



**School Committee  
Meeting Book**

**June 7, 2023  
7:00 pm**

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



**SHREWSBURY PUBLIC SCHOOLS  
SCHOOL COMMITTEE MEETING**

**AGENDA**

**June 7, 2023 7:00pm  
Town Hall—Selectmen's Meeting Room  
100 Maple Avenue**

**Items**

**Suggested time allotments**

I.	Public Participation	7:00-7:05
II.	Chairperson's Report & Members' Reports	
III.	Superintendent's Report	
IV.	Time Scheduled Appointments:	
	A. State Science & Engineering Fair: Student Recognition	7:05 – 7:15
	B. SHS eSports State Champions and State Finalists: Student Recognition	7:15 – 7:25
	C. Speech & Debate State Champions: Student Recognition	7:25 – 7:40
	D. Staff Recognition: Retirees	7:40 – 8:10
	E. Teacher Diversification Project: Report	8:10 – 8:40
V.	Curriculum	
VI.	Policy	
VII.	Finance & Operations	
VIII.	Old Business	
IX.	New Business	
X.	Approval of Minutes	8:40 – 8:45
XI.	Executive Session	8:45 – 9:15
	A. For the purpose of addressing G.L. c. 30A, § 21(a)(7) “[t]o comply with, or act under the authority of, any general or special law or federal grant-in-aid requirements” (“Purpose 7”), Open Meeting Law, G.L. c. 30A, §§ 22(f), (g) – for the purpose of reviewing, approving, and/or releasing executive session minutes.	
	B. For the purpose of addressing G.L. c. 30A, § 21(a)(3) “to discuss strategy with respect to collective bargaining or litigation if an open meeting may have a detrimental effect of the bargaining or litigating position of the public body and the chair so declares” (“Purpose 3”)	



## **SHREWSBURY PUBLIC SCHOOLS SCHOOL COMMITTEE MEETING**

- the Shrewsbury Education Association Units A and/or B, the Shrewsbury Paraprofessional Association, and/or the Cafeteria Workers Association
- C. For the purpose of addressing G.L. c. 30A, § 21(a)(2) “to conduct strategy sessions in preparation for negotiations with nonunion personnel or to conduct collective bargaining sessions or contract negotiations with nonunion personnel” – non-union clerical and support staff and/or administrators including the superintendent of schools. (“Purpose 2”)

XII. Adjournment

9:15

**Next regular meeting: June 14, 2023**



## **SHREWSBURY PUBLIC SCHOOLS SCHOOL COMMITTEE MEETING**

### **ITEM NO: I      Public Participation**

MEETING DATE: **6/07/23**

#### **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

Ms. Erin Boucher, Vice Chairperson

Mr. Jon Wensky, Secretary

Ms. Lynsey Heffernan, Committee Member

Ms. Rachel Sharifipour, 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: 6/07/23**

**A. State Science & Engineering Fair: Student Recognition**

### BACKGROUND INFORMATION:

Shrewsbury High School Grade 10 student Isha Nagireddy received a First Place Award at the 2023 MA Science & Engineering Fair for her project *TalkToMe: An Application That Better Detects and Handles Suicidal Situations on Social Media Through ML*.

Oak Middle School (OMS) Grade 8 student Nichelle Thinagar received a Cabot Grand Prize Award for her Project *Removing Nitrogen and Phosphorus from Water for the Prevention of Eutrophication*, and Oak Middle School Grade 7 student Anoushka Nikumbh received a Cabot Spotlight First Place Award for her project *CHARGE-Capturing Heat and Regenerating Electricity using Thermoelectric Generators*.

Isha Nagireddy and Nichelle Thinagar will be available at the meeting to talk about their projects and take questions from the Committee; unfortunately, Anoushka Nikumbh is not able to attend.

### ACTION RECOMMENDED:

That the Committee recognize the 2023 MA Science & Engineering Fair First Place and Grand Prize Award winners from Shrewsbury High School and Oak Middle School.

### STAFF & STUDENTS AVAILABLE FOR PRESENTATION:

Mr. Todd Bazydlo, SHS Principal  
David Hruskoci, Director of Science & Engineering  
Isha Nagireddy, Grade 10 Student

Hallie Burak, OMS Principal  
Jeremy Mularella, OMS Design Lab Teacher  
Pamela Poitras, Science Curriculum Coordinator  
Anoushka Nikumbh, OMS Grade 7 Student (unable to attend)  
Nichelle Thinagar, OMS Grade 8 Student



## **SHREWSBURY PUBLIC SCHOOLS SCHOOL COMMITTEE MEETING**

ITEM NO: **IV. Time Scheduled Appointments:** MEETING DATE: **6/07/23**  
**B. SHS eSports State Champions and State Finalists: Student Recognition**

### **BACKGROUND INFORMATION:**

Shrewsbury High School (SHS) eSports teams enjoyed another very successful year. The League of Legends SHS Gatekeepers Team won the MSAA eSports Fall 2022 and Spring 2023 State Championships and was composed of students John Qiu (Captain), Steven Hu (Captain), Kenneth Nguyen, Isaac Wolfus, Callan Fitch, and Yara Nabih (Sub). The Rocket League SHS CEO's Team finished as MSAA eSports Fall 2022 and Spring 2023 State Finalists, and comprised students Robin Oxley-Luyster (Captain), Alex Anderson, Vincent Lam, and Connor Morin (Sub). Mr. Nick Krefting, SHS Science & Engineering Teacher is the current Esports Coach.

