

**NEWBURYPORT SCHOOL COMMITTEE**

**NEWBURYPORT, MASSACHUSETTS**

**School Committee  
Business Meeting**

**Monday, December 6, 2021**

**6:30 PM**

**SC Packet Checklist: SC Business Meeting Agenda December 6, 2021  
SC Meeting Agenda Notes December 6, 2021  
SC Business Meeting minutes 11-1-2021  
Bresnahan School Improvement Plan  
Molin School Improvement Plan  
Nock School Improvement Plan  
NHS School Improvement Plan  
School Year / Calendar Policy (IC)  
School Committee Meeting Schedule 2021-2022  
Policy Subcommittee Meeting Minutes (11-8-2021)  
CISL Meeting Record (10-25-2021)**

**Newburyport Public Schools  
Newburyport, MA**

**School Committee Business Meeting  
Monday, December 6, 2021**

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

Meetings are held in person, but may also be viewed online at:

<https://us02web.zoom.us/j/89446171108?pwd=ckhVTm9pUjFudzRLMEI6elZrOWpFdz09>

*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.

- 1. Call to Order & Pledge of Allegiance**
- 2. Public Comment** (*In Person Attendees Only*)
- 3. \*Consent Agenda - (warrants and minutes of 11-1-2021), possible Vote**
- 4. NHS Student Representative Report**
- 5. School Improvement Plan Presentations** – *Building Principals*
- 6. Finance Subcommittee** – *Steve Cole*
- 7. \*Policy Subcommittee** – *Sheila Spalding, possible Vote*
- 8. \*School Committee Meeting Calendar Discussion, possible Vote**
- 9. Assistant Superintendent's Report: CISL Update**
- 10. Superintendent's Report: COVID/Vaccination Clinic Update, Strategic Plan Update, and November Happenings**
- 11. New Business**

**\*Executive Session** – vote

*For the purpose of discussing possible litigation and legal matters, and not to reconvene in Open Session.*

\*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, December 6, 2021  
6:30PM @ Senior/Community Center, 331 High Street, Newburyport, MA**

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<https://us02web.zoom.us/j/89446171108?pwd=ckhVTmpsUjFUdzRLMEI6elZrOWpFdz09>

**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.

**Agenda:**

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

**3. \*Consent Agenda - (warrants and minutes of 11-1-2021), possible Vote**

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

**5. School Improvement Plan Presentations**

Building principals will introduce their School Council members, as well as provide an overview of their School Improvement Plan (SIP) goals and how it ties to the budget preparation process. Presenters will be Jamie Sokolowski (Bresnahan Elem.), Tara Rossi (Molin Upper Elem.), Nick Markos (Nock Middle), and Andy Wulf (High School).

**6. Finance Subcommittee Update - Steve Cole**

**7. \*Policy Subcommittee - Sheila Spalding, possible Vote**

a. \*School Year / Calendar Policy (IC) – revision - 2nd reading, possible Vote

**8. \*School Committee Meeting Calendar Discussion, possible Vote**

*Review the January meeting dates (January 4 and 18), as well as the possible retreat format. Also review February 28 and April 25 dates to ensure no conflict with City Council meetings. May have to move these meetings to Tuesday, March 1 and Tuesday, April 26<sup>th</sup>)*

**9. Assistant Superintendent's Report:** *LisaMarie Ippolito will provide a summary of the October meeting for the CISL Adhoc Committee (Curriculum, Instruction and Student Life).*

**10. Superintendent's Report:** *COVID/Vaccination Clinic Update, Strategic Plan Update, and November Happenings*

**11. New Business**

**\*Executive Session – vote**

*For the purpose of discussing possible litigation and legal matters, and not to reconvene in Open Session.*

**FYI: Upcoming Dates:**

- ✓ **NHS School Council Meeting:** Tuesday, December 7, 5:00PM
- ✓ **Molin Winter Concert:** Wednesday, December 8
- ✓ **Nock Parent Conferences:** Thursday, December 9: 6:00-8:00PM
- ✓ **Early Release Day:** Friday, December 10
- ✓ **NHS Winter Concert:** Monday, December 13, 7:00PM
- ✓ **Policy Subcommittee Meeting:** Monday, December 13, 7:00PM
- ✓ **Bresnahan School Council Meeting:** Wednesday, December 15, 8:10AM
- ✓ **Finance Subcommittee Meeting:** Thursday, December 16, 8:00AM
- ✓ **School Committee Business Meeting:** Monday, December 20, 6:30 PM

\*Possible Vote

**NEWBURYPORT SCHOOL COMMITTEE  
SCHOOL COMMITTEE BUSINESS MEETING  
Nock Middle School Library, 70 Low Street, Newburyport, MA 01950  
Monday, November 1, 2021**

**NEWBURYPORT SCHOOL COMMITTEE BUSINESS MEETING**

**Present:** Mayor Donna Holaday, Brian Callahan, Bruce Menin, David Hochheiser, Sheila Spalding, Steve Cole

**Absent:** Sean Reardon

**CALL TO ORDER / ROLL CALL PLEDGE OF ALLEGIANCE:**

**Mayor Donna Holaday** called the School Committee Business Meeting of the Newburyport School Committee to order at 6:33 PM. Roll call found all members present except Sean Reardon.

At this time Vice-Chairman Brian Callahan assumed chairmanship of the meeting.

**PUBLIC COMMENT:**

**Mike Cronin, Shandel Drive** He spoke about Critical Race Theory

**Charles Grossman, 2 Cutting Drive** He spoke about the summer reading list.

**Katie Cardie (remote), Merrimac St.** She spoke about COVID practices

**Hayley Knutsen, 7 Columbus Ave.** She thanked those concerned for the Halloween Parade and being masked outside.

**CONSENT AGENDA:**

**Warrants:**

**Motion:**

On a motion by **Steve Cole** and seconded by **Mayor Holaday** it was

**VOTED:** to approve, receive and forward to the City Auditor for payment the following Warrants:

Warrant 8040 \$ 289,209.31

A-Warrant 7,354.49

**Motion Passed**

**Sean Reardon absent for vote**

**MINUTES:**

**Motion:**

On a motion by **Bruce Menin** and seconded by **Mayor Holaday** it was

**VOTED:** to approve, receive and file the following:  
School Committee Business meeting minutes of Monday,  
October 18, 2021 as amended.

