

NEWBURYPORT SCHOOL COMMITTEE

NEWBURYPORT, MASSACHUSETTS

School Committee Business Meeting

Monday, March 4, 2024

6:30PM

SC Packet Checklist: SC Business Meeting Agenda March 4, 2024
SC Business Meeting Agenda Notes March 4, 2024
SC Warrant March 4, 2024
SC Business Meeting Minutes February 27, 2024
FY25 Budget Presentation
2024-2025 NPS School Calendar – 2nd draft
Policy IC/ICA School Year / Calendar

Newburyport Public Schools
School Committee Business Meeting
Monday, March 4, 2024

6:30 PM, High School – Library, 241 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 Recognition
- *** short recess (2-3 minutes) *****
4. *Consent Agenda (Warrant and minutes of 2/27/2024) – *possible Vote*
5. Student Representative Report
6. School Principals / School Councils FY25 Budget Presentations
7. FY25 District-wide Budget Presentation
8. *2024-2025 NPS School Calendar – *possible Vote*
9. Subcommittee Updates
 - a. Finance Subcommittee – Brian Callahan
 - b. Policy Subcommittee – Juliet Walker
 - c. Fundraising Advisory Committee – Brian Callahan
 - d. CISL – Juliet Walker
10. Superintendent's Report
11. New Business

*Possible Vote

Adjournment

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

Newburyport Public Schools
School Committee Business Meeting

Monday, March 4, 2024

6:30 PM, High School – Library, 241 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 recognition:** *Grade 3 student, Robbie Edwards, will be recognized for exceeding the MCAS Alt exam and for being recognized by Commissioner Reilly for her extraordinary achievement.*

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

4. ***Consent Agenda** (Warrant & minutes of 2/27/2024) – *possible Vote*

5. **Student Representative Report:** *NHS student representative will provide the report.*

6. **School Principals / School Councils FY25 Budget Presentations:** Principals from each school will present their school's preliminary FY25 budget developed in collaboration with their School Council members. (see attached)

7. **FY25 District-wide Budget Presentation:** Superintendent Sean Gallagher will present an overview of the preliminary FY25 budget for Newburyport Public Schools, including Facilities, Health Services, Curriculum Instruction & Assessment and Special Education. (see attached)

8. ***2024-2025 NPS School Calendar – possible Vote**
The Superintendent has submitted the proposed 2024-2025 NPS school year calendar for review and approval by the School Committee. (Policy IC School Year/Calendar attached)

9. **Subcommittee Updates**
- a. Finance Subcommittee – Brian Callahan
 - b. Policy Subcommittee – Juliet Walker
 - c. Fundraising Advisory Committee – Brian Callahan
 - d. CISL – Juliet Walker

10. **Superintendent's Report:** School Choice projections, Genocide Education Grant and Greenlights Grant Initiative, Tiered Focus Monitoring (ELs), and Title Grants

11. **New Business**

FYI: Upcoming Dates: ✓ **Peace Prize Awards:** Wednesday, March 6 @ 6:30PM @ City Hall
✓ **Cultural Fair:** Wednesday, March 6 @ 6:30PM @ high school
✓ **Policy Subcommittee Meeting:** Monday, March 11 @ 7:00PM
✓ **CISL Meeting:** Tuesday, March 12 @ 6:00PM
✓ **NHS School Council Meeting:** Tuesday, March 12 @ 5PM
✓ **School Committee Business Meeting:** Monday, March 18 @ 6:30PM

*Possible Vote

School
Committee
Warrant

WARRANT 8112

March 4, 2024

Warrant 8112

\$ 126,899.03

TOTAL of Warrant

\$ 126,899.03

NEWBURYPORT SCHOOL COMMITTEE BUSINESS MEETING
High School Library, 241 High Street, Newburyport, MA 01950
Tuesday, February 27, 2024

Present: Mayor Sean Reardon, Sarah Hall, Andrew Boger, Brian Callahan, and Juliet Walker
Absent: Breanna Higgins and Kathleen Shaw

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, except Breanna Higgins and Kathleen Shaw. All those present stood for the Pledge of Allegiance. At this point in the meeting, Sarah Hall took over.

