



2016-2017 NHSAA President: Dr. Dean Cascadden

Dean is a New Hampshire native and a proud graduate of Littleton High School. He went to Dartmouth College, student taught at Hanover High, and had his first public school job teaching biology at Lebanon High. Dean then taught in private schools, administered at the Dartmouth Area Christian Fellowship School, and worked summers at Cardigan Mountain School.

Taking a five year teaching hiatus, Dean went to Regent University in Virginia Beach for his master's degree and then moved to College of William and Mary for his doctorate in educational leadership. He then spent one year training principals at Oswego State University in upstate New York.

Dean returned to his native New Hampshire as the principal of Newfound Memorial Middle School in Bristol for six years, and then commuted to the North Country to be the curriculum director. He then became the superintendent of White Mountain Regional, SAU

36, for 4 years. He has been Superintendent of SAU 67 for the last decade, which included Bow only and now serves both Dunbarton and Bow.

Dean has been involved in a number of state initiatives and committees including Best Schools, Follow the Child, Chair of the Professional Standards Board, and Commissioner's Task Forces for Evaluation and Effective Teaching. He has taught Research Methods at Plymouth State University for 14 years and has been an adjunct with the New England College and the Southern New Hampshire University doctoral programs.

Dean says, "I am very excited to be the president of NHSAA at this time when the torch is being passed from Mark Joyce to Carl Ladd. I believe NHSAA is a leader in education for the state of New Hampshire and we live up to our motto of being Champions for Children every day.

Dean is married to Crystal, who has stuck with him since Littleton High School, and they have four grown children: Nora, Dean Jr., and Carter graduated from Newfound; and Ian graduated from Bow.

Dean's family is a product of the excellent New Hampshire education system, and he is very excited to lead NHSAA forward to support and improve the systems that support our students.

Inside this Issue

Welcome to the summer edition of the NHSAA *Champions for Children* newsletter!

In this issue, you will read about the 2016-2017 NHSAA President, Dean Cascadden; read about our 2016 Champions for Children winners; read Carl's inaugural executive director's message; and read an article on superintendent succession planning.



Champions for Children

Our guiding principles are to...



- Champion efforts designed to successfully provide for the needs of all children.
- Effectively advocate for an equitable and comprehensive public education for all children, where they may reside.
- Take every opportunity to assert and defend the idea that public education is a public good and that it is essential to our democracy and economy.
- Promote the development and sharing of effective leadership and educational practices that ensure the prudent stewardship of public resources.
- Lead in providing timely and substantive learning opportunities to educators in New Hampshire and New England.
- Build NHSAA into a highly productive organization that consistently seeks new ways to identify and meet members' needs.

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Executive Director's Message

By Dr. Carl M. Ladd



Have you ever been somewhere and a smell or sound triggers a memory? According to psychologists, sensory memory can be very powerful, often evoking strong feelings and vivid images. This past June I was walking my dog across the ball field near my house when the smell of freshly mown grass and spring flowers instantly brought back memories of my childhood. Memories of playing baseball and soccer on that field, swimming in the town pool that sits adjacent to it, walking across it from the high school after graduation, then as an adult, coaching my own children in youth baseball, and serving as the Recreation Director for several summers when I became a teacher. The memories were so vivid and so numerous it was quite overwhelming.

It hit me at that moment that this chapter in my life was coming to an end and that everything was going to change, as we move away from our hometown and start a new chapter in a new community. It is one of life's ironies that one of the few things we can rely on is that things are going to change. It is important to recognize that change is inevitable, and we have to make sense of life's changes as they occur.

William Bridges (2004) wrote a wonderful book entitled, *Transitions: Making Sense of Life's Changes*. He writes about the need to understand that transitions are made up of three elements: an ending, a time of renewal, and a new beginning.

One of the most compelling arguments Bridges makes is that regardless of the transition we face, every new beginning requires an ending. He argues that we have to let go of the old before we can pick up the new, and that this can be both an emotional and a cognitive process: "New growth cannot take root on ground still covered with the old habits, attitudes, and outlooks because endings are the clearing process" (p. 108).

