

1 **SOUHEGAN COOPERATIVE SCHOOL BOARD**

2 **Thursday, April 2nd, 2015**

3
4 **PRESENT**

5
6 Souhegan Cooperative School Board: Mary Lou Mullens, Howard Brown, Chris Janson,
7 Pim Grondstra, Fran Harrow (left the meeting at 6:41pm), Steve Coughlan and David
8 Chen

9
10 Administrative Team: Peter Warburton, Rob Scully, Nicole Heimarck, Christine
11 Landwerhle, Meg Beauchamp, Kathy White, Gigi Klippa, Peter Gagnon, and

12
13 Minute Taker: Beth Penney

14
15
16 **ORGANIZATIONAL MEETING**

17 **CALL TO ORDER** – Superintendent Peter Warburton

18 Mr. Warburton called the meeting to order at 6:09pm.

19 He welcomed the new board member, David Chen.

20 **ELECTION OF SCHOOL BOARD OFFICERS**

21 Chairman

22 **Mr. Brown nominated Ms. Mullens for Chairman. Ms. Harrow seconded the**
23 **motion and the vote was unanimous.**

24 Vice-Chairman

25 **Ms. Janson nominated Mr. Brown as Vice-Chairman. Mr. Grondstra seconded the**
26 **motion and the vote was unanimous.**

27 Secretary

28 **Ms. Janson nominated Mr. Chen for Secretary. Mr. Brown seconded the motion**
29 **and the vote was unanimous.**

30 **COMMITTEE ASSIGNMENTS**

31 The Board members described each committee and what they do for the new member,
32 Mr. Chen.

- 33 Advisory Finance Committee Liaison – Ms. Janson
- 34 Athletic Liaison Committee – Mr. Grondstra and Mr. Chen
- 35 CIP – Mr. Coughlan and Ms. Janson (alternative)
- 36 Community Council Liaison – Ms. Mullens
- 37 Expendable Trust Advisory Committee – Mr. Brown and Mr. Grondstra (alternate)
- 38 Manifest – Mr. Chen and Ms. Janson
- 39 Policy - Mr. Brown and Mr. Coughlan
- 40 PPC – Mr. Coughlan and Ms. Harrow
- 41 PTSA Liaison – Mr. Grondstra
- 42 Publicity/Communications – Mr. Coughlan
- 43 Recreation Liaison - Mr. Grondstra and Mr. Chen
- 44 Technology Committee – Mr. Brown
- 45 The Board discussed the need for this committee and that it should be kept to help submit
46 the 3-year technology plan to the state.
- 47 SAU 39 Brick School Improvement Committee - Ms. Janson
- 48 SAU 39 Four Chairs - Ms. Mullens
- 49 Budget Study - Ms. Harrow, Ms. Janson, and Ms. Mullens
- 50 Souhegan Communications Team – Ms. Janson, Mr. Coughlan, Ms. Mullens
- 51 The Board discussed the purpose of this committee and why it is different from the
52 publicity/ communications committee and that this one is just the communications from
53 the Board.
- 54 Academic Excellence and Scheduling Committee will be assigned later if needed.
- 55 Admin. Frameworks – Mr. Coughlan

56 APPOINTMENT OF SCHOOL DISTRICT OFFICIALS

57 Ms. Mullens stated that CJ Butler has volunteered to do both the District Treasurer and
58 Clerk positions.

59 Ms. Shankel thanked Ann Logan for being the Treasurer for the last 14 years.

60 The Board recognized her service also.

61 **Ms. Harrow made a motion to nominate CJ Butler for the School District Clerk and**
62 **Treasurer. Mr. Brown seconded the motion and the vote was Mr. Grondstra, Yes;**
63 **Mr. Brown, Yes; Mr. Chen, Yes; Ms. Mullens, Yes; Ms. Harrow, Yes; Ms. Janson,**
64 **Yes; Mr. Coughlan, Abstained.**

65 REGULAR MEETING

66 CALL TO ORDER

67 Ms. Mullens called the meeting to order at 6:41pm.

68 ANNOUNCEMENTS

69 Principal's Report

70 Mr. Scully highlighted pieces of the principal's report. He discussed the enrichment
71 courses for the spring, meet the coaches night, the Prom, and he Community Action for
72 Safe Teams. He thanked the Wintercession leaders and Joan Martin for the coordination
73 of Wintercession. He thanked the PACE lead teachers for their hard work. He thanked
74 Student Services for their hard work as they finish registration for next year. He
75 discussed SBAC preparation; the assessment will be the last two weeks in April and in
76 early May. There has been training for proctors and students have seen a sample of the
77 SBAC assessment. There will be a parent letter sent home this week about SBAC. The
78 US Department of Education approved the PACE pilot and SHS is one of the districts. He
79 discussed the culture and climate around testing and they are one of four districts doing
80 this hard work. The Principal's report included links to explain what PACE is. He
81 discussed part of the Souhegan Mentorship Program, which is the 10th grade career day,
82 where panels are formed to speak to the 10th graders. He invited the Board to come
83 during this day. The Math Department is participating in a study by Boston University.
84 Mr. Scully shared an email from someone from BU discussing how great the Math
85 department is at SHS. SHS continues to work to make connections with higher
86 education. The principal's report included an outline of the courses for Wintercession this
87 year and discusses the experiences the students had. He gave congratulations to students
88 for their performance in the Science and Engineering Expo., Jazz Band got top honors,
89 and All State Honors for Hockey team and Girls Basket Ball. He discussed awards other
90 students have received since the last meeting. He discussed the wonderful performance
91 of the Guys and Dolls spring musical. He discussed students going to DC next month to

92 compete. He discussed alumni news and the Class of '83 reunion. Courtney Banghart,
93 alumni, who is a Basket Ball coach, has been nationally recognized. Doug Swift class of
94 2002, did well in a gadget competition. Mr. Scully recognized Martha Rives for her work
95 being on display.

