

WACHUSETT REGIONAL SCHOOL DISTRICT

HOLDEN ♦ PAXTON ♦ PRINCETON ♦ RUTLAND ♦ STERLING

Minutes

Regular Meeting #1327

Monday, April 29, 2019  
7:00 PM

Media Center  
Wachusett Regional High School  
1401 Main Street, Holden

*Wachusett Regional School District Committee*

Kenneth Mills, Chair	Maleah Gustafson
Christina Smith, Vice-chair	Matthew Lavoie
Scott Brown	Linda Long-Bellil (7:03 PM)
Thomas Curran	Amy Michalowski
Michael Dennis (7:08 PM)	Benjamin Mitchel
Anthony DiFonso	Megan Weeks
Rachel Dolan	Adam Young

*Committee Members Absent:*

Stephen Godbout	Michael Rivers
Robert Imber	Asima Silva
Sarah LaMountain	

*Committee Members Participating Remotely:*

None

*Administration Present:*

Darryll McCall, Superintendent  
Robert Berlo, Deputy Superintendent  
Daniel Deedy, Director of Business and Finance  
Jeff Carlson, Director of Human Resources  
Rebecca Petersen, Executive Secretary to the Superintendent

*Student Representatives Present:*

Rianna Massoni-Nesman

*Others present, who desired to be recorded as present (see attached Attendance Sheet – attachment 1).*

Chair Mills called the meeting to order at 7:02 PM. He announced the meeting will stream on HCTV and is being shown live on Channel 194.

I. Public Hearing

No members of the public wished to address the School Committee.

## II. Chair's Opening Remarks

Chair Mills took the opportunity to thank Member Curran and Member Rivers for their serving on the School Committee, and he wished good luck to those running for re-election on May 13, 2019.

7:03 PM Member Long-Bellil joined the meeting.

Chair Mills also thanked all Committee members for support shown him during his terms as WRSDC Chair. He also mentioned several important items that will need to be addressed the by School Committee in the coming year (school start times, staffing plans, social-emotional learning, and Holden student enrollment, especially at the elementary level, and the possible need to re-district).

Chair Mills reported he and Superintendent McCall will be in studio at HCTV on May 1<sup>st</sup>, to film a "FY20 budget chat" segment, which will be available on HCTV, on the District website, and will be shared with parents and staff via School Messenger. Chair Mills read aloud the dates, times, and location for upcoming Annual Town Meetings and he encouraged attendance at these meetings.

7:08 PM Member Dennis joined the meeting.

## III. Student Representatives' Reports

Student Representative Massoni-Nesman had many topics to report on, including the Junior Prom, held April 27<sup>th</sup>, the Congressional Art Exhibit held on April 27<sup>th</sup>, May 1<sup>st</sup> being seniors' college decision day, seniors having 16 days remaining, and upcoming events (freshmen orientation on May 15<sup>th</sup>, Music Department trip to Disney World, the State Science Fair on May 3<sup>rd</sup>, and Advanced Placement exams will be administered the week of May 6<sup>th</sup>). Chair Mills thanks both Rianna and D. J. for serving as this year's Student Representatives, praising their participation, and he wished D. J. much luck as he graduates from WRHS and begins his college career.

7:11 PM Student Representative Massoni-Nesman left the meeting.

## IV. Superintendent's Report

### A. Discussion of Report

Deputy Superintendent Berlo approached the podium, and answered questions posed by Member Long-Bellil about the recent CPR (Coordinated Program Review), reporting on the process and follow-up required. Member Gustafson asked if the CPR report/feedback will be made available to the Committee, and it was confirmed it would be once it is available.

Vice-chair Smith commended District administration on the professional development offerings available for teachers on the May 13, 2019 full day of professional development.

### B. Recommendations Requiring Action by the School Committee

For the record, Chair Mills read aloud the Superintendent's Evaluation Narrative dated April 29, 2019 (attachment 2). At the conclusion of the reading, Chair Mills gave Superintendent Goals and Evaluation Subcommittee Chair Lavoie the opportunity to speak about the evaluation process, and to answer any questions members had. Some minor typographical corrections were noted and will be incorporated in the final document. Several members asked questions or made comments about the Superintendent's evaluation narrative and the evaluation process. It was explained that the 16 individual evaluation submissions and the final Evaluation Narrative will be shared with all School Committee members by way of a folder in Drive. Some additional discussion took place, before voting on the annual evaluation.

1. Motion: To accept the Annual Evaluation of the Superintendent of Schools, as presented.

(C. Smith)  
(L. Long-Bellil)

Vote:

*In favor:*

Kenneth Mills  
Christina Smith  
Scott Brown  
Thomas Curran  
Michael Dennis  
Anthony DiFonso  
Rachel Dolan  
Maleah Gustafson  
Matthew Lavoie  
Linda Long-Bellil  
Amy Michalowski  
Benjamin Mitchel  
Megan Weeks  
Adam Young

*Opposed:*

None

The motion was unanimously approved.

