



Wakefield School Board Public Minutes

April 4, 2023

Held in the Paul School Library

Approved

BOARD MEMBERS		ADMINISTRATORS	
Mary Collins, Chair	✓	Anne Kebler, Superintendent	✓
Brennan Peaslee, Vice Chair	✓	Frank Markiewicz, Business Administrator	
Bob Ouellette	✓	Lisa Dubois, Special Ed Director	
Sandrea Taliaferro	✓	Kristen White, Principal	✓
Robert DeColfmacker	✓		

Mrs. Collins called the meeting to order at 6:00.

Others Present:

Sam Fairfield, Mark Duffy BOS, Heather Powers, Katie Howard, Heather Dube and Mary Soares from Clearview TV.

Agenda Review

Jaden McKeller's Resignation was added to the agenda. Also, a brief explanation about sub committees.

There will be a recount on Thursday to break the tie vote and determine who will win the election between Robert DeColfmacker and Kaitlin Spencer. Committees will be decided at the next meeting.

Public Hearing, Presentations

Public Hearing to approve the withdrawal of funds from the Transportation Expendable Trust Fund.

Mrs. Collins opened the Public Hearing at 6:02. The Board decided on the alternate option from WC Cressey for a 77 passenger Thomas bus for \$111,500. It is on their lot and will be ready to be delivered in a couple of weeks after confirmation.

Mrs. Collins closed the Public Hearing at 6:03.

Mr. Ouellette made a motion, seconded by Mr. DeColfmacker, to approve the withdrawal of \$111,500 for the Transportation Trust Fund for the purchase of a 77 passenger bus from WC Cressey. (Vote 5-0)

8th Grade Trip

7/8 grade Social Studies Teacher Sam Fairfield introduced himself and told the board he is again in charge of organizing and fundraising for the eighth grade trip. He explained the fund raising they do and the places they will visit. It's a two day trip but they do not stay overnight. They will be going on June 7th and 8th. The students do all the fundraising. Currently they have \$6,000 raised out of the \$8,000 to \$10,000 they usually raise. Each student earns points and there is no cost to the students. Mr. DeColfmacker thanked Mr. Fairfield for the work he does to make it a memorable experience.

Mrs. Taliaferro made a motion, seconded by Mrs. Peaslee to approve the eighth grade trip. (Vote 5-0)

Public Comment 6:22

Mr. Duffy said there was something that's been bothering him for years and years and he'd like to bridge the gap between the town and school. He would like to see the school let the Rec department and town use the gym in the summer. He toured the locker rooms today; one is a maintenance storage room and one is a teachers room. He said we have a building already with a gym and fields, we don't need a building. He feels it's a shame the building doesn't get used in the summer. He said this is his own personal opinion. He asked the Board to consider his suggestion. He also said he is the Selectmen's representative to the School Board. He said he is going to come to some meetings and bring information from the school back to the town. He wants to bridge the gap and be able to use the building. Mrs. Collins said that the Board has a policy that when there is no school event taking place in the gym Parks and Rec have priority. Mrs. Peaslee said the gym gets used for storage during the summer and the Board would have to discuss Mr. Duffy's request. She suggested having a conversation with the new Facilities Director to see if this is a possibility. Mrs. Kebler said one of her goals had been to collaborate with the town and she and Wayne have talked for about the last six months about collaborating more. Heather Dube said it would have been nice to be told more about the Character Strong Program, perhaps in a presentation.

Consent Agenda

Mrs. Peaslee made a motion, seconded by Mr. DeColfmacker, to approve the Consent Agenda. (Vote 5-0)

Meeting Minutes

Mr. DeColfmacker made a motion, seconded by Mr. Ouellette, to approve the public minutes of 3-21-23 with corrections. (Vote 5-0)

Reports

Superintendents Report

Our Multi-Tiered System of Supports (MTSS) team has been working on developing tier 1 support to address challenging behaviors in our classrooms. The goal of this team has been to

work with our classroom teachers to provide tier 1 supports in order to lessen referrals to the school office, and address behaviors within the classrooms. We know that because of the pandemic, and the time students were out of the school setting, students developed delays in their social and emotional skills. Research has shown that the most successful way to address these delays is to re-teach these behaviors, and this teaching should be embedded into their academic day rather than providing isolated programs.

Three tier interventions the team has recommended and were working on implementing are:

1. Check-in/check-out (CICO) support: At its most basic level, CICO is an opportunity for a student and a mentor to work together to improve behavior. The goal of this strategy is to prevent future problem behavior by checking in with students daily to share clear expectations, feedback, and support. Mentors can typically implement CICO in less than five to ten minutes per day. Using CICO in our school and classrooms (as part of a broader MISS, or behavior education program).can provide structure in a student's day, increase accountability, create internal motivation, improve self-monitoring skills and self-esteem, enhance family engagement efforts, and ultimately improve student behavior. Parents of students who have been identified as benefiting from this intervention are notified, prior to with a letter and permission slip to allow this to occur. The check-in happens first thing in the morning in order to set clear expectations and goals for the day, and check-in again in the afternoon to assess how the students day went.

2. Character Strong: Character Strong provides tools for teachers and skills for students in today's society, there are so many forms of media focusing on negative and unhealthy behaviors and choices. Character . Strong helps emphasize and reinforce positive behaviors and choices. Again, this program is embedded into the daily schedule of the classroom, and these positive behaviors and choices are taught and reinforced by the classroom teacher throughout the day while providing academic instruction. No content area is limited or adversely impacted by it. It has been found to help students work better in the classroom. If students can work better in the classroom, they can work more cooperatively and achieve more. Allowing for less office referrals, and classrooms where challenging behaviors are addressed by the classroom teachers. In order to implement this with fidelity, our MTSS team will be coaching our teachers for the first few weeks of implementation. Monthly themes allow all of us to focus and encourage positive behaviors. Hearing about and having examples of gratitude (March theme) or honesty (April's theme) helps offset negative messages that are unavoidable in everyday life.

Playworks brings out the best in kids, through play. Playtime is kids 'time. But as a school we can and should create play environments that help kids be at their best. Studies show that recess matters: a thoughtful approach to recess improves children's physical health and social and emotional learning. Playworks helps schools and districts make the most of recess through on-site staffing, consultative support, professional development, free resources, and more. For 25 years, Playworks has helped schools figure out what works well on their playgrounds. For recess

to reinforce school culture, we've learned that a holistic approach is needed' Here are a few of the focus areas Playworks helps schools address: safety, engagement, and empowerment' At a great recess, all students have real choices in how they play. They feel included in games or in imaginative play. They also feel empowered to play on their own or to start activities with other students. Older students can make a big difference. The natural leaders on the playground are kids, not adults. Kids want to be acknowledged for their leadership abilities, and they want to grow. A little encouragement is all kids need to lead games, pass out equipment, and set a positive, playful tone. We are excited to assess the success of these programs and will be using our School Wide information System (SWIS) discipline data system to monitor the progress we see from these interventions.

Finally, I am excited to share that we have a Wakefield High School student who will be working this spring with our students through the organization Friends Forever international (FFI). FFI's programs focus on helping youth become the best version of themselves to help their community be the best version of itself, as part of the program, they are all tasked with creating a Social Action Project (SAP) to target issues or problems in our community that we want to improve. This student (alumni of Paul School) has chosen to work with Paul School as her Social Action project.

Her goal is to develop leadership opportunities for our students - help facilitate student voice and assist in the transition of our 8th grade students to Spaulding. Her first step in this project has been to begin to identify high school buddy/partners for our students so that they have a person to go to when they are in need of assistance when they enter 9th grade next year. She is currently working with Mr. Roy, Spaulding High School's Principal to determine how best to make this happen with a goal that the buddy/partners will come multiple times to the Paul School this spring to work with developing a relationship with their buddies from our 8th grade; Once this is more finalized, we will make sure our 8th grade parents are aware of the schedule and activities. Once this goal is established, she hopes to work with our staff to create a student leadership group. Giving our students a voice in what they would like to see for our school. Again, we will keep you posted as to how this is going, and I am very excited at the opportunities this will offer our students.

Mrs. Kebler said there will be a discipline report at the next meeting. She said that she didn't include the Student Success Center in this report and that is another intervention for students who need to leave the classroom for a break.

Mr. Ouellette said that they had to vote on Character Strong as it's a new program. Mrs. Peaslee asked why the program has started if it needs to be voted on by the Board. Mrs. Kebler said if the Board needs to vote on programs there are a ton of programs that have never come to the Board. She named some of the programs that have not been approved by the Board. She said she was unaware that the Board needed to approve programs. She thought that the Board approved core

curriculum. Mrs. Colbath asked, what policy says you have to approve programs? Mrs. Collins said the word program is in policy IGD. Mrs. Kebler said she believes the semantics around the word curriculum is difficult to interpret. She looks at these as tools to get the standards met. Mr. Ouellette suggested pulling the policy and changing it if that's the case. Mrs. Collins said this policy will be coming to the Board. She said she has discussed this with Mrs. Taliaferro as she's on the Curriculum Committee. We are working on a definition of curriculum but as it stands now the policy does say programs. She said this has been a problem in the past, letting parents know by having a short presentation of what's being brought into the school is the goal now. She said what she has found was that Character Strong would take quite a bit of time away from the academic school day to implement. Mrs. Kebler said they are using the program to help teachers teach behavior. She would be happy to give a presentation. She said you can't just teach behavior in one class. It has to be taught all day long, while they're learning.

Mrs. Peaslee said when we were doing the math program we said that we were going to be more open and if we were bringing anything into the school that we would do a forum or parent night. She asked what training the teachers have had. Mrs. Kebler said the Guidance Counselor has been researching this program for a year and a half and she has been working with the teachers. Mrs. Kebler said it started last week as part of the social emotional learning in the classroom. She considers this a tool. She said we started this in grades three and four, classrooms that were very challenging. We are starting very slowly. She does not look at Character Strong as a curriculum.

Mr. DeColfmacker asked about teacher training and Mrs. Kebler said that full training hasn't been completed. He feels they should be fully trained prior to implementation. Mrs. Collins said as the policy stands now we need to approve it and can have a short presentation during a School Board meeting. The policy says the Board waits two weeks to approve a program. Mrs. Kebler said every day teachers get a tip that comes from Character Strong that we've been doing all year long. The coaching of getting teachers onboard is starting to happen. Mrs. Peaslee said she feels that social emotional training and implementation present a hot topic and parents have a lot of questions and she doesn't think during a School Board meeting is an appropriate time. Mrs. Dube believes the training should be done at a teachers conference or at the beginning of the school year. Mrs. Collins said this will be on the next agenda

School Administration Report

Over the last few months our fantastic Art teacher, Caroline Dexter, has been working with the Gafney Library to set up an art gallery to highlight our talented artists here at the Paul School. The hope is that this work will be on display for the public to enjoy in June. The Curriculum Committee met on March 9th. We began our meeting by reading articles and having conversations around the phrase "guaranteed, viable curriculum." The team examined the materials for our professional development day and talked about the value of work time in

moving forward. The hope is to continue this work at subsequent professional development days and to build some summer time in to complete/move forward with the literacy work. The committee is focused on taking concrete steps towards our goals.

Our staff meeting on March 15th began with each staff member writing a postcard home to a student or colleague for their hard work. Lisa Wunderlich, our school nurse, facilitated training on Asthma. Our Library Media Specialist, Cara McNeveich gave an update from our Technology Committee, providing technology tips and a preview of programs available to enhance student learning. We kicked off our professional development workshops day at our staff meeting with a whole staff conversation about what skills we want our students to have in their toolbox by the time they leave The Paul School.

On March 16th, students in grades 5 and 8 were invited to participate in a dress rehearsal for *Seussical the Musical* a production put on by the Spaulding High School Drama Club. Our students and staff were thoroughly impressed with the performance from the acting to the singing, to the band and the artists who created the backdrops, the talent and opportunities for students to be involved is inspiring. We appreciate Spaulding High School inviting us as this shows our students that there are many opportunities for them with a variety of interests and talents to be involved. It is great to see schools and communities supporting the arts and providing opportunities for students to get involved and showcase their talents.

On March 17th our faculty met to work on curriculum by creating common definitions of terms we use to discuss teaching and learning at the Paul School, and then examined Reading Literature Standards. In teaching teams, they learned to decode each standard and developed "I Can" statements for each standard, drawing from their decoding work and already established work. They also engaged in professional conversations about these standards with the previous and subsequent grade level, as well as how these standards are taught and how students demonstrate an understanding of these standards. A huge thank you to our Climate and Culture Committee, who facilitated an amazing potluck lunch.

