

SCHOOL ADMINISTRATIVE UNIT #34

Deering, Hillsboro, Washington, and Windsor

SAU #34 SCHOOL BOARD MEETING

Monday, May 23, 2022 - 6:30 pm

Hillsboro-Deering High School Media Center

MINUTES

A. CALL TO ORDER—PLEDGE OF ALLEGIANCE @6:32pm

Announcement by the chairman as to the presence of a quorum, that the meeting has been duly called, and the notice of the meeting have been posted for time and in the manner required by law.

Public announcement that meeting is being recorded and will appear on the SAU #34 website at

<https://www.hdsd.org/>

- a. A moment of silence was held.

B. ROLL CALL

A roll call was taken by the secretary with the following results:

Hillsboro-Deering School Board	Christopher Bober - Present
	Paul Plater- Absent
	Heidi Welch- Preset
	Jess Morris - Present
	Michael Kenney - Present
Washington School Board	Arin Mills- Present
	Danielle Moore- Preset
	Eric Hodges - Preset
	Tyler Garvin - Absent
	Laura Botelho - Present
Windsor School Board	Cynthia Stosse- Present
	Karen Turbine - Absent

C. CORRESPONDENCE

1. None

D. PUBLIC COMMENT

1. None

E. NEW BUSINESS

1. Data Governance Update – Neal Richardson
 - a. Full presentation can be found online
 - b. See attached sheets
2. Superintendent's Report- Strategic Plan Update
 - a. In honor of Patty's last meeting, the Board presented her with a certificate of appreciation, a plant, and cupcakes
 1. Thanked her for her many years of service to the district.
 - b. Full presentation can be found online.
 - c. See attached sheets

3. 2022-2023 SAU Personnel Appointments
 - a. Proposed 3.5% increase to the full-time SAU Personnel.
4. Financial Report
 - a. See attached sheets
5. Audit Report
 - a. There were no findings for the 19-20 audit report
 - b. Do not anticipate any findings for the 20-21 report, but do not have the final report at this time.
6. The Board thanks Mary Henry for her service to the district and wishes her well in her future endeavors.

F. PUBLIC COMMENT

1. None

G. NON-PUBLIC SESSION – RSA 91-A:3 II. (a)

1. Bober moved to enter into a non-public session. Morris seconds. motion passed 7-0-0 @8:30pm
2. Roll

Hillsboro-Deering School Board	Christopher Bober - Yes
	Heidi Welch- Yes
	Jess Morris - Yes
	Michael Kenney - Yes
Washington School Board	Arin Mills- Yes
	Danielle Moore- Yes
	Eric Hodges - Yes
	Laura Botelho - Yes
Windsor School Board	Cynthia Stosse-Yes

H. CALL BACK TO ORDER @ 8:36pm

I. ACTION FOLLOWING NON-PUBLIC SESSION

1. Bober moved to authorize the superintendent to act on what was discussed and voted on in non-public session. Morris seconds. Motion passed 7-0-0

J. Roll

Hillsboro-Deering School Board	Christopher Bober - Yes
	Heidi Welch- Yes
	Jess Morris - Yes
	Michael Kenney - Yes
Washington School Board	Arin Mills- Yes
	Danielle Moore- Yes
	Eric Hodges - Yes
	Laura Botelho - Yes

K. ACTION ITEMS

1. Meeting Minutes – March 24, 2022

- a. Bober moved to approve the meeting minutes of March 24, 2022 as presented. Morris seconds. Motion passed 6-0-1 (Botelho abstained)
- b. VOTE

Hillsboro-Deering School Board

Christopher Bober - Yes

Heidi Welch- Yes

Jess Morris - Yes

Michael Kenney - Yes

Washington School Board

Arin Mills- Yes

Danielle Moore- Yes

Eric Hodges - Yes

Laura Botelho - Abstained

Windsor School Board

Cynthia Stosse-Yes

2. 2022-2023 SAU Personnel Appointments

- c. Bober moved to approve the 2022-2023 SAU Personnel Appointments as presented. Moore seconds. Motion passed 7-0-0
- d. VOTE

Hillsboro-Deering School Board

Christopher Bober - Yes

Heidi Welch- Yes

Jess Morris - Yes

Michael Kenney - Yes

Washington School Board

Arin Mills- Yes

Danielle Moore- Yes

Eric Hodges - Yes

Laura Botelho - Yes

Windsor School Board

Cynthia Stosse-Yes

3. Set Date for Fall SAU Board Meeting

- a. Morris moved to set the SAU Board Meeting for Thursday, September 22, 2022 @ 6:30pm in Washington.
- b. VOTE

