

**Oyster River Cooperative School District
Regular Meeting
High School**

March 6, 2019

DRAFT

SCHOOL BOARD: Brian Cisneros, Tom Newkirk, Dan Klein, Michael Williams, Al Howland, Denise Day, Kenny Rotner
Student Representative: Patty Anderson

ADMINISTRATORS: Todd Allen, Sue Caswell, Jay Richard, Suzanne Filippone, Heather Machanoff

There was one member of the public present.

I. CALL TO ORDER: Tom Newkirk commended Student Representative Patty Anderson for all her hard work this year. The Board really appreciates her contributions to the School Board this past year.

Strategic Plan Schedule: District Goals
Equity and Inclusion, World Language, Mental Health, Curriculum
Leadership Structure, Superintendent Transition

Todd Allen spoke and presented the District Equity and Inclusion 5 Year Goals: Bruce Mallory from NH Listens was present to help present the inclusion and equity goals learning curve and goals. NH Listens recently had a dialogue with the staff in the District on their experiences and goals.

K-12 Curriculum that provides students with knowledge, skills, and awareness of race, racism, equity, and inclusion: Develop K-12 equity and inclusion competencies, implement equity and inclusion competencies, review impact of implementation of equity and inclusion curriculum and offer PD to address issues identified in the review, provide professional development to address areas identified in 2021-22 and develop assessment program to determine student growth on equity and inclusion competencies, and conduct comprehensive assessment of equity and inclusion curriculum and use findings to guide development of goals for 2024-29 strategic plan.

Equitable and inclusive school climate: Develop specific strategies and partnerships to recruit, hire and retain diverse staff at all levels and roles. Include goals for hiring over next four years. Implement recruitment and hiring plan developed in year one. Explore restorative practices as a tool to address disciplinary issues within the school community. Develop retention strategies to retain recently hired diverse staff members. Begin implementation

of restorative practices. Reviewing of hiring process and modify strategies to better promote diverse applicants. Review restorative justice practices and make adjustments as needed. Conduct comprehensive assessment of hiring efforts, and restorative justice initiative and set goals for next five years.

Equitable and Inclusive Co-curricular and Extra-curricular Programs:
Conduct a review of current extra-curricular and co-curricular activities and organizations to identify areas in need of growth in order to provide an equitable and inclusive experience for all. Create assessment tools used by organizations and teams to assess student experience relative to equity and inclusion. Implement use of assessment tool developed in 2020-21 in all extra-curricular and co-curricular activities. Conduct comprehensive assessment of co-curricular activities to determine success in creating inclusive and welcoming programs.

World Language – 5 Year Goals

K-12 World Language: Develop a budget and plan to expand World Language instruction in French, Spanish and Chinese to grade 5. Review and refine proficiency curriculum model in place since 2018. Implement 5th grade World Language Plan. Review progress to date and establish a plan to provide World Language instruction in grades K-4. Develop schedule and budget to support K-4 expansion. Begin implementation of K -4 World Language plan conditional to Board approval.

The Board had an in depth conversation with Todd Allen about the ramifications of starting a K-4 program and that they are hesitant to move forward with implementing any type of programs until they flesh out definitively what the program would include and the financial impact.

Mental Health – 5 Year Goals:

Heather Machanoff explained that the goal is to pull together the three levels of SEL/Mental Health. They would develop systems to move to proactive versus reactive supports; implement screening and data collection procedures; define criteria for support. Refine MTSS supports/strategy; data collection of tiered interventions based on each school's individual goals; on-going self-assessment. Refinement of MTSS components using data from self-assessment. By 2024 students will be supported through a targeted

systematic and coordinated support and intervention with an MTSS Mental Health approach at each school K-12.

Curriculum Leadership 5 Year Goals:

Establish a budget and job description for a stipend for curriculum leadership positions in 6-12 ELA, Science SS and World Language; K-12 Art and PE and K-5 Science. Establish a district curriculum leadership with goals for the year and develop a budget and job description for Sustainability Coordinator K-4. Review curricular leadership structure and make adjustments as needed. Establish a sustainability/STEM position for K -4 to be shared between Moharimet and Mast Way. Review curricular leadership structure and make adjustments as needed.

Succession plan for District Leadership: Conduct review of district leadership needs. Determine positions in need of a succession plan. Develop and adopt a succession plan for Superintendent and Business Administrator. By 2024, a fully implemented succession plan for all district leadership positions in transition will have been implemented.

II. APPROVAL OF AGENDA

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

III. PUBLIC COMMENTS

Dean Rubine of Lee reminded everyone that election day is March 12th and he hopes to see everyone at the polls.

