JOINT SCHOOL COMMITTEE MEETING
OLD ROCHESTER REGIONAL DISTRICT SCHOOL COMMITTEE
MASSACHUSETTS SCHOOL SUPERINTENDENCY UNION #55
June 12, 2025 – 6:30 p.m.
MEETING HELD IN HYBRID FORMAT
133 Marion Road
Media Room, Jr. High School
Mattapoisett, MA 02739

District Members Present: Michelle Smith, Chairperson (in-person), Frances-Feliz Kearns (in-person), April Nye (in-person), Matthew Monteiro (in-person), Rosemary Bowman (remote), Joseph Pires (in-person), Margaret McSweeny (in-person), James Muse (in-person) and Robin Rounseville (in-person).
District Members Absent: None

Union Members Present: Nichole Daniel, Vice-Chairperson (in-person), Anne Fernandes (in-person), Josh Trombly (in-person), Cristin Cowles (in-person), Kate Duggan (in-person), Jack LeBrun (in-person), Mary Beauregard (in-person) and Nichole Nye McGaffey (in-person).
Union Members Absent: Carly Lavin

Other Staff Members Present: Michael S. Nelson, Superintendent of Schools; Sharlene Fedorowicz, Assistant Superintendent of Teaching and Learning; Howard Barber, Assistant Superintendent of Finance and Operations; Jaime Curley, Assistant Superintendent of Student Services; Michael Devoll, Principal – ORRHS; Lauren Millette, Assistant Principal – ORRHS; Silas Coellner, Principal – ORRJHS; Kelly Chouinard, Assistant Principal – ORRJHS; Heidi Letendre, Principal – Rochester Memorial School; Lynn Dessert, Principal – Sippican School; Linda Ashley, Principal – Center School; Stephanie Wells, Principal – Old Hammondtown School; John Ashley, Technology Specialist; Gene Jones, Facilities Director; Melissa Wilcox, Executive Assistant to the Superintendent (all in-person); parents, community members and members of the press.

Meeting was called to order at 6:34 p.m. by Chairperson Smith and Vice-Chairperson Daniel. Vice-Chairperson Daniel noted that this meeting is being recorded and that the public has the option to participate remotely via zoom or in person. Chairperson Smith noted that Public Comment sign-up is available in-person and online.

CHAIRPERSON'S REPORT:
Chairperson Smith and Vice-Chairperson Daniel shared the following: *As we conclude the 2024–2025 school year, it is with immense pride and gratitude that we reflect on our collective achievements, challenges, and the unwavering commitment of our students, staff, and community.*

Leadership and Curriculum Alignment
We would be remiss not to acknowledge the dedication and leadership of Superintendent Nelson. His vision and steadfast commitment have played a pivotal role in the district's continuous improvement. Under his guidance and that of Shari Fedorowicz, the district has prioritized the alignment of our literacy, math and science curricula across all grade levels in all 3 of our districts, ensuring a coherent and rigorous educational experience. This strategic alignment is preparing our students, the future Bulldogs, with the critical skills and knowledge they need to excel in an increasingly complex world.
We also recognize the invaluable work of Jamie Curley, Assistant Superintendent of Student Services, whose dedication to supporting all learners and enhancing student services has been vital to our district's success.

Financial Stewardship
We want to extend heartfelt thanks to our communities in Marion, Mattapoisett, and Rochester for their continued support in passing the FY2025 budget. Special recognition is due to Howie Barber, whose leadership in collaboration with Superintendent Nelson and our administrative team has been instrumental in guiding the budget process. The approved $21.7 million budget addresses critical areas including staffing contracts, retirement and insurance costs, educational equipment, and transportation needs.

Looking ahead, we must continue to advocate strongly for changes in Chapter 70 funding formulas to better support our schools. Additionally, securing adequate reimbursement for busing remains a top priority to ensure safe and efficient transportation for all students.

Community Engagement and Inclusion

Our commitment to fostering an inclusive community was exemplified by the participation of our students in Unified Game Day at Tabor Academy. In collaboration with Special Olympics Massachusetts, students engaged in various sports and activities, promoting teamwork and inclusion across all abilities.
Additionally, Project 351 initiatives have empowered students across grades 4–12 to engage in community service and leadership development. Workshops focused on topics such as "energy givers and takers" and safe intervention strategies have been instrumental in nurturing civic responsibility among our youth.

Bulldog Athletics

The 2024–2025 school year was another exciting season for our Bulldog sports teams. Our student-athletes showed remarkable dedication and sportsmanship across various sports, bringing pride to the district.
Highlights include:
The varsity football team advancing to the playoffs with a strong season record.
The girls' soccer team capturing the league championship, showcasing teamwork and resilience.
The boys' basketball team demonstrating tremendous growth and competitiveness throughout the season.
Our track and field athletes setting new personal and school records in multiple events.
Our Unified Sports team continued to exemplify the spirit of inclusion and teamwork, participating in multiple events and fostering a supportive community where all athletes can thrive.
These accomplishments reflect the hard work of our coaches, athletes, and support staff, who embody Bulldog spirit both on and off the field.

Early Childhood Education

The Project GROW preschool program continued to provide high-quality, inclusive education to children in Marion, Mattapoisett, and Rochester. Offering a program that emphasizes accessibility and community involvement, ensuring a strong foundation for our youngest learners. Thank you Doreen Lopes for your continued leadership.

Enrollment and School Choice

The district maintained a cap of 125 school choice slots for grades 7–12 for the 2025–2026 school year. A blind lottery was conducted to ensure equitable access, with additional applications considered if the waitlist is exhausted. Come be a Bulldog!

Acknowledgements

It is also important to acknowledge the hard work, time, and dedication of our School Committee members who diligently serve not only on the Old Rochester Regional School Committee but also on the Superintendency Committee. Their commitment to collaboration and governance plays a vital role in shaping the future of our district and ensuring the best outcomes for our students.
We also say goodbye to Rose Bowan and Sharon Hartley, whose leadership and commitment to the Old Rochester Regional School District have been invaluable. We will miss their vision and dedication, and we extend our deepest gratitude for their years of service.

Looking Ahead

As we move forward, we remain committed to providing a rigorous and inclusive education for all students. We recognize the challenges posed by budget constraints and are dedicated to making thoughtful decisions that prioritize the well-being and success of our students. In closing, I extend my deepest appreciation to Superintendent Nelson, Central Office and administrators, our dedicated staff, School Committee members, students, families, and community members for their continued support and hard work. Together, we have navigated another year of growth and achievement, and I look forward to what we will accomplish in the coming year.

SUPERINTENDENT'S REPORT:
Superintendent Nelson shared that the schools have been busy celebrating all students and he has been able to attend many of the events. He added that it is important to recognize the achievements of the students as part of the responsive classroom approach, as the faculty and staff have worked hard throughout the school year to build community in their classrooms. He thanked the school committees for their support over the school year.

I. Consent Agenda
A. Approval of Minutes
1. Regular Minutes:
Motion to approve the May 8, 2025 minutes as presented
District, Ms. Kearns
Union, Ms. Fernandes
Seconded
District, Mr. Muse
Union, Ms. Nye McGaffey
MOTION PASSED
(District 7:0:2) (Union 6:0:2)
ROLL CALL – District: (Smith: yes, Nye: abstain, Kearns: yes, Monteiro: yes, Bowman: yes, Pires: yes, McSweeny: abstain, Muse: yes, Rounseville: yes)
Union – roll call not needed, all in-person (Daniel: yes, Nye McGaffey: yes, Beauregard: yes, Trombly: abstain, Cowles: yes, Fernandes: yes, LeBrun: yes, Duggan: abstain)

Motion to approve the Superintendent's Goals Subcommittee meeting minutes of May 1, 2025 as presented
District, Mr. Monteiro
Union, Ms. Fernandes
Seconded
District, Mr. Pires
Union, Mr. Trombly
MOTION PASSED
(District 9:0) (Union 6:0:2)
ROLL CALL – District: (Smith: yes, Nye: yes, Kearns: yes, Monteiro: yes, Bowman: yes, Pires: yes, McSweeny: yes, Muse: yes, Rounseville: yes)
Union – roll call not needed, all in-person (Daniel: yes, Nye McGaffey: yes, Beauregard: yes, Trombly: yes, Cowles: yes, Fernandes: yes, LeBrun: yes, Duggan: abstain)

V. General
A. Strategic Plan Vision2028 Update
Recommendation
That the School Committees hear an update from administration.
Superintendent Nelson explained that this is an update of the outcomes on year two initiatives, for the work completed during the 2024-2025 school year. He continued that the strategic plan roots all efforts from the Superintendent's Goals, School Improvement Plans, administration and teacher evaluations and more. The administration will provide a progress update and then in the summer will reflect and plan for year three initiatives for the 2025-2026 school year. Dr. Fedorowicz, Mr. Devoll, Ms. Letendre and Dr. Ashley provided an update on Objective One and Two. Dr. Curley, Ms. Millette and Ms. Dessert provided an update on Objective Three. Ms. Chouinard, Mr. Thomas and Ms. Wells provided an update on Objective Four and Mr. Ashley and Mr. Jones provided an update on Objective Five. Please see appendix A.
School Committee Feedback:
Ms. Duggan inquired about Open Architect. Mr. Thomas and Ms. Wells explained that the Open Architect dashboard pulls information from PowerSchool, attendance, student behaviors, scores, etc.
Mr. Monteiro asked if surveys will take place. Superintendent Nelson explained that this is part of year two goals for the Superintendent.

Mr. Muse expressed that this is phenomenal work and a great business plan for the districts and he commended all the work and all of those involved that bring it all back to the individual student.

B. Superintendent's Mid-Cycle Review

Recommendation

That the School Committees hear an update on progress of the Superintendent's Goals for 2024-2026.
Superintendent Nelson shared a presentation on the progress of the current two-year goals, as this is the mid-cycle update at the end of the first year. He also reviewed the evidence provided via hyperlinks on the goals document. Please see appendix B and C.

C. Approval of 2025-2026 School Committee Dates

Recommendation

That the School Committees review the following dates for the 2025-2026 school calendar: October 9, 2025, January 29, 2025 and June 9, 2025.
Motion to approve the 2025-2026 Joint School Committee dates as presented
District, Ms. Kearns
Union, Ms. Nye McGaffey
Seconded
District, Mr. Muse
Union, Ms. Beauregard
MOTION PASSED
(District 9:0) (Union 8:0)
ROLL CALL – District: (Smith: yes, Nye: yes, Kearns: yes, Monteiro: yes, Bowman: yes, Pires: yes, McSweeny: yes, Muse: yes, Rounseville: yes)
Union – roll call not needed, all in-person (Daniel: yes, Nye McGaffey: yes, Beauregard: yes, Trombly: yes, Cowles: yes, Fernandes: yes, LeBrun: yes, Duggan: yes)

E. Approval of Professional Development Plan

Recommendation

That the School Committees review the Professional Development Plan for the 2025-2026 school year.
Dr. Fedorowicz presented the plan for the 2025-2026 school year for the school committee to review. Please appendix D.
Motion to approve the 2025-2026 Professional Development Plan as presented
District, Ms. McSweeny
Union, Ms. Fernandes
Seconded
District, Ms. Nye
Union, Ms. Duggan
MOTION PASSED
(District 9:0) (Union 8:0)
ROLL CALL – District: (Smith: yes, Nye: yes, Kearns: yes, Monteiro: yes, Bowman: yes, Pires: yes, McSweeny: yes, Muse: yes, Rounseville: yes)
Union – roll call not needed, all in-person (Daniel: yes, Nye McGaffey: yes, Beauregard: yes, Trombly: yes, Cowles: yes, Fernandes: yes, LeBrun: yes, Duggan: yes)

E. Portrait of the Graduate Update

Recommendation

That the School Committees hear an update from administration on the Portrait of the Graduate work in the districts.
Purpose: To build a shared understanding of the Portrait of the Graduate process and outcomes.
Participants: School Committee, district and school leaders, teachers, parents and guardians, community members.
Outcome (Final Product): To identify 4-6 PreK-12 Core Competencies, aligned attributes and age appropriate "I can…" statements.

