



**School Committee
Meeting Book**

**November 15, 2023
7:00 pm**

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



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

AGENDA

**November 15, 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. RISE Program Update: Report	7:05 – 7:20
B. SHS Career Technical Education & Career Exploration: Report	7:20 – 7:40
C. Future Plans of the SHS Class of 2023: Report	7:40 – 8:00
V. Curriculum	
VI. Policy	
A. District Strategic Goals and Action Steps for 2023-2024: Report & Vote	8:00 – 8:25
VII. Finance & Operations	
A. FY25 Budget Priorities, Guidance, & Calendar: Vote	8:25 – 8:35
VIII. Old Business	
IX. New Business	
A. Assabet Valley Collaborative: Update	8:35 – 8:45
X. Approval of Minutes	8:45 – 8:50
XI. Executive Session	8:50 – 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.

XII. Adjournment

9:15

Next regular meeting: November 29, 2023



SHREWSBURY PUBLIC SCHOOLS SCHOOL COMMITTEE MEETING

ITEM NO: I Public Participation

MEETING DATE: 11/15/23

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:**
A. RISE Program Update: Report

MEETING DATE: **11/15/23**

BACKGROUND INFORMATION:

The mission of this program is to provide students who qualify for ongoing special education services after high school up until they turn age 22 with the skills and experiences they need to be successful members of the local community. The goal is to increase students' overall independence with functional life skills that will enable them to succeed as an adult.

The report will highlight the goals of the RISE program, the academic and financial benefits of the program, and the November 3, 2023 Grand Opening of the "Maple & Main" retail business and learning space.

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:

Ms. Meg Belsito, Assistant Superintendent for Student Services
Ms. Meghan Bartlett, Assistant Director of Special Education
Ms. Christine Pellerin, RISE Program Coordinator
Ms. Jennifer Tabor, "Maple & Main" Retail Manager



November 7, 2023

To: Shrewsbury School Committee

From: Meg Belsito, Assistant Superintendent for Student Services
Meghan Bartlett, Assistant Director of Special Education and PPS
Christine Pellerin, RISE Program Coordinator
Jennifer Tabor, Maple & Main Retail Manager

Re: Update on Reaching Independence through Supported Employment (RISE)

Overview

Since Student Services' last Reaching Independence through Supported Employment (RISE) update in March of 2023, we have seen program expansion, relocation to 557 Main Street, and the opening of retail space, Maple & Main. It has been an exciting time for the RISE students, staff, and families. For review, the goal of RISE is to provide a post-secondary transition program designed for students ages 18 – 22 who through the Team process qualify for additional learning opportunities following their high school experience. The goal of this program is to provide students with the skills and experiences they need to successfully and independently navigate the local community. The focus is to increase students' overall independence with functional life skills, employment opportunities, and community access.

Relocation to 557 Main Street, Shrewsbury

During the 2022-2023 school year, RISE had 3 students, 1 Program Coordinator, and 1 Job Coach, and the program was located at Shrewsbury High School. With the successful renovation of leased space secured through the procurement process, the RISE program moved to 557 Main Street, Shrewsbury at the end of June 2023. With the move to the new location, 2 Special

Education Teachers and 6 Job Coaches were hired in order to support the upcoming growth in enrollment. In July 2023, the 3 students, along with last year’s 13 seniors, participated in extended school year services at our new location which allowed all students to successfully transition to the new space.

Projected Enrollment

Given what we know about our current students and their needs, we are projecting the following enrollment for the next four years. Please keep in mind that students may enter the program at age 18 and stay, if appropriate, up to age 22. Students will be aging into the program, exiting the program, and remaining in the program during the course of these four years.

School Year	Student Enrollment
2023-2024	16
2024-2025	23
2025-2026	29
2026-2027	28

RISE Program

Throughout their day, RISE students work in small groups for all academic lessons and vocational opportunities. Data collection occurs throughout all learning opportunities and careful progress monitoring ensures appropriate instructional methodologies for students. Skill areas targeted include employment, functional academics, community access and safety, health and relationships, independent living, and leisure skills. Students receive direct instruction in each of these skill areas that include hands-on and technology-rich practice opportunities. Skills are taught and practiced within the classroom environment than worked on in the community in real-life situations. Students also participate in community-based activities to learn and practice skills related to independent living, these might include shopping, restaurants, community leisure activities, and travel training.

Maple & Main Retail Space

Once building renovations were complete, we were able to hire a Retail Manager whose responsibilities included all of the merchandising strategy, store operations, and student instruction with both customer services and product development. Maple & Main’s grand opening was held on November 3, 2023. Our store has a mix of candy and snacks, Shrewsbury products and apparel, and a rotating/seasonal mix of “pop-up” products. All of these decisions are made in the context of our ability to support students with disabilities in the basics of customer service, inventory production/management, and cashier training.

Maple & Main provides opportunities for students to practice a variety of transferable employment skills in an environment that mimics future employment opportunities. Through our retail store students can practice skills such as soft skills, customer service, restocking, inventory, custodial, etc.

Budget and Funding Sources

A program-specific budget has been provided via the School Committee report on March 15, 2023. The total program costs for FY24 are budgeted at just over \$1.1M. The cost per pupil is less than what we would otherwise be spending to send these same students to an out-of-district placement.

For FY24 funding has been available from two sources. First, the district used the American Rescue Plan Grant (one-time funding), totaling \$390,954 for start-up expenses related to equipping and outfitting the educational spaces and retail operation. Second, we are using available funds (FY23 carry-over) from the federal Individuals with Disabilities Education Act (IDEA-240 grant) to fund the staffing and facility-related expenses. The IDEA grant is an annual, recurring grant and we plan to use this source and town-appropriated funds in future fiscal years (FY25 and beyond) to fund the recurring RISE Program costs. These are dollars that would otherwise be budgeted in our special education tuition account to pay for these required services.

Building Maintenance and Operations

The district uses a contracted service for custodial support twice a week that began in October of 2023. The RISE students and staff work on a daily basis to bring trash outside to the dumpsters, restock the bathrooms and kitchen, sweeping the floors, and cleaning surfaces.

Security

The district installed a video surveillance and alarm system during the summer of 2023 that is on our network and has real-time view and approximately 3 weeks of storage capacity. Keycard entry was installed at the rear exit door and the door from the retail space into the learning environment. The cameras and keycard access were installed by the School Department contractors.

We purchased a cash register/point of sale system and software, Square. We expect to primarily have cash-free payments but will inevitably have some portion of cash receipts. We have an onsite drop safe and make regular bank deposits.

Capital Campaign

A team consisting of the Assistant Superintendent for Student Services, Assistant Superintendent for Community Partnerships and Wellbeing, Shrewsbury parents, and community members has already begun to meet to discuss fundraising support of the RISE Program. A RISE information kit is being finalized as a tool to begin to share with potential donors as an effort to share the mission, goals, and further details about RISE and Maple & Main. The purpose of the capital campaign is to further expand learning, transportation, community and employment opportunities for our students. More information will be available during the winter of 2024.



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: IV. Time Scheduled Appointments: **MEETING DATE: 11/15/23**
B. SHS Career Technical Education & Career Exploration: Report

BACKGROUND INFORMATION:

Dr. Lizotte, Mr. Bazydlo, and Ms. Flynn will present an update on career technical education, career exploration, and related programming at Shrewsbury High School. An update memo is enclosed, and they will be available at the meeting to answer questions from the Committee.

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. Jane Lizotte, Assistant Superintendent for Community Partnerships and Well-Being
Mr. Todd Bazydlo, Principal, SHS
Ms. Angie Flynn, SHS Director of School Counseling



To: School Committee

From: Dr. Jane Lizotte, Assistant Superintendent for Community Partnerships & Well-Being
Mr. Todd Bazydlo, Principal, Shrewsbury High School
Ms. Angie Flynn, Director of School Counseling, Shrewsbury High School

Date: November 7, 2023

Subject: Update: Innovation Career Pathways, Career Technical Education, and Career Exploration

As a result of Shrewsbury High School students no longer having access to Assabet Regional Vocational Technical High School, we are in the process of creating multiple curriculum pathways for students to explore fields that match current regional labor demands that do not require a four-year college degree. We also continue to work on developing opportunities for students to explore potential career opportunities through expanding curricular offerings, providing experiential learning activities, expanding partnerships with area businesses for work-based learning experiences(internships), and finding funding outside of the appropriated budget. Since last May, we have completed the following steps, as we continue to strengthen and broaden student learning experiences:

Curricular offerings

1. Offered Pathway programming for students currently in grades 9 &10 (See Table 1 and Table 2)
2. Revamping the current SHS Program of Studies to expand and enhance career and interest-based pathways through courses
 - a. Add Computer Integrated Manufacturing (CIM) for 2024-25
 - b. Add Medical Interventions (MI) for 2024-25
3. Connected with high schools that are currently offering Innovation Pathways programming

Experiential Learning Activities

1. Blackstone Valley Hub for Workforce Development Cohort vocational training courses⁴
2. Mass Fire Academy (May 2024)
3. Lunch and Learn (October 2023-June 2024)
4. Career Fair (February 2024)
5. Job Fair (November 15th, 2:30 p.m.-3:30 p.m.)
6. A representative from Puma's marketing group visited business classes
7. Two-day Career exploration and Job Shadow at Marvel Semiconductor (July 25-26, 2023)
8. One-day Career Exploration at Olympus Surgical Technologies America (December 5, 2023)

Expanded Business Partnerships

1. Advanced Manufacturing
 - a. Component Sources International (CSI), Westborough
 - b. Amazon Robotics, Westborough
 - c. Marvel Semiconductor, Westborough
 - d. Moderna Therapeutics Clinical Manufacturing, Norwood
2. Biomedical and Life Sciences
 - a. Moderna Therapeutics Clinical Manufacturing, Norwood
 - b. Charles River Labs, Shrewsbury
 - c. Olympus Surgical Technologies America, Westborough

Funding

1. Currently in the process of applying for an expansion grant for engineering programming through the One8 Foundation
 - a. Potential up to \$40,000k
2. Applied for MyCAP (My Career and Academic Plan) grant through DESE
 - a. Awarded \$5,500
3. Applied for Innovation Pathway Grant Planning Grant through DESE
 - a. Awarded \$25,000
4. Applied for Innovation Pathway Grant for Advanced Manufacturing and Biomedical Life Sciences pathways through DESE-Part A Application. If approved (will know in late November), Part B Application is due February, 2024)
 - a. Potential funding of \$75,000 per Pathway

Planning and Consulting

1. MassHire Partner – MassHire Central Region Workforce Board (MCRWB)
2. Blackstone Valley HUB for Workforce Development

3. AET Laboratory-Physical space design, planning, and equipment
4. Participated in the WPI Project Lead the Way (PLTW) conference
5. One8 Foundation
6. DESE Pathways Webinars
7. Networking with schools currently sponsoring pathway programming
8. Specialized Career Guidance (SCG)

Table 1 SHS Students Currently Enrolled in Pathway Courses 2023-24

Grade 9 Students (39)	Pathway
2 students	Biomedical Pathway
16 students	Business Pathway
2 students	Childcare Pathway
13 students	Computer Science Pathway
5 students	Engineering Pathway
1 student	TV Production and Film Pathway

Table 2

Grade 10 Students (22)	Pathway
2 students	Biomedical Pathway
5 students	Business Pathway
5 students	Childcare Pathway
5 students	Computer Science Pathway
4 students	Engineering Pathway
1 student	TV Production and Film Pathway

The following are testimonials from students who participated in the Fall I and Fall II programming at the Blackstone Valley HUB for Workforce Development:

- “This was a great experience because we learned things we would not in school.”
- “This was a much more relaxing environment than school.”
- “This allowed us to explore career options.”
- “Mr. Evans was very knowledgeable and kind.”

