

NEWBURYPORT SCHOOL COMMITTEE

NEWBURYPORT, MASSACHUSETTS

**School Committee Business Meeting
6:30PM**

Monday, August 18, 2025

SC Business Meeting Agenda August 18, 2025
SC Business Meeting Agenda Notes August 18, 2025
SC Warrant August 18, 2025
SC Business Meeting Minutes June 16, 2025
Memorial Tree at the High School
School Committee Goals – draft
District Improvement Plan - draft
Superintendent's Report

Newburyport Public Schools
School Committee Business Meeting
Monday, August 18, 2025 at 6:30PM

Sr./Community Center, 331 High Street, Newburyport, MA 01950

Join Zoom Meeting

<https://us02web.zoom.us/j/87384853036?pwd=il4t5MlqXtgTLbcvRbEbOwMG3ELRWw.1>

Meeting ID: 873 8485 3036

Passcode: 901011

The Mission of the Newburyport Public Schools, the port where tradition and innovation converge, is to ensure each student achieves intellectual and personal excellence and is equipped for life experiences through a system distinguished by students, staff, and community who: - practice kindness and perseverance - celebrate each unique individual - value creativity; experiential, rigorous educational opportunities; scholarly pursuits; and life-long learning - provide the nurturing environments for emotional, social, and physical growth - understand and embrace their role as global citizens.

Please note: The listing of matters are those reasonably anticipated by the Chair which may be discussed at the meeting. 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 meeting will be televised locally live on Comcast Channel 9 & streamed via <https://ncmhub.org/share/channel-9/>.

School Committee Business Meeting Agenda (6:30PM)

1. Call to Order & Pledge of Allegiance
2. Executive Session (6:30 - 7:00 PM) – Vote
for the purpose of discussing possible contract negotiations and/or legal matters, and will reconvene in Open Session – Vote

RETURN TO OPEN SESSION

School Committee Business Meeting Agenda - Continued (7:00PM)

3. *Warrant – possible Vote
4. *Meeting Minutes 6/16/2025 – possible Vote
5. Status of memorial “beech” tree at NHS
6. Review School Committee Goals – draft
7. Feedback on District Improvement Plan
8. Subcommittee Updates
 - a. Finance Subcommittee – Brian Callahan
 - b. Policy Subcommittee – Kathleen Shaw
 - c. Communications Subcommittee – Sarah Hall
 - d. Teaching & Learning Subcommittee – Breanna Higgins
 - e. Superintendent Evaluation Subcommittee – Mayor Sean Reardon
9. Superintendent’s Report: *Staffing Update, School Choice Update and Daycare Update*
10. New Business

* Possible Vote

Adjournment

** The School Committee reserves the right to call **executive session**, as provided under Chapter 30A, Section 21(a)(2), of the General Laws to discuss strategy sessions in preparation for negotiations, collective bargaining and/or potential litigation.

Newburyport Public Schools
School Committee Business Meeting
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AGENDA NOTES

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School Committee Business Meeting Agenda - Continued (7:00PM)

3. *Warrant – *possible Vote*
4. *Meeting Minutes 6/16/2025 – *possible Vote*
5. Status of memorial “beech” tree at NHS
Facilities Director James McSweeney will provide background of the memorial “beech” tree at the high school, along with current status of the tree and possible future plans. (attached)
6. Review School Committee Goals - draft
The School Committee will review the list of goals. (draft attached)
7. Feedback on District Improvement Plan
An updated District Improvement Plan will be reviewed. (attached)
8. Subcommittee Updates
 - a. Finance Subcommittee – Brian Callahan
 - b. Policy Subcommittee – Kathleen Shaw
 - c. Communications Subcommittee – Sarah Hall
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* Possible Vote

FYI: Upcoming Dates: ✓ New Teacher Orientation Days: August 26-27-28
✓ Labor Day - closed: Monday, September 1
✓ Teachers 1st Day: Tuesday, September 2
✓ Staff Opening Day Assembly: Tuesday, September 2 @ 2:00PM - Bresnahan
✓ School Committee Business meeting: Tuesday, September 2 @ 6:30pm
✓ Gr 1-12 Students Return: Thursday, September 4
✓ PK-K Students Return: Monday, September 8

School Committee

Warrant(s)

August 18, 2025

Warrant 8157 FY25	\$ 42,396.92
Warrant 8158 FY26	\$ 417,835.43
A-Warrant(s)	<u>\$ 6,412.28</u>
Total of Warrants:	\$ 466,644.63

NEWBURYPORT SCHOOL COMMITTEE BUSINESS MEETING
Senior/Community Center, 331 High Street, Newburyport, MA 01950

Monday, June 16, 2025

Present: Juliet Walker, Andy Boger, Kathleen Shaw, and Breanna Higgins.

