

Chairperson, Marjorie Fisher, called a meeting of the Dover School Board to order on Monday, September 10, 2007, at 7:07 p.m. in the City Council Chambers.

A. ROLL CALL: Present were Marjorie Fisher, Beth Setear, Audra Lurvey, Brandon Foye, Doris Grady, Carolyn Mebert, and Dorothea Hooper.

Also present were Superintendent John O'Connor; Laurie Verville, Business Manager; John Gamache, Facilities and Operations Manager; Jean Briggs, CIA Director; Patrick Boodey, Principal Woodman Park School; Barbara Szabunka, Principal Horne Street School; Chris George, Principal Dover High School; Larry DeYoung, Principal Dover Middle School; Peter Wotton, Director of Athletics & PE; Dustin Gray, Principal Garrison School; Sandra Crosson, Director of Pupil Personnel Services; Andrea Elliot, DHS Dean of Instruction; Rich Barrett, DTU President; Bruce Patrick, Teacher DMS; Fran Meffen, DMS Guidance; Kim Lyndes, DMS Dean; James Amara, CTC Director, and Rebecca Hamm, *Foster's*.

B. PLEDGE OF ALLEGIANCE: Audra Lurvey led in the Pledge of Allegiance.

C: CITIZENS' FORUM: No one addressed the Board.

D: APPROVAL OF MINUTES: Audra Lurvey moved, Carolyn Mebert seconded, to accept the following minutes:

- a. **Nonpublic Session #24, August 13, 2007 (Personnel)**
- b. **Regular Meeting #8, August 13, 2007**
- c. **Workshop Session #3, August 27, 2007**

An oral **VOTE PASSED 7/0.**

E. CONSENT AGENDA:

Doris Grady moved, Audra Lurvey seconded, agenda item 6.b., Request for Preliminary Approval, Dover Middle School Costa Rica Trip, April 17 to April 24, 2008, be removed from the agenda for discussion.

Audra Lurvey moved, Beth Setear seconded, to accept the Consent Agenda as amended. An oral **VOTE PASSED 7/0.**

1. **Correspondence:**
 - a. **Tri Star Gymnastics letter dated August 30, 2007 re: Waiver of Time for Rental of DHS Auditorium**
2. **Resignations/Retirements:**
 - a. **John Houlihan, Dover High School Social Studies Teacher**
 - b. **Erin Milbury, Dover Middle School Guidance Counselor**
 - c. **Kimberly Orr, Dover High School Plant Science Teacher**
3. **Leaves of Absence: None.**
4. **Nominations:**

Sheet 1: Nomination and Election of Teachers (Hart to Riddle)
Sheet 2: Nomination for DALC Administration (Verschueren)
Sheet 3: Nomination and Election of Class/Club Advisors (Andre to Williams)

Sheet 4: Nomination and Election of Aide, Custodian, Para, and Secretary (Arnold to Xydias)

Sheet 4: Nomination and Election of Coaching Positions (Houdegbe)

5. **Professional Development Waiver: None.**
6. **Extended Travel (Student Trips):**
 - a. **Request for Preliminary Approval, Dover Middle School Washington DC Trip, June 3 to June 7, 2008**
 - b. **Request for Preliminary Approval, Dover Middle School Costa Rica Trip, April 17 to April 24, 2008**

6.b Request for Preliminary Approval, Dover Middle School Costa Rica Trip, April 17 to

April 24, 2008: Ms. Grady stated, "This is a little bit different than it being a regular class trip. Is it individually sponsored or is it program sponsored? If it's individually sponsored and we okay it, then are we as a School Department liable for an individually sponsored trip?"

Dr. O'Connor responded, "I think that the question itself is ambiguous. We support field trips and approve trips to travel outside the country. We have allowed in the past, foreign language department as an example, to take students to Spanish speaking and French speaking countries. We've also said our art department at DHS run trips to NYC and elsewhere as part of the program. This is a trip being offered to middle school students that will take students outside of the country. The level of liability for the School Board would be similar for this trip as it would be for the Spanish Club going to Costa Rica or Spain or any other country where they would speak Spanish. I don't think that there is a different level of responsibility based on the fact that this is a middle school trip that isn't associated with Spanish or French foreign language. The attempt here is to tie in a variety of disciplines... as well as foreign language into the trip." Ms. Grady stated she was asking the question because she thought it was being sponsored through a travel agency and wondered if there would be any benefit to the sponsors of the program (sponsors and chaperones go free).

Ms. Meffen stated she developed the project through the University of Georgia Study Abroad System. The Costa Rican site has been developed as a classroom site by the University. All travel is provided through the University of Georgia. The estimated cost is for 16 students participating. Chaperones are given free trips based upon 16 students going, the same as for the foreign language Spanish Trip and French Trip. Ms. Meffen noted she worked very closely with Jan Hennessey because she has held many out of the country trips. There will be no participants other than middle school students. Ms. Grady reiterated, "I don't object to the trip. However, if we sanction it as a school project, and we put that in writing and it becomes minutes of the meeting, and anything happens, we as a School Department are liable. A problem happened a few trips ago, when there were not enough students to go, and they had to go outside of the school..." Dr. O'Connor stated that it would not happen on this trip. Since the previous trip, it has been decided that will not happen again.

Dr. O'Connor noted the trip had been tabled last meeting over concerns that disciplinary practices and procedures for the Washington DC trip and Costa Rican trip appeared to be in conflict. Principal DeYoung, Mr. Patrick, and Ms. Meffen have since met and ironed out those discrepancies and both trips now indicate 2 in school suspensions or 1 out of school suspension warrant automatic exclusion from the trips.

Audra Lurvey moved, Carolyn Mebert seconded, to accept item 6.b. as submitted. An oral **VOTE PASSED 6/1 (Grady opposed).**

F. SUPERINTENDENT'S REPORT: Superintendent O'Connor addressed the following items:

- AYP Report Card – Dover is no longer a District in Need of Improvement due to improved test scores over the past two years
- Dover has Schools in Need of Improvement in math and reading. Jean Briggs will give a detailed report on the areas of focus in the curriculum to the School Board during the November meeting
- The Kindergarten Implementation Committee will hold the first meeting on September 12th at 6:30 p.m. at Dover High School – Jean Briggs Chair
- The Career Technical Center Committee will hold its first meeting on September 19th at 6:30 p.m. in the Vocational Conference Room at Dover High School – Nick Skaltsis Chair
- New Professional Staff Handouts – Teacher Manual of policies, procedures, and practices of the Dover School District as well as important texts for new teachers
- The School Board has approved renaming annual Teacher Recognition Pins for Years of Service to “The Arnold Falcione Service Award for Continuous and Distinguished Service to the Dover School District” in honor of Bud Falcione who passed away last June after 41 years of teaching in the Dover School District

Dorothea Hooper noted the City Council had recently voted to add an item to the November ballot regarding the imposition of a tax cap in Dover. She asked what impact a tax cap would have on the district's budget. Dr. O'Connor stated he would attempt to get this information for the Board but noted the language was still ambiguous and he would be consulting with the City Manager and the City Attorney, to get their interpretation in order to create some figures for the Board.

