

Laconia School Board Meeting
Tuesday, June 20, 2023
6:30 PM at the SAU 30 Office
39 Harvard Street

- Item #01 **Call to Order**
- Notice of Posting
 - Pledge of Allegiance
- Item #02 **Approval of the Agenda**
- Item #03 **Approval of Minutes**
- June 6, 2023
- Item #04 **General Public Comment:**
Citizens who wish to provide public comment shall identify themselves clearly for the records and must give their name, address, and the group, if any, that is represented. Any individual desiring to speak must be a resident, employee, or parent of students in the district. (School Board Policy BEDH)
- Item #05 **Board Committee Reports**
- Budget & Personnel
 - Facilities
 - Policy
 - Strategic Planning
 - Board Member Input
- Item #06 **Board Chair Report/Calendar**
- School Board Meeting Schedule 2023-2024
- Item #07 **Student Representative Report**
- Item #08 **Superintendent's Report**
- Item #09 **Discussion**
- Pre-Engineering Grant
- Item #10 **General Public Comment on Items on the Agenda:**
Citizens who wish to provide public comment shall identify themselves clearly for the records and must give their name, address, and the group, if any, that is represented. Any individual desiring to speak must be a resident, employee, or parent of students in the district. (School Board Policy BEDH)
- Item #11 **Action**
- Approval of the Pre-Engineering Grant
- Item #12 **Adjournment**

Next meeting: July 11, 2023

DRAFT MEETING MINUTES

On June 6, 2023, the Laconia School Board held a regular Board meeting at the Superintendent's Office located at 39 Harvard Street, Laconia, NH.

Present: Board Chair Jennifer Anderson, Board Vice Chair Nick Grenon, Board Members Heather Drolet, Laura Dunn, Dawn Johnson, Karin Salome, and Jennifer Ulrich. Superintendent Steve Tucker, Assistant Superintendent Amy Hinds, Business Administrator Diane Clary, staff, and community members.

Call to Order

Board Chair Anderson called the meeting to order at 6:30 pm. Assistant Superintendent Hinds reported that the agenda was posted June 2, 2023, at the SAU Office, on the District's website, it was sent to each of our schools, the Laconia Daily Sun, Laconia Library, and to Laconia City Hall, in accordance with RSA 91-A. The Pledge of Allegiance was recited.

Approval of the Agenda

Motion made by Board Member Dunn to approve the agenda as posted. The motion was seconded by Board Member Salome. The motion carried 7-0-0.

Approval of Minutes

Motion made by Board Member Salome to approve the minutes of the May 16, 2023, school board meeting. The motion was seconded by Board Member Ulrich. The motion to approve the meeting minutes carried 7-0-0.

Presentation

- Teacher Retirements. The School Board, and the administration, recognized the following four teachers with a combined 120 years of Laconia School District service: Patty Colby (40 years), Rick Crockford (34 years), Donna Marie Gamlin (24 years), Tina Woodbury (22 years). The following retiring paraprofessionals were also acknowledged: Sharon Bickford (36 years) Carol Decormier (24 years), Shelly Phelps (22 years), Tom Fish (10 years), Mary Vishton (9 years).
- Lakes Region Scholarship Foundation was represented by Executive Director Karen Switzer and Assistant Director Chris Guilmet. They explained, [along with a presentation](#), what the foundation does for the community, how it was started, they listed past and present donors, explained the award process, award totals, and ways in which people can help the scholarship foundation. The total awarded to Laconia High School from 1956-2023 is \$3,777,212.50 (2512 recipients).
- Superintendent Tucker recognized Gail Bourn, Elementary Academic Coordinator for Teaching and Learning, on her upcoming retirement. Gail has worked for 36 years in the Laconia School District, teaching from 1987-2000 and then serving as an administrator.

General Public Comment

- Kristy Blanchette, parent, said she would like more guidance from her June 6, 2023, meeting with the Board.

Board Committee Reports

Budget and Personnel: Committee Chair Dunn reported on the committee's June 1 meeting in which they received a FY 23 update, an ESSER update, a summer programming and a personnel update. The District would like to add any FY 23 unspent revenues to the following reserve accounts: Education Stabilization, Special Education and Capital Reserve School Construction &

Renovation. Committee Chair Dunn said a 3-year contract with First Student Transportation is on the agenda for discussion and action, the District is pursuing copier lease options and they discussed security upgrades at the high school. Committee Chair Dunn thanked Business Administrator Clary for creating a general fund budget analysis report for the Board. Next meeting is anticipated in July.

Facilities: Committee Chair Grenon reported that the committee discussed the ESSER project and the early bidding process. They will meet again in late June.

Policy: Committee Chair Drolet reported that the committee met June 5 and several policies are on the agenda this evening for approval. Another batch of policies will be presented for a first read at the July 11 meeting. The next committee meeting is scheduled for July 18, 2023. The Committee will review handbooks and prepare for the NH School Boards Association policy review which is anticipated to take place in August.

Strategic Planning: Chair Committee Ulrich reported that the committee is scheduled to meet next week.

Board Member Input:

- Board Vice Chair Grenon said the middle school field trip to the Mount Washington Observatory was a very positive experience. He also commented on the amazing job done by our music programs.
- Board Member Drolet said there is much to celebrate. She acknowledged that it is Pride Month, there was an ice cream social at the high school and Juneteenth is on the last day of school.
- Board Member Dunn corrected her statement from the last meeting, stating that some School Board candidates received \$100 campaign donations and not \$500 from Marcia Hayward. She commented on the amazing May 25 Huot Celebration of Achievement event at the Colonial Theatre. She said the Huot programs are amazing.
- Board Member Salome said she also received a campaign donation from Marcia Hayward as well as many other community members for which she is grateful. She said her integrity is intact and the donations do not influence her as a board member. She said the Huot recognition program was amazing and she was impressed with the band directors and the students' performances.
- Board Member Johnson spoke in favor of exit interviews, thanked *The Daily Sun* for the article on employees and exit interviews. Board Member Johnson said she would like the Board to consider a discussion on bullying; to make sure the District is reactive on this issue. Board Member Johnson said it was great to see the NHIAA 3 star athletes recognized at the athletic awards.
- Board Member Ulrich read a statement about the accusation made at the last Board meeting by Board Member Dunn regarding campaign donations. Board Member Ulrich feels that this was a personal attack to cast her as unethical and raised concerns about other potential inaccurate statements. She said as elected officials they need to hold themselves to a higher standard than gossip and personal attacks.

Board Chair Report/Calendar

- Board Chair Anderson received several complaints from Board and community members who were distressed by disparaging comments about the school district by a sitting Board member at the last meeting. She reminded Board members that Board Policy BCA Board Member Ethics indicates that Board Members will present personal criticisms concerning District operations, staff, etc. to the Superintendent, not to District staff, the public, or unnecessarily at a Board meeting.
- Board Chair Anderson is working hard on facilitating Board meetings, and she reiterated the importance of keeping meetings to the 90-minute mark.

- Board Chair Anderson looks forward to attending the 51st Laconia Academy graduation ceremony tomorrow.
- Board Chair Anderson congratulated both Student Representatives. Nerma for her award at sports night and Ella for her service to the Board in her senior year. Well wishes were expressed to Ella at Suffolk University.

Student Report

Nerma Krupic reported that the student council has created bylaws to provide structure to elections and member responsibilities.

Superintendent's Report

- Superintendent Tucker, Assistant Superintendent Hinds, and Business Administrator Clary reported out on the various sections of the [Superintendent's report](#).

