



DATE POSTED: 5/14/2021  
 Town Clerk Use Only

2021 MAY 14 AM 8:32

## AMENDED AGENDA MEETING NOTICE

POSTED IN ACCORDANCE WITH THE PROVISIONS OF MGL 30A § 20 Act relative to extending certain COVID-19 measures  
 adopted during the state of emergency

### Marblehead School Committee

Name of Board or Committee

**Address:** Lucretia and Joseph Brown School – Library at 40 Baldwin Rd. Marblehead MA 01945

**OR**

**Zoom Conference** join via the web link or Dial in: <https://marbleheadschoools-org.zoom.us/j/97886762817?pwd=5hT6kswajlCtbJVAC2uYOnlpdiv7fE.1>

**Meeting ID:** 978 8676 2817

**Password:** 610612

**Dial in Phone:** #1 646 931 3860

<b>Thursday</b>	<b>May</b>	<b>15<sup>th</sup></b>	<b>2025</b>	<b>6:00PM</b>
Day of Week	Month	Date	Year	Time

**Agenda or Topics to be discussed listed below** (That the chair reasonably anticipates will be discussed)

- I. Opening Business: Call to Order
  - a. Pledge of Allegiance
  - b. Commendations
  - c. Public Comment
  - d. Student Representative
  
- II. District Updates- Supt. John Robidoux
  
- III. Consent Action and Agenda Items
  - a. Schedule of Bills (vote)
  - b. Meeting Minutes: (3/6/25, 5/6/25) (vote)
  
- IV. School Committee Communication and Discussion Items
  - a. School Spotlight: Village School
  - b. School Improvement Plans: Village, Brown, Veterans Middle School (vote)
  - c. *Spain/Morocco Trip* (vote)
  - d. Superintendent Mid-cycle Evaluation (vote)
  - e. Recess Policy 2<sup>nd</sup> reading
  - f. School Committee Proclamation re: MTA Curriculum Material (possible vote)
  - g. School Committee Operating Protocols and Ethics (vote)
  - h. MEA/Administration Safety Committee Update
  - i. Village Scoreboard replacement donation (vote)
  - j. Tomos' Tackle donation for Bournedale trip (vote)
  - k. Subcommittee and Liaison Updates
  
- V. Closing Business
  - a. New Business- School Committee Announcements and Requests

- b. Correspondence

VI.

- a. Motion and vote to meet in executive session pursuant to Massachusetts General Laws chapter 30A, section 21(a) for the following purpose: Purpose 2 to conduct strategy sessions in preparation for negotiations with nonunion personnel or to conduct collective bargaining sessions or contract negotiations with nonunion personnel without intent to return to open session.

Chair's Statement following roll call vote on the motion:

- b. The Committee will now be meeting in executive session pursuant to Massachusetts General Laws chapter 30A section 21(a) for Purpose 2 to conduct strategy sessions in preparation for negotiations with nonunion personnel or to conduct collective bargaining sessions or contract negotiations with nonunion personnel without intent to return to open session.

VII. Executive Session

Adjournment

Hybrid Meeting Notice: Members of the public are welcome to attend this in-person at 40 Baldwin Rd. Marblehead MA. 01945 or by the remote zoom connection provided. Please note that the in-person meeting will not be suspended or terminated if technological problems interrupt the remote connection.

**THIS AGENDA IS SUBJECT TO CHANGE**

Chairperson: Jennifer Schaeffner  
Posted by: Jennifer Schaeffner  
Date: 5/13/25



# Marblehead Public Schools

9 Widger Road  
Marblehead, Massachusetts 01945  
Phone: (781) 639-3140

**John Robidoux**  
*Interim Superintendent of Schools*

**Julia Ferreira**  
*Assistant Superintendent of  
Teaching & Learning*

**LisaMarie Ippolito**  
*Assistant Superintendent of  
Student Services*

**Michael Pfifferling**  
*Assistant Superintendent of  
Finance & Operations*

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## MEMORANDUM

TO: Marblehead School Committee  
FROM: Michael Pfifferling, Assistant Superintendent of Finance and Operations  
DATE: May 12, 2025  
RE: Schedule of Bills for Approval

Included in this packet are the following Schedules of Bills for your consideration. The schedules and invoices have been uploaded to the shared drive.

Schedule	Amount
26553	\$148,778.00
26559	\$36,150.10
26562	\$23,485.65
26576	\$77,648.92
26589	\$28,305.19
26590	\$60,822.99
26592	\$22,283.45
<b>Total</b>	<b>\$397,474.30</b>

Suggested Motion:

*Motion to approve the identified schedules of bills totaling \$397,474.30*

Record of the Marblehead School Committee Meeting  
Thursday March 6, 2025  
6:00PM

Members present: Sarah Fox, Brian Ota, Jenn Schaeffner  
Absent: Alison Taylor, Al Williams

- I. Opening Business
  - a. Pledge of Allegiance
  - b. Commendations: Sarah Fox thanked the Glover School students presenting this evening
  - c. Public Comment
    - i. Mr. Kantor: inquired as to whether the School Committee has thoughts or plans if federal funding is eliminated, and to consider using Facebook as a form of communication to the community
  - d. Student Representative: Ella Benedetto highlighted activities at MHS, including: students performing in Mass. Drama Fest play "Sleepwalker", upcoming Boys hockey game, spring sports begin March 17, fall class scheduling planning beginning for underclasspersons, MHS class of '26 auction planning
  - e. Glover School Spotlight: Glover art educator Maggie Doben attended with four Glover School students appeared and presented an explanation of "Neurographic Art". The students explained how they can use art as a way to destress and reduce anxiety.
- II. District Updates- Supt. John Robidoux
  - i. Presented update on District Improvement Plan creation.
  - ii. Rollout of Instructional Rounds
- b. Consent Action and Agenda Items: none
- III. School Committee Communication and Discussion Items
  - a. Mr. Alex Kulevich Facility Naming:
  - b. Motion to name MHS Athletic Facility the Alexander W. Kulevich Sports Complex: Brian Ota  
2<sup>nd</sup> Jenn Schaeffner
    - i. Vote: Ota: Yes, Fox: Yes, Schaeffner: Yes. Passed 3-0  
Mr. Kulevich spoke about his career and thanked former students, athletes, their parents, Mark Tarmey, Admin. Asst. Pat Magee. Describes his commitment to getting students involved. Daughter Ms. Jo Koopman thanked the community for supporting this naming.
  - c. FY 25 Financial Update (Asst. Supt. Mike Pfifferling):
    - i. FY25 on track to end the year with a surplus of \$900,000. Suggestion to use that to pre-pay Out of District tuition for School Year 205-26
  - d. No expected unforeseen increases in utility costs
  - e. Financial software conversion on track for 7/1/25 and 1/1/26 rollout
  - f. Subcommittee and Liaisons Update:
    - i. Budget: Sarah Fox: working with the town Finance Committee to review revolving funds
    - ii. Communications: Brian Ota: working on School Committee survey and Facebook page
    - iii. Policy: Jenn Schaeffner: meeting next week to review Flag Policy and Sc Operating Protocols
- IV. Closing Business

- a. New Business- School Committee Announcements and Requests: next week's meeting to set the Supt. evaluation process.

Respectfully submitted,  
Jenn Schaeffner  
Chair  
5/2/25

DRAFT

Record of the Marblehead School Committee Meeting  
May 6, 2025

Members present: Alison Taylor, Jenn Schaeffner, Sarah Fox, Brian Ota, Al Williams

Called to order: 10:00am

The School Committee reviewed the Superintendent's goals in the following areas: Professional Practice, Student Learning, and District Improvement.

The result was a compiled evaluation report that will be shared at a future School Committee meeting.

Meeting adjourned at 1:27pm.

Submitted,

Al Williams

May 6, 2025

## **Acknowledgment of Town Meeting Support Teams**

On behalf of our administrative teams, we extend our deepest appreciation to the unsung heroes who made this year's Town Meeting a success.

We thank Mr. Todd Bloodgood, his outstanding team of school custodians, and the dedicated staff of the Town's Department of Public Works for their extraordinary efforts in preparing Marblehead High School field house on short notice. From the meticulous setup of the facility to the unloading of materials and on-site assistance with documentation, their tireless work, attention to detail, and unwavering commitment created a smooth and welcoming environment for all attendees. Their professionalism, positive attitude, and dedication were instrumental to the meeting's success.

We also wish to express our sincere gratitude to the School Information Technology team. Despite the challenges of redeploying the remote voting system from the Veterans School auditorium to the High School field house, and managing a record-breaking turnout, the team ensured that all technical systems remained fully functional throughout the evening. Their ability to maintain reliable operations under pressure, despite the demanding conditions of the new location and the extraordinary level of resident participation, was critical to the success of the electronic voting process and contributed significantly to the effectiveness of the meeting.

Special thanks are also due to the Town Clerk's staff and volunteers, who skillfully managed long lines, an overflowing crowd, and the issuance and replacement of voting clickers under pressure. Their efficiency, patience, and positive engagement kept the process moving smoothly and were deeply appreciated by all in attendance.

We are profoundly grateful for the continued partnership and exemplary service of these teams. Their collective efforts reflect the very best of public service and highlight the strength of collaboration between our municipal and school departments.

Sincerely,

Thatcher Kezer, Town Administrator

John Robidoux, Superintendent of Schools

Aleesha Benjamin, Finance Director/CFO

Michael Pfifferling, Asst. Superintendent of Finance



Todd Bloodgood  
Facilities Director

9 Widger Road  
Marblehead, Massachusetts 01945  
Phone: (781) 639-3140

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May 12, 2025

On Monday May 5, 2025 I was asked to move the Town Meeting set-up to the Marblehead High School fieldhouse. The Pac had been set-up on May 5th as well as the large gymnasium at the Veterans Middle School . The Facilities and IT Departments were tasked with moving the entire Town Meeting set-up from one building to another. An email was sent notifying all second shift facilities staff, they would be needed to report at 10am on Tuesday May 6, 2025, we proceeded to gather every chair in the District over to the Field House. The facilities crew of 30 people as well as assistance from the DPW dept. worked diligently while also completing their regular daily duties and had the Field House set-up for the building to open at 6:00pm Tuesday night. My deepest appreciation for John Costantino Marblehead Public Schools Food service Director, Facilities Staff and IT Director Stephen Kwiatek and IT Staff. I cannot thank Lisa Manning enough for making sure that everything facilities/ transportation was covered as I was engulfed in getting the town meeting set up. I couldn't be more proud of the immense task they were able to get accomplished.

Sincerely,

Todd Bloodgood

# **Lucretia and Joseph Brown School**

## *School Improvement Plan*

**2025-2026**



**Marblehead Public Schools**

Focus Area	Teaching & Learning
<b>District Strategic Objective</b>	Fully align teaching and Learning, Pre-K-12, with our multi-tiered system of supports (MTSS) framework to ensure all students meet or exceed academic & social-emotional learning expectations.
<b>District Strategic Initiative(s)</b>	1.1 Develop consistent systems, common assessments, & processes for data inquiry & analysis to support instructional excellence & student growth.
<b>School-Based Goal</b>	To increase overall student achievement and further develop teacher capacity to strengthen and align Tier 1 and Tier 2 instruction as evidenced by observations, formal data, including but not limited to, Waypoints, MClass, iReady and curriculum-based measures.

