

SCHOOL DEPARTMENT

Reading School Committee

Hal Croft, Chair

Leadership

There were several changes in leadership of the Reading School Committee. Chuck Robinson and Hal Croft were re-elected for a three-year term. Robert Spadafora resigned from the School Committee and was replaced by Jeanne Borawski. Mrs. Gibbs and Mrs. Janowski opted not to seek reelection. Elaine Webb was elected to a one year term and Linda Snow Dockser was elected to a three year term at the March Town elections.

At the committee's annual reorganization in June, Hal Croft was elected as Chair, and Chris Caruso, Vice Chair. Other members of the committee are Elaine Webb, Chuck Robinson, Jeanne Borawski and Linda Snow Dockser.

Budget

The School Committee engaged in a comprehensive process of establishing the FY15 budget. Numerous meetings were conducted to discuss the various priorities and how the budget should support the District's mission and goals. The final budget, while below the initial recommended budget put forth by the Superintendent, met the guidelines as proposed by the Finance Committee.

At the Annual Town Meeting that commenced in April the following school department budget was approved.

Reading Public Schools Budget Summary Fiscal Year 2015	
	Recommended Budget
Administration	\$937,583
Regular Day	\$23,602,764
Special Needs	\$11,098,659
Other School Services	\$1,509,648
Custodial/Maintenance	\$3,169,319
Total	\$40,317,973

Massachusetts Comprehensive Assessment System (MCAS)

Reading's statewide prominence in the MCAS rankings continued in 2014 as Reading placed in the top 20% of all Massachusetts districts in MCAS performance. This represents a significant accomplishment for a system that continues to spend below the state average on per pupil spending. This achievement continues to define Reading as a school system that always gets more performance for less money. We continue to be a frugal district that sets high expectations and achieves these goals through a collaborative effort of the administration, teachers, students, and parents. This is certainly a model to be envied throughout the Commonwealth of

Massachusetts. The School Committee is very proud of our accomplishments in this regard and sees this as the standard for accountability... high scores, low cost.

Student Enrollment

As students returned to school in September of 2013, it is apparent that our students are staying in the school system. We have seen increases at all levels this year. Student enrollment in the fall of 2013(FY2014) stood at 4,407 students. See chart below.

Reading Public Schools Student Enrollment FY2014

Preschool	91
Elementary Schools K-5	1,977
Middle Schools 6 – 8	1,061
High School 9 – 12	1,248
Special Education	*30
Total	4,407

* This is the number of enrollees in our “substantially separate” Special Education classrooms. Reading students who receive full-time Special Education services outside of Reading are not counted in this chart.

Achievements

Reading Memorial High School graduated 305 young men and women in 2014. While many of our graduating seniors are attending some of the most prestigious universities in the country, all are moving into the future with a solid portfolio of skills, which will help their success in any environment they choose. While we naturally point to acceptances at schools like Tufts and Northwestern as an indication of our system’s success, it is the goal of the School Committee, and a better measure of success, that we find *appropriate* placements for all of our students that will further prepare them to be productive, contributing citizens of our country.

In addition to the success of our graduates, we can continue to take pride in the success of our students at all levels. Our athletic programs continue to be one of the best in Massachusetts, with our student athletes demonstrating athleticism, academic achievement and above all, sportsmanship. Our students take part in a number of statewide competitions including the Science Olympiad program, National History Day, Drama Fest, and numerous Band competitions. Our success at all levels is almost too numerous to repeat but continues to reflect on the efforts of the students, staff, and parents. We are always indebted to those in the community who provide the additional support when the school department cannot. It is the support from our PTO’s, Boosters, Band and Drama Parents support organizations, and the Reading Education Fund, just to name a few, that provide that added support and encouragement that fosters a sense community and promotes participation and success.

Reading Public Schools

John F. Doherty, Ed.D.
Superintendent

Mary C. DeLai
Assistant Superintendent

Craig Martin
Assistant Superintendent

Elizabeth Conway
Human Resources Administrator

School Department

This report represents the activities, accomplishments and events of note that occurred in the Reading Public Schools during the 2014 calendar year.

Leadership Change

Hal Croft was elected Chair of the Reading School Committee for the 2013-2014 school year. Mr. Croft announced his resignation from the School Committee in June. Gary Nihan was appointed by the School Committee and Board of Selectmen to finish out the term in July. Chris Caruso was elected Vice Chair of the Reading School Committee.

At the School Committee reorganization meeting in June, Mr. Caruso was elected Chair and Chuck Robinson as Vice-Chair.

