Sudbury Public Schools

Budget Book

v1_1 Superintendent's Recommended FY27 Budget

Superintendent's Introduction



Members of the School Committee and Sudbury Community,

I am pleased to present the Superintendent's Recommended Budget for FY27. This budget reflects our continued commitment to maintaining strong educational programs for students while balancing fiscal responsibility within the Town's financial guidance. As outlined in the FY27 Budget Book, the proposal prioritizes contractual obligations, student needs, and transparency around key assumptions, risks, and trade-offs.

In FY27, the district is proud to support key initiatives, including:

- Second-Year Implementation of the English Language Arts (ELA) curriculum for grades K-5, with focus areas for year two turning toward assessments and data.
- Middle School Math Pathways Changes, including the addition of an eighth-grade elective geometry course providing access to algebra.
- Nixon and Haynes Roof Project in which the district has partnered with the Massachusetts School Building Authority (MSBA) to design and implement a new roofing system for the Josiah Haynes Elementary School as well as replace approximately 50% of the General John Nixon Elementary School's roof. The MSBA reimbursement rate is approximately 41% of the cost of the two projects.

Key Cost Drivers for FY27
The primary drivers of the FY27 budget include contractual salary obligations totaling $1,673,772, enrollment-driven classroom positions of $241,248, and increased special education contracted services of $146,451. Additional pressures include $35,503 in software subscription renewal increases and a 0.5 FTE middle school math teacher to address instructional needs, at a cost of $41,882.

Maintained Investments from Prior Years
Despite fiscal constraints, the budget sustains several critical commitments: newly negotiated contractual settlements for Units A, B, and C; 2.6 FTEs supporting mental and behavioral health services; continued investment in school support specialists and interventionists across the district; special education contracted services supported in part by available Circuit Breaker capacity; and full-time assistant principals at the elementary level to meet growing student and administrative demands.

Adjustments to Meet Initial Budget Guidance
To align with the Town Manager's recommended 3.75% increase ($1,772,979), the district made targeted reductions and adjustments. These included reductions in teacher assistant positions and an EL teaching position due to decreased enrollment and student needs, significant reductions in software subscriptions, and the elimination of the SMILE program. In addition, the budget incorporates measured risk through the use of one-time funds, including Circuit Breaker resources and the Building Use Revolving Fund, to manage short-term enrollment and utility pressures.

Revised Guidance and Summer Programming
Recognizing concerns about the elimination of summer programming and the added reliance on one-time funds, the Town Manager increased the guidance to 4.17%, providing an additional $200,000. This adjustment allows the district to explore supporting a summer program bridge for families in FY27 while maintaining overall budget balance.

In summary, the FY27 budget represents a thoughtful balance between sustaining core educational services, responding to student needs, and operating within the Town's fiscal parameters. I look forward to continued collaboration with the School Committee and the community as we move through the budget process.

Respectfully submitted,
Brad Crozier
Superintendent of Schools

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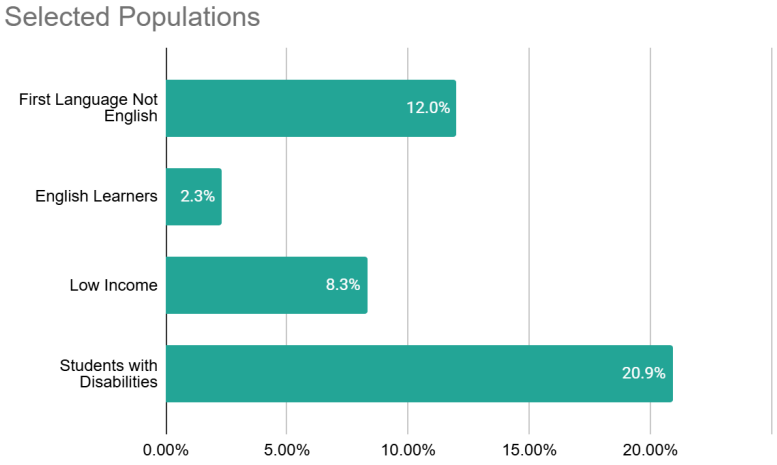
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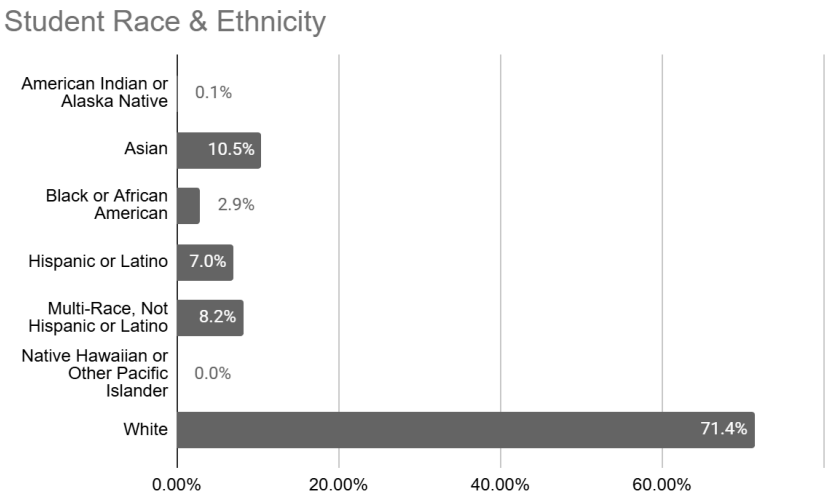
District at-a-Glance 2025-2026

2535 Students



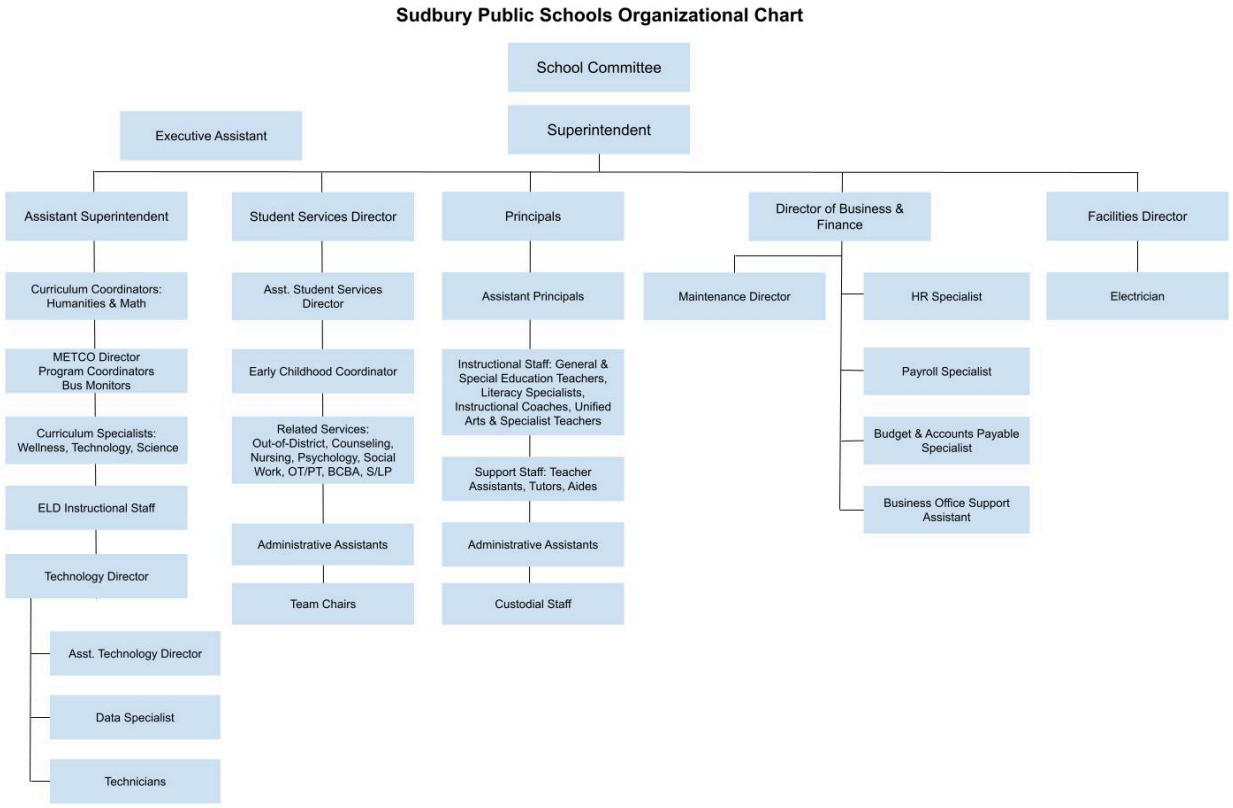
450.6 Staff FTE





Source: DESE School and District Profiles

SPS 2025-26 Organizational Chart



Sudbury Public School Committee, school-committee@sudbury.k12.ma.us				
Karyn Jones Chairperson	Jessica McCready, PhD Vice Chairperson	Nicole Burnard Member	Betsy Sues Member	Julie Durgin-Sicree Member

Superintendent and School Committee Goals

Superintendent

Student Achievement Goal
Goal: By June of 2026, the superintendent will advance equitable, standards-based instruction for all students through implementation of high-quality curriculum and inclusive instructional practices. Key Activities: ● Implement EL Education curriculum for grades K–5 and pilot in grade 6 ● Realign elementary science curriculum by shifting to a phenomenon-based approach and developing guidance documents ● Implement additional grade 7 mathematics course to align with grade level standards and practices ● Design supplemental course for 8th grade Geometry standards to offer additional pathway into Algebra ● Continue OpenSciEd rollout at middle school ● Implement redesigned digital literacy and computer science courses for grades 6-8 ● Review and revise the scope and sequence for the middle school Health and Physical Education curricula to align with the new National Health Standards and MA Health Framework Evidence of Success: ● Curriculum implementation plans and materials ● Observation and walkthrough data showing use of HQIM and inclusive strategies ● Teacher feedback from professional development
District Improvement Goal
Goal: By June of 2026, the superintendent will strengthen multi-tiered systems of support (MTSS) to ensure all students receive equitable and effective academic, behavioral, and social-emotional supports. Key Activities: ● Continue to develop shared understanding of MTSS and UDL across schools ● Align and revise Tiered Support System entry/exit criteria ● Expand internal data warehousing capacity and train staff on using data to better analyze and evaluate student learning ● Review specialized program structures and supports ● Enhance practices with the new IEP process and early childhood special education mandates ● Continue implementation of Say Something Anonymous Reporting System

Evidence of Success:

- MTSS framework document and staff training records
- Updated protocols and support documentation
- Increased consistency in Student Support Team and BBST processes
- Focused data analysis usage in school-based planning
- Qualitative measures on staff use of data to improve student learning

Professional Practice Goal

Goal: By June 2026, the superintendent will participate in targeted professional development to strengthen leadership skills in navigating political complexity and fostering trust, in order to advance the district's commitment to all students' success.

Key Action Steps:

- Participate in statewide and national leadership workshops focused on strategic communication, governance, and leadership
- Engage in coaching or peer consultation with other superintendents to reflect on leadership challenges and share effective practices
- Collaborate with the School Committee to align messaging and increase public understanding of district priorities

Evidence of Success:

- Documentation of professional development sessions attended, including agendas or certificates
- Summary of engagement in coaching or peer networks, with takeaways and applied strategies
- Documented changes in leadership practice informed by PD (e.g., memos, revised procedures, meeting protocols)



School Committee

Family and Community Engagement

To foster trust, transparency, and collaboration, the Sudbury School Committee will strengthen relationships with families, educators, and the broader community through inclusive engagement practices, open communication, and responsive action.

Actions:

- Review and update policies to support hybrid meetings and inclusive public participation
- Strengthen and support the School Committee's Parent Advisory Council(s).
- Conduct a minimum of two community listening sessions

Teaching, Learning, and Technology

The Sudbury School Committee will support, evaluate, and monitor the implementation of curriculum and classroom technology by receiving presentations from district leaders on instructional practices, reviewing student outcome data, and updating relevant policies, including guidance on class size and technology use. This work will ensure alignment between educational programming, district priorities, and student needs.

