



**Superintendent's Board Report
Monday, February 12, 2018**

SUPERINTENDENT REPORT

The Superintendent's Board Report purpose is to: (1) inform the Board on my position and recommendations pertaining to Board meeting agenda items; (2) inform the Board of significant issues as they relate to the Board; and (3) inform Board of informational items pertaining to the Dover School District.

BOARD AGENDA ITEMS

Job Share Proposal – I recommend the job-share proposal as presented by the Leighann Johnson and Betsy Breen at Horne Street School for a one-year period. The proposal meets the requirements as outlined in Agreement Between the Dover School Board and the Dover Teachers' Union. I have had the opportunity to meet with Mrs. Johnson and Mrs. Breen, and I was impressed with their enthusiasm, collaborative spirit, and commitment to moving forward with the shared position. The contract states, "A request to continue a job-share position must be made annually by March 1 of each school year and shall be subject to the decision process contained in 2 above.

Policy IHCD – Advanced Course Work – Chapter 210, SB 101-FN states, "No later than July 1, 2018, the schoolboard of each school district shall develop and adopt a policy permitting students residing in the district who are in grade 11 or 12 to participate in the dual and concurrent enrollment program. This will be a revision of the Dover School District Policy IHCD Advanced College Placement. The policy has been reviewed by the Dover High School Leadership Team and is the first reading of the policy with the second reading scheduled for the March Board Meeting.

FY 19 Proposed Budget – The series of Board Workshops and Meetings` has led to the development of the proposed FY 19 Budget. The budget is aligned with the support and implementation of the Dover School District Strategic Plan. The proposed budget exceeds the cap by \$1,231,127 and maintains current obligations, anticipated expenses and accepted reductions by the School Board on February 5.

The following reductions were made in the proposed budget:

- Elimination of the furniture account for FY 19 – savings of \$25,000
- 10% reduction district-wide supplies – savings of \$50,000
- 50% reduction instructional equipment – savings of \$15,000

The following reductions will be discussed at the February 12 meeting:

- Refunding bond, revised FY19 debt service – savings of \$3,002
- C&W Services contract negotiations for FY19 services – savings of \$89,027
- Reduction of HiSet Options Educators (formerly GED Options) – savings of \$46,060



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The following additional positions will be discussed on February 12 and are not part of the proposed budget:

- Assistant Director of Teaching and Learning – projected cost \$120,000
- ESL Educator – projected cost of \$80,000
- IT Technician – projected cost of \$50,000
- Special Educator for Dover Middle School – projected cost of \$80,000
- Dean of Teaching and Learning – Dover Middle School – projected cost of \$90,000
- Dean of Teaching and Learning – Elementary Schools – projected cost of \$90,000
- Noon Aide Salary Adjustment – projected cost of \$12,000

Career and Technical Center of Culinary Arts Job Description – I recommend the Board approve the Career and Technical Center Culinary Arts Job Description.

Job Title Change – I recommend the following job title changes effective July 1, 2018:

- Director of Curriculum, Assessment, and Instruction to Assist Superintendent of Teaching and Learning
- Director of Pupil Personnel to Assistant Superintendent of Student Services

CTC DIRECTOR TIMELINE

The Screening Committee met on February 8 to review the candidate's applications. The process and timeline follow: Interviews to be held on February 19 and 22, School community interviews potential finalists on March 5 and 6 (advisory capacity). Visitation to CTC by finalist, date to be determined, nomination to Board on April 9.

STRATEGIC PLAN

Bob Renshaw has provided training to the Leadership Team on the development of implementation and accountability plans. The process developing the implementation and accountability will start in February. Implementation and accountability plans are targeted to be completed by end of July 2018 for school year 2018-2019.

LEARNING WALK

On January 30, the Leadership Team completed its first learning walk at Horne Street School. Administrators were organized into teams of two or three and were assigned programs or grade levels to observe by Principal Patty Driscoll. Mrs. Driscoll also identified areas that she wished to receive feedback from the Leadership Team. Following the observation periods, a debriefing session was held. The conversations about the observations were beneficial and enlightening.

INSPIRED LEADERSHIP



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The Leadership Team has completed its first session with Tamara Konrade from Inspired Leadership via the internet. The team is engaged in the process of developing a highly effective learning and leadership culture. Tamara is facilitating three sessions focusing on the seven levels of energy that impact our ability to lead. The next session will be held in March. I hope to bring Tamara onsite in late June or early July to work with the Leadership Team.

CELEBRATION

On January 24, Dover Middle School was visited by the New England League of Middle Schools to determine if the middle school would be renewed as a *Spotlight School*. Dover Middle School was notified on January 29 that the school has met the requirements for the continuing status as *Spotlight School*. A copy of the recognition letter follows for your review.