

STATE OF WEST VIRGINIA
COUNTY OF HAMPSHIRE TO WIT:

The Hampshire County Board of Education held a special/LSIC and regular meeting, their thirty-ninth (39th) meeting of the 2022-2023 school year, on Monday, May 15, 2023, at Hampshire High School.

The following Board members were in attendance: Mr. Ed Morgan, President; Mr. Matthew Trimble, Vice President and Mr. Bernard Hott, Mrs. Corena Mongold and Ms. Kim Poland, members.

PURPOSE: A special meeting was held for the purpose of conducting student hearings. An LSIC (Local School Improvement Council) meeting with Hampshire High staff was also held as well as a regular meeting.

President Morgan called the meeting to order at 4:11 p.m.

The Pledge of Allegiance was recited.

I. Superintendent Pancione recommended that Board members approve the agenda.

Mr. Trimble moved approval with Mrs. Mongold seconding the motion that passed unanimously.

II. **STUDENT HEARINGS:**

Student hearings were held.

Because the hearings took longer than expected, Mr. Trimble made a motion to change the order of the agenda. Ms. Poland seconded the motion that passed unanimously. (Mr. Hott had arrived at this point.)

Regular Meeting – 6:30 p.m.

IV. **APPEARANCE:**

Kelly Cochran, Romney Ruritan Club member, discussed “Safety Town”, a program that was held last year. She requested that Board members approve the continuation of this program.

VI. **HIGHLIGHTS:**

A. Ann Nesbit, Family/Consumer Science Teacher at Hampshire High, and her Pro-Start students were recognized for their support (and delicious cupcakes) to our CAKE students.

B. The following students were recognized as Golden Horseshoe winners: Rachel Chapman, Capon Bridge Middle and Micah Moreland and Mason Wolford, Romney Middle. These students will travel to Charleston to be recognized at the Golden Horseshoe Ceremony at the West Virginia Culture Center.

C. The following students were recognized as WV HOSA State Leadership Conference winners: Bret Hano – 2nd place – Medical Law and Ethics; Amarie Corbin – 1st place – Pharmacology; Savannah Voit – 1st place – Nursing Assistant; Emma Custer – 2nd place – Extemporaneous Writing; Giovanna Matthews – 2nd place – Nutrition; Serenity Pitcock – 3rd place – Veterinary Science and Kaitlyn Shockey – 3rd place – Research Poster.

VII. PRESENTATIONS:

A. Bret Hano, WV HOSA Reporter and 2nd place winner at the HOSA state competition, shared his experience with the HOSA program.

B. Rita Hott, German Teacher at Hampshire High, and her Exchange students shared their experiences during their latest trip.

III. LSIC MEETING:

The following LSIC members and staff were in attendance: Adam Feazell, Principal; Megan Fuller, Assistant Principal; Julie Landis, Assistant Principal; Christy Stump, Assistant Principal; Josh Kesner, Prevention Resource Officer and Ann Nebsit, Family Consumer Science Teacher.

1. 2022-2023 Strategic Plan/School Improvement Goals:

A. Please discuss the two improvement Goals for 2022-23.

I. Discuss your school plan to increase academic improvement in the area of Mathematics and Reading.

a. Goal:

i. To be at or exceed the county and/or state levels on the SAT.

Goal:

Hampshire High School students will demonstrate 10% growth in ELA and math throughout the 2022-2023 academic year as measured by percentages on SAT and PSAT testing and meet or exceed state proficiency projection scores.

