

**SOUTHINGTON BOARD OF EDUCATION
SOUTHINGTON, CONNECTICUT**

**REGULAR MEETING
April 10, 2014**

The regular meeting of the Southington Board of Education with Executive Session was held on Thursday, April 10, 2014 at 6:30 p.m. in the Municipal Center Public Assembly Room, 200 North Main Street, Southington, Connecticut.

1. CALL TO ORDER

Mr. Brian Goralski, Chairperson, called the meeting to order at 6:35 p.m.

2. EXECUTIVE SESSION TO DISCUSS A STUDENT MATTER, UNAFFILIATED EMPLOYEES, AND CENTRAL OFFICE CONTRACT RENEWALS 2014-2015 ~ 6:30 p.m.

MOTION: by Mr. Derynoski, seconded by Mr. Oshana:

“Move to go into Executive Session, excluding the public and the press, for the purpose of discussing a Student Matter, Unaffiliated Employees, and Central Office Contract Renewals for 2014-2015, and upon conclusion reconvene to public session.”

Motion carried unanimously by voice vote.

An Executive Session meeting was held from 6:35 p.m. through 7:15 p.m.

Board members present were Mr. Brian Goralski, Chairperson; Mrs. Terri Carmody, Vice Chairperson; Mrs. Jill Notar-Francesco, Secretary; Mrs. Colleen Clark, Mr. David Derynoski, Mrs. Patricia Johnson, Mrs. Terry Lombardi, Mr. Zaya Oshana, and Mrs. Patricia Queen.

Present from the administration were Dr. Joseph Erardi, Jr., Superintendent of Schools, and Mrs. Karen Smith, Assistant Superintendent.

3. CELEBRATION OF EXCELLENCE

At 7:20 p.m., Mr. Goralski explained that there was a celebration to start the evening and, following that celebration, there would be an extended break that would allow Board Members to view the projects from the scientists.

Mr. Goralski and the Board of Education recognized Southington High School student, Nicholas Oropallo, who received the Michael Savage Award of Excellence. To recognize Nicholas, Mr. Goralski invited Dr. Semmel, Mr. Eric Swallow, and Coach Marguerite Madelena to the podium. Nicholas received a Certificate of Excellence for his participation in Unified Sports and his enthusiasm for the program. Coach Madelena took the time to nominate Nicholas for this award and the committee vetted-out the best-of-the-best.

Dr. Erardi was also the recipient of a Certificate of Excellence that was signed by all Board of Education Members. Mr. Goralski stated that it was Dr. Erardi who made the Celebrations of Excellence a regular part of the meetings. The Board of Education was privileged

to be part of his service for the past seven years. They felt that it was appropriate for him to receive this Certificate of Excellence at his last Southington meeting. From the Board of Education to Dr. Erardi, they thanked him for his service to the community.

At 7:25 p.m., Mr. Goralski called for a recess.

4. RECONVENE MEETING ~ REGULAR SESSION

The regular session was reconvened at 7:50 p.m. by Chairperson, Mr. Brian Goralski. Board members present were Mrs. Terri Carmody, Mrs. Colleen Clark, Mr. David Derynoski, Mrs. Patricia Johnson, Mrs. Terry Lombardi, Mrs. Jill Notar-Francesco, Mr. Zaya Oshana, and Mrs. Patricia Queen.

Present from the administration were Dr. Joseph Erardi, Jr., Superintendent of Schools, Mrs. Karen Smith, Assistant Superintendent, Mr. Frederick Cox, Director of Operations, and Dr. Perri Murdica, Director of Pupil Services.

Student representatives present were Miss Abigail Harris and Miss Stephanie Krar.

There were approximately 25 people in the audience.

5. PLEDGE OF ALLEGIANCE

The audience recited the Pledge of Allegiance led by Miss Harris and Miss Krar.

