



Town of Hermon
Public Safety Meeting Room
April 11, 2024
Town Council Meeting
7:00 PM
MINUTES

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*****ALL ITEMS ARE SUBJECT TO APPROPRIATE COUNCIL ACTION*****

I. CALL TO ORDER BY CHAIRPERSON:

II. PLEDGE OF ALLEGIANCE:

Chair Murphy led those in attendance in the Pledge of Allegiance

III. ROLL CALL:

Members Present: Richard Cyr, Christopher Gray, Danielle Haggerty, Ronald Murphy, John Snyder III and Steven Thomas

Members Absent: Derek Wood - Excused

Others Present: Town Manager Joshua Berry, Town Clerk Kristen Cushman and 7 residents/guests

IV. PUBLIC ITEMS OR COMMENTS: (ITEMS NOT ALREADY ON THE AGENDA)

No public comments

V. REVIEW CONSENT CALENDAR: REGULAR BUSINESS, APPOINTMENTS, SIGNATURES, AND APPROVAL OF MINUTES:

MINUTES	-APPROVE	3/28/2024
SIGNATURES	-APPROVE	
RESOLVES	-SIGN	
WARRANTS	-SIGN	4/12/2024

Councilor Snyder moved to approve the Consent Calendar as presented. Councilor Haggerty seconded the motion. Motion passes 6-0.



VI. NEWS, PRESENTATIONS AND RECOGNITIONS:

VII. PUBLIC HEARINGS:

VIII. COMMITTEE REPORTS:

IX. SCHEDULED AGENDA ITEMS:

A. OLD BUSINESS:

B. NEW BUSINESS:

R23-24-20 Reschedule 4/25/24 council meeting to 5/2/2024

Councilor Snyder moved to approve R23-24-20. Councilor Gray seconded the motion. The motion was accepted. Motion passes 6-0.

R23-24-21 Consider appointing a town councilor to fill a vacant seat on the Charter Review Committee

No action taken.

C. WORKSHOPS:

Ordinance Committee – Jessefa Murphy

Budget – Josh Berry

School Budget

D. OTHER ITEMS: (FROM TABLE PACKAGE)

X. APPOINTMENTS:

XI. MANAGER STATUS REPORT:

- **Transfer station will be opening at the end of April 2024 pending weather.**
- **Assessor will be speaking at the next meeting.**
- **Wish Mr. Grant the best of luck in his next endeavor.**

XII. FINAL PUBLIC ITEMS OR COMMENT: (ITEMS NOT ALREADY ON THE AGENDA)

No public comments



XIII. COUNCIL ITEMS:

Danielle Haggerty: Danielle wants to share the document presented by Principal Walsh at the last school board meeting. She found this document incredibly impressive as an employer, as a mom and as a community member. The document shows the direction the high school wants to go in creating graduates.

The Hermon High School Vision of the Graduate Committee has been working hard on developing and editing the rubrics that will be used to assess the skills that we believe are important for students to possess when they graduate from HHS. The framework for the rubrics was originally developed with input from the entire faculty and staff. This past October the committee spent a full day developing and creating drafts of each rubric. The drafts were then vetted by the entire faculty. In February the committee came together for another day of work and completed the rubrics below. We are now in the pilate stages of trying out the rubrics. The ultimate goal is to be able to utilize these rubrics (or components from the rubrics) in all of our classes at HHS.

Core Values, Beliefs, and Vision of the Graduate

Mission Statement

The mission of Hermon High School is to prepare students for personal success in college, career, and community.

Core Values and Beliefs

At Hermon High School, we believe:

- High school should be a positive and memorable experience
- Learning is lifelong
- Every student should strive to be academically, socially, and civically successful
- Students learn best in a welcoming and safe environment supported by school, family, and community
- The high school experience is enhanced through participation in the arts, athletics, and other co-curricular activities.

Vision of the Graduate

The graduate of Hermon High School must demonstrate the following skills (as adapted from Maine's Guiding Principles). The Hermon High School graduate is:



Principle #1 - A clear and effective communicator who is respectful and exhibits integrity.