7:59 PM Member Lavoie left the meeting,

V. Unfinished Business

There was no unfinished business brought before the Committee.

VI. Secretary's Report

- A. Approval of #1326 Regular Meeting Minutes of the Wachusett Regional School District Committee held on April 8, 2019

Motion: To approve minutes of the regular meeting of the WRSDC held on April 8, 2019.  
(T. Curran)  
(A. Young)

Vote:

*In favor:*

Kenneth Mills  
Christina Smith  
Scott Brown  
Thomas Curran  
Michael Dennis  
Anthony DiFonso  
Rachel Dolan  
Maleah Gustafson  
Linda Long-Bellil  
Amy Michalowski  
Megan Weeks  
Adam Young

*Opposed:*

None

*Abstained:*

Benjamin Mitchel

The minutes were approved 12-0-1.

VII. Treasurer's Report/Financial Statements

Chair Mills reminded the Committee that if there were questions regarding the Director of Business and Finance's report that Members should contact the Superintendent; if there were questions regarding the Treasurer's Report, Members should contact the Business/Finance Subcommittee Chair.

VIII. Committee Reports

- A. Management Subcommittee (K. Mills, Chair, C. Smith, Vice-chair, S. Brown, T. Curran, M. Dennis, R. Imber, M. Lavoie)

Chair Mills reported this subcommittee has not met since the last School Committee meeting. Chair Mills took the opportunity to explain that current membership, on the School Committee for terms expiring 2019 and on current subcommittees, will expire with the May 13, 2019 elections, with the exception of the Business/Finance Subcommittee, which will stay seated until the new School Committee Chair, to be elected on May 23, 2019, names members to serve on standing subcommittees.

- B. Education Subcommittee (R. Imber, Chair, C. Smith, Vice-chair, A. DiFonso, R. Dolan, S. LaMountain, L. Long-Bellil, A. Silva)

Vice-chair Smith reported this subcommittee has not met since the last School Committee meeting.

- C. Business/Finance Subcommittee (M. Dennis, Chair, B. Mitchel, Vice-chair, M. Gustafson, M. Lavoie, L. Long-Bellil, A. Young)

Subcommittee Chair Dennis reported this subcommittee has not met since the last School Committee meeting.

- D. Legal Affairs Subcommittee (S. Brown, Chair, R. Imber, Vice-chair, S. Godbout, A. Michalowski, M. Rivers)

Subcommittee Chair Brown reported this subcommittee has not met since the last School Committee meeting. He further reported the full Committee would meet in executive session this date to review Memorandums of Agreement with three bargaining units (clerical, custodial, and food service), and it is anticipated the full Committee will re-convene in public session to ratify these contracts.

- E. Superintendent Goals and Evaluation Subcommittee (M. Lavoie, Chair, A. Michalowski, Vice-chair, K. Mills, M. Weeks)

Subcommittee Chair Lavoie did not have any additional report to make, in light of the earlier discussion about and action on the Superintendent's annual evaluation.

- F. Facilities and Security Subcommittee (T. Curran, Chair, M. Rivers, Vice-chair, A. Young)

Subcommittee Chair Curran reported on the April 24, 2019 meeting of this subcommittee.

- G. Audit Advisory Board (B. Mitchel, Chair)

AAB Chair Mitchel reported on the April 10, 2019 meeting of the Audit Advisory Board. District auditors Melanson Heath are finalizing the FY18 audit documents, which will be reviewed by the Audit Advisory Board, then will be shared with the Business/Finance Subcommittee for review, before being presented to the full School Committee for acceptance, expected to be on the agenda for the May 23, 2019 regular meeting of the WRSDC.

- H. Ad Hoc Subcommittees

- I. Building Committees

- 1. Mountview Building Committee

No report was made. At Chair Mills' opening, discussion about the condition of fields at Mountview Middle School ensued. Superintendent McCall was asked if the fields are still under warranty, which he does not believe is the case, but he will make inquiry.

- J. School Council Reports:

Central Tree Middle School (M. Lavoie), Chocksett Middle School (S. Godbout), Davis Hill Elementary School (S. Brown), Dawson Elementary School (A. Young), Glenwood Elementary School (A. DiFonso), Houghton Elementary School (S. Godbout), Mayo Elementary School (T. Curran), Mountview Middle School (K. Mills), Naquag Elementary School, Paxton Center School (B. Mitchel), Thomas Prince School (A. Silva), Wachusett Regional High School (A. Michalowski/C. Smith), Special Education Parent Advisory Council (M. Gustafson), Early Childhood Center

Member Michalowski – WRHS

Member Curran – Mayo Elementary School

Member DiFonso – Glenwood Elementary School

Chair Mills – Mountview Middle School

Member Gustafson – SEPAC

#### IX. Public Hearing

No members of the public wished to address the School Committee.