CALL TO ORDER / ROLL CALL

Vice Chair Juliet Walker called the School Committee Business meeting of the Newburyport School Committee to order at 6:33 PM. Roll call found all members present except Brian Callahan, Mayor Sean Reardon and Sarah Hall; Breanna Higgins (arrived 6:34PM). All those present stood for the Pledge of Allegiance.

Public Comments - none

Staff Retirement Recognitions

Superintendent Sean Gallagher congratulated the following retiring staff members: Jay Murphy (Nock PE teacher - 28 years), Anne Enaire (Molin 4th Grade teacher -25 years), Eileen Barry (Molin Special Ed teacher - 11 years), Karen Sullivan (Bresnahan Special Ed teacher - 11 years), and Paul Yameen (NHS Wellness teacher - 27 years), as well as four Instructional Assistants from the Bresnahan: Faith Sweeney (20 years), Ellen Sullivan (16 years), Sarah Barcock (3 years) and Catherine McCloy (14 years), and also Dawn Stewart (Central Accounting – 8 years), George LeBuff (Bresnahan Custodian – 10 years), and Pam Hubbard (Bresnahan Cafeteria Lead – 21 years).

Warrant

Motion:

On a motion by Juliet Walker and seconded by Andrew Boger it was

VOTED: to approve the Warrant in the amount of \$662,462.15 as presented.

Motion Passed

Mayor Sean Reardon, Brian Callahan and Sarah Hall absent

Minutes

Motion:

On a motion by Breanna Higgins and seconded by Andrew Boger it was

VOTED: to adopt the minutes for the June 2nd School Committee meeting.

Motion Passed

Mayor Sean Reardon, Brian Callahan and Sarah Hall absent

Student Representative Report

Logan McKnight presented the student report which included the Bresnahan Community Service Club's project selection (Cradles to Crayons) and Annabelle Gallagher's school running club record

(51 miles), the Nock's Student Showcase, and 8th grade Class Day, as well as the Nock and the High School's recent awards earned by the bands, orchestra, and chorus in Holyoke.

Single-Use Plastics Presentations

A team of 3rd and 8th grade students, along with teachers Jenn Groskin and Katara Harding, presented the results of their Single-Use Plastics study. The students' slideshow presentation included problems caused by using milk cartons and plastic silverware in the café, including volume of plastic used and pictures of waste in the Bresnahan and Nock/Molin cafeteria. In addition, the students provided various alternative products available, possible solutions, and potential costs.

Juliet Walker suggested the Committee could talk about the issues at the summer retreat.

Collective Bargaining Agreement between AFSCME and Newburyport School Committee

The School Committee will vote on the new Memorandum of Understanding (MOU) for the American Federation of State, County and Municipal Employees Union (AFSCME) for the period July 1, 2025 – June 30, 2028.

Motion:

On a motion by Andrew Boger and seconded by Breanna Higgins it was

VOTED: to ratify the Memorandum of Understanding (MOU) between AFSCME and the School Committee for a collective bargaining agreement for the period July 1, 2025 – June 30, 2028, in accordance with Policy BEDF (Voting Method) and HB (Negotiations Legal Status).

Motion Passed

Mayor Sean Reardon, Brian Callahan and Sarah Hall absent

Roll Call Vote

School Committee Member	Vote
Mayor Sean Reardon	absent
Juliet Walker	Yes
Andrew Boger	Yes
Brian Callahan	absent
Breanna Higgins	Yes
Kathleen Shaw	Yes
Sarah Hall	absent

SUBCOMMITTEE UPDATES

Finance Subcommittee

Juliet Walker stated the next meeting will be held on Wednesday, June 18th at 8:00AM.

Policy Subcommittee

Kathleen Shaw stated they met on June 9th and reviewed the communications Technology polices.

Communications Subcommittee

Andrew Boger stated the next meeting is scheduled for June 26th.

Teaching & Learning Subcommittee

Breanna Higgins stated they met on June 4th. There was a Math Strategy presentation by Mark Littlefield, and the building principals presented their School Improvement Plans.

Superintendent's Evaluation Subcommittee

Juliet Walker stated that Mayor Sean Reardon sent an update via email. He will be sending the members a questionnaire to be filled out as a group. The goal will be to begin the process in July and discuss at the retreat.

Superintendent's Report

The Superintendent provided an update of the NEF ED Awards night which he attended on June 10th. He had the opportunity to speak with parent/guardians, students and staff at the EL Family Breakfast held at the high school. The Superintendent also reported on all the exciting end-of-year student events at the Bresnahan, Molin and Nock schools, as well as the ribbon cutting ceremony for the new Tennis Courts. He will be attending the annual Molin Awards for teachers on June 20th, and the Extended Leadership Team retreat at the end of June.

