

PORTSMOUTH SCHOOL BOARD PUBLIC MINUTES FOR OCTOBER 28, 2014

NEW FRANKLIN ELEMENTARY SCHOOL

PORTSMOUTH, NH

DATE: TUESDAY, OCTOBER 28, 2014

TIME: 7:00 PM [or thereafter]

- I. **CALL TO ORDER** – Chair Stevens called the meeting to order at 7:06 p.m.
- II. **ROLL CALL** – LESLIE STEVENS (CHAIR), DEXTER LEGG (VICE CHAIR), ANN WALKER, TOM MARTIN, JEFF LANDRY, LENNIE MULLANEY, NANCY NOVELLINE-CLAYBURGH, GARY EPLER, ED MCDONOUGH (SUPERINTENDENT), STEVE ZADRAVEC (ASSISTANT SUPERINTENDENT), STEVE BARTLETT (BUSINESS ADMINISTRATOR), OLIN JOHANNESSEN (EMPLOYEE REPRESENTATIVE) AND JULIA ADLER (STUDENT REPRESENTATIVE).
- III. **INVOCATION**
- IV. **PLEDGE OF ALLEGIANCE** – Chair Stevens led the Board in the Pledge of Allegiance.
- V. **ACCEPTANCE OF MINUTES**
 - a. OCTOBER 14, 2014 BUSINESS MEETING
MOTION: Motion to accept the regular meeting minutes of October 14, 2014 by Ms. Walker
SECOND: Ms. Mullaney
DISCUSSION:
VOTE: Unanimously Approved
- VI. **PUBLIC COMMENT - NONE**
- VII. **SPECIAL PRESENTATION**
 - a. ELEMENTARY EXTENDED LEARNING SUMMER CAMPS, PRINCIPAL SHEA & MR. BILL DUNCAN – Principal Shea reported that Ms. Mary Ann Driscoll met with Mr. Bill Duncan and other educational proponents last fall to discuss summer learning loss. A plan was developed to offer three summer learning camps at no cost to all three elementary schools. The camps were to include high engagement content for three weeks in July. The first camp, “Track Math,” was taught by Ms. Karen Jacoby from New Franklin and had students crunching kinesthetic data. The second camp, “Comic Book Camp,” focused on reading, drawing, illustration and page layout and was taught by Ms. Sara Zoe Patterson and Mr. Brendon Cornwall. The third camp, “How Stuff Works,” had students studying the inner workings of computers, motorized vehicles and was taught by Ms. Angela Manning-Welch. These three camps were combined with another Title I summer program, allowing students to check out library books for the week. Principal Shea stated that, of the 29 students that participated, 79% reentered in the fall reading at a higher level and 21% maintained their reading level. Mr. Duncan impressed the importance of giving students summertime opportunities and recommended that the Board entertain funding summer programs and making them part of the district’s core mission.

VIII. SUPERINTENDENT'S REPORT

a. ITEMS OF INFORMATION

- i. 2014-15 TUITION RATES
- ii. *BOARD AND ADMINISTRATOR*, 2014
- iii. PHS PROFILE, 2014
- iv. *NEW FRANKLIN GAZETTE*, FALL 2014
- v. CITY JOINT BUDGET COMMITTEE
- vi. *SEVEN KEYS TO EFFECTIVE FEEDBACK*, GRANT WIGGINS, IN SEPTEMBER
2012 ASCD EDUCATIONAL LEADERSHIP

b. CORRESPONDENCE

- i. MEMO FROM BARBARA DOYLE RE: TEACHER AWARDS

c. ADMINISTATOR REPORTS

- i. PRINCIPAL CHARLIE GROSSMAN, LHS – Principal Grossman acknowledged several new staff members and thanked the Board and administration for attracting professionals that can “hit the ground running.” Little Harbour recently formed a committee called the Teacher Support Team (TST), tasked with brainstorming strategies and interventions to help move a child forward. This team communicates on a regular basis about student concerns. By addressing a minor student concern with peers, it is hopeful that the problem will be corrected before services are needed. Minor interventions have always happened but are now being tracked longitudinally to clearly reflect if the student is improving. Grade five completed Open Circle training and teachers report that students who have participated in Open Circle are more engaged and empathetic towards their peers. Mr. Grossman concluded with upcoming events and the school’s recent trip to Mount Major. Little Harbour recently found out that the school holds one of the longest standing traditions of hiking Mt. Major and the school was recently highlighted in Forest Notes magazine.

