BERLIN-BOYLSTON REGIONAL SCHOOL DISTRICT
District Improvement Plan 2022-2025

Envisioning the Future – Learning from the Past

Jeffrey T. Zanghi, Superintendent of Schools
Daniel Ayala, Facility Manager
Dawn-Marie Ayles, Interim Principal - Boylston Elementary School
John Campbell, Principal - Berlin Memorial School
Carol Costello, Assistant Superintendent for Teaching & Learning
Jannel Fitzpatrick, Director of Pupil Personnel Services
Kara Ford, Interim Assistant Principal - Tahanto Regional Middle/High School
Nancy Konisky – Director of Finance & Operations
Paul Mara, Technology Coordinator
Sally-Ann Stukuls, Interim Principal - Tahanto Regional Middle/High School

Berlin-Boylston Regional School District

Statements of Intent

Our Mission: *To support and challenge all students to achieve personal and academic excellence in a student-centered environment*.

Our Vision: *The Berlin-Boylston Public Schools will create a challenging learning environment to ensure that all students exhibit continuous improvement, pursue personal excellence and become active, engaged, independent learners and decision-makers. As an inclusive school community, instruction will be provided in a caring, safe, and healthy learning environment, responsive to each student, in collaboration with families and the community.*

Statement of Assurance for Equitable Access to Education (developed by the Berlin-Boylston Administrative Team and Staff Representatives, May 2022)*: Ensuring that each member of our school community, including students and educators, understands, accepts and honors the uniqueness of each individual and their capacity to become the best version of themselves given the tools, resources, and conditions to do so.*

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Personnel Objective (Section): *To provide adequate and appropriate staffing at each of our three schools for the purpose of ensuring student safety, providing quality of instruction, meeting social-emotional needs, and to advance the opportunities for students to participate in innovative coursework.* ***Page 5***

Teaching and Learning Objective (Section)– To guarantee that each child in our district PreK-12 is provided with an equitable opportunity to access their education regardless of race, culture, disabilities, gender, or socio-economic level by : 1) ensuring that curriculum meets the needs of all learners; 2) ensuring that teaching staff is supported by providing professional development opportunities, resources, and training to improve and enhance instructional practices; 3) building innovative programming that supports the needs of all of our learners 4) providing our families with ongoing communication, and by 5) reaching out to the community for additional resources. ***Page 12***

Technology Objective (Section) – To advance technology in our schools for the safety, functionality and effectiveness of all systems; to continuously add, maintain, and replace tools and platforms to meet the ever-changing technological advancements in education and beyond; to ensure that all of our students have access to the necessary devices and connectivity to effectively perform tasks requiring technological support. ***Page 21***

<u>Finances & Budget Objective (Section)</u> - To maintain long-term financial stability and sustainability for our district and to address long-range planning in a fiscally responsible manner. ***Page 30***

<u>Introduction</u>

Over the course of the past five years, the District Leadership Team has strived continuously to meet the goals developed in the District Improvement Plan that was developed in 2019 when this Superintendent of Schools took office. We are proud of the many goals that were reached during the course of these several years, including significant advances in the field of Science, Technology, Engineering and Mathematics (S.T.E.M.). We are additionally proud of the efforts of our teaching staff to build a repertoire of instructional teaching strategies that would be used to support and engage all students, an increase in the presence of technology and devices in and throughout our schools and offices, and finally, the ability to have met these goals in a fiscally responsible manner.

At this time, we are pleased to present the 2022-2025 District Improvement Plan on behalf of the Berlin-Boylston Regional School District. The Plan is designed to focus on four high-impact areas that we believe will yield the greatest positive results in teaching and learning and in our educational community. This document will guide major aspects of our work at the district and school level for the next three years. Individual School Improvement Plans (SIPs) will be aligned to reflect these identified areas as well.

The District Improvement Plan was developed collaboratively in the summer of 2022 by the Berlin-Boylston Administrative Leadership Team overseen by this Superintendent of Schools and comprised of the Assistant Superintendent of Teaching & Learning, Finance Director, Director of Pupil Personnel Services, Technology Coordinator, Middle/High School Principal and Assistant Principal, the Berlin Memorial School Principal and the Boylston Elementary School Principal. Specific elements of the plan, i.e. curriculum, and technology, were the contribution of Department Chairs at Tahanto Middle/High School and the literacy and mathematics coaches at the elementary level.

The objectives of the District Improvement Plan will be reflected in the annual goals of the Superintendent,the administrators, and the teaching staff as applicable to their specific content areas and instructional levels. Success toward completion of these goals will be measured through ongoing evidence collected and presented to the School Committee in the fall of each year. This evidence will serve as a benchmark toward the larger three-year goal and will be adjusted annually to ensure that each goal remains both attainable and realistic over that time.

The District Improvement Plan incorporates both newly determined targeted areas of growth as well as those we have identified as areas of importance from our previous plan. While it serves as a clearly defined map from which to navigate, to drive major decision-making, to set priorities, and to plan for the future, it does not restrict us in addressing the broad range of educational

experiences that serve as the foundation of education. The safety and well-being of our students, staff, and families remain of paramount importance and we will strive to maintain all that is positive and meaningful to our community in the years ahead.

