

2023 Town Annual Report

Report of the
CANTON SCHOOL DEPARTMENT

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Hours of Operation: Monday through Friday, 8 a.m. - 4 p.m.



School Committee	Term
Kendall O'Halloran, Chair	2021-2024
Maureen E. Moran, Vice Chair	2022-2025
Laura Arboleda, Clerk	2023-2026
Kristian Darigan Merenda, Member	2022-2025
Kimberly McCourt, Member	2023-2026

OVERVIEW

Throughout 2023, the Canton Public Schools (CPS), in collaboration with educators, staff, families, the community, our School Committee and town officials, enjoyed a year of growth and learning and celebrated some notable achievements and milestones.

We closed out the school year in June 2023, celebrating our students who engaged in a number of incredible learning and extracurricular experiences that were both transformational and fulfilling on many levels. In September, CPS welcomed over 3,100 students for the 2023-24 school year, and the students, staff and families cherished the relationships, the opportunities, achievement and joy that happened in the classrooms, schools and beyond.

We accomplished this important work while also participating in educational visioning sessions, design meetings and community forums for the future of a new Galvin Middle School. We loved seeing our students thrive in the present as we enthusiastically planned forward.

We set forth several bold 2022-23 District Goals, and we achieved those Goals. In particular, we improved our District MCAS Math Meeting and Exceeding scores by 5.1 percent, far outperforming the state. Overall, we saw achievement and growth scores across the grade levels bounce back in a very positive way since COVID.

During the summer months and throughout the year, CPS engaged in program reviews for wellness and visual arts, and many hours of curriculum work and job-embedded professional development for continued implementation of the math curriculum and writing goals. Additionally, the educators and curriculum leaders did remarkable work implementing Wayfinder, a K-12 social emotional learning curriculum, and the University of Florida Literacy Institute's Foundations Program (UFLI), a research-based program that provides explicit and systematic phonics program for K-2 and small groups in Grade 3. We also are proud of our continued professional learning for restorative practices, educational equity, multi-tiered systems of support, and high quality teaching, learning and leading.

After a comprehensive process, the District also selected PowerSchool as our new Student Information System (SIS). The shift will provide families, staff and students with a stronger and more interactive and integrated interface. The full implementation phase will take over a year.

Through a District Goal focused on Human Resources, the CPS adopted several new title and personnel changes through restructuring. Stephen Marshall became the Assistant Superintendent for Finance and Operations, Sarah Shannon became the Assistant Superintendent of Teaching and Learning, Deb Rooney became the Director for Curriculum, Instruction and Assessment, and Josh Fogel earned the role of Director of Technology and Data Analytics. Recognizing a need for enhanced attention to Human Resources, Julie Shore was named the Director of Personnel Services. We also welcomed Paul McKnight as the new principal of Hansen Elementary School, Sarah Shaw as the PreK-5 Assistant Director of Student Services, and William Kickham as the 6-12 Assistant Director of Student Services. Through a budget enhancement, we added assistant principals to the elementary schools. Through this reorganization, we also appointed Melanie Omar as our first Multi-Language Coordinator for the District.

Finally, in collaboration with stakeholders, Canton Public Schools completed its 5-year Strategic Plan, which included an update to its Mission, Vision and Core Values -- (REACH) Respectful and Collaborative Relationships, Educational Equity, Academic and Personal Excellence, Community Engagement, and High Quality Teaching, Learning and Leading. This document will serve as a guidepost for continuous improvement, rigorous and equitable experiences, and innovative thinking.

Above all, the District remains extremely proud of its schools and the school community and looks forward to a joyous and successful second half of the school year, beginning January 2024.

FINANCE

The School Department operating budget for the 2023-2024 school year is distributed as follows:

Salaries	\$43,472,282
Expenses	<u>\$10,018,261</u>
Total	\$53,490,543

The above figure represents a 5.59% increase above the 2022-2023 budget.

The operating budget of \$53,490,543 is supplemented with revenue offsets projected at \$4,321,640 from revolving (fee-based) accounts and reserve fund accounts and \$1,594,010 in federal, state and private grants.

Revolving Accounts/Reserve Funds

Athletic User Fees	\$125,000
Pre-School Revolving	\$100,000
Special Education Circuit Breaker Revolving	\$3,296,640
Special Education Reserve	<u>\$800,000</u>
TOTAL	\$4,321,640

Federal/ State/Private Grants

SPECIAL EDUCATION 94-142	\$985,632
SPECIAL EDUCATION Early Childhood	\$32,752
PROFICIENCY-BASED OUTCOMES FOR LANGUAGES OTHER THAN ENGLISH	\$16,250
QUALITY ENHANCEMENTS IN AFTER-SCHOOL AND OUT-OF-SCHOOL TIME	\$75,000

FY24 TITLE I	\$307,592
TITLE II	\$58,496
TITLE III	\$20,078
TITLE IV	\$10,000
COMPREHENSIVE SCHOOL HEALTH SERVICES	\$80,000
PROJECT LEAD THE WAY (CHS)	\$1,350
PROJECT LEAD THE WAY (GMS)	<u>\$6,860</u>
TOTAL	\$1,594,010

The District's FY24 budget, approved at Annual Town Meeting in May 2023, totaled \$53,490,543. This 5.59% increase from the previous year's budget supports the District's efforts to effectively meet the needs of all our students from grades PreK-12.

The FY24 budget supported the following actions:

- Advance operating expenses to support the Strategic Framework and its four Strategic Objectives.
- Continue to meet the contractual obligations of all collective bargaining agreements.
- Address special education out-of-district tuition and transportation expenses that continue to increase.

The District's FY24 Cash Capital Budget totaled \$1,000,000. The District used the cash capital funds to address the following:

Building/Grounds Repairs and Improvements

- HVAC Maintenance – District
- Innovation Lab Renovation – CHS
- Replacement of 1st Floor Tiles – Hansen, JFK
- Generator Replacement – Rodman
- RTU #3 - CHS
- RTU Over Library - Luce
- Landscaping & Grounds Improvement

Technology

- Replacement Classroom Phones - District
- Touchview Boards – District
- Airtame Upgrades – District
- Unit E Members Laptops – District
- Chromebooks Replacement Cycle – Elementary
- Teacher Pilot Devices - CHS
- Security System Server - CHS & GMS

Program Improvements

- Relocate Robotics - CHS
- AP Physics 2 Equipment – CHS
- Performing Arts Wenger Platforms CHS auditorium - District
- Technology Imac Upgrade - Music/Theater Production - CHS
- Replace Indoor Basketball Hoops – JFK
- Volleyball System Upgrade – CHS
- Replacement of Classroom Based Instruments - District

Furniture & Fixtures

- Visual Arts Replacement Furniture - District
- Elementary Library Furniture Enhancement - Tech

Extraordinary Maintenance/Vehicle Replacement

- School Bus - District
- ReMaintenance Department Truck - District

Debt Capital

- Unit Ventilators – JFK
- Brick Repointing –District

STUDENT ENROLLMENT

The following are enrollment figures for the pre-school, elementary, middle and high schools for October 2022 (school year 2022-2023) and October 2023 (school year 2023-24):

	2022-2023 Oct. 1, 2022	2023-2024 Oct. 1, 2023	Difference
Pre-school	99	134	+35
Elementary	1477	1470	-7
Middle School	755	742	-13
High School	908	931	+23
Out-of-District	58	59	+1
Total	3297	3336	+39

Demographics 2022 and 2023

The chart below shows the race/ethnicity percentages of the Canton Public Schools student population in 2022 (total enrollment 3,239) and 2023 (total enrollment 3,277, not including out-of-district students).

Race/Ethnicity

Other Student Sub-Groups

	% in 2022	% in 2023	% Difference
Limited English Proficient	3.4	4.1	+0.7
Students with Disabilities	16.2	16.9	+0.7
Economically Disadvantaged	20.8	20.9	+0.1

OPERATIONS

Transportation

CPS provides yellow bus transportation for approximately 1,928 students, including roughly 30 students who attend St. John's. In addition to yellow bus transportation, CPS provides van transportation for roughly 130 in-district students and 61 out of district students. Van transportation is provided by Vanpool, Raz and ARTS, as well as a few local owner-operated companies.

In 2022, the District solicited bids for yellow bus transportation. Two vendors responded: First Student and Michael J. Connolly & Sons. First Student was awarded a three-year contract with two option years; the cost of the three-year contract is \$4,221,968.40. CPS owns and operates one of 20 buses used to complete 98 daily routes for morning and afternoon runs.

The transition of vendors from Michael J. Connolly & Sons to First Student presented the District with many challenges. It took a few months to consistently transport all of our students to school and back on time. District administration will continue to work closely with First Student on improvements.

Food Service

CPS manages and operates its food service program in-house. On average, our Food Service department provides more than 2,500 meals each school day. The District employs 25 hourly staff members across five buildings, one administrative assistant, and one director. Procurement of food and supplies is primarily achieved through a purchasing collaborative with TEC (The Education Collaborative). Following COVID, school meals continue to be free provided free of charge to students. Our Food Service program is self-sufficient, relying on local receipts, state reimbursement, and federal reimbursement to cover expenditures.

	% in 2022	% in 2023	% Difference
African American/Black	11.7	12	+0.3
Asian	10.8	10.8	0
Hispanic	7	7.3	+0.3
Native American	0.1	0.1	0
White	63.2	62.6	-0.6
Native Hawaiian/Pacific Island	0.2	0.2	0
Multi-race Non-Hispanic	7	7.0	0
Total Enrollment	3239	3277	+38

Facilities

The CPS Facilities department consists of 21 full-time custodians, five full-time maintenance staff, and one director. In coordination with other town departments and outside vendors, the facilities team completed multiple projects throughout the year, including Generator Replacement at the Rodman, Innovation Lab Renovations at CHS, Food Service Serving Line at JFK, and Basketball Hoop Replacement in the CHS Gym.

A complete facilities assessment was completed in 2023, and work continues to finalize a five and ten-year capital improvement plan. Areas of high need include roofs, HVAC equipment replacement, and replacement of bituminous surfaces.

RETIREMENTS

The following staff members retired in 2023. Congratulations and a heartfelt thank you to all our retirees for their decades of service to the Canton Public Schools.

Employee	Position	Years of Service
Mark Eardley	Maintenance	20
Donna Ferguson	Administrative Assistant	25
Margaret Foley	Food Services	10
Donna Kilday	Preschool Coordinator	11
Lori Mooney	Teacher	30
Steven Prisco	Custodian	10
Cathy Spera	Administrative Assistant	35

STUDENT HONORS, AWARDS AND RECOGNITION

Each year, CHS holds both a Scholastic Honors Night and a Scholarship Night. We extend our most sincere thanks and appreciation to our community partners whose generosity awarded the class of 2023 \$213,850 in scholarship money. Below are just some of the notable achievements:

Alan B Dewey Sr. Scholarship	Caitlin O'Sullivan
American Association of University Women (AAUW) Scholarship	Nadira Simon

Anthony Maffie Memorial Scholarship	Shauna Harney
Balsamo Family Memorial Charitable Foundation Scholarship	Keith Hannon Jr., Keefe Kristina
Beth Spence Cann Memorial Scholarship	Johanna Bouwmeester, Elise Murphy, Olivia Schnock
Blue Hill Lodge A.F & A.M Scholarship	Bridget Feeney
Bud Herzog Theater Arts Scholarship	Laura Walsh
Canton Alliance Against Substance Abuse (CAASA) Scholarship	Kristina Keefe, Emily Kelley, Tema Mazonson
Canton Art Association/Margaret Doody Award Scholarship	Leah Cohen
Canton Association of Business and Industry (CABI) Scholarship	Matthew Chafin, Raegan Norton, Allison Long, Ella Yeaton
CHS Citizenship Award	Emma Massih, Sierra Abbott, Emily Kelley, Ashley Factor, Audrey Koen, Francesca Lamparelli, Lianna Lamparelli, Griffin Hughes, Charlie Vaughn, Jessie Duhaime, Shannon Mcgrann, Leah Cohen, Keith Hannon, Han Hong, Joanna Vigevani, Abigail Martin, Rosalyn Grady
Canton Police Association Scholarship	Maya Batista, Charles Vaughan, Matthew Yeaton
Community Club of Canton Elsie Poole Hays & Thomas Scholarship	Tema Mazonson, Marissa Staffiere
Community Club of Canton Schmieder/Miller Scholarship	Riley Costa, Abigail Mason
Community Club of Canton Scholarship	Brianna Christie, Bridget Feeney
Cornerstone at Canton Health Services Scholarship	Brianna Christie
Don and Marilyn Rodman Memorial	Kelli Woodworth, Alexander Thomas IV
First Parish Unitarian Universalist Performing Arts Scholarship	Atlas Curran-Barker, Laura Walsh
Frank R & Elizabeth Simoni Foundation	Ashley Factor, Courtney Pratt
Friends of Doc Levrault Scholarship	Ellie Bohane, Matthew Hart
Gray, Gray & Gray LLP Scholarship	Sierra Abbott
James and Beatrice Salah Family Foundation Scholarship	Emily Kelley, Tema Mazonson, Olivia Schnock, Nadira Simon, Charles Vaughn
Jimmy Pascal Memorial Scholarship	Isabella Cox, Nathan Levis, Jessica Wright
Joseph F. Donnelly Memorial Scholarship	Ellie Bohane, Matthew Yeaton
Matthew Christian Memorial Scholarship	Abigail Mason, Ryan McLean
Mellisa Rose Kradin Foundation	Katelyn Lavoie
Michael J. Gunning Memorial	Matthew Lesser, Shannon McGrann, Charles Vaughn
Organogenesis Regenerative Medicine Scholarship	Zoe Yu
Principal Service Awards	Ashton Cetoute, Carson Eagles, Keith Hannon, Julius Hicks, Maeve Howard, Han Hong, Nathan Levis, Ariana Pierre, Julian Prentice, Enoch Tai
Rotary Club of Randolph-Avon-Canton Bernard Kafka Memorial Scholarship	Jacqueline Smith
Scott Herr Memorial Foundation Scholarship	Ellie Bohane, John Flaherty, Matthew Hart, Emily Kelley, Emily McCabe, Charles Vaughn
Seabird Scholarship	Widmeya Instervil
Shayne M. Cabino Scholarship	Isabella Cox, Andrew Gillis
The Reissfelder Group Scholarship - new	Tema Mazonson, Raegan Norton
Thomas J. Gunning Memorial	Emily Mackay
William J. Armando Jr. Community Service Scholarship	Ellie Bohane, John Flaherty

John and Abigail Adams Scholarship

The John and Abigail Adams Scholarship is a merit-based program that provides credit toward tuition for up to eight semesters of undergraduate education at a Massachusetts state college or university. For this

scholarship, merit is based on student scores on the 10th-grade Massachusetts Comprehensive Assessment System (MCAS) test. To be eligible for the scholarship, students must

- Score in the Advanced category on one of three high school state assessment tests in English Language Arts, Mathematics, or STE (Biology, Chemistry, Introductory Physics or Technology/Engineering)
- Score Proficient or Advanced on the remaining two high school state assessment tests
- Have a combined MCAS score on these assessments that ranks in the top 25% in their district.

Congratulations to the following students who received the John and Abigail Adams Scholarship in 2023.

Sierra Abbott	Noah Doherty	Audrey Koen	Cole Ouellette
Colleen Bolger	Olivia Durham	Maxwell LaRose	Joshua Richards
Johanna Bouwmeester	Molly Dvoske	Jack Lauro	James Robbins
Jessica Braithwaite	Carson Eagles	Kitana Le-Garcia	Thomas Salvatori
Abigal Brogan	John Flaherty	Maxim Leonov	Olivia Schnock
Nicholas Brooks	Andrew Garrett	Matthew Lesser	Nadira Simon
Thomas Brown	Rose Giglio	Allison Long	Cameron Siu
Sophia Carr	Makayla Gomes	Leopold MacMullen	Enoch Tai
David Chapin	Julia Gugliotta	Abigail Martin	Vivian Tran
Leah Cohen	Keith Hannon Jr.	Emma Massih	Alex Westhaver
Isabella Cox	Han Hong	Tema Mazonson	Kelli Woodworth
Atlas Curran-Barker	Maeve Howard	Syriah McCruse	Zoe Yu
Charlotte Davis	Liya Joseph	Shannon McGrann	Madison Zimmerman-Kelly
John Davis	Kristina Keefe	Iva Morozova	
Liam Doherty	Emily Kelley	Elise Murphy	

DEPARTMENT HIGHLIGHTS

World Languages

Massachusetts State Seal of Biliteracy

In June of 2023, Canton High School students participated in the Massachusetts State Seal of Biliteracy for the third year. The following 16 students in the class of 2023 were awarded the Massachusetts State Seal of Biliteracy for proficiency in English and the languages below:

Jad Antoun (French)	Noah Doherty (Spanish)	Liya Joseph (Spanish)	Tema Mazonson (Spanish)
Nicolas Brooks (Spanish)	Rose Giglio (Spanish)	Emily Kelley (French)	Iva Morozova (Russian)
David Chapin (Spanish)	Makayla Gomes (Spanish)	Allison Long (Spanish)	Nadira Simon (Spanish)
Alvaro Cezon Gimenez (Spanish)	Keith Hannon (Spanish)	Abigail Martin (Spanish)	Kelli Woodworth (Spanish)

The following two students in the class of 2023 earned the Massachusetts State Seal of Biliteracy with Distinction in English and the languages below:

Matthew Lesser (Spanish)	Zoe Yu (Mandarin)
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Higher Education Partnerships

The CPS World Languages Department continued to collaborate with the Goethe-Institut/Boston and UMASS-Boston to expand its German programming to students in the elementary and middle grades. The eight-week SPARK for German virtual German language and cultural program allowed students in grades K-8 to experience German language and culture firsthand. The innovative program, which is fully sponsored by the German government and the American Association of Teachers of German, has provided German language instruction to Canton elementary and middle school students for the last three years.

Community Partnership

In the fall of 2023, Canton High School added an Italian Language and Culture Cohort to its World Languages offerings thanks to a community partnership that the District formed with CIAO, a non-profit educational organization led by Canton resident Paul Sergi, MD, and Domenic Amara, PhD., the former Academic Superintendent of Schools for Boston and President of the Pirandello Lyceum. Assisted by several other Italian cultural organizations in Massachusetts, including the Italian American Alliance (IAA of Boston, MA), the Pirandello Lyceum (PL), and the Italian American Cultural Organization (IACO of the South Shore), CIAO provided seed funds to expand the world languages offerings at Canton High School. CIAO plans to continue collaborating with the District to support and build its new Italian Language and Culture Cohort.

Visual Arts

- "Artists in Bloom" show returned - a collaboration with the Canton Garden Club to raise money for their scholarship for students pursuing art-related studies in college. 150 students, grades 1-12, had work in the show. 30 artworks were interpreted as floral arrangements by Canton Garden Club members.
- "Perceptions" exhibit at the Artist's Studio & Gallery at Patriot Place. 50 CHS students had work on display in this show.
- UMASS Dartmouth curated a juried online exhibition, "Emerging Young Artists". Two CHS students had work selected for this show.
- 18 CHS students had work included in the Massachusetts Art Education Association's online exhibit for Youth Art Month in March.
- CHS student Tara Geoghan had her work selected as one of 20 to go on exhibit at the Hunt's Photo & Video Gallery. The theme of the exhibit was "family pride".
- Three CHS students received Scholastic Art Awards, and four CHS students received Scholastic Writing Awards.
- CHS students in two art classes created design proposals for the electrical box that is being wrapped at the Paul Revere Heritage Site. The box was unveiled on May 20th at the Heritage Day Festival.
- Students in Photography 2 & 3 worked with artist/MassArt professor Adriana Katzew to create photographs for the special exhibit ("Our Many Heritages"). Adriana curated this community exhibit for the Paul Revere Heritage Site.
- CHS Video Production student Mekhala Costello produced a lip dub video for the school.
- Three video production students had their work selected to show at the Kids International Film Festival.
- CHS Innovation Lab renovation was completed and scheduled with classes.

Performing Arts

Below is a list of 2023 Performing Arts events.

- Jan 17 - Hansen concert
- Jan 25 - JFK, Luce concert
- Jan 27/28 - JFK performs Annie Jr.
- Feb 10/11 - Luce performs The Claw
- March 17-19 - CHS performs Little Shop of Horrors
- March 30/31 - CHS concert
- May 5/6 - GMS performs Charlie Brown
- May 12 - CHS cabaret
- May 19 - CHS pops concert
- May 24/ June 5 - GMS concert

- June 6/7 - Elementary Concerts
- August 14-18 - Music Camp
- August 21-25 - Theater Camp
- Nov 4 - Cantonstock
- Nov 17-19 - CHS performs Wizard of Oz
- Dec 19 - CHS concert

Athletics

It was yet another Championship Year for the Bulldogs of Canton High School. Three teams advanced all the way to the MIAA State Finals: Girls Volleyball, Girls Ice Hockey, and Boys Ice Hockey -- who took home the state title. The Bulldog Girls Cross Country team advanced to the MIAA All-State meet for what is believed to be the first time in school history. Many other teams experienced great successes, including Girls Swimming who won the Hockomock League Davenport title for the 4th consecutive year.

STUDENT ACHIEVEMENT

2023 MCAS Results

CPS students continue to perform well across multiple measures, including state and national standardized assessments. For more details about Canton students’ achievement, visit the Canton Public Schools District profile on the Department of Elementary and Secondary Education (DESE) website (profiles.doe.mass.edu). The information is also linked [here](#).

In 2023, students in grades 3-8 and in grades 9-10 took the conventional Next Generation online spring MCAS exams. Each student completed two sessions of a grade-level exam in English language arts (ELA) and math. Students in grades 5, 8, and 9 completed two sessions of science, technology and engineering.

The chart below details the percentage of students who met or exceeded expectations on the MCAS Achievement tests in spring 2023. For each grade and each test – ELA, math, or science – Canton students, on average, outperformed students from across the Commonwealth.

MCAS 2023 Results: Percentage of Students Scoring at Meeting or Exceeding Expectations (or Proficient/Advanced)						
	ELA		Math		Science	
Grade	Canton	State	Canton	State	Canton	State
3-8	53	42	58	41	53	41
HS	73	58	61	50	70	47

CHS students performed well on these assessments, increasing their performance to 68.4% from 68.3% of scores of 3 or above.

Advanced Placement Test Score Results: 2023

Number of AP Courses offered at CHS	Number of AP Tests Taken	% AP Tests with Scores of 3 or Above
19	500	68.4%

CHS CLASS OF 2023 – Colleges and Universities

The list below shows the *attending* colleges and universities for the graduating class of 2023. Canton’s ongoing support creates a high-quality school District that serves the children of Canton well.

Post-graduation plans for the Class of 2023

- 90% attended higher education
- 82% attended a 4-year college

- 8% attended a 2-year college
- 7% joined the workforce
- 1% joined a trade, military or continuing post-grad

Arizona State University-Tempe	James Madison University	The George Washington University
Assumption University	Johnson & Wales University-Providence	The New School
Bentley University	Keene State College	The University of Alabama
Boston College	Laboure College	The University of Tampa
Boston University	Loyola University Chicago	Toni & Guy
Brandeis University	Massachusetts College of Art and Design	Trinity College
Bridgewater State University	Massachusetts College of Pharmacy and Health Sciences	Tufts University
Bryant University	Massachusetts Maritime Academy	Tulane University of Louisiana
Bunker Hill Community College	Massasoit Community College	United States Naval Academy
Coastal Carolina University	Merrimack College	University of Alabama
Colby College	Milford Academy	University of Connecticut
College of Charleston	North Carolina State University	University of Florida
College of the Holy Cross	Northeastern University	University of Maine
Connecticut College	Pace University, New York City Campus	University of Massachusetts - Amherst
Curry College	Pennsylvania State University -Penn State Harrisburg	University of Massachusetts-Boston
East Carolina University	Pennsylvania State University-Penn State Main Campus	University of Massachusetts-Dartmouth
Eckerd College	Plymouth State University	University of Massachusetts-Lowell
Elms College	Providence College	University of Miami
Elon University	Quinnipiac University	University of New Hampshire
Emmanuel College	Rollins College	University of New Haven
Endicott College	Rutgers University	University of North Carolina
Fairfield University	Sacred Heart University	University of Richmond
Fashion Institute of Technology	Saint Anselm College	University of Vermont
Fisher College	Salve Regina University	US Air Force
Framingham State University	Simmons University	Wentworth Institute of Technology
Gap Year	Southern Maine Community College	Western New England University
Gettysburg College	Southern New Hampshire University	Westfield State University
Hamilton College	St. Lawrence University	Wheaton College
Harvard University	St. Thomas More School	Worcester Polytechnic Institute
Hebron Academy	Stonehill College	Worcester State University
Howard University	Syracuse University	Xavier University

SCHOOL COMMITTEE UPDATE

In 2023, the School Committee welcomed one new member - Kimberly McCourt - as well as returning member Laura Arboleda, who was elected to a full three-year term after having served two years filling a seat vacated by a resignation. The Committee continued its rework to align priorities and set high professional standards against the four pillars of the CPS Strategic Framework: Achieving Educational Excellence and Ensuring Equity; Cultivating School Culture and Climate; Transforming Teaching and Learning; and Achieving District Excellence.