**Motion Passed**

**Sean Reardon absent for vote**

## **STUDENT AWARDS:**

**Superintendent Gallagher** presented the following awards:

- The **Certificate of Academic Excellence**. The Massachusetts Association of School Superintendent's (MASS) designed this award for academic excellence and to be given each year to a high school senior who had distinguished themselves in the pursuit of excellence during their high school career. This year's recipient is: **Charles Grossman**
- The **Award for Academic Growth and Student Leadership in Learning** is offered to NESDEC-affiliated school districts in New England by the National School Development Council (NSDC). This award is presented to high school seniors who have consistently pursued a high level of academic effort, and who have also served as positive role models for the student body. Recipients of the award exemplify admirable character and accomplishment. The following seniors are the 2021-2022 recipients of this award: **Olivia D'Ambrosio, Lila Gridley, Avi Patel and Owen Roberts.**

## **COVID UPDATE:**

District Nurse Leader Lauren McDonald provided an update on COVID vaccinations and the upcoming 5-11-year-old eligibility, and protocols as follows:

- COVID Mitigation Strategies
- NPS COVID Testing Program
- COVID Vaccination
- COVID Vaccination Status
- COVID Vaccination Clinic

**Mayor Holaday** spoke about the Bresnahan Parade, mask optional and the field trip for apple picking.

**David Hochheiser** asked about the percentage - what grades?

A question was asked: Should students who have had COVID get Vaccinated? Answer - Yes

**Superintendent Gallagher** said that during the Bresnahan parade the time outside was very brief - students marched in their classrooms.

## **NHS STUDENT REPRESENTATIVE REPORT:**

NHS Student Representatives Olivia Hansen and Avery Hochheiser reported on the following:

- National Honor Society Blood Drive - At the October 15 Blood Drive, 28 pints were collected which translates into helping 84 people.
- Mayor Debate at NHS - On Tuesday, October 19, mayoral candidates Sean Reardon and Charlie Tontar participated in a debate at NHS.
- Learning How to Have a Dialogue - On Friday, October 22 high school teachers engaged students in an activity that modeled foundational skills of dialogue. There will be 5 other activities across the school year to practice and use these skills.
- Showcase Night – will be held on Thursday, December 2<sup>nd</sup>. This is an opportunity for middle school families to come to the high school, talk with our teachers and students, and see everything we have to offer. The event will take place from 6:00 - 7:30 PM and is structured as an open house. Tours will be given by students throughout the

showcase and high school faculty will be in the first-floor spaces to answer questions about the academic and extracurricular program.

- Sports News

Nock Middle School: Cross Country Girls won and Boys are undefeated. Luke Macissac broke the course record by 4 seconds.

NHS:

Boys Soccer (16-1-1) Cape Ann League Kinney Champions - qualified for MIAA tournament

Girls Soccer (12-2-4) Cape Ann League Kinney Champions - qualified for MIAA tournament

Volleyball (9-11) Cape Ann League Kinney Champions - qualified for MIAA tournament

Boys Cross Country (5-0) Cape Ann League Kinney Champions - CAL Open Champions - qualified for MIAA State Meet

Football (4-4) - qualified for MIAA tournament

Field Hockey (5-7-3) - qualified for MIAA tournament

Girls Cross Country (4-1) - qualified for MIAA State Meet

Golf (11-3) - finished the season #4 at MIAA state match

MIAA tournament information will be released over the next two days. We anticipate at least three of our teams hosting first round games.

### **SEPAC PRESENTATION:**

Co-Chair Lauren Hajjar provided an overview of the Newburyport Special Education Parent Advisory Council (SEPAC).

**Superintendent Gallagher** said they did a great job for all students. We are looking to grow this organization. There will be guest speakers.

### **CLASS OF 2025 STUDENT ACTIVITY ACCOUNT REQUEST:**

Review and discussion of the Class of 2025 application request for a student activity account.

**Motion:**

On a motion by **Bruce Menin** and seconded by **Mayor Holaday** it was

**VOTED:** To waive procedures because it was not on agenda for a possible vote.

**Motion Passed**

**Sean Reardon absent for vote**

**Motion:**

On a motion by **Bruce Menin** and seconded by **Mayor Holaday** it was

**VOTED:** To approve the request of the Class of 2025 for a student activity account.

**Motion Passed**

**Sean Reardon absent for vote**

### **FINANCE SUBCOMMITTEE UPDATE:**

**Steve Cole** reported on the Finance subcommittee:

- Schedule of FY22 Subcommittee meetings
- FY21 Update
- Fundraising

**David Hochheiser** stated he was amazed at how much money parents have to put up. **Steve Cole** said parents should keep track as to how much money they spend on School Activities.

**POLICY SUBCOMMITTEE:**

**Sheila Spalding** outlined the following:

**New School Committee Member Orientation Policy (BIA) - revision - 2nd reading**

**Motion:**

On a motion by **Mayor Holaday** and seconded by **Bruce Menin** it was

**VOTED:** To approve the New School Committee Member Orientation Policy (BIA) - Revision.

Amend to add - Robert's Rules of Order - Executive Session Meeting:

**Roll Call Vote:**

<b>Mayor Holaday</b>	<b>- Yes</b>
<b>Brian Callahan</b>	<b>- Yes</b>
<b>Bruce Menin</b>	<b>- Yes</b>
<b>David Hochheiser</b>	<b>- Yes</b>
<b>Sheila Spalding</b>	<b>- Yes</b>
<b>Steve Cole</b>	<b>- Yes</b>

**Motion Passed**

**Sean Reardon absent for vote**

**Bruce Menin** commented on the Open Meeting Law

**David Hochheiser** commented on the Conflict of Interest - certificate - going to the MASC meeting.

**Motion:**

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

**VOTED:** To include amendments Sec. B copy of Open Meeting Law, Roberts Rules of Order and educational materials from Attorney General Office.

**Motion Passed**

**Sean Reardon absent for vote**

**School Year / Calendar Policy (IC) - revision**

**Motion:**

On a motion by **Mayor Holaday** and seconded by **Bruce Menin** it was

**VOTED:** To approve the School Year / Calendar Policy (IC) - revision policy.

**This motion was tabled.**

## **SUPERINTENDENT'S REPORT:**

**Superintendent Gallagher** reported on the following:

- MSBA Walkthrough - 19th Virtual Meeting - Thursday, October 21 - Sr. Study Team came to the High School and toured the facility; **Mayor Holaday** spoke to the MSBA.
- District Attorney Blodgett's Meeting - Round Table discussion - 20 other Superintendent's listened to challenges, staffing shortages, and political climate.  
**David Hochheiser** asked if they discussed teacher stress?  
November 10 - email was sent out - Parent/Guardian Group
- Parent's Strategic Planning Forum - it was a great turnout.
- Costume Parades - Friday the 29th - it was awesome - great enthusiasm.
- Upcoming Dates:      Nock - November 3  
                                    Molin - November 4  
                                    NHA - November 10  
                                    City Council - November 16

**Mayor Holaday** said the Joint Meeting met this AM.

## **NEW BUSINESS:**

**David Hochheiser** asked about Midterm week at NHS.

## **EXECUTIVE SESSION:**

On a motion by **Mayor Holaday** and seconded by **Sheila Spalding** it was

**VOTED:**            To adjourn to Executive Session at 8:10 PM for the purpose of discussion possible Litigation and legal matters. The Committee will not reconvene to Open Session.

