



Report to the School Committee: 2017 Personnel Report

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Director of Human Resources
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Introduction

Shrewsbury Public Schools has successfully completed the hiring process to fill key positions within the District. These positions were hired to replace educators who had retired or resigned, as well as to fill key positions needed to accommodate student population growth at Shrewsbury High School, including a new Assistant Principal, and some reorganization of the Special Education and Pupil Personnel Department. This reorganization included transfer of existing staff into these opportunities. We've also hired paraprofessional positions open due to student needs, resignations, or retirements, and administrative staff due to resignation. We have appointed 44 staff to professional positions, 17 existing staff to professional transfer or promotional opportunities, and 35 staff to paraprofessional or other positions. We also continue to fill long-term substitute positions available due to maternity and paternity leaves or personal illness. Please note that we observed increased turnover in the areas of performing arts and foreign languages in large part due to these positions coming under scrutiny during the budget approval process in the spring. Once these positions were preserved in the budget some staff decided to leave Shrewsbury Public Schools because they had already been offered positions with other school districts and felt those districts might be in a more stable budget situation. We were able to fill these open positions with qualified new educators, but in future budget cycles it will be important to consider the impact of staff turnover that may occur due to uncertainty.

New Hiring-Professional Staff

Included among the 44 professional staff hired is the new Assistant Principal for Shrewsbury High School, Jeffrey Lizotte, a position that was added during the budget process to address students needs caused by increased enrollment at SHS. These 44 staff included a total of 11 hires for the high school, 15 hires for the middle level and 18 hires for the elementary level.

The 17 transfer or promotional opportunities included the following:

- *Amy Clouter*, the Principal of Coolidge Elementary School, became the Assistant Superintendent for Curriculum, Instruction and Assessment
- *Tiffany Ostrander*, the Assistant Principal of Floral Street Elementary School, became the Interim Principal for Coolidge Elementary School
- *Gina Kelly*, the Curriculum Coordinator and Instructional Coach for Floral Street Elementary School, became the Assistant Principal Intern for Floral Street Elementary School
- *Kathleen Camerato Barnes*, a Fourth Grade Teacher at the Paton Elementary School, became the Interim Curriculum Coordinator and Instructional Coach for Floral Street Elementary School
- *Meghan Bartlett* expanded her responsibilities last year beyond her Out-of-District Coordinator role to include those previously under the Director of Elementary Special Education, which was on hiatus last year. She will continue with these additional responsibilities, and as such her title is changing to become the Assistant Director of Special Education and Pupil Personnel Services for the district, and the Director of Elementary Special Education position will remain unfilled
- *Kristin Herrick*, an ELC Coordinator for Parker, became the Director for Specialized Programs for the district, which includes oversight of all district ELC programs PreK-12
- *Patricia Waterhouse*, the Director of Sherwood Special Education, became the Director of Middle School Special Education, including Oak Middle School in her span of responsibility
- *Meghan DeLeon*, a Sherwood Special Education Teacher, became the Sherwood Team Chair for Special Education
- *Kristen Clifford*, a Floral Special Education Teacher, became the Oak Team Chair for Special Education
- *Tahnee Fallis Baril*, Music Teacher at Coolidge, transferred to Paton and Beal

- *Kelly Lawlor*, English Teacher, transferred from Oak Middle School to Shrewsbury High School
- *Shirley LeMay*, Health Teacher for the Elementary Schools, transferred to Shrewsbury High School as a Family Consumer Science Teacher
- *Beth McInerney* transferred from Beal Early Childhood Center as a Kindergarten Teacher to Spring Street Elementary School as an English Language Learner Teacher
- *Chinhuei Yeh*, Chinese Teacher, transferred from the middle level to Shrewsbury High School
- *Kimberly Fitzpatrick*, Payroll Specialist, was promoted to become a Budget and Financial Analyst at Central Office
- *Christine Fowler*, Benefits Coordinator for the Town of Shrewsbury, was hired by the School Department as a Payroll Specialist
- *Christine Mattero*, Town Manager's Office, was hired by the School Department as a Human Resources Administrative Assistant

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

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

All teaching positions require a demonstration lesson in the classroom, which is a key ingredient in the selection and hiring process. All candidates recommended for hire are also required to interview with the Director of Human Resources and the Superintendent of Schools as the final step in the selection process, where our mission and core values are discussed individually with each finalist. A thorough reference check is conducted on each new hire, including the "CORI" (Massachusetts background check) and the "SAFIS" (national fingerprint-based FBI background check).

