

## HILLSBORO-DEERING SCHOOL BOARD MEETING

Monday, June 20, 2022, 6:00pm

H-D Elementary School Media Center

Also Livestreamed at:

<https://townhallstreams.com/towns/hdsd>

*The mission of the Hillsboro-Deering School Board is to articulate and develop the educational goals of the community and to allocate community resources effectively and responsibly. It strives to create with educational professionals, a dynamic learning environment in which all students are inspired to realize their individual potential, learn critical academic skills, develop intellectual curiosity and moral courage, and prepare to be active citizens.*

### MINUTES

#### **In Attendance:**

#### **Board Members:**

**Chris Bober - Chair**

**Paul Plater - Vice Chair - absent**

**Jessica Morris**

**Heidi Welch**

**Michael Kenney - absent**

#### **Administration:**

**Patricia Parenteau, Superintendent**

**Jennifer Crawford, Director of Curriculum Instruction and Assessment**

**Mary Henry, Business Manager**

**Jeni Laliberte, Lower HDES Principal**

#### **A. Call Meeting to Order**

1. Chair Bober called the meeting to order at 6:00pm; noting a quorum is present.

#### **B. Pledge of Allegiance and Moment of Silence**

*Public announcement - the meeting is being audio and video recorded and will appear on the district website, [www.hdsd.org](http://www.hdsd.org) and livestreamed at <https://townhallstreams.com/towns/hdsd>*

#### **C. Recognitions**

1. Courtney Ford has been reelected as the student representative on the school board - the board is looking forward to her participation in the coming year.

#### **D. Correspondence**

None

#### **E. Student Representative Report – Courtney Ford**

1. HDES – Had a fabulous moving up celebration for the 5<sup>th</sup> graders; Field day activities with the Kona ice truck present – a big hit.
2. HDMS – Close to 500 in attendance at 8<sup>gr</sup> celebration; 7<sup>th</sup> and 8<sup>th</sup> Grade Awards Night well attended too.
3. HDHS – Good end of the year; staff and student leaders are working over the summer to start planning activities for next year.

#### **F. Presentations**

1. Multi-Tiered System of Support for Behavioral Health and Wellness (MTSS)
  - a. Heather Garcia presented sources of behavior data – a huge component of MTTs
  - b. Using SWIS to collect data – also Quickbase (specific to Project AWARE)
  - c. Gave example of how data is used
    - Able to narrow time frame when major behavior referrals were a concern

- Used data identify interventions; implemented those interventions; and showed that behaviors decreased by 66%
- d. Questions/Comments from Board
  - Great to see such a reduction in numbers of behaviors;
- 2. Professional Evaluation Plan – Dr. Crawford and Alex Luhtjarv
  - a. Presentation attached to minutes and on website
  - b. Board member questions and comments regarding artifacts, walkthrough observations and the different tracks were answered and clarified.

#### **G. Public Comment**

1. Joyce Bosse – Would like to know how many non-renewals and how many moved to track 3 and then moved back to track 2?

#### **H. Consent Agenda (*action needed*)**

1. Minutes – May 16, 2022 meeting
2. Minutes – May 16, 2022 budget hearing
3. Minutes – May 16, 2022 public hearings
4. Minutes – June 6, 2022 meeting
5. Appointments, Leaves and Resignations
  - a. A revised Appointments, Leaves and Resignations document was provided
6. VOTE - Morris moved to approve the consent agenda as presented, Welch seconds. No discussion. Motion passed 3-0-0

