

1 Mont Vernon Village School

2 Thursday, November 4^h, 2021

3 Meeting Minutes- Approved 12 02 2021

4 Attendees:

5 Administrative Team: Adam Steel- Superintendent, Christine Landwehrle- Assistant
6 Superintendent, Steven Chamberlin- Assistant Superintendent, Amy Facey- SAU #39 Business
7 Administrator, Tom Lecklider- Principal MVVS, Kiera Bell- MVVS Fourth Grade Teacher and
8 Stephanie McGregor- MVVS Fourth Grade Teacher

9 Mont Vernon Village School Board: Chair- Sarah Lawrence, Vice Chair- Peter Eckhoff, Jessica
10 Hickley- Secretary, Kristen Clark, and Stephen O’Keefe.

11 Board Minutes: Danae A. Marotta

12 Public: John Prescott, Mont Vernon NH.

13 I. Call to Order

14 **Chair of the Mont Vernon School Board, Ms. Sarah Lawrence, called the meeting to order**
15 **at 6:00PM.**

16 She asked Ms. Hinckley and Ms. Clark if it was impractical for them to be here and if they were
17 alone.

18 They both responded yes.

19 II. Public Input I of II

20 No Public Comment

21 III. Student and Teacher 4th Grade Presentation about the Student Mindset in Math and ELA.

22 Principal of the MVVS, Mr. Tom Lecklider, thanked Ms. Kiera Bell and Ms. Stephanie
23 McGregor for putting this presentation together. Tonight, they will be discussing Student
24 Mindset in Math and ELA. There has been a lot of great research done over the past decade
25 about how it impacts student learning and language.

26 Ms. Bell mentioned that they start the year and mind set greatly impacts success. As they look
27 deeper into mindset, they find that fixed mindset is a growth mindset. Psychology Professor at
28 Stanford University, Ms. Carol Dweck, developed the concepts of a fixed mindset and a
29 growth mindset. Growth Mindset is that the belief that you can grow your brain and that
30 intelligence grows with effort, so you keep trying and trying to reach your goals. Whereas a fixed
31 mindset, you have the belief that you are born a certain way and cannot change. A lot of people
32 say that they “cannot do math” and with a growth mindset if you work hard and keep trying you
33 can achieve that.

34 Ms. McGregor noted that students were introduced to Mojo which is a character on Class Dojo
35 videos. Mojo helps the students learn that they can be smart, can learn from their mistakes, learn
36 from their friends, and change their mindset.

37 Ms. Bell mentioned that after students learn about Mojo, they put growth mindset into action.
38 They were given a stem challenge to do, they were challenged to build the tallest tower they could
39 out of index cards. As you can see there are different types of towers and the groups had multiple
40 trials.

41 Ms. McGregor noted that in both Math and ELA they discuss strategies used to solve problems.
42 They discussed how they could apply this to math problems and with writer's block. It was
43 important to discuss feelings with problems that were simple or feelings with problems that were
44 difficult. That led them to the thought of what to do when fixed mindset thoughts creep into their
45 minds. The students have added their thoughts below.

46 Ms. Bell added that they have consistent reminders, and see the students get through their
47 frustration. They are not just using it at school but outside of school as well.

48 Ms. Lawrence asked for any questions or comments.

49 Mr. Eckhoff asked if 4th grade was the target grade to start this.

50 Ms. Bell replied that they can even start sooner, Pre-K or K but not as in depth.

51 Mr. Eckhoff inquired if this will be brought down.

52 Principal Lecklider mentioned that this is a lens into the learning. There are videos on the power
53 of "yet". It is a culture and something that he is invested in. Tonight, they will discuss NWEA
54 and growth. It is that inner voice of not giving up and a culture that they want to drive as a
55 school. Years ago, they would discuss IQ number and it defined you as a learner. That will affect
56 a child as a learner and this idea of a non-fixed learning is good power tool. It is language that
57 should be used in all of the grades.

58 Mr. O'Keefe asked how they use this in daily instruction.

59 Ms. Bell replied that every student needs to have a growth mindset every day. When a student
60 comes to a roadblock, they keep trying and do not give up. They might move on for the moment,
61 it is continual conversations and the power of "yet".

