

AGENDA

SCHOOL ADMINISTRATIVE UNIT NO. 12

Office of the Superintendent of Schools

Londonderry, New Hampshire 03053

The meeting of the Londonderry School Board will be held on Tuesday, September 5, 2023, at 7:00 PM at Londonderry High School, 295 Mammoth Road, Londonderry, NH in the Cafe. The meeting will also be broadcast on local Cable Access Ch. 8 as well as the [District's YouTube Channel](#).

1. Call To Order
2. Pledge of Allegiance
3. Consent Agenda
 - 3.1 Retirement(s)

Nancy Belanger	Support Staff	Middle School
----------------	---------------	---------------
 - 3.2 Resignation(s)

Elizabeth Colson	Support Staff	South School
Rebekah Georgy	Support Staff	Moose Hill
Brenna Gustitus	Support Staff	South School
Katrina Lisi	Support Staff	High Staff
Elizabeth Mahon	Support Staff	Moose Hill
Jackelyne Monaghan	Dining Services	North School
Yolanda Reyes	Dining Services	North School
Erica Smith	Support Staff	Moose Hill
Sara Williams	Support Staff	Moose Hill
 - 3.3 Minutes
August 8, 2023
 - 3.4 Meetings

September 19, 2023	Regular Meeting	LHS Cafe	7:00 PM
October 3, 2023	Regular Meeting	LHS Cafe	7:00 PM
October 17, 2023	Regular Meeting	LHS Cafe	7:00 PM
4. Announcements and Presentations
 - 4.1 Public Consulting Group Virtual Presentation
 - 4.2 Opening of School Remarks - Principals
 - 4.3 Student Data Updates – Spring 2023 Results K to 12 -Jason Parent
 - 4.4 Laptop/Chromebook Self Insurance Program - Dan Black & Josh Perks
- 7:50 PM 5. Public Comment

September 5, 2023

- 8:20 PM 6. Committee Reports
- 6.1 School Board Liaisons
7. Deliberations
- 7.1 Infrastructure Bond Contractors for School Board Approval - Trident Group
- 7.2 Second Reading to Amend Policy GCPD - Suspension and Dismissal of Employees
- 7.3 Third Reading to Rescind Policy GDPD - Suspension and Dismissal of Employees (duplicate of GCPD)
- 7.4 Second Reading to Adopt Policy KD - School District Social Media Platforms
- 7.5 Second Reading to Adopt Policy KD- R - School District Social Media Websites Regulations
- 7.6 Adequacy Grant - Lisa McKenney
- 7.7 Retention of Unassigned Fund Balance - Lisa McKenney
8. Superintendent's Report
- 8.1 Safety Update - Dan Black
- 8.2 Opening Day Enrollment and Moose Hill Numbers - Dan Black
- 8.3 Moose Hill Project Cost Estimates - Dan Black & Trident Group
9. Non-Public Session
- Non-Public Session requested under RSA 91-A:3, Section II (b) and (c)
- 9.1 Nomination(s)
- 9.2 Student Issue(s)
10. Adjournment

(Please note: In addition to the items listed on the agenda the Board may consider other matters not on the posted agenda and they may enter a non-public session or convene in a non-meeting session in accordance with RSA 91-A if the need arises.)

SCHOOL ADMINISTRATIVE UNIT NO. 12
Office of the Superintendent of Schools
Londonderry, New Hampshire 03053

The meeting of the Londonderry School Board was held on Tuesday, August 8, 2023, at 7:00PM at Londonderry High School, 295 Mammoth Road, Londonderry, NH in the Cafe. The meeting was also be broadcast on local Cable Access Ch. 21 as well as the [District's YouTube Channel](#). In attendance were School Board members: Mrs. Butcher, Mr. Gray, Mrs. Loughlin, Mr. Porter, and Mr. Slater. Also in attendance were Superintendent, Mr. Black, Business Administrator, Mrs. McKenney and School Board Secretary, Lisa Muse.

1. Call To Order: The meeting was called to order at 7:00PM by Mr. Slater.

2. Pledge of Allegiance: The Pledge of Allegiance was led by Mr. Slater and there was a moment of silence for Dan Bever who passed away.

3. Consent Agenda: *Mrs. Loughlin made a motion to accept the Consent Agenda. Mrs. Butcher seconded the motion. The motion passed by a vote of 5-0.*

3.1 Resignation(s)

Paul Biron	Assistant Principal	South School
Chris Childs	Support Staff	Moose Hill
Charlie Clement	Dining Services	High School
Debra Tanguay	Support Staff	High School

3.2 Minutes

July 25, 2023

3.3 Meetings

August 23, 2023	Non-Meeting	Staff Welcome Back Speech
		LHS Cafe 8:00 AM
August 23, 2023	Building Tours	NS, LMS, MT 6:00 PM
August 24, 2023	Building Tours	SS, MH, LHS 6:00 PM
September 5, 2023	Regular Meeting	LHS Cafe 7:00 PM
September 19, 2023	Regular Meeting	LHS Cafe 7:00 PM

4. Announcements and Presentations: None

5. Public Comment: Mr. Slater opened public comment. There was no public comment. Mr. Slater closed public comment.

6. Committee Reports

6.1 School Board Liaisons: Mr. Gray said the kindergarten committee is focused on dates to get out in the public. They will have information at the OHD booth, open houses, Senior expo, Prism event and parent conferences. They appointed Sandra Mack as the liaison to the pending new kindergarten building committee.

August 8, 2023

Mr. Slater mentioned that on Thursday is the kickoff for the kindergarten committee in the library. The CIP meeting was held last week and went very well. The grading and ranking were very fair and understood where we were with the SAU, kindergarten, and High School. Mr. Slater and Mrs. Loughlin took a drive around with the Field committee. The Athletic Director is going to come up with presentation on looking and setting up with a professional service to come up with a forecast before they become a problem.

7. Deliberations

7.1 Second Reading to Rescind Policy GDPD-Suspension and Dismissal of Employees (duplicate of GCPD):

Mrs. Loughlin made a motion to accept the Second Reading to Rescind Policy GDPD-Suspension and Dismissal of Employees (duplicate of GCPD). Mr. Porter seconded the motion. The motion passed by a vote of 5-0.

7.2 First Reading to Adopt Policy KD- School District Social Media Platforms:

This pertains to how they handle comments and how to navigate. Whatever can be said in public session can be said. If staff members are named, they take it down. Mrs. Small mentions that they have worked with the legal team on how to approach.

Mrs. Loughlin made a motion to accept the First Reading to Adopt Policy KD-School District Social Media Platforms. Mr. Gray seconded the motion. The motion passed by a vote of 5-0.

7.3 First Reading to Adopt Policy KD- R -School District Social Media Websites Regulations:

Mr. Black mentioned that this is a more detailed version of regulations.

Mrs. Loughlin made a motion to approve the First Reading to Adopt Policy KD-R-School District Social Media Websites Regulations. Mrs. Butcher seconded the motion. The motion passed by a vote of 5-0.

7.4 Acceptance of General Assurances - Dan Black: This is a policy of grants.

and all grants are approved by the Department of Ed. This spells out a lot of the guidelines when we get money from the funds. There are Federal and State laws on how you use the money. Mr. Slater will sign the document tonight.

7.5 Discussion on Website updates and changes in the business section: Mr.

Slater wanted more information up in the business section and he is working with Mrs. McKenney on the RFP and bidding process. There is also discussion about putting the manifests up as some Districts do. He feels it is good for the citizens to see where the tax dollars are going. Mrs. McKenney feels when you flood the website with too much information it works against the District, and she wants meaningful information put up there.

7.6 Discussion on Special Education Review with PCG: Mr. Slater feels that we

should have a meeting with this group to answer questions. The Board will send Mr. Black some questions in advance.

August 8, 2023

7.7 Discussion on Background Checks: Mr. Slater talked a lot with Human Resources over the last couple of weeks and the Department of Ed and the police department. The school follows Federal guidelines. Busses are on a two-tier system. To get their CDL, drivers have to be approved by the DOE, and they go through a criminal check. The State put this in the DOE's hands so they can be available to drive for other towns and not just exclusively for Londonderry. They get checked with the Department of Safety and then a background check through the DOE before they are allowed to drive a school bus. He wants the community to know the Board has looked into this and has received this information and the public can reach out to the DOE if any further questions. The drivers have to requalify 60 days prior to getting their license renewed. We are doing everything that LPD, DOE and HR require to make sure we are following the highest level of protection. We are doing the maximum we can do for background checks.

7.8 Discussion on review of Policy DJF - Purchasing Procedures: Mr. Slater said the procedures are a vital part of how we spend tax dollars and how we go about our everyday business. He discusses some changes to consider in the area of wording, but this will be an ongoing discussion.

8. Superintendent's Report

8.1 Communications Committee Update - Amity Small: Mrs. Small summarizes the work the committee has done. She shared what was going on through social media through the District web page and how they created hubs that were meant to give parents a more user-friendly platform. There have been a lot of revisions to the website to make it easier to use. They celebrate staff and students on social media. She discusses the results of surveys. Email and texts are where most parents get their information. She detailed the overall parent comments for the District to consider. Most users use Facebook and many teachers embraced Instagram which increased users. Summer updates included policy work, infographics, updated flowcharts/hubs, official Facebook for LMS and LHS and elementary schools, highlighted summer programs and new hires.

8.2 Major Agenda Items for 2023-24 - Dan Black: He highlights some of the items and these can be added to or removed. They are topics such as MH, elementary literacy pilot, data repots, career and technical education, special education study, new strategic plan for July of 2024, infrastructure and safety updates, field study, cell phone procedure updates, policy clean up and renewable energy.

8.3 4th Quarter Financial Report - Lisa McKenney: The auditors are in performing their final review. She discusses revenues, expenses, and fund balance. Revenues will come in around \$340,000 above expectation. Medicaid reimbursements were \$94,000 and there was \$42,000 more than expected rebates from Eversource for the LED Lighting project. On the expenditure side of the general ledge will come in around \$550,000 below the approved budget. After the year-end adjustments are complete, the general fund equity balance should be about \$1.6 million. There is approximately \$485,000 remaining to decide whether to be used as revenue to reduce the tax rate or to be retained in the District's Unassigned Fund Balance. On September 5th, she will have the hard numbers and she will be asking the Board for a vote what they want to do with the fund balance. She discusses state adequacy numbers and changes. This will be discussed further at the next Board meeting.

August 8, 2023

Expenditures and Table III are discussed in detail. Table IV shows the financial position of the major functions/categories of the school district.

In regard to the fund balance, we are allowed to keep 5% of the districts net assessment. ESSER and safe grants are detailed on our website as well.

- 5 Dining Services is expected to produce a surplus from the current year operations of approximately \$129,000. This is largely due to the DOE allocating two grants for USDA supply chain assistance.

There are many different reports sorted different ways included in the packet.

10 9. Non-Public Session:

Mrs. Loughlin made a motion to move into Non-Public Session requested under RSA 91-A:3, Section II (b) and (c). Mrs. Butcher seconded the motion. The motion passed by roll call vote.

Non-Public Session requested under RSA 91-A:3, Section II (b), and (c)

15 9.1 Nomination(s)

9.2 Personnel Issue(s)

20 10. Adjournment

The meeting was adjourned at 8:20PM.

Respectfully submitted,

25 Lisa Muse
School Board Secretary

30 (Please note: In addition to the items listed on the agenda the Board may consider other matters not on the posted agenda and they may enter a non-public session or convene in a non-meeting session in accordance with RSA 91-A if the need arises.)

Londonderry School Board
Non-Public Minutes
August 8, 2023

PRESENT: Board Members: Mr. Slater, Mrs. Loughlin, Mrs. Butcher, Kevin Gray, Tim Porter
Superintendent of Schools: Daniel Black
Assistant Superintendent: Jason Parent
Business Administrator: Lisa. McKenney
Human Resource Director: Cindy McMahon
Director of Pupil Services: Kim Carpinone

Mrs. Loughlin moved, seconded by Mrs. Butcher, and passed unanimously (5-0) to enter non-public session under RSA 91-A:3, Section II (b), and (c) at 8:16 PM

Discussion of Personnel

Mrs. Butcher moved, seconded by Mr. Porter, and passed unanimously (4-0-1) to accept the Allied Health nominations

Mr. Gray moved, seconded by Mr. Porter, and passed unanimously (5-0) to accept the Teacher nomination

Mrs. Butcher moved, seconded by Mr. Porter, and passed unanimously (5-0) to accept the Administrative nomination

Mrs. Butcher moved, seconded by Mr. Porter, and passed unanimously (5-0) to accept the Coaching nominations

Discussion of the Open Positions and District Updates

Mrs. Butcher moved, seconded by Mr. Porter, and passed unanimously (5-0) to exit non-public session at 8:38 PM

Mr. Porter moved, seconded by Mrs. Butcher, and passed unanimously (5-0) to adjourn public session at 8:39 PM

Respectfully submitted,

Daniel Black
Superintendent of Schools

Special Education Program Review

Londonderry School District

Public Consulting Group

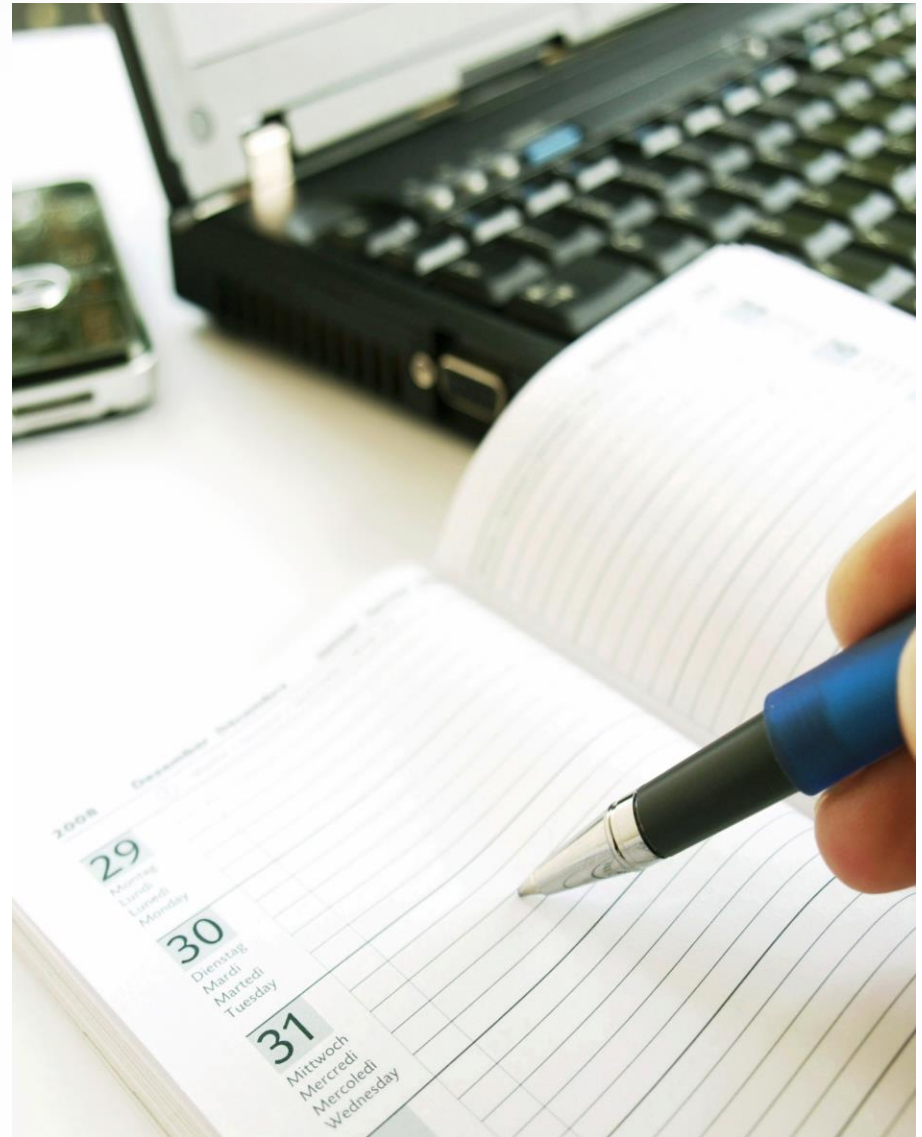
Agenda

Introductions

- Project Team
- PCG Overview

Project Approach

Questions



Introductions

Our Review and Technical Assistance Team



Dr. Jennifer Meller
Project Co-Director



Dr. Mauria Uhlik
Project Co-Director,
Subject Matter Expert



Matthew Scott
Project Coordinator and Data Analyst



Dr. Jennifer Baribeau
Subject Matter Expert

Delivering Solutions that Matter

Since 1986, we pride ourselves as being a leading public sector management consulting and operations improvement firm that partners with health, education, and human services agencies to improve lives

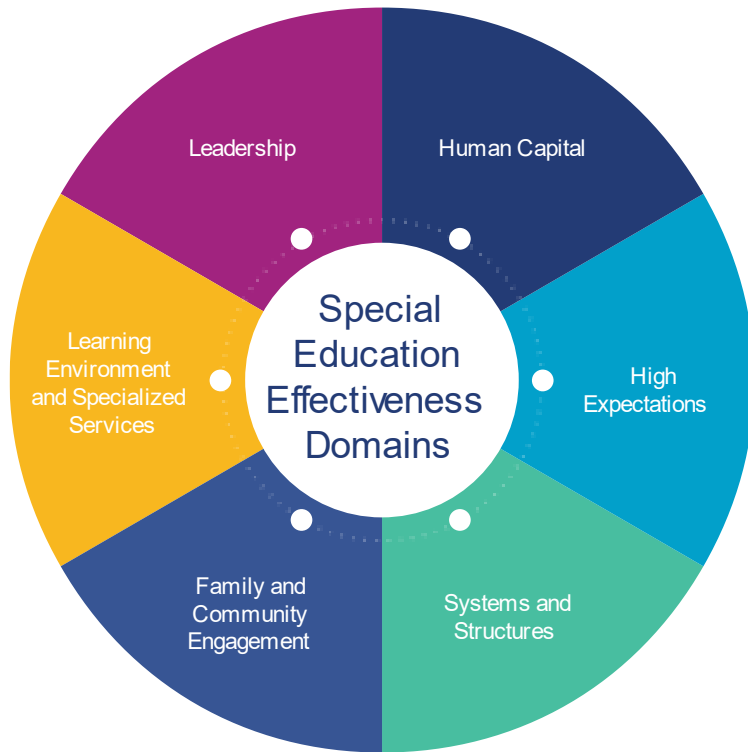


- Our 2,500 staff are located throughout 55 offices across the United States and internationally
- PCG is accustomed to high-profile, high-impact projects where shoulder-to-shoulder partnership is essential

We partner with over **4,000+** school districts in the US in various capacities, including 18 of the 25 largest districts.

