



**DOVER SCHOOL  
DISTRICT**

## DOVER SCHOOL BOARD – AGENDA

|                   |                                       |
|-------------------|---------------------------------------|
| Meeting Type:     | Regular Session #7                    |
| Meeting Location: | Media Ctr. (Rm. 306) McConnell Center |
| Meeting Date:     | Monday, July 9, 2018                  |
| Meeting Time:     | 7:00 pm                               |

- A. CALL TO ORDER**
- B. ROLL CALL**
- C. PLEDGE OF ALLEGIANCE**
- D. CITIZENS' FORUM**
- E. AGENDA APPROVAL**
- F. APPROVAL OF MINUTES**
  - 1. Discipline Hearing #6, June 7, 2018
  - 2. Regular Meeting #6, June 11, 2018
  - 3. Discipline Hearing #7, June 13, 2018
  - 4. Special Session #16, June 28, 2018
- G. CONSENT AGENDA**
  - 1. **Correspondence:** none
  - 2. **Resignations/Retirements:**
    - a. Marygrace Kelleher, GES Kindergarten Teacher
    - b. Susan Dromey-Heeter, DHS Part Time Spanish Teacher
  - 3. **Leaves of Absence:** none
  - 4. **Job Shares:** none
  - 5. **Nominations:**
    - a. Teacher
  - 6. **Extended Travel (Student Trips):** none
  - 7. **Donations:** none
- H. STUDENT REPRESENTATIVE REPORT:** none
- I. POLICY – CHANGES – PROPOSALS:** none
- J. POLICY ADOPTION:** none
- K. RESOLUTIONS:**
  - a. Request for Dissolution of the School Vocational Education Fund
- L. OLD BUSINESS:** none
- M. NEW BUSINESS:**
  - a. DHS Solar Panel Approval



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- N. SUBMISSION AND PAYMENT OF BILLS**
- O. SUPERINTENDENT’S REPORT**
- P. COMMITTEE REPORTS**
- Q. SCHOOL BOARD MATTERS OF INTEREST**
- R. ADJOURNMENT**

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*Citizens are invited to public meetings and shall be given an opportunity to speak. Time shall be set aside for citizen statements at all public meetings, unless a vote to the contrary is taken by the School Board. Statements shall be limited to three minutes unless otherwise extended by the Chairperson, with the approval of the School Board. All citizens are permitted to place items on the agenda through written application to the Superintendent at least one week prior to the meeting date. Citizen items will require a formal motion and a second by seated members to bring the item to the floor for debate.*

Wednesday, June 27, 2018

Dear Dr. Harbron,

Please accept this letter of resignation. I have been commuting from Beverly, Massachusetts to Dover for the past 2 years. I have found a kindergarten job in Beverly, which is only 2 miles from home. I am looking forward to my new opportunity and to work with the children in my community.

I have enjoyed my time in Dover and have grown as an educator. I have met so many wonderful teachers, students and families over the years. Dover will always hold a special place in my heart.

Best wishes,

MaryGrace Kelleher

15 Browning Drive

Dover, NH 03820

Dover School District

61 Locust Street,

Suite 409,

Dover, NH 03820

Dear Dr. Harbron,

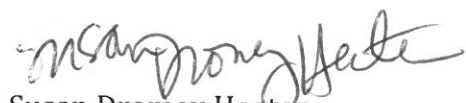
I submit my letter of resignation from the Dover School District effective immediately.

I thank you and all of the Dover community for the opportunities afforded me during my brief tenure back at Dover High School.

As a member of the Dover community, I am entirely ready and available to be of support to you. Kindly reach out if I may be of service.

I leave with deep affection and admiration for the Dover School community.

Regards,



Susan Dromey Heeter

**OFFICE OF THE SUPERINTENDENT  
DOVER PUBLIC SCHOOLS  
DOVER, NEW HAMPSHIRE**

TO: **DOVER SCHOOL BOARD**

DATE: July 9, 2018

MEMORANDUM: Nomination and Election of Teachers.

In accordance with Chapter 189, Section 39 of the New Hampshire School laws of 1963, I hereby nominate the following persons for the designated positions for the 2018-2019 school year.

| <b>NAME</b> | <b>POSITION</b> | <b>SCHOOL</b>       | <b>REPLACING</b> | <b>SALARY</b> | <b>TRACK</b> |
|-------------|-----------------|---------------------|------------------|---------------|--------------|
| Paradis     | Jenaya          | Dover Middle School | Pam Hamilton     | 41,680.00     | MA, Step 3   |

