

Talbot Middle School

Lisa Zagarella, Principal

February 11, 2026

School / Department Budget Planning – SY27

Budget Overview - Executive Summary

Key priorities for SY27: Strengthening our MTSS System

What is changing from SY26: Clearer focus on restorative practices and systems; adoption of specific framework for instructional coaching; Data driven SST meetings

What is remaining stable: Commitment to Tier 1 instruction, PLC, and frequent feedback

Primary drivers of this budget proposal:

- Stability: Since Talbot has entered the IAG process, there has been leadership turnover. We are aiming to build consistency and establish predictable, well-documented systems and structures for student support and teacher development in service of students.

Alignment to District Priorities

- Teaching & Learning

All core subjects use district-sponsored HQIM

Short term goals are focused on closing gaps for SWDs

Core teachers have PLC 1x per week + ongoing coaching support

In addition to mandated teacher evaluation system, teachers receive regular feedback grounded in the DESE agnostic tool and/or partner tools (Hill for Literacy, LLA)

Alignment to District Priorities

- Student Support & Well-Being

Teachers meet weekly for SST meetings

Counseling staff provide small group support based on Satchel screening data. We are working toward systematizing these practices and improving our SEL data tracking through EduClimber

We continue to tighten and refine our attendance protocols

- Equity & Access

We are partnering with Deb Harris to improve our inclusive practices

We are working toward systematizing our academic and SEL data collection and review practices to allow us to better identify equity gaps

Alignment to District Priorities

Operational Efficiency

- We need to improve our practices around the following operational pieces
 - YONDR pouches
 - Project Present
 - Securly
 - Chromebooks

At Talbot middle school our practices are emerging but not yet systematized. This is an area of focus for the next 90 days and moving into next year.

Academic Needs Assessment

Accountability earned SY 24: 83% Accountability earned SY 25: 48%

Student performance trends

SGPs were relatively flat between SY 24 and SY 25. 8th grade math and 6th grade ELA improved slightly. With average SGPS in the high 40's and low 50's students are not making the aggressive growth needed to close achievement gaps.

Between SY 24 and SY 25 achievement improved in Grade 6 ELA and Math, Grade 7 ELA and Grade 8 Math. Grade 7 Math and Grade 8 ELA showed a decline, both of these areas had a teacher who was new teaching (1st year).

Academic Needs Assessment

Professional learning implications:

Given the varied needs of our staff, we are proposing to eliminate the amount of after school PD by $\frac{1}{2}$, moving from two one hour sessions and two two hour sessions to 1 each per month. This shift will allow more time for coaches to support individualized teacher needs instead of planning for whole group sessions. Additionally, this will allow teachers more time to practice and receive feedback in between professional learning sessions.

We are piloting a cycle for our three meetings during the school week that will include (planning, looking at student work across disciplines, analyzing student data and planning for individualized supports).

Academic Needs Assessment

Identified instructional gaps

- SWD continue to be our lowest performing subgroup

Curriculum or intervention needs

- Spanish curriculum
- Appropriate curriculum for SLIFE learners
- Curricular opportunities for proficient/advanced learners
- Time and training for interventionists

Social-Emotional & Behavioral Needs

- Counseling / adjustment support needs

Talbot is well-staffed with counselors and SEL liaisons. Our next step is to make our support practices consistent and data drive. We believe that the district's plan to leverage Educlimber will support these efforts.

- SEL programming considerations

We are gaining traction with BAG checks and plan to continue this into 26-27. We hope to better leverage SATCHEL resources for our small groups.

Social-Emotional & Behavioral Needs

- Attendance or engagement trends

Our daily attendance remains (mostly) above 90%, but we are missing the 94% mark

Our chronic rate is 19.6%, improved from last year, but shy of our goal.

- Behavioral or mental health supports

Aspire has been an important support for us this year

Operational & Facilities Considerations

Facility or space constraints

We have ample space for classrooms; but are struggling for offices (using classrooms). We do not have a suitable long term solution for nursing mothers.

