

**Old Rochester Regional School Committee
Equity Subcommittee
Junior High School Media Center
133 Marion Road, Mattapoisett, MA 02739**

October 9, 2025 at 4:30 p.m.

SCHOOL COMMITTEE MEMBERS PRESENT:

Mary Beauregard, Marion School Committee (remote), Cristin Cowles, Mattapoisett School Committee (remote), Kirstin Jimenez, Rochester School Committee (in-person), Frances-Feliz Kearns, ORR School Committee (Mattapoisett) (in-person), Margaret McSweeney, ORR School Committee (Marion) (in-person) and Matthew Monteiro, ORR School Committee, (Rochester) (in-person).

SCHOOL COMMITTEE MEMBERS ABSENT: None

ADMINISTRATIVE MEMBERS PRESENT: Michael S. Nelson, Superintendent of Schools, Sharlene Fedorowicz, Assistant Superintendent of Teaching and Learning, Jaime Curley, Assistant Superintendent of Student Services, Lauren Millette, High School Assistant Principal, Silas Coellner, Junior High School Principal, Stephanie Welles, Old Hammondtown School Principal, Lynn Dessert, Sippican School Principal, Greg Thomas, Sippican School Assistant Principal, Heidi Letendre, Rochester Memorial School Principal and Charley West, Rochester Memorial School Assistant Principal.

MEETING TO ORDER

The meeting was called to order at 4:37pm by Frances Feliz-Kearns. Ms. Kearns stated in accordance with Massachusetts Open Meeting Law, the Agenda has been set, the meeting is being recorded, and unless there are any emergencies that need to be added, the Agenda will be followed as outlined. Ms. Kearns added that the meeting is being conducted via hybrid format and the public has the ability to participate in-person or remotely through zoom with the link provided.

I. Reorganization

That the School Committee appoint a Chairperson for the Equity Subcommittee for the 2025-2026 school year. Superintendent Nelson explained that according to School Committee policy, a Chairperson should be elected at the first meeting of each school year.

Motion to nominate Frances Feliz-Kearns as Chairperson by Margaret McSweeney

Seconded by Matthew Monteiro

Motion Carries 5-0-1

Roll Call: Beauregard (yes), Cowles (yes), Jimenez (yes), Kearns (abstain), McSweeney (abstain), Monteiro (yes)

II. Approval of Minutes –June 12, 2025 Minutes

Motion to approve the minutes of June 12, 2025 by Matthew Monteiro

Seconded by Margaret McSweeney

Motion Carries 5-0-1

Roll Call: Beauregard (yes), Cowles (abstain), Jimenez (yes), Kearns (yes), McSweeney (abstain), Monteiro (yes)

III. General

a. Marion Institute Grow Education Presentation

Superintendent Nelson explained that Sippican School begin with the Marion Institute Grow Education Program a few years ago, and this year, Old Hammondtown School and Rochester Memorial School are on board as well. Dr. Fedorowicz added the program incorporates connections in the curriculum with life skills, social studies and science. Students connect where their food comes from through a hands-on experience and learning about the local culture and healthy habits. Teachers recently attended a professional development opportunity. Principal Wells and Principal Dessert provided an update on how the program is being incorporated at their buildings. Please see appendix A.

School Committee Feedback: Ms. Kearns shared that she loves the connection with the local community. Superintendent Nelson added that Food Service Director Jill Henesey has been instrumental in the process and also co-wrote a grant related to support this program as well. He added the Mattapoisett Chairperson Carly Lavin has also connected Liz Wiley from the Marion Institute with the Mattapoisett Gardening Club for further community opportunities and connections.

b. Overview of the Equity Action Plan

Superintendent Nelson reminded the Subcommittee that the first half of the document are new plans for the current school year and the second half is on-going initiatives the Subcommittee has been informed of previously. Dr. Fedorowicz added that the initiatives align with the current strategic plan and the objectives within it. The administrative team reported the current school year plans including ways to promote student voice, sense of belonging and kindness. Please see appendix B.

School Committee Feedback: Ms. Kearns asked if Open Architect uses AI. Mr. Coellner said AI is incorporated in prompts for questions that the staff members can use to dive into the data. Superintendent Nelson added that much of the work in the plan stems from things the districts want to work on and recognize areas of growth. Recently through advocacy, the district has been included in the Attorney General's 'Addressing Hate in Sports' which they fund as well. Ms. McSweeney shared that she is very impressed and especially commends the MTSS supports and proactive work to make the districts a leader in the state.

IV. Public Comment - Public comment is governed by approved school committee policy.

Chairperson Kearns read the following: 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 the side wall and those on zoom, if you are attending this meeting by 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.

There were no public comments.

V. ADJOURNMENT

Motion to adjourn at 5:42pm by Matthew Monteiro

Seconded by Margaret McSweeney

Motion Carries 6-0

Roll Call: Beauregard (yes), Cowles (yes), Jimenez (yes), Kearns (yes), McSweeney (abstain), Monteiro (yes)

Meeting Resources

Agenda

Marion Institute Presentation

Equity Action Plan



Old Rochester Regional School District &
MA Superintendency Union #55



Farm to School

Start Now

Overview

- The goal of Marion Institute's Grow Education Farm to School (FTS) program is to incorporate health-building habits into students' curriculum, cafeteria, and community.
- The Marion Institute provides professional development for teachers that will be incorporating the program.
- Grow Education provides teachers 20 days of Grow FTS curriculum content to support programming and to help build teacher knowledge.
- The Marion Institute works to secure outside funding to support our schools whenever possible.
- Food Service Director Jill Henesey "I am excited to expand the Grow Education Program, as it offers students a fun, hands-on learning experience in sustainable agriculture, nutrition, and nutrition education. I fully support this initiative because it encourages environmental stewardship, promotes healthy lifestyles, connects the classroom to the cafeteria, and provides nutrition education to our youngest learners."