Discussion

- Policy EEBA-R, District Owned Vehicles, was presented for adoption.
- Policy EIB, Liability Insurance and Pooled Risk Management, was presented for adoption.
- Policy JH, Student Absences and Excuses, was presented for approval on the revisions.
- Policy JHB, Truancy, was presented for withdrawal if Policy JH is approved.
- Policy JHB-R, Truancy, was presented for withdrawal if Policy JH is approved.
- Policy BDG, School Attorney, is an optional policy with no RSA reference. It is being presented for Board discussion as to whether it should go to the Policy Committee for review. There was a lengthy discussion regarding the District's legal fees.
- LHS Security Upgrades Recommendation. Business Administrator Clary said this is for 40 new locks on the outside doors at the high school (\$4238) and to add an alert system (if someone exits a restricted door administration is immediately notified - \$15,903).
- Bank of New Hampshire Stadium Unrestricted Reserve Account Recommendation. Business Administrator Clary explained the District would like to establish an account to plan ahead for any repairs, updates or replacements that may need to be done. It will need to be approved by the Board and the City Council.
- First Student Transportation Contract. A three year contract was presented (July 1, 2023 through June 30, 2026) totaling \$2,723,150.36 with a clause related to fuel costs.

General Public Comment on Items Under Discussion or Action

No public comment was made.

Action

- Approval of Adopting Policy EEBA-R, District Owned Vehicles. Motion made by Board Member Johnson to adopt Policy EEBA-R, District Owned Vehicles . The motion was seconded by Board Member Salome. Motion carried 7-0-0.
- Approval of Adopting Policy EIB, Liability Insurance and Pooled Risk Management. Motion made by Board Member Salome to adopt Policy EIB, Liability Insurance and Pooled Risk Management. The motion was seconded by Board Member Johnson. Motion carried 7-0-0.
- Approval to Revise Policy JH, Student Absences and Excuses. Motion made by Board Member Johnson to approve the revisions to Policy JH, Student Absences and Excuses. The motion was seconded by Board Member Salome. Motion carried 7-0-0.

- Withdraw Policy JHB, Truancy. Motion made by Board Member Salome to withdraw Policy JHB, Truancy. The motion was seconded by Board Member Johnson. Motion carried 7-0-0.
- Withdraw Policy JHB-R, Truancy. Motion made by Board Member Johnson to withdraw Policy JHB-R. The motion was seconded by Board Member Salome. Motion carried 7-0-0.
- Policy BDG, School Attorney, Move to Policy Committee or Not. Motion made by Board Member Johnson to have the Policy Committee review Policy BDG, School Attorney. The motion was seconded by Board Member Dunn. Motion failed 3-4-0. (Board Members Johnson, Dunn and Grenon voted in the affirmative).
- Approval of the LHS Security Upgrades. Motion made by Board Member Grenon to approve the LHS Security Upgrades as presented. The motion was seconded by Board Member Drolet. Motion carried 7-0-0.
- Approval of the Bank of New Hampshire Stadium Unrestricted Reserve Account. Motion made by Board Member Drolet to approve establishing a Bank of New Hampshire Stadium Unrestricted Reserve Account as presented. The motion was seconded by Board Member Ulrich. Motion carried 7-0-0.
- Approval of the First Student Transportation Contract. Motion made by Board Member Grenon to approve the three year contract with First Student Transportation as presented. The motion was seconded by Board Member Drolet.

Adjournment

Motion made at 8:04 pm by Board Member Grenon to adjourn the meeting. The motion was seconded by Board Member Johnson. The motion carried 7-0-0

Respectfully submitted,

Amy Hinds, Clerk

School Board Meeting Schedule 2023-2024

July 11, 2023 (scheduled)

August 8, 2023 (scheduled)

August 22, 2023 (scheduled)

September 5, 2023 (September 4 no school Labor Day)

September 19, 2023

October 3, 2023

October 17, 2023

November 7, 2023 (no school parent/teacher conferences)

November 21, 2023 (Thanksgiving break November 22-24)

December 5, 2023

December 19, 2023

January 9, 2024 (January 2 is the first day back from holiday break/New Years Day)

January 23, 2024

February 6, 2024

February 20, 2024

March 5, 2024

March 19, 2024

April 2, 2024

April 16, 2024

May 7, 2024

May 21, 2024

June 4, 2024

June 18, 2024 (last day of school for students)

July 16, 2024 (five Tuesday's in July; this is the third week)

August 6, 2024

August 20, 2024

(August 13, 2024 is second Tuesday if one August meeting is decided)

Superintendent's Report Laconia School Board (for June 20, 2023)

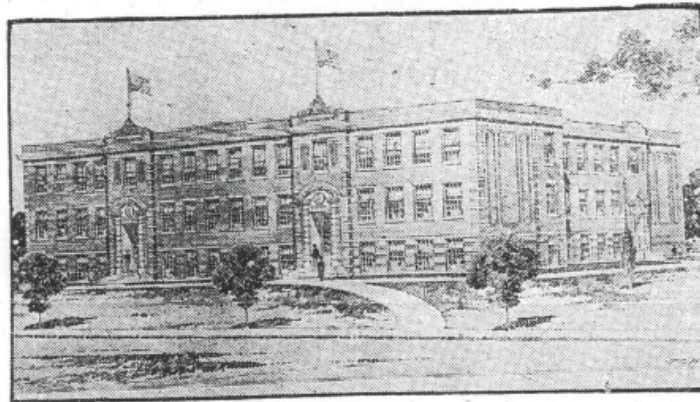
A little history: To the right is a copy of an article in the *Boston Globe* from May of 1921 about the building of a new high school in Laconia for \$250,000. The original high school opened in 1875 on Academy Street and is now the district court building.

Below is a copy of the "Dedication Exercises" for the opening of Laconia High School at its current site on Union Avenue, which took place on September 21, 1923. Two then-former mayors were involved in the ceremonies: Charles E. Rowe, who was the "Secretary" of the School Board and who served as the presiding officer of the ceremonies, and Lewis H. Wilkinson, who was the Chairman of the Building Committee and who dedicated the building in the program. Commissioner of Education Dr. E.W. Butterfield gave an address at the event. Fletcher Hale, the Chairmen of the (presumably) the School Board, had a spot in the program entitled "Response for the School Board." Mayor Charles H. Perkins, for whom

THE BOSTON GLOBE—MONDAY, MAY 1, 1922

LACONIA READY TO ERECT \$225,000 HIGH SCHOOL

Plans Call For One of Finest Buildings of Kind in State—Boston Man Architect



PROPOSED \$225,000 LACONIA HIGH SCHOOL.

Special Dispatch to the Globe
 LACONIA, N. H., April 30—Proposals for bids for the erection of the new High School Building in Laconia are now ready for acceptance. The building was made possible by a vote of the City Council in February authorizing a bond issue of \$225,000. The building committee chosen by the Council and the School Board comprises Mayor Wilkinson, George A. Collins, City Engineer Charles A. French, Supt. of Schools John S. Gilman, Fletcher Hale and Arthur D. O'Shea. The building is to be erected on the 10-acre lot on Union ay acquired by the school district in 1917, and will accommodate both the junior high and the senior high schools.
 It will be 155 feet in length with a depth of 125 feet, and will provide for the natural growth of the schools for several years. The ground floor is given over to the boiler room, the gymnasium, boys and girls' showers and locker rooms, and the mechanic arts department. The gymnasium outside of the basket-ball court has a seating capacity of 500. In connection with the gymnasium are the physical director's office, an apparatus room and a lunch kitchen.

The mechanic arts department has accommodations for 125 boys at one

time in the forge room, machine shop, electric wiring room, finishing room, pattern room, carpenter shop, print shop and drafting room. Above the gymnasium on the first and second floors is the auditorium which with its balcony has a seating capacity of 750. There is a large stage for dramatic entertainments, graduation exercises, etc.

At the rear of the auditorium there is a folding partition which makes possible the use of two classrooms whenever necessary that will bring the total seating capacity a little above 1000 persons. The south end of the building on the first floor is taken up by the offices, teachers' room and nurses' room. On the east side of this floor are two rooms for the domestic arts department and five classrooms.