As anyone who has gone through a home renovation can attest, the process begins with a dismantling of part of the house (or even the whole

thing!), a period of time when the space doesn't look like much of anything while work is being completed, and then slowly a finished product emerges from the

chaos and confusion. There is never a straight, clean line from the ending and the new beginning. There are usually a number of adjustments, plan corrections, reimagining and the sometimes costly "add-ons" that occur along the way.

Sometimes it is easy to see when an ending must occur – a death in the family, losing a job, or starting a home renovation. However, even when we are looking forward to a new beginning and something that is very positive – a new job, a promotion, retirement, a new school, even a new initiative – something has to end in order for this new beginning to occur. Bridges suggests we need to disentangle ourselves from the past in order to successfully move on to a new beginning. As educators, we bring so much of who we are to what we do; it is hard sometimes to separate or distance oneself from our old relationships, routines, roles and responsibilities, as they are so often intertwined.

As educational leaders, we will face a number of transitions this year, including a change in policy with the passage of the Every Student Succeeds Act, a change in leadership in the Governor's office and Legislature, changes in personnel within our district, new initiatives at all levels, as well as a change in the leadership of our association.

There is hope and promise in all of these new transitions, rooted in the traditions, memories, and relationships of the past. There will be some endings that we will mourn and celebrate, some rebuilding that we will work through, and many new beginnings that we will create. As educational leaders, it becomes our responsibility to help create those new beginnings so that all our students can thrive and succeed in a 21st century world. The great thing about these transitions is that along the way we will build new traditions and memories that will sustain and support us.

I look forward to the work to come, to walking new paths in the years ahead, and to the transitions we will face together.

I welcome your thoughts and suggestions, and hope that you have a wonderful summer and a great school year!

Take care,
Carl

NHSAA LIST-SERVE FOR MEMBERS

NHSAA, with the assistance of Lawson, Persson & Weldon-Francke, P.C., offers the *NHSAA List-Serve*. The purposes of the "NHSAA List-Serve" are to:

1. Provide members with prompt, efficient notification via email of matters of interest such as proposed rules and legislation, court decisions, and administrative rulings.
2. Provide members with notices via email of NHSAA activities such as meeting seminars and other announcements.
3. Provide members with the means to have group discussions via email on matters of mutual interest.

If you are a member of NHSAA and are interested in being part of the service, or, if you would like a copy of the list's operating

Membership Corner



Membership

As a regular feature in the *Champions for Children* newsletter, we would like to share any appropriate news about members in order to promote networking, communications, and

friendship.

Please feel free to call us at (603) 225-3230 and share some information for the next issue. We are interested in job changes, names of new central office administrators, special recognitions, or personnel news you would like to share.

NHSAA Mentors

If any member would like to be an information mentor to a new school administrator during the next year, please contact Carl at (603) 225-3230 or carl@nhsaa.org, or contact your regional chair (see page 2 for listings).



Updates, Information and Resources

AASA Connect, or "Where School Leaders Link to Success," is an informative and accessible online resource that offers insight and reaction to contemporary issues facing our nation's school administrators.

From superintendent success stories to member blogs and the latest expert advice on the most difficult issues, experience this online community by going to www.AASAconnect.com for more information.

AASA 2016 Superintendent of the Year

Thomas S. Tucker, superintendent of Princeton City Schools in Cincinnati, Ohio, has been named the 2016 AASA National Superintendent of the Year. The announcement came at the National Conference on Education, hosted by AASA, in Phoenix, Arizona in February 2016.

National Conferences

The AASA National Conference schedule through 2018 is as follows:

New Orleans, Louisiana
March 2-4, 2017

Nashville, Tennessee
February 12-14, 2018

For more information, visit www.aasa.org

AASA Dues 2016-2017

(Membership year is July 1, 2016 through June 30, 2017)

<u>DUES CATEGORY</u>	<u>RATE</u>
Active	\$447
Small-School District Leader*	\$223
Professor	\$200
District Cabinet	\$200
Associate	\$200
Basic (Aspiring School Leaders)	\$ 73
Retired	\$ 73

*Superintendents in school districts with fewer than 350 students enrolled

To join, call (703) 528-0700,
email membership@aasa.org, or visit:
<https://www.aasa.org/Join.aspx>

Presenting the 2016 NHSA “Champions for Children” State and Regional Winners...



