Oyster River Cooperative School District
REGULAR MEETING
February 11, 2015
ORHS – C124 7:00 PM

I. CALL TO ORDER (6:30 7:00 PM)

II. MANIFEST REVIEW/APPROVAL AT EACH SCHOOL BOARD MEETING (End of Meeting)

III. PUBLIC COMMENTS

IV. APPROVAL OF MINUTES
   • Motion to approve: 1/21/15 regular and non-public minutes.

V. ANNOUNCEMENTS AND COMMENDATIONS
   A. District
   B. Board

VI. DISTRICT REPORTS
   A. Assistant Superintendent/Curriculum & Instruction Report(s)
   B. Superintendent's Report
   C. Business Administrator
      • Budget Update
   D. Student Senate Report
   E. Other:

VII. DISCUSSION ITEMS
   • Elementary Strategic Plan
   • RFP – Athletic Field Proposal

VIII. ACTIONS
   A. Superintendent Actions
   B. Board Action Items
      • Motion to approve ORHS overnight field trip – Robotics – March 3, 2015 – March 8, 2015
      • Motion to approve the elementary Strategic Plan revised goals.

IX. SCHOOL BOARD COMMITTEE UPDATES

X. PUBLIC COMMENTS

XI. CLOSING ACTIONS
   A. Future meeting dates: 2/18/15 – manifest review, 3/4/15 regular meetings
      2/17/15 – Candidates Night

XI. NON-PUBLIC SESSION: RSA 91-A:3 II (a)
   • Superintendent Evaluation

NON-MEETING SESSION: RSA 91-A:2 I {If Needed}

XII. ADJOURNMENT

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.
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 District

Regular Meeting

January 21, 2015 Oyster River High School 6:30 pm

SCHOOL BOARD MEMBERS: Tom Newkirk, Al Howland, Kenny Rotner, Denise Day, Maria Barth, Ed Charle, Sarah Farwell and Student Representative Maegan Doody

ADMINISTRATORS: Superintendent James Morse, Sue Caswell, Todd Allen, Jay Richard, Dennis Harrington, Carrie Vaich, Carolyn Eastman and Catherine Plourde

There were two members of the public present

I CALL TO ORDER by Tom Newkirk at 6:30 p.m. for Manifest Review

Tom read the requirements of the nonpublic meeting requirements: Names of the board members, brief description of the subject matter and the actions taken at the meeting.

II PUBLIC COMMENTS: None

III APPROVAL OF MINUTES AND MANIFESTS:

December 17th nonpublic minutes: Maria Barth moved to staff survey input was discuss and Al Howland was asked by the Board to write a draft on the superintendent’s evaluation, 2nd by Sarah Farwell. Motion approved 7-0.

January 7th Meeting Minutes:

Revision: Page 2 Paragraph 4 2nd line replace “Bobcat” with “Kindness”.
Page 2: Add in “O’Brien after Patrick

Al Howland moved to approve the January 7th meeting minutes with the above revisions, 2nd by Kenny Rotner. Motion passed 7-0 with the Student Representative voting in the affirmative.

Nonpublic January 7th meeting minutes: Denise Day moved to approve the nonpublic January 7th meeting minutes, 2nd by Al Howland. Motion approved 7-0.

Approval of Manifests:
Payroll Manifest #16: $781,169.26
Vendor Manifest #15: $296,932.05
IV ANNOUNCEMENTS AND COMMENDATIONS

Board: Tom Newkirk noted that he was a judge at the Poetry Outloud Contest and it was a great evening.

V DISTRICT REPORTS
None

VI DISCUSSION ITEMS

Smarter Balanced Assessment: Superintendent Morse and the Administration Team presented the Smarter Balanced Assessment Spring 2015 to the Board:

Introduction:
2009: The state-led effort to develop the Common Core State Standards was launched by state leaders, including governors and state commissioners of education from 48 states, two territories and the District of Columbia
2010: NH adopted the Common Cores state Standards for Math and ELA as a part of the overall NH College and Career Readiness Standards
2014: 43 States adopted the Common core state Standards

Smarter Balanced Assessment Consortia (SBAC): Smarter Balanced Assessment Consortium
Governance: A state-led consortium with equal representation across member states
Economies of Scale: High quality assessments beyond what any single state can afford
Apples to Apples: Equivalent levels of rigor across all member states

Common Core in Relation to NH College and Career Readiness Standards: NH College and Career Readiness Standards are grade level student expectations that have been “adopted” by the State Board of Education to support student success in core academics, career and technical education and other subjects. They are drawn from state and national standards and are meant to guide schools and districts as they set their student expectations, curriculum and instructional practices.

