Eric "Chip" McGee, Ed.D.
Superintendent

Sarah Marandos, Ed.D.
Assistant Superintendent

Deb Mahoney
Business Administrator

Toni Barkdoll
Director of Human Resources

Keith Lord
Director of Technology

59A Marsh Road
Pelham, NH 03076

T:(603)-635-1145
F:(603)-635-1283

Kimberly Noyes
Director of Student Services

Pelham School Board Goals 2024-25

To: Pelham School Board
From: Chip McGee
Re: Progress on Pelham School Board Goals 2024-25
Date: May 21, 2025

The Pelham School Board set four goals for the 2024-25 school year. This is the May update on our progress on these goals.

Executive Summary

The Pelham School District has continued to work towards our four goals as a team. They are strengthening student connections, improving student performance in math and literacy, and making Pelham one of the best places to work. The Board supported the need for increased urgency to make progress on these goals by supporting our proposal to add four additional levers to improve. The levers are expanded professional development, the use of objective data to make placement decisions, additional curriculum revisions, and restarting summer school. These levers, marked in blue, are aligned with the goal they will impact. We anticipate the next round of performance data to share with the Board starting in the summer and coming back through October 2025.

Goal: Strengthening Student Connections: (NEW Year 1 of 3)

In order to recognize the differences between school levels and to encourage innovation and a degree of autonomy for the schools, the Board has delegated this goal to the school level. In order to maintain communication and accountability, each of the three schools will present to the Board on their plans and progress each year.

Progress

- Pelham Elementary School
    - Jessica VanVranken and her team have built on their efforts over the past two years to ensure every student has a trusted adult in school.
    - Our school counselors conduct minute interviews with all students about trusted adults at school.
    - PES present their school progress at the May 21 Board meeting.
- Pelham Memorial School
    - Zack Medlock presented to the Board on December 4, 2024.

    - The staff at Pelham Memorial has decided to measure student connections by counting students who have a trusted adult at school (87% in the fall), friends at school 98%), and who participate in a school-based activity (75%). Their goal is to increase these connections by the end of the year survey.
    - All staff members know who the students are who see them as their trusted adult. Teams of teachers have worked to identify a trusted adult for those students who do not feel connected.
    - PMS staff have identified trends in student activity data to develop activities targeted to engage the unengaged.
- Pelham High School
    - Principal Mead had student leaders present to the Board on January 22, 2025.
    - PHS will use quantitative data, including attendance and participation, the Youth Risk Behavior Study (YRBS), and referrals to the office, to evaluate progress. 2024-25 is a baseline year.
    - PHS actions have been all student led. This includes Fill Your Cup, Winter Carnival, Spirit Week, Advisory activities open to all students, Workshops and conferences attended by student leaders, and Open meetings where student government members bring other students to participate.
    - Next Step: Collect end of year baseline data and set targets for 2025-26.

Next Measurement
Each school will report annually on progress. Timing is to be determined by the schools and the school board.

Improving Student Performance in Literacy (NEW Year 1 of 3, complete in 26-27)
Literacy is a foundational skill for all others. Literacy aids in understanding science and social studies content. It also is vital for interpreting language based mathematics problems. Strong writing skills are needed to allow students to express their ideas. We have established several measures for this goal. As we did with math, our goal for literacy is to be in the top five among the twelve peer districts in our region for grades three through eight on NHSAS. For grade eleven, we will have two goals - to be in the top five and to improve the percent of students who are college and career ready from the PSAT to the SAT by 5%. This would be reported out annually. In addition, the District will use internal measures for K - 2 and for grades 9 and 10 to track progress and engage the teachers and staff at those levels in the goal.

Progress:
Assistant Superintendent worked with the English Language Arts Curriculum Team and additional appropriate staff to develop a roadmap including budgetary implications to improve literacy instruction. This was presented and supported by the Board in January 2025. The action items are:

- Professional development in the Science of Reading, i-Ready data for interventions, reading, writing and vocabulary development across content areas.
- Continued curriculum improvement and assessment development in content specific writing, vocabulary, reading comprehension, and analysis.
- To increase urgency, the District has added professional development during the school day and in the summer to expand the number of staff trained.
- Identified specific programming needs from K - 8 in reading and writing.

