# The Compass School

# June 14, 2016 Meeting of the School Council Minutes

Meeting Location: The Compass School, 537 Old North Road, Kingston,

RI 02881

Date and Time of Meeting: June 14, 2016 6:00 p.m.

Members Present: Susannah Strong (SS), Marisa Gallagher (MG), Fritz

Lanz (FL), Rachel Axelson (RA), Nicole Gardner (NG) Polly Cuddy (PC) Heidi Vazquez (HV) Linsey Trombino

(LT) Michelle Salisbury (MS) enters at 6:14 pm

Others Present: Brandee Lapisky (BL) enters 6:47, Sean Hevenor (SH) Joe

Battaglia (JB), Harlyn Bennetti's (HB), Sarah Roche (SR),

Elisa Lucia (EL)

Presiding Officer: SS

- 1. Call to Order: Susannah Strong, Council President, calls the meeting to order at 6:02 PM.
- 2. Roll Call
- 3. Adoption of Consent Agenda
  - Discussion/vote to approve Consent Agenda (including agenda of this meeting)

HV motions to adopt the consent agenda

RA seconds

Discussion: none

Vote to adopt the consent agenda.

In Favor: 8 Opposed: 0 Abstain: 0

#### 4. Executive Session (20 min)

a. Invite Director evaluator: Joe Battaglia into Executive Session.

RA motions to invite Joe Battaglia into Executive Session

LT seconds
Discussion: none

Vote to invite Joe Battaglia in Executive Session

In favor: 8 Opposed: 0 Abstain: 0

Motion passes.

b. Invite Council Advisors: Sean Hevenor, Amy Henderson-Crane, and Elisa Lucia into Executive Session.

RA motions to invite Council Advisors: Sean Hevenor, Amy Henderson-Crane, and Elisa Lucia into Executive Session

NG seconds
Discussion: none

Vote to invite Joe Battaglia in Executive Session

In favor: 8 Opposed: 0 Abstain: 0

Motion passes.

c. Pursuant to R.I. Gen. Laws § 42-46-5(a)(1), this public body will convene in executive session to discuss the job performance of an employee. This individual has been notified in writing that this public body intends to convene in executive session in order to discuss his/her job performance and he/she has declined to have this discussion take place in open session.

Enter open session again at 6:28

# 5. Approval of Minutes (3 minutes)

a. Discussion/vote to approve open session minutes from May 10, 2016

MS motions to approve the open session minutes for May 10, 2016

RA seconds

Discussion: none

Vote to approve the open session minutes for May 10, 2016

In favor: 9 Opposed: 0 Abstain: 0

Motion passes.

RA motions to amend agenda to go to item 10 due to Brandee's late arrival

NG seconds
Discussion: none

Vote to amend the agenda to go to item 10 due to Brandee's

In favor: 9 Opposed: 0 Abstain: 0

# 10. Learning Committee Findings (20 min)

#### a. Overview

NG presented the work of Learning Committee this year.

- **b.** Electives Presentation
- c. Discussion/vote to endorse the electives pilot program at the Investigator level.

RA motions to endorse the electives pilot program at the Investigator level MS seconds

Discussion: SS suggestions that electives offer an opportunity to strengthen the mission. She suggested that the course syllabus would have an environmental or social responsibility component. RA also added that student voice and choice will be incorporated into electives as well. All the offerings should have a lense of innovation within in it. FL asked about community leaders to run the courses. For the first year, LC decided that we would stick with current staff. Vote to endorse the electives pilot program at the Investigator level.

In favor: 9 Opposed: 0 Abstain: 0 Motion passes.

#### 6. Strategic Plan Update (1 minute)

During the council retreat in July, council will assess our progress with the strategic plan and determine priorities for 2016-2017 school year.

# 7. Director's Report (5 minutes)

# a. Discussion/vote to accept Director's Report

HV motions to accept the director's report

RA seconds

Discussion: none

*Vote to approve accept the director's report* 

In favor: 9 Opposed: 0 Abstain: 0

## 8. Admissions Lottery: Free and Reduced Lunch Weight (5 min)

a. Discussion/vote to authorize the Director to pursue the FRL weight change for the 2017-2018 Compass School lottery application through RIDE.

NG motions to authorize the Director to pursue the FRL weight change for the 2017- 2018 Compass School lottery application through RIDE.

