

**Oyster River Cooperative School District
REGULAR MEETING**

January 18, 2023**ORMS – Recital Hall****7:00 PM**

- o. CALL TO ORDER 7:00 PM**
- I. 6:30 PM MANIFEST REVIEW/APPROVAL AT EACH SCHOOL BOARD MEETING**
- II. APPROVAL OF AGENDA**
- III. PUBLIC COMMENTS (*Total allotted time for public comment is 30 minutes*)**
- IV. APPROVAL OF MINUTES**
- Motion to approve 01/04/22 Regular and Non-public Meeting Minutes and 12/21/22 Workshop Notes and 1/11/23 Budget Hearing Minutes.
- V. ANNOUNCEMENTS, COMMENDATIONS AND COMMENTS**
- A. District**
- B. Board**
- VI. DISTRICT REPORTS**
- A. Assistant Superintendent/Curriculum & Instruction Report(s)**
- DEIJ Goals Spring Semester – Rachael Blansett
- B Superintendent’s Report**
- ORHS Youth Risk Behavior Survey – Rebecca Noe and Shannon Caron
 - Evaluation Instrument for DEIJ Coordinator
- C. Business Administrator**
- D. Student Representative (Paige Burt)**
- E. Finance Committee Report**
- F. Other:**
- VII. UNANIMOUS CONSENT AGENDA *{Requires unanimous approval. Individual items may be removed by any Board Member for separate discussion and vote}***
- Extension of ORMS previously approved Maternity Leave of Absence to the end of January 2023 to March 31, 2023. *Motion to approve extension of ORMS Maternity Leave of Absence previously approved to the end of January 2023 to March 31, 2023.*
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- VIII. DISCUSSION & ACTION ITEMS**
- Business Administrator’s Letter of Retirement. *Motion to accept the Business Administrator’s Letter of Retirement.*
 - 2023 Warrant Article. *Motion to Approve and sign the 2023 Warrant Article as presented at the Public Hearing for the Deliberative Session.*
 - Motion to adopt the FY24 budget and sign the MS26 for the Deliberative Session. *Motion to Adopt the FY24 Budget and sign the MS 26 for the Deliberative Session.*
 - Retirement Incentive Recipients. *Motion to accept the recipients that participated in the Retirement Incentive Opportunity.*
 - Policy for first read: BGA – Policy Development System and Policy for Deletion: BGC – Policy Review and Evaluation. *Motion to Approve for first read Policy BGA – Policy Development System and Policy for Deletion: Policy BGC – Policy Review and Evaluation.*
- IX. SCHOOL BOARD COMMITTEE UPDATES**
- X. PUBLIC COMMENTS (*Total allotted time for public comment is 30 minutes*)**
- XI. CLOSING ACTIONS**
- A. Future meeting dates:** January 23, 2023 – Superintendent Lee Selectman Budget Update @ 6:00 PM
February 1, 2023 – Regular School Board Meeting @ 7:00 PM MS Recital Hall
February 7, 2023 – Deliberative Session – 7:00 PM MS Recital Hall
February 15, 2023 – Regular School Board Meeting @ 7:00 PM MS Recital Hall
- XII. NON-PUBLIC SESSION: RSA 91-A:3 II (c)**
- Superintendent Evaluation
- NON-MEETING SESSION: RSA 91-A2 I {If Needed}**
- XIII. ADJOURNMENT:**

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

Respectfully submitted,

Superintendent

**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). During the comment section of the agenda each speaker may have up to three (3) minutes within the time frame allowed. Board Chair may limit time allotment as deemed necessary. Occasionally, the Board may “suspend its rules” to allow visitor participation at the time an issue of specific interest is being addressed. A speaker will not be recognized for a second time on a particular topic.

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 additional 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:

- | | |
|---------------------------|----------------------------|
| • Michael Williams, Chair | Term on Board: 2020 - 2023 |
| • Denise Day, Vice-Chair | Term on Board: 2020 - 2023 |
| • Brian Cisneros | Term on Board: 2021 - 2024 |
| • Daniel Klein | Term on Board: 2021 - 2024 |
| • Yusi Turell | Term on Board: 2021 - 2024 |
| • Matthew Bacon | Term on Board: 2022 - 2025 |
| • Heather Smith | Term on Board: 2022 - 2025 |

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:

- 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.
- The hiring of any person as a public employee.
- 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.
- 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.
- 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 Minutes

January 4, 2023

DRAFT

SCHOOL BOARD PRESENT: Michael Williams, Denise Day, Brian Cisneros, Dan Klein, Yusi Turell, Heather Smith, Matt Bacon

STUDENT REPRESENTATIVE: Paige Burt

ADMINISTRATORS PRESENT: Dr. Morse, Suzanne Filippone, Catherine Plourde, Sue Caswell, Rebecca Noe, Jay Richard, Misty Lowe, David Goldsmith

STAFF PRESENT:

GUEST PRESENT:

ABSENT:

I. CALLED TO ORDER at 7:00 PM by Michael Williams

II. APPROVAL OF AGENDA

Chair Michael Williams made the following changes to the agenda:

- Remove a motion for the 2023 Warrant Article
- Add "Tentative Meeting after the Deliberative Session Discussion" to Discussion & Action Items

Brian Cisneros moved to approve the amended agenda, 2nd by Denise Day. Motion passed 7-0 with the student representative voting in the affirmative.

III. PUBLIC COMMENTS – None provided

IV. APPROVAL OF MINUTES

Denise Day moved to approve the December 21st, 2022 Regular Meeting Minutes, 2nd by Brian Cisneros. Motion passed 7-0 with the student representative voting in the affirmative.

V. ANNOUNCEMENTS, COMMENDATIONS AND COMMENTS

A. District

Misty Lowe from Mast Way spoke about a water leak that occurred in the building over break. She thanked facilities, maintenance, and administrators for promptly lining up vendors to take care of the issue. The leak did not impact the accessibility of the building or the return of students. Misty let the listening audience know that school psychologist Felicia Sperry, who oversees SEL for the district, is hosting a 5-session series of the Open Circle curriculum for parents. The first one begins tonight and will occur on Wednesdays. The next series will be offered on a different evening.