The west side is taken up by wardrobes for both boys and girls, and by four classrooms. On the second floor in front there are two wardrobes, a large study hall, a library and two classrooms. On the north end are three rooms for the science department. In the rear are four classrooms, while the commercial department will have rooms on the south side of the building. The building will be ready for occupancy in September, 1923. Plans and specifications may be obtained from the architect, Philip S. Avery, 15 Ashburton pl., Boston, Mass.

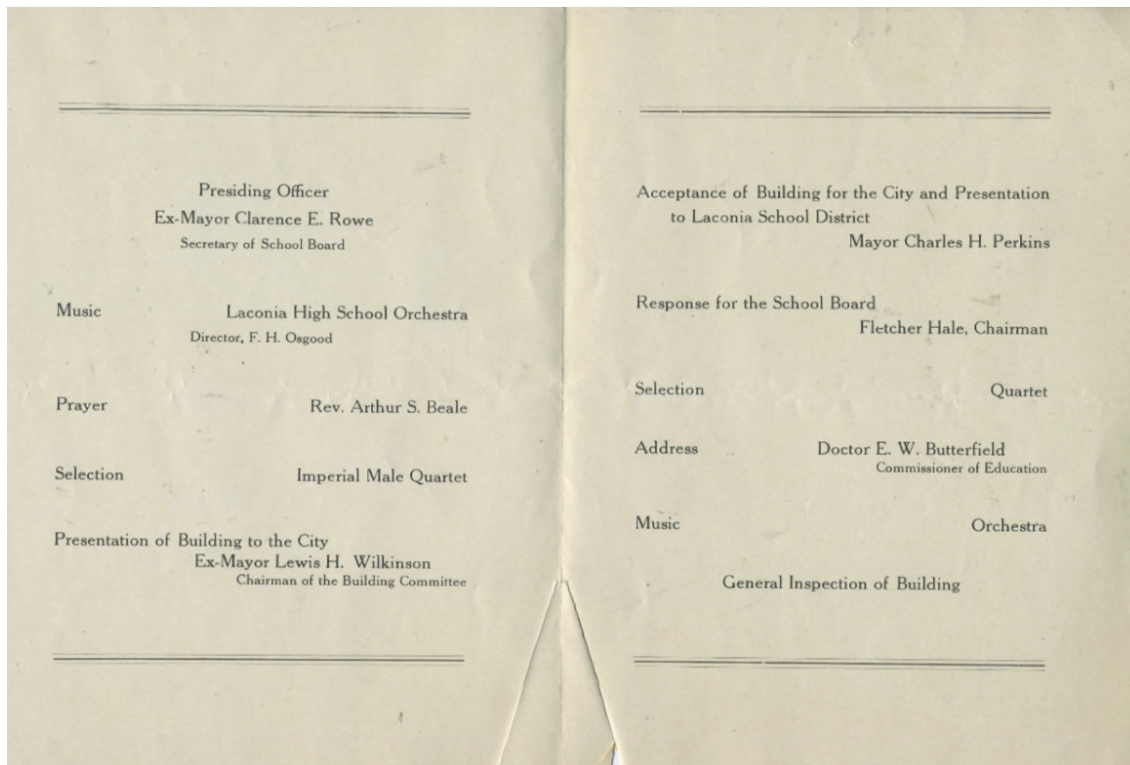
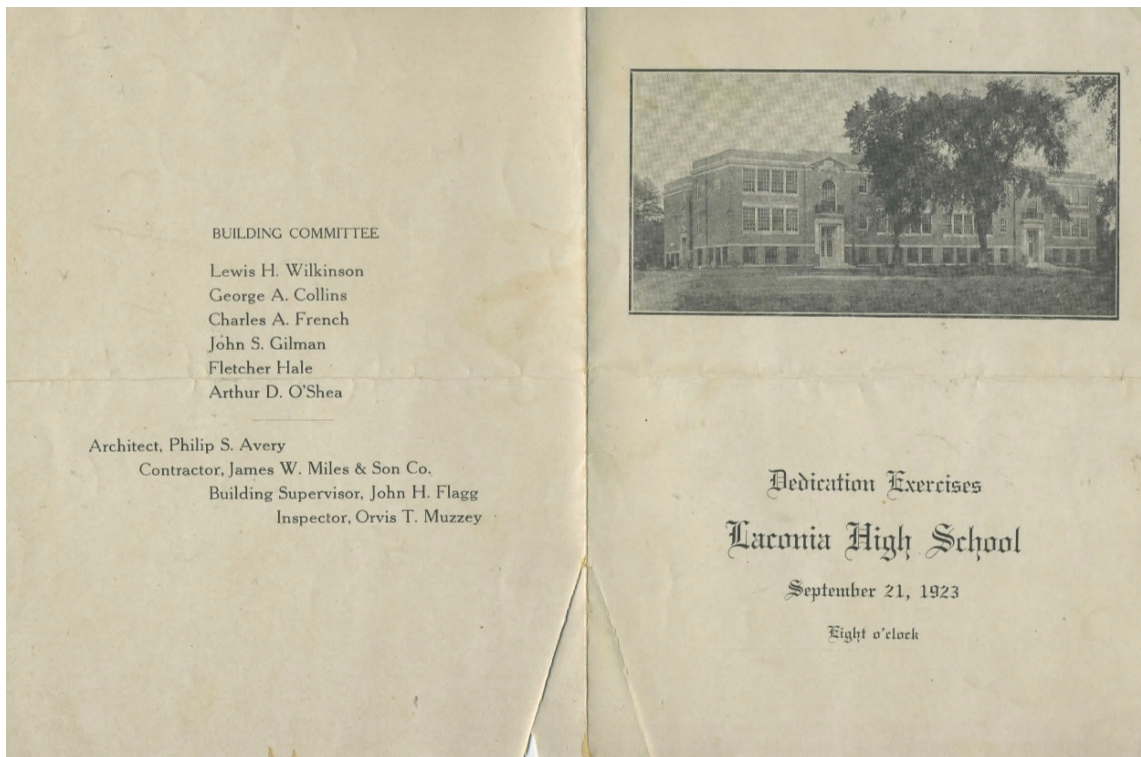
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the annual scholarship is named that the Board and the Superintendent decided a few weeks ago, had a spot in the program for the "Acceptance of Building for the City and Presentation to the Laconia School District." That means that the Class of 1924 was the first class to graduate from this new high school building, and that the 2023-24 school year will be the 100th to take place in that building on Union Avenue.



1. Leadership and Vision

- a. Included in the Board packet [is a report on all of the work that has been done on strategic planning](#) since the November 16th community event where a SWOT analysis was completed. Also included in the Board packet is the [“Overview for Task Forces”](#) for the work session with task force members on May 22nd and [a revised timeline](#) to complete the plan.
- b. Bob Hamel, a member of the Class of 1969 and a 9-term City Councilor in Laconia, died this week at the age of 72. Councilor Hamel was a great supporter of our schools who played an active role in every major building project in the school district since he was first elected in 2005, including the Laconia Middle School (2008), the Bank of New Hampshire Stadium (2013), and the Huot Technical Center addition and renovation (2013).

2. Curriculum, Instruction, and Assessment

- a. There was a learning exhibition for Communiversy students at Laconia High School on Thursday. Their culminating project was to develop a plan for the use of the State School property. Recreational facilities, residences, gardens, restaurants, retail shops, and more were a part of the student plans. This is an interdisciplinary course that is taught by Science teacher Derek Colquhoun, Art teacher Jill Trimble, and Social Studies teacher Maggie Roberts team-teach the class. The picture below is of the student exhibits in the Huot Culinary Arts Center.



3. Maintenance and Capital Improvements

- a. We are evaluating the playground equipment at our three (3) elementary schools. We are currently getting feedback from staff members in the schools and plan on bringing some ideas at the Board committee level by the fall.

