

Whitefield Collaborative Problem Solving Project
February 26, 2018
Newsprint/Minutes

Participants present: Ben Marcus, Cheryle Johnson, Clint Towle, Delia Dearnley, Howie Tuttle, Jake Mathews, Jen Noftall, Karen McCormick, Keith Marple, Lisa Kalloch, Lucinda Lee, Lynette Conroy, Roger Drolet, Sue McKeen, Tara DeLisle, Terri Blair, Tom Soule

Not present: Amy Perkins, Anthony Anderson, Jeanne Grady, Kendra Anderson, Niki Mathews

Facilitator: Joan Morin and Assistant Jessica Grenier

Agenda:

- Welcome and introductions
- Review tonight's agenda
- Review the February 12th newsprint and minutes
- Identify and list issues
- Review press release
- Determine what needs to be included in minutes doc.
- Check out

Chart 1: Issues

- Clear definition for "bullying" and how it will be dealt with
- Transparent communications when issue arises. To include follow through till closure. Continued follow up.
- Accountability for students, staff and everyone included
- Defined procedure for reporting concerns (for everyone)
- Defined process for issue resolution (include timeline)
- Notification of process and what your next step is

Chart 2: Issues Cont.

- Formalize staff process for documenting concerns

- Behavioral structure and guidelines known and consistently followed
- Reinforcement of warning signs for mandatory reporting and potential abuse at home
- How to handle death threats
- Suicide encouragement (STOP)
- Electronic harassment (STOP)
- Peer (together student/parent) for resolution

Chart 3: Issues Cont.

- Behavior structure and guidelines made known to parents, coaches, volunteers and everyone for follow through and support
- Creating a culture of respect
- Communicate regularly with parents regarding student's grades
- Too many initiatives without full implementation
- Training of staff and parents
- Manage active shooter risk
- Rape threats

Chart 4: Issues Cont.

- Unsafe bus environment
- Playground violence
- Bathroom safety
- Pornography on devices
- Staff demeaning of children
- Harassment between staff
- Failing investigations
- 504 plans not followed
- IEP not followed

- Respectfully responsive to parents concerns and complaints

Chart 5: Issues Cont.

- Full communication between staff and administration regarding student safety issues
- Retaliation against staff by staff and administration (parents against staff)
- Inappropriate social media between staff and students
- Lack of extracurricular and foreign language
- Volunteer coordinator/ community liaison
- Resources for higher performing students

Chart 6: Issues Cont.

- Board communication with staff
- School in concert with community volunteer program
- Curriculum adapted to child learning style
- Hands on experiences for kids
- Communication and information on testing for parents/ why so much
- Parent expectations. Learning expectations communicated to parents
- Lack of community events

Chart 7: Issues Cont.

- Common sense application to issues or non-issues
- Athletics- lack of communication and organization
- Perception of predetermining hiring
- Recruitment and retention of students/ parents
- Power between staff/not equal
- Favoritism staff to students

- No wasted educational minutes. No movies or noneducational games
- Educational budgeting for school

Chart 8:

Agenda – March 5th 5:30-8:00

- Go through issues list
 - Group
 - Prioritize
 - Time-line (create)
 - Housekeeping

Discussions and Determinations

- We discussed and understood that the Collaborative Problem-Solving Project is not a committee of the RSU 12 Board. We are a community based project that was designed to solve problems in a principled way that will create effective solutions while improving relationships and understanding.
- Restorative Practice – the benefits of using the Restorative Practice method were discussed and how essential it is for staff and students to be using the same/similar methods when dealing with student and school-wide behavior.
- For each issue listed there was some discussion. However, a thorough and more thoughtful discussion will happen when the issues is addresses as a problem.
- Superintendent Howie Tuttle and many project members are unable to make Monday's meeting. The members decided to hold the meeting to discuss process, timelines and to sort issues, to make the best use of our time for the upcoming meetings.
- There was discussion about how do we ensure that the work of the Project is initiated and followed through? This discussion will continue.