Dr. Morse further discussed the water damage explaining that it was due to a coil leak in the HVAC system. While some floors had to be repaired, he commended maintenance workers along with Suzanne Filippone, Sue Caswell, and Misty Lowe who quickly reported to the building to remove items and prevent further damage.

David Goldsmith of Moharimet reported that it was a nice transition back to school and he is hoping conditions will be right for a maple sugaring season. He credited Madbury Fire Representative Jim Davis for being an integral part of the operation. He helped build the sugar shack, participates each year, and this month he will be training parent volunteers who will learn the process and continue the maple sugaring legacy.

Jay Richard of ORMS announced the Drama Club, led by Sarah Kuhn and Juliann Woodbury, will perform Seussical Jr. in the ORHS auditorium. He encouraged the community to come out and support the 70+ student

actors and crew members during their four performances on Jan. 13th at 7pm, Jan. 14th at 1pm and 7 pm, and Jan. 15th at 1pm.

Rebecca Noe of ORHS announced students are in the last two regular weeks of the semester and informed the audience of the following dates:

- Jan. 17-20th Midterm Week
- Jan. 20th Grades Close
- Jan. 23rd Teacher Workshop Day (No School)
- Feb. 2nd 8th Grade Parent Info Night

B. Board

Denise Day made a statement of her intention to run again for an at-large school board seat this March.

Brian Cisneros shared he's glad Denise is running again but discouraged board members from announcing their candidacy during a school board meeting since the platform is not available to all candidates.

Chair Michael Williams announced he will not be running again and thanked the board for their trust, flexibility, and patience throughout his term. He encouraged anyone in the community that is interested in running to contact him and he'd be happy to provide information and answer questions about serving on the board.

VI. DISTRICT REPORTS

A. Assistant Superintendent/Curriculum & Instruction Report(s)

Suzanne Filippone stated that planning with Durham Parks & Rec for the summer REACH program and with administration for other summer offerings has begun. More information will be available in the upcoming months.

B. Superintendent's Report

Dr. Morse announced the middle school has been LEED Gold Certified by the US Green Building Council. Fewer than 800 school buildings in the US have received this distinction and currently ORMS is the only school building in New Hampshire to receive this certification. He credited members of the school and community for all their sustainability efforts and support.

C. Business Administrator - None provided

D. Student Representative Report

Paige Burt shared she had a great time as a player and volunteer at the annual holiday basketball tournament. The next MOR Coffee House will be held on January 26th from 6:30-8:30pm and the cost is \$5 at the door. The senior class is hosting a Paint Night fundraiser on January 12th from 6:00-8:00pm in the ORHS cafeteria. Art teacher Maria Rosi will lead an art lesson and the evening will include pizza and refreshments. The cost is \$30 and registration is available by [clicking here](#).

E. Finance Committee Report – None provided

F. Other – None provided

VII. UNANIMOUS CONSENT AGENDA – Michael Williams asked if any items needed to be discussed separately and the board had no concerns.

- List of Policies for Second Read/Adoption: IHBA – Programs for Pupils with Disabilities, IHBAC – Developmental Delays as Qualifying Disability, IKFC – Alternative Diploma for Students with Significant Disabilities, JICK – Bullying and Cyberbullying – Pupil Safety and Violence Prevention and Policies for Deletion: IHBA – Programs for Pupils with Disabilities {Current Version} and ACE – Non-Discrimination on the Basis of Handicap/Disability {Current Version}.

Michael Williams made a motion to approve the Unanimous Consent Agenda, 2nd by Brian Cisneros. Motion passed 7-0 with the student representative voting in the affirmative.

VIII. DISCUSSION & ACTION ITEMS

2023 Warrant Article

The 2023 Warrant Article will not be approved for signature until after the budget hearing on January 11, 2023. The board had no comments or questions at this time.

FY24 Default Budget

Brian Cisneros made a motion to approve the FY24 Default Budget, 2nd by Matt Bacon. Motion passed 7-0 with the student representative voting in the affirmative.

Schedule a tentative school board meeting after the deliberative session

Michael Williams suggested holding a board meeting after the deliberative session, as they have done in the past, to address any changes to the warrants that come out of the discussion. A Feb 7th meeting date was decided.

Public Hearing Discussion

The public hearing will take place next week. There was no discussion, only the announcement.

Assign Presentation of Warrant Articles for the Deliberative Session

The board decided upon the following presenters during the deliberative session:

Yusi Turell - Distinguished Service Award, Michael Williams - Warrant Article #3, and Matt Bacon -Warrant Article #4.

Superintendent Self Evaluation

Dr. Morse shared his self-evaluation with the board and listening audience. A summary of key points from his reflection are as follows:

District work has transitioned to pre-pandemic work with a larger focus on students, student learning, and refining board policies impacting students. Work around MTSS intervention to support all learners made great progress and he credited the administrative team and the board for being so supportive.

He commended principals Rebecca Noe and Jay Richard for their alignment of the middle and high school schedules, which occurred for the first time in the district's history. Providing math and world language opportunities across buildings and utilizing the music staff more efficiently has been an incredible accomplishment.

Regarding grading and reporting, the district recognized an inconsistency at ORMS and improved reporting of their competency-based learning. The feedback from parents has been positive.

SEL learning in the classroom and work that center around the whole student continues to be an emphasis. The district has moved away from punitive models for most situations and has put into place restorative justice practices to help students assume responsibility and make better choices.

Work on safety has been monumental as the town's three chiefs and departments came together in collaboration to address how the district reacts to safety issues. A report of weak spots served as a roadmap for improvement and Resource Officer Nicolosi was credited for his pivotal role bringing together the administrative team, the town police departments and UNH.

The lawsuit with other school systems for adequacy of state funding will most likely do to court in April, but then, the process will continue with appeals. The fight to get adequate state funding will continue to be important work for our district and NH schools.

