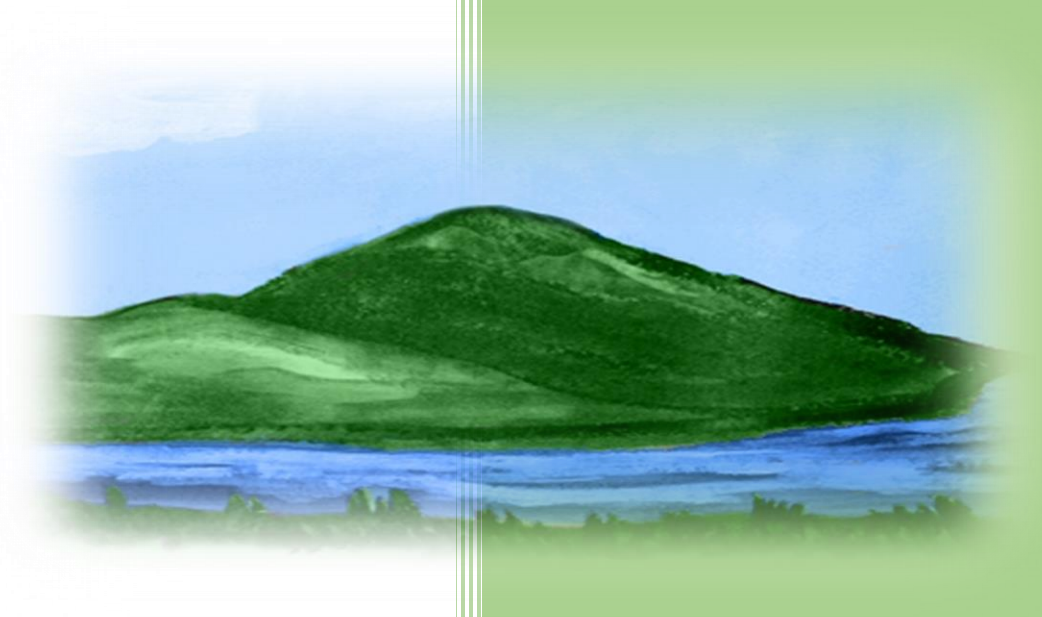


2015

# Annual Report



**NORTH  
COUNTRY  
SUPERVISORY  
UNION**

121 Duchess Avenue, Suite A  
Newport, VT 05855

**NORTH COUNTRY SUPERVISORY UNION  
ANNUAL REPORT  
2015**

**REPORT**

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# NCSU ADMINISTRATORS

**John A. Castle**  
Superintendent of Schools

**Kathy Nolan**  
Director of Curriculum, Assessment and Instruction

**Glenn Hankinson**  
Director of Business and Finance

**Leanne Desjardins**  
Director of Special Education

**John Peters**  
Director of Technology Support

**Richard Smith**  
Coordinator of Special Education

**Diane Nichols-Fleming**  
Coordinator of Early Childhood Programs

**Kathryn Miller**  
Coordinator of 21<sup>st</sup> Century Grant

**Nancy Griffith**  
Coordinator of Human Resources

## Central Office Personnel

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**Liz Butterfield**  
Executive Assistant  
to the Superintendent

**Sandy Judd**  
Receptionist/Clerk

**Amy Lucas-Brasseur**  
Human Resources  
Administrative Assistant

**Theresa Wilkens**  
Business and Finance  
Administrative Assistant

**Diane Govoni**  
Curriculum, Asses., & Instruction  
Administrative Assistant

**Melinda Henderson**  
Special Education  
Administrative Assistant

**Casey Boyle-Eldridge**  
Staff Accountant

**April Touchette**  
Payroll and Accounts Payable

**Diane Binette**  
Payroll and A/P

**Ann Bathalon**  
Payroll

**Debbie Brunelle**  
Accounts Payable

**Susan Draper**  
Accounts Payable

**Rick Ricciardi**  
Technology Support

**Christopher Friend**  
Technology Support

**Robert Deroehn**  
Technology Support

**Kim Gannon**  
Literacy  
Instructional Specialist

**Nicole Gaboriault**  
Literacy  
Instructional Specialist

**Jean Bonin**  
Mathematics  
Instructional Specialist

**Kristin Beswick**  
Behavior Specialist

**Jessica Hinton**  
Behavior Specialist

**Nikki Stratton**  
Behavior Specialist

**Jennifer Patenaude**  
Special Education  
Consulting Teacher

**Susan Davis**  
Special Education  
Consulting Teacher

**Kathryn Whitaker**  
Special Education  
Consulting Teacher

**Donald Schabner**  
Special Education Evaluator

**Kathleen VanGelder**  
Special Education Evaluator

**Vanessa Vincent**  
Special Education Evaluator

**Cynthia Jordan**  
Medicaid Clerk

**Cynthia Adams**  
Medicaid Clerk

# Principals and School Board Directory

## Brighton Elementary School

*Denise Russell, Principal*  
Jeanne Gervais  
Melanie Yasharian  
Katie Mientka  
David Pepin  
Charla Nadeau