96 Ms. Mullens discussed how impressive it was to hear about Courtney Banghart and
97 equally as impressive was the letter from Brown complimenting math department.

98 Community Council Report

99 Mitch Greany, sophomore on Community Council, discussed a proposal about
100 withdrawing from a class and if that would count as a zero for the class and count
101 towards the students GPA. The proposal was to be able withdraw without impacting the
102 GPA. The proposal did pass.

103 Mr. Chen asked what if a student withdraws the last week of the trimester.

104 Mitch discussed that the school has a 1-week add drop period after each trimester. This
105 new proposal would allow students to withdraw before the half way mark in the year.

106 Ms. Mullens stated that if a student withdraws at end of the year/ trimester it would harm
107 their GPA. If a student withdraws before the half way through the year/trimester then it
108 will not harm their GPA.

109 Committee Reports

110 Ms. Mullens stated that budget study committee is meeting every two weeks now. They
111 are looking at a number of things and will bringing their finding to the board. She
112 discussed the default budget consideration and information that will be brought to the
113 April 22nd work session to help set goals for the year and the budget.

114 Ms. Janson thanked Ms. Shankel, Ms. Baker, and Mr. Scully for helping to get research
115 and information for the Budget Study Committee.

116 Ms. Mullens stated that the Advisory Finance Committee is made of community
117 members that work during the budget season as a second set of eyes on the budget. The
118 Budget Study Committee is 3 board members and administration. The Board made the
119 decision to over see the budget on yearlong basis because there is too much to look at just
120 during budget season. Now the Board gets quarterly updates on class-size metrics,
121 student-teacher ratios, and more.

122 Mr. Coughlan stated that PPC is working on administrative framework for stipends and
123 the work is ongoing. He hopes to have it done by the end of the fiscal year. He should
124 have an update by the June meeting. They are also looking at Health Insurance buy out
125 and hoping to have a staff survey.

126 Mr. Brown stated that the Policy Committee met last month and discussed policies
127 related to the state minimum standards and a technology policy about district internet
128 access. Those policies will be brought to the board soon.

129 **PUBLIC COMMENT**

130 Mr. Warburton introduced John Bowler, Senior, who will discuss his senior project.

131 John Bowler stated that his Senior Project is about Residential Sprinkler Systems and
132 how effective they are. For his applied piece he has contacted the State Fire Department
133 to bring a trailer to the school that demonstrates the effectiveness of sprinklers in
134 residential homes. He discussed the floor plan of the trailer and how the demonstration
135 works. There will be Amherst Fire department coming and a State Fire Marshal. The
136 demonstration will run on April 11th at NOON in the SHS parking lot to show the public
137 the benefits of residential sprinklers, to help educate public, and to get rid of
138 misconceptions. This demonstration will be under town and the Amherst Fire Department
139 insurance.

140 John and Mr. Chen discussed the propane tanks on the trailer and how that helps to run
141 the demo trailer.

142 Mr. Scully discussed how this is a great example of a Senior Project. There are so many
143 passions the students have. John is very thoughtful and has learned a lot to get this
144 demonstration trailer to SHS to do a good service for the town.

145 The Board thanked John.

146 Dwayne Pervis, resident of Amherst, discussed the rich history of SHS and how it is a
147 great school. He is grateful for everything that the Boards, Administration and Principals
148 have done for the school. He stopped at the SAU 39 Board meeting, last week, there was
149 a discussion started about the fall budget and cuts that need to be made. This school
150 ranks 4th best in state and the federal government thought it was good enough to pilot the
151 PACE initiative. He discussed his concerns about the cuts and cuts in language,
152 including Latin and top levels of French and Spanish. He discussed the impact on the
153 quality of education by making cuts. He wondered if people will move here and if people
154 will want to teacher here. The strategic plan discusses retaining the best and the brightest,
155 but that is hard to do when the school is making cuts. The school is ranked 4th in state and
156 the school is what is going to draw people to this town. He hopes the Board thinks long
157 and hard about making cuts. He hopes the Board keeps a school system that people will
158 want to come to and people will want to teach in.

159 Nan Stearns, a citizen in Amherst, has served on Community Council. Her time on
160 Community Council has been a joy. Her daughter never came to school in Amherst, but
161 she cares about the education in the town and the schools need to be the very best they
162 can be. She wished she could play tape to everyone in the room to hear when the Juniors
163 were discussing not having the option of a 4th year Latin. Very good schools require 4

164 years of a language and now juniors cannot complete the 4th year of Language because
165 budgets are being cut. When citizens do not support the budget it makes a great impact.
166 Students know they have a great school and students love this school. It is a fabulous
167 school and it costs big money. She would be happy to pay more to get budgets passed.
168 She apologized to the staff and students for the community not passing the budget. She
169 hopes people get out to vote for future budgets.

