



# Road to Enhancing MPS After School Programming

Through a Tiered Approach  
to Expansion

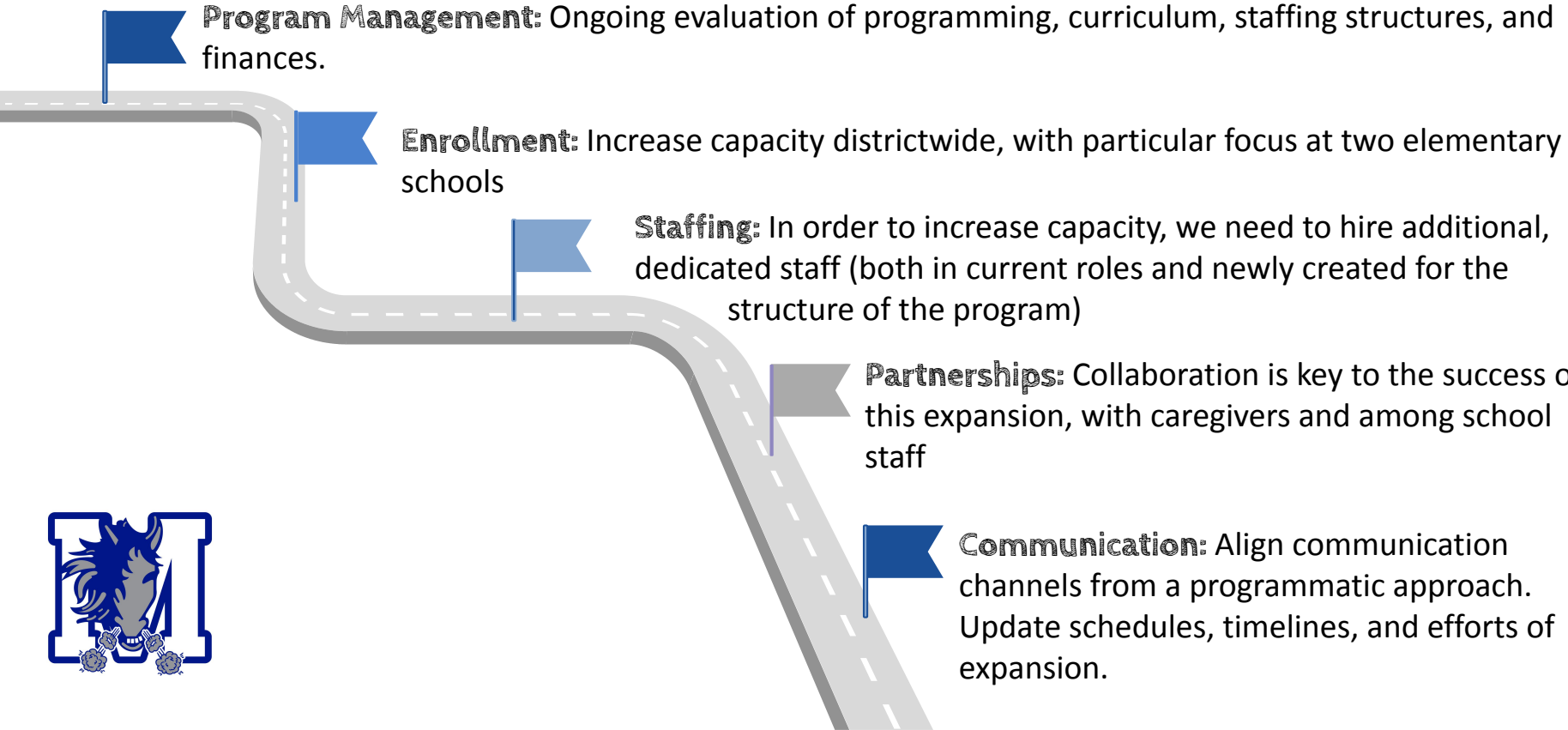


*Dr. Suzanne B. Galusi, Interim Superintendent*

*May 2025*

*Agenda Item V.1*

# MPS After School Programming Objectives



**Program Management:** Ongoing evaluation of programming, curriculum, staffing structures, and finances.

**Enrollment:** Increase capacity districtwide, with particular focus at two elementary schools

**Staffing:** In order to increase capacity, we need to hire additional, dedicated staff (both in current roles and newly created for the structure of the program)

**Partnerships:** Collaboration is key to the success of this expansion, with caregivers and among school staff

**Communication:** Align communication channels from a programmatic approach. Update schedules, timelines, and efforts of expansion.



# Key Players & Responsibilities

- **Superintendent (Suzanne B. Galusi)**
  - Vision and decision-making
  - Communication to stakeholders
- **BASEC (Andrew Mountford + TBD)**
  - Co-develop vision, curriculum and advise on organizational structure
  - Advise/lead program staff on implementation
- **Program Director (Megan Fidler-Carey)**
  - Day-to-day program management, including staff oversight
  - Collaborate with BASEC [curriculum development/implementation]
- **Communications Director (Will Pipicelli)**
  - Develop FAQ, communications plan, templates, etc.
  - Lottery automation & communication to families
- **Afterschool Task Force\***
  - Represent caregivers and advise MPS in key areas (program design/development, program management, communication)

*\* Pending proposal from current working group*



# BASEC Consultancy

- **Consultancy will primarily consist of 3 Phases**
  - **Program Assessment**
    - Gather data to review current structure and system
      - Interviews, site visits, operational and data review
    - Identify capacity and needs
  - **Strategic Development**
    - Create short and long term goals
    - Design a plan that will include financial implications
    - Develop associated schedules and curriculum
  - **Ongoing Consultation**
    - Professional Development
    - Training
    - Addressing the Supports Needed

# MPS Goals w/ BASEC Consultancy

- **Expansion of Current Elementary Program**
  - Increase enrollment capacity and decrease wait list, which will include expansion of space at each school.
- **Review New/Extended After School Programming Opportunities**
  - Create and implement a Middle School academic support program





# After School Task Force

Purpose: Provide community-rooted recommendations and oversight to ensure equitable, high-quality, and accessible after school programs in Medford Public Schools.