Project Approach

PCG's Special Education Effectiveness Domains



- **Human Capital** – *Investing in people from recruitment to retirement*
- **High Expectations** – *Increasing expectations of students with disabilities by presuming competence*
- **Systems and Structures** – *Defining expectations for service delivery, resource allocation, and data management infrastructure to guide data-driven decisions*
- **Family and Community Engagement** - *Coordinating efforts with families and community organizations to improve results*
- **Learning Environment and Specialized Services** - *Delivering instruction and interventions within an inclusionary framework and IEP fidelity*
- **Leadership** – *Embracing partnerships to make informed decisions and provide equitable opportunities for all students*



To PCG, a review is not just about identifying the challenges and offering recommendations - it's about creating an intentional, ambitious, and urgent path forward for the Londonderry SD community to improve the outcomes of students with disabilities.

A Collaborative Approach To Program Reviews



Our reviews are **collaborative** by design, and we work side-by-side with districts to help define the challenges, specify goals and develop effective, outcome-driven strategies.



We help you to answer **essential questions** about student progress and program effectiveness, pinpoint specific areas of strength, and identify improvement targets.



Our review approach is **multidimensional**, emphasizes the participation of multiple stakeholders, and includes both quantitative and qualitative data collection. It is grounded in our experience and research in best practices.



Our aim is to continue to strengthen district culture by leading the way with **accountable solutions** that support:

- Enhanced collaboration and stakeholder engagement
- Continuous improvement efforts in special education with measurable academic and functional outcomes and compliance
- Greater efficiencies

Research Areas

The comprehensive program review will include understanding:

Learning Environment and Specialized Services

- To what extent is the Multi-Tiered System of Supports (MTSS) employed to support students requiring academic and/or behavioral intervention?
- To what degree do students with disabilities have access to the general education curriculum and inclusive practices employed? How is the continuum of services organized to support a Free and Appropriate Public Education (FAPE)?
- Is there a consistent “golden thread,” or supporting body of evidence, that connects the student’s disability with present levels, learner characteristics, goals, progress, inclusion needs, and selected accommodations for instruction and assessment?

Family and Community Engagement

- To what extent are parents of children with IEPs satisfied with their child’s educational program?

High Expectations

- To what extent does Londonderry SD implement a rigorous process to systematically monitor educational benefit? How do IEP teams determine services and placement?

Leadership

- How does Londonderry SD organize its leadership to support special education and foster a culture that is focused on improving outcomes and post-secondary preparation?

Human Capital

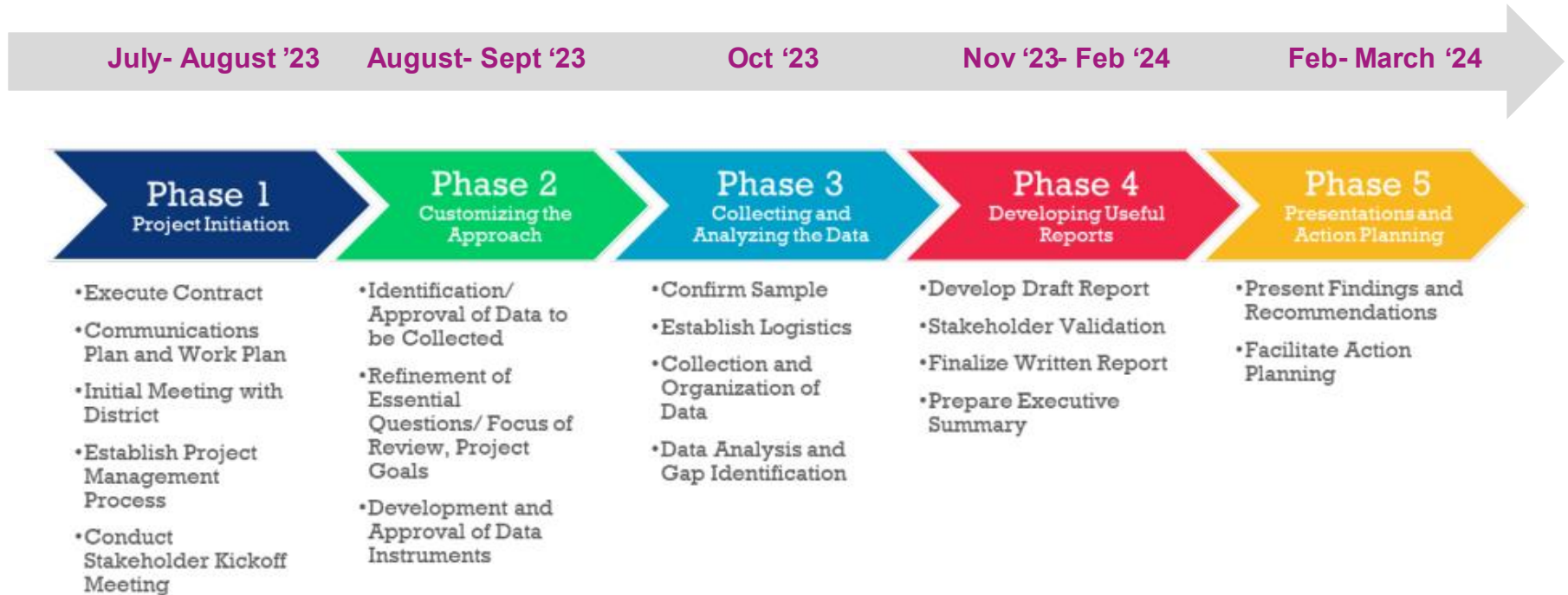
- How does Londonderry SD organize and utilize its human capital resources?

Systems and Structures

- How does Londonderry SD allocate resources in a way that facilitates maximum return on district investment? How does school-based staffing align with best practices in supporting students with disabilities?



Project Methodology



Starting a Strong Foundation



Bring together key stakeholders during a project kickoff to further explore the expectations and visions for the review.



Present workplan for broader stakeholder input.



Finalize communication plan with Londonderry SD project team to manage all phases of the project.



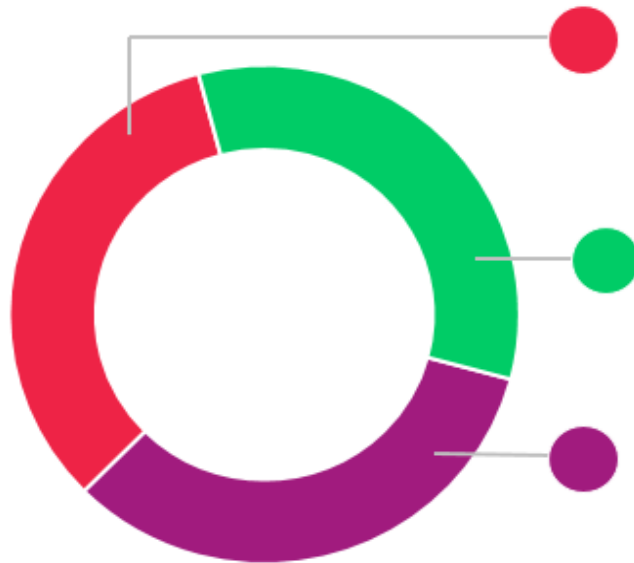
Develop data collection schedule and review data collection protocols



Finalize the data collection participant lists and approach to outreach and communication to all participants

Research Approach

PCG will partner with Londonderry SD to complete an independent, comprehensive review, including:



Current State Analysis: Assess quality of Londonderry SD programs in order to recommend improvements

Inventory of Promising Practices: Review and document promising practices employed in Londonderry SD and benchmarked against comparable school districts

Stakeholder Outreach: Focus groups, interviews, classroom visits, and surveys with Londonderry SD staff and families

Phase 1
Project Initiation

Phase 2
Customizing
the Approach

Phase 3
Collecting
and Analyzing
the Data

Data Collection Activities



(1)

**Data,
Document &
Policy Review**



(2)

**Organizational
Interviews and
Focus Groups**

1 day virtual



(3)

**Virtual IEP
Review**



(4)

**Staff, Parent,
and Student
Surveys**



(5)

**Classroom
Visits**

4 days onsite

Phase 1
Project Launch

Phase 2
Customizing the
Approach

Phase 3
Collecting and
Analyzing the Data

Phase 4
Developing
Useful Reports



Draft report to include overall findings, strengths, and recommendations and inform improvement planning



Develop executive summary



Submit final report

Phase 1
Project Launch

Phase 2
Customizing the
Approach

Phase 3
Collecting and
Analyzing the Data

Phase 4
Developing Useful
Reports

Phase 5
Action Planning



Present Findings and Recommendation to Leadership Team



Facilitate Action Planning Sessions



Initiate Development of Implementation Plan

Proposed Timeline

Activity	Timeframe	Location
Project Start	July 2023	Offsite
Weekly Project Management Calls (30 minutes)	Ongoing	Offsite
Project Kick-off (virtual)	August 2023	Offsite
Round 1 Data/Document Request & Submission	August 2023	Offsite
Interviews & Focus Groups (1 day virtual)	October 2023	Offsite
School Visits (4 days)	October 2023	Onsite
Surveys Administered	September – October 2023	Offsite
Round 2 Data/Document Request & Submission	October 2023	Offsite
PCG Writing and Analysis	October - November 2023	Offsite
Draft Report	December 2023	Offsite
Final Report	January 2024	Offsite
Action Planning Retreat & Board Presentation	January 2024	Onsite



Solutions that Matter



Londonderry School District
Jason Parent,
Assistant Superintendent of Schools

Memo

To: Londonderry School Board and Dan Black
From: Jason Parent and the Curriculum Coordinators
Date: August 31, 2023
Re: Student Data Updates – Spring 2023 Results K to 12

Good afternoon colleagues,

The Curriculum Coordinators and I would like to present to the school board our spring 2023 data results K – 12. We presented the winter data results to the school community in May of 2023, and are now prepared to present the elementary, middle, and high school focus areas from the spring. Our data collection includes scores from i-Ready, PSAT and SAT, the NHSAS ((NH Statewide Assessment System), Dual-Enrollment and AP scores, along with courses complementing our Portrait of a Graduate. We'll also share resources and opportunities our students and staff are accessing to help improve our district's scores in the future, along with next steps at each level for the 2023 - 2024 school year.

Attached, please find slides from our presentation.

Sincerely,

Jason Parent
Nichole Treadway
Meaghan Nason
Kim Lindley-Soucy
Shawn Flynn

Londonderry School District

Elementary, Middle School and High School

Data Presentation



September 5, 2023

K-12 Focus Areas

Math

K-12

Phonics

K-3

Literacy

K-5

SEL

K-12

Portrait
of a Graduate
K-12

2023-2024



K-12 Data Collection Tools

- i Ready
- SAT
- NHSAS (NH Statewide Assessment System)
- Common Formal Summative Assessments

Elementary Schools

LES i-Ready Math Data

MATH				
Grade	Fall 2022 On and Early On Grade Level Percentage	Winter 2023 On and Early On Grade Level Percentage	Spring 2023 On and Early On Grade Level Percentage	Overall Change
1st grade	6%	42%	63%	57%
2nd grade	13%	51%	70%	57%
3rd grade	16%	46%	68%	52%
4th grade	27%	56%	67%	40%
5th grade	35%	57%	65%	30%

Overall Placement

All 4 Domains

- Numbers & Operations
- Algebra & Algebraic Thinking
- Measurement
- Geometry

Shows overall change
from Fall 2022 to Spring
2023

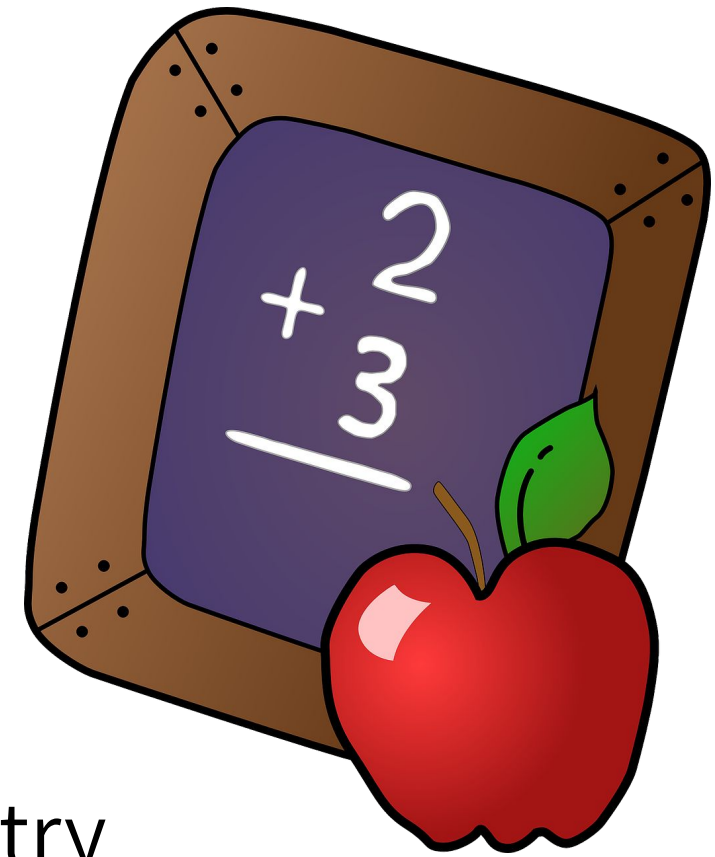
i-Ready Math Data

National & State Comparison

MATH			
Grade	National Spring 2023 On and Early On Grade Level Percentage	NH Spring 2023 On and Early On Grade Level Percentage	Londonderry Spring 2023 On and Early On Grade Level Percentage
1st grade	51%	58%	63%
2nd grade	48%	57%	70%
3rd grade	49%	56%	68%
4th grade	52%	59%	67%
5th grade	49%	51%	65%

LES Math Resources & Opportunities

- Changes in timing of i Ready diagnostic and new i Ready resources
- Summer Math Academy
- Pacing adjustments with Math in Focus
- Continued use of 30 minutes of additional math time
- Targeted efforts to provide more exposure to measurement & geometry
- Continued alignment & refinement of curriculum and assessments



LES i-Ready Reading Data

READING				
Grade	Fall 2022 On and Early On Grade Level Percentage	Winter 2023 On and Early On Grade Level Percentage	Spring 2023 On and Early On Grade Level Percentage	Overall Change
1st grade	13%	46%	74%	61%
2nd grade	37%	70%	80%	43%
3rd grade	53%	76%	85%	32%
4th grade	42%	56%	62%	20%
5th grade	41%	57%	60%	19%

- Overall Placement
- All 6 Domains
 - Phonological Awareness
 - Phonics
 - High-Frequency Words
 - Vocabulary
 - Comprehension: Literature
 - Comprehension: Informational Text
- Shows change from Fall 2022 to Spring 2023

i-Ready Reading Data

National & State Comparison

READING			
Grade	National Spring 2023 On and Early On Grade Level Percentage	NH Spring 2023 On and Early On Grade Level Percentage	Londonderry Spring 2023 On and Early On Grade Level Percentage
1st grade	60%	64%	74%
2nd grade	57%	62%	80%
3rd grade	61%	70%	85%
4th grade	46%	64%	62%
5th grade	43%	48%	60%

LES Literacy Resources & Opportunities

- Staff commitment to continued learning and understanding of the science of reading through LETRS training
- Second year in implementation of Foundations K-3
- Continued use of Heggerty resources for phonological & phonemic awareness
- Battle of the Books and other reading incentives in & out of school
- Continued work with the Elementary District Literacy Committee
- 1st-5th grade teachers (54) piloting two literacy programs
(see next slide for literacy pilot goals)



Literacy Pilot Goals

- Choose a program that is rooted in best practice and strategies that align with the Science of Reading, making time for foundational skills, and systemic sequential teacher-led lessons in reading, writing and discussion.
- Expose all of our students to grade level, complex text that build background knowledge and vocabulary
- Choose a program that meets the needs of Londonderry.

