



**DOVER SCHOOL
DISTRICT**

DOVER SCHOOL BOARD – MINUTES

Meeting Type: Regular Meeting
Meeting Location: City Council Chambers
Meeting Date: **Monday, May 11, 2009**
Meeting Time: **7:00 pm**

Chairperson Marjorie Fisher called a meeting of the Dover School Board to order on Monday, May 11, 2009, at 7:05 p.m. in the City Council Chambers.

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

Also present were; Superintendent John O'Connor; Business Administrator, Laurie Verville; Dustin Gray, Garrison School Principal; Mal Forsman, Horne Street School Principal; Patrick Boodey, Woodman Park School Principal; Debi Migneault, Dover High School Principal; DTU President, Deb Hackett; Dover High School Dean of Students, Michael McKenney, Volunteers for Recognition, and staff.

B. PLEDGE OF ALLEGIANCE: Britt Ulinski Schuman led the Board in the Pledge of Allegiance.

C. CITIZENS' FORUM: Greg Brown, Garrison School Physical Education teacher, announced the Garrison Elementary School Boot Camp 5K Race will be held Sunday, June 5th, at 10:00 A.M. and invited all to attend.

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

- a. **Nonpublic Session #14, April 13, 2009 (Personnel)**
- b. **Regular Session #4, April 13, 2009**
- c. **Joint Fiscal Committee Meeting, April 20, 2009 (Budget)**

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

E. CONSENT AGENDA

1. **Correspondence:**
 - a. **Request for Rental Waiver, St. Mary Parish, Fair November 14, 2009**
 - b. **NJROTC Unit Inspection Report dated March 30, 2009**
 - c. **Rollinsford School Board letter dated April 16, 2009 re: Tuition Students**
2. **Resignations/Retirements:**
 - a. **Audrey Depelteau, Dover High School, Biology Teacher**
 - b. **Stephen Prescott, Dover High School, Math Teacher**
 - c. **Shannon DeLello, Dover Middle School, Math Teacher**
 - d. **Joel Doore, Dover High School, Math Teacher**
 - e. **Michael Franzdel, Dover High School, CTC**
 - f. **Adam Denio, Horne Street School, SPED Case Manager**
 - g. **Ondrea Hastings, Dover Middle School, 5th Grade**
 - h. **Margaret Currie, Woodman Park School Teacher**
 - i. **Lynda Demers, Dover High School CTC, Cosmetology**



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3. **Leaves of Absence: None.**
4. **Nominations:**
 - Sheet 1: Nomination and Election of Clerk of the Works and Paraeducators (2008-2009)**
 - Sheet 2: Re-nomination of Administrators (2009-2010)**
 - Sheet 3: Re-Nomination of Professionals Engaged in Teaching and Educators (2009-2010)**
 - Sheet 4: Nomination and Election of Teachers (2009-2010)**
 - Sheet 5: Nomination and Election of Coaching Positions (2009-2010)**
5. **Extended Travel (Student Trips):**
 - a. **Dover High School Music Department trip to England in April 2010**

Audra Lurvey moved, Carolyn Mebert seconded, to remove item 1 c., Rollinsford School Board Request for Tuition Students to attend Dover Schools, from the consent agenda for discussion. An oral **VOTE PASSED 7/0.**

Audra Lurvey moved, Carolyn Mebert seconded, to table item 1.c. to give the Superintendent time for further research with Rollinsford and then bring it back to the Board with recommendations at the June meeting. An oral **VOTE PASSED 7/0.**

Audra Lurvey moved, Carolyn Mebert seconded to remove item 4, Sheet 2, from Nominations. An oral **VOTE PASSED 7/0.**

Audra Lurvey moved, Carolyn Mebert seconded, to table item 4, sheet 2, Administrators' Nominations, until the June meeting. An oral **VOTE PASSED 7/0.**

Audra Lurvey moved, Carolyn Mebert seconded, to approve the consent agenda as amended. An oral **VOTE PASSED 7/0.**

Audra Lurvey moved, Carolyn Mebert seconded, to suspend the rules to bring items **L.1. through L.5., Resolutions of Recognition**, forward in the agenda. An oral **VOTE PASSED 7/0.**

L. 1. Britt Ulinski Schumen read the resolution of recognition into the record:

RE: Gary & Sherri Rheaume

WHEREAS the Dover Parents' Music Club provides an invaluable service to the music program at Dover High School, and

WHEREAS the Drama Program provides a mechanism by which our students express their creativity and demonstrate their talents, and



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- WHEREAS Gary & Sherri Rheume have both served as very active participants in both programs for the past five years, and
- WHEREAS Gary is always involved in a variety of music and drama endeavors, including designing and building sets and props and playing guitar in the pit orchestra for musicals, and
- WHEREAS Sherri is also actively involved in a variety of music and drama endeavors, including sewing costumes, helping with sets, and feeding cast members, and
- WHEREAS Gary and Sherri exemplify parents who just say “What can I do help?” and
- WHEREAS Gary and Sherri have provided emotional and social support for several casts and crews over the years, as well as the DHS Marching Band, and can always be called upon to take on any tasks that will help a music or drama student,

NOW THEREFORE BE IT RESOLVED that the Dover School Board and the Dover School community acknowledge the contributions of and thank Gary and Sherri Rheume for their many hours of dedicated service and devotion to the students and staff of Dover High *School*.

