

Oyster River Cooperative School District
REGULAR MEETING

October 1, 2014 Moharimet - Gymnasium 6:00 PM

6:00 PM – Official opening of the new gymnasium at Moharimet.

- o. CALL TO ORDER (6:00 PM)**
- I. 6:30 – 7:00 PM MANIFEST REVIEW/APPROVAL AT EACH SCHOOL BOARD MEETING**
- II. PLEDGE OF ALLEGIANCE (7:00 pm)**
- III. PUBLIC COMMENTS**
- IV. APPROVAL OF MINUTES**
 - Motion to approve: 09/17/14 regular minutes.
- V. ANNOUNCEMENTS AND COMMENDATIONS**
 - A. District**
 - B. Board**
- VI. DISTRICT REPORTS**
 - A. Assistant Superintendent/Curriculum & Instruction Report(s)**
 - B. Superintendent's Report**
 - October 1 Enrollment
 - Bus Fleet Update
 - C. Business Administrator**
 - Budget Update
 - D. Student Senate Report**
 - E. Other:**
 - Athletic Field Project - Todd Allen/Corey Parker
- VII. DISCUSSION ITEMS**
 - Athletic Field Expendable Trust Fund
- VIII. ACTIONS**
 - A. Superintendent Actions**
 - B. Board Action Items**
 - Motion to release \$10,000 from the Athletic Field Expendable Trust Fund
 - Motion to appoint Catherine Plourde as Affirmative Action Officer
 - Motion to appoint 68 Hours of Hunger Representatives
 - Motion to approve 2nd read/adoption of Strategic Plan – Academic Goals
 - Motion to approve ORHS Teacher request for a 2 year Leave of Absence
 - Motion to approve Mast Way Teacher Maternity Leave of Absence from January 27, 2015 to EOY
 - Motion to approve ORHS Paraprofessional Leave of Absence from January 20, 2015 to EOY.
 - Motion to approve list of policies.
- IX. SCHOOL BOARD COMMITTEE UPDATES**
- X. PUBLIC COMMENTS**
- XI. CLOSING ACTIONS**
 - A. Future meeting dates:** 10/1/14 regular meeting – Moharimet – Gymnasium (6:00 PM)
10/23/14 School Board Budget Workshop
- XII. ADJOURNMENT**
- XIII. NON-PUBLIC SESSION: RSA 91-A:3 II {If Needed}**
NON-MEETING SESSION: {If Needed}

The School Board reserves the right to take action on any item on the agenda.

Respectfully submitted,
Superintendent

If you require special
communication aids, please
notify us 48 hours in
advance.

**Oyster River Cooperative School District
SAU #5**

Welcome to the School Board meeting. If you wish to be heard by the Board, please note "Public Comment" at the beginning of the agenda (reverse side). The comment section of the agenda should not exceed three (3) minutes unless extended by the Chair. Occasionally, the Board may "suspend its rules" to allow visitor participation at the time an issue of specific interest is being addressed.

Visitors should not expect a Board response to their comments or questions under the above since the Board may not have discussed or taken a position on the matter. The Superintendent, without speaking for the Board, may offer clarification as appropriate.

Agendas and background information are available on the district website prior to meetings. Agendas and additional information are generally available at the entrance to the meeting room or distributed at the time the item is introduced for discussion.

The ORCSD School Board will meet in regular session on the first and third Wednesdays of the month with special meetings when necessary. The School Board appreciates your attendance at these meetings and invites your continued interest in its work on behalf of the children and residents of the District.

Oyster River Cooperative School District Members:

• Maria S. Barth	Term on Board: 2012 –2015
• Thomas Newkirk	Term on Board: 2013 - 2016
• Kenneth Rotner	Term on Board: 2013 - 2016
• Sarah Farwell	Term on Board: 2014 - 2017
• Denise Day	Term on Board: 2014 - 2017
• Allan Howland	Term on Board: 2012 - 2015
• Edwin Charle	Term on Board: 2012– 2015

Information Regarding Nonpublic Session

On occasion, the Board agenda may include (or be adjusted to include) a Nonpublic Session. When a motion is made to do so, it will be done under the provisions of the NH State Law RSA 91-A:3 II, and one or more of the following reasons will be claimed for entering Nonpublic Session:

- a. The dismissal, promotion or compensation of any public employee or the disciplining of such employee, or the investigation of any charges against him, unless the employee affected (1) has a right to a meeting and (2) requests that the meeting be open, in which case the request will be granted.
- b. The hiring of any person as a public employee.
- c. Matters which, if discussed in public, would likely affect adversely the reputation of any person, other than a member of the public body itself, unless such person requests an open meeting.
- d. Consideration of the acquisition, sale or lease of real property or personal property which, if discussed in public, would likely benefit a party or parties whose interests are adverse to those of the general community.
- e. Consideration or negotiation of pending claims or litigation which has been threatened in writing or filed against the body or agency of any sub-division thereof, or against any member thereof because of his membership in such body or agency, until the claim or litigation has been fully adjudicated or otherwise settled.

Oyster River Cooperative School Board

Regular Meeting

Middle School Library

September 17, 2014

6:30 p.m.

Draft

School Board Members: Chair Tom Newkirk, Al Howland, Denise Day, Ed Charle, Kenny Rotner, Sarah Farwell, Maria Barth and Student Representative: M. Doody

Administrators Present: Superintendent Morse, Sue Caswell, Carrie Vaich, Todd Allen, Jay Richard, Carolyn Eastman, Dennis Harrington

I CALL TO ORDER – 6:30 p.m.

6:30 – 7:00 p.m. Manifest Review/Approval

II PLEDGE OF ALLEGIANCE:

III PUBLIC COMMENTS: Dean Rubine of Lee presented a chart of the Consumer Price Index and how it compares to the Oyster River cost per pupil.

Stacey Brooks of Durham is requesting a Suicide Prevention Program implemented for grades 5 – 12. We have students that are bullied, cutting, eating disorders and mental illness. This needs to happen as our students are at risk.

IV APPROVAL of MINUTES:

September 3rd Minutes: Al Howland moved to approve the September 3rd minutes and nonpublic minutes, 2nd by Denise Day. Amendment: Kenny Rotner made the motion to enter nonpublic session, 2nd by Al Howland. Page 5: replace “a consensus” with “the law”. Insert: “Concerns were identified including ensuring that the anonymity and dignity of recipients is preserved, that the quality of the food being provided aligns with our District wellness objective and this new involvement not interfere with existing successful program.”

Insert: The Board reviewed the Policy and made no recommendations for changes.

The motion passed 7-0 with the above amendments and the Student Representative voting in the affirmative.

APPROVAL of MANIFESTS:

Vendor Manifest #7: \$498,712.31

Payroll Manifest #6: \$902,356.52

V ANNOUNCEMENTS And COMMENDATIONS:

District: Jay Richard welcomed everyone to the Middle School. There was a great open house here at the Middle School last night. He gave a special thanks to the IT Department. There is now a laptop cart for each team here.

Todd Allen of the High School noted that open house for the high school is tomorrow evening. He commended Maegan Doody who won the Bobcat Invitational this weekend and was the Hometown Hero on Channel 9. Newsweek Magazine ranked Oyster River High School 110th in the country and the second in New Hampshire.

Carrie Vaich of Mast Way thanked everyone who turned out for Curriculum Night last Thursday.

