

Improvements to the Merrimack School District

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2021-Present

Revised 1.7.2025

Operational Improvements



- Updated existing policies and drafted and approved new policies
- Major update to Student Handbooks
- Initiated and maintained an annual goal setting meeting between the School Board and District Administration
- Drafted a 3-year strategic plan
- Meetings with staff in every school to discuss the strengths and needs of our district at all levels
- Refocused the “Service Learning Project” program to focus on activities that improve staff skills
- Introduced “Observe and Conserve” energy savings suggestions
- Improved the design and readability of the annual school calendar
- Continually improving the culture of our school district... How we can do things instead of why we can’t do something
- Utilizing ESSER funds and then incorporating into the general fund, established and maintained a one to one device ratio and supporting infrastructure for all students

Curriculum/Student Focused Improvements

- Planned and implemented the “Pathways to Graduation” program at Merrimack High School
- Introduced “Summer Band Camp”
- Improved the theatre arts program at Merrimack High School
- Developed course competencies
- Centralizing the preschool program
- Implemented a new progress monitoring system for academic achievement - iReady in Kindergarten through Grade 8; PSATs in Grades 9 and 10; and aimswebPlus for students receiving intervention services, including special education
- Carefully planned and implemented the following curriculum improvements
 - Literacy, which includes reading, writing, listening, and speaking, in Kindergarten through Grade 7
 - Mathematics in Kindergarten through Grade 8 - transitioned to programs that are aligned to the national standards
 - Science in Kindergarten through Grade 8
 - Replaced Physical Science and Biology textbooks for the required courses in Grades 9 and 10, respectively
 - Curriculum and programming for our multilingual, English Language Learners
- Expanded our grant funding sources by reestablishing Title III activities
- Improved our systems, practices, and procedures following multiple audits from the New Hampshire Department of Education
- Revised and updated our district’s federal compliance manual for our comprehensive local plan for English Language Learners
- Expanded our summer learning opportunities to provide academic support to our at risk students

Improvements Related to School Safety

- Updated crisis plans and provided evacuation/reunification training
- Upgraded the district-wide security surveillance hardware and software as well as access control
- Maintained the continuation of our roof replacement program to avoid unanticipated repairs and major expenditures
- Established strong school safety collaboration with the Merrimack Police Department

Personnel/Staff Development Improvements

- Updated job descriptions
- Develop Administrator Evaluation Process and Instrument (form)
- Proposed and implemented K-4 Reading Interventionists
- Improved Human Resources processes, including electronic contracts and digitized employee files for those that have left employment
- Provide high quality professional development to all staff related to required and recommended trainings, as well as and district initiatives
- Expanded our district's mentoring program to provide new staff with robust opportunities that support their transition and establishment into the Merrimack community
- Revised and updated the Teacher Evaluation Model, including walkthroughs, formal and informal observations, and summative evaluations
- Incorporated 5 early release days in annual school calendar for staff professional development