- “We had a good hands-on experience using the machines. The machines we used were advanced.”
- “I look forward to trying the other machines and technology when we go back.”



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: **IV. Time Scheduled Appointments:** MEETING DATE: **11/15/23**
C. Future Plans of the SHS Class of 2023: Report

BACKGROUND INFORMATION:

Each year the high school administration provides data on the post-high school plans of the most recent graduating class. Mr. Bazydlo and Ms. Flynn will present an overview of the enclosed report, which provides information regarding what students planned to do after graduating. Given that the vast majority of students go on to postsecondary education, the report focuses on the colleges and universities where students were accepted and where they matriculated, including information broken down by different student demographic groups.

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:

Ms. Angie Flynn, Director of School Counseling, Shrewsbury High School
Mr. Todd Bazydlo, Shrewsbury High School Principal

Shrewsbury High School Future Plans Report

Class of 2023



**Presented to the School Committee
November 15, 2023**

**Todd Bazydlo, Principal
Angie Flynn, Director of School Counseling**

Future Plans

The Class of **2023** enjoyed a successful post-secondary planning year.

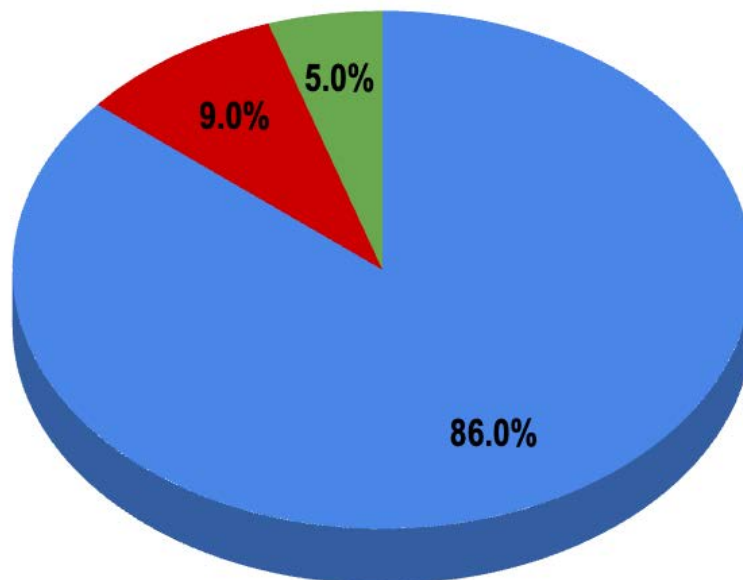
- **435*** students graduated in the Class of **2023** with the following plans:
 - **86%** attended 4-year colleges
 - **9%** attended 2-year colleges or technical schools
 - **5%** entered the employment field, enlisted in the military, or were undecided
 - 3 gap year and prep school
 - 2 military
 - 17 Employment
 - 3 Trade School

*This number does not include **12** students who were granted a Certificate of Attainment (rather than a high school diploma).

**School counselors met with each senior individually in May 2023 to conduct an exit interview which consisted of reviewing the student's graduation survey. This year no student's future plans were unknown.

Class of 2023 Future Plans

- **4-Year Colleges**
- **2-Year Colleges**
- **Military, Undecided, Employment**

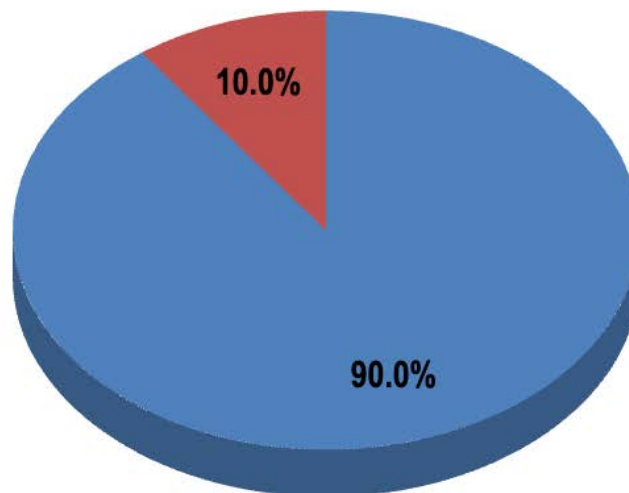


Public and Private 2- and 4-Year Matriculations

- Of the **435** students graduating in the Class of **2023**, a total of **413 (95%)** students continued their education at 2- and 4-year colleges and universities, or technical schools.
- Of these **413** students, **90%** attended 4-year colleges and **10%** attended 2-year colleges or technical schools.
- Of these **413** students, **57%** attended public colleges and universities; **43%** attended private colleges and universities.

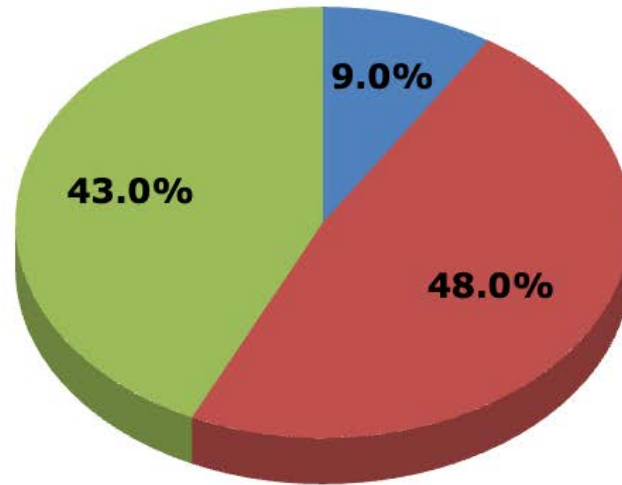
Class of 2023

● 4-Year Schools ● 2-Year Schools



Class of 2023

● Public 2-Year ● Public 4-Year ● Private 4-Year

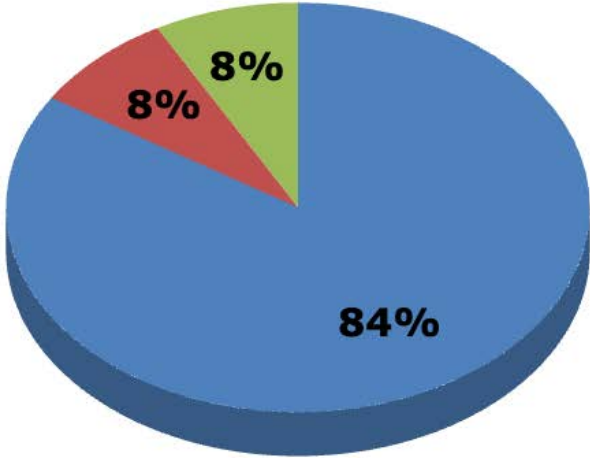


Future Plans by Gender

	Male	Female	Total
4-Year Colleges	157	218	375
2-Year Colleges	16	19	35
Career Education	1	2	3
Employment	10	7	17
Military	2	0	2
Other Plans	2	1	3
Totals	188	247	435

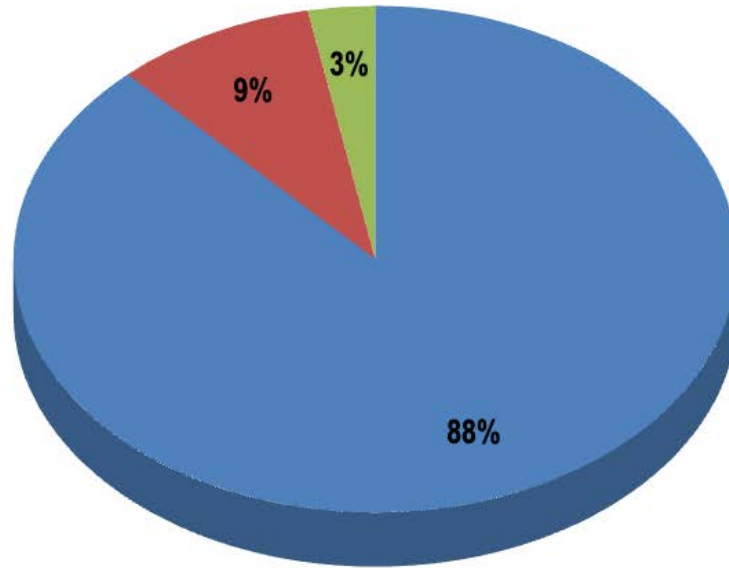
2023 Future Plans: Males (n=188)

- 4-Year Colleges
- 2-Year Colleges, Career Education, or PG School
- Employment, Other Plans



2023 Future Plans: Females (n=247)

- 4-Year Colleges
- 2-Year Colleges, Career Education, or PG School
- Employment, or Other Plans

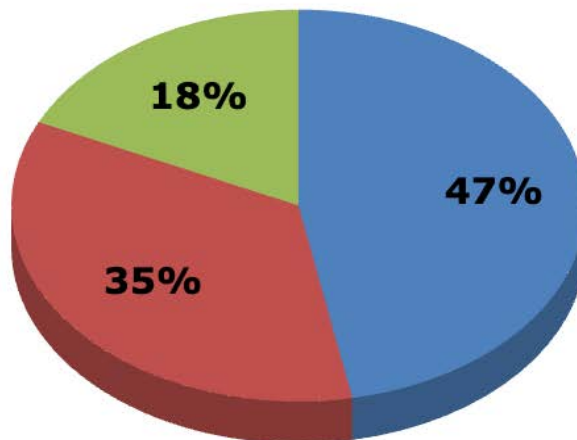


Students with Special Education Services

- Twenty-nine students (6%) in the Class of 2023 received special education services. Seventeen students of the twenty-nine receiving special education services (8%) in the Class of 2023 received a diploma. Meanwhile, 12 students deferred their diplomas to a later date or received a certificate of attendance.
- The 17 students who received a diploma:
 - 47% attended 4-year colleges
 - 35% attended 2-year colleges & technical schools
 - 18% entered the employment field or took a gap year
 - Of the group of students (82%) who enrolled in college, 71% attended public colleges and universities; 29% attended private colleges and universities.

