



Preparing Learners for a Changing World



Annual Report

December 2019

Ellen Halliday, Superintendent of School

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Preparing Learners for a Changing World

Hammond, Houlton, Littleton, Monticello

Annual District Report
December 2019

Introduction

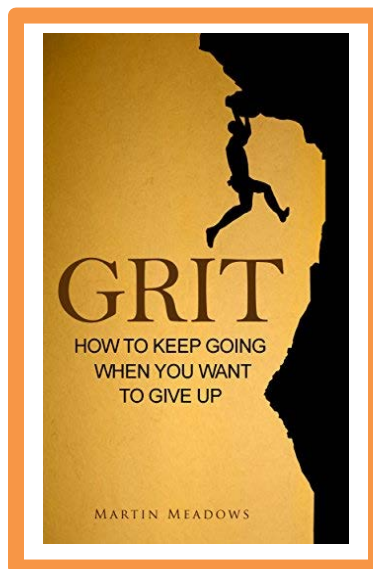
The mission of RSU 29 is to prepare all students to be college and career ready by attaining proficiency in core academic content through engagement in rigorous, student-centered learning in a safe and technology rich environment.

Our vision is for students to come to school every day expecting to be challenged, no matter their ability level or background. When they graduate, they will leave us well prepared to choose a college or career path that is right for them. They will leave us knowing that there is nothing so satisfying to the spirit or defining of character than giving all to a difficult task.

Our students will be empowered with the academic, personal, and social knowledge and skills needed to build fulfilling and engaging lives.

The RSU 29 Motto: Preparing Learners for a Changing World

The RSU 29 2019-2020 Word of the Year: GRIT



This school district was formed as Maine School Administrative District 29 on July 24, 1963. While the buildings have changed much over the years, the member towns of Hammond, Houlton, Littleton and Monticello have remained since the District's inception.

We currently have 1395 students enrolled in Kindergarten through grade twelve. We have been in an upwards trend with enrollment for the last several years. Enrollment thus far this year has stayed near stagnant with a small decrease after the big increase by 39 students from December, 2017 to December of 2018.

Houlton Elementary School provides instruction to students in Pre-kindergarten through grade 2, Houlton Southside School, grades three through five, and Houlton Middle/High School serves students in grades six through twelve.

Houlton Middle/High School was awarded the *U.S. News and World Report* Bronze Medalist School status for the 2017-2018 school year. This recognition is based on student performance and rigorous course offerings. Based on U.S. News Best High Schools program, Houlton Middle/High School ranked among the top Maine high schools. The following links contain district and state assessment information.

https://www.maine.gov/doe/Testing_Accountability/MECAS/results

A growing body of research suggests that supporting students to complete even a single college class while in high school can significantly increase students' chances of attending college and graduating. Houlton High School has made a commitment to increase the number of opportunities for students to access college-level courses. College level learning occurs through a variety of options including Advanced Placement and dual enrollment courses.

In 2018-2019, Houlton High School had 27 students who completed 40 Advanced Placement exams with an average score of 2.4

In 2018-19 Houlton High School had 0 National Merit Commended Scholar

In 2017-18 Houlton High School had 1 National Merit Commended Scholar

In 2016-17 Houlton High School had 0 National Merit Commended Scholar

This report provides information to the community, parents, Board of Directors, District leadership and staff, for the purpose of informing decision-making and providing an assessment of the success of the District's mission over time. In addition to providing the most current information available for each indicator, historical information is used to identify trends and patterns over time, and data from neighboring communities and the state is used to provide meaningful comparisons. The report will highlight building and District initiatives and report on their status. This self-assessment will provide a forum for on-going reflection of District priorities.



Executive Summary

This report primarily contains the indicators for the 2018-2019 school year. Where feasible, 2019-2020 school year data is included as well. Below are a few highlights:

Demographic Indicators

Demographic indicators describe the community characteristics that may have impact on student learning. Demographic indicators include information such as community income, income levels, parent involvement, staff and student characteristics, and school enrollment. These indicators allow us to look at who we are and how we are changing.

- Student enrollment for October 1, 2019 was 1388. From October 2004 through October 2011 enrollment stayed stagnant at around 1285. From 2011 - 2014 the district has experienced a slow but steady increase in enrollment. In the last three years, the enrollment has increased by more significant amounts averaging approximately 22 additional students each year.

- Enrollment by towns:

	December 2019	December 2018
○ Hammond	11	13
○ Houlton	1008	999
○ Littleton	181	189
○ Monticello	87	94
○ Others	128	112

- Town population (based on 2010 U.S. census data and current town estimates):

○ Hammond	118 in 2010	98 in 2000
○ Houlton	6,123 in 2010	6476 in 2000
○ Littleton	1,068 in 2010	955 in 2000
○ Monticello	790 in 2010	790 in 2000

- 72.1% of our students receive free or reduced lunch. This has also increased slowly over the last few years. Starting in the 2019-20 school year, our entire student population receives free breakfast and lunch through a federal program for which we qualify.
- 30.4% of teachers have a masters degree or higher
- 23.8% of teachers have taught in RSU 29 for 16 or more years

Resource and Process Indicators

These indicators describe school resources that may influence student learning. Indicators include educational expenditures and structures that support student learning.

- The RSU 29 budget for 2019-2020 is \$14,629,235.00
- The RSU 29 budget for 2018-2019 was \$13,986,075.00
- The total budget for 2017-2018 was \$13,248,771.52

Additional information is available at the Maine Department of Education website:

<https://www.maine.gov/doe/>

Student Learning Indicators

These indicators describe student learning and plans after graduation. Student learning indicators include student achievement results and their post-secondary education choices. It is through this lens that we measure the success of all other indicators. RSU 29 students have consistently scored at or above the Maine average on state and national assessments. Some student learning indicators that we use are the Maine High School Assessment System (MHSA) which includes the Scholastic Aptitude Test (SAT), emPowerME, and Advanced Placement (AP) tests.

Detailed Maine Education Assessment data (science in grades 5, 8, 11) is available at:

<https://lms.backpack.education/public/maine>

Detailed Maine High School Assessment System (MHSA) data (critical reading and mathematics) is available at:

<https://lms.backpack.education/public/maine>

The emPowerME assessment was administered for the first time in 2015-2016. It provides data for reading and mathematics for grades 3-8. EmPowerME data is available at:

<https://lms.backpack.education/public/maine>

At the K-2 level, the number of students proficient in literacy and math has remained consistent over the past two years of emPowerME testing. The scores remain above the State average.

The percent of students proficient in reading in grades 3-8 for the past two years of the emPowerME (2017/18-2018/19) averaged 53.25). The State average over that same time period was 52.53%

The percent of students proficient in math in grades 3-8 has remained at approximately 33.59 % for the past two years of the emPowerMe (2017/18-2018/19). The State average over that same time period was 36%.

