

Raymond School District Fiscal Year 2019 Budget Process Special Initiative

Math Interventionist/Bryan Belanger and Bob Bickford LRES & IHGMS , November, 2017

Problem	Proposed Solution	Advantages	Proposed Cost	Other Relevant or Mitigating Factors
<p>At LRES, according to our most recent SBAC, 14% of our current 3rd graders and 19% of our current 4th graders scored a level 1 in math. Level 1 math is defined as the student has not met the achievement standard and needs substantial improvement to demonstrate the knowledge and skills in mathematics needed for likely success in future coursework.</p> <p>At IHGMS, according to our most recent state assessment, 19% of our current 5th graders and 29% of our current 6th graders scored a level 1 in math. Level 1 math in middle school is defined as the student has not met the achievement standard and needs substantial improvement to demonstrate the knowledge and skills in mathematics needed for likely success in future coursework. These students are need of accelerated growth in order to close the learning gap and get on grade level.</p>	<p>We propose introducing a math intervention teacher who would coordinate math intervention, supervise math screening data and provide intensive intervention services for these students at LRES and IHGMS who are in significant need of math interventions.</p>	<p>Our math scores have lagged behind the state averages for a number of years. A new math program was introduced a few years ago but significant improvement has not yet been seen in both the bottom or top achievement areas. By providing this increased level of intervention we can progress monitor the students to measure whether or not they are obtaining the required level of growth. We would expect these students to have accelerated growth in their math skills. This would mean that they would demonstrate more than a year's worth of growth in one school year.</p>	<p>One skilled and certified teacher to provide mathematics intervention to targeted students in need at LRES and IHGMS, with an estimated total cost of \$56,932 (salary and benefits combined).</p>	<p>We currently have limited Math Intervention through Title I. These staff work with some struggling students during math intervention time, however we are still unable to respond to the number of students needing support. This means that some struggling students receive additional intensive support from an intervention teacher and some do not.</p>

Raymond School District Fiscal Year 2019 Budget Process Special Initiative

YEES (Youth Educational Employment Service) Case Worker/Bob Bickford, Principal/Iber Holmes Gove Middle School/November, 2017

Problem	Proposed Solution	Advantages	Proposed Cost	Other Relevant or Mitigating Factors
We have a number of high risk students at the middle school. Students who have significant academic, social, behavioral, and/or truancy issues. On average there were 27 failing grades per quarter last year with 4 students required to attend summer school and 2 being retained as a result of failing more than 2 courses for the year. Eighty two (82) students had 10 or more unexcused absences and 21 students had 10 or more discipline referrals per year. If these students do not receive significant individual support they are statistically more likely to engage in risky behavior and have a higher probability of not completing high school.	Obtain the services of a full time YEES (Youth Educational Employment Service) case worker that can focus 100% of their work on those students who have been identified by the school's Student Intervention Team (SIT) as those in the greatest need of support. YEES is a New Hampshire state certified adolescent therapeutic care program and a Medicaid provider. Unlike other offerings in the state, YEES provides services to both student and families providing consistent resources and interventions that assures students meet their behavioral and academic goals per their IEP as needed. They also can provide around-the-clock services including home visits and student transportation. The assistance of a YEES caseworker can help reduce the suspension/ expulsion rates: A key indicator monitored by the DOE for special education compliance (Indicator 4)	The YEES caseworker is assigned to our most challenging students who are at the greatest risk of becoming dropouts and/or not graduating with their classmates. The YEES caseload is determined by our Student Intervention Team (SIT) based on collected data related to academic success, behavior and/or truancy. The goal of the YEES caseworker is to significantly improve the student's productive participation and attendance in school. As the YEES caseworker is a contracted service to the district and they are not a school district employee, they have much greater flexibility in working with the students and their families. They are able to go to the home and bring the student to school, as well as to other appointments that have a positive impact on the student's productivity at school. Evidence of their efficacy can be seen by the work being completed at RHS in terms of improved climate and culture and the significant reduction in the suspension rate. In addition YEES had a very limited exposure at IHGMS few years ago their efforts helped the district save the cost of one out of district placement	According to the Special Education Director, the contract for our YEES case manager is \$62,000 per school year. The spec ed director is suggesting that we place 30% of that in the general education portion of the MS budget (\$18,6000.00) The remaining 70% (\$43,400.00) be added into the special education contracted services budget (as part of this initiative).	SY 17-18 is a pilot year for YEES at IGHMS . At no cost to our District, a YEES case worker is supporting students and families at IHGMS. We have already seen significant improvement of our most high risk students spending more time in the classrooms and engaged in their learning. The YEES caseworker can provide in school and out of school suspension resources. Their services can significantly decrease the likelihood of out of district special education placements (on average one out of district placement is \$65,000). YEES is a program that has data proven success throughout NH in both student outcome and financial saving to school districts

Raymond School District Fiscal Year 2019 Budget Process Special Initiative
Athletic Trainer /Submitted by Davinney Brazeau/RHS and IHGMS - November, 2017

Problem	Proposed Solution	Advantages	Proposed Cost	Other Relevant or Mitigating Factors
Athletics in the 21st has grown drastically and many more demands are placed on our student-athlete on a daily basis. The 20 hours that we currently receive from our ATC services do not adequately cover the time or areas needed thoroughly in our athletic program. An Athletic Trainer is a licensed health care professional who collaborates with physicians to provide preventative services, emergency care, clinical diagnosis, therapeutic intervention and rehabilitation of injuries and medical conditions. Currently within the 20 hours approximately 13-15 are spent just on game coverage which doesn't allow many hours to work with athletes on diagnosis and care and prevention of injuries. It also doesn't allow time for collaboration with physicians, school nurse, parent or coach about athlete or allow for proper documentation to be done in a timely manner for the district. With the limited number of hours beyond game coverage; we also see our team practices not being fully covered on a daily basis especially during the winter season when our practice schedules run until 8:30pm.	We would like to increase the position to 40 hours to allow for timely documentation & contact with school nurses, parents, coaches, and athletes. It will allow for more time for care & prevention of injuries, Concussion Protocols, strength & conditioning; and for discussions on the importance of sleep, nutrition and stress management for the athletes. The 40 hours will also allow these services to expand to our middle school athletic programs.	More contact time for ATC with the athletes, coaches, school nurse & parents. Decrease the delay in athlete's seeing physicians. Decrease in insurance issues. No lack of coverage for late practices. Documentation of injuries for the District done in a timely manner. Allows for rehabilitation of some injuries to be done on site. Travel to away football games.	An increase of \$3,000 for RHS and \$1,500 for IHGMS for a total of \$4,500.	

Raymond School District Fiscal Year 2019 Budget Process Special Initiative

Earth and Space Science Initiative/Submitted By Steve Woodward/Raymond High School - November, 2017

Problem	Proposed Solution	Advantages	Proposed Cost	Other Relevant or Mitigating Factors
The science department lacks a sufficient number of electives (3), specifically in earth and space science. We have historically scored low on the Science NECAP in the area of earth/space sciences. We would like to address this issue while increasing the number of science electives.	We would like to address this issue by offering Astronomy and Geology in the RHS Program of Studies.	This would help improve our Science NECAP scores in relation to earth and space sciences. This would also increase the number of electives that we are offering in the science department, and may encourage more students to pursue careers or post secondary education in the sciences.	\$7,958 to purchase texts as well as teacher resources/materials.	We currently have sufficient staffing in the Science Department to offer two additional electives. No additional expenses associated with personnel are necessary.

Raymond School District Fiscal Year 2019 Budget Process Special Initiative

Online/Distance Learning Educator/Submitted By Steve Woodward/Raymond High School - November, 2017

Problem	Proposed Solution	Advantages	Proposed Cost	Other Relevant or Mitigating Factors
Last year we had 90+ students enrolled in some kind of online learning (PLATO, VLACS, & HiSet) and this number is higher than the average teaching load for a teacher at RHS, which is 64 students. There is clearly a need for someone assigned to oversee all online learning and it is a requirement according to RSD Policy IMBA.	Create a new position and hire a qualified educator (English certification) to effectively and consistently oversee, monitor and support students who are engaged in online or distance learning at Raymond High School.	Given the high number of students engaged in some kind of online learning, it has become increasingly important to have one person oversee PLATO, VLACS, and the HiSET. This year, teachers in our English Department are sharing the responsibilities for overseeing Distance Learning. However, having one professional oversee and support students will provide more continuity to the program.	Projected Cost for this position is salary and full benefits for one certified teacher, estimated at \$94,834. Since one English teacher has been removed from the proposed budget (due to declining enrollment), this could be considered a repurposing of a position at Raymond High School.	Having up to 8 different faculty and staff members involved in the process complicates it. It all pulls teachers away from possible teaching assignments and limits elective sections.

