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**Deb Mahoney**  
*Business Administrator*



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**Brendan Hoffman**  
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To: Pelham School Board  
From: Chip McGee, Superintendent of Schools  
Re: Quarterly Update on Progress on Pelham School District Goals for 2020-21  
Date: February 17, 2021  
Cc: Sarah Marandos, Director of Curriculum, Instruction and Assessment  
Deb Mahoney, Business Administrator

This memorandum provides a quarterly update on the District's progress on our three goals for the year, Health and Safety, the PMS renovation and upgrade project, and culture and climate. This is the second quarterly report.

### **Goal 1: Health and Safety**

**Rationale:** Our goal is to maintain the health and safety of our staff and students. In the midst of the COVID-19 pandemic, the Pelham School District has prioritized health and safety. We have adjusted educational programming to allow for universal precautions and these changes have affected nearly every part of the district.

**Measurements:** Implementation of the Reopening Safely Plan will be measured through a quantitative and qualitative review of the implementation of the plan. This includes reporting in the four main areas in the plan - Health and Safety, Operations, Teaching and Learning, and Social Emotional Impacts. The review will include the cross cutting themes of Special Education, Technology, and Communication. Given that the public health crisis extends beyond Pelham, measures of success are not whether we fully avoid infections, but rather that we respond to any health and safety event in a safe manner and that we have implemented our plan.

Progress:

Health and Safety - The District has worked hard to fill our open positions. Most of our long-term instructional positions are currently filled. In addition, we have hired 26 new substitutes for our instructional positions since December, though this continues to be an area of high need. The District has improved the process used to track employees who are excluded from work and those who need to be out of school due to childcare and school closings. Our facilities team continues to make sure the proper PPE and cleaning supplies are stocked. School leaders have sent reminders on best practices and district protocols so that students and staff could return to school in a safe manner. We continue to update our universal guidelines to adhere to the NH DHHS guidance. This includes adjustments to travel guidelines and quarantine timelines. With the vaccine scheduled to become available to educators in NH in Phase 2a starting as early as March, we will need to continue to make adjustments.

Operations - We are following cleaning protocols throughout the District as planned. Each school has a dedicated sanitizer whose sole responsibility is to continuously sanitize high touch surfaces during the student day. Starting January 19, we added plastic barriers when we could not maintain 6 feet of space for students during lunch and mask breaks. We also installed HEPA filters to support newly utilized spaces for students/staff work. We have been able to maintain stock for PPE and cleaning/sanitizing materials during this time. We have received more than \$500,000 in CARES Grant funding, and we have lifted our discretionary budget freeze. We continue to pursue additional grant funding opportunities as they become available. We continue to limit capacity on buses and transitioned to assigned seating. The semester and trimester changes altered some room set ups requiring adjustments to cleaning practices. The District has also committed to a new training program called "The Science of Cleaning" for our custodial staff. Training. We continue to struggle with staffing with our custodians; we are currently down 5.5 positions.

Teaching and Learning - Our remote classrooms and in school classrooms continue to mirror each other. We have completed the second trimester reassignments for grades K - 8 and the second semester reassignments for the high school. The third trimester Family CHOICE Survey closes this Friday, February 19. We added necessary flexibility for the current seniors by getting Board approval for the New Hampshire State Core diploma. We have added a second and third grade teacher to reduce class size and we are planning for work sessions this summer to

continue to adjust our curriculum and instruction to support students affected by the pandemic.

In terms of technology, we have deployed the 300 Chromebooks that were on backorder since August. As a result, Grade 6 students have new Chromebooks and K - 2 classrooms reached 1:1. Our instructional coaches for technology in all three schools have provided significant support for teachers in school and remote.

In terms of special education, we have been able to complete the majority of our compensatory education IEP meetings with families. The District transitioned the Assistant Director of Student Services into the position of Interim Director of Student Services. Additionally, the district was able to hire an Interim Assistant Director of Student Services. The special education department has started planning for our Extended School Year for the summer of 2021. We continue to face challenges with implementing IEP services as a result special education staff and related services providers who at times have been required to be excluded due to COVID-19 exposures. As a result, we anticipate the need to consider compensatory education for students.