Improvement Strategies	Action Steps	Who	Timeline	Resources Needed	Status
All educators facilitating ELA Wit and Wisdom instruction (Classroom teachers, special educators, ELL) will be given multiple opportunities to collaborate on pacing and planning, as well as opportunities to observe colleagues.	<p>-Professional Learning Communities will schedule a bi-monthly review of pacing, planning, and student outcomes</p> <p>-Educators will increase implementation of units to include the completion of three Wit and Wisdom modules and the first "Arc" of Module 4.</p> <p>-Educators will be provided opportunities for observing and debriefing with colleagues during Wit and Wisdom instruction.</p>	Teachers, Principals, Curriculum coaches, Team Leaders	Sept-May	<p>Time</p> <p>PD from Wit and Wisdom</p> <p>Curriculum materials</p> <p>Coaches</p> <p>Universal peer observation document</p>	Ongoing
Identify and implement consistent screeners, pre- and post-assessments, and Progress Monitoring tools for Tier 2 <b>Math</b> instruction	<p>-PLCs will meet 4 times annually to review math data and group students</p> <p>-Math Instructional Assistants. to join grade-level PLCs for data meetings and teach in grade-level classrooms 4 times a week</p> <p>-Peer observations during Math WIN will be afforded to all classroom teachers</p>	Principals, Teachers, Math Coach, Math Instructional Assistants, Kindergarten Instructional Assistants	Sept-May	<p>Time</p> <p>Schedule for tutors to meet with teachers</p> <p>Time added to the math block</p> <p>iReady</p> <p>Resources</p> <p>Math Cool Down</p> <p>assessments</p>	Ongoing

Identify and implement next steps in the development of highly functioning Professional Learning Communities(PLCs) to include targeted teacher learning and development for both <b>Math and Reading</b> instruction	<ul style="list-style-type: none"> <li>-Using multiple data points, identify both learning and instructional needs</li> <li>-Identify student learning trends and correlate with instructional needs using multiple sources of data</li> <li>-Develop a Teacher Inquiry Cycle to address areas of student and teacher instructional needs</li> </ul>	Teachers, Principals, Curriculum coaches, Team Leaders	Sept-May		
Implement a system for identifying and providing appropriate content and learning experiences for students who have mastered grade-level content in the areas of <b>Reading and Math</b>	<ul style="list-style-type: none"> <li>-Create a consistent data process for identifying student needs</li> <li>-Identify and secure curriculum, materials, and resources needed</li> <li>-Provide specific training for providers</li> </ul>	Teachers, Principals, Curriculum coaches, Team Leader Community Outreach	May-May	Grant funding	Ongoing

Strengthen the implementation of Tier 1 Universal <b>Social Emotional Learning(SEL)</b> curricula and supports, namely, Wayfinder, Responsive Classroom, and PBIS	<p>-Collect data and feedback on our first year of Wayfinder implementation to identify areas of instructional needs.</p> <p>-Analyze 2024-25 SEL data to establish our greatest needs.</p> <p>-Formalize three tiers of SEL supports, establish specific cycles, data collection for entering and exiting Tier 2 and 3 supports.</p> <p>-Provide Responsive Classroom professional development opportunities for all staff. The recommendation is for formal training for all staff.</p> <p>-Regular sharing of RC components and pillars: Morning Meeting (Greeting, Activity, Sharing Morning Message), Quiet Time, and take-a-break Space as Tier 1 Social-Emotional Support for all students.</p> <p>-Positive Behavior Intervention and Supports (PBIS) Increase staff consistency in Tier 1 implementation, as evidenced by a reduction in repeated minor behavior referrals and an increase in documented positive behavior acknowledgments, compared to the previous school year.</p>	Administrators Teachers Counselors Psychologist SpEd Chair, Academic coaches	July-May	<p>Faculty Meeting Time</p> <p>PLC Meeting Time</p> <p>Professional Development Time</p> <p>Funding for Professional Development</p>	Ongoing
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<b>Focus Area</b>	<b>Professional Culture</b>
<b>Strategic Objective</b>	Build, strengthen, & support educator capacity and well-being.
<b>Strategic Initiative(s)</b>	2.4 Develop & offer relevant, effective PD throughout the system.
<b>School-Based Goals</b>	The Brown School Staff will engage in multiple opportunities throughout the year to develop and strengthen a positive, engaging, and unified professional culture where staff members feel a sense of belonging and thrive as educators.

<b>Improvement Strategies</b>	<b>Action Steps</b>	<b>Who</b>	<b>Timeline</b>	<b>Resources Needed</b>	<b>Status</b>
Regular use of Faculty Meetings to connect, evaluate, and share our development as teams and as a staff.	<p>-Create school-based SIP groups with clear goals and objectives.</p> <p>-SIP Groups will be provided opportunities to collaborate with colleagues throughout the year. (ie, faculty meetings, early release days, PLC Meetings, and PD days.)</p>	Principals and Team Leaders, all staff members	Aug-June	<p>Time</p> <p>Goal and objective templates</p> <p>School Improvement Plan</p> <p>Plan for Success</p>	Ongoing
Further develop our Professional Learning Communities (Data Mtg protocols, shared strategies, shared research and instructional strategies, etc)	-Continue the development of Data Meetings to include all providers of small group instruction, including Math and Reading Instructional Assistants, Special educators, and ELL teachers.	Principals, Teachers, Leaders, ELL teachers, Inclusion Teachers	October-June	Time, coverage and reflection protocols	Ongoing

<b>Focus Area</b>	<b>Diversity, Equity &amp; Inclusion</b>
<b>Strategic Objective</b>	Promote equity & ensure inclusion by acknowledging & embedding all forms of diversity throughout the district.
<b>Strategic Initiative(s)</b>	3.6 Identify, create, & evaluate practices to ensure all students have access to high-quality educational opportunities.
<b>School-Based Goal</b>	The Brown School staff members will work to ensure accessibility as it relates to all students, as measured by the implementation of the DCAP and sharing of best practices during professional development time.

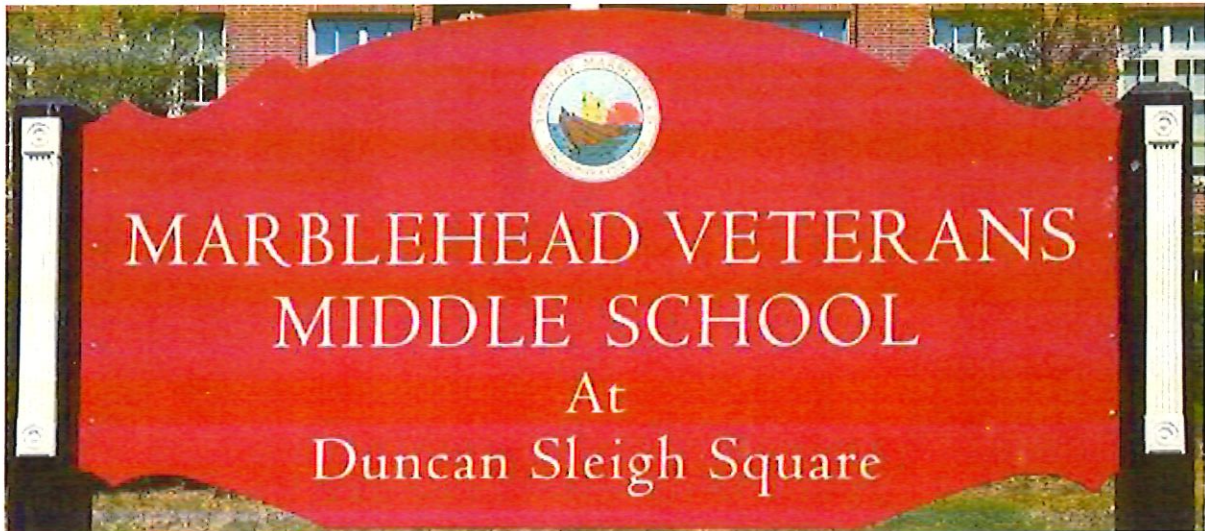
<b>Improvement Strategies</b>	<b>Action Steps</b>	<b>Who</b>	<b>Timeline</b>	<b>Resources Needed</b>	<b>Status</b>
Continue to collaborate to ensure we are offering inclusive practices throughout the school.	<ul style="list-style-type: none"> <li>-Provide PBIS Teams and mental health teams with Professional Learning time to develop data collection processes and protocols.</li> <li>-Continue to build inclusive practices into the curriculum, including morning meeting time and morning announcements</li> <li>-Continue to build a common language around common school-wide expectations as identified by the PBIS Team</li> <li>-School-wide reinforced monthly core values</li> <li>-Provide school-wide and classroom-based Windows and Mirrors opportunities</li> </ul>	Principals, Teachers, PBIS Team SEL Team Mental Health Team	August-June	<p>Technology Morning announcement time School-Wide Community Meeting Time Time for PBIS to meet</p> <p>Time to review and reinforce school-wide expectations at the beginning of the year and throughout the year (after school vacations)</p>	Ongoing

The PBIS and Mental Health Teams will review and share best practices from the district DCAP to support the learning of all students.	<ul style="list-style-type: none"> <li>-Team will review the DCAP</li> <li>-Create a plan to share best practices utilizing the DECAP as it aligns with MTSS during faculty meeting times.</li> </ul>	Principals, Teams	Sept.-June	Time to meet  Access to the district DCAP	Ongoing
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# Marblehead Veterans Middle School

School Improvement Plan

2025 - 2026



Focus Area	Teaching & Learning
<b>District Strategic Objective</b>	Fully align teaching and Learning, Pre k -12 with our multi-tiered system of supports (MTSS) framework to ensure all students meet or exceed academic & social-emotional learning expectations.
<b>District Strategic Initiative(s)</b>	1.1 Develop consistent systems, common assessments, and process for data inquiry & analysis to support instructional excellence and student growth.
<b>School Based Goal(s)</b>	In year two of the implementation of the “WIN” block at MVMS, 50% of the students identified for interventions and/or enrichments during WIN will be identified either through MCAS or benchmark data, as applicable. In disciplines not covered by these data sources, 50% should be identified using common assessment data.

Improvement Strategies	Action Steps	Who is Responsible	Timeline	Resources Needed
MVMS staff will identify the needs of students through the MCAS data to begin the year and benchmark data as the year progresses. These needs will include both tiered interventions and enrichments.	MCAS data and benchmark data will be shared with teachers as soon as available.	Administration Lead Teachers Teachers	October 2025 – May 2026	Time to collaborate within schedule

Focus Area	Teaching & Learning
<b>District Strategic Objective</b>	Fully align teaching and Learning, Pre k -12 with our multi-tiered system of supports (MTSS) framework to ensure all students meet or exceed academic & social-emotional learning expectations.
<b>District Strategic Initiative(s)</b>	1.2 Expand & Refine instruction to ensure the taught curriculum is consistent and equitable for all students
<b>School Based Goal(s)</b>	In year two of our district-wide SEL curriculum, Wayfinder, rollout, the curriculum will be implemented with fidelity, using the results of the Waypoints skills assessment to inform best practices.