## Charleston Elementary School

*Sharon Gonyaw, Principal*  
Jason Brueck  
Patrick Austin  
Jonathan Bruce

## Coventry Village School

*Matthew Baughman, Principal*  
Frank Carbonneau  
Viola Poirier  
Rosalie Bowen  
Matt Maxwell  
Amanda Jensen

## Derby Elementary School

*Stacey Urbin, Principal*  
*Cynthia Adams, Asst. Principal*  
Bryan Davis  
Gigi Judd  
Emily Micknak  
Tim Bronson  
Abigail Provost

## Holland Elementary School

*Kelli Dean, Principal*  
Kim Champney  
Louise Campbell  
Lincoln Petell

## Lowell Graded School

*Anita Gagner, Principal*  
Steven Mason  
Shauna Richardson  
Gilles Bathalon

## Morgan (non-operating district)

Tammy Lacourse  
Kelly Paul  
Danielle Blake

## Jay/Westfield

### Joint Elementary School

*Kristy Ellis, Principal*  
Sally Rivard  
Loren Petzoldt  
Jeff Morse  
Kevin Amyot  
Chad Prue  
Myra Alix

### Jay

Sally Rivard  
Jeff Morse  
Myra Alix

### Westfield

Loren Petzoldt  
Kevin Amyot  
Chad Prue

## Newport City Elementary School

*Judith Boucher, Principal*  
*Melinda Mascolino, Asst. Principal*  
Victoria Lantagne  
Corinna Lancaster  
Mary Ellen Prairie  
Jessica Ward  
Pending Appointment

## Newport Town Elementary School

*Linda Goldeski, Principal*  
Wilma Therrien  
Dari Joi Glover  
Lauren Dillon  
Conrad Bellavance  
Sarah Hardin

## Troy School

*Chris Young, Principal*  
Richard Wells  
Andre (Mike) Desautels  
Carol Currier  
Robert Dunn  
Cliff Forster

## North Country Union High School

*Bill Rivard, Principal*  
*Anita Mayhew, Asst. Principal*  
*Robert Davis, Asst. Principal*

## North Country Career Center

*Eileen Illuzzi, NCCC Director*  
*Gwen Bailey-Rowe, NCCC Asst. Dir.*  
David Yasharian, Brighton  
Peter Moskovites, Charleston  
XXX, Derby  
Richard Nelson, Derby  
Scott Boskind, Derby  
Dan Maple, Holland  
Le-Ann Tetrault, Jay  
George Swanson, Lowell  
Kristin Mason, Morgan  
Corey Therrien, Newport City  
Richard Cartee, Newport City  
Maggie Griffith, Newport  
David Ghelli, Newport Town  
Rose Mary Mayhew, Troy  
Pending Appointment, Westfield

## North Country Union

### Junior High School

*Nicole Corbett, Principal*  
*Colleen Storrings, Asst. Principal*  
Scott Boskind, Derby  
Richard Nelson, Derby  
Pending Appointment, Derby  
Dan Maple, Holland  
Le-Ann Tetrault, Jay  
Kristin Mason, Morgan  
Corey Therrien, Newport City  
Richard Cartee, Newport City  
Maggie Griffith, Newport City

## North Country Schools

### Alternative Program

*Lisa Boskind, Principal*

## **NCSU Full Board and Executive Committee Members\***

### **Brighton**

Katie Mientka  
Melanie Yasharian  
Jeanne Gervais, Alternate  
*Katie Mientka, Exec. Com.*

### **Charleston**

Jason Brueck  
Patrick Austin  
Jonathan Bruce, Alternate  
*Jason Brueck, Exec. Com.*

### **Coventry**

Viola Poirier  
Frank Carbonneau, Alternate  
*Frank Carbonneau, Ex. Com.*

### **Derby**

Tim Bronson  
Gigi Judd  
Emily Micknak, Alternate  
*Tim Bronson, Exec. Com.*

### **Holland**

Lincoln Petell  
Kim Champney  
Louise Campbell, Alternate  
*Lincoln Petell, Exec. Com.*

### **Jay**

Myra Alix  
Sally Rivard, Alternate

### **Westfield**

Chad Prue  
Loren Petzoldt, Alternate

### **Jay/Westfield**

*Chad Prue, Exec. Com.*  
*Myra Alix, E.C. Alternate*

### **Lowell**

Steve Mason  
Gilles Bathalon  
*Steve Mason, Exec. Com.*

### **Morgan**

Danielle Blake  
*Kelly Paul, Exec. Com.*

### **Newport City**

Corinna Lancaster  
Jessica Ward, Alternate  
*Corinna Lancaster, Exec. Co.*

### **Newport Town**

Wilma Therrien  
Sarah Hardin  
Lauren Dillon, Alternate  
*Wilma Therrien, Exec. Com.*

### **NCUHS**

Rose Mary Mayhew  
Peter Moscovites  
*Rose Mary Mayhew, Ex. Com.*

### **NCUJHS**

Richard Cartee  
Scott Boskind  
Maggie Griffith, Alternate  
*Richard Cartee, Exec. Com.*

### **Troy**

Carol Currier  
Cliff Forster  
Mike Desautels, Alt  
*Carol Currier, Exec. Com.*

\*As of March 16, 2015.  
Changes will be made as Boards reorganize.

