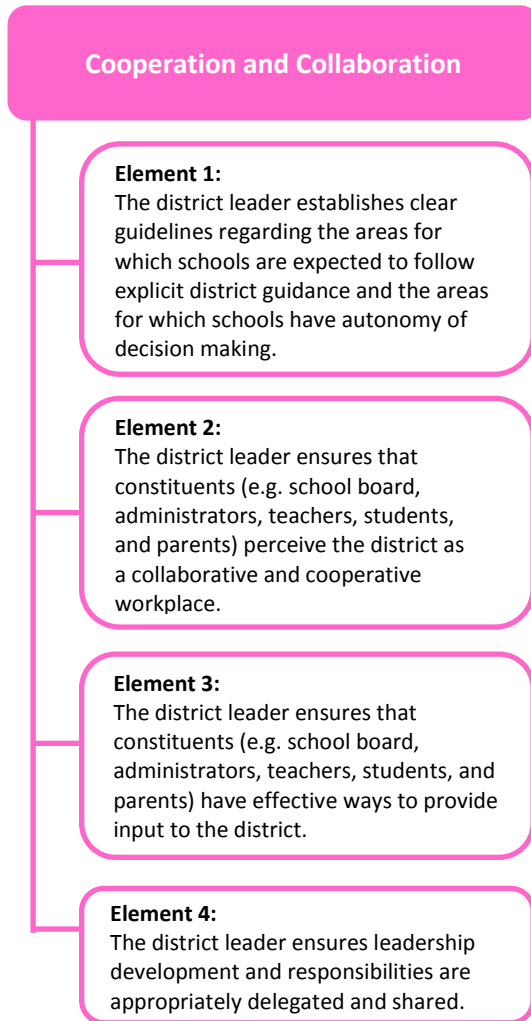
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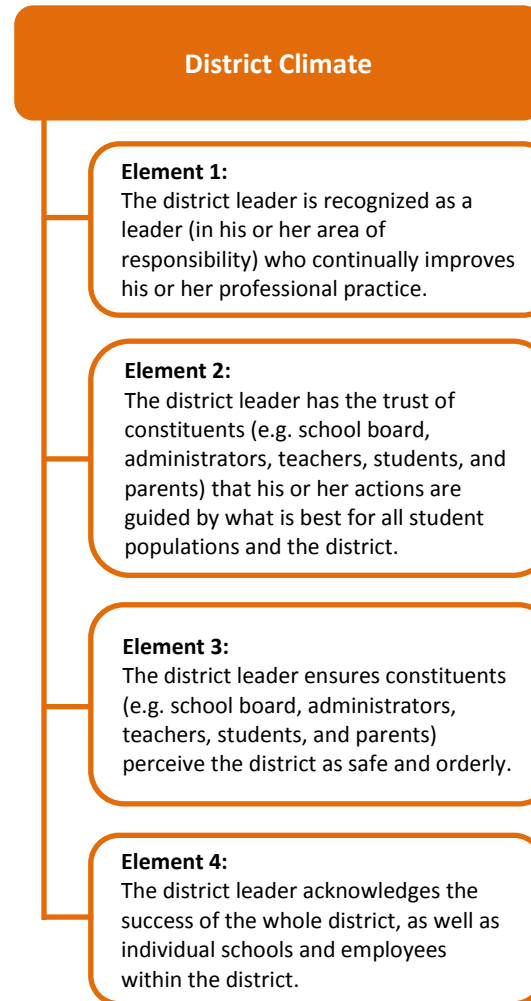
### Domain 3



