

CANTON SCHOOL COMMITTEE
February 1, 2016

Robert Golledge, Chair	960 Washington Street Canton, MA 02021
Reuki Schutt, Vice-Chair	Telephone – 781-821-5060 Fax – 781-575-6500
Michael Loughran, Secretary	www.cantonma.org
John Bonnanzio, Member	
Kristin Mirliani, Member	
Hours of Operation	Monday through Friday 8 AM to 4 PM

BUDGET: The School Department operating budget for the current 2015-2016 school year is distributed as follows:

Salaries	\$29,505,000
Expenses	\$ 6,755,000
Total	\$36,260,000

The above figure represents a 4.95% increase above the 2014-2015 budget.

The operating budget of \$36,260,000 is supplemented with revenue offsets of \$2,018,628 from revolving (fee-based) accounts and \$1,213,000 of federal and state grants as follows:

Revolving Accounts

Athletic User Fees/Gate Receipts	\$204,165
Building Rental Fees	\$137,947
Pre-School Revolving	\$ 68,213
Transportation	\$213,617
Student Parking	\$ 29,000
Full Day Kindergarten Revolving	\$400,946
Special Education Circuit Breaker Revolving	\$900,000
Non-Resident Tuitions	\$ 44,740
Extracurricular	\$ 20,000
Total	\$2,018,000

Federal and State Grants

Teacher Quality	\$47,662
SPED 94-142	\$755,607
Early Childhood	8,000
Early Childhood	\$29,629
SPED Program Improvement	\$26,013
Title I	\$185,501

Essential School Health	\$77,900
Kindergarten Enhancement	\$71,400
Academic Support	\$11,800
Total	\$1,213,000

ENROLLMENTS: Shown below are the enrollment figures for the elementary, middle and high schools for last year (2014-2015) and this year (2015-2016):

	(12/1/2014) 2014-2015	(12/1/2015) 2015-2016	<u>Difference</u>
Pre-school	86	81	-5
Elementary	1532	1486	-46
Middle School	803	811	+8
High School	916	940	+24
Ungraded	59	60	+1
Total	3396	3378	-18

PERSONNEL: The following long-term personnel retired during calendar year 2015:

<u>Employee</u>	<u>Position</u>	<u>Years of Service</u>
Susan McGowan	AA to the Superintendent of Schools	15
Marilyn Capone	GMS Reading Teacher	38
Margaret A. Sullivan	Luce Kindergarten Teacher	29
Susan Rogers	JFK Nurse	19
Elizabeth S. Pomfred	Luce 3 rd Grade	11
Eileen Cerne	CHS Part Time Nurse	7
Donna Treece	CHS German Teacher	5
Barbara Stephens	AA to the Business Administrator	17
Jane Thornton	Hansen School Nurse	16
Jaqueline Gonyer	English Teacher	10
Jane McNamara	Occupational Therapist	9
Janice McCarthy	GMS Social Studies	17

We owe a debt of gratitude to all of these retirees for their dedication and professionalism on behalf of our students and the school system. Together they provided 193 years of service to the Canton Schools.

I also note the following personnel changes that took place in 2015, either by resignation, non-renewal or eliminated positions:

Alyssa	Wahlberg-McDonald	SPED Teacher
Amy	McDonnell	Nurse
Benjamin	Stich	Adjustment Counselor
Charlene	Miranda	Occupational Therapist
Colleen	Kelly	Educational Assistant
Cynthia	DeVito	Grade 2 Teacher

Daniel	Rubin	Guidance Director
Deborah	Zebrowski	Food Service Worker
Francesca	DiPanfilo	ABA Tutor
Ina	Chung	ELL Teacher - JFK/Hansen
Jaime	DeMello	Psychologist
James	Spinner	ABA Tutor
Jay	Turner	Social Studies Teacher
Jeff	Granatino	Superintendent
Jennifer	Meckler	Music Teacher
Jessica	Rubino	Grade 5 Teacher
Joanne	Boucher	Team Chair/Student Services Coordinator
Karen	McCourt	Food Service Worker
Karoline	Walsh	Food Service Worker
Kerry	Twomey	English Teacher
Kriss	Aho	STEAM Teacher
Kristen	Garofalo	Educational Assistant
Laura	Howard	World Language Teacher
Lauren	Dellelo	Guidance Counselor
Lisa	Alves	SPED Teacher - Grade 5
Marie	Mullen	SPED Teacher - Grade 4
Matthew	Lasko	ABA Tutor
Meredith	Carey	Assistant Principal
Michael	Curry	Math Department Coordinator
Michael	Delaney	Science Teacher
Milton	DeSouza	Custodian
Nancy	Yee	Educational Assistant
Nathan	Walkowicz	English Teacher
Nicholas	Marcotte	Music Teacher
Sarah	Collmer	Principal
Sarah	Apgar	Educational Assistant
Tracy	Black	SPED Teacher
Vanessa	Connelly	Team Chair/Student Services Coordinator

In Memory of...

