

# NEWFOUND AREA SCHOOL BOARD

Newfound Regional High School Library Media Center

Monday, May 10, 2010 at 6:30 pm

## FINAL MINUTES

School Board Present: Mary Campbell (Vice Chair, Hebron), Laura Simula (Bridgewater), Leslie Dion (Chair, Bristol), Sue Cheney (Alexandria), Jon Johnson (6:08 p.m.)

School Board Excused: Tom Gillis (Groton)

School Board Absent: Bruce Davol (New Hampton)

Staff Present: Marie Ross (Superintendent), Paul Hoiriis (Clerk and NMMS Teacher), Ken Darsney (BES Principal), Wendy Despres (NMMS Vice Principal), Dan Rossner (Business Administrator), Karri Peterson (NRHS), Amy Fairbank (NMMS), Elisa MacDonald (BES), Joanne Robie (NMMS), Kathleen Connor (Hebron), Ruth Whittier (NRHS), Sherry Maxner (BES), Mel Shokal (NMMS), Reta Frekot (BES), Peter Cofan (NRHS), David Harlow (NRHS), Selene Gordon (BES)

Video Operators: Bruce Wheeler (NRHS), David Drury (NRHS Student)

Public Present: Ann Johnson (Danbury), Neal Martin (Bristol), Jeannine Martin (Bristol), Greg Gorski (Bristol), Bobbi Jo Desrochers (Bristol), Zachary Desrochers (Bristol), Dennis Desrochers (Bristol), Nathan Desrochers (Bristol), Justine Kimball (Bristol), Ethan Akerman (Bristol), Emma Lagaux (Bristol), Patty Lagaux (Bristol), Chris Fairbank (Bristol), Jarrod Fairbank (Bristol), Dahlton Fairbank (Bristol), Gina Brown (Danbury), Katie Brown (Danbury), Sabrina Brown (Danbury), Russell Brown (Danbury), Trevor Robie (Bristol), Bill Corliss (Bristol), Jennifer Dostie (New Hampton), Dan Dostie (New Hampton), Paige Dostie (New Hampton), Molly Nigel (Bristol), Beth Nigel (Bristol), Hallie Geldermann (Bristol), Candace Hanser (Bristol), Kylie Hanser (Bristol), Erik Hanser (Bristol), Dan Holton (Alexandria), Sophia Frekot (Alexandria), Tiffany Beadle (Bristol), Phil Plummer (Bristol), Donovan Purcell (Bristol), Sharon Nelson (Groton Budget Committee), Tim Holton (Alexandria), Amanda Dion (Northfield), Karen Simula, Caitlynn Simula

The Chair called the meeting to order at 6:06 p.m. Mary Campbell moved, Laura Simula seconded, to go into non-public session for the purpose of discussing student/personnel per RSA 91-A:3 IIa; *approved on a roll call vote 4-0-0-3 (Groton, New Hampton, and Danbury absent).*

At 6:41p.m., Mary Campbell moved, Sue Cheney seconded, to come out of non-public session; *approved 5-0-0-2 (Groton and New Hampton absent).* Mary Campbell then moved to seal the non-public minutes, Laura Simula seconded; *approved 5-0-0-2.*

The flag was saluted by reciting the Pledge of Allegiance. Superintendent Marie Ross indicated that the notices of postings have been placed at the town offices, the schools, and on the website at [www.newfound.k12.nh.us](http://www.newfound.k12.nh.us).

### Recognition

The Chair noted that the 2010 EDIES award for secondary education excellence was awarded to Newfound Regional High School late the previous week. She added that twenty-one New Hampshire scholars were also recognized from our high school last week.

The Chair also recognized School Board member Laura Simula with a certificate of appreciation for judging the Science Fair at Bristol Elementary School. Ms. Simula stated that she was impressed by the depth of research and level of curiosity of these students. She called each project clever and creative, and the presentations amazing. She went on to comment that we have some budding scientists at the fourth and fifth grade levels. BES Principal Darsney said that these students out-performed middle schoolers from his previous school district. Mr. Darsney then recognized with certificates BES teachers Sherry Maxner, Selene Gordon, Elisa MacDonald, and Reta Frekot. Mr. Darsney presented certificates to the top scoring students from the science fair on behalf of the Board as follows: Paige Dostie, Ryan Town (absent), Leo Desrochers, Lauren Bouvier, Jarrod Fairbank, Tim Holton, Ethan Akerman (who was the overall fifth grade winner with a project on bio-fuels), Trevor Robie, Donovan Purcell, Molly Croxon, Emma Lageaux, Sabrina Brown, James Shokal, Kylie Hanser, and Hailey Letourneau (absent).