Sippican School

- 2025-2026 is the third year of the FTS program at Sippican.
- Third grade faculty have incorporated the curriculum into their lessons.
- Throughout the 2024-2025 school year, Marion Institute Grow Education team member, Mr. Costa, successfully conducted site visits and garden lessons with the third graders.
- Students learned about the Wampanoag people, including Squanto, and their deep connection to the land. They planted their own seeds and tended to a garden that reflects the traditions of the past while fostering a greener future. This hands-on experience sparked curiosity about local history but also instilled a sense of responsibility for the environment.



Rochester Memorial School

- 2025–2026 is the first year of the FTS program at RMS.
- The third grade team attended PD earlier this school year led by Nate Sander at the AD Makepeace Farms.
- Earlier this week, RMS third graders engaged in a hands-on exploration with gardening led by Nate.
- Students also learned about the Grow Education Program and their role in maintaining our gardens.



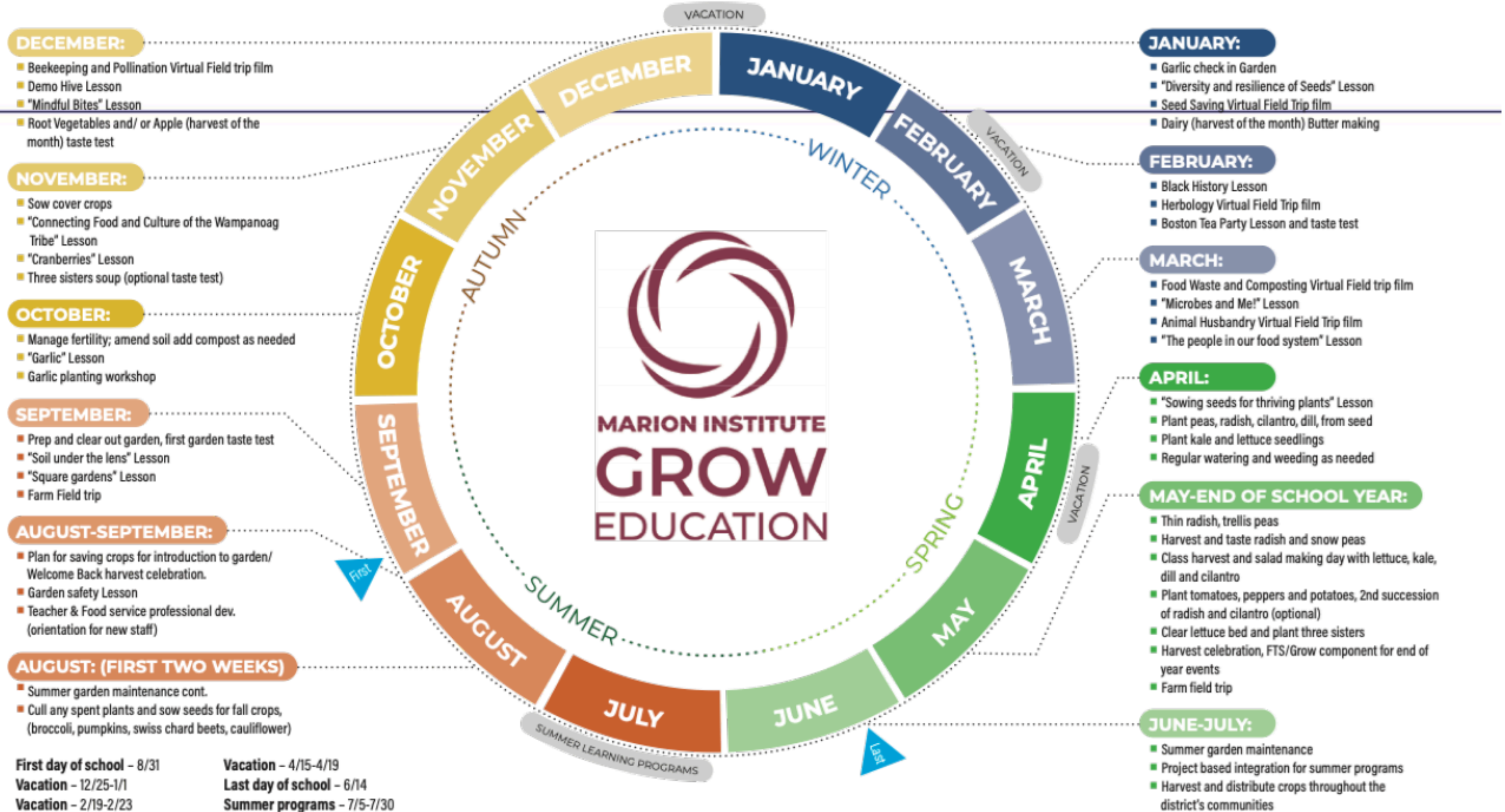
Old Hammondtown School

- 2025–2026 is the first year of the FTS program at OHS.
- 4th-grade teachers and Mr. Squire attended PD led by Nate Sander from the Marion Institute.
- Through hands-on learning — from harvesting carrots and basil to prepping garlic for fall planting — our teachers explored how this enrichment program will connect students to science lessons on plant lifecycles, local climate, and the health benefits of fresh foods.



MARION INSTITUTE'S GROW EDUCATION PROGRAM

Planting Knowledge, Cultivating Community





Old Rochester Regional School District &
MA Superintendency Union #55

Thank You





Equity Sub-Committee Action Plan 2025-2026 (WORKING DOCUMENT)

October 9, 2025

January 29, 2026

June 9, 2026

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.