Computer Adaptive Testing (CAT): Based on student responses, the computer program adjusts the difficulty of questions throughout the assessment.
Computer adaptive tests use fewer questions to accurately determine each student’s achievement level. The assessments draw from a large bank of questions, and since students receive different questions based on their responses, test items are more secure.

**ORCSD District Preparation:**
- Analyzed the Common Core State Standards
- Elementary 2012-2014
- Middle School and High School Department work 2012-2013
- Curriculum mapping to determine commonality and difference within the curriculum 2013-2014.

Implemented a Common Core aligned Benchmark assessment (STAR) grades 2-10 chosen specifically to prepare our students and to provide our staff with a progress monitoring tool to adjust instruction.
- Online assessment
- Adaptive
- Common Core aligned

Moved to an embedded professional development model
- Content and grade level teams attend regional conferences
- Teacher driven summer professional development proposals.

**Mast Way and Moharimet:**
- Preparation:
  - Mast Way and Moharimet formed Smarter Balanced Committees
  - Resources made available
  - Digital Library/NH DOE documentation as it is distributed
  - Approached the committee work through Questions, Concerns and Needs

**Staff:**
- Reviewing sample questions
- Practicing sample questions
- Evaluating Smarter Balanced Vocabulary
- Learning new protocols for assessment administration
- Will observe administration of practice items with students to identify strengths and specific needs related to content and technology.
Student Practice:
Keyboard
Published question items
Technology and application of new tools
Test toolbar
Manipulation of Mouse

Smarter Balanced new to all – First Year:
New to State and ORCSD – expect concerns
Paradigm shift from paper/pencil to computer adaptive
Expect implementation dip “J” curve
Scale set on pilots in other states
Staff training for administration of test
Review of technology structure

Middle School:
ORMS Staff have been aware and prepped for the Common Core standards since 2010-2011
Common Core standards have been implemented at ORMS
ORMS has been taking computer adaptive tests by using the Star assessments since 2010
All staff have been exposed to a variety of Smarter Balanced resources On the January Teacher workshop day, all staff will take the grade appropriate practice tests to assist with student planning.

ORMS will simulate Smarter Balanced testing conditions during the winter Star window
Staff are exposing students to sample questions and performance tests
Have students testing in one wing
Rotating grades so that testing is not being done at once
Redirecting all technology resources

We will have data on all our students at all grade levels. This will help inform our teachers, parents and students on things that are going well and things we can work together to improve.
High School:

Over the last three years the high school staff has been actively engaged in the process of aligning our curriculum with the Common Core Standards which is the basis for the SBAC.

The staff has been engaged in a dialogue about how best to prepare for the SBAC by examining resources and taking the practice test. At the start of this school year, the high school got 175 new student laptop computers which provides the necessary technology to implement the assessment.

All ORHS 9th and 10th graders have taken the computer adaptive STAR assessments for the past two years which simulates the test environment of the SBAC.

The test window for 11th graders is from late April through the end of May.

Teachers will be incorporating sample test items into their classes over the months leading up to SBAC which will expose students to the format of the test and emphasize the importance.

Special Education:
Universal Tools: Available to all students based on preferences and selection. Designated Supports: Available for any student from whom the need has been identified by an educator or team with the parent/guardian. Accommodations: Available for students with a disability to provide equitable access which is determined by a team with the parent/guardian.

Technology:
The IT Director as well as the Network Administrator have reviewed the technical requirements provided by SBACC and feel that the ORCSD's network and computers meet and/or exceed these requirements: Internet Access Two internet connections currently being used connected to two firewalls Visibility into what applications and websites are being accessed Provide SBACC testing traffic the most available bandwidth Internet Network:
January 21, 2015

Upgraded all internal connections to 1GB and added a wireless access point per classroom. Allows us to see where each device is connecting in the school and what the performance is.