## RESOLUTION

### RE: REQUEST FOR THE DISSOLUTION OF THE SCHOOL VOCATIONAL EDUCATION FUND (3820)

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- WHEREAS: The Vocational Education Fund (Fund 3820) was established in 1983 under the guidelines of RSA 188-E11; and
- WHEREAS: The Vocational Education Fund was established to be used for capital improvement costs for the replacement or upgrading of equipment, or for aiding in the various vocational programs offered by the center; and
- WHEREAS: There has been no activity in more than fifteen (15) years; and
- WHEREAS: The Dover Career Technical Center Expendable Trust Fund (Fund 8835) was established for the sole use of the Dover Career Technical Center; and
- WHEREAS: After review by the Dover School Department, the remaining funds of \$906.30 would be managed entirely through the Dover Career Technical Center Expendable Trust Fund; and

NOW, THEREFORE, BE IT RESOLVED THAT HEREIN IS A FORMAL REQUEST FROM THE DOVER SCHOOL BOARD TO THE MAYOR AND DOVER CITY COUNCIL THAT:

The City Council approves the dissolution of the Vocational Education Fund (3820) and the Dover School Department will transfer the remaining funds of \$906.30 to the Dover Career Technical Center Expendable Trust Fund (Fund 8835).

SUBMITTED BY:

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Amanda L. Russell, Chairperson

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Keith Holt, Vice Chairperson

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Kathleen Morrison, Secretary

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Andrew Wallace

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Carolyn Mebert

---

Zachary Koehler

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Matthew Lahr

July 9, 2018

| Special Revenue Funds    |                               |                                    |                              |                              |                                            |                              |                                      |                                          |
|--------------------------|-------------------------------|------------------------------------|------------------------------|------------------------------|--------------------------------------------|------------------------------|--------------------------------------|------------------------------------------|
| Library<br>Fines<br>Fund | Downtown<br>Dover TIF<br>Fund | Waterfront<br>TIF District<br>Fund | Tuition/<br>Programs<br>Fund | Vocational<br>Center<br>Fund | School<br>Alternative<br>Education<br>Fund | School<br>Facilities<br>Fund | Other<br>Special<br>Revenue<br>Funds | Special<br>Revenue<br>Funds<br>Subtotals |
|                          | \$ 378,529                    | \$ 72,689                          |                              |                              |                                            |                              | \$ 600,671                           | \$ 581,410                               |
| \$ 37,260                | 10,000                        |                                    | \$ 104,286                   |                              | \$ 182,289                                 | \$ 141,122                   |                                      | 603,691                                  |
| 37,260                   | 388,529                       | 72,689                             | 104,286                      |                              | 182,289                                    | 1,000                        | 886,072                              | 4,494,468                                |
|                          |                               |                                    |                              |                              |                                            | 142,122                      | 1,486,743                            | 4,740,698                                |
|                          |                               |                                    |                              |                              |                                            |                              |                                      | 1,010,068                                |
|                          |                               |                                    |                              |                              |                                            |                              |                                      | 11,430,335                               |
|                          | 12,204                        | 185,471                            |                              |                              |                                            |                              | 2                                    | 914,398                                  |
|                          |                               |                                    |                              |                              |                                            |                              | 56,069                               | 1,571,474                                |
| 35,973                   |                               |                                    | 104,286                      |                              | 624,045                                    | 225,016                      | 18,327                               | 955,478                                  |
|                          |                               |                                    |                              |                              |                                            |                              | 62,297                               | 1,071,642                                |
|                          |                               |                                    |                              |                              |                                            |                              | 87                                   | 5,392,435                                |
|                          | 638,662                       |                                    |                              |                              |                                            |                              |                                      | 322,204                                  |
| 35,973                   | 650,866                       | 185,471                            | 104,286                      |                              | 624,045                                    | 225,016                      | 136,782                              | 1,116,396                                |
|                          |                               |                                    |                              |                              |                                            |                              |                                      | 11,344,027                               |
| 1,287                    | (262,337)                     | (112,782)                          |                              |                              | (441,756)                                  | (82,894)                     | 1,349,961                            | 86,308                                   |
|                          |                               |                                    |                              |                              |                                            |                              |                                      |                                          |
|                          | 262,400                       | 150,000                            |                              |                              | 522,782                                    |                              | (600,403)                            | 360,829                                  |
| 1,287                    | 63                            | 37,218                             |                              |                              | 81,026                                     | (82,894)                     | 749,558                              | 447,137                                  |
| 10,874                   | 924                           | 34,985                             | (6,873)                      | \$ 906                       | (82,179)                                   | 292,457                      | 8,842,627                            | 11,111,145                               |
| \$ 12,261                | \$ 987                        | \$ 72,203                          | \$ (6,873)                   | \$ 906                       | \$ (1,153)                                 | \$ 209,563                   | \$ 9,592,185                         | \$ 11,558,282                            |

## Robin Lafleur

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**From:** Parker, Christopher G. <C.Parker@dover.nh.gov>  
**Sent:** Thursday, July 5, 2018 10:02 AM  
**To:** Robin Lafleur  
**Subject:** Solar on DHS  
**Attachments:** B18007 Results.pdf; B18007 ReVision DHS Solar PPA - Summary 20180625.pdf; B18007 ReVision RFP Cover Letter 20180523.pdf

### For background we used:

The City released a request for proposals, RFP (B18007), and received five qualified responses. Four of those respondents were selected for interviews. Based on experience, price, and other merits of their proposal, the selection committee recommended that the City work with ReVision Energy as its preferred vendor.