We continue to use www.schoolspring.com as our primary sourcing tool, which netted 2607 applicants to our professional positions, including those ultimately filled by our own transfers or promotions. This means that 1% of those who applied to our professional positions ultimately received a position with us this year. Last year, for FY 17 that percentage was 1.46%; FY 16 that percentage was 3.8%; and FY 15 that percentage was just under 2%.

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

Our new profession educators completed two days of orientation on August 24 and August 25, and each has a mentor assigned for the upcoming school year.

New Hiring-Paraprofessional Positions

As of September 6, 2017 we had hired 35 paraprofessional positions. These positions netted 425 applicants. This means we hired 8% of those who applied to our paraprofessional positions, compared to 6.19% in FY 17, 4.3% in FY 16, and 3.3% in FY 15. This trend of a great percentage of applicants being hired relative to the number of applicants in the pool might be indicative of improving economic conditions. Nevertheless, these applicants also underwent a rigorous selection process, which included applicant packet screening, phone and face to face interviews, reference checks, the CORI background checks, and the national SAFIS (FBI fingerprint-based) background check.

Conclusion

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

New Educators

Shrewsbury High School:

Jason Andreola, Instructional Technology
Bachelor of Accounting, Providence College

Bridgit Burke-Smith, Social Sciences
Bachelor of History and Secondary Education, Wheaton College

Brady Burton, Social Sciences
Master of Teaching, Clark University
Bachelor of American History, Clark University

Alison Closter, English
Master of Writing, University of Southern Maine
Bachelor of English, Skidmore College

Susan Donofrio, Adjustment Counselor
Master of Art Therapy, Lesley University
Bachelor of Communication Disorders, University of Massachusetts, Amherst

Vanessa Duffy, French
Master of French Language and Literature, University of Massachusetts
Bachelor of French, Sarah Lawrence College

Valerie Kerxhalli, French
Bachelor of French, College of the Holy Cross
Jessica Miraski, English
Master of Education, Special Education, Moderate Disabilities, Lesley University
Bachelor of Secondary Education, English, Bradley University

Catherine Phillips, Chemistry
Master of Teaching, Clark University
Bachelor of Chemistry, Clark University

Meghan Wallace, Special Education
Master of Education, Severe Special Needs, Simmons College
Bachelor of Communications, Westfield State University

Oak Middle School:

Gabriela Belliveau, English Language Arts, Grade 7
Master of Education, American International College
Bachelor of English, Bridgewater State University

Michael Budwey, Drama
Master of Theatre Education, Emerson College
Bachelor of Theatre Performance, Northeastern University

Yuan Meng (shared with Sherwood Middle School), Chinese
Master of Education, Curriculum & Instruction, Chinese Language, Cleveland State University
Bachelor of Food, Nutrition, & Detection, Beijing City University

Jody Miller, Special Education
Master of Special Education, Moderate Disabilities (5-12), Fitchburg State University
Bachelor of Psychology, Allegheny College

Karley Newton, English Language Arts, Grade 7
Bachelor of English, Minor in Secondary Education, Framingham State University

Sophie Straubel, Science, Grade 7
Master of Biology, Clark University
Bachelor of Biology, Clark University

Colleen Zekos, Health and Physical Education
Bachelor of Health & Wellness Education, Worcester State University

Sherwood Middle School:

Katherine Carlson (shared with Shrewsbury High School), Music
Master of Music Education, University of Hartford
Bachelor of Music Education, University of Illinois, Urbana-Champaign

Monica Clune, Spanish
Bachelor of Liberal Arts, Framingham State University

Jennifer Cotie, English Language Arts/Social Studies, Grade 6
Master of English, Salem State University
Bachelor of English, Boston University

Nathan Forest, Health and Physical Education
Bachelor of Political Science, Fitchburg State University

Judith Gill, Special Education
Bachelor of Elementary Education, English, Bridgewater State University

Mollie Jasper, Mathematics/Science, Grade 6
Bachelor of Elementary Education, Mathematics, Worcester State University

Evan Sooy, Spanish
Bachelor of Accounting, University of Massachusetts, Amherst

All Elementary Schools:

Caroline Current, Health Education

Bachelor of Nutrition, Biology, & Health Education, Framingham State University

Beal:

Colleen Callahan, ELC Coordinator

Master of Education, Severe Special Needs, Lesley University

Bachelor of English Literature, Rhode Island College

Jamie Delmonico, ESL/ELL

Bachelor of Early Childhood Education, Worcester State University

Bachelor of Psychology, Worcester State University

Guinevere Molina, Kindergarten

Master of Non-Profit Management, The New School

Master of Early Childhood Education, Lesley University

Bachelor of Business Administration, Pace University

Ann Lambert, School Nurse

Master of Science, Nursing, Boston College

Bachelor of Psychology, Boston University

Coolidge:

Kimberly Berthiaume, Grade 2

Master of Education, Reading, Rivier College

Bachelor of Elementary Education, Bridgewater State University

Tiffani Grillo, Grade 1

Master of Teaching, Assumption College

Bachelor of Mathematics & Elementary Education, Assumption College

Jingyi Huang, Music (shared with Beal)

Master of Music Education, Oberlin Conservatory

Bachelor of Music, China Conservatory

Brittany Johnson, School Psychologist
Master of General Psychology, William James College
Master of Professional Psychology, William James College
Bachelor of General Psychology, University of Hartford

Laura Katragjini, Special Education
Bachelor of Early Childhood with/without Disabilities, Worcester State University

Floral Street:

Emily Song, Special Education
Master of Special Education, Simmons College
Bachelor of Psychology, Franklin & Marshall College

Kelcy West, Grade 3
Master of Elementary & Special Education, Wheelock College
Bachelor of Mathematics & Elementary Education, Wheelock College

Paton:

Megan Helwig, Grade 4
Bachelor of Psychology, Education, Mount Holyoke College

Shannon MacDonnell, Grade 3
Bachelor of Elementary Education, Assumption College
Bachelor of English Literature, Assumption College

Jenny White, Grade 2
Bachelor of Elementary Education, Psychology, Saint Michael's College

Spring Street:

Allison Sullivan, Grade 2
Master of Elementary Education, American International College
Bachelor of Business, Westfield State University

Shailyn Wilder, Special Education
Master of Integrated Elementary & Special Education, Wheelock College
Bachelor of Elementary Education & Developmental Psychology, Wheelock College

Parker Road:

Debra Cushman, School Psychologist
Master of School Psychology, Tufts University
Bachelor of Psychology, Dartmouth College

New Paraprofessional Staff

Shrewsbury High School:

Paul Bradley, Special Education Aide
Sharlene Carter, Special Education Aide
Amy Devlin, Special Education Aide
Laura Kirk, Special Education Aide
Chad Lawrence, ABA Technician
Jennifer Manning, Special Education Aide
Susan Tokay, Special Education Aide

Oak Middle School:

Ashley Boucher, ABA Technician
Nicole Davis, Special Education Aide
Gabriel Hopkins, SEI Tutor
Marlene Kriston, ABA Technician
Sally Martin, Child Specific Aide
John O'Malley, Child Specific Aide
Alisha Schutrick, ABA Technician
Daniel Waite, Special Education Aide
Darlene Walsh, Child Specific Aide

Sherwood Middle School:

Erin Duffy, Literacy Tutor
Johanna Evans, Special Education Aide
Kaitlyn Johnson, ABA Technician
Genevieve Steere, Child Specific Aide
Nancy Sutton, Curriculum Connections
Julie Walsh, Media Aide

Beal Early Childhood Center:

Abigail Bickford, Child Specific Aide

Emily DeLeon, ABA Technician

Coolidge Elementary School:

Alana Dion, ABA Technician

Jacqueline Resendes, ABA Technician

Floral Street Elementary School:

Gwendolyn Bois, ABA Technician

Molly Butler, Child Specific Aide

Caitlin Creem, ABA Technician

Jennifer Kallberg, Child Specific Aide

Cassandra Martin, Child Specific Aide

Paton Elementary School:

Linda Cumings, ABA Technician

Makenzi Tonelli, ABA Technician

Spring Street Elementary School:

Bailey Morgan, ABA Technician

Parker/Weslyan Preschool:

Emily Ryan, Instructional Aide