Class of 2023 Future Plans Students with Special Education Services

● 4 Year Colleges ● 2 Year Colleges ● Employment, Other



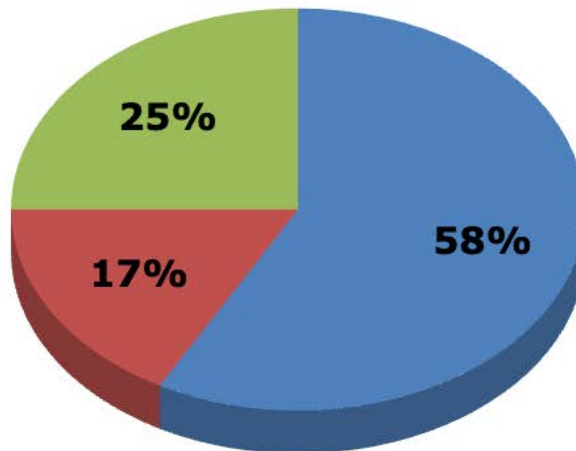
Class of 2023 **Students with Free/Reduced Lunch Status**

- Seventy-nine (18%) in the Class of 2023 received free or reduced lunch. Of these seventy-nine students: (this does not include students who received a certificate of attainment)
 - 58% attended 4-year colleges
 - 17% attended 2-year colleges & technical schools
 - 25% entered the employment field or took a GAP year

*This data was compiled by the Food Service Director

Class of 2023 Future Plans Students with Free/Reduced Lunch

● 4 Year Colleges ● 2 Year Colleges ● Employment, Other

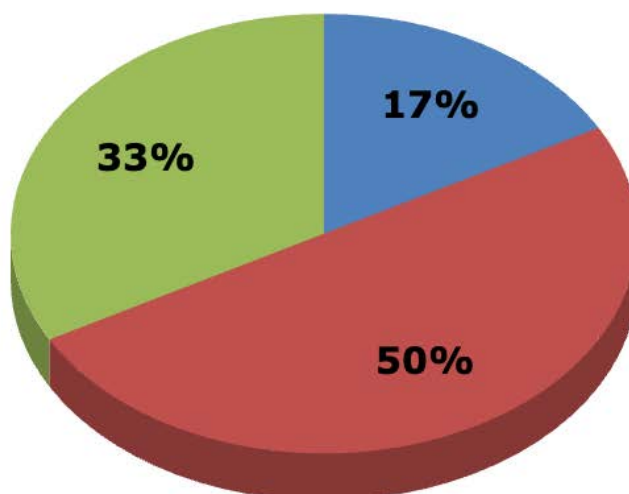


Class of 2023 English Learners

- Six students (1.3%) in the Class of 2023 were designated EL. Of these 6 students:
 - 17% attended 4-year colleges
 - 50% attended 2-year colleges & technical schools
 - 33% entered the employment field or took a GAP year
 - Of the students (67%) who attended 4-year and 2-year colleges, 85% attended public colleges and universities; 15% attended private colleges and universities.

Class of 2023 Future Plans Students with EL Status

● 4 Year Colleges ● 2 Year Colleges ● Employment, Other



Class of 2023
Student Race/Ethnicity

	# of Students	2-year public	2-year private	4-year public	4-year private
American Indian or Alaskan Native	<10	n/a	n/a	n/a	n/a
Asian	117	1	0	56 47%	57 48%
African American/Black	16	4 25%	0	4 25%	7 44%
Hispanic or Latinx*	27	9 14%	0	12 28%	4 13%
Multi-race, non-Hispanic or Latinx	10	2 20%	0	7 70%	1 10%
Native Hawaiian or Pacific Islander	<10	n/a	n/a	n/a	n/a
White	256	20 8%	0	107 42%	106 41%

*Hispanic or Latinx is self-reported as an ethnicity per DESE regulations; students who identify as Hispanic or Latinx are also counted separately in a race category (e.g., a student whose family identifies their race as "Black" and their ethnicity as "Hispanic or Latinx" is counted in both categories).

College Application Information

The School Counseling Department processed 3381 college applications to 320 different colleges and universities for the Class of 2023.

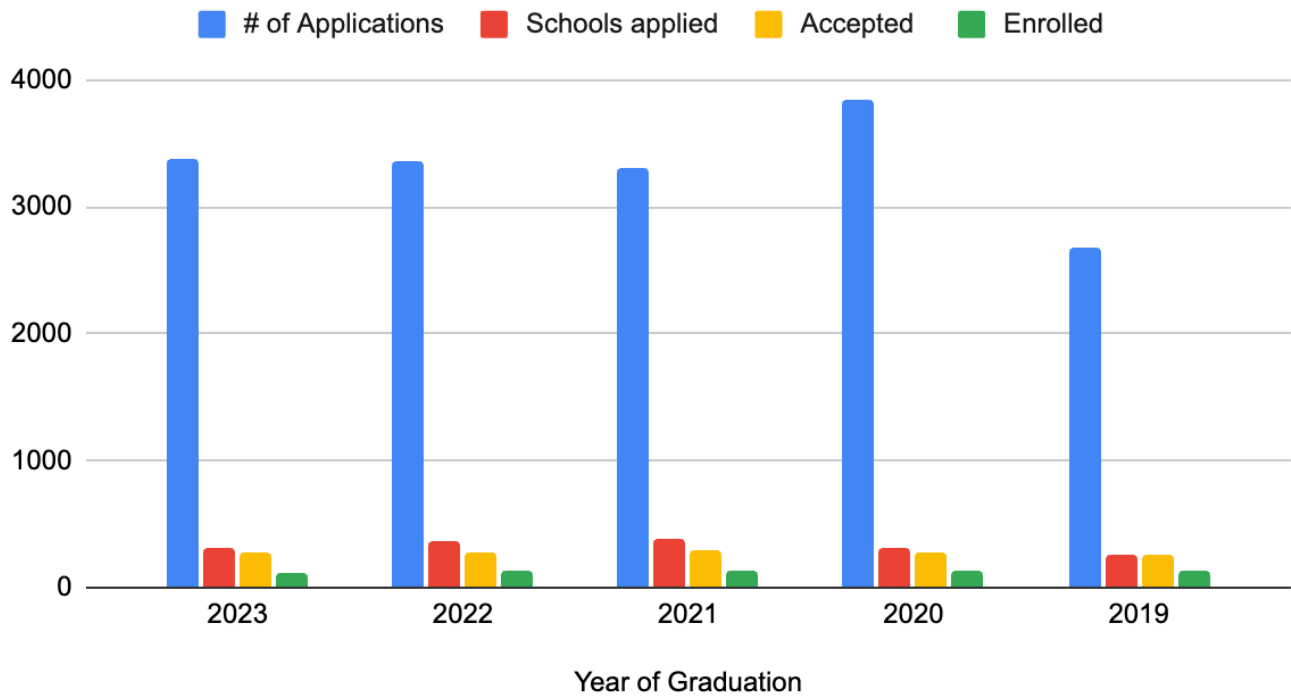
- The highest number of applications was 41.
- Fifty-one students had 15 or more applications

The school counselor’s role in the college application process:

- Meet with the student individually regarding the following:
 - reviewing final college list
 - standardized tests; determine whether to send scores
 - teacher letters of recommendation
 - review process on how to request a transcript, etc
- Review each student’s common application which includes reviewing
 - Personal essay and supplemental essay(s)
 - Student activity resume
- Writing a letter of recommendation for each student (approximately 55-60 per counselor)

Year of Graduation	# of Applications	Schools where students applied	Schools where students were accepted	Schools where students enrolled
2023	3381	320	272	121
2022	3358	369	274	129
2021	3305	387	301	135
2020	3848	321	278	142
2019	2672	259	259	128
2018	2128	332	361	135
2017	2476	309	254	122

of Applications, Schools applied, Accepted and Enrolled



Area School Counselor and Enrollment Comparisons

District	Enrollment	Staff	Caseload
Shrewsbury	1872	8 Counselors + Director	232
Newton South HS	1837	12 Counselors + Director	153
Acton-Boxborough	1703	9 Counselors + Director	190
Andover	1679	9 Counselors + Director	187
Franklin	1673	8 Counselors + Director	209
Westford	1567	8 Counselors + Director	196
Algonquin	1269	6 Counselors + Director	211
Westborough	1178	7 Counselors + Director	168

*Due to increased enrollment in 2023, the average counselor caseload increased from 229 to 232.

Class of 2023 College Matriculations

Below is the list of colleges and universities members of the Class of 2023 reported they would attend during the fall of 2023. This year we have not reported on the "Selectivity" of colleges as there are numerous publications and rankings that report varying degrees of selectivity. Ideally, researching each individual institution's admission data can help provide students and families with a more complete picture of a school's selectivity.

American University	2	Quinsigamond Community College	32
Anna Maria College	2	Quinnipiac University	9
Arizona State University	1	Rhode Island College	1
Assumption College	5	Rhode Island School of Design	1
Babson College	1	Rochester Institute of Technology	1
Barry University	1	Roger Williams University	1
Bates College	1	Rochester Polytechnic Institute	1
Bentley College	3	Rutgers University	1
Boston College	1	Sacred Heart University	3
Boston University	6	Salem State University	1
Bowdoin College	1	Salve Regina University	2
Brandeis University	4	San Diego State University	2
Bridgewater State University	4	Sarah Lawrence College	1
Brown University	1	Simmons University	1
Bryant University	6	Springfield College	2
Carnegie Mellon University	5	St. Anselm College	1
Case Western University	3	St. Joseph's College	1
Catholic University	1	Stonehill College	2
Community College of Rhode	1	Stony Brook University	1

Island			
Clark University	5	Suffolk University	5
Clemson University	2	SUNY Binghamton University	1
Colby College	4	Syracuse University	3
College of the Holy Cross	3	Trinity College	1
Concordia University	1	Tufts University	2
Dartmouth College	1	University of Alabama	1
Dean College	1	University of California Berkeley	1
Embry-Riddle Aeronautical University	1	University of Central Florida	1
Emmanuel College	3	University of Connecticut	19
Endicott College	1	University of Delaware	1
Fairfield University	5	University of Florida	3
Fitchburg State University	3	University of Illinois	1
Framingham State University	5	University of Maryland	1
George Mason University	1	University of Massachusetts Amherst	48
Georgia State University	2	University of Massachusetts Boston	8
Hartwick College	1	University of Massachusetts Dartmouth	2
Harvard College	1	University of Massachusetts Lowell	16
High Point University	1	University of Miami	1
Hobart & William Smith Colleges	1	University of Michigan	1
Hofstra University	2	University of Mississippi	1

Howard University	1	University of New Hampshire	6
University of Indiana	2	University of North Carolina	1
James Madison University	2	University of Pittsburgh	3
Johnson & Wales University	3	University of Rhode Island	5
Keene State College	4	University of Rochester	1
Lasell University	1	University of South Carolina	2
Massachusetts College of Art	6	University of Tampa	1
Massachusetts College of Liberal Arts	1	University of Tennessee	1
McGill University	3	University of Vermont	2
Massachusetts College of Pharmacy & Health Sciences	6	University of Washington	2
Michigan State University	2	University of Wisconsin	1
Middlesex Community College	1	Union College	1
New York Institute of Technology	1	Ursinus College	1
New York University	4	Virginia Polytechnic Institute	2
Nichols College	1	Wentworth Institute of Technology	1
North Carolina State University	1	Western New England University	1
Northeastern University	11	Westfield State University	6
Oberlin College	1	Wheaton College	1
Ohio State University	1	White Mountain Community College	1
Parsons School of Design	1	Williams College	1
Penn State University	2	Worcester State University	17
Plymouth State University	4	Worcester Polytechnic Institute	13