Action Steps:

- Monitor implementation of the K–5 EL curriculum
- Evaluate EL Grade 6 pilot and determine next steps
- Review 7th-grade math and the compacted 7/8 pathway
- Review and evaluate the integration of digital resources and instructional technology in classroom instruction.
- Monitor the implementation of Policy JICJ – Student Use of Technology in Schools.

Fiscal Stewardship and Long-Term Planning

Ensure the long-term fiscal health of the Sudbury Public Schools by strengthening the School Committee's ability to align the operating and capital budgets with instructional priorities, equity goals, and the long-term maintenance and capacity needs of district facilities.

Action Steps:

- Prioritize and plan for the district's short- and long-term capital needs by using the Facilities Condition Assessment, Noyes, Nixon, Haynes, and Loring Schools Space Utilization Study, and other usage data.

After-School Care & Enrichment

Identify and advance opportunities to expand after-school care and enrichment programs for SPS students by assessing space, reviewing peer models, engaging stakeholders, and developing actionable strategies.

Action Steps:

- Explore and evaluate options for after-school care and enrichment through research, stakeholder engagement, and analysis of district capacity, peer models, and the diverse needs of SPS students.

Budget Timeline

SPS School Committee FY27 Budget Timeline

Sept.22-Nov.12
Superintendent meets with Departments and Building Principals to discuss overall needs, including building requests for supplies and staffing needs.

Oct. 1st
Enrollment projections
from NESDEC

Nov. 24th
School Committee Member budget initiatives and 3 year forecast

Nov. 6
School Listening Sessions Begin

Dec. 4
School Committee Meeting Review Budget Drivers

Dec. 8
School Committee Meeting
Review Draft budget overview

Dec. 9
SALT Meeting
Discuss and prioritize needs

Dec. 11
Presentation to Fin Comm
"Budget Pressures"
Brad, Don

Dec. 15
School Committee Meeting
Budget Hearing

Dec. 18
School Committee Meeting
Vote School Committee Budget

Jan. 14
School Committee Meeting
Budget Workshop

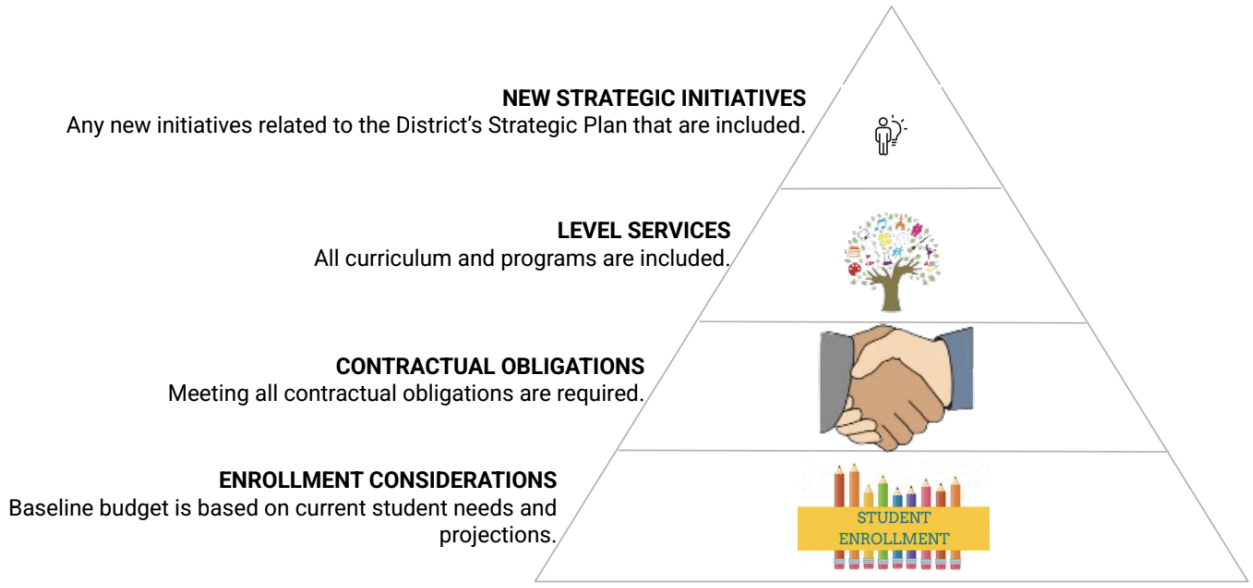
Jan. 15
School Committee Meeting
Budget Workshop

Additional Operating Budget Meetings
February: Fin Com Budget Hearing
May 4: Annual Town Meeting



Budget Overview

The FY27 Budget was built first on enrollment projections, after which all contractual obligations and level services for students were considered. The final step was to analyze the feasibility of desired new initiatives. After careful contemplation and analysis, supports for students' needs were incorporated into the FY27 budget.





Enrollment

Historical Enrollment By Grade

Historical Enrollment in Grade Combinations										
School Year	PK-5	K-5	K-2	3-5	6-8	K-8	PK-8	7-8		
2015-16	1831	1770	825	945	991	2761	2822	655		
2016-17	1833	1758	810	948	977	2735	2810	672		
2017-18	1758	1709	802	907	942	2651	2700	633		
2018-19	1711	1663	773	890	943	2606	2654	608		
2019-20	1728	1684	807	877	947	2631	2675	651		
2020-21	1626	1585	749	836	912	2497	2538	633		
2021-22	1655	1589	778	811	871	2460	2526	581		
2022-23	1705	1632	780	852	850	2482	2555	578		
2023-24	1725	1650	821	829	831	2481	2556	558		
2024-25	1735	1660	810	850	820	2480	2555	543		
2025-26	1681	1607	785	822	865	2472	2546	550		

Historical Percentage Changes			
School Year	K-8	Diff.	%
2015-16	2761		
2016-17	2735	-26	-0.9%
2017-18	2651	-84	-3.1%
2018-19	2606	-45	-1.7%
2019-20	2631	25	1.0%
2020-21	2497	-134	-5.1%
2021-22	2460	-37	-1.5%
2022-23	2482	22	0.9%
2023-24	2481	-1	0.0%
2024-25	2480	-1	0.0%
2025-26	2472	-8	-0.3%
Change		-289	-10.5%

Source: SPS Enrollment Records; NESDEC (New England School Development Council) October, 2025

Enrollment Projection

Over the next five years, NESDEC projects that Sudbury will see an increase in Pre-Kindergarten to grade 8 enrollment of approximately 170 students.

Enrollment Projections By Grade*

Birth Year	Births*		School Year	PK	K	1	2	3	4	5	6	7	8						K-8	PK-8
2020	137		2025-26	74	259	254	272	299	278	245	315	278	272						2472	2546
2021	168		2026-27	74	312	267	261	278	300	279	246	315	276						2534	2608
2022	162		2027-28	74	301	321	274	266	279	301	280	246	313						2581	2655
2023	141	(prov.)	2028-29	74	262	310	330	280	267	280	302	280	244						2555	2629
2024	149	(prov.)	2029-30	75	277	270	318	337	281	268	281	302	278						2612	2687
2025	151	(est.)	2030-31	75	282	285	277	324	338	282	269	281	300						2638	2713
2026	154	(est.)	2031-32	75	287	290	293	283	325	339	283	269	279						2648	2723
2027	152	(est.)	2032-33	76	282	296	298	299	284	326	340	283	267						2675	2751
2028	149	(est.)	2033-34	76	278	290	304	304	300	285	327	340	281						2709	2785
2029	151	(est.)	2034-35	76	281	286	298	310	305	301	286	327	338						2732	2808
2030	152	(est.)	2035-36	76	282	289	294	304	311	306	302	286	325						2699	2775

Note: Ungraded students (UNGR) often are high school students whose anticipated years of graduation are unknown, or students with special needs - UNGR not included in Grade Combinations for 7-12, 9-12, etc.

Based on an estimate of births | Based on children already born | Based on students already enrolled

*Birth data provided by Public Health Vital Records Departments in each state.

** < 10 Not reported, to protect subgroups with fewer than 10 students.



Source: SPS Enrollment Records; NESDEC (New England School Development Council) October, 2025

Class Size Projections

Loring	K	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Total
Enrollment, 2025-2026	73	76	64	82	78	57	430
Sections	4	4	3	4	4	3	22
Class Size	18.3	19.0	21.3	20.5	19.5	19.0	19.5
Projected Enrollment, 2026-2027	70	73	76	64	82	78	443
Sections	4	4	4	3	4	4	23
Class Size	17.5	18.3	19.0	21.3	20.5	19.5	19.3
+/- Sections	0	0	1	-1	0	1	1
NESDEC, 2026-2027	85	75	78	66	82	78	464

Nixon	K	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Total
Enrollment, 2025-2026	56	55	56	59	61	48	335
Sections	3	3	3	3	3	2	17
Class Size	18.7	18.3	18.7	19.7	20.3	24.0	19.7
Projected Enrollment, 2026-2027	54	56	55	56	59	61	341
Sections	3	3	3	3	3	3	18
Class Size	18.0	18.7	18.3	18.7	19.7	20.3	18.9
+/- Sections	0	0	0	0	0	1	1
NESDEC, 2026-2027	67	58	56	57	59	61	358

Haynes	K	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Total
Enrollment, 2025-2026	56	52	80	65	71	51	375
Sections	3	3	4	3	3	3	19
Class Size	18.7	17.3	20.0	21.7	23.7	17.0	19.7
Projected Enrollment, 2026-2027	52	56	52	80	65	71	376
Sections	4	3	3	4	3	3	20
Class Size	13.0	18.7	17.3	20.0	21.7	23.7	18.8
+/- Sections	1	0	-1	1	0	0	1
NESDEC, 2026-2027	75	58	54	81	65	71	404

Noyes	K	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Total
Enrollment, 2025-2026	74	71	72	93	68	89	467
Sections	4	4	3	4	3	4	22
Class Size	18.5	17.8	24.0	23.3	22.7	22.3	21.2
Projected Enrollment, 2026-2027	73	74	69	72	93	68	449
Sections	4	4	4	3	4	3	22
Class Size	18.3	18.5	17.3	24.0	23.3	22.7	20.4
+/- Sections	0	0	1	-1	1	-1	0
NESDEC, 2026-2027	85	76	73	74	93	68	469

District, K-5	K	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Total
Enrollment, 2025-2026	259	254	272	299	278	245	1607
Sections	14	14	13	14	13	12	80
Class Size	18.5	18.1	20.9	21.4	21.4	20.4	20.1
Projected Enrollment, 2026-2027	249	259	252	272	299	278	1609
Sections	15	14	14	13	14	13	83
Class Size	16.6	18.5	18.0	20.9	21.4	21.4	19.4
+/- Sections	1	0	1	-1	1	1	3
NESDEC, 2026-2027	312	267	261	278	299	278	1695

Curtis	Grade 6	Grade 7	Grade 8	Total
Enrollment, 2025-2026	315	278	272	865
Sections	14	12	14	40
Class Size	22.5	23.2	19.4	21.6
Projected Enrollment, 2026-2027	245	315	278	838
Sections	12	14	14	40
Class Size	20.4	22.5	19.9	21.0
+/- Sections	-2	2	0	0
NESDEC, 2026-2027	246	315	276	837