Hillsboro-Deering School Board

Christopher Bober - Yes

Heidi Welch- Yes

Jess Morris - Yes

Michael Kenney - Yes

Washington School Board

Arin Mills- Yes

Danielle Moore- Yes

Windsor School Board

Eric Hodges - Yes
Laura Botelho - Yes
Cynthia Stosse-Yes

L. ADJOURNMENT

1. Kenney moved to adjourn. Mills seconds. Motion passed 7-0-0 @8:39pm

2. VOTE

Hillsboro-Deering School Board

Christopher Bober - Yes
Heidi Welch- Yes
Jess Morris - Yes
Michael Kenney - Yes

Washington School Board

Arin Mills- Yes
Danielle Moore- Yes
Eric Hodges - Yes
Laura Botelho - Yes

Windsor School Board

Cynthia Stosse-Yes

Respectfully Submitted,
Megan Shower

SCHOOL ADMINISTRATIVE UNIT #34

FINANCIAL SUMMARY REPORT

Fiscal Year: 2021-2022

☐ Subtotal by Collapse Mask
☐ Exclude Inactive Accounts with zero balance

From Date: 5/1/2022

To Date: 5/31/2022

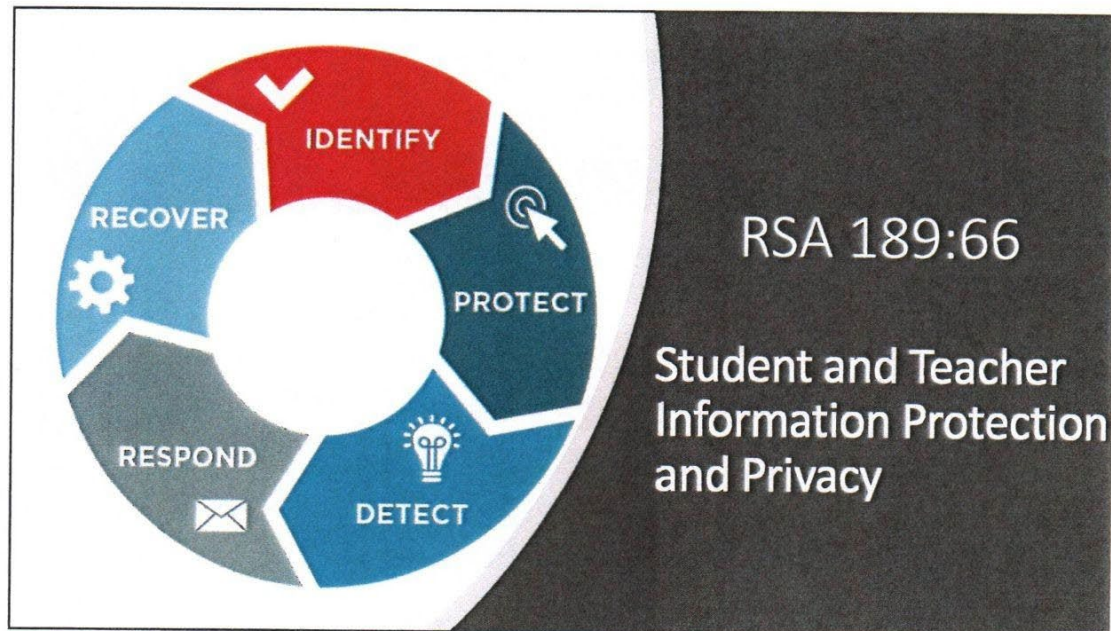
☐ Include pre encumbrance
☒ Filter Encumbrance Detail by Date Range