L. 2. Audra Lurvey read the resolution of recognition into the record:

RE: Carol Pivor

- WHEREAS Carol has served as an active member of the Dover Middle School PTA for four years, one and a half years as President, one and a half years as Vice-President and two and a half years as Co-coordinator of the School Store, and
- WHEREAS she was the sole grant writer for a Hannaford Community Grant in the amount of \$4,000 which was awarded to Dover Middle School and has directly benefited our students, and
- WHEREAS Carol coordinated and helped with numerous PTA sponsored events such as the Staff Appreciation Luncheon and the 5th Grade Back to School Barbecue, and also helped with the Dodge Ball Tournament, Ice Cream Social, the 6th Grade Breakfast, and several field trips, and
- WHEREAS she has been a Reception Desk Volunteer for four years, and served as the Dover Middle School representative to the Dover High School Principal Search Committee, and
- WHEREAS Carol’s optimism and determination have provided the PTA with a strong voice and vision which has had an invaluable effect on the students, parents, and staff of Dover Middle School.



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NOW THEREFORE BE IT RESOLVED that the Dover School Board and the Dover School community acknowledge the contribution and thank Carol Pivor for her many hours of dedicated service and devotion to the children and staff of Dover Middle School.

L. 3. Carolyn Mebert read the resolution of recognition into the record:

RE: Eliza Dodd

WHEREAS Eliza has contributed countless hours volunteering at Woodman Park School in several different aspects. She does this with a great big smile and super attitude. She volunteers her time weekly in a second grade classroom. She always has a smile on her face and laugh to share, and

WHEREAS she helps students with class work, sets up classroom activities, hangs students' work in the hallway and classroom, assists the teacher with passing out papers, and performs many other managerial tasks, and

WHEREAS her positive outlook impacts the classrooms environment and she is always willing to help perform everyday tasks happily, and

WHEREAS she is caring and sits with students if they are upset. She helps students feel better and they value what she does for them, and

WHEREAS her dedication has provided a priceless service to the staff and students at Woodman Park School,

NOW THEREFORE BE IT RESOLVED that the Dover School Board and the Woodman Park School community acknowledge Eliza Dodd for the hours and service put toward Woodman Park School.

L. 4. Audra Lurvey read the resolution of recognition into the record:

RE: Horne Street School Parent Volunteer – Lynn Low

WHEREAS Mrs. Low has provided an invaluable service to the students of Horne Street School, and

WHEREAS Mrs. Low has been a member of the Horne Street School PTG in many capacities, and

WHEREAS Mrs. Low has volunteered in classrooms during the regular school day, and



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WHEREAS Mrs. Low has offered her help on the spur of the moment volunteering whenever a need has been identified, and

WHEREAS Mrs. Low has worked tirelessly for all the Horne Street School Students each year, and

WHEREAS Mrs. Low contributed to the 50th Horne Street School anniversary activities, and

WHEREAS her dedication has provided valuable service to the staff and students at Horne Street School.

NOW THEREFORE BE IT RESOLVED that the Dover School Board and the Dover School community acknowledge the contributions of Mrs. Lynn Low for her many hours of dedicated service and devotion to the children and staff of Horne Street School.

L. 5. Dorothea Hooper read the resolution of recognition into the record:

RE: Linda Clemons

WHEREAS Linda Clemons has devoted over 8 years of dedicated service to this school beginning with her older two girls and continuing with two who are still here, and

WHEREAS Linda Clemons has run the School Store for the past several years, a year-round service that she performs tirelessly, and

WHEREAS Linda also organized the Garrison Boy's Bowling outing for the past several years, again, with great ease and much success, and

WHEREAS aside from these monumental tasks, she volunteers in both of her children's classrooms, produces photocopies for the entire staff and school, assists on field trips, recently helped with our Kindergarten registration, and much, much more, and

WHEREAS she is an example for all to follow,

NOW THEREFORE BE IT RESOLVED that the Dover School Board and the Dover School community acknowledge the contribution and thank Linda Clemons for her many hours of dedicated service and devotion to the children and staff of Garrison Elementary School.

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

- Email from Jan Hennessey – selected as New Hampshire World Language Teacher
- Retirements for three long-standing staff members on the evening's agenda – Mike Franzdel (23 years), Linda Demers (24 years) and Peg Currie (25 years). All will be sorely missed by the district.



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- There will be a workshop Monday, May 18th, due to the Memorial Day holiday. Items on the agenda will include a review of DMS and DHS scheduling changes for the next school year and a response to intervention scheduling.
- Executive Session on May 18th will be held to discuss the Superintendent's annual evaluation.
- Board members are to consider whether they are interested in wearing gowns at the Dover High School graduation – Ms. Migneault will coordinate if the Board is interested. The idea is to raise the level of professionalism at the graduation. (Board members are to email Dr. O'Connor with a response during the week.)
- Review of procedures followed by the NH DOE, UNICCO, and the schools as a response to the H1N12 virus.
- Enrollments continue to be watched for next years' classes. One hot spot is Garrison's kindergarten which is 110 (over the 100 anticipated). Updates will continue throughout the summer months.

Superintendent O'Connor then invited the principals to share items of interest that have occurred or are up-coming in each of their schools. Ms. Hooper asked Principal Gray to convey her compliments to the staff of Garrison School as it has never been identified as a School In Need of Improvement (SINI). "Congratulations."