6. APPROVAL OF MINUTES ~ March 27, 2014

MOTION: by Mrs. Notar-Francesco, seconded by Mrs. Clark:

“Move to approve the Board of Education Regular Meeting minutes of March 27, 2014, as submitted.”

Motion carried unanimously by voice vote.

a. APPROVAL OF MINUTES ~ Special Meeting Minutes of April 5, 2014

MOTION: by Mrs. Notar-Francesco, seconded by Mrs. Clark:

“Move to approve the Board of Education Special Meeting minutes of April 5, 2014, as submitted.”

Motion carried unanimously by voice vote.

7. COMMUNICATIONS

a. Communications from Audience

Art Cyr, 103 Berlin Avenue:

Mr. Cyr asked that the Board of Education view taxpayers dollars as just that, taxpayers' dollars. All the money comes from the same place. He likes to think that everyone in town works

together for the betterment of the town. He hopes that the Board of Education will remember that the money is all coming from the same place and that they will continue to work together with all groups to enhance the services within the town.

In closing, he stated that he was pleased to have had a working relationship with Dr. Erardi while he was the Superintendent of Schools. He took the moment to say goodbye, good luck, and wished him well. He wanted to thank Dr. Erardi on behalf of everyone in the Town of Southington.

Mr. Robert Brown, 587 Birch Street, Plantsville:

On behalf of the teachers and students in Southington, he thanked Dr. Erardi. Dr. Erardi was proclaimed overwhelming by the 560 teachers in Southington as “the best superintendent ever.” Mr. Brown stated that there is no comparison between him and any of the other superintendents in the state or country. Simply stated, “You are terrific.” Dr. Erardi always showed respect and earned respect. He had high standards, and was tough, but fair. He showed that he cared, and he led with class and dignity. Mr. Brown thanked Dr. Erardi for his service to their profession, the Southington community, and the thousands of young people they educated together. He said, “May your many skills help to heal that needy community. We admire you for wanting to take on the difficult task. That is who you are.” He thanked him on a personal level for his willingness to collaborate and solve problems together. His respect goes far beyond any words that can be written. You will be missed. It has been an honor to work with you. Thank you and best of luck.

Mr. Jim Quinn, Principal, South End Elementary School:

On behalf of the administrative group and the South End School community, he thanked Dr. Erardi for his leadership and service for the last seven years. Thank you for all you provided to our children and our schools. Simply stated by Mr. Quinn, “Thank you, thank you, thank you.”

Mr. Michael Riccio and Mr. Tom Lombardi, Town Council:

Mr. Riccio spoke on behalf of himself and Mr. Lombardi and stated that they were honored to be there. On behalf of the entire Town of Southington, they wanted to say thank you to a gentleman who created a positive culture for education in the community. Dr. Erardi molded our children into global and critical thinkers. He challenged the parents to do the same and to lead by example. Dr. Erardi fostered a new and positive relationship in the governing process in Southington and for that, they are very grateful. As Dr. Erardi moves forward to give those in Newtown a new beginning, they wished him nothing but the very best.

Suzanne Hoy, 601 Main Street, Plantsville:

Ms. Hoy wrote some letters last week and stated that she and Mrs. Smith would talk the following day about some of her concerns. Ms. Hoy shared her concern for the lack of textbooks that are available for students in middle school. She said there aren't any English or math books which means they can't be made accessible if they don't exist. The students are being taught with handouts that are of poor quality. She feels that students don't know how to use books because they don't have access to books. They are not given a syllabus, only handouts. There's not a digital or hard copy textbook. She believes that it is very hard to determine if the district is following the Common Core State Standards because there is not a bound book. Ms. Hoy shared that she's very frustrated. Mr. Goralski stated that the administration is available for questions and concerns.

b. Communications from Board Members and Administration

Mrs. Notar-Francesco stated that she had two motions.

MOTION: by Mrs. Notar-Francesco, seconded by Mr. Oshana:

“Move to add a student expulsion, 2013-2014-07, to the agenda as Agenda Item 10e.”

Motion carried unanimously by voice vote.