Ms. Fisher asked the Superintendent to provide an update on this year's busing. Dr. O'Connor noted there have been a few problems that were solved (Dropping students off in incorrect locations). He attributed this to the inexperience of some of the drivers who needed to be educated in the different practices and procedures of the district. He added that the SAU is in daily contact with First Student working on resolving all of the issues. He added he expected most of the problems to be “ironed out” by the end of this week.

Principal Szabunka reported on the following items at Horne Street School:

- Opening was a great start
- Buses are running on time
- First day assemblies reviewed school rules
- This year is the Horne Street School's 50th Birthday Celebration
- A welcome back Barbeque will be held on Saturday from 12:00 to 3:00 p.m.
- Open House is September 19th at 7:00 p.m.
- Ms. Szabunka requested the Board consider funding paraprofessional positions that were cut due to decreases in Title II and Title IV funds. They lost 14 hours of paraprofessional services – Tutorial Services – that are no longer available for the students. Ms. Setear asked how many students would be serviced by the paraprofessionals. Ms. Szabunka noted that last year, there were 20 to 25 first and second graders and 20 to 25 third and fourth graders. Ms. Fisher asked if there were any paraprofessionals currently at Horne Street School. Ms. Szabunka stated she had one six-hour person and one four-hour person but no extra services were available in grades one and two.

Dustin Gray reported on the following items at Garrison School:

- Garrison experienced a successful school opening
- Special thanks to PTA volunteers who helped get the grounds ready for the opening of school
- Fundraising kick-off last Friday – Orders due October 3rd
- All-school assembly will be held on October 5th at 8:25 a.m. re: bus behavior. Parents invited to attend
- PTA Projects – Playground Maintenance September 19th at 9:00 a.m. and Ice Cream Social on September 19th at 6:30 p.m.
- Boot Camp has begun with 150 students enrolled. Parents are invited to attend and exercise with kids
- Picture Day is Wednesday, September 12th
- Open House is September 25th from 6:30 to 8:30 p.m.
- Due to a recent catastrophe for a Garrison family, the school is collection household items, clothing, and donations to assist the family. If anyone is interested in donating items, call the school

Patrick Boodey reported on the following items at Woodman Park School:

- Thanks to parents who came to the school to take pictures of kids on first day of school instead of at bus stops which delays school arrival times
- Thank you for the beautiful 17 room addition – parents, staff, and students are excited about the new spaces
- A welcome back Barbeque will be held on Saturday from 1:00 to 4:00 p.m.
- The PTO will meet on September 19th at 3:15 p.m. in the school library
- September 24th is picture day
- Open House is September 27th at 7:00 p.m.
- Thank you to sponsors who donated different colored T-shirts for all students to use on field trips
- Thank you to Mama D's Restaurant for donating backpacks and school supplies for returning students

Larry DeYoung reported on the following items at Dover Middle School:

- Dover Middle School experienced a great start
- First Student has been quick to react in ironing out problems
- Open House is September 18th at 7:00 p.m. for 5th and 6th grade parents and September 20th at 7:00 p.m. for 7th and 8th grade parents
- October 9th is the first PTA meeting
- September 13th will be the PTA fundraiser kick-off
- Picture Day is September 14th
- After-school tutoring program begins September 11th for grades 5 through 8
- Thank you Rich Barrett for being the school's "constant gardener" over the summer

Chris George reported on the following items at Dover High School:

- Beginning went very well
- Drama Club performed skits about appropriate dress code for Freshmen Orientation Day
- Senior Parking passes - the school mailed letters to students who had "obligations" owed to be eligible for parking passes. Students with 10 or more tardies last year were also warned they would be ineligible if tardies continue this year. Permits were sold the day before classes started enabling some seniors to have them for the first day of school. The new process went very smoothly

- Teacher handbooks were revamped to go into greater detail on items such as fire drills, academic dishonesty, discipline and consequences, and comment codes for progress reports and report cards
- Student also received updated student handbooks
- Congratulations to Carol Castellan chosen to be on the 2007/2008 Scholastic Arts Awards Advisory Board
- Course information night is September 26th
- Picture day is September 14th

Peter Wotton reported on Athletics items of note:

- EEE Virus information was sent to all parents and athletes
- Fall sports started and are going well. Numbers are up in most sports (except soccer)
- Spirit Week will be held September 24th through 28th
- There will be a pep rally at 1:45 p.m. on September 28th and a Barbeque at 3:30 p.m. the same day

Jim Amara reported on the "First 38 Days" at the CTC:

Part I: CTC TEAM ACCOMPLISHMENTS:

1. Successful assimilation of Director into Dover School Organization, Culture, Mission, and Communication structure. All administrative personnel, teaching and support staff, community members, facilities director, etc. have assisted Director in a "fast track" process of information and data gathering.
2. Successful and positive communication with the NH Department of Education-Career and Technical Education division.
3. Successful Application and Approval of FY08 Perkins Gant Funds.
4. Review and immediate upgrading of physical facilities, includes the following:
 - *Painting and Cleaning of Culinary Arts Kitchen
 - *School Store- Carpeting and Painting
 - *Cosmetology Related Classroom Carpet
 - *Culinary Arts Freezer Repair
 - *Auto Collision Spray Booth in Need of Replacement-Critical need
5. Successful Staff Additions.
 - *Construction Technology
 - *Business Technology
 - *Animal Science
 - *Aquaculture/Agriculture Teacher in Process-Recent Resignation
6. Data Collection Activities: SEE DATA ATTACHMENTS
Budget Data (Perkins, Local, Tuition).01/02-07/08
Student Distribution by Programs, M/F distribution, Area vs. Dover Enrollment Exploratory Data.
7. Biotechnology Partnership with New Hampshire Community Technical College.
5-6 Students, externship experience in field (144 hrs), college credit, and tuition paid by Northeast Biomanufacturing Center under NSF grant.