ReVision's response to the RFP included two system options for the project. First is a 402 kW DC/334 kW AC project, sized for full utilization of solar output on site, per the requests of the RFP. The second option is for a 912 kW DC/768 kW AC project which would increase the system size using the available roof space. The larger project is the recommended project, both by the interview committee, the Energy Commission voted on June 20<sup>th</sup> to endorse the project. The Joint Building Committee for Dover High School endorsed the project on June 26<sup>th</sup>.

The City of Dover would enter into a Power Purchase Agreement (PPA) where Dover would agree to purchase all electrical output from the system owned by ReVision or its assignee. The project is expected to export approximately 60% of annual generation to the grid, was proposed at \$0.088/kWh. There is a 2% annual escalator for the life of the agreement. After year 5 the City has the opportunity, but not the obligation to buyout the remaining value of the project costs, and terminate the PPA. If done, the City would own and operate the equipment. Until that point, ReVision, or its assignee would own, operate and maintain the equipment.

In addition to the solar panels, ReVision has proposed to work with the Career Technical Center to enhance existing electrician education curriculum for students and provide increased awareness and opportunity for training within the electric trades regarding installation and maintenance of solar infrastructure. Finally, a monitoring feed will be made available in the town square and via a web feed so the community can monitor kW loading.

Chris

Christopher G. Parker, AICP  
*Assistant City Manager: Director of Planning and Strategic Initiatives*  
**City of Dover, NH**  
288 Central Avenue  
Dover, NH 03820-4169  
e: [c.parker@dover.nh.gov](mailto:c.parker@dover.nh.gov)  
p: 603.516.6008 f: 603.516.6049

*Dover: First in New Hampshire, First with you!*  
[www.dover.nh.gov](http://www.dover.nh.gov)  
<http://dovernhplanning.tumblr.com/>  
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Twitter: @DoverNHPlanning

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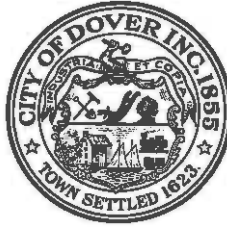
Please consider conserving our natural resources before printing this e-mail and/or any attachments.

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DANIEL R LYNCH  
Finance Director  
[d.lynch@dover.nh.gov](mailto:d.lynch@dover.nh.gov)

ANN M LEGERE, CPPB  
Purchasing Agent  
[a.legere@dover.nh.gov](mailto:a.legere@dover.nh.gov)



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***City of Dover, New Hampshire***  
OFFICE OF THE FINANCE DIRECTOR

**RESULTS #B18007**  
**Solar Power Purchase Agreement for**  
**DHS and Career Technical Center**

| <i>Vendor</i>                                                    | <i>Interviewed</i> |
|------------------------------------------------------------------|--------------------|
| Sunlight General Capital<br>135 E. 57th St 6th Fl<br>New York NY | Yes                |
| Core Development Group<br>860 Wychoff Ave<br>Mahwah NJ           | No                 |
| SunRaise Investments<br>200 Marcy St<br>Portsmouth NH            | Yes                |
| EnCore Renewable Energy<br>110 Main ST<br>Burlington VT          | Yes                |
| Revision Energy Inc<br>14 Dixon Ave<br>Concord NH                | Yes                |

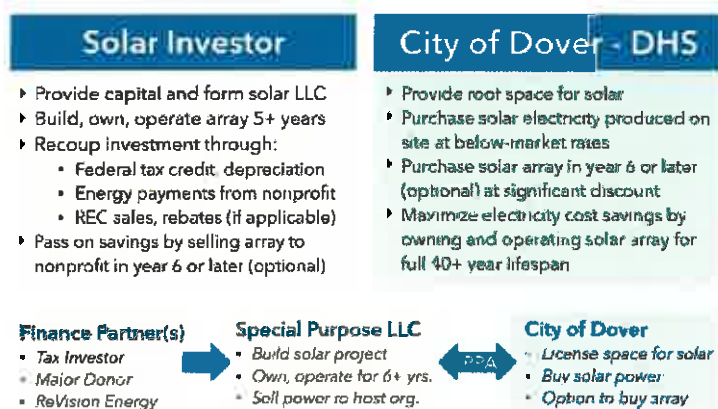
# Dover High School Rooftop Solar Power Purchase Agreement

912 kW Rooftop Solar Proposal Selected in Response to City of Dover RFP #B18007

## Power Purchase Agreement Financial Structure

A solar Power Purchase Agreement (PPA) is an innovative financial structure developed by the federal government to eliminate the primary barriers to municipalities and other tax-exempt entities going solar: access to upfront capital and tax-based solar incentives. Instead of making a capital investment, the City of Dover will partner with a private solar investor who can take advantage of federal tax incentives and pass the savings on to the City after five years per IRS rules. The investor will build, own, and operate the array at Dover High School (DHS) and sell the solar electricity to the City at below-market rates, ensuring the lowest long-term rate of electricity from any source as well as substantial reductions in greenhouse gas emissions.