Although the pandemic has no longer been the center of focus, Catherine Plourde stepped up and took charge during that time. She reviewed recommendations by DHHS and the CDC and worked with nurses to stay on top

of the latest data, trends, and requirements. Her reports and updates were essential to maintaining our district's health and safety procedures.

Board support of the new DEIJ position has already been fruitful to teachers and students. Rachael Blansett has begun professional development planning to address areas of need. The new communication coordinator, Gen Brown, is a hard worker and an amazing asset in our efforts to communicate more effectively.

Board action to add tutors and a new LADC counselor at ORHS has provided a valuable resource to students.

The administration team and teachers have worked hard on district projects, building initiatives, and classroom learning that focuses on students. Dr. Morse praised staff and shared how pleased he is with the collaborative nature of ORCSD.

Choose Superintendent Search Committee Outside Vendor and appoint Catherine Plourde as the District Liaison to the Board Search Committee

The board reviewed the Superintendent Search Options memo from Michael Williams, Denise Day, and Dan Klein. After careful consideration of proposals by the New Hampshire School Board Association (NHSBA) and the New England School Development Council (NESDEC), the search committee recommended NESDEC as the preferred vendor. Initial costs, services provided by each party, guarantees if the initial search does not result in a candidate, and a warranty that the candidate will stay were factors considered. They also made the recommendation to appoint Catherine Plourde as the administrative liaison to the search committee.

Yusi Turell made a motion to choose NESDEC as the outside vendor for the Superintendent Search and appoint Catherine Plourde as the District Liaison to the Board Search Committee, 2nd by Brian Cisneros. Motion passed 7-0 with the student representative voting in the affirmative.

IX. SCHOOL BOARD COMMITTEE UPDATES

There will be a Manifest Review meeting next week on January 11th prior to the Budget Hearing.

X. PUBLIC COMMENTS - None provided

XI. CLOSING ACTIONS

A. Future Meeting Dates:

January 11, 2023 – Public Budget Hearing – ORMS Recital Hall @ 7:00 PM
 January 18, 2023 – Regular Meeting – ORMS Recital Hall @ 7:00 PM
 January 23, 2023 – Superintendent Lee Selectman Budget Update @ 6:00 PM
 February 6, 2023 – Superintendent Durham TC Budget Update @ 7:00 PM-
 Rescheduled from January 6, 2023

XII. NON-PUBLIC SESSION: RSA 91-A:3 II (c)

- Superintendent Evaluation

NON-MEETING SESSION: RSA 91-A2 I {If Needed}

Michael Williams made a motion to enter Non-Public Session at 7:33 pm under RSA 91-A:3 II (c), 2nd by Matt Bacon. Motion passed 7-0 by roll call vote.

XIII. ADJOURNMENT:

Heather Smith made a motion to adjourn the meeting at: 8:18pm, 2nd by Brian Cisneros. Motion passed 7-0 with the student representative voting in the affirmative.

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

Respectfully Submitted,
 Karyn Laird, Records Keeper

Oyster River Cooperative School Board
Non-Public Meeting Minutes: January 4, 2023

Michael Williams moved to enter nonpublic session at 7:33 p.m. in accordance with RSA 91-A:3 II (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, 2nd by Matt Bacon. Upon roll call vote, the motion passed 7-0.

School Board Attendees:

Michael Williams
Brian Cisneros
Denise Day
Heather Smith
Dan Klein
Matthew Bacon
Yusi Turell

Administrators Present:

7:33 p.m. - nonpublic session began.

The Board had a discussion pertaining to the superintendent evaluation.

There were no motions during nonpublic session.

The Board returned to public session at 8:18 PM.

State Legislation Workshop - December 21, 2022

In Attendance:

Michael Williams, Denise Day, Brian Cisneros, Dan Klein, Yusi Turell, Heather Smith, Matt Bacon

Representatives: Allan Howland, Marjorie Smith, Loren Selig

Chair Michael Williams opened the meeting at 6pm.

He asked that everyone introduce themselves and then reviewed the power point presentation with the attendees.

A discussion ensued about the ways to keep communications open between the Oyster River School District and the state legislators that represent our district.

It was agreed that school district would share the Board agendas and minutes with the delegates.

The delegates invited the Board to check the House calendar for upcoming bills.

Chair Williams thanked the delegates for attending and closed the meeting.

Oyster River Cooperative School District
FY24 Public Budget Hearing
January 11, 2023 7:00 pm

School Board Members: Michael Williams, Brian Cisneros, Denise Day, Dan Klein, Yusi Turell, Matt Bacon, Heather Smith

Administration Present: Dr. James Morse, Suzanne Filippone, Sue Caswell, Josh Olstad, Doris Demers, Lisa Huppe, Jasmine Daniels, Gen Brown, David Goldsmith, Misty Lowe, Jay Richard, Rebecca Noe

There was 1 member of the public present.

Michael Williams started the meeting at 7:00 pm.

Denise Day made a motion to open the public hearing, 2nd by Brian Cisneros. Motion passed 7-0.

Dr. Morse thanked the audience for watching the presentation. To view the slideshow, [click here](#). Dr. Morse spoke about a variety of past and present factors that tell a story of where the district has come and where it is now. Below are summarized points for those factors.

District Highlights

The district SAT score is an aggregate of 1118, which is one of the highest in the state. In a 2017-2022 SAT score comparison, Oyster River continues to be higher than the state and the nation as a whole. Furthermore, math scores are 64% across the district compared to the 37% state average. The district's college placement rate is 83%, which includes 4-year, 2-year, and technical programs, and 17% of students choose military or work upon graduation. Oyster River's 98.58% high school graduation rate remains one of the highest in the state.

MTSS

Dr. Morse stated that children are still struggling post COVID with reentering school. While administration, teachers, paraeducators, and tutors have done a terrific job reintegrating students, there are still pressures on students at the family and school level since OR is a high performing district. As a result, the district has increased professional development around suicide prevention and trauma informed teaching. A social emotional curriculum has been embedded into the buildings along with strategies to reacclimate students and teach executive functioning skills. The district continues to think about students as individual's vs a collection in order to create and personalize plans for success. The alignment of the middle and high school master schedules, a first time for the district, has been a huge accomplishment. This alignment provides the greatest opportunity for flexible learning time and advisory.

