

Personnel

Thursday Feb 6, 2020
1:00 PM

Attendees:

Joe Phelan, Tom Burnell, Steve Jenkins, Diane Lyons, Jacqueline Raccuia

We reviewed the current RTA contract and discussed areas that we would like to discuss during this year's negotiations.

We had a conference call with David Shaw to discuss current trends in contract negotiations and a possible format for informal negotiations with the RTA.

Respectfully submitted by Steve Jenkins
Next meeting Feb 27, 2020

Long Range Planning Committee Minutes – February 5, 2020

Attendees: Tom Burnell, Edwin Davenport, Stephen Jenkins, John Kemnitzer, Brett King, Diane Lyons, Joe Phelan, Jaclyn Savolainen

In advance of this meeting, the committee had asked Joe (who passed along the request to the principals) for a detailed picture of what would happen to the master schedules and teaching loads if the district were to reach a time when we have 60 students per grade level. This number would be lower than our projections for the next 5 years, but considering how small this year's kindergarten is, the committee wanted a "worst-case" view for the future.

Dr. Davenport reviewed with the committee a simulated report to show potential conflicts for course requests using a hypothetical scenario with fewer sections and fewer students but based on typical course requests. Running fewer sections with the current master schedule would cause some students to lose electives. However, there is potential for rearranging the schedule, as well as for guidance counselors to work with individual students to resolve conflicts. This simulation does not reflect possible impacts of offering certain electives on an every-other-year basis. Dr. Davenport also ran a simulated master schedule based on a premise of 60% of the current enrollment numbers (which would be 189 students and therefore even smaller than the number requested by the committee). Reducing the number of students would cause there to be many classes with very few students and would likely lead to combining sections for fewer total offerings.

Mr. Kemnitzer presented an estimate of how many sections would be needed for each subject area if there were 60 students per grade. A number of questions were raised about the impacts of such a scenario on unbalanced sections, shared staff, impact on band/chorus, impact on teaming, and additional support programs. If each grade went from 4 sections to 3, teachers would need to be redeployed in a different way and some positions might ultimately be eliminated. Mr. Kemnitzer assured the committee that team times could be preserved in the master schedule even if some middle school teachers will be teaching more than one grade (including high school) or more than one subject. Joe mentioned that when he was an English teacher, he regularly taught multiple grades across a wide range within any given year and that was the norm. Dr. Davenport said he did the same. Later in the meeting, the group discussed content area certification requirements and the challenges/opportunities the district will have if we need teachers with more than one content area certification.

Tom went over enrollment projections and talked about the range of possible projections due to the fact that each cohort and each year is unique and unpredictable in terms of enrollment. Overall, however, using data from the past 3 years, 5 years, and 10 years, Tom ascertained that the average cohort increases between 12.3 and 14 total students from kindergarten through 12th grade.

There was discussion about how to preserve the middle school model even with changes and/or disruptions to routine and enrollment. Smaller class sizes offer opportunities for doing more with social and emotional learning in smaller sections. The group also talked about the impact of having a higher proportion of special education and special needs students as total enrollment declines while the number of special needs students remains fairly stable.

Mr. King brought up a number of reasons against moving the 6th graders into CLS, including logistical challenges and the goal of providing the most developmentally appropriate environment for that age student. He brought articles from journals focused on middle school education that advocate for the preservation of the middle school model. He doesn't see the value to bringing 6th grade into CLS. Dr. Davenport questioned whether 6th graders would still be able to receive 180 minutes of content area

instruction each week if they were in CLS. He also expressed concern about how the high school master schedule could incorporate 7th and 8th grades.

Both Dr. Davenport and Mr. Kemnitzer shared with the committee how they have been working together for several years in anticipating eventual retirements and absorbing responsibilities among existing staff to keep teachers full-time and to accommodate class size changes. The principals expressed that they believe staffing levels can be managed through attrition and carefully looking at whether each position needs to be replaced. Joe suggested that the long range plan could formalize that approach so that teachers know what to expect and can plan accordingly.

Dr. Davenport noted that, if instructed to do so, the administration can work to innovate and improve instruction or they can work to achieve cost savings but that it may not be possible to do both, which is what the committee is hoping for. Can we economize and innovate at the same time?

Steve noted that he has several articles from a range of education journals that support K-6 (and K-8) models with research showing minimal negative impacts on students while improving cost efficiency in districts. He asked the principals if they could help us to look at the hypotheticals without rejecting the idea up front. The principals showed a strong interest in meeting again with the committee and sharing the different research each group has found.

Diane talked about how the committee has looked at a lot of different ideas over the past few years to address the dual challenges of declining enrollment and financial limitations. She noted that the committee has not determined that a restructuring of the schools is the only solution. However, all of the other options that have been discussed do not seem to address both challenges, whereas restructuring to K-6 and 7-12 seems to have the potential to do so, and that is why the committee is asking for the principals to study the matter and come up with ideas for how to preserve the best aspects of the middle school model even if the schools were to be restructured.