8. CTC Director- Elected Chairperson by State CTC Directors of the "Rigorous Academic Committee". Development of strategies and implementation activities to integrate NECAP standards in English, math and science into CTE program areas.
9. Entrepreneurship Grant Submitted- \$3,000. Focus on Cooperative business relationship between Marketing and Agriculture programs.
10. Wentworth-Douglas Hospital Initiative. Current status; verbal agreement to accept six (6) students (11th and 12th grade) into a medical career experience program. Hospital and School contract that would outline responsibilities of each is in progress. Hours, departments, credit, etc. to be finalized before Oct.1, 2007.

II. CTC TEAM INITIATIVES FOR 20072008:

1. Program upgrades and modifications.
 - *Adding Biotechnology into Animal Science Curriculum by end of year.
 - * Automotive Technology investigating expansion into Marine Engine Repair.
 - *Marketing- e-commerce implementation, joint venture with Agriculture.
2. Incorporation of Real- World activity, project, experience for 11th and 12th grade program majors. Attention to 21st Century Skills (See Attachment). Development of a digital student portfolio.
3. Strong focus on Professional Development for staff-Workshops, seminars, courses, conferences, etc.
4. Community Outreach by CTC Staff:
 - *After School CTC Programs. Jan-Feb 2008. 16 hrs per session, two sessions planned. Goal to service 100+ students per session between 2:45-4:00 p.m. M/Thru, \$25 per student, utilize middle school late transportation schedule.
 - *Woodworking department involved in School Wide Literacy Project- Making of "Reading Chair" for district literacy initiative.
 - *There's No Place Like Home- Building of Home for Victims of Natural Disasters...Partnership with Grace Community Church, Rochester.
5. Public Information Campaign/Media Updates
 - *New Video Production Planned-Theme, TWO (2) EDUCATIONS IN ONE
 - *New Informational Brochure.
 - *Web Page Developed for each career and technical area.
 - *Guidance and parent outreach at Middle School level.
6. Pre-Engineering Grant-Department of Education N.H.
50/50 Match—Total of \$100,000.. Need Direction from Board/Committee on how to proceed? Note: Other grant opportunities may be available under this strategy.
7. New CTC Agreement needs to be signed by Dover, Somersworth, and Rochester. Committee has been formed. Chairperson, Mr. Nick Skaltsis.

8. Possible Career and Technology Summer Camp. A four-week (4) exploratory camp for 8th graders and incoming 9th graders. A tuition-funded program coincides with summer school...Objective—Physical and Hands-on Activities.
9. Continue to Research and Investigate new opportunities, curricula, and community relationships that enhance and enrich Career and Technical Education at Dover High School.

III. LOOKING AHEAD:

1. Review Recommendations from TRI- City Agreement Committee: Mr. N.Skaltsis-Chairperson
 - *Five year plan-Curriculum recommendations, facilities renovation and/or expansion, space utilization, improving access to all students, flexibility in scheduling, equipment needs, program additions and/or deletions, etc.
 - *Expansion of Community Networking and Support-more opportunities for students.
 - * Seek additional funding resources and educational alternatives.
2. Expansion and use of articulation agreements-colleges and universities, businesses, and industry.
3. Increase in the Career and Tech Exploratory for 9th and 10th graders.
4. Architectural plan for CTC renovation, expansion, improvements, and space utilization prior to 2014.

Dr. O'Connor introduced the new *Foster's* reporter, Rebecca Hamm.

G: Student Representative Report: Julia Huggins reported on the following:

- Students want to see the physical state of the school improve. The outside of the building and the arches out front do not convey a good image or sense of pride upon entering the school. Students want to see the domes removed.
- Bathroom conditions are poor – missing doors, no locks
- Lack of Air Conditioning in the schools “inside rooms” is an issue
- The anti-smoking committee met and are taking steps to cut back on smokers in the school. The initiative will be in pace at the end of the month and funding is provided by Youth to Youth as well as fundraisers
- The police officer who spoke to students during an assembly did not stress the big issue of smoking for students under 18. Students felt he did not stress sufficient discipline for this and noted he would simply take the cigarettes away. The Anti-Smoking Committee members feel this is a big issue.
- Spirit week, homecoming, scheduling committee (re: Block Scheduling), and clubs are all starting next week
- A Youth to Youth team will be going to Barrington Middle School to let students know about the program before entering Dover High School
- Students are concerned about EdLine. It has the potential to be a strong and useful tool. Some teachers are not using it to its full potential. Students want to see ALL classes on EdLine.

H. COMMITTEE REPORTS: None.

I. POLICY - CHANGES – PROPOSALS: None.

J. POLICY ADOPTION:

a. New Policy IMG – Animals in Schools:

Doris Grady moved, there was no second, to amend the policy to underline words in paragraphs 6 and 11. The motion failed.

Audra Lurvey moved, Carolyn Mebert seconded, to adopt the policy in its second reading. An oral **VOTE PASSED 6/1** (Grady opposed).

b. DTU Positions – Job Descriptions:

Dr. O'Connor explained that Kim Lyndes, Job Description Update Committee Chair, met with DTU President Rich Barrett to discuss issues he had during the first reading of the job descriptions and changes were made. Most changes concerned the changing the word "supervisory" to "Management" and a few minor description changes were made in the area of competencies regarding educational software.

Ms. Hooper asked why the teacher job description did not include the need for seating charts (crossed out). She stated her belief that substitutes would need these. Mr. Barrett noted that the EdLine program contains seating information so it is not necessary to develop "seating charts."

Audra Lurvey moved, Carolyn Mebert seconded, to adopt the job descriptions in the second reading. An oral **VOTE PASSED 7/0**.

K. SUBMISSION AND PAYMENT OF BILLS: Audra Lurvey moved, Beth Setear seconded to direct the Superintendent to pay manifest #08-3 in the amount of \$1,956,814.90. A roll call **VOTE PASSED 7/0**.

L. RESOLUTIONS: Chairperson Fisher read the following resolution into the record:

RE: REQUEST TO PROCEED WITH FINANCING FOR DOVER ALTERNATIVE SCHOOL 14-PASSENGER BUS

WHEREAS: the Alternative Education Program operates as an enterprise fund, with a reserved fund balance, and

WHEREAS: the existing passenger van is over eight years old, and

WHEREAS: the SAU business office solicited a public bid for a 14-passenger, non-CDL activity bus, and the School Board approved to award the low bid to Patsy's Bus Sales on August 13, 2007 in the amount of \$40,750., and

WHEREAS: the vehicle information has been reviewed by the State Dept. of Safety and meets all state requirements to transport students, and

WHEREAS: the SAU business office has obtained municipal financing information from Key Bank Government Financing for a 26-month loan at a rate of 5.47% and three

annual payments of \$13,000.00 (Due 10/1/07); \$14,848.50 (Due 7/10/08); and \$14,848.50 (Due 7/10/09).