Our graduates:

- The high school completion rate for Houlton High School has been as follows:

92.6% for 2019-2019

90.7% for 2017-2018

88.4% for 2016-2017

96 0% for 2015-2016

88.5% for 2014-2015

Our graduation rate remains above the state average of 87.4%.

- The percent of students who graduate with post-secondary educational plans had increased from 77.3% in 2005 to 81.3% in 2017. In 2018 the percent was 62%. In **2019 that percent was 79.7%** Work force percentages went from 12% in 2017 to 20.3% in 2019



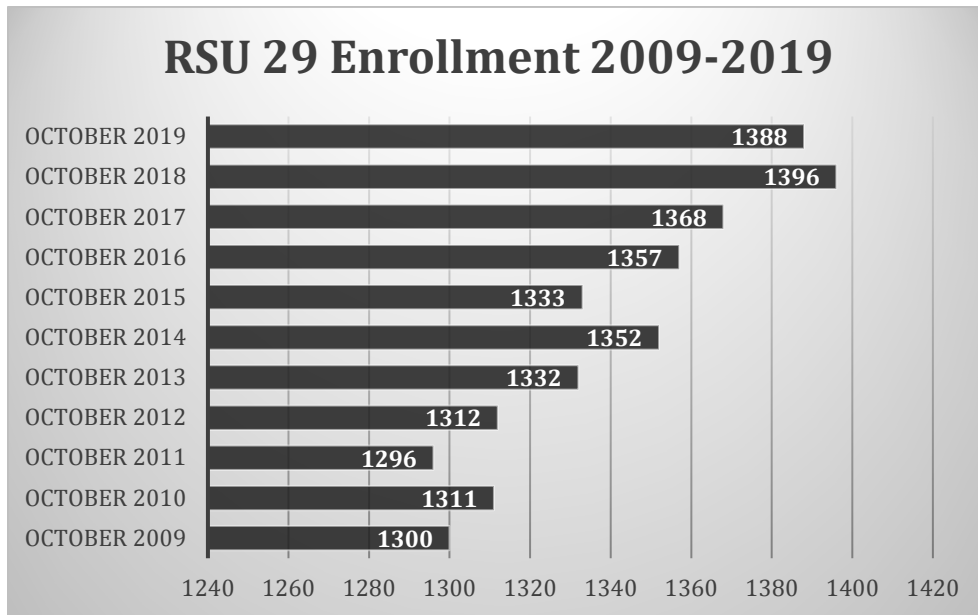
Demographic Indicators

Demographic indicators describe the community characteristics that may have an impact on student learning. Demographic indicators include information such as community income, income levels, parent involvement, staff and student characteristics and school enrollment.

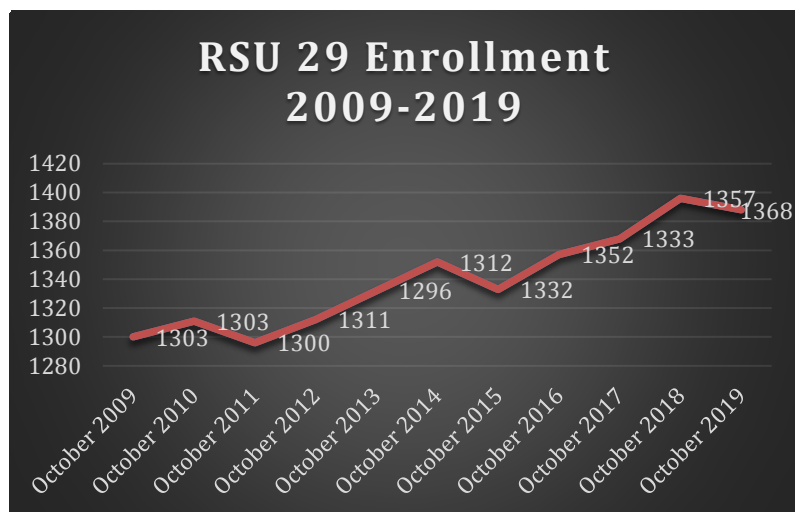
RSU 29 Demographics

Population	Hammond	Houlton	Littleton	Monticello	State
2010	118	6123	1068	790	1,328,361
2000	98	6476	955	790	1,274,923
Median resident age	40.0%	46.0%	40.8%	47.1%	43.0%
Households with children under age 18	28.8%	29.3%	33.1%	23.6%	19.5%
Households with citizens 65 years or older	13.6%	31.9%	11.9%	13.5%	17.7%
Residents with a 4 year college degree	3.3%	17.4%	12.0%	10.3%	27.3%
Median Household Income (2013)	\$39,587	\$33,161	\$39,807	\$30,094	\$46,709
Percentage of Households Below Poverty (2009)	4.4%	21.0%	13.2%	12.1%	13.3%

Student Enrollment 2009-2019



October 2009	1,300
October 2010	1,311
October 2011	1,296
October 2012	1,312
October 2013	1,332
October 2014	1,352
October 2015	1,333
October 2016	1,357
October 2017	1368
October 2018	1396
October 2019	1388



**Percent Change in Student Enrollment from the Previous Year
2009-2019**

2009	0.00%
2010	0.85%
2011	-1.14%
2012	1.23%
2013	1.52%
2014	1.50%
2015	-1.41%
2016	1.80%
2017	.81%
2018	2.05%
2019	-.57%

**Enrollment by Subgroups
(Using October Enrollment Numbers)**

	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>
Economically Disadvantaged	54.70%	56.67%	57.44%	61.23%	62.00%	67%	73.5%	71.14%	72.0%
Students with Disabilities	18.3%	18.1%	17.9%	18.9%	18.8%	17.3%	16.7%	16.8%	18.1%

**Enrollment by Ethnic Groups
October 2019**

White	82.76%
Asian	.43%
Native Hawaiian or Other Pacific Islander	.43%
Black or African American	1.29%
Hispanic or Latino	1.29%
American Indian or Alaska Native	13.79%

**Staff Characteristics
2019-2020**

Administrators	6	Central Office Finance/Accounts	1
Teachers		IT Department	3
Houlton Elementary School	29	Custodians	11
Houlton Southside School	26	Ed Tech I	20
Houlton Middle/High School	57	Ed Tech II	14
Librarians	2	Ed Tech III	15
Nurses	2.5	Food Service	15
Secretaries	8	Bus Drivers	14
Guidance Counselors	4	Speech Pathologist/Therapist	2



Photo courtesy of Joseph Cyr/Houlton Pioneer Times

**2019
Class C Boys North
Champions**



Photo courtesy of Joseph Cyr/Houlton Pioneer Times

Resource and Process Indicators

Resource and process indicators describe school resources that may influence student learning. These indicators include educational expenditures and structures that support student learning.

