SALEM SCHOOL BOARD  
SCHOOL ADMINISTRATIVE UNIT #57  
38 Geremonty Drive  
SALEM, NEW HAMPSHIRE 03079

Goal Setting Session  
June 2, 2018  
8:10 a.m.  
SHS TV Studio

MINUTES

Present:  
Dr. Patricia Corbett, Chairman  
Mr. Michael Carney, Jr., Vice Chairman  
Mrs. Pamela Berry, Secretary  
Mr. Bernard Campbell, Member  
Mr. Peter Morgan, Member

Dr. Corbett called the meeting to order at 8:02 a.m.

GOAL SETTING SESSION
Dr. Corbett began by informing the Board that she had met with Dr. Delahanty to review his input on the goals and she has a meeting with him on Monday, June 4 at 1:00 p.m. to review today’s discussion. She further explained some of the ongoing goals and plans the Board has, and how they will impact these discussions.

Dr. Corbett read each of the 2017-2018 goal/principles, and the Board followed up with a discussion.

Guiding Principles:
1. Improve Delivery of Instruction
   - Dr. Corbett reviewed details of her discussion with the Superintendent.
   - Mr. Carney commented that the Superintendent has mentioned the District was not moving ahead as quickly as he had hoped, and Mr. Carney agreed, stating he would like to see reports and information to quantify the assessments. Mr. Campbell suggested not changing the goal but adding another goal stating the Board would like to see more consistent reporting. The feeling was the Data Analyst would be helpful in this endeavor. The Board agreed to leave the current wording as it is now written.

2. Sustain Conducive Environment
   - Dr. Corbett shared Dr. Delahanty’s comments which included behavior expectations, mental health committee, and board certified health analyst which will be new to the staff. Dr. Corbett will add discussion items on this topic, mental health committee results and behavior issues, to the June 12 planning
session agenda. Mrs. Berry noted that she does not feel working with other districts to resolve some issues is a good idea. Mr. Campbell asked the Board if they thought wording should be added to address building security/safety in this principle. Mr. Morgan suggested adding “safe, secure and” after the word environment to the existing principle and all agreed. Mr. Carney stressed we currently have a very safe and secure school community and will continue to focus on that.

3. Infuse Technology

- Dr. Corbett said the Superintendent had commented on the District’s Project Lead the Way, the podcasts, and the mobile parent application. Mrs. Berry asked if the use of technology in the classroom is part of a teacher’s evaluation. Dr. Corbett confirmed it was. Mr. Carney stated now all classrooms at the high school will have advanced technology for the staff to use. Mr. Morgan praised the IT department for standardizing equipment. The Board agreed to keep this goal as is.

4. Foster Community Support

- The Superintendent’s input included an upcoming District-wide brochure. The Board discussed aspects of the school district, being competitive, and promoting the Salem School District. Mr. Campbell suggested asking each school to create a press release prior to the Board’s student monthly achievement presentation. All agreed that would be a good way to promote students.

5. Recruitment of Salem School District Personnel

- Mrs. Berry stated she is pleased the District is not retaining newly hired staff who do not meet expectations. The Board discussed teachers retiring earlier and the reasons for this. Dr. Corbett will ask the Superintendent to prepare a chart of the staff demographics for the budget presentation.

6. Capital Improvement Renovations

- Mr. Carney feels the grounds maintenance needs more focus. Mr. Campbell does not feel Fisk School grounds reflect all the monies spent. The Board requested a maintenance plan for the school district grounds. The general discussion was to follow-up with the plan for outdoor maintenance at the schools to try and enhance the properties. The Board agreed to make this a goal.

Non-Capital Goals

1. Role of Paraeducator

- There was a planning session this year where Mrs. Bentley presented an overview. Mr. Carney mentioned one issue regarding recruitment is the low unemployment rate along with the rate of pay. Mr. Morgan described a possible marketing plan. Mrs. Berry wondered what we were doing for recruiting. Mr. Morgan also discussed retention of paraeducators. Mr. Campbell feels the goal should be rewritten to include recruitment, retention, and compensation. Mr. Morgan agreed to rewrite this goal for Board review.

2. Three Year Financial Projection

- The Board agreed to drop this goal.

3. Strategic Plan

- Dr. Delahanty shared with Dr. Corbett he does not feel this goal needs to be continued. Mr. Campbell suggested stating that the Board would have adoption
by June, 2019. The Board agreed to drop this goal. The Board discussed
changing to a three year plan or five year plan with review at year three.

4. Full Day Kindergarten
   • The Superintendent did not feel it was necessary to continue with this goal. Mr.
     Campbell suggested continuing with this goal as it is not funded at this point. Mr.
     Morgan explained his view to drop the goal. The other Board members discussed
     reasons to keep it as a goal, and the decision was made to use Mr. Campbell’s
     wording to update the goal. Mr. Campbell will provide updated wording.

5. Salem High School Instructional Model
   • Dr. Corbett reminded the Board this is something the administration has been
diligently working on. The Superintendent does not feel it is necessary to carry
on with this goal. Mr. Campbell shared his thoughts on keeping this as a goal.
Dr. Corbett noted the July Planning Meeting will be to discuss start times, bussing
and the schedule. The discussion continued with the interpretation of Mrs.
Collyer’s presentation and suggested changes. Mr. Morgan suggested changing
“initiate” to “continue to support.” The Board agreed.

6. Electronic Record Management System
   • Dr. Corbett shared her conversation with the Superintendent which included
details of what has been done to date, the cost, as well as options for transitions.
All job applications, IEPs, invoices and banking items are all electronic. Mrs.
Berry would like to add a start date to this goal. Dr. Corbett will ask the
Superintendent to provide an overview of this project. They agreed to add “to
begin implementation by July 1, 2020.”

Capital Goals
1. Grant Field
   • The goal was not met for the fall of 2018. Mr. Campbell reviewed his thoughts
about replacing bleachers and press box. He reviewed his recommended wording.
There was also discussion about bonding costs for the field and whether to
combine with Woodbury School. The Board agreed on Mr. Campbell’s wording.
The Board requested additional information in regards to the number of bleachers.

2. Woodbury Middle School
   • Mr. Campbell recommended rewriting. The Board agreed to Mr. Campbell’s
changes.

3. SAU Office Building
   • The Superintendent’s feedback included the cost would be $10,000, and the
basement usage for space. Mrs. Berry suggested using the basement for
professional development meetings. Mr. Morgan suggested getting an evaluation
of the building. The Board agreed to leave the goal as is.

Potential Goals for 2018-2019
1. Assessment and Data – Mr. Carney will write
2. Grounds maintenance – Mrs. Berry would like a grounds checklist.

Board Development
1. The Board discussed the pros and cons of adding an academic goal.
2. Transportation per Mr. Campbell’s request
3. Student Behavior and Special Education
Adjournment
Motion by Mr. Campbell, second by Mr. Morgan, to adjourn
The board adjourned at 10:32 a.m.

Lucille Ramsey
Recording Secretary, Salem School Board
June 2, 2018