Raymond School District Fiscal Year 2019 Budget Process Special Initiative

Special Education Administration Initiative Submitted by Tina H. McCoy - SAU 33 - November 2017

Problem	Proposed Solution	Advantagaes	Proposed Cost	Other Relevant or Mitigating Factors
<p>1. We have four special education administrators for a district of less than 1,300 students, which is a staffing pattern that is more liberal than necessary. 2. The structure that we currently have for special education administration (one coordinator for each school plus a District Director) is not conducive to smooth transitions from school to school or from school into life options after secondary education. 3. A myriad of required summer tasks are difficult to achieve with the number of days in the current contracts of curriculum coordinators.</p>	<p>1. Eliminate one position for a total of three special education administrators for our district. 2. Restructure the positions in a way that is efficient, realistic and more conducive to supporting students to transition successfully from school to school and into adult life. 3. The proposed structure is as follows: A - One coordinator for preschool through grade four, with the additional requirement that the elementary coordinator follow (attend student/parent meetings) students into fifth grade. B. One coordinator for grades 5-9 ; this coordinator would serve as the LEA (Local Education Agency) representative and work to transition students successfully into high school. C. The High School Coordinator would also serve as the Director of Student Services with the stipulation that a grant funded transition coordinator will serve as the LEA representative and IEP facilitator at meetings for students in grades 10 and up. This will provide a post-high school transition focus to all IEP meetings and keep teams oriented toward planning for the future of each student post high school. It would also ensure that the Director is available across the District as needed (and not continually in attendance at routine meetings. 4. Increase the contract days of two coordinators to 220; contract days for Director would remain 260.</p>	<p>1. Reduced cost to the Raymond School District. 2. Increased emphasis, ownership and accountability of smooth transitions for students with educational disabilities as they move from school to school and/or into life past high school. 3. Ensure adequate administrative staffing in the summer for important, required responsibilities.</p>	<p>Total cost of compensation for all four special education administrators is \$428,884 (salaries and benefits). With the reduction of one position, the total projected cost of three administrators (two with increased contract days) is \$360,085 , a savings of \$68,699 for the Raymond School District.</p>	<p>Many configurations of special education administration in the District were considered before this recommendation was finalized. While there are other viable ways to divide the responsibilities of coordinators and the Director, this option is the most student-oriented. Smoother transitions for students will reduce difficulties or potential regression as students experience new settings, situations and routines in our school system.</p>

Raymond School District Fiscal Year 2019 Budget Process Special Initiative

Assistant Principals Salaries Initiative Submitted by Tina H. McCoy - SAU 33 - November 2017

Problem	Proposed Solution	Advantagaes	Proposed Cost	Other Relevant or Mitigating Factors
Our assistant principals' salaries are not comparable to the salaries of most professionals who hold similar positions in other New Hampshire school disticts. The essential role these administrators play in our schools is key to our successful operations, our abiity to promote and sustain program improvements, and our ability to support and retain high quality teachers. Without more competitive compensation, our assistant principal positions will be more likely to turn over and the stability and quality of our school leadership will be advserely impacted.	Above and beyond the merit increases that may be awarded in the Spring, budget for salary adjustments for each of our three assistant principals. The adjustments, if approved, will be allocated based on a combination of the following factors: 1. Comparative salary information* at the elementary, middle and high school levels. 2. The number of years that the professional has been in his or her current position within our district. 3. The salaries of the principals at each of our schools.	Compared to other Assistant Principals in the region, the salaries of our Assistant Principals will become more competitive. This is intended to encourage our Assistant Principals to remain in their positions and continue to be the essential contributors that they are in the Raymond School District. .	\$10,302 to be applied to the three Assistant Principals' salaries and corresponding increases in social security and retirement contributions. This will be a salary adjustment in combination with funds associated with wagepool merit increases.	The \$10,302, if approved, will be applied to the salaries and benefits (SS and NH Ret.) for Assistant Principals according to their years of service in our District, the comparative salaries. and their level (elementary, middle or high school) and taking into account the compensation of other administrators in the District.

Raymond School District
Initiative - Assistant Principal Salaries

	<u>17-18 Salary</u>	<u>Initiative Salary Adjustment</u>	<u>3% Merit Increase</u>	<u>Total Initiative Cost</u>	<u>18-19 Salary</u>
Yacek	74,088	2,662	2,223	4,885	78,973
Chouinard	74,797	3,953	2,244	6,197	80,994
Weaver	78,375	<u>1,625</u>	<u>2,351</u>	<u>3,976</u>	82,351
Salary Increases		8,240	6,818	15,058	
Social Security		631	522	1,153	
Retirement		<u>1,431</u>	<u>1,184</u>	<u>2,615</u>	
Total Initiative Cost		10,302	8,524	18,826	

District/Building	# of Districts	# in Position	Average Wage	Min	Max	# of Contract Days
High School						
Londonderry	1	4	\$92,074.00	\$91,889.00	\$92,627.00	261
Windham	1	1	\$83,636.00			
Salem	1	1	\$85,467.00			
Litchfield	1	1	\$81,413.00			
Nashua	1	1	\$82,085.00			
Timberlane		1	\$90,000.00			
Hudson	1	1	\$86,479.00			
Bow	1	1	\$81,170.00			
Oyster River	1	2	\$85,160.00	\$82,620.00	\$87,700.00	227
Average High School AP Salary			\$85,276.00			
Middle School						
Londonderry - MS	1	2	\$78,584.00	\$78,000.00	\$79,168.00	240
ConVal	1	1	\$80,490.00			261
Oyster River	1	1	\$88,863.00			227
Windham	1	1	\$87,950.00			260
Salem	1	1	\$80,200.00			
Nashua	1	1	\$86,415.00			
Timberlane		1	\$90,000.00			
Hudson	1	1	\$77,459.00			
Bow	1	1	\$80,073.00			
Dresden/Hanover	1	2	\$77,132.50	\$74,000.00	\$80,265.00	195
Profile (7-12)	1	1	\$69,621.00			200
Average Middle School AP Salary			\$81,526.14			
Elementary School						
Londonderry	1	3	\$75,884.00	\$73,134.00	\$78,532.00	220
Windham	1	1	\$73,480.00			
Derry	1	5	\$77,595.50	\$72,272.00	\$81,978.00	215
Timberlane		1	\$84,333.00			
Hudson	1	1	\$85,029.00			

District/Building	# of Districts	# in Position	Average Wage	Min	Max	# of Contract Days
Bow	1	1	\$80,073.00			
Inter-Lakes	1	2	\$80,705.50	\$76,182.00	\$85,229.00	200
Keene	1	5	\$65,643.00	\$75,000.00	\$97,000.00	260
Bedford	1	7	\$88,186.00	\$72,000 @ 6 FTE	\$102,903.00	261
Laconia	1	2		\$84,274.00	\$91,101.00	262
New Boston and Goffstown	2	4	\$75,843.00	\$67,000.00	\$84,913.00	261
Hanover	1	1	\$74,000.00			195
Milford	1	4	\$93,530.00	\$79,395.00	\$101,105.00	260
Raymond	1	1	\$75,753.00	\$74,088.00	\$78,375.00	220
Amherst: Clark-Wilkins Elementary	1	3	\$88,438.00	\$80,000.00	\$95,000.00	260 or so YR
Amherst: Amherst Middle School	1	2	\$90,900.00	\$90,900.00	\$90,900.00	260 or so YR
Average Elementary School AP Salary			\$80,626.20			