Budget Details

Percent of Total Budget by Cost Center	2019-2020	2018-2019	2017-2018	2016-17
Regular Instruction	45.34%	45.21%	43.23%	43.29%
Special Education	16.60%	17.79%	14.71%	14.60%
CTE (Career/Technical Education)	0%	0%	5.57%	5.47%
Other Instruction	2.24%	2.02%	2.33%	2.36%
Student and Staff Support	9.44%	8.78%	8.74%	8.65%
System Administration	3.22%	3.08%	2.91%	2.93%
School Administration	4.68%	4.78%	4.58%	4.56%
Facilities and Maintenance	12.61%	12.58%	12.08%	11.74%
Transportation	5.70%	5.57%	5.65%	6.19%
Debt Service		0%	0.0%	0.00%
All Other Expenses	.10%	.19%	0.20%	0.20%

Based on RSU 29 Budget

2018-2019 Compensation Indicators

	Salary Average
RSU 29 Average Teacher Salary	\$48,521.39
SAD 70 (Hodgdon)	\$45,842.00
RSU 50 (Southern Aroostook)	\$40,788.00
SAD 42 (Mars Hill)	\$48,152.00
Aroostook County Average	\$49,774.00
Maine State Average	\$50,457.00

	Salary Average
RSU 29 Average Administrator Salary	\$82,990.00
RSU 70 (Hodgdon)	**
RSU 50 (Southern Aroostook)	**
RSU 42 (Mars Hill)	\$79,720.00
Aroostook County Average	\$79,982.00
Maine State Average	\$87,786.00

Data from Maine Department of Education (Administrator data does not include superintendent)

*** Principal is Superintendent*

**Student-Classroom Teacher Numbers K-12
November 2019**

Grade	Students	Classroom Teachers	Average Class Size
Pre-K	78	3	13.0
Kindergarten	115	6	19.1
Grade 1	111	6	18.5
Grade 2	105	5	21.0
Grade 3	98	5	19.6
Grade 4	109	5	21.8
Grade 5	124	6	20.6
Grade 6	89	5	17.8
Grade 7	98	5	19.6
Grade 8	111	5	22.2
Grade 9-12	357	19 (core)	18.7



Superintendent Halliday received the MSSA Outstanding Educational Leadership Award 2019

Student Learning Indicators

RSU 29 uses a variety of assessments to measure student learning that spans grade levels Kindergarten through Grade 12. As the district continues to implement proficiency-based learning, other curriculum-based assessments will be in place. The current assessments are outlined in the following chart:

RSU 29 Assessment System

Grade Level	Name of Assessment	Timeline	Description	Purpose
Pre-K	Peabody Picture Vocab.	End of year	Receptive vocabulary	Screening
	Core Letter ID	Throughout the year	Specific readiness skills	Screening/Summative
K	DIBELS Next	3 times per year & as needed	Performance of foundational skills	Screening/Formative
	Concepts of Print	Beginning of year and as needed	Print knowledge	Screening
	Letters and Sounds	3 times per year/progress monitor as needed	Readiness skills	Screening/Summative
	Core sight words	Middle and end of year	Automaticity of sight words	Screening/Summative
1	DIBELS Next	3 times a year/as needed	Performance of foundational skills/fluency	Screening/Progress Monitoring
	Core Sight Words	3 times a year/as needed		Formative/Summative
	DRA	3 times a year/as needed		Formative/Summative

2	DIBELS Next Fry Sight Words Core Assessment (DRA) Developmental Reading Assessment	3 times a year/as needed 3 times a year/as needed Regularly throughout the year 2 times a year	To determine progress in fluency and comprehension over time	Screening/Progress Monitoring Formative/Summative Formative/Summative Formative/Summative
3 - 5	STAR Math STAR Reading DIBELS DAZE	5 times per year for progress monitoring and more frequently when necessary	Students respond to multiple types of questions in reading and math as part of a computerized assessment	Screening/Diagnostic /Progress Monitoring/Formative
6 - 8	STAR Math and Reading	3-6 times per year based on need of student	Students respond to multiple types of questions in reading and math as part of a computerized assessment	Progress Monitoring/Screening
3 - 8	State of Maine Assessment (emPowerMe)	March each year	Students respond to multiple types of questions as a part of a computerized state assessment in reading and mathematics.	To monitor level of proficiency of literacy and math skills as required by Every Student Succeeds Act at the student, school, and district level
Gr. 5, 8, 11	MEA Science (State Assessment)	May	Students respond to multiple choice and short answer questions	To monitor level of proficiency of science knowledge as required by Every Student Succeeds Act
Gr. 8- 11	PSAT	October	Students respond to various questions in Critical Reading, Writing, and Math	To measure a progression of student skills over time, to guide classroom instruction, and to promote college readiness

Gr. 11	Maine High School Assessment	April SAT plus Science	Students respond to multiple types of standards-based questions as part of an assessment in Reading and Mathematics	To monitor level of proficiency of literacy and math skills as required by Every Student Succeeds Act at the student, school, and district level
Gr. 9-12	Final Exams	End of Year	Students respond to various questions of different length	To assess knowledge of various concepts and demonstrate proficiency of standards

2019 Fall Musical *The Hunchback of Notre Dame*



Photo courtesy of Joseph Cyr/Houlton Pioneer Times



Photo courtesy of Joseph Cyr/Houlton Pioneer Times

Maine Comprehensive Assessment Program

Maine measures student achievement in reading, writing, math and science. This is accomplished through different tests that occur at various times in the year throughout a student's school career.

2018-2019			
emPowerME	Grades 3-8 Grades 5 and 8 Grades 3-8	Reading Writing Math	Test in Early spring Results in fall
Maine Educational Assessment (MEA)	Grades 5, 8, 11	Science	Test in May Results in summer/fall
Maine High School Assessment (MHSA/SAT)	Grade 11	Reading Math	Test in April/May Results in summer/fall

In addition to the annual statewide assessment for Mathematics and English Language Arts/Literacy, the Maine Comprehensive Assessment System (MeCAS) includes:

- [Maine Educational Assessment for Science](#) and its alternate, the Personalized Alternate Assessment Portfolio (PAAP)
- [Optional high school assessments](#) to support students in their pursuit of post-secondary opportunities. Currently Houlton High School utilizes the following high school assessment:
 - Preliminary SAT/National Merit Scholarship Qualifying Test – **PSAT** (grades 10 and 11)



**Maine Comprehensive Testing Program
Results for 2017 - 2019 RSU 29 students in grades 3-8
(based on the emPowerME and MHSA)**