4. Finance and Operations

- a. The New Hampshire Senate and the House have passed a budget that would increase the amount of adequacy to Laconia to \$13,738,284. This is higher than the estimate that we received in our proposed budget, which was \$11,568,537. We are working with City officials to determine the impact on the allowable increase with the tax cap and our reserve funds.
- b. The Laconia School District's Huot Technical Center has been awarded a pre-engineering grant in the amount of \$44,722 by the New Hampshire Education Department's Bureau for Career Development. **This grant is on the agenda for discussion and action for approval.**

5. Students

- a. There were wonderful end-of-year ceremonies for our students finishing their careers in each of our schools beginning with our Huot awards ceremony on May 25th, our Seniors in the Class of 2023 graduating from Laconia High School last Friday, our 5th Grade promotion ceremonies at each of our elementary schools on Thursday, and our 8th Grade promotion ceremony at LMS tonight. All of these ceremonies were well attended and included a combination of students, staff, and principals sharing words of wisdom and hope for the future.

6. Communication and Community Involvement

- a. The Laconia Police Department has been contacted about homeless people who have slept on the school grounds near Pleasant Street School and Woodland Heights.
- b. Art, Music, and Social Studies teachers as well as members of the Diversity and Inclusion Task Force met on Thursday with members of the Laconia Human Relations Committee to discuss ways that students could engage in a community celebration of Martin Luther King, Jr and his legacy at the Colonial Theatre on January 14, 2024.
- c. Laconia School District staff collected 165 containers of peanut butter and 136 containers of jelly in a drive for Got Lunch! at the end of this school year. Thank you to Trish Poloquin, a teacher at Elm Street School and a member of the Got Lunch! executive board, for her leadership in this effort and in this wonderful summer program that feeds up to 600 children in Laconia every summer.

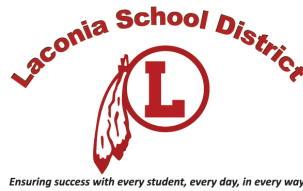
7. Personnel

- a. Hiring update, which includes names by the position we have hired for:
 - i. Student Learning Coordinator: Devan Walsh
 - ii. Huot Health Science Teacher: Tim Robbins
 - iii. PSS Music Teacher
 - iv. Woodland Administrative Assistant
 - v. LMS Administrative Assistant: Tiffany Mayo

- vi. LMS Grade 6 Science and Math Teacher
- vii. LMS Grade 6 Humanities
- viii. LMS Grade 7 Language Arts Teacher: Josh Scarponi
- ix. LHS Math Teacher
- x. Part-time Office of Extended Learning Administrative Assistant for the summer
- xi. MTSS-B Coach

Respectfully Submitted,

Steve Tucker
Superintendent of Schools
Laconia School District
June 16, 2023



Strategic Planning Update (June 2023)

Various stakeholders in the Laconia School District began work on its new strategic plan and a process to develop it in the fall of 2022. After reviewing the existing plan, the decision was made to revise the plan, especially with the work that schools have done on its Portrait of a Graduate and Future Learning Pathways relative to teaching and learning.

In preparation for this important work, the School Board's Strategic Planning Committee, the SAU, and the Board itself met to discuss the necessity of having a strategic plan and the process to develop it and get feedback from the school community. The Strategic Planning Committee of the School Board, along with the Board Chair, made the decision to gather feedback from the community on the district's strengths, weaknesses, opportunities, and threats (SWOT). Our work on strategic planning for the Laconia School District continues since our community night on November 16th.


Since that night, the SAU, Strategic Planning Committee of the School Board, and the School Board all met at different times and reviewed the data and developed a process to develop the district's new Strategic Plan. We have created three goal areas from the data we collected on this night:

- Academics (which has three [3] components: Literacy, Teaching and Learning, and Assessment)
- Student Wellness
- Community Connections and Resources

We have formed task forces for each goal area. On May 22nd, members of these goal area task forces were presented with an overview of the November 16th community data and had their first discussion about how to frame the goals.


A school community Focus Group was formed and met on April 13th to synthesize and disseminate information, act as a sounding board for ideas, and be ambassadors for the district's strategic plan. This group includes School Board members, students, parents, and staff members.

The Strategic Planning Committee of the Board met on June 15th and received updates on the process and progress to date, as well as to discuss next steps. We are looking to have specific goals in place for the School Board to consider in the fall of 2023.



LACONIA SCHOOL DISTRICT Strategic Planning

**Overview for Task Forces
May 22, 2023**





Welcome

AGENDA

1. Introduction of new administrators
2. Overview of Strategic Planning process and work to date
3. Gather in Task Force groups
 - Introductions
 - Considering goal areas/subareas
4. Next steps
 - Meeting in the fall
5. Adjournment

Strategic Planning

Purpose: Challenge of habitual actions instead of strategic behaviors

Components: Mission Statement, Vision Statement, Goals, Actions Plans, Monitoring/Evaluation Steps

Process: 1. Gather data; 2. Establish Work Groups to create goals and action plans; 3. Gather feedback; 4. Monitor and Evaluate; 5. Share

THE FOUNDATION OF OUR WORK

The mission of the Laconia School District is to ensure success with every student, every day, in every way.

Laconia School District Vision Statement:
Learning transfers to life beyond the Laconia School District experience so students have the confidence to lead, to follow, and to grow in order to be responsible citizens who own their future

PORTRAIT OF A GRADUATE

Communicate:

Effectively communicate for different purposes and varied audiences using appropriate media.

Collaborate:

Work effectively with and learn from others in a variety of situations, in school and beyond.

Create:

Create and refine a unique product or performance that reflects an individual's values, goals, and expression.

Persevere:

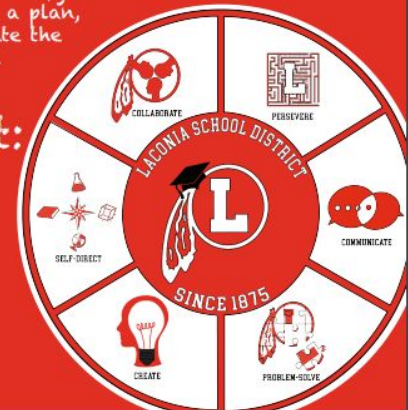
Persevere by overcoming challenges and the fear of making mistakes.

Problem-Solve:

Define the problem, identify the issues and interests, initiate a plan, execute it, and evaluate the reasonableness of the solution.

Self-Direct:

Set Goals, plan for achievement, independently manage time and effort, and reflect on one's progress.



What Were the S.W.O.T. Guiding Questions?

STRENGTHS

- What is it that the Laconia School District does well?
- What do we consider to be the strengths of the district?
- What are we known for?
- 'What advantages do we have?

WEAKNESSES

- What do we consider to be the weaknesses of the district?
- What is it that the district is criticized for?
- What do we seem to have a hard time doing?
- What could we do better?