The Work Ahead

1.0 Personnel Objective: ***To provide adequate and appropriate staffing at each of our three schools for the purpose of ensuring student safety, providing quality of instruction, meeting social-emotional needs, and to advance the opportunities for students to participate in innovative coursework.***

KEY:
Complete
Changed direction
Not done
In progress
Budget cut

Berlin Memorial School and Boylston Elementary School

1.1 Goal: Ensure each kindergarten classroom is supported by no less than (1) teacher's aide.

Item	Description	School Year	Due by	Owner
1.1.1	Budget for (3) grade K aides at BES, each at 1.0	2022-2023	June 2023	BES principal
1.1.2	Hire (3) grade K aides at BES, each at 1.0	2023-2024	August 2023	BES principal

Item	Description	School Year	Due by	Owner
1.1.3	Budget for (1) grade K aide at BMS at 1.0	2022-2023	June 2023	John Campbell
1.1.4	Hire (1) grade K aide at BMS at 1.0	2023-2024	August 2023	John Campbell

1.2 Goal: Set guidelines to the best of the district's ability, both financially and physically, so that elementary classrooms in grades 1-5 do not exceed more than 23 students in order to provide quality instruction to all children; Kindergarten should not exceed 20 students per class. This goal will continuously be monitored.

Item	Description	School Year	Due by	Owner
1.2.1	Budget for (2) classroom teachers at BES, each at 1.0	2022-2023	June 2023	BES principal
1.2.2	Hire (2) classroom teachers at BES, each at 1.0	2023-2024	August 2023	BES principal

1.3 Goal: Address the social-emotional needs of all students in the school by providing a full-time adjustment counselor at each elementary school. The adjustment counselor focuses solely on mental health while the school psychologist is primarily responsible for the testing of students eligible for Special Education services.

Item	Description	School Year	Due by	Owner
1.3.1	Budget for (1) adjustment counselor at BES at 1.0	2022-2023	June 2023	BES principal
1.3.2	Hire (1) adjustment counselor at BES at 1.0	2023-2024	August 2023	BES principal

Item	Description	School Year	Due by	Owner
1.3.3	Budget for (1) adjustment counselor at BMS at 1.0	2023-2024	June 2024	John Campbell
1.3.4	Hire (1) adjustment counselor at BMS at 1.0	2024-2025	August 2024	John Campbell

1.4 Goal: Support special education students by providing the adequate amount of paraprofessional staffing according to need.

Item	Description	School Year	Due by	Owner
1.4.1	Budget for (1) paraprofessional at BES at 1.0	2022-2023	June 2023	BES principal

1.4.2	Hire (1) paraprofessional at BES at 1.0	2023-2024	August 2023	BES principal

Item	Description	School Year	Due by	Owner
1.4.3	Budget for (1) paraprofessional at BMS at 1.0	2022-2023	June 2023	John Campbell
1.4.4	Hire (1) paraprofessional at BMS at 1.0	2023-2024	August 2023	John Campbell

1.5 Goal: Educate elementary students K-5 on health-related topics specifically related and developmentally appropriate to their age level.

Item	Description	School Year	Due by	Owner
1.5.1	Budget for (1) K-5 health teacher at BES at 0.6	2022-2023	June 2023	BES principal
1.5.2	Hire (1) K-5 health teacher at BES at 0.6 FTE	2023-2024	August 2023	BES principal

Item	Description	School Year	Due by	Owner
1.5.3	Budget for (1) health teacher at BMS at 0.4 FTE	2022-2023	June 2023	John Campbell
1.5.4	Hire (1) health teacher at BMS at 0.4 FTE	2023-2024	August 2023	John Campbell

1.6 Goal: Ensure that there is an equal amount of general support staff available to the elementary staff and office at each school.

Item	Description	School Year	Due by	Owner
1.6.1	Budget for (1) general recess/lunch aide at BES at .6	2022-2023 * updating to 2024-2025	June 2023	BES principal

1.6.2	Hire (1) general recess/lunch aide at BES at .6	2023-2024	August 2023	BES principal

Tahanto Regional Middle/High School

1.7 Goal: Ensure that adequate staffing is available in the core content areas at the middle/high school so that students have scheduling options and, as a result, greater access to higher level courses.

Item	Description	School Year	Due by	Owner
1.7.1	Budget for (1) mathematics teacher	2022-2023	June 2023	Tahanto principal
1.7.2	Hire (1) mathematics teacher	2023-2024	August 2023	Tahanto principal

Item	Description	School Year	Due by	Owner
1.7.3	Budget for (1) science teacher	2023-2024	June 2024	Tahanto principal
1.7.4	Hire (1) science teacher	2024-2025	August 2024	Tahanto principal

Item	Description	School Year	Due by	Owner
1.7.5	Budget for (1) ELA teacher	2024-2025	June 2025	Tahanto principal
1.7.6	Hire (1) ELA teacher	2025-2026	August 2025	Tahanto principal

1.8 Goal: Support the needs of students receiving Special Education services by providing an adequate number of special education teachers at the middle school.