170 Softball Coach, Rick Crocker, stated that the Softball team would like to make an
171 addition to the announcer's booth and they have parents interested in doing the work.
172 The irrigation is in the downstairs of the announcer's booth so the team no longer has
173 storage space. The labor and materials will be donated for the addition. He showed the
174 board what the booth looks like now and an architectural drawing of what the team would
175 like to do. The addition would give more room and the equipment would no longer be
176 subjected to flooding because the shed currently floods this time of year. Much of the
177 equipment is very expensive.

178 Ms. Shankel discussed that the Board needs to accept donated money formally. If it is
179 just materials and labor than the board does not need to approve the donation. The Board
180 should run this idea by the insurance company and coordinate with Jim Miner.

181 Mr. Chen asked if the building projects for the school are monitored by the town building
182 inspector.

183 Ms. Shankel stated that there is leeway for municipal units, but they often take guidance.
184 Mr. Miner handles those situations.

185 Ms. Mullens discussed getting feedback from Mr. Miner and the Board will get back in
186 touch with Mr. Crocker.

187 Mr. Scully thanked coach for coming in and asked him for a time line.

188 Mr. Crocker stated that he hoped to build this addition the year maybe in the next month.
189 The maintenance guys are fabulous and plowed the fields for the team. He thanked them
190 for that. The team will be out on the field when they usually are in the spring thanks to
191 the work by the maintenance crew.

192 Ms. Mullens stated that the next meeting is May 5th and the Board can give them an
193 answer after that.

194 Mr. Brown discussed the new pitching machine and hopes not in the flooding and the ice.

195 Mr. Grondstra asked if the Board could give conditional approval.

196 Ms. Mullens stated that she wants to hear back from Mr. Miner.

197 **Mr. Coughlan made a motion to approve the project after the approval of Jim**
198 **Miner. Mr. Grondstra seconded the motion and the vote was unanimous.**

199 **CONSENT AGENDA**

200 Ms. Janson pulled the minutes.

201 Ms. Janson made the following changes to the minutes: Line 35 principle; Line 151
202 counselor; Line 170 Project Safe Guard

203 Ms. Mullens made the following changes to the minutes: Line 73 switch the dates; Line
204 78 fill out Board evaluation by March 30th

205 **Mr. Coughlan made a motion to approve the March 5th 2015 minutes as amended.**
206 **Mr. Brown seconded the motion and the vote was Mr. Grondstra, Yes; Mr. Brown,**
207 **Yes; Mr. Chen, Abstained; Ms. Mullens, Yes; Ms. Janson, Yes; Mr. Coughlan, Yes.**

208 **Mr. Coughlan made a motion to accept the consent agenda containing the**
209 **Resignation letter. Mr. Brown seconded the motion and the vote was Mr.**
210 **Grondstra, Yes; Mr. Brown, Yes; Mr. Chen, Abstained; Ms. Mullens, Yes; Ms.**
211 **Janson, Yes; Mr. Coughlan, Yes.**

212 **DISCUSSION**

213 **Proposal for SHS/Nashua North Boys Ice Hockey Team**

214 Lisa Gingras, AD at Nashua North and Dick Miller, AD at SHS

215 Mr. Miller handed out the Boys Ice Hockey Budget for '15-'16 year at SHS. He
216 apologized because this came up very quickly. The hockey team lost 5 seniors from the
217 team, there is only one 8th grader coming up and the team is losing one player to Junior
218 Hockey. This leaves the team with 10 players. He had discussed with the players parents
219 looking at a co-op situation. He reached out to two schools without a boy's ice hockey
220 team and neither could move forward with doing a team. He approached Lisa Gingras in
221 March about a co-op Hockey team with Nashua North and she was all for it. Nashua
222 North has 7 players coming back. They have outlined the issues with NHIAA in the
223 handout they gave the Board. He feels he wants to go forward with the proposal to the
224 NHIAA because Nashua North will not have a team and likely SHS will not have one
225 either. They have spoken with both superintendents and the SHS principal. They already
226 presented to the Nashua School Board, and that Board unanimously approved
227 approaching the NHIAA about co-op program.

228 Ms. Mullens stated that normally a co-op requires a school to not have a team for one
229 year before doing a co-op.

230 Mr. Miller stated that normally a co-op is formed at the start of a classification cycle,
231 usually the co-op is with a team that did not previously have a team, and it has been a
232 year since the school had a team.

233 Mr. Brown stated that Nashua North has 7 and SHS has 10 players. How many players
234 can a team have?

235 Mr. Miller discussed the importance to pick up students who can play hockey because of
236 safety issues. For hockey a team can dress 20 players at a game.

237 Ms. Gingras stated that one or two of Nashua North's players have signed with Junior
238 teams and there are maybe three coming up.

239 Mr. Miller stated that the co-op team would be playing in Division 1.

240 Ms. Mullens asked if the cost would be split with Nashua and did they anticipate the
241 proposed budget be cut in half.

242 Mr. Miller stated that the proposed budget would not be cut in half because the team
243 would need new uniforms to show the co-op. Most everything else would be cut in half.
244 The transportation costs will be a larger cut because the team would now be in Division
245 1. There is less transportation because most schools are in this area. They need to make
246 sure get approval from the NHIAA before he can get numbers for the actual budget.

