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To: Pelham School District
From: Chip McGee, Superintendent of Schools
Re: Pelham School District Goals for the 2022-23 School Year
Date: September 01, 2022
Cc: Sarah Marandos, Assistant Superintendent
Deb Mahoney, Business Administrator

The School Board adopted these three goals for the school year at its August 31, 2022 meeting. I will provide quarterly reports updating the School Board in November, January, April and July.

Goal 1: Improve Student Performance in Mathematics

Rationale: The Pelham School District Math Task Force determined that our curriculum, assessments, and instructional program are well designed and implemented. It is our professional development efforts that appear insufficient. The task force recommended these action items:

- Beginning in spring of 2022, use of the tools in SASS to allow students to practice using the assessment and provide specific feedback to the teachers.
- Beginning in the summer of 2022, increase professional development for teachers on instructional strategies to teach mathematics.
- Starting with the 2022-23 School Year, review the current math program at Pelham Elementary for the FY2024 budget.
- Starting with the 2023-24 School Year, adjust Accelerated Math in grade 6 to allow for a high school level Algebra I in grade 8.
- Starting with the 2023-24 School Year, create a math coach position for Pelham Elementary mirroring the math coach position at PMS.

Measurement: We intend to measure progress on this goal in two ways:

- 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.
- 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,” a score of 530 out of 800.

Goal 2: Making it so we all belong

Rationale: We strive to be a community that is purposeful and focused on teaching and learning and is cohesive in these efforts. As individuals, we want to find deep satisfaction in the work we are doing. After a year of work on the culture of the district, we are ready to move deeper. Many staff members, through surveys, exit interviews, and discussions, expressed a desire to feel more connected, where differences are celebrated as a way for all of us to grow and learn from each other, and understanding and patience are commonplace. We could describe this desire as “us with us” instead of us versus them. It is about connection, collaboration, and support. The word we will use for this goal is belonging.

Measurement: The goal applies to our staff and to our students and families. We will report our progress in both areas. We will adapt the [Harvard-Panorama Student and Staff Perception Scales](#) used by the [NH Department of Education](#) to gather data. Each quarter, we will ask staff, students, and families to complete this brief survey about belonging. The Superintendent will report the results to the School Board qualitatively and quantitatively. The report will also include specific action items.

Goal 3: Making Pelham one of the best places to work

Rationale: Hiring and retaining great staff to serve our students and community is vital to the ongoing improvement in the District. People who feel connected to their work team and who feel they are productively engaged with important work can accomplish great things. At the same time, the pandemic has made the work in schools even more challenging in the last few years. We want the Pelham School District to be a place where staff, in all roles in the organization, feel connected to the larger effort on behalf of our students. A large step towards this goal will be the passage of supportive contracts. We want to ensure staff find the work productive and satisfying and know they are valued. And we want that to happen in an environment of professionalism and excellence.

Measurements: We will measure progress on this goal in three ways:

- Passage of our PESPA Contract in March 2023.
- Passage of our PEA Contract in March 2024.
- Improvement of our retention of staff. To do this we will use two indicator rates, PESPA and PEA, by the first day of school in 2024.
 - PEA will achieve a retention rate of 90%.
 - PESPA will achieve a retention rate of TBD.
 - *(Note: We are completing the research into the historical retention rates for reference.)*