Computers:
Able to assess all students during the assessment window.
Have a tool that allows us to mass deploy software without visiting each computer.
In the process of ordering additional mice and headphones to meet SBACC requirements.

Testing the System for the Assessment:
Using STAR as a test, we plan to test an entire grade level at once to see what the impact is on our network and internet access.

Communication: Important Dates:
End of January 2015: Smarter Balanced letter will be sent cut to parents.
Mid February 2015: Smarter Balanced update email will be sent to District parents.

The Board had a question and answer session with the Administrators and thanked them for the update.

VII ACTIONS

Superintendent and Board Action Items:
Motion to adopt FY16 Budget for Deliberative Session: Kenny Rotner moved to adopt the FY16 Budget for Deliberative Session, 2nd by Denise Day. Motion approved 7-0.

Motion to approve the Default Budget: Kenny Rotner moved to approve the Default Budget, 2nd by Denise Day. Motion approved 7-0.

Motion to approve the Warrant Articles for Deliberative Session:
Kenny Rotner moved to approve Warrant Articles 1, 2, 4, 5, 7 for Deliberative Session, 2nd by Denise Day. Motion approved 7-0.
Warrant Article 3: Denise Day moved to amend Article 3 to include: $300,000 for the project has been previously raised and will be used to fund the construction of the all-weather track, 2nd by Al Howland. The School Board recommends this appropriation. Motion approved 7-0.

Kenny Rotner moved to add in The School Board recommends this appropriation, 2nd by Denise Day. Motion passed 5-2 with Maria Barth and Sarah Farwell voting against the motion.

Warrant Article 6: The Board had a discussion on what the monetary goal was for this expendable trust fund is.

Al Howland moved to approve Warrant Article 6, 2nd by Kenny Rotner. Motion approved 7-0.

Motion to approve MS 26 Al Howland moved to approve the MS26, 2nd by Kenny Rotner. Motion approved 7-0.

Motion to approve the ORHS Maternity leave of absence: Al Howland moved to approve the ORHS Maternity Leave of Absence Mid May to the end of the year, 2nd by Denise Day. Motion approved 7-0.

Motion to approve the ORMS Maternity Leave: Al Howland moved to approve the ORMS Maternity Leave of Absence from February 1- May 8, 2015, 2nd by Denise Day. Motion approved 7-0.

Motion to approve Policy JICL Student Computer and Internet for a 2nd Reading: Kenny Rotner moved to approve Policy JICL for a second reading, 2nd by Denise Day. Motion passed 7-0.

VIII. SCHOOL BOARD UPDATES:

Al Howland updated the Board on the NHSBA Resolutions. There were two new approved resolutions: Their policies will expire after five years. Right to know that tuition negotiations agreements could be in nonpublic session.

End 68 Hours of Hunger Committee: Maria Barth reported that the funds are still coming in. They have received $15K to date in contributions for this fund.
Ed Charle announced that there will be full Sustainability Committee meeting on January 28th at the High School Library.

**IX. Public Comments:** Dean Rubine of Lee mentioned that two years ago there was a similar warrant article passed as Warrant Article 6.

**X. CLOSING ACTIONS:**

**Future Meeting Dates:**
2/11/15 3/4/15 Regular Meetings:
2/3/15 Annual Meeting Session I Deliberative Session
2/17/15 Candidates Night

Kenny Rotner moved to enter into nonpublic session at 9:45 under RSA-91-A:3 II (a) Superintendent Evaluations. Upon roll call vote the motion passed 7-0.

Maria Barth made a motion at 10:30 PM to enter into public session, 2nd by Denise Day and passed with a 7-0 vote. Maria Barth made a motion to adjourn 2nd by Ed Charle. Motion passed 7-0.