**Motion Passed**

**Sean Reardon absent for vote**



**Bresnahan School**  
**School Improvement Plan**  
**21-22**



**School Council Members**

Colin Carpenter – P  
Shannon Cormier – P  
Heather Eigen – P  
Kirsten Rowe -P  
Allison Byrnes – T  
Sam Maguire – T  
Julie Malchow – T  
Madison Stanton – T  
John Gangemi – T  
Jamie Sokolowski – Co-Chair

Strategy 1: We will Re-imagine Teaching and Learning

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

Plan 2: Assessment is used to guide instruction, curriculum, engage students in inquiry and focus on the process of learning.

Bresnahan School Strategies/Activities	Person(s) Responsible for Implementation	Outcomes and Measurements	Start/Timeline
<p>The universal kindergarten math DDM and Gr 1-3 Affirm assessments will be administered twice a year to identify student needs and inform instruction.</p>	<p>Math Coach, Math Interventionist, Classroom Teachers, Special Education Staff, Assistant Superintendent, Principal, Assistant Principal, Early Childhood Coordinator.</p>	<p><u>Outcome:</u> 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 monthly with the math coach to determine best practices to differentiate and promote support student growth.</p> <p><u>Measurement:</u> Student results from math screener will be reviewed with other math data, exit tickets, unit tests and formative assessment data to plan for individualized student programs.</p>	<p>2021</p>
<p>Implementation of Math Intervention Program, Do The Math</p>	<p>Math Interventionist, Math Coach</p>	<p><u>Outcome:</u> Implementation of the Do The Math program with fidelity.</p> <p><u>Measurement:</u></p> <ul style="list-style-type: none"> <li>● Math Interventionist will implement the Do The Math program with students identified through Affirm Benchmark Assessments and Eureka formative/summative assessments</li> <li>● Do The Math progress monitoring/assessments</li> <li>● Affirm End of Year Assessments</li> </ul>	<p>2021</p>

Administer dyslexia screening at the mid-point of kindergarten year	Kindergarten Classroom Teachers, Reading Interventionist, Literacy Coach, Literacy Coordinator, Special Education Staff, Principal, Assistant Principal, Early Childhood Director, Assistant Superintendent	<p><b>Outcome:</b> Identify students who are at-risk in early literacy skills.</p> <p><b>Measurement:</b> Administration of dyslexia screener in January of kindergarten year in conjunction with other literacy assessments - Brigance, DIBELS, reading benchmarks.</p>	2021
By the end of the year 100% of students will show at least one year of reading growth based off of Dibels scores.	Literacy Coordinator, Literacy Coach, Classroom Teachers, Title 1 Reading Interventionists, Principal, Assistant Principal, Special Education Teachers	<p><b>Outcome:</b> Comparison of number of students at core, strategic and at risk</p> <p><b>Measurement:</b></p> <ul style="list-style-type: none"> <li>● Implementing a mastery of scope and sequence at each grade level</li> <li>● Implementing progress monitoring of at least 5 identified students in the class</li> <li>● Develop a list of discrete reading benchmarks for grade k-3</li> </ul>	2021
Implementation of MyView Comprehension Curriculum	Literacy Coordinator, Literacy Coach, Classroom Teachers, Special Education Teachers, Principal, Assistant Principal	<p><b>Outcome:</b> 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 of MyView.</p> <p><b>Measurement:</b> Regular feedback to the District Literacy Coordinator.</p>	Est. 2021, will be reviewed in 2022
Implementation of revised Massachusetts History and Social Science curriculum frameworks in grades K-3.	Classroom Teachers, Special Education Staff, Principal, Assistant Principal, Early Childhood Coordinator	<p><b>Outcome:</b> Research 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"> <li>● Use of the anti-bias rubric/guide to determine materials.</li> </ul> <p><b>Measurement:</b> By 2022-2023 Implementation/revision of curriculum at each</p>	2022

		grade level.	
Implementation of the Wilson Foundations Program in grades K-3.	Classroom Teachers, Title I Interventionists, Literacy Coach, Special Educators, Early Childhood Coordinator, Literacy Coordinator, Principal, Assistant Principal	<p><u>Outcome:</u> Implementation of the Wilson Foundations program with fidelity at each grade level.</p> <p><u>Measurement:</u></p> <ul style="list-style-type: none"> <li>• Teachers will implement a daily Foundations lesson, following the suggested pacing guide for each grade level.</li> <li>• Teachers will participate in virtual implementation support from Wilson.</li> <li>• Teachers will participate in feedback sessions with the Literacy Coach.</li> </ul>	2021

Strategy 7: We will provide support so all students are ready and able to learn.

**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.**

We will ensure that services are provided to promote behavioral health, social and emotional learning, bullying prevention , trauma sensitivity, diversity, equity and inclusion.

Bresnahan School Strategies/Activities	Person(s) Responsible for Implementation	Outcomes and Measurements	Timeline
Continued implementation of PBIS	Principal, Assistant Principal, CEL Leaders, Teachers, Instructional Assistants, Director of Behavioral Health	<p><u>Outcome:</u> Universal school-wide expectations followed by students and equitably supported by staff to promote positive behavior.</p> <p><u>Measurement:</u> Analysis of student discipline reports, in-class rewards</p>	2021
Begin Cultural Competencies work	Principal, Assistant Principal, CEL	<u>Outcome:</u> Professional Development with Michael	2021

with staff.	Leaders, Teachers, Instructional Assistants	Eatman. Professional Development on the Social Justice Standards.  <u>Measurement:</u> Staff will work to recognize biases, ideas, and stereotypes of cultures that are different from their own. Admit/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.	
Assess current functioning of IDC programs for efficacy.	IDC Classroom Teachers, IDC Instructional Assistants, Special-ed Team Facilitator, Principal, Asst. Principal, Nurses, Early Childhood Director, Director of Pupil Services	<u>Outcome:</u> Programming aligned specifically with needs of students on a yearly basis.  <u>Measurement:</u> Students grouped based on academic, medical, social-emotional, and life-skill abilities.	
Continue staff education on safe and supportive schools, impact of trauma on learning, and mindfulness.	Counselors, Classroom Teachers, Special Education Staff, Principal, Asst. Principal, Instructional Assistants, Trauma Cohort Participants, Staff with Lesley graduate certification in Trauma & Learning (possible partnership with Molin School)	<u>Outcome:</u> PD throughout the year on maintaining safe and supportive schools, mindfulness, and equity.  <u>Measurement:</u> SWIS/Referral data, RTI process, School climate survey results, evidence of student learning in self-regulation, relationship building, & academic success.	2021

Strategy III: We will maximize all internal and external resources.  
Strategy V: We will create a dynamic community among all stakeholders.

**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.**

Strategy III, Plan 3: Partnerships will be encouraged and developed in and outside of the school district.

Strategy V, Plan 2: All stakeholders are informed about district-wide and school-level events, programs and learning opportunities.