62 Ms. McGregor added that it is using the same verbiage and it does not have to be an immediate
63 process.

64 Mr. O'Keefe noted that he is assuming that they are including the Guidance Counselor.

65 Principal Lecklider mentioned yes, she is very familiar with building that culture towards
66 growth.

67 Mr. Prescott, Mont Vernon resident gave his support for using the growth mindset. It is teaching
68 them how to think and what to think, it is amazing that it is here in the school.

69 Ms. Clark remarked gave her appreciation, there is data to support that it is linked to lifelong
70 learning.

71 The Board thanked Ms. Bell and Ms. McGregor.

72 IV. Middle School Transition

73 Assistant Superintendent, Mr. Steven Chamberlin, remarked that currently they are meeting with
74 the Mont Vernon Students, and he added some themes in the memo. He also put together a draft
75 of the future transition will look like starting in January all the way through next November. It
76 builds upon current practices. One of the things that he and AMS Principal, Dr. Bethany
77 Bernasconi, agreed on is lunch observations. Lunch is such a significant portion of their day, and
78 they want to take a look at how the MV students are integrating at lunch and all those social
79 opportunities. That will be a part of the report next year. Principal Lecklider and Principal
80 Bernasconi will meet in January to begin this and all the activities throughout the year. It will be
81 very much ingrained in the system of transition. We will be ready to have AMS School
82 Counselor, Mr. Dan Farina, meet with the students in September for the social emotional
83 connection and they will have a full report in November just as designed.

84 Mr. Chamberlin added that he was happy to work on it and can answer any questions.

85 Ms. Lawrence asked for questions.

86 Mr. O'Keefe inquired about the integration of their sixth-grade teachers. That part of the contract
87 requires a couple of class joint exercises between AMS and MV. Additionally, professional
88 development opportunities. They are looking for more cohesiveness.

89 Mr. Chamberlin replied that they will make sure that they review the agreement and will plan
90 those deliberately.

91 Mr. O'Keefe asked what are they going to do to capture the remaining students.

92 Mr. Chamberlin noted that every student will meet with AMS School Counselor, Ms. Maggie
93 Kim. He met with her recently to reinforce this.

94 Ms. Lawrence asked for questions or comments.

95 Ms. Hinckley added that she is pleased to see the thought and structure going into the transition.

96 The Board thanked Mr. Chamberlin.

97 V. Consent Agenda

98 Mr. O'Keefe highlighted an email from Superintendent Steel about the recent high SAS scores.
99 To show that they are in the top 1% of elementary schools is a huge feather in the hat to every
100 employee in this building. This is a story that they need to share this with members of the
101 community. Whatever they did last year, they literally need to do it again. He suggested they do
102 a press release to get the information out to the public.

103 Superintendent, Mr. Adam Steel, mentioned that it bears repeating and being called out. This
104 school fared exceptionally well over the last two years, and he does want to give credit to the
105 school board for making it a priority. He requested Assistant Superintendent, Ms. Christine
106 Landwehrle, speak to the specifics of this accomplishment.

107 Ms. Landwehrle replied that the Union Leader ran an article about test scores looking at the
108 2018-2019 school year, pre- covid, and then the 2020-2021 school year. For many schools they
109 lost about 10% from students being proficient to not being proficient between those two test
110 events. Some of those cohorts changed and so on so it is really just an approximation of how
111 those schools fared. Most schools had less students proficient, Mont Vernon the opposite happen
112 with more students proficient.

113 For ELA for the 2019 school year, they had 71% of their students proficient which is a high
114 proficiency level already for reading. This past spring, they went to 81% of students that reached
115 proficiency. They met or exceeded that expectation for that grade level which is unbelievably
116 high.

117 For Math, we went from the 2019 school year 52% of our students being proficient to 71% of
118 our students being proficient. A lot of the work was definitely a focus on Math and the work that
119 Interventionist, Ms. Charline Brown, did to build a math culture here at MVVS. All of their
120 teachers changed their practices as well. This was a culmination of the work that we've been
121 doing for a number of years around math.

