

7 Lions Lane  
Camden, Maine 04843  
**(207) 236-3358**  
**FAX (207) 236-7810**

**Maria Libby**  
Superintendent  
**Debra McIntyre**  
Assistant Superintendent



Camden Rockport Schools  
Regular School Board Meeting  
Bisbee Theater, CRMS  
Wednesday, March 16, 2022  
7:00 p.m.

Meeting URL: <https://www.fivetowns.net/live>

**AGENDA**

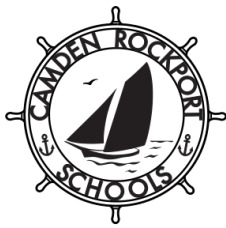
1. Call to Order
2. Adjustments to the Agenda
3. Public Comment on Items not on the Agenda
4. Recognition
  - a. Camden Rockport Elementary Chess Club, Webber Cup Champions
5. Minutes
  - a. Approval of the February 16, 2022 Regular Board Meeting Minutes
6. Nominations (Note: Executive Sessions Possible for Nominations)
  - a. Stipend Nominations

Position	Nominee	Points	Bonus	Amount
CRMS Track and Field Co-Coach	Ian McKenzie	23	0%	\$1,822.52
CRMS Track and Field Co-Coach	Jim Morse	23	20%	\$2,187.02
CRMS Track and Field Assistant Coach*	Jala Tooley	18	0%	\$1,426.32
CRMS Baseball Coach (7 <sup>th</sup> )	Jack Hopkins	26	0%	\$2,060.24

\*If needed based on athlete numbers

7. Presentation – Band and Chorus Programs (Matthew Gordon and Jeffrey Maynard)
8. Rose Hall Update
9. Board Chair’s Report
  - a. Board Members Terms of Expiry
  - b. Board Workshop March 23, 2022.
10. Superintendent’s Report
11. Administrative Reports
  - a. Deb McIntyre, Assistant Superintendent
  - b. Jaime Stone, CRMS Principal
    - i. CRMS Feedback Summary
  - c. Chris Walker-Spencer, CRES Principal
    - i. CRES Feedback Summary
  - d. Valerie Mattes, Director of Student Special Services
12. Standing Committee Reports
  - a. Finance – Met February 16, 2022 minutes attached. Meets prior to School Board meeting March 16, 2022.
    - i. FY23 Budget Updates

- ii. FY22 Finance Update
    - b. Joint Policy – Next meeting March 14, 2022.
    - c. Joint Personnel – Next Meeting March 28, 2022.
    - d. Joint Curriculum – Has not met.
- 13. Ad Hoc Committee Reports
  - a. Joint Communications – Next Meeting March 15, 2022.
- 14. Future Agenda Items
- 15. Adjourn



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### MINUTES

#### Board Present

Patrick McCafferty, Chair  
Marcus Mrowka, Vice Chair  
Becky Flanagan  
Brianna Gutierrez  
Pete Orne  
Marcia Dietrich  
Rick Thackeray

#### Also Present

Maria Libby, Superintendent  
Deb McIntyre, Assistant Superintendent  
Chris Walker-Spencer, CRES Principal  
Valerie Mattes, Director of Student Special Services  
Peter Nielsen, Business Manager  
Staff

#### Board Absent

Sarah Bradley Prindiville

1. Call to Order  
Board Chair Patrick McCafferty called the meeting to order at 7:02 p.m.
2. Adjustments to the Agenda  
There were no adjustments to the agenda.
3. Public Comment on Items not on the Agenda  
There were no public comments on items not on the agenda.

## 4. Minutes

- a. Approval of the January 19, 2022 Regular Board Meeting Minutes
- b. Approval of the February 10, 2022 Special Joint Board Meeting Minutes

**Upon motion by Becky Flanagan and second by Marcus Mrowka, the Board voted to approve the January 19, 2022 Regular Board Meeting Minutes and the February 10, 2022 Special Joint Board Meeting Minutes.**

**Vote: 7-0 Passed.**

## 5. Nominations

- a. Stipend Nominations

Position	Nominee	Points	Bonus	Amount
CRMS Baseball Coach	Nick Denny	26	0%	\$2,060.24
CRMS Track and Field Asst. Coach	Ian McKenzie	18	0%	\$1,426.32

**Upon motion by Becky Flanagan and second by Pete Orne, the Board voted to approve the above stipend nominations.**

**Vote: 7-0 Passed.**

## 6. Mid-year Strategic Plan Implementation Update

Superintendent Libby gave a mid-year progress report on this year's implementation plan for the CRS's Strategic Plan. She explained that the District uses its Strategic Plan to guide work in the District. Nearly all the action items in this year's implementation plan have been accomplished, and the District hopes to complete any remaining action steps in the last few months of the school year.

