

Virginia M. Barry, Ph.D.
Commissioner of Education
Tel. 603-271-3144



STATE OF NEW HAMPSHIRE
DEPARTMENT OF EDUCATION
101 Pleasant Street
Concord, N.H. 03301
FAX 603-271-1953
Citizens Services Line 1-800-339-9900

Paul Leather
Deputy Commissioner of Education
Tel. 603-271-3801

May 22, 2013

Her Excellency, Governor Margaret Wood Hassan
And the Honorable Council
State House
Concord, NH 03301

92 B/S RDA
JUN 13 '13 PM 2:18 DMS
85% Federal Funds
15% Credentialing Funds

REQUESTED ACTION

Authorize the Department of Education to secure the services of Karen Soule, Manchester, New Hampshire (Vendor code 152790) to assist with implementing the Educator Effectiveness Initiative used by schools to improve instruction. The total amount not to exceed \$117,000, upon Governor and Council approval for the period effective from July 10, 2013 through June 30, 2014.

These funds are available from and are 85% federal and 15% other funds:

Account number and amount	FY 2014	
06-56-56-563510-61560000-046-500464	\$50,000	100% Federal
10-56-56-562510-41100000-102-500464	\$25,000	100% Federal
06-56-56-563010-32610000-102-500731	\$10,000	100% Federal
06-56-56-563010-21830000-102-500731	\$15,000	100% Federal
06-56-56-564510-62040000-073-500578	\$17,000	100% Other

EXPLANATION

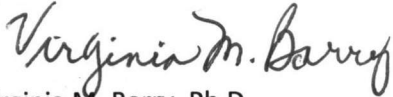
In 2010 the Commissioner of Education convened the New Hampshire Task Force on Effective Teaching involving a representative group of over 60 stakeholders. The charge to the task force was to provide a common definition of effective teaching to be used statewide as well as to identify components of an integrated framework to support effective teaching while honoring and supporting local decision-making.

The contractor will assist the Department of Education with implementing the Educator Effectiveness Initiative used by schools to improve instruction. Multiple measures are being refined to evaluate the effectiveness of instruction and school leadership. The vendor providing services under this contract will help the Department oversee the work necessary to meet the expanded needs for training and implementation of quality educator evaluation systems. The contractor will also help lead the expansion of these systems as they form the basis for education reform in New Hampshire.

Her Excellency, Governor Margaret Wood Hassan
And the Honorable Council

An advertisement was placed in the *Union Leader* on April 28, 29 and 30 and posted on the Department website from April 28, 2013 through April 10, 2013. The Department received one response to the RFP. Department staff members Irene Koffink and Virginia Clifford, and DOE consultant Michael Schwartz, who are knowledgeable about the services needed, scored the proposal. The Department plans to contract with Karen Soule, a retired superintendent who has led a statewide initiative to support effective teachers and leaders.

Respectfully submitted,

A handwritten signature in cursive script that reads "Virginia M. Barry". The signature is written in dark ink and is positioned above the printed name and title.

Virginia M. Barry, Ph.D.
Commissioner of Education

Her Excellency, Governor Margaret Wood Hassan
And the Honorable Council

PROPOSAL REVIEW SCORE SHEET

Name	Score 1	Score 2	Score 3	Total Average
Karen Soule	93	92	94	93

100 points

- a. (zero to 55 points) a concise abstract of the candidate's experiences that explain the background the applicant would bring to this role;
- b. (zero to 30 points) a description of the services to be provided to meet the goals of this RFP; and
- c. (zero to 15 points) an itemized budget including an hourly fee.