Next Measurement
Pelham students are wrapping up statewide testing in grades 3 - 8 and 11. The statewide results and results from our peer districts will be available for analysis in October 2025.

Improve Student Performance in Mathematics (Year 4; in place until achieved)
Improving student performance in mathematics continues to be a goal for the District. In the past three years, the District has improved teacher retention and provided more professional development in math. We revised the math curriculum and updated our instructional materials at the elementary school. However, this has not yet been enough to see the results in terms of student performance. For high school, our goal will remain to increase by 5% per year the number of students at Pelham High School whose SAT score is at the College Board benchmark (530) of "college and career ready." For grades 3 - 8, our goal is to improve our performance on the math portion of the New Hampshire State Assessment System to be in the top 5 among our 12 peer districts. Peer Districts are Auburn, Candia, Derry Cooperative, Hampstead, Hooksett, Hudson, Lichfield, Londonderry, Pelham, Salem, Timberlane Regional, Windham.

Progress:

- Retention will be key to strengthening our teaching teams. We have experienced significant turnover among math teachers. For example, at PMS, 2024-25 is the first time in eight years that the team of math teachers remained the same from one year to the next.
- PMS will implement *Reveal* in 2025-26. PMS currently uses an older textbook (Glencoe) which is not closely aligned with the elementary school program, which is also *Reveal*.
- Professional development is critical to improving math instruction. We will continue the coaching model at PES and PMS. We will continue the work of the K-12 Math Vertical Team - specifically in the area of fluency, on-going professional development and improving assessments. Additional training in i-Ready data analysis will help us improve targeted intervention strategies. Additional PD in *Building Thinking Classrooms* by Peter Lilledahl, Reveal training, and mathematical practice sessions.
- Started using objective data to make placement decisions to increase instructional time for students who are behind.
- Place eighth graders who are not yet proficient in eighth grade math into a two-semester intensive Algebra course at PHS.
- Place fifth graders who are not yet proficient into a math or reading class instead of a second Unified Arts (UA) class at PMS.
- Started using objective placement tests in math at PHS for placement into subsequent courses.
- Scheduled curriculum revision to add additional core content and skills to non-math and reading classes.
- Developed Summer School Program for Summer 2025 for PHS students who have not yet passed Algebra I and PMS students who did not pass or passed with a grade below a "C."

Next Measurement
Pelham students are wrapping up statewide testing in grades 3 - 8 and 11. The statewide results and results from our peer districts will be available for analysis in October 2025.

Making Pelham the Best Place to Work (Year 2 of 3, complete in 25-26)
This goal combines both the “Culture of Belonging” and the “Best Place to Work” goals into one. We believe that employees who are connected to their work, their team, and the community are more likely to stay and thrive. Combining these two goals allows us to identify ways an improved culture can promote improved hiring and retention. We measure progress on this goal in three ways. First, we will continue to measure retention data. For professional staff, our target is 90%. For hourly staff, our target is 70%. Second, we review employee survey data to identify areas of relative strength and areas for improvement. Third, we report qualitative data on specific actions taken to continue to improve employment experiences for the Pelham School District from recruiting to hiring to retention.

Progress:
The District taken the following action items for this year:

- Trained all District employees in Franklin Covey’s Speed of Trust.
- Surveyed all employees in the fall 2024 and spring 2025.
- Used survey data to identify areas in which the District can improve.
- Continue training on trust, communication, and belonging with the leadership team.
- Through our Human Resources Department, identified additional ways to improve our recruitment, hiring, and retention practices.
- Recruited experienced teachers for math, science, reading, and elementary positions for 2024-25.
- Hired an additional certified reading specialist into a special education position at PMS for 2024-25.

Next Measurement
Retention data from 2024-25 to 2025-26 will be available in late September 2025. Survey results from our Speed of Trust survey will be available for the summer retreat.