



# SAU63 School Board Structural Committee

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FALL 2020

# Introduction

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## Committee Purpose

Review Current District Structure and make recommendations for change

## Challenge

The Wilton/Lyndeborough Cooperative will review the current structure of the district and the prior investment made in establishing full time curriculum coordinator position. With the relatively small size of the district, we need to balance the cost of these positions with available resources and results.

Review the future role of the Superintendent and determine if it is possible to combine roles by establishing a part-time position

The district needs to be nimble and creative in the overall structure distributing responsibilities to throughout the team.

Improved education performance needs to continue to be the focus of the district moving forward.

# Structural Committee

| CURRENT  | REVIEW  | FINDINGS   | PATH FORWARD |
|--|---|--|--------------|
| <p>Paused Curriculum Coordinator position for a year</p> <p>Could this position be absorbed or consolidated with other positions</p> | <p>The 9-12 Curriculum has not been aligned</p> <p>Middle school staff was developing curriculum work unknown to the SB</p> <p>Improvement results fell short of goals</p>          | <p>Recruit a part time or contract curriculum coordinator or add a new full time CC</p> <p>Have a clear plan going forward with specific measurable results and timelines</p> <p>Identify when CC work will be completed</p> |              |
| <p>School District structure lacks detailed org charts or position goals</p> <p>Need for formal alignment with goals</p>             | <p>Benchmarked similar districts and their organizational structures</p> <p>Similar districts have their curriculum documents, org charts and goals posted</p>                      | <p>Developed draft organizational chart</p> <p>Need to develop job descriptions with aligned goals for success</p>   |              |
| <p>Full vs. Part Time Superintendent</p>   | <p>Considered interim candidate to allow for a reset – best option if we don't find the right candidate</p> <p>Opportunities to combine roles and have part-time Superintendent</p> | <p>Some functions currently managed by the Superintendent could be assigned to the staff</p> <p>The search for a new Superintendent should begin in December after identifying the key skill set required</p>                |              |

## Leadership Team Review SAU63

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# Curriculum Coordinator Position

Imperative – Goals and Objectives must be set with regular reports updating progress on the goal achievements

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## Option A – Recommended by the Committee

Curriculum Coordinator Consultant

Pro- Savings on total cost and flexible time based on need

Cons – Work will need to be planned against the fixed number of hours contracted

Approximate Cost \$60K to \$70K Annually

## Option B

Full time Curriculum Coordinator

Pro – Consistent coverage and work over the summer

Con – Increased cost, can operate efficiently and effectively with contract services

Approximate Cost \$90,000-\$115,000

# Superintendent Position

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## Option A – Recommended by the Committee

Full time Superintendent

Pro – Workload and near-term responsibility load under current conditions due to Covid  
- Option to shift to part time Superintendent in the following year

Cons – Commits district to full time position for the balance of the year when pandemic conditions subside

## Option B

Part time Superintendent

Pro – Flexibility to combine other roles into the Superintendent and potential cost savings

Con – Challenge to expand role if serious developments arise