

# DUDLEY-CHARLTON REGIONAL SCHOOL DISTRICT

Meeting of the Dudley-Charlton Regional School Committee

Wednesday, June 28, 2023, at 7:00 PM

Charlton Middle School

2 Oxford Road

Charlton, MA 01507

## Minutes

### I. Call Meeting to Order

The meeting was called to order at 7:05 PM

### II. Pledge of Allegiance

### III. Moment of Silence

### IV. Consent Agenda Items

#### a. Approval of the Warrant (Voucher #1104-1108)

A motion by C. Panczyk, second by M. Chickering to approve Vouchers 1104-1108 was approved unanimously.

C. Carmignani – Yes

M. Chickering – Yes

J. Costello – Yes

J. Dell'Ovo – Absent

N. Enberg – Yes

C. Panczyk – Yes

K. Szela – Absent (arrived to the meeting at 7:18 PM)

#### b. Approval of Minutes Regular Meeting – June 12, 2023

The approval of the minutes was postponed until next meeting due to a correction that needed to be made.

### V. Communications

A communication was received from a community member requesting information on the plans for full-day vs. half-day kindergarten.

### VI. Superintendent's Report

Dudley Middle School Principal, Christopher Starczewski, has accepted a position with another district. Assistant Principal, Michael Tucker, will facilitate the search for his replacement.

The Charlton Middle School Principal Search Group, facilitated by SHRHS Assistant Principal, Michael Resener, identified two finalists – Mr. Matt Carlson and Dr. Stacy Monette. A final selection is eminent.

DESE has selected Dudley Middle School and Heritage Elementary School to participate in the 2024 administration of the National Assessment of Education Progress (NAEP). The assessment looks at what students know and can do in various subjects. DCRSD is required to participate under Every Student Succeeds Act of 2015.

The elimination of the Assistant Superintendent and a SHRHS Physics Teacher represents the School Committee reduction of \$200,000 from the FY24 assessments.

Superintendent Lamarche recommends an annualized Elementary Principal Leadership stipend of \$15,000 to focus specifically on the continuation of sizeable HQIM implementation.

## **VII. Public Comment**

Anthony Aube – Charlton

Mr. Aube introduces his son, Jasper, who reads a letter he wrote to the School Committee expressing his thoughts on the school's budget situation.

## **VIII. New Business**

### **A. School Committee Subcommittee Assignments**

A motion by C. Panczyk, second by M. Chickering to appoint Steven Lamarche as the Assistant Treasurer and Southern Worcester Educational Collaborative Representative and Carol Baron as the Borrowing Agent was passed unanimously.

C. Carmignani – Yes

M. Chickering – Yes

J. Costello – Yes

J. Dell'Ovo – Absent

N. Enberg – Yes

C. Panczyk – Yes

K. Szela – Absent (arrived to the meeting at 7:18 PM)

New subcommittee appointments were created:

Budget and Finance Subcommittee: J. Dell'Ovo, C. Panczyk, N. Enberg

Policy Review Subcommittee: J. Costello, M. Chickering

Capital Outlay and Safety Subcommittee: C. Carmignani, J. Costello, K. Szela

Curriculum Subcommittee for Teaching/Learning: M. Chickering, J. Dell'Ovo, K. Szela

School Year Calendar Review: J. Dell'Ovo, C. Panczyk, N. Enberg

Executive Session Minutes Review: C. Carmignani, J. Costello

Negotiations: J. Costello, J. Dell'Ovo, C. Panczyk

Special Education Advisory Committee Liaison: N. Enberg

Charlton Board of Selectmen Liaison: K. Szela, N. Enberg

Dudley Board of Selectmen Liaison: M. Chickering

Dudley Charlton Education Foundation Liaison: J. Dell'Ovo, N. Enberg

### **B. Report of the Dir. of Finance and Operations - Dir. Mathieu**

#### **a. French River Education Center (FREC) – Oil Bid**

FREC recently went out to bid for an oil contract and pricing was favorable. The group voted to lock-in at a price of \$2.649, down from \$3.0442.

A motion by K. Szela, second by C. Panczyk to approve the FREC oil bid contract price of \$2.649 was approved unanimously.

C. Carmignani – Yes

M. Chickering – Yes

J. Costello – Yes

J. Dell'Ovo – Absent

N. Enberg – Yes

C. Panczyk – Yes

K. Szela – Yes

b. Specialized Transportation Contract – Van Pool

Mr. Mathieu shares the new contract presented by VanPool. The District has contracted with VanPool for the past 6 years for Special Education In-district and out-of-district transportation. After their recent consolidation with other transportation companies, VanPool has looked to increase its rates. DCRSD contacted other providers, but were given quotes more expensive than VanPool, even with the increase in rates.

A motion by M. Chickering, second by J. Costello to award the Special Education transportation contract to VanPool was approved unanimously.

C. Carmignani – Yes

M. Chickering – Yes

J. Costello – Yes

J. Dell'Ovo – Absent

N. Enberg – Yes

C. Panczyk – Yes

K. Szela – Yes

c. Update Natural Gas Contract Extension

The District has worked with Competitive Energy Services to look at our small natural gas contract. Similar to electricity, an updated number is expected to be shared next Wednesday and will be brought to the committee for consideration.

A motion by C. Panczyk, second by K. Szela to authorize Mr. Mathieu to accept a rate that's 5.75 or below for the next 12-months was passed unanimously.

C. Carmignani – Yes

M. Chickering – Yes

J. Costello – Yes

J. Dell'Ovo – Absent

N. Enberg – Yes

C. Panczyk – Yes

K. Szela – Yes

d. Disposal of Surplus Material

Mr. Mathieu asks for approval to declare a used van from VanPool surplus as it requires repairs that will cost more than the vehicle itself is worth.

A motion by C. Panczyk, second by M. Chickering to declare the used van as surplus, and allow it to be sold for \$500 was approved unanimously.

C. Carmignani – Yes

M. Chickering – Yes

J. Costello – Yes

J. Dell'Ovo – Absent

N. Enberg – Yes

C. Panczyk – Yes

K. Szela – Yes

C. Continued Discussion Fiscal Year 2024

The District has applied to move toward a 1/12<sup>th</sup> budget. Mr. Mathieu continues to submit the required documents so that it can start on July 1, 2023. Currently, it is recommended that no further action be taken due to the scheduled Board of Selectmen meeting on June 29, 2023.

A motion by C. Panczyk, second by J. Costello to approve a total budget of \$56,821,624, with an assessment of \$16,837,881 coming from Charlton, an assessment of \$10,937,991 coming from Dudley and a one-time voluntary capital payment from the town of Charlton for \$1,500,000 was passed unanimously.