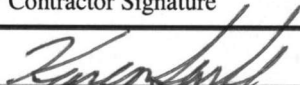
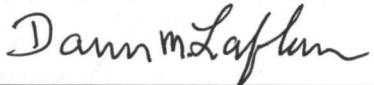
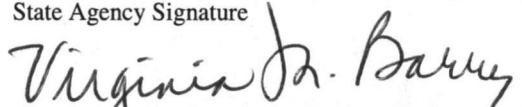
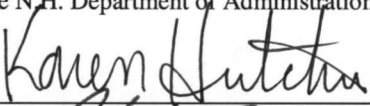
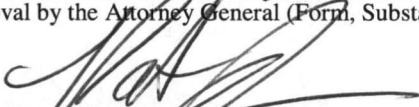
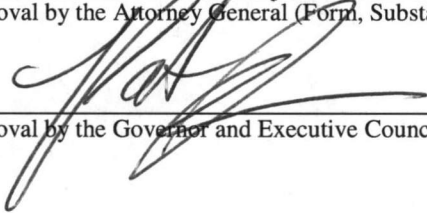
Subject:

FORM NUMBER P-37 (version 1/09)

AGREEMENT

The State of New Hampshire and the Contractor hereby mutually agree as follows:

GENERAL PROVISIONS**1. IDENTIFICATION.**

1.1 State Agency Name Department of Education		1.2 State Agency Address 101 Pleasant Street, Concord, NH 03301	
1.3 Contractor Name Karen Soule		1.4 Contractor Address 79 Riverwalk way, Manchester, NH 03101	
1.5 Contractor Phone Number 603-206-5052	1.6 Account Number See Exhibit B	1.7 Completion Date June 30, 2014	1.8 Price Limitation \$117,000.00
1.9 Contracting Officer for State Agency Dr. Virginia M. Barry, Commissioner		1.10 State Agency Telephone Number 603-271-3142	
1.11 Contractor Signature 		1.12 Name and Title of Contractor Signatory Karen Soule	
1.13 Acknowledgement: State of <u>NH</u> , County of <u>Merrimack</u> On <u>5/28/13</u> , before the undersigned officer, personally appeared the person identified in block 1.12, or satisfactorily proven to be the person whose name is signed in block 1.11, and acknowledged that s/he executed this document in the capacity indicated in block 1.12.			
1.13.1 Signature of Notary Public or Justice of the Peace [Seal]  DAWN M. LAFLAM, Justice of the Peace My Commission Expires March 20, 2018			
1.13.2 Name and Title of Notary or Justice of the Peace 			
1.14 State Agency Signature 		1.15 Name and Title of State Agency Signatory Dr. Virginia M. Barry, Commissioner Department of Education	
1.16 Approval by the N.H. Department of Administration, Division of Personnel (if applicable) By:  Director, On: <u>5/29/13</u>			
1.17 Approval by the Attorney General (Form, Substance and Execution) By:  On: <u>5/29/13</u>			
1.18 Approval by the Governor and Executive Council By:  On: _____			

2. EMPLOYMENT OF CONTRACTOR/SERVICES TO BE PERFORMED. The State of New Hampshire, acting through the agency identified in block 1.1 ("State"), engages contractor identified in block 1.3 ("Contractor") to perform, and the Contractor shall perform, the work or sale of goods, or both, identified and more particularly described in the attached EXHIBIT A which is incorporated herein by reference ("Services").

3. EFFECTIVE DATE/COMPLETION OF SERVICES.

3.1 Notwithstanding any provision of this Agreement to the contrary, and subject to the approval of the Governor and Executive Council of the State of New Hampshire, this Agreement, and all obligations of the parties hereunder, shall not become effective until the date the Governor and Executive Council approve this Agreement ("Effective Date").
3.2 If the Contractor commences the Services prior to the Effective Date, all Services performed by the Contractor prior to the Effective Date shall be performed at the sole risk of the Contractor, and in the event that this Agreement does not become effective, the State shall have no liability to the Contractor, including without limitation, any obligation to pay the Contractor for any costs incurred or Services performed. Contractor must complete all Services by the Completion Date specified in block 1.7.

4. CONDITIONAL NATURE OF AGREEMENT.

Notwithstanding any provision of this Agreement to the contrary, all obligations of the State hereunder, including, without limitation, the continuance of payments hereunder, are contingent upon the availability and continued appropriation of funds, and in no event shall the State be liable for any payments hereunder in excess of such available appropriated funds. In the event of a reduction or termination of appropriated funds, the State shall have the right to withhold payment until such funds become available, if ever, and shall have the right to terminate this Agreement immediately upon giving the Contractor notice of such termination. The State shall not be required to transfer funds from any other account to the Account identified in block 1.6 in the event funds in that Account are reduced or unavailable.