### **ACTION RECOMMENDED:**

That the Committee recognize the eSports state championship and state finalist teams from Shrewsbury High School.

### **STAFF & STUDENTS AVAILABLE FOR PRESENTATION:**

Mr. Todd Bazydlo, SHS Principal

Mr. Nick Krefting, SHS Science & Engineering Teacher, SHS Esports Coach

### **SHS Students:**

#### **League of Legends SHS Gatekeepers Team Roster**

John Qiu, Class of 2023 (Captain)

Steven Hu, Class of 2023 (Captain)

Kenneth Nguyen, Class of 2023

Isaac Wolfus, Class of 2025

Callan Fitch, Class of 2026

Yara Nabih, Class of 2023 (Sub)

#### **Rocket League SHS CEO's Team Roster**

Robin Oxley-Luyster, Class of 2023 (Captain)

Alex Anderson, Class of 2023

Vincent Lam, Class of 2025

Connor Morin, Class of 2023 (Sub)



## **SHREWSBURY PUBLIC SCHOOLS SCHOOL COMMITTEE MEETING**

**ITEM NO: IV. Time Scheduled Appointments:**

**MEETING DATE: 6/07/23**

### **C. Speech & Debate State Champions: Student Recognition**

#### **BACKGROUND INFORMATION:**

The Shrewsbury High School (SHS) Speech and Debate program enjoyed another very successful year, including three students won individual 2023 MA state championships and will be recognized by the Committee at the meeting:

Vasu Lakshmanan, Class of 2025, Top Individual Speaker in Novice Public Forum Debate  
Trisha Madamsetty, Class of 2026, Novice Oral Interpretation of Literature  
Siri Ural, Class of 2024, Impromptu Speaking

The students and Advisor Marc Rischitelli will talk about their successful year and be recognized by the Committee.

#### **ACTION RECOMMENDED:**

That the School Committee recognize the SHS Speech and Debate Team State Champions.

#### **STAFF & STUDENTS AVAILABLE FOR PRESENTATION:**

Mr. Todd Bazydlo, SHS Principal  
Mr. Marc Rischitelli, SHS Speech & Debate Team Advisor  
Students  
Vasu Lakshmanan, Class of 2025  
Trisha Madamsetty Class of 2026  
Siri Ural, Class of 2024



**SHREWSBURY PUBLIC SCHOOLS  
SCHOOL COMMITTEE MEETING**

**ITEM NO: IV. Time Scheduled Appointments:**  
**D. Staff Recognition: Retirees**

**MEETING DATE: 6/07/23**

**BACKGROUND INFORMATION:**

The enclosed document shows 2023 retirees' names, positions, schools, and years of service to Shrewsbury. Those retirees who would like to present brief remarks at the meeting will have an opportunity to do so. We wish them a healthy, happy, and fun retirement.

**ACTION RECOMMENDED:**

That the School Committee recognize the staff members who are retiring this year from Shrewsbury Public Schools.

**STAFF AVAILABLE FOR PRESENTATION:**

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





# Shrewsbury Public Schools

*Barbara A. Malone*

*Executive Director of Human Resources*

June 7, 2023

## **Retiring Staff: 2022-2023 School Year**

Nineteen staff are ending their education careers with a well-deserved retirement. In combination, they have served the students of Shrewsbury for 463.5 years. This total represents an average of 24.39 years of service in Shrewsbury and does not include prior educational experience in other districts. Each of these talented staff members is recognized for their commitment and dedication to the children of Shrewsbury. Listed below are the names, positions, schools, and years of service. We wish them a healthy, happy, and fun retirement.

\*Will speak at the June 7 School Committee meeting

\*\*Will speak at June 14 School Committee meeting

### **Administrative Assistant:**

Sheila Dallarosa has served 12 years in Shrewsbury. She is retiring as the Nursing Administrative Assistant for the District.

### **IT Specialist:**

Donna Naumiec has served 26.5 years in Shrewsbury. She is retiring as an IT Specialist for the District.

### **Paraprofessionals:**

Fazileh Ghazanfari has served 20 years as a paraprofessional in Shrewsbury. She is retiring from Walter J. Paton School.

Jill Prenier has served 14 years as a paraprofessional in Shrewsbury. She is retiring from Walter J. Paton School.

Pamela Thompson has served 19 years as a paraprofessional in Shrewsbury. She is retiring from Parker Road Preschool.

**Teachers/Professional Staff:**

Joan Beall has served 26 years as an educator, with 22 of those years here in Shrewsbury. She is retiring as a Fourth Grade Teacher from Floral Street School.

Elizabeth Blash has served 20 years as an educator here in Shrewsbury. She is retiring as a Grade Five English Language Arts and Social Studies Teacher from Sherwood Middle School.

Gary Chalmers\* has served 34 years as an educator here in Shrewsbury. He is retiring as a Grade Five Mathematics and Science Teacher from Sherwood Middle School.

Kristine Cobb\* has served 26 years as an educator here in Shrewsbury. She is retiring as Visual Arts Teacher from Shrewsbury High School.

