

OFFICE OF THE SUPERINTENDENT OF SCHOOLS

106 Hancock Road

Peterborough, New Hampshire

CONTOOCCOOK VALLEY SCHOOL BOARD

School Board Meeting

Tuesday, August 3, 2021

7:00 p.m.

Physical Location: SAU #1 Board Room

Agenda

- 1. Call to Order and Pledge of Allegiance**
- 2. Non-Public Session: RSA 91-A: 3, II (If Required)**
 - a. Legal**
- 3. Points of Pride**
- 4. Public Comment**
- 5. Consent Agenda**
 - a. Acceptance of School Board Meeting Minutes**
 - 1) July 13, 2021 (pg. 1-3)
 - 2) July 20, 2021 (pg. 4-8)
 - b. Personnel**
 - 1) Nominations (pg. 9)
 - 2) Co-Curricular Notifications (pg. 10)
- 6. Superintendent's Report and Presentation of Business**
 - a. Feedback on Administration Goals**
- 7. Reports**
- 8. Old Business**
 - a. Legislative Update**
 - b. NESDEC Cost Information**
- 9. New Business**
 - a. Budget Transfers**
 - b. Monthly Events Calendar (pg. 11-12)**
 - c. Special Education Teacher Justification (Board Vote Required) (pg. 13-14)**
 - d. School Board Goals Discussion**
 - e. School Board Evaluation Discussion**
- 10. Public Comment**
- 11. Approval of Manifests (Board Vote Required)**
- 12. Non-Public Session: RSA 91-A: 3, II (If Required)**
 - a. Negotiations**
 - b. Legal**
 - c. Personnel**

**OFFICE OF THE SUPERINTENDENT OF SCHOOLS
106 Hancock Road
Peterborough, New Hampshire**

CONTOOCOOK VALLEY SCHOOL BOARD

School Board Meeting

**Tuesday, July 13, 2021
7:00 p.m.**

Physical Location: SAU #1 Board Room

Minutes

BOARD

Richard Dunning, Alan Edelkind,
Jim Fredrickson, Katherine Heck,
Greg Kriebel, Janine Lesser,
Kevin Pobst, Tim Theberge,
Stephen Ullman (7:54), Jerome Wilson

ADMINISTRATION

Dr. Kimberly Saunders, Supt.
Lori Schmidt, B.A.
Mark Schaub, Tech.

1. Call to Order and Pledge of Allegiance

Tim Theberge called the meeting to order at 7:00 p.m. The Pledge of Allegiance was recited.

2. Non-Public Session: RSA 91-A:3, II (If Required)

a. Legal

Katherine Heck moved to enter into non-public session in accordance with RSA 91-A:3 at 7:02 p.m.
Dick Dunning second. Unanimous.

Katherine Heck moved to exit Non-Public Session at 7:14 p.m. Dick Dunning second. Unanimous.

Katherine Heck moved to seal the minutes from Non-Public Session for a period of five years. Dick Dunning second. Unanimous.

3. Points of Pride

Kimberly Saunders reported that Dr. Ann Forrest, the District's Assistant Superintendent, has been honored by the New Hampshire School Administrators Association (NHSAA) for exemplary achievement and leadership. Kimberly said that this recognition is very well deserved.

4. Public Comment

None.

5. Consent Agenda

a. Acceptance of School Board Meeting Minutes

1) June 15, 2021

b. Personnel

1) Nominations
2) Co-Curricular Notifications

The Consent Agenda was accepted.

6. Superintendent's Report and Presentation of Business

Kimberly Saunders reported that work is underway this week on the finalization of goals that will be presented to the board next week. One of the goals that will come forward will be a three-year long goal with objectives. Katherine Heck asked when the board will be setting their own goals and self-evaluation.

7. Reports

a. Teacher Representative

None.

b. Equity Committee – Rich Cahoon

None.

c. Education Committee – Stephen Ullman

Dick Dunning spoke about discussion on an approach of looking at Geometry through construction and art at the most recent meeting.

d. Selectmen's Advisory Committee – Stephen Ullman

Tim Theberge reported that much of the discussion was on the unexpended fund balance. The \$1.8M and \$1.4M and the differences between them was a focus. Discussion about what the Reopening Plan might look like was also discussed.

Jim Fredrickson reported meeting and making progress on a Google Drive for the Budget & Property Committee. The board should have access to this information.