New Business

- Superintendent Gallagher mentioned the district will be purchasing signage for the new tennis courts indicating courts will be "closed during the school day". The courts closest to Johnson Street would be open.
- Juliet Walker reminded everyone that City Council will hold a special budget meeting at 6PM on Wednesday, June 18th.

ADJOURNMENT

Motion:

On a motion by Breanna Higgins and seconded by Kathleen Shaw it was

VOTED: to adjourn the Business meeting of the Newburyport School Committee at 7:16PM.

Motion Passed

Mayor Sean Reardon, Brian Callahan and Sarah Hall absent

Submitted by: Logan MacKnight

Location: Senior Center

Bresnahan News:

Today is the last day of school for our Preschool, PreK and Kindergarten students! We're wrapping up the school year with lots of excitement and family visits!

Each classroom teacher is hosting a **Picnic & Portfolio Day** as a special way to celebrate the end of the year with their class. Thank you to all the family members who have joined us—we are so grateful for your partnership and support throughout the year!

3rd Grader, Annabelle Gallagher broke the school running club record of 51 miles! This morning she ran 23 more laps to surpass this milestone. This accomplishment reflects her dedication, determination, and deep passion for running. The Bresnahan school came together to celebrate her incredible hard work and cheer her on this morning! Classes gathered along the sidewalk that circles the bus loop and cheered her on as she made history at Bresnahan School. It was incredible to watch! Congrats, Annabelle!

The Bresnahan Community Service Club met once a month all year. In the fall, NHS student Logan MacKnight invited a guest speaker from a non-profit organization to teach the students about a community service topic (e.g., food insecurity, clothing insecurity, importance of city trees to our environment, community and health). Then the Bresnahan students got to choose which organization they wanted to support through a spring service project. The 3rd graders chose to support [Cradles to Crayons](#) with a clothing drive to address clothing insecurity for children. The clothing drive was recently completed and was a great success. Congrats to Logan and all the Bresnahan 3rd graders in the Community Service Club!

Nock News:

Our Student Showcase was a big hit! Students from every grade did an amazing job connecting their learning to our district's Portrait of a Graduate. It was awesome to see them highlight the skills they've built and how their experiences this year have shaped them.

We're really looking forward to celebrating our 8th graders on Wednesday during Class Day. We're so proud of the Class of 2029 and can't wait to recognize all they've accomplished.

Our 7th grade trip to Camp Jewell was a home run—there's still a buzz around the building! And our 6th graders wrapped up two great days last week and have two more

this week, ending the year strong and building on much of our play based advisory program.

Lots to celebrate as we finish out the year!

High School News:

The NHS band, orchestra, and chorus all traveled to Holyoke and Six Flags on June 6th for music adjudication and a fun day at the park. The chorus brought home an excellent rating on their trophy, and the band and orchestra each brought home superior ratings. The Nock band, orchestra, and chorus also performed, and brought home excellent awards. We are super proud of our young musicians, and how they performed at the end of the school year. We're looking forward to even better things next year.

Student Milla Baptiste '27 and alum Tuala Sullivan '23 will present original poems as part of Thursday's Juneteenth Celebration at City Hall.



Newburyport H.S.

The tree at the entrance to Newburyport High has died and needs to be taken down due to safety concerns.

The tree has died as a result of multiple droughts over the last five years and a disease called Beech Leaf Disease. Even with efforts put forth by the Newburyport DPS Tree department and Newburyport school's facilities department working with SavATree experts to manage the disease and provide it with water, it was not able to be saved.

Beech Leaf Disease

Beech leaf disease (BLD) is a serious threat to beech trees, caused by the nematode *Litylenchus crenatae* subsp. *mccannii*. This microscopic worm infects the leaves, causing dark banding, leaf deformation, and eventual dieback. The disease has been spreading rapidly across the eastern United States and Canada since its discovery in 2012.

Here's a more detailed look at BLD:

- **Cause:**

The disease is caused by the nematode *Litylenchus crenatae* subsp. *mccannii*, which infests and feeds on beech leaves.

- **Symptoms:**

Initial signs include dark bands between the veins on the leaves, followed by curling, wrinkling, and a leathery texture as the disease progresses. Heavily affected trees may experience reduced leaf production, thinning canopies, and branch dieback.

- **Spread:**

BLD has spread from its initial discovery in Ohio to numerous states in the eastern US and into Canada, including Maine, New Hampshire, Vermont, Massachusetts, Rhode Island, Connecticut, New York, New Jersey, Delaware, Pennsylvania, West Virginia, Virginia, and Michigan.

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HISTORY

The tree was planted and dedicated to Maj. Edmund C. Knight - Class of 1932 who was killed in action on December 9, 1944 in Lorraine France.