Technology needs

Each classroom has a Promethean board

1:1 devices has been challenging, and we would prefer to move to class sets of chromebooks (Presently there are not enough chromebooks to do this. Talbot is signing on to the plan to leave devices in school, effective in March)

Operational & Facilities Considerations

Safety and supervision considerations

- Talbot has two security guards

Other operational factors impacting instruction

- Ceilings and HVAC system make instruction challenging due to poor acoustics and noise interference. This is especially impactful during discussions.

Impact of Enrollment Trends

Talbot Enrollment Trends

- Currently we have 3 sections of inclusive math and ELA at each grade level, allowing for Special Educators to deliver interventions. In some classrooms, this is leading to higher ratios of SWDs to students who are not designated. Depending on enrollment, we will revisit this model in SY 27
- Currently our newcomers receive math, science and social studies separate from their peers, this is leading to inequities in class sizes, as well as in instruction. We plan to revisit this model in SY 27 with the support of the MLL dept.

(Neither of these shifts will impact staffing from a budgetary perspective)

Current Staffing Overview

Current staffing - [staffing sheet](#) (Social Studies Coach may be missing)

Current staffing structure - [org chart](#)

Staffing ratios or class sizes

- ESL classes have varied enrollment due to scheduling constraints (plan in place to adjust this for next year)
- Some of our PE classes are over the contractual limit. Again, this is due to scheduling constraints. We DID attempt to mitigate some of these during SY 26. However, Talbot only has 2 PE teachers, so we hit continuous barriers.

Effectiveness of Current Staffing

We are hoping to maintain our current staffing structures for SY27 with the possible addition of a PE teacher.

Areas of concern or strain

- Absenteeism/lack of substitute teachers
- Inability to find a qualified ESL coach
- Limited student choice for Impact classes based on staff and scheduling constraints

Anticipated Staffing Changes for SY27

Proposed additions, reductions, or reallocations

Addition: PE teacher

Reduction: ELT Time

Rationale for changes

PE Teacher: Classes over the contractual limit; schedule redesign proposed for all middle schools is impossible for Talbot to implement without an additional PE teacher

Strategic Use of Resources

Programs or initiatives being reduced or discontinued: ELT/ Early Release

ELT time allows for approximately 3 minutes per day/per subject of instructional time. While this time is valuable, it is limited. We cannot clearly correlate ELT time to an improvement in outcomes. Staff remains divided on the wish to continue with ELT time.

The reduction in **early release** time will allow for more individualized coaching support for teachers (as described earlier)

Grants & Supplemental Funding

Current grants supporting the school: IAG (ending in SY 27)