William Cobb\* has served 20 years as an educator, with 19 of those years here in Shrewsbury. He is retiring as a Mathematics Teacher from Shrewsbury High School.

Charlene Costello has served 39 years as an educator here in Shrewsbury. She is retiring as a Kindergarten Teacher from Major Howard W. Beal School.

Madeliene del Toro-Cournoyer\* has served 23.5 years as an educator, with 16 of those years here in Shrewsbury. She is retiring as a Spanish Teacher from Shrewsbury High School.

Adele Hamilton has served 16 years as an educator here in Shrewsbury. She is retiring as a Speech Language Pathologist from Oak Middle School.

D'Arcy McCarthy has served 24 years as an educator here in Shrewsbury. She is retiring as a Special Education Teacher from Oak Middle School.

Cheryl Mongeon\* has served 39 years as an educator here in Shrewsbury. She is retiring as a First Grade Teacher from Calvin Coolidge School.

Wendy O'Neill has served 38 years as an educator here in Shrewsbury. She is retiring as a Special Education Teacher from Major Howard W. Beal School.

Marc Rischitelli\* has served 35 years as an educator, with 35 of those years here in Shrewsbury in the Speech and Debate program. He is retiring from his role as the Shrewsbury High School Speech and Debate Coach.

**Administrator:**

Patrick Collins\*\* has served 27 years in education, with 19 of those years here in Shrewsbury. He is retiring as the Assistant Superintendent for Finance and Operations.

Anne Koertge\* has served 27 years as an educator, with 25 of those years here in Shrewsbury. She is retiring as the Assistant Principal of Oak Middle School.



## **SHREWSBURY PUBLIC SCHOOLS SCHOOL COMMITTEE MEETING**

**ITEM NO: IV. Time Scheduled Appointments:**  
**E. Teacher Diversification Project: Report**

**MEETING DATE: 6/07/23**

### **BACKGROUND INFORMATION:**

In June 2022 the Teacher Diversification Project team members reported to the School Committee on the activities of this group. For the 2022-2023 school year the team expanded to include more individuals and continued their work toward building a more diverse staff across the school district. Those individuals split into three sub-committees to tackle the group's goals, which will be discussed along with updated data at the meeting.

### **ACTION RECOMMENDED:**

That the School Committee hear the report and take such action as it deems in the best interest of the school system.

### **STAFF AVAILABLE FOR PRESENTATION:**

Barb Malone, Executive Director of Human Resources  
Felicite Boisvert, Social Worker, District  
Robert Dunn, Social Studies Curriculum Coordinator, Middle School  
Maura Egan, English Teacher, Oak Middle School  
Chris Girardi, Principal, Major Howard W. Beal School  
Nga Huynh, Assistant Principal, Shrewsbury High School  
Maria Macedo-Wood, Media and Language Lab Aide, Shrewsbury High School  
Christina Manos, Director of English Language Learning  
Kristen Minio, Adjustment Counselor, Oak Middle School  
Kara Richardson, School Adjustment Counselor, Walter J. Paton School  
Denise Satterfield, Mathematics Teacher, Shrewsbury High School  
Audreanna Sauro, Teacher, Major Howard W. Beal School  
Lindsey Stasiowski, Human Resources Manager  
Patricia Waterhouse, Director of Middle School Special Education



## **Teacher Diversification Project Update**

**Barbara A. Malone, Executive Director of Human Resources  
Members of the Teacher Diversification Project Team  
June 7, 2023**

### ***Overview***

Last Spring in June the Teacher Diversification Project team members reported to the School Committee on the activities of this group. We explained that the genesis of this project began with a Department of Elementary and Secondary Education initiative and that 8 employees represented the District in participating in a year-long project to provide training and professional development on how to diversify the educational workforce in our district. Please refer to the [report to the School Committee from June 8, 2022](#) for more information. At that time we were hopeful that a grant application to the Department of Elementary and Secondary education to assist us in our endeavors would be forthcoming. Unfortunately, Shrewsbury Public Schools was not accepted as a grant recipient.

For the 2022-2023 we expanded our team to include more individuals and Dr. Sawyer authorized a small stipend to support our work, despite loss of the grant. This year our team members included:

Felicite Boisvert, Social Worker, District  
Robert Dunn, Middle Level Coordinator, Social Studies  
Maura Egan, English Teacher, Oak Middle School  
Chris Girardi, Principal, Major Howard W. Beal School  
Jordan Grinstein, Director of Mindfulness, District  
Nga Huynh, Assistant Principal, Shrewsbury High School  
Maria Clara Macedo-Wood, Media Assistant, Shrewsbury High School  
Barb Malone, Executive Director of Human Resources, District  
Christina Manos, Director of English Language Learning, District  
Kristen Minio, School Adjustment Counselor, Oak Middle School  
Kara Richardson, School Adjustment Counselor, Walter J. Paton School  
Denise Satterfield, Mathematics Teacher, Shrewsbury High School  
Audreanna Sauro, Grade Four Teacher, Major Howard W. Beal School  
Lindsey Stasiowski, Human Resources Manager, District  
Patricia Waterhouse, Director of Middle School Special Education

These individuals split into three sub-committees to tackle our goals, which will be discussed after sharing updated data.