Grade 3				
Reading				
	% Above State Expectations	% At State Expectations	% Below State Expectations	% Well Below State Expectations
2018-19	26	36	24	14
2017-18	25	30	28	17
Math				
	% Above State Expectations	% At State Expectations	% Below State Expectations	% Well Below State Expectations
2018-19	5	44	29	22
2017-18	9	43	29	19

Grade 4				
Reading				
	% Above State Expectations	% At State Expectations	% Below State Expectations	% Well Below State Expectations
2018-19	26	33	24	17
2017-18	15	31	36	18
Math				
	% Above State Expectations	% At State Expectations	% Below State Expectations	% Well Below State Expectations
2018-19	7	30	43	20
2017-18	5	32	45	19

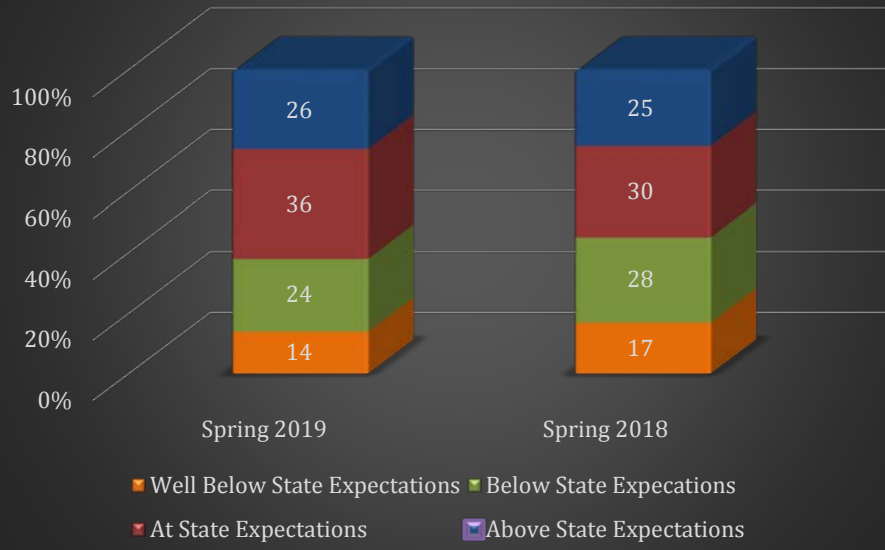
Grade 5				
Reading				
	% Above State Expectations	% At State Expectations	% Below State Expectations	% Well Below State Expectations
2018-19	14	41	29	15
2017-18	10	46	29	15
Math				
	% Above State Expectations	% At State Expectations	% Below State Expectations	% Well Below State Expectations
2018-19	8	28	47	16
2017-18	5	28	49	18
Science				
	% Above State Expectations	% At State Expectations	% Below State Expectations	% Well Below State Expectations
2018-19	5	60	26	9
2017-18	8	60	29	3

Grade 6				
Reading				
	% Above State Expectations	% At State Expectations	% Below State Expectations	% Well Below State Expectations
2018-19	14	41	39	6
2017-18	4	29	38	29
Math				
	% Above State Expectations	% At State Expectations	% Below State Expectations	% Well Below State Expectations
2018-19	2	13	46	38
2017-18	4	17	41	39

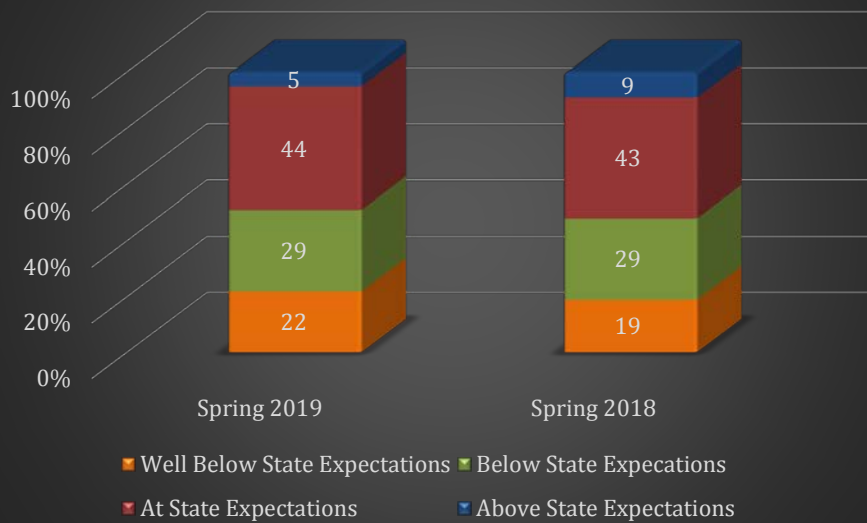
Grade 7				
Reading				
	% Above State Expectations	% At State Expectations	% Below State Expectations	% Well Below State Expectations
2018-19	18	50	19	14
2017-18	4	37	37	22
Math				
	% Above State Expectations	% At State Expectations	% Below State Expectations	% Well Below State Expectations
2018-19	1	23	45	31
2017-18	4	25	40	31

Grade 8				
Reading				
	% Above State Expectations	% At State Expectations	% Below State Expectations	% Well Below State Expectations
2018-19	8	42	40	10
2017-18	9	50	26	15
Math				
	% Above State Expectations	% At State Expectations	% Below State Expectations	% Well Below State Expectations
2018-19	3	26	25	45
2017-18	1	27	43	29
Science				
	% Above State Expectations	% At State Expectations	% Below State Expectations	% Well Below State Expectations
2018-19	16	46	25	13
2017-18	8	56	27	9

