

**FREMONT SCHOOL DISTRICT  
School Board Meeting  
August 18, 2009, 2009  
5:30 P.M.**

**School Administrative Unit #83  
Blackrocks Village  
5 Hall Road, Unit 1  
Fremont, NH 03044**

**I. CALL TO ORDER**

Chairman Jeff Rowell called the August 18, 2009 meeting of the Fremont School Board to order at 5:30 PM at the School Administrative Unit #83, Blackrocks Village, 5 Hall Road, Unit 1, Fremont, NH 03044.

**II. ROLL CALL**

Present were Chairman Jeff Rowell, Deb Genthner, Sharon Girardi, Ida Keane, Superintendent William Lander, Middle School Principal John Safina, and Elementary School Principal Dawn Lewis.

**III. RETREAT WORK SESSION**

Mr. Lander introduced Jane Bergeron who is an education consultant who works for SERESC (an education consortium in Bedford, NH).

Ms. Bergeron led the School Board in discussions regarding goals and strategic planning thoughts.

Ms. Bergeron said that Mr. Lander and she had come up with two outcomes: to use information in the Strategic Long Term Plan for goal-setting and to form an action plan around the goals identified tonight and how to communicate that to the educational community.

Ms. Girardi noted that the 3-year plan from 2003 was on the Website. Ms. Bergeron added that to what she called a "parking lot" of ideas to think about reviewing but which would not necessarily be gone over tonight.

It was clarified that the current mission statement was drawn up by NESDEC. Ms. Bergeron said that stakeholders need to be brought in to review that.

She added this to the "parking lot":

- Review of 3-year plan
- Mission/Vision
- Configuration/Middle School

Ms. Keane noted that the 2003 3-year plan (drawn up by the community) had a vision that is different from what NESDEC came up with. She wondered then if that vision still stood. Ms. Girardi noted that the one she saw online was from August 2006 and was for middle school only.

Ms. Bergeron said that she had seen several versions in her research and she recommended that the administrators address this area of mission statement. Ms. Lewis said that Kelli Killen had worked on that and she suggested putting aside the 2006 vision. Ms. Bergeron said that the educational community draws up the mission/vision.

History of the strategic plan was reviewed.

Mr. Rowell noted that the Board did not have a meeting like this last year because NESDEC was hired to come up with a Strategic Plan based on Norm Tanguay's recommendation since the Board was interested in issues such as improving communication.

Ms. Lewis said that the focus groups helped work on the targets. Mr. Rowell noted that they were in transition with the principal search and the Board wanted to wait until the new principal was in place. It was noted that the information was posted on the Website.

The Board rated beliefs for each strategic target:

#### COMMUNICATION:

1. We need to seek support of the community through communication.  
*All voted BELIEVE*
2. We need to define and develop a "community school".  
*All voted BELIEVE*
3. We need to clarify what children need to know and be able to do.  
*4 voted BELIEVE; 3 voted SOMEWHAT BELIEVE*
4. We need to improve communication between administration, staff and the Board.  
*All voted BELIEVE*
5. We need to find time for discussions about curriculum.  
*6 voted BELIEVE; 1 voted SOMEWHAT BELIEVE*
6. We need to improve communication between the school and parents.  
*All voted BELIEVE*

#### CURRICULUM/STUDENT ACHIEVEMENT

1. We need to work on improved student learning, including AYP (Adequate Yearly Progress).  
*ALL voted BELIEVE*

There was a discussion about AYP and proficiency. Ms. Keane said that proficiency is the minimum requirement the State has provided and she felt that if there were not enough students reaching proficiency, the District would not be improving. Mr. Lander said that there were other learning aspects besides NECAP testing that would improve student learning. Ms. Keane said that it was an issue of measurability. Ms. Lewis talked about the importance of enriching children in other areas of interest to make them succeed academically. Ms. Keane felt that academics should be somehow measured and she said that voters want to see the school get to a proficient level of education.

Mr. Lander said that proficiency is not just based on test scores but also on retaining knowledge. Ms. Keane thought that the GLEs were standards built to help have a worldly education. Mr. Rowell said it was important to define what proficiency should be in Fremont.

