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*Superintendent*



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To: Pelham School Board  
From: Chip McGee  
Re: Progress on Pelham School District Goals for the 2023-24 School Year  
Date: June 5, 2024  
Cc: Sarah Marandos, Assistant Superintendent  
Deb Mahoney, Business Administrator

At the August 30, 2023 meeting, the Board approved these goals for the 2023-24 school year.

1. Improve Student Performance in Mathematics
2. Develop a Culture of Belonging
3. Make Pelham one of the best places to work

This is our second update on our progress this year.

**Goal 1: Improve Student Performance in Mathematics** (Year 3 of 3; complete for 2023-24)

Goal

For grades 3 - 8, our goal has been 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.

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 of "college and career ready."

Actions Complete in 2023-24

- Reinstated our district wide curriculum vertical teams including mathematics.
- Coordinated efforts between the schools through teacher leaders..
- Taught a Mathematical Practices Professional Learning Series for teachers K-12 by our math coaches. Topics were:
  - Persevering in Making Sense of Rigorous Problems
  - Using Discourse to Engage with My Own Thinking and the Thinking of Others
  - Connecting Representations to Reason Abstractly and Quantitatively
  - Modeling with Mathematics: How Do You See and Tell the Story with Math?
  - Attending to Precision: Communicating Clearly and Accurately
  - Making Use of Structure to Solve Problems
  - Will That Always Work?: Developing Concepts through Repeated Reasoning
  - Use Tools Strategically: What It Means and How to Support It

- Implemented an updated mathematics program at PES called Reveal.
- Provided year long support to PES teachers in math instruction through a coaching model.
- Continued supplemental math during Unified Arts blocks at PMS for 6th and 7th grade.
- 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.
- Created a low-stakes school-wide competition at PMS using our math practice software.
- 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 will have two sections instead of one for the first time next year.
- Added a Math Lab and Literacy Lab at PHS for students who need it to receive additional support during their advisory schedule.
- Extended the SAT Bootcamp process at PHS for juniors to include additional support in areas such as reading comprehension and problem solving strategies.

We have completed the spring 2024 testing for all grades and anticipate full results with comparisons to peers in October 2024. Moving forward, we plan to keep this as an ongoing indicator in math even if math is no longer a goal area.

## **Goal 2: Develop a Culture of Belonging** (Year 1 of 3, complete in 2025-26)

### Goal:

Our goal is to create a task force to identify a better way to measure improvement and a better plan for improvement and to follow its recommendations.

### Actions Completed in 2023-24

- Throughout the fall, our Culture of Belonging Task Force met.
- They reported to the School Board in January 2024 identifying three factors that are holding the District back - trust, communication, and belonging.
- The Board approved an action plan based on the task force recommendations.
- The District identified an outside organization (FranklinCovey) to provide a survey (Becoming a High Trust Team) that improves reliability and validity, provides a greater assurance of anonymity, is for all District employees, and can be organized by staff role or by school.
- The Superintendent set the expectation that not every suggestion will be followed, and that the focus is on ways to improve rather than on airing past grievances.
- The District piloted the survey in April of 2024 for all staff with 273 respondents (out of a potential of approximately 350)..
- A FranklinCovey expert reviewed the report with the District leadership team.
- The Superintendent is in the process of sharing the results in voluntary meetings with all staff.
- These meetings are providing insights into the opportunities for improvement starting in the fall.

### Actions for 2024-25

- Provide thoughtful and compelling training for the whole staff in FranklinCovey "Speed of Trust" concepts and techniques in August, September, and October.
- Think through as a district an agreed-to definition of "team" for the purposes of the survey.

- Once the training is complete, survey the whole District two times per year starting in the fall of 2024.
- Take action on the fall results.
- Continue with training on trust, communication, and belonging with the leadership team next year.

**Goal 3: Make Pelham one of the best places to work** (Year 2 of 3; complete in 2024-25)

**Goal:**

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.

**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.
- The SAU office implemented electronic fingerprinting system in October of 2023. This year, we have processed 68 employees, 22 contracted service providers, and 112 designated volunteers at the SAU office..
- 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.

We anticipate updated retention data in September 2024.

**Conclusion**

The Pelham School District has taken actions this year to further our goals. The performance measures will be available in the fall of 2024. We also anticipate proposing goals in new areas to the Board for the 2024-25 school year.