***Ultimately leading to more effective use of our literacy data and higher outcomes for our students*

LES Conclusions

- We are working on new ways to obtain, look at and use data for both math and literacy.
- We have plans in place to continue with math initiatives
- We have started a thorough, thoughtful literacy process with our district wide committee
- We have plans in place for continued efforts for alignment of curriculum and assessment across the elementary schools. Along with beginning to look at this data in PLCs
- We have plans in place for more effective & efficient use of resources such as i Ready

Middle School

LMS i-Ready Math Data

Math	Fall 2022 On & Early On Grade Level Percentage	Winter 2023 On & Early On Grade Level Percentage	Spring 2023 On & Early On Grade Level Percentage	Change
6th grade	36%	58%	65%	+29%
7th grade	34%	50%	52%	+18%
8th grade	43%	56%	N/A	+13%

**Overall Score
information which
includes all math
domains.**

- **Numbers & Operations**
- **Algebra and Algebraic Thinking**
- **Geometry**
- **Measurement & Data**

Overall Change from fall to spring

i-Ready Math Data

National & State Comparison

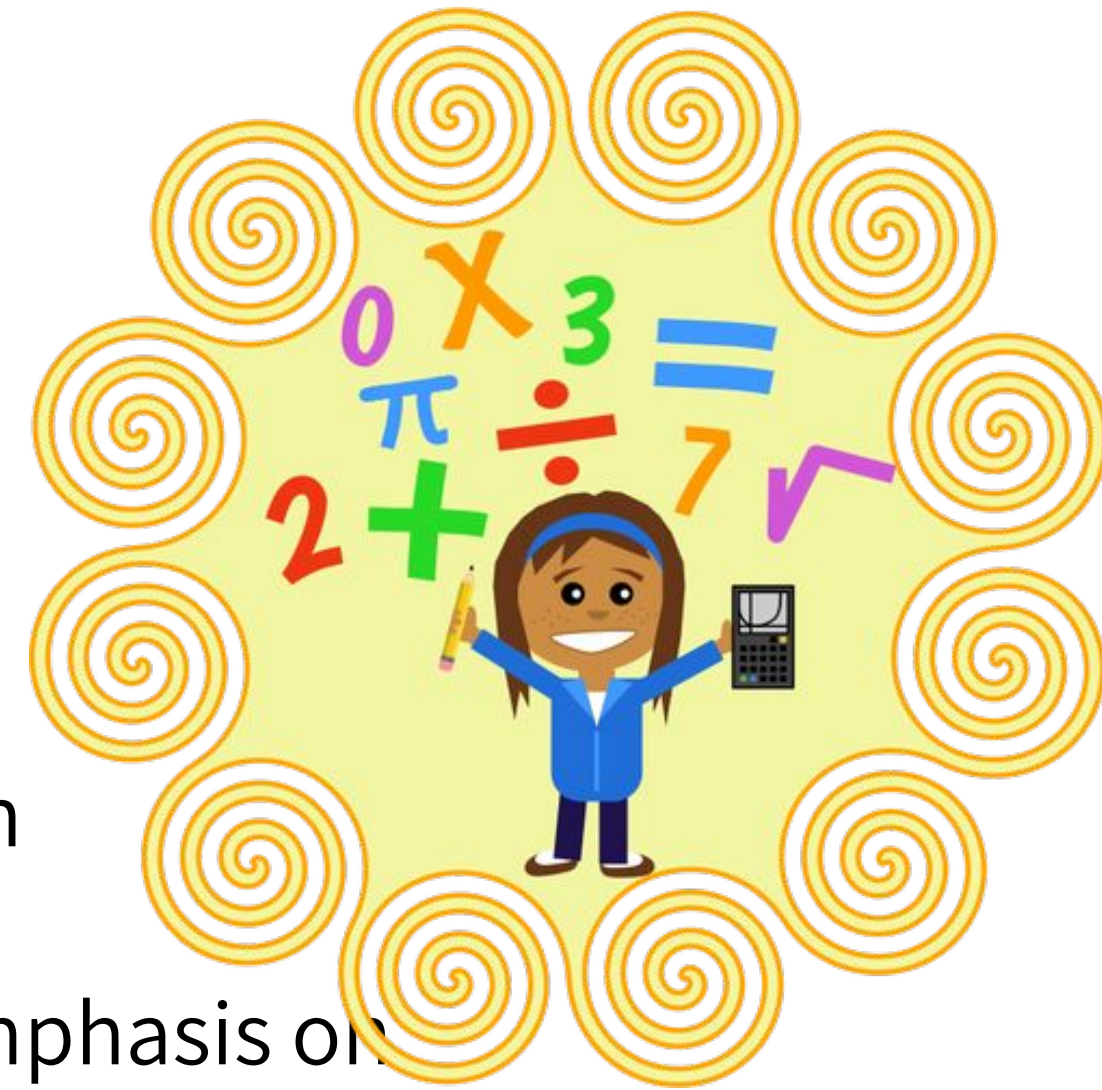
Math	National Spring 2023 On & Early On Grade Level Percentage	NH Spring 2023 On & Early On Grade Level Percentage	Londonderry Spring 2023 On & Early On Grade Level Percentage
6th grade	43%	45%	65%
7th grade	36%	37%	52%
8th grade	33%	33%	W=56%

I Ready Spring - On and Early On Grade
Level - Londonderry - Math

	Spring '21	Spring '22	Spring '23
Grade 1	67%	67%	63%
Grade 2	67%	65%	70%
Grade 3	69%	70%	67%
Grade 4	65%	70%	68%
Grade 5	63%	63%	65%
Grade 6	63%	56%	65%
Grade 7	48%	62%	52%
Grade 8	44%	38%	55%
Overall	61%	61%	63%

LMS Math Resources & Opportunities

- Math in Focus
- Summer Math Academy 2023
- Math Interventionist in 6th
- Summer school for students in need of remediation in math
- Took a focused approach on student conference with an emphasis on student growth
- Teachers created a positive atmosphere around student data and ownership of learning using domain specific growth targets.



LMS i-Ready Reading Data

Reading	Fall 2022 On & Early On Grade Level Percentage	Winter 2023 On & Early On Grade Level Percentage	Spring 2023 On & Early On Grade Level Percentage	Change
6th grade	47%	59%	61%	+14%
7th grade	46%	58%	59%	+13%
8th grade	62%	70%	N/A	+12%

**Overall Score information
which includes all reading
domains.**

- **Phonological Awareness**
- **Phonics**
- **High Frequency Words**
- **Vocabulary**
- **Comprehension of Literature**
- **Comprehension of Informational Text**

Overall Change from fall to spring

i-Ready Reading Data

National & State Comparison

Reading	National Spring 2023 On & Early On Grade Level Percentage	NH Spring 2023 On & Early On Grade Level Percentage	Londonderry Spring 2023 On & Early On Grade Level Percentage
6th grade	40%	45%	61%
7th grade	40%	50%	59%
8th grade	41%	47%	W=70%

I Ready Spring - On and Early On Grade Level - Londonderry - Reading			
	Spring '21	Spring '22	Spring '23
Grade 1	69%	70%	75%
Grade 2	74%	74%	80%
Grade 3	85%	82%	84%
Grade 4	70%	67%	62%
Grade 5	70%	59%	60%
Grade 6	67%	58%	61%
Grade 7	57%	71%	58%
Grade 8	53%	61%	69%
Overall	68%	68%	69%

LMS Literacy Resources & Opportunities

- Summer school for students who need remediation in English
- Academic intervention programs after school
- Alternative reading courses in grades 6 & 7
 - Read 180 and Reading Skills 2023 purchase the Phonics for Reading program for upper level decoders
- Summer reading challenges, book groups and incentives
- A focused approach with students around student growth and achievement.



Additional LMS Data

- Teachers and students set goals around using their stretch and typical growth data prior to taking the assessments.
- Celebrations around student growth and ownership of learning.
- Teachers take time to use their data in their PLC work to refine their teaching practices and backfill necessary skills students need support in.
- Use of Storm time for interventions, reteaching and reassessment.
- Teacher and student conferencing on how students learn, what areas they did well in and how to set goals in areas that need improvement.

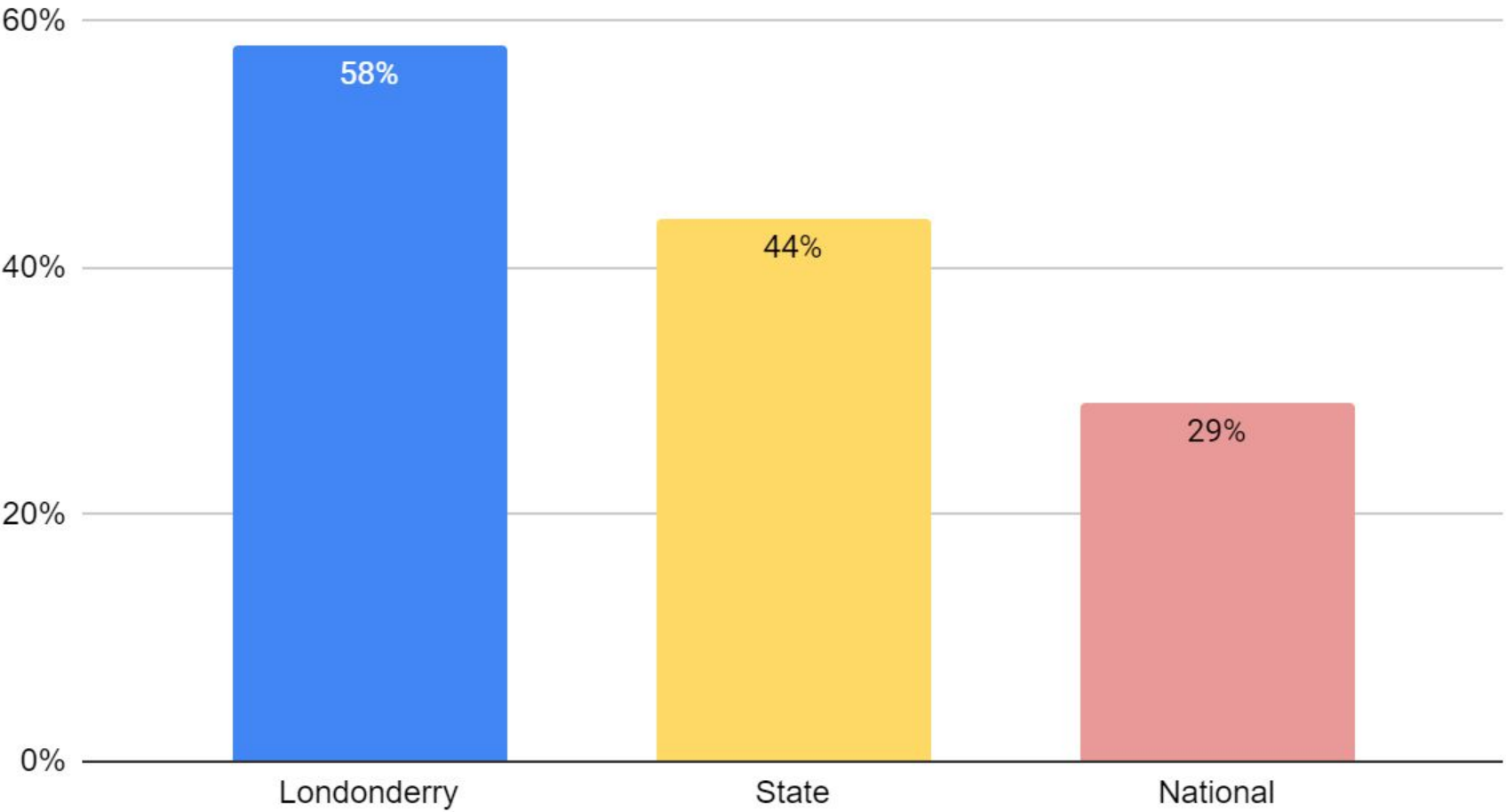
PSAT 8/9 at LMS-Winter 2022 data

Plans in place to use comparison data with LHS

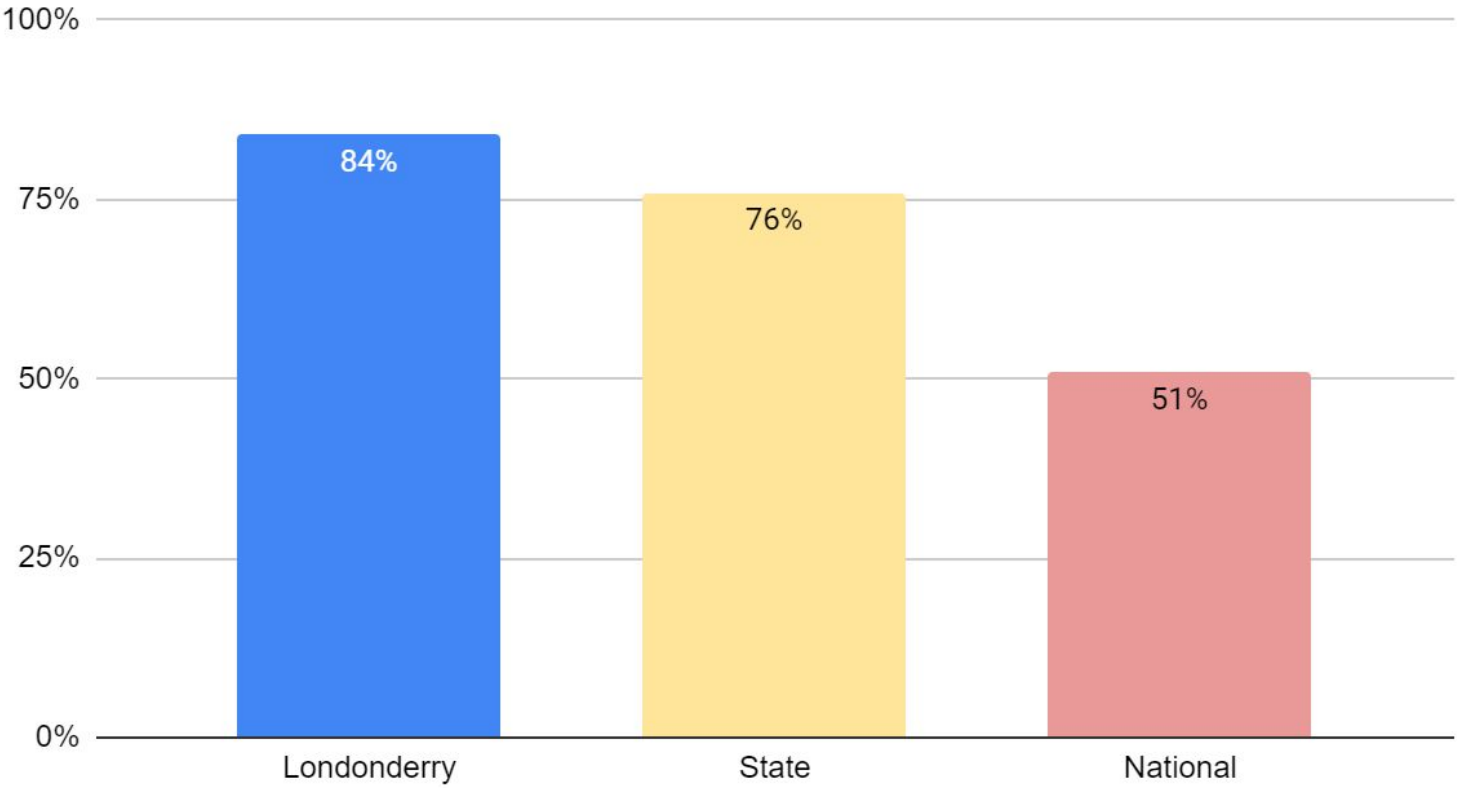
District	State	Total Group
925	884	802

- 109 Students took the PSAT 8/9 Test
- Above the state and total group of students taking the PSAT8/9
- 58% of students met both benchmarks
- 84% of student met the ERW benchmark
- 63% of students met the Math benchmark
- This is the first time students have taken an assessment of this type.
- 23-24 school year, ALL 8th grade LMS students will take the PSAT8!

