**School Committee
Meeting Book**

**December 4, 2019
7:00 pm**

**Town Hall -100 Maple Avenue
Selectmen's Meeting Room**

SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING

AGENDA
December 4, 2019 7:00pm
Town Hall—Selectmen's Meeting Room
100 Maple Avenue

Items	**Suggested time allotments**
I. Public Participation	
II. Chairperson's Report & Members' Reports	
III. Superintendent's Report	
IV. Time Scheduled Appointments:	
A. Athletics: Annual Report	7:10 – 7:35
B. Enrollment Projections: Report	7:35 – 8:00
C. District Communications: Report on Survey & Recommendations	8:00 – 8:25
V. Curriculum	
VI. Policy	
VII. Finance & Operations	
VIII. Old Business	
IX. New Business	
X. Approval of Minutes	8:25 – 8:30
XI. Executive Session	8:30 - 8:50
A. For the purpose of collective bargaining with the Shrewsbury Education Association – Unit B	
B. For the purpose of reviewing, approving, and/or releasing executive session minutes	
C. For the purpose of acting on a student residency issue	
XII. Adjournment	8:50

Next regular meeting: December 18, 2019

SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING

ITEM NO: I   Public Participation   MEETING DATE: **12/4/19**

SPECIFIC STATEMENT OR QUESTION:
Will the School Committee hear thoughts and ideas from the public regarding the operations and the programs of the school system?

BACKGROUND INFORMATION:
Copies of the policy and procedure for Public Participation are available to the public at each School Committee meeting.

ITEM NO: II. Chairperson's Report/Members' Reports

SPECIFIC STATEMENT OR QUESTION:
Will the School Committee hear a report from the Chairperson of the School Committee and other members of the School Committee who may wish to comment on school affairs?

BACKGROUND INFORMATION:
This agenda item provides an opportunity for the Chairperson and members of the Shrewsbury School Committee to comment on school affairs that are of interest to the community.

STAFF AVAILABLE FOR PRESENTATION:
School Committee Members
Ms. Sandra Fryc, Chairperson
Mr. Jon Wensky, Vice Chairperson
Dr. B. Dale Magee, Secretary
Ms. Lynsey Heffernan, Committee Member
Mr. Jason Palitsch, Committee Member

ITEM NO: III.   Superintendent's Report

SPECIFIC STATEMENT OR QUESTION:
Will the School Committee hear a report from Dr. Joseph M. Sawyer, Superintendent of Schools?

BACKGROUND INFORMATION:
This agenda item allows the Superintendent of the Shrewsbury Public Schools to comment informally on the programs and activities of the school system.

STAFF AVAILABLE FOR PRESENTATION:
Dr. Joseph M. Sawyer, Superintendent of Schools

ACTION RECOMMENDED FOR ITEMS I, II, & III:
That the School Committee accept the report and take such action as it deems in the best interest of the school system.

SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING

ITEM NO: **IV. Time Scheduled Appointments:**   MEETING DATE: **12/4/19**
                    A. Athletics: Annual Report

BACKGROUND INFORMATION:

Each fall the athletic director presents a report to the School Committee that summarizes athletic participation, achievements, and budget during the previous year. The 2018-2019 year was highly successful. More importantly, the athletics program provided a variety of outstanding experiences that helped student-athletes develop their athletic, teamwork, and leadership skills. The report is enclosed

ACTION RECOMMENDED:

That the School Committee accept the report and take whatever steps it deems necessary in the interests of the Shrewsbury Public Schools.

STAFF & STUDENTS AVAILABLE FOR PRESENTATION:

Mr. Todd Bazydlo, Principal, Shrewsbury High School
Mr. Jason Costa, Director of Athletics
Student-Athletes: Colleen McNamara, Lauren Lemay and John West (Class of 2020)

Shrewsbury High School
Athletic Report
2018-19

Presented to the School Committee
December 4, 2019

Todd Bazydlo, Principal
Jason Costa, Athletic Director

Overview of 2018-19

Philosophy

The Shrewsbury High School Athletic program is governed by the Massachusetts Interscholastic Athletic Association (MIAA) and acts in accordance with the values the Association places on the importance of athletics in students' social and emotional development. We adhere to the MIAA Educational Athletics Committee's belief that:

> *"Interscholastic athletic competition is an extension of the classroom and an educational activity that provides outstanding opportunities to teach life lessons. Through participation in such programs, young people learn values and skills that help prepare them for the future. Leadership, goal setting, teamwork, decision making, perseverance, integrity, sacrifice, healthy competition and overcoming adversity are inherent in the interscholastic athletic framework and also support the academic mission of schools. Student-athletes earn the privilege to participate by succeeding academically, and the resulting positive outcomes continue far beyond graduation. Athletic programming exists to prepare young men and women for the next level of life, not the next level of athletics. Wins are achieved through athletics by developing successful athletes and teams, but more importantly, wins are achieved through the educational experience by developing successful and responsible students, leaders and community members."*

Programming:

High School

Shrewsbury High School offers 36 different sports, which account for 61 teams and approximately 800 contests played this past year. During the 2018-2019 school year an average of 489 athletes participated in sports per season. In 2018-2019, our coaching staff was comprised of a total 117 coaches (78 paid positions and 39 volunteer coaches).

> **Team Highlights**
> - 28 out of 31 teams qualified for postseason play
> - League Championships
>   - Girls' Ice Hockey
> - District Finalists
>   - Boys Tennis
> - District/Regional Champions
>   - Cheerleading
>   - Boys Indoor Track
>   - Baseball
> - State Finalists
>   - Baseball

Unified Sports

The Unified sports programming allows students with and without disabilities to participate on the same team and promotes social inclusion and camaraderie through sports practice and competitions. SHS continued to offer and support the Unified Track program for a sixth year and the Unified Basketball program for the fourth year. Participation in the Unified program continued to grow during the 18-19 school year where Unified Track fielded a team of 83 participants, while the Unified Basketball team fielded approximately 64 members. Both teams competed against other Central Massachusetts high schools. Central Massachusetts has been a leader in this space and currently there are 19 schools in the Midland-Wachusett League that offer Unified sports. The Athletic

Department and the Special Education Department have partnered to share the cost for this programming, and have additionally relied upon strong community donations to support the continued funding of the program. This past fall SHS was recognized as a National Unified Champion School by the Special Olympics and will be highlighted in the 2019-2020 Athletic Report.

Middle School
Oak Middle School has expanded the athletic program during the 2018-19 school year and has implemented field hockey, baseball and softball. Our middle school program consists of seven sports: boys' and girls' cross-country (7 meets), field hockey (12 games), cheerleading, boys' and girls' basketball (14-game schedule/team), boys' and girls' outdoor track (5 meets), baseball and softball (12 games/team). There are currently 13 coaches between the sports, four coaches for cross country, two coaches for basketball, one coach for cheerleading, one coach for baseball, one coach for softball, and three coaches for outdoor track. These sports provide athletic opportunities for approximately 347 OMS students.

The chart below shows numbers of OMS participants by sport.

Boys and Girls Cross Country	120	Boys and Girls Outdoor Track	125
Field Hockey	21	Baseball	18
Boys and Girls Basketball	31	Softball	14
Cheerleading	18		

II. Teams, Seasons, Levels and Contests
During the 2018-2019 school year, Shrewsbury High School offered a total of 36 competitive sports to the student body. There were 61 teams that participated at various levels of play ranging from freshman level to varsity level, and athletes competed in over 800 contests throughout the school year. Our coaching staff totaled 78 positions paid through the appropriated budget with an additional 39 volunteer coaches. As you can see below, SHS currently offers eight junior varsity 2/(freshmen) athletic teams.

Sports Offered/Levels of competition (Varsity, Junior Varsity 1, and Junior Varsity 2/Freshmen)

Fall Season	**Boys' Sports**	**Girls' Sports**
	Football (V, JV1, JV2)	Cheering (V)
	Soccer (V, JV1, JV2)	Soccer (V, JV1, JV2)
	Golf-Coed (V, JV)	Golf-Coed (V, JV)
	Cross Country (V)	Cross Country (V)
	Crew (V, Novice)	Crew (V, Novice)
	Unified Basketball-Coed	Unified Basketball-Coed
		Field Hockey (V, JV)
		Volleyball (V, JV1, JV2)
Winter Season	**Boys' Sports**	**Girls' Sports**
	Basketball (V, JV1, JV2)	Basketball (V, JV1, JV2)
	Swimming-Coed (V)	Swimming-Coed (V)
	Track (V)	Track (V)
	Ice Hockey (V, JV)	Ice Hockey (V)
	Skiing-Coed (V)	Skiing-Coed (V)
		Gymnastics (V)
		Cheering (V)

| Spring Season	Boys' Sports	Girls' Sports
	Track (V)	Track (V)
	Tennis (V)	Tennis (V)
	Baseball (V, JV1, JV2)	Softball (V, JV)
	Crew (V, Novice)	Crew (V, Novice)
	Lacrosse (V, JV)	Lacrosse (V, JV)
	Unified Track-Coed	Unified Track-Coed

III. Comparative Data Information Sheet

Programming and Participation

The following tables show a five-year overview of programming and participation. (**Note**: numbers in brackets indicate the number of females on a co-ed team.)

Number of sports offered:	14-15	15-16	16-17	17-18	18-19
Boys	15	15	15	15	15
Girls	19	19	19	19	19
Number of teams offered:					
Boys	26	26	26	26	28
Girls	31	31	31	30	31
Number of athletes per season:					
Fall	477 (+16)	483 (+6)	504(+21)	511(+7)	536(+25)
Winter	348 (+53)	378 (+30)	376(-2)	364(-12)	419(+55)
Spring	430 (+32)	421 (-9)	437(+16)	458(+21)	511(+53)
Total	*1255 (+101)*	*1282 (+27)*	*1317(+35)*	*1333(+16)*	*1466(+133)*

Participation by year
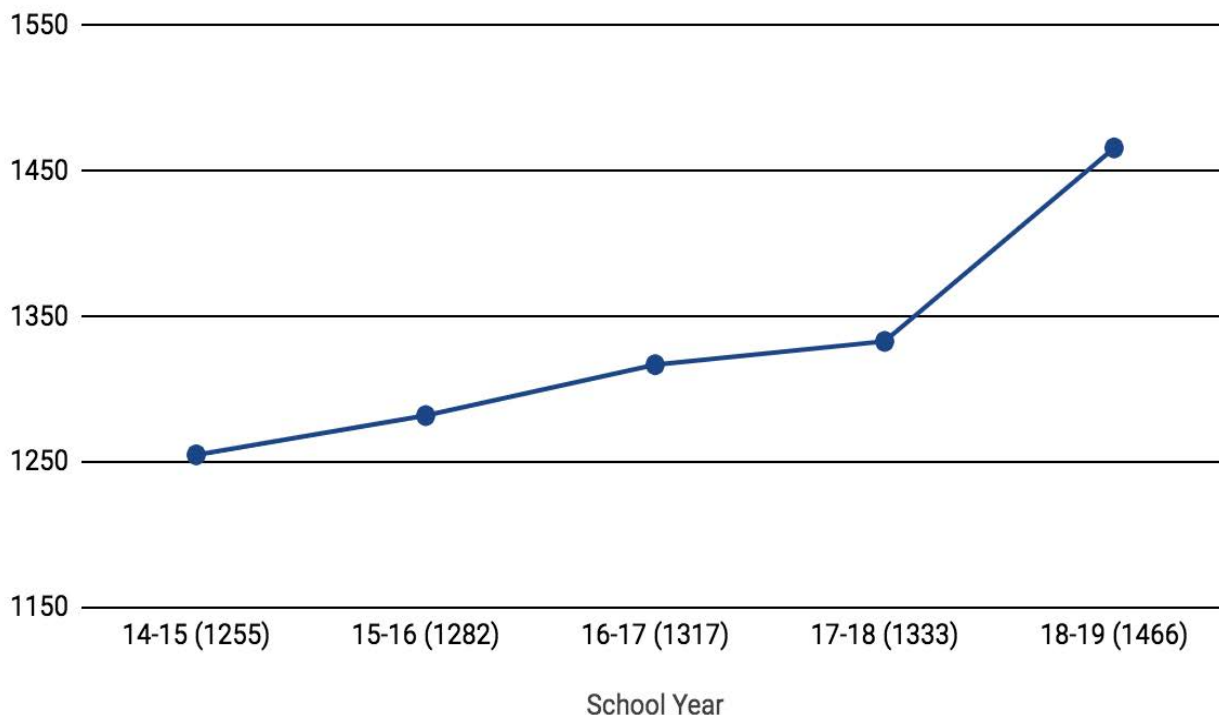
Participation of athletes by sport

	14-15	15-16	16-17	17-18	18-19
Fall					
Football - Boys	87	100	102	117	96[1]
Fall Crew - Boys	50	46	47	43	47
Fall Crew - Girls	39	42	46	43	46
Soccer - Boys	45	40	45	44	65
Soccer - Girls	50	39	46	43	71
X-Country - Boys	41	46	54	50	53
X-Country - Girls	35	36	34	43	30
Golf - Co-Ed	17 [1]	18 [1]	20	20[2]	15[3]
Fall Cheering - Girls	29	34	27	23	22
Field Hockey - Girls	40	38	40	40	39
Volleyball - Girls	43	43	43	43	48
Winter					
Basketball - Boys	37	37	41	38	39
Basketball - Girls	29	29	38	21	36
Indoor Track – Boys	87	81	79	98	104
Indoor Track - Girls	53	72	66	64	87
Swimming - Co-Ed	8 [14]	15 [16]	13[23]	9[23]	17[19]
Ice Hockey - Boys	44	42	44	44	45
Ice Hockey – Girls	17	21	22	22	23
Skiing - Co-Ed	5 [9]	6 [10]	4[16]	1[16]	2[14]
Gymnastics - Girls	17	15	15	11	19
Winter Cheering	28	34	15	17	14
Spring					
Spring Track - Boys	92	86	104	119	128
Spring Track - Girls	71	76	81	75	83
Tennis – Boys	10	10	9	16	17
Tennis – Girls	15	16	14	17	11
Baseball – Boys	36	33	35	37	55
Softball – Girls	30	32	27	25	33
Lacrosse - Boys	41	42	45	40	40
Lacrosse – Girls	40	38	44	38	44
Spring Crew – Boys	53	47	37	43	43
Spring Crew – Girls	42	41	41	48	57

Percentage of athletes per season

	Percentage	Count
Spring	34.9%	511
Fall	36.6%	536
Winter	28.6%	419
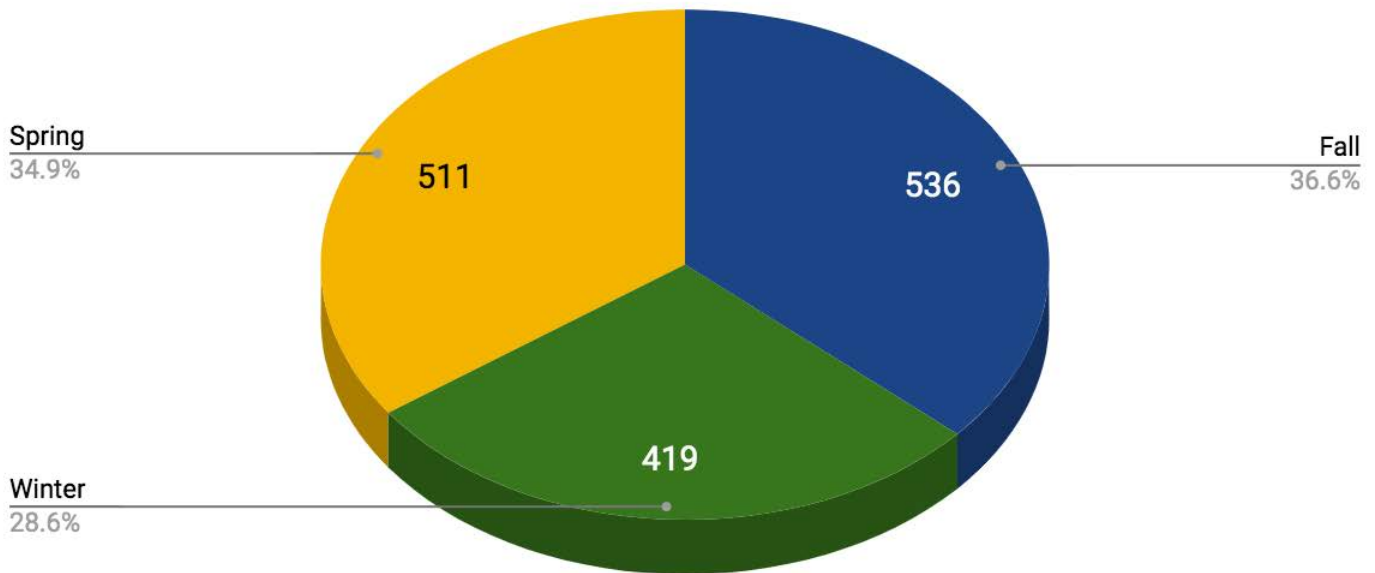
Team records by sport

	14-15	15-16	16-17	17-18	18-19
Golf	13-5	11-6	10-10	13-6-1	12-7
Football	6-5	4-7	9-4	9-2	7-4
Fall Crew- Boys	Top 50%	Top 25%	Top 25%	Top 25%	Top 10%
Fall Crew - Girls	Top 25%	Top 25%	Top 25%	Top 25%	Top 10%
Soccer - Boys	15-4-1	4-6-9	11-4-4	8-7-5	8-8-4
Soccer - Girls	6-10-2	2-13-3	8-8-4	5-11-2	3-14-1
X-Country - Boys	5-1	4-2	3-3	5-1	2-4
X-Country - Girls	2-3	6-2	2-3	3-2	2-3
Field Hockey	10-9-2	4-10-4	10-4-5	14-5-2	9-9-2
Volleyball	15-6	15-7	18-5	17-4	20-4
Basketball - Boys	11-10	11-10	9-11	9-11	7-13
Basketball - Girls	8-12	5-15	3-17	7-13	12-9
Indoor Track - Boys	5-1	3-2	4-0	4-1	2-2
Indoor Track - Girls	4-1	4-1	3-1	3-2	1-3
Swimming	5-5	6-5	7-13	11-13	8-16
Ice Hockey-Boys	17-5	18-2-1	23-0-1	18-2-2	4-12-4
Ice-Hockey-Girls	13-6-3	11-6-4	18-3	20-1-1	14-6-3
Skiing-Boys	25-15	28-4	9-41	0-55	0-50
Skiing-Girls	30-9-1	29-7	40-5	22-14	27-13
Gymnastics	15-0	14-1	8-2	2-6	0-10
Spring Track - Boys	6-0	4-2	4-1	4-0	4-1-1
Spring Track - Girls	4-2	5-2	2-2	3-3	1-4

Tennis - Boys	9-8	12-7	14-5	14-5	15-4
Tennis - Girls	13-3	16-3	18-5	16-3	11-8
Baseball	16-7	15-7	14-8	13-8	18-7
Softball	13-9	15-7	14-8	18-5	12-10
Spring Crew - Boys	Top 50%	Top 25%	Top 25%	Top 10%	Top 10%
Spring Crew - Girls	Top 25%	Top 25%	Top 25%	Top 10%	Top 10%
Lacrosse - Boys	16-6	8-12	14-8	13-9	12-7
Lacrosse - Girls	8-12	8-12	14-8	16-7	9-10

Numbers of student-athletes selected to All-Stars

	14-15	**15-16**	**16-17**	**17-18**	**18-19**
League / Conference [MVP's]	90 [2]	60 [2]	75	98 [4]	73 [4]
T&G/Player of the year	25	19	33[5]	49 [1]	40 [1]
Central Mass	22	14	30	29	18
All-State	6	1	4	5	4
All-New England	1	1	0	0	0
All-American	1	0	1	1	0

2018-19 Championship Teams

Winter
- Girls' Ice Hockey   CMASS League Champions
- Boys Indoor Track   Division I District Champions

Spring
- Baseball   Division I District Champions

        Division I State Finalists

Class of 2019 Collegiate Participants
- 10 members (5 males and 5 females) of Class of 2019 signed National Letters of Intent (NLI) to participate in NCAA athletics. The student-athletes signed NLIs in the following sports: football (3), ice hockey (1) volleyball (1), track and field (2), crew (2) and field hockey (1).
- Additionally, 13 student-athletes from the Class of 2019 reported that they would participate in NCAA athletics for the 2019-2020 school year.

IV. Athletic Administration and Support Groups

Athletic Administration
- **Coaches' Education** The landscape of coaching high school athletics is becoming more complex as there are numerous mandates to complete prior to coaches working with student-athletes. New coaches are required by the MIAA to complete the state coaches' education course. The course reviews and outlines expectations and responsibilities of being a coach. Coaches also have to complete a concussion course to help assist them in identifying students who may have suffered a concussion. Lastly, all coaches are required to be certified in CPR, First Aid and AED. The addition of these mandates has added to the complexity of managing the Athletic Department. The training is important in helping coaches support our student-athletes, however the trainings create additional logistics of managing requirements and

coordinating and offering programming, and have increased the financial burden of coaches and the athletic department paying for the trainings.

- **Athletic Internship** SHS offers student internships in the athletic program throughout the school year. Students can be assigned to assist the Athletic Director, work with an individual team as manager/statistician, or work with the athletic trainer to develop a baseline understanding of sports medicine.   Three students received 2.5 credits per semester for their work while three other students volunteered time during their schedule. Internships have provided outstanding opportunities for students to investigate and experience working in an Athletic Department. During the 2018-19 school year, there were a total of 9 students participating in the Athletic and Athletic Training Internship program.

- **Student Leadership** Each year the athletic department works to promote and develop student leaders in our community. The athletic director works in close partnership with the MIAA, school administration, school counseling department, and the coaching staff to provide opportunities for student-athletes to develop their leadership capacity. Below is a list of events that students attend with the Athletic Director.
    - **SHS Captains Workshops:** Each summer the captains of each sport are required to attend a 4-hour leadership workshop at SHS. The workshop reviews expectations for captains, conducts team-building activities, helps develop student-leader communication with coaches and teammates, and captains participate in scenarios and simulations that require thinking quickly and critically when faced with a dilemma. In 2018-19, the SHS Athletic Department partnered with AMMPE. Team captains participated in an interactive two-hour training about how to use brain research to boost learning and performance. Particular emphasis was placed on building underdeveloped Executive Function skills and a Growth Mindset. Captains learned about the impact of stress on learning and performance as well as quick, immediate strategies they can apply to practices and games to boost their goal setting, prioritizing, attention, focus, memory, communication, cognitive flexibility, self-monitoring, emotional control and mindset. The process included:

        - Player self-assessments of their executive functions and mindset (pre-training)
        - Initial training-2 hours
        - 6 Follow up sessions-1 hour
        - Post player assessments
        - Player and coach evaluations of the AMMPE Skills Builder

- **MIAA programming:** The Athletic Director provides opportunities for students to attend the following programming sponsored by the MIAA and typically accompanies student-athletes to these events.
    - Student Ambassador, Midland-Wachusett League
    - Sportsmanship Summit, Gillette Stadium
    - National Women in Sports Day, Gillette Stadium

- **Evaluation of Coaches** All head coaches are evaluated annually by the Athletic Director. Coaches are required to fill out a reflection sheet and then meet with the athletic director at the conclusion of the season. The Athletic Director then completes and shares the written evaluation with the head coach. Head coaches evaluate the performance of assistant coaches and share their findings with the Athletic Director.

- **Coordinate and Manage Visits of College Recruitment** Numerous college recruiters contact the athletic department to schedule meetings with student-athletes. The Athletic Director manages all recruiting visits

with student-athletes. Coaches and/or the Athletic Director attend meetings with students and college/university representatives.

- **Pre-season meetings** Prior to the start of each season, student-athletes and their families are required to attend a pre-season meeting with the athletic director (3 per year). The meetings last approximately 45 minutes and review the expectations for student-athletes and their parents. Last year, the SHS Athletic Department worked with Worcester County District Attorney's Office to inform student-athletes about the current Opioid Crisis and invited District Attorney Joseph Early to the Fall Pre-Season meeting. Additionally, the athletic trainer conducts concussion education and notes the procedures utilized in the event of an injury. Coaches meet with individual programs to go over program expectations with parents and athletes.

Support Groups

- **Shrewsbury High School Athletic Boosters Association** This past year has been very active for our parent-run SHS Athletic Boosters Association. Their primary functions are to raise funds to support athletic programming, foster overall spirit for SHS sports teams, organize parent volunteers to provide support for contests, provide post-contest refreshments for athletes, and help coordinate end of the season banquets for individual teams to bring formal closure to their season. The Athletic Boosters Association has provided funding for replacement uniforms and equipment. The athletic program is very appreciative for the parental support it receives. The athletic department will continue to partner and work with the dedicated parent volunteers to help support and maintain a quality athletic program.