Item	Description	School Year	Due by	Owner
1.8.1	Budget for (1) Special Education teacher, 1.0	2022-2023	June 2023	Tahanto principal
1.8.2	Hire (1) Special Ed teacher, 1.0	2023-2024	August 2023	Tahanto principal

1.9 Goal: To increase services to ELL students by providing a full-time ELL teacher.

Item	Description	School Year	Due by	Owner
1.9.1	Budget for (1) full-time ELL teacher	2023-2024	August 2023	Tahanto principal
1.9.2	Hire (1) full-time ELL teacher	2024-2025	August 2025	Tahanto principal

1.10 Goal: Increase communication, planning, and organization of sports programs at Tahanto Regional Middle/High School and ensure the safety of student athletes

Item	Description	School Year	Due by	Owner
1.10.1	Budget for (1) full-time athletic director	2022-2023	June 2023	Tahanto principal
1.10.2	Hire (1) full-time athletic director	2023-2024	August 2024	Tahanto principal

1.11 Goal: Adequately support students and parents by adding additional administrators who best meet their needs at developmentally appropriate age levels.

Item	Description	School Year	Due by	Owner

1.11.1	Budget for (1) additional assistant principal	2022-2023	June 2023	Tahanto principal
1.11.2	Hire (1) additional assistant principal	2023-2024	August 2023	Tahanto principal

District

1.12 Goal: Maintain and/or expand additional support services across the district to 1) ensure the direct safety and well-being of all students and their families; 2) adequately meet the requirements of students with disabilities; and 3) provide assurances that technological equipment functions properly.

Item	Description	School Year	Due by	Owner
1.12.1	Budget for continuation of the Family Success Partnership Wrap-Around services for one additional year to provide resources for families in need of mental health supports	2022-2023	June 2023	Jannel Fitzpatrick
1.12.2	Contract for the Family Success Partnership Wrap-Around services and evaluate the need to continue services for the following year to provide families with mental health supports	2023-2024 Evaluation of services by December 2023	August 2023	Jannel Fitzpatrick

Item	Description	School Year	Due by	Owner

1.12.3	Budget for (1) full-time float nurse w/stipend for after-school activities, programs	2022-2023	June 2023	Jannel Fitzpatrick
1.12.4	Hire (1) full-time float nurse w/stipend for after-school activities, events	2023-2024	August 2023	Jannel Fitzpatrick

Item	Description	School Year	Due by	Owner
1.12.5	Budget for (1) additional full-time Board Certified Behavior Analyst for the district	2022-2023	June 2023	Jannel Fitzpatrick
1.12.6	Hire (1) additional full-time Board Certified Behavior Analyst for the district	2023-2024	August 2023	Jannel Fitzpatrick

Item	Description	School Year	Due by	Owner
1.12.7	Budget for (1) full-time Occupational Therapist for the district	2022-2023	June 2023	Jannel Fitzpatrick
1.21.8	Hire (1) full-time Occupational Therapist for the district	2023-2024	August 2023	Jannel Fitzpatrick

Item	Description	School Year	Due by	Owner
1.12.9	Budget for (1) additional	2022-2023	June 2023	Paul Mara

	full-time technology technician			
1.12.10	Hire (1) additional full-time technology technician	2023-2024	August 2023	Paul Mara

2.0 <u>Teaching and Learning Objective</u>: To guarantee that each child in our district PreK-12 is provided with an equitable opportunity to access their education regardless of race, culture, disabilities, gender, or socio-economic level by : 1) ensuring that curriculum meets the needs of all learners; 2) ensuring that teaching staff is supported by providing professional development opportunities, resources, and training to improve and enhance instructional practices; 3) building innovative programming that supports the needs of <u>all</u> of our learners 4) providing our families with ongoing communication, and by 5) reaching out to the community for additional resources.

2.1 Goal: Ensure that curriculum meets the needs of all learners.

<u>Elementary</u>

Item	Description	School Year	Due by	Owner
2.1.1	Establish a writing curriculum committee to pilot and select a K-5 writing curriculum (budget)	2022-2023	June 2023	John Campbell BES Principal Carol Costello Stephanie Woodward
2.1.2	Pilot a writing curriculum for grades K-5 in fall 2023; purchase and implement in January 2024	2023-2024	Pilot: Sept - Dec. 2023; purchase and implement January 2024	John Campbell BES Principal Carol Costello Stephanie Woodward

Item	Description	School Year	Due by	Owner
2.1.3	Establish a	2023-2024	June 2024	Curriculum Director

	Social-Emotional Curriculum committee and budget for new materials			John Campbell BES Principal
2.1.4	Pilot/Purchase SEL program for K-5 (may be an update from previous program)	2024-2025	August 2024	Curriculum Director John Campbell BES Principal

Middle School

Item	Description	School Year	Due by	Owner
2.1.5	Pilot math program for grades 6-8 and budget	2022-2023	June 2023	Carol Costello Francene Gleason (Dept. Chair)
2.1.6	Purchase/implement math program for grades 6-8	2023-2024	August 2023	Carol Costello Francene Gleason (Dept. Chair)