8. Old Business

a. Legislative Update

Tim Theberge reported that the State budget passed. From a budgetary point of view, there will be impacts on towns, the district, and education going forward.

Katherine Heck said that the Delegate Assembly has been moved from January to October by the NHSBA. There is a call now for resolutions. Fundamental beliefs that might be adopted should be brought forward for consideration.

Dr. Kimberly Saunders said that rule making has several phases and the board should know that there is a meeting of the State School Board on the creation of freedom savings accounts. Board members interested should let her know so that they can be registered.

b. Community Forum

Alan Edelkind thanked Kimberly Saunders and the members of the committee for their input.

Alan highlighted that there will be four quarterly forums with a Moderator to control the flow. Tim Theberge has stepped up to moderate. Locations for the forum are still in the planning. Attendance will be in person and live streamed. It is suggested that the meeting be recorded. Babysitting services will be provided. A survey will be sent out in advance. Topics will be asked for ranking in order. Topics can be added. Advance questions will be asked as well. On receipt of the survey, the Moderator will select topics. Questions will be either answered by the Moderator or others as appropriate. Questions will only be taken from the in-person audience. The meeting will take place for one hour to one and a half.

Alan said that the responses in the form of a presentation should reflect the board.

Clarification was shared as to whether the information would be personal opinion or that of the full board. Alan said that most of it would not be a personal opinion.

Tim Theberge said that if a question is asked that the board has not discussed and landed in a consensus, that should be shared. Kimberly Saunders suggested that it is never good form at a board hosted event for board members to go off on their own personal opinions. No one checks their freedom of speech at the door. But, the board should be speaking with one voice to maintain a healthy school board.

Janine Lesser said that she had the vision that topics will be requested and she said that there is no place for board members to express their personal opinion.

Alan Edelkind said that if there is something that might lead to a personal opinion, we could say that it is something that the board does not want to discuss at this time.

Kevin Pobst said that if someone were to ask a question that the board has not had a discussion on he does not see the harm in sharing a personal opinion.

Greg Kriebel said that he thinks that it is important to note that there is community interest and take it back to the full board for consideration. That is the important part of a forum. If feedback cannot be provided it should be in the future.

Kimberly Saunders said that sometimes people do not know how to obtain information and it allows the sharing of how to get the information by providing contacts.

Information received may contribute to the further development of the Strategic Plan.

Next steps include obtaining agreement of the board, determining a schedule, and communication.

Tim Theberge reported seeing no objection to the plan and thanked Alan and others for their work.

c. NESDEC Cost Information

No information to report at this time. NESDEC provides demographic studies and also conducts personnel searches for the district.

9. New Business

a. 1st Read Policy

- JICD: Student Behavior, Conduct, Discipline and Due Process

Katherine Heck referenced this policy for a first read. This was developed specifically for ConVal.

This policy will move forward for adoption next week.

Kevin Pobst said that he does not see explicit language regarding no academic penalties for students excluded from a classroom. His position would be to suggest language that would prevent us, as a district, for any academic penalty for any student removed from a classroom.

Kimberly Saunders said that has been a practice and will not happen. We have made sure that students receive academic supports needed.

Kevin Pobst said that information should be included.

Katherine Heck said that the language suggested should be provided and vetted by legal so that it can be incorporated. Handbooks will be checked as well.

Under elementary schools, a functional behavioral analysis is noted. Why not the middle and high school?

Kimberly Saunders said that they are part of a legal requirement and are conducted. This is an addition. Previously, this was part of discipline procedure. Generally speaking, policies are statements of the board that are overarching. This policy requires procedures to be placed in policy. That is the difference. Kimberly expanded on the process currently in practice.

Mentorship was also an area that was noted for elementary and not for middle and high school students.

Kimberly said that adult mentorships do take place at middle and high school. The policy could be amended to reflect changes.

Jim Fredrickson noted that it states "in addition to the supports in place...." which means that other supports are in place.

b. Discussion of July 20th Goal Setting Meeting

Evaluation of the Board, Policy BA, will be a part of this meeting. This is usually a workshop and not a meeting. The intent is for annual goals as a board to come out of this meeting. Aligning goals from the classroom to the board is essential for positive student outcomes. Feedback will be asked. The goals will be used as a jump off point. Goals should be aligned. This meeting will begin at 6:00 p.m.

Jim Fredrickson asked for prior years goals.

