Sarah Marandos, Ed.D.
Assistant Superintendent

Toni Barkdoll
Director of Human Resources

Tara MacDonald
Director Student Services

Pelham School District
Inspiring success one mind at a time.

Eric "Chip" McGee, Ed.D.
Superintendent

Keith Lord
Director of Technology

Brian Krueger
Director of Finance

Brian Sands
Director of Operations

To: Pelham School Board
From: Chip McGee
Re: Approved Goals for 26-27
Date: September 2, 2026
CC: Pelham School District Leadership Team

Goal: Strong Student Connections

To continue to have 100% of our students to have strong connections at school, a trusted friend, an activity that connects them to something larger than themselves within school or beyond (or an engaged adult to help them).

Next Steps

- Draft sustainable and objective measures for having a trusted friend and being part of an activity or group.
- Collect data and set baselines by January 2027.
- Teach Mindfulness, Distress Tolerance, Emotion Regulation, and Interpersonal Effectiveness through counselors at the elementary level.
- Use the MTSS process to take action with students needing support
- Propose funding additional extra curricular activities for students needing support.

Goal: Improved Student Performance in Mathematics

To have 52% of our students proficient in mathematics in grades 3 - 8 proficient or better on the annual state assessment by 2027.

Next Steps

- Present a draft academic goal for Pelham High School to the Board.
- Budget for additional professional development in math instruction including OGAP.
- Review grading practices and processes at the middle and high schools to incorporate more objective data.
- Set expectations for more students to need to participate in summer programming at all three schools.
- Propose additional math tutoring services at all three schools.

Goal: Improved Student Performance in English Language Arts (ELA)
To be in the top 25% of our peer districts for the students in grades 3 - 8 who are proficient in English Language Arts by 2028.

Next Steps

- As soon as the state releases comparative data in the fall, update this goal with a specific percentage.
- Present a draft academic goal for Pelham High School to the Board.
- Continued training in the science of reading with LETRS and implementation of the assessment of early literacy with Acadience.
- Select an elementary reading program for FY29 with a proven track record of success.
- Determine the effectiveness of the materials being piloted this year in Grade 6.
- Set expectations for more students to participate in summer programming at all three schools.
- Propose additional reading tutoring services at all three levels.

Goal: Highly Valued Staff
For everyone working in Pelham to know they are valued for the part they play in a student's educational success, whether directly or indirectly. We have two indicators: 90% retention for all staff every year and an employee Net Promoter Score (eNPS) that improves annually.

Next Steps
For reference, overall retention was 88% and eNPS was 47 in 2025-26. According to Independent School Management, a school with a score of 60+ is considered "great."

- Initiate orientation program for new Instructional Assistants.
- Create action plans for each school and the District based on the Engagement Survey results.
- Commit to training all staff in Insights Discovery moving forward.
- Negotiate with the PEA for their contract to present to the community in March 2027 and continue to address market discrepancy for non-affiliated staff (including professional services, custodians, administrative support, administration, food service, technology).
- Strengthen performance expectations and a shared sense of purpose through the revised supervision and evaluation model.