Mary DeLai resigned as the Assistant Superintendent for Administration and Finance in June of 2014 and was replaced by Martha Sybert in the position of Director of Finance.

RMHS Principal Kevin Higginbottom announced his resignation as of June 30, 2014. Adam Bakr was hired to become the next Principal at Reading Memorial High School.

Director of Student Services Alison Elmer announced her resignation as of June 30, 2014. Carolyn Wilson was appointed to become the next Director of Student Services.

Director of Facilities Joseph Huggins announced his resignation in June 2014. Kelly Colon was hired as the next Director of Facilities.

Sarah Marchant was appointed Principal at the Coolidge Middle School. Elizabeth Conway, the Human Resources Administrator, resigned in August 2014 and was replaced by Micheala Saunders.

Notable Events

The Reading Public Schools were honored with inclusion on the College Board's Advanced Placement Honor Roll.

The Reading Public Schools continued as a Race to the Top district and an Early Adopter for implementation of the new Educator Evaluation System.

Reading Public Schools hosted the 6th Annual Blueprint for Educational Excellence National Institute attended by over 800 teachers and administrators from all over the country. All district staff participated – Many teachers presented workshops in all areas of the curriculum. Reading Public Schools held the 9th annual Artsfest which showcased student artwork, and drama and musical performances

The Class of 2014 experienced an extraordinary level of success in their efforts to matriculate into our nation's most academically challenging programs. The following is a report on their future plans: 87.9 % - Four Year Colleges, 5.9% - Two Year Colleges, 1.6% - Business/Technical/Prep Schools, 2.6% - work, 0.7% - Armed Services, 0.6% - Undecided and 1.3% - Other.

Once again the Reading Memorial High School students have attained scores that place the school within the top echelon of all high schools in the Commonwealth. Once again all of the seniors in the class of 2014 met the MCAS graduation requirement.

There is a 97.1% graduation rate for the Class of 2014.

Several faculty and staff members were recognized by local and national educational and professional organizations for outstanding achievement.

A group of teachers/administrators traveled to the Blue Ribbon Conference and participated in several presentations.

Reading Public Schools and RCASA hosted the fifth annual Health & Wellness Education Day.

“A World of Difference” program began its fifth year with the focus on commitment to a positive school culture.

Middle School students successfully competed in local, state and national competitions including National Science Olympiad, Wordmasters Challenge, District Music competitions and writing contests.

The district continues to upgrade technology with the addition of Smartboards and other forms of technology.

Over 50 teachers in grades K-8 attended the week-long Home Grown Writing Institute this past summer, facilitated by experts from the Teachers College at Columbia University. This professional learning community has met several times throughout the year to review student work and align instructions to best meet the needs of our students. In addition, K-5 teachers have partnered with teachers from North Andover who also took part in the writing institute, working collaboratively to identify best practices.

LEGO Robotics: Under the leadership and dedicated efforts of David Ventola and several parent volunteers, over 100 elementary students participated in the third Annual Lego Robotics invitational in February. The momentum continues as we now have teams at both the elementary

and middle school for this year.

Safe Routes to school program sponsored by the MA Department of Transportation is adopted by several schools.

Birch Meadow is focusing on creating a positive culture through new monthly character trait themes and assemblies.

The Barrows School continues with the “STARS” Program – Students that Act Responsibly Shine.

Several schools continue the Curriculum Initiatives – Open Circle and Differentiated Instruction with many teachers participating in professional development activities and workshops.

The Joshua Eaton School introduces the “Spot Hall of Fame” recognizing students that earn “spots” for demonstrating positive character traits.

TRRFCC (Trustworthiness, Respect, Responsibility, Fairness, Caring, and Citizenship) Character Program continues to be strong in the Killam community.

Wood End School established a Reading/Boston Family partnership Program to provide opportunities for our METCO students to spend time with a Reading family.

Wood End initiated the Playground Pals Program which uses students to provide support to their peers by looking out for them on the playground and engage them in activities.

Several students participated in the School Games Day sponsored by the Special Olympics

The Pupil Services Department continues to work, in conjunction with regular education, in the creation of internal programs and supports to assist student’s access the curriculum, and on their goal of controlling out of district costs by developing new programs.

Student Services Department

Carolyn Wilson, Director

The Reading Public School system is committed to the provision of quality education for all students and offers an array of support services and programs in all of our schools. The Student Services Department, including special education, preschool, guidance, nursing, behavioral health, and English language education (ELE), offers a broad range of support services to students who meet mandated eligibility criteria. Staff, students and families have access to School Psychologists, School Adjustment Counselors, Special Education Teachers, Therapists, and Consultants.

Our office is staffed with two secretaries, one for the RISE Preschool and the other for the Office of Learning & Teaching, five Team Chairpersons, and one Director. A Team Chairperson is assigned to supervise, support and service the needs of students, staff, and families at each of the

levels from preschool to age 22 in programs both in and out of district, as well as ensure compliance with all state and federal special education regulations. This year we welcomed several new Team Chairpersons to the Student Services department. Allison Brear-Farrell, Julie Anne Kroner and Lester Kiehn filled vacancies created by retirements and departures.

In order to support our students identified as English Language Learners (ELL) Carla Pennacchio was named the ELL Coordinator and Karen Hall was hired as a part-time teacher.

Program Development

Due in large part to the extensive efforts of our building principals and special education teams, we are able to continue our efforts to create appropriate programs which allow students to be educated in their community and return from out of district placements. We also have strong in-district programs located at each of our eight schools that support the more intensive of needs of students, while keeping them in the least restrictive environment. It is also important to note that we have four students from other districts that pay tuition to attend our in-district programs. This is a testament to the high quality of services and supports we are able to provide in these programs, while allowing opportunities for inclusion with same age peers.

We continue to transition of the *Developmental Learning Center* (DLC) program from the Barrows Elementary School to the Birch Meadow Elementary School. This was done to ensure continuity of services as student transition from elementary to middle school. Once the move is completed over the next three years, students will move with their grade level peers to the same middle school after elementary school.

We also expanded programming at the RISE Preschool for the 2013-2014 school year, offering a five-day, full-day program with the option of before and after-school care available through the Reading Extended Day Program. As the Common Core extends to preschool, we are excited to be able to offer students and family an integrated experience and opportunity to work with dual-certified general education and special teachers with Masters degrees as we prepare even our youngest students to the fulfill the mission of Reading Public Schools.

Professional Development

In order to build the capacity of our staff to improve the quality of services and programs, our teachers, therapists, and paraprofessionals participate in extensive professional development and training throughout the year. The goal of our office over the next 3-5 years will be to emphasize increased collaboration and partnership between regular education and special education staff in order to build unified systems of support. Through our program improvement grant we are providing all special education staff with training on how to develop comprehensive IEPs that are based on observable data. This school year the district has chosen a structure to help transform professional development through the implementation of professional learning communities. For special education teachers there are curriculum leaders for each level—Kelly DiCato, Elementary, Tara Herlihy, Middle and Stephanie Leccesse, High School. These leaders are facilitating level groups throughout the year. In addition, the team chairs and curriculum leaders are facilitating vertical groups for each program and the learning center 5 times throughout the school year. Professional development will continue to target the areas of inclusive practices, co-teaching models, mathematics instruction for struggling learners, and

universal design for learning. Teacher and therapists have taken part in trainings such as *Response to Intervention* (RTI), de-escalation and safety care training (QBS), transition planning, executive functioning, mathematics training, Wilson, and educational evaluations.

The Student Services Department offers a continuum of programs and services to ensure system-wide collaboration and coordination, for students in preschool through age 21. We are committed to strong professional development and training and we take pride in innovative and creative program development. We are very proud of our organization, our schools and our students. If you need assistance from the Reading Public Schools Student Services Department, you are welcome to contact us at 781-942-9129.

Reading Memorial High School

Adam Bakr, Principal

RMHS Core Values And Beliefs

The primary concern of Reading Memorial High School is the preparation of students to be literate, skilled, creative, healthy, competent and informed citizens-appreciative of the arts; capable of critical thinking and problem-solving; and able to function intellectually, emotionally and physically within a complex, interdependent and pluralistic world.

As educators, we believe our work centers on the pursuit of knowledge and the cultivation of intellectual, emotional and physical well-being. We help our students enhance their ability to think by teaching the symbols and concepts through which thought and creativity take place, and by developing the skills for using those symbols and concepts. The uses of intelligence with which we are concerned include critical thinking, observing, information gathering, processing and evaluating, listening, logic, computation, oral and written communication, and the application of these skills in decision-making and problem solving. We help our students by imparting knowledge of their bodies and providing opportunities for physical activity.

We believe that a good learning community should be one:

- that is safe, caring, consistent, fair, flexible, open and democratic
- that meets the needs of all students through educational programs that promote individual fulfillment in a variety of ways as well as encompasses the complex interdependency of the world and the community.
- that achieves educational excellence in an environment which promotes the free and open exchange of ideas; encourages mutual respect, creative expression and problem-solving skills; fosters human dignity; and recognizes and respects racial, ethnic, cultural and sexual differences.
- that promotes individuality; nurtures self-esteem, health and well-being; and encourages participation in a democratic society.