Strategic Objectives:

Teaching & Learning:

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

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.

Support Systems:

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

Climate & Culture:

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

Safe Schools:

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

New Strategies and Practices 2025 - 2026:

Strategic Plan Objective	Action Plan	Date	Location	Role/ Responsibilities	Measured Outcomes	Evidence
Teaching & ... ▾ Support Sys... ▾ Climate & C... ▾	New DESE Administrative REDI PD offerings and opportunities (Inclusion and Sense of Belonging)	DESE Scheduled for 2025-2026 school year	DESE in-person locations and virtual	Central Office and Principals and Assistant Principals: - Early Education - Secondary Education	Collaborating with DESE trainers for school-based implementation and checkpoints.	Administrative attendance and participation in scheduled meetings. Work with DESE for implementation ideas based on training. Administrative attendance and participation: • Leading with Perseverance • Leadership Woman's Affinity Group
Teaching & ... ▾ Support Sys... ▾	MTSS Academic Audit	September - October 2025	RMS ORRHS ORRJHS OHS Center Sippican	Assistant Superintendent of Student Services, Principals	Assessment of Tiered Academic Supports (Tier 1, 2, 3). Increased percentage of students meeting or exceeding grade-level benchmarks through effective	Benchmark assessment data, progress monitoring results, and intervention documentation showing student growth across Tiers 1, 2, and 3.

Strategic Plan Objective	Action Plan	Date	Location	Role/ Responsibilities	Measured Outcomes	Evidence
					implementation of Tiered Academic Supports.	
Support Sy... ▾ Climate & ... ▾	Fly Five PD/Rollout	November 10, 2025 - June 2026	RMS ORRJHS OHS Center Sippican	Principals, Teachers	Fly Five PD Strengthened students' social-emotional skills in self-awareness, self-management, and relationship building. Improved classroom climate through consistent SEL routines that promote empathy, responsibility, and respect.	Professional Development provided to district staff of Responsive Classroom's Fly-Five; Lessons implemented in classrooms.
Support Sy... ▾	504 Manual	August 2025	District	Assistant Superintendent of Student Services, Director of Guidance, Guidance Counselors,	Consistent processes across the districts.	To ensure students are being properly identified.

Strategic Plan Objective	Action Plan	Date	Location	Role/ Responsibilities	Measured Outcomes	Evidence
				Social Workers and School Adjustment Counselors		
Teaching ... ▾ Support ... ▾ Climate &... ▾ Safe Sch... ▾	Schedule school-based Project 351 meetings that highlights student ideas to improve a sense of belonging and inclusiveness	October-May 2026	RMS Sippican OHS	Principal/Assistant Principal & Counselors	There are 2 school initiatives driven by students that are implemented during the school year. Increased student voice and ownership in creating a welcoming, inclusive school community. Strengthened sense of belonging through collaborative student-led projects and service initiatives.	The initiatives are highlighted, implemented and on-going. RMS: Monthly meetings to plan for school kindness tree, acts of kindness and positive morning messages created by students OHS: Project 351 students have begun to help lead All School Meetings this year. They have also met during lunches & recess to prepare for that. Sippican: Our Project 351 and Kindness Crew members lead by example, promoting the Sippican 3 to Be—Respectful, Responsible, and Kind. Through service projects and schoolwide initiatives, they strengthen leadership, empathy, and community spirit across Sippican.

Strategic Plan Objective	Action Plan	Date	Location	Role/ Responsibilities	Measured Outcomes	Evidence
						ORRJHS: Will begin the P351 8th Grade Ambassador Selection process soon. P351/SAC students lead community service projects, school spirit, positive climate, to include the Scholar Kindness Tree Project and Pantry. Student feedback.
Safe Sch... ▾	Grade level assemblies take place on a monthly basis to highlight expectations related to the CARES acronym, and being a good citizen to all. Our All-School Meetings bring the Sippican community together to celebrate learning, character, and connection. They reinforce shared	Sept.-June 2026	OHS Center RMS Sippican	Principal/Assistant Principal & Educators	Meetings are held by grade span K-2, 3-4, 5-6. Sippican: ASM are held at Sippican PK-6. Strengthened sense of belonging and community across all grade levels Increased student recognition and motivation through	RMS: Discussion meetings take place with focus areas including the importance of being a friend not a bully, understanding cause and effect of social media, teaching CARES acronym and what it means to be a student at RMS. Carry through happens in the classroom. OHS: During All-School Meetings staff & Project 351 we focus on our 3 R's: Respect Self, Others, and Environment as well as our theme: Choose Care, Curiosity, and Compassion. Sippican: During our

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	values, highlight student achievements, and build a sense of belonging where every student feels seen, supported, and proud to be part of Sippican.				celebration of achievements Reinforcement of shared values and positive school culture Enhanced student confidence, voice, and participation	All-School Meetings, we come together as a school community to celebrate and reinforce the Sippican 3 to Be — <i>Be Respectful, Be Responsible, Be Kind</i>. We also highlight Character Counts lessons and recognize students through our Norman Awards, celebrating those who consistently demonstrate positive character and school spirit. Center: All school meetings to reinforce positive community and being a Center School STAR: Stay Safe, Treat others the way you would like to be treated, Always do your best to respect others. ORRJHS: Operate Responsibly and Respectfully Assemblies with the Principal during Orientation. Anti-Bullying Assemblies with the SROs. Reinforced during weekly advisory lessons. Building an Advisory Plan to include assemblies that connect to