The district experienced a significant loss of a friend and professional in the loss of Pat McCarville on April 16, 2015. Pat was a beloved English teacher at the Galvin Middle School, an incredible support to the CPS Mentoring program and a friend and colleague to many during her 20 years in the Canton Public Schools.

The State of Our Schools

FY16 Budget

The District's FY16 budget, approved at Annual Town Meeting, totaled \$36,260,000. This greatly appreciated total represented a 4.95% increase from the previous year's budget and allowed the District to effectively meet the needs of our students from grades PK-12.

Below is a sampling of some of the ways in which the District was able to utilize the funds within the budget:

- Continued to meet the contractual obligations of CBA's.
- Continued to successfully manage growth of Kindergarten program.
- Partially addressed class size issues, most notable at Galvin Middle School and Canton High School.
- Continued with development of SPED programs that keep Canton students in the least restrictive environment.
- Provided for appropriate coverage before school at elementary and secondary levels.
- Created more elective offerings for students at secondary level, including additional Mandarin, American Sign Language (ASL) and STEAM related courses.

In addition, the District's FY16 Cash Capital Budget totaled \$550,000. The cash capital funds were used by the district as follows:

Building Repairs/Improvements

HVAC Improvements

Custodial Equipment

Security Upgrades (Hansen, JFK, Luce)

Luce - Repair Brick Wall Adjacent to School Library

CHS - Fire Alarm Panel Upgrade (Building A & B)

JFK - Refinish Gym Ceiling

Lighting improvements at upper Memorial Field

Technology

Teacher PC/Laptop Replacement - District

Districtwide Printer Replacement

Replace CRT monitors with LCD displays – District

Program Improvements

CHS - Calculus Text Books - Math Department

CHS - PreCalculus Text Books - Math Department

CHS - Chemistry Text Books - Science Department

CHS - Biology Text Books - Science Department

CHS - Physics Text Books - Science Department

CHS - 9th Grade World History Text Books

GMS - Algebra Text Books

GMS - Social Studies Text Books

CHS - Computer Science Course Startup - Science Department

CHS - Language Laboratory Maintenance - World Language

CHS - Language Laboratory Computers (30) - World Language
GMS - Projector, speakers, bracket & cabling for Library
CHS - Wenger Chairs and Cart - GMS
Hansen - Mobile Announcement System
LUCE - Speakers, bracket & cabling for use with Projector in Library

Furniture & Fixtures

Luce - Classroom Desks and Chairs
GMS - Classroom Desks and Chairs
Kitchen Equip, JFK & GMS
Luce - Window Shade Replacement (14 Classrooms)

Extraordinary Maintenance

DW Painting

Once again, the support of the taxpayers of Canton is greatly appreciated.

Strategic Plan: Core Values and District Goals

Based on data trends and patterns for district performance, educator evaluation, and community feedback, the senior management team renewed their commitment to emphasizing and living on a daily basis the district Core Values. Additionally, in July, they brought forward the following goals as part of the Strategic Plan. The School Committee provided input and these goals were approved at the September School Committee meeting.

VISION

To develop students who are competent and creative thinkers, curious and confident learners, and compassionate citizens.

CORE VALUES

**Academic Excellence and Rigor
Inclusive and Engaged Community
Respectful and Responsible Relationships
Continuous Reflection and Improvement**

GOALS

1. By June 2016, all faculty will participate in professional learning communities which investigate the collection and use of multiple data sources so that every educator can cite examples of data analysis impact and subsequent modification of instruction/guidance on 100% of their students every quarter or trimester.
2. Throughout the 2015-16 school year ongoing feedback about performance will be provided to students and staff in order to support improvement and create accountability for results.

3. Throughout the 2015-16 school year, as the first of a multi-year awareness, professional development will occur to determine the cultural proficiency of all CPS employees as a foundation for creating a more inclusive culture for staff, students and families.
4. Throughout the 2015-16 school year, we will provide social and emotional supports to ensure all students can fully engage in their learning.
5. To investigate financing for free Full Day Kindergarten implementation effective 2016-17 school year.