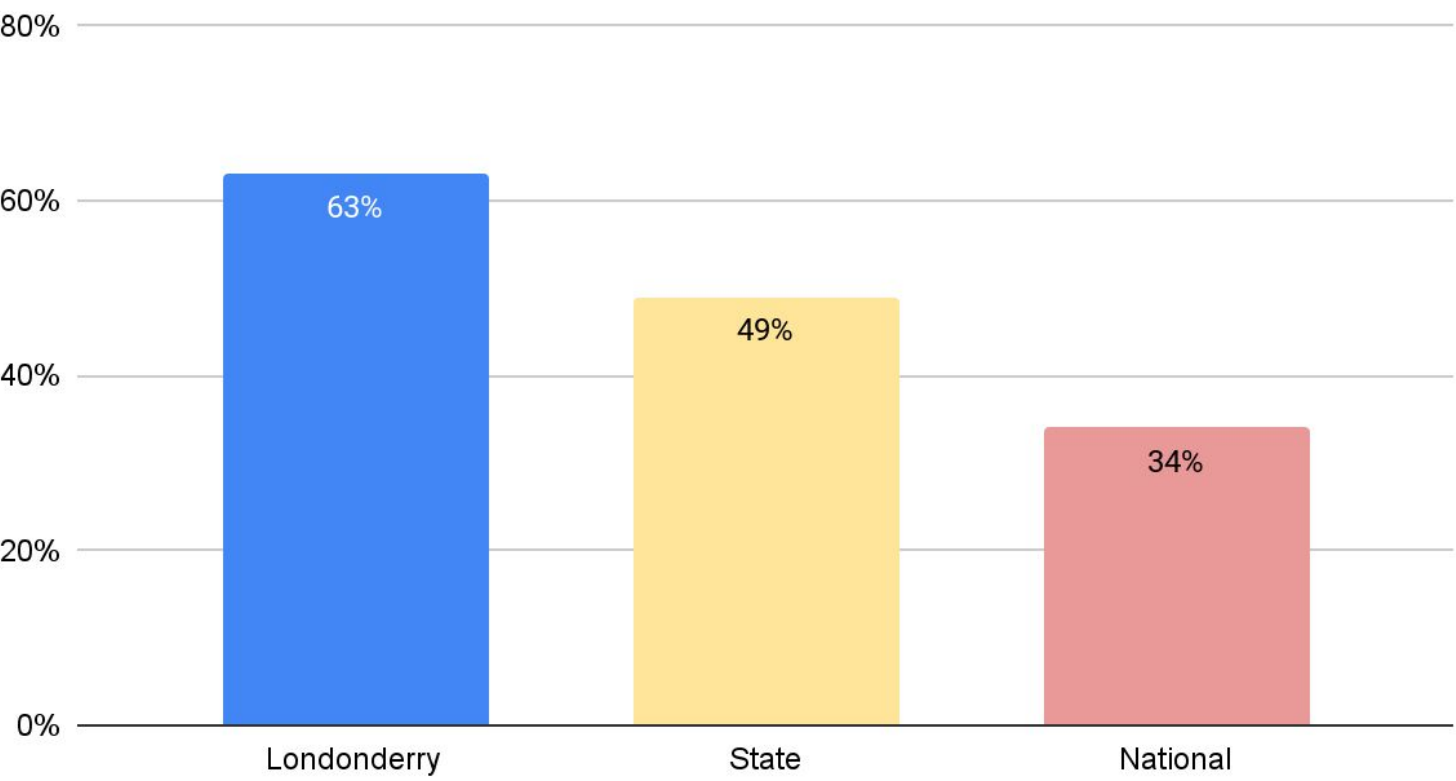
Met Both PSAT 8/9 Benchmarks



Met PSAT 8/9 Reading and Writing Benchmark

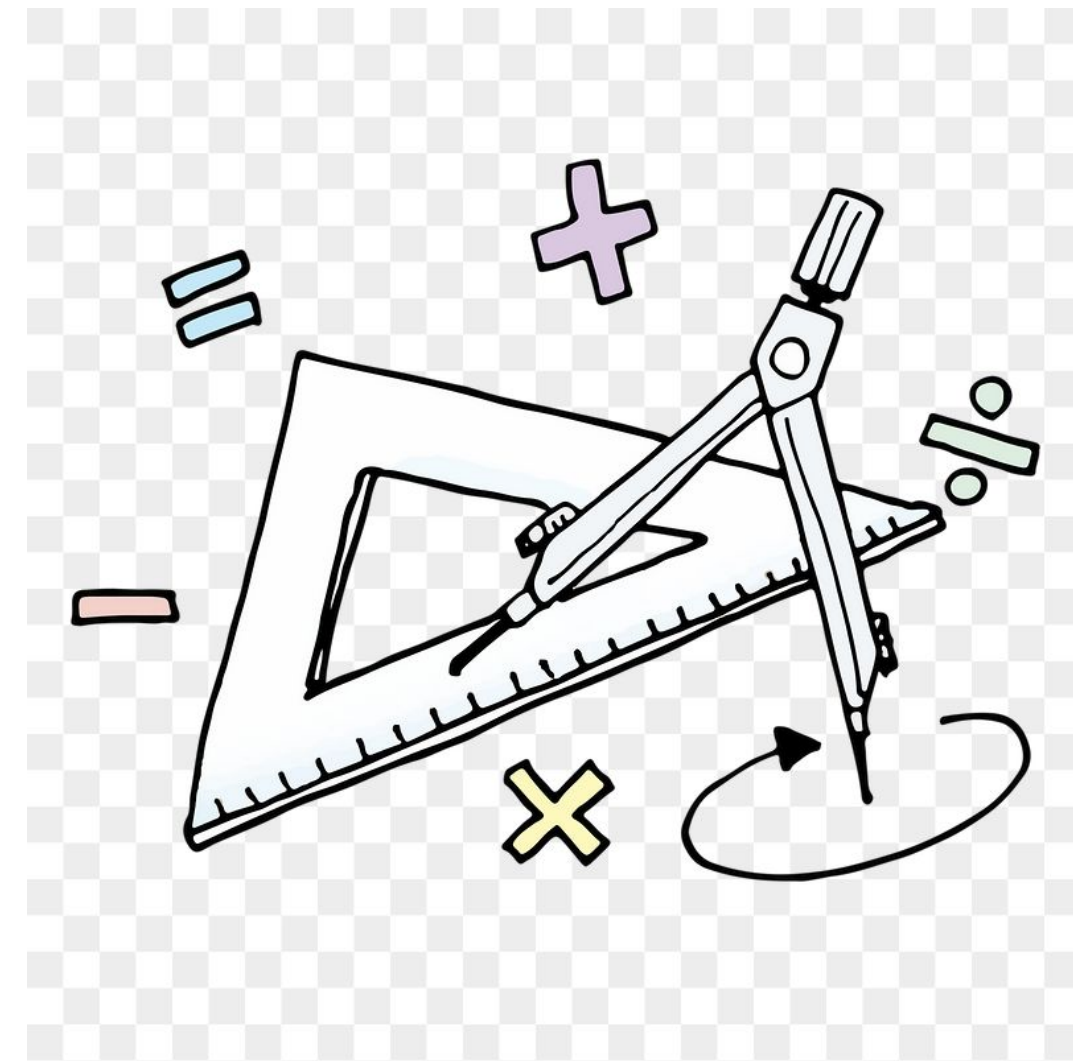


Met PSAT 8/9 Math Benchmarks



22-23 Highlights of student achievement at LMS

- 60 students in Advanced Math or High Math at Grade 6
- 60 students in Pre Algebra or Advanced Math at Grade 7
- 21 of students in Honors Algebra at Grade 8
- 49 students in Algebra at Grade 8
- 1 Student attending LHS for Honors Geometry course
- 2 Students will attend LHS 23-24, for additional math course advancement
- 84 students currently in World Language for high school credit



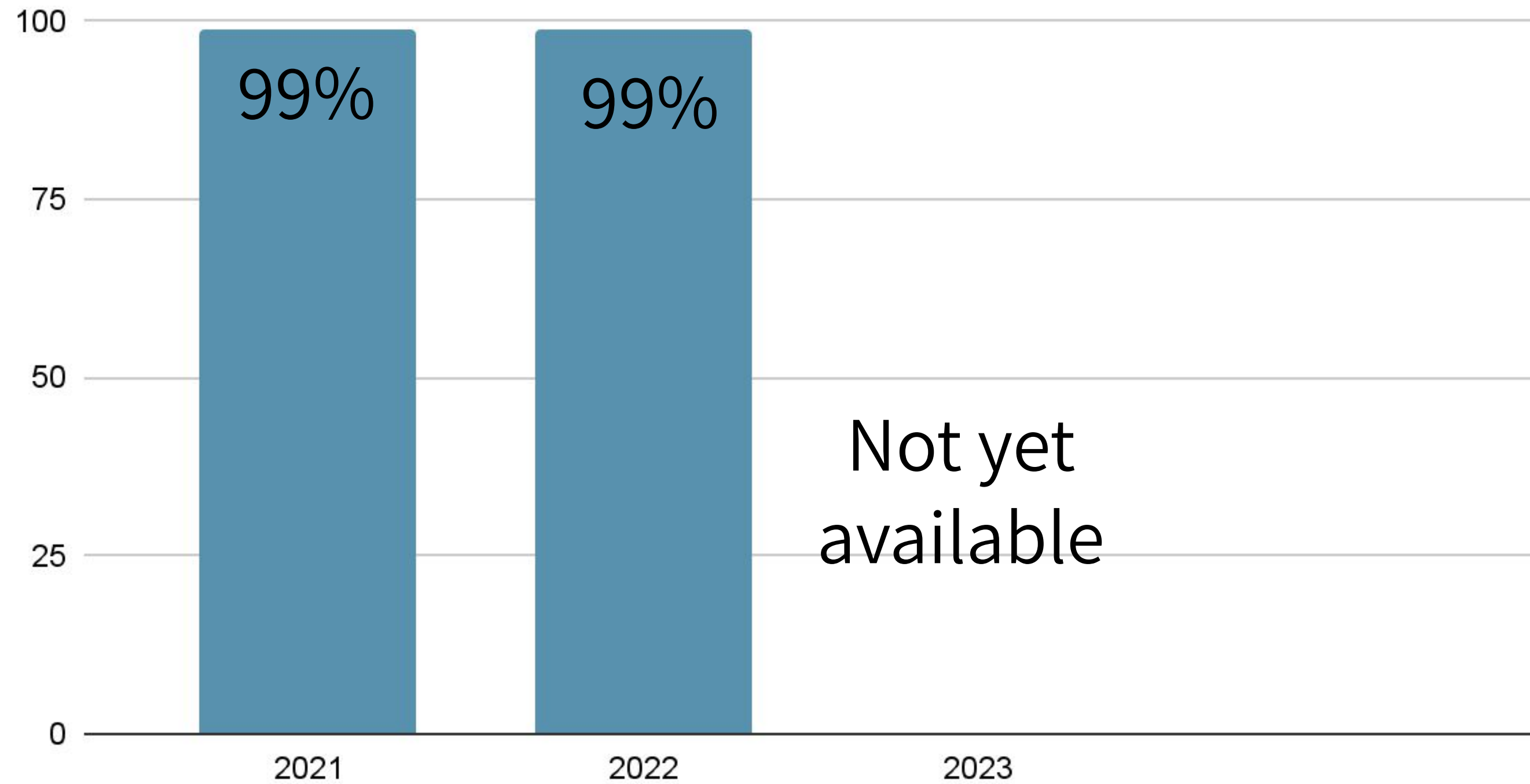
High School

High School Data Sets

- High School Graduation Rate 2021 to 2023
- College Acceptance Rate 2022 to 2023
- Dual Enrollment Courses 2021 to 2023
- Advanced Placement Testing 2023
- Career & Tech Ed and College Prep Classes 2023
- SATs 2023 and PSATs
- Summer Academy Outcomes 2023

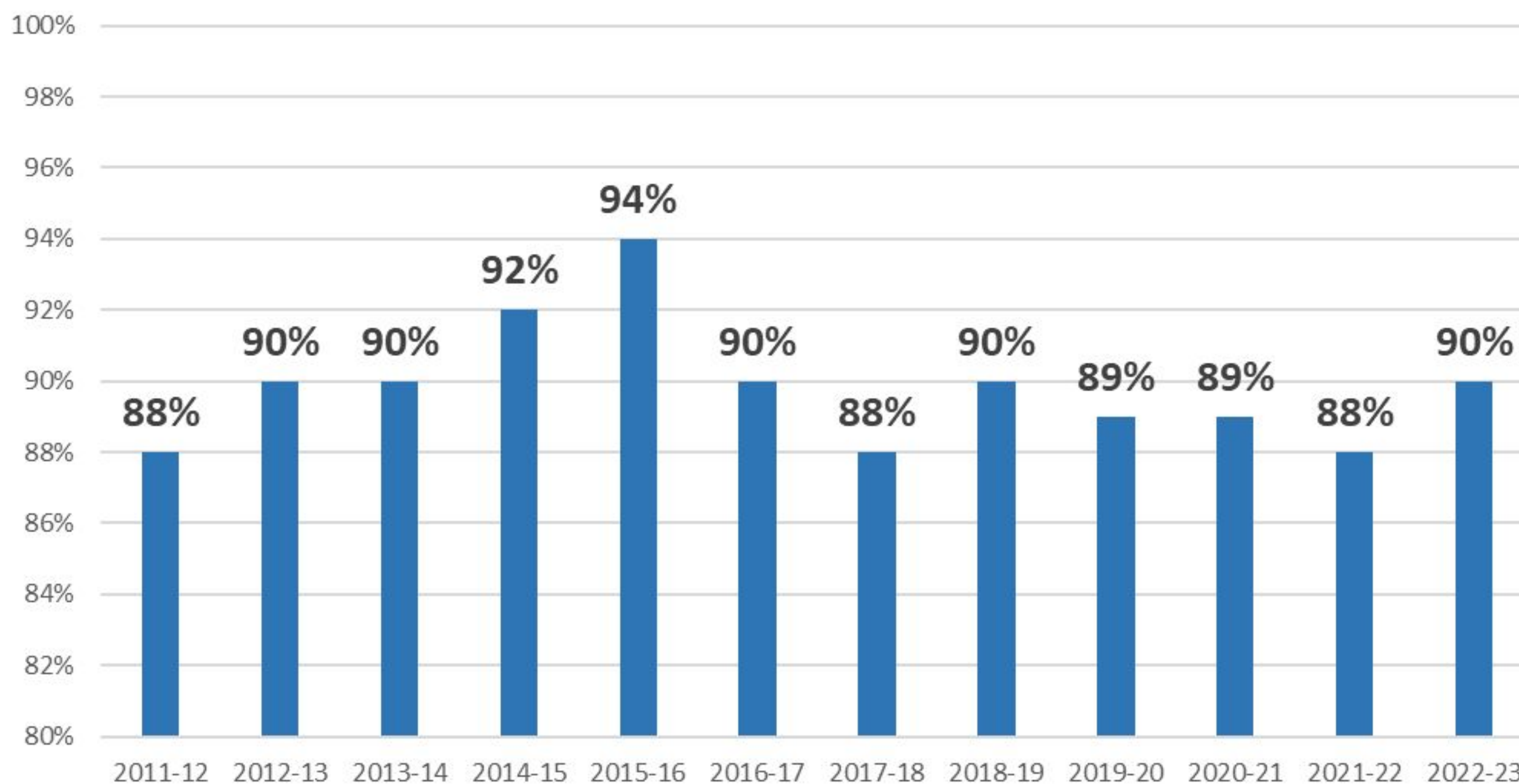
LHS Graduation Rate

High School Graduation Rate



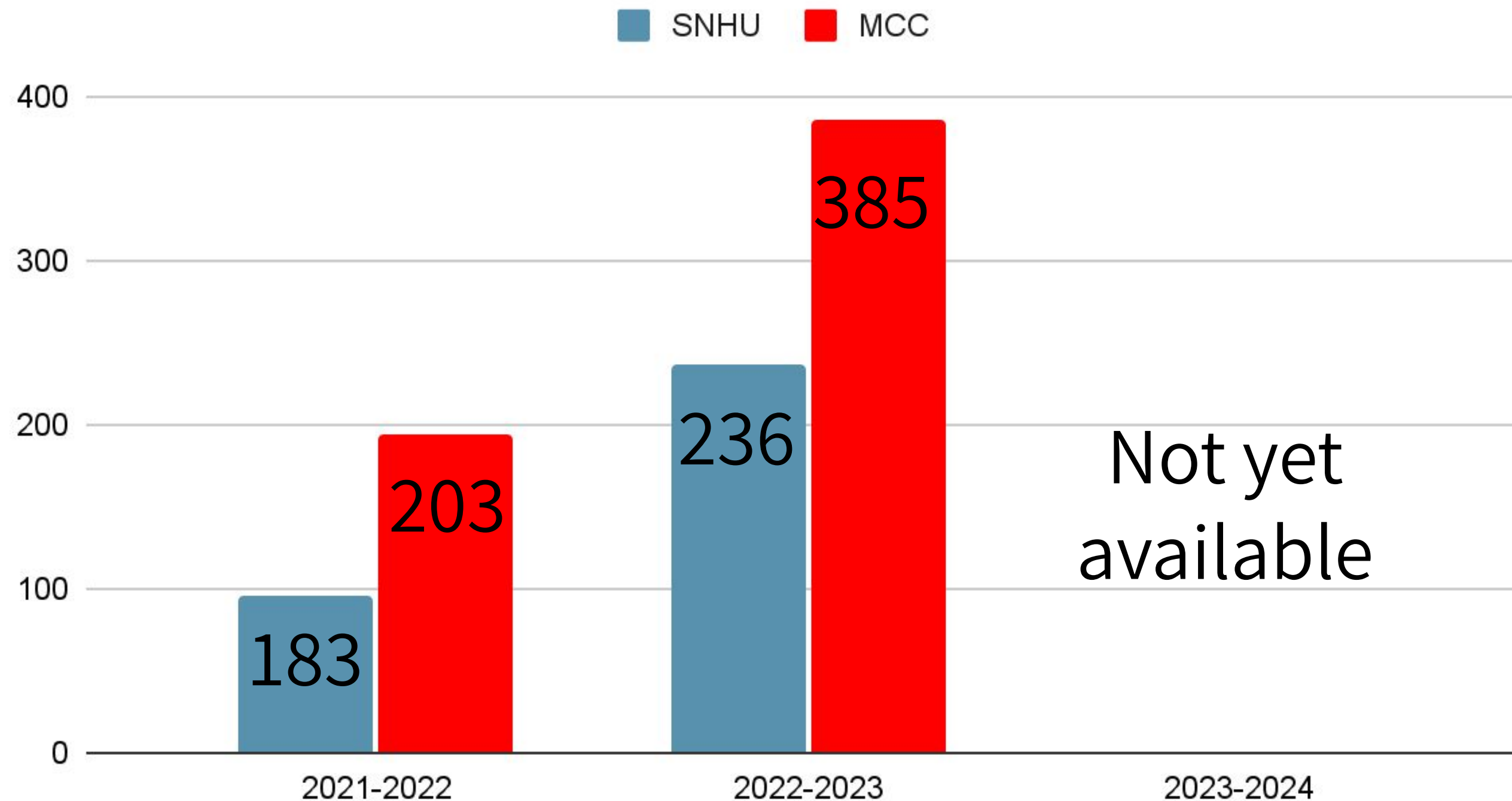
2022 Outcome	Number	% of Students		2023 Outcome	Number	% of Students
2 Yr College	33	10.31%		2 Yr College	36	11.60%
2 Yr College (unspecified)	0	0.00%		2 Yr College (unspecified)	2	0.60%
4 Yr College	244	76.25%		4 Yr College	225	72.30%
4 Yr College(Unspecified)	0	0.00%		4 Yr College (Unspecified)	0	0.00%
Apprenticeship Program	4	1.25%		Apprenticeship Program	12	3.90%
Career Education	7	2.19%		Career Education	6	1.90%
College Prep School	0	0.00%		College Prep School	1	0.30%
Dropped-out	1	0.31%		Dropped-out	0	0.00%
Employed	20	6.25%		Employed	25	8.00%
Military	5	1.56%		Military	1	0.30%
Non-U.S. College	0	0.00%		Non-U.S. College	1	0.30%
Non-U.S. College (Unspecified)	0	0.00%		Non-U.S. College (Unspecified)	0	0.00%
Other	0	0.00%		Other	0	0.00%
Other Schools	0	0.00%		Other Schools	1	0.30%
Undecided/No Plans	0	0.00%		Undecided/No Plans	0	0.00%
Unknown	0	0.00%		Unknown	0	0.00%
Gap Year	6	1.88%		Gap Year	1	0.30%
Total Students	320			Total Students	311	