MOTION: by Mrs. Notar-Francesco, seconded by Mr. Oshana:

“Move Agenda Item 9c, Enrichment Update, Talcott Mountain Science Center, to Agenda Item 7d.”

Motion carried unanimously by voice vote.

Communication from Board Members:

Mrs. Notar-Francesco shared that she and many other Board Members attended the Guest Reader Day at Derynoski Elementary School on Wednesday, April 10. She had the great privilege of reading to a Grade 5 classroom. She had two observations to share. There was something very similar from previous years where the students were excited to have the guests there, and they were engaged in the books being read. However, there was also something different. There was evidence in the level of discussion that took place that day in the classroom that there was great work coming from teachers. The comments, questions, and discussion following the story were much richer, deeper, and more complex than she had previously remembered. As guests, it challenged them to be more “on their toes” with what the students were talking about. They were also intrigued by the visitors’ work, and the questions that focused on the guests were significantly more thorough and thoughtful than before. It’s evident that the teachers are doing a tremendous amount of work surrounding critical thinking with students. It seems that this is in everything that they are now doing in the classroom. She commended the teaching staff and administration.

Mr. Derynoski was also in attendance at Derynoski School, and he had the pleasure of reading to a Grade 2 classroom. He completely agreed with Mrs. Notar-Francesco because he was amazed at the questions being asked while he was in the classroom. The staff and administration have been doing an incredible job, and it was a remarkable experience for him.

Mrs. Johnson shared that she and Mr. Oshana had the pleasure of attending the first and last annual CAPT Scholar Breakfast at Southington High School. There were 240 students who are now juniors who took the CAPT in their sophomore year. These students scored at least a “4” in their subject areas. They received certificates from Dr. Semmel and, when they graduate next year, they will be given blue and white cords to wear on their gowns. It was a wonderful event and she was thrilled to be there.

Mrs. Queen had the pleasure of attending *Aida* at the high school. She realized that the student representatives would be speaking to this event, but wanted to congratulate the cast, orchestra, directors, and the crew. It was a phenomenal production. The leading role was held by Gabby Baker, one of the student representatives, who was extraordinary in the production.

Mrs. Queen continued that she attended the Honor Society Induction on Wednesday evening and congratulated the 54 students who were inducted. It was a wonderful event. Dr. Erardi challenged the media to make this annual event a big story. What you see at this event is the best of teaching and learning, and a stage-full of young people who care about bettering the lives of others. She brought a program from the evening to share with the media so they can include the information in an upcoming story. She stated that, while at the induction, the National Honor Society President awarded Dr. Erardi with a special coin for his service to the community. She stated that what marks his tenure as the Southington Superintendent is how he always reminds us that our work is about doing what is right and best for our students. When he was presented with this coin by Steven Barmore for service to the Southington community, Steven stated that, "Dr. Erardi is going to change the lives of another group of students who are extremely lucky to have him." Mrs. Queen thanked him for his service and ended by sharing one of his favorite quotes that she remembers while attending a meeting as a PTO representative a few years ago, "Stand tall for children." She thinks that he has inspired them all to do that.

Mrs. Queen also shared an update from the Southington High School Library Advisory Committee. The committee has met three times since January and attached (Attachment A) is an update from that committee. Mrs. Queen will keep the BOE updated and continue to send information electronically.

Mr. Derynoski asked that they include the Southington High School Library Advisory report as an agenda item at an upcoming Board of Education meeting. There is a great deal of information included and they would like to spend the time hearing more about the accomplishments as the work continues.

MOTION: by Mrs. Carmody, seconded by Mrs. Lombardi:

"Move Agenda Item 10b, Overnight/Out of State Field Trip Approval, to Agenda Item 7e."

Motion carried unanimously by voice vote.

Communications from Administration:

Dr. Erardi deferred to Sherri DiNello to share an update pertaining to the Food Service Program at the middle schools.