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1  
2 The Chair recognized Greg Gorski, owner of Hannaford's Shop 'N Save in Bristol. Mr. Gorski introduced his  
3 pricing/marketing manager Amanda Dion. They presented Cash for Class to the Board and Superintendent. Mr.  
4 Gorski explained that he has worked at being an effective community partner with the schools raising money. He  
5 contacted Dr. Ross about who could best use the money. Mr. Gorski said that they decided the money would go  
6 to students going on the eighth grade trip to Washington, D.C., and to students going on the Senior Trip. He  
7 explained that he ran a six week contest at his store giving out cards. This contest raised over \$1,000 with the  
8 eighth grade as the overall winner with over \$400. Mr. Gorski presented a check to the Superintendent to be  
9 broken down by class. Dr. Ross recognized Mr. Gorski for his donation to BES through the Hannaford Helps  
10 Schools program. She noted that the Hannaford Corporation donated \$300 and Mr. Gorski donated \$1,000 on top  
11 of that gift. Mr. Gorski closed by mentioning that the new sign is up in front of his store thanks to the efforts of  
12 Ramona Joyce and Eric Chase from the middle school in working with students on designing this sign. He said  
13 that the students were recognized in the newspaper and with plaques at the sight.

### 14 15 Student Council Reports

16 The Chair invited NRHS student Hallie Geldermann to deliver the high school student council report. Ms.  
17 Geldermann **stated** that the spring fling is focusing on healthy living. She added that there will be a speaker from  
18 Plymouth State University who will talk about health. She said that the fling will also have a blow-up obstacle  
19 course for students to compete. She added that there will also be speakers from nurses associations and the fire  
20 department. Ms. Dion asked when this will take place. Ms. Geldermann responded that it will take place on May  
21 28<sup>th</sup>. Dr. Ross asked about the student reaction regarding the EDIES award. Ms. Geldermann said that it is still  
22 sinking in and that they are very excited.

23  
24 Although there was no middle school representative at the meeting, the Chair noted there was a report in the  
25 Board packet. The Chair read the report into the record. The report highlighted the upcoming dance on May 21<sup>st</sup>  
26 benefitting seventh graders going on next year's Washington, D.C. trip. The report also highlighted the current  
27 curriculum for each grade level in all subject areas. The report mentioned that Stephen Lewy, local Holocaust  
28 survivor, spoke to the eighth graders that day. Ms. Despres commented that they Mr. Lewy is always well-  
29 received by the students. Ms. Campbell added that the eighth graders visit the Holocaust Museum on the trip to  
30 Washington, D.C.

### 31 32 School Board Meeting Minutes

- 33 • April 12, 2010 -- The Chair invited comments on the April 12<sup>th</sup> School Board meeting minutes. Ms.  
34 Campbell noted that she e-mailed Mr. Hoiriis her additions/corrections earlier and that he had already  
35 made those changes. Mr. Rossner corrected a spelling error on line 219 of the minutes. Mary Campbell  
36 moved to approve the April 12<sup>th</sup> School Board Minutes, as amended. Laura Simula seconded the motion;  
37 it was *approved 5-0-0-2*.
- 38  
39 • April 21, 2010 – The Chair invited comments on the April 21<sup>st</sup> Planning & Dialogue Meeting minutes.  
40 Dr. Ross corrected the spelling of Neal Martin's first name in two places in the minutes. Sue Cheney  
41 moved to approve the April 21<sup>st</sup> Planning & Dialogue Meeting Minutes, as amended. Laura Simula  
42 seconded the motion; it was *approved 4-0-1-2 (Hebron abstaining)*.

### 43 44 Announcements, Correspondence and Reports

45 The Chair asked if there were any comments from the Board on the building reports.

46  
47 Dr. Ross thanked Board member Laura Simula for attending Career Day at NMMS, the spring concert at BES,  
48 and for judging the Science Fair at BES.

49  
50 Ms. Campbell commended Ms. Connor's work at BHVS with the student community service project. She also  
51 commented on the fourth and fifth grade student care packages and work with the Humane Society at NHCS. She  
52 commended the work on the quilts by the after school students at NMMS. In addition, Ms. Campbell noted that  
53 Jim LeBaron, Natalie Murphy, and Christina Swenson have been working in Concord with the Department of

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1 Education on measuring competencies. She closed with commending Mr. Rossner's work in having our District  
2 qualify for the Fresh Fruit and Vegetable Program.

3  
4 The Chair said that she was excited to hear about the fifth grade adventure experience happening today and  
5 tomorrow. Ms. Connor added that it is going well so far. Dr. Ross explained that all of the fifth graders in the  
6 District were brought together for an adventure day to meet each other before attending NMMS next year. In  
7 addition, the students would be brought in two groups to Plymouth for an adventure experience.

8  
9 The Chair also commended the high school for choosing the Community Center as its social interest project. She  
10 added that they have done wonders cleaning and organizing the game room there.

11  
12 Dr. Ross also noted that the high school is working on its format and assessment for the senior project that will  
13 take effect next year. Mr. Harlow added that students will visit a school in Maine to look at their format for a  
14 similar project.

15  
16 Mr. Rossner clarified that his report does not include the numbers yet for the non-organized employee health care.  
17 He stated that he is confident that he will have those numbers by the end of the month.

