

**NEWBURYPORT SCHOOL COMMITTEE**

**NEWBURYPORT, MASSACHUSETTS**

# **School Committee Business Meeting**

**Tuesday, January 16, 2024**

**6:30PM**

SC Packet Checklist: SC Business Meeting Agenda January 16, 2024  
SC Business Meeting Agenda Notes January 16, 2024  
SC Warrant January 16, 2024  
SC Business meeting minutes December 4, 2023  
SC Business meeting minutes December 18, 2023  
SC Retreat minutes January 6, 2024  
High School Overnight Field Trip to New York City  
2024 Subcommittee Assignments  
Professional Development Day – January 12, 2024  
Interactive Playground Panels at Bresnahan Photo

**Newburyport Public Schools**  
**Newburyport, MA**  
**School Committee Business Meeting**  
**Tuesday, January 16, 2024**

**6:30 PM, Sr./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.*

**Please note:** 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 & streamed via <https://ncmhub.org/share/channel-9/>.

**Business Meeting Agenda:**

1. Call to Order

2. Public Comment

3. Student Poetry

\*\*\* *short recess (2-3 minutes)* \*\*\*

4. \*Consent Agenda (Warrant and minutes of 12/4/23, 12/18/23, and 1/6/24) – *possible Vote*

5. Student Representative Report

6. \*Annual High School Overnight NYC Field Trip 2024 – *possible Vote*

7. Hiring Process Update – Director of Pupil Services Position

8. Proposed Whittier Building Project Update – Mayor Sean Reardon

9. 2024 Subcommittee Assignments

10. \*Communications Subcommittee Proposal – *possible Vote*

11. Subcommittee Updates

a. Finance Subcommittee – Brian Callahan

b. Policy Subcommittee – Juliet Walker

c. Fundraising Advisory Committee – Brian Callahan

d. CISL – Juliet Walker

12. Superintendent's Report

13. New Business

14. \*Executive Session: *for the purpose of discussing possible contract negotiations and/or legal matters, and will not reconvene in Open Session – Vote*

\*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**

**Tuesday, January 16, 2024**

**6:30PM @ Sr./Community Center, 331 High Street, Newburyport, MA 01950**

**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/>.

**Business Meeting Agenda:**

3. Student Poetry: *Two poems will be performed by high school students: "The Testimony of the Winds" written by Shannon Brock (gr 12) and Sofie LaFranchise (gr 11), and "There is a Certain State of Winter" written by Aibhne Martino (gr 12).*

\*\*\* short recess (2-3 minutes) \*\*\*

4. \*Consent Agenda (Warrant & Minutes of 12/4/23, 12/18/23 and 1/6/24) – possible Vote
5. Student Representative Report: *NHS student Theo Roberts will provide the report.*
6. \*Annual High School Overnight NYC Field Trip 2024 – possible Vote  
*High School principal Andy Wulf is seeking permission for a 3-day overnight field trip to New York City. The trip will be in 2024 (February 9 – 11) with Theatre students and their teachers Stephanie Phillips and Lisa Zaleski. (see attached)*
7. Hiring Process Update – Director of Pupil Services Position  
*Director of Human Resources, Pam Kealey, will provide a brief update regarding the recent activities, as well as next steps in the hiring process.*
8. Proposed Whittier Building Project Update: *Mayor Sean Reardon will provide an update regarding the recent Whittier Information Session and the upcoming community vote on January 23, 2024.*
9. 2024 Subcommittee Assignments: *Mayor Sean Reardon will present the 2024 subcommittee assignments (attached)*
10. \*Communications Subcommittee Proposal – possible Vote  
*Juliet Walker would like to propose the formation of a new Subcommittee. Proposed Charge: The Communications Subcommittee shall be responsible for reviewing and advising the School Committee on communications practices and methods between the School Committee and the School District, the City Council, and the community at large. (reference Policy BDE – Subcommittees of the School Committee)*
11. Subcommittee Updates
- Finance Subcommittee – Brian Callahan
  - Policy Subcommittee – Juliet Walker
  - Fundraising Advisory – Brian Callahan
  - CISL – Juliet Walker
12. Superintendent's Report: *School Committee Retreat, Professional Development Day, Interactive Playground Panels at Bresnahan*
13. New Business
14. \*Executive Session: *for the purpose of discussing possible contract negotiations and/or legal matters, and will not reconvene in Open Session – Vote*

**FYI: Upcoming Dates:** ✓ **Staff Deve Day (No Students):** Friday, January 12  
✓ **No School – MLK holiday:** Monday, January 15  
✓ **Fundraising Advisory Committee Meeting:** Monday, January 22 @ 4:30PM  
✓ **Policy Subcommittee Meeting:** Monday, January 22 @ 7:00PM  
✓ **Superintendent's Advisory Council Meeting:** Tuesday, January 23 @ 7:00PM  
✓ **Nock School Council Meeting:** Monday, February 5 @ 8:15AM  
✓ **NHS School Council Meeting:** Tuesday, February 6 @ 5:00PM

\*Possible Vote

**School**  
**Committee**  
**Warrant**

**WARRANT 8109**

**A-Warrant**

**January 16, 2024**

<b>Warrant 8109</b>	<b>\$ 490,393.66</b>
---------------------	----------------------

<b>A-Warrant</b>	<b>\$ 28,179.27</b>
------------------	---------------------

---

<b>TOTAL of Warrant</b>	<b>\$ 518,572.93</b>
-------------------------	----------------------

## **NEWBURYPORT SCHOOL COMMITTEE BUSINESS MEETING**

**Senior/Community Center, Newburyport, MA 01950**

**Monday, December 4, 2023**

**Present: Mayor Sean Reardon, Sarah Hall, Juliet Walker, Bruce Menin, Brian Callahan, Steve Cole and Breanna Higgins.**

### **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 6:30 PM. Roll call found all members present. All those present stood for the Pledge of Allegiance. At this point in the meeting, Sarah Hall took over.

### **PUBLIC COMMENTS**

Ralph Orlando, 4 William Hall Drive: Would like to express his sincere thanks and appreciation to Bruce Menin and Steve Cole for the many valuable contributions they have made over the past 20 years while serving on the School Committee. In addition, he feels public comments are no longer welcomed like they were in the past.

Dave Hochheiser, 2 Forrester Street: Thanked Bruce Menin and Steve Cole for their time serving on the School Committee. He feels the draft letter to Whittier should be strengthened. A vote on the Whittier project in January would be irresponsible, and more information is needed.

Constance Preston, 18 Atwood Street: Commended Bruce Menin and Steve Cole for serving on the School Committee; She has not heard any support so far for the Whittier project and the community feels they are being bullied to pay an unfair amount. She would like more information to help the community understand the cost of the proposed project, as well as costs to city if the vote doesn't pass.

Stacey MacMillan, 16 Highland Street: Thanked both Bruce Menin and Steve Cole for their years serving the School Committee. She echoes the feelings about Whittier and feels there is no information to help people understand. There needs to be an engaged process and more information so people can be informed voters.

Andrea Weetman: 183 High Street: Thanked Bruce Menin and Steve Cole for serving the School Committee. It is hard to become educated on the project and the amount of money doesn't make sense for Newburyport. There is a lack of transparency and communication. She is also concerned about a January vote, and feels most people do not know anything about the Whittier project.

### **STUDENT & STAFF RECOGNITIONS**

Student and staff members of the Bresnahan Green Team were recognized for their hard work and commitment to composting and recycling at the Bresnahan School: Harper Dugan, Juliet Swift, Penelope Misa, Casey Conley, Landon Scrupps, Kennedy Bligh, Morgan Rabeau, Hadley Coffin, Teddy Quinn, Keegan LeBlanc, Piper Yuhasz, Lucas Knapp, Sarah Burola, Holly Curtis, Kelly Garbarino, Katara Harding, Whitney Hussein, Kerrie LaBroad, Kaitlyn Nickerson, and Suzanne Simon

## **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 Warrant:

Warrant 8105	\$316,740.72
Warrant 8106	1,224.52
A-Warrant	<u>\$ 6,719.50</u>
	\$324,684.74 Total

#### **Motion Passed**

### **Minutes**

#### **Motion:**

On a motion by Bruce Menin and seconded by Mayor Reardon it was

**VOTED:** to accept the minutes of the November 20, 2023 School Committee Business meeting as presented.

#### **Motion Passed**

## **STUDENT REPRESENTATIVE REPORT**

NHS student, Elizabeth Holmes, provided the student report that included the Scholastic Book Fair at the Bresnahan, upcoming winter concerts (Molin & NHS) and Kindness Month at the Nock (attached).