### **Data on Staff Diversity**

Data doesn't always tell the "whole story" when it comes to issues of diversity in employees and students. For example, sometimes families or employees don't self-report their form of diversity. Some may find the federal categories to be out-of-date or offensive, and others report, but the reporting categories don't reflect the unique diversity of the student or staff member. Some examples include: backgrounds in coming to America as an English Language Learner from an Eastern European country, which typically shows as "white" in our reporting; LGBTQ+ faculty or students; faculty whose children or spouses are diverse, even if they themselves are not considered so; and religious diversity. Another excellent example is the category of "Asian," which covers numerous different countries of origin and the respective cultures both within and between those countries.

With the above caveats in mind, here is some important data about Shrewsbury Public Schools. The first two tables are published by the Department of Elementary and Secondary Education and give context regarding Shrewsbury's student and staff demographics in comparison to state-wide demographics:

### **State-provided data**

**Table One**  
**Massachusetts School and District Profiles**  
**Shrewsbury**  
**Student Enrollment Data by Race/Ethnicity (2022-2023)**

Race	% of District 2022-2023	% of State 2022-2023
African-American	3.8%	9.4%
Asian	34.5%	7.3%
Hispanic	9.9%	24.2%
Native American	0.6%	0.2%
White	46%	54.4%
Native Hawaiian, Pacific Islander	0.0%	0.1%
Multi-race, non-Hispanic	5.2%	4.4%

**Table Two**  
**Massachusetts School and District Profiles**  
**Shrewsbury**

**All Staff Data by Race, Ethnicity, Gender by Full-time Equivalents (2022-2023)**

*Represents all staff reported through the state's Education Personnel Information Management System (EPIMS)*

Demographic	District Staff Full-Time Equivalents	% of District Total	State Staff Full-Time Equivalents	% of State Total
African-American	16	1.76%	7,395.4	5.11%
Asian	60.6	6.70%	2,838.5	1.96%
Hispanic	19.7	2.18%	8,710.3	6.02%
White	802.6	88.69%	124,609.2	86.10%
Native American	1.0	<1%	162.7	0.11%
Native Hawaiian, Pacific Islander	0.0	0.00%	98.1	0.07%
Multi-Race, Non-Hispanic	5.0	<1%	904.8	0.63%
FTE Count	904.9	100%	144,719	100%

This is static data reported as a lagging indicator to the state, and does not include employees who have recently resigned or retired.

**District-level data**

We also “dig deeper” into the data by running a more current report from our MUNIS system. For this year’s report, we have been able to provide a more specific breakdown by demographic group. The tables showing current statistics for this school year will now be used as a baseline set of data going forward. The tables showing our hiring statistics for the past two school years provide insight into what level of progress we are making in diversifying staff.

*Note that statistics will not add to 100% as employees choose Hispanic/Latino (or not) first, and then choose a race, or can choose multiple races, or no race at all; therefore, some individual staff members may be counted more than once across categories.*

**Professional Educators:**

***These roles include all licensed professional educator roles, including teachers, counselors, psychologists, nurses, etc.***

**Table Three**  
**Professional Educators – 2023**  
*as of 5.5.2023*

Race/Ethnicity	# of Professional Educators	% of Professional Educators
Hispanic or Latino	8	1.46%
Asian	14	2.56%
Black	4	0.73%
Two or more races/non-Hispanic	3	0.55%
American Indian	2	0.37%
White	528	96.52%
No record	1	0.18%
Total	547	

**Table Four**  
**New Professional Educators Hired over Past 2 School Years: 2021-2022 and 2022-2023**  
*as of 5.5.2023*

Race/Ethnicity	# of Professional Educators	% of Professional Educators
Hispanic or Latino	5	4.8%
Asian	7	6.73%
Black	3	2.88%
Two or more races	0	0.00%
American Indian	1	0.96%
White	94	90.38%
No record	0	0.00%
Total in current active status	104	

Tables Three and Four in combination demonstrate that we have hired professional educator candidates in diverse categories in higher percentages in the last two years, compared to



existing staff. For example, our overall percentage of Hispanic professional educators on 5.5.2023 was 1.46%, 8 professional educators, but in the last two years we have hired 5 of those individuals at a percentage of 4.80% of total hires. Another example is that our overall percentage of Asian professional educators on 5.5.23 was 2.56%, 14 professional educators, but in the last two years we have hired 7 of those individuals at a percentage of 6.73% of total hires. While the numbers showing progress are small and progress is slower than our team would like, we are making progress towards diversifying our professional educator workforce in the last two years.