NOW, THEREFORE, BE IT RESOLVED THAT the Dover School Board has received a request from the Business Manager to secure financing from Key Bank Government Financing for a municipal lease/purchase agreement in the amount of \$40,750.00. to be paid for from the Alternative Education Enterprise Fund.

Ms. Grady questioned whether the amount to be borrowed would be \$40,750 or the actual borrowed amount should be \$27,750 (minus the first \$13,000 payment to be made from the FY 07/08 budget item in the enterprise fund for the Alt School. Ms. Verville stated Ms. Grady was correct. The actual amount borrowed should be \$27,750. and she would change the Resolution to reflect the correct amount. Ms. Grady expressed concern about borrowing such a small amount of money and paying interest.

Audra Lurvey moved, Dorothea Hooper seconded, to adopt the resolution as amended. A roll call **VOTE PASSED 6/1 (Grady opposed)**.

M. OLD BUSINESS:

1. Dover High School Canopy Entrance: There was a brief discussion on the pros and cons of removing vice repairing the canopy entrance at Dover High School. Dr. O'Connor noted that "precision removal" required to remove the structure would cost between \$20,000 and \$30,000 and might cause additional structural problems.

Superintendent O'Connor requested the Board approve a recommendation to go out for bid to repair the columns and roof of the Dover High School canopy entrance for a cost not to exceed \$10,000. A Facilities Assessment being conducted by NESDEC will be delivered shortly and will provide long-term recommendations for the structure. (Will probably be replaced in the final analysis.) Ms. Hooper added she agreed with the high school students that it is the "ugliest architecture in the city" and she was hopeful the recommendation would be for its removal.

Dr. Mebert questioned whether the building trades students from the CTC might be able to help participate in the repair project. Dr. O'Connor noted the level of masonry expertise required to repair the canopy columns would be far beyond the capabilities of the building trade students, but added he would discuss the possibilities with Mr. Amara.

Julia Huggins noted this had been discussed by the Student Council – benefits versus the issue of appearance – and the consensus is the existing structure indicates a "lack of pride" in the school. They want something that looks nice and welcoming at the entrance of the school.

Audra Lurvey moved, Beth Setear seconded, to approve the superintendent's request to go out to bid for repairs to the high school canopy. Once bids are received, a recommendation to award the bid will be brought to the School Board for approval. An oral **VOTE PASSED 7/0**

2. Parent School Communication – EdLine Update: Ms. Briggs gave the following report to the Board:

"Over the past two years, the Dover Schools have systematically implemented a parent involvement WEB hosting service called EdLine. EdLine is a software program that allows parents to access students' grades, homework assignments, and school activities on a regular basis off the secure website. The Dover School District has joined thousands of other districts to

offer parents a direct link to their child's and school information. Since the winter of 2005, the school district has offered over 75 EdLine training sessions with over 375 Dover personnel participating. This fall, all teachers are required to be on the Basic Level of use for EdLine or Level II on our continuum rubric. This means teachers will create and manage a class home page including news, content, and calendar. Also, teachers will add weekly homework assignments, update and delete outdated items, and for the upper grades, send grades from Grade Quick weekly. Principals are able to access the class home page and monitor the expectations for compliance. Parents will receive additional information about EdLine at the schools' fall open houses. Every student, parent, teacher, and administrator receives a unique user account for personalized security, permissions, and access. Communication between parents and teachers has always been a critical component of student success in school. With the full implementation of EdLine this year, the Dover School District has enhanced this important link."

Ms. Briggs also noted teachers are provided with EdLine quick guides to help them utilize the site more easily and quickly.

Ms. Setear asked if there were disadvantages to homes that do not have computer access. Ms. Briggs advises that each school has email information by which they can identify homes without Internet access. Hard copies are sent home on a regular basis.

Ms. Grady asked how many training sessions have been offered to the district teachers. Ms. Briggs noted that training began in 2004 and there have been 75 sessions (formal and informal). Ms. Briggs added that she had a list of all training and participants up until today. Ms. Grady asked for a copy of that list. (RECORD NOTE: The List was sent to Board members with Items on September 12, 2007). Ms. Grady asked if all staff was up-to-date for implementing EdLine. Ms. Briggs stated, "with confidence", they were.

Ms. Grady then asked the approximate amount of money the Boards have spent for EdLine instruction to this point. She noted her reason for asking the question was because the NESAC Report contains a major complaint from the staff that the School Board did not give teachers the necessary training to use EdLine. Ms. Grady added, "Here we're looking at 75 training classes starting in 2004; then in the contract we allowed them to wait until 2007. I'm just curious if this Board and the other Boards have really and truly contributed the money necessary to implement the EdLine that they said wasn't functioning. It may be because I want to defend 'us' – all of us who have put a lot of money into this issue. I don't think we should be blamed, after financing something for them, for them to come back and tell us we didn't give them what they needed." Ms. Briggs stated that the early training was presented by internal staff members at no cost to the District. During the past two years, after-school training and summer training were held. There was no pay to teachers for after-school training but they were paid to attend summer training. Ms. Grady stated, "Then my conclusion would be, I think we've been very gracious in taking care of EdLine...I just had to defend the hard work, volunteer work, on our part that we've contributed and been accused of not doing it."

N. NEW BUSINESS:

1. CTC Study Committee: Board Endorsement: Nick Skaltsis thanked the members who volunteered to be members of the CTC Study Committee. After listing the members, he provided an overview of his expectations for the focus of the CTC Study Committee.

CTC Study Committee Member List:

Nick Skaltsis – Designated Chairperson
Carolyn Mebert – School Board Jack Story – Dover Chamber of Commerce
Beth Setear School Board James Amara – CTC Director
Doris Grady – School Board Kathleen Conlin –Liberty Mutual
Christie Green – Wentworth Douglass Hospital
April O’Keefe – CTC Career Services
Ron Comeau – Dover Auto Collision Instructor
Dale Hickman – CTC Automotive Instructor
Carrie Bascom – CTC Animal Science

Mr. Skaltsis explained that the committee would present a preliminary report to the Board and after consultation will make its recommendations for the different topics. The overview is in three areas:

1. The Area Agreement that expires in 2008 (Priority #1)
2. CTC Programming
3. Finance/cost associated with equipment, space, and program changes

Mr. Skaltsis reemphasized, “We’re doing this to expand the program. The plan here, and I know it’s the School Board’s intent, to see the program expand. We also want to be sure the program meets the needs of the students and the desires of students, and needs of the 21st century for the business community. Bringing the business community in will help the center understand what it is employers are looking for.”

