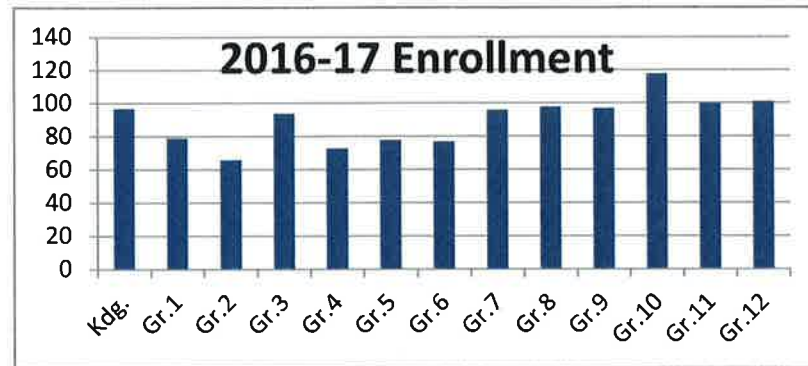


# BERLIN PUBLIC SCHOOLS 2016 - 2017 ANNUAL REPORT

## Demographics

Berlin Public Schools opened the 2016-2017 school year with an enrollment of 1174, grades K-12.



Kindergarten was offered as a full day program. Class sizes average 18-24 students in grades K-8. The district hired 252 employees. The district has 56% low socio-economically deprived. 20% of the students were identified as students with disabilities, state average was 13%.

Grade levels K-2 are at Brown School, Grades 3-5 at Hillside School, Grades 6-8 at Berlin Middle School, and Grades 9-12 at Berlin High School. Special Education Pupil Services and Office of Student Wellness are at the Marston School building. The district's central office is in the Hillside School building. The district's bus fleet of 10 plus 2 minivans is at a leased garage on Hutchins St. Total miles travelled: 124,494 miles.

The After-School Program, in partnership with the Family Resource Center, saw growth in participation for students in grades K-8. Academic and enrichment support was provided daily in after-school programming, as well as community involvement. The program staff collaborated with classroom teachers to ensure students increased academic achievement in the regular classroom. The number of K-8 students enrolled was 159 during the school year and 80 enrolled for summer, 2017. Funding was primarily through 21<sup>st</sup> Century Community of Learners federal grant. After-school program has been offered in the Berlin schools since 2004.

## Instruction & Assessment

In the spring of 2017, all N.H. schools administered a statewide assessment called Smarter Balanced Assessment Consortium (SBAC).

**Number of Students Tested and Percent of Students at Level 3 or Above for Students in Berlin, 2016-2017**

**ELA/Literacy**

<b>Grade</b>	<b>Number of Students Tested</b>	<b>Percent at Level 3 or Above</b>
<b>Grade 3</b>	89	35%
<b>Grade 4</b>	68	32%
<b>Grade 5</b>	82	54%
<b>Grade 6</b>	80	44%
<b>Grade 7</b>	94	41%
<b>Grade 8</b>	96	44%

**Mathematics**

<b>Grade</b>	<b>Number of Students Tested</b>	<b>Percent at Level 3 or Above</b>
<b>Grade 3</b>	89	22%
<b>Grade 4</b>	68	43%
<b>Grade 5</b>	82	30%
<b>Grade 6</b>	80	20%
<b>Grade 7</b>	94	26%
<b>Grade 8</b>	96	35%

SBAC was administered to students via an electronic platform. Though Brown School did not have a required testing grade, grade 2 students began practice and preparations for the 3<sup>rd</sup> grade assessment process with academic progress measured using NWEA MAPS testing. Students in grade 2 showed growth in math, 57% at or above grade level, an increase of 8% from the previous year. 49% of the students in grade 2 performed at or above in reading. Hillside School students’ progress in math and English language arts was also measured with NWEA.

Berlin Middle School students participated in a model for interventions and supports known as WIN groups. 63% of students made personal gains in reading. Student growth for proficiency moved from 50% in October to 71% at or above grade level by June. Berlin Middle School students increased an average of 2 grade levels in reading proficiency using a web-based reading program. Reading Plus was a whole-school reading support program sponsored by Granite United Way. Student progress was noted from 20% to 53% reading at or above grade level. NWEA testing was implemented for teachers to progress monitor English language arts and math proficiency.