247 Ms. Gingras stated that 4 years ago the cost was about \$7400 for uniforms, so half of that
248 cost would be paid by SHS.

249 Mr. Miller stated that another benefit would be that Nashua has a contract with Conway
250 Arena. Previously SHS has to move around to different ice arenas and have late practices.
251 North has a 4pm practice at Conway and a locker room.

252 Mr. Coughlan stated that SHS would have to coop somewhere along the line and asked
253 what does the future of hockey participation look like for Nashua.

254 Ms. Gingras stated that Nashua North has a similar situation and have considered doing
255 this in the fall for the following year. She discussed not having a team if they did not
256 have a large enough roster and how this allows for the risk of loosing other players to
257 other teams.

258 The Board, Mr. Miller, Ms. Gingras discussed the spread in the ages of the players.

259 Mr. Brown asked about the team colors.

260 Ms. Gingras stated that if they get approval North & Souhegan will involve students to
261 determine team colors.

262 Ms. Mullens asked how the SHS students and parents feel about the idea.

263 Mr. Miller stated that the students would like to play hockey and play hockey for their
264 high school. Junior hockey will be the bane for hockey programs. He received two
265 emails, which were very positive about the idea, and 3 or 4 parents have been working
266 with Mr. Miller to get this to happen. He sent an email to parents, but he has not spoken
267 with the students. He has had no kids come to him. Students would love to go from
268 Division 3 to Division 1.

269 Mr. Brown asked how the Nashua students feel about the idea.

270 Ms. Gingras stated that the Nashua kids and parents are excited about this idea. The
271 Nashua and SHS kids are already playing together because they are involved in other
272 leagues and camps.

273 Mr. Grondstra asked Mr. Maresco how he felt about the idea as a hockey parent.

274 Mr. Maresco stated that he is all for it. Nashua North and SHS have played together for
275 years in a Holiday Game. His son would have loved that to move from Division 3 to
276 Division 1.

277 Ms. Mullens stated that the School is working under a default budget and they are
278 discussing cutting academics. She wondered if hockey is something the Board wants to
279 continue to fund when they do not have enough students willing and able to play. The
280 Board does need to think about that when entering a default budget.

281 Mr. Brown stated that if the Board wants to discuss cutting a sport he would rather cut
282 freshman teams than Varsity teams. He would like to see the school keep the hockey
283 team.

284 Mr. Chen and Mr. Miller discussed the hockey budget and user fees.

285 Mr. Miller discussed how the user fees in Nashua and SHS should be the same. He
286 discussed the idea to include Hockey in the cap for families at SHS.

287 The Board, Ms. Gingras, and Mr. Miller discussed this co-op would be for three years
288 and in September of 2017 the schools could determine if they want to continue the co-op
289 or not. They discussed if there were not enough players they could pull the team out. It
290 would be just like if an individual school cannot fill a roster they can drop before the 1st
291 day of the season and not loose money.

292 Mr. Gronstra asked about the user fee going up to \$450.

293 Mr. Miller stated if the Board gives the go ahead tonight than the user fee is going up to
294 \$450 for hockey so it is the same as Nashua North. They will know the NHIAA decision
295 in the next two weeks.

296 Mr. Brown discussed stipends for the coaches.

297 Mr. Miller stated that SHS pays \$2700 and Nashua pays \$3000. SHS will come up so it is
298 the same as Nashua. The team will start from scratch with the coaches and begin the
299 interview process. A joint committee will do the hire and the previous coaches could
300 interview.

301 Jeanne Ludt stated her concern over the clarity of the budget impact. She suggested
302 making a motion to make sure the budget does not exceed what is allotted for the sport
303 since they do not know what the bottom line will be.

304 Ms. Mullens stated that she is having trouble approving the idea if they do not know the
305 cost. The school cannot combine teams and still have a cost of \$21,000 when the original
306 budget was \$28,000.

307 Ms. Gingras stated that the budget she proposed to her school Board was about \$18,000.

308 Mr. Miller feels he would be safe with \$18,000.

309 **Mr. Coughlan made a motion to authorize the school board chair to sign the**
310 **proposal for the NHIAA and that '15-'16 budget will not exceed \$18,000 for**
311 **Souhegan's portion of the Varsity Boys Hockey team. Mr. Grondstra seconded the**
312 **motion and the vote was unanimous.**

313 **PRESENTATIONS/REPORTS**

314 Math program implementation

315 Ms. Heimarck, Ms. Landwerhle, Ms. McGuigan (Coach), Ms. Swift (Math Coordinator)

316 Ms. Heimarck discussed the update in programing in math. Ms. Heimarck stated that the
317 initiative started in the elementary schools. SHS has done great work in Math to enhance
318 and expand learning for students. College Preparatory Mathematics (CPM) has also
319 commented on how great the Math department is at SHS. She stated that the presentation
320 would share math pathways for students, new courses, and the new resource for
321 delivering the curriculum.