  The SHS Athletic Boosters Association held monthly meetings during the year. The 2018-19 school year marked the thirteenth year in which all athletic teams at SHS became members of the Boosters Association. One of their primary functions is to raise money to help provide student-athletes with equipment and materials not covered through the appropriated budget. The booster association continues to provide funding for uniforms, equipment, senior scholarships, athletic fee scholarships, athletic awards, and other athletic needs by holding three major fundraisers each year. In the fall, the annual "Gold Card" fundraiser brought in approximately $40,000. Between the Boosters' seasonal fundraisers, the annual golf tournament, and hosting USA Gymnastics events, the group was able to assist with provisions needed to maintain an athletic program and initiated and provided funds to help support the construction of the newly installed turf field.

- **Corporate Donations/Sponsorships** 2018-19 brought forth a very aggressive $1.8 million dollar campaign that was completed in March 2018 and allowed SHS to proceed forward on the installation of a new synthetic field and track for SHS. The new field was used for the first time on October 12, 2018.

- **Friends of Shrewsbury Crew (FOSC)** Financial need and increased participation led to a need for an additional source of funding for the crew program. FOSC purchases specific pieces of equipment, including costly shells. FOSC conducted a "Fund the Fleet" program with the support of the Athletic Department and the SHS Boosters Association to buy two new team boats for boys and girls crew teams for fall of 2018. The athletic program is very appreciative of all that the Friends of Shrewsbury Crew does to benefit athletes in the crew program.

V. Athletic Financials 2018-19

Fees 2018-19

The fall of 2018 marked the thirteenth year of athletic fees. The fee structure and registration process were explained at Parent/Athlete Nights, which are held at the beginning of each season. Athletes and parents were informed that all fees, medical and permission forms are due to the athletic department on a specified date. There were seven athletes who were unable to pay the athletic fee due to hardships. The Boosters Association and private donations sponsored these students. The athletic department used on-line payment in the form of *SchoolPay* located in the Parent Portal of *PowerSchool.* Total Athletic Fees collected for the 2018-19 school year was $380,554.

Athletic Fee Totals

Year	Grand Total
2013-14	$278,425
2014-15	$315,202
2015-16	$324,441
2016-17	$341,114
2017-18	$331,809
2018-19	$380,554

GENERAL FUND APPROPRIATION			
Description	2017 Actual	2018 Actual	2019 Actual
Athletic Transportation HS	$ 117,345	$ 119,163	$ 163,387
Administration	$ 104,707	$ 106,801	$ 111,116
Athletic Train ContServ/Sal	$ 51,347	$ 57,000	$ 58,140
Facility Rental HS	$ 41,211	$ 46,862	$ 46,195
R&M Equipment Athletics	$ 16,906	$ 19,070	$ 20,049
Athletic Uforms & Equip HS	$ 22,056	$ 13,276	$ 22,282
Dues & Memberships	$ 12,074	$ 12,755	$ 13,438
Athletic Supp & Awards HS	$ 3,512	$ 7,269	$ 2,142
Police Details HS	$ 2,752	$ 5,358	$ 2,650
Athletic Insurance HS	$ 3,536	$ 3,536	$ 3,536
Conferences HS	$ 1,371	$ 805	$ 1,337
Doctor Fees HS	$ 600	$ 900	$ 450
Dues & Memberships HS	$ 675		
Official Fees HS	$ 27,048		$ 23,550
Oil & Fuel	$ 232		
Total General Fund Expenses	$ 405,371	$ 392,795	$ 468,272

ATHLETIC FEE REVOLVING FUND--232335			
Begin Balance	$ 61,118	$ 43,242	$ 17,301
Net Revenue	$ 341,114	$ 331,809	$ 368,639
Total Available	$ 402,232	$ 375,051	$ 385,940
Expenses:			
Coaching Salaries	$ 319,837	$ 322,073	$ 332,066
Purchase of Services	$ 25,461	$ 17,614	$ -
Athletic Supplies	$ 5,098	$ 6,383	$ 38,000
Other Expenses	$ 8,594	$ 11,680	$ 10,488
Total Expenses	$ 358,990	$ 357,750	$ 380,554
Ending Balance	$ 43,242	$ 17,301	$ 5,386

Total cost
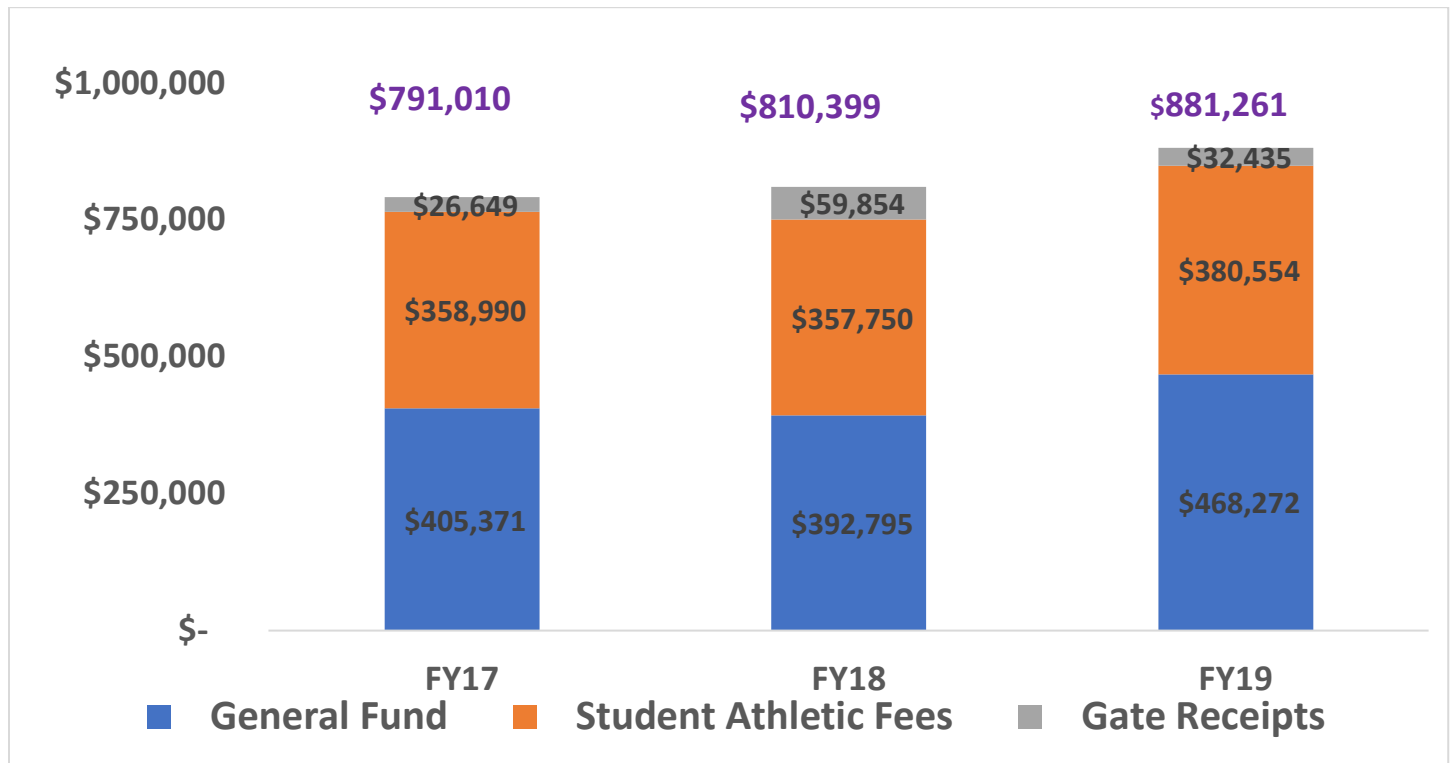
Breakdown of cost by percentage
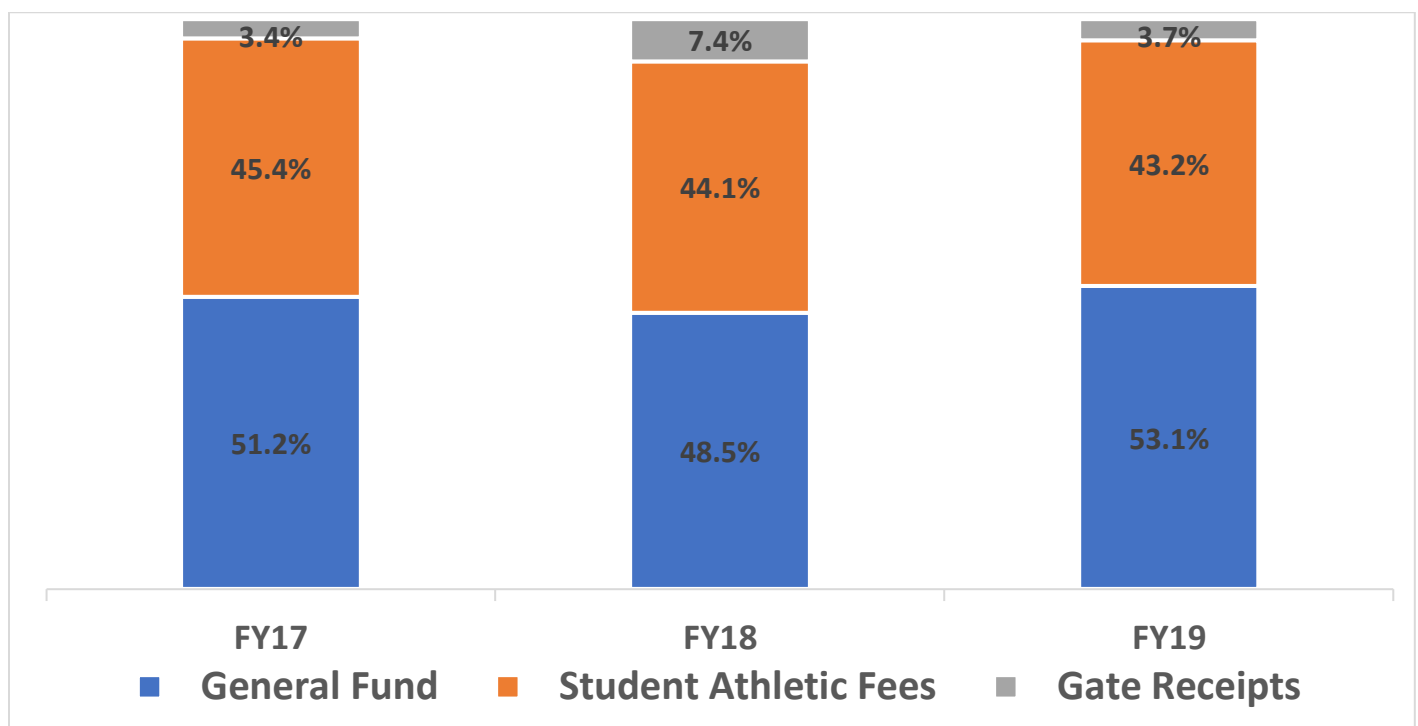
GATES RECEIPTS REVOLVING FUND--232314					
Begin Balance	$	379	$	584	$	1,068
Net Revenue	$	26,854	$	60,338	$	31,376
Total Available	$	27,233	$	60,922	$	32,444
Expenses:					
Officials and Announcers	$	24,032	$	54,981	$	30,390
Gate Attendants	$	2,617	$	3,430	$	2,045
Supplies			$	1,443	$	-
Total Expenses	$	26,649	$	59,854	$	32,435
Ending Balance	$	584	$	1,068	$	9
TOTAL ATHLETIC PROGRAM INVESTMENT	$	791,010	$	810,399	$	881,261

Percentages of Funding:	FY17	FY18	FY19
General Fund	51.2%	48.5%	53.1%
Student Athletic Fees	45.4%	44.1%	43.2%
Gate Receipts	3.4%	7.4%	3.7%
	100.0%	100.0%	100.0%

Total Expenditures	FY17	FY18	FY19
General Fund	$ 405,371	$ 392,795	$ 468,272
Student Athletic Fees	$ 358,990	$ 357,750	$ 380,554
Gate Receipts	$ 26,649	$ 59,854	$ 32,435
	$ 791,010	$ 810,399	$ 881,261

VI. Future Considerations

The Shrewsbury High School Athletic program provides significant opportunities for student-athletes and decidedly contributes to our positive school culture. As we reflect upon the program, we have identified areas that need to be considered as we move forward. Below are four areas in need of consideration:

1. Share the 5-year strategic plan on the replacement of crew shells and equipment.
2. Create a seasonal stipend position for a Site Supervisor/Assistant Athletic Director.
3. Increase middle school athletic offerings (football).
4. Continue Improvement to Athletic Facilities – continue to partner with booster and community groups, local businesses, and alumni in order to raise funds towards the continued renovation and improvement of the athletics infrastructure at Shrewsbury High School. Improvements to the baseball and softball fields, netting around the lower soccer field, and screen protectors around the tennis courts remain a priority.

VII. Conclusion

The Shrewsbury Athletic Program cultivates social and emotional well-being for our students. By participating in sports, students-athletes learn essential skills that they will use throughout the rest of their lives. Some of the skills include teamwork, responsibility, leadership, and perseverance. We hope to continue to build upon our program and offer the best opportunities to showcase the talent of our student-athletes.

SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING

ITEM NO: IV. Time Scheduled Appointments: MEETING DATE: **12/4/19**
                    B. Enrollment Projections: Report

BACKGROUND INFORMATION:
Mr. Collins will provide information regarding enrollment projections for the district's student population in future years. The report includes information on historical and projected enrollment from the New England School Development Council and the Shrewsbury Town Manager's Office, and the data is important for budget and future needs planning.

ACTION RECOMMENDED:
That the School Committee accept the report and take whatever steps it deems necessary in the interests of the Shrewsbury Public Schools.

STAFF AVAILABLE FOR PRESENTATION:

Mr. Patrick C. Collins, Assistant Superintendent for Finance and Operations

Shrewsbury Public Schools
Patrick C. Collins, Assistant Superintendent for Finance & Operations

22 November 2019

To: School Committee
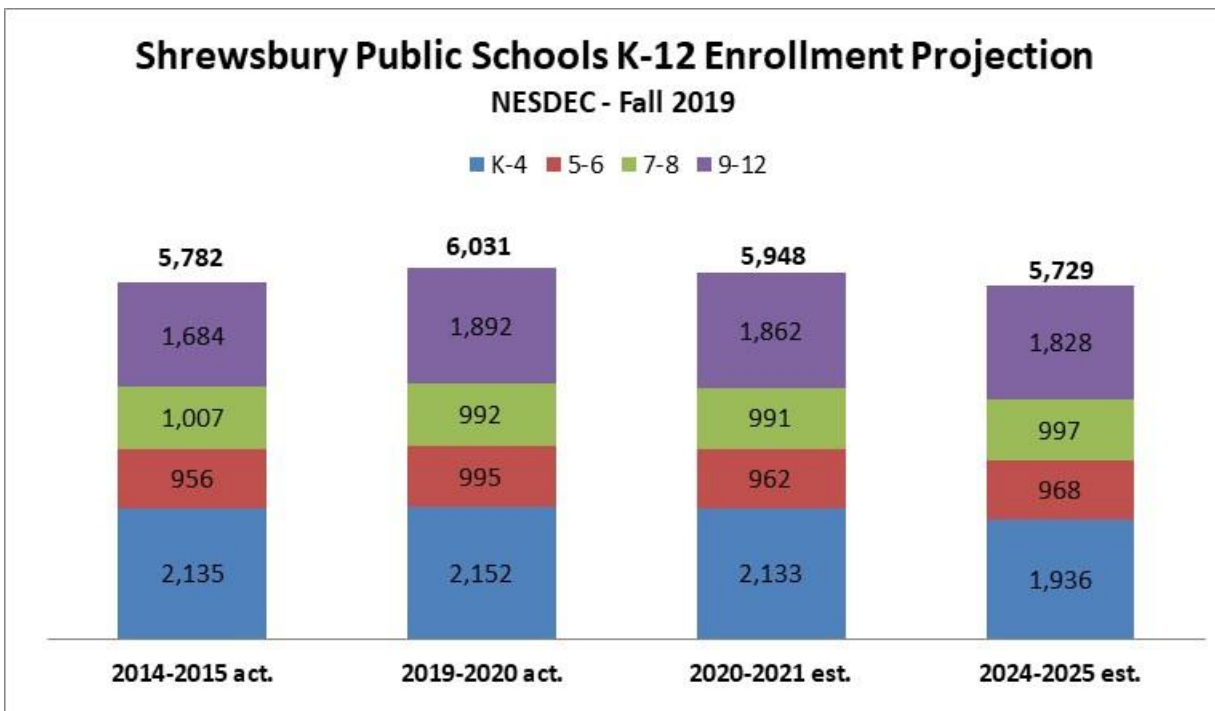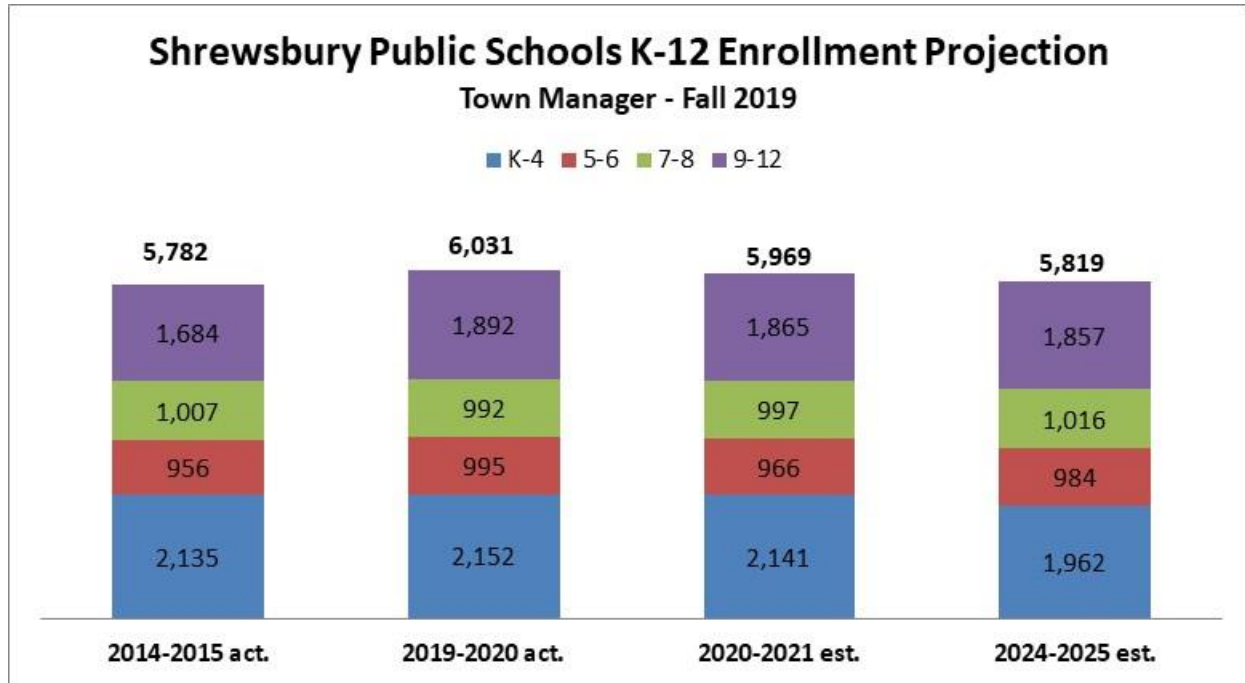
Subj: ENROLLMENT PROJECTION REPORT

Background

Enrollment projections are an essential element in short and long-term school planning. We use enrollment projections for capital planning purposes and near-term class size and staff planning. In Shrewsbury, we receive each year an enrollment projection from the Town Manager's Office. That projection is a standard *cohort survival method* using a five-year average for each cohort survival ratio. In addition, as a member of the New England School Development Council [NESDEC] we receive an annual enrollment projection from them. They used a three-year cohort survival ratio for grades 1-12 and a 99% survival ratio for birth to kindergarten.

Highlights

Since the Town Manager's Projection does not include Preschool enrollment we will use K-12 enrollments for comparative purposes. The chart below depicts both K-12 projections at one-year and five-year intervals. The NESDEC and Town Manager projections show a small one-year decline and a further drop off at the five-year interval. decline.
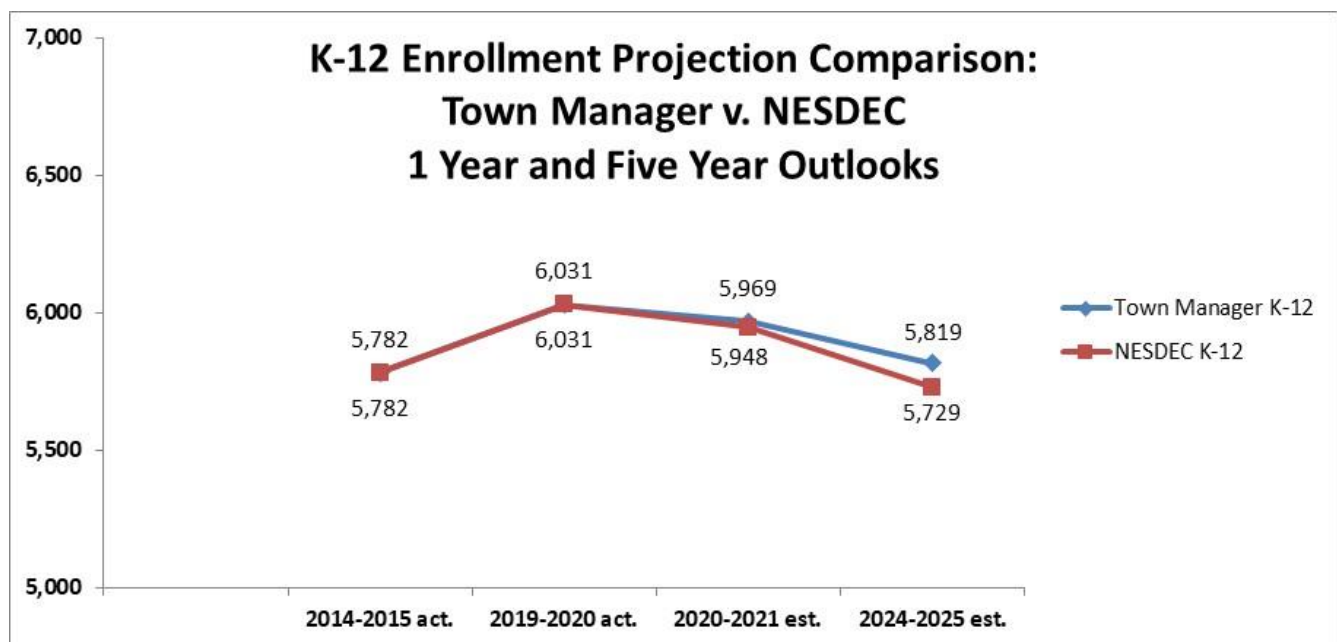
In the following charts we see the K-12 enrollment projections segmented by our current grade configuration. For planning purposes for the 2020-2021 school year, we have used the higher of the two projections for each grade level with the intent of avoiding "surprises" and also to safely plan for appropriate levels of teaching staff to ensure reasonable class sizes. In addition, for school-based enrollment projections we used our own higher cohort survival ratios for kindergarten, Grade 1, and Grade 9 instead of averages.