The Hermon High School graduate is a clear and effective communicator who is respectful and exhibits integrity.

Indicators	Distinguished 4	Proficient 3	Developing 2	Emerging 1
1.a. Effective Communicator	Uses a variety of modes of expression impactfully (spoken, written, visual, and nonverbal), to intentionally communicate based on the audience and purpose.	Uses a variety of modes of expression effectively (spoken, written, visual, and nonverbal) to communicate based on the audience and purpose.	Uses some modes of expression (spoken, written, visual, and nonverbal) with consideration of the audience and purpose.	Uses limited modes of expression to communicate to an audience.
1.b. Clear and Organized Communicator	Masterfully articulates a clear purpose for communication and evaluates their process and organization.	Demonstrates ability to establish a clear purpose for communication through independent process and organization.	Demonstrates ability to clarify a purpose for communication, using guided processes and organization.	Establishes a purpose for communication with limited utilization of guided organization.
1.c. Respectful Communicator	Actively participates with others and listens to their viewpoints, showing empathy to demonstrate understanding and respect for diverse perspectives.	Actively participates with others and listens to their viewpoints, showing respect for diverse perspectives.	Sometimes listens to others' viewpoints and demonstrates occasional respect for diverse perspectives.	Demonstrates limited respect for others' diverse perspectives.
1.d. Exhibits Integrity	Serves as a role model for honest and transparent communication while applying agreed upon ethical standards.	Openly displays honest and transparent communication while applying agreed upon ethical standards.	Communication sometimes adheres to agreed upon ethical standards.	Communication rarely adheres to agreed upon ethical standards.



Vision of the Graduate:

Principle #2 - A self-directed and lifelong learner who prepares for the future.

The Hermon High School graduate is a self-directed and lifelong learner who prepares for the future.

Indicators	Distinguished 4	Proficient 3	Developing 2	Emerging 1
2.a. Goal Setting and Planning	Sets clear, specific, achievable and measurable, short-term, and long-term goals. Develops detailed plans with checkpoints and deadlines.	Sets goals that are mostly clear, achievable and measurable. Develops plans with checkpoints and deadlines.	Sets goals that are somewhat clear and achievable (may not be measurable). Develops a plan that lacks detail.	Goals are unclear, not stated, and/or not measurable. Lacks clear planning.
2.b. Initiative and Independence	Consistently takes initiative to seek out opportunities for learning. Demonstrates a high level of independence in research, projects, and assignments.	Often takes initiative to seek out opportunities for learning. Demonstrates independence in research, projects, and assignments.	Occasionally takes initiative to seek out opportunities for learning. Demonstrates some independence.	Rarely takes initiative to seek out opportunities for learning.
2.c. Adaptability and Flexibility	Adapts seamlessly to new situations and approaches to learning. Actively seeks out and easily adjusts strategies based on feedback.	Adapts to new situations and approaches to learning. Makes adjustments based on feedback.	Demonstrates some adaptability, but may struggle in certain situations and/or with feedback.	Struggles to adapt to new situations and approaches. Is resistant to feedback.
2.d. Reflection and Self-Assessment	Engages in regular, insightful, formal reflection on personal learning progress. Demonstrates a deep understanding of strengths and areas for improvement.	Engages in regular reflection on personal learning progress. Demonstrates an understanding of strengths and areas for improvement.	Engages in occasional reflection on personal learning progress. Demonstrates some understanding of strengths and areas for improvement.	Rarely engages in reflection on personal learning progress. Demonstrates limited understanding of strengths and areas for improvement.
2.e. Ownership Over Learning	Independently takes ownership of their learning. Actively seeks out resources and support when needed.	Takes ownership of their learning, but may occasionally need reminders or support.	Demonstrates some ownership of their learning, but relies heavily on reminders and/or support.	Shows limited ownership in learning.



Vision of the Graduate:

Principle #3 - A creative and practical problem solver who practices a strong work ethic.

The Hermon High School graduate is a creative and practical problem solver who practices a strong work ethic.