DRAFT School Committee Goals for January to June 2025

Description	Recommended Action	Desired Outcome
Begin detailed review of budget line items earlier in budget development process	Finance Subcommittee to work with Superintendent and Director of Finance and Operations	Regular report outs from Finance Subcommittee on budget line item review as part of budget process
Continue to work on reestablishing regular line of communication with City Council	Communications Subcommittee to coordinate with City Council President and General Gov't committee	Report outs from Communications Subcommittee
Promote community support for education	<ul style="list-style-type: none"> • Communications Subcommittee and Superintendent to identify opportunities for increasing collaboration opportunities focused on NHS academic priority areas with community organizations (e.g. Council on Aging, Nbpt Literary Festival, Nbpt Recreation & Youth Services, etc) • Identify opportunities for expanding outreach of SC newsletter and other communication tools 	Report outs from Communications Subcommittee
Support continued improvement in academic performance across the district	Teaching and Learning Subcommittee to coordinate with staff to identify areas of weakness and strategies for improvement	Report out from Teaching and Learning Subcommittee, related budget recommendations from Superintendent
Cell phone use in schools	Presentation from staff on progress	School Committee to adjust policy (as needed)
Focus on creating a supportive school learning environment for all students	Collaborate with Education Commonwealth Project to implement Quality Measures framework, including survey of guardians and students	Report out from ECP

Description	Recommended Action	Desired Outcome
Continue to implement framework for measuring academic progress in response to student assessment data	Teaching and Learning Subcommittee to coordinate with staff	Regular report outs on academic goals and assessments: <ul style="list-style-type: none"> ● School Improvement Plan with MCAS presentation in fall ● Mid-year presentation in January/February on progress ● End of year review
Develop School Committee handbook	Vice Chair to work with Superintendent to compile handbook	Prepare handbook for January (new members)
Provide opportunities for elevating student voice	Vice Chair to work with Superintendent to identify opportunities for more regular engagement with students, such as: <ul style="list-style-type: none"> ● Increase interactions with student rep to SC ● Work with Student Council ● Create opportunities for dialogue with students in schools 	Report out to School Committee

NEWBURYPORT PUBLIC SCHOOLS

District Improvement Plan

2025-2027

DRAFT

Newburyport Public Schools...the port where tradition and innovation converge

PORTRAIT OF A GRADUATE VISION

Our vision is for every child to leave Newburyport Public Schools literate across the disciplines; physically, emotionally & socially well; innovative problem solvers; civically engaged; and prepared for life after graduation.

From the day they enter school as 5 year-olds to the day they graduate, our students are growing and changing.

Across this K-12 pathway, we want to make sure young people can celebrate success, persevere through failure, and create a healthy and hopeful path to their future.

For this reason, we invest in school climate and culture while also analyzing and reflecting on student academic data. We remain focused on our goals while staying flexible so we can respond to changing needs and invest in safe and secure facilities.

STRATEGIC FOCUS AREAS				
Teaching & Learning	Supports	Culture	Operations	Stakeholder
Providing high quality, innovative instruction	Ensuring every child has the supports they need to grow	Creating a culture of belonging	Ensuring highly qualified staff, up to date resources, and safe buildings	Creating a community of active stakeholders

Newburyport Public Schools

Newburyport is a small city located on the coast of northern Massachusetts. With a vibrant arts community, diverse natural resources, and a thriving downtown, Newburyport offers a welcoming educational environment.

The mission of the Newburyport Public Schools, the port where tradition and innovation converge, is to ensure each student achieves intellectual and personal excellence and is equipped for life experiences through a system distinguished by students, staff, and community who:

- Practice kindness and perseverance
- Celebrate each unique individual
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- Understand and embrace their role as global citizens

Demographic Information

Total Enrollment (2024-25)	Grades Served	Number of Schools
2107	preschool-12	4

Special Populations		
Title	% District	% State
High Needs	30.8%	55.8%
English Learners	2.9%	13.9%
First Language not English	7.0	27.2
Low Income	13.0	42.1
Students with Disabilities	20.9	20.6

STUDENT LEARNING GOALS

Newburyport Public Schools will create an environment where students exceed standards and demonstrate measurable growth across state tested subject areas. Our Portrait of a Graduate goal is to build literacy across all the disciplines. Although the district continues to take many action steps that ensure high quality teaching and learning in every content area, *the priority focus area for our 2025-27 Improvement Plan is on the curriculum, instruction, and assessment of K-12 mathematics and K-8 literacy.*