PUBLIC COMMENTS: none

STUDENT / STAFF RECOGNITIONS

Grade 3 student, Drew Contrino, was recognized for showing good sportsmanship and helping to brainstorm solutions to resolve a problem occurring during recess at the Bresnahan.

Four Bresnahan staff members were recognized for their commitment, dedication and amazing teamwork creating a supportive learning environment for their students at the Bresnahan Elementary School: Julie Carroll, Caitlyn Marsh, Cheryl Surprenant, and Katherine Perrin.

CONSENT AGENDA

Warrants

Motion:

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

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

Warrant 8111	\$603,911.18
A-Warrant	<u>\$ 11,340.00</u>
	\$615,251.18 Total

Motion Passed

Absent: Breanna Higgins & Kathleen Shaw

Minutes

Motion:

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

VOTED: to accept the minutes of the February 5, 2024 School Committee Business with a modification to paragraph # 1 to include "At this point in the meeting, Sarah Hall took over."

Motion Passed

Absent: Breanna Higgins & Kathleen Shaw

STUDENT REPORT

Theo Roberts presented the student report which included Kindness Week at the Bresnahan, March Madness at Nock/Molin, and high school overnight field trips (see attached).

WHITTIER SCHOOL COMMITTEE UPDATE

Newburyport representatives for the Whittier Regional School Committee, Brett Murphy and Donna Holaday, provided an update of recent activities, including receiving an anonymous \$390K grant, the CVTE program being offered in April to local seniors, a policy review underway and next steps / plans related to the proposed building project.

FY25 LEVEL OF SERVICE BUDGET PRESENTATION

Superintendent Sean Gallagher reviewed priorities, budget assumptions, budget drivers, funding sources, as well as demographic trends as part of the FY25 LOS Budget presentation. Preliminary Budget presentations will be provided by the building principals at the March 4th meeting.

JOB DESCRIPTIONS / RESTRUCTURING PLAN

A summary of organizational decisions over the past six years was reviewed by Superintendent Sean Gallagher, including changes that were made to strengthen teacher leadership, union relationships, literacy support, communications, technology, financial management and internal procedures. Next, the Superintendent reviewed a proposal to reorganize and reallocate Central Office personnel in efforts to increase leadership and support for Student Services and Special Education, reduce costs, and clarify roles/responsibilities.

There is a typo on the job description for Special Education Program Supervisor – Academic. The responsibility for “ELL Programs” should be listed on the Special Education Program Supervisor - Social Emotional Learning.

After discussion, members decided to hold off on a vote until the March 18th School Committee meeting to allow more time for members to review the proposal and job descriptions.

SECURITY UPGRADE PAYMENT PROGRAM

Superintendent Sean Gallagher presented a summary of proposed district-wide security upgrades. Key elements of the proposed 7-year payment plan were reviewed, along with overall project benefits.

Motion:

On a motion by Sarah Hall and seconded by Mayor Sean Reardon it was

VOTED: to enter into Lease Agreement Number NEW022124 with Vantage Financial and to authorize Superintendent Sean Gallagher to execute such Lease Agreement and all related documents, including without limitation and all subsequent schedules and/or addenda as required by such Lease for and on behalf of the District, and to authorize Mayor Sean Reardon, School Committee Chair, to execute the required Certificate of Incumbency in connection with such Lease Agreement.

Motion Passed

Absent: Breanna Higgins & Kathleen Shaw

FY25-29 CAPITAL IMPROVEMENT PROGRAM (CIP)

Facilities Director Steve Bergholm reviewed 19 projects on the FY2025-2029 Capital Improvement Plan. (NOTE: Steve mentioned that the City recently approved submitting the SOL's for both the high school and Nock roof replacement projects to MASBA)(roofs on pages 3 & 4).

Juliet Walker voiced concerns with the high school parking lot, particularly as the parking is getting too close to the trees.