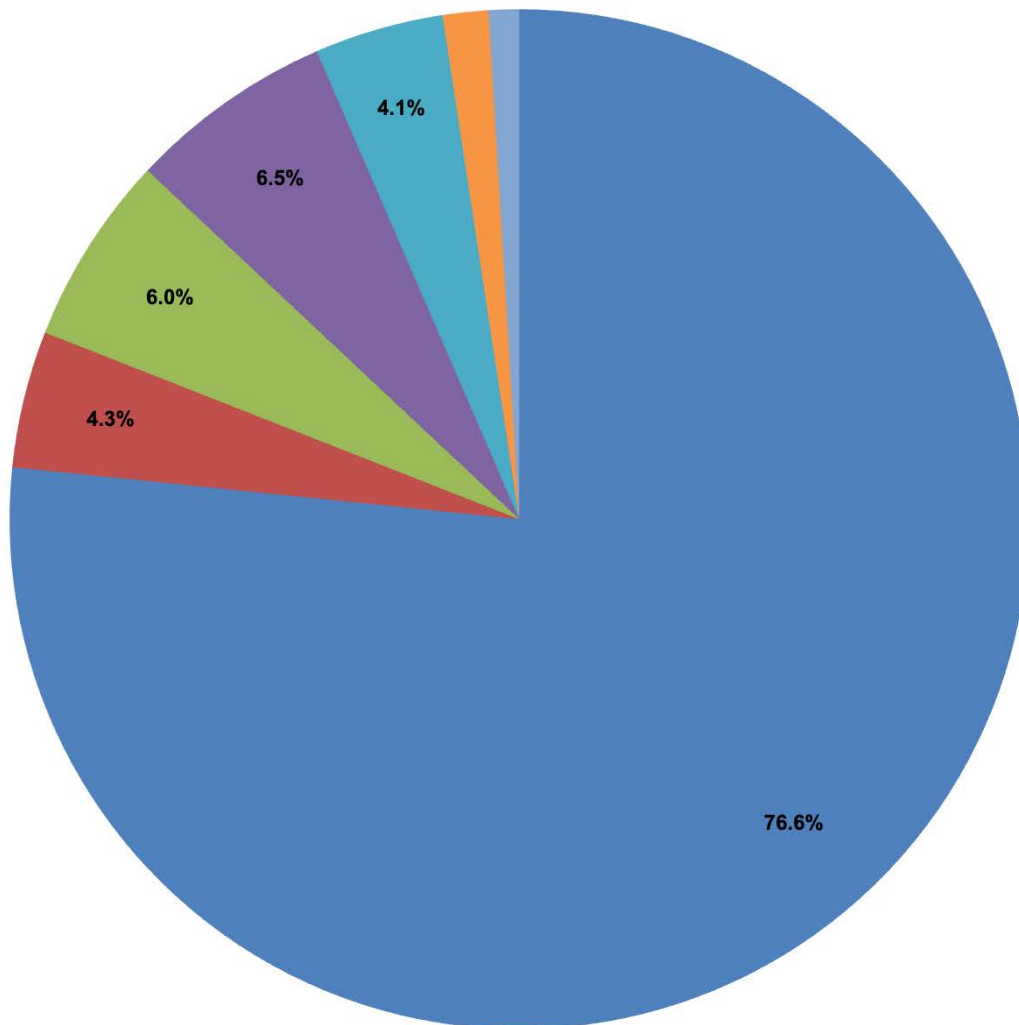
Pratt Institute	1		
Providence College	1		
Purdue University	5		

Geographic Breakdown by Matriculation

- Members in the Class of 2023 were accepted to 272 different colleges and universities in 34 different states and Canada.
- Graduates in the Class of 2023 enrolled in 121 different colleges and universities in 42 different states and Canada.

2023 Matriculation by Region

● New England ● New York ● Mid-Atlantic ● South ● Mid-West ● West ● International



Geographic Break-Down Chart

	2-Year & Technical	4-Year Private	2-Year Public	4-Year Public
New England				
Maine		7		
Massachusetts	3	91	33	113
Rhode Island		16	1	5
Connecticut		19		19
New Hampshire		2	1	10
Vermont				2
Mid-Atlantic				
Delaware				1
District of Columbia		6		
Maryland				1
New York		18		1
Virginia		4		
West Virginia				
Pennsylvania		10		2
New Jersey		1		
South				
Alabama				1
Florida		4		4
Georgia				2
Louisiana				
Mississippi				1
North Carolina				2
South Carolina		3		2
Tennessee				1
Texas				

Midwest				
Ohio		4		1
Indiana		5		2
Illinois				1
Iowa				
Michigan				3
Minnesota				
Wisconsin				1
West				
Arizona				1
California				3
Colorado				
Washington				2
Hawaii				
International				
Canada		4		
Total	3	194	35	181

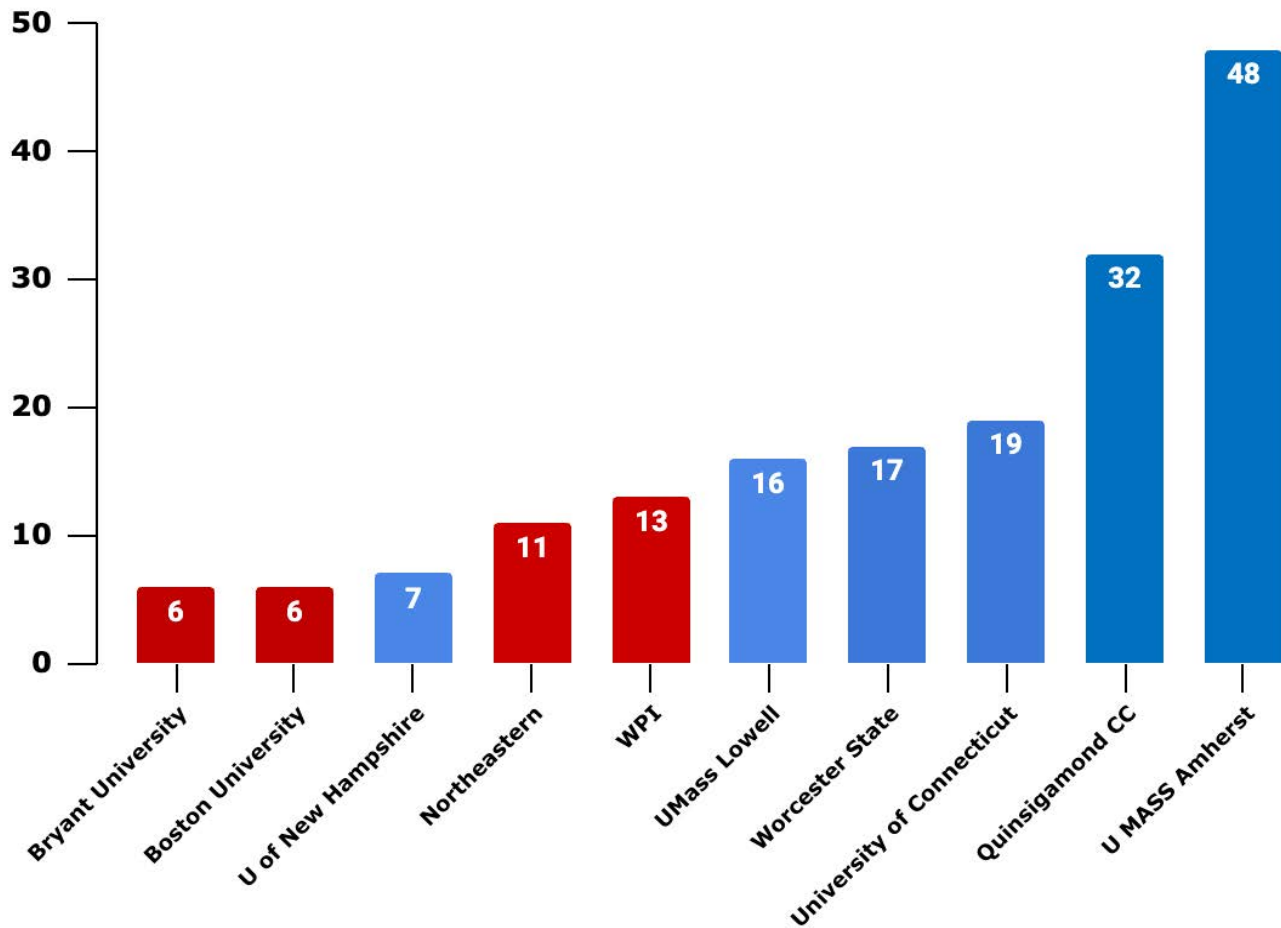
Top Private and Public Enrollments

Top 4 Most Popular Schools Enrolled—Private

1. WPI—13
2. Northeastern—11
3. Boston University—6
4. Bryant University —6

Top 6 Most Popular Schools Enrolled—Public

1. University of Massachusetts, Amherst —48
2. Quinsigamond Community College —32
3. Worcester State University —17
4. University of Connecticut —19
5. University of Massachusetts, Lowell —16
6. University of New Hampshire —7





**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: **V. Curriculum**

MEETING DATE: **11/15/23**

BACKGROUND INFORMATION:

ACTION RECOMMENDED:

STAFF & STUDENTS AVAILABLE FOR PRESENTATION:



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: **VI. Policy**

MEETING DATE: **11/15/23**

A. District Strategic Goals and Action Steps for 2023-2024: Report & Vote

BACKGROUND INFORMATION:

In April 2023 the School Committee voted unanimously to approve an updated five-year strategic plan for the district. In September Dr. Sawyer presented an update on a plan and timeline for determining the district's year-one strategic goals and action steps and the development of individual School Improvement Plans. Workshops with the Committee regarding one-year goals and action steps were held in October and November. Dr. Sawyer will present an overview of the enclosed draft, which incorporates work done by district leadership in response to the feedback from the workshops.

ACTION RECOMMENDED:

That the Committee vote to approve the enclosed proposed District Strategic Goals and Action Steps for 2023-2024 as presented.

COMMITTEE MEMBERS/STAFF AVAILABLE FOR PRESENTATION:

Dr. Joseph M. Sawyer, Superintendent of Schools



Proposed District Strategic Goals and Action Steps 2023-2024 School Year

For the School Committee's Consideration & Vote on November 15, 2023

COMMITMENT TO EDUCATIONAL EXCELLENCE

Shrewsbury Public Schools provides **all** students access to exceptional educational experiences by leveraging staff development, high-quality materials and technology, data analysis, instructional strategies, and a comprehensive system of support to meet the needs of **all** learners. Through these efforts, all Shrewsbury Public Schools students will demonstrate academic growth and achievement.

Five-Year Strategic Priorities for Our Commitment to Educational Excellence

Educational Excellence Priority 1: Ensure High-Quality Teaching and Learning

Provide all students access to high-quality learning experiences in every classroom every day by developing and committing to districtwide expectations for high-quality teaching.

Educational Excellence Priority 2: Close Gaps

Reduce opportunity and achievement gaps to ensure all students are prepared for education and career advancement by growing all learners' literacy and "real life" skills.

Educational Excellence Priority 3: Advance Career and Technical Education

Strengthen all students' postsecondary preparedness by expanding access to career and technical education, evaluating course offerings, and exploring pathway opportunities.

Educational Excellence Priority 4: Develop a Districtwide Data Culture

Continue to systematize and fully implement a cycle of inquiry to inform decision-making to ensure all students have access to the support and resources needed to accelerate their growth towards goals and outcomes.