Action Steps/Strategic Activities	Person(s) Responsible	Outcome and Measurement Evidence	Timeline
<p>Goal I: All students will have access to high quality math instruction through implementation of recommendations from District Math Priorities</p> <p>We will meet achievement targets set by the DESE for the 2026 & 2027 math MCAS for the groups: “all students,” “students with disabilities” and “EL/former EL students” (see Appendix for 2024 Math Accountability Data).</p>			
<p><i>Curriculum</i></p> <ul style="list-style-type: none"> ● Complete review of middle school math resource ● Set & maintain pacing guides ● Support ongoing standards-based planning ● Continue review of grade 8 acceleration/Algebra I ● Develop automaticity guide 	<p>Assistant Superintendent</p> <p>Principals</p> <p>Instructional Leads/Coaches</p> <p>Math Teachers</p>	<p>Established monthly math teacher meetings at every level. Continued external facilitation support for the middle school math team. Selection of middle school math resource by January 2026</p> <p>K-12 Vertical math team meeting agendas & products (e.g., pacing guides, unit plans)</p> <p>Grade 8 Acceleration Plan Implemented</p> <p>K-10 Automaticity Guide Developed</p>	<p>Sep 2025-June 2026</p> <p>Annual</p> <p>September 2026</p> <p>September 2026</p>
<p><i>Instruction</i></p> <ul style="list-style-type: none"> ● Provide professional development in <i>Building Thinking Classrooms</i> (BTC) and math discourse strategies through coaching and facilitated PLCs 	<p>Assistant Superintendent</p> <p>Instructional Leaders</p>	<p>Increase faculty participation in Building Thinking Classroom professional development</p> <p>Administrative observations for BTC and discourse strategies in math classrooms</p>	<p>July 2025-July 2026</p> <p>2025-26</p>

<i>Intervention</i> <ul style="list-style-type: none"> ● Increase educator use of data through well established 3x year data protocols ● Implement elementary and high school intervention strategies as outlined in the Math Review Document 	Assistant Superintendent	K-5 BOY / MOY / EOY Math Data protocols result in effective classroom intervention as measured by implementation & progress monitoring of student data plans	2025-2027
	K-12 Principals		
	Instructional Leaders	K-5 Math recovery intervention program staff training & early implementation (2025-26); sustainable implementation (2026-2027)	2025-2027
NHS pilot math intervention class (2025-26)			
2025-2027			
GOAL II: All students will have access to high quality literacy instruction			
We will meet achievement targets set by the DESE for the 2026 & 2027 ELA MCAS for the groups: “all students,” “students with disabilities” and “EL/former EL students” (see Appendix for 2024 ELA Accountability Data).			
<i>Curriculum</i> <ul style="list-style-type: none"> ● Complete the review, pilot and selection of K-5 literacy curriculum resource ● Develop implementation plan for identified resource 	Assistant Superintendent	Literacy Team led by District Literacy Coordinator completes needs assessment, curriculum review, site visits to select pilots	July 2025
	Elementary Principals	Pilot three identified curriculum resources	Sep 25-Jan 2026
	District Literacy Coordinator	Select Resource and share implementation plan	Jan-July 2026
<i>Instruction</i> <ul style="list-style-type: none"> ● Develop comprehensive K-8 writing strategy & professional development plan ● Implement plan for professional development and coaching to support new writing strategy 	District Literacy Coordinator	K-8 Writing Instruction Plan approved by principals and shared with educators	Fall 2025
	K-8 Principals	Professional development (as outlined in above plan) implemented	2025-2027
	Literacy Coach	Annual evaluation of writing program measured by implementation feedback (teachers) and student assessment (common assessment, MCAS)	2025-2027

Assessment <ul style="list-style-type: none"> ● K-8: Develop 3 common summative writing assessments ● Continue implementation of 3x annual data meetings at all levels (begin fall 2026) 	District Literacy Coordinator	Completion of 3 common summative writing assessments at each grade level K-8	Fall 2025
	K-8 Principals	Implementation of 3X annual data meetings to include the analysis of common assessments and iReady data	2025-2027
	Literacy Coach		

Goal III: The District will use grant funding to increase student engagement by expanding opportunities for educator professional development around developing engaging curricula

<ul style="list-style-type: none"> ● PK-3: Playful Learning Initiative ● 6-12: MyCAP and Pathways Programs 	Superintendent	A cohort of PK-3 educators & administrators will work with DESE to design and implement Playful Learning initiatives in the PK-3 classrooms. Effectiveness of the program will be measured by an outside evaluator as a part of the project.	Playful Learning: January 2025-June 2026
	Assistant Superintendent		
	Principals	All 6-12 students will develop MyCAP plans. NHS and Nock Middle School will implement SchoolLinks software to guide post graduate planning. NHS will have three pathways (Environmental, Advanced Engineering, Healthcare) available and will work to start Early Childhood & Care, Multimedia Production & Broadcast.	MyCAP: full implementation by 2027 Pathways: add engineering & healthcare fall 2026
	Instructional Leads		

Measurement Summary

We will meet achievement targets set by DESE for the 2026 & 2027 ELA and math MCAS for the groups: “all students,” “students with disabilities” and “EL/former EL students” (see appendix A for 2024 Accountability Data).