Indicators	Distinguished 4	Proficient 3	Developing 2	Emerging 1
3.a. Defining Problems	Demonstrates exceptional skills in evaluating situations to define complex problems.	Effectively evaluates situations to define problems.	Demonstrates some ability to evaluate situations to define problems.	Demonstrates limited success in evaluating situations to define problems.
3.b. Questioning and Predicting	Frames insightful questions and makes accurate predictions.	Frames questions and makes predictions effectively.	Demonstrates some ability to frame questions and make predictions.	Demonstrates limited ability to frame questions or make predictions.
3.c. Data Designing, Information Collection, and Analysis	Designs advanced strategies for data and/or information collection and analysis.	Designs strategies for data and/or information collection and analysis effectively.	Designs strategies for data and/or information collection and analysis with some effectiveness.	Demonstrates limited proficiency in data and/or information collection and analysis.
3.d. Patterns, Trends, and Relationships	Identifies significant patterns, trends, and relationships that are relevant to solutions and can apply them to new situations.	Identifies significant patterns, trends, and relationships relevant to solve a given problem.	Can identify basic patterns, trends, and relationships.	Demonstrates limited ability to identify patterns, trends, and relationships.
3.e. Resources for Problem Solving	Finds and utilizes a wide range of relevant and appropriate resources to implement and effectively problem solve.	Utilizes multiple resources to effectively problem solve.	Uses resources to problem solve with some success.	Uses limited resources in an attempt to problem solve.
3.f. Solutions and Responses	Generates innovative solutions and conducts thorough evaluations of their effectiveness.	Generates solutions and critically evaluates their effectiveness.	Generates solutions and makes basic evaluations of effectiveness.	Demonstrates limited ability to generate a solution.



Vision of the Graduate:

Principle #4 - An informed, responsible, and involved citizen.

The Hermon High School graduate is an informed, responsible, and informed citizen.

Indicators	Distinguished 4	Proficient 3	Developing 2	Emerging 1
4.a. Community Participation	Consistently participates in a variety of community activities, taking a leadership role and demonstrating a significant positive impact on the local and school community.	Regularly participates in community activities, demonstrating a commitment to making a positive impact on the local and/or school community.	Occasionally participates in community activities, lacks consistency or meaningful impact on the local or school community.	Rarely participates in community activities.
4.b. Responsibility for Decisions and Actions	Exemplifies a strong commitment to taking responsibility for personal decisions and actions.	Demonstrates a consistent willingness to accept responsibility for personal decisions and actions.	Occasionally accepts responsibility for actions (but may shift blame at times).	Rarely takes responsibility for personal decisions and actions, frequently blaming others or external factors.
4.c. Ethical and Moral Behavior	Consistently displays ethical behavior and exceptional moral courage in the face of adversity, setting a strong example for others.	Actively exhibits ethical behavior and displays moral courage in challenging situations.	Occasionally demonstrates ethical behavior but struggles with moral courage in challenging situations.	Frequently exhibits disrespect for school expectations of ethical behavior.
4.d. Understanding Diversity	Exhibits a deep understanding of and respect for diversity, actively promoting inclusion and equity.	Understands and respects diversity, showing consistent commitment to inclusion and equity.	Demonstrates some awareness of diversity with some commitment to inclusion and equity.	Demonstrates limited awareness and respect for diversity, equity, and inclusion.
4.e. Economic and Civic Literacy	Demonstrates a high level of global awareness and a grasp of economic and civic	Demonstrates global awareness and understanding of economic and civic	Demonstrates some awareness of global, economic, and civic literacy, but has difficulty	Demonstrates limited awareness of global, economic, and civic literacy.



	literacy and successfully applies this to real world solutions.	literacy applying to real world solutions.	with application.	
4.f. Health and Wellness	Demonstrates a high level of awareness of personal and community health and wellness, promoting healthy practices and well-being.	Demonstrates awareness of personal and community health and wellness, actively making efforts to maintain them.	Demonstrates some awareness of personal and community health, but does not consistently prioritize health and wellness.	Demonstrates limited awareness of personal and community health and wellness.



Vision of the Graduate:

Principle #5 - An integrative and informed thinker who demonstrates perseverance.