### 18 19 Strategic Plan Reports

- 20 • Core (Assessment, Curriculum, Instruction, Professional Development)
  - 21 • BES – DES Grade 5 Transition Plan – Dr. Ross noted that this plan is in place and is being tweaked at  
22 the moment. She said that it will be distributed as soon as it is finished. She added that Mr. Darsney and  
23 the Guidance Counselor from BES will be going to DES to engage in certain activities with the fourth  
24 graders there that will be attending BES for fifth grade next year.
- 25  
26 • Infrastructure (Facilities, Finance, Policy, Technology)
  - 27 • Tech Plan Update – Mr. Rossner said that he, Dr. Ross, and two IT staff members have been working  
28 on the Tech Plan and have engaged stakeholders inside the schools and in the community in taking  
29 part. He added that a draft of the plan is in the hands of the Tech Council for revision and is  
30 confident that it will soon be adopted.
  - 31  
32 • Budget Committee - April 7, 2010 Minutes – The Chair asked if there were any comments on these  
33 minutes. There were none.
- 34  
35  
36 • Communications (Parents, Personnel, Public, Pupils)
  - 37 • Community Relations and Communication Council Presentation – The Chair invited this council to  
38 present the results of the community perception survey. David Harlow introduced himself and his fellow  
39 council members Kathleen Connor (Guidance, BHVS), Ruth Whittier (NRHS), Neal Martin, Wendy  
40 Despres (Assistant Principal, NMMS), and Steve Favorite (absent). He explained that Barbara  
41 Greenwood also worked hard with the council, but had to resign due to personal obligations. Mr. Harlow  
42 stated that the council's first charge was to conduct a perception survey. After that, the council will make  
43 a plan based on the survey results. Ms. Whittier reported on the demographics of who filled out the  
44 surveys noting that some may overlap in categories. Mr. Harlow added that these surveys were conducted  
45 last summer and boxes were distributed around the seven towns at the town halls and at Shop 'N Save.  
46 Dr. Ross explained that instead of a box in Danbury, there was an envelope. Ms. Connor commented on  
47 the 189 surveys that were filled out. She said that they were filled with insights, strong feeling,  
48 criticisms, and compliments. Ms. Connor said that the council was really able to use this data for positive  
49 and forward thinking. She said the results highlighted a great combination of strengths and weaknesses  
50 and ideas about how to make our District better. Ms. Despres commented that the council was really  
51 active and diligent, met monthly (sometimes more), and put in hard work in analyzing open response  
52 answers giving validity to all of these responses. She said they went through several layers to put  
53 together a streamlined report on the strengths and weaknesses while trying to maintain specific, individual

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1 responses. She did note that the Council took out the outliers that reflected grudges against specific  
2 people. She added that the important part is knowing what we need to do differently and is excited about  
3 the council's plans for the coming year. Ms. Despres highlighted the "Did You Know" section on page 5  
4 of the report. She also referred to the "Heads or Tails" perspective section on page 2. Ms. Connor added  
5 that seeing these different perspectives on paper really helped her to realize that sometimes we miss some  
6 things in communicating to the public. Mr. Harlow said that we know our job now is to reach out, clarify,  
7 and involve the community and that this council is a very good start in that process. He added that they  
8 will be doing some work with Channel 24 and Ray Courchaine on broadcasting different segments from  
9 the schools in order to reach out to the public. He said that they could talk about competencies, test  
10 scores, the football field, or anything else. He also mentioned they would do the same with Ruth  
11 Whittier's "Talk of the Town" column. Mr. Harlow stated that in retrospect, the council regrets not  
12 reaching out to students to get involved in the survey process. Mr. Harlow mentioned that the council  
13 would like to see a dedicated voice mail line and e-mail address for members of the community to use to  
14 comment. Mr. Martin said that his role is to speak from the community perspective. He added that he is  
15 pleased with the rapport built among the council members. Mr. Martin hopes this report will decrease the  
16 apathy in the community. He also complimented Ms. Despres on her hard work in putting the report  
17 together. Mr. Martin asked the Board that the report be put in the minutes of this meeting. See  
18 addendum. Mr. Martin added that it is just a matter of disclosing information to the public and doing  
19 more to reach out to the public to deliver information. He said that this will help dispel the notion that  
20 "they are not telling us this or that." Mr. Martin acknowledged Dr. Ross for creating the group. The  
21 Chair thanked the council for their hard work. Ms. Campbell asked if the report will be published on the  
22 District website. The Superintendent noted that it will and the Chair confirmed that it will be added to  
23 these minutes.

- Staff Appreciation Event – Dr. Ross extended an invitation to the Board on May 27<sup>th</sup> at 3:00 – 5:00 p.m. at the Homestead to join her in appreciating the NASD staff.

### Public Comments on Agenda Items, limited to 15 minutes

Not to exceed five minutes per individual (School Board Policy BDDH)

31 The Chair invited comments from the public. Neal Martin of Bristol asked if the Board will reply to the NECG  
32 presentation. Ms. Dion said that the Board will discuss the presentation as a Board first. Mr. Martin also asked  
33 about when and where the agendas are available before each meeting. Dr. Ross replied that they are available at  
34 the SAU on the Tuesday before each meeting. Ann Johnson of Danbury complimented that the science fair has  
35 been brought back. Ms. Dion added that she liked the student response to Mr. Darsney wearing his lab coat. Ms.  
36 Johnson said she would love to see this science fair everywhere in the District. Ms. Simula added that the parent  
37 turnout at the science fair is representative of what the Community Relations Council is trying to accomplish and  
38 that expanding it across the District will serve the community better. Ms. Campbell said that the high school put  
39 on a great concert and pointed out the great performance by NRHS student David Drury. David credited Mr. Judd  
40 for the great performances. Mr. Martin added that student Ethan Caputo will attend a music camp at Berkeley  
41 School of Music this summer. Ms. Campbell added that Mr. Caputo played two different instruments at the  
42 concert. Dr. Ross said that "The Incredibles" blew her away. Mr. Drury again attributed this to the hard work of  
43 Mr. Judd.