<b>Bresnahan School Strategies/Activities</b>	<b>Person(s) Responsible for Implementation</b>	<b>Outcomes and Measurements</b>	<b>Timeline</b>
Partner with Newburyport Youth Services	Principal, Assistant Principal, Director of NYS, NYS Staff, Office Staff, Custodians, Classroom Teachers,	<p><u>Outcomes:</u> Provide meaningful opportunities for Bresnahan students to connect with one another outside of the regular school day. Support for non-English language for NYS websites and documents</p> <p><u>Measurement:</u> NYS community representation on school council, increased partnership between school and NYS, increased participation of Bresnahan students in NYS programs</p>	2021
Partner with Nourishing the North Shore and Our Neighbor's Table	Principal, Assistant Principal, Director of Food Services, School Nurses, Assistant Superintendent, Office Staff, Classroom Teachers	<p><u>Outcomes:</u> Ongoing collaboration and planning with organizations to create inclusive markets for the Bresnahan Learning Community and beyond.</p> <p><u>Measurements:</u> Re-implementation of Summertime Farmer's Market and Fall Markets aligned with extended school year programs and fall Open House.</p>	2021
Weekly Communication to Families	Principal, Assistant Principal, Director of Early Childhood, Special Education Team Facilitation Leader	<p><u>Outcomes:</u> Increase communication between parents and the school through weekly informative memos. Consistency with regards to which family members receive communications (from teachers, school, district)</p> <p><u>Measurements:</u> Feedback survey from parents and teachers.</p>	2021

Strategy VI: We will create a culture that cultivates the best in everyone.

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

Plan 1: Distributed Leadership: Everyone shared the responsibility of leadership and culture.

<b>Bresnahan School Strategies/Activities</b>	<b>Person(s) Responsible for Implementation</b>	<b>Outcomes and Measurements</b>	<b>Timeline</b>
Expand co-teaching across grade levels and programs.	Classroom Teachers, Special Education Teachers, Principal, Assistant Principal, Team Coordinator, Early Childhood Director, Director of Pupil Services	<p><u>Outcomes:</u></p> <ul style="list-style-type: none"> <li>● Reexamine class placement practices to allow for more effective co-teaching</li> <li>● Enhance or co-teaching model and move along the trajectory of supportive &gt; parallel &gt; complementary &gt; team co-teaching.</li> </ul> <p><u>Measurements:</u> Reorganization of class placement and co-teaching assignments, to host caseloads with similar goals and needs (including opportunities for students above grade level).</p>	Start plan in 2021, begin in 2021-2022
Develop Inclusive and Collaborative Teacher Learning Communities.	CEL Leaders, Teachers, Principal, Assistant Principal, Team Coordinator, Early Childhood Director, Assistant Superintendent	<p><u>Outcomes:</u> Develop capacity of CEL leaders for CEL Leaders lead a monthly staff meeting.</p> <p><u>Measurements:</u> Thorough Curriculum Mapping and implementation of Foundations and MyView.</p>	2021

# Molin School School Improvement Plan 21-22



## Members

Tara Rossi Co-Chair  
Anne Enaire -T  
Danielle Baptiste -P  
Alyssa Rabeau -P



Strategy 1: We will Re-imagine Teaching and Learning

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

<b>Molin School Strategies/Activities</b>	<b>Person(s) Responsible for Implementation</b>	<b>Outcomes and Measurements</b>
Collaborative teams will meet regularly to review student data (including: STAR 360, student work, teacher developed formative & summative assessments) to identify instructional goals as well as plan and implement appropriate instruction, interventions & enrichment.	Classroom Teachers, Special Education Staff, Principal, Asst. Principal, Literacy Coordinator, STEM Coordinator, & Interventionists	<i>Outcome:</i> 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. <i>Measurement:</i> Formative and summative assessments will demonstrate student's progress towards grade level benchmarks.
Begin to unpack new Social Studies standards and assess curriculum currently used to determine what new materials are needed.	Classroom Teachers, CELs, Principal, Asst. Principal	<i>Outcome:</i> Teachers use planning time to assess social studies standards with a diversity, equity, inclusion and anti-racism lens. Potential purchase of new curriculum. <i>Measurement:</i> Use of equity rubrics and new scope and sequence at each grade level.
Continue to Implement reciprocal teaching, Keys to Literacy Vocabulary & Comprehension, and Blooms Taxonomy strategies into all curriculum areas, specifically literacy blocks.	Classroom Teachers, Special Education Staff, Principal, Asst. Principal, Literacy Coordinator, Instructional Assistants	<i>Outcome:</i> PD on Keys to Literacy Vocabulary & Comprehension across content areas. Focus on Bloom's Taxonomy. <i>Measurement:</i> 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.
Continue work with consultants on identifying the variety of reading and language-based disabilities and matching appropriate programs to the specific student profile.	Special Education Staff, Classroom Teachers, Principal, Asst. Principal, Literacy Coordinator	<i>Outcome:</i> PD with language based consultant and Emily Russin. Case study work with both. Staff training as needed in reading programs. <i>Measurement:</i> Reading programs vetted and matched for students with specific reading

		disabilities. Reading data showing student growth. Full language-based program.
Discussion regarding continuation of MyView Reading Program (implemented during hybrid), upon full return to school.	Classroom Teachers, Special Education Staff, Principal, Asst. Principal, CELs, Literacy Coordinator	<i>Outcome:</i> Decision on how and when to use MyView. <i>Measurement:</i> CEL meetings, input from staff, comparison to other literacy programs.
Increase number of students receiving academic intervention in both math and literacy.	Principal, Asst. Principal, Interventionists Teachers, Curriculum Coordinators	<i>Outcome:</i> Hire a second interventionist. <i>Measurement:</i> More students receiving the 6-8 week specific academic interventions. Increase in students academically on grade level.

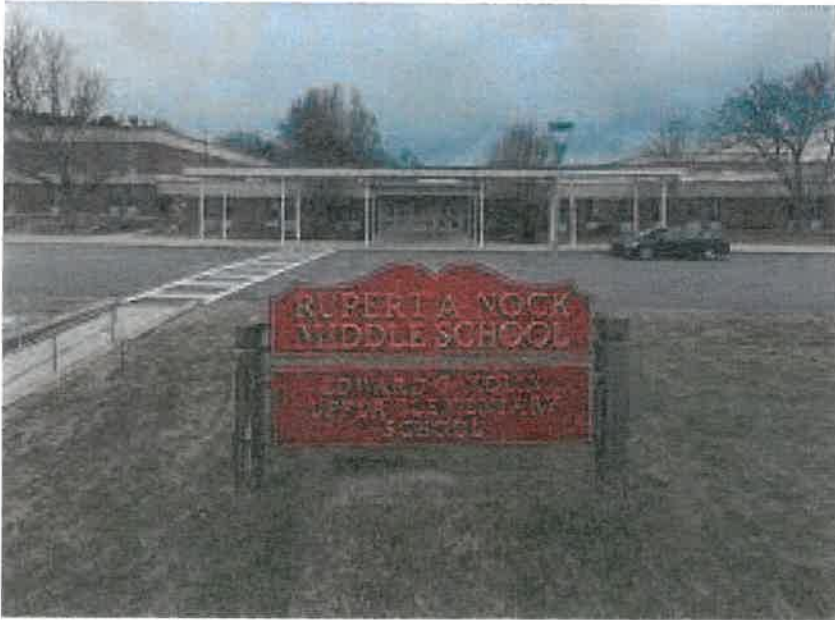
Strategy 7: We will provide supports so all students are ready and able to learn.