#### X. New Business

There was no new business brought before the School Committee.

- XI. To enter Executive Session to discuss strategy for contract negotiations with bargaining units (Wachusett Cafeteria Association, AFSCME, Council 93, Local 2885 – Custodial Employees, AFSCME, Council 93, Local 2885 – Clerical Employees), as the Chair deems a discussion in public session would have an adverse effect on the District's bargaining position, to return to public session

Motion: To enter Executive Session to discuss strategy for contract negotiations with bargaining units (Wachusett Cafeteria Association, AFSCME, Council 93, Local 2885 – Custodial Employees, AFSCME, Council 93, Local 2885 – Clerical Employees), as the Chair deems a discussion in public session would have an adverse effect on the District's bargaining position, to return to public session

(S. Brown)  
(L. Long-Bellil)

#### Roll call vote:

*In favor:*

Kenneth Mills  
Christina Smith  
Scott Brown  
Thomas Curran  
Michael Dennis

Anthony DiFonso  
Rachel Dolan  
Maleah Gustafson  
Linda Long-Bellil  
Amy Michalowski  
Benjamin Mitchel  
Megan Weeks  
Adam Young

*Opposed:*  
None

The motion passed unanimously.

The School Committee adjourned to executive session at 8:22 PM.

The School Committee re-convened in public session at 8:46 PM.

Motion: To ratify the Memorandum of Agreement Between Wachusett School District and Wachusett Cafeteria Association, as presented (attachment 3).

(T. Curran)  
(S. Brown)

Vote:

*In favor:*

Kenneth Mills  
Christina Smith  
Scott Brown  
Thomas Curran  
Michael Dennis  
Anthony DiFonso  
Rachel Dolan  
Maleah Gustafson  
Linda Long-Bellil  
Amy Michalowski  
Benjamin Mitchel  
Megan Weeks  
Adam Young

*Opposed:*  
None

The motion passed unanimously.

Motion: To ratify the Memorandum of Agreement Between Wachusett School District and AFSCME, Council 93, Local 2885 – Clerical Employees, as presented (attachment 4).

(T. Curran)  
(S. Brown)

Vote:

*In favor:*

Kenneth Mills  
Christina Smith  
Scott Brown  
Thomas Curran  
Michael Dennis  
Anthony DiFonso  
Rachel Dolan  
Maleah Gustafson  
Linda Long-Bellil  
Amy Michalowski  
Benjamin Mitchel  
Megan Weeks  
Adam Young

*Opposed:*

None

The motion passed unanimously.

Motion: To ratify the Memorandum of Agreement Between Wachusett School District and AFSCME, Council 93, Local 2885 – Custodial Employees, as presented (attachment 5).

(T. Curran)

(S. Brown)

Vote:

*In favor:*

Kenneth Mills  
Christina Smith  
Scott Brown  
Thomas Curran  
Michael Dennis  
Anthony DiFonso  
Rachel Dolan  
Maleah Gustafson  
Linda Long-Bellil  
Amy Michalowski  
Benjamin Mitchel  
Megan Weeks  
Adam Young

*Opposed:*

None

The motion passed unanimously.



## XII. Adjournment

Motion: To adjourn.

(T. Curran)  
(A. Young)

Vote:

*In favor:*

Kenneth Mills  
Christina Smith  
Scott Brown  
Thomas Curran  
Michael Dennis  
Anthony DiFonso  
Rachel Dolan  
Maleah Gustafson  
Linda Long-Bellil  
Amy Michalowski  
Benjamin Mitchel  
Megan Weeks  
Adam Young

*Opposed:*

None

The motion passed unanimously.

The meeting adjourned at 8:52 PM.

Respectfully submitted,

Darryll McCall, Ed.D.  
Superintendent of Schools

DM:rlp

Attachments:

- Attachment 1 – Sign-in sheets
- Attachment 2 – April 29, 2019 Superintendent’s Evaluation Narrative
- Attachment 3 - Memorandum of Agreement Between Wachusett School District and Wachusett Cafeteria Association
- Attachment 4 - Memorandum of Agreement Between Wachusett School District and AFSCME, Council 93, Local 2885 – Clerical Employees
- Attachment 5 - Memorandum of Agreement Between Wachusett School District and AFSCME, Council 93, Local 2885 – Custodial Employees

**WACHUSETT REGIONAL SCHOOL DISTRICT**

**WACHUSETT REGIONAL SCHOOL DISTRICT COMMITTEE**

**Regular Meeting  
Monday, April 29, 2019**

**THIS ATTENDANCE SHEET IS MADE AVAILABLE FOR THOSE WHO DO NOT  
WISH TO SPEAK BUT WHO WISH TO BECOME PART OF THE PUBLIC  
RECORD.**

PLEASE **PRINT** YOUR NAME AND YOUR TOWN

NAME	TOWN
Linda Woodland	Sterling



April 29, 2019

To: Darryll McCall, Ed.D., Superintendent of Schools  
From: Kenneth Mills, Chair, Wachusett Regional School District Committee  
RE: Superintendent's Evaluation Narrative

This memo serves to summarize the ratings and comments provided by 16 of the 19 members of the Wachusett Regional School District Committee (WRSDC) for your 2019 End-of-Cycle Summative Evaluation Report. Please note that while this document summarizes the responses, it does not reflect every comment; all of these observations bring value and I strongly urge you to carefully read each individual evaluation.