Board member Flanagan praised the work that the District has done with the Strategic Plan as a guide, despite the distractions and challenges brought about by the pandemic. A Board member asked for more information on the barriers to Project Based Learning implementation. CRMS Assistant Principal Watts explained that the school schedule, which includes scheduled specialist class time such as art and music, can interfere with full immersion in Project Based Learning, but that overall, the CRMS teachers have done a great job keeping a focus on Project Based Learning at the forefront. Board Chair McCafferty praised the Strategic Plan's interventions and programs that support student and staff wellness. He asked whether the Action Strategy numeration in the plan is based on priority level. It does not correspond to rank of importance, but is simply organizational.

## 7. Approval of 2022-2023 School Calendars

Superintendent Libby walked the board through the 2022-23 school calendars. Certain workshop and conference days were moved earlier or later in the year to increase the number of complete (five day) school weeks. The last day of school will be a half day early release day.

**Upon motion by Marcia Dietrich and second by Marcus Mrowka, the Board voted to approve the 2022-2023 School Calendars.**

**Vote: 7-0 Passed.**

8. 2022-2023 Requested Budget Presentation

Superintendent Libby walked the board through the 2022-23 requested budget. In sum, the budget shows a 5.73% increase in expenses and an overall tax impact of 2.83%.

Contributing factors to the increased expense budget include:

- Increased wages
- Increased health care costs, including staff health care election changes
- Addition of one Ed Tech in Special Education (offset in the tuition revenue lines)
- A new financial enterprise software system, a new half-time Human Resources Assistant, and a new half-time Communications Officer (both positions split 50/50 with the CSD)
- A new Athletic Administrative model (split 20/80 with the CSD) where the high School AD will now oversee CRMS athletics. This new AD model is one commonly seen throughout the state and will allow the CRMS Assistant Principal, who previously oversaw CRMS athletics, to concentrate more fully on curricular issues.
- Increased advertising expenses spent to attract quality staff
- A new school bus

Superintendent Libby cautioned the board that the requested budget might increase before the next meeting due to the possibility of hiring another clinical staff person and the potential of another facilities project at CRES. These potential increases, and any other changes, will be shared with the board in the March meeting. Ms. Libby also shared enrollment statistics, which project lower enrollment in FY22.

In response to a Board member's question about the failed geothermal wells, Superintendent Libby stated that the budget includes money to hire an engineer to do a cost/benefit analysis of energy use in both Districts to determine if the district should further invest in repairing the geothermal systems. There was some discussion about the Elm St. property, which is currently under a long-term lease to the Montessori School.

The Board discussed the taxpayer impact of the 2022-23 budget and how it will differ in Camden and Rockport based on valuations and student counts. Administration will continue to refine the budget as more information is acquired, and the board will vote on the final budget at the April Board meeting.

9. Board Chair's Report

Board Chair McCafferty thanked District staff and the Finance Committee for their work on the budget and complimented the team for building a budget that falls well under the target set by the Board.

#### 10. Superintendent's Report – as written

Superintendent Libby shared that there are indications that the Maine CDC will recommend a move to optional masking at schools assuming Covid cases continue to decline. This could happen within a couple of weeks after February vacation. Since the start of the pandemic, the District has followed the Maine CDC Standard Operating Procedures, and she plans to continue doing so.

Board discussion ensued regarding optional masking and how it will be implemented and enforced. The MTA President, Julie Speno, shared that a staff survey revealed that 50% of staff are not supportive of doing away with a mask mandate. A board member expressed concern about managing elementary classrooms where some parents want their children to mask and other don't. Principal Walker-Spencer added that students have been very compliant overall with mask wearing and that monitoring students who wear masks at the behest of their parents might not be as difficult as perceived by the Board.

#### 11. Administrative Reports

- a. Deb McIntyre, Assistant Superintendent – as written.  
Assistant Superintendent McIntyre emphasized that Pre-K applications just opened, and that the District already has 9 applicants.
- b. Jaime Stone, CRMS Principal – as written.  
Ms. Stone's report was included in the board folders. Assistant Principal Watts showed the CRMS Kindness Banner to Board members.
- c. Chris Walker-Spencer, CRES Principal - as written.  
Principal Walker-Spencer shared that outdoor education programming funded by the RREV grant will ramp up in the warmer months. He expressed appreciation for his staff, who have been pitching in with varied duties, and for parents, who are helping with recess duty.
- d. Valerie Mattes, Director of Student Special Services - as written.

#### 12. Standing Committee Reports

- a. Finance – Met January 19, 2022 minutes attached. Meets prior to School Board meeting.
  - i. Finance Update – Finance Committee Chair  
Finance Chair Orne shared that the Finance Committee had discussed the 2022-23 budget in depth with administrators, and that Superintendent Libby's budget presentation earlier in the agenda had conveyed the important facts and issues. He also shared that the year-to-date FY22

financials as of January were tracking to target.

- b. Joint Policy – Next meeting March 14, 2022.

