

Report to the School Committee: 2016 Personnel Report

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Director of Human Resources

Introduction

Shrewsbury Public Schools has successfully completed almost all of the hiring process to fill key positions within the District. These positions were hired to replace a portion of the educators who had retired or resigned, as well as replace paraprofessional positions open due to student needs, resignations, or retirements, and two other positions open due to resignation or retirement. In addition to these appointments three educators have transferred to different positions/schools within the district for the 2016-2017 school year. We have appointed 25 staff to professional positions (not including internal transfers/promotions), with 2.6 professional positions not yet filled at this time (2.0 due to summer resignations), and we have appointed 41 paraprofessional positions (including regular and substitute positions), 1 executive administrative assistant and 1 secretary. We also continue to fill positions available due to maternity/paternity leaves or personal illness.

New Hiring-Professional Staff

Included among the 25 professional staff hired is the new Director of Special Education and Pupil Personnel Services for the District, Margaret (Meg) Belsito, who is replacing the previous director, who resigned to take a position with another district. The 25 professional staff includes appointments to full year long term substitute positions, with a total of 15 positions hired at the preschool or elementary level, 5 positions at the middle level, and 4 positions at the high school level. In addition, Erin Kendrick, formerly a third grade teacher at Coolidge, has become the new Instructional Coach/Curriculum Coordinator for that school, and is included in the total of our three internal transfers.

As the School Committee is aware, the teacher selection process in Shrewsbury is rigorous, and through the hard work of our District Leadership Team, as well as educators, parents and students who volunteered to be part of selection meetings or demonstration lessons, we have adhered to our high standards.

The process includes interviews with principals, department directors, curriculum coordinators/instructional coaches, teachers, parents, and central office administrators. At the middle and high school levels, students also serve on the interview teams.

All teaching positions require a demonstration lesson in the classroom, which is a key ingredient in the selection and hiring process. All candidates recommended for hire are also required to interview with the Director of Human Resources and the Superintendent of Schools as the final step in the selection process, where our mission and core values are discussed individually with each finalist. A thorough reference check is conducted on each new hire, including the "CORI" (Massachusetts background check) and the "SAFIS" (national fingerprint-based FBI background check).

We continue to use www.schoolspring.com as our primary sourcing tool, which netted 1717 applicants to our professional positions. This means that 1.46% of those who applied to our professional positions ultimately received a position with us this year. Last year that percentage was 3.8% and the year before, just under 2%.

Principals, directors, and selection committees reviewed these application packets. Some applicants were selected for phone interviews, and then an even smaller number invited for face-to-face interviews and their teaching demonstration lessons. References were contacted, which resulted in the finalist recommendations.

Our new professional educators completed two days of orientation on August 25 and August 26 and each has had a mentor assigned for the upcoming year.

New Hiring-Paraprofessional Positions

As of September 7, 2016 we had hired 41 paraprofessional positions. These positions netted 662 applicants. This means we hired 6.19% of those who applied to our paraprofessional positions, compared to 4.3% last year, and 3.3% the year before. These applicants also underwent a rigorous selection process, which included applicant packet screening, phone and face to face interviews, reference checks, the CORI background checks, and the national SAFIS (FBI fingerprint-based background check).

New Hiring-Administrative Support

As of September 7 we had hired 2 administrative support positions, 1 to replace a retiring special education secretary at the high school, and 1 to replace the Superintendent's executive assistant, who moved to another state with her family.

Conclusion

Shrewsbury Public Schools continues its longstanding top notch reputation as a collaborative and desirable district in which to work.

New District Leaders

Margaret (Meg) L. Belsito, Director of Special Education and Pupil Personnel Services, District

*Master of Education, concentration in Curriculum and Design, Lesley University
Bachelor of Science in Elementary and Special Education, Providence College*

Erin Kendrick, Instructional Coach/Curriculum Coordinator, Coolidge Elementary School (internal transfer)

*Master of Elementary Education, Lesley University
Bachelor of Arts in English, Wagner College*

Transferring Educators

Beth E. McNerny, from Coolidge Elementary School to the Beal Early Childhood Center (Kindergarten)

Heather Leger, from Sherwood Middle School to Shrewsbury High School (French)

New Educators

Shrewsbury High School:

Teresa Canney, Biology

Bachelor of Science in Biology, Worcester State University

Samantha Doolittle, English

Master of Education, Harvard Graduate School of Education

Bachelor of English and Theatre, Mount Holyoke College

Andrew Giese, Chemistry

Master of Public Health, University of Massachusetts at Amherst

Bachelor of Arts in Biology and Chemistry, Assumption College

Cheryl Nelson, Mathematics

Master of Business Administration, Boston College

Bachelor of Science in Electrical Engineering, University of Miami

Oak Middle School:

Angela Grove, Social Studies

Bachelor of Arts in Philosophy and History, Randolph-Macon Women's College

Anne Marie Lockwood, Mathematics

Master of Business Administration, Nichols College

Bachelor of Science in Computer Science, Boston University

Kyle Wells, English Language Arts

Master of Education in English, University of Massachusetts at Amherst

Bachelor of Science in Psychology and Secondary Education, University of Massachusetts at Amherst

Sherwood Middle School:

Jillian O'Connor, Mathematics/Science

Master of Education, University of Massachusetts at Amherst

Bachelor of Arts in Psychology, University of Massachusetts at Amherst

Bethany Slade, Spanish

Bachelor of English and Painting, Boston University

All Elementary Schools:

Pamela Santilli, Media Specialist

Master of Education in Library Sciences, Cambridge College

Bachelor of Science in Elementary Education, Worcester State University

Beal Early Childhood Center:

Michelle Neddo, Kindergarten

Master of Education in Curriculum and Instruction, Literacy, Lesley University

Bachelor of Science in Psychology, Framingham State University

Coolidge Elementary School:

Kayla Cotter, Second Grade

Master of Special Education (Moderate Disabilities), Lesley University

Bachelor of Arts in Elementary Education, Roger Williams University

Peter Fairbrother, Third Grade

Bachelor of Arts in Elementary and Special Education, Providence College

Katherine Mills, Kindergarten

Master's of Early Childhood Education, Worcester State University
Bachelor of Arts in Early Childhood Education, Plymouth State University

Leah Terrasi, First Grade
Bachelor of Arts in Elementary Education, Worcester State University

Floral Street Elementary School:
Meaghan McCarthy, First Grade
Bachelor of Arts in Elementary Education, Stonehill College

Joshua Nichols, English Language Learners
Bachelor of Arts in Philosophy, Central Christian of Kansas

Jessica Willand, Speech Language Pathologist
Master of Science in Speech Language Pathology, Worcester State University
Bachelor of Science in Communication Sciences and Disorders, Worcester State University

Sarah Wilander, English Language Learners
Bachelor of Arts in Communication Disorders and Spanish, University of Rhode Island

Paton Elementary School:
Angela Bergeron, Second Grade
Master of Special Education (Moderate Disabilities), Lesley University
Bachelor of Arts in Elementary Education, Keene State College

Jenna Violette, First Grade
Bachelor of Arts in Early Grades Education (PreK-4), West Chester University of Pennsylvania

Jenny A. White, First Grade
Bachelor of Arts in Elementary Education, Psychology, Saint Michael's College

Spring Street Elementary School:
Allison Sullivan, Second Grade
Master of Elementary Education, American International College
Bachelor of Science in Business, Westfield State University

Parker Road/Weslyan Terrace:

Megan Braun, Preschool

Bachelor of Arts in Mathematics and American Sign Language, University of Rochester

New Administrative Support Staff

Elizabeth McCollum, Executive Administrative Assistant to the Superintendent

Lori Cyr, Special Education Secretary, Shrewsbury High School

New Paraprofessional Staff

Shrewsbury High School:

Evan Earls, ABA Technician

Donika Garner, Special Education Aide

Colleen Holmberg, Special Education Aide

Kristian Jackson, Special Education Aide

Melissa Sabo, Special Education Aide

Manas Sarma, Special Education Aide

Jean Smith, Special Education Aide

Oak Middle School:

Paige Crane, Instructional Aide

Johanna Evans, Instructional Aide

Alyssa Graveson, Special Education Aide

Michelle Hunt, Child Specific Aide

Vanessa Maher, Instructional Aide

Sherwood Middle School:

Alissa Chikeles, ABA Technician

Jennifer Cotie, Literacy Tutor

Josh Hinkson, ABA Technician

Eric Laramée, Child Specific Aide

Erin Marine, Child Specific Aide

Luanne McGrath, ABA Technician

Genevieve Steere, Child Specific Aide

Bryana Sullivan, ABA Technician

Joan Theodoss, Special Education Aide

Beal Early Childhood Center:

Sara Cantor, Child Specific Aide

Laura Henczel, Literacy Tutor

Patricia Hollyer, Instructional Aide

Amy Loconto, Instructional Aide

Andrea Sevinsky, Instructional Aide

Stephanie Toporowski, Instructional Aide

Coolidge Elementary School:

Erin Brueggemann, ABA Technician

Trendafile Ibrahimi, Child Specific Aide

Sarah Nguyen, ABA Technician

Lisa Wawrzeniak, Speech Language Pathologist Assistant

Floral Street Elementary School:

Laura Merluzzo, ABA Technician

Paton Elementary School:

Cynthia Belanger, Child Specific Aide

Stephanie Curtis, Instructional Aide

Kelly Delaney, Child Specific Aide

Melissa Wass, ABA Technician

Spring Street Elementary School:

Melissa Bentley, Instructional Aide

Sharon Laramee, Instructional Aide

Angela Welch, Instructional Aide

Parker Preschool:

Anne Miller, Instructional Aide

Sheila Parnell, Child Specific Aide