**Social-Emotional Goal 1: Implement a safe and supportive framework.**

<b>Molin School Strategies/Activities</b>	<b>Person(s) Responsible for Implementation</b>	<b>Outcomes and Measurements</b>
Continue implementation of PBIS.	Principal, Asst. Principal, Classroom Teachers, Instructional Assistants, Explore Staff, PBIS Team	<i>Outcome:</i> Staff using SWIS for discipline referrals. Staff consistently using behavior flowchart <i>Measurement:</i> Discipline referral data, behavioral strategy data, weekly & monthly anchor stamp data.
Continue staff education on safe and supportive schools, impact of trauma on learning, and mindfulness.	Counselors, Classroom Teachers, Special Education Staff, Principal, Asst. Principal, Instructional Assistants, Trauma Cohort Participants, Staff with Lesley graduate certification in Trauma & Learning	<i>Outcome:</i> PD throughout the year on maintaining safe and supportive schools, mindfulness, and equity. <i>Measurement:</i> SWIS data, RTI process, School climate survey results, evidence of student learning in self-regulation, relationship building, & academic success.
Continue administration of BIMAS (Behavior Intervention Monitoring Assessment System)	Principal, Asst. Principal, Counselors, School Psychologist, School Nurse, Classroom	<i>Outcome:</i> Identify students who might be at risk or in need of further assessments.

twice yearly.	Teachers	<p>Progress monitor the effectiveness of interventions.</p> <p><i>Measurement:</i> Number of students receiving interventions from one assessment to the next in each category.</p> <p>Overall percentage of students at risk in each category.</p> <p>Interventions completed with students.</p>
Continue discussion on the impact of parent involvement on student learning and identify strategies to develop supportive parent involvement.	Principal, Teachers, Instructional Assistants, School Council, BLT	<p><i>Outcome:</i> PD sharing research on parent involvement. Identify current ways parents are involved.</p> <p><i>Measurement:</i> Identify additional ways for school-parent communication and/or involvement.</p>
Begin Cultural Competencies work with staff.	Principal, Assistant Principal, CEL Leaders, Teachers, Instructional Assistants	<p><i>Outcome:</i> Professional Development with Michael Eatman. Professional Development on the Social Justice Standards.</p> <p><i>Measurement:</i> Staff will work to recognize biases, ideas, and stereotypes of cultures that are different from their own.</p> <p>Admit/Acknowledge that there are differences in the treatment of people based on their appearance.</p> <p>Educate themselves and others on cultural differences to gain more understanding.</p>
Assess current functioning of IDC programs (grades 4-8) for efficacy.	IDC Classroom Teachers, IDC Instructional Assistants, Special-ed Team Facilitator, Principal, Asst. Principal, Nurses, Nock Principal and Asst. Principal	<p><i>Outcome:</i> Programming aligned specifically with needs of students on a yearly basis.</p> <p><i>Measurement:</i> Students grouped based on academic, medical, social-emotional, and life-skill abilities.</p>

# Rupert A. Nock Middle School School Improvement Plan 21-22



## Members

Nick Markos (Interim Principal)  
Alissa Gallegos (Interim Assistant Principal)  
Jacqueline Rousseau (T)  
Boyd Hancock (T)  
Deb Casson (P- co-chair)  
Becky Macknight (P)  
Lee Gordon (C)

## Rupert A. Nock Middle School

### 2019-2022 School Improvement Plan

Program Category		Goal I--Instructional Leadership				
Curriculum and Assessment	X	<b>District Professional Learning Goal:</b> By June 2020 we will increase our instructional leadership expertise and capacity within the district to support teachers in meeting the needs of all learners				
Families and Community						
Professional Culture	X	<b>RAN Professional Learning Goal:</b> Continue to use a collaborative processes structure to enhance the quality of reflection and instruction across all grade levels and content areas				
Teaching All Students	X					
Benchmarks and Key Performance Indicators		Person responsible	Date			Status
			2019 2020	2020 2021	2021 2022	
Implement and expand <b>Child Study</b> consult model (see also Goal III)--(interdisciplinary teams)		Interventionist, Assistant Principal, consultant	X	X	X	
Establish a strong working team of teacher curriculum leaders ( <b>CEL</b> ) who will facilitate curriculum, assessment and instructional PD by department (content area teams) <ul style="list-style-type: none"> <li>● Identify and provide PD to teacher leaders (August 2019)</li> <li>● Building NHS-Nock CEL team</li> <li>● Ongoing vertical meetings to review progress on curriculum, assessment and instruction</li> </ul>		Principal, assistant principal CEL team, consultant	X	X	X	

Program Category		Goal II--Support Measurable Academic Improvement				
Curriculum and Assessment	X	<b>District Student Learning Goal:</b> By June 2020 we increase supports to improve student achievement for all students while closing existing achievement gaps for economically disadvantaged students and students with learning disabilities.				
Families and Community	X					
Professional Culture	X	<b>RAN Student Learning Goal:</b> We will continue to develop, implement, and evaluate programs designed to meet student-specific academic and social needs at all three tiers of intervention				
Teaching All Students	X					
Benchmarks and Key Performance Indicators		Person responsible	Date			Status
			2019 2020	2020 2021	2021 2022	
Increase effective use of tier one interventions through an on-going bi-weekly <b>child study consult model</b> . The Consult will support goals in: <ul style="list-style-type: none"> <li>Identifying at-risk students</li> <li>Implementing team-based interventions and instructional strategies</li> <li>Using student data to assess the effectiveness of instructional strategies</li> <li>Creating a collaborative student-focused culture</li> </ul>		Interventionist, Assistant Principal, Principal	X	X	X	
Continue development and on-going evaluation of a grade-level <b>Language Based Program</b> (tier three program for identified students) <ul style="list-style-type: none"> <li>On-going staff development on data and curricula (Language!, Spell Links, reading tutorials)</li> <li>Data meetings (one per trimester) to track student progress</li> <li>Annual progress reporting to evaluate curricula and student progress</li> </ul>		Principal, District Literacy Coordinator, Team Facilitation Leader	X	X	X	
Continue development and on-going evaluation of a <b>Bridge for Resilient Youth in Transition (BRYT)</b> program (tier three support system for students returning from long-term absence or hospitalization) <ul style="list-style-type: none"> <li>On-going professional development with BRYT trainers</li> <li>Expanded role for general education teachers in academic components of program</li> <li>Build stronger understanding of program with students and families</li> </ul>		BRYT academic coordinator, counseling team, Principal	X			
Evaluate effectiveness of existing <b>intervention program</b> (tier 2 for students not		Interventionist	X			