2023-2027 Educational Excellence Priority 1

Ensure High-Quality Teaching and Learning: Provide **all** students access to high-quality learning experiences in every classroom every day by developing and committing to districtwide expectations for high-quality teaching.

Strategic Goals for 2023-2024 School Year	Action Steps 2023-2024	Staff Responsible
<p>1.1: Implement the next phase of the PreK-Grade 6 literacy initiative in order to provide all students with the research-based instruction and high-quality materials necessary to support reading and writing achievement</p>	<ul style="list-style-type: none"> Continue to shift literacy instruction in PK-6 classrooms by providing robust professional development, start implementation of a foundational reading skills curriculum, and begin adoption of the new literacy program with at least one “early adopter” classroom per grade in each K-6 school. 	<ul style="list-style-type: none"> Assistant Superintendent for Curriculum, Instruction, & Assessment PK-6 Principals, Assistant Principals, Preschool Director, Special Education Directors Instructional Coaches/Curriculum Coordinators & Reading Specialists All PK-6 General and Special Educators who teach reading/English language arts All PK-6 Paraprofessionals who provide tutoring or support for reading/English language arts
<p>1.2: Develop collective expertise of PK-Grade 12 instructional leaders to identify and provide feedback on key elements of effective, high-quality teaching</p>	<ul style="list-style-type: none"> Provide professional development opportunities at no fewer than six District Leadership Team meetings focused on instructional leadership strategies that promote students’ access to appropriately challenging assignments requiring high levels of student thinking and engagement 	<ul style="list-style-type: none"> Assistant Superintendent for Curriculum, Instruction, & Assessment Members of the District Leadership Team

2023-2027 Educational Excellence Priority 2

Close Gaps: Reduce opportunity and achievement gaps to ensure **all** students are prepared for education and career advancement by growing all learners’ literacy and “real life” skills.

Strategic Goals for 2023-2024 School Year	Action Steps 2023-2024	Staff Responsible
<p>2.1: Ensure that students in grades K-8 who score below grade-level expectations on benchmark assessments receive additional support and reduce the percentage of students qualifying for interventions by 10% by June 2024</p>	<ul style="list-style-type: none"> ● Implement an academic intervention system based on a multi-tiered system of support model in all elementary and middle schools, with a focus on literacy interventions by elementary and middle-level educators who teach reading/English language arts and on math interventions by middle-level educators who teach math ● Analyze and report out on the assessment data in the aggregate and by student demographic groups to identify performance gaps 	<ul style="list-style-type: none"> ● Assistant Superintendent for Curriculum, Instruction, & Assessment ● K-8 Principals, Assistant Principals, Special Education Directors, Director of English Language Education ● Instructional Coaches/Curriculum Coordinators & Reading Specialists ● All PK-8 General and Special Educators who teach reading/English language arts and math ● All PK-8 Paraprofessionals who provide tutoring or support for reading/English language arts and/or math
<p>2.2: Increase the percentage of students in grades K-8 scoring at or above the grade-level benchmark on the Star Reading Assessment by 5% or more by June 2024</p>	<ul style="list-style-type: none"> ● Same as 1.1 and 2.1 above 	<ul style="list-style-type: none"> ● Same as 1.1 and 2.1 above
<p>2.3: Increase opportunities for Shrewsbury High School students to take advanced coursework in 2024-2025 in order to meet all state accountability system improvement targets, both for all students and for state-designated student demographic groups</p>	<ul style="list-style-type: none"> ● Update the course selection process in 2023-2024 to increase participation in courses designated by the state as “advanced courses” for the 2024-2025 school year, focusing on student demographic groups whose participation in advanced courses is below state benchmarks 	<ul style="list-style-type: none"> ● SHS Principal ● SHS Director of School Counseling ● SHS School Counselors and Teachers

2023-2027 Educational Excellence Priority 3

Advance Career and Technical Education: Strengthen **all** students’ postsecondary preparedness by expanding access to career and technical education, evaluating course offerings, and exploring pathway opportunities.

Strategic Goals for 2023-2024 School Year	Action Steps 2023-2024	Staff Responsible
<p>3.1: Create career and technical pathways for high school students, including coursework sequences followed by authentic field training experiences.</p>	<ul style="list-style-type: none"> ● Complete planning for expansion of Project Lead the Way courses as Innovation Career Pathway options in the areas of Advanced Manufacturing and Biomedical & Life Sciences for the 2024-2025 school year ● Begin a partnership with the Blackstone Valley Hub where a pilot group of students will access experiential, hands-on technical learning exposing them to multiple vocations ● Seek funding for Innovation Career Pathways initiatives by applying for the DESE’s Part A Innovation Career Pathways grant, while seeking additional philanthropic donations for career and technical education efforts 	<ul style="list-style-type: none"> ● Assistant Superintendent for Community Partnerships & Well-Being ● SHS Principal ● SHS Director of School Counseling ● SHS Director of Science & Engineering ● Designated SHS School Counselors and Teachers
<p>3.2: Expand opportunities for career exploration, job shadowing, and internships so that at least 25% of SHS students are engaged with a career exploration experience by June 2024</p>	<ul style="list-style-type: none"> ● Further develop partnerships with area businesses, organizations, and individuals (including alumni) to increase high school student job shadowing, internships, and career exploration opportunities 	<ul style="list-style-type: none"> ● Assistant Superintendent for Community Partnerships & Well-Being ● SHS Principal ● Director of School Counseling ● Director of Alumni Development and Community Relationships

2023-2027 Educational Excellence Priority 4

Develop a Districtwide Data Culture: Continue to systematize and fully implement a cycle of inquiry to inform decision-making to ensure **all** students have access to the support and resources needed to accelerate their growth towards goals and outcomes.

Strategic Goals for 2023-2024 School Year	Action Steps 2023-2024	Staff Responsible
<p>4.1: At the K-8 level, develop and implement a system of collecting, reviewing, and acting collaboratively upon multiple sources of student data regarding literacy performance at the district, school, grade/content team, and classroom level</p>	<ul style="list-style-type: none"> ● Use the Star assessment program to measure every student's literacy progress at least three times, with additional progress monitoring for students receiving intervention ● Create shared system for tracking assessment data to enable analysis for individual and group progress and to identify trends ● Hold at least three literacy data analysis meetings with grade level teams to monitor all students' progress, and an additional three data analysis meetings to monitor progress of students who are receiving interventions 	<ul style="list-style-type: none"> ● Assistant Superintendent for Curriculum, Instruction, & Assessment ● K-8 Principals, Assistant Principals, Special Education Directors, Director of English Language Education ● Instructional Coaches/Curriculum Coordinators & Reading Specialists ● All PK-8 General and Special Educators who teach reading/English language arts ● Data Managers
<p>4.2: Analyze student attendance data to examine root causes of chronic absenteeism, and develop a systematic plan of action to improve student attendance</p>	<ul style="list-style-type: none"> ● Review absence data to identify causes and trends over time ● Review attendance policies and consider updates where warranted 	<ul style="list-style-type: none"> ● Superintendent of Schools ● Data Managers ● Principals & Assistant Principals

COMMITMENT TO THE ENHANCED WELL-BEING OF ALL

Shrewsbury Public Schools prioritizes the social, emotional, behavioral, mental, and physical health of **all** students and staff by creating safe, supportive, and inclusive learning environments. This is accomplished by intentionally providing learning opportunities where **all** Shrewsbury Public Schools students and staff feel valued, supported, and empowered.

Five-Year Strategic Priorities for Our Commitment to the Enhanced Well-Being of All

Well-Being Priority 1: Ensure a Safe and Inclusive Culture

Foster welcoming, safe, and inclusive learning communities where we honor and celebrate diversity, create connections and a sense of belonging for all, and support and engage all students, staff, and family members.

Well-Being Priority 2: Promote Student and Staff Wellness

Expand opportunities for students and staff to strengthen mental health and physical wellness in support of overall well-being.

Well-Being Priority 3: Strengthen Social and Emotional Learning Programming and Supports

Proactively deliver social and emotional learning opportunities to all students and maintain sufficient systems and resources to respond to students' social-emotional needs.

Well-Being Priority 4: Enhance Behavioral Supports and Interventions

Implement a districtwide tiered system of support and interventions to address student behavioral needs.

Well-Being Priority 5: Evaluate and Strengthen Safety and Security Systems and Protocols

Work with public safety partners and outside experts to assess and enhance the district's approach to crisis prevention and response.

2023-2027 Well-Being Priority 1

Ensure a Safe and Inclusive Culture: Foster welcoming, safe, and inclusive learning communities where we honor and celebrate diversity, create connections and a sense of belonging for **all**, and support and engage **all** students, staff, and family members.

Strategic Goals for 2023-2024 School Year	Action Steps 2023-2024	Staff Responsible
<p>1.1: Continue to provide access to targeted professional development focused on inclusive and culturally proficient practices.</p>	<ul style="list-style-type: none"> ● Provide professional development for paraprofessionals regarding understanding and responding to bias ● Complete the three-year professional development cycle of providing the <i>Becoming an Equitable Educator</i> course during early release days to those professional educators who did not take the course in years one and two ● Provide monthly professional development for District Leadership Team members regarding ways to promote instructional equity, counter bias and foster inclusion 	<ul style="list-style-type: none"> ● Assistant Superintendent for Curriculum, Instruction, & Assessment ● Members of the District Leadership Team ● Designated Educators and Paraprofessionals
<p>1.2: Respond to the needs of the significant increase in newcomer students, including migrant students from the emergency shelter</p>	<ul style="list-style-type: none"> ● Invest designated state funding to provide staffing and resources necessary to support our newcomers from the emergency shelter, including a transition program at the elementary level, a bilingual family coordinator, and additional English language education teachers and tutors where necessary ● Redeploy clinical staff as needed to attend to student behavioral health needs 	<ul style="list-style-type: none"> ● Assistant Superintendent for Student Services ● Director of English Language Education ● Director of Counseling & Mental Health Services ● Principals & Assistant Principals ● District Social Worker ● Designated Educators and Paraprofessionals

Proposed District Strategic Goals and Action Steps for 2023-2024

<p>1.3: Increase the percentage of students districtwide who respond “favorably” to the Panorama survey in the category of “Belonging” by 5% from fall of 2023 to spring of 2024</p>	<ul style="list-style-type: none"> ● Implement academic and social and emotional learning (SEL) curriculum experiences and school activities to focus on building relationships between staff and students and to promote a sense of belonging for students (including use of the advisory model at SHS and Oak Middle School and class meeting models in grades PK-6) ● Analyze and report out on the Panorama survey data in the aggregate and by student demographic groups to identify differences in perception 	<ul style="list-style-type: none"> ● Assistant Superintendent for Community Partnerships & Well-Being ● Principals & Assistant Principals ● District Social and Emotional Learning Leadership Team ● All Educators who lead advisories and social and emotional learning lessons
<p>1.4: Advance the Reaching Independence through Supported Employment (RISE) Program to serve a larger student population and to include a student-run retail business within their home community</p>	<ul style="list-style-type: none"> ● Complete full move-in to the 557 Main Street location for the RISE program and open the Maple & Main retail storefront to provide students in the age 18-22 transition program with additional high-quality, community-based educational work experiences 	<ul style="list-style-type: none"> ● Assistant Superintendent for Student Services ● Assistant Superintendent for Finance & Operations ● Assistant Director of Special Education & Pupil Personnel Services ● RISE Coordinator ● Maple & Main Retail Manager ● RISE Educators & Job Coaches ● RISE Advisory Committee

2023-2027 Well-Being Priority 2

Promote Student and Staff Wellness: Expand opportunities for students and staff to strengthen mental health and physical wellness in support of overall well-being.