Shrewsbury Public Schools K-12 Enrollment Projection
Town Manager - Fall 2019

Legend: ■ K-4 ■ 5-6 ■ 7-8 ■ 9-12

Segment	2014-2015 act.	2019-2020 act.	2020-2021 est.	2024-2025 est.
Total	5,782	6,031	5,969	5,819
9-12	1,684	1,892	1,865	1,857
7-8	1,007	992	997	1,016
5-6	956	995	966	984
K-4	2,135	2,152	2,141	1,962

Shrewsbury Public Schools K-12 Enrollment Projection
NESDEC - Fall 2019

Legend: ■ K-4 ■ 5-6 ■ 7-8 ■ 9-12

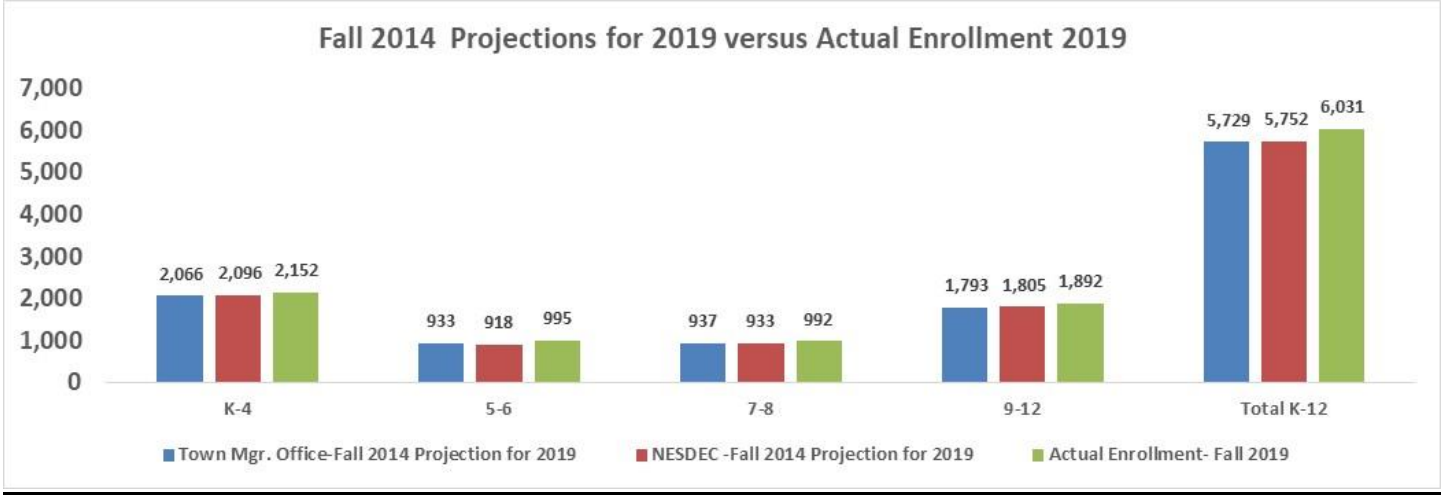| Segment	2014-2015 act.	2019-2020 act.	2020-2021 est.	2024-2025 est.
Total	5,782	6,031	5,948	5,729
9-12	1,684	1,892	1,862	1,828
7-8	1,007	992	991	997
5-6	956	995	962	968
K-4	2,135	2,152	2,133	1,936

This year, we are also presenting our own internal projection for the 2020-2021 school year. The School Dept. projection uses higher cohort survival ratios for kindergarten, grade 1,and grade 9 so as to mitigate "surprises" which may otherwise result in adverse class sizes. As seen below the School Dept. projection is higher than the other projections.

2020-2021 Enrollment Projections

|	Town Manager K-12	NESDEC K-12	School Dept. K-12
	5,969	5,948	6,011
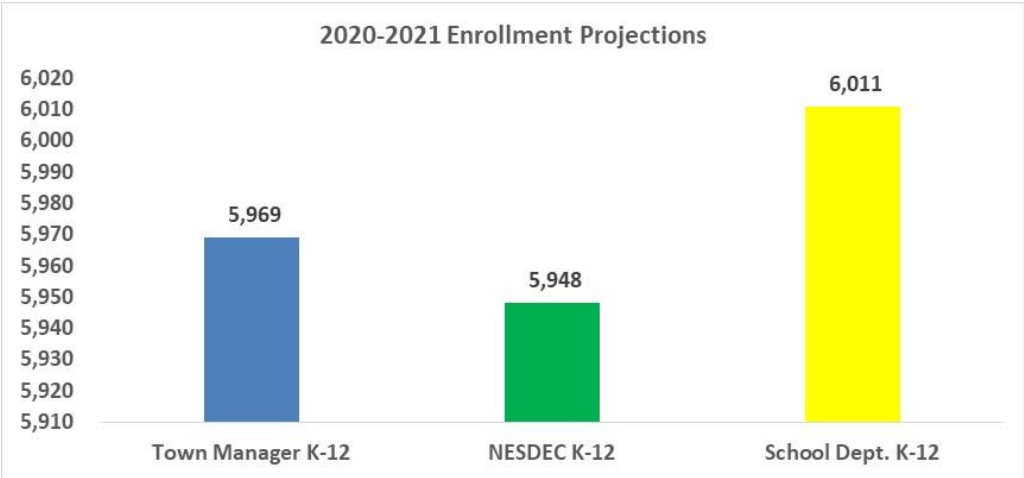
The detailed enrollment projections are included in a related Powerpoint presentation document and I will review the details at our upcoming meeting.

Projection Review

It is clear we can have a very high degree of confidence in the one-year projections as both have a 99%+ degree of accuracy. But we should also review past projections to measure longer-term accuracy. The chart below compares the 2014 enrollment projection for Fall 2019 against the actual Fall 2019 enrollment. As one can see, our actual enrollments exceeded these projections by 279-302 students, or 4.5%-5% higher actuals than projected.. So, during this past five year period we have obviously experienced significant move-ins due to housing growth or turnover in residents with a net increase in school-age children moving in.

Fall 2014 Projections for 2019 versus Actual Enrollment 2019

	K-4	5-6	7-8	9-12	Total K-12
Town Mgr. Office-Fall 2014 Projection for 2019	2,066	933	937	1,793	5,729
NESDEC -Fall 2014 Projection for 2019	2,096	918	933	1,805	5,752
Actual Enrollment- Fall 2019	2,152	995	992	1,892	6,031

In planning for the new Beal School Project with the Massachusetts School Building Authority [MSBA], we engaged in an enrollment projection process in order to determine our K-4 space needs for the future. As you can see from the chart below, the MSBA projection is significantly higher than both the Town Manager and NESDEC projections and we believe a more accurate forecast. The MSBA projection assumes full-day kindergarten for all students and an "in-migration" factor based upon communities who build a new school.
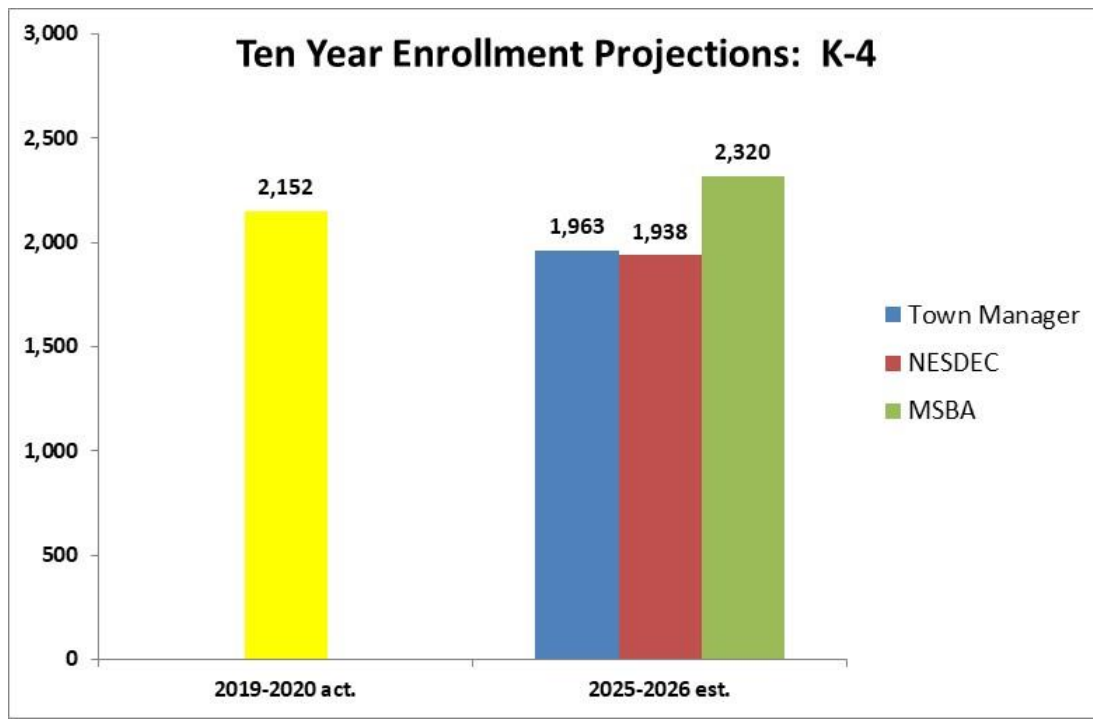
Summary

The enclosed enrollment projections allow us to have a high degree of certainty on staff planning for the 2020-2021 school year. The areas with highest potential variability in terms of enrollment are at the K-1 grades and grade 9.

As recently reported to the School Committee, we are making steady progress with the Beal School Project and we know that completion of this project will provide much-needed space and relief at all elementary schools. On the near-term horizon is the engagement of the PreK-12 Long-term Enrollment and Space Capacity assessment. We believe this project will define our space needs for the next ten-year period and provide a roadmap for future capital planning.

Finally, we need to be attentive to our growing high school population. We have significantly exceeded the design capacity and as you know the current classroom utilization rate is 99%. As you know, we have given notice to the Assabet valley Collaborative that we will not extend our lease of space [approx.. 3,300 sf.]

SHREWSBURY PUBLIC SCHOOLS
PROJECTED ENROLLMENT and GRADE CONFIGURATION: 2020-2021
As of November 21, 2019

Grade Level	Proj. 2020-21	Beal Students	Beal Clsrms/Sect	Beal Avg.	Coolidge Students	Coolidge Clsrms/Sect	Coolidge Avg.	Floral Street Students	Floral Street Clsrms/Sect	Floral Street Avg.	Paton Students	Paton Clsrms/Sect	Paton Avg.	Spring St. Students	Spring St. Clsrms/Sect	Spring St. Avg.
HDK	79	79	2/4	20												
FDK	269	143	7	20	42	2	21				42	2	21	42	2	21
Grade 1	431	80	4	20	86	4	22	110	5	22	82	4	21	73	4	18
Grade 2	447				88	4	22	194	9	22	84	4	21	81	4	20
Grade 3	457				98	4	25	187	9	21	95	4	24	77	3	26
Grade 4	485				118	5	24	215	9	24	70	3	23	82	4	21
Total K	348															
Total 1-4	1,820	School Avg./Class		20	School Avg./Class		23	School Avg./Class		22	School Avg./Class		22	School Avg./Class		21
Totals	**2,168**	**302**	**15**		**432**	**19**		**706**	**32**		**373**	**17**		**355**	**17**	

-Generally used the higher amount projected between Town Manager and NESDEC

Beal: No new FTE. Increase Grade 1 from 3 to 4 sections. Decrease HDK from 6 to 4 sections.

Coolidge: No new FTE. Decrease Grade 4 from 5 to 4 sections. Increase Grade 5 from 4 to 5 sections.

Floral St. No new FTE. No change in sections.

Paton No new FTE. Increase Grade 3 from 3 to 4 sections. Decrease Grade 4 from 4 to 3 sections.

Spring St. No new FTE. No change in sections.

School Committee class size guidelines:
Kindergarten guideline: 17-19
Grades 1-2 guideline: 20-22
Grades 3-8 guideline: 22-24

Grade Level	Proj. 2020-21	Sherwood Middle Students	Sherwood Middle Sections	Sherwood Middle Avg.	Oak Middle Students	Oak Middle Sections	Oak Middle Avg.	High School Students	High School Sections	High School Avg.	Preschool Program	Preschool Students	Preschool CR/Sect.	Preschool Avg.
Grade 5	460	460	20	23										
Grade 6	506	506	20	25							Parker Rd.	161	6/14	12
Grade 7	511				511	20	26				Little Col. (SHS)	28	1/2	14
Grade 8	486				486	20	24				Wesleyan Ter.	51	2/5	10
Grade 9	483							483	NA	NA				
Grade 10	479							479	NA	NA				
Grade 11	467							467	NA	NA				
Grade 12	451							451	NA	NA				
		School Avg./Class		24	School Avg./Class		25	School Avg./Class		NA	School Avg./Class			11
Totals	**3,843**	**966**	**40**		**997**	**40**		**1,880**	**NA**	**NA**		**240**		

In-District Total K-12	6,011
In-District Total PreK-12	6,251

Town Manager Projection for K-12=5,969
NESDEC Projection for K-12= 5,948, NESDEC Projection PreK-12=6,170

Shrewsbury, MA Historical Enrollment
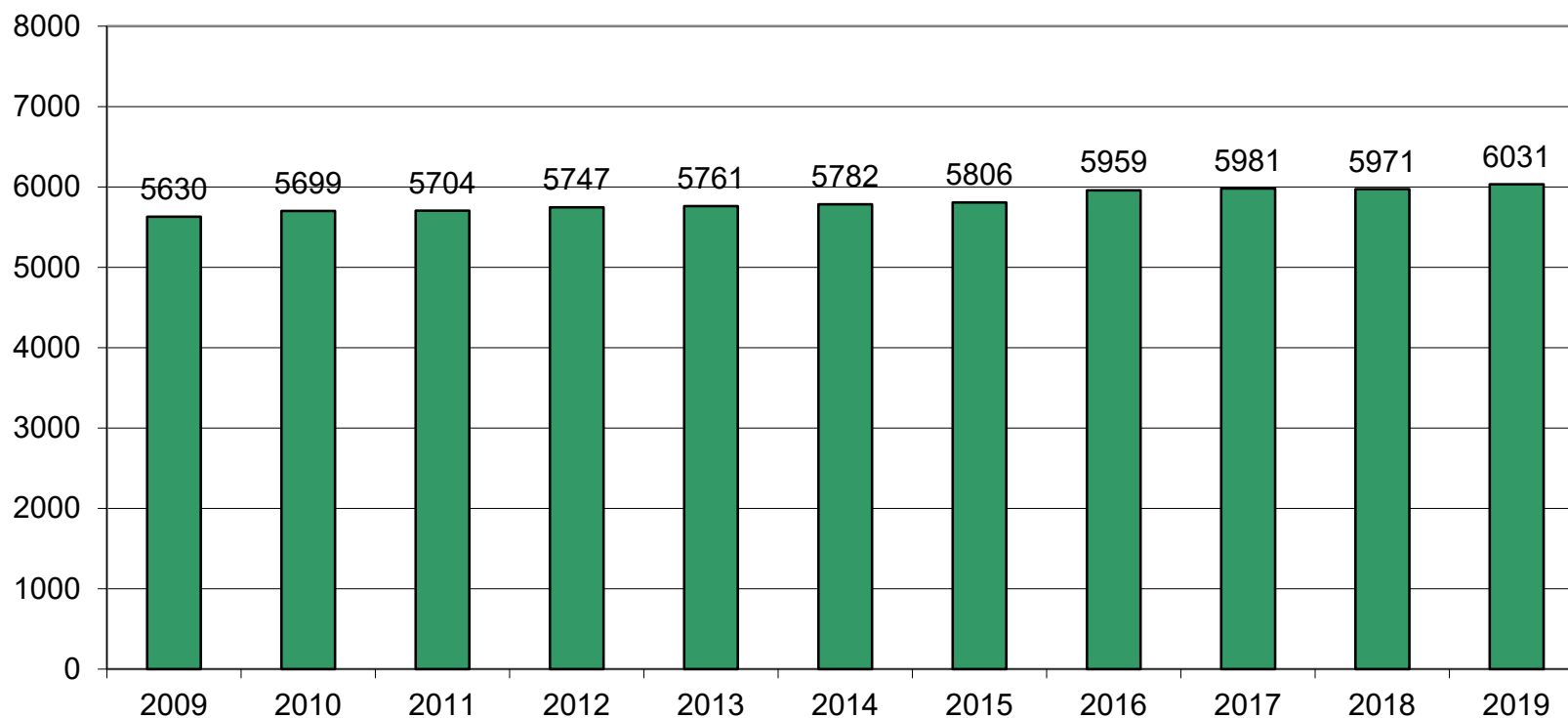
School District: **Shrewsbury, MA Revised 11/21/2019** **11/21/2019**

Historical Enrollment By Grade

Birth Year	Births	School Year	PK	K	1	2	3	4	5	6	7	8	9	10	11	12	UNGR	K-12	PK-12
2004	469	2009-10	211	348	425	494	465	459	473	435	467	439	421	398	415	390	1	5630	5841
2005	429	2010-11	239	372	427	448	514	472	469	465	436	479	401	416	390	410	0	5699	5938
2006	396	2011-12	243	341	429	457	464	516	485	476	462	443	414	414	413	390	0	5704	5947
2007	364	2012-13	262	364	416	447	474	458	524	465	474	466	408	421	417	412	1	5747	6009
2008	379	2013-14	250	392	399	450	452	480	462	518	490	471	420	406	419	401	1	5761	6011
2009	371	2014-15	234	346	430	430	462	467	487	469	529	478	432	423	409	419	1	5782	6016
2010	332	2015-16	239	355	425	446	439	474	472	500	480	547	413	441	411	403	0	5806	6045
2011	383	2016-17	232	388	418	459	460	462	487	490	511	492	513	428	441	410	0	5959	6191
2012	366	2017-18	237	355	424	437	476	482	464	502	493	516	451	513	429	439	0	5981	6218
2013	370	2018-19	243	351	424	447	454	494	490	468	511	495	460	447	501	428	1	5971	6214
2014	346	2019-20	220	363	426	439	469	455	493	502	478	514	470	469	452	501	0	6031	6251

Historical Enrollment in Grade Combinations

Year	K-1	K-4	5-6	K-6	5-8	6-8	7-8	7-12	9-12
2009-10	773	2191	908	3099	1814	1341	906	2530	1624
2010-11	799	2233	934	3167	1849	1380	915	2532	1617
2011-12	770	2207	961	3168	1866	1381	905	2536	1631
2012-13	780	2159	989	3148	1929	1405	940	2598	1658
2013-14	791	2173	980	3153	1941	1479	961	2607	1646
2014-15	776	2135	956	3091	1963	1476	1007	2690	1683
2015-16	780	2139	972	3111	1999	1527	1027	2695	1668
2016-17	806	2187	977	3164	1980	1493	1003	2795	1792
2017-18	779	2174	966	3140	1975	1511	1009	2841	1832
2018-19	775	2170	958	3128	1964	1474	1006	2842	1836
2019-20	789	2152	995	3147	1987	1494	992	2884	1892

Historical Percentage Changes

Year	K-12	Diff.	%
2009-10	5630	0	0.0%
2010-11	5699	69	1.2%
2011-12	5704	5	0.1%
2012-13	5747	43	0.8%
2013-14	5761	14	0.2%
2014-15	5782	21	0.4%
2015-16	5806	24	0.4%
2016-17	5959	153	2.6%
2017-18	5981	22	0.4%
2018-19	5971	-10	-0.2%
2019-20	6031	60	1.0%
Change		401	7.1%

Shrewsbury, MA Historical Enrollment

K-12, 2009-2019

Shrewsbury, MA Projected Enrollment

Enrollment Projections By Grade*

Birth Year	Births		School Year	PK	K	1	2	3	4	5	6	7	8	9	10	11	12	UNGR	K-12	PK-12
2014	346		2019-20	220	363	426	439	469	455	493	502	478	514	470	469	452	501	0	6031	6251
2015	328		2020-21	222	324	424	445	457	483	458	504	510	481	472	472	467	451	0	5948	6170
2016	339		2021-22	224	335	378	443	464	470	486	468	512	513	442	474	470	466	0	5921	6145
2017	315	(prov.)	2022-23	226	312	391	395	461	478	473	496	475	515	472	444	472	469	0	5853	6079
2018	329	(prov.)	2023-24	228	325	364	409	411	474	481	483	504	478	473	474	443	471	0	5790	6018
2019	331	(est.)	2024-25	230	328	379	380	426	423	477	491	490	507	439	475	472	442	0	5729	5959
2020	328	(est.)	2025-26	232	325	383	396	396	438	426	487	498	493	466	441	473	471	0	5693	5925
2021	329	(est.)	2026-27	234	325	379	400	413	408	441	435	494	501	453	468	440	472	0	5629	5863
2022	326	(est.)	2027-28	236	323	379	396	417	425	411	450	442	497	461	455	466	439	0	5561	5797
2023	329	(est.)	2028-29	238	325	377	396	413	429	428	420	457	445	457	463	454	465	0	5529	5767
2024	329	(est.)	2029-30	240	325	379	394	413	425	432	437	426	460	409	459	461	453	0	5473	5713

Note: Ungraded students (UNGR) often are high school students whose anticipated years of graduation are unknown, or students with special needs - UNGR not included in Grade Combinations for 7-12, 9-12, etc.

Based on an estimate of births   Based on children already born   Based on students already enrolled

Projected Enrollment in Grade Combinations*

Year	K-1	K-4	5-6	K-6	5-8	6-8	7-8	7-12	9-12
2019-20	789	2152	995	3147	1987	1494	992	2884	1892
2020-21	748	2133	962	3095	1953	1495	991	2853	1862
2021-22	713	2090	954	3044	1979	1493	1025	2877	1852
2022-23	703	2037	969	3006	1959	1486	990	2847	1857
2023-24	689	1983	964	2947	1946	1465	982	2843	1861
2024-25	707	1936	968	2904	1965	1488	997	2825	1828
2025-26	708	1938	913	2851	1904	1478	991	2842	1851
2026-27	704	1925	876	2801	1871	1430	995	2828	1833
2027-28	702	1940	861	2801	1800	1389	939	2760	1821
2028-29	702	1940	848	2788	1750	1322	902	2741	1839
2029-30	704	1936	869	2805	1755	1323	886	2668	1782

Projected Percentage Changes

Year	K-12	Diff.	%
2019-20	6031	0	0.0%
2020-21	5948	-83	-1.4%
2021-22	5921	-27	-0.5%
2022-23	5853	-68	-1.1%
2023-24	5790	-63	-1.1%
2024-25	5729	-61	-1.1%
2025-26	5693	-36	-0.6%
2026-27	5629	-64	-1.1%
2027-28	5561	-68	-1.2%
2028-29	5529	-32	-0.6%
2029-30	5473	-56	-1.0%
Change		-558	-9.3%

*Projections should be updated annually to reflect changes in in/out-migration of families, real estate sales, residential construction, births, and similar factors.
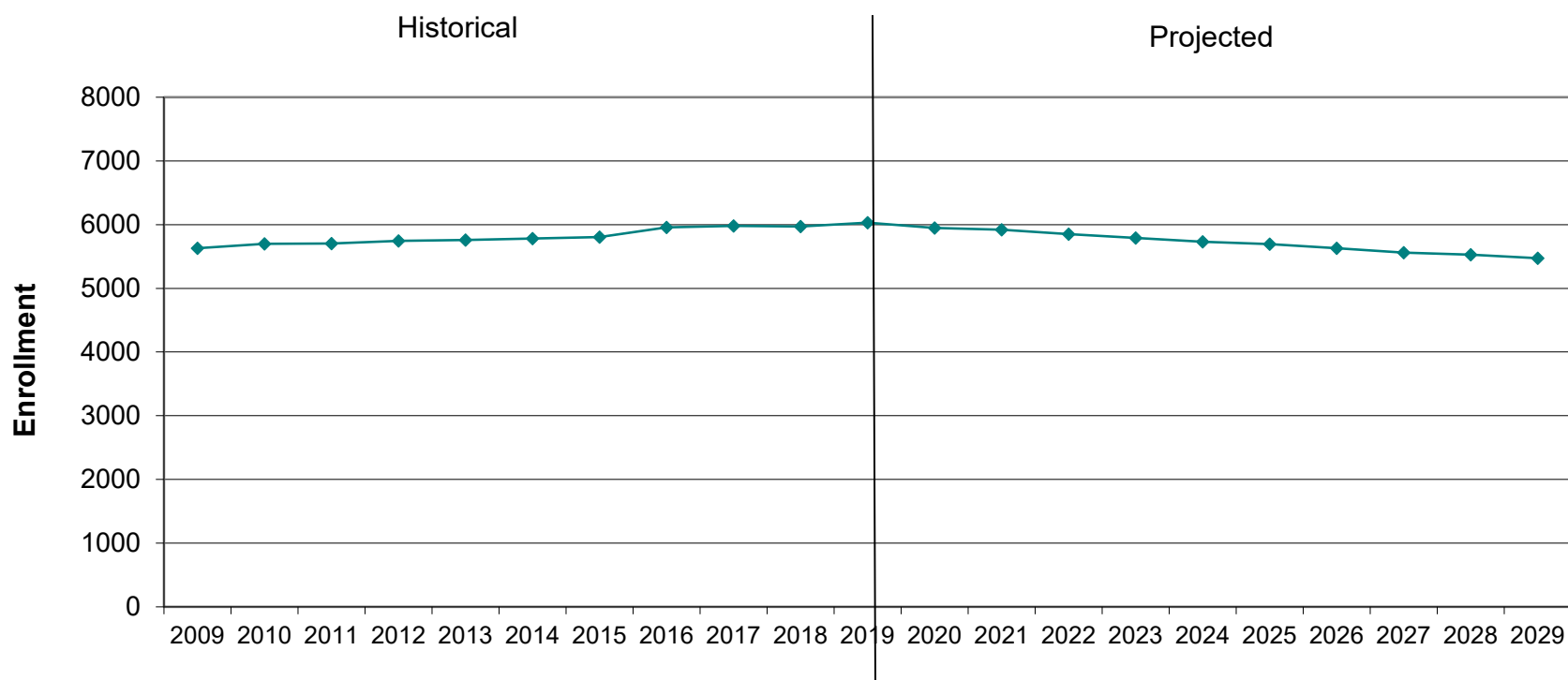
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Shrewsbury, MA Projected Enrollment