What is the Portrait of the Graduate?

- A shared vision defining the knowledge, skills, and character traits students need for future success.
- Emphasizes competencies like critical thinking, communication, collaboration, and adaptability.
- Serves as a guiding framework for aligning teaching and learning, and college and career readiness.
- Why It Is Important?
- Prepares students for a rapidly changing world with transferable life and career skills.
- Ensures that all students access meaningful, future-ready learning experiences.
- Aligns educators, families, and communities around a common, student-centered vision.

Planning Meetings:
April 28, 2025 11:30-1:30pm - Kickoff and Calibration - Setting the Vision and Building Understanding
May 20, 2025 12:00-2:00pm - Defining Key Competencies - - Attributes and I Can…
May 22, 2025 10:00-12:00pm - Refinement and Alignment
June 3, 2025 9:30-11:30am - Finalizing and Celebrating

Community Forums:
June 10, 2025 12:00-1:00pm and 3:30–4:30pm
June 11, 2025 4:00-5:00pm
June 12, 2025 10:00-11:00am

School Committee Feedback:
Ms. McSweeny looks forward to the 'I can' statements so the faculty and students can have ownership of the core competencies. Ms. Nye McGaffey expressed obtaining buy in from faculty and students in the 'I can' statements with more participation.

VI. New Business
D. Policy Review
Superintendent Nelson reviewed the 2nd reads, revisions and removals of policies as below.

2nd Reads
IN – Artificial Intelligence (AI) Policy (new) - This policy was drafted with sample language from MASC along with the review of local AI policies and input from the administration team and technology team.
DN - Surplus Property (new) – This new policy aligns with current practice.

Superintendent Nelson explained that both of these policies are second reads for the school committee. The AI policy is expected to change regularly as the technology evolves. Surplus Property is a policy to reflect current practice.
Motion to approve the new policy IN – Artificial Intelligence Policy and new policy DN – Surplus Property as presented
District, Mr. Muse
Union, Mr. Trombly
Seconded
District, Ms. Nye
Union, Ms. Duggan
MOTION PASSED
(District 9:0) (Union 8:0)
ROLL CALL – District: (Smith: yes, Nye: yes, Kearns: yes, Monteiro: yes, Bowman: yes, Pires: yes, McSweeny: yes, Muse: yes, Rounseville: yes)
Union – roll call not needed, all in-person (Daniel: yes, Nye McGaffey: yes, Beauregard: yes, Trombly: yes, Cowles: yes, Fernandes: yes, LeBrun: yes, Duggan: yes)

Policy Revisions
AC – Non-Discrimination Policy Including Harassment And Retaliation

AC-R – Procedures for Responding to Complaints of Discrimination, Harassment and Retaliation
ACAB – Sexual Harassment
ACAB-R – Grievance Procedure for Complaints of Sexual Harassment Under Title IX of the Education Amendments of 1972
Policy Removal - ACA – Non-Discrimination on the Basis of Sex
These policies were reviewed by the District's legal team for revisions to ensure compliance with current regulations. Attorney Coleman was present at the last Policy Subcommittee meeting to review the changes and answer all questions and these policies now meet current Federal standards.
Motion to approve the revisions of policies AC – Non-Discrimination Policy Including Harassment And Retaliation, AC-R – Procedures for Responding to Complaints of Discrimination, Harassment and Retaliation, ACAB – Sexual Harassment, ACAB-R – Grievance Procedure for Complaints of Sexual Harassment Under Title IX of the Education Amendments of 1972 and the removal of policy ACA – Non-Discrimination on the Basis of Sex as presented
District, Mr. Monteiro
Union, Ms. Fernandes
District, Ms. Kearns
Union, Mr. Trombly
MOTION PASSED
(District 9:0) (Union 8:0)
ROLL CALL – District: (Smith: yes, Nye: yes, Kearns: yes, Monteiro: yes, Bowman: yes, Pires: yes, McSweeny: yes, Muse: yes, Rounseville: yes)
Union – roll call not needed, all in-person (Daniel: yes, Nye McGaffey: yes, Beauregard: yes, Trombly: yes, Cowles: yes, Fernandes: yes, LeBrun: yes, Duggan: yes)

VII. School Committee
A. Reorganization (Union #55 Only)
Recommendation
That the Union #55 School Committee reorganize and appoint a Chairperson and a Vice Chairperson for 2025-2026 school year.
Superintendent Nelson explained Union #55 must reorganize for the 2025-2026 school year.
Ms. Fernandes nominated Ms. Daniel for Chairperson and Ms. Daniel confirmed she is interested in being Chair.
Seconded by Ms. Nye McGaffey
MOTION PASSED
Union – roll call not needed, all in-person (Duggan: yes, Nye McGaffey: yes, Daniel: yes, Beauregard: yes, Trombly: yes, Cowles: yes, Fernandes: yes, LeBrun: yes)

Ms. Daniel nominated Ms. Nye McGaffey as Vice-Chairperson.
Seconded by Ms. Beauregard
MOTION PASSED
Union – roll call not needed, all in-person (Duggan: yes, Nye McGaffey: yes, Daniel: yes, Beauregard: yes, Trombly: yes, Cowles: yes, Fernandes: yes, LeBrun: yes)

VIII. Future Business
A. Timeline
The next meeting of the Joint School Committee will be held as follows:
October 9, 2025
- Strategic Plan Update (fall)
- Superintendent's Goals (fall)
- School Calendar Review (winter)
- Budget Update (winter)
- Approval of School Committee Dates (spring)
- Professional Development Plan Approval (spring)
- Superintendent's Goals Mid-Cycle Update (spring)

- Strategic Plan Update (spring)

OPEN COMMENTS:
Chairperson Hartley read the following statement:
Public comment is governed by approved school committee policy. Per the committee's policy we will offer up to 30 minutes for public comments this evening. Public comment is not a discussion, debate, or dialogue between individuals and the school committee. However, the committee takes any public comment made seriously and appreciates hearing from the public. Anyone looking to provide a public comment must be acknowledged by the Chairperson before addressing the committee. Those making a public comment will have up to three minutes to address the committee and must start their comment by stating their name and the town they reside in. For those in person there is a sign in sheet for those looking to make a public comment located on side wall and those on zoom, you can send a message in the chat with your name and the town you reside in. The chairperson will alternate between in-person and zoom participants. The school committee reserve the right to address any comment that present incorrect information at our next meeting.

There were no open comments.

X. Information
Recommendation
That the School Committee review the Draft Subcommittee Roles.

XI. Executive Session
Motion to go into executive session at 8:18 p.m. for purposes of exception #3, to discuss strategy with respect to collective bargaining or litigation if an open meeting may have a detrimental effect on the bargaining or litigating position of the public body and the chair so declares, and exception #7, to comply with the provisions of any general or special law or federal grant-in-aid requirements and return to regular session only to adjourn.
District, Mr. Muse
Union, Ms. Fernandes
Seconded
District, Ms. Kearns
Union, Ms. Beauregard
MOTION PASSED
(District 9:0) (Union 8:0)
ROLL CALL – District: (Smith: yes, Nye: yes, Kearns: yes, Monteiro: yes, Bowman: yes, Pires: yes, McSweeny: yes, Muse: yes, Rounseville: yes)
Union: (Daniel: yes, Nye McGaffey: yes, Beauregard: yes, Trombly: yes, Cowles: yes, Fernandes: yes, LeBrun: yes, Duggan: yes)

Motion to exit executive session at 8:26 p.m. and return to the regular meeting only to adjourn.
District, Mr. Monteiro
Union, Ms. Nye McGaffey
Seconded
District, Ms. Rounseville
Union, Ms. Beauregard
MOTION PASSED
(District 9:0) (Union 8:0)
ROLL CALL – District: (Smith: yes, Nye: yes, Kearns: yes, Monteiro: yes, Bowman: yes, Pires: yes, McSweeny: yes, Muse: yes, Rounseville: yes)
Union: (Daniel: yes, Nye McGaffey: yes, Beauregard: yes, Trombly: yes, Cowles: yes, Fernandes: yes, LeBrun: yes, Duggan: yes)

Motion to adjourn meeting at 8:26 p.m.
District, Mr. Muse

Union, Ms. Beauregard
Seconded
District, Ms. Kearns
Union, Mr. LeBrun
MOTION PASSED
(District 9:0) (Union 8:0)
ROLL CALL – District: (Smith: yes, Nye: yes, Kearns: yes, Monteiro: yes, Bowman: yes, Pires: yes, McSweeny: yes, Muse: yes, Rounseville: yes)
Union – roll call not needed, all in-person (Daniel: yes, Nye McGaffey: yes, Beauregard: yes, Trombly: yes, Cowles: yes, Fernandes: yes, LeBrun: yes, Duggan: yes)

Submitted by,
Melissa Wilcox

Meeting Resources
Superintendent's Newsletter
May 8, 2025 Minutes Draft
May 1, 2025 Superintendent's Goals Minutes Draft
Vision 2028 Update Presentation
Superintendent's Goals Evidence Document
Superintendent's Goals Presentation
25-26 Draft School Committee Calendar
25-26 Draft PD Plan
Portrait of the Graduate Update
In- Artificial Intelligence Policy Draft
DN – Surplus Property
AC – Non-Discrimination Policy Including Harassment And Retaliation
AC-R – Procedures for Responding to Complaints of Discrimination, Harassment and Retaliation
ACAB – Sexual Harassment
ACAB-R – Grievance Procedure for Complaints of Sexual Harassment Under Title IX of the Education Amendments of 1972
ACA – Non-Discrimination on the Basis of Sex
Subcommittee Roles Draft

Vision 2028 Strategic Plan

Old Rochester Regional School District
Massachusetts Superintendency Union #55

MISSION

The mission of our school system is to inspire all students to think, to learn, and to care.

June 2025 Update



Our Vision



The Old Rochester Regional School District and Massachusetts Superintendency Union #55 is dedicated to creating a safe and nurturing learning environment that offers inclusive and engaging educational experiences.

Through collaborative relationships with our school community members, we strive to foster a respectful culture that prioritizes academic excellence and social emotional readiness.

Our primary objective is to provide every student with the necessary skills and developed mindset to embrace future opportunities and become responsible, lifelong learners and contributing global citizens.

Core Values



The core values of Old Rochester Regional School District and Massachusetts Superintendency Union #55 foster a strong sense of pride and belonging among all school community members. These values represent how our school community embraces the pursuit of academic excellence, models the respect and appreciation of human differences and prepares students to be responsible and accountable global citizens.

Our school community will inspire us to:

THINK:

Cultivate a culture of academic rigor and integrity which encourages critical thinking, creative thinking, collaboration, and effective communication.

LEARN:

Strive for academic excellence in educating the whole child through authentic, rigorous, and evidence-based learning opportunities that foster real world application and a continuous pursuit of learning.

CARE:

Ensure a caring and safe environment for all school community members by promoting a sense of belonging and respect for all.

Theory of Action



IF WE...
implement a rigorous, equitable, and cohesive curriculum that aligns with our Portrait of the Graduate...
AND...
expand and extend the professional development planning process to support equitable adult learning with resources, time, and professional practices to be student-centered...
AND...
enhance our multi-tiered, comprehensive systems of support in all schools...
AND...
provide an inclusive and supportive climate and culture for all school community members...
AND...
promote a sense of belonging and positive relationships between all school community members ensuring a safe learning environment...
THEN WE WILL...
have inspired all students to think, to learn, and to care while providing an opportunity to pursue academic excellence.

