

## **BERLIN SCHOOL DEPARTMENT**

### **Demographics**

Berlin Public Schools opened the 2018-2019 school year with an enrollment of 1144, grades K-12; Kindergarten is a full day program. 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.

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, community involvement, and evening meals Monday-Thursday. 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 137 during the school year and 92 enrolled in the summer program, 2019.

The district employed 231 employees. The district has 56% low socio-economically deprived. 24% of the students are identified as students with disabilities, state average is 16%.

### **Instruction & Assessment**

In the spring of 2019, all N.H. schools administered a statewide assessment called NH Statewide Assessment System (SAS).

Number of Students Tested and Percent of Students at Level 3 proficiency or Above:

#### English/Language Arts/Literacy

Grade	Number of Students Tested	Percent at Level 3 or Above
Grade 3	77	31%
Grade 4	70	39%
Grade 5	88	42%
Grade 6	69	30%
Grade 7	99	46%
Grade 8	92	50%

#### Mathematics

Grade	Number of Students Tested	Percent at Level 3 or Above
Grade 3	77	30%
Grade 4	70	51%
Grade 5	88	31%
Grade 6	69	17%
Grade 7	99	26%
Grade 8	93	30%

Berlin Middle School students increased reading proficiency using a web-based reading program. Reading Plus was a whole-school reading support program sponsored by Local Granite United Way. Student progress was noted.

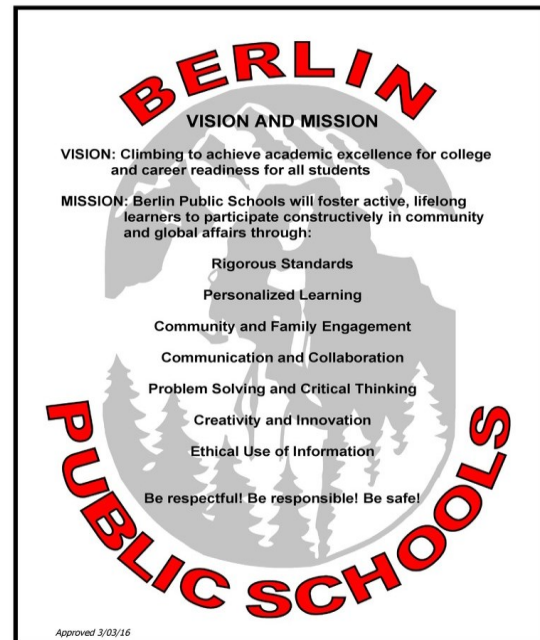
The state adopted the use of SAT College Board tests for all grade 11 students as the State Assessment System. It is anticipated that SATs will raise awareness of the importance for all students to be focused on college and career readiness. The mean score for reading and writing was 484, state mean score was 521. The mean score for math was 466; state mean score was 512.

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). 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), an evidenced-based process to increase consistent expectations of student behavior. The staff received trainings in Youth Mental Health First Aid, CPR/AED. Building level professional development was conducted for integrated use of technology for instructional practices, strategies for math and reading instruction.

An academic partnership with White Mt. Community College was continued for dual enrollment, running start classes, and early college credits.

The 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.

All district goals and objectives are driven by a vision and mission developed by stakeholders. The district was in implementation phase of the reauthorized federal law Every Student Succeeds Act (ESSA) which replaces the tenets of No Child Left Behind.



The Office of Student Wellness implemented two additional grant funded projects: Systems of Care and Restorative Justice. Systems of Care is a wraparound model creating a team of community members to support youth and families. Team members include school staff, school counselors, church members, case managers, therapists, neighbors, babysitters and friends. Some benefits include crisis and safety plans for families to use at home, connecting youth with mentors, services, activities, jobs, and positive support systems. This program is led by a school social worker. Restorative Justice is a process for youth offenders (ages 12-17) to be held accountable, develop empathy for victims, and to make amends. Restorative programming is characterized by three key values: 1) Encounter, to create opportunities for victims, offenders, and community members who meet to discuss the crime and its aftermath; 2) Amends to expect offenders to take steps to repair the harm or damaged caused; and 3) Inclusion to provide opportunities for parties at stake to

participate in its resolution. The program coordinator is Officer Adam Marsh, Berlin Police Department.

### **Staff Accomplishments**

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

The School Resource Officer (SRO), funded primarily through Project AWARE (Advancing Wellness and Resilience in Education), responded to more than 1,059 calls for service within the schools, including home visits, school visits, counseled students, classroom presentations, field trips, incident reports, school meetings, and school patrols.

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 identified students for both specialized social emotional learning groups and provided individualized supports for students identified at being high risk. Students actively engaged in community based mental health treatment increased by 36.3% with a target goal of 20%.

Berlin High School Health Teacher, Kate Moore was awarded the Louise Tillotson Teaching Fellowship award, selected by the N.H. Charitable Foundation.

### **Facilities Report**

The building and grounds department focused on renovations at Berlin High School, Berlin Middle School, and Hillside

School in preparation of grade reorganization. Some of those projects included rubberized stairways, age-appropriate railings and safety barriers, plumbing, divider wall and hall doorways as separators.

### **Parent/Community/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, and open houses. Classes visited local sites: Tin Mt., Great Glen Trails, AMC trails, Moose Brook State Park, and Horne Field. Hillside student council members participated in the Berlin Main Street Day of Caring. Coos County Family Health Services continued to provide 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 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). Berlin Middle School grade 8 and Berlin High School grade 9 students continued to participate in GEAR UP (Gaining Early Awareness & Readiness for Undergraduate Programs) programming. GEAR UP is federally funded to promote activities that encourage postsecondary education. Berlin is one of 7 state cohort

groups. Upon graduation from high school each student from the cohort group will be awarded a scholarship equal to Pell Grants if they attend a 2 or 4 year NH college. Parents had opportunities to participate in information sessions on: college financial aid, college/understanding a financial aid award, overview of the college process, assistance with FAFSA, and Cyber Safety Presentation.

In athletics, Berlin was runner-up in NH unified basketball. Sawyer Sanschagrin was the state champion at the NH Skills USA welding competition and represented Berlin High School at the National championships. Berlin High School student Kristen Goyette was a recipient of the Sylvia Evans Award for her volunteerism and contributions to women and families.

## POST SECONDARY EDUCATION

Class of	2019	2018	2017	2016
4-year college	35%	25%	34%	35%
2-year college	31%	30%	38%	35%
Military	2%	<1%	1%	2%

The high school and middle Youth Leadership Through Adventure (YLTA) groups empower students to promote chem-free, pro-social, experiential education, service learning, and life style. 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 SAU#20 on the

exploration of regionalization and collaboration.



From left to right Corinne Cascadden, Superintendent of SAU 3 in Berlin; Nicole Plourde, Chair of Berlin School Board and Paul Grenier, Mayor of Berlin testified at State budget hearings on May 7, 2019 in support of stabilization aid.

The city funded the FY19 operating school budget at \$18,114,311. 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. With an annual 4% decrease in state aid, the district will need to adapt staffing and operations accordingly. Staffing reductions are being made through attrition when feasible. A five-year capital improvement plan was submitted to the city with continued growth in maintaining the cities school properties. 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 implement technology in all aspects of teaching and learning, with the end result of all students to be college and career ready.

Respectfully Submitted,  
Dr. Corinne E. Cascadden  
Superintendent of Schools