Mrs. DiNello wanted to keep the Board of Education informed regarding the middle school breakfast and lunch programs during the month of June. In an effort to keep the middle school projects to their timeline, they have been asked to give up the kitchen area for the month of June. This will allow the time needed to renovate the area throughout the months of June, July, and August, so the kitchens are ready at the start of the school year. During the month of June, there are 13 serving days. The district will continue to provide lunch according to the USDA requirements. They will run breakfast as a "cold" option only. There will be a lane set up in the cafeteria with the point of sale system still being used. They will satellite lunches on specific days from South End Elementary School to Kennedy Middle School and from Hatton Elementary School to DePaolo Middle School. The students will have pizza from People's Choice on some days and they will still offer lunch on those days in accordance with the USDA requirements. Appropriate correspondence and notification will be sent to the community during the month of May.

c. Communications from Student Representatives**Miss Harris reported the following:**

- The regional robotics competition was taking place that evening and throughout the weekend in Boston. They hope that the teams will do well and have the opportunity to go to the finals in St. Louis.
- On Wednesday, students attending the foreign exchange trips to Italy and France left for the trip. On Friday, those attending the trip to Rome will also be leaving.
- Next week is spring break for students, which is a good time for them to study for AP exams, make some college decisions, visit some schools, and relax and prepare for the end of the school year.
- Finally, thank you to Dr. Erardi for his hard work and commitment to the community. They appreciate the opportunity to be part of the Board meetings, and it has been a wonderful experience for them. They wish him their very best as he begins in Newtown, and they appreciate all his hard work.

Miss Krar reported the following:

- CAPT Scholar Breakfast was that morning and there were 240 eligible students, of which 200 attended the event. Some of those who were not able to attend had other commitments.
- *Aida* was the previous weekend and it was amazing. Everyone who went raved about the show.
- The middle school Drama Club students are performing in *Shrek* at Southington High School. Those who watched the show have thought it was fantastic.
- National Honor Society induction was Tuesday. They thanked Dr. Erardi, Dr. Semmel, and Mr. DeStefano for talking to the students. They each gave some great, wise words to the students that will be taken to heart.

d. Enrichment Update ~ Talcott Mountain Science Center

Dr. Erardi introduced Ms. Erin Natrass and Mr. Jonathan Cop who took full responsibility, along with the aspiring cohort, to sponsor and coordinate this program. It's been a year-long initiative with some great scientists doing some great work. Mr. Cop and Ms. Natrass were there to share the pilot experience for the Board.

Mr. Cop and Ms. Natrass shared an overview of the pilot project that their group felt would fill the need of many students in the district. Some of the points shared in their presentation included the "Accomplishments, Glitches, and Future Aspirations." They thanked the building level representatives who played a large role in the success of the program. In addition, they acknowledged the Talcott Mountain staff, Dr. Erardi, and the Board of Education.

Accomplishments

- Students created some amazing projects.
- Students were given the opportunity to practice 21st Century skills. They communicated in person and virtually. Virtually, they communicated with the Talcott Mountain staff through a program called *Canvas*. Through this program, they were able to get the information they needed without being at the campus.

- There were connections to Personalized Learning which helped students learn the way they need to learn.
- The students were truly passionate about their projects.

Glitches

- With any good project, there are some glitches.
- Front-loading information. This was a massive undertaking for students and families. The content was a challenge in the respect of how to operate the software and how to communicate with Talcott Mountain. Those items needed to be front-loaded and provided to the parents.
- They did have two parent meetings where they provided parents with some of the information including training with the software. In the future, they will hold a meeting to find out what the parents would have liked to receive and what might help ease the process.
- Candidacy included students who were identified through the district policies and the state. In the future, they would like to look into potentially opening this up to other students as well. This was a science-oriented project and they would like to find students who are highly capable and also interested in science.
- Student expectations. The students didn't know what to anticipate. This was an independent project and these students were still fifth graders. They were expected to set guidelines, goals, and timelines for themselves. In the future, they believe that the students will need some help to guide them in these areas before they enter middle school.