### **Paraprofessional Roles:**

**Table Five**  
**Paraprofessionals – 2023**  
*as of 5.5.2023*

Race/Ethnicity	# of Paraprofessionals	% of Paraprofessionals
Hispanic or Latino	8	2.66%
Asian	51	16.94%
Black	16	5.32%
Two or more races	3	1.00%
American Indian	3	1.00%
White	230	76.41%
No record	3	1.00%
Total	301	

**Table Six**  
**Paraprofessionals Hired over Past 2 School Years: 2021-2022 and 2022-2023**  
*as of 5.5.2023*

Race/Ethnicity	# of Paraprofessionals	% of Paraprofessionals
Hispanic or Latino	7	5.5%
Asian	35	27.56%
Black	11	8.66%
Two or more races	0	0.00%
American Indian	0	0.00%
White	82	64.57%
No record	0	0.00%
Total	127	

Tables Five and Six in combination demonstrate that we have hired paraprofessional candidates in diverse categories in higher percentages in the last two years, compared to existing staff. For example, our overall percentage of Hispanic employees on 5.5.2023 was 2.66%, 8 paraprofessionals, but in the last two years we have hired 7 of those individuals at a percentage of 5.5% of total hires. Another example is that our overall percentage of Asian paraprofessionals on 5.5.23 was 16.94%, 51 paraprofessionals, but in the last two years we have hired 35 of those individuals at a percentage of 27.56% of total hires, which is approaching the representation of 34.5% of our students being Asian. These numbers demonstrate that we have been making significant progress towards diversifying our paraprofessional workforce in the last two years.

#### **Daily Substitutes:**

#### **Table Seven**

**Daily Substitutes – 2023**  
**as of 5.5.2023**

Race/Ethnicity	# of Daily Substitutes	% of Daily Substitutes
Hispanic or Latino	2	1.45%
Asian	21	15.22%
Black	1	0.72%
Two or more races	0	0.00%
American Indian	0	0.00%
White	79	57.25%
No record	39	28.26%
Total	138	

**Table Eight**  
**Daily Substitutes Hired over Past 2 School Years: 2021-2022 and 2022-2023**  
**as of 5.5.2023**

Race/Ethnicity	# of Daily Substitutes	% of Daily Substitutes
Hispanic or Latino	2	1.75%
Asian	17	14.90%
Black	1	0.87%
Two or more races	0	0.00%
American Indian	0	0.00%
White	64	56.14%
No record	31	27.19%
Total	114	

Tables Seven and Eight in combination demonstrate that our hiring practices for the last two years have resulted in static results for our day-to-day substitute teacher positions. These positions result in significant turnover, but also are a “feeder” role into paraprofessional positions. These numbers demonstrate that we need to continue efforts to hire diverse day-to-day substitute teachers.

## ***Applicant Pools***

Tables Nine and Ten below show the total number of candidates' racial and ethnic identity across all roles. Despite our efforts to bring in more applicants of color, the pools from the last two full calendar years have remained relatively static in racial/ethnic distribution. Similar statistics that include the current hiring season for 2023-2024 will be available after 12.31.2023. It should also be noted that these statistics represent all applications submitted, regardless of whether the applicant is qualified or licensed for a particular position.

**Table Nine**  
**All Candidates/All Roles Equal Employment Opportunity (EEO) Summary Report for**  
**2021-2022 School Year**  
*Full hiring season completed 12.31.2021*

<b>EEO Summary Report (2021)</b>	
<b>Race</b>	<b># of Applicants</b>
<b>White</b>	2031 (75.00%)
<b>Not Provided</b>	267 (9.85%)
<b>Hispanic or Latino of any race</b>	191 (7.05%)
<b>Asian</b>	115 (4.25%)
<b>Black or African American</b>	63 (2.32%)
<b>Two or more races (Not Hispanic)</b>	34(1.26%)
<b>American Indian or Alaskan Native</b>	4 (0.01%)
<b>Native Hawaiian or Other Pacific Islander</b>	3 (0.01%)
<b>Total Applicants</b>	<b>2708</b>

**Table Ten**

**All Candidates/All Roles Equal Employment Opportunity (EEO) Summary Report for  
2022-2023 School Year**

*Full hiring season completed 12.31.2022*

<b>EEO Summary Report (2022)</b>	
<b>Race</b>	<b># of Applicants</b>
<b>White</b>	1353 (71.97%)
<b>Not Provided</b>	181 (9.63%)
<b>Hispanic or Latino of any race</b>	140 (7.45%)
<b>Asian</b>	123 (6.54%)
<b>Black or African American</b>	40 (2.13%)
<b>Two or more races (Not Hispanic)</b>	35 (1.86%)
<b>American Indian or Alaskan Native</b>	6 (0.32%)
<b>Native Hawaiian or Other Pacific Islander</b>	2 (0.11%)
<b>Total Applicants</b>	<b>1880</b>

**Goals**

Last year we outlined the following goals in our presentation to the school committee:

- Recruit for diversity of experience, background and talent, and help with licensure if the person doesn't have it
- Assemble hiring teams that are themselves diverse, including diverse parents
- Orient all hiring teams covering "Circle of Trust" exercise to explore possible in-group bias, article on confirmation bias, legal "do's and don'ts" of interviewing
- Include interview questions that include specific questions/scenarios that address issues of diversity, belonging, inclusion and equity
- Continuing and expanding our work into the 2022-2023 school year
- Continue to expand our postings and presence
  - Diverse colleges and universities
  - Improve verbiage on our postings
  - Diverse websites
  - Job and career fairs
- Expand training for our District Leadership Team, as it relates to hiring for diversity
- Revise Guide to Personnel Hiring
  - Create bank of diversity-related questions for interview teams
  - Revise all language with an eye to diversity, inclusion, equity, and belonging
  - Create a bank of activators like the "Circle of Trust" exercise

We organized into sub-teams within our overall teams and the accomplishments of each group are outlined below.