Partnerships or shared services: Aspire

Discussion & Questions

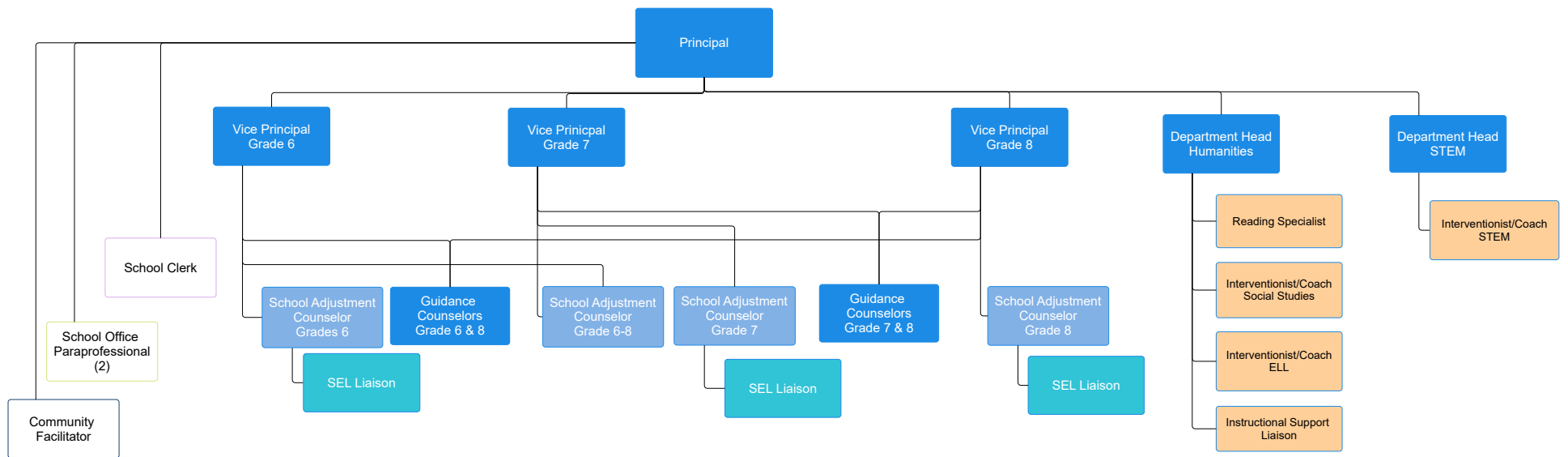
Clarifying questions

Feedback and next steps

Edmond P. Talbot Middle School
124 Melrose Street
Fall River, MA 02723



Administrative Support (SY 25/26)

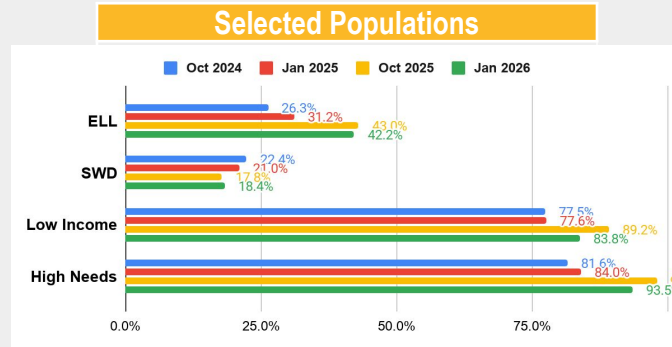




Talbot Middle School

Lisa Zagarella, Principal
Grades 6-8
7:20AM - 2:45PM

Enrollment	
As of 10/1/2024	582
As of 10/1/2025	595
As of 1/1/2026	585



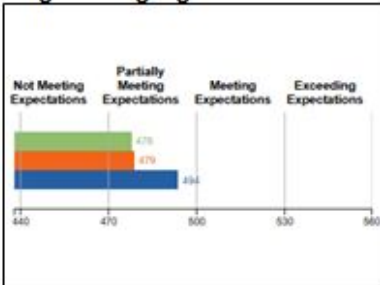
Programs	
Extended Day	Yes
Pre-Kindergarten	No
ELL Foundational	Yes
Special Education	Yes

Accountability Profile	
Overall Classification	Requiring assistance or intervention
Reason for Classification	In need of focused/targeted support - Among the lowest performing 10% of schools - Low student group performance: Students w/disabilities
Progress Toward Targets	62% - Substantial progress toward targets

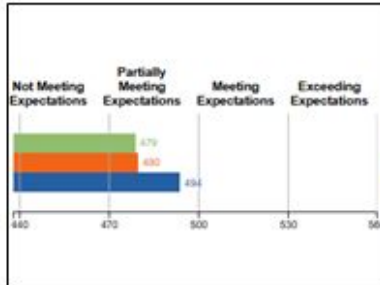
Attendance	
SY25 (March 1, 2026)	SY25 (End of Year)
Attendance Rate	93.1%
Chronically Absent Rate (>10%)	21.6%
Attendance Rate	92.0%
Chronically Absent Rate (>10%)	27.8%
Federal Designation	Accountability Percentile
Targeted Support and Improvement (TSI), Additional Targeted Support and Improvement (ATSI)	7