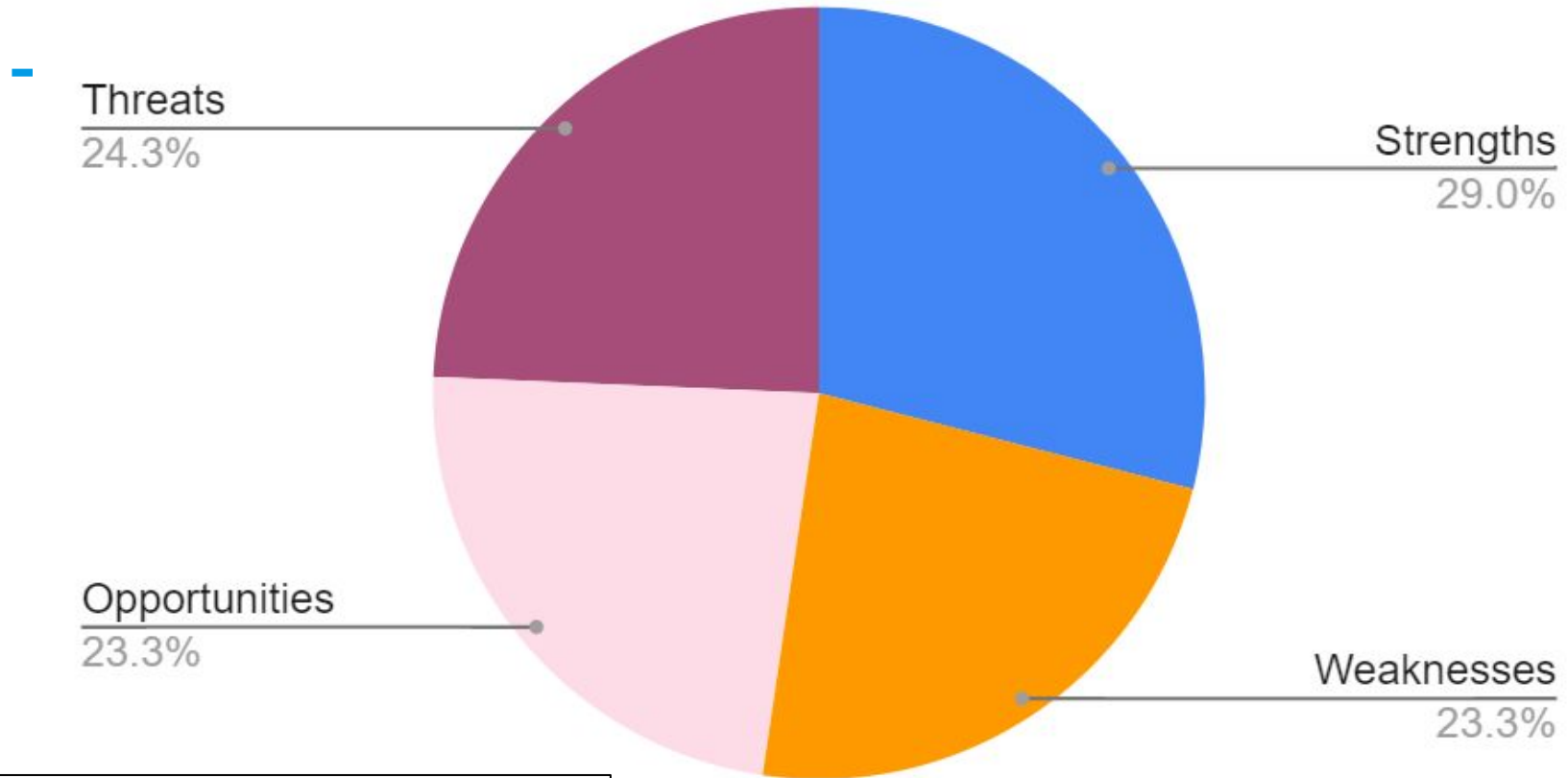
OPPORTUNITIES

- What opportunities for improvement are we overlooking?
- Where with a little work could we change an opportunity into a strength?
- What are we missing?

THREATS

- What threatens us the most?
- What could do harm to our district?
- What challenges are coming that we must be prepared for?

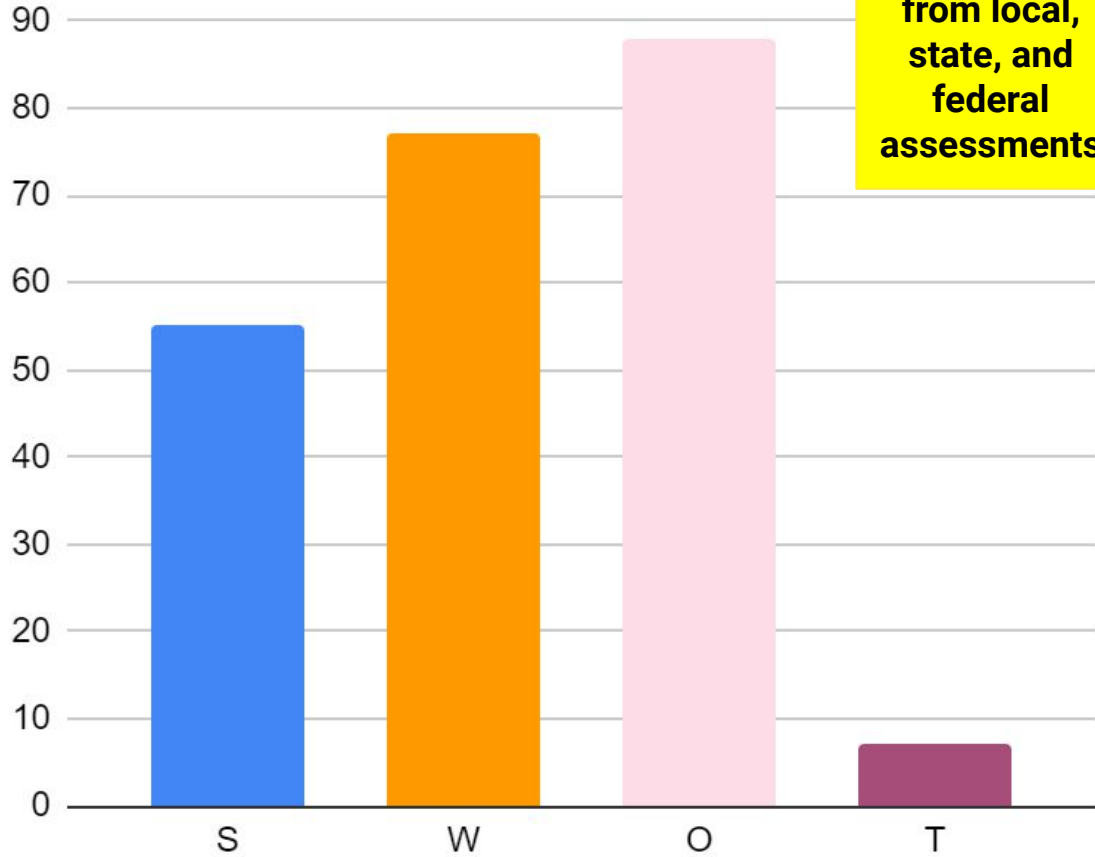
SWOT AREA SUMMARY n=1,114



“n” represents the number of responses

#1: ACADEMICS n=227

Plus data
from local,
state, and
federal
assessments



STRENGTHS

Personalization	24
Huot	18
Curriculum	11
Adult Ed	2

WEAKNESSES

High School	25
General	18
Elementary Schools	16
SPED	8
Testing	5
Schedule	3
Middle School	2

OPPORTUNITIES

Curriculum	68
Personalization	20

THREATS

General	7
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Need for consistent literacy program

We need a more teacher/student friendly literacy program (something like our math program) and training

Low percentage of students graduating with proficient reading skills

A chance at a curriculum that builds knowledge as well as foundational skills at the elementary level.

Low test scores

Using Engage New York for math and creating some consistency between elementary schools

Note: Border colors correspond to SWOT area - strength (blue); weakness (orange); pink (opportunity); purple (threat)

LACONIA SCHOOL DISTRICT LITERACY DATA 2015 (Spring) - 2023 (Winter) PROFICIENCY PERCENTAGES

YEAR	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8
2016	34%	41%	40%	53%	43%	43%
2017	28%	38%	44%	36%	42%	39%
2018	37%	58%	35%	40%	37%	27%
2019	38%	52%	58%	37%	36%	34%
2020	No summative data for this year.					
2021	28%	30%	36%	37%	25%	24%
2022	26%	30%	40%	44%	32%	27%

LACONIA HIGH SCHOOL GR. 11 SAT

YEAR	LHS Low-Approaching-Meet/Exceeds	NH Low-Approaching-Meet/Exceeds	US Low-Approaching-Meet/Exceeds
Fall 2020	38% - 10% - 52% Average score 489/800	25% - 7% - 68% Average score 528/800	29% - 7% - 65% Average score 523/800
Spring 2021	54% - 7% - 39% Average score 463/800	29% - 7% - 64% Average score 517/800	35% - 7% - 64% Average score 506/800
Spring 2022	51% - 8% - 41% Average score 471/800	31% - 8% - 62% Average score 512/800	41% - 8% - 51% Average score 488/800

GOAL AREA A: ACADEMIC

Chair, Amy Hinds, Assistant Superintendent

1. Literacy: Michaela Champlin, co-chair
2. Instruction Elisa Guerriero, co-chair
3. Assessment, Eric Johnson, co-chair

LACONIA SCHOOL DISTRICT STRATEGIC PLAN 2023-2028

EXAMPLE

GOAL AREA A: **ACADEMICS - LITERACY**

Chair, Amy Hinds, Assistant Superintendent

Co-Chair, Michaela Champlin, Principal, Woodland Heights Elementary School

Committee Members: Lori Cote, Jen Douglas, Mary Ann Myers, Robin Clayton, Liz Rossner, Haley Ryan, Whitney McCallum, Ramsay Eliason

SMART GOAL #1 (Beginning with a justification).