Londonderry High School College Acceptance Rate by Graduation Year



LHS Dual Enrollment Credit

SNHU and MCC

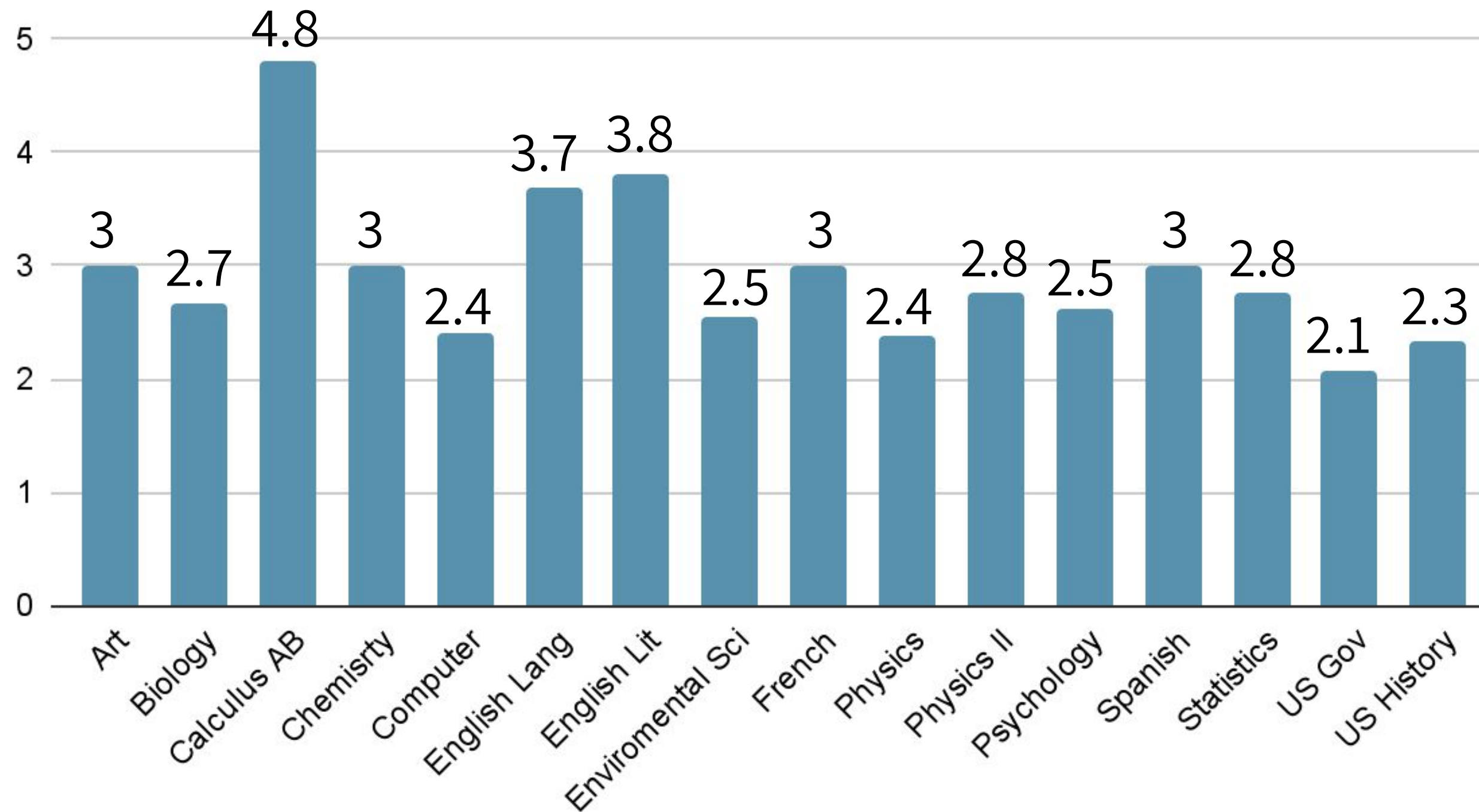


Advancement Placement

- Open Enrollment for Advanced Placement Courses (grades 10 - 12)
- No requirement to take the Exam (\$98 cost - up \$1 from last year)
- Students choose to take AP Test for their College Placement/Credit if their chosen college accepts it for credit/advancement
- Art, Biology, Calculus, Chemistry, Computer Science, English Lang, English Lit, Env. Sci, French, Physics 1, Physics 2, Psychology, Spanish Lang, Statistics, US Gov't, US History
- The Advanced Placement Program provides rigor and challenging academic opportunities for our students to take additional collegiate level courses

Advanced Placement Mean Scores (of students who took the test)

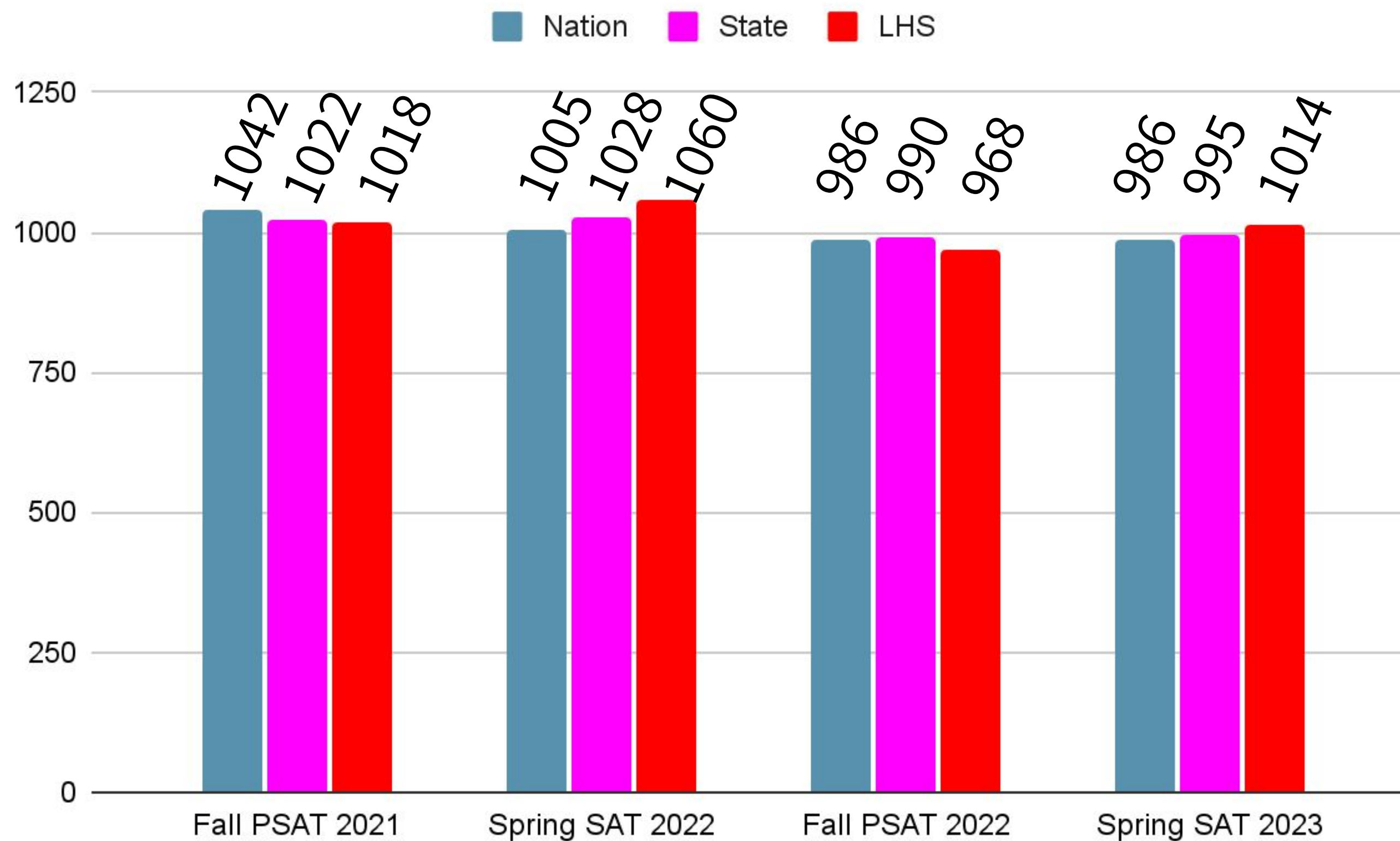
Advanced Placement Mean Scores



Career & Tech Ed and College Prep Classes

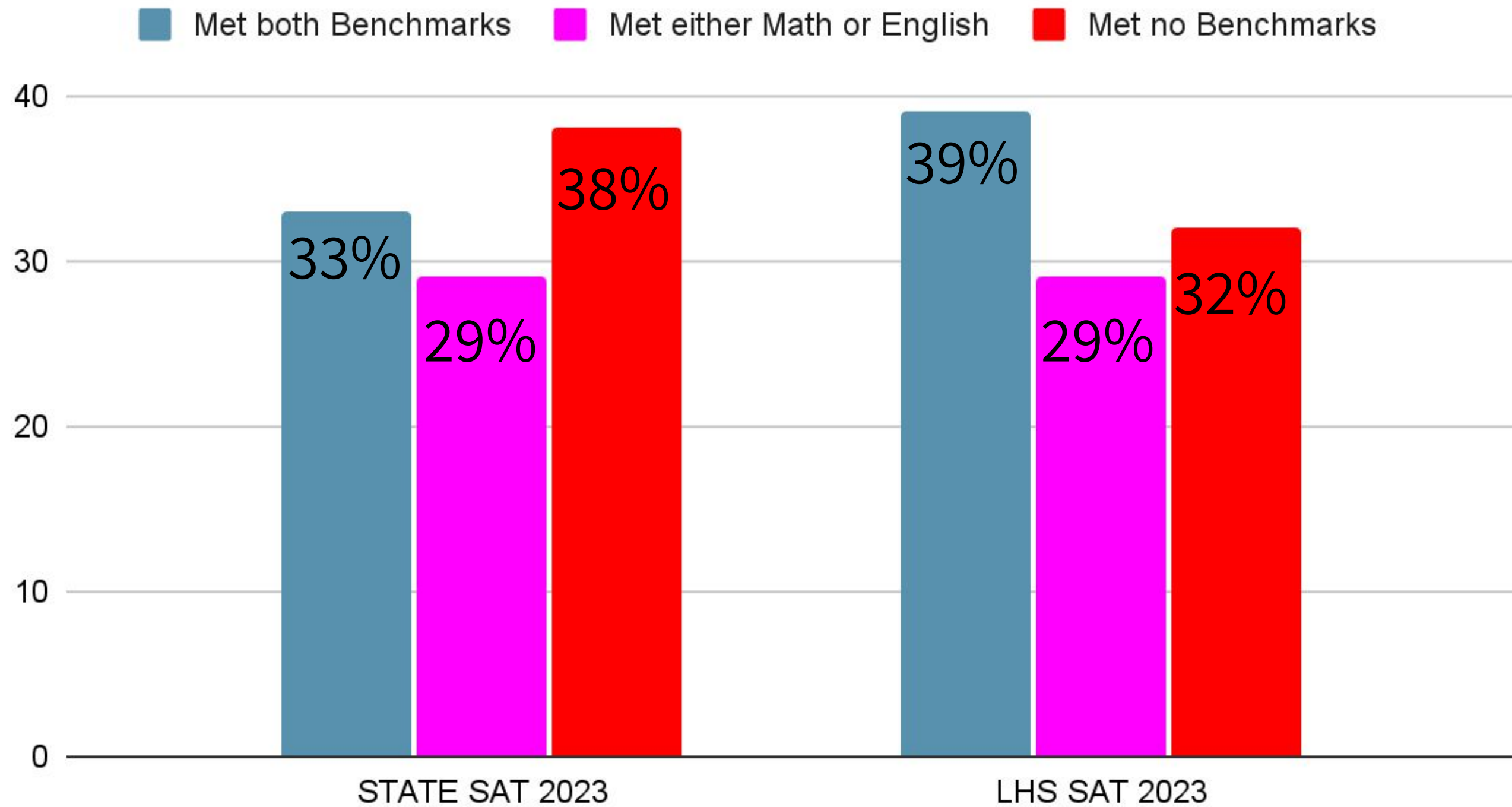
- Students have the opportunity to enroll in CTE courses at Manchester School of Technology and Wilbur Palmer CTE Center, as well as the Cyber Security Program at Nashua North. The student in this program received the opportunity to work at UNH this summer for 6 weeks, living on campus, getting paid to work with the University.
- Typical enrollment is approximately 120 students.
- Students enroll in courses such as Automotive, Cosmetology, Culinary, Electrical, Health Science, HVAC, Plumbing, and Natural Resources.
- “I Applied” Day November 1 and will include Trade Schools and Apprenticeships.
- LHS also has robust woodworking, metals, and graphic arts programs.
- College Prep students benefit from a comprehensive program of studies .