Respectfully yours,

Laura Grasso Dobson
Recording Secretary
Oyster River Cooperative School Board

January 21, 2015 ORHS C-120

Non Public Meeting Minutes

School Board Attendees:

Ed Charle
Maria Barth
Tom Newkirk
Kenny Rotner
Al Howland
Denise Day
Sarah Farwell

Maria Barth made a motion for Al Howland to take the minutes for the non-public meeting. Motion was seconded by Kenny Rotner, and passed 6-1. Al Howland handed out revised copies of the superintendent’s evaluation and board members provided suggested changes. Kenny Rotner moved that the evaluation be accepted with changes. The motion was seconded by Denise Day and passed 7-0. The completed evaluation will be presented to Dr. Morse in a non-public meeting at the February 11 meeting. Kenny Rotner made a motion to direct the negotiations team of Tom Newkirk, Al Howland, and Denise Day to meet with Dr. Morse to discuss his contract. The motion was seconded by Denise Day and passed 7-0.

Respectfully Submitted,

Al Howland
## OYSTER RIVER COOPERATIVE SCHOOL DISTRICT
### FISCAL YEAR 2014-2015
#### FINANCIAL STATUS AS OF:

<table>
<thead>
<tr>
<th></th>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td><strong>SALARIES:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Administrator</td>
<td>1,301,715</td>
<td>808,723</td>
<td>505,559</td>
<td>(12,567)</td>
<td>101%</td>
</tr>
<tr>
<td>Teacher</td>
<td>14,207,423</td>
<td>6,647,586</td>
<td>7,481,585</td>
<td>78,252</td>
<td>99%</td>
</tr>
<tr>
<td>Pam</td>
<td>2,027,495</td>
<td>1,136,454</td>
<td>977,366</td>
<td>(88,332)</td>
<td>101%</td>
</tr>
<tr>
<td>Tutor</td>
<td>179,021</td>
<td>94,912</td>
<td>89,219</td>
<td>(5,110)</td>
<td>103%</td>
</tr>
<tr>
<td>Custodian</td>
<td>689,634</td>
<td>419,185</td>
<td>258,468</td>
<td>11,981</td>
<td>98%</td>
</tr>
<tr>
<td>Secretary</td>
<td>351,434</td>
<td>207,430</td>
<td>143,694</td>
<td>310</td>
<td>100%</td>
</tr>
<tr>
<td>District Hourly</td>
<td>594,653</td>
<td>373,526</td>
<td>228,309</td>
<td>(7,182)</td>
<td>101%</td>
</tr>
<tr>
<td>Maintenance</td>
<td>196,661</td>
<td>122,759</td>
<td>57,984</td>
<td>15,918</td>
<td>92%</td>
</tr>
<tr>
<td>Drivers</td>
<td>760,290</td>
<td>496,209</td>
<td>264,163</td>
<td>(82)</td>
<td>100%</td>
</tr>
<tr>
<td>Misc &amp; Summer</td>
<td>204,544</td>
<td>114,492</td>
<td>63,381</td>
<td>26,671</td>
<td>87%</td>
</tr>
<tr>
<td>Subs - Professional</td>
<td>248,027</td>
<td>143,274</td>
<td>67,277</td>
<td>37,476</td>
<td>85%</td>
</tr>
<tr>
<td>Subs - Pam</td>
<td>22,300</td>
<td>30,427</td>
<td>7,288</td>
<td>(15,415)</td>
<td>169%</td>
</tr>
<tr>
<td>Subs - Secretary</td>
<td>3,000</td>
<td>3,398</td>
<td>0</td>
<td>(398)</td>
<td>113%</td>
</tr>
<tr>
<td>O’T</td>
<td>36,577</td>
<td>1,402</td>
<td>0</td>
<td>35,175</td>
<td>4%</td>
</tr>
<tr>
<td>Med &amp; Dent Payback</td>
<td>537,292</td>
<td>314,992</td>
<td>211,756</td>
<td>10,544</td>
<td>98%</td>
</tr>
<tr>
<td><strong>TOTAL SALARIES</strong></td>
<td>21,364,066</td>
<td>10,916,024</td>
<td>10,356,051</td>
<td>91,991</td>
<td>99.6%</td>
</tr>
</tbody>
</table>