Brian Callahan stated he would like to have more than just asphalt for the Nock/Molin Playground repaving project (page 10). Juliet Walker suggested a "traffic garden".

Brian Callahan suggested using school choice funds to pay the 1x cost of the NHS Library carpet replacement (page 13).

2024-2025 SCHOOL CALENDAR – 1st DRAFT

The first draft of the SY24-25 School Calendar was presented, and will be reviewed again at the March 4th meeting.

Brian Callahan suggested that ER days that fall on a Friday would be better if scheduled on a Friday just before a holiday weekend or vacation week. He will email the dates in question to the Superintendent.

Brian Callahan would like to see Early Release Day attendance data.

SUBCOMMITTEE UPDATES

Finance Subcommittee

Brian Callahan reported the last meeting was held on February 15th. They discussed fundraising and the gift policy. Juliet Walker will attend their next meeting to review the gift policy with FINCOM. Phil Littlehale will highlight the EOY report, and send to members.

Policy Subcommittee

The review of Policy Sections "K" and "L" has been completed. Both sections are ready to move forward for approval, and are the last sections in the review process.

Juliet Walker presented Policy "Section J – Students" for a second read and reviewed the proposed changes.

- JICH – Alcohol, tobacco and Drug Use by Students Prohibited: Language related to breathalyzers is in the high school's student handbook which is currently being updated. Additional language is not needed in this policy.

Motion:

On a motion by Juliet Walker and seconded by Mayor Sean Reardon it was

VOTED: to approve the changes to policies in Section J: Students as presented.

Motion Passed

Absent: Breanna Higgins & Kathleen Shaw

Fundraising Advisory Committee

- Brian Callahan reported the last committee meeting was held on February 12 with the high school Athletic Director Kyle Hodsdon. The Athletics fundraising presentation was shared with members.
- Brian will attend the March 11th Policy Subcommittee meeting.
- Brian Callahan and Juliet Walker may be able to present their findings in April.

CISL: meeting was cancelled.

NEW BUSINESS

- Whittier School Committee Opening: Sarah Hall would like to schedule a special school committee meeting at 5:30PM on Monday, March 4 to meet six candidates that submitted letters of interest, then schedule a possible vote for the March 18th meeting. Members also discussed responsibilities/expectations of a SC Representative, as well as voting methods.
- Whittier Task Force Meeting: Mayor Sean Reardon will hold the first Whittier Task force meeting with the 11 sending community members on March 6th at City Hall.

ADJOURNMENT

Motion:

On a motion by Sarah Hall and seconded by Brian Callahan it was

VOTED: to adjourn the Business meeting of the Newburyport School Committee at 9:34 PM.

Motion Passed

Absent: Breanna Higgins & Kathleen Shaw

City of Newburyport
School Committee Business Meeting
Newburyport High School, February 27, 2024

Student Representative Report, Submitted by Theo Roberts

Bresnahan Elementary School:

For their annual Kindness week prior to February break, students in several classes made Valentines that were distributed to senior citizens living alone in the Greater Newburyport area. These are now being displayed at the Cookie Jar Kitchen on Washington Street.

The 3rd Grade Leadership Team also recently began a mittens and gloves drive for Bresnahan students that may not have access to or forget to bring their winter clothing for recess. Any donations can be dropped off at the Main Office.

Edward Molin Upper Elementary/Rupert Nock Middle Schools:

This upcoming month, the Nock/Molin community will once again compete in their annual March Madness competition. Students will take part in daily and weekly activities, both in and outside of the classroom, to earn the illustrious "Clipper Cup". The event will begin this Friday with an assembly to build excitement and community spirit.

Newburyport High School:

The theater program led their yearly trip to Manhattan, which gives students a taste of Broadway shows in order to enrich their own acting. They are now putting the finishing touches on the spring musical, *Legally Blonde*, which opens on March 15th.

Sixteen NHS students embarked with Dr. Hobbs and Ms. Taggart to Iceland over February break as well. The trip, led by EF Tours, showcased the unique culture and landscape of Iceland over a variety of new and exciting experiences. All went well, and everyone had a wonderful time.

