



Report to the School Committee: 2018 Personnel Report

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Director of Human Resources
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Introduction

Shrewsbury Public Schools has successfully completed almost all of the hiring process to fill key positions within the District. These positions were hired to replace educators who had retired or resigned, or positions open due to changing organizational needs, and a very small number of non-renewals, in order to provide the best possible educational experience to students utilizing the resources available. A significant number of our positions were filled via transfer requests from our professional staff. One area of challenge for hiring this year is hiring licensed English as a Second Language (ESL) educators who meet our high standards for excellence to serve English Language Learners (ELLs), which is a challenge experienced by our colleagues in other area school districts as well.

We have appointed 36 staff to professional positions, 9 staff to transfer or promotional opportunities, including one Information Technology (IT) promotion, 27 staff to paraprofessional positions and three staff to other positions, such as school secretaries/administrative assistants or IT. We also continue to fill long-term substitute positions available due to maternity and paternity leaves or staff illnesses. The greatest area of challenge for long-term substitute teacher positions is in hiring licensed special educators.

New Hiring – Professional Staff

Included among the 36 professional staff hired is the new Director for Physical Education, Health, and Family Consumer Science, Jeff Lane. These 36 staff included a total of two hires for the district, including Mr. Lane, six hires for the high school, 15 hires for the middle level, 12 hires for the elementary level, and one hire for the preschool level.

The nine transfer or promotional opportunities included the following:

Professional Staff

- Kristin Kilgore, First Grade Teacher at Walter J. Paton, transferred to a 0.5 Full Time Equivalent (FTE) Kindergarten Teacher at the Beal Early Childhood Center
- David Lien's role was expanded to include teaching Music as well as Drama at Oak Middle School
- Heidi Marchand, Preschool Teacher at Parker Road Preschool, transferred to First Grade Teacher at the Walter J. Paton School
- Beth McInerny, ELE Teacher at Spring Street School, transferred to a Kindergarten Teacher at Spring Street School
- Ryan Middlesworth, Sixth Grade Math/Science Teacher at Sherwood Middle School, transferred to Seventh Grade Math Teacher at Oak Middle School
- Lindsey Borraccino-Morrissey transferred from a Third Grade Teacher at Floral Street School to a Fourth Grade Teacher at Walter J. Paton School
- Jeremy Mularella moved from an Eighth Grade Science Teacher at Oak Middle School to a STEM Design Lab Teacher at Oak Middle School (STEM = Science/Technology/Engineering/Math)

Information Technology

- Joe Sharry was promoted from a Tier I IT Support Specialist to a Tier II IT Support Specialist
- Mark Vaillancourt expanded his duties from an IT Operations Manager to a Network Manager for the district

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

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

All teaching positions require a demonstration lesson in the classroom, which is a key ingredient in the selection and hiring process. All professional-level candidates recommended for hire are also required to interview with the Director of Human Resources and the Superintendent of Schools as the final step in the selection process, where the district's strategic priorities, Portrait of a Shrewsbury Graduate, and mission and core values are discussed individually with each finalist. This year the final interview also included viewing the student-produced "Leading the Nation" video. A thorough reference check is conducted on each new hire, including the "CORI" (Massachusetts background check) and the "SAFIS" (national fingerprint-based FBI background check).

We continue to use www.schoolspring.com as our primary sourcing tool, which netted 2313 applicants to our professional positions, including those ultimately filled by our own transfers or promotions. This means that 1.6% of those who applied to our professional positions ultimately received a position with us this year. Last year, for FY 18 that percentage was 1%; in FY 17 it was 1.46%; in FY16 it was 3.8%; in FY15 it was just under 2%.

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

Our new professional educators completed two days of orientation on August 23 and August 24, led by Assistant Superintendent for Curriculum, Instruction and Assessment, Amy Clouter. Each educator has a mentor assigned for the upcoming school years and will also receive mentorship in their second and third years of employment, in addition to support from the evaluator.

As of September 4, 2018 we had hired two replacement secretarial positions and one Tier I IT position. These three positions netted 395 applicants, a hire rate of less than 1%.

As of September 4, 2018 we had hired 28 paraprofessional positions. These positions netted 399 applicants. This means we hired 7% of those who applied to our paraprofessional positions, compared to 8% in FY18, 6.2% in FY17, 4.3% in FY16, and 3.3% in FY15. These applicants also underwent a rigorous selection process, which included applicant packet screening, phone and face-to-face interviews, reference checks, and the CORI and SAFIS background checks.

Conclusion

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

New Educators

District

Jeffrey Lane, Director of Physical Education, Health, and Family Consumer Science
Master of Education, Springfield College
Bachelor of Physical Education, Bridgewater State College

Brittany Zelesky, District Physical Therapist
Doctor of Physical Therapy, Massachusetts General Hospital Institute of Health Professions
Bachelor of Kinesiology, University of Massachusetts, Amherst

Shrewsbury High School

Sarai Dancy, Mathematics

Bachelor of Mathematics and Secondary Education, Emmanuel College

Samantha DiReda, Mathematics

Master of Education and Mathematics, Worcester State University

Bachelor of Education and Mathematics, Nichols College

Jay Fickes, Physics

Bachelor of Astronomy and English, Wellesley College

Alesia Raczelowski, Physical Education

Bachelor of Kinesiology and Health Professions, Liberty University

Kasey Teixeira, English

Master of English Language Arts Education, Boston University

Bachelor of English, Worcester State University

Susan Tokay, Special Education

Master of Education in Moderate Disabilities, Fitchburg State University

Master of Computer Science, Boston University

Master of Business Administration, University of Illinois at Urbana-Champaign

Bachelor of Political Science, University of Illinois at Urbana-Champaign

Oak Middle School

Kaitlin Davies, Eighth Grade Science

Bachelor of Biology, Worcester State University

Jing Fang, Seventh Grade Mathematics

Master of Chemistry, University of British Columbia

Bachelor of Chemistry, Nanjing University

Courtney Gilpin, Eighth Grade Science

Master of Education in Adolescent and Young Adult Life Science, Wright State University