C. Carmignani – Yes

M. Chickering – Yes

J. Costello – Yes

J. Dell'Ovo – Absent

N. Enberg – Yes

C. Panczyk – Yes

K. Szela – Yes

D. Request for K-8 Curriculum Coordinator Stipend – Steven Lamarche

Due to the cut to the Assistant Superintendent role, Superintendent Lamarche recommends an annualized Elementary Principal Leadership stipend of \$15,000 to focus specifically on the continuation of sizeable HQIM implementation for grades K-8.

A motion by C. Panczyk, second by M. Chickering to approve the K-8 Curriculum Coordinator stipend was approved unanimously.

C. Carmignani – Yes

M. Chickering – Yes

J. Costello – Yes

J. Dell'Ovo – Absent

N. Enberg – Yes

C. Panczyk – Yes

K. Szela – Yes

E. Massachusetts Association of School Committees Fall Conference 2023

Information is shared on the MASC Fall 2023 Conference and Superintendent Lamarche requests that school committee members notify Ms. Erin Glenn if they'd like to attend by July 15, 2023 to lock in the discounted registration cost.

F. Superintendent's Evaluation

Chair Carmignani shares the results of Superintendent Lamarche's evaluation results. The response rate was 71% (5 out of the 7 current school committee members participated).

G. Update Shepherd Hill School Building Committee – Steven Lamarche

Superintendent Lamarche shares that the DCRSD had to notify the Massachusetts School Building Authority of the failed Feasibility Funding and provide understanding as to why the vote failed and a proposed remedy. Superintendent Lamarche respectfully requests the School Committee to vote to disband the school building committee (SBC) so it's on official record. The committee plans to revisit the disbanding of the SBC next month.

## H. School Committee Summer Schedule

Committee members are requested to submit their summer schedules so the remaining committee meetings and workshops may be scheduled appropriately.

## IX. Adjourn

A motion by C. Panczyk, second by K. Szela to adjourn the meeting at 8:02 PM was passed unanimously.

C. Carmignani – Yes

M. Chickering – Yes

J. Costello – Yes

J. Dell'Ovo – Absent

N. Enberg – Yes

C. Panczyk – Yes

K. Szela – Yes

*The items listed, which may be discussed at the meeting, are those reasonably anticipated by the chair. Not all items listed may, in-fact be discussed, and other items not listed may also be brought up for discussion to the extent permitted by law. The School Committee may vote on all items listed on this agenda.*

“...to advance the knowledge and well-being of our children and our community.”

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## 2022-2023 School Committee Goals

### Budget and Finance

*DCRSD will work with all stakeholders to establish a FY24 budget that maintains the integrity of existing programs, seeks input on priorities of staff, students, and community members during the budgeting process, communicates transparency in process and expenditures, and provides our students with a comprehensive educational experience.*

### Shepherd Hill Building Project

*By the conclusion of the 2022-2023 school year, the DCRSD will engage the families and community members in the Towns of Dudley and Charlton to prepare both communities for entry into the Massachusetts School Building Authority's Feasibility Grant Program for the Shepherd Hill Regional High School.*

### Communication

*During the 2022-2023 school year, DCRSD will increase outreach to our communities through strengthening our working relationships with local boards and increased presence at school/community events. We will continue to provide opportunities for all stakeholders to understand resources available to our students and families within the district as well as any major initiatives within the District.*

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## Next Meeting Dates

**School Committee Meeting:** Wednesday, July 19, 2023, 7:00 PM Shepherd Hill RHS

**Budget and Finance Subcommittee:** TBD – Video Conference

**Policy Review Subcommittee:** TBD – Video Conference

**Curriculum Subcommittee for Teaching and Learning:** TBD – Video Conference

**Capital Outlay/Safety Subcommittee:** TBD – Video Conference

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**Future Agenda Items:** Fiscal Year 2024 (ongoing), Dudley-Charlton Staff Resource Handbook (July), Student Handbooks (August), Superintendent Goals (September)

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## Agenda

### **I. Call Meeting to Order**

### **II. Pledge of Allegiance**

### **III. Moment of Silence**

### **IV. Consent Agenda Items**

- a. Approval of the Warrant (Voucher #1104-1108)
- b. Approval of Minutes Regular Meeting – June 12, 2023

### **V. Communications**

### **VI. Superintendent's Report**

### **VII. Public Comment**

### **VIII. New Business**

- A. School Committee Subcommittee Assignments
- B. Report of the Dir. of Finance and Operations - Dir. Mathieu
  - a. French River Education Center (FREC) – Oil Bid
  - b. Specialized Transportation Contract – Van Pool
  - c. Update Natural Gas Contract Extension
  - d. Disposal of Surplus Material
- C. Continued Discussion Fiscal Year 2024
- D. Request for K-8 Curriculum Coordinator Stipend – Steven Lamarche
- E. Massachusetts Association of School Committees Fall Conference 2023
- F. Superintendent's Evaluation
- G. Update Shepherd Hill School Building Committee – Steven Lamarche
- H. School Committee Summer Schedule

### **IX. Adjourn**

*The items listed, which may be discussed at the meeting, are those reasonably anticipated by the chair. Not all items listed may, in-fact be discussed, and other items not listed may also be brought up for discussion to the extent permitted by law. The School Committee may vote on all items listed on this agenda.*

*"...to advance the knowledge and well-being of our children and our community."*

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## **2022-2023 School Committee Goals**

### **Budget and Finance**

*DCRSD will work with all stakeholders to establish a FY24 budget that maintains the integrity of existing programs, seeks input on priorities of staff, students, and community members during the budgeting process, communicates transparency in process and expenditures, and provides our students with a comprehensive educational experience.*

### **Shepherd Hill Building Project**

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### **Communication**

*During the 2022-2023 school year, DCRSD will increase outreach to our communities through strengthening our working relationships with local boards and increased presence at school/community events. We will continue to provide opportunities for all stakeholders to understand resources available to our students and families within the district as well as any major initiatives within the District.*

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# DUDLEY-CHARLTON REGIONAL SCHOOL DISTRICT

School Committee

Superintendent's Report

06.28.2023



I have a number of items to share this evening.

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I write to share that Dudley Middle School Principal Christopher Starczewski has, accepted a position in another district. We have commenced the search process with Dudley Middle School Assistant Principal, Mr. Michael Tucker, facilitating the search.

I share with you that Principal Starczewski is a lifelong Dudley resident who graduated from Shepherd Hill and, has served as Principal of Dudley Middle School since 2017. Principal Starczewski has also served as Town Moderator for many years. We wish him well with his next endeavor.

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The Charlton Middle School Principal Search Group, facilitated by SHRHS Assistant Principal Michael Resener, identified two finalists for the CMS Principalship. Mr. Matt Carlson, who is currently an Assistant Principal in the Auburn Public Schools and Dr. Stacy Monette, who is currently the Principal of the Mashpee Middle-High School. The District Office members are meeting with the finalists and a selection is eminent.