Implement an equitable, cohesive curriculum that aligns with our Portrait of the Graduate in all schools.

OBJECTIVE ONE
TEACHING & LEARNING

1.1

Define, create, and implement a Portrait of the Graduate that encompasses equitable practices in students' academic and social lives.

1.3

Identify structure, purpose, roles, responsibilities and resources to establish a district-wide curriculum leadership team, curriculum leadership by grade span.

1.4

Establish common assessment practices at all grade levels that are vertically and horizontally aligned and enhance common data collection and analysis procedures to inform instruction.

1.5

Maintain, enhance, and utilize a curriculum management system containing a scope and sequence for vertical articulation of standards covered during grade level transitions, daily instruction, and assessments.

Year Two- Strategic Initiatives Focus

OBJECTIVE TWO
TEACHING & LEARNING

Expand and extend the professional development planning and implementation process to support equitable adult learning with the resources, time, and professional practices to be student-centered and aligned with the Portrait of the Graduate.

2.1

Design and adopt a revised professional development planning process that supports effective and equitable teaching and learning with consistent and dedicated time.

2.2

Align the purpose and responsibility of the curriculum leadership team to drive teaching and learning initiatives system-wide through professional development and train-the-trainer models.

2.4

Provide and prioritize dedicated time and resources for the planning and implementation of a district-wide Portrait of the Graduate.

2.5

Provide professional development to support and implement adoption of current Literacy Action Plan.

Year Two - Strategic Initiatives Focus

OBJECTIVE ONE & TWO
TEACHING & LEARNING

Year Two Outcomes



2.5 (Year 2 of multi-year) Provide professional development to support and implement adoption of current Literacy Action Plan (LAP).

- Updated the Curriculum Review Cycle during Instructional Council to align to the Literacy Action Plan
- Held monthly District Literacy Leadership Team, School Literacy Leadership Team, and grade level data team meetings to align curriculum, instruction and assessments
- Shared Literacy Action Plan with the faculty and staff
- Provided professional development for IntoReading Tier I Writing and Tier II/III literacy program and data analysis
- Implemented Tier I writing IntoReading and Tier II practices in ELA
- Revised the Literacy Action Plan with the District Literacy Leadership Team monthly
- Analyzed student literacy benchmark assessments and progress monitoring data three times a year

OBJECTIVE ONE & TWO
TEACHING & LEARNING

Year Two Outcomes



1.4 Establish common assessment practices at all grade levels that are vertically and horizontally aligned and enhance common data collection and analysis procedures to inform instruction.

- Posted and shared district-wide common assessment calendar
- Provided professional development related to data collection and analysis for current common assessments
- Scheduled and communicated literacy data meetings to educators
- Continued needs assessments using Curriculum Review Cycle
- Analyzed MCAS results by grade and subject area and created actions steps
- Defined Common Assessments in preparation for year 3 work
- Acquired and customized OpenArchitect data collection and housing dashboard for launch in 2025-2026

1.5 (Year 2 of multi-year) Maintain, enhance, and utilize a curriculum management system containing a scope and sequence for vertical articulation of standards covered during grade level transitions, daily instruction, and assessments.

- Established ATLAS as the district-wide curriculum management system
- Employed Department Coordinators to provide training to departments for curriculum writing in ATLAS
- Updated curriculum in Atlas
- Synchronized secondary Program of Studies along with course descriptions
- Reviewed current curriculum materials/resources to determine areas to update using Curriculum Review Cycle
- Streamlined curriculum content to be implemented in Atlas

OBJECTIVE ONE & TWO
TEACHING & LEARNING

Year Two Outcomes



2.1 (Year 2 of multi-year) Design and adopt a revised professional development planning process that supports effective and equitable teaching and learning with consistent and dedicated time

- Used Professional Development Plan Process created by Instructional Council in Year 1 to create draft of PD offerings for the following year
- Reviewed and edited the PD Plan Process document with the Instructional Council
- Implemented and shared PD Plan Process with faculty and staff
- Created PD schedule based on PD Plan Process in spring for new year

1.1 Define and create a Portrait of the Graduate that encompasses equitable practices in students' social and academic lives.
2.4 Provide and prioritize dedicated time and resources for the planning of a Portrait of the Graduate.

- Created a POG team with various stakeholders
- Scheduled regularly dedicated time for planning and development for POG team
- Reviewed ORR High School Portrait of the Graduate (POG) process
- Identified and reviewed POG exemplars from our high school and other districts
- Defined equitable practices related to social and academic lives related to the POG
- Provided resources needed by the POG team
- Created a draft of the POG Core Compentencies and Attributes PreK-12
- Provided Community Forums to comment on POG

OBJECTIVE ONE & TWO
TEACHING & LEARNING

Year Two Outcomes



1.3 Identify structure, purpose, roles, responsibilities and resources to establish a district-wide curriculum leadership by grade span.

- Moved to Year 3

2.2 Align the purpose and responsibility of the curriculum leadership team to drive teaching and learning initiatives system-wide through professional development and train the trainer models.

- Trained Department Coordinators to use OpenArchitect
- Observed OpenSciEd lessons grades 5-8 for vertical alignment
- Implemented monthly Instructional Council meetings to drive teaching and learning initiatives district-wide
- Coordinated Instructional Council meetings to develop professional development opportunities PreK-12
- Piloted FlyFive curriculum by counselors and classroom teachers to lead school-based implementation
- Investigated, piloted and adopted High Quality Instructional Material core math programs grades K-6
- Implemented High Quality Instructional Material core math program grades 7-8
- Utilized Instructional Council leaders to provide training to staff to audit curriculum for equity
- Outlined professional development timeline for department coordinators for the year
- Utilized leadership role of department coordinators to lead and maintain department curriculum and review phase work

OBJECTIVE THREE
SUPPORT SYSTEMS

Strengthen the multi-tiered and comprehensive academic, behavioral, and social emotional systems of support in all schools.

3.1

Review, design, and expand consistent district-wide systems of support available to all students through the general education setting.

3.2

Revise, design, and expand consistent district-wide intervention systems of support available to students in small group or individual settings.

3.3

Identify and provide professional development in all schools that fosters the full implementation of the systems of support.



Year Two- Strategic Initiative Focus

OBJECTIVE THREE
SUPPORT SYSTEMS

Year Two Outcomes



3.1 Review, design, and expand consistent district-wide systems of support available to all students through the general education setting.

- Worked with the Birch Center to conduct a Needs Assessment on Social Emotional supports system-wide
- Administered DESE Southeast Regional Student Advisory Council survey regarding student mental health seeking student and staff input
- Collaborated with elementary districts during grade level monthly literacy data meetings with HILL for Literacy to determine tiered intervention support for individualized learning needs
- Developed District Program Framework (Literacy) on Multi Tiered System of Supports for academic tiers (1, 2 and 3)
- Updated District Curriculum Accommodation Plans (DCAP) for all schools
- Enhanced incident reporting within PowerSchool and began data review to develop interventions
- Piloted Responsive Classroom’s Fly-Five SEL Curriculum with ambassadors throughout grades K-8
- Implemented ORR Cares at ORRHS

OBJECTIVE THREE
SUPPORT SYSTEMS

Year Two Outcomes



3.2 Revise, design, and expand consistent district-wide intervention systems of support available to students in small group or individual settings.

- Implemented Hill for Literacy Tier 2 & 3 supports
- Identified clinical team to review and implement Social/Emotional/Behavioral tiered supports
- Scheduled intervention blocks at each building to implement tiered academic supports based on data analysis

3.3 Identify and provide professional development in all schools that fosters the full implementation of the systems of support.

- Teachers participated in ongoing professional development for tier 2 & 3 interventions with Hill for Literacy
- Provided professional development for the ambassadors of Fly-Five pilot
- District guidance, social workers, school adjustment counselors and administrators attended training on 504 Plans
- Special education teachers and related service providers attended ongoing professional development for the new Individualized Education Plan (IEP)
- Surveyed teachers and reviewed results of Needs Assessment to determine action steps and subsequent professional development for next year

OBJECTIVE FOUR
CLIMATE & CULTURE

Provide an inclusive, equitable, and positive climate and culture in all schools that promotes sense of belonging for all school community members.

4.1

Implement and sustain evidence-based approaches to teaching and discipline that promote the development of strong academic and social skills for all students.

4.2

Develop and promote a unified brand that embodies the spirit of the school-system and the school community at large.

4.3

Develop and implement a clear and flexible communication plan for individual schools and the school-system to ensure family engagement and information sharing.

4.4

Utilize student voice, student engagement, and student leadership skills to guide and enhance a respectful and successful learning environment for all.

4.5

Provide professional development to support and implement best practices related to tracking and improving student behavior and discipline.

Year Two - Strategic Initiatives Focus

OBJECTIVE FOUR
CLIMATE & CULTURE

Year Two Outcomes



4.1 (Year 2 of multi-year) Implement and sustain evidence-based approaches to teaching and discipline that promote the development of strong academic and social skills for all students.

- Identified staff who piloted Responsive Classroom's Fly Five SEL Curriculum & trained Fly Five ambassadors PreK-8
- Piloted Responsive Classroom's Fly Five SEL Curriculum PreK-8 with at least four lessons
- Provided updates on the Responsive Classroom's Fly Five SEL Curriculum to stakeholder groups through the Superintendent's newsletter and the Principal's weekly newsletter
- Hosted Responsive Classroom Fly Five SEL Curriculum Parent/Guardian Curriculum Night

4.2 Develop and promote a unified brand that embodies the spirit of the school-system and the school community at large.

- Moved to Year 3

OBJECTIVE FOUR
CLIMATE & CULTURE

Year Two Outcomes



4.3 (Year 2 of multi-year) Develop and implement a clear and flexible communication plan.

- A draft communication plan was developed to be reviewed and shared in Year 3

4.4 (Year 2 of multi-year) Utilize student voice, student engagement, and student leadership skills to guide and enhance a respectful and successful learning environment for all.

- Utilized various programs and initiatives, such as Project 351, Kindness Crew, Student Ambassadors, and the Student Advisory Council to provide platforms for students to share their ideas
- Provided collaborative opportunities for students to participate with peers, educators, and the community through the following programs: Project 351, Kindness Crew, Student Ambassadors, and the Student Advisory Council
- Partnered with local businesses to enhance career exploration opportunities through initiatives such as the "MOP" program, inviting business owners into Bulldog Block, and collaborating with MassHire
- Focused push-in sessions by the JHS Guidance curriculum included discussing careers and future goals with students

OBJECTIVE FOUR
CLIMATE & CULTURE

Year Two Outcomes



4.5 Provide professional development to support and implement best practices related to tracking and improving student behavior and discipline.

- Provided intial training to staff regarding consistency in the process of logging student behavior and discipline data
- Trained administration to ensure that required behavior and discipline data was properly uploaded to meet state requirements
- Acquired and customized OpenArchitect data collection and housing dashboard for launch in 2025-2026

Ensure safe, secure, and equitable learning environments in all schools.

OBJECTIVE FIVE
SAFE SCHOOLS

5.1

Provide professional development to school community members regarding physical and cyber safety and security practices.

5.2

Establish annual review and audit procedures of all facility systems and related phase replacement plans.

5.3

Adopt a classroom technology plan review cycle to maintain equipment and infrastructure for instructional technology.

5.4

Establish short and long term capital plans for all school buildings, grounds, and facility operations.