***Standard I: Instructional Leadership.*** *The education leader promotes the learning and growth of all students and the success of all staff by cultivating a shared vision that makes powerful teaching and learning the central focus of schooling.*

**Indicator I-A. Curriculum:** Ensures that all instructional staff design effective and rigorous standards-based units of instruction consisting of well-structured lessons with measurable outcomes.

**Proficient 12; Needs Improvement 4**

**Indicator I-C. Assessment:** Ensures that all principals and administrators facilitate practices that propel personnel to use a variety of formal and informal methods and assessments to measure student learning, growth, and understanding and make necessary adjustments to their practice when students are not learning.

**Proficient 13; Needs Improvement 3**

**Indicator I-E. Data-Informed Decision Making:** Uses multiple sources of evidence related to student learning, including state, district, and school assessment results and growth data, to inform school and district goals and improve organizational performance, educator effectiveness, and student learning.

**Proficient 14; Needs Improvement 2**

**Overall for Standard I**

**Proficient 13; Needs Improvement 3**

Members note that the Superintendent has a focused strategic plan that empowers administrators to employ effective practices. This year he has incorporated training on assessment strategies - seeing effective strategies implemented consistently District-wide is an expectation for progress towards the strategic plan. Most essential to the success in this area has been the Superintendent's utilization of Professional Learning Communities (PLCs) throughout the District. By empowering his Administrative staff through the use of the Principal Leadership Team (PLT)

format, he will be able to effectively distribute leadership District wide. Moreover, these practices will provide greater uniformity and opportunity for sharing of best practices in all District schools. Members praised his use of videos for training evaluators and the accompanying rubric. According to the Superintendent's narrative, there is progress in the District to calibrate teacher evaluation and to come up with common language about what good teaching is. The work with data as it applies to student learning is commendable, as it does not focus solely on MCAS data.

Members also noted the continued roll-out of the early literacy program and new initiatives in Social and Emotional Learning (SEL), including the S3 program and a \$100,000 grant from the Department of Elementary and Secondary Education (DESE) for improving student access to behavioral and mental health services. The District also has instituted additional steps to address students' mental health needs, such as the Bridge Program and other mechanisms for improving the ease of referral to mental health counseling and support.

Although members noted many improvements that have been made with the textbook plan, roll out of new technology, and continued implementation of the early literacy program using Fountas and Pinnell, there still seems to be inconsistent curriculum and inequities among the schools across the District.

***Standard II: Management and Operations. Promotes the learning and growth of all students and the success of all staff by ensuring a safe, efficient, and effective learning environment, using resources to implement appropriate curriculum, staffing, and scheduling.***

Indicator II-A. Environment: Develops and executes effective plans, procedures, routines, and operational systems to address a full range of safety, health, and emotional and social needs.

**Proficient: 9; Needs Improvement: 6; Unsatisfactory: 1**

Indicator II-B. Human Resources Management and Development: Implements a cohesive approach to recruitment, hiring, induction, development, and career growth that promotes high-quality and effective practice.

**Proficient: 10; Needs Improvement 5; Unsatisfactory 1**

Indicator II-E. Fiscal Systems: Develops a budget that supports the district's vision, mission, and goals; allocates and manages expenditures consistent with district- and school-level goals and available resources.

**Exemplary 3; Proficient 9; Needs Improvement 4**

Overall for Standard II

**Proficient 10; Needs Improvement 5; Unsatisfactory 1**

Members commended the Superintendent for his time-consuming efforts to train new Central Office staff and create a formal induction program as well as PLTs and PLCs. However, members also want the Superintendent to gather feedback how administrators feel they are supported and the effectiveness of his mentorship, and want information from exit interviews about why members of the administration choose to leave the District.

Members praised the Superintendent for his leadership in the development of a line-item budget and for his work on developing improved relationships with town officials. At the same time, some members wanted more two-way discussion about budgetary priorities and a 3-year comparison in future budgets, and expressed concern about the process for obtaining funding for the turf field, with multiple members encouraging forward thinking about capital expenditures and the development and funding of a Capital Stabilization Fund. Members also expressed significant concerns about oversight of the Excess and Deficiency certification process and the issue with the regional transportation funding calculation, with a desire for the Superintendent to take more ownership for this error. Concern was expressed about the decision to spread the penalty for this transportation error into future years, and the transparency of the communication to the committee about this issue. Members wished for more clarity on how chargebacks influence budget planning. Members were pleased that tuition-free full-day kindergarten is on the way to implementation.