New ORMS

Thanks to the overwhelming community support the new middle school opened last year and this year it was completed with the addition of turf fields and a playground. The project is living up to the academic expectations, is safer, and is one of the more sustainable schools in the country. In fact, the building was projected to be net neutral and now it is expected to be net positive producing more energy than it uses. It recently achieved Gold LEED status, which is a sustainability certification that has been received by fewer than 800 school buildings in the United States.

Tennis Courts

The district went from 3 to 4 new tennis courts, and in their new location the new courts are now on the same side of the road as the rest of the athletic facilities. Access is more practical and conducive to the students and community.

Staff Accomplishments

Oyster River is very fortunate to have its caliber of staff, which comes with the following distinctions:

Alida Carter – NH P.E. Teacher of the Year 2022-23

Val Wolfson - NH Social Studies Teacher of the Year

Erica Cooke – Dover Chamber of Commerce's Teacher of the Year

Cathi Stetson –NH Teacher of the Year semi-finalist

Sean Peschel – ELO Coordinator of the Year

Susan Leifer – 2022 State Finalist of the Presidential Award for Excellence in Mathematics

Michael Hope –NH Healthcare Hero runner up

Student Accomplishments

Combined with high academic scores, we have student recognition in competitions and the following:

ORMS has the top robotics program in NH (three teams attended World Championships in Dallas)
ORHS 2021 state championships for Division II Golf, Girls Cross Country, and Unified Soccer teams
Student participation in Madbury Day parade
Globe Project - 4th grade participation
Music students attended States

Enrollment

Enrollment remains in a steady place in terms of projection of numbers and building capacity. Being overcrowded and under-resourced are not concerns as once was the case awhile back at Moharimet. All buildings are in working order with average to small student to teacher ratios. Current enrollment is 2,140, which includes 174 tuition students of which 171 are from Barrington as well as 22 preschool students. Total enrollment from 2014 to present has been relatively consistent.

INCREASES

The Board has had to face a number of expenditure drivers including a 3% increase in Health Insurance; Guild, ORESPA, ORPaSS, and ORAA Agreements; the ORMS Bond; a Solar Array Purchase; and ORMS Counselor & Tutor positions, which have grants that are ending. Dr. Morse noted that tutors for small group learning has been a huge advantage K-12.

SCHOOL BOARD BUDGET GOALS

Initially the school board budget was to include three options: a 3.0%, 3.62% and 4.32% increase from the 2022-23 budget. However, the district learned it was going to receive \$847,218 less in state funds compared to last year. This put the board in a deep dive to identify priorities and try to reduce the tax increase to residents. They agreed to an increase that is half of 3.0%, which results in a 1.54% increase. Dr. Morse credited the Board for doing a great job identifying cuts that would least impact students. To offset losses, they decided to cut personnel costs by offering an early retirement incentive, cut two unfilled special ed para positions, cut an unfilled technology position, cut repaving the Moharimet parking lot and cut carpet at the library. It was agreed that a budget of 3.0% would have crippled taxpayers in the three towns.

BUDGET IMPACT & TAX RATES

The proposed 23-24 budget is the 3rd lowest in 12 years and one of the lowest ever presented. It is equivalent to years 2012, 2013, and 2014 where resources were stretched. This year the priorities were given to support students and resources were stretched.

The loss of evaluation and state funding will have heavier tax affects in Durham than Lee and Madbury, however, there will still be a relative impact on each town. Therefore, the Board decided to not grow the budget as much as anticipated.

While we won't know the actual effect of taxes on our budget for the fall, Sue Caswell does a very good job getting her projections close to the actual costs. The total budget for next year is \$53,211,098. Should this budget fail in March, the district will have to cut \$257,188 since the default budget is set to be \$52,953,910.

MEETING DATES

Dr. Morse let the listening audience know that the next meetings will be very important.

A public meeting hosted by each town will be on the following dates:

Madbury – **January 13th** at 9:00 am (Madbury Town Hall)

Lee – **January 23rd** at 6:00 pm (Lee Safety Complex)

Durham – **February 6th** at 7:00 pm (Durham Town Hall)

The Annual Meeting Deliberative Session I will take place on **February 7th** at 7:00 pm at the ORMS Recital Hall.

This session is critical to moving forward.

The Voting Day (Annual Meeting Session II) will take place on **March 14th** at the following locations:

Madbury – Madbury Town Hall 11:00 am – 7:00 pm

Lee – Lee Safety Complex 7:00 am – 7:00 pm

Durham – ORHS 7:00 am – 7:00 pm

Dr. Morse and Chair Michael Williams asked if anyone from the public had questions or clarifying questions. No one from the public spoke.

Brian Cisneros made a motion to close the public hearing, 2nd by Matt Bacon. Motion passed 7-0.

Brian Cisneros made a motion to adjourn the meeting at 7:24 pm, 2nd by Matt Bacon. Motion passed 7-0.

DEIJ Coordinator: New Semester Overview



Spring 2023

Part II

01

**Spring Semester
Goals**

Goals Overview

Fall Semester

- **Coordinate Superintendent's DEIJ Community Group** and Steering Committee
- **Meet with faculty** regularly
- **Identify needed professional development** for staff, develop plans for this PD, and begin implementing PD plan
- **Meet students** and support student led groups
- **Introduce herself** to the community
- Communicate, collaborate, learn, and **grow with the community around this work**

Spring Semester

- Coordinate and oversee the **spring 2023 visit with musician Tona Brown**
- Convene and **facilitate the Superintendent's DEIJ Community Group** and Steering Committee
- **Create a teacher DEIJ professional development plan**, design and implement relevant workshops, trainings, and resources outlined in plan
- **Develop working DEIJ competencies** that will continue to be refined throughout the 2023-24 school year
- Update the **transgender & gender expression policy procedure**