## NCSU BOARD CHAIR'S REPORT

In writing this letter for the North Country Supervisory Union's Annual Report, I cannot help but be reminded of how very special this place we call the Northeast Kingdom is to us. We confront many of the same issues that school districts around the state – and country – face, and we do it with few apologies. We know our schools are sending our students into the world with the skills and the passion that will serve them well in the workplace and in their continuing educational efforts.

We use our geographical, economic, social and technical challenges to teach resiliency, not to make excuses for what we don't have, and to find solutions and adapt. Indeed, we are teaching our students adaptability by adapting. In the face of declining enrollment and aging infrastructure, our communities prove time and again that they value education and support it even when others detract.

For example, the supervisory union, as a whole, is voluntarily taking the necessary steps to offer the kind of early education opportunity that will help younger children prepare for school at a time when it is most critical that they make those preparations.

Such things are being done in the forefront of our educational process, through our teachers and support staff with the backing of our parents and communities. Behind the scenes is an intricate structure of administrators, volunteers and board members that constantly give of their time and expertise to provide the groundwork necessary to help teachers and students.

Administrators provide the necessary tools at all levels of the supervisory union's educational process. They provide leadership and specific skills and training that allows all to do their job better. They provide the strategic framework that guides the focus on learning outcomes and learning opportunities.

Volunteers from the community are there for cultural, social and athletic events—even in educational endeavors. They assist our schools and students by providing their skills and enthusiasm. They assist with fundraising, leveraging grants and providing business sponsorship. They do not show up on the bottom line, they do show up when needed.

Our school boards play an important watchdog role in keeping your local schools on track, and setting policies that affect your child and your school. School boards help set the vision and goals for their school district, and hold the district accountable for results. In turn, they help contribute to a strong and effective supervisory union through partnership. One school board member cannot do the job alone. Effective school board members contribute their unique talents while collaborating and working as a team with other board members who, in turn, work as a team with other school district boards.

Like the volunteers, school board members provide the “essentials”. They are the heart, mind and soul of the community. Ideally, they represent the entire community in all of its iterations. They are the three or five trustees that oversee the local school district and make certain the desires of the community are met.

Even residents who may not have grown up in in Vermont's Northeast Kingdom can get the sense of community that their local school conveys. The schools, and their students and staff, are a source of great pride in our communities.

We live in a time when many schools are experiencing declining enrollment, reduced revenue through diminishing assistance from the state and federal government and the rising costs of insurance and fuel which contributes to an increase in school budgets. This has put great pressure on small, rural school budgets thus leading to ever-increasing pressure from detractors to reduce cost. Through all of this, we have remained true to our efforts to provide the best opportunity for our children while following the wishes of our citizens.

Sincerely,

*Steve Mason*

NCSU Board Chair

## SUPERINTENDENT of SCHOOLS MESSAGE

Dear North Country School-Community:

Our community schools are at a cross-roads. Schools across our supervisory union, and the state, will continue to have discussions about governance, consolidation and challenges around funding. All of these issues have the potential to alter the direction of our schools and impact many communities. However, the most critical decisions related to the direction of schools must remain on student learning. I am confident that North Country Supervisory Union schools are on the right road and making steady progress.

Just as one faces a decision when they come upon an intersection in a road, school leadership teams are facing many decisions regarding what path to follow. There are many uncertainties regarding the continued influence of our state and federal government on education. The Common Core Standards call for substantial shifts in approach regarding math and literacy. This past year, the Vermont Board of Education adopted new “Educational Quality Standards” that will cause us to challenge many assumptions about how we define student outcomes. If we are waiting for the federal government, or even our very own Agency of Education, for direction with regard to meaningful and transformational change, we will wait too long. Our school-communities must “take the wheel” and determine our own direction.

NCSU schools are excellent and share a culture of continuous improvement. We are committed to providing quality instruction that engages students and advances meaningful outcomes. We promote inquiry and project-based learning opportunities at all grade levels. In addition to increasing outcomes in the areas of literacy, math or other content areas, we are fostering skills in critical thinking, communication, creativity and collaboration. We are increasing personalized learning and the integration of technology as we go forward. A number of our schools are moving forward with the development of school-based pre-school programs as we discontinue center-based programs. All schools continue to look at ways to provide the most effective supports and services to meet the needs of all learners. We are moving in a positive direction thanks to the many contributions of talented, compassionate and committed staff, teachers, administrators and school board members.