MS seconds

Discussion: BL has reported that are numbers of FRL numbers have lowered in recent years. For a variety of reasons, it would be beneficial for Compass to explore this. This was a goal that came up during stakeholder research last year and through the strategic plan.

Vote to authorize the Director to pursue the FRL weight change for the 2017-2018 Compass School lottery application through RIDE.

In favor: 9 Opposed: 0 Abstain: 0 Motion passes.

# 9. Policy Updates (5 minutes)

a. Discussion/vote to accept the **Updated Leave Policy** 

NG motions to accept the Updated Leave Policy

RA seconds

Discussion: Revised pieces are an added appendices of documents regarding leaves. The policy has clarified language for employees working less than 90 days.

*Vote to approve accept the Updated Leave Policy* 

In favor: 9 Opposed: 0 Abstain: 0

Motion passes.

# 11. Navigator Configuration (7 min)

- a. 2014-15 Configuration Document
- b. ELA/Social Studies Increase Request
- c. Discussion/vote to restore Harlyn Bennetti's teaching schedule to 1.0 FTE.

RA motions to restore Harlyn Bennetti's teaching schedule to 1.0 FTE.

PC seconds

Discussion: HB advocates for one person on the team to be full time. BL reviewed all the changes in staffing and program for next year. She will be working closely with the Navigator team to assess the changes next year and does not recommend any further changes in staffing at this time.

Vote to restore Harlyn Bennetti's teaching schedule to 1.0 FTE.

In favor: 0 Opposed: 9 Abstain: 0

Motion Fails

# 12. Budget (20 min)

## a. FY 16 Spend Down Authorization

# i. Discussion/Vote to authorize the Director to spend money on furniture and classroom fixtures.

RA motions to table FY 16 Spend Down Authorization until we have more accurate actuals MS seconds

Discussion: Due to some unresolved budget surpluses and expenses, finance committee and BL recommend waiting until the budget workshop later this month.

Vote to table FY 16 Spend Down Authorization until we have more accurate actuals

In favor: 9 Opposed: 0

Abstain: 0

Motion Passes.

# b. FY 17 Approval:

- i. FY 17 Budget Link
- ii. Discussion/Vote

RA motions to table until a budget session can be held and legislation has passed

MG seconds

Discussion: none

Vote to table until a budget session can be held and legislation has passed

*In favor: 9* 

Opposed: 0

Abstain: 0

Motion Passes.

# 13. Class Size Ratio (10 minutes)

#### a. Discussion/vote

RA motions to table decision to budget workshop

MS seconds

Discussion: Our maximum enrollment could take 8 more students.

Vote to table decision until the budget workshop

In favor: 9 Opposed: 0 Abstain: 0

# 14. Contracts (7 min)

a. Standardization of FTE instructional and Planning Time

i.Discussion/vote to endorse the Director's recommendation of a 80/20 instructional/planning standardization of contracted teacher time with a "flexibility factor" at the Director's discretion.

HV motions to endorse the Director's recommendation of a 80/20 instructional/planning standardization of contracted teacher time with a "flexibility factor" at the Director's discretion. RA seconds

Discussion: none

Vote to to endorse the Director's recommendation of a 80/20 instructional/planning standardization of contracted teacher time with a "flexibility factor" at the Director's discretion.

In favor: 9 Opposed: 0 Abstain: 0

Motion Passes.

#### **b.Director's Contract**

- c. Review of all employee contracts
  - i. Teacher contract template
- d. Discussion/Vote to release the 2016-2017 employee contracts

MS motions to approve the teacher contract template and table the releasing of the FY 17 employee contracts until the budget meeting.

RA Seconds

Discussion: none

Vote to to approve the teacher contract template and table the releasing of the FY 17 employee contracts until the budget meeting.

In favor: 9 Opposed: 0 Abstain: 0

Motion Passes.

# 15. New Council Members and Roles (2 minutes)

a. Announce new parent representative

The new parent representative will be Evan Pressier.

### b. Announce new teacher representative

The new teacher representative will be Nicole Saulan.

# 16. Discuss Summer Retreat (2 minutes)

July 12th business meeting and council retreat led by Tom Emrich

# 17. Re-vote on April Agenda Items for Official Minutes Record and Posting (10 minutes)

# a. Discussion/vote to accept 2015- 2016 Budget Amendment

MS motions to approve the director's budget amendments

RA seconds

Discussion: Brandee has worked with the business manager to reallocate funds to align in the 3rd quarter for projected vs. actual expenses.

