

Souhegan Cooperative School Board Meeting

Tuesday, February 19th, 2019

Meeting Minutes- Approved 03 25 19

Administrative Team: Christine Landwehrle- Assistant Superintendent, Rob Scully- Principal SHS, Kathy White- Dean of Faculty, Kelly Driscoll- Dean of Students, and Aimee Gibbons- SHS English Teacher.

Souhegan Cooperative School Board: Jim Manning- Chair, Pim Grondstra- Vice Chair, Steve Coughlan- Secretary and Amy Facey.

Minute Taker: Danae Marotta

Public: Shannon Hargreaves- SHS Student Videographer, Joe Bennett- SHS Student/CC Liaison, Lisa Eastland- SHS PTA Liaison, 19 River Road, Amherst NH and Laura Taylor, Amherst NH.

I. Call to Order

Chair Mr. Jim Manning, called the meeting to order at 6:08PM.

II. Public Input

Ms. Lisa Eastland, SHS PTA Liaison, 19 River Road, Amherst NH, noted that 80's Night was a great success, they will be awarding three seniors \$500 scholarships in May.

They are also hosting a Meet the Candidates night here in the SHS Auditorium on Tuesday, March 5th starting at 6:30PM. They want to give the community an opportunity to meet the candidates and ask questions. It will run similar to what the Town does.

Lastly, the SHS PTA is looking for volunteers to keep their good work going. She has sent out letters and the families should be receiving them soon.

The Board thanked Ms. Eastland.

III. Superintendent's Report

Assistant Superintendent, Ms. Christine Landwehrle, mentioned that Superintendent, Mr. Adam Steel, had a personal matter to attend to and she will be sharing a few updates with the Board.

Math Acceleration

Ms. Landwehrle explained that they changed the acceleration process slightly at the Middle School a few years ago. They now have a summer program for students that have finished 7th grade math, in the regular math pathway and can take a summer math course. As long as they show that they have mastered all the competencies, they are able to move into the 8th grade compacted course.

Once they come here to the high school, they can take two classes at the same time, and cannot completely overlap. It is a little more of an independent study. Khan Academy now has integrated math courses. Math Teacher, Ms. Ane Swift, was able to match up each of the SHS

35 classes and the Khan Academy courses. So not only are students able to use VLACS and the
36 VLACS course for math acceleration, but the Khan Academy in the videos. This provides that
37 structure for the independent study and the online course and allows for students that are stuck,
38 and their teacher is not readily available, they can now log in to Khan Academy and view those
39 tutoring videos. That was one of the missing links in math acceleration.

40 They had a really great Parent Night a few weeks ago and were able to explain that to parents.
41 They are trying to help students through that extra piece.

42 Ms. Facey gave her support, and asked about an 8th grade compacted course before they get to
43 the HS. This is so that they can start at Core II and not Core I.

44 Ms. Landwehrle replied that the challenge is getting enough students. What they have done in
45 the past is to do it more independently, and then where is the responsibility in regards to the
46 budget. They haven't offered it in the past, and it is a good question.

47 Ms. Facey asked for a path for students in the summer acceleration.

48 Ms. Landwehrle discussed that it is a half-year course that they have condensed over the
49 summer. She is wondering if the opportunity needs to be later.

50 Mr. Coughlan asked about summer course on a cost basis for the parents.

51 Ms. Landwehrle replied that is summer school for students that haven't passed a course and it is
52 individually designed for the student.

53 Ms. Facey mentioned that they have summer courses for students that need support and should
54 have courses for those that want to excel.

55 Ms. Landwehrle commented on the reasoning in paying for summer school. She then added that
56 she will look into it.

57 Mr. Manning asked how are they communicating to parents that there is an opportunity to
58 accelerate at AMS before they get to the high school.

59 Ms. Landwehrle replied that they send a letter home, usually in April or May, to every 7th grade
60 family in with a student in the traditional math pathway.

61 Mr. Manning asked what do they do for the 6th grade students.

62 Ms. Landwehrle replied that they send a letter home letting them know that their student will be
63 taking a placement test and informing them of the math placement process. They then send
64 another letter home informing them of placement for the following year and let them know if
65 their child is not in the accelerated pathway that there will be an option at the end of the year.

66 Alternative Manifest Signers for the Month of March

67 She explained that Superintendent Steel is looking for alternative signers for the Manifest.
68 Voting will take place, Tuesday, March 12th.