|                |                  |                  |                       |                          |                          |
| **BENEFITS:**  |                  |                  |                       |                          |                          |
| Health Ins     | 4,308,627        | 1,947,427        | 2,342,552             | 18,648                    | 100%                     |
| Dental Ins     | 126,717          | 56,526           | 68,340                | 1,851                     | 99%                      |
| Life Ins       | 51,270           | 23,900           | 28,887                | (1,517)                   | 103%                     |
| LTD Ins        | 49,039           | 22,506           | 27,777                | (1,244)                   | 103%                     |
| FICA           | 1,636,188        | 808,817          | 792,239               | 29,132                    | 98%                      |
| Retirement - Non Professional | 321,390     | 190,320          | 126,094               | 4,976                     | 98%                      |
| Retirement - Professional | 2,099,479 | 965,955          | 1,077,941             | 55,583                    | 97%                      |
| Annuity        | 105,050          | 48,919           | 62,972                | (6,841)                   | 107%                     |
| Tuition Reimb. | 0                | 1,551            | 0                     | (1,551)                   | 100%                     |
| Unemployment Comp | 24,065         | 3,149            | 0                     | 20,916                    | 13%                      |
| Workers Com    | 102,177          | 48,702           | 7,131                 | 46,344                    | 55%                      |
| **TOTAL BENEFITS** | 8,818,002 | 4,117,772        | 4,533,933             | 166,297                   | 98.1%                    |

## ALL OTHER OPERATING EXPENSES:

|                |                  |                  |                       |                          |                          |
| Mast Way       | 148,802          | 102,762          | 2,022                 | 44,018                    | 70%                      |
| Moorhenet      | 161,818          | 97,250           | 7,399                 | 56,979                    | 65%                      |
| Middle School  | 280,926          | 169,219          | 15,629                | 96,078                    | 66%                      |
| High School    | 543,222          | 295,204          | 22,698                | 225,320                   | 59%                      |
| District       | 2,023,591        | 2,088,094        | 8,017                 | (72,520)                  | 104%                     |
| Transportation | 710,942          | 455,192          | 9,095                 | 246,655                   | 65%                      |
| Technology     | 432,256          | 326,651          | 29,681                | 75,924                    | 82%                      |
| Facilities     | 1,977,560        | 1,473,393        | 89,279                | 414,888                   | 79%                      |
| **SPED**       | 1,926,266        | 1,118,026        | 810,643               | (8,403)                   | 100%                     |
| **TOTAL OPERATING** | 8,199,383 | 6,125,791        | 994,653               | 1,078,939                 | 86.8%                    |

## GRAND TOTAL

|                |                  |                  |                       |                          |                          |
| Grand Total    | 38,381,451       | 21,159,587       | 15,884,637            | 1,337,227                 | 96.5%                    |
# 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.

<table>
<thead>
<tr>
<th>Action Strategies</th>
<th>Resources Needed</th>
<th>Person Responsible</th>
<th>Completion Date</th>
<th>Progress Indicators</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Create opportunity for guided conversation to define component of personalized learning</td>
<td>Administration Assistant Superintendent</td>
<td>Staff/ Committee Principal</td>
<td>Fall 2015</td>
<td>Staff Minutes</td>
</tr>
<tr>
<td>2. Form a committee to analyze student assessments to determine individual needs of students whether it be remedial, reinforcement, or extended learning</td>
<td>Staff/ committee</td>
<td>SAU Administration</td>
<td>Fall 2015</td>
<td>Data gathered and reviewed. Committee formed</td>
</tr>
<tr>
<td>3. Compile and share results to all for ORCSD:</td>
<td>Staff/committee Time, schedule shifts, dedication to the process by staff/ administration</td>
<td>Administration</td>
<td>December 2015</td>
<td>Notes to staff</td>
</tr>
<tr>
<td>4. Create a common definition and understanding of personalized learning, Observe districts doing it well</td>
<td>Committee</td>
<td>Staff/ Committee/ Administration</td>
<td>Winter/Spring 2015</td>
<td>Complied resource guide</td>
</tr>
<tr>
<td>5. Community resources that identify resources to support desired learning outcomes provide opportunities for student personalization</td>
<td>Committee</td>
<td>Staff/ Committee/ Administration</td>
<td>Fall 2015 - on-going</td>
<td>Report</td>
</tr>
<tr>
<td>6. Assess effectiveness of targeted instruction</td>
<td>Committee</td>
<td>Staff/ Committee/ Administration</td>
<td>Fall 2015 - on-going</td>
<td>Rti implemented fully 2014-15</td>
</tr>
</tbody>
</table>