5.5

Identify and fiscally support the needed personnel, technology, and material resources to ensure a safe, secure, and effective learning environment.

Year Two - Strategic Initiatives Focus

OBJECTIVE FIVE
SAFE SCHOOLS

Year Two Outcomes



5.1 (Year 2 of multi-year) Provide professional development to school community members regarding physical and cyber safety and security practices.

- Shared cybersecurity tips with staff in mandated training and phishing email responses
- Planned and developed monthly technology tips/newsletter to begin September 2025
- Select staff members received and completed CPI training
- Scheduled ALICE training with representation from each building and each Town's Police Department to be conducted in June 2025
- Presented to the school community (students 4-12, parents/guardians) on digital safety and awareness by Plymouth County District Attorney's Office
- Shared the US Attorney's Office Internet Safety Webinar opportunity to the school community

5.2 (Year 2 of multi-year) Establish annual review and audit procedures of all facility systems and related phase replacement plans.

- Reviewed current facilities and updated security camera systems, door access and floor surfacing of hallways and classrooms though Capital Improvement Funding
- Projected updates for the 2025-2026 school year to include paging systems and clocks
- Reviewed and updated building based maps of facility layouts
- Completed annual walk-through with the Superintendent, SFO, Facilities Director, Building Administration and results were reviewed by the District Needs Team (DNT)
- Updated comprehensive phase replacement plan

OBJECTIVE FIVE
SAFE SCHOOLS

Year Two Outcomes



5.3. Adopt a classroom technology plan review cycle to maintain equipment and infrastructure for instructional technology.

- Updated and replaced a percentage of both teacher and student devices
- Scheduled disposal of legacy hardware
- Utilized E-Rate funding for network infrastructure upgrades

5.4 (Year 2 of multi-year) Establish short and long term capital plans for all school buildings, grounds, and facility operations.

- Conducted building based team meetings throughout the school year with the Superintendent, SFO, Facilities Director, Building Administration to identify capital improvements proposed with towns' Capital Improvements Planning Committee
- Continued updates to the Capital Improvement Plans to develop financial projected costs with collection process from potential vendor specialists
- Shared Capital Improvement Plans with town officials for each Town Meeting
- Obtained approval in Marion, Mattapoisett and Rochester for multiple Capital Improvement Projects in each District at the respective Town Meeting

OBJECTIVE FIVE
SAFE SCHOOLS

Year Two Outcomes



5.5 Identify and fiscally support the needed personnel, technology, and material resources to ensure a safe, secure, and effective learning environment.

- Established District Needs Team (DNT)
- Created a schedule of DNT meetings (quarterly)
- Continued to evaluate projected needs for the 2025-2026 school year by DNT
- Submitted the school committee approved 2025-2026 school budget in each Town
- Obtained approval in Marion, Mattapoisett and Rochester for the 2025-2026 proposed school budgets, $70,000 for new math curriculum in each elementary school and capital improvement projects

Vision 2028 Strategic Plan

Old Rochester Regional School District
Massachusetts Superintendency Union #55

QUESTIONS?

Contact the Superintendent's Office at 508-758-2772.

















Old Rochester Regional School District
Massachustts Superintendency Union #55

Superintendent's Goals 2024-2026

Michael S. Nelson, Superintendent of Schools

June 12, 2025

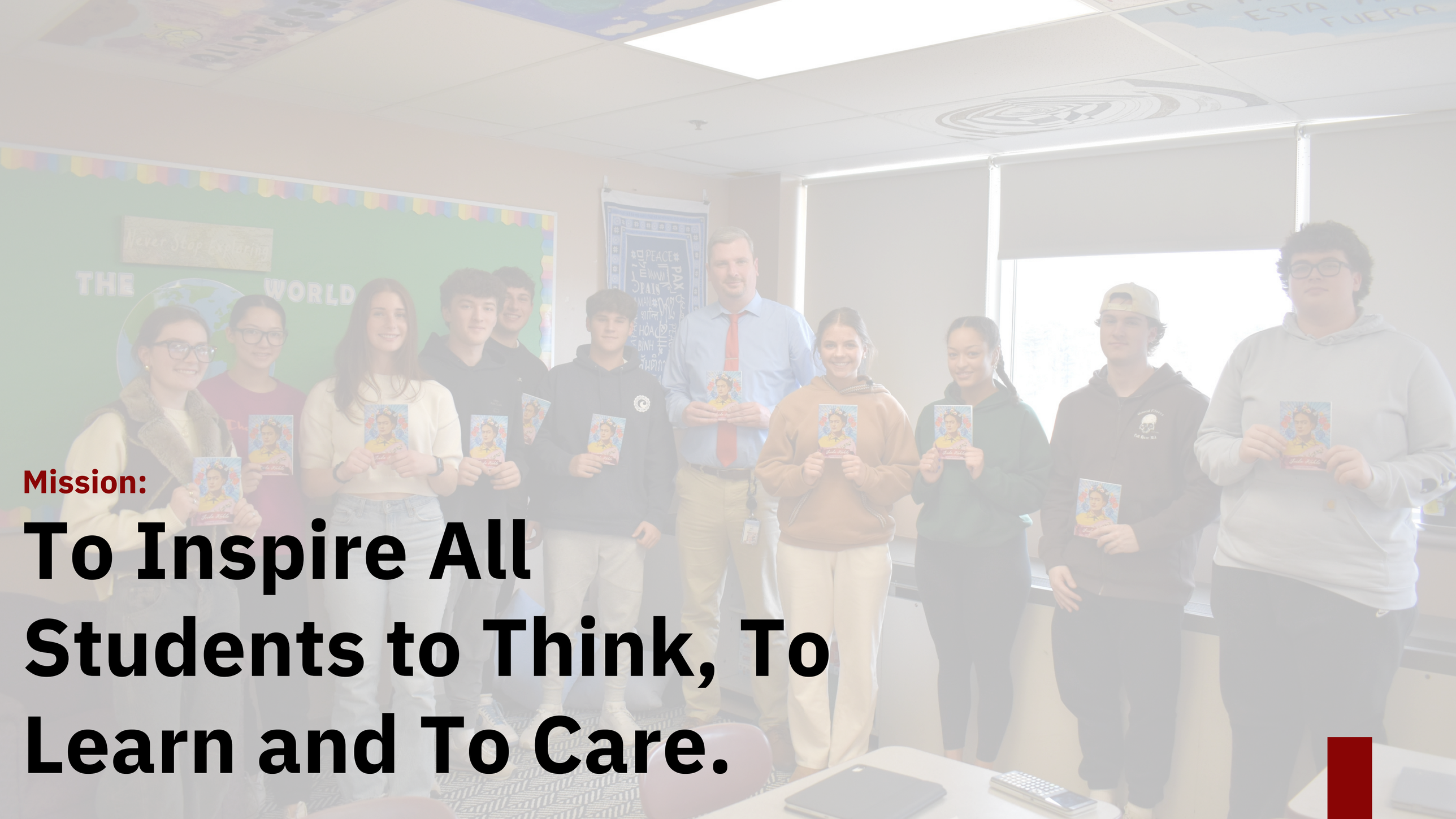


Marion	Nichole Daniel & Michelle Smith
Mattapoisett	Carly Lavin
Rochester	Anne Fernandes & Sharon Hartley
Old Rochester	Matthew Monteiro, James Muse & Michelle Smith

Superintendent's Goals Subcommittee

Timeline

November 2024	*Goals Subcommittee Reviewed & Approved Draft Goals*
January 2025 - Joint School Committee	*Goals and Evaluation Process Reviewed & Approved*
June 2025 - Joint School Committee	*Year One Mid-Cycle Review Occurs*
September 2025 - Joint School Committee	*Year Two Plans Presented*
April 2026	*Evaluation Materials and Explanation of Process Presented to Committee Members*
	Evidence/Supporting Materials Provided to Committee Members
May 2026	*All Committee Members Submit Evaluations to Subcommittee*
June 2026	*Subcommittee/Chairs Review Final Evaluation with Superintendent*
June 2026 - Joint School Committee	*Superintendent's Evaluation Occurs*



Mission:

To Inspire All Students to Think, To Learn and To Care.

Guiding Documents

VISION2028
Strategic Plan

SCHOOL IMPROVEMENT PLAN

Superintendent’s Goals 2024-2026

1. **Supporting Teaching & Learning:** By June 2026, the Superintendent of Schools will collaborate with the Leadership Council to work towards the desired year five teaching & learning outcomes outlined in the adopted Vision2028 Strategic Plan and also supported by the two-year adopted School Improvement Plans.
2. **Developing the Portrait of the Graduate:** By June 2026, the Superintendent of Schools will oversee and facilitate the engagement of school community stakeholders in the development and adoption of a system-wide Portrait of the Graduate – utilizing a strategic planning process.
3. **Support Systems, Climate & Culture, Safe Schools:** By June 2026, the Superintendent of Schools will collaborate with the Leadership Council to work towards the desired year five support systems, climate & culture, and safe schools outcomes outlined in the adopted Vision2028 Strategic Plan also supported by the two-year adopted School Improvement Plans.
4. **Professional Growth and School Community Communication:** By June 2026, the Superintendent of Schools through ongoing school visits and professional development learning opportunities will identify areas of growth for the school-system.

Superintendent’s Goals 2024-2026

Goal One

Supporting Teaching & Learning:
By June 2026, the Superintendent of Schools will collaborate with the Leadership Council to work towards the desired year five teaching & learning outcomes outlined in the adopted Vision2028 Strategic Plan and also supported by the two-year adopted School Improvement Plans.

Standards & Indicators

Standard I: Instructional Leadership
Indicators: I-A Curriculum, I-B Instruction

Standard II: Management & Operations
Indicators: II-C Scheduling & Management Information Systems, II-E Fiscal Systems

Standard IV: Professional Culture
Indicators: IV-A Commitment to High Standards, IV-D Continuous Learning

Goal One

Key Actions

✓ 1. Collaborate with the Assistant Superintendent of Teaching & Learning, the District Literacy Leadership Team (DLLT), and the School Leadership Literacy Team (SLLT) to continue the implementation of the school(s)' Literacy Action Plan (LAP).

✓ 2. Collaborate with the Assistant Superintendent of Teaching & Learning and the Leadership Council to continue the implementation of the adopted Curriculum Review Cycle with the support of the Instructional Council, Building Administrators, and Teachers.

✓ 3. Collaborate with the Assistant Superintendent of Teaching & Learning and the Leadership Council to examine the structure, purpose, roles, responsibilities, and resources to support district-wide curriculum leaders at all levels.

✓ 4. Collaborate with the Assistant Superintendent of Teaching & Learning, Instructional Council, and theLeadership Council to conduct a needs assessment to identify a common assessment vertical platform kindergarten through grade 12.

✓ 5. Collaborate with the Assistant Superintendent of Teaching & Learning, Instructional Council, and the Leadership Council to provide professional development in UbD (Understanding by Design Framework) to support curriculum writing and documentation.

✓ 6. Review and determine best practices to support the school(s)' professional development planning in collaboration with the Assistant Superintendent of Teaching & Learning.

✓ 7. Establish a data dashboard for administrators and teacher leaders in collaboration with the Leadership Council and Instructional Council.

Benchmarks

1. Revised LAP (annual basis).
2. Literacy professional development offerings.
3. Professional development schedule and curriculum development outcomes.
4. Identified curriculum leader roles from needs assessments.
5. Professional Development Plan, agendas and survey feedback.
6. Established data dashboard.
7. Strategic Plan and School Improvement Plan(s) presentations.