K-12 To 2029 Based On Data Through School Year 2019-20
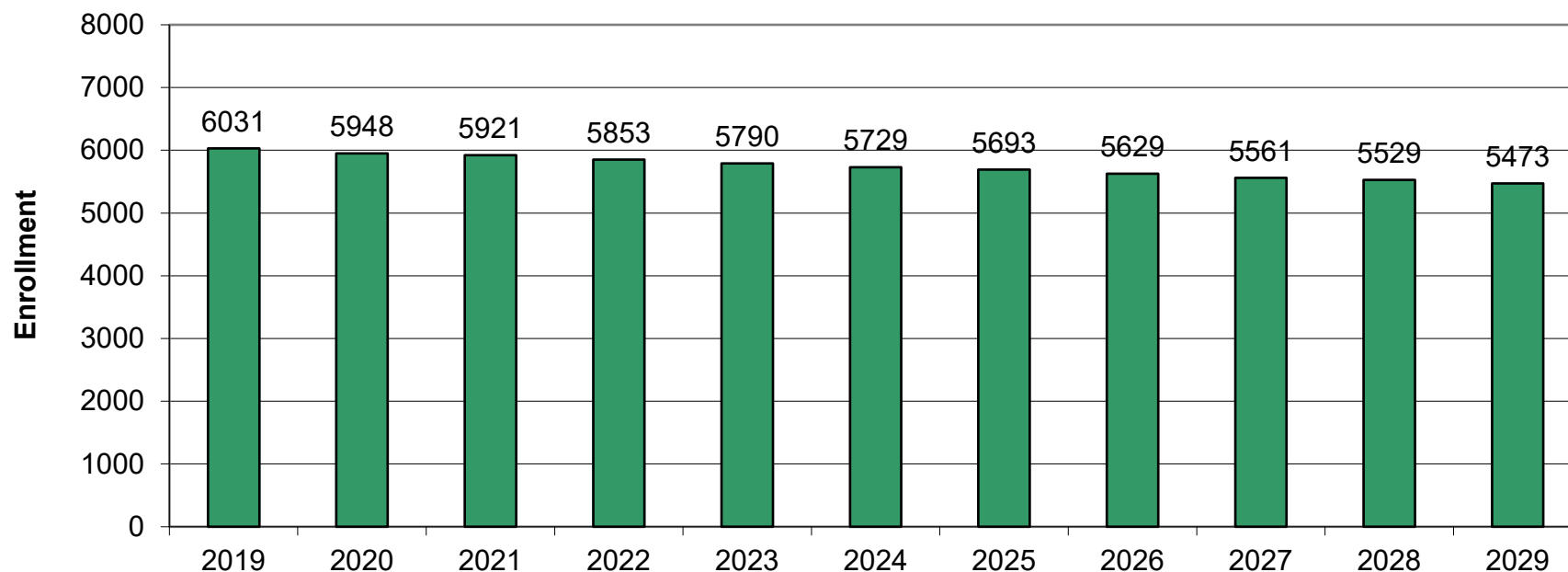
Shrewsbury, MA Historical & Projected Enrollment

K-12, 2009-2029

Historical   Projected

Enrollment

Shrewsbury, MA Birth-to-Kindergarten Relationship

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FY 2020
School Enrollment Projections

	k	1	2	3	4	k-4	5	6	5-6	7	8	7-8	9	10	11	12	9-12	TOTAL*	preschool	
		1.181	1.050	1.035	1.034		1.011	1.026		1.018	1.016		0.912	1.020	0.992	0.996				
2000	393	420	471	402	399	2085	433	389	822	361	367	728	290	280	245	213	1028	4663	135	4798
2001	385	475	444	469	424	2197	419	427	846	400	364	764	324	296	283	236	1139	4946	131	5077
2002	407	442	483	442	488	2262	428	423	851	426	395	821	343	330	287	274	1234	5168	150	5318
2003	398	484	464	480	464	2290	494	436	930	438	437	875	356	343	324	289	1312	5407	157	5564
2004	384	449	489	464	504	2290	463	492	955	444	441	885	413	360	334	320	1427	5557	174	5731
2005	394	452	466	502	466	2280	502	461	963	486	443	929	425	402	345	344	1516	5688	188	5876
2006	378	440	468	452	507	2245	462	488	950	449	501	950	408	436	388	351	1583	5728	173	5901
2007	376	439	454	482	454	2205	496	450	946	485	449	934	419	404	423	383	1629	5714	181	5895
2008	342	476	456	459	478	2211	456	461	917	453	489	942	393	429	390	427	1639	5709	196	5905
2009	348	426	493	465	459	2191	473	436	909	466	439	905	421	398	415	391	1625	5630	211	5841
2010	372	429	448	515	472	2236	469	465	934	435	479	914	401	417	390	410	1618	5702	241	5943
2011	341	429	457	464	516	2207	485	476	961	462	443	905	414	414	413	390	1631	5704	243	5947
2012	364	416	447	474	458	2159	524	465	989	474	466	940	408	421	417	413	1659	5747	262	6009
2013	392	399	450	452	480	2173	462	518	980	490	471	961	420	406	419	402	1647	5761	250	6011
2014	346	430	430	462	467	2135	487	469	956	529	478	1007	432	423	409	420	1684	5782	234	6016
2015	355	425	446	439	474	2139	472	500	972	480	547	1027	413	441	411	403	1668	5806	238	6044
2016	388	418	459	460	463	2188	487	490	977	511	492	1003	513	428	441	410	1792	5960	232	6192
2017	355	424	437	476	482	2174	464	502	966	493	516	1009	451	513	429	439	1832	5981	237	6218
2018	351	424	447	454	494	2170	490	468	958	511	495	1006	460	447	501	429	1837	5971	243	6214
2019	363	426	439	469	455	2152	493	502	995	478	514	992	470	469	452	501	1892	6031	220	6251
Number of School Choice students for 2019-2020							8			4	3		10				25			
2020	325	429	447	455	485	2141	460	506	966	511	486	997	469	479	466	450	1865	5967		
2021	337	384	450	463	470	2104	490	472	962	515	519	1034	443	478	476	464	1861	5961		
2022	314	398	403	466	479	2060	475	503	978	480	523	1003	473	452	474	474	1873	5915		
2023	325	371	418	417	482	2013	484	487	972	512	488	1000	477	483	448	472	1880	5865		
2024	325	384	389	433	431	1962	487	497	984	496	520	1016	445	486	479	446	1857	5820		
2025	325	384	403	403	447	1963	436	500	936	506	504	1010	474	454	483	477	1888	5797		
2026	325	384	403	417	417	1946	452	447	900	509	514	1023	460	484	450	481	1874	5743		
2027	325	384	403	418	431	1961	421	464	885	456	517	973	468	469	480	448	1866	5685		
2028	325	384	403	418	432	1962	436	432	868	472	463	935	472	478	465	478	1892	5658		

Notes:

• 2000-2019 are actual enrollments

• Assumed births for 2020-28 were calculated taking the average of the previous four years of recorded births.

FY 2020
School Enrollment Projections

Births		k		b-k
2007	361	**2012**	364	1.008
2008	372	**2013**	392	1.054
2009	367	**2014**	346	0.943
2010	321	**2015**	356	1.109
2011	373	**2016**	388	1.040
2012	326	**2017**	355	1.089
2013	372	**2018**	351	0.944
2014	341	**2019**	362	1.062
			2 Year Ave	1.003
		Projections		
2015	324	**2020**	325	1.003
2016	336	**2021**	337	1.040
2017	313	**2022**	314	0.934
2018	324	**2023**	325	1.038
	324	Ave		
Assumed (295 births through 11/19/2019)				
2019	324	**2024**	325	1.003
2020	324	**2025**	325	1.003
2021	324	**2026**	325	1.003
2022	324	**2027**	325	1.003
2023	324	**2028**	325	1.003

survivals	k-1	1 - 2	2 - 3	3 - 4	4 - 5	5 - 6	6 - 7	7 - 8	8 - 9	9 - 10	10 - 11	11 - 12
2014-15	1.228	1.037	1.021	1.026	1.011	1.027	1.023	1.034	0.864	1.021	0.972	0.985
2015-16	1.177	1.080	1.031	1.055	1.027	1.038	1.022	1.025	0.938	1.163	1.000	0.998
2016-17	1.093	1.045	1.037	1.048	1.002	1.031	1.006	1.010	0.917	1.000	1.002	0.995
2017-18	1.194	1.054	1.039	1.038	1.017	1.009	1.018	1.004	0.891	0.897	0.977	1.000
2018-19	1.214	1.035	1.049	1.002	0.998	1.024	1.021	1.006	0.949	1.020	1.011	1.000
Avg	**1.181**	**1.050**	**1.035**	**1.034**	**1.011**	**1.026**	**1.018**	**1.016**	**0.912**	**1.020**	**0.992**	**0.996**

Enrollment Projections Report

Patrick Collins

December 2019

Methods

- Town Manager Projection
  - *Traditional cohort survival method* with five-year survival ratios.

- New England School Development Council
  - *Traditional cohort survival method* with three-year survival ratios for grades 1-12 and a birth to kindergarten ratio of 99%.

- Different methods lead to slightly different results over time.

Cohort Suvival Method Displayed

survivals	k-1	1 - 2	2 - 3	3 - 4	4 - 5	5 - 6	6 - 7	7 - 8	8 - 9	9 - 10	10 - 11	11 - 12
2014-15	1.228	1.037	1.021	1.026	1.011	1.027	1.023	1.034	0.864	1.021	0.972	0.985
2015-16	1.177	1.080	1.031	1.055	1.027	1.038	1.022	1.025	0.938	1.163	1.000	0.998
2016-17	1.093	1.045	1.037	1.048	1.002	1.031	1.006	1.010	0.917	1.000	1.002	0.995
2017-18	1.194	1.054	1.039	1.038	1.017	1.009	1.018	1.004	0.891	0.897	0.977	1.000
2018-19	1.214	1.035	1.049	1.002	0.998	1.024	1.021	1.006	0.949	1.020	1.011	1.000
Avg	1.181	1.050	1.035	1.034	1.011	1.026	1.018	1.016	0.912	1.020	0.992	0.996

	k	1	2	3	4	k-4	5	6	5-6	7	8	7-8	9	10	11	12	9-12	TOTAL*	presch
2016	388	418	459	460	463	2188	487	490	977	511	492	1003	513	428	441	410	1792	5960	232
2017	355	424	437	476	482	2174	464	502	966	493	516	1009	451	513	429	439	1832	5981	237
2018	351	424	447	454	494	2170	490	468	958	511	495	1006	460	447	501	429	1837	5971	243
2019	363	426	439	469	455	2152	493	502	995	478	514	992	470	469	452	501	1892	6031	220
2020	325	429	447	455	485	2141	460	506	966	511	486	997	469	479	466	450	1865	5967	
2021	337	384	450	463	470	2104	490	472	962	515	519	1034	443	478	476	464	1861	5961	
2022	314	398	403	466	479	2060	475	503	978	480	523	1003	473	452	474	474	1873	5915	
2023	325	371	418	417	482	2013	484	487	972	512	488	1000	477	483	448	472	1880	5865	
2024	325	384	389	433	431	1962	487	497	984	496	520	1016	445	486	479	446	1857	5820	
2025	325	384	403	403	447	1963	436	500	936	506	504	1010	474	454	483	477	1888	5797	
2026	325	384	403	417	417	1946	452	447	900	509	514	1023	460	484	450	481	1874	5743	
2027	325	384	403	418	431	1961	421	464	885	456	517	973	468	469	480	448	1866	5685	
2028	325	384	403	418	432	1962	436	432	868	472	463	935	472	478	465	478	1892	5658	

NESDEC Projection

Shrewsbury, MA Projected Enrollment

School District: Shrewsbury, MA Revised 11/21/2019   11/21/2019

Enrollment Projections By Grade*

Birth Year	Births		School Year	PK	K	1	2	3	4	5	6	7	8	9	10	11	12	UNGR	K-12	PK-12
2014	346		2019-20	220	363	426	439	469	455	493	502	478	514	470	469	452	501	0	6031	6251
2015	328		2020-21	222	324	424	445	457	483	458	504	510	481	472	472	467	451	0	5948	6170
2016	339		2021-22	224	335	378	443	464	470	486	468	512	513	442	474	470	466	0	5921	6145
2017	315	(prov.)	2022-23	226	312	391	395	461	478	473	496	475	515	472	444	472	469	0	5853	6079
2018	329	(prov.)	2023-24	228	325	364	409	411	474	481	483	504	478	473	474	443	471	0	5790	6018
2019	331	(est.)	2024-25	230	328	379	380	426	423	477	491	490	507	439	475	472	442	0	5729	5959
2020	328	(est.)	2025-26	232	325	383	396	396	438	426	487	498	493	466	441	473	471	0	5693	5925
2021	329	(est.)	2026-27	234	325	379	400	413	408	441	435	494	501	453	468	440	472	0	5629	5863
2022	326	(est.)	2027-28	236	323	379	396	417	425	411	450	442	497	461	455	466	439	0	5561	5797
2023	329	(est.)	2028-29	238	325	377	396	413	429	428	420	457	445	457	463	454	465	0	5529	5767
2024	329	(est.)	2029-30	240	325	379	394	413	425	432	437	426	460	409	459	461	453	0	5473	5713

Note: Ungraded students (UNGR) often are high school students whose anticipated years of graduation are unknown, or students with special needs - UNGR not included in Grade Combinations for 7-12, 9-12, etc.

Based on an estimate of births   Based on children already born   Based on students already enrolled

Projected Enrollment in Grade Combinations*

Year	K-1	K-4	5-6	K-6	5-8	6-8	7-8	7-12	9-12
2019-20	789	2152	995	3147	1987	1494	992	2884	1892
2020-21	748	2133	962	3095	1953	1495	991	2853	1862
2021-22	713	2090	954	3044	1979	1493	1025	2877	1852
2022-23	703	2037	969	3006	1959	1486	990	2847	1857
2023-24	689	1983	964	2947	1946	1465	982	2843	1861
2024-25	707	1936	968	2904	1965	1488	997	2825	1828
2025-26	708	1938	913	2851	1904	1478	991	2842	1851
2026-27	704	1925	876	2801	1871	1430	995	2828	1833
2027-28	702	1940	861	2801	1800	1389	939	2760	1821
2028-29	702	1940	848	2788	1750	1322	902	2741	1839
2029-30	704	1936	869	2805	1755	1323	886	2668	1782

Projected Percentage Changes

Year	K-12	Diff.	%
2019-20	6031	0	0.0%
2020-21	5948	-83	-1.4%
2021-22	5921	-27	-0.5%
2022-23	5853	-68	-1.1%
2023-24	5790	-63	-1.1%
2024-25	5729	-61	-1.1%
2025-26	5693	-36	-0.6%
2026-27	5629	-64	-1.1%
2027-28	5561	-68	-1.2%
2028-29	5529	-32	-0.6%
2029-30	5473	-56	-1.0%
Change		-558	-9.3%

*Projections should be updated annually to reflect changes in in/out-migration of families, real estate sales, residential construction, births, and similar factors.

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Projection Comparison: K-12

K-12 Enrollment Projection Comparison:
Town Manager v. NESDEC

Town Manager K-12
NESDEC K-12

7,000
6,500
6,000
5,500
5,000

2014-2015 act. | 2019-2020 act. | 2020-2021 est. | 2024-2025 est.

5,782
5,782

6,031
6,031

5,969
5,948

5,819
5,729

Projection Comparison: K-12 School Year 2020-2021

2020-2021 Enrollment Projections

Assumed higher enrollments in kindergarten, Grade 1, and Grade 9

	Town Manager K-12	NESDEC K-12	School Dept. K-12
	5,969	5,948	6,011
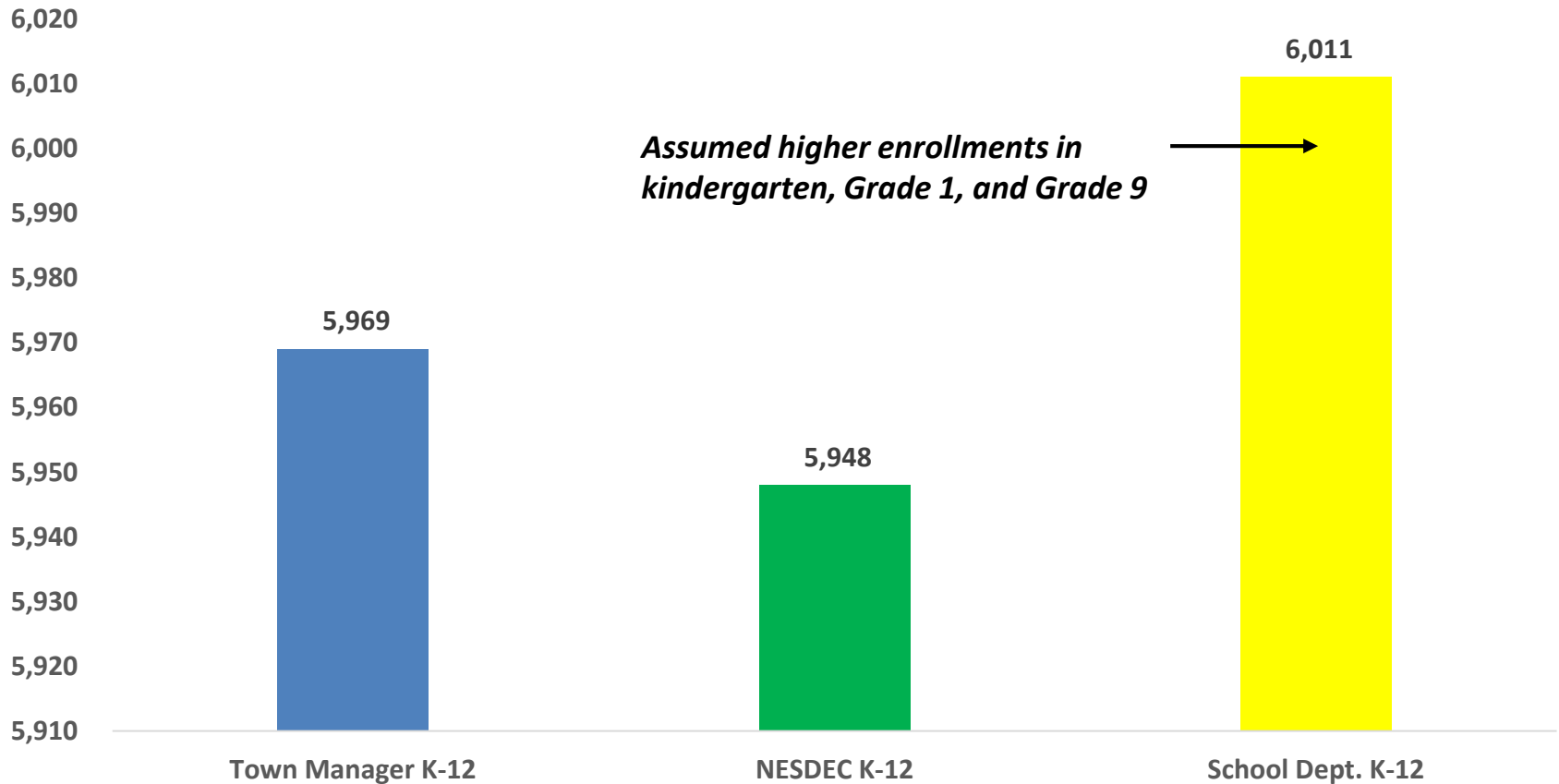
Town Mgr. by Grade Span

Shrewsbury Public Schools K-12 Enrollment Projection
Town Manager - Fall 2019

■ K-4　■ 5-6　■ 7-8　■ 9-12

	2014-2015 act.	2019-2020 act.	2020-2021 est.	2024-2025 est.
Total	5,782	6,031	5,969	5,819
9-12	1,684	1,892	1,865	1,857
7-8	1,007	992	997	1,016
5-6	956	995	966	984
K-4	2,135	2,152	2,141	1,962
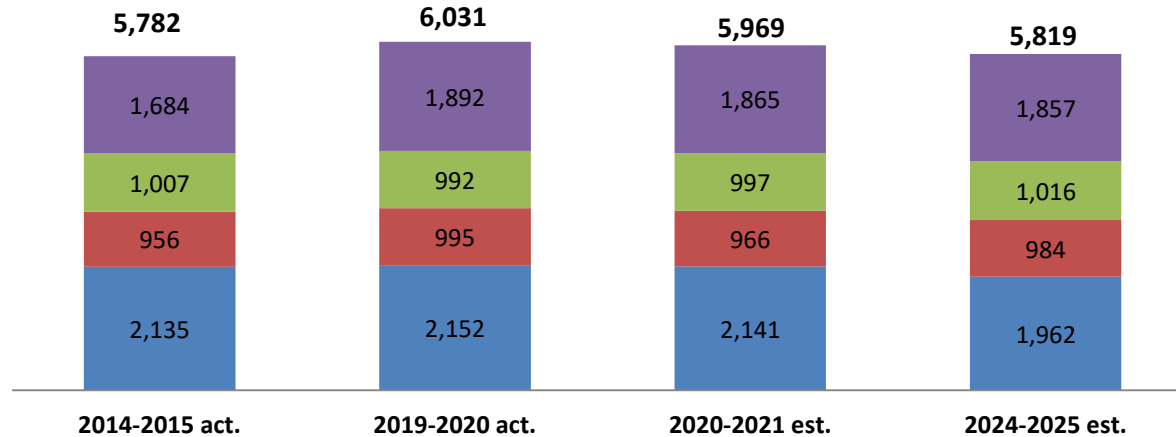
NESDEC by Grade Span

Shrewsbury Public Schools K-12 Enrollment Projection
NESDEC - Fall 2019
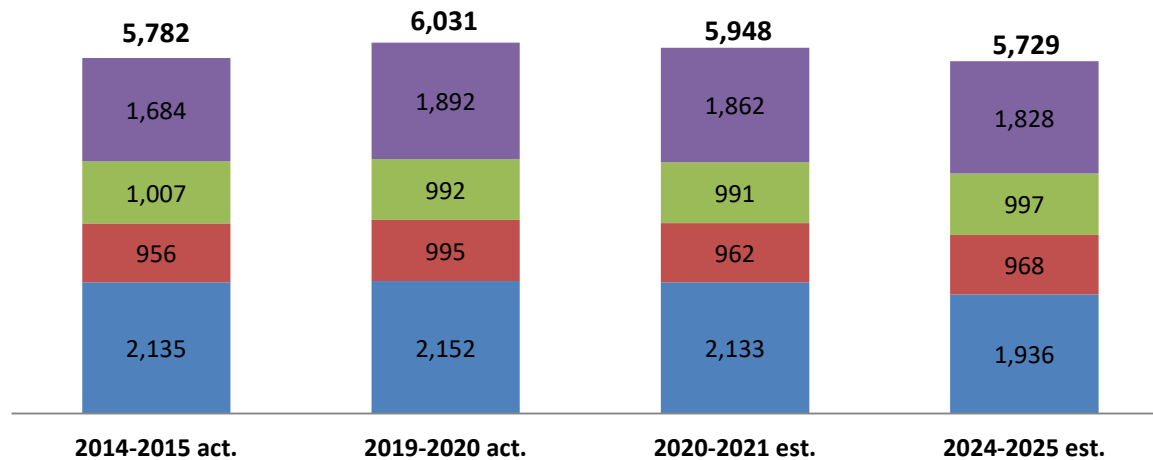
Elementary Schools
2020-2021 Initial Projection

Grade Level	Proj. 2020-21	Beal			Coolidge			Floral Street			Paton			Spring St.		
		Students	Clsrms/Sect	Avg.	Students	Clsrms/Sect	Avg.	Students	Clsrms/Sect	Avg.	Students	Clsrms/Sect	Avg.	Students	Clsrms/Sect	Avg.
HDK	79	79	2/4	20												
FDK	269	143	7	20	42	2	21				42	2	21	42	2	21
Grade 1	431	80	4	20	86	4	22	110	5	22	82	4	21	73	4	18
Grade 2	447				88	4	22	194	9	22	84	4	21	81	4	20
Grade 3	457				98	4	25	187	9	21	95	4	24	77	3	26
Grade 4	485				118	5	24	215	9	24	70	3	23	82	4	21
Total K	348															
Total 1-4	1,820	*School Avg./Class*		20	*School Avg./Class*		23	*School Avg./Class*		22	*School Avg./Class*		22	*School Avg./Class*		21
Totals	2,168	302	15		432	19		706	32		373	17		355	17	

-**Generally used the higher amount projected between Town Manager and NESDEC**

 Beal:　　　　No new FTE. Increase Grade 1 from 3 to 4 sections. Decrease HDK from 6 to 4 sections.