Strategic Plan Objective	Action Plan	Date	Location	Role/ Responsibilities	Measured Outcomes	Evidence
						the lesson plans.
Teaching &... ▾ Support Sy... ▾ Climate & ... ▾	All classrooms participate in delivering morning announcements and positive messages to start each school day. Each day, Sippican begins with live Morning Announcements led by administration, the music teacher, and Grade 6 student leaders.	Sept -June 2026	RMS Sippican Center	Principal/Office Staff Classroom Teachers	Student led announcements happen daily. Strengthened sense of school community and connectedness Increased student leadership, confidence, and public speaking skills Positive, engaging start to the day that promotes belonging and school pride A positive and energetic start to the day to strengthen the entire Center School community and foster a sense of belonging for	All students have an opportunity to participate in morning announcements via a rotating schedule. Sippican has a live broadcast schoolwide through Google Meet, these announcements bring our community together with music, positive messages, and daily reminders of the Sippican 3 to Be—Respectful, Responsible, and Kind. This shared start fosters connection, school spirit, and a sense of belonging for all students and staff. All school meetings are in the gym each morning at Center. Students have the opportunity to walk and exercise before morning announcements and community-building activities.

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					all students and staff.	
Teaching & ... ▾ Climate & ... ▾	Fully Implement of State Seal of Biliteracy	25-26 school year	High School	Assist Super of Teaching and Learning, Principal, Assistant Principal, World Language Department Coordinator, World Language Teachers	Test administration with qualifying scores in language in which the assessment was completed.	Fall - initial letter sent to families and guardians by Assistant Superintendent of Teaching and Learning. Scheduling, purchasing and proctoring various world language assessments. Recognition of State Seal of Biliteracy at high school graduation for students passing the tests.
Climate & ... ▾	Students participated in International DOT Day where students are encouraged to make their mark-be courageous, creative collaboration and self-expression	Sept. 2025	RMS Sippican	Classroom teacher and specialists	Lessons are taught during September to highlight individuals unique talents and abilities and expressed themselves through various modalities.	Students shared how they made their mark through written expression, building and artwork.

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Safe Schools ▾ Climate & ... ▾	Maintain a safe, inclusive, and supportive school environment where all students and staff feel respected, valued, and secure.	August and September	ORRSD	Administrative Team	Strengthened understanding of state and federal laws related to civil rights, harassment, and bullying prevention. Improved school-wide capacity to identify, address, and respond effectively to incidents of bias or discrimination.	Met with legal in August to review Civil Rights, Harassment and Bullying Law. Attended “Addressing Hate in Schools” Webinar on Sept. 16, 2025 from DESE.
Climate & ... ▾ Teaching & ... ▾ Safe Schools ▾	Maintain and cultivate a positive, empowering school environment that nurtures student leadership and social-emotional growth through Responsive Classroom practices and	September 2025 - June 2026	Center OHS RMS Sippican ORRJHS	Building Administrators Teachers Staff Students	Enhanced student well-being and sense of belonging Increased student achievement and leadership skills Expanded	Through initiatives like Project 351, the RMS Student Ambassadors, ORRJHS SAC, and the Sippican Kindness Crew, students are encouraged to lead with kindness, take initiative, and give back to their community. These efforts strengthen student well-being, elevate student voice and choice, and foster a culture where

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	Feinstein Leadership principles.				opportunities for student voice, choice, and active participation in the school community.	kindness and good deeds are at the heart of everything we do.
Safe Schools ▾ Support Sy... ▾ Climate & ... ▾	Creating and building a safe school community that focuses on SEL initiatives to support academic, social, and emotional health and student voice at the heart of the initiatives	September 2025- June 2026	ORRHS	School Social Workers, School Psychologist, and Administration, and students of ORR Cares.	Monthly events including mental health awareness, walk a mile in my shoes, anti-bullying, etc.	Through student led initiatives, ORRHS will enhance student well being through monthly events. Student voice through the ORR cares program leads topics each month based on student identified needs.

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Teaching & ... ▾	Innovations Career Pathway	September 2025 - June 2026	ORRHS	Administrators, Teachers, Students	Grants received to plan and implement the Career Innovations Pathway in Manufacturing and Business and Finance.	Purchase of supplies for students. Stipends for teachers to implement projects with students.																										
Teaching ... ▾ Support ... ▾ Climate &... ▾ Safe Sch... ▾	District-wide Learning Walks (LW) to look for evidence of Sense of Belonging and Inclusion All Schools	Two LWs per building per year as scheduled	District-wide	All Administrators	Completion of LW as assigned by building. Evidence and collaboration of patterns and trends aligned to agreed upon Expectations, Look Fors, and Sense of Belonging. Feedback to Staff	2025-2026 dates: <table><tr><th>Date</th><th>Day</th></tr><tr><td>9/18/25</td><td>Thursday</td></tr><tr><td>10/2/25</td><td>Thursday</td></tr><tr><td>10/8/25</td><td>Wednesday</td></tr><tr><td>10/29/25</td><td>Wednesday</td></tr><tr><td>11/5/25</td><td>Wednesday</td></tr><tr><td>11/25/25</td><td>Tuesday</td></tr><tr><td>12/16/25</td><td>Tuesday</td></tr><tr><td>1/14/26</td><td>Wednesday</td></tr><tr><td>1/21/26</td><td>Wednesday</td></tr><tr><td>1/27/26</td><td>Tuesday</td></tr><tr><td>2/4/26</td><td>Wednesday</td></tr><tr><td>2/25/26</td><td>Wednesday</td></tr></table>	Date	Day	9/18/25	Thursday	10/2/25	Thursday	10/8/25	Wednesday	10/29/25	Wednesday	11/5/25	Wednesday	11/25/25	Tuesday	12/16/25	Tuesday	1/14/26	Wednesday	1/21/26	Wednesday	1/27/26	Tuesday	2/4/26	Wednesday	2/25/26	Wednesday
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Teaching ... ▾ Support ... ▾ Climate &... ▾	Marion Grow Institute	School year 2025-2026	Sippican OHS RMS	Assistant Superintendent of Teaching and Learning, Principals and Teachers		Aligned to our science frameworks, Grade 3 (Sippican and RMS) and 4 (OHS) students learned how to grow their own food through a farm-to-table experience. Rooted in the traditions of the Wampanoag people, the project connected students to local history while fostering curiosity, collaboration, and care for the environment.
Teaching ... ▾ Support ... ▾ Climate &... ▾	PD in Universal Design for Learning (UDL) and Understanding by Design (UbD) by Novak Education	August 26 Nov 10, and ongoing	ORRHS ORRJHS	Assistant Superintendent of Teaching and Learning, Principals, Assistant Principals, teachers	Creation of lesson plans to reach all learners through differentiating instruction to meet the learning needs of all students.	ATLAS contains updated lessons incorporating UbD and UDL in lesson plans. Learning walks, classroom visits, and observations show evidence that lessons are available for all students. ATLAS shows updated lessons aligned to the training.