122 They have done deep professional in math, and many have completed OGAP training. That
123 training really teaches teachers how to see the developmental progression in mathematics to
124 understand how students learn to add and multiply and what conceptual understanding you need
125 to build to do that successfully. Changing practice is hard but there is so many ways they have
126 changed teaching mathematics. They intentionally hold back to understand and then at the end
127 get to that algorithm. They have been working really hard to go deeper to get to that algorithm
128 later on. The other thing we did is we rolled out the modular assessments. They are mini tests
129 and are curriculum embedded.

130 Unbelievable work and the teachers knew in the beginning that they were catching students up
131 and providing that growth. With math if there is a hole or gap, it is much harder to fix after
132 disrupted learning. Their teachers were able to fill the gap and more. They did see similar results
133 on NWEA, there were a few grade levels with ELA that they didn't, and they are zeroing in on
134 that. They are thinking of doing the same thing with literacy as they did with math.

135 Mr. O'Keefe noted that there is still a problem spot with NWEA third grade.

136 Mr. Steel remarked that the statewide average was that students dropped 16 points in proficiency,
137 here we went up 19 points in math. They are more than twice as high in the state average for
138 proficiency, more than five times higher than Manchester and higher than Bedford and every
139 other town listed in the media report. The staff and faculty deserve an incredible amount of
140 credit.

141 Principal Lecklider noted that they hit the ground running. He thanked the staff and recognized
142 them for their work.

143 **Mr. O’Keefe motioned to approve items 1. Oct 14th, 2021, Draft Minutes, 2. Unanticipated**
144 **Revenue \$20.00, 3. NWEA Student Growth Summary, 4. MVSD October Facilities Update,**
145 **and 5. First Reading Policies from SAU. Mr. Eckhoff seconded the motion.**

146 No discussion

147 **O’Keefe- Yes, Eckhoff- Yes, Hinckley- Yes, Clark- Yes and Lawrence- Yes. Motion passed.**

148 VI. Principal’s Report

149

150 • Community

151 Principal Lecklider noted that this was a huge month for community. Last week, they had
152 Operation Pumpkin. SHS Ethics Forum students performed with song and dance and captured
153 the themes of kindness. It was nice to see how excited the students were here, and the vibe was
154 really positive. He recognized Mr. Brooks for all of his work. They gave pumpkins to every
155 student and had a costume parade. It was a good day around.

156 The other event was the outdoor Movie Night. He thanked the PTO for a record attendance.
157 There was popcorn and it was a great night for their community.

158 He held his first Coffee with Tom; it was positive, and they will do it again next month. It is
159 virtual. It is another way to build communication. That will be coming up again soon.

160 With SOAR they are continuing to hit that theme. He mentioned some of the fun plans that they
161 have. The new MVVS falcon is named “Monty”. They are getting ready for a challenge with
162 Clark/ Wilkins. They are having fun with it and walking through the classrooms and hearing that
163 vibe and consistent message is really powerful.

164 Principal Lecklider thanked the New Boston Grange for donating dictionaries to their third
165 grade. That happened today and the students were very excited and interested. He thanked them
166 for their generous donation.

167 • Engage, Challenge and Support

168 They are very deep into their RTI work and they are changing the name of the RTI Team to
169 MTSS Team (Multi-Tiered System and Supports). Really when they talk about RTI, they are
170 talking about all hands-on deck, is usually with Tier I classroom, Tier II the Interventionist and
171 Tier III special education but it can be more than special education.

172 Our team has had three meetings and he is happy to announce that they have a forum and a
173 process. They will analyze data and continue to do that and having a system providing
174 interventions and seeing growth. They are also discussing the individual student plans. Our
175 process is well defined now.

176 Also, they discussed NWEA and are at the end of the first term. He has had meetings with grade
177 level teams around scope and sequence. He thanked the teachers for their work with that. Those
178 conversations are continuing in our grade level meetings.

