



## Hudson School Board

1 Memorial Drive Hudson, NH

3:00 pm Workshop

---

# Meeting Minutes – May 30, 2023

## In Attendance

### Board Members

Gretchen Whiting, Chair  
Maureen Dionne, Vice Chair  
Ethan Beals  
Mike Campbell  
Gary Gasdia

### SAU Staff

Dan Moulis, Superintendent of Schools  
Kimberly Organek, Assistant Superintendent  
of Curriculum & Instruction  
Rachel Borge, Director Special Services  
Jen Burk, Business Administrator  
  
Terry Wolf, Director Strategic Engagement &  
Communication

## A. Call to Order

Chair Whiting called the meeting to order at 3:04pm.

## B. School Board Governance

Discussion of “The Governing Board: Key Responsibilities for Association Boards and Board Members”

### 1. Vision and Direction

### 2. Board Roles and Responsibilities

The School Board read the book “The Governing Board: Key Responsibilities for Association Boards and Board Members” prior to the meeting. Chair Whiting noted the boards’ responsibility of the three Ds - duty of loyalty, duty of care, duty of obedience. Superintendent Moulis asked if we are spending enough time thinking about large systems thinking versus working on the day-to-day. Mr. Gasdia suggested that time to focus on larger systems needs to be included in the agenda.

### C. District Priorities

Superintendent Moulis presented four key priorities for next year at the School Board meeting on April 17, 2023. The priorities are:

1. Continue to plan for safe schools
2. Increase academic rigor
3. Be a good employer
4. Plan for the long-term

Superintendent Moulis included a report in the agenda [Wallace Research Report: How Principals Affect Students and Schools: A Systematic Synthesis of Two Decades of Research](#) (external link) prior to the meeting. Next to the teacher, the biggest impact on student learning is the principal. Balancing management and instructional leadership is always a challenge.

The board and administration discussed coaching and mentoring for all staff. At the elementary level it is primarily done by the principal and assistant principal, at the middle school and high school level it is also done by department heads. APs often become stuck focusing on discipline and it's important for them to have a role in instructional leadership.

Evaluations should be done by two people, a primary and secondary evaluator. The evaluation system was created six years ago and implemented five years ago. The current tracking system for evaluations has limitations and it will be updated on July 1 to the PowerSchool version. A review of the teacher evaluation will be done this year.

- **Academic Rigor – Priority #2**

Early indications from spring iReady assessments are the math scores are not good. K-8 reading improved. Students K-5 use iReady lessons (personalized, computer based). The middle school does not have these lessons. iReady lessons for middle school-age students look the same as the lessons as the elementary schools, which are cartoon-y looking and not engaging for older students. This year iReady made some improvements and the district will pilot the lessons with eighth grade students.

Superintendent Moulis noted that instructional resources need to be used with fidelity. The district has had the Math in Focus program for three years. It is a program for all students at a grade level. If the program is being used effectively and still not working, then the district will re-evaluate the program.

Ms. Dionne would like to see more challenging and enrichment opportunities in math throughout all grade levels. The elementary schools used to have math enrichment where students were pulled out one hour per week. Those are the students that usually took calculus at the high school.

Ms. Whiting asked about students being split between two teachers at the elementary level. Ms. Organic shared that in turn-around schools the strongest math teacher in a grade will teach every student. It is very effective and kids show a huge improvement. Instructional coaches make sure that teachers understand the standards for their grade, are teaching to the standards and use the pacing guides to keep on track.

Ms. Whiting asked about science assessments. Ms. Organic shared there will be a report card committee next year. The current report card doesn't have science at the elementary level. The new Magnetic reading program includes social studies and science instruction within the program. Vertical K-12 teams have been meeting in each subject area once per month.

#### **D. Dinner Break**

*District priorities continued...*

- **Being a Good Employer – Priority #3**

Superintendent Moulis shared the principals held a workshop last week and they discussed the priorities. School culture (the events and activities) and climate (how we identify as a group) are top priorities. Each school has different ways of celebrating events through sunshine committees, community events and PTO activities. The principals worked on many ideas to discuss for next year.

Ms. Dionne said there is a fundamental disconnect between teaching staff and support staff and noted that support staff has an impact on learners at all levels. How can they be included in professional development?

Superintendent Moulis shared the new hires he talks to are very interested in the district's relationship with UNH and opportunities for further professional development. It was noted the cohort at Southern New Hampshire University is no longer being offered. Mr. Beals asked if the district can offer to pay for school and sign a contract with teachers. He is also interested in paid internships for student teachers. Ms. Burk said that some colleges don't allow students to be paid but there are programs that offer loan forgiveness, especially in math.

The district is still having challenges with hiring – the middle school needs a physical education teacher and an arts teacher. Superintendent Moulis stated the district needs to be a good employer and offer growth and leadership opportunities for staff at all levels.

There was discussion on how to recognize the good work of staff through public recognition at building, district and community levels.

- **Safety and Security/Facilities – Priority #4**

The board started a discussion of the Lavallee/Brensinger facilities study. Superintendent Moulis shared a summary document of the options that were proposed in the report. Mr. Beals would like to discuss which are the best educational options. Mr. Campbell would like a much longer time period to discuss this topic. The board agreed and would like to map out a timeline, including public input.

## **E. 2024/2025 Budget**

### **1. Long-term Personnel Planning**

Ms. Burk noted that enrollments are projected to dip and asked what direction the board would like to provide in the budget process. Mr. Gasdia said district administration should bring forward what is needed. Mr. Beals agreed that a competitive budget should be put together with extra scrutiny for administrative positions. Superintendent Moulis noted that all grant positions will be evaluated based on data. Mr. Gasdia noted that Summer Scholars was a good example of how grant funds should be used – it was data driven, demonstrated success and then went away.

**7:34pm - Motion to take a break – moved by Mr. Campbell, seconded by Mr. Gasdia - approved 5-0.**

8:01pm – Resume meeting

The School Board would like to use the July 17 meeting to discuss Safety and Security/Facilities and Long-Term and Strategic Master Planning. They would also like to build time in the meeting agenda to discuss their own priorities.

**8:32pm - Motion to adjourn – moved by Ms. Dionne, seconded by Mr. Gasdia - approved 5-0.**