MCAS 2025

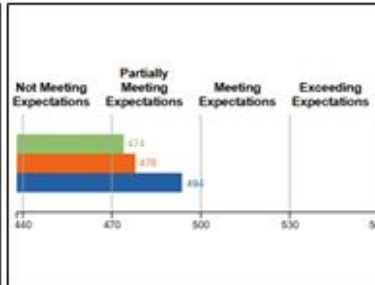
English Language Arts Grades 3-8



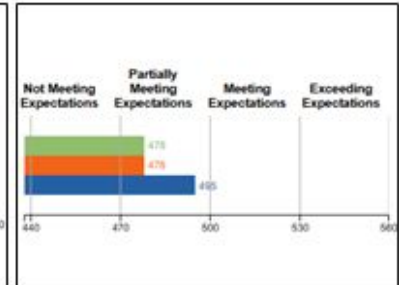
Mathematics Grades 3-8



Science Grades 5 and 8



Civics Grades 8



■ School ■ District ■ Massachusetts

Priority Areas

- Talbot Middle School will continue to focus on the importance and quality of Tier 1 instruction, with a focus on students reading, writing, speaking, and/or listening in every lesson. We will daily work for students to do the majority of the lift within each of their classes.
- Talbot Middle School will strive to daily facilitate purposeful student to student discourse that is aligned to our school priorities and engage students in using academic language.
- Talbot Middle School will implement and foster a centralized vision for Inclusive Practices that meet the needs of all of our diverse student population.
- Talbot Middle School will continue the work in social emotional learning/growth and continue to foster proactive and efficient processes/procedures that address social emotional supports and have a large focus on decrease of suspension and attendance rates.