Pictured left to right:
Lucy Cushman, Sean O'Brien, Michael Morrison, Leslie Dion, Chris and
Laura Peterson

Statewide Champion for Children and Lakes Region winner: Leslie Dion

Leslie “Les” Dion is an integral part of the Newfound Area. She has been the director of the Tapply Thompson Community Center (TTCC) for the past 20 years and sits on just about every board or committee that exists in the area that involves children and youth, including the Newfound Area School Board, Communities for Drug and Alcohol Free Youth (CADY), Stand Up Newfound drug free task force, and many others.

Les also contributes to the Newfound Area School District’s 21st Century Learning Grant, which provides after school opportunities for students, such as teen nights, special events, and activities that provide children with a safe and nurturing environment when otherwise they may be out on the streets or home alone. Through the grant, Les organizes the annual Westward Bound trip in which she brings 12 eighth graders to one of the country’s national parks. The students selected are those who would otherwise not have the chance to

travel and who have the potential for leadership. The trip serves to build confidence, self determination, and long-lasting relationships. Westward Bound alumni thrive as incoming freshman, going on to become class presidents, club and sports leaders, and scholars.

As Stacy Buckley, superintendent of SAU #4, says, “There are few things that occur in the Newfound Area with children that Les has not had a direct impact on initiating, supporting, organizing, and participating in with gusto!” Paul Hoiriis, principal of Newfound Area High School, agrees stating, “Les is easily the school’s closest and most reliable community partner. Her empathy and advocacy for students has helped the youth in our community persevere and strive. She is a lifeline for students.”

Daniel MacLean, TTCC assistant director of recreation, puts it simply, “Les is an amazing woman and deserves all the recognition and praise for what she has done and continues to do!”

Southeast Region winner: Lucy Cushman

For over 20 years, Lucy Cushman has been a positive role model for community service. In her humble and unassuming way, she played a key role in the establishment of the Exeter Region Cooperative School District in the mid 1990s. Using her persuasive and collaborative approach for community input and involvement, Lucy was instrumental in educating the many stakeholders of the long-term wisdom in creating a cooperative school district that would serve students for many generations to come. Once established, Lucy was elected to the school board for many years; today she serves on its Budget Advisory Committee.

Lucy is a great leader and advocate for children in the SAU #16 community. She showed great courage when she supported the formation of the Great Bay eLearning Charter School and agreed to serve on its Board of Trustees, a role she remains active in today.

Travis Thompson, SAU #16 Joint Board Chair, says, "I can't think of any other community member who has worked harder and dedicated more time to the students of SAU #16 over such a long period of time. Lucy's ongoing commitment and dedication to SAU #16 and to the students it serves is nothing short of amazing. At a time when many community members choose not to get involved, she continually steps up and takes the lead whenever it is necessary to support the needs and efforts of children/students of all ages."

Paul Flynn, associate superintendent of SAU #16, echoes those statements, "What cannot be lost on anyone who knows Lucy is that she is a caring and dedicated public servant who is a model for others to emulate. Today she has no children of her own in SAU #16, yet she continues to serve on a variety of both town and school committees and boards. She is a Champion for Children because she clearly represents the dedication of community members to give tirelessly of their time, talents, and energy to ensure the best educational opportunities for our children."

North Country Region winner: Sean O'Brien

Sean O'Brien is the executive director of Adapt, a non-profit organization whose goal is to coordinate and administer alcohol, tobacco, and other substance abuse prevention, intervention, and after care programs that address the needs of youth ages 5 to 21. Sean's efforts concentrate on youth leadership and healthy lifestyles as an alternative to using alcohol, tobacco, or other substances.

Sean was also instrumental in developing the North Country Prevention Youth Council, which has evolved into North Country Youth Leadership Through Adventure (YLTA). YLTA is made up of students from 10 North Country high schools who meet several times a month to discuss local and regional efforts for prevention of substance abuse among high school students. Many who have participated in YLTA will tell you it has changed their life. In the summer, Sean leads and coordinates Wilderness Youth Leadership Development (WYLD), an immersion adventure program for youth – generally at risk – to experience outdoor activities structured to foster team building and development of leadership styles.