Rti assessed June 2015 to determine improvements
## 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

<table>
<thead>
<tr>
<th>ACTION STRATEGIES</th>
<th>RESOURCES NEEDED</th>
<th>PERSON RESPONSIBLE</th>
<th>COMPLETION DATE</th>
<th>PROGRESS INDICATORS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Elementary: Begin exploring new resources using a research based protocol</td>
<td>Instructional Materials – Evaluation tools (IMET) (Quantitative Review)</td>
<td>Subset elementary math committee (2 per grade) K-5</td>
<td>October 2014</td>
<td>Recommend to staff implementation Fall 2015</td>
</tr>
<tr>
<td>Qualitative review of new resources – all K-5 staff</td>
<td>IMET – Part 2 (Qualitative)</td>
<td>All staff K-5 (meet by grade level)</td>
<td>February 28, 2015</td>
<td>Each grade level creates data based in rubric Recommend to staff</td>
</tr>
<tr>
<td>Elementary chooses resource</td>
<td>Consultants</td>
<td>Asst. Superintendent</td>
<td>March 2015</td>
<td>New math program chosen</td>
</tr>
<tr>
<td>Embedded Staff Development</td>
<td></td>
<td></td>
<td></td>
<td>Staff Training</td>
</tr>
<tr>
<td>Elementary Math committee established implementation timeline</td>
<td>Math 6-8 review instructional materials using IMET</td>
<td>Math Committee</td>
<td>Spring 2015</td>
<td>Developed plan</td>
</tr>
<tr>
<td>Middle: Re-establish, validate criteria for Algebra I</td>
<td></td>
<td>Math department Math intervention Specialist</td>
<td>December 2014</td>
<td>Fall 2016</td>
</tr>
<tr>
<td>High: Summer Program</td>
<td>Teacher</td>
<td>Principal/Math staff</td>
<td>March 2015</td>
<td></td>
</tr>
<tr>
<td>High: Analyze scheduling, procedure, policies to begin restructuring discussions</td>
<td>Master Schedule Review of 8th grade data</td>
<td>Math staff</td>
<td>September 2014 to May 2015</td>
<td>May 2015 Recommendation</td>
</tr>
<tr>
<td>High: Examine new resources based on restructuring discussion</td>
<td>Textbooks/ebooks IMET for review</td>
<td>Math staff</td>
<td>Fall 2015</td>
<td></td>
</tr>
</tbody>
</table>
### 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.

<table>
<thead>
<tr>
<th>Action Strategies</th>
<th>Resources Needed</th>
<th>Person Responsible</th>
<th>Completion Date</th>
<th>Progress Indicators</th>
</tr>
</thead>
<tbody>
<tr>
<td>What specific actions will be taken to achieve the goal?</td>
<td>What financial &amp; human resources are needed to do this work?</td>
<td>Who will oversee the completion of this piece of the work?</td>
<td>Estimated date for completion of this action step within the next year.</td>
<td>What is the evidence we would accept that this action has successfully been completed?</td>
</tr>
<tr>
<td>1. Form S.E.L Committee</td>
<td>Staff Participation MW &amp; MOH</td>
<td>Asst. Superintendent</td>
<td>Feb 2015</td>
<td>Form Committee.</td>
</tr>
<tr>
<td>2. Survey staff for S.E.L practices already implemented.</td>
<td>Committee members</td>
<td>Committee</td>
<td>March 2015</td>
<td>Survey Completed</td>
</tr>
<tr>
<td>3. Committee reviews research</td>
<td>CASEL.org consultant and MS Staff</td>
<td>Committee</td>
<td>Mar/April 2015</td>
<td>Research shared</td>
</tr>
<tr>
<td>4. Share research findings with staff</td>
<td></td>
<td>Committee</td>
<td>May 2015</td>
<td>Adopt common language, outcome</td>
</tr>
<tr>
<td>5. Staff provide feedback to committee &amp; develop next steps</td>
<td></td>
<td></td>
<td>Fall 2016</td>
<td>Design implementation of training for staff for 2015-2016 school year</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Timeline developed</td>
</tr>
</tbody>
</table>
# 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