On March 20th, school counselors from Spaulding High School visited our eighth graders to review programming, required classes as well as to help students enter their course selection for freshman year. Thank you to our incredible counselors Lori Cook and Michele Hossack for all your hard work to ensure a smooth transition for our students and your guidance and support for students when making decisions about their academic paths. School counselors play a crucial role in helping students navigate these choices and make informed decisions. Our Team Leader meeting on March 21st focused on improving instruction and student learning. We worked collaboratively on refining common definitions and developing a vertical progression of "I Can" statements for the Reading Literature Standard 2. This is a valuable task because it ensures that

everyone on the team is on the same page in terms of the definitions and expectations for this standard.

Developing a vertical progression of "I Can" statements is also important because it allows for continuity and coherence in teaching and learning. A vertical progression ensures that students are building on their skills and knowledge from year to year, rather than learning in a disjointed or fragmented way. We will build upon this work during our PLC meetings, our April Curriculum Committee meeting, Professional Development Days, and Staff Meetings.

It's always bittersweet to say goodbye to a beloved member of a school community, however after 10 years of dedicated service, we celebrate the retirement of Lisa Wunderlich. The school nurse plays a vital role in ensuring the health and well-being of students, staff and our entire school community. Retirement is a well-deserved milestone after years of hard work and dedication. We all will miss her presence and wish her the best in her future endeavors. Lisa has had a positive impact on our lives and has made our school community a better place because of her hard work, dedication and love for our school. We will miss her and wish her the best as she embarks upon the joys of retirement.

The 2023 Talent show went off without a hitch on Thursday, March 30th and then again during Community Day on Friday the 31st. Over the past three months, Mrs. Bonnevie and Mrs. Soares have been meeting weekly with these talented learners, and the results showed. There were tap dancers, singers, kung fu masters, a rapper, an Irish step dancer, a comedian and a heavy metal guitarist. Something for everyone. On Thursday evening we were also joined by the Drama Club who chose to do an improv sketch. They transformed the stage into a shark tank audition, selling their products to the audience (the sharks) while Mrs. Soares peppered them with questions about their products. On Friday, Mrs. Sullivan's middle school drummers added their talents to the program. Mrs. Bonnevie and Mrs. Soares would like to thank all who helped make this happen especially Nathan J. who was the master of the soundboard.

Old Business

Follow Up

Mrs. Kebler handed out the Transportation Managers Job Description that was approved in 2021. In the packet there is a job description for an IT Director. She asked that the Driver Manual be approved at the next Board meeting. She asked to finalize items the Board wished to have on the AREA Agreement meeting. Mrs. Collins wanted residency forms and a discussion about the AREA Agreement itself on the agenda. Mrs. Kebler found a 1969 unsigned document and will email it to all Board members. Mrs. Taliaferro said that the information that was sent to them says the conversation has to take place attorney to attorney for any changes to the agreement. Mrs. Collins agreed. Mrs. Taliaferro said, by reading the paperwork it looks like the residency forms are our responsibility. Mrs. Kebler said the residency forms have been a problem with this

years eighth graders. Some have not submitted them to Spaulding. Mrs. Taliaferro, referring to the information sent to the Board, said that the residency forms are our problem and they just want to be paid. Mrs. Kebler will put on the agenda update on how our students are doing.

Mrs. Kebler said the person that purchased the used buses from us had agreed to let the school keep the radios, cameras, camera heads, GPS, and the integrated seats if they fit in our current bus #24. The purchaser said he was ok with all of that. He later said he wanted to remove those items himself. Mrs. Powers decided that she would take responsibility for that and went to the buses and found that there were no radios on the buses. The purchaser, who has paid in full, has decided to keep the cameras. Mrs. Collins said that is school property, we need the cameras back. The purchaser had agreed that the school would keep the cameras. Mrs. Peaslee said the bid said as is and we accepted the bid before we asked him. She agreed it was school property but the bids said as is. Mr. DeColfmacker said during the meeting he agreed to take them out. We have it on record that the buses were to be sold and the radios were to be removed along with other equipment that belongs to the school. The bus as is, not with the radios and he agreed. So, everything needs to come back. Mrs. Collins agreed. Mrs. Kebler said that Mr. Markiewicz has been dealing with this with the purchaser and she will talk to him tomorrow.