In addition, Sean works closely with the Profile School administration to create, direct, and implement initiatives designed to enhance the climate and culture of the school and community. Such initiatives include service-learning opportunities like working at local farms or food pantries, elementary school mentorships, Best Buddies, and more.

Lori Langlois, executive director of North Country Education Services (NCES), sums it up nicely, "Not only does Sean have a terrific rapport with students, what impresses me the most is the way he empowers students to be leaders. He fosters a real sense of students helping themselves grow, as well as instilling how students can play a role in promoting positive decision making for their peers and the greater community. His commitment and efforts to instill life-long healthy lifestyle behaviors in youth make him a true Champion for Children."

Southwest Region winner: Michael Morrison

Michael “Mike” Morrison has taken his passion for the outdoors and coupled that with his love of teaching to provide outdoor experiences and opportunities for children in the Monadnock Regional School District that are simply remarkable.

As a retired science teacher, Mike has the skill necessary to make these experiences fulfilling and rewarding in a “real-life” setting. He is the founder and advisor to Monadnock Regional High School’s Fish and Game Club, a role he continues to fill even in his retirement. Most recently, Mike worked with a group of students in the club on an Extended Learning Opportunity (ELO) that involved a study of the Ashuelot River in Swanzey, N.H. The students took water samples in the river for testing and shared their results with the New Hampshire Fish and Game Department. They participated in activities with real-world implications, which highlighted and emphasized the role of resource agencies and how they work to protect the environment. Their results were so impressive, Fish and Game is sharing the information with others, and the students were nominated for an award.

Mike is also very involved with the out-of-school time program, helping to develop and offer outdoor education programs for children to learn archery, fishing, and even gun safety. He is the coach of the Monadnock Bass Fishing team, and he teaches CPR and first aid to the kids on his own time. He is always ready, willing, and able to serve children and their education.

James Butterfield, a science teacher at Monadnock Regional High School, offers this praise, “Mike has instructed and inspired hundreds of students in his 20+ years as a teacher. His enthusiastic and charismatic personality combined with his hands-on approach not only facilitates the learning process but encourages students to stretch beyond their comfort zones to maximize their potential as learners while learning about the environment

South Central Region winners: Chris and Laura Peterson

Chris and Laura Peterson’s efforts and work to address the needs of public education and the children of New Hampshire are intertwined. As Chief of Pediatrics at Parkland Medical Center in Derry, N.H., Chris is committed to helping the community with the growing opioid crisis, while Laura shows outstanding leadership in the PTA as the driving force behind many initiatives and events.

Laura and Chris have provided the Derry community with incredible energy and focus over several years. Together, they enrich the elementary and middle schools by putting students at the center of their work and enhancing the learning community for all students, teachers, staff, administrators, and parents. They unobtrusively give generously of their time to volunteer at school and community events such as PTSA, Read Aloud and Readers as Leaders Days, Coffee with the Principals, Staff Appreciation Week, and the annual Veterans’ Breakfast.

Chris has most recently led the charge to seek a research-based intervention program targeted for elementary and middle school students. He is deeply committed to actively addressing the opioid issue in a collaborative manner with both the schools and local community. Since the summer of 2015, Chris has worked tirelessly to choose the Second Step Program, a vertical K-8 curriculum that focuses on problem solving and coping strategies, as well as drug and alcohol prevention. He and Laura are now working to acquire funding to make the program possible. They plan to host a parent and community presentation when adequate funding and training are available.

As Mary-Ann Connors-Krikorian says, “Laura and Chris initiated and carry out one of the best partnerships I have ever witnessed. Two individuals’ efforts have multiplied to touch many lives, and they truly are Champions for Children.”

The Quest for Elusive Candidates

10 measures raised by search consultants for superintendent succession planning

By Charles S. Dedrick, Ryan Sherman, and Lynne Wells

The superintendent shortage crisis in New York state seems to have no boundaries. According to search consultants who recently left four superintendent searches in upstate New York, none of the openings attracted more than 13 applicants. Three of the districts were smaller rural districts, but the surprising statistic is that the fourth district, a wealthy suburban district, attracted the same number of applicants as the other three.

