

**Hinsdale School Board Work Session
SAU Conference Room
September 28, 2022
6:00 PM**

Join Zoom Meeting

<https://us06web.zoom.us/j/86120588485?pwd=ajJLRkw2MHJLWWY3WFF3b2NPZC9mdz09>

Meeting ID: 861 2058 8485

Board Members Present: Holly Kennedy, Sean Leary, April Anderson and Jeana Woodbury

Board Members attending remotely: Julia Kilelee attended from CT due to work and there was no one else present.

Administration Present: John Barth, Principal; Joe Boggio, Principal; Jodie Holmquist, Business Administrator; Sarah Tatro, Human Resources Manager; Justin Therieau, Director of Technology; Karen Thompson, Director of Teaching and Learning; Patty Wallace, Director of Student Services; and Wayne Woolridge, Superintendent

Administration Excused: Christopher Ponce, HMHS Assistant Principal

Student Board Member: Connor Sengaloun had a soccer game so could not attend.

Minutes Recorded by: Maria Webb, Executive Assistant to the Superintendent

Call to Order:

H. Kennedy called the meeting to order at 6:05 pm.

H. Kennedy reviewed the guidelines for holding the Zoom meeting.

Citizens' Comments:

Citizens' Comments were opened for thirty (30) minutes. There were no citizens present in the room.

Discussion regarding 2022-2023 Mission, Vision and District Goals:

Mission and Vision Statements

S. Leary shared the process the Board used to develop the 2022-2023 goals. The Board wanted to pare down the previous goals and create a common vision. Noted, for example, that the goal regarding kindness last year was interpreted differently which led to conflicting ideas about how to achieve the goal.

Reviewed some research regarding how to identify a common vision and goals.

Wanted the goals to build on the mission and vision and to be somewhat fluid to align with a strategic plan when it is created.

H. Kennedy shared the new approach that the Board took this year as compared with previous years. For example, with student achievement, the Board wanted the goals to be measurable and to work for the District.

J. Kilelee spoke about how the Board wants to establish SMART goals to help with tracking and measuring.

S. Leary reviewed the draft mission and vision statements. Discussed the difference between personalized learning and individualized learning. Wanted to include all students, including honors students and special education students. It was noted that personalized learning is not just for ELO students. Personalized learning is for everyone, whereas individualized learning lends itself to IEPs.

Discussed how a common goal creates consistency. Want achievable goals that result in the best experience for the students and staff.

S. Tatro noted that a common goal contributes toward engagement for staff and is very beneficial for new staff.

Reviewed the key components of the mission:

- Collaborate with the community
- Safe learning environment
- Opportunities for personalized learning
- Will be lifelong learners
- Prepared to succeed

The group felt that the mission and vision are aligned and attainable, while still providing something to work toward.

Made some minor changes to the draft mission and vision statements, and the group agreed to adopt the mission and vision statements with the changes. Noted that they can be adjusted as needed.

District Goals

S. Leary proposed removing goals # 6 and #8, as they will be handled by the Facilities Committee. The group all agreed to do this.

1. Curriculum:

- a. K. Thompson shared how the *Portrait of a Learner* refers to a process we can use for K-12 curriculum. It leads to a collective, collaborative vision for our students to be prepared to succeed.
- b. The *Portrait of a Graduate* includes input from students as well as parents and the community. Shared an example of how another school district went through a two-year process to create goals.

Discussed whether the *Portrait of a Graduate* would be more appropriate for a strategic goal vs. a goal we want to achieve this year. The Curriculum Committee will take a look at this.

K. Thompson noted we will look at students' test scores and ways of monitoring success. It was noted that to measure student learning, it is process that spans several years and would possibly be a three-to-five-year goal.

2. Communication:

a. Internal:

J. Boggio shared how the committee brainstormed an extensive list of the existing forms of communication. Conducted a brief survey and about 40% of the staff participated. Found that the preferred method of communication varies depending on the topic, with email being the most popular in general. Areas of improvement included communication with Paras. Plan to conduct another survey in the Spring to measure improvement.

b. External:

Shared regarding a possible communication tool, Apptegy, that involves a mobile app for Parents and would also update our website. Other options include Bright Arrow and utilizing the additional features that School Messenger/Intrado offers. J. Barth spoke about his positive experience using Apptegy at a prior school and how many other NH schools are using Apptegy. J. Therieau noted that he can use WordPress to accomplish some of this goal, and can also update our website which was initially created approximately 10 years ago.

Discussed how we want to promote the District by posting positive stories and events and engaging the community and parents by showing what the students are doing.

Discussed that the Community Connections FB site is a private group that does not allow comments. The Board may want to change this to a page.

3. Culture:

Discussed ways to highlight the programs that exist to support employees, such as the EAP. Want to create an avenue for employee appreciation throughout the year, such as Pony Promos. Discussed how onboarding new staff contributes to staff engagement.

4. Personnel:

S. Tatro noted that there is overlap with the Culture and Personnel goals.

K. Thompson noted that we have a lot of new teachers this year and we should be mindful to encourage them.

P. Wallace discussed a new hire workflow so that new employees know what to expect.

5. Financial:

J. Holmquist noted that it would be beneficial to explore a modified zero-based budget process, as there are many contractual items and DOE requirements.

Discussed the time and challenges involved in that type of process. We would be reducing programs and staff to make reductions.

J. Holmquist shared examples of ways we can change our purchasing practices to be more cost effective. Noted that our new Staff Accountant has a background in purchasing and logistics.

The group agreed that we will keep looking at a modified process as a possibility.

6. Technology:

J. Therieau stressed the importance of training to help staff better utilize and navigate the existing tools. Noted that we have many tools and that training is the key issue.

K. Thompson noted that her office is putting together ideas for tech training for new teachers for next year.

Discussed the new employee access portal and how we plan to locate resources for staff in the portal.

J. Barth noted that he is in process of looking at the Technology curriculum requirements.

J. Boggio noted that the HES Librarian is working with students on technology.

2022-2023 Hinsdale School Board Goals

Discussed that the Board could expand on the Communication goal to differentiate internal and external goals.

Discussed the importance of professional development for staff to increase their skills and even obtain certifications.

Other Business:

There was no other business at this time.

Non-Public Session:

J. Woodbury MOVED to go into a nonpublic session according to RSA 91 A:3 II (b) at 8:26 pm. A. Anderson SECONDED. Roll Call: S. Leary – yes, H. Kennedy – yes, A. Anderson – yes, J. Kilelee - yes, and J. Woodbury – yes. VOTE: 5-0-0, MOTION PASSED.

J. Woodbury MOVED to reconvene the public session at 8:49 pm. S. Leary SECONDED. Roll Call: S. Leary – yes, H. Kennedy – yes, A. Anderson – yes, J. Kilelee – yes, and J. Woodbury – yes. VOTE: 5-0-0, MOTION PASSED.

J. Woodbury MOVED to seal the non-public minutes at 8:49 pm. S. Leary SECONDED. Roll Call: S. Leary – yes, H. Kennedy – yes, A. Anderson – yes, J. Kilelee – yes, and J. Woodbury – yes. VOTE: 5-0-0, MOTION PASSED.

S. Leary MOVED to adjourn the meeting at 8:49 pm. J. Woodbury SECONDED. VOTE: 5-0-0, MOTION PASSED.

I attest that this is a true copy of the minutes:

Maria A. Webb

approved on _____