Audra Lurvey moved, Carolyn Mebert seconded, to accept the Superintendent's report. An oral **VOTE PASSED 7/0.**

G. STUDENT REPRESENTATIVE REPORT: There was no student representative report.

H. COMMITTEE REPORTS:

1. Professional Development Committee, Dorothea Hooper Reporting: Ms. Hooper gave the following report:

"There was a meeting of the Professional Development Committee on April 15th, 2009.

The first item on the agenda was a review of the Teacher Workshop Day. There were 48 different offerings for staff covering a wide variety of topics and all grade levels. Teacher reactions were posted on "Survey Monkey". Fifty per cent of the participants responded with very high marks for their colleagues who presented. Between 86 and 90% of the participating teachers rated both the presenters and the usefulness of the presentation 3 and above out of 5 possible points. The entire day cost between \$3,000 and \$3,500, two thirds of which was covered by grant money. Our outside speaker, Joe Sansone, was very impressed with our staff. The decision to do our training in-house rather than participate in the SES Day at UNH saved the district \$14,000.

The next item was a discussion of the summer Professional Development Calendar. The Dover Growing Readers Literacy Institute will begin June 25th and 26th with teacher training on the new



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reading program as well as working with common assessments. The Middle School Summer School will begin June 30th. The elementary K-4 summer school will begin July 8th. The LBD Guided Reading Training will be held July 14th and 15th. The NSDC Conference held in Boston will be July 20th and 21st with some of our Dover teachers presenting. On July 28th, author Isabel Beck will present Robust Vocabulary at Garrison School. A Writing Workshop will be held July 29th through the 31st. In August: a Data Camp will be held on the 10th through the 12th with 12 participants being sent through a grant. Camp Explore will run from July 17th through the 20th or students at risk. EDM (Everyday Math) training sessions will be held from August 24th through the 26th. Also the week of the 24th, high school staff will get training in teaching in the Block.

Our last item concerned plans for the 2009 – 2010 Early Release Days. Some tentative thoughts revolved around more time for the principals, more training for the high school Block, continued development for Dover Growing Readers, NCAP for the high school, and benchmark assessment training for K-4.

Our next meeting will be May 20th.”

2. **Curriculum Planning Council: Dorothea Hooper Reporting.** Ms. Hooper gave the following report:

‘There was a meeting of the Curriculum Planning Council on May 7th.

The first topic on the agenda was an update by Diane Gormly on our status as a District In Need of Improvement. Two of our subgroups (students with educational disabilities and the economically disadvantaged) failed to make adequate yearly progress for two years in a row which results in our designation as a DINI district.

In addition, Dover has been selected by the state for Focused Monitoring of our educationally disabled students because the achievement gap between students with disabilities and those without disabilities has been widening.

The good news is that the Dover School District made AYP in reading this year and in one more year could lose the DINI designation. The bad news is that we did not make AYP in math and will be a DINI year one in that area.

The district is addressing priority areas by working to improve student outcomes and by developing a common language in literacy and aligning the curriculum. Through the development of the Dover’s Growing Readers we are ensuring consistent instructional practices across the district K-8 based on the state’s Grade Level Expectations.

An update on vocational education was given by the CTC Director, Jim Amara. He distributed a review of the 2008-2009 school year indicating a new ten year agreement with Somersworth and Rochester, the new block scheduling for the CTC, expansion of our Community



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Partnerships and Job Shadowing, community outreach programs, professional development made possible by Perkins Funds, and NECAP results.

Mr. Amara discussed our media communications noting articles in newspapers and setting up a new web site for the CTC. He also distributed beautifully printed brochures and flyers explaining the programs available to students. These make it clear that our vocational programs will attract a broad range of students from those interested in engineering, welding, nursing and animal science to those who would follow the more traditional vocational trades of cosmetology, auto technology, building and culinary arts.

Mr. Amara's major concern is that with the growth and expansion of the Career Technical Center we will eventually be needing additional faculty, equipment, supplies, and space, the potential of which may be lacking during this time of economic crisis.

Our final topic was a draft of a revised Calendar of Task Force Reports to the Curriculum Committee. During the year of 2009 – 2010 World Language and Language Arts will be coming up for implementation; Science, Wellness, Guidance, Art, Music, and CTC will be up for monitoring, and Math will be in the planning stage.

The next meeting will be June 4th."

3. Joint Building Committee: Doris Grady reporting: Ms. Grady gave the following report:

"We are finishing up the Woodman Park project and will come in within budget or even may be under budget. It has been a great team to work with and we would like to thank the city volunteers for their help and great construction knowledge they brought to the table – both Ray Bardwell and Mark Guenther.

We are tying up the strings on this project and moving on the Horne Street project: back to the beginning stages of planning and decision making. We have an architect on board doing the schematics of the building and will be in the future working with the staff, committee, and community input. Selection of the clerk of the works and the construction company have been completed and these will include Michael Bliss and Bonnet, Page, and Stone."

4. Dover Adult Learning Center: Doris Grady Reporting: Ms. Grady gave the following report:

"The committee is presently searching for an executive director to replace Jim Verschueren who will be retiring on June 30th. There will be a farewell party for Jim on Friday, June 12 in the McConnell Center, Green Bean Café at 6:00 P.M. The Learning Center has made great progress under Jim's leadership and we would like to thank him for his efforts on behalf of the community and the educational progress for the youth and adults with whom he has interacted. Many adults have been able to focus and Jim has been very active in their direction and success. I am sure they will all desire to thank him and show their appreciation for his efforts.