That's a startling reality, especially when you consider this: AASA's 2010 decennial study of the American school superintendency discovered just about half (51 percent) of responding superintendents said they intended to maintain that role in 2015. There is no reason to believe this trend will not continue. As such, now is the time to discuss leadership succession in school communities nationwide.

The accumulating data paint a picture of turnover at the top. The New York State Council of School Superintendents, in its 9th Triennial Study of the Superintendency released in March, drew a familiar picture:

- The average current age of new superintendents is 50.2 years old
- The mean age of chief school officers is 53.5 years old
- Almost one-third of superintendents plan to retire by 2018

Notably, on the subject of superintendent succession, the same study found that women superintendents tend to be promoted internally more frequently than men. The overall percentage of superintendents hired from outside the district decreased from 60 percent to 56 percent over the past three years.

Measures to Manage

During the past seven years, search consultants with whom we have worked have assisted 35 school districts across a swatch of upstate New York as they have searched for and helped communities select new superintendents. Many of those districts reached good fitting outcomes using the guidelines we spell out below. While succession planning can be overwhelming, it can be manageable.

The work includes these 10 components:

- **A process to identify potential leaders.**
A sitting superintendent, not self-identified, taps the best candidates on the shoulder. To better pull those leaders out of a group, school districts should think about participating in a leadership program similar to AASA's Aspiring Superintendents Academy that will continuously train and prepare future leaders and ensure every new administrator appointee has a mentor to help him or her.
- **A succession built into a school district's culture.**
This happens through transparency and inclusion. Top leadership should be open about the goals and discuss the desired outcomes during implementation with school and community members. If all are at least privy to those details, a succession plan is more likely to succeed.
Open communication between the superintendent and board of education on succession planning is imperative, especially when using the method we call Process-Program-Progress. This method refers to the *process* of developing the actual plan, the *program* to train or develop education leaders, and the *progress*, or desired outcome, once succession has taken place.
With the Process- Program- Progress method, you prevent or minimize the customary upheaval that often occurs in a district during the conduct of the search and acclimation of the new leader over the ensuing 6-12 months. This carries the added benefit of sustaining strategic planning.

- **Regional planning in rural areas with small schools.**

Districts that join together with neighboring schools will be able to combine their best talent. This will create a larger pool of potential administrators than simply naming someone in a single school or district. It also takes into account that some potentially strong administrators are educators who like their rural or small town lifestyles. Getting these strong leaders to move to a larger district may be impossible, but getting a cohort ready for a region of small or rural schools can create new opportunities and make for a powerful model.
- **Avoiding the crown prince.**

Rather than the superintendent picking a successor, the process needs to include stakeholders. Make it a collective choice with the superintendent and board of education. Our research shows that leaders tend to be drawn toward other leaders who resemble them. Because white males have traditionally filled the majority of superintendentcies, K-12 education draw few minorities and female candidates for open positions. A broader approach will widen the field of potential candidates and increase the diversity of talent.
- **Horizontal and vertical preparation that starts immediately.**

Succession planning should commence the moment the superintendent assumes his or her leadership role. Look at existing leaders as well as potential leaders in the district and prepare them for multiple positions that might open up. This allows for smooth transitions at all levels of leadership, making an overall organization stronger and able to focus on moving forward.
- **Working with the board of education.**

Help board members understand the role of the superintendent in the leadership transition process. Of course, board members must understand the board's role in governance, too, to ensure success of the new district CEO.
- **Giving the community a voice.**

Help community members understand they have a voice and a stake in the hiring process. Also make it clear theirs is not always the deciding voice. Defining the process on the front end during the search is imperative. It is helpful to remind the community that hiring a superintendent is the No. 1 job of the school board. This is the first thing you need to do and do it often.
- **Casting a wide net.**

At the beginning of a search to fill an administrative post, take time to drill down and weed out candidates who are likely not a good fit, but only after you generate the most diverse set of candidates possible. This means not filtering for academic degrees, residency, and particular experiences, such as either a business or curriculum background.
- **Allowing time for transition.**

Time must be provided for the new leader to transition-with the outgoing superintendent plus the secretarial and administrative staffs. Sometimes, a mass exit of support staff or central-office administrators follows a transition at the top, leaving the new leader without someone who can share the history of the organization. That history needs to be provided for a new leader to effectively move forward.
- **A district wide succession document**

Finally, the formalized succession plan should become a working, living roadmap for boards and future leaders. To do this, the superintendent must understand the district makeup and what beliefs, culture, climate, and values exist in the community.

