



2024 Best Practices Conference on School Operations, Finance, & Business Leadership

sponsored by

The New Hampshire School Administrators Association (NHSAA)



in partnership with

The New Hampshire Association of School Business Officials (NHASBO)



**New Hampshire Association of
School Business Officials**

Wednesday, October 30th & Thursday, October 31st

Grappone Conference Center

Concord, NH

Agenda

Wednesday, October 30, 2024

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|-------------------|---|
| 8:00am - 8:30am | Registration & Coffee - Visit with Exhibitors |
| 8:30am - 8:45am | Welcome, Review of Program and Introduction of Exhibitors - <i>Dr. Mark MacLean, Executive Director, NHSAA</i> |
| 8:45am - 10:15am | Opening Keynote - Salon A/B (see page 3) |
| 10:15am - 10:35am | Refreshment Break - Visit with Exhibitors |
| 10:35am - 11:35am | Concurrent Sessions - Block #1 (see page 4) |
| 11:45am - 12:45pm | Concurrent Sessions - Block #2 (see page 5) |
| 12:45pm - 1:45pm | Lunch - Salon A/B - Visit with Exhibitors |
| 1:45pm - 2:45pm | Closing Session - Salon A/B (see page 6) |
| 2:45pm - 3:00pm | Raffle & Adjournment |

Special Thanks to Our Diamond Business Partners!



Strengthening Leadership Communication

~ Lauren Weaver, Executive Communication Coach, The Speech Improvement Company

Lauren will kick things off by working through multiple ways for you to strengthen your personal communication style. Style coaching allows leaders to achieve their personal vision of how they want to present themselves. Lauren will guide you through determining your two style words to create authenticity, comfort, and effective leadership capabilities. Speaking in management requires preparation and organization. Lauren will cover the process of successful presentations, from developing effective messaging and organizing information, to presenting with confidence in both appearance and tone. Finally, communicating change can be difficult. However, if communicated well, organizations can maximize motivation and support. Lauren will teach how to effectively communicate new changes in a friendly or hostile environment.



A little about our Keynote Speaker

Lauren is a licensed speech-language pathologist specializing in helping leaders and professionals enhance their communication skills. With nearly two decades of experience in the field, she is able to focus on The Speech Improvement Company's accent modification program, helping her clients refine their speech and enhance overall communication effectiveness.

Lauren earned her Masters of Science in Communication Science and Disorders from Florida State University, and her Bachelors Degree in Communication Sciences and Disorders from the University of New Hampshire. She actively holds memberships in several professional organizations, including ASHA- the American Speech and Hearing Association and is an active board member for Green Mountain Support and Services.

Session Information

Location Information

Enhancing Communication Effectiveness by Knowing Your Listener

Salon C

~ ***Lauren Weaver, Executive Communication Coach, The Speech Improvement Company***

When a relationship is strong, you can communicate anything. Lauren will provide an understanding of why and how strong relationships are created through two specific characteristics. Lauren will also talk about how not everyone is motivated by the same things. The Speech Improvement Company has extensively researched this topic and developed a practical and easy-to-use tool for managers to identify how their team members are motivated and how to adapt their communication to speak to that motivation from within.

Adequacy Funding Formula

Pierce

~ ***Mark Manganiello, Bureau Administrator, and Brian Eaton, Administrator, Division of Education Analytics & Resources, NH Department of Education***

Division of Education Analytics & Resources oversees distribution of adequate state education funding which includes data collection used for and calculation of the state funding formula. Mark will provide an overview of the state adequacy formula, including changes for FY 2026 and beyond. Mark and Brian will be available to answer general state education funding and data questions.