Coolidge:　　No new FTE. Decrease Grade 4 from 5 to 4 sections. Increase Grade 5 from 4 to 5 sections.

Floral St.　　No new FTE. No change in sections.

Paton　　　No new FTE. Increase Grade 3 from 3 to 4 sections. Decrease Grade 4 from 4 to 3 sections.

Spring St.　No new FTE.　No change in sections.

Secondary Schools
2020-2021 Initial Projection

Grade Level	Proj. 2020-21	Sherwood Middle			Oak Middle			High School			Preschool Programs			
		Students	Sections	Avg.	Students	Sections	Avg.	Students	Sections	Avg.	Program	Students	CR/Sect.	Avg.
Grade 5	460	460	20	23										
Grade 6	506	506	20	25							Parker Rd.	161	6/14	12
Grade 7	511				511	20	26				Little Col. (SHS)	28	1/2	14
Grade 8	486				486	20	24				Wesleyan Ter.	51	2/5	10
Grade 9	483							483	NA	NA				
Grade 10	479							479	NA	NA				
Grade 11	467							467	NA	NA				
Grade 12	451							451	NA	NA				
		School Avg./Class		24	*School Avg./Class*		25	*School Avg./Class*		NA	*School Avg./Class*			11
Totals	3,843	966	40		997	40		1,880	NA	NA		240		

Preschool Enrollment Pattern
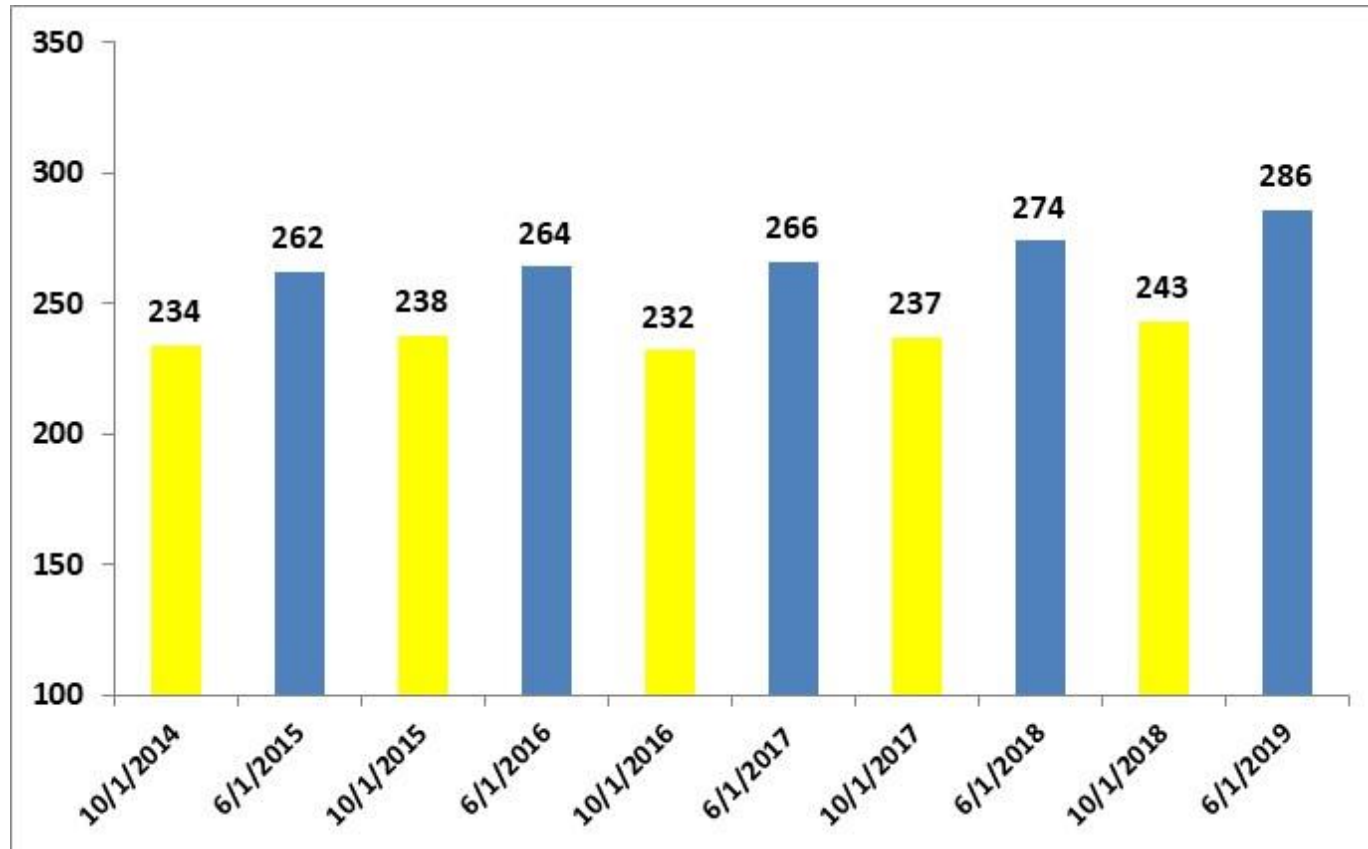
Each year the Preschool enrollment grows during the school year as students turn age 3 and become eligible for special education services. Enrollment grows by an average of 14% during each school year and seats must be available for them.

Projected v. Actual for 2019-2020

Actual 19-20 enrollment exceeded the one-year projections by 33-42 students, underestimating by .55 to .70 %.

	TM Projection	NESDEC Projection	Actual	
Preschool	na	245	220	
	TM Projection	NESDEC Projection	Actual	
Kindergarten	347	338	363	
Grade 1	406	405	426	
Grade 2	449	449	439	
Grade 3	461	463	469	
Grade 4	472	475	455	
Grade 5	501	502	493	
Grade 6	502	503	502	
Grade 7	476	475	478	
Grade 8	516	518	514	
Grade 9	448	453	470	
Grade 10	465	464	469	
Grade 11	456	444	452	
Grade 12	499	500	501	
	5,998	5,989	6,031	
		Accuracy	Variance	Variance
Actual v. Town Mgr		99.45%	0.55%	33
Actual v. NESDEC		99.30%	0.70%	42

Projected v. Actual for 2019-2020

2019-2020 Enrollment Projections versus Actuals

Kindergarten, Grade 1, and Grade 9 actuals higher than projections.

Projected v. Actual for 2019-2020

Fall 2014 Projections for 2019 versus Actual Enrollment 2019

Grade Span	Town Mgr. Office-Fall 2014 Projection for 2019	NESDEC -Fall 2014 Projection for 2019	Actual Enrollment- Fall 2019
K-4	2,066	2,096	2,152
5-6	933	918	995
7-8	937	933	992
9-12	1,793	1,805	1,892
Total K-12	5,729	5,752	6,031
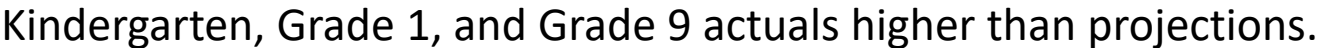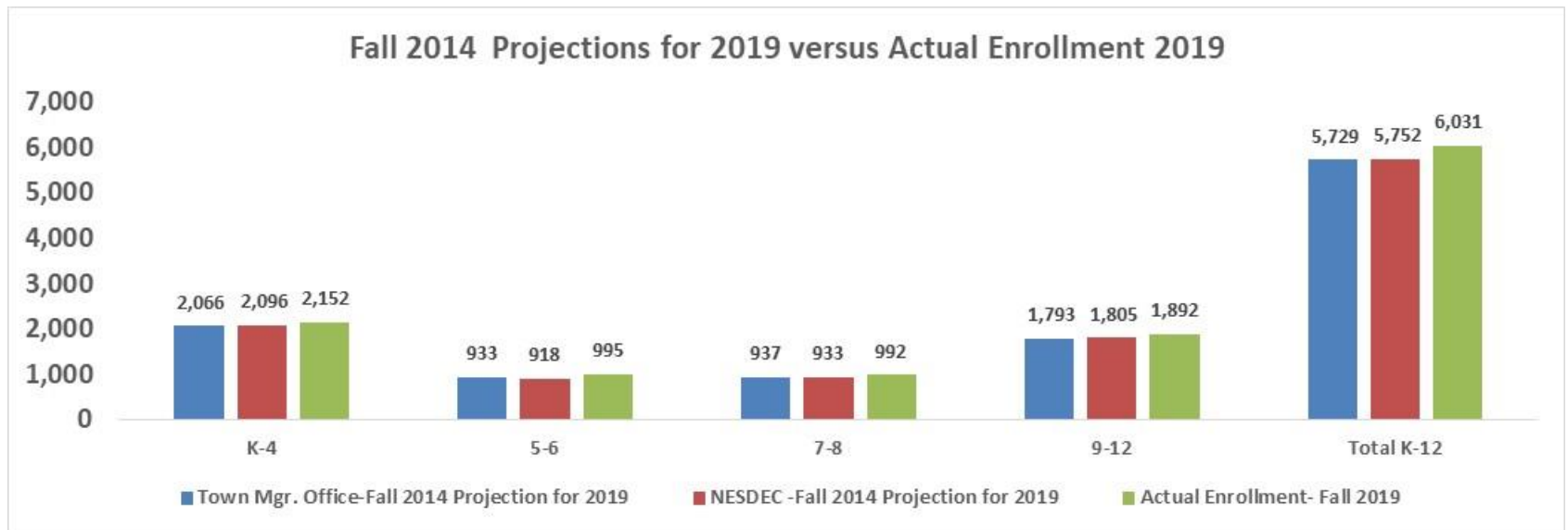
Both projection methods have under-projected the actual enrollments 5 years into future at all grade spans

MSBA Enrollment Projection: K-4

Ten Year Enrollment Projections: K-4
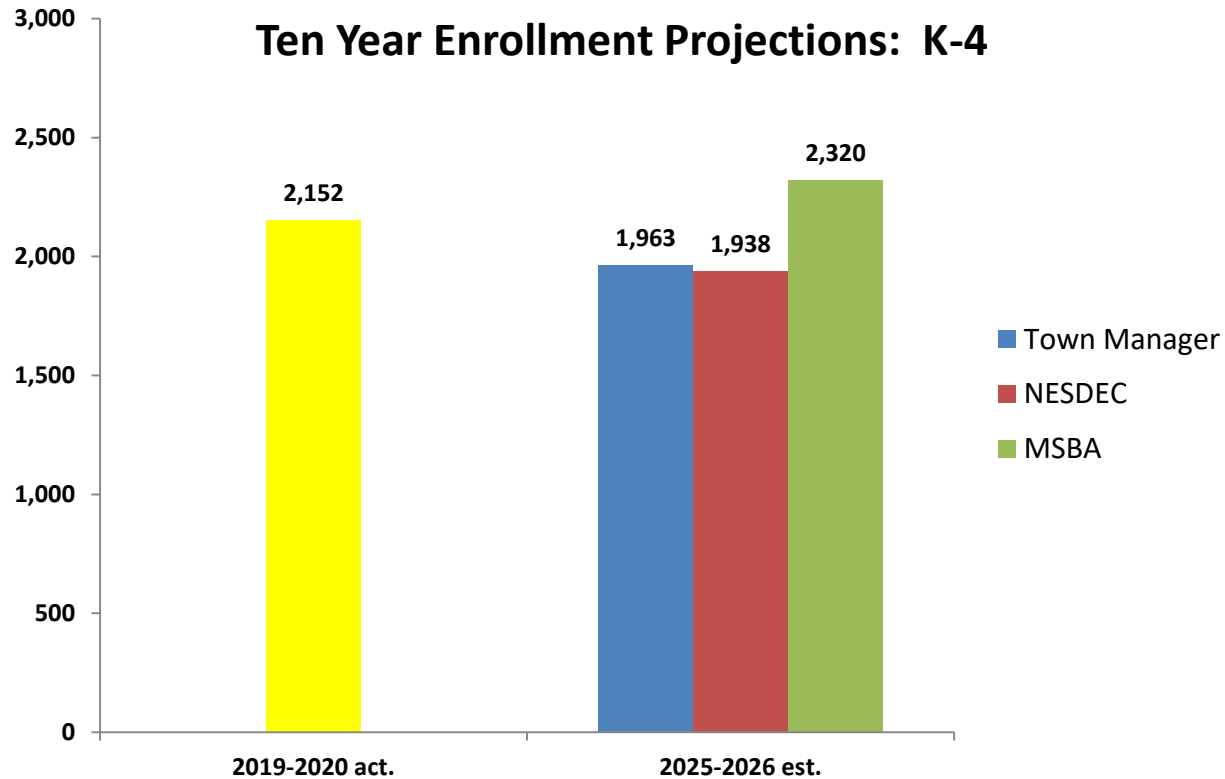
Summary Highlights

- 2020-2021 will see overall level enrollment.

- S.H.S. will be nearly "level enrollment" at all time high enrollment of an estimated 1,880 students.

- S.H.S. is at 99% room utilization offering only limited opportunities to add teaching staff.

- Given the PreK-8 projections, it is not likely we will need additional classroom teaching staff next year.

- The amount of full-day kindergarten seats will range 260-270 [current is 252] and be approximately 77% of total kindergarten enrollment.

SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING

ITEM NO: IV. Time Scheduled Appointments: MEETING DATE: **12/4/19**
           C. District Communications: Report on Survey & Recommendations

BACKGROUND INFORMATION:
It is a goal of the School Committee and the Superintendent to continuously improve communications with constituents. To determine what communication tactics will be most effective going forward, Dr. Sawyer drafted a series of survey items that were presented to the Committee for discussion and feedback at the meeting on October 2, 2019; on October 30 a survey on communications from Shrewsbury Public Schools was sent to staff and community members. Tonight Dr. Sawyer will summarize the data collected by the survey, and present recommendations for future communications that are informed by that data.

A summary and analysis of the data is enclosed, along with the full survey document with all of the response data.

ACTION RECOMMENDED:
That the School Committee accept the report and take such action as it deems in the best interest of the school system.

STAFF AVAILABLE FOR PRESENTATION:
Dr. Joseph M. Sawyer, Superintendent

District Communications Survey
Fall 2019
Summary & Analysis
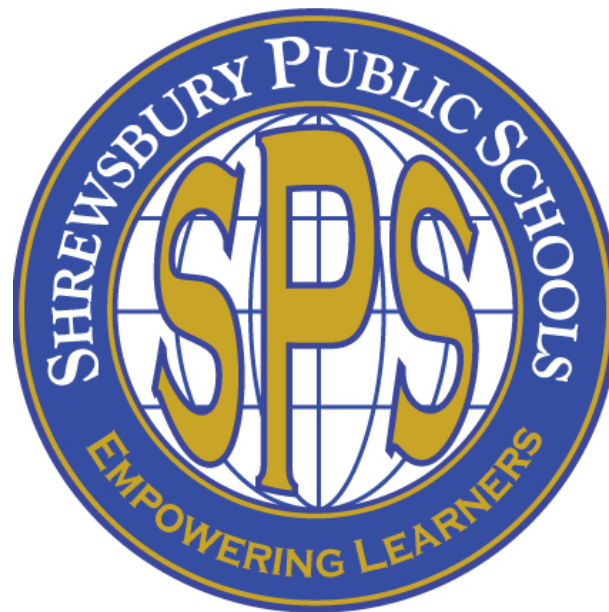
Presented to the School Committee
December 4, 2019

Excellent Participation

675 Total Responses

510 Parents

200 Staff

28 Community Members
(neither Parent nor Staff)

14 Town Meeting Members

*Many Parents/Staff/Town Meeting respondents counted in more than one category

Parent Participation Across Levels

Q2 If you are a current SPS parent, what grade span(s) are your children currently in? (Check all that apply)

Answered: 510   Skipped: 165
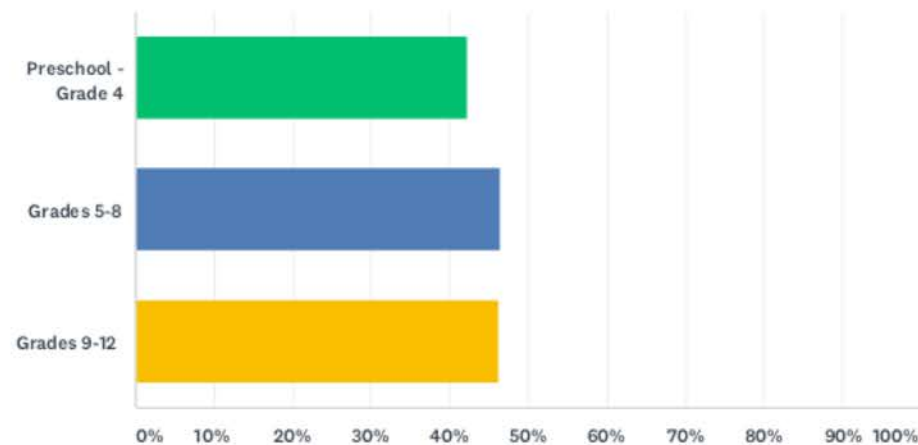
ANSWER CHOICES	RESPONSES	
Preschool - Grade 4	42.16%	215
Grades 5-8	46.47%	237
Grades 9-12	46.27%	236
Total Respondents: 510		

Many parents have children across multiple levels

Staff Participation Across Levels

Q3 If you are a current SPS staff member, what grade span do you primarily work in?

Answered: 200   Skipped: 475
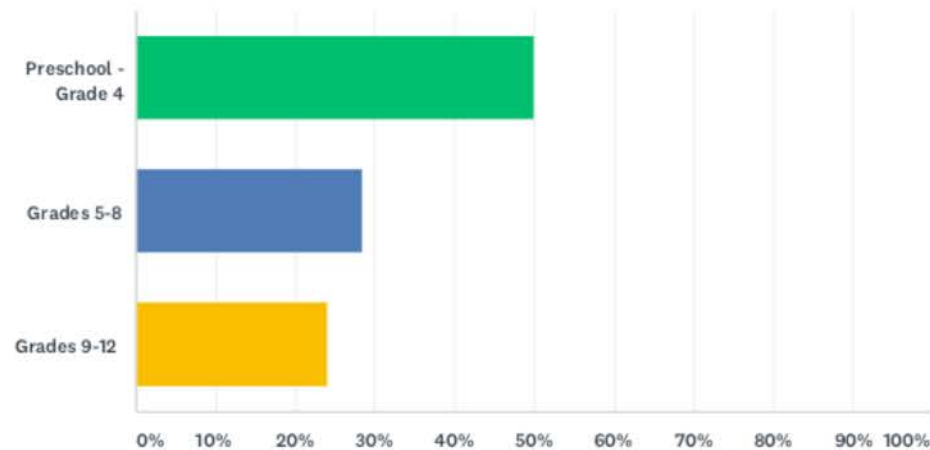
ANSWER CHOICES	RESPONSES	
Preschool - Grade 4	50.00%	100
Grades 5-8	28.50%	57
Grades 9-12	24.00%	48
Total Respondents: 200		

Rating of Forms of Communication

- Forms of communication were rated from 1 to 4, from "Not Preferred/Not Helpful/Don't Use At All" to "Strongly Preferred/Very Helpful"

- 26 different forms of communication were rated

<u>Ratings Consistent Across Constituent Groups</u>

- Ratings of various forms of communication overall were very consistent when data was filtered by group, with some slight variations (e.g., high school parents rated Schoology higher than elementary parents, as this platform is used differently at each level)

- This summary and analysis will focus on overall ratings

Top 10 Forms of Communication
(Weighted Average > 2.5 out of 4.0)

1. Email updates/newsletters from school principal: 3.48

2. Email updates/newsletters from teachers or teacher teams: 3.46

3. Email updates from the superintendent: 3.35

4. Telephone/voice messaging system: 3.20

5. Text messages: 3.19

Top 10 Forms of Communication
(Weighted Average > 2.5 out of 4.0)

6. Curriculum "Back-to-School" Nights: 3.01

7. SPS Community Bulletin email: 2.99

8. District/school websites: 2.93

9. PowerSchool Parent Portal: 2.89

10. Infographics with school district data: 2.54

Analysis of Top-Rated Forms of Communication

- Forms of communication that are "pushed" directly are rated most highly, especially email

- Auto phone calls and texts rated highly (they typically only are used for weather cancellations/delays, emergencies, or high-profile actions required such as bus registration)

- Website and PowerSchool Parent Portal information appears highly valued (utility)

- Infographics viewed positively

Middle-Rated Forms of Communication
(Weighted Average from 2.0-2.5 out of 4.0)

11. PTO/Parent Organization emails: 2.40

12. SPS Annual Report: 2.40

13. Schoology posts: 2.33

14. Shrewsbury School Journal: 2.33

15. Paper fliers in student backpacks: 2.32

Middle-Rated Forms of Communication
(Weighted Average from 2.0-2.5 out of 4.0)

16. Community forums: 2.31

17. Facebook posts: 2.19

18. Short online videos: 2.10

19. PTO/Parent Organization meetings: 2.08

Analysis of Middle-Rated Forms of Communication

- Many of these are traditional types of communication, including in-person forums/meetings and paper-based mailings or fliers

- These forms of communication contain content that is more informational vs. actionable (such as weekly messages from schools with information that may require action on the part of families)

Lower-Rated Forms of Communication
(Weighted Average < 2.0 out of 4.0)

20. School Committee Meeting Broadcasts: 1.89

21. Twitter: 1.87

22. Town of Shrewsbury Annual Report: 1.82

23. "Superintendent's Update" TV Show: 1.73

24. Local newspaper websites: 1.69

25. Local newspapers (physical paper): 1.58

26. "School Talk" School Committee TV Show: 1.55

Analysis of Lower-Rated Forms of Communication

- Forms of communication that are typically not "pushed" directly

- Changing cultural norms re: reading newspapers and newspaper websites

- Cord-cutting affects access to local cable public access programming; potential lack of knowledge of accessing via website, YouTube, etc.

- Social media not rated highly as a communication channel (Facebook rated slightly higher than Twitter)

Rating of Effectiveness of Communication Related to the Work of the School Committee

Please provide your opinion on the effectiveness of communications related to the work of the Shrewsbury School Committee.

Answered: 661   Skipped: 14

Legend: Ineffective · Somewhat effective · Effective · Highly effective
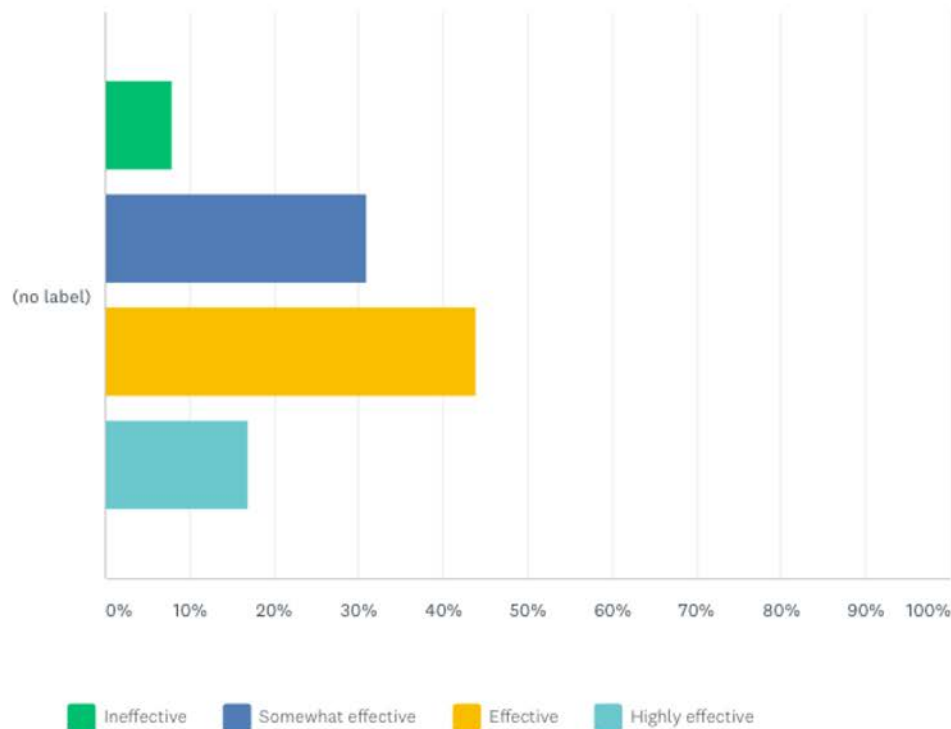
	INEFFECTIVE	SOMEWHAT EFFECTIVE	EFFECTIVE	HIGHLY EFFECTIVE	TOTAL	WEIGHTED AVERAGE
(no label)	8.02% 53	31.01% 205	44.02% 291	16.94% 112	661	2.70

Rating of Effectiveness of Communications from the Superintendent

Please provide your opinion on the effectiveness of communications from the superintendent.