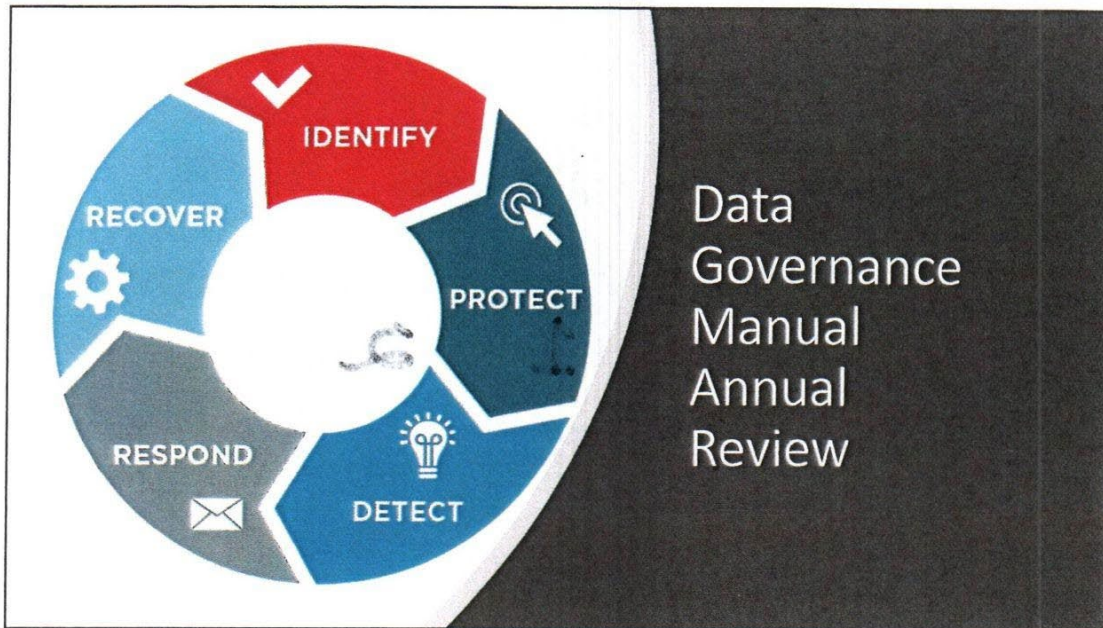
Account Number	Description	GL Budget	Range To Date	YTD	Balance	Encumbrance	Budget Balance	% Bud
10.00000.2320.100	SUPERINTENDENT SALARY	\$144,198.00	\$11,084.38	\$133,012.56	\$11,185.44	\$27,711.64	(\$16,526.20)	-11.46%
10.00000.2320.102	BUSINESS ADMINISTRATOR	\$108,207.72	\$8,349.20	\$99,858.49	\$8,349.23	\$8,349.23	\$0.00	0.00%
10.00000.2320.103	ADMINISTRATIVE STAFF	\$158,401.00	\$12,680.80	\$145,720.20	\$11,856.98	\$17,646.60	(\$5,789.62)	-3.65%
10.00000.2320.104	DIRECTOR OF CURRICULUM, INSTRU	\$98,451.00	\$91,800.96	\$91,800.96	\$7,650.04	\$7,650.04	\$0.00	0.00%
10.00000.2320.106	BOOKKEEPERS	\$105,221.00	\$8,359.48	\$97,385.07	\$7,835.93	\$14,173.92	(\$6,337.99)	-6.02%
10.00000.2320.107	DIRECTOR OF STUDENT SUPPORT SE	\$95,275.00	\$7,328.84	\$87,946.08	\$7,328.92	\$7,328.92	\$0.00	0.00%
10.00000.2320.108	FINANCIAL CLERK	\$11,341.28	\$0.00	\$0.00	\$11,341.28	\$0.00	\$11,341.28	100.00%
10.00000.2320.110	HEALTH INS BUY OUT	\$18,000.00	\$18,000.00	\$18,000.00	\$0.00	\$0.00	\$0.00	0.00%
10.00000.2320.211	HEALTH INSURANCE	\$152,238.00	\$9,267.46	\$122,523.03	\$29,714.97	\$12,249.04	\$17,465.93	11.47%
10.00000.2320.212	DENTAL INSURANCE	\$13,425.00	\$879.48	\$11,388.48	\$2,036.52	\$1,154.86	\$881.64	6.57%
10.00000.2320.213	LIFE INSURANCE	\$2,000.00	\$90.48	\$1,073.92	\$926.08	\$104.96	\$821.12	41.06%
10.00000.2320.214	LONG TERM DISABILITY INSURANCE	\$2,000.00	\$121.99	\$1,444.75	\$555.25	\$145.70	\$409.55	20.48%
10.00000.2320.220	FICA & MEDICARE	\$47,367.00	\$5,482.37	\$49,262.33	(\$1,895.33)	\$6,161.70	(\$8,057.03)	-17.01%
10.00000.2320.230	NH RETIREMENT	\$99,186.00	\$7,796.67	\$92,366.88	\$6,819.12	\$11,650.17	(\$4,831.05)	-4.87%
10.00000.2320.240	COURSE REIMBURSEMENT	\$11,306.00	\$0.00	\$11,306.00	\$0.00	\$0.00	\$0.00	0.00%
10.00000.2320.250	UNEMPLOYMENT COMPENSATION	\$750.00	\$282.02	\$282.02	\$467.98	\$0.00	\$467.98	62.40%
10.00000.2320.260	WORKER COMP INSURANCE	\$5,000.00	\$0.00	\$3,399.61	\$1,600.39	\$0.00	\$1,600.39	32.01%
10.00000.2320.290	PROF DEVELOPMENT & TRAINING	\$8,400.00	\$325.00	\$7,463.64	\$936.36	\$0.00	\$936.36	11.15%
10.00000.2320.330	CONTRACTED PROFESSIONAL SERVII	\$35,500.00	\$88.00	\$32,731.48	\$2,768.52	\$505.00	\$2,263.52	6.38%
10.00000.2320.380	AUDIT & LEGAL FEES	\$9,000.00	\$0.00	\$833.44	\$8,166.56	\$2,050.00	\$6,116.56	67.96%
10.00000.2320.430	EQUIPMENT REPAIRS & MAINT	\$2,500.00	\$0.00	\$613.77	\$1,886.23	\$0.00	\$1,886.23	75.45%
10.00000.2320.442	COPIER & EQUIPMENT LEASES	\$12,000.00	\$1,205.96	\$8,715.23	\$3,284.77	\$1,405.96	\$1,878.81	15.66%
10.00000.2320.450	OFFICE RENTAL	\$40,000.00	\$0.00	\$30,000.00	\$10,000.00	\$10,000.00	\$0.00	0.00%
10.00000.2320.531	TELEPHONE SERVICES	\$16,500.00	\$45.71	\$5,691.90	\$10,808.10	\$652.03	\$10,156.07	61.55%
10.00000.2320.534	POSTAGE	\$4,000.00	\$0.00	\$3,157.80	\$842.20	\$117.95	\$724.25	18.11%
10.00000.2320.540	ADVERTISING	\$1,100.00	\$0.00	\$2,009.12	(\$909.12)	\$0.00	(\$909.12)	-82.65%
10.00000.2320.550	PRINTING EXPENSE	\$400.00	\$0.00	\$309.30	\$90.70	\$0.00	\$90.70	22.68%
10.00000.2320.580	TRAVEL	\$7,000.00	\$339.36	\$909.06	\$6,090.94	\$990.82	\$5,100.12	72.86%
10.00000.2320.610	SUPPLIES	\$9,000.00	\$950.65	\$5,557.48	\$3,442.52	\$3,427.84	\$14.68	0.16%
10.00000.2320.640	BOOKS & PERIODICALS	\$750.00	\$741.69	\$741.69	\$8.31	\$0.00	\$8.31	1.11%
10.00000.2320.730	COMPUTER EQUIPMENT	\$1,500.00	\$0.00	\$1,419.00	\$81.00	\$0.00	\$81.00	5.40%
10.00000.2320.733	FURNITURE & FIXTURES	\$1,000.00	\$0.00	\$0.00	\$1,000.00	\$0.00	\$1,000.00	100.00%
10.00000.2320.810	DUES & FEES	\$7,700.00	\$0.00	\$5,272.98	\$2,427.02	\$0.00	\$2,427.02	31.52%
10.00000.2320.840	BOARD CONTINGENCY	\$200.00	\$0.00	\$0.00	\$200.00	\$0.00	\$200.00	100.00%
10.00000.2320.890	ACADEMIC RECOGNITION	\$5,000.00	\$0.00	\$0.00	\$5,000.00	\$0.00	\$5,000.00	-14.00%
Grand Total:		\$1,235,317.00	\$100,039.91	\$1,073,420.09	\$161,896.91	\$139,176.40	\$22,720.51	1.84%