Next Wednesday, March 6th, the Global Scholars Club will host the 2nd International Cultural Night, immediately following the Peace Prize Award Ceremony. All students are encouraged to submit any remarkable travel photos for the event's travel showcase section.

Newburyport recently gained another Gold Medal in the field of Economics. The Investment Club, supported by the NEF, competed against hundreds of other schools in the Commonwealth to enrich their earnings on the New York Stock Exchange, and came out in first place.

Lastly, I would like to recognize those who were recognized by the state as having made extraordinary achievements on state assessments. Congratulations to Jayden Amaral, Samuel Brickman, Harrison Gijsbers, James Kench, Adelaide Malone, Lydia Mantzekis, Christopher Rohland, Nadia Toth, William Tymowski, Sean Urbanczyk, and Matilda Welch-Malkasian.

Newburyport Public Schools

School Committee Meeting

March 4, 2024

FY25 Aspirational Budget

Budget Center Presentations

The goal of the NPS FY25 budget is to maintain foundational programs while investing in a reimagined future.



Budget Holder Presentations

Principals will provide a review of their FY24 accomplishments, school improvement goals, and budget requests. Superintendent Gallagher will provide an overview of the district level budget.

- **Principal Presentations**

- Bresnahan Elementary—Principal Jamie Sokolowski
- Molin Upper Elementary—Principal Tara Rossi
- RAN Middle—Principal Nick Markos
- Newburyport High School—Principal Andy Wulf

- **District Presentation—
Superintendent Gallagher**

- Building and Grounds
- Health Services
- Curriculum, Instruction and Assessment
- Special Education
- Operations

FY25 Level Service Budget Overview

	City	Chapter 70	Medicaid	Choice	Other Tuition	Circuit Breaker	Entitlement Grant	Revolving Accounts	ESSER III	Total
FY24 Adopted	36,533,619		200,000	645,000	-	2,709,318	700,000	889,102	1,050,226	42,727,265
	85.5%	0.0%	0.5%	1.5%	0.0%	6.3%	1.6%	2.1%	2.5%	100.0%
Contract Steps & Columns	515,000									515,000
Contract COLA	690,000									690,000
Non Budgeted COLA	110,000									110,000
Special Ed Contract Services	250,000				-					250,000
Special Ed Transportation	400,000				-					400,000
Special Ed Tuition	-					290,682				290,682
Replace Choice	45,000			(45,000)						-
Entitlement Grants							14,916	(8,065)		6,851
Other Tuition					127,500					127,500
Transportation Fees	45,000									45,000
Staff Changes	105,000									105,000
Facilities/Other	95,000									95,000
Utilities	105,000									105,000
Transportation	150,000									150,000
Retirement savings	(80,911)									(80,911)
ESSER III									(1,050,226)	(1,050,226)
Level of Service Change	2,429,089	-	-	(45,000)	127,500	290,682	14,916	(8,065)	(1,050,226)	1,758,896
FY25 Level of Service	38,962,708	-	200,000	600,000	127,500	3,000,000	714,916	881,037	-	44,486,161
% of overall budget	87.6%	0.0%	0.4%	1.3%	0.3%	6.7%	1.6%	2.0%	0.0%	100.0%
% Change from FY24	6.65%	0.00%	0.00%	-6.98%	100.00%	10.73%	2.13%	-0.91%	-100.00%	4.12%