Skills for Building Team Cohesion & and Performance

Merrimack

~ ***Scott Young, Ed.D., Network Director, Manchester School District***

Most would agree with John Maxwell’s now famous motto that “Teamwork makes the Dream work!”. But many times, teams operate without explicitly assessing and addressing the quality of their cohesion. As has also been said, “Hope is not a plan” and the reality is that teams who have achieved high levels of cohesion have typically done so not just by working on common tasks the team is supposed to accomplish but by working explicitly on how to truly be a team. Come join Scott and your fellow colleagues as you, together, learn from one another about the best practices (i.e. skills, behaviors, and dispositions) needed to build truly cohesive, high-performing teams.

Federal Compliance Requirement Do's & Don'ts and More!

Webster

~ ***Lindsey Labonville, Administrator, Bureau of Federal Compliance; Ashlee Fye, Agency Audit Manager, Bureau of Federal Compliance***

Please join Lindsey and Ashlee to discuss important Do’s and Don’ts that will guide sub-recipients in the world of compliance. This informative session will review the importance of meeting submission deadlines, record retention, and understanding how to attain and manage federal grant compliance. Additional topics will include procurement, equipment vs. supplies, policies and procedures, and time and effort requirements. Q&A time will be reserved at the end of the presentation for any additional questions and feedback.

Session Information

Location Information

Ethics & Integrity for the Public Employee

Salon C

~ Carol Kilmister (SHRM-SCP, SPHR), Senior Human Resource Consultant, Primex3

This session examines the importance of ethics and integrity in the public sector. Through the development of a common understanding of what ethics looks like ‘in action’, as well as reviewing several ethical scenarios, we will discuss how the individual roles of participants can positively impact the public sector through ethical decisions and behaviors.

School Finance Data Trends

Pierce

~ Mark Manganiello, Bureau Administrator, and Brian Eaton, Administrator, Division of Education Analytics & Resources, NH Department of Education

Division of Education Analytics & Resources oversees the collection and analysis of school finance data across New Hampshire. Mark and Brian will present on different trends within the school finance datasets collected by the state and discuss the insights or questions posed by the data trends.

Creating High-Engagement Work Environments for Public Service Organizations

Merrimack

~ Scott Young, Ed.D., Network Director, Manchester School District

The unique challenges faced by public service organizations, not the least of which public school systems, to both strategic as well operational success are many, varied, both external and internal. Too many times the inertia of these collective challenges make creating a culture of high-engagement for those leading and working within schools and school districts difficult at best. Recent research has much to offer educational leaders who desire to create pathways that can lead to work environments ultimately marked by a sense of renewed purpose, collaboration, and high-engagement. Join Scott to discover both conceptual and practical tools that can transform your work environments making Mondays for your educators a day they truly look forward to.

Best Practices in Grants Management

Webster

~ Jessica Lescarbeau, Bureau Administrator, Bureau of Instructional Support, and Emily Fabian, Administrator, Office of ESEA Title Programs, New Hampshire Department of Education

Join the Office of ESEA Title Programs as they dive into the data impacts of ESEA Title programs and proper fiscal management in the Grants Management System. This will include best practices when calculating equitable services and proper transferability processes. This session will include demonstrations, examples, and provide time for Q&A.

Cyberattacks on the Rise:

How to Ensure You are Prepared to Fight Back

**~ Dr. Mario Andrade, Superintendent, Nashua School District &
Dr. Dan Moulis, Superintendent, Hudson School District**

Join Mario and Dan for an insightful session where they will delve into the real-world experiences of school districts that have faced cybersecurity attacks. This discussion will highlight the unique challenges encountered during these breaches, the immediate and long-term impacts on the educational environment, and the comprehensive strategies implemented in response. Attendees will hear firsthand accounts from district leaders who navigated the aftermath of attacks, sharing valuable lessons learned regarding risk assessment, incident response planning, staff training, and community communication. This session aims to empower educational institutions to bolster their cybersecurity defenses, ensuring a safer learning environment for students and staff alike.

A little about our General Session Speakers



Dr. Andrade's career in public education spans nearly 25 years, beginning as a special education teacher in Attleboro, Massachusetts in 1998. Since then, he has served as an assistant principal, principal, assistant superintendent, and superintendent in Rhode Island and independent consultant for Learning Science International, located in West Palm Beach, Florida before arriving in Nashua as superintendent in July 2022.