End of Report

SAU 34 Annual Cybersecurity Review 202~~1~~-202~~2~~

Presented by Neal Richardson: CISSP, CISM, CDPSE, GCIH, GCIA, GCCC, GMOB, GSEC





Hardware and Software

IDENTIFY

- 255 pc's and servers
- 1,114 Chromebooks
- 934 Google Extensions
- 274 unique software's installed

EDR, MFA, Content Filtering



- Endpoint Detection and Response (anti-virus)
- Multi Factor Authentication
- DNS and Content Filtering
- Vulnerability Mitigation
- Geo-blocking

Firewall, IDS, Anomaly detection



- Next Generation Firewall
- Intrusion Detection System
- Intrusion Prevention System
- User behavior analytics
- Logging

Process, Notification, Automation



- Incident Response Plan
- Incident Runbooks
- Stakeholder Notifications
- Automatic Response Activity's
- Breach Notification

Business Continuity, Restoration of Services



- Disaster Recovery Plan
- Business Continuity Plan
- Verified Backups
- After Action Reviews



RSA 189:66 Compliance

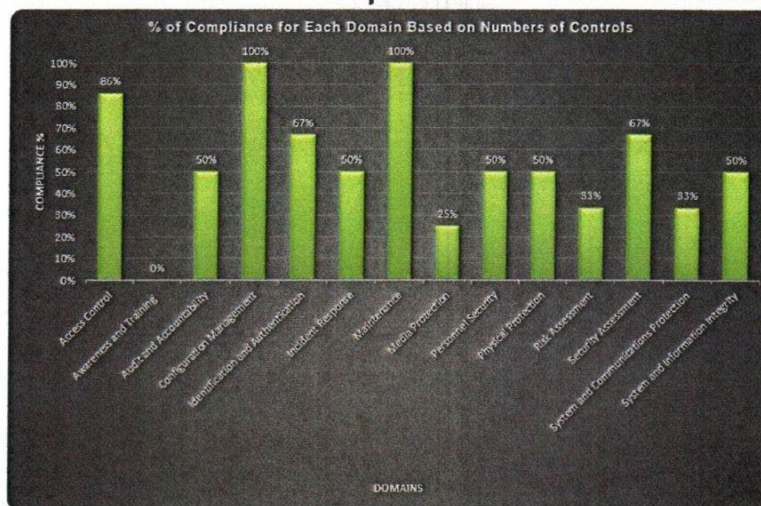
2021-2022

Implementation Status by RSA 189:66 Controls			
Reference	Controls are documented and implemented	Controls are implemented but not documented	Controls are not implemented
Controls	28	9	6