We believe that the education of our young people is the shared responsibility of the school, student, family and community.

Student Enrollment

The 2013-2014 school year ended with the graduation of 305 RMHS seniors. The 2014-2015 school year began with 1251 students enrolled at RMHS. The student body was apportioned by grade-level as follows: Grade 9 – 270 students; Grade 10 – 357 students; Grade 11 – 319 students; Grade 12 – 305 students.

Overview Of Education Programs

GRADUATION REQUIREMENTS

Each student who successfully passes all of the required courses listed below, as well as passes the Massachusetts Comprehensive Assessment System (MCAS) Subject Tests in English Language Arts, Mathematics and Science will earn a diploma from Reading Memorial High School.

English	8 Semesters
Mathematics	6 Semesters
Science	6 Semesters
History/Social Studies	6 Semesters
Health & Wellness	4 Semesters
Foreign Language	4 Semesters
Fine Arts	2 Semesters
Business/Technology	2 Semesters
Decisions	1 Semesters
Advisory	2 Semesters

OUTCOMES OF STUDENT PERFORMANCE

MASSACHUSETTS COMPREHENSIVE ASSESSMENT SYSTEM (MCAS)

Spring 2014 Results

<u>Subject Test</u>	<u>% Advanced</u>	<u>% Proficient</u>	<u>% Needs Improvement</u>	<u>%Failing</u>
English Language Arts	48	50	2	0
Mathematics	62	27	9	1
Science & Technology (Biology)	39	49	13	0

SCHOLASTIC APTITUDE TESTS (MEAN SCORES)

Year	# of Test-Takers	Critical Reading	Math	Writing
2014	297	541	562	541

SAT II TESTS (MEAN SCORES)

Subject	# of Test-Takers	Scores	Subject	# of Test-Takers	Scores
U.S. History	09	587	Biology M	34	634
Math: Level 1C	17	596	Chemistry	47	594

Math: Level 2C	47	675	Physics	17	688
French	05	594	Spanish	09	564
Biology E	06	652	Literature	21	614

ADVANCED PLACEMENT RESULTS: CLASS OF 2014-2015

<u>AP Exam</u>	<u>5</u>	<u>4</u>	<u>3</u>	<u>AP Exam</u>	<u>5</u>	<u>4</u>	<u>3</u>
Literature	06	08	08	U.S. History	03	02	05
Calculus AB	09	15	00	Physics Mechanics	10	07	00
Calculus BC	02	00	01	Physics C Electro/Mag	07	02	03
Biology	06	12	17	Statistics	04	05	10
Chemistry	06	12	17	French	03	08	02
Environmental Sci.	05	05	02	Spanish Language	04	12	13
Computer Science	02	02	02	Studio Art 2D	06	01	00
European History	01	03	09	Studio Art 3D	00	01	00

ADVANCED PLACEMENT EXAMS 2014

<u>Distinction</u>	<u># of Students</u>
AP Scholars	18
AP Scholars with Honors	11
National AP Scholars	01
AP Scholars with Distinction	12

NATIONAL MERIT SCHOLARSHIPS 2015

<u>Distinction</u>	<u># of Students</u>
Semi-Finalists	01
Letters of Commendation	16

POST SECONDARY EDUCATION

<u>Institution</u>	<u>% for Class of 2014</u>
4 year Colleges and Universities	87.9
2 year Colleges	5.9
Prep Schools	0.3
Technical Schools	1.3
Percentage Continuing Education	95.4

School Improvement Goals

School Goal 1: During the 2014 – 2015 school year, all constituencies in the RMHS community (faculty, staff, students, and parents) will review the school's statements of core values and beliefs about learning, as well as the articulation of academic expectations. The school community will reaffirm or revise these statements of purpose to reflect both our school's traditions and its vision for the future and articulate clearly and consistently to all stakeholders the connection of school decisions, practices, and improvement efforts to these commonly held values.

School Goal 2: During the 2014 – 2015 school year, RMHS will conduct a comprehensive review of existing instructional strategies, protocols, programs, and services that were designed to address student academic, social and emotional needs. Data will be used to guide this process. Recommendations for improvement will be identified to ensure that the school provides for these identified needs.

School Goal 3: During the 2014 – 2015 school year, students will be engaged with a school-wide collection of common assessments that are constructed and revised collaboratively within departments, are aligned with the Massachusetts Frameworks, and yield data that are analyzed by faculty and used to inform classroom instruction and curriculum revision.

Faculty And Staff Directory

Administration

Adam D