

Winooski School District
Office of the Superintendent
60 Normand Street
Winooski, Vermont 05404
(802) 383-6000
www.wsdvt.org



WINOOSKI SCHOOLS

We are the future.

All students will graduate from the Winooski School District (WSD) college and career ready at a cost supported by a majority of the Winooski community. WSD students will lead healthy, productive and successful lives and engage with their local and global community.

Superintendent's Board Report

Discussion/Action Items: The Winooski administration recommends that the board review backup for the following items and approve all of the action items in the Consent Agenda. *Notes about specific agenda items are in bold below:*

- 4. Consent Agenda:** (5 Minutes) **(see attached backup for reference)**
 - a. Minutes of Meetings
 - i. Regular Board Meeting: July 20, 2022
 - ii. Capital Project Executive Committee Meeting: August 10, 2022
 - b. Policy Title: 2.3 Financial Condition and Activities
 - i. Approval of Bills
 - c. Policy Title: 2.7 Compensation and Benefits
 - i. Blackwell, Lilith, English Teacher-Long-Term Substitute (WHS)
 - d. Policy Title: 2.8 Communication and Support to the Board
 - i. Superintendent Report

- 5. Executive Limitations (Policy Section II):** (45 minutes)
 - a. Policy Title: 2.3 Financial Condition and Activities
 - i. Review/Accept: 4th Quarter FY22 Financial Management Report (FMR) **(see attached backup for reference)**
 - b. Policy Title 2.4: Financial Planning and Budgeting

- i. Discussion/Action: WSD Antiracism Steering Committee 2022-23 Budget Proposal **(see attached backup for reference)**
 - c. Policy Title 2.6: Asset Protection
 - i. Discussion: Overview of Board's Budget **(see attached backup for reference)**
- 6. Board-Management Delegation (Policy Section III): (15 minutes)**
 - a. Policy Title 3.4: Monitoring Superintendent Performance & Policy #8313: Role & Adoption of School Board Policies
 - i. Discussion/Action: Policy 3.4 Revision **(see attached backup for reference)**
- 7. Governance Processes (Policy Section IV): (30 Minutes)**
 - a. Policy Title: 4.1.4 Governing Style: Board Development
 - i. Discussion/Action: Student Voice/Student(s) Representative to the Board
 - b. Policy Title: 4.2.2 Create Written Governing Policies & Policy #8313: Role & Adoption of School Board Policies
 - i. Discussion/Action: Annual Policy Review Cycle **(see attached backup for reference)**
 - c. Policy Title: 4.5 Agenda Planning
 - i. Discussion/Action: Annual Agenda Plan for July 2022-June 2023 **(see attached backup for reference)**
 - ii. Discussion: Board Retreat **(see attached backup for reference)**
 - d. Policy Title: 4.8 Board Committee Principles
 - i. Discussion/Action: Student Voice Committee **(see attached backup for reference)**
 - ii. Discussion: Board Committee Updates

Summer Programming

- **JFK** ran four weeks of summer programming for incoming K-5 students this year. We had an average of 58 students attending each week. Students engaged deeply in literacy instruction grounded in a module from the [EL ELA Curriculum](#). Literacy learning was enhanced through place-based learning, integrated arts and movement. Students engaged in field studies at Shelburne Farms and on the school campus that was aimed at deepening and extending their learning around the following grade level place-based themes:
 - Kindergarten: Community (Trees Are Alive)
 - 1st Grade: Change over Time (Sun, Moon, and Stars)
 - 2nd Grade: Cycles (Secret World of Pollination)
 - 3rd Grade: Fairness and Equity (Water Around the World)
 - 4th Grade: Ability to Make a Difference (19th Amendment)
 - 5th Grade: Ability to Make a Difference (Stories of Human Rights)
- **Burlington-Winooski Middle School Programs**
- **Multilingual Learning (MLL) Programs**
 - **Shader Croft School Summer 2022**
 - **WSD Newcomer Summer School 2022**
 - **WSD & Mercy Connections: Adult English Language Learners Class**
 - **Heritage Language Program Summer 2022**

Curriculum Development:

- We have begun the implementation of new ELA (k-8) and math (k-5) programs with the purchase of materials and professional development.