### **Guidelines to Personnel Hiring Handbook sub-group**

This year the Personnel Hiring Handbook sub-group revised the guideline to hiring. The new draft will undergo additional revisions and discussion during leadership meetings this coming summer and includes best practices from the Department of Elementary and Secondary Education for building a diverse workforce.

Additional specific accomplishments include:

- Identified a comprehensive list of diversity-related questions for District Leadership Team (DLT) members to use as they lead search committees.
- Continued to work with applicants to secure licensure for candidates who are coming to the profession in Shrewsbury from a variety of backgrounds and experiences.
- Created a new option for the anti-bias exercise beyond the “Circle of Trust” so that hiring teams have a non-repetitive experience as different positions are opened.
- Created a bank of parents willing to serve on selection committees and made it available to all DLT members.

### **2023-2024 Goals**

Our next steps include rolling out the Personnel Hiring Handbook in time for the bulk of our hiring in January 2024-June 2024, including the new diversity questions, and anti-bias activity, create a more-streamlined/”to scale” process for guiding interested candidates in how to obtain teacher licensure in their chosen field, create a new bank of parents willing to serve on selection committees in the upcoming year, and creating a more intentional paraprofessional-to-teacher pipeline.

### **Recruitment and Retention sub-group**

This year, the recruiting sub-group spent time reaching out to local institutions of higher education in order to cultivate relationships and contacts, build our resources, develop marketing tools that promote the value of working in Shrewsbury Public Schools, as well as to participate in recruitment events.

During the winter and spring of 2023, we participated in career fairs at Worcester State, Framingham State, UMass Boston, Marlborough Public Schools, and the DESE Virtual Career Fair. In addition, paraprofessional positions and substitute positions were posted at area apartment complexes, utilizing a QR code for easy access to our open positions on our website.

Other specific accomplishments include:

- Creating a banner and tablecloths for use at recruitment events
- Shrewsbury Public Schools t-shirts for recruitment purposes

- Student-created pamphlets to hand out to prospective candidates, with the QR code printed on it

### 2023-2024 Goals

This sub-group's long term goal is to build the foundations within our district to grow diversity among our staff. In the upcoming year, our goal is to deepen our connections with field experience coordinators at colleges and universities.

We will do this by:

- Joining the Massachusetts Partnership for Diversity in Education which is a multicultural staffing initiative for public schools with a large consortium of member districts across Massachusetts
- Participating in recruitment events at the rate of at least one per month
- Connecting with the Office for Multicultural Affairs at local colleges and universities
- Developing practices and protocols aimed at eliciting meaningful feedback from student teachers and practicum placements.

The team envisions continuing to expand our postings and presence across diverse platforms including:

- IMDiversity
- The Teacher's Lounge
- Handshake

The team also acknowledged the need to improve and revise the Shrewsbury Public Schools Human Resource page of our website to highlight the district's commitment to expanding the diversity of our staff with an emphasis on inclusion, equity, and belonging.

### **Professional Development Sub-group**

The Professional Development subcommittee's work focused on increasing awareness and deepening understanding of the impacts of implicit biases in the hiring process. Because the members of the District Leadership Team lead the hiring committees throughout the district, one goal is to support DLT to operate through a lens of equity in the hiring process. This will allow DLT members to better lead conversations, skillfully and with sensitivity, throughout the stages of the hiring process. Stages of hiring include:

1. Prescreening process by DLT Member
2. Hiring committee participates in an equity activity
3. Committee interviews with individual candidates which includes at least one question about DEIB
4. Debrief discussion within the hiring committee

### 2023-2024 Goals

Our proposed action steps for the 2023-24 academic year include professional development delivered at each DLT meeting. Professional development will focus on social identity development, as well as learning about and unpacking our biases while confronting confirmation bias. Confirmation bias is the tendency to interpret information in a way that confirms or supports one's beliefs or values, which are based on our social identities and our lived experiences. We will also work to create a space in which we can practice difficult conversations and the ensuing discomfort, all of which could be transformative in our approach to hiring and retaining diverse candidates.

### ***Long-Term Strategic Staffing Planning***

Our long-term strategic staffing plan remains largely unchanged from when we reported to the School Committee last June. The cycle identified by the Department of Elementary and Secondary Education includes Recruit, Revitalize, and Retain.

We see the following ideas as aspects of long-term planning that need further development and discussion:

- Ongoing dialogue between the work of the Teacher Diversification Project and other diversity, belonging, inclusion, and equity (DBIE) work that is ongoing in the district
- Ongoing professional development
- Deeper development of paraprofessional-to-teacher pipelines
- Deeper development of internships and pre-service training
- Mentorship of new teachers of color paired with more experienced teachers of color

### **Conclusion**

The work of increasing the diversity of our teaching and professional staff feels daunting at times and there are many different ways to go about meeting our goals. Continual consistent work on the identified goals will bring us closer to where we want to be, which is to give students the opportunity to have role models in teachers who look like them, and where someday we can have true equity in our staffing and school environments.