322 Ms. Swift discussed the transition to the new program and how this is the first year
323 offering Core 3. She showed an overview of the math pathways as in the presentation,
324 which includes all math classes offered at SHS. Students often enter SHS at Core 1 or
325 Core 2. Most students who enter at Core 1 continue on each year through Core 2, Core 3,
326 and Introduction to Calculus. The new program covers pre-calculus during the first 3
327 years of Math. Introduction to Calculus covers about 2/3rds of a year of calculus. For
328 students who enter SHS at Core 2 they continue on each year to complete Core 3,
329 Introduction to Calculus, and AP Calculus AB or AP calculus BC. Now students entering
330 AP calculus are better prepared and the school will have more students taking the AP

331 calculus exam and passing the exam. Many students pass the exam and leave SHS with
332 college credits in Calculus. In a few years, students will easily be able to go from
333 Introduction to Calculus and move into AP Calculus BC. Pre-calculus is to study
334 functions and prepare for calculus. In the new program students have covered at least half
335 of that class by the end of Core 3.

336 Ms. McGuigan stated that Core 3 is now working on trigonometry units.

337 Ms. Swift stated that they just started trigonometry and she is impressed at the level that
338 students are performing at, a year earlier than this unit has been taught in the past. It is a
339 great experience to see.

340 Ms. McGuigan stated that the statistics unit was typically taught in Integrated 2 is now in
341 7th and 8th grade Math In Focus.

342 Ms. Swift discussed how the 1st half of pre-calculus is taught in Core 1-3 and so
343 Introduction to Calculus will finish up pre-calculus and start calculus.

344 Ms. McGuigan stated that SHS is now offering a Pre-Core math course and they have
345 never done that in the past. They are doing this now because of the higher rigor and the
346 school has completely transitioned to the new program. The school needed to serve
347 students better. There are about 15 students in this course now. The course is using the
348 Math 180 program and this is a nice link between the AMS math program and the SHS
349 program. Another new class, Math Support, is using Transitions to Algebra. This is for
350 students who are currently in Algebra and is a trimester course. This course is offered to
351 freshman, sophomores, and next year some juniors. Ms. McGuigan discussed her career
352 growth and the impact of math intervention at the high school level.

353 Ms. Swift discussed a conversation with a teacher about how a student was having
354 success because of the intervention class and was now helping peers in a unit his in
355 regular math course. She discussed a survey of students who took the math intervention
356 class and they stated that they wanted to do it again.

357 Ms. McGuigan stated that at a recent conference she volunteered SHS for the BU study
358 and the Math Department has been accessed in the Habits of Mind when approaching
359 algebra problems.

360 Ms. Swift discussed new classes for next year, including Introduction to Calculus, which
361 will use the CPM resource to finish up pre-calculus for part of the year. The school will
362 no longer offer Math 4 and a Calculus course. The school will still offer a pre-calculus
363 course, which will finish the second, half of pre-calculus and help to solidify pre-calculus
364 skills. This class would be for the students who would have taken the Math 4 class.
365 Calculus was an option this year and the class had seven students. It is the same
366 curriculum as AP but at a slower pace. Next year students will be able to take the
367 Introduction to Calculus course. She discussed Acceleration and that some students try to
368 accelerate through a course and showed the pathways offered. The Board will get a hand

369 out at the end of the presentation to discuss how acceleration can happen and the pros and
370 cons of it. She discussed the possible students and their pathways as in the presentation.
371 She discussed the scoring on the BC AP test and that if a student passes the AB part of
372 the BC exam they can test out of the College AB course. All students can take at least 2/3
373 of a year of calculus if they do not accelerate. Resources are not curriculum. The CPM
374 resource supports the curriculum. She discussed and showed the Board the resource used
375 by the Math department at SHS.

376 Ms. Landwerhle discussed the CPM resource for Core 1-3 and the strong research base of
377 this resource. She discussed the learning principles as in the presentation and how they
378 mesh well with the learning philosophies at SHS including the ALEs.

379 Ms. McGuigan discussed how the training of this resource was easy because the book fits
380 SHS and the school is already doing so much of the best practices the book includes.

381 Ms. Landwerhle stated that CPM has a consistent lesson structure including introduction,
382 outlines the learning goals for the day, and has problems and investigations. The
383 problems are challenging problems and students work on the problems in study groups.
384 Everyone has a role in the group. Teachers feel they know students as learners better.
385 There is no lecture and now the lecturing is happening in small groups.

386 Ms. Swift stated that she has many more individual conversations with students and very
387 quickly can see when the whole class is struggling. She hears from so many different
388 students with this process.

389 Ms. Landwerhle stated that at the end of the lesson there is a reflection and there is
390 homework each night that is a review of the lesson and a preview of the next lesson. This
391 helps with the mastering of skills and sets-up students for learning new skills. The
392 chapter assessments have content from prior chapters also.

393 Ms. McGuigan stated that CPM recommends learning logs. Students have been using
394 interactive notebooks and teachers will pass them out next year. Students will have a
395 library of math when they leave the school.

396 Ms. Swift and Ms. McGuigan discussed how these notebooks are great and useful in
397 college. They discussed literacy skills coming out of this work also.

398 Ms. Landwerhle stated that students share the roles of the team. She discussed how the
399 resource has also helped to teach the students how to work collaboratively. The groups
400 change with each chapter and students have a voice in the make-up of the groups. There
401 are participation check-ups during each chapter with the groups. She discussed the role of
402 a spy and the students can huddle of different roles to help groups solve part of the
403 problem when they are stuck.