Board: Maria Barth announced that the Governor has pronounced September to be Hunger Action Month.

Kenny Rotner is very impressed with all the clubs at the Middle School. It is amazing that there are clubs of every nature and it is very enriching and rewarding.

Sarah Farwell also added that the clubs diversity at the Middle School is excellent. She thanked both Carrie Vaich and Jay Richard for great curriculum night and open house this past week.

VI DISTRICT REPORTS:

A Assistant Superintendent/Curriculum and Instruction Reports: None

B Superintendent's Report: None

C Business Administrator Report: None

D Student Senate Report: Student Representative Maegan Doody reported that the Senate has been meeting more often planning for the upcoming Spirit Week.

E Capital Improvement Plan – Draft – Jim Rozycki

Jim Rozycki presented the Five Year CIP Plan to the Board. The foundation of this is in our Action Strategy #6 which is increasing the budget for capital improvements until we reach 3% of the total budget. They do not anticipate reaching this 3% goal until FY 2018/19. The estimated remaining amount of the outstanding Davis and Gaudreau Study identified needs is \$2,845,000. Most of those items address security, our roofing replacement plan, parking lot improvements, and the flooring replacement plan.

Many projects in the first year address the outstanding ADA compliance and Life Safety concerns. A generator for Moharimet, failing HVAC unit ventilators at the middle schools MPR and music room would be addressed, and kitchen refrigeration equipment for Mast Way were considered a priority from the study. Our identified other needs include video security systems which we wanted to be in year one and funds to correct “Lake Mast Way” were also allocated.

Overall, many of these costs that were given are an estimate only. Jim believes we have an opportunity to gain some savings with in house work, but there may also see costs increase in some areas. We may need further engineering on some projects like HVAC installs and plumbing work to satisfy building codes. Also, material costs typically rise slightly each year.

Strategic Plan – Academic Goals:

Carolyn Eastman began the presentation of the Strategic Plan: Student Engagement and Achievement.

Broad Goals:

Personal Excellence

College and Career Ready

Innovative and Personalized Instruction

Assessment for Learning
Reporting Learner Progress

High School – Academic Goal #1:

School wide learning expectations will be developed and incorporated into a coordinated program of studies with evaluation rubrics established to measure student progress towards these expectations.

Action Steps:

The staff reviews the list of school wide learning expectations established during the 2012-2013 school year to determine if they are still in line with the 21st century mission of the school and make modifications as appropriate. Once adopted by the staff they will begin writing rubrics to go with the learning expectation.

Share drafts of all rubrics with the staff

High School Staff Academic Goal #2:

Establish and promote a professional culture of collaboration to support high levels of collegiality, team work and dialog to solve problems of practice with the intent of promoting student achievement.

Action Steps:

As staff identify a list of topics that are in need of being addressed at ORHS.

Divide all staff into inter-department groups based on areas of interest/concern.

High School Academic Goal #3: Develop a commonly accepted clear definition of program consistency that is fully embedded in our program. We will start by developing consistency of practice as it relates to multi-section course offerings like World Cultures, Biology, Essentials of English, Algebra I, Health, PE and World Languages by June 2015.

Action Steps:

Form an interdisciplinary committee made up of high school and middle school staff.

September 17, 2014

Review all freshman common multi-section classes to identify areas in need of consistency. Those classes are: Biology, Essentials of English, World Cultures, Health, PE, Algebra I and Geometry, French and Spanish 1 and 2.

High School Academic Goal #4: ORHS will develop a support system that meets that needs of all of our students. We will start with an evaluation of the effectiveness of our current support system including RTI, Learning Lab, the new Math Lab program and make recommendations for next steps to improve student support by June 2015.

Action Steps:

Implement and monitor the new Math Lab Program.

Refine the existing RTI Process. Focus on teacher feedback loop and refining the criteria for assigning tier 2 and 3 supports.

Conduct a program evaluation of Learning Lab and make recommendations for program improvements.

Evaluate the impact class size has on teachers' ability to effectively implement individualized instruction and heterogeneous groupings.

Middle School: Jay Richard presented the Academic Goals of the Middle School.

Academic Goal #1: By 2015, ORCSD Middle School staff will create a professional culture of collaboration to support high levels of collegiality and team work, learn from one another and dialog to solve problems of practice.

Action Steps:

Inform staff about goal: ask for initial thinking about what they would like the ORCSD MS culture to be like.

Form a PLC to investigate characteristics/models of collegial cultures.

Report on findings and invite MS teams to develop norms/ground rules and meeting to guide their work.

Academic Goal #2: By September 2015 ORCSD Middle School will construct and implement a plan to insure the school is operating as a true middle school.

Action Steps:

Engage the staff in dialog to define the key elements and practices of a highly functioning middle school.

Evaluate current practices and structures at ORMS teams, team meetings, advisory and student voice to determine the extent to which they support the practices and structures of a highly functioning middle school.

Academic Goal #3: By September 2015 ORCSD Middle School Staff will develop consistent understandings and core beliefs about assessment.

Action Steps:

Engage in defining the purposes of assessment at ORMS.

Share and review current practices regarding assessment.

Share types of assessment models and how to use them to inform instruction.

Provide consistent and meaningful professional development regarding assessment that will be conducted.

Academic Goal #4: ORCSD Middle School will increase innovative personalized instructional practices to meet the needs of all learners.

Action Steps:

Develop/agree on a common definition of a personalized instruction based on current literature and practice.

Conduct research. Make visits to fellow teachers/ORMS classrooms, other districts and share learning about innovative practices.

Elementary: Carrie Vaich of Mast Way presented the Elementary Academic Goals.

Academic Goal #1: Elementary staff will identify common characteristics of personalized learning to ensure all student learning needs are met.

Action Steps:

Staff will define response to intervention and complete a review of the current practices used at the elementary level.

Analyze student assessments to determine individual needs of students whether it is remedial, reinforcement, or extended learning.

Develop steps to enhance personalized learning.
Observe Districts doing this well.
Review schedules, staff utilization and possible reconfigurations to expand staff-student instructional time.
Implement RTI supports for students during the 2014-15 school year
Identify resources to support desired learning outcomes.

Academic Goal #2: By December 2014 a plan for implementation of full day kindergarten will be submitted to the Superintendent and the School Board.

Action Steps:

Assemble kindergarten design committee including teachers, administrators, School Board member, and community members.
Research and outline previously compiled research along with structures being used currently both nationally and worldwide
Survey community members and teach staff on transition from half to full day kindergarten.

Academic Goal #3: During the 2014-15 year, the elementary staff will identify how community based learning/Science, Technology, Engineering, Arts and Math occurs in the District.

Action Steps:

Define a common definition of community based learning.
Educate staff regarding community based learning.
Train staff in the Atlas online curriculum mapping program to complete curriculum maps and integrated units.

Academic Goal #4: By the end of June 2015, ORCSD elementary staff will recommend a research based socio-emotional program for implementation with students grades K-4.

Action Steps:

Research programs and data regarding effectiveness of curricula related to social emotional skills.

Research and recommend adoption of the identified social emotional learning program as a core component of the elementary curriculum via the Superintendent and the School Board.

Josh Olstad presented the Technology Goals.

Technology Goal #1

ORCSD will use technology in a manner that respects themselves, society, and the environment.