5. CONTRACT PRICE/PRICE LIMITATION/ PAYMENT.

5.1 The contract price, method of payment, and terms of payment are identified and more particularly described in EXHIBIT B which is incorporated herein by reference.
5.2 The payment by the State of the contract price shall be the only and the complete reimbursement to the Contractor for all expenses, of whatever nature incurred by the Contractor in the performance hereof, and shall be the only and the complete compensation to the Contractor for the Services. The State shall have no liability to the Contractor other than the contract price.
5.3 The State reserves the right to offset from any amounts otherwise payable to the Contractor under this Agreement those liquidated amounts required or permitted by N.H. RSA 80:7 through RSA 80:7-c or any other provision of law.

5.4 Notwithstanding any provision in this Agreement to the contrary, and notwithstanding unexpected circumstances, in no event shall the total of all payments authorized, or actually made hereunder, exceed the Price Limitation set forth in block 1.8.

6. COMPLIANCE BY CONTRACTOR WITH LAWS AND REGULATIONS/ EQUAL EMPLOYMENT OPPORTUNITY.

6.1 In connection with the performance of the Services, the Contractor shall comply with all statutes, laws, regulations, and orders of federal, state, county or municipal authorities which impose any obligation or duty upon the Contractor, including, but not limited to, civil rights and equal opportunity laws. In addition, the Contractor shall comply with all applicable copyright laws.
6.2 During the term of this Agreement, the Contractor shall not discriminate against employees or applicants for employment because of race, color, religion, creed, age, sex, handicap, sexual orientation, or national origin and will take affirmative action to prevent such discrimination.
6.3 If this Agreement is funded in any part by monies of the United States, the Contractor shall comply with all the provisions of Executive Order No. 11246 ("Equal Employment Opportunity"), as supplemented by the regulations of the United States Department of Labor (41 C.F.R. Part 60), and with any rules, regulations and guidelines as the State of New Hampshire or the United States issue to implement these regulations. The Contractor further agrees to permit the State or United States access to any of the Contractor's books, records and accounts for the purpose of ascertaining compliance with all rules, regulations and orders, and the covenants, terms and conditions of this Agreement.

7. PERSONNEL.

7.1 The Contractor shall at its own expense provide all personnel necessary to perform the Services. The Contractor warrants that all personnel engaged in the Services shall be qualified to perform the Services, and shall be properly licensed and otherwise authorized to do so under all applicable laws.
7.2 Unless otherwise authorized in writing, during the term of this Agreement, and for a period of six (6) months after the Completion Date in block 1.7, the Contractor shall not hire, and shall not permit any subcontractor or other person, firm or corporation with whom it is engaged in a combined effort to perform the Services to hire, any person who is a State employee or official, who is materially involved in the procurement, administration or performance of this Agreement. This provision shall survive termination of this Agreement.
7.3 The Contracting Officer specified in block 1.9, or his or her successor, shall be the State's representative. In the event of any dispute concerning the interpretation of this Agreement, the Contracting Officer's decision shall be final for the State.

8. EVENT OF DEFAULT/REMEDIES.

8.1 Any one or more of the following acts or omissions of the Contractor shall constitute an event of default hereunder ("Event of Default"):

8.1.1 failure to perform the Services satisfactorily or on schedule;

8.1.2 failure to submit any report required hereunder; and/or

8.1.3 failure to perform any other covenant, term or condition of this Agreement.

8.2 Upon the occurrence of any Event of Default, the State may take any one, or more, of the following actions:

8.2.1 give the Contractor a written notice specifying the Event of Default and requiring it to be remedied within, in the absence of a greater or lesser specification of time, thirty (30) days from the date of the notice; and if the Event of Default is not timely remedied, terminate this Agreement, effective two (2) days after giving the Contractor notice of termination;

8.2.2 give the Contractor a written notice specifying the Event of Default and suspending all payments to be made under this Agreement and ordering that the portion of the contract price which would otherwise accrue to the Contractor during the period from the date of such notice until such time as the State determines that the Contractor has cured the Event of Default shall never be paid to the Contractor;

8.2.3 set off against any other obligations the State may owe to the Contractor any damages the State suffers by reason of any Event of Default; and/or

8.2.4 treat the Agreement as breached and pursue any of its remedies at law or in equity, or both.