## Participants:

- MPS caregivers
- After School program staff
- School building staff
- Central administration
- Consulting partners

## Activities:

- Promote community and family engagement in decision-making.
- Help align afterschool programming and policies with student and community needs.
- Participate in the development and monitoring of program metrics.
- Advise on resource distribution and communication.

Further details under development



# MPS Commitment

Our goal is to implement thoughtful and meaningful strategies to increase enrollment capacity. We believe the approach outlined within provides the flexibility and responsiveness necessary to meet the unique needs of our community as we enhance our services. Our commitment:

- We are dedicated to expanding after-school opportunities for students and families and aim to ensure steady progress over the next 2 to 3 years.
- We will collaborate with a consultancy specializing in sustainable after school programs to adapt to our community's evolving needs.
- We are committed to protecting and effectively leveraging the revenue generated by our program (~1.4M annually) for the benefit of our community rather than outsourcing this service.
- We recognize the critical importance of maintaining local control over after-school programs. We want to be able to shape our offerings based on student need, and continue to provide affordable options via our sliding scale for tuition.



# Program Management

FY25

- Evaluate programming, curriculum, staffing structures, and finances.
  - Primary focus on building capacity
- Review and plan for space needs at each After School Program in partnership with School Leaders.
- Create a Financial model to support FY26 proposed changes (BASEC, hiring, new staff rates, additional enrollment)

FY26

- Engage BASEC consultancy to conduct a Program Assessment and provide Strategic Development to MPS.
- Create Middle School academic support (pilot program with support from BASEC consultancy)
- Review financial implications and needs to programming.
- Review space needed for evolving programming.

FY27

- Review BASEC consultancy and MPS needs for FY27 and beyond
- Implement BASEC recommendations for MPS program





# Staffing

FY25

- Review coverage by City Year at the McGlynn and Missituk
- Engage in a consultancy with BASEC for the 25-26 school year.
  - Main focus of staffing increases will be on the Brooks and Roberts programs as they have the largest capacity issues
- Hire additional staff at Brooks and Roberts

FY26

- Determine organizational structure needed for MPS moving forward based on recommendations of our BASEC Consultants

FY27

- Hire and train additional staff needed for elementary program expansion and middle school pilot program
- Leverage BASEC consultancy for PD, training, and supports.



# Enrollment

FY25

- Increase enrollment for FY26 by June 15.
- Set a goal to increase enrollment at all schools for the 25-26 school year.
  - Reduction of waitlist at McGlynn and Missituk with support from City Year
  - Reduction of waitlist at Brooks and Roberts through additional staffing and possible implementation of early pick up\* option to programming

FY26

- Implement an enrollment automation system by end of summer 2025
- Develop and implement new enrollment/lottery system by May 2026

FY27

- Set a goal to increase enrollment for 26-27 school year based on BASEC audit results



# Partnerships

FY25

- Engage BASEC consultancy
- Establish an After School Task Force
  - Caregivers and MPS Leadership
- Increase collaboration between School Leaders and After School Team

FY26

- Implement BASEC consultancy
  - Elementary Expansion
  - Middle School Academic Support Model design/build
- Lead the After School Task Force
  - Regular meetings for collaborative planning and vision setting
- Maintain collaboration between School Leaders and After School Team

FY27

- Implement Middle School Pilot Program
- Continue partnerships on behalf of our MPS students and families as needed



# Communication

FY25

- Communicate the changes to start times for 25-26 school year
  - Before School- 7:25am-8:25am
  - After School- 2:45pm-6pm
- Survey enrolled and waitlist families to identify preferred slots for after school care to determine if implementing different timing options could lead to increase in enrollment capacity
  - 2:45-3:45pm
  - 2:45pm - 4:15pm
  - 2:45- 6pm

FY26

- Maintain enrollment processes to reduce wait lists and increase capacity as spots open.
- Maintain frequent communication throughout the school year
- Communicate plans for school year 26-27 by March

FY27

- Maintain frequent communication throughout the school year



# Next Steps

- **Support and Collaboration with Task Force**
  - Support is appreciated to keep momentum and progress
  - Will regularly bring in other identified key players into conversations
- **Review and Analyze BASEC Consulting Audit Results**
  - Including current and new staffing positions that may be identified
  - New enrollment opportunities that may be identified
- **Survey to Families enrolled and on wait list**
  - Detailing availability to pick up slots
    - (top choice, willing, not willing) for following times
      - 2:45pm - 3:45pm, 2:45pm - 4:15pm, or 2:45- 6pm
- **Updated Communication**
  - Community update following the school committee meeting and detailing MPS plans
  - Additional enrollment to After School Program for FY26
  - Includes messaging regarding bussing
    - Pending Approval of Bus Contract (expected to be finalized in June)

Thank You!!!

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