

**LEBANON BOARD OF EDUCATION
ENROLLMENT/COMMUNICATIONS/GOALS SUBCOMMITTEE MEETING
LYMAN MEMORIAL HIGH SCHOOL LIBRARY
SEPTEMBER 14, 2021 - 7:00 PM**

MINUTES

IN ATTENDANCE: Dawn Whitcher (Chair), Danelle Person, Nicole McGillicuddy, Sarah Haynes (BoE Chair)

ALSO PRESENT: Andrew Gonzalez (Superintendent)

I. Call to Order

Subcommittee Chair Dawn Whitcher called the meeting to order at 7:00 p.m.

II. Exit Interviews

Superintendent Andrew Gonzalez reviewed the exit interview surveys conducted with departing staff members. Seven surveys were returned. A. Gonzalez noted that feedback was generally positive, and that departures were due mostly to retirement or other job offers. Responses praised the family-oriented and close-knit staff and community in Lebanon. Some noted limited growth opportunities and communication issues as areas of potential improvement. A. Gonzalez stated that this feedback is valued and provides a way to grow and enhance our district and schools, as well as assisting new hires as they join the Lebanon community. N. McGillicuddy asked what takeaways he took from these interviews. He noted modelling consistent and open communication, as well as finding creative ways to provide growth opportunities within the district. S. Haynes stated that the interviews are helpful in gathering data regarding staff turnover and driving the goals of the district, as well as supporting the superintendent in those decisions. The subcommittee then discussed conducting similar interviews with students as they transition out of Lebanon schools, as well as from grade to grade.

III. Adjournment

D. Whitcher adjourned the meeting at 7:14 p.m.

Submitted,
Hannah Walcott (Board Clerk)