#### **I. Superintendent’s Report.**

1. General Update
2. Critical Staffing Shortage – RSA 178:39-a (action item)
  - a. DOE allowing with board approval to give local critical shortage permission to hire on a site-based plan – We have a critical need in the Early Childhood Education area.
3. HD-Washington IT MOU (action item)
  - a. Similar to the facilities MOU – same amount as last year; Washington has already voted.
4. Summer Offerings
  - a. All schools doing Extended School Year (ESY) programing beginning 7/25-8/11; pre-school starts a week earlier
  - b. HS summer school competency recovery
  - c. MS focus on Math Science and ELA improvement
  - d. ES Title I programing and KinderFun 7/25-8/11
5. JICD-R MOU Regarding Safe Schools (action item)
  - a. Appendix to policy JICD – last time signed in 2010 – but nothing has changed; was able to meet with Chief Roarick who signed it
6. MOU Regarding SRO (action item)
  - a. Town providing SRO 4 days/week and on 5<sup>th</sup> day there will be a rotation of officers
  - b. Met with Chief Rodrick – signed
  - c. Discussion regarding removing reference to lesson planning, C. 4.
7. Cathy Bennett’s KA Program is now non-profit –
  - a. 2 requests for building use for summer and the school year – requesting waiver of all fees – operating as a non-profit with insurance - action item
8. End of Year Financial Report - Mary Henry
  - a. Projecting savings of \$1.5-1.6 million going back to taxpayers; this could change based on end of year purchase orders
  - b. Updated apportionment billing has gone out to Hillsboro and Deering; Hillsboro’s

went down; Deering's up

- c. Hillsboro student numbers are down; Deering's up
  - d. Property valuations have changed in the two towns as well
  - e. Bober - savings are from several unfilled positions
  - f. Mary clarified – Approximately \$900K in salary savings; \$400K in Special Education out of district tuition savings; SWEPT tax revenues up \$400K
  - g. Mary was asked to clarify the difference from what was presented by another person at the last board meeting
    - A sheet of information showing tax rate increasing – gave last year's numbers not current year's and other pieces of the formula were not provided which led to giving a wrong tax rate.
  - h. Tax rate setting process – Dept of Education and Department of Revenue Administration work with schools and towns
9. Audit Update
- a. General funds and grant funds are done; Waiting on student activity accounts – no findings in general fund; findings in grants resolved.
  - b. Audit for this year already scheduled for Oct 6<sup>th</sup> so will have it sooner
10. ESSER Update
- a. Projects in progress; most money spent

#### **J. Board Discussion**

1. Board Retreat – 7/11, 4:30pm-6:30pm
  - a. Bober meeting with Jen to plan agenda–aligning with board goals with strategic plan
2. NHSBA Delegate Assembly – Call for Resolutions – Bober is the delegate
3. Draft Letter to the Editor regarding CBA –
  - a. Discussion – Morris suggested “Dear Fellow Community Members”; propose to remove last 2 sentences in second paragraph; Welch moved to give Bober permission to submit the amended letter to the Messenger, Morris seconded. Motion passed 3-0-0. Post on social media and website.
4. Regarding July 12<sup>th</sup> Ballot voting – All set with ballot clerks – reminder to board members regarding coverage at the polls.

#### **K. Public Comment**

1. Joyce Bosse – July 5<sup>th</sup> 5:30pm, Hillsboro Supervisors of the Checklist meeting to register voters – individuals can register at the polls as well.

#### **L. Action Items –**

1. Local Critical Staffing Shortage - Morris moved to support the Early Childhood Education licensure as a local critical shortage area, Welch seconded. Motion passed 3-0-0.
2. HD-Washington IT MOU - Welch moved to approve the HD-Washington IT MOU; Morris seconded. No further discussion. Motion passed 3-0-0.
3. JICD-R MOU Regarding Safe Schools – Bober moved to approve JICD-R MOU Regarding Safe Schools. Welch seconded. No further discussion. Motion passed 3-0-0.
4. MOU Regarding SRO - Bober moved to approve the MOU regarding the SRO as amended (C 4). Welch seconded. Motion passed 3-0-0.
5. Kid Adventures Facilities Use Request - Bober moved to waive fees for summer and school year use of the facilities; Morris seconded, Motion passed 3-0-0