**Second Reads**

BHC – Board Relationships and Communications with Staff

GCEA – Recruitment, Selection, and Employment of Teaching Personnel

GCF-R – Recruitment, Selection, and Employment of Administrative Staff Procedure

IJJ – Instructional and Library Materials Selection

IJJ-E – Citizen’s Challenge of Educational Media Form

IMB – Learning About Controversial Issues

IMBB – Exemption from Required Instruction

JICB – Care of School Property by Students

JL – Student Wellness

JL-R – Student Wellness Guidelines

KEB – Complaints about School Personnel

**Upon motion by Marcia Dietrich and second by Pete Orne, the Board voted to approve the above second reads.**

**Vote: 7-0 Passed.**

- c. Joint Personnel – Has not met.
- d. Joint Curriculum – Has not met.

13. Ad Hoc Committee Reports

- a. Joint Communications – Met January 18, 2022 and February 1, 2022, minutes attached.

Board member Mrowka shared that the Communications Committee has been reviewing previous years’ annual reports and talking about ways to strengthen the upcoming one.

14. School Advisory Committee Reports

- a. DEI Task Force – Next Meeting February 28, 2022.

The date of the next DEI Task Force meeting has been moved to mid-March, date to be determined.

15. Future Agenda Items

There were no future agenda items requested.

16. Adjourn

The meeting adjourned at 8:28 pm.



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 Superintendent  
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Camden Rockport Schools  
 Superintendent Board Report  
 March 16, 2022

**1. Equity Audit**

We have given our contractor feedback and corrections on the first draft of the Equity Audit and are waiting for a revised draft. This audit represents a significant step for our district in making sure all our students have equal access to CRMS and CRES opportunities.

**2. Budget Update**

There have been a few changes since my FY23 Budget Presentation to the Board in February with the outcome as summarized below.

	<b>February 16</b>	<b>Current</b>
<b>Expense Increase</b>	5.73%	4.19%
<b>Taxpayer Impact</b>	2.83%	3.70%

The bulk of the expense changes were due mainly to the need to hire a new Special Education Social Worker and to add a late bus to CRMS. Moving the \$400,000 addition to capital reserve to a separate warrant also affected both the Expense Increase and the Taxpayer Impact. I presented the updated Budget on March 9, 2022 to representatives from the Camden and Rockport Select Boards and Budget Committees.

**3. Pandemic Update**

We moved to Mask Optional on March 7, and I have received positive feedback from many parents, teachers, students, and administrators. Teachers find communication to be easier without masks, both in students spoken word and in their facial gestures that had been obscured by masking. The climate in our schools is a little more upbeat, positive, and full of smiling faces. The decision whether to wear a mask or not seems like a non-issue among students and staff. We have not witnessed any teasing or judgment in our first week.

Here is relevant data from the three schools in the two Districts:

<b>School</b>	<b>PERCENT VACCINATED</b>	
	<b>Students</b>	<b>Staff</b>
CHRHS	80.32%	>97%
CRMS	83.74%	>97%
CRES	68%	>97%



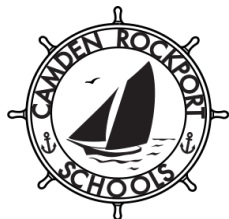
<b>COVID Breakdown by School and Month</b>				
	<b>CRES</b>	<b>CRMS</b>	<b>CHRHS</b>	<b>Total</b>
September	2	2	2	<b>6</b>
October	2	3	4	<b>9</b>
November	0	2	4	<b>6</b>
December	5	6	26	<b>37</b>
January	19	44	152	<b>215</b>
February	5	11	27	<b>43</b>
March to date	3	4	3	<b>10</b>
<b>Total</b>	<b>36</b>	<b>72</b>	<b>218</b>	<b>326</b>

<b>COVID Week by Week January and February</b>				
	<b>CRES</b>	<b>CRMS</b>	<b>CHRHS</b>	<b>Total</b>
Week Ending Jan 7	1	11	33	<b>45</b>
Week Ending Jan 14	5	8	68	<b>81</b>
Week Ending Jan 21	10	16	23	<b>49</b>
Week Ending Jan 28	3	9	28	<b>40</b>
Week Ending Feb 4	1	4	15	<b>20</b>
Week Ending Feb 11	1	5	7	<b>13</b>
Week Ending Feb 18	3	2	4	<b>9</b>
Week Ending March 4	1	2	2	<b>5</b>
Week Ending March 11	2	2	1	<b>4</b>

#### **4. Annual Report**

We have begun compiling the Annual Report to send to residents prior to the May 17 Public Hearing. We hired a design professional to help this year and I am excited with what I have seen so far. I think it will be a great communications piece for the district.