Last Name	First Name	Org-Object-Project	Staff Assignment	Total Salary	Location	Comment
ZAGARELLA COUTU	LISA	20560000-511200-	Principal	149,350.00	Edmond P. Talbot Middle School	
FLEURENT	LINDSEY	20560000-511200-	Vice-Principal	139,079.00	Edmond P. Talbot Middle School	
OPEN TBD		20560000-511200-	Vice-Principal	100,000.00	Edmond P. Talbot Middle School	
YOUNGER	AMY	20560000-511200-	Vice-Principal	136,312.00	Edmond P. Talbot Middle School	
CHAPMAN	KATHLEEN	20560000-511200-	Department Head	118,166.00	Edmond P. Talbot Middle School	
REGO	YVONE	20560000-511200-	Department Head	108,666.00	Edmond P. Talbot Middle School	
DICKEY	GRACE	20552000-511204-	Counselor-Adjustment	86,018.00	Edmond P. Talbot Middle School	
GALANTE	LISA	20552000-511204-	Counselor-Adjustment	113,236.00	Edmond P. Talbot Middle School	
QUEZADA	NATALYZ	20552000-511204-	Counselor-Guidance	90,817.00	Edmond P. Talbot Middle School	
SOUZA	JENNIFER	20552000-511204-	Counselor-Guidance	112,710.00	Edmond P. Talbot Middle School	
REGO	CARMEN	20560000-511215-	Clerk-School	51,955.00	Edmond P. Talbot Middle School	
DOUGLAS	JESSICA	20560000-511215-	Community Facilitator	44,224.00	Edmond P. Talbot Middle School	
BRUM	HUNTER	20560000-511230-	Para - Admin Office	38,394.00	Edmond P. Talbot Middle School	
OPEN TBD		20560000-511230-	Para-School Office	36,779.00	Edmond P. Talbot Middle School	
AGNELLO	CAITLYN	20509000-511220-	Teacher - ELA	66,384.00	Edmond P. Talbot Middle School	
JANUSE	MOLLY	20509000-511220-	Teacher - ELA	102,908.00	Edmond P. Talbot Middle School	
KUTZ	SAMANTHA	20509000-511220-	Teacher - ELA	68,934.00	Edmond P. Talbot Middle School	
PATTERSON	ALYSSA	20509000-511220-	Teacher - ELA	84,507.00	Edmond P. Talbot Middle School	
PEREIRA	ASHLEY	20509000-511220-	Teacher - ELA	97,739.00	Edmond P. Talbot Middle School	
VECOLI	LAUREN	20509000-511220-	Teacher - ELA	103,566.00	Edmond P. Talbot Middle School	
HERREN	CHRISTINE	20510000-511220-	Teacher - Math	103,566.00	Edmond P. Talbot Middle School	
LUNDSTROM	THOMAS	20510000-511220-	Teacher - Math	102,414.00	Edmond P. Talbot Middle School	
NASRALLAH	NARCISA	20510000-511220-	Teacher - Math	104,814.00	Edmond P. Talbot Middle School	
PICHARDO DE LA CRUZ	MADELINE	20510000-511220-	Teacher - Math	66,384.00	Edmond P. Talbot Middle School	
RAFFERTY	KEVIN	20510000-511220-	Teacher - Math	97,710.00	Edmond P. Talbot Middle School	
TAULANE	KATHERINE	20510000-511220-	Teacher - Math	62,411.00	Edmond P. Talbot Middle School	
CAPELLAN	KIANELY	20515000-511220-	Teacher - Science	91,948.00	Edmond P. Talbot Middle School	
DACRUZ	EDNA	20515000-511220-	Teacher - Science	83,942.00	Edmond P. Talbot Middle School	
GARCIA	BRAYANT	20515000-511220-	Teacher - Science	66,384.00	Edmond P. Talbot Middle School	
MORAN	HOPE	20515000-511220-	Teacher - Science	79,308.00	Edmond P. Talbot Middle School	
PAVAO	LISA	20515000-511220-	Teacher - Science	104,156.00	Edmond P. Talbot Middle School	
SANHA	CLAUDIA	20515000-511220-	Teacher - Science	72,625.00	Edmond P. Talbot Middle School	
CASEY	BRETT	20516000-511220-	Teacher - Social Studies	102,890.00	Edmond P. Talbot Middle School	
CROCHIERE	JENNIFER	20516000-511220-	Teacher - Social Studies	101,660.00	Edmond P. Talbot Middle School	
FOLEY	MAIRE	20516000-511220-	Teacher - Social Studies	83,942.00	Edmond P. Talbot Middle School	
MARENA	MARIO	20516000-511220-	Teacher - Social Studies	85,790.00	Edmond P. Talbot Middle School	
ROY	JAMES	20516000-511220-	Teacher - Social Studies	83,442.00	Edmond P. Talbot Middle School	
WOLSTENHOLME	BETHANY	20516000-511220-	Teacher - Social Studies	80,071.00	Edmond P. Talbot Middle School	
BENNETT	ISABELLA	20553000-511220-	Teacher - Art	65,743.00	Edmond P. Talbot Middle School	
CABRAL	LINDA	20553000-511220-	Teacher - Art	104,156.00	Edmond P. Talbot Middle School	
BARKER	BENJAMIN	20556000-511220-	Teacher - Music	79,308.00	Edmond P. Talbot Middle School	
SILVA	CARLOS	20556000-511220-	Teacher - Music	96,956.00	Edmond P. Talbot Middle School	
MURRAY	MYLES	20557000-511220-	Teacher - PE/Health	102,156.00	Edmond P. Talbot Middle School	
NEW POSITION		20557000-511220-	Teacher - PE/Health	70,000.00	Edmond P. Talbot Middle School	FTE will move from RLM-RPA
SALOIS	AMANDA	20557000-511220-	Teacher - PE/Health	102,414.00	Edmond P. Talbot Middle School	