SAT and PSAT Comparison

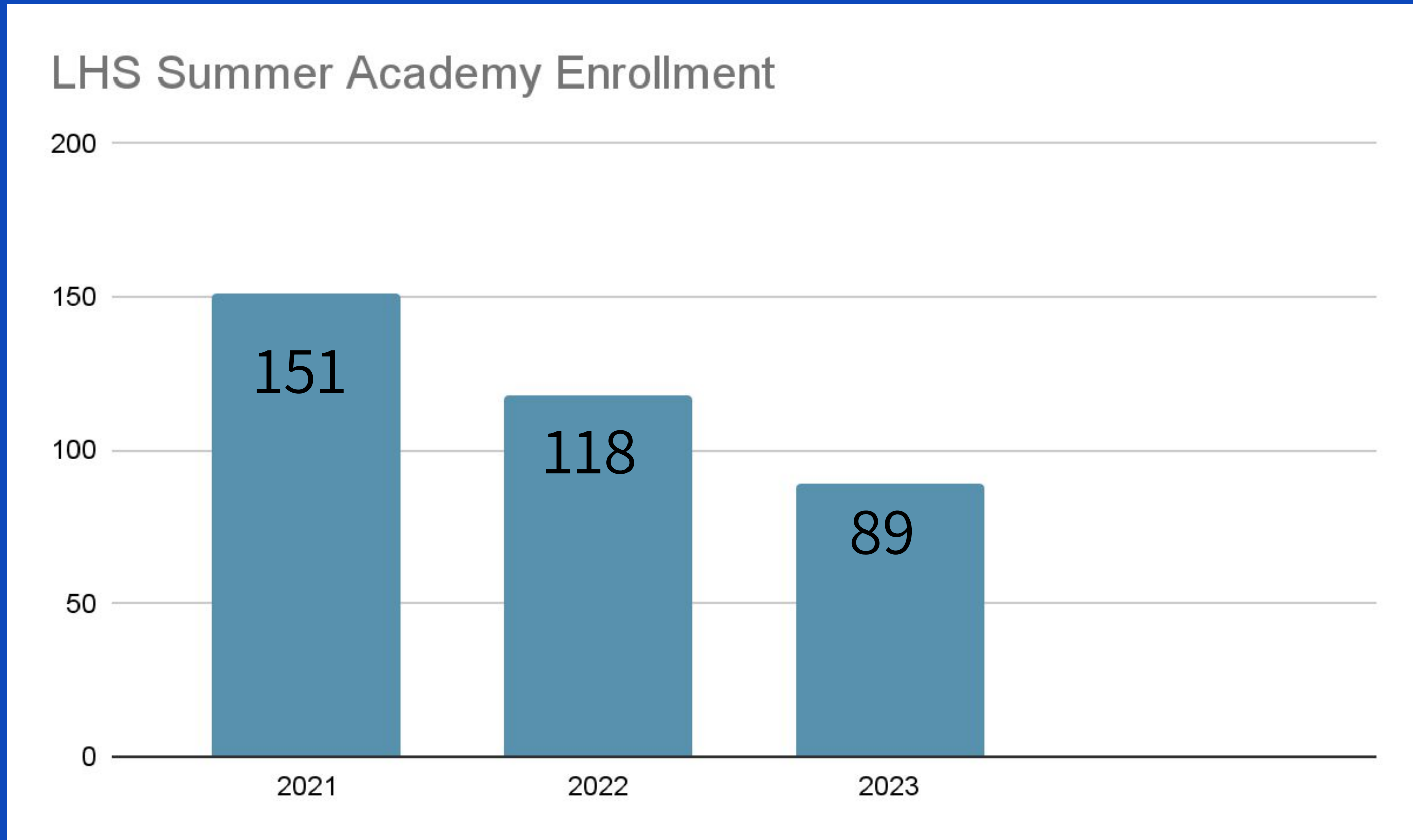


SAT Benchmarks

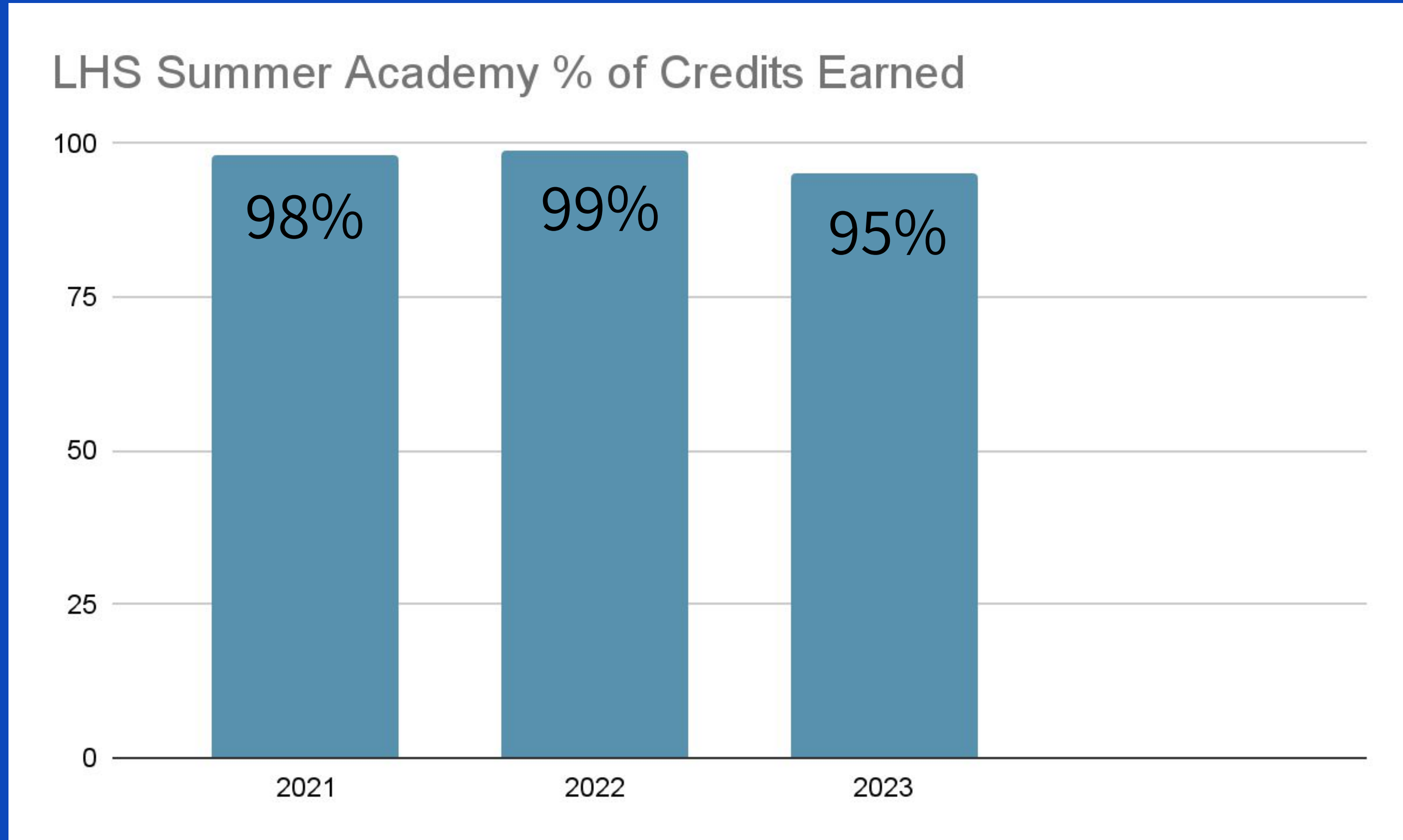
SAT Benchmarks 2023



LHS Summer Academy Enrollment



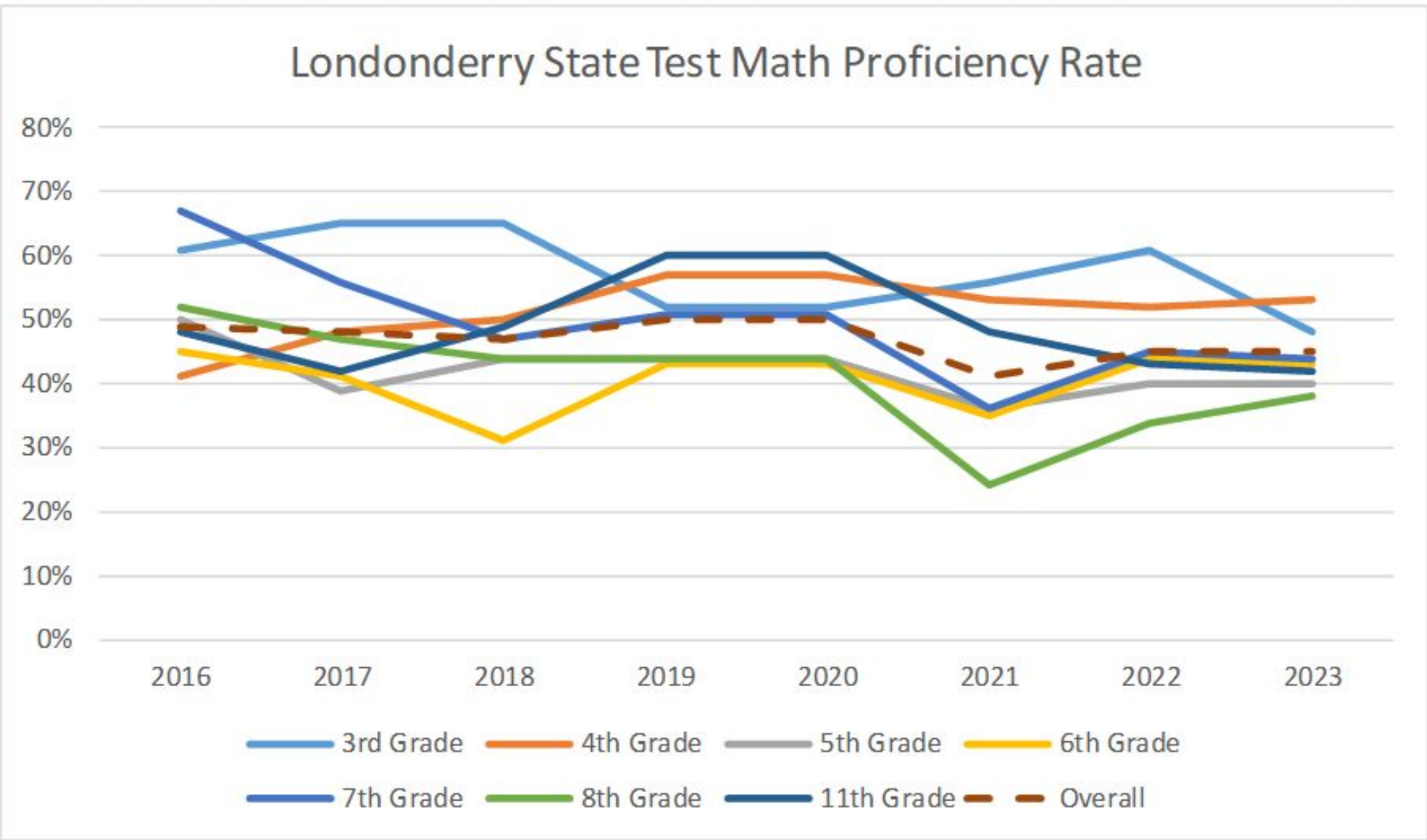
LHS Summer Academy Percent of Credits Earned



LHS Conclusions

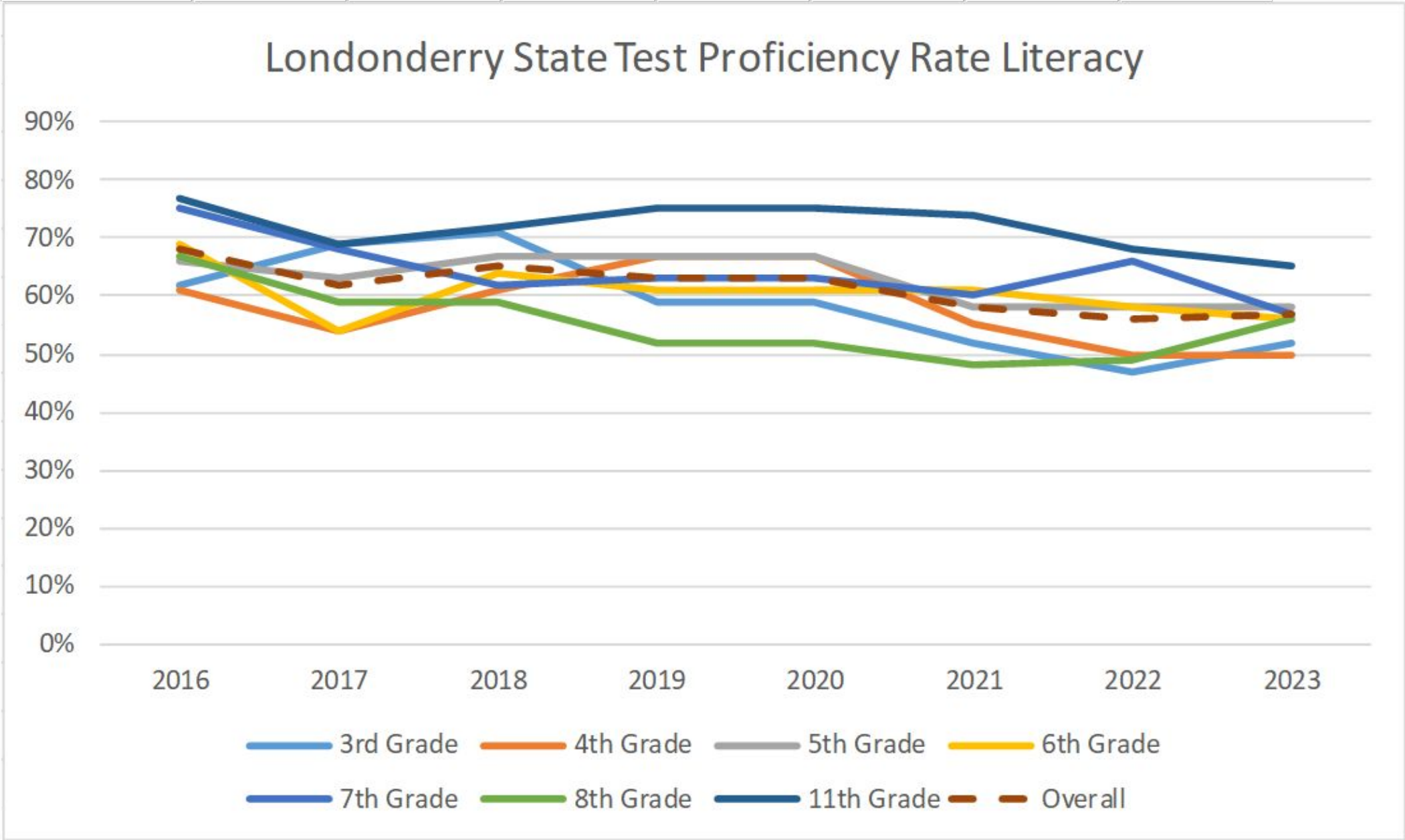
- LHS students also have the opportunity to enroll in career and technical education classes along with college preparatory courses as part of our comprehensive program of study.
- Advanced Placement course offerings are well-enrolled and our students perform well in the courses and we are looking at performance on the exam.
- Students make steady gains above the state and national averages on the SAT. Taking the PSAT in grades 9, 10, and 11 helps our juniors prepare for the Reading, Writing, and Math sections of the SAT.
- Many students saw success in the Summer Academy, with 95% of the students who attended earning credit.

Londonderry State Test Math Proficiency Rate								
	2016	2017	2018	2019	2020	2021	2022	2023
3rd Grade	61%	65%	65%	52%		56%	61%	48%
4th Grade	41%	48%	50%	57%		53%	52%	53%
5th Grade	50%	39%	44%	44%		36%	40%	40%
6th Grade	45%	41%	31%	43%		35%	44%	43%
7th Grade	67%	56%	47%	51%		36%	45%	44%
8th Grade	52%	47%	44%	44%		24%	34%	38%
11th Grade	48%	42%	49%	60%		48%	43%	42%
Overall	49%	48%	47%	50%		41%	45%	45%



We saw about a 15 point drop in proficiency in Literacy by 2016 when the state tests were aligned to Common Core compared to prior easier standards.

Londonderry State Test Proficiency Rate in Literacy								
	2016	2017	2018	2019	2020	2021	2022	2023
3rd Grade	62%	69%	71%	59%		52%	47%	52%
4th Grade	61%	54%	61%	67%		55%	50%	50%
5th Grade	66%	63%	67%	67%		58%	58%	58%
6th Grade	69%	54%	64%	61%		61%	58%	56%
7th Grade	75%	68%	62%	63%		60%	66%	57%
8th Grade	67%	59%	59%	52%		48%	49%	56%
11th Grade	77%	69%	72%	75%		74%	68%	65%
Overall	68%	62%	65%	63%		58%	56%	57%



Next Steps for 2023-2024

LES	LMS	LHS
Londonderry School District is transitioning to a new evaluation model to leverage improvements in the quality and delivery of instruction and student outcomes.		
Streamlining the PLC meetings to ensure that student data is at the center of the conversation to make best use of current knowledge, resources, and instruction.	Streamlining the PLC meetings to ensure that student data is at the center of the conversation to make best use of current knowledge, resources, and instruction.	Codify our PLC meetings to make the best use of the time the teachers have together to review student data and make the best use of current knowledge in the field through best pedagogical practices / skills acquisition.
Continue to learn and understand the shift to the science of reading and best practices around literacy instruction to implement in the classroom. Focus on choosing a program that is rooted in best practice and strategies that align with the Science of Reading.	Continue to look at the domains within nonfiction reading and math that support science and social studies to build up the rigor of those courses and content materials.	Provide opportunities for students to receive additional support in mathematics and assess the best ways to meet the needs of students in the area of literacy.
To continue to build and foster independence, problem solving, self reflection, and emotional regulation so students are ready to learn. Alignment with 6-12 Portrait of a Graduate with the elementary Portrait of a Learner.	Continue to embed the portrait of a graduate which includes, self direction, communication and collaboration. engaged citizen and problem solving skills.	Continue to embed the Portrait of a Graduate into all courses, with an eye toward determining which specific content areas will assume greatest responsibility for each aspect.

Questions

LHS and LMS Laptop & Chromebook

Current Self Insurance Program

Links to Current Programs for Review

[LHS Program](#) - In Place since 2021 when 1:1 Laptop Program started with LHS. A one time fee of \$35.

[LMS Program](#) - New this year. A yearly \$15 dollar fee for the Chromebook. Students receive and turn in a Chromebook every school year while at LMS.

Self Insurance Fees Collected

2021-22	2022-23	2023-24
2 LHS Classes ~ 660 Students \$23,100	1 LHS Class ~ 360 Students \$12,600	1 LHS Class ~ 300 Students \$10,500 3 LMS Classes ~ 950 Students \$14,250

The Repair Line Item in the IT Department's Budget has been between \$46,000 and \$56,000 over the last couple of years. A sample range of costs for common breakages is on each of the websites on the prior slide.

If Updates Occur Moving Forward

We got to the current program after presenting a multi-year phase in plan at LHS during the 2020-21 budget cycle. By the Fall of 2021 the Self Insurance Program was rolled into the handout of devices for the 2 grade levels we started with.