### Discussion Items

#### a. Personnel:

- Staff Requests – Tuition Waivers – The Chair stated that Karri Peterson is here before the Board tonight. The Chair explained that Ms. Peterson submitted a letter requesting a tuition waiver for her two children to attend schools in the District. The Chair explained that this request was denied along with tuition waiver requests from other staff members at the previous School Board meeting, but that Ms. Peterson has asked for reconsideration on the matter. The Chair asked the Board if they have any questions or comments for discussion. Sue Cheney asked Ms. Peterson when her family first purchased the house in Franklin? Ms. Peterson replied that they purchased their house nine years



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ago. She went on to say that her husband has since been deployed to Iraq. She stated that her family lives in the Newfound District and that they are her daycare providers and help with shuttling her children around to school and various sports and activities. She added that they attended nursery school in Bristol and that because of her coaching at NRHS, it would be impossible to shuttle them around in Franklin after school. She said that she is looking to buy a house in the District, but the VA will not let them carry two loans so she will first have to sell their current home. She added that she is working hard to make their current home marketable. She then added that she cannot continue coaching if this waiver is not approved, because it is just not logistically possible if her kids are not in District. She said that she met with a real estate agent over April vacation and is looking at a home on Schofield Street in District. Ms. Simula asked Ms. Peterson why she purchased a home in Franklin if she feels more connected to this community. Ms. Peterson replied that she had more help with the kids' schedule when her husband was here, but now that he is in Iraq, she doesn't have that same help except from her friends and relatives in District. Ms. Cheney asked about Ms. Peterson's husband's change in status. Ms. Peterson replied that he is now a civilian worker on a military base where he trains soldiers in telecommunications. She added that her family has offered to let her move in with them, but that she prefers to be upfront with the Board. She said she is asking for one year to get her ducks in a row and will not ask again. She said that she prefers to move into the District legally and do it the right way. The Chair stated that Ms. Peterson was not present a month ago when the decision was made to deny the tuition waiver for next year. She said that Ms. Peterson contacted her and the Chair advised her to appeal to the Board if she had any further information that was not known. Dr. Ross added that Ms. Peterson's was not the only request denied that evening. The Chair also added that the Board is moving toward not approving any tuition waivers due to budget considerations.

- Maternity Leave – The Chair noted that there are three maternity leave requests before the Board this evening.
- b. Speech/Language Reorganization Plan – Dr. Ross explained that the District currently contracts these services out. She added that the Board has approved in the past to advertise this position for in-district. She said that she is asking the Board to reinstate a professional position within the District. She added that they would also move two support staff to become program specialists and train them. She closed by saying that they are looking to save money with this model.
- c. Age of Entrance – Early Kindergarten Request – Dr. Ross said that since the child's birthday is only five days after the cut-off date and that the literacy specialist determined that the child is socially and academically ready, she recommends this approval
- d. Class size reduction – Dr. Ross explained that an additional third grade position was approved to be added with Class Size Reduction grant funding and that position will follow to fourth grade. She seeks the Board's permission to advertise for a third grade position at BES pending grant approval.

### Public Comments on Agenda Items, limited to 15 minutes

Not to exceed five minutes per individual (School Board Policy BDDH)

Karen Simula stated that she has coached with Ms. Peterson and that Jason going away has been hard on her and her kids. She added that Ms. Peterson is only able to do what she does because her kids are dropped off locally. She added that when Jason came home after his deployment, there were no jobs so that he had to go back as a civilian. She closed by saying that Ms. Peterson is a great coach and teacher who checks on the grades and homework of her students on the bus to and from sports meets. She even helps them with math on the bus. Caitlynn Simula introduced herself as a NRHS student and that this is the fifth time appearing before the Board; the previous four times for recognition for sports championships. She attributed those sports championships to Ms. Peterson. She added that Ms. Peterson has been her teacher and coach pushing her to be the leader and student she is today. She said that her not being here will be the worse thing to happen to the Peterson family and to the students at NRHS, especially those going on to play sports at college. Caitlynn listed past students of Ms.

