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To: Pelham School Board
From: Chip McGee, Superintendent of Schools
Re: Pelham School District Goals for the 2021-22 School Year - FINAL
Date: September 10, 2021
Cc: Sarah Marandos, Assistant Superintendent
Deb Mahoney, Business Administrator

The School Board adopted these three goals for the school year at its September 8, 2021 meeting. I will provide quarterly reports updating the School Board in November, January, April and July.

Goal 1: Culture and Climate

Rationale: A strong school culture is one that is purposeful and focused on teaching and learning and is cohesive in these efforts. A strong culture is about finding deep satisfaction in the work we are doing. The Pelham School District has faculty and staff who care passionately about excellence in teaching and learning. However, we are not as cohesive as we could be, and this is holding us back. In order to improve, we need the efforts of everyone in the organization starting with the Superintendent, School Board, and Leadership Team. To improve, we will need to focus on more than improving culture and climate. We will improve culture and climate through our work.

Measurements: 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.

Goal: Full-Day Kindergarten

Rationale: The Pelham School District understands the value of full-day Kindergarten to establish a strong foundation for students. Our current half-day program, while excellent, does not provide sufficient time for pre-literacy and pre-math skills or the opportunity for structured play and socialization. Additionally, it puts Pelham at a competitive disadvantage in the housing market compared to our neighboring towns.

Measurements: Sufficient support in the community to support full-day Kindergarten in the March 2022 vote.

Goal: Mathematics

Rationale: New Hampshire's Statewide Assessment System (NH-SAS) measures student performance in reading, writing and mathematics for grades three through eight. The trend in math has been for fewer Pelham students meeting the standard over the past four years. While it is difficult to acknowledge, it is a helpful starting point. New Hampshire uses the SAT as our state assessment for grade 11. The SAT benchmarks, known as College and Career Readiness Benchmarks, are associated with a 75% chance of earning at least a C in first-semester, credit-bearing, college-level courses. The Mathematics results show a wide variation with Pelham scores remaining below state performance for the past three years. The District will prioritize mathematics because the overall percentage proficient and above is lower for mathematics than English Language Arts and because the District had been working on mathematics prior to the pandemic.

Measurement: 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.