Resources

- Vision 2028 Strategic Plan
- School Improvement Plans
- DESE Learning Standards
- Literacy Action Plan
- Curriculum Review Cycle
- Common Assessments
- Student Data
- Professional Development Plan

✓ Completed/ On-Track

✳ Year 2

Superintendent’s Goals 2024-2026

Goal Two

Developing the Portrait of the Graduate:
By June 2026, the Superintendent of Schools will oversee and facilitate the engagement of school community stakeholders in the development and adoption of a system-wide Portrait of the Graduate – utilizing a strategic planning process. *(A Portrait of the Graduate is a vision statement that outlines the skills, knowledge and attributes that students should have to succeed in college, career and life.)*

Standards & Indicators

Standard III: Family and Community Engagement
Indicators: III-A Engagement, III-C Communication

Standard IV: Professional Culture
Indicators: IV-A Commitment to High Standards, IV-E Shared Vision

Goal Two

Key Actions

✓ 1. Engage with a facilitator and/or agency to facilitate a comprehensive and collaborative process to ensure that school community stakeholders have a voice in the development of the school-system's Portrait of the Graduate.
✓ 2. Work with the facilitator and Leadership Council to create a full planning team for Portrait of the Graduate development sessions.
✓ 3. Create multiple school community stakeholder opportunities to provide voice and feedback regarding the development of the Portrait of the Graduate with the Leadership Council.
✓ 4. Collect relevant data points to inform the development of the Portrait of the Graduate with the Leadership Council.
✓ 5. Provide regular updates on the Portrait of the Graduate development process to the school committees.
✳ 6. Create a Portrait of the Graduate that includes core competencies, indicators, and grade level measurable skills in collaboration with the school community.

Benchmarks

1. Calendar of Portrait of the Graduate development events.
2. Roster of the planning team.
3. Collected school community stakeholder feedback.
4. Data sets for Portrait of the Graduate planning.
5. School committee updates on Portrait of the Graduate development.
6. Portrait of the Graduate presentation to the Joint School Committee.

Resources

- Vision 2028 Strategic Plan
- School Improvement Plans
- Portrait of the Graduate Resources
- Stakeholder Feedback
- Student Data Sets
- School Improvement Plans

✓ Completed/ On-Track
✳ Year 2

Superintendent’s Goals 2024-2026

Goal Three

Support Systems, Climate & Culture, Safe Schools:
By June 2026, the Superintendent of Schools will collaborate with the Leadership Council to work towards the desired year five support systems, climate & culture, and safe schools outcomes outlined in the adopted Vision2028 Strategic Plan also supported by the two-year adopted School Improvement Plans.

Standards & Indicators

Standard II: Management and Operations
Indicators: II-A Environment, II-E Fiscal Systems

Standard IV: Professional Culture
Indicators: IV-A Commitment to High Standards, IV-E Shared Vision

Goal Three

Key Actions

✓ 1. Collaboration with the Assistant Superintendent of Student Services and Leadership Council to review system-wide systems of support related to social emotional learning, behavioral, academic, and family engagement supports.
✓ 2. Identify systems of support currently implemented and areas of growth in each school building.
✓ 3. In collaboration with the Assistant Superintendent of Student Services, the Leadership Council, and Instructional Council implement social emotional learning programming at all levels (i.e. Responsive Classroom, Responsive Classroom Fly Five, and Character Strong).
✓ 4. In collaboration with the Assistant Superintendent of Student Services, the Leadership Council, and school community stakeholders develop and adopt a school discipline philosophy.
✳ 5. Determine and promote a unified brand that embodies the spirit of the school-system and the school community with stakeholder feedback.
✓ 6. Provide professional development and support(s) to school community members regarding physical and cyber safety and security practices.

Benchmarks

1. System of supports needs assessment and data.
2. Implemented social emotional programming at all schools.
3. School Discipline Philosophy.
4. School Discipline data and tracking platform.
5. School-wide unified brand.
6. Professional development offerings and security safeguards.

Resources

- Vision2028 Strategic Plan
- School Improvement Plans
- Responsive Classroom & Character Strong
- DESE Multi Tiered Systems of Support (MTSS) Resources Model
- MTSS Consultant (as needed)
- Data Dashboard Tool
- Professional Development Plan

✓ Completed/ On-Track

✳ Year 2

Superintendent’s Goals 2024-2026

Goal Four

Professional Growth and School Community Communication:
By June 2026, the Superintendent of Schools through ongoing school visits and professional development learning opportunities will identify areas of growth for the school-system.

Standards & Indicators

Standard I: Instructional Leadership
Indicators: I-E Data-Informed Decision Making

Standard III: Family and Community Engagement
Indicators: III-C Communication

Standard IV: Professional Culture
Indicators: IV-D Continuous Learning, IV-E Shared Vision

Goal Four

Key Actions

✓ 1. Participate in School-Based Learning Walks (2 per school, per school year) with the Leadership Council utilizing established and agreed upon "Look Fors" to calibrate teaching & learning expectations system-wide.
✓ 2. The Superintendent of Schools will visit at least 8 schools per month to ensure visibility within the school buildings.
✓ 3. The Superintendent of Schools will regularly attend professional development conferences (i.e. AASA, MASS, MASC, REDI).
✓ 4. The Superintendent of Schools will send out a monthly newsletter to the school community.
✳ 5. In collaboration with the Leadership Council, the Superintendent of Schools will collect climate and culture survey data from the school community and discuss the results in detail with the administrative team.
✓ 6. Develop and implement a clear and flexible communication plan for individual schools and the school-system to ensure family engagement and information sharing.

Benchmarks

1. Learning walk(s) schedules and documentation.
2. School visit logs.
3. Attendance at professional development conferences.
4. Distribution of regularly issued Superintendent of Schools' newsletters.
5. Survey Results.
6. Written Communication Plan.

Resources

- Vision 2028 Strategic Plan
- School Improvement Plans
- DESE Model Classroom Rubrics and Observation Tools
- Association Memberships (i.e. AASA, MASS, MASC)
- SMORE Newsletter Tool
- Survey Data Collection Tools
- FinalSite, SMORE, Social Media Accounts

✓ Completed/ On-Track
✳ Year 2

Standard I: Instructional Leadership	Standard II: Management & Operations	Standard III: Family & Community Engagement	Standard IV: Professional Culture
A. Curriculum Indicator **1. Standards-Based Unit Design** **2. Lesson Development Support**	**A. Environment Indicator** **1. Plans, Procedures, and Routines** **2. Operational Systems** **3. Student Safety, Health, and Social and Emotional Needs**	**A. Engagement Indicator** **1. Family Engagement** **2. Community and Business Engagement**	**A. Commitment to High Standards Indicator** **1. Commitment to High Standards** **2. Mission and Core Values** **3. Meetings**
B. Instruction Indicator **1. Instructional Practices** **2. Quality of Effort & Work** **3. Diverse Learners' Needs**	B. Human Resources Management & Development Indicator 1. Recruitment & Hiring Strategies 2. Induction, Professional Development, and Career Growth Strategies	B. Sharing Responsibility Indicator 1. Student Support 2. Family Collaboration	B. Cultural Proficiency Indicator 1. Policies and Practices
C. Assessment Indicator 1. Variety of Assessments 2. Adjustment to Practice	**C. Scheduling & Management Information Systems Indicator** **1. Time for Teaching and Learning** **2. Time for Collaboration**	**C. Communication Indicator** **1. Two-Way Communication** **2. Culturally Proficient Communication**	C. Communications Indicator 1. Communication Skills
D. Evaluation Indicator 1. Educator Goals 2. Observation s & Feedback 3. Ratings 4. Alignment Review	D. Law, Ethics & Policies Indicator 1. Laws and Policies 2. Ethical Behavior	D. Family Concerns Indicator 1. Family Concerns	**D. Continuous Learning Indicator** **1. Continuous Learning of Staff** **2. Continuous Learning of Administrator**
E. Data-Informed Decision Making Indicator **1. Knowledge & Use of Data** **2. School and District Goals** **3. Improvement of Performance, Effectiveness, and Learning**	**E. Fiscal Systems Indicator** **1. Fiscal Systems**		**E. Shared Vision Indicator** **1. Shared Vision Development**
			F. Managing Conflict Indicator 1. Response to Disagreement 2. Conflict Resolution 3. Consensus Building

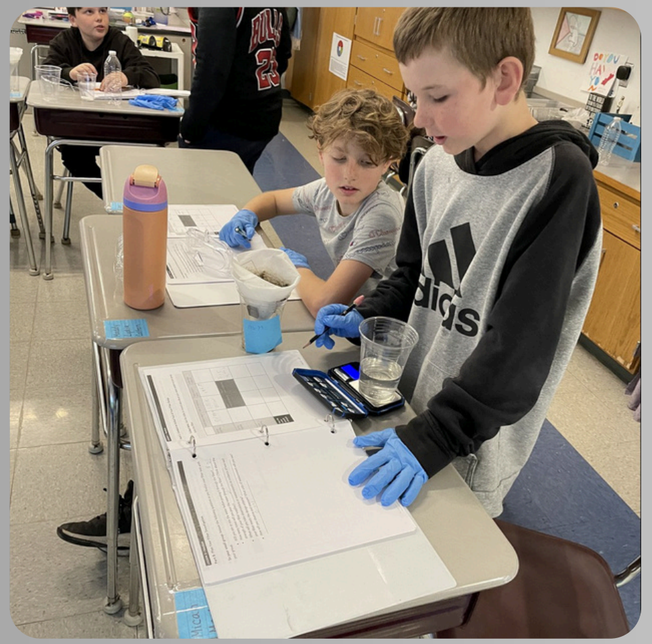
Superintendent's Rubric



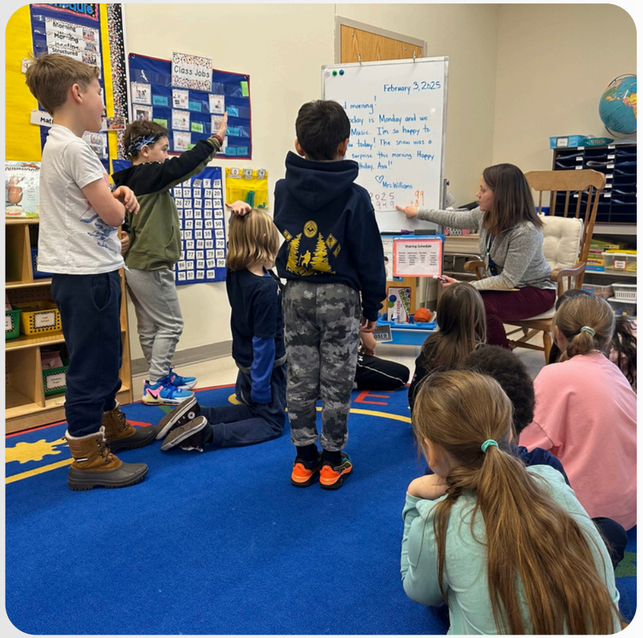








Thank you!