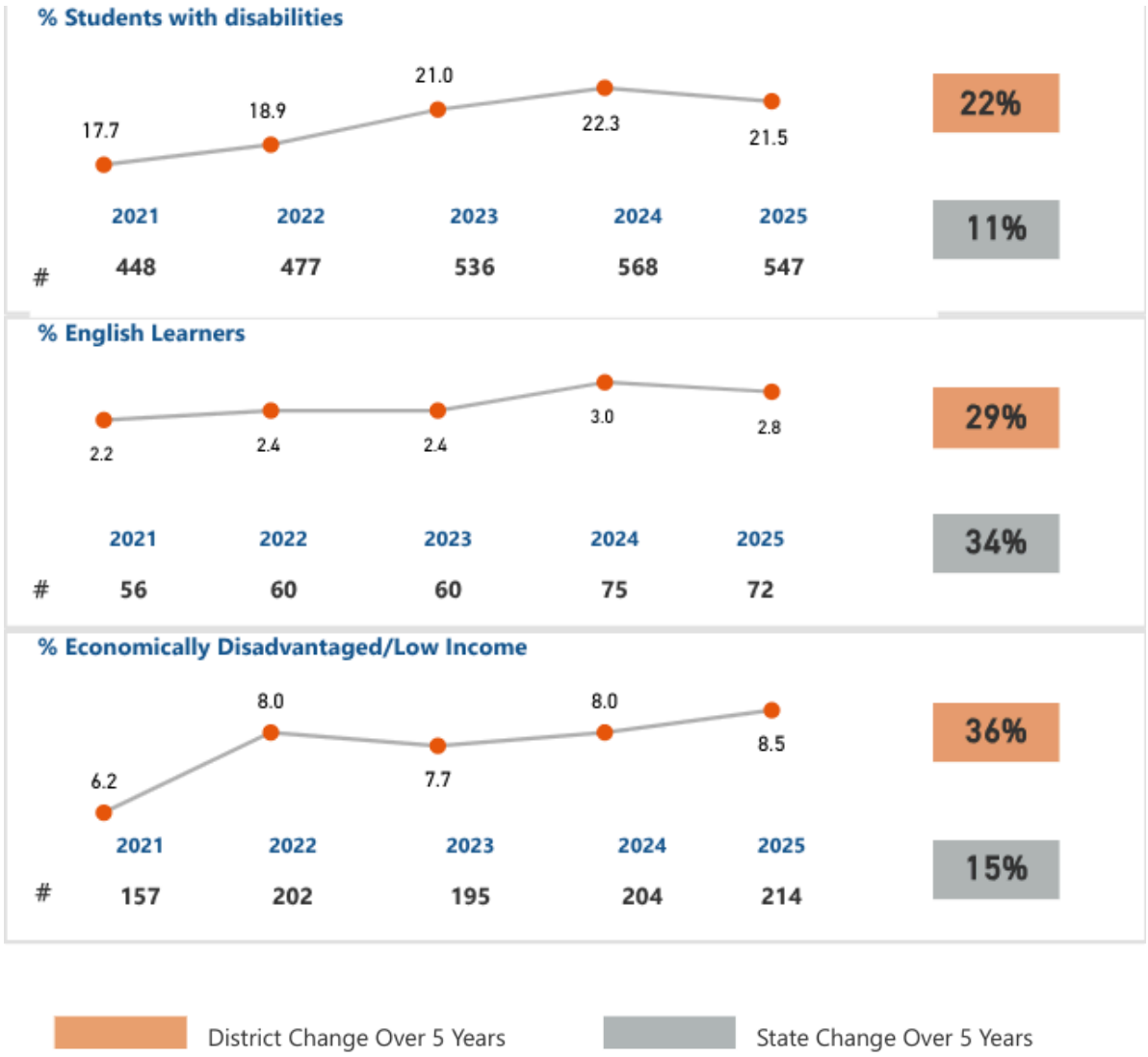
District	K-8
Enrollment, 2025-2026	2491
Projected Enrollment, 2026-2027	2447
+/- Students	-44
NESDEC, 2026-2027	2532



Source: SPS Enrollment Records; NESDEC (New England School Development Council) October, 2025

Overall and Special Populations

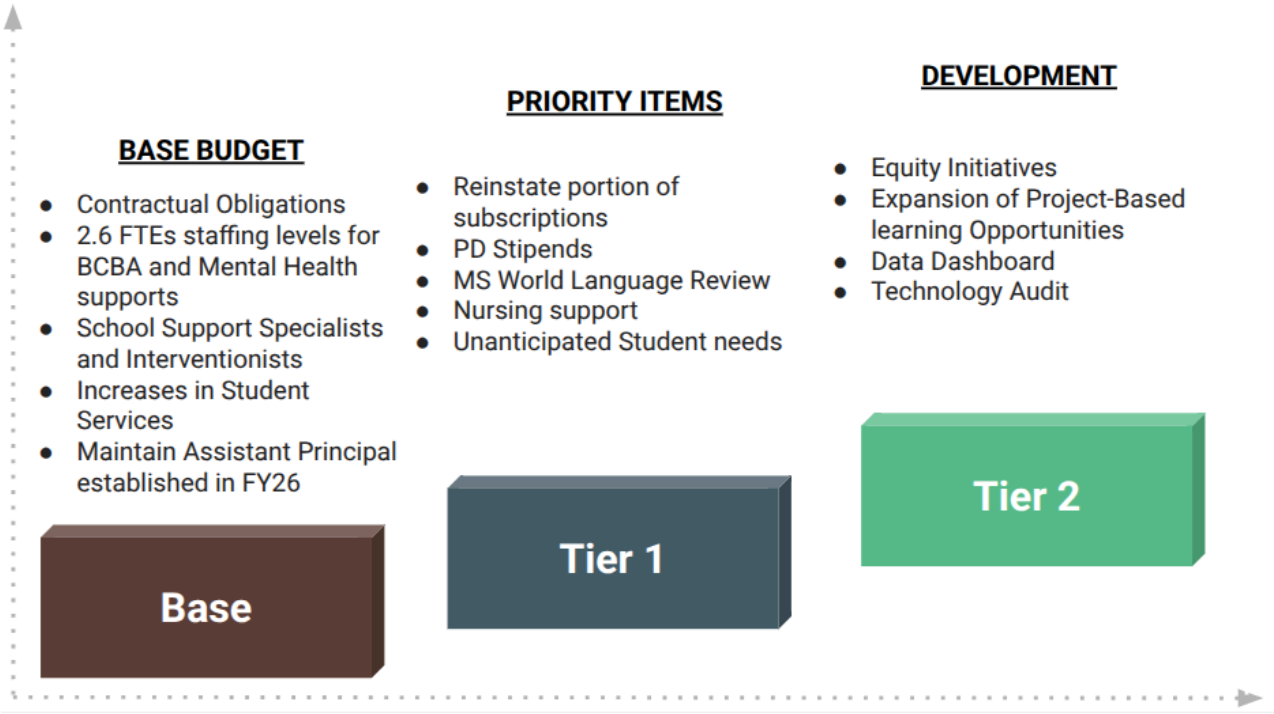
Five-year enrollment trends indicate the overall enrollment trends in the special populations of Students with disabilities, English Learners, and Economically Disadvantaged.



Source: DESE (Department of Elementary and Secondary Education) RADAR (Resource Allocation and District Allocation Reports)

Budget Tiers

The scenarios below document the base budget/level details vs. the expenses the district would be assuming with new initiatives. The numbers as presented in the Tier 1 budget help inform what the new budget can include and what trade-offs need to be made.



Base Budget Detail

Contractual Obligations	Newly negotiated contractual settlement for Units A, B and C
Mental and Behavioral Health Positions	2.6 FTEs staffing levels for BCBA and Mental Health Supports
School Support Specialists and Interventionists	MS Health and Wellness staffing, School Support Specialist & Tutors, MS Executive Functioning Teacher, Grade 8 Number Theory, Grade 7 Math Enrichment
Special Education Contracted Services	Student Services increases will be funded from Circuit Breaker funding, as FY27 has more capacity than typical
Assistant Principal	Increases in student needs and administrative duties continue to necessitate full-time Assistant Principals at the elementary schools

Budget Drivers

Salary Expenses (Contractual Obligations)	$1,673,772
Enrollment-Driven Classroom Positions	$241,248
Special Education Contracted Services	$146,451
Software Subscriptions	$35,503
Middle School Math (.5 FTE)	$41,882

Tier I Budget Initiatives

Item	Cost	Ongoing/ One-time	Description
Reinstate Portion of Subscriptions	$25,000	Ongoing	Reduce the number of cuts to online subscriptions
PD Stipends	$120,000	Ongoing	Stipends to support teacher leadership in the areas of professional development and curriculum implementation in content areas without current leads
MS World Language Review	$20,000	One Time	Contract for curriculum program review
Nursing Support	$77,000	Ongoing	A nursing position to support full-time coverage
Unanticipated Student Needs	TBD	Ongoing	Review caseloads and service delivery needs to ensure student needs are met

FY27 Budget by DESE Function Code

EXPENSE (DOE Function Category)	FY2026 Budget $	FY2026 +/- $:	FY2026 +/- %	FY2027 Budget $	FY2027 +/- $:	FY2027 +/- %
Administration	$ 1,351,639	$ 33,435	2.54%	$ 1,396,070	$ 44,431	3.29%
Instructional Leadership	$ 4,209,659	$ 356,696	9.26%	$ 4,438,357	$ 228,698	5.43%
Teachers	$ 23,789,565	$ 677,332	2.93%	$ 24,772,363	$ 982,798	4.13%
Other Teaching Services	$ 6,241,266	$ 175,339	2.89%	$ 6,731,474	$ 490,208	7.85%
Professional Development	$ 345,712	$ 417	0.12%	$ 340,939	$ (4,773)	-1.38%
Instructional Materials/Equip/Tech	$ 746,264	$ 5,781	0.78%	$ 749,243	$ 2,979	0.40%
Guidance, Counseling, Testing	$ 2,104,002	$ (10,020)	-0.47%	$ 2,200,344	$ 96,342	4.58%
Pupil Services	$ 3,759,374	$ 119,027	3.27%	$ 3,828,863	$ 69,489	1.85%
Operations and Maintenance	$ 3,126,452	$ 55,831	1.82%	$ 3,188,352	$ 61,900	1.98%
Fixed Charges	$ 212,667	$ 898	0.42%	$ 213,574	$ 907	0.43%
Out-of-District Expenditures	$ 1,392,847	$ 78,840	6.00%	$ 1,392,847	$ -	0.00%
TOTAL GF FORECAST $:	$ 47,279,447	$ 1,493,576	3.26%	$ 49,252,426	$ 1,972,979	4.17%

Town Manager FY27 Budget Guidance Target (1/16/26):	$49,252,426	$ 1,972,979	4.17%
+ / - diff $:	$ -		

3-Year Budget Forecast by DESE Function Code

EXPENSE (DOE Function Category)	FY2027 Budget $	FY2027 +/- $:	FY2027 +/- %	FY2028 Budget $	FY2028 +/- $:	FY2028 +/- %	FY2029 Budget $	FY2029 +/- $:	FY2029 +/- %
Administration	$ 1,396,070	$ 44,431	3.29%	$ 1,431,512	$ 35,442	2.54%	$ 1,470,063	$ 38,551	2.69%
Instructional Leadership	$ 4,438,357	$ 228,698	5.43%	$ 4,583,844	$ 145,487	3.28%	$ 4,561,852	$ (21,992)	-0.48%
Teachers	$ 24,772,363	$ 982,798	4.13%	$ 25,882,870	$ 1,110,507	4.48%	$ 27,038,390	$ 1,155,520	4.46%
Other Teaching Services	$ 6,731,474	$ 490,208	7.85%	$ 7,010,385	$ 278,912	4.14%	$ 7,276,097	$ 265,711	3.79%
Professional Development	$ 340,939	$ (4,773)	-1.38%	$ 342,647	$ 1,708	0.50%	$ 346,073	$ 3,426	1.00%
Instructional Materials/Equip/Tech	$ 749,243	$ 2,979	0.40%	$ 756,734	$ 7,491	1.00%	$ 764,302	$ 7,568	1.00%
Guidance, Counseling, Testing	$ 2,200,344	$ 96,342	4.58%	$ 2,288,380	$ 88,036	4.00%	$ 2,361,815	$ 73,435	3.21%
Pupil Services	$ 3,828,863	$ 69,489	1.85%	$ 4,162,295	$ 333,432	8.71%	$ 4,371,326	$ 209,031	5.02%
Operations and Maintenance	$ 3,188,352	$ 61,900	1.98%	$ 3,311,997	$ 123,645	3.88%	$ 3,379,337	$ 67,340	2.03%
Fixed Charges	$ 213,574	$ 907	0.43%	$ 214,490	$ 916	0.43%	$ 216,635	$ 2,145	1.00%
Out-of-District Expenditures	$ 1,392,847	$ -	0.00%	$ 1,476,418	$ 83,571	6.00%	$ 1,565,003	$ 88,585	6.00%
TOTAL GF FORECAST $:	$ 49,252,426	$ 1,972,979	4.17%	$ 51,461,573	$ 2,209,147	4.49%	$ 53,350,893	$ 1,889,320	3.67%