Item	Description	School Year	Due by	Owner
2.1.7	Budget for Social-Emotional Learning curriculum & pilot	2022-2023	June 2023	Carol Costello Gregory Picariello - guidance counselor
2.1.8	Purchase Social-Emotional Learning curriculum for middle school	2023-2024	August 2023	Carol Costello Gregory Picariello - guidance counselor

Middle/High School

Item	Description	School Year	Due by	Owner
2.1.9	Record curriculum in Atlas-Rubicon for all middle/high school content areas	2021-2024	June 2024	Carol Costello All middle/high school departments Tahanto Principal

Item	Description	School Year	Due by	Owner
2.1.10	Develop an AP Environmental Science course that addresses current issues globally and locally **and budget** for curriculum materials.	2024-2025	June 2025	Lisa Sequeira Science Dept. Curriculum Director
2.1.11	Implement a new AP Environmental Science course	2025-2026	September 2026	Curriculum Director

Item	Description	School Year	Due by	Owner
2.1.12	Budget for a Common Literacy Assessments PRO package	2022-2023	June 2023	TAH English Dept.
2.1.13	Purchase a Common Literacy Assessments PRO package at the high school level to monitor student progress and benchmark assess against the standards	2023-2025	September 2024	TAH English Dept.

District:

Item	Description	School Year	Due by	Owner
2.1.14	Review curriculum materials, both current	2022-2023	June 2023	Curriculum Director Building principals

	and prior to purchase for evidence of biases; budget for additional culturally and racially diverse read-alouds and novels			Department Chairs Librarians

2.2. Goal: Provide professional development opportunities, resources and training to improve and enhance instructional practices for all learners.

Elementary:

Item	Description	School Year	Due by	Owner
2.2.1	PD will focus on literacy and mathematics training; specifically K-2 early literacy; 3-5 Houghton-Mifflin new program training; improving math assessments	2022-2023	June 2023	Carol Costello John Campbell BES Principal Stephanie Woodward Joey Flournoy
2.2.2	PD will focus on Tiered Systems of Support for all learners	2023-2024	August 2023	Curriculum Director John Campbell BES Principal Jannel Fitzpatrick

District:

Item	Description	School Year	Due by	Owner
2.2.3	PD will focus on better	2022-2023	June 2023	Carol Costello

	understanding and supporting students receiving Special Education services			Jannel Fitzpatrick
2.2.4	Paraprofessionals will receive annual job applicable training including annual specific Applied Behavioral Analysis	2022-2024	By June 2024 all paraprofessionals will have received Applied Behavioral Analysis training	Jannel Fitzpatrick Board Certified Behavior Analyst

2.3. Goal: Build innovative ideas that support and enhance student learning and are implemented into the schools.

Elementary

Item	Description	School Year	Due by	Owner
2.3.1	Provide additional support for struggling learnings through the summer acceleration academy, and maintaining Title I support in literacy and math	2022-2025	June 2025	Curriculum Director John Campbell BES Principal Stephanie Woodward Joey Flournoy Literacy tutors Math tutors
2.3.2	Offer after-school activities at each school through PTO support and coordination	2022-2025	August 2025	Curriculum Director John Campbell BES Principal PTOs (BMS, BES)

Item	Description	School Year	Due by	Owner
2.3.3	Establish a	2023-2024	June 2024	Curriculum Director

	Social-Emotional Curriculum committee and budget for new materials			John Campbell BES Principal
2.3.4	Pilot/Purchase SEL program for K-5 (may be an update from previous program)	2024-2025	August 2024	Curriculum Director John Campbell BES Principal

Item	Description	School Year	Due by	Owner
2.3.5	Develop a financial literacy workshop and assembly for K-5 students with Clinton Savings Bank	2022-2023	June 2023	Curriculum Director John Campbell BES Principal Clinton Savings Bank Rep
2.3.6	Launch a financial literacy workshop and assembly for elementary students	2023-2024	August 2023	Curriculum Director John Campbell BES Principal

Item	Description	School Year	Due by	Owner
2.3.7	Budget for a World Language teacher to be shared between the two elementary schools BES - .6 BMS - .4	2024-2025	June 2025	Curriculum Director John Campbell BES Principal
2.3.8	Hire a World Language teacher for the elementary schools	2025-2026	August 2025	Curriculum Director John Campbell BES Principal

Middle/High School

Item	Description	School Year	Due by	Owner

2.3.9	Implement an After-School Coding Program	2022-2023	June 2023	Jocelyn Charpentier Tannis Wood
2.3.10	Conduct an annual diverse career panel for high school sophomores	2022-2025	February of each school year beginning February 2023	Ilene Rodman Curriculum Director Building Principal
2.3.11	Provide shadowing and field trip opportunities	2022-2023	March of each school year beginning March 2023	Ilene Rodman Curriculum Director Building Principal
2.3.12	Implement an Internship Program for Seniors	2023-2024	April - June of each school year beginning April 2024	Ilene Rodman Curriculum Director Building Principal