TAKE ACTION: List 5 small specific steps to be taken in order to achieve this goal. Try making the first step something that can be achieved within a week. Include who is responsible for each action.

- 1.
- 2.
- 3.
- 4.

GET STRATEGIC: There are always roadblocks (people, lack of resources, time, lack of motivation, new skills, etc.), just as there will always be solutions or assistors (people, incentives, resources, etc.)

Consider the obstacles or resistors that may impede achieving this goal and what might be done to mitigate those obstacles.

- 1.
- 2.
- 3.
- 4.
- 5.

Consider the solutions or assistors that may help achieve this goal and how you will harness their potential.

- 1.
- 2.
- 3.
- 4.
- 5.

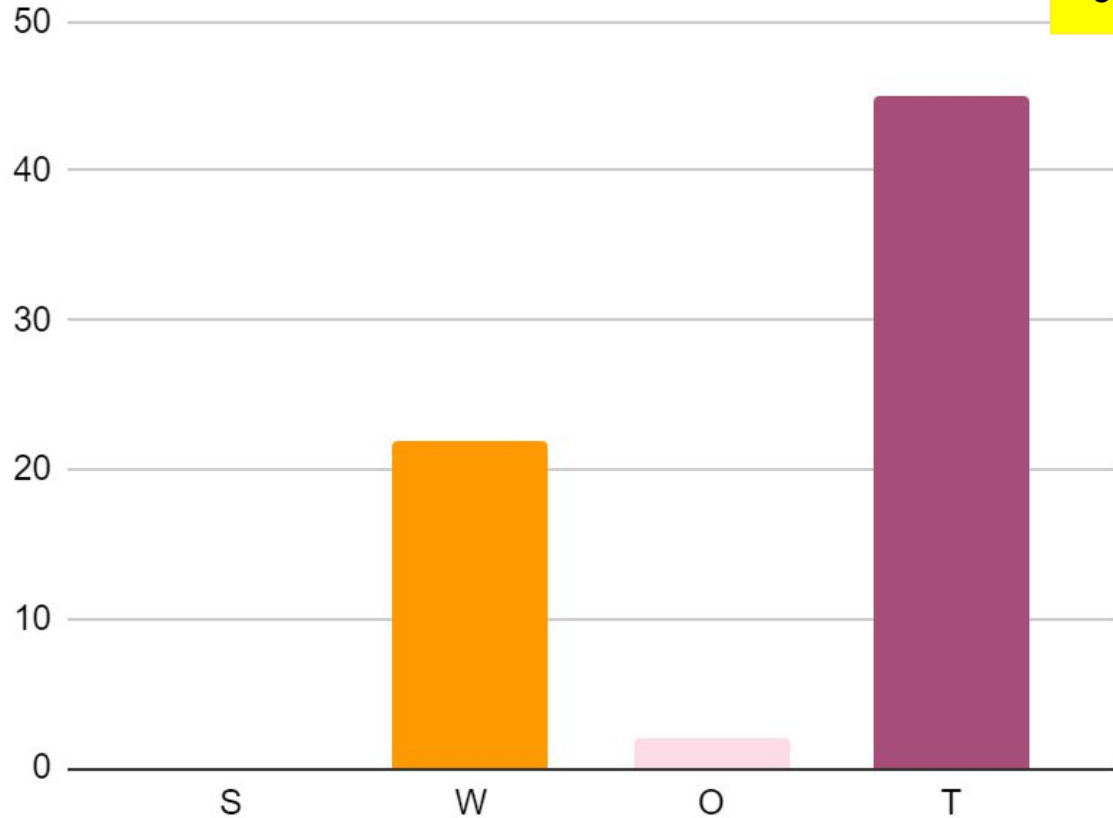
MONITORING AND EVALUATION: Notes will be taken at each task force meeting. Summary reports will be sent to the Laconia School Board's Strategic Planning Committee during the school year.

What steps have been taken to monitor progress on this goal?

How are you measuring the effectiveness of the action steps?

#5: ATTITUDES/BEHAVIORS n=69

Students,
parents,
community



STRENGTHS (0)	
WEAKNESSES	
Students	8
Staff	4
OPPORTUNITIES	
General	2
THREATS	
Political	11
Students	11
General	8
Public	6
Perceptions	4
Staff	3
Violence	2

Staff professionalism -
varied perspectives -
negative impressions in
community

Lots of behavior
issues interrupting
classrooms

Reach the more challenging
population and
encourage/change behavior
and mindset

Students are
increasingly
disrespectful

Issues outside of school
spill over into school
day

STUDENT BEHAVIOR DATA - OUT-OF-SCHOOL SUSPENSIONS

Laconia High School	2018-2019	2019-2020	2020-2021	2021-2022	2022-5/10/23
Days	420.5	236.5	128.5	194.5	403.5
Events	134	82	26	79	138
Students Contributing	63	42	16	44	68

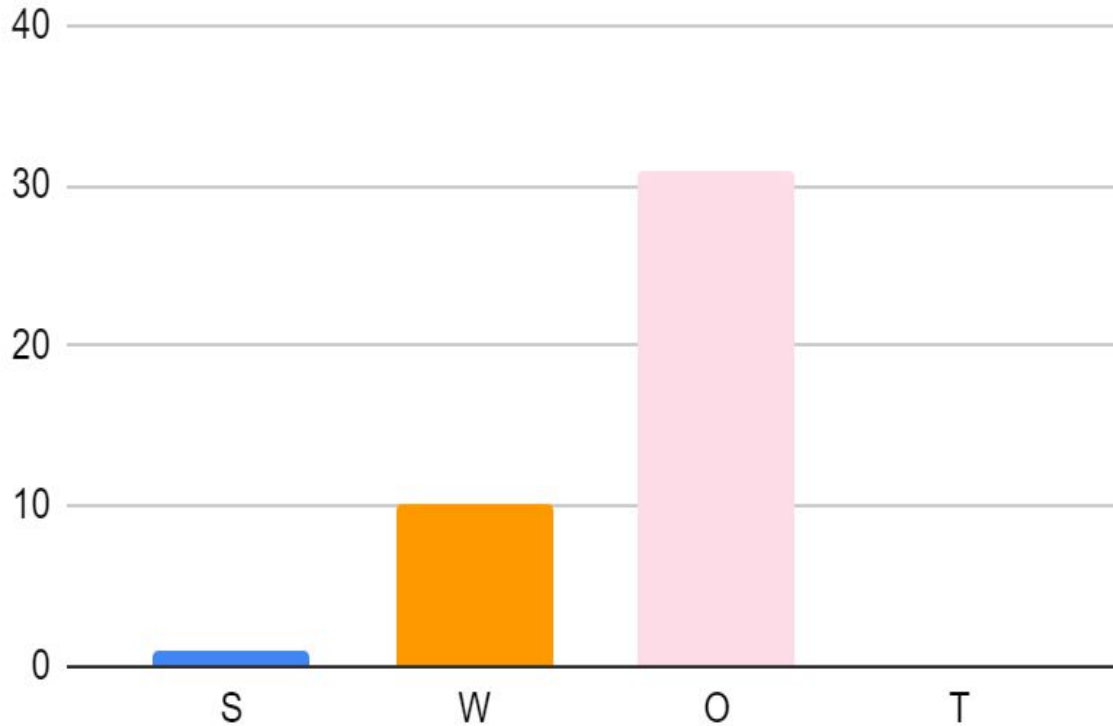
Laconia Middle School	2018-2019	2019-2020	2020-2021	2021-2022	2022-5/10/23
Days	300.5	146.5	195	461.5	246.5
Events	158	63	96	263	134
Students Contributing	68	44	53	87	54