Actions Steps:

- Review current policies and procedures
- Update policies and procedures
- Align with national and State standards
- Create new policies and procedures that enhance or replace current policy

Technology Goal #2:

ORCSD will use consistent student centered and effective integration of technology across all classrooms and grade levels that incorporate the NETS standards, digital portfolios, and District technology standards.

Action Steps:

- Create a standard device across the District
- Create a standard for software across the District
- Engage staff in selecting hardware/software solutions that support student centered integration of technology
- Review and adopt NET/ISTE and State of NH Standards and support District efforts.

Technology Goal #3:

Technology will support innovative student centered instructional practices and personalized learning for all ORCSD.

Action Steps:

- Identify current innovate practices PK-12 across the District
- Develop a web based staff resource that staff can access
- Hire technology integrators to support staff integration

Technology Goal #4:

Technology use will allow for clear consistent communication and provide opportunities to engage with the communities of Lee, Madbury and Durham.

Action Steps:

Develop systemic guideline for communication

Implement District communication plan

Investigate new ways to enhance communication across the District.

Enhance and improve current mechanism for staff to communicate with students and parents

Technology Goal #5:

ORCSD IT will align purchasing with District goals to ensure that the appropriate resources are being purchased in a consistent manner across the District.

Action Steps:

Ensure that technology purchases will align with the vision and mission or ORCSD.

Develop a plan that ensures that all students and staff have equitable distribution of technology.

ACTION ITEMS:

Superintendent and Board Action Items:

Motion to approve first Read of the Strategic Plan – Academic Goals:

Kenny Rotner moved to accept for first Read of the Strategic Plan – Academic Goals, 2nd by Denise Day. Motion approved 7- 0 with the Student Representative voting in the affirmative.

Motion to approve ORMS/ORHS Winter Coach nominations:

Volunteer Positions:

Erin Phillips	Cross Country
Elizabeth Preysner	Cross Country
Brent England	Boys Soccer

Tim McNamara	Girls Ice Hockey	
Pamela Raiford	Ultimate Frisbee Club	
Guy Cepecelatro III	Ultimate Frisbee Club	
Paul Franz	Martial Arts Club	
Jake Jacobsen	Ski Team	
John Silverio	Unified Basketball	
Emma Wilson	Ski Team	
Craig Randall	Boys JV Hockey	\$3,274
Griffin Richard	Boys Varsity Hockey	\$5,413
Jamie Long	Girls Varsity Hockey	\$5,038
Greg Gephart	Girls Indoor Track	\$3,863
Nick Ricciardi	Boys Indoor Track	\$3,863
William Reeves	Swimming	\$3,476
Lynn Santosuosso	Diving	\$2,315
Laura Fant	Girls Asst. Swimming	\$2,165
Dave Burrows	Girls Varsity Basketball	\$5,038
Lorne Lucas	Boys Varsity Basketball	\$5,038
Jeannette Allyson	Girls JV Basketball	\$3,274
Travis Mitchell	JV Golf	\$1,259
Ashley Studer	.5 Girls JV Volleyball	\$1,133.50
Sean Stewart	.5 Girls JV Volleyball	\$1,133.50
John Silverio	MS Volleyball	\$1,938
Emma Bricker	MS Cross Country	\$2,325

Kenny Rotner moved to approve the above slate of winter coaches, 2nd by Al Howland. Motion approved 7-0 with the Student Representative voting in the affirmative.

Motion to approve list of Policies for a First Read:

Policy LDA	Student Teaching and Internships
Policy IJ	Instructional Materials
Policy IKFA	Early Graduation
Policy IB	Academic Freedom

Al Howland moved to approve the above list of Policies for a first reading, 2nd by Denise Day. Motion approved 7-0 with the Student Representative voting in the affirmative.

SCHOOL BOARD COMMITTEE UPDATES:

Al Howland reported that the Communications Committee met and had discussions on facilities and full day kindergarten.

He also reported that the Advisory Budget Committee met. They are seeking new members for this committee.

Ed Charle reported that the Sustainability Committee has been meeting and will be meeting again on September 24.

PUBLIC COMMENTS

None

Tom Newkirk thanked everyone involved in the Strategic Plan. It has been a lot of work and a job well done.

CLOSING ACTIONS:

Future Meeting Dates: October 1, 2014 Moharimet – Gymnasium 6:00 p.m.

ADJOURNMENT

Al Howland moved to adjourn the meeting at 9:30 p.m., 2nd by Maria Barth. Motion approved 7-0 with the Student Representative voting in the affirmative.

Respectfully yours,

Laura Grasso Dobson
Recording Secretary

OYSTER RIVER COOPERATIVE SCHOOL DISTRICT					
FISCAL YEAR 2014-2015					
FINANCIAL STATUS AS OF:					
9/26/2014					
	Budgeted	Expended	Encumbrances	Amount Remaining	Percentage Spent
	2014-2015	2014-2015	2014-2015	2014-2015	2014-2015
SALARIES:					
Administrator	1,301,715	353,889	960,563	(12,737)	101%
Teacher	14,207,423	1,845,908	12,038,486	323,029	98%
Para	2,019,395	279,174	1,779,776	(39,555)	102%
Tutor	179,021	18,552	161,330	(861)	100%
Custodian	689,634	186,222	479,246	24,166	96%
Secretary	351,434	78,163	269,218	4,053	99%
District Hourly	598,653	161,793	432,238	4,622	99%
Maintenance	196,661	66,312	110,170	20,179	90%
Drivers	760,290	101,940	480,114	178,236	77%
Media Assistant	8,100	594	4,395	3,111	62%
Misc & Summer	204,544	85,791	23,910	94,843	54%
Subs - Professional	248,027	32,519	71,754	143,754	42%
Subs - Para	22,300	3,498	0	18,802	16%
Subs - Secretary	3,000	1,668	0	1,332	56%
O/T	36,577	0	0	36,577	0%
Med & Dent Payback	537,292	118,212	367,432	51,648	90%
TOTAL SALARIES	21,364,066	3,334,235	17,178,632	851,199	96.0%
BENEFITS:					
Health Ins	4,308,627	504,256	3,832,568	(28,197)	101%
Dental Ins	126,717	14,641	109,319	2,757	98%
Life Ins	51,270	6,272	46,368	(1,370)	103%
LTD Ins	49,039	5,737	44,404	(1,102)	102%
FICA	1,630,188	250,070	1,311,603	68,515	96%
Retirement - Non Professional	321,390	75,065	229,904	16,421	95%
Retirement - Professional	2,099,479	279,288	1,755,532	64,659	97%
Annuity	105,050	9,491	97,919	(2,360)	102%
Tuition Reimb	0	1,551	0	(1,551)	
Unemployment Comp	24,065	0	0	24,065	0%
Workers Com	102,177	0	0	102,177	0%
TOTAL BENEFITS	8,818,002	1,146,371	7,427,617	244,014	97.2%
ALL OTHER OPERATING EXPENSES:					
Mast Way	148,802	55,583	14,174	79,045	47%
Moharimet	161,818	50,311	16,324	95,183	41%
Middle School	280,926	88,058	30,884	161,984	42%
High School	543,222	149,864	57,113	336,245	38%
District	2,023,591	1,764,108	45,658	213,825	89%
Transportation	710,942	299,675	16,600	394,667	44%
Technology	432,256	199,172	16,364	216,720	50%
Facilities	1,977,560	797,091	185,762	994,707	50%
SPED	1,920,266	558,988	1,332,322	28,956	98%
TOTAL OPERATING	8,199,383	3,962,850	1,715,201	2,521,332	69.2%
GRAND TOTAL	38,381,451	8,443,456	26,321,450	3,616,545	90.6%

On Sep 18, 2014, at 11:17 AM, "Bradlee L. Mezquita" <BLMezquita@tigheBond.com> wrote:

We finally had our meeting last night with the planning board and after standing around for 3.5 hours we go to talk for 15 min ☺. There were no real recommendations from the board. They asked that we protect Coe drive during construction from dirt and construction traffic. They also want us to try and re-use the stones from the stonewall that will be removed.