02

**Teacher DEI/
Professional
Development Plan**

Brief Overview

- 16 Sessions Total
- **Covering 6 different topics**
- Length-time of 45min-1.5hrs
- **Learning outcome-focused** (**some learning outcomes are subject to change dependent on workshop design & implementation*)
- Monthly basis starting in January until June 2023
- Primarily will be held after-school
- **First workshop will be Monday, Jan. 23rd**

January Workshop

Demystifying Diversity, Equity & Inclusion

Professional Development Hour(s): 1

January 23rd

(1) session per school

Learning Outcomes:

- Define the terms diversity, equity, inclusion, and justice
- Discuss the ways diversity, equity, inclusion, and justice operate together to create supportive environments for all students
- Summarize the current climate and the legal, political, and personal challenges associated with DEI work
- Justify how using an equity-based framework is beneficial for teaching practices

**Needs Assessment Themes:*

Curriculum & Instruction (support exploration; valuable conversations); **Educator Leadership** (understand district efforts); **Learning Environment** (student identity and ownership); **General Themes:** making learning environments more inclusive, connecting across grades and classrooms, diversifying curriculum & resources

Learning Outcomes:

- Recognize the impact of early socialization on racial bias development
- Explain the importance of being able to discuss topics of race and racism in the classroom
- Identify developmentally appropriate teaching practices for integrating topics of race and racism in the classroom
- Analyze and practice sample case scenarios relevant to our district

February Workshop

Let's Talk About Race (in the Classroom)!

Professional Development Hour(s): 1.5

February 13th & 16th

(1) session MW/MOH; (1) session MS/HS

**Needs Assessment Themes:*

Curriculum & Instruction (support exploration; valuable conversations, face conflict, confront prejudice): Educator Leadership (understand my identity, address bias, create community, build relationships): Learning Environment (student identity and ownership, racial/ethnic/cultural inclusivity, social-emotional safety): Models of Professional Development (case scenarios): General Themes: making learning environments more inclusive, connecting across grades and classrooms, diversifying curriculum & resources, age & classroom appropriate approaches/resources, actionable & tangible approaches

March Workshop

LGBTQ+ Cultural Competency Training 101

Professional Development Hour(s): 1.5

[DATES TBD]

(1) session MW/MOH; (1) session MS/HS

Learning Outcomes:

- Create shared language by increasing knowledge of general terms & concepts relevant to the LGBTQ+ community
- Understand the importance of pronouns and practice how to ask and explain why one would introduce themselves with chosen pronouns
- Recognize the role of bias on negative mental health outcomes and the importance of practicing allyship
- Acquire strategies to act as an ally to LGBTQ+ students, families, and coworkers both in the classroom and in the wider school community

*Needs Assessment Themes:

Curriculum & Instruction (support exploration; valuable conversations, face conflict, confront prejudice): **Educator Leadership** (connect with families, understand my identity, address bias, create community, build relationships): **Learning Environment** (student identity and ownership, gender & sexuality inclusivity, social-emotional safety): **General Themes:** making learning environments more inclusive, connecting across grades and classrooms, age & classroom appropriate approaches/resources, actionable & tangible approaches

Learning Outcomes:

- Describe the function and main principles outlined in Universal Design for Learning (UDL)
- Recognize how ability bias can impact student learning opportunities in the classroom
- Illustrate how accessibility practices are beneficial for all students and not solely those with disabilities
- Perform a class lesson audit to practice incorporating UDL frameworks in their curriculum

April Workshop

The Power of Accessibility: Universal Design for Learning 101

Professional Development Hour(s): 1.5

April 11th & 12th

(2) uniform sessions offered for all teachers

**Needs Assessment Themes:*

Curriculum & Instruction (support exploration; valuable conversations, improve participation, confront prejudice): **Educator Leadership** (understand my identity, create community, building relationships): **Learning Environment** (student identity and ownership, social-emotional safety): **Models of Professional Development** (classroom lesson audit): **General Themes:** learning about topics of disability, building a stronger knowledge base for facilitation strategies, making learning environments more inclusive, connecting across grades and classrooms, diversifying curriculum & resources, age & classroom appropriate approaches/resources, actionable & tangible approaches

May Workshop

Putting the “Class” in Classroom: Income-based Inequities in Learning

Professional Development Hour(s): 1.5

May 8th, 10th & 11th

(1) session MW/MOH; (1) session MS; (1) session HS

Learning Outcomes:

- Reference current income gap statistics within statewide and local school districts
- Indicate how income, housing, and food security can influence student academic success and performance
- Examine the most common class-based classroom microaggressions
- Explore developmentally appropriate sample class lesson activity templates

*Needs Assessment Themes:

Curriculum & Instruction (support exploration, improve participation, valuable conversations, face conflict, confront prejudice): **Educator Leadership** (connect with families, understand my identity, address bias, create community, building relationships): **Learning Environment** (student identity and ownership, socioeconomic inclusivity, social-emotional safety): **Models of Professional Development** (sample class lesson activities): **General Themes:** making learning environments more inclusive, connecting across grades and classrooms, diversifying curriculum & resources, age & classroom appropriate approaches/resources, actionable & tangible approaches

Learning Outcomes:

- Describe the concepts of microaggressions and implicit bias
- Identify examples of implicit bias and microaggressions in teaching practices
- Understand the impact of implicit bias and microaggressive language and behavior
- Practice strategies to challenge implicit bias microaggressions in the classroom

June Workshop Series Bias Bootcamp

Professional Development Hour(s): 6

June 20th-22nd

(3) subsequent sessions offered for all teachers

**Needs Assessment Themes:*

Curriculum & Instruction (support exploration, valuable conversations, face conflict, confront prejudice): Educator Leadership (understand my identity, address bias, create community, building relationships): Learning Environment (student identity and ownership, gender inclusivity, racial/ethnic/cultural inclusivity, socioeconomic inclusivity, social-emotional safety): Models of Professional Development (role-play scenarios): General Themes: stronger knowledge base & facilitation strategies for classroom conversations, making learning environments more inclusive, how to address bias and microaggressions, connecting across grades and classrooms, age & classroom appropriate approaches/resources, actionable & tangible approaches