on IEP) and recommend sustainable models for providing flexible, short-term interventions (2019-20); implement flexible interventions (2020-21)	Assistant Principal				
Evaluate current <b>schedule</b> to create a schedule that support all students and allows for flexible scheduling <ul style="list-style-type: none"> <li>● Build schedule committee</li> <li>● Identify strengths and weaknesses in current schedule</li> <li>● Explore other schools's schedules</li> <li>● Provide recommendations to whole school (spring 2019)</li> </ul>	Assistant Principal	X			
Expand integration of <b>skills-based instruction</b> across all content areas <ul style="list-style-type: none"> <li>● Round 3 of teacher PD</li> <li>● Implementation of at least one unit in all content areas (2020-21)</li> <li>● Begin grading discussion (2020-21)</li> </ul>	Principal CEL team All staff	X	X	X	

Program Category		Goal III--Professional Learning Communities				
Curriculum and Assessment	X	<b>District Improvement Goal:</b> By June 2020 we will increase the ability of grade-level and content-specific professional learning communities to use student-friendly and teacher-friendly learning cycles				
Families and Community						
Professional Culture	X	<b>RAN Goal:</b> By June 2020 we will increase the ability of grade-level and content-specific professional learning communities to use student-friendly and teacher-friendly learning cycles				
Teaching All Students	X					
Benchmarks and Key Performance Indicators		Person responsible	Date			Status
			2019 2020	2020 2021	2021 2022	
Establish a strong working team of <b>teacher curriculum leaders (CEL)</b> who will facilitate curriculum, assessment and instructional PD by department (content area teams) <ul style="list-style-type: none"> <li>Identify and provide PD to teacher leaders (August 2019)</li> <li>Building NHS-Nock CEL team</li> <li>Ongoing vertical meetings to review progress on curriculum, assessment and instruction</li> </ul>		Principal, assistant principal CEL team, consultant	X	X	X	
Increase effective use of tier one interventions through an on-going bi-weekly <b>child study consult model</b> . The Consult will support goals in: <ul style="list-style-type: none"> <li>Identifying at-risk students</li> <li>Implementing team-based interventions and instructional strategies</li> <li>Using student data to assess the effectiveness of instructional strategies</li> <li>Creating a collaborative student-focused culture</li> </ul>		Interventionist, Assistant Principal, Principal, consultant	X	X	X	



Program Category		Goal IV--Guaranteed and Viable Curriculum				
Curriculum and Assessment	X	<b>District Improvement Goal:</b> By June 2020 we will have a system to provide a comprehensive, rigorous, equitable and relevant curriculum that is aligned to the Massachusetts Curriculum Framework				
Families and Community	X					
Professional Culture	X	<b>RAN Goal:</b> By June 2020 we will have a system to provide a comprehensive, rigorous, equitable and relevant curriculum that is aligned to the Massachusetts Curriculum Framework				
Teaching All Students	X					
Benchmarks and Key Performance Indicators		Person responsible	Date			Status
			2019 2020	2020 2021	2021 2022	
Design and implement grade level common assessments within each content area (one by 11/5/2019, second by 3/20/20)		CEL team Principal/AP	X			
Participate in collaborative protocol (11/5/19, 3/20/20); identify areas for instructional improvement or curriculum gaps		All staff	X	X	X	
Complete scope and sequence maps for each content area (including common assessments, enduring understandings, key resources)		CEL team All staff Principal/AP	X			
Publish RAN Program of Studies book for parents and community		Principal	X			
Complete and publish online a scope and sequence for each RAN course (including enduring understandings, essential questions, units, time frames, priority standards, assessment tool)		CEL Team Principal	X			
Analyze homework expectations and policies (committee 19-20, new policy for 20-21)		Assistant Principal	X	X		

Program Category		Goal V--Safe and Supportive School Community				
Curriculum and Assessment		<b>RAN Goal:</b> By the end of June of 2020 we will create, implement, and analyze common assessments within each content area and/or specialized field to measure student growth.				
Families and Community	X					
Professional Culture	X					
Teaching All Students	X					
Benchmarks and Key Performance Indicators		Person responsible	Date			Status
			2019 2020	2020 2021	2021 2022	
Expand implementation of PBIS (Nock Advantage) <ul style="list-style-type: none"> <li>● SWIS data collection</li> <li>● Sustainable acknowledgment system</li> <li>● Quarterly Nock Advantage Assemblies</li> </ul>		Assistant principal, PBIS coaches, Building leadership team	X	X	X	
Develop and pilot expanded, sustainable wellness and mindfulness program <ul style="list-style-type: none"> <li>● Adjustment of PE curriculum</li> <li>● Integration of mindfulness into counseling prevention and intervention</li> <li>● Provide mindfulness PD to staff</li> <li>● Expand prevention programming</li> </ul>		Wellness team Assistant Principal Counseling team				
Expand student leadership opportunities <ul style="list-style-type: none"> <li>● Anti-Defamation League Peer Leaders (6-12)</li> <li>● Expanded Student Council--student data analysis, PBIS/SWIS</li> <li>● Clipper Crew</li> <li>● Clubs: Diversity Club, Model UN</li> </ul>		Principal Teacher leaders				
Sustain existing intervention and prevention programs <ul style="list-style-type: none"> <li>● Signs of Suicide</li> <li>● SBIRT</li> <li>● Counselors as mediators</li> <li>● Provide Bias, Diversity PD for staff (including LGBTQ)</li> </ul>		Principal School Nurse Leader				

Create a more sustainable, flexible model for using Flex as a “win” block	Principal, Assistant Principal				
Implement new start times <ul style="list-style-type: none"> <li>● 19-20</li> </ul>					

# Newburyport High School School Improvement Plan 21-22



## Members

Andrew Wulf, Principal  
Anya Brunnick-P,  
Sarah Hall-P,  
Jamie Grant-P,  
Lucas Daignault-S,  
Riya Kaur-S,  
Katherine Mailhiot - T  
Ashley Lieblein-T,  
Chris Cain-Community.

**Goal 1**

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

CONNECTION TO STRATEGIC PLAN

**Strategy 1: We will Re-imagine Teaching and Learning**

Plan 1 - All students' holistic and academic needs are met through teaching, curriculum and assessment methods.

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

**Goal 2**

**Increase access to advanced coursework for the High Needs Subgroup.**

CONNECTION TO STRATEGIC PLAN

**STRATEGY II: We will offer an array of opportunities for self-discovery and personal achievement.**

Action Plan 2: Students establish connections, apply higher order thinking skills and make learning relevant through meaningful experiences.

