

NEWBURYPORT SCHOOL COMMITTEE

NEWBURYPORT, MASSACHUSETTS

**School Committee
Business Meeting**

Monday, February 7, 2022

6:30 PM

SC Packet Checklist: SC Business Meeting Agenda February 7, 2022
SC Meeting Agenda Notes February 7, 2022
SC Business Meeting minutes 1-18-2022
International Trips 2023: Belize
Freiburg & Lucerne
General Terms & Conditions
FY23 Preliminary Budget Overview
CISL Minutes – November 29
NHS College & Career Center ppt
School Improvement Plans ppt
Perspectives in Leadership and Change Class article

Newburyport Public Schools
Newburyport, MA
School Committee Business Meeting
Monday, February 7, 2022

6:30 PM, Senior/Community Center, 331 High Street, Newburyport, MA 01950

The Mission of the Newburyport Public Schools, the port where tradition and innovation converge, is to ensure each student achieves intellectual and personal excellence and is equipped for life experiences through a system distinguished by students, staff, and community who: - practice kindness and perseverance - celebrate each unique individual - value creativity; experiential, rigorous educational opportunities; scholarly pursuits; and life-long learning - provide the nurturing environments for emotional, social, and physical growth - understand and embrace their role as global citizens.

Business Meeting Agenda: The listing of matters are those reasonably anticipated by the Chair which may be discussed at the meeting. Not all items listed may in fact be discussed and other items not listed may also be brought up for discussion to the extent permitted by law. The meeting will be televised locally live on Comcast Channel 9 or stream via <https://ncmhub.org/share/channel-9/>

- 1. Call to Order & Pledge of Allegiance**
- 2. Public Comment** (*In Person Attendees Only*)
- 3. *Consent Agenda** - (warrants and minutes of 1-18-2022), *possible Vote*
- 4. NHS Student Representative Report**
- 5. Newburyport Education Foundation Updates (NEF)** – *Carrie O'Donnell*
- 6. *International Trips 2023 (Belize & Germany/Switzerland)** – *Andy Wulf – possible Vote*
- 7. FY23 Budget Update** – *Superintendent Sean Gallagher*
- 8. Subcommittee Updates**
 - a. Finance Subcommittee – Brian Callahan
 - b. Policy Subcommittee – Sheila Spalding
 - c. Joint Education Subcommittee – Bruce Menin
- 9. Ass't Superintendent's Report:** Newcomer's Update and CISL Update
- 10. Superintendent's Report:** Hiring, Perspective in Leadership and Change class and Superintendent's Newsletter
- 11. New Business**

*Possible Vote

Adjournment

The School Committee reserves the right to call **executive session, as provided under Chapter 30A, Section 21(a)(2), of the General Laws to discuss strategy sessions in preparation for negotiations, collective bargaining and/or potential litigation.

**Newburyport School Committee
Meeting Agenda Notes**

**Monday, February 7, 2022
6:30PM @ Senior/Community Center, 331 High Street, Newburyport, MA**

AGENDA NOTES

The listing of matters are those reasonably anticipated by the Chair which may be discussed at the meeting. Not all items listed may in fact be discussed and other items not listed may also be brought up for discussion to the extent permitted by law. The meeting will be televised locally live on Comcast Channel 9 or stream via <https://ncmhub.org/share/channel-9/>.

Agenda:

2. Public Comment (*In Person Attendees Only*)

3. *Consent Agenda - (warrants and minutes of 1-18-2022), possible Vote

4. NHS Student Representative Report by student representatives *Olivia Hansen & Avery Hochheiser*

5. NEF Update – *Carrie O'Donnell, Executive Director, will provide an overview of recent activities of the Newburyport Education Foundation (NEF), including allocations and a new naming rights opportunity at the high school.*

6. *International Trips 2023 – *NHS Principal Andy Wulf - possible Vote*

Two international trips are being planned for high school students in 2023. The first trip is an 8-day trip, “*Adventures in Belize*”, during 2023 April vacation. The second trip is a 12-day trip from July 12, 2023 to July 23, 2023 entitled, “*Leadership Conference, Freiburg & Luceren*”. Itineraries and trip details are attached and were submitted by NHS Visual Arts teacher Aileen Maconi.

7. FY23 Budget Update – *Superintendent Sean Gallagher will provide an overview of the preliminary FY23 Budget (see attached materials).*

8. Subcommittee Updates

- a. Finance Subcommittee – *Brian Callahan*
- b. Policy Subcommittee – *Sheila Spalding*
- c. Joint Education Subcommittee – *Bruce Menin*

9. Ass't Superintendent's Report: *Ass't Superintendent LisaMarie Ippolito will provide a status of recent newcomer's into the EL Program at NPS, and the activities at the recent CISL meeting (Minutes of November 29th, NHS College & Career Center presentation, and SIP presentation)(attached)*

10. Superintendent's Report: *Superintendent Sean Gallagher will provide updates in regards to hiring, a new high school class entitled “*Perspectives in Leadership and Change*” (see attached story), and the recent Superintendent's Newsletter.*

11. New Business

FYI: Upcoming Dates:

- ✓ **Nock School Council meeting:** Monday, February 14 @ 8:30AM
- ✓ **Bresnahan School Council meeting:** Wednesday, February 16 @ 8:10AM
- ✓ **SEPAC meeting:** Wednesday, February 16 @ 6:30PM
- ✓ **School Vacation Week:** February 21 through February 25
- ✓ **School Committee Business Meeting:** Tuesday, March 1 @ 6:30PM
- ✓ **School Committee Business Meeting:** Monday, March 7 @ 6:30PM

*Possible Vote

**NEWBURYPORT SCHOOL COMMITTEE
SCHOOL COMMITTEE BUSINESS MEETING
Senior/Community Center, 331 High Street, Newburyport, MA 01950
Monday, January 18, 2022**

Present: Mayor Sean Reardon, Sarah Hall, Juliet Walker, Brian Callahan,
Sheila Spalding, Bruce Menin, Steve Cole

CALL TO ORDER / ROLL CALL PLEDGE OF ALLEGIANCE:

Mayor Sean Reardon called the School Committee Business Meeting of the Newburyport School Committee to order at 6:35 PM. Roll call found all members present,

At this time Vice-Chairman Sarah Hall assumed the chairmanship of the meeting.

PUBLIC COMMENT:

There was no Public Comment at this time.

CONSENT AGENDA:

Warrants:

Motion:

On a motion by **Brian Callahan** and seconded by **Mayor Reardon** it was

VOTED: To approve, receive and forward to the City Auditor for payment the following warrants:

Warrant 8040	\$418,022.44
A-Warrant	92,191.38
	<u>2,953.72</u>
	\$513,167.54

Motion Passed Unanimously

MINUTES:

Motion:

On a motion by **Bruce Menin** and seconded by **Brian Callahan** it was

VOTED: To approve, receive and file the following:
SC Business meeting minutes of Monday, December 20, 2021.

Motion Passed

Sarah Hall abstained

Juliet Walker abstained

NHS STUDENT REPRESENTATIVES REPORT:

NHS student representatives Olivia Hansen and Avery Hochheiser reported on the following:

From the High School

- The High School band performed to support the inauguration of our new Mayor Sean Reardon.

- The High School's College and Career Center recently formalized a partnership with the College Guidance Network. One of the services this organization provides is access to live webinars regarding the college planning process. The first webinar took place on Tuesday, January 11.
- Boys Indoor Track won the Kinney Division championship in the Cape Ann League.
- Girls Hockey is 4-2-1 and played on Saturday and have games this week.
- Boys Basketball is 5-4.
- Boys Hockey is 3-5-1.
- Both ski teams started the season last week.

From the Nock Middle School

- The Nock Orchestra is working with NCM Hub as they film their performances to broadcast on the Hub. They are also planning for an outdoor spring performance.

From the Bresnahan

- Students part of the Pre K program at the Bresnahan School have been making costumes and acting out different roles as they participate in the reader's program. This is part of a grant that allows students to bring children's literature to life.

From the Molin School

- Monday, January 24 through Friday, January 28 the Molin School will be focusing on one of our Molin Values: Kindness by participating in the Great Kindness Challenge which is presented by Kids for Peace, a California based global nonprofit. This Challenge started with 3 Carlsbad schools in 2012 and has grown into a worldwide kindness movement with nearly 17 million students participating in all 50 states and 115 countries.

DISTRICT'S REVISED COVID PROTOCOLS PRESENTATION:

Superintendent Sean Gallagher introduced members of the NPS Medical Advisory Team, Lauren McDonald, Jessica Lasky-Su, Mike Allard and Lars Lundgren, MD who presented recent revisions to the district's COVID Protocols which are available on the district's website:

<https://www.newburyport.k12.is/COVID-19-updated-January-7-2022/index.html>

This included the following:

- Health Office visits through January 13 = 9,682
 COVID cases=- 423
 Medication doses delivered = 2,434
 Return to class rate = 90%
 Parent Communications = 5,515
- COVID Mitigation Strategies
 Vaccination, Distancing, Hand Hygiene Sanitizing, testing
- COVID Vaccination Status
 79% NHS students
 68% Nock Middle School students
 46% Bresnahan School
 54% Molin School students
- DESE COVID-19 Testing Recommendations
 Current Symptomatic testing
 Test and Stay
 Updated Symptomatic Testing

Test & Stay - discontinued
Weekly at home testing added

Brian Callahan asked concerning weekly testing - who? Answer: Everybody

Sarah Hall asked for a further explanation

Sheila Spalding inquired if there was an end date to testing

- Safety protocols/testing

Sheila Spalding asked if the school provides testing for students who are home for 5 days.

Answer: We can. We will replenish or test at school.

Bruce Menin thanked the members of the NPS Medical Advisory Team.

STRATEGIC PLAN UPDATE & OVERVIEW:

Superintendent Gallagher provided an update on the Strategic Plan and the Portrait of a Graduate which consisted of the following:

- Overview - Our planning is based on Amy Webb's Futurist Framework.
- Vision Portrait of a Graduate
- Overwhelmingly, participants recommended programming that allows our graduates to develop physical, social, and emotional wellness skills. Become literate across the disciplines, practice creation, innovation, collaboration and problem solving, engage civically and prepare for life after graduation.
- Strategy SCOG Analysis
- Tactics - District Goals, School Improvement Plans, Educator Goals
- Summary

Bruce Menin asked if this will impact the Budget Process. Answer: Yes.

Juliet Walker asked about future budget presentations.

SY22 SCHOOL COMMITTEE MEETING SCHEDULE REVISIONS:

Sarah Hall spoke about modifying the meeting schedule to reflect the new meeting dates as follows:

- Updated inauguration date/time, along with cancellation of the January 4th meeting.
- New Retreat date on February 1, from 6:00-9:00 PM at the Senior/Community Center.
- Move Monday, February 28 to Tuesday, March 1, as well as Monday, April 25 to Tuesday, April 26 so as not to conflict with City Council meetings.

Motion:

On a motion by **Bruce Menin** and seconded by **Brian Callahan** it was

VOTED: To approve the modifications to the SY22 School Committee Meeting Schedule as presented.

Motion Passed Unanimously

SUBCOMMITTEE UPDATES:

Finance Subcommittee

Brian Callahan reported they met and discussed fundraising for sports registration and Special Ed.

Policy Subcommittee

Sheila Spalding reported on this subcommittee.

Joint Ed

Bruce Menin said they have not met, but will meet after the first School Committee meeting.

SUPERINTENDENT'S REPORT:

Superintendent Gallagher reported on the following:

- Upcoming negotiations between NTA, Inst. Assistants, AFSCME
- Afghanistan Students - 28 students in the follow grades

PreK - 3	12 students
4-5	3 students
6-8	4 students
NHS	9 students

Translators have been hired; proving very successful
Teachers have been provided with professional development
Full time health teacher has been hired

Mayor Reardon inquired regarding housing.

- Staff Development Day
18 workshops - outside speakers as well as our own people
Mini workshop
Survey to staff - 100 commented
Well organized - great day for the district
- Kindergarten - tuition free this year
- PreK - programming - will be discussing
- Mr. Littlehale is working on the budget
- Special Ed budgeting - will be presenting
February 7 - snapshot overview of budget
March 1 - budget presented

Steve Cole spoke re: FY23 Budget Forum April 4

Sheila Spalding said she appreciated the work done - let the community know about the challenges and cultural differences regarding the Afghanistan students.

ORGANIZATIONAL MEETING AGENDA:

Mayor Reardon reported on the following:

- New Subcommittee Assignments
- MA State Ethics
- Operating Principles & Norms of Interaction

ADJOURNMENT:

Motion:

On a motion by **Sheila Spalding** and seconded by **Bruce Menin** it was

VOTED: To adjourn the Business Meeting of the Newburyport School Committee
At 7:40 PM

Adventures in Belize

April Vacation 2023

8 days

3 days dedicated to Leadership Summit

Min number of students needed: 6

Student to Chaperone Ratio 6/8 - 1

Price: \$3465

Price includes all transportation

Breakfast and Dinner

Travel Insurance

Entrance Fees

Lodging

Full time 24/7 Tour Director

Local Guides

Link to tour's webpage: www.eftours.com/2499924zp

(not available to students until approved)

Students who sign up in March 2022 will have till May 1st to decide and commit or get a full refund. After that date there is a \$300 non refundable amount (although an EF travel voucher can be for 100%) which increases at 110 days before departure in incremental amounts.

Students can receive either High School Credit at no extra cost of 3 college credits through SNHU at a low cost of \$215 tuition. The course, [PDHU 480D: Interculturalism and Global Exploration](#), helps students explore their destination, challenge their own assumptions, and discover connections between people, places, and cultures.

Leadership Summit: Below is a link to a video that is an overview to the Summit

Financial Assistance:

1. Donation Page - EF
2. Global Citizenship Scholarship Fund - EF
3. Fundraising (raffle, coffee sale, Moe's Italian Sandwiches, Business Sponsorships)



EDUCATIONAL
TOURS

Watch videos, read
reviews, and enroll on your
teacher's Tour Website

eftours.com/

This is also your tour number

ADVENTURE IN BELIZE

7 or 8 days | Belize City | Cayo region | Ambergris Caye

Belize is Central America's eco-frontier, a young nation with ancient roots that welcomes you with diverse ecosystems and wildlife, as well as different languages and cultures. Discover the mysteries of the Mayan civilization, zipline through lush jungles, and snorkel in crystal-clear Caribbean waters.

EVERYTHING YOU GET:

-  **Full-time Tour Director**
-  **Sightseeing:** 1 sightseeing tour led by an expert, licensed local guide
-  **Entrances:** Old Sugar Mill; Lamanai Ruins; cave tubing; ziplining adventure; jungle "survival" experience; Xunantunich Ruins; Chaa Creek Natural History Center; Belize Zoo; snorkeling
-  **Experiential learning:** Local exchange
-  **Personalized learning guide:** Our personalized learning experience engages students before, during, and after tour, with the option to create a final, reflective project for academic credit.
-   **All of the details are covered:** Round-trip flights on major carriers; comfortable motorcoach; boat; 6 overnight stays in hotels (7 with extension); 3 meals daily (Days 2-6 and Day 7 with extension); dinner on arrival day; breakfast on departure day
-  



Ambergris Caye



Anyone can see the world.

YOU'RE GOING TO EXPERIENCE IT.

As you can see, your EF tour includes visits to the places you've learned about in school. That's a given. But it's so much more than that. Immersing yourself in new cultures—surrounded by the people, the language, the food, the way of life—creates inspirational moments that can't be listed in an itinerary. They can only be experienced.

And the experience begins long before you get your passport stamped and meet your Tour Director in your arrival city. It begins the moment you decide to go. Whether it's connecting with other travelers on Facebook, Twitter, or Instagram, or delving deeper into your destinations with our personalized learning experience, the excitement will hit you long before you pack your suitcase.

When your group arrives abroad, everything is taken care of so you can relax and enjoy the experience. Your full-time Tour Director is with your group around the clock, handling local transportation, hotels, and meals while also providing their own insight into the local history and culture. Expert local guides will lead your group on sightseeing tours, providing detailed views on history, art, architecture, or anything you may have a question about.

When your journey is over and you're unpacking your suitcase at home, you'll realize the benefits of your life-changing experience do not end. They have just begun.

@EFtours I attribute my college semester abroad to the love for travel I discovered on an EF Tour in high school #traveltuesday

— MELISSA. TRAVELER



CHECK OUT WHAT A TOUR IS ALL ABOUT
Watch the videos at eftours.com/

Your teacher's Tour Website



What you'll experience on your tour

Day 1: Fly to Belize

- Meet your Tour Director at the airport in Belize City.


Day 2: Belize City | Lamanai

- Travel by boat to the New River Lagoon.
- Visit the Old Sugar Mill.
- Take an expert-led tour of the Lamanai Ruins. Named after Mayan ruler Lord Smoking Shell, who believed he was a descendant of the crocodile spirit, the name "Lamanai" means "submerged crocodile." As a result, you'll come across a number of crocodile carvings (and even some real crocodiles in the lagoon) as you explore these ruins, which date back as far as 1500 B.C. View three large pyramids, residential areas, open plazas, and a ball court. Make sure to check out the view from the High Temple, which looks out over the treetops, and the Mask Temple, where tall stone faces are carved into the sides of the structure.

Day 3: Belize City | Cayo region

- Travel to the Cayo region.
- Experience tropical wildlife and float in tubes through hidden caves that contain remnants of sacrificial offerings from the Mayan era.
- Experience the thrill of a ziplining adventure through the Belize canopy. (*Participants must weigh less than 275 lbs.*)
- See if you have what it takes to make it in the jungle. Local guides will teach you jungle "survival" skills, like how to make a fire, find water, and treat injuries.

Day 4: Cayo region | Xunantunich

- Explore the Xunantunich Ruins.
- Participate in a cultural exchange with locals.
- Visit the Chaa Creek Natural History Center or  take a jungle night hike.

Day 5: Cayo region | Ambergris Caye

- Visit the Belize Zoo.
- Travel by ferry to Ambergris Caye.

Day 6: Ambergris Caye


- Snorkel at Hol Chan, the first marine reserve established in Central America.
- Enjoy a free afternoon in Ambergris Caye.

Day 7: Depart for home

- Return by ferry to Belize City.
- Depart for your flight home.

1-DAY TOUR EXTENSION

Day 7: Ambergris Caye

- Enjoy a free day in Ambergris Caye or  go snorkeling in the Coral Gardens.

Day 8: Depart for home

- Return by ferry to Belize City.
- Depart for your flight home.

Too awesome for words. Can't put a price on an experience like that. I absolutely loved every second of Belize!

– RICHARD, STUDENT



TOP THREE THINGS I WILL SEE, DO, TRY, OR EXPLORE

1. _____

2. _____

3. _____

The easiest ways to
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800-665-5364



Enroll by mail
EF Educational Tours
Two Education Circle
Cambridge, MA 02141

My daughter has gained such an amazing view of the world and history from this experience. She has not stopped talking since I picked her up at the airport. Thank you for all the organization, helpful hints, flexible payment plan, and knowledgeable tour guides.

—CHARLOTTE, PARENT OF TRAVELER



Tour review

THE WORLD LEADER IN INTERNATIONAL EDUCATION

For over 55 years EF has been working toward one global mission: *Opening the World Through Education*. Your teacher has partnered with EF because of our unmatched worldwide presence, our focus on affordability, and our commitment to providing experiences that teach critical thinking, problem solving, collaboration, and global competence. What's more:

- **We always offer the lowest prices** so more students can travel.
- **We're fully accredited, just like your school**, so you can earn credit while on tour.
- **All of our educational tours feature experiential learning activities** and visits to the best sites.
- **We're completely committed to your safety.** We have more than 600 schools and offices in over 50 countries around the world, so local EF staff members can react quickly and in person wherever you travel.
- **Your full-time Tour Director is with your group** every step of the way on tour, providing insight about your destinations as well as great local tips.