Raymond School District		
Wagepool Employee Salaries for the 17-18 School Year		
		17-18
<u>Position</u>	<u>Employee</u>	<u>Salary</u>
Superintendent	Tina McCoy	115,000
Administrative Assistant to Superintendent	Jennifer Heywood	60,046
Business Administrator	Ronald Brickett	100,041
Human Resource Coordinator	Karen Stuart	49,138
Federal Funds Accountant	OPEN POSITION	15,000
Director of Special Education	Walter Anacki	86,910
Facilities Director	Todd Ledoux	75,124
Maintenance Tech	Christopher Huntley	40,000
PT Maintenance Tech	Pierre Dupuis	27,231
Food Service Director	Judith DiNatale	56,101
Technology Director	Kevin Federico	74,000
IT Tech / Systems Support	Matthew Clifton	38,000
IT Tech / Systems Support	Jeffrey LaBonte	38,000
IT Tech / Systems Support	Britany L'Heureux	38,000
Curriculum Coordinator	Michael Whaland	75,000
Principal, LRES	Bryan Belanger	92,338
Principal, IHGMS	Robert Bickford	90,954
Principal, RHS	Steven Woodward	90,000
Assistant Principal, LRES	Laura Yacek	74,088
Assistant Principal, IHGMS	Michael Chouinard	74,797
Assistant Principal, RHS	Peter Weaver	78,375
Student Services Coordinator, LRES	Stacy Wooster	58,518
Student Services Coordinator, IHGMS	Rebecca Hadik	71,901
Student Services Coordinator, RHS	Scott Riddell	58,865
Nurse, LRES	Diane Anderson	39,591
Nurse, IHGMS	Monique Gauthier	42,875
Nurse, RHS	Joanne Morrison	39,999

Raymond School District Fiscal Year 2019 Budget Process Special Initiative

School Nursing Initiative Submitted by Tina H. McCoy - SAU 33 - November 2017

Problem	Proposed Solution	Advantagaes	Proposed Cost	Other Relevant or Mitigating Factors
<p>This initiative arises from three interrelated issues:</p> <p>1. In relation to nursing assistants, our schools are overstaffed. Each school has one Registered Nurse and one nursing assistant. This exceeds our needs, and is liberal in comparison with other school systems.</p> <p>2. Licensed nursing assistants are exceptionally helpful but limited in how they can assist our School Nurses.</p> <p>3. The needs of our schools are not the same in relation to nursing; there are significantly more needs at the elementary level.</p> <p>4. We often have great difficulty securing substitute nurses.</p>	<p>The problems can be addressed in the following ways:</p> <p>1. Remove two of the three school nurse assistant positions in our District; one LNA will remain to float between the middle and high schools.</p> <p>2. Create a new position of Licensed Practicing Nurse (LPN). This professional will still work under the direction of a Registered Nurse but will have more responsibility and flexibility in how he or she can provide care to our students.</p> <p>3. The LPN will be housed primarily out of the Lamprey River Elementary School but will have some flexibility to assist at other schools when needed with trainings or special projects.</p> <p>4. The LPN will be prepared to serve as a substitute nurse at one of our schools in the event that a School Nurse at one of our schools is out and a substitute cannot be secured.</p>	<p>This initiative is fiscally conservative, yet better meets the needs of our District in relation to School Nursing. In addition to solving the problems stated, the level of training and education required of the professional assisting our school nurse at LRES will increase. Because a Licensed Practicing Nurse is required to have more intensive training than an Licensed Nursing Assistant, he or she can perform more health-related duties under the supervision of a Registered Nurse. This give the District more flexibility and provides and allows for a professional with a higher level of certification to substitute for our RNs when a school nurse substitute is not available.</p>	<p>A. Total Cost of Employment for Three Nursing Assistants: \$122,806 salaries and benefits (two of the positions have already been removed from the draft proposed budget).</p> <p>B. Estimated cost of New LPN Position: \$25,110 Salary, \$28,579 Benefits.</p> <p>C. Total Cost of this Proposed Initiative: - \$102,180 (an overall estimated savings of \$20,626).</p>	<p>Under the supervision of an RN, an LPN can perform activities such as, but not limited to, administering medications and vaccinations, collecting samples, assissts with wound care, inserts or cares for catheters, cares for patients with ventilatros and tracheostomy tubes. Supervision of an RN does not mean that the two professionals must be in the same immediate area; the LPN must be able to easily contact the RN for consultation and assistance.</p>

2017-2018 School Nurses

District	Number Schools	Number RN per District	Number RN per school	Number assistants	Assistant types	Description
Bedford	6	7.8	1 except HS has 2(1.8)	0	uses nurse interns as non paid volunteers	
Concord	7	8.5	<i>see description</i>	0	LNA only assigned to medical fragile student	1 each ES, 1.5 MS, 2 HS
ConVal	11	9	<i>see description</i>	0		1 each ES, 1 each MS, 2 HS, 2 RNS to cover 5 schools in other Districts
Goffstown/New Boston	6	5	1 at each elem/2 at middle and high	0		
Hooksett	3	3	1	0		
Londonderry	5	10	2	0		
Mascoma Valley	4	4	1	0		
Milford	4	4	1	2.5	no cert	
Monadnock	6	5.5	1 plus .5 FTE at 1 school	0		
Nashua	17	20	<i>see description</i>	2	LPN	1 RN to each school but HS has 2 each plus District floating nurse
Pembroke	4	4	1	1(at high school only)	LPN	
Raymond	3	3	1	3	2 LNA-1 LPN	
Souhegan-Amherst-Mont Vernon	4	5.5	<i>see description</i>	1	PT assistant	1 ES, 2 ES, MS 1.5, HS 1
Winnesquam	5	5	1	0		

LRES Nurse's Office 2016-2017

Month	LRES Office Visits			LRES Scheduled Visits		
	Injury	Illness	Total	Scheduled Visit	Medication Visit	Total
August 2016	28	49	77	1	31	32
September 2016	368	772	1140	18	216	234
October 2016	347	842	1189	13	320	333
November 2016	337	744	1081	19	313	332
December 2016	198	564	762	8	274	282
January 2017	340	971	1311	20	345	365
February 2017	206	651	857	11	300	311
March 2017	258	859	1117	17	330	347
April 2017	380	808	1188	21	343	364
May 2017	588	963	1551	26	447	473
June 2017	377	597	974	12	322	334
Total 2016-2017 School Year	3427	7820	11247	166	3241	3407
Total Staff Visits & Injury Reports 181	Total Non-Visit Data Exchange 124	Total Screenings 202	Total LRES Nurse Services 15161			

STUDENT VISITS TO NURSE'S OFFICE 2016-2017
IHGMS

	<u>MEDS</u>	<u>VISITS</u>	<u>MONTHLY TOTAL</u>
AUG	57	132	189
SEPT	167	884	1051
OCT	144	883	1027
NOV	171	681	852
DEC	94	596	690
JAN	112	587	699
FEB	68	497	565
MAR	74	678	752
APR	77	519	596
MAY	140	772	912
JUNE	149	606	755
	1,253	6,835	8,088

STAFF VISITS = 98

TOTAL VISITS = 8,186

RHS Nurse Visits

2016-2017

August	96
Sept	1070
Oct	887
Nov	716
Dec	559
Jan	677
Feb	516
March	611
April	626
May	765
June	370
TOTAL	6893

Raymond School District Policy - IO

CLASS SIZE

The School Board is aware that class size has bearing upon effective teaching. It therefore directs the Superintendent to work with Principals in establishing a reasonable and equitable class enrollment for each teacher.

The Board understands that achieving this goal is dependent upon the financial ability of the District. In determining the size of various classes, the administration will consider the following factors:

1. The type of load that will help the teacher be most effective with the students in the class
2. The experience of the teacher and his/her familiarity with Raymond programs and policies
3. Required preparation and correction time for the particular class
4. The degree of need for individualization of instruction.