New Leadership

Jeff Granatino, Superintendent of Schools from 2010 – 2015 submitted his resignation in March 2015, effective on June 30, 2015, to move to a position of superintendent in Marshfield, Ma. The growth of the district during Mr. Granatino's five year term was significant, with the completion of the new start time project, the JFK addition, the override that allowed the Hansen addition, multiple new DESE mandated initiatives including the Model Educator Evaluation, the new Sheltered English Immersion Endorsement and much more. Mr. Granatino developed significant relationships with Town officials and the CTA. Foremost in his efforts was the continued support of the students and families of Canton.

Because of the small turn around window prior to the end of the school year, the Committee chose to begin the search for a new superintendent in late summer 2015, allowing a greater pool of candidates. Therefore, Jennifer Henderson, Director of Curriculum and Instruction, was promoted to Assistant Superintendent of Schools and asked to act as Interim Superintendent for the 2015-16 school year.

Ms. Henderson's position of Director of Curriculum and Instruction was filled by Jayne Moore, Assistant Principal at the John F. Kennedy Elementary School. Ms. Moore was also placed in an interim position for the 2015-16 school year.

Other leadership changes included the resignation of Sarah Collmer, principal of the JFK Elementary School. This resignation was announced in late May, too late to conduct a search. Therefore, Team Chair/Administrator of the JFK Elementary School, Christine McMahan, was also placed in as the Interim JFK Principal for the 2015-16 school year.

The impact of these moves at the JFK Elementary School also resulted in Mary Kay Whelan being named Interim Assistant Principal and Maria Magazzu named Interim Team Chair/Administrator at the JFK Elementary School for the 2015-16 school year.

Mr. David Brauning was named permanent principal of the Hansen Elementary School in the spring 2015 after the resignation of Mr. Peter Boucher in fall 2014. Mr. Brauning had stepped into the interim role and then applied for the permanent position in spring 2015. Mr. Brauning came to us with administrative experience at the Canton High School as a team chair and with teaching experience in Franklin, MA.

Kim Clark Connor began with us in August 2015 as our new Nurse Leader, replacing Janet Donnelly. She was immediately enmeshed in a few huge projects both in the district and the

community. Prior to her starting with us, Kim worked as a Site Manager for the American Red Cross, and as an Occupational Health Nurse for the Federal Bureau of Investigation.

In addition to the change in leadership at the building level, the Canton School Committee also brought on a new member to help lead the District. Ms. Kristin Mirliani replaced Cindy Thomas as a new School Committee member. Ms. Thomas, a community member and parent dedicated to the Canton Public Schools served on the Canton School Committee for five years, first as a member, then assuming the chair position in April 2013 where she remained until April 2015. Bob Golledge took over as chair of the School Committee in April 2015.

Major Projects

After three years of planning, the School Committee moved forward the new start time which allowed for the high school students to have a later start. This new start time became effective in fall 2015, with the high school starting 40 minutes later at 8:00 a.m., some minor adjustment to the middle school and the elementary schools starting 30 minutes later. A 3-tiered system continued with Luce and St. John remaining on Tier III (latest tier), JFK and Hansen on Tier 2. A rotation of schools on Tier 2 and 3 will be implemented effective 2016-17. The addition of six leased busses allowed for the late start time project to be completed.

A special election in June resulted in the public approval of the Hansen addition. This project included an 8-room addition, four classrooms to replace the modular units and four classrooms for expansion space. Construction on this addition began in fall 2015 with an expected completion date of fall 2016.

The new tennis courts were also completed in the late fall 2015. This project jointly funded and supported by the Board of Selectmen, the Conservation Commission and the school district provided a much needed rehab of the tennis courts. The new courts are now utilized on an ongoing basis by the schools and the community.

Technology

A significant technology initiative, that of the purchase and installation on interactive projectors in all pre-school, elementary and middle school classrooms, was completed in late fall 2015. This project, initially proposed in 2014 was supported through multiple donations from the elementary and middle school CAPTs, CAPE, community sponsors and capital funding. The other major technology project was the replacement of all teacher desktop computers throughout the district.

Safety

In collaboration with the Canton Police and Fire Departments, the District submitted our new Medical Emergency Response Plans for the district and each school. As a part of those plans, two new AEDs and two stair chairs were added to the schools. Additionally, new repeaters and radios were added at CHS, GMS and the Hansen with the intent to add repeaters and radios at the other schools in late Spring 2016.