Future Presentation



An update from this presentation will be given and **take place in May 2023** (*date TBD*) and include:

- 2022-23 School Year DEIJ Coordinator Position Review
- Teacher DEIJ PD Plan data results
- Future goals & ideas

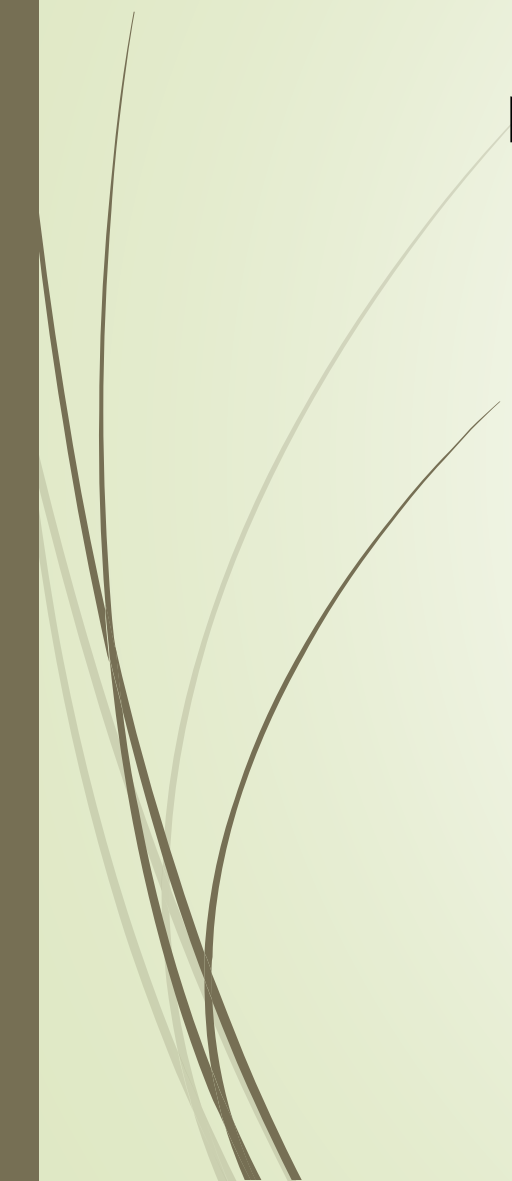


YRBS Presentation Oyster River High School 2021 Data



Agenda

November 2021

- Mental Health
 - Substance Use
 - Bullying
 - Sexual Behaviors and Other Health
- 



Mental Health

- 38% of students reported feeling sad or hopeless every day for 2 or more weeks, and it impacted their activities (up more than 11% from 2019)
- 33.5% of students felt their mental health was not good most of the time or always
- 45.5% students that answered the question about accessing mental health help reported that they never or rarely got help
- Suicidal ideation and attempts have increased, with females being a notably larger percentage

How is ORHS addressing Mental Health

- On-call counselor
- MTSS referrals
- Community-building activities
- Health classes
- Advisory
- Flex offerings
 - Mindfulness, stress management, self-care
- Referrals to outside therapists
- Regular check-ins from School Counselors
- Writing on the Stall
- Programming from Counseling
- Bringing in the Bystander
- Connect Training with Faculty/Staff
- Mental Health has been part of our Parent Series the last two years



Substance Use

- Vaping, Drugs, Prescription Medications, Alcohol, and Tobacco
- Vaping
 - Overall trend (20.9%) is down 16% from 2019 and 5% from 2017
 - Current data (Nov 2021) use of vapes within 30 days, 10% of students. Down 13%.
- Drug use
 - Marijuana: 8% of students report having used marijuana at least once in their life.
 - Use of marijuana within 30 days was down almost 7% from 2019 and down 9% from 2017.



Substance Use Continued

- Methamphetamines, heroine, ecstasy, and prescription medication use was extremely low, but not zero.
- Alcohol
 - Student use within 30 days and binge drinking is trending down
 - 23.7% of students reported living with someone who struggled with a substance at one time in their life

How ORHS is addressing Substance Use

➤ LADC

- Presentation at class meetings
 - Presentations to faculty encouraging referrals
 - 1:1 meetings with students
 - Red Ribbon Week, October 2022
-
- Evening presentations offered by Breathe NH, SRO Nicolosi, the LADC
 - Parent series
 - Numbers of substance use are trending down.
 - Student perception of substance use indicate positive, effective messaging to students is working.
 - Health Classes



Bullying

- The statistics under bullying have not changed dramatically, up or down, with the exception of the number of students who had been bullied on school property declined.
- Addressing Bullying
 - Presentations about social media
 - Advisory reviewed the bullying law
 - Addressing by administration as soon as the report is received
- Note: The YRBS definition of bullying is broader than the NH bullying law.



Sexual Behaviors

- Issues with sexual and dating violence have risen across the board, notably among females
- Addressing with:
 - Bringing in the Bystander program
 - Training for staff to have conversations around consent.
 - Health classes

Office of the Superintendent
Oyster River School District
36 Coe Drive, Durham, NH 03824

INTEROFFICE MEMORANDUM

TO: School Board
FROM: Dr. Jim Morse
DATE: January 13, 2023
RE: DEIJ Coordinator Evaluation Instrument

As I do with all administrators, evaluations are based upon job descriptions, achievement of goals and 'other' performance issues not articulated. As an example, Rachael has testified before the legislature on two occasions, been on state-wide panels, both of which were not part of her stated goals.

Following the adopted Board goal surrounding the evaluation and review of the DEIJ Coordinator's position, metric and goals; attached is the evaluation instrument document for your review to satisfy this requirement.

Thank you.

DEIJ Coordinator Evaluation Instrument
Evaluator: Suzanne Filippone, Assistant Superintendent

As with every administrator, the job description and goals are the basis on annual review. Please submit a self-reflection for school year 2022-23. Please provide evidence that the stated goals were achieved. Please provide both qualitative and quantitative data to support your statements of achievement as appropriate.