OLD ROCHESTER REGIONAL SCHOOL DISTRICT
MASSACHUSETTS SUPERINTENDENCY UNION #55
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Michael S. Nelson, M.Ed.
Superintendent of Schools

Sharlene Fedorowicz, Ph.D
Assistant Superintendent of Teaching & Learning

Howard Barber, CPA, SFO, MCPPO
Assistant Superintendent of Finance & Operations

Jaime Curley, Ed.D
Assistant Superintendent of Student Services

Superintendent's Proposed Goals 2024-2026
Mid-Cycle Review June 2025

***Name**: Michael S. Nelson, M.Ed.* ***Title**: Superintendent of Schools*

Leadership Goal **Student Learning Goal**	***Leadership Goal*** **District Improvement Goal**
SMART Goal 1 – **Supporting Teaching & Learning:** By June 2026, the Superintendent of Schools will collaborate with the Leadership Council to work towards the desired year five teaching & learning outcomes outlined in the adopted Vision2028 Strategic Plan and also supported by the two-year adopted School Improvement Plans. **Standard I:** Instructional Leadership Indicators: I-A Curriculum, I-B Instruction **Standard II:** Management & Operations Indicators: II-C Scheduling & Management Information Systems, II-E Fiscal Systems **Standard IV:** Professional Culture Indicators: IV-A Commitment to High Standards, IV-D Continuous Learning	**SMART Goal 2 –** **Developing the Portrait of the Graduate:** By June 2026, the Superintendent of Schools will oversee and facilitate the engagement of school community stakeholders in the development and adoption of a system-wide Portrait of the Graduate – utilizing a strategic planning process. *(A Portrait of the Graduate is a vision statement that outlines the skills, knowledge and attributes that students should have to succeed in college, career and life.)* **Standard III:** Family and Community Engagement Indicators: III-A Engagement, III-C Communication **Standard IV:** Professional Culture Indicators: IV-A Commitment to High Standards, IV-E Shared Vision

Key Actions	Key Actions
1. Collaborate with the Assistant Superintendent of Teaching & Learning, the District Literacy Leadership Team (DLLT), and the School Leadership Literacy Team (SLLT) to continue the implementation of the school(s)' Literacy Action Plan (LAP). DLLT Job description Old Rochester - HILL Partnership 24-25 Literacy Action Plan DLLT and SLLT Rosters SLLT Meetings Schedule SLLT Activity Example SLLT Bar Graph Example SLLT Meeting Feedback Example 2. Collaborate with the Assistant Superintendent of Teaching & Learning and the Leadership Council to continue the implementation of the adopted Curriculum Review Cycle with the support of the Instructional Council, Building Administrators, and Teachers. Curriculum Review Cycle 8/27/24 PD Day 9/25/24 PD Day 11/5/24 PD Day 1/29/25 PD Day 3/5/25 PD Day 5/28/25 PD Day Elementary Math Curriculum Team Interest Form General-Evaluation-Rubric-Response Elementary Math Master Tool for Selecting Programs to Pilot Math-rubric MA DESE Math-Textbook-Evaluation-Tool Old Rochester Math Pilot Evaluation Form Old Rochester Math Pilot Evaluation Form (Responses) enVision K-5 Flyer enVision 6-8 Flyer 3. Collaborate with the Assistant Superintendent of Teaching & Learning and the Leadership Council to examine the structure, purpose, roles, responsibilities, and resources to support district-wide curriculum leaders at all levels. 12/2/24 I C Agenda	1. Engage with a facilitator and/or agency to facilitate a comprehensive and collaborative process to ensure that school community stakeholders have a voice in the development of the school-system's Portrait of the Graduate. POG Interest Form Email POG Interest Form Email Data POG Interest Form POG Interest Form App Notification 4/28/25 Meeting Presentation 4/28/25 Meeting Notes 5/20/25 Meeting Presentation 5/20/25 Meeting Notes 5/22/25 Meeting Presentation 6/3/25 Meeting Presentation POG Update Slide from School Committee Rochester School Committee Agenda Marion School Committee Agenda Mattapoisett School Committee Agenda ORR School Committee Agenda High School POG - Draft 2. Work with the facilitator and Leadership Council to create a full planning team for Portrait of the Graduate development sessions. Team List POG Interest Form Email POG Interest Form Email Data POG Interest Form POG Interest Form App Notification 3. Create multiple school community stakeholder opportunities to provide voice and feedback regarding the development of the Portrait of the Graduate with the Leadership Council. Portrait of a Learner Stakeholder Survey Email Portrait of a Learner Stakeholder Survey Portrait of a Learner Stakeholder Survey Reminder Survey Data Community Forum Notification Community Forum Reminder Email Community Forum Flyer Community Forum Notification to Town Halls HS - POG Survey - Alumni HS - POG Survey - Business Leaders HS - POG Survey - Families

12/12/24 Elementary I C Agenda
2/4/25 Elementary I C Agenda
1/15/25 I C Agenda
2/13/25 Secondary I C Agenda
3/10/25 I C Agenda
25/26 Parent Guardian P.D. Needs Assessment Survey
Results of Parent Guardian PD Needs Assessment Survey
25/26 Staff P.D. Needs Assessment
Results of Staff PD Needs Assessments Survey
25/26 Professional Development Planning Process
Elementary Curriculum Leader Job Description Draft
FY26 Budget Reports
Team Leaders Meeting Example
Secondary Coordinator Meeting Example
State Seal of Biliteracy

4. Collaborate with the Assistant Superintendent of Teaching & Learning, Instructional Council, and the Leadership Council to conduct a needs assessment to identify a common assessment vertical platform kindergarten through grade 12.
Common Assessment Overview
Literacy Needs Assessment for Assessment Framework
Curriculum Review Cycle
IntoReading Needs Assessment Survey
IntoReading Needs Assessment
Secondary Needs Assessment Survey
Secondary Coordinators Common Assessment Meeting Agenda
9/25/24 PD Day
11/5/24 PD Day
3/5/25 PD Day
5/28/25 PD Day

5. Collaborate with the Assistant Superintendent of Teaching & Learning, Instructional Council, and the Leadership Council to provide professional development in UbD (Understanding by Design Framework) to support curriculum writing and documentation.
10/7/24 Department Coordinator Meeting
Atlas UbD Planning Document Example
HS - POG Survey - Current Students
HS - POG Survey - Staff

4. Collect relevant data points to inform the development of the Portrait of the Graduate with the Leadership Council.
5/20/25 Meeting Presentation
Portrait of the Learner Survey Results
HS POG Survey - Alumni Results
HS POG Survey - Current Students Results
HS POG Survey - Business Leaders Results
HS POG Survey - Staff Results
HS POG Survey - Parents/Guardians Results

5. Provide regular updates on the Portrait of the Graduate development process to the school committees.
Joint School Committee (Vision update)
School Committee Presentation October 2024
Marion School Committee Minutes (SIP)
Mattapoisett School Committee Minutes (SIP)
Rochester School Committee Minutes (SIP)
ORR School Committee Minutes (SIP)
POG Update Slide from School Committee
Rochester School Committee Agenda
Marion School Committee Agenda
Mattapoisett School Committee Agenda
ORR School Committee Agenda
Joint School Committee Agenda
Joint School Committee Update
POG Update ORRconnect
POG in Superintendent's Remarks at HS Graduation

6. Create a Portrait of the Graduate that includes core competencies, indicators, and grade level measurable skills in collaboration with the school community.
High School POG - Draft
POG Core Competencies Draft
Year Two Key Action

Secondary Coordinators Training 8/27/24 PD Day 9/25/24 PD Day 11/5/24 PD Day 1/29/25 PD Day 3/5/25 PD Day 5/28/25 PD Day 6. Review and determine best practices to support the school(s)' professional development planning in collaboration with the Assistant Superintendent of Teaching & Learning. Professional Development Planning Process 24/25 PD Plan Presentation at Joint 8/27/24 PD Day 9/25/24 PD Day 11/5/24 PD Day 1/29/25 PD Day 3/5/25 PD Day 5/28/25 PD Day 25/26 PD Planning Process 7. Establish a data dashboard for administrators and teacher leaders in collaboration with the Leadership Council and Instructional Council. OpenArchitect ORR Dashboard Homepage Meetings with OpenArchitect Data Dashboard Survey for Staff Email Data Dashboard Survey	
Benchmarks 1. Revised LAP (annual basis). Literacy Action Plan 2. Literacy professional development offerings. 8/27/24 PD Day 9/25/24 PD Day 11/5/24 PD Day 1/29/25 PD Day 3/5/25 PD Day 5/28/25 PD Day 3. Professional development schedule and curriculum development outcomes. 8/27/24 PD Day 9/25/24 PD Day 11/5/24 PD Day 1/29/25 PD Day	**Benchmarks** 1. Calendar of Portrait of the Graduate development events. POG Events 24-25 2. Roster of the planning team. Team List 3. Collected school community stakeholder feedback. 5/20/25 Meeting Presentation Portrait of the Learner Survey Results HS POG Survey - Alumni Results HS POG Survey - Current Students Results HS POG Survey - Business Leaders Results HS POG Survey - Staff Results HS POG Survey - Parents/Guardians Results 4. Data sets for Portrait of the Graduate planning.

3/5/25 PD Day
5/28/25 PD Day
Atlas Outcome Example
Atlas Outcome Scope and Sequence
2nd Year of IntoReading Implementation
Elementary Math Curriculum Team Interest Form
General-Evaluation-Rubric-Response
Elementary Math Master Tool for Selecting Programs to Pilot
Math-rubric MA DESE
Math-Textbook-Evaluation-Tool
Old Rochester Math Pilot Evaluation Form
Old Rochester Math Pilot Evaluation Form (Responses)
enVision K-5 Flyer
enVision 6-8 Flyer
Investigating History
IH Grade 5
IH Grade 6
IH Grade 7
DESE OpenSciEd Information
OpenSciEd Elementary
OpenSciEd Middle School

4. Identified curriculum leader roles from needs assessments.
Elementary Curriculum Leader Job Description Draft
FY26 Budget Reports
Team Leader Job Description
Secondary Coordinator Job Description

5. Professional Development Plan, agendas and survey feedback.
PD Plan 2024-2025
8/27/24 PD Day
9/25/24 PD Day
11/5/24 PD Day
1/29/25 PD Day
3/5/25 PD Day
5/28/25 PD Day
SmartPD Eval Link
SmartPD Eval Survey

6. Established data dashboard.
OpenArchitect ORR Dashboard Homepage
Meetings with OpenArchitect
Data Dashboard Survey for Staff Email
OpenArchitect ORR Dashboard Homepage
ORR MCAS Presentation 24-25
Mattapoisett MCAS Presentation 24-25
Marion MCAS Presentation 24-25
Rochester MCAS Presentation 24-25
DESE School Profile - Marion
DESE School Profile - Mattapoisett
DESE School Profile - Rochester
DESE School Profile - Old Rochester
DESE Report Card - Center
DESE Report Card - Old Hammondtown
DESE Report Card - Rochester Memorial
DESE Report Card - Sippican
DESE Report Card - ORRJHS
DESE Report Card - ORRHS

5. School committee updates on Portrait of the Graduate development.
Joint School Committee (Vision update)
School Committee Presentation October 2024
Marion School Committee Minutes (SIP)
Mattapoisett School Committee Minutes (SIP)
Rochester School Committee Minutes (SIP)
ORR School Committee Minutes (SIP)
POG Update Slide from School Committee
Rochester School Committee Agenda
Marion School Committee Agenda
Mattapoisett School Committee Agenda
ORR School Committee Agenda
Joint School Committee Agenda
Joint School Committee Update
POG Update ORRconnect
POG in Superintendent's Remarks at HS Graduation

6. Portrait of the Graduate presentation to the Joint School Committee.
Year Two Benchmark

Data Dashboard Survey 7. Strategic Plan and School Improvement Plan(s) presentations. Vision2028 Presentation Vision2028 Update Presentation (January 2025) Vision2028 Update Presentation (June 2025) ORRHS School Improvement Plan ORRJHS School Improvement Plan Center and OHS School Improvement Plan Rochester Memorial School Improvement Plan Sippican School Improvement Plan Center and OHS SIP Update June 2025 Rochester Memorial SIP Update June 2025 Sippican SIP Update June 2025 ORRJHS SIP Update June 2025 ORRHS SIP Update June 2025	
Resources ● Vision 2028 Strategic Plan ● School Improvement Plans ● DESE Learning Standards ● Literacy Action Plan ● Curriculum Review Cycle ● Common Assessments ● Student Data ● Professional Development Plan	**Resources** ● Vision 2028 Strategic Plan ● School Improvement Plans ● Portrait of the Graduate Resources ● Stakeholder Feedback ● Student Data Sets ● School Improvement Plans