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Teaching ... ▾ Support ... ▾ Climate &... ▾	PD in Common Assessment development and creation by SolutionTree	October 3 and ongoing	ORRHS ORRJHS	Assistant Superintendent of Teaching and Learning, Principals, Assistant Principals, Department Coordinators	Creation of common assessments, formative and summative assessment; development of midterms and finals.	Department Coordinators working with departments to create common assessment questions based on skill and content. The first round common assessment questions to be used for midterms and then finals. Learning walks will show evidence of formative assessments being utilized in the classrooms. Assistant Superintendent of Teaching and Learning provides resource lists of formative assessments.
Teaching ... ▾ Support ... ▾ Climate &... ▾	OpenArchitect data dashboard	Fall 2025- June 2026	ORRHS ORRJHS Sippican Center/OHS RMS	All administrators, teachers	Using data to inform instruction to improve student learning.	OA PD for staff: ORRHS: Spring 2025 ORRJHS: Oct. 27 Sippican: Oct. 7 Center/OHS/RMS: Oct. 8

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Teaching ... ▾	MCAS, Aimsweb and Elementary DIBELS Data Analysis Including demographic data All Schools	Fall/Winter 2025-2026	District-wide	OTL Principals Teachers	Data analysis with teachers used to inform instruction. Responsive teaching lesson plans highlighting instructional Practices being implemented in classrooms.	Establishment of Data Calendar with district . MCAS analysis with demographic information completed in schools during fall 2025. MCAS analysis with demographic information presented to all school committees. MCAS data shared during fall SC meetings. Department Coordinators worked with departments on MCAS analysis aligned to ATLAS (ongoing since fall). Elementary MCAS and AIMSWEB data analysis in fall and ongoing after each assessment of AIMSWEB. Monthly elementary DIBELS data meetings to plan for small group instruction.

Previous Strategies and Ongoing Practices: Rolling Equity Action Plan

Strategic Plan Objective	Action Plan	Date	Location	Role/ Responsibilities	Measured Outcomes	Evidence
Teaching & ... ▾ Support Sys... ▾ Climate & C... ▾	ONGOING: New DESE Administrative REDI PD offerings and opportunities (Equity, Inclusion, and Sense of Belonging)	DESE Scheduled for 2024-2025 school year	DESE in-person locations and virtual	Central Office and Principals: - Early Education - Secondary Education	Collaborating with DESE trainers for school-based implementation and checkpoints.	Administrative attendance and participation in scheduled Meetings. Work with DESE for implementation ideas based on training. Administrative attendance and participation: Equity in Action Leadership: 2024-25 9/27 10/9 10/23 11/22 1/7 1/24 3/24 From Vision to Impact: 9/23 Persuasive Communication for Leadership: 11/22 12/4 1/8 2/12 3/12 4/10

Strategic Plan Objective	Action Plan	Date	Location	Role/ Responsibilities	Measured Outcomes	Evidence
Teaching &... ▾ Support Sy... ▾ Climate & ... ▾	ONGOING: Consistent Incident Reporting and Log Entry	Monthly	HS JrHS RMS Sippican OHS/Center PreK	Principals Assistant Principals Designated Staff Teachers	Consistent and regular updates to the Log Entry	Principals provided training in incident reporting to staff on first full PD day 8/27. Administrators and Staff regular use of incident report log entry.
Teaching &... ▾	ONGOING: Multi-tiered systems of support	Scheduled for 2024-2025 school year	RMS Sippican OHS/Center	Elementary reading specialists and special education liaisons	Elementary reading specialists and special education liaisons participated in professional development in Tier 2 and 3 literacy strategies and interventions. They will participate in ongoing, embedded implementation coaching sessions with Hill for Literacy trainers	Attendance and participation in Tiers 2 and 3 literacy instruction professional development and embedded coaching sessions. Hill for Literacy trainers.