Goals (Fall 2022)

1. Coordinate Superintendent's DEIJ Community Group and Steering Committee
2. Meet with faculty regularly
3. Identify needed professional development for staff, develop plans for this PD, and begin implementing PD plan
4. Meet students and support student led groups
5. Introduce herself to the community
6. Communicate, collaborate, learn, and grow with the community around this work

Goals (Spring 2023)

1. Coordinate and oversee the spring 2023 district visit with musician Tona Brown
2. Convene and facilitate the Superintendent's DEIJ Community Group and Steering Committee
3. Create a teacher DEIJ professional development plan; design and implement relevant workshops, trainings, and resources outlined in plan
4. Develop working DEIJ competencies that will continue to be refined throughout the 2023-24 school year
5. Update the transgender and gender expression policy procedure

Other: It is not possible to capture job performance based solely on goals as opportunities present themselves that allow the administrator to go beyond the stated goals, which is referred to 'value added'. What did you achieve beyond the stated goals?



Susan Caswell
Business Administrator

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Durham, NH 03824
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Facsimile 603-868-6668
scaswell@orcscd.org

January 10, 2023

Dr. James Morse
Superintendent of Schools
Oyster River Cooperative School District

Dear Dr. Morse,

It is with a great deal of sadness and satisfaction that I write this letter of retirement. Please accept this letter as notice of my intent to retire effective June 30, 2023.

The last 12 years of my career have been some of the most rewarding experiences for me in school business. During this time, we negotiated a tuition agreement with the Barrington School District, installed a turf field at the high school, renovated our elementary school entrances, built a new middle school, and relocated the tennis courts. I feel very fortunate to have been part of these district accomplishments. I have enjoyed my time working for the Oyster River Cooperative School District and am grateful for all the professional opportunities and support provided to me throughout my employment. I am grateful to have worked with some very dedicated administrators, directors, support staff, and a supportive School Board.

While I will miss my colleagues and coworkers, I am very much looking forward to the next chapter of my life. I look forward to traveling and spending more time with my family.

I am happy to help with the transition and do whatever I can to make that as seamless as possible.

Sincerely,

A handwritten signature in blue ink that reads "Susan Caswell".

Susan Caswell

**OYSTER RIVER COOPERATIVE SCHOOL DISTRICT THE STATE
OF NEW HAMPSHIRE**

2023

SCHOOL WARRANT

COPY

To the Inhabitants of the Oyster River Cooperative School District of Durham, Lee, and Madbury qualified to vote upon District affairs:

You are hereby notified to meet at the Oyster River Middle School in said district on the 7th day of February 2023, at 7:00 o'clock in the evening for Session I of the Annual School District Meeting for discussion of Articles 3 and 4 and for any amendments thereto. Warrant articles whose wording is prescribed by law shall not be amended and no warrant article shall be amended to eliminate the subject matter of the article at Session I.

Official ballot voting for school district officers (articles 1 and 2) and on articles 3 and 4 will occur at town polling locations on Tuesday, March 14, 2023:

Town of Durham	Oyster River High School	7:00 am to 7:00 pm
Town of Lee	Lee Public Safety Complex	7:00 am to 7:00 pm
Town of Madbury	Madbury Town Hall	11:00 am to 7:00 pm

ARTICLE 1: To choose a Moderator for the coming year.

ARTICLE 2: To choose two At-Large School Board members for the ensuing three years and one Durham School Board member for one year.

ARTICLE 3: Shall the District raise and appropriate as an operating budget, not including appropriations by special warrant article and other appropriations voted separately, the amount set forth on the budget posted with the warrant or as amended by vote of the first session, for the purposes set forth therein, totaling \$53,211,098. Should this article be defeated, the operating budget shall be \$52,953,910 (Default Budget) which is the same as last year with certain adjustments required by previous action of the District or by law; or the District may hold one special meeting in accordance with RSA 40:13, X, and XVI to take up the issue of the revised operating budget only. *The School Board recommends this appropriation. (Majority vote required)*

Note:

Fund 10 = \$51,679,884 (regular operating budget); Fund 21 = \$890,214 (expenditures from food service revenues); Fund 22 = \$600,000 (expenditures from federal/special revenues); Fund 23 = \$41,000 (expenditures from pass through funds).

ARTICLE 4: Shall the District vote to raise and appropriate the sum of \$125,000 to be added to the Facilities Development, Maintenance, and Replacement Trust which was established in March of 2017. This sum to come from June 30 fund balance available for transfer on July 1. *The School Board recommends this appropriation. (Majority vote required)* No amounts to be raised from taxation.

Given under our hands at said Durham NH this ____ day of January 2023:

Michael Williams, Chairperson

Denise Day, Vice-chair

Brian Cisneros

Daniel Klein

Yusi Turell

Heather Smith

Matthew Bacon

Policies for
 First/Second Read/Adoption/Deletion
SB Meeting of
January 18, 2023 - First Read

Title	Code
Policies for First Read	
Policy Development System	BGA
Procedure	BGA-R {Review}
Policies for Second Read/Adoption - Unanimous Consent	
Policies for Deletion/Replacement	
Policy Review and Evaluation	BGC
Policies in Process	
Discipline Polices to be reviewed	JIDD
Graduation	IKF
Early Graduation	IKFA
Website Accessibility and Grievance	KEE

OYSTER RIVER COOPERATIVE SCHOOL BOARD	Policy Code: BGA
Draft to School Board: April 4, 2012 First Read School Board Second Read/Adoption: April 18, 2012 Recently adopted – no changes: October 24, 2012 Policy Committee Review: April 8, 2021 & 1/12/23 School Board First Read: January 18, 2023	Page 1 of 2 Category: Recommended

POLICY DEVELOPMENT SYSTEM

The Oyster River Cooperative School Board endorses for use in this District the policy development, codification, and dissemination system of the New Hampshire School Boards Association.

This system is to serve as a general guideline for such tasks as policy research, the drafting of preliminary policy proposals, reviewing policy drafts with concerned groups, presenting new and revised policies to the Board for consideration and action, policy dissemination, policy evaluation, and the maintenance of a continuously and easy-to-use policy manual.