Strategic Goals for 2023-2024 School Year	Action Steps 2023-2024	Staff Responsible
<p>2.1: Review outcomes of school start time changes in order to determine impact on sleep health and well-being</p>	<ul style="list-style-type: none"> ● Assess the impact of the change in start times on students, staff, and families through Regional Youth Health Survey and other survey data and by reviewing attendance data, transportation schedules, and access to co-curricular activities 	<ul style="list-style-type: none"> ● Superintendent of Schools ● Principals ● Director of School Nursing ● School Wellness Advisory Committee ● Data Managers
<p>2.2: Initiate a staff wellness program and provide professional development and other opportunities to address workplace stress</p>	<ul style="list-style-type: none"> ● Convene a Shrewsbury Public Schools Staff Wellness Team to make recommendations for ways to improve staff wellness and to create a staff wellness program; implement recommendations that are feasible during the current school year and plan for those to be implemented next year, and analyze staff participation in wellness offerings 	<ul style="list-style-type: none"> ● Assistant Superintendent for Community Partnerships & Well-Being ● District Staff Wellness Team ● Members of the District Leadership Team
<p>2.3: Begin a planning process to consider Food Service program improvements to enhance students’ nutritional options and dining experiences within the framework of universal, no-cost meals</p>	<ul style="list-style-type: none"> ● Review personnel and program needs for enhancing quality while responding to increased volume of meals served within limited timeframes; research best practices in districts that have experience and success with universal meal programs 	<ul style="list-style-type: none"> ● Assistant Superintendent for Finance & Operations ● Director of Food Service ● School Wellness Advisory Committee

2023-2027 Well-Being Priority 3

Strengthen Social and Emotional Learning Programming and Supports: Proactively deliver social and emotional learning opportunities to **all** students and maintain sufficient systems and resources to respond to students’ social-emotional needs.

Strategic Goals for 2023-2024 School Year	Action Steps 2023-2024	Staff Responsible
<p>3.1: Provide increased collaboration opportunities to strengthen educators’ understanding and implementation of social and emotional learning (SEL)</p>	<ul style="list-style-type: none"> ● Convene a District SEL Leadership Team in order to review and make suggestions for strengthening SEL programming at all levels, while monitoring Panorama survey data for evidence of impact and to determine how to best meet student needs ● Provide all Professional-Level Educators with opportunities to collaborate regarding SEL practices at three staff meetings this school year 	<ul style="list-style-type: none"> ● Assistant Superintendent for Community Partnerships & Well-Being ● District SEL Leadership Team ● Members of the District Leadership Team ● All Educators who participate in staff meetings

2023-2027 Well-Being Priority 4

Enhance Behavioral Supports and Interventions: Implement a districtwide tiered system of support and interventions to address student behavioral needs.

Strategic Goals for 2023-2024 School Year	Action Steps 2023-2024	Staff Responsible
<p>4.1: Develop ways to assess student mental health and behavioral health needs</p>	<ul style="list-style-type: none"> ● Implement a universal mental health screener system across the district to identify student needs and match supports to address them 	<ul style="list-style-type: none"> ● Assistant Superintendent for Student Services ● Director of Counseling & Mental Health Services ● Counseling & Mental Health Clinical Staff ● Data Managers
<p>4.2: Implement common processes for implementing interventions and supports for students who are not making effective progress with social, emotional, and behavioral development</p>	<ul style="list-style-type: none"> ● Continue the district’s participation in the Department of Elementary & Secondary Education’s Social Emotional Behavioral Academy program to continue the work to identify targeted interventions and systems that address PreK-12 student behavioral needs 	<ul style="list-style-type: none"> ● Assistant Superintendent for Student Services ● Assistant Superintendent for Community Partnerships & Well-Being ● Director of Counseling & Mental Health Services ● Social Emotional Behavioral Academy Team

2023-2027 Well-Being Priority 5

Evaluate and Strengthen Safety and Security Systems and Protocols: Work with public safety partners and outside experts to assess and enhance the district’s approach to crisis prevention and response.

Strategic Goals for 2023-2024 School Year	Action Steps 2023-2024	Staff Responsible
<p>5.1: Assess the current state of the district’s safety and security systems and crisis response processes</p>	<ul style="list-style-type: none"> ● Engage an expert consultant to conduct an audit of the district’s current safety and security measures and make recommendations for improvements ● Create an action plan to respond to the recommendations and implement what is possible in the short term 	<ul style="list-style-type: none"> ● Assistant Superintendent for Finance & Operations ● Director of Information Technology ● Principals & Assistant Principals ● Partnership with Shrewsbury Police, Shrewsbury Fire, and Shrewsbury Public Buildings

COMMITMENT TO OPTIMIZATION OF RESOURCES

Shrewsbury Public Schools maximizes student success by equitably allocating resources according to student need while maintaining a fiscally sound budget, building efficient and effective systems to align efforts, and strengthening partnerships with all stakeholders. This work guarantees that **all** students can access the programs and services offered throughout Shrewsbury Public Schools.

Five-Year Strategic Priorities for Our Commitment to the Optimization of Resources

Optimization Priority 1: Partner with the Community to Maintain a Strong Financial Foundation

Continue the financial stability that was established by the 2021 Operational Override.

Optimization Priority 2: Hire, Support, and Retain High-Quality, Diverse Staff

Diversify, support, and retain our high-performing team of educators and support staff.

Optimization Priority 3: Maximize Family and Community Partnerships

Grow family and community partnerships in efforts to strengthen and expand opportunities for all students.

Optimization Priority 4: Strategically and Equitably Allocate District Resources

Equitably distribute financial and other resources to maximize opportunities for all students.

Optimization Priority 5: Improve Facilities to Address Overcrowding and Infrastructure Needs

Address limitations of current physical spaces through expansion and/or renovation of facilities as needed.

2023-2027 Optimization Priority 1

Partner with the Community to Maintain a Strong Financial Foundation: Continue the financial stability that was established by the 2021 Operational Override.

Strategic Goals for 2023-2024 School Year	Action Steps 2023-2024	Staff Responsible
<p>1.1: Maximize available fiscal resources to advance the district’s strategic priorities, and continue to seek grants and philanthropic funding to provide opportunities for innovation and enrichment</p>	<ul style="list-style-type: none"> ● Seek funding for Innovation Career Pathways initiatives by applying for the state Innovation Career Pathways grant, while seeking additional philanthropic donations for career and technical education efforts (see 1C.1 above) ● Launch a targeted capital campaign to support the Reaching Independence through Supported Employment (RISE) program for students age 18-22 ● Seek state funding for high quality instructional materials and district strategic priorities through competitive state grants ● Promote giving to the SPS Colonial Fund to provide additional funds to strengthen innovative educational programming 	<ul style="list-style-type: none"> ● Assistant Superintendent for Community Partnerships & Well-Being ● Assistant Superintendent for Student Services ● Assistant Superintendent for Curriculum, Instruction, & Assessment ● RISE Program Capital Campaign Committee ● SHS Principal ● SHS Director of School Counseling ● Director of Alumni Development and Community Relationships
<p>1.2: Partner with the Select Board to discuss options for a successor plan to the March 16, 2021 override statement to the residents of Shrewsbury</p>	<ul style="list-style-type: none"> ● Meet regularly with Select Board members and town officials to review FY25 budget needs and multi-year projections that will inform the scope and timing of a succession plan 	<ul style="list-style-type: none"> ● School Committee ● Superintendent of Schools ● Assistant Superintendent for Finance & Operations

2023-2027 Optimization Priority 2

Hire, Support, and Retain High-Quality, Diverse Staff: Diversify, support, and retain our high-performing team of educators and support staff.

Strategic Goals for 2023-2024 School Year	Action Steps 2023-2024	Staff Responsible
<p>2.1: Continue the district’s Teacher Diversification Project, including developing updated recruitment and selection processes, in order to attract a more diverse pool of qualified applicants and increase the number of talented educators and support staff who are representative of student and community demographics</p>	<ul style="list-style-type: none"> ● The Teacher Diversification Team will develop and implement monthly professional development for the District Leadership Team focused on conditions and processes for recruiting and hiring talented, diverse candidates ● Create and implement an updated Guide to Talent Acquisition to be used by District Leadership Team members for the hiring process for the 2024-2025 school year ● Maintain and expand opportunities for college and university recruitment, including attendance at a minimum of six career fairs, development of relationships with at least six college/university department heads, and posting all professional positions on HandShake and other university sites to increase diversity of applicants to teaching roles ● Learn about best practices to build a paraprofessional-to-teacher career development pipeline and create the initial outline of a plan for future implementation 	<ul style="list-style-type: none"> ● Executive Director of Human Resources ● Teacher Diversification Project Team ● District Leadership Team

2023-2027 Optimization Priority 3

Maximize Family and Community Partnerships: Grow family and community partnerships in efforts to strengthen and expand opportunities for **all** students.

Strategic Goals for 2023-2024 School Year	Action Steps 2023-2024	Staff Responsible
<p>3.1: Strengthen and grow partnerships with families through outreach efforts, including but not limited to developing a network of volunteers for interview committees, enhancing family interpreter and translation supports, and connecting families with community resources</p>	<ul style="list-style-type: none"> ● Respond to the needs of newcomer families, including those at the emergency shelter, by utilizing state funding to add resources including a bilingual Family Coordinator, translation and interpretation resources, etc. ● Develop databases of family resources, including interview committee family volunteers with an emphasis on diverse backgrounds and interpreter and translation support resources ● Send a team of of educators and parents/caregivers to the Department of Elementary and Secondary Education’s Family School Partnership Summit to learn about best practices for family engagement 	<ul style="list-style-type: none"> ● Assistant Superintendent for Community Partnerships & Well-Being ● Director of English Language Education ● Executive Director of Human Resources ● Principals & Assistant Principals ● District Social Worker

2023-2027 Optimization Priority 4

Strategically and Equitably Allocate District Resources: Equitably distribute financial and other resources to maximize opportunities for **all** students.

Strategic Goals for 2023-2024 School Year	Action Steps 2023-2024	Staff Responsible
<p>4.1: Investigate ways to ensure that all students have equitable access to educational enrichment opportunities</p>	<ul style="list-style-type: none"> Review field study and enrichment activities being provided across all elementary schools to advance common experiences Develop a system for soliciting donations to help cover field study and other co-curricular costs for families with financial challenges 	<ul style="list-style-type: none"> Assistant Superintendent for Finance & Operations Assistant Superintendent for Curriculum, Instruction, & Assessment Elementary Principals

2023-2027 Optimization Priority 5

Improve Facilities to Address Overcrowding and Infrastructure Needs: Address limitations of current physical spaces through expansion and/or renovation of facilities as needed.