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At the same time, Paula DePlanche, Chair of the Adult Education Board, is completing her three-year term. Everyone who has served on this Board certainly recognize the importance of the work Paula has done over the past three years and the time and effort she has given to the educational community. I would like to thank Paula on behalf of the community for her many hours of volunteer work which often becomes unrecognized. She has spent hours and hours of her time devoted to a project that has been very close to her. She just has to look around and can see how many lives she has touched positively and Paula, we thank you for that.

Graduation is set for June 16th and is one of the most exciting graduations that one could attend. This will be held at the Fred Walker auditorium at the high school They anticipate well over 200 graduates.

The Adult Center will be working cooperatively with the School District to assist in working with students through the age of 18 and to present drop-outs in the system. This will be a closer-knit process than in the past as there will be more interaction between the high school and the McConnell Center.”

5. Elementary Report Card Committee, Beth Setear reporting: Ms. Setear gave the following report:

“(The Elementary Report Card Committee) met on April 30th and spent our time looking at the current elementary report cards – what we liked about them, what we didn’t like about them. Then Jean had for us, samples from other Districts and other states. We looked at those samples at grade level to begin to determine what we would like our new report cards to look like. We will meet again May 21st.”

I. POLICY CHANGES - PROPOSALS: None.

J. POLICY ADOPTIONS: None.

K. SUBMISSION AND PAYMENT OF BILLS: Audra Lurvey moved, Carolyn Mebert seconded, to direct the Business Manager to pay manifest #09-K in the amount of \$2,956,020.08. A roll call **VOTE PASSED 7/0.**

L. RESOLUTIONS:

- 1. RESOLUTION OF RECOGNITION - Dover High School Volunteers:** See Above.
- 2. RESOLUTION OF RECOGNITION- Dover Middle School Volunteer:** See Above.
- 3. RESOLUTION OF RECOGNITION- Woodman Park School Volunteer:** See Above.
- 4. RESOLUTION OF RECOGNITION- Horne Street School Volunteer:** See Above.
- 5. RESOLUTION OF RECOGNITION- Garrison Elementary School Volunteer:** See Above.



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6. REQUEST TO GRANT FISCAL MANAGEMENT AUTHORITY TO THE HORNE STREET SCHOOL JOINT BUILDING COMMITTEE: Marjorie Fisher read the resolution into the record:

WHEREAS: In 2006, the Dover School Board received a capital appropriation for Horne Street Elementary School to convert the heating plant to natural gas and replace the bus loop; and

WHEREAS: Both projects were successfully completed by the Dover School Board and came in under budget; and

WHEREAS: Both projects resulted in an aggregate savings of \$115,691.90; and

WHEREAS: The use of bonded monies for a specific facility improvement must remain with that facility; and

WHEREAS: In March 2009, a Joint Building Committee has formally been established to construct an addition and renovate the Horne Street School Building; and

WHEREAS: The remaining savings from the previous two projects can be used for the construction and renovation at Horne Street School under the requirements of RSA 199:3; and

NOW THEREFORE, BE IT RESOLVED THAT THE DOVER SCHOOL BOARD GIVES AUTHORITY TO THE HORNE STREET SCHOOL JOINT BUILDING COMMITTEE TO MANAGE THE PROJECT SAVINGS IN THE AMOUNT OF \$115,691.90.

Audra Lurvey moved, Carolyn Mebert seconded, to approve the resolution to allow the current Horne Street School Joint Building Committee to manage \$115,691.90 funds remaining from the previous building construction at Horne Street for use in the upcoming restoration and addition. A roll call **VOTE PASSED 7/0.**

M. OLD BUSINESS:

1. APPROVE MID-YEAR PROMOTION PROPOSAL FOR DOVER MIDDLE SCHOOL:

Superintendent O'Connor asked the Board to vote on the proposal for alternative ways to help keep students vested in graduating from high school that was discussed during the April meeting. The following discussion ensued:

Beth Setear stated she had a few questions for Mr. McKenney who came to the podium.

“John reminded me that we already have a policy regarding retention. Maybe you could just quickly say...how this differs from the current retention policy.” Mr. McKenney responded, “It doesn't really differ. It's just an alternative way to take a look at the retention policy. As part of the policy Code IKE...it talks about



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'any eighth grade student failing two or more core subjects at the end of the school year may not be promoted to Dover High School. These students shall participate and successfully complete a remedial academic intervention program. Students failing the intervention program shall be subject to the following as determined by the middle school administration.'

The intervention programs are taking place already. This proposal is the 'next step' – if these kids don't come around and pass any courses, then they can be placed in an alternative academic program or retained for an additional year at the middle school. What we're trying to do is find some middle ground. We're finding that if these children come to us at the high school not having passed any classes from the middle school, we're almost setting them up for failure. They haven't really grasped the concept of passing classes. IN order to earn credit, you must pass your classes. Our statistics are showing up that we're having numerous repeaters of their freshman year. Sometimes one year, sometimes two. We have some students who are currently in their third year as freshmen. What we're trying to do is add some rigor, some teeth, to the importance of grades and how they transition to the high school. So, underneath that same policy, just below where it talks about the alternative programs, we've found a kind of middle ground between placing them in an alternative program and retaining them. We don't want them to have to repeat the entire year. We feel if they could do a half year and produce some passing grades in the four core areas, then we would bring them to the high school in the middle of January when we start our second semester. They still, if they pass those classes, could have an opportunity to stay with their class as they enter their sophomore year in June. It taking that policy and, we're not really changing anything. We're trying to be creative and look at some alternative ways to address what we see as a current concern of ours at Dover High."

Ms. Setear added, "You say that students are going to be screened at the end of the first semester which is in November, but at-risk students won't have a parent meeting until February or March. Their quarter three will be used as a 'probationary period' to track improvement. I would want more specifics on what kind of interventions are you going to be doing with these students? Is it weekly meetings with their guidance counselor to make sure their work's coming in; is it tutorials, is it after school? What exactly will be going on during that eighth grade year to get these at-risk students ready to move on as freshmen?...I'd like to see it happening during their initial eighth grade so that no students are retained into ninth grade. If you do it right the first time around..." Mr. McKenney stated his assumption that those interventions are taking place during their eighth grade year.

Dr. O'Connor added, "Let me try to explain them. "When the policy was put into place...8 years ago now, we were in the same position that we were in back then with the number of students who are failing two or more classes. It's high. When the policy was put into place, its primary remedial activity was a 6-week summer school program that we put into place. Over the four years that we had that program, we saw a significant reduction in the number of students who were failing one or more core academic classes. It may have been because kids worked a little harder because they did not want to attend summer school. For the last four years, we have had no summer school. We have cut that out of our budget for seventh and eighth grade students. We've had nothing for fifth and sixth grade students. We did have a program for incoming fifth



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grade students, fourth grade going into fifth grade. But we've had no summer programming for the last three or four years. Next week, you're going to hear about response to intervention for students who are demonstrating some academic difficulties. We're going to try to build this into the regular school day, that we will have some intervention support. The policy was written with the expectation that we would have summer school as the primary intervention, and that if students passed summer school, they would then be allowed to continue on to the high school. We've had to do away with that. There is an item on tonight's agenda that talks about summer school for seventh and eighth grade, but you will hear that I'm going to withdraw that for a number of reasons, and we're going to go back to the drawing board after this meeting to work with our administrative staff to see if we can come up with some funds for a summer program."

Ms. Setear asked to clarify, "Page 2 of the mid-year promotion speaks to the first year as eighth graders..' Students will be screened at the end of the first semester of eighth grade.' That's the first year, and if they improve, they'd move on to ninth grade. If they don't, they're going to stay in eighth grade. What will happen during the first half of that second year of eighth grade that's different than what occurred during the first eighth grade experience?" Mr. McKenney responded, "Mr. DeYoung and his staff will work to move these students to a different team so they will be in a different location and he will split them up accordingly. They would be working on their eighth grade curriculum which they did not show proficiency in. In the four core areas, we would then be offering them two credits of an elective basis what we would have to decide at the high school what to call those. During that time that they are in there, they will be transitioning throughout the whole first semester. We will be meeting with them – administrators from the high school and middle school working in collaboration – talking with the kids, meeting with the students, meeting with the parents, making sure they're on task with what has to happen and as we get closer to the January mark, these kids will be coming up on a more frequent basis and shadowing kids in other classes so that they can start to see the routines of the high school and the expectations of the high school. There's going to be a collaboration as we work together to really try to stress the importance of the academic rigor that they're jumping into at the high school."

Ms. Setear asked, "Is there that schedule or that plan in writing?" Mr. McKenney stated there was a written plan. It is broken down into weekly steps where each week, staff will meet with the student and set a goal. "At the beginning of the program it might be "my goal is to attend all of my classes.' The next week will be, 'attend all of my classes; make sure all of my homework is done.' The third week will be, 'use my agenda book properly; get all my homework done; make sure I'm doing all of my assignments.' Ms. Setear stated her appreciation because in an intervention model, it is that kind of intervention that works. Ms. Setear then asked, "Is there a systematic approach for eighth graders who are at risk that first time around? Is there that same kind of systematic approach?" Mr. McKenney stated he would need to speak with Mr. DeYoung, but added, "I'm assuming that through his identification of these at-risk kids that there are interventions taking place at the middle school during their first time around."

Ms. Grady noted, "I guess I want to say, 'shame on me – or shame on us'. A few years back, we created the Freshman Academy and that was sold to us for the exact same purpose. The kids would go to the Freshman Academy and there would be accommodations for those youngsters



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to set them in with their peers and work with them that first year so that they'd be able to work into the system. Now, apparently, we're saying, 'I guess that's not working' because we're going back to grade eight. I worked with kids in grade eight for fifteen years. To me, I don't think anything could be any more humiliating than to be held back, even for half a year, in the eighth grade. We've missed the boat here somewhere and I think I said this when it was presented in April. We're put the cart before the horse. Somewhere along the line, why aren't we recognizing this before grade eight? One, two, three, four, all of those basic grades? It's a known fact that the end of third grade, if a youngster's not making it, it's time there to start over again. It was experimented for five years, and youngsters who started over in grade four became the top-notch students going into the middle school. Personally, I'm going to have difficulty voting for it unless we have a workshop to study it or something. I don't understand why your same program couldn't move a year ahead and you set up a part of your Freshman Academy to take those youngsters who were failing and work with them there and they can stay with their peers. I just have difficulty with retaining or holding back a half year and kids at that level – I'd be humiliated if it were me in grade eight. How many times as educators are we told, over and over again, if you're going to retain a child, you retain them early. If we've let them go through all of those grades, I'm a little emotional about it, and then discover in grade eight you've got to hold them back, or they can't go with their peers, I just have trouble with that."