2. We need to implement the Follow the Child Program.  
*4 voted BELIEVE; 1 voted SOMEWHAT BELIEVE*

Mr. Lander said that the Follow the Child Program is an action step to improving student achievement. Ms. Bergeron agreed and said that data is used to follow student progress. Ms. Keane thought that for student achievement, there should be emphasis on bettering test scores. She mentioned that Sanborn wanted to try to rank in top 10% NH schools and she thought that Fremont could benefit from finding out how they intend to achieve that. Mr. Lander noted that test scores don't indicate the total success of schools and Sanborn wasn't using just test scores to rank in the top 10%. Mr. Lander said that test scores is only one aspect of school rank but that there are other qualifiers. Mr. Lander said that Sanborn administrators are looking at what the qualifiers would be. Mr. Lander said that the focus was on teaching and applying the GLEs and that would improve NECAP performance.

3. We need to assess the curriculum sequence and coordination.  
*5 voted BELIEVE; 1 voted SOMEWHAT BELIEVE*

#### STAFFING/STAFF DEVELOPMENT

1. We need to attract a strong staff.  
*6 voted BELIEVE; 1 voted SOMEWHAT BELIEVE*
2. We need to improve professional development.  
*3 voted BELIEVE; 1 voted SOMEWHAT BELIEVE; 2 voted DO NOT BELIEVE*

There was a discussion of this. Ms. Lewis said that in order to keep strong staff, they need to keep learning as well. This did not mean that the current staff needed to be better. Mr. Rowell interpreted it that the District supports continuous staff development. Ms. Lewis said that there was a master staff development plan that addresses individual, group and District goals that are chosen by the teachers, administration and District. Mr. Rowell said he didn't understand this question so he would change his vote to "Believe" in support of it. Ms. Keane asked if professional development needed to be supplied if it was required to keep teachers up to date and Ms. Bergeron said yes but that there might not always be a financial impact as professional development could be learning from among teachers themselves. Mr. Lander said he would be addressing this with staff next week. Ms. Bergeron said that the idea of "lifelong learning" within the whole school District is a good belief.

3. We need to review administrative staffing.  
*1 voted BELIEVE; 5 voted SOMEWHAT BELIEVE; 1 voted DO NOT BELIEVE*

#### STUDENT EXPECTATIONS, ACADEMIC/BEHAVIOR

1. We need to review PBIS as a disciplinary program.  
*1 voted BELIEVE; 5 voted SOMEWHAT BELIEVE; 1 voted DO NOT BELIEVE*

There was discussion of this. Ms. Lewis said the District was going into the 6<sup>th</sup> year of PBIS and that handbooks have been made to address the program. She said discipline is multi-

layered and based on circumstance. Ms. Keane spoke about recognizing the group of students who behave well and suggested leaving PBIS as it is for the red and yellow teams but improving the PBIS philosophy as regards the universal team. Ms. Keane felt that specific academic positive feedback could be built into the program for students who do not have behavior issues (if PBIS only covered behavior and not academics). Mr. Safina said more discussions are happening about positive reinforcement.

2. We need to implement a consistent zero tolerance policy for student misbehavior.  
3 voted *BELIEVE*, 3 voted *SOMEWHAT BELIEVE*, 1 voted *DO NOT BELIEVE*

### FACILITY/SPACE NEEDS

1. We need to review and systematically implement most favored options present in the March 2008 NESDEC report, Long Range School Facilities Planning.  
4 voted *BELIEVE*, 3 voted *DO NOT BELIEVE*

### GRADE AND ADMINISTRATIVE ORGANIZATION

1. We need to determine what grade levels should be unified under one principal.  
1 voted *BELIEVE*; 3 voted *SOMEWHAT BELIEVE*; 3 voted *DO NOT BELIEVE*

Ms. Lewis mentioned that there had been concern in focus groups of where 5<sup>th</sup> grade should be placed (with K-4 or at another facility) and Mr. Rowell said it was part of long-range facility planning discussion too. Mr. Safina said that there would be more review of fifth grade transition.

