

Raymond School Board Meeting  
April 17, 2019  
Raymond High School Media Center  
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Approved May 15, 2019

Call to Order: The meeting was called to order at 6:00 PM. Present: School Board Members Joseph Saulnier, Janice Arsenault, and Michelle Couture; Superintendent of Schools Tina McCoy; Business Administrator Marjorie Whitmore; Curriculum Coordinator Michael Whaland; Raymond High School Principal Steve Woodward and Lamprey River Elementary School Principal Laura Yacek.

Proof of Posting: It was noted that the meeting was properly posted.

Pledge of Allegiance: All those in attendance stood and recited the Pledge of Allegiance.

Non-Public Session:

MOTION: Janice Arsenault moved to enter into non-public session under RSA 91-A:3 II (c), seconded by Michelle Couture. Upon being individually polled, Michelle Couture, Janice Arsenault and Joe Saulnier all voted in the affirmative.

MOTION: Janice Arsenault moved to exit non-public session and, seconded by Michelle Couture. Upon being individually polled, Michelle Couture, Joe Saulnier and Janice Arsenault voted in the affirmative.

Recognition:

Raymond High School Third Quarter Principal's List 2018-19 (Students who received all A's): Carly Cole, Tovah Duffaut, Eugene Fournier, Olivia Furtado, Sharon Lipira, Kiana Sherman, Cameron Taber, Peter Vincello, Bethany Williams, Abigail Brown, Anya Cunningham, Richard Gibby, Kathryn LaCasse, Scott Philibert, Emilia Reynolds, Erika Greenman, Alex Lindberg and Brianna Waldron

Public Input:

Carol Watjus came forward to offer constructive criticism as a concerned citizen in reference to March 20th and April 3rd meetings. Ms. Watjus stated that she appreciates the hard work towards combining courses of honors and regular levels, as administration has advised that it can be done. Ms. Watjus stated that this affects the taxpayers in the town, as class size has been an issue for many years. Ms. Watjus stated that there is a need to look at all sides, not just the academic sides of the issue. Ms. Watjus stated that teaching small classes is not an optimal learning environment and is not an effective use of tax money. She feels that this should not be just a pro-educator Board. Ms. Watjus stated that it was wrong to reverse the decision (of adding the courses back in) so quickly, since it is not a fiscally responsible decision to run a class with such low student numbers.

Ms. Watjus stated that she also had a second concern. Ms. Watjus stated that any time you speak in public on a committee, you can not have a Board blame another Board or Committee for any decisions they make. Ms. Watjus shared concerns about quotes that citizens and Board members made in public. Ms. Watjus told the Board that it is their responsibility to explain the reasons for hard decisions.

Our Students/Our Schools: Abigail Samsel, LRES Librarian; Kerri Shaw, Reading Specialist ; Jennifer Atkins, Reading Specialist; and Ryan and Tyler Richards, students from LRES spoke with the Board about the recent LRES Family Fun Night. This event, which took place on March 27, was open to all elementary grades and featured books, STEM challenges, and games. Ryan told the Board that he enjoyed the legos and robots, and spending time with the teachers. Kerri Shaw stated that they have held two Family Fun Nights this year, and they are looking to increase it to monthly for next year, with different themes to match what is going on in the building. The parent of the student spoke and said that she really enjoyed this night that the school put on. Staff presented the Board with multiple letters from parents and students sharing their positive experiences at the Family Fun Night.

RHS Principal's Quarterly Report to the Board:

Steve Woodward presented his quarterly report to the Board. He highlighted the recent completion of the NEASC Visit; the Special Olympics' Penguin Plunge, where RHS raised more money than any other high school in the State, and the Senior Class Trip which took place on 4/5/19 during which 70 seniors departed RHS for Florida. Mr. Woodward wished to thank Liz Downes for her 26 years of service to Raymond High School, and acknowledged the staff involved in the intensive NEASC visit. Mr. Woodward reported that they are continuing the hard work of finalizing student schedules, which should be released during the second half of May. In the work of competency based grading, RHS is working towards a rolling gradebook as a way to report out to parents and students. Janice Arsenault asked to clarify that students will not be held accountable for not passing a competency next year. Steve Woodward, Tina McCoy and Michael Whaland explained that at this time, none of the schools in the district are holding students accountable for their progress with the competencies but that will be coming in the future. Michelle Couture asked about the protocol when a student would be failing under the professional grading system, but minimally passing the competencies. Steve Woodward stated that this is why they are working cautiously to tie this all together for the community, and working to develop this protocol. Steve Woodward stated that his hope was by the end of next year we are able to hold students accountable for their competency grades, and we are moving in the right direction to make this happen. Tina McCoy commented that the schools they have spoken to have cautioned that districts take their time to get this process working correctly. Janice Arsenault voiced concern that we are telling students it is ok to fail a competency next year because it doesn't count. Steve Woodward stated that the expectation would be that if a student

is failing a specific strand, teachers will be pulling those students into RAM time to work on those competencies. Steve Woodward provided the Board with data on discipline and student achievement. 11 students received the Scholar Athlete Award from NHIAA: Nick Brazeau, Sarah Burgess, James Cheever, Carly Cole, Tovah Duffaut, Jackson Dyer, Jenny Ferm, Morgan Goding, Martyna Marini, Jeff Rivard, & Cam Taber.