#### **M. Non-Public Session – RSA 91-A:3 II. (c.)**

1. Welch moved to go into nonpublic session citing RSA 91-A:3 II. (c.). Morris seconds. Motion passed 3-0-0 at 7:07pm.

a. Roll Call

- Bober - yes
- Morris- yes
- Welch - yes

**N. Call Back to Order**

1. Meeting called back to order at 7:10pm

**O. Action Following Non-Public Session**

1. Bober moved to have the Superintendent act on what was discussed in non-public session. Welch seconds. Motion passed 3-0-0

**P. Adjournment**

1. Welch moved to adjourn. Morris seconds. @ 7:10pm

Respectfully Submitted,  
Carol Fogarty

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# SAU #34

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*Soaring to Excellence*

*Patricia M. Parenteau, MS, CAGS*  
*Superintendent of Schools*

*Stacey Vazquez, Ed.S.*  
*Director of Student Support Services*

*Jennifer L. Crawford, Ed.D.*  
*Director of Curriculum, Instruction and Assessment*

*Mary A. Henry, BS*  
*Business Manager*

To: Members, Hillsboro-Deering School Board  
From: Patricia Parenteau, Superintendent of Schools  
Date: June 20, 2022 - revised  
Re: Appointments, Leaves and Resignations - Teachers & Administrators

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The following resignations, leaves, and appointments of teachers have occurred since the June 6, 2022 School Board meeting:

## RESIGNATIONS:

**Nicholas Ellis** – HDMS Grade 6 ELA Teacher, resignation effective 6/30/22  
**Alicia Parenteau** – HDES Speech and Language Assistant, resignation effective for the 2022-23 school year.

## LEAVES: None

## TRANSFERS/CHANGE OF ASSIGNMENTS:

**Rebecca Bagtaz** – Assignment change from HDES Special Education Teacher to HDES Classroom Teacher, grade 4, effective 7/01/2022

## APPOINTMENTS:

**April Burnham** - HDES Speech and Language Assistant, \$25.75/hour, 32.5 hours/week, effective 7/01/22-6/30/23, (IDEA grant funded and District funded)  
**Amy Highstrom** – HDES ESY Speech and Language Pathologist, \$90.00/hour, 4 hours/week, effective 7/25/22-8/11/22  
**Rebecca Decker** - HDES ESY Speech and Language Assistant, \$55.74/hour, 12 hours/week, effective 7/25/22-8/11/22  
**Brooke McLain** – HDES ESY Registered Nurse, \$90.00/hour, 12 hours/week, effective 7/25/22-8/11/22, (IDEA grant funded and District funded)  
**Jenna Rheault** – HDES ESY Occupational Therapist, \$90.00/hour for up to 45 hours based on need, effective 7/25/22-8/11/22, (IDEA grant funded)  
**Meg Jones** – HDES Summer Library Media Specialist, \$35.00/hour for up to 40 hours, effective 7/25/22-8/11/22, (Title I grant funded)  
**Madeline Parisi** – HDES Title I Summer Teacher (1 to1), \$35.00/hour, 12 hours/week plus up to 8 hours for planning, data collection and progress monitoring; additional stipend of up to \$1,540.00, effective 7/25/22-8/11/22 (Title I grant funded).  
**Meghan Henry** – HDES Title I Summer Teacher – Independent Work, \$35.00/hour, 4 hours/week plus up to 8 hours for planning, data collection and progress monitoring; additional stipend of up to \$700.00, effective 7/25/22-8/11/22 (Title I grant funded).