- We have invested in Expeditionary Learning (EL) ELA in grades k-8. The focus of much of our professional development this year will be on learning how the program works. We will accomplish this through both online modules and coaching sessions from an EL certified coach.
- In math we have invested in Illustrative Math (IM) in grades k-5. IM aligns well to our middle school math program provided by Open Up Resources. We have also contracted with the All Learners Network to provide direct math coaching on the core concepts of IM's problem-based learning approach to math.

Early Learning

- Pre-K: We are excited to announce that the Winooski Early Childhood Program (WECF) has added a second preschool classroom at JFK Elementary. The new classroom provides an additional 30 preschoolers access to high-quality early learning opportunities. The WECF provides half-day programming for families and the Head Start program (Winooski Early Learning Center) at the Family Center provides school-day programming. The three classrooms will serve a total of 75 preschoolers. Families continue to access ACT 166 Publicly Funded Pre-K partner programs currently serving 25 Winooski preschool students.

Capital Project Update: Then highlights of construction from the past few months are:

- We have received the Certificate of Occupancy for part of the main lobby including the WMHS Office, Health Office, MLL Office, Cafe and Necessities Store and have begun to move furniture into these spaces.
- The side parking lot between the elementary school and George Street is nearly complete, only awaiting parking space striping.
- Additional cabinetry in K-2 pods has been completed. TVs are being installed in all classrooms.
- The complete road around the building is awaiting paving.
- Significant landscaping has been done on the outside of the building and in courtyards, and will continue through the fall.
- We are on schedule to start moving the grade 3-5 teachers into their classroom August 23-26.
- The front or north-south hallway of the elementary has been delayed in opening until late September and we have a plan for these classrooms (Therapeutic, Music, Art and Newcomer) for the first month.
- The Performing Arts Center (PAC) has seating installed and the stage floor is being completed so we can use it beginning August 30th. Some sound and lighting equipment is delayed but it will be functional.

WSD Leadership Retreat: On August 9-10 the District Leadership team held our annual retreat to reflect, rejuvenate, build our new team and plan for the future. The retreat was facilitated by [Jolivette Anderson-Douoning](#), co-facilitated by [Jamillah Gabriel](#), and supported by [Danielle Jatlow](#). We used portions of Jolivette's [D. Ciphers curriculum](#) to think about ourselves as individuals and as a team in the context of race, space and place. Jamillah shared various Critical Consciousness and pedagogical frameworks to inform how we construct and engage in our important leadership work. Danielle held space for all of us from her social work expertise and is bridging work the team did with her and Mitch Barron in July. We will continue our work with Jolivette, Danielle and Mitch throughout this school year.

WEA-WSD Leadership Gathering: On Wednesday, August 24th the District Leadership team will meet with the WEA Executive Council and building representatives for the purpose of resetting the collaborative, professional and respectful working relationships we experienced prior to the challenges presented by COVID-19 and the capital project.

New Teacher Orientation: On Thursday, August 25th we will welcome and continue onboarding our new teacher Class of 2023! This group will be welcomed by the District Leadership team and engage in some team-building by getting to know each other, the leadership team, learn about WSD and the City of Winooski,

tour the campus and enjoy a catered lunch with invited mentors. In addition, there will be sessions addressing Human Resources, IT & Facilities, Curriculum, Early Learning, Special Education and Multilingual Learning programs.

WSD Pre-Service: We will begin on Monday, August 29th with teachers and be joined by school-year support staff the next day. Individual schools will be working on specific curriculum work such as literacy, math, and proficiencies, and supporting systems like behavioral and emergency procedures, grading and reporting and systems of support such as special education and educational support teams (EST). There will also be ample time for teachers and support staff to prepare their classrooms, especially those impacted by the upcoming moves. We are very excited to return to our annual WSD Back-to-School BBQ on Thursday, Sept. 1 at 5:30p at WSD!

