



SPAULDING

ACADEMY & FAMILY SERVICES

SPAULDING MANAGEMENT TEAM

Spaulding Academy & Family Services operates with the enthusiastic and passionate dedication of our leadership team. Each member brings a depth and breadth of specialized experience for their respective department. Together, the leadership team shares an unwavering commitment to ensure that Spaulding Academy & Family Services fulfills its mission to support exceptional children and families toward a successful future. For those we serve, Spaulding provides superior educational, residential and community-based services and treatment. As a recognized industry leader, we are dedicated to providing professional development opportunities for our employees and other specialists in the field.



Todd C. Emmons, MSc, MBA
President & CEO

Todd became President and CEO of Spaulding in 2020, after serving as the organization's Chief Financial Officer since early 2017 (until 2022). He brings more than 30 years of executive experience in financial management and operations for education institutions - including Quinsigamond Community College,

Elms College, Daniel Webster College, Saint Anselm College and Colby-Sawyer College - and ten years as an economic analyst on Wall Street. He is an active member of both the New Hampshire Health and Education Facilities Authority (NH HEFA) and the Community College System of New Hampshire Boards of Directors. He holds a Master of Science in Economics from the London School of Economics & Political Science, an MBA in Finance from the Stern School of Business at New York University, and a Bachelor of Arts in Economics from Saint Anselm College.



Meaghan Emmons, MBA
Chief Financial Officer

Meaghan was named CFO of Spaulding in 2022, after 19 years with Granite Group Benefits and Alera Group. Her most recent role was Senior Vice President of Finance, overseeing the company's finance and accounting team. She manages Spaulding's financial requirements and

business operations and works to maximize opportunities as the organization expands its work supporting children and families. Meaghan is a dedicated volunteer with UpReach Therapeutic Riding Center, working with students and staff during mounted and unmounted therapy programs. Since 2016, she has also served as a planning and event execution volunteer with the New England Parkinson's Ride. She holds an MBA from Southern New Hampshire University and a Bachelor of Arts degree from Saint Anselm College.



Amanda Champagne, MS, MBA
Executive Director of Family Services

Amanda began her career at Spaulding in 2000 as a residential substitute. She later served in various residential team positions until being named the Director of Residential Services in 2014. In 2020, she was promoted to Executive Director of Family

Services and now oversees Spaulding's residential, health services, clinicians, board certified behavior analysts, training and quality assurance and community-based programs, including family and social workers. She is an academic instructor within Granite State College's Education and Training Partnership and teaches online classes related to child and adolescent development, supporting children with traumatic backgrounds, child welfare, autism, and managing severe behaviors. In addition, Amanda is a professional crisis management trainer and a justice of the peace. She serves on the boards of Lakes Region United Soccer and the Tilton and Northfield Youth Assistance Program. She earned an MBA and a Master of Science in Psychology - Child and Adolescent Development from Southern New Hampshire University.



Garrett Lavallee, MEd
Principal and Director of Special Education

Garrett began his career at Spaulding in 1999 as a member of the Residential team while an undergraduate student at Colby-Sawyer College. He then held various positions within Spaulding Academy including Paraeducator, Special Education teacher, and

Special Education Coordinator. Prior to being named to his current position in 2022, he served as Assistant Director of Special Education. Garrett holds State of New Hampshire licensing in Special Education Administration, Special Education Teaching, and Early Childhood Special Education Teaching; a Master of Education in Special Education Administration from Plymouth State University; and a Bachelor of Science in Child Development from Colby-Sawyer College. He is working to expand Spaulding Academy's Social Emotional Learning (SEL) curriculum, including deepening integration of the Choose Love Movement program, and is furthering the school's student-centered focus. He is a member of the Boards of Directors of Lakes Region Community Services and 603 United and serves as a Spaulding ambassador to the Child Development education team at Colby-Sawyer College.