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Peterson's who went on to be successful at sports in college. She asked the Board to give Ms. Peterson one more year to work things out. Ann Johnson of Danbury stated that she sympathizes with Ms. Peterson's limitations regarding the VA loan's restrictions. She said that this is a really hard place to be. Pete Cofran (NRHS Athletic Director) added that if we are trying to build community, that Ms. Peterson is community. He suggested that maybe she be grandfathered for just one more year. After that, he continued, the District could give notice of discontinuing tuition waivers as a policy. Neal Martin of Bristol asked if there is a current District policy. Mary Campbell said the policy is that people not living in District must pay tuition. Mr. Martin called tonight's proceeding an appellate process for Ms. Peterson's special case based on unique circumstances given Ms. Peterson's husband's service to his country and her service to the community. He added that sometimes equity is invoked in the interest of fairness for special circumstances. The Chair cautioned the Board that this discussion has gone on at length and that decisions were made in a number of cases. She reiterated that the Board has been leaning towards ending the policy of granting tuition waivers for some, but not others. She clarified this by saying she is hesitant in granting an exception for one and not others, even if we hold that person in high esteem for all that they do; she said that policy should be based on sound decisions. The Chair added that she hears the passion and that no one wants to see her children leave their school, but that then we would have to reconsider everyone's requests. Ms. Peterson retorted that she is not asking the Board to make their decision based on what she brings to the District, she just wants a year to get her ducks in a row. She added that she never received a letter denying her tuition waiver and was instead, told between classes. She said she has been approved for four years in a row in the past and did not see this coming. Dr. Ross stated that there was a law suit in the Oyster River School District that adds fully responsibility for all expenses to the school district that grants a tuition waiver. She added that the ruling further stated that it could be considered discrimination to grant one student a waiver over another, especially if the student denied requires special education. Dr. Ross said that we are being advised by legal counsel to minimize the practice of tuition waivers. Ms. Peterson retorted that minimize does not mean eliminate. She said that she was told it was always taken on a case by case basis. The Chair said that the case by case basis was a practice not a policy. The Chair reiterated that the Board is moving toward elimination. Laura Simula said that we have heard strong arguments on both sides and understand the difficulties involved. She added that she and her husband have had to make difficult decisions in the past to accommodate a situation for her child. She said that the bottom line is that the District cannot take on the responsibility of personal decisions and show preferential treatment to one employee over another which would open up the District to legal liability. She asked Ms. Peterson what one more year will do for her given that she has already had four years. Ms. Peterson said that this one more year will allow her to do one more major project on the home in Franklin to make it marketable. Ms. Cheney added that we are under incredible pressure to cut the budget and if we grant her tuition waiver along with reconsidering other requests, this could cost the District nearly \$100,000 from its budget. Ms. Cheney did add that she hopes that Ms. Peterson can make arrangements to move into the District, but asked where do we draw the line on who's case is more difficult than others. Dr. Ross advised that if Ms. Peterson does find another way to move into the District temporarily that there are rules to follow in order to prove residency and that the option to pay tuition is available as well.

### Action Items

#### a. Personnel:

- Staff Requests – Tuition Waivers – The Chair invited a motion on reconsidering the denial of the tuition waiver for Karri Peterson's two children for the 2010-2011 school year. No motions were made; the previous decision stands.
- Maternity Leave -- Mary Campbell moved to approve the maternity leaves for Kristie Kim, Lee Ames, and Trish Charland. Laura Simula seconded the motion; it was *approved 5-0-0-2*.

#### b. Speech/Language Reorganization Plan – Mary Campbell stated that no action is necessary as this plan has already been approved in the past.

#### c. Age of Entrance – Early Kindergarten Request – Mary Campbell moved to allow the early entrance for this child to kindergarten upon the advice of the Superintendent, the building principal, and the literacy specialist. Laura Simula seconded the motion; it was *approved 5-0-0-2*.

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d. Class size reduction grant advertise for 3<sup>rd</sup> grade position at BES -- Mary Campbell moved to approve the advertising for an additional teaching position at BES pending the final approval of grant funding. Laura Simula seconded the motion; it was *approved 5-0-0-2*.

e. Manifests – Sue Cheney moved to approve the manifests for January, February, and March of 2010. Laura Simula seconded the motion; it was *approved 5-0-0-2*.

Mary Campbell corrected the agenda in that the May 24<sup>th</sup> meeting is not a Planning & Dialogue meeting, but is an SAU Board Meeting.

Dr. Ross said that the State Education Commissioner will be visiting this Thursday to host a workshop/conversation on the Race to the Top grant. She said that it will be at 6:30 at the LMC in the high school. She said that the meeting is open to everyone and invited the Board to attend. She added that she thinks a lot of federal education funding down the road will be dependent on compliance with the items outlined in this grant.

At 8:36 p.m., Mary Campbell moved to return to non-public session for the purpose of discussing personnel per RSA 91-A:3 IIa. Laura Simula seconded the motion; it was *approved on a roll call vote 5-0-0-2 (Groton and New Hampton absent)*. Personnel issues were discussed. No action was taken.

At 9:20 p.m., Mary Campbell moved, Jon Johnson seconded, to come out of non-public session. *Approved 5-0-0-2*. Laura Simula moved, Sue Cheney seconded, to adjourn. *Approved 5-0-0-2*.