69 Mr. Grondstra and Mr. Coughlan volunteered to be signers for the March Manifest.

70 The Board thanked Mr. Grondstra and Mr. Coughlan.

71 2019-2020 School Calendar

72 Ms. Landwehrle noted that Superintendent Steel had presented this calendar at the recent SAU
73 Meeting. They had made some changes in regards to November and discussion around
74 conferences and the In-service day. She added that she is looking for a motion to approve this
75 calendar.

76 Mr. Grondstra asked about November 1st.

77 Ms. Landwehrle replied, that is for Parent Teacher Conferences. The teachers have expressed
78 that the day after Halloween tends to be a harder day to get the students to concentrate.

79 She further explained that they probably need to start school before Labor Day for the 2020-2021
80 School Year. She is just letting the Board know in advance.

81 **Mr. Steve Coughlan motioned to accept the 2019-2020 School Calendar as presented. Mr.**
82 **Pim Grondstra seconded the motion. The vote was unanimous, motion passed.**

83 The Board thanked Assistant Superintendent Landwehrle.

84 IV. Principal's Report

85 Principal of SHS, Mr. Rob Scully, highlighted, Poetry Out Loud, Wintercession Parent Night,
86 NCAA Informational Night and Fang Fest Week.

87 In the theme of Student Agency, students from Ethics Forum HYPE presented at the APA
88 conference Jan 9th in New York. Their presentation, titled, "Introducing 'HYPE': Hosting Young
89 Philosophy Enthusiasts," with Mr. Chris Brooks, from the University of New Hampshire
90 Durham, and Ms. Kelli Braley and students, outlined the student experience and involvement in
91 developing the HYPE conference.

92 The evolution of digital media has created emerging markets in digital publication and varying
93 forms of communication. SaberDigital Magazine incorporates 21st century digital storytelling
94 tools to create internet content for *The Claw*, their online digital magazine.

95 They have made great investment in developing authentic student learning experiences-
96 opportunities that engage outside expertise and extended learning opportunities. Many of these
97 new opportunities occur in their SaberDigital course.

98 To kick off the new year, *The Claw* has a terrific opportunity to work with professional
99 journalists from around the state. The Granite State News Collaborative has invited their students
100 to help tackle some rather salient issues affecting adolescents and adults. The issues of mental
101 health and opioid addiction are trending in the state/national news cycle, but many of the
102 published stories focus on the tragedy that comes with these issues and not necessarily potential
103 solutions.

104 The Granite State News Collaborative is looking to change that narrative by bringing more in-
105 depth coverage to New Hampshire's mental health resources and opioid addiction by reporting

106 on who is providing help and the best methods for tackling these growing problems. The
107 Collaborative is composed of 11 state news outlets. *The Claw* is the first high school news outlet
108 to join the collaborative and is tasked with providing a teenager's perspective on these issues.
109 There is strong potential for *The Claw's* reporting to be spread across the State and featured
110 across the multiple news outlets.

111 Additionally, the collaborative has teamed up with Solutions Journalism Network and Purple
112 States; two nationally recognized journalism programs, to train their *Claw* staff in investigative
113 reporting, podcasting and video journalism.

114 This is a terrific opportunity for students to gain real-world journalistic experience and to use
115 their voice to bring positive social change to our community.

116 Mr. Manning asked the Board for questions or comments.

117 Mr. Coughlan remarked that they have a Policy for the Board to approve trips outside of New
118 England. He then added that there was a recent trip to California and New York that the Board
119 did not approve.

120 Mr. Manning agreed with Mr. Coughlan.

121 Principal Scully replied that he will get back to the Board.

122 Mr. Manning thanked Principal Scully.

123 Ms. Landwehrle noted that she is thinking that Policy is about Field Trips and not about students
124 presenting at a conference.

125 Mr. Coughlan added that this is somewhat new territory in that students were presenting. He
126 noted that there are still risks to the trip.

127 Mr. Grondstra suggested that the Policy Committee review that policy and further clarify the
128 definition.

129 The Board agreed.

130 Ms. Facey asked Principal Scully about the Interpretation Committee work.

131 Principal Scully replied that he has an update scheduled for next month. They are still looking
132 for a faculty member and there was work on the Bylaws and the proposal process.

133 Ms. Facey noted that she is thinking that they still need a Board Member.

134 Mr. Manning agreed, adding he is thinking that they were waiting for a Board Member after
135 March voting.

136 Ms. Facey asked about metrics on Teacher Leader Evaluation/Effectiveness and observations
137 and PD. She then asked if they can put it as a Future Agenda Item and how is it going in general.