Going forward, we had discussed applying for the Aot and wetlands permit. I have the following costs for this work:

Wetlands permitting with con com(2 mtgs, site walk), preparing a submission to NHDES. Gove Environmental would take the lead for this. Their fee for this work is \$3000 + an approximate application fee of \$1400. If the SAU would prefer to avoid our subconsultant markup, Gove could contract directly with the district.

The Aot application fee will be approximately \$2,800. We have some funds left (assuming one more meeting with school board) to pull this application together. I would suggest adding in \$2000 to cover some Aot and wetland assistance.

Total additional fees anticipated: \$9,650

Let me know if this approved. We will keep the same terms and agreement from our original proposal and add these fees to the overall project.

Bradlee Mezquita, P.E., LEED AP | Vice President

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<image002.png>

End 68 Hours of Hunger

School Board Back up for October 1, 2014

CHARGE: To assist students in ORCSD that face food insecurity on weekends and vacation.
(Approved at 9/3/2014 SB Meeting)

School Board appointees:

School Board Representative:	Maria Barth
Community Member:	Renee Capicchioni Vannate
Community Member:	Debbie Jarvis
Community Member:	Wynne Graves-Moody
Community Member:	Krista Butts
Community Member:	Andrea Reade
Community Member:	Barbara Nadori

Superintendent appointees:

District Representative:	Carolyn Eastman
Staff Member:	Doris Demers

- Three year terms
- Terms are to be staggered the first year.
- Each year the committee will elect a chair

2nd Read/Adoption School Board – Elementary Academic Goals ELEMENTARY LEVEL STRATEGIC ACTION PLAN: Personalized Learning

LONG TERM GOAL Goal #3 Innovative Personalized Instruction Innovative, student centered instructional practices will support personalized learning for all ORCSD students.		SHORT TERM GOAL Elementary staff will identify common characteristics of personalized learning to ensure all student learning needs are met.		
ACTION STRATEGIES What specific actions will be taken to achieve the goal?	RESOURCES NEEDED What financial & human resources are needed to do this work?	PERSON RESPONSIBLE Who will oversee the completion of this piece of the work?	COMPLETION DATE Estimated date for completion of this action step within the next year.	PROGRESS INDICATORS What is the evidence we would expect that this action has successfully been completed?
1. Staff will define Response to Intervention (RtI) and complete a review of the current practices used at the elementary level	Staff/ committee Administration Assistant Superintendent	Staff/ Committee	Fall 2014	Definition & analysis shared with all staff
2. Analyze student assessments to determine individual needs of students whether it be remedial, reinforcement, or extended learning	Staff/ committee	Staff/ Administration	Fall 2014	Data gathered and reviewed
3. Develop steps to enhance personalized learning: Observe districts doing this well	Time, schedule shifts, dedication to the process by staff/ administration	Staff/ Committee	Fall 2014	
4. Review schedules, staff utilization and possible reconfigurations to expand staff- student instructional time		Staff/ Administration	2014-15	
5. Implement RtI supports for students during the 2014-2015 school year		Staff/ Administration	2014-15	RtI implemented fully 2014-15
6. Monitor effectiveness of RtI structures implemented and students achievement growth as a result		Staff/ Committee/ Administration	2014-2016	RtI assessed June 2015 to determine improvements
7. Identify resources to support desired learning outcomes		Staff/ Committee/ Administration		

2nd Read/Adoption School Board – Elementary Academic Goals
ELEMENTARY LEVEL STRATEGIC ACTION PLAN: Social/Emotional Learning

LONG TERM GOAL Goal #3 Innovative Personalized Instruction Innovative, student-centered instructional practices will support personalized learning for all ORCSD students.		SHORT TERM GOAL By the end of June, 2015 ORCSD elementary staff will recommend a research based socio-emotional program for implementation with students grades K-4.		
ACTION STRATEGIES What specific actions will be taken to achieve the goal?	RESOURCES NEEDED What financial & human resources are needed to do this work?	PERSON RESPONSIBLE Who will oversee the completion of this piece of the work?	COMPLETION DATE Estimated date for completion of this action step within the next year.	PROGRESS INDICATORS What is the evidence we would accept that this action has successfully been completed?
<p>1. Research programs and data regarding effectiveness of curricula related to social-emotional skills (ie. Open Circle, Social Thinking & Responsive Classroom)</p> <p>2. Research & recommend adoption of the identified social/ emotional learning program as a core component of the elementary curriculum via Superintendent and School Board</p> <p>3. Train staff in direct instruction of recommended program all staff who interact with students in common language and expectations</p> <p>4. Train parents in components of recommended program</p>	<p>Committee members including various staff members such as: guidance, school psychologist, teachers, support staff, SPED, administration</p> <p>Committee members</p>	<p>Committee Chairperson, Asst. Superintendent</p>	<p>Fall 2014</p> <p>June 2015</p> <p>2015-16 school year</p> <p>2015-16 school year</p>	<p>Committee members will discuss, analyze and review various program options</p> <p>Observe, investigate and vet recommended resources</p> <p>Share outcomes with staff members</p> <p>Adopt program</p> <p>Design implementation of training for staff for 2015-2016 school year</p>

2nd Read/Adoption School Board – Elementary Academic Goals

ELEMENTARY LEVEL STRATEGIC ACTION PLAN: Math K-12

LONG TERM GOAL

ORCSD is committed to creating an environment where all students become both independent learners and knowledgeable critical thinkers who live ethically and make a difference in their world.

SHORT TERM GOAL

To expand math opportunities for all students Kindergarten through Grade 12 in 2014

ACTION STRATEGIES What specific actions will be taken to achieve the goal?	RESOURCES NEEDED What financial & human resources are needed to do this work?	PERSON RESPONSIBLE Who will oversee the completion of this piece of the work?	COMPLETION DATE Estimated date for completion of this action step within the next year	PROGRESS INDICATORS What is the evidence we would accept that this action has successfully been completed?
Elementary: Begin exploring new resources using a research based protocol	Instructional Materials – Evaluation tools (IMET) (Quantitative Review)	Subset elementary math committee (2 per grade) K-5	October 2014	Recommend to staff Implementation Fall 2015
Qualitative review of new resources – all K-5 staff	IMET – Part 2 (Qualitative)	All staff K-5	November 1, 2014	Recommend to staff Implementation Fall 2015
Middle: Re-establish, validate criteria for Algebra I	Grade 6-8 review instructional materials using IMET	Math department Math intervention Specialist	December 2014	Fall 2016
High: Summer Program	Teacher	Principal/Math staff	March 2015	
High: Analyze scheduling, procedure, policies to begin restructuring discussions	Master Schedule Review of 8 th grade data	Math staff	September 2014 to May 2015	May 2015 Recommendation
High: Implement new resources based on restructuring discussion	Textbooks/ebooks IMET for review	Math staff	Summer/Fall 2015	

2nd Read/Adoption School Board – Elementary Academic Goals
ELEMENTARY LEVEL STRATEGIC ACTION PLAN: Full Day Kindergarten

LONG TERM GOAL
 Goal #1 Personal Excellence
 ORCSD inspires all learners to pursue personal excellence, academic challenge and success.
 Full day Kindergarten will be implemented for ORCSD students.