Respectfully submitted,

Paul Hoiriis  
School Board Clerk

### ***Upcoming Board Meetings***

May 24	SAU Board Meeting	NRHS LMC
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### ***School Events***

May 19	Workshop for parents of upcoming kindergarteners	NHCS	9:00-10:00AM 6:30-7:30PM
	Grade 1-3 Concert @NRHS	BES	6:30PM
	Academic Awards Grades 9-11	NRHS	6:30PM
May 20	Grade 4&5 Concert @NRHS	BES	6:30PM
May 24	Sprint Concert	DES	6:30 PM
May 28	No Strings Marionette Company's – NICK OF TIME For BES, DES and NHCS students	BES	9:30-10:30AM
MAY 31	No School – Memorial Day		
June 4	Senior Recognition Night	NRHS	6:30PM
June 7	Spring Sports Awards	NRHS	
June 9	Field Day/Talent Show	DES	
June 10	5 <sup>th</sup> Grade Night	BHVS	5:30PM
June 11	DES Kindergarten Celebration	DES	8:00AM
	Field Day	BHVS	
June 11	Baccalaureate	NRHS	6:15PM
June 12	Graduation	NRHS	9:30AM
June 14	May Fest Activities start	NMMS	PM Only
June 15	May Fest Activities	NMMS	All Day
	Grade 5 Class Night	NHCS	5:30-8:00PM
June 16	8 <sup>th</sup> Grade Class Night	NMMS	6:30PM
June 17	Last Day for Students	All Schools	





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1 curricular track, the improvement is being implemented through accountability for all the  
2 stakeholders.  
3 Lastly, there is the perception that the district is community-oriented. This is somewhat  
4 nebulous because that  
5 sentiment can be interpreted in so many ways. Is it because the facilities are heavily used by  
6 the community? Is  
7 it because of the educational community's concerns for the children? Is it because of the  
8 events that our  
9 educational community sponsors (athletics, arts, etc.)? It is difficult to explain but it is a  
10 perception after all.

### 11 Weaknesses

12 The survey results regarding weaknesses were abundant and did not support a large  
13 consensus related to any  
14 one segment of the educational system as needing specific attention. However, the data did  
15 lend itself to  
16 being consolidated. The identified listing of weaknesses presented in this report represents the  
17 voice of the  
18 Newfound Area School District and serves to heighten everyone's knowledge and awareness  
19 of people's  
20 perceptions and concerns. We ask that you read the lists with an open mind and identify  
21 comments that fall  
22 within one's own responsibility. Consider then how or why a person might have made these  
23 reflections and  
24 how best to respond to that need. Is it best to improve their impression with effective  
25 communication or  
26 acknowledge their impression by working toward effective change? This "data catch" will serve  
27 to inform the  
28 district about perceived weaknesses, providing a basis from which to begin to enhance  
29 communication and  
30 broaden perspectives.

31 April 2010 CR&CC- NASD - 189 surveys page

32 From where do our community members (survey respondents) get their NASD information?

33 Internet / the web 116

34 Word of mouth 111

35 School correspondence 110

36 Newfound Voice 41

37 Television / channel 24 35

38 Record Enterprise 31

39 According to our respondents, there are TWO sides to every coin. It's all about perspective.

### 40 HEADS TAILS

41 "We do too much assessing and not enough  
42 teaching."

43 "Set up a system for assessing performance."

44 "There are too many administrative positions." "Hire a Curriculum Coordinator."

45 "We favor sports and socializing too much." "We need more physical education."

46 "We need more rigor, more academic focus and "There should be less weekend and vacation  
47 more hands-on learning." homework, less paperwork, too much impact  
48 on family time."

49 "Get rid of everybody except teachers, remove

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- 1 aides from most courses .”  
2 “Increase paraprofessionals, more assistants for  
3 small group instruction”  
4 “Recognize staff quality.” “There’s a large number of teachers that are  
5 inept, disinterested, only want pay and benefits.”  
6 “Too many strengths to name!” “Not aware of any, don’t know, none I can see”  
7 Conclusion  
8 We need as many people as possible in our community to be informed and forward thinking in  
9 order to create  
10 a positive learning environment for our students. With a positive environment, reflective of  
11 effective  
12 communication and invested relationships between and amongst all partners in the Newfound  
13 Area School  
14 District, students feel supported and successful and feel more personally driven to learn and  
15 perform.  
16 Council Members  
17 Kathleen Connor Steve Favorite Neal Martin  
18 Wendy P. Despres Barbara Greenwood Ruth Whittier  
19 David Harlow – Chairperson  
20 April 2010 CR&CC- NASD - 189 surveys page  
21 Community Relations and Communication Council Perceptions Survey – Summer/Fall 2009  
22 STRENGTHS OF OUR DISTRICT  
23 FACULTY & STAFF  
24 \_ Staff commitment, caring teachers, kids first, loyal to school district, supportive, available – 46  
25 \_ Emphasis on whole child, follow the child, excellent teachers, approachable ,flexible, student teacher  
26 relations,  
27 great with my children, could not ask for better,(ES, MS, HS) – 16  
28 \_ Teachers love being here, wide range of backgrounds so kids can learn much from each teacher  
29 \_ NASD employees view their job as a calling, tons of energy and power collectively!  
30 \_ Veteran teachers, special education dept  
31 STUDENTS  
32 \_ Student are caring, show perseverance, ambition and focus, high achievement - 7  
33 \_ Kids have fun, love it here!  
34 \_ Numerous opportunities for students to have a voice and be involved  
35 ACADEMIC PROGRAMMING / CURRICULUM / TEST SCORES (NECAP ETC.)  
36 \_ Test scores increasing! Exciting! Continue working on it – 22  
37 \_ SINI Plan made huge improvements in 1<sup>st</sup> year (MS) , very proud of NMMS NECAP results- 13  
38 \_ Positive classroom experiences despite disappointing test scores, under-represents students’  
39 knowledge and  
40 ability – 7  
41 \_ After school programs – 3  
42 \_ Curriculum pushing kids to higher level , district curriculum definitely preps kids for testing- 2  
43 \_ Teach and focus on addressing individual weaknesses is huge strength, good upper level classes at  
44 HS -2  
45 \_ Small elementary classes - 2  
46 \_ Great intervention happening at elementary which will improve up the line as kids move forward  
47 \_ Great with data collection and analysis  
48 \_ Many gains through reading and math intervention  
49 ADMINISTRATION, BUILDING & GROUNDS  
50 \_ Caring administration committed to our schools, goals and value, strong team with shared dream -5  
51 \_ Excellent leadership, great leadership at SAU and NMMS – 7  
52 \_ Do provide some level of support, not as good as it should be