Leadership Conference, Freiburg & Lucerne

Link to online page: www.eftours.com/2529302pu

(not available to students till approval)

Summer July 12, 2023 - July 23, 2023

12 days

3 days dedicated to Leadership Summit

Min number of students needed: 6

Student to Chaperone Ratio 6/8 - 1

Price: \$5850

Price includes all transportation

Breakfast and Dinner

Travel Insurance

Entrance Fees

Lodging

Leadership summit

Full time 24/7 Tour Director

Local Guides

Students who sign up in March 2022 will have till May 1st to decide and commit or get a full refund. After that date there is a \$300 non refundable amount (although an EF travel voucher can be for 100%) which increases at 110 days before departure in incremental amounts.

Students can receive either High School Credit at no extra cost of 3 college credits through SNHU at a low cost of \$215 tuition. The course, [PDHU 480D: Interculturalism and Global Exploration](#), helps students explore their destination, challenge their own assumptions, and discover connections between people, places, and cultures. This trip connects to the Model UN curriculum.

Leadership Summit: Below is a link to a video that is an overview to the Summit

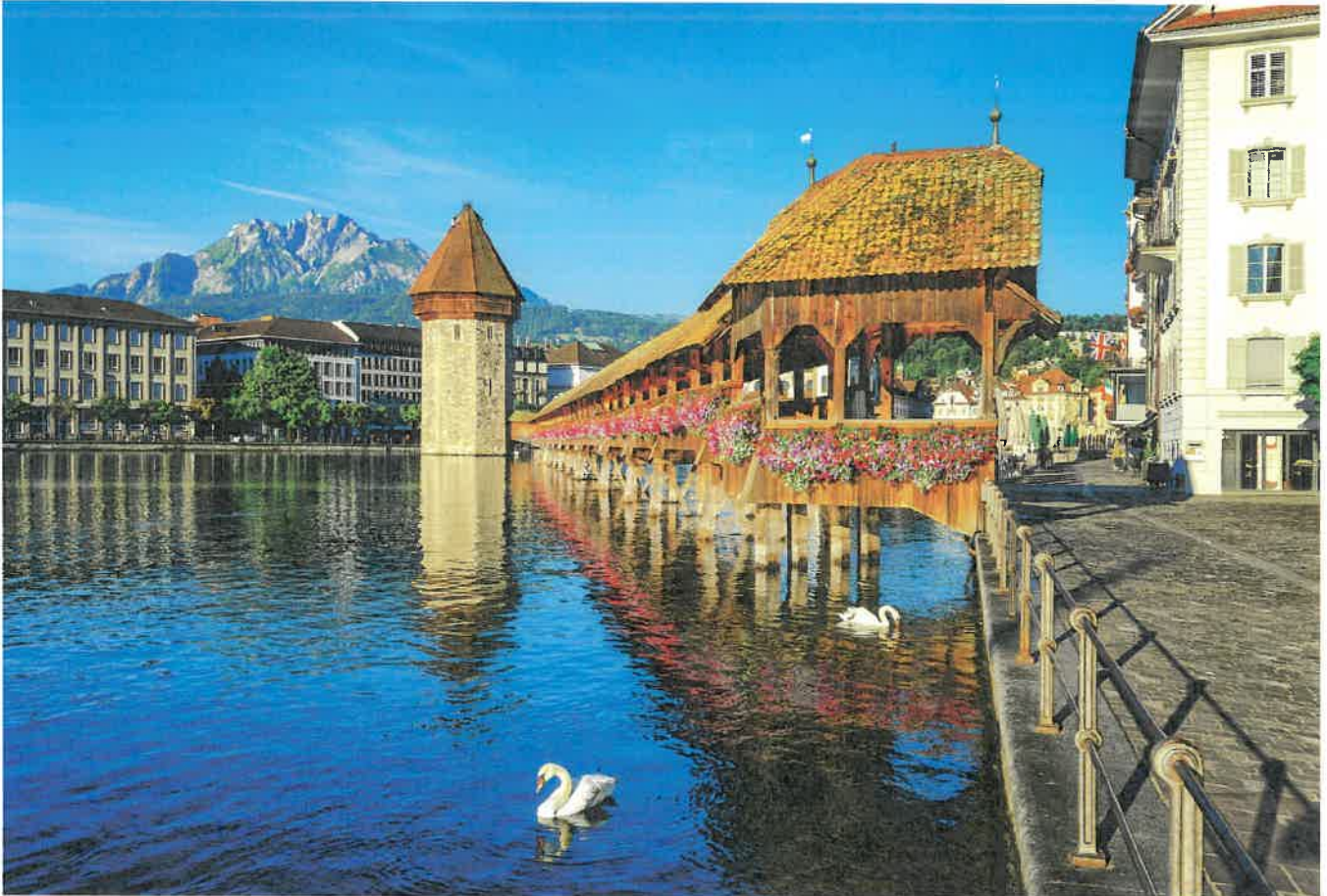
<https://fast.wistia.net/embed/iframe/btwvx5x3yo>

Former keynote speakers include: Al Gore, Jane Goodall, Anthony Bourdain, Randi Zuckerberg

Students work in teams to address a global issue. Winning Presentation will go on to be displayed at the Nobel Peace Museum

Financial Assistance:

1. Donation Page - EF
2. Global Citizenship Scholarship Fund - EF
3. Fundraising (raffle, coffee sale, Moe's Italian Sandwiches, Business Sponsorships)



GLOBAL LEADERSHIP SUMMIT:
CREATING A SUSTAINABLE FUTURE

Leadership Conference, Freiburg & Lucerne

From renewable energy and urban farming to eco-tourism and creative conservation, Germany and Switzerland have been at the forefront of some of the world's most innovative approaches to sustainability. Come together in Berlin with other students and teachers to focus on *Creating a Sustainable Future* during a three-day leadership conference before continuing on to Freiburg and Lucerne. Using your experience at the Summit and the expertise of these Alpine advocates as an example, consider what energy sources the world should be using moving forward. Explore the effects of the environment on our well-being and discover how local sustainable efforts can make an impact on a global scale.

12 DAY TOUR: JULY 12–23, 2023

Creating a Sustainable Future

Our world is constantly changing, along with our priorities, our plans, and our future. When it comes to building a sustainable future, what we do today matters. The first step? Defining what sustainable living means for you—whether it's promoting peace and justice, protecting education and the environment, or preserving language and culture. Our 2023 Global Leadership Summit will explore the importance of *Creating a Sustainable Future* and the power we have to create long-term change through our daily actions. Sound big? It is. But together, our impact is bigger.

WHAT TO EXPECT ON A SUMMIT

Immersive travel

Explore Europe on an immersive educational tour centered around *Creating a Sustainable Future* in eye-opening destinations.

Thought leaders among us

Learn from experts like Al Gore, Google, Jane Goodall, UNICEF, and Sir Ken Robinson during engaging workshops and discussions.

Project-based learning

Working on a small international team, you'll use the design-thinking process to create and present solutions to a global challenge.

Change you can feel

From innovative thinking to public speaking, every moment at an EF Summit is designed to inspire growth.

YOUR EXPERIENCE INCLUDES

Full-time Tour Director; 3 sightseeing tours led by expert, licensed local guides; 2 experiential activities; entrance fees for Topography of Terror Museum, urban farming visit, Innovation Academy, Hofgut Sternen, Entlebuch Biosphere; conference registration; round-trip flights on major carriers; comfortable motorcoach; hotels with private bathrooms; breakfast and dinner daily; lunch on days 5 & 6



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Innovate.
Collaborate.
Dance break.
Repeat.



Day 1: Fly overnight to Germany

Pack your bags (and a reusable water bottle!) and board your overnight flight to Berlin.

Day 2: Berlin

- Meet your Tour Director at the airport in Berlin, the vibrant capital of reunified Germany. The city has been transformed since the Berlin Wall fell in 1989 and is now a trailblazer in adopting sustainable living practices.
- As you stroll past cafes, restaurants, and embassies, take note of the city's efforts to encourage citizens to leave their cars behind.

Day 3: Berlin

- Take an expert-led tour of Berlin to see the Brandenburg Gate, Kurfürstendamm, and remains of the Berlin Wall.
- Stop at Checkpoint Charlie and visit the Topography of Terror Museum.
- Explore alternative methods of urban development with a local organization.

Day 4: Berlin | Leadership Conference

- Take an excursion to a working urban farm to learn about city agriculture. During this visit, you'll explore Berlin's sustainable food and farming practices.
- Kick off your leadership conference experience.

Days 5–6: Leadership Conference in Berlin

The leadership conference continues as you connect with other students in this inspiring and innovative setting. Over the course of the conference, you will hear from world-renowned keynote speakers, work with local and global experts, and collaborate with peers in small international teams. Using the design-thinking process, teams will develop solutions focused on *Creating a Sustainable Future*.

Day 7: Berlin | Freiburg

- Travel by train to the medieval city of Freiburg, now known for having reinvented itself as an eco-friendly community.

Day 8: Freiburg

- Explore the city with Innovation Academy, a nonprofit that focuses on sustainable living initiatives.
- Enjoy a guided interactive experience through Freiburg's eco-districts, which feature green buildings, bike trails, and urban gardens.

Day 9: Freiburg | Lucerne region

- Visit the town of Hofgut Sternen to check out local crafts, like the famous cuckoo clocks, and tour the village's sustainable facilities, including an on-site power plant.
- Learn how to make *flammkuchen*, a style of flatbread from the nearby Alsace region.
- Travel to the Lucerne region, an area that promotes environmentally friendly travel.

Day 10: Lucerne region

- Ride a cable car up the Swiss Alps, where you'll walk through a glacial cave and learn about the effects of climate change.
- Explore Lucerne with your Tour Director. Visit the poignant Lion Monument and the medieval Chapel Bridge, where you can admire the murals overhead.

Day 11: Lucerne region

- Hike with an environmental scientist through the Entlebuch Biosphere, a nature reserve and UNESCO World Heritage Site at the foot of the Alps.
- Explore Lucerne on your own.

Day 12: Depart for home

Head to the airport ready to address local challenges and initiate meaningful conversations back home.



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The medieval city of Freiburg is known for having reinvented itself as an eco-friendly community.



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The Entlebuch Biosphere, a nature reserve and UNESCO World Heritage Site, is nestled at the foot of the Alps.

JOIN A GLOBAL COMMUNITY. MAKE A LASTING IMPACT.

EF Global Leadership Summits help today's students become tomorrow's leaders. It's immersive travel, meets three-day student leadership conference, meets change you can see and feel—and it doesn't stop there.

Each Summit has a unique theme that challenges students to tackle a significant global issue. This programming goes hand-in-hand with specially designed educational tours, where students will experience eye-opening destinations from an entirely new perspective.

So, what does learning look like for students at an EF Summit?

- **Finding what motivates you.** Explore global topics alongside world-renowned speakers and while attending expert-led workshops.
- **Discovering what matters to others.** Collaborate in international teams to prototype innovative solutions to global challenges. The top teams will pitch their ideas on stage to earn a spot in the Nobel Prize Museum in Stockholm, Sweden.
- **Using it all to make a difference.** Bring these lessons home with you to create positive change in your own community. You can also further deepen your Summit experience by enrolling in an exclusive online course through Southern New Hampshire University that will earn you three transferable college credits.

When you join a Global Leadership Summit, you join an awesome and inclusive community of global citizens. Let's come together to see what we're capable of.

Visit eftours.com/summithighlights to see our past Summits in action.

SPACE IS LIMITED

Please ask your teacher for your tour number and visit eftours.com to get started or sign up.

Enroll online

eftours.com/enroll

Enroll by phone

800-665-5364

General Terms and Conditions

These Booking Conditions are valid for all EF tours departing after October 1, 2021. All tours are operated outside of the U.S. by EF Education First International, Ltd., Switzerland. EF Institute for Cultural Exchange, Inc. is a marketing service provider for that company and is referred herein together with EF Education First International, Ltd. as "EF."

WHAT'S INCLUDED IN THE PROGRAM PRICE?

- \$95 non-refundable enrollment deposit
- Round-trip airfare
- Accommodations in hotels with private bathrooms
- A Tour Director available 24 hours a day from when you arrive until you depart
- Breakfast and dinner daily in Europe. (For non-European destinations different meal plans may apply.)
- Sightseeing tours and excursions led by licensed local guides as specified
- Airport transfers and transportation between destination cities
- Transportation to all included activities
- Entrance fees and theater tickets as specified
- EF walking tours and Tour Director-led sightseeing as specified
- Cruises, trains, or ferries as specified
- Adult supplement (if applicable)
- 24-hour worldwide emergency service
- Support from EF representatives abroad
- EF backpack and luggage tag for each tour

The above apply to all tours unless otherwise noted on the tour itinerary. If we ever fail to provide you with any of the above, we will refund you its value upon your return from the tour.

What does the non-refundable enrollment deposit include?

All travelers must pay the non-refundable, non-transferable \$95 enrollment deposit upon enrollment in order for the enrollment to be complete. After travel is completed on the first tour, repeat travelers will receive a \$100 repeat traveler discount off of future tours.* (EF Explore America repeat travelers will receive a \$50 repeat traveler discount off of future EF tours.) The \$95 non-refundable enrollment deposit includes:

- EF's Standard Cancellation Policy and Peace of Mind program as described on pages 19-21
- Processing services by EF staff
- Eligibility for discounts on other EF programs

*Repeat travelers are paying travelers who traveled beginning in 2003. Travelers who cancel their tour prior to traveling are not eligible for a repeat traveler discount. The repeat traveler discount is non-refundable and non-transferable.

WHAT'S NOT INCLUDED IN THE PRICE?

- Rooming supplement (if applicable)
- Optional excursions (except where indicated)
- Global Travel Protection plan or Global Travel Protection Plus plan (except where indicated)
- Beverages and lunches (except where indicated)
- Transportation to free-time activities
- Customary gratuities (for your Tour Director, bus drivers, and local guides)
- Portage
- Any applicable baggage-handling fees imposed by the airlines (see [eftours.com/baggage](https://www.ef-tours.com/baggage) for complete details)
- Expenses caused by airline rescheduling, cancellations, or delays caused by the airlines, bad weather, or events beyond EF's control (see next page for details)
- Passport, visa, and reciprocity fees or any other fees associated with entry to or exit from a specific destination

GROUP TRAVEL

How does group travel work?

We believe that all students should have the opportunity to travel, which means we do everything we can to keep our program prices the lowest in the industry without sacrificing quality. One of the ways we do that is by combining groups to fill a tour bus so that all travelers help cover the costs of the bus, the Tour Director, local guides, etc. Consolidating groups also allows travelers to meet students from other schools, although groups may not be of the same age level.

Therefore, in order for everyone to travel for the lowest price possible, group travel requires some flexibility. Each group submits its preferred tour choices and travel dates, and then we book all of the groups with the same requested tours on one specific departure date. Because EF is the largest student travel provider, it's rare that groups do not travel on their first-choice tour. However, on occasion, we may need to book your group on a second-choice tour. In the event we cannot offer for booking a tour comparable to your first-choice tour, travelers can opt to receive a full refund. Once a program is booked, EF's Standard Cancellation Policy applies. EF strives to keep departure dates within two days of the requested date for tours departing October through April and within four days of the requested date for tours departing May through September. Your final tour itinerary and travel dates will be confirmed approximately two months prior to departure. Group Leaders also retain the ability to change the requested tour or travel dates on behalf of their group.

Anything else I need to know about my itinerary?

Based on your travel dates, there may be times when it becomes necessary to modify your itinerary. Sometimes this involves changing the order in which cities are visited, altering your length of stay in a city or country, or using an alternate airport. On certain days, especially holidays, some tour inclusions may be unavailable. In such cases, we will substitute different inclusions or provide a refund after the tour. Tours are designed for students, as reflected in the pacing, accommodations, and other aspects of the tour.

PRIVATE GROUPS

What if my group wants to travel on our own without being consolidated?

If you want the privacy of your own tour bus and Tour Director, you can choose to travel as a private group. This option is available for an additional fee, which varies based on the final number of paying travelers. If your group fills a standard-size tour bus, the private group option is free. The itinerary may not be modified while on tour (i.e. you do not have the tour bus at your disposal); however you are able to make certain tour modifications prior to the tour departure. Although your base itinerary will include only your group, you may be consolidated with others during optional excursions. Also, due to flight and hotel availability, we require the same departure date flexibility as described above. Please let EF know prior to your first enrollment if you would like to be a private group.

What if my group is traveling on a customized tour?

If your group is traveling on a customized tour, you will automatically be traveling as a private group. The tour price for your customized tour can fluctuate based on the group size and will be finalized based on the number of paying travelers at the time of departure.

ENROLLMENT

All Enrollment Forms must be received at EF by at least 110 days prior to departure. Travelers should provide complete first, middle, and last names, and dates of birth as they appear (or will appear) on their passports.

What is the cost of a name correction?

Any corrections to match passport names made after 110 days prior to departure require that we change the flight reservation, resulting in a minimum fee of \$200 per airline up to the cost of a new published fare ticket. This may also result in a different flight itinerary from the rest of the group. Travelers who have not yet applied for a passport should provide their full name and date of birth as they appear on their birth certificate.

How do travelers enroll?

Enrollment Forms and payment can be submitted to EF in any of the following ways:

- Online: [eftours.com/enroll](https://www.ef-tours.com/enroll)
- Phone: 800-665-5364
- Mail:
EF Educational Tours
EF Center Boston
Two Education Circle
Cambridge, MA 02141

For your convenience, travelers are automatically enrolled in paperless billing. Travelers who prefer to receive invoices by mail may request this by logging into their account at eftours.com or by calling 800-665-5364.

Can a traveler enroll on a waitlist if the tour is full?

Upon the discretion of the Group Leader, a waitlist may be offered for full tours. The \$95 non-refundable enrollment deposit is required for waitlist enrollments. If space becomes available on the tour and the applicant chooses to enroll, EF's payment plan and cancellation policies apply immediately. If space is not available by 14 days prior to departure or if the applicant cancels from the waitlist, the \$95 non-refundable enrollment deposit will be refunded.

Can children under 11 go on tour?

We do not allow children under the age of 6 to travel with us. Travelers ages 6-10 must have an adult chaperone other than the Group Leader and will have to room with that chaperone. Travelers may choose to stay in a family room (a room with two twin beds and a cot) or in a twin (a room with two beds). Applicable fees will apply.

Can adults go on tour?

EF's published program prices are based on student rates for transportation, admissions, accommodations, etc. We welcome adults (those age 20 and older, including those who will turn 20 while on tour) but have to charge a per-person flat fee supplement of \$100 plus \$50 per night of the tour to cover the difference between student and adult rates. Adults will pay an additional \$40 per night for the sea portion of their tour on overnight ferries and cruises, where applicable. Please see next page for information on adult rooming. Groups comprised of a majority of adults must select the private group option. All adult travelers will be required to complete a background check through a third party company prior to traveling. EF reserves the right to cancel any traveler if, in EF's sole discretion, it determines the results pose a risk to the group's safety or wellbeing.

LATE ENROLLMENTS

Can a traveler enroll after 110 days prior to departure?

Yes. A traveler may submit a late enrollment request 109 days or fewer prior to departure. The traveler must enroll on the tour, pay a non-refundable \$145 late enrollment fee, and make full payment of the current program fee. The traveler will be placed on a waiting list while we check bus, flight, and hotel availability. The traveler is responsible for any additional charges that may apply. We may also offer an alternate flight to meet up with the tour or the option of arranging your own flight and buying the land-only portion of the tour.

If we are unable to place the traveler on a tour or the traveler does not wish to pay the additional charges, the traveler may cancel their enrollment request and receive a full refund.

PASSPORTS, VISAS, OTHER TRAVEL DOCUMENTS & ENTRY REQUIREMENTS

Who is responsible for obtaining a traveler's passport, visas, and other travel documents and for complying with a destination's entry requirements?

Each traveler is solely responsible for obtaining prior to departure a valid passport, applicable visas, and any other required travel documents, as well as verifying and satisfying the entry and exit requirements necessary for each destination of the tour itinerary. This may include required medical documents, testing, or proof of vaccinations (including any requirement to provide proof of full and up to date COVID-19 vaccination). All U.S. passports must be valid for at least six months following the tour's return date, and travelers will need to provide passport information to EF by 110 days prior to departure. Non-U.S. citizens will need to contact the embassy or consulate of their destination countries to ensure they meet specific entry requirements. Remember to check your itinerary carefully for all countries that will be visited (including countries visited in transit). Visit the U.S. Department of State's travel website at www.travel.state.gov for more information. If a traveler is unable to obtain these travel documents or meet any applicable entry or exit requirement, EF's Standard Cancellation Policy will apply and travelers will be solely responsible for any incurred expenses.

CAN I HELP PROTECT MY INVESTMENT?

Global Travel Protection plan

Travelers can help protect their investment from the unexpected with the offered Global Travel Protection plan. Designed specifically with EF travelers in mind, this plan includes both pre and post departure benefits, which includes medical

expense coverage that may apply on tour and tour cancellation for stated reasons such as serious injury or illness or financial hardship due to job loss. All benefits are subject to the limits, terms, and exclusions of the policy available at <https://www.sis-inc.biz/tours/efeducationaltours/>. Learn more at eftours.com/protection. The Global Travel Protection plan becomes non-refundable after any of the following occur: when you depart on your tour, when you file a claim, or 10 days after receipt.

Global Travel Protection Plus plan

In addition to the benefits provided in our Global Travel Protection plan, travelers who purchase the Global Travel Protection Plus plan are provided with additional benefits for tour cancellation. Travelers are able to cancel their tour up to 24 hours prior to departure for any reason and receive a refund of their tour program cost (less the cost of the plan and other Non-Refundable Fees). Learn more at eftours.com/protection. The Global Travel Protection Plus plan must be purchased at the time of enrollment and is non-refundable after any of the following occur: when you depart on your tour, when you file a claim, or 10 days after receipt.

FLIGHT INFORMATION

Which airlines are used by EF?

EF reserves seats with major airlines, including Aer Lingus, Air Canada, Air France, Air New Zealand, Alitalia, American, British Airways, Copa Airlines, Delta, Iberia, Icelandair, KLM, LATAM Airlines, Lufthansa, Qantas, Swiss, United, Virgin Atlantic Airways, and other U.S. and international carriers.

Our contracts do not allow upgrades, stopovers, or the accrual of frequent flier miles.

What will my flights be like?

We always do our best to provide the most direct route to your destination city. However, due to available flight routings, we cannot guarantee non-stop or direct flights. Sometimes, groups may travel on an overnight red-eye flight, departing the evening before the tour is scheduled to begin. In rare cases, groups may have a domestic and/or international overnight, layover, and/or bus transfer. Based on seat availability and the size of the plane, we may not be able to accommodate all members of a group on the same flight, in which case the Group Leader will determine on which flight itinerary each traveler will travel. In such instances that a traveler is not satisfied with their flight assignment, standard cancellation fees apply. We are not able to pre-assign seating. Seat assignments will be provided upon check-in. Depending on your group's size, travelers may or may not sit together. Some countries may require aircraft insecticide treatment for inbound foreign flights. A list of such countries is available at eftours.com/insecticide.

Do I have to travel on all legs of my flight itinerary?

You must travel on all legs of your itinerary. If you do not travel on a portion of your flights, the remaining portions will be cancelled. You will be responsible for purchasing a new ticket as well as for any service fees charged by the airlines.

What happens if my flight is delayed?

EF is not responsible for airline schedule changes or mechanical, weather, or capacity-related flight delays; however, visit eftours.com/protection for benefits offered in the Global Travel Protection plan and Global Travel Protection Plus plan.

Are any airports interchangeable?

Flights to and from the following destinations may originate/end at any of the airports in that vicinity. On occasion, the tour may return to a different airport than the one you departed from.

- Chicago: O'Hare or Midway
- Dallas: Dallas/Fort Worth or Dallas Love Field
- Houston: George Bush Intercontinental or Hobby
- Miami: Fort Lauderdale or Miami
- New York: LaGuardia, JFK, or Newark
- San Francisco: Oakland, San Jose, or San Francisco
- Washington, D.C./Baltimore: BWI, Dulles, or Ronald Reagan National
- Ireland: Cork or Shannon
- Italy: Milan or Venice
- Scotland: Edinburgh or Glasgow

Are there flight restrictions for travelers under 18?

Anyone younger than 18 years old traveling apart from the group without an adult companion must contact each airline on the minor's itinerary and may need to register as an unaccompanied minor per the airlines' policies. Some airlines will not allow minors under 16 years of age to travel without an adult companion. Any resulting fees will be assessed by the airlines and are the responsibility of the traveler. Additionally, travelers younger than 18 years old are not permitted to travel land-only unless accompanied by an adult traveling on the tour.

SPECIAL TRAVEL REQUESTS

EF is happy to provide stay-ahead/stay-behind options, alternate departure airports, and land-only tours for individual travelers or the whole group. If you have requested special travel arrangements, EF cannot guarantee that you will fly with your group in either direction.

What if the whole group wants to do a stay-ahead or stay-behind?

Where possible, EF will provide altered flight and/or land arrangements for a group of at least six paying travelers plus the Group Leader. Each traveler will have to pay any additional air and/or land costs. The Group Leader should submit one request for the whole group, which needs to be received prior to the first enrollment.

What if only one traveler has a special travel request?

Individual special travel requests should be submitted online at eftours.com by 110 days prior to departure. Please keep in mind that you should not make any actual arrangements—such as booking a flight or hotel—until final tour itinerary and departure date have been finalized (around 60 days prior to departure). A \$150 service fee plus any additional air and/or land costs will be charged.

What are the types of individual special travel requests?

- Individual stay-ahead/stay-behind option: Where possible, EF will provide altered flight arrangements, according to a traveler's request. Travelers are responsible for making their own arrangements to and from the hotel or airport as well as all land arrangements pertaining to their individual itinerary.
- Alternate departure airports: Program prices are based on group departures. If an individual chooses to fly out of a different airport than the group, the program price of the alternate airport will apply. Travelers must depart from and return to the same domestic airport.
- Land-only tours: On certain tours, travelers have the option to make their own flight arrangements and join the tour at the first hotel on the itinerary. Travelers are responsible for making their own arrangements to and from the hotel or airport. In this case, the program price will be reduced depending on the length and destination of the tour. EF is not responsible for any travel-related delays or inconveniences for land-only travelers. Additionally, travelers younger than 18 years old are not permitted to travel land-only unless accompanied by an adult traveling on the tour.

EXCURSIONS**What are excursions?**

EF offers these activities in addition to what is already included on the itinerary. Most Group Leaders choose to add excursions to all traveler accounts.

When should I purchase excursions?

To secure a discounted price, most excursions need to be purchased by 50 days prior to departure (70 days for Versailles). Some excursions may be purchased on tour, though at an increased price.

Are excursions refundable?

If EF cancels an excursion (due to low enrollment, for example), travelers will receive a full refund for the excursion after returning home from tour. To receive a refund for an excursion that you simply no longer wish to be enrolled in, you must let us know by 50 days prior to departure or no refund will be given.

ROOMING

EF handles final rooming assignments for all travelers. We make rooming assignments based on the sex identified on your passport. If you tell us you identify as a different sex, we will work to accommodate you. Please ensure that all rooming requests are submitted by 110 days prior to departure.

How are students roomed?

Students will room in triples or quads with others of the same sex from the entire tour group. This means that students from different schools may room together. EF uses hotels with rooms that contain two double beds (beds for two people). Two students are expected to share each bed.

Can students request a twin room?

Students may request twin accommodations (a hotel room with two single beds) by submitting the name of their roommate. The following additional fees will apply:

- \$50 per hotel night per student
- \$90 per ferry or cruise night per student

How are adults roomed?

Adults are placed in twin accommodations (a hotel room with two single beds) with another adult of the same sex from the entire tour group, unless the name of a roommate has been provided. This will mean that adults from different schools/organizations may room together.

Can adults request a room with a double bed?

Adults can request double-bed accommodations (a room with one bed for two people) by providing EF with the name of their roommate by 110 days prior to departure.

Can adults request a single room?

Adults can request a single room for an additional \$40 per hotel, cruise, or ferry night. This fee is in addition to the standard adult supplement fees covered on the previous page.

MISCELLANEOUS**When does the tour officially start and end?**

Each tour begins with the take-off from the departure airport and ends when the flight lands at the return airport. For those making their own flight arrangements, the tour begins upon arrival at the first EF hotel and ends upon departure from the last EF hotel, according to the itinerary. The official length of an EF tour does not include stay-ahead, stay-behind, or any optional periods or activities when travelers are not escorted by a Tour Director.

What if a refund is due?

Where applicable, refunds for overpayment will be issued upon request and after the most recent payment has been in the traveler's account for 21 days. Refunds will be issued back to the original form of payment unless that is no longer valid, in which case a refund check will be issued in the name that appears on the traveler's account. All refund checks are mailed 4-6 weeks after the request has been processed. There will be a non-refundable \$35 stop-payment fee for lost refund checks.

Non-Refundable Fees

Non-Refundable Fees are defined as the Enrollment Deposit (\$95), Global Travel Protection plan cost (\$165), Global Travel Protection Plus plan cost (\$460) and Manual Payment Plan Fee (\$50) as well as any late fees, late enrollment fees, Automatic Payment Plan decline charges, return check/direct debit fees, late special travel request fees and canceled check fees which have been applied to the account at the time of cancellation.

What about lost belongings?

EF is not responsible for loss of passports, airline tickets, or other documents, or for loss of or damage to luggage or any other passenger belongings. In the case of lost travel documents, the traveler is solely responsible for meeting the airline's requirements (both logistical and financial) for ticket replacement.

What about travelers with food allergies?

EF recognizes that some travelers may have severe food allergies. We will do our best to ensure that our suppliers are informed of the situation, but we cannot guarantee that all requests will be accommodated. Travelers are responsible for making their own arrangements for all in-flight meals.

How can I protect myself from the risk of COVID-19 while on tour?

Taking personal responsibility for your wellbeing begins with packing any personal protective equipment and sanitizers you require. Adopt physical distancing and hygiene practices throughout your pre-trip travel arrangements and follow all health instruction, whether physical signage or requests from the Tour Director or our staff once on tour.

What items are prohibited from tour?

For the safety and well-being of all travelers, no firearms or any other weapons are permitted on tour except as required by law.

What if my tour dates do not fall in the range covered by these Booking Conditions?

Visit eftours.com/bc for the most recent version of the latest travel year's Booking Conditions.

PERSONAL DATA

EF will process your personal data in compliance with applicable data protection legislation for the purposes of completing your enrollment, customer service, the purchase of an offered travel protection plan, and providing you with the products and services related to your tour. This may entail sharing your personal data with corporate affiliates, claims handlers, insurance providers, and other business partners both within and outside the U.S., including to and within the EEA/Switzerland. We have put appropriate safeguards in place for such transfers of your personal data, including the standard data protection clauses adopted by the European Commission. EF may also use your personal data, combined with data from third parties, to market products and services based on your interests, including by email and SMS/text. You may contact EF at any time to unsubscribe from any direct marketing purposes.

We will only keep your personal data for as long as it is necessary for the purposes for which it has been collected or in accordance with time limits stipulated by law and good market practice, unless further retention is necessary for compliance with a legal obligation or for the establishment, exercise or defense of legal claims. We will keep your personal data for marketing purposes until you withdraw your consent. If you have questions about the processing or use of your personal data, would like to have a copy of the information EF holds about you, or have inaccurate personal data corrected or erased, please contact Traveler Support at 800-665-5364.

PROTECTION FOR TRAVELERS' PAYMENTS

Traveler's tour money has protection in the unlikely event of EF bankruptcy, insolvency, or cessation of business under our participation in the United States Tour Operators Association (USTOA) \$1 Million Travelers Assistance Program. For program details and a list of its affiliates, contact USTOA by mail at 275 Madison Avenue, Suite 2014, NY, NY 10016, by email at information@ustoa.com, or online at USTOA.com.

Cancellations and Modifications

STANDARD CANCELLATION POLICY

The cancellation policies outlined below take into consideration the costs EF incurs often years before groups ever depart. Notice of cancellation from an EF tour will only be accepted from the traveler, their legal guardian, or the Group Leader. The date of cancellation will be determined by the date on which EF receives notice. In order to qualify for refunds in accordance with EF's Standard Cancellation Policy, all payments must be received on time.

EF's Standard Cancellation Policy*

- *150 days or more prior to departure:* Full refund less the \$95 non-refundable enrollment deposit, all Non-Refundable Fees, and a \$300 cancellation fee.
- *149 to 110 days prior to departure:* Full refund less the \$95 non-refundable enrollment deposit, all Non-Refundable Fees, and a \$500 cancellation fee.
- *109 to 45 days prior to departure:* Full refund less the \$95 non-refundable enrollment deposit, all Non-Refundable Fees, and 50% of the program price.
- *44 days or less prior to departure:* No refund will be issued.

*Travelers who purchase a Global Travel Protection plan have the opportunity to cancel the trip until 60 days prior to departure due to reasons not covered by the insurance underwritten by United States Fire Insurance Company and have the option to rebook to another EF Educational Tour within 30 days of such cancellation. Traveler is responsible for finding a new tour, and final placement is based on availability. Such tour needs to take place within 180 days from cancellation, and any difference in price will be covered by the traveler (non-refundable fees from the original tour will not be put toward the rebooked tour). This benefit is not an insurance provided by United States Fire Insurance Company.

*Travelers who purchase the Global Travel Protection Plus plan have the option to cancel with a non-insurance Cancel for Any Reason waiver provided by EF Educational

Tours. The non-insurance Cancel for Any Reason waiver provided by EF Educational Tours provides a cash refund for trip costs paid (less the cost of the plan and other Non-Refundable Fees) to EF Educational Tours for cancellation prior to departure. For plans issued in New York, customers can purchase the non-insurance Cancel for Any Reason waiver separately from the rest of the travel protection plan – for further details, please contact Specialty Insurance Solutions at 877-974-7462 ext. 321.

Cancellation with replacement**

- *150 days or more prior to departure:* Full refund less the \$95 non-refundable enrollment deposit and all Non-Refundable Fees.
- *149 to 110 days prior to departure:* Full refund less the \$95 non-refundable enrollment deposit, all Non-Refundable Fees, and a \$100 substitution fee.
- *109 days or less prior to departure:* Replacements can no longer be accepted and EF's Standard Cancellation Policy will apply.

** Cancellation with replacement refers to a traveler who cancels but finds a person to replace them for the same program. The replacement's Enrollment Form must be submitted at the same time as the notification of cancellation.

GROUP LEADER CANCELLATIONS

A Group Leader must accompany travelers on every tour. If a Group Leader cancels for any reason, they will be asked to assign a new Group Leader. Any travelers who cancel at this point and choose not to travel with their replacement Group Leader will be treated as standard cancellations. If no replacement Group Leader is found, the affected travelers will need to cancel to be eligible for EF's Standard Cancellation Policy. Those travelers interested in being placed with a new tour group should contact EF at 800-665-5364. If we cannot find a new tour for these travelers, EF's Standard Cancellation Policy will apply.

CANCELLATIONS OR MODIFICATIONS REQUIRED BY EXTERNAL EVENTS BEYOND EF'S REASONABLE CONTROL

EF shall not be liable to any traveler for the need to cancel, modify, or postpone the tour as a result of events that are beyond EF's reasonable control. These matters include such "acts of God" or force majeure events as actual or threats of: epidemics or pandemics, or other public health issues or emergencies (such as but not limited to the current COVID-19 pandemic); severe weather events or natural disasters such as but not limited to hurricanes, earthquakes, tsunamis, tornadoes, fires, floods, volcanic activity, or landslides; war (whether declared or undeclared); terrorist activities; instability in a destination location; incidents of violence, riot, sabotage, civil commotion, or nationalization; strikes or labor disputes or lockouts; government orders, sanctions, actual or potential quarantines, or other restrictions affecting travel in, to, or around a location; disruption to transportation; chemical or radioactive contamination; or any other reason that makes it actually or potentially impossible or illegal for EF to conduct the tour as originally contracted. EF incurs substantial non-recoverable costs and expenses of its own in planning, preparing, and pre-paying amounts for such tours. Accordingly, if EF cancels a tour for any such reason, travelers will receive an EF Future Travel Voucher for all monies paid, less the cost of any purchased travel protection plan. Cancellation, modification, or postponement by EF for causes described in this section shall not be a violation of its obligations to any traveler and will not be deemed a "failure" to provide travel services.

COVID-19 CANCELLATIONS, MODIFICATIONS, OR REQUIREMENTS

In the event external events beyond EF's reasonable control have not rendered a tour program impossible or illegal to depart as scheduled yet EF reasonably decides in its sole discretion that the program must nevertheless be cancelled, modified, or postponed due to health or safety concerns related to the COVID-19 pandemic or because issues related to the COVID-19 pandemic would affect the quality of the program, travelers acknowledge that EF's sole obligation to them will be to issue an EF Future Travel Voucher in the amount of all monies paid, less the cost of any purchased travel protection plan. EF and the enrolled traveler agree that a cancellation, modification, or postponement by EF for causes described in this section shall not be a violation of its obligations to any traveler and shall not be deemed a "failure" to provide travel services.

EF is not responsible and shall not be liable to any traveler for any destination-imposed travel entry or exit requirement related to COVID-19, including but not limited to vaccination, testing, or other public health requirements. Customers who are unwilling or unable to comply with such travel or entry requirements and who choose to cancel their tour are subject to EF's Standard Cancellation Policy. EF also reserves the right in its sole discretion to, in good faith efforts to protect against health concerns, exceed destination-imposed travel or entry requirements and require full vaccination against COVID-19, pre-tour and on-tour testing for COVID-19, and other public health measures for travelers to certain destination. In such an event, for tours departing prior to September 30th, 2022, travelers unable or unwilling to meet such requirements must notify EF of their decision to cancel by no later than 110 days prior to departure. Travelers acknowledge that EF's sole obligation in that instance is to issue an EF Future Travel Voucher for all monies paid, less the cost of any purchased travel protection plan. EF's Standard Cancellation Policy applies to travelers who cancel for a reason covered by this provision within 110 days prior to departure. Travelers departing on a tour after September 30th, 2022 are subject to EF's Standard Cancellation Policy.

Peace of Mind Program

We understand that plans can change due to unforeseen circumstances. EF provides an exclusive Peace of Mind program to account for such situations. This program is automatically included for all travelers and can be enacted at the group level for any reason, including terrorism, pandemics, or other world events. Your Group Leader may choose from the following options:

45 days or more prior to departure

- Work with EF to modify your group's current tour itinerary and dates, or find a new tour, and apply all money paid to the new tour
- Cancel your tour and all travelers will receive a transferable Future Travel Voucher in the amount of all monies paid for the original tour, less the cost of any purchased travel protection plan
- Cancel your tour with applicable fees under the Standard Cancellation Policy

44 days or less prior to departure

If any location(s) included in the group's itinerary is newly designated as a Travel Advisory Level 4 by the U.S. Department of State; or a U.S. federal or state governmental authority has newly imposed a travel ban to your destination, or newly issued an order requiring a self-quarantine for travelers in your group upon arrival to a location on your itinerary or upon return home from a location on your group's itinerary; your Group Leader or the individual traveler may choose not to depart on the tour as scheduled and will have the same Peace of Mind Options set forth above.

Peace of Mind Program Terms & Conditions

Benefits of the Peace of Mind program are only available to the entire group and not to individual travelers unless specifically indicated. Travelers missing any payment deadlines must pay any incurred late fees to qualify for this program. Revised tours must depart within 1 year of the original tour. If the revised tour has a higher price than the original tour, travelers will be required to pay the difference as a condition of traveling on the revised tour. If EF cannot accommodate a revised tour request and/or the group decides not to travel on the original tour, then the group may opt for Future Travel Vouchers. If the group does not travel on the original tour, travel on a revised tour, or receive a Future Travel Voucher, standard cancellation fees will apply.

