



HOPKINTON SCHOOL DISTRICT

School Administrative Unit 66

204 MAPLE STREET · CONTOOCOOK, NH 03229
 TEL: (603) 746-5186 FAX: (603) 746-5714

Above All, Care

Hopkinton School District Reduction Evaluation Rubric December 20, 2016

Category	0	1	2	3
Safety	No impact on school safety	Minor safety issue	A significant safety issue	A compelling safety issue
Student Learning	No impact on student learning	Minor impact on student learning - slight reduction (small number of students in a minor way) - could be in the future	Significant impact on current program (small number of students in a big way) Some aspects may be able to be mitigated	Compelling reduction of current educational program (large number of students, big way) Probably cannot be mitigated
Efficiency	No impact on efficiency	Minor impact on efficiency	A significant impact on efficiency - impacts staff morale, working conditions	A compelling impact on efficiency - impacts current standard of performance
Regulatory Risk	No impact on regulatory risk	Minor regulatory risk	Significant Regulatory risk - involves upper levels of administration repeatedly	Compelling regulatory risk - legal proceedings
Creates Higher Future Cost	No impact on future cost	Minor impact on future cost	Significant impact on future cost	Compelling impact on future cost - in FY 18



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Hopkinton School District Tiers
Tier 0
Reductions by the Superintendent of Schools
December 20, 2016

#	Item	Amount	Operational Area	Notes	Rating Area	Rating
1	Library Books	\$1,000.00	MSS/HMS	Reduces recommended circulation level	Student Learning	1
2	Library Rug	\$500.00	MSS	Impact on climate	Safety	1
3	Furniture	\$1,000.00	MSS	Impact on climate	Efficiency	1
4	Extend HMHS Guidance Office Manager to full year	\$9,200.00	HMHS	Reduces ability to proactively plan, evaluate program, collect and analyze data	Efficiency	2
5	World Language Resources	\$4,100.00	HHS	Slows programmatic improvement	Student Learning	One or two
6	Music Equipment	\$8,500.00	HMHS	Maintains current collection	Student Learning	1
7	SAP	\$36,000.00	HMHS	Moved to full time Social Worker	NA	NA
8	Adventure Ed Element	\$4,000.00	HMHS	Slows programmatic improvement	Student Learning	2
9	Special Education Coordinators at Elementary and Secondary	TBD	Elementary & Secondary	Reduces support and oversight of student service area	Student Learning/ Regulatory Risk	2
10	English (0.2)	\$19,000.00	Secondary	Not added, enrollment in English classes can be adjusted	Student Learning	1



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Hopkinton School District Tiers

December 20, 2016

Tier 1 – Revised 12/21/16

\$529,966.90

#	Item	Amount	Area	Notes	Rating Area	Rating
1	Kindergarten Teacher (1.0)	\$98,115.38	Student Learning	No data on registration patterns. Current feeling is that registration is on a less robust pace than 16-17. This reduction would create a reduction in a teacher	Student Learning	2
2	Kindergarten IA (1.0)	\$16,471.53	HMS	Reduced section = reduced IA support	Student Learning	2
3	Sub Caller	\$4,163.79	HSD	Moved to online absence management system, increase efficiency.	Efficiency	0
4	Athletic Transportation	\$7,500.00	Middle and High School	Moved to an approximate three-year average	Risk	2
5	Nonunion Change in Health Care	\$77,241.00	Nonunion	Significant change in health care	Risk	2
6	Administrator Benefit	\$53,929.98	District	Contractual obligation	Regulatory Risk	2
7	Books, Textbooks, Resources	\$5,000.00	HMHS	Reduction of resources spread throughout multiple instructional areas	Student Learning	
8	Technology Equipment	\$6,000.00	MSS, HMHS	Laptops & projectors	Student Learning/Efficiency	1
9	Schedule b - Extracurricular	\$1,519.29	Elementary and Secondary	School Wide Programing Re-alignment of positions	Student Learning	1