High School Strategies/Activities	Person(s) Responsible for Implementation	Outcomes and Measurements
A. Identify and counter obstacles that interfere with high needs subgroup ability to access advanced coursework.	Student Support Personnel	<i>Outcome:</i> High Needs Subgroup exceeds state target for enrollment in advanced coursework. <i>Measurement:</i> Advanced Coursework measure on state accountability report.
B. Implement programming that helps students identify passions and places them on a path to take higher level classes in those areas.	Principals and Student Support	<i>Outcome:</i> Seminar courses are created that have a curriculum geared towards student interests as a means to strengthen their academic skills. <i>Measurement:</i> Advanced Coursework measure on state accountability report.
C. Implement professional development that supports teachers' abilities to differentiate instruction and intervene with student learning during the lesson.	Principals, Special Education Supervisor, ESL Coordinator	<i>Outcome:</i> 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. <i>Measurement:</i> Advanced Coursework measure on state accountability report

**Goal 3**

**College and Career Readiness Focus: All students demonstrate college and career readiness skills upon their graduation.**

CONNECTION TO STRATEGIC PLAN	<b>Strategy IV: We Will Optimize Our Organizational Design and Operation.</b> Plan 6 - Student growth and learning are enhanced by a creative, rigorous, expansive curricula.
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High School Strategies/Activities	Person(s) Responsible for Implementation	Outcomes and Measurements
Finalize a vision of a high school graduate.	All School - Students, Faculty	<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.	Teachers	<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.	Principal, Student Support staff, Teachers	<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	Principals	<i>Outcome:</i> Lessons use content to teach skills so that all students are aware of skill being developed.  <i>Measurement:</i> Evaluation reports

**Goal 4**

**College and Career Readiness Focus: All students leave with a personalized and flexible post-secondary plan.**

CONNECTION TO STRATEGIC PLAN	<b>Strategy II: We Will Offer an Array of Opportunities for Self-Discovery and Personal Achievement</b> Plan 1 - Students are mentally, socially and emotionally ready to learn.
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High School Strategies/Activities	Person(s) Responsible for Implementation	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.	Director of Student Support and Counselors	<p><i>Outcome:</i> College and career exploration curriculum with clear outcomes by grade-level. All students graduate with a post-secondary plan.</p> <p><i>Measurement:</i> Post-secondary Success reports and NHS Surveys to Alumni</p>
Determine best counseling structure in support of college and career readiness and social/emotional development.	Principal, Director of Guidance, Student Support Personnel	<p><i>Outcome:</i> Clear roles for guidance counselors and adjustment counselors.</p> <p><i>Measurement:</i> 4 and 5 year graduation rate targets. Chronic Absenteeism Report</p>
Create Grade-level specific seminar classes run by a college and career counselor.	Principal, Director of Guidance, Student Support Personnel	<p><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.</p> <p><i>Measurement:</i> Measurement: 4 and 5 year graduation rate targets. Chronic Absenteeism Report</p>



**Goal 5**

**School Climate Focus: Continue to improve school climate.**

CONNECTION TO STRATEGIC PLAN	<b>STRATEGY VII: We will provide support so all students are ready and able to learn.</b> Action Plan 2: Increase social emotional learning at all grade levels. Action Plan 6: A safe and supportive school environment.
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High School Strategies/Activities	Person(s) Responsible for Implementation	Outcomes and Measurements
Continue to grow student voice in the classroom by expanding dialogue into all departmental areas.	Principals and ILT	<i>Outcome:</i> All students become proficient in constructive dialogue. <i>Measurement:</i> VOCAL Survey
Strengthen role of student council in school decision-making.	Principals	<i>Outcome:</i> All students recognize the council as an avenue to provide input in school decisions. <i>Measurement:</i> VOCAL Survey

# SCHOOL YEAR / CALENDAR

Section I; CURRICULUM AND INSTRUCTION

File: IC

The school calendar for the ensuing year will be prepared by the Superintendent and submitted to the School Committee for approval annually. The number of days or instructional hours scheduled for the school year will be determined in accordance with the following standards set by the Massachusetts Board of Elementary and Secondary Education:

1. Elementary school will operate for a minimum of 180 days. Schools shall ensure that every elementary school student is scheduled to receive a minimum of 900 hours per school year of structured learning time, as defined in regulation. Time which a student spends at school breakfast and lunch, passing between classes, in homeroom, at recess, in non-directed study periods, receiving school services, and participating in optional school programs shall not count toward meeting the minimum structured learning time requirement for that student.
2. Secondary schools will operate for a minimum of 180 days. Schools shall ensure that every secondary school student is scheduled to receive a minimum of 990 hours per school year of structured learning time, as defined in regulation. Time which a student spends at school breakfast and lunch, passing between classes, in homeroom, at recess, in non-directed study periods, and participating in optional school programs shall not count toward meeting the minimum structured learning time requirement for that student.

For the information of staff, students, and parents, the calendar will set forth the days schools will be in session; holidays and vacation periods; in service days; and parent conferences.

Newburyport School Calendars will always follow these guidelines with regards to setting a starting date for school:

- The Friday before Labor Day will always be a no-student day and a non-work day for educators.
- Before the full beginning of the year, time will be set up to allow students in transition years (1, 4, 6, and 9) time in their new buildings to become acclimated before all students arrive.
- New-teacher orientation and otherwise stipended days are not considered “regular faculty days” and can therefore take place outside of this policy.
- In years when Labor Day falls between September 1- 4, school will start after Labor Day,
  - Regular faculty days will also start after Labor Day unless specifically requested for approval by the Superintendent and applicable labor unions.
  - All students grades 1-12 will have at least 1 complete school day during this first week of programming.
- In years when Labor Day falls between September 5-7, we will start school during the week before Labor Day.
  - Regular faculty days will not start before the Monday before Labor Day.
  - All students grades 1-12 will have at least one complete school day during this first week of programming.

## References:

Source: MASC

LEGAL REFS.: M.G.L. 4:7; 69:1g; 71:1; 71:4A; 71:73;136:12  
603 CMR 27.00

**Version Control**

Action	Date
First Reading	6/5/2017
Second Reading	6/19/2017
First Reading Revision	10/18/2021
Second Reading Revised	12/06/2021

## School Committee Meeting Schedule July 2021 – June 2022

Voted/Approved August 16, 2021

**NOTES:**

School Committee Meetings are held on the **1st and 3rd Mondays** of each month at 6:30 PM at the Senior/Community Center; (By city Charter, SC meetings shall not meet on the same day as a regular city council meeting, except in case of an emergency.)

\*Exceptions to the rule: \*Tuesday, September 7 due to Labor Day; \*Tuesday, November 16 - Joint FY22 Budget meeting; \*Tuesday, January 18 due to MLK holiday; and \*February 28 & April 25 meetings are on the fourth Monday of the month due to school vacation weeks, and not to conflict with City Council meetings.