STUDENT BEHAVIOR DATA - IN-SCHOOL SUSPENSIONS

Laconia High School	2018-2019	2019-2020	2020-2021	2021-2022	2022-5/10/23
Days	4	3	0.5	6	0
Events	9	3	1	6	1
Students Contributing	7	3	1	5	1

Laconia Middle School	2018-2019	2019-2020	2020-2021	2021-2022	2022-5/10/23
Days	101.5	29.5	21	14	11.5
Events	119	32	33	21	15
Students Contributing	53	26	15	14	9

#9: STUDENT n=42



STRENGTHS

General 1

WEAKNESSES

General 8

Student Services 2

OPPORTUNITIES

Choice 7

Community 5

Learning 5

Events 4

Supports 4

Morale/Motivation 3

Involvement 3

THREATS (0)

More student engagement. Same students always volunteering.

Need for more effective at-risk programs

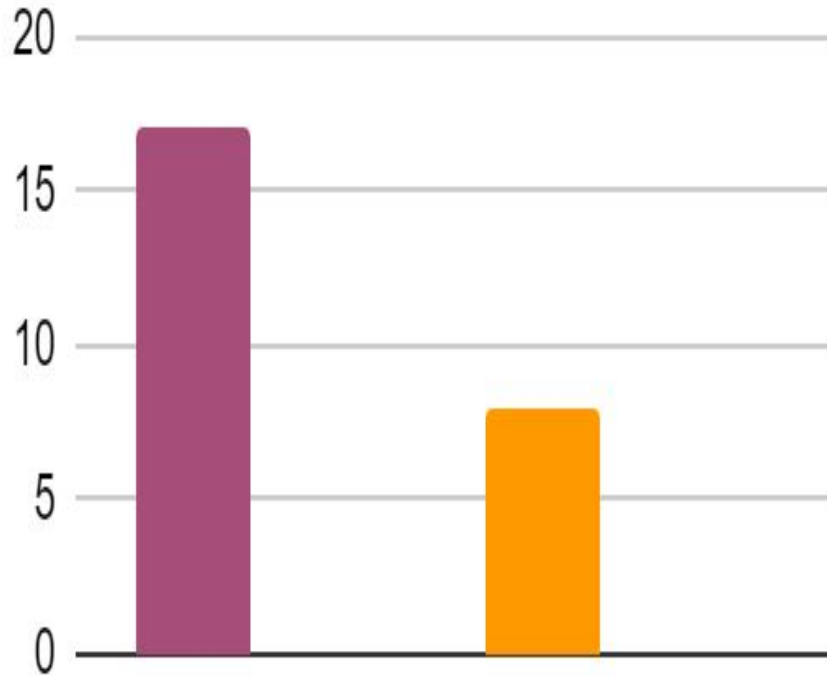
More opportunity for student voice.

Peer counseling and peer tutoring at all 3 levels of schools

Require community service

Authentic and real students

#11: HEALTH



STRENGTHS

General 0

WEAKNESSES

General 4

Hunger/Lunches 4

OPPORTUNITIES


General 0

THREATS


Hunger/Lunches 1

Mental Health 15


Trauma 1

A light blue thought bubble with an orange outline and three smaller circles leading to it from the bottom left.

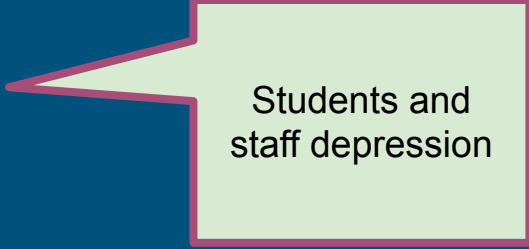
More mental health
resources for
students

A light green speech bubble with a purple outline and a tail pointing down and to the right.

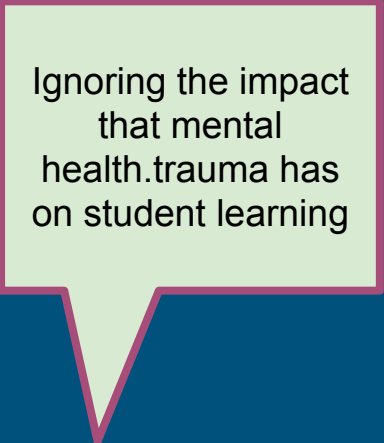
Students
are
hungry

A light blue thought bubble with an orange outline and three smaller circles leading to it from the top right.

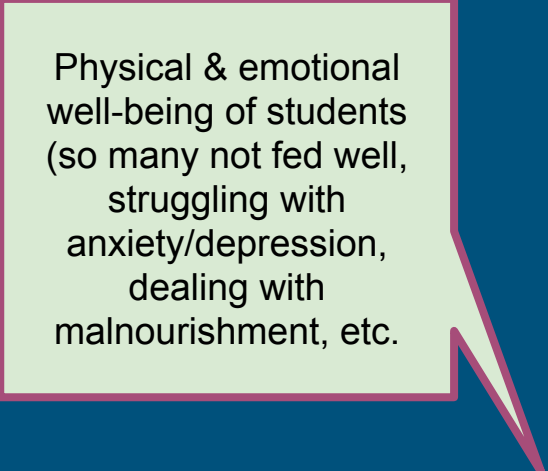
Support for mental
health of students

A light green speech bubble with a purple outline and a tail pointing left.

Students and
staff depression

A light green speech bubble with a purple outline and a tail pointing down and to the left.

Ignoring the impact
that mental
health.trauma has
on student learning

A light green speech bubble with a purple outline and a tail pointing down and to the right.

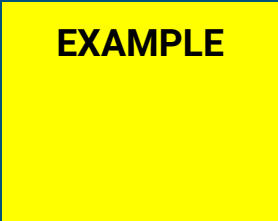
Physical & emotional
well-being of students
(so many not fed well,
struggling with
anxiety/depression,
dealing with
malnourishment, etc.

Area B: Student Wellness (physical & mental health and/or support for the whole child)

Co-Chairs: Jen Sottack, Amy Gregoire, Craig Kozens

1. Identification
2. Systems of Support

LACONIA SCHOOL DISTRICT STRATEGIC PLAN 2023-2028



GOAL AREA A: WELLNESS

Co-Chair, Jen Sottak, LHS Student Services Administrator; Craig Kozens, LHS dean of Students; Amy Gregoire, Director of School Wellness.

Committee Members: Lori Cote, Jen Douglas, Mary Ann Myers, Robin Clayton, Liz Rossner, Haley Ryan, Whitney McCallum, Ramsay Eliason

SMART GOAL #1 (Beginning with a justification).

TAKE ACTION: List 5 small specific steps to be taken in order to achieve this goal. Try making the first step something that can be achieved within a week. Include who is responsible for each action.

- 1.
- 2.
- 3.
- 4.

GET STRATEGIC: There are always roadblocks (people, lack of resources, time, lack of motivation, new skills, etc.), just as there will always be solutions or assistors (people, incentives, resources, etc.)

Consider the obstacles or resistors that may impede achieving this goal and what might be done to mitigate those obstacles.

- 1.
- 2.
- 3.
- 4.
- 5.

Consider the solutions or assistors that may help achieve this goal and how you will harness their potential.