404 Ms. Landwerhle showed the Board a sample problem. She discussed the challenge of the
405 problem and how working in the groups allows students to discuss mathematics and their

406 thinking. The steps of the problem provide students with a pathway of thinking. Long-
407 term retention happens when students have to explain thinking and justify thinking.

408 Ms. McGuigan discussed the training of the teachers to ask open-ended questions and
409 have Socratic questioning. Teachers try to push the thinking of the students.

410 Ms. Swift discussed how the group work allows for more voices to be heard when
411 students share out learning with the class.

412 Ms. McGuigan stated that assessments are 40% of what was just learned and 60% of
413 what learned in the past.

414 Ms. Landwerhle showed the Board a video of a study team strategy to ensure all voices
415 are heard. This is also an example of the support CPM gives to teachers. She discussed
416 how the problems build on each other. CPM offers resources to teachers and students.
417 There is a link on the school website to these resources. There is even Homework help as
418 a resource for the students.

419 Mr. Maresco stated that CPM sounds great here and in past students and parents had
420 seemed frustrated with it.

421 Ms. Landwerhle stated that was this fall and parents needed to better understand where to
422 find the resources. Also the parents needed a better understanding of the study groups and
423 where to get answers.

424 Ms. Swift discussed her meetings with parents where she was able to clear up wrong
425 impressions and many of the questions were around the group work and how the groups
426 are formed. Students are getting use to the process.

427 Mr. Maresco discussed weaknesses in the groups and how the group cannot move on.

428 Ms. Swift discussed the forming of the groups and how important it is to know the
429 students. She discussed the supports for the teachers and how teachers can better
430 supports struggling groups. No students are left behind. The chapters build and so
431 students need mastery before moving on.

432 Ms. Landwerhle stated that there are also have group assessments to prepare for
433 individual assessments and this gives the teacher information about review that needs to
434 happen before the individual test.

435 Mr. Maresco asked if this process is stopping kids from accelerating.

436 Ms. Swift stated that they have not run into this yet. If a group is moving through core
437 problems they can do extension problems.

438 Ms. Landwerhle discussed the growing pains and it has been a successful implementation
439 of the program. Parents with concerns have met with Ms. Swift and now feel more
440 comfortable with the program. She discussed success stories of students who never
441 enjoyed math and are now having success.

442 Ms. McGuigan discussed how cooperative learning groups is not a new thing. Brain
443 research shows that this type of learning is an effective strategy for retaining knowledge.
444 She discussed seeing concepts in context helps also.

445 Ms. Landwerhle stated that this resource also has free professional development.
446 Teachers have had 8 full days of on site training and 2 free coaching sessions with each
447 teacher. The coach has worked with $\frac{3}{4}$ of the department so far. There are training
448 resources, supports on line, and there are videos for every lesson, links to online
449 applications and more.

450 Ms. Landwerhle discussed what is next, including to access the resource using survey
451 data from students and teachers, scope and sequence at the end of the year, final exams
452 and chapter tests, Smarter Balance Assessment, and performance assessments through
453 PACE. They are not sure yet what the survey will look like.

454 Ms. Swift discussed the end of the year survey teachers do any way and this time it
455 maybe more formal to help evaluate CPM.

456 Mr. Chen asked about the Integrated 1-3 to Core transition went because the curriculum
457 was mixed up.

458 Ms. Swift stated that the school has been very deliberate and laid out a 3 year plan. They
459 have moved things around to ensure there would not be a gap for students once the school
460 is done the transition. Core 3 started with Core 2 topics because of the transition. As
461 younger grades are getting aligned with the new curriculum than have to do less moving.

462 Ms. Heimarck stated that they started the transition to the Core three years ago without a
463 resource and now the school is in a better position to implement a new resource this year.

464 Ms. McGuigan stated that the circles unit was taught in Core 2 and in Core 3 and next
465 year it will not be in Core 3 at all.

466 Mr. Chen asked if CPM was the schools decision, not because of the core.

467 Ms. McGuigan stated that the school looked at the CPM resource years ago and waited
468 for a resource that was a good to match the core. She discussed how content is covered
469 in younger grades so some of the content that would have been a gap was not a gap. The
470 school found a resource to match the curriculum and not drive the curriculum. She
471 discussed assessments to help fill gaps formed by the transition.

472 Mr. Chen stated that some students start in pre-core and asked what is the minimum
473 amount of math a student could take by graduation.

474 Ms. Swift stated that students do not have to take 4 years of math and the minimum is
475 Core 2 if they start with Pre-core and take three years of math.

476 Ms. Heimarck stated that the College and Career readiness is completion of Algebra 2.
477 She discussed exceeding the number of credits required at the high school level and that
478 they have discussed requiring 4 years of math.

479 Ms. Swift stated that 86% of students take 4 years of Math and 5-6% of students double
480 up in math and take more than 4 years.

481 Mr. Coughlan asked about the classes called Financial Algebra and Statistics.

482 Ms. Swift stated that these classes are option if students do not want to take AP Calculus
483 or Introduction to Calculus. The Statistics course teaches students the thinking of
484 statistics and readies students for a college statistics course and analysis. The Financial
485 Algebra course is where students study a situation where students discuss the math that
486 they need to learn to better understand the situation like accident reconstruction. This
487 course covers many functions covered in Core 3 but is more relevant.