179 He recognized their Counselor, Ms. Anna Girard, in the beginning of the year discussed the
180 Second Step Program. She is feeling like she's making a lot of headway with kids and having
181 really good conversations. What is exciting to see is the work that the teachers are doing to
182 piggyback off of that message. He is happy to see Ms. Girard being a part of grade level
183 meetings, and understanding where they are with curriculum, and the individual students. That
184 has been a positive thing.

185 He thanked MVVS Nurse, Ms. Kimberly Deppen. These are challenging times as they all know.
186 They have included the numbers for the positive cases and will continue to report on that. They
187 have had some positive covid cases and they resolved themselves over their quarantine. He gave
188 his support for Ms. Deppen's judgement and making those tough decisions.

189 The PTA is planning the Avenue of Lights in December and the 30 Days of Giving. There are a
190 lot of fun things being planned and it has been a good month.

191 He is happy to answer questions.

192 Mr. Eckhoff asked about the number of 822 for nurse visitations.

193 Ms. Deppen replied that they take their direction from the New Hampshire Department of Health
194 and Human Services. They listen in twice a month to Dr. Chan the State Epidemiologist, there is
195 even a letter that they can share with physicians or parents. It is everything from stomachache,
196 sore throat, cough, headache.

197 Mr. Eckhoff asked if she has what she needs to handle that.

198 Ms. Deppen replied that she does but needs time, it has been busy throughout the entire SAU.

199 Ms. Lawrence noted the extreme amount of nurse visitations.

200 Ms. Deppen mentioned that they are trying to keep students in class.

201 Principal Lecklider commented that one case results in a lot of communication.

202 Mr. Steel added that the SAU nurses have tracked 2,658 individual situations related to covid
203 over and above their regular duties.

204 Ms. Hinckley thanked Ms. Deppen for her parent communication.

205 Mr. O'Keefe noted that is 22 average a day, is there a part of the day that is busiest.

206 Ms. Deppen replied that it is throughout the day. Most parents have been very good without a
207 doubt.

208 Mr. O'Keefe asked If they are seeing the same levels at our other elementary schools. He asked
209 if there was sharing of resources to help Ms. Deppen during the day.

- 210 Mr. Steel replied unfortunately not.
- 211 Ms. Deppen explained that they are supplying the documentation to the DHHS and can be a lot.
212 That was one thing that occurred to her the other day.
- 213 Mr. O’Keefe asked if there was substitute funds to help with assistance.
- 214 Mr. Steel remarked that he would look into it.
- 215 Mr. Eckhoff added that he would like an update on this status, they need to get a handle on the
216 volume.
- 217 Mr. O’Keefe asked if they could include the 7th and 8th grade students for an enrollment update
218 and the number of evaluations formal and informal.
- 219 Ms. Lawrence questions if he could add how many are remaining and if there was an enrollment
220 trend going up and down.
- 221 Ms. Landwehrle added that they have the numbers at the SAU.
- 222 Mr. O’Keefe asked for the Oct 1st.
- 223 SAU #39 Business Administrator, Ms. Amy Facey, replied that they do not have the ADM
224 (Average Daily Membership) number yet.
- 225 Ms. Lawrence asked for questions.
- 226 There were no questions.
- 227 Ms. Lawrence noted that there was a Theater Arts Club Proposal in the packet.
- 228 Principal Lecklider explained that this is for the set design part of it. Last month they approved
229 the drama side of it.
- 230 Ms. Lawrence gave her support.
- 231 Principal Lecklider noted that they are planning a choral and then a performance in April.
- 232 Mr. Eckhoff asked about a students in the high school to come up and participate.
- 233 Principal Lecklider noted that would be a great idea to include the SHS students that came to
234 perform around Halloween.
- 235 The Board thanked Principal Lecklider.
- 236 **Mr. O’Keefe motioned to approve the Theater Arts proposal as presented. Mr. Eckhoff**
237 **seconded the motion. The vote was unanimous, motion passed.**
- 238 **Ms. Lawrence called a roll call: O’Keefe- Yes, Eckhoff- Yes, Hinckley- Yes, Clark- Yes and**
239 **Lawrence- Yes.**
- 240 VII. Budget Discussion

241 Ms. Facey noted that they do not have a Budget Committee, but they held a number of meetings.
242 Board members were asked to please submit questions. There is one question outstanding, but all
243 other questions have been answered.