FY25 Aspirational Budget

	City	Chapter 70	Medicaid	Choice	Other Tuition	Circuit Breaker	Entitlement Grant	Revolving Accounts	ESSER III	Total
FY25 Level of Service	38,962,708	-	200,000	600,000	127,500	3,000,000	714,916	881,037	-	44,486,161
% of overall budget	87.6%	0.0%	0.4%	1.3%	0.3%	6.7%	1.6%	2.0%	0.0%	100.0%
% Change from FY24	6.65%	0.00%	0.00%	-6.98%	100.00%	10.73%	2.13%	-0.91%	-100.00%	4.12%
Total Personnel	60,000	-	-	-	-	-	-	-	-	60,000
Total Non-Personnel	85,000	-	-	50,000	-	-	-	-	-	135,000
FY25 Aspirational	39,107,708	-	200,000	650,000	127,500	3,000,000	714,916	881,037	-	44,681,161
% of overall budget	87.55%	0.0%	0.45%	1.45%	0.28%	6.7%	1.6%	1.97%	0.0%	100.0%
% Change from FY24	7.05%	0.00%	0.00%	0.78%	100.00%	10.73%	2.13%	-0.91%	-100.00%	4.57%

Francis T. Bresnahan School



Bresnahan Accomplishments & Ongoing Work

Teaching and Learning	Supports for all Students	Culture of Self Discovery and Personal Achievement	Organizational Design, Operations, Resources	A Community of Stakeholders
<p>iReady Math (year one)</p> <p>iReady Diagnostics (year two)</p> <p>STEMscopes Science (ongoing)</p> <p>Green Team Professional Learning Community & Classroom Management Course</p>	<p>Language-based and Strategies-based Programs</p> <p>Orton-Gillingham and Landmark Outreach professional development</p> <p>Inclusive Playground (NEF supported, teacher-led project)</p>	<p>Environmental garden projects (e.g.</p> <p>Ongoing Integration of technology</p> <p>Comprehensive After School Programs (Clipper Courses, NYS and YMCA programs)</p> <p>Third Grade Leadership Club</p>	<p>PK-3 Organizational Development for a one-school approach</p> <p>Teacher Leadership through Curriculum Education Leaders and Building Leadership Team</p> <p>K12 Music Expansion and Alignment</p>	<p>PTO Cultural Enrichment and School Culture Programs (e.g., field trips, festivals, read-a-thon)</p> <p>Newburyport Senior Center Programs (e.g., gardens and reading)</p> <p>NEF (e.g., Black Earth Composting teacher grant)</p>

Bresnahan School Improvement Goals

Student Learning Goal

Utilize student data to guide instruction and measure growth. Assessment is used to guide instruction, curriculum, engage students in inquiry and focus on the process of learning.

Professional Learning Goal

Foster a safe, positive, healthy and inclusive learning environment that enables students, staff and parents to develop positive relationships with one another; 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

Budget Investments FY25

Add one section to first grade: budget neutral

Bus Monitors: \$60,000

Supplies & Materials: \$10,000

Continue ongoing curriculum, instruction, assessment and culture work.

Edward G. Molin School



Molin Accomplishments & Ongoing Work

Teaching and Learning	Supports for all Students	Culture of Self Discovery and Personal Achievement	Organizational Design, Operations, Resources	A Community of Stakeholders
<p>iReady Math (year one)</p> <p>iReady Diagnostics (year two)—enhanced grouping and data analysis</p> <p>Lab Explorations for all 4-5 students; vertical alignment of science with grade 6</p>	<p>Language-based and Strategies-based Programs</p> <p>Orton-Gillingham, Wilson Reading and Landmark Outreach professional development</p> <p>Ongoing Trauma Sensitive, PBIS programs, Wellness Days, BIMAS</p> <p>Student led Programs</p>	<p>Multi-cultural Celebration Program</p> <p>Grade 4-5 Student Council Leadership Program</p> <p>Engaging Students in Literacy (e.g., Newspaper Club, book groups, advanced literacy group)</p>	<p>Grade Level Student Support Team Meetings (incorporation of iReady data)</p> <p>K12 Music Expansion and Alignment</p> <p>Teacher Leadership through Curriculum Education Leaders and Building Leadership Team</p>	<p>NEF (e.g., supported teacher grants, STEM materials, arts festival, etc.)</p> <p>PTO (e.g., read-a-thon, STEM Showcase, cultural enrichment, field trips)</p> <p>Multi-cultural Celebration Project</p> <p>Jeanne Geiger Girls Inc</p>

Molin School Improvement Goals

1) District Strategic Objective: We will Re-imagine Teaching and Learning.

