

CONTOOCOOK VALLEY SCHOOL DISTRICT
SAU #1 Office
106 Hancock Road
Peterborough, NH 03458

Strategic Plan Public Forum
Tuesday, December 8th @ Great Brook School Cafe @ 6:30 p.m.

School Board Attendees: Pierce Rigrod - Chair Rich Cahoon, Myron Steere, Stephan Morrissey, Janine Lesser

District Attendees: Kimberly Saunders, Marian Alese, Jim Elder

The Public Forum called to order at 6:37 by Pierce Rigrod.

Pierce welcomed a group of about 20 attendees and described the culmination of the District, School Board, and others to create the next 5-year Strategic Plan. Visit our website for a link to the entire plan. Pierce provided a shorter narrative version as a handout. Pierce reviewed the survey results. He asked for the audience's feedback, if not tonight, in the weeks ahead. Our goal is to have the plan completed by the end of December.

Questions:

1. How people receive information on the district --- over 60% indicated print media. Word of mouth was a close second. 774 people answered the question.
2. Does the information received meet your needs ---over half of respondents did not agree that communication works well. Is it easy to bring ideas/issues to the School Board --- the majority of respondents have never tried to communicate with the Board. School communication received the best response.
3. Retaining HQ staff: People agreed that we do well at this, also receiving favorable response were state of art facilities, rigorous curriculum; budget response was low.
4. Local school in community: People feel strongly (over half) that it is important to keep the elementary schools open. We are looking at a

reconfiguration. One of the responsibilities of this committee is to come up with the best plan for students.

5. Declining enrollment: what would you support --- top responses, soft borders, reduce staff in smaller schools, and closing one elementary and one middle school. People asked about how the responses were configured. Did the survey ask the age group, yes it did.
6. Rank the quality of academic areas at ConVal HS --- not all responders answered this question, probably because not everyone has a high school student. People did not favor the foreign language program. One member answered these questions applying them to all schools, not just the high school. She would prefer to have foreign languages introduced at the elementary age. Pierce noted that he agrees with her. Middle school foreign language ranked poorly. Not necessary reflecting the program but more the time and opportunity available. Rich noted at the high school, the lowest score belonged to Math, not foreign language. The Board realizes this and will be looking at this curriculum during our budget preparation.
7. What is important for student growth and achievement (elementary): Academic support in classroom was number one, then project-based learning. Responders did not think standardized testing was particularly important.

At HS level things change: Rigorous curricula was top choice, then career counseling, least important again was standardized testing.
8. How important are the following areas – not much to take away from the slide.
9. Agreement questions: Students are actively involved and staff model safe.
10. ConVal: proud of CV, strong reputation, engaged about ConVal; a favorable response all around.
11. Three most important factors to retain HQ staff: Parent involvement, community support, and competitive salaries.
12. Facilities (theater, grounds lighting, etc.) Theater and science labs did not score well. We are working to improve the Science labs over the summer.

13. How important to invest in facilities: Science labs ranked 1st, then computer labs, libraries.

Presenter jumped to question 20: Breakout of who participated in survey: Peterborough and Antrim had the most responders.

Survey to assist to build a better plan that identifies what the people of the district are feeling. The older plan is shorter and has much less detail than this new plan, this new level of detail is our focus.

Marian Alese, Business Administrator presented a PowerPoint presentation for the Strategic Plan 2016 – 2021:

A parent asked the importance of Kindergarten standardized testing. Assistant Superintendent Saunders is looking at balanced assessment. This system tells us the norms of where students should be at a specific point. This helps us identify if there are any learning issues. Project-based assessment shows that the student can put the knowledge to use.

A parent asked about SBAC results. The parent did not get letter with her child's AIMSweb results.

Marian Alese gave an overview of the process of developing the plan and she shared our Mission Statement.

Process

- Data collection –
 - Steering committee
 - Survey of stakeholders (engaged NESDEC, who helped us process the results of survey and public forums)
 - Public forum
- Plan Development
 - Establish Goals
 - Create actions
 - Public input (always welcome)
- Main Themes:
 - Strength of Community
 - Quality of staff
 - Student achievement

 - Declining enrollment

- Availability/equity of services
- Capital investment/school funding
- Town(s) vs District

Strategic Plan Goals:

Student Achievement – Provide high-quality educational opportunities that foster academic growth and the acquisition of identified critical skills needed for success;

Culture and Community – Foster responsive, caring, and high achieving culture where all feel engaged, valued, and included.

Organizational Structure – Align schools and staffing with best practices and the development of an organizational structure that ensure all students receive high quality resources and opportunities.

Operations – Effectively research, plan, and implement best practices around leadership, personnel, facilities, and technology.

Goals Focus Areas:

Goal 1: Student Achievement & Performance

- Implement research-based learning frameworks and teaching strategies
- Implement fully inclusionary and equitable model across all schools
- Utilize a balanced student assessment model to determine appropriate interventions
- Teach students to become partners in their own learning experiences
- Focus Area: learning frameworks and effective instruction;
- Strategy: the use of research-based learning frameworks as they relate to content, instruction, student learning. Spoke of SRSD, as an example;
- Action Step: Review subject content and instruction; revise curriculum and practices based on research and/or the analysis of student data.

Goal 2: Culture and Community

- Promote collaboration between students, staff, and community
- Provide enhanced curricular opportunities throughout community partnership
- Provide clear communication tools for all stakeholders
- Engage the community in assessing goals
- Work with the greater community to maximize the effective use of community resources

- Focus Area: Further community engagement
- Strategy: Involve community in determining District goals
- Action Step: Actively solicit community member to serve on committees

Goal 3: Organizational Structure

- Provide multiage as a philosophy, rather than financial
- Pursue the notion of a ConVal culture
- Provide the ConVal community with educationally sound organizational options to consider
- Develop a framework for school configuration options and use of “excess” space
- Finalize plans for renovation of the high school to meet new curricular standards
- Focus Area: Educationally sound school configurations
- Strategy: provide community with educationally sound organizational options to consider
- Action Step: research and reviews possible school and grade level configurations

Develop a framework for school configuration options and use of excess space. Pierce stressed that we do not want multiage to be driven by financial means, but by an educational philosophy; finalize plans for renovation of high school to meet new curricular standards – grouping like academic classes together. Our first consideration is: What is in the best interest of our students? Our high school numbers are close to what they were at the start of this district.

Someone asked where the new standards are coming from? They are State and Federal guidelines, which Hutter Construction included in the design phase. Board member Stephan Morrissey indicated that we have to go through School Approval every few years. There are standards we have to meet. This plan has to be a living document.

Goal 4: Operations

Leadership

- Provide support for physical, social, and academic need of stakeholder
- Develop internal leadership opportunities

Personnel

- Hire, train, and retain highly qualified staff
- Create an evaluation system that identifies best practices
- Provide fair and competitive compensation packages

Facilities and technology

- Provide high quality learning environments
 - Centralized building data sites
 - Equitable access to technology resources
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- Focus area: Provide support and resources
 - Strategy: leadership and vision; high quality personnel and learning environment; equitable access to technology
 - Action Steps; develop internal leadership candidates; evaluation system that fosters growth; targeted professional development; efficient building and systems; digital citizenship

Kimberly spoke of the Keene Cohorts program, eliminating the learning curve, and have the best candidates already on hand.

There are a number of supplemental plans, capital plan: \$10 million over next 5-6 years, tech plan \$2million over next 5-6 years; curriculum renewal plan; professional development plan.

Year 1 Summary: **Student Achievement**

- Math content; strategies, staff training
- Science instructional strategies
- School-wide integrated framework for transformation (SWIFT)
- Implement a co-teaching models in 60% of schools
- Staff trained in interventions that address behavior concerns
- Create and implement K-12 assessment framework
- Recommit to PLC model (DuFour) (professional working together)
- Complete plan for Applied Technology Center

Pierce spoke that #8 is really something that the community wants. Kids need new skills.

Many of these are in process

Year 1: Community Culture

- Ease of communication with Board and Stakeholders
- Create District social media presence

- Partner with behavioral health and substance abuse task force
- Implement community/school recognition programs
- Create district-wide arts and science/tech days in conjunction with local events
- Community Curriculum nights
- Biannual survey of stakeholder

Year 1 Summary: Organizational Structure

- Starts with changing the flavor of the conversation; researching the different benefits of multi-age classes and report to Board; create relevant policy
- Promote activities that bring schools together
- Create committee to review structure options
- Research grade level/school organizational structures
- Research current space usage and potential options; create criteria to be considered for alternate usage
- Create preliminary documents for CVHS/ATC space reconfigurations

Year 1 Summary: Leadership & Personnel

- Use program review process to determine staffing; revise as appropriate, consistent with core beliefs
- Evaluate effectiveness of Keene State College Leadership Cohort to develop internal leaders
- Develop clear procedures for community use
- Train administrators in current interviewing and hiring practices
- Inventory all job descriptions and create/review as necessary
- Create and implement evaluation tool for all staff groups
- Develop format for “Master” PD plan that is targeted to specific groups

Year 1 Summary: Facilities & Technology

- Create inventory of building components and condition
- Cross train facility staff in advanced competencies
- Create digital maps of networks, phones, sprinkler, and other life safety systems
- Create and implement building security policies and procedures (Phase 1)
- Catalogue and distribute software/subscription offerings to all staff, based on program needs
- Develop set of technology competencies for each grade level
- Develop set of technology competencies and standards for staff

If you have any questions about the Strategic plan, please contact your School Board Representative or the Superintendent's Office. The Strategic Plan is available on main page of the ConVal website:

<http://schoolboard.convalsd.net/committees/strategic-plan>

Pierce closed by thanking the presenters and wishing everyone a "Good Night".

Respectfully submitted,

Carol Arnold