<p>5.1: Seek a remedy to high school overcrowding and academic space limitations by working to advance the application process with the Massachusetts School Building Authority for the potential expansion of Shrewsbury High School</p>	<ul style="list-style-type: none"> Collaborate with school and town officials to complete all components of the Eligibility Module following a potential invitation into the Massachusetts School Building Authority’s pipeline for an expansion of Shrewsbury High School 	<ul style="list-style-type: none"> Superintendent of Schools Assistant Superintendent for Finance & Operations SHS Principal & Assistant Principals Partnership with Shrewsbury Public Buildings
<p>5.2: Make recommendations for next steps forward to support appropriate elementary and preschool space</p>	<ul style="list-style-type: none"> Form a PreK-Grade 4 Capital Planning Study Committee to review the 2023 Capital Inventory and Improvement Study (i.e., PK-12 Space Study) to study options and present a report with recommendations by spring of 2024 	<ul style="list-style-type: none"> Superintendent of Schools Assistant Superintendent for Finance & Operations PreK-Grade 4 Capital Planning Study Committee



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

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

MEETING DATE: **11/15/23**

A. FY25 Budget Priorities, Guidance, & Calendar: Vote

BACKGROUND INFORMATION:

At the meeting on October 25, 2023, Mr. Girardi presented a draft of Budget Guidelines and Priorities for the Fiscal Year 2025 for review by the Committee in advance of a vote planned for tonight's meeting. The documents were posted on the district website for public view in advance of the requested vote at the November 15, 2023 meeting.

Ms. Heffernan and Ms. Fryc are members of the Finance Subcommittee.

Mr. Girardi and Dr. Sawyer will be available to answer questions or provide additional information if needed.

ACTION RECOMMENDED:

That the Committee vote to approve the Fiscal Year 2025 Budget Priorities & Guidance as presented.

STAFF AVAILABLE FOR PRESENTATION:

Ms. Sandra Fryc and Ms. Lynsey Heffernan, Finance Subcommittee
Dr. Joseph M. Sawyer, Superintendent of Schools
Mr. Chris Girardi, Assistant Superintendent for Finance & Operations



Shrewsbury School Committee

Priorities & Guidance for Fiscal Year 2025 Budget Development

Draft for Discussion on October 25, 2023

Overview

This document provides the community with information about the School Committee's priorities for the Fiscal Year 2025 School Department Budget that will be appropriated by Town Meeting. It is also designed to provide guidance to the Superintendent of Schools and the School Department administration regarding the development of its initial Fiscal Year 2025 School Department Budget proposal.

For FY25, we plan ahead with optimism to implement the priorities in the 2023-2027 Strategic Plan that was unanimously approved this past spring. This plan has three major commitments:

- 1) educational excellence,
- 2) the enhanced well-being of all, and
- 3) optimization of resources.

Each of these commitments includes multiple strategic priorities. The district's budget should reflect these priorities and provide the resources required to achieve key action steps to advance them. Some examples include:

- major academic programming initiatives, such as improving literacy instruction in grades PreK-6 and improving access to career and technical education for high school students;
- enhancing our systems of support for students with social, emotional, and behavioral needs; and
- hiring, supporting, and retaining highly qualified and diverse staff.

Other important factors must be considered with regard to resource allocation in FY25. Our district is experiencing a rapidly evolving student population across all levels which presents significant and varied economic impacts. The significant increase in English language learners (63% increase in FY24) and students needing specific educational, social, emotional, and behavioral support requires us to review staffing and program structure to meet these needs. We must anticipate the potential for school-age children continuing to reside in emergency homeless shelters in Shrewsbury. Supporting our homeless population is resource heavy, with transportation, support, and translation costs that will need to be considered in the FY25 budget where costs potentially may not be covered entirely through state funding.

The landscape of federal funding post-pandemic speaks to a 'fiscal cliff' for many U.S. districts with the end of ESSER 3 federal grant money, requiring current funds to be obligated by September 30, 2024. The FY25 budget will need to consider whether and how to replace the district's current ESSER 3 investments allocated for post-pandemic support, such as some personnel costs, the Summer Academy program, and the provision of late bus access for student access to after school extra help and co-curricular programs.

With this context we set forth the following Budget priorities and Guidance for development of the FY25 annual operating budget.

Priorities

The initial FY25 School Department Budget proposal shall include resources to address each of the following priorities:

1. *Meet commitments as detailed in the March 16, 2021 Override Statement to the Residents of Shrewsbury and agreed upon between the Board of Selectmen and the School Committee*

This compact includes specific commitments towards budget planning transparency, engagement with the community, and limitations on annual budget increases.

2. *Resources for key district needs and priorities included in the 2023-2027 Strategic Plan*
 - a. To maintain class sizes within School Committee guidelines.
 - b. To further advance the literacy initiative in grades PreK-6 by providing necessary curriculum materials and professional development.
 - c. To provide support for students with complex educational, social, emotional, and behavioral needs.
 - d. To consider initiatives that promote staff well-being that require financial resources.
 - e. To allocate required resources to deliver mandated educational services for our English learner population that is growing in size and complexity.
 - f. To further develop in-district career and technical education programs at the high school and create partnerships with area businesses for similar types of student experiential learning opportunities, after utilizing available grants and/or philanthropic funding.
 - g. To consider what investments will enhance the district's commitment to its core value of equity, particularly with efforts to close achievement and opportunity gaps and ensure that all students have equitable access to high-quality learning experiences.
 - h. To consider potential investments in school safety and security enhancements based upon recommendations from the audit conducted in FY24.
 - i. To review and determine what costs that are currently supported through the ESSER-3 grant might be shifted to the appropriated budget or other available source.

Assumptions & Guidance

It is assumed that the initial FY25 School Department Budget proposal will:

1. Work within the fiscal guidelines of the override agreement between the School Committee and Select Board.
2. Provide adequate resources to meet all legal mandates required of the school district.
3. Reflect the terms of collective bargaining agreements and other contractual obligations and consider the impact of agreements that will be under negotiation for the coming fiscal year.
4. Provide sufficient resources to maintain a) the existing educational program and b) staffing levels necessary to meet mandates and priorities.
5. Utilize the best available information to project changes in costs (such as tuitions) and revenues (such as state funding through the Chapter 70 and Circuit Breaker programs, grants, etc.).
6. Estimate level funding for all expected federal and state grants and present options regarding potential continuation of programs or services that were previously funded by Covid-related grants that are expiring.
7. Review fee and tuition levels for all programs and make recommendations that consider the School Department's increased costs to operate, while also taking into account the associated financial challenges for families.
8. Examine ways to reduce or shift costs in order to achieve district priorities without requiring additional funding allocations wherever possible.
9. Given space constraints at the secondary schools, the administration should assume no new School Choice seats will be voted by the School Committee for approval.

Shrewsbury Public Schools

DRAFT Fiscal Year 2025 Budget Development Calendar

	School Department	Town Manager/ Select Board/ Finance Committee
October 2023		
	Administration discusses budget timeline with leadership and staff	
	Administration begins internal revenue and expense estimates	
10/18/23	FY25 Priorities and Guidelines with School Committee Finance Subcommittee	
10/25/23	Draft FY25 Priorities and Guidelines presented to School Committee	
10/25/23	Draft FY25 Budget Calendar presented to School Committee	
November 2023		
11/15/23	Vote to approve FY25 Priorities and Guidelines	
11/15/23	Vote to approve FY25 Budget Calendar	
December 2023		
	Administration completes initial draft budget	
early Dec	School Committee Budget Subcommittee meet prior to 12/13/23 School Committee Workshop	
TBD	Joint Meeting #1 with Select Board on Fiscal Outlook	Joint Meeting #1 with Select Board on Fiscal Outlook
12/13/23	School Committee Budget Workshop #1	
January 2024		
1/3/24	Administration completes updated enrollment forecast by school and grade	
1/3/24	School Committee Budget Workshop #2	
late January	Governor Healy releases her state budget plan – state aid figure included	
1/31/24	School Committee Budget Workshop #3	
February 2024		
TBD	Joint meeting #2 with Select Board on Fiscal Outlook	Joint Meeting #2 with Select Board on Fiscal Outlook
2/7/24	Superintendent's Budget Recommendation Presented to School Committee	
2/16/23		Town Manager publishes ""Fiscal Projection #1"
March 2024		
3/13/24	Public Budget Hearing at School Committee	
3/13/24	Curriculum, Technology, and Special Education Budget presentations at School Committee	
3/20/24	School Committee Budget Workshop #4 ahead of Finance Committee Meeting	
3/23/24	Annual Presentation to the Finance Committee	Finance Committee Meeting (Saturday morning)
3/27/24	School Committee vote on any adjustments to FY25 fees/ tuitions (no later than)	
April 2024		
4/3/24	Hold for potential final budget workshop	
mid-April	State House of Reps. Ways and Means Committee releases their state budget	
4/19/23		Town Manager publishes his ""Fiscal Projection #2"
4/10/24 or 4/24/24	School Committee votes final budget	
May 2024		
5/2023		Annual Town Meeting – presentation and vote to approve FY25 Budget



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

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

MEETING DATE: **11/15/23**

BACKGROUND INFORMATION:

ACTION RECOMMENDED:

STAFF AVAILABLE FOR PRESENTATION:



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: **VIII. Old Business**

MEETING DATE: **11/15/23**

BACKGROUND INFORMATION:

ACTION RECOMMENDED:

MEMBERS/STAFF AVAILABLE FOR PRESENTATION:



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: **IX. New Business**
A. Assabet Valley Collaborative: Update

MEETING DATE: **11/15/23**

BACKGROUND INFORMATION:

The state law governing educational collaboratives requires four updates each year to member school districts; this is the first update this year. The report is enclosed.

ACTION RECOMMENDED:

That the School Committee hear an update on the status of the Assabet Valley Collaborative and take whatever steps it deems necessary in the interests of the Shrewsbury Public Schools.