9. DATA/ACCESS/CONFIDENTIALITY/PRESERVATION.

9.1 As used in this Agreement, the word "data" shall mean all information and things developed or obtained during the performance of, or acquired or developed by reason of, this Agreement, including, but not limited to, all studies, reports, files, formulae, surveys, maps, charts, sound recordings, video recordings, pictorial reproductions, drawings, analyses, graphic representations, computer programs, computer printouts, notes, letters, memoranda, papers, and documents, all whether finished or unfinished.

9.2 All data and any property which has been received from the State or purchased with funds provided for that purpose under this Agreement, shall be the property of the State, and shall be returned to the State upon demand or upon termination of this Agreement for any reason.

9.3 Confidentiality of data shall be governed by N.H. RSA chapter 91-A or other existing law. Disclosure of data requires prior written approval of the State.

10. TERMINATION. In the event of an early termination of this Agreement for any reason other than the completion of the Services, the Contractor shall deliver to the Contracting Officer, not later than fifteen (15) days after the date of termination, a report ("Termination Report") describing in detail all Services performed, and the contract price earned, to and including the date of termination. The form, subject matter, content, and number of copies of the Termination

Report shall be identical to those of any Final Report described in the attached EXHIBIT A.

11. CONTRACTOR'S RELATION TO THE STATE. In the performance of this Agreement the Contractor is in all respects an independent contractor, and is neither an agent nor an employee of the State. Neither the Contractor nor any of its officers, employees, agents or members shall have authority to bind the State or receive any benefits, workers' compensation or other emoluments provided by the State to its employees.

12. ASSIGNMENT/DELEGATION/SUBCONTRACTS.

The Contractor shall not assign, or otherwise transfer any interest in this Agreement without the prior written consent of the N.H. Department of Administrative Services. None of the Services shall be subcontracted by the Contractor without the prior written consent of the State.

13. INDEMNIFICATION. The Contractor shall defend, indemnify and hold harmless the State, its officers and employees, from and against any and all losses suffered by the State, its officers and employees, and any and all claims, liabilities or penalties asserted against the State, its officers and employees, by or on behalf of any person, on account of, based or resulting from, arising out of (or which may be claimed to arise out of) the acts or omissions of the Contractor. Notwithstanding the foregoing, nothing herein contained shall be deemed to constitute a waiver of the sovereign immunity of the State, which immunity is hereby reserved to the State. This covenant in paragraph 13 shall survive the termination of this Agreement.

14. INSURANCE.

14.1 The Contractor shall, at its sole expense, obtain and maintain in force, and shall require any subcontractor or assignee to obtain and maintain in force, the following insurance:

14.1.1 comprehensive general liability insurance against all claims of bodily injury, death or property damage, in amounts of not less than \$250,000 per claim and \$2,000,000 per occurrence; and

14.1.2 fire and extended coverage insurance covering all property subject to subparagraph 9.2 herein, in an amount not less than 80% of the whole replacement value of the property.

14.2 The policies described in subparagraph 14.1 herein shall be on policy forms and endorsements approved for use in the State of New Hampshire by the N.H. Department of Insurance, and issued by insurers licensed in the State of New Hampshire.

14.3 The Contractor shall furnish to the Contracting Officer identified in block 1.9, or his or her successor, a certificate(s) of insurance for all insurance required under this Agreement. Contractor shall also furnish to the Contracting Officer identified in block 1.9, or his or her successor, certificate(s) of insurance for all renewal(s) of insurance required under this Agreement no later than fifteen (15) days prior to the expiration date of each of the insurance policies. The certificate(s) of insurance and any renewals thereof shall be

KA
5/28/13

attached and are incorporated herein by reference. Each certificate(s) of insurance shall contain a clause requiring the insurer to endeavor to provide the Contracting Officer identified in block 1.9, or his or her successor, no less than ten (10) days prior written notice of cancellation or modification of the policy.