## **WHITTIER REGIONAL'S REP UPDATE**

- Mayor Sean Reardon introduced Brett Murphy and Donna Holaday, Newburyport's representatives on the Whittier Regional School Committee. They answered many questions and shared details about the proposed Whittier building project.
- The next Whittier School Committee meeting will be held on December 13<sup>th</sup>; they will vote to decide if a special election should be held in January.
- The "Mayor's Office" section of Newburyport's website provides information regarding the proposed Whittier building project (see tab on the left hand side). Whittier's website also has a link to the building project information.

## **CAPITAL IMPROVEMENT PLAN REVIEW**

- Superintendent Sean Gallagher provided a brief overview of the Capital Improvement Program (CIP). He reviewed a list of in-process / completed projects and their funding sources, as well as explained a list of FY24 district priorities.
- Steve Bergholm will provide a capital improvement plan update in February, as well as submit an application to MSBA that will include school roof repairs.
- Juliet Walker encouraged that "classroom space needs" be included in the budget "asks" while it is the budget season.

## **HIRING PROCESS UPDATE – DIRECTOR OF PUPIL SERVICES POSITION**

Pam Kealey, HR Director, provided the following update:

- The district partnered with NESDEC to run the search and is following their process.
- The job has been posted on School Spring, as well as sent out through a variety of NESDEC's resources. Applications will be accepted until December 9<sup>th</sup>, when the posting will close.
- On November 15<sup>th</sup> three in-person focus groups for key stake holders were held, and were attended by 10-12 parents, 6 administrators, and 6-8 teachers (predominately Special Education).
- 126 responses were received for a survey that was run from November 9 thru November 22. NESDEC commented that this was a very strong response. Breakdown: 52% from parents; 31% from educators, and 17% "other" (i.e. OT, students, related service providers etc.)
- A candidate profile was created by NESDEC utilizing all the feedback from both the focus groups and survey responses.
- NESDEC supplied the process to create a screening committee that will include parents, community members, educators, and administrators.
- A public meeting will be held on December 5 at the Nock from 3-4PM with the NESDEC consultant, Dr. Michael Palladino, to explain the search process thus far, including establishing a screening committee. An Executive Session will be held at 4PM with the participants that were invited to be on the screening committee to discuss their role and responsibilities. Screening committee members and their qualifications will be publicly presented once they've committed to participate.
- Juliet Walker asked if the public meeting on December 5<sup>th</sup> can be recorded. Pam Kealey will provide a Zoom link.
- Breanna Higgins encourages that a school committee member and SEPAC member be included in the screening committee. Pam Kealey said there would be representation.

## **DRAFT COMMUNICATION TO WHITTIER REGIONAL VOTECH**

Brian Callahan presented a draft communication to Whittier Regional's School Committee requesting a performance audit and a postponement of the January 23<sup>rd</sup> vote related to the proposed building project. The School Committee members discussed whether or not this type of communication should be sent from themselves or by the Mayor / City Council.

### **Motion:**

On a motion by Juliet Walker and seconded by Brian Callahan it was

**VOTED:** to empower Vice Chair Sarah Hall to act on behalf of the School Committee in supporting a communication to the Whittier VOTECH that will be decided in conjunction with the Mayor and the City Council on Monday.

**Motion Passed**

## **SUBCOMMITTEE UPDATES**

### **Finance Subcommittee**

- Brian Callahan said the next meeting will be held on Thursday (December 14).

### **Policy Subcommittee**

- Juliet Walker stated they have a meeting on Wednesday (December 6) to review policy sections K & L.

### **Fundraising Advisory Committee**

- Brian Callahan reported they met on November 27. They interviewed the Booster's representative Alex Coir regarding the group's fundraising processes, including scholarships and the Snack Shack.
- Brian suggested a policy may be needed that states only the All Sports Boosters can have use of the Snack Shack for selling food etc at the games.
- Bruce asked if the Boosters were registered as a non-profit. Answer = no;
- Next meeting will be held at 4:30PM on December 18 with the PTO.

### **SUPERINTENDENT'S REPORT**

- Trade Programs Dual Enrollment: 110 high school students in grades 9-12 participated in dual enrollment last year. The Superintendent would like to pilot dual enrollment for the trade programs in 2025 with the Peterson School. This would provide an opportunity for upperclassmen to learn a trade. He provided an overview of the programs vision and goals, as well as what the program would look like (i.e. courses, assessments, costs). Breanna Higgins suggested also looking into the state's After Dark Program.
- Superintendent's Advisory Council meeting: The council has twenty members. Their recent meeting consisted of a budget workshop and an overview of dual enrollment for trade programs.

### **NEW BUSINESS**

- The School Committee retreat will be held on Saturday, January 6 from 10AM – 3PM in the Nock Library.
- CISL will be added to the Subcommittee Updates section of the business meeting agenda.
- The Superintendent distributed the PTO's financial report.
- Mayor Reardon stated that new school committee members will be sworn in on Tuesday, January 2 in the City Council Chambers.
- School Committee members should contact Mayor Reardon if they have an interest in a specific subcommittee.
- Juliet Walker suggested a future discussion about creating a communications subcommittee. Sarah Hall will add that to the Retreat agenda.

### **ADJOURNMENT**

#### **Motion:**

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

**VOTED:** to adjourn the Business meeting of the Newburyport School Committee at 9:15 PM.

**Motion Passed**



## 12/4 School Committee Student Report

### **Bresnahan:**

Before the Thanksgiving break, 2nd graders created their own Macy's Day Parade! After reading the book *Balloons Over Broadway*, students created their own "balloons" and were able to show them off to our younger students! We already can't wait for next year's parade!

Bresnahan students are participating in a Food Drive organized by NHS student Logan MacKnight. We are excited for the opportunity to give back to our community.

Across the school, we are working hard on Iready Math! If you were to walk into a first grade classroom last week, students were adding and subtracting number partners for 10. They worked in small groups to demonstrate the relationship between addition and subtraction to determine the unknown whole number in an addition or subtraction equation. They could explain how to use visual models (10-frames, and number bonds) to find missing number partners for 10 and describe how to record number partners for 10 in a number bond and use it to write up to four related addition and subtraction equations. Great work first graders, and props to the grade 1 teachers as well!

Mr. RM will lead a sing along downtown on Invitation Night on Friday December 8th at 5:15 in front of the big tree. All Bresnahan families are invited to attend!

Our 3rd graders have been talking about what it means to have gratitude and what they are grateful and thankful for. In this (amazing) video they cover the song "Thankful" by Juicebox Jukebox. We were blown away by this video and can't wait for you to experience it. <https://www.youtube.com/watch?v=5T0veWC-Oig>

### **Hour of Code**

Next week all students will be participating in the world wide event the Hour of Code for Computer Science Education Week December 4-10. This week in STEM students in grades 1-3 will be learning what code/computer programming is and get instructions on how they will be participating in the event. Next week K students will be coding with the BeeBots and students in grades 1-3 will be using the online resource [hourofcode.org](https://hourofcode.com/us/learn) to practice computer programming. I wanted to share the online activity resource if anyone wanted to use it in class: <https://hourofcode.com/us/learn>

Each student will receive a certificate for participating in this global event.

**Finally, we have our Scholastic Book Fair this week!** This is an exciting literacy event for our school and is a great fundraiser for the school library! Classes will have the

opportunity to visit during the school day and parents are invited to shop during one of our after-school and Saturday opportunities:

<b>Monday, 12/4</b>	<b>Tuesday, 12/5</b>	<b>Wednesday, 12/6</b>	<b>Thursday, 12/7</b>	<b>Friday, 12/8</b>	<b>Saturday, 12/9</b>
<b>3:15-4:30 pm</b> Parent/family shopping opportunity  <i>*Please wait until the buses depart before entering the building.*</i>	<b>3:15-4:30 pm</b> Parent/family shopping opportunity  <i>*Please wait until the buses depart before entering the building.*</i>	<b>4:00-6:00 pm</b> Parent/family shopping opportunity	<b>4:30-5:30 pm</b> Parent/family shopping opportunity	Early Release@ 11:40 <b>12:00-1:00</b> Parent/family shopping opportunity  <i>*Please wait until the buses depart before entering the building.*</i>  *	<b>9:00a.m.-11:00 p.m.</b> Parent/family shopping opportunity

**Molin:**

The Molin Winter Concert is December 13th at 6pm in the Molin-Nock auditorium. We are excited as this is the first time that ALL students have music year-round! We will hear from the general music classes, the Molin singers, and the beginning band and orchestra students.

We hope the Molin Community will take a moment to watch the Molin School “We are Grateful” video sent out by Principal Rossi on Wednesday, November 29th. Thank you to Maggie Flaherty and Siobhan Green, Molin School Adjustment Counselors, for putting the video together! Link: <https://youtu.be/5yMZVOnJZgg>

**Nock:**

Congratulations to the Nock Music Department for the amazing Fall Recital. There were over 35 musical performances from middle school students ranging from solos to a sibling duet and even Nock faculty members performing with their students. It was arguably one of the best recitals we have had at the Nock.

