

# Taconic and Green Regional School District

Our Journey from Merger Committee to  
Exceptional School Board Award Recipient

# Towns At a Glance

	Danby	Dorset	Landgrove	Londonderry	Manchester	Mt. Tabor	Peru	Sunderland	Weston
<b>Total Population</b>	1,311	2,031	158	1,769	4,391	255	375	956	566
<b>Percent of Population Under 5</b>	5.6%	3.8%	1.3%	5.2%	3.6%	5.9%	4.3%	6.0%	2.1%
<b>Median Age</b>	44.2	50.9	53.5	46.0	49.2	44.8	47.8	45.3	55.7
<b>Total Households</b>	550	898	74	790	2,047	116	165	393	262
<b>Family Households</b>	370	587	48	493	1,198	79	106	277	157
<b>High School or Higher</b>	85.8%	97.3%	100.0%	89.1%	95.1%	81.7%	94.3%	92.9%	93.8%
<b>BA or Higher</b>	21.3%	48.5%	60.3%	37.5%	42.6%	32.5%	38.5%	36.7%	47.7%
<b>Median Family Income</b>	57,951	71,307	79,375	49,967	45,147	48,542	61,250	53,869	63,472
<b>Individuals Below Poverty Level</b>	6.3%	2.5%	8.3%	5.9%	7.0%	25.5%	7.4%	5.2%	8.7%

*Town Demographic Data from most recent US census*

# Schools at a Glance

## **Currier Memorial School**

- PK-5, 72 students

## **The Dorset School**

- K-8, 150 students

## **Flood Brook School**

- K-8, 279 students

## **Manchester Elementary Middle School**

- PK-8, 384 students

## **Sunderland Elementary School**

- K-6, 56 students

# Board Representation At a Glance

- Nine members each residing in one of the nine towns
- Four additional members who must reside in one of the four largest towns (Danby, Dorset, Londonderry or Manchester)
- Two non-voting high school students residing in T&G towns
  - selected by the board
  - preferably attended a T&G school

# Merger Committee

- Began work in 2016
- Merger passed 2017
- T&G Operational July 1, 2018
- Merged seven boards into one
- Work was public and transparent
- Strong media presence
- Community Forums

# Merger Study Report Goals

1. Equity in the Quality of Educational Outcomes
2. Students Exceeding or Achieving State Quality Standards
3. Maximize Operational Efficiencies
4. Services Provided at a Cost that Parents, Voters and Taxpayers Value

***All our kids are all our kids.***

# Merger Results

- All our kids are all our kids
- No advocacy for individual schools/  
towns/students
- Transitioned to Policy Governance
- In-District Choice for Middle School

# Challenges

- Equity related to programming (PK, foreign language, algebra)
- Using attrition to “right size”
- Orienting new members to Policy Governance
- Shortage of Board candidates
- Not seeing academic outcomes, yet

# Post-merger suggestions

- Policy Governance
- Strong new board member orientation
- Annual board retreats
- Annual board self-assessment
- Participate in VSBA
- Strong time management at meetings (limit to 2 hours)
- Board regularly monitors goals, norms and purpose
- Recruit new Board members carefully

# Superintendent Reflection

- Policy Governance is a huge help
- Clear roles and responsibilities
- Pandemic response: One district versus seven
- Healthy distance → more effective operations
- More within-district staffing flexibility
- Smooth transition to new Superintendent post-merger
- Trust - if you don't have it you must build it

# Conclusion

- Act 46 provided guidance for seven BRSU districts to successfully merge into one
- Benefited our communities