Aligned Strategic School Objective: We will increase support to improve student achievement for all students while closing the achievement gap for high needs students.

2) District Strategic Objective: We will provide supports so all students are ready and able to learn.

Aligned Strategic School Objective: Teach and provide a trauma-sensitive, pro-social framework that includes co-regulation, resiliency, social and emotional learning, diversity, equity, and inclusion.

3) District Strategic Objective: A Culture of Self Discovery and Personal Achievement

Aligned Strategic School Objective: Redefine school success to include new measures of student achievement that extend beyond academics to include talents, knowledge, skills, and attributes students need for the future.

Molin

Budget Investments FY25

Continue ongoing curriculum, instruction, assessment and culture work.

Rupert A. Nock Middle School



Nock Accomplishments & Ongoing Work

Teaching and Learning	Supports for all Students	Culture of Self Discovery and Personal Achievement	Organizational Design, Operations, Resources	A Community of Stakeholders
<p>Multi-tiered support and iReady diagnostic training</p> <p>Coaching for engaging and differentiated literacy curriculum and instruction</p> <p>Ongoing world language curriculum development and vertical alignment</p> <p>Technology Integration</p>	<p>Advisory Program</p> <p>Language-based and Skills-based Programs</p> <p>Orton-Gillingham, Wilson Reading and Landmark Outreach professional development</p> <p>Farmbot inclusive engineering project</p>	<p>Student Council (e.g., policy conversations, student-led programs)</p> <p>Student Leadership Programs</p> <p>Focus on innovative and engaging curriculum design (e.g. Shakespeare Project, Place-based Education)</p>	<p>Expansion of School Counseling Staff and Resources</p> <p>K12 Music Expansion and Alignment</p> <p>Teacher Leadership through Curriculum Education Leaders and Building Leadership Team</p>	<p>NEF (e.g., supported teacher grants, arts festival, place-based education, STEM supplies)</p> <p>Newburyport Youth Services partnerships</p> <p>PTO (e.g., field trips)</p>

Nock School Improvement Goals

Professional Learning Goal

Promote the learning and growth of all students through the use of high quality assessment in all courses. Success will be measured by student growth percentiles of 50% or above in math, science and ELA (using baseline assessments and standardized data).

Student Learning Goal

Continue to develop, implement, and evaluate programs designed to meet student-specific academic and social needs at all three tiers of intervention.

Program Development Goal

Implement a college and career readiness curriculum and build a personalized and flexible college/career readiness portfolio.

Nock

Budget Investments FY25

Music Teacher increase by .2 FTE (\$12,000)

Student Leadership Programs (\$13,000)

Continue ongoing curriculum, instruction, assessment and culture work.

Newburyport High School



NHS Accomplishments & Ongoing Work

Teaching and Learning	Supports for all Students	Culture of Self Discovery and Personal Achievement	Organizational Design, Operations, Resources	A Community of Stakeholders
<p>Portrait of a Graduate Implementation</p> <p>Instructional Leadership Team led professional development and common planning</p> <p>1:1 iPad Program (year one); tech integrator position</p>	<p>Expansion of multi-tiered supports and continued definition of Clipper Block</p> <p>Increased student support with Dean position</p> <p>Landmark Outreach Professional Development</p> <p>Ongoing student-led clubs and programs (e.g., BC2M)</p>	<p>Internship Program (ongoing expansion)</p> <p>CLIPs leadership and student mentorship program (year 2)</p> <p>Integrated Arts</p> <p>Place-based and international opportunities</p>	<p>Continue to expand and define Instructional Leadership and Building Leadership roles for educators</p> <p>K12 Music Expansion and Alignment</p> <p>Common Planning Time</p> <p>College and Career Resource Center</p>	<p>Student Voice (e.g., student leaders, culture surveys, student-led programs)</p> <p>School Partnerships (e.g., internship partners, dual enrollment opportunities)</p> <p>NEF (e.g., Sailboat, Investment Club, Chess Club, Integrated Arts Project)</p>

NHS School Improvement Goals

- 1) Improve academic achievement with special attention to students identified behind in academic skills.
- 2) Increase access to advanced and technical coursework for all students.
- 3) All students leave with a personalized and flexible post-secondary plan and are able to demonstrate competency in skills part of the District's Portrait of a Graduate.
- 4) Become a favorable school climate.
- 5) Make more efficient use of building spaces to support NHS's programs and varied course offerings.