New Hampshire School Administrators Association

Serving New Hampshire's educational leaders and children since 1941



Professional Development Program

2016-2017

- Contents:
- Schedule and Program Descriptions
 - Season Ticket Registration
 - Individual Program Registration Form

NHSAA is working every day to be New Hampshire's leading provider of high quality professional development to educators.

Programs and registration available online at www.nhsaa.org

New Hampshire School Administrators Association

Professional Development Schedule

2016 - 2017

All sessions begin with an 8:00 a.m. registration
Full-day programs run from 8:30 a.m. – 3:00 p.m. and
half-day programs run as posted

- 1,2) **August 16 & 17, 2016 – Tuesday and Wednesday – Holiday Inn – Concord, NH**
“7th Annual NHSAA Collective Bargaining Retreat for Management” (Attendance is open only to eligible members of NHSAA and their invited guests.)

Presenters: NH’s Top Attorneys, Experts in Health Care, and Featured Speakers

In response to member requests, NHSAA will be offering its seventh annual “Collective Bargaining Retreat for Management” two-day workshop designed to provide system administrators an opportunity to learn together and share best practices in advance of beginning bargaining efforts. Topics will include: an update on new law changes and hearing decisions, a discussion on health care practices, impact of Affordable Health Care, local experiences with reducing costs for health insurance, status of retirement system changes, creative new strategies for bargaining, early retirement strategies, RIF-ing, CBA limits of school days and hours, teacher evaluation as part of CBA, strategies for focusing an impact on learning, ideas on “measuring effectiveness” of leaders and teacher performance evaluation, and selling agreements – do’s and don’ts.

- 3,4) **September 20 & 21, 2016 – Tuesday & Wednesday – Grappone Conference Center – Concord, NH**
“2016 Best Practices Conference on Curriculum, Instruction, and Assessment in NH”

Presenters: Pete Hall, Matt Miller, the NH Department of Education, and NH Educators

Co-sponsored by the NH Department of Education and the New Hampshire School Administrators Association (NHSAA), this conference will provide an in-depth update on the current status of curriculum development and its implementation in New Hampshire schools and outstanding assessment practices. This year, Tuesday will focus on building teacher capacity and will showcase efforts from around the state to personalize classroom instruction. Wednesday will be spent focusing on continuing efforts to transition to competency-based instruction and personalized learning with concurrent sessions on multiple topics. A panel discussion is scheduled with NH higher education institutions to discuss competencies and college applications. Participants will engage in discussion with national and regional experts, including Pete Hall (Building Teacher Capacity) and Matt Miller (Ditch That Textbook), as well as New Hampshire educators. The conference will also feature leading exhibitors.

- 5) **October 5, 2016 – Wednesday – Grappone Conference Center – Concord, NH**
“The Annual Bradley F. Kidder Educational Law Conference”
Presenters: New Hampshire School Attorneys

New Hampshire’s top school attorneys will highlight new developments in school law on the topics of new laws, collective bargaining, privacy, use of media, school finance, personnel, special education, and more. This workshop is sponsored annually by the New Hampshire School Administrators Association (NHSAA), the New Hampshire Council of School Attorneys (NHCSA), and the New Hampshire School Boards Association (NHSBA).

- 6) **October 24, 2016 – Monday – Grappone Conference Center – Concord, NH**
“Best Practices Conference on Student Behavioral Health”
Presenters: Children’s Behavioral Health Collaborative, Endowment for Health, the NH Department of Education, and NH Law Enforcement Officials

This conference is in response to a growing need from member districts to address critical issues relating to students’ behavioral health (including mental health, at-risk behaviors, and substance abuse) at all age levels. This program will focus on providing in-depth information and practical policies and strategies for schools and districts addressing the areas of suicide prevention and opioid addiction, as well as best practices and intervention strategies to positively impact students’ behavioral health. The target audience includes superintendents, central office leaders, building leaders, counselors, nurses, and health and classroom teachers.