As a general guideline, the Board supports the following maximum class sizes:

a. Preschool/Kindergarten	15 students per class
b. Grades 1 through 3	18 students per class
c. Grades 4 through 8	22 students per class
d. Grades 9 through 12	25 students per class

Adopted: August 14, 1975

R/R: 6/21/01

Revised: August 1, 2002

Revised: August 5, 2009

Raymond School District Enrollment* as of October 1, 2016 and October 1, 2017

	October, 2016^	October, 2017**
Preschool	36	39
Kindergarten	93	84
Grade 1	88	92
Grade 2	94	92
Grade 3	105	91
Grade 4	99	104
Subtotal	515	502
Grade 5	100	99
Grade 6	91	94
Grade 7	121	92
Grade 8	94	119
Subtotal	406	404
Grade 9	135	117
Grade 10	95	112
Grade 11	101	78
Grade 12	94	71
Subtotal	425	378
Total	1,346	1,284

* Includes students placed out of district

^ Adjusted to reflect final DOE Data Report

** Updated to reflect numbers reported to DOE

LRES CLASS SIZE (5 Year Comparison)

Anticipated 2018 - 2019	2017 - 2018	2016 - 2017	2015 - 2016	2014 - 2015
SIZE	SIZE	SIZE	SIZE	SIZE
*KINDERGARTEN	KINDERGARTEN	KINDERGARTEN	KINDERGARTEN	KINDERGARTEN
Teacher 1 15	Teacher 1 14	Teacher 1 16	Teacher 1 16 8	Teacher 1 16 8
Teacher 2 15	Teacher 2 14	Teacher 2 16	Teacher 2 31 16	Teacher 2 33 17
Teacher 3 15	Teacher 3 14	Teacher 3 16	Teacher 3 30 15	Teacher 3 33 17
Teacher 4 15	Teacher 4 14	Teacher 4 15	Teacher 4 24 12	Teacher 4 34 17
Teacher 5 16	Teacher 5 14	Teacher 5 15	TOTAL Kindergarten: 85	TOTAL Kindergarten: 100
Teacher 6 16	Teacher 6 14	Teacher 6 15		
TOTAL Kindergarten: 92	TOTAL Kindergarten: 84	TOTAL Kindergarten: 93		
GRADE 1	GRADE 1	GRADE 1		
Teacher 1 17	Teacher 1 15	Teacher 1 15	Teacher 1 16	Teacher 1 17
Teacher 2 17	Teacher 2 15	Teacher 2 15	Teacher 2 16	Teacher 2 16
Teacher 3 17	Teacher 3 15	Teacher 3 15	Teacher 3 18	Teacher 3 17
Teacher 4 17	Teacher 4 15	Teacher 4 15	Teacher 4 17	Teacher 4 17
Teacher 5 16	Teacher 5 16	Teacher 5 14	Teacher 5 13	Teacher 5 16
	Teacher 6 16	Teacher 6 14	Teacher 6 14	Teacher 6 15
TOTAL Grade 1: 84	TOTAL Grade 1: 92	TOTAL Grade 1: 88	TOTAL Grade 1: 109	TOTAL Grade 1: 114
GRADE 2	GRADE 2	GRADE 2		
Teacher 1 18	Teacher 1 15	Teacher 1 16	Teacher 1 15	Teacher 1 18
Teacher 2 18	Teacher 2 15	Teacher 2 16	Teacher 2 16	Teacher 2 17
Teacher 3 18	Teacher 3 15	Teacher 3 16	Teacher 3 16	Teacher 3 17
Teacher 4 19	Teacher 4 15	Teacher 4 16	Teacher 4 15	Teacher 4 17
Teacher 5 19	Teacher 5 16	Teacher 5 15	Teacher 5 14	Teacher 5 16
	Teacher 6 16	Teacher 6 15	Teacher 6 15	Teacher 6 17
TOTAL Grade 2: 92	TOTAL Grade 2: 92	TOTAL Grade 2: 94	TOTAL Grade 2: 107	TOTAL Grade 2: 102
GRADE 3	GRADE 3	GRADE 3		
Teacher 1 15	Teacher 1 15	Teacher 1 18	Teacher 1 17	Teacher 1 18
Teacher 2 15	Teacher 2 15	Teacher 2 18	Teacher 2 17	Teacher 2 18
Teacher 3 15	Teacher 3 15	Teacher 3 18	Teacher 3 17	Teacher 3 17
Teacher 4 15	Teacher 4 15	Teacher 4 17	Teacher 4 20	Teacher 4 18
Teacher 5 16	Teacher 5 15	Teacher 5 17	Teacher 5 16	Teacher 5 18
Teacher 6 16	Teacher 6 16	Teacher 6 17	Teacher 6 18	Teacher 6 18
TOTAL Grade 3: 92	TOTAL Grade 3: 91	TOTAL Grade 3: 105	TOTAL Grade 3: 105	TOTAL Grade 3: 107
GRADE 4	GRADE 4	GRADE 4		
Teacher 1 18	Teacher 1 21	Teacher 1 20	Teacher 1 23	Teacher 1 18
Teacher 2 18	Teacher 2 21	Teacher 2 20	Teacher 2 21	Teacher 2 17
Teacher 3 18	Teacher 3 21	Teacher 3 20	Teacher 3 22	Teacher 3 18
Teacher 4 18	Teacher 4 21	Teacher 4 20	Teacher 4 22	Teacher 4 17
Teacher 5 19	Teacher 5 21	Teacher 5 19	Teacher 5 22	Teacher 5 16
TOTAL Grade 4: 91	TOTAL Grade 4: 105	TOTAL Grade 4: 99	TOTAL Grade 4: 110	TOTAL Grade 4: 86
PRESCHOOL (4 sessions)	PRESCHOOL (4 sessions)	PRESCHOOL (4 sessions)		
Teacher 1 14-14	Teacher 1 20	Teacher 1 14 - 14	Teacher 1 14	Teacher 1 28
Teacher 2 14-14	Teacher 2 21	Teacher 2 14 - 14	Teacher 2 15	Teacher 2 30
TOTAL Preschool: 56	TOTAL Preschool: 41	TOTAL Preschool: 56	TOTAL Preschool: 59	TOTAL Preschool: 58
GRAND TOTAL: 507	GRAND TOTAL: 505	GRAND TOTAL: 535	GRAND TOTAL: 575	GRAND TOTAL: 567

* Kindergarten enrollment from Enrollment Projections: Births and First Through Twelfth Grade. NHSBA (based on lowest of 3 estimates)

2018-2019 IHGMS class loads - Historical

5th Grade Team	Subject	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018 - 2019
Teacher 1	All	16	20	0	17	20	21
Teacher 2	All	15	20	22	16	20	21
Teacher 3	All	16	20	24	16	20	21
Teacher 4	All	14	20	24	17	20	20
Teacher 5	All	17	21	23	16	19	20
Teacher 6		<u>16</u>	<u>21</u>	<u>0</u>	<u>17</u>	<u>0</u>	<u>0</u>
		94	101	93	82	99	103

7th Grade Team	Subject	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018 - 2019
Teacher 1	ELA/SS	17	16	14	21	19	19
Teacher 2	Math/SS	17	16	14	20	18	19
Teacher 3	Sci/SS	18	17	16	20	18	19
Teacher 4	Math/Sci	17	16	16	21	18	18
Teacher 5	ELA/SS	18	16	16	20	18	18
Teacher 6		<u>16</u>	<u>16</u>	<u>16</u>	<u>20</u>	<u>0</u>	<u>0</u>
		103	98	92	122	91	93

6th Grade Team	Subject	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018 - 2019
Teacher 1	ELA/SS	20	19	22	19	19	20
Teacher 2	Math/SS	20	19	20	18	19	20
Teacher 3	Sci/SS	19	19	21	18	18	20
Teacher 4	Math/Sci	19	18	21	18	19	20
Teacher 5	ELA/SS	20	19	19	0	18	19
Teacher 6		<u>0</u>	<u>0</u>	<u>21</u>	<u>18</u>	<u>0</u>	<u>0</u>
		98	94	124	91	93	99

8th Grade Team	Subject	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018 - 2019
Teacher 1	ELA/SS	16	17	16	19	20	19
Teacher 2	Sci/SS	18	17	19	19	20	18
Teacher 3	Math/SS	20	17	16	18	20	18
Teacher 4	Sci/SS	19	18	17	18	20	18
Teacher 5	Math/ELA	18	17	17	18	20	18
Teacher 6		<u>16</u>	<u>17</u>	<u>17</u>	<u>0</u>	<u>20</u>	<u>0</u>
		107	103	102	92	120	91