Improvement Strategies	Action Steps	Who is Responsible	Timeline	Resources Needed
MVMS will give the Waypoints skills assessment to acquire holistic data to help evaluate past work with Wayfinder, and to inform next steps with the continued roll-out.	Waypoints Skill Assessment will be issued in the Spring of 2025. Additionally, it will also be issued twice in the 2025-2026 school year.	Administration Lead Teachers Teachers Coaches	October 2025 – May 2026	Time to collaborate within the PD calendar

<b>Focus Area</b>	<b>Teaching &amp; Learning and Professional Culture</b>
<b>District Strategic Objective</b>	Build, strengthen, & support educator capacity and well-being.
<b>District Strategic Initiative(s)</b>	T&L – 1.4 Provide professional development that supports educator development, including best practices for an inclusive curriculum.  PC - 2.4 Develop & offer relevant, effective PD throughout the system.
<b>School Based Goal(s)</b>	To grow and improve our effective core instruction within our multi-tiered system of supports (MTSS) framework, 80% of the teachers at MVMS will visit at least one colleague's classroom to observe a tier 1 teaching strategy to apply to their own classroom.

<b>Improvement Strategies</b>	<b>Action Steps</b>	<b>Who is Responsible</b>	<b>Timeline</b>	<b>Resources Needed</b>
Using a staff approved peer observation tool, teachers will visit at least one colleague (with whom they do NOT plan) to observe a successful Tier 1 instructional strategy in action and then implement that strategy in their own classroom.	Teachers will schedule peer observations, and coordinate coverage needs with building substitutes and administration	Administration Lead Teachers Teachers	October 2025 – May 2026	Building substitutes for coverage

# **Village School**

## *School Improvement Plan*

**2025-2026**



**We are The DUCKS!**

**Dynamic, Unique, Courageous, Kind, Safe**

Focus Area	Teaching & Learning
<b>District Strategic Objective</b>	Fully align teaching and Learning, Pre K -12 with our multi-tiered system of supports (MTSS) framework to ensure all students meet or exceed academic & social-emotional learning expectations.
<b>District Strategic Initiative(s)</b>	1.2 Expand, & refine instruction to ensure the taught curriculum is consistent & equitable for all students.  1.4 Provide professional development that supports educator development, including best practices for inclusive curriculum.
<b>School-Based Goal</b>	Village School will focus on literacy and mathematics growth through the collection of IXL Data Assessments, MCAS performance (grades 3, 4, 5). This will be achieved through utilization of our WIN (What I Need) Model, MTSS (Multi-tiered System of Supports), and ongoing monthly Data Meetings. This will include differentiation of instruction for our emerging learners, on grade level learners, and those students meeting or exceeding standards.  Additional funding/resources will be earmarked and provided for more rigorous science and social studies instruction, prioritizing these content areas. This will include dedicated, allocated time on learning (identified in the master schedule for all grades), providing professional development for educators. Resources may include curriculum materials and/or instructional software.

Improvement Strategies	Action Steps	Who	Timeline	Resources Needed	Status
Village School ELA teachers will continue to learn and implement the <i>Wit and Wisdom</i> curriculum (Year 3). Incorporate Science and Social Studies content into <i>Wit &amp; Wisdom</i> .	<i>Wit and Wisdom</i> PD  Science and Social Studies teacher collaboration across the grade level at PLCs and/or PD opportunities.  Develop consistent differentiation practices across the grade level to meet the needs of all children.	Teachers Administration Curriculum coaches	August 2025- June 2026	Time  PD from Wit and Wisdom  Science & Social Studies Curriculum materials	
Village School Math teachers will use data to analyze and align instruction.	Participate in vertical planning in order to determine multiple methods to show	Teachers Curriculum coaches Administration	September 2025- June 2026	Time	

	<p>mastery.</p> <p>Use MCAS, IXL, and relevant data to support areas for growth and areas of strength in the curriculum.</p> <p>Look at common assessments, and score together to calibrate.</p>				
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Focus Area	Professional Culture
Strategic Objective	Build, strengthen, & support educator capacity and well-being.
Strategic Initiative(s)	<p>2.3 Ensure adequate opportunities and spaces for collaboration in each school and district wide.</p> <p>2.4 Develop &amp; offer relevant, effective PD throughout the system.</p>
School Based Goal	<p>The Village School Leadership Team (Principal, Assistant Principal, Team Chair, Instructional Learning Specialist) will continue growth with the following district initiatives:</p> <p>Learning Walks (Visiting and hosting other school based leadership teams, visiting classrooms to calibrate best practices across the district);</p> <p>Empowering Teams Of Teacher Leaders - working with our appointed Teacher Leaders, Collaborating to make informed decisions for our children and staff, improving school culture.</p> <p>Professional Observation and Evaluation of Educators: providing frequent announced/unannounced observations of teachers in the classroom (professional status and non professional status); providing clear and immediate feedback, including conferences, goal setting meetings, and formative/summative evaluations.</p>

Improvement Strategies	Action Steps	Who	Timeline	Resources Needed	Status
By working with the MPS PD Committee to define relevant PD for our staff, Village will research and offer PD to support student needs.	Determine teachers and staff with expertise in specific areas. Implement a survey to determine what people need to support instruction.	Administration Lead Teachers Coaches Assistant Superintendent	August 2025- June 2026	Time Technology	

Administrators will continue the practice of Professional Learning Walks, visiting classrooms throughout the year.	Schedule Learning Walks with other principals and administrative leaders throughout MPS.	Principals, Assistant Principals, Assistant Superintendents, Superintendents	August 2025- June 2026.	Time Calibration Reflection Sheets	
Enhance WIN Block program for teachers to strengthen best instructional practices	Establish WIN PD/Training for staff at staff meetings, sharing best practices across grade levels. Teachers use data to drive WIN block models and student groupings. Identify areas of need and student growth.	Coaches, Administrator s, Teachers	August 2025-June 2026	Time (staff meetings), technology,	
Professional Observation and Evaluation of Educators: providing frequent announced/unannounced observations of teachers in the classroom (professional status and non professional status); providing clear and immediate feedback, including conferences, goal setting meetings, and formative/summative evaluations.	Set schedule for observation and evaluation of NPTS and PTS, including professional goal setting meetings, formative and summative evaluations.	Administrator s, Teachers, Team Chair	August 2025- June 2026	Time, Evaluation Tool Teachpoint Software	

Focus Area	Diversity, Equity & Inclusion	
<b>Strategic Objective</b>	Promote equity & ensure inclusion by acknowledging & embedding all forms of diversity throughout the district.	
<b>Strategic Initiative(s)</b>	3.6 Identify, create, & evaluate practices to ensure all students have access to high quality educational opportunities. 3.7 Cultivate inclusive family & community partnerships.	
<b>School-Based Goal</b>	To promote a sense of belonging for our students, Village School will focus on further developing our Tier 1 SEL program, Wayfinder, embedding practices into our classroom routines, including adoption of a Morning Meeting, beginning at grades 4-5 which vertically aligns with our lower grades.	

	<p>Village School will rebrand our PBIS (Positive Behavior Incentive Program) to promote the Dynamic Ducks (Dynamic, Unique, Courageous, Kind and Safe). Students will earn Duck Dollars (results tabulated weekly) and Dynamic Ducks of the Month are celebrated at Grade Level Community meetings.</p> <p>Promote Student Voice at Village, including (but not limited to) Peer Leaders, Student Ambassadors, Composting Rangers, Morning Announcers, Club Opportunities, Student Newspaper, Making Better Choices Reflective Discipline Program) and Formal Mentoring Program.</p> <p>Developing strong partnerships with our Village stakeholders, including (but not limited to) PTO membership, School Council membership and Village parents at large (hosting events specific to fourth, fifth and sixth grades). This partnership will also include working with the Marblehead Fire Department (fire drills) and School Resource Officer (Safety Evacuation Drills). We will continue to engage our families through frequent newsletters (The Village Voice) and ongoing communication as needed.</p>
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Improvement Strategies	Action Steps	Who	Timeline	Resources Needed	Status
To promote a sense of belonging for our students, Village School will focus on further developing our Tier 1 SEL program, Wayfinder, by embedding practices into our classroom routines, including adoption of a Morning Meeting, beginning at grades 4-5 which vertically aligns with our lower grades.	<p>Administer Wayfinder Lessons (weekly)</p> <p>Lead Wayfinder themes during Grade Level Community meetings.</p> <p>Use Wayfinder themes during Morning Announcements.</p>	Principal, Assistant Principal, Lead Teachers, Teachers, Wayfinder Leads.	September 2025- June 2026	Wayfinder Curriculum lessons; technology, time built into the schedule	
Village School will rebrand our PBIS (Positive Behavior Incentive Program) to promote the Dynamic	<p>Create duck dollars; tabulate weekly duck totals.</p> <p>Announce on Fridays which grades have earned the most duck dollars</p>	Principal, Assistant Principal, Administrative Assistants, Teachers,	September 2025- June 2026	Rubber Ducks, Duck Dollars, Time for Community Meetings.	

Ducks (Dynamic, Unique, Courageous, Kind and Safe). Students will earn Duck Dollars (results tabulated weekly) and Dynamic Ducks of the Month are celebrated at Grade Level Community meetings.	<p>Fill the Cylinders in the front office with rubber ducks to show grade level performance</p> <p>Hold grade level Community Meetings to recognize Dynamic Ducks.</p>	Teacher Leaders.			
Promote Student Voice at Village, including (but not limited to) Peer Leaders, Student Ambassadors, Composting Rangers, Morning Announcers, Club Opportunities, Student Newspaper, <i>Making Better Choices</i> Reflective Discipline Program) and develop a formal student mentoring program.	<p>Organize Peer Leaders Program with Counselors.</p> <p>Organize Student Ambassadors with counselors.</p> <p>Organize a formal mentoring program, working with Village School Counselors.</p> <p>Organize Composting Ranger program with Assistant Principal.</p> <p>Assign sixth and fifth grade classes to participate in the morning announcements.</p> <p>Organize clubs and after school sports programs with Village staff members. Post positions for stipends.</p> <p>Engage in reflective conversation with students for "Making Better Choices With Logical Consequences" Discipline Program.</p>	Principal, Assistant Principal Counselors, Teachers	September 2025- June 2026	Time, Composting Supplies and Materials; Technology; Club Advisors.	
Developing strong partnerships with our Village stakeholders, including (but not limited to) PTO membership, School Council	<p>Schedule and attend PTO and School Council meetings throughout the academic year.</p> <p>Schedule and attend Village</p>	Administrators , Teachers, Families/Parents, Fire Department, Police	August 2025- June 2026	Time, Meeting Space, Technology for Presentations	

<p>membership and Village parents at large (hosting events specific to fourth, fifth and sixth grades). This partnership will also include working with the Marblehead Fire Department (fire drills) and School Resource Officer (Safety Evacuation Drills). We will continue to engage our families through frequent newsletters (The Village Voice) and ongoing communication as needed.</p>	<p>Open House meetings. Schedule and attend specific grade level events for fourth, fifth and sixth grade families.</p> <p>Schedule fire drills and safety evacuation drills with the Marblehead Police Department and Fire Department (four during the academic year).</p> <p>Draft and publish twice monthly newsletter to families, <i>The Village Voice</i>.</p>	<p>Department.</p>		<p>, S'More software for newsletters.</p>	
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## Elementary School Recess Policy

The School Committee believes that students within our elementary schools require scheduled recess periods as part of their educational experience. Students in grades K-5 will receive no fewer than two scheduled recess periods per day (e.g., one in the morning and one in the afternoon) allowing students opportunities for movement and wellness throughout the school day. Students in grade 6 will be scheduled for one afternoon recess period.