If the School Board does want to update the self insurance program, we will need to make sure the updates include:

- 1) Promoting Responsibility with Devices
- 2) Acknowledging that kids break things the these are expensive things
- 3) Decide where the financial liability goes when a device is broken and needs to be repaired.



August 28, 2023

MEMO:

To: Mr. Daniel Black, Superintendent
Londonderry School Board

From: Marc Lehoullier, Trident

Re: HVAC Upgrades, Various schools

Since January 2021, the Londonderry School District has worked with The Trident Group and Lavallee/Brensinger to assist in facilitating a Facilities Master Plan. In July 2021, a facilities study was issued for each of the District's buildings.

Additionally, a Programming study was conducted with administration input, DOE guidelines, population projections and space recommendations made for each of the schools to incorporate into the Facilities Master Plan.

The administration has laid out a broad timeline over many years for execution of the Facilities Master Plan.

Over the last several years, the Londonderry School District has considered many HVAC upgrade- options at each of the schools. As a catalyst to the start of the Facilities Master Plan, the community approved a Warrant Article and Bond in March 2023 to proceed with a limited scope Infrastructure /HVAC Upgrade program at Londonderry High School, South Elementary School, Londonderry Middle School, and replacement of the pump house in the amount of \$5,000,000.

The budget was based on a Siemens recommendation to include design and implementation for the HVAC scope. To ensure competition in the selection process, an RFQ/P for Design Services was issued, posted to the District Website, and advertised as a Public Notice. The district received 6 proposals, three of which were deemed complete and responsive to the RFQ/P. All submissions were substantially overbudget.

An effort by Trident to selectively reduce the scope and negotiate with the 2 lowest proposers did not result in success, the proposals remained too high.

After discussion with the administration and Bob Slater, the School Board member active with this endeavor, it was agreed to consider a hybrid approach - a Design/Build delivery method. Two of the original proposers (the lowest bidders for design) were willing to proceed under that model.

Fitzmeyer & Tocci, one of the original proposers, had a Construction Management arm and partnered with Trane to provide a response to a revised RFQ/P.

EEI/ENE, one of the original proposers also has experience in HVAC/Energy upgrades and Performance Agreement Contracts that may be acceptable after evaluations.

Additionally, due to its prior experience with the District, Siemens was invited to participate in the RFQ/P process.



Trident issued a revised RFQ/P modelled on a Design/Build process, open book method of project delivery, as well as open source procurement of the mechanical and control systems, based on information to a similar RFP issued in Burlington Vermont.

After we responded to an RFI, Siemens chose not to submit a proposal, without further reply to our inquiries.

We received 2 responses to the RFQ/P. Trident compiled a comparison matrix of both responses to the qualifications and items within the RFQ/P, as well as a Fee Comparison matrix.

Interviews of each proposer were held on August 23, facilitated by Trident, and an interview panel attended by Alan Miller, Daniel Black, Lisa McKinney, Bob Slater, and Kevin Gray.

Both firms interviewed and were deemed qualified by the panel.

TRANE/F&T: Though responsive at the interview, the Trane/F&T team elected not to agree to the proposed fee structure within the RFQ/P. The RFQ/P asked for participation on an open book delivery method. In their response, TRANE/F&T indicated their willingness to entertain only a Lump Sum delivery method. Note that at the interview they indicated they would be amenable to an open book delivery option. Their presentation was polished and done well. They made no effort to visit the school buildings prior to either submission, though the RFP offered availability, and they presented a \$92,000 Pre-construction fee for audit, design and estimating.

EEI/ENE: The team at EEI, represented by Senior Project Manager Michael Davey and including 3 technical staff gave a detailed presentation of their approach to the project, including a tertiary visit to the schools on the preceding day. They presented other solutions to the issues and made recommendations for different replacements due to availability of parts and non-compliant refrigerant. Additionally, they looked further at the boilers and deemed the existing Cleaver Brooks cast iron boilers in fine shape and suggested replacement of only 1, to two modulating boilers each with ½ the BTU's and maintaining the existing as backup. This will increase energy efficiency and provide redundant systems.

They spoke clearly about open source specifications and controls, as well as rebates, and will consider a Performance guarantee agreement. They noted no charge for the preconstruction portion and offered to audit the remaining schools for no additional charge.

After the interview, the attendees unanimously considered EEI/ENE as the most cooperative to work with, and the seeker of solutions. EEI/ENE has a presence in most of the School Districts in Southern NH and has worked with Alan Miller at the Pelham School District. Additionally, their references from Pro Con and the Keene School district were laudatory and without qualification.

EEI/ENE has presented a schedule which will complete the installation by October 2024, but the Notice to Proceed needs to be made immediately due to supply chain concerns.

Trident has no Objection to the committee's selection of EEI/ENE, and strongly supports the process and the resulting selection.

Cc: Gino Baroni - Trident



**Londonderry School District
Daniel Black,
Superintendent of Schools**

Memo

To: Londonderry School Board
From: Dan Black
Date: August 30th, 2023
Re: Policy Updates for September 5th, 2023

Second Reading of to Amend Policy GCPD – Suspension and Dismissal of Employees: This second reading includes updated language and suggestions from one of our lawyers for the School Board to consider. Their main point was the prior policy afforded employees more rights than are governed by the collective bargaining agreements and the law. Their advice was just to stick to those rights that are already in place and make a much more simplified policy for the School Board.

Third Reading to Rescind Policy GDPD – Suspension and Dismissal of Employees: This policy is a duplicate of the one above and is ready to be rescinded by the School Board.

Second Reading to Adopt Policy KD and KD-R – School District Social Media Platforms and School District Social Media Websites Regulations: These policies have not changed since the first reading and presentation to the School Board since the last meeting.

SUSPENSION AND DISMISSAL OF EMPLOYEES

Suspension and dismissal of employees shall be governed by individual contracts, applicable law, and the operative collective bargaining agreements.

Suspension

In the event that the Superintendent of Schools at his discretion finds it necessary to suspend a member of the staff, the following is the procedure to be followed:

1. ~~The Superintendent should consult with the Chairman of the School Board indicating the reason or reasons for this suspension and the date at which time it will take effect.~~
2. ~~The Superintendent shall communicate to the member of the staff being suspended in a certified letter the reason or reasons for this suspension and the time it is to take effect.~~
3. ~~The Superintendent will continue the employee on salary during the suspension.~~
4. ~~The Superintendent shall bring to the School Board at the next regular meeting, in accordance with the provisions of RSA 91-A, documentation for this suspension and his recommendations concerning this suspension.~~
5. ~~The Board, at this meeting, will vote whether or not to continue this suspension and to initiate any action concerning the person they are suspending that they feel is necessary upon the recommendation of the Superintendent.~~
6. ~~The member of the staff, having been suspended, may at his discretion, appear at this meeting and bring to the Board any evidence he feels is germane in this matter.~~
7. ~~The Superintendent will communicate to the staff person involved in the suspension the results of the Board action by certified letter.~~
8. ~~Probable causes for suspension:~~
 - a. ~~Superintendent finds a member of the staff to be incompetent, insubordinate, or immoral.~~
 - b. ~~The actions of a member of the staff are such as to cause disruption of the learning process.~~
 - c. ~~A member of the staff being involved in court litigation of such a nature as to affect the school district.~~

Dismissal of Employees

In the event that the Superintendent of Schools at his discretion finds it necessary to dismiss a member of the staff, the following is the procedure to be followed:

1. The Superintendent should consult with the Chairman of the School Board indicating the reason or reasons for this dismissal.
 - a. For uncertified employees, the Superintendent should request the approval of the School Board to hold a dismissal hearing. The School Board can also grant the Superintendent the authority to dismiss uncertified employees at the conclusion of the dismissal hearing if they deem it necessary.
2. For certified teaching staff, the Superintendent will need to coordinate a dismissal hearing with the School Board.
3. Prior to the dismissal hearing, the Superintendent shall communicate to the member of the staff being recommended for a dismissal hearing to the School Board in a certified letter the reason or reasons for this recommendation and the time the hearing is to take place.
4. The Superintendent will continue the employee on salary during the time before the dismissal hearing.
5. The Superintendent shall bring to the School Board at the dismissal hearing, in accordance with the provisions of RSA 91-A, documentation for this dismissal recommendation.
6. The Board, at this hearing, will vote whether or not to approve of the dismissal.
7. The member of the staff, recommend for dismissal, may at their discretion, appear at this meeting and bring to the Board any evidence they feels is germane in this matter.
8. The School Board will communicate to the employee the results of the dismissal hearing in the form of a certified letter.
9. Probable causes for dismissal:
 - a. Prior, documented progressive discipline has been used to address deficiencies in the employee's performance related to:
 - i. Violation(s) of Londonderry School District Policy

- ~~ii. Violation(s) of the New Hampshire Code of Ethics for Educational Professionals.~~
- ~~iii. The continued actions of a member of the staff are such as to cause disruption of the learning process.~~

~~GCPD (Also GDPD)~~

~~And the employee has new and documented performance issues in these same or similar areas.~~

- ~~b. A member of the staff being involved in court litigation of such a nature as to affect the school district.~~

Cross References:

BBA School Board Powers and Duties

Legal References:

RSA 189:13 Dismissal of a Teacher

LONDONDERRY SCHOOL BOARD

Adopted: November 7, 1977

First Reading to Amend: July 25, 2023

Second Reading to Amend: September 5, 2023

SUSPENSION AND DISMISSAL OF EMPLOYEES

Suspension

In the event that the Superintendent of Schools at his discretion finds it necessary to suspend a member of the staff, the following is the procedure to be followed:

1. The Superintendent should consult with the Chairman of the School Board indicating the reason or reasons for this suspension and the date at which time it will take effect.
2. The Superintendent shall communicate to the member of the staff being suspended in a certified letter the reason or reasons for this suspension and the time it is to take effect.
3. The Superintendent will continue the employee on salary during the suspension.
4. The Superintendent shall bring to the School Board at the next regular meeting, in accordance with the provisions of RSA 91-A, documentation for this suspension and his recommendations concerning this suspension.
5. The Board, at this meeting, will vote whether or not to continue this suspension and to initiate any action concerning the person they are suspending that they feel is necessary upon the recommendation of the Superintendent.
6. The member of the staff, having been suspended, may at his discretion, appear at this meeting and bring to the Board any evidence he feels is germane in this matter.
7. The Superintendent will communicate to the staff person involved in the suspension the results of the Board action by certified letter.
8. Probable causes for suspension:
 - a. Superintendent finds a member of the staff to be incompetent, insubordinate, or immoral.
 - b. The actions of a member of the staff is such as to cause disruption of the learning process.
 - c. A member of the staff being involved in court litigation of such a nature as to affect the school district.

LONDONDERRY SCHOOL BOARD

Adopted: November 7, 1977

First Reading to Rescind: July 25, 2023

Second Reading to Rescind: August 8, 2023

Third Reading to Rescind: September 5, 2023

SCHOOL DISTRICT SOCIAL MEDIA PLATFORMS

The School Board recognizes the value of technology such as social media platforms in promoting community involvement and collaboration. This Policy applies to official District social media platforms such as Facebook or X (FKA Twitter) where the public can post comments. The purpose of any official District social media platform shall be to further the District's vision and mission, support student learning and staff professional development, and enhance communication with students, parents/guardians, staff, and community members. As such, the Superintendent or designee are authorized to establish social media platforms in furtherance of the District's values, goals, and mission.

Definitions

"Social media" means any online platform for collaboration, interaction, and active participation, including, but not limited to, social networking sites such as Facebook, X (FKA Twitter), YouTube, LinkedIn, or blogs.

"Official District social media platform" is a site authorized by the Superintendent or designee. Sites that have not been authorized by the Superintendent or designee but that contain content related to the District or comments on District operations, such as a site created by a parent-teacher organization, booster club, or other school-connected organization or a student's, employee's, or elected official's personal site, are not considered official District social media platforms.

Establishment of Regulations

The Superintendent or designee will establish administrative regulation, guidelines and protocols for official District social media platforms to ensure the appropriate and responsible use of these resources and compliance with law, Board policy, and regulation.

Privacy

The privacy rights of students, parents/guardians, staff, Board members, and other individuals will be protected on official District social media platforms.

Guidelines for Content

Official District social media platforms shall be used only for their stated purposes and in a manner consistent with this policy, administrative regulations, guidelines, and protocols.

The Superintendent or designee shall ensure that official District social media platforms provide current information regarding District programs, activities, and operations, consistent with the goals and purposes of this policy, administrative regulations, guidelines, and protocols. Official District social media platforms shall contain content that is appropriate for all audiences.

The main page of every official District social media platform should indicate it is the "Official page of the Londonderry, N.H. School District" and shall include the guidelines for public comment.

The District shall not post any student names to any official District social media platform without written permission of the parent/guardian.

To the extent possible, the content posted on any official District social media pages will be preserved and archived using policies and procedures that are consistent with the District's records retention and disposal policies.

All content on the official District social media platform must relate to education, curriculum, instruction, school-authorized activities and athletics, school or District news or general information relating to work, activities and accomplishments of the District and its staff, as representatives of the District.

The District's official social media platforms are a means to connect to the public. Accordingly, the District will not use those platforms to send direct private messages to individuals unless no other resource is available.

Guidelines for Public Comment

The District reserves the right to remove postings that:

- a. are abusive, defamatory, or obscene;
- b. endorse any product, cause, political party or political candidate in conflict with Londonderry School District Policy KJ;
- c. target, disparage, or discriminate on the basis of ethnicity, race, religion, sexual preference, age, sex, or disability;
- d. constitute a specific or imminent threat;
- e. contain spam, advertising, solicitations or include links to other sites;
- f. contain confidential information;
- g. are in violation of any intellectual property right of another;
- h. are in violation of any law or regulation;
- i. are in violation of any District policy;
- j. are off-topic or do not relate to the posted topic; or
- k. are in violation of the guidelines of the social media site.

Official District social media platforms will be regularly monitored. Staff members responsible for monitoring content may remove posts based on viewpoint-neutral considerations in accordance with this policy, administrative regulations, guidelines, and protocols after consulting with the Superintendent or designee.

Copyright

Copyrighted materials may only be posted in compliance with copyright laws.

LONDONDERRY SCHOOL BOARD

First Reading to Adopt: August 8, 2023

Second Reading to Adopt: September 5, 2023

SCHOOL DISTRICT SOCIAL MEDIA WEBSITES – REGULATIONS

GENERAL GUIDELINES:

1. The Superintendent or designee reserve the right to remove and/or not post any comments at any time, for any reason. The District reserves the right to remove postings that:
 - a. are abusive, defamatory, or obscene;
 - b. are fraudulent, deceptive or misleading;
 - c. target, disparage, or discriminate on the basis of ethnicity, race, religion, sexual preference, age, sex, or disability;
 - d. contain spam, advertising, solicitations or include links to other sites;
 - e. contain confidential information;
 - f. are in violation of any intellectual property right of another;
 - g. are in violation of any law or regulation;
 - h. violate any School District policy; or
 - i. are otherwise offensive, graphically or in tone;
 - j. contain complaints about District staff.
2. The main page of every District-sponsored social media site should indicate it is the "Official page of the Londonderry, N.H. School District."
3. Permission to publish any student names must be verified before posting to any District social media site.
4. To the extent possible, the content posted on District-sponsored social media pages will be preserved and archived using policies and procedures that are consistent with the District's records retention and disposal policies.
5. Endorsements of any product, cause, political party, or political candidate in conflict with Londonderry School District Policy KJ are forbidden.
6. The District should make a reasonable effort to block followers who are deemed inappropriate if they can be seen by others viewing its Follower list.
7. The District's Facebook page should be set up as a "fan" page where fans may be permitted to post comments. The page administrator(s) is (are) authorized to block/remove fans and postings from the District's Facebook page where the posts and comments do not support the educational mission of the District.

8. All content on the District's Facebook page must relate to education, curriculum, instruction, school-authorized activities, and athletics, school or District news or general information relating to work, activities, and accomplishments of the District and its staff, as representatives of the District.
9. Designated page administrator(s) will manage the privacy settings of the District's Facebook page. All posting of comments on the District's Facebook page are at the discretion of the page administrator(s). The page administrator(s) reserve the right to remove or not post any comments at any time, for any reason after consultation with the Superintendent or designee.
10. The District should only associate with other Facebook groups with objectives that are consistent with the educational mission of the District.
11. The District's Facebook page is a means to connect to the public. Accordingly, the District will not use Facebook to send direct private messages to individuals unless no other recourse is available.

Legal Reference

RSA 189:70, Educational Institutional Policies on Social Media

LONDONDERRY SCHOOL BOARD

First Reading to Adopt: August 8, 2023

Second Reading to Adopt: September 5, 2023



Londonderry School District Business Office

Memo

To: Dan Black
From: Lisa McKenney
Date: September 5, 2023
Re: Adequacy Grant

The Adequacy Formula has substantially changed since we budgeted for FY24 with the estimate numbers provided by the State. The estimate in November 2022 was \$11,468,734. Under the new formula, Londonderry will be receiving \$11,927,483, a positive variance of **\$458,749**.

There are two options school districts can take with this increased funding:

- Call a special meeting for change in education funding under RSA 197:3-a
 - Allows School Districts to appropriate and spend the increased funding, if approved by voters at a special meeting
 - Special meeting must be held before tax rate setting in Fall 2023
 - Amount available for increasing appropriation is **\$401,543**.
- Apply the revenue as a credit during local tax rate setting process.
 - If the School Board chooses not to pursue a special meeting, the revenue will automatically be utilized to reduce the tax assessment for the upcoming tax year.

