

**Monadnock Regional School District
Education/Technology Meeting Minutes
June 21, 2023
SAU Conference Room/Zoom, Swanzey, NH**

Members Present: Stephanie Lawlor, Scott Peters and Edmond LaPlante. **Absent:** Brian Bohannon.

Also Present: J. Rathbun via Zoom and L. Aivaliotis, Recording Secretary.

1. **Call the Meeting to Order:** S.Lawlor called the meeting to order at 6:06 PM.
2. **Public Comments:** There were no public comments.
3. **Approval of the June 1, 2023 Ed/Tech Meeting Minutes:** The committee will approve the meeting minutes at the next Ed/Tech Meeting.
4. **MRSD Strategic Education Plan:** The committee members had homework regarding the definitions but they were not able to get it done. S.Peters explained that the committee had started a tab with the Philosophy Statement and he would hope that the committee might have a finished statement by September in order to forward it to the Board. J. Rathbun was asked to answer the questions of the committee and the responses were on the screen. He suggested starting with academics. He explained he read the questions and answered them from the District educator's perspective. **It was asked if a student does not pass a competency do they sacrifice learning the next year.** J. Rathbun explained that we are looking at the high school and they earn credits and if it is an elective they are not so focused on it. For credit-based classes we offer competency classes to relearn the missing standards or we offer summer school. They are working on skills not the whole class. They earn the credit but still receive the F. The letter grade is not erased. At the elementary level if missing they relearn it. It works well in some places and some not so much in others. S. Lawlor asked if we can make it more uniform. J. Rathbun commented that some of the teams bought into it. It is not optional. We have gotten away from monitoring it. We are trying to find the middle. It needs to be addressed. With the new Math decision everyone will follow the program and use all of the assessments. The new Math Program is the Illustrative Math Program. S. Lawlor asked about a Reading and Math Interventionist at the schools. J. Rathbun explained that the Interventionist position is not well defined. A lot of School Districts have instructional coaching with data specialists. We are not seeing a bang for the buck with the Interventionist. J.Rathbun explained that the Middle School follows the elementary school model and it is not credit based. **B.Bohannon's question was how do we measure achievement.** The education community and the community are not on the same page. J. Rathbun explained that some kids may achieve the grades but may not have

friends. Not all valedictorians go to do great things. Kids in crisis cannot academically achieve without social achievement. Achievement includes work ethics, behavior, social and emotional attendance. The community measures achievement with A's and B's but there is more. The definition is different for each student. We can measure achievement with A's and B's but we cannot tell the whole story. He knows the story of the students but it is hard to boil it down into the report. Human interaction with behavior data is kept if extreme. S.Lawlor commented that the A,B,C sheets could be done more. E.LaPlante suggested a letter grade and a behavior grade. J. Rathbun explained that is what the competency-based report card reports out on. The rubrics for competency are not followed by every elementary teacher. The middle and high schools do a great job. The teachers are trusted to interpret and execute rubrics. J. Rathbun commented that we report out to the community with the letter grades. S.Peters commented that it is old school with the grades. Competitive spirit. How to explain, justify or promote. We are not there yet. E.LaPlante understands the growth not only grades. J. Rathbun explained kids are not coming from the same place. Look at the high achievers they crash and burn when they get out of school. This is a lot more than grades. J. Rathbun presented Bloom's Taxonomy-create, evaluate, analyze, apply, understand and remember. It was asked if a 5th grader can do 6th grade work should they move on. J.Rathbun explained that if they apply they are learning. S.Peters would suggested using the Bloom's Taxonomy as part of the philosophy but to add the input used by the District. **S.Peters asked if students have mastered certain learning is there an opportunity to learn more or do they have to wait for the other kids to catch up.** J. Rathbun commented that if an 8th grader is in honors Algebra that is a social status symbol. S.Lawlor asked about breaking out groups by level. J. Rathbun explained research shows that it works with high achieving kids but not low achieving kids. The schools have moved away from that. The District would like the opportunity for higher learning on all fronts but we as a public school are struggling both with human and financial resource constraints. The administration is looking to innovate but currently we do not have a curriculum coordinator at the SAU. **Performance recognition is the next topic.** It was commented that there is no public recognition to inspire and reward. J.Rathbun commented that everyone wants more money, what teachers really want is to be respected. The Board does not publicly blast teachers. It is rewarding to support teachers. S. Lawlor commented that the teachers work so hard. **CCC advertising.** We at Monadnock have to offer classes that the CCC does not. CTE Credit comes with a certification. The CCC has students from Monadnock, Keene, Fall Mtn. and some from Conval. J. Rathbun would like Monadnock to be a receiving District and offer maybe forestry management and welding. **Recognition of Achievement.** It was asked what the district uses to recognize student achievement. There are many awards which the students receive at the end of the year at the elementary level. At the high school level there are scholarships and at the middle school and high school level there are honor rolls. The committee should get a complete inventory of those awards. J. Rathbun said there are standards and COVID turned everything upside down. S.Peters commented on a reference point in the philosophy that there are awards in June but it might be nice for students to receive them more often. S.Peters asked if this committee may need more

meetings in order to create a slide deck for the Board by late summer. At the next meeting the committee will take the most important topics to discuss. S.Lawlor suggested coming to the next meeting with callouts. She asked if the district is teaching self-regulation skills at all of the grade levels. J. Rathbun commented that these are deep questions. S.Peters commented that behavior and attendance are the key barricades of learning. If behavior is a standard then what is the consequence. It was commented that the Board has to set consequences. J. Rathbun commented if the Board had ruled the teachers and administration would not have to deal with the parents regarding behavior. S. Peters said it is a cultural change that needs to be done in elementary school. S.Lawlor said we need consequences. J. Rathbun said that is a huge conversation. Students had good behaviors. Today things are out of control. S.Lawlor said no cell phones. Better behavior, better attendance. J. Rathbun said that Special Ed. is more about accommodations. A level playing field giving them the ability to learn. The ultimate goal is to close the gap. They need to be exposed to their current grade level. S.Lawlor said that C.Woods stated that “we do not believe in programs. We are inclusive.” It was commented that case managers are expected to co-teach.

S.Peters stopped the conversation and asked if the members would be able to read and fill in the definitions over the next few week. The committee thought about a survey for the staff to see what they thought about the philosophy. *J.Rathbun leaves the meeting.*

5. Setting the next meeting’s date, time and agenda: July 5, 2023.

- a. Minutes**
- b. Review the rest of the questions or comments.**

6. Public Comments: There are no comments.

7. Motion to adjourn: MOTION: S.Lawlor **MOVED** to adjourn the meeting at 8:13 PM.
SECOND: S. Peters. **VOTE:** Unanimous for those present. **Motion passes.**

Respectfully submitted,

Laura L. Aivaliotis
Recording Secretary