Respectfully Submitted,  
Maria Libby



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Assistant Superintendent



Camden Rockport Schools  
Assistant Superintendent Board Report  
March 16, 2022

**Goals Update:**

**GOAL #2: Teaching and Learning:**

- Supporting the work at CRES for outdoor learning:
  - a. Working with Principal Walker-Spencer in resetting our coaching and professional development and identifying other possibilities for organizations/people to provide support for the classroom teachers as needed.
  - b. Making additional connections for outdoor learning resources and support through consultation with MEEA (Maine Environmental Education Association)
  - c. Continue to meet and refine the evaluation process as required by the grant.
  - d. Participated with Amy Brown's first grade class as they went on a hike (in the fresh snow!) with Brett from MerrySpring – identifying trees and tracks.
- Participated with Assistant Principal Bauer in K – 2 MTSS meetings – identifying areas of success and planning for overcoming identified challenges.
- Discussing and planning with administration the possibilities of different software platforms and identifying efficiencies.
- Meeting with Title I Literacy Interventionist to discuss Title I requirements and planning for additional program needs.
- Planning for summer school programming – it will be here before we know it! Hoping to continue to build on the success of last year's program at both schools – focusing on Social/Emotional needs using a camp-style model.
- PreKindergarten – attended the informational parent night hosted by Principal Walker-Spencer and PreK Teacher Heather Bowen. A very small turnout but great information provided. We continue to get additional applicants with the closing date of March 18<sup>th</sup>. The application can be located [here](#). In addition, I have met with State Representative Vicki Doudera and Deputy Commissioner Dan Chutta to discuss the process to get revisions to Chapter 124 specifically as it relates to the curriculum.

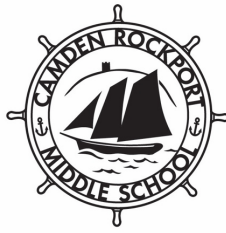
**Other:**

- Interviewing, hiring, and training new substitute teachers – this is continuing to move in a positive direction for us with more new hires in the pipeline.
- Interviewing custodians, bus drivers and school nutrition staff. We teamed up with RSU 13 and RSU 40 and hosted a job fair, which generated some new applicants.
- Ongoing regular meetings include Recertification, Curriculum Committee, and Assistant Principal monthly meetings.

- Supporting Superintendent Libby with planning for the board retreat.
- Completed the Civil Rights Data Collection Report – always a time-consuming project.

Respectfully,

Debra McIntyre



Camden Rockport Schools  
CRMS Principal Board Report  
March 16, 2022

**Updates**

**We held our first school-wide assembly** last Friday in two years and the first in our new building! It was a great way to end the week.

**CRMS has an Instagram page now.** @crmsschooners . I created this page to help connect our students to positive school experiences, increase school spirit and joy for those who are already on Instagram.

**Clubs, athletics and co-curriculars** have going been strong this school year! I hope you have time to read our newsletter this month to appreciate the great work our student-council has done this year! They have helped lead a great number of school spirit activities and raised over \$3000 for families in need from CRMS.

Here are some additional highlights...

- Wrestling is having a successful year so far. They brought home a win in their last meet on March 5<sup>th</sup>.
- Our chess team is going strong and brough home another big win last weekend as well! (More info in our newsletter!) We are hoping to move this club to a stipend this year.
- Erma Colvin filled a big void for us this year by hosting 3 musical theater groups for students interested in performance. No on filled our theater/musical stipend. The last session began this week and has over 35 students signed up!
- Mr. Gordon is also holding jazz band and rock band!
- Art club has had many full sessions so far this year!
- Robotics and math team are still going strong with several participants!

**CRMS Parent Survey Data**

**March 2022**

163 Parent Responses (5<sup>th</sup> Grade 28%, 6<sup>th</sup> Grade 28%, 7<sup>th</sup> Grade 31%, 8<sup>th</sup> Grade 31%)

Question #	Feedback for:	Question	Average Score	Strongly or Generally Agree
1	School	Teachers have offered the academic and social/emotional support my child needs	4.19	85%
2	School	CRMS maintains a safe (physically/Covid19/Emotionally) environment	4.29	90%
3	Principal	Principal communicates effectively	4.23	81%*
4	Asst Principal	Assistant Principal communicates effectively	4.02	57%*
5	School	Staff and Admin demonstrate effective leadership during pandemic	4.34	90%
6	Office	Office Communicates Effectively	4.27	80%
7	School	Pleased with overall educational experience	4.19	85%
8	School	Child enjoys going to school	4.20	81%

\* 3) **Principal communicates effectively** - Neutral and N/A = 12% (94% = Strongly Agree/ Generally Agree, Neutral, and N/A)

\* 4) **Assistant Principal communicates effectively** - Neutral and N/A = 38% (95%= Strongly Agree/ Generally Agree, Neutral, and N/A)

Ryan being new to the district means many people are just beginning to have interactions with him and many have not.

#### **What does CRMS do well? In order of most frequently mentioned.**

- Quality of staff, staff relationship with students and staff attention to students needs
- Communication (school to families, teachers to parents, responsiveness for support requests)
- Trying to help school feel like a “normal” place to be even in not typical times
- Support, Safety and Communication around health info re: COVID
- Overall feelings of effectiveness towards the school
- Supporting students struggling with academic and/or social and/or behavioral needs
- Support during very challenging situations
- Project based learning, Curriculum trips and extra-curricular clubs and social events

#### **Patterns of Constructive Feedback in Written Comments**

- Move toward more academic rigor now – many parents feel that students are ready for more and harder expectations
- Keep the outdoor time we’ve added due to COVID- the additional breaks
- Consider more time for lunch (and recess)
- More work around addressing behavior issues
- Take masks off (balance of keep masks on for the remainder of the year)

- Communication – a handful of comments about improving and/or increasing communication (teachers to parents, admin to teachers, admin to parents, etc...)