All students will have equitable access to recess and recess will not be withheld as a form of punishment. Recess will be supervised by school staff to ensure a safe and inclusive environment and staff will encourage cooperative play and positive social interactions for students.



# MARBLEHEAD PUBLIC SCHOOLS

## Marblehead School Committee

9 Widger Road,  
Marblehead, MA 01945  
phone: 781.639.3140 x10114  
email:schoolcommittee@marbleheadschoools.org

<b>Sarah Fox</b> Committee Member	<b>Brian Ota</b> Committee Member	<b>Jennifer Schaeffner</b> Chairman	<b>Alison Taylor</b> Vice-Chairman	<b>Al Williams</b> Secretary
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### Marblehead School Committee Resolution Regarding the Massachusetts Teachers Association's Curricular Materials on the Israel-Gaza Conflict

WHEREAS, the Massachusetts Teachers Association (MTA) disseminated resources related to the Israel-Gaza conflict and its history, that contain unambiguous antisemitic elements; and

WHEREAS, these particular materials impact the Jewish community and are offensive, and undermine a balanced and fair presentation of this international issue; and

WHEREAS, the MTA's materials have been critically and publicly exposed by the Massachusetts Special Commission on Combating Antisemitism; and

WHEREAS, the use of these materials in any school district could create an environment that undermines the values of impartial education and mutual respect among students and staff of diverse backgrounds;

THEREFORE, BE IT RESOLVED that the Marblehead Public Schools strive to foster an educational setting that is respectful, historically accurate, and free from discrimination; and

BE IT FURTHER RESOLVED that the Marblehead School Committee strongly cautions our District staff about utilizing the MTA's materials related to the Israel-Gaza conflict; and

BE IT FURTHER RESOLVED that the Marblehead School Committee has adopted an Instructional Materials policy that prevents the dissemination of antisemitic and other discriminatory content in our District; and

BE IT FURTHER RESOLVED that the Marblehead School Committee calls upon our District to follow the guidelines reiterated by the United States Department of Education Office of Civil Rights in a letter dated May 25, 2023 of "schools' legal obligation under Title VI of the Civil Rights Act of 1964 (Title VI) to provide all students, including Jewish students, a school environment free from discrimination based on race, color, or national origin, including shared ancestry or ethnic characteristics".

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Jennifer Schaeffner- School Committee Chair

---

Alison Taylor -Vice-Chair

---

Sarah Fox- Committee Member

---

AL Williams – Secretary

---

Brian Ota- Committee Member

The acceptance of a code of ethics implies the understanding of the basic organization of school committees under the laws of the Commonwealth of Massachusetts. As an elected public official, a school committee member is expected to adhere to those state laws that apply to school committees since school committees are agencies of the state.

This code of ethics outlines three areas of a school committee member's responsibility: (1) community responsibility; (2) responsibility to school administration; and (3) relationship to fellow committee members.

- 1. A school committee member in his/her relations with the community should:**
  - a. Realize that his/her primary responsibility is to the children.
  - b. Remember that he/she is one of a team and must abide by, and carry out, all committee decisions once they are made.
  - c. Remember that he/she represents the entire community at all times.
  - d. Accept the office of committee member as a means of unselfish service with no intent to "play politics" in any sense of the word, or to benefit personally from committee activities.
- 2. A school committee member in his/her relations with the school administration should:**
  - a. Recognize and support the administrative chain of command and refuse to act on complaints outside the chain of command.
  - b. Act only on the recommendations of the chief administrator in all matters of employment or dismissal of school personnel.
  - c. Refer all complaints to the administrative staff for solution and only discuss them at committee meetings if such solutions fail.
- 3. A school committee member in his/her relations with fellow committee members should:**
  - a. Recognize that action at official meetings is binding and that he/she alone cannot bind the committee outside such meetings.
  - b. Realize that statements or promises should not be made regarding how he/she will vote on matters that will come before the committee.
  - c. Uphold the intent of executive sessions and respect the privileged communication that exists in executive sessions.
  - d. Not withhold pertinent information on school matters or personnel problems, either from members of his/her own committee or from the administration.
  - e. Make decisions only after all facts on a question have been presented and discussed.



# MPS Safety Committee



2024-2025

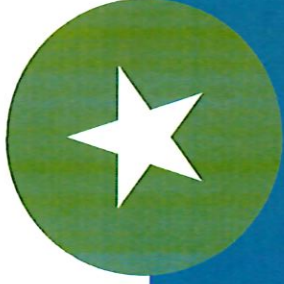


# The Joint Committee on School Safety Vision

The safety committee will collaboratively develop solutions to provide support and structure that will proactively create a positive and safe environment for staff, students, caretakers, and community partners throughout Marblehead Public Schools. *schools*

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# Our Tasks Fall Under These Categories



Student  
Safety



Mental  
Health



Staff  
Safety



Building  
Safety

# Student Safety

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- De-escalation Training (all staff)
- Bullying Prevention Form
- Calming Space Log (vertically aligned)
- De-escalation Lanyard Card
- 504 Process Checklist
- Parent communication regarding School Wide Survey, SBIRT and Opt-out

# Mental Health

- Safety Assessment: suicidal ideation and self harm
- Threat Assessment: Risk of harm to others
  - Both assessments are aligned district wide and developmentally appropriate for each school
- Substance Use: Impairment Assessment and Narcan Policy
- Manifestation Determination Checklist

# Staff Safety

- Restraint Training
- De-escalation Training
- Emergency Response Training
- MTSS/PBIS/RTI Training for New Staff
- Common methods for incident reporting
- Debrief after every incident
- Forms: incident, restraint, letter after restraint
- Peer Observations
- Cross-school Observations

# Building Safety

- Bus Safety Training
- Emergency Procedure Refreshers (ALICE, Evacuation, Lockdown, Hold Pass, etc)
- Enhance loudspeaker system in identified areas
- Ongoing review of security camera placement
- Reminders for securing exterior doors at all times
- Collaboration/communication with Police and Fire

# Health and Wellness

- Wayfinder Curriculum Implementation
- SEL-Focused Training
- Integration of SEL into daily instruction
- Family Engagement
- Community Partnerships

# RENDERING DETAILS

### Scoreboard Model:

Daktronics MS-2002

## White LED Digits

### Decorative Accents:

**(2) 2' x 16' Non-Backlit Ad Panels**

**Paint Color:**

Red #1956

## White Captions

## White Border Striping

**Total Equipment Height:**  
8'6"

9,8,

**Total Equipment Width:**

16

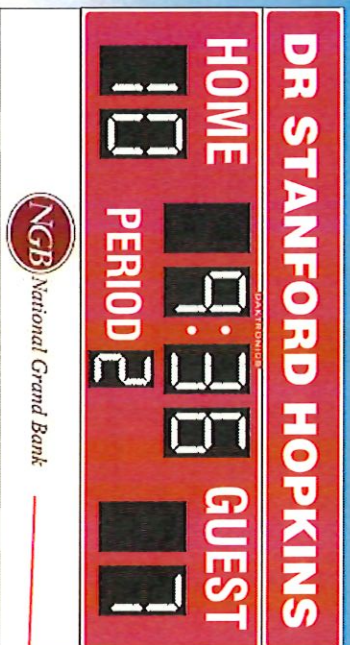
**PLEASE NOTE:**

**CUSTOMER MUST PROVIDE VECTORIZED  
LOGO BEFORE AN ORDER COULD BE PLACED**

# SCOREBOARD

## ENTERPRISES

SALES - INSTALLATION - SERVICE

**SALES - INSTALLATION - SERVICE**

Vectorized logo needed

ALL DIMENSIONS ARE APPROXIMATE

Do not use for design/engineering or ad copy approval.



# Scoreboard Enterprises Inc.

SALES - INSTALLATION - SERVICE

274 Fruit Street  
508-339-8113

Mansfield, MA 02048  
Fax 508-339-0184

www.scoreboardenterprises.com

## QUOTE

Marblehead Youth Football

**Date**  
28 April 2025

**Expiry Date**  
27 June 2025

**Quote Number**  
15566

**Tax Number**  
042605006

274 Fruit St.  
Mansfield, MA 02048  
mike@scoreboardenterprises.com  
Cell - 860.948.8112

Description	Quantity	Amount
<b>Scoreboard Components</b>		
Daktronics MS-2002-Outdoor Multi-Sport Scoreboard - 120V 4'6" x 16' W - White LED - includes border stripe	1	8,810.00
12VDC Trumpet Horn w/Power Supply.	1	495.00
	Total	9,305.00
<b>Control Components</b>		
RC-200 Handheld Controller Kit	1	495.00
RC-200 Receiver Kit	1	570.00
Daktronics All Sport MX-1 Scoring Kit w/ Outdoor Enclosure; Allows scoreboard to be run from Dak Score App on the mobile device through bluetooth connectivity with the MX-1 Kit	1	1,240.00
Gen VI Scoreboard Receiver Kit	1	515.00
Harness, Dual Radio 6 Pin Mini Male to 2x 6 Pin Male	1	67.00
	Total	2,887.00
<b>Accent Components</b>		
Outdoor Non-Backlit 2' 0" x 16	2	2,730.00
	Total	2,730.00
<b>Shipping</b>		
Shipping	1	1,450.00
	Total	1,450.00

### Installation

Existing Outdoor Installation	1	5,950.00
	Total	5,950.00
		<hr/>
	Subtotal	22,322.00
		<hr/>
	<b>Total USD</b>	<b>22,322.00</b>
		<hr/> <hr/>

**Installation scope for the above estimate includes the following:**

- Crane Truck Rental
- Receive, inspect and transport Daktronics scoreboard equipment to install location.
- Remove and dispose existing scoring equipment.
- Owner will need to pair back trees and bushes behind and around the scoreboard.
- Uncrate new scoring equipment and mount hardware.
- Owner must cut back trees and bushes to allow access to the scoreboard structure from the front and rear.
- Mount new Daktronics MS-2002 scoreboard + one (1) outdoor non-backlit ad panel on existing structure.
- Mount radio receiver, calibrate radio frequencies, and test radio receiver(s).
- There will be an electrical disconnect on the scoreboard and power to disconnect by others
- Power to be brought and wired to disconnect by others
- Test all functions.
- Provide on-site owner training.

**Standard Exclusions to include:**

- All projects with logos, ad panel copy and/or graphics of any kind, are required to be provided to SEI in vectorized format and be fully approved before an order can be placed with Daktronics. During the Final pre-production approval process with Daktronics, any changes or delays that affect the artwork approval deadline will result in Daktronics shipping the equipment blank and the customer is responsible for sourcing any graphics, logos, ad panel copy etc with a 3rd party - including furnishing and installation of the logos/graphics.

- SEI requires full access to the site for the duration of the installation to include but not limited to - Crane Truck, Van, Trailer, Lift, Concrete Truck and Excavation Equipment access

- SEI is not responsible for finish landscaping around excavated areas

- SEI is not responsible for repairs to finish landscaping as a result of required installation access, however we will work diligently and closely with the owner to limit any impact to the area.