<table>
<thead>
<tr>
<th>ACTION STRATEGIES</th>
<th>RESOURCES NEEDED</th>
<th>PERSON RESPONSIBLE</th>
<th>COMPLETION DATE</th>
<th>PROGRESS INDICATORS</th>
</tr>
</thead>
<tbody>
<tr>
<td>What specific actions will be taken to achieve the goal?</td>
<td>What financial &amp; human resources are needed to do this work?</td>
<td>Who will oversee the completion of this piece of the work?</td>
<td>Estimated date for completion of this action step within the next year.</td>
<td>What is the evidence we would accept that this action has successfully been completed?</td>
</tr>
<tr>
<td>1. Assemble kindergarten design committee including teachers, administrators, school board member, community members</td>
<td>Identify design team members</td>
<td>Superintendent, Dr. Morse (serving as chairperson)</td>
<td>Fall 2014</td>
<td>Announcement of team members to staff and community via SAU office, school newsletter, town news vehicles</td>
</tr>
<tr>
<td>2. Research and outline previously compiled research along with structures being used currently both nationally and world wide</td>
<td>Time for Meetings/ Research</td>
<td>Design Team members</td>
<td>Fall 2014</td>
<td></td>
</tr>
<tr>
<td>3. Identify resources needed to implement full day kindergarten</td>
<td>Funding/ time for design team to observe/ interview local programs</td>
<td>Design Team members/ Administration</td>
<td>Late Fall 2014</td>
<td>Chart, discuss &amp; synthesize needed resources. When complete, share with stakeholders as noted above</td>
</tr>
<tr>
<td>4. Based on gathered research, determine best design option for ORCSD</td>
<td></td>
<td>Design Team members</td>
<td>Late Fall 2014</td>
<td>Design Team Chair to present findings and recommendations to the ORCSD School Board</td>
</tr>
<tr>
<td>5. Chart realistic time frame for implementation</td>
<td></td>
<td>Design Team members</td>
<td>Late Fall 2014</td>
<td></td>
</tr>
<tr>
<td>6. Present findings to ORCSD School Board/ Community</td>
<td></td>
<td>Design Team members</td>
<td>March 2015</td>
<td></td>
</tr>
</tbody>
</table>
OYSTER RIVER COOPERATIVE SCHOOL DISTRICT
OYSTER RIVER HIGH SCHOOL, 55 COE DRIVE, DURHAM, NH 03824
ORHS OVERNIGHT FIELD TRIP REQUEST FORM

Today's Date: 1/4

Teacher/Organization: Oxland

Subject: Robotics Team

Trip Date & Time: Depart on 3/1/15 at 3 (am pm)

Return on 3/4/15 at 6 (am pm)

Trip Contact Name & Phone Number: Nate Oxland 369-8325

Trip Destination/Address: Reading High School, Mass. Robotics Compet./Science

Instructional Objective: Compete against other teams - test our problem-solving approach

Number of Students attending: 8 *

*Please submit an alphabetized list of each student's name and grade to the Main Office and the Nurse's Office two (2) weeks prior to the date of the trip. Emergency forms are confidential and to be kept secure by the teacher. A first aid kit must be picked up by the teacher the day before leaving. Please return the kit and the forms ASAP.

Will any students need special assistance? If yes, specify: __________________________

Chaperone Name(s): Garrett Atkinson, Mark Peppe, Brian Turnbull

Cell Phone Numbers active during trip: 617-826-761-4464 553-3258

Transportation: Bus; Yes** or (No)

**Please make arrangements for bus transportation with the Principal's secretary, ext 6002.

Review Faculty/Staff handbook for field trip / attendance procedures and time line.

Note: Overnight trips will be brought to the attention of the School Board; applications must be made at least one month in advance.

Calendar Approval: __________________________

Principal's Approval: __________________________