Dr. Daniel Moulis joined the Hudson School District on July 1, 2022. Dan had been the Superintendent of the Barrington School District in Barrington, New Hampshire since 2017. Prior to becoming Superintendent, he was the Director of Operations, Curriculum & Instruction in Barrington. Dan earned his Doctorate in Education in Learning, Leadership, and Community from Plymouth State University. He holds a Certificate of Advanced Graduate Studies, a Master of Education and a Bachelor of Arts degree in History from the University of New Hampshire.



#2



Agenda

Thursday, October 31, 2024



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|-------------------|--|
| 8:00am - 8:30am | Registration & Coffee - Visit with Exhibitors |
| 8:30am - 8:45am | Welcome, Review of Program and Introduction of Exhibitors - Dr. Mark MacLean, Executive Director, NHSAA |
| 8:45am - 10:15am | Opening Keynote - Salon A/B (see page 8) |
| 10:15am - 10:35am | Refreshment Break - Visit with Exhibitors |
| 10:35am - 11:35am | Concurrent Sessions - Block #1 (see page 9) |
| 11:45am - 12:45pm | Concurrent Sessions - Block #2 (see page 10) |
| 12:45pm - 1:45pm | Lunch - Salon A/B - Visit with Exhibitors |
| 1:45pm - 2:45pm | Closing Session - Salon A/B (see page 11) |
| 1:45pm - 2:45pm | Raffle & Adjournment |

Special Thanks to Our Platinum Business Partners!



Data Mining for Collective Bargaining Negotiations

~*Michael J. Mastrullo, Co-Founder, ArxE*

Are you involved in generating analytics for Collective Bargaining for employee groups? Will you be negotiating any Collective Bargaining Agreements in the next three years for any groups? If you answered "Yes" and you are responsible for generating data for negotiations, including comparative statewide and peer group data, then the session with ArxE featuring their [LITIX Data Platform](#) is a MUST! In addition, those of you who are involved in Employee Training Mandates or know someone who is, can't afford to miss the training resources available through [ArxE Academy](#)." Don't miss this practical session designed to give you tools to mine rich data, and work smarter, not harder! "

A little about our Keynote Speakers



Session Information

Location Information

HB 1265 - “The Students First Act”: Salary Reporting & School Expense Transparency

Salon C

~ Brian Cisneros, Business Administrator, SAU #52

Join Tim who will deliver an overview of HB 1265 - “The Students First Act”. HB1265 aims to increase transparency in school budgets and ensure voters have clear data on school spending and salaries, and also provides critical information to the public before budget meetings.

Building Aid

Pierce

~ Amy Clark, Bureau Administrator, Division of Education Analytics & Resources, Bureau of School Facilities, NH Department of Education

The Bureau of School Facilities oversees the building aid program which distributes grants for the purposes of constructing or reconstructing public school buildings. Significant changes have been made to the laws governing this program. Amy will offer an overview of these updates, outline the new application requirements, and discuss what to expect with the new process.

Best Practices for Child Nutrition Programs & Operations - Amanda Marshall, Administrator, and Madeline Parker, Program Specialist, Office of Nutrition Programs & Services, NH Department of Education

Merrimack

Join the team from the Office of Nutrition Programs & Services for an engaging and informative session that delves into the critical aspects of child nutrition programs and operations for a healthier future. Other topics covered will include best practices, technical assistance, and financial tips for the successful operation of USDA’s Child Nutrition Programs (School Breakfast Program (SBP) and National School Lunch Program (NSLP).) This session is tailored for administrators, policymakers, and stakeholders committed to nurturing the well-being of our children.

Special Education Funds - IDEA

Webster

~ Lisa Moody, Administrator, Finance and Data, Bureau of Special Education Support, New Hampshire Department of Education

Join Lisa for a general review of both IDEA and Preschool funds. Lisa will also discuss Special Education Aid, Court Order Placement and Episode of Treatment.