4.3

Whitney Druker

From: Gully Stanford <gullystan@gmail.com>
Sent: Monday, February 3, 2020 10:06 AM
To: Whitney Druker; Joe Phelan; Diane Lyons
Subject: BOCES Board Vacancy
Attachments: BOCES Application 2020.docx; Gully Stanford - Short Bio 2018.pdf

Dear President Lyons, Superintendent Phelan and Board Clerk Druker,

Thank you for your excellent coverage of the upcoming BOCES Board vacancy on your website!

I'm excited to inform you that I have put my hat in the ring for nomination to the Board of the Dutchess BOCES.

While I am a resident of the Hyde Park District, I have become familiar with all the Dutchess Districts through my work on the Regents Blue Ribbon Commission on Arts Pathways to Graduation and my co-chairmanship of the County's Path to Promise initiative. As an elected member of the Colorado State Board of Education, I sought to serve the interests of 178 school districts, so will hope to be able to effectively address the concerns of all Dutchess County.

For my own part, I have a passion for Career Technical Education, as well as Adult Ed., Special Ed., High School Equivalency and English Language Acquisition. See attached bio.

I believe that service on the BOCES Board will allow me optimal opportunities to serve the interests of Dutchess County students, families, schools and districts.

I hope you'll give me your favorable consideration when the ballot comes before you.

I wonder would you think it appropriate for me to come to a future meeting of the Rhinebeck Board and briefly introduce myself?

Thank you!

Gully Stanford
303-349-5635

**GULLY STANFORD
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23 January 2020**

TO WHOM IT MAY CONCERN

CANDIDACY FOR NOMINATION TO THE DUTCHESS BOCES BOARD

Dear Colleagues,

I have the honor of submitting my name for your consideration for Nomination to the Dutchess BOCES Board.

Since my retirement from the Colorado Department of Higher Education in 2014, I have volunteered in the arts and education in Dutchess County. One of my principal passions is to recognize the value of, and to support universal student access to, Career and Technical Education; and other personal priorities are Special Education, Adult Education, High School Equivalency and English Language Acquisition.

In the past 5 years I have:

- Advocated for the successful BOCES capital expansion referendum
- Promoted county-wide access to the Career Technical Institute.
- Attended countywide career and college fairs, mentored Dutchess County Students and promoted job shadowing and internship opportunities, especially for underserved youth.
- Served on the Regents Blue Ribbon Commission on Arts Pathways to Graduation.
- Served on the PCSD Parent and Community Engagement Committee
- Been appointed to the County Youth Board Coordinating Council
- Been appointed Co-Chair of the Path to Promise Implementation Committee by County Executive Marcus Molinaro

Pre-retirement, I spent 35 years in the regional theatre movement, then a decade with the Colorado Department of Higher Education, first as state director for GEAR-UP (federal college and career prep for low-income/first generation youth), then as the state's P-20 Alignment Director, working with ECE, Elementary, Secondary, Career Technical, and Post-secondary Education, and with the Department of Labor and Employment, Business and Community-Based stakeholders.

I staffed the working group of the state's P-20 Council which addressed "Post-Secondary and Workforce Readiness", Career and Technical Education, Concurrent Enrollment/Dual Credit, and Individual Career and Academic Plans for all Colorado Students.

I was honored by several educational associations, including the Counselors, Adult Educators and CTE Educators.

Here in New York, the work of the BOCES is vital to the delivery of an “equal and high quality education”, which is the right of every student, regardless of gender, race, zip-code or socio-economic standing. In fact, the BOCES offers a gateway to a level playing field of opportunity.

While I live in the Hyde Park District, my volunteer role with the Path to Promise takes me all over the County. Indeed, I’ve had the honor of briefing the local superintendents and counselors in recent weeks, and look forward greatly to serving the educational interests of the entire community.

I humbly beg your endorsement on my nomination.

Please feel free to reach out to me at gullystan@gmail.com or 303-349-5635 with any questions, suggestions or concerns.

Respectfully,

Gully Stanford

GULLY STANFORD

Born and Raised in Ireland, Gully Stanford came to Canada in 1970 and entered the United States in 1974, becoming a citizen in 1985. With a background in classical studies, he spent 35 years in the performing arts, from Stagehand to Managing Director, most recently as Public Affairs Director of the Denver Center for the Performing Arts 1984-2003. From January 2004 to June 2014 he served the post-secondary aspirations of Colorado's students at the Colorado Department of Higher Education, first as Director of Colorado GEAR UP and subsequently as Director of Partnerships at College In Colorado and P-20 Alignment Director for the Department.

Career highlights include assisting on campaigns to create the Scientific and Cultural Facilities District in Metro Denver and Amendment 23 (funding for P-12 public education), helping pass Colorado's first Adult Literacy bill, one term on the Colorado State Board of Education and a year on the Colorado Commission on Higher Education.