244 There have been some changes since the presentation and she will highlight those, some of them
245 stem from some of the questions that came in. They have received updates from Primex on our
246 property and liability insurance and that was adjusted. Our worker's comp was adjusted, there
247 was a discussion about changing the replacement furniture and moving that to a UFB. There was
248 a duplicate entry on a small item, and they did receive a salary adjustment with benefits, for a
249 teacher (Math Interventionist) moving a step. You will also see a significant decrease in tuition
250 to the AMS, due to the Amherst students attending the MVVS. There are small adjustments to
251 software. The School Nutrition Manager was going to receive a salary increase and that has
252 changed on here as well, with the associated benefits. Because you are looking to engage in
253 conversation about a new addition, it is best practice to add \$1 to line items. This is so you can
254 transfer funds to those accounts. The Treasurer sent an request to increase her salary for \$200.
255 She took a look at the food service line items, more specifically, the rate of the other food service
256 employee. Those are all reflected. Highlighted in yellow is the performing arts domain leader at
257 5% of the cost, that is added as a placeholder. The other changes are default changes she noticed
258 in the sheet that there were left over formula calculations. Your default should be in good shape
259 at this point, there were some items that should have been in the default that were not.

260 She is happy to answer questions.

261 Mr. O'Keefe asked for the percent increase.

262 Ms. Facey replied that she would want to look at those calculations. The net change of all these
263 changes is (-\$68,688).

264 Mr. O'Keefe noted that he would like to get this as close to default as possible. He wants to
265 make sure that they get the proper raises for food service. It is important that a \$24k increase is
266 reasonable and they can justify that with their tax base

267 Ms. Lawrence noted that whatever they can do,

268 Mr. Steel mentioned of the \$24k increase, \$8k is from food service, so it is really a \$17k
269 difference.

270 Mr. O'Keefe asked about using the \$17k that was slated for the outdoor classroom, for
271 curriculum.

272 Ms. Landwehrle replied that she has questions on whether they are supplanting, which is not
273 allowed. She is happy to reach out to the DOE.

274 Ms. Lawrence asked for budget questions.

275 Ms. Facey asked if they are in support of those changes.

276 The board agreed.

277 Ms. Facey added that the steamer is in this budget, she is not sure that they have enough funds in
278 this budget. SAU #39 Facilities Director, Mr. Roger Preston, is looking into that.

279 Mr. Eckhoff inquired about using the UFB.

280 Ms. Facey replied that it is too early to tell at this point but will keep an eye on it.

281 Mr. Steel added that it is not until the end of January.

282 Mr. Eckhoff noted that it seems like a small number and there is a department in the building
283 without the right tools.

284 Ms. Lawrence asked if Mr. Preston will be adding this into the list.

285 Ms. Facey replied, yes.

286 VIII. School Nutrition Services

287 Ms. Facey mentioned that they do not have their Food Service Director anymore and there are a
288 number of us filling in and figuring it out and moving us forward. The food service program
289 needs attention we are budgeting more next year for the position and looking to increase the
290 wage for this year so that we can get some applicants. She is working with HR to do some
291 recruiting and get someone filled in because it is a serious need. The dishwasher was fixed and
292 that is a plus. They are trying to ramp up and support the food service as best they can.

293 The board thanked Ms. Facey.

294 IX. Policies to Rescind

295 Ms. Lawrence asked if there were any questions.

296 **Mr. O’Keefe motioned to rescind the policies as presented. Mr. Eckhoff seconded the**
297 **motion. The vote was unanimous. Motion passed.**

298 **Ms. Lawrence called a roll call: O’Keefe- Yes, Eckhoff- Yes, Hinckley- Yes, Clark- Yes and**
299 **Lawrence- Yes.**

300 X. Board Goals

301 Ms. Landwehrle noted she has draft goals to present and noted the location of the attachment.
302 When she met with Principal Lecklider to review goals they looked deeply in reading and math.
303 Given their NWEA scores, they wanted to continue their focus on math. There were a few grade
304 levels that did not meet their target growth and they wanted to focus on reading.

