



Malden Public Schools

REPORT OF THE SUPERINTENDENT

**Regular Meeting of the
Malden School Committee**

Monday, March 3, 2025

**Timothy Sippel, Ed.L.D.
Superintendent**



Agenda

- Preliminary Entry Findings
- Proposed School District Calendar for 2025–2026

Superintendent's Entry Findings

Overview of preliminary findings and conclusions from the Superintendent's entry into the school district over the last eight months.

March 3, 2025

Timothy Sippel, Ed.L.D.
Superintendent of Schools



CORE VALUES



**Include and
Collaborate**



**Embrace
Growth**



**Do Right By
ALL Kids**

Vision

Malden Public School students will develop the skills, knowledge, and character necessary to become informed, compassionate, and engaged members of a diverse local community.

Mission

Prepare all of our students to thrive in the broadest possible range of opportunities after high school graduation.

Entry Process and Sources of Findings



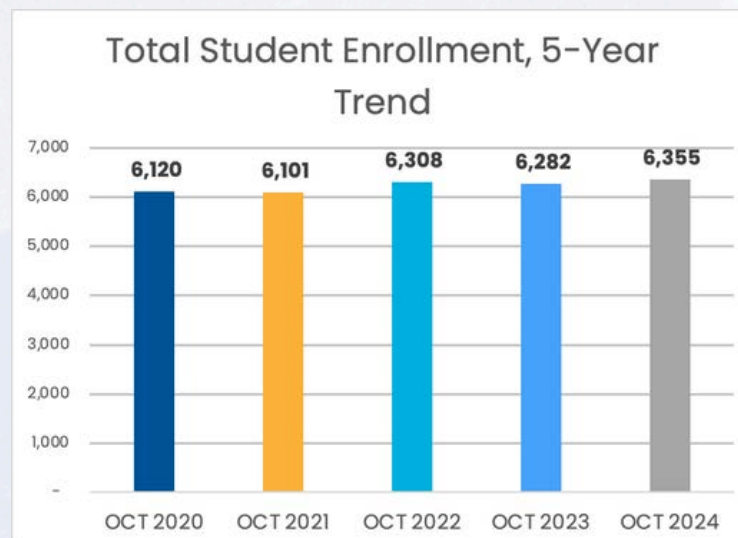
Listening to Stakeholders

- 9 town halls with parents and caregivers
- Sessions with educators and staff at all schools
- Focus groups with students
- Surveys of parents and caregivers
- Educator and staff survey
- More than 50 meetings with community members



Observing Schools in Action

- 40 school visits in 22 weeks (Sept. - February)
- 404 classroom observations (and counting)
- 36 school events



Reviewing Data

- Student achievement
- Student attendance
- Graduation and dropout rates
- Enrollment in college after graduation
- English learning progress
- School enrollment
- School culture and climate



Building Shared Understanding

- Projects with educators and district and school-based administrators
- Discussions with the School Committee, including subcommittees
- Collaborative meetings with labor union leaders (MEA and SEIU)

Malden's Strengths



Diverse and Talented Students

We have the most diverse students in Massachusetts, giving them tremendous opportunities to develop their unique interests and talents, learn from others' cultural backgrounds, and contribute to the growth of our community.



Engaged Parents & Caregivers

Many caregivers cited the strong sense of community within Malden's schools as a reason why they love our district. Continuing to grow this community and engage our parent's and caregivers will allow us to include more voices in our decisions.



Committed Educators and Leaders

Students, parents, and community members agree that our dedicated staff are one of the our greatest strengths. Educators and staff members have demonstrate their commitment to our students and to shaping the future of the district.



Supportive City and Community

Community members and leaders show a strong interest in the well-being of our students and the success of Malden Public Schools. City and community partnerships strengthen the district's ability to do right by all kids.