Travelers cancelling from a revised tour will be charged a cancellation fee based on the date that the original tour was revised or the date of cancellation from the revised tour, whichever is higher. EF will make every effort to accommodate revised tour requests.

Future Travel Vouchers are valid up to 25 months from the month of the original tour's scheduled departure. Future Travel Vouchers are transferable at the face value of the voucher to members of the traveler's immediate family or school community. The Future Travel Voucher is not a merchandise credit or a gift certificate and may not be redeemed for cash unless specifically noted on the voucher. Travelers who had booked their program by redeeming a previously issued Future Travel Voucher may have different terms and options available to them based on the originally issued voucher terms.

COVID-19 Peace of Mind Program

EF provides an exclusive COVID-19 Peace of Mind program for tours scheduled to depart between October 1, 2020 and September 30, 2022, to account for situations related to the COVID-19 pandemic. This program is automatically included for travelers within these departure dates and can be enacted at the group level and specific options can be implemented at the individual level.

Up until 110 days prior to the departure of your tour's original departure date, your Group Leader can enact the COVID-19 Peace of Mind program on behalf of your group for any reason. In that event, your Group Leader can choose one of the following options (referred to as "Group COVID-19 Options"):

- Change the travel dates or tour itinerary of your group's current tour; or
- Cancel your tour with each traveler receiving a transferable COVID-19 Future Travel Voucher for 100% of all money paid to EF; or
- Cancel your tour with each traveler receiving a cash refund for all of the money paid to EF less \$500*

Individual travelers also have up until 110 days prior to their tour's original departure date to choose one of the following options (referred to as "Individual COVID-19 Options"):

- Cancel off your tour and receive or reinstate a transferable COVID-19 Future Travel Voucher for 100% of all money paid to EF; or
- Cancel off your tour and receive a cash refund for all of the money paid to EF less \$500*

Between 109 to 45 days prior to your tour's original departure date, your Group Leader can enact the COVID-19 Peace of Mind program on behalf of your group and choose among the Group COVID-19 Options if any of the following conditions (referred to as "COVID-19 Travel Events") occur within that timeframe as a result of the COVID-19 pandemic:

- A U.S. federal governmental authority has issued a travel ban or an order restricting travel to a location on your group's itinerary
- A U.S. federal or state governmental authority has issued an order that would require a self-quarantine for travelers in your group upon return home from a location on your group's itinerary
- A governmental order applicable to a location on your group's itinerary would ban or restrict travel or require visitors to self-quarantine upon arrival

If COVID-19 Peace of Mind is enacted, your Group Leader may choose one of the following COVID-19 Options:

- Change the travel dates or tour itinerary of your group's current tour; or
- Cancel your tour with each traveler receiving a transferable COVID-19 Future Travel Voucher for 100% of all money paid to EF; or
- Cancel your tour with each traveler receiving a cash refund for all of the money paid to EF less \$500*

Individual travelers also have between 109 to 45 days prior to their tour's original departure date to choose among the Individual COVID-19 Options if any of the COVID-19 Travel Events occur within that timeframe as a result of the COVID-19 pandemic.

If at 44 days or less prior to departure of your tour, travel restrictions, governmental orders, or other conditions related to the COVID-19 pandemic make it impossible or impracticable for EF to operate your tour as scheduled or any of the COVID-19 Travel Events referenced above are newly imposed such that a postponement of your tour program becomes necessary then Group Leader will be offered the same Group COVID-19 Options or travelers will have the same Individual COVID-19 Options referenced above with the cash refund option increased to all monies paid less \$350.

*For travelers who had booked their program by redeeming a previously issued COVID-19 Future Travel Voucher, the cash refund option available will be based on the originally issued voucher terms (e.g., travelers who received a COVID-19 Future Travel Voucher for a tour originally scheduled to depart between March 1, 2020 and May 14, 2020, may exchange their voucher for all monies paid less \$565).

COVID-19 Peace of Mind Program Terms & Conditions

This COVID-19 Peace of Mind program is applicable to travelers on EF Educational Tours and EF Tours for Girls programs scheduled to depart between October 1, 2020 and September 30, 2022. The benefits of the COVID-19 Peace of Mind program are available at the group level and for individual travelers. The COVID-19 Peace of Mind program will not apply based on travel conditions or restrictions imposed or recommended by local (i.e., non-state) governmental entities or third-party entities unrelated to the provision or arrangement of travel services for your tour. So long as the COVID-19 Peace of Mind program would apply, individual travelers can choose to cancel from their original tour or revised tour and receive a COVID-19 Future Travel Voucher to be used for future travel or exchanged for the cash refund option detailed above. Travelers missing any payment deadlines must pay any incurred late fees to qualify for this program. EF will make every effort to accommodate revised tour requests. Revised tours must depart prior to September 30, 2023. If the revised tour has a higher price than the original tour, travelers will be required to pay the difference as a condition of traveling on the revised tour. If the group does not travel on the original tour, travel on a revised tour, or if EF cannot accommodate a revised tour request, the travelers will receive COVID-19 Future Travel Vouchers. Travelers cancelling from a revised tour will be charged a cancellation fee based on the date that the original tour was revised or the date of cancellation from the revised tour, whichever is higher. COVID-19 Future Travel Vouchers will be issued in the amount of all monies paid by a traveler for the original tour. COVID-19 Future Travel Vouchers are valid for the current and following travel year expiring on September 30, 2023 and may be exchanged during that time period for the cash refund option that the traveler was originally eligible to receive pursuant to the COVID-19 Peace of Mind program policy at the time of issuance. COVID-19 Future Travel Vouchers are transferable at the face value of the voucher to members of the traveler's immediate family or community. The COVID-19 Future Travel Voucher is not a merchandise credit or a gift certificate.

Payment Plan Terms and Conditions

Should you choose the Automatic Payment Plan or Manual Payment Plan, the following Terms and Conditions apply.

AUTOMATIC PAYMENT PLAN

- Travelers must select a payment method of either direct debit from a checking account or an ATM/debit card (card must display the Visa or MasterCard logo).
- EF must have the checking account or card holder signature on the Enrollment Form, electronic signature, or verbal authorization indicating agreement to EF's Automatic Payment Plan Terms and Conditions before the plan is activated.
- A minimum of three months of automated payments are required. Travelers who are not eligible for the Automatic Payment Plan must pay in full upon enrollment or enroll in the Manual Payment Plan.
- Travelers must provide a valid email address and pay the tour's \$95 non-refundable enrollment deposit before the plan is activated.
- Travelers who choose monthly payments must choose a date between the 1st and 26th of the month on which their account will be automatically debited.
- Travelers who choose bi-weekly payments must choose a weekday on which their account will be automatically debited.
- Due to weekends and holidays, EF reserves the right to debit the travelers' account up to three days after the scheduled date.
- The Automatic Payment Plan amounts are subject to change if tour items or payments (other than the Automatic Payment Plan) are added or removed in excess of \$20. All other items or payments totaling \$20 or less that are added or removed will only be reflected in the final payment.
- After the Automatic Payment Plan's final scheduled payment, any additional items are due at time of purchase. Payments will no longer be automatically deducted.
- A non-refundable \$35 fee will be assessed each time a payment is returned or declined. In these cases, the plan will be recalculated to have the missed payment redistributed across the remaining schedule. EF reserves the right to withdraw travelers from the plan for returns or declines in two consecutive payments. Should the final payment be returned or declined, travelers will automatically be withdrawn from the plan.
- Travelers are not charged late fees while enrolled in the Automatic Payment Plan. If the traveler opts to withdraw from the plan or is withdrawn by EF, the traveler will be enrolled in the Manual Payment Plan, and the \$50 plan fee will be assessed.

- All of the above terms and conditions of the Automatic Payment Plan also apply to travelers on EF Tours for Girls programs.

MANUAL PAYMENT PLAN

- If travelers do not pay in full upon enrollment or choose the Automatic Payment Plan, they will be enrolled in the Manual Payment Plan and a non-refundable \$50 plan fee will be applied.
- Based on date of enrollment, travelers will be invoiced up to three payments. The first payment of \$500 is due 30 days after enrollment. The second payment of \$500 is due 90 days after enrollment. The remaining balance is due 110 days prior to departure.
- Based on date of enrollment, travelers on an EF Tours for Girls program will be invoiced up to four payments. The non-refundable enrollment deposit of \$95 is due at the time of enrollment. The first payment of \$300 is due 60 days after enrollment. The second payment of \$500 is due 14 months prior to departure. The third payment of \$500 is due 9 months prior to departure. The remaining balance is due 110 days prior to departure.
- A late fee of \$95 will be assessed for any missed payment. All late fees are non-refundable.
- Travelers can pay with ATM/debit card, credit card (card must display the Visa or MasterCard logo), or personal checks.
- Payments made by personal check must be submitted with the traveler's name and account number.
- A non-refundable \$35 fee will be assessed each time a payment is returned or declined.
- Travelers are responsible for making on-time payments even if an invoice is not received.
- All payment due dates refer to the dates by which each payment must be received by EF.
- EF reserves the right to cancel the traveler's reservation if any payment is past due by 30 days (or 15 days after final payment).
- Payment for the Global Travel Protection plan or Global Travel Protection Plus plan is due at time of purchase, and the plan will not be purchased until payment is received.

Paperless Billing Terms and Conditions

For travelers enrolled in Paperless Billing, the following Terms and Conditions apply:

- Travelers will receive electronic invoices in connection with all information related to their EF account, including tour invoices, and other notices that are available in electronic format. Travelers understand this means that, once enrolled, they will not receive paper copies. Invoice reminders will be sent to the primary contact e-mail address that travelers provide on their enrollment form. Travelers may view and print invoices by logging into their account at eftours.com.
- EF is not responsible for any delay or failure to deliver any invoice, and travelers understand that nothing in these Terms and Conditions relieves obligation to pay any invoice.
- Travelers may elect not to receive electronic invoices and change to billing by US mail at any time by logging into account at eftours.com or by calling 800-665-5364.
- To the extent permitted by law, paperless billing is provided "as is" with faults and without warranties of any kind, either expressed or implied. Travelers assume all responsibility and risk for use of paperless billing. EF does not warrant that the information, processes, or services will be uninterrupted, or bug or error free.

Other Terms and Conditions

The terms and provisions of these Booking Conditions supersede any other warranties, representations, terms, or conditions, unless they are expressly stated within a Booking Conditions Addendum or in a letter signed by an EF officer. While EF makes every effort to ensure the accuracy of its publications, it cannot be held responsible for typographical or printing errors (including prices).

Enrolling travelers acknowledge that EF may change the Booking Condition terms from time to time and those changes become effectively immediately. Notice will be provided to you in the event of a material change. A traveler's continued use of EF's services following such notice constitutes acceptance and agreement to be bound by such changes. Travelers agree that the current version of the Booking Conditions in effect at the time of travel or cancellation applies to their tour program.

The tour operator for your trip is EF Education First International, Ltd., Selnastrasse 30, 8001 Zurich, Switzerland, organization number CHE-109.874.655, VAT number CHE- 116.325.678 MWST. EF Institute for Cultural Exchange, Inc. is an affiliate of EF Education First International, Ltd. and acts only as a marketing services provider for that company. EF Institute for Cultural Exchange Inc. is not an agent of EF Education First International, Ltd., does not provide any goods or services for your trip, and is located at Two Education Circle, Cambridge, MA 02141 (t: 800-665-5364). The services provided are tax-exempt with credit in accordance with Swiss Federal Law with regard to VAT Article #23.

EF is a registered as a "Seller of Travel" as defined by travel regulations in the following states: Florida (Reg. No. ST36778); California (Reg. No. 2015641-20); Washington (Reg. No. 603084928).

DIVERSITY, EQUITY, INCLUSION AND BELONGING

EF is committed to providing an inclusive tour experience, and all of our travelers play a role in this. On tour, you will meet people who represent a variety of backgrounds and beliefs and explore diverse cultures and histories. Our goal is to create an environment that celebrates these differences and fosters learning more about the world, yourself, and yourself in the world.

EF's Rules of the Road

When you enroll on tour, you agree to EF's Rules of the Road, which can also be found on your personalized website. If you do not conform to these regulations or any specific rules set by your Group Leader, you risk dismissal from the tour, returning home at your expense with no refund for the missed tour portion. Decisions regarding tour dismissal are up to EF and/or your Group Leader.

All travelers must adhere to the following regulations while on tour:

1. All scheduled activities are obligatory. If you are sick, have signs of becoming sick, or have a physical ailment that might prevent you from participating in an activity, you must tell the Group Leader, who should notify the Tour Director.
2. If you want to visit friends or relatives in a destination country, your Group Leader must be told before the tour begins. Please complete the Tour Leave Form, found under Forms and Resources on the Help Center (eftours.com/help-center), to receive permission for the visits. You must then give the form to your Tour Director upon arrival.
3. You are expected to respect the nightly curfew that your Group Leader may set for your own safety and security. Room checks will be conducted at the Group Leader's discretion. Visitors or group members of the opposite sex are not permitted in your room.
4. Smoking is not allowed on buses, during meals, in hotel rooms, or in any other shared, enclosed space.
5. Hitchhiking and the driving or renting of any motor vehicle is strictly forbidden for all travelers.
6. You are required to pay for any phone calls or incidental personal expenses incurred at hotels. These will be payable the evening before departure at each hotel.

7. Travelers under the age of 18 may not consume alcohol on tour. Travelers over the age of 18 (or older, if local laws require) may consume beer or wine in moderation. The consumption of hard liquor is strictly forbidden. Group Leaders and/or parents may prohibit all alcohol consumption at their discretion. Excessive drinking by any traveler will not be tolerated and will result in dismissal from tour at the traveler's own expense.
8. Illegal activities will not be tolerated and are punishable by immediate dismissal from the tour. If you are involved in any illegal activities, all costs to return home are at your own expense. If the local authorities are involved, you will be subject to the laws of the country you are visiting.
9. Payment for damage done to hotel rooms or to buses is your responsibility. If you notice any damage upon arrival at a hotel, you should notify the Tour Director immediately.

Release and Agreement

I (or parent or legal guardian if enrollee is under 18 or a minor under any other applicable law) have read, understand and agree to the following in exchange for enrollment on an EF Educational Tour:

1. I acknowledge and understand that my tour is operated outside of the U.S. by EF Education First International, Ltd., Switzerland, and that EF Institute for Cultural Exchange, Inc. acts only as a marketing service provider for that company.
2. EF Institute for Cultural Exchange, Inc., EF Education First International, Ltd., and their affiliated companies, partners, and any companies acting on their behalf, along with their officers, directors, employees, agents, and authorized representatives (collectively referred to herein as "EF") do not own or operate any entity which is to or does provide goods or services for my program, including, for example, hotels; arrangements for, ownership of, or control over houses, apartments, or other lodging facilities; tour directors; airline, vessel, bus, or other transportation companies; local ground operators; visa processing services; providers or organizers of optional excursions; or food service or entertainment providers; etc. I acknowledge that all such persons and entities, specifically the Tour Director assigned to my tour, are independent contractors and not employees or agents of EF. As a result, EF is not liable for any negligent or willful act or failure to act of any such person or entity or of any third party.
3. Without limitation, EF is not responsible for any injury, loss or damage to person or property, death, delay, or inconvenience in connection with the provision of any goods or services occasioned by or resulting from, but not limited to, acts of God; force majeure; acts of government; acts of war or civil unrest; insurrection or revolt; strikes or other labor activities; public health issues or emergencies, epidemics, pandemics, plagues, outbreaks of infectious disease, mass-illness; criminal, terrorist, or threatened terrorist activities of any kind; overbooking or downgrading of accommodations; structural or other defective conditions in houses, apartments, or other lodging facilities (or in any heating, plumbing, electrical, or structural problem therein); mechanical or other failure of airplanes or other means of transportation or for any failure of any transportation mechanism to arrive or depart timely or safely; financial failure or other defaults by suppliers; dangers associated with water-based activities; dangers associated with or bites from animals, insects, or pests; sanitation problems; food poisoning; lack of access to or quality of medical care; difficulty in evacuation in case of a medical or other emergency; or any negligent or willful act or failure to act of any third party or for any other cause beyond the direct control of EF.
4. I agree to release EF and my school, my school district, my school board, my Group Leader, and Tour Director (collectively, the "Released Parties") from, and agree not to sue the Released Parties for, any and all claims of any nature related in any manner to my participation in an EF-sponsored tour or a Service Learning Tour, including, but not limited to, claims for negligence, breach of contract, breach of express or implied warranties, negligence or wrongful death, or any statutorily based claim. I hereby unconditionally and unequivocally waive any and all claims and demands for all damages, losses, costs and expenses of any nature whatsoever (including attorneys' fees) on account of or arising out of any and all personal injury, death, bodily injury, mental anguish, emotional distress, or property or other damage that I may suffer from any cause whatsoever related in any way to my participation in any EF-sponsored tour or a Service Learning Tour.
5. I understand that travel in other nations is not similar to travel within the United States. Travel outside of the United States can involve inconvenience and risk, including, but not limited to, forces of nature, geographic and climatic conditions, different hygienic standards, infrastructure problems (including road maintenance,

transportation delays and accommodation conditions), civil unrest, vandalism, crime, political instability, and terrorism. Medical services or facilities may not be readily available or available at all during all or part of a program and, if available, may not be equal to standards in the participant's home country. I understand that a Service Learning Tour is a physically demanding excursion in a developing country, and I knowingly assume the risks of such an excursion. I further understand that different parts of the world present unique health, disease, and safety concerns, and I agree to review any specific risks related to my destination by visiting the U.S. Centers for Disease Control and Prevention's Traveler's Health website at www.cdc.gov/travel and the State Department's International Travel website at travel.state.gov/content/travel/en/international-travel.html. I assume all risk of bodily injury, death, emotional trauma, property damage, inconvenience, and/or loss resulting from negligence or any other acts of any and all persons or entities, however caused, including, but not limited to, those risks mentioned above. It is my intention fully to assume all of the risks of travel and participation in the program and to release the Released Parties from any and all liabilities to the maximum extent permitted by law.

6. I further agree to release the Released Parties from any and all decisions to cancel, modify, or delay the tour as a result of unforeseeable events that are beyond the reasonable control of EF or which become necessary or advisable for my safety or for the quality of the tour experience.
7. I agree that this Release applies to and binds myself and my minor child enrolling on tour (if applicable) along with my personal representatives, executors, heirs, and family.
8. In addition, EF shall have no responsibility for me whatsoever when I am absent from an EF-supervised activity or for non-supervised activities, such as visits to friends or relatives or during stay-ahead/stay-behind option periods or any other optional period or activity when not escorted by a Tour Director.
9. My tour begins with the takeoff from the EF departure airport and ends upon completion of the flight back to the origination (or other arrival) airport.
10. The air carrier's liability for loss of or damage to baggage or property, or for death or injury to person, is subject to and limited by the airlines' contract of carriage, its tariff, the Montreal Convention or Warsaw Convention and their amendments or both.
11. EF or my Group Leader reserves the right to refuse or cancel my registration at its sole discretion. In such event, standard cancellation policies as outlined in the Booking Conditions apply.
12. I agree to abide by EF's regulations and the directions of my Group Leader, my Tour Director, and EF's personnel during my tour. Failure to do so may result in my Group Leader or EF terminating me from the tour immediately. I understand that to disobey such rules or directions is to waive the right to a refund of any part of my program price, and that my Group Leader or EF may then send me home at my own expense.
13. I agree to abide by all local laws, regulations, and governmental advisories for all locations of my tour while abroad. I understand that if I refuse to follow, abuse, or disobey those laws, even unintentionally, I waive my right to a refund of any part of the program price, and my Group Leader or EF may send me home at my own expense. I also understand that, should local authorities be involved, I will be subject to the laws of the country I am visiting.
14. If I become ill or incapacitated, EF and their employees, my Tour Director, or my Group Leader, may take any action they deem necessary for my safety and wellbeing, including notifying parents/guardians and/or securing medical treatment (at my own expense) and transporting me home. EF retains the right, in its sole discretion, to contact the traveler's parents/guardians with regard to health issues or any matter whatsoever that relates to the traveler's tour. These rights transcend any and all privacy regulations that may apply. In the event of a medical emergency, EF will attempt to cause appropriate treatment to be administered, and the traveler authorizes EF to do so. EF, however, makes no warranty that it will be able to cause effective (or any) emergency treatment to be administered or to be timely administered.
15. I have made the choice to travel with the teacher/Group Leader organizing my group. I understand that this choice is not the responsibility of EF. I understand that my Group Leader is able to make decisions on my behalf, including but not limited to changing the group's requested tour or travel date and requiring that I purchase items such as the Global Travel Protection plan and optional excursions. I understand that a Group Leader must accompany me on tour. If my Group Leader cancels for any reason, EF will ask them to assign a

new Group Leader. If I cancel at this point and choose not to travel with the replacement Group Leader, I will be treated as a standard cancellation. If no replacement Group Leader can be found, I will need to cancel and EF's Standard Cancellation Policy will apply. I may also request that EF place me with a new tour group. If EF cannot find a new tour group for me, EF's Standard Cancellation Policy will apply.

16. If I will be age 20 or older at any time during my tour, I acknowledge that EF will conduct a criminal background check ("CBC") as a pre-condition to travel. If such a traveler refuses to consent to the CBC, it will be deemed a cancellation and EF's Standard Cancellation Policy will apply.
17. This Release and Agreement and EF's Booking Conditions constitute the entire agreement between EF and me with reference to the subject matter herein, and I do not rely upon any promises, inducements, marketing materials, or agreements not herein, including, but not limited to, any oral statements made to me by any agents or employees of EF or by my school or Group Leader. This agreement may be amended or modified only in a writing, signed by EF. The waiver by EF of any provision of this agreement shall in no way affect the remaining provisions of this agreement, and this agreement shall be interpreted as if such clause or provision were not contained herein.
18. This agreement and performance hereunder shall be governed in all respects by the substantive laws of the Commonwealth of Massachusetts. In the event of any claim, dispute, or proceeding arising out of my relationship with EF, or any claim which arises between the Parties, whether or not related to this agreement, the literature for the trip or the trip itself, it shall be resolved solely in courts of the Commonwealth of Massachusetts and/or the United States District Court for the District of Massachusetts.
19. For travelers in Utah only: This tour is not sponsored by any public school, public school district, or other public entity and is operated and organized by a privately owned company.
20. EF may use any film or digital likeness taken of me and any of my comments while on an EF tour as well as any project work (including, but not limited to, online learning programs offered by EF) for future publicity without compensation to me and also use my contact information for future EF promotions. I have read and agreed to the Terms of Use and Privacy Policy outlined at eftours.com/legal-notices and I consent to EF's processing of my personal data.
21. I have read and agreed to the Terms of Use and Privacy Policy outlined at eftours.com/legal-notices, and I consent to EF's processing of my personal data as set forth on page 19.

LIMITED POWER OF ATTORNEY

For parents/guardians of travelers under the age of 18 or a minor under any applicable law

The tour itinerary may include certain activities (such as whitewater rafting in Costa Rica) that may require the Group Leader to sign a release on behalf of the travelers (who are minors and cannot sign for themselves) in order to allow participation. This Limited Power of Attorney allows the Group Leader to execute these documents on your behalf should the need arise. Your execution of this Limited Power of Attorney is voluntary, and if you choose not to grant this Limited Power of Attorney, your child may still participate in the tour but may not be able to participate in some tour activities. With regard to said activities:

1. I understand and agree that my child, with my permission, has voluntarily chosen to participate in the activities, and we assume all dangers and risks associated with the activities.
2. I do hereby delegate to the Group Leader a "Limited Power of Attorney" and full authority to sign any documents, including, but not limited to, liability releases, permission slips, waivers, and/or any other type of participation agreement required by the operators of any activity for participation. By signing the EF Educational Tours Enrollment Form, I understand and agree to the above.

A group of people, likely students or staff, are shown in profile, wearing various styles of cowboy hats (yellow, red, white) and winter jackets. They are standing in a line against a clear blue sky. The image is used as a background for the document's title page.

Newburyport Public Schools

FY '23 Preliminary Budget Presentation

SUPERINTENDENT SEAN GALLAGHER / FEBRUARY 2023



The goal of the NPS FY '23 budget is to maintain our foundational programs while continuing to invest in a reimagined future.

REIMAGINE

A COMMUNITY OF STAKEHOLDERS

DIVERSITY, EQUITY, & INCLUSION

UNION PARTNERSHIPS

COMMUNITY COLLABORATION

PARENT PARTNERSHIPS

REIMAGINE

ORGANIZATIONAL DESIGN AND OPERATIONS

LATER START TIMES

REDISTRICTING STUDENT SERVICES

REIMAGINE

A CULTURE THAT CULTIVATES THE BEST IN ALL OF US

DISTRIBUTED LEADERSHIP

REIMAGINE

SUPPORTS SO ALL STUDENTS ARE READY AND ABLE TO LEARN

HARDSHIP SENSITIVE SCHOOLS

ALTERNATIVE DISCIPLINARY PROGRAMS

REIMAGINE

TEACHING & LEARNING

CURRICULUM INSTRUCTION, & ASSESSMENT DEVELOPMENT

TEACHER LEADERSHIP

VISION FOR BILITERACY

LITERACY INSTRUCTION

REIMAGINE

SELF-Discovery & PERSONAL ACHIEVEMENT

STUDENT VOICE

STUDENT ADVISORY PROGRAMS

WELLNESS PROGRAMS

INSTRUCTIONAL TECHNOLOGY

REIMAGINE

INTERNAL AND EXTERNAL RESOURCES

DUAL ENROLLMENT

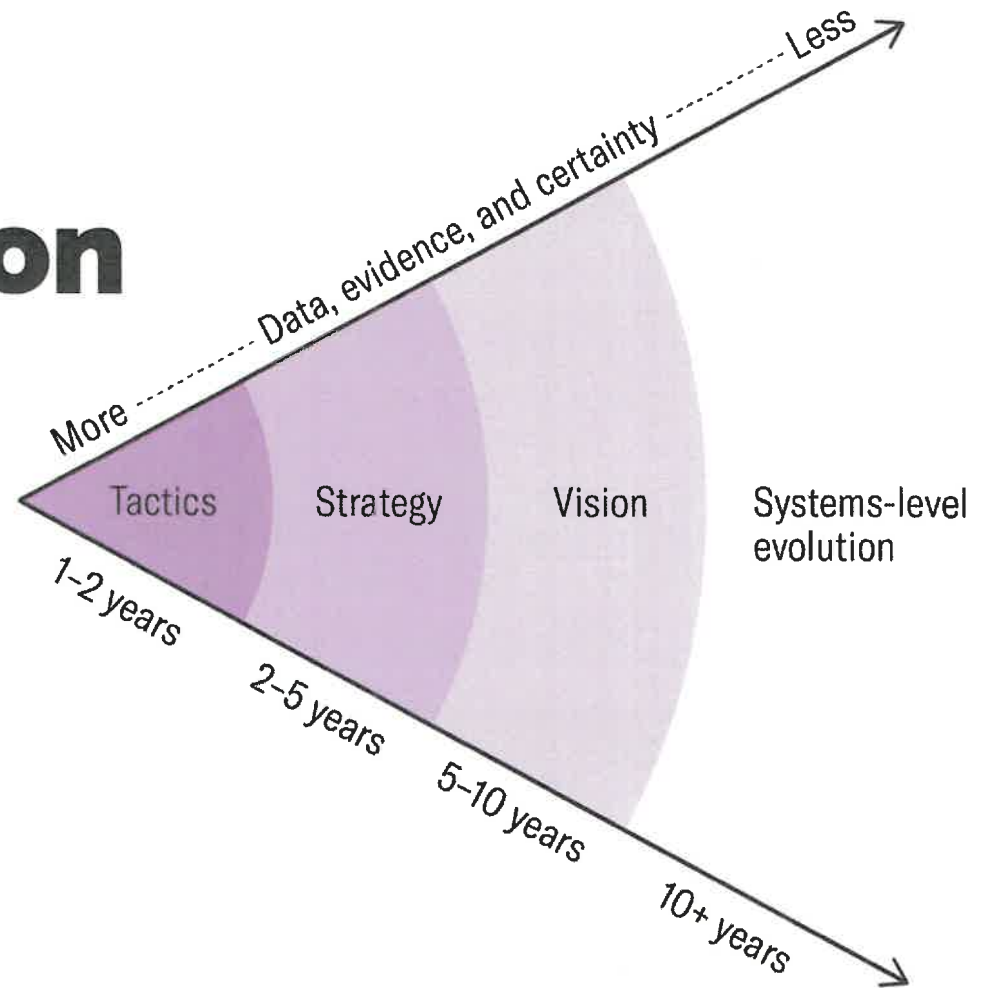
NEWBURYPORT EDUCATION FOUNDATION

SWASEY FOUNDATION

SUPPORT PARTNERSHIPS

Building a Shared Vision

Portrait of a Graduate



**Overwhelmingly,
participants
recommended
programming that
allows our
graduates to...**



Develop physical, social, and emotional wellness skills



Become literate across the disciplines



Practice creation, innovation, collaboration and problem-solving



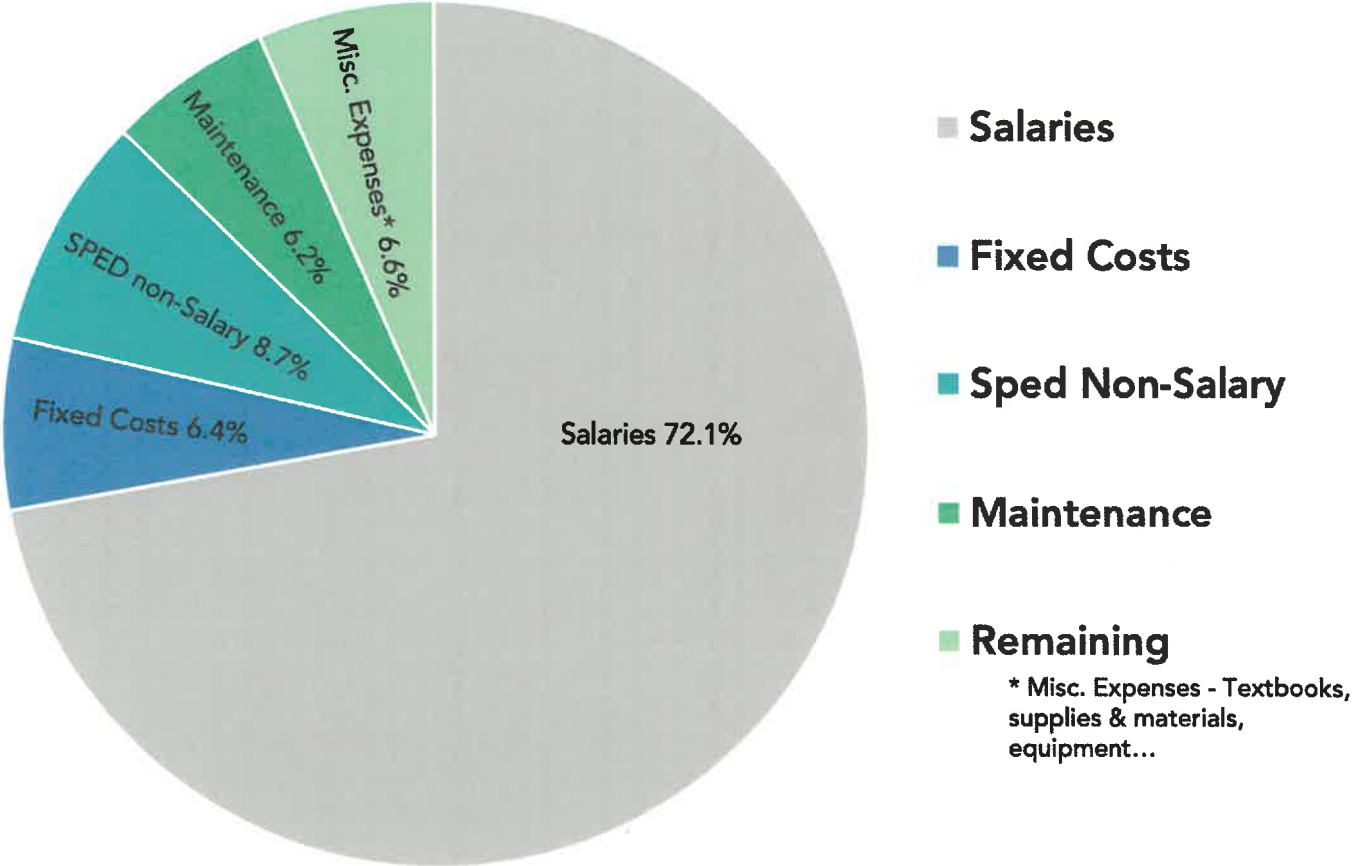
Engage civically



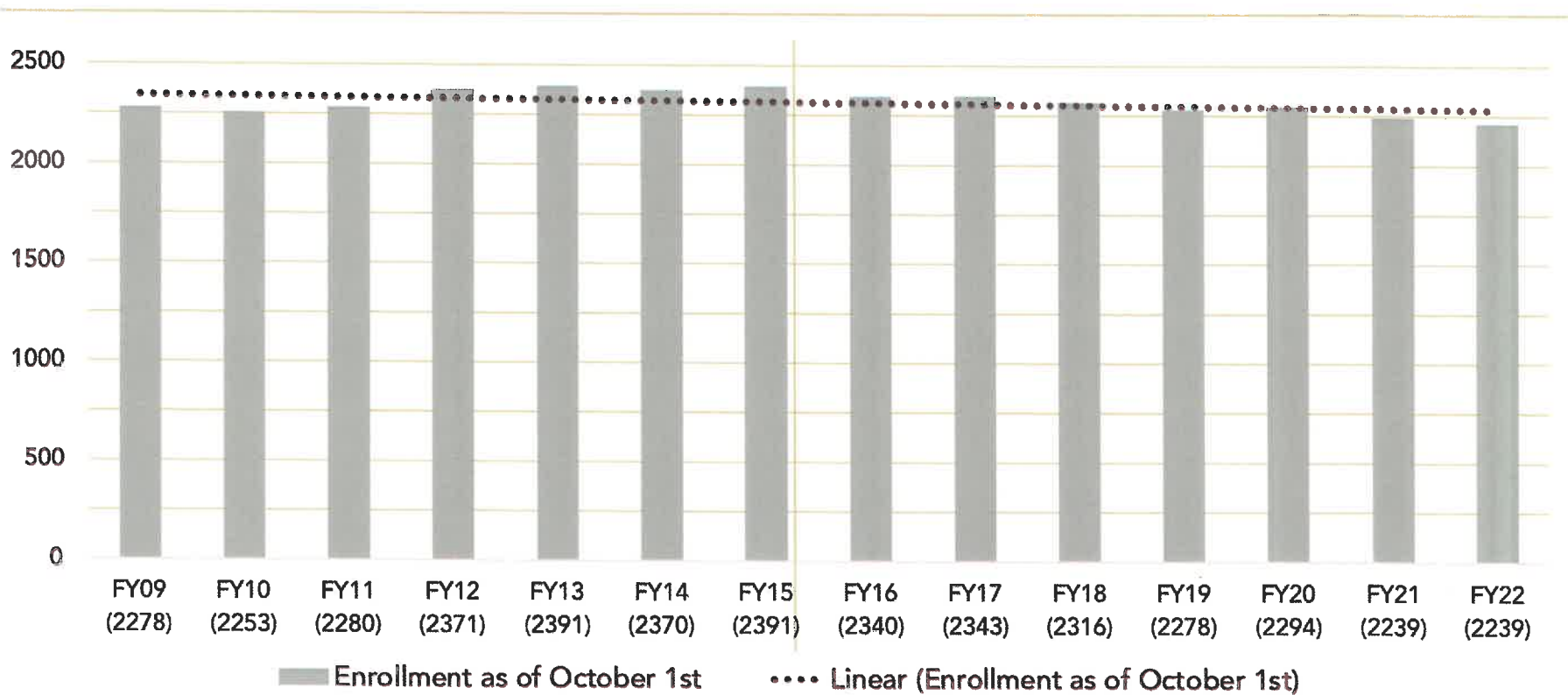
Prepare for life after graduation

Budget Background

With a 38.6 million dollar budget, here is how we allocate our resources...



NPS enrollment is staying steady



Annual Funding Sources

- **City Allocation**
 - **School Choice** (annual fees paid by towns who have students attending NPS)
 - **Circuit Breaker** (MA state reimbursement for high-need special education student costs)
 - **Entitlement Grants** (non competitive grants that all districts are entitled to based on student demographics)
 - **Revolving Accounts** (fees: athletic, transportation, kindergarten, preschool)
-

Elementary and Secondary Education Emergency Relief (ESSER II)

These funds are designated to help school districts:

- (1) safely reopen (e.g., air purifiers, medical supplies, modification of classrooms, creation of nursing spaces)
- (2) measure and effectively address significant learning loss (e.g., staff, programs, and materials)

ESSER II expires this year. The FY23 budget includes planning for expenses we are covering with ESSR II that we will still need in FY23.

ESSER III

The Education portion of The American Rescue Plan is known as the Elementary and Secondary School Emergency Relief (ESSER III or ARP ESSER) Fund.

ESSER III funding supports: safe reopening, sustaining safe operations, and meeting academic, social, emotional, and mental health needs resulting from the COVID-19 pandemic.

Year one funds will:

- Allow us to continue staffing, technology, and other initiatives currently funded by ESSER II
 - Support the first year costs of transitioning to tuition-free kindergarten
 - Build instructional and operational capacity to address COVID-related learning concerns (e.g. staffing, curriculum resources, professional development, student support services)
-

What funding do we need to maintain our current level of programming and services?

