

RESOURCE SHARING

Present Shared Services

Administrative

1. Superintendent
2. Curriculum Coordinator
3. Special Ed Director
4. Adult Ed Dir
5. Explored Food Services East (mini contract)
6. Hygiene Officer

Teaching

1. Ele. Art Teacher 50/50 East Millinocket and Millinocket
2. Sec. Art Teacher 50/50 East Millinocket and Medway
3. Spanish Teacher 50/50 East Millinocket and Millinocket
4. French Teacher 50/50 East Millinocket and Medway
5. Special Ed Techs : East Millinocket and Medway
6. Virtual HS Teacher 50/50 East Millinocket and Millinocket (funded through grants (offers additional on line courses at the HS level : 25 for every 1 teacher who teaches a class on line)
7. Past (Special Ed Assessment – East Millinocket to Millinocket paid per diem)
8. Past : Current events teacher from East taught a class using polycom while a Spanish teacher from Millinocket taught an upper level Spanish class using polycom.

Extra/Co Curricular Activities

1. Middle School Football And Soccer 1:1 share across sports but parents must transport students and it cannot deplete the numbers so much so that a team I is negatively effected.
2. HS Golf Millinocket Cross Country East Millinocket
3. Spring Track Millinocket
4. Show Choir & Jazz Choir
5. Jazz Band
6. Musical Millinocket and 1 Act Play East Millinocket
7. Middle School: Music Performances and Musical 1 yr

Other

1. Healthy Maine Partner Grant
2. RUS Grant for technology upgrade
3. OSA Grant
4. Policy Alignment
5. Calendar
6. High School Schedules
7. Ed Tech contracts East Millinocket & Medway

Technology

1. Powerschool
2. First Class
3. ADS for Central Office
4. Professional Development (training)
5. Share technology trouble shooting and some administrative functions across all districts
6. Virtual HS:

Background Data From 2005 Survey

Qualitative and Quantitative Summary of Cooperative Boards

#	Attributes	#	Challenges	#	Solutions	#	Resources to share
1	Safe secure schools and working environments	2	Getting more public/parent/school involvement in schools (especially middle and up) Communication	1	Cross District Newsletters	12	Sharing Classes
1	Creative teachers appreciated for their creativity in doing more with less during difficult economic times	1	Funding and controlling costs related to Federal and state mandates	1	Shared Grant writer across districts	11	Share Curriculum Coordinator
	Cooperation of the boards across the districts	1	Keeping up with technology	1	Share co-curricular activities	11	Share/improve Technology
	High expectations of students and staff	1	Declining enrolments	1	Share Curriculum Coordinator	10	Shared Curriculum
	Administrators and teachers working together across districts		Resistance to change	1	Align Contracts	9	Locate/Share grant writer to find funding sources
	Increase/ share co-curricular activities across districts i.e. concerts		Variety of educational opportunities	1	Align policies especially as related to sports eligibility	8	Align Policies especially as related to co-curricular eligibility requirements
	Facilities		Sharing common curriculums		Share food service director	5	Share Co-curricular 1st Music- VPA 2nd Other
	Staff and Boards loyalty to the schools		State changes interfering with the development of long range plans (NCLB, Assessment, Curriculum)		Volume purchasing across districts	3	Guidance counselors at HS level to meet w/ Katahdin Regional Director to explore other educational opportunities
	Teachers willingness to speak with parents		Identifying services to share		Increase use of Katahdin Regional Educational Center	2	Shared Food Service Director
	Students are encouraged to provide input with regards to education		Childhood safety and protection		Share facilities director across districts	1	Share other admin positions
	Districts pursuits of grants		Curriculum Coordinator			1	Shared services across districts - Barter
			Sharing co-curricular activities			1	Share Facilities director
			Use of Katahdin Educational Center				
			Different contracts				
			Opal facility What to do				

**Qualitative and Quantitative Summary
of Teacher / Staff Survey**

#	Attributes	#	Challenges	#	Solutions	#	Resources to share
29	Experienced Dedicated caring staff	49*	DOE/ NCLB Regs. interfering w/ time to teach & to do what's being asked including Curr. and assessment demands	55	Teachers and staff understand & work tog. cooperatively, across school districts, around common goals in small groups i.e. to curriculum, assessment score writing prompts, complete grade level work, professional devp., etc.	34	Extra curricular/sports activities as: football, soccer, fieldtrips, speakers, band director, summer school
23	Children are 1 st Student centered learning	48	Adequate budget to achieve Learning Results	34	Consolidating (Middle school and High School – across the districts)	31	Technology: as computer teacher, coordinator distance learning, software, hardware,
10	Ability to work together as a team	31	Cooperative work as tog. as partners to optimize strengths and attain common goals while sustaining some of our own identity	20	Use technology: i.e. better e-mail, open source software etc.	30	Keep working together cooperatively to optimize strengths and attain/understand common goals
7	Work Ethics	27	Attracting new teachers/jobs to the area	18	Higher wages and common contract Millinocket and U113	28	Find ways to share small AP classes, other classes, job shadowing etc across our districts.
3	Staff Knowledge	26	Declining Enrollments & effect on diminishing educational opportunities for course offerings	17	Pay extra for MLR and curriculum work	18 20 20 25 22 .. 3 2 3	Consolidating: as High Schools Middle Schools Supt & Other Curriculum Cord. So we are on the same page Adult ed Sp Ed Dir Teachers as enrollment drops
#	Attributes	#	Challenges	#	Solutions	#	Resources to share
4	Small schools and small classes	21	Salary differences across communities	17*	Rework MAP/LAD assessments w/ more flexibility & finish the work	17	Look at the ed impact on consolidating not just the finances
2	People willing to change	20	Too many new initiatives leading to teacher burnout	17	FT Curriculum coordinator	15	Curriculum and Assessments
2	Enthusiasm & creativity to provide quality education	19	Technology use	6	Increase the # of <u>E</u> arly <u>R</u> elease days in lieu of Workshop days or provide <u>E</u> R for some schools while others are in session & rotate work completion.	9	Professional development opportunities w/ same goals & visiting classes
1	Ability to meet the needs of students w/ special needs	18	Student discipline, drugs, truancy & how to deal w/ needs	4	Meet w/ people to discuss consolidation	5	Specialty staff
1	Professional Devp. opportunities	18	Less home support	4	Provide an education for what local	5	Align salaries across districts