Item	Description	School Year	Due by	Owner
2.3.13	Develop a financial literacy mini-course for middle school students through a partnership with Clinton Savings Bank	Course development 2022-2023	Course launch August 2023	Curriculum Director TAH Principal
2.3.14	Develop and implement a mandatory requirement that high school students take one financial literacy course by graduation	Course development 2023-2024	Course launch August 2024	Curriculum Director TAH Principal

Item	Description	School Year	Due by	Owner
2.3.15	Shift clubs, activities (including opportunities for arts/humanities and performing arts) and	2023-2024	June 2024	Building Principal Dept. Chairs Athletic Director

	additional support services available to students to after-school hours			
2.3.16	Run after-school buses Tues., Wed., Thurs.	2023-2024	September 2023	Carol Costello

District

Item	Description	School Year	Due by	Owner
2.3.17	Introduce and budget for the 3-year development of a Competency Based Education Plan built upon the ***Portrait of a Graduate*** model	2022 - 2023 Administrator Prof. Development (fall); Needs Assessment Stakeholder Sessions begin with students and teachers K-12 2023-2024 Needs Assessment Stakeholder sessions 2024-2025 Writing of Plan	June 2025	School Committee Carol Costello John Campbell Tahanto Principal Boylston Principal Nancy Konisky Jannel Fitzpatrick Paul Mara School Committee Parents Students Staff
2.3.18	Restructure the lunch menu to expand meals for students with dietary	2023-2024	June 2024	Nancy Konisky Lauren Staples

	restrictions, allergies, specific food preferences, and to create healthier options for lunch.			

2.4 Goal: Restructure current facilities in order to expand the capacity to service preschool students

District

Item	Description	School Year	Due by	Owner
2.4.1	Execute a preschool study at BES, BMS, and TAH for the purpose of restructuring the location of the preschools and expansion of programming	2022-2023	Recommend direction to School Committee by June 2023	Carol Costello John Campbell BES Principal TAH Principal Jannel Fitzpatrick Special Education Chairs Nancy Konisky

2.5. Goal: Build continued relationships with families, including new families to the district from surrounding areas, different states, and different countries.

District

Item	Description	School Year	Due by	Owner
2.5.1	Establish a committee of students, staff, administrators and parents to explore and expand two-way communication with new families to the district	2023-2025	June 2025	Carol Costello

2.6. Goal: Expand the acquisition of educational resources through corporate sponsorship and private grants.

Item	Description	School Year	Due by	Owner
2.6.1	Network with local corporations for the purpose of funding new	2023-2025	June 2025	Carol Costello School Committee

	initiatives for the district including the internship program			
2.6.2	Create partnerships with local corporations and businesses to obtain private grant funding	2023-2025	June 2025	Carol Costello School Committee Curriculum Director

3.0 <u>Technology Objective:</u> To advance technology in our schools for the safety, functionality and effectiveness of all systems; to continuously add, maintain, and replace tools and platforms to meet the ever-changing technological advancements in education and beyond; to ensure that <u>all</u> of our students have access to the necessary devices and connectivity to effectively perform tasks requiring technological support.

3.1 Goal: Add, maintain, and replace tools and platforms at each of our schools so that online programming may run effectively and efficiently for instructional practices, assessments, and student responses.

<u>Elementary Schools</u>

Item	Description	School Year	Due by	Owner
3.1.1	Budget for an annual 1-year subscription to Typing.com for both elementary schools. This is an online keyboarding practice platform for students in grades 2-5. This request is due to evidence of lack of keyboarding experience in written responses in	2022-2023	August 2023	John Campbell Boylston Principal Carol Costello

	grades 3,4,5.; keyboarding competency is also reflected in the MA Digital Literacy Framework and in preparation for middle/high school.			
3.1.2	Purchase an annual 1-year subscription to Typing.com for both elementary schools.	2023-2024	September 2023	John Campbell Boylston Principal Carol Costello

Middle/High School

Item	Description	School Year	Due by	Owner
3.1.3	Budget for updated LabQuest platforms for use in Chemistry, Physics and AP Biology. These devices are used all the time in these courses and are no longer supported by technology. They are used in biotech industries and higher education and seen as “basic”.	2022-2023	August 2023	Paul Mara Curriculum Director Science Dept. Chair
3.1.4	Purchase LabQuest platforms	2023-2024	September 2023	Paul Mara Curriculum Director Science Dept. Chair

Item	Description	School Year	Due by	Owner
3.1.5	Budget for three 3D printers and accessories for the Technology/ Engineering courses for middle and high school	2022-2023	June 2023	Paul Mara Curriculum Director Science Dept. Chair
3.1.6	Purchase three 3D printers and accessories for the Technology/ Engineering courses for middle and high school	2022-2023	September 2023	Paul Mara Curriculum Director Science Dept. Chair