During the budget process this year, school boards continued to face tough choices in sustaining programs and services while considering the financial limitations of our communities. Our Boards are thoughtful and responsible in building budgets while remaining steadfast to a quality education for all students. Unfortunately, local budgets are all impacted by the changing context at the state level. We believe the state will increase the base education amount per equalize pupil. We expect to see the state-wide tax rate rise two cents for FY2016. There are also concerns that we will see an elimination of the small schools grant and “hold harmless” provision that protects schools with declining enrolments. For many of our schools, the number one pressure on school budgets is declining enrollments. Fortunately, our boards continue providing steady navigation through these various twists, turns and bumps in the road.

We cannot idle at the intersection waiting for direction. We are on the move. Now, more than ever, the challenges ahead require us to hold a collective sense of purpose across NCSU. To that end, we are committed to increasing and broadening the dialogue about our direction throughout our school-community. There is much for us to collectively consider as we balance tradition and transformation in establishing the best contemporary practices for student learning. I share in the enthusiasm of our staff, school boards and community in moving our schools from excellent to exceptional. With your continued support, and our shared commitment to *character, competence, creativity* and sense of *community*, we will provide a road to success for our children.

With great respect and appreciation,

*John A. Castle*  
Superintendent of Schools

## **CURRICULUM, ASSESSMENT and INSTRUCTION DIRECTOR'S REPORT**

We began the year with a mix of the new and the very new. The Common Core State Standards, which require a significant shift in instruction and assessment, are in implementation mode after two years of anticipation and readiness efforts. Teachers in the middle grades have begun to create units to align with the Next Gen Science Standards but all other grades are in the awareness phase with this body of new standards. All NCSU Schools have committed to developing multi-tiered systems of support for literacy, mathematics and behavior to fortify strong classroom instruction for all learners.

To support instruction and assessment, we have focused on school-based professional learning for this year rather than SU based professional learning. Teachers collaborate in teams to strengthen their instructional practice so that the needs of all learners can be met. We have trained a cadre of teacher leaders to support this work and meet with them regularly during the school year. These teacher leaders will become (and already are!) critical to their school's success.

We continue to grow and look for ways to make our curriculum, assessment and instruction more relevant, engaging and accessible to all learners. To this end, we have created the Learning Design Council, which has met and discussed a vision of the future, including creative integration of technology, project based learning, more personalized learning, and proficiency based graduation requirements. This work parallels some of the discussions and collaboration happening with the NCSU Leadership Team. The LDC, which is made up of teachers and principals from across the SU, will also consider the impact these changes will have on grading and reporting out.

We have committed to Positive Behavioral Support Systems (PBIS) as a structure for behavior management and complement that with Responsive Classroom concepts and practices. Combined, the philosophies and practices of these two programs will allow us to create classrooms and schools that are safe, joyful, and learning-centered.

The work of our instructional coaches, Jeanne Bonin in Mathematics, Kim Gannon in English Language Arts, and Nicole Gaboriault in Early Literacy, is critical to our success. Providing resources and support, they work alongside our principals and teachers by mentoring, modeling and problem solving. In addition to their work in their content areas, and their collaborative work throughout the supervisory union, the instructional coaches have begun to team with the special education consulting teachers, Jen Patenaude and Susan Davis. Their goal is to build a common understanding of assessment, observation, instruction, and learning profiles for all teachers so that they can more effectively align instruction to student need.

ENCORE, the afterschool and summer program in nine of our schools, grows in the capable hands of Katy Miller. The program supports children and families by providing extended learning opportunities that spark new interests, help to struggling students, and novel experiences that engage children. Children are nurtured in building skills and confidence that promote their own academic, social, and physical well-being by choosing from a large array of programs offered in every program week.

The work of schools is becoming more complex with each year. Adjusting and responding to that complexity is both the joy and the challenge for the people who join me in creating positive and relevant educational environments for our students and families. I am thankful for the continuing support I have received from the NCSU communities, schools, principals, teachers and staff.

Respectfully Submitted,

*Kathy Nolan*

Director of Curriculum, Assessment and Instruction



## SPECIAL EDUCATION DIRECTOR'S REPORT

The NCSU Special Education Department is committed to meeting the diverse needs of students receiving special education services. As we strive to hone our professional skills and share knowledge and resources with staff, the outcome has been strong instruction for students. This student-centered approach has led the NCSU Special Education Department to create a continuum of resources and services that is unique in Vermont.

Susan Davis and Jennifer Patenaude, both instructional specialists within the department, continue to provide mentoring to first through third year teachers. Along with on-going professional development, this support has increased the effectiveness of specialized instruction and sustains initiatives such as co-teaching, Multi-Tiered System of Supports and Universal Design for Learning. This fall the instructional specialists, along with the NCSU curriculum coaches, conducted school based professional development on the Universal Design for Learning. In addition, this year the special education and curriculum departments worked with interventionists and special education teachers from each of the NCSU schools to review instructional practices for students who require targeted instruction and intervention. The outcome of their collective work is a draft NCSU Continuum of Instruction document that we hope to adopt next year.