15. WORKERS' COMPENSATION.

15.1 By signing this agreement, the Contractor agrees, certifies and warrants that the Contractor is in compliance with or exempt from, the requirements of N.H. RSA chapter 281-A ("*Workers' Compensation*").

15.2 To the extent the Contractor is subject to the requirements of N.H. RSA chapter 281-A, Contractor shall maintain, and require any subcontractor or assignee to secure and maintain, payment of Workers' Compensation in connection with activities which the person proposes to undertake pursuant to this Agreement. Contractor shall furnish the Contracting Officer identified in block 1.9, or his or her successor, proof of Workers' Compensation in the manner described in N.H. RSA chapter 281-A and any applicable renewal(s) thereof, which shall be attached and are incorporated herein by reference. The State shall not be responsible for payment of any Workers' Compensation premiums or for any other claim or benefit for Contractor, or any subcontractor or employee of Contractor, which might arise under applicable State of New Hampshire Workers' Compensation laws in connection with the performance of the Services under this Agreement.

16. WAIVER OF BREACH. No failure by the State to enforce any provisions hereof after any Event of Default shall be deemed a waiver of its rights with regard to that Event of Default, or any subsequent Event of Default. No express failure to enforce any Event of Default shall be deemed a waiver of the right of the State to enforce each and all of the provisions hereof upon any further or other Event of Default on the part of the Contractor.

17. NOTICE. Any notice by a party hereto to the other party shall be deemed to have been duly delivered or given at the time of mailing by certified mail, postage prepaid, in a United States Post Office addressed to the parties at the addresses given in blocks 1.2 and 1.4, herein.

18. AMENDMENT. This Agreement may be amended, waived or discharged only by an instrument in writing signed by the parties hereto and only after approval of such amendment, waiver or discharge by the Governor and Executive Council of the State of New Hampshire.

19. CONSTRUCTION OF AGREEMENT AND TERMS.

This Agreement shall be construed in accordance with the laws of the State of New Hampshire, and is binding upon and inures to the benefit of the parties and their respective successors and assigns. The wording used in this Agreement is the wording chosen by the parties to express their mutual

intent, and no rule of construction shall be applied against or in favor of any party.

20. THIRD PARTIES. The parties hereto do not intend to benefit any third parties and this Agreement shall not be construed to confer any such benefit.

21. HEADINGS. The headings throughout the Agreement are for reference purposes only, and the words contained therein shall in no way be held to explain, modify, amplify or aid in the interpretation, construction or meaning of the provisions of this Agreement.

22. SPECIAL PROVISIONS. Additional provisions set forth in the attached EXHIBIT C are incorporated herein by reference.

23. SEVERABILITY. In the event any of the provisions of this Agreement are held by a court of competent jurisdiction to be contrary to any state or federal law, the remaining provisions of this Agreement will remain in full force and effect.

24. ENTIRE AGREEMENT. This Agreement, which may be executed in a number of counterparts, each of which shall be deemed an original, constitutes the entire Agreement and understanding between the parties, and supersedes all prior Agreements and understandings relating hereto.

EXHIBIT A

Beginning with Governor and Council approval from July 10, 2013, through June 30, 2014, Karen Soule will assist the Department in providing training to schools and districts. Training and Support will include:

The contractor will provide expertise and support in the following areas:

- Facilitate implementation of recommendations from the New Hampshire Task Force on Effective Teaching and the Principal Task Force Report.
- Support districts in designing local versions of the New Hampshire Model Educator Support and Evaluation System.
- Implement The New Hampshire Vision for Education.
- Develop NH Administrative Rules.
- Implement the New Hampshire waiver request, particularly Principle 3.
- Facilitate the work of the State Consortium of Educator Effectiveness (SCEE) Team
- Provide expertise and guidance for DOE staff and local districts to access local, state and national resources to support the implementation of local evaluation systems based on the NH state model for teachers and principals.
- Coordinate and provide on-going support and guidance to school districts and educator preparation programs on both models.
- Assist educators, schools and districts to access professional learning that supports educator effectiveness through the use of data based on the Standards for Professional Learning in Ed 505.07 and the Professional Development Master Plan in Ed 512.
- Coordinate the establishment of criteria for the selection of districts to participate in a pilot of the NH Model Educator Support and Evaluation System.
- Facilitate the State Consortium on Educator Effectiveness (SCEE) Team to support and monitor the implementation and evaluation of pilot districts.
- Provide outreach to school districts in all areas of educator effectiveness.
- Facilitate the use of the NH Network as a basis for the development of a clearinghouse for educators, schools and districts to access research-based best practices, as well as innovative practices and the development of Learning Paths.
- Provide training of educators on the use of the social network platform.
- Promote and support the use of data to evaluate educator effectiveness by leveraging existing student outcome data by analyzing and using the data.

Contractor Initials KS

Date 5/28/13

EXHIBIT B

Program Facilitation

\$75.00 per hour for approximately 30 hours per week.

Limitation on Price:

FY 2014

\$117,000

This contract, from Governor and Council approval from July 10, 2013, through June 30, 2014, will not exceed \$117,000

These funds are available from and are 85% federal and 15% other funds:

Account number and amount	FY 2014	
06-56-56-563510-61560000-046-500464	\$50,000	100% Federal
10-56-56-562510-41100000-102-500464	\$25,000	100% Federal
06-56-56-563010-32610000-102-500731	\$10,000	100% Federal
06-56-56-563010-21830000-102-500731	\$15,000	100% Federal
06-56-56-564510-62040000-073-500578	\$17,000	100% Other

Method of Payment:

Payment to be made on the basis of bi-weekly or monthly invoices which are supported by a summary of activities that have taken place in accordance with the terms and conditions of the contract as stated in Exhibit A. if otherwise correct and acceptable, payment will be made for 100% of the expenditures listed.

Invoices will be submitted to:

Marjorie Schoonmaker
Division of Program Support
NH Department of Education
101 Pleasant Street
Concord, NH 03301

Contractor Initials

Date

KL
5/28/13

EXHIBIT C

Authorize waiver of the insurance provision 14.1.1-14.3.

Contractor will carry appropriate levels of automobile insurance during the term of this contract.

Contractor Initials

Date

WA
5/28/13



FARM FAMILY CASUALTY INSURANCE COMPANY

SERVICE CENTER
P. O. BOX 10787
SPRINGFIELD, MISSOURI 65808-0787
(417) 877-5409 • www.farmfamily.com

POLICY TERM
07-16-13 TO 07-16-14
AND SUBSEQUENT RENEWALS.

THIS FAMILY AUTOMOBILE RENEWAL DECLARATION
REPLACES ALL PRIOR DECLARATIONS, IF ANY, AND WITH POLICY PROVISIONS AND
ANY ENDORSEMENTS ISSUED TO FORM A PART THEREOF COMPLETES THIS POLICY.
METHOD OF PAYMENT: INSURED BILL

NAMED INSURED AND ADDRESS
BOULE, KAREN
79 RIVERWALK WAY
MANCHESTER NH 03101-2641

RATING ADDRESS:
79 RIVERWALK WAY
MANCHESTER NH 03101-2641

AGENT:
STEPHEN FOUNTAIN
PO BOX 1330
ASHLAND NH 03217-1330

FOR CUSTOMER SERVICE:
603-968-3335

DESCRIPTION OF INSURED PROPERTY

RATED	VEH DR DESCRIPTION	TYPE
1 2	VOL V70	AUTO
2 1	VOL C70	AUTO

RATING INFORMATION, COVERAGES, PREMIUMS, AND LIMITS OF LIABILITY

INSURANCE IS PROVIDED ONLY WITH RESPECT TO THOSE OF THE FOLLOWING COVERAGES WHICH ARE INDICATED BY A SPECIFIC LIMIT OF LIABILITY AND/OR PREMIUM APPLICABLE THERETO.