- SEI requires power to the base of the structure by others
- SEI is not responsible for removing excavated material from site - SEI does not provide soil testing required by us to move off site
- SEI is not responsible for the integrity of the existing structure or existing power/data feeds.
- SEI will pull through conduits provided by others
- Scoreboard Enterprises, Inc. is not responsible for unforeseen obstruction while excavating, i.e. rock, ledge, water, and pipe - additional cost may be incurred as a result of excavation obstructions to be invoiced separately
- Scoreboard Enterprises, Inc has based the above installation on normal soil conditions, if abnormal soil conditions are encountered, additional cost may be incurred as a result of additional footing design.
- The installation quote is based the scoreboards sizes provided on this quote, if larger scoreboards are selected it may result in increased installation costs due to footing & steel requirements.
- Scoreboard Enterprises, Inc has based the above installation price on our standard Certificate of Insurance, if additional coverage or wording is required, additional fees will be the responsibility of the requestor for additional coverage/wording.

#### Terms of Estimate:

All quotes are valid for 60 days. Expired quotes will require all pricing to be reviewed and updated.



# Scoreboard Enterprises Inc.

SALES - INSTALLATION - SERVICE

274 Fruit Street  
508-339-8113

Mansfield, MA 02048  
Fax 508-339-0184

[www.scoreboardenterprises.com](http://www.scoreboardenterprises.com)

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Marblehead Youth Football

**Date**  
28 April 2025

**Expiry Date**  
27 June 2025

**Quote Number**  
15567

**Tax Number**  
042605006

274 Fruit St.  
Mansfield, MA 02048  
[mike@scoreboardenterprises.com](mailto:mike@scoreboardenterprises.com)  
Cell - 860.948.8112

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Gen VI Scoreboard Receiver Kit	1	515.00
Harness, Dual Radio 6 Pin Mini Male to 2x 6 Pin Male	1	67.00
	Total	2,887.00
<b>Accent Components</b>		
Daktronics DA-1000-16 2' Tall x 16' Long Truss with 50% Lettering/Logo and screen backing; SW 275	1	7,495.00
Outdoor Non-Backlit 2' 0" x 16	1	1,365.00
	Total	8,860.00
<b>Shipping</b>		
Shipping	1	1,450.00
	Total	1,450.00

### Installation

Existing Outdoor Installation	1	5,950.00
	Total	5,950.00
		<hr/>
	Subtotal	28,452.00
		<hr/>
	<b>Total USD</b>	<b>28,452.00</b>
		<hr/>

#### Installation scope for the above estimate includes the following:

- Crane Truck Rental
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- Uncrate new scoring equipment and mount hardware.
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#### Terms of Estimate:

All quotes are valid for 60 days. Expired quotes will require all pricing to be reviewed and updated.



# Marblehead Public Schools

9 Widger Road  
Marblehead, Massachusetts 01945  
Phone: (781) 639-3140

**John Robidoux**  
*Interim Superintendent of Schools*

**Julia Ferreira**  
*Asst.. Superintendent of  
Teaching & Learning*

**LisaMarie Ippolito**  
*Asst. Superintendent of  
Student Services*

**Michael Pfifferling**  
*Asst. Superintendent of  
Finance & Operations*

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## MEMORANDUM

To: Marblehead School Committee  
From: John J. Robidoux, Interim Superintendent  
Re: Approval of donation  
Date: May 12, 2025

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I am seeking the School Committee's approval to accept a donation of gift cards from Tomo's Tackle, 104 Wharf St., Salem, with an approximate value of \$150.00, to be utilized by students for the upcoming Bournedale trip.

Village School is **ALIVE!!**

# Leadership Opportunities

# Peer Leaders



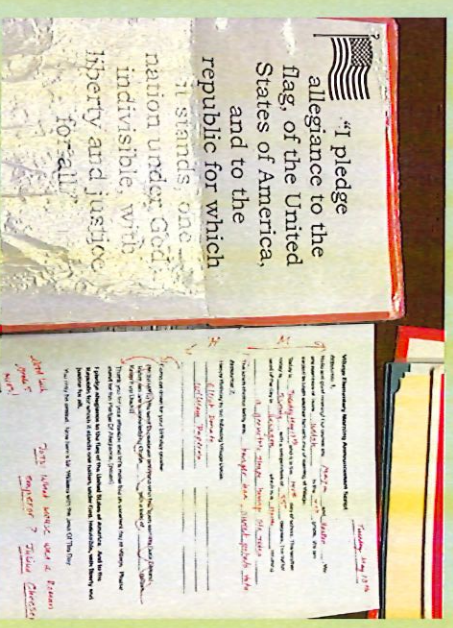
# School Newspaper

## The Village Paper Team 2024-25

Audrey Martyn  
Grace Nenna  
Perrin Scott  
Lily DellaCamera  
Nico Kapeleris  
Lucia Pratt  
Sabine Doyle  
Toby Belbeck  
Alex Marcus  
Luisa VanHoven  
Joseph Ahmed  
John Barnes  
Vivian Lewis  
Jack Papalardo



# Daily Student Announcements



# Composting

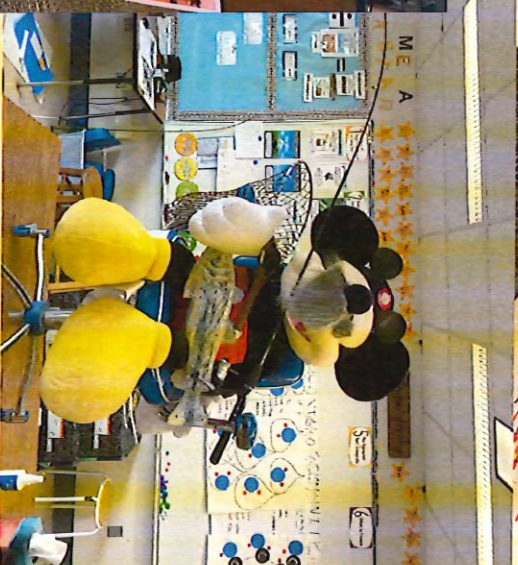
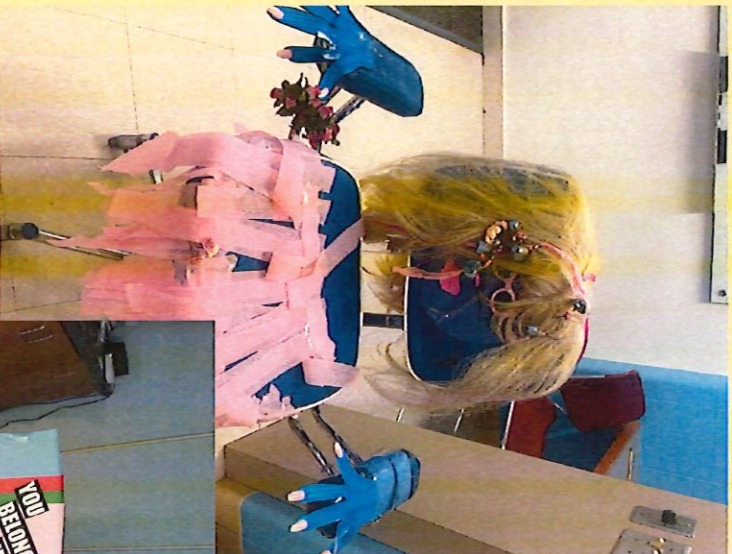


# Community Engagement

# Community Meetings



# George the Chair



# Village Organic Garden (VOG) & Clean Up Day



# School Spirit

# DUCK Dollars!



# School-Wide Spirit Days



# Community Celebrations



**Thank you for your time!!**



City view

## Mediterranean Discovery Tour

17 Apr 2026 - 26 Apr 2026 | 10 days

From bustling morning markets to charming neighborhood cafés, your Forum Tour Manager will take you on a tour that promises to surprise and delight. You'll explore multiple layers of history and learn how the past shapes the present while exploring art, architecture, food and culture.



Palais des papes

### WHY SEND YOUR STUDENTS ON A FORUM LANGUAGE EXPERIENCE?

you will benefit from...

*E*xpertise of more than 30 years in the field,  
*M*ore value for your investment in education,

while students benefit from...

*P*rivate tailor-made educational tours,  
*O*pportunities to engage with locals,  
*W*isdom and a greater interest in learning,  
*E*nhancement on college applications,  
*R*espect and understanding of other cultures



### Day 1 - BOSTON - BARCELONA

Friday, 17 Apr 2026

- Fly to Spain.

### Day 2 - BARCELONA

Saturday, 18 Apr 2026

- **¡Bienvenidos a España!** Upon arrival, meet your Forum Tour Manager who will be by your side, dedicated to your group while on tour.
- Being one of the most visited cities in the world, **Barcelona** stands out for its beautiful beaches and its heritage of modern art and architecture by great names such as Dalí, Gaudí, Miró, and Picasso.
- Board your private motor coach and transfer to the hotel.
- Travel like a real Spaniard by using public transportation.
- For a taste of local life, head to the city's main food market, the glorious **Mercat de Sant Josep**, known locally as "la Boquería."
- Take a stroll along **Las Ramblas**, the primary downtown boulevard lined with shops, restaurants, and cafés.
- Explore the intricate medieval streets of the **Barri Gòtic** (Gothic Quarter), the original site of the Roman village.
- Enjoy a meal with your group at a local restaurant.
- Night accommodation at your hotel.

### Day 3 - BARCELONA

Sunday, 19 Apr 2026

- Have breakfast at your hotel.



- ❑ Travel like a real Spaniard by using public transportation.
- ❑ Visit **Casa Batlló**, the architectural wonder designed by Antoni Gaudí and a UNESCO World Heritage Site. (audioguided)
- ❑ Participate in a thrilling learning experience at **Gaudí Experiencia**, a museum dedicated to the Spanish modernist architect and equipped with state-of-the-art interactive 4D technology.
- ❑ Visit **Parc Güell**, Gaudí's "garden city," a town unto itself with a majestic view of the Mediterranean Sea.
- ❑ Meet your local guide and discover the astonishing **Sagrada Família** cathedral, designed by Gaudí and still under construction since 1883.
- ❑ Enjoy a meal with your group at a local restaurant.
- ❑ Night accommodation at your hotel.

## Day 4 - MONTSERRAT

Monday, 20 Apr 2026

- ❑ Have breakfast at your hotel.
- ❑ Travel like a real Spaniard by using public transportation.
- ❑ Board your private bus to Montserrat.
- ❑ Known for its Monastery of significant religious importance, **Montserrat** is a multi-peaked mountain range near Barcelona that offers incredible scenic views and a quiet retreat from city life.
- ❑ Meet your **local guide** who will help you make the most out of your visit by providing you with details, highlights, and insights.
- ❑ Journey through the **Monastery of Montserrat**, a sacred space that is home to 70 monks. Then, indulge in some **typical pastries** made in Montserrat!
- ❑ Return to Barcelona and enjoy some **free time** to explore the city at your own pace or shop for some souvenirs.
- ❑ Enjoy a meal with your group at a local restaurant.



- ❑ Night accommodation at your hotel.