FY27 Budget by DESE Object Code

OBJ#	MUNIS Account Summary Name:	FY2026 Budget $	FY2027 Budget $	----- vs. FY2026 ----- + / - $	+ / - %
502	ART	$ 428,046	$ 451,261	$ 23,215	5.42%
505	AUDIO VISUAL	$ 52,285	$ 52,808	$ 523	1.00%
513	COMPUTER INSTRUCTION	$ 342,448	$ 354,471	$ 12,023	3.51%
514	CURRICULUM DEVELOPMENT	$ 947,474	$ 982,395	$ 34,921	3.69%
516	ELEMENTARY EDUCATION	$ 8,241,401	$ 8,579,335	$ 337,934	4.10%
520	EARLY CHILDHOOD EDUCATION	$ 134,128	$ 140,100	$ 5,972	4.45%
521	ENGLISH	$ 790,652	$ 837,999	$ 47,347	5.99%
522	ENGLISH AS SECOND LANGUAGE	$ 491,969	$ 450,024	$ (41,945)	-8.53%
524	FOREIGN LANGUAGE	$ 859,302	$ 890,725	$ 31,423	3.66%
530	GUIDANCE	$ 1,114,526	$ 1,151,715	$ 37,189	3.34%
531	HEALTH EDUCATION	$ 246,725	$ 255,376	$ 8,651	3.51%
536	INSTRUCTION	$ 116,146	$ 117,308	$ 1,162	1.00%
540	TECH ED (Technology/Engineering/Robotics)	$ 268,446	$ 277,928	$ 9,482	3.53%
541	KINDERGARTEN	$ 1,699,417	$ 1,798,378	$ 98,961	5.82%
544	LIBRARY	$ 518,399	$ 551,369	$ 32,970	6.36%
555	MATHEMATICS	$ 1,505,409	$ 1,627,251	$ 121,842	8.09%
560	MEDIA - COMPUTER SERVICES	$ 338,346	$ 374,137	$ 35,791	10.58%
561	MIDDLE SCHOOL PROGRAMS	$ 27,650	$ 27,927	$ 277	1.00%
563	MUSIC	$ 637,374	$ 621,696	$ (15,678)	-2.46%
570	PHYSICAL EDUCATION	$ 659,075	$ 687,082	$ 28,007	4.25%
572	PRE-SCHOOL EDUCATION	$ 494,048	$ 516,621	$ 22,573	4.57%
573	PROFESSIONAL DEVELOPMENT	$ 270,966	$ 265,445	$ (5,521)	-2.04%
575	READING	$ 1,013,455	$ 1,046,083	$ 32,628	3.22%
582	SCIENCE	$ 685,038	$ 719,529	$ 34,491	5.03%
583	SOCIAL STUDIES	$ 800,625	$ 836,788	$ 36,163	4.52%
584	SPECIAL EDUCATION	$ 9,739,451	$ 10,318,877	$ 579,426	5.95%
591	SPEECH	$ 904,799	$ 953,297	$ 48,498	5.36%



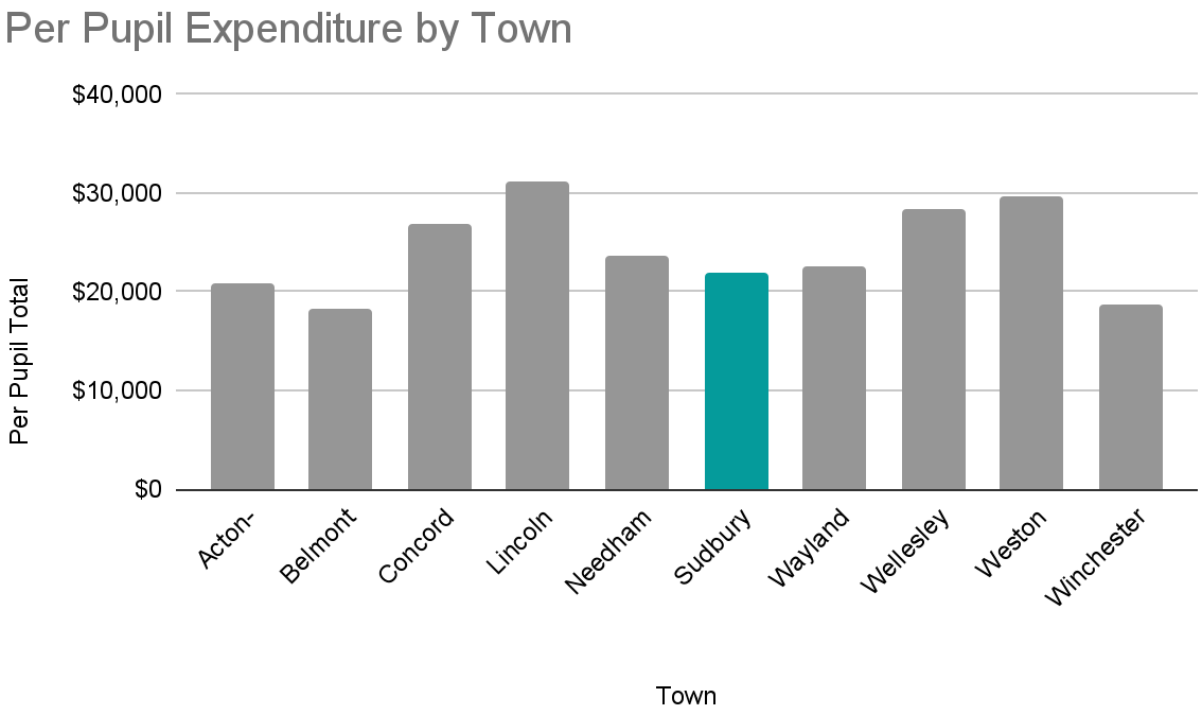
OBJ#	MUNIS Account Summary Name:	FY2026 Budget $	FY2027 Budget $	----- vs. FY2026 ----- + / - $	+ / - %
594	SUBSTITUTES	$ 533,081	$ 676,269	$ 143,188	26.86%
532	HEALTH SERVICES	$ 544,457	$ 555,000	$ 10,543	1.94%
534	HOME STUDY	$ 87,576	$ 100,000	$ 12,424	14.19%
564	OCCUPATIONAL THERAPY	$ 475,967	$ 487,323	$ 11,356	2.39%
571	PHYSICAL THERAPY	$ 112,426	$ 115,751	$ 3,325	2.96%
574	PSYCHOLOGICAL SERVICES	$ 961,973	$ 1,017,968	$ 55,995	5.82%
585	EQUIPMENT (LEASE & REPLACEMENT)	$ 90,667	$ 91,574	$ 907	1.00%
590	SPED CONSULTANTS	$ 72,175	$ 133,000	$ 60,825	84.27%
596	TUITION (SPED OOD)	$ 1,392,847	$ 1,392,847	$ -	0.00%
605	VISION CONSULTANT	$ 122,956	$ 68,594	$ (54,362)	-44.21%
602	TRANSPORTATION (REGULAR)	$ 1,211,944	$ 1,211,944	$ -	0.00%
603	TRANSPORTATION (SPED)	$ 882,436	$ 882,698	$ 262	0.03%
610	CURRICULUM/LIBRARY/MEDIA	$ 408,454	$ 412,538	$ 4,084	1.00%
515	CUSTODIAL SERVICES	$ 1,104,318	$ 1,144,629	$ 40,311	3.65%
546	MAINTENANCE	$ 853,102	$ 869,874	$ 16,772	1.97%
581	SAFETY PROGRAMS	$ 57,000	$ 57,000	$ -	0.00%
593	SUPERINTENDENT'S OFFICE	$ -	$ -	$ -	0.00%
501	ADMINISTRATION	$ 3,660,819	$ 3,764,259	$ 103,440	2.83%
543	LEGAL SERVICES	$ 76,687	$ 77,454	$ 767	1.00%
615	WATER	$ 12,591	$ 12,717	$ 126	1.00%
616	ELECTRICITY	$ 687,299	$ 687,299	$ -	0.00%
617	HEATING OIL/GAS	$ 417,201	$ 421,373	$ 4,172	1.00%
619	TELEPHONE	$ 51,941	$ 52,460	$ 519	1.00%
621	STIPENDS	$ 68,930	$ 68,930	$ -	0.00%
622	403(b) MATCH	$ 65,000	$ 65,000	$ -	0.00%
		$ 47,279,447	**$ 49,252,426**	**$ 1,972,979**	**4.17%**



Pupil Expenditure

Per Pupil Expenditure by Comparables

Sudbury's per-pupil cost was $21,982.87, which is the fourth lowest as compared to peer districts as identified by Sudbury Public Schools School Committee. Note that Lexington's data is missing from the RADAR data set for this period.





Per Pupil Spending by Dollars and Percentage of Total

Sudbury is the fourth-lowest district in terms of per-pupil spending compared to peers. Note that Lexington's data is missing from the RADAR data set for this period.

District Name	Per Pupil Total	Admin	Lead	Teach	Prof Dev	Support	Clinic	Pupil Serv	Maint	Benefits
Lincoln	$31,135.70	6%	10%	35%	11%	1%	4%	3%	9%	13%
Weston	$29,760.92	3%	5%	36%	7%	1%	4%	5%	10%	19%
Wellesley	$28,402.05	3%	9%	37%	11%	3%	4%	4%	8%	14%
Concord	$26,925.34	2%	8%	40%	15%	1%	3%	3%	8%	12%
Needham	$23,670.79	4%	8%	35%	9%	2%	4%	3%	8%	19%
Wayland	$22,634.47	4%	8%	45%	9%	1%	2%	4%	9%	13%
Sudbury	$21,982.87	2%	9%	41%	12%	1%	3%	4%	7%	15%
Acton-Boxborough	$20,952.47	2%	6%	37%	10%	1%	1%	4%	13%	18%
Winchester	$18,725.77	4%	8%	44%	8%	1%	3%	4%	9%	14%
Belmont	$18,279.99	3%	6%	41%	8%	1%	2%	4%	8%	16%

Functions included in categories

Administration
1110 School Committee
1210 Superintendent
1220 Assistant Superintendents
1230 Other District-Wide Administration
1410 Business and Finance
1420 Human Resources
1430 Legal Service for School Committee
1435 Legal Settlements
1450 District-wide Information Systems

Instructional Leadership
2110 Curriculum Directors (Supervisory)
2120 Dept Heads (Non-Supervisory)
2210 School Leadership
2220 Curriculum Leaders (School Level)
2250 Admin. Technology (School Level)
2315 Instructional Coordinators

Teachers
2305 Teachers, Classroom
2310 Teachers, Specialists

Other Teaching Services
2320 Medical/ Therapeutic Services
2325 Substitute Teachers
2330 Paraprofessionals
2340 Librarians/Media Center Directors

Professional Development
2351 Professional Development Leaders
2353 Professional Days
2355 Substitutes for Prof. Development
2357 Professional Development Costs

Instructional Materials/Equip/Tech
2410 Textbooks, Software/Media/Matls
2415 Instructional Matls (Libraries)
2420 Instructional Equipment
2430 General Classroom Supplies
2440 Other Instructional Services
2451 Classroom Technology
2453 Technology (Libraries)
2455 Instructional Software

Guidance, Counseling, Testing
2710 Guidance/Adjustment Counselors
2720 Testing and Assessment
2800 Psychological Services

Pupil Services
3100 Attendance and Parent Liaisons
3200 Medical/Health Services
3300 Transportation Services
3400 Food Services
3510 Athletics
3520 Other Student Activities
3600 School Security

Operations and Maintenance
4110 Custodial Services
4120 Heating of Buildings
4130 Utility Services
4210 Maintenance of Grounds
4220 Maintenance of Buildings
4225 Building Security System
4230 Maintenance of Equipment
4300 Extraordinary Maintenance
4400 Networking/Telecommunications
4450 Technology Maintenance

Benefits and fixed charges
5100 Employer Retirement Contributions
5150 Employee Separation Costs
5200 Insurance for Active Employees
5250 Insurance for Retired Employees
5260 Other Non-Employee Insurance
5300 Rental Lease of Equipment
5350 Rental Lease of Buildings
5400 Short Term Interest RANs
5500 Other Fixed/Crossing Guards
5550 School Crossing Guards

Source: DESE (Department of Elementary and Secondary Education) RADAR (Resource Allocation and District Allocation Reports)

Staffing Levels

The following tables focus on staffing levels in the Sudbury Public Schools as compared to School Committee identified comparables. Also noted are state staffing levels.