Contract Negotiations

All ASFME and Unit A and E contracts were bargained and settled by Fall 2015. Negotiations began in late spring 2015.

MCAS

MCAS The Canton Public Schools continued to show progress in the Commonwealth's MCAS exams. Under the new accountability status, Canton continued to be rated as a Level 2 District. One school, the Lt. Peter M. Hansen Elementary School was rated as a Level 1 school for the third year in a row, while all of the others schools were Level 2. All Massachusetts schools and districts with sufficient data are now classified by the Department of Elementary & Secondary Education (DESE) into one of five accountability and assistance levels (1-5), with the highest performing in Level 1 and lowest performing in Level 5. At each grade level, in each area of testing, the performance level of Canton students scoring proficient or higher exceeded the state averages by an average of 11 percentage points. In the district, across all grades, 81% of our students scored proficient or higher in English/Language Arts (ELA). In mathematics, 71% of our students scored Proficient or Higher, and in Science/Technology & Engineering, 68% of Canton students scored proficient or higher. **NOTE:** Since only a portion of students in grades 3-8 participated in 2015 MCAS in ELA and Mathematics, a representative sample of students from across Massachusetts was used to estimate student achievement at the state level in those subjects. ELA and Mathematics achievement results in the "ALL GRADES" category at the state level have therefore been suppressed. Beyond the performance level index, the state is also looking to make sure each student is making appropriate growth each year and are now placing great emphasis on the Student Growth Percentage (SGP). In 2015, the average SGP in ELA for All Grades was 51; in math the average SGP for All Grades was 47. While the District has seen success in our MCAS scores each year, our schools will continue to strive for the consistent and sustained growth of all of our students, in every subgroup.

CHS-Class of 2015

In addition to the tremendous array of talented graduates in the Class of 2015, this year's graduation ceremony was noteworthy due to its venue. For the second time, the graduation ceremony took place on the turf at Veteran's Memorial Field.

The event went extremely well and served as an appropriate send off for an abundantly talented class. The class of 2015 was noteworthy in so many ways and the range of schools where they chose to attend was quite impressive. Below is a list of the schools where members of the graduating class matriculated to in the Fall of 2014.

Amherst College
Assumption College
Auburn University
Bentley University
Boston College (2)
Boston University (3)
Brandeis University
Bridgewater State University (3)

Bryant University (3)
Bunker Hill Community College (3)
Cape Cod Community College
Carnegie Mellon University
Champlain College (2)
Coastal Carolina University (6)
College of Charleston
College of the Holy Cross
Curry College (5)
Dean College (3)
Emerson College
Fairfield University (4)
Fisher College
Fitchburg State University
Framingham State
Hofstra University
Indiana University at Bloomington
Johnson & Wales University (Providence)
Junior Hockey
Keiser University-West Palm Beach
Mass transfer program
Massachusetts Bay Community College
Massachusetts College of Liberal Arts
Massasoit (15)
MCPHS - Massachusetts College of Pharmacy & Health
Sciences (2)
Merrimack College (4)
Michigan State University (2)
Neumont University
New York University
Nichols College (2)
Northeastern University (4)
Paramedic School (2)
Plymouth State University (2)
Pratt Institute
Princeton University
Providence College (4)
Purdue University
Quincy College
Quinnipiac University (3)
Radford University
Rensselaer Polytechnic Institute (3)
Rochester Institute of Technology
Roger Williams University
Sacred Heart University

Salve Regina University (2)
Springfield College
St. John's University - Queens Campus
Stonehill College (4)
Suffolk University (3)
Syracuse University (3)
Technical College of the Lowcountry
The University of Alabama
The University of Tampa (3)
Tufts University
Universal Technical Institute
University of Bridgeport
University of Central Florida
University of Colorado at Boulder
University of Connecticut (2)
University of Delaware (2)
University of Denver
University of Hartford
University of Illinois at Urbana-Champaign
University of Maine (3)
University of Maryland, College Park (2)
University of Massachusetts Boston (2)
University of Massachusetts, Amherst (11)
University of Massachusetts, Dartmouth (4)
University of Massachusetts, Lowell (7)
University of Miami
University of New Hampshire (9)
University of New Haven (2)
University of Rhode Island (2)
University of South Carolina (5)
University of Tampa
US Marine Corps (2)
Western New England University
Westfield State University (6)
Yale University

Respectfully Submitted:

Jennifer A. Henderson, Interim Superintendent

Robert Golledge, Chair, Canton School Committee