Dr. O'Connor added, "One of the intervention these repeat eighth graders would be working with, something similar to PLATO, Credit Recovery, or PLATO-like program...we're looking at that. Also, retention is a humiliating process for any student. But we have this policy in place from eight years ago, that quite honestly, every member of the Board voted – we were in favor of it. The reason was, we had too many kids who were just not invested and were failing multiple subjects. As a result of that policy and the intervention of summer school, we greatly reduced that number down to a much more manageable number, from 2000 to 2004 we retained eighth graders every year who had not performed. They were aware of it in the beginning of the year; the parents were aware of it. And, did it have an impact; were those kids successful in high school? Some were and some were not. But, unless we have some sort of interventions in place, we're going to continue to move students along who are not fully prepared for the system at Dover High School. This is an attempt by high school administration and the middle school administration to identify a small, select group of students and to try an intervention that we hope will work."

Ms. Grady asked how long ago the Freshman Academy began. Dr. O'Connor replied it was started in 2002. Ms. Grady added, "That was when, because of that problem, we were sold on the Freshman Academy...and that was where they were going to work with those particular students; they had it all solved; they were going to be able to take care of it. It hasn't happened then. Either that's not successful and we're looking for another way to do it, maybe that's it."

Ms. Hooper commented, "I have to agree with some of what Mrs. Grady is saying. I firmly believe that if you haven't taught a kid how to read by third grade, you might as well throw up your hands because that's the key of all learning from there on in. But, if it hasn't happened, then what do you do? I also agree that they did a pretty good job of telling us that the Freshman Academy was going to take away all of our problems and then that obviously didn't happen."



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Again, we're back to, 'okay, if it didn't happen, what do you do?' I have no real problem with keeping a youngster back if that youngster is not prepared to move forward successfully. I think that doing it in a half-year stretch, if it works, might be a good idea. I think what it's going to depend upon is the cooperation between the high school and the middle school and the administrators keeping right on top of whether or not these programs are put into place appropriately. From what you have given us, actually what Beth has elicited from you, that might work. So, I'm willing to support this, but with the idea that it should be watched closely. Let's not waste any more time on programs that should work, and don't work. Let's get them to work."

Dr. Mebert asked, "What about the kids from Barrington and Nottingham?" Mr. McKenney responded, "We would like to establish this as a working program right here in our own town. Then when we have some data through longitudinal study that shows that it works, then we would like to approach Barrington and Nottingham and ask them to jump on-board as well."

Dr. Mebert added, "Last time you were here, you said it was something like 60 kids who were not making it through..." Mr. McKenney clarified, "That 60 kids is combined over years." Dr. Mebert asked what proportion of those students were tuition students. Mr. McKenney stated he could find that information and provide it later. Dr. Mebert continued, "Last summer there was a program for kids considered to be at-risk or high school problems. Do we know how successful that program was?" Mr. McKenney stated, "We're currently tracking those students. We are in the process of applying for that grant again. We're expanding that program to not just include incoming freshmen, but also repeat freshmen. Hopefully, we can get them engaged and have them take part in that summer camp experience." Dr. Mebert asked, "At what point will you know how successful it was for the first group of students?" Mr. McKenney stated he would check with Ms. Stephens in the morning for data to get back to the Board.

Ms. Fisher concluded, "I was on the Board with Doris and Dot when the Freshman Academy went in and I agree with them. This was supposed to take care of this problem. Evidently it hasn't so I would go on and try something new. But, I would like to see what intervention methods are put in for the seventh and eighth graders. Not when they get to this point but before that. What do we do for these children at the middle school?" Dr. O'Connor responded, "I just asked our administrators to provide that information based on our NECAP state testing. Students who scored at a 1 or a 2, identify all of them and provide a list of what types of interventions. That data is being collected. I have it in raw format right now, but I certainly can get that to you in a couple of weeks." Ms. Fisher added, "I also agree that by third grade we should know who reads and who doesn't; what we can do."

Mr. McKenney summed up, "I hesitate to say the Freshman Academy is not working. This is another percentage of children that need some sort of an alternative type look." Ms. Fisher added, "But that's what it was sold to us as. Not that it's not working, but that was part of what was sold to us in the very beginning. That the Freshman Academy would work with these children."

Ms. Setear added, "In looking at the information you provided us, we're only looking at a very small number of students. In 2007-2008, we retained 2 students. So, you're looking at providing



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this program for 2, 3, maybe 5 students. What I am concerned about is the number of students who were retained or did a repeat of their freshman year rose to 60. So, if this works, I would say to the administrative team at the high school, 'let's get this into the Freshman Academy right away.' How do we assess those freshmen the first time around and get them the support they need so that they're not repeat freshmen. Because, 2 or 3 students is a small number. But 60 out of 400 kids in the Freshman Academy, that's more than 10% of the students who are repeating. So, somebody's missing something, somewhere, and I would hesitate to say it's the students necessarily." Dr. O'Connor clarified, "I would caution you, if you're looking at those numbers that were provided, that shows you how many students were actually retained. That doesn't show you how many failed two or more core subject areas. That number is significantly higher...so they end up at the high school. They go through freshman year, and they're still not earning credit. They're failing again."

Board members asked Mr. McKenney to mark his calendar next year to provide the Board with updates as the year progresses. Mr. McKenney stated that both middle and high schools would do that collaboratively.