Item	Description	School Year	Due by	Owner
3.1.7	Budget for a 3-year subscription to Gizmo, a virtual lab platform that develops real-life STEM cases at different grade levels.	2022-2023	June 2023	Paul Mara Curriculum Director Science Dept. Chair
3.1.8	Purchase a 3-year subscription to Gizmo	2023-2024	September 2023	Paul Mara Curriculum Director Science Dept. Chair

Item	Description	School Year	Due by	Owner
3.1.9	Budget for the replacement of an outdated music technology platform and laptops to effectively enable the music department to teach this popular elective course that can be used toward college and career.	2022-2023	June 2022	Paul Mara Jeremiah Gallant Curriculum Director

3.1.10	Purchase the replacement for an outdated music technology platform and laptops to effectively enable the music department to teach this popular elective course that can be used toward college and career.	2023-2024	September 2023	Paul Mara Jeremiah Gallant Curriculum Director

Item	Description	School Year	Due by	Owner
3.1.11	Budget for a Computer Numerical Control for the technology class.This Control is utilized in all manufacturing operations and will be an asset to students seeking internships and jobs in the field in the future.	2022-2023	August 2023	Paul Mara Lisa Sequiera
3.1.12	Purchase a Computer Numerical Control for the technology class.	2023-2024	September 2023	Paul Mara Lisa Sequiera

3.2 Goal: Ensure that all of our students are equipped with 1-1 devices and connectively both at school and at home by creating an initial 3-year technology replacement plan and subsequent 5-year replacement plan beginning FY26.

Elementary

Berlin:

Item	Description	School Year	Due by	Owner
3.2.1	Budget and replace annually wireless access points and data switches	2022-2023 2023-2024 2024-2025	Sept. 2023 Sept. 2024 Sept. 2025	Paul Mara

Item	Description	School Year	Due by	Owner
3.2.2	Budget for replacement of 90 chromebooks and 25 new iPADS at BMS	2022-2023	June 2023	Paul Mara
3.2.3	Replace chromebooks and iPads	2023-2024	Sept. 2023	Paul Mara

Item	Description	School Year	Due by	Owner
3.2.4	Budget for replacement of 90 chromebooks and 25 new iPADS at BMS	2023-2024	June 2024	Paul Mara
3.2.5	Replace chromebooks and iPads	2024-2025	Sept. 2024	Paul Mara

Item	Description	School Year	Due by	Owner
3.2.6	Budget for replacement of 90 chromebooks and 25 new iPADS at BMS	2024-2025	June 2025	Paul Mara
3.2.7	Replace chromebooks and iPads	2025-2026	Sept. 2025	Paul Mara

Boylston:

Item	Description	School Year	Due by	Owner
3.2.8	Budget and replace annually wireless access points and data switches	2023-2024 2024-2025	Sept. 2023 Sept. 2024	Paul Mara

Item	Description	School Year	Due by	Owner
3.2.9	Budget for replacement of 105 chromebooks and 25 new iPADS at BES	2022-2023	June 2023	Paul Mara
3.2.10	Replace chromebooks and iPads	2023-2024	Sept. 2023	Paul Mara

Item	Description	School Year	Due by	Owner
3.2.11	Budget for replacement of 105 chromebooks and 25 new iPADS at BES	2023-2024	June 2024	Paul Mara
3.2.12	Replace chromebooks & iPads	2024-2025	Sept. 2024	Paul Mara

Item	Description	School Year	Due by	Owner
3.2.13	Budget for replacement of 105 chromebooks and 25 new IPADS at BES	2025-2026	June 2025	Paul Mara
3.2.14	Replace chromebooks and iPads	2026-2027	Sept. 2025	Paul Mara

Middle/High School:

Item	Description	School Year	Due by	Owner
3.2.15	Budget and replace annually wireless access points and data switches	2023-2024 2024-2025 2025-2026	Sept. 2023 Sept. 2024 Sept. 2025	Paul Mara

Item	Description	School Year	Due by	Owner
3.2.16	Budget for replacement of 120 chromebooks and 85 laptops for HS	2022-2023	June 2023	Paul Mara
3.2.17	Replace chromebooks and laptops	2023-2024	Sept. 2023	Paul Mara

Item	Description	School Year	Due by	Owner
3.2.18	Budget for replacement of 120 chromebooks and 85 laptops for HS	2023-2024	June 2024	Paul Mara
3.2.19	Replace chromebooks & laptops	2024-2025	Sept. 2024	Paul Mara

Item	Description	School Year	Due by	Owner
3.2.20	Budget for replacement of 120 chromebooks and 85 laptops for HS	2025-2026	June 2026	Paul Mara
3.2.21	Replace chromebooks and laptops	2025-2026	Sept. 2025	Paul Mara

3.3 Goal: Technology will serve to create open lines of communication between the District, staff, students and families.