305 With reading, they want to provide that literacy rich environment. That is their overall goal. In
306 the lower grade levels, they focus on building foundational skills both in phonics and phonemic
307 awareness. The phonemic awareness piece is hearing words and understanding oral language.
308 About two years ago, they implemented an additional phonemic awareness program because we
309 realized that Foundations did not have enough phonemic awareness built into it. There is a
310 challenge with that because part of that oral language means to see faces. Teachers do Heggerty

311 outside so they can remove masks but is still a challenge. They have provided professional
312 development in August, and they focus on implementing the program K-3, it is new in 3rd grade.
313 With some of the changes, it was really important to focus in on.

314 They also want to encourage teachers to make sure that they are reading complex texts. The best
315 way to do that is in smaller segments. They use Newsela, a warehouse of articles and many of
316 the topics align to their Lucy Calkins units in second to fourth grade. What is great about
317 Newsela is that you can change the Lexile level. They wanted to pair something with their book
318 fair in December, but they have not figured it out yet. They focus on NWEA because of growth.
319 The goals are a stretch but something exciting to work towards.

320 Mr. O'Keefe gave his support for goals on both reading and math.

321 Ms. Landwehrle added that the pilot is a focus for them, and they are learning a lot about math. It
322 is 11-12 pages for one lesson and professional development every day for the teachers. Ms.
323 Brown is interested in hosting the Math Carnival again.

324 The Board thanked Ms. Landwehrle and Principal Lecklider.

325 Ms. Hinckley and Ms. Clark gave their support.

326 Ms. Landwehrle noted that with Friday being a PD this is a good time to roll this out.

327 Mr. O'Keefe added that they need to do an analysis to figure out how to get music back into a
328 room and as a board they need to encourage it as best they can.

329 Mr. O'Keefe clarified that the goal is to have the board properly understand space needs and then
330 reallocating those resources as appropriate and applicable, so we have the proper instruction
331 occurring in the right space.

332 **Mr. O'Keefe motioned to adopt the goals as written with the facilities space need analysis.**

333 **Mr. Eckhoff seconded the motion. The vote was unanimous, motion passed.**

334 **Ms. Lawrence called a roll call: O'Keefe- Yes, Eckhoff- Yes, Hinckley- Yes, Clark- Yes and**
335 **Lawrence- Yes.**

336 XI. Public Comment

337 Mr. John Prescott thanked the board. He noted that this is the first school board meeting he has
338 ever been to. He asked if they would take up the topic of vaccinations for students at any point.

339 Superintendent Steel responded that they are not planning as a school system to do anything
340 around vaccinations we are going to leave that to the parents that has been our plan all along. It is
341 such a contentious issue and there are heated opinions on both sides. They're factoring in
342 vaccination availability for five-to-11-year-olds in our protocols. Once they become available,
343 which they are now, they will factor that in to their Covid protocols.

344 **Mr. O'Keefe motioned to enter into Non-Public Session RSA 91 A:3 (c) at 7:28PM. Mr.**

345 **Eckhoff seconded the motion. The vote was unanimous, motion passed.**

346 **Ms. Lawrence called a roll call: O’Keefe- Yes, Eckhoff- Yes, Hinckley- Yes, Clark- Yes and**
347 **Lawrence- Yes.**

348 Other persons present during non-public session: Superintendent Steel, Assistant Superintendent
349 Landwehrle, Principal Lecklider and Business Administrator Facey.

350 Description of matters discussed, and final decisions made: Discuss personnel issue

351 XII. Public Session

352 **Mr. Eckhoff motioned to exit non-public session at 7:52PM Mr. O’Keefe seconded the**
353 **motion. The vote was unanimous, motion passed.**

354 **Ms. Lawrence called a roll call: O’Keefe- Yes, Eckhoff- Yes, Hinckley- Yes, Clark- Yes and**
355 **Lawrence- Yes.**

356

357

358

359

360