



Gorham Code of Conduct Committee
Running Agendas and Notes Document
2023-2024

Meeting Locations: Superintendent's Conference Room, located on 2nd floor of the Gorham Municipal Building. Use main entrance, go up the stairs, and follow the corridor!

Meeting Times: 6:00 - 7:30 p.m. Unless otherwise indicated. "Munchies" will be provided.

Committee Resources (this will be added to as we go):

- [Current Code of Conduct](#)
- [Code of Conduct Membership List w/emails.](#)
- [Purpose, expectations & timeline document](#)

Meeting Dates & Agenda Links:

- [October 16, 2023](#)
- [November 20, 2023](#)
- [March 28, 2023](#)
- [April 4, 2023](#)
- May 9, 2024 (same agenda as April 4)

October 16, 2023 Agenda

Note: If you have a device (i.e. laptop, ipad, etc.) please bring it to the meeting.

6:00 - 6:15 pm Welcome, Introductions (Heather/or Jon Welcome) Fall Ice Breaker (Suzanne)

Group Norms:

Respect Each Other
Share the Air
Be Present
Encourage the Conversation
Take Care of Your Own Needs
Decision Making by Consensus

6:15 - 6:25 pm Review [Purpose, Timeline](#), History of the Code of Conduct Development

and Review of [Code of Conduct](#) (Jon)
Suggestion was made to add a Rollout Discussion with the Community when the Board adopts the revised Code of Conduct.

6:25 - 6:45 pm

Data Review: Initial COC Survey Data:

[Code of Conduct Survey Review](#)

[Summary Review](#)

[Response Summary](#)

Activity: "I See, I Think, I Wonder" Thinking Routine (Suzanne)

I See - Factual Statements

- *No or limited knowledge of the Code of Conduct when no children or involvement in the system*
- *Great Falls shout outs*
- *General awareness across different settings*
- *Used to discuss behavior at home*
- *Staff use to establish classroom expectations*
- *Majority (86%) of answers thought CoC important*
- *Noted the Song of the Core Values*
- *Early in student career (elementary school), early in the day (announcements), athletics, and assemblies*
- *High School Posters, lesson plans, behaviors, assignments.*

I Think - Intuitive Statements

- *Embedded in the culture*
- *Younger students more closely connected*
- *If join Gorham Schools later miss out on some of the foundation*
- *Making introduction fun/exciting leaves a lasting impression*
- *People see the importance - core component*
- *Utilized as formation tool - structural for students and staff, community guiding principles*
- *Disconnect between students and staff at GHS*

I Wonder - Questioning Statements

- *Wonder when students get to the H.S. how tangible concepts are the students? Focus is more on apathy, trouble, assemblies. Can it be made more real for older students?*
- *How can we make the message hit wider audience and resonate for everyone (Community and GHS students)?*
- *Make seem less punishment and more "fun"*
- *How much more important Coc is in today's society/challenges?*
- *Seems more relevant than ever before?*

- *What words, vocabulary changes can be made to make it more relevant to all?*

6:45 - 7:15 pm TE Survey Question Development - Mini Thought Exchange (Heather)

- [CLICK HERE](#) for TE Link
- QR Code below:



Suggestions made for changing Question 3 and 4. Also the intro to the TE not highlighting examples. Concern is that the examples focus on the negative or punishment aspects. Also suggestion to give students a place to note grade instead of just a level as well as ethnicity.

7:15 - 7:30 pm Next Steps and Next Meeting (Jon or Suzanne)
November 20, 2023 6:00 pm

November 20, 2023 AGENDA

6:00 - 6:10 p.m. WELCOME & RE-CONNECT

Notes: We went around the table again and did introductions and spent a few minutes sharing what folks have been up to since our last meeting.

6:10 - 7:10 p.m. REVIEW OF [THOUGHT EXCHANGE DATA](#)

Notes: Suzanne went through the slides linked above with the whole group. The group then used a discussion protocol to review the data and discuss what was seen to inform next steps. Highlights of discussion are below:

- Inclusivity, community and digital citizenship all came up as key items of additional discussion along with student safety.
- The group talked about what inclusivity means and how definitions vary across individuals.
- The group talked at length about the difference between values and behaviors.
- The group discussed that the likelihood is high that our five big value statements (i.e. honesty, compassion, etc.) will still be the bedrock of our COC, but that what we need to do is update our definitions, behaviors and perhaps create a procedure that goes more in depth regarding behaviors to help bring these values into current times with real context. Perhaps these should even be broke out by grade clusters PK-5, 6-8 and 9-12.
- Great sharing from students indicating that perhaps we are beginning to “lag” in our COC work at the MS and HS level with much less emphasis on the positive aspects of the code and more on the punitive and punishment aspects of not following it. Work to be done here.
- Great sharing from parents also regarding the same as above from students and also a discussion regarding skills for life rubrics and whether or not these should be placed in more alignment with our COC.
- There was discussion regarding the current format of the COC that starts with “DO NOT” on the left side - there was consensus that we can keep the same format, but should begin with the “DO’s” vs. the negative pieces which can create a structural shift to focus more on the strengths based work.

7:10 - 7:30 p.m. NEXT STEPS

Notes:

- Suzanne will work with highlights from tonight’s meeting to develop a slide presentation that will be used as the foundation for the next round of stakeholder feedback. Once this slide deck is drafted she will share with the committee via email for feedback before finalizing. Once finalized we will work to set up the stakeholder engagement activities outlined in our overall plan. These will take place between December - March. The large group will not get together again until March/April to review results of the stakeholder engagement conversations.
- Jon noted that we need to be cognizant that if we want a broader engagement from community we need to go “low tech” and perhaps use faith based organizations as a platform to help spread the word.
- Suzanne and Heather noted that once the dates are scheduled, we would like members of the committee to try and attend as many as possible as well to offer other voices in the conversation so it isn’t just Suzanne and Heather talking!

Meeting was adjourned at 7:25 p.m.

MARCH 28 MTG AGENDA

Location: Gorham Middle School Library

Time: 6:00 p.m.

6:00 - 6:05 p.m. WELCOME & CHECK IN

6:05 - 6:20 p.m. [DATA REVIEW](#) (Suzanne)

- Staff
- Students
- Other?

6:20 - 6:50 p.m. REVISION RECOMMENDATIONS DISCUSSION

6:50 - 7:00 P.M. NEXT STEPS

APRIL 4 MTG AGENDA

Location: Gorham Middle School Library

Time: 4:30 p.m. - 6:30 p.m.

4:30 - 4:35 p.m. WELCOME & CHECK IN

4:35 - 6:20 p.m. DRAFT COC REVIEW (Suzanne)

- Feedback collection

6:20 - 6:30 P.M. NEXT STEPS