



DOVER SCHOOL BOARD – MINUTES

Meeting Type:	Special Session #4
Meeting Location:	Media Center (Room 306), McConnell Center
Meeting Date:	Monday, August 26, 2019
Meeting Time:	6:00 P.M.

A. CALL TO ORDER: Chairperson Amanda Russell called a meeting of the Dover School Board to order on Monday, August 26, 2019 at 6:01 p.m. in the Media Center (Rm 306) of the McConnell Center.

B. ROLL CALL: Present were Amanda Russell, Keith Holt, Kathy Morrison, Andrew Wallace, Zak Koehler, Carolyn Mebert and Matt Lahr.

Also present were: Superintendent Bill Harbron, and Assistant Superintendent, Paula Glynn

C. PLEDGE OF ALLEGIANCE: Mr. Koehler led the Pledge of Allegiance.

D. CITIZENS' FORUM: None

E. AGENDA APPROVAL:
Mr. Koehler moved, Mr. Lahr seconded to approve the agenda as outlined. **An oral VOTE PASSED 7/0.**

F. APPROVAL OF MINUTES: None

G. CONSENT AGENDA

1. **Correspondence:** None
2. **Resignations/Retirements:** None
3. **Leaves of Absence:** None
4. **Job Shares:** None
5. **Nominations:**
 - a. Teacher Nominations
 - b. Para Nominations
 - c. Non-Union Nominations
 - d. Coaching Nominations
6. **Extended Travel (Student Trips):** None
7. **Donations:** None

Dr. Mebert moved, Mr. Koehler seconded to approve the Consent Agenda with the additional Paraprofessional Nominations. **An oral VOTE PASSED 7/0.**

H. STUDENT REPRESENTATIVE REPORT: None

I. POLICY-CHANGES-PROPOSALS: None

J. POLICY ADOPTION: None

K. RESOLUTIONS: None

L. OLD BUSINESS: None

M. NEW BUSINESS



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1. Dover School District's Educational Philosophy

Dr. Harbron informed the Board that the Teaching and Learning Committee has been working diligently on generating documents that align to competency-based education and the District's Educational Philosophy. He stated that the purpose of this meeting is for the Board to review three main documents for recommendations and for them to be brought back for final adoption in September.

Mr. Wallace feels that the move to Competency based is mentioned too late in the philosophy statement and should be more prominent in the introduction. Ms. Russell recommends adding it to the Curriculum Practices verbiage as well, for more repetition.

Mr. Koehler inquired if there was a location on the District's web site for the public to become more acquainted on competency base, to which Dr. Harbron stated that Ms. Glynn is currently in the process of creating a place, but it is not ready to be published yet. Mr. Koehler feels that the URL would be helpful to provide within this document.

Mr. Holt stated that the voice of teacher and student would provide more buy-in and would provide a more common dialogue by possibly adding videos from both groups.

Mr. Wallace recommends the adding in the explanation of what Competency Based Learning is, what it means to the District, where and how it happens, and how it is changing. Dr. Harbron explained that Ms. Glynn and the committee have completed a document with definitions and terminology that has been agreed upon, which he will provide to the Board.

Dr. Mebert recommended that there should be a clear message within the philosophy that explains our students can still reach high levels of achievement with competency-based learning, it does not mean that the District is aiming to keep students average.

Mr. Wallace mentions the introduction should include students, as well as adults, who are committed to being continuous learners; to possibly have the document begin as being student centered. He also recommends finding synonyms for the words leaders and learners to make more of an impact with the document.

Mr. Koehler mentioned that an important message to spread is that the teachers are not just teaching, but collaborating with the students, in order to achieve the high level of competency that each student deserves.

Dr. Mebert believes there is an assumption among communities of what students do at school. She feels that teachers need to establish what their goal is, whether it be to get their diploma, or good grades for college. In order to prepare students for the real world, and to change student mindsets, we must first know where they are at currently.

2. Dover School District's Portrait of a Graduate

Dr. Harbron explained that after finalizing this document, the committee will then look at creating one for the eighth grade, and then the fourth grade.



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Mr. Holt feels like the student perspective is missing. He also feels that students should not need remediation to enter into college, career or military. He feels that a Dover graduate should be ready to complete the daily basic skills required of them when entering life after high school, with no involvement from superiors.

Ms. Russell recommends that a small group of parents and high school students look at the document for input. Mr. Holt recommends as well, a former graduate that has been in the work force for a period of time also provide feedback in regards to what they took into the real world from their Dover education, and what they feel was lacking to prepare them for the next phase of life.

Mr. Koehler stated that he was once given a message by a former teacher that pertained to teaching students the skills to find information needed to educate themselves, rather than just memorizing facts.

3. Dover School District's Performance Goal

Dr. Harbron expressed that there have been major discussions around the District's Performance Goal. He stated that the goal is to have each student gain a year's growth in reading, and those with an Individualized Education Plan would be established by what is established in their plan.

Dr. Mebert was pleased with the goal set for a district, but inquired as to how the District will get all teachers on the same page and to have a growth mindset? To which Dr. Harbron responded that the discussion has begun around those questions.

Dr. Harbron stated that elementary levels have begun to collaborate at grade levels for specific topics to cross train those who are not as comfortable with a specific subject. Mr. Koehler inquired if that has been shared at each of the elementary schools, to which Ms. Glynn stated that it has, and they are beginning to follow suit.

Dr. Harbron stated that Ms. Glynn organized a half day training for the leadership team on professional learning communities (PLCs). The goal will be to rotate the topic of Equity and PLC at each of the buildings leadership team meetings. The goal is to embed what a true PLC meeting is.

Mr. Holt stated that he is aware that there are students who need to make more than a year's growth, the District needs to look at specialized programs and supports to bring students to where they need to be.

Dr. Harbron expresses that collaboration among teachers is key to cross pollinating teacher learning. He also reiterated that parents who read to their children have a higher vocabulary and reading level.

N. SUBMISSION AND PAYMENT OF BILLS: None

O. SUPERINTENDENT'S REPORT: None

P. COMMITTEE REPORTS:



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Mr. Koehler updated the Board on the Rezoning Subcommittee which will present to the Planning Board and hopefully the city will see a relief of the tax burden off of the residential portion.

Ms. Russell stated how nice the high school parking lot looks. She asks that people only park on the asphalt, not on the grass, where she has seen people parking on freshly seeded loam. She also stated that the Dover Police Department will soon begin to tow vehicles that are not parked in appropriate areas.

Q. SCHOOL BOARD RECENT MATTERS OF INTEREST:

Mr. Koehler stated that at 4:00 p.m. on September 19th there will be the Solar Array Ribbon Cutting Ceremony at Dover High School, which they hope to see many people attend.

R. ADJOURNMENT:

Dr. Mebert moved, Mr. Lahr seconded adjourning the meeting at 7:18 PM. **An oral VOTE PASSED 7/0.**