In the Nock’s continued work to the vision of the Portrait of a Graduate, creating civically engaged students and increasing student voice the Nock has kicked off their kindness

month. Student Leaders have taken the lead in creating awareness around noticing acts of kindness from their classmates, faculty and staff. Throughout the month, student leaders are taking the role in writing notes to their classmates and inspiring others to also deliver an act of kindness as their thank-you. As we know, one act of kindness can change the world.

The second round of student led conversations is happening on Wednesday, December 6th. Students have worked diligently with their advisors in creating their story around academic data, behind the scenes data and most importantly the conversation.

### **High School:**

#### **NOVEMBER - CLIPPERS OF THE MONTH**

The following students have been recognized as Clippers of the Month.

Accomplishments for these students range from embracing learning and demonstrating growth in the classroom as well as collaborating and persevering through difficult tasks in and out of the classroom.

Richie Rocco  
Jose Velasquez Perez  
Michelle Kilroy  
Cedar Schumacher (selected twice)  
Liam Fernlund  
Olivia Wilson  
Nora Geerlings  
Tatsu Davis  
Elizabeth Homer  
Abby Kelly  
Jack Sullivan  
Josie Palma  
Michael Mohoric

There is a lot happening in the world of visual and performing arts.

This past weekend the National Art Honor Society hosted their annual auction at the Senior Center on Saturday from 6 to 9:00 PM. This was a fabulous night of art, prizes, music, and hors d'oeuvres. It was a great way to see artwork produced by our students and the community.

Our music program will be on full display on Tuesday, December 12 starting at 7:00 PM. The winter concert showcases our band, orchestra, and chorus. It is a great way to get into the holiday spirit.

Last Thursday, students participated in their November advisory session.

- In grade 9, the peer mentors ran an activity with their freshmen peers around managing relationships and building connections with peers and adults.
- In grades 10 and 11 students had the opportunity to participate in a college tour activity as well as explore non-college options for after high school. This is all part of helping students develop a flexible post-secondary plan.
- In grades 12, students participated in the Get Smart About Credit presentation with the Institution for Savings. On behalf of the students, we are very appreciative of the work the Institution of Savings takes on to help students understand how to be smart about money.

Last week officers who are part of the Investment Club updated a team of advisors on their thinking around their investment portfolio. The club consists of over 50 students who learn the research involved in making investment decisions through participating in the national stock market game alongside preparing a portfolio with money allotted from the NEF. Last week's presenters included Stephen D'Ambrosio, Matt Hurley, Matt MacDougall, and Nolan Smith. They received valuable feedback from the advisory team and exhibited a strong understanding of the language associated with finance and investment. On behalf of the club and school, we want to thank the NEF for making this experience a reality along with all the members of the community who have taken time to offer feedback to the club on their portfolio.

Before the Thanksgiving Break, we had one of our most-spirited Color Day Rallies in recent memory. Thank you to both Mayor Reardon and Supt. Gallagher for adding to the spirit.

## **NEWBURYPORT SCHOOL COMMITTEE BUSINESS MEETING**

**Senior/Community Center, Newburyport, MA 01950**

**Monday, December 18, 2023**

**Present: Mayor Sean Reardon, Sarah Hall, Juliet Walker, Steve Cole, Brian Callahan, Breanna Higgins and Bruce Menin (virtual).**

### **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 6:30 PM. Roll call found all members present. All those present stood for the Pledge of Allegiance. At this point in the meeting, Sarah Hall took over.

#### **Roll Call:**

Mayor Reardon	present
Sarah Hall	present
Bruce Menin	present - virtually
Brian Callahan	present
Juliet Walker	present
Breanna Higgins	present

### **PUBLIC COMMENT**

Lauren Eramo, 49 Kent Street: As a parent and teacher, she thanked Bruce Menin and Steve Cole for their years of service and doing what is best for the students and teachers.

Donna Holaday, 6 Parsons Street: It was a pleasure working with Bruce Menin and Steve Cole through the years. She thanked them for all their work and is grateful for their support of the kids and staff, their institutional history and longevity.

### **STUDENT RECOGNITION**

Lucia Perrucci, grade 7, was recognized for her commitment to coursework, leading by examples, always having a positive attitude towards her peers and looking out for others.

Rudy Reardon, Luna Mutzabjia, Audrey Roebuck, and Gabby Smith (grade 8) were recognized for their exceptional leadership skills throughout the year on Student Council, as well as consistently being great role models and maintaining a high standard of academic excellence.

### **SPECIAL RECOGNITIONS – BRUCE MENIN & STEVE COLE**

A special recognition was held for outgoing school committee members, Bruce Menin (22 years) and Steve Cole (20 years). Mayor Reardon thanked both men for their years of service, noting both men were in the Top 10 for longest tenure on the Newburyport School Committee. The School Committee members thanked each of the men for their contributions, leadership, hard work and commitment through the years.

On behalf of Senator Bruce Tarr, official MA Senate Citations were presented by Kristen MacDonald to both Bruce Menin and Steve Cole in recognition of their dedicated & committed years of service.

On behalf of Representative Dawn Shand, official citations from the MA House of Representatives were presented by Mayor Sean Reardon to Bruce Menin and Steve Cole in recognition of their years of service.

## **CONSENT AGENDA**

### **Warrants**

#### **Motion:**

On a motion by Steve Cole and seconded by Brian Callahan it was

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

Warrant 8107	\$514,990.15
A-Warrant	<u>\$ 13,338.37</u>
	\$528,328.52 Total

#### **Motion Passed**

#### **Roll Call Vote:**

Mayor Reardon	yes
Sarah Hall	yes
Bruce Menin	yes - virtually
Brian Callahan	yes
Juliet Walker	yes
Breanna Higgins	yes

**STUDENT REPRESENTATIVE REPORT** NHS student, Theo Roberts, provided the student report that included many holiday activities and community service projects completed throughout the district, as well as an update regarding the On The Spot Admissions event at the high school and student led conferences at the Nock. (attached)

### **STUDENT ACTIVITY ACCOUNT REQUEST**

Superintendent Sean Gallagher explained the Red Cross Club is a new club at the high school, and they are requesting a student activity account.

#### **Motion:**

On a motion by Breanna Higgins and seconded by Steve Cole it was

**VOTED:** to approve a student activities account as requested, subject to the procedures outlined in policy JJF – Student Activity Accounts.

#### **Roll Call Vote:**

Mayor Reardon	yes
Sarah Hall	yes
Bruce Menin	yes - virtually
Brian Callahan	yes
Juliet Walker	yes
Breanna Higgins	yes

## **HIRING PROCESS UPDATE – DIRECTOR OF PUPIL SERVICES POSITION**

- Pam Kealey, Director of Human Resources, provided an update regarding the next steps for upcoming meetings on December 19 and January 8 (tentative date). Future meetings will involve reviewing and choosing applicants, as well as developing interview questions.
- Screening Committee members will include Andi Egmont (NYS Director/Community Partner), Kristen Farrell (SEPAAC Member/Parent Nock-Molin/Nbpt Commission on Disabilities/ASL), Bruce Menin (School Committee/Community Member), Michael Nazarro (District BCBA), Jamie Calisi (NHS Adjustment Counselor), Sherry Denby (Reading Teacher Nock/Molin), Jillian Grille (District Physical Therapist), Renee Toth (SEPAAC member/NHS Parent/Educational Advocate), Breanna McCarthy (Bresnahan Parent/Corporate Experience Building Teams), Melanie Beaulier (SEPAAC Member/Parent Nock-Molin), Nick Markos (Principal Nock Middle School), Deb O'Connor (Interim Director of Pupil Service)
- Juliet Walker and Breanna Higgins questioned Bruce Menin representing the School Committee as he was leaving. Sarah Hall explained that a new person will be invited to participate in January.
- Juliet Walker would like a list of screening committee members and their roles.

## **PROPOSED WHITTIER BUILDING PROJECT UPDATE**

- Mayor Sean Reardon provided an update regarding the recently held MSBA meeting. They voted 5-0 to move the Whittier project to the build process. Now Whittier has 120 days to hold a vote within the 11 sending communities. He also noted MSBA mentioned the Whittier project proposal was the third vocational project in a row where member communities stated they were not informed of the building project.
- Many towns sent letters to slow down and/or pause the project / vote, and many people voiced concerns via public comments. The Whittier School Committee voted 11-3 in favor of holding a special vote in the 11 sending communities on January 23 from 11AM-7PM.
- Bruce Menin asked what would happen if the vote fails. Mayor Reardon said the project would not move forward and hears that Whittier will then go for renovations.
- Juliet Walker finds the lack of communications discouraging.
- Several members suggested Whittier SC Reps should begin to attend Newburyport SC meetings periodically.