- 7,8) **October 31 & November 1, 2016 – Monday & Tuesday – Grappone Conference Center – Concord, NH**
“2016 Best Practices on School Operations, Finance & Business Leadership”
Presenters: Members of NHSAA and NHASBO, NH Department of Revenue Administration, Practitioners, Attorneys, Auditors, and more.

Our annual two-day statewide work session sponsored by the New Hampshire School Administrators Association (NHSAA) and the New Hampshire Association of School Business Officials (NHASBO) includes presentations on new developments in collective bargaining, state law, auditing requirements, data collection, state financing practices, school safety, lease purchases, Department of Revenue Administration, federal funding, and the sharing of successful “Best Practices.” This program will feature a detailed discussion of educational funding for fiscal year 2017 and beyond, an update on state policy issues, and an opportunity to visit with leading exhibitors.

- 9,10,11) **November 29-December 1, 2016 – Tues., Wed. & Thurs. – Radisson Hotel – Manchester, NH**
“30th Annual Christa McAuliffe Technology Conference”

New England’s largest technology in education conference includes nearly 200 concurrent sessions focusing on the use of technology in all aspects of education. In addition, approximately 90 exhibitors from across the country will showcase their latest products and services. The New Hampshire School Administrators Association (NHSAA) and the New Hampshire Affiliate of the International Society for Technology in Education (NHSTE), in collaboration with the New Hampshire School Library Media Association (NHSLMA), sponsor this three-day event. As of this printing, this year’s nationally recognized keynote speakers will be: George Couros, Jenifer Fox, and Paul Reynolds. Don’t miss this great event! Visit www.nhcmtc.org today for more detailed information.

- 12) **February 6, 2017 – Monday – Holiday Inn – Concord, NH – 8:00-11:30 a.m.**
“Legislative Review, Part One – 2016-2017” – **1/2 Day Program**
(Attendance is open only to eligible members of NHSAA and their invited guests.)
Presenters: State Elected Officials

A half-day program designed to inform members of critical new legislative issues being considered in the new session of the 2017 Legislature, meet legislative leaders, share new research, discuss member issues, and review legislation on the web.

- 13) **March 6, 2017 – Monday – Holiday Inn – Concord, NH**
“2017 Best Practices Conference on Personnel Leadership”
Presenters: NH Educators, State Agency Leaders, Attorneys, and Practitioners

An important annual session for leaders in personnel management that includes presentations of best practices in developing, supervising, compensating, evaluating, hiring, and discharging of employees. Presentations will center on new developments in state law and regulations and the sharing of successful strategies, policies, and practices.

- 14) **March 27, 2017 – Monday – Holiday Inn – Concord, NH – 8:00-11:30 a.m.**
“Legislative Review, Part Two – 2016-2017” – **1/2 Day Program**
(Attendance is open only to eligible members of NHSAA and their invited guests.)
Presenters: NHSAA Staff and Members

A half-day program designed to inform members of critical new legislative issues being considered in the new session of the 2017 Legislature, discuss NHSAA positions, and plan strategies.

****Lunch will be provided for those who attend both March 27 half-day workshops****

- 15) **March 27, 2017 – Monday – Holiday Inn – Concord, NH – 12:30-4:00 p.m.**
“Harassment in the Workplace: What You Need to Know” – **1/2 Day Program**
Presenters: NH School Attorneys and Liability Experts and Practitioners

This half-day conference will focus on providing information and guidance regarding Title IX compliance, personal and district liability, conducting investigations, policy development and implementation, and an overview of recent court cases.

Please note: Registration fees are non-refundable and subject to regular billing unless WRITTEN cancellation is received at least 7 days prior to the event.

See next page for season ticket information.
 Please visit our website at www.nhsaa.org or contact the NHSAA office for more information.

The 2016-2017 NHSAA Season Ticket

The 2016-2017 Season Ticket provides an opportunity for you to attend **ALL** of the 12 full-day professional development opportunities **PLUS** three half-day information sessions. All sessions include coffee, continental breakfast, and complete conference materials. Full-day sessions also include lunch.

Each Season Ticket is the equivalent of 1 seat at each of the sessions offered. This represents a unique and valuable way to deliver timely, high-quality professional development to your administrative team and potential future leaders.