The state adopted the use of SAT College Board tests for all grade 11 students instead of the Smarter Balanced Assessment used at other grade levels. This will raise awareness of the importance for all students to be focused on college and career readiness. The mean score for reading and writing was 484, state mean score was 522. The mean score for math was 473, state mean score was 514.

Formative and summative assessments, including NWEA testing, were reviewed to assist in the decision making process of students’ instructional levels. Benchmarks were based on curriculum alignment with N.H. College and Career Ready Standards, NH Work Study Practices, and NH 21<sup>st</sup> Century Science Standards.

Teams of teachers in all schools have developed unit design plans/units of study that clearly identify what students will learn, what they will be able to do and how we will assess what they know. The unit

design planning was carried out in all grades, all subject areas. Teachers continued to align instruction with competencies and continued to develop common assessments to measure student progress.

The district has a well-developed five-year Master Professional Development Plan which is based on individual professional growth needs and coordinated with a professional staff performance evaluation process. The district committee members of teachers provided training and help sessions for teachers to develop their individual 3-year professional development plans.

Professional development was provided for all staff focusing on district and school goals. Trainings and professional development activities included an emergency management framework known as A.L.I.C.E. (Alert, Lockdown, Inform, Counter, and Evacuate) and a police notification system called CopSync. All teachers used half-day in-service days to develop student competencies for math and English language arts. School based roll out activities were initiated for culture and climate framework known as Positive Behavioral Interventions and Supports (PBIS), and evidenced-based process to increase consistent expectations of student behavior. The staff received trainings in Youth Mental Health First Aid, CPR/AED, and developed schoolwide student learning objectives as shared attribution. Guest speaker Dr. Cassie Yackley presented the ACES (Adverse Childhood Experiences Study) study. Building level professional development was conducted for better techniques in behavior management and de-escalating disruptive behaviors, use of technology for instructional practices, strategies for math instruction, trainings on assessments, and using data. Teachers participated in training to increase skills with building curriculum in the cloud and to be proficient integrating technology, with deployment of 1:1 computers and tablets for all students in grades 5-12. Chromebook laptops were distributed to all students, grades 9-12. Parents and students were provided with digital citizenship guidelines to maximize use for learning.

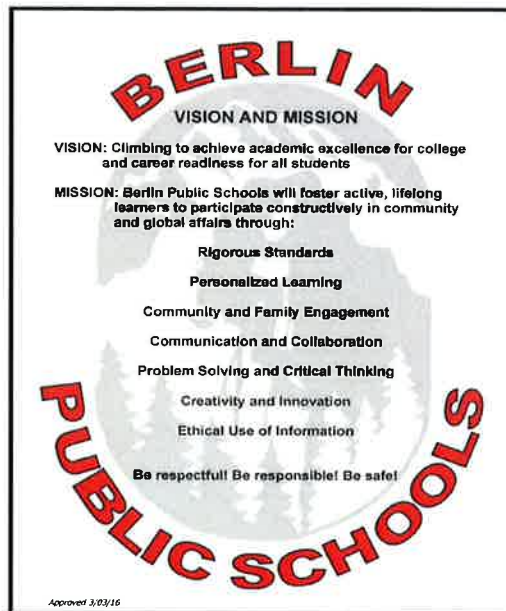
A new course offered at Berlin High School was Criminology, the second course in a criminal justice career pathway. English Composition was offered as a Running Start class in partnership with White Mt. Community College.

Berlin Regional Career & Technical Education Center (CTE) offered the following programs: Accounting, Automotive Technology, Building Trades, Drafting/CAD, Early Childhood Education, Family and Consumer Sciences, Graphic Arts, Health Science Technology (HST), Pre-engineering and Welding. Industry certifications were earned by students in Automotive Technology, Health Science Technology, and Welding.