**PHASE ONE:
IDENTIFYING LEVEL SERVICE
NEEDS**



We begin with FY'22

City	Choice	Circuit Breaker	Entitlement Grants	Revolving Accounts	ESSER II	ESSER III	Total
33,485,466	1,195,100	1,109,318	700,000	1,116,500	986,000	-	38,592,384

**Then we look at changes in expenses
and funding sources.**

Contractual Obligations

Description	City	Choice	Circuit Breaker	Entitlement Grants	Revolving Accounts	ESSER II	ESSER III	Total
FY22 Adopted	33,485,466	1,195,100	1,109,318	700,000	1,116,500	986,000	-	38,592,384
Contractual Increases	360,000	Projected Step and Lane Increases						360,000
Contractual Settlements	TBD	Based on negotiations with NTA, IA, AFSCME						-

Special Education

Description	City	Choice	Circuit Breaker	Entitlement Grants	Revolving Accounts	ESSER II	ESSER III	Total
FY22 Adopted	33,485,466	1,195,100	1,109,318	700,000	1,116,500	986,000	-	38,592,384
Special Education Tuition	93,000	Projected Special Education Tuition Increase						93,000
Circuit Breaker Increase	(300,000)		300,000	Projected Change in Circuit Breaker				-


End of ESSER II

Description	City	Choice	Circuit Breaker	Entitlement Grants	Revolving Accounts	ESSER II	ESSER III	Total
FY22 Adopted	33,485,466	1,195,100	1,109,318	700,000	1,116,500	986,000	-	38,592,384
Replacement of ESSER II Funds	455,000	City Funds Replacement				(986,000)	300,000	(231,000)

Total FY22 ESSER II

ESSER III Replacement

Replacing Choice Funds

Description	City	Choice	Circuit Breaker	Entitlement Grants	Revolving Accounts	ESSER II	ESSER III	Total
FY22 Adopted	33,485,466	1,195,100	1,109,318	700,000	1,116,500	986,000	-	38,592,384
Replacement of Choice Funds	400,000	(400,000)						-

Additional Changes

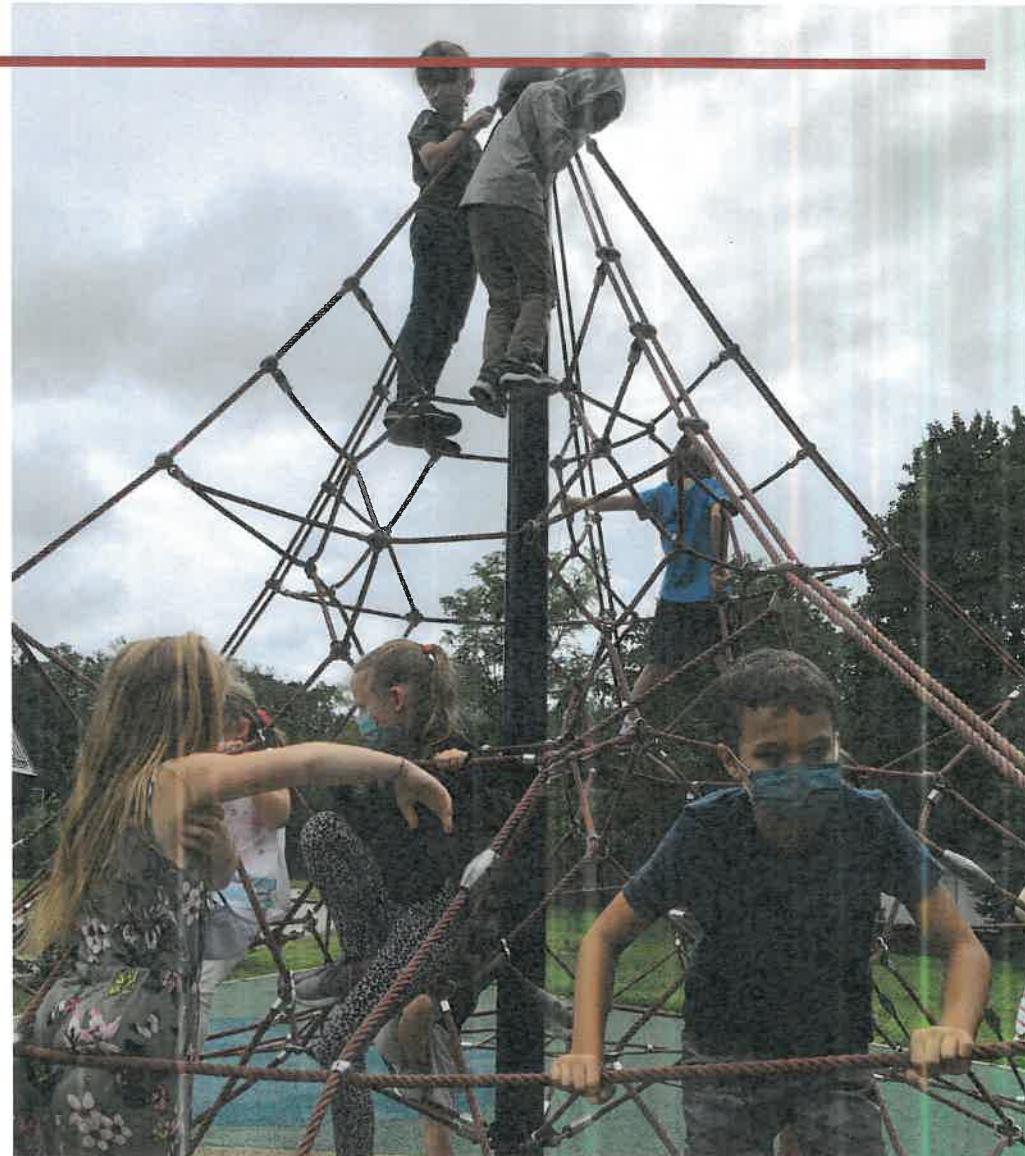
Description	City	Choice	Circuit Breaker	Entitlement Grants	Revolving Accounts	ESSER II	ESSER III	Total
FY22 Adopted	33,485,466	1,195,100	1,109,318	700,000	1,116,500	986,000	-	38,592,384
EL Adds to Staff	150,000	Staffing increases due to demographic changes						150,000
Kindergarten Tuition		Loss of kindergarten fees			(300,000)		300,000	-
Non Personnel Expenses	120,000			ESSER III funding to subsidize tuition-free K				120,000

Total Projected Level Funding

Description	City	Choice	Circuit Breaker	Entitlement Grants	Revolving Accounts	ESSER II	ESSER III	Total
FY22 Adopted	33,485,466	1,195,100	1,109,318	700,000	1,116,500	986,000	-	38,592,384
Level Service Change	1,278,000	(400,000)	300,000	-	(300,000)	(986,000)	600,000	492,000
Level Service Total	34,763,466	795,100	1,409,318	700,000	816,500	-	600,000	39,084,384
% Chg FY23 Level Service to FY22 Approved	3.8%	-33.5%	27.0%	0.0%	-26.9%	-100.0%	0.0%	1.3%

What funding do we need for our aspirational budget?

**PHASE TWO:
IDENTIFYING ASPIRATIONAL
NEEDS**





Overview

We are projecting an additional 2.5% increase (total increase of 3.8%) for FY23.

This increase allows us to expand programs and pursue our vision and goals.

Notes:

Projected increases do not include any negotiated salary increases.

We continue to examine funding sources.

March 1st Budget Meeting Topics

Budget holders will provide detailed presentations. These presentations will highlight the specific investments we are making to move NPS forward.

- **Principal Presentations**

- Newburyport High School
- RAN Middle School
- Molin Upper Elementary
- Bresnahan Elementary

- **District Level Presentations**

- Special Education
 - Curriculum, Instruction and Assessment
 - English Learner Programs
 - Building and Grounds
-

NPS FY23 Budget Overview

Description	District	Choice	Circuit Breaker	Entitlement Grants	Revolving Accounts	ESSER II	ESSER III	Total
FY22 Adopted	33,485,466	1,195,100	1,109,318	700,000	1,116,500	986,000	-	38,592,384
Contractual Increases	360,000							360,000
Contractual Settlements	-							-
Non BU Increases	-							-
Special Education Tuition	93,000							93,000
Circuit Breaker Increase	(300,000)		300,000					-
Replacement of ESSER II Funds	455,000					(986,000)	300,000	(231,000)
Replacement of Choice Funds	400,000	(400,000)						-
ELL Adds to Staff	150,000							150,000
Kindergarten Tuition	-				(300,000)		300,000	-
Non Personnel Expenses	120,000							120,000
Level Service Change	1,278,000	(400,000)	300,000	-	(300,000)	(986,000)	600,000	492,000
Level Service Total	34,763,466	795,100	1,409,318	700,000	816,500	-	600,000	39,084,384

\$ Chg FY23 Level Service/Funded to FY22 Approved	1,278,000	(400,000)	300,000	-	(300,000)	(986,000)	600,000	492,000
% Chg FY23 Level Service to FY22 Approved	3.8%	-33.5%	27.0%	0.0%	-26.9%	-100.0%	0.0%	1.3%



REIMAGINE

TEACHING & LEARNING

CURRICULUM, INSTRUCTION, & ASSESSMENT DEVELOPMENT

In the winter of 2018, NPS launched a **multi-year process to develop skills-based curricula**. With a focus on engagement, skill development and data, this approach changes how our teachers design, deliver and assess instruction. To date, four cohorts of teachers have participated in workshops and teachers across the district have redesigned and reimaged **hundreds of new units of study**.

TEACHER LEADERSHIP

Investments were made to support **strong teacher leadership**. Curriculum Education Leaders (CEL) at the PK-8 level and Instructional Leaders (ILT) at the high school level are **facilitating professional learning communities** to guide the development cycle for curriculum, assessment, and instruction.

VISION FOR BILITERACY

With investments in the budget, we are pleased to have added four world language teachers at the Nock Middle School, allowing us to move forward on our aspirational vision of **providing all students with a pathway toward biliteracy**.

LITERACY INSTRUCTION

Elementary educators worked with literacy consultants from Hill for Literacy, Crafting Minds, and Keys to Literacy. PK-5 teachers began implementing **new literacy screening assessments, monthly data workshops, interventions to support identified students**, and a new word study program.



REIMAGINE

SELF-DISCOVERY & PERSONAL ACHIEVEMENT

STUDENT VOICE

A collective focus on student voice has created opportunities and structures for student input on policy, curriculum and school culture. Capacity for expanding civic engagement and dialogue has been built in partnership with Essential Partners, Anti Defamation League's World of Difference Program, and other civic education projects. Educators across the district participated in **Student Shadow days**, dialogues, and professional development to build a **student-focused culture**.

STUDENT ADVISORY PROGRAMS

Faculty at Nock Middle and NHS have developed and implemented Advisory Programs, creating opportunities for every student to meet regularly with a trusted adult. These evolving programs include **individual goal setting, community building and academic coaching**.

WELLNESS PROGRAMS

With the support of Jacalyn Bennett and the Newburyport Education Foundation, NPS designed and built a combined **wellness-fitness center in the Nock/Molin School and a fitness center at NHS**. These innovative spaces allow us to reimagine our physical education curriculum and support the expansion of our social emotional programming.

INSTRUCTIONAL TECHNOLOGY

Nock Middle school began a 1:1 Chromebook program in the fall of 2017. Since that time, students are **using technology to explore and create**, and educators are incorporating new technologies to bring their curricula to life. The pressing needs of the past school year forced us to rapidly innovate, and we continue to pursue our goal of using technology to provide students in all grades with **flexible, personalized learning opportunities**.



REIMAGINE

INTERNAL AND EXTERNAL RESOURCES

DUAL ENROLLMENT

Through these programs, students can enroll in college courses at Endicott College, Southern New Hampshire University, and Northern Essex Community College as early as their sophomore year. This year over **30% of NHS students were enrolled** in AP or Dual Enrollment classes.

NEWBURYPORT EDUCATION FOUNDATION

Generous support from the **Newburyport Education Foundation** allowed us to move forward with a number of **aspirational initiatives**: expanding PK-12 STEM Education (materials, machinery, NHS Tech Club, Sailbot), developing the Merrimack River Research Station, expanding place-based education programs, implementing a summer reading book project, supporting elementary literacy and instructional technology purchases, funding visual and performing arts festivals, and building the NHS Career Pathways Initiative.

SWASEY FOUNDATION

With the generous support of the Swasey Foundation, **educators across the district participate in hundreds of courses, workshops, and conferences every year**. We are proud to be a community of educators dedicated to creating a culture of learning.

SUPPORT PARTNERSHIPS

Enhancement of our PK-12 **social emotional resources** included the development of Bridge for Resilient Youth in Transition (BRYT) programs, the expansion of Signs of Suicide and the Screening, Brief Intervention and Referral to Treatment (SBIRT) programs, the addition of counseling/social work staff at the Bresnahan and NHS, as well as the addition of wrap around services for youth (in partnership with Home For Little Wanderers and the Middlesex Partnership for Youth).



REIMAGINE

ORGANIZATIONAL DESIGN AND OPERATIONS

LATER START TIMES

Operational and staffing patterns were reexamined to allow for implementation of **later start times at the Newburyport High School and Rupert A. Nock Middle School**. After many years of community-wide discussion and planning, later start times became a reality.

IN-DISTRICT STUDENT SUPPORT

By reallocating resources, we expanded **in-district special education programming and invested in systems** to provide enhanced support and intervention for all students. Reading, math, and literacy positions were strategically expanded throughout the district. In consultation with experts, we are building specialized language-based and therapeutic programming across all grades.

ORGANIZATIONAL STRUCTURE

Each year the superintendent and his leadership team conduct a careful examination of existing structures and operational budgets. Analysis of student needs, budget requirements, and progress on our aspirational goals guide recommendations for reorganizing and adding positions at the school and district level.

ANNUAL BUDGET ANALYSIS

We analyze staffing patterns, programs and outcomes annually to ensure that our budget is focused on high-impact areas. Examples include: developing cost-effective educational schedules, leveraging grants to support program growth, and evaluating internal controls to allow for operational savings.



REIMAGINE

A COMMUNITY OF STAKEHOLDERS

DIVERSITY, EQUITY, & INCLUSION

Students, staff and families across the district are collaborating with Culture7 Consulting to ensure that a cultural competency framework guides our work. Through professional development programs for staff, community read projects (e.g. Just Mercy by Bryan Stevenson), city group participation (e.g. Human Rights Commission, Commission for Diversity and Equity), and the establishment of parent-teacher groups (e.g. Middle School Parent-Teacher DEI Professional Learning Community), NPS has committed to the **ongoing work of creating a culture of belonging.**

UNION PARTNERSHIPS

Strong connections between district leaders and NPS school associations promote creative problem-solving and effective operations. With the success of students guiding every decision in the challenging 2019-21 school years, the NPS team **exemplified the power of "we are in this together."**

COMMUNITY COLLABORATION

Through partnerships with the NEF Business Coalition, the Newburyport Rotary Club, the Gulf of Maine Institute, the Alliance of Climate and Environmental Stewards, and many local businesses, **NPS students have opportunities to connect with local leaders, address local problems, and engage in civic action.**

PARENT PARTNERSHIPS

Whether through the Elementary School Parent Teacher Organization, the Special Education Parent Advisory Council, or School Councils, our parents and guardians are engaged and ready to help. By advocating for students, supporting the district budget, and addressing unmet needs, the **NPS parent community continues to help the district grow.**



REIMAGINE

A CULTURE THAT CULTIVATES THE BEST IN ALL OF US

DISTRIBUTED LEADERSHIP

The District Leadership Team and building principals/assistant principals meet regularly to share best practices, learn from each other and make connections across the grade levels. **Teacher leader teams** at each building help guide operational and educational decision-making. And our Student Voice programs support us in furthering our **goal of enhancing student influence** on district decision-making.

SHARING THE GOOD NEWS

School Committee Student/Staff Recognition Program: Our School Committee has **celebrated student and staff good news** with a recognition program scheduled at the start of every school committee meeting.

Social Media: Principals at all schools launched Twitter accounts in 2019 and the Bresnahan School started a Facebook page. As we move forward, we will develop a comprehensive plan for more effectively using social media channels.

Local News: The Superintendent meets regularly with education reporters from the Newburyport Daily News and The Current. In addition, he has appeared several times on local radio and cable stations.

NCMHub: Through partnerships with the NCMHub, NPS events and programs have been broadcast to the greater Newburyport Community.

DIRECTOR OF COMMUNICATIONS & INSTRUCTIONAL TECHNOLOGY

The Superintendent has reallocated resources within the district to add a Director of Communications and Instructional Technology. The District will be analyzing our communication strategies, evaluating tools, and collaborating with families, staff, and students to **ensure effective and easy access to information**.



REIMAGINE

SUPPORTS SO ALL STUDENTS ARE READY AND ABLE TO LEARN

TRAUMA SENSITIVE SCHOOLS

The Edward G. Molin School became a **trauma-sensitive school**. Eighteen educators enrolled in Lesley University's trauma-sensitive certification program and thirteen are currently certified. Teachers use the BIMAS (Behavior Intervention Monitoring Assessment System) regularly to identify students who may need additional social-emotional supports.

ALTERNATIVE DISCIPLINARY PROGRAMS

The Newburyport High School **partnered with the Positive Alternatives to Student Support (PASS) Program to offer an alternative to suspension**. This innovative intervention program connects young people to resources and supports to help them both academically and behaviorally. Through the Positive Behavior Intervention and Supports (PBIS) Programs, schools have used the **School Wide Information System (SWIS) to track and analyze disciplinary trends**, allowing PBIS teams to create effective and supportive prevention and intervention plans.

SCHOOL CULTURE PROGRAMS

Positive Behavior and Intervention Systems (PBIS) in grades PK-8 allowed the district to build shared approaches to **creating safe, supportive, and celebratory learning environments**.

Faculty at the Bresnahan and Molin School have incorporated a **Responsive Classroom model** with daily morning meetings to build community and positively support classroom management.

SOCIAL EMOTIONAL LEARNING & BEHAVIORAL HEALTH COORDINATOR

Recognizing the growing needs of our students, the Superintendent established a district level position to allow NPS to further **social-emotional learning programs**, provide professional development to staff, and **support the specific behavioral needs** of all our students.

CISL (Curriculum, Instruction & Student Life) Meeting Agenda November 29th, 6-8 pm, Nock Library

NORMS:

- Receive agenda ahead of time
- Sticking to agenda
- Active listening with empathy
- Having open discussions (trust each other to share and have safe space)
- Respect each other and those ideas, find a way to provide constructive supportive feedback
- Respect confidentiality
- Keep ideas in CISL group until they are ready to come out

Attendees: CISL Members

Facilitators: L. Ippolito, Building Admin

Notetaker: J. Zielinski

Timekeeper: T. Abrams

To prepare for this meeting, please:

Review this agenda

- Be Present
- Be on time

Schedule: 6-8

TIME

TOPICS

6:00 - 6:05

Welcome, Approve Minutes (Asst. Supt Ippolito)

6:05 - 6:15

Student Voice

6:15 - 6:40

Bresnahan SIP (Jamie Sokolowski)

6:40 -7:05

Molin SIP (Tara Rossi)

7:05-7:30

Nock SIP (Nick Markos)

7:30-7:55

NHS SIP (Andy Wulf)

7:55-8:00

Closing remarks



**NHS
College &
Career
Center
2021-2022**




**Aaron Smith
College and Career
Counselor**



Internship Program




- S1 - 81 students and S2 - 74 students
- **Student Requirements**
 - Juniors and Seniors, good academic standing, complete Application, and sign Policies and Consent Form, Obtain their own site placement, 75 hours minimum, Weekly Journal, Weekly Time-log and Capstone Project
 - Skills Training, 2.5 credits earned, flexible schedule
- **Database of Community Partners**
 - Hosting Intern, Career Speaker, Job Shadow, Mentor



College and Career Readiness Course

- CCR Course typically for 9th or 10th graders
- Topics include:
 - Who AM I, Understanding Yourself, Create your own Mission Statement, What is Success, Goal setting, Career Discovery, Job Shadow, Finances 101, Interview Skills, Applying for a job, How to ask for a Raise, College Knowledge BINGO
- Utilizing technology through
 - Naviance, MEFA Pathways, CGN School, Kahoot



College Visits

- Sep 9th - Nov 18th
- 98 College Visits
 - 48 In-person visits
 - 40 Virtual visits
 - 10 visits with no student interest
- 295 Students attended one or more
 - 103 individual students
- Compared to past visits
 - 0 College Visits 2020-21 (due to COVID)
 - 6 College Visits 2019-20
 - 58 College Visits 2018-19



On The Spot Admission Days


- Roger Williams University
 - 7 Student applied and all were accepted
- Salem State University
 - 9 Student applied and all were accepted
- Merrimack College
 - 10 Student applied and all were accepted
- Northern Essex Community College
 - 6 Student applied and all were accepted



College Fair


- September 29th from 6:30pm-7:30pm
- 46 Colleges Attended
- 140 Students attended from grades 9-12
- 8 Families donated water, food, snacks
- 7 Community Partners Donated - food, drinks, coffee, raffle prizes, gift cards and bags

Granite NHPT's Supplier of Commerce & Industry
 Institution For Savings
 Puro Pista and Salsa
 Stacy Crust Pizza
 Pizzeria NBBF
 Ajoma Joe's Cliffs House
 Sundrift Sparkling Water



Senior Naviance Info Sessions

- Our Guidance Counseling team hosted a series of Info Sessions
 - Sep 15th, 20th, and 23rd
- Naviance account
 - College Search and editing list
- Common Application
 - Waiving their FERPA
- Matching accounts
 - Allows NHS Guidance Counselor to submit all documents through the students Naviance account



JOB CORPS

- Offered Job Corps Info Session
 - For students 16-24 to learn about other high school diploma options and residential career training options in:
 - Advanced Manufacturing, Automotive & Machine Repair, Renewable Resources & Energy, Construction, Finance & Business, Healthcare, Homeland Security, Hospitality, Transportation, and Information Tech




Mass Hire

- We partner with MassHire Merrimack Valley Workforce Board and their Youth Resources Department to offer:
 - Group workshops about Career Options, Training Programs, Summer Jobs
 - Resume Writing
 - Part-time Job Assistance
 - HSSIIEP (High School Senior Internship in Education Program)




Community Partner Breakfast

- With the support of former Mayor, Donna Holaday, Superintendent Sean Gallagher and NHS Principal Andy Wulf, we hosted a very successful breakfast event.
- **41 Community Partners attended**
 - 17 of which were or will be hosting an NHS student Intern, participating as a Career Speaker, or hosting a student for a Job Shadow day




Grant for CGN School

- We received a Swasey Fund Grant for **Increasing Student Achievement Team Project.**
- This grant allowed NHS to purchase the College Guidance Network or **CGN School** and become one of the first 16 HS's in the country to participate in their Lighthouse Program.
- Year-round expert college and career programming for all students and families, live events and all are recorded to watch anytime.