IX. OLD BUSINESS

- a. UPDATE ON ADMINISTRATION'S PLC SMART GOAL AND ACTION STEPS TO IMPROVE FEEDBACK – Assistant Superintendent Zdravec reported that the administrative Smart Goal continues to refine the evaluation/supervision cycle. This year was an opportune time to discuss the quality of the feedback that administrators are offering. Discussion led to the question, “what is our common goal for teacher practice and what can we share to achieve this?” A new administrative Smart Goal states that by February of 2015, 80% of the faculty will identify that they have received effective feedback. A survey will be developed and distributed to help

administration understand how they are doing against this goal and will ask teachers “what is effective feedback?” A Professional Development Committee meeting in November will focus will be on feedback towards PLC’s to assure that teachers’ goals clearly aligned with Smart Goal standards, that they are measurable and that there is a clearly defined timeline to achieving the goal. The Superintendent and Assistant Superintendent are currently observing teachers participating in the Differentiated Instruction course to receive objective feedback on what teachers would like administration to focus on during an observation or evaluation. Assistant Superintendent concluded by saying how much teachers are valuing and embracing the feedback from their peers.

X. NEW BUSINESS

- a. **CONSIDERATION AND APPROVAL OF TENTATIVE AGREEMENT WITH ASSOCIATION OF PORTSMOUTH TEACHERS** – Vice Chair Legg stated it was important to understand the background, time and collaboration that went into the proposed tentative agreement. Vice-Chair Legg thanked the negotiation team consisting of School Board members, administration and the teacher association. 18 months ago the committee began its work by defining “what do we want the district to look like”? The answer was “to be the very best district in New Hampshire”. The way to make certain that Portsmouth becomes the best district is to have the very best talent in the classroom. Work done by administration and the Board over the last three years has focused on talent; how to attract, develop and retain highly qualified professionals. The Superintendent and Assistant Superintendent have ramped up recruiting; an orientation program now develops new teachers and provides valuable feedback that can be thin sliced to improve student outcomes even more. This work, built into the new agreement, will meet the teacher’s needs and the district’s needs.

High points in tentative agreement:

- 4 year contract
- Increases in compensation will shift from the traditional longevity/seniority system. Instead, teachers will be required to earn 3 achievement units (“AU’s”) to advance an interval on the salary scale.
- A Teacher Quality Panel (based on a shared governance model between teachers and administrators) will be created to provide in-district coursework and to develop a framework for identifying and preparing highly effective teachers.

- A “Model” Teacher career ladder will be added to the compensation structure in 2017-2018.

Monetary highlights:

- Teachers have agreed to move from five healthcare plans to two in March. This savings will be poured back into compensation.
- In 2017, the teachers will move to a consumer driven health plan consistent with the Affordable Care Act that ensures that the Cadillac Tax will not penalize the city in 2018.
- Longevity payments have been frozen at current levels and paid only to those teachers who already receive it.
- Automatic COLA’s have been removed.
- Salary increases will now be based on 16 equal intervals.

Chair Stevens thanked Superintendent McDonough, Assistant Superintendent Zdravec and Board members Legg, Martin and Walker for all their hard work reaching the tentative agreement.

MOTION: Motion to accept the tentative agreement between the Portsmouth School Board and the Association of Portsmouth Teachers beginning July 1, 2014 through June 30, 2018 by Vice-Chair Legg

SECOND: Mr. Martin

DISCUSSION:

ROLL CALL VOTE: 7 YES 1 ABSENT (PE)

b. **CONSIDERATION AND APPROVAL OF PHS LATIN TEACHER**

MOTION: Motion to accept Ms. Ann Salloom as PHS Latin Teacher by Vice-Chair Legg

SECOND: Ms. Clayburgh

DISCUSSION:

VOTE: Unanimously Approved

XI. COMMITTEE UPDATES

XII. FUTURE AGENDA ITEMS

- PHS ECO CLUB SOLAR UPDATE, NOVEMBER 12
- WORKSHOP ON LISTER ACADEMY SUSTAINABILTY, NOVEMBER 25
- WORKSHOP ON LATER START AT SECONDARY LEVEL, DECEMBER 9

XIII. ADJOURNMENT – Motion to adjourn at 8:30 pm by Mr. Martin and seconded by Ms. Walker Unanimously approved.