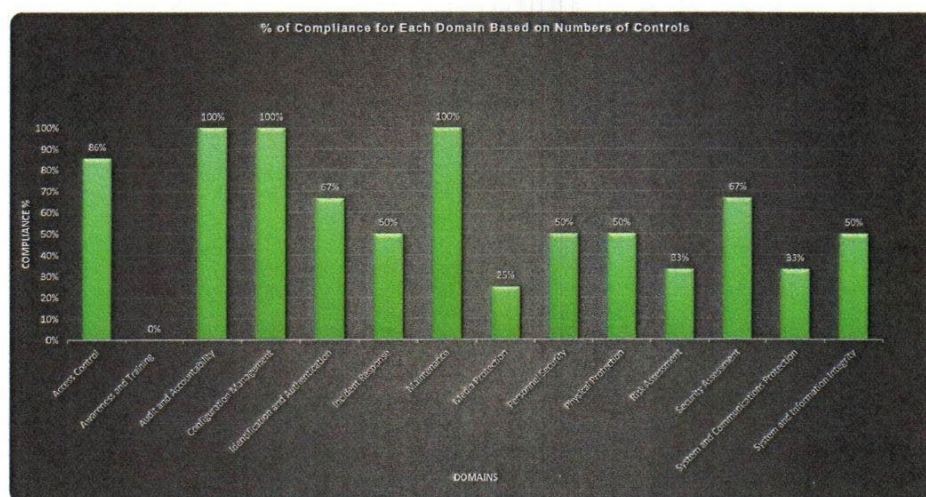
2020-2021

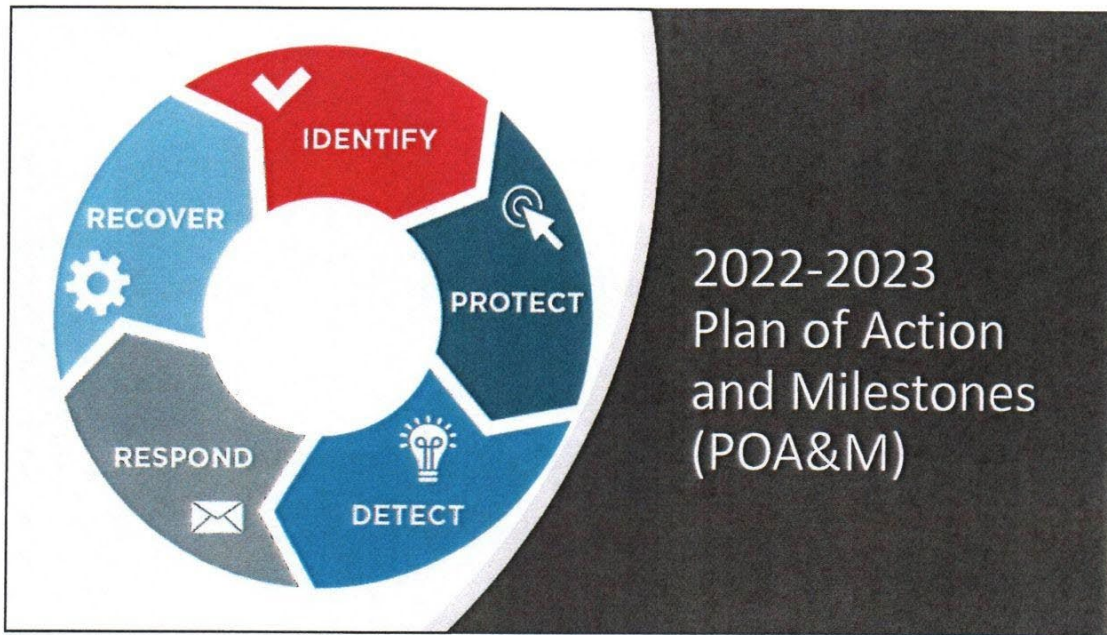
Implementation Status by RSA 189:66 Controls			
Reference	Controls are documented and implemented	Controls are implemented but not documented	Controls are not implemented
Controls	30	8	5

RSA 189:66 Compliance 2021-2022



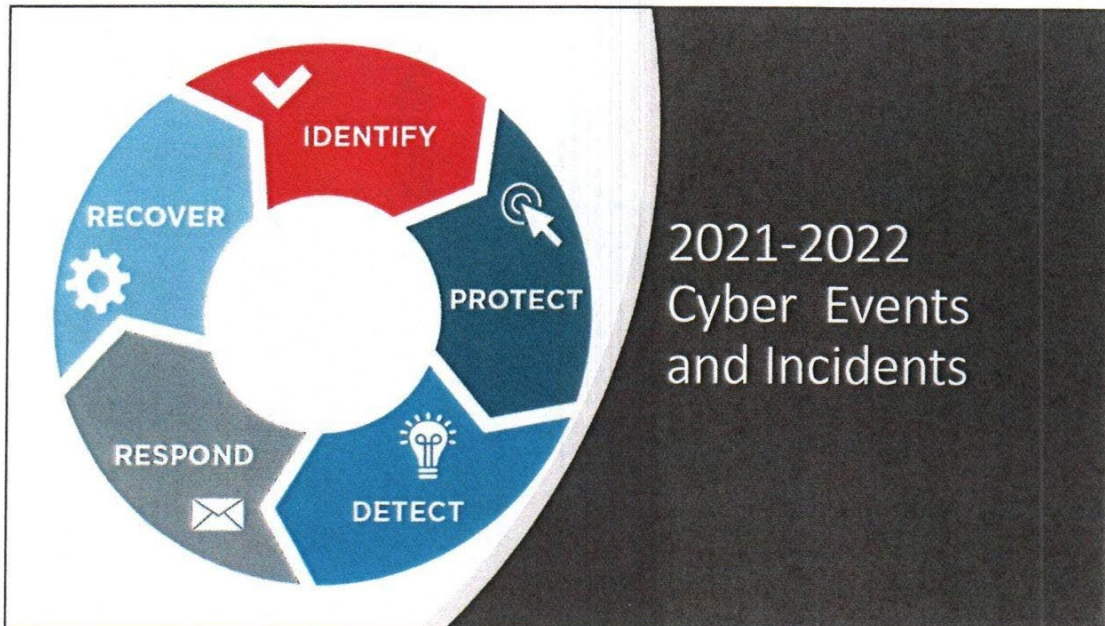
RSA 189:66 Compliance 2020-2021





Top Cybersecurity Threats to K12 Schools

- Ransomware 2.0
- Business Email Compromise
- Software Supply Chain Compromise
- DDOS Attacks (Distributed Denial of Service)



SAU 34 Strategic Plan Review

Presented to the SAU 34 School Board May 23, 2022

Priority Area: Culture

Staff and students thrive in positive learning and work environments where they feel physically, psychologically, and emotionally safe and connected; supported; reasonably autonomous; and driven by a strong sense of purpose and meaning.