## NEWFOUND AREA SCHOOL BOARD

- 1 \_ Small school, lot of 1:1, can make change occur
- 2 **COMMUNICATION: INTERNAL & EXTERNAL (PARENTS & COMMUNITY)**
- 3 \_ Strong sense of community, community outreach – 68
- 4 \_ Schools very welcoming, great community atmosphere, efforts to involve parents, partnership
- 5 between schools
- 6 and parents - 9
- 7 \_ We communicate from school board, supt., principals , teachers, parents, administration, all in it for
- 8 kids-3
- 9 \_ Strong elementary relationships, local, small, friends -3
- 10 \_ Working on improvements
- 11 \_ Support of community,
- 12 \_ Too many (strengths) to name!
- 13 **FISCAL RESPONSIBILITY /TRANSPARENCY & TECHNOLOGY**
- 14 \_ Fiscally responsible, Superintendent, location, money, taxpayer support - 3
- 15 \_ Technologically advanced
- 16 **OTHER**
- 17 \_ Don't know, none, not aware of any – 9
- 18 \_ None I can see - 8 (taxpayers, retirees)
- 19 **April 2010 CR&CC- NASD - 189 surveys page**
- 20 Community Relations and Communications Council Perceptions Survey – Summer/Fall 2009
- 21 **WEAKNESSES / NEEDED IMPROVEMENTS OF OUR DISTRICT**
- 22 **ADMINISTRATION: SAU, NASD BOARD, SCHOOLS, POLITICS, FACULTY & STAFF**
- 23 \_ Encourage more PD of teachers, better education, current curriculum, more PD time for collaboration, better
- 24 training/orientation for
- 25 new employees -12
- 26 \_ Hold teachers accountable for student grades, improve grades ,set up system for assessing performance, some teachers
- 27 don't take job
- 28 seriously and students see that ,get rid of teachers who don't WANT to teach anymore - 7
- 29 \_ Student interests first, eliminate special interest groups, work for kids, equity & fairness from school to school w/teaching
- 30 resources - 6
- 31 \_ Better discipline and follow through at HS, MS, more corrective, less punitive - 6
- 32 \_ Poor administration, too many administrative positions, new Supt and board members, new principals -5
- 33 \_ More continuity k12, form council of 7 w/ 1 parent from each town for monthly meeting -2
- 34 \_ Make sure school board members visit schools on a regular basis
- 35 \_ Remove budget committee, get people more supportive of education
- 36 \_ Extend school year and school day, more face time w/ teachers
- 37 **COMMUNICATION: INTERNAL & EXTERNAL ( PARENTS & COMMUNITY)**
- 38 \_ More PR output regarding staff and student initiatives and accomplishments, on website too – 9
- 39 \_ Need monthly meetings with ES, MS, HS to communicate curriculum and coordinate, need alignment k12 – 8
- 40 \_ More parent involvement, at SAU level too, more parent education and outreach – 6
- 41 \_ Communication with community, better relations, more accessible, awareness of meetings – 6
- 42 \_ Strengthen public perception. invite older taxpayers w/o kids to school events -3
- 43 \_ Community service requirement for all students, ask community for resources we need- 3
- 44 \_ Spend more time in schools seeing day to day operations, add more community nights, reading and math game nights- 2
- 45 \_ Building reps responsible for press releases in technology and facilities
- 46 \_ Look at long term – consider more opinions of teachers and support staff for what's on in their school, they work there!!
- 47 **ACADEMIC PROGRAMMING / CURRICULUM / TEST SCORES**
- 48 \_ Get back to teaching basics, more traditional math, science, art, music , PE, handwriting, less fluff (favors sports/social)- 30
- 49 \_ Test scores low, not making AYP, Make sure students take tests seriously, sad about it – 20
- 50 \_ Work to streamline grade level goals k- 12,- more k12 focus academically, improve discipline and rigor , less drop outs- 12
- 51 \_ More pre-K direction, before school, before Kindergarten, all day Kindergarten – 9
- 52 \_ Try hard to get them up to par, less chaos , more structure, more emphasis on student responsibility for academics – 8
- 53 \_ Better alt. schooling, night school, adult ed for post grad age students, in-house vocational. ed, school to work programs,
- 54 more options - 8
- 55 \_ All students' learning cannot be measured on a test, create more lessons outside the classroom, more hands-on learning -8
- 56 \_ Earlier intervention, earlier identification of disabilities, more resources toward guidance, psych services, behavior
- 57 management -3
- 58 \_ Scores low considering \$16, 000.00 per year per kid & tax burden - 3
- 59 \_ Workshops on bullying for all teachers and staff especially at NMMS
- 60 **FISCAL RESPONSIBILITY / TRANSPARENCY & TECHNOLOGY**