Beginning in year six, and every year thereafter, the City will have the opportunity to purchase the solar array at substantially below the initial price based on IRS Fair Market Value guidelines. Although a purchase is always voluntary, the sooner the City is able to purchase the array the higher its solar energy revenue over the 40-year minimum expected lifespan of the solar array.



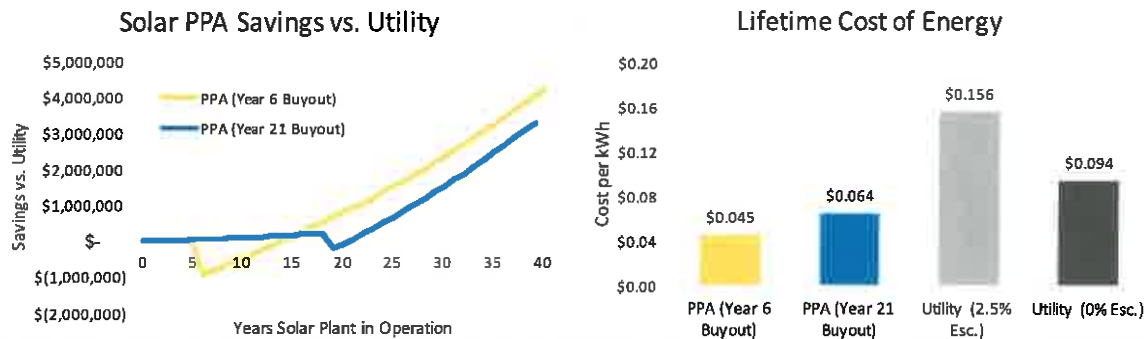
## Solar PPA Proposal for Dover High School

The Dover RFP Selection Committee has chosen ReVision Energy, based in Brentwood, NH, to complete the design, engineering, permitting, installation, monitoring, rebate application, and paperwork processing of the 912 kW solar energy system for DHS, as described below. ReVision Energy is the #1 rated rooftop solar installer in New England and has completed more than 7,000 clean energy projects in NH and ME, including over 100 solar PPAs similar to DHS.

Under the solar PPA financial structure, there will be no upfront cost to the City of Dover for this \$1,619,605 project and the school will receive clean solar electricity for less than the cost of grid electricity<sup>1</sup>. The solar investor will be licensed by the City to own and operate the solar array on the school rooftop for a contract term of 20 years and sell the electricity to the school at a discounted PPA rate of 8.8 cents per kWh in year one with a 2% annual escalator thereafter.

<sup>1</sup> PPA savings projections assume Eversource electric rates start at current 9.69 cents per kWh for rate class LG (commercial and industrial customers with demands in excess of 1,000 kW) and rise on average 2.5% annually (based on careful analysis of historic rates and future rate projections from the US Energy Information Agency)

## PPA Financial Projections of 912 kW Solar Array at DHS



In order to maximize its energy savings, the City may plan ahead and exercise its buyout option in year six (or any year thereafter) for the estimated Fair Market Value price of \$1,121,147. Under that scenario, projected savings will exceed \$4.2 million over the lifetime of the solar array and the 40-year levelized cost of electricity will be just 4.5 cents per kWh, compared to a projected average cost of 15.6 cents per kWh from the grid.

If an early buyout is not feasible, a buyout after 21 years will achieve a long-term solar electricity price of 6.4 cents per kWh that is still significantly lower than expected utility prices, with projected savings of \$3,509,396 over the 40-year minimum expected lifetime of the solar array. The City is not expected to commit to a buyout schedule upon entering into a PPA with the investor partner; it is strictly an option to be evaluated during the course of the PPA term and undertaken as soon as is practicable for the City of Dover. The PPA term may also be extended.