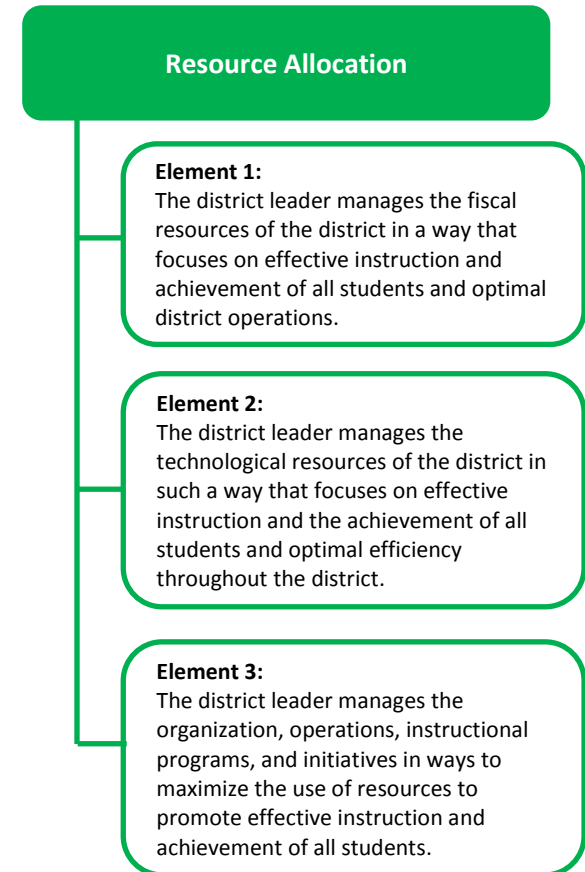
### Domain 4



### Domain 5

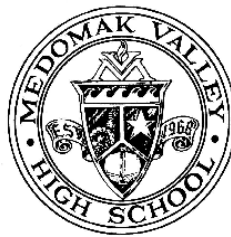


### Domain 6



## *Medomak Valley High School*

320 Manktown Road  
Waldoboro, Maine 04572  
Office: (207) 832-5389  
Guidance: (207) 832-7270  
Fax: (207) 832-2280



Linda M.D. Pease, Principal  
Tamra S. Philbrook, Assistant Principal  
Matthew S. Carlson Assistant Principal  
Matthew J. Lash, Athletic Director

December 10, 2020

### Staff Updates/Information:

- MMS Winter Coaches: 7<sup>th</sup> Boys Basketball - Pat Delahanty, 7<sup>th</sup> Girls Basketball – Troy Smith, 8<sup>th</sup> Boys Basketball – Cameron Martin, 8<sup>th</sup> Girls Basketball – Andrea Williamson, Cheering – Leanne Benner.
- MVHS Winter Coaches: Wrestling - William Bramhall, Wrestling Assistant – Jed Harris, Cheering - Heather Simmons, Varsity Girls Basketball - Ryan McNelly, JV Girls Basketball - Jen Hatch, Varsity Boys Basketball - Nick DePatsy, JV Boys Basketball – Micah Williamson, Freshman Boys Basketball - Paul Berube.

### Student Updates/Information:

- MVHS Winter Sign-ups- We have had virtual meetings this week with groups by sport to finalize sign-ups. Meeting have been well attended. We have discussed many topics including COVID protocols for practices that begin on December 14.
- A decision on the start on MVHS Wrestling workouts will be made soon. I am waiting to receive more information on the start of the competitive season.
- MMS sign-up for winter sports are currently taking place. Coaches will be virtual from Dec 14-Jan 3. In-person practices begin January 4.
- A decision on MMS Wrestling will come after the State and MPA decide on the status of the high school season.

### Staff & Student Recognition:

- Our fall teams performed very well in the classroom as always. Our team GPAs were 2.83, 2.84, 3.15, 3.4, 3.42, 3.45, 3.54, and 3.84. The average of all teams was a 3.3. The runner-up for the Team GPA Award this fall was JV Girls Soccer with a 3.54 and the winner was Varsity Girls Soccer with a 3.84! We had 15 seniors recognized as KVAC Fall All-Academic with a 3.33 or higher, and 32 earned the MVHS Under-classman All-Academic Award for obtaining a 3.33 over the previous 6 semesters. Congratulations to all!



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**Date: December 9, 2020**

## **Technology Department Board Report**

### **Other News:**

Information for students and families who may be having issues with Google Meets is provided on [the student and family tech support site](#); along with other topics that may be helpful for them while using technology. This site is open to the public and has been provided to families via parentsquare.

We are waiting for funded technology equipment to arrive to put in the schools and anticipate we will be busy during the break time as we process it.

This month, we are restarting the process to identify a vendor for our district website redesign. This project was funded through the regular budget but it is time intensive and we have been unable to properly address it until now because of the increased work caused by remote and hybrid learning.

