

MINUTES
SOUHEGAN COOPERATIVE SCHOOL BOARD MEETING
FINAL* SATURDAY SEPTEMBER 14, 2013 ***FINAL**
BRICK SCHOOL COMMUNITY ROOM

PRESENT:

SCSC Board Members: Steve Coughlan, Christine Janson, Mary Lou Mullens, Howard Brown, Pim Grondstra, Fran Harrow, Peter Maresco

Administration: Superintendent Peter Warburton

Call to order

Mary Lou Mullens called the meeting to order at **8:05 hrs.**

Superintendent Warburton distributed an email, received from Director of Buildings & Grounds **Jim Miner**, concerning Souhegan septic system pump failures. The email stated that it was concluded that the recurring pump failures (4 in 3 years) can be attributed to undersize pump design. The failure of 2 of 3 existing control valves, which only allowed one of the 3 drain fields to be used further overloaded the pumps and caused the premature failure.

Cost of the corrections, upgrades and support work will approach \$25,000 and Business Administrator **Betty Shankel** is defining the funding coverage necessary.

Discussion: Academic Excellence

Peter Maresco expressed his concerns that students have gone to college and had to return to a community college to take pre-calculus. An example explaining his concern about academic excellence, **Peter Maresco** talked about a student who had completed Calc BC (the equivalent of Calc 2 in college) at Souhegan yet had to take a Pre-Calc course over the summer at a local community college to develop the skills needed to take Calc 1 at their college. Discussion followed.

Chris Janson made the observation that students do not seem to have to memorize information like those present had to in school. Discussion

Fran Harrow stated we need to ascertain the outcome of our students...i.e.: "what happens to our students?". Discussion

Pim Grondstra stated that if students showed competencies in all areas to progress, it would lead to key indicators. Discussion

Superintendent Warburton said that most Souhegan graduating students go on to do very well and that more students are doing college work earlier. Discussion

Steve Coughlan expressed some second-hand information, from a staff member, that several last year high performers did not seem to understand the building block information. Discussion

Pim Grondstra stated that we should brainstorm to see what indicators should be included to indicate successful students. The following were the Academic Excellence indicator ideas: PSAT/SAT Scores, Smarter Balance, College Acceptance Rate, NWEA Scores, Grad/Drop Out Rates, Collaborative Skills, AP Scores, Critical Thinker, Student Behavior, AP Participation, Speaking/Writing Skills, Senior Project, Extra Curriculum Participation, Self Confidence, Organizational Skills, Work Ethic, Integrity, Self Advocate, Acceptance of Criticism, Public Perception (SHS), Grit, Desire to Lean, Happy, Citizenship/ Community Outreach, Accepting of Others/Diversity, Research Skills, Grading Standards, Master of Competencies, Fiscal Responsible, College Credit/Honor Courses, Staff Evaluation/ Competencies, Professional Development, Program of Studies, Personalization, Budget, Board Responsibilities and Commitment, Inclusion, Passion, Graduate Success, Facilities Usage

Superintendent Warburton stated that possibly a committee composed of a few board members along with Nicole Heimark, Kathy White and himself should be formed to research these indicators. He further stated that he would talk to the team leaders and inform them that the board met concerning Academic Excellence and the aforementioned brainstorming session.

Mary Lou questioned who would be interested on being on a committee to research the indicators. **Peter Maresco, Fran Harrow, Pim Grondstra and Mary Lou Mullens** stated they would like to be included and Mary Lou indicated she would talk to **Superintendent Warburton** concerning who from administration should be included and possible dates and times.

Discussion: Strategic Planning

Mary Lou stated as an overview of the last meeting the following items were deemed notable: Attendance at all SAU meetings, Complete all homework assigned, Strive to reach consensus, be respectful and be open to suggestions.

Steve Coughlan offered that during this planning he would like to see the budget align to procedures and policies.

Peter Maresco cited a previous strategic planning example where they backed in to the end process, (i.e. started and asked where you want to be at the end?)

Fran Harrow stated that the end goal should question what Souhegan students walk away from a SHS experience/education.

Discussion: Administration Hiring Policy

The board discussed policy GCEB (Principal Recruitment) and other administration hiring practices.

Fran Harrow stated that PPC will draft a policy for all other administration positions. **Mary Lou Mullens** inquired if the school board will be involved with hiring. **Steve Coughlan** offered that having board members involved allows for checks and balances.

Chris Janson stated she thought initial meetings are important, but input from the board would be good before the start (of hiring personnel). **Steve Coughlan** stated he thought the policy should say the board will give directions to the hiring committee.

Discussion: Budget

Mary Lou Mullens presented to the board a report from the Souhegan Budget Study committee, held on September 9, 2013. Discussion

Chris Janson offered that it was difficult to compare because no school district (that is usually compared to SHS) is the same grade 9th through 12th district.

Mary Lou Mullens stated that **Betty Shankel**, Business Administrator, will attend a future meeting and explain square footage per student calculations.

Pim Grondstra maintained that it would be better practice to display the positives instead of defending the budget.

Steve Coughlan pointed out that it might be possible to slow SHS teachers pay rate so the rest of the state could catch up.

Discussion: Career Growth

Pim Grondstra read an email containing information on Amherst Middle School's goals and implementation plan. **Chris Janson** stated she liked the language and commented that it would be easy to educate the public, using this goal plan.

Mary Lou Mullens pointed out that AMS has developed a different goal set but has not yet implemented the plan. AMS has assigned one board member and one administrator to each goal. Discussion

Discussion: Souhegan Board Goals

Mary Lou Mullens provided a review of this board's goals and the direction for those goals. She queried the board for a feasible timeline for each faction to report back to the board: PPC for Hiring Policy (**Fran** and **Steve**), Budget Committee (**Chris**, **Fran** and **Mary Lou**), and Strategic Planning Committee (**Peter**, **Pim** and **Fran**)
Timeline will be presented at next board meeting

MOTION TO ADJORN:

At **10:45 hrs Fran Harrow** made a motion to adjourn the meeting. The motion was seconded by **Pim Grondstra**. Motion passed unanimously.