



Executive Board
AHEAD Board Room
March 7, 2023
5:30pm

Present: E-Board members: Robert Weir, James Noyes, Christi Gignac, Dale Locke, Kim Koprowski; Owen Clark, Alice Rocke, Profile Board Vice-Chair, Business Administrator, Toni Butterfield, Superintendent, Kate Segal,

I. Call to Order: Bob Weir called the meeting to order at 5:40,

II. Approval of the Minutes: Owen made a motion to approve the minutes with the corrections to Kim Koprowski's name. Dale seconded. All in favor.

III. Public Input

Any citizen wishing to speak before the Board must sign in with the administrative assistant prior to the opening of the meeting. The visitor will identify themselves with their name and address and speak for no longer than five (5) minutes. See Board Policy BEDH.

Dr. Alice Rocke explained she had some questions based on the Superintendent Goals being an agenda item for this meeting. She asked the Superintendent if our students were approaching proficiency and closing gaps associated with COVID, and how she was monitoring this progress.

Dale Locke asked Kate if she felt comfortable answering the questions without having them in advance. Supt Segal said she could answer the questions posed.

Superintendent Segal replied that one of our most important roles is to make sure students are learning what they need to learn. This is an area where she would like to focus more of her time. Curriculum, instruction, and assessment is often a topic at the monthly SAU 35 Principal Meetings.

All five Districts are using screening tools and progress monitoring tools to show progress. Superintendent Segal asked the principals to present progress test scores for the fall and winter at their Board meetings and to explain how their school uses the information. Superintendent Segal is looking into exactly which tools are being used at each of the

schools. Different schools using different screening/testing tools. Some use STAR, some use NWEA. All schools need to be doing more screening. This will be discussed at the next Principal meeting.

Dr. Rocke, as a member of the hiring committee for the Superintendent, commented that the group was impressed with Superintendent Segal's plan to listen, learn and lead. She asked for several examples of how this has happened. Superintendent Segal thought she'd be able to listen and learn more before she had to make some decisions. Superintendent Segal commented that it has been a challenge to manage all five districts, and be able to listen and learn as much as she would like.

Superintendent Segal explained within weeks of her starting she had to address the resignation of the Student Services Director and come up with a new plan and make some immediate decisions, when she resigned the first week.

Superintendent Segal talked about how she learned just how busy February and March in the school year cycle. She commented that the SAU staff have so many balls that we are juggling, glass balls are the warrants and the budgets, soft balls are the ones we have to let roll

Superintendent Segal explained one of her priorities is to be transparent and honest with all the districts.

Owen Clark commented that a lot of decisions had to be made after the change in leadership, much sooner than expected.

Superintendent Segal appreciates the work that the E-Board is doing to evaluate and look at goals through surveys being done by the Boards, the SAU staff, and Principals.

IV. New Business

V. Continuing Business Kim Koprowski spoke to the three candidates running for Profile School Board seats. She offered for each to write up to a 500 word statement from any candidate that wanted to do so. These will be posted on the Profile website.

VI. Standing Reports

A. Superintendent's Monthly Report – Goals Report, Interim Self Reflection was submitted to everyone.

- 1) Entry Plan - Supt . Segal will use suggestions based on E-Board's surveys for next years goals
- 2) Part of the community - Dale commented that she should get a 5 on this. Kim

suggested letting the Boards know when she goes to events so they know she is present.

- 3) Principal meetings - started with two per month. The Principals decided that the second meeting which was intended to be principals only would be time better spent for them to communicate with each other more often as needed. The monthly Principals Meetings have a standard agenda - HR and Grantwriter attend and update. This month's meeting is about assessments. Supt. Segal will forward the Principal Action Plan google document to the E-Board members. She will also share the SAU Staff Action Plan google document.
- 4) Finance - Supt. explained there is some help from a part time assistant business manager. Supt. Segal is thankful for all the work that the SAU does to complete all the work that needs to be done.
- 5) Supt. Segal is working with all SAU staff and learning the jobs of the staff at he SAU.
- 6) Supt Segal mentioned that she will improve her relationship with the NEA Uniserv representative.

Kim Koprowski asked is Supt. Segal might present her goals as SMART goals, such that they could have timelines and be measured with progress noted. Example - Toni becoming a BA, measure how she's going to do that. Kim Koprowski gave out a handout about Smart Goals and some examples

Kim Koprowski asked if the Superintendent has a mentor. Supt. Segal explained she has a north country superintendent that is helping her out. Superintendent that the way things are done are very different from the south east part of the State where she has worked and been a school board member and chair.

Dr. Rocke suggested the Superintendent look into SAU's that are similar to SAU 35. SHE mentioned that there was a SAU south of her that has nine districts. Bob Weir mentioned North Conway. Business Manager Toni Butterfield commented that the SAU's with many districts also have much bigger SAU staff.

Superintendent Segal commented that she does attend monthly North Country Superintendents meetings at various sites in the north country and NH Superintendents meetings in Concord. Supt Segal has the opportunity to ask questions at these meetings.

Dr. Rocke commented that our SAU is not unusual in that we have many districts, but rather very common. A discussion ensued about how the Superintendent could find support from SAU's that are also a multi district SAU as this is not uncommon. Business Manager Butterfield noted that she has been working with a couple multi-district SAU's (Plymouth, Conway, SAU 58 - Groveton), but SAU 35 is the only SAU in the State with three cooperative districts and a cooperative within a cooperative.

B. Business Manager's Year to Date Summary

The SAU revenues are slightly higher than originally estimated due to increased indirect costs associated with the ESSER II and III grants management and slightly higher E-Rate funding than was anticipated. Higher than estimated expenses of \$43,929 were offset by the under budget lines of \$108,582 that had been estimated for the Superintendent and the Student.

Kim Koprowski asked why we expected to pay the grant writer an additional \$7,500. Business Manager Butterfield explained it was because of the change in grant writers for a second time and the steep learning curve to bring our new grant writer up to speed. Nancy Annunziato is our new grant writer and is consistently working part time three days a week which has been a great way for us to better manage making sure all grant funds are used.

VII. Staffing Notifications & Approvals - None

VIII. Non Public Session as per RSA 91A:3. I, II (If needed) James Noyes made a motion to go into non-public session at 6:19pm, Owen second, following a roll call the Board entered Non-Public session to discuss personnel issues.

The Board returned to public session at _____

IX. Adjournment

Owen Clark made a motion to adjourn, seconded by Dale Locke. All in favor. The meeting was adjourned at _____.

Next Meeting: April 4, 2023