Total Current Enrollment= 403
Total Projected Enrollment = 386

UA Team	Subject	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018 - 2019*
Teacher 1	Reading Interventionist	201	207	205	210	205	128
Teacher 2	ITC	402	414	411	357	329	325
Teacher 3	FACS	402	414	411	357	329	325
Teacher 4	PE	402	414	411	400	400	325
Teacher 5	Tech Ed	402	414	411	357	329	325
Teacher 6	Band/Chorus	402	101	205	210	206	173
Teacher 7	Art	402	414	411	357	329	325
Teacher 8	Music	402	414	411	209	205	0
Teacher 9	Reading*	201	207	0	0	0	0
Teacher 10	Health	402	414	411	357	329	325
Teacher 11	Library/Media World	0	0	411	357	283	275
Teacher 11	Languages Math	0	0	0	40	40	325
Teacher 12	Interventionist	0	0	0	0	0	128

Case Managers	Subject	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018 - 2019
Case Manager 1	Gr 5	15	13	16	17	19	20
Case Manager 2	Gr 6	13	14	17	17	19	18
Case Manager 3	Gr 7	16	15	18	22	21	19
Case Manager 4	Gr 8	12	16	20	23	22	19
Case Manager 5	Connections	12	12	9	12	11	12
5/6 Counselor	Guid	134	138	137	140	189	202
7/8 Counselor	Guid	134	138	137	140	213	184
EH/504 Counselor	Guid	134	138	137	139	40	0

* Estimated class size. Not all students take all UA's in all four years that they are at IHGMS. Grades 5,6,&7 have 9 UA classes per year. Grade 8 has between 2 and 6 UA's per year, depending on what they select.

Master Schedule English

2017-2018 School Year

Teacher Name	Period 1	Period 2	Period 3	Period 4	Period 5	Period 6	Period 7
Koch 62/58	Pop Lit - 17	Online Learning - 8	Non Fiction Writing - 9			Honors America Literature – 24	AP English Literature - 4
	Media Studies - 14			Oral Communication - 9			
Pauli 68/68	Online Learning - 8		REAP English - 6	American Literature - 17		American Literature -12	American Literature - 25
Reed 68/67		Creative Writing - 14	Practical American Literature - 12	Honors World Literature - 12	World Literature - 24	Online Learning - 6	
		Creative Writing - 13					
Dussault 72	Practical English Foundations - 8		Practical World Literature - 13	World Literature -25	Online Learning - 6		World Literature - 21
Slack 50/48	Practical Writing -15	British Literature - 10		Online Learning - 6	Expository Writing - 23	Honors Craft of the Essay - 6	
	Practical Reading - 14				Popular Literature - 21		
Tudisco 92/92		Foundations English - 16	Honors Foundations English - 19	Foundations English – 18	Foundations English - 19		Foundations English - 20

9/12/17 REAP English – Course period subject to change

Master Schedule Math

2017-2018 School Year

Teacher Name	Period 1	Period 2	Period 3	Period 4	Period 5	Period 6	Period 7
Boucher-Pepper 61/61		Algebra I - 14	Algebra I - 13	Honors Algebra I - 18	Algebra I Concepts - 9		Algebra I - 7
Barth 57/57	Geometry - 14	Algebra II Concepts - 4		Geometry - 15	Algebra II - 11	Geometry - 13	
Hayes 63/63		Honors Geometry - 16	Honors Algebra II - 11			Algebra I - 17	Honors Geometry - 19
Whitney 70/70	Algebra II - 10		AP Calculus - 9	Algebra I - 14	Honors Algebra II - 16	Algebra II - 21	
Maloney 79/79	Senior Math - 13		Honors Pre-Calculus - 23	Senior Math - 12	Geometry - 21	TAC Math - 10	

Master Schedule Social Studies

2017-2018 School Year

Teacher Name	Period 1	Period 2	Period 3	Period 4	Period 5	Period 6	Period 7
Williams 76/64	AP US History - 15	World Geography - 19	Honors Gov - 17		Contemporary Issues - 7		Government - 18
			Government - 17		AP Government - 10	Honors Government - 10	Government - 12
Forkey 86/72	Honors Economics - 19		Economics - 24	US History - 14		Government - 15	Economics - 14
	Psychology - 21		Honors Economics - 12		Anthropology - 5	Economics - 20	
Cameron 97/97	World History - 24		US History - 12	World History - 16	Honors World History - 22		World History - 23
Nardone 80/82	US History - 22	US History - 19	Honors US History - 17		Civil Law - 11		Criminal Law - 11
					Criminal Law - 12	Civil Law - 12	
Woodward S1					Psychology - 9		
Brazeau							Economics - 19

Master Schedule World Language

2017-2018 School Year

Teacher Name	Period 1	Period 2	Period 3	Period 4	Period 5	Period 6	Period 7
Moyer 78/78	Spanish IV - 3	Spanish II - 18		Spanish III - 18		Spanish II - 24	Spanish II - 15
Jubinvillle 37/37		French II - 11		French III/IV - 10	French II - 3	French I - 13	
Yaris 35/35			Spanish I - 22			Spanish I - 13	

8/22/17

Master Schedule Science

2017-2018 School Year

Teacher	Period 1	Period 2	Period 3	Period 4	Period 5	Period 6	Period 7
Koch 48/48	REAP Math - 6		Chemistry - 10	Chemistry - 10	Honors Physics - 11		Conceptual Physics - 11
Baumann 94/94	Biology - 17		Biology - 23	Honors Biology - 17	Biology - 18	Biology - 19	
Coomey 82/82	Physical Science - 18		Physical Science - 20	Physical Science - 12	Physical Science - 19		Honors Physical Science - 13
Gallagher 55/51		Zoology - 17 Botany - 16	Human A & P - 4	Zoology - 11 Botany - 8		Honors Biology - 9	Environmental Science - 14
Ramsey 54/54		Chemistry - 12	Chemistry - 9	AP Chemistry - 9	AP Biology - 3		Honors Chemistry - 21

REAP Math periods subject to change

9/12/17

Master Schedule Unified Arts

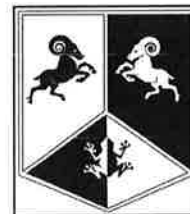
2017-2018 School Year

Teacher Name	Period 1	Period 2	Period 3	Period 4	Period 5	Period 6	Period 7
Brazeau D 54/69		Health - 19	HiSet - 2		Health - 12	Health - 21	
			Health - 22	Health - 24	Health - 21		
Brazeau M 68/78	Personal Finance - 8	Acct I & II - 3		Yearbook - 12	Yearbook - 24	Personal Finance - 25	
	Economics - 1	Ent - 25			Personal Finance - 18	Sports Ent Mgmt. - 13	Economics - 21
Robey 49/49	REAP JAG - 6	JAG - 16	JAG - 7			JAG - 11	JAG - 4
Lacasse 128/125	Raymond Singers - 49	Concert Band - 58	Int. to Acting - 4		Drumline - 8	Guitar - 9	
			Topics In Cont. Music - 5		Guitar - 7	Music Theory - 6	
Long 114/107	PEIA S1 - 19	PEIA S1 - 21		PEIB S1 - 21	PE II - 10	PEIA S1 - 22	PEIB S1 - 21
	PEIA S2 - 19	PEIA S2 - 24		PEIB S2 - 18	PE III - 16	PEIA S2 - 20	PEIB S2 - 10
Mutch 55/79	Open Studio I & II - 1		Art I - 20	Paint I & II - 1	Art I - 14	Art I - 19	
		Art I - 23	Crafts - 19		Art I - 10	Pottery - 18	Drawing I & II - 12
Gilbert 68/70	Intro to Photo - 20	Comp Lit I 8	Google Apps - 13		Comp Lit I - 10		Comp Lit II
	Comp Lit II - 19				Intro to Prog. - 13	Comp Lit II - 20	Intro to Photo - 18
Plender D 60/63	Wood Construction - 13	Photo - 11		Wood I - 13	Wood I - 13	Wood I - 10	
			Wood II - 8	Intro to Elec - 18		Wood I - 10	Wood I - 8
Plender J 15/2							Foods - 15
							Foods - 2

9/12/17 REAP JAG course period subject to change

Raymond School District

2016-2017 Annual Report Card



School Board

John Harmon, Chair
Joseph Saulnier, Vice Chair
Janice Arseneault, Secretary
Michelle Couture
Jaclyn Sirrine
Jeffrey Rivard, Student Representative

Administration

Dr. Tina McCoy, Superintendent of Schools
Ron Brickett, Business Administrator
Walter Anacki, Student Services Director
Steven Woodward, Raymond High School Principal
Peter Weaver, Raymond High School Assistant Principal
Robert Bickford, Iber Holmes Gove Middle School Principal
Mike Chouinard, Iber Holmes Gove Middle School Assistant Principal
Bryan Belanger, Lamprey River Elementary School Principal
Laura Yacek, Lamprey River Elementary School Assistant Principal
Melissa Lefebvre, Curriculum Coordinator
Kevin Federico, Technology Director
Judith DiNatale, Food Service Director
Todd Ledoux, Facilities Director

An Equal Opportunity Employer. The District shall not discriminate in its education programs, activities, or employment practices on the basis of race, color, national origin, age, sex, sexual orientation, religion, or handicap under the provisions of Title VI of the Civil Rights Act of 1964, the Age Discrimination Act of 1967, Title IX of the Education Amendment of 1972, and Section 504 of the Rehabilitation Act of 1973. Any person having inquiries concerning the District's compliance with the regulations implementing these laws may contact the Superintendent of Schools.