Vote to approve the director's budget amendments

In favor: 8

Opposed: 0

Abstain: 1

Motion passes.

# b. Discussion/vote to accept <u>Standards-Based Grading Handbook</u>

MG motions to approves the Standards- Based Grading Policy

RA seconds

Discussion: This policy has been reviewed by parents, director, and faculty, over the last several months. The director has indicated that instruction, assessment, and grading will be a focus of professional learning for the next school year.

*Vote to approve the Standards-Based Grading Policy* 

In favor: 8

Opposed: 0

Abstain: 1

Motion passes.

# c. Vote to continue Marissa's role as Community Council Member

NG motions to continue Marissa's term as a Community Council Member

LT seconds

Discussion: none

Vote to continue Marissa's term as a Community Council Member

*In favor: 7* 

Opposed: 0

Abstain: 2

#### d. Discussion/vote for a .8/.2 Navigator TA position

MS motions to accept the director's recommendation to adjust the Navigator TA Position to .8/.2 for 2016-2017 school year.

MG seconds

Discussion: This is a budget neutral decision based on council's approval in March. This will provide more consistency in the TA position compared to this year.

Vote to approve the director's recommendation to adjust the Navigator Position to .8/.2 for 2016-2017 school year.

*In favor:* 8

Opposed: 0

Abstain: 1

Motion passes.

# e. School Psychology Services- Discuss/vote to secure Dr. Soloman's services for 2016-2017

MS to secure Dr. Soloman's services for 2016-2017

LT seconds

Discussion: Brandee proposes bringing Dr. Soloman and his Doctorate level students' services to increase school psychology services beyond IEP consultation and testing to include direct work with classroom teachers and students. This proposal increases services for parents, teachers, and students without increasing the budget.

Vote to a secure Dr. Soloman's services for 2016-2017

*In favor: 7* 

Opposed: 1

Abstain: 1

Motion passes.

# f. Vote to include Brandee Lapisky in Executive Session.

NG motions to include Brandee Lapisky into Executive Session

MS seconds.

Discussion: none

*In favor: 8* 

Opposed: 0

Abstain: 1

Motion Passes.

g. Discussion/vote to convene Executive Session Pursuant to R.I.G.L. §42-46-5 (a)(2) -Sessions pertaining to reasonably anticipated litigation regarding an alleged miscalculation of the local share pursuant to R.I.G.L. §16-7.2-5(a)

MS motions to convene Executive Session Pursuant to R.I.G.L. §42-46-5 (a)(2) - Sessions pertaining to reasonably anticipated litigation regarding an alleged miscalculation of the local share pursuant to R.I.G.L.  $\S16-7.2-5(a)$ 

HV seconds.

Discussion: none

Vote to convene Executive Session Pursuant to R.I.G.L. §42-46-5 (a)(2) - Sessions pertaining to reasonably anticipated litigation regarding an alleged miscalculation of the local share pursuant to R.I.G.L. §16-7.2-5(a)

In favor: 8

Opposed: 0

Abstain: 1

Motion Passes.

Return to open session at 8:55 pm

h. Vote to seal minutes/votes taken during executive session if disclosure of such minutes/votes in open session would jeopardize any strategy, negotiation or investigation undertaken pursuant to discussions conducted under §42-46-5(a).

HV motions to seal executive session minutes

RA seconds.

Discussion: none

Vote to seal executive session minutes

In favor: 8

Opposed: 0

Abstain: 1

Motion Passes.

Discussion/vote to pursue formal action against RIDE regarding an alleged miscalculation of the local share under R.I.G.L. §16-7.2-5(a)

MS motions to support formal action against RIDE regarding an alleged miscalculation of the local share under R.I.G.L. §16-7.2-5(a)

RA seconds.

Discussion: none

*In favor:* 8

Opposed: 0

Abstain: 1

Motion Passes.

18. New Business

Budget Workshop will be scheduled for Friday June 24th at 10:30 am. July 29, 2016 is the Open Meeting Summit for training Susannah has begun a Year of Review for Council for others to contribute to the document. This will aid in Charter Renewal in 5 years.