### Feedback Analysis

**The good** is in our people! Our staff have done a remarkable job over these past two years. Communication was a huge area of kudos as well as safety around COVID and creating a caring environment. Strongly mentioned were engaging learning experiences (specific projects were named at times). CRMS is a great place to come to school most days for most students.

### The work...

Communication... There were 4-12 people answering disagree or strongly disagree on questions relating to communication (from admin or front office) out of 163 people who answered the survey. In contrast, parent comments also mentioned communication as a consistent **strength** (mentioned more than 25 times in an open-ended question (related to teaching, office, and admin.) With the immense increase in overall communication during the pandemic I'm not surprised that 1) people feel like it was great and 2) some are left feeling like it didn't meet their needs. We will continue to reflect on what we can do to keep building bridges with families and improving our communication. Communication absolutely has been harder during the pandemic because there is SO much more of it related to COVID which overwhelms some families and also can bury the academic, athletic, and social communications. I suspect having parents back on site more regularly would improve this in some ways by building in-person relationships and allowing the communication gates to reopen for some. I also hope that current progress towards a potential endemic scenario creates less email and communication needs for health reasons which may also stress our school and local community. We would hope more patience and grace is restored for all.

Outdoor time and eating... While we did increase lunch and recess from 30 minutes to 35 minutes before this year, COVID protocols mean students need to finish eating in 20 minutes time. When we're outside, students can eat for up to 25 minutes which does cut into their recess time. We also want to keep the additional outdoor break time we've build in this year of 15-30 minutes. In total most students are outside and/or having a break/eating for 55- 65 minutes per day in a 7-hour day at school. It's challenging to offer all of our curriculum commitment within the time allotted in 7 hours. We strongly encourage students to participate in activities at our school, the YMCA, the MRC, the PITCH, Mid-Coast Music Academy, etc.... for additional socialization. I believe socialization and rebuilding students' peer to peer skills will be additionally important in the coming year, and we'll need to share this work with families so we can continue to focus on our academic experiences as well. Some work we can embed, and some work does and will take place outside and alongside learning experiences. We do expect to keep our outdoor breaks in the coming year. This was a shift brought on by the pandemic. All of this said, we do hope we can keep the 35-minute block and give more flexibility with student choice around eating time and play time with fewer COVID restrictions. I greatly appreciate the parent value placed on outdoor and social time!

Behavioral work... We have seven comments in our open-ended question related to behavior. We agree work needs to be done here as I've mentioned in my board reports previously. We recognize we need more resources to develop better responses to some of the more frequently exhibited behaviors at school. For this reason, we've added a Behavior Specialist position for CRMS next year and an additional Social Worker for our special education programs so our current social worker has more time for students with less severe needs or without specialized services. We have an increase in behaviors which is felt by everyone. A note of good in the work were multiple positive comments paid to Mr. Watts around supporting students and families during challenging situations. A great deal of Mr. Watts' time this year has been spent supporting students and families through behavioral interventions.

### **Some of our favorite accolades...**

- Staff are caring, consistent and flexible. I'm so proud that we've been open to in person learning. The school communicates SO well and about important info.
- My son's teachers have managed to make his first year at the school feel completely "normal" in an otherwise abnormal set of circumstances. He went from a total lack of interest in academics during a year of hybrid schooling to his old self, enjoying math, writing and being in school. Thank you!
- School wide there is a sense of cohesion and a nurturing environment for all. We have been pleased by consistent, positive, and thoughtful teaching of our children. Keep crushing it!
- They have done a beautiful job of inspiring, leading, and teaching. The warmth and personal guidance given to the children is extraordinary.
- Communication has been great, keeping the culture positive and supportive despite pandemic challenges, making this year feel a lot closer to "normal" than last year.
- They connect with every student on a personal level which allows for the best education, we are continually impressed with the quick responses from all staff... We love everyone!
- I have always felt like CRMS staff care for the children, both their well-being and their success. I find that the teachers are always willing to talk through problems.
- I think the administration does a great job at communicating with parents and leading the school.

### **Other Data**

We also collected data around school attendance or participation at events, reading newsletters, reading office communications, and reading the Week in Preview emails.

### **Analysis**

Newsletters- people gave open comments appreciating the monthly news and office communications.

Week in Preview- strongly positive feedback about this structure. My concern was only 75% of people are reading it consistently and it is an easy link between parents and students around

their education. I'm considering ways to bolster this readership or consider moving it to bi-weekly or monthly instead of weekly.

### **Administrative Analysis**

#### **Feedback FROM Teachers TO Jaime**

Strongly positive around relationships, trust, staff support, belief in staff abilities.  
(near 100% for all 4 areas, Strongly Agree, Agree)

The work ahead... We will need time to reconnect, heal and recover from this high level of stress and work and I'll need to help lead that charge. People feel more disconnected, which I think makes absolute sense given the encouragement to be separate, the pace and the abundance of work.