Although the Superintendent's efforts to implement District-wide policies such as an accommodation plan and homework policies were noted by some members, others expressed significant concern about the consistency of District-wide policies and procedures and their implementation, including recess and home assignments. In particular, many members shared serious concerns about the bullying policy, the execution of procedures related to the policy, the consistency of its implementation, and communication with parents and the community.

Members were positive about the increased emphasis on social and emotional learning and encourage assessment of the effectiveness of the myriad new programs and systems recently implemented, including SOS and Panorama. Members would like more frequent updates on special education programs and initiatives, and want attention to adequate staffing to support students in sub-separate classrooms and inclusive settings. There is also a wish for more communication about requests for information from the committee and reporting on key metrics of District performance. Members expressed concern about the on-going process for hiring the Administrator of Special Education.

***Standard III: Family and Community Engagement. Promotes the learning and growth of all students and the success of all staff through effective partnerships with families, community organizations, and other stakeholders that support the mission of the school and district.***

***Indicator III-B. Sharing Responsibility:*** Continuously collaborates with families and community stakeholders to support student learning and development at home, school, and in the community.

**Proficient 13; Needs Improvement 2; Unsatisfactory 1**

Indicator III-D. Family Concerns: Addresses family and community concerns in an equitable, effective, and efficient manner.

**Proficient 9; Needs Improvement 7**

Overall for Standard III

**Proficient 12; Needs Improvement 3; Unsatisfactory 1**

There were two main themes of praise for the Superintendent's performance in this standard: the addition of the new director of SEL and Guidance and the focus on the Bridge for Resilient Youth in Transition (BRYT) program and other programs designed to identify and support students who are struggling. Several committee members commented on the impact this position will have and look forward to hearing more about the effectiveness of these programs in future committee meetings.

The Superintendent was praised for improvements made to the District website, as members recognized the hard work that went into these upgrades and applauded the District for ensuring the website is clearly organized, functional, and secure. Some members also noted that the Superintendent attempts to create positive relationships with families and community members. Members noted opportunities for improvement next year with the SMORE newsletters and additional outreach via phone, email, and in-person at school or community events.

Members had concerns with the evidence provided to meet this standard. At least nine of the 16 members noted concerns related to communication or collaboration. The most common concern outlined in narrative feedback was related to the lack of evidence of the Superintendent's engagement with community. Several members applauded the Superintendent's willingness to speak to parents and many praised his abilities to interact with politicians and town administrators, but expressed concern at the lack of evidence of his leadership and involvement in mentoring building-level administrators to successfully resolve issues. Individuals expressed concern about communication with families who might not call the office, about more one-way than two-way communication, and about inconsistent expectations and follow through across the District regarding homework, information sharing, and school culture around behavioral expectations.

In addition to general concerns raised about the Superintendent's level of engagement with the community, a number of members raised concerns about how issues are handled and communicated to committee members. Quite a few committee members noted that there are increased reports of bullying and that it seems parents are reaching out to committee members directly when there are concerns about how situations are being handled. Members were not satisfied with the level of information to ensure that they know that situations are being resolved effectively and that parents' concerns have been heard or addressed, and that narrative and graphic formats for the end-to-end process has not been established.

There were concerns raised about the lack of meaningful updates and communication about the current status and future plans of the special education program as well as communication issues with the SEPAC related to participation in the search for a new Administrator of Special Education. There was also a concern raised about reports that staff and administration were not collaborating fully in special education cases with families to connect what happens at home to services in-school.

Some members made specific suggestions related to future performance in this standard, including attention to the bullying policy/task force to ensure responsiveness through protocols and procedures; increased District social media presence including a common calendar to promote and coordinate events and possible streaming of meetings; and increased presence of the Superintendent in buildings and at community events.

**Standard IV: Professional Culture.** *Promotes success for all students by nurturing and sustaining a school culture of reflective practice, high expectations, and continuous learning for staff.*

**Indicator IV-D. Continuous Learning:** Develops and nurtures a culture in which staff members are reflective about their practice and use student data, current research, best practices and theory to continuously adapt practice and achieve improved results. Models these behaviors in the administrator's own practice.

**Exemplary 1; Proficient 14; Needs Improvement 1**

**Indicator IV-F. Managing Conflict:** Employs strategies for responding to disagreement and dissent, constructively resolving conflict and building consensus throughout a district or school community.

