

DOVER SCHOOL DISTRICT
Superintendent's Board Report
July 10, 2017

TRANSITION: Marilyn and I arrived in Dover on Saturday, July 1. We are renting a condo at Ford's Landing until our Ohio home sells. Following the sale of our home, we will begin a search for a home in Dover. Currently, we are working with a realtor to become more familiarized with the community and the homes that are available.

If our home does not sell, Marilyn will return to Ohio for another school year and continue her employment with the Cambridge City School District. It is our hope this will not be necessary. In addition, Marilyn has applied for her New Hampshire certification and is applying for positions on Schoolspring.com.

ORIENTATION: It has been a week of orientation and becoming more familiarized with the District.

- **Entry Plan** – Revisions have been made to my Entry Plan based on Board and Administrator feedback. I would like the Board to review the revisions at Monday's Board meeting and provide any additional feedback. My intent is to finalize the plan by July 14 and begin implementation.

I have also begun the process of reading documents. To date, I have read School Board Policies, Strategic Plan Draft, and City Charter. I started a read of Chapter Ed 300 – Administration of Minimum Standards in Public Schools.

Robin is in the process of scheduling Entry Plan meetings.

- **Tasks to be completed with the Board:**
 - ✓ Agree on ground rules and procedures for meetings and Board/Superintendent cooperation.
 - ✓ Identify expectations for communication between the School Board and Superintendent.
 - ✓ Review and confirm my entry plan approach at the July 2017 Board Meeting or Workshop.
 - ✓ Identify goals for the superintendent for the 2017-2018 school year.
 - ✓ Identify the process to be used to evaluate the superintendent.
- **Informal Meetings** – Throughout the week, I had the opportunity to meet informally with members of the leadership team as well as others that dropped into the office to welcome me. Patrick Boodey conducted a tour of Woodman Park School.
- **Formal Meetings** – Scheduled meeting included:
 - ✓ Libby Simmons to review the Fiscal Year 2018 budget;
 - ✓ Dave Terlemezian to review and discuss the School Resource Officer agreements for Dover Middle School and Dover High School;
 - ✓ Nik Beimler for the interview that was in the July 7 issue of Foster's Daily Democrat;
 - ✓ Christine Boston and Paula Glynn to review and prepare for the administrative retreat from July 11 through July 13;
 - ✓ Peter Driscoll and Peter Wotton for update on the football coach incident;
 - ✓ Superintendent interview of a teacher candidate; and

- ✓ Introductory meeting with Mrs. Grady.

PUBLIC EDUCATION:

I believe that education is the great equalizer in our society. Doors of opportunity will be opened because of a person's education. I believe that public schools serve the purpose to:

1. Equip every child with the skills and knowledge required to be a successful adult. The successful adult will be able to select a fulfilling and meaningful career that will support them. Furthermore, the education will enable the adult to participate actively in a society in which they live.
2. Every child must have the opportunity to strengthen his or her talents as far as possible to enable the child to become and be whom they want.

The purpose is actualized when schools create a learning environment that engages students in academic work resulting in high levels of achievement. All students can achieve at high levels and master challenging curricula when educators expect them to do so and the students are provided necessary and essential support. Educators must be prepared to work collaboratively with colleagues, students, and parents to achieve the shared educational purpose.

EXECUTIVE COACH: During the past seven weeks, I have been working with my Executive Coach Tamara Konrade. Tamara is an Inspired Leadership Facilitator and Coach. With stress associated with relocation and new job, I decided Tamara could assist me in making a positive transition. I am impressed with the work of Inspired Leadership. I will be continuing my relationship with Tamara.

I am providing the Board a copy of the rules I choose to live and will provide a copy of my profile as I meet with each Board member.

RETREAT: The Leadership Team Retreat is on Tuesday, July 11 through Thursday, July 13.

William R. Harbron

RULES I CHOOSE TO LIVE AND LEAD BY...

- ☐ I share gratitude and accept gratitude from others.
- ☐ I have courage to make and stand behind difficult decisions because I know I considered the impact on others.
- ☐ I stand up for myself and my values (consciously choosing to live from my energetic levels of energy instead of my stress default levels).
- ☐ I have open and honest conversations and ask what is true or not true. ("I'm curious, what is the story behind that statement...")
- ☐ I care deeply about others, allowing them to own their emotions and be problem solvers. I lead and empower people.
- ☐ I care deeply about and advocate for students.
- ☐ I am loyal to family, friends, and colleagues.
- ☐ I honor commitments by doing what I say I will do.
- ☐ I do all things to the best of my ability. I strive to leave things better than what I found them.
- ☐ I plan and organize because it is essential for successful management.
- ☐ I forgive and am forgiven.
- ☐ I will make a positive contribution and difference in the lives of others by doing purposeful work.
- ☐ I lead with my heart and intellect.
- ☐ I reflect for future growth and refinement of what I do. I embrace mistakes and fears as opportunities.
- ☐ I keep a well-maintained house, yard, office, etc.
- ☐ I honor all aspects of leadership and don't expect myself to be the master of all because I embrace and utilize the gifts and talents of others.
- ☐ I find the good in all things.