Bachelor of Biological Sciences, Wright State University

Gabriel Hopkins, English as a Second Language

Post Baccalaureate Program, Initial Licensure in English as a Second Language, Worcester, State University

Bachelor of French and Arabic, University College London

Undergraduate Certificate of Arabic, University of Damascus Higher Language Institute

Kristi Menard, Special Education

Master of Special Education, Simmons College

Bachelor of Special Education, Westfield State University

Maureen Pellizzari, School Nurse

Bachelor of Nursing, George Mason University

Bachelor of International Studies, Allegheny College

Heather Ponte, Special Education

Bachelor of Early Childhood Education and Psychology

Sherwood Middle School

Hilary Clegg, Media Specialist

Post-Masters School Library Teacher Certificate

Master of Secondary Education, Tufts University

Bachelor of English, University of Texas, Austin

Daniel Cushing, Sixth Grade Mathematics/Science

Bachelor of Community Health, Florida Gulf Coast University

Bethany Jones, Special Education

Master of Special Education, Assumption College

Bachelor of History, University of New Hampshire

Christina Manos, English as a Second Language

Master of Spanish, Middlebury College

Bachelor of English and Spanish, Williams College

Blandine Posiadala, French

Teacher Certification Program, Miami-Dade Community College

Master of Foreign Trade, Ecole Superieure du Commerce Extérieur

Bachelor of Foreign Trade, Ecole Superieure du Commerce Extérieur

Amy Rensko, Advanced Mathematics Coach

Doctor of Jurisprudence, Boston College

Master of Education, Simmons College

Bachelor of Economics, Smith College

Hannah Rooney, Sixth Grade Mathematics/Science
Master of Curriculum, Leadership, and Inclusion, Lasell College
Bachelor of Elementary Education, Boston University

Melissa Williams, Fifth Grade, English Language Arts/Social Studies
Master of Elementary Education, Worcester State University

Beal Early Childhood Center

Jillian Falvo, Music (with Coolidge)
Master of Elementary Education, Anna Maria College (anticipated completion December 2018)
Bachelor of Music, University of Massachusetts, Amherst

Kristen LaVeck, Music
Master of Music Education, Boston Conservatory
Bachelor of Music Education, Houghton College

Kristin Pupecki, Special Education
Master of Special Education, Fitchburg State University
Bachelor of Elementary Education and Psychology, Worcester State University

Coolidge School

Jillian Falvo, Music (with Beal)
Master of Elementary Education, Anna Maria College (anticipated completion December 2018)
Bachelor of Music, University of Massachusetts, Amherst

Emily Gauthier, Second Grade
Bachelor of Elementary Education and Psychology, University of Rhode Island

Floral Street School

Melissa Allen, Third Grade
Bachelor of Elementary Education and Psychology, University of Rhode Island

Sarah Crump, Music (with Paton)
Bachelor Of Music Education, University of Massachusetts, Amherst

Rachael Grolman, Elementary Learning Center Coordinator
Master of Education, Simmons College
Bachelor of Communication Disorders, Worcester State University

Julie Hamilton, School Nurse
Bachelor of Nursing, University of Massachusetts, Amherst

Paton School

Sarah Crump, Music (with Floral)
Bachelor Of Music Education, University of Massachusetts, Amherst

Emily Walker, Fourth Grade
Bachelor of Elementary Education and Psychology, Worcester State University

Meghan White, First Grade
Master of Reading Education, Worcester State University
Bachelor of English, Assumption College

Spring Street School

Bethany Knight, Music
Bachelor of Music Education, Gordon College

Christine Zambenardi, Fourth Grade
Bachelor of Elementary Education and Psychology, Stonehill College

Parker Road Preschool at Wesleyan Terrace

Anne Heinen, Preschool
Master of Curriculum and Instruction, Lesley University
Bachelor of Early Childhood Education, Lesley University

New Secretarial and Information Technology Staff

Carol Lourie, Administrative Assistant/School Secretary, Shrewsbury High School
Alexandria Lucchese, Administrative Assistant/School Secretary, Coolidge Elementary School
Christopher Hardee, Tier I IT Support Specialist

New Paraprofessional Staff

Applied Behavior Analysis (ABA) Technicians

Danielle Allain
Melissa Breault
Celeste Fontaine

Tia Kasparian
Brittany Lund
Christine Marshall
Nichole Muller
Patrick O'Callahan
Erin Pelletier
Lisa Perna
Diana Pineau

Child Specific Aides

Caryn Gordon
Brittainy Jackson
Tatyana Mikhelashvili
Christopher Noble
Karen Olivier
Mahalakshmi Venirapragada

Special Education Aides

Janet Allen
Olga Fourcade
Kerri Kelly
Jigna Yajnik

Instructional Aides

Jesmin Aleem
Emily Joubert
Martha Kinback
Elizabeth Lombardi
Meghan Parisi
Jill Shah

Media Aides

Karen Geddes