## PPA Annual Production, Rate, and Buyout

| Contract Year | Est. Energy Production (kWh) | Energy Rate \$/kWh | Purchase Price (FMV) |
|---------------|------------------------------|--------------------|----------------------|
| 1             | 1,055,330                    | \$0.0880           |                      |
| 2             | 1,050,053                    | \$0.0897           |                      |
| 3             | 1,044,803                    | \$0.0915           |                      |
| 4             | 1,039,579                    | \$0.0934           |                      |
| 5             | 1,034,381                    | \$0.0952           |                      |
| 6             | 1,029,209                    | \$0.0971           | \$1,121,147          |
| 7             | 1,024,063                    | \$0.0991           | \$1,093,125          |
| 8             | 1,018,943                    | \$0.1011           | \$1,062,783          |
| 9             | 1,013,848                    | \$0.1031           | \$1,062,783          |
| 10            | 1,008,779                    | \$0.1051           | \$993,472            |
| 11            | 1,003,735                    | \$0.1072           | \$919,848            |
| 12            | 998,716                      | \$0.1094           | \$883,071            |
| 13            | 993,723                      | \$0.1116           | \$842,554            |
| 14            | 988,754                      | \$0.1138           | \$813,796            |
| 15            | 983,810                      | \$0.1161           | \$778,014            |
| 16            | 978,891                      | \$0.1184           | \$738,695            |
| 17            | 973,997                      | \$0.1208           | \$695,653            |
| 18            | 969,127                      | \$0.1232           | \$648,698            |
| 19            | 964,281                      | \$0.1257           | \$597,634            |
| 20            | 959,460                      | \$0.1282           | \$542,263            |

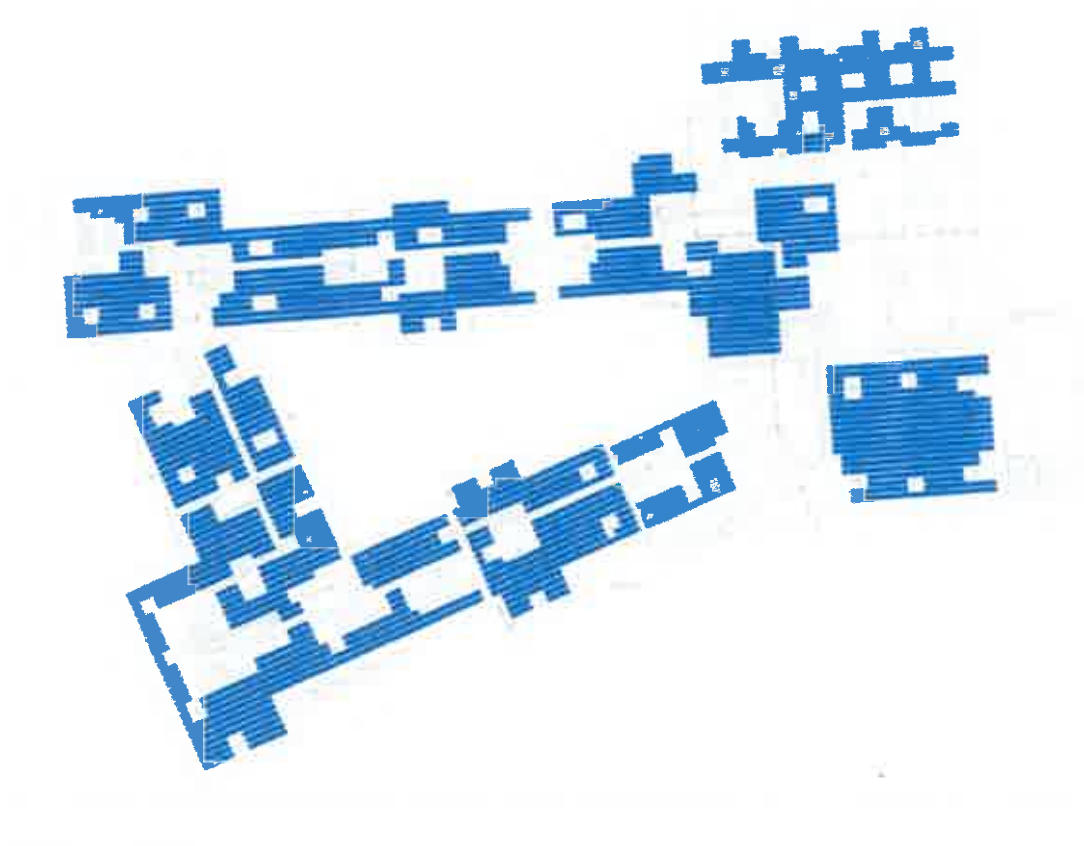
## Solar Array Technical Specifications

The RFP Selection Committee recommends the City of Dover take advantage of the available roof space and structural enhancements at the new Dover High School by commissioning a full-sized 912 kW DC (768.2 kW AC) net-metered solar array designed by ReVision Energy. The selected solar array, which ReVision is prepared to install in 2018, consists of 2,851 320-watt

Tier 1 solar modules<sup>2</sup>; 23 SolarEdge inverters; 1,435 SolarEdge DC optimizers; Ecolibrium racking (no roof penetrations required); and a comprehensive data acquisition/monitoring system with revenue-grade meter. The solar array will directly feed the DHS electricity load via a 1,200 amp distribution panel and approximately 2,500 feet of conduit from the inverters to the panel. The system is engineered to produce 1,055,330 kWh of clean solar electricity annually or approximately 40% of the school's projected annual load, enough to offset over 1.2 million miles driven by an average vehicle or 54 average homes every year year.