## NEWFOUND AREA SCHOOL BOARD

- 1 \_ Need to UPDATE WEBSITE more consistently, outdated info, moving back 10 yrs with technology, add student art work on  
2 website, more  
3 color and fun things, more user friendly, minutes hard to find ,draft copy of proposed policies on website, web materials should  
4 be  
5 downloadable, videotaped board and budget meetings played on website -14  
6 \_ Make financial info more public, be more fiscally prudent, more bang for taxpayer buck -5  
7 \_ Improve financial support , better balance of spending and educational results, cut everything not necessary, stop overtaxing  
8 -5  
9 \_ Emphasize technology benefits as kids enter tech based workforce improve technology access- 4  
10 \_ Write more grants , higher pay for teachers  
11 \_ Admin incompetent to manage budget/demands of organization the size of NASD, budget of \$22m off scales for 1500 kids  
12 \_ Budget committee needs to work collaboratively with school district, stop fighting!
- 13 BUILDINGS & GROUNDS  
14 \_ New buildings, especially BES, NMMS, update buildings and technology – 13  
15 \_ Separate elem school to be supported by its OWN town – 6  
16 \_ Consolidate elem school, close DES, improve other elem schools, need space- 5  
17 \_ Better exit procedures at BES and NMMS for dismissal, in winter walkways to and from school
- 18 OTHER  
19 \_ Bus, teen pregnancy, healthier lunches & snacks
- 20 April 2010 CR&CC- NASD - 189 surveys page  
21 Community Relations and Communications Council Perceptions Survey – Summer/Fall 2009  
22 Goal  
23 The goal of the Council is quite simple; we must do a better job of explaining to the expansive  
24 Newfound  
25 Community who we are and what we do to benefit and support the youth of this district K-12.  
26 We intend to do  
27 this by developing a plan that involves, in large part, increased media access by the district to  
28 drill down into  
29 the programs, effort and offerings available and increase awareness through improved  
30 communication streams  
31 throughout the wider district community.  
32 Did you know? We have already accomplished so many things!  
33 \_ BES retained services of two specialists to analyze NECAP results and develop teaching  
34 strategies to  
35 drive instruction, as well as promote collaboration among regular ed, special ed and Title I  
36 staff. They  
37 also committed to Classroom Walkthrough Training and data gathering for over 200 classroom  
38 visits to  
39 analyze instructional activities and promote best practices.  
40 \_ BHVS made AYP in mathematics and reading this year. Students participated in a Math  
41 Enrichment  
42 Club for high achieving students after school and they conducted a food drive for the animal  
43 shelter  
44 and raised money for the local fire department.  
45 \_ DES made AYP in both reading and mathematics and “Just Right Books” are going home  
46 with our  
47 students every night! They also started Math Wizard Mondays during lunch when the Math  
48 Wizard  
49 invites “math apprentices” to practice answering math questions.  
50 \_ NASD 5<sup>th</sup> graders are meeting at PSU for the Adventure Connections Program to enhance  
51 the  
52 transition from elementary school to middle school and prepare for the next level.  
53 \_ NHCS made AYP in mathematics and as a school met the goal index in NECAP for both  
54 reading and

## NEWFOUND AREA SCHOOL BOARD

1 mathematics. Students, families and staff gave back through the American Red Cross Blood  
2 Drive, PJs  
3 and books to local shelters and care packages to David's House.  
4 \_ NMMS has established a Bullying Prevention Team, done a school-wide student perception  
5 survey, is  
6 preparing a computerized staff perception survey on bullying and school climate, sponsored a  
7 staff  
8 workshop on The Many Faces of Facebook and hosted nationally recognized speaker Ed  
9 Gerety! Also,  
10 students in the after school program assembled twenty twin size fleece quilts to donate new  
11 patients  
12 through Cancer Lifeline of New Hampshire.  
13 \_ NRHS received recognition for the quality of the arts program with a recent theatrical  
14 performance  
15 equaling that of a Boston production and received a commendation of approval for creating  
16 their  
17 competency –based learning assessment. Also, one student spearheaded a school-wide “sock  
18 drive”  
19 through LRGHealthcare to benefit a soldier serving in Afghanistan.  
20 \_ SAU #4 has given out \$6,000.00 in teacher grants through NEEF to fund creative, innovative  
21 student  
22 oriented projects, some of which are geared toward NECAP, at-risk students and technology.  
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