## **SUBCOMMITTEE UPDATES**

### **Finance Subcommittee**

- Brian Callahan stated their recent meeting centered around the Whittier Building Project, as well as recognition for Steve Cole as this was his final meeting.

### **Policy Subcommittee**

- Juliet Walker stated all policies up to Chapter "L" have been reviewed. The MASC representative (Dorothy Presser) provided her recommendations prior to retiring at the end of December. Chapters A thru D were recently updated and are available on the website in a PDF format. They are exploring using MASC to host our policies in a searchable database.

**Fundraising Advisory Committee**

- Brian Callahan stated the committee recently met with John Ricci, Treasurer of the PTO to learn about their fundraising activities and disbursements. Conversation topics included field trip busing and teacher “wish lists”.
- Brian Callahan suggested any standard office supply should be a “budget” item and not obtained via parents/PTO (i.e. via a wish list).
- The next meeting will be held on January 22 to interview the Athletic Department.

**CISL Subcommittee:**

- Breanna Higgins reported that CISL held their first meeting in October. The meeting consisted of new member introductions, a recap of the School Committee summer retreat, and an overview of the Early Literacy Screening Process.
- Juliet Walker stated that each school presented their School Improvement Plan (SIP) at the November meeting (presentation details in the packet).

**ADJOURNMENT:**

**Motion:**

On a motion by Sarah Hall and seconded by Steve Cole it was

**VOTED:** to adjourn the Business meeting of the Newburyport School Committee at 7:50 PM.

**Motion Passed**

**Roll Call Vote:**

Mayor Reardon	yes
Sarah Hall	yes
Bruce Menin	yes - virtually
Brian Callahan	yes
Juliet Walker	yes
Breanna Higgins	yes



Student Report for School Committee

December 18, 2023

Submitted by: Theo Roberts

Location – Senior Center

### NEWS FROM THE HIGH SCHOOL

Over the past 2 weekends, students' part of the National Arts Honor Society has supported many local events across Newburyport. These events include holiday fairs and festivals. Feedback from the event organizers acknowledged the professionalism of our students and the joy they brought to many children and families.

The Leo's Club is wrapping up their annual Toy Drive. Through the month, they have been collecting gifts for those in need. Thank you to everyone who has contributed.

The Interact Club which is our largest student organization has also been busy. They have supported many events in the community over the past month. Most recently, over 30 students helped out at the Salvation Army where they organized and wrap gifts that will help enhance the holiday for over 500 families in the greater Newburyport area that are in need this year. (Jill's Pictures)

Thank you to Logan MacKnight for taking the lead around the December food drive here at the high school and the Bresnahan school. Also thank you to everyone who contributed. Over 275 pounds of food has been collected to help replenish the shelves of Our Neighbors Table.

We have many student groups who are helping to educate and improve how we manage waste at the high school. I want to thank the National Honor Society for the work they do with managing recycling. I also want to commend Sophia Franco who is currently working on a plan through her internship with ACES to help us develop stronger systems to ensure what is in the recycling bins is recyclable.

Here is a flyer created by Finn Deveney to highlight the importance of COMPOSTING. Last school year, the Environmental Club with support from the city, purchased bins to support sorting of trash during the lunches. We still have work to do in this area, but our students have made improvements with placing food waste into the compost bins.

Please consider this a reminder that for every 75 hours of logged service, students earn 2.5 credits on their transcript.

Six students from NHS auditioned for the Northeastern District music festival, and three students were selected for these prestigious ensembles. Cedar Schumacher will play trumpet in the district jazz ensemble for the third year in a row, Evan Lagueux will sing in the chorus for the second year in a row, and Josh Burrell will play clarinet in the concert band for the first time! All three will also audition for the All State ensembles, next month. Congratulations to these excellent young musicians, and to their parents.

Recently students Shannon Brock, Sofie Lafranchise, and Aibhne Martino were invited to perform original poems as part of the Newburyport Choral Society winter concerts. This was quite the honor to recognize the creativity and emotion these students exhibit through their poetry.

During the showcase night, our athletics program hosted the annual National Letter of Intent Signing Night for exemplary students in the classroom and on the athletic fields. Congratulations to the following students and their families.

Owen Kreuz, Jack Sullivan, Kate Keller, Lily LeDuc, Olivia McDonald, Lilly Pons & Morgan Valeri

The College & Career Center was able to run our "On The Spot Admissions" event throughout this Fall. An on the spot admissions event allows our students to receive an admissions decision during a scheduled event with the college or university that they have applied to. We had eight colleges/universities come to Newburyport High School over the past three months to run these events. This also allows the student the opportunity to meet their admissions representative in person and learn more about the school.

Below is the on the spot admissions data over the past three years. We had 8 colleges/universities attend and 34 student acceptances through these events this school year!

• **2021**

- 3 Colleges
- 28 Students
- 1 defer
- 1 wait for nursing review
- 26 full acceptances

**2022**

- 4 Colleges
- 15 Students
- 1 defer
- 14 full acceptances

**2023**

- 8 Colleges
- 38 Students
- 2 students deferred
- 2 students with conditional accepts (they just need to finish the application)
- 34 full acceptances

## **NEWS FROM THE NOCK MIDDLE SCHOOL**

Second of student-led conversations occurred on December 6th. Students and families have reflected on an overall positive experience understanding student performance, grades, behind the scenes data and were very impressed with their child's ability to lead a conversation. The advisory focus throughout the next two months will be towards student leadership, college and career exposure and team building. The focus will shift in early spring to the student showcase.

Congratulations to the cast and crew of "A Lighter Shade of Noir". It was a great two nights of shows.

The Spring Musical for the Nock was announced last week- Matilda. Students are auditioning this week. Preparation for the May 2nd, 3rd, 4th shows will begin right after the holiday break!

## **NEWS FROM THE BRESNAHAN**

K-3 Teachers participated in their 2nd i-Ready PD last Friday. In this session, teachers looked at how to use the i-Ready Classroom Mathematics Try-Discuss-Connect Framework to support productive student discourse. Each part of this framework allows students the opportunity to engage in mathematical practices such as making sense of and solving tasks, discussing various strategies, and making connections between representations.

2nd graders had a successful trip to the Museum of Science on Friday! Some of their favorite exhibits were the Lighting Show, the Arctic Adventure: Exploring with Technology, and of course, Dinosaurs!

Bresnahan students have been singing a lot lately. We had our downtown Sing-a-long this past Friday evening, and last week our 3rd graders visited the Senior Center to sing-along with the senior ukulele group. We can't wait to sing again when NHS band and chorus students visit us on Friday for our annual sing-along assembly.

## **NEWS FROM THE MOLIN**

The Molin School had an amazing concert on Wednesday night with performances by both grade levels, the after-school chorus, the band, and the orchestra. It was highly attended. Mrs. Annicchiarico, the Molin Music Teacher, did an excellent job teaching the students all the skills for this concert.

The Molin School has created a "Holidays Around the World" exhibit by decorating the classroom doors to depict a specific holiday. We have 16 classrooms participating! Each classroom chose a different holiday to discover. Students will view all the doors and learn about each holiday. Christmas, Hanukkah, Las Posadas, Omisoka, Yalda, and Bodhi are examples of the celebrations represented.

# **Newburyport School Committee Retreat**

## **NOTES**

**January 16, 2024**

### **Welcome / Opening Comments / Introductions**

Mayor Reardon welcomed everyone to the meeting. He introduced the school committee members and thanked Sarah Hall for coordinating the retreat. Mayor Reardon introduced Michelle McNulty, of Murphy, Lamere & Murphy and thanked her for providing this workshop.

### **Newburyport School Committee Workshop**

Facilitator: Michelle McNulty, Esq.

A presentation was provided that covered (1) roles of the school committee, (2) conflict of interest issues, and (3) school committee communications. After an introduction of general law, the following areas were discussed:

#### **Role of the School Committee**

- Educational goals & policy
  - ◆ School Committee establishes; Superintendent implements
- Approving the budget
- Hiring / Contracting
  - ◆ SC selects and sets terms for a Superintendent, Business Manager & Special Ed Director
  - ◆ SC creates the Ass't Superintendent position, and approves compensation & hiring
  - ◆ Superintendent brings the candidates to the School Committee
  - ◆ Appoints/approves new hires
- Day to Day operations handled by the Superintendent and administrators (i.e. personnel matters, evaluations, student services issues)
- Review of “body” vrs individual, access to information, visits to schools, and directives to faculty/staff, and inquiries of information

#### **Conflict of Interest Issues**

- Review of prohibited actions
- Areas of risks, along with examples
- Ethics Training
- Personal Liability
- Recusal

### School Committee Communication

- Reminder that all communications are public
- Utilize official school email
- Confidentiality
- Ethics Violations
- Open Meeting Law considerations
- Social Media
- Review everything before sending / posting

### MASC Code Of Ethics

- Members have a responsibility:
  - ◆ to the community
  - ◆ to administration
  - ◆ to one another

### Consolidation of Administrative Functions

- Allows consolidation of financial, personnel and/or maintenance
- Approval process was reviewed
- Ability to revoke
- Impact bargaining obligations.