Future Aspirations

- They plan to have a more comprehensive summary that they will share with the administration.
- They would like to refine their relationship with Talcott Mountain. This was a fantastic resource for the students. Moving forward, they would like to increase that communication even more. As wonderful as the scientists were, some students need additional coaching and guidance on how to approach the scientists. They did a phenomenal job and there is great potential within the students.
- Funding. This pilot was funded through a grant. They are having conversations with Talcott Mountain about other opportunities to move this forward. However, being grant money, it's only a possibility, not a guarantee.

Dr. Erardi pointed out to the Board of Education that 32 students had been offered the opportunity and 28 finished. He stated that this was funded through title grant money this year and stated that there will be some funding available within their title program.

Dr. Erardi continued that the presentation that Ms. Nattrass and Mr. Cop shared was honest. This is what a pilot should represent: great successes and great questions. The most difficult question to answer is who will be in charge next year. They have had a very enthusiastic response to form a Cohort 3 for aspiring administrators. There are tentative plans to move forward if the Board is interested. There will be another presentation from a sister program from Middlesex Community College to be presented by another aspiring administrator, Ms. Kim Kalat. That presentation will take place in June.

Mrs. Lombardi applauded Ms. Nattrass and Mr. Cop for taking the lead. She likes the thought to open this up to other students. They are providing many opportunities to those who

excel. However, to open it to those who might have a high degree of interest and capability in science and not another area, she would strongly support that this be part of next year's program.

Mrs. Queen found it interesting that students were taking about things that the adults and teachers aren't familiar with. She acknowledged that there are students who have the ability to go down that path. She sees this program as offering a resource, particularly in the area of science, to students who have that interest and passion. As an enrichment program, she would like to see this offered long term as a science resource, and also offer the same with an art or language resource. This is a great example and model of what high level resources can offer to students who have that interest and commitment to study more.

Mr. Goralski thanked both presenters for helping their cohort achieve some of the goals. They are excited to see what the others in the group bring to them with their presentation. The work is incredibly impressive, and he looks forward to receiving the names of the students through Mrs. Smith, so they can send something to the students thanking them for sharing their work.

e. Overnight/Out of State Field Trip Approval

Mrs. Smith stated that the Southington High School Girls' Volleyball team was invited to attend the Friendship Play Day in August 2014 in Hyannis, Massachusetts. They would depart on August 29 and return on August 30. There would not be any school time missed. They invited Mr. Richard Heitz to the podium to share some additional information pertaining to the trip. Mr. Heitz explained that they participated in this trip two years ago. It's a great competition and a good bonding experience for the team. They don't often have time to spend together, and this is that opportunity. There are teams from Massachusetts and New York that help prepare the girls for the season and give them an experience that is different.

Mrs. Queen stated that she fully supports the trip, and asked Mr. Heitz to share some information about the Scholar Athlete award that his team keeps winning. Mr. Heitz stated that his team has won this award for the past 12 years. It's the American Volleyball Coaches Team Academic Award which is based on the grade point averages for all the students on the team at the varsity level. You need to have higher than a B average. He stated that he has had many bright, young ladies playing for him over the years.

Dr. Erardi added to this information by stating that Mr. Heitz is a very humble, outstanding coach. That is a very prestigious award that is offered to less than a couple dozen high schools. For them to win this award for 12 years is an extraordinary accomplishment.

Mr. Goralski thanked Mr. Heitz for the way he coaches. He quoted Mr. Eric Swallow, Athletic Director, by stating that this program exemplifies "student athletes." For 12 years, Mr. Heitz has taken the students outside the sport to broaden themselves, and that is a true representation of a "student athlete." He thanked Mr. Heitz for his hard work and extraordinary dedication.

Mr. Swallow took a brief moment to let the Board of Education know that Coach Heitz was selected the Coach of the Year by the Connecticut High School Coaches Association. This is a prestigious honor from each specific sport that the CIAC represents. He will be recognized at the Aqua Turf on May 8, 2014. Every coach of every specific sport will be in attendance.