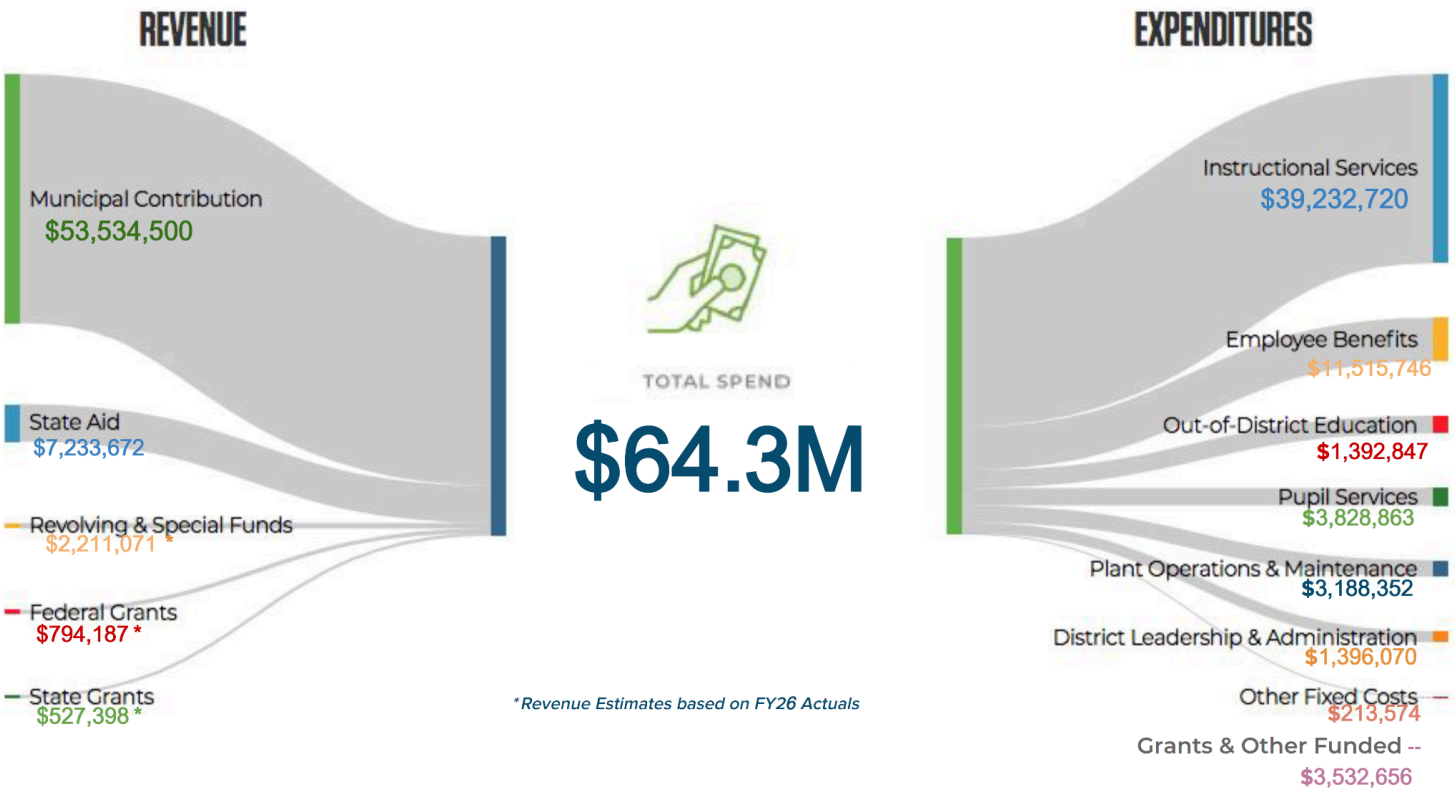
District Name	Teachers	Paraprofessional	Leadership	Student Support	Clerical	Tech
Acton-Boxborough	392.7	155.1	47.6	37.4	40.5	10.6
Belmont	309.4	96.5	32.6	30.6	27.9	9.0
Concord	184.7	117.1	22.2	15.5	16.3	7.4
Lexington	650.0	214.3	70.3	72.4	109.9	14.6
Lincoln	119.0	53.6	14.0	10.2	17.0	4.0
Needham	454.4	200.8	64.0	40.2	69.1	14.0
Sudbury	232.4	60.1	28.1	19.8	18.3	4.0
Wayland	239.3	100.7	35.3	19.7	28.3	4.6
Wellesley	380.5	176.1	49.2	44.6	47.7	15.0
Weston	170.2	79.7	24.9	25.7	24.1	6.0
Winchester	347.2	118.6	33.5	29.7	28.5	3.0

FTE Per 100 Students

District Name	Teachers	Paraprofessional	Leadership	Student Support	Clerical	Tech
Acton-Boxborough	7.7	3.1	1.0	0.7	0.8	0.2
Belmont	7.0	2.1	0.7	0.7	0.6	0.2
Concord	9.6	6.2	1.2	1.0	0.9	0.4
Lexington	9.7	3.2	1.1	1.0	1.6	0.2
Lincoln	11.51	5.2	1.3	1.0	1.6	0.4
Needham	8.3	3.7	1.1	0.7	1.3	0.3
State	8.3	2.8	1.2	0.8	1.0	0.2
Sudbury	9.2	2.4	1.1	0.7	0.7	0.2
Wayland	8.8	3.7	1.3	0.6	1.0	0.2
Wellesley	9.5	4.4	1.2	1.1	1.2	0.4
Weston	8.2	3.9	1.2	1.2	1.2	0.3
Winchester	7.9	2.7	0.7	0.6	0.6	0.1

Source: DESE (Department of Elementary and Secondary Education) RADAR (Resource Allocation and District Allocation Reports)

Total FY27 District Funding



This graphic depicts the anticipated financial flows for the Sudbury Public Schools during FY27. On the left, are expected revenue streams, the largest of which is the Municipal Contribution, which includes not only the Annual Town Meeting appropriation but also funds within the Town Budget for healthcare benefits for active and retired employees. Estimated expenditures organized by DESE function codes, with the greatest sum being allocated to instructional services, are found on the right.

All Funds Summary

Fund Type	FY26 Actual	FY27 Projected	One Time?	Primary Use
Operating (Town Appropriation)	$47,758,178	$50,277,399	Recurring	School District Operations
Town (Employee Benefits)	$10,335,980	$11,515,746	Recurring	Active / Retiree Health Insurance, Workers Comp, Ins. Unemployment Ins. Retirement Contribution Property/Liability Ins.
Grants (Title, IDEA, etc.)	$1,315,799	$1,321,585	Recurring	Special Education ESL, Early Education
Circuit Breaker	$965,366	$1,292,492	Recurring	Special Education Reimbursement
Revolving (Fees, etc.)	$1,225,624	$1,429,838	Recurring	Fee-Based Programs
Other	-	-	-	-

State & Federal Grant Funding

	Federal Grants					*State Grant*
	305 Title I	140 Title IIA	309 Title IV	240 IDEA	262 Early Child	METCO
Administrative Salaries	$ -	$ -	$ -	$ -	$ -	$ 115,830
Instructional/Professional Staff	$ 68,054	$ 31,487	$ 10,000	$ -	$ -	$ -
Support Staff	$ -	$ -	$ -	$ 630,096	$ 15,400	$ 157,511
Benefits (MTRS)	$ -	$ -	$ -	$ -	$ -	$ -
Stipends	$ -	$ -	$ -	$ -	$ 2,500	$ -
Travel	$ -	$ -	$ -	$ -	$ -	$ -
Supplies & Materials	$ -	$ -	$ -	$ 3,573	$ 1,000	$ 84
Contractual Services	$ -	$ -	$ -	$ 28,000	$ 4,077	$ 14,926
Other Costs	$ -	$ -	$ -	$ -	$ -	$ 239,047
TOTAL $:	**$ 68,054**	**$ 31,487**	**$ 10,000**	**$ 661,669**	**$ 22,977**	**$ 527,398**

Revolving & Special Funds

	State Rembursement, Revolving, Special Revenue Accounts								
	Circuit Breaker	Bus Transportation	School Lunch	PreK Tuition	Medicaid Reimburse	Instrumental Lessons	Facility Use	Student Activity	Athletic Revolving
FY27 Expense Assumption $:	$ 781,233	$ 522,717	$ 1,083,931	$ 504,759	$ 109,944	$ 21,520	$ 56,873	$ 141,640	$ 36,398

Circuit Breaker

In Massachusetts, the Special Education Circuit Breaker is a state-funded program designed to assist school districts when managing the financial impact of high-cost and fluctuating special education services through a formal reimbursement program. This funding acts as a safety net for unanticipated special education costs.

In the table below, the “Total Payments Received” refers to the total reimbursement funds (*3 Fund Types*) the State sends to the district in each fiscal year. The "Total Expended" refers to the total funds (*2 Expense Types*) that are required to be expended in each fiscal year. “Prepay” are funds that pay for legally eligible expenses in the following fiscal year.

SPS Circuit Breaker	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	FY2025	*Budget* FY2026	*Forecast* FY2027
Beginning Account Balance:	**$ 942,503**	**$ 1,086,277**	**$ 1,491,400**	**$ 1,290,772**	**$ 1,016,800**	**$ 959,767**	**$ 1,134,025**	**$ 965,366**	**$ 1,291,492**
Reimbursement Received:	$ 1,086,277	$ 1,491,400	$ 1,290,772	$ 1,016,800	$ 959,767	$ 1,134,025	$ 917,493	$1,291,492	*$ 1,200,000*
Extraordinary Relief:	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	
Supplemental Award:	$ -	$ -	$ -	$ -	$ -	$ -	$ 47,873	$ -	
TOTAL PAYMENTS RECEIVED:	**$ 1,086,277**	**$ 1,491,400**	**$ 1,290,772**	**$ 1,016,800**	**$ 959,767**	**$ 1,134,025**	**$ 965,366**	**$ 1,291,492**	***$ 1,200,000***
Circuit Breaker Expense:	$ (663,941)	$ (92,156)	$ (581,131)	$ (603,278)	$ (611,825)	$ (416,646)	$ (792,608)	$ (965,366)	$ (1,291,492)
Prepay Next Fiscal Year	$ (278,562)	$ (994,121)	$ (910,269)	$ (687,494)	$ (404,975)	$ (543,121)	$ (341,416)		
TOTAL EXPENDED:	**$ (942,503)**	**$ (1,086,277)**	**$ (1,491,400)**	**$ (1,290,772)**	**$ (1,016,800)**	**$ (959,767)**	**$ (1,134,025)**	**$ (965,366)**	**$ (1,291,492)**
Ending Balance:	**$ 1,086,277**	**$ 1,491,400**	**$ 1,290,772**	**$ 1,016,800**	**$ 959,767**	**$ 1,134,025**	**$ 965,366**	**$ 1,291,492**	**$ 1,200,000**

Total General Fund Budget with Other Funding

EXPENSE (DOE Function Category)	General Fund Proposed $	Other Funding: Total Grants $	Other Funding: PreK Tuition	Other Funding: Circuit Breaker	Other Funding: Bus Revenue	Other Funding: School Lunch	Other Funding: Student Activity	TOTAL
Administration	$1,396,070							$ 1,396,070
Instructional Leadership	$4,438,357	$ 115,830	-	-	-	-	-	$ 4,554,187
Teachers	$24,772,363	$ 109,541	-	-	-	-	-	$ 24,881,904
Other Teaching Services	$6,731,474	$ 803,007	$ 504,759	$ 781,233	-	$ 112,653	$ 141,640	$ 9,074,766
Professional Development	$340,939	2,500	-	-	-	-	-	$ 343,439
Instructional Materials/Equip/Tech	$749,243	$ 51,660	-	-	-	-	-	$ 800,903
Guidance, Counseling, Testing	$2,200,344	-	-	-	-	-	-	$ 2,200,344
Pupil Services	$3,828,863	$ 239,047	-	-	$ 522,717	-	-	$ 4,590,627
Operations and Maintenance	$3,188,352	-	-	-	-	-	-	$ 3,188,352
Fixed Charges	$213,574	-	-	-	-	-	-	$ 213,574
Out-of-District Expenditures	$1,392,847	-	-	-	-	-	-	$ 1,392,847
TOTAL EXPENSE $:	**$ 49,252,426**	**$ 1,321,585**	**$ 504,759**	**$ 781,233**	**$ 522,717**	**$ 112,653**	**$ 141,640**	**$ 52,637,013**