MEFA Pathways

- All NPS students from 6th - 12th grade now have access to MEFA Pathways online programming.
- Students will have accounts that will align strategically with the DESE MyCAP (My Career and Academic Plan) and our vision for the NPS Portrait of a Graduate.
- The program assists student in planning for academic success through fun, step-by-step guides, offering an ongoing process of discovery and features a highly customizable portfolio.



One-on-One Student Meetings


- All NHS students are welcome to meet with me one-on-one to discuss their college and or career goals, go over their college search, college applications, internship opportunities, mock interview skills, or anything else I can help with.
- Families are also welcome to reach out to meet if they feel a group meeting would be beneficial.



MyCAP


My Career and Academic Plan

- We are working with the Nock MS to start implementing the MyCAP program to all 6th-8th grade students.
- Utilizing programing and curriculum from Naviance, MEFA Pathways, and other online resources.



NHS CCC Website


- Reconstruction of the former College and Career Planning webpage.
- Now is the College and Career Center webpage
- Updated with all new information and content
- Happy to add any information that will support student, families and staff
- <https://nhs.newburyport.k12.ma.us/Guidance--Counseling/College-and-Career-Center/index.html>



CCC Google Classroom


- The College and Career Center Google Classroom is in addition to the the CCC webpage.
- Any student, family, or staff member can join as long as you have an email that will allow you to connect.
- This allows for immediate info and updates of any materials being shared. Here is the code to join:

5xxzdfs



Financial Aid Info Sheet

- **In lieu of holding an in-person Financial Aid Info Session (MEFA is all virtual at this time).**
- **A soup to nuts Financial Aid Info Sheet was created and emailed to all seniors and their families, posted on the CCC webpage and in the CCC google classroom.**




Get Smart About Credit

- **Institution For Savings** did a wonderful presentation for seniors.
- They discussed topics like:
 - What is credit, Credit Card Basics, The In's and Outs of Interest (minimum payments), Understanding your credit score, Mobile payments, Fraud, and Tips for establishing good credit
- Seniors had wonderful questions and even earned cash or gift cards for their participation during the session!




Dari Lunch Bunch

- With the wonderful addition of our new Afghan family and students I reached out to my network of counselor colleagues across the country.
- We are currently working to set up a group of all Dari speaking high school students across the country. MA. CT. CO. MI
- Meet via Google meets and be able to form a network. friendships. and a scene of community that will hopefully last them a lifetime.



ASVAB Career Exploration

- On February 17th we will be offering the Career Exploration Program Evaluation ASVAB.
- This evaluation is no longer just for the military.
- All 10th - 12th graders are allowed to register for this FREE evaluation.
- Student will be given a designed post-secondary plan that meets their goals, abilities, and career aspirations.




Junior Post Graduation Planning

- Utilizing time during Clipper Block to meet with all juniors in the class of 2023.
- Setting up their Naviance accounts, Common Application accounts, and answering questions.
- Going over their timeline for their plans and goals for after graduation.



More to come this Spring

- Plan Your Future - Career Fair
- Career Speaker Week
- College Admissions Panel
- Spring Internship Fair
- Credit For Life - Institution For Savings
- Naviance Info Sessions
 - Grades 9th - 11th during Clipper block
- Northern Essex Community College - Application Days
- Campus Visit Days



Q&A

Please ask any questions that you may have at this time.

Contact info
Aaron Smith - aribaudosmith@newburyport.k12.ma.us



School Improvement Plans

Presented By:

NPS District Mission Statement

The mission of the Newburyport Public Schools, the port where tradition and innovation converge, is to ensure each student achieves intellectual and personal excellence and is equipped for life experiences through a system distinguished by students, staff and community who:

- Practice kindness and perseverance
- Celebrate each unique individual
- Value creativity, experiential and rigorous educational opportunities, scholarly pursuits, and life-long learning
- Provide nurturing environments for emotional, social, and physical growth
- Understand and embrace their role as global citizens

Newburyport Public Schools District Goals

We will...

- Re-imagine teaching and learning
- Offer an array of opportunities for self-discovery and personal achievement
- Maximize all internal and external resources
- Optimize our organizational design and operations
- Create a dynamic community among stakeholders
- Create a culture that cultivates the best in everyone
- Provide supports so all students are ready and able to learn

Bresnahan Elementary School

Presented by: Jamie Sokolowski, Principal

Francis T. Bresnahan Elementary School

Curriculum, Planning and Assessment Goal: The Bresnahan School will utilize student data to guide instruction and measure growth.

Bresnahan School Strategies/Activities	Outcomes and Measurements
<p>The universal kindergarten math DGN and Gr 1-3 Affirm assessments will be administered twice a year to identify student needs and inform instruction.</p>	<p>Outcomes: Classroom Teachers will meet with their grade level team and math interventionists to review screening results to determine instructional groupings and set curricular goals. Grade level teams will meet weekly with the math coach to determine best practices to differentiate and promote student growth.</p> <p>Measurements: Student results from kindergarten math DGN and Gr 1-3 Affirm assessment will be triangulated with other math data (exit tickets, exit exams, formative assessments, etc.) to plan for individualized student programs.</p>
<p>Implementation of Math Intervention Program: Do The Math</p>	<p>Outcomes: Implementation of the Do The Math program with fidelity.</p> <p>Measurements:</p> <ul style="list-style-type: none"> • Math Interventionists will implement the Do The Math program with students identified through Affirm, Benchmark Assessments and Formative/Summative assessments • Do The Math program monitoring/assessments • Affirm End of Year Assessments

Francis T. Bresnahan Elementary School

Curriculum, Planning and Assessment Goals The Bresnahan School will utilize student data to guide instruction and measure growth.

Bresnahan School Strategies/Activities	Outcomes and Measurements
<p>Implementation of the Wilson Foundations Program in grades K-3.</p>	<p>Outcomes: Implementation of the Wilson Foundations program with fidelity at each grade level.</p> <p>Measurements:</p> <ul style="list-style-type: none"> • Teachers will implement a daily Foundations lesson, following the suggested pacing guide for each grade level. • Teachers will participate in regular implementation support from Wilson. • Teachers will participate in feedback sessions with the Literacy Coach.
<p>Implementation of MyView Comprehension Curriculum</p>	<p>Outcomes: By June of 2022 teachers will have engaged in 6 grade level team meetings with a focus on further learning MyView and will have engaged in an iterative curriculum review process at MyView.</p> <p>Measurements: Regular feedback to the District Literacy Coordinator</p>
<p>By the end of the year 100% of students will show at least one year of reading growth based off of Dibels scores.</p>	<p>Outcomes: Comparison of number of students at core, strategic and at risk.</p> <p>Measurements:</p> <ul style="list-style-type: none"> • Implementing a mastery of scope and sequence at each grade level • Implementing progress monitoring of at least 3 identified students in the class • Develop a list of discrete reading benchmarks for grade K-3

Schoolwide DIBELS 8th Composite Score

Schoolwide Affirm Beginning of the Year Math Assessment Scores

Francis T. Bresnahan Elementary School

Curriculum, Planning and Assessment Goals: The Bresnahan School will utilize student data to guide instruction and measure growth.

Bresnahan School Strategies/Activities	Outcomes and Measurements
Administer dyslexia screening at the mid-point of kindergarten year.	<p>Outcome: Identify students who are at-risk in early literacy skills.</p> <p>Measurement: Administration of dyslexia screener in January of kindergarten year in conjunction with other literacy assessments - Brigance, DIBELS, reading benchmarks.</p>
Implementation of revised Massachusetts History and Social Science curriculum frameworks in grades K-5.	<p>Outcome: Reviewer's history and social science curriculum at each grade level along with accompanying programs, materials and assessments aligned with new standards.</p> <ul style="list-style-type: none"> Use of the anti-bias rubric/guide to determine materials. <p>Measurement: By 2022-2023 implementation/revision of curriculum at each</p>

Francis T. Bresnahan Elementary School

Safe and Supportive Schools: Foster a safe, positive, healthy and inclusive learning environment that enables students, staff and parents to develop positive relationships with one another. Teach student skills needed to regulate their emotions and behaviors; maintain physical and psychological health and well-being.

Continued Implementation of PBIS	<p>Outcome: Universal school-wide expectations followed by students and equitably supported by staff to promote positive behavior.</p> <p>Measurement: Analysis of student discipline reports. In-class rewards</p>
Begin Cultural Competencies work with staff.	<p>Outcome: Professional Development with Michael Galtman Professional Development on the Social Justice Standards.</p> <p>Measurement: Staff will work to recognize biases, ideas, and stereotypes of cultures that are different from their own. Admin/Acknowledge that there are differences in the treatment of people based on their appearance. Educate themselves and others on cultural differences to gain more understanding.</p>
Continue staff education on safe and supportive schools, impact of trauma on learning, and inclusiveness.	<p>Outcome: PD throughout the year on maintaining safe and supportive schools, inclusiveness, and equity.</p> <p>Measurement: SWIS/Briefed data, RTI process, School climate survey results, evidence of student learning in self-regulation, relationship building, & academic success.</p>

Francis T. Bresnahan Elementary School

Family and Community Engagement: Continue discussion on the impact of parent and community involvement on student learning and identify strategies to develop supportive parent involvement.

Partner with Newburyport Youth Services	<p>Outcomes: Provide meaningful opportunities for Bresnahan students to connect with one another outside of the regular school day. Support for non-English language for NYS website and documents.</p> <p>Measurements: NYS community representation on school council, increased partnership between school and NYS, increased participation of Bresnahan students in NYS program.</p>
Partner with Nourishing the North Shore and Our Neighbor's Table	<p>Outcomes: Ongoing collaboration and planning with organizations to create inclusive markets for the Bresnahan Learning Community and beyond.</p> <p>Measurements: Re-implementation of Somersetime Farmer's Market and Fall Markets aligned with extended school year programs and Fall Open House.</p>
Weekly Communication to Families	<p>Outcomes: Increase communication between parents and the school through weekly informative emails. Consistency with regards to which family members receive communications (from teachers, school, district)</p> <p>Measurements: Feedback survey from parents and teachers.</p>

Francis T. Bresnahan Elementary School

Professional Culture: Continue to develop professional relationships amongst staff that support the PK-3 school community.

Expand co-teaching across grade levels and programs.	<p>Outcomes:</p> <ul style="list-style-type: none"> Reexamine class placement practices to allow for more effective co-teaching. Enhance or co-teaching model and move along the trajectory of supportive > parallel > complementary > team co-teaching. <p>Measurements: Reorganization of class placement and co-teaching assignments, to best capacities with similar goals and needs (including opportunities for students above grade level).</p>
Develop Inclusive and Collaborative Teacher Learning Communities.	<p>Outcomes:</p> <ul style="list-style-type: none"> Schedule daily common planning time Schedule weekly grade-level team meetings Develop capacity of CEL leaders for CEL Leaders lead a monthly staff meeting. <p>Measurements: Thorough Curriculum Mapping and Implementation of Foundations and MyView.</p>



Molin SIP 21-23

Academic Goal: 100% of students will demonstrate student growth as measured by common assessments within their content area.

Focus on Informed Instruction:

Collaborative teams will meet regularly to review student data (including: STAR 360, MCAS, student work, teacher developed formative & summative assessments) to identify instructional goals as well as plan and implement appropriate instruction, interventions & enrichment.

Outcome: Teachers will meet regularly to use relevant data to inform instruction to meet the needs of the grade level learners in order for students to meet grade level benchmarks.

Measurement: Formative and summative assessments will demonstrate student's progress towards grade level benchmarks.

Focus on new Social Studies Standards:

Unpack new Social Studies standards and assess curriculum currently used to determine what new materials are needed.

Outcome: Teachers use planning time to assess social studies standards with a diversity, equity, and inclusion lens. Potential purchase of new curriculum.

Measurement: Use of equity rubrics and new curriculum maps aligned with the standards.

Focus on Literacy Instruction:

Continued implementation of MyView.
Continued implementation of Keys to Literacy Vocabulary & Comprehension, and Blooms Taxonomy strategies into all curriculum areas, specifically literacy blocks.

Outcome: PD on MyView, Keys to Literacy Vocabulary & Comprehension across content areas. Focus on Bloom's Taxonomy.

Measurement: Evidence of Keys vocabulary & comprehension instruction in the classrooms, student evidence of vocabulary work across content areas, increase in student understanding of Bloom's Taxonomy/Questioning strategies and evidence of student independence in using strategies.

Focus on Language-Based programming:
 Continue work with consultants on identifying the variety of reading and language-based disabilities and matching appropriate programs to the specific student profile.

Outcome: PD with Landmark language based consultant. Case study work with both. Staff training as needed in reading programs.

Measurement: Reading programs vetted and matched for students with specific reading disabilities. Reading data showing student growth. Full language-based program.

Focus on Intervention & Enrichment:
 Increase number of students receiving academic intervention in both math and literacy. Develop programming for students needing enrichment in literacy and math.

Outcome: Keep second interventionist in budget (currently an Esser Grant position)

Hire a literacy (reading & writing) and math enrichment coordinator to work with students at both grade levels.

Measurement: More students receiving the 6-8 week specific academic interventions. Increase in students academically on grade level.

Students receiving enriched instruction at their level academically and developmentally. Students being challenged by complex texts and problem-solving.

Focus on Adult Learning & Growth:
 Exploration of professional development to increase staff and student learning.

Outcome: Engage in meaningful professional development directly connected to student's academic, social-emotional, and developmental growth.

Measurement: Array of professional development opportunities meeting individual teacher needs. Survey staff regarding professional development needs as well as staff opportunities to coach and lead professional development.

Focus on Robotics & Technological Communication:

Exploration of robotics, coding, and media technology.

Outcome: Integration of robotics into classrooms. Integration of media technology as a form of communication.

Measurement: Increased use of robots and coding by students in STEM, technology, and general education. Additional student choice in presentation formats such as video, podcasting, audio, and animation.

We will provide supports so all students are ready and able to learn.

Social-Emotional Goal: Provide a trauma-sensitive, pro-social framework where all students and staff feel safe, welcomed, and supported.

Focus on Positive Behavior Interventions and Supports:
Continue implementation of PBIS.

Outcome: Staff using SWIS for discipline referrals. Staff consistently using behavior flowchart and anchor stamps.

Measurement: Discipline referral data, behavioral strategy data, weekly & monthly anchor stamp data. Number of staff tickets given monthly.

Focus on consistent training for all staff:

Continue staff education on safe and supportive schools, impact of trauma on learning, and mindfulness.

Outcome: PD throughout the year on maintaining safe and supportive schools, mindfulness, and equity.

Measurement: SWIS data, RTI process, school climate survey results, evidence of student learning in self-regulation, relationship building, & academic success.

Focus on the social, emotional, and behavioral functioning of students

Continue administration and analysis of BIMAS (Behavior Intervention Monitoring Assessment System) twice yearly

Outcome: Identify students who might be at risk or in need of further assessments via analyzing BIMAS results.
Progress monitor the effectiveness of interventions.

Measurement: Number of students receiving interventions from one assessment to the next in each category.
Overall percentage of students at risk in each category.
Interventions completed with students.
Analyzing year to year trends.

Focus on Parent/Guardian Involvement:

Continue discussion on the impact of parent involvement on student learning and identify strategies to develop supportive parent involvement.

Outcome: PD sharing research on parent involvement. Identify current ways parents are involved.

Measurement: Identify additional ways for school-parent communication and/or involvement.

Focus on diversity, equity, and inclusion

Continue Cultural Competencies work with staff.

Outcome: Expand professional learning and school community education around understanding and embracing individuality, including topics of bias, race, culture, language, gender identity, sexual orientation and ability at the appropriate developmental level of students.

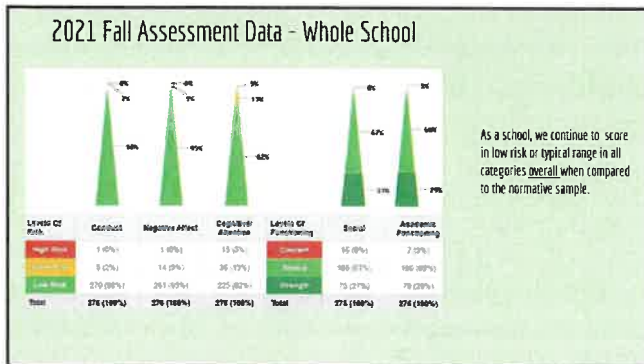
Measurement: Staff will work to recognize biases, ideas, and stereotypes of cultures that are different from their own.
Educate themselves and others on cultural differences to gain more understanding.
All students are represented in the curriculum.

DATA, DATA, DATA

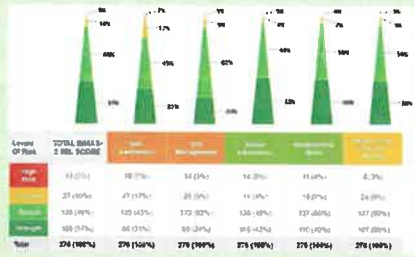
BIMAS-2 Fall 2021* Results

Behavior Intervention Monitoring
Assessment System

*In Fall 2021 students returned to full-time, in-person learning after a hybrid model in Fall 2020 through April 2021. Students were in school full-time in-person April-June 2021.



2021 Fall Assessment Data - Whole School



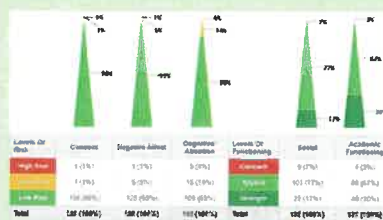
As a school, we continue to score in typical range in all SEL core competencies (*self awareness, self management, social awareness, relationship skills, responsible decision-making*) when compared to the normative sample.

Whole School Assessment Data - Year to Year Comparison

Identified as Low Risk:	Fall 2019	Winter 2020	Fall 2020*	Winter 2021*	Spring 2021*	Fall 2021
Conduct	270 (96%)	276 (95%)	258 (90%)	217 (67%)	223 (63%)	270 (98%)
Negative Affect	251 (86%)	251 (86%)	221 (85%)	107 (88%)	219 (91%)	261 (95%)
Cognitive/Attention	224 (77%)	208 (72%)	218 (84%)	183 (82%)	182 (76%)	225 (82%)
Level of Functioning Typical/Strength:						
Social	272 (94%)	270 (96%)	244 (94%)	213 (95%)	231 (93%)	260 (94%)
Academic Functioning (with 2020 data)	278 (96%)	277 (95%)	239 (85%)	206 (92%)	227 (85%)	269 (97%)

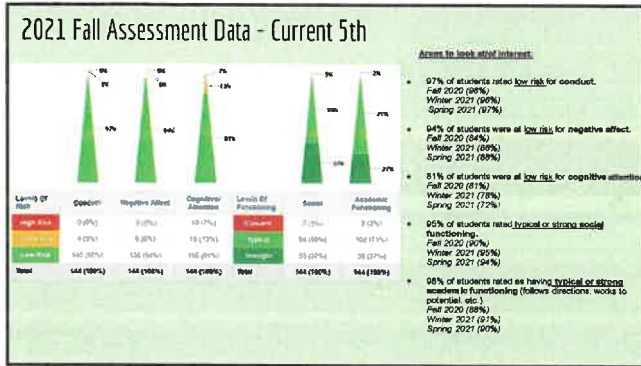
Data for 2020 and 2021 is based on students who were in the learning model of 2 days of in-person instruction in small cohorts, with 3 days of remote learning. Students received full instruction in 2021 prior to Spring 2021 assessment. Students assessed in 2020 received remote instruction from the March through June 2020.