#### 19. Public Comment

#### none

# 20. Adjourn 9:15 pm

The public is welcome to any meeting of the School Council or its subcommittees. If communication assistance (readers/interpreters/captions) or any other accommodations are needed to ensure equal participation, please contact the Student Service Coordinator, Julie Wynsen at (401) 788-8322 at least two (2) business days prior to the meeting.

Any changes in the agenda will be posted on The Compass School's website and place of business, and will be electronically filed with the secretary of state at least forty-eight (48) hours in advance of the meeting.

# Director's Report



#### **Director's Report**

Provided By: Brandee Lapisky, M.Ed.

Submitted on: 6/8/16 Council meeting date: 6/14/16

#### **Enrollment**

The enrollment tallies below are updated as of 6/8/16.

Step Levels	Grade	Enrollment (Actual by grade)	Enrollment (Actual by step)
Explorers	K	17	34
	1	17	

Adventurers	2	19	19
Discoverers	3	19	38
	4	19	
Investigators	5	18	38
	6	20	
Navigators	7	18	36
	8	18	
Total Enrollment	K-8	165	165

<sup>\*</sup>Note that Compass is fully enrolled.

# **Strategic Plan Updates**

#### **Charter Renewal**:

- The charter renewal process has not yet culminated; there are still many more steps of the process that I am completing. I have a meeting set on 6/21/16 with Paula Barney from RIDE to review those requirements in more depth. I will prepare a draft by July to present to Council, but the overview of the work includes:
  - Essential Educational Program Elements: We must determine the educational program elements that would qualify as a "major amendment" to our charter if they were changed. I intend to use language from the original charter, focusing on project-based learning, small class size, multi-age learning, social responsibility and environmental sustainability.
  - Mission-specific Goals: We are encouraged to set 2 goals, one organizational and one student academic goal related to PARCC performance. The purpose is to tell a story to the Council of Elementary and Secondary Education in 5 years about the growth of the mission of our school.
- Charter Renewal Site Report Draft: There have been a number of delays at RIDE that have resulted in their report being nearly 2 months delayed. RIDE has committed that we will have the draft in hand by the July 12th Compass Council meeting.
- \*Remember that there was one year when Compass received a "warning" designation in the school accountability rating system. This was for a very specific reason not meeting growth benchmarks within a specific subgroup. For the remaining years of the

renewal period, Compass has earned commended status. This will be cited in the RIDE report.

# **Development**:

- We have continued on the productive path of grant submission as documented on our 2015-16 grant dashboard.
- We received a grant in the amount of \$2,300 from the Ocean State Charities Trust. This will cover a reimbursement toward the modular power line and reseeding the grass around the modulars post-construction.
- Our business solicitation did netted a \$300 donation from the Kaiser Tree Company so far.
- Early numbers indicate that Compass will see over \$8,000 in netted revenue from the Eco Fair. Per the Council-approved agreement with the Co-Op early in the year, the first \$7,000 of this amount will go to the school budget. The remainder will be deposited in the Co-Op account.
- We received a letter requesting further information in response to the Champlin Foundation grant submission. We originally requested \$25,000 for the barn renovation. The good news is that the letter of further inquiry indicates that the foundation is interested in us. The drawback is that we cannot yet answer their questions until we have more information, which we would receive through an analysis like a Feasibility Study. At this time, I recommend that Compass defer our request until we have more evidence.

# Blended Learning

- Compass teacher, Heidi Vazquez will graduate as a 2nd year fellow from the Highlander Institute FUSE fellowship this month. She has spent the last two years supporting the North Kingstown School Department with their technology integration.
- Compass was approved for a \$21,161 reimbursement grant through the Wireless Initiative program at RIDE to complete Phase II of the wireless upgrade, which will include the Explorer and Discoverer modulars. Envision, the team responsible for doing the work, has been notified that the grant timeline will close at the end of FY16 and they must begin work immediately.

#### Facilities Lifecycle:

#### Current Status:

- Paul Collis, a Compass grandparent, reached out to offer his services as a chartered forester and arboricultural consultant.
- The final list is complete with the Triumph modular project, though they have needed to do a service call to Compass every time we've had heavy rains due to ceiling leaks in the new modular.
- The RIDE team has nearly completed their facilities audit. We've been visited by teams who have been reviewing our facilities with the intent of compiling a statewide facilities construction/renovation prioritization list. During the Director interviews, I focused on the issue that modular buildings were not intended to be permanent structures and that one of our buildings is 10 years old.