We will meet achievement targets set by DESE for 2026 & 2027 High School Completion for the groups: “all students,” “students with disabilities” and “EL/former EL students”.

INSTRUCTIONAL LEADERSHIP GOAL

To realize the vision outlined in our Portrait of a Graduate, district and school leaders will strengthen instructional leadership by supporting educators in designing and delivering high-impact, student-centered learning experiences. These experiences will foster growth across academic disciplines and promote students' well-being, creativity, collaboration, and civic engagement. By the end of the 2027 school year, we will demonstrate progress through increased educator use of evidence-based practices, collaborative professional learning, and student performance aligned to graduate competencies.

Action Steps/Strategic Activities	Person(s) Responsible	Outcome and Measurement Evidence	Timeline
<p>All staff will effectively use common planning time for instructional decision making and planning</p> <ul style="list-style-type: none"> ● 3x annual data meetings at all schools (by fall 2026) ● Scheduled teacher-led (CEL/ILT) monthly meetings attended by district coaches (starting fall 2025) ● Vertical content-based discussions 2x annually facilitated by district administrators (starting fall 2025) 	<p>District Teaching & Learning Team</p> <p>Principals</p> <p>Instructional Teacher Leaders</p>	<p>Schedules from all schools will ensure common planning time for all content-area teachers at every grade level.</p> <p>NPS elementary educators (K-5) will use data reports (e.g., MCAS, iReady, DIBBELs, common assessment) to make instructional decisions as measured by on-target math & ELA pacing guides and student learning goals based on data (developed in 3x annual data meetings.)</p> <p>NPS educators will use data to make instructional decisions as measured by educator feedback from 3x annual data meetings.</p>	<p>Underway–sustainable system in place by June 2026</p>
<p>All staff will have access to and participate in diverse and differentiated professional development opportunities including:</p> <ul style="list-style-type: none"> ● Professional conferences ● In-service Professional Development ● Faculty & early release programs ● Curriculum Development Program ● In-class coaching 	<p>District Teaching & Learning Team</p> <p>Principals</p> <p>Instructional Teacher Leaders</p>	<p>NPS educators are prepared and supported for their classroom assignments as measured by a rating of “approval” based on the School Quality Measures data Teachers & The Teaching Environment category. (Data measures teacher qualifications, professional community and effective classroom</p>	<p>Data measurement spring 2026 & 2027</p>

<ul style="list-style-type: none"> Mentor/mentee Program for 1st & 2nd year teachers 		<p>practices.)</p> <p>NPS Inservice programs are evaluated for effectiveness as measured by teacher completion surveys.</p> <p>NPS Mentoring program is measured as “effective” based on new teacher reflections and completion surveys taken by mentees and mentor leaders.</p>	
<p>All staff will have a shared understanding of the Portrait of a Graduate (POG) vision and an understanding of how their work fits into the vision.</p> <ul style="list-style-type: none"> POG Team designs and facilitates 2025-26 school year programs for Powerful Learning and student ambassadors Central Office and Principals support scheduling on POG team and faculty-staff meetings 	<p>Superintendent</p> <p>Principals</p> <p>Instructional Teacher Leaders</p>	<p>NPS educators will participate in district and building-level programs designed and facilitated by the POG team.</p>	<p>September 2025 & January 2026</p>

Measurement Summary

Focused data meetings, ongoing professional development opportunities, and continued Portrait of a Graduate initiatives will create a vibrant professional learning community as measured by teacher evaluation of programs (see above).

Teacher reporting on the ECP School Quality Measure Survey in the area of “Teachers and Teacher Leadership, Support for Teacher Development & Growth” will show improvement from “area of growth” to “area of approval” by the March 2027 survey.

PROFESSIONAL CULTURE GOAL

Our goal is to create a school learning environment where every student, parent/guardian and staff member can proudly say, “I belong here.” Students who feel connected to school have both high attendance and high participation rates. In addition to measuring our impact on attendance, we will also continue to create opportunities for students to engage with school outside of the classroom through extracurricular activities, internship opportunities, and community partnerships.

Our District Improvement plan also prioritizes building a supportive and enriching community for our staff. We are committed to creating collaborative partnerships with our district unions (Newburyport Teachers Association, Instructional Assistants Union, and AFSCME).