Answered: 671   Skipped: 4

Legend: Ineffective, Somewhat effective, Effective, Highly effective
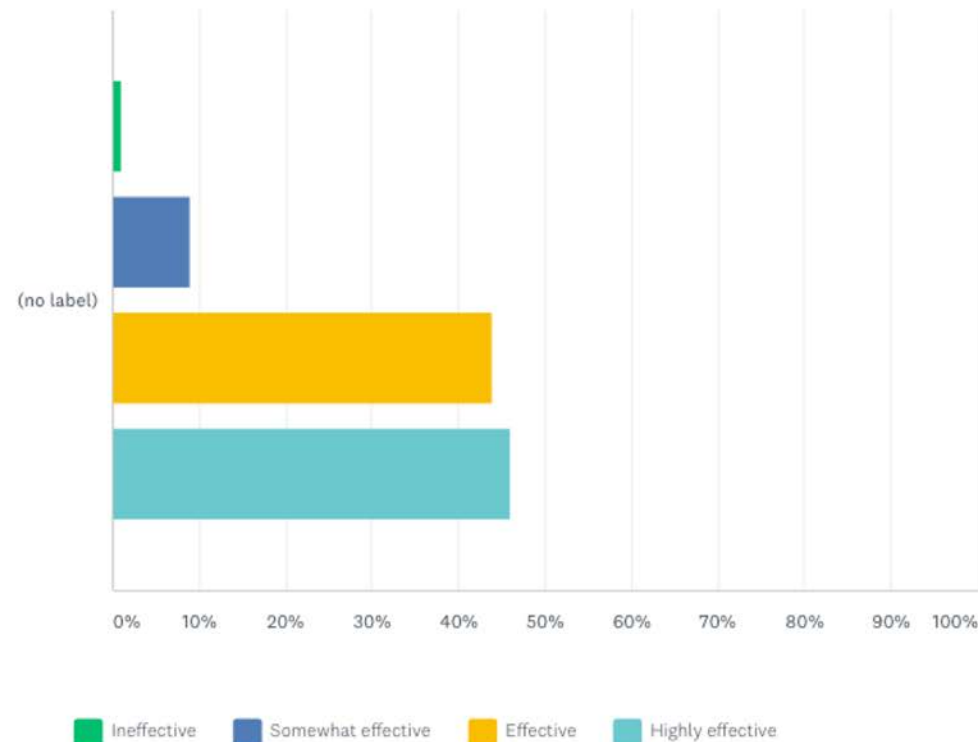
	INEFFECTIVE	SOMEWHAT EFFECTIVE	EFFECTIVE	HIGHLY EFFECTIVE	TOTAL	WEIGHTED AVERAGE
(no label)	1.04% 7	8.94% 60	43.96% 295	46.05% 309	671	3.35

Rating of Overall Effectiveness of Communications from the School District

Please provide your opinion on the overall effectiveness of communications from the Shrewsbury Public Schools.

Answered: 668   Skipped: 7

Legend: ■ Ineffective ■ Somewhat effective ■ Effective ■ Highly effective
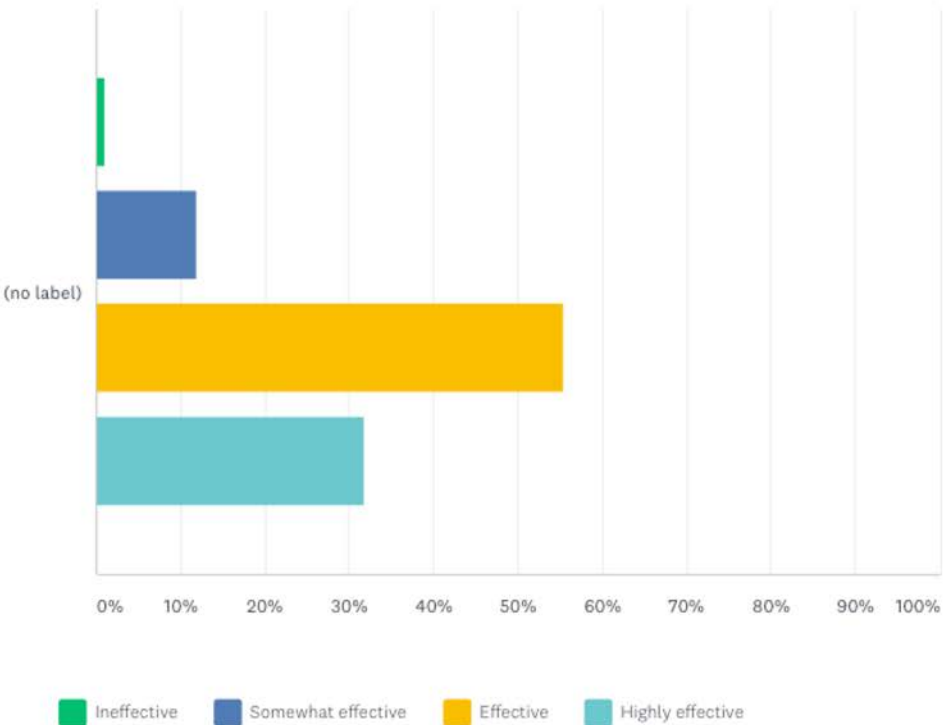
	INEFFECTIVE	SOMEWHAT EFFECTIVE	EFFECTIVE	HIGHLY EFFECTIVE	TOTAL	WEIGHTED AVERAGE
(no label)	1.05% 7	11.83% 79	55.39% 370	31.74% 212	668	3.18

Comments

- 120 comments were added by respondents

- Comments included praise, constructive criticism, and suggestions

- This feedback is highly valuable and much of it is actionable

Themes from Comments

Appreciation for level/quality of communication

- "I think it's important and valuable for communication to take so many different forms in order to reach as many people as possible in a way that is meaningful to them. Even if I don't utilize all the methods, I am impressed by the widespread consistent messaging that comes from SPS."

- "The Shrewsbury Schools communications are effective and appreciated. They forge powerful connections within the community and build consensus for our #1 priority: students (and their families). Thank you to all who make this possible!"

Themes from Comments

Information overload

- "Most of these communications methods are fine in and of themselves, but the fact that you leverage ALL of them can be overwhelming as a parent. In my email alone, I get emails from the superintendent, the school system, 2 different principals, 2 different teachers, multiple specialty teachers (i.e., gym, orchestra, art, Spanish), and the PTO. Then there are multiple apps, a portal, and social media to check…"

- "I think the information is effective--and I am typically someone who reads everything that is related to the school system. I just wish there was a way to streamline the information a little bit. Or to eliminate the amount of emails? I have 3 kids in 3 different schools and my inbox is pretty overwhelmed with school updates for everyone, each week. I am diligent about staying abreast of the current happenings in the school system, but it is a lot. Thank you!"

Themes from Comments

Length of communications

- "While the information in the email was thorough and useful for teachers, what was most essential to them for planning purposes was not prominently displayed or easy to find. This is a minor criticism, but it would be helpful if emails had more of a "TLDR" (too long, didn't read) style to them so that teachers could quickly see the absolute most important details, without having to spend a significant amount of time poring over a digital tome when they may not have time in that moment."

- "…adding photos or graphics to the emails would be more interesting than a long list of information."

- "Some emails are too wordy and long, they should be organized with the most pertinent information in the first few sentences and could be a lot shorter."

- "(Some communications) are long lists of info inside which information can easily get lost or overlooked. In general, I think people pay more attention to short bursts of information."

Themes from Comments

Desire for a central location and consistent format for information

- "It would be nice to have one central hub, or one central reference point, that contains links or guidance to all these different forms of communication."

- "Would be great if all of the communications were coordinated and consistent. With multiple kids in multiple schools, getting inundated by information. Having it centralized and consistent format, etc would be helpful in making me feel confident I am not missing anything."

Themes from Comments

Other concerns/questions

- User-friendliness of different platforms (PowerSchool Parent Portal, Schoology, website)

- Timeliness/maintenance of information (e.g., earlier messages regarding School Committee meeting agendas; keeping websites up to date)

- Kindergarten lottery process improvement

- Mixed feelings on some approaches (social media, use of video messages, etc.)

Next Steps

- Review feedback with School Committee and administration leadership team

- Consider ways to centralize information for ease of retrieval

- Review platforms and determine best type, style, and frequency of communications for various audiences and purposes; consider formats that provide metrics regarding audience reach/engagement; consider ways to "push" content such as links to TV shows

- Provide professional development/training as needed to enhance quality of communications

Q1 I am a... (Check all that apply)

Answered: 675   Skipped: 0
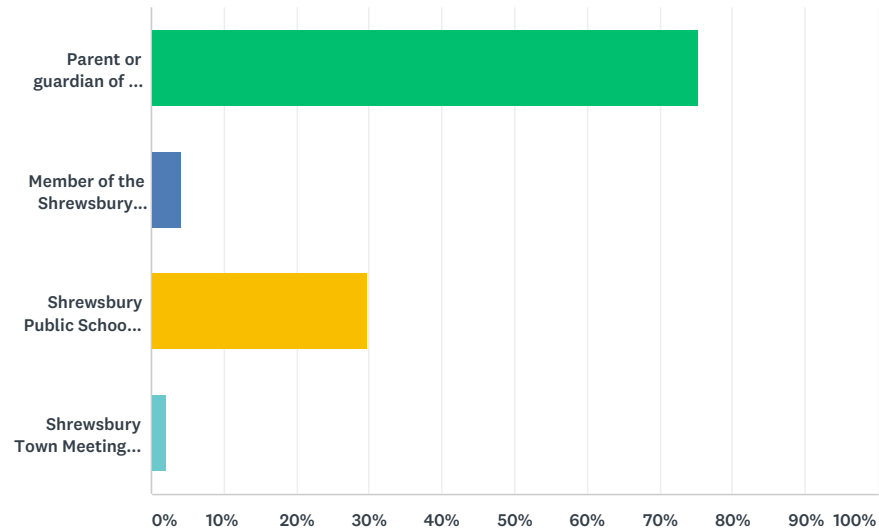
ANSWER CHOICES	RESPONSES	
Parent or guardian of a current Shrewsbury Public Schools student or students	75.26%	508
Member of the Shrewsbury community (not a current SPS parent or staff member)	4.15%	28
Shrewsbury Public Schools staff member	29.63%	200
Shrewsbury Town Meeting member	2.07%	14
Total Respondents: 675		

Q2 If you are a current SPS parent, what grade span(s) are your children currently in? (Check all that apply)

Answered: 510   Skipped: 165
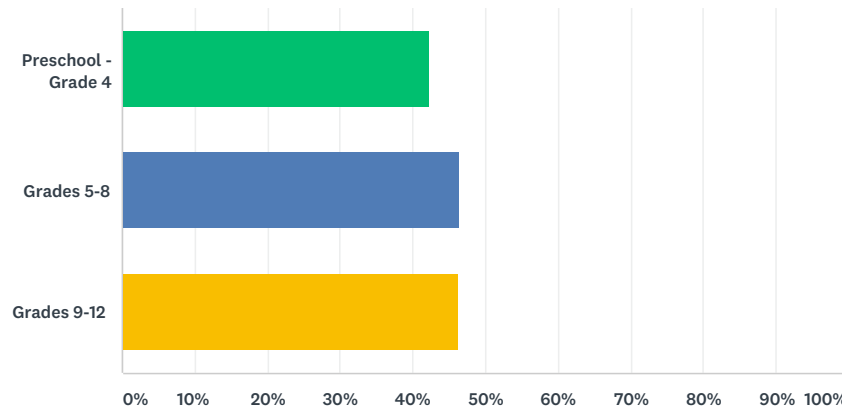
ANSWER CHOICES	RESPONSES	
Preschool - Grade 4	42.16%	215
Grades 5-8	46.47%	237
Grades 9-12	46.27%	236
Total Respondents: 510		

Q3 If you are a current SPS staff member, what grade span do you primarily work in?

Answered: 200   Skipped: 475
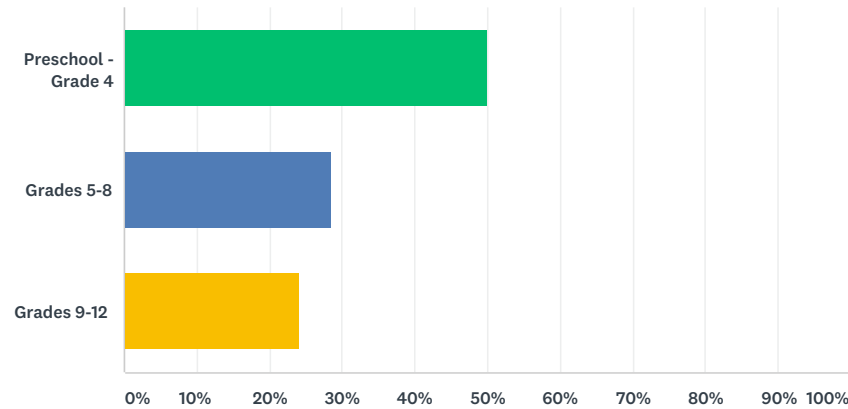
ANSWER CHOICES	RESPONSES	
Preschool - Grade 4	50.00%	100
Grades 5-8	28.50%	57
Grades 9-12	24.00%	48
Total Respondents: 200		

Q4 Please rate each of following forms of communication from/about our school district and schools. Please separately rate each type of communication regarding how strongly you prefer it/find it helpful for communication, rather than comparing them to one another. (Please note that the choices will appear in random order.)

Answered: 675   Skipped: 0

Shrewsbury Public Schools Communication Survey Fall 2019

Text messages
from distric...

Curriculum
nights (i.e....

Shrewsbury
Public Schoo...

District/school
websites

Shrewsbury Public Schools Communication Survey Fall 2019

PowerSchool Parent Portal

Infographics that show...

PTO or other parent...

Shrewsbury Public Schoo...

Schoology posts
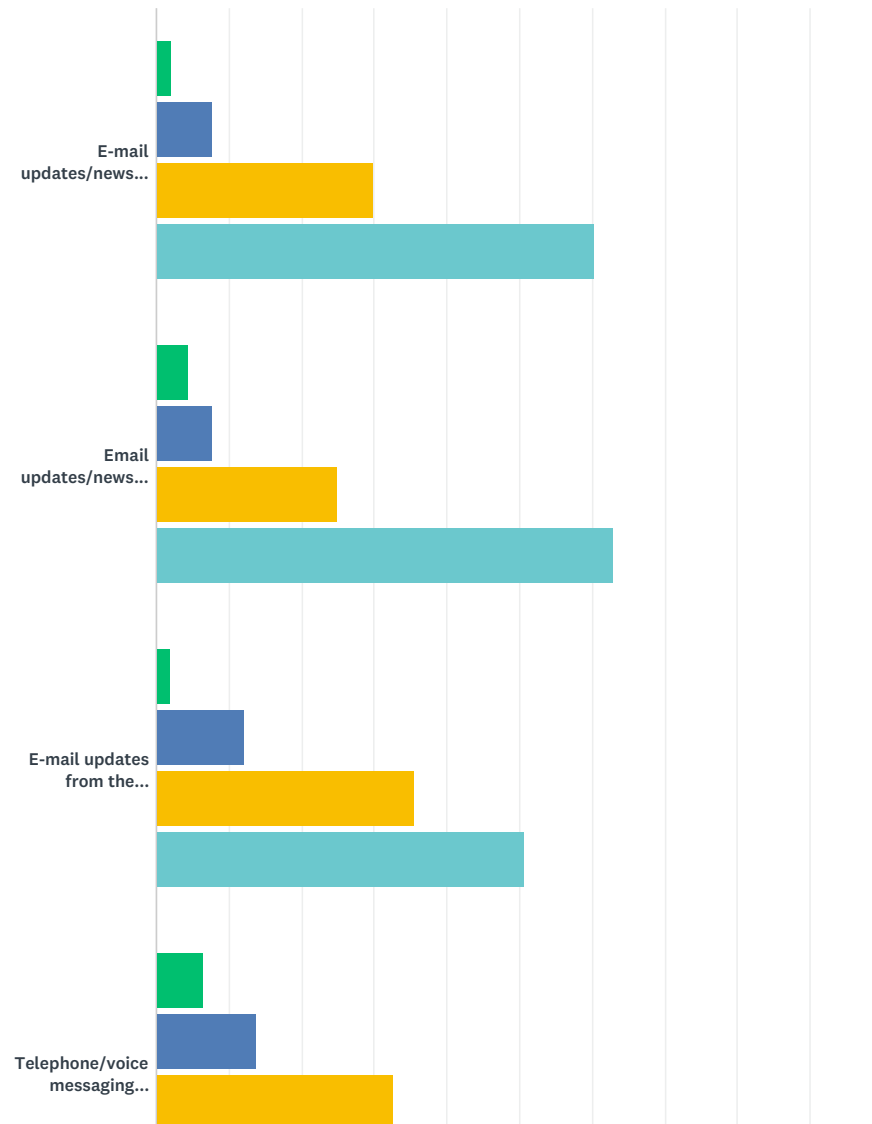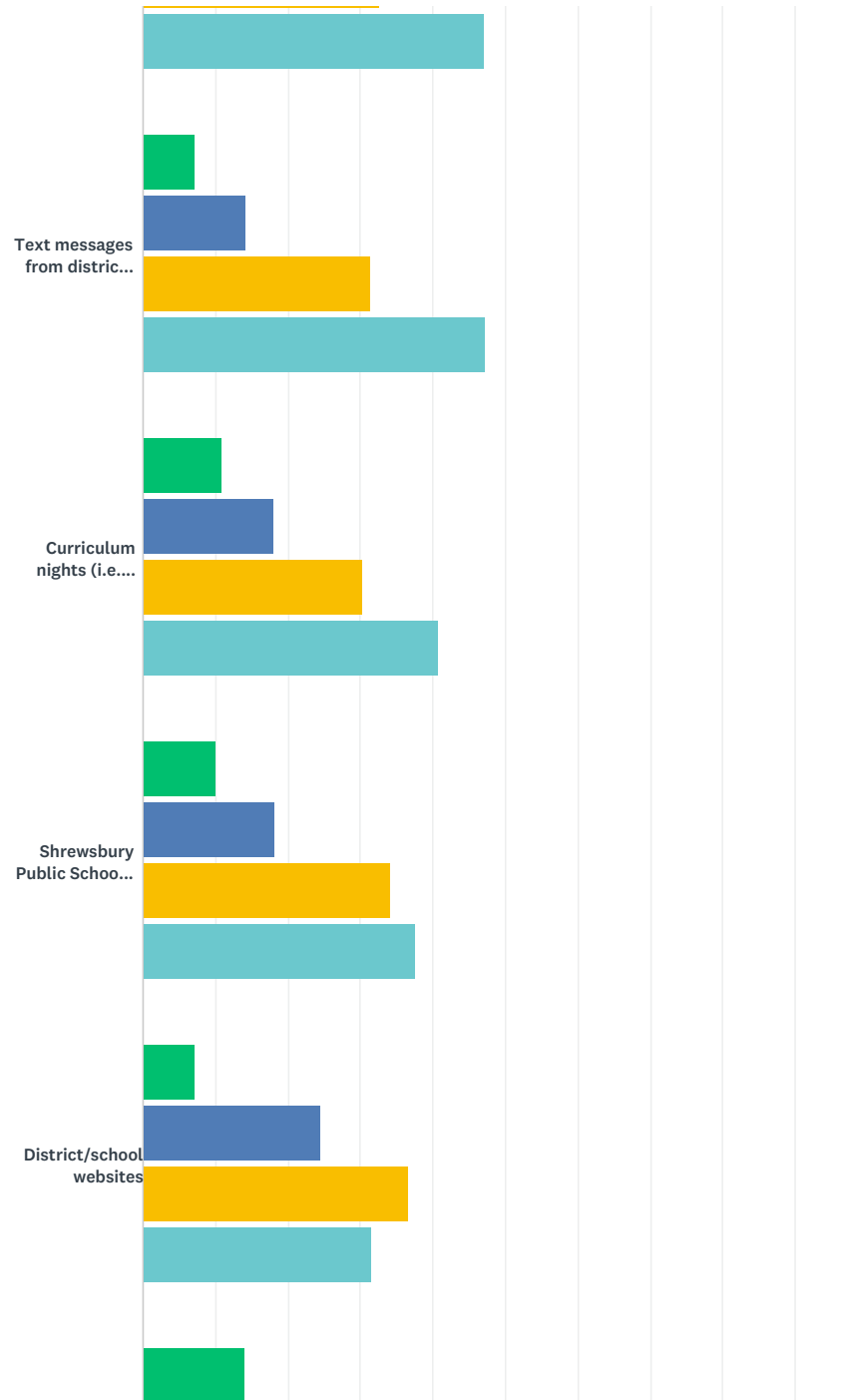
Shrewsbury Public Schools Communication Survey Fall 2019

Shrewsbury
School Journ...
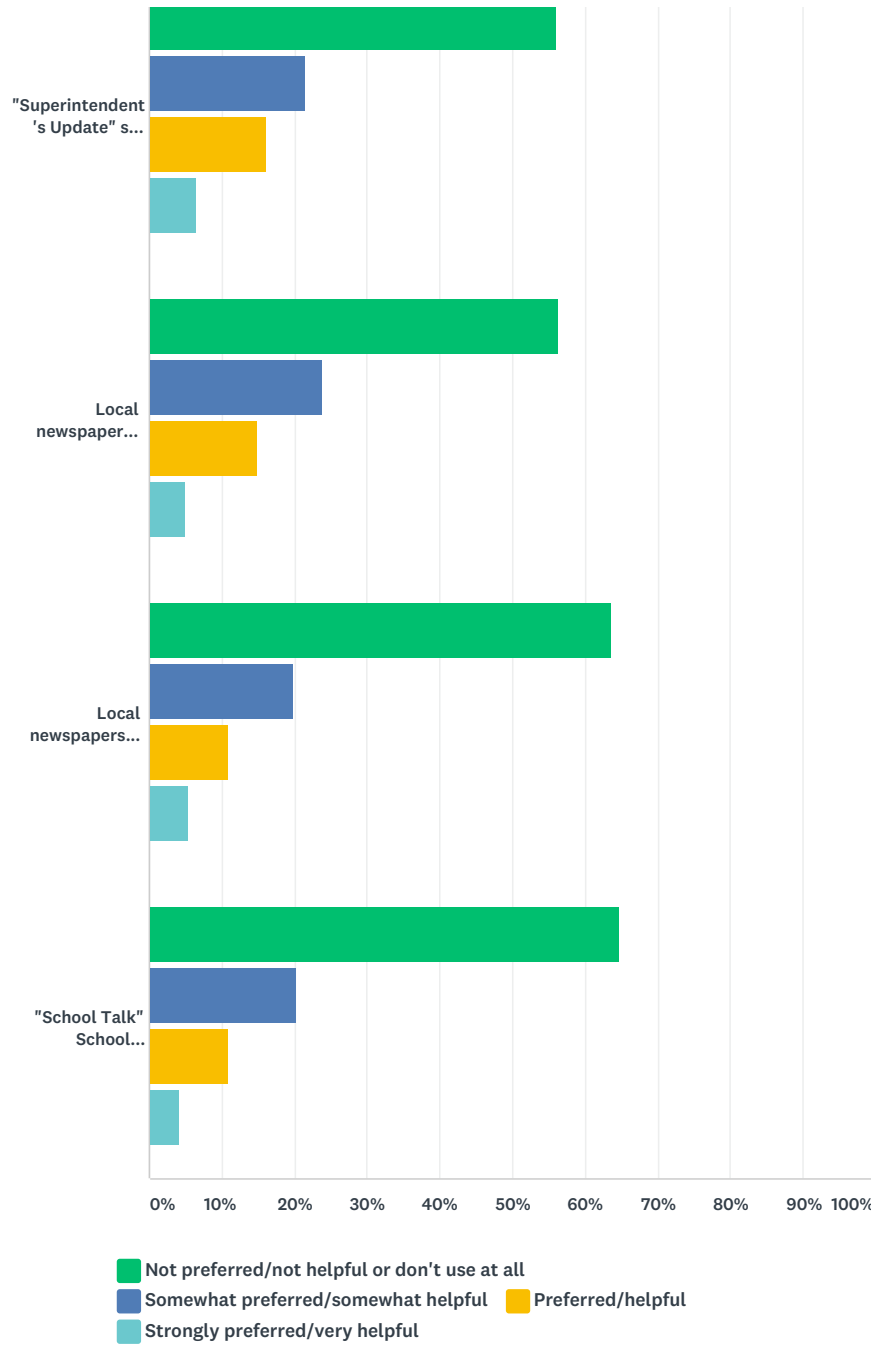
Paper fliers
sent home in...