The successful settlement of contracts with the Canton Teachers Association (Unit A) and the Canton Educational Support Personnel Association (Unit E) in February 2023 set the stage for continued District growth and achievement. The agreed-upon contract with Unit A provided an 8 percent increase in base wages over three years and included an increase in the top step for the District’s most senior teachers.

Seeking to offer compensation commensurate with Unit E’s professionalism, the School Committee offered a pay raise of approximately 22 percent over three years, with starting wages beginning at \$24.76 an hour. Both units were awarded 12 weeks of maternity and paternity leave within the contracts. For the first time in Canton, Unit E received increased paid time off for family illness, enhanced bereavement leave, paid religious and military leave and access to a sick bank. The Units A and E contracts established the Canton School Committee as a leader in offering comprehensive and competitive benefits to District employees.

Throughout 2023, the School Committee made significant progress toward achieving a new – or renovated – Galvin Middle School. Working with LeftField, LLC, an owner’s project management (OPM)

firm, the School Committee and School Building Committee moved the process forward when the architectural firm Ai3 was hired in the summer of 2023. Throughout the late summer and into the fall, the School Building Committee, LeftField, and Ai3 engaged with stakeholders in public listening sessions, through surveys, and at School Committee meetings to gather information and feedback. During this process, a Preliminary Design Plan (PDP) was developed, and work began on a Preferred Schematic Report (PSR)

At a joint meeting in December 2023, the School Committee and School Building Committee made two key decisions: to move grade 5 from the elementary schools to a new or renovated GMS, and to pursue additional funding for an 800-seat auditorium.

Even as the School Committee achieved major accomplishments with successful contract negotiations and marked significant GMS milestones, members moved forward with key elements within their role. They solidified their commitment to following the Department of Elementary and Secondary Education's "Model Evaluation Process for Superintendents" by conducting Superintendent Folan's Formative and Summative Evaluations in February and June, respectively. They reviewed the results of an equity audit conducted by Public Consulting Group (PCG) in spring 2023. They moved to retain new legal counsel, Murphy, Hesse, Toomey & Lehane, LLP, and a new public relations firm, Matt Ellis Strategies, in the summer of 2023.

Fall 2023 continued the School Committee's focus on planning for the future with the approval of the district's first five-year strategic plan. The "*Champions of Excellence* Canton Public School Strategic Action Plan, 2023-2028" lays out goals in four areas: Teaching, Learning, and Leading for All; Management and Operations; Communication and Community Engagement; and Safe, Inclusive and Equitable Environments. The comprehensive document establishes a roadmap for District success over the next five years.

The School Committee continues to embrace its service to the District and the community by fulfilling its myriad roles and responsibilities. In addition to what has been outlined in this document, the School Committee reviews the CPS financial warrant and external communications focused on celebrating CPS students, staff, and achievements. School Committee members and/or their designees serve as liaisons to the Master Planning Implementation Committee, Canton Community Preservation Committee, Building Renovation Committee, Canton Diversity, Equity and Inclusion Committee, Canton Sustainability Committee, Health Insurance Advisory Committee, Canton Alliance Against Substance Abuse, and the CPS Wellness/Student Wellness Advisory Committee.

School Committee members meet regularly with the following town boards, particularly during January through May, as Canton prepares for the Annual Town Meeting: Select Board, Capital Planning Committee, and Finance Committee. In addition, members serve as liaisons to parent volunteer and educational leadership groups, including the Canton Alliance of Parents and Teachers (CAPT), The Education Cooperative (TEC), and the Massachusetts Association of School Committees (MASC).

CLOSING

The Canton Public Schools have a true commitment to achieving academic excellence and ensuring equity for every student, as well as cultivating welcoming and supportive learning environments via effective teaching, learning, and leading, and by smartly managing our resources. We are deeply proud of our schools and grateful for every member of our student body, faculty, volunteer groups, families, and town citizenry who play a role in our success.

With this continued support and unwavering commitment to accomplishing our bold, student-centric goals, the Canton Public Schools are positioned for continued growth - ever-improving how we prepare our next generation for their futures. It is an honor to be stewards of this important work.

Respectfully submitted,

Kendall O'Halloran, Chair, Canton School Committee
Derek Folan, Superintendent of Schools