



DOVER SCHOOL DISTRICT

EMPOWERING ALL LEARNERS!

Superintendent's Board Report Monday, July 12, 2021

SUPERINTENDENT REPORT

The Superintendent's Board Report purpose is to: (1) inform the Board on my position and recommendations pertaining to Board meeting agenda items; (2) inform the Board of significant issues as they relate to the Board; and (3) inform the Board of informational items pertaining to the Dover School District.

BOARD AGENDA ITEMS

F. PUBLIC HEARINGS

1. 2021-2022 Dover School District Re-Entry Plan – A draft of the 2021-2022 Re-Entry was prepared by the Administration and presented to the Board at the June 14th Regular Board Meeting. The Draft 2021-2022 Re-Entry and a survey has been posted on the District's website. The survey provides an opportunity for public input. The purpose of the public hearing is to allow additional input from the public pertaining to the re-entry plan. If health conditions permit, the overall goal of the plan is to have in-person learning. Based on the feedback, the final plan will be presented to the Board at the August 9 Regular Board meeting for Board action.

LINK: https://www.dover.k12.nh.us/apps/pages/index.jsp?uREC_ID=1280352&type=d&pREC_ID=2193111

2. The second public hearing is to accept the donation of funds from HMFH Architects in the amount of \$5,000 for the Electrical Program at Dover High School Career Technical Center.

G. CONSENT AGENDA

Resignations/Retirements – I recommend approving the resignations/retirements as listed.

Leaves of Absence – None

Job Shares – None

Nominations – I recommend approving the nominations as listed for (a) DTU Nominations, (b) DPA Nominations, (c) DEOP Nominations, and DAA Nomination.

Extended Trips – None

Donations – I recommend approving the June donations.

I. POLICY – CHANGES – PROPOSALS: None

J. POLICY ADOPTION: None



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K. RESOLUTIONS

I recommend the board approve the Resolution of Recognition for District retirees. Additional retirees were added to the *Resolution of Recognition*.

L. OLD BUSINESS: None

M. NEW BUSINESS:

1. **Seymour Osman Community Center and Woodman Park School Memorandum of Understanding** – Seymour Osman Community Center offers after school programming for Woodman Park School students. The program has consistently been of high quality and has effectively served the Woodman Park students. The MOU is for the period of July 1, 2021 through June 30, 2022. I recommend the Board approve the MOU.
2. **Dover School District Re-Entry Plan for 2021-2022** – This is a Board discussion item only. This is an opportunity for the Board to present recommendations to the administration following the re-entry plan hearing and review of the survey feedback. Based on Board input, the administration will make revisions in the final re-entry plan to be presented at the August 9, 2021 Regular Board Meeting for final action.
3. **Kindergarten Play-Based Research Project** – The kindergarten program at the three elementary schools having been using elements of the play-based kindergarten. Horne Street School and Woodman Park School are further along with the implementation. Horne Street School has been requested to participate in Kindergarten Play-Based Coaching Project. Details of the project are included in the Board's agenda packet. The administration is seeking approval to participate in the research projects.
4. **Printer/Copier Bids** – The District received and reviewed the bids to develop and move to a print management system. The bids are in the process of being reviewed and the listing of the vendor proposals and recommendation will be presented at the Board meeting,
5. **Condition of Accounts** – Michael Limanni, Business Administrator will present the Condition of Accounts.

N. SUBMISSION AND PAYMENT OF BILLS

O. SUPERINTENDENT'S REPORT

June 2021 Summary

- **Week of May 31:** Dover Middle School and Dover High School have completed the sixth week of full in-person learning. Dover Elementary Schools have completed their 15th week of in-person learning.
 - This week was dominated by the FY22 budget with the City Council adopting a tax capped budget. The Board met on Monday, June 7 for a special meeting at 7 p.m. at the McConnell Center Room 306. The agenda was dedicated to preparing a tax capped budget for FY22.



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- Michael Limanni and I had the opportunity to meet with Matt Upton pertaining to the City Council's tax capped budget and the impact on the DTU contract clause. Matt Upton has recommended the Board elect to pay the Dover teachers pursuant to the 2020-2021 salary scale during the 2021-2022 school year as provided for under Article XIV (14) of the Collective Bargaining Agreement between the Dover School Board and the Dover Teacher's Union NEA/NH.
- It was decided the Dover Medical Council would not need to meet for the remainder of the year due to the positive trend in the COVID-19 data. The members are on call if circumstances or an incident necessitates a meeting. Most of the MAC have volunteered to continue their service for the 2021-2022 school year. Each of the members have donated approximately 70 hours.
- Schools prepared for their end-of-year activities. Due to health and safety protocols, modifications were made in the middle school eighth grade activities and the elementary schools' fourth grade celebrations.
- Interviews continue for teacher candidates. The overall quality of the candidates has been impressive.
- During this week several emails were received asking that students not be required to wear face masks. Based on the most recent review by MAC, masks will continue to be required. Students continue to cooperate and comply with the protocol. The following is the link to the revised PAPE: [COVID-19 Updates - Students and Families - Dover School District](#)
- Non-District Meetings attended this week:
 - ✓ City Council Budget Workshop
 - ✓ City Council Budget Meeting
 - ✓ Southeaster's Meeting
- **Week of June 7:** Dover Middle School and Dover High School have completed the seventh week of full in-person learning. Dover Elementary Schools have completed their 16th week of in-person learning.