Each year we offer professional development topics specific to developing the professional skills of the 70-plus staff of special education teachers within NCSU. This year Jennifer Patenaude presented a workshop series entitled, "Cognitive Profiling." This series afforded special education teachers the opportunity to refine their understanding of evaluation results in order to develop student learning profiles. Our professional development continues to emphasize the "thread of special ed" to support, interpreting information from the evaluation reports to understand learners, writing Individualized Education Programs that align with the Common Core State Standards and ultimately providing high quality specialized instruction.

Kathryn Whitaker, NCSU neurodevelopmental specialist, continues to support school teams to strengthen school capacity. Her support has been instrumental in affording students with significant disabilities the opportunity to be educated with community peers. The NCSU behavior specialists, Kristin Beswick, Jessica Hinton and Nikki Stratton, continue to support NCSU schools/programs through classroom and student observations, writing behavior intervention plans and providing ongoing professional development in Crisis Prevention and Intervention (CPI) techniques, trauma, Responsive Classroom (RC) and Positive Behavioral Interventions & Supports (PBIS). The evaluation team, comprised of three NCSU academic evaluators (Don Schabner, Kathleen Van Gelder and Vanessa Vincent) and a contracted school psychologist (Dr. Norm Ledoux), provide consistency of interpretation of assessment measures along with strong instructional recommendations.

The Special Education Department continues to insure access to technology for both students and staff. Each special education teacher is assigned a laptop for professional responsibilities and an iPad for instructional purposes. An NCSU technology team reviews applications for student assistive technology software and devices. We have been able to "level the playing field" for students through the use of technology.

Close to 80 paraprofessionals participated in a series of professional development opportunities this fall. Additionally, the department is in the final year of a three-year commitment to train a staff member in each school to become a speech language pathology assistant. This training will result in increased expertise and capacity to serve students in the area of speech and language instruction.

On behalf of the Vermont Agency of Education, Ernest Wheeler sent congratulations to NCSU in the fall of 2014 for its exceptionally high rate of timely IEP's and evaluations. The AOE's target is for schools to complete at least 95% of IEP's and Evaluations within a prescribed timeframe. Over 99% of NCSU evaluations and IEP's were completed on time, reflecting the best NCSU results since the AOE began tracking this data. To achieve this high percentage meant that the great majority of NCSU special educators completed all evaluations and IEP's on time. We commend the special education staff for their dedication and commitment to NCSU students and their families.

Submitted by,

*Leanne Desjardins*

NCSU Director of Special Education

## **BUSINESS and FINANCE DIRECTORS REPORT**

The business office staff now includes a staff accountant and I'd like to sincerely thank the board members for supporting this position. We were able to hire Casey Boyle-Eldridge to fill the position. Casey comes to us with a very complementary and extremely varied skill set. She is a wonderful addition and improves our capacity to serve our schools immensely. Casey's arrival, and a shift in payroll dates, has afforded us the opportunity to review duties and procedures across the entire business office. Casey is participating in a business manager professional development series sponsored by the Vermont Association of School Business Officials (VASBO)

As this is our first report in the new format, I'd like to start with introductions for those who do not know our staff. Our office is fortunate to have staff members who have served the SU for a number of years, providing a wide range of services. All members of the staff participate in professional development activities as part of our process of continuous improvement.

- Ann Bathalon provides payroll services to the Charleston, Coventry, and Troy school districts as well as the NCSU Encore program. She also completes all reporting necessary to support these payroll functions and does bank reconciliations for Brighton, Lowell, Morgan, and NCUHS/NCCC/NCUJHS.
- April Touchette is responsible for the bookkeeping, payroll and reporting functions for NCSU. She also oversees the financial requirements, both bookkeeping and reporting, of federal and state grants. April also provides support to the Lowell School District in their budget building process, budget maintenance, and monthly reporting for board meetings. This year she is also participating in a business manager professional development series sponsored by Vermont Association of School Business Officials as well as taking college courses.
- Debbie Brunelle is responsible for accounts payable and the monthly financial reporting for the town school districts we serve. She also provides support to the Coventry and Charleston school districts in their budget process and monthly meetings. Debbie processes NCUHS/NCCC/NCUJHS payroll and maintains the NCSU Section 125 payments.
- Diane Binette is responsible for the bookkeeping, payroll, and accounts payable functions for NCUHS, NCCC, and NCUJHS. She handles all cash transactions and completes all required forms and reports. She also provides direct support to all staff with business office related employment issues.
- Sue Draper is responsible for NCUHS/NCCC/NCUJHS and NCSU accounts payable. She also maintains the Section 125 payments for Holland and Brighton town school districts and processes Form 1099's for NCSU.
- The business office staff is supported by Theresa Wilkins, our administrative assistant. Along with a myriad of administrative duties Theresa maintains life and long term disability records and payments. She oversees the liability insurance for all schools in NCSU, including claims assistance and the annual insurance renewal process. Theresa also coordinates water testing, asbestos compliance, facilities management, and maintains bus driver files for the entire district.

Respectfully Submitted,

*Glenn A. Hankinson*

Director of Business

## TECHNOLOGY SUPPORT DIRECTOR'S REPORT

In the past four years NCSU has been engaged in strengthening our information technology systems to take advantage of the growing number of educational opportunities available to our students. This has been challenging since much of the infrastructure necessary to facilitate the use of technology in schools lags behind other parts of the country.