## **Staff Accomplishments**

The Berlin District Leadership Team worked to continue implementation of district K-12 goals. The team met Oct. 21, Dec. 9, Mar. 17, and May 22. The team members were: Corinne Cascadden, Martha Miller, Rosemary Rancourt, Angela Duquette, Emily Frizzell, Kevin Carpenter, Elaine Connary, Jake Moore, Bob Thompson, Julie King, Amy Huter, Brenda Lambert, Susan Griffin, Cheryl Pinette, AnnElise Record, Roland Pinette, Tammy Fauteux, Jill Poulin, Nicole Arguin, Autie Hamilton, and parents Jennifer Buck, Kelli Poulin, and Karen Wheeler. The primary focus was the revision of the district vision statement.

The action plans that were implemented to meet our goals were gleaned from the school vision and mission.



School and district committees met to address: Professional Development, Wellness, District and School Goals, School Climate and Culture, Behavioral and Mental Health Supports, Emergency Management, Technology Integration, and Project A.W.A.R.E. (Advancing Wellness and Resilience Education).

The Professional Development Committee planned and coordinated professional development activities in the district and assisted with individual 3-year professional development plans. Those members included: Amelia Alton, Celine Leborgne, Amy Bugeau, Alaina Huot, Jessica Mather, Anne Kopp, Lisa Devost, Lucie Kinney, Veronique Legendre, Tracey King, Debbie Payeur, Georgia Caron(Enriched Learning Center), Judy Arsenault(After-School Program), Nicole Plourde, Board Member, and Corinne Cascadden. This committee reviewed and shared the district’s professional development activities. Team members guided staff to write individual 3-year professional development plans.

The following staff members participated on the Wellness Committee: Patty Hood, Craig Melanson, Kate Demers,R.N., Catrina Annis, R.N., Pauline Duquette, R.N, Elaine Connary, Mike Poulin, Jill Poulin, Amy Blanchette, R.N., Dana Deblois, Candy Richard, Matthew Soprano, Lynne Mercier, R.N., Judy Arsenault, After-school program, Angela Martin-Giroux, Community member, Louise Valliere, Board Member, Corinne Cascadden, Heidi Barker, UNH Coop. Ext. Service. These members coordinated CPR/AED training for staff members. Many staff members also participated in a Walking Challenge for healthy eating, regular exercise and stress management. UNH Cooperative extension service provided a family series on nutrition, a clinic “Life of an Athlete” was provided for all student athletes to maintain good health and fitness. A Wellness policy revision was approved by the Berlin Board of Education.

The district’s Mentor Program was instrumental in providing support to beginning teachers, teachers with new assignments, and teachers new to the district. Monthly meetings and classroom observations were part of the mentor’s responsibilities. Coordinator was Sandy Pouliot and the design team was Ann Nolin, Susan Griffin, and Patty Hood. In addition, trained district mentor teachers are: Emily Frizzell, Alaina Huot, Brenda Lambert, Amy Bugeau, Rosemary Rancourt, Cheryl Pinette, Nicole Arguin, Adrienne

Backer, Jessica Mather, Jill Poulin, Tammy Watson, Courtney High, Ted McCormick, Jake Moore, Beth Sargent, and Roland Simard.

The district had a technology committee at each of the schools chaired by IT director Autie Hamilton, members are represented from each building as well as the Technology Integrator Kayla Steady and the Network Administrator Irina Williams.

The district has a technology committee chaired by IT director Autie Hamilton, members are represented from each building as well as the Technology Integrator Kayla Steady and the Network Administrator Irina Williams. Representatives from each school included: SAU3 Office: Corinne Cascadden and Bryan Lamirande. High School: Kevin Carpenter, Ted Pacheco, Beth Sargent, Tim Forestall, Rachelle Gilcris, Carol Chabot, and Andy Rancoes. Middle School: Tammy Watson, Sandy Pouliot, Tammy Fauteux, Nicky Arguin, Anthony Mullins, and Denise Palmer. Hillside School: Julie King, Cheryl Pinette, Ron Fini and Eli Clemmer. Brown School: Amy Huter, Sue Griffin, Nancy Couture, This committee worked monthly to sustain, update, and improve our district wide program of one-to-one devices K-12. We were one year ahead of schedule, enabling us to provide Chromebooks to all of our students for the 2016-2017 school year. Moving forward, the district assessed the needs of staff and students to provide them with the tools necessary to be successful in a 21st century learning environment. The teaching staff has been provided with a graduate level course for professional development in the integration of one-to-one Chromebooks in the classroom. Parent information packets were updated and included: care and use policy guides, loan agreements, SAU3 policies on internet safety and bullying, filtering software, and other resources regarding internet safety. The committee also focused on ensuring Chromebooks were compatible with SATs, NWEA and Smarter Balanced computer-based state assessments. The compatibility allowed us to reduce the amount of time preparing for and conducting testing.