Superintendent's Message

I am proud to present the Raymond School District 2016-17 Annual Report Card. This document provides an overview of the accomplishments of our students, the events and initiatives that took place during the course of the school year, and the activities that employees engaged in in order to continually improve the educational experiences of children and youth in Raymond. Additionally, the Annual Report Card includes data key to understanding our District. It is important to note that without the support of our community the many achievements of the past year would not have been possible.



Under the leadership of Ms. Ellen Small and a phenomenal administrative team, students across our schools were provided with a wide range of quality educational and extracurricular opportunities. In collaboration with parents and community organizations, district employees worked together to promote a culture conducive to personal growth for every student. The Raymond School Board worked diligently to provide governance that allows the District to move forward while also being mindful of the needs of our taxpayers. I am very excited and proud to assume the position of Superintendent of Schools in this amazing educational community beginning with the 2017-18 school year.

Please take a few moments to peruse this document and learn more about the Raymond, New Hampshire Schools. For additional information about the Raymond School District, please visit our website at sau33.com.

Sincerely,

Tina H. McCoy, Ed.D.
Superintendent of Schools
School Administrative Unit #33
Raymond, New Hampshire

The Mission of the Raymond School District is to
ensure high levels of learning for all.

Through innovation and collaboration with
our community, we will encourage and challenge
each student with a rigorous and relevant program.

The Year in Review

August

- Lamprey River Elementary School (LRES) Outdoor Classroom was constructed over the summer. There is also a trail in the area that students and teachers can access.
- Summer projects completed include room seams at LRES, cafeteria flooring at LRES, and cameras at Iber Holmes Gove Middle School (IHGMS).
- 80 staff members took part in professional development over the summer: 20 teachers attended competency work sessions. 17 participated in a Chromebook cohort. 17 took part in a Flipped Classroom workshop. 11 took part in Responsive Classroom training. 15 were involved in a book study.
- The Educator Effectiveness Plan was put into place.
- Full-day kindergarten began.



RHS Homecoming



September

- District administrators presented the District Capital Improvements Plan to the CIP Committee.
- Raymond High School (RHS) students who attended the Raymond Roundtables program talked with the Board about their experience with this summer enrichment program.
- The RHS National Honor Society held their annual Red Cross Blood Drive and collected more pints of blood than the previous year.
- LRES PTO held their *Night Under the Stars* event.
- RHS Homecoming! Events included a parade, soccer and football games, and a dance.
- The District received a Fresh Fruit and Vegetable Program grant, allowing us to offer healthy snacks to students several days a week.
- Teachers continued writing course competencies due in June 2017.

October

- A CPR/First Aid recertification class was offered to all staff.
- LRES students presented their experiences in the newly construction Outdoor Classroom to the School Board.
- Superintendent Small announced her decision to retire at the end of June 2017.



RCFY "Drug-Free Zone" Shirts

- RHS JAG (Jobs for American's Graduates) students talked with the School Board about the JAG program. The program implements a mix of services to prepare students for the world of work, including a mentoring program through the Walmart Distribution Center, community service projects, and learning leadership, public speaking, and interviewing skills.
- The RHS Interact Club donated over \$400 to the Raymond Area Rotary Club for their Clean Water Initiative in India. The money was raised the prior spring at a student-faculty talent show.
- Raymond Coalition for Youth provided *Drug-Free Zone* shirts to students and staff to provide a positive message about a community norm as part of *Red Ribbon Week*.
- The School Board voted to move the LRES building proposal forward to voters in March 2017.
- Raymond High School was accepted again as a SEAD (Summer Enrichment at Dartmouth) priority high school.
- Our students had many impressive art displays at the Deerfield Fair, including overall first place for the high school's display and third place for the middle school display.
- *Cooking Matters* returned to IHGMS—a free program in which students learned to cook meals and then were able to take the ingredients home to cook a meal with their family.
- Professional development offered to teachers in fall: literacy coaching at IHGMS, reading coaching at LRES, UNH Cohort on Reader's Workshop at LRES, a new Chromebook cohort in which a group of teachers learned Google Classroom, Advanced Google Classroom, and Dynamic Indicators of Basic Early Literacy Skills (DIBELS) math at LRES, as well as an RHS book study on understanding poverty.

November

- IHGMS students talked with the School Board about their Lamprey River exploration. They gave special thanks to the Parent Core Group for the purchase of new waders.
- The IHGMS Girls Soccer Team became the Tri-County League Champions for the second year in a row!
- RHS students presented the Transition Program to the School Board. The Transition Program includes a variety of extended learning opportunities and services for identified special education students, 504 students, and non-identified at-risk students.
- The RHS Interact Club and Peer Outreach created 50 Thanksgiving food baskets with the Raymond Area Rotary Club.
- District Administrators presented the 2017-18 proposed budget to the Budget Committee.
- RHS held their *I am College Bound* day. This event helps high school seniors navigate the college admissions process.
- RHS students attended the LEAP (Leadership Empowering Authentic Progress) Conference. LEAP aims to make a difference in the lives of students by giving them the opportunity to refine their leadership skills and return those skills to their own communities and schools.



*RHS Interact Club
Rotary Holiday Food Baskets*

December

- IHGMS students spoke with the School Board about their experience at Enterprise City, where they engaged in some real-world budgeting, banking, and other careers.
- LRES students presented their study of Native Americans to the School Board. Each class focused on a different tribe, setting up a museum in their classroom and giving tours and teaching the material to the other classes.
- Successful holiday concerts were presented.

January

- Public hearings were held by the School Board for the LRES construction bond and by the Budget Committee for the 2017-18 budget and other warrant articles.
- RHS students competed in the *Granite State Challenge*.
- The School Board announced the appointment of incoming Superintendent Tina McCoy, to begin in July 2017.
- IHGMS students held their *Pennies for Patients* fundraiser to raise \$887 for the fight against leukemia.
- RHS held their *Bring Em' Back Event*. Former RHS students return to speak with current students about life after high school.
- The District received a grant for the purchase of 16 Chromebooks. A new Chromebook cohort was formed.
- *Apps for Education* workshop offered to staff.
- IHGMS raised \$284 with their Giving Tree for the *Children Helping Children* program.
- IHGMS Boys and Girls Basketball Teams went to Tri-County Playoffs.



IHGMS Girls Soccer Team

February

- The School District Deliberative Session was held on February 4th.
- IHGMS students presented their experience at Project Safeguard to the School Board. Project Safeguard is an off-site conference designed for 7th grade students to address various issues, including substance abuse, peer pressure, self esteem, and internet safety.
- The RHS Penguin Plunge Team made the plunge and raised over \$13,000 for Special Olympics!
- LRES held their *Fisher Cats Reading Challenge*, challenging students to read five books by March 10th.
- RHS Unified Basketball Team completed their second season.

March

- A CPR/First Aid class was offered to all employees.
- Voting Day took place on March 14th. The operating budget, the support staff collective bargaining agreement, the capital reserve fund expenditures, the reserve of surplus funds, and entering into an agreement for an easement with the Town all passed. The LRES building project and the school warrant article relative to outsourcing the food service program did not pass. The citizens petition warrant article relative to *not* outsourcing food service passed. Michelle Couture and Janice Arsenault were elected to the School Board.
- RHS Math Team students spoke with the School Board to discuss how long they've been participating on the Team, their reasons for participating, how a math meet works, and how points are earned for problems solved.