The Board came up with the following goals for communication:

- *Utilize Website*
- *Blog*
- *Engage Community (newsletters, local newspapers, etc.)*
- *Better use of media*

The Board developed the following School Board Goals (to align to Strategic Plan):

1. *To improve communication and dissemination of information to the public.*

Ms. Keane felt that timely communication was important. Ms. Lewis said that timeliness is important but some items are confidential and should not be communicated; realistically, not everything can be communicated. Ms. Bergeron agreed that there was a trust element to communication. Ms. Keane said most people with inquiries do not want details, just answers/resolutions. Ms. Lewis said communication issues were different from that in her office (relating to issues such as discipline handling, etc.). Mr. Rowell said that Right to Know information has been posted on the Website to help people learn the constraints of the issue within the District. Ms. Girardi said it was a matter of trust to someone's answer. Ms. Keane also said that the result is also important (e.g. happening multiple times). Ms. Bergeron said that trust could be an action point under communication.

2. *To improve student achievement. (action step: measurability)*
3. *To develop a systematic approach to support professional development.*

4. *To complete the Strategic Plan for the District so that the highest quality education be provided to all students.*

Mr. Lander said that conversations about these areas could now be had with staff as school begins. He said that committees (including Board members) would work on developing action steps, timelines, etc. Ms. Keane was concerned about the time it would take to form committees, surveying the community, etc. Mr. Lander said that subcommittees would send out surveys to the community. Mr. Lander anticipated that the Strategic Plan would be fulfilled this year and that the goals would be worked on throughout the year to tie into the Strategic Plan. Ms. Keane clarified that the administration will work with the School Board goals to implement them. The Strategic Plan would involve subcommittees on how to address the objectives taken from the focus group discussions.

Ms. Keane and Ms. Genthner noted that there had been a forum that reviewed the work of the three committees/focus group. It was suggested that Mr. Lander notify people that this year there will be implementation of the suggestions. Mr. Lander said he would be adding this information from tonight to his presentation to staff. Ms. Bergeron suggested that principals also present the same information and support in their address to staff.

Mr. Rowell noted that the School Board had seen a document that was made for Cape Elizabeth. Ms. Lewis thought she might have information on that.

#### **IV. OTHER**

Mr. Safina said that final student handbooks for approval would be out in September but that he will have drafts next Tuesday. He said that the School Board policies were removed because they were online.

Mr. Lander said that bus routes would be finalized.

Manifest #2 addendum (oil bill from last year and two District Meeting people that were not paid):

*Ida Keane made a motion to approve Manifest #2 (already approved \$440,990.45) addendum (\$11,792.50) and Manifest #3 (\$38,980.59). Deb Genthner seconded the motion. Motion passed 4:0.*

#### **V. NON-PUBLIC SESSION:**

*Deb Genthner made a motion to enter into non-public session to act upon a matter or matters referenced in RSA 91 – A: 3 II at 8:30 PM. Ida Keane seconded the motion. Motion passed 4:0 Roll call.*

#### **VI. RETURN TO GENERAL SESSION**

*Deb Genthner made a motion to return to general session at 8:35 PM. Ida Keane seconded the motion. Motion passed 4:0.*

*Deb Genthner made a motion to approve the personnel report dated August 18, 2009. Sharon Girardi seconded the motion. Motion passed 4:0.*

*Deb Genthner made a motion to accept with regret the resignation of Kate Segal. Ida Keane seconded the motion. Motion passed 4:0.*

**VII. NEXT MEETING: AUGUST 25, 2009, 6:30 PM**

**VIII. ADJOURNMENT**

*Deb Genthner made a motion to adjourn at 8:40 PM. Ida Keane seconded the motion. Motion passed 4:0.*

Respectfully submitted,

Susan Perry  
School Board Secretary

**QUESTIONS**  
**August 18, 2009**

1. Mr. Rowell noted that the School Board had seen a document that was made for Cape Elizabeth. Ms. Lewis thought she might have information on that.