Staffing continues to be a national, state and local challenge. There are over 1700 open positions on Schoolspring for VT schools and a recent inventory of open positions by the VT Superintendents Association (VSA) with 50 of 54 district reporting showed the following open positions by job title:

instructional assistants - prek through grade 5	266.4
behavior interventionists - all grades	120
instructional assistants - 6 through 8	92
instructional assistants - 9 through 12	81
classroom teachers - prek through grade 5	72.6
facilities staff including custodians	72.5
academic interventionists - all grades	59
food service staff	57
licensed special educators prek - grade 5	51.5
long-term substitutes	46
classroom teachers - grades 9 - 12	43.63
classroom teachers - grades 6 -8	43.25
licensed special educators grades 9 - 12	36
speech language pathologists	26.7
school counselors - all grades	21.6
licensed special educators grades 6 - 8	21
central office support staff - all categories	18
technology staff	15
school nurses	14.8
school psychologists	13.2
library staff	13.1
board certified behavior analysts	13
social emotional learning coordinators	9

home to school coordinators	6
teachers - English Learners	4
director of special education/special services	3
assistant principals	2
directors of finance/business officer	1.5
human resources manager	1.5
principal	1
directors of curriculum	1
Total	1226.28

We were successful in filling five positions by hosting a job fair in July. And we still have fourteen open support staff positions, mostly instructional assistant roles. One of our most critical areas is meeting the needs of students with special needs as described in their Individual Education Plans (IEPs) within the current staffing shortage so we have consulted with legal counsel to be prepared with a response if we cannot safely staff all of these required needs.

As we are still entering new hires into our system I can report that we have hired the following:

- Administrators: 2 new hires/2 Black, Indigenous, and people of color (BIPOC)
- Teachers: 17 new hires/3 BIPOC
- Next month we will report out on support staff

Finance/Operations

At the close of the 4th quarter of Fiscal Year 2022, we are predicting a favorable balance of \$256,448 or 1.29% of the approved budget. That favorable balance is largely due to funds that were built into the budget as part of the five-year phase in plan for our capital project debt service payments. Please see Q4 FMR Report for more details.

On July 26, WSD was informed by STA that they do not currently have drivers available to provide expanded school bus routes at the start of the school year. We reiterated to STA that nothing in the bid documents they submitted indicated that the bid was contingent on identifying drivers. We also stated that our school board and community are fully expecting WSD to be able to provide expanded bus routes for the upcoming school year, and it is a high priority for our team to figure out a plan to do so.

To that end, we wanted to lay out for the board and community the steps the WSD has taken to date in order to support STA's recruitment process, and where we believe we stand as of today.

- We held an information session with STA in the early Spring to provide an overview of the process and distribute job applications to community members who expressed interest.
- We recruited translators and tutors to support community members for whom English is not their first language who were interested in obtaining their school bus driving license.
- We supported a group of Somali-speaking drivers in attending the STA course and continue to support two candidates who are interested in completing the process.
- Candidates must take five written tests in order to obtain a school bus driving permit. We cover the costs of all failed permit tests since STA only reimburses candidates for tests that they pass.
- We pay for tutors to meet with candidates for multiple hours before they take each test to go over practice questions.

- We worked with the State of Vermont to schedule a bus clinic here in Winooski that would be more accessible for our community members.
- We have identified another 4-5 candidates who are currently studying to take the written permit tests.

We have dedicated significant staff and financial resources to supporting candidates, and candidates have also dedicated a lot of time to studying for and taking the tests. We are actively working to identify opportunities to design bus routes that will maximize the use of the drivers we have available to WSD and are prioritizing providing transportation to our youngest students first. We will continue to keep the board and community apprised of the situation as we approach the school year.