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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 2021-22
Date: November 17, 2021
Cc: Sarah Marandos
Deb Mahoney

This memorandum provides a quarterly update on the District's progress on our three goals for the year. They are Climate and Culture, Full Day Kindergarten, and Mathematics. This is the first report.

Goal 1: Culture and Climate

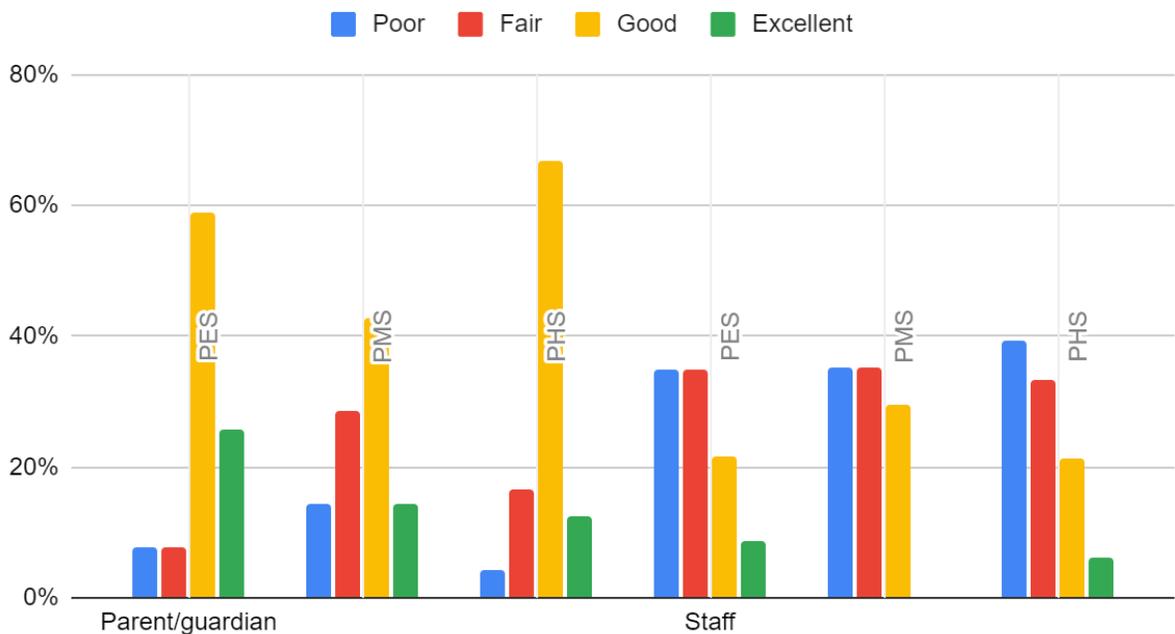
A strong school culture is one that is purposeful and focused on teaching and learning and is cohesive in these efforts. Culture and Climate will be measured through two indicators.

- Quantitative - Each quarter we will ask staff (and students and families) to complete a survey about these issues with parallel questions to the ones asked in 2020-21. We will compare the results from year to year and expect an improvement from last year to this year. This comparison will be for the third and fourth surveys.
- Qualitative - We will routinely collect qualitative data in surveys and through exit interviews. Summary information will be included in the quarterly report.

The October 2021 survey included 70 parents and 73 staff members across the three schools. Fifty six of 70 (80%) of parents found culture and climate to be good (yellow) or excellent (green). Twenty one of 73 (29%) of staff found the culture and climate to be good or excellent. This indicates a continued need to do work to improve our culture and climate with staff. The summarized comments below help provide themes and direction for the leadership team for the next quarter.

- "We face difficult circumstances"
 - Staff is definitely struggling mentally and physically, and that can weigh on the culture and climate.
 - It's hard to improve culture and climate and also announce that two core positions at Pelham Memorial School are being cut.

Culture and Climate Survey - October 2021



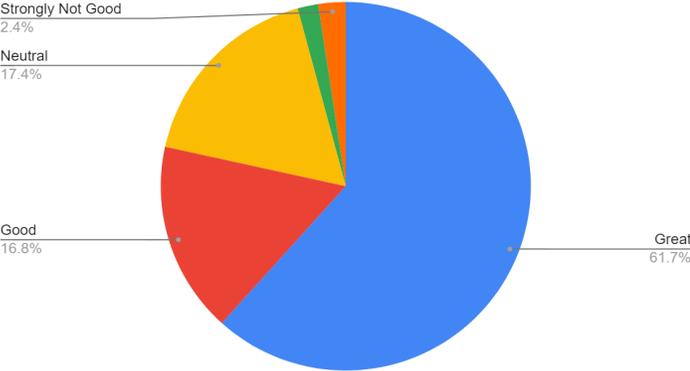
- “We have had some small victories”
 - It's easy to list some of the hardships or negativity that is seen, but I'd like to add some positives. Administration, special education, guidance and faculty work together well to bring about a positive outcome for students.
 - Pelham is a phenomenal district. We want new staff to stay long enough to see those amazing parts.
 - Parents are pleased and proud to have our children in the Pelham district. It has evolved and improved a great deal.
- “Staff and families have suggestions”
 - Administration, please show the staff kindness. The past two years have been very trying. Realize how hard all the teachers and staff are working. Telling individual teachers they're doing a great job can go a long way.
 - Have meetings with small groups of teachers. See what they are trying to do, what they find important. See what advice you can offer or support you can give. Help them devise a successful direction to pursue.
 - Continue to embrace technology and adapt the curriculum to provide greater flexibility supporting broader student interests whether they are vocational, technical, artistic, athletic or socially focused.

Goal 2: Full-Day Kindergarten

The Pelham School District understands the value of full-day Kindergarten to establish a strong foundation for students. Success will be measured with sufficient support in the community to support full-day Kindergarten in the March 2022 vote.

Survey results suggest strong support from parents and staff. This will need to be translated into sufficient support for the operating budget at the March 2022 vote.

Opinion of Full Day Kindergarten - October 2021



Goal 3: Mathematics

While it is difficult to acknowledge, it is a helpful starting point to recognize that the trend in math has been for fewer Pelham students meeting the standard over the past four years. This is a three year goal with the plan to be for Pelham to be consistently above the state percent proficient and above on NH-SAS and the SAT by 2024. Working with our professional staff, the administration will provide a roadmap of our current efforts in improving math instruction to the School Board by January 2022. It will also include interim goals for this year, next year and 2023-24.

How do you feel about the work that the Pelham School District has done providing math instruction?

	Parent/Guardian	Staff Member
Excellent	19%	12%
Good	51%	37%
Fair	19%	26%
Poor	5%	7%
Not applicable to me	6%	18%
Grand Total	100%	100%

Our progress to date on this goal has been the formation of a Math Task Force, which will present its findings to the School Board in January of 2022. The survey data reveals that 70% of families feel the program to be good or excellent while 49% of staff feel that way. Ultimately, the measure of this goal will be in the learning students are able to demonstrate.

Conclusion

We have work to do in all three areas. Additionally, we did not include a student survey in the first quarter and we had lower participation than we would like. Both will be addressed for the second survey.