Action Steps:

- Targeted professional development sessions
 - Student-centered learning
 - Lesson planning
 - New teacher and long-term substitute training and follow-up meetings
- Curricular workshops in August for all core teams
- Honors workshop

- SAT training in August-Joel Gulko from College Board
- Data review of ELA and Math PSAT/SAT scores and subscores
- Teacher data meetings-one per ELA and math teacher per semester
- PLC academic team meetings-once per 9 weeks using substitutes
- Collaborative math planning sessions-once per 9 weeks
- SREB math observations and coaching-5 days
- Monthly walkthroughs (2 per classroom)
- Cross-curricular focus on Words in Context and Command of Evidence
- Khan Academy personalized lessons-once per week in Mentoring class with lessons tied to PSAT/SAT scores
- SAT benchmark testing in fall and winter
- Student Data Tracking-Students will set goals and track their SAT progress throughout the year using a data tracking sheet
- Student Data Talks-Mentoring teachers conduct data talks with their students each semester
- SAT Boot Camp in February/March-testing strategies for SAT
- Freshmen Focus and tutoring-Tier 2 intervention at lunch
- 5th Block tutoring and credit recovery-Tier 2 intervention

Measurements:

- Agendas for curricular meetings and professional development
- Agendas for academic team PLC meetings
- SAT and PSAT scores/ data notebook
- Benchmark test scores (documented on Student Data Tracking Sheets)
- Khan Academy lesson progress (each Mentor and ELA/Math teacher monitors on Khan Academy)
- SREB coaching forms/ notes
- Freshmen Focus/ Tutoring numbers each 9 weeks

II. Discuss your school plan to improve school attendance.

a. Goals:

- i. To meet or exceed the state attendance rate of 90%.

- ii. To reduce the number of chronic absences by 25% for the 2022-23 in comparison to the 2021-22 data.

501 - Hampshire Senior High School		All		All
Membership Days Reported	131,899.000	Average Daily Membership	804.262	
Attendance Days Reported	115,801.500	Average Daily Attendance	706.107	
		Average Attendance	87.795%	
Membership on 08/22/2022	835.000			
Membership on 05/10/2023	795.000			
Students listed on Register	901.000			
Non-member days in period	15,865.000			
Days in period	0.000			
Percent of students chronically absent	44.839%			

2021-2022 Chronically Absent Students: 47%

Attendance

- To meet our county attendance goal, we have had two different incentives for the year.
 - Hot Chocolate Party
 - Bowling/Swimming Party
- Monitored Data
 - WVEIS Data Above
- Hold an attendance assembly for student body to discuss the importance of attending school.
- Leadership Team discussed and identified causes of poor attendance.
- 3- and 5-day letters to parents. 10-day attendance meetings with social worker referrals
- Monitored and assured correct attendance entered into WVEIS to have correct data.

III. Provide relevant data used in making decisions concerning your goals and plan. (I-Ready Data, Khan Academy, Attendance information (include current data).

IV. 2021-2022 SAT Scores ERW						
GRADE 11	Mean Score	Meets/ Exceeds Benchmark - On track for College Readiness (green)	Approaching Benchmark--One year behind (yellow)	Need to Strengthen Skills--Two or more years behind (red)		
Overall ERW (200-800)	470	46%	5%	49%		
Reading	24	12%	64%	24%		

(10-40)						
Writing and Language (10-40)	23	12%	55%	33%		
Command of Evidence (1-15)	8	13%	59%	28%		
Words in Context (1-15)	8	9%	58%	33%		
Expression of Ideas (1-15)	8	13%	48%	39%		
Standard English Conventions (1-15)	7	13%	53%	34%		
WV Benchmark	College Benchmark					
470	480					
GRADE 10						
	Mean Score	Meets/ Exceeds Benchmark - On track for College Readiness (green)	Approaching Benchmark--One year behind (yellow)	Need to Strengthen Skills--Two or more years behind (red)		
Overall ERW	458	59%	7%	34%		
Reading	23	24%	59%	17%		
Writing and Language	22	23%	59%	18%		

Command of Evidence	8	23%	53%	23%		
Words in Context	8	34%	48%	18%		
Expression of Ideas	8	22%	45%	33%		
Standard English Conventions	8	20%	65%	15%		
Benchmark 430						
GRADE 9						
	Mean Score	Meets/ Exceeds Benchmark-- On track for College Readiness (green)	Approaching Benchmark--One year behind (yellow)	Need to Strengthen Skills-- Two or more years behind (red)		
Overall ERW	430	55%	10%	35%		
Reading	22	22%	56%	23%		
Writing and Language	21	20%	61%	19%		
Command of Evidence	8	28%	51%	21%		
Words in Context	8	23%	62%	16%		
Expression of Ideas	8	20%	53%	17%		
Standard English Conventions	7	29%	38%	34%		

2021-2022 SAT Scores Math						
GRADE 11						
	Mean Score	Meets/ Exceeds	Approaching Benchmark--O	Need to Strengthe		

		Benchmark- On track for College Readiness (green)	One year behind (yellow)	Two or more years behind (red)		
Overall	439	16%	7%	78%		
Math	22	2%	41%	58%		
Heart of Algebra	7	1%	55%	45%		
Problem Solving and Data Analysis	6	3%	53%	44%		
Passport to Advanced Math	6	51%	47%	2%		
WV Benchmark 520	College Board Benchmark 530					
GRADE 10						
	Mean Score	Meets/ Exceeds Benchmark- On track for College Readiness (green)	Approaching Benchmark--O ne year behind (yellow)	Need to Strengthen Skills-- Two or more years behind (red)		
Overall	433	24%	23%	52%		
Math	22	4%	64%	32%		
Heart of Algebra	7	4%	52%	44%		

Problem Solving and Data Analysis	7	34%	48%	18%		
Passport to Advanced Math	7	4%	46%	50%		
GRADE 9						
	Mean Score	Meets/ Exceeds Benchmark-- On track for College Readiness (green)	Approaching Benchmark--One year behind (yellow)	Need to Strengthen Skills-- Two or more years behind (red)		
Overall	396	19%	15%	66%		
Math	20	6%	65%	29%		
Heart of Algebra	7	4%	46%	50%		
Problem Solving and Data Analysis	7	9%	37%	54%		

ELA Data summary:

Overall, ELA SAT scores improved from 35% of the Junior class meeting WV benchmark scores in 2021 to 46% meeting SAT state benchmark scores in 2022. This is an 11% increase in benchmark achievement from the previous year. It also exceeds the target state goal of 44.21% proficiency. However, after analyzing the 11th class ELA scores when the same students were sophomores, it was found that the class had a mean score of 470 as Sophomores and maintained a 470 mean score as Juniors. This class had already met WV benchmark levels as sophomores, but did not show mean growth from their 10th to 11th grade year. Students need a 480 to meet SAT College Readiness Benchmark, but as a class, students did not grow to the level needed for College Readiness.

The PSAT data shows that the Sophomore class mean score for 2021-2022 was 458, which exceeds the benchmark of 430. 59% of sophomores met benchmark, which is 7% higher than the state average. Only 7% are approaching benchmark, and 34% need to strengthen skills. This class (Juniors this year) needs to grow 12 mean points to reach WV benchmark of 470 and 22 points on the SAT to reach 480 and remain at a college-ready status. From 2021-2022, this class grew only 10 points, so we need to accelerate our growth rate to meet goals for the 2022-2023 school year.

The Freshmen class had an incoming PSAT score of 430, which exceeds the benchmark score of 410 for Freshmen. 55% of 9th graders met or exceeded benchmark, which exceeds the state average of 52%. 10% were approaching benchmark, with 35% needing to strengthen skills.

Math Data Summary:

Overall, 16% of 11th graders met the math benchmark, which was up from 5% during the 2020-2021 school year. The average mean score was 439; however, students needed a score of 520 to meet the WV benchmark and 530 to meet the College Readiness Benchmark. The state proficiency target goal for 2021-22 was 27.70, so we were 11.7% below the target goal. 78% of last year's Juniors are two or more years behind in math skills. Only 1% of Juniors met benchmark standards in the Heart of Algebra subcategory.

The PSAT data shows that the sophomore mean score for 2021-2022 was 433, with 24% of sophomores meeting or exceeding benchmarks. This exceeds the state proficiency average of 21%. 23% are approaching benchmark, and 52% need to strengthen skills.

Freshmen had an incoming mean PSAT math score of 396, with 19% meeting benchmark. This is 2% lower than the state average. 15% are approaching benchmark, but 66% of students need to strengthen skills (red).