Budget Considerations

STRATEGY	GOAL AREAS	BUDGET CONSIDERATION
<i>Develop pathways that lead to licensure opportunities in career areas and allow students to be dually enrolled in license courses and high school.</i>	<ul style="list-style-type: none"> • Increase access to advanced and technical coursework for all students. • All students leave with a personalized and flexible post-secondary plan and are able to demonstrate competency in skills part of the District's Portrait of a Graduate. • Become a favorable school climate. 	Funding to support students taking courses at the Peterson School
<p><i>Offer a variety of accessible advanced placement and technical coursework</i></p> <p><i>Pursue state innovation pathways (e.g., information technology, engineering, healthcare, environmental/life sciences and advanced manufacturing).</i></p> <p><i>Continue ongoing work in the arts program and explore opportunities to expand options for students.</i></p>	<ul style="list-style-type: none"> • Increase access to advanced and technical coursework for all students. • All students leave with a personalized and flexible post-secondary plan and are able to demonstrate competency in skills part of the District's Portrait of a Graduate. 	<p>Add a humanities teacher to increase accessible AP courses such as psychology.</p> <p>Part-time pathways coordinator to support grant writing, expand pathways and secure capital skills funding.</p>

NHS Budget Investments FY25

Cost neutral recommendations (due to resource re-allocation):

- Pathways Coordinator: \$65,000
- Humanities Teacher: \$65,000

Peterson School Program: \$50,000

Continue ongoing curriculum, instruction, assessment and culture work.

Newburyport District



District Budget Investments FY25

Area	Recommendations
Buildings & Grounds	<ul style="list-style-type: none">• Refer to Capital Improvement Plan• NHS Contracted Services (in level service, \$25,000)• Increase utilities, supplies and materials costs (in level service, \$175,000)
Health Services	<ul style="list-style-type: none">• No additional expenses
Curriculum, Assessment and Instruction	<ul style="list-style-type: none">• No additional expenses
Special Education	<ul style="list-style-type: none">• Transportation (in level service)• Out of District Tuition (in level service)• Contracted Services (in level service)
Operations	<ul style="list-style-type: none">• NHS Phone System (\$100,000, right now in CIP)• Security Upgrades (\$80,000 (estimated)–7 year payment plan, in process)• Student Services and Central Office Reorganization (estimated cost savings \$100,00)• Onsite staff daycare program (TBD)

Budget Steps

- **Step One:** Foundational / Level Service Budget Presentation (February 27, 2024)
- **Step Two:** FY25 Budget Request Presentation (March 4, 2024)
- **Step Three:** Leadership Team Deliberations
 - Analyze staffing patterns, reallocate funds, and examine operational budgets
 - Evaluate funding sources (grants, revolving accounts, Circuit Breaker, Choice)
- **Step Four:** Ongoing Budget Updates to School Committee (March/April 2024)
- **Step Five:** Final Budget Presentation to School Committee (April 23, 2024)

NPS Staff Day Care Program

- Exploring the creation of NPS Day Care Program
- Pam Kealey & I visited the Ipswich Public Schools Tiger Tots program, met with staff / observed the program
- Their program has been in existence for over 20 years
- The development of a similar program here in the NPS would have many benefits: ie Staff retention, Accommodate NPS Employee Family Needs, Creation of NHS Early Childhood career pathway and enhances a positive work environment
- NPS employees would enroll in the day care program at a cost TBD. The enrollment fee would pay for the staff and supplies becoming a cost neutral program.
- Once program is up and running, it would pay for itself
- The Program would be housed at the Bresnahan and tied to the existing pre-school program. (More Details To Come)