138 Mr. Scully replied, yes, things are going well and they adjusted the informal numbers from 4 to
139 3. The most profound thing is their professional growth plan aligned to their professional
140 development then aligned to their goals.

141 Mr. Manning asked about the amount of observations per year, per teacher.

142 Ms. Landwehrle replied, a minimum of 3 informal observations, with formal observations in
143 years 1-5, then once every three years for their tenured teachers.

144 Mr. Manning asked about the metrics.

145 Ms. Landwehrle replied that they have a new system and can bring it to the Board at the next
146 meeting.

147 Mr. Manning gave his support for the new format of the Principal's Report. He added that they
148 still want to know what is going on at the School, challenges, what is working, what is not
149 working and what are they doing to rectify it. He then asked Principal Scully for the three top
150 challenges that they are facing.

151 Principal Scully, replied continuation of Curriculum and Assessment, and Security/Facilities as a
152 project that they want to bring to fruition. He noted that pre-Trello they had an Agenda setting
153 meeting and that was helpful. He then suggested that they consider that for next year.

154 Mr. Manning commented about what their role is as a Board.

155 Mr. Grondstra echoed Mr. Manning and added with all projects, he would like to have a timeline.
156 He then suggested using a simple traffic light system.

157 Ms. Facey noted that she would agree with Mr. Grondstra as well. She then added that she is in
158 the school, with Community Council, every Monday.

159 Mr. Coughlan remarked that change is hard and the number one reason why they are on the
160 Board is for the students.

161 Mr. Manning asked the Board if there was any further questions and comments.

162 He then noted, in regards to Competency Based Education and Implementation, that he has
163 gotten some emails from parents, and that he has heard that the implementation was done at
164 AMS one way and then implemented here at Souhegan another way.

165 Ms. Landwehrle replied that she can clarify this during her presentation on the Mastery
166 Transcript Consortium. She further explained that it is a different process because here at
167 Souhegan, they have transcripts to send to colleges.

168 The Board thanked Principal Scully.

169 V. Consent Agenda

170 Mr. Manning replied that they have four items on the Consent Agenda. 1. Approve Minutes of
171 January 28, 2019, 2. Approve Treasurer's Report, 3. Accept Unanticipated Revenue \$3,000 and
172 4. SHS Field Trip Approval for Feb-March 2020.

173 SHS English Teacher, Ms. Aimee Gibbons, noted that they now have a new electric form on file.

174 Ms. Landwehrle added that this is just a revision and a little easier to read.

175 The Board thanked Ms. Gibbons.

176 Mr. Grondstra asked for the title of the trip of at the top.

177 Dean of Students, Ms. Kelly Driscoll, responded that it was on the updated form.

178 **Mr. Steve Coughlan motioned to approve the Consent Agenda items 1. Approve Minutes of**
 179 **January 28, 2019, 2. Approve Treasurer’s Report, 3. Accept Unanticipated Revenue \$3,000**
 180 **and 4. SHS Field Trip Approval for Feb-March 2020. Mr. Pim Grondstra seconded the**
 181 **motion. The vote was unanimous, motion approved.**

182 VI. Deeper Learning

183 Assistant Superintendent Landwehrle began her presentation on the Mastery Transcript
 184 Consortium by explaining “Today because of rapid economic and societal changes, schools have
 185 to prepare learners for jobs that have not yet been created, technologies that have not yet been
 186 invented and problems we don’t yet know will arise...Education today is much more about ways
 187 of thinking which involve creative and critical approaches to problem-solving and decision
 188 making it is also about ways of working Including communication and collaboration...”

189 She then explained that Mastery Transcript Consortium is looking at developing at transcript that
 190 schools that are fully mastery based use.

191 Ms. Landwehrle then reviewed MTC’s Core Principles.

- 192 • Consistent Transcript Format- Transcript has to be readable by college admission officers
 193 (once trained) in less than two minutes. Therefore, the transcript format has to be
 194 reasonably consistent across MTC schools.
- 195 • Schools define their own Mastery Credits- The performance areas, credit standards
 196 (rubrics, etc.) and credits are specific only to the individual crediting school, and will
 197 never be standardized across schools.
- 198 • Students will be credited for mastery of content and skills- Letter grading (or numerical
 199 equivalent) will not be used.