Areas for Collective Action

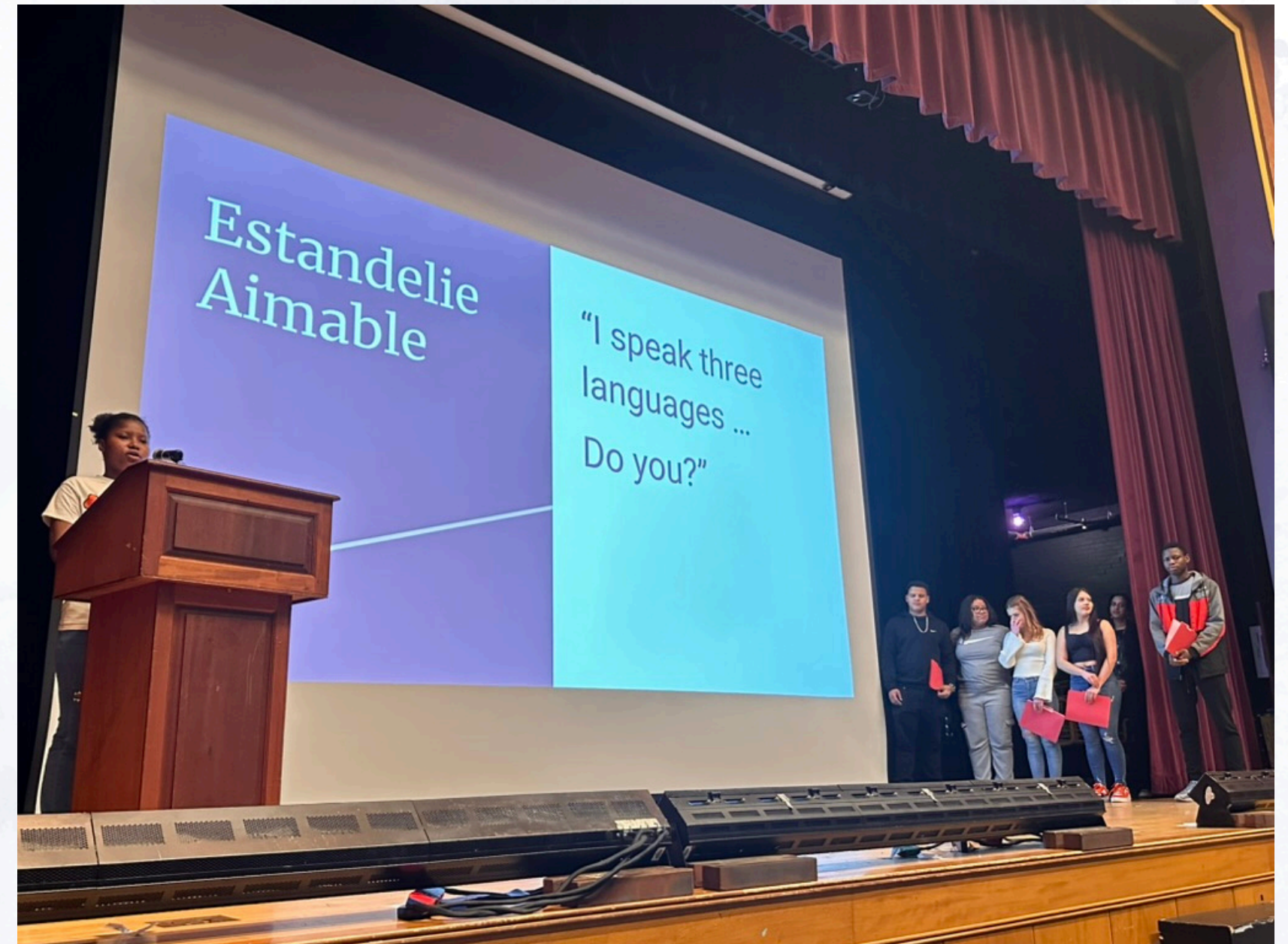
- » Affirming **high expectations for all** students
- » **Adapting instruction** to meet diverse needs
- » Ensuring **fair access** to opportunities
- » **Partnering with families** effectively
- » Nurturing a **strong workforce**
- » Building district **strength and stability**



High expectations for all

We have a moral obligation to ***prepare every student to succeed in the broadest set of options*** when they finish high school. Our community needs to set clear goals that students should attain each year across all student groups.

These expectations should be aligned to rigorous academic standards and encompass opportunities to explore and develop talent in the visual and performing arts, health and wellness, technical skills, and the ability to communicate in other languages.



Meeting diverse needs

Our students are the most diverse in the Commonwealth. We must adapt our systems, structures, and instructional practices to meet the unique needs of each student.

Our educators are very talented and dedicated to student success. To ensure their greatest impact, we must provide them with comprehensive training, coaching, resources, and support to enable them to effectively meet the evolving needs of our students.



Students with Disabilities



Multilingual Learners



Advanced Learners

Fair access for all

Students must feel like they belong, receive high-quality academic instruction, and have access to broad enrichment opportunities, regardless of which school they attend.

Enrichment opportunities should include:

- *Art and music*
- *Athletics*
- *Field experiences*
- *Hands-on learning*
- *Social development*
- *World language*



Partnering with families

Parents and caregivers have expressed a desire for better communication, increased involvement, and stronger relationships between families and schools to support students' success.

Through timely and effective communication, the district can increase transparency around decision making while offering more ways to include and collaborate with families.



Effective communication



Easy access to District services



Meaningful collaboration

Nurturing a strong workforce

Our educators are our district's most valuable resource. We must invest in them, and attract new talent to our staff, by maintaining competitive compensation, providing meaningful training, and a creating a collaborative culture. We want our educators to stay in Malden and positively impact our students throughout their careers.