**SHREWSBURY PUBLIC SCHOOLS  
SCHOOL COMMITTEE MEETING**

ITEM NO: **V. Curriculum**

MEETING DATE: **6/07/23**

BACKGROUND INFORMATION:

ACTION RECOMMENDED:

STAFF & STUDENTS AVAILABLE FOR PRESENTATION:



**SHREWSBURY PUBLIC SCHOOLS  
SCHOOL COMMITTEE MEETING**

ITEM NO: **VI. Policy**

MEETING DATE: **6/07/23**

BACKGROUND INFORMATION:

ACTION RECOMMENDED:

COMMITTEE MEMBERS/STAFF AVAILABLE FOR PRESENTATION:



**SHREWSBURY PUBLIC SCHOOLS  
SCHOOL COMMITTEE MEETING**

ITEM NO: **VII. Finance & Operations**

MEETING DATE: **6/07/23**

BACKGROUND INFORMATION:

ACTION RECOMMENDED:

STAFF AVAILABLE FOR PRESENTATION:



**SHREWSBURY PUBLIC SCHOOLS  
SCHOOL COMMITTEE MEETING**

ITEM NO: **VIII. Old Business**

MEETING DATE: **6/07/23**

BACKGROUND INFORMATION:

ACTION RECOMMENDED:

MEMBERS/STAFF AVAILABLE FOR PRESENTATION:



**SHREWSBURY PUBLIC SCHOOLS  
SCHOOL COMMITTEE MEETING**

ITEM NO: **IX. New Business**

MEETING DATE: **6/07/23**

BACKGROUND INFORMATION:

ACTION RECOMMENDED:

STAFF AVAILABLE FOR PRESENTATION:



**SHREWSBURY PUBLIC SCHOOLS  
SCHOOL COMMITTEE MEETING**

ITEM NO: **X. Approval of Minutes**

MEETING DATE: **6/07/23**

**BACKGROUND INFORMATION:**

The minutes from the School Committee Meeting held on May 24, 2023, are enclosed.

**ACTION RECOMMENDED:**

That the Committee accept the minutes from the School Committee Meeting held on May 24, 2023.

**STAFF AVAILABLE FOR PRESENTATION:**

Ms. Sandra Fryc, Chairperson

Mr. Jon Wensky, Secretary

**SHREWSBURY PUBLIC SCHOOLS  
100 MAPLE AVENUE  
SHREWSBURY, MASSACHUSETTS**

**MINUTES OF SCHOOL COMMITTEE MEETING**

**Wednesday, May 24, 2023**

Present: Ms. Sandra Fryc, Chairperson; Ms. Erin Boucher, Vice Chairperson; Mr. Jon Wensky, Secretary; Ms. Lynsey Heffernan; Ms. Rachel Sharifipour; Ms. Meg Belsito, Assistant Superintendent for Student Services; and Dr. Joseph Sawyer, Superintendent of Schools.

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

The meeting was convened by Ms. Fryc at 7:00 pm.

**I. Public Participation**

None.

**II. Chairperson's Report & Members' Reports**

None.

**III. Superintendent's Report**

Dr. Sawyer reported attending Shrewsbury High School (SHS) Awards Night the previous week and commended and congratulated all award and scholarship recipients, and noted that Commemoration, the Faculty Student Reception, and Graduation for the SHS Class of 2023 would be held the following week.

**IV. Time Scheduled Appointments:**

**A. Student Recognition: United Way Youth Volunteer of the Year - SHS Class of 2023**

In their report, Mr. Jeff Lane, SHS Assistant Principal for Student Activities, and Class of 2023 students Cathy Nguyen and Hann-Emily Riviere shared information and photos from community service learning trips undertaken to multiple entities, including Pernet Family Services and Community Fridges, to provide assistance. Their community service was recognized with a 2023 United Way of Central Massachusetts Youth Volunteer of the Year Award, which was awarded collectively to the SHS Class of 2023. The Committee and Dr. Sawyer expressed appreciation to the Class of 2023 for their community service work and congratulated them on the award, and invited the presenting students up to be recognized by the Committee and to receive certificates on behalf of the Class of 2023.

**B. Student Recognition: SHS Senior Scholars**

After brief introductory remarks by SHS Principal Mr. Todd Bazydlo, Dr. Sawyer presented biographical sketches of the ten senior students with the highest grade point averages in Class of 2023 *in alphabetical order*:

Nicole Carvalho Aredes  
Sohani Dion Curtis

Aditi Dosi  
Alia Haytham  
Elena Yueqi Li  
Jamie Xiaoyu Li  
Charles David Prince  
John Yuming Qiu  
Carlos Miguel Picazo Reyes  
William Zhiyuan Wu

Each student had an opportunity to present remarks after being introduced, and all expressed appreciation to the multiple stakeholders (including Shrewsbury Public Schools staff and administration, family, and friends) who contributed to their success. Dr. Sawyer and the Committee congratulated the students and invited them up to be recognized and to receive a gift acknowledging their achievement.

### **C. Middle Level Unified Programming: Report**

Courtney Delaney, Sherwood Middle School Health and Physical Education Teacher; Jason Ponticelli, Oak Middle School Social Studies Teacher; and Grade 8 students Jayden Baez, El Carriveau, Richard Kimball, Luke MacRae, Liv Nolan, and Dani Touloupakis gave the report, which comprised a review of the middle level Unified Basketball season (including a *Wake Up Call* video clip from WCVB ABC Channel 5), Unified Boosters, Unified Social Clubs, and future plans at the middle school level. Mr. Ponticelli described The Mark Fidrych Foundation and its recent partnership with the Unified program, and noted the foundation wanted to make a donation of \$5,000 to support middle level Unified programs at Shrewsbury Public Schools. Committee members and Dr. Sawyer expressed appreciation for the presentation and support for continued expansion of the Unified programs.