Nick Silva, MBA
Director of Admissions

Nick began his journey at Spaulding in 2014 as an Academic Aide in the Spaulding Academy. Since then, he has filled many roles across the organization, including Paraprofessional, Residential Counselor and Associate Teacher. Nick

became the Admissions Assistant in 2017, supporting the Spaulding enrollment process from start to finish. In 2022, he was promoted to Director of Admissions and is now the primary point of contact for school districts and state agencies on referrals as well as families during the admissions process. Nick holds a master's degree in Business Administration from Southern New Hampshire University, which he completed since joining Spaulding Academy & Family Services. He earned his bachelor's degree in Marketing and Management from Elms College in Chicopee, Massachusetts.



Lys Miller-Drake, SHRM-SCP
Human Relations & Employee Engagement Director

Lys was hired in 2018 as Spaulding's Human Relations and Employee Engagement Director. With more than 20 years of human resources experience, she brought expertise in business operations management, company culture and employee development, strategic planning, mediation, coaching, cultural

change, and employee engagement initiatives. She previously served as Senior Human Resources Business Partner for Microsemi in Beverly, Massachusetts; Human Resources Manager at Magellan Diagnostics in North Billerica, MA; and Senior Director of Human Resources at Next Step Living in Boston. At Spaulding, Lys manages all elements of the employee life cycle, including recruiting, onboarding, career development, training, and succession planning - all while engaging and supporting managers and employees throughout the organization. In addition to her SHRM-SCP certification, Lys holds a Bachelor of Arts in English from Amherst College and a Secondary Teaching Credential from the University of California in Berkeley.



Courtney Constant, MEd
Director of Development & Community Relations

Courtney joined Spaulding in 2023 as the Director of Development & Community Relations, focusing on creating new and exciting ways for our supporters to engage and communicate with Spaulding while also

disseminating awareness of Spaulding's mission to new friends. Her primary goal is to expand and enhance our current Spaulding community while sharing the tremendous success achieved by the children and families we serve. Before joining Spaulding, Courtney was the Director of Operations at Lake Life Realty - Compass New England in Moultonborough, New Hampshire and a Case Manager & Therapeutic Support Specialist at Lakes Region Mental Health Center in Plymouth, New Hampshire. Courtney holds a master's degree in Human Relations and a bachelor's degree in Psychology from Plymouth State University.



Dennis Galimberti
Support Services Director

After graduating high school, Dennis joined the U.S. Army and was stationed in Germany for four years. He has served in the U.S. National Guard ever since, completing three international deployments and a three-month State of New Hampshire deployment, where he led teams at two COVID-19 vaccination sites that processed 500 people daily. He

holds a degree in criminal justice and spent 15 years working in the field before serving as a maintenance director at a local healthcare facility. In 2014, Dennis was hired as Spaulding's Facilities and Grounds Manager and immediately began making an impact. Along with overseeing staff, he conducted campus-wide repairs and maintenance on building structures, upgraded the heat and air conditioning systems in each residential cottage, renovated the interiors of Wednesday House and Shaker House, and managed landscaping, snow removal, and timber strategies on the more than 500 acres on campus. He was promoted to Support Services Director in 2021, and oversees the maintenance, food services, technology, and housekeeping teams.



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SpauldingServices.org

ABOUT SPAULDING ACADEMY & FAMILY SERVICES

Spaulding Academy & Family Services is a leading provider of educational, residential, therapeutic and community-based programs and services for families, and children and youth with neurological, emotional, behavioral, learning or developmental challenges, including Autism Spectrum Disorder and those who have experienced significant trauma, abuse, or neglect. Established in 1871 as the New Hampshire Orphans Home and School for Industry, Spaulding Academy & Family Services is the oldest child care organization in operation in the United States. It is a tax-exempt 501(c)(3) nonprofit that was formerly known as Spaulding Youth Center since 1958. Our scenic hilltop campus is located on over 500 acres in Northfield, NH and welcomes boys and girls from ages 4 to 22 from around the state of New Hampshire and beyond. In addition to programs provided on our Northfield campus, Spaulding's community based programs include foster family licensing, Individual Service Option (ISO) foster care, ISO in-home services, child health support services, and more for children ages 0 to 20 and their family.