The significant highlights of the week included:

- This week the high temperature on Monday, Tuesday, and Wednesday were a main issue of the week. On Sunday, I did consult with the principals and the decision was made to keep school open. I commend the school administrators, faculty, and staff for their work during these hot days. During those days, I also spent time in each of the schools that were not air conditioned. At the elementary schools and the middle school, popsicles were provided for all students. It came just at the right time of the day.
- Unfortunately, the second major event of the week was an attempted suicide by a high school student. Christine Boston and the crisis team are to be highly commended on their work. The team was quickly assembled and responded in the appropriate manner. By the first afternoon things had calmed, and the team was reduced for the second day. Peter Driscoll is also to be commended on his handling of the situation. This event has also resulted in emails with various opinions being expressed. A reminder that administrators, faculty, and staff received suicide prevention training at the start of the school year. Next school year, tenth graders will participate in *Teen Mental Health First Aide*. A complete grade level must be trained at a time. Tenth grade was selected due to the alignment with the DHS Health Course.



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- Leadership Team Meeting and the SAU Cabinet meeting were not held this week due to the suicide attempt incident.
- The Board approved the tax capped budget for Fiscal Year 2022.
- Equity Vision Keepers held their final meeting of the year. The target is to complete a diversity/equity plan for the District. The Leadership Team had the opportunity to meet with David Ruff, executive director of Great Schools Partnership, to provide feedback on the District's relationship with the Great Schools Partnership.
- Meeting with Jim Morse, Meghan Glynn, and James A. O'Shaughnessy to review the Barrington School District tuition mediation.
- Meeting with the superintendents from the Oyster River School District, Rochester School District, Somersworth School District, Northwood School District, and Nottingham School District to discuss the feasibility of establishing a joint virtual school.
- Based on the mask recommendations by the Governor, NH DOE Commissioner, and State Epidemiologist, the District made masks voluntary when outside starting Friday, June 11.
- Interviews of candidates continues. The following is the status:
 - ✓ Total vacancies – 10
 - ✓ Total vacancies filled – 20 (including transfers)
- Other meetings attended this week:
 - ✓ NH DOE COVID-19 Update with Education Leaders
 - ✓ Meeting with the Racial Unity Team to discuss the possibility of the Dover High School joining a grant made possible through Racial Unity Team focused on the arts.
 - ✓ Dover Mental Health Alliance Steering Committee Meeting
- **Week of June 14:** Dover Middle School and Dover High School have completed the seventh week of full in-person learning. Dover Elementary Schools have completed their 16th week of in-person learning.

Dover High School and the greater Dover community continue to deal with the suicide of Andre Schaeffer. As you are aware, this is the third suicide in the Class of 2022. Christine Boston, Peter Driscoll, and the Crisis Response Team are to be commended on their response to the situation.

The week held several celebrations. On Monday, DALC held their graduation. Each student and their family were individually recognized. This was the final week of school for Dover students. The elementary school hosted a variety of ways to recognize the transition of fourth graders to the fifth grade. Dover Middle School used input from the eighth grade Student Council members to celebrate the transition of eighth graders to Dover High School. The eighth-grade drive-by transition ceremony was well attended and most importantly each student



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and family were individually recognized. There were many laughs and smiles. Finally, we all gathered on Wednesday evening to celebrate the graduation of the Class of 2021 with 298 graduates. In my 21 years as a superintendent, this was the most impressive high school graduation I have attended. The student speakers were outstanding.

On Thursday, the retiring educators were individually recognized for their years of service. Each school was visited by the Dover School District Retirement Surprise Patrol, and each of the educators were presented with a Salmon Falls Stoneware Pot filled with flowers or a plant, their Board Resolution, dessert, and a thank you card.

DPA has requested to open conversations pertaining to their contract. The date of the meeting is Monday, June 21 for the conversation.

The Board approved the purchase of the K-8 math curriculum materials which included K-5 Bridges and 6-8 Illustrative Math. I commend you on the quality of the conversation pertaining to the adoption of the curriculum materials.