ReVision Energy has retained Ayer Electric, based in Barrington, NH, to serve as electrical subcontractor for the DHS project. ReVision and Ayer Electric have jointly completed several large and technically-challenging projects in recent years. ReVision has already engaged principal David Ayer in the design and planning process and has full confidence in the Ayer team of Master and Journeyman Electricians and apprentices to complete the physical installation on time and on budget. Nevertheless, ReVision will place a project manager on site throughout the installation and will be wholly responsible for the project and accountable to the City of Dover should any issues arise.

#### **Engineer's rendering of recommended 912 kW solar array at DHS**



<sup>2</sup> Top-rated solar manufacturers according to Bloomberg New Energy Finance PV Module Tiering System, 3/12/18 ([https://data.bloomberglp.com/bnef/sites/4/2012/12/bnef\\_2012-12-03\\_PVModuleTiering.pdf](https://data.bloomberglp.com/bnef/sites/4/2012/12/bnef_2012-12-03_PVModuleTiering.pdf))



May 23, 2018

City of Dover, NH  
Attn: Ann Legere, Purchasing Agent  
288 Central Avenue  
Dover, NH 03820

Dear Ann,

ReVision Energy is grateful for the opportunity to respond to the City of Dover's Request for Proposal (RFP) #B18007 for a Solar Power Purchase Agreement (PPA) for the Dover High School & Career Technical Center. As the leading solar company in Northern New England with over 7,000 completed solar installations to-date including more than 100 solar PPAs for schools, nonprofits, and municipalities, we are uniquely qualified to develop, finance, permit, and construct this project on a rapid timeline in 2018. We are also deeply committed to serving Dover and the other local communities in the New Hampshire Seacoast where we work and live, especially the next generation.

The enclosed RFP response contains two alternative solar PPA proposals for the Dover High School & Career Technical Center (DHS), the first of which follows the written guidelines in the RFP and the second of which provides a larger and significantly higher-value alternative. Both systems have no upfront cost and a flexible, voluntary buyout schedule, thereby ensuring the City of Dover will never incur a capital cost unless it wishes to exercise its buyout option for maximum savings long-term. ReVision Energy stands ready to install the system of your choosing this year.

- **400 kW solar array** concentrated on the eastern and central portions of the DHS roof, consisting of **1,250 Tier 1 solar panels** and associated equipment producing **465,856 kWh** of clean solar electricity in year one (behind the meter). The system will provide DHS with cashflow-neutral electricity at a PPA rate of **9.7 cents per kWh** with long-term revenue of **\$1.90 million** if the City chooses to exercise its buyout option.
- **912 kW solar array** filling the entire high school roof and consisting of **2,851 Tier 1 panels** producing **1,055,330 kWh** of clean solar electricity in year one. This larger net-metered system will provide the City with meaningful cashflow savings from day one at a PPA rate of **8.8 cents per kWh** and with long-term revenue of **\$4.24 million** under the voluntary buyout scenario or \$950,705 under a full-term PPA.

ReVision Energy's purpose does not end with providing the City of Dover with the most compelling and cost-effective solar PPA solution for installation this year; we also seek to deepen our partnership with the City and DHS to support and accelerate its trend-setting clean energy transition. Already, ReVision Energy employees have been teaching at and advising the Career Technical Center for years. We have hired numerous graduates of the program to join our team. Now, we propose to design and deliver a new course in clean energy to the CTC, at no cost to you, as part of a comprehensive long-term partnership that can inspire other institutions and communities to pursue clean energy.

For fifteen years, ReVision Energy and its now-250 employee owners have shown unwavering commitment to leading northern New England's transition to a clean energy-based economy. As a result of our deep experience, customer service, and technical excellence, we were honored to be named #1 Rooftop Installer in New England by *Solar Power World Magazine* in 2017, Best Solar Company in New Hampshire by *NH Business Review* in 2018, and Business of the Year by *Business NH Magazine* in 2018. We are also a certified B Corporation, fully committed to making a positive impact for people and planet in the communities we serve. We look forward to continuing to serve the Dover community.

Thank you for your consideration and please feel free to contact me by email or phone at 603-264-2877.

Sincerely,

Dan Weeks  
Director of Market Development



## **Superintendent's Board Report**

**Monday, July 9, 2018**

***"Empowering all Learners."***

### **SUPERINTENDENT REPORT**

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

### **BOARD AGENDA ITEMS**

**Resignations** – I recommend the Board approve the resignations of MaryGrace Kelleher and Susan Dromey Heeter.

**Dover High School Solar Panels** – Following a review of the Solar Panel Agreement with Chris Parker, I recommend the Board approve the Dover High School Solar Panel Agreement.