Community
forums on...

Facebook posts
on district...

Short online
...

Shrewsbury Public Schools Communication Survey Fall 2019

videos

PTO or other parent...

School Committee...

Twitter: Tweets from...

Town of Shrewsbury...

Shrewsbury Public Schools Communication Survey Fall 2019

"Superintendent's Update" s...

Local newspaper...

Local newspapers...

"School Talk" School...

- 🟩 Not preferred/not helpful or don't use at all
- 🟦 Somewhat preferred/somewhat helpful   🟨 Preferred/helpful
- 🟦 Strongly preferred/very helpful

	NOT PREFERRED/NOT HELPFUL OR DON'T USE AT ALL	SOMEWHAT PREFERRED/SOMEWHAT HELPFUL	PREFERRED/HELPFUL	STRONGLY PREFERRED/VERY HELPFUL	TOTAL	WEIGHTED AVERAGE
E-mail updates/newsletters from the school principal	2.10% 14	7.80% 52	29.84% 199	60.27% 402	667	3.48
Email updates/newsletters from teachers or teacher teams	4.40% 29	7.74% 51	24.89% 164	62.97% 415	659	3.46
E-mail updates from the superintendent	1.80% 12	12.14% 81	35.53% 237	50.52% 337	667	3.35
Telephone/voice messaging system (automated calls)	6.59% 44	13.77% 92	32.63% 218	47.01% 314	668	3.20
Text messages from district or school	7.09% 47	14.33% 95	31.37% 208	47.21% 313	663	3.19
Curriculum nights (i.e., "back-to-school" nights)	10.79% 71	17.93% 118	30.40% 200	40.88% 269	658	3.01
Shrewsbury Public Schools Community Bulletin (weekly email with school, community, and youth sports news items)	9.97% 66	18.28% 121	34.14% 226	37.61% 249	662	2.99
District/school websites	7.12% 47	24.55% 162	36.67% 242	31.67% 209	660	2.93
PowerSchool Parent Portal	13.96% 91	20.40% 133	28.22% 184	37.42% 244	652	2.89
Infographics that show school district data	18.78% 123	26.41% 173	36.49% 239	18.32% 120	655	2.54
PTO or other parent organization emails	22.92% 149	31.23% 203	28.77% 187	17.08% 111	650	2.40
Shrewsbury Public Schools Annual Report (mailed to homes & on school district website)	22.24% 147	33.13% 219	26.78% 177	17.85% 118	661	2.40
Schoology posts	33.08% 216	21.59% 141	24.96% 163	20.37% 133	653	2.33
Shrewsbury School Journal (school district newspaper mailed to homes & on website)	25.00% 166	32.98% 219	26.20% 174	15.81% 105	664	2.33
Paper fliers sent home in student's backpack	29.71% 194	25.27% 165	27.87% 182	17.15% 112	653	2.32
Community forums on specific topics	23.90% 158	33.28% 220	30.56% 202	12.25% 81	661	2.31
Facebook posts on district and/or school Facebook page(s)	39.15% 258	20.49% 135	23.07% 152	17.30% 114	659	2.19
Short online videos	35.13% 228	29.43% 191	25.89% 168	9.55% 62	649	2.10
PTO or other parent organization meetings	37.37% 244	29.71% 194	20.52% 134	12.40% 81	653	2.08
School Committee meetings on cable TV or streamed online	45.33% 301	28.31% 188	18.83% 125	7.53% 50	664	1.89

Twitter: Tweets from district, schools, superintendent, principals, and/or educators	54.82% 364	15.66% 104	17.47% 116	12.05% 80	664	1.87
Town of Shrewsbury Annual Town Report (book available at spring election & on town website)	47.90% 319	28.53% 190	16.82% 112	6.76% 45	666	1.82
"Superintendent's Update" show on cable TV or streamed online	56.04% 371	21.45% 142	16.01% 106	6.50% 43	662	1.73
Local newspaper websites	56.27% 368	23.85% 156	14.83% 97	5.05% 33	654	1.69
Local newspapers (physical paper)	63.68% 419	19.91% 131	10.94% 72	5.47% 36	658	1.58
"School Talk" School Committee show on cable TV or streamed online	64.59% 425	20.21% 133	10.94% 72	4.26% 28	658	1.55

Q5 Please provide your opinion on the effectiveness of communications related to the work of the Shrewsbury School Committee.

Answered: 661   Skipped: 14
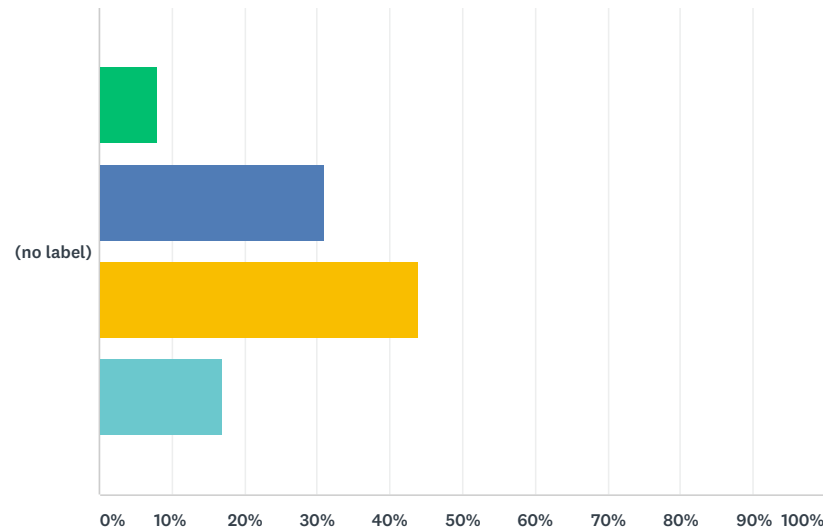
	INEFFECTIVE	SOMEWHAT EFFECTIVE	EFFECTIVE	HIGHLY EFFECTIVE	TOTAL	WEIGHTED AVERAGE
(no label)	8.02% 53	31.01% 205	44.02% 291	16.94% 112	661	2.70

Q6 Please provide your opinion on the effectiveness of communications from the superintendent.

Answered: 671   Skipped: 4
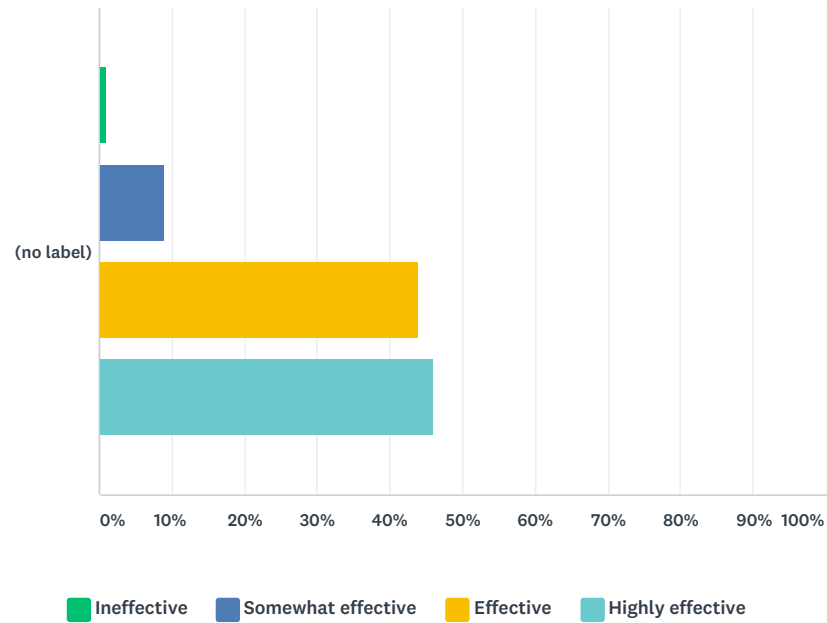
	INEFFECTIVE	SOMEWHAT EFFECTIVE	EFFECTIVE	HIGHLY EFFECTIVE	TOTAL	WEIGHTED AVERAGE
(no label)	1.04% 7	8.94% 60	43.96% 295	46.05% 309	671	3.35

Q7 Please provide your opinion on the overall effectiveness of communications from the Shrewsbury Public Schools.

Answered: 668   Skipped: 7
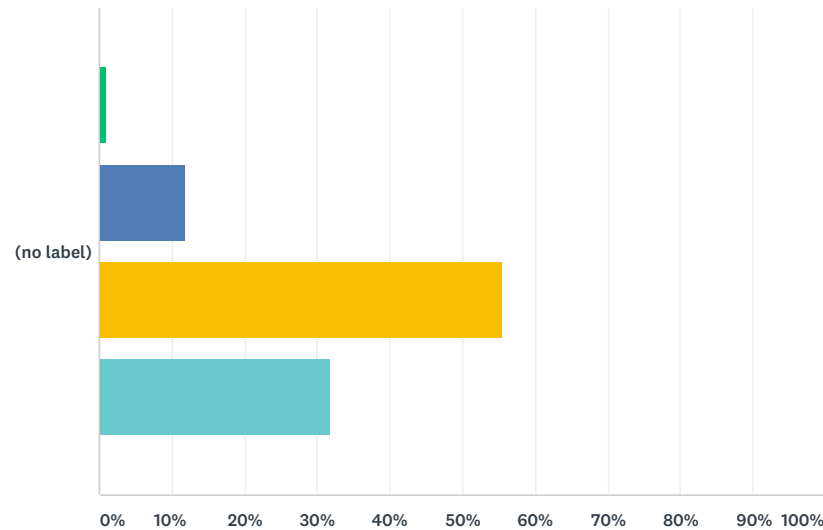
	INEFFECTIVE	SOMEWHAT EFFECTIVE	EFFECTIVE	HIGHLY EFFECTIVE	TOTAL	WEIGHTED AVERAGE
(no label)	1.05% 7	11.83% 79	55.39% 370	31.74% 212	668	3.18

Q8 Please add any comments or suggestions you wish to share on the topic of communication from/about the Shrewsbury Public Schools. Please note that this information may be shared publicly.

Answered: 120   Skipped: 555

#	RESPONSES	DATE
1	Would be more happy to get info regarding on going academics in the classroom from teachers weekly ..... for example what topics are being taught	11/13/2019 8:48 PM
2	Teachers should at least include with their name, what school they teach at and what class. I've gotten several without that info and they don't include my child's name- so at times I don't know which of my children the email relates to.	11/13/2019 12:12 PM
3	Post-graduation report of Shrewsbury High School; Data report of student learning outcomes K-12; Enrichment programs offered at schools; Any student and teacher engagement survey data?	11/13/2019 8:47 AM
4	I know there is also sad news in life, I know there are trends and concerns about drugs and mental health, maybe good to have a dashboard for that, delicately.	11/13/2019 7:59 AM
5	I'm all for using multiple communication streams but when SOME BUT NOT ALL homework is posted to Scoology it is difficult for students and impossible for parents to ensure homework is completed. Insta, whiteboards....are fine but checking 4 places to be sure you have it all is a bit much.	11/12/2019 3:45 PM
6	I believe that email communication is the most efficient and effective way to reach most parents. It may be helpful to have the School Committee start an email newsletter on a periodic basis to updated parents. I believe this would be more efficient and cost effective than the School Journal publication.	11/11/2019 7:33 PM
7	Most of these communications methods are fine in and of themselves, but the fact that you leverage ALL of them can be overwhelming as a parent. In my email alone, I get emails from the superintendent, the school system, 2 different principals, 2 different teachers, multiple specialty teachers (i.e., gym, orchestra, art, spanish), and the PTO. Then there are multiple apps, a portal, and social media to check. Some emails actually link to google drives or the smore website. It's a lot and it's easy to miss things, especially if you have a full-time job. It would be great to have one source of truth for all communications - maybe everything sits in the PowerSchool portal and then emails and texts drive you there. Another recommendation I would have it to see if we can start using Webex/GoToMeeting/Zoom for various meetings. With commutes being difficult, getting to meetings at the school can be tricky and the information could be easily deliver via a webcast - I could even listen in the car. Earlier this year I left work early to bring my child to the informational meeting about the school musical and the first thing the teacher said was that all the information was on the website. That meeting could have easily been a quick webex. Obviously there is value in parent-teacher conferences and curriculum night being in person, but even curriculum night would be nice as a webex for parents who cannot find child care or make it in. I discovered recently that I could load the Sherwood calendar on my iphone calendar - I like that a lot!	11/11/2019 3:01 PM
8	Thank you for all you have done. Also I/We don't have social media accounts except for Facebook, but I don't check it regularly.	11/11/2019 10:33 AM
9	Some decisions about important issues in the schools seem to have already been made. The effort to solicit input from the community does not always feel authentic. Topics such as altering start times, homework and SEL are significant conversations.	11/10/2019 4:53 PM
10	Though I know society is moving towards less paper usage, I find the fliers sent home in my childrens' backpacks helpful. I often do not read the emails sent right away because I get so many emails. The papers draw my attention immediately when my kids empty their bags each day. Direct emails from the teachers catch my attention immediately. The emails from the superintendent and school principals draw my attention and I do read them within a few days or at least skim immediately and then thoroughly read within a few days generally. I find Schoology very hard to navigate and do not love it.	11/8/2019 9:31 AM
11	I know it's a hard balance...provide a lot of communication but also not overload people. I appreciate all of the emails that come from the school district. I also appreciate the list at the top that says what is in the email because there are some that I don't need to read everything so that list is helpful.	11/8/2019 8:26 AM

12	I am pleased by the work and the support my child is receiving from her teachers and the entire staff of SHS	11/8/2019 8:11 AM
13	More use of text messages and/or tweets to remind parents of important upcoming dates related to their kid...	11/8/2019 6:49 AM
14	Communication sometimes became overwhelming due to the variety/quantity.	11/8/2019 3:11 AM
15	As a mom of two kids in the school for 9 years, I feel like the amount of options to communicate through has grown, but it should be streamlined. I like the email communications, though most parents use Facebook and not Twitter, so I think that might be more helpful. Also, it would be nice to have a required communication from teams in Middle School (maybe monthly) to communicate what's happening the classrooms. It would help keep the parents more involved. Also, adding photos or graphics to the emails would be more interesting than a long list of information. Templates in Constant Contact are easy to use and would be more interactive. You could start a multimedia club and maybe have some middle school or high school students design them, etc. Just an idea.	11/7/2019 8:34 PM
16	I have DirecTV so anything that is on local cable is not available	11/7/2019 6:01 PM
17	I think the information is effective--and I am typically someone who reads everything that is related to the school system. I just wish there was a way to streamline the information a little bit. Or to eliminate the amount of emails? I have 3 kids in 3 different schools and my inbox is pretty overwhelmed with school updates for everyone, each week. I am diligent about staying abreast of the current happenings in the school system, but it is a lot. Thank you!	11/7/2019 5:58 PM
18	Weekly vice principle emails and principle emails and superintendent email and community email is very overwhelming. Can't this all be consolidated?	11/7/2019 5:54 PM
19	I get tons of emails. With 3 children in 3 different schools, it is a lot of text to read. I prefer the video Mr. Kelly makes for the weekly update from Sherwood. I like news from my children's teachers but I think the communication (usually a newsletter) could link to all the information it states (like to PTO events, field trip permission slips, district/school information).	11/7/2019 5:51 PM
20	Thanks for all you do!	11/7/2019 5:50 PM
21	Top notch communication! I love it! Thank you for doing it!	11/5/2019 8:12 AM
22	I'd prefer curriculum night to be at night or at least after school. I understand it is a long day for the teachers but Every parent needs to find care for their child and some need to take the day off to fit the times available for the teacher.	11/4/2019 6:45 PM
23	I think there are too many channels - would be great to consolidate all principals updates into a single platform, have consistent use of Schoology across district (or a better platform) etc ..	11/4/2019 5:30 PM
24	Like the community bulletin. Great way to get word out for nonprofit groups like Boy Scouts.	11/4/2019 3:24 PM
25	Proven by this survey...there seems to be way too many forms of communication from the school district. Either they are some what repetitive or there are just too many places to check for updates that it becomes overwhelming for parents.	11/4/2019 2:44 PM
26	There is useful information from the weekly Principal emails, but it is not also consumable, often too much information in the email. Consider that most of the time it is viewed on a mobile device.	11/4/2019 2:03 PM
27	Its a bit overwhelming to have so many list serves and places to look for information. there is a fear that you have missed something if you are not on "all" venues. We realize you try to reach people in their environment, but the volume can be cause for glazing over and missing something. I am down to one school, so it is simpler now, however it was too much when I had three kids in three different schools.	11/4/2019 9:03 AM
28	It's better to be over-informed and sift through the topics that matter. The superintendent does an incredible job with keeping us aware of the goings on in town. Emails are super helpful. I don't use social media platforms such as Facebook and Twitter. I hope that I'm not missing additional information as a result.	11/4/2019 8:36 AM
29	Some emails are too wordy and long, they should be organized with the most pertinent information in the first few sentences and could be a lot shorter. I don't watch video updates at all. The place I consume my emails most often (work) is not a great place to be watching videos, reading emails is far easier.	11/4/2019 8:18 AM
30	I am a homeschool parent. Even though my children do not go to the public school, I would like to be informed of any school activities that they may participate and socialize with kids in our local community.	11/4/2019 7:54 AM
31	Make sure things get to the parent still when they are in high school	11/4/2019 7:54 AM

32	At the high school level, it would be helpful to have more details about the various clubs and activities on the school website. I feel the high school does a much better job keeping parents informed about how students are doing in school. Most teachers keep grades updated in PowerSchool so that students can follow up if there is a missing or bad grade, and grades are expected to be updated at least every mid quarter. The trimester system and the four point system at the middle school told me very little, and made it difficult to gauge how my children were doing. Schoology is not an efficient way for parents to track grades, but otherwise it's been great, as long as teachers make sure to post work before the end of the school day. The weekly emails are very helpful.	11/4/2019 7:54 AM
33	I appreciate the efforts of the teachers, principals, and other Shrewsbury administrators in the area of communication!	11/4/2019 7:36 AM
34	Since I read EVERYTHING in the newsletters (from principals, community, superintendent, etc.), I do appreciate when at item is listed as new. It helps to minimize reading the same announcement multiple times. However, I	11/4/2019 6:59 AM
35	This is specific to the School Committee - I feel like sending out a list of what's on the agenda the same day as the meeting is too late. I'd make a decision to attend based on agenda, but by the time I get it, sometimes its too late to switch plans. I also wish there were summary notes after the meeting sent on decisions made and links to any presentations - I don't want to rewatch the whole thing on SELCO - but I'd like to look through summary and make decision if I want to learn more and watch the whole thing. In general, I think the communication from Principal at Sherwood is Excellent! Engaging and informative. Classroom teachers, less so...	11/4/2019 6:48 AM
36	Schoology is terrible and inconsistent in terms of information and timing. Some teachers don't put in grades until the last minute and some put grades in Powerschool- with 3 kids in 3 different schools, it is frustrating to have to hunt down information in different locations that might not even be recorded and not easy for kids to gauge their progress if grades aren't recorded until the week before mid terms or even finals.	11/4/2019 6:12 AM
37	The organization of community forum emails is difficult. Having events calendered in a standard format across emails (school, teacher, ESC) would be helpful.	11/3/2019 8:31 PM
38	We use YouTube tv so we don't have access to local shrewsbury channels.	11/3/2019 8:23 PM
39	I think the district and everybody in the school system tries to get communication out - I really do. I don't feel like the school system is hiding things. My children' teachers really try to communicate with me. It's maybe not always a two way kind of communication. I appreciate Dr. Sawyer's communications, and the principals' weekly emails are very helpful. I think the school websites need to be updated more frequently than once a year. The staff directory can be very cumbersome. Here are a few items I'd focus on: * Communications that are incorrect or have conflicting info (ski club has various different instructions, codes, dates, etc, high school says you have to pay the sports fee by a certain date - but the information or tab isn't up yet to pay). * Communications can really vary from staff to staff - the tone. I mean all staff who are communicating with families, so I mean more than the team teachers. Like foreign language, club instructors, CBO - It really varies. * The guidance dept at the HS sends out a newsletter - a good one, too - If you trash the newsletter it's hard to find that info. Maybe archive the newsletter on the school website?	11/3/2019 7:34 PM
40	I would prefer to have MCAS scores or any sensitive/confidential information be sent home in the mail vs open envelopes in student backpacks.	11/3/2019 3:23 PM
41	Jonathan Kelly weekly updates are helpful. Thank you! All the best!!	11/3/2019 8:23 AM
42	As a mom of three kids, there's a lot of emails. From individual teachers, PTOs, principals, food service, superintendent and district.	11/3/2019 8:22 AM
43	The volume of information can overwhelming at times with everyone (teachers, principal, district, town, etc) sending emails. Sometimes there is unnecessary information in the emails, and important information can be missed. Being concise is helpful with multiple children at different schools.	11/1/2019 4:44 PM
44	I wish I received more direct communication from my daughter's teacher.	11/1/2019 2:23 PM
45	I have found the level of communication to vary greatly by the schools with the middle schools having far better communication and better utilizing technology to communicate than the elementary level. It would be nice if the elementary schools could follow suit.	11/1/2019 12:50 PM
46	Good job overall	11/1/2019 12:16 PM
47	Curriculum nights are probably good for parents of 1st time high school parents... but not really needed after that.	11/1/2019 11:17 AM