We'll need to revisit our schedule and use of time to ensure we have time for collaborative planning again to continue to implement Project Based Learning well.

Overall- the staff think I'm doing well and want me to pace myself. My burn is evident some of the time. These two years have been epic in every way imaginable!

### **Student Feedback to Staff**

**(individual teacher analysis- we'll do the school-wide survey later this month)**

**Patterns staff recognized in their own data AND that were mentioned for several staff.**

#### **Q: What is good? What is working for you?**

Staff are nice/kind/patient/calm/encouraging/motivating

Fun - love games and collaborative work

Projects

Clear expectations and Directions

Rubrics for projects

Quiet reading at school

#### **Q: What could use improvement, or do you wish were different?**

Most answers were related to MORE of the things that work for them, many listed above.

Additional ideas included;

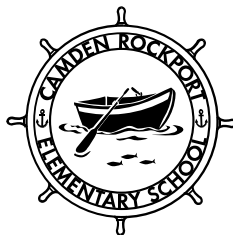
Less teacher talking or directions

More options for work to do when a student is done

Harder work sometimes

Less homework



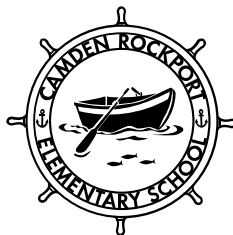


Camden Rockport Schools  
 CRES Principal Board Report  
 March 16, 2022

**CRES Family Survey Data and Analysis – March 2022 – Feedback Collected January 2022**

Feedback for:	113 Family Survey Responses (1-5 scale) 5: Strongly Agree – 1: Strongly Disagree	Average Score 2022	Change in Average Score from 2021	% Agree (Strongly & Generally)
CRES	Challenging & Engaging Academic Program	4.40	+0.15	92%
CRES	Effective Support System/Appropriate Social Environment	4.43	-0.02	90%
Principal	CWS Supportive Toward My Child	4.54	+0.04	93%
Asst. Principal	KB Supportive Toward My Child	4.56	+0.24	92%
Teachers	Teachers offer Academic, Social/Emotional Support Needed	4.46	+0.08	93%
Counselors	Counselors offer Support Needed	4.39	+0.15	86%
CRES	Wide Range of Interventions Available for Individual Needs	4.19	+0.21	80%
CRES	Clear, Consistent, Reasonable Behavior Expectations	4.45	0	95%
CRES	Safe Environment Maintained	4.61	-0.22	93%
Principal	CWS Communicates Effectively	4.57	-0.01	95%
Asst. Principal	KB Communicates Effectively	4.56	+0.31	96%
Office	Office Communicates Effectively	4.64	+0.01	96%
Teachers	Staff Treat Students Respectfully, Fairly	4.62	-0.04	96%
Principal	CWS Treats Students Respectfully, Fairly	4.63	+0.03	95%
Asst. Principal	KB Treats Students Respectfully, Fairly	4.62	+0.22	95%
CRES	Homework Level Just Right	4.58	+0.16	92%
CRES	My Child is Happy at CRES	4.56	+0.02	93%
CRES	Pleased with Overall Educational Experience	4.50	0	94%

**Family Feedback:** *My Child is Happy at CRES* sample comments:



- We have never seen our child so happy at school! It is amazing!
- More outside time during the school day is sorely lacking
- As a new CRES family our expectations have been exceeded again and again.
- We have had ups and downs, but our children feel safe, cared for, and challenged at school. They are proud of their school and classroom.

**Family Feedback:** *Pleased with Overall Educational Experience* sample comments:

- We are SO, SO grateful to be in this school district.
- Close contact quarantine has definitely impacted this.

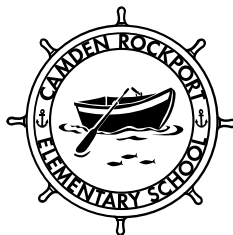
**Open Responses**

Frequency of Responses	What is great about CRES? (35 total responses)
14	<b>Staff:</b> committed; dedicated; caring; strong teamwork; enthusiastic; joyful; open; flexible; reliable
10	<b>Environment:</b> welcoming; supportive; unity; strong sense of community
6	<b>School Nurse / Handling Pandemic:</b> amazing navigation of evolving recommendations; going above and beyond
6	<b>Student Centered:</b> whole child focus, engaging
3	<b>Outdoor Education Focus</b>

Frequency of Responses	What would make CRES an even better school? (37 total responses)
5	<b>More after school programs</b>
4	<b>A later start time:</b> multiple concerns about disproportionate impact on working women
3	<b>More outdoor education</b>
3	<b>Lunch Program:</b> healthier, clarify ordering process
3	<b>More indoor recess during wet/cold weather</b>

**Parent survey reflection and analysis:**

This year's family survey responses totaled 113. This response rate is in line with the range of annual responses from families during my tenure with a low of 74 in 2017 and a high of 159 in 2018.



Our overall average score, on a 1-5 scale with 5 indicating 'strongly agree', was 4.52 in 2022. This is the fifth consecutive year that our average score has increased. The historical averages are listed in the table below:

*Historical Overall Average Scores*

Year	Scores
2017	4.43
2018	4.25
2019	4.26
2020	4.32
2021	4.43
2022	4.52

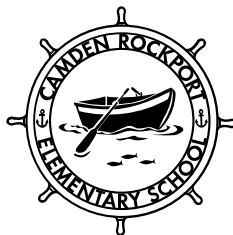
Simply put, we have an outstanding staff and that is the foundation of any successful school. Their daily interactions with students and communication with families are clearly making a strong impression and impact. As always, staff members were the most frequent responses by families who identified what is great about CRES. I couldn't agree more!

While it has been a challenging year navigating the pandemic, our average scores for each question exceeded 4.0 for the first time in my six years as Principal. I'm extremely pleased with this feedback and acknowledge there are still areas for improvement and segments of stakeholders who are dissatisfied.

Some of our highest scores include how we treat students (both staff and administration) and the communication coming from the main office and administration. Our treatment of students appears to align with the feedback we receive about the clarity of our behavioral expectations. Staff and administration have worked hard to achieve that clarity in recent years and the work is ongoing.

The change in average score from 2021 showed up in some areas. First, there were no significant declines in average score year to year. However, there was a jump in our *Challenging & Engaging Academic Program* score, up .15 to 4.4. That average was the highest in the last six years and represents the second consecutive year with that level of growth. It's not entirely clear what is behind those increases, however I will note that we have shifted to an emphasis on outdoor education in the past two years. It's also possible that our commitment to holding school in-person impacted those scores. I'm curious about how that score changes in future years as the pandemic fades and our implementation of outdoor education grows.

The growth in two other areas also stood out. *Counselors offer Support Needed* (+.15) and *Wide Range of Interventions Available* (+.21) showed significant increases in average score and both represent the highest score in six years. This year we filled our long-term School Psychologist



opening with an outstanding Intern and added a Behavioral Specialist to the staff. These two additions aided our ability to provide student support. We also shifted three academic interventionists to their normal roles after having them fill classroom positions last year. That change obviously impacted the level of intervention services available.

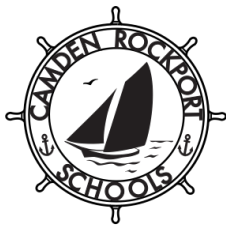
Assistant Principal Bauer's scores also jumped significantly this year. I expect that her increased visibility while I was out on leave contributed to this change. From my perspective her communication, support for students and treatment of students has been consistently outstanding during her time in the role. I am glad families recognize her great work and I am incredibly appreciative of her support while I was out.

Finally, 93% of families indicate that their child is happy at CRES with the highest average score (4.56) during my tenure. Additionally, 94% are pleased with the overall educational experience. I am proud of the shared commitment all stakeholders have in doing what is best for our students.

**Enrollment Overview:**

	<b>10/1/21</b>	<b>3/10/22</b>
Pre-K	14	14
Kindergarten	60	62
Grade 1	61	62
Grade 2	70	71
Grade 3	81	82
Grade 4	71	71
<b>Total</b>	<b>357</b>	<b>361</b>

Respectfully Submitted,  
Chris Walker-Spencer



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**Maria Libby**  
Superintendent  
**Debra McIntyre**  
Assistant Superintendent



Camden Rockport Schools  
Director of Special Services Board Report  
March 16, 2022

**Goal: Teaching and Learning:**

Explorers and Discovery are our two Life Skills Programs that are separate, special education programs embedded within CRES and CRMS, respectively. These programs are designed to provide individualized structure for students who demonstrate lagging skills that impede their success in or out of the classroom environment. Students served through these programs are identified for special education for variety of needs that may include developmental, intellectual, physical disabilities, behavioral and/or Autism. For students who may require greater structure during part or all of their day, the program has the capacity to provide individual or small group instruction in a special education setting to help students learn the skills they need to be successful in the regular education classroom or in the community at large.

The Explorer program is designed to reach a diverse set of needs by providing:

- Communication & Social Skills
- Alternative lunch bunch
- Positive Behavior Supports
- Applied Behavior Analysis
- Toilet training/self-care skills

The program also focuses on helping children to reach their academic potential. This is done in the least restrictive environment through a continuum of supports that meets the students' needs, which may include in- class support and/or direct instruction in a specialized setting.

The Discovery program has their own kitchen, which offers additional opportunities to instruct students in the following areas: cooperation, self-esteem, and healthy choices. The program can incorporate science, language, reading, and math skills depending on individual student needs. A variety of community outings are provided in which students might grocery shop, swim at the Y, walk to the Bagel Café, walk animals at P.A.W.S. shelter, or volunteer at Aldermere Farms. The community-based instruction component has experienced a lapse of opportunities recently due to COVID limitations. This is a vital component to our programs and teachers are anxious to rebuild in this area.