Leadership Goal **Student Learning Goal**	***Leadership Goal*** **Professional Practice Goal**
SMART Goal 3 – **Support Systems, Climate & Culture, Safe Schools:** By June 2026, the Superintendent of Schools will collaborate with the Leadership Council to work towards the desired year five support systems, climate & culture, and safe schools outcomes outlined in the adopted Vision2028 Strategic Plan also supported by the two-year adopted School Improvement Plans. **Standard II:** Management and Operations Indicators: II-A Environment, II-E Fiscal Systems	**SMART Goal 4 –** **Professional Growth and School Community Communication:** By June 2026, the Superintendent of Schools through ongoing school visits and professional development learning opportunities will identify areas of growth for the school-system. **Standard I:** Instructional Leadership Indicators: I-E Data-Informed Decision Making **Standard III**: Family and Community Engagement Indicators: III-C Communication

Standard IV: Professional Culture Indicators: IV-A Commitment to High Standards, IV-E Shared Vision	**Standard IV:** Professional Culture Indicators: IV-D Continuous Learning, IV-E Shared Vision
Key Actions: 1. Collaboration with the Assistant Superintendent of Student Services and Leadership Council to review system-wide systems of support related to social emotional learning, behavioral, academic, and family engagement supports. BIRCh Center Contract BIRCh Center Schedule Areas of Focus BIRCh Tools: MTSS Self-Assessment: DESE Safe and Supportive Schools (SaSS) Framework & Self-Reflection Tool MTSS Sustainability Checklist Crosswalk of Assessments and Areas of Focus DSFI- PBIS District Systems Fidelity Inventory 9/25/24 PD 1/29/25 PD 3/5/25 PD 5/28/25 PD 2. Identify systems of support currently implemented and areas of growth in each school building. 9/25/24 PD 1/29/25 PD 3/5/25 PD 3. In collaboration with the Assistant Superintendent of Student Services, the Leadership Council, and Instructional Council, implement social emotional learning programming at all levels (i.e. Responsive Classroom, Responsive Classroom Fly Five, and Character Strong). Fly Five Information Night Flyer ORRconnect Facebook Post Center Facebook Post OHS Facebook Post RMS Facebook Post Sippican Facebook Post JHS Facebook Post Fly Five Information Night in Supt's Newsletter Fly Five Information Night Center Newsletter Fly Five Information Night OHS Newsletter	**Key Actions:** 1. Participate in School-Based Learning Walks (2 per school, per school year) with the Leadership Council utilizing established and agreed upon “Look Fors” to calibrate teaching & learning expectations system-wide. 24/25 Learning Walk Schedule 24/25 Focus Indicators Implementation Guide Feedback Letter Template Teacher Rubric September 16, 2024 Sippican October 24, 2024 Center November 13, 2024 High School November 18, 2024 Junior High School November 21, 2024 Old Hammondtown December 16, 2024 Rochester Memorial January 7, 2025 Old Hammondtown January 30, 2025 Junior High School February 4, 2025 High School February 11, 2024 Center March 12, 2025 Sippican March 25, 2025 Rochester Memorial 2. The Superintendent of Schools will visit at least 8 schools per month to ensure visibility within the school buildings. September 2024 October 2024 November 2024 December 2024 January 2025 February 2025 March 2025 April 2025 May 2025 June 2025 3. The Superintendent of Schools will regularly attend professional development conferences (i.e. AASA, MASS, MASC, REDI). MASS Summer Executive Institute ORR Presents at Conference MASS/MASC Joint Conference November

Fly Five Information Night RMS Newsletter
Fly Five Information Night Sippican Newsletter
Fly Five Information Night JHS Newsletter
Fly Five Information Night Presentation
Fly Five Information Night Handout
Ambassador Training
Ambassador List
8/27/24 Full PD Day
9/25/24 Half PD Day
11/5/24 Full PD Day
1/29/25 Half PD Day
3/5/25 Half PD Day
Equity Action Plan 24-25
Character Strong Advisory Lesson 9/9/24
Character Strong Advisory Lesson 1/6/25
Character Strong Advisory Lesson 1/13/25
Character Strong Advisory Lesson 1/21/25
Character Strong Advisory Lesson 1/27/25
Character Strong Advisory Lesson 2/24/25

4. In collaboration with the Assistant Superintendent of Student Services, the Leadership Council, and school community stakeholders, develop and adopt a school discipline philosophy.
Bullying Plan Revised March 2025
Bullying Plan Open Forum Email
Bullying Plan Email to Police Departments
Bullying Plan Notification Nov 2024 Newsletter
Bullying Plan Notification Jan 2025 Newsletter
Bullying Plan Notification Mar 2025 Newsletter
Marion SC Agenda March 2025 (information)
Mattapoisett SC Agenda March 2025 (information)
Rochester SC Agenda March 2025 (information)
ORR SC Agenda March 2025 (information)
Bullying Plan

5. Determine and promote a unified brand that embodies the spirit of the school-system and the school community with stakeholder feedback.
Year Two Key Action

6. Provide professional development and support(s) to school community members regarding physical and cyber safety and security practices.
Cyber Sense Presentation Flyer
Cyber Sense Presentation Post
Cyber Sense Email
Staff Acceptable Use Policy Updated
MASS Mid-Winter Conference 1/23/25
MASS Spring Conference 5/22/25
REDI Equity in Action
REDI Vision to Impact
REDI Persuasive Communication
Supt's Roundtable 9/25/24
Supt's Roundtable 10/23/24
Supt's Roundtable 11/2/24
Supt's Roundtable 12/11/24
Supt's Roundtable 1/15/25
Supt's Roundtable 3/19/25
Supt's Roundtable 4/16/25
Supt's Roundtable 5/14/25
Supt's Roundtable 6/4/25

4. The Superintendent of Schools will send out a monthly newsletter to the school community.
September 2024
October 2024
November 2024
December 2024
January 2025
February 2025
March 2025
April 2025
May 2025
June 2025

5. In collaboration with the Leadership Council, the Superintendent of Schools will collect climate and culture survey data from the school community and discuss the results in detail with the administrative team.
Year Two Key Action

6. Develop and implement a clear and flexible communication plan for individual schools and the school-system to ensure family engagement and information sharing.
Draft Communication Plan

Student Acceptable Use Policy (Elementary) Student Acceptable Use Policy (Secondary) Staff Tech Policies Updated Google 2 Factor Staff Notification Cybersecurity Audit Status Update MA Executive Office of Tech Services & Security Digital Multicast Radio System Upgrade Alice Training List Alice Training Agenda Alice Training Preparation US Attorney's Office Internet Safety Webinar Email US Attorney's Office Internet Safety Webinar Flyer *Student Privacy Training Attended by Tech Specialist:* Kickoff Session Legal Landscape Ed Records School Official FERPA Part 1 FERPA Part 2 Getting Buy-in Instructional Leadership Teachers Emerging Tech Privacy and Security	
Benchmarks 1. System of supports needs assessment and data. BIRCh Center Contract BIRCh Center Schedule Areas of Focus BIRCh Tools: MTSS Self-Assessment: DESE Safe and Supportive Schools (SaSS) Framework & Self-Reflection Tool MTSS Sustainability Checklist Crosswalk of Assessments and Areas of Focus DSFI- PBIS District Systems Fidelity Inventory 9/25/24 PD 1/29/25 PD 3/5/25 PD 5/28/25 PD 2. Implemented social emotional programming at all schools. Fly Five Information Night Flyer	**Benchmarks** 1. Learning walk(s) schedules and documentation. 24/25 Learning Walk Schedule 24/25 Focus Indicators Implementation Guide Feedback Letter Template Teacher Rubric September 16, 2024 Sippican October 24, 2024 Center November 13, 2024 High School November 18, 2024 Junior High School November 21, 2024 Old Hammondtown December 16, 2024 Rochester Memorial January 7, 2025 Old Hammondtown January 30, 2025 Junior High School February 4, 2025 High School February 11, 2024 Center March 12, 2025 Sippican March 25, 2025 Rochester Memorial

ORRconnect Facebook Post
Center Facebook Post
OHS Facebook Post
RMS Facebook Post
Sippican Facebook Post
JHS Facebook Post
Fly Five Information Night in Supt's Newsletter
Fly Five Information Night Center Newsletter
Fly Five Information Night OHS Newsletter
Fly Five Information Night RMS Newsletter
Fly Five Information Night Sippican Newsletter
Fly Five Information Night JHS Newsletter
Fly Five Information Night Presentation
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Character Strong Advisory Lesson 9/9/24
Character Strong Advisory Lesson 1/6/25
Character Strong Advisory Lesson 1/13/25
Character Strong Advisory Lesson 1/21/25
Character Strong Advisory Lesson 1/27/25
Character Strong Advisory Lesson 2/24/25

3. School Discipline Philosophy.
   Draft Discipline Philosophy
   Bullying Plan

4. School Discipline data and tracking platform.
   OpenArchitect ORR Dashboard Homepage

5. School-wide unified brand.
   Year Two Benchmark

6. Professional development offerings and security safeguards.
   8/27/24 PD Day
   9/25/24 PD Day
   11/5/24 PD Day
   1/29/25 PD Day
   3/5/25 PD Day

2. School visit logs.
   September 2024
   October 2024
   November 2024
   December 2024
   January 2025
   February 2025
   March 2025
   April 2025
   May 2025

3. Attendance at professional development conferences.
   MASS Summer Executive Institute
   ORR Presents at Conference
   MASS/MASC Joint Conference November
   MASS Mid-Winter Conference 1/23/25
   MASS Spring Conference 5/22/25
   REDI Equity in Action
   READ Vision to Impact
   REDI Persuasive Communication
   Supt's Roundtable 9/25/24
   Supt's Roundtable 10/23/24
   Supt's Roundtable 11/2/24
   Supt's Roundtable 12/11/24
   Supt's Roundtable 1/15/25
   Supt's Roundtable 3/19/25
   Supt's Roundtable 4/16/25
   Supt's Roundtable 5/14/25
   Supt's Roundtable 6/4/25

4. Distribution of regularly issued Superintendent of Schools' newsletters.
   September 2024
   October 2024
   November 2024
   December 2024
   January 2025
   February 2025
   March 2025
   April 2025
   May 2025

5. Survey Results.
   Year Two Benchmark

6. Written Communication Plan.
   Draft Communication Plan

Resources	**Resources**
● Vision2028 Strategic Plan ● School Improvement Plans ● Responsive Classroom & Character Strong ● DESE Multi Tiered Systems of Support (MTSS) Resources Model ● MTSS Consultant (as needed) ● Data Dashboard Tool ● Professional Development Plan	● Vision 2028 Strategic Plan ● School Improvement Plans ● DESE Model Classroom Rubrics and Observation Tools ● Association Memberships (i.e. AASA, MASS, MASC) ● SMORE Newsletter Tool ● Survey Data Collection Tools ● FinalSite, SMORE, Social Media Accounts



25/26 Professional Development Plan

Shari Fedorowicz, Ph.D.
Assistant Superintendent of Teaching and Learning
June 12, 2025