Competitive compensation



Effective training and support



Innovative recruitment



Collaborative professional culture

Nurturing a strong workforce

Shifting to active recruiting to close the gap in finding candidates.



Early postings for SY26



Centralized support and screening process for hiring



**Effective communication
(e.g., website, during hiring
process)**



**Advised by a Recruitment
Consultant**



Career Fair participation

Strength and stability

We need to effectively manage our current resources while planning to ensure a strong and stable organization in the years to come. We must collaborate with the City, our state legislative delegation, and the philanthropic community to establish sustainable funding for our educational programs. We will continually assess the adequacy of our buildings, facilities, and technology to support our mission.



Long-term fiscal sustainability



Facilities planning

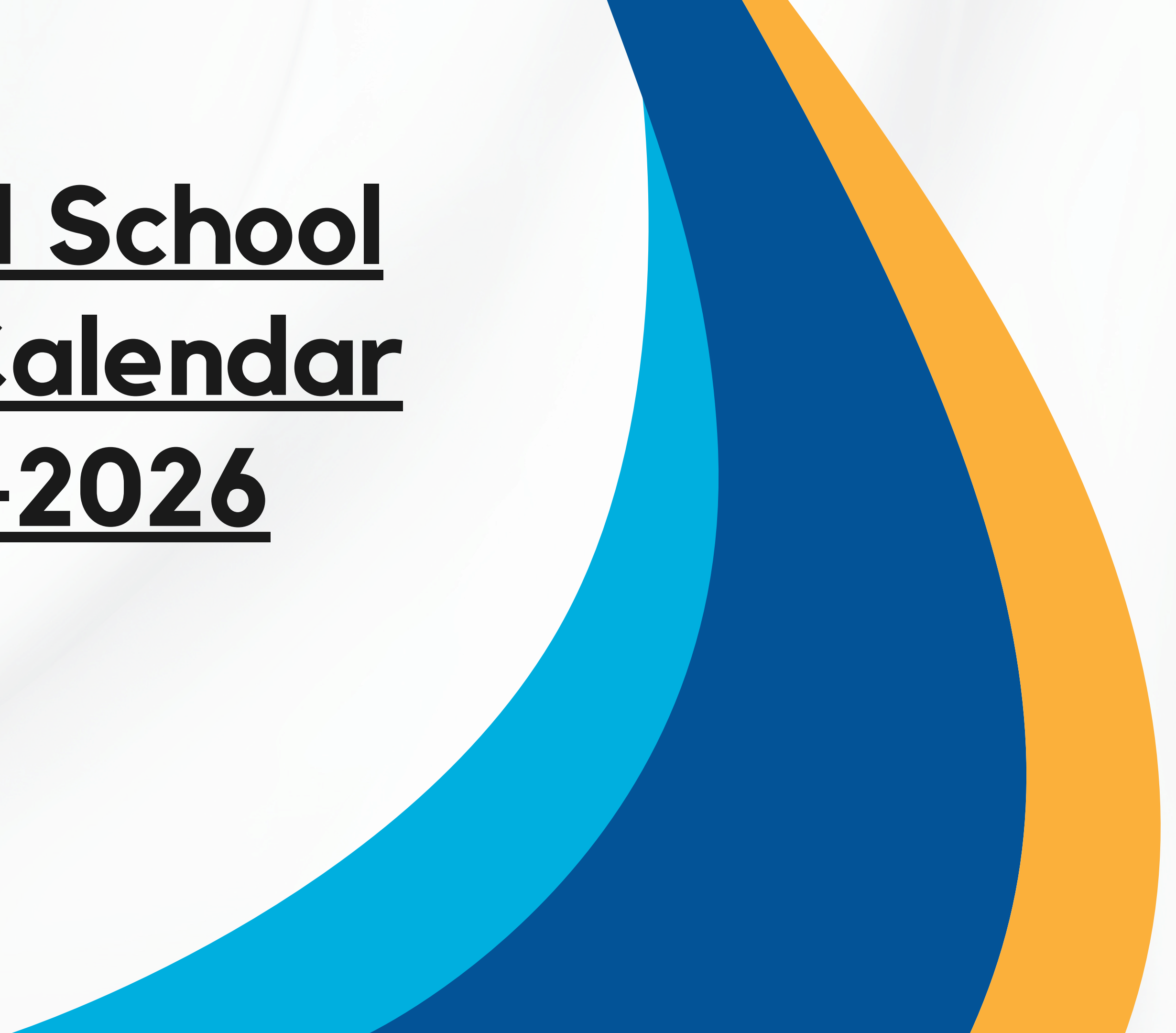


Technology



Transportation

Proposed School District Calendar for 2025-2026



Thank you!