2021 Fall Assessment Data - Current 4th



Areas to look at of interest:

- 96% of students rated **low risk** for conduct.
- 95% of students were at **low risk** for negative affect.
- 83% of students were at **low risk** for cognitive attention.
- 93% of students rated **typical or strong social functioning**.
- 96% of students rated as having **typical or strong academic functioning** (follows directions, works to potential, etc.).



Follow-up: Intervention

- After review of data, the BIMAS data team (Tara, Siobhan, Patnick, Michelle, Kristin, Maggie) identified groups of at-risk students within each behavior scale.
- Whole school and grade level data reports shared with staff as part of this presentation.
- Data team member to meet w/ teachers of general education students in **some risk** or **high risk** category within each behavior scale* to discuss Tier 1 & 2 interventions.
- Data Team member to provide list of special education students in **some risk** or **high risk** category within each behavior scale* for their review and to determine whether services and/or benchmarks address areas of concern.

*Only high risk for Cognitive/Attention

	4th Grade	5th Grade
Conduct	2	0
Negative Affect	2	1
Cognitive/Attention	3	1
Social	5	1
Academic	1	1
Total Students	11	3

STAR 360 & Intervention Data

Fall 2021

Grade 4 STAR 360 Reading-Fall 2021



Benchmark Categories (District)

4th Grade Benchmark	64.2%
On Track	22.1%
Interventionist	8.9%
Support Interventionist	4.8%

Illustration of student proficiency and its percent across benchmark categories.

4th Grade Reading-90th Percentile

- 23 students scored above the 90th percentile rank.
- Ranging from 6.2-9.9 Grade Equivalent

4th Grade Intervention-Reading

- 18 general education students identified as below grade level (<4.0 grade level equivalent) by Fall 2021 STAR 360 assessment
 - 3 students receive Tier 1 support from their classroom teacher, consult with interventionist as needed
 - 8 students receive in-class literacy support with interventionist (small group instruction, co-teaching, re-teaching, scaffolding assignments) at least 3 times a week.
 - 5 students receive Tier 2 interventions for spelling, decoding and comprehension 2-3 times a week
 - Resources include *MyFocus Intervention* lessons and guided reading with *MyFocus Reader*.
 - Progress monitoring using DIBELS, STAR 360, *MyFocus Intervention* assessments and *Quick Phonics Screener*
 - Currently offering a 7 week after school Reading Group for intervention students that addresses spelling, comprehension, decoding multi-syllable words, and conventions.

Grade 4 STAR 360 Math-Fall 2021



Benchmark Categories (District):

All Above Benchmark	55.0%
On Benchmark	36.5%
Below Benchmark	8.5%
Significant Intervention	9.9%

Distribution of student performance by district benchmark category

4th Grade Math-90th Percentile

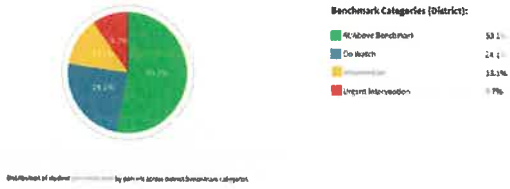
- 13 students scored above the 90th percentile
- Grade Equivalent range of 5.6-7.6

Student ID	Score	Grade Equivalent
1	85	5.6
2	82	5.8
3	80	6.0
4	78	6.2
5	75	6.4
6	72	6.6
7	70	6.8
8	68	7.0
9	65	7.2
10	62	7.4
11	60	7.6

4th Grade Math Intervention

- 17 general education students identified as below grade level (<4.0 grade level equivalent) by Fall 2021 STAR 360 assessment
 - Most students receive Tier 1 in-class supports from either the classroom teacher or interventionist. This includes small group instruction, scaffolds, co-teaching and re-teaching
 - 2 students receive Tier 2 interventions for fact fluency and place value.
 - Resources include the general education Eureka lessons at varying grade levels and supplemental lessons from VMath
 - Progress monitoring using STAR 360 and classroom Exit Tickets, mid-module assessments and end of module assessments

Grade 5 STAR 360 Reading-Fall 2021



5th Grade Reading-90th Percentile

- 23 students scored above the 90th percentile mark.

5th Grade Reading Intervention

- 17 general education students identified as below grade level (<5.0 grade level equivalent) by Fall 2021 STAR 360 assessment
 - 8 students receive Tier 1 support from their classroom teacher, consult with interventionist as needed
 - 7 students receive in-class literacy support with interventionist (small group instruction, co-teaching, re-teaching, scaffolding assignments) at least 3 times a week.
 - 2 students receive Tier 2 interventions for spelling, decoding and comprehension 2-3 times a week
 - Resources include *MyFocus Intervention* lessons and guided reading with *MyFocus Reader*.
 - Progress monitoring using *Fountas and Pinnell Benchmark Assessment System*, *STAR 360*, *MyFocus Intervention* assessments and *Quick Phonics Screener*
- Currently offering a 7 week after-school Reading Group for intervention students that addresses comprehension and decoding of multisyllabic words.

Grade 5 Math STAR 360-Fall 2021



Benchmark Categories (District):

Meets Benchmark	34.5%
On track	25.5%
Intervention	9%
High Intervention	11%

Distribution of student scores by benchmark category

Grade 5 Math -90th Percentile

- 18 students scored above the 90th percentile rank.

Student ID	Score	Percentile Rank
101	100	100
102	95	95
103	90	90
104	85	85
105	80	80
106	75	75
107	70	70
108	65	65
109	60	60
110	55	55
111	50	50
112	45	45
113	40	40
114	35	35
115	30	30
116	25	25
117	20	20
118	15	15
119	10	10
120	5	5

5th Grade Math Intervention

- 15 general education students identified as below grade level (<5.0 grade level equivalent) by Fall 2021 STAR 360 assessment
 - Most students receive Tier 1 in-class supports from either the classroom teacher or interventionist. This includes small group instruction, scaffolds, co-teaching and re-teaching
 - 2 students receive Tier 2 interventions for fact fluency and operations.
 - Resources include the general education *Eureka* lessons at varying grade levels and supplemental lessons from *VMath*
 - Progress monitoring using STAR 360 and classroom Exit Tickets, mid-module assessments and end of module assessments



School Improvement Plan Overview

<p>Goal I--Instructional Leadership</p> <p>Design and Implement an Instructionally focused child-study consult Establish curriculum leadership model</p> <p>Goal II--Support Measurable Academic Improvement</p> <p>Child Study Consult, student-driven data analysis Skills-based Instruction, curriculum Program development (LBP, BRYT, Advisory) Expanded World Language Program</p>	<p>Goal III--Professional Learning Communities</p> <p>CEL Leadership NIS-Nock Team development Student Voice Initiatives (Shadow Day, Advisory, EP, PBIS, Structured Classroom Dialogue)</p> <p>Goal IV--Guaranteed and Viable Curriculum</p> <p>Published Program of Studies Scope and Sequence Maps Skills-based Unit Development Common Assessments</p> <p>Goal V--Safe and Supportive School Community</p> <p>PBIS Wellness/Mindfulness (space, staff PD, programs) Student Leadership Prevention/Intervention (SOS, SBIRT)</p>
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Meeting our 2021-22 SIP Goals

1. Continue to build a rigorous, intensive world language program
 - a. Addition of 2.10 FTE for grade 6 expansion
2. Address Special Education needs and build programs (anticipated needs based on incoming students)
 - a. Increase .7 SLP to 1.0 SLP
 - b. Add .5 Reading Teacher
3. Continue our focus on student voice and strengthening our instructional practices
 - a. Essential Partners Dialogue Coach/Consulting
 - b. Project Adventure Grade 6 Leadership Program Development
4. Support continued use of technology as an instructional tool
 - a. Instructional technology software licensing



Other SIP Priorities

1. Sustainable place-based education program
2. Continued CEL-driven skills-based unit development
3. Music/performing arts program
 - a. Core courses for all (6-7-8 music tech)
 - b. Elective courses and small performing groups (orchestra, band, chorus)
 - c. Expanded lesson opportunities (outside partnerships)
 - d. Fall-Spring productions
4. Advisory Program -- continue and sustain
 - a. Development of team-based leadership
 - b. Expanded student data portfolio process
 - c. Ongoing staff PD
5. Social-Emotional Learning
 - a. Mindfulness/yoga expansion
 - b. Restorative Justice program development



Other SIP Priorities

- Professional Learning Communities
 - o Curriculum vertical teams--CEL leaders, bi-monthly meetings
 - o Grade level teams--child study, building leadership team
- Guaranteed and Viable Curriculum
 - o Program of Studies
 - o Scope and Sequence Maps
 - o Skills Based Curriculum Unit Planning
 - o Common Assessments
 - Alignment with MCAS Data
 - Curriculum Viability
 - o Homework/Practice/Grading

Projecting our 2022-2023 SIP Goals--Budget Requests

1. Education needs and build programs
 - a. Additional Reading staff requests will be on based on incoming student needs
 - b. Language Based Program Development
 - c. How will we define LBP Program vs. Small Group
2. Safe and Supportive School Community
 - a. Addition of 1.0 FTE School Adjustment Counselor
 - i. 3 year loop - data-consistency-impact
 - ii. In the last 4 weeks 4 students have added a counselling goal
 - iii. Last year 7 new student began to receive services and 1 exited
3. Continue our focus on student voice and strengthening our instructional practices
 - a. Sustainable Placed Based Education (6th PA/7th PBE Trips/8th Trips)
 - b. Increase role of student led Clipper Crew
4. Continued vertical alignment and integration of a comprehensive 6-12 model
 - a. MS College and Career Readiness Dream
 - b. AP track- IB Program In Middle
 - c. Curriculum Leaders (WJ - MATH-EJ A)



Newburyport High School

Presented by: Andrew Wulf, Principal

Newburyport High School

Improve student growth performance with attention to our high needs population.

High School Strategies/Activities	Outcomes and Measurements
Generate student learning and professional practice goals by curriculum teams that focus on standards in need of student improvement. a) Goals will focus on growth b) Goals will pay attention to student subgroups.	Outcome: All teachers will have student learning goals that focus on growth and explicitly target student subgroups. Measurement: Approved goals by evaluators.
Manage common planning time around the following objectives: a) <u>develop common assessments</u> b) <u>calibrate scoring on assessments</u> c) <u>use assessments to progress monitor student performance</u> for intervention purposes.	Outcome: Curriculum teams use common assessments to identify skills in need of reteaching and to intervene with students not showing growth. Measurement: Classroom observations show greater use of strategic grouping and variety of assessment methods. Common planning time observations show teams focused on common assessments, calibrating student work, and action planning around student learning outcomes.
Implement professional development that supports teachers' abilities to differentiate instruction and intervene with student learning during the lesson.	Outcome: Teachers intervene with student learning through use of class time data collection and strategic grouping. Measurement: Evaluation data shows an increase of teachers making use of strategic grouping to target instruction.

Newburyport High School

Increase access to advanced coursework for the High Needs Subgroup.

High School Strategies/Activities	Outcomes and Measurements
Identify and counter obstacles that interfere with high needs subgroup ability to access advanced coursework.	Outcome: High Needs Subgroup exceeds state target for enrollment in advanced coursework. Measurement: Advanced Coursework measure on state accountability report.
Implement programming that helps students identify passions and places them on a path to take higher level classes in those areas.	Outcome: Seminar courses are created that have a curriculum geared towards student interests as a means to strengthen their academic skills. Measurement: Advanced Coursework measure on state accountability report.
Implement professional development that supports teachers' abilities to differentiate instruction and intervene with student learning during the lesson.	Outcome: Teachers intervene with student learning through use of class time data collection and strategic grouping to promote growth of all students with particular attention to our high needs students. Measurement: Advanced Coursework measure on state accountability report

Newburyport High School
All students demonstrate college and career readiness skills upon their graduation.

High School Strategies/Activities	Outcomes and Measurements
Finalize a vision of a high school graduate.	<i>Outcome:</i> A statement depicting NHS's vision of a graduate is created and identifies skills to incorporate into the curriculum. <i>Measurement:</i> Vision Statement approved by school.
Embed skills identified within vision into our core curriculum and generate a clear scope and sequence of skill development across grade levels.	<i>Outcome:</i> Curriculum has a scope and sequence of skills that are taught and assessed in grades 9-12. <i>Measurement:</i> Common Assessments within grade levels
Establish a system through which students demonstrate competency in skills identified by our Vision of High School Graduate.	<i>Outcome:</i> Students showcase competency in skills of a graduate through a portfolio of work. <i>Measurement:</i> Post-secondary Success reports and NHS Surveys to Alumni
Prioritize lesson feedback on how teachers focus lessons on skill development	<i>Outcome:</i> Lessons use content to teach skills so that all students are aware of skill being developed. <i>Measurement:</i> Evaluation reports

Newburyport High School
All students leave with a personalized and flexible post-secondary plan.

High School Strategies/Activities	Outcomes and Measurements
Develop a college and career curriculum and schedule time during Clipper Block for counselors to meet with students multiple times across the school year.	<i>Outcome:</i> College and career exploration curriculum with clear outcomes by grade-level. All students graduate with a post-secondary plan. <i>Measurement:</i> Post-secondary Success reports and NHS Surveys to Alumni
Determine best counseling structure in support of college and career readiness and social/emotional development.	<i>Outcome:</i> Clear roles for guidance counselors and adjustment counselors. <i>Measurement:</i> 4 and 5 year graduation rate targets. Chronic Absenteeism Report
Create Grade-level specific seminar classes run by a college and career counselor.	<i>Outcome:</i> Seminar courses are created that offer students more time to explore post-secondary interests and connect these to their current academic work. <i>Measurement:</i> Measurement: 4 and 5 year graduation rate targets. Chronic Absenteeism Report

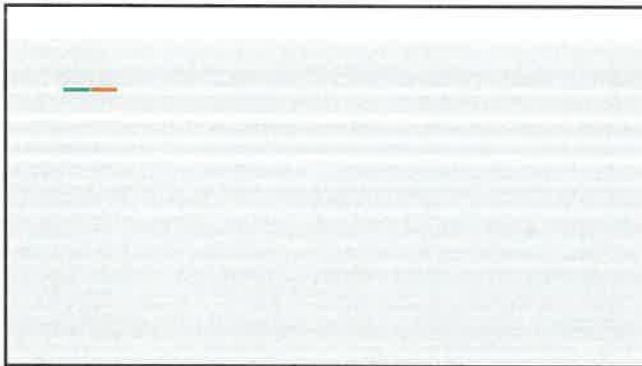
Newburyport High School
School Climate Focus: Continue to improve school climate.

High School Strategies/Activities	Outcomes and Measurements
Continue to grow student voice in the classroom by expanding dialogue into all departmental areas.	<i>Outcome:</i> All students become proficient in constructive dialogue. <i>Measurement:</i> VOCAL Survey
Strengthen role of student council in school decision-making.	<i>Outcome:</i> All students recognize the council as an avenue to provide input in school decisions. <i>Measurement:</i> VOCAL Survey

Newburyport High School

[PERFORMANCE DATA](#) - Data collected for first and second council meeting in review of SIP progress.

[Questions From 10.12. Meeting School Performance Conversation With Additional Information Collected](#)



Newburyport High School class addresses targeted violence

BY HEATHER ALTERISIO Fortier's father, Dave, halterisio@newburyportnews.com founder and president of the

NEWBURYPORT — Perspectives in Leadership and Change, a new class at Newburyport High School, was selected as the only high school program in the country to present its work at a panel co-hosted by the U.S. Department of Homeland Security last week.

Newburyport High School senior Anna Fortier and her teacher Tom Abrams presented on behalf of the class Jan. 26 at the "Digital Forum on Prevention: Digital Ecosystems for Student Security, Safety, and Well-Being."

The Department of Homeland Security co-hosted the forum with the Cybersecurity and Infrastructure Security Agency's School Safety Task Force and the Department of Education's Office of Educational Technology.

One World Strong Foundation, a nonprofit that works with survivors of terrorism, brought the idea for the class to officials at Newburyport High School through his foundation's partnership with the McCain Institute and EdVenture Partners.

Invent 2 Prevent, a program created by the McCain Institute and EdVenture Partners, and funded by the Department of Homeland Security's Center for Prevention Programs and Partnerships, calls on students at both the university and high school levels to develop, over the course of a semester or two — or in Newburyport High School's case, a full school year — tools and strategies to prevent targeted violence and terrorism.

"They have this unique class where, essentially, you identify a population of people that might be prone to targeted violence,"



Tom Abrams' Perspectives in Leadership and Change class.

Courtesy photo

See **VIOLENCE**, Page A7

VIOLENCE

. Continued from Page A1

Abrams said, noting that examples of such violence include school shootings, bombings and hate crimes.

At Newburyport High, the students — all seniors — have chosen to take this course during their Clipper Block, which is an open block that students have once every three days that allows them to meet with teachers and participate in other activities outside of their regular class schedule.

“These are pretty high-performing kids and they’re taking this class for fun almost,” said Abrams, who is the K-12 literacy coordinator for the district.

During the school year, these students have been working to create a campaign that seeks to mitigate the threat of targeted violence.

At the national level, this program has previously focused on colleges and universities, but it recently expanded to high schools with Newburyport being one of 25 high schools to participate, Abrams said.

by hundreds of people, including representatives from organizations around the world. Through their class, students have learned about the risk factors for targeted violence and terrorism. In seeking to prevent such violence, the class broke up into groups to focus on different areas of their approach such as marketing, budget and data analysis.

Together, the class has come up with a “two-prong approach” to engage the community in their work, Abrams said.

First, the class is going to invite their peers and others in the community to anonymously share an example of a time where they didn’t feel like they belonged, Fortier explained.

These stories will then be posted around the school and on Instagram through the account @NBPTvoices and under the hashtags #silentvoicesstandstrong, #NBPTvoices, #Newburyportanonymous, #Newburyportvoices and #Listen2Learn.

Then, in the spring, the class is going to create its own escape room within the

well, Abrams is hopeful that it will become a perennial activity at the school.

For the students in the class, it’s not about receiving a grade; it’s about the real world application of what they have learned about targeted violence and how they will use the tools they have created to prevent it.

“The reason why the Department of Homeland Security is pushing this program out to colleges and universities and high schools is they’re really trying to get a grassroots effort to just suppress any type of targeted violence,” Abrams said.

“They know that they don’t want to be reactive to everything; you want to be more proactive,” he added.

To follow along or to submit a story for the Instagram series, visit www.instagram.com/nbpt_voices.

To learn more about efforts to prevent targeted violence, go to www.mccaininstitute.org/programs/preventing-targeted-violence.

Staff reporter Heather Alterisio can be reached via email at halterisio@newburyportnews.co

“Ideally, what we’re trying to do is foster some of the leadership skills of this cohort of people,” he said.

At the panel last week, Fortier and Abrams discussed how their class’s project has been going over the past several months, how students have been responding to the assignment, and how it aligns with the school’s curriculum, as well as state standards. The panel was attended

school. The plan is to put five or six students together in a room with a challenge to find certain clues and solve puzzles so that they can get out of the room successfully.

Abrams noted that this is an opportunity for students who don’t know each other to establish some sense of trust and “hopefully, they come to appreciate each other and cooperate enough to get out.”

If the escape room goes

or by phone at 978-961-3149.

Follow her on Twitter @

HeathAlt.

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