### **INFORMATIONAL**

**Sensitivity** – As indicated the Board Update of June 29 Board Update, the issue of Dover Middle School Bullying is being addressed. The plan continues to evolve with the following concepts serving as the framework for the initiative:

- Eighth Graders were surveyed to obtain their response to the following questions:
  - ✓ Looking back on your years at DMS, what do you wish you had known coming into middle school? What do you wish older students had told you?
  - ✓ What do you think is important to share with incoming students? What is important to tell incoming fifth graders?
  - ✓ What do you think is important to share with incoming students? What is important to tell incoming fifth graders?
  - ✓ What do you wish your family and parents knew about what it is like to be in the middle school (or what it is like to be 11, 12, 13, 14 years old)?
  - ✓ What do you wish your teachers knew about what it is like to be in middle school (or what it is like to be 11, 12, 13, 14 years old)?
  - ✓ If you could teach your family and parents something, what would it be?
  - ✓ If you could teach teachers something what would it be?
  - ✓ What are your hopes and concerns about high school?
- During the 2018-2019 school year, the information from the survey will be used to structure and guide future teacher, parent, and student conversations at the middle school.
- In September, the middle school will have a school wide book reading and discussion of the book Restart by Gorman Korman. Book Summary:  
*A fall from the house roof leaves eighth-grader Chase Ambrose with acute retrograde amnesia. He may not remember names and faces from before his accident, but his classmates certainly remember him, and for the majority of Hiawasee Middle School, the memories are none too*





## Superintendent's Board Report

Monday, July 9, 2018

*"Empowering all Learners."*

*pleasant. Chase was the ringleader of a circle of bullying football jocks, who terrorized weaker, nerdier students and even caused talented pianist Joel Weber to transfer to a boarding school. Chase, however, remembers none of this, and his return to school as a perfectly amiable guy is met with understandable skepticism. His football goons want their rowdy, nasty old boy back, but he's perfectly content now hanging with the kids in the video club, where a football player's dexterity translates well to operating a flip-cam. It's not easy, though, for Chase simply to chuck his problematic past and move on to fresher fields—decent friends, new skills, even a commitment to helping the elderly in a local assisted living center—since he's still in possession of a stolen Medal of Honor that he can't remember pilfering but that his old partners in crime know he has stashed away. The pranks of his new crew of "vidiots" and the grouchy outbursts of his new geriatric acquaintance, Mr. Solway, provide ample comic relief, but Chase's very real dilemma—how to remake his life when people (including himself) don't fully trust his character change—is the serious underpinning that holds the goofy episodes together. This is the solid, seriocomic approach that's always worked well for Korman, and his fans will be pleased he's as sure-handed as ever.*

- Starting in mid-August, a community promotion of the book is planned to create awareness of the book as well promote the October parent/student conversation on bullying. The Dover Public Library will be brought into the conversation.
- In October, the middle school advisor/advisee program will focus on the topic of bullying. In addition, parent/student conversation night will be scheduled using the book Restart as the framework for the conversation on bullying. The conversation will be facilitated by trained high school and eighth grade student facilitators. The training for the facilitators will occur in August.
- Using the information from the eighth-grade survey to develop topics, a video will be developed to assist in the development of future parent/student conversations.
- Mid-winter and spring parent/student conversations will be scheduled using the identified topics of the eighth-grade survey.
- The planning team will meet on August 15 at 5 p.m. to do further planning.

It has been a productive journey to get to this point, but I believe the conversations have been rich and purposeful. A positive direction has been established to help prevent bullying in the middle school. There are still details to complete, yet the process is heading in the right direction. I also express my appreciation to Mr. and Mrs. Nicholson, Michele Holt-Shannon, and Mo Nunez for being involved in the conversation to assist in the identification of the issue and developing a positive plan of action.

I believe it is necessary to increase the awareness and sensitivity of the Leadership Team to bullying, but to the deeper issue of the diversity, of the Dover School District. With the middle school fight that



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occurred last fall during the home football game, there may be other issues that are larger than bullying.

During the July 2018 Leadership Retreat, Bruce Mallory and Mo Nunez will initiate the training with the Leadership Team and will continue to work with the Leadership Team throughout the 2018-2019 school year during the All Leadership Team Meetings. The title and focus of the training will be "The Journey to Equity and Inclusion in Ourselves and Our Schools." This will be similar to the training I received during this past school year on the issue racism and white privilege. In the fall, Christine Boston will participate in the same training. I believe this pro-active action is necessary and needs to start with the Leadership Team followed by faculty and staff.

**IT Systems Administrator** – Kelly Parker has been selected as the IT Systems Administrator. Kristy Prosser, IT Director, was asked to make the final decision on the selection of the candidate. I believe Kristy and Kelly will make an effective team as the District moves forward with the implementation of technology. The approximate date of Mr. Parker's start date is July 19.