**Proficient 13; Needs Improvement 3**

**Overall for Standard IV**

**Proficient 14; Needs Improvement 2**

The responses from members reflected those of standards above. While members praised the Superintendent for open communication with stakeholders, there was concern about parents feeling the need to reach out to school committee for issues that should have been handled at the administrative level, and a feeling that there is a need to improve the consistency of procedures and practices from classroom to classroom, school to school, and across the District, making sure that a positive culture permeates the District. Multiple members expressed the concern that the Superintendent did not provide sufficient evidence to support his performance to facilitate continuous learning for staff, as well as evidence of his own self-reflection, goal setting, and consensus building and how he models this for staff.



## **Overall**

### **Student Learning Goals**

**Met 7; Significant Progress 5; Some Progress 4**

### **Professional Practice Goals**

**Met 7; Significant Progress 5; Some Progress 4**

### **District Improvement Goals**

**Met 3; Significant Progress 8; Some Progress 5**

Many member comments about progress toward goals reflect those noted above in the indicators, including praise for the development of a line-item budget that conforms to the strategic plan (but a wish for more committee involvement with priority-setting) and praise for progress on social emotional learning (but with concern about consistency of policies and procedures). Members also expressed concerns about bullying under this section, with special attention to bullying on social media mentioned. Members encourage continued and accelerated implementation of ALICE training and work with towns to facilitate school safety improvements in the buildings.

Members emphasized the need to continue the textbook and technology plans and create a staffing plan that leads to a long-term strategy to address class size. Members recognized the Superintendent's new training for administrators, but want feedback from administrators and evaluation of the quality of this effort.

Praise was given for the implementation of a plan for tuition-free full day kindergarten and for development of PLTs. Members wanted more evidence of educational leadership and consistency in implementing policies and providing feedback to requests for information from committee members and the community.

## **Overall Summary**

**Proficient 11; Needs Improvement 5**

### **Impact on Student Learning**

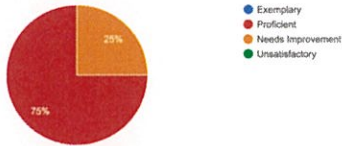
**High 5; Moderate 9; Low 1** (One member did not score)

It was noted by the evaluation subcommittee that last year's overall ratings included 1 *exemplary*, 15 *proficient*, and 4 *needs improvement*. Overall, for this year, the committee rates the Superintendent as **proficient**, based on 11 ratings of *proficient* and 5 of *needs improvement*.

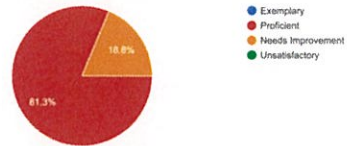
## Appendix: Graphical Representation of Response Data

### Standard I: Instructional Leadership

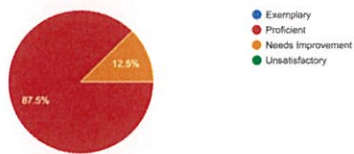
I-A Curriculum  
16 responses



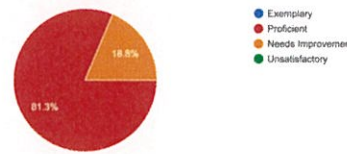
I-C Assessment  
16 responses



I-E Data-Informed Decision Making  
16 responses

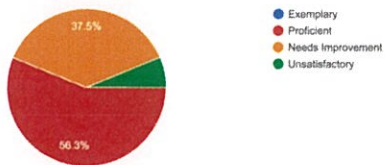


Overall Rating for Standard I  
16 responses



### Standard II: Management and Operations

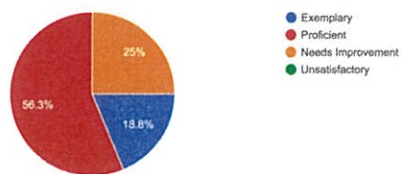
II-A Environment  
16 responses



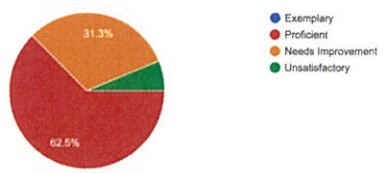
II-B Human Resources Management and Development  
16 responses



II-E Fiscal Systems  
16 responses

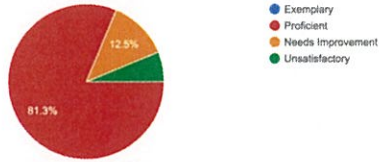


Overall Rating for Standard II  
16 responses

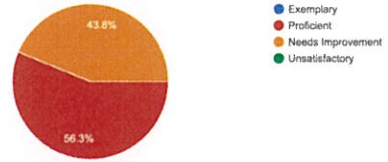


## Standard III: Family and Community Engagement

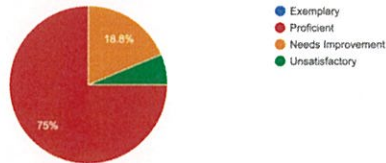
III-B Sharing Responsibility  
16 responses