Audra Lurvey moved, Carolyn Mebert seconded, to approve the Mid-Year Promotion Proposal for Dover Middle School. An oral **VOTE PASSED 6/1 (Grady opposed)**.

2. APPROVE MY TURN DROPOUT PROPOSAL: Superintendent O'Connor asked the Board to vote on the proposal for a *MY TURN* grant presented during the April meeting. He explained the program is designed to help the school work with the older students, juniors and seniors, in an effort to help them stay in school longer. This is a great resource that is used in a number of other school districts, and the administrators are hoping that grant will come through.

Dr. O'Connor added, "What I wanted this evening was your vote to approve this program. You appeared to, at least, last week to accept the program, but there was no official vote on that."

Audra Lurvey moved, Carolyn Mebert seconded, to approve the *MY TURN* Dropout Proposal. An oral **VOTE PASSED 7/0**.

3. RFP FOR FINANCIAL MANAGENT SYSTEM – UPDATE: Business Administrator. Laurie Verville, provided Board members with an update on the new Financial Management System RFP. An RFP was released to the public Friday, April 24th. May 6th there will be a pre-bid vendor conference. Chris Roberge, Libby Simmons, and Ms. Verville will attend along with representatives of the City's IT and Finance Department. Ms. Verville indicated she has been in constant contact with the City's Financial Director and has explained how critical a timely transition to a new system will be for the School District.

4. RE-REVIEW DHS & DMS HANDBOOKS FOR APPROVAL:

Ms. Fisher, with the agreement of many of the Board members, expressed their concern with the number of pages provided to them for each handbook and asked if another, more 'green' way could be found to provide them with this information in the future. Suggestions, from sending the information electronically to pulling revised text from the book to display old text and



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new text in section only, were presented. Dr. O'Connor indicated he would work with his administrators to develop a more green and user-friendly method for providing handbook updates before next year.

Superintendent O'Connor explained he asked this item be added back to the agenda as old business because he was concerned the Board may have had sufficient time to review the information. He referred to significant changes being made to the high school's discipline policies in light of the fact they will operate under block scheduling next school year and explained the impact. Board members were invited to ask questions which were answered by principal Migneault and, for the middle school Lisa Dillingham. Board members referred to specific items in the handbooks and asked for additional clarification. Recommended grammatical changes were also made. Because the handbooks were approved by the Board at the April meeting, no vote was necessary.

N. NEW BUSINESS:

1. BUILDING AID FUNDING: Business Administrator, Laurie Verville, provided Board members with the New Hampshire Department of Education Building Aid Division schedule of payments for 2009-2010 in the total amount of \$656,936.48. Ms. Verville stated the Superintendent and she have contacted Senator Merrill's office to encourage her support of funding this program. Ms. Verville then requested Board members contact Senator Merrill's office also.

2. POLICY CHCA – STUDENT HANDBOOKS: WOODMAN PARK, HORNE STREET, & GARRISON ELEMENTARY SCHOOLS AND DHS ALTERNATIVE SCHOOL:

Board members Audra Lurvey and Britt Ulinski Schuman indicated there were errors in their contact information in some of the handbooks. Ms. Baker will provide updated School Board member's contact information to all schools for them to ensure their handbooks are correct.

Ms. Hooper noted her feeling that all three elementary handbooks were "nicely aligned" between the schools. Ms. Grady suggested the three elementary schools investigate the possibility of providing one universal elementary for the 2010-2011 school year with inserts addressing matters pertaining to their individual schools when done differently. Ms. Hooper cautioned, however, that she did not want the three elementary schools to lose their unique community feel.

Audra Lurvey moved, Carolyn Mebert seconded, to approve the Woodman Park School 2009-2010 Handbook. An oral **VOTE PASSED 7/0.**

Audra Lurvey moved, Carolyn Mebert seconded, to approve the Horne Street School 2009-2010 Handbook. An oral **VOTE PASSED 7/0.**

Audra Lurvey moved, Carolyn Mebert seconded, to approve the Garrison Elementary School 2009-2010 Handbook. An oral **VOTE PASSED 7/0.**



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Audra Lurvey moved, Carolyn Mebert seconded, to approve the DHS Alternative School 2009-2010 Handbook. An oral **VOTE PASSED 7/0**.

3. SUMMER ENRICHMENT PROGRAM 2009 - SYLVAN LEARNING CENTER PROPOSAL:

Superintendent O'Connor requested this item be removed from the evening's agenda but asked to address it briefly. "As you heard earlier in the discussion, we've not had a summer program at the middle school for some time. With the introduction of stimulus money coming to us, we were hoping we would be able to use some stimulus money to provide a educational remediation program for our middle school based on a valid curriculum that is not only been tested across the United States over many years, and developed to a level that is very responsive to the needs of students, but Sylvan, along with a dozen other educational entities in the state of New Hampshire are now authorized to be supplemental service providers for those schools that are in need of improvement.

Unfortunately, just this week, we learned that the stimulus money that would come to us from Title I funds could not be used in this case. It cannot be used because Dover Middle School is not considered a Title I school. A number of years ago, we made the conscious decision to pull Title funding out of both the middle and high schools. As a result of that decision, more money went into Woodman Park. Additionally, it reduced the penalties associated with a school in need of improvement because we were not taking federal dollars for those schools. We've queried for the process to have both schools reestablished as Title I schools. That will take us beyond the summer to accomplish. Therefore, we cannot use those funds, so I am withdrawing this. However, I need you to know that we will be coming back in June with an alternative. We need summer programming at Dover Middle School. We're working both within our budget and within some of the stimulus money coming out of Special Education to support some type of program at Dover Middle School."