**Ellen Ward-Hill** – HDES Title I Summer In-Person Teacher (small group), \$35.00/hour, 16 hours/week plus up to 8 hours for planning, data collection and progress monitoring; additional stipend of up to \$1,680.00, effective 7/25/22-8/11/22 (Title I grant funded).  
**James Maccabe** – HDHS Summer School Coordinator, \$35.00/hour for up to 12 hours, effective 7/19/22-8/11/22

**HDHS Athletic Coverage** - \$50.00/day as needed, effective for 2022-2023 school year:  
**John Bramley**  
**Brian McGinn**  
**Marc Payeur**

**HDHS Portrait of a Graduate Committee Members** - \$35.00/hour, up to 4 hours, effective 5/31/22-6/30/22:  
**Alex Luhtjarv**

**HDMS Portrait of a Graduate Committee Members** - \$35.00/hour, up to 4 hours, effective 5/31/22-6/30/22:  
**Alex Conway**

**HDMS Summer School Teachers** - \$35.00/hour, 15 hours/week plus up to 24 hours for planning, data collection and progress monitoring; additional stipend of up to \$2,100.00, effective 7/18/22-8/12/22 (ESSER III grant funded):  
**Melissa Robbins**

**HDHS Summer School Credit Recovery Teachers** - \$35.00/hour, 12 hours/week, effective 7/19/22-8/11/22:  
**James Maccabe** – Social Studies  
**Kelly Dinsmore** – Science  
**Steve Cousens** – English  
**Michael Belisle** - Math

**HDHS Team Leaders** – stipend \$1,800, effective for 2022-2023 school year:  
**Nicole LaRoche** - Science  
**Jessamyn Irwin** - English  
**Kelly Dinsmore** – Special Education  
**Noah Denslow** – Social Studies  
**Shannon Chagnon** - LaBAM  
**Katelyn Cashorali** – Student Support Services  
**Jocelyn Perrin** - Mathematics

**HDES Co-Curricular Advisors** - effective for 2022-2023 school year:  
**Brooke McLain** – Yearbook Advisor, \$825.00 stipend  
**Deanna Neal** – Drama Advisor, \$1,050.00 stipend

**HDES Curriculum and Instruction Work with WestEd** - \$35.00/hour for 10 hours+/-, effective 7/1/22-8/19/22, (CSI grant funded):  
**Virginia McLay**  
**Hannah Murdough**  
**Terri Carson**

**Elisabeth Holdredge**  
**Shannon Adamo**  
**Danielle Parenteau**  
**Sarah Bowley**  
**Alana Kimball**  
**Deb Dyer-Quinn**  
**Maggie Cover**  
**Jill Cover**  
**Carolyn Meffert**  
**Ellen Ward-Hill**  
**Rebecca Woodard**  
**Meghan Henry**  
**Stephanie Savoy**  
**Zachary Grupp**  
**Deanna Neal**  
**Kaitlyn Gillett**  
**Tonia Whitman**

**HDES Tier 1 Summer Curriculum Team** - \$35.00/ hour for up to 20 hours, effective 6/20/22-8/23/22, (Project AWARE grant funded):

**Jill Cover**  
**Diane Hines**  
**Cara Juliano**  
**Elizabeth Licht**  
**Virginia McLay**  
**Stephanie Savoy**  
**Ellen Ward-Hill**

**HDMS Tier 1 Summer Curriculum Team** - \$35.00/ hour for up to 30 hours, effective 6/20/22-8/23/22, (Project AWARE grant funded):

**Michael Bagtaz**  
**Sarah Conway**  
**Tara Ego**  
**Stephanie Lamothe**  
**Jonathan Young**

**HDSD District Data Team** - \$35.00/hour for up to 63.5 hours, effective 6/2022 through 9/2024, (ESSER III grant funded):

**James Maccabe**  
**Lori Stumpfol**  
**Michael Belisle**  
**Nicole LaRoche**  
**Jessamyn Irwin**  
**Deb Dyer-Quinn**  
**Maggie Cover**  
**Ellen Ward-Hill**  
**Stephanie Savoy**  
**Shannon Rockwell**  
**Kate Griffin**

4 of 4

**Heather Garcia**  
**Sam Brown**  
**Mike Bagtaz**  
**Beth Holdredge**  
**Ginny McLay**



# Hillsboro-Deering School District Professional Growth and Evaluation Model

Overview Presented to the H-D School  
Board June 20, 2022

## History and Foundation

Routed in The Danielson Framework for Teaching for over 20 Years

- Four Domains
  - Planning and Preparation
  - The Classroom Environment
  - Instruction
  - Professional Responsibilities