DATE	TIME	INFO		DATE	TIME	INFO
SUMMER RETREAT Thursday, August 12, 2021	4:00 PM - 8:00 PM	RETREAT NHS Library		Tuesday, January 4, 2022	6:30 PM	Inauguration Organizational/Business Meeting
August 16, 2021	6:30 PM	Business Meeting		*Tuesday, January 18, 2022	6:30 PM	RETREAT Central Office, 70 Low St.
Tuesday, Sept. 7, 2021	6:30 PM	Business Meeting		February 7, 2022	6:30 PM	Business Meeting
September 20, 2021	6:30 PM	Business Meeting		February 28, 2022 <i>Public FY23 Budget Forum</i>	6:30 PM	Business Meeting
October 4, 2021	6:30 PM	Business Meeting		March 7, 2022	6:30 PM	Business Meeting
October 18, 2021	6:30 PM	Business Meeting		March 21, 2022	6:30 PM	Business Meeting
November 1, 2021	6:30 PM	Business Meeting		April 4, 2022	6:30 PM 7:00 PM	Public Hearing on Budget Business Meeting
November 15, 2021	6:30 PM	Business Meeting		April 25, 2022	6:30 PM	Business Meeting
*Tuesday, Nov. 16, 2021 6:30 PM	City Council & School Committee Joint Meeting FY22 Budget			May 2, 2022	6:30 PM	Business Meeting
December 6, 2021	6:30 PM	Business Meeting		May 16, 2022	6:30 PM	Business Meeting
December 20, 2021	6:30 PM	Business Meeting		June 6, 2022	6:30 PM	Business Meeting
				June 20, 2022	6:30 PM	Business Meeting

\*\* Meeting dates, times and/or locations may be changed, added or deleted, throughout the year.

Newburyport School Committee  
Policy Subcommittee  
Meeting Minutes

November 8, 2021, 7:00 PM

Attendees: Sheila Spalding, Dave Hochheiser, Sean Reardon, Superintendent Sean Gallagher, Assistant Supt. Lisa Marie Ippolito, Bruce Menin

School Committee Meetings Calendar BCAA was discussed. A new heading was added, stating that this calendar is fluid and will be mapped out annually at the summer School Committee Retreat. This policy is still in progress and needs further refinements.

Surveys were discussed. Ms. Ippolito informed the committee of the data points that exist currently in the district. These include MCAS Focal Data collected for grades 4,5 and 10. It's a student survey on school climate, engagement and safety. The Asset Builders survey by NYS provides insights into at risk behaviours. The district does anonymous staff surveys at professional development workshops. Outside survey companies were discussed, including Panorama. The district will look into these further.

Policy IC, School Year Calendar was refined to omit a redundant line, "Receiving school services." It is ready to come to the School Committee for a Second Reading.

Discipline policy was tabled for a future meeting.

Meeting adjourned 8:00 PM

# CISL Meeting Record

Date: October 25, 2021

Time: 6:00 - 7:00

Location: Nock Library

**Members Present**

Y	N	Name	Facilitator	Timekeeper	Other
x		Julie Zielinski			Recorder
x		LisaMarie Ippolito, Asst. Superintendent	X		
x		Jamie Sokolowski, Elementary Asst. Principal	X		
x		Mike Testa, Secondary Associate. Principal			
x		Dr. Tom Abrams , Literacy Director		X	
x		Allie Byrnes, Elementary Math Coach			
x		Bruce Menin, School Committee			
x		Sheila Spalding, School Committee			
x		Colby Keefe, MS Student			
x		Olivia D'Ambrosio, HS Student			
	x	Yasmin Benicio, MS Student			
x		Amanda Bugli, Parent Rep			
	x	Andrea Egmont, Community Member			
x		Mike Munroe, Asst. Principal			
x		Dominic Masi			

**Icebreaker** Introductions of people in room

Sarah Hall candidate for school committee

Debbie Shepard, parent

**Approve Minutes** Bruce Menin, Sheila Spalding seconded and the minutes were approved unanimously

**Student Voice**

Olivia D'Ambrosio

Homecoming dance was a success, over 500 students attended

Mayoral candidates debated in front of Civics Senior students

Pink out on Friday tee shirts and shoe laces were sold to raise money for Breast Cancer Awareness

Poetry soup was successful students shared work

**Student Voice**

Colby Keefe

Nock is holding Socktober for students to donate socks  
6th grade had their first field trip through Project Adventure and it was a lot of fun

### **MCAS Data Overview given by LisaMarie Ippolito**

The presentation looked at the district level data and gave information on how to read the data.  
MCAS binders were made for each principal, assistant principal and central office administrators.  
We are doing data dives at each school.

We have been looking at standards that align to the questions. Looking to see if there is a standard that our students are struggling with. Then we decide if it is a curriculum concern or a (common) misconception in the question. This is important information as we dig deeper into the data.

If there is a standard with a lot of questions that were missed you can look at how the questions are asked.  
Debbie Shepard- asked if a big enough group needs targeted instruction will that happen?

Mrs. Ippolito- we are using internal and external data, looking at trends, what is happening with this cohort group, we use various data points and teacher input. We are working on being targeted with interventions- math & literacy.

We are trying to look at the data systematically, including Special Ed. data. Looking at tier 1, teaching standards effectively, what are we doing tier 2, exceeding standards. Dr. Abrams & Mrs. Ippolito are both working on a pilot program for 4 & 5 grade students who are accelerated readers, as noted by teachers' input and various data points. At this time we are just piloting ELA, planning to grow and give opportunities to all kids.

### **Bresnahan update given by Mike Munroe:**

Fall Spirit Week is this week. Today was hat day, tomorrow is sock day. Upcoming this week is also, favorite color day, Clipper Pride Day and Friday is costume day. The school has a parade outside. We are rolling out Foundations and My View as our comprehensive literacy tools.

Our Math Coach and Interventionist are using data to group students who need intervention/support in Math. CEL's are leading and facilitating one of the monthly staff meetings.

We are offering alternative recess on Tuesdays and Thursdays provided by our PE teachers

DCAP activity has been happening at the school to support our team, we have done protocols to go through the DCAP and looked at our practices as a school.

### **Newburyport High School update given by Mike Testa:**

First school council meeting happened.

Faculty voice at HS, is meeting now.

Coming up on Friday is Senior dress up day, they will have a parade in their costumes. Lots of talk about how we will bring back color day, possibly outside in the stadium.

During clipper block this coming week students will be able to sign up through software with the teachers that they need to get extra help from.

Our new college and career counselor is making great progress getting internships back and we have an upcoming Community Partnership Day at the mayor's office. Local businesses will be present, there will be opportunities for them to host internships for our students.

A lot of energy has been spent on how to manage kids, reteaching and focus.

Next CISL meeting is 11/29/21 from 6:00-8:00 P.M. The building principals will be presenting their improvement plans during this meeting.

On 11/10/21 the Superintendent will be looking for feedback from parents for the upcoming Strategic Plans so the community has a voice in our schools.