Because the formula imbedded a hold harmless to protect Districts from having lower funding in FY24, moving forward the hold harmless will be reduced by 20% every other year for the next ten years beginning in 2026. Although Londonderry's allocation has increased for FY24, it is important to note that Londonderry benefitted from the hold harmless protection in the formula, and that will be phased out in future years. Since there are many factors that impact the level of funding in the new formula (enrollment, Free & Reduced, Special Education, etc.), predicting future funding for Londonderry is difficult. As enrollment in various programs change, so will our Adequacy Aid.



Londonderry School District Business Office

To: Dan Black
From: Lisa McKenney
Date: 9/5/2023
Re: Retention of Unassigned Fund Balance

The School District has adopted RSA 198:4-b as amended, which allows the School District to retain up to 5% of the current fiscal year's net assessment. It allows the expenditure of any amount retained after the School Board holds a public hearing. Using last year's number from the Department of Revenue, The School Districts calculated 5% of the Net Assessment and maximum allowable retention is **\$3,363,947**. This number will be updated at the setting of the tax rate later this fall. As of June 30, 2022, the School Board voted to retain \$1,125,000 as Unassigned Fund Balance.

The School District auditors completed their fieldwork a few weeks ago. Once the audit report is complete, they will come before the School Board and present their findings, sometime later this fall/winter. Based on their fieldwork, the School District's Total Fund Equity is estimated at **\$2,127,482.39**. At this point, it is doubtful that numbers including fund balance would change with any material effect.

Attached is a spreadsheet that shows the Total Fund Equity as of June 30, 2023 with total balance of **\$2,127,482.39**. After accounting for the capital reserve funds approved by the voters back in March 2023, and deducting all necessary reserves, \$517,330.98 [prepaid expenses, encumbrances, capital reserves, and computer devices article]; the Unassigned Fund Balance for June 30, 2023 is **\$1,610,151.41**. This represents the total amount available for the Board to decide how much to retain and how much to return as revenue to offset the December property tax rate for educational efforts this Fall. If the Board voted to maintain the current retention amount of \$1,125,000, that would leave \$485,151. being utilized to offset the tax rate.

The amount of fund balance that has been returned as revenue to offset the tax rate over the last few years:

- FY22 \$ 133,605
- FY21 \$1,324,067
- FY20 \$ 458,998
- FY19 \$ 84,261
- FY18 \$ 261,110

We recognize the current economic environment, however, we know that retained fund balance is one of the important factors the rating agencies use when calculating the District's bond rating. If the School District were considering a bond article in the near future, it would be good financial practice to keep the Unassigned Fund Balance at or above the current retention amount of \$1,125,000. It is also fiscally sound to retain enough to be available for unplanned expenditures.

FUND BALANCE DETAIL - FY23

FY22 FB Retention	1,125,000.00
FY23 Fund Balance	1,002,482.39
Total Fund Equity	2,127,482.39

Total Fund Equity	2,127,482.39
-------------------	--------------

Reserves:

Prepaid Expenses	29,270.98
Encumbrances	84,560.00
Computer Devices (fund balance)	250,000.00
Capital Reserves (fund balance)	153,500.00
Subtotal	517,330.98

FY23 Unassigned Fund Balance-Preliminary	1,610,151.41
--	--------------

Board vote-revenue to offset tax rate/retain-to be determined	485,151.41
---	------------

FY23 Unassigned Fund Balance-Final	1,125,000.00
---	---------------------



Londonderry School District Daniel Black, Superintendent of Schools

Memo

To: Londonderry School Board
From: Dan Black
Date: August 30th, 2023
Re: September 2023 Safety Update

- 1) Through the hard work of our EOP Committee, Londonderry SROs, and Staff we are now an officially ALICE Certified School District!
- 2) One of the major updates to our schools over the Summer was the addition of the Alertus Buttons in all of our rooms in our schools.



These buttons on the left will only be pushed if there is a violent critical incident in our schools. These Alertus buttons will replace the old panic buttons. They are physically in the schools but will not be functional for a few more months. The panels on the right are in certain highly visible areas of each of the schools that will be part of the messaging if the Alertus buttons are ever

activated. There is an application that can go on devices for staff and the administration to communicate more clearly if ALICE is ever enacted in the schools as well.

- 3) The reunification trainings from June of 2023 will be spearheaded over the course of the year by the EOP Committee and small groups from each school to be ready for an off-site reunification plan if ever needed as well.
- 4) We will do month Safety Updates as needed to share public information directly from our EOP Committee.



Londonderry School District Daniel Black, Superintendent of Schools

Memo

To: Londonderry School Board
From: Dan Black
Date: August 30th, 2023
Re: Opening Day Enrollment

Attached to this memo are several enrollment reports.

The first is the grade level and school summary we share a few times a year. The official enrollment numbers for the state and federal government will be pulled on Oct. 1st, 2023.

The second sheet is a comparison of the projected enrollment we made last year during budget season and what we have now in our opening day classrooms. The real surprise in our enrollment is in Kindergarten. We projected 254 based on a multi-year average but only have 208 students currently enrolled.

The third is a detailed sheet on Moose Hill Enrollment and all its programs.

Knowing we already had questions last spring around Moose Hill, enrollment, and capacity I was going to suggest in a more sophisticated demographic study through NESDEC (New England School Development Council); but I have already begun that process so hopefully by mid to late October we can get some help to better understand if this small group of Kindergartners is an anomaly, a short term or longer term pattern. By our next School Board meeting we will be able to share if there is any effect from childcare centers on our numbers. NESDEC will help us better understand the birth rate effect on these numbers as well as the connection to real estate in Londonderry.

Our first-grade numbers are also 15 students less right now than our projection from the budget season.

The current LEEP numbers are the only other part that explain the different between the projection and actual enrollment. However, LEEP grows over the school year as more and more students turn three years old.

The lower enrollment we have now can be something we adjust to in the upcoming budget season for the operating budget for 2024-25, however, getting help from NESDEC on a longer-term projection is necessary to plan for Moose Hill and the potential building project to be discussed later in the School Board Meeting.

LONDONDERRY SCHOOL DISTRICT ENROLLMENT UPDATE

8/29/2023

[illegible]

LONDONDERRY SCHOOL DISTRICT ENROLLMENT UPDATE											
8/29/2023											
Grade	Room One	Room Two	Room Three	Room Four	Room Five	Room Six	Room Seven	Room Eight	K Plas/Friends	Total	
MOOSE HILL SCHOOL											
AM	18	14	17	18	17	17	18			119	
PM	13	14	13	13	13	11	12			89	
LEEP	111									111	
NORTH SCHOOL											
1	19	19	18	18	19					93	
2	20	21	19	20	20					100	
3	21	20	21	21	20					103	
4	23	23	23	23					92		
5	20	19	20	18	20					97	
MATTHEW THORNTON											
1	20	19	20	20	19	19				117	
2	20	20	21	21	21					103	
3	22	23	22	22	22					111	
4	19	21	20	20	20					100	
5	20	21	21	20					82		
SOUTH SCHOOL											
1	20	18	19	19	1					77	
2	21	20	21	21	19					102	
3	22	21	22	21					86		
4	18	23	22	22					85		
5	24	23	23	23					93		
MIDDLE SCHOOL											
6	331									331	
7	306										306
8	314									314	
HIGH SCHOOL											
9	301									301	
10	357										357
11	323									323	
12	341										341
TOTAL										4033	

Opening Day Enrollment 8-29-2023						
2023-2024 Projected			2023-2024 Current			DIFFERENCE
LEEP	130		LEEP	111		-19
MH	254		MH	208		-46
MT	512		MT	513		1
NS	488		NS	485		-3
SS	452		SS	444		-8
LMS	957		LMS	951		-6
LHS	1301		LHS	1313		12
Out of District	20		Out of District	19		-1
TOTAL	4114			4044		-70
Fluctuates throughout the year						

August 29th Opening Day Figures for Moose Hill Only
Enrollment as of August 30, 2023

Total Kindergarten Enrollment	207 as of 8/30/23
Total LEEP Enrollment	109 as of 8/30/23

Class Sizes in AM Kindergarten	118 - 4 classes of 17; 2 classes of 18; 1 HI classroom of 14 (HI - Hearing Impaired)
Class Sizes in PM Kindergarten	89 - 1 class of 11, 1 class of 12; 4 classes of 13; 1 HI classroom 14 (HI - Hearing Impaired)
Total K Students with an IEP	26

The numbers between AM and PM were even until we granted permission to switch sessions based on family needs and requests. 14 students switched to the AM session; 2 students switched to the PM session; net of 12 additional students added to the AM session. The class of 11 students had 1 student move and 1 student who was being retained ended up going to 1st grade after initial placement.

Details on Special Education Enrollment

LEEP Total Enrollment	3 Year Olds	4 Year Olds
	48	61
LEEP Typically Developing Totals	3 Year Olds	4 Year Olds
	24	23
LEEP Students with Disabilities **	3 Year Olds	4 Year Olds
	15	30

PALS Program Total	3 Year Olds	4 Year Olds	Kindergarten
	3	4	2
FRIENDS Program Total	3 Year Olds	4 Year Olds	Kindergarten
	6	4	3
FLEX Program Total	3 Year Olds	4 Year Olds	Kindergarten
	0	0	8

Occupational Therapy, Speech, and Physical Therapy Details

Total OT Caseload	AM LEEP OT Caseload	PM LEEP OT Caseload	AM K OT Caseload	PM K OT Caseload
51	21	8	18	4
Total PT Caseload	AM LEEP Caseload	PM LEEP Caseload	AM K Caseload	PM K Caseload
12	6	4	2	0
Total Speech Caseload	AM LEEP S&L Caseload	PM LEEP S&L Caseload	AM K S&L Caseload	PM K S&L Caseload
118	43 (4 out of 43 - extended day)	32	32 (11 out of 32 - extended day)	11

** The LEEP students with disabilities numbers do not include the FLEX, FRIENDS, and PALS program numbers above. The program numbers should be added on to get the total LEEP enrollment. **

Numbers increase throughout the year due to LEEP enrollment, move-ins, and RTI.

The OT, PT, and Speech and Language numbers are higher in the AM, some of which is due to program students who attend the AM session, regardless of address. Some of these students receive their related services in the PM time.



Londonderry School District
Daniel Black,
Superintendent of Schools

Memo

To: Londonderry School Board
From: Dan Black
Date: August 28th, 2023
Re: Moose Hill Building Project Cost Estimate

Last Spring the School Board approved the Architects sending more detailed conceptual designs to the Trident Group who then worked with three different cost estimator experts to get a budget ready cost estimate on those conceptual designs.

The Trident Group then scrutinized and evaluated each of those costs estimates from the three different groups. From that analysis and comparing it to current market conditions, the Trident Group vetted all those cost estimate to come up with the following overall costs for Phase 1A, Phase 1B, and Phase 2 at Moose Hill that they were then comfortable sharing with the Londonderry School Board. *The Trident Group would like to note that the budgets below include projected construction costs, projected escalation to 2025, projected soft costs, design, 3rd party consultants, permitting, and Owner provided items such as furniture, fixtures, and equipment for the new spaces, IT for the new spaces, winter conditions and Owner Contingency. 1A includes the loop road (approximately \$232/SF), 1B includes the addition and light renovations within the remaining spaces.*

Phase 1A Overcrowding Addition while Portables Remain Temporarily	Phase 1B Overcrowding Addition & existing building reconfiguration with Portables Replaced	Phase 2 Full Day Kindergarten Addition
\$11,310,024	\$11,759,413	\$11,068,839
<i>\$911 per sq ft</i>	<i>\$245 per sq ft</i>	<i>\$614 per sq ft</i>
"Loop" Road Costs and Sitework included	<i>Includes light renovation of remaining spaces</i>	
\$23,069,437 – Phase 1 Addition for Overcrowding Needs		\$11,068,839
\$34,138,276 Total Costs for Overcrowding Needs and Full Day Kindergarten		

At this point we are just sharing this cost estimate with the School Board. No decisions need to be made right now.

In terms of next steps, the School Board will need to decide if this project makes it to a future warrant for the Londonderry Voter's Approval. Knowing that the scale of this project is much larger than last year's Infrastructure Bond – I would recommend we make a decision much sooner than December/January – so if it does make it to the March 2024 Warrant – there is enough time to explain the project to the community.

If there are other pieces of information, outside of enrollment projections for the future, that the School Board needs to know, I think we should use this meeting to surface the additional information needed to help make the decision.

After we gather all the necessary information the School Board could decide to:

- 1) Not bring this building project to the voters this March.

There could be many factors that lead the School Board to decide to not bring the project to the voters.

- 2) Decide to bring the building project as one project solving many problems.

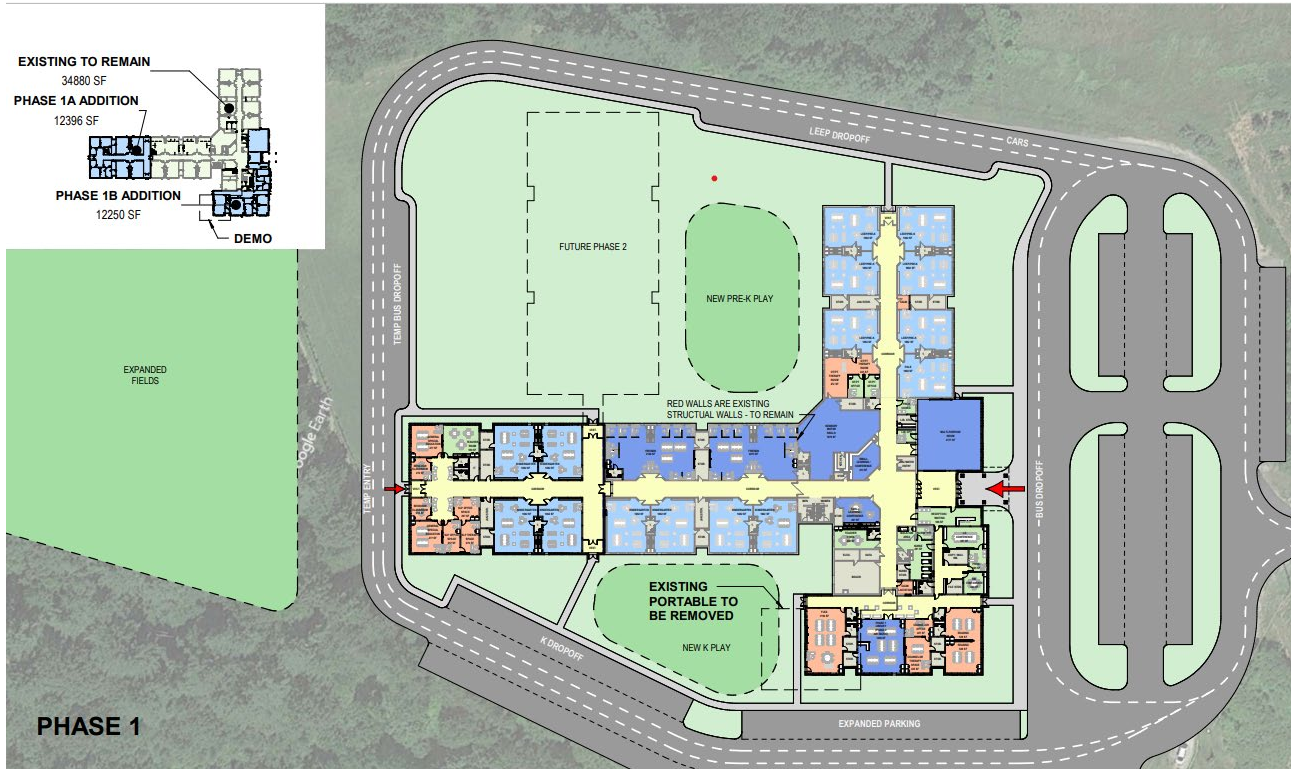
Having one project to vote on will be the easiest plan to explain to the voters. We would still need to explain that overcrowding and Full Day Kindergarten are two separate issues, but one project on the warrant basically says – this is the cost to solve Moose Hill's problems long term.

- 3) Bring separate warrant articles to the voters that solve the different problems at Moose Hill.

The advantage to this approach is it allows the voters to perhaps choose to fund an overcrowding problem if they are not supportive of full day kindergarten. The problem with this approach is it will create multiple warrant articles and will be harder to make clear what we are asking for from the voters. The other problem is in theory some voters could vote to only solve full day kindergarten but not the overcrowding problem which we do not have a good plan for at this time.

Obviously, the current drop in kindergarten enrollment changes the dynamic of all the planning that has gone into the building project up to this point. The current conceptual design was built around a range of enrollment from 260 to 300 Kindergarten students (with some room to potentially go one or two kindergarten classrooms higher if needed). Once we have a better grasp on a new longer term projected enrollment for kindergarten, we could update our assumptions around the conceptual plans to be smaller in scale as needed.

On the next page are pictures of Phase 1 and Phase 2 just to get a visual of the potential projects at Moose Hill again.



LONDONDERRY SCHOOL DISTRICT

LONDONDERRY SCHOOL DISTRICT MASTERPLANNING - PHASE 1

PHASE 1

SCALE: As indicated



05/02/2023

LAVALLEE BRENSINGER ARCHITECTS