*Children's Chamber
Foundation Fundraiser*

- LRES students talked about the *Brick Bunch* (formerly the Lego Club). Almost 150 students participated, and their focus was simple machines and animals.
- IHGMS *Students Helping Students* campaign raised over \$400 for the Children's Chamber Foundation. Students worked together creating mittens and hats to sell to raise the funds.
- A biometric screening was scheduled at RHS, open to all SchoolCare members.
- IHGMS 5th grade held *Dr. Seuss Day*, with guests reading different books to students.
- RHS Winter Sports Awards were held on March 19th.
- RHS Varsity Cheer competed in the Division III State Championships.

April

- The Music Department at each school presented an aspect of their music program to the Board. Elementary school students performed several pieces of music as examples of how their skill has improved over the school year. The middle school performed a wonderful piece with varying instruments. And a high school student used a computer program to show the School Board how her music practice at home can be assessed and improved within the program before submitting her assignment electronically for class.
- The School Board approved an updated Professional Development Master Plan.
- Youth Action Group students talked with the School Board about their activities over the year, which included Family Fun Night, the Sticker Shock campaign done around prom time and New Year's warning people of the seriousness of purchasing alcohol for minors, Red Ribbon Week held in October about the dangers of abusing drugs, Project Safeguard for 7th grade students, submission for a film competition regarding drug abuse, and distribution of t-shirts with drug-free messages.
- RHS students placed 6th in the state in the *Financial Literacy Challenge*. They represented RHS in the live finals event in Concord and placed 3rd overall!
- RHS College and Career Fair was held on April 12th.
- IHGMS held the National Junior Honor Society Induction Ceremony.
- 5th grade went to *Nature's Classroom*.

May

- RHS student athletes talked with the Board about the Unified Sports Team. The Unified Basketball Team includes players both with and without physical and intellectual disabilities.
- LRES students held a Pancake Breakfast with grandparents as a closing activity to their maple syruping project.
- IHGMS students talked presented their *Nature's Classroom* trip to the School Board. About 90 students participated in the week-long program this year, which included hiking, lab experiments, and other group activities in a natural, campground setting.
- The Strategic Planning Committee met to review and update the District's Strategic Plan.
- *Rafflemania* took place at IHGMS
- Annual POPS Dinner and Concert was held at RHS.
- The District received a five-year grant for the 21st Century After School program.
- ELO (Extended Learning Opportunity) presented at RHS on the successful opening of the school store.
- The District received a two-year science grant for training teachers K-12.



LRES Pancake Breakfast

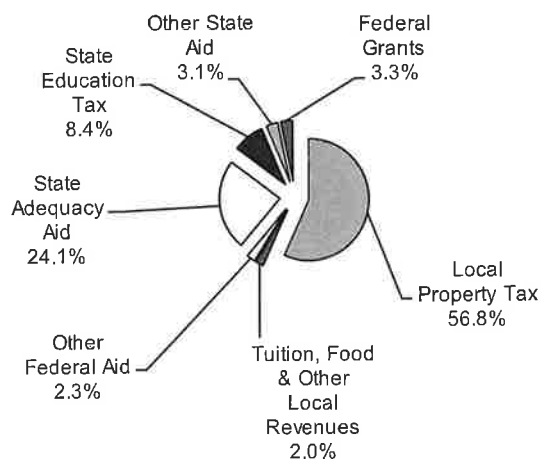
June

- Staff Breakfast and Wellness Fair was offered to all employees.
- Mary Lessard, IHGMS Art Teacher, received the NH Art Teacher of the Year Award.
- *Donuts for Dads* held at LRES preschool for Father's Day.
- IHGMS students presented their Washington D.C. trip to the Board. This is an annual trip that 8th grade takes, which includes a number of memorials and landmarks throughout the historical area.
- 28 student athletes received the Three Sport Athlete Award.
- The Class of 2017 had 4 student athletes who participated in three sports seasons for all four years.
- RHS Graduation Day on June 16th—101 student received their diplomas!

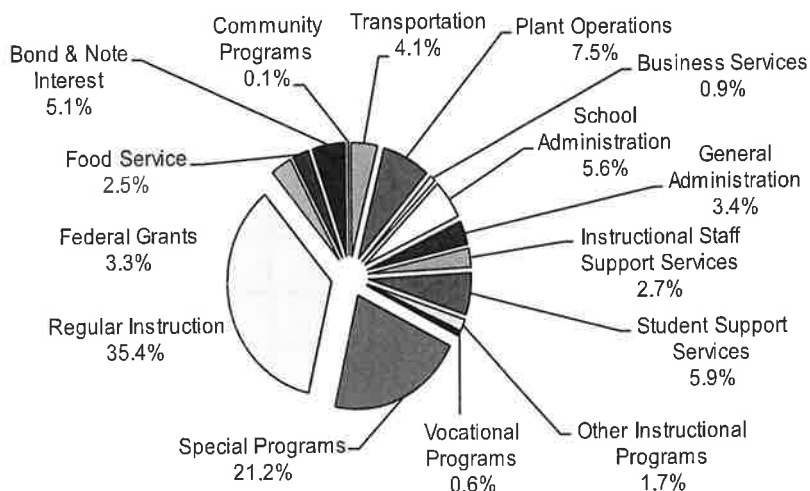


Financial Data

SOURCES OF REVENUE



DISTRIBUTION OF EXPENSES

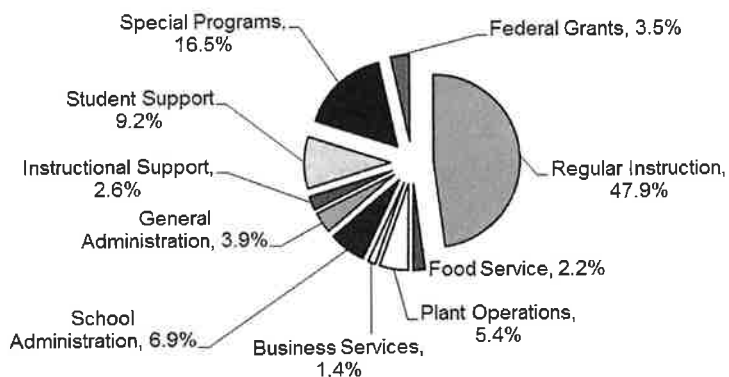


COMPARISON OF GENERAL FUND REVENUES AND EXPENDITURES

	2008-2009 Actuals	2009-2010 Actuals	2010-2011 Actuals	2011-2012 Actuals	2012-2013 Actuals	2013-2014 Actuals	2014-2015 Actuals	2015-2016 Actuals	2016-2017 Actuals
Revenues*	\$20,749,576	\$20,174,424	\$20,021,913	\$20,090,933	\$20,228,934	\$20,725,672	\$21,222,088	\$21,859,201	\$21,930,802
Expenditures	\$19,976,946	\$20,061,052	\$20,259,863	\$20,392,174	\$20,495,742	\$20,444,887	\$21,269,145	\$21,595,829	\$21,593,655

*Revenues do not include prior year surplus amounts

DISTRIBUTION OF EMPLOYEE SALARIES



2016-2017 Total Salaries \$ 10,737,934

Student/Staff Data

DISTRICT PUBLIC SCHOOL ENROLLMENT				
	Elementary (PreK-4)	Middle	High	Total
2006-2007	607	422	541	1570
2007-2008	587	419	518	1524
2008-2009	602	443	445	1490
2009-2010	604	453	462	1519
2010-2011	570	453	444	1467
2011-2012	554	451	419	1424
2012-2013	569	434	445	1448
2013-2014	570	398	448	1416
2014-2015	555	417	448	1420
2015-2016	568	411	441	1420
2016-2017	515	401	420	1336

AVERAGE DAILY STUDENT ATTENDANCE										
	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
Elem.(1-4)	94.9%	95.0%	93.3%	95.0%	94.6%	95.2%	92.4%	95.4%	95.2%	95.1%
Middle	94.9%	94.8%	92.9%	94.6%	95.1%	95.0%	94.6%	95.1%	95.0%	95.2%
High	91.3%	90.4%	90.4%	93.1%	92.0%	93.0%	92.2%	93.5%	93.1%	91.9%