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Teaching ... ▾ Support ... ▾ Climate &... ▾ Safe Sch... ▾	ONGOING: Present Project 351 Playbook as a model district at the MASS Executive Superintendents Conference: "Building a Culture of Influences-Embracing Student Leadership and Voice as Catalysts for Change"	July 16, 2024	MASS Conference	Superintendent, Assistant Superintendent of Teaching and Learning, Director of Guidance, and two HS Project351 student Influencers	Scheduled Presentation at the Executive Institute.	Presentation had 30 attendees with districts interested in visiting to observe the Project 351 implementation. Elementary: Student voice is highlighted and used to share cultural awareness through morning announcements, all school/grade level meetings, assemblies. Heritage Calendar used throughout the year to highlight various cultures. RMS: Project 351 Students will engage in monthly meetings to create inclusive acts of kindness. Task Tuesday, problem solving scenarios, and positive signs and messages throughout the school.

Strategic Plan Objective	Action Plan	Date	Location	Role/ Responsibilities	Measured Outcomes	Evidence
Teaching &... ▾ Support Sy... ▾ Climate & ... ▾	COMPLETED: William James College Behavioral Health, Equity, and Leadership in Schools	Summer: Three- day Superintendent (and Principal) Leadership Conference July 30-Aug 1	William James College campus	Central Office HR Elementary Principal	Organizational theory to understand one's own district from multiple perspectives. Adult social-emotional competencies to reframe practice.	Three day Conference attendance and additional followup on January 13, 2025. Learned strategies to discuss and implement at TLC for buildings.
Support Sy... ▾ Climate & ... ▾	ONGOING: Responsive Classroom's Fly-Five pilot rollout to ambassadors	Winter/ Spring 2025	In person at buildings; virtual	Assistant Superintendent of Student Services, Principals, Teacher ambassadors	Provide professional development for the ambassadors of Responsive Classroom's Fly-Five pilot.	Professional Development provided to the ambassadors of Responsive Classroom's Fly-Five.

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Climate & ... ▾	ONGOING: Menu of Community Service Opportunities will be created and all students in grades 9-12 will choose a service to participate in.	Nov 27 ½ day of Community Service grades 9-12	On and Off Campus Opportunities	Director of Guidance, administrators and committee members (Grades 9-12)	All students in grades 9-12 will engage in a community service opportunity to experience a sense of belonging and experience the importance of good citizenship. Ties into the Portrait of Graduate work in the Strategic Plan.	All students in grades 9-12 participated in a day of service on November 27th . Students were able to choose from a menu of options - both off campus and on campus. Off campus events began at 8:00 am and on campus events began after a school wide assembly on the importance of service. Events ranged from Cards for Kidz, Baking for Good, Cards that Show you Care, Knitting for good, Letters to Soldiers, CPR, Campus Beautification, Blanket Making, Kyle Cares Mental Health, Gardening, Elementary Schools, Dartmouth Elders, Gifts to Give, Friends of Jack, Damien's Pantry, Silvershell Beach Clean Up. Students/Staff were asked for feedback on the day.

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Teaching &... ▾ Climate & ... ▾	ONGOING: Coordinating assemblies that expose students to various cultures	Scheduled for various dates throughout 2024-2025 school year	School Buildings	Principals Assistant Principals Teachers	The frequency and topic of assemblies.	HS: to be conducted in February of '25 during Bulldog Block JHS: TBD RMS: Student assemblies by grade level on Empathy Student assemblies on CARES Motto Ada Ari Assembly 2/12/25 for Prek-2, Focus area: African Storytelling OHS -Daily All-School Meetings focus on kindness, inclusion, celebrating differences, highlighting Heritage and Awareness months. -Use of Feinstein Grant Money to bring Rob Surrette Hero Art Presentation to OHS in March, which includes themes of kindness & equality around the globe. Center/Sippican: Assemblies addressing various cultures, kindness,

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						recognition, and anti-bullying. Grade-level meetings to focus on expectations and building/maintaining an inclusive school culture.
Teaching &... ▾ Support Sy... ▾ Climate & ... ▾	ONGOING: Credit for Life Fair for grades 11 & 12	Week of April 7th	High School Cafeteria	Guidance Team & Credit for Life Team	Students will engage in financial literacy certificate experiences and Credit for Life Fair.	Student participation and feedback.

Strategic Plan Objective	Action Plan	Date	Location	Role/ Responsibilities	Measured Outcomes	Evidence
Teaching & ... ▾ Support Sy... ▾ Climate & ... ▾	ONGOING: Future Planning Events: College Boot Camp Career Fair College Fair	On going	High School Library High School Gym	Guidance Team, Mass Hire, NEACAC	Students and families will have opportunities to engage in a 5 week evening session for college app prep & Financial Aid, attend a Career Fair, and attend a College Fair in the Spring.	Student participation and feedback informs event needs.
Climate & ... ▾	ONGOING: Feinstein Leadership To cultivate a positive and empowering learning environment that fosters student leadership and social-emotional growth through Responsive Classroom and Feinstein Leadership principles	Ongoing throughout the school year	OHS/Center Sippican RMS ORRJHS	Building Administrators Teachers Staff Students	Enhanced Student Well-being. Increased Student Achievement and Leadership Skills. Increased opportunities for student voice and choice.	Project 351 students RMS student ambassadors Sippican Kindness Crew, JHS SAC. Continuing to implement a positive and supportive environment (Responsive Classroom) and empowering students to take leadership roles and engage in positive actions (Feinstein Leadership), the objective directly promotes a culture of kindness and good deeds . Student-led projects and community service initiatives are tangible examples of

Strategic Plan Objective	Action Plan	Date	Location	Role/ Responsibilities	Measured Outcomes	Evidence
						good deeds in action.
Support Sy... ▾	ONGOING: Norman “Pawsitivity” Award	Started Fall 2024	Sippican Elementary	School Resource Officer, Principals, Teachers, Students	Students are nominated each month and they are notified they have been nominated with a certificate and a visit from Norman. The student or students picked to win the Norman award from the nominations will be recognized at the all school meeting and presented with a Norman stuffie and a certificate.	Named in honor of Norman, the Marion Police Department’s beloved comfort dog, the Pawsitivity Award celebrates students who consistently embody the Sippican 3 to Be — Respectful, Responsible, and Kind. Recipients of this award: • Excel academically or show significant growth in their efforts • Lead by example and serve as positive role models for their peers • Always give their best and spread positivity throughout our school community