GOAL: SAU 34 will develop and maintain a welcoming environment that supports the tenets of the Portrait of a Graduate, ensuring students, staff, and families feel valued, safe, and supported to foster a responsive and high achieving culture.

Objective 1: SAU 34 will foster an empathetic culture that respects and values all individuals and focuses on a culture of continuous improvement based on the Portrait of a Graduate tenets.

Progress

- Definitions of a quality, high performing & personally rewarding culture were brought back to each building
 - Book studies were conducted at building level
- Three areas of strategic plan anchored District Leadership Team meeting agendas
- Utilized Bright Futures questions in construction of Middle School Parent Engagement survey
- Constructed vision for Portrait of Graduate
- Continued to participate in 603 Bright Futures Survey
- District Leadership Team continued to review hiring protocols procedures, job descriptions & district level interview process to include tenets of the Portrait of Graduate

3

Challenges

- Balance use of building level & district level time with focus on Covid Protocols & Procedures
- Inconsistency of 603 Bright Future Survey

Plans

- District Data Teams utilize information obtained with Bright Futures Survey
 - Revisit research & select Culture & Climate tool
- Continue review of hiring protocols procedures & job descriptions to align with tenets of Portrait of Graduate

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Objective 2: SAU 34 will genuinely engage all stakeholders in a collaborative culture of learning and continuous improvement.

Progress

- Campus-wide Fun Fest & BBQ
- SAU increased communication out to families
- District Leadership Team discussed Prek-12 practices to increase engagement
- Continued with SAU Community Leadership Team as part of MTSS-B
- Expanded community connections

Challenges

- Pace of progress slower than originally anticipated
- Prioritized building level adjustment
- Need to bring strategy one to completion.

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Plans

- Revise timelines within strategies
- Develop practices & methods to share information regularly
- Focus on continued development of communication plan- completion date summer 2022
- Rename and refine purpose of SAU community leadership team within MTSS-B, fall 2022

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Objective 3: SAU 34 will promote a culture of health and wellness for all members of the school community.

Progress

- Goal was to keep schools open, clean and safe
- Gradual return to routines & events
- Reviewed methods of obtaining student input & need to ensure proactive inclusivity
- Utilized ESSER funds to order van for Washington School District
- District Leadership Agenda includes Connection Section
- Campus-wide Fun Fest & BBQ

Challenges

- Prioritized keeping schools open & safe
- Increased vigilance monitoring updates re: Covid Protocols & mitigation measures
-



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Plans

- Conduct and review results of student interest survey
 - Conduct gap analysis & determine ways to meet needs
- Conduct a comparative study of current structures & past practices relative to health & wellness
- Revise timelines accordingly



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Objective 4: SAU 34 will research and implement practices and identify resources that promote positive student behavior.

Progress

- Tier I Teams at each building
- Implemented SWIS & Utilized data to inform behavioral interventions
- Implemented Tier I instruction utilizing advisory time & classroom lessons provided by School Counselors
- Piloted Interventionist within Hillcat Zone
- Conducted self audit of Tiered Supports
- Attending MTSS-B training modules
- Implemented new practices to increase student voice and choice
- Certified Safety Care Trainer in each H-D building
- WES established consultative relationship West Central Behavioral Health

Challenges

- Tier I Team integration
- Effective paradigm shifts take time
- Time and balance

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Plans

- Continue to implement, monitor and adjust Multi-Tiered System of Supports for Behavior (MTSS-B) in all schools
- Continue to utilize research & data to support student growth and make professional development decisions
- Offer educational opportunities for families
- Utilize Data Team to improve district & building capacity to utilize data

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Objective 5: SAU 34 will develop and implement an embedded professional development program that will include strategies and supports for fostering a positive and empathetic culture that prioritizes relationship building, responsiveness and continuous improvement by June 2022.

Progress

- Shared PD with google doc, discussed regularly
- PD time continues to have include time for wellness for staff
- Use of SWIS data to determine building and grade level needs
- Identification of training needs for administrators

Challenges

- Balance
- Staffing shortages

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Plans

- Additional Professional Development day in H-DSD proposed teacher's contract
- Professional Development Schedule for opening week
 - New Educators August 22 -23
 - All staff August 24-26
 - First day for students August 31
- Data Team Training with West Ed
 - June 6th
 - August 9-10
- Implementation of both building level and district data teams
 - Systemic protocols making the use of data to inform decisions a routine and sustainable practice

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Priority Area: Learning Environments

Few investments serve as such high-profile demonstrations of how we value the education of our students as the facilities we use. The facilities in which we spend our time together provide the daily cues and clues that affect the learning and work cultures for students and staff, respectively.

