

**Souhegan Cooperative School District  
Thursday, May 5<sup>th</sup> 2011**

**Call to order**

Chairman Janson called the meeting to order at 5:08PM.

**Non-Public Session**

Steve made a motion to enter non-public session, under RSA 91-A:3 II (c), to discuss student scholarship awards. Motion seconded by Fran. Approved by roll call vote: Grondstra: Yes, Ludt: Yes, Coughlan: Yes, Janson: Yes, Harrow: Yes, Brown: Yes.

Mary Lou Mullens arrived at 5:15 pm.

**Motion To Exit Non Public Session:**

Steve made a motion to exit non public session. Motion seconded by Fran. Unanimously accepted by roll call vote: Coughlan: Yes, Grondstra: Yes, Janson: Yes, Ludt: Yes, Mullens: Yes, Brown: Yes. Non public session ended at 5:40 pm.

**Attendance**

**Present**

Chairman Chris Janson, Steve Coughlan, Mary Lou Mullens, Jeanne Ludt, Howard Brown, Fran Harrow, and Pim Grondstra.

**Administrative Team**

Jon Ingram, Mary Jennings, Ren a Sparks, Elizabeth Shankel, Nicole Heimarck, Gigi Klippa, Colleen Meany, Bob Thompson

**Community Council**

Scott Doyle

**Minutes Taker**

Beth Penney

**Call to Order**

**Call to Order**

Ms. Janson called the meeting to order at 6:03pm.

**Announcements**

**Announcements**

**Principal's Report**

46 Mr. Ingram discussed the accomplishments of the robotics team, Olivia Vordenberg  
47 at the National Poetry Contest and student athletes that have been honored. He  
48 noted important dates the board is invited to.

49  
50 Mr. Ingram stated that they have begun to meet with students to get feedback about  
51 the entry plan.

52  
53 Ms. Harrow asked for a list of dates and times for Sr. Project presentations.

54  
55 Mr. Ingram stated he would get the board that in the next few days.

56  
57 Mr. Ingram stated that the 24<sup>th</sup> of May was a good day for the board to meet with  
58 staff after school.

59  
60 Mr. Ingram and the board discussed the best date for the school and the board.

61  
62 Dr. Jennings stated that the SAU received notification that the state accepted the  
63 number of days and hours for the school year and the last day of school will be June  
64 24<sup>th</sup>.

65  
66 Community Council Report

67  
68 Alexander Kempf, Jacob Rettig, Scott Doyle gave a presentation from the community  
69 council. (Bobby Graham was also involved in creating the presentation, but was not  
70 at the meeting)

71  
72 The presentation was about the reasons for removing the decile ranking system at  
73 SHS. 318 students and 23 faculty members signed a petition supporting this change.  
74 The presentation discussed the pros and cons to weighting GPAs and showed  
75 evidence that a ranking system is not need when entering college. The students  
76 called and spoke with many colleges and the message was the same. Colleges look  
77 at students holistically and not having a rank will not put a student at a  
78 disadvantage.

79  
80 Karen Chininis, the director of guidance, was in attendance to help answer  
81 questions.

82  
83 Mr. Coughlan asked where is the community council in this process?

84  
85 Alex Kempf stated that the council was holding another forum on May 16<sup>th</sup> from  
86 6pm-7pm in community council room because only 10-15 parents attended the first  
87 forum.

88  
89 The board and Ms. Chininis discussed the impact on the administration. There  
90 would be no impact because it is just math and they are finding more high schools  
91 are moving away from the ranking system.

92  
93 Mr. Ingram stated that at first he did not support the proposal, but the students have  
94 done some great research and have changed his mind.

95  
96 The board thanked the students for their hard work and in depth research.

97  
98 Committee Reports

99  
100 No reports.

101  
102 **Public Time**

**Public Time**

103  
104 No public present.

**Consent Agenda**

105  
106 **Consent Agenda**

107  
108 **Mr. Coughlan made a motion to accept the Consent Agenda containing the**  
109 **March 23<sup>rd</sup> and April 7<sup>th</sup> minutes, the treasure's report, the Unanticipated**  
110 **Revenue and the renewal rates. Ms. Ludt seconded the**  
111 **motion and the vote was unanimous.**

**Presentations and Reports**

112 **Presentations/ Reports**

113  
114 Facilities Plan

115  
116 Dr. Jennings reminded the board that if this proposal meets their approval the SAU  
117 is looking for a vote tonight to move forward.