Due largely to an increasing number of teachers desiring to take advantage of online learning opportunities for their students, the NCSU Technology Department has vigorously pursued three areas which directly impact increased access to technology to serve our schools; specifically, internet access, internal network infrastructure, and server and computer hardware. Although not always readily apparent, without the necessary infrastructure components the use of computer technology in the classroom cannot take place.

NCSU currently has a 300 Mbps circuit that enters NCUHS where 125 Mbps is provisioned to NCUHS and 175 Mbps is provisioned to the other 13 SU locations. Our internet service utilizes a Metropolitan Area Network (MAN) design that creates a large local area network between our schools. This design allows tech support staff the ability to remotely respond to most technology related issues anywhere within NCSU without having to be on site thereby reducing response times which in turn reduces lost class time and cost.

Fairpoint communications, our current internet service provider has worked closely with us to assist in upgrading our internet. At Fairpoint's expense, fiber internet connections were installed at Derby Elementary, Newport City Elementary and at NCUJHS this past year. Plans are currently being developed to bring fiber to Coventry Village School and Troy School along with increasing the bandwidth to locations already served by fiber. The eventual goal is to provide 1 Mbps per student by 2018 as recommended in the State Education Director of Technology Association (SEDTA) Imperative published in 2013.

To meet the increasing demands for internet access internally along with increasing bandwidth into schools, the NCSU Tech Department has been upgrading wireless access in a number of schools. By taking advantage of various incentives and equipment donation programs; most notably Digital Wish, commercial grade wireless access points have been installed in the majority of our schools replacing the less capable home networking access points that previously existed. This past summer upgrades were accomplished at Brighton, Charleston, Coventry, Holland, Lowell and Troy. NCSU also assisted Newport City in the procurement of new access points. At the current time, the wireless access points are being upgraded at NCUJHS. Fifty-five new access points have thus far been installed.

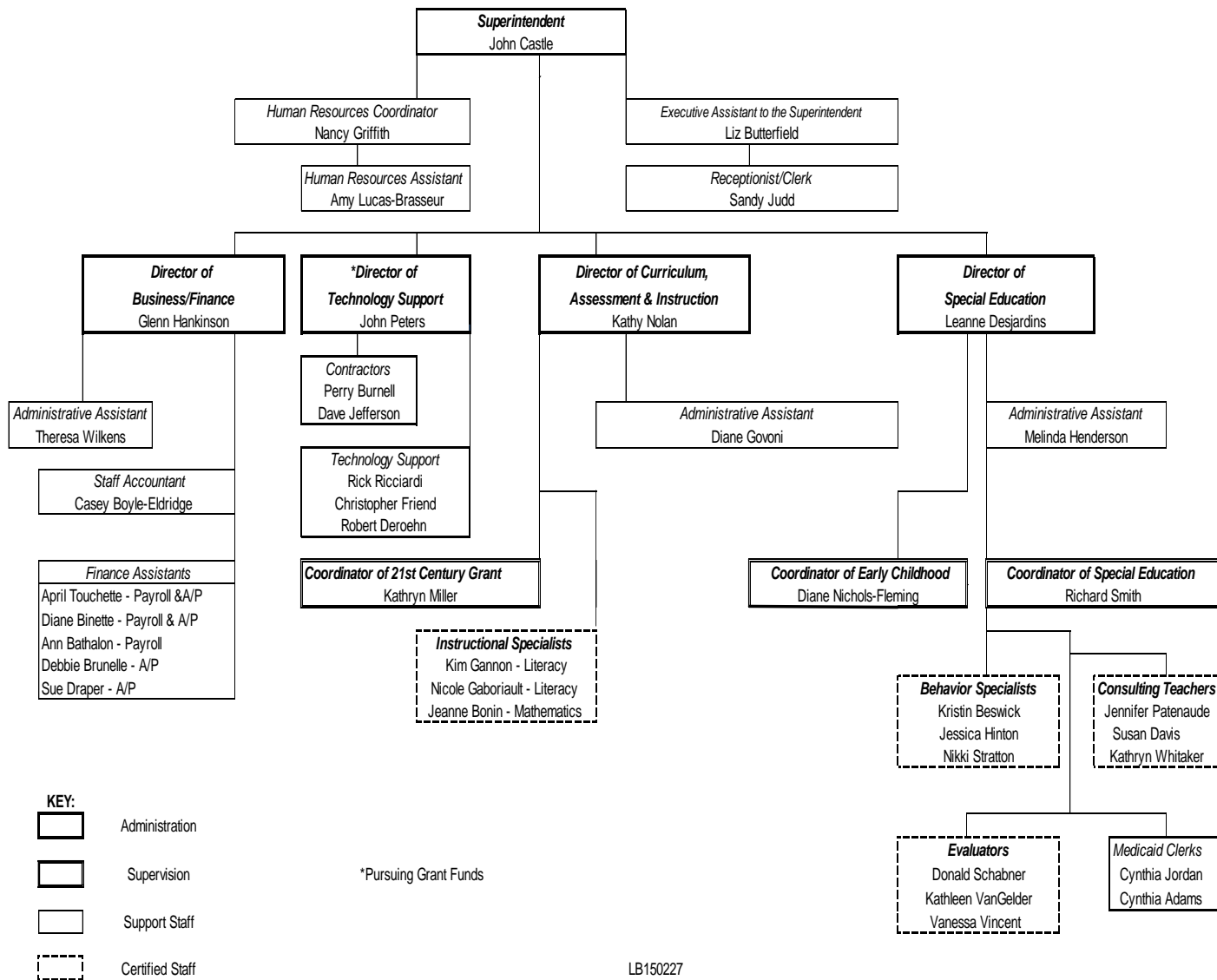
With the increased availability of free cloud based storage through services such as Google Apps for Education and Microsoft Office 365, the need for file servers in schools is beginning to diminish. While it does not totally eliminate the need for local servers or some file storage, schools are being encouraged to have faculty and students take advantage of these free services for their personal files classwork. It is anticipated that by the end of the 2015-2016 school year, all faculty and student personal file storage will be cloud based.

In 2012, NCSU stopped hosting a number of key software programs internally in favor of cloud based and hosted services. At this time, PowerSchool, ADS, SNAP, Naviance and most school's library systems are all maintained as cloud services. Moving forward NCSU is looking at ways to further streamline systems, reduce complexity and use technology to lower costs. We anticipate beginning the next fiscal year implementing InfoSnap, a program that facilitates real time data entry by parents into our student management and health systems reducing many of the labor intensive tasks of student enrollment, medical records and other student management related tasks. In addition, we plan to implement a Single Sign On(SSO) system that will make it easier for end users to access programs by utilizing a streamlined login process. Finally we are reducing costs by taking advantage of the Google Sites program to create and maintain school websites without incurring any more cost.

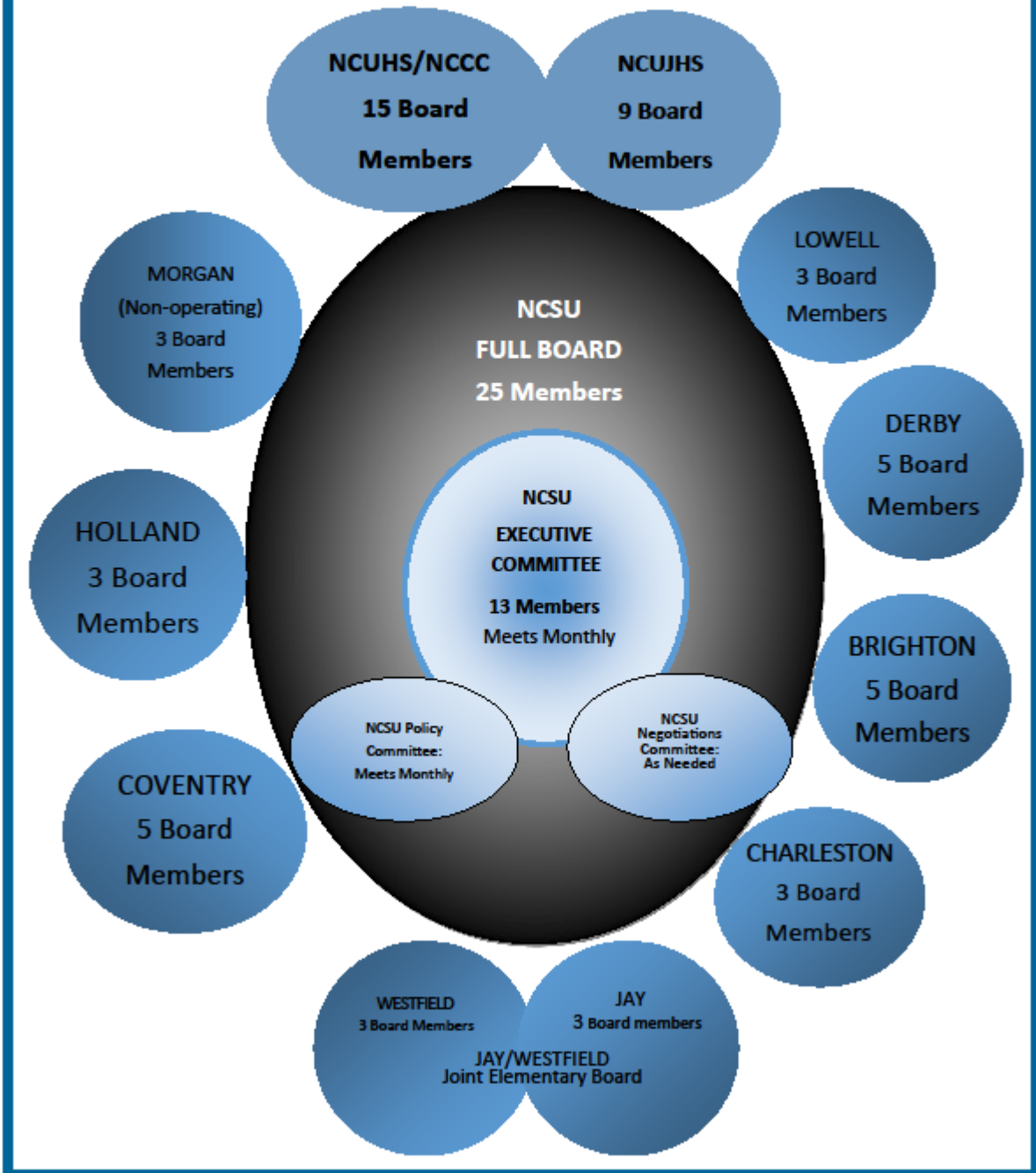
*John Peters*

Director of Technology

**North Country Supervisory Union  
Organization Chart  
Approved June 2008, Revised February 2015**



**NORTH COUNTRY SUPERVISORY UNION  
SCHOOL BOARD COMMUNITY**



# North Country Supervisory Union

## Strategic Plan 2013-2018

### Goals and Objectives

*The mission: to educate students to become effective communicators, problem solvers, reflective thinkers, ethical productive citizens, and life-long learners while embracing their diversity.*

#### **Goal 1: Equity and Innovation**

*By 2018 all NCSU students will have equal opportunity to participate in Pre-K - 12 programs that prepare them for career and college pathways.*

##### **Objectives:**

1A. Provide high quality public pre-Kindergarten for all three-, four- and five-year olds.

1B. Provide high quality middle grades (6-7-8) experiences that reflect best practices in middle level education.

1C. With uniformity, integrity, and rigor, implement instructional practices, curriculum, and assessment systems, Pre-K to 12, that will prepare all students to meet the Common Core State Standards.

1D. Create Personal Learning Plans for all seventh and ninth grade students by November 2015. Continue to create PLPs in compliance with Act 77.

1E. Implement a Multi-Tiered System of Support.

1F. Implement instructional practices, curriculum and assessments that prepare all students, PreK to 12, to meet National Education Technology Standards.

#### **Goal 2: Community**

*By 2016, NCSU schools will partner with families and communities to support students in their educational pursuits.*

##### **Objectives:**

2A. Provide meaningful, authentic opportunities for community members to interact with schools.