Last Name	First Name	Org-Object-Project	Staff Assignment	Total Salary	Location	Comment
ORTIZ	JEFFERSON	20511000-511220-	Teacher - Spanish	101,660.00	Edmond P. Talbot Middle School	
HOLMES-CALABRO	AIDEN	20515000-511220-	Teacher - STEM	65,467.00	Edmond P. Talbot Middle School	
SHANE	AIDAN	20515000-511220-	Teacher - STEM	62,411.00	Edmond P. Talbot Middle School	
TALMADGE	JAYLIN	20515000-511220-	Teacher - STEM	62,411.00	Edmond P. Talbot Middle School	
TORRES	JASON	20551000-511220-	Teacher - Construction, Craft, Labor	90,166.00	Edmond P. Talbot Middle School	
MAHAN	ALYSSA	20563000-511220-	Teacher - SPED Self Contain Classroom	75,804.00	Edmond P. Talbot Middle School	
OPEN TBD		20563000-511220-	Teacher - SPED Self Contain Classroom	62,411.00	Edmond P. Talbot Middle School	
OPEN TBD		20563000-511220-	Teacher - SPED Self Contain Classroom	62,411.00	Edmond P. Talbot Middle School	
OPEN TBD		20563000-511220-	Teacher - SPED Self Contain Classroom	62,411.00	Edmond P. Talbot Middle School	
PEREIRA	ALLISON	20563000-511220-	Teacher - SPED Self Contain Classroom	72,851.00	Edmond P. Talbot Middle School	
TRAHAN	ALEXIUS	20563000-511220-	Teacher - SPED Self Contain Classroom	62,411.00	Edmond P. Talbot Middle School	
-2(FTE)		20563000-511220-	Teacher - SPED Self Contain Classroom	(124,822.00)	Edmond P. Talbot Middle School	2 Less Teachers Required for Sub-Separate Programming
ADONTENG	LENNY	20563000-511220-	Teacher - Inclusion Sped	62,411.00	Edmond P. Talbot Middle School	
BIGOS	JESSICA	20563000-511220-	Teacher - Inclusion Sped	97,528.00	Edmond P. Talbot Middle School	
LEPAGE	KAREN	20563000-511220-	Teacher - Inclusion Sped	104,780.00	Edmond P. Talbot Middle School	
OPEN TBD		20563000-511220-	Teacher - Inclusion Sped	70,000.00	Edmond P. Talbot Middle School	
RODRIGUES	IAN	20563000-511220-	Teacher - Inclusion Sped	69,253.00	Edmond P. Talbot Middle School	
SOLMONESE	MELISSA	20563000-511220-	Teacher - Inclusion Sped	102,414.00	Edmond P. Talbot Middle School	
BEDOLLA- ROSILES	LESLIE	20551000-511220-	Teacher - ESL Classroom	63,275.00	Edmond P. Talbot Middle School	
JENSEN	JEANAY	20551000-511220-	Teacher - ESL Classroom	62,411.00	Edmond P. Talbot Middle School	
LIZARAZO	MAYLI	20551000-511220-	Teacher - ESL Classroom	65,467.00	Edmond P. Talbot Middle School	
PEREZ SALCEDO	MARYURIS	20551000-511220-	Teacher - ESL Classroom	101,660.00	Edmond P. Talbot Middle School	
ROIAS	GABRIELA	20551000-511220-	Teacher - ESL Classroom	71,183.00	Edmond P. Talbot Middle School	
OPEN TBD		20551000-511220-	Coach/Interventionist	70,000.00	Edmond P. Talbot Middle School	
FIGUEROA	JASON	20563000-511220-	SEL Liaison	68,088.00	Edmond P. Talbot Middle School	
LEPAGE	DANIEL	20563000-511220-	SEL Liaison	62,956.00	Edmond P. Talbot Middle School	
NEW POSITION		20563000-511220-	SEL Liaison	50,000.00	Edmond P. Talbot Middle School	Program Improvement
RODRIGUEZ	CARINA	20563000-511220-	SEL Liaison	55,982.00	Edmond P. Talbot Middle School	
GOMES-CRUZ	DEBORA	20560000-511230-	Instructional Support Liaison	46,904.00	Edmond P. Talbot Middle School	
NEVES	DENISE	20560000-511230-	Instructional Support Liaison	42,543.00	Edmond P. Talbot Middle School	
STANLEY	KYLA	20560000-511230-	Instructional Support Liaison	42,543.00	Edmond P. Talbot Middle School	
CONCEICAO	SHAYNE	20563002-511230-	Para - SPED Self Contain Class	43,705.00	Edmond P. Talbot Middle School	
KRAGN	CINDY	20563002-511230-	Para - SPED Self Contain Class	44,305.00	Edmond P. Talbot Middle School	
LANCIAULT	AIMEE	20563002-511230-	Para - SPED Self Contain Class	43,705.00	Edmond P. Talbot Middle School	
LEVESQUE	MICHELLE	20563002-511230-	Para - SPED Self Contain Class	36,779.00	Edmond P. Talbot Middle School	
MARTINEZ	KEISHLA	20563002-511230-	Para - SPED Self Contain Class	36,779.00	Edmond P. Talbot Middle School	
OPEN TBD		20563002-511230-	Para - SPED Self Contain Class	36,779.00	Edmond P. Talbot Middle School	
PEREZ CRUZ	WANDA	20563002-511230-	Para - SPED Self Contain Class	39,305.00	Edmond P. Talbot Middle School	
RAMIREZ	BILLY	20563002-511230-	Para - SPED Self Contain Class	42,206.00	Edmond P. Talbot Middle School	
-1(FTE)		20563002-511230-	Para - SPED Self Contain Class	(36,779.00)	Edmond P. Talbot Middle School	1 Less Sub-Separate Program Para Required
6 (FTE)		20563002-511230-	Para- SPED Classroom / Inclusion	228,000.00	Edmond P. Talbot Middle School	6 Inclusion paraprofessionals for Science and Social Studies
BARBOSA	HELGA	20530000-511230-	Para - ELL	38,705.00	Edmond P. Talbot Middle School	
MARIN	GINA	20530000-511230-	Para - ELL	39,605.00	Edmond P. Talbot Middle School	