118  
119 Danielle Collins and Jim Miner gave the presentation.

120  
121 Mr. Miner stated that this proposal is to improve efficiency of the cafeteria and to  
122 address the annex cafeteria. The proposal also addresses other issues discussed in  
123 the Gale report. The proposal includes the following:

- 124  
125 1) Relocation of the Annex Cafeteria to the Sunroom in main building  
126 2) Annex Cafeteria would become Art, this is from the Gale report  
127 3) Wellness and the weight room would move into the art room  
128 4) Old weight room would become an occupational therapy area

129  
130 Ms. Collins discussed the changes and how this would be beneficial to the food  
131 service. She discussed alterations to the sunroom and the movement of the vending  
132 machines.

133  
134 Mr. Miner discussed the layout of the cafeteria.

135  
136 Mr. Brown asked where the vending machines would go?

137

138 Ms. Collins stated there are many option including the entrance of the main building  
139 toward the annex, concessions storage in cafeteria, and the hallway.

140  
141 Mr. Miner and Ms. Collins discussed the conversion of the sunroom using a map  
142 showing the total seating as 244 including the main cafeteria.

143  
144 The board discussed if there were any fire code issues, the transition for students,  
145 and having options in the Annex for students who did not have time to come over to  
146 the main building for lunch. There are no fire code issues and the food service is  
147 looking at “Smart Vending” options for the Annex. The board discussed where those  
148 machines would be located and where students could eat in the Annex. The board  
149 discussed double lunches with less seating. The new flow and more options will  
150 make the lines move faster for students. The board discussed a need to look at  
151 changing the schedule to have three lunches so fewer students are eating at one  
152 time.

153  
154 Mr. Miner explained the other relocations and the cost associated with those  
155 changes.

156  
157 The board discussed electrical needs for the wellness room. They also discussed if  
158 this proposal was in line with the Gale Report, which it is, but will cost a lot less than  
159 what was estimated in the report. The costs do not include new fitness equipment,  
160 but Mr. Miner indicated that the funding would come from else where and  
161 donations.

162  
163 The board discussed the reasons why this proposal is needed, but also to make a  
164 commitment to ensure that looking at the schedule is done soon. They also  
165 discussed the need to find places for students to eat in the Annex.

166  
167 Ms. Shankel stated that they are committed to getting vending in the Annex by the  
168 beginning of next year and that the administration will work on finding a space  
169 where students can eat.

170  
171 **Mr. Brown made a motion to give authority to Mr. Miner to move forward with**  
172 **this proposal. Mr. Coughlan seconded the motion.**

173  
174 Mr. Grondstra and Ms. Mullens stated they would like to see the schedule and  
175 seating in the Annex conversations and proposals happen sooner and in parallel  
176 with these changes to the cafeteria.

177  
178 Mr. Ingram stated that there is a task force looking at scheduling this summer and  
179 plan to have proposal for the board by October or November.

180  
181 **The vote was unanimous.**

182  
183 10Y Team: Report on Alt. Assessment

184

185 Mr. Ingram reminded the board that this is preliminary data and that the teachers  
186 and students need to close out a full year and have time to reflect. The teachers will  
187 come back and discuss their reflection at a later time.

188

189 Ms. Klippa reviewed the Academic Learning Expectations (ALE) and the grading  
190 change. She discussed student and parent data. Ms. Klippa showed the board how  
191 students are graded on each of the ALE and how students receive a lot of narrative  
192 feedback. She stated that students have opportunity to revise work based on where  
193 they make mistakes. The feedback from students is that they love the revision  
194 process to improve grades and can produce higher quality product. Ms. Klippa  
195 discussed motivation and achievement in students from the book Drive by Daniel  
196 Pink. This new grading system shifts students experience to start understanding  
197 that they can improve and is not defined by being an "A-" student or a "C" student.  
198 Having learning goals prove students can apply knowledge to new circumstances  
199 more successfully. Student's focus is on learning apposed to outcome.