MOTION: by Mr. Notar-Francesco, seconded by Mrs. Lombardi:

“Move that the Board of Education approves the attached field trip for the Southington High School Girls Varsity Volleyball team to the Friendship Play Day Volleyball Event in Hyannis, Massachusetts, as presented.”

Motion carried unanimously by voice vote.

8. REPORT OF THE SUPERINTENDENT

a. Personnel Report

MOTION: by Mr. Derynoski, seconded by Mrs. Notar-Francesco:

“Move to approve the Personnel Report, as presented.”

Motion carried unanimously by voice vote.

9. OLD BUSINESS

a. Town Government Communications

Mr. Goralski shared the budget process and some upcoming dates that include:

- April 28 ~ Public Hearing on the town budget with the Town Council
- May 12 ~ Town Council votes on the budget
- May 14 ~ Board of Finance establishes and sets the mill rate for the Town of Southington
- May 22 ~ Board of Education will continue with their reallocation of the budget

b. Construction Update

Mr. Cox stated that they are moving at the middle schools throughout the vacation week and they will be in the new additions as planned. Phone communication is being installed the following week and everything is on schedule. He suggests that the Board take a ride by in the next couple days and, again, following Easter to see the difference. Sidewalks are going in and parking lots are being cleaned up. Things will change over the next 10 days. The pile of topsoil will stay there and be re-used when the project is done. Mr. Goralski stated that the Board not be alarmed when they see some of the old furniture being used until the end of the project.

c. Enrichment Update ~ Talcott Mountain Science Center was moved to Agenda Item 7d.

d. Virtual Stem

Dr. Erardi introduced Julie Maguder who is an administrative intern working out of his office. She is the liaison for the Foundation and administration. What’s happened with the Southington Education Foundation Virtual STEM University is that the timeline has been prolonged because the work has been intense. He shared the eleven different teams of writers that are putting together units of studies that represent their work for Southington teachers. The SEF

commitment is \$13,000. The vetting of the work will go through the math and science coordinators for the district. Julie has taken on the responsibility of coordinating all of this with the Foundation and the coordinators to keep everyone organized and on task. He's excited that they reached this point. The target date is on or around the middle of May to complete all the units and to successfully launch the virtual STEM University to all staff this year so they can review the units over the summer and use it in 2014-2015. He sees this as an exciting adventure.

Mrs. Lombardi asked what the teams have identified as needing for support at this time. Ms. Maguder stated that no one has expressed any needs at this point. Dr. Erardi stated that to the credit of the science and math coordinators, they offered open sessions for anyone to attend. It's their influence and expertise that these writers had the chance to tap into. Both coordinators are committed to making this a success. They will be the consultants before the work is finalized as a unit of study posted on the Virtual STEM. Mrs. Lombardi asked if all the templates were complete. Dr. Erardi stated that the district knows that, if you want to spend significant time going through You Tube, you can find what you're looking for. However, this is our work. Every Grade 4 teacher across the schools can go into the Southington Virtual STEM and pull out a unit that they know is exact for what is part of the Southington instruction. This is the beginning of the launch.

Mrs. Johnson stated that she noticed that some of the grades did not have units of studies. Dr. Erardi explained that they are hoping that all grade levels will be represented. The list provided to the Board of Education was of those willing to participate at this time.

10. NEW BUSINESS

a. Joll Scholarship Recipient

MOTION: by Mrs. Notar-Francesco, seconded Mr. Derynoski:

“Move that the Board of Education approves the recipient recommended by the Leonard and Gladys Joll Scholarship subcommittee.”

Motion carried unanimously by voice vote.

b. Overnight / Out of State Field Trip Approval was moved to Agenda Item 7e.

c. Job Description ~ Assistant Superintendent ~ Second Reading

Mrs. Clark asked that they table this agenda item.