The Hermon High School graduate is an integrative and informed thinker who demonstrates perseverance.

Indicators	Distinguished 4	Proficient 3	Developing 2	Emerging 1
5.a. Critical Thinking and Integration of Knowledge	Demonstrates exceptional critical thinking skills by effectively integrating knowledge from various subjects and/or sources to form insightful and innovative perspectives.	Demonstrates critical thinking skills by integrating knowledge from various subjects and/or sources, resulting in well-informed perspectives.	Demonstrates some critical thinking skills with occasional integration of knowledge.	Demonstrates limited critical thinking skills.
5.b. Informed Decision Making	Consistently makes well-informed decisions by thoroughly researching, analyzing, and/or considering multiple perspectives before reaching conclusions.	Regularly makes informed decisions by conducting research, analyzing information, and/or considering multiple perspectives.	Attempts to make informed decisions, but may benefit from additional research and/or consideration of multiple perspectives.	Makes decisions without sufficient research and/or consideration of multiple perspectives.
5.c. Innovative Thinking and Originality	Displays exceptional creativity and originality in approaching tasks and projects, producing innovative solutions or ideas.	Demonstrates creativity and originality in approaching tasks and projects, producing solutions or ideas.	Shows some creativity and originality, but may rely on more conventional approaches.	Demonstrates limited creativity and originality.
5.d. Perseverance and Grit	Demonstrates leadership through perseverance and grit with a strong work ethic.	Demonstrates perseverance and shows dedication to tasks.	Demonstrates some perseverance, but may occasionally become discouraged.	Demonstrates limited perseverance and easily becomes discouraged.



XIV. EXECUTIVE SESSION:

Councilor Snyder made a motion to enter into executive session. Councilor Cyr seconded the motion. The motion was accepted. Motion passes 6-0.

Executive Session started at 7:24pm

Consider enter into Executive Session to discuss a personnel matter, Town Manager position per 1 M.S.R.A. § 405(6)(A)

XV. ROLL CALL post executive session:

Members Present: Richard Cyr, Christopher Gray, Danielle Haggerty, Ronald Murphy, John Snyder III and Steven Thomas

Members Absent: Derek Wood – Excused

Chair Murphy gave a statement of matters discussed in executive session.

Our new Town Manager is Steve Fields and with his extensive work in municipal management and dedication to community engagement, we are confident his abilities will lead the town through the process of a vibrant future. Mr. Fields is currently the Town Manager of Corinth and will be at our May 2, 2024 meeting. We are looking forward to having Steve Fields with us.

Consider enter into Executive Session to discuss a personnel matter, Fire personnel, per 1 M.S.R.A. § 405(6)(A)

Councilor Snyder made a motion to enter into executive session. Councilor Gray seconded the motion. The motion was accepted. Motion passes 6-0.

Executive Session started at 7:44pm

Councilor Snyder made a motion to close executive session. Councilor Haggerty seconded the motion. The motion carried and Executive Session ended at 9:26pm and returned to the regular meeting.



XVI. ADJOURNMENT:

Councilor Cyr moved to adjourn the meeting at 9:27 PM. Councilor Cyr seconded. With no objection the meeting was adjourned at 9:27 PM.

Respectfully Submitted,

**Kristen Cushman
Town Clerk**

Please see the complete video at [Town Council Meetings | Hermon \(hermonmaine.gov\)](https://www.hermonmaine.gov)

Explanatory note #1: All items in the CONSENT CALENDAR are considered routine and are proposed for adoption by the Town Council with one motion without DISCUSSION or deliberation. If DISCUSSION on any item is desired, any member of the Council or public may request the removal of an item for it to be placed in the regular agenda prior to the motion to approve the Consent Agenda.

Explanatory Note #2: In the interest of effect decision-making: At 10:00 p.m., the Chairman shall poll the Council and Town Manager to identify remaining items which shall be carried forward to the next Regular Meeting.

Explanatory Note #3: A Councilor who feels the need for the Council excusing his/her absence will make the request to the Town Manager or the Town Clerk prior to the meeting.