District:

Item	Description	School Year	Due by	Owner
3.3.1	Budget for significant Powerschool upgrade (E-collection and Gradebook) and training for teachers and administrators in the district so that they may effectively communicate grades, notices, surveys, report cards and other information to families and receive information in return	2022-2023	June 2023	Paul Mara
3.3.2	Purchase Powerschool upgrade and provide training to staff and administrators	2023-2024	By August 2023 - training September 2023-push out to parents	Paul Mara

Item	Description	School Year	Due by	Owner
3.3.3	Develop and budget for the creation of an electronic report card through Powerschool for grades K-5 (as needed)	2023-2024 Date updated to 2024-2025	By June 2024 - the Report Card will be designed by the Report Card Committee June 2024 - Sept. 2024 Report Card will be loaded into PowerSchool for teaching staff review and training	Paul Mara John Campbell BES Principal Curriculum Director
3.3.4	Purchase necessary component of Powerschool to create a report card (as needed)	2025-2026	December 2024 - First electronic report card will be sent to families of students in grades K-5	Paul Mara John Campbell BES Principal Curriculum Director

Item	Description	School Year	Due by	Owner
3.4.0	Increase social media presence by maintaining school and district twitter and instagram accounts; and by returning responsibility of school website maintenance to the building principals and district website maintenance to the Central Office administrators	2023-ongoing	By June 2024	Carol Costello TAH Principal TAH Assistant Principal BES Principal John Campbell Curriculum Director Jannel Fitzpatrick Nancy Konisky

Item	Description	School Year	Due by	Owner
3.5.0	Explore options for the purchase of a new district-wide website and/or communication platform.	2022-2023	June 2023	Paul Mara John Campbell Carol Costello Nancy Konisky
3.5.1	Purchase and implement a new website or communication platform for the District.	2023-2024	Purchase by early July 2023 System will be open to public by the start of school 2023	Paul Mara John Campbell Carol Costello Nancy Konisky

<u>4.0 Finances & Budget Objective</u> - To maintain long-term financial stability and sustainability for our district and to address long-range planning in a fiscally responsible manner.

4.1 Goal: Facilities improvement plans outlining specific physical needs at Berlin Memorial School, Boylston Elementary School, and Tahanto Regional Middle/High School will be completed in order to inform capital planning and funding.

Elementary:

Item	Description	School Year	Due by	Owner
4.1.1	Berlin Memorial School and Boylston Elementary School facilities improvement plans will be completed.	Berlin - completed Boylston - going out for bid January 2023	June 2023	Nancy Konisky Dan Ayala
4.1.2	HVAC Boylston	2022-2023	September 2023	Nancy Konisky Dan Ayala

Middle/High School

Item	Description	School Year	Due by	Owner
4.1.3	Tahanto facilities improvement plan will be completed	2023-2024	June 2024	Nancy Konisky Dan Ayala

4.2 Goal: Upgrade the security system at Tahanto Regional Middle/High School

Item	Description	School Year	Due by	Owner
4.2.1	Upgrade all necessary components of the current security system through capital planning	Budget 2022-2023	June 2023	Nancy Konisky Dan Ayala Paul Mara

4.3 Goal: Replace HVAC software and maintenance package at Tahanto Regional Middle/High School

Item	Description	School Year	Due by	Owner
4.3.1	Replace HVAC software and maintenance package	2023-2024	August 2024	Nancy Konisky Dan Ayala Paul Mara

4.4 Goal: Reduce school choice usage at Boylston Elementary School and Tahanto Regional Middle High School

Elementary

Item	Description	School Year	Due by	Owner
4.4.1	Reduce school choice usage annually at Boylston Elementary School	2022-2023 (reduce by $50,000) 2023-2024 (reduce by $25,000) 2024-2025 (reduce by $25,000)	annually	Carol Costello Nancy Konisky

Middle/High School

Item	Description	School Year	Due by	Owner
4.4.2	Reduce school choice usage annually at Tahanto Regional Middle/High School and keep amount to $500,000	2022-2023 (reduce by $25,000) 2023-2024 (reduce by $25,000) 2024-2025 (reduce by $25,000)	annually	Carol Costello Nancy Konisky

4.5 Goal: Add to the Special Education Reserve Fund at Tahanto in order to offset the costs of rising out-of-district placements.

Item	Description	School Year	Due by	Owner
4.5.1	Deposit $10,000 annually	Beginning 2023-2024	annually	Nancy Konisky

Financial Impact to District Improvement Plan

Item	Personnel Objective Berlin Memorial School	FY24 Budget		Item	Personnel Objective Boylston Elementary	FY24 Budget		Item	Personnel Objective Tahanto	FY24 Budget
1.1.3	1.0 FTE K Para	$26,455		1.2.2	2.0 FTE Classroom Teachers	$149,342		1.8.2	1.0 FTE SPED Teacher	$74,671
1.4.4	1 FTE General Para	$26,544		1.3.1	1.0 FTE Adjustment Counselor	$80,200		1.7.2	1.0 FTE Math Teacher	$74,671
1.5.4	.40 FTE Health Teacher	$29,870		1.4.2	1 FTE General Para	$26,544		1.9.2	1.0 FTE Athletic Director- additional $	$74,671
1.11.4	.25 FTE Floating Nurse	$18,668		1.5.2	.60 FTE Health Teacher	$44,803		1.10.2	Add 1.0 FTE Assistant Prin cipal to MS/HS	$115,000
1.11.8	.33 FTE Occupational Therapist	$24,888		1.6.2	.60 FTE Recess/ Lunch Aide	$11,400		1.11.4	.50 FTE Floating Nurse	$37,336
1.11.10	.25 FTE Technology Technician	$16,250		1.11.8	.33 FTE Occupational Therapist	$24,888		1.11.8	.33 FTE Occupational Therapist	$24,888
1.11.6	.33 FTE BCBA	$23,331		1.11.4	.25 FTE Floating Nurse	$18,668		1.11.10	.50 FTE Technology Technician	$32,500
1.11.2	Family Success Partnership Wrap Around Services- Assabet Valley Collaborative	$9,555		1.11.10	.25 FTE Technology Technician	$16,250		1.11.6	.33 FTE BCBA	$23,331
	Benefits ranging from	$29,740- $60,180		1.1.1	3 FTE K Aid	$79,632		1.11.2	Family Success Partnership Wrap Around Services- Assabet Valley Collaborative	$19,110