200 She then reviewed the approach:

- 201 • Credits within and across multiple subjects- interdisciplinary credits
- 202 • Credit for demonstrated level of mastery through portfolio demonstration (online only)
- 203 • Clear credit with school-created definitions of mastery (either credit or no credit, no
 204 letters or numbers)
- 205 • Non-cognitive/social and emotional learning in addition to knowledge and skills, your
 206 work study practices.

207 This prototype of the transcript landing page allows students to highlight select projects and
 208 work samples to place in their mastery transcript.

209 Ms. Landwehrle discussed that, looking ahead, they are working towards developing a standards-
210 based transcript for use starting in the 19-20 school year for grade 9, (class of 2023), continue to
211 be involved with MTC's work and work with other NH MTC partners to more fully develop a
212 regional partnership.

213 She explained that they did not want to create a disadvantage for their students by giving two
214 different types of transcripts.

215 Mr. Coughlan gave his support for digital portfolios. He commented that the curriculum for ELA
216 noting that the competencies are very fine grained.

217 Ms. Landwehrle replied, what they did was build a learning target level.

218 Mr. Manning asked what percentage of teachers are using Empower consistently.

219 Ms. Landwehrle replied, all the 9th and 10th grade core team teachers.

220 Mr. Manning asked about teacher feedback with using Empower.

221 Principal Scully replied that it has been a lot more positive with the students understanding.

222 Mr. Manning commented on High Tech High in California.

223 Principal Scully discussed that they first began with tools and approaches and although, they are
224 using new tools, it is still natural to them.

225 Dean of Faculty, Ms. Kathy White, commented that she is a founding SHS faculty member. She
226 believes in the work they are doing, with the competencies and standards, and it is bringing it all
227 together to a level of where they want to be.

228 Mr. Grondstra gave his support for being in the forefront of education, however, until it becomes
229 the norm or a majority of schools using it can be concerning. He appreciates them taking a
230 slower approach.

231 Mr. Manning remarked that there was an email he sent to the entire Board earlier this week and
232 would like it to be included in the Minutes.

233 Over the last year, he personally contacted 20 college admissions offices/directors. He then read
234 the order of the schools. He asked if the Mastery Based Transcripts are putting the students at a
235 competitive disadvantage. They responded by explaining that they get all types of transcripts.

236 *Sent to the Board on Thursday, February 14, 2019 6:49 PM*

237 *"Dear Board,*

238 *I wanted to let everyone know, I've done some independent investigation regarding competency*
239 *based grading to find out for myself what disadvantage our students may be at as we move to this*
240 *system. Over the course of the last year, I've spoken to about 19 colleges and universities. Today*
241 *I reached my goal of 20 in speaking to <REMOVED DUE TO PRIVACY>. Our discussion was*
242 *insightful and made me more confident we've made the right decision. I asked <REMOVED*
243 *DUE TO PRIVACY> to follow up with an email I could share with you. I'd ask board members*

244 *to call her with any follow up questions. Ultimately, her response was almost identical to the*
 245 *other 19 institutions of higher education. They include:*

246 *University of New Hampshire at Durham*

247 *MIT*

248 *Dartmouth*

249 *Yale*

250 *Harvard*

251 *Stanford*

252 *Brown*

253 *Bates*

254 *University of Texas at Austin*

255 *University of Massachusetts at Amherst*

256 *Wellesley*

257 *Notre Dame*

258 *Saint Michael's College*

259 *Northeastern*

260 *University of Chicago*

261 *University of Michigan*

262 *The Ohio State University*

263 *Clarkson*

264 *Saint Lawrence University*

265

266 *Change is difficult. But in connecting with these 20 amazing institutions of higher education, I*
 267 *believe this is a change we'll worth it, provided we have outstanding execution from all teachers*
 268 *and they are "all in" from day #1 with impeccable oversight from building leadership.*

269 *Regards,*

270 *Jim*

271 Mr. Manning then noted the response that he received:

272 *"James,*

273

274 *Thank you for contacting us. Freshmen admission decisions are based on a variety of factors are*
 275 *that are considered holistically before a decision is made. Detailed information about our review*
 276 *process can be found [here](#).*

277

278 *The goal of the University of Illinois admissions review process is to select, from the large and*
 279 *growing pool of applicants, those individuals who have challenged themselves academically and*
 280 *shown commitment to activities and service expected of University of Illinois alumni. In lieu of a*
 281 *traditional grading scale, our reviewers are trained to consider the curriculum of the school and*
 282 *therefore, an academic record in the context of the school profile. It is important to note that*
 283 *although high school performance and standardized test scores are important indicators of*
 284 *academic achievement, they only tell part of the story. To be clear, students who apply to Illinois*