Interviews continue for candidates of teacher vacancies in the District. The following teaching positions remain to be filled:

WORKSITE	POSITION
HSS	Special Ed Teacher
DHS	Math
WPS	Special Ed Teacher
WPS	ELEM Teacher
WPS	Kindergarten Teacher
DHS	School Counselor
DHS	Special Ed Teacher
DMS	Math
DHS	Math
HSS	Special Ed Teacher



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DHS	Special Ed Teacher
CTC	Cosmetology
DHS	Special Ed Teacher
CTC	Computer Science

Kindergarten screening was conducted on Wednesday, Thursday, and Friday. Garrison School screened 63 students. Horne Street School screened 74 students. Woodman Park School screened 63 students.

Meetings this week included:

- Regular Board Meeting
- Strafford Learning Center Board Meeting
- YMCA of Strafford County Advisory Board Meeting

- **Week of June 21:** Monday, June 21 was the final day for teachers for the 2020-2021 academic year.
- Summer Learning plans are coming together. Ashley Mowatt will serve as the Director of the Summer Learning program for grades K through 4. Currently, there are 270 students registered for the program, Kasey Lewis will serve as the Director of Summer Learning program for grades 5 through 8. Currently, there are 85 middle school students registered. The elementary program is housed at Garrison School and the middle school program at Dover Middle School- grades 5 through 8. Parents/Guardians were notified via email of their acceptance into the program on Monday, June 21.

There is a waiting list for the elementary program. The middle school program is fully staffed. The elementary program is staffed, but additional staff continues to be recruited. The program runs July 6 through August 12. Mornings are dedicated to academics, and afternoons will focus on project-based learning and activities.

The ESY summer program will start on Monday, June 28 at Garrison School. Nettie Vaughn serves as the Director for the ESY program. There are 250 students enrolled in the program.

- Interviewing continues for the filling of current vacancies.
- On Monday, June 21, the first negotiation session was held with the DPA. The next session will be held on Thursday, July 1 at 2 p.m.
- **Suicide Follow UP** – Christine Boston will be facilitating the following as a follow up to the student suicide:



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- ✓ Meeting with representatives from Community Partners, Dover Mental Health Alliance, Strafford County Public Health Network, and Connors. The purpose was to review what was done and what improvements need to be made to eliminate any silos and duplication of effort.
 - ✓ Tom Waldron will be meeting with class officers at Dover High School to gather feedback and ideas moving forward.
 - ✓ Development of a Memorial Policy.
 - ✓ Summer to train the trainer in suicide prevention.
- **ESSER II Funds** – The SAU Cabinet continues to work with the ESSER II Funds. To date, the following is being designated for ESSER II:
 - ✓ Summer Learning Program - \$650,000
 - ✓ Lenovo Laptops Lease Payment - \$431,645
 - ✓ 176 Digital Interactive Panels – Rolling Carts, Switches - \$416,000
 - ✓ Chromebook Cases - \$31,500
 - ✓ Instructional Coaches - \$484,684
 - ✓ Engineering & planning for HVC – HSS, WPS, DMD - \$260,000
 - **ESSER III Funds** – The SAU Cabinet has identified three areas for the ESSER III Funds. Once the recommendations are finalized, it will require a public hearing followed by Board action. The Cabinet will continue to work through the details of the identified areas. The amounts are approximations.
 - ✓ Student Wellness and Student Learning - \$1.5M
 - ✓ Infrastructure (HVC for Horne Street School, Woodman Park School, and Dover Middle School) - \$5M
 - **ESSER III Funds** – As required by the ESSER III grant, it is necessary to complete the NH DOE Re-Entry Plan Document and submit to the NH DOE and post on the website. The NH DOE Re-Entry Document and the Draft of the District's Re-Entry have been posted on the District's Website. **Link:** [2021/2022 Re-Entry Plan – Students and Families – Dover School District](#)
 - **SAU Cabinet** – The SAU Cabinet has had an initial discussion pertaining to the initiatives for the 2021-2022 school year. To date the following have been identified:
 - ✓ Reading Goal (K-4) – Implementation plan for 2021-2022 with success criteria will be developed
 - ✓ Math Goal (K-8)
 - ✓ Competency-based education – focus may be formative assessment
 - ✓ Realistic six-year Capital Improvement Plan
 - ✓ Social Emotional Learning
 - **Superintendent Evaluation** – I have requested Ted Hall to conduct a portion of the superintendent evaluation for the 2020-2021 school year. Ted will be contacting principals, directors, and SAU Cabinet members to gather the information. Ted will develop a summary report of the findings. All information that is shared by the participants will be confidential and will not be identified by individuals, positions, or schools. I believe following



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the past year of managing and operating a District during the pandemic this information is critical for me to identify areas of strength and improvement.

On Thursday, July 1, 2021, I provided Amanda Russell, Board Chair, a copy my Annual Superintendent's Evaluation Self-Reflection.