200

201 Ms. Klippa discussed student feedback from a survey given. A majority of students  
202 agree or strongly agree to most of the survey. She also discussed parent feedback  
203 even though there was not a lot of response from parents, 9 total. More parents  
204 disagree because this new grading system is challenging for parents to understand  
205 because they are use to the old system.

206

207 The board discussed how to better translate and communicate this new grading  
208 system with parents. They also discussed how to help parents use the feedback to  
209 help their kids improve. Ms. Klippa told the board about how parents were walked  
210 through each of the ALE and the new grading process during parent conferences.  
211 The board discussed if this type of grading favors a certain type of student. Ms.  
212 Klippa indicated that early data show that it does not, because team 10Y has the  
213 least amount of no credits. The board also discussed the impact on teacher's time.

214

215 Ms. Harrow asked if there is a way to get a larger parent response because this is  
216 only 11% of the parents.

217

218 Ms. Meany stated that all parents are in for Division I and this is an in person  
219 opportunity to get feedback.

220

221 Ms. Mullens asked what the plan is from here.

222

223 Ms Klippa stated that 9<sup>th</sup> and 10<sup>th</sup> and others are already grading on ALE. 10Y  
224 offered to pilot this grading system to access advantages and disadvantages.

225

226 Mr. Ingram stated a task force would look at this grading system this summer. The  
227 ultimate objective is to have consistency and look at how to move forward. It takes  
228 time for the education piece for students and parents; also to get professional  
229 development for teachers.

230  
231 Cindy Raspiller, a 10Y parent, stated she has mixed feelings about this grading  
232 system. Her student was on edge, but now loves it. She finds this encouraging. She  
233 stated that in life we get assessed in different ways. Her student is learning a lot  
234 about how learn, but then at the end the feedback is turned into a letter grade. She  
235 stated that she feels kids are trapped in an experiment and hopes this will not effect  
236 him negatively from a college standpoint, but he has benefited greatly in many ways.  
237  
238 Dr. Jennings stated that Mont Vernon has changed their grading system to give  
239 students more feedback.  
240  
241 Ms. Klippa stated high schools need to help higher education move forward because  
242 they are the ones holding the paradigm shift back.  
243  
244 NECAP Analysis/ AYP Status  
245  
246 Dr. Jennings reminded the board that they already were shown the NECAP scores  
247 and that this presentation is what we are doing with them now including  
248 assessment of curriculum and students and looking at AYP for sub groups.  
249  
250 Ms. Meany reviewed each area Reading, Writing, and Math performance since 2007  
251 which showed increasing trends. She discussed SHS compared to the state, looked  
252 at gap analysis btw Non-IEP and IEP students and gender, and reviewed area and  
253 district comparison.  
254  
255 Ms. Harrow asked if the test could access the functional literacy of IEP students.  
256  
257 Ms. Meany stated that the state has looked into this and is looking at different  
258 questions and getting ideas from Australian Schools, which are more progressive.  
259  
260 Ms. Harrow asked is there a comparison of NECAP scores and grades.  
261  
262 Ms. Heimarck discussed the limitations of this test and that there is no perfect  
263 solution. She stated that this test is not an accurate measure of strong verse weak  
264 school or schools in need of improvement because of this sub group with an IEP and  
265 schools are seeing this at a state level and a national level.  
266  
267 Ms. Meany discussed the work with staff that was done to look at trends and create  
268 action.  
269  
270 Mr. Brown asked about if the Math scores were shared with Professor Sherma.  
271  
272 Ms. Heimarck stated that he has reviewed some of the information, but not the  
273 scores from this year.  
274

275 The board discussed whether SHS Math curriculum is aligned with the testing time.  
276 They also discussed whether teachers will answer the questions they came up with  
277 when looking at the test scores. The teachers will work on answering their  
278 questions with in each department. They also talked about students having more  
279 opportunities for VLACS and how to let more students know about those  
280 opportunities.

281  
282 Dr. Jennings, Ms. Klippa, and the board discussed the fact SHS did not make AYP in  
283 the Special Education sub group because SHS did not have 40 special education  
284 students in the 11<sup>th</sup> grade, so data from last year was used. The board discussed the  
285 implications of this for next year and the potential to become a SINY school because  
286 of a numbers game. The board discussed the chance to appeal to the state again and  
287 why the SAU decided not to make an appeal this year.