Strategic Plan Objective	Action Plan	Date	Location	Role/ Responsibilities	Measured Outcomes	Evidence
Teaching &... ▾ Support Sy... ▾ Climate & ... ▾	ONGOING: Participate in Tabor Academy Unified Game Day	April 2025	High School ORRJHS	Administrators, teachers, students	Preparation and attendance at game day.	Teamwork through events Participation in provided events as a team and individually.
Teaching &... ▾ Support Sy... ▾ Climate & ... ▾	ONGOING: Creation and participation in Unified Sports Teams at ORRHS	Ongoing	High School	Administrators, teachers, students	Participation in Basketball and Field and Track sports practices and games.	Attendance to practices and games and awards.

Strategic Plan Objective	Action Plan	Date	Location	Role/ Responsibilities	Measured Outcomes	Evidence
Teaching &... ▾ Climate & ... ▾	COMPLETED: Pilot implementation of State Seal of Biliteracy	24-25 school year	High School	Assist Super of Teaching and Learning, Principal, Assistant Principal, World Language Department Coordinator, World Language Teachers	Test administration with qualifying scores in language in which the assessment was completed.	Fall- initial letter sent to families and guardians by Assistant Superintendent of Teaching and Learning. Scheduling, purchasing and proctoring various world language assessments. Recognition of State Seal of Biliteracy at high school graduation for students passing the tests 3/30/25.

Strategic Plan Objective	Action Plan	Date	Location	Role/Responsibilities	Measured Outcomes	Evidence
Teachin... ▾	ONGOING: MCAS, Aimsweb and Elementary DIBELS Data Analysis Including demographic data All Schools	Fall/Winter 2024-2025	District-wide	OTL Principals Teachers	Data analysis with teachers used to inform instruction. Responsive teaching lesson plans highlighting instructional Practices being implemented in classrooms.	Establishment of Data Calendar with district. MCAS analysis with demographic information completed in schools during fall 2024. MCAS analysis with demographic information presented to all school committees. MCAS data shared during fall SC meetings. Department Coordinators worked with departments on MCAS analysis aligned to ATLAS (ongoing since fall). Elementary MCAS and AIMSWEB data analysis in fall and ongoing after each assessment of AIMSWEB. Monthly elementary DIBELS data meetings to plan for small group instruction.