Historically, one of the highlights for students has been the weekly swim lessons at the YMCA. As mentioned, we have not had the chance to utilize the Y for the past two school years. I was in touch with the Y's new Aquatic Director, who is committed to getting schools back as soon as they are able to build up a solid instructor base once again. It is a well-awaited activity that prepares students for the Special Olympics and provides an important lifelong safety skill.

**STUDENT COUNT:** Special Education: 135; PERCENTAGE – 19%

Respectfully submitted,  
Valerie Mattes



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**Maria Libby**  
Superintendent  
**Debra McIntyre**  
Assistant Superintendent



Camden Rockport Schools  
Finance Committee Meeting  
CRMS Library  
Wednesday, February 16, 2022  
5:30 P.M.

### MINUTES

#### Board Present

Pete Orne  
Becky Flanagan  
Marcus Mrowka  
Patrick McCafferty

#### Also Present

Maria Libby, Superintendent  
Deb McIntyre, Assistant Superintendent  
Peter Nielsen, Business Manager  
Valerie Mattes, Special Services Director  
Colin Sutch, Technology Director  
Mikael Andersson, Nutrition Director  
Christopher Fanelli, Transportation & Facilities Director  
David Watts, Adult Education Director  
Ryan Watts, CRMS Assistant Principal

#### **1. Call to Order**

Pete Orne called the meeting to order at 5:37 p.m.

#### **2. FY22 Budget to Actual Summary**

The Business Manager presented the January end-of-month financials which are moving along as expected. The payroll target for EOM December was 38.46% of funds remaining; the FY21 EOM had 46.69% remaining, and this year's budget had 47.98% funds remaining at January's close. The Business Manager noted that there were 3 payrolls in both July and December which made the calendarized payroll target skewed from other expenses.

#### **3. FY23 Budget Presentation**

The Business Manager presented the FY23 Budget.

In addition, he noted that the district would be utilizing a significant portion of the undesignated balance it had built during the previous 2 pandemic years. An additional transfer of \$400,000 to the capital reserve would show as a revenue increase and distort

the revenue comparisons to other years. The increased allocation to the in capital reserve would also further distort expenses.

The Business Manager asked all to be prepared to address and communicate these data points to help their colleagues and the community understand the new budget.

The Business Manager presented the expense side of the FY23 Budget, cost center-by-cost center. He compared the expenses to prior years and discussed the financial changes from the prior year and some of the issues contributing to that cost center's new budget.

The CRMS Vice Principal noted that athletics costs were being held to a minimum increase despite inflation, and that the addition of 20% the CSD Athletic Director and Athletic Support would help the program significantly.

The Special Services Director noted that the budget includes an additional \$21,000 in contingency and \$35,000 in private placement tuition due to an incoming student. There is also an addition Ed Tech and Social Worker being added to the budget to meet the needs of current enrollment.

The Technology Director discussed his plans for maintaining and fortifying the technology systems and devices inventory. Looking back at prior years' he noted that utilizing leases had stabilized the cost center's year-to-year expense changes and that securing better value in maintenance plans had led to significant expense reductions.

The Assistant Superintendent noted that the Curriculum budget is very stable year-to-year and identified the items that are included in the cost center, including teacher orientation, professional development for teachers, and instructional software systems.

The Business Manager noted that the Business Office budget increased significantly due to the addition of a half-time HR assistant and the shift of a half-time support person from O&M to the Business Office. In addition, he reminded the committee of the \$50K expense the district was making in a new enterprise accounting system in the coming year.

The Director of Facilities and Transportation reviewed the Operations & Maintenance budget highlights, including a steep rise in the cost of heating fuels, a significant reduction in electricity due to solar power investments, and a heavy use of capital reserve funds for the removal of the farm dump on the CRES campus and deferred maintenance projects at CRES.

The Director of Facilities and Transportation reviewed the Transportation budget highlights, noting that prior discussion around transportation contracting had been resolved with no change to the current contracting arrangements and only small price



increase. Budget increases are due to inflation and wage increases only. An additional bus will be added to the fleet.

Pete Orne suggested that if the CSD were to purchase the bus instead of the SAD, the subsidy would be higher.

The Nutrition Director noted the sharp increase in the cost of food supplies and packaging products.

The Business Manager then presented the revenue side of the budget.

He showed changes in non-assessment revenue projections and assessed revenue for each town. He discussed the tax impact for each town and explained how student enrollment shifts, changes in state subsidy distribution, and revenue and expense changes impacted each town differently.

Pete Orne suggested that the capital reserve contribution be a separate warrant article and thus be removed from both the revenue and expense sides of the local budget. This would provide more understandable year-to-year comparisons for budget growth.

Patrick McCafferty asked clarifying questions and sought direction on where specific expenses were shown within the detailed budget lines.

Discussion went on for 15 minutes as directors compared their plans to prior years, discussed the benefits and timeliness of specific initiatives and their execution plans.

The Committee concurred that it would share a positive report on the status of the budget with the Board.

#### **4. Adjournment**

The meeting adjourned at 6:53 p.m.