2B. Implement models and methods to facilitate increased reciprocal communication and decision-making.

## Consolidated Federal Grant Programs

The North Country Supervisory Union was awarded \$2,621,612.37 in Consolidated Federal Grant funds for the 2014-2015 school year. This includes a carry forward amount of \$436,631.37 from the 2013-2014 school year. The Consolidated Federal Grant Programs includes the following areas:

- Title I, Part A – Improving the Academic Achievement of the Disadvantaged
- Title II, Part A – Preparing, Training, and Recruiting High Quality Teachers and Principals

All thirteen of our school district's schools have poverty levels of 40% or higher and are eligible to operate as School-Wide Programs. By utilizing School-Wide Program funds we are allowed flexibility, with minor funding restrictions, to spend federal resources according to each school's School Wide Action Plan. Below is a list of CFP grant funded strategies. Funds are distributed based on child count.

### SCHOOL-WIDE PROGRAMS

#### Brighton

K-5 Intervention Teacher  
Reading Recovery/Intervention Teacher

#### Coventry

K-5 Intervention and Reading Recovery Teacher  
Web based math assessment through Voyager

#### Holland

K-6 Intervention Teacher  
Professional Development through VT Reads

#### Lowell

K-6 Intervention Teachers

#### Newport Town

K-5 Intervention Teacher  
Professional Development in PBIS  
Professional Development through VT Reads

#### NCUJHS

Writing Intervention Teacher

#### Charleston

K-8 Intervention Teacher  
Professional Development in Math

#### Derby

4 K-6 Math and Literacy Intervention  
Teachers

#### Jay/Westfield

K-6 Intervention Teacher  
Extended Time and Year Programs

#### Newport City

4 K-5 Intervention Teachers

#### Troy

2 Math and Literacy Intervention Teachers

#### NCUHS

9-12 Literacy Intervention Teacher  
Professional Development – Research for  
Better Teaching

### STRATEGIES FUNDED WITH SPECIFIC FEDERAL TITLES

#### Title I:

Early Childhood Programs  
Homeless Programs  
Parental Involvement Programs  
NCSU Math and Literacy Coaches  
Service to Independent School (UCA)

#### Title II:

Teachers' VMI coursework and tuition for 9  
Teachers' Math Professional Development  
Teachers' Reading Recovery Professional Dev.  
Teacher Leader Professional Development  
Teachers' Science Professional Development  
Leadership and Planning Professional Development  
for Administrators  
English Language Arts Professional Development  
Teacher trainings with VT READS  
Teachers' Workshops on Integrating Technology  
New Teacher Mentoring Programs