Mr. Skaltsis then read into the record the 14 points that break down the three general categories for the CTC Committee to consider:

1. Write and submit a five-year plan for the expansion of programs and improvements to facilities and equipment at the CTC
2. Submit recommendations on the renewal of the CTC Area Agreement
3. Provide recommendations on accommodating course scheduling with Area Schools
4. Outline courses being recommended for revision or updating
5. Outline courses being recommended for expansion
6. Outline new courses being considered
Include:
 - Time Frame
 - Space changes
 - Personnel impact
 - Approvals required
7. Outline courses being recommended for phasing out
 - Time Frame
8. Survey guidance, parents, businesses, students, and administrators to submit their comments and recommendations for the CTC
9. Provide recommendations on adjusting course scheduling with Area Schools
10. Provide recommendations on courses CTC can offer to earn college credit

11. Provide recommendations on four-year courses of study
12. Review course and program introductions at eighth grade
13. Study and report the cost of renovating building space at the CTC
 - To accommodate new programs
 - To improve existing programs
14. Study and report the cost of updating and/or adding programs
 - Equipment needs and costs

Mr. Skaltsis then asked Board members if there were any items on the list they wished to delete, add, change, edit, or otherwise revise to provide the committee direction from the Board.

Ms. Grady noted that the last agreement was for 20 years. "Has there been any discussion on how long an agreement we're looking for? 20 years seems like a long time." Mr. Skaltsis responded, "Mr. Amara has mentioned that other area schools that collaborate in this agreement have discussed a timeframe that is shorter than 20 years. I've asked from the DOE through the office and I've read through more recent area agreements since 2003 – in Manchester, Salem, Exeter, Berlin, Portsmouth, Littleton, and Pelham, and they're almost all 10-year agreements."

Ms. Grady asked Mr. Skaltsis to elaborate on item #3 on his list. He explained, "Right now, the two significant schools in our area, Rochester and Somersworth, work through a block schedule. We do not have block scheduling. The contract...I would guess, quite frankly, we've been in violation of the contract for the past 20 years. The contract's pretty clear - we're compelled to have like scheduling...There really needs to be a full integration and cooperation with every district within the area agreement. I think it's absolutely necessary for the agreement to work, primarily because I think it helps to ensure that some of these students will be successful in these programs. I've asked the question, and there's a reciprocal question here. Why do we as a sending district only have 4 students out of 1700, leave our school and go to other schools for vocational training...other career technical courses. There has to be a problem. One of the things I want to explore is, how big of a problem is it? Is our core schedule, because of the way it's set up at Dover High School, is that one of the impediments for our students to take advantage of courses that we don't offer that are offered in Somersworth and Rochester."

Ms. Grady continued, "In item #6, Personnel Impact...Apparently that's been a major fear at the CTC. Any contact I've had with the state and other programs in the state that I checked out, many of those staff were retrained in their own career. For instance, if it were cosmetology, if you're looking at some of the state programs today, ours is basic cosmetology but they've increased those courses now and oftentimes are working with places like Empire Beauty School and covering everything...massage, nails, hair coloring - so it goes a bit beyond. I think that fear could be lessened a bit on personnel because there is always an opportunity for them to switch." Ms. Grady added, "I asked about a year ago for the contract or agreement. In that agreement it says that there would be a Board member from each sending district on the committee that would meet (quarterly)...I've been involved for 14 years. At no time has any Board member been represented in that Tri-City Agreement. So in the process of writing your plan, I hope that it's implemented so that there is some input according...we did not follow that agreement between the three cities. So, making sure it's implemented."

Mr. Skaltsis stated it is a DOE requirement and there are certain paragraphs that consistently appear in almost the same language in the newer agreements, that say if you are going to collaborate with your neighboring schools then you're going to meet on a regular basis to review. Those meetings have taken place with the center directors. He further explained that the "personnel impact" refers to the cost of new staff. If program changes impact the budget, the committee will try to explain the impact for cost. He noted that an additional factor concerning money is that "I'm told that we're in line for a significant cash from the State of NH for enhancements to the Career Technical Center, but that that queuing puts us someplace in the 2001-2005 range. Without the agreement in place, we're nowhere. With an agreement, we solidify a position for state funds."

Ms. Fisher added that the District will get 75% building aide. Mr. Skaltsis stated that would be correct if the district waits until the queue date. "We would still be eligible for the 30% participation in many areas that we're talking about on this page. So, that if there are some items we do want to take care of in the nearer future, than the queuing date for full renovation and cash from the DOE, we would still get the general building aide." Ms. Fisher than asked if the committee might be able to get the queue date moved up. Mr. Skaltsis indicated that would be priority #1 of the committee, but the first step is getting a new contract.

Ms. Grady asked the Superintendent how far back Dover has been pushed to get state money. "We were supposedly within a year or two in line and now it sounds like it's later." Dr. O'Connor explained that when schools originally entered into these agreements, the state was looking at 20 years for possible renewal. However, there have been periods when there has been less money at the state level for some of this work so schools in the queue have been pushed back slightly. He added that the DOE has recorded that the Dover CTC opened in 1990 when, in fact, it opened in 1987. Correcting that information may or may not change Dover in the queue.

Mr. Skaltsis advised that Wednesday morning at 8:40 a.m., there will be a tour of the Somersworth and Rochester facilities and invited Board members to attend. The first meeting of the CTC Study Committee will be held on Wednesday, September 19 at 6:30 p.m. in the CTC Conference Room.

2. Dover High Summer School Report: Andrea Elliot provided the following information regarding Dover High School Summer School:

- I. Enrollment
 - A. 110 students
 - i. 92 DHS students (2 seniors, 21 juniors, 19 sophomores, 51 freshmen)
 - ii. 18 out of district students (Portsmouth Christian (1), St. Thomas (1), Somersworth (1), Marshwood (4), Oyster River (11))
 - B. 149 classes (geometry and biology credits earned through PLATO)
- II. Schedule
 - A. Classes were 2.5 hours long and met for 16 days (Mon thru Thurs)
 - B. Classes began after the July 4th holiday and ended August 2nd. This schedule allowed families of students as well as instructors to have ample vacation time as well.
- III. Curriculum

- A. English – English 9, English 10, English 11, English 12
- B. Mathematics – Essential Math, Algebra I, Geometry, Algebra II
- C. Social Studies – World Cultures, Economics, Civics, US History
- D. Science – Earth Science, Physical Science, Biology
- E. Wellness – Health, PE

Cost

Tuition was set at \$110 per course for students who attended DHS and \$135 for students who attended other schools.