### Day 5 - FIGUERES - CARCASSONNE

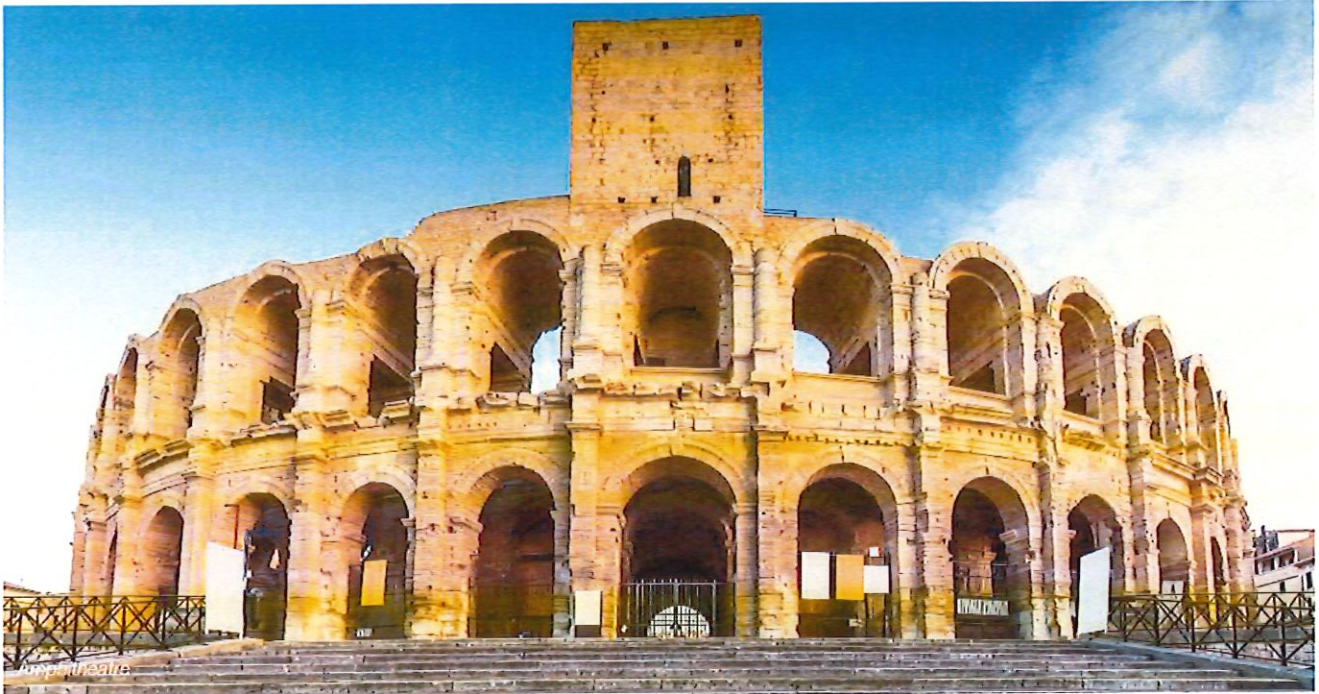
Tuesday, 21 Apr 2026

- ❑ Have breakfast at your hotel.
- ❑ After breakfast board your private bus to **Figueres**.
- ❑ Known as the birthplace of artist Salvador Dalí, **Figueres** is a pleasant town with an attractive city center.
- ❑ Visit the extraordinary **Dalí Museum**, which was inaugurated in 1974 and contains the widest range of works from the artist's career.
- ❑ Meet your **local guide** who will lead you through the tour of the museum.
- ❑ Take some free time to enjoy lunch, and before boarding your private bus say **hasta luego** to your Tour Manager. Then continue your journey onto **Carcassonne**!
- ❑ Located in the plain of the Aude between historic trade routes, **Carcassonne** is a fortified city rich in history and Roman architecture.
- ❑ Upon arrival, you will be greeted by your Forum Tour Manager who will remain with your group for the duration of your trip.
- ❑ Enjoy a meal with your group in a local restaurant.
- ❑ Arrive at your hotel to check-in and overnight accommodation.

### Day 6 - CARCASSONNE - AVIGNON

Wednesday, 22 Apr 2026

- ❑ Have breakfast at your hotel.



- ❑ Take a guided tour of the 12th-century medieval **Château Comtal** or "Count's castle," located in the heart of Carcassonne and deemed a UNESCO World Heritage Site in 1997.
- ❑ Transfer to Avignon by private coach after making a stop at the Pont du Gard.
- ❑ Take a guided visit of **Pont du Gard**, a Roman aqueduct built in the 1st Century A.D and considered to be an antique masterpiece of technical architecture.
- ❑ Known as the "City of the Popes," **Avignon** will charm you with its ancient streets, restored medieval ramparts, and impressive Gothic architecture.
- ❑ Enjoy a meal with your group at a local restaurant.
- ❑ Night accommodation at your hotel.

### Day 7 - AVIGNON

Thursday, 23 Apr 2026

- ❑ Have breakfast at your hotel.
- ❑ Meet your **local guide** and discover the exceptional heritage of **Old Avignon** as you walk through the cobblestone streets. Cross the Saint-Bénézet Bridge also known as **Pont d'Avignon** and end your tour with a visit to the impressive **Palais de Papes**, the largest Gothic palace in the world from which seven popes reigned in the 14th century before the Great Western Schism.
- ❑ This afternoon, admire the most beautiful sites of Avignon and Villeneuve-lez-Avignon aboard a relaxing **boat trip** on the Rhone.
- ❑ Spend some **free time** to explore the city at your own pace or shop for some souvenirs.
- ❑ Enjoy a meal with your group at a local restaurant.
- ❑ Night accommodation at your hotel.

### Day 8 - AVIGNON - ARLES - AIX-EN-PROVENCE

Friday, 24 Apr 2026

- ❑ Have breakfast at your hotel.

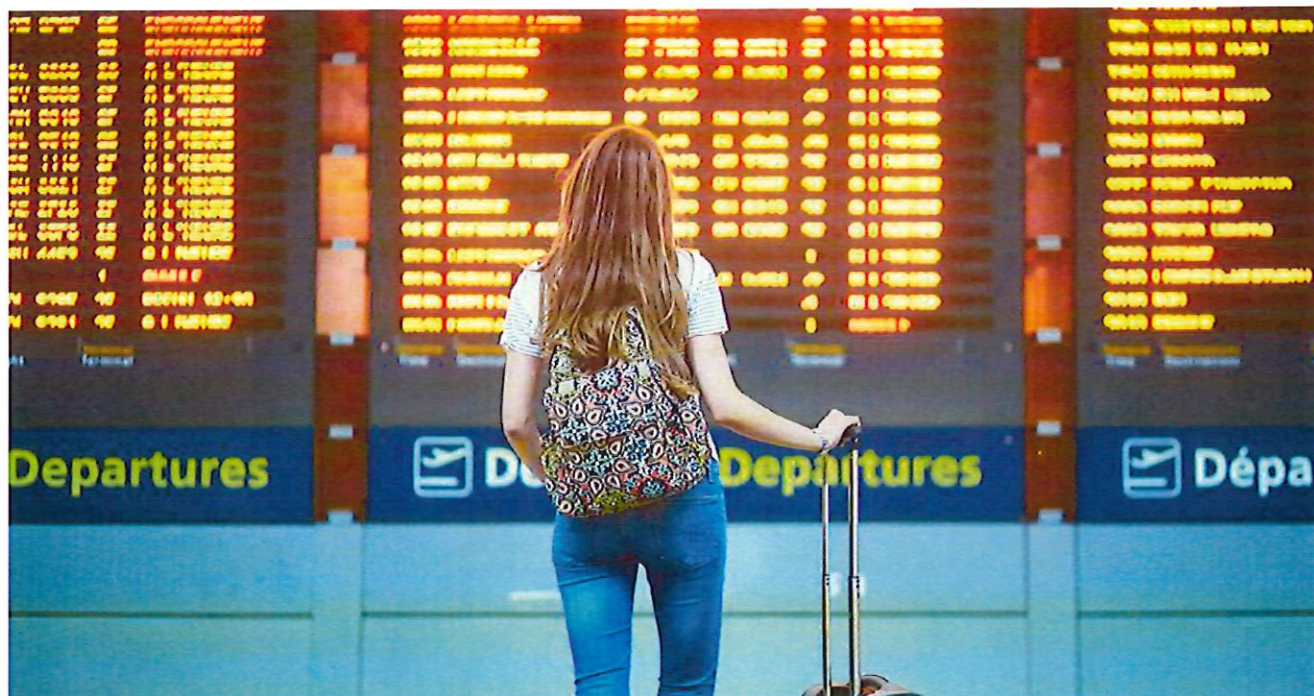


- ❑ Known for its Romanesque monuments, **Arles** was also where Vincent van Gogh spent a year completing many masterpieces of scenes that can today be visited around the city.
- ❑ Meet your **local guide** who will help you make the most out of your visit by providing you with details, highlights, and insights.
- ❑ Upon arrival, meet your **local guide** for a **walking tour of Arles**, an ancient city that was once Rome's provincial capital. Visit historic monuments such as the **Amphitheater**, **Roman theater**, and **Saint-Trophime cloister**.
- ❑ Board your bus and transfer to Aix-en-Provence.
- ❑ Home to the famous painter Paul Cézanne, **Aix-en-Provence** is a city of refined elegance, Provençal markets and bustling streets and squares.
- ❑ Enjoy some free time to explore Aix, see the Pavillon de Vendome and the historic St.-Sauveur Cathedral. Then, spend some time in the Cours Mirabeau, one of the most popular and lively places in town. (not guided)
- ❑ Enjoy a meal with your group at a local restaurant.
- ❑ Night accommodation at your hotel.

## Day 9 - CASSIS

Saturday, 25 Apr 2026

- ❑ Have breakfast at your hotel.
- ❑ Board your private bus for the day and go to Cassis.
- ❑ Situated in the heart of the Calanques National Park, **Cassis** offers a glimpse of life in a quaint Provençal fishing village.
- ❑ Take a **boat tour** to explore the spectacular **Calanques**, a geological formation of steep, narrow inlets along the Mediterranean coast (subject to weather conditions).
- ❑ Spend some free time at the **beach**.



- ❑ Enjoy a meal with your group at a local restaurant.
- ❑ Night accommodation at your hotel.

### **Day 10 - AIX-EN-PROVENCE - MARSEILLE - BOSTON**

Sunday, 26 Apr 2026

- ❑ Have breakfast at your hotel.
- ❑ Transfer to Marseille airport to catch your flight back home.

**Program cost per person\***

26+ participants	\$4365
22 - 25 participants	\$4473
18 - 21 participants	\$4651

**Payment schedule**

June 1 2025	\$500
July 1 2025	\$830
August 1 2025	\$830
September 1 2025	\$830
October 1 2025	\$830
November 1 2025	Balance

**Trip Program includes:**

- ✓ Round-trip airfare\* from Logan International Airport to Barcelona Airport and from Marseille Provence Airport to Logan International Airport
- ✓ Departure taxes and airline fuel surcharges of \$616 per traveler
- ✓ One piece of checked-in baggage per person
- ✓ 8 night(s) multiple occupancy (3/4 students per room with private bath) in quality three-star hotels – single beds not guaranteed
- ✓ Meals at hotel and local restaurants - Breakfast: 8 / Lunch: 0 / Dinner: 8 (includes one beverage and a vegetarian option).
- ✓ Cultural & leisure activities as per itinerary
- ✓ Service of a bilingual Forum Tour Manager while on tour
- ✓ Local guides as listed in the itinerary
- ✓ 1 chaperone(s) for every 6 full paying participants - based on single occupancy at the hotel.