Library Media Program Changes for 2019-2020:

LRES Media Specialist Abigail Samsel, IHGMS Media Specialist Sarah Arsenault and RHS Media Specialist Bob Lemoine presented the Board with recommendations for the Library Media Program in 2019-2020. The goal would be to accomplish a Learning Commons model, where the library is the cultural center of the school, as an intersection of technology of the library. The focus would be the user needs, utilizing collaboration and co-teaching. In order to accomplish this, the library would become a flexible schedule instead of a fixed schedule. This would allow teachers and students to collaborate with the Media Specialist and the library resources as needed instead of having students in the library on a set schedule. Michelle Couture asked if more than one class could use the space at a time. At LRES, it is not possible and at IHGMS it would depend on the situation. Ms. Couture also asked to clarify that the classroom teachers would be remaining with the students, and it would take away the library UA rotations. Ms. Couture sought to understand if this would affect teachers prep that was given through UA rotations. Tina McCoy clarified that at RHS, this is no change; at IHGMS, this will not be a concern due to World Language being added; and at LRES, this will mean that the UA rotation schedule would change.

Technology Plan - Progress Toward Annual Goals:

Kevin Federico provided the Board with a copy of the progress on each item in the Technology Plan matrix. Mr. Federico stated that the Technology Plan Committee will come together at the end of the school year to discuss all progress towards the technology Plan. Michelle Couture asked Mr. Federico to speak to the frankensteining of the current equipment- are we moving in the right direction? Mr. Federico stated that at the moment, he can not see the progress; but due to the budget being passed he believes over the next 12 months we will see that move in the right direction. Janice Arsenault asked about replacing interactive whiteboards- do all the teachers use them? Mr. Federico stated that there are many teachers who do not use it to its full potential, but do use it as a projector. He stated that the technology team could help by spending more time on professional development for these teachers so that they know how to use them.

Extended Learning Opportunity Coordinator Position at RHS:

Tina McCoy spoke with the Board about the need to repurpose our resources by changing the job description of the School/Career Counselor to Extended Learning Opportunity Coordinator in order for the district to effectively meet our Strategic Goals pertaining to community connections. This will allow RHS to strengthen and expand RHS students' opportunities for extended learning. Michelle Couture asked if there is part of the position that the expectation would be to have the person out in the community doing some oversight. Steve Woodward stated that role should be part of it. If you are a student doing an ELO, there should be a site visit done by the ELO Coordinator. Tina McCoy commented that this could be flexible to allow for ELOs to be done in the summertime. Janice Arsenault commented that there should be a certification required of the applicant in order to allow the ELO Coordinator to award the student credit. Steve Woodward made note. Janice Arsenault wished to clarify who the person would report to. Steve Woodward stated that the position would report to him. Janice Arsenault stated that one of the duties be that they ELO Coordinator develop a community advisory board, and be a member of the NH ELO Network. Michelle Couture commented on adding a valid drivers license if the employee would be out in the community. Janice Arsenault reported that the ELO Coordinator at Winnacunnet would be more than willing to help out and answer questions as needed. Janice Arsenault also asked to clarify that this is not a new position, but a reallocation of resources. Tina McCoy seconded this clarification.

Software Support Specialist Position:

Tina McCoy spoke to the Board about the desire to support and improve technology in the district, if the funds could be repurposed. Our goal is to move our District forward in relation to the effective use of technology to enhance teaching and learning. One potential way to strengthen our collective use of technology is through a Software Support Specialist position. Michelle Couture clarified that person would be able to tutor a staff in an area as needed. Kevin Federico stated that this is true. This person would be a subject expert in PowerSchool, SmartBoard, Promethean, as well as any other education software, and would work with staff, students and teachers. Janice Arsenault asked to clarify the statement "This position could only be created if existing funds could clearly be repurposed." Tina McCoy clarified that the position was not budgeted for, but if they can see how teachers schedules fall, we may be able to clear up the money needed to accomplish this position. Joe Saulnier asked for default budget purposes, would we have to have this accomplished before July 1st. Marjorie Whitmore stated that she will research the answer. Joe Saulnier stated that this would definitely help us in the district, as technology can be a big help for teachers as they are trying to differentiate. Kevin Federico stated that this could definitely be a benefit for the district overall. Tina McCoy stated that technology is a tool, and the more we can help staff and students get comfortable with it the better off we will be. Janice Arsenault asked Mike Whaland if there is money in Title funds for teacher training. Mike Whaland stated that yes, there is. Those funds have been for professional development, for QPA workshops, etc. Mike Whaland stated that we could use that for

technology, though probably not all staff; small groups of staff recommended by administration. Mike Whaland clarified for Joe Saulnier that we cannot pay for staff with it. Tina McCoy stated that we do have staff in the district that can accomplish this task of training staff, though there are only so many directions staff members can be pulled.