Linda Trenholm, Director of Technology

# **Warren Community School**

117 Eastern Rd, Warren Me, 04864  
(Tel) 207- 273 - 2001 (Fax) 207-273-3207



**Justin Kangas**  
Principal

**Gabrielle Laperriere**  
Assistant Principal

12/11/2020

## **Staff Updates/Information:**

Pre-K has officially started! Mrs. Gamage and Hargrove have hit the ground running. We are so incredibly excited to have our little ones back in the building.

## **Student Updates/Information:**

<b>Enrollment Numbers</b>			
<b>Pre-K</b>	17	<b>Third Grade</b>	51
<b>Kindergarten</b>	31	<b>Fourth Grade</b>	40
<b>First Grade</b>	53	<b>Fifth Grade</b>	46
<b>Second Grade</b>	38	<b>Sixth Grade</b>	44

## **Staff and Student Recognition:**

Our staff always adopt families in need during the holidays. I am incredibly grateful to see how much they are willing to give to help people in need. So far our staff have helped support five families through the holidays.

## **Other News:**

We are currently underway with our first “spirit week”. It will actually last 2.5 weeks because we have five dress up days! This will take us right up to winter break.

The final two days (the 21st and 22nd) are going to be “snow day at school”. There will be hot chocolate and snacks for the kids as well as a variety of cozy snow day activities going on in classrooms. One classroom is planning to do “flashlight reading”. Each student will turn their desk into a cozy fort and pretend the power went out while they read by flashlight.

Our impressive behavior phenom at WCS continues. Students misbehavior continues to be at record lows and teachers have been reporting huge increases in student empathy, patience, focus, and kindness. This has even translated to recess where students are being more spatially aware and thoughtful as they engage in sledding, four square, and more. Typically these less structured times have been a source of conflict and stress for many kids.

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## Policy Committee Meeting Thursday November 5, 2020 Remote Meeting Via Google Meet 5:30 p.m.

Join with Google Meet: Video and Audio  
[meet.google.com/xtx-bpry-iou](https://meet.google.com/xtx-bpry-iou)

Join by phone: Audio Only  
(US)+1 262-977-4840 PIN: 234 690 325#

**Committee Members:** Guy Bourrie, Brooke Simmons, Matthew Speno

**Ex-officio Members:** Board Chair/Danny Jackson [*late arrival*], Superintendent/Steve Nolan

### Minutes:

#### I. Call to Order - 5:31 p.m.

A. Declaration of Quorum - Yes

B. Note Absences - none

C. Approve minutes – October 1, 2020

Motion: Brooke Simmons

Second: Guy Bourrie

Vote: 3-0-0

D. Adjustments/Additions to the Agenda.

#### II. Action Items

1. CBI - Superintendent Evaluation

Motion to send to Board for first read with revisions:

Motion: Guy Bourrie

Second: Brooke Simmons

Vote: 3-0-0

2. DB - Annual Budget

Motion to replace current DB with current DB with revisions and send to Board for first read

Motion: Guy Bourrie

Second: Matthew Speno

Vote: 3-0-0

3. DB-R - Annual Budget Adoption Procedure

Motion to send to Board for first read

Motion: Matthew Speno

Second: Guy Bourrie

Vote: 3-0-0

4. DIN - Scholarship Trust Funds Investment and Spending

Motion to send to Board for first read with revisions paragraph

Motion: Guy Bourrie

Second: Brooke Simmons

Vote: 2-0-1  
(Speno)

5. EBC - Comprehensive Emergency Management Plan

Motion to mark as reviewed and put back into Binder

Motion: Matthew Speno

Second: Guy Bourrie

Vote: 3-0-0

6. JLG - Student Instruction/Programs for Homeless Students [sample]



Motion to send to Board for first read with formatting changes

Motion: Guy Bourrie

Second: Brooke Simmons

Vote: 3-0-0

7. JLG-R - Student Instruction/Programs for Homeless Students (sample)

Motion to send to Board for first read with formatting changes

Motion: Guy Bourrie.

Second: Brooke Simmons.

Vote: 3-0-0

**III. Adjourn 6:20 p.m.**

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