**Trip Program does not include:**

- ✗ Adult Rooming Supplements:
  - Twin Room guarantee \$50/traveler/night
  - Single Room guarantee \$100/traveler/night
- ✗ Meals not indicated in your itinerary
- ✗ Adult Activity Supplement: \$20/traveler/day
- ✗ Tips are at your discretion – standard guidelines:
  - Forum Tour Manager: 5€/traveler/day
  - Bus Drivers: 1€/traveler/day
  - For all other services (restaurant staff, local guides, etc), we recommend setting aside an additional 2-5€/traveler/day to tip based on the service received.
- ✗ \$50 non-refundable registration fee

Date of quote: May 07, 2025 | Prices are valid until: Jun 01, 2025 | Your Forum Tour Consultant: Victoria Courdent

\* All services listed on the proposal are subject to availability. In the event of not being able to book a desired service or supplier, it will be replaced by a similar item of equal standard and value.

\* Airlines have the legal right to increase fuel surcharges to flight tickets after bookings have been made. In the event of an increase in airline taxes and/or fuel surcharges, Forum reserves the right to update prices accordingly.

\* Forum is pleased to provide the 'Student Protection Plan' from Traveler for all participants. You may add the optional Cancel For Any Reason (CFAR) upgrade, which allows you to recover 75% of your cancellation fees, provided that the additional cost is paid with or before your final payment for the trip and cancellation occurs 48 hours or more prior to departure. The base cost for this upgrade is \$104. \*CFAR is not available to residents of NY state\*

Forum Language Experience, Forum by Prométour and Forum are all used interchangeably.

Forum Language Experience is a member company of Prométour Inc.

California Seller of Travel License number: 2061627-40

# **RESOLUTION**

**The Massachusetts Teachers Association  
(MTA) resources on The Israel/Gaza conflict**

Marblehead School Committee

May 15, 2025

## **WHY A RESOLUTION?**

**Support our teachers, our  
Administration, and our district family  
(parents and students)**

**Express our concern as School District**

## SET THE STAGE...

After the Hamas attack on Israel of October 7, 2023, the MTA assembled a set of resources for its member teachers "to help educators engage with their students on this crucial and difficult topic"

"The list is dominated by Palestinian and anti-Zionist voices, while voices humanizing Israeli experiences or representing a Zionist narrative are minimal" (Shira Schoenberg – Boston Globe Opinion, January 2025)

## FOR EXAMPLE...

- The MTA introduced a dramatically one-sided set of “curriculum resources” to its members concerning “the history of Israel and occupied Palestine,” that demonizes the only Jewish State and threatens to politicize classrooms, **American Jewish Committee (AJC) New England**
- Of the 89 resources listed by the MTA, 67 characterize Israel as an illegitimate state and/or reduce a complex conflict to allegations of wrongful occupation (others discussed antisemitism, Islamophobia, teaching difficult issues, and modeling balanced presentations of the Israeli-Palestinian conflict).

<https://www.ajc.org/news/ajc-new-england-exposes-mtas-anti-israel-propaganda-a-threat-to-k-12-education>

## FOR EXAMPLE...

During a legislative hearing (February 10, 2025), the House Chair of the **Special Commission on Combating Antisemitism**, Rep. Simon Cataldo, called an MTA resource page on the Israel-Hamas war "virulently antisemitic." Co-Chair Sen. John Velis said the materials were "incredibly one-sided."

<https://www.wbur.org/news/2025/02/20/mta-materials-israel-hamas-war-antisemitic>

## FROM THE MTA RESOURCES

Here are some articles and short videos to deepen your knowledge of the conflict and current war.

- "Settler Colonialism in the Middle East and North Africa: A Protracted History," Middle East Research and Information Project
- "The Balfour Declaration: Enduring Colonial Criminality," Middle East Eye
- "The Unfinished History Between America and the Muslim Brotherhood," Hudson Institute
- "Connections with Muslim Brotherhood"
- "PLO/Fatah vs. Hamas," Aljazeera
- "What is Israel, What is Palestine, and What is the Nakba?" Visualizing Palestine
- "Independence or Catastrophe? Teaching Palestine through Multiple Perspectives," Rethinking Schools
- "Palestine 101," US Campaign for Palestinian Rights
- "What Palestinians Really Think of Hamas," Foreign Affairs
- "Erase Gaza: War Unleashes Incendiary Rhetoric in Israel," New York Times
- "Skin in the Game: How Antisemitism Animates White Nationalism," The Public Eye Magazine

## FROM THE MTA RESOURCES

- [Zinn Education Project](#)

This organization was co-founded by Rethinking Schools and Teaching for Change and inspired by the work of Howard Zinn, whose work, "A People's History of the United States," challenged dominant narratives in American history. The project offers free resources to help educators teach lessons that are "engaging, accurate, and complex." This resource includes lessons and suggestions for teaching in the K-12 setting. The following articles may be of particular interest.

- ["Teaching About Palestine-Israel and the Unfolding Genocide in Gaza"](#)
- ["Teaching the Seeds of Violence in Palestine-Israel"](#)
- ["Teaching Media Literacy on Palestine and Israel"](#)
- ["Independence or Catastrophe? Teaching Palestine Through Multiple Perspectives"](#)

## FROM THE MTA RESOURCES

### **VISUALS & ART**

#### **Museum of the Palestinian People Virtual Tour**

The Museum of the Palestinian People, based in Washington D.C., is devoted to preserving and celebrating Palestinian history, arts and culture.

### **NEA'S EFFORT TO COLLECT HUMANITARIAN AID FOR EDUCATORS AND STUDENTS IN GAZA**

Note: These are the **ONLY** resources listed under these headings (**NOTHING ABOUT ISRAEL**)

## FROM THE MTA RESOURCES

- Documentaries and Films (17 listed as of 3/20/2025)
- **Israel**
  - One documentary about the October 7, 2023, massacre at the Nova Dance Festival
- **Palestine**
  - At least 13 of the other 16 express a pro-Palestinian narrative

## FROM THE MTA RESOURCES

- Adwan, et. Al – Side by Side: Parallel Histories of Israel-Palestine
- Aslan – a kids book about Israel & Palestine
- Finkelstein – Gaza: An Inquest into its Martyrdom
- Kalidi – The Hundred Years War on Palestine
- Pappe – ~~TEN MYTHS ABOUT ISRAEL~~
- Said – The Question of Palestine
- Shavit – My Promised Land

## MARBLEHEAD SCHOOL COMMITTEE RESOLUTION REGARDING THE MASSACHUSETTS TEACHERS ASSOCIATION CURRICULAR MATERIALS ON THE ISRAEL-GAZA CONFLICT

### Marblehead School Committee Resolution Regarding the Massachusetts Teachers Association Curricular Materials on the Israel-Gaza Conflict

WHEREAS, the Massachusetts Teachers Association (MTA) disseminated resources related to the Israel-Gaza conflict and its history, that contain unambiguous antisemitic elements; and

WHEREAS, these particular materials impact the Jewish community and are offensive, and undermine a balanced and fair presentation of this international issue; and

WHEREAS, the MTA's materials have been critically and publicly exposed by the Massachusetts Special Commission on Combating Antisemitism; and

WHEREAS, the use of these materials in any school district could create an environment that undermines the values of impartial education and mutual respect among students and staff of diverse backgrounds;

THEREFORE, BE IT RESOLVED that the Marblehead Public Schools strive to foster an educational setting that is respectful, historically accurate, and free from discrimination; and

BE IT FURTHER RESOLVED that the Marblehead School Committee strongly cautions our District staff about utilizing the MTA's materials related to the Israel-Gaza conflict; and

BE IT FURTHER RESOLVED that the Marblehead School Committee has adopted an Instructional Materials policy that prevents the dissemination of antisemitic and other discriminatory content in our District; and

BE IT FURTHER RESOLVED that the Marblehead School Committee calls upon our District to follow the guidelines reiterated by the United States Department of Education Office of Civil Rights in a letter dated May 25, 2023 of "schools' legal obligation under Title VI of the Civil Rights Act of 1964 (Title VI) to provide all students, including Jewish students, a school environment free from discrimination based on race, color, or national origin, including shared ancestry or ethnic characteristics".

**MARBLEHEAD SCHOOL COMMITTEE RESOLUTION REGARDING THE MASSACHUSETTS TEACHERS  
ASSOCIATION CURRICULAR MATERIALS ON THE ISRAEL-GAZA CONFLICT**

## **Resources:**

1. U.S. Department of Education Office for Civil Rights, Letter of May 25, 2023 (<https://www.ed.gov/sites/ed/files/about/offices/list/ocr/docs/antisemitism-dcl.pdf>)
2. U.S. Department of Education Office for Civil Rights, Fact Sheet: <https://www.ed.gov/sites/ed/files/about/offices/list/ocr/docs/ocr-factsheet-shared-ancestry-202301.pdf> (January 2023).
3. [Curriculum Guidelines](#) (Policy Manual - File: IJ - Instructional Materials
4. Appendix of AJC Report of Politicization of K-12 Classrooms and the MTA Curricular Resources - <https://url.us.m.mimecastprotect.com/s/xlDvCM85lgcyABAVhwf5c89UNZ?domain=aic.org>

## NEXT STEP

### SHARE RESOLUTION WITH...

School District Curriculum Staff

Massachusetts Association of School Committees

MA Special Commission on Combating Antisemitism

Department of Elementary and Secondary Education

State Attorney General Office of Civil Rights

# DRAFT

## Marblehead School Committee

### Operating Protocols

As elected members of the Marblehead School Committee, alongside our Superintendent, our primary goal is continuous improvement to maximize student achievement. Our key objectives are effective governance and ensuring that our students are fully prepared for college, careers, and life. Members of the Marblehead School Committee will abide by the following protocols as individuals and as a committee:

#### I: In our Governance:

1. We represent the needs and interests of all students in the district, prioritizing these needs in our decision-making. We are committed to creating opportunities for community members to share their insights, helping us better understand the needs of our students, families, and staff.
2. We will foster an environment of trust, respect, and inclusiveness, modeling this in our interactions with one another, administration, staff, students, town officials, and members of the public.
3. ~~The Superintendent is responsible for the day-to-day management and operations of the district. Per Massachusetts law, the School Committee sets policies for the district, approves the budget, and evaluates the effectiveness of the Superintendent. Together, we collaborate in establishing the district's vision and goals.~~ **the Superintendent's effectiveness through the setting of goals and regular evaluation process.**
4. School Committee members will recognize that their purview exists when a quorum of the Committee meets **in accordance with the Open Meeting Laws**, and not as individual members. We understand decisions are codified when a quorum of the Committee is present and derives from majority decisions made during open, **properly posted** public meetings.
5. We will operate respectfully and in compliance with the Commonwealth of Massachusetts Open Meeting Law, while maintaining confidentiality regarding Executive Sessions.