IV. APPROVAL OF MINUTES:

Motion to approve 2/20/19 regular meeting minutes

Brian Cisneros moved to approve the February 20th meeting minutes, 2nd by Denise Day. Motion passed 6-0-1 with Kenny Rotner abstaining and the Student Representative voting in the affirmative.

V. ANNOUNCEMENTS, COMMENDATIONS AND COMMENTS

A. District: Suzanne Filippone, Principal of the High School, announced that Noah Strout won the State Championship and placed 2nd in New England for

Wrestling. April 9th is the in school SAT and PSAT day for sophomores and juniors. The seniors will be doing community service day and the freshman will be involved with community building with the facilitators from the Brown Center at UNH.

Suzanne is recommending June 7th as graduation day for the high school seniors.

Brian Cisneros moved to approve June 7th as graduation day for the high school seniors, 2nd by Al Howland. Motion passed 7-0 with the Student Representative voting in the affirmative.

B. Board: Al Howland talked about the Human Library Project. A block of time can be reserved to sit down with someone different from you to hear their story and he encouraged everyone to look into it. On March 10th there will be a Local Climate Action Change Forum which will be including many high school students.

VI. DISTRICT REPORTS

A. Assistant Superintendent/Curriculum and Instruction Reports:

Todd Allen talked about the Literacy Report. They are continuing to make progress and will be back with a presentation this spring. This is a grade K-5 initiative.

A NH Listens Dialogue pamphlet guide was distributed to everyone in the District.

B. Superintendent's Report:

Superintendent Morse mentioned the upcoming events for discussing the proposed new middle school. The PR piece they are using depicts a conceptual drawing of the proposed middle school and the four pillars of the school: sustainability, academics, safety, and wellness.

Superintendent Morse has been asked by the Commissioner of Education to sit on the Governor's Task Force on Diversity.

He also detailed a possible limited retirement incentive for teachers with the Board and is recommending that it be offered for two or three staff members.

Al Howland moved to approve a retirement incentive for up to three staff members, 2nd by Tom Newkirk. Vote: 6-0-1 with Michael Williams abstaining.

C. Business Administrator: None

D. Student Representative:

Patty Anderson mentioned that the One Act Play “Hey Boss” is this Friday at 7:00 p.m. Winter Sports are wrapping up their seasons. The Literary Magazine has been renamed the Creative Arts Magazine and they are now called the Pearl.

E. Other: None

VII. DISCUSSION ITEM:

School Board Self-Evaluation: Postponed to a future meeting.

Update on Response to Gun Legislation:

Tom Newkirk sent a letter to the President of NHSBA urging them to take a second look at its position on HB564. He will keep the Board updated on their response.

Tom Newkirk and Dan Klein drafted an op-ed article on Support Gun-Free Schools. The Board reviewed this and agreed to eliminate paragraph 8 of the draft. Tom Newkirk recommended that the word internal be removed from the draft.

Denise Day moved to adopt the op-ed article and it will be distributed to the major publications in the state, 2nd by Al Howland. Motion passed 7-0.

VIII. ACTIONS

A. Superintendent Actions: None

B. Board Activities:

Motion to approve ORMS Maternity Leave for the 2019-2020 School Year: Brian Cisneros moved to approve the ORMS Maternity Leave for the 2019-2020 School Year, 2nd by Denise Day. Motion passed 7-0.

Motion to approve the list of policies:

Policy JICD: Student Discipline and Due Process

Policy D TBD- Allowable Use of Funds and Adherence to Uniform Grant Guidance

Policy D TBD- Federal Cash Management

Denise Day moved to approve the above list for a first reading, 2nd by Al Howland. Motion passed 7-0.

D

Denise Day moved to delete Policy IJ, 2nd by Brian Cisneros. Motion passed 7-0.

IX. SCHOOL BOARD COMMITTEE UPDATES

Kenny Rotner was very impressed with the members of the Sabbatical Committee and their due diligence. They are meeting tomorrow to review the process.

The Manifest Review Committee met earlier this evening.
Payroll Manifest #17: \$1,332,016.88
Vendor Manifest #21: \$ 181,402.10

Kenny Rotner would like to see the manifests review have a threshold. This should be done in an efficient manner and would like to see this on a future agenda item to be discussed.

X. PUBLIC COMMENTS: None

XI. CLOSING ACTIONS:

A. Future Meeting Dates:

3/20/19 Regular Meeting - ORHS Library 7:00 PM
4/3/19 Regular Meeting - ORHS Library 7:00 PM

XII. NON-PUBLIC SESSION: RSA 91-A:3 II (if needed)
NON-MEETING SESSION: RSA 91-A:2 I (if needed)

XIII. ADJOURNMENT:

Al Howland moved to adjourn the meeting at 9:30 p.m., 2nd by Brian Cisneros. Motion passed 7-0.

Respectfully yours,

Laura Grasso Dobson
Recording Secretary