48	Schoology is not a good communication tool or is just not utilized well. Every single team/teacher uses it differently. Some don't even know how to use it. There needs to be some standards and expectations set for the teachers so it can be a useful tool for parents as well. I'm assuming a lot of money was spent on it and I don't feel like we (tax payers) are getting our moneys worth at all. Power School Portal is not user friendly at all. Not sure if it is a set up issue but it is a real pain to try to figure out. Also, a lot of functionality we probably paid a lot of money for and not optimized or useful. It's getting better but still difficult to use. Mr. Kelly's video newsletter along with a shortened print version (email) is a really effective way to communicate. Short, sweet, to the point, useful information. It would be great to see that format used more wide spread.	11/1/2019 11:10 AM
49	Posts need to be in PowerSchool. I am unsure how to use schoology. Paper fliers only helpful if they are given to parents or if we know they are coming.	11/1/2019 6:55 AM
50	Thank you	10/31/2019 5:17 PM
51	School website, especially the page for Parker Road, desperately needs updating.	10/31/2019 4:54 PM
52	I think that current communication by email is good. It is to the point and accessible. I also think the annual report is useful.	10/31/2019 11:13 AM
53	no comments	10/31/2019 10:38 AM
54	Would be great if all of the communications were coordinated and consistent. With multiple kids in multiple schools, getting inundated by information. Having it centralized and consistent format, etc would be helpful in making me feel confident I am not missing anything. Teachers having different sites, etc difficult to keep up with. Sometimes, I get emails and I am not positive what kid it is for.... Thank you.	10/31/2019 10:07 AM
55	Why only one parent can receive school communication?	10/31/2019 10:04 AM
56	I think communication between staff in different buildings to staff within a building could be improved. I do not always think all staff is privy to all things going on within their own schools and the district. Having said that, I am not sure how to solve this....	10/31/2019 9:45 AM
57	Prefer quick email from principal vs email with video link. Saves time.	10/31/2019 9:44 AM
58	Principals weekly videos at the middle school could be an email or newsletter.	10/31/2019 9:19 AM
59	I do not use Twitter and do not like the schools reliance on one social media platform. There are ways to cross post to Facebook or other outlets.	10/31/2019 8:51 AM
60	Would like more advanced notice of the topics for the School Committee meetings; Parent Forum meetings are the most informative way of finding out what is happening at the high school	10/31/2019 8:46 AM
61	I think it's important and valuable for communication to take so many different forms in order to reach as many people as possible in a way that is meaningful to them. Even if I don't utilize all the methods, I am impressed by the widespread consistent messaging that comes from SPS.	10/31/2019 8:41 AM
62	This was difficult to rate. In my personal opinion there is no "one stop shop" for all the information. I feel I am constantly checking, Facebook, District website, school web site, Sunday night principal update, Guidance newsletter, twitter, schoology, powerschool, and lastly other parents. It is too much and I still do not feel like I know what is going. It is information overload and hard to sort through it all.	10/31/2019 8:14 AM
63	I find it amazing how much the Public School keep in touch, and how accessible everyone is. Great job.	10/31/2019 7:58 AM
64	Prefer email communication, for fast turn around items, a sent home paper is better to make sure I see it.	10/31/2019 7:52 AM
65	It would be nice to have 1 central hub, or 1 central reference point, that contains links or guidance to all these different forms of communication. For example, a bullet point listing that says "for sports updates, see..." or "for annual report, click here" or for info on xxx see Twitter, etc so if there is pertinent information not contained in weekly school district emails, we know where to go find it if it's referenced in this 'central location.'	10/31/2019 7:11 AM
66	The PTO is really unhelpful as they solely rely upon facebook for a digital presence (many people do not want to participate in the proprietary and privacy-compromising platform), and meet on the same day of the week (if it conflicts with your schedule; you're out of luck). A more robust web/digital presence would compensate for scheduling of physical meetings (which is understandably necessary).	10/31/2019 7:06 AM
67	Please do not assume that all students have been life long residents of Shrewsbury, have already had students go through every school, and know what is going on. There are many assumptions that staff members know and do not bother to explain to new parents.	10/31/2019 6:18 AM

68	As a teacher in the district, much of this seems survey seemed centered on forms of communication used to reach out to parents and other members of the community, so I don't feel qualified to assess most forms of communication. However, I would say that while most communication is timely and provides individuals with access to more comprehensive information, there are times when information could be distilled into more manageable formats, or simplified, and there are other times where communications seem completely unnecessary. Here are two examples to illustrate: 1. A recent email from an administrator to teachers about upcoming events and schedule changes in the school was so long that the last part of the email (which contained specific information about the schedule changes) was cut off, and teachers had to click a nondescript, easy to miss link at the bottom of the email to continue reading. While the information in the email was thorough and useful for teachers, what was most essential to them for planning purposes was not prominently displayed or easy to find. This is a minor criticism, but it would be helpful if emails had more of a "TLDR" style to them so that teachers could quickly see the absolute most important details, without having to spend a significant amount of time poring over a digital tome when they may not have time in that moment. 2. The short videos from from the district to explain some sort of process or initiative, although friendly, and carried out with the best of intentions, are redundant and often devoid of any new or crucial information. One example that comes to mind are the videos send out last year in conjunction with the "homework study".	10/31/2019 6:03 AM
69	If anything, I think there are too many communications across too many channels. I understand the intent, but the cost and barrage of information starts to dilute the messaging. It becomes white noise because it is many times a day. My email inbox is spammed with communications	10/31/2019 6:02 AM
70	You do a great job! I'm very impressed with the communication we have received from Spring St. and SPS. Thank you!	10/31/2019 5:20 AM
71	Communication from school leadership is consistently strong (superintendent and principals), communication from teachers for classroom updates is often more important but is highly variable in quality.	10/31/2019 1:14 AM
72	Social media/video is ineffective in communicating with us. Stick with emails and sent home papers.	10/30/2019 11:28 PM
73	Every one is doing their best, but for good communication parents should be given letters through mail because not all parents knows how to use the computer. Thanks	10/30/2019 10:06 PM
74	I feel there needs to be better/more frequent communication on the high school sports event schedules.	10/30/2019 9:51 PM
75	Overload- for two working parents with multiple children in up to 4 different schools- tough to read superintendent, principal, class teacher, PTO emails., community bulletins. Could be more than 10 plus emails per week....	10/30/2019 9:49 PM
76	More/better communication is needed from teachers in the middle schools - only 2 emails/newsletters so far for our grade 6 student.	10/30/2019 9:02 PM
77	I don't follow social media, so I appreciate all of the email, text and phone communications from the administration and teachers.	10/30/2019 8:33 PM
78	Too many emails	10/30/2019 8:19 PM
79	Communication from teachers in middle school group is not consistent.	10/30/2019 8:13 PM
80	Websites are either not kept up to date or are hard to locate needed information. This is especially true of the HS guidance department.	10/30/2019 8:05 PM
81	Newspapers are done. Don't waste your time or money	10/30/2019 7:59 PM
82	Excellent communication	10/30/2019 7:52 PM
83	Proud to have such a well spoken superintendent. Email is fine for communication.	10/30/2019 7:46 PM
84	As I am not a parent, though I am a grandparent who works with child daily on homework and other educational activities, I do not have access to many of the communications provided by schools. Thus could not provide feedback.	10/30/2019 7:41 PM
85	Information that an audience must know or is expected to read should be sent directly to the audience member's email (or home address). It should not merely be posted for the audience member to find. Information that is "nice to know" may be posted on a site or shared through social media.	10/30/2019 7:29 PM
86	Sometimes I feel that there are too many sources of information, and that information is coming from lots of places to the extent that not a lot of it gets read. Twitter seems to be only for administration and has not been publicized. Feel that Twitter has promise, but not sure who the intended audience is meant to be: other members of administration, or the community as a whole?	10/30/2019 7:19 PM

87	I value the text messages and phone messages. . but partly ONLY because when I receive them it is of a greater importance. I DO NOT want an increase in text messages or phone messages even though I ranked these as effective and helpful	10/30/2019 7:17 PM
88	Dr. Sawyer's and HS principal's communications are very clear and effective. Weekly email on potential community activities also very helpful. I don't know a lot about what the school committee is doing. Overall, very pleased with the superintendent and school communications. Thank you!	10/30/2019 7:00 PM
89	Too many emails from too many different sources	10/30/2019 6:47 PM
90	The Shrewsbury Schools communications are effective and appreciated. They forge powerful connections within the community and build consensus for our #1 priority: students (and their families). Thank you to all who make this possible!	10/30/2019 6:40 PM
91	I appreciate that communication is thorough but wish it could be condensed into less formats and types. There are too many to keep track of and stay up to date on all.	10/30/2019 6:34 PM
92	It would be great and very helpful for working parents if the town can arrange bus for kids who stay late in the school for extra curricular activities. Our kids are not be able to participate in after school activities because we are unable to arrange transportation	10/30/2019 6:28 PM
93	I really appreciate how the superintendent is quick to address "bad" news (teacher arrest, incident of violence, etc.) in an email. He consistently gets ahead of the gossip that can occur in social media by sending an email that succinctly explains the event. This is not the case in all towns and it makes me grateful to live in Shrewsbury.	10/30/2019 6:14 PM
94	Principal updates are most crucial.	10/30/2019 6:12 PM
95	death by survey; I wished the surveys were more playful in their timing. IT seems like anytime there is a question, the district fires off a survey. Maybe look for better ways to collect feedback.	10/30/2019 6:03 PM
96	The weekly updates from Principal and regular ongoing communication from my child's teacher is most helpful.	10/30/2019 6:00 PM
97	Dr. Sawyer is an excellent communicator, as is our principal. Would love more communication from teachers. Know nothing about the school committee -- either I need to pay attention or they need to be more visible (or both!).	10/30/2019 5:58 PM
98	Parent portal is a nightmare Multiple emails to "support " just to log on Lots of glitches	10/30/2019 5:56 PM
99	In public school we should arrange some programs to increase kids confident like short speech or short story tell etc .	10/30/2019 5:54 PM
100	The communication surrounding the kindergarten lottery could not have been worse. It needs to change. There is no reason why an incoming student should have to place a non refundable deposit for a private school while the school district reaches out to those who received a spot but did not responded in time to secure their spot. Totally unacceptable and unprofessional. The entire process needs to change.	10/30/2019 5:52 PM
101	Really enjoy getting the updates via email weekly of what is happening within the school since your children often forget or tell you last minute. Weekly updates give parents time to plan ,	10/30/2019 5:51 PM
102	A lot of people are dropping cable (like myself), so that outlet is not even reaching people. While I appreciate the weekly correspondence from the principal, it is lengthy, wordy and visually unappealing. I don't know too many people who actually read it. The Community Bulletin newsletter is the same (long and wordy) but also omits a lot of great things happening in town (like PTO events). Parents want easy to read, up-to-date info all in 1 place or 1 email. I also find that unless you are looking for the dates, that the "school committee meeting tonight" emails come too late to actually make arrangements to attend.	10/30/2019 5:46 PM
103	The elementary schools schools do a great job communicating. The middle schools are lacking communication. I never new what was going on at Sherwood when my child was there. Oak is a little better. Schoology is relied on too heavily. I gave up trying to find anything.	10/30/2019 5:45 PM
104	Timely update has always helped me. Keep up the good work, really appreciate it!!!!	10/30/2019 5:37 PM
105	I find that the various modes of communication ensure that I don't miss important information and am less apt to ignore something if it comes to me in a variety of methods with consistent frequency (ex: I look for the SMS Principal weekly blog and the Community Bulletin; I really appreciate the text messages from Superintendent/town officials regarding things that will impact my child, my commute, etc). I think Shrewsbury does a phenomenal job communicating with community members...if residents don't know what is happening then they aren't paying attention!	10/30/2019 5:36 PM

106	It would be nice if the agenda for the school committee meetings were sent out a minimum of 5 days in advance of the meeting itself. I think parents want to be engaged. But getting the agenda the "day of" certainly doesn't allow for parents to actively participate. With so many competing priorities, we need advanced notice so we can plan accordingly. There are times when there are topics of interest on an agenda and I wish I had known earlier so I could have planned to attend. It's very frustrating and, yes, we can watch on t.v. But it leaves parents feeling left out of the actual 'live' conversation.	10/30/2019 5:35 PM
107	One thing I'd like to point out regarding communication is the lack I've received regarding the emergency communication through PowerSchool. I tried updating that the very first day I received notification and the website would not let me in. I sent several emails to different SPS addresses, including the one I was directed to in the parent portal, and no one ever responded. I will add, that my son's teacher has had excellent communication back and forth and has been a bright spot in my son's first year here.	10/30/2019 5:35 PM
108	I feel like twitter is taking over our school! It seems like people are really into finding something to tweet for the sake of tweeting, but it doesn't seem meaningful. As an educator, I would like see something showcasing the work done in different classrooms with a little more of an in-depth look. I think this would also be a great way for educators and the community to learn about what is going on in classrooms across the school or district. Right now, we're seeing pictures with very little context or explanation (which is in the nature of twitter), but I'm not sure how that is meaningful that is and who were really tweeting for.	10/30/2019 5:32 PM
109	Spring street teachers use the seesaw app which we find helpful and effective	10/30/2019 5:29 PM
110	Thank you! I am proud to be a parent to 2 children at Paton & they absolutely LOVE their school.	10/30/2019 5:26 PM
111	More use of websites for communication, shorter emails, less non school related comunity news	10/30/2019 5:26 PM
112	Community, Superintendent, and Principal updates are the most effective and efficient at the HS-level for busy households. While in MS and Grammar school teacher/team emails/newsletter, giving a glimpse of the school week/day were very helpful. For printed materials, please consider using an online platform such as ISSUU to send electronically using established online channels (email communications, website, and social channels). It (ISSUU) is a very inexpensive software option and easy to share with large target audiences. Based on web analytics and/or future survey results, the district may consider saving print and bulk/non-profit mailing costs and opt for electronic periodicals.	10/30/2019 5:25 PM
113	I prefer email updates because I do not use social media often. Regarding school committee meetings, I appreciate the superintendent email with the agenda for the meeting. I wonder if it is possible to share updates about what was voted on at the meeting. Overall I feel that communication is very effective in the district.	10/30/2019 5:25 PM
114	Last minute agenda for School Committee Meetings annoying. Email sent within the hour or sometimes minutes before. School websites not updated. Seesaw? Schoology? Twitter? Let's centralize communication. One site to access information for all my kids - that should be Schoology but elementary schools/teachers don't all use it.	10/30/2019 5:25 PM
115	I answered this survey with respect to how I personally would like communication and did not rate it on how effective I find the communication I am currently receiving. We do not have Shrewsbury cable so I do not watch things (prefer to read communications). I like getting information from my child's teacher, principal and PTO as much as I can. I also like reading about what is going on in the other schools (especially in the older ones where my child will eventually go).	10/30/2019 5:23 PM
116	The more you can streamline to one format that comes *to* us the better. When we have to search different sites for different schools/classes it becomes too time consuming. Emails to home are the best and most helpful.	10/30/2019 5:22 PM
117	Our parents do not use Schoology. They don't understand how to navigate through it.	10/30/2019 5:22 PM
118	The weekly emails are helpful, yet way too long and items get lost in there. It would be great to see school/district communications separate from the community notices. Also, user friendly formatting helps. For example, the weekly newsletter emailed from Sherwood is well organized and easy to read. The district email and Floral Falcon flyer are long lists of info inside which information can easily get lost or overlooked. In general, I think people pay more attention to short bursts of information.	10/30/2019 5:22 PM
119	I don't like getting the principal update linking to another webpage (s'more) I would like the content in the body of the email. I feel the same about having to link to a separate PTO page. I've stopped reading the PTO updates because the content isn't always fresh and I have to click the link to see content. Please combine and put in the body of email update. I also don't like the videos. I rarely watch. I prefer to read/skim the content.	10/30/2019 5:21 PM
120	Keep up the good work!	10/30/2019 5:16 PM

SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING

ITEM NO: **V.   Curriculum**   MEETING DATE: **12/4/19**

BACKGROUND INFORMATION:

ACTION RECOMMENDED:

STAFF AVAILABLE FOR PRESENTATION:

SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING

ITEM NO: **VI. Policy**   MEETING DATE: **12/4/19**

BACKGROUND INFORMATION:

ACTION RECOMMENDED:

COMMITTEE MEMBERS/STAFF AVAILABLE FOR PRESENTATION:

SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING

ITEM NO: **VII.   Finance & Operations**   MEETING DATE: **12/4/19**

BACKGROUND INFORMATION:

ACTION RECOMMENDED:

STAFF AVAILABLE FOR PRESENTATION:

SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING

ITEM NO: **VIII. Old Business**   MEETING DATE: **12/4/19**

BACKGROUND INFORMATION:

ACTION RECOMMENDED:

MEMBERS/STAFF AVAILABLE FOR PRESENTATION:

SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING

ITEM NO: **IX.   New Business**   MEETING DATE: **12/4/19**

BACKGROUND INFORMATION:

ACTION RECOMMENDED:

STAFF AVAILABLE FOR PRESENTATION:

SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING

ITEM NO: **X.   Approval of Minutes**   MEETING DATE: **12/4/19**

BACKGROUND INFORMATION:

The minutes from the School Committee Meeting held on November 13, 2019, and the Workshop held on November 18, 2019 are enclosed.

ACTION RECOMMENDED:

That the Committee accept the minutes from the School Committee Meeting held on November 13, 2019, and the Workshop held on November 18, 2019.

STAFF AVAILABLE FOR PRESENTATION:
Ms. Sandra Fryc, Chairperson
Dr. B. Dale Magee, Secretary

SHREWSBURY PUBLIC SCHOOLS
100 MAPLE AVENUE
SHREWSBURY, MASSACHUSETTS

MINUTES OF SCHOOL COMMITTEE MEETING

Wednesday, November 13, 2019

Present: Ms. Sandy Fryc, Chairperson; Dr. B. Dale Magee, Secretary; Ms. Lynsey Heffernan; Mr. Jason Palitsch; Mr. Patrick Collins, Assistant Superintendent for Finance and Operations; Ms. Amy B. Clouter, Assistant Superintendent for Curriculum & Instruction; and Dr. Joseph Sawyer, Superintendent of Schools.
Not present: Mr. Jon Wensky, Vice Chairperson

A complete audio/visual recording of this meeting is available on the Shrewsbury Public Schools website.

The meeting was convened by Ms. Fryc at 7:02 PM.

I. Public Participation
None.

II. Chairperson's Report & Members' Reports
Mr. Palitsch reported that the Shrewsbury Coalition for Addiction Prevention and Education (SCAPE) will present Dr. Ruth Potee, nationally renowned speaker and expert, on November 21, to discuss brain development and teen risk-taking, including alcohol, vaping and substance use. Ms. Fryc congratulated Mr. Palitsch on being awarded an All-State School Committee Award at the annual conference of the Massachusetts Association of School Committees this month.

III. Superintendent's Report
Dr. Sawyer thanked parents of students in Preschool through Grade 8 who attended Parent/Teacher conferences, and acknowledged a successful professional development day for staff in Grades 9-12 and some special subject departments earlier this week. Dr. Sawyer reported that the Colonial Fund was presenting a district-wide homework discussion with speaker Cathy Vatterott on November 14 at Shrewsbury High School.

IV. Time Scheduled Appointments:
A. Student Recognition: SHS Girls' & Boys' Crew State Champions
Mr. Jason Costa, Director of Athletics at Shrewsbury High School (SHS), and student team captains Gavin Crouch, William Yankee, Natalie Siwek, and Kaitlin Urbanik, discussed the Boys' and Girls' Crew Teams' successful seasons, which culminated at the 2019 Massachusetts Public School Rowing Association (MPSRA) Fall Championships on October 27, with the Boys' and Girls' teams winning state championships as follows: Overall Team: The Richard W.

Stavros Award; Girls' 8+s: The Russ Krause Award; Boys' 8+s: The Pamela Krause Award; and Boys' Varsity 8+. They described the program's long history and culture, noted their rigorous training program, acknowledged the coaching staff, described the harsh weather conditions at the MPSRA Fall Championships, and expressed appreciation to the Friends of Shrewsbury Crew for their support. Many team members were present in the audience. The captains were invited up to be recognized by the Committee and presented with certificates.

V. Curriculum
A. SHS Testing Results: Annual Report
In their annual report, Mr. Todd Bazydlo, Principal, and Ms. Nga Huynh, Director of School Counseling, SHS, presented: information on College Board Test administration and score reporting changes; data on SAT (including Subject Tests) and ACT scores; detailed data on Advanced Placement (AP) course participation and exam scores; information on SHS's School Profile for colleges; and strategies for maintaining and improving already strong scores at SHS.

Mr. Bazydlo and Ms. Huynh provided additional information to the Committee on the rationale for when students can start taking AP courses (typically Grade 11 - per College Board recommendation); the potential for stratifying data by criteria including socio-economic status and comparable districts; weekday versus weekend testing; and financial support available for test fees (which are increasing). The Committee and Dr. Sawyer noted that, overall, strong scores on these tests show great learning at SHS.

B. District State Testing Results: Annual Report
Ms. Clouter began her report by describing Next-Generation (Next Gen) MCAS exams (versus Legacy) and defining achievement and growth scores. She went on to provide detailed information by subject on: Science and Technology/Engineering (Grades 5 and 8 Next Gen, and SHS Legacy, test results); English Language Arts (Grades 3-8 and SHS Next Gen results; growth by grade and broken out for high needs subgroup by grade level); and Mathematics (Grades 3-8 and 10 Next Gen results; growth by grade and broken out for high needs subgroup by grade level). Ms. Clouter also described how staff can utilize data provided by the results to inform next steps for the district.

The Committee and Dr. Sawyer noted that the overall strong results paint a positive picture for Shrewsbury Public Schools around student success and the quality of teaching. The Committee asked clarifying questions relative to: a dip in Grade 7 scores across disciplines, how well tests measure student intelligence, stress for students taking the exams, and the potential to look at correlations between test scores given by different agencies.

VI. Policy
None.

VII. Finance & Operations
A. Student Activity Accounts: Update

Mr. Collins began his report by defining Student Activity Accounts, and went on to provide an update on implementation of recommendations that resulted from a required external audit conducted in 2018 that focused on secondary schools. Those recommendations informed the creation and implementation of corrective action items, and Mr. Collins recently conducted interviews to assess the status of the corrective items. Mr. Collins highlighted some of these actions (including the purchase of additional drop safes for safekeeping cash, and consolidation of dormant accounts at the high school level) and noted he will continue monitoring progress annually until the next audit.

B. Fiscal Year 2020 Budget: Update
Mr. Collins advised that his high-level, one-page FY20 summary report presented information on 19 budget categories as of October 31, 2019. He detailed several categories that exhibited slight variances, noted the overall budget was in solid shape, and predicted a modest year-end surplus based on current and future spending trends.

VIII. Old Business
None.

IX. New Business
A. Assabet Valley Collaborative: Report
Dr. Sawyer advised that this was the first of four (required) updates from Assabet Valley Collaborative (AVC) to member districts. The report included information on a New Collaborative Law that incorporated thoughtful reforms and noted the potential for future services for adults over the age of 22. Dr. Sawyer noted that member districts benefit from the pooling of resources and collective purchasing power of AVC in areas including transportation of out-of-district students.

X. Approval of Minutes
Without objections from the Committee, the minutes from the School Committee meeting held on October 30, 2019 were accepted as distributed.

XI. Executive Session
None.

XII. Adjournment

On a motion by Dr. Magee, seconded by Mr. Palitsch, the committee unanimously agreed to adjourn the meeting at 9:02 pm. Roll call votes were as follows: Dr. Magee, yes; Mr. Palitsch, yes; Ms. Heffernan, yes; and Ms. Fryc, yes.

Respectfully submitted,

Elizabeth McCollum, Clerk

Documents referenced:
1. SHS Girls' and Boys' Crew Teams and Coaching Rosters
2. SHS Testing Results Report
3. SHS Testing Results Slide Presentation
4. District State Testing Report
5. District State Testing Slide Presentation
6. Student Activity Account Report
7. FY20 Budget Update
8. Assabet Valley Collaborative Report
9. Set(s) of minutes as referenced above

SHREWSBURY PUBLIC SCHOOLS
100 MAPLE AVENUE
SHREWSBURY, MASSACHUSETTS
MINUTES OF SCHOOL COMMITTEE WORKSHOP
November 18, 2019
Principal's Conference Room
Shrewsbury High School

Present: Ms. Sandra Fryc, Chairperson; Mr. Jon Wensky, Vice Chairperson; Dr. Dale Magee, Secretary; Ms Lynsey Heffernan; Mr. Jason Palitsch. Dr. Joseph Sawyer, Superintendent of Schools; Ms. Barbara Malone, Executive Director of Human Resources; Sarah Spatafore, Legal Counsel (Murphy, Hesse, Toomey & Lehane, LLP).

Meeting Opened: 6:53PM

Discussion occurred with the District's legal counsel, Sarah Spatafore, regarding the use of social media by members of the School Committee.

Topics covered included:
- Policies implicated
- Members' roles as public employees
- Open meeting laws
- Public records issues
- Best practices

Discussion also occurred regarding management of the Public Comment period of routine School Committee meetings. Emphasizing that the meeting was being recorded for public distribution as well as offering the option of receiving written comments was discussed.

Cautions regarding the use of text messaging and non department emails were discussed.

No votes were taken.

Meeting adjourned at 8:09PM

Documents referenced:

Slide Presentation: Shrewsbury Public Schools Legal Update presented by Sarah Spatafore - November 18, 2019

SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING

ITEM NO: **XI. Executive Session**   MEETING DATE: **12/4/19**
A. For the purpose of collective bargaining with the Shrewsbury Education Association – Unit B
B. For the purpose of reviewing, approving, and/or releasing executive session minutes
C. For the purpose of acting on a student residency issue

BACKGROUND INFORMATION:

Executive session is warranted for these purposes.

ACTION RECOMMENDED:

That the School Committee enter into executive session for the purposes of collective bargaining with the Shrewsbury Education Association - Unit B, where deliberation in an open meeting may have a detrimental effect on the bargaining position of the public body; reviewing, approving, and/or releasing executive session minutes; and acting on a student residency issue, and return to Open Session only for the purpose of adjourning for the evening.

STAFF AVAILABLE FOR PRESENTATION:

Dr. Joseph M. Sawyer, Superintendent of Schools
Ms. Barbara A. Malone, Executive Director of Human Resources

ITEM NO: **XII. Adjournment**