NOCTI Scores

Will be Printed and Distributed at Meeting.

V. Describe how your monitor progress toward goals.

Instructional Improvement Practices implemented at HHS 2022-2023

- Professional Development
 - ELA, Math, Science, SS workshops
 - SAT workshops
 - Honors workshop
 - New Teacher development sessions
 - Active learning strategies
 - Formative Assessments
 - Classroom Management

- Lesson Planning
- Development of curricular teams--regular monthly PLC meetings at high school with core teams
- Led standards analysis-core teams
- Curriculum pacing/ mapping
- Increased active engagement strategies
- Use of formative assessments
- SAT practice and question formats-across core classrooms
 - Focus on “Words in Context”
 - “Use of Evidence” in all classrooms
- Increased rigor-Bloom's, question analysis, real-world problems
- Data analysis
 - SAT/PSAT scores
 - Fall and Spring Benchmark scores
 - Midterm/Final exams
 - Grades each 9 weeks and progress report
 - Writing Analysis
 - Discipline data
 - Attendance data
- Student Data Sheet and mentor conferences
- Teacher Data Talks
- Khan Academy used weekly for weekly practice aligned to PSAT scores
- Fall and Spring Benchmarks
- SAT/ PSAT Boot Camps
- Mentor and admin conferences with students at yellow “bubble” level
- Math coaching with SREB
- Implementation of whole school cross-curricular Appalachian Festival with community involvement and enrichment opportunities for all students
- Science mini-lab unit (all science teachers)

- Capturing Kids' Hearts implementation
- Freshmen Focus implementation
- LINK Crew (Freshmen Transitioning)
- Freshmen Orientation/ School Fair/ Scheduling
- Increased classroom walkthroughs

2. Describe your efforts to improve school safety.

A. Discuss drills completed and changes or modifications made as a result of your drill(s) and feedback.

Safety Plan for Doors as of April 14, 2023

- Keep ALL doors closed and locked at all times when students are in your classrooms. (Exception is when a teacher is in the classroom with only one student.)
- When students go out of the classroom or reenter the classroom the doors should be closed behind them. This should be gone over at the beginning of all classes on Monday April 17, 2023.
- If your classroom door is broken, it needs reported immediately to administration. This should be done daily until your door is fixed, you will be supplied with a work order number when this is done.
- When walking around the school, if you find an open exterior door, close it and report it immediately to administration.
- Random door checks will be conducted by administration and Officer Kesner.
- During class time no one will be admitted through any door that is not the front or back door until the buzzer system is installed.
- During all classes on Monday April 17, 2023, go over with students they should not let people in doors during class, even if they know the person, all people should go through the man trap doors.

Failure to comply with the above procedures will result in the following:

1. Verbal Warning
2. Verbal Warning – With informal documentation to follow.
3. Formal Documentation
4. 2nd Formal Documentation
5. Referral to Human Resources

We are aware there are many things that we need assistance with to help make this campus safe. In addition to the above plan, we will be discussing the following items with Mr. Pancione and central office personnel.

- Fix the intercom system (New phones have been ordered and are going to be installed.)
- Fix all broken doors – This will be updated and monitored as requests are sent in to admin.
- Finish installing the keycards and buzzers (Buzzers are now installed and working, digital keys will be handed out at the beginning of the 2023-2024 school year.)
- Simplify key for the campus
- Have a means to communicate with teachers and class who are outside.
- Request someone to sit at the bottom of the hill to manage the guard shack and control who comes on campus and who leaves campus.

- Request window tint on lower level classrooms and all outside doors. (Shatter Proof LLumare Safety & Security Film)
- Request 30 door bells for all outbuildings, this will allow the outside doors to remain locked and teachers will get buzzed when students need in.
- Officer Kesner and Admin team will continue to monitor doors and workorders.