488 Mr. Grondstra asked if students take Financial Algebra and can then go on to Core 3.

489 Ms. Swift stated yes and students can take the classes together or out of order.

490 Ms. Lanwerhle discussed the packet passed out to the Board, discussed the math program
491 of studies, and reviewed acceleration options and the pros and cons. This is a good tool
492 for parents and based on parent feedback. It will be a link on the Math page on SHS
493 website and is already on the SAU page.

494 Mr. Maresco stated that when students advance is optional and how they advance is by
495 using VLAC.

496 Ms. Heimarck stated yes, using Virtual Learning Academy.

497 Mr. Maresco stated that his concern is VLAC truly advancing students and allowing
498 students to retain information.

499 Ms. Swift discussed that it is not ideal, but there is more retention than just studying for
500 passing a test. The best learning happens in the classroom. They have investigated and
501 continue to investigate how to better support students in accelerating and having
502 retention.

503 Ms. Heimarck stated that they do revisit acceleration methods every year and are looking
504 at making modifications at the middle school level. Scheduling and staffing limits the
505 acceleration models that are possible.

506 Ms. Mullens stated that these are great visuals and the program does fit SHS. Teacher as
507 coach, collaborative learning, and self-directed learning has always happened at SHS.
508 The antidotal feedback is that students like the new math program. She is curious to see
509 the results of the survey.

510 FY15 3rd Quarter Financial report

511 Ms. Shankel stated that this report is through the end of March. Revenue shows a
512 shortage in catastrophic aide due to the confusion at the State Department of Education.
513 They were given a number in September and it came in much lower in December. She
514 discussed the issues and that the number will change. The revenue will go up by
515 \$80,000-\$90,000 dollars. This issue will be resolved and they are still waiting for the
516 numbers.

517 Mr. Brown asked if writing a letter and going up to the Department of Education changed
518 their mind.

519 Ms. Shankel stated that there was a communication issue and this will not happen again
520 and it will be resolved.

521 Ms. Mullens stated that there was a good discussion with the Department of Education
522 about how their glitch impacted us and how it will be fixed.

523 Ms. Shankel stated that there is around \$200,000 savings in salary and benefits because
524 the health insurance came in lower.

525 Default Budget Management

526 Ms. Mullens discussed that the Budget Study committee looked at different scenarios.

527 Ms. Shankel stated that the school is looking at personnel cuts, not funding the tractor
528 and plow, firewall had to be replaced early because it failed, and they will make savings
529 on hiring. Today at the meeting they discussed other options. The shortfall is about
530 \$169,000. They are looking at personnel cuts and not funding the firewall but will fund
531 the tractor and plow. They will also have budget savings because the health insurance
532 saving came in. They were budgeted at a .08% increase and came in at -2%. The
533 personnel cuts will be discussed in non-public session. They can also discuss freshman
534 3rd sports cuts. All cuts will have an impact on the cost per pupil and implement without
535 having impact on school.

536 Mr. Scully stated that the health insurance is good news and the school is taking the

537 approach in every area to cut.

538 Ms. Mullens stated that she is glad have the health insurance savings, but that can go
539 back to tax payers. She would like to discuss sports in general and would like to check
540 into that number. Seems like freshman team sports would be savings and she would like
541 to better understand the estimated \$56,000. Maybe the athletic liaisons can look at this
542 before the April 22nd meeting. This number looks low.

543 Mr. Scully stated that he would ask Mr. Miller for numbers again. Freshman teams
544 include Field hockey, Soccer, Baseball, Basketball, transportation, coaches, and officials
545 for home and away games.

546 Ms. Mullens stated that the Board could make a final decision in May. Mr. Scully felt
547 comfortable recommending this personnel line and the Budget Study committee felt
548 comfortable. The Board can use other considerations including the sports for next year's
549 budget. The Board can come back and vote after the Non-public session when they have
550 more information.

551 Ms. Shankel stated that the Board could vote on this during the work session or at the
552 May meeting. It is good to give people a chance to digest the information and they will
553 need a motion at the work session or at the May meeting.

554 **INFORMATIONAL**

555 Staff Breakfast – May 12th

556 Ms. Mullens stated that May 12th is the Staff Breakfast.

557 Board goals

558 Ms. Mullens stated that the Budget goals and other goals will be discussed at the April
559 22nd work session.

560 **ACTION ITEMS**

561 Professional Nominations

562 Will be done in Non-public.

563 Habitat Field trip

564 Mr. Gagnon stated that this trip cannot be done over a weekend because Habitat is a
565 Monday – Friday organization. Mr. Gagnon discussed the trip; again, class time missed
566 and how another teacher will cover the learning specialist internally while he is gone. HE
567 asked if the Board is willing to allow students to miss a full weeks worth of class time.
568 The trip is for 10 seniors, the trip has been done for the last 10 years, and leader is

569 retiring. The cost is \$1100 dollars. Students do work during the day and at night there is
570 time for reflection and to do school work. He surveyed students who went last year and
571 they had time to work while they were gone and transitioned back to the school well. He
572 feels comfortable with this trip but does want to set a president that it is ok to miss 5 days
573 of school. When students arrive in Alabama they work with Habitat for Humanity, which
574 is a Monday-Friday organization.

575 Mr. Chen asked why the school does not use the Habitat in Nashua.

576 Mr. Gagnon stated that this could be pursued in future years.

577 Mr. Coughlan stated that in this case all students are seniors and are capable of making a
578 decision. Kids who choose this trip decide because it is the best choice for them and their
579 education. He hopes the Board allows students to make wise decisions because there are
580 more benefits than concerns for this trip.