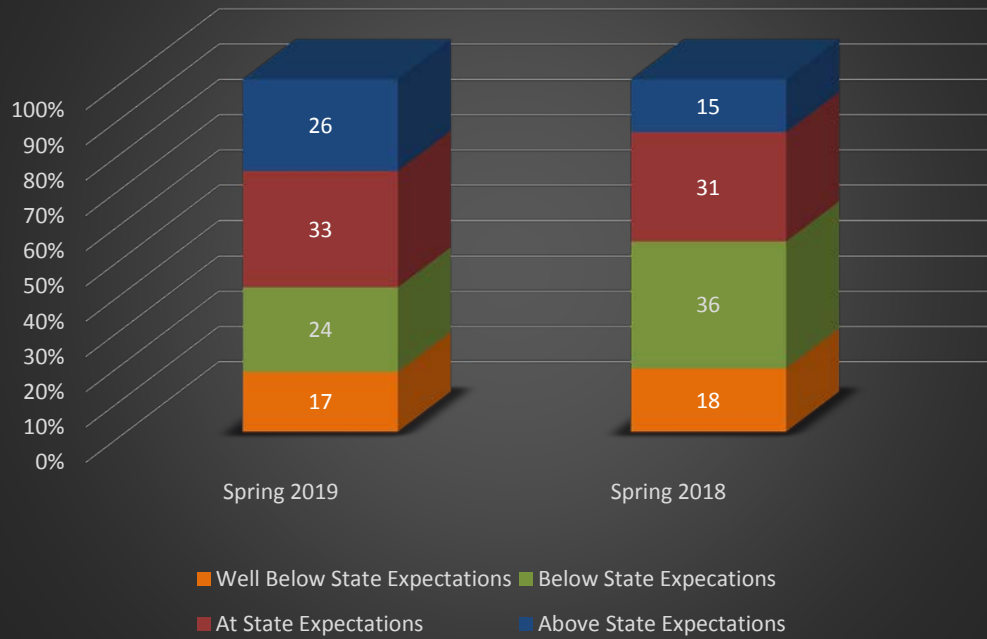
emPowerME Reading Grade 3



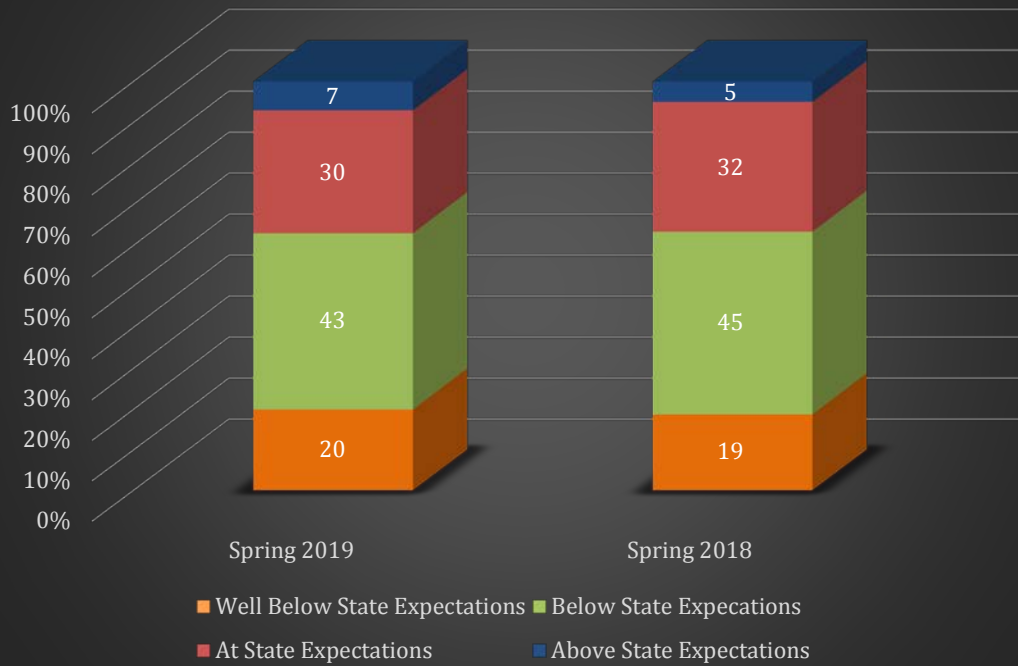
emPowerME Math Grade 3



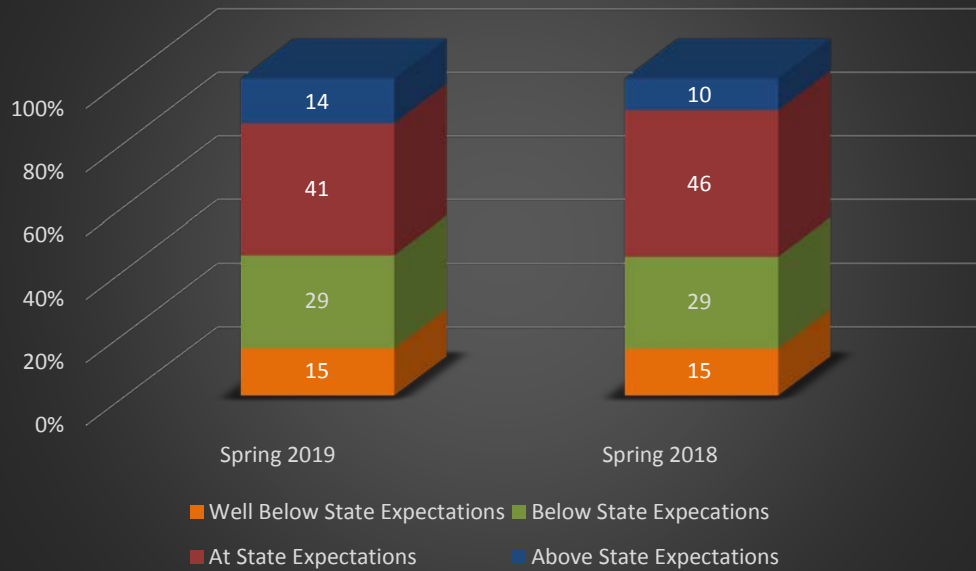
emPowerME Reading Grade 4



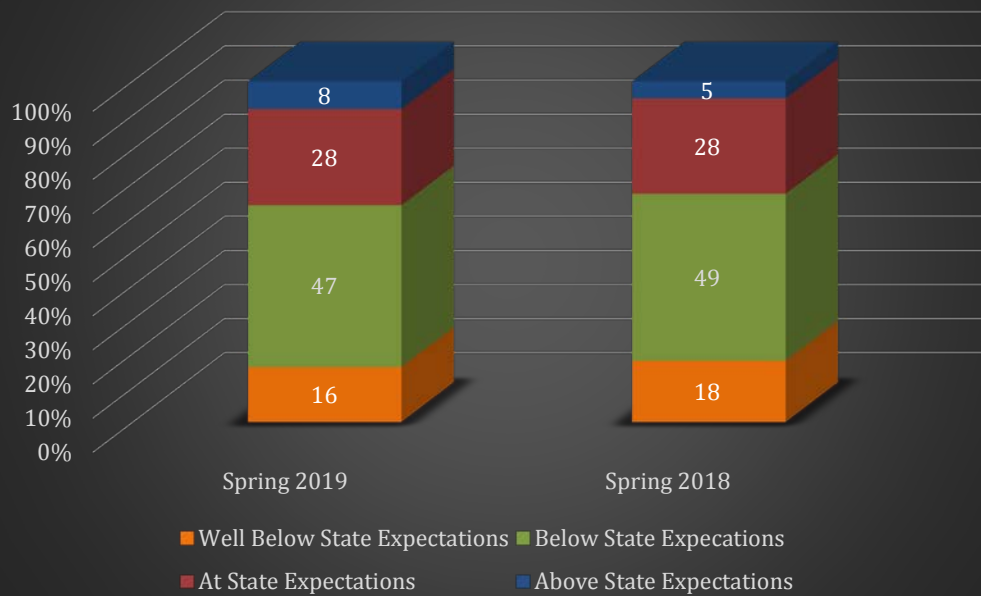
emPowerME Math Grade 4



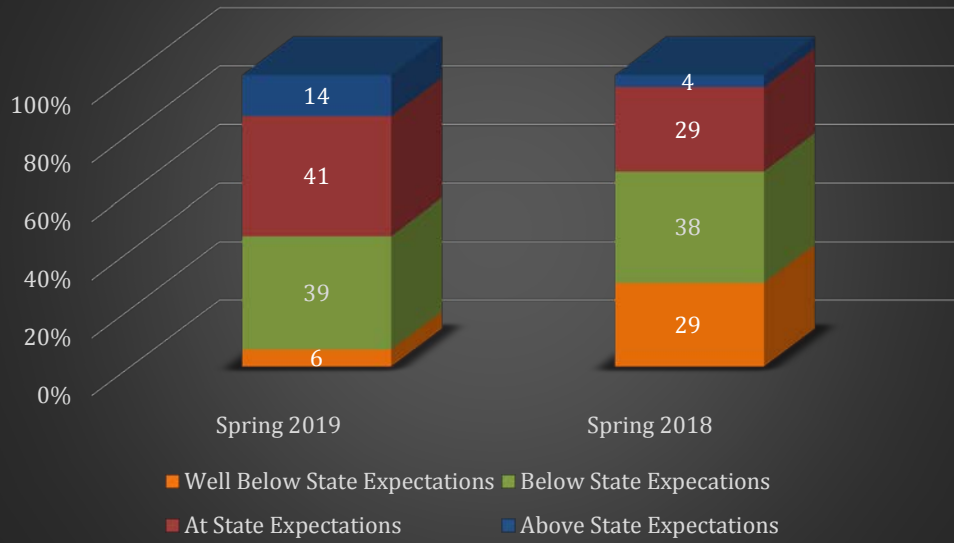
emPowerME Reading Grade 5



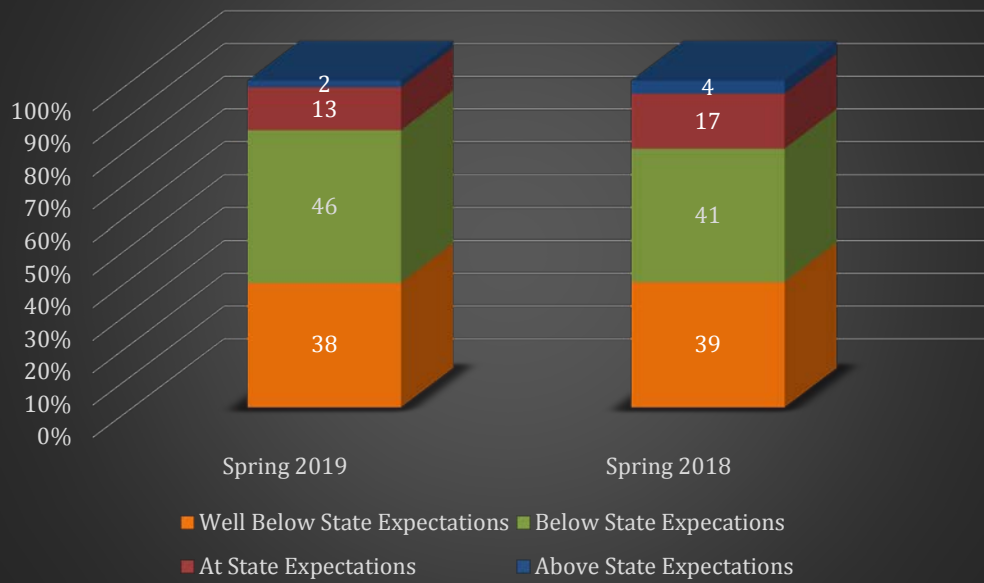
emPowerME Math Grade 5



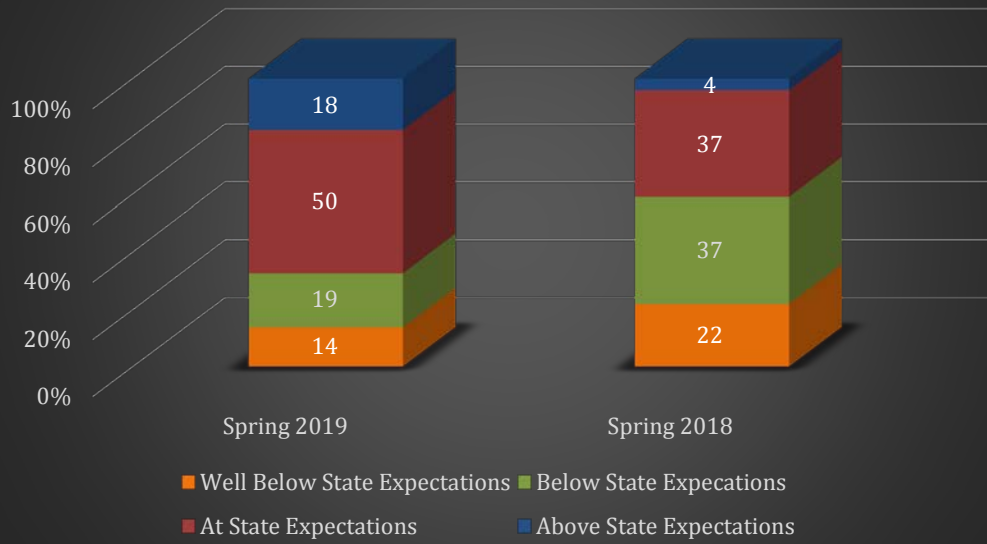
emPower Reading Grade 6



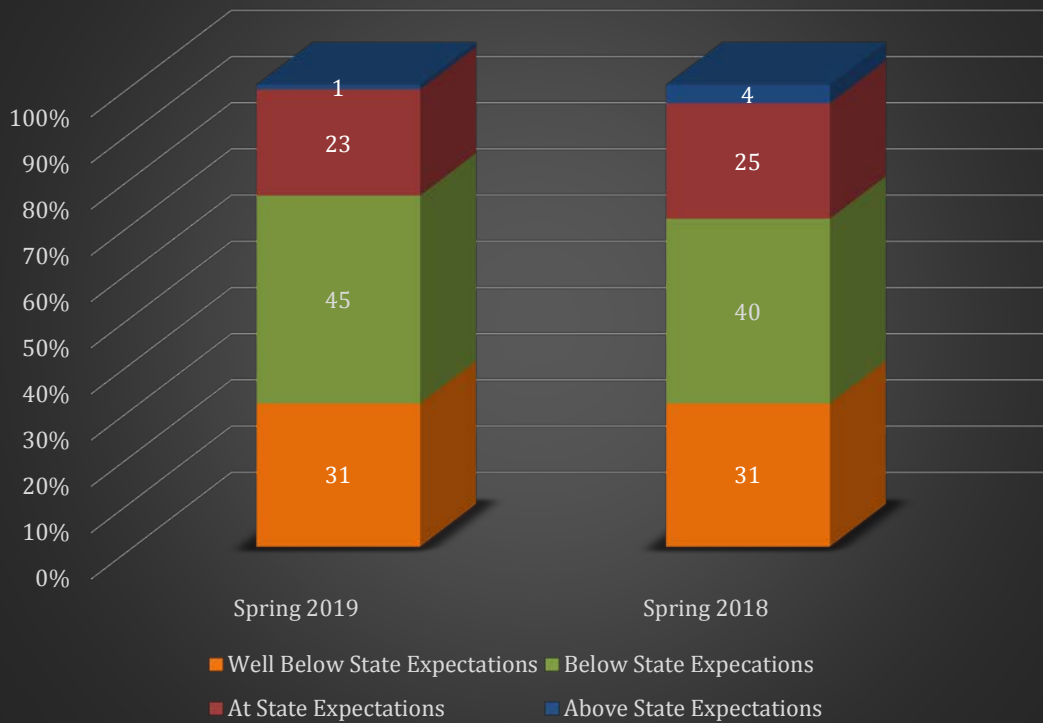
emPowerME Math Grade 6



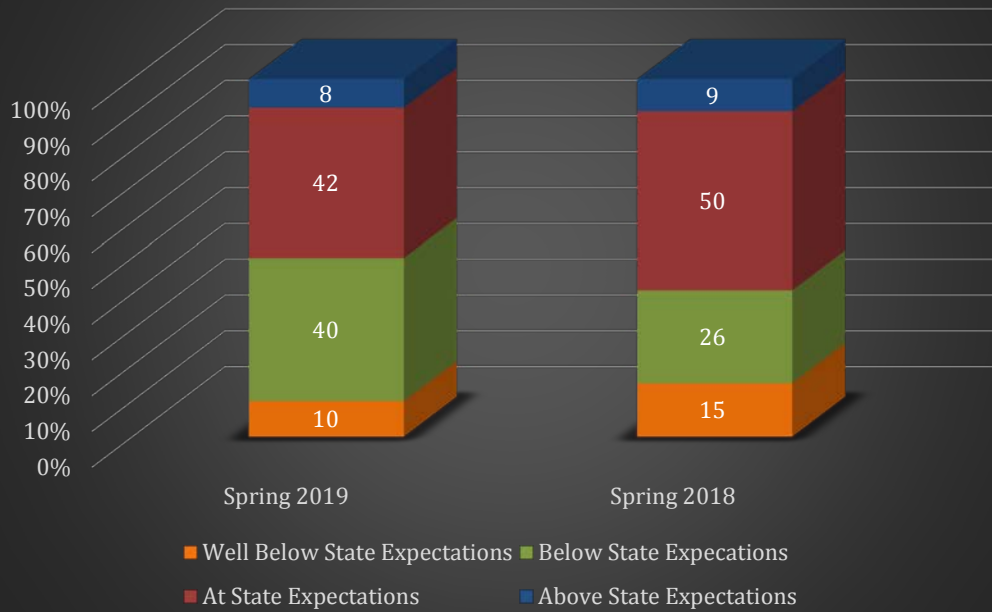
emPowerME Reading Grade 7



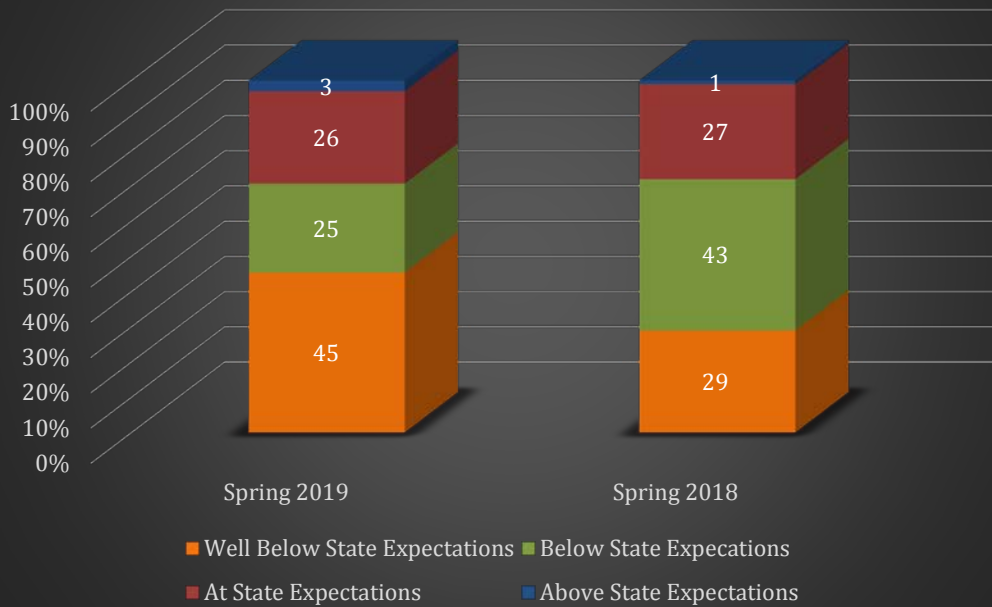
emPowerME Math Grade 7



emPowerME Reading Grade 8



emPowerME Math Grade 8



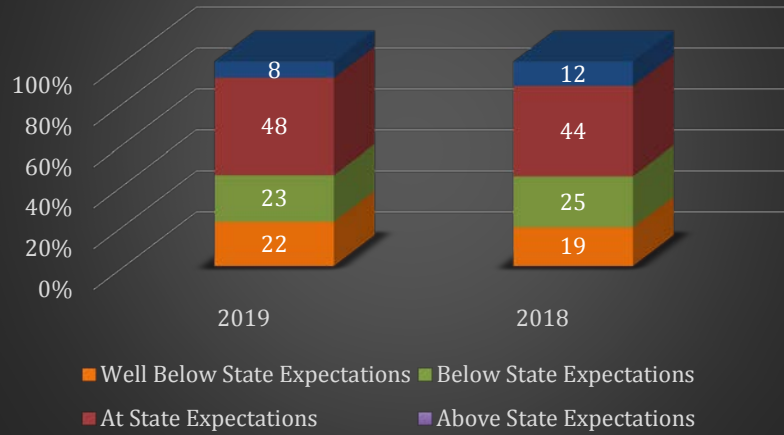


**Maine Comprehensive Testing Program
Results for 2017 - 2019 RSU 29 students in grade 11
(based on the MHTSA and SAT)**