Last Name	First Name	Org-Object-Project	Staff Assignment	Total Salary	Location	Comment
SORNG	VISETH	20530000-511230-	Para - ELL	38,914.00	Edmond P. Talbot Middle School	
		TOTAL SALARIES-OPERATING		6,640,932.00		
COUTURE	FRANCINE	34508200-511204-SY25	Coordinator - Student Support	100,000.00	Edmond P. Talbot Middle School	TITLE I
CASAVANT	HALIE	34508200-511204-SY25	Counselor-Adjustment	86,018.00	Edmond P. Talbot Middle School	TITLE I
HETU	KELSEY	34508200-511220-SY25	Coach/Interventionist	103,728.00	Edmond P. Talbot Middle School	TITLE I
OPEN TBD		34508200-511220-SY25	Coach/Interventionist	70,000.00	Edmond P. Talbot Middle School	TITLE I
PLOURDE	KATIE	35998200-511220-SY26	Specialist	105,470.00	Edmond P. Talbot Middle School	IAG
VIVEIROS	PATRICK	35998200-511220-SY26	Specialist	97,710.00	Edmond P. Talbot Middle School	IAG
		TOTAL SALARIES-GRANTS		562,926.00		
		20560002-511225	Substitutes	34,700.00		
		20560002-511225	Substitutes-Building Sub	15,300.00		
		20560000-519600	Admin Stipends-ELT	-		Eliminate ELT
		20560006-519600	Teacher Stipends-ELT	-		Eliminate ELT
		26969004-551200-00005	Textbooks/Technology Materials	9,345.00		
		TOTAL EXPENSES-OPERATING		59,345.00		
		TOTAL TALBOT-OPERATING BUDGET		6,700,277.00		
		TOTAL TALBOT-GRANTS		562,926.00		