#### II: In our Operations:

6. We will exercise leadership in vision, planning, policymaking, evaluation, accountability, and advocacy on behalf of all students and the district while respecting the authority of the Superintendent and district administration to manage daily operations.
7. We acknowledge that a School Committee meeting is a business meeting that is held in public- not a meeting with the public.

8. Members are encouraged to attend meetings punctually. Those unable to attend a meeting should inform the Chair promptly.
9. We will strive to ensure that meetings are effective and efficient by being well-prepared, conducting business through a clear agenda, and addressing emerging items in subsequent meetings.
10. We agree that discussions will be limited to the agenda, and items will not be added unless the Superintendent and the School Committee Chair determine that delaying the issue until the next meeting would be detrimental.
11. Business will be conducted through a clearly defined agenda that informs the public promptly about what will be discussed at the meeting. Each meeting's packet will be available online the day of the meeting and may include supporting documents for the agenda items.
12. The School Committee encourages community members to attend our meetings and speak on issues within our scope. To ensure everyone has an equitable opportunity to be heard, each speaker will be limited to three minutes. While school district policy allows for a total of fifteen minutes for public comments, this time may be extended at the Chair's discretion.
13. We will keep an open mind and aim to make decisions by consensus, using the best information available at the time. We will consider facts, research, best practices, public input, and recommendations from the Superintendent and other members. **Members will arrive at the table informed and ready to discuss issues, but will not make statements of definitive decisions prior to deliberation.**
14. We encourage critical thinking and expect all Committee members to respectfully share ~~differing~~ **their individual** –viewpoints as part of the discussion before reaching a decision.
15. The Superintendent will share an annual planning calendar with School Committee members. If a member wishes to add an item to an upcoming agenda, they are encouraged to communicate their request promptly.
16. We acknowledge the importance of subcommittees; the School Committee and the Superintendent will utilize them to focus on a specific topic in-depth and to prepare for presentation, deliberation, and possible action by the full School Committee.

### **III: In our Communications:**

17. We emphasize proactive communication to avoid surprises for the School Committee and the Superintendent **and enable efficient deliberations**. Committee members should contact the Superintendent and the School Committee Chair well in advance of meetings for significant questions or concerns.
18. School Committee members acknowledge the Chair as the ~~official voice of~~ **official spokesperson** for the Committee **and the Superintendent is the spokesperson for the District**. The Chair will represent the School Committee **in an official capacity** when directed to do so by a majority of the members.
19. Requests for information should be directed through the Superintendent and the School Committee Chair, not directly to staff. The Superintendent will ensure equal access to responses for all members.

20. Members of the public can contact the School Committee via email at [schoolcommittee@marbleheadschoools.org](mailto:schoolcommittee@marbleheadschoools.org). Remember, these emails are part of the public record, and the Chair will respond on behalf of the Committee when possible. **Individual member may respond directly, but will keep these protocols in mind when communicating about items that may come before the Committee.**
21. A positive tone is essential for our school system. Trust among School Committee members, the Superintendent, and administration should be maintained through dignity and respect, allowing open expression of opinions and concerns.
22. Committee members will also refer community questions **beyond their purview** to the Superintendent **or other appropriate staff member**. The Superintendent **or their designee** will investigate and provide necessary information for responses.

#### **IV: In our Professional Development:**

23. School Committee members will engage in formal training organized by the Superintendent and the School Committee Chair, conducted by recognized organizations such as the Massachusetts Association of School Committees (MASC) and the Massachusetts Association of School Superintendents (MASS).
24. All new School Committee members will attend an orientation session **in addition to completing the state required ethics training and Charting the Course**. If requested, a mentor will be assigned to support them.
25. The School Committee will allocate time each year for self-evaluation to assess their progress in adhering to agreed-upon norms and beliefs and goals.
26. We recognize the importance of honoring our established norms and beliefs and agree to hold each other accountable when we deviate from them.

**\*\*\*\*\*SPACE FOR ALL MEMBERS AND THE SUPERINTENDENT TO SIGN\*\*\*\*\***



# MARBLEHEAD PUBLIC SCHOOLS

## Marblehead School Committee

9 Widger Road,  
Marblehead, MA 01945  
phone: 781.639.3140 x10114  
email: schoolcommittee@marbleheadschoools.org

Sarah Fox  
Committee Member

Brian Ota  
Committee Member

Jennifer Schaeffner  
Chairman

Alison Taylor  
Vice-Chairman

Al Williams  
Secretary

### Sexual Assault Awareness Month - April 2025

**WHEREAS**, sexual violence is a pervasive issue that affects individuals of all ages, backgrounds, and communities, with lasting and profound effects on survivors, families, and society as a whole; and

**WHEREAS**, the month of April is nationally recognized as Sexual Assault Awareness Month, a time to raise awareness, educate communities, and promote prevention efforts to end sexual violence; and

**WHEREAS**, according to national statistics, one in three women and one in six men experience some form of sexual violence in their lifetime, highlighting the urgent need for awareness, support, and action; and

**WHEREAS**, organizations such as HAWC - Healing Abuse Working for Change, the National Sexual Violence Resource Center, and local crisis centers provide vital services, advocacy, and education to support survivors and prevent future incidents; and

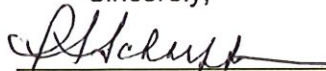
**WHEREAS**, every member of our community can play a role in preventing sexual violence by promoting a culture of respect, consent, and safety, and by standing in solidarity with survivors; and

**WHEREAS**, the Town of Marblehead joins advocates, survivors, and organizations across the nation in recognizing the importance of Sexual Assault Awareness Month and reaffirms its commitment to supporting survivors and working toward a future free from sexual violence.

**NOW, THEREFORE**, we, the Marblehead School Committee, do hereby proclaim April 2025 as Sexual Assault Awareness Month in Marblehead and encourage all residents to participate in activities, educational programs, and initiatives that raise awareness and foster a community dedicated to ending sexual violence.

**IN WITNESS WHEREOF**, we have hereunto set our hand this 17<sup>th</sup> day of April 2025.

Sincerely,

  
Jennifer Schaeffner- School Committee Chair

  
Alison Taylor -Vice-Chair

  
Sarah Fox- Committee Member

  
AL Williams - Secretary

  
Brian Ota- Committee Member



# MARBLEHEAD PUBLIC SCHOOLS

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WHEREAS, the use of these materials in any school district could create an environment that undermines the values of impartial education and mutual respect among students and staff of diverse backgrounds;

THEREFORE, BE IT RESOLVED that the Marblehead Public Schools strive to foster an educational setting that is respectful, historically accurate, and free from discrimination; and

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May 15, 2025  
Jennifer Schaeffner - School Committee Chair

  
Alison Taylor - Vice-Chair

  
Sarah Fox - Committee Member

  
Al Williams - Secretary

  
Brian Ota - Committee Member

Mid-Cycle Formative Evaluation Report: Superintendent

Superintendent: John Robidoux

Evaluator: Marblehead School Committee

Name Signature Date

Step 1: Assess Progress Toward Goals (Reference performance goals; check one for each set of goal[s].)

Professional Practice Goal(s)	<input type="checkbox"/> Did Not Meet	<input checked="" type="checkbox"/> Some Progress	<input type="checkbox"/> Significant Progress	<input type="checkbox"/> Met	<input type="checkbox"/> Exceeded
Student Learning Goal(s)	<input type="checkbox"/> Did Not Meet	<input type="checkbox"/> Some Progress	<input checked="" type="checkbox"/> Significant Progress	<input type="checkbox"/> Met	<input type="checkbox"/> Exceeded
District Improvement Goal(s)	<input type="checkbox"/> Did Not Meet	<input type="checkbox"/> Some Progress	<input checked="" type="checkbox"/> Significant Progress	<input type="checkbox"/> Met	<input type="checkbox"/> Exceeded

Professional Practice

**Goal:** Establish a consistent district-wide culture and development of appropriate staffing patterns to meet the needs of our students.

**Purpose of Goal:** The Superintendent will work to determine clear avenues of communication with staff, parents/caregivers and community partners so that pertinent stakeholders have a venue to provide meaningful, appropriate and pertinent feedback/input as we determine the current needs of the district. The first step in working toward this goal is to do an in-depth

[Type here]

staff-student analysis that will help inform the next steps required in order to determine how to meet all students where they are academically and socially/emotionally.

**Evidence:**

- Staff workload report initial draft
- School Committee Meetings presentations
- Open Door Policy

**Feedback:**

John has started the work on this goal toward the staff accountability report. The School Committee is expecting a complete analysis and recommendations on the data provided. The results of this analysis will drive the budget process in the next Fiscal Year. The next step would be to provide more analysis of full staff data with a focus on, but not be limited to, special education, general education and all support staff. Data tying staffing levels to student outcomes is essential.

The Committee would also like to see more of a willingness to identify areas of concerns as a primary step in addressing issues.

John has been successful communicating with stakeholders through newsletters, School Committee meeting presentations and an open-door policy as expected.

A clear vision for school culture should be presented by John followed by surveys to get feedback. Results of surveys should be used to improve school culture and then presented to the School Committee as evidence of this goal area.

**Student Learning**

**Goal:** Ensuring that students have a voice in their teaching and learning.

[Type here]

**Purpose of Goal:** Throughout the school year, the Superintendent will be working with administrators to establish vehicles for student voice that is appropriate for the K-3, 4-6, 7-8 and 9-12 grade levels. In a District where we want to ensure that students are our first priority, we need to establish specific ways that students can share their opinions, input and feedback in meaningful ways.

**Evidence:**

- School Committee meeting presentations – school spotlights
- Attending Student Flag Forum
- Weekly school walk throughs
- METCO student lunch discussion

**Feedback:**

Solid gains were made in this area. A successful implementation was the Brown school student leadership program. The Committee would like to see evidence of similar programs at all other schools. John should strengthen opportunities for student directed leadership. The committee looks forward to seeing students added to the anti-discrimination committee as planned and results of a student survey.

## **District Improvement**

**Goal:** Marblehead School District Improvement Plan (DIP) 2025-2028

**Purpose of Goal:** Massachusetts requires the establishment and implementation of a District Improvement Plan (DIP) for public schools in three-year increments. The DIP is sometimes referred to as a strategic plan.

**Evidence:**

- Draft District Improvement Plan

[Type here]

**Feedback:**

The level of detail being proposed for the plan is good. John is on a promising path for developing a true District Improvement Plan that will help guide and justify future budgets. Elements of the plan should be tied back to student outcomes whenever possible. Every planned outcome must be measurable and the measurement should be consistently communicated. Plans for stakeholder feedback that can be shared with the committee should also be identified for progress monitoring.

The plan should be developed over the summer with periodic School Committee reviews and presented in early fall for School Committee approval. Implementation is expected prior to the FY27 budget development.

**Comments and Final Analysis:**

John faced and inherited many challenges in his first ten months in the district and has remained positive. He has started work on a needs-based budget that is based on data driven through reports in staffing needs. We are looking forward to the analysis of this data to inform and drive the next budget. We are looking forward to the next iteration of the District Improvement Plan. Student voice has been shown in some areas, and we are encouraged by his plans to strengthen the plan.

John has put strong fundamental pieces together regarding his goals, resulting in an overarching improvement in the district. These will facilitate his ability to proceed even further towards the completion of his goals even faster. Most importantly, John's achievement of these goals will positively impact all the students of Marblehead Public Schools.

[Type here]