SHORT TERM GOAL

By December 2014 a plan for implementation of Full Day Kindergarten will be submitted to the Superintendent & School Board

ACTION STRATEGIES What specific actions will be taken to achieve the goal?	RESOURCES NEEDED What financial & human resources are needed to do this work?	PERSON RESPONSIBLE Who will oversee the completion of this piece of the work?	COMPLETION DATE Estimated date for completion of this action step within the next year.	PROGRESS INDICATORS What is the evidence we would accept that this action has successfully been completed?
1. Assemble kindergarten design committee including teachers, administrators, school board member, community members	Identify design team members	Superintendent, Dr. Morse (serving as chairperson)	Fall 2014	Announcement of team members to staff and community via SAU office, school newsletter, town news vehicles
2. Research and outline previously compiled research along with structures being used currently both nationally and world wide	Time for Meetings/ Research	Design Team members	Fall 2014	Research & survey summary compiled and share with ORCSD School Board members. Verbally share findings with elementary staff members
3. Survey community members and teaching staff ton transition from ½ to full day program	Recruit UNH Staff to assist with survey development	Design Team/ Dr. Andy Smith, UNH	Late Fall 2014	Research & survey summary compiled and share with ORCSD School Board members. Verbally share findings with elementary staff members
4. Identify resources needed to implement full day kindergarten	Funding/ time for design team to observe/ interview local programs	Design Team members/ Administration	Late Fall 2014	Chart, discuss & synthesize needed resources. When complete, share with stakeholders as noted above
5. Based on gathered research, determine best design option for ORCSD		Design Team members	Late Fall 2014	Chart, discuss & synthesize needed resources. When complete, share with stakeholders as noted above
6. Chart realistic time frame for implementation		Design Team members	Late Fall 2014	Design Team Chair to present findings and recommendations to the ORCSD School Board
7. Present findings to ORCSD School Board/ Community		Design Team members	December 2014	

2nd Read/Adoption School Board – Middle Level Academic Goals
MIDDLE LEVEL STRATEGIC ACTION PLANNING: Collegial Culture

LONG TERM GOAL				
ORMS have will have a consistent culture of collaboration and personal excellence.				
SHORT TERM GOAL				
By 2015 OR SD Middle School star will create a professional culture of collaboration to support high levels of collegiality and team work, learn from one another and dialog to solve problems of practice.				
ACTION STRATEGIES What specific actions will be taken to achieve the goal?	RESOURCES NEEDED What financial & human resources are needed to do this work?	PERSON RESPONSIBLE Who will oversee the completion of this piece of the work?	COMPLETION DATE Estimated date for completion of this action step within the next year	PROGRESS INDICATORS What is the evidence we would accept that this action has successfully been completed?
1. Inform staff about goal; ask for initial thinking about what they would like the ORCSD MS culture to be like...desired characteristics.	Strategic Plan document Staff meeting time Meeting supplies	Principal/designee	Late Fall/Winter 2014	staff meeting data
2. Form a PLC to investigate characteristics/models of collegial cultures ex. Critical Friends	"Charge" to PLC Time/resources for PLC work	Principal/PLC	Winter 14/15	Evidence of PLC meetings/work products
3. Report on findings & invites MS teams to develop norms/ground rules and meeting to guide their work	Staff meeting time Clear directions to teams for norm building	Lead PLC person	Spring 2015	PLC written report, presentation materials
4. Identify a draft of common ground 'norms' to be used school-wide... finalized after staff feedback	Team norms Time to ID school-wide norms Staff meeting time to share school-wide norms	PLC	Spring 2015	MS teams' norms evidence; staff meeting data, final school-wide norms list
5. Develop a plan for supporting (ex. training) & assessing adherence to norms on regular basis.	Time for Strategic Planning Team to draft action plan	Principal/Strategic Planning team	Fall 2015	Training evidence Feedback from staff yearly regarding impact of collegial norms (perception data)

2nd Read/Adoption School Board – Middle Level Academic Goals
MIDDLE LEVEL STRATEGIC ACTION PLANNING: Assessment

LONG TERM GOAL ORMS will have a clear understanding of how we use assessment to improve student achievement/learning.					
SHORT TERM GOAL By September 2015 ORCSD Middle School staff will develop consistent understandings, and core beliefs about assessment					
ACTION STRATEGIES What specific actions will be taken to achieve the goal?	RESOURCES NEEDED What financial & human resources are needed to do this work?	PERSON RESPONSIBLE Who will oversee the completion of this piece of the work?	COMPLETION DATE Estimated date for completion of this action step within the next year	PROGRESS INDICATORS What is the evidence we would accept that this action has successfully been completed?	
1. Engage in defining the purposes of assessment at ORMS.	Staff Meeting Time	Administrators	Winter 14/15	Evidence defining assessment purposes	
2. Share and review current practices regarding assessment	Strategic leader group and ORMS staff	Strategic leader group	Winter 14/15	Evidence of team sharing	
3. Share types of assessment/ models & how to use them to inform instruction					
4. Provide consistent & meaningful professional development regarding assessment(possible models) will be conducted.			Spring 2015	Evidence of PD sessions/processes	

2nd Read/Adoption School Board – Middle Level Academic Goals
MIDDLE LEVEL STRATEGIC ACTION PLANNING: School Practice

LONG TERM GOAL Clear and common understanding at ORMS of best middle school practices/personal excellence.		SHORT TERM GOAL By September 2015 ORCSD Middle School will construct & implement a plan to insure the school is operating as a true middle school.		
ACTION STRATEGIES What specific actions will be taken to achieve the goal?	RESOURCES NEEDED What financial & human resources are needed to do this work?	PERSON RESPONSIBLE Who will oversee the completion of this piece of the work?	COMPLETION DATE Estimated date for completion of this action step within the next year	PROGRESS INDICATORS What is the evidence we would accept that this action has successfully been completed?
1. Engage the staff in dialog to define the key elements & practices of a highly functioning middle school	NELMS Spotlight evaluation process & <u>Turning Points2000</u>	Principal & Strategic Planning Team	June, 2015	Staff meeting notes
2. Evaluate current practices & structures at ORMS teams, team meetings, advisory & student voice to determine the extent to which they support the practices & structures of a highly functioning middle school	NELMS Eval Team & their defined process	Principal & Strategic Planning Team	Winter 2014/15... done by early March 2015	NELMS documentation of evaluation process & Strategic Planning Com. meeting notes
3. Evaluate data (Spotlight School)analyzed by Strategic Planning Committee and results shared with staff	Time for Strat Planning Team work & staff meeting time	PLC & Strat Planning Team	End of March 2015 & April staff meeting	Strategic Planning Team data analysis document; presentation materials for staff meeting
4. Develop a plan for aligning or creating practices & structures to insure a highly functioning middle school	Teams time & Strategic Team's time to develop plan using NELMS evaluation report	Principal & Strat Planning Team	End of April 2015	Documented action plans for alignment of practices to NELMS criteria

