

BERLIN PUBLIC SCHOOLS

Demographics - Berlin Public Schools opened the 2015-2016 school year with an enrollment of 1183 in grades K-12. Kindergarten was offered as a full day program. The district hired 250 employees.

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: 138,549 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. Enrollment was 224 students K-8.

Instruction & Assessment - In the spring of 2016, all N.H. schools administered a statewide assessment called Smarter Balanced Assessment Consortium (SBAC). SBAC is administered to students via an electronic platform. Though Brown School did not have a required testing, grade 2 students began practice and preparations for the 3rd grade assessment process with academic progress measured using NWEA /MAPS testing. Students showed marked growth in math, an increase of 31% proficient from the previous year, and 12% increase proficiency in reading. Hillside School also showed marked progress in math. The district completed a revision of the 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. A North Country regional training was held in October, 2015 to establish professional learning communities as a model for professional growth and collaboration of teachers. Based on the revised district master professional development plan, in-service days were coordinated across the district. All teachers trained in a 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 also received trainings in Youth Mental Health First Aid, CPR/AED, and how to develop individual student learning objectives. Guest speakers included employees from the Bureau of Federal Prison system to discuss drug and alcohol abuse and recovery. 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. 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.

District administrators developed a common process for educator effectiveness evaluations. The principals used a timeline

for new and veteran teachers as they conducted performance evaluations. The team developed a professional eportfolio for educators to show evidence of practice. By the end of the school year, teachers were required to upload in their eportfolio, a current resume, a 3-year professional development plan, and a parent communication log. Administrators worked together on walk-throughs of all classrooms using an electronic platform they created for Ipads.

New courses were offered at Berlin High School, they included: Advanced Placement (AP) Statistics, AP English Composition, Introduction to Criminal Justice, Poetry, and Creative Writing. There were increases in the number of courses that were dual credit, high school and community college credit, known as Running Start classes. This is in partnership with White Mt. Community College.

Berlin Regional Career & Technical Education Center (CTE) offers 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. The building trades program completed construction of 2 municipal buildings: 1) Recreation and parks storage and office building, 2) Public restrooms at Community Field.

Staff Accomplishments - The district leadership team with feedback from staff developed a revised vision and mission statement.

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 district has been proactive in increasing the use of technology for staff and students. Hardware was standardized to Chromebooks. We have continued to increase our district-wide bandwidth in all schools to support our final step in our transition to a digital platform of one-to-one computing for all our students. In the upcoming 2016-2017 school year, all of our students from Kindergarten through twelfth grade will be assigned a district owned Chromebook. We 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. We will also continue to provide quality and timely support, and seamless integration.

Project A.W.A.R.E. (Advancing Wellness and Resiliency in Education) was a federal grant award. Training was provided for 136 staff and community members in Youth Mental Health First Aid. Through grant funding, a School Resource Officer (SRO) was contracted in partnership with the Berlin Police Department. The SRO responded to 1,085 calls for service and needs within the schools. The service calls included: home visits, school visits, students counseled, classroom presentations, field trips arrests/summons, incident reports, school meetings, and school patrol. Youth Leadership through Adventure (YLTA) groups were formed in both the middle and high schools to empower and support students through youth leadership development strategies and service learning

projects. With over 70 students belonging to these chem-free, pro-social, experiential education based groups, they are the largest school-based youth leadership groups in the North Country. The schools developed a framework and protocols for school based mental-health treatment, violence and substance abuse prevention activities. Positive Behavioral Interventions and Supports (PBIS) were implemented to foster positive school climate and culture, with a district-wide rollout of supports scheduled for September 2016. The project was awarded for five years. An outcome of the project was to establish behavioral health teams at all schools that meet weekly on a referral basis and the addition of school-based mental health services.

Parent/Community/Board Involvement -

Of most significance during the 2015-16 school year was a community-wide focus on drug abuse awareness and prevention strategies. Two community events, sponsored by North Country Listens held forums at Berlin High School. The first held in November, Facing the Heroin Crisis, had over 250 community participants. The second forum was held in May. This event was facilitated by student leaders who led small groups in creating a local resources assessment. These events contributed to a strong community alliance formed as a coalition called Stand Up Androscoggin Valley.

In December a round table discussion was held at Berlin High School with U.S. Senator Jeanne Shaheen who met with community and student leaders about the reported heroin use among our youth based on the 2013 Youth Risk Behavior Survey. This drew national attention culminating in a web-based newscast with www.the74million.org, two stories with NH Public Radio, and an article

in a national education magazine, DAdministrator, May, 2016.

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 school board successfully negotiated three collective bargaining agreements with Berlin Education Association, Berlin Education Support Staff, and AFSCME Local #1444 custodians and bus drivers.

The Board members were proactive with drug and alcohol prevention by being the first school district in N.H. to approve a medications policy that included Narcan/Naloxone within schools, during school hours for administration by school nurses. School Board chair, Nicole Plourde was the recipient of this year's Sylvia Evans Award for her volunteerism and contributions to women and families. Berlin High School student Kayleigh Eastman was also a recipient of the same award.

The city funded the FY16 school budget at \$17,823,718. 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.

Respectfully Submitted,
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Superintendent of Schools