

Cabot School Sustainability Committee

Approved minutes of December 3, 2025 Meeting

Cabot School Library

In attendance: Becky Nally, Stef Burtt, Theresa Lay-Sleeper, Steve Owens, Joanna Thibault and Chris Tormey

Meeting began at 4:00 PM

1. **Draft Minutes** of the committee's November 12th meeting were reviewed and approved.
2. **This afternoon's meeting agenda** was reviewed. Becky suggested that we add two items for discussion:
 - How to hire and retain quality teachers/staff at Cabot School
 - How to better publicize what's happening at Cabot School

The revised agenda, including Becky's suggested items, was approved.

3. Discussion:

A. Hiring and retaining quality teachers at Cabot School

Becky discussed the impact on staff this year resulting from the unfilled and/or changing staff positions at school: the almost constant uncertainty and upheaval have been extremely challenging. Chris reviewed the timeframe and uncertainty about Federal funds that resulted in two positions (Elementary guidance and Math Interventionist) being unfilled for the first part of the school year. Steve discussed how the requirements for confidentiality around staffing often make it difficult/illegal to keep the staff as a whole updated on potential changes. He went on to clarify/identify the progress being made to fill the several positions still open- he expects most to be filled before Jan 1.

B. Better publicizing what's happening at Cabot School

Becky reviewed the positive impact (in previous years) of having a parent volunteer step up and post photos/captions on the Cabot Facebook page ("Cabot Connects"). Discussion ensued on how to crank up current efforts.

Joanna: Publicity took a hit when school was "closed up" by Covid concerns and previous administrator's policies- but that's thankfully changed. Steve reviewed the efforts of staff members Laura McCaffrey and Angela Ward in getting a regular weekly newsletter out; it will soon be able to get out on both Front Porch Forum and Cabot Connects, as well as being more easily accessed via "Parent Square". Discussion about the potential of involving students: Becky will check in w/ Peter Stratman about possibly having students in the "Cabot Leads" program regularly identifying/publicizing interesting learning activities across the school.

C. Discussion next on following through on three specific ways to build value in the community for Cabot School this year:

I. Getting word out to home-school families about Cabot offerings:

- Chris contacted school counselor Jackie Batten last week and requested a menu of HS/MS project studios for Sem. II, and a daily schedule of core classes/specials in Elementary grades.
- Hope to get that info from Jackie soon- goal is to get info out to homeschool families before Christmas vacation so interested students can start when Semester 2 does in early January.

II. Increase number of volunteers coming into school to share expertise:

- Chris and Shannon collaborated on an article in the November Cabot Chronicle asking for volunteers. Steve outlined the process required for volunteers to come into the school, and handed out packets with the needed forms/rules to committee members present. Steve also spoke about the current need for volunteer community members willing to introduce high school students to basic tools/safety precautions needed to safely use

the “shop space” adjacent to the Art Room. Joanna volunteered to check in with tradespeople she knows to try to find someone to volunteer for this.

-

III. Plan, facilitate “Community Night” in gym on February 19, 2026:

The group discussed the broad outline and purpose of this event, and clarified that it would be in addition to the successful, all-day “Celebration of Learning” that’s been used the past two years to showcase classes’ “final products” in late May or early June.

Becky will use 15-20 minutes during staff meeting time next Wednesday, December 10 to introduce the goals/setup of the event to teachers and staff. Overall goal: show learning goals and students’ process and progress in meeting them to parents/families and community as a whole.

4. Next meeting: Wednesday, January 7th 4:00 PM

5. Meeting adjourned at 5:10 PM

(Draft minutes by Chris Tormey)