285 *with a non-traditional transcript will not be at a disadvantage in review.*

286

287 *I hope this information is helpful. If you have further questions, please don't hesitate to have*
 288 *your board members contact me directly and I would be happy to assist.*

289

290 *Regards,*

291 *<REMOVED DUE TO PRIVACY>*

292

293 ***Office of Undergraduate Admissions***

294 ***University of Illinois at Urbana-Champaign***

295 *901 W. Illinois Street | Suite 103 | Urbana, IL 61801*

296 *Phone: 217-333-0302 | Email: admissions@illinois.edu | Fax: 217-244-4614*

297 *admissions.illinois.edu*

298 Ms. Landwehrle added that do plan on having a GPA on the sample transcript. They have not
 299 computed class rank in about 10 years, and don't plan in doing that, but will be happy to share
 300 that information with the schools.

301 Mr. Manning asked the Board for any questions.

302 The Board thanked Assistant Superintendent Landwehrle.

303 VII. School Culture and Climate

304 Community Council Liaison, Mr. Joe Bennett, gave the Board an overview of what they are
 305 doing. They just passed their first proposal of the year regarding legislation for any high school
 306 classes taken during middle school, credit has to be given. The middle school credit that is given
 307 should not affect their GPA of high school. They will award the credit but no change to the GPA.

308 Ms. Facey reminded the Board that in response to the legislation that was passed, they passed a
 309 Policy in November. She then read Policy IMBD- High School Credit for 7th and 8th grade.

310 Mr. Coughlan asked how is it going to be implemented.

311 Mr. Bennett replied that they will be starting with next year's 9th grade.

312 Ms. Landwehrle noted that she has been speaking to Ms. Karen Chininis, Director of Guidance,
 313 about it being in printed form somewhere for students and parents.

314 No motion to approve is needed.

315 The Board thanked Mr. Bennett.

316 VIII. Public Comment

317 Ms. Lisa Eastland, 19 River Road, recommended having a pre-calculus summer class. In
 318 addition, the incoming 8th graders are used to seeing rubrics and it is not in place here. She

319 appreciates that the 9th and 10th grade Core teams using Empower but there is a link that is
320 missing that needs to be evaluated.

321 Ms. Laura Taylor, Amherst NH, commented that she is nervous about changing the reporting in
322 the transcripts and that it is very complicated. She finds it concerning as a parent and believes
323 those with more traditional transcripts will be at a greater advantage. She is wondering of the
324 twenty schools Mr. Manning contacted, how many of them are top engineering schools. She
325 further discussed that she has reached out to schools and one had mentioned that they have not
326 heard of Competency Based Education and Mastery Learning.

327 She then noted her concern with metrics and accountability.

328 Mr. Manning commented that he will certainly reach out to more engineering schools.

329 He then asked Ms. Taylor if she would mind letting the Board know what school she called that
330 was not aware of Competency Based Education and Mastery Learning.

331 Ms. Taylor replied, no, not at this time.

332 Ms. Landwehrle clarified that they weren't moving forward with the more portfolio based
333 transcript, but more of a hybrid.

334 The Board thanked Ms. Eastland and Ms. Taylor for their comments.

335 IX. Non-Public Session

336 **Ms. Amy Facey motioned to enter into Non-Public Session RSA 91-A:3 II (c) at 8:00 PM.**

337 **Mr. Pim Grondstra seconded the motion. The vote was unanimous, motion passed.**

338 **Mr. Manning called a Roll Call: Manning- Yes, Grondstra-Yes, Coughlan-Yes, Facey-Yes**

339 Others present for SAU Administration: Assistant Superintendent Christine Landwehrle

340 Minutes recorded by Steve Coughlan

341 **Mr. Manning Called the meeting to order at 8:12PM.**

342 **Motion to exit Non-public Session made by Mr. Grondstra, seconded by Ms. Facey.**

343 **Mr. Manning called the roll. Grondstra – Yes, Coughlan – Yes, Facey – Yes, Manning –**
344 **Yes**

345 **The board re-entered public session at 8:21PM**

346 **Mr. Manning made a motion to authorize the Superintendent to explore retirement options**
347 **related to Policy GCBD. Ms. Facey seconded. Motion passes Unanimously.**

348 **Mr. Manning adjourned the meeting at 8:23PM.**

349 X. Meeting Adjourned

350