### Leadership Workshop

Facilitator: Dr. Anthony Bent

This workshop included various group exercises and discussions related to roles and responsibilities of the school committee, strong leadership, the importance of communication and working together.

- Tony reviewed three quotes, which was followed by a discussion about feelings, emotion and information.
- Leadership is about being the adult in the room. During this exercise, words that were identified are: mature, smart, responsible, experience, respect, and model (example).
- Who are we? School committee members were divided into pairs to learn more about each other. Each pair was given 10 minutes to learn the following: (1) Where did you grow up? (2) Why are you on the school committee? and (3) Share something nobody knows about you. Afterwards, each person shared what they had learned.
- Tony briefly reviewed the three big roles and responsibilities of the School Committee: Superintendent, budget and policies. He suggested that the average length of a business meeting should be 2 hours. Any more than that, people will get tired and have less ability

to work together as a team. Tony also reminded members not to create school committee goals that are the same as the strategic plan. And, that members need to be “governing” and not “managing” based on your experience and background.

➤ Book suggestion: *The Governance Core*  
by Davis Campbell and Michael Fullan

- School Committee members should be advocates for it’s district; talk to the community about how good the schools are doing, or how well the students are performing or the superintendent etc.
- Superintendents need to lead, and be seen leading.
- Leadership Hourglass Exercise: Tony split the members into two groups. Both groups read the handout, “The Leadership Hourglass”. They were given a few minutes to review the 16 statements, and identify the statement that most jumps out to them. Each person shared their choice in a group discussion with Tony.
- Working Together Exercise: Each person was asked (1) What is your super power? and (2) If you believe in continuous improvement, how can you be a better School Committee member? A group discussion followed.

➤ Book suggestion: *Dare To Lead*

#### Questions:

Juliet Walker asked if Tony had any good resources for self-assessment. He will send some information to Sean Gallagher. Sarah Hall suggested this could be a topic at the summer retreat.

Sean Gallagher asked if other School Committees have utilized “The Governance Core” book. Yes, and Tony feels all members should have this book as a reference.

### **School Committee SMART Goals Review**

- Newsletter: Sarah Hall reported that the newsletter was going well, and she has received positive feedback. She explained the distribution schedule and topics she includes.
  - ◆ Juliet Walker asked if School Committee members can add things to the newsletter. Yes.
  - ◆ Brian Callahan asked if the newsletter was posted on the website, and suggested it could be promoted on the City’s website. Sarah stated the plan is to have it on the website, and to have an archive.
  - ◆ Sarah Hall is trying to work a way for people outside the district to be able to see the newsletter (i.e. community members and other non-parents)
  - ◆ Andrew Boger suggested adding district-wide meetings to the newsletter.
  - ◆ Kathleen Shaw asked if the newsletter was available in other languages. Yes, the website and Smore translates.
- Budget Workshops: Sarah Hall stated that School Committee members attended the workshops. The staff did a lot of work, but the workshops weren’t well attended.

- ◆ Breanna Higgins suggested doing a survey; She also suggested doing one or two workshops with targeted invites (i.e. PTO, Rotary or other community groups)
- ◆ Juliet Walker would like to try the workshop again, obtain input from a survey, and maybe get the school councils to attend a workshop.
- Policy Audit: Juliet Walker stated the policy audit with MASC was wrapped up in December. There will be a staff person at MASC to keep helping us if needed. Most changes up to Section H have been adopted, and Sections I, J, and L still to do. They are still on track to finish by June.

### **Communications Subcommittee**

- Juliet Walker would like to pursue creating a Communications Subcommittee.
- There was a brief discussion to share ideas as to what the purpose will be, and what role this committee would have.
- Juliet Walker will draft a proposal and description for the January 16<sup>th</sup> School Committee meeting.

### **2024 Subcommittee List**

- Breanna Higgins is unable to be on two subcommittee groups (CISL and Policy). After a group discussion, it was decided Breanna will stay on the Policy Subcommittee, and Juliet Walker will be on CISL.
- Sarah Hall asked Joanne Yelle to modify the 2024 Subcommittee list and send it to Mayor Reardon for his review before including it in the packet for the next meeting.

### **Bus Contract**

- Sarah Hall stated that Phil Littlehale and Paul Szymanski are working on the bids, and suggested they can present at the next school committee member if they are ready.

**Addendum A**

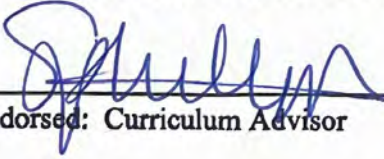
**APPLICATION FOR A FIELD TRIP**

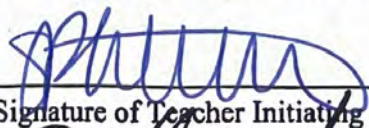
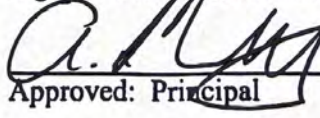
Field trip requests must be turned in at least 10 school days before the trip. The names of students attending the trip must be made known to the faculty at least five school days before the scheduled trip.

- 1. Date of Trip February 9-11, 2024
- 2. Class Elements of Musical Theatre
- 3. Teacher Stephanie Phillips & Lisa Zaleski
- 4. Number of Students 26
- 5. Destination NYC (see detailed itinerary attached)
  
- 6. Method of Transportation 15-passenger vans from Peter Fuller Rentals  
& (1) SUV
- 7. Estimated Student Cost \$ 750.00
- 8. Time of Departure 8:00 am (2/9/24)
- 9. Time of Return 6:00 pm (2/11/24)
- 10. Academic Objectives (3) specially curated acting, movement/dance & vocal  
workshops with working Broadway professionals
- 11. Number of Teachers 3 Names of Teachers Lisa Zaleski,  
Stephanie Phillips, Kourtney Adams (plus one nurse &  
one parent chaperone due to medical needs)  
and (2) shows.

**NOTE:** If substitutes are required, the front office must be informed after request if approved.

- 12. Date of Application \_\_\_\_\_
- 13. Inform Health Office of a list of students attending the trip; pick-up Alerts and first aid supplies.

  
\_\_\_\_\_  
Endorsed: Curriculum Advisor

  
\_\_\_\_\_  
Signature of Teacher Initiating Request  
  
\_\_\_\_\_  
Approved: Principal

\_\_\_\_\_  
Not Approved: Principal



## 2024 NHS THEATRE NYC TRIP

### Destination of Trip: NYC

**Dates: Friday, February 9 @ 8:00 AM to Sunday, February 11 @ approx. 6:00 PM, 2024**

### General Itinerary:

Friday, 8:00 AM: Students report to NHS, students should have had breakfast, or bring breakfast and a snack for the ride (approx. 4.5 hours). *We will be traveling in (2) 15-passenger vans rented from PETER FULLER RENTALS and one SUV.*

Friday, 12:30PM: We will arrive at our hotel Marriott Marquis New York Times Square 1535 Broadway. ***We will unload the bags, but NOT check-in yet (So students should be dressed to move/dance for the workshops on the ride down).*** Students will be able to grab lunch in chaperone groups at this time.

Friday, 1:30PM: Walk to Pearl Studios 500 8th Avenue for our workshop. (approximately a 15- minute walk)

Friday, 2:00PM: Participate in a *Legally Blonde* Vocal Experience workshop with the Assistant Conductor from the Broadway production through Broadway Imagined!

Friday, 3:30 PM: Participate in an Ensemble Experience (singing and dancing) workshop through Broadway Imagined!

Friday, 5:00 PM: Leave the workshop and walk back to the hotel to check-in and change for dinner.

Friday, 6:30 PM: Walk to dinner at The Hard Rock Cafe Times Square 1501 Broadway.

Friday, 8:30PM: Walk through Times Square for some shopping and sightseeing in chaperone groups.

Friday, 9:30 PM: Walk back to our hotel Marriott Marquis New York Times Square 1535 Broadway

Friday 10:00 PM: Room check, lights out

Saturday, 8:00AM: Breakfast. Students can access Starbucks on the bottom floor of the hotel, the next door deli for bagels and breakfast sandwiches, or they can purchase the hotel breakfast in the lobby restaurant.

Saturday, 9:30AM: Walk to Pearl Studios 500 8th Avenue for our workshop.

Saturday, 10:00-12:30 PM: Participate in a *Sweeney Todd* Dance Experience Workshop with the production's Dance Captain through Broadway Imagined!

Saturday, 12:30 PM: Lunch in chaperone groups at a location of choice near Pearl Studios (options will be provided).

