

# SAU #21 Joint Board Meeting

Winnacunnet Cooperative High School – Lecture Hall  
Wednesday, August 30, 2017 at 7:00 p.m.  
[www.sau21.org](http://www.sau21.org)

*Approved by the Board – October 11, 2017*

Joint Board Members Present: (14/23)

Hampton Falls: (3)	Greg Parish; Chair, Pamela Miller, and John Bailly (@7:15 p.m.).
North Hampton: (3)	Cindy Burke, Tamara Le, and James Sununu (@7:46 p.m.).
Seabrook (2)	Michael Rabideau and Keith Sanborn
South Hampton (3)	Kimberly Molin, Rebecca Burdick, and Nancy Considine.
Winnacunnet (3)	Frances Henderson, Leslie Lafond, and Catherine Antonio.
Administration:	Dr. Ronna Cadarette, Assistant Superintendent, and Matt Ferreira; Business Administrator.
Absent: (7)	Mark Lane, Greg Marrow, Gregg Duffy, Thomas von Jess, Jessica Brown, Maria Brown, Michael Chase, David Gandt, Henry Marsh, and Dr. Robert Sullivan, Superintendent.

Tonight's meeting can be viewed on [Winnacunnet.org](http://Winnacunnet.org)

Greg Parish called the SAU #21 Joint Board meeting to **order** at 7:10 p.m. and welcomed Dr. Ken Benedictis of NESDEC.

## 2. Superintendent Search

Dr. Benedictis reviewed the Superintendent's Search Process to date.

- a) **Announcement/Ad** - Dr. Benedictis shared that the information gathered from the meeting this evening would be used to refine and craft the final announcements and ads that he delivered at the last meeting in draft form.
- b) **School Board Focus Group** - conducted by Dr. Benedictis
  - 1) **Qualities of a Superintendent** - discussed and determined to be: Leadership, Experience, Communication, and Personal Qualities

Based on the following:

# SAU #21 Joint Board Meeting

Winnacunnet Cooperative High School – Lecture Hall

Wednesday, August 30, 2017 at 7:00 p.m.

[www.sau21.org](http://www.sau21.org)

- “I think that the next superintendent should possess the following characteristics, background, and experiences.”
  - “Consider how you would identify or know they have these qualities.” - These will be used to formulate interview questions later.
- 2) **Identify District Issues/Questions** - discussed by Dr. Benedictis with the statement: “The following are immediate challenges and tasks that the new superintendent of Schools should address in the first 6-12 months in the position.”

The group identified these qualities:

1. Strategically managing declining enrollment
2. Understanding the needs of the district facilities
3. Clear understanding of curriculum focus: common core, to competency based learning. How to articulate, focus, collect data to measure/demonstrate growth
4. New staff: How to prepare/support and nurture growth - new principals and vice principals who need support
5. Vision for STEAM to be prepared for the world of the future
6. Professional staff is maturing: Where will next generation come from and how will they be supported to professionally advance?
7. Attrition rate of professional staff is increasing. What can be done to retain so that quality instruction is provided?
8. Articulate the value our schools bring to the communities - needs to be communication-skilled so the fiscal needs can be successfully addressed.
9. SAU has enjoyed huge success in terms of outreach and impact. How is this success continued? How is the message of SAU impact delivered to the community?
10. Ensure we have effective evaluation and improvement plans that are properly and successfully used
11. Maintaining and improving relationships with the Unions/SEA (communication/collaboration) so that best professional instruction is provided.

Upon completion of these tasks, Dr. Benedictis informed that the next steps would be to see how these compared to other needs identified in focus groups. Ways to formulate questions that capture this information will be implemented in the interview process.

Dr. Benedictis will provide summary of this work by the end of the week and email it to Matt Ferreira.

## c) **Salary Considerations** -

# SAU #21 Joint Board Meeting

Winnacunnet Cooperative High School – Lecture Hall  
Wednesday, August 30, 2017 at 7:00 p.m.

[www.sau21.org](http://www.sau21.org)

- 1) **Review of Data** - provided by Matt Ferreira at the request of the Board. Discussion ensued regarding salary range and wording for the advertisements and introduction letter.

**Motion:** James Sununu made a motion to authorize a salary range of \$140,000 to \$160,000 to potential candidates. Leslie Lafond seconded. **Motion Passed:** 12-2-0 (see roll call).

**Roll Call:** Greg Parrish - Yes, Fran Henderson - Yes, Kathleen Antonio - Yes, Leslie Lafond - yes, Rebecca Burdick - yes, Nancy Considine - yes, Kimberly Molin - yes, Keith Sanborn - no, Michael Rabideau - no, Cindy Burke - yes, Tamara Le - yes, James Sununu yes, Pamela Miller - yes, John Bailly - yes

**Future Meetings:** October 3, 2017 - Sub Committee will work with Dr. Benedictis on Focus Group development and Screening Committee

**Adjourn:** Leslie Lafond made a motion to adjourn 9:12 PM. Seconded by James Sununu **Motion passed: 14-0**

Respectfully submitted,

Dr. Ronna F. Cadarette  
Assistant Superintendent