Facility

Freshmen wing was accessed for climate control
PLATO lab was also used

Staffing

7 instructors (2 English, 1 Social Studies, 1 Math, 1 Science, 1 PLATO, 1 SPED)
and one administrator for 2007

Credit recovery

95% of students successfully completed summer school (one registered and did not attend, one was ill and did not attend)
Six DHS students failed 7 courses, all out of district students passed

Communication

End of course letters were sent to all students
Progress reports were issued each week.

Recommendations:

Possibility of adding an additional social studies instructor and a PE teacher if the need is identified.

Dorothea Hooper asked Ms. Elliot to explain why the 6 Dover students failed – “was that on the basis of attendance or academics?” Ms. Elliot stated the 6 were all students whose grades were below 50%. Ms. Grady asked whether they were mainly freshman. Ms. Elliot noted there were 51 freshmen attending summer school this year, more than half of all students in attendance. Ms. Grady questioned why there were so many freshmen when the Freshman Academy was supposed to lower those figures. Ms. Elliot explained the student could have failed a half-credit course and passed everything else. “Most of the freshmen are enrolled in 6 full credits. Some of them passed 5 or 5-1/2 credits so that just represents a student taking a half a course.”

3 Elementary Summer School, Summer Professional Development, & Summer Curriculum Initiative: Jean Briggs advised the Elementary Summer School programs ran with a staff of 34 teachers and aides. A total of 84 students at elementary level, 162 kindergarten students, 12 ESOL students (middle and high school) participated in the various programs. The ESOL program is relatively new and was well attended. The Traveling Tales van provided a lending library, story hour, and crafts at 4 locations, 3 days a week, for 5 weeks.

Ms. Briggs then shared Summer School Assessment Results for the following programs:

Summer School Assessment Results

Curriculum and Assessment – Great Source Summer Success									
Program	Total Enrollment	Number tested	Test used	Improved	Same	Declined	% avg. net gain	% students making gains	Teacher name
Project BEFORE	14	11 students pre- and post tested	Phonological awareness	9	1	2	4.6%	82%	Wendy Nasberg, Amy Spivack, Jill Piscitelle, Amanda DeCew
Project MORE	20	19 students pre- and post tested	Oral fluency	6	2	11	2.1%	32%	Jill Sears, Emily Tucci, Kristin Johnson
Project ENCORE	21	19 students pre- and post tested	Oral fluency	14	4	1	2%	74%	Katie Widerstrom, Meaghan Cowan
Project SUMAR - Reading	5	5 students pre- and post tested	Oral fluency	5	0	0	8.7%	100%	Stephanie Coussoule
Project SUMAR – Math	5	5 students pre- and post tested	Everyday math	5	0	0	27.8%	100%	Elaine Marhefka

Ms. Briggs then provided Board members with a list of Professional Development Activities held over the summer:

1. Richer Picture – ICT Standards – June 28, 29 (15 attendees)
2. Camp Technocality – June 20, 21, 22 and 25 (10 attendees and 2 instructors)
3. Literacy Workshop with Sharon Shea – August 7, 8, and 9 (8 attendees)
4. Write Source with Donna Coons – Aug 22 (2 attendees)
5. EDM Experienced Teachers Gr. 3-4/Deborah Bradburn – August 23 (13 attendees)
6. EdLine Training – Elementary Schools – August 20, 22, and 23 (28 attendees, 3 Instructors)
7. High School Math – August 20, 21, and 22 (15 attendees, 2 instructors)

The last item Ms. Briggs reported on was the Curriculum Initiatives held during the summer of 2007 with 100 participants:

District Proposals:

1. Math GLE Binders (8 participants)
2. I CAN Statements for Technology (5 participants)
3. Organize EdLine (5 participants)

Horne Street School

1. Literacy Staff Development Training
2. Continuing Development of Tier 3 Reading Interventions

Middle School

1. Standards Based Common Assessments and Formative Assessments
2. Literacy Coaching & Reading in the Content Area Development
3. Social Studies Grade 7 Curriculum Implementation

High School

1. ART – Redo Photo II & I Curriculum
2. Art-Animation and Film
3. Art-Printmaking & Honors Art
4. Science
5. Social Studies
6. English Senior Electives Competencies
7. Rose Colby Competency Training

Summer Task Force Initiatives

1. Writing Review Team
2. Reading Review Team
3. Science Task Force

4. CIP Approval: Business Manager, Laurie Verville, requested the Board approve the recommended FY2009-2014 CIP proposal in the total amount of \$36,300,000.00, broken down over the years as follows:

Project Description	Fiscal Year					
	2009	2010	2011	2012	2013	2014
Horne Elementary School	\$4,500,000					
Garrison Elementary School		\$5,600,000				
High School			\$7,600,000	\$7,600,000	\$7,600,000	
High School-Career Tech Ctr						\$3,000,000
Dunaway Turf					\$400,000	
TOTAL:	\$4,500,000	\$5,600,000	\$7,600,000	\$7,600,000	\$8,000,000	\$3,000,000

State Building Aid amounting to 30% of renovation and new construction costs is reimbursed on the principal payment portion over the bonding period.

Ms. Verville noted that the School District has currently entered into an agreement with New England School Development Council (NESDEC) to assist with a Facility Needs Assessment. Therefore, the Superintendent's recommendations are based upon results prior to professional research, study, and building assessments being completed. The results of NESDEC's report will be made available to the School Board in December 2007. In the meantime, the above figures represent today's market prices, and no adjustment has been made for inflation.

Additionally, the six-year capital program will completely renovate electrical, plumbing, ventilation, windows, flooring/abatement, and other systems throughout the Horne Street Elementary, Garrison Elementary, Dover High School, and the Regional Career Technical Center. Health and safety issues in all buildings will be placed in top priority order. In unison

with the Dover Parks and Recreation Department, we have included our fifty percent share (\$400,000.) to install permanent turf at Dunaway Field.

“So that we may proceed with a submittal to the City Manager’s Office, we request that you approve the total capital improvement schedule in the amount of \$36,300,000. at the September 10, 2007 meeting.”

Dr. O’Connor noted that these figures were to be considered “place markers” until NESDEC provides firmer figures for estimates.

Audra Lurvey moved, Carolyn Mebert seconded, to approve the capital improvement schedule in the amount of \$36,300,000. An oral **VOTE PASSED 7/0**.