Old Rochester Regional School District
MA Superintendency Union # 55

2024/2025 Professional Development Plan

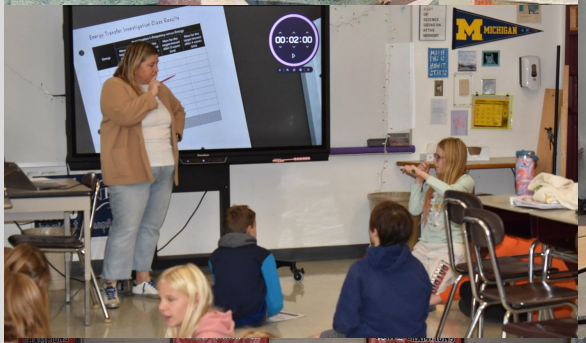
Date/Title	Topics
August 27, 2024 **Full Day PD**	**Teaching and Learning - Curriculum Review Cycle; Systems of Support - New IEP Process; Climate & Culture** (District-Wide)
September 25, 2024 **Half PD Day**	**Teaching and Learning; Systems of Support** (District-Wide)
November 5, 2024 **Full Day PD**	**Teaching and Learning: Curriculum Review Cycle; Systems of Support; Climate & Culture** (District-Wide)
January 29, 2025 **Half Day PD**	**Teaching and Learning; Systems of Support** (Building Based)
March 5, 2025 **Half Day PD**	**Teaching and Learning; Systems of Support** (Building Based)
May 28, 2025 **Half Day PD**	**Placement and Transitions** (Building Based)


Kind


PLAYBOOK INITIATIVE






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MICHIGAN








2021
2022
2023
OLD ROCHESTER
UNIFIED BASKETBALL
PERFECT SEASON
2023





Additional 24/25 Professional Development

- Every Kid Deserves a Champion with Steve Maguire
- Crisis Prevention & Intervention Training
- Foundational Literacy Skills Training
- OHS Collaborative Teamwork
- Equity Sub-Committee
- HILL for Literacy Trainings
- Instructional Council
- Learning Walks
- Mentor Program
- New Teacher Orientation
- Sippican School - BBST- Building Based Support Team
- Project 351 Playbook Initiative
- Magic School, AI, and Canva at Last!
- ORRJHS Ampify Desmos Math
- OpenSciEd grades 5-8

How the 25/26 PD Plan was Developed

- Instructional Council Team Collaboration
  - *Instructional Council Professional Development Subcommittee*
  - *Professional Development Planning Process*
- Educator Survey Feedback
- Parent/Guardian Survey Feedback
- Administrator Feedback
- Vision 2028 Strategic Plan
- Review of 24/25 Professional Development

OLD ROCHESTER REGIONAL SCHOOL DISTRICT
MASSACHUSETTS SUPERINTENDENCY UNION #55



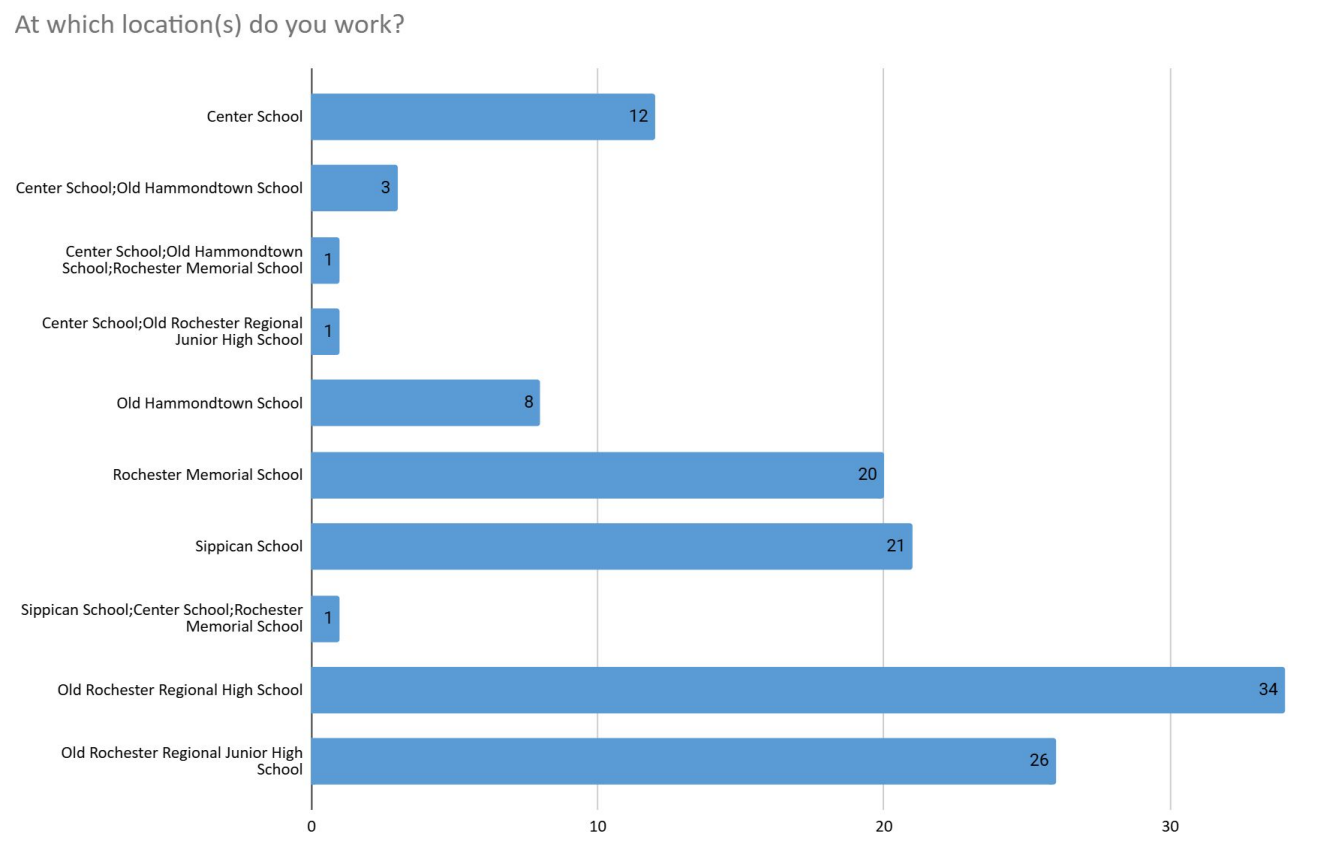
25/26 Professional Development Planning Process

"Inspire all students to think, to learn, and to care."

Special thank you:

- Instructional Council
- Instructional Council Professional Development Subcommittee

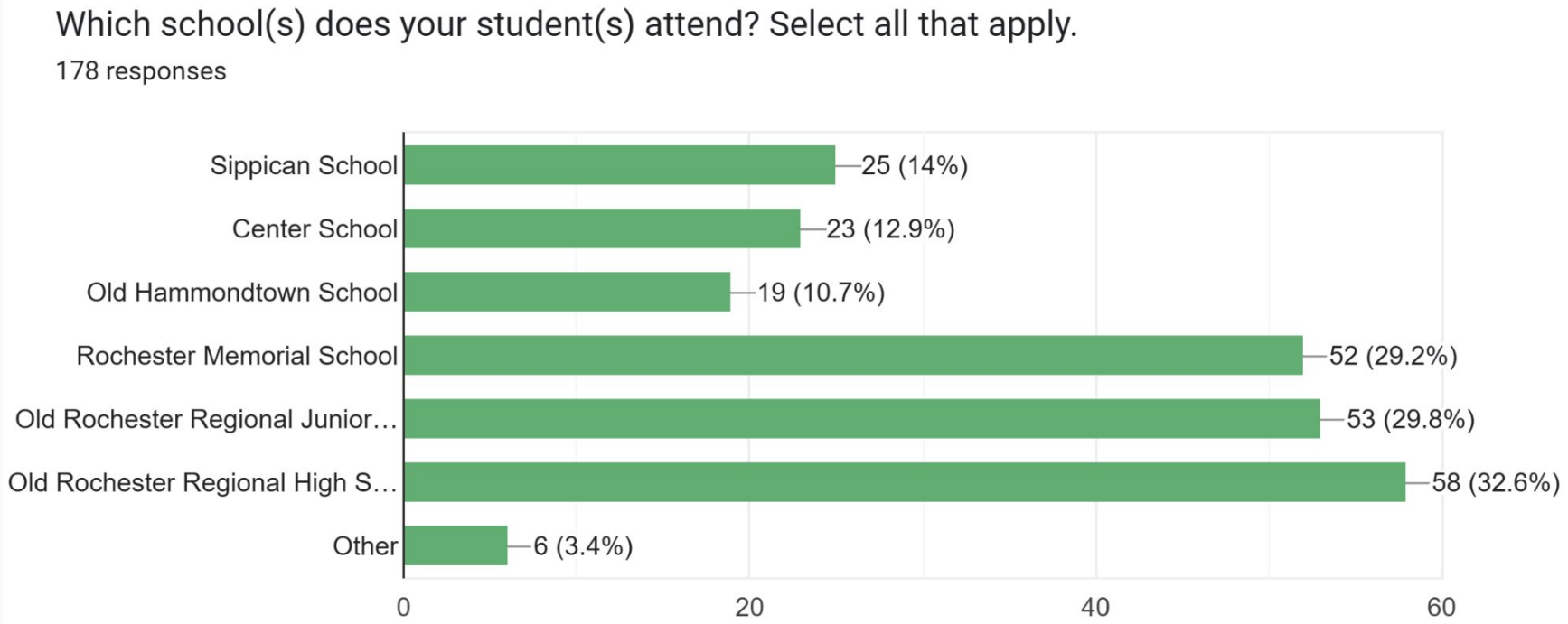
Educator Responses to the 2025 PD Needs Assessment Survey (127 Responses)



Top P.D. Priorities - Elementary & Secondary Educators

	Elementary Educators Topic (Votes)	**Secondary Educators Topic (Votes)**
Priority One	Content Area Pedagogy and Strategies	Content Area Pedagogy and Strategies
Priority Two	Social Emotional Learning	Tied: ● Student Data Analysis & Individualized Instruction ● Common Assessment Alignment
Priority Three	Tiered System of Support	Tied: ● Technology Integration ● Social Emotional Learning

Parent/Guardian Responses to the PD Survey



Parent/Guardian Priorities by Topic

Priority	Topic
Priority One	Teaching Strategies
Priority Two	Teaching Social Emotional Learning
Priority Three	Designing Curriculum

2025/2026 Draft Professional Development Plan

Date/Title	Topics
August 26, 2025 **Full Day PD**	**Support Systems:** District-wide: Executive Functioning Training with Sarah Ward (PreK-12) **Teaching and Learning** Elementary: New Curriculum Implementation (Envisions Math, OSE, Literacy, Investigating History-IH) **Teaching and Learning** Secondary: Understanding by Design (UbD)/Universal Design for Learning (UDL) (District-Wide)
September 24, 2025 **Half PD Day**	**Teaching and Learning** Elementary: New Curriculum Planning (Envisions Math, OSE, Literacy, IH) **Teaching and Learning, Support Systems** Secondary: Common Assessment development using UbD/UDL (District-Wide)
November 10, 2025 **Full Day PD**	**Support Systems; Climate and Culture** Elementary and ORRJHS: SEL **Teaching and Learning, Support Systems** Secondary: Executive Functioning by department, Common Assessment development using UbD/UDL (District-Wide)
January 28, 2026 **Half Day PD**	**Teaching and Learning** Elementary: New Curriculum Planning (Envisions Math, OSE, Literacy, IH) **Teaching and Learning, Support Systems** Secondary: Common Assessment development using UbD/UDL (Building Based)
March 4, 2026 **Half Day PD**	**Teaching and Learning, Support Systems, Climate and Culture:** Portrait of the Graduate vertical alignment (Building Based)
May 27, 2026	**Placement and Transitions**



Questions?