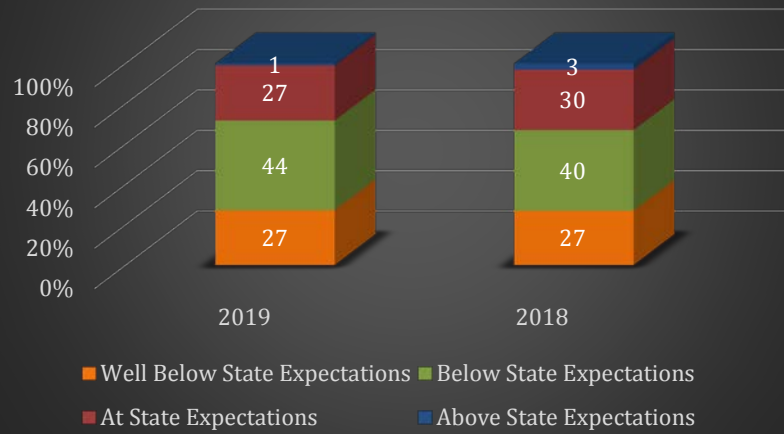
Grade 11 SAT				
Critical Reading				
	% Above State Expectations	% At State Expectations	% Below State Expectations	% Well Below State Expectations
2018-19	8	48	23	22
2017-18	12	44	25	19
Math				
	% Above State Expectations	% At State Expectations	% Below State Expectations	% Well Below State Expectations
2018-19	1	27	44	27
2017-18	3	30	40	27
Science				
	% Above State Expectations	% At State Expectations	% Below State Expectations	% Well Below State Expectations
2018-19	2	40	42	16
2017-18	1	34	47	18

Maine High School Assessment/SAT

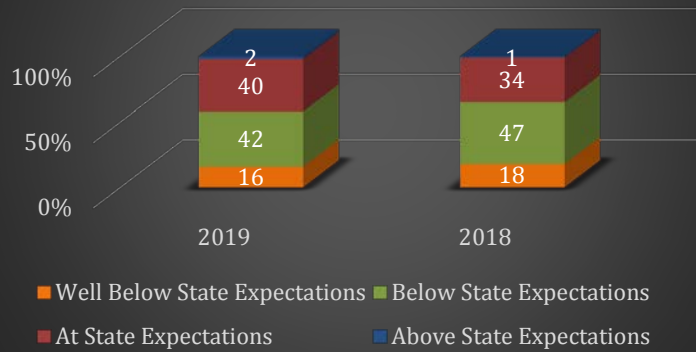
Critical Reading - Maine High School Assessment/SAT



Math - Maine High School Assessment/SAT



Science - Maine High School Assessment



2018 - 2019 Maine Comprehensive Testing Program Results for RSU 29 students in grades 3-8 (emPowerME) and grade 11 (MHSA/SAT)

ELA/Literacy				