MOTION: by Mrs. Clark, seconded Mr. Oshana:

“Motion that the Job Description for the Assistant Superintendent be tabled until the next Board of Education meeting.”

Motion carried unanimously by voice vote.

d. Project Close-Out ~ Plantsville Elementary School

Mr. Derynoski thanked Mr. Cox for his tenacious follow-up with the state to finally get this project to this point. He stated that this has been a long project that required a great deal of hard work.

MOTION: by Mr. Derynoski, seconded Mrs. Clark:

“Motion that the Board approves Plantsville Elementary School as complete and directs the administration to close-out the project with the Town’s Finance Department and the State Department of Education.”

Motion carried unanimously by voice vote.

e. Student Expulsion, 2013-2014-07

MOTION: by Mrs. Notar-Francesco, seconded by Mr. Derynoski:

“Motion to expel student 2013-2014-07 as stipulated by the Superintendent of Schools.”

Motion carried unanimously by voice vote.

Mr. Goralski made a final statement of thanks to Dr. Erardi on behalf of the Board of Education, students, and residents of Southington. They know that he will make Newtown as proud as he has made Southington. They wish him nothing but the very best.

Dr. Erardi thanked the Board of Education and stated that it was truly his privilege to be the Superintendent of Schools in Southington.

11. ADJOURNMENT

MOTION: by Mr. Derynoski, seconded Mrs. Clark:

“Move to adjourn.”

Motion carried unanimously by voice vote.

The meeting adjourned at 9:00 p.m.

Respectfully submitted,
Michelle Passamano
Recording Secretary

Attachment A**Southington High School Library Advisory Committee
Update to the BOE - 4/10/14 Meeting**

Committee Members include: Stephanie Patterson, Dr. Joseph Erardi, Karen Smith, Dr. Marty Semmel, Rick Terino, Beth Hosmer, Karen Veilleux, Fred Cox, Charlie Beliveau, Lisa Jones, Sue Smayda, two SHS students, and Patricia Queen.

The committee is a diverse group of people and has met three times since January. Unanimously, the committee agrees that the SHS Library needs renovating. A visit from a representative of the Library Service Center from the Connecticut State Library further confirmed this position. The committee has engaged and endorsed short-term improvements, while doing the in-depth work of developing a long-term vision.

Big ideas:

- Redesigning the library to support a 21st Century education.
- Repurposing space to create flexibility to meet a variety of educational purposes, such as teaching and training space, space for students to work collaboratively, space for students to work quietly.
- Technology - currently the servers are not handling the volume; location of power sources are limiting; big questions around what should technology in the library look like.

Short-term improvements are already underway and include:

- Repurposing of the classroom spaces.
- Cutting down, reinforcing, painting, and adding wheels to a dozen bookcases, so far. This makes the bookcases mobile allowing space to be redefined and flexible.
- Painting trim and painting the large circulation desk.
- Changing the light bulbs.
- Removing the wall of bookcases that were blocking the natural light that is now being provided by the wall of glass along the back of the library.
- Purchase of a few pieces of new furniture.
- Redesign of the fiction area.
- To come: Possibly some plants from the AgSci center, student artwork on display in the repurposed bookcases, a wall devoted to news from the guidance department, and more.
- BOE members were sent a file that included before and after photos of work completed to date. All members are encouraged to visit the library the next time they are at the high school to view the changes. These simple changes are already making a big difference.

Creating a long-term vision:

- Review of the state library representative's analysis of our current library.
- Review of AASL (American Association of School Librarians) Standards for the 21st Century.
- Student, parent and staff surveys ~ a link was sent to Board Members to the parent survey which I believe will be available on the SHS Webpage for parents to access. The questions give an excellent overview of the issues that are currently on the table.
- Visiting newly renovated and/or recognized state-of-the-art school libraries.
- Review of best practices from library journal articles.

Once a vision has been defined in theory, the next step would be to engage an architect to put ideas to paper and develop a cost estimate.