5. NEASC Report – Overview: Principal Chris George presented the following information from the preliminary NEASC Accreditation Report for Dover High School:

**NEASC Report to School Board
September 10, 2007**

Things to keep in mind:

1. The report has not been considered by the entire commission at this point. We will hear from them most probably in early October.
2. All schools have recommendations.
3. The topics I will address today leave out many commendations and recommendations in the report. I have tried to address the more salient topics or topics that are directly related to school board decision-making.

Commendations:

Mission:

- a) The development of the school-wide rubrics
- b) The use of technology at DHS to gather and analyze data on student behavior
- c) The collaborative process we used in the development of the mission

Curriculum:

- a) The opportunities our students have to extend learning beyond the normal course offerings and into our community
- b) The freshman academy curriculum
- c) The comprehensive nature of the curriculum and the activity program

Instruction:

- a) The variety of instructional strategies and practices used by the faculty
- b) The personalized and interdisciplinary instruction of the freshman academy
- c) The exemplary instructional strategies promoting active, engaged, self-directed learning in the Career Technical Center
- d) The rapport between students and teachers

Assessment:

- a) The effective communication to parents on student progress
- b) The quality of authentic assessments used in the CTC courses

Leadership and Organization:

- a) The leadership of administrators and teachers in contributing to the scope of the school program
- b) The changes in grouping patterns in our classes
- c) The high level of caring demonstrated by the staff

School Resources:

- a) The overall effectiveness of the student support services- guidance, nurse, special education and library
- b) The communication and cooperation among teachers, administrators and support staff

Community Resources:

- a) The strong partnerships with business, community and higher education
- b) EdLine and its effectiveness in facilitating communication with parents

Recommendations:

Mission:

- a) School-wide rubrics need to be more widely used
- b) We need to identify specific indicators related to civic and social expectations for students in the mission
- c) We need to assess student expectations for learning and report these out to the community

Curriculum:

- a) Focus on depth of coverage in curriculum more than breadth of coverage
- b) Identify and align the academic expectations in our mission with our curriculum
- c) Ensure that curriculum at all levels engages students in inquiry, problem-solving, higher order thinking skills and authentic application of knowledge and skills
- d) Provide adequate funding for materials, supplies, technology, books, and library media to support the curriculum

Instruction:

- a) Establish a culture of increased professional discourse, collaboration and collegiality about instructional practices
- b) Improve and expand professional development

Assessment:

- a) Ensure that teachers are using the school-wide rubrics to assess student achievement
- b) Ensure that teachers use varied assessment strategies in assessing student knowledge
- c) Provide teachers training in varied assessments and in the use of school-wide rubrics

Leadership and Organization:

- a) Increase visibility of administrators throughout the facility

- b) Address the current schedule so that it meets the goals of our mission and also allows students to take both CTC courses and college and advanced courses
- c) Increase contact, communication and collegiality between high school and CTC staff
- d) Build trust between faculty and administration to provide teachers with a sense of meaningful involvement in decision-making
- e) Maintain class sizes that support the school's ability to achieve its mission
- f) Provide an advisory program for each student
- g) Bolster department opportunities for formal collaboration

School Resources:

- a) Provide adequate staffing for nurse, library, guidance and substance abuse counseling
- b) Ensure all students have adequate access to computers
- c) Get the librarian more involved in curriculum planning

Community Resources:

- a) Ensure adequate school site and plant support
- b) School Equipment needs to be adequate, maintained, and replaced when appropriate
- c) Create an effective plan for maintenance, repair and cleanliness
- d) Provide an adequate and dependable source of revenue for school programs, personnel, services, facilities, equipment, tech support, materials and supplies.

Ms. Hooper commented, "I think it's good to take a very positive attitude towards something like this and recognize areas in which we can grow and that's obviously what you've done. But I have to tell you that after having read this report several times, I do find some inconsistencies here. I do wonder about that. I also find some of the things that they were concerned with is basically budgetary. When you're talking about doing something about class sizes, you're talking about hiring more teachers. On the other hand you have taxpayers saying 'we have too many teachers, it's costing us too much money.' So we're caught between a rock and a hard place. Sure, we'd all like to do that. I certainly have been harping on class size for the last six years. I maintain class size is very critical to how much actually goes on in the classroom. But again, it's a monetary thing. So is lack of supplies and equipment. It's a monetary thing."

Ms. Hooper continued, "The division between the high school and the Career Technical School has gone on for years, and years, and years. I'm sure that needs to be addressed and I'm sure you will do that, but it's going to take a while. This attitude has been out there, I think, primarily because there was not a good meshing or an opportunity for students to be taught in both areas. I think our new director is moving in that direction and beefing up some of those courses so I think that will be addressed. I sit on the professional development committee and I just can't imagine how we can do much more in the area of professional development and not spend more money. We're already using our staff. They're training other staff at a minimal cost. It sounds good for a visiting committee to come in and say you need more professional development, but again, you're talking about big money if you send people out. We're trying to train them internally and I think we've done a good job of that."

"I also sit on the curriculum committee. I've sat on that committee for six years. I'm wondering about one thing...they talked about the actual format for curriculum development and making that more uniform. I assume that can be done form-wise, but I assume it hasn't been done because curriculum is very different from subject to subject, but I wonder if that's a valid point – if you can see some way of doing that...I'm wondering if the CA's could do this. If the CA's could

sit down and develop some kind of format that each department could use for developing curriculum.”

Mr. George noted that the work done by the curriculum council last May actually passed a protocol, a template, for that exact thing. The team came in March, but the template was passed in May. It was included due to the time factor.

Ms. Hooper continued, “The lack of consistency came in, in my view, where they talked about ‘the teachers are great, the students are leaning and then they talk about ‘the teachers are not acknowledging the school’s expectation for learning. I don’t see how that jives. If the teachers are teaching, and the kids are learning, where is the problem?”

Mr. George stated, “The difference between ten years ago in the standards and what the standards are today are those pieces regarding the school-wide rubrics. They have said to every public school that is accredited with NEASC...that for us to be really serious about what our mission statement is, we need to create those school-wide rubrics that measure those things we say are so important to our students, and we need to make sure that those students see them freshman, sophomore, junior, and senior years. We need to make sure our teachers are using them. We need to make sure that our teachers are using them. We need to make sure that we are assessing them.”

