



# FALL 2023

*every child deserves a childhood*

## SPAULDING ACADEMY'S SCHOOL CONSTRUCTION IS FINISHED: Ribbon Cutting Ceremony Soon!

The school expansion construction is complete, and the new spaces are amazing! Here's what we accomplished since our last update.

In early July, we were thrilled to receive the Certificate of Occupancy for the school addition and the only thing remaining is receiving our custom order of Spaulding-branded furniture and needed apparatus.

We moved the kitchen equipment out of Westwood Hall and into the new space the week of August 20. Our Food Services staff got creative and developed a whole week of delicious cold lunch offerings, including any necessary adaptations for students' special dietary accommodations. In just a few days, we were able to offer a limited hot lunch service again, and shortly thereafter, opened the salad bar and soup station before becoming fully operational by the end of the month. The move proved to be a true Spaulding team effort and one that we can all be proud to celebrate.

As part of the new space, we are also working towards creating a vocational training classroom, too! There are so many details to discuss and decide, including a comprehensive curriculum, but we are excited to share that the new construction included a room that could serve this critical purpose. The accessible vocational space may include any number of standard business equipment, such as photocopier, shredding, and laminating machines, and could eventually offer services to local companies while providing real-world experience through tasks in which a student has an interest. If you are a local organization interested in learning more about how you can support the new vocational training classroom, please contact Courtney Constant, Director of Development & Community Relations, [CConstant@spauldingservices.org](mailto:CConstant@spauldingservices.org) or 603-286-8901 x107. We would love your involvement in exploring future opportunities.

Another new and exciting space is the Innovation Room. This multimodal learning environment is also in the planning stages but can be used for creating virtual reality material, recording a weekly Choose Love podcast, publishing monthly news for Spaulding Academy, and more. Whatever the final version becomes, the Innovation Room will be a fully accessible space for children to feel free to explore the world around them.



TO VIEW the latest pictures of the new addition, use this QR code:



## DONATE TODAY IN THREE EASY WAYS

We appreciate your consideration in helping to support extraordinary children and their families toward a successful future. Contributing to Spaulding Academy & Family Services is as easy as 1-2-3:



1. Donate online at [SpauldingServices.org/give](https://SpauldingServices.org/give)



2. Mail a donation to 72 Spaulding Road Northfield, NH 03276



3. Contact the development office at 603-286-8901 ext. 107 or [CConstant@SpauldingServices.org](mailto:CConstant@SpauldingServices.org)



Thank you for supporting the children and families of Spaulding Academy & Family Services

Spaulding Academy & Family Services is a private, 501(c)(3) non-profit organization, and we are grateful to our many donors and sponsors who support our mission. If you would like to discuss creating a custom package to support your professional or personal giving goals, please contact Courtney Constant at 603-286-8901 ext. 107.

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## SHARING SPAULDING ACADEMY'S MISSION WITH OTHERS

It was just six years ago when Jennifer McAllister joined Spaulding Academy & Family Services as a staff accountant.

She says, "I had held similar positions in other New Hampshire nonprofits and when I saw the job posting, I knew I had to apply. Having grown up in Northfield, I've always known about Spaulding Academy, their mission, and how they helped kids. The role was a perfect fit, and my heart has been full since my first day."

Now the Revenue Specialist and Payroll Coordinator, Jennifer has consistently taken on more responsibility and been promoted through different roles as the finance department grew to a team of four full-time and one part-time staff. She shares, "I love working with others dedicated to making younger lives just a little bit better."

Jennifer recalls the first time the accounting team sat down with Spaulding Academy's then-CFO. "Todd shared a meal with us where we were all simply chit chatting and getting to know each other without job titles and positions making a difference. It was an extremely valuable experience as a new employee."

Close to finishing her bachelor's degree in finance from Granite State College, Jennifer already plans to take advantage of Spaulding's tuition reimbursement to pursue a master's degree. In the interim, the organization has already sponsored her to earn a Fundamentals in Payroll certification and she'll be taking the exam to become a certified payroll professional in the spring!

When she's not working, Jennifer combines her love of landscape photography with her enjoyment of camping and hiking in the White Mountains.



**TO LEARN MORE** about the extraordinary individuals of the Spaulding Family, use this QR code:

## SPAULDING ACADEMY: Creatively Addressing Teacher Shortage

With a critical shortage of Special Education teachers statewide, Spaulding Academy & Family Services is creatively evolving to fill our roster of teachers.

"One way we are trying to address this shortage is by promoting professional development and alternative routes to certification," says Garrett Lavallee, Principal and Special Education Director. "For instance, three teachers are currently enrolled in onsite-based learning plans, working under the mentorship of an experienced educator to earn their special education teacher certification."