Saturday, 1:30: Walk to Lunt Fontanne Theatre - 205 West 46th Street for the musical *Sweeney Todd*

Saturday, 5:00 PM : Walk to Marriott Marquis New York Times Square 1535 Broadway to change for dinner

Saturday, 6:00 PM: Walk to dinner at Ellen's Stardust Diner, 1650 Broadway for dinner (food selection due 1/25).

Saturday, 7:30 PM: Walk to Improv Show (TBD)

Saturday, 9:30 PM: Walk to hotel Marriott Marquis New York Times Square 1535 Broadway, Room check, lights out

Sunday, 9:00 AM: Breakfast and check-out of Hotel

Sunday, 9:30AM: Walk to Museum of Broadway, 145 West 45th Street

Sunday, 11:30 AM: Return to hotel Marriott Marquis New York Times Square 1535 Broadway for lunch in chaperone groups at local eateries.

Sunday, 1:30 PM: Depart for Newburyport, expected arrival 6:00 PM—students will text parents when we are 30 mins. out

### **Educational value of the trip:**

This placed-based educational trip will afford Theatre, Dance and Vocal Music students the opportunity to work directly with working Broadway professionals on the acquiring of new skills and honing of current skills in their art form. Students will have a Broadway Conductor/Music Director work with them on vocal selections previously prepared from the current NHS Spring Musical, *Legally Blonde*. They also will be taught original choreography by the current Dance Captain of the Broadway production of *Sweeney Todd*, which they will be seeing. In a third workshop they will work from a former Broadway cast member for an Ensemble Experience where they will learn music and original choreography from the show and perform a portion of that number as an ensemble.

Students will attend two very different professional productions: Broadway Musical *Sweeney Todd* and a long-form sketch comedy Improv Show.

On our final day students will be immersed in American Musical Theatre history as we will visit the newly opened Museum of Broadway. Walk through Broadway's history, starting in 1732 with the first documented performance in NYC, and go backstage learning about your favorite Broadway stars as well as how a show is made. As you walk the timeline, you'll come upon exhibits dedicated to groundbreaking moments in Broadway's history - those that pushed creative boundaries, challenged social norms, and paved the way for those who would follow. The Museum of Broadway was designed by internationally renowned artists, designers, and theatre technicians.

### **Organizers of the Trip:** Stephanie Phillips & Lisa Zaleski

Working with Broadway.com Group Sales Office, Broadway Imagined!, The Museum of Broadway, Ellen's Stardust Diner, Hard Rock Cafe, Marriott Marquis Manhattan Times Square and Peter Fuller Rentals.

### **Projected Total Cost of the Trip: \$750**

The cost of the trip includes...

- round trip transportation from NHS to NYC via vans
- 2-night hotel at Marriott Marquis New York Times Square
- 1 Broadway Show: *Sweeney Todd*
- 1 Improv Show (company tbd)
- 3 workshops taught by current working Broadway professionals through Broadway Imagined!
- 2 Dinner (Ellen's Stardust Diner & Hard Rock Cafe)
- 1 Entry to the newly opened Museum of Broadway

*Each student is responsible for their own breakfasts, lunches, snacks and spending money. Parents often ask how much to bring. That is very dependent on each student and their needs and desires. I would talk to your student about what they typically eat when out at fast-service restaurants (Starbucks, Panera, Deli, etc..) and then err on the side of prices in NYC being slightly higher than in NBPT for some goods.*

**Families/students needing financial support have been encouraged to reach out to the trip organizers so that all students who want to attend can have the opportunity to do so.**

## **2024 Newburyport School Committee**

### **Subcommittee Assignments**

#### **Finance**

Brian Callahan *Chair*

Andrew Boger

Sarah Hall

#### **Policy**

Juliet Walker *Chair*

Breanna Higgins

Kathleen Shaw

#### **Superintendent Evaluation**

Mayor Reardon

**Newburyport Education Foundation** - Brian Callahan (appointed by NEF)

**SEPAC** - Kathleen Shaw

**CISL** - Juliet Walker

# NEWBURYPORT PUBLIC SCHOOLS

PROFESSIONAL  
DEVELOPMENT DAY  
JANUARY 12, 2024



# TABLE OF CONTENTS

- 03 STRATEGIC PLAN INITIATIVES & PORTRAIT OF A GRADUATE
- 04 OUR MISSION AND VISION
- 05-12 OUR WORKSHOPS
- 13 DIRECTIONS FOR SIGNING UP



## Schedule for the Day.



### AGENDA

- 8:15 -9:15 - Sean Gallagher, Molin/Nock Auditorium
- 9:15 -9:30 Break
- 9:30 -10:15 - Session 1
- 10:15 - 10:20 - Break
- 10:20 -11:05 -Session 2
- 11:05 -11:15- Break
- 11:15 -12:00 -Session 3
- 12:00 - 12:45 - Lunch on Your Own
- 12:45 -1:30 - Budget presentation - All Staff Attend
- 1:30 -1:45 -transition
- 1:45- 3:45 - Building based PD
- 3:45 -4:00 - PD Survey

# Training

Knowledge, skills, and useful abilities. It forms the backbone of contemporary education. It is required for a trade or profession. Today the

# Inspiration

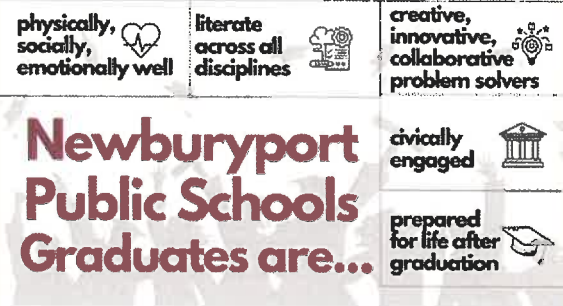
Creativity ideas resonate with the inner psyche of the individual. It is attuned to racial and cultural norms. It is a form of psychological

# Creativity

Inspired ideas fuel the imagination. It is a unique invention. It is a plus to the creative process.

# PORTRAIT OF A GRADUATE

NPS decisions begin with the end in mind—a vision of the skills, knowledge, and mindsets every student will have upon graduation. The Portrait of a Graduate outlines five goals for every graduate. Guided by a clear vision, NPS will provide every child with experiences and opportunities so they can grow, learn, and leave NPS ready for their future.



## STRATEGIC PLAN

Strategic Objectives: <i>REIMAGINE...</i>				
Teaching and Learning	Supports so All Students are Ready and Able to Learn	A Culture of Self Discovery and Personal Achievement	Organization Design and Operations	An Active Community of Stakeholders
<b>District Strategic Initiatives 2022-2027</b>				
(1) Implement a comprehensive PK-5 Literacy Plan.	(4) Build a comprehensive, evidence-based language-based program (grades 3-12).	(7) Expand college and career readiness programs at the middle and high school.	(10) Establish a continuous system for monitoring, reporting and revising the strategic plan.	(13) Implement an effective and accessible district communication plan.
(2) Develop and execute a comprehensive district technology plan.	(5) Expand the use of Trauma Sensitive Teaching Practices throughout the district.	(8) Design and implement innovative summer and out-of-school time programs for all learners.	(11) Implement tuition-free full day kindergarten for all.	(14) Collaborate with community organizations to ensure every student and family feels welcome and included.
(3) Update and publish district curriculum maps.	(6) Implement a comprehensive PK-12 behavioral health support plan.	(9) Promote program development to elevate student voice.	(12) Establish district level structures to support operational growth and changing district needs.	(15) Create community-wide connections to expand music programs within and outside the school day.



# OUR MISSION AND VISION



## 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 CREATIVE, 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

## VISION: PORTRAIT OF GRADUATE



Physically, socially  
and emotionally well



Literate across many  
disciplines



Creative, innovative and  
collaborative problem-solvers



Civically engaged



Prepared for life  
after graduation

# OUR WORKSHOPS

## 01 **LEARNING PROGRESSION MODEL (A SKILLS BASED VARIANT)** **PRESENTED BY: PAUL GOLDNER**

This workshop will provide several samples of tools for assessing using this model, action steps needed to implement it, and a discussion of potential pitfalls and how to avoid them. 5) *Trauma Sensitive Teaching Practices, Re-imagine teacher and learning, skills based grading*

Paul is in his 18th year teaching Physics, 11th in Newburyport. Paul arrived at the Learning Progression Model after being in the first cohort of Skills Based Grading with Billie Donegan in 2019. Paul implemented Skills Based Learning and found that, while the concepts behind the methodology were helpful, in implementation the workload was overwhelming, and students often looked to having redo opportunities instead of trying their best the first time. The Learning Progression Model Paul uses is adapted from other Science teachers, and is a step forward in Paul's progression in finding ways to assess student work.

