SALEM SCHOOL BOARD  
SCHOOL ADMINISTRATIVE UNIT #57  
SALEM, NEW HAMPSHIRE  

Goal Setting Session  
June 4, 2016  
8:00 AM.  
SHS TV Studio  

MINUTES  

Present:  
Mrs. Pamela Berry, Chairperson  
Mr. Bernard H. Campbell, Vice-Chairperson  
Mr. Peter A. Morgan, Secretary  
Mr. Michael J. Carney Jr, Member  
Mrs. Patricia Corbett, Member  

Mrs. Berry called the meeting to order at 8:00AM.  

The board noted its general concurrence with the Superintendent’s remarks regarding the status and progress on Principles and Goals as outlined in his May 31, 2016 memo. There was discussion on the definition of “Developing” related to principles. The board agreed that since principles are ongoing, there was little benefit to rating progress and that the benefit was in the Superintendent’s narrative on actions and progress. The board concurred that there was no longer a need to rate progress on Principles but the narrative should continue.  

The School Board’s goals drive budget decisions for the district. The 2016-2017 budget, driven by the 2015-2016 goals, has been established by the voters. These new goals will be referred to as 2016-2017 goals and will drive budget decisions for the 2017-2018 budget. The board discussed the existing Principles and Goals with the following results:  

Guiding Principles  

Guiding Principle 1 (delivery of instruction): Retain the principle as stated.  

Guiding Principle 2 (learning environment): Retain the principle as stated.  

Guiding Principle 3 (infuse technology): Edit wording to delete “To continue to appropriately ...” and replace those words with “We will ...” otherwise retain the principle as stated.  

Guiding Principle 4 (community support): The principle will be retained as stated.  

Guiding Principle 5 (employee retention): Retain the principle as stated.  

The board recessed at 9:00 AM and reconvened at 9:04 AM.  

Non-Capital Goals  

1) Modifications to the goal regarding enhancing skills and qualifications of paraprofessional employees will consist of adding “To continue ...” and changing “paraprofessional” to “para-educator” to conform to State terminology.
2) The goal regarding 3 year budget projections will be retained. Discussion centered on the granularity of these projections. It was agreed that the projections were to be rough estimates, not precise predictions.

3) The goal regarding continuing to support the Strategic Plan will be edited to reflect the need to review and possibly re-issue the Strategic plan.

4) A goal to promote the District's fine and performing arts opportunities (band, chorus, theater arts, fine arts) with the goal of strengthening and expanding participation at all was deemed complete, discounting daily schedule impacts, and will be removed. Daily schedule consideration will become a new goal. (See 7 below).

5) A goal to develop a plan to implement full day kindergarten by the 2018-2019 school year will be retained.

6) A goal to evaluate the cost / benefits of hiring or contracting a Public Relations Director was deemed complete and will be removed. The board determined that progress in community relations and contact methods rendered the position unnecessary.

7) A draft re-statement of the goal to examine the school day and schedule was proposed by Mr. Campbell and accepted by the board.

Capital Goals

1) The Capital Improvement funding goal as currently stated will be retained.

2) A goal to develop a plan for enhancement to the athletic facilities serving Salem High School will be retained.

3) A new Capital Goal to begin plans for renovating Woodbury School was proposed by Mr. Campbell and adopted, with minor revisions, by the board.

The resulting draft 2016-2017 Principles and Goals will be drafted for discussion at a future board meeting.

The Chair will meet with the Superintendent to review and clarify the substance of the Principle and Goal discussions. Topics discussed but not stated as goals include: the evaluating of district owned property for use or disposal; use of Impact Fee funds for the Capital Goal of developing plans for the renovation of Woodbury School; and board professional development. Mrs. Corbett will relate the board development discussion to the Superintendent.

Motion by Mrs. Corbett to adjourn was seconded by Mr. Campbell.

Motion passed: 5-0

The board adjourned at 9:46 AM.

Respectfully submitted,

[Signature]

Peter A. Morgan,
School Board Secretary

6/5/16