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Dudley Middle School and Heritage Elementary School were selected by the Massachusetts Department of Elementary and Secondary Education (DESE) to participate in the 2024 administration of the National Assessment of Education Progress (NAEP). The NAEP is assessed by the National Center for Education Statistics (NCES) and Dudley Middle School and Heritage are selected along with other Massachusetts schools to assess nationally, what students know and can do in various subjects. Massachusetts schools selected for participation are required to do so under the 1993 Massachusetts Education Reform Act. In addition, as a District that receives federal funds, e.g., Title I, DCRSD is required to participate under Every Student Succeeds Act of 2015.

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## C. Continued Discussion Fiscal Year 2024

The elimination of the Assistant Superintendent and a SHRHS Physics Teacher represents the School Committee reduction of \$200,000 from the FY24 assessments.

## D. Request for K-8 Curriculum Coordinator Stipend

With the reduction of the Assistant Superintendent's position, a major requirement is the continuation of sizeable High-Quality Instruction materials implementation grants within the Dudley-Charlton RSD that runs parallel with annual grant funding requirements. The continuation and success of K-4 CKLA, 6-8 Into Mathematics and 6-8 Open SciEd is predicated on administrative oversight. With that said, I am recommending an annualized Elementary Principal Leadership stipend of \$15,000 to focus specifically on these K-8 instructional priorities as a K-8 Curriculum Coordinator.

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As a reminder, these are the School Committee fiscal year 2024 budget priorities.

**1. *Maintain existing staff size and programs without reductions***

- Maintain foreign language programs at the middle schools
- Restore 0.5 FTE librarian at each middle schools
- Maintain average class size of 22 for Grades K-8
- Update District website utilizing internal resources
- Retain kindergarten aides
- Add accounting/data specialist
- Explore full day pre-k programs

**2. *Continue to look for innovative ideas for cost savings without impact to programs***

- Explore in-district specialized transportation rather than contracted service model
- Explore regionalization of middle schools by grade level to see if there are potential budgetary savings

**3. *Work with the communities of Dudley and Charlton to find recurring revenues to support annual sustainable budget increases for the District while providing support for prudent fiscal planning***

- Reduce annual usage of Excess and Deficiency support to \$500,000 per year, and increase contingency line item so that budget matches usage.
- Reduce reliance on School Choice by 20% (\$180,000)
- Eliminate the use of Transportation Revolving Fund support or reach understanding with both communities that this is an amount which will vary year to year and should be viewed as an additional reduction to the assessment, rather than a fixed/promised budgetary offset.

Respectfully Submitted By:



Steven M. Lamarche  
Superintendent

**DUDLEY-CHARLTON REGIONAL SCHOOL DISTRICT**

**TO:** School Committee Members  
**FROM:** Richard J. Mathieu, Director of Finance and Operations  
**CC:** Steven Lamarche, Superintendent  
**DATE:** June 22, 2023  
**SUBJECT:** Finance Director Update – June 28, 2023

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**French River Education Center – FY2025 Oil Bid**

French River (FREC) has been working with its energy consultant to monitor the energy markets. FREC recently went out to bid for an oil contract for FY25, and pricing was favorable. The group voted to lock-in at a price of \$2.649, down from the FY24 bid of \$3.0442. I recommend School Committee vote to approve this contract as it provides additional savings for FY25 in the school utility budgets.

**VanPool Transportation Contract**

The District has contracted with VanPool for the past 6 years for Special Education in-District transportation. In that time the District has enjoyed savings compared to its previous contractor, to the tune of cost avoidance of at least \$50,000 per year. The District also contracted with Van Pool for Out of District transportation for the past 5 years, again providing similar cost avoidance and savings. With the latest contract proposal, the first after their consolidation with other transportation companies, VanPool has looked to increase its rates for Dudley-Charlton to more standard rates based on their other clients. Their contract proposal is attached and other than the pricing increases remains essentially the same. The District did contact other providers and their quotes were more expensive than what VanPool offered. Some companies were not in a position to provide quotations. These price increases are factored into the FY24 budget. I recommend School Committee award the Special Education transportation contract to VanPool.

**Natural Gas extension**

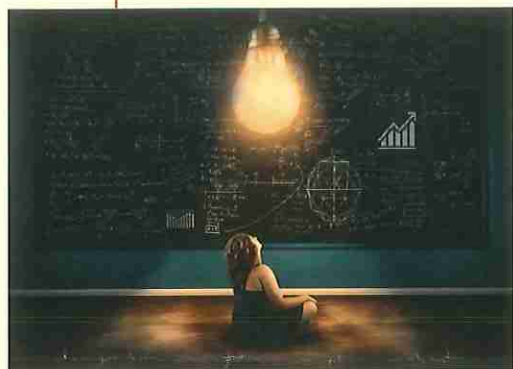
Given the pricing reviewed when we looked at extending the electricity contract, the District has worked with Competitive Energy Services to also look at our small natural gas contract. Similar to electricity we will receive an updated number next week Wednesday that will be brought to School Committee for a recommendation for extension or not based on the numbers.

The electricity rate was locked in at \$0.1275/KwH – below the \$0.13 authorized. As a reminder this new rate takes effect November 2024.

**Disposal of Surplus Material**

The District purchased a used van from VanPool 4-5 years ago for \$2,000. It was meant to last a few years, until such time that the District would be in a position to look into purchasing a newer version. The vehicle now needs repairs costing more than the original cost of the van. Due to this, I ask that this be declared as surplus. The District has been offered \$500 for the vehicle. At this time VanPool does not have surplus vehicles due to supply chain issues, but have promised they will let us know when one becomes available.

**WHO WANTS**  
**Special "End of the Year" Conference Savings?**  
**MASC/MASS JOINT CONFERENCE 2023**



**SAVE NOW BEFORE JULY 15**

The Emerald Resort/Cape Cod Irish Village

**NOVEMBER 8-10**

**REGISTER BEFORE JULY 15: \$425.00** ☒ Full conference: Wednesday-Friday **(after July 15: \$545.00)**

**ACCOMMODATIONS:** Must be made with the hotel; see separate information form enclosed.

**MEALS:** Must be purchased through MASC. **(Deadline for meal purchase: October 14, 2023)**

<input type="checkbox"/> Keynote Dinner	Wednesday, November 8	7:00pm	# of tickets ____ @ \$65/each
<input type="checkbox"/> Network/Buffer Lunch	Thursday, November 9	12:15pm	# of tickets ____ @ \$40/each
<input type="checkbox"/> Awards Dinner	Thursday, November 9	6:30pm	# of tickets ____ @ \$60/each
<input type="checkbox"/> Leadership Lunch	Friday, November 10	12:00pm	# of tickets ____ @ \$40/each
<input type="checkbox"/> Life Member Banquet	Friday, November 10	6:30pm	# of tickets ____ @ \$65/each

**PAYMENT METHOD:**

☐ Payment enclosed ☐ Bill school district ☐ Purchase order # \_\_\_\_\_  
(make check payable to MASC) **Please note that a \$15.00 charge may be assessed for excessive changes.**

Name: \_\_\_\_\_ Nickname for badge: \_\_\_\_\_

School district/company: \_\_\_\_\_ Email: \_\_\_\_\_

Billing address: \_\_\_\_\_

Special accommodation needs (including dietary restrictions): \_\_\_\_\_

☐ school committee member ☐ superintendent ☐ other \_\_\_\_\_ (please specify)

**SAVE TIME - REGISTER ONLINE AT: [www.masc.org](http://www.masc.org)**

This special rate is nonrefundable but we will allow you to substitute one of your colleagues on the registration should you be unable to attend. To take advantage of this special low rate, you must register before July 15, 2023.

# MASC/MASS 2023 JOINT CONFERENCE PROGRAM AND PANEL SESSIONS

## KEYNOTE/FEATURED SESSIONS

- **Guest Speaker:** Patrick Tutwiler, MA Education Secretary (*Wednesday dinner*)

- **Diversity, Equity and Inclusion: Moving from Theory to Practice** (*Thursday General Session*)

**Keynote speaker:** Dr. Darnisa Amante-Jackson, CEO, Disruptive Equity Education Project (DEEP)/lecturer, Harvard Graduate School of Education

*(this session will be followed by a featured panel that will address issues raised by Dr. Amante-Jackson)*

- **Artificial Intelligence: What is its Role in Teaching and Learning in the Future** (*Friday General Session*)

**Keynote speaker:** Justin Reich, director, MIT Teaching Systems Lab; author: *Failure to Disrupt: Why Technology Alone can't Transform Education*

## PROGRAM AND PANEL SESSIONS (additional sessions to be announced)

- Leading for Equity
- Leading in the Age of Climate Change: How Districts Can Build and Fund Healthy, Sustainable, Carbon Free Schools
  - Wraparound Services
    - Basics of Policy
    - Role of the Chair
  - Comprehensive Approach to Race, Equity Access and Leadership
    - Toward a Better MCAS
    - IBB in Challenging Times
  - Getting the Message Right During a Crisis
    - Effective Meetings
  - Building Bridges for Equity in Polarizing Times
    - High Quality Literacy Curriculum
    - Coaching for Change
  - Know the Signs for School Violence Prevention
    - Is Virtual Reality Right for our District?
    - Providing District Daycare for Educators
  - Promoting Equity and Belonging through Social Emotional Skills
    - Special Education Update
- Building Leadership Capacity and Equity in the School Committee/Superintendent Relationship
  - Culturally Responsive Social Studies
  - Updated IEP Form and Process
- Systemic Approach to Supporting Equity in the Chelsea Public Schools
- Addressing Healthcare Staffing and Servicing Needs through Partnerships
  - 70 on 70
  - Vocational Technical Issues Update
- From Equity Audit to Strategic Planning
  - Partnering with your Collaborative
    - Addressing Hate in Sports
      - Early Literacy
      - Legal Issues
  - Blackstone Valley Excel: Career Readiness
- Legal Challenges in HR/Managing Strike Threats

(panels continued on next page)

**To: Stephen Lamarche, Superintendent, Dudley-Charlton Regional School District**  
**From: Cathleen Carmignani, Chair, Dudley-Charlton Regional School Committee**  
**Date: June 28, 2023**

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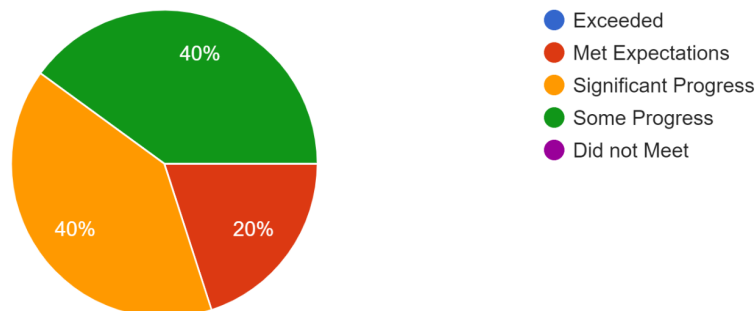
## **Summary of Superintendent Evaluation, 2022-2023**

Response Rate: 71% (5 out of 7 members)

### **Standard I - Curriculum, Planning, and Assessment**

**Goal #1 - The DCRSD will systematically move towards the adoption of K-8 Science High-Quality Instructional Materials (HQIM) aligned with the Massachusetts Curriculum Frameworks.**

Rating  
5 responses



### **Optional Input - Goal #1**

**5 responses**

- Superintendent Lamarche and his administration team should be commended for the excellent work and partnership between multiple stakeholders to move this district towards High Quality Instructional Materials with district policy IGA.

Teaching all students has been an issue with the DCRSD for many years. While we are not yet at a met or exceeded expectation and with the exacerbation of student needs (academical and emotional) due to the loss of learning from the COVID-19 Pandemic; the district under Superintendent Lamarche's direction has moved significantly closer to this goal. Not only have we as a district adopted High Quality Instructional Materials such as CKLA (previous year implementation, however continued PD this year), Into Math, and OpenSciEd, we have also started the implementation of TeachTown and training staff in the Wilson Reading Method for students within our district that require special education to make progress. Ensuring that the district moves forward for all learners is also shown by the successful PD (Professional Development) of UDL (Universal Design for Learning) across the entire district. The unification of instructional materials and supports across the district gives greater implementation and transparency of academic progress and complimentary disciplinary structures within our systems of support.

Superintendent Lamache's goal of the next school year of Least Restrictive Environment, if met would, with the continuation of the information and programs within this goal, would have a meet expectations or higher at his next review.

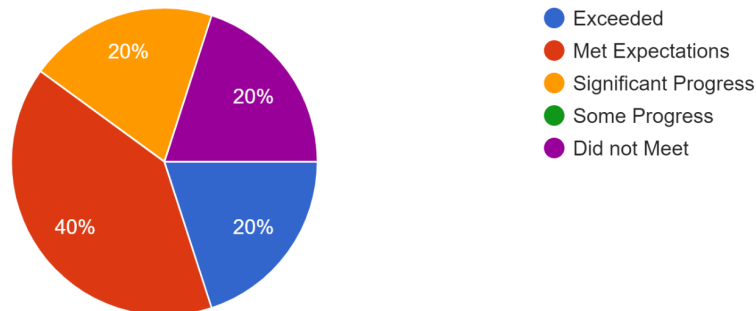
- Based on the evidence provided the goal was met.
- Although the goal was originally for k-8, it is important to recognize the shift in plan due to recent adaptations of CKLA and therefore holding off on new Science curriculum. However, I would have liked to have seen 5th grade included. Even if other districts have used the curriculum in 6-8, our middle school is 5-8 and we need to target curriculum appropriate for our 5th grade classrooms too.
- We did not adopt a program for K-5. I recognize it was Dr. Ackerman who led this movement through the steps required and necessary for program adoption from start to finish from grant research, surveys, attending statewide networking meetings.
- The District has progressed to a Science Curriculum for grades 6-8. It is commendable that the team was comprised of at least one member of the teaching staff from Grades K-8. While it is understandable that the elementary team thought it best to concentrate on the new ELA curriculum, we need to make sure we are not missing out on any potential grant programs for new curriculum areas. I would ask that we move to looking at the elementary level including grade 5.

## Standard II - Teaching All Students

**Goal #2 - The DCRSD will meet the newly ratified educator evaluation timeline for all DCRSD educators for the 2022-2023 school year.**

Rating

5 responses



### Optional Input - Goal #2

4 responses

- This year with the implementation of updated the Educator Evaluation system and placing into Vector Solutions integrated the 7 buildings and @500 educators and staff across the district. Superintendent Lamarche stated in his evaluation that this update and integration “ improved student learning by fostering accountability, supporting professional development, promoting reflective practices, aligning with student needs, and cultivating a culture of excellence.” With the evidence given, such as over a 90% completion rate, There is greater cohesion across special education supports such as entry and exit criteria, process for paraprofessional support, and utilizing Nav360 as a support for educators to comply with the changes in the state’s discipline law to ensure that we as a district are “focusing on teaching and learning rather than exclusion.” Another significant change for student needs was a much needed update to the DCAP (District Curriculum and Accommodation Plan) which is now user (educator) friendly on the accommodations that can be given to any student.
- This was a soft goal. Although this may have been challenging as this is a new tool for evaluations, completing evals for staff is a requirement.
- 90% is certainly great improvement for evaluations it seems as though these assessments had a lot of catching up to do from prior years and only teaching staff have been included in these evaluations not administration which hopefully happens moving forward.

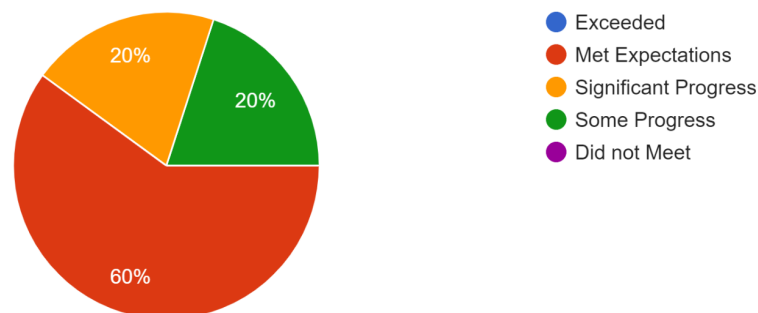
Evaluations should be a priority for staff so they can create goals and get supports they need to be successful.

- The educator evaluation process is an essential job function of an administrator. While it is true that 90% if all educator evaluations were completed as of June 14, 2023, we are going against our contract with the DCRTA if this number is not 100%. Evaluators who did not meet the 100% benchmark should have check in points next year to ensure adherence to the contract.

### **Standard III - Family and Community Engagement**

**Goal #3 – By the conclusion of the 2022-2023 school year, the DCRSD will engage the families and community members in the Towns of Dudley and Charlton to prepare both communities for entry into the Massachusetts School Building Authority’s Feasibility Grant Program for the Shepherd Hill Regional High School.**

Rating  
5 responses



#### **Optional Input - Goal #3**

**5 responses**

- Superintendent Lamarche and his administrative team did an excellent job working with both communities of the Dudley and Charlton for the MSBA (Massachusetts School Building Authority) Feasibility Grant Program for Shepherd Hill Regional High School.

Unfortunately while the town of Charlton found a way to fund the feasibility study, the town of Dudley did not, and I cannot find fault with the exhaustive actions Mr. Lamarche and Dir. Matthieu have taken over the course of this year and prior to have this be successful.

- This was a lofty goal that was achieved in a timely fashion with knowledge and vision. This took a long time to be invited into the grant program. This would have been a wonderful opportunity for our district. Hopefully it won't take another 14 years to be accepted again.

A continued effort to be transparent with communications to families is necessary. Maintaining an open door policy, responding to emails in a timely fashion, and getting information out to parents in multiple methods is crucial. Emails, phone calls, or paper communications are important to ensure all stakeholders receive information from the district. Modernizing the website is a must. I understand it is a work in progress.

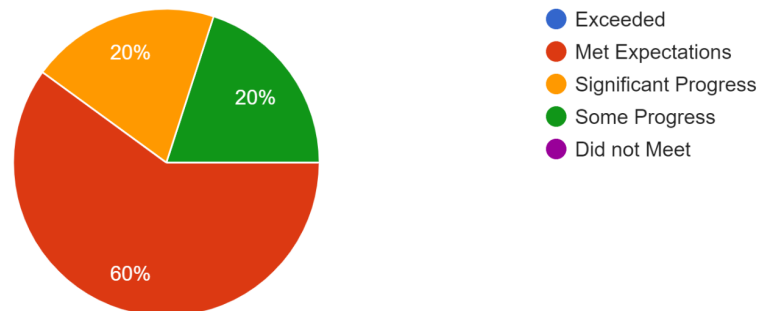
- Even with a failed ballot question to fund the study, every attempt was made at all meetings to educate the communities about the MSBA project.
- The steps were followed with MSBA but the vote failed therefore the public was not as informed as they should have been and communication was lacking in areas of importance and understanding. Updates and information should have been communicated regularly to families and community through all channels.
- All phases and deadlines for the entry into MSBA's feasibility study were met. It is saddening that the funding for this study was voted down in Dudley.

## Standard IV - Professional Culture

**Goal #4 – The DCRSD will implement Year-1 of the 08.24.2022 District Plan and provide at least two [semi-annual and annual] reports of progress to the School Committee.**

Rating

5 responses



### Optional Input - Goal #4

3 responses

- I too feel this year has been overshadowed by the current budget as noted in most school districts across the state, we are truly not an outlier with this experience. However Superintendent Lamarche has continued to steer the district towards positive outcomes implementing year 1 of the DP (District Plan) as evidenced by the following (included but not limited to) examples. Adding three new TLCs (Therapeutic Learning Centers for students that require mental health support), strengthening of MTSS (multi tiered system of support) the use of further diagnostic tools (ex iReady and Waggle). While we as a district have always presented to do more with less, it is difficult to sustain that pattern of existence and thought, it is most likely one of the continued detriments of “We’ve always done it this way.” This “culture” which is engrained into the fabric of DCRSD has been slow to change; however with current new hires in the district such as Principal Elwell and Dir of Public School Facilities Joe Caron, and strengthening of student outcomes and the educational evaluation system, we are seeing improvements on shifting the culture to a more positive student centered experience. One of the ways in which we the DCRSD School Committee can assist in shifting an outdated culture of DCRSD is to ensure that we as a committee are one voice and not multiple competing voices may hinder the successful work that has been done thus far.