STAFF AVAILABLE FOR PRESENTATION:

Dr. Joseph M. Sawyer, Superintendent of Schools



28 Lord Road, Suite 125; , Marlborough, MA 01752
Telephone: 508-460-0491 Fax: 508-460-0493

School Committee Update – 1st Report (1 of 4)

October 27, 2023

HIGHLIGHTS

Collaborative Statutes, Regulations, and Oversight

- [COLLABORATIVE LAW](#)

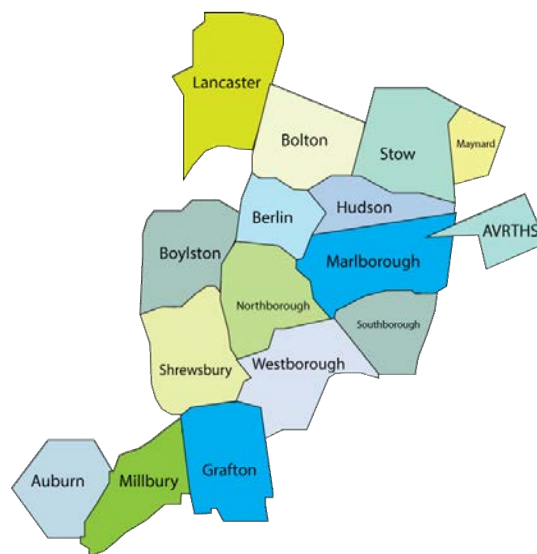
DESE Guidelines

- [DESE Companion Regulations](#)
- [Duties & Responsibilities of Collaborative Board Members & Boards of Directors.](#) (Updated May 2022)
- [Responsibilities of School Committees as Members of a Collaborative](#)

AVC's website – www.avcollaborative.org



AVC [Collaborative Agreement](#) amended 2018. Membership Map



Major Priorities & Challenges for AVC in FY23 & FY24

- [Goals 2023-2024](#)
- Renovation project for Evolution's new space estimated complete by January 15, 2024
- Shared Leadership model in year 4 - Collective Accountability Teams underway
- Fully staffed since start of school year - using redesigned equity-based hiring protocols
- FSP one-year expansion opportunity + MOEC Partnership re: Approved Vendor Status at DESE
- OSA staff Suffolk University Restorative Justice Tier 1 (\$5K from Sudbury Foundation)
- Student Development Workshop - [Brandon Foster](#) - Fostering Brilliance
- PD Offerings: [Developing Cultural Proficiency](#) & [Navigating Multilingual Minds](#)
- Special Ed, HR, Tech, Business, Curriculum Job Alikes - restarting
- Facilities rentals picking back up: MASS, DPH, WPS
- REACH & Evolution - Info Hub, Referral Teams, WSU Nurse students; Clinical Rounds
- REACH new therapy bikes, rigor, community inclusion
- Evolution - 9 new students, student-run catering, college classes, new job sites





**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

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

MEETING DATE: **11/15/23**

BACKGROUND INFORMATION:

The minutes from the School Committee Workshop held on October 18, and the School Committee Meeting held on October 25, 2023, are enclosed.

ACTION RECOMMENDED:

That the Committee accept the minutes from the School Committee Workshop held on October 18, and the School Committee Meeting held on October 25, 2023.

STAFF AVAILABLE FOR PRESENTATION:

Ms. Sandra Fryc, Chairperson

Mr. Jon Wensky, Secretary

SHREWSBURY PUBLIC SCHOOLS
MINUTES OF THE SCHOOL COMMITTEE WORKSHOP
Wednesday, October 18, 2023
Shrewsbury High School - 75 Cypress Avenue
Media Center

Start Time: 6:00pm

Present: Ms. Sandy Fryc, Chairperson; Ms. Erin Boucher, Vice Chairperson; Mr. Jonathan Wensky, Secretary; Ms. Lynsey Heffernan; Ms. Rachel Sharifipour; Dr. Joseph Sawyer, Superintendent of Schools; Ms. Amy Clouter, Assistant Superintendent for Curriculum, Instruction, and Assessment; Dr. Jane Lizotte, Assistant Superintendent for Community Partnerships and Well-Being; Ms. Meg Belsito, Assistant Superintendent for Student Services; Mr. Christian Girardi, Assistant Superintendent for Finance & Operations; Ms. Barbara Malone, Executive Director of Human Resources; Ms. Bridget Nichols, Director, Parker Road Preschool; Ms. Kristen Gasper, Principal, Maj. HW Beal School; Ms. Shelley Hoey, Assistant Principal, Maj. HW Beal School; Ms. Tiffany Ostrander, Principal, Coolidge School; Ms. Lisa McCubrey, Principal, Floral Street School; Ms. Gina Kelly, Assistant Principal Floral Street School; Mr. Bryan Mabie, Principal, Spring Street School; Dr. Scott Mulcahy, Principal, Walter J. Paton School; Mr. Jon Kelly, Principal, Sherwood Middle School; Ms. Heather Gablaski, Assistant Principal, Sherwood Middle School; Ms. Karen Gutekanst, Assistant Principal, Sherwood Middle School; Ms. Hallie Burak, Principal, Oak Middle School; Mr. Scott Yonker, Assistant Principal, Oak Middle School; Ms. Michelle Dillon, Assistant Principal, Oak Middle School; Mr. Todd Bazydlo, Principal, Shrewsbury High School; Mr. Jeffrey Lane, Assistant Principal, Shrewsbury High School; Ms. Maureen Monopoli, Assistant Principal, Shrewsbury High School; Ms. Nga Huynh, Assistant Principal, Shrewsbury High School; and Mr. Gerald “PJ” O’Connell, Assistant Principal, Shrewsbury High School.

Group Discussion with SPS Senior Leadership Team

The School Committee members met with members of the SPS Senior Leadership Team (SLT). We broke into five individual groups to allow each School Committee member to engage with a smaller group of SLT members. Each group had a conversation about the state of the school district with the theme of “What are you most proud of?” and “What keeps you up at night?”. Following this discussion, each group reviewed the goals and action steps for the new SPS Strategic Plan for 2023 - 2027. During this discussion, all groups were tasked with confirming if each goal was attainable and asked to provide feedback on any potential changes or revisions.

Adjournment

On a motion by Ms. Heffernan; seconded by Ms. Boucher; on a Roll Call Vote: Ms. Sharifipour: Yes; Ms. Heffernan: Yes; Mr. Wensky: Yes; Ms. Boucher, Yes; and Ms. Fryc: Yes, the School Committee unanimously voted to adjourn the workshop for the evening at 8:21pm.

Documents referred to:

Draft Strategic Plan Goals and Action Steps for 2023-2024
Workshop Slide Presentation

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

MINUTES OF SCHOOL COMMITTEE MEETING

Wednesday, October 25, 2023

Present: Ms. Sandra Fryc, Chairperson; Ms. Erin Boucher, Vice Chairperson; Mr. Jon Wensky, Secretary; Ms. Lynsey Heffernan; Ms. Rachel Sharifipour; Mr. Christian Girardi, Assistant Superintendent for Finance and Operations; Ms. Amy B. Clouter, Assistant Superintendent for Curriculum & Instruction; Ms. Barb Malone, Executive Director of Human Resources; 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 that Major Howard W. Beal Elementary School was designated as one of the Massachusetts School Building Authority's (MSBA) newly designated Model Schools.

IV. Time Scheduled Appointments:

A. SHS Student Advisory Committee: Report

Shrewsbury High School (SHS) Student Advisory Committee (SAC) student members Siri Ural, Class of 2024, Chair; Noah Csank, Class of 2025; Venkata Duggireddy, Class of 2024; Aanya Gupta, Class of 2024; and Caroline Strickland, Class of 2025, gave the report, and Mr. Andrew Smith, SHS Teacher and Faculty Advisor to the SAC, was in attendance at the meeting. In their report, the students presented information on student life, co-curricular activities, and various events at SHS. They shared student feedback on new start times for 2023-2024 (students are getting more sleep and feel less rushed in the morning), the high school's new phone policy (no phones are allowed in classes and Advisory periods) and the culture of "belonging" (noting the upcoming *This is Us* event for any group) at SHS.

B. SHS Enrollment & Class Size: Report

In their report, SHS Principal Mr. Todd Bazydlo and Assistant Principal for Student Services Ms. Nga Huynh provided: ten-year historical data for overall high school enrollment, average class size by subject, and Counselor caseloads; five-year historical data for average class size by department; details on increased English, Math, and Science co-taught sections; and data by academic hallways to illustrate

pressure on current building capacity. In response to questions from the Committee, Mr. Bazydlo advised that enrollment trends by department reflect a combination of factors including student interest/desires and building capacity.

V. Curriculum

A. Literacy Initiative Update: Report

Ms. Clouter's update provided information on: personnel (introducing the district's four Reading Specialists and noting three of the positions were recently added); literacy programs and practices (noting utilization of both word recognition and language comprehension skill practices); aligning support to student needs and using diagnostic tools; new data cycles; Professional Development for staff; and investments and challenges going forward.

In response to questions from the Committee, Ms. Clouter noted the importance of: communication with the parent community (who are viewed as partners in the process) around literacy initiatives and adjusting report cards to reflect the new curriculum, student data collected informing next steps relative to levels of support needed, and coordination with middle level staff. Ms. Clouter further advised that interest in the initiative is reflected in the growth of the Literacy Council from 16 to 33 members, and that feedback on Professional Development offerings has been positive.

VI. Policy

None.

VII. Finance & Operations

A. FY25 Draft Budget Priorities, Guidance, & Calendar: Discussion

Ms. Heffernan (who is a member of the Finance Subcommittee with Ms. Fryc) summarized the priorities in the draft document regarding meeting commitments agreed to in the 2021 Override Statement between the School Committee and Select Board, and noted the importance of being cognizant of the resources available to fund the various Fiscal Year 2025 priorities and determining how to best allocate them to meet needs in the district. Mr. Girardi provided details on the nine assumptions included in the draft and summarized the FY25 Draft Budget Development Calendar being presented. Ms. Heffernan noted uncertainty around some funding sources in the budget that are out of the district's control (e.g. homeless student funding from the state) and advised that dates on the draft calendar for joint meetings with the Select Board were still to be determined. Committee members provided their perspectives in turn and support was expressed for the priorities included in the draft. Dr. Sawyer added that community members would have the opportunity to provide feedback on the drafts presented in advance of a vote by the Committee at their next meeting on November 15.

B. Warehouse Rental Closeout Plan: Vote

Mr. Girardi gave an update to his report at the September 27 School Committee meeting on the district's process of closing out rental space and disposing of unwanted furniture. Mr. Girardi provided information on the public sale of items, donation of furniture to a charitable organization, storage of items at other schools in the district, and procurement of a dumpster for disposal of remaining materials that could not be repurposed. Dr. Sawyer recommended that the Committee vote to authorize the disposal of the remaining items.

On a motion by Ms. Boucher, seconded by Ms. Sharifipour, the Committee voted unanimously to authorize the disposal of all remaining School Department items stored in the warehouse located at 220 Barber Avenue, Worcester, MA due to being deemed not useful, in accordance with School Committee Policy 802- Disposal of Used Equipment/ Supplies and in accordance with M.G.L Chapter 30B, Section 15.

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 October 11, 2023, were accepted as distributed.

XI. Executive Session

Ms. Fryc requested 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; and

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, 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.

On a motion by Ms. Boucher, seconded by Ms. Sharifipour, on a roll call vote: Ms. Sharifipour, yes; Mr. Wensky, yes; Ms. Boucher, yes; Ms. Heffernan, yes; and Ms. Fryc, yes, the School Committee voted to adjourn to Executive Session at 8:27 pm.

XII. Adjournment

On a motion by Mr. Wensky, seconded by Ms. Boucher, the committee unanimously agreed to adjourn the meeting at 8:48 pm. Roll call votes were as follows: Ms. Sharifipour, yes; Ms. Heffernan, yes; Mr. Wensky, yes; Ms. Boucher, yes; and Ms. Fryc, yes.

Respectfully submitted,

Elizabeth McCollum, Clerk

Documents referenced:

SHS Student Advisory Committee Agenda
SHS Class Size Report 2023-2024
SHS Class Size Slide Presentation
Literacy Initiative Report
Literacy Initiative Slide Presentation

Warehouse Rental Closeout Plan Memo
FY25 Draft Budget Priorities & Guidance
FY25 Draft Budget Calendar
Set(s) of minutes as referenced above



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: **XI. Executive Session**

MEETING DATE: **11/15/23**

- 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.**

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, and
- 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, 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. Chris Girardi, Assistant Superintendent for Finance and Operatio



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: XII. Adjournment