				1.11.6	.33 FTE BCBA	$23,331			Benefits ranging from	$36,940-$74,580
				1.11.2	Family Success Partnership Wrap Around Services- Assabet Valley Collaborative	$9,555				
					Benefits ranging from	$68,140-$136,980				
Item	Teaching and Learning Objective Berlin Memorial School	FY24 Budget		Item	Teaching and Learning Objective Boylston Elementary	FY24 Budget		Item	Teaching and Learning Objective Tahanto	FY24 Budget
2.1.2	Writing Curriculum with January Implementation date	$6,637		2.1.2	Writing Curriculum with January Implementation date	$8,815		2.1.8	Purchase social emotional curriculum	$1,000
2.1.3 and 2.3.3	Establish Social Emotional Curriculum and Budget for new materials	$1,000		2.1.3 and 2.3.3	Establish Social Emotional Curriculum and Budget for new materials	$1,000		2.1.6	Purchase Mathematic Program 6-8	$30,000
2.1.14	Purchase additional culturally and racially diverse read alouds and novels for K-2	$5,000		2.1.14	Purchase additional culturally and racially diverse read alouds and novels for K-2	$5,000		2.1.13	Common Literacy Ass. PRO Package	$2,750

2.2.4	Paras will receive specific Applied Behavioral Analysis training annually	$1,200		2.2.4	Paras will receive specific Applied Behavioral Analysis training annually	$1,920		2.2.4	Paras will receive specific Applied Behavioral Analysis training annually	$1,800
2.3.17	Portrait of a Graduate	$4,500		2.3.17	Portrait of a Graduate	$4,500		2.3.17	Portrait of a Graduate	$9,000
3.1.2	Subscribe to Typing.com	$600		3.1.2	Subscribe to Typing.com	$600		3.1.3	Labquest platform for Chemistry, Physics and AP Biology	$26,543
								2.1.14	Purchase additional culturally and racially diverse read alouds and novels for K-2	$5,000
								2.3.16	Add additional late bus Wednesdays	$12,090
Item	Technology Objective Berlin Memorial School	FY24 Budget		Item	Technology Objective Boylston Elementary	FY24 Budget		Item	Technology Objective Tahanto	FY24 Budget
3.2.3	Replace Chromebooks and IPads- Capital Plan	$45,000		3.2.10	Replace Chromebooks and IPads- Capital Plan	$49,000		3.1.4	3 3D Printers and accessories for Technology/Engineering courses	$49,200
3.3.2	Purchase Powerschool upgrade and provide training to staff and administrators	$688		3.3.2	Purchase Powerschool upgrade and provide training to staff and administrators	$688		3.1.5	3 Year Subscription to Gizmo	$7,000

3.3.3	Creation of an electronic report card through Powerschool K-5	$2,250		3.3.3	Creation of an electronic report card through Powerschool K-5	$2,000		3.1.6	Replacement of outdated music technology platform and laptops to effectively enable the music department	$45,000
								3.1.8	Computer Numerical Control for technology class	$3,294
								3.2.10	Replace 120 Student Chromebooks for MS Students- CAPITAL	$43,600
								3.2.10	Replace 85 Student Laptops for HS beginning with Seniors CAPITAL	$110,500
								3.3.2	Purchase Powerschool upgrade and provide training to staff and administrators	$1,375
Item	Finance and Budget Objective Berlin Memorial	FY24 Budget		Item	Finance and Budget Objective Boylston Elementary	FY24 Budget		Item	Finance and Budget Objective Tahanto	FY24 Budget
4.4.1	Reduce School Choice annually by $25K			4.4.1	Reduce School Choice annually by $25K			4.1.2	Tahanto facilities assessment- Capital Plan	$50,000

				4.1.2	HVAC Installation in Capital	$400,000		4.2.1 & 4.3.1	Upgrade all necessary components of the current security system & HVAC-Capital	$200,000
								4.4.2	Keep School Choice Allocation at $500K	
								4.5.1	Add to the Special Education Reserve Fund, $10K per year into TMHS	$10,000
Totals		$302,616				$1,095,116				$1,158,910