2nd Read/Adoption School Board – Middle Level Academic Goals
MIDDLE LEVEL STRATEGIC ACTION PLANNING: Instructional Practices

LONG TERM GOAL Innovative, Student-centered instructional practices will support personalized learning for all ORCSD students.				
SHORT TERM GOAL ORCSD Middle School will increase innovative personalized instructional practices to meet the needs of all learners.				
ACTION STRATEGIES What specific actions will be taken to achieve the goal?	RESOURCES NEEDED What financial & human resources are needed to do this work?	PERSON RESPONSIBLE Who will oversee the completion of this piece of the work?	COMPLETION DATE Estimated date for completion of this action step within the next year	PROGRESS INDICATORS What is the evidence we would accept that this action has successfully been completed?
<ol style="list-style-type: none"> Develop/agree on a common definition of a personalized instruction based on current literature & practice Conduct research, make visits to fellow teachers/ORMS classrooms, other districts & share learning about innovative practices <p>Teams do the research/visits..share</p> <p>Use common protocol for sharing the learning</p> <p>Share at staff meeting time</p>	<p>Ask/survey staff on their use of personalized instructional practices</p> <p>Time for committee to develop, publish, compile & analyze results of survey</p> <p>Team meeting time</p> <p>Staff visit time/Teacher workshop time</p>	Principal/designee, and strategic planning committee, ORMS staff	<p>Definition: Spring 2015 or TBD</p> <p>Research/sharing all year long</p>	<p>Documentation of agreed upon definition/characteristics of individualized learning</p> <p>Pre & post data of staff implementation of individualized learning (definition)</p> <p>Team meeting minutes/discussion</p> <p>Teacher workshop day</p> <p>Staff meeting</p>

**2nd Read/Adoption School Board – High School Academic Goals
Oyster River High School: STRATEGIC ACTION PLAN Goal #4**

LONG TERM GOAL Student Engagement and Achievement Goal #1: High Aspirations Student Engagement and Achievement Goal #3: Innovative Personalized Instruction					
SHORT TERM GOAL ORHS will develop a support system that meets the needs of all of our students. We will start with an evaluation of the effectiveness of our current support system including RTI, Learning Lab, the new Math Lab program and make recommendations for next steps to improve student supports by June 2015.					
ACTION STRATEGIES What specific actions will be taken to achieve the goal?	RESOURCES NEEDED What financial & human resources are needed to do this work?	PERSON RESPONSIBLE Who will oversee the completion of this piece of the work?	COMPLETION DATE Estimated date for completion of this action step prior to June 2014	KEY PROGRESS INDICATORS What is the evidence we will accept that this action has successfully been completed?	
<ol style="list-style-type: none"> 1. Implement and monitor the new Math Lab program. 2. Refine the existing RTI process. Focus on teacher feedback loop and refining the criteria for assigning tier 2 and 3 supports. 3. Conduct a program evaluation of Learning Lab and make recommendations for program improvements. 4. Evaluate the impact class size has on teachers' ability to effectively implement individualized instruction and heterogeneous groupings. 	<p>Time will need to be allocated for meeting, data collection and observations to be conducted.</p> <p>Depending on the findings of this program evaluation additional staff may be needed to meet student needs and maintain reasonable class sizes.</p>	<p>Todd Allen, Mike McCann</p> <p>The RTI team</p>	<p>June 2015</p>	<p>Clear criterion will be established for Math Lab access and refined criteria for Learning Lab access.</p> <p>Growth in STAR scores and academic performance for students receiving support.</p> <p>Recommendations will be made for future program improvements.</p>	

2nd Read/Adoption School Board – High School Academic Goals Oyster River High School: STRATEGIC ACTION PLAN Goal #3

LONG TERM GOAL

Student Engagement and Achievement Goal #2: College and Career Ready
Student Engagement and Achievement Goal #3: Innovative Personalized Instruction

SHORT TERM GOAL

Develop a commonly accepted clear definition of program consistency that is fully embedded in our program. We will start by developing consistency of practice as it relates to multi-section course offerings like World Cultures, Biology, Essentials of English, Algebra 1, Heath, PE and World Languages by June 2015.

ACTION STRATEGIES What specific actions will be taken to achieve the goal?	RESOURCES NEEDED What financial & human resources are needed to do this work?	PERSON RESPONSIBLE Who will oversee the completion of this piece of the work?	COMPLETION DATE Estimated date for completion of this action step prior to June 2014	KEY PROGRESS INDICATORS What is the evidence we will accept that this action has successfully been completed?
1. Form an interdisciplinary committee made up of high school and middle school staff. 2. Review all freshmen common multi-section classes to identify areas in need of consistency. Those classes are: Biology, Essentials of English, World Cultures, Health, PE, Algebra 1 and Geometry, French and Spanish 1 and 2. 3. Prioritize areas in need of consistency and assign to working groups for refinement and development of proposals. Some specific areas of focus will include: course expectations and evaluation, pathways for a more personalized learning experience, common language and rubrics. 4. Share proposals as they are ready with Advisory, departments and school at large as appropriate for adoption/discussion/ refinement.	Point person at the high school solicits staff input involvement via email/electronic means. Summer PD time with curriculum documentation. Working groups will need time and materials to develop proposals. Advisory, department and staff meeting time.	Kathy Pearce, Heather Machanoff, Todd Allen Summer committee participants. Entire staff	Spring 2014 Summer 2014 Summer 2014 Starting in the Fall of 2014	Agenda established along with cross-section of representatives for the summer work. Summer work will develop a list of areas of concern and then prioritize them. Proposals coming out of working groups will be shared and adopted during various meetings at the start of the school year.

2nd Read/Adoption School Board – High School Academic Goals

Oyster River High School: STRATEGIC ACTION PLAN Goal #2

LONG TERM GOAL

Student Engagement and Achievement Goal #1: High Aspirations
 Student Engagement and Achievement Goals #3: Innovative Personalized Instruction

SHORT TERM GOAL

Establish and promote a professional culture of collaboration to support high levels of collegiality, team work and dialog to solve problems of practice with the intent of promoting student achievement. All staff will be engaged in a Professional Learning Community (PLC) by June 2015.

ACTION STRATEGIES What specific actions will be taken to achieve the goal?	RESOURCES NEEDED What financial & human resources are needed to do this work?	PERSON RESPONSIBLE Who will oversee the completion of this piece of the work?	COMPLETION DATE Estimated date for completion of this action step prior to June 2014	KEY PROGRESS INDICATORS What is the evidence we will accept that this action has successfully been completed?
<ol style="list-style-type: none"> 1. As a staff identify a list of topics that are in need of being addressed at ORHS. Examples of these topics will be: RTI, scheduling, advisory models, grading policies and practices, etc. 2. Divide all staff into interdepartmental groups based on areas of interest/concern. 3. Establish a meeting schedule for all groups to meet built into our staff and PD time. 4. As recommendations come out of committees they are presented to the Advisory for review and if warranted to the staff for discussion/adoption. 	-Staff meeting time -depending on the nature of the issues addressed there may be materials, workshop or travel needs	-Todd Allen, Mark Milliken and Mike McCann -staff members who are a part of each working group.	-January 2015	-all staff will be actively engaged in a PLC to address topics of common interest or concern to the school community. -a process to review recommendations from various groups will be developed through the school advisory team.