Session Information

Location Information

Legal Implications of AI in School Districts

Salon C

~ Michael Eaton, Esq., Attorney, and Gavin Gray, Wadleigh, Starr & Peters, PLLC

This session will discuss the legal liability implications of the use of artificial intelligence (AI) tools by school districts and their employees. In particular, this seminar will discuss how the use of AI tools may create liability concerns under federal and state laws concerning antidiscrimination, privacy, and student safety.

Operational Excellence in Education: A Case Study

Pierce

~ Dr. Timothy Powers, Head of School, and Jennifer Haskins, Associate Dean of Academics, Career & Technical Education, Pinkerton Academy

Join Tim and Jen as they delve into the keys to the operational success of Pinkerton Academy. Jen Haskins, the 2023 Business NH winner for non-profits, and Tim Powers, Head of School, will share their invaluable experience and expertise in managing the school's operations. They will discuss key strategies that have contributed to the Academy's operational efficiency and effectiveness, along with best practices for managing resources, budgeting, and ensuring smooth day-to-day operations. Learn about the challenges and solutions faced in maintaining a high level of performance, and discover how Pinkerton Academy has achieved operational excellence. You will learn valuable lessons that can be applied to your own organization.

NHASBO BA Professional Certification Program

Merrimack

~ Chuck Bates, Executive Director, NHASBO

With the repeal of the NHED BA Licensure requirement last year, NHASBO has developed a professional certification program for Business Administrators. Based largely on our BA Certificate program, and the former Alt. IV process for BA licensure, this program is the best opportunity for the success and retention of our business professionals

Maximizing Employee Benefits: A Strategic Approach for Long-Term Gains with Short-Term Dollar

Webster

~ Jennifer Burk, Director of Finance, and Mandy Grenier, Director of Member Engagement, SchoolCare

In this interactive workshop, participants will explore innovative strategies to maximize employee benefits with a long-term vision, using short-term financial resources. We'll discuss how to optimize budget allocations, navigate rising healthcare costs, and implement sustainable benefits programs that attract and retain top talent. Attendees will leave with actionable insights on balancing immediate financial constraints with the strategic goal of long-term stability and employee satisfaction. Whether you're managing benefits for a small organization or a large institution, this session will equip you with the tools to make informed, impactful decisions.

Crafting Our Narrative: Pinkerton Academy's Storytelling Strategies

~ Dr. Timothy Powers, Head of School, and Julia Mitchell, Director of Communications & Marketing, Pinkerton Academy

Join us as Tim Powers, Head of School, and Julia Mitchell, Director of Communications & Marketing, at Pinkerton Academy share their insights into how they effectively communicate the school's unique story to varied audiences. Discover the strategies and tactics they employ to engage parents, students, alumni, and the greater community, and learn how you can apply these principles to your own organization.

A little about our General Session Speakers



With 23 years in education, Dr. Timothy J. Powers has served as a math teacher, coach, athletic director, dean of students, and now, Head of School at Pinkerton Academy. He values student and staff voices, is focused on future-oriented strategic planning, and is dedicated to fostering a thriving environment for students and faculty, ensuring a legacy of excellence. Additionally, Tim is a member of the Derry Village Rotary Club, Kiwanis Club of Hudson, and serves as a director/trustee of the Greater Derry Londonderry Chamber of Commerce, Family Promises of Southern New Hampshire, and the Alexander Eastman Foundation.

Julia Mitchell is the Director of Communications & Marketing at Pinkerton Academy. With a passion for storytelling and a deep understanding of the educational landscape, Julia has been instrumental in shaping Pinkerton's brand and fostering meaningful connections with the school community. She is currently the Vice President of the New England School Public Relations Association.



Special Thanks to Our Gold Business Partners!



Special Thanks to Our Silver Business Partners!