Action Steps/Strategic Activities	Person(s) Responsible	Outcome and Measurement Evidence	Timeline
Support an ongoing Attendance Response Team with funding and structural supports <ul style="list-style-type: none"> ● Attendance Supervisor ● District Attendance Team 	Superintendent District Attendance Supervisor School Based Attendance Liaisons	The district will continue to meet or exceed the annual DESE accountability targets for reducing chronic absenteeism. All schools will have regular attendance meetings and the District will have vertical attendance meetings 3x annually.	2026-2027
Implement student and staff surveys in collaboration with the Education Commonwealth Project. (Parent surveys to be added in 2027-28)	Superintendent Principals	The district will begin building a School Quality Measure Dashboard using student & staff data. The initial data will set a baseline that will support formulation of district and school goals.	2026-2027
Support building principals in implementing building-specific climate and culture work with professional development and funding. <ul style="list-style-type: none"> ● ECP Data analysis ● Extended Leadership Professional Development 	Superintendent	District principals will participate in bi-weekly meetings and the Extended Leadership Team in monthly professional development. Effectiveness measured by: ECP Dashboard and ELT Feedback on PD programs	

Measurement Summary <ul style="list-style-type: none">• The District will continue to meet or exceed the annual DESE accountability targets for reducing chronic absenteeism.• The District will use the data from the School Quality Measure as a baseline in 2025 with growth goals set for 2026 and beyond			

FAMILY & COMMUNITY ENGAGEMENT GOAL

The District will pursue a number of strategies to ensure families feel connected to the NPS vision and school operations. In addition our goal is to ensure the community of Newburyport is well informed on the District goals.

Action Steps/Strategic Activities	Person(s) Responsible	Outcome and Measurement Evidence	Timeline
<p>Communication Systems: The District will provide funding for systems to ensure all families and staff have easy access to information relating to the education of our students.</p> <ul style="list-style-type: none"> ● All systems support state and federal guidelines for accessibility and security ● Up-to-date and usable website ● Families receive regular communications from principals and the District ● Ongoing assessment of new communications tools and social media 	<p>Superintendent Assistant Superintendent Systems Administrator</p>	<p>New platform for website</p> <p>Web and other communications comply with all state and federal guidelines.</p> <p>District Year in Review published and shared with community</p> <p>Superintendent Video News shared monthly</p> <p>Pilot Parent/Guardian Education Commonwealth Project Survey</p>	<p>July 2025</p> <p>Ongoing</p> <p>October 2025</p> <p>Ongoing</p> <p>March 2026</p>
<p>Community Partnerships: The District will continue it's already active partnerships with a number of community organizations including:</p> <ul style="list-style-type: none"> ● Newburyport Education Foundation ● Parent Teacher Organizations ● Newburyport Human Rights Commission ● Newburyport Recreation and Youth Services 	<p>Superintendent</p>	<p>Meeting Agendas</p> <p>Attendance at community events</p> <p>Friday Memo's / District communications</p>	<p>2025-2027</p>
<p>Superintendent's Advisory Council: The Superintendent will meet bi-monthly with a group representing parents/caregivers, educators, community members to actively solicit feedback on areas including: budget,</p>	<p>Superintendent</p>	<p>Feedback from the Advisory Council is reflected in the District Improvement Plan and Annual Reports</p>	<p>2025-2027</p>

strategic planning, community engagement			
Measurement Summary ECP data will be used to measure parent/guardian connection to the district.			

MANAGEMENT AND OPERATIONS GOAL

The District will ensure every student and staff member is able to learn in a safe and secure environment.

Action Steps/Strategic Activities	Person(s) Responsible	Outcome and Measurement Evidence	Timeline
<p>Fiscal Systems: Ensure fiscal stability and effective procedures are in place.</p> <ul style="list-style-type: none"> Director of Finance will develop and present an entry plan to Superintendent. FY26 Budget is implemented and FY27 budget is developed 	<p>Superintendent</p> <p>Director of Finance</p>	<p>Entry plan is presented and recommendations reviewed (January 2026)</p> <p>Budget process is complete (June 2026)</p>	<p>Ongoing</p>
<p>Environment: NPS will continue to implement capital improvement plans to ensure the safety and security of our students and staff.</p> <ul style="list-style-type: none"> MSBA Roofing Project NHS Media Lab District Technology Infrastructure Upgrades 	<p>Superintendent</p> <p>Director of Finance</p> <p>Facilities Manager</p>	<p>MSBA project meets all deadlines.</p> <p>NHS Media Lab room complete and planning for possible CTE pathway</p> <p>Ongoing infrastructure planning is reflected in a 5-year tech plan</p>	<p>2025-2027</p> <p>2025-2027</p> <p>Fall 2025</p>
<p>Human Resources: NPS will continue to implement recruitment and hiring strategies as well as induction and professional development programs to ensure highly qualified and experienced staff in every classroom.</p> <ul style="list-style-type: none"> Ongoing management of union relationships 	<p>Superintendent</p> <p>Director of Human Resources</p> <p>Principals</p> <p>Assistant Superintendent</p>	<p>NPS is fully staffed with highly qualified staff.</p> <p>NPS union relations reflect positive problem-solving and ongoing collaboration.</p> <p>New teachers participate in a high quality induction and mentoring program.</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>
<p>Staff Day Care Program: Open staff day care program and begin to build high school early childhood care Career Technical Education (CTE) pathway.</p>	<p>Director of Human Resources</p> <p>Daycare Director</p>	<p>Program begins operation in September 2025; Ongoing fiscal and program evaluation.</p> <p>Submit grant for possible CTE planning.</p>	<p>2025-2027</p> <p>Fall 2025</p>