**2nd Read/Adoption School Board – High School Academic Goals
Oyster River High School: STRATEGIC ACTION PLAN Goal #1**

LONG TERM GOAL

Student Engagement and Achievement Goal #4: Assessment for Learning
Student Engagement and Achievement Goal #5: Reporting Learner Progress

SHORT TERM GOAL

School-wide learning expectations will be developed and incorporated into a coordinated program of studies with evaluation rubrics established to measure student progress toward these expectations. All curriculum areas will work together to coordinate the development of a list of skills needed for success in the 21st Century, and then implement the use of this skills list along with evaluation rubrics in all areas by June 2015.

<p>ACTION STRATEGIES What specific actions will be taken to achieve the goal?</p>	<p>RESOURCES NEEDED What financial & human resources are needed to do this work?</p>	<p>PERSON RESPONSIBLE Who will oversee the completion of this piece of the work?</p>	<p>COMPLETION DATE Estimated date for completion of this action step prior to June 2014</p>	<p>KEY PROGRESS INDICATORS What is the evidence we will accept that this action has successfully been completed?</p>
<p>1. As a whole staff review the list of school-wide learning expectations established during the 2012-13 school year to determine if they are still in line with the 21st century mission of the school and make modifications as appropriate.</p> <p>2. Once adopted by the staff we will begin writing rubrics to go along with each learning expectation.</p> <p>3. Share drafts of all rubrics with the staff.</p> <p>4. Implement expectations and rubrics for the fall of 2015</p>	<p>-Staff meeting time to review and re-adopt goals</p> <p>-create a committee that represents all academic areas to develop the written rubrics</p> <p>-Staff meeting time to review, discuss and adopt rubrics</p>	<p>-Todd Allen, Mike McCann and Mark Milliken</p> <p>-staff members on committee</p>	<p>October 2014</p> <p>October 2014 -April 2015</p>	<p>Staff adoption of expectations.</p> <p>Formation of committee with clear charge.</p> <p>Drafting of rubrics.</p> <p>Adoption of rubrics for fall 2015 implementation.</p>

2nd Read/Adoption School Board – Technology Goals
ORCSD “IT” STRATEGIC ACTION PLAN: Community

LONG TERM GOAL Operations and finance will ensure that facilities and operations support educational goals through a sustainable education system.		TECHNOLOGY GOAL ORCSD will use technology in a manner that respects themselves, society, and the environment.		
ACTION STRATEGIES What specific actions will be taken to achieve the goal?	RESOURCES NEEDED What financial & human resources are needed to do this work?	PERSON RESPONSIBLE Who will oversee the completion of this piece of the work?	COMPLETION DATE Estimated date for completion of this action step within the next year.	PROGRESS INDICATORS What is the evidence we would accept that this action has successfully been completed?
1. Review current policies and procedures	Legal Review	Policy Committee	June 2015	
2. Update policies and procedures	NHSBA, Drummond Woodsum, local policy manual	Technology staff	June 2015	Policies updated
3. Create new policies and procedures that enhance or replace current policy		Principals	June 2015	New policies developed
4. Align with national and State standards (ISTE and NH NETS)	ISTE/State standards to review		June 2015	Adoption of ISTE/ State Standards

2nd Read/Adoption School Board – Technology Goals
ORCSD “IT” STRATEGIC ACTION PLAN: Student Engagement

LONG TERM GOAL
 ORCSD is committed to creating an environment where all students become both independent learners and knowledgeable critical thinkers who live ethically and make a difference in their world.

TECHNOLOGY GOAL
 ORCSD will use consistent student centered and effective integration of technology across all classrooms and grade levels that incorporate the NETS standards, digital portfolios, and District technology standards.

ACTION STRATEGIES What specific actions will be taken to achieve the goal?	RESOURCES NEEDED What financial & human resources are needed to do this work?	PERSON RESPONSIBLE Who will oversee the completion of this piece of the work?	COMPLETION DATE Estimated date for completion of this action step within the next year.	PROGRESS INDICATORS What is the evidence we would expect that this action has successfully been completed?
1. Create a standard device across the District	Technology committee/staff	Technology committee/staff	Present through June 2015	Description of standard hardware shared with all staff
2. Create a standard for software across the District	Technology Committee/staff	Technology Committee/staff	Present through June 2016	Description of adopted software shared with all staff
3. Review and adopt NETS/ISTE and State of NH Standards and support District efforts	Technology committee/staff	Technology committee/staff	Present through June 2016	Written standards adopted and distributed
4. Engage staff in selecting hardware/software solutions that support student centered integration of technology	Staff	Staff	Present through June 2015	Committee agenda and minutes

2nd Read/Adoption School Board – Technology Goals
ORCSD “IT” STRATEGIC ACTION PLAN: Personalized Learning

LONG TERM GOAL

ORCSD is committed to creating an environment where all students become both independent learners and knowledgeable critical thinkers who live ethically and make a difference in their world.

TECHNOLOGY GOAL

Technology will support innovative student centered instructional practices and personalized learning for all ORCSD students so they are college and career ready, prepared to pursue the paths they choose.

ACTION STRATEGIES What specific actions will be taken to achieve the goal?	RESOURCES NEEDED What financial & human resources are needed to do this work?	PERSON RESPONSIBLE Who will oversee the completion of this piece of the work?	COMPLETION DATE Estimated date for completion of this action step within the next year.	PROGRESS INDICATORS What is the evidence we would accept that this action has successfully been completed?
1. Identify current innovative practices PK-12 across the District	Survey staff	IT Director Asst. Superintendent	Fall 2014	Completed Survey
2. Develop a web based staff resource that staff can access	Survey /staff	Technology Committee	Spring 2015	Completed resource placed on web
3. Support staff professional growth through District and regional workshops	Technology staff Teaching staff	IT Director Integrator	Present Ongoing 2014-2019	Record of workshop
4. Hire technology integrators to support staff integration	School Board support	IT Director School Board	Present through June 2017	Hiring of staff

2nd Read/Adoption School Board – Technology Goals
ORCSD “IT” STRATEGIC ACTION PLAN: Community Engagement

LONG TERM GOAL				
ORCSD will enhance communications to accurately report District performance to engender a culture of trust, respect and support.				
TECHNOLOGY GOAL				
Technology use will allow for clear, consistent, communication and provide multiple opportunities to engage with the communities of Lee, Madbury, and Durham.				
ACTION STRATEGIES What specific actions will be taken to achieve the goal?	RESOURCES NEEDED What financial & human resources are needed to do this work?	PERSON RESPONSIBLE Who will oversee the completion of this piece of the work?	COMPLETION DATE Estimated date for completion of this action step within the next year.	PROGRESS INDICATORS What is the evidence we would accept that this action has successfully been completed?
1. Develop systemic guideline for Communication	Need School Board Communication Committee involvement	Communication Committee/Technology Committee/Staff	June 2014	Written document
2. Implement District communication plan		Superintendent IT Director Staff	June 2014	Record of publication
3. Enhance and improve current mechanism for staff to communicate with students and parents		Superintendent IT Director Staff	June 2014 Ongoing	Record of software/web and other enhancements
4. Investigate new ways to enhance communication across the District		IT Director Technology Committee Board Communication Committee	Fall 2015	Record of additional ways to communicate