Contract Agreement Budgetary Impact - FY27

Unit	FY27 Agreement Terms	Increase in Dollars
Teachers	2.0% + Longevity	$1,442,413
Support Professionals	2.0% + Longevity	$165,987
Custodians	2.0% + Longevity	$39,115
Nurses	OPEN	-
Other (non-union)	Varies	$129,573
Total Salary Increase		$1,777,088

Full-Time Equivalents (FTE) Changes

	----- General Fund -----		----- Grant Funds -----		-- Revolving Funds ---		----- TOTAL -----	
	FTE	Headcount	FTE	Headcount	FTE	Headcount	FTE	Headcount
FY26 Base Total	442.186	472	21.000	22	10.500	11	473.686	505
Enrollment Changes:	(1.000)	(1)	0.000	0	0.000	0	(2.000)	(1)
Level Service:	0.000	0	0.000	0	0.000	0	0.000	0
Strategic Priorities:	(2.000)	(2)	0.000	0	2.000	2	0.000	0
Other Critical Needs:	0.000	0	0.000	0	0.000	0	0.000	0
FY27 Budget	**439.186**	**469**	**21.000**	**22**	**12.500**	**13**	**471.686**	**504**
Total + / - diff.:	*(3.000)*	*(3)*	*0.000*	*0*	*2.000*	*2*	*(2.000)*	*(1)*

Five-Year Capital Plan, FY27 Capital Requests and Warrant Articles

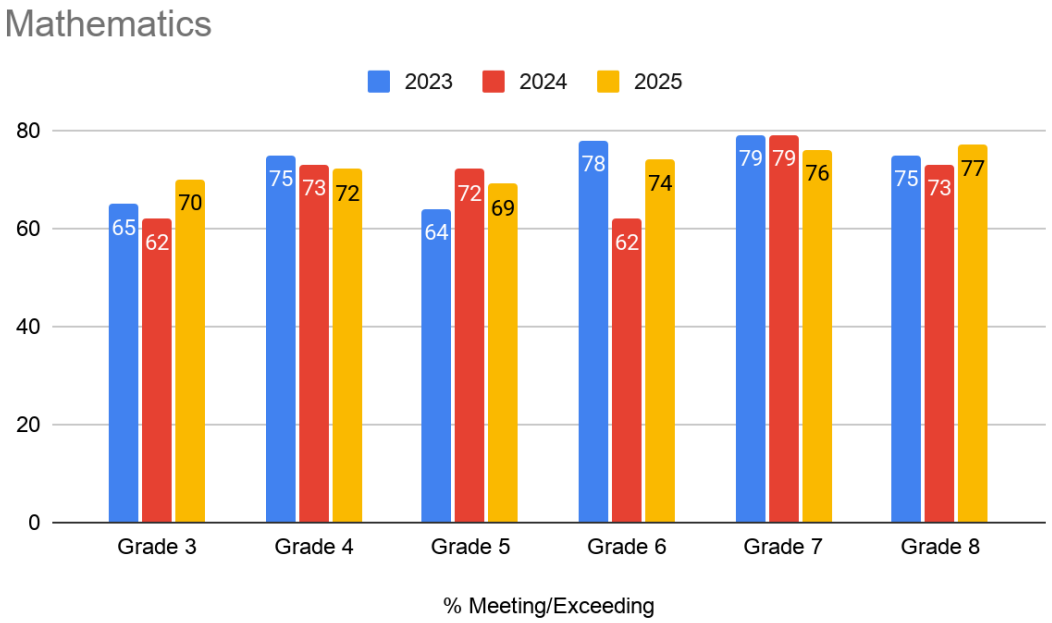
The Capital items below are submitted for the Town Meeting's consideration. All of the following capital projects are on the SPS 5-15 Year Capital Plan for FY27.

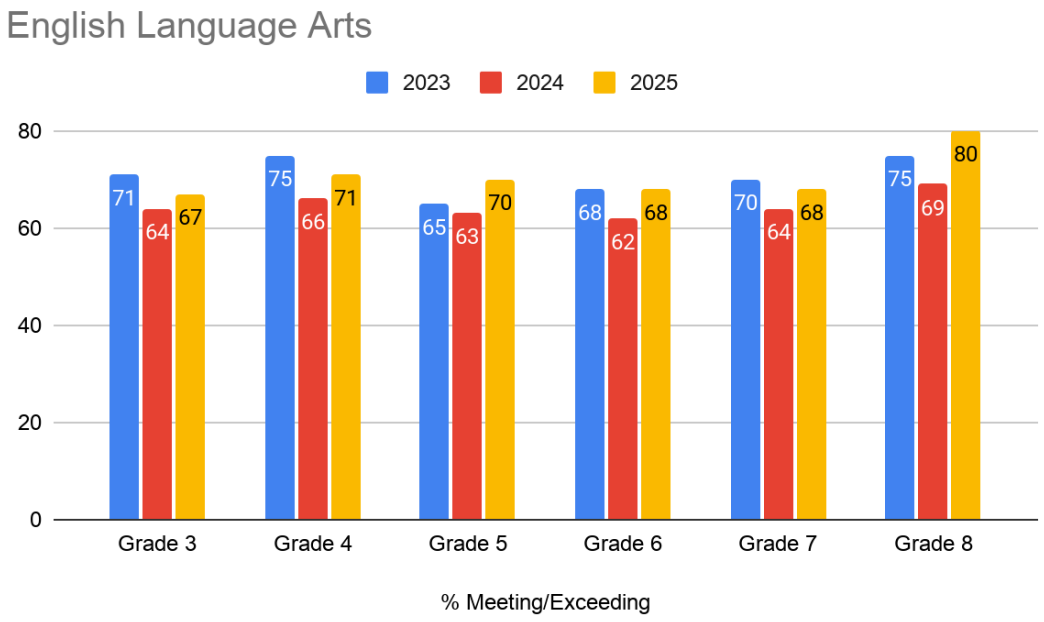
Schools Carpet Replacement	**CIP_FY27_SPS FAC-1**	**$40,000**
Ongoing carpet replacement program *Funding Source Recommendation: Town Manager Small Capital*		
VCT Replacement	**CIP_FY27_SPS FAC-2**	**$40,000**
Ongoing tile replacement program with Vinyl Composition Tile (VCT) in all schools. *Funding Source Recommendation: Town Manager Small Capital*		
Bathroom Partitions and Replacements	**CIP_FY27_SPS FAC-3**	**$25,000**
Repair and/or replace bathroom partitions in all schools. *Funding Source Recommendation: Town Manager Small Capital*		
Painting	**CIP_FY27_SPS FAC-4**	**$40,000**
Ongoing painting program at all schools. *Funding Source Recommendation: Town Manager Small Capital*		
Ceiling Tile Replacements	**CIP_FY27_SPS FAC-5**	**$25,000**
Ongoing ceiling tile replacement program at all schools. *Funding Source Recommendation: Town Manager Small Capital*		

School Exterior Metal Doors	**CIP-FY27_SPS FAC-6**	**$25,000**
Ongoing Exterior Metal Door replacement program at all schools. *Funding Source Recommendation: Town Meeting Warrant Article*		
School Safety Enhancements	**CIP-FY27_SPS FAC-7**	**$450,000**
Infrastructure improvements to improve school safety at all schools.		
Fire Alarm and Emergency Lighting Repairs/Replacements and Bi-Directional Amplification System Installation	**CIP_FY27_SPS FAC-8**	$**660,500**
Fire alarm and emergency lighting repairs and replacement project for Curtis, Loring, and Haynes schools; For all schools: installation of a bi-directional amplification system design project. *Funding Source Recommendation: Town Meeting Warrant Article*		
Building Management System Capital Repairs	**CIP_FY27_SPS FAC-9**	**$110,000**
This funding will be used to replace failed elements of the building management system throughout all five schools. *Funding Source Recommendation: Town Meeting Warrant Article*		
Classroom Instructional Equipment Replacement	**ATM Warrant**	**$100,000**
Interactive Display, Wireless Video Projection, and Auditory Support (~20 total classrooms) *Funding Source Recommendation: Town Meeting Warrant Article*		

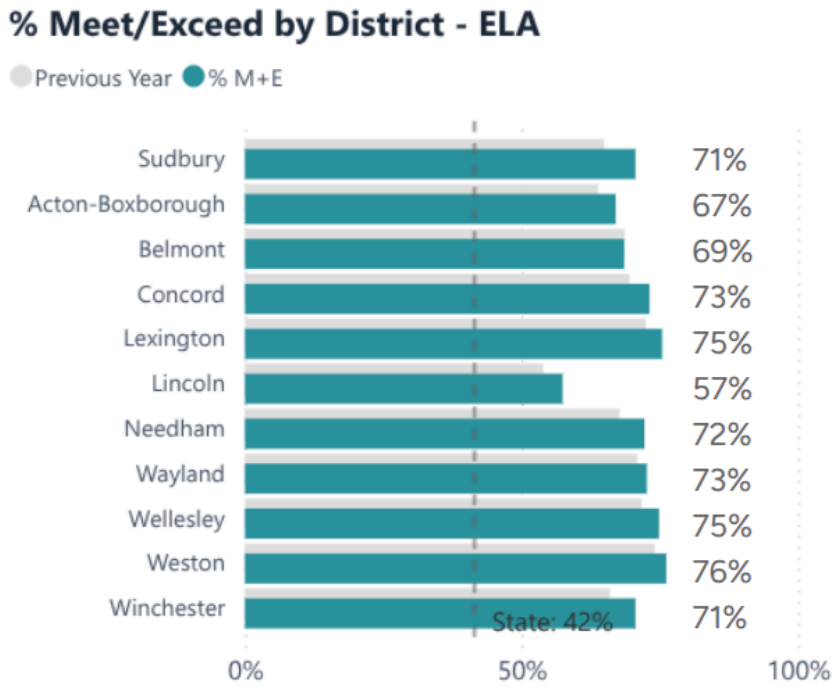
MCAS Outcomes

The summary data from 2023-2025 including all grade levels shows steady growth and high achievement. The expected range for growth, which is the Student Growth Percentile (SGP) is 40-60. SPS has met that target growth rate with an average SGP of 59 in both math and ELA. SPS was honored by the state for reaching pre-pandemic levels in mathematics in 2025.