The district has been proactive in increasing the use of technology for staff and students. Our inventory is currently 500 PCs, 70 iPads, and 1,200 Chromebooks. We have continued to expand our internal network capacity and speed while also increasing district-wide bandwidth in all schools to support our digital platform of one-to-one computing for all our students and staff. The District will continue to evaluate the technology needs of the district to stay up-to-date with current technologies and provide our students with the tools necessary for college and career readiness

Project A.W.A.R.E. (Advancing Wellness and Resiliency in Education) in the Office of Student Wellness, completed its second year of implementing strategies that promote social emotional learning, increase school safety, improve school climate, connect students in need with community based mental health supports, and advance overall student wellness. More than 125 staff and community members received training in Youth Mental Health First Aid.

The School Resource Officer (SRO), funded primarily through Project AWARE (Advancing Wellness and Resilience in Education), responded to more than 1,100 calls for service within the schools, including home visits, school visits, students counseled, classroom presentations, field trips, arrests/summons, incident reports, school meetings, and school patrols.

All schools strengthened their universal Positive Behavioral Interventions and Supports (PBIS) strategies this past year. Universal strategies benefited all and are based on data collected within the schools guiding decision making to develop practices and systems for improving student behaviors and school climate.

Targeted interventions for students needing extra behavioral supports in order to be successful in the natural school setting were driven largely by the Behavioral Health Intervention Teams in each school. These teams include School Administrators, Behavior Specialists, School Counselors, the School Resource Officer, Nurses, community based Mental Health Counselors, and Project AWARE staff. These teams identified students for both specialized social emotional learning groups and provided individualized supports for students identified as being high risk. Students actively engaged in community based mental health treatment increased by more than 50% since the beginning of the grant project in 2015.

Brown School Physical Education teacher coordinated “Jump Rope for Heart” and raised over \$7,000 for N.H. Heart Association.

Brown School 2<sup>nd</sup> grade teacher, Susan Griffin was awarded the Louise Tillotson Teaching Fellowship award, selected by the N.H. Charitable Foundation.

The following administrators successfully completed The National Institute for School Leadership (NISL) at North Country Education Services: Tammy Fauteux, Kevin Carpenter, Martha Miller, and Roland Pinette. Berlin High School athletic director Craig Melanson was awarded NH Division III AD of the year. BHS teacher Jake Moore raised over \$2,000 to benefit cancer research through the “Movember” challenge.

## **Facilities Report**

The BHS and one of the BMS gym floors were renovated. The main BMS gym floor was completely rebuilt. Bleachers at both BHS and BMS were motorized and updated to ADA compliance. Hillside School bathrooms were renovated and built for ADA compliance. A few water fountains were replaced with water bottle filling stations. The school department continued to upgrade to LED lighting for increased energy efficiency. This project reaped \$7,000 annual energy savings. A new fire alarm system was installed in the Hillside/BMS complex. Work continued on roofing overlay. Two classrooms at BHS had floor tile replacement and asbestos abatement.

## **Student, Parent, Community, and Board Involvement**

Parent and community engagement events were held at all schools, with opportunities to meet teachers and learn about expectations for the students.

Events held at Brown School and Hillside School included: Parent/Teacher Organization meetings, Book Fairs, Math nights, and open houses. The elementary schools jointly sponsored a family literacy night themed, “Let’s Get Moving”, an estimated 76 families participated. Classes visited local sites: Tin Mt., Hillside School, Great Glen Trails, Milan Hill State Park, Moose Brook State Park, and Horne Field.