#### New construction:

- o <u>Timeline and process chart</u>
- New construction has not been able to be the priority during the month of May or June. This project will take on renewed priority following the last day of school.

#### Curriculum Redesign:

#### Middle School Electives:

- This is a June Council agenda item. Nicole Gardiner and I will co-present the Learning Committee's work and recommendation: to begin an elective pilot program at the middle school level.
- There have been questions around RIDE endorsement to include electives in our schedule, recognizing that it would necessitate a reduction in current content area instruction. I have followed up with RIDE about this topic. My notes are included below:
  - From Nicole Smith at RIDE following an inquiry about incorporating electives into our instructional program. "RIDE's regulations stress a proficiency based approach that does not dictate the amount of time spent in any subject area. RIDE does have regulations that speak to instructional minutes in a day but they do not break down instructional minutes by subject. Please see the excerpts and links to the mentioned regulations above:
    - <u>Secondary Regs</u>: "Course a connected series of lessons and learning experiences that: 1. Establish expectations defined by recognized standards, 2. Provide students with opportunities to learn and practice skills, and 3. Include assessments of student knowledge and skills adequate to determine proficiency at the level of academic rigor required by relevant content standards."
    - <u>School Day Regulations:</u> The most relevant detail in this document to the elective discussion is that there shall be a

minimum of 330 minutes of instructional time (which electives would classify) in the school day."

■ The original intent was to include both Investigators and Navigators in this pilot, but due to scheduling limitations, the pilot will move forward with Investigators only.

# **Other Topics**

# Special Education Advisory Board

- The following message was submitted by Michelle Clifford, who has taken on the role of supporting Compass' Special Education Advisory Board.
- This year the special education department has been working on developing a local advisory committee on special education, which is a requirement of the Rhode Island Board of Education's Governing The Education Of Children With Disabilities. The purpose of the committee is to advise a school district on matters concerning special education and to serve as advocates in partnership with parents for students with disabilities. So far this year we have:
  - Hosted a parent workshop which was presented by TechACCESS (an agency which helps students with learning differences through the use of technology)
  - A survey was sent out to parents and we have a few families that have been helping to write bylaws.
- Our goals for the future include:
  - 1. Finalizing bylaws and submitting the to the Compass School Council for approval.
  - 2. Submit a chairperson and a co chair for approval to the Compass School Council for appointment.
  - 3. Schedule 4 meetings and host 2 workshops for the 2016-2017 school year.

#### 2016-17 Staff Search Updates:

<u>Business Manager</u>: This position was posted and the search committee met to review
applicants. At this time, we do not have enough qualified applicants to move forward
with the process. We have decided to repost the position as "posted until filled". I spoke
with Dittmar McNeil, our accounting firm, to confirm that they will work in a
month-to-month basis until a replacement can be found.

#### • <u>Teaching Positions</u>:

- Interviews are scheduled for the STEAM, Art, Special Education Resource and Navigator TA positions.
- Michelle Clifford submitted her letter of intent for the Special Education Director transition position. Note that she is the only qualified candidate for this in-house position.
- We learned in early June that Emily Campbell will resign her position as an Explorer step teacher assistant for the 2016-17 school year. She departs from Compass on good terms and performance standing. The position has been posted and interviews will take place in early July.

# Legislative Updates

- The proposed \$355 cut to charters, as included in the Governor's budget, has been eliminated through negotiations in the Senate Finance Committee.
- A possible 7% withholding of charter school tuitions is a possible outcome of the deliberations, which would cause adverse and detrimental impact on Compass' proposed FY17 budget.
- This change in direction is being referred to as being "blindsided" and that the "ground has shifted under our feet".
- Point people for the League of Charter Schools have included: Representatives Amore,
   O'Grady and Barros.
- I have also reached out to Representative Tanzi.

## <u>Budget</u>

- Kat Schafer has retracted her request for a .8 FTE health/PE position for 2016-17.
- The FY17 budget is due to RIDE by 6/30/2016. Given the volatility of the
  decision-making at the state house, my recommendation is that we submit the budget
  that we've been working toward and then file an amendment if we see significant
  changes to our revenue.