Ms. Grady commented, "In reading that paper, if we have had twenty students in that program, the kids would have started June 30th and would have ended on the 18th of August. There wasn't a specific statement. There'd be some growth but, it didn't really specify the growth. The thing that bothered me was the cost of the program. At the top figure, we would have been spending \$38,600 to Sylvan and we've had a lot of work done by Sue Vitko and Dave Bennett and come of our reading program, and I had strong feeling that, with the skill developed program they have, our own staff members could have done the same thing and benefitted by the money...I think if we are even thinking about it, we could look at our own staff and work the same kind of a program."

4. NEW HAMPSHIRE SPECIAL EDUCATION PARENT INVOLVEMENT SURVEY

ADMINISTRATION: Sandra Crosson, Director of Pupil Personnel Services, explained the parent involvement survey and why it is done. Ms. Crosson explained that each state is required by the federal government to report on 13 state performance indicators of effectiveness of Special Education. Indicator 8 is about parent involvement. Specifically the percentage of parents with a child receiving special education services who report that schools facilitated parent involvement as a means of improving services and results for children with disabilities.



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An independent firm was contracted by the state to develop and administer a parent survey that goes to all parents of children receiving special education services in New Hampshire. This is the second year they survey is being taken. The results are scored by the independent firm. Last year's results were not disaggregated by school district. The survey that was sent this April will be displayed by district. Ms. Crosson shared some of the questions on each of two surveys: - one to parents of preschoolers and one to parents of children kindergarten to age 21. She also shared statistics on response rates and the population of responders. The Department of Education worked on some of the technical aspects of the survey and it is expected date received from the second year will be more useful.

5. REQUEST FOR BARN SUPERVISION FOR THE ANIMAL SCIENCE PROGRAM: Dr. O'Connor presented CTC Director, Jim Amara's, request that the Board approve a proposal to provide barn supervision on weekends and holidays for the Animal Science Program. He is recommending three teams to rotate responsibilities and the source of payment will be through Perkins Funds, dog grooming revenue, or the local animal science budget. Ms. Hooper asked if the District had enquired into its liability for students coming in when school is not in session. Dr. O'Connor stated the Business Administrator had spoken with our insurance carrier, PRIMEX, and they state the District is covered. Ms. Hooper advised permission from parents should also be required. Dr. O'Connor stated it would be.

Audra Lurvey moved, Dorothea Hooper seconded, to approve CTC Director Jim Amara's request for Barn Supervision for the Animal Science Program. An oral **VOTE PASSED 7/0**.

6. ESTABLISH FACILITY RENTAL AD-HOC COMMITTEE FOR SUMMER 2009: Business Administrator, Laurie Verville, requested the Board establish a committee to review the Facility Rental policies and procedures. The last review was complete in the summer of 2006 and Ms. Verville feels this update could be completed over the summer. The rationale was that since the District just completed its first year of the UNICCO contract, we should make sure the facility rental rates coincide with the rates UNICCO charges. Ms. Verville then asked for a School Board member to work on the committee.

Audra Lurvey volunteered to be the School Board member to work with representatives from the city's recreation department and facilities manager.

7. AWARD BID FOR DRAINAGE & SITE REPAIRS AT BELLAMY #1 FIELD:

Ms. Verville thanked members of the committee who contributed their personal time and expertise to arrive at a solution to repair the Bellamy #1 field: Gary Bannon, Ron Cole, Richard Johnson, Tim Knowles, John Lombardi, Sharon Lucey, Chris Parker, Doug Steele, and Peter Wotton.

Next, Ms. Verville read into the record the list of supporters willing to donate to this project and requested the Board vote to accept these donations and approve the District's \$4,509 expenditure from the Dover School District Facility Fund (Enterprise):

DHS Soccer Boosters - \$1,000



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Dover Lacrosse Boosters - \$1,000
City of Dover Planning Dept (Developer Funds) - \$3,000
City of Dover Recreation Dept (CIP Funds) - \$3,000
Dover Soccer Association - \$500
Dover School District – Field User Fees - \$4,509

Audra Lurvey moved, Carolyn Mebert seconded, to accept the donations and approve the District's \$4,509 expenditure from the Dover School District Facility Fund (Enterprise). A roll call **VOTE PASSED 7/0.**

Ms. Verville then, requested the Board award the bid for drainage and site repairs at Bellamy #1 Field to low bidder, JP Towle Construction, in the amount of \$18,000.00. Audra Lurvey moved, Carolyn Mebert seconded, moved, to award the bid for work on Bellamy #1 field to JP Towle Construction in the amount of \$18,000.00. A roll call **VOTE PASSED 7/0.**

8. AUTHORIZATION TO APPLY FOR NH BUREAU OF ADULT EDUCATION GRANTS:
Superintendent O'Connor explained that the Director of DALC was requesting authorization by the Board, as required by federal law, to apply for federal grants. Audra Lurvey moved, Carolyn Mebert seconded, to approve the request to allow DALC to apply for federal grants. An oral **VOTE PASSED 7/0.**

O. ADJOURNMENT: Audra Lurvey moved, Carolyn Mebert seconded, to adjourn the meeting at 9:24 P.M. An oral **VOTE PASSED 7/0.**

Respectfully Submitted,
Beth Setear, Secretary
BS/kgb