581 Ms. Janson stated that she agrees with Mr. Coughlan. This can be life-changing
582 experience for kids. Taking kids to Alabama is a good experience. Wally has led this trip
583 for the last 10 years and she would like him to do this trip his last year.

584 Mr. Coughlan stated that the poverty of the south is not something that kids can
585 experience here in the Northeast.

586 Mr. Brown discussed the experience of his son volunteering for Habitat in Nicaragua and
587 the great experience he had.

588 Mr. Grondstra asked where would the Board draw the line. Only seniors can take this
589 much time, less than 5 days is ok; he would like to put bounds around the decision.

590 Mr. Gagnon asked what is it about this trip that it is allowable.

591 Mr. Chen stated that if it were in the later part of the year it would not be a big deal.

592 Mr. Gagnon stated that October is the best window of time and at the end of the year
593 students are dealing with Senior project and graduation.

594 Mr. Chen asked if this is the last trip or potentially the last trip.

595 Mr. Gagnon stated that the trip leader is retiring.

596 Mr. Grondstra discussed this trip in comparison to the baseball trip to FL.

597 Ms. Mullens stated that the major reason she voted against the baseball trip was because
598 there was not a clear educational tie to that trip.

599 The Board discussed the baseball trip compared to the Habitat trip. They discussed if the
600 habitat trip offers more than bonding and sportsmanship. Survey any kid on any trip and
601 they have a positive educational experience. The Board discussed the new field trip
602 policy from two years ago. They also discussed the burden of cost to the sports team.
603 The policy was so the Board was aware when students were outside of the state and has
604 evolved to include staff time missed, students missing class time, and cost.

605 Mr. Chen stated that he is having a hard time to vote yes because it does not follow
606 guidelines of things talked about.

607 Mr. Gagnon stated that the Board allowed it last year because it follows the mission of
608 the school. The Board has to be consistent. He wondered how to maintain consistency
609 when trips are always different.

610 The Board discussed the Cuba trip and how that trip missed days also.

611 **Ms. Janson made a motion to approve the Habitat Trip as presented. Mr. Coughlan**
612 **seconded the motion.**

613 Mr. Grondstra stated that if the Board treats each trip individually that goes outside New
614 England for multiple days and has missed class time without worrying about consistency
615 than ok, but it is unfair to apply rules to one circumstance but not to others.

616 Ms. Mullens stated that the Board is consistent in the criteria looked at for each trip but
617 not consistent in how the Board votes. If the Board stays consistent to the criteria looked
618 at than it is ok.

619 Mr. Chen asked if the criteria that the Board looks at are as on the page.

620 Ms. Mullens stated, yes, the form helps be consistent in the criteria looked at. The
621 criteria are not spelled out in the policy, but maybe they should be added.

622 Mr. Coughlan stated that, knowing this teacher, every moment that the kids are not
623 asleep, the kids are instructed following the mission of the school.

624 Ms. Mullens asked Mr. Gagnon if he would vote one way or another.

625 Mr. Gagnon stated that Mr. Coughlan has articulated it well that this is a trip where
626 students can comeback transformed and an experience that kids cannot have locally. He
627 would consider forgoing students missing class time, but hears Mr. Grondstra in his
628 concern over having not given approval to other trips. HE stated he would remain neutral.

629 Mr. Grondstra stated that he believes in the trip and agrees with Mr. Coughlan but wants
630 to make sure the Board is fair to other trips. He is not denying this is a great opportunity
631 for these kids.

632 Ms. Mullens stated that they each have to decide how to vote and that she agrees she does
633 not want to be unfair.

634 Mr. Brown stated that it is the student's responsibility to make up missed work and this is
635 an opportunity to learn about time management.

636 **The vote was Mr. Grondstra, Yes; Mr. Brown, Yes; Mr. Chen, Abstained; Ms.**
637 **Mullens, Abstained; Ms. Janson, Yes; Mr. Coughlan, Yes. The motion passed.**

638 MS-22 Report of Appropriations Actually Voted

639 Ms. Shankel stated that the Department of Revenue and the Department of Education
640 need to know how the vote for the budget went.

641 Mr. Chen made a motion to authorize the school district clerk, the superintendent and the
642 Board to sign the MS-22. Mr. Coughlan seconded the motion and the vote was
643 unanimous.

644 **Mr. Brown made a motion to go into NON-PUBLIC SESSION at 10:22 pm pursuant**
645 **to RSA 91-A: 3 II. (a), (c), (d), (e), (f), (g), (h), (i). Mr. Grondstra seconded the motion**
646 **and the roll call vote was all yes.**
647

648 The Board discussed Student Metrics, World Language and Personnel matters.

649
650 Steve Coughlan moved, Christine Janson seconded and the Board voted unanimously at
651 11:11 PM to exit closed session.

652
653 **Steve Coughlan moved, Christine Janson seconded, and the Board voted unanimously**
654 **to ratify the hiring of Robin Lee Croteau as a .5 FTE reading specialist.**

655
656 **Steve Coughlan mad a motion to adjourn the meeting, Christine Janson seconded the**
657 **motion, and the Board voted unanimously to adjourn the meeting at 11:13 pm.**