---

## 02 **WORDS AND WATERCOLOR** **PRESENTED BY: PAMELA JAMISON**

Words and Watercolors for a positive school culture. 5) *Trauma-Sensitive Teaching Practices*

Pamela has served as the Visual Art Educator at the Bresnahan Elementary School for 27yrs Prior to earning her masters degree from Leslie University in visual and creative arts, she was an occupational therapist with Whittier rehab hospital. Being creative is a part of everyone, no matter the skill level and Pamela hopes to guide you through feeling the creative process happening in you, as you join her for the words and watercolor professional development.



# OUR WORKSHOPS

## 03 **CANVA FOR EDUCATORS** **PRESENTED BY: JACQUIE ROUSSEAU**

Whether you are a seasoned educator or new to the world of graphic design, "Canva for Educators" caters to all skill levels. Join me and discover how to elevate your teaching materials, engage students through project based lessons, and make a meaningful impact in your classroom. Transform your educational approach with this dynamic workshop, where creativity meets pedagogy in the vibrant realm of Canva. *2) Technology, 9) Student Voice, 13) Communication*

As a Technology Integration Specialist and Newburyport Educator since 2012, Jacquie excels at seamlessly infusing innovation into education. With a passion for elevating learning experiences, she adeptly designs and facilitates engaging educational technology workshops, equipping educators with essential tools and knowledge for success in the modern educational landscape. Recognized for her professional demeanor and charismatic, upbeat personality, she cultivates an inclusive and positive learning atmosphere for both teachers and students alike.

---

## 04 **STUDENT DATA CHATS** **PRESENTED BY: MOLLY FARRELL**

iReady's rigor comes from mathematical discourse. During this session, we will dive deeper into the use of Turn and Talk and the 4Rs to deepen the discourse in our math classrooms. Staff attending this workshop should bring a past or present unit to work with during the session. *1 Math*

Molly is a former 3rd grade teacher, turned math interventionist, and turned math coach. Fostering a love of learning and especially a love of math has always been a goal I have for my students.

---

## 05 **NEW IEP** **PRESENTED BY: DEB O'CONNOR**

The Massachusetts Department of Elementary and Secondary Education (Department) recently made updates to the Individualized Education Program (IEP) form. These changes are intended to strengthen the IEP process and improve the educational outcomes and experiences of students with disabilities in the Commonwealth. Come learn about the changes and expectations that will begin in September, 2024.

Deb OConnor and Admin team

Deb has been in education for the past 46 years. She has 22 years in the classroom at the Elementary and Middle School levels. She has been a Special Administrator and consultant for the past 24 years as well as an Adjunct Professor and supervisor for teachers and admin candidates at AIC, Endicott, and Simmons.

# OUR WORKSHOPS

## 06 UNVEILING THE ACADEMIC POSSIBILITIES OF THE CUSTOM HOUSE MARITIME MUSEUM

**PRESENTED BY: JAMES RUSSELL AND VERITY BOYER**

Looking to offer students an authentic, place-based educational opportunity? Then this opportunity might be for you. During this workshop, (10) **teachers a session will meet at the Newburyport Custom House Maritime Museum** for a tour specifically tailored to educators. Museum Director, James Russell and Education Program Associate, Verity Boyer will lead educators through some of the collections and opportunities the museum has to offer--both those on the annual showcase list, but also hidden treasures within the bowels of the museum--with the goal of showcasing local collections and a local connection to potentially vivify your curriculum.

Groups will have the opportunity to discuss ways that this school-town connection could be beneficial to students and allow them the opportunity to exemplify the Newburyport Schools Portrait of a Graduate.


---

## 07 INTERVENING IN "THAT MOMENT"

**PRESENTED BY: ERIC SCHILDGE**

It can be hard to know how to intervene when a classroom conversation becomes heated and antagonistic. Perhaps a student says something hurtful or someone expresses a strong feeling or personal conviction that conflicts with their classmates. In this session, we will go over a tool for responding in the moment when conversations go sideways. We will practice a technique called PSA (Purpose, Slip, Alternative) and reflect on our experiences with past interventions. This framework is broadly applicable, and it can often help to defuse tensions and build community before a conflict escalates and bubbles over outside the classroom. 5) *Trauma Sensitive Teaching Practices*, 9) *Student Voice*, 13) *Communication*, 14) *Family Engagement*

*Eric teaches 8th Grade ELA on the Crimson Team and serves as the Nock Middle School Dialogue Coordinator. Outside of school, he works as an Associate for Essential Partners, where he helps teachers around the country develop tools to help get students, staff, and families talking about what matters most to them and their communities.*



**Education is the passport  
to the future, for tomorrow  
belongs to those who  
prepare for it today.**

Malcolm X

EVERYDAY POWER

# OUR WORKSHOPS

## 08 **SMALL CHANGES= BIG IMPACT: SUPPORTING THE WHOLE STUDENT IN CREATING SAFE, SUPPORTIVE, & INCLUSIVE SCHOOLS, PRESENTED BY: ERIN RICH, OT**

Gather with colleagues from across the district to learn the "Whole-Child Approach" to creating a safe, supportive, and inclusive school culture. We will discuss the importance of co-regulation and a neuro-diverse-affirming approach to engaging our students. Together, we'll collaborate to create a menu of small interventions and practices that can have a big impact on engaging disengaged or dysregulated learners. **Note:** This workshop is primarily designed for those who haven't taken the Lesley Trauma classes yet or who took them several years ago and would like a refresher.

As an Occupational Therapist, Erin has been in the district since 2005, mostly supporting students and teams in grades 4 and up. I am also a graduate instructor at the Lesley Institute for Trauma Sensitivity (LifTS), where we promote safe, supportive, and inclusive schools. My favorite part of both my roles is partnering and collaborating with colleagues and caregivers to ensure that the diverse needs of our students are met so that they can experience success.

---

## 09 **DESIGNING THE ARTS INTEGRATED CROSS-CURRICULAR/CROSS GRADE-LEVEL COLLABORATIVE PROJECT PRESENTED BY: STEPHANIE PHILLIPS**

Help staff develop or enhance a unit in their classroom and infuse the learning with a performing arts-based project or process. Please come to the session with a project or unit you would like to transform.

*8) Out of School Ideas, 9) Student Voice, 15) Performing and Visual Arts*

Stephanie Phillips is in her 19th year with Newburyport Public Schools. In her time with the district, she has taught Theatre and Video courses, Dance, and Spanish and directed and choreographed over 35 productions. She currently also serves as the NPS K-12 Performing Arts Curriculum Coordinator. Stephanie is most passionate about designing and implementing arts-integrated cross-curricular projects, allowing students to collaborate, create, and synthesize their learning in unique and vibrant ways.

---

## 10 **WRITING WORKSHOP ACROSS DISCIPLINES PRESENTED BY: DR. TOM ABRAMS**

During this teacher workshop, we will look to reimagine teaching and learning by offering strategies to engage students in a writer's workshop. By instituting a writer's workshop, teachers will help students develop their literacy across all disciplines, and demonstrate ways to be creative and collaborative problem solvers, while also preparing students for life after graduation. This workshop will specifically focus on three areas: preparing for a writer's workshop, engaging in the process of writing, and offering summative feedback. This workshop is appropriate for all disciplines and all grades and will be tailored to meet these demands.

*(1) Literacy*

Tom Abrams has been a teacher for 20+ years and is currently the 6-12 literacy coordinator for the Newburyport Public Schools.

# OUR WORKSHOPS

## 11 **PODCASTING IN THE CLASSROOM** **PRESENTED BY: TIM MAHAN**

Engaging students using podcasts as both a way to learn and a way for students to express their voices. Also using podcasts across the curriculum to help engage students and as a way to assess their knowledge and skills. A focus will be on using podcasts as texts and learning tools as well as output and project-based tools. 1) *Literacy*, 2) *Technology*, 9) *Student Voice*

Tim has been an educator for over 20 years working as a Social Studies and ELA teacher. He is currently the technology integrator at Newburyport High School.

## 12 **CREATING LEVELED SKILLS-BASED ASSESSMENTS** **PRESENTED BY: KARRI MADONNA & MEREDITH SANBORN**

Re-imagining the curriculum transitioning to skills-based teaching and learning.

*Karri has been teaching 6th grade ELA at the Nock since 2013. She and her teaching partner, Meredith Sanborn, have been re-imagining their curriculum transitioning to skills-based teaching and learning for the last 5 years. Karri has an M.Ed in Special Education and is currently working through the Reading Specialist program at Gordon College.*

## 13 **COMPREHENSIVE LITERACY & AAC OVERVIEW (OFFERED SESSIONS 1 & 2 ONLY)** **PRESENTED BY: MARGARET TSU, M.S., CCC-SLP**

An overview of the research and key strategies that I learned from the Comprehensive Literacy for All book study. I would love to work with IDC teachers and staff on the implementation of comprehensive literacy instruction for students with complex communication needs. There may be a handful of general education teachers interested in how to provide meaningful, authentic inclusion opportunities for students who use AAC

Margaret has 23 years of experience as a school-based SLP with 13 years at the Molin School. She is a lifelong learner and hopes to inspire joy in lifelong learning for my students. I believe that all students deserve high expectations in daily language and literacy instruction.