Typically, one would attain a teacher certification from an accredited college. However, Spaulding is pairing intern teachers with experienced educators in a competency-based program that combines mentoring, supervision, and professional development classes, while financially supporting the intern teachers as they take college courses during this time.

After the candidate receives their statement of eligibility, they then submit their individualized professional development plan to the Department of Education. Once their plan is accepted, the candidate is licensed as an intern teacher and has three years to complete the competencies outlined in their plan. When the plan is completed, they will be considered a certified beginning educator!

This creative approach has enabled Spaulding Academy to grow from within. In the last year, six para educators were promoted to associate teaching positions which has also bolstered ongoing retention and quality of new staff.

One does not have to go far to see how this 'growth from within' mindset has proven successful on campus. Spaulding Academy's entire leadership team were all promoted through the ranks, providing high value to each position while demonstrating their dedication to lifelong learning.



(from L to R) Marissa LoGrasso, Mike Wolski, Tabitha MacLeod, Special Education Intern Teachers



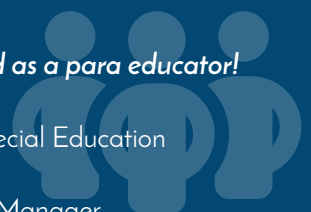
**TO SEE MORE** positions currently available at Spaulding Academy, use this QR Code:



### GROWTH FROM WITHIN

*Spaulding Academy's leadership each started as a para educator!*

- Tara Eastman, School Coordinator
- Garrett Lavallee, Principal & Director of Special Education
- Callie Racine, School Staff Scheduler
- Brion Schaffnit, School Staff Development Manager



**OUR MISSION:** Supporting exceptional children and families toward a successful future.

## RESIDENTIAL: Summer Block Party was a Sunshine-Filled Success!

The gorgeous summer weather was just one of the amazing memories about Spaulding's Summer Block Party last month. Just like a traditional block party, the Spaulding version included a giant potluck barbecue that incorporated all the campus cottages. Each cottage contributed groceries and dishes to share, and volunteers from all departments helped to set up the event. Some overnight staff members even handled the decorations, creating a fun atmosphere.

In addition to the delicious food, the block party offered plenty of activities for all attendees. The fire department was on campus to spray students down with the fire hoses and DJ Kristin Cain kept attendees moving to the musical grooves. Students, staff, and guests participated in pool races, water balloon tosses, face painting, and students could even throw a pie at Jon Crudo and Wally Hall!

The block party is just one example of quarterly campus events planned by the Activities Committee, which is led by Salena Durette, Lambert Hall House Manager and Activities Committee chair. These activities encourage students to have fun and build their social skills in a safe and positive setting. Other recent events have included the Choose Love talent show and Spaulding's very first prom!



TO VIEW pictures from our block party, use this QR code:

## COMMUNITY BASED: RENEW Program Empowers Youth to Succeed

Spaulding's Community Based program is excited to bring the RENEW program to those that we serve. The Resilience, Empowerment, and Natural Supports for Education and Work (RENEW) model is an evidence-based practice developed in 1996 by researchers at the Institute on Disability at UNH and Keene State College as part of a federally funded demonstration project. The program is designed for youth aged 14+ and is focused on positive youth development through empowerment and goal achievement.

Kelly Hopler, Spaulding community-based clinician, is already working with Spaulding youth to deep dive into who they are today, their history, what works for them and what doesn't, who are their positive supports, who or what is unhealthy to be around, and so on. As part of the process, Kelly helps the teenager to identify and create goals they want to achieve as well as define the steps needed to fulfill these goals.

Recently, our two Spaulding permanency specialists, Cheryl Consoletti and Ashley Dunham, also completed the training to become RENEW facilitators. These three individuals are already expanding the number of teenagers who can participate in the program and promote greater personal growth for these students.



TO LEARN MORE about our clinical services, use this QR code:

## WE'RE HIRING: We Would Love to Have You (or Someone You Know) Join Our Growing Team!

Spaulding Academy & Family Services is committed to providing quality services to children and youth, and we're growing! Join our incredible family of dedicated individuals who are passionate about making a difference.

We offer a supportive and rewarding work environment that allows our team members to focus on impacting the lives of our students. You'll enjoy competitive salaries and generous paid time off, including birthdays! Plus, our comprehensive benefits package includes 403B; dental, health, vision, and life insurance; tuition reimbursement; retirement plans; flexible spending accounts; professional development opportunities; and more!

There are various positions available on all shifts, with differentials currently offered for 2nd and 3rd shift roles. We particularly need talented residential direct care staff, nurses, and behavior analysts (BCBAs). We offer job shadowing opportunities, too, to give you an idea of what a position entails.

Join us on a rewarding journey where your skills and compassion will make a lasting impact. Explore our current job openings - and share them with others - and let's create positive outcomes together!



TO SEE what positions are currently available, use this QR code: