



Report to the School Committee: 2019 Personnel Report

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Director of Human Resources
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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 educators who had retired or resigned, or positions open due to changing organizational needs, including mental health resources needed to ensure progress towards our strategic goal, "Enhanced Well-being of All". We also continue to fill long-term substitute positions available due to maternity and paternity leaves or staff illnesses.

We have appointed 56 staff to professional positions, including internal transfers, promotions, and the return of outstanding staff. We have appointed 44 staff to paraprofessional positions. We have appointed 2 staff to office positions, which support the district as a whole. In total, we have hired 102 people for the upcoming school year.

We are still in process to hire an Assistive Technology Specialist for the district and an elementary level English as a Second Language Teacher.

New Hiring – Professional Staff

The 56 professional staff includes 1 hire at the district level (Dr. Jane Lizotte, Assistant Superintendent for Community Partnerships & Well-being), 16 hires for the high school (including Meghan de Leon, Director of Highschool Special Education), 15 hires for the middle level (including Jonathan Kelly, Principal of Sherwood Middle School), and 24 hires for the preschool/elementary level (including Jacqueline Du, Director of Preschool-Fourth Grade Special Education and Lindsay Morse, Instructional Coach and Curriculum Coordinator for Floral Street School).

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 high school level, 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 professional-level 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 the district's strategic priorities, Portrait of a Shrewsbury Graduate, and 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 2598 applicants to our professional positions, including those ultimately filled by our own transfers or promotions. This means that 2.16% of those who applied to our professional positions ultimately received a position with us this year (FY 20). Last year, for FY 19 it was 1.6%; in FY 18 it was 1%; in FY 17 it was 1.46%; in FY16 it was 3.8%.

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 with search committees and teaching demonstration lessons. References were contacted, which resulted in the finalist recommendations.

Our new professional educators completed two days of orientation on August 22 and August 23. Each educator has a mentor assigned for the upcoming school year and will also receive mentorship in their second and third years of employment, in addition to support from the evaluator.

New Hiring-Paraprofessional Staff

As of August 26, 2019 we had hired 44 paraprofessional positions. These positions netted 497 applicants. This means we hired 8.85% of those who applied to our paraprofessional positions, compared to 7% in FY 19, 8% in FY18, 6.2% in FY17, and 4.3% in FY16. These applicants also underwent a rigorous selection process, which included applicant packet screening, phone and face-to-face interviews, reference checks, and the CORI and SAFIS background checks.

We also hired 2 office support positions: Registrar, and Central Office Administrative Assistant, which netted 213 applicants, for a percentage hire of less than 1% in this category.

Conclusion

We continue our long-standing excellent reputation as a collaborative and desirable district in which to work.

New Educators

District

Jane O. Lizotte, Ed.D., Assistant Superintendent for Community Partnerships & Well-being
Doctor of Education, Northeastern University
Master's in Elementary Education, Lesley University
Bachelor of Arts in English, Providence College

Shrewsbury High School

Meghan de Leon, Director of High School Special Education (transfer and promotion)
Special Education Leadership, Collaborative for Educational Services/Fitchburg State University
Master of Education, American International College
Bachelor of Arts in Elementary and Special Education, Providence College

Allison Berkeley, English as a Second Language
Bachelor of Arts, Smith College

Patricia Busso, Mathematics (rehire)
Master of Education, Worcester State University
Bachelor of Arts in Mathematics, College of the Holy Cross

Gina Campo, Family Consumer Science
Bachelor of Arts in Culinary Management, Newbury College

Jordan Flores, English
Bachelor of Arts in Secondary Education in English, Framingham State University

Maura Geoghegan, English
Bachelor of Arts in Secondary Education in English, Assumption College

Jennifer Keeler, French
Master of Arts in French Literature and Culture, Boston College
Bachelor of Arts in French, University of Massachusetts at Amherst

Michelle LeMay, School Psychologist (transfer)
Educational Specialist in School Psychology, University of Massachusetts at Boston

Master of Arts in Counseling Psychology, Framingham State University
Bachelor of Arts in Psychology, University of Massachusetts at Amherst

Brian McCauley, Biology
Bachelor of Science in Biology, University of Massachusetts at Dartmouth
Master of Arts in Teaching, University of Massachusetts at Dartmouth

Marcia Ray, Special Education
Master of Education in Special Education, American International College
Bachelor of General Studies in Human Development, Lesley University

Michele Rogers, School Nurse
Bachelor of Science in Nursing, Rivier College

Michael Stack, Chemistry
Bachelor of Science in Education, Biology and Chemistry, University of Limerick (Ireland)
Master of Arts in Education, Portland State University

Ryan Stoens, Chemistry
Bachelor of Arts in Chemistry and Secondary Education, Knox College

Carissa Valeri, Visual Arts
Bachelor of Arts in Art, Framingham State University

Tiffany Vega, School Counselor
Master of Counseling in School Counseling, Assumption College
Bachelor of Science in Communications and English, Salem State University

Kerri Vokes, Adjustment Counselor
Master of Social Work, Boston College
Bachelor of Arts in Psychology, University of Massachusetts at Boston

Oak Middle School

Kelli Keaney, Mathematics
Bachelor of Arts in Mathematics and Secondary Education, Assumption College

Grace McKenzie, English Language Arts
Master of Education in Secondary Education, University of Massachusetts at Boston
Bachelor of Arts in Sociology, University of Massachusetts at Amherst

Sydney Packer, Science
Master of Education, University of Massachusetts at Amherst
Bachelor of Science in Biology, University of Massachusetts at Amherst

Nancy Sinacola, Latin
Bachelor of Arts in the Classics, Wesleyan University

Genevieve Steere, Special Education
Master of Education in Special Education, Fitchburg State University
Bachelor of Education in Moderate Special Education and Elementary Education, Fitchburg State University

Kristen Swartz, Mathematics
Bachelor of Education in Middle School Education and Mathematics, Fitchburg State University

Jon Zucchi, Music
Master of Education in Music Education, Boston Conservatory
Bachelor of Arts in Music, Providence College

Sherwood Middle School
Jonathan Kelly, Principal of Sherwood Middle School
Master of Education in School Leadership & Administration, Worcester State University
Master of Arts in American Studies, University of Massachusetts at Boston
Bachelor of Arts in History, Assumption College

Erin Kennedy, Special Education Team Chair (transfer and promotion)
Certificate of Advanced Educational Studies in BCBA, Western New England College
Master of Science in Education and Severe Special Needs, Simmons College
Bachelor of Arts in Organizational Communications, Assumption College

Jennifer Bolt, Adjustment Counselor
Master of Social Work, Salem State University
Bachelor of Arts in Psychology, Providence College

Erica Dougherty, Science/Mathematics
Master of Education in Elementary Education, Worcester State University
Bachelor of Science in Elementary Education, Westfield State University

Caitlin Early, Special Education (promotion)
Master of Education in Special Education and Elementary Education, Lesley University
Bachelor of Science in Health Education, Worcester State University

Carie Holman, Spanish
Master of Arts in Spanish, Worcester State University
Bachelor of Arts in Spanish, Framingham State University

Jordan Smith, English Language Arts/Social Studies
Bachelor of Education in Elementary Education, Westfield State University

Roberto Soto, English as a Second Language (transfer)
Master of Education in School Leadership & Administration, Worcester State University
Teacher Certification Program in English as a Second Language, School for International Training
Bachelor of Education in Secondary Education and Biology, University of Puerto Rico

Elementary Level

Jacqueline Marcello, Director of Preschool and Elementary Special Education (promotion)
Advanced Training Program in Applied Behavior Analysis, Northeastern University
Master of Science in Communication Disorders, Worcester State University,
Bachelor of Science in Elementary Education, University of Maine at Orono

Beal Early Childhood Center

Jenie Song-Gagne, Music
Master of Music in Music Education, University of Miami
Bachelor of Fine Arts in Music Performance, Carnegie Mellon University

Coolidge School

Erin Cook, Third Grade (transfer)
Master of Teaching, University of Massachusetts at Dartmouth
Bachelor of Education in Elementary Education, Worcester State University

Brianna Hamel, Special Education
Master of Education in Teacher of Students with Severe Disabilities, Fitchburg State University
Bachelor of Arts in Psychology, University of Massachusetts at Lowell

Michelle Lucas, Third Grade
Master of Education in Elementary Education, Anna Maria College
Bachelor of Science in Psychology, Bridgewater State University

Carey Mount, Special Education
Master of Education in Special Education, Fitchburg State University
Bachelor of Business Administration, University of Massachusetts at Amherst

Katrice Theroux, Adjustment Counselor
Certificate of Study in School Social Work/School Adjustment Counseling, Assumption College
Master of Arts in School Counseling, Boston College
Bachelor of Arts in English, St. Michael's College

Floral Street School

Lindsay Morse, Curriculum Coordinator/Instructional Coach
Certificate of Advanced Studies in Resiliency in the Helping Professions, Assumption College
Master of Education as a Reading Specialist, American International College
Bachelor of Education in Early Childhood Education, Framingham State University
Bachelor of Arts in Communications, Assumption College

Kristen Burt, Special Education
Master of Education as a Reading Specialist, Gordon College
Bachelor of Science in Moderate Special Education and Elementary Education, Boston University

Emily Knapp, Second Grade
Bachelor of Arts in Psychology, Elementary Education, and Special Education, Hartwick College

Elizabeth Marciello, First Grade
Master of Teaching in Elementary Education, University of Massachusetts at Boston
Bachelor of Science in Psychology, University of Massachusetts at Boston

Ani Marold, Third Grade (rehire)
Master of Education, University of Massachusetts at Amherst
Bachelor of Arts in Sociology, University of Massachusetts at Amherst

Emma McLaughlin, Special Education
Master of Education in Severe Special Education, Bay Path University
Bachelor of Science in Psychology, Wheelock College

Megan Moran, Adjustment Counselor
Master of Counseling Psychology, Assumption College
Bachelor of Arts in Psychology, Franklin Pierce College

Allison Whiteside, Music (shared with Paton)
Bachelor of Music in Vocal and General Music Education, Miami University

Paton School

Stephanie Curtis, Fourth Grade
Master of Elementary Education, Lesley University
Bachelor of Science in Health Education, Worcester State University

Rebekah Landers, Special Education
Master of Science in Special Education, Simmons College
Bachelor of Arts in English, University of Massachusetts at Amherst

Kara Richardson, Adjustment Counselor (transfer) (shared with Spring)

Master of Social Work, University of Connecticut
Bachelor of Education in Elementary Education, Worcester State University

Emily Walker, First Grade
Bachelor of Science in Elementary Education and Psychology, Worcester State University

Allison Whiteside, Music (also shared with Floral)
Bachelor of Music in Vocal and General Music Education, Miami University

Spring Street School

Laura Braun-Lush, School Psychologist
Educational Specialist in School Psychology, Appalachian State University
Bachelor of Arts in Psychology, North Carolina State University

Kara Richardson, Adjustment Counselor (transfer) (shared with Paton)
Master of Social Work, University of Connecticut
Bachelor of Education in Elementary Education, Worcester State University

Parker Road Preschool

Bridget Nichols, Special Education Team Chair (promotion)
Applied Behavior Analyst Certificate, University of Massachusetts at Boston
Master of Education in Special Education, Lesley University
Bachelor of Arts in Human Development, Boston College

Jennifer Foran, ELC Coordinator
Master of Education, Simmons College
Bachelor of Science in Psychology, Worcester State University

Sheila Parnell, Preschool (promotion)
Master of Education in Special Education, Lesley University
Bachelor of Arts in Preschool Education, PreK-2, Bay Path University

Rebecca Tonelli, ELC Coordinator (promotion)
Master of Science in Applied Behavior Analysis, Bay Path University
Bachelor of Science in Psychology, Worcester State University

New Office Support Staff

Pamela Panarelli, Registrar (rehire)
Blake Stewart, Central Office Administrative Assistant

New Paraprofessional Staff

Tutors

Deb Martel (retired teacher)

Applied Behavior Analysis (ABA) Technicians

Thayna Aguiar
Marissa Bachand
Sujatha Bhogaraju
Ashleigh Carrasquillo
Sasirekha Gurunathan
Samuel Hanson
Debra Harstad
Jamie Hurley
Rhythm Kesavan
Robert Lamb
Erin Lavery
Lam Nguyen
Kristin Overly
Kami Pawelek
Nicole Quatrala
Morgan Robinson
Christine Romano
Daniela Romeo
Tiffany Sackett
Edlira Simmarano
Rashmi Vinchure
Ariana Zecco

Child Specific Aides

Katie Andress
Hymavathi Avadhuta
Tonga Carter
Reena Dhal
Jessica Dujnic-Bjork
Destiny Hernandez
Ivannah Jacob
Samantha Letourneau
Emilia McCool
Patricia McIntosh
Deborah Mihaley
Stephanie Morgan
Jaclyn Pierce
Katelyn Salsgiver
Renee Stiert
Meghan Tower

Instructional Aides

Adelina Baka

Marybeth Graham

Colleen Judge

Bridget Marshall

Donna Twitchell