A brief Board meeting will take place at 6:00 p.m. for policies, with the workshop to follow.

c. Budget Transfers

The transfer is to shift from "advertising" to "District Admin Advertising" to reflect the correct function. It is a \$25K transfer between the SAU and board function.

Dick Dunning moved to approve the transfer. Jerry Wilson second. Unanimous.

d. Purchase Recommendation

Kimberly Saunders said that this recommendation is reflective of a 25% discount coupled with a three-year contract. Since it is a multi-year contract board vote is required.

Katherine Heck moved in favor of purchasing school wide premium access for all CVHS staff and students as a subscription in the amount of \$4,200 annually from Pear Deck.

Greg Kriebel second. Unanimous.

e. Monthly Events Calendar

Kimberly Saunders reported the need for a public hearing to address a refrigeration problem. This is needed for the beginning of school. A hearing or budget transfer is needed.

Jim Fredrickson said that it appears expedient to find \$5K within the budget. If it is needed from a trust, a public hearing is needed.

Jim Fredrickson moved to fund the refrigeration costs within the budget. Janine Lesser second. Katherine Heck abstained. All others in favor. Motion carried.

10. Public Comment

None.

11. Approval of Manifests (Board Vote Required)

Lori Schmidt certified that the manifests listed totaling \$6,309,988.13 have been reviewed by her and found to be proper charges against the Contoocook Valley School District for goods and/or services received and have been properly processed prior to their submittal to the School Board.

Dick Dunning moved to approve the manifests as read. Jim Fredrickson second. Unanimous.

12. Non-Public Session: RSA 91-A: 3, II (If Required)

a. Negotiations

b. Legal

c. Personnel

Janine Lesser motioned to enter into Non-Public session for legal matters at 8:11 p.m. Katherine Heck second. Unanimous.

Janine Lesser moved to exit Non-Public session at 8:27 p.m. Dick Dunning second. Unanimous.

Katherine Heck moved to seal the minutes of Non-Public for five years. Janine Lesser second. Unanimous.

Dick Dunning motioned to adjourn at 8:27 p.m. Jerry Wilson second. Unanimous.

Respectfully submitted,

Brenda Marschok

OFFICE OF THE SUPERINTENDENT OF SCHOOLS
106 Hancock Road
Peterborough, New Hampshire

CONTOOCOOK VALLEY SCHOOL BOARD

School Board Meeting

SAU Office

Tuesday, July 20, 2021
6:00 p.m.

Minutes

BOARD

Keira Christian, Richard Dunning,
Jim Fredrickson, Katherine Heck,
Greg Kriebel, Janine Lesser,
Kevin Pobst, Liz Swan,
Tim Theberge, Stephen Ullman,
Jerome Wilson

ADMINISTRATION

Kimberly Saunders, Supt.
Dr. Ann Forrest, Asst. Supt.
Lori Schmidt, B.A.
Carrie James, H.R.
Fabi Woods, TES
Lexy Heatley, GBS
Amy Janoch, L.R.
Steve Bartsch, CVHS
Tim Conway, SMS
Larry Pimental, PES
Beth Gibney, BES/FES
Stephanie Syre-Hager, AES
Deb Riley, CVHS
Nicole Pease, DCS/HES
Colleen Roy, GES
Heather McKillop, CVHS
Teresa Drogue, CVHS
Daniel Legro, SMS
Carol Young, CVHS
John Reitnauer, CVHS

1. Call to Order and Pledge of Allegiance

Tim Theberge called the meeting to order at 6:02 p.m. The Pledge of Allegiance was recited.

2. 2nd Read Policy/Adoption (School Board Vote Required)

- JICD: Student Behavior, Conduct, Discipline and Due Process

Janine Lesser moved to approve policy JICD as presented. Dick Dunning second.

Kevin Pobst reported that he shared an opinion at a previous meeting that is not present in the policy. He hopes to support it when further amended in the future.

Kevin Pobst opposed. All else in favor. Motion carried.

- IHAK: Character and Citizenship Education

Janine Lesser moved to adopt policy IHAK as presented. Katherine Heck second. Unanimous.

3. Non-Public Session: RSA 91-A:3,II

a. Legal

None.

School Board Retreat/Work Session

NO PUBLIC PARTICIPATION

Immediately Following School Board Meeting

Minutes

1. School Administrator Goal Sharing

Dr. Kimberly Saunders shared a presentation titled "Goal Setting for the 2021-2022 School Year". Last year, one goal was in place, which was to reopen schools. Administration prepares to develop and present on goals. The Strategic Plan has been a focus in the past but is now under development. The intent today is to align goals in the classroom to the board room. Dr. Saunders shared five domains of Effective District Leadership identified by Marzano. The Goal Setting Process was outlined.

Principals develop goals and share them so they are refined. Goals are finalized into SMART (Specific, Measurable, Attainable, Relevant, Time bound) Goals. From there, they are presented to the Board for feedback.

Themes evolved in the areas of social/emotional learning and executive functioning skills. This involves acquiring and applying the knowledge, skills, and attitudes to manage emotions, achieve personal and collective goals, establish and maintain supportive relationships, and making responsible decisions.

The second theme evolved in the area of math learning and instruction. The third theme evolved in the area of instructional and learning recover, which is a three-year goal.

Elementary Goals –

- *By June 2022, CVES K-4 classrooms will implement 80% of the components of the Social Emotional Learning (SEL) Implementation Plan documented through mini-observations and checklist of observable items from the SEL Implementation Plan.*

Larry Pimental said that this is an area that we need to support our students. It has been a focal point in past years and should continue.

- *Math: The number of CVES (ConVal Elementary School) students in grades 1-4 who score above the 50th percentile will increase by 5% from Fall 2021 to Spring 2022 as measured by NWEA Measures of Academic Progress.*

Colleen Roy said that this is an opportunity to dig down deeper than in the past.

- *Reading: The number of CVES students in grades 1-4 who score above the 50th percentile will increase by 5% from Fall 2021 to Spring 2022 as measured by NWEA Measures of Academic Progress.*

Beth Gibney said that reading ties into all area of learning. Shaking out the pieces of reading that get in the way of math as well to determine the understanding of language will be investigated.

Middle School Goals –

- *Using the Social-Emotional Learning (SEL) Supportive Environment Self-Assessment tool which measures school wide self-regulation, culture, climate, connection, and at-risk students to inform the development of SEL Tier 1 systems (such as self-awareness, self-management, responsible decision making, relationship skills, and social awareness) at the middle school level, each building will increase its average to 80% or more by the end of the 2021-2022 school year.*

- *The number of middle school students who score above the 50th percentile in math will increase by 5% from Fall 2021 to Winter 2022 as measured by NWEA Measures of Academic Progress.*

Katherine Foecking said that math teams will work on targeted math interventions that will be monitored so that shifts may follow.

- *By June 2022, 80% of middle school students will submit a minimum of 8 written summaries from a variety of content areas to a school-wide shared Writing Portfolio Drive and 65% of the students will score 16 or better on the Keys to Literacy Summarizing Rubric.*

The goal insures that students are writing across multiple content areas. Instructional teams will review student data. Students will develop a comprehensive writing portfolio.

ConVal High School –

- *By April 2022, CVHS students will show a 10% improvement in Social Emotional Learning (SEL) and Executive Functioning (EF) skills, including working effectively with others, setting and achieving goals, demonstrating a positive attitude toward work and learning, demonstrating empathy, and accepting responsibility for effort and actions, as measured by the school-wide self-management rubric. Additional data collected will include student self-reported data using SEL/EF surveys and student reflections from homeroom TASC discussions.*

This will be pursued in classrooms and during TASC discussions.

- *By April 2022, 70% of students will demonstrate competency/proficiency on at least 80% of the priority standards identified for Algebra I as measured by revised/vetted common assessments.*

The new math coach and high intensity tutoring will be several of the tools used to achieve this goal.

- *By April 2022, through the use of a minimum of eight Professional Learning Community meetings, staff will analyze common assessment data and align instructional strategies with student learning objectives. Staff will adhere to a protocol to examine data, identify areas for improvement, and review instructional strategies.*
- *The SY'21-22 College & Career Readiness Report submitted to the New Hampshire Department of Education in June 2022 will demonstrate a 10% increase in the number of students earning college credits and/or industry certifications from the baseline data of SY'20/21.*

Dr. Saunders said that these goals were all taken to create District Goals (Superintendent Goals).

- *Support the development of a multi-year strategic plan that leverages the District's strengths, maximizes the District's opportunities, addresses the District's areas of need, neutralizes potential threats, and is approved by the School Board by August 2022.*
- *By June of 2022, increase enrollment of newly committed tuition K-12 students by 10%, by working in conjunction with JGPR to promote the high-quality programs available for PK-12 students of the region, publicizing career opportunities, and increasing the community's understanding of the strengths and value of the ConVal School District.*
- *By June 2022, as a PreK-12 District, preschool ownership will increase from a Concentrated Program Focus to a Shared Ownership Focus to continue expansion of the Preschool for All Program as measured by documentation of meetings, quarterly*

reports, resource review lists, opportunities for involvement and justification for program expansion.

Three Year Goal –

- *By June 2024, 70-75 percent of students in K-10 grade will score at or above the 50th percentile as measured by the math portion of NWEA's Measures of Academic Progress.*

Principals were worked with to focus systems and practices that will hold and continue so that we continue to make progress over the next three years. Understanding the standards to accelerate students learning is a focus. Creating professional development to bring practices to the teachers and the support they need. The three-year plan capitalizes on the recovery plan.

Dr. Saunders said that feedback is sought from the board so that the board goals can be set. We are trying to leap frog our growth as a result of the pandemic.

What happens to the students who are below the 50th percentile in year one? That is where the learning recovery plan comes in. High intensity tutors, coaching with teachers so that all kids benefit, and other focused interventions will be used.

Discussion took place. Appreciation for the SEL (Social-Emotional Learning) was shared. Further discussion about attracting surrounding area students for tuition occurred.

The ten day period of professional development for new staff was discussed. ConVal is now on year three with cohorts. The district is keeping track of what is being covered to allow for building on this work.

Dr. Saunders asked the board to review and consider the goals presented tonight and provide input and a recommendation on August 3rd. It was noted that some of the goals are lofty.

Further discussion took place about the impact of an aggressive plan on students in terms of capacity.

2. Introduction of School Board Goals

Tim Theberge said that the expectation is to complete this goal by August 17th. Prior year's goals were shared previously. Delivering a complete Strategic Plan should remain a goal of the board. The board was asked to share proposed goals in advance through email.

Dr. Saunders said that one goal from prior years was to support and resource preschool. Another goal to consider is whether a bond will be pursued or not. Send goals to Janine Lesser no later than July 29th.

Potential board goals in the areas of the school model and our smaller schools e.g. consolidation, equity amongst the middle schools and district were floated.

Work on various consolidation opportunities has been completed in many prior years. Working again on consolidation restricts work on other areas. This topic is seen as a board goal.

Crafting a goal that would be investigative of consolidation was suggested.

Work on the Strategic Plan should continue and embed this topic into it. Focus in the the upcoming year or two was placed on the recovery.

3. Introduction of Superintendent Goals

Math Achievement –

- *By June 2024, 70-75% of students in kindergarten through grade 10 will score at or above the 50th percentile as measured by the math portion of NWEA's Measures of Academic Progress.*

4. Introduction to Board Self-Evaluation

Tim Theberge said that the expectation is to complete this goal by August 17th.

Board members were asked to fill out the last two pages of the document and send. Katherine Heck agreed to send the board a Google document for input by July 29th.

5. Non-Public Session: RSA 91-A:3,II **a. Negotiations**

b. Personnel

c. Legal

Janine Lesser moved to enter into non-public session at 8:40 p.m. for matters of legal. Second. Unanimous.

Katherine Heck moved to exit non-public session at 8:51 p.m. Kevin Pobst second. Unanimous.

Katherine Heck moved to seal the minutes of non-public session for 5 years. Dick Dunning second. Unanimous.

Dick Dunning motioned to adjourn at 8:52 p.m. Katherine Heck second. Unanimous.

Respectfully submitted,

Brenda Marschok

OFFICE OF THE SUPERINTENDENT OF SCHOOLS
Peterborough, New Hampshire

CONTOOCCOOK VALLEY SCHOOL DISTRICT

August 3, 2021

Personnel Agenda

Nominations – August 2021:

CVHS

Nikki Pike	Student Support Counselor	\$62,156
Tom Newbury	Special Education Teacher	\$53,728
Alaura Bailey	Math Teacher	\$49,284

District

Johanna McMaster-Jones	Math Coach	\$68,000
Sally Barnett	Certified Tutor	\$67,600

GBS

Joshua Phillips	.4 Health Teacher	\$16,856
Gina Squatrito	.6 Health Teacher	\$25,284

Co-Curricular Notifications:

See Attached

First	Last	DAC	Position	Stipend Amt	FTE
Athletics					
Griffen	Fletcher	CVHS	Cross Country Coed - Assistant	\$ 2,846.20	1
Mary	Goldthwaite Gagne	CVHS	Cross Country Varsity Coed	\$ 3,557.75	1
Liam	Baldwin	CVHS	Football - Assistant	\$ 2,846.20	1
Brad	Miller	CVHS	Football - Assistant	\$ 2,846.20	1
Shauna	Hautanen	CVHS	Field Hockey - Assistant	\$ 2,746.20	1

August 2021

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2	3 Policy Committee Mtg. @ SAU @ 6:00 pm School Board Mtg. @ SAU @ 7:00 pm	4	5	6	7
8	9	10 Budget & Property Committee Mtg. @ SAU @ 5:30 pm	11	12 Communication Committee Mtg. @ SAU @ 6:00 pm	13	14
15	16	17 Policy Committee Mtg. @ SAU @ 6:00 pm School Board Mtg. @ SAU @ 7:00 pm	18	19	20	21
22	23	24 Strategic Plan Committee Mtg. @ SAU @ 6:00 pm	25	26 Food Service Committee Mtg. @ SAU @ 6:00 pm Selectmen's Advisory Committee Mtg. @ SAU @ 7:00 pm	27	28
29	30	31				

September 2021

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2	3	4
5	6 District Closed – Labor Day	7 Policy Committee Mtg. @ SAU @ 6:00 pm School Board Mtg. @ SAU @ 7:00 pm	8	9	10	11
12	13	14	15	16	17	18
19	20	21 Policy Committee Mtg. @ SAU @ 6:00 pm School Board Mtg. @ SAU @ 7:00 pm	22	23	24	25
26	27	28	29	30		



CONVAL School District
Justification for Staffing Increase
Peterborough Elementary School - Special Education Teacher

Present State: The Intensive Learning Supports program at Peterborough Elementary School (PES) currently has 1 special education teacher. There are currently 9-10 students projected for the program next year. There is a wide range of complex needs among students in the program. The program has ranged from 4-7 students in past years. Most students receiving support in this program receive multiple related service supports. We are seeing greater intensity in program case management, individual student program coordination, regulation and behavioral needs. The program is concurrently increasing behavioral consultation, training and support for teachers and staff. Many students who receive ILS support require paraprofessional support to carry over a range of academic, behavioral, adaptive, medical, mobility, sensory, and communication skills, which requires additional oversight and planning required by special education teachers. Eligibility for ILS services is an IEP Team decision.

Recommended Addition/Change: It is recommended that an additional 1.0 FTE special education teacher be added to PES ILS program to meet special education programming needs.

How does this request meet the needs and priorities of the District? In providing an additional teacher, PES would be equipped to meet the complex, coordination, instructional and behavioral needs of the program. This will permit continued ability to support student needs, quality of program, and inclusion for students receiving these supports and services at PES.

How does this forward the Vision, our goal of One Vision, One Direction, and align to the Strategic Plan?

Strategic Plan Goal 1 - Student Achievement:

1.2 The School District will implement a fully inclusionary and equitable model across all school buildings. All students will be included fully in the general education experience to the greatest extent possible.

Goal 1: 1.1.- 1.3 Student Achievement: Recognizing that the primary mission of the ConVal School District is student learning, the ConVal School District will provide high- quality educational opportunities for all students that foster academic growth, the acquisition of identified critical skills, and the development of dispositions that lead to success in higher education and the workplace

Strategic Plan: 2.1: Students with special educational and behavioral needs will be integrated into the general education classroom to the maximum extent appropriate to meet their needs.

How does this request promote greater equity and a more inclusive learning environment for all students?

To integrate students effectively into the general education classroom, there are many variables to consider, including training, communication, co-teaching, collaborative planning, and case-management. Specifically, an additional special education teacher would assist in supporting access to our students with diverse needs, and being able to provide a flexible continuum of special education supports and services.

How do school data, district data, research, and appropriate state and national guidelines support this request?

We have observed an increase in students with complex needs, especially related to supporting regulation and behavior, and those in need of increased case management and individual program coordination that requires an additional teacher. Other options were considered, such as greater individualized staffing for behavior or paraprofessional support, however this appears to be the best approach for bringing increased fidelity to the program.

Estimated Financial Impact: This is a new position, but, the estimated budget impact is \$0, due to a teacher position already in the budget.