2016-2017 Season Ticket Costs are:

\$1,950 for one ticket

(1 seat at each of the different sessions offered - a savings of \$100 over regular ticket purchases)

\$3,900 for two tickets

(2 seats at each of the different sessions offered - a savings of \$200 over the regular ticket purchases)

\$1,850 each for three or more tickets

(3+ seats at each of the different sessions offered - a savings of \$600+ over the regular ticket purchases)

2016-2017 NHSAA Season Ticket Registration Form

SAU # _____ (if applicable) Purchase order #: _____

Name of person ordering: _____ Email: _____

Billing address: _____

Please Note: Each season ticket holder will receive a letter of confirmation and an invoice. In order to ease the record keeping process, to promote accurate registration counts, and to allow for personalized name tags, participants are requested to register for each conference individually when it is advertised.

Cost of NHSAA Season Tickets:

1 Ticket	\$1,950
2 Tickets	\$3,900
Additional Tickets (3+)	\$1,850 each

Total Number of Tickets _____ Amount Due \$ _____

Please Mail or Fax this Registration Form to:

NHSAA
Bow Brook Place
46 Donovan Street, Suite 3
Concord, NH 03301
Fax: (603) 225-3225

Thank You to Our 2016-2017 Business Affiliates

It is through their special contributions that we are able to offer high-quality professional development to educators throughout our region. Members are encouraged to acknowledge appreciation at the next opportunity.

BENEFACTORS

Criteria Furniture & Equipment, Donald Wilson
(603) 926-4444

HealthTrust, Inc., Darlene Simmons
(603) 230-3327

Honeywell International, Inc., Jim Lucy
(603) 433-2758

NH School Health Care Coalition, Lisa Duquette
(800) 562-5254

Primex³, Ty Gagne
(603) 225-2841

SmartEDU, Inc., Thong Phamduy
(978) 459-1241

Lifetouch, Micah Martzke
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SPONSORS

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Energy Efficient Investments, Inc., Thomas LoPizzo
(603) 423-6000

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(603) 528-0036

Soule, Leslie, Kidder, Sayward & Loughman, Gordan B. Graham
(603) 898-9776

FRIENDS

Banwell Architects, Ingrid Nichols
(603) 448-3778

Bernstein Shur, Andru Volinsky
(603) 623-8700

MSB, Dan Courter
(800) 618-3111

Northeast Delta Dental, Crystal Carroll
(603) 223-1228

Suloway & Hollis, Sarah Murdough
(603) 224-2341

Formax, Marc Mesniak
(603) 719-5807

NHSAA Membership Support Services

The New Hampshire School Administrators Association offers its member districts the following three categories of high-quality, timely, and economical services.

★Educational Facility Planning...

- Conduct an assessment of educational facilities
- Review and analyze prior facility and/or program studies
- Complete "Educational Specifications"
- Perform other facility/educational related studies
- Develop profile of number and type of rooms or spaces needed to accommodate enrollment growth and program needs

★Educational Consulting Services...

- Complete an organizational study
- Assess staffing needs
- Evaluate program offerings
- Other services as required by members

★District-Based Professional Development...

Workshops on:

- "Learning Styles"
- "The Purposes of Education"
- "Evaluation/Assessment Perspectives"
- "The Art and Science of Leadership"

Work sessions can be designed to meet time constraints, ranging from a keynote address to a two-hour after school session to a multi-day institute or retreat. Special programs can be arranged on topics related to technology or other areas of interest.

All revenue generated from services supports the work and mission of NHSAA. Additionally, a consultant team will be tailored to meet your needs and will include the executive director of NHSAA and educational experts. Please feel free to contact Carl at (603) 225-3230 or email at carl@nhsaa.org.

Interim Administrators Needed

We often receive requests for the names of individuals willing to serve as interim administrators (central office & building level). If you are interested or know of a good person to recommend, call (603) 225-3230 or email a resumé to carl@nhsaa.org.

Change of Contact Information?

Be sure to notify us of any changes in your contact information, including address, phone numbers, and email address. Contact us at (603) 225-3230, or email bernice@nhsaa.org or mallorie@nhsaa.org.

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Summer 2016 Newsletter

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