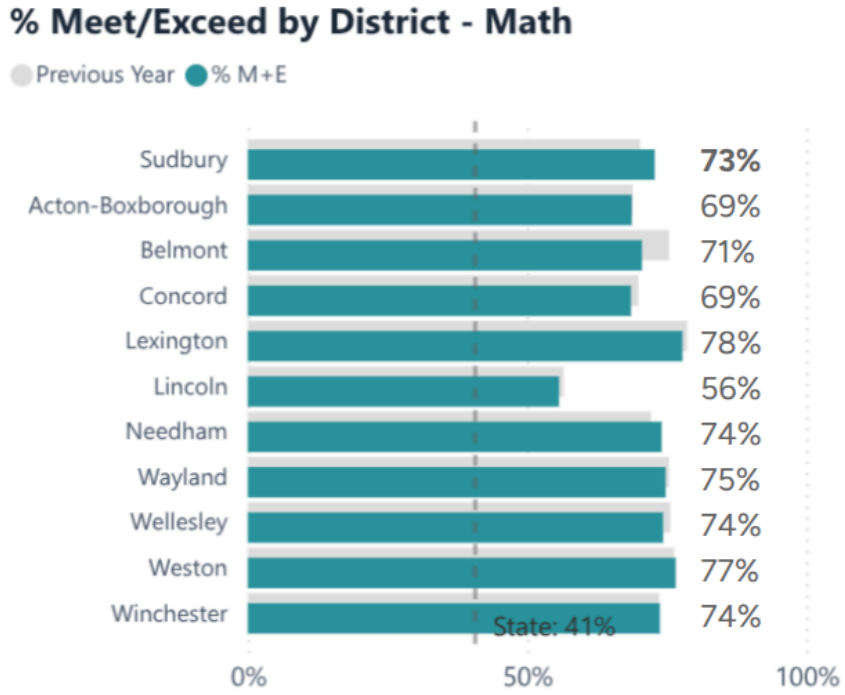


MCAS Outcomes Comparable Districts - Grades 3 - 8



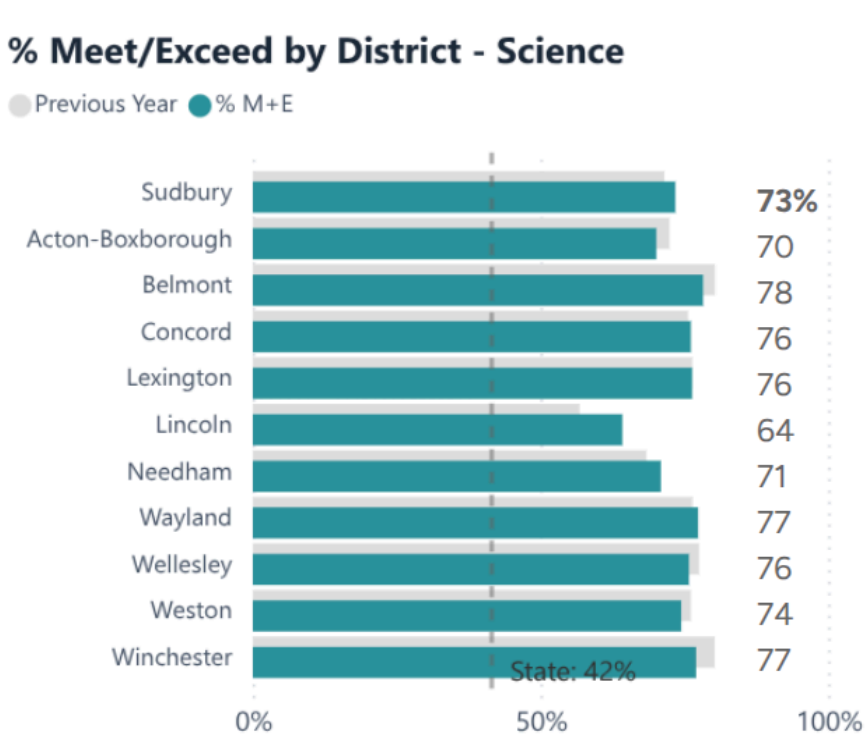
Overall achievement for SPS is the 5th highest out of 11 comparable districts.

SPS has the 7th highest achievement score in the state.



Overall achievement for SPS is 5th highest out of 11 comparable districts.

SPS has the 8th highest achievement score in the state.



Overall achievement level for SPS is 8th highest out of 11 comparable districts.

Grade 5 has the 8th highest achievement score in the state (average 79%).

Grade 8 has the 13th highest achievement score in the state (average 67%).



METCO

SPS has been a Metropolitan Council for Educational Opportunities (METCO) district since 1975. Our charter allows us 70 student seats. Sudbury receives grant funding from the Commonwealth which is used to fund transportation, a director, program liaisons, bus monitors, membership fees, and extended day/year services for students. SPS students participating in the METCO program matriculate to Lincoln Sudbury Regional High School.

	Kinder-garten	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8
25-26	3	7	7	10	7	2	11	12	9
24-25	7	4	10	7	2	10	12	9	7
23-24	4	9	8	2	10	8	7	7	8
22-23	8	8	2	12	6	8	8	8	7
21-22	8	2	11	4	8	8	7	7	6
20-21	4	8	3	6	11	7	8	8	6
19-20	6	4	7	11	7	9	8	9	10
18-19		5	7	6	11	9	11	10	8
17-18		8	8	12	10	10	9	10	3

**Note enrollment reflects October 9, 2025 data*

English Learners

SPS delivers services to English Learners (EL) using a Sheltered English Immersion (SEI) model. Students receive structured English Language Development (ELD) instruction until they meet Department of Elementary and Secondary Education guidelines for exiting the ELD program. After exiting, students are monitored for 6 years. Students whose families opt out of ELD services are also monitored using district and state measures. SPS follows state guidelines for service delivery to the best of its ability, meaning that "newcomers" receive more intensive services than those whose English language skills are reaching the proficiency level of native speakers. At this time, SPS has 17 students qualifying for "foundational services" equaling 450 minutes per week, and 41 students qualifying for "transitional services" equaling 225 minutes per week. Families of students receiving EL services receive progress updates.

	PK	K	Gr 1	Gr 2	Gr 3	Gr 4	Gr 5	Gr 6	Gr 7	Gr 8	Total	FEL*
25-26	**6**	**15**	**15**	**11**	**7**	**4**	**2**	**1**	2	2	**58**	**77**
24-25	3	17	14	13	9	4	4	2	1	1	68	77
23-24	5	17	18	13	8	6	3	1	1	2	74	65
22-23	5	15	16	8	11	7	1	1	1	0	65	74
21-22	4	13	6	20	7	6	3	2	3	1	65	58
20-21		3	13	14	11	8	4	4	2	1	59	54
19-20		14	13	14	8	8	7	2	1	1	68	41
18-19		11	12	6	7	7	3	1	3	1	51	36
17-18		12	7	7	4	2	5	1	0	1	39	34

*Former English Learner

Student Services

Sudbury Inclusion Statement: All means ALL

Sudbury Public Schools is committed to being an inclusive environment where all students are full members of our school community. We hold to the belief that all individuals should be respected, valued, and included by peers, teachers, parents, and the community at large. We are an inclusive environment where all students feel safe and thrive socially, emotionally, physically, and academically.

The Student Services Team

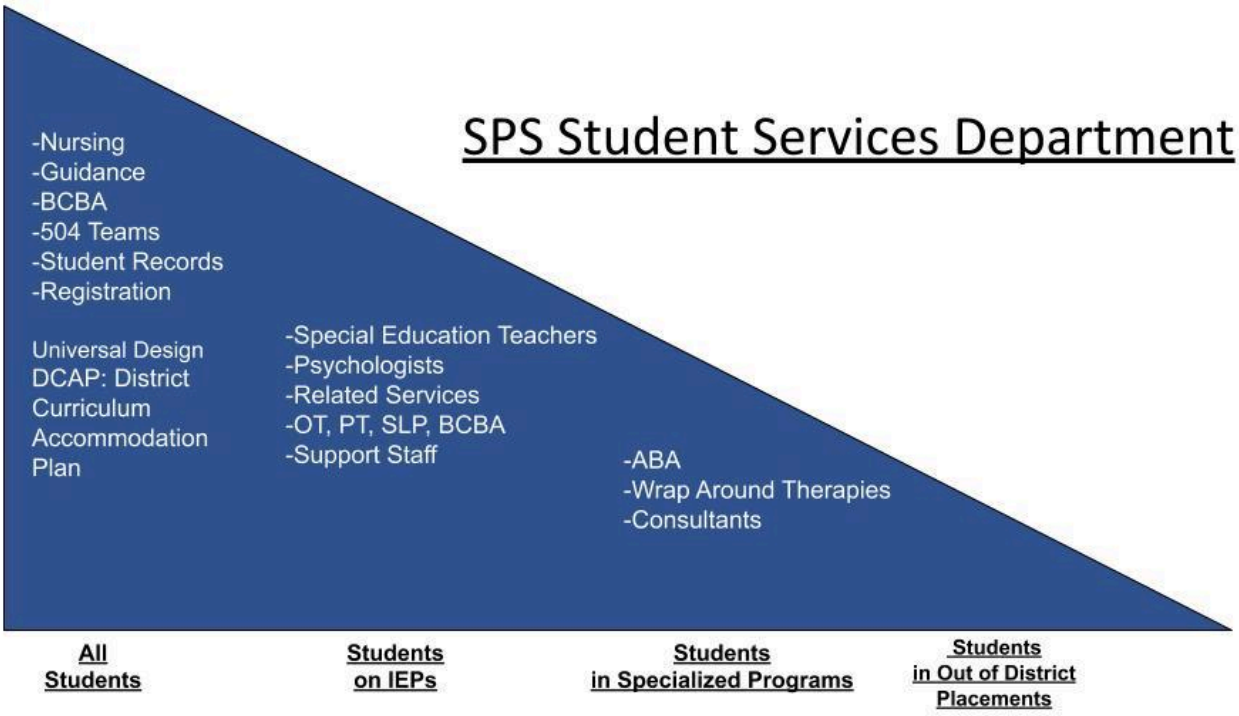
The Student Services team is composed of both General and Special Educators who support all students. This includes:

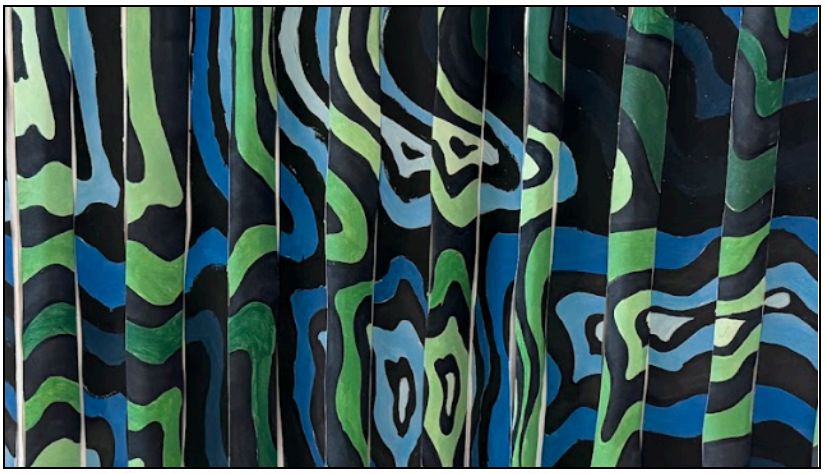
- Special Education Team Chairs
- Nurses
- Guidance Counselors
- Social Workers
- Adjustment Counselors
- Psychologists
- Special Education Teachers
- Board Certified Behavioral Analysts (BCBAs)
- Occupational Therapists (OT)
- Physical Therapists (PT)
- Speech and Language Therapists (SLP)
- Education Support Professionals, including Teaching Assistants, Tutors and Applied Behavior Analysis (ABA) Tutors



Services and Continuum

The Department of Student Services supports all PK-8 students.

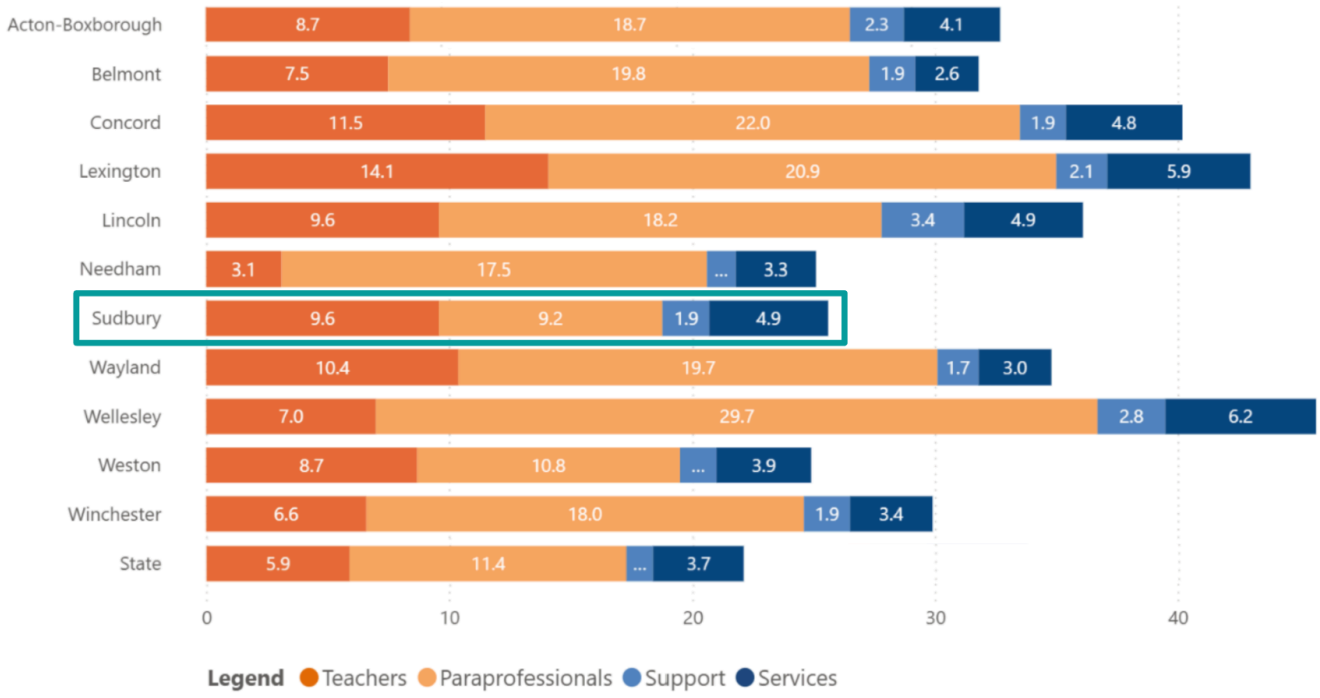




Staffing Comparables

Sudbury has invested in special education teachers to work with students, while keeping the number of paraprofessionals in balance. The allocation of teachers and services is substantial. Additionally, Sudbury has fewer total FTEs in the special education department than eight of our comparable districts. This data fluctuates based on student needs each year.