GOAL: SAU 34 will provide and maintain facilities that support a high quality, future focused, teaching and learning environment that allows multiple educational opportunities

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Objective 1: SAU 34 will provide and maintain facilities that support a high quality future focused teaching and learning environment that allows multiple educational opportunities.

Progress

- Washington District passenger van ordered.
- Creation of the Washington Capital Reserve Plan.
- Completed HDHS domestic hot water project.
- Completed HDES pneumatic controls project.
- Replaced four air condensing units at the HDMS.
- Site visit to Fall Mountain to tour CTE program.
- Scheduled for summer 2022:
 - HDES 4th grade wing HVAC
 - HDES courtyard project
 - HD Paving projects
 - HDES roof replacement

Challenges

- Washington Elementary School outside space is limited.
- Contractor availability.
- Primex availability to assess WES playground.
- Budget planning impacted by fluctuation of material costs.
- Supply chain shortages and delays.

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Plans

- Evaluate and reorganize Facilities 5-year Capital Improvement Plan timeline.
 - ESSER funded many of the projects listed in the plan.
 - HS second flooring cooling no longer scheduled for summer 2023.
- Bond for MS matures in August of 2022.
 - Consider substantial investment into the Capital Improvement Plan.
- Continue collaboration between the MS and the HS for educational opportunities.
- Develop and expand current facilities to support future focused learning.
- When planning physical spaces continue to consider impact on psychological safety.
- Plan for Alternative Program relocation to the HDSD campus.

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Future Challenges

- Maximizing our Capital Reserve Funds after the bond is paid off.
- Increase in material costs for Capital Reserve Projects.
- We need to plan ahead and be committed to ensure facility improvements.
- Facilities space for future growth.
- HS second floor cooling

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Priority Area: Student Success

Every student deserves an exceptional education, one grounded in purposes larger than themselves, regular and meaningful opportunities for self-determination, feedback about the increasing difference they are making in matters important to them, and growing relationships.

GOAL: SAU 34 will provide high quality educational opportunities for all students that foster the acquisition of critical academic skills, embedding the tenets identified in the Portrait of a Graduate (adaptive perseverance, responsibility, learner's mindset, global citizenship, communication, critical thinking, and collaboration), meeting the expectations for success in post-secondary education and the workplace.

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Objective 1: SAU 34 will develop and implement curriculum frameworks that integrate all content standards including career and technical education with Portrait of a Graduate tenets throughout PK-12 as evidenced by the development and completion of the same by 2025.

Progress

- **Curriculum Project**
 - The framework for a PK-12 Interactive Curriculum Website is established and the Curriculum Committee has developed exemplars using existing courses and resources
 - H-DES, with the support of WestEd has developed Curriculum Maps for math and reading and has begun to develop maps for science and social studies
 - H-DMS has partnered with WestEd to conduct a needs assessment this spring
- **Increase Student Voice and Choice**
 - WES Grades 2-5 surveyed regarding best uses of technology
 - H-DES 5th Grade Leadership Institute, weekly UA enrichment choice for 4th and 5th grade
 - H-DMS 8th grade UA choice
 - H-DHS new student leadership model with increased representation to over 50 students, increased PREP/RtI time
 - H-DMS and H-DHS collaborative programs for high interest areas use shared space and staffing

Challenges

- **Curriculum Project**
 - Availability of lower ES team member
 - Time
 - The multiage classrooms model at WES will need special consideration in the website.
- **Increase Student Voice and Choice**
 - H-DES Loss of a technology/computer teacher
 - H-DMS needs to develop a process to collect student input and feedback regarding program changes
 - Prioritizing

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Plans

- **Curriculum Project**
 - Develop Scope and Sequence for Portrait of a Graduate tenets June, 2022 and finalize September, 2022
 - Continue the development of the website
 - Introduce the project to the full faculty in each building
 - Beginning July 1, 2022: Proposed budget includes 1/3 of the funding needed to complete the initial website work
 - Build in multi-age pathways for WES
 - H-DES with WestEd Support Summer, 2022
 - Curriculum maps developed for science and social studies
 - Adjust and revise ELA and math curriculum maps
- **Increase Student Voice and Choice**
 - WES Develop a plan to obtain student feedback more consistently both at the building and classroom levels
 - H-DES Potentially expand Leadership Institute to include 4th grade and survey current leadership group to guide revisions
 - H-DMS with West Ed Support
 - develop action plan targeting areas identified in the needs assessment
 - develop a plan to involve students program and schedule planning
 - H-DHS Enrich the RtI and advisory programs
 - Utilize the new student leaders for maximum impact
 - Professional development
 - H-DMS and H-DHS will continue collaboration to share resources and develop programming around student interests

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Objective 2: SAU 34 will develop and implement an equitable and balanced assessment program that supports and informs instructional practices to ensure progress toward student proficiency of the integrated curriculum frameworks, by 2025.