New Business

Proposal for Educational Disc Golf Club

This would be an after school activity run by the Physical Educational teacher.

Mr. Ouellette made a motion, seconded by Mr. DeColfmacker to approve the purchase of Educational Disk Golf equipment for \$999.95 and a stipend of \$600. (Vote 5-0)

Policies

IJLL-R 2nd. Reading – Review of Challenged Library/Media Center Material

Mr. DeColfmacker made a motion, seconded by Mrs. Peaslee, to approve Policy IJLL-R. (Vote 5-0)

JICD 2nd Reading – Student Discipline and Due Process

Mr. Ouellette made a motion, seconded by Mrs. Collins, to approve Policy IJLL-R. (Vote 5-0)

JLDBA 1st Reading – Behavior Management and Intervention

Sub Committee Updates

Technology Committee Update

Mrs. White said a survey was taken at a staff meeting. She said they talked about extending the new teacher orientation and training to use programs and apps we have at the beginning of the school year. Mrs. Soares has been organizing a staff tip folder for teachers. They talked about a

procedure of how to check in technology for staff. They also discussed how to label, clean and organize all devices.

Transportation Committee Update

The transportation committee met earlier and Mrs. Powers brought the committee up to speed on the buses and inspections. All buses are in good shape. One requires some parts. The routes will stay the same the rest of the year. Mrs. Powers will be adding a feeder bus to alleviate the overcrowding on the blue bus.

Mrs. Collins said that she would like the CIP Committee to be separate from facilities this year. She explained the CIP Committee process. Mrs. Collins said we probably won't have a Rines Road Committee. She said there had been a lot of discussion lately and Mr. Bodkin, a forester suggested leaving the property alone for the next several years. Mrs. Collins made a mistake when she referred to a Forestry Plan, it was actually an evaluation done by Mr. Bodkin. There have been ideas thrown around and the solar farm was just one of the ideas mentioned. No one was ever given permission to do anything on the property. Other Board members felt differently about having this committee and wanting to see discussions progress. Mr. DeColfmacker said if the property was overcut who was overseeing this project? He would like to get that question answered. It bothers him that it was heavily cut. Mrs. Taliaferro said she doesn't think that they should dissolve the committee or wait ten years as the forester was talking about tree growth and if we wanted to build that would not be a problem.

Nominations/Hires/Resignations

Bradley Davis – Facilities Manager

Mrs. Kebler said that Mr. Davis comes with a wealth of experience. She gave the Board an overview of his previous experience. She said she has offered him \$65,000. The position is budgeted at \$66,000. Mrs. Taliaferro said she feels that everyone should have background checks before they come into the building as an employee. Mrs. Kebler said, based on the law we are allowed to give conditional approval until they get the background checks.

Mrs. Peaslee made a motion, seconded by Mrs. Taliaferro, to approve the resignation of Jaden McKeller with regret. (Vote 4-1)

Mrs. Peaslee will not be in attendance at the next Board meeting. The Board had a discussion about the attorney coming to the next meeting for orientation. Mrs. Collins said according to our policy we need to have a Board orientation for our School Board members. She said the NHSBA orientation is general, not specific to our Board and district. Policy AD – Philosophy of the School District says the Board will develop a mission statement to be reviewed and revised on an annual basis. We also have the School Board goals to review. Mrs. Kebler said that Matt Upton focuses on policy, roles and responsibilities of the Board versus roles and responsibilities of the

Superintendent. Mrs. Collins said there are several places that have School Board orientation and they're all different. Mrs. Peaslee asked to have the reorganization meeting a month from now when everyone can be here. Mrs. Collins will call the NHSBA to see if they can hold off on the reorganization meeting.

Non Public Session

Mr. Ouellette made a motion, seconded by Mrs. Collins, to enter non public under RSA 91-A 3:11 (c) at 8:03. Roll call: Ouellette aye, Collins aye, Taliaferro aye, Peaslee aye DeColfmacker aye. Vote: (5-0)

The Board re-entered public session at 8:40.

Adjournment

Mr. Ouellette made a motion, seconded by Mrs. Peaslee, to adjourn the meeting at 8:45 (Vote 5-0) Ouellette aye, Collins aye, Taliaferro aye, Peaslee aye, DeColfmacker aye.

Respectfully submitted for approval at the next School Board meeting,

Priscilla Colbath
School Board Secretary