Measurement Summary

NPS will continue to plan strategically to ensure our operations support the needs of our students and continue to allow the District to grow. Priority areas for this plan include induction of a new Director of Finance, management of key facility upgrades, ongoing support of human resources, and the opening of a new staff day care program.

Appendix

NPS District Level Math Accountability Data, 2024

Mathematics achievement - MCAS average composite scaled score - Non-high school							
	2023 Achievement	2024 Achievement	Change	2024 Target	N	Points	Reason
All Students	497.5	499	1.5	499.5	911	3	Recovery Path: Met Target
Lowest Performing	475.7	479.1	3.4	481.8	174	2	Recovery Path: Improved Below Target
High needs	484	485.8	1.8	485.3	324	3	Recovery Path: Met Target
Low income	481.3	485.6	4.3	483	145	4	Recovery Path: Exceeded Target
EL and Former EL	472.7	476.3	3.6	475.2	48	4	Path Forward: Exceeded Target
Students w/ disabilities	484.3	484.1	-0.2	486.5	219	1	Path Forward: No Change

Mathematics achievement - MCAS average composite scaled score - High school							
	2023 Achievement	2024 Achievement	Change	2024 Target	N	Points	Reason
All Students	508.2	506.9	-1.3	510.3	192	0	Recovery Path: Declined
Lowest Performing	489.5	484.3	-5.2	494.6	41	0	Path Forward: Declined
High needs	491.7	489.5	-2.2	495.5	64	0	Path Forward: Declined
Low income	488	490.1	2.1	492.5	28	2	Path Forward: Improved Below Target
EL and Former EL	-	-	-	-	4	-	-
Students w/ disabilities	493.4	485.5	-7.9	496.8	47	0	Path Forward: Declined

NPS District Level ELA Accountability Data, 2024

English Language Arts Achievement - MCAS average composite scaled score - Non-High School							
Group	2023 Achievement	2024 Achievement	Change	2024 Target	N	Points	Reason
All Students	501.7	500.5	-1.2	504.3	914	0	Recovery Path: Declined
Lowest Performing	475.5	478.2	2.7	482.1	174	2	Recovery Path: Improved Below Target
High needs	486.4	486.5	0.1	488.1	325	2	Recovery Path: Improved Below Target
Low income	482.5	484.6	2.1	484.7	146	3	Recovery Path: Met Target
EL and Former EL	467	471	4	469.1	48	4	Path Forward: Exceeded Target
Students w/ disabilities	487.5	485.6	-1.9	489.6	220	3	Path Forward: Met Target

Superintendent's Report



Extended Leadership Team Retreat (ECP High School Data Protocol)

Staffing Update

The district hiring is almost complete, and we are in a good position at this point.

In process of hiring:

- 1 FTE - Nock / Molin Art Teacher
- 1 FTE - Bresnahan Special Education Teacher
- .5 Reading Support Nock Middle School
- 3 IA positions

2025-2026 School Choice

School Choice registration for 2025-2026 is completed. A total of 94 slots were approved by the School Committee, and 134 applications were received. At this time, 70 students completed the enrollment process, 57 applicants withdrew, and 7 applicants were left on the waiting list. (see attached summary)

Daycare Update

The district's new daycare center will open at the Bresnahan Elementary School on September 2, 2025. The daycare will be staffed by 3 full time employees and 1 part time employee. All spots have been taken, and there is a wait list. A ribbon cutting date will be scheduled in late September.



SCHOOL CHOICE SUMMARY 2025 - 2026

GRADE	MAX # SLOTS APPROVED	# APPLICATIONS RECEIVED	ENROLLED	# Applicants Withdrawn or did not enroll	Left on Waiting List	SLOTS LEFT UNFILLED
1	6	6	5	1	0	1
2	5	4	2	2	0	3
3	5	2	0	2	0	5
4	5	11	5	1	5	0
5	3	6	3	1	2	0
6	15	15	10	5	0	5
7	10	16	9	7	0	1
8	10	11	8	3	0	2
9	20	35	18	17	0	2
10	5	19	4	15	0	1
11	5	5	4	1	0	1
12	5	4	2	2	0	3
TOTALS:	94	134	70	57	7	24