288  
289 Mr. Coughlan stated that the board and administration should celebrate the overall  
290 school performance and that they need to be sensitive to the sub group because it is  
291 a failure of the system.

292  
293 Ms. Harrow stated that there are limitations to the assessment and she gave  
294 examples of how the test is limiting. She stated this is difficult because this is  
295 a state and federal program. Students need to be looked as a whole and not  
296 just based on this assessment.

**Discussion**

297  
298 **Discussion**

299  
300 **Policy JJE – Fundraising Activities – 2<sup>nd</sup> Reading**

301  
302  
303 Mr. Brown stated that the committee changed the statement that discusses funds  
304 raised in one year should be used in that year.

305  
306 Ms. Harrow stated that one exception maybe for trips that happen every other year  
307 like Disney and asked can there be exceptions.

308  
309 The board discussed the words “should” vs “must” or having the principal make  
310 exceptions. The board decided the current wording was fine.

311  
312 **School Board Scholarship Committee Process**

313  
314 Ms. Janson stated that she added this to the agenda because of questions that came  
315 up. She stated that the board needed to formalize the process more.

316  
317 The board discussed how much money is in the fund for the scholarship and how it  
318 has been awarded in the past. They also discussed what the rule was for each  
319 scholarship and how to award Amherst and Mont Vernon scholarships.

320

321 Mr. Brown stated that he will look into getting clarification about how the Mont  
322 Vernon scholarship has been awarded.

323  
324 The board discussed awarding the scholarships to include both Amherst and Mont  
325 Vernon and how they may not be able to change that based on the founding  
326 documents for the scholarships.

327  
328 Ms. Janson will look into finding the records of the original documents or old  
329 minutes. She will also contact the trustees of the trust fund.

330  
331 **Mr. Grondstra made a motion to go into Non-Public session under RSA 91-A:3**  
332 **II.(a). Ms. Harrow seconded the motion and all board members roll called yes**  
333 **at 8:26pm.**

334  
335 **Non-Public Session**

336 **Item #1**

337 At 8:35 pm Mary Lou made a motion to reseal the March 23, 2011 Non Public  
338 minutes for an indefinite time period. Fran seconded the motion. Motion passed  
339 unanimously.

340 **Item #2**

341 Fran made a motion to have Dr. Jennings propose, without precedence, to Gary that  
342 in order for him to be released from his obligations:

343 1) He would not collect his accrued sick leave reparations of approximately  
344 \$12,000.

345 2) He would forego his first year of retirement pay (\$5000) and second year of  
346 retirement pay (\$8,500).

347 Pim seconded the motion. Mary Lou, Pim, Fran, Jeanne, Howard voted in favor of  
348 the motion and Steve and Chris voted not in favor. (5-2-0)

349 **Item #3**

350 Dr. Jennings requested that the board increase the new proposed base salary for the  
351 Athletic Director. The current salary is \$68,290 and the proposed salary would be  
352 \$77,000. Mr. Ingram stated that he thought \$77, 000 would not entice the proven  
353 top athletic directors to apply but would ensure some very good candidates would  
354 put in their resumes. The board was in favor of the increase.

355 **Item #4**

356 Fran made a motion to allow Dr. Jennings to increase Bob Thompson's salary from  
357 \$77,112 to \$81,000. Mary Lou seconded the motion. The vote was unanimous to  
358 increase the salary. (7-0-0)

359 **Item #5**

360 Dr. Jennings requested the board's input and started a conversation to elicit  
361 response for Principal Jon Ingram's evaluation.

362

363 **Motion To Exit Non-Public Session:**

364

365 Fran made a motion to exit non public session. Motion seconded by Chris.  
366 Unanimously accepted by roll call vote: Coughlan: yes, Grondstra: yes, Janson: yes,  
367 Ludt: yes, Mullens: yes, Brown: yes.

368

369 **The Board re-entered public session at 10:18 PM**

370

371 **Motion To Adjourn**

372

373 Chris made a motion to adjourn the meeting. The motion was seconded by Jeanne.

374 Motion passed unanimously. Meeting adjourned at 10:20 pm.

375

376