Social Emotional Impacts - Each school started the year with a six week unit of lessons on Social Emotional Learning (SEL). We use the three signature practices from the Collaborative for Academic Social and Emotional Learning (CASEL). Our guidance staff is prepared and trained in Second Step, a tier two intervention for students struggling with anxiety and depression. Both are research based programs. Our March 9th professional development day is focused on SEL, with Mike Anderson as the keynote speaker. Additionally, in March students in the elementary school will participate in the Behavior INtervention Monitoring Assessment System (BIMAS). Our District-wide SEL team is developing a website of resources for staff and parents.

Surveys:

In addition to the qualitative review of our plan implementation, we also conducted a survey about how parents, staff and students feel about the efforts that the Pelham School District has undertaken to promote health and safety during the pandemic. The second survey was conducted in January 2021. The results show the responses from parents, staff and students.

*How do you feel about the efforts that the Pelham School District has undertaken to promote health and safety during the pandemic?*

Parents	Nov 2020	Feb 2021
Excellent	130 (59%)	75 (47%)
Good	60 (27%)	69 (44%)
Fair	28 (13%)	9 (6%)
Poor	2 (1%)	4 (3%)
<b>Grand Total</b>	<b>220</b>	<b>157</b>

Parents who rated our efforts excellent or good went from 86% in November to 91% in February. At the same time, those rating it excellent went down from 59% to 47%. Our understanding is that this decline was due to the necessary pivot to remote during that time.

Staff	Nov 2020	Feb 2021
Excellent	-	55 (30%)
Good	-	85 (47%)
Fair	-	36 (20%)
Poor	-	6 (3%)
<b>Grand Total</b>	<b>-</b>	<b>182</b>

Students 3 - 8	Nov 2020	Feb 2021
Excellent	-	103 (21%)
Good	-	230 (47%)
Fair	-	108 (22%)
Poor	-	12 (2%)
I don't know	-	40 (8%)
<b>Grand Total</b>	<b>-</b>	<b>492</b>

We have now established a baseline with staff and students. For staff, 77% rating our efforts as excellent or good. Given the significant demands on staff this year due to the pandemic, this data point was heartening and also gives us room to improve. For students, 68% of students rated our efforts as excellent or good. Given the reduction of freedom of movement and socialization, this data point is understandable and also gives us room to grow.

**Goal: Renovate Memorial School**

**Rationale:** Pelham Memorial School requires an upgrade to its facilities to allow for appropriate teaching spaces for middle school students. The school facility needs adequate core capacity including the gymnasium, library, and cafeteria. The facility also needs to meet basic accessibility standards. The community came very close to a successful vote in 2020 indicating significant support for this project. The planning process for reopening safely has reinforced the fact that Memorial School presents the most challenges in the district in its physical plant.

**Measurements:** Sufficient support in the community to pass a warrant article in March 2021 to renovate Pelham Memorial School.

**Progress:** The special warrant article for the renovation and upgrade of Pelham Memorial School has received the unanimous support of the School Board and Budget Committee. At the deliberative session, the Board presented the case for why the project is necessary and well planned. The citizens at the meeting who spoke were supportive. The District has shared information about the project in various venues including through PTV, social media, the voter’s guide mailer, and presentations to community groups including the VFW and Hobbs Center. Separately, the community group Pelham ACE has put in place a campaign to promote a yes vote on Article 2.

**Survey:** We also have survey data on the question of the Memorial School Renovation from parents, staff, students and community members.