### **D. Acceptance of Gift: Vote**

Please see agenda item IV.C. On a motion from Ms. Boucher, seconded by Ms. Heffernan, the Committee voted unanimously to accept a donation of \$5,000 from The Mark Fidrych Foundation to be used to support Shrewsbury Middle Schools' Unified Programs. After the vote the student presenters from agenda item IV.C. were invited up to be recognized by the Committee.

### **E. Special Education Parent Advisory Committee: Annual Report**

In their report, Special Education Parent Advisory Council (SEPAC) President Ashley Falandys and SEPAC Treasurer Sharleen Doherty acknowledged past and present SEPAC Board members; expressed appreciation to the district for funding SEPAC's membership in the Massachusetts Association of Special Education Parent Advisory Councils; shared SEPAC's 2022-2023 goals and provided details on 2022-2023 events (including fundraisers, presentations, and meetings); noted frequently discussed topics (including areas that are going well and opportunities for improvement); summarized future plans; and shared contact information for SEPAC. Dr. Sawyer, Committee members, and Ms. Belsito expressed appreciation to the SEPAC for the critical work it does, and for facilitating important parent-to-parent connections.

### **V. Curriculum**

None.

### **VI. Policy**

None.



**VII. Finance & Operations**

None.

**VIII. Old Business**

None.

**IX. New Business**

None.

**X. Approval of Minutes**

Without objections from the Committee, the minutes from the School Committee Meeting held on May 10, 2023, were accepted as distributed.

**XI. Executive Session**

None.

**XII. Adjournment**

On a motion by Ms. Boucher, seconded by Ms. Heffernan, the committee unanimously agreed to adjourn the meeting at 8:55 pm. Roll call votes were as follows: Ms. Sharifipour, yes; Mr. Wensky, yes; Ms. Boucher, yes; Ms. Heffernan, yes, and Ms. Fryc, yes.

Respectfully submitted,

Elizabeth McCollum, Clerk

Documents referenced:

SHS Class of 2023 United Way Youth Volunteer Award Slide Presentation

Shrewsbury High School Senior Scholars 2023

Middle Level Unified Program Slide Presentation

Special Education Parent Advisory Committee Report Slide Presentation

Set(s) of minutes as referenced above



## **SHREWSBURY PUBLIC SCHOOLS SCHOOL COMMITTEE MEETING**

ITEM NO: **XI. Executive Session**

MEETING DATE: **6/07/23**

**A. For the purpose of addressing G.L. c. 30A, § 21(a)(7) “[t]o comply with, or act under the authority of, any general or special law or federal grant-in-aid requirements” (“Purpose 7”), Open Meeting Law, G.L. c. 30A, §§ 22(f), (g) – for the purpose of reviewing, approving, and/or releasing executive session minutes.**

**B. For the purpose of addressing G.L. c. 30A, § 21(a)(3) “to discuss strategy with respect to collective bargaining or litigation if an open meeting may have a detrimental effect of the bargaining or litigating position of the public body and the chair so declares” (“Purpose 3”) - the Shrewsbury Education Association Units A and/or B, the Shrewsbury Paraprofessional Association, and/or the Cafeteria Workers Association**

**C. For the purpose of addressing G.L. c. 30A, § 21(a)(2) “to conduct strategy sessions in preparation for negotiations with nonunion personnel or to conduct collective bargaining sessions or contract negotiations with nonunion personnel” – non-union clerical and support staff and/or administrators including the superintendent of schools. (“Purpose 2”)**

### **BACKGROUND INFORMATION:**

Executive Session is warranted for these purposes.

### **ACTION RECOMMENDED:**

Request a motion to adjourn to Executive Session:

A. For the purpose of addressing G.L. c. 30A, § 21(a)(7) “[t]o comply with, or act under the authority of, any general or special law or federal grant-in-aid requirements” (“Purpose 7”), Open Meeting Law, G.L. c. 30A, §§ 22(f), (g) – for the purpose of reviewing, approving, and/or releasing executive session minutes;

B. For the purpose of addressing G.L. c. 30A, § 21(a)(3) “to discuss strategy with respect to collective bargaining or litigation if an open meeting may have a detrimental effect of the bargaining or litigating position of the public body and the chair so declares” (“Purpose 3”) - the Shrewsbury Education Association Units A and/or B, the Shrewsbury Paraprofessional Association, and/or the Cafeteria Workers Association; and

C. For the purpose of addressing G.L. c. 30A, § 21(a)(2) “to conduct strategy sessions in preparation for negotiations with nonunion personnel or to conduct collective bargaining sessions or contract negotiations with nonunion personnel” – non-union clerical and support staff and/or administrators including the superintendent of schools (“Purpose 2”) where deliberation in an open meeting may have a detrimental effect on the bargaining position of the public body; 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

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



**SHREWSBURY PUBLIC SCHOOLS  
SCHOOL COMMITTEE MEETING**

ITEM NO: **XII. Adjournment**