**Strategic Plan** – The development of the implementation and accountability plans to support the Dover School District Strategic Plan is underway. The Leadership Team references the document as the *Bridge Document* serving as the bridge to the implementation of the strategic plan. The implementation plan is being developed for a one-year period. The work continues with designate time at each Leadership Team Meeting to share new learning and questions pertaining to the development of the *Bridge Document*. During the July Retreat, the Leadership Team will review the work completed to date. All work on the *Bridge Documents* will be completed by the end of August for the first year of implementation of the *Strategic Plan*.

**Assistant Director of Teaching and Learning** – As indicated at the June Special Board Meeting, Emily Sherman was selected as the Assistant Director of Teaching and Learning. The nomination to the Board will not be moved forward until it is determined if the position can be funded and sustained. As indicated, the staffing of the District continues. Once the staffing is completed, the budget will be reviewed to determine if the position can be funded and sustained. The position is a key in assisting with moving forward with the teaching and learning objectives of the Dover School District Strategic Plan.

**New District Website** – The District is working with *Edlio* in the development of the District's new website. Veronica Kuzmitski is leading the District's side of the development. The target date for the new website is the end of July or early August. Mrs. Kuzmitski has arranged for the current website to be retained until the new website is available.





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**Innovation and Alternative Pathways** – Peter Driscoll, Joan Breault, and I continue to have conversation with Andrew Fersch. We believe Mr. Fersch has a concept that can serve as a valuable alternative for Dover High School students. I believe offering different pathways for students to learn is vital to the future of the District.

**Teacher Retention** – The retention of quality and highly effective teachers is a priority of the Board and Leadership Team. The Leadership Team members are highly involved in selecting new teachers for the 2018-2019 school year. I have interviewed all candidates and have been impressed with the overall quality of the candidates and their enthusiasm and passion for education. I believe there will always be some degree of turnover in the District. Currently, the District has approximately 10 positions to fill. The following is estimate the number of teachers that the Dover Schools lost during or the conclusion of the school year. It is noted that this fluid and will continue to change over the course of the next two months.

| YEARS OF SERVICE                            | NUMBER | NUMBER BY LOCATION                     |
|---------------------------------------------|--------|----------------------------------------|
| Retiring from the District                  | 9      | 2 DMS, 6 DHS/CTC, 1 GES                |
| Resignations from the District-listed below | 24     | 5 DMS, 12 DHS/CTC, 2 WPS, 3 HSS, 2 GES |
| 1 year in the District                      | 4      |                                        |
| 2 years in the District                     | 8      |                                        |
| 3 years in the District                     | 1      |                                        |
| 4 years in the District                     | 5      |                                        |
| 5 years in the District                     | 2      |                                        |
| Over 5 years in the District                | 4      |                                        |

**First Year** – July 1 marked the start of my second year with the Dover School District. During my inaugural year, I have encountered the District's many positive attributes as well as the significant challenges. Yet, I see a bright future for the Dover School District. The following are a few of my observations:

- The District has a five-year strategic plan that will guide and focus the District's educational work and initiatives during the next five years.
- The District has an invested Board that deeply cares about students and providing the necessary resources for all students and committed is to a quality and highly effective district for all learners.
- The District has a talented, creative, and invested leadership team of principals, deans, business administrator, assistant superintendent of teaching and learning, and assistant superintendent of student services.



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- The District has talented, creative, and invested teachers that most importantly care about the learning and welfare of all children and invest numerous hours learning and planning for the learning success of all students.
- The District has an amazing support staff that further supports the work of the teachers with students and effectively serves students' mental and physical health needs.
- The District has dedicated and talented business, office, and technology personnel that support many people at various levels throughout the District and professionally handle the demands of many stakeholders.
- The District has supportive families and community members that care and take great pride in the Dover Schools. Many parent and community volunteers and organizations step forward to provide financial resources as well as provide many volunteer hours to support the schools and school programs. They also deal with the daily well-being of students and their families.
- The District has students that are talented, creative, and dedicated to their learning pursuits and have a need to be known and viewed as unique individuals that have been blessed with their own set of gifts and talents.
- The District has a dedicated staff that know how to support and rally in a crisis to make sure students are cared for in the appropriate manner and supporting and caring for their colleagues.

The Dover Schools has a solid foundation to achieve great things for all students, and I have great faith and hope in our most important resource – **our people**. But we must be aware of the enemy of great as described by Jim Collins in his book Good to Great:

***Good is the enemy of great.***

***And that is one key reasons why we have so little that becomes great.***

***We don't have great schools, principally because we have good schools. We don't have a great government, principally because we have good government. Few people attain great lives, in large part because it is just so easy to settle for a good life. The vast majority of companies never become great, precisely because the vast majority become quite good-and that is their main problem.***

With a solid foundation established the upon the principles of the District's Strategic Plan, I believe we need to strive to be a great district to reach needs of all students and their families. I have great hope and faith in the potential of the Dover School District. I eagerly look forward to the 2018-2019 school year and all of us working together to achieve great things for the students and families of the Dover School District.