					businesses say students need, and work w/ them toward implementation.		
1	Reading Recovery	18	Some admin have too many roles	3	Include teachers in decision making	5	Bulk ordering
1	Music Dept.	16	Consolidating (community acceptance of this concept)	2	Lobby to keep jobs in the country and keep Augusta out of schools	4	Find other funding sources or seek business donations for equipment.
1	Leadership	16	Board support of sharing or merger	2	Slower implementation pace	3	When working together, do so respectfully(negative statements are not allowed, rotate work locations equally)
1	Elementary Library Aid East	16*	Time to meet State/Federal ed requirements	2	Encourage taking of classes/multiple certifications	2	Special ed meetings
2	Safe environment	16	Grant \$ dependant rather than town funding	1	Homogenous reading and math groups	2	Start/ end & block times that are similar
2	The area in which we live	16	Effective means of communicating across districts	1	Keeping Admin. More than 2 yrs	2	Inform public about educational change
1	Educational programs	6	Library aid needs at Granite	1	Multi age classes as diversified instructional practice	2	Ideas for materials to help students achieve
1	Facilities	5	Small School voice	1	Support reading recovery	2	No standards ed practices for anything but core classes.
1	\$ available	4	Maintaining the same staff	1	Bring back what we have lost	1	Janitorial staff for large tasks
1	The School Board	3	Having to conform to one district or the others curriculum and assessments:	1	Don't consolidate Keep us small	1	Slow down the sharing
		3*	Conflicts arising in developing curriculum	1	Opportunities to express frustrations	1	Provide time to develop our own work – no sharing
		3	Follow through w/ initiatives w/ too many superintendents	1	Stress relief	1	Unsure about sharing teachers need more information about possibilities
#	Attributes	#	Challenges	#	Solutions	#	Resources to share
		3	Retaining our youth	1	Add ½ hr to the day		
		1	Keep U113 and Millinocket separated leave us alone unless our communities do this.	1	Add more staff		
		1	Loss of local educational control w/in our community schools	1*	Penalize Admin who break contracts		
		1	Unconsolidated East and Medway	1	Obtain curriculum from trained people and implement it.		
		1	Teaching to diverse learners	1	Increase math requirements		
		1	Grade 8-9 connections	1	Find grants		
		1	Putting aside the past	1	Professional Devp.		

					around helping students w/ few family supports		
		1	Staff who feel they represent all of us				
		1	Common report card				
		1	Maintaining a small appropriate pupil teacher ratio				
		1	student involvement in the community				

Collectively, both groups identify the need to accomplish the following:

1. Identify clear goals and work together to achieve them particularly in the areas of:
 - a. Curriculum and assessment,
 - b. Professional development
 - c. Technology,
 - d. Increasing educational opportunities for all students.
2. Share Staff:
 - a. Superintendent,
 - b. Curriculum coordinator,
 - c. Food service,
 - d. Other administrators,
 - e. Other staff *only* if declining enrolment continues to grow.
3. Find more financial resources:
 - a. Hire a grant writer across the districts,
 - b. Barter resources with each other,
 - c. Talk to businesses about ways we can work together (what can we/they offer students that will make them better prepared for the working world),
 - d. Improve our buying power through regional (local) purchasing initiatives.
4. Share other resources:
 - a. Professional development,
 - b. Technology,
 - c. Activities to increase educational opportunities (AP and other classes not offered in both districts, job shadowing, dealing with challenging students, etc)
 - d. Co-curricular beginning with visual and performing arts and moving later to sports.
5. Align documents in order to better facilitate the above and increase harmony:
 - a. Association Contracts,
 - b. Policies beginning with co-curricular eligibility requirements
6. Identify multiple ways to increase and improve communication:
 - a. Across our districts among teachers, with parents, and with the community as:
 - i. multidistrict newsletter
 - ii. multidistrict website
 - iii. multidistrict e-mail system where all people use the same resource (i.e. first class).