VEHICLE	VOL V70	12 VOL C70
CLASS CODE		
BODILY INJURY LIABILITY		
LIMIT PER PERSON/OCCURRENCE	100,000/300,000	100,000/300,000
PROPERTY DAMAGE LIABILITY		
LIMIT PER OCCURRENCE		
MEDICAL PAYMENTS		
LIMIT PER PERSON		
UNINSURED MOTORIST		
LIMIT PER PERSON/ACCIDENT	100,000/300,000	100,000/300,000
COMPREHENSIVE		
DEDUCTIBLE		
ADDED COVERAGE ENDORSEMENT		
COLLISION		
DEDUCTIBLE		
ADDED COVERAGE ENDORSEMENT		
TOWING & LABOR/WINDSHIELD REPAIR		
LIMIT		
REIMBURSEMENT OF RENTAL EXPENSE		
LIMIT PER DAY/AGGREGATE		
TOTAL		

VEHICLES	ENDORSEMENTS	TAX/FEE	TOTAL PREMIUM
\$	\$0.00	\$0.00	

STEPHEN FOUNTAIN

AUTHORIZED REPRESENTATIVE

DATE 05/17/13
PRINTED

THIS IS NOT A BILL.
SEE BILLING NOTICE FOR AMOUNT DUE.

DECLARATION SECTIONS FOR ADDITIONAL INFORMATION
SEE REVERSE SIDE FOR IMPORTANT INFORMATION

5/28/13

KAREN SOULE
79 Riverwalk Way
Manchester, NH 03101

EDUCATIONAL PREPARATION:

University of New Hampshire	Certificate of Advanced Graduate Studies
Plymouth State College	Masters of Education in Administration and Supervision
Keene State College	Management of Special Education Programs
Michigan State University	Graduate Studies
University of Maine Farmington	Bachelor of Science Degree in Speech Therapy/Elementary Education

PROFESSIONAL EXPERIENCES:

2010-present	Division of Program Support, Administrator Bureau of Credentialing New Hampshire Department of Education
2005-2010	Superintendent of Schools SAU 56-(Somersworth and Rollinsford School Districts)
1999-2005	Superintendent of Schools -Lincoln-Woodstock Cooperative School District
2001-2005	Adjunct Professor -Plymouth State University Principal -Stratham Memorial School Newfound Area School District Principal -Newfound Area Elementary Schools (1995-1996) Principal -Bristol Elementary School (1987-1995) Principal -Newfound Area Elementary Schools (1986-1987) Special Education Coordinator Newfound Area School District (1981-1986) Speech/Language Therapist - (1979-1981) Resource Teacher - Hill School District Kindergarten Teacher -Brindisi Elementary School, Brindisi, Italy Grade One Teacher Carmen's Kinder-Academy Pensacola, Florida Grade One and Kindergarten Teacher -Alfred T. Mahan School Keflavik, Iceland Grade One Teacher -Washburn School, Auburn, Maine Kindergarten Teacher -Shirley Lanham Elementary School Atsugi, Japan Grade One Teacher -Franklin School, Auburn, Maine

149
5/28/13

CITIZENSHIP PARTICIPATION:

- New Hampshire Task Force for Effective Teaching
- New Hampshire Professional Standards Board
- Strafford Learning Center Board of Directors
- Somersworth Youth Haven Board of Directors
- New Hampshire Public Television Board of Governors
- Somersworth Chamber of Commerce
- Lincoln-Woodstock Rotary Club
- Lincoln-Woodstock Chamber of Commerce
- National Elementary School Principal's Hot-Line
- Town of Bristol Budget Committee

HONORS AND AWARDS:

- Co-chair New Hampshire Task Force for Effective Teaching
- Lead for New Hampshire SCEE Team (State Consortium for Educator Effectiveness)
- Chairperson Professional Standards Board
- Education Commission of the States National Forum Presenter
- Nominated New Hampshire Supt. of the Year
- President New Hampshire Association of School Principals
- New Hampshire Principal's Association Representative to the National Elementary Principal's Association
- New Hampshire Council for Exceptional Children
- North Country Superintendent's Regional Chairperson

14
5/28/13