III-D Family Concerns  
16 responses

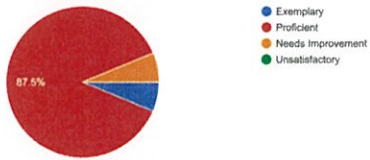


Overall Rating for Standard III  
16 responses

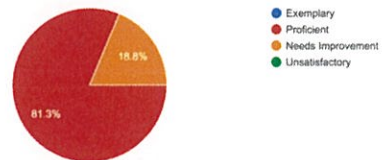


## Standard IV: Professional Culture

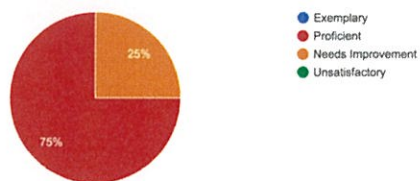
IV-D Continuous Learning  
16 responses



IV-F Managing Conflict  
16 responses

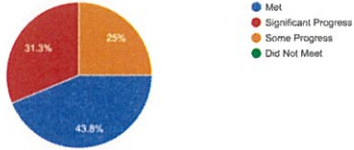


Overall Rating for Standard IV  
16 responses

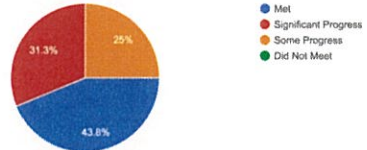


## Progress Toward Goals

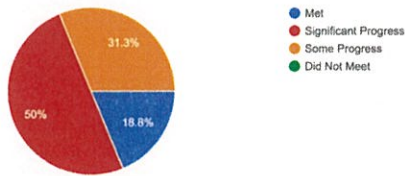
Student Learning Goal(s)  
16 responses



Professional Practice Goal(s)  
16 responses

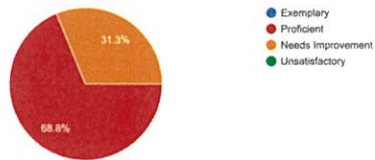


District Improvement Goal(s)  
16 responses

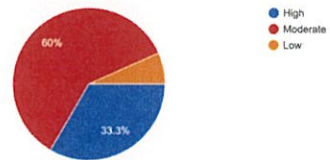


## Overall Rating

Overall Summative Rating  
16 responses



Impact on Student Learning  
15 responses



**MEMORANDUM OF AGREEMENT between the Wachusett Regional School District and the Wachusett Cafeteria Association.**

The negotiating subcommittees of the Wachusett Regional School District and the Wachusett Cafeteria Association have negotiated a successor collective bargaining agreement for the period covering July 1, 2019 through June 30, 2022. Except to the extent referenced in this MOA, the terms of the contract, covering July 1, 2017 through June 30, 2019 will remain in full force and effect and will be contained within the resultant successor bargaining agreement referenced herein for the period covering July 1, 2019 – June 30, 2022. The following represent the negotiated changes to the collective bargaining agreement, which will expire on June 30, 2022. The successor contract will have the date references changed where appropriate to reflect the terms of the new contracts. It is expressly understood that the members of both parties bargaining teams will recommend that their principals ratify the terms of this MOA.

1. Article VII – Other Leaves – 2.1 – Replace the entire section with the following- “Employees will be granted one (1) day at full pay on the death of an aunt, uncle, niece, nephew who lives at an address other than the employee’s. One (1) additional day may be used but such leave will credited against personal leave listed above or if such leave has been exhausted, he/she may request to use one sick day to attend the funeral.”
2. Article XI – Salary – 2% COLA for each of the next 3 years – Step 1 will be maintained at the current minimum wage in existence at the time.
3. Article XII – Duration – Replace existing language with the following –“This Agreement shall become effective July 1, 2019 and shall continue in full force and effect until June 20, 2022.”
4. Article XV – Working out of Grade – Eliminate the last 11 words of sentence one - “for any consecutive work day from the sixth work day forward.” Replace the second sentence with the following language- “ Once the working out of classification terminates, the bargaining unit members must again work more than three consecutive work days in a higher classification to receive such adjustment on the fourth consecutive day.”

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Darryll McCall, Ed.D, Superintendent of Schools

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Kenneth Mills, Chair, School Committee

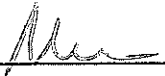


Michele Goodacre, President

MEMORANDUM OF AGREEMENT between the Wachusett Regional School District and the AFSCME Council 93, Local 2885 Clerical Unit

The negotiating subcommittees of the Wachusett Regional School District and AFSCME Council 93, Local 2885 - Clerical Unit have negotiated a successor collective bargaining agreement for the period covering July 1, 2019 through June 30, 2022. Except to the extent referenced in this MOA, the terms of the contract, covering July 1, 2017 through June 30, 2019 will remain in full force and effect and will be contained within the resultant successor bargaining agreement referenced herein for the period covering July 1, 2019 – June 30, 2022. The following represent the negotiated changes to the collective bargaining agreement, which will expire on June 30, 2022. The successor contract will have the date references changed where appropriate to reflect the terms of the new contracts. It is expressly understood that the members of both parties bargaining teams will recommend that their principals ratify the terms of this MOA.

