



BERLIN
SCHOOL DEPARTMENT

Demographics - Berlin Public Schools opened the 2014-2015 school year with an enrollment of 1224 students K-12 and closed the school year with an enrollment of 1185. Kindergarten was offered in six half-day sessions. Class sizes ranged from 14-24 students in grades K-8. The district hired 256 employees. The district has 57% low socio-economically deprived. 23% of the students are identified as students with disabilities, state average is 16%.

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 and pupil services offices are at the Marston School building. The district's central office is in the Hillside School building. The district's bus fleet of 10 is at a leased garage on Hutchins St. Total miles travelled: 138,209 miles.

An After-School Program in partnership with the Family Resource Center saw a growth in participation for students in grades K-8. Academic and enrichment support is provided daily in after-school programming, as well as community involvement. The program staff collaborates with classroom teachers to ensure students increase academic achievement in the regular classroom. An estimated number of participants is 135 students. Funding is primarily through 21st Century Community of Learners federal grant. After-school program has been offered in the Berlin schools since 2004.

Instruction & Assessment - In the spring of 2015, all N.H. schools administered a new state assessment, in English language arts

and math, called Smarter Balanced Assessment Consortium (SBAC). To date, there are no results. It was the first time administered to students via an electronic platform.

Under the guidelines of a state waiver to No Child Left Behind (NCLB), schools are given a designation of "priority school" and "focus school". Based on N.H. assessment results, schools that did not have a testing grade were designated as "priority schools". Schools that did not make adequate yearly progress in each student subgroup: race, disabilities, low socio-economic and gender, were designated "focus schools". Brown School is identified as a "priority school" and Hillside is identified as a "focus school". These designations apply to Title I schools only. Both schools were required to complete a restructuring plan for improvement. Title I Schoolwide Schools at Brown and Hillside, grades Kdg. – 5, is a supplemental reading and math intervention program.

Data teams are established in each building. Our district goal is to actively review and discuss student data to drive instruction. Both formative and summative assessments are viewed to assist in the decision making process if a student needs an intervention to reach the benchmarks. Benchmarks are based on curriculum alignment with N.H. College and Career Ready Standards which are inclusive of Common Core State Standards.

Teams of teachers in all schools have developed unit design plans 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 is carried out in all grades, all subject areas. Teachers aligned the instruction vertically and continue to develop common assessments to measure student progress.

Professional development was provided for all staff focusing on district and school goals which include: a) Increase academic achievement, b) Effective data teams, and c) Increase parent engagement and involvement. Building level professional development was conducted for better techniques in behavior management and de-escalating violent behaviors, use of technology for instructional practices, strategies for math instruction, trainings on assessments, and using data. District administrators developed a common process for educator effectiveness evaluations. The team developed a professional eportfolio for educators to show evidence of practice. It will be piloted in the fall, 2015. The Middle School implemented 1:1 technology with the use of KUNO tablets to support equitable access for all students.

Berlin Regional Career & Technical Center 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. Building trades program, under the instruction of teacher Matthew Lambert, constructed 2 municipal buildings: 1) Recreation and parks storage and office building, 2) Public restrooms at Community Field. The projects will be completed in the next school year.

Staff Accomplishments - The Berlin District Leadership Team worked with specific K-12 goals. The action plans that were implemented to meet our goals include:

- The use of best practices in instruction will improve student achievement and narrow the achievement gap
- Advance the effectiveness of student/building/district data teams with the use of common assessments
- Improved communication with parents and the community will have a positive impact on student achievement

As a district, all buildings have revised emergency management plans. Additional surveillance systems have been installed both in and out of school buildings. All school busses are equipped with video and audio surveillance systems. All teachers participated in the National Incident Management System (NIMS). Physical building assessments were conducted by Sean Heichlinger from the N.H. Dept. of Safety, Homeland Security and Emergency Management.

Technology committees worked to: assess the needs of staff and students, purchase technology equipment, ensure 21st century learning, increase access to technology, evaluate and refine one-to-one middle school tablet initiative, supply trainings to staff, provide support for student use and preparation for web-based, electronic state testing with Smarter Balanced and NWEA assessments. The district has been proactive in increasing the use of technology for staff and students. Our inventory is currently 800 PCs, 375 Ipads, 190 Chromebooks and 340 Android Tablets. We have upgraded our district-wide wireless infrastructure from 40 access points to 92 and will be expanding to 150 in preparation for our transition to a digital platform of one-to-one computing at the high school.

This past year all of our students grades five through eight were assigned a district owned

device and in the upcoming 2015-2016 school year all of our students in grade nine through twelve will be assigned a school owned Chromebook. In preparation for this transition we have been meeting bi-weekly with our high school technology committee to prepare for our new initiative and to evaluate our technology as we move to a one-to-one computing environment for high school students.

Parent/Community/Board Involvement A parent/teacher/student conference day was scheduled Dec. 5, 2014 for all grades K-12. In grades K-6, teachers reviewed student progress with parents; in grades 6-8 students reviewed their portfolios with parents. In Grades 9-12 parents met individually with teachers. Parent participation rates were: Brown School 90%, Hillside School 95%, Berlin Middle School 94%. A student-led conference was scheduled at Berlin High School May 22, 2015.

Family nights were held at Brown and Hillside schools. Brown School held a math event and Hillside School held a literacy event with the theme "Camping". These events were sponsored by the local Title I Program.

Berlin Middle School students participated in a financial literacy fair assisted by Northeast Credit Union and Service Credit Union. Middle School students also participated in a Health-O-Rama sponsored by Androscoggin Valley Hospital. Eighth grade students participated in Discover U at White Mt. Community College. This is an annual event to focus on college awareness and education. Thirteen students participated in North Country Youth Leadership and Kids in Prevention Youth Leadership.

Students at all grade levels visited local establishments for community service,

learning about safety on the job, science education, fine arts performances, job shadows and internships.

STEM (Science, Technology, Engineering, Math) programming is evolving with a program for all students in grade 6, 7, and 8 at Berlin Middle School, then it transitions to Project-Lead-The-Way in grades 9-12. Project Lead The Way classes in pre-engineering that are offered at Berlin High School are: Intro to Engineering Design, Civil Engineering, Bio-Technical Engineering, Digital Electronics, Technology and Robotics.

Students also have the opportunity to earn college credits by taking designated "Running Start" courses with White Mt. Community College while completing high school credits. APEX learning is an on-line program for students who need credit recovery.

Berlin Board of Education members are: Nicole Plourde, Chair, Donald Labrecque, Vice-Chair, Secretary, Lynn Moore, Louise Valliere and Denise Valerino.

The city funded the FY15 school budget at \$17,685,049. 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 is submitted annually 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.

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