#### Community Outreach

League of Women Voters' Susan Wilson Award: I nominated Heidi Vazquez for the this
recognition for civic education. She won first place in the competition along with a
\$1,000 award, which was presented at the State House.

- Washington County Coalition for Children: I attended a breakfast hosted by Representative Teresa Tanzi. It was a positive networking experience for our school along with a resource-rich opportunity to engage with other socially responsible organizations.
- Commissioner's Field Memo: The Commissioner disseminates a statewide weekly informative Field Memo. Last week, he acknowledged Hilary Downes Fortune and the Compass Envirothon team as the Middle School Champions.
- Eco Fair: The superintendents and other district-level representatives were invited to the
  Eco Fair and offered VIP, cost-free tickets to the event. Although the email invitation
  was sent out a month in advance, along with a follow up email, none of the
  superintendents attended. We will use this <u>VIP Ticket template</u> for future hard-copy
  mailings.
- Governor's "Skills that Matter for Jobs that Pay" on May 31, 2016: I was among only
  about 30 attendees at a cozy town hall-style meeting with Governor Raimondo and
  Commissioner Wagner. I was able to introduce myself and ask questions. Governor
  Raimondo requested that I follow up with her afterwards regarding opportunities to
  include more student and family voice in state house decision-making.
- District Teacher of the Year: I nominated Nicole Gardiner to serve as Compass' District
  Teacher of the Year through RIDE. We will attend an Educator Recognition Celebration
  on September 24, 2016. Throughout the year, there will be a variety of opportunities for
  Nikki to represent Compass through presentations and focus groups.
- Environmental Literacy Assessment Planning Summit: I have been selected by The Environmental Education Association to participate in this year's summit on July 14th at Rhode Island College.

#### APRA Training:

- I viewed an <u>APRA training</u> on 5/16/16. It is a requirement that the APRA decision-maker for our organization attend an APRA training annually.
- Useful documents from this presentation include:
  - APRA Booklet
  - PowerPoint

#### PARCC

- Paper-based phase-out: At this time, we anticipate that 2016-17 will be the final year that we are able to administer the paper with the expectation to complete conversion to the technology platform in 2017-18.
- 2016 Test Results Release:
  - Notes from Webinar

#### Treasurer's Report

May 19, 2016 - All cash and accounts reconciled. It appears there may be some relief for the phone and internet expenses in the form of e-rate. Discussed the Title II funds for substitute money and professional development, sending an updated budget to RIDE with an amendment, as well as upgrading the photocopier lease to switch the copier that is compatible with the cloud.

#### Health and Safety Committee

The Health and Safety Committee met on May 12th, 2016. The committee discussed progress made of the Safety Plan, a new counseling program for next year, the anonymous bullying reporting system, the substance abuse curriculum, and health and safety initiatives for next school. year.

#### Policy Committee

The Policy Committee met on May 23rd, 2016. The committee reviewed and voted to send the updated leave policy to council. The committee also reviewed job descriptions for all anticipated or open positions. Brandee shared data about FTE and planning time. The committee recommended presenting these findings to council and then adding a section into the staff handbook. Heidi will spend time in June making sure all updated policies are within the governance binder and begin the process of transferring folders into a dashboard.

#### Learning Committee Committee

The Learning Committee met on May 12th, 2016. Information was shared about a site visit to a K-8 private school in MA, The Center School. It is multi-age, project based and uses the Responsive Classroom approach. There were some good take-aways about student portfolios and projects at the middle school level. We brainstormed questions and answers about elective offerings at the middle school level.

The Learning Committee met on June 2nd, 2016. The committee mainly discussed the addition of electives to the middle school program (grades 5-8) for the 2016-2017 school year. We made note of the various groups of people we need to communicate with about electives, a to-do list for electives to be ready to go by August, approved elective course offerings and the presentation the LC would present to council. In addition, we began to make a list of agenda items for the 2016-2017 school year so that the committee can fulfill its charge from council by the end of the 16-17 school year. This includes blended learning in the middle school, program evaluation (Spanish, STEAM, electives, distance learning), CS4RI initiatives, Summit School model, continue to visit exemplar middle schools, and to create a model "unit" that would be an example of the "improved" middle school model we will propose to council.

<u>Development Committee</u> No Report

Site Committee
No Report