1. Article 2 - Union Rights and Responsibilities – Remove Section F. Agency Service Fee, in its entirety.
2. Article 12 – Hours of Work and Work Year – 3<sup>rd</sup> Paragraph – Add the following sentence at the end of the paragraph- “Overtime must be authorized in writing.”
3. Article 25, Longevity – Change hourly stipends to \$.60 for 10 years, \$.70 for 15 years, and \$.90 for 20 years.
4. Article 26 – Wages – 2% COLA to existing Salary Grids in July, 2019; July, 2020; and July, 2021
5. Article 29 – Duration-Replace first sentence to read –“This Agreement shall become effective July1, 2019 and shall continue in full force and effect unto June 30, 2022.”

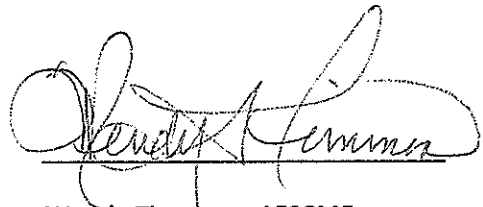


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Darryll McCall, Ed.D, Superintendent of Schools

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Kenneth Mills, Chair, School Committee



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Wendy Timmons, AFSCME

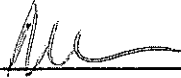
**MEMORANDUM OF AGREEMENT between the Wachusett Regional School District and the AFSCME Council 93, Local 2885 Custodial Unit**

The negotiating subcommittees of the Wachusett Regional School District and AFSCME Council 93, Local 2885 - Custodial Unit have negotiated a successor collective bargaining agreement for the period covering July 1, 2019 through June 30, 2022. Except to the extent referenced in this MOA, the terms of the contract, covering July 1, 2017 through June 30, 2019 will remain in full force and effect and will be contained within the resultant successor bargaining agreement referenced herein for the period covering July 1, 2019 – June 30, 2022. The following represent the negotiated changes to the collective bargaining agreement, which will expire on June 30, 2022. The successor contract will have the date references changed where appropriate to reflect the terms of the new contracts. It is expressly understood that the members of both parties bargaining teams will recommend that their principals ratify the terms of this MOA.

1. Article 2 - Union Rights and Responsibilities – Replace Section A. Union Dues Deduction with the following – “The Employer agrees that during the life of this Agreement, in accordance with the provisions of Chapter 180, Section 17(a) of the General Laws of Massachusetts, it will authorize the District to deduct Union Membership dues from the pay of those employees who authorize such deduction with a completed remittance of the AFSCME Council 93 membership Form provided by the Union to be completed within 30 days of the start of employment. The Employer further agrees to remit the aggregate amount to the Union along with a list of employees who have had said dues deducted.”
2. Article 2 – Union Rights and Responsibilities – Remove Section F. Agency Service Fee
3. Article 21 – Uniforms and Protective Clothing – Replace the first sentence with the following - “ The District agrees to provide each employee covered by this agreement, who has completed at least six(6) months of service to the District, a clothing allowance of \$250 total for uniforms, sweatshirts(with District insignia), foul/winter weather gear to include jackets, gloves and hats.”
4. Article 26 – Wages – 2% COLA to existing Salary Grids in July, 2019; July, 2020; and July 2021. Staff hired between July 1- December 31 in a particular school year will be eligible to receive a Step increase the following July 1.
5. Article 27- Retirement Benefit – Replace Article language with the following –“Members of the bargaining unit who retire from the District may participate in its group health insurance program as defined by the PEC Agreement.”
6. Article 28 – Attendance Incentive –Replace Article language with the following –“Effective July 1, 2019, an employee who utilizes no sick leave for the fiscal year will receive a payment of \$700; an employee who utilizes two or fewer days will receive a payment of \$500; an employee who utilizes five or fewer days will receive a payment of \$300. To be eligible for this incentive an employee must also have no unpaid time during the fiscal year.”
7. Article 30 – Longevity – Replace Article language with the following – “Effective July 1, 2019 fulltime members who have completed ten years of continuous service in the District on/or before June30, will be eligible for an annual service recognition payment of \$300. This payment will be pro-rated for

part-time staff. These payments will be made in July, 2019, July, 2020, and July, 2021 and end with the expiration of this contract.

8. Article 32- Duration- Replace first sentence with the following – “This Agreement shall become effective July 1, 2019 and shall continue in full force and effect until June 30, 2022.”
9. Page Numbers and a Table of Contents will be added to the Contract.



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**Darryll McCall, Ed.D, Superintendent of Schools**

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**Matthew Sullivan, Union President**

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**Kenneth Mills, Chair, School Committee**



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**Wendy Timmons, AFSCME**