## 14 **INTRODUCTION TO TRAMUA ONE** **PRESENTED BY: TARA ROSSI AND JAMIE SOKOLOWSKI**

The outcome is for educators to develop an understanding of how trauma impacts the brain and what that might look like in our classrooms.

Tara Rossi is the current principal at the Molin and an adjunct professor for Lesley College. She provides this full Tramua Training through Lesley and our Summer PD program.

Jamie Sokolowski is the current principal at the Bresnahan. Jaime has been very involved within Newburyport Schools for years and will co-lead this workshop.

# OUR WORKSHOPS

**15 BUILDING THE HOME SCHOOL CONNECTION WITH THE SEESAW APPLICATION (SPECIFICALLY FOR BRESNAHAN SCHOOL ELEMENTARY TEACHERS) - SESSIONS 2 AND 3 ONLY**  
**PRESENTED BY: STACEY BOUCHER**

You will have the opportunity to expand your know your knowledge of Seesaw. This workshop will primarily focus on how you can use this tool to communicate home with your families, to send announcements, news about upcoming events, and general classroom news. You will also create a Newsletter template using Canva that you can use as your first communication home.

**16 PERSONALIZE YOUR SKILL-BASED UNITS/THROUGH STUDENT ENGAGEMENT**  
**PRESENTER: SEAN T. GALLAGHER, SUPERINTENDENT OF SCHOOLS**

This workshop will provide teachers/support staff with some strategies that will promote active student involvement and constructive assessment practices. These strategies will contribute to a positive classroom environment where students are engaged in their learning. Throughout the workshop, examples will be utilized/shared and staff will be able to bring back practical strategies to the classroom.

Sean has been an educator for over 30 years. He is currently the Superintendent of the Newburyport Public Schools for the past 6 years. This past summer, Sean taught a workshop on skills-based lessons to rave reviews of the participants.

**17 PLANNING FOR YOUR PRESENT AND YOUR FUTURE: BENEFITS, RETIREMENT AND 403B INVESTING FOR EDUCATORS**  
**PRESENTER: PAM KEALEY & PHIL LITTLEHALE**

This class is designed to empower educators with the knowledge and tools necessary to navigate the benefits and retirement options available to NPS educators and staff.

**18 SUCCESS CRITERIA**  
**PRESENTER: JOHN GANGEMI & KRISTIN CALLAHAN**

What are you good at?  
What does good "look like"?  
How do you get to the next level?

Success criteria allow students to answer these questions. This presentation on success criteria will introduce you to success criteria and provide time to creating success criteria for your students. Attendees please bring your chromebooks to this presentation.

Kristin Callahan has spent her career in elementary education. She taught literacy in second grade for 15 years and provides literature support to second and third graders. John Gangemi has taught elementary school for 25 years. He is currently a math interventionist for second and third-graders.

# OUR WORKSHOPS

## 19 **ELLEVATIONS - \* RECOMMENDED FOR ALL TEACHER WITH EL STUDENTS IN THEIR CLASSROOMS.** **PRESENTED BY: CHRISSA PISSIOS**

Professional Learning Modules- In this workshop we will introduce how classroom teachers can gain access to Ellevation Strategies professional learning modules. These modules provide educators with actionable knowledge and tools to enhance classroom instruction for English learners.

Chrissa Pissios is the ESL Coordinator for the Newburyport Public Schools. Chrissa has taught English language learners at all grade levels in Newburyport Public Schools. She received her undergraduate degree from Salem State University in Business Education and fulfilled teacher certification requirements in bilingual education.

She holds a Masters of Education in ESL which was also completed at Salem State University. Chrissa is passionate about advocating for her students, assisting them in English language acquisition, and supporting their successful integration into the school community. She was born in Greece and came to the United States when she was 13 years old, and was an English Learner herself.

---

## 20 **SEI IN THE CLASSROOM** **PRESENTED BY: BONI-ESTER ENQUIST, MATSOL CONSULTANT**

In this workshop we will examine ways to make our lessons more culturally relevant for our multilingual learners. We will look at how to create and use language objectives which reflect the linguistic needs of our lessons. We will unpack the nuances of the use of first language and other supports, and examine ways to promote extended discourse in our schools.

Boni-esther Enquist is a consultant for Matsol in the field of English learning and teaching. She writes and delivers professional development across the Commonwealth. She is the lead trainer and reviser for the SEI Endorsement Courses. She holds an MA in Education in Teaching ESL and Educational Leadership. Those who have worked with Boni-esther find her to be knowledgeable, creative, passionate, funny and flexible in her approach to meeting the wide variety of needs of varying instructional settings. Ms. Enquist speaks both Spanish and Portuguese as additional languages and in her free time she makes social media videos, singing and playing the ukulele!

---

## 20 **SAFETY PROTOCOLS WITHIN NEWBURYPORT PUBLIC SCHOOLS** **PRESENTED BY: JAMES ANTONELLI**

In this workshop, we will examine the District Safety Handbook for NPS. This handbook was developed during the 21-22 school year and vetted each year for accuracy. It is now being shared across the district by building administration and during this workshop. Come here about the safety steps within each building, we will do a scavenger hunt and receive your feedback!

James Antonelli, Dean of Specialized Program at Newburyport High School.

Jim joined the Newburyport High School Team after a long coaching, teaching, and administrative career in Westford, MA at Westford Academy, the public high school. In Westford, Jim provided leadership in creating school safety measures throughout the school district and is now serving as the NPS' School Safety Liaison. 11



# OUR WORKSHOPS

## 21 PLACE-BASED EDUCATION (THIS SESSION IS THRU SESSION 1-3) PRESENTED BY: ERIN HOBBS

Join NHS's Erin Hobbs in an immersed Place-based experience. This workshop will involve getting out into the Newburyport community with a trip to the Artichoke Reservoir and the Water Treatment plant **during the first two sessions**. Make sure to dress according to the weather. The **third session** will provide an overview of place-based education and some of the opportunities available to our school community.

7) College and Career, 8) Out-of-School Ideas

Erin is currently the ILT and Vertical Team Member for the Newburyport Public Schools. She is currently a Science teacher at Newburyport High School. Erin has a wide berth of experience in place-based education and uses this model to engage her students.

## 22 SUSTAINABILITY IN NBPT PRESENTED BY: JENNIFER GROSKIN & KATARA HARDING

**SUSTAINABILITY IN NBPT**  
JANUARY PD DAY OPTIONS FOR NBPT STAFF

**SUSTAINABILITY AT THE BRESNAHAN**  
Learn about the sustainability initiatives at the Bresnahan from last year through this year and their future plans to increase sustainability. Led by Katara Harding and Green PLC members...

**BLACK EARTH COMPOST: THE FUTURE OF WASTE REDUCTION**

Have you ever wanted to learn about the future of waste reduction? Come for an on site visit at the Black Earth compost facility in Manchester Essex. Learn about their systems and about how modern composting works and can impact waste reduction.

**Session #1** - Sustainability at the Bresnahan

Presented by: Katara Harding

**Session #2** - Black Earth Compost: The Future of Waste Reduction

Presented by Jen Groskin

Off site (you will need to drive there) to Black Earth in Essex.

This group, limited to 15-18 staff will only sign up for 1 session as you will be gone from 9:30-11:45

# DIRECTIONS

1. Review the courses in the brochure. Most courses will run three times, with some exceptions.
2. Class size is between 20-25 per session. Exceptions are Custom House (10 staff per session) and Erin Hobb's course (15 staff members)
3. Attendance for each session will be based on the sign-up sheets. Please sign up for one workshop per the three sessions.
4. The link to sign up will open at 7:30 am, on Monday, January 8th, and close on Wednesday, January 10th at 3:00 PM.
5. PLEASE NOTE THE CLASSES YOU SIGN UP FOR. ALL WORKSHOPS, EXCEPT THOSE LISTED AS OFF SITE WILL BE AT THE MOLIN/NOCK SCHOOL.
6. Room assignment will be on the signup pages.

We can't wait to see everyone for a light breakfast and coffee in the cafeteria before the keynote at 8:00.

LUNCH IS ON YOUR OWN

# NEWBURYPORT PUBLIC SCHOOLS



## QUESTIONS?

Contact LisaMarie Ippolito, Assistant Superintendent,  
[lippolito@newburyport.k12.ma.us](mailto:lippolito@newburyport.k12.ma.us)

CC: Kathleen Gustafson, Administrative Assistant to the Assistant Superintendent  
[kgustafson@newburyport.k12.ma.us](mailto:kgustafson@newburyport.k12.ma.us)