	% Above State Expectations	% At State Expectations	% Below State Expectations	% Well Below State Expectations
Grade 3	26	36	24	14
Grade 4	26	33	24	17
Grade 5	14	41	29	15
Grade 6	14	41	39	6
Grade 7	18	50	19	14
Grade 8	8	42	40	10
Grade 11	8	48	23	22

Math				
	% Above State Expectations	% At State Expectations	% Below State Expectations	% Well Below State Expectations
Grade 3	5	44	29	22
Grade 4	7	30	43	20
Grade 5	8	28	47	16
Grade 6	2	13	46	38
Grade 7	1	23	45	31
Grade 8	3	26	25	45
Grade 11	1	27	44	27

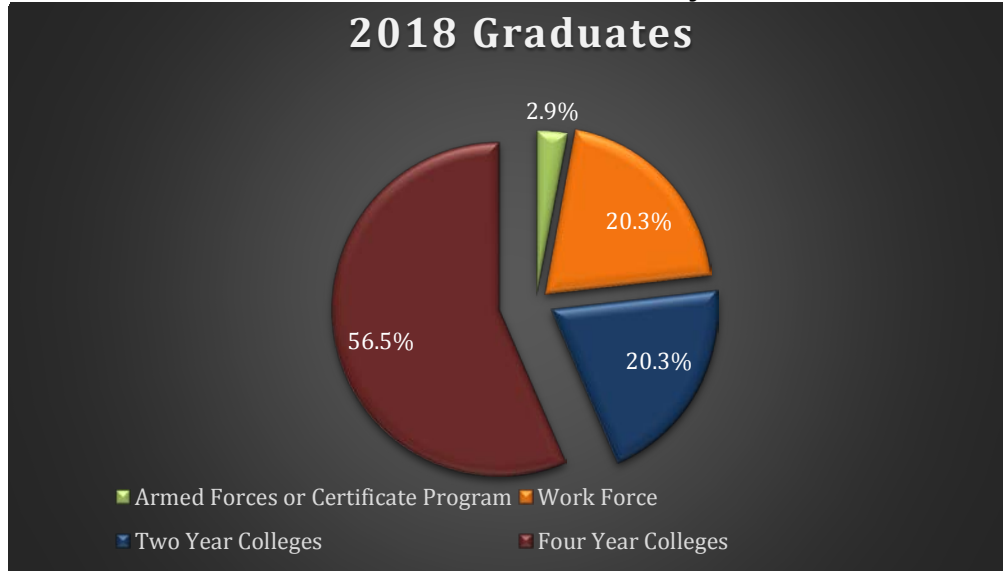
Science				
	% Above State Expectations	% At State Expectations	% Below State Expectations	% Well Below State Expectations
Grade 5	5	60	26	9
Grade 8	16	46	25	13
Grade 11	2	40	42	16



Additional High School Data

School Year	High School Completion Rate	Post-Secondary Acceptance
2018-2019	92.6%	79.7%
2017-2018	94.7%	62%
2016-2017	88.4%	88%
2015-2016	96.0%	73%
2014-2015	90.6%	82%

Class of 2018 Post Secondary Plans 2018 Graduates



Based on RSU 29 data

In 2019, forty-six out of sixty-nine graduates from Houlton High School received approximately \$160,000 in scholarships. With the education they received in RSU 29, they can compete successfully at any college or university to which they are accepted. Over 79.7% of the class of 2019 plan to continue their education in post-secondary programs.

Advanced Placement Tests

2017 Advanced Placement Tests

Students taking AP tests: 27 Tests Taken: 27
Average Score: 3.00

2018 Advanced Placement Tests

Students taking AP tests: 17 Tests Taken: 20
Average Score: 3.00

2019 Advanced Placement Tests

Students taking AP tests: 27 Tests Taken: 40
Average Score: 2.4

National Merit Scholar Program

	2016-2017	2017-2018	2018-2019
Semi-Finalists			
Commended	0	1	0



District Information



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