The port where tradition and innovation converge



NEWBURYPORT PUBLIC SCHOOLS

School Calendar

2024 - 2025



August

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	8	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31
					(0)	

September

S	M	T	W	T	F	S
1	H	T	SD	FDS	6	7
8	Pk-K	10	11	12	ER	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					
						(18)

October

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	ER	12
13	H	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		
						(22)

November

S	M	T	W	T	F	S
					1	2
3	4	ER	6	7	8	9
10	H	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	ER	H	H	30
						(18)

December

S	M	T	W	T	F	S
						1
8	9	10	11	12	ER	14
15	16	17	18	19	20	21
22	V	H	H	H	V	28
29	V	H				
						(15)

January

S	M	T	W	T	F	S
			H	2	3	4
5	6	7	8	9	SD	11
12	13	14	15	16	17	18
19	H	21	22	23	24	25
26	27	28	29	30	31	
						(20)

February

S	M	T	W	T	F	S
						1
2	3	4	5	6	ER	8
9	10	11	12	13	14	15
16	H	V	V	V	V	22
23	24	25	26	27	28	(15)

March

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	ER	29
30	31					(21)

April

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	ER	12
13	14	15	16	17	18	19
20	H	V	V	V	V	26
27	28	29	30			
						(17)

May

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	ER	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	H	27	28	29	30	31
						(21)

June

S	M	T	W	T	F	S
①	2	3	4	5	ER	7
8	9	10	11	12	Pk-K	14
15	16	17	PLD	H	[20]	21
22	[23]	[24]	[25]	[26]	27	28
29	30					
						(13)

T = Teachers First Day FDS = First Day for Students
 ER = Early Release LS = Late Start
 H = Holiday V = Vacation
 SD = Staff Development Day PLD = Projected Last Day

Monday, Sept. 2 Labor Day Holiday Observed
 Tue., Sept. 3 First Day of School for Teachers
 Wed., Sept. 4 Staff Development Day (no students)
 Thur., Sept. 5 First Day of School for GRADES 1-12
 Monday, Sept. 9 First Day of School for Grades Pk-K
 Oct. 14 NO SCHOOL - Columbus Day Observed
 Nov. 11 NO SCHOOL - Veteran's Day Observed
 Nov. 28 & 29 NO SCHOOL - Thanksgiving Break
 December 23 thru January 1 NO SCHOOL - Holiday Break
 January 2 SCHOOL RESUMES
 Jan. 10 - NO SCHOOL for Students - Staff Development Day
 January 20 NO SCHOOL - MLK, Jr. Holiday Observed
 February 17 thru 21 NO SCHOOL - Winter Break
 March 28 1/2 day for AFSCME Union (GOOD FRIDAY)
 April 21 thru 25 NO SCHOOL - Spring Break
 May 26 NO SCHOOL - Memorial Day Observed
 June 1 Graduation Day - Class of 2025
 June 13 Projected Last Day (Preschool & Kindergarten)
 June 18 Projected Last Day (Grades 1-12) - Early Release Day
 June 20 Projected Last Day (Teachers)
 June 20, 23, 24, 25 and 26 Snow Make-up Days - [if needed]
 June 19 NO SCHOOL - Juneteenth Observed

ER - Early Release Days (for staff development)
 September 13 October 11, November 5, December 13,
 February 7, March 28, April 11, May 9, and June 6
ER - OTHER EARLY RELEASE DAYS (staff & students)
 Wednesday, November 27 Thanksgiving Break

G = Graduation Day - on Sunday, June 1st @ 11AM

(180 days - students)

(184 days - teachers)

Submit for review / possible Vote—March 4, 2024

IC/ICA: SCHOOL YEAR / CALENDAR

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,
 - o Regular faculty days will also start after Labor Day unless specifically requested for approval by the Superintendent and applicable labor unions.
 - o 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.

Adopted: 06/19/2017

Revised: 6/19/2017, 12/06/2021, 11/20/23