Progress

- Identified the need for both building and district level data teams
- iReady diagnostic instituted K-12 as the measure of student growth for reading and math skills
- WES commitment to place-based education provides a pathway to project and inquiry based learning and assessment
- H-DES assessments built into the reading and math curriculum maps when initially written (iReady, AIMS Web, Benchmark Assessments)
- H-DMS utilizing iReady data to group WIN support
- H-DHS developing multiple data points for use in decisions about learning

Challenges

- Prior steps needed
 - Curriculum Framework
 - Data Teams
- PACE abandoned at state level
- At H-DHS work on school wide competencies and student learning pathways was tabled due to prioritizing work on the Advisory program

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PLANS

- Data Team Training with West Ed
 - June 6th
 - August 9-10
- Implement both building level and district wide data teams
- Investigate NH Performance Learning and Assessment Consortium for Educators (NH PLACE)
- Identify where project-based learning is being used already
- Increase professional development offerings focused on performance assessment

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Objective 3: SAU 34 will evaluate current programming and develop additional educational opportunities outside the traditional classroom setting.

Progress

- H-DSD development of outdoor learning spaces
- H-DES hosted programming and by spring increased field trips
- WES place based programming
 - Conservation Commission hike April 2022 (all grades)
 - School to Farm day in May (4th/5th)
 - 4th/5th started to plan outdoor classroom
- H-DMS with Duncan Jenkins support
 - hosted multiple programs and guest speakers
 - Quest Day April 15th
- H-DHS ELO Program continues to expand and provide students incredible opportunities

Challenges

- Sense of urgency regarding academic skills
- Inconsistent implementation
- Many field trips canceled or not offered due to Covid.
- Teachers concerned with student behavior can limit their willingness to take classes outdoors to learn
- Transportation

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PLANS

- **Washington School District**
 - Grant approved to purchase van
- **WES**
 - Conversations with town about easement and boundaries
 - Host programming
 - Finalize plans and build outdoor classroom
 - Restart collaboration with Kroka (or similar) and H-DES
 - School garden
 - Explicitly embed and integrate project-, inquiry-, and place-based education throughout curriculum
- **H-DES**
 - Utilize new outdoor learning spaces in courtyard
 - Explore options for outdoor learning opportunities (such as Kroka or Nature's Classroom)
- **H-DMS**
 - Building wide experiential learning days scheduled
 - Sept. 13
 - November 8
 - March 14
- **H-DHS**
 - Continued expansion of ELO Program
 - Review, revise, and reimplement the protocols and systems for the use and upkeep of the ropes course, both high and low
 - Explore artist in residence series for 22-23 school year
 - Utilize Duncan-Jenkins to reach outside of the classroom to support student learning experiences and interests

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Objective 4: Examine, develop, and implement career and technical education experiences for all students, grades 6-12.

Progress

- Current Programming
 - Foods
 - Wood Technology
 - Transportation Technology
- Areas of Interest
 - Horticulture
 - Welding
 - Night school & HiSET
- Site visit to Fall Mountain

Challenges

- Site visit opportunities constrained by the pandemic
- Financial circumstances

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Plans

- Research night school options in region and feasibility of local programming
- Explore evening community programming
- Develop community outreach strategy
- Develop Scope and Sequence for Portrait of a Graduate tenets June, 2022 and finalize September, 2022
- Continue expansion of community partnerships
- Continue collaborate on use of space, personnel, and resources between H-DMS and H-DHS
 - Greenhouse
- **H-DMS**
 - Tie Tech Ed into pathways and career exploration
- **H-DHS**
 - Early Childhood connection with existing PK programming
 - Develop pathways to industry accepted credentials

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Objective 5: SAU 34 will develop and implement an embedded professional development program annually that will include instructional strategies and supports for delivering equitable access to the integrated curriculum frameworks informed by the balanced assessment program.

Progress

- Feedback on PD programming solicited at the building level
- Expanded Partnership with WestEd
 - H-DES curriculum mapping and instructional coaching
 - H-DMS needs assessment
 - District wide Data Teams plan
- New Educator Mentoring and Induction Program
 - Focus on reflective practice
 - Limited implementation of peer observations
- H-DES
 - Increased ability for teachers to observe each other due to having student teachers in the building

Challenges

- Available substitute coverage very limited
- Scheduling difficulties for instructional coaching
- PD Committee did not meet as a separate entity

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PLANS

- Additional Professional Development day in H-DSD proposed teacher's contract
- Professional Development Schedule for opening week
 - New Educators August 22 -23
 - All staff August 24-26
 - First day for students August 31
- Data Team Training with West Ed
 - June 6th
 - August 9-10
- Implementation of both building level and district data teams
 - Systemic protocols making the use of data to inform decisions a routine and sustainable practice
- Prioritize Peer Observations
 - Within New Educator Mentoring and Induction Program
 - Supported by Team Leaders at H-DHS
- PD Committee with PK-12 grade span representation will meet a minimum of once per quarter

To: Members, SAU #34 School Board
From: Patricia Parenteau, Superintendent of Schools
Date: May 23, 2022
Re: 2022-2023 Personnel Appointments

I would like to recommend the following SAU employee appointments:

RESIGNATIONS: None

APPOINTMENTS: None

NOMINATIONS:

Annette Dolbeare - Payroll & Benefits Bookkeeper, 40 hours/week, \$29.28/hour

René Pellecchia - Accounts Payable Bookkeeper, 40 hours/week, \$23.03/hour

Terese Rheault - Central Office Administrative Assistant, 40 hours/week, \$23.03/hour

Lynn Wheeler – Administrative Assistant to Director of Student Support, 40 hours/week,
\$22.54/hour