Policy Adoption, Dissemination and Review

- A. The Board [process for policy approval and shall take place over two meetings with a first and second read. The Board](#) may adopt, amend, or repeal written policies at any meeting by a majority vote of Board members in attendance, provided that notice of the proposed action was given. For purposes of notification, the meeting agenda delivered to each Board member is deemed sufficient.
- B. On matters of unusual or unexpected urgency, the Board may waive the second meeting limitation and take immediate action to adopt a new policy or revise an existing policy
- C. The Board will allow an opportunity for public comments on policy proposals.
- D. All policies will be titled, dated, and coded consistent with the classification system used by the New Hampshire School Boards Association.
- E. Board action regarding the adoption, revision or repeal of policies will be included in the minutes of the meeting at which the official action is taken.
- F. Policies and amendments will be effective immediately upon adoption unless a specific effective date is provided in the adopted final policy.
- G. All written policies and administrative rules and regulations will be open ~~for~~ and available for public inspection, upon request.
- H. Updated policies will be available on the District website and one master copy in the SAU central office.
- I. All Board policies will be reviewed and evaluated by the school board on a regular and continuing basis. The Board's policy manual will be updated due to actions taken as a result of this review and evaluation.
- J. The Superintendent or designee is responsible for notifying the Board of all policy updates and revisions provided by the New Hampshire School Boards Association. The Board will then schedule time for review of such updates and will taken action accordingly regarding the adoption, revision or repeal of such policies.

OYSTER RIVER COOPERATIVE SCHOOL BOARD	Policy Code: BGA
Draft to School Board: April 4, 2012 First Read School Board Second Read/Adoption: April 18, 2012 Recently adopted – no changes: October 24, 2012 Policy Committee Review: April 2, 2021 & 1/12/23 School Board First Read: January 18, 2023	Page 2 of 2

A member of the SAU staff is to be designated and delegated by the Superintendent with the responsibility to maintain the Board’s policy reference files, to draft policy proposals as instructed by the Board and/or Superintendent, to maintain the Board policy manual, and to serve as liaison between the Board, the New Hampshire School Boards Association, State Board of Education, and other sources of policy research information.

Cross Reference:

[BGA – R – Policy Adoption/Review and Evaluation -](#)

BG – Board Policy Process

~~[BGB – Policy Adoption](#)~~

~~[BGC – Policy Review and Evaluation](#)~~ [Combined to create a procedure to this policy.](#)

OYSTER RIVER COOPERATIVE SCHOOL BOARD	Policy Code: BGB <u>BGA-R</u>
Draft to School Board: April 4, 2012 School Board Second Read/Adoption: April 18, 2012 Recently adopted – no changes: October 24, 2012 <u>Policy Committee Review: April 8, 2021& 1/12/23</u> <u>School Board Review: January 18, 2023</u>	Page 1 of 1

POLICY REVIEW/EVALUATION/-ADOPTION

The Oyster River School Board, in an effort to keep its written policies up-to-date so that they may be used consistently as a basis for Board action and administrative decisions, will review its policies on a continuing basis.

The Board will evaluate how the policies have been executed by the school staff and weigh the results. It will rely on the school staff, students, and the community for to providing provide evidence of the effect of the policies which it has adopted.

The Superintendent is given the continuing responsibility of calling to the Board’s attention all policies that are out of date or appear to need revision for other reasons.

The Board directs the Superintendent to develop a policy review cycle for purposes of administrative updating and Board review.

For the Oyster River Cooperative School Board except for policy actions to be taken on emergency measures, the adoption of Board policies should follow this sequence which will take place over at least ~~at~~ two regular or ~~special~~extra meetings of the Board:

1. Announcement and publication of proposed new or revised policies as an item of information.
2. Opportunity offered to concerned groups or individuals to react to policy proposals.
3. Discussion and final action by the Board on policy proposals.

The final vote to adopt or not to adopt should follow by at least two weeks from the meeting at which policy proposals are first placed on the agenda.

1. Prior to enactment, all policy proposals shall be titled and coded as appropriate to subject and in conformance with the codification system used in the Board policy manual.
2. Insofar as possible, each policy statement shall be limited to one subject.
3. Policies and amendments adopted by the Board shall be attached to and made a part of the minutes of the meeting at which they are adopted and shall also be included in the policy manual of the District marked with the date of adoption and/or amendment.
4. Policies and amendments to policies shall be effective immediately upon adoption unless a specific effective date is provided in the adopted resolution.

Emergency Procedure

On matters of unusual urgency, the Board may waive the two-week limitation and take immediate action to adopt new or revise existing policies. When such immediate action is necessary, the Superintendent shall inform concerned groups or individuals about the reasons for this necessity.

Cross Reference:

BG – Board Policy Process

BGA – Policy Development System

~~BGC – Policy Review and Evaluation~~ to be deleted used for procedure BGA-R

OYSTER RIVER COOPERATIVE SCHOOL BOARD	Policy Code: BGC
Draft to School Board: April 4, 2012 First Read School Board Second Read/Adoption: April 18, 2012 Recently adopted – no changes: October 24, 2012 Policy Committee Review: April 8, 2021 & 1/12/23 School Board First Read: January 18, 2023	Page 1 of 1

POLICY REVIEW AND EVALUATION

**This policy was consolidated with Policy BGB to create a procedure to Policy BGA.
This policy will be deleted.**

~~The Oyster River School Board, in an effort to keep its written policies up to date so that they may be used consistently as a basis for Board action and administrative decisions, will review its policies on a continuing basis.~~

~~The Board will evaluate how the policies have been executed by the school staff and weigh the results. It will rely on the school staff, students, and the community for providing evidence of the effect of the policies which it has adopted.~~

~~The Superintendent is given the continuing responsibility of calling to the Board's attention all policies that are out of date or appear to need revision for other reasons.~~

~~The Board directs the Superintendent to develop a policy review cycle for purposes of administrative updating and Board review.~~

Cross Reference:

- ~~_____ BG – Board Policy Process~~
- ~~_____ BGA – Policy Development System~~
- ~~_____ BGB – Policy Adoption~~
- ~~_____~~