Hillside student council members participated in the Berlin Main Street Day of Caring. The Shelburne Grange donated dictionaries to all third graders. A FIRST Robotics Club with 15 members from Hillside School participated in regional competition. Hillside students Aspen Langlois and Christian Bilodeau won the state poster contest on the NH Bicentennial of the State House.

Coos County Family Health Services sponsored a dental hygienist to promote healthy oral health. Lessons were provided in oral hygiene, weekly fluoride rinses, free cleanings and check-ups for qualifying students on school sites.

Berlin Middle School 7<sup>th</sup> grade students participated in a financial literacy fair sponsored by Northeast Credit Union and Service Credit Union. Middle School 8<sup>th</sup> grade students also participated in a Health-O-Rama sponsored by Androscoggin Valley Hospital and North Country Health Consortium. Students participated in North Country Youth Leadership and Kids in Prevention Youth Leadership (YLTA).

Parents of all incoming freshman at Berlin High School were invited to orientation, with 94% participation. Berlin High School students participated in Your Skin Is In Challenge pledging not to use artificial tanning booths in support of prevention of melanoma. In athletics, Berlin was runner-up in NH unified basketball, boys' ice hockey, and girls' tennis. Individually, Joey Fodor was the NH Division III and overall Meet of Champions state champion in javelin, and set the Berlin High School record. Myra Arsenault and Audrey Coulombe qualified for the NH doubles tennis tournament and were the sixth seed overall, which included all four divisions. Rylie Binette was the girl's ice hockey player of the year and became the all-time leading goal scorer for Berlin High School. Stacey Gendron was the NH High School winner for the N.H. duck stamp competition. Brendan St. Hilaire was the state champion at the NH Skills USA welding competition and represented Berlin High School at the National championships. Tyler Aubut was the silver medalist and runner-up at the Skills USA welding championship. Berlin High School student Tiffiney Poirier was a recipient of the Sylvia Evans Award for her volunteerism and contributions to women and families.

2016-17 was the year of implementation of the Berlin High School food pantry. This student driven initiative was supported by several extra-curricular clubs, including FCCLA, Key Club, and National Honor Society, as well as students and staff who donated time and effort. The food pantry supported an estimated 16 families and provided items for over a thousand meals.

Parent engagement activities focused on college awareness/preparatory events including college overview for seniors, Financial Aid Awareness, Understanding Award letters, and College Overview for juniors. Additional community engagement events around college readiness included individual FAFSA help session for parents, where NHEAF counselors were able to meet 1:1 with parents to assist them with completing their FAFSA forms.

#### POST SECONDARY EDUCATION

Class of	2017	2016	2015	2014
4-year college	34%	35%	35%	32%
2-year college	38%	35%	28%	28%
Military	1%	2%	4%	3%

In partnership with North Country Health Consortium, a student leadership group was formed at both the high school and middle school levels. The high school and middle school chem-free, pro-social, experiential education Youth Leadership Through Adventure (YLTA) groups continue to flourish. These groups empower students through delivery of youth leadership development strategies and coordination of service learning projects. Berlin High School students facilitated a schoolwide climate project focused on improving kindness.

Berlin Board of Education members are: Chairperson, Nicole Plourde, Vice-Chair, Lynn Moore, Secretary, Denise Valerino, Louise Valliere, and Scott Losier. The School Board held an annual joint

meeting in October with Milan and Dummer school boards. The Berlin Board of Education also initiated conversations with SAU20 on the exploration of regionalization and collaboration.

The city funded the FY17 operating school budget at \$17,984,343. The School Board members and district administrators carefully examined all its programs and operational expenses in the year-long process of developing the school department budget. A five-year capital improvement plan was submitted to the city. The goal is to maintain N.H. Approved Schools, to maintain High School Accreditation, to pursue state and federal funding as supplements to the city's school budget appropriation and to increase technology in all aspects of teaching and learning.

Respectfully Submitted,



Dr. Corinne E. Cascadden

Superintendent of Schools