*How important do you feel it is for the district to renovate and upgrade the Pelham Memorial School building ?*

Parents	Nov 2020	Feb 2021
Very Important	165 (74%)	108 (70%)
Important	44 (20%)	33 (22%)
Only a little bit	10 (5%)	7 (4%)
Not Important	2 (1%)	7 (4%)
<b>Grand Total</b>	<b>221</b>	<b>157</b>

Staff	Nov 2020	Feb 2021
Very Important	-	131 (72%)
Important	-	41 (23%)
Only a little bit	-	5 (3%)
Not Important	-	3 (2%)

<b>Grand Total</b>	-	<b>182</b>
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Students	Nov 2020	Feb 2021
Very Important	-	238 (49%)
Important	-	139 (28%)
Only a little bit	-	31 (6%)
Not Important		21 (4%)
I don't know/blank	-	63 (13%)

<b>Grand Total</b>	-	<b>492</b>
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Community Members	Nov 2020	Feb 2021
Very Important	-	10 (41%)
Important	-	9 (38%)
Only a little bit	-	3 (13%)
Not Important		1 (4%)
I don't know/blank	-	1 (4%)

<b>Grand Total</b>	-	<b>24</b>
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These results show 92% of parents and 95% of staff see the project as important or very important. While the figure is lower for students (77%), it seems likely that this is due to students being less focused on this sort of school project. The community survey showed 79%, but the survey numbers remain low. The crucial future question is whether community members will decide to vote for the project on March 9.

**Goal: Culture and Climate**

Rationale: Our goal is to continue to improve culture and climate in the Pelham School District. The intended outcome is to help make the Pelham School District a place where staff want to stay, learn, and grow their careers.

Measurement: Quarterly surveys that show a meaningful improvement in culture and climate measures across the district for staff. Annual turnover of administrative and teaching staff as measured on September 1, 2021 will normalize at 10%.

Progress: In our quarterly survey regarding culture and climate asked how likely a person would be to recommend Pelham School District to others. This is an important baseline as we begin to work on this goal in which we are

seeking improvement. We have included the 30 staff members who responded in this survey due to the central role of this group for this goal.

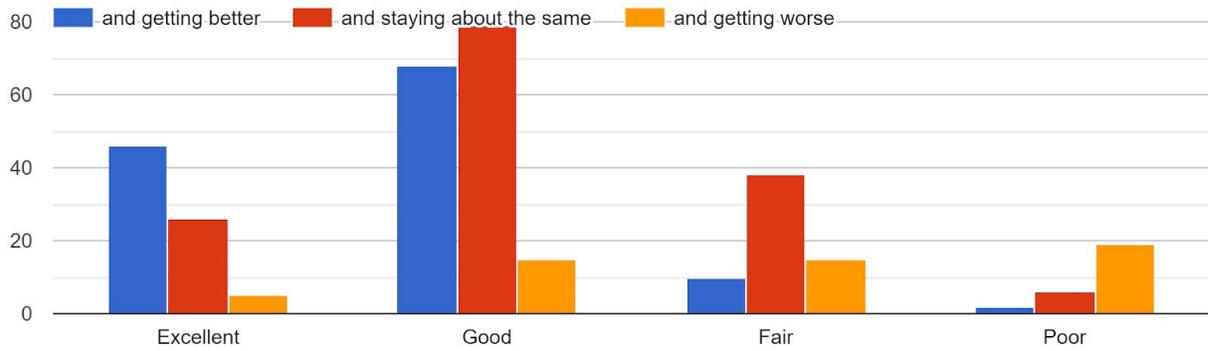
*How likely are you to recommend the Pelham School District to others (as a staff member, a parent or a student)?*

Role		Nov 2020	Feb 2021
Parent	Very Likely	91 (41%)	62 (39%)
	Likely	100 (46%)	70 (45%)
	Only a little likely	19 (9%)	15 (10%)
	Unlikely	9 (4%)	10 (6%)
Parent Total		219	157
Staff	Very Likely	13 (43%)	74 (41%)
	Likely	12 (40%)	83 (46%)
	Only a little likely	5 (17%)	15 (9%)
	Unlikely	0 (0%)	8 (4%)
Staff Total		30	182

These results show 84% of parents and 87% of staff reporting they are likely or very likely to recommend Pelham to others. This remains steady from November.

In an effort to measure the direction of the culture and climate, we asked an additional matrix question, whether climate was excellent, good, fair, or poor and whether it is getting better, staying the same or getting worse. The correlation between these two elements of the matrix suggests that the matrix question may not be adding value.

Generally, how do you feel about the culture and climate of our schools?



The critical indicator will be the measure of annual retention.