First Iteration of Current Model Adopted in 2012

- Replaced traditional pre-planned observations with walkthroughs
- Annual Review and Revision Meeting

# Track Definitions

## Track 1: The Beginning Professional

- First 3 years in the district
- Participates in the New Educator Mentoring and Induction Program
- Two Formative, One Summative Walkthrough each year
- Optional mid-year Summative Walkthrough each year
- Student Learning Objective

## Track 2: Continuing Contract Professionals

- Three Formative Walkthroughs in years one and two
- Two Formative, One Summative Walkthrough in year three
- Student Learning Objective
- Maybe be placed on a Support Plan

## Track 3: Professional Assistance Program (Improvement Plan)

- Experiencing difficulty meeting basic level of Standards of Professional Practice
- A good faith effort to provide support and guide the employee to return to the level of competence set forth in the Standards of Professional Practice

# The Danielson Domains

<b>Domain 1: Planning and Preparation</b> <ul style="list-style-type: none"> <li>• 1a Demonstrating Knowledge of Content and Pedagogy</li> <li>• 1b Demonstrating Knowledge of Students</li> <li>• 1c Setting Instructional Outcomes</li> <li>• 1d Demonstrating Knowledge of Resources</li> <li>• 1e Designing Coherent Instruction</li> <li>• 1f Designing Student Assessments</li> </ul>	<b>Domain 2: Classroom Environment</b> <ul style="list-style-type: none"> <li>• 2a Creating an Environment of Respect and Rapport</li> <li>• 2b Establishing a Culture for Learning</li> <li>• 2c Managing Classroom Procedures</li> <li>• 2d Managing Student Behavior</li> <li>• 2e Organizing Physical Space</li> </ul>
<b>Domain 4: Professional Responsibilities</b> <ul style="list-style-type: none"> <li>• 4a Reflecting on Teaching</li> <li>• 4b Maintaining Accurate Records</li> <li>• 4c Communicating with Families</li> <li>• 4d Participating in the Professional Community</li> <li>• 4e Growing and Developing Professionally</li> <li>• 4f Demonstrating Professionalism</li> </ul>	<b>Domain 3: Instruction</b> <ul style="list-style-type: none"> <li>• 3a Communicating With Students</li> <li>• 3b Using Questioning and Discussion Techniques</li> <li>• 3c Engaging Students in Learning</li> <li>• 3d Using Assessment in Instruction</li> <li>• 3e Demonstrating Flexibility and Responsiveness</li> </ul>

## Summary of Evaluation Process of H-D Educators

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Over the course of a three year period, all H-D educators are evaluated in the following manner:

- 9 unannounced evaluative walkthrough observations with embedded conversation and reflective opportunities
- Continual and ongoing informal evaluation of an educator's professional practice that could become the subject of evaluative conversations
- Educators subject to disciplinary action (verbal & written warnings, up to immediate dismissal) for local and state code of conduct violations
- Continual and ongoing three year process for participating in professional development to earn recertification through the DOE

## The Truth About Teacher "Tenure"

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- Educators who have been offered five consecutive contracts are considered to have earned "tenure"
- All educators, regardless of "tenure" status, are subject to all of the provisions of the evaluation program.
- The only difference between "tenured" and "non-tenured" educators is the option to non-renew "non-tenured" staff without cause prior to earning their fifth contract.
  - "Tenured" staff can still be non-renewed with cause at any point in their career, but must be given the opportunity to improve via a Support and/or Improvement Plan first.

## Role of H-DFT

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- The Teachers' Union has played an important role in developing and supporting the integrity of the evaluation program in all H-D schools
- H-DFT advocates for the integrity of the process in circumstances of its members facing actions due to not meeting performance standards