Strategic Plan Update:

Dr. McCoy and Mr. Whaland presented a quarterly update for the District Strategic Plan. In regards to the goals within curriculum work, there have been district Curriculum Steering Committees working to improve the curriculum. There has been a strong focus on targeted professional development that aligns with district and building goals and strategic plan. The district-wide student intervention committee has been working to develop strategies and supports to strengthen their academics and social supports. In regards to the goal of implementing competency based grading, Common work study practice rubrics are being utilized in each building, RHS Competencies are completed with the exception of a few new courses, a common summative rubric template has been agreed upon based on a grade level/teacher created product, scope and sequence documents are being finished up and Competency and Power Standard review sessions are occurring at each grade level.

Monthly Financial Update: Marjorie Whitmore presented the Board with the monthly financial update. In regards to expenses, they are working to close out POs, which is why there is a little more money shown than last month. Stipends will be paid out in May, which will give a better figure. Payroll deductions from employees have begun. A large past due balance has been paid recently, and overall making headway in food service. Joe Saulnier asked about the medicaid reimbursement- what are we doing to make sure we are catching up more quickly. Joe Saulnier asked for a figure of how many people have submitted the forms that they should have. Marjorie reported that the forms were given to the principals two weeks ago to see who needs to be followed up on. Michelle Couture asked if there is a plan in place to have a workspace and time to get this done. Tina McCoy pointed out that this had been done, and that there had been a training done.

Nominations and Resignations:

Tina McCoy presented the Board a letter of resignation.

Jennifer Datilio of Iber Holmes Gove Middle School.

MOTION: Janice Arsenault moved to accept the resignation of Jennifer Datilio, 5th grade teacher at Iber Holmes Gove Middle School, effective June 30, 2019, Michelle Couture seconded. Michelle Couture abstained, (2-0-1).

Committee Reports:

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Janice Arsenault reported on the Raymond Coalition for Youth committee. There is a town-wide clean up scheduled for May 3rd, a medication take back event Saturday 27th at the Police Station, Youth Action is active in high school and middle school, where students are working on PSAs. The Gala earned almost \$30,000. Next Raymond Coalition for Youth Gala will be held on March 21st at Atkinson Country Club.

Superintendent's Report:

Tina McCoy reported that there are only about 7 weeks left of school. Last week at LRES they hosted the kindergarten information night. The screenings for incoming Kindergarteners will take place May 8th, 9th & 10th. Today was the second grade pancake breakfast. Earth Day celebration is on Friday. SAS testing in the Middle School is coming up for the month of May. 8th graders have been able to register for Jump Start which takes place in the summer. Jacob Emery, Emilia Reynolds, Jaeda Bastien, and Alicia Cedeno went to Youth Summit in Concord. Some important projects out to bid, such as RHS air conditioning upgrade, fire alarm upgrade, Bleacher Reconfiguration at Middle School and safety wall engineering study. Mike Whaland has been working to offer a variety of summer PD and summer programs.

Correspondence/Other: Joe Saulnier asked a question of Mike Whaland: Could he provide the number of students that took SAT and PSAT? Mike Whaland will get those numbers for the Board.

Manifest Signing: A quorum of the Board signed the manifest. Payroll total \$458,064.45  
Accounts Payable total \$179,263.22.

Approval of Minutes:

MOTION: Michelle Couture moved to approve the meeting minutes from March 20, 2019, seconded by Janice Arsenault. Voted unanimously in favor (3-0).

Adjournment:

MOTION: Janice Arsenault moved to adjourn the meeting, seconded by Michelle Couture. Voted unanimously in the affirmative. Meeting adjourned at 8:50 PM.

Respectfully submitted,

Brittany L'Heureux,  
Raymond School Board Clerk

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Non-Public Session Meeting Minutes  
Not Voted to be kept Confidential

Present: School Board Members Michelle Couture, Janice Arsenault and Joe Saulnier;  
Superintendent Tina McCoy

Dr. Tina McCoy presented a staff resignation letter.

Respectfully submitted,

Brittany L'Heureux,  
Raymond School Board Clerk