Gully is married to former DCPA Executive Vice-President Dorothy Denny: they have 2 children, both Denver Public Schools graduates, a daughter Emily (BA Syracuse 2008 *summa cum laude* Phi Beta Kappa) who works for United Way in Boston, and a son, John, BA William and Mary 2010, who is Government Relations Director for a Washington firm serving small, women- and minority-owned businesses. Gully and Dorothy, a New York native, both retired in June 2014, and relocated to the Hudson Valley. Gully currently serves on the NY Regents Blue Ribbon Commission on Arts Pathways to Graduation, as well as volunteering for Arts Mid-Hudson (Advisory Board) and the Poughkeepsie City School District. In 2018 he was appointed to the Dutchess County Youth Board Coordinating Council

Born Dublin Ireland, 1946

U.S. Citizen since 1985

Educated Dublin, Trinity College, M.A., 1970.; Post-Graduate studies at École Normale Supérieure, Paris, and St. John's College, Oxford.

Stage Manager in Oxford, Paris, Edinburgh, Toronto, New York (one disastrous Broadway production), Washington, D.C. (Arena Stage). Longtime member Actors Equity Association.

Production Manager/Administrative Director, Alliance Theatre, Atlanta, 1978-1981. Company/Stage Manager for historic southern states tour of *For Colored Girls*...

Managing Director, Denver Center Theatre Company 1981-84, during which time attendance doubled. Producer for *Quilters*, which toured the U.S., Scotland and Ireland, and was nominated for 5 TONY Awards.

Director of Public Affairs, The Denver Center for the Performing Arts 1984-2003: advocate for the arts at the Federal, State and Local levels -- active in such campaigns as the Cultural Facilities District and the creation of Denver's School of the Arts.

Appointed Associate Vice President, DCPA, December 1994 with responsibilities for Centerwide coordination of education outreach, marketing and telecommunications.

Appointed Director of Colorado GEAR UP program, Jan 1, 2004

Managed successful GEAR UP grant application 2005 (received maximum \$21 million) award.

Appointed Director of Pre-Collegiate Partnerships, College In Colorado, Jan 1, 2006

Staff to P-20 Council Preparation and Transitions Committee (Joe Garcia, Chair) and Higher Education Strategic Plan Pipeline Committee (Theresa Peña, Chair)

P-20 Alignment Director, appointed by Lt Gov Joe Garcia January 2104

Boards:

Till retirement: Colorado State Youth Council; Colorado STEM Network; Colorado PTA; DPS Mill Oversight Committee 2013; Denver After-School Alliance Board 2013

Former: Goodwill Industries Denver; COMSTEC, WIRED Steering Committee; DCPA National Center for Voice and Speech Advisory Board Chair; Active in the Colorado Arts Consortium, Colorado Alliance for Arts Education, etc.

- Appointed to NY State Regents Blue Ribbon Commission (Executive Committee) on Arts Pathways to Graduation, 2015
- Appointed/Elected Democrat Committee-person, Pleasant Valley, NY, 2015
- Formerly executive committee member of the Denver Metro Convention and Visitors Bureau.
- Actively involved in education issues at the state and local levels. Former member of the Budget Steering Committee of the Denver Public Schools.
- Co-Chair English Plus 2001-02, protecting bilingual education.
- Former Member of the Education Committee and Public Affairs Council at the Denver Metro Chamber of Commerce.
- Past Chair of the Implementation Committee for the Scientific and Cultural Facilities District Tier II Community Awareness Partnership.
- Elected to Colorado State Board of Education, November, 1996, representing the First Congressional District, served 1997-2003
- Served on NASBE Task Forces on Arts/Foreign Languages and Online Learning, 1998, 1999
- Appointed to represent the 1st Congressional District on the Colorado Commission on Higher Education, 2003, served one year before resigning to accept GEAR UP Directorship.

- Honors** Doctor of Letters (H. C.), Colorado Institute of Art, 1998;
Honored by the Adult Learning Source as "Outstanding Elected Official" (2001);
DPS School of the Arts, Kay Schomp Award 1996;
Colorado Association for Bilingual Education, Board Award 1999
Alliance for Colorado Theatre, Distinguished Service 2001
CABPES recognition 2003;
Colorado Art Educators Association;
Horace Mann Crystal Apple Award (2001);
Colorado Association of Health, Physical Education, Recreation & Dance (CAHPERD) 1997;
Paul Simon Award (1999) for support of Foreign Language Teaching;
Denver Metro Chamber Champion (1997-98);
Distinguished Friend of 50 for Colorado (CACI);
Best Single-Minded Lobbyist (Westword 1990);
CASB State Leadership Award, 2002 etc.
CASE "Casey" Award 2003
Denver Mayor's Award for Excellence in the Arts 2004
Colorado Statewide Parent Coalition, Outstanding Contributions 2001
Scientific and Cultural Facilities District Rex Morgan Award 2009
Adams County Education Consortium Partner of the Year Award 2009
Colorado School Counselor Association Huffman Award 2009
Cynthia Gayles Award, PreCollegiate Conference, 2011
Appointed Life Member Colorado PTA, 2011
Friend of TRiO 2013
- Publications include numerous articles on the arts, education and not-for-profit issues.
 - Bilingual in French and English