PERCENTAGE OF SPECIAL EDUCATION STUDENTS										
	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
Raymond	19%	19%	17.5%	18.4%	21.02%	18.66%	21.03%	21.66%	21.88%	23.85%*
State Average	14.6%	15.2%	9.72%	9.64%	9.45%	10.68%	14.89%	N/A	N/A	N/A

*Updated October, 2017

FREE AND REDUCED LUNCH % ELIGIBLE STUDENTS											
	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
Elementary	25.12%	30.34%	27.05%	33.41%	30.30%	28.33%	30.54%	34.93%	33.74%	36.05%	32.38%
Middle	25.43%	28.88%	32.28%	32.01%	31.79%	35.03%	32.72%	32.66%	27.10%	25.30%	28.18%
High	21.07%	23.55%	21.17%	24.24%	25.45%	23.92%	26.97%	28.13%	26.56%	28.80%	25.00%
District Average (Gr. 1-12)	23.69%	27.40%	26.83%	29.85%	29.19%	29.25%	30.05%	31.80%	29.03%	30.11%	28.42%
State Average (Gr. 1-12)	18.88%	19.45%	20.87%	23.95%	25.65%	26.76%	27.26%	28.27%	28.93%	28.06%	27.3%

Student/Staff Data

STUDENT DROPOUT RATE		
	District	NH State Average
2006-2007	6.8%	3.2%
2007-2008	5.0%	2.5%
2008-2009	4.2%	1.7%
2009-2010	1.29%	.97%
2010-2011	2.24%	1.19%
2011-2012	2.61%	1.26%
2012-2013	1.35%	1.29%
2013-2014	1.98%	1.05%
2014-2015	2.67%	1.04%
2015-2016	1.57%	1.12%

SCHOOL EXPULSIONS			
	Elementary	Middle	High
2006-2007	0	0	3
2007-2008	0	0	0
2008-2009	0	0	0
2009-2010	0	0	0
2010-2011	0	0	1
2011-2012	0	0	1
2012-2013	0	0	0
2013-2014	0	0	0
2014-2015	0	0	0
2015-2016	0	0	0
2016-2017	0	0	0

2016-2017 TEACHER EDUCATIONAL ATTAINMENT			
	# of Teachers	% Bachelor Degree	% Master Degree +
Raymond	110.8	39.0%	61.0%
State Total	14,245.6	39.0%	60.6%

AVERAGE PROFESSIONAL DEVELOPMENT DAYS USED PER TEACHER									
	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
Elementary	2.4	3.6	3.6	4.0	3.0	4.0	3.0	3.3	2.4
Middle	3.6	4.3	3.4	3.0	3.8	4.7	1.9	3.1	3.1
High	3.7	2.7	4.0	3.9	7.0	3.4	2.6	3.9	3.3

Student/Staff Data

TOP FIVE DISCIPLINE VIOLATIONS				
RAYMOND HIGH SCHOOL	2015-2016		2016-2017	
	Insubordination	415	Defiance	284
	Truancy	355	Internet Violations	150
	Skip Class	130	Physical Aggression	132
	Tardy	128	Cut Class	117
	Abusive Language	75	Inappropriate Language	90
	Total Number of All Referrals	1443	Total Number of All Referrals	1033
IBER HOLMES GOVE MIDDLE SCHOOL	2015-2016		2016-2017	
	Tardy	296	Defiance	352
	Defiance	290	Tardy	219
	Disruption	198	Disruption	140
	Disrespect	138	Technology	86
	Physical Contact/Aggression	112	Inappropriate Language	54
	Total Number of All Referrals	1287	Total Number of All Referrals	895
LAMPREY RIVER ELEMENTARY SCHOOL	2015-2016		2016-2017	
	Inappropriate Contact	63	Defiance	106
	Bus	51	Disruption	106
	Fighting	29	Violent w/o Injury	68
	Inappropriate Language	27	Inappropriate Contact	23
	Disrespect	25	Inappropriate Language	20
	Total Number of All Referrals	495	Total Number of All Referrals	407

IN-SCHOOL SUSPENSIONS										
	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
Elem.	0	0	0	0	0	0	0	0	9	15
Middle	162	108	80	109	160	95	167	88	101	99
High	519	305	151	284	360	313	235	228	256	241

OUT-OF-SCHOOL SUSPENSIONS										
	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
Elem.	19	7	5	23	67	53	17	25	29	38
Middle	63	45	44	90	92	50	30	36	22	58
High	263	140	104	105	128	101	80	155	177	88

Student/Staff Data

SAT MEAN SCORES															
	2010-2011			2011-2012			2012-2013			2013-2014			2014-2015		
	60 Tests Taken In Raymond			48 Tests Taken In Raymond			42 Tests Taken In Raymond			59 Tests Taken In Raymond			54 Tests Taken In Raymond		
	Critical Read- ing	Math	Writing	Critical Read- ing	Math	Writing	Critical Read- ing	Math	Writing	Critical Reading	Math	Writing	Critical Reading	Math	Writing
State Average	523	525	511	496	514	488	496	514	488	497	513	487	513	521	503
Raymond	540	535	520	517	506	516	522	522	492	533	543	506	504	513	503
Raymond Low	350	280	300	330	310	350	350	270	330	380	350	340	350	340	310
Raymond High	760	740	770	730	780	710	720	740	400	760	770	720	720	740	740

Beginning with the 2015-16 school year, New Hampshire replaced 11th grade Smarter Balanced Assessment Testing with the SAT. There have been content and design changes to the SAT which affect the way performance is assessed and how results are reported. The former Critical Reading portion of the SAT is now the Evidence-Based Reading and Writing section. This includes the essay portion, which is now optional. The essay is graded with a different scale than the rest of the SAT.

2015-2016					
95 Students Assessed					
	Reading and Writing	Math	Optional Essay		
			Reading	Analysis	Writing
State Average	519	507	5	3	5
Raymond Average	518	499	5	3	5
Raymond Low	310	310	2	2	2
Raymond High	740	680	8	7	7

2016-2017					
84 Students Assessed					
	Reading and Writing	Math	Optional Essay		
			Reading	Analysis	Writing
State Average	522	514	5	4	4
Raymond Average	483	472	5	3	5
Raymond Low	200	220	0	0	0
Raymond High	720	730	7	7	6

OUR 2017 GRADUATES - WHERE ARE THEY GOING?

Bard College	New England College	University of Nevada
Becker College	New Hampshire Technical Institute	University of New Hampshire
City Year NYC	North Shore Community College	University of Northwestern Ohio
Franklin Pierce University	Northern Essex Community College	University of Tennessee
George Mason University	Plymouth State University	U.S. Air Force
Great Bay Community College	Rivier University	U.S. Army
Hamilton College	Rochester Institute of Technology	U.S. Navy
Hobart & William Smith College	Saint Michael's College	Wheaton College
Johnson & Wales University	Southern NH University	Worcester Polytechnic Institute
Keene State College	Suffolk University	Worcester State University
Manchester Community College	The Citadel, Military College of S.C.	

POST GRADUATE STUDENT PLACEMENT

	4-Year Programs	Less than 4-Year Programs	Returning for post-graduate study	Employed	Armed Forces	Unemployed	Unaccounted For
2016-17*	33.6%	29.0%	0.0%	30.8%	4.7%	0.9%	0.9%
2015-16	29.0%	15.1%	0.0%	48.4%	7.5%	0.0%	0.0%
2014-15	36.6%	26.9%	0.0%	34.4%	1.1%	1.1%	0.0%
2013-14	33.3%	22.2%	0.0%	34.4%	2.2%	6.7%	1.1%
2012-13	36.1%	26.7%	0.0%	34.9%	1.2%	1.2%	0.0%
2011-12	38.6%	25.3%	0.0%	34.9%	1.2%	0.0%	0.0%
2010-11	40.9%	22.7%	0.0%	30.0%	0.9%	5.5%	0.0%
2009-10	33.3%	21.6%	0.0%	40.5%	2.7%	0.9%	0.9%
2008-09	34.0%	23.4%	0.0%	34.0%	4.3%	0.0%	4.3%
2007-08	34.2%	31.6%	0.0%	29.8%	4.4%	0.0%	0.0%
2006-07	65.3%	27.6%	1.0%	5.1%	0.0%	0.0%	1.0%

**Reported*