Teachin... ▾ Support ... ▾ Climate ... ▾	ONGOING: Curriculum Review Cycle (CRC): Curriculum Bias Review Form	January 2025	District-wide	OTL Building Administrators Teachers Staff	Added component to the CRC. Completed review of curriculum by educators to look for biases in curriculum using Curriculum Bias Review Form.	Completed by January 2025.
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Teachi... ▾ Suppor... ▾ Climat... ▾ Safe S... ▾	ONGOING: Continue to expand Project 351 Playbook to include additional grades and scenarios Ambassador leaders for equity work and scenarios All Schools	Monthly starting in August	District-wide	OTL Building Administrators Teachers Staff	Project 351 Ambassadors attend statewide conference and lead school based community service projects and scenarios.	Project 351 Playbook district-wide workshop dates: ~~October 16~~ ~~November 14~~ ~~February 26~~ ~~March 19~~ Project 351 Ambassadors identified Fall 2024 (also Influencers) RMS has Student Ambassadors and Project 351 Influencers Sippican Kindness Crew
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Teachi... ▾ Suppor... ▾ Climat... ▾ Safe S... ▾	ONGOING: District-wide Learning Walks (LW) to look for evidence of Sense of Belonging and Inclusion All Schools	Two LW per building per year as scheduled	District-wide	All Administrators	Completion of LW as assigned by building. Evidence and collaboration of patterns and trends aligned to agreed upon Expectations, Look Fors, and Sense of Belonging. Feedback to Staff.	2024-2025 dates: Completed <table><tr><th>Date</th><th>Time</th></tr><tr><td>9/16/24</td><td>Monday</td></tr><tr><td>10/24/24</td><td>Thursday</td></tr><tr><td>11/13/24</td><td>Wednesday</td></tr><tr><td>11/18/24</td><td>Monday</td></tr><tr><td>11/21/24</td><td>Thursday</td></tr><tr><td>12/16/24</td><td>Monday</td></tr><tr><td>1/7/25</td><td>Tuesday</td></tr><tr><td>1/30/25</td><td>Thursday</td></tr><tr><td>2/4/25</td><td>Tuesday</td></tr><tr><td>2/11/25</td><td>Tuesday</td></tr><tr><td>3/12/25</td><td>Wednesday</td></tr><tr><td>3/25/25</td><td>Tuesday</td></tr></table>	Date	Time	9/16/24	Monday	10/24/24	Thursday	11/13/24	Wednesday	11/18/24	Monday	11/21/24	Thursday	12/16/24	Monday	1/7/25	Tuesday	1/30/25	Thursday	2/4/25	Tuesday	2/11/25	Tuesday	3/12/25	Wednesday	3/25/25	Tuesday
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Teachin... ▾	ONGOING: OpenSciEd Curriculum Supplementation Grades 5-8: OpenSciEd instruction begins with the interests and curiosities of students and empowers student voice to support more equitable learning opportunities for all students JHS Sippican OHS RMS	PD and Science PLCs	ORRJHS OHS/Center Sippican RMS	Administration, Department Coordinator, Science Teachers and ES STEM Teachers	Completion of two new pilot units at each grade level for a total of four units at the elementary schools and six at the JrHS. Provide teachers with professional development on OpenSciEd to create groups of student problem-solving teams.	Observation of OpenSciEd during Learning Walks at ORRJHS OHS/Center Sippican RMS OpenSciEd: OER, high quality, NGSS aligned science materials and professional learning support in Grade 5 - 8 sciences Continued meetings with OEI Consultant October 8, 2025: OpenSciEd Teacher Summit Participation
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Teachin... ▾	ONGOING: Recognition of cultural differences All Schools	Ongoing; heritage months	Building-based	Principals/ Teachers/Staff	Across the school year, we have themed bulletin boards, assemblies, and classroom activities that highlight these celebrations.	HS: Art Memory Project; Genealogy Course. A Celebration of Cultures - event in the spring showcasing cultures through food, music & dance - partnering with local community organizations. JHS: Investigating History; Book Circles; Famous African Americans Project, Monthly Heritage Bulletin Boards Sippican: Music in the Morning may reflect a particular celebration Center/OHS/RMS/Sippican:: Investigating History, Into Reading Selections, IntoReading Literature selections - High-quality children's literature in various genres representing different cultural backgrounds and experiences
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Teachi... ▾	ONGOING: Assessment data meetings held three times a year Flex blocks added to master schedule for intervention lessons and reinforcement of skills and concepts All Schools	Fall 2024-Spring 2025	All Schools	Principals and Staff	Students identified to receive targeted interventions. Assessment data informs instructional planning. Flex blocks in Master Schedule. Students identified and participate in Intervention and reinforcement of skills and concepts	Elementary: Differentiated instruction to support students' individual literacy progress. Ongoing DIBELS assessment informs targeted instruction to meet students' individual skill levels. JHS/HS: Pathway Plans-strong data focus All Schools: Master schedule Intervention lesson plans and small group. MOY student assessment data is being analyzed to identify instructional focus areas.
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Support ... ▾	ONGOING: Weekly student support meetings to assist with academic, behavioral and social emotional needs. All Schools	Weekly	All Schools	Principals, teachers, staff	Students receive support plans to meet individual needs	SRST (Student Resource Study Team) Clinical meetings Guidance Meetings JHS/HS: Pathway Plans strong data focus JHS Teams will analyze results of “Trusted Adult” Activity by 2/1/25 Student Guidance Advisory Meetings Progress monitoring data Flexible intervention plans and student supports Elementary: School-based data teams (SLLT) Clinical Team Meetings-Review attendance, student supports Building-based Support Team (BBST)
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Teachi... ▾ Support... ▾ Climat... ▾ Safe S... ▾	ONGOING: Portrait of the Graduate (POG) Work	June 2024	District-wide	Administration Department Coordinators School Council Community Input	Completed Portrait of the Graduate in June	POG PreK-12 final draft completed to go to school for updates FY25-26 POG: April 28, 2025 May 20, 2025 May 22, 2025 June 3, 2025
Support ... ▾	ONGOING: Freshman Seminar Work	Write lesson plans and update resources and materials	ORRHS	Department Coordinators Classroom Teachers	Pilot in '25-'26. Two Department Coordinators will lead implementation.	Planning in progress.
Teachi... ▾ Support... ▾ Climat... ▾ Safe S... ▾	COMPLETED: ORRJHS will pilot CHARACTER STRONG resources and tool kit in Bulldog Block	Completed Semester 2 23-24	ORRJHS	Assistant Principal Director of Guidance Bulldog Block Mentors	Pilot planning in continued progress.	Implementation of Character Strong resources and tool kit into advisory groups.
Teachin... ▾	ONGOING: Program of Studies Electives Showcase	Completion date anticipated February '25	ORRHS	Classroom Teachers Current Students	Increased student knowledge of diverse academic offerings.	Increased enrollment in elective courses and a better understanding of elective course offerings.

Climate &... ▾	ONGOING: ORRHS Students will volunteer to work with Sippican Students on a School Newspaper	Completion date anticipated Winter/Spring 2025	Sippican School	AmbassadORs	Student newspaper production	Online publications
Teaching ... ▾	ONGOING: Building Equitable Supports for Early Childhood Literacy Resources	Ongoing in year 3 of building resource list	Three Preschool Classrooms and Chapter 74 Early Childhood	Preschool Teachers	Ongoing resources for teachers to utilize in classroom	This resource has provided the Early Childhood Team valuable resources to share with each other and families. Children are naturally curious about the world around them, this resource allows the teachers to build upon the natural curiosity.
Support S... ▾	ONGOING: Norman "Pawsitivity" Award	Started Fall 2024	Sippican Elementary	School Resource Officer, Principals, Teachers, Students	Students are nominated each month and they are notified they have been nominated with a certificate and a visit from Norman.. The student or students picked to win the Norman award from the nominations will be recognized at the all school meeting and presented with a Norman stuffie and a certificate.	The Pawsitivity Award and named after Norman the Marion Police Department Service Dog. Students who excel in academics or have shown significant improvement in classroom efforts. Students who are constantly Respectful, Responsible and Kind. 3 to Be Students who are good leaders or role models for their classmates. Students who always give their best effort.

Teaching ... ▾	ONGOING: Innovations Career Pathway	Spring 2025	ORRHS	Administrators, Teachers, Students	Grants received to plan and implement the Career Innovations Pathway in Manufacturing and Business and Finance	Purchase of supplies for students Stipends for teachers to implement projects with students.