LSIC Safety Notes

- Drills
 - Up to date
 - Completed an evacuation
 - With Multiple Points
- Doors Installed
- Chucks Gone/Doors Locked/Work Orders in
- Teacher Driven Safety Committee
- New Phone System for 23-24
- AED Training
- Narcan Training
- Active Shooter Training for new teachers
- Safety Inters checking doors
 - Students are stepping it up in telling people to use the front doors
- PRO/Principal meetings
- Staff
 - Increased Morning Duties
 - Safety Checks
 - Bathroom Checks
- One Pill Can Kill
- Pregnancy Prevention

3. Celebrations, growth, and future goals of the school.

V. BUDGET HEARING:

The 2024 budget hearing was held for the public to respond and ask questions. No questions were asked.

VIII. INFORMATIONAL ITEM:

Board members were given the following informational item:

A copy of April's Attendance Report as submitted by Amy Haines, Attendance Director.

IX. APPROVAL OF MINUTES:

Superintendent Pancione recommended that Board members approve the May 8, 2023 minutes.

Mr. Hott moved approval with Ms. Poland seconding the motion that passed unanimously.

X. CONSENT AGENDA ITEMS:

Superintendent Pancione recommended that Board members approve the following consent agenda items:

A. Finance Items:

- Bills
- Budget revisions

B. Personnel:

1. Transfer and Employment of Professional Personnel:

- a. Transfer Denise Shaffer from Special Education Teacher at Romney Middle to Special Education Teacher at Capon Bridge Middle (401-15) effective for the 2023-2024 school year.
- b. Employ Ashley Blye as a substitute teacher (001-86) effective May 17, 2023.

2. Resignation and Retirement of Professional Personnel:

- a. Approve the resignation of Jessica Mirfin as Grade 5 Teacher at Capon Bridge Elementary effective June 30, 2023.
- b. Approve the resignation of Meaghan Stehle as an English Teacher at Hampshire High effective June 30, 2023.
- c. Approve the resignation of Ashley Collins as a Special Education Teacher at Romney Middle effective June 30, 2023.

3. Transfer and Employment of Service Personnel:

- a. Transfer Ashley Wilson from School Bus Operator for Route HH2 to School Bus Operator for Route RM8 (001-21) effective for the 2023-2024 school year.
- b. Transfer Ronald Spiker from Custodian at Hampshire High to Head Custodian at Hampshire High (501-23) effective for the 2023-2024 school year.

4. Resignation of Extracurricular Personnel:

- a. Approve the resignation of Derek Thorne as Assistant Girls' Basketball Coach at Romney Middle effective May 10, 2023.
- b. Approve the resignation of Sharon Ayers as Summer School Cook and as Summer Sports Cook effective May 11, 2023.
- c. Approve the resignation of Galen Kuykendall as Assistant Girls' Basketball Coach at Hampshire High effective May 9, 2023.

5. Other:

- a. Permission to post for a Nutritionist to create special diet menus and oversee special needs diets for up to 6 hours per month at \$30 per hour.

6. Volunteers:

a. Capon Bridge Elementary: Paul Berkeridge

Mr. Trimble moved approval with Mr. Hott seconding the motion that passed unanimously.

Superintendent Pancione requested an executive session to discuss land and assets. Mr. Trimble moved approval with Ms. Poland seconding the motion that passed unanimously. Executive session began at 7:47 p.m. Regular session resumed at 8:50 p.m. after Ms. Poland made a motion to return to open session with Mrs. Mongold seconding the motion that passed unanimously.

XI. NON-CONSENT ITEMS:

A. Superintendent Pancione recommended that Board members adopt the 2024 budget.

Mr. Trimble moved approval with Mrs. Mongold seconding the motion that passed unanimously.

B. Superintendent Pancione recommended that Board members approve the 2nd reading of Policy 3130 – Alternative Education Programs.

Ms. Poland moved approval with Mrs. Mongold seconding the motion that passed unanimously.

C. Superintendent Pancione recommended that Board members approve the MOU between Eastern West Virginia Community and Technical College and Hampshire High School to provide educational services to high school students.

Mr. Trimble moved approval with Mrs. Mongold seconding the motion that passed unanimously.

The meeting was adjourned at 9:00 p. m.

Jeffrey Pancione, Secretary
Hampshire County Board of Education

Ed Morgan, President
Hampshire County Board of Education