Doris Grady referred to page 2 of the report: “I have read this report six times. I have underlined many parts of it that just made my blood pressure go to about 300. Because I’ve sat here for twelve years, and I know part of what’s in here is not true. And I know that there are many inconsistencies, the same way as Dot. On page 2 makes me wonder why we didn’t have any input. I cannot believe that in ten years, we’ve employed as many staff members at the high school, and that they have as much mistrust as this report is saying. If they didn’t have the courage to come sit down with us, or ask for a meeting, and I don’t think anybody would have chewed their head off, I think we’re very cooperative people and we could have talked to them. On page 2, it says, ‘In addition to faculty members, the self-study committees includes 14 students, 8 parents, 7 School Board members, and 2 citizens.’ I asked tonight before we came in, if any member of this Board had been invited to be part of a sub-committee the way we have in the past. I’ve been on more than one of these and we’d always meet at the high school and discuss the School Board’s version, before we went into the kind of meeting they brought us in to for about 20 minutes, and none of these questions were addressed to us and I thought that was totally unfair. So, the seven School Board members mentioned here were not there. They were not a part of the sub-committee that somebody indicated to this committee that we were there.”

As you go down farther to the third paragraph, ‘It’s important that the reader understand that every sub-committee appointed by the steering committee was required to present its report to the entire professional staff for approval. No single report developed in the self-study, became a part of the official self-study, until it had been approved by the entire professional staff. ‘ I can’t for the life of me...I can’t believe that the entire professional staff...agreed to the self-study I read here in the last week...They’re saying that we, as a Board, didn’t give them the necessities of things – we haven’t done anything as far as the high school is concerned. So, I called Laurie and asked her to give me some figures. When we’re looking at Dover High School improvements, capital equipment and major repairs in the last seven years, we have listed here for furniture, LCD projects, laptop computers, about \$108,000. Then we go to building and ground improvement. That figure is about \$4,000,000. And we haven’t done anything according to this report?”

“It’s the report I’m upset with. I’m upset that we weren’t part of the sub-committee that it says here, our report should have gone in...and it didn’t. It says, ‘Dover High School and Regional Career Technical is a watershed and emerging from a long period of instability and turn-over in leadership, marked by uncertainty, inadequate resources, mistrust by faculty members to a period of stable leadership marked by certainty of mission, adequate resources, and trusting relationships.’ As you read thorough this, they tell you the staff is not following the mission statement... Go to page 13, paragraph 3 – ‘Although the process for formulation and adoption of the expectations of student learning was open and inclusive, many teachers do not accept the strong connection of these expectations to their teaching.’ The whole thing comes down that it’s leadership here, and leadership among the administrators that we’ve had, and I think we have had either 4 or 5 principals that we put in that building to try to eliminate this mistrust. We’ve made that attempt and they don’t stay. They leave. Why are they leaving?”

“So, I think it’s a situation where everybody has to look at, who’s to blame, how can we get together, what can we do, how can Dover High School become better? ‘Therefore, the motto is having a significant and positive influence on the environment of the school and on teaching, while the mission and expectations for student learning are not a force in ensuring that all students have the maximum opportunity for these expectations.’ But, if you go to page 14, we have sat here listening to ‘rubrics – rubrics’. I don’t think we’ve had a meeting where that word has not been presented to us. At the very top,’ But such rubrics, as yet, are not widely used.’ But that’s all we hear. We’re using rubric. And these people are saying they’re not used. Go to the second paragraph, ‘Currently school-wide academic rubrics are not widely used and thus, not effective in communicating academic indicators to the students, to guiding instruction, and collecting meaningful data for assessing student achievement, or the school-wide academic expectations.’ I don’t believe all that’s not happened, and there’s no way for us to defend what we really have done. Last paragraph, ‘Less clear is the current level of commitment by teachers to making the expectations of student learning central to their professional practices. A unified and enthusiastic effort on the part of enough faculty members would certainly succeed in incorporating expectations for student learning in the school’s culture.’ That’s just the beginning of where I had trouble.”

“I hope somewhere, when the public gets this document, that the blame doesn’t land in your (Mr. George’s) lap, not does it land in Dr. O’Connor’s lap, nor in the School Board’s lap. We have all kinds of information, everything to prove, that part isn’t there. How do we take care of that?”

Ms. Grady continued. I guess the one thing everyone’s forgetting, seven of us are elected by the people of the community to provide for all of the students that are here, the very best education that we can possibly give them. We hire the Superintendent and we tell him to go out and hire a principal. He comes back with his recommendation and so on down the line... If we as a Board, and I was on the Board when he was sent to the high school by the board that was here, to straighten it out. It was not being controlled by the schools. It was not being controlled by administration. It was being controlled by staff. They ran him out. Then we had a very strong man come in after that and they ran him out. They just couldn’t take what was going on. But we’re the ones who hire these people and we give them directions as to what we want done. Not their fault if they’re following the School Board’s direction. It’s the Board’s fault for telling them to go follow that direction.”

“A section at the end, I know the part that’s it’s to be made public towards the end of this, that everybody should be able to read this,’ since it is in the best interest of the students and that citizens of the district become aware of the strengths and limitations of the school and

suggested recommendations for improvement. The commission requires that the evaluation report be made public in accordance with the commission's policy on distribution, use, and scope of the visiting committee report.' All I can say is, to the community, as you read this, read it carefully. There's two sides to this particular story and maybe we'll get a chance. The claim is Dr. O'Connor is not giving you autonomy. I believe he is. And, I think we have respect for you, and I don't think there's a Board member who doesn't have, and I think you've done a good job. But there's just a level. How can they say they don't have the autonomy? Who's stepping on their toes? You ask for something. You wanted teachers, we gave them teachers. I'm frustrated, but this report, to me, is not significant or about what Dover High School offers the student's in this community."

Ms. Hooper added, "I don't feel the need to defend myself, nor do you need to defend yourself. There are obviously inconsistencies here. But that's immaterial. I think what we need to focus on is where are there some valid criticisms or suggestions, and work on those. I think that there are two areas that disturb me the most. I'd like to see our scores go up. I still think they can rise farther than they have, our test scores. The other thing that bothers me is the lack of success in the lower socioeconomic and low-achieving student populations. I think there's truth to that and I think we have to address that. I think that if we address the things that we think have validity and there is something we can do about it, I think that's all we have to do."

RECORD NOTE: The NEASC Report will be discussed in length during the September 24th School Board Workshop.

OTHER: Dr. O'Connor requested the Board give permission to allow him and the Business Manager to look at economies that can be made in the paraprofessional budget to fund two additional paraprofessionals at Horne Street School. He estimated the cost would be approximately \$25 to \$30 thousand dollars.

The consensus of the Board was to allow the Superintendent to look at funding the positions and provide a cost update at the next Board meeting.

O. ADJOURNMENT: At 10:20 p.m., Audra Lurvey moved, Beth Setear seconded, to adjourn the meeting. An oral **VOTE PASSED 7/0.**

BRANDON FOYE, SECRETARY
September 11, 2007