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#	Item	Amount	Area	Notes	Rating Area	Rating
10	Schedule b - Athletics	\$23,770.10	HHS	Assistant coaches for restricted participation teams and football	Student Learning	2
11	Facility Equipment Purchases	\$10,000.00	HSD	Larger ticket items, safety, efficiency related	Safety/ Efficiency	2
12	Facility Certification (one person)	\$1,500.00	HSD	Support professional learning for one staff member	Safety/ Efficiency	2
13	Numeracy Assistant (0.5)	\$21,027.42	Elementary	Reduces math intervention and enrichment Sacrifices critical support area	Student Learning/ Creates higher future costs	3
14	Extended Days for Student Services Coordinator - Secondary	\$4,982.00	Secondary	Reduces proactive planning Responsibility falls to others	Student Learning Efficiency Regulatory Risk	2
15	Extended Days for Elementary Coordinator - Elementary	\$4,303.54	Elementary	Reduces proactive planning Responsibility falls to others	Student Learning Efficiency Regulatory Risk	2
18	Secondary Science (0.2)	\$18,237.10	HMHS	Tightens teacher allocation for instruction	Student Learning	1
19	Director of Curriculum (1.0)	\$113,663.00	HSD	Slow curriculum development, reduced quality of work, reduces ability to oversee implementation	Student Learning	2
20	Social Worker (1.0)	\$64,832.00	HSD	Reduces ability to support students and families in need. Social work efforts fall to teachers, guidance, administration	Student Learning/ Efficiency	2
21	Independent Studies (0.5)	\$5,017.00	HHS	Reduces ability to personalize education, support students passion	Student Learning	2
22	Need to add .10 Music HMHS	-\$7,306.23	HHS	Omitted from original budget - necessary to support current program	Student Learning	2
	Total: Tier I	\$529,966.90				



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Hopkinton School District Tiers
 Tier 2 – **Revised 12/21/16**
 \$453,080.15
 December 20, 2016

#	Item	Amount	Area	Notes	Rating Area	Rating
1	Administrative Support Schools/SAU	\$100,244.21	District	Not warranted by job responsibilities as required duties have increased	Regulatory Risk, Efficiency	3
2	Facility Equipment Purchases	\$10,000.00	HSD	Larger ticket items, safety, efficiency related	Safety/Efficiency	2
3	Library Assistant HMS (0.5)	\$15,615.00	Elementary	Reduces library availability Redefines role of Library Media Specialist - less instruction and curation, more management of resources	Student Learning/Efficiency	3
4	Library Assistant MSS (0.5)	\$20,000.00	Elementary	Reduces library availability Redefines role of Library Media Specialist - less instruction and curation, more management of resources	Student Learning/Efficiency	3
5	Library Assistant HMHS (0.5)	\$27,242.00	Secondary	Reduces library availability Redefines role of Library Media Specialist - less instruction and curation, more management of resources	Student Learning/Efficiency	3
6	Secondary Art (0.2)	\$13,275.80	HHS	Reduces course offerings	Student Learning	2
7	Secondary ELA (0.2)	\$19,608.63	HHS	Increases class size, potential impact on feedback	Student Learning	2
8	Student Assistant Program	\$36,000.00	Secondary	Impacts prevention and recovery efforts for students and families in crisis	Safety	3
9	Elementary Reading (0.2)	\$17,990.72	Elementary	Reduces reading intervention, sacrifices critical support area	Student Learning/Creates Higher Future Costs	3
10	Secondary Reading (0.2)	\$23,888.70	Secondary	Reduces reading intervention, sacrifices critical support area	Student Learning/Creates higher future costs	3
11	Numeracy Assistant (0.5)	\$21,027.42	Elementary	Reduces math intervention and enrichment Sacrifices critical support area	Student Learning/Creates Higher Future Costs	3
12	Replace 501 lab	\$15,750.00	HMHS	This delays purchase for the 3rd year	Student Learning/Efficiency	2
13	Special Education Case Management	\$22,590.00	Elementary	Reduces ability to develop, implement, and evaluate federally required program	Student Learning/Regulatory Risk	3

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#	Item	Amount	Area	Notes	Rating Area	Rating
14	Technology Support Staff (0.5)	\$44,648.31	HSD	Reduces response time, reduces stability of infrastructure, could impact utilization	Student Learning/ Efficiency	2
15	Nonunion compensation pool - decrease of 20%	\$9,132.83	HSD	This reduction would be in addition to significant changes in health insurance	Fairness	3
16	Speech and Language (0.2)	\$23,888.70	HSD	Reduces ability to meet student needs	Student Learning/Regulatory Risk	3
17	Instructional Support	\$32,177.83	Secondary	Reduces ability to meet required support services	Student Learning/Regulatory Risk	3
	Total: Tier 2	\$453,080.15				
	Additional Ideas					
	Support Personnel	\$25K				3
	Middle School Sports	\$40K				3
	Lower enrolled capstone courses	\$60K				3
	Reduction in administration (central office)	\$75K				3
	Reading Elementary	\$20K				3
	Reading Secondary	\$20K				3
		\$240K				



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Hopkinton School District Contingency Fund Proposal

December 20, 2016

#	Item	Cost	Notes
1	Enrollment	\$50,000	Reduces the district's exposure if kindergarten or other instructional areas, enrollment increases
2	Regulatory Relief	\$50,000	Supports work clarifying elementary UA Full Time Equivalents (FTE's) Meets administrator contractual obligation

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