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To: Pelham School Board
From: Dr. Chip McGee
Dr. Sarah Marandos
Re: Progress on Goals 2023-24
Date: November 6, 2024
Cc: Deb Mahoney
Dawn Mead
Zack Medlock
Jessica Van Vranken

The measurement data for two of our district goals are now available and the results are presented here.

Goal: Make Pelham one of the best places to work (Year 2 of 3; complete in 2024-25)
Our goal is to hire and retain great staff as measured by retention data with a target of 90% retention for salaried staff and 70% for hourly staff.

At the start of the 2024-25 school year we retained 139 out of our 158 teachers, or 88%. This is 2% short of our goal. At the start of the school year we retained 53 of our 61 instructional assistants or 87%. This exceeded our goal by 17%.

Actions completed in 2023-24

- The voters supported the PEA agreement overwhelmingly. The agreement addresses approximately half of the pay gap between Pelham and peer districts and makes a significant adjustment to control health insurance costs.
- Human Resources, the Business Office, and the Technology Department collaborated to implement an integrated application process for the spring 2024 hiring season that integrates into our financial system.

Next Steps .

- This goal has been combined with the "Culture of Belonging Goal."
- All staff have completed "Working at the Speed of Trust" training in August 2024.
- Each school and district-wide staff have completed a baseline Speed of Trust Team Assessment (SOTTA). The results has been used to set priorities for these teams.
- All three principals and the superintendent are using 360 surveys in the fall and spring to gather specific feedback about how to improve.

Goal: Improve Student Performance in Mathematics (Year 3 of 3; complete for 2023-24)

For high school, our goal was 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.”

The class of 2025 increased by 7% over their PSAT scores. This met our goal.

For grades 3 - 8, our goal was 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.

At the elementary level, we were 8th out of 12 peer districts. At the middle school level, we were 12th out of 12 among our peer group. We did not meet our goal.

Rank (out of 12 peers) on NHSAS - Percent Proficient and Above

	2018	2019	2020	2021	2022	2023	2024
PES	12	10	No Test	4	9	5	8
PMS	10	9	No Test	7	12	11	12

Peer Districts: Auburn, Candia, Derry Cooperative, Hampstead, Hooksett, Hudson, Lichfield, Londonderry, Pelham, Salem, Timberlane Regional, Windham

Actions Complete in 2023-24

Curriculum

- Reinstated our district wide curriculum vertical teams including mathematics. K-12 math curriculum approved by the Pelham School Board
- Implemented an updated mathematics program at PES called Reveal.

Instruction

- Created a supplemental math course at PMS in eighth grade for students in need of additional math support. This course is in place of Spanish for these students.
- Completed the adjustment of Accelerated Math in grade 6 and 7 at PMS to allow for a high school level Algebra I in grade 8, which has two sections running this year.

Assessment

- Extended the SAT Bootcamp process at PHS for juniors to include additional support in areas such as reading comprehension and problem solving strategies.

Professional Development

- Provided year long support to PES and PMS teachers in math instruction through a coaching model.
- Taught a Mathematical Practices Professional Learning Series for teachers K-12 by our math coaches.

Challenges/Next Steps:

- Challenge: At Pelham Memorial School and Pelham High School we have experienced significant turnover in the math department. 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.
 - Next Step: Retention will be key to strengthening our teaching teams.
- Challenge: PMS uses an older textbook (Glencoe) which is not closely aligned with the elementary school program, *Reveal*.
 - Next Step: PMS will implement *Reveal* in 2025-26.
- Challenge: Professional development is critical to improving math instruction.
 - Next Steps:
 - We will continue the coaching model at Pelham Elementary and Pelham Memorial. At PES, the math coach supports all grades and plans and co-teaches lessons. At PMS, the math coach currently teaches three math classes to reduce class size and provide interventions, in addition to supporting the math teachers in instruction.
 - 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.