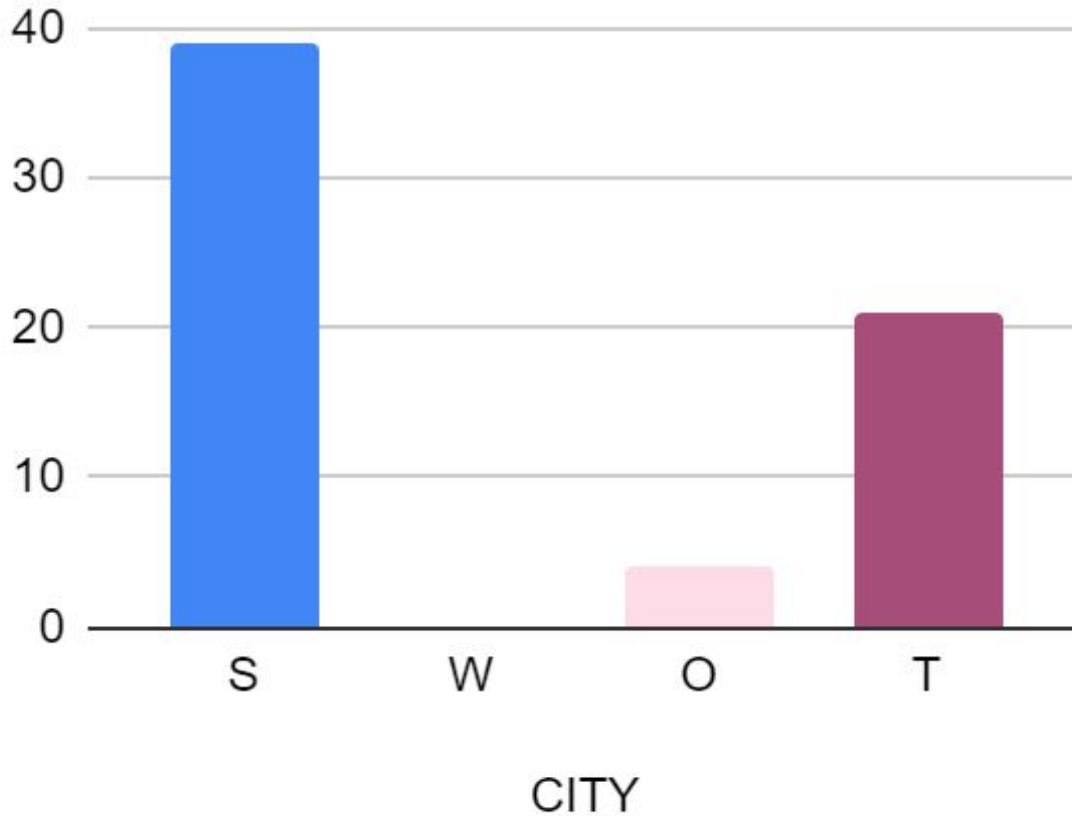
- 1.
- 2.
- 3.
- 4.
- 5.

MONITORING AND EVALUATION: Notes will be taken at each task force meeting. Summary reports will be sent to the Laconia School Board's Strategic Planning Committee during the school year.

What steps have been taken to monitor progress on this goal?

How are you measuring the effectiveness of the action steps?

#3: CITY n=74



STRENGTHS

General	16
City-School	12
Community Engagement	11

WEAKNESSES (0)

OPPORTUNITIES

General	14
---------	----

THREATS

Population	8
General	7
Housing	6

Utilize outdoor spaces in the community.

Diversity in the community

Poverty in the city

Community resources

Safety concerns in our town

Homelessness and transient families

A small town feel

Kiwanis, Rotary, and local churches

Community/culture building

Demographics

Area C: Community Connections and Resources

Co-Chairs: Lisa Hinds, Dave Warrender

1. Connections
2. Communication

Setting SMART goals keeps the project moving forward, helps with accountability and timing, and lets you know that you are accomplishing what you set out to accomplish.

HOW TO MAKE A SMART GOAL

S

SPECIFIC

Use specific wording



M

MEASURABLE

Include measurable goals



A

ATTAINABLE

Aim for realistically attainable goals



R

RELEVANT

Pick relevant goals that relate to your business



T

TIME-BOUND

Make goals time-bound by including timeframe and deadline information



Justification Statement and Goal

S- specific
M - measurable
A- attainable
R - relevant
T - timely

A statement establishing the background and need for the goal is helpful to anyone impacted by the goal.

Given that Medical research is clear that there are numerous health and wellness benefits to eating nutritious food and maintaining a well-balanced meal plan, **I am going to stop eating deep-fried foods and eliminate bad carbs from my diet** by **planning my meals in advance and weighing myself weekly**. I have been at my goal weight before and I am **committed to returning to a healthy way of living** because **my health and weight affect my lifestyle**. I will begin this week and with a plan to **reach my ideal weight** with good vitals **by this time next year**

Responsibilities of a Task Force Member

Members of the Laconia Strategic Plan Task Forces have been asked to serve based on your expertise in a specific goal area. Each Task Force member shares one important common characteristic - you are committed to the students of Laconia and their futures.

You will be asked to provide thoughtful and honest feedback based on your experiences and knowledge.

Timeline

- Fall 2023
 - Draft Goal Area goals
 - Complete action steps
 - Presentation to Strategic Planning Board Subcommittee - October 2023
- Continued meeting on action steps

PRELIMINARY TASK FORCE WORK - 15 +/- minutes

1. Make a circle for each task force
2. Introduce yourself - name, school, position
3. Brainstorm the “**big ideas**” of your goal area (and subareas)
 - a. Literacy - student reading materials, PD, teacher collaboration, etc.
 - b. Assessment - assessment system, common local assessments, etc.
 - c. Instruction - differentiated, strategies, etc.
 - d. Wellness - physical, mental, etc.
 - e. Community - resources, connections, etc.

QUESTIONS? COMMENTS? CONCERNS?





STRATEGIC PLAN TIMELINE

On or Before

June 30, 2024	Present Progress Report to School Board
June 15, 2024	Present Progress Report to SP Subcommittee
March 30, 2024	Present Progress Report to School Board
March 15, 2024	Present Progress Report to SP Subcommittee
December 30, 2023	Present SP Action Plans to Board
November 30, 2023	Present Draft Action Plan to SP Subcommittee
November 14, 2023	Focus Group Meets to receive progress report
October 17, 2023	Present Goals to Board
October 12, 2023	Present Draft Goals to SP Subcommittee
September 2023	Task Force Leadership Teams present goals to Task Force
Summer 2023	Task Force Leadership Teams draft Goal Statement



NH Department of Education

Bureau of Career Development

Jeffry W. Beard, Ed.D
Bureau Administrator
Bureau of Career Development
21 South Fruit St.
Concord, NH 03301

To Whom It May Concern:

This letter provides notice that SAU 30 Laconia/Huot Technical Center has been awarded \$44,722.00 in State of New Hampshire funds for Pre-Engineering activities. **Funds may be obligated beginning on the day of the initial award 6/9/2023, as an email from the Bureau was sent to each awardee on that date.** This letter and the accompanying email constitute formal written prior notice of such an ability to obligate funds.

To complete the award process, each recipient must obtain permission for the grant in GMS from the district i4See coordinator or another person responsible for granting such permission. The grant is titled "Pre-Engineering" and can be viewed in the 2022-2023 project year in GMS. After receiving permission, complete an application in GMS, with a single activity. This activity must include a general short description of the project, no more than a paragraph or two. Then, complete the budget section, with costs broken out as was done in the budget submitted with the grant competition application. Function and object codes may be those recommended by the local business administrator or office, and there are not any function or object codes required by the Bureau of Career Development. Finally, submit the grant project in GMS, and Stephanie Gray- will approve the grant, which will allow you to submit reports for reimbursement.

Thank You,
Jeffry Beard
Jeffry W. Beard