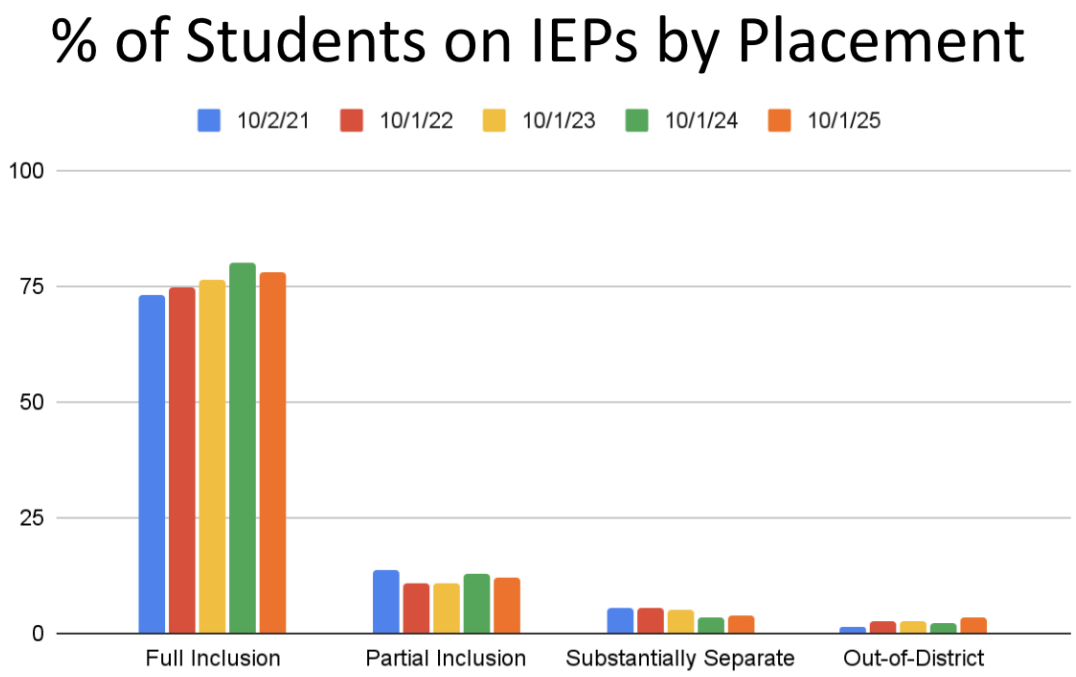
The data below shows the number of special education FTEs per 100 Students With Disabilities (SWDs).



Source: DESE (Department of Elementary and Secondary Education) RADAR (Resource Allocation and District Allocation Reports)

Special Education Enrollment

Over the past five years, there has been an increase in the number of students receiving special education services K-8. However, there remains a commitment by the district to invest in robust inclusive practices in both full and partial inclusion placements with in-district programming. The continuum of service delivery intensifies with the need for out-of-district placements, though the trend remains relatively stable.



Technology

These are the principles that inform how the technology department supports the District's Goals:

- To offer technology resources that enhance teaching and learning
- To provide tools that promote achievement, creativity, and collaboration for all students
- To provide the data resources needed to support assessments and inform instruction
- To support the full range of technology services needed in a modern school environment

Instructional Resources
The district is dedicated to ensuring all students have equitable access to technology. In elementary schools, classrooms in grades K-1 share one laptop cart between every two classrooms, while grades 2-5 have one cart per classroom. At the middle school level, a 1:1 program provides every student with a laptop for both school and home use. This program leverages a learning management system, Schoology, to enhance classroom organization and connectivity.

Teachers are equipped with a range of technology resources, including laptops and projection devices. Recent additions, such as document cameras, interactive displays, audio systems, online learning management platforms, and video conferencing tools, expand the standard set of tools available. These innovations support diverse instructional methods and approaches.

Online Subscriptions
The Sudbury Public Schools maintains a range of online resources that support both instruction and operations. The budget prioritizes funding for assessment and skill reinforcement platforms. Many of these online resources are funded through the Student Services budget, further enhancing access to educational tools.

As new technologies emerge, it shapes the direction of our professional learning and best practices, including working with teachers to develop responsible use of generative AI for enhanced instruction and learning. The district maintains a high level of commitment to student data privacy in its online systems and secures data privacy agreements with vendors through the Student Data Privacy Consortium.

The Year in Review

Professional Development Focus

Sudbury Public Schools prioritizes high-quality professional development for educators. Our goal is to ensure that all staff have access to ongoing learning opportunities that support their growth and enhance student learning. During the 2025-26 school year, a sampling of our work includes:

- **EL Curriculum Training:** Elementary classroom teachers, literacy specialists, ELD teachers, and special educators in grades K-5 are in their first year of implementing the Expeditionary Learning (EL) curriculum in English Language Arts. In addition to professional development led by EL coaches, our teams attend planning meetings weekly at the school level and bi-weekly and monthly at the district level.
- **Middle School Science:** At the middle school, the OpenSciEd curriculum is in its second year of a 3-year implementation. This science curriculum incorporates significant shifts in teaching practices, grade-level content distribution, and expectations for student work, as we align each of these more fully with the Next Generation Science Standards. Ongoing PD focuses on differentiation of OpenSciEd materials and learning activities, formative and summative assessments, and evidence-based reflection on each unit taught.
- **IEP Implementation:** SPS continues to implement the revised Individualized Education Program (IEP) framework to better support the needs of students with disabilities. The special education teams are continuing to refine this work.

Educational Programming Disability Awareness

Sudbury Public Schools received a grant from the Sudbury Foundation which enabled the district to provide tailored lessons in disability awareness in grades 3-5 during the 2024-2025 school year. SPS is grateful to have been able to continue this work in the 2025-2026 school year thanks to an additional Sudbury Foundation grant, which has provided professional development and modeling for classroom teachers. Lessons include topics such as: physical disabilities, cognitive differences, autism, and anxiety. Directly teaching students about specific disabilities establishes a strong, consistent foundation for continuing education in the area of disability awareness. Sudbury educators will take over the instructional piece of these lessons in the 2026-2027 school year.

Say Something Anonymous Reporting System (ARS)

Last year, SPS launched the Say Something Anonymous Reporting System. Students in grades 4-8 learned how to recognize warning signs and threats —whether on social media, in school, or within the community—from individuals who may pose a danger to themselves or others. The Say Something ARS program is provided by Sandy Hook Promise (SHP), a national non-profit organization. They have a proven track record and extensive experience working effectively with children, parents, and educators to improve school safety and culture. We continue to partner with SHP this year and train students in grades 4-8 and as well as all district staff.

UDL Retrofit
The UDL Retrofit project is a five-year initiative designed to modernize instructional tools in all SPS classrooms, ensuring both teachers and students have access to a unified set of resources that support inclusive teaching and learning. Guided by the principles of Universal Design for Learning (UDL), the project prioritizes tools that meet the diverse needs of all students, including those requiring specialized support. In our first two years, the Sudbury Public Schools successfully deployed 48 Touchview interactive displays and 72 Lightspeed Redcat audio systems to classrooms at all five schools.

Student Art Gallery
Sudbury has a strong fine arts program. SPS K-8 art teachers have collaborated to create a Sudbury Student Art Gallery at the SPS Central Office. The 2026 installation and Student Art Gallery celebration will be held on February 25, 2026. At the Student Art Gallery events, student artists are recognized and the community is invited to join the celebration and appreciate their work.

The Year Ahead

Elementary ELA (English Language Arts) Curriculum Update
Educators will continue the implementation of Expeditionary Learning (EL) for the elementary ELA curriculum. The focus area for implementation in year two will turn toward assessments and data. Educators will be oriented in using the EL data tracking systems, collaborate on data interpretation, and review data and student samples to determine the implications for instruction. A revised ELA report card will be implemented in the next school year which will reflect the most recent ELA framework presented by DESE (Department of Elementary and Secondary Education). In middle school, we will embark on the full implementation of benchmark writing assessments which will occur in English and social studies classrooms. In all these scenarios, district Literacy Specialists will support teachers' collaboration efforts as well as provide individualized coaching. Additionally, special educators will continue to develop their proficiency in modifying the EL curriculum in order to make sure that we are supporting all learners with their individual needs.

Math Course Pathways Revision:
As part of the completion of our updated mathematics course progression, eighth-grade students will have the opportunity to enroll in an elective course focused on eighth grade Geometry standards. This revised progression is designed to strengthen students' readiness for Algebra in eighth grade and Geometry in ninth grade, while also allowing additional time in seventh grade to develop essential foundational skills. In FY26, we introduced a new course level for seventh grade students, and in FY27, we will complete the transition with the introduction of the Geometry course.

Science Curriculum Update

As we enter the final phase of our multi-year strategic rollout, the district remains committed to delivering a rigorous, phenomenon-based science curriculum that fosters critical thinking and student agency across all grade levels. Middle school educators will continue the implementation of OpenSciEd, a high-quality, phenomenon-based program that connects science practices and concepts to real-world observations. The program is rooted in meaningful real-world experiences that bridge the gap between abstract principles and tangible observations. To ensure a cohesive experience, elementary educators are utilizing a revised curriculum that prepares younger students for this instructional model, allowing them to take greater ownership of their learning through investigation, questioning, and drawing conclusions. This transition is supported by the Science and Engineering Curriculum Specialist and the Instructional Coach, who provide curriculum development, materials management, targeted professional development, and co-teaching and planning to ensure instructional success across all grade levels.

METCO

Sudbury METCO Department is committed to providing students and families enriching and supportive opportunities to thrive. These opportunities include:

- Stem4everyone, which is a math tutoring program that provides free 1:1 math tutoring to METCO students from select METCO districts via Zoom to help build strong math skills, while providing targeted support and personalized attention.
- SPS is collaborating with Lincoln-Sudbury's METCO program to increase access to sports participation. The Lincoln-Sudbury's Sports Bus makes a stop at Curtis Middle School on Mondays-Thursdays before picking up athletes from L-S and then continues to Boston. This collaboration strengthens the connection between the middle and high schools, promoting a sense of community and shared identity.

Nixon and Haynes Roof Project

The Sudbury Public Schools are committed to investing in essential infrastructure that is essential to ensuring the best outcomes for students. Over the past year, District staff have worked with the Massachusetts School Building Authority (MSBA) to design and implement a new roofing system for the Josiah Haynes Elementary School as well as replace approximately 50% of the General John Nixon Elementary School's roof. This partnership with the MSBA will provide a 41.32% reimbursement of the roof replacement costs. We are committed to improving physical spaces for students across the district, and to significantly accelerate our progress toward that goal during our yearly capital planning efforts.

UDL (Universal Design for Learning), Year 3

In the third year of our classroom UDL retrofit initiative, we will continue expanding access to interactive displays, audio enhancement systems, and document cameras, further modernizing the instructional tools available in Sudbury Public Schools classrooms. Our commitment to equitable and inclusive education remains steadfast as we integrate technology that removes barriers to learning, enhances engagement, and supports diverse instructional needs.

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