2nd Read/Adoption School Board – Technology Goals
ORCSD “IT” STRATEGIC ACTION PLAN: Finance and Operations

LONG TERM GOAL Operations and finance will ensure that facilities and operations support educational goals through a sustainable education system.		TECHNOLOGY GOAL ORCSD IT will align purchasing with District goals to ensure the appropriate resources are being purchased in a consistent manner across the District.		
ACTION STRATEGIES What specific actions will be taken to achieve the goal?	RESOURCES NEEDED What financial & human resources are needed to do this work?	PERSON RESPONSIBLE Who will oversee the completion of this piece of the work?	COMPLETION DATE Estimated date for completion of this action step within the next year.	PROGRESS INDICATORS What is the evidence we would accept that this action has successfully been completed?
1. Ensure technology purchases will align with the vision and mission of ORCSD	Adopted Strategic Plan	IT Director Assistant Superintendent	June 2015 ongoing	Budget tied to Strategic Plan
2. A plan will be developed that ensures that all students and staff have equitable distribution of technology	Budgetary	IT Director IT Staff	June 2015	Plan published and shared with School Board and staff
3. A replacement plan will be developed and implemented that ensures that technology is replaced in a consistent and predictable manner.	Budgetary	IT Director Superintendent	June 2015	Plan developed and approved by School Board

Policies for
First/Second Read/Adoption/Deletion
**SB Meeting of
October 1, 2014**

Title	Code
Policies for First Read	
Policies for Second Read/Adoption	
Student Teaching and Internships	LDA
Instructional Materials	IJ
Early Graduation	IKFA
Academic Freedom	IB

OYSTER RIVER COOPERATIVE SCHOOL BOARD	Policy Code: LDA Category: Recommended
<div style="text-align: right; font-size: small;">Previously LEA</div> Review/First Read School Board: December 5, 2012 Second Read/Adoption: December 19, 2012 Policy Committee Review: September 4, 2014 First Read School Board: September 17, 2014 Second Read/Adoption School Board: October 1, 2014	Page 1 of 1

STUDENT TEACHING AND INTERNSHIPS.

In order to provide the best intern experience, equity in distribution and appropriate placement, principals will survey their entire staff each year to determine interest and best fit. Every effort will be made to insure that interns will be equitably distributed, ~~that the opportunity to have an intern is insured~~ and that interns are placed in accordance to the needs of ORCSD students. ~~Other institutes of higher learning, who would like to place interns, may do so using the same criteria.~~

Classroom instruction remains the responsibility of the classroom teacher. The Oyster River School Board recognizes the student teacher program as an important aspect of a future teacher's education. Therefore, the Board will cooperate with institutions of higher education in training student teachers.

All persons involved in this program must recognize that the first and primary responsibility of the District is to the students within its schools. If at any time a student teacher becomes unacceptable, the District reserves the right to refuse that student teacher further teaching experience within the District.

Student teachers who work in the District shall be accepted only after approval of the Superintendent and the Principal of the building in which the person is to teach.

~~Student teachers are restricted to not more than three non-consecutive days of substitute teaching, except in emergency situations.~~

Student teachers shall be subject to a Criminal History Records Check prior to working in the District. The cost of the Criminal History Records Check is to be paid by the student teacher.

OYSTER RIVER COOPERATIVE SCHOOL BOARD	Policy Code: IJ
Date of Adoption: September 21, 1988 Date of Revision: May 1, 1996, June 21, 2006 Date of Code Revision Adoption: June 16, 2010 Review Policy Committee: September 10, 2014 First Read School Board: September 17, 2014 Second Read/Adoption School Board: October 1, 2014	Page 1 of 1 Category: Priority

INSTRUCTIONAL MATERIALS

The board is responsible for approving and providing all instructional materials used in the Oyster River Cooperative School District. **The Board expects that the superintendent will establish procedures to insure that** - All instructional materials will be selected based on their ability to provide quality learning experiences for students in that they:

- Enrich and support the curriculum;
- Stimulate growth in knowledge, literary appreciation, aesthetic value, and ethical standards;
- Provide background information to enable students to make intelligent judgments;
- Present opposing sides of controversial issues;
- Represent the many religious, ethnic, and cultural groups that contribute to our American heritage;
- Depict in an accurate and unbiased way the cultural diversity and pluralistic nature of the American society; and
- Match the appropriate skill levels of pupils.

All selected materials will fit within the District's vision and mission statement as defined in the District's strategic plan.

The superintendent will engage administrators and teachers ~~may to~~ select instructional materials from a variety of media, including, but not limited to, books, online/internet materials, equipment, newspapers, other media, and instructional technologies. Selection of such materials should be made only after a determination that such materials are age appropriate, provide quality learning experiences, and fit within the District's educational goals and philosophies.

Basic instructional course material in the fundamental skill areas of language arts, mathematics, science and social studies shall be reviewed at intervals not exceeding five (5) years. All instructional materials must be sequential, and must be compatible with previous and future offerings.

Legal References:

NH Code of Administrative Rules, Section Ed 306.08, Instructional Resources
NH Code of Administrative Rules, Section Ed 306.14(e), Basic Instructional Standards

OYSTER RIVER COOPERATIVE SCHOOL BOARD	Policy Code: IKFA
Draft to Policy Committee: September 10, 2014 First Read School Board: September 17, 2014 Second Read/Adoption School Board: October 1, 2014	Page 1 of 1 Category: Priority

EARLY GRADUATION

The [Oyster River Cooperative School Board](#) supports early graduation as a means to earn a high school diploma. Parental involvement for students under the age of 18 is required. The high school principal shall approve such requests if he/she determines that all state and local graduation requirements will be met and that early graduation is related to career and/or educational plans of the student making the request. Upon approval by the high school principal, the minimum 4-unit requirement per year for enrolled students shall be waived and the student shall be awarded a high school diploma.

Legal References:

NH Code of Administrative Rules, Section Ed 306.27(ad), Early Graduation

Cross Reference:

[IKF - Graduation](#)

[IKFC - High School Diploma - Alternative Programs](#)

[ILBAA- High School Graduation Competencies {pending}](#)

OYSTER RIVER COOPERATIVE SCHOOL BOARD	Policy Code: IB
Date of Adoption: November 30, 1998 Date of Revision: November 9, 1999 First Read to SB: September 21, 2011 Second Read/Adoption to SB: October 5, 2011 Review by Policy Committee: September 10, 2014 First Read School Board: September 17, 2014 Second Read/Adoption School Board: October 1, 2014	Page 1 of 1 Category: Optional

ACADEMIC FREEDOM

The **Oyster River Cooperative** teacher is entitled to freedom in the classroom in discussing his/her assigned subject matter **or current issues**, ~~but shall limit him/herself to comments that are directly related to the curriculum.~~

~~The teacher should at all times makes every effort to be accurate, should exercise appropriate restraint, and respect the opinions of others. and make every effort to indicate that he/she is not an institutional spokesperson.~~

Cross Reference:

- IMC – Controversial Topics, Speakers and Programs
- AC – Nondiscrimination/Equal Opportunity
- ACE – Nondiscrimination on the Basis of Handicap/Disability
- ACE-R – Special Education Procedural Safeguards Handbook
- ~~GBI – Staff Participation in Political Activities (When adopted)~~