The Superintendent should not feel that he/she needs to meet with individual expectations, but the school committee's expectations as a whole. To ensure that we are able to give the Superintendent solid guidance on next steps, we as a committee should work on standard operating procedures of guidelines for consistency to not only the superintendent but the community and students we serve.

- Two reports were not submitted and that was half the stated goal
- According to the goal, the SC was not provided with a specific semi-annual report on progress of the plan. However, it was evident throughout the year on the progress that the District has been doing in regards to the Plan. As we move towards next year, instead of providing additional work for administration, presenters can note where their presentation falls within the plan.

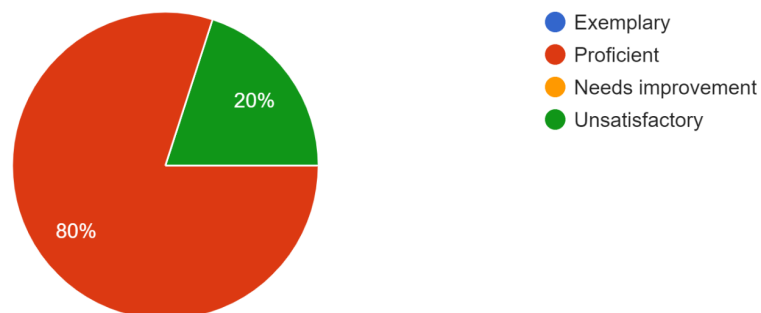
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## PERFORMANCE STANDARDS

**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.**

**STANDARD I Overall Rating: Proficient**

Rating  
5 responses



## **School Committee input Standard I - Optional**

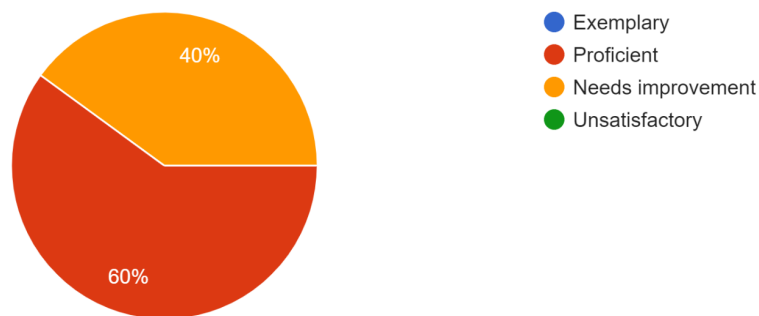
4 responses

- My only criticism is that Mr. Lamarche needs to recognize and access assistance when needed. He has made himself accessible to staff, students, and the community to assist when needed, however he is seen (at least by me) to not avail himself of assistance or ask for that assistance. I recognize that he has over 12 years of experience as a Superintendent yet no one is an island, and I feel that this self care would be greatly beneficial to not only himself but any position and community that he serves.
- This role requires the ability to collaborate with fellow administration in order for the district to thrive. I appreciate the effort to bridge the gap between the two communities at each level of school. At times, you must pivot your leadership style to meet the needs and wants of the staff. Similar to how we expect teachers to embrace UDL in their classrooms everyday, it is important to meet other administrators, staff and students where they are in a leadership role.
- Open and honest supportive conversations should be had at all levels with all staff and support teams, allowing them to be part of the decisions and offer feedback and input without fear of retaliatory action. The high level expectations are not being modeled and there is a lack of visibility in schools creating few opportunities to form strong relationships.
- The District should be commended for the creation of the Professional Development Committee. This provides direction and shared leadership among the staff and administration. Additionally, feedback was used to pivot the direction of the learning for future PD days to meet the needs of the staff. Providing this personalized level of professional learning enhances the experience not only for staff, but for our students as well.

**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.**

**STANDARD II Overall Rating: Proficient**

Rating  
5 responses



**School Committee input Standard II - Optional**

**2 responses**

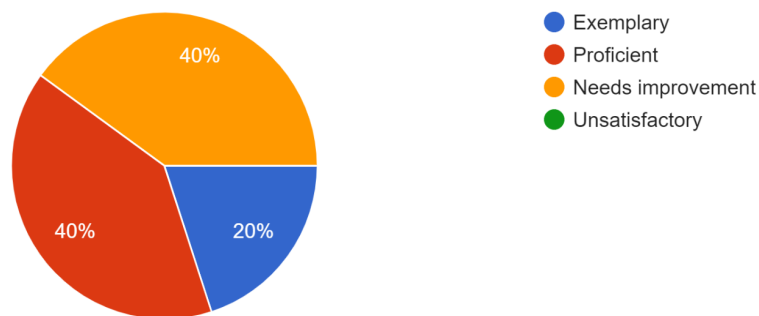
- Supporting documents show examples
- It was disheartening to find that our District was deficient in the staffing and services for our EL students. The District should be consistently monitoring the needs of ALL students including those in our underrepresented subgroups.

In the upcoming year, the District will have predominantly new administrators who have been here 5 years or less. It will be essential to set the tone of administrative meetings as ones that are used for professional learning and discussions on data driven decisions driving student success. New administrators will need attention to professional growth and induction plans.

**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.**

**STANDARD III Overall Rating: Proficient**

Rating  
5 responses



**School Committee input Standard III - Optional**

**2 responses**

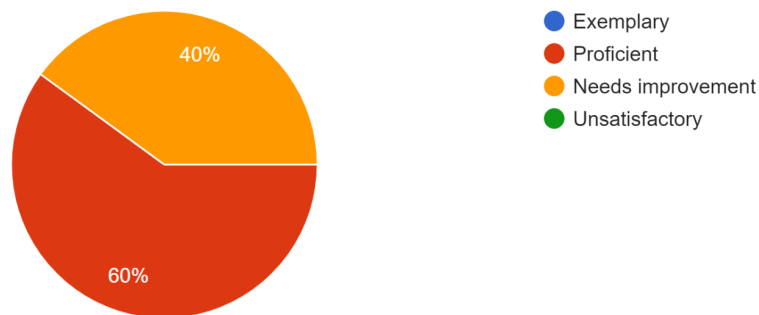
- Communication should be consistent and frequent with a clear message. With the pressing budget issues and the MSBA project this year various platforms could have been used to share information and updates to the DCRSD communities. Presentations of success were not often shared and not all opportunities to present information throughout the year were utilized. Strong relationships in a school community are built over time with collaboration, accessibility and trust. More work is needed in this area
- At the beginning of the year, both towns supported our Capital Plan that included safety updates as well as new roofs for both middle schools. The District and School Committee provided presentations as well as open forums for the residents to ask questions and receive more detailed information.  
Throughout this year, the Superintendent along with the Business Manager and SC members attended various Board of Selectmen meetings, community events, Community

forums, and informational videos. Information shared ranged from Capital Plan, Budget and the Feasibility Study.

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

**STANDARD IV Overall Rating: Proficient**

Rating  
5 responses



**School Committee input Standard IV - Optional**

**2 responses**

- All these areas need more attention. Model high expectations, take feedback and make positive changes and adjustments to enhance the overall environment for staff and students. Listen to the needs of others and be flexible and adaptable with decision making.
- This standard is evident through the amount of professional development and implementation of MTSS strategies in grades K-8. As we enter next year, it would be important as a Committee member to see the status of the high school as it pertains to the learning and growth for all students.

# DUDLEY-CHARLTON REGIONAL SCHOOL DISTRICT

Steven M. Lamarche  
*Superintendent of Schools*

Dr. Brian Ackerman  
*Assistant Superintendent of  
Teaching and Learning*



68 Dudley-Oxford Road  
Dudley, Massachusetts 01571  
508-943-6888  
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[www.dcrsd.org](http://www.dcrsd.org)

Robert Bergeron  
*Director, Pupil Personnel Services*

Richard J. Mathieu  
*Director of Finance and Operations*

Ms. Sarah Przybylowicz  
Senior Project Coordinator  
Massachusetts School Building Authority  
40 Broad Street, Suite 500  
Boston, MA 02109

June 23, 2023

Ms. Przybylowicz,

I write to inform the Massachusetts School Building Authority (MSBA) that during the Eligibility Period, the Dudley-Charlton Regional School District (DCRSD) was unsuccessful in fully funding the Feasibility Study through the Local Authorization, a requirement for consideration to move forward in your grant program.

In accordance with MSBA *Policy Statement regarding the impact on MSBA funding if a City, Town or Regional School District fails to vote to appropriate funding for a feasibility study*, I write to share that the Town of Dudley voted 938 for local authorization funding and 1,735 against local authorization funding with 14 blanks. Please see the attached official tally sheet. In addition, DCRSD must provide the following;

1. *Understanding* – To the best of our ability to understand the almost 2-1 vote against authorization is anecdotal and reflective of the community's concern for a multi-million-dollar recommendation that could potentially be a next step. Furthermore, the local ballot was in combination with a requested Town and DCRSD operational override which suffered the same 2-1 fate.
2. *Remedy* – As this was the second attempt at a local authorization ballot, we do not believe there is a remedy available to the Dudley-Charlton Regional School District. After the vote, I contacted town leadership to determine if there was some other means to fund the Town of Dudley's portion of the DCRSD Shepherd Hill RHS Feasibility Study and I was informed that there was not.

As a result, we are informing the MSBA that our current state of affairs is at a crossroads regarding Eligibility Period timeline requirements and our inability to identify a funding source for the Town of Dudley's Feasibility Study local authorization. We appreciate the work of the MSBA and State Treasurer Goldberg. We accept the forthcoming decisions of the MSBA and look forward to the opportunity to be accepted in your grant program in the future with a Statement of Interest submission.

Respectfully,

  
Steven M. Lamarche  
Superintendents of Schools

Attachment: June 12, 2023 Town of Dudley Official Tally Results

Dudley Official TOTALS ATE 06/12/2023					Total Registered Voters 8678
Precinct	#1	#2	#3	#4	Combined Total
Total Votes per Precinct	837	494	527	822	2,680
Percentage of Voters Voting	10%	6%	6%	9%	31%

Selectmen 3-Year Term VOTE FOR ONE	Pre #1	Pre #2	Pre #3	Pre #4	Total
Kerry J. Cyganiewicz Sr.*	449	250	271	439	1,409
David F. Durgin	280	183	164	267	894
Blanks	97	59	91	110	357
Write-ins	11	2	1	6	20
Total Votes	837	494	527	822	2,680

Moderator 3-Year Term VOTE FOR ONE	Pre #1	Pre #2	Pre #3	Pre #4	Total
Christopher F. Stanczewski*	598	365	354	587	1,904
Blanks	231	124	165	226	746
Write-ins	8	5	8	9	30
Total Votes	837	494	527	822	2,680

Assessor 3-Year Term VOTE FOR ONE	Pre #1	Pre #2	Pre #3	Pre #4	Total
Conrad Michael Allen*	567	344	336	553	1,800
Blanks	252	140	186	261	839
Write-ins	18	10	5	8	41
Total Votes	837	494	527	822	2,680

DCRSO Committee 3-Year Term VOTE FOR ONE	Pre #1	Pre #2	Pre #3	Pre #4	Total
Maureen Chickering*	338	187	244	328	1,097
Jaime L. Pablico	218	145	124	249	736
Nicole LeBlanc	120	66	66	99	351
Jarrod Manni	9	2	3	2	16
Blanks	144	81	89	142	456
Write-ins	8	13	1	2	24
Total Votes	837	494	527	822	2,680

SWCRV School District 3-Year Term VOTE FOR ONE	Pre #1	Pre #2	Pre #3	Pre #4	Total
Alfred Carl Reich Jr.*	550	333	321	536	1,740
Blanks	277	150	197	281	905
Write-ins	10	11	9	5	35
Total Votes	837	494	527	822	2,680

Board of Health 3-Year Term VOTE FOR ONE	Pre #1	Pre #2	Pre #3	Pre #4	Total
Heather Ruth Arnold*	396	237	243	379	1,255
Anna T. Chojnacki-Durgin	252	167	151	259	829
Blanks	183	90	130	182	585
Write-ins	6	0	3	2	11
Total Votes	837	494	527	822	2,680

Water/Sewer Commissioner 3-Year Term VOTE FOR ONE	Pre #1	Pre #2	Pre #3	Pre #4	Total
Justin Delan*	23	12	12	23	70
Thomas Chojnacki	1	6	2	3	12
David Baxter	0	0	1	4	5
Blanks	758	435	478	729	2,400
Write-ins	55	41	34	63	193
Total Votes	837	494	527	822	2,680

Planning Board 3-Year Term VOTE FOR ONE	Pre #1	Pre #2	Pre #3	Pre #4	Total
Richard Padden Clark*	522	315	312	532	1,681
Blanks	306	173	207	284	970
Write-ins	9	6	8	6	29
Total Votes	837	494	527	822	2,680

Planning Board 2-Year Unexpired Term VOTE FOR ONE	Pre #1	Pre #2	Pre #3	Pre #4	Total
Daniel Edmiston*	534	335	312	532	1,713
Gary Bond	10	0	0	0	10
Blanks	278	151	210	285	924
Write-ins	15	8	5	5	33
Total Votes	837	494	527	822	2,680

Library Trustee 3-Year Term VOTE FOR TWO	Pre #1	Pre #2	Pre #3	Pre #4	Total
Adriana Rita Bledy*	16	15	11	31	73
Kathleen Horne*	13	10	6	14	43
Blanks	1,606	929	1,003	1,495	5,033
Write-ins	39	34	34	104	211
Total Votes	1,674	988	1,054	1,644	5,360

Library Trustee 1-Year Unexpired Term VOTE FOR ONE	Pre #1	Pre #2	Pre #3	Pre #4	Total
*Failure to elect					0
Blanks	774	460	495	765	2,494
Write-ins	63	34	32	57	186
Total Votes	837	494	527	822	2,680

Dudley Housing Authority 5-Year Term VOTE FOR ONE	Pre #1	Pre #2	Pre #3	Pre #4	Total
Donald J. Cratina*	571	349	343	581	1,844
Blanks	254	137	178	237	806
Write-ins	12	8	6	4	30
Total Votes	837	494	527	822	2,680

Question One	Pre #1	Pre #2	Pre #3	Pre #4	Total
Shall the Town of Dudley be allowed to assess an additional \$2,668,797.00 in real estate and personal property taxes for the purposes of operational expenses for the Town of Dudley in the amount of \$1,674,514.00 and for the purposes of operational expenses for the Dudley Charlton Regional School District in the amount of \$994,283.00 for the fiscal year beginning July 1, 2023?					
Yes	253	174	165	288	880
No*	583	317	358	533	1,791
Blanks	1	3	4	1	9
Total Votes	837	494	527	822	2,680

Question Two	Pre #1	Pre #2	Pre #3	Pre #4	Total
Shall the Town of Dudley be allowed to assess an additional \$463,000.00 in real estate and personal property taxes for the purposes of funding the Town's share of the costs for a High School Feasibility Study by the Dudley Charlton Regional School District, as required under the Massachusetts School Building Authority School Building Grant Program and as recommended by the Dudley Charlton Regional School Committee, for the fiscal year beginning July 1, 2023? And provided, further, that said question shall be deemed approved if a majority of persons voting shall vote "yes".					
Yes	283	186	180	282	931
No*	550	305	345	535	1,735
Blanks	4	3	2	5	14
Total Votes	837	494	527	822	2,680

\*denotes winner

A True Copy,

Attest:

Lori A. Smith, Dudley Town Clerk

Wednesday, June 14, 2023





# Massachusetts School Building Authority

**Deborah B. Goldberg**  
*Chairman, State Treasurer*

**James A. MacDonald**  
*Chief Executive Officer*

**John K. McCarthy**  
*Executive Director / Deputy CEO*

June 26, 2023

Mr. Steven M. Lamarche, Superintendent  
Dudley-Charlton Regional School District  
68 Dudley-Oxford Road  
Dudley, MA 01571

Re: Dudley-Charlton Regional School District, Shepherd Hill Regional High School

Dear Superintendent Lamarche:

I am writing to follow up on the status of the March 2, 2022 Board of the Massachusetts School Building Authority's (the "MSBA") invitation into Eligibility Period for the Shepherd Hill Regional High School in the Dudley-Charlton Regional School District (the "District").

From your letter dated June 23, 2023, the MSBA understands that the April 25, 2023 Special Election and consequent June 12, 2023 Annual Town Election override votes in the Town of Dudley (the "Town") failed to secure a majority vote to authorize the Town's portion of Feasibility Study and Schematic Design funds. The MSBA further understands that the District has contacted Town leadership to determine if an alternative funding method was available, and has been informed that there is no other means of funding the Town's share. The MSBA acknowledges the District's challenges and its request to remove the Shepherd Hill Regional High School project from the MSBA Grant Program.

To formalize this request, we ask that you execute and return the attached Declaration of Removal of a Statement of Interest form to the MSBA by July 21, 2023 as confirmation of the District's decision to remove the Statement of Interest for the Shepherd Hill Regional High School from the MSBA's Eligibility Period. As discussed, the MSBA intends to include the recommendation to remove the Statement of Interest for the Shepherd Hill Regional High School from the Eligibility Period at the August 30, 2023 meeting of the MSBA's Board of Directors.

As always, feel free to contact me or my staff at (617)-720-4466 should you have any questions.

Sincerely,



Mary Pichetti  
Director of Capital Planning

Page 2

June 26, 2023

Dudley-Charlton Regional School District Letter

Cc: Legislative Delegation

Cathleen Carmignani, Chair, Dudley-Charlton Regional School Committee

Richard Mathieu, Director of Finance and Operations, Dudley-Charlton Regional School District

Joseph Caron, Director of Public Facilities, Dudley-Charlton Regional School District

Darren Elwell, Principal, Shepherd Hill Regional High School

File: 10.2 Letters (Region 2)

## **MSBA Grant Program Declaration of Removal of a Statement of Interest**

On March 2, 2022, the Board of Directors of the Massachusetts School Building Authority (the “MSBA”) voted to invite the Dudley-Charlton Regional School District (the “District”) into the MSBA’s Eligibility Period for the Shepherd Hill Regional High School.

The District hereby notifies the MSBA that it no longer wishes to participate in the MSBA’s Eligibility Period and would like the Statement of Interest for the Shepherd Hill Regional High School to be removed from the MSBA’s Eligibility Period category.

The undersigned representatives of the District hereby acknowledge and agree that by signing this Declaration:

1. The District is no longer eligible for any financial assistance from the MSBA that it otherwise may have potentially received from the Authority as part of the Grant Program for the Shepherd Hill Regional High School.
2. The District shall not be eligible for any reimbursement from the MSBA, now or at any time in the future, from the Grant Program or otherwise, for the Statement of Interest for the Shepherd Hill Regional High School, unless the District submits a new Statement of Interest and the MSBA Board of Directors votes to invite the District into the MSBA’s Eligibility Period.
3. The District shall not be eligible for any reimbursement from the MSBA at any time, now or in the future, for any costs related to any indebtedness related to the potential Capital Pipeline project, including but not limited to, interest or principal costs on Bond Anticipation Notes, Bonds or any other form of indebtedness, and/or any costs related to the issuance of any indebtedness.
4. The District hereby releases and forever discharges the MSBA from and with respect to any claims, demands, and any and all liabilities which the District ever had, now has, or may have for MSBA reimbursement or funding for a potential Capital Pipeline project.
5. If the District is interested in pursuing a project at the Shepherd Hill Regional High School at any time in the future, the Statement of Interest, grant amount, if any, and the reimbursement rate, if any, for the project shall be governed by the rules, regulations, guidelines and policies of the MSBA in place at time of the future application and that the MSBA has no obligation to take any action on a Statement of Interest or approve any grant for such a project.

BY SIGNING THIS CONFIRMATION OF DECLARATION, YOU ACKNOWLEDGE AND AFFIRM THAT YOU HAVE READ AND UNDERSTAND AND ACCEPT THIS DOCUMENT.

**Chief Executive Officer**

**District Superintendent**

**School Committee Chair**

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(print name)

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