

**OFFICE OF THE SUPERINTENDENT OF SCHOOLS**  
Peterborough, New Hampshire

**CONTOOCOOK VALLEY SCHOOL BOARD**

**School Board Goal Setting Work Session**  
**SAU BOARD ROOM**

**Tuesday, August 30, 2022**  
**5:00 p.m.**

**Minutes**

**BOARD**

Tom Burgess, Keira Christian,  
Richard Dunning, Alan Edelkind,  
Jim Fredrickson, Greg Kriebel,  
Janine Lesser, Kevin Pobst,  
Crista Salmay, Doug Sutherland,  
Liz Swan, Stephen Ullman

**ADMINISTRATION**

Dr. Kimberly Saunders, Supt.  
Dr. Ann Forrest, Asst. Supt.

- **Call to Order**

**Janine Lesser called the meeting to order at 5:00 p.m. The Pledge of Allegiance was recited.**

- **Public Comment**

None

The Board broke into three groups

- Introductory period within groups

- **Review of Board Evaluation**

- Standard 1 - Provide responsible school board governance.

The board rated progress on this goal from meets, exceeds, and work needed. The board reported that they fell between meeting and exceeding this goal. Comments were shared about this standard.

- Standard 2 - Set and communicate high expectations for student learning with clear goals and objectives.

One group felt that this area needed improvement. Students meeting expectations for reading and math at the younger ages is a concern. At the high school level, preparing students to enter the world beyond high school could be stronger. For the past two years, we have been in survival mode.

The Strategic Plan had language that made it difficult to apply in the real world. Some shared that they were impressed with the administrative goals set toward student learning. On the board side, it was felt that they met expectations with a need for improvement.

There is still inequity in access to courses; class size inequities across the district exist. The board felt overall that they needed to make improvements in this area. This is an area that the board should keep in mind when setting goals.

- Standard 3 - Create conditions district-wide for student and staff success. Technology support was an area discussed.

The attention that smaller elementary schools compared to the larger and how it relates to success was discussed.

Consolidation has been discussed in the past and remains to be discussed.

Ventilation and anti-virus HVAC work in all of the buildings has been completed.

Recognizing teachers who receive awards and are state or nationally recognized is an area that was thought to be raised to a higher level.

Hiring good staff was seen as a positive.

Exceed for safety.

Concerns for retention of staff.

There are too many schools.

Meets expectations with caveats.

The group was split on this between meets and needs improvement.

- Standard 4 - Hold the school district accountable for meeting student learning expectations.  
Impressed with how the teaching staff adapted to COVID teaching. In terms of continuous improvement, the administration has set high academic standards for learning.  
The need to focus on academic progress is important. The impact of COVID diminished everyone's ability to produce high quality results. Looking forward to the school year and focusing and supporting this.  
The board subcommittee, with a focus on CTE, was helpful moving toward improvement. The same was suggested for the area of math.  
Consolidation is the elephant in the room. Consistency in the program makes the difference.
- Standard 5 - Engage the local community and represent the values and expectations they hold for their schools.  
All three groups felt that they met this goal. Still want to consider whose values we are upholding.

The groups were separated further into six groups.

Kimberly Saunders shared feedback from the board about what they needed entering into tonight's work session.

Goal Areas for consideration were reviewed based on a survey of the board. From the responses, those that received a 50% or higher response were pulled out.

Those present felt that the six priority areas were those that should be considered.

Anything from the self-assessment that should be considered that was not there? No.

Additional goal areas to propose?

Goal areas were shared with each group in an envelope.

The board was asked to review the contents and determine if something is missing.

Drafting of goals was the next step.

- Goal Drafting

Based on information on goal areas, the groups were asked to draft separate goals that they felt are appropriate based on the input they have received, the draft Strategic Plan, and the goals set by administration.

#### Communication -

Continue to build on the work of the communication committee to ensure good two-way communication with our constituents.

- Additional community specific activities

### Building Safety -

In order to provide for the safety and security of all students and staff, engage with an outside firm to audit current safety procedures and make recommendations as to improvements and sequencing. Ensure that any plans for school safety are considered within the context of consolidation and renovation initiatives.

Feedback: the goal is too detailed. Should a goal statement be created and the detail would follow?

Swap out consolidation and renovation to be more general. As the Strategic Plan develops, it will be covered.

The language indicates that there is a problem with internal authorities for planning with safety and security.

Safety should expand multiple areas of safety. Taking the word "Building" out of the statement was suggested.

Is this something that we are already doing or should be doing anyway. The need for this to be a goal that the board should do anyway might be considered.

Putting a natural goal emphasizes it. The environment has changed. This has to be a goal.

Is this goal less important than any other proposed goal?

### Social-Emotional -

The social, emotional and academic well-being of each student will be a priority PreK-12 using the districts' assessment measurement tools.

### Consolidation/Reorganization-

The School Board will work with a consultant (Through the RFP process) to devise pros/cons of various configurations to reorganize the district, soliciting input from all stakeholders including ConVal Administration, communities, parents, students and staff.

Feedback: Why would we limit it to consolidation and configuration?

This is a one-year goal.

Why can't this goal transcend years?

Communicate the board's commitment to consolidation. Then state the goal for the year.

### Student Achievement -

The School Board will look at the effect of staff shortages on reading, math, and learning recovery. The School Board will support the Administration's ambitious goals in so far as standardized testing is concerned.

The school board will re-examine the "Learning Recovery" programs to maximize their success.

The School Board will take seriously the Ed Committee's curricular advice.

Liz Swan and Kevin Pobst exited the meeting at 7:20 p.m.

### Equity Audit -

Equity audit to identify areas where improvement is needed to increase access for all students (regardless of race, gender, ability, and socioeconomic status) to full curriculum and programming.

Students who have IEP's or 504's typically have more discipline issues; less access to higher level courses (advanced placement).

This audit is part of the Strategic Plan and will be done.

### Maximize Student Learning -

The School Board will support the administration's goals to maximize student learning in Math and ELA (measured by standardized tests).

Grow our strategies in order to up level open communication within our communities -

Feedback: The board reported that a lot has been done in terms of communication. Individual town meetings were suggested. Board members might commit to meeting with town Selectmen or contributing to a newsletter.

This dovetails with earlier conversation on communication.

Next steps:

1. Wordsmith together
2. Assign wordsmithing to a group of three or four to be completed and presented on Tuesday, September 6th.

School Board Goals communicate what the priorities of the School Board are.

What does the board want to identify as the most important goals?

It was suggested to follow #2 above and break into groups and wordsmith and return to a school board meeting.

One chart that captures six (6) bullets that outlines the goals was suggested. Each would roll into separate sheets with detail.

The board was asked to respond to the following four questions:

1. What worked well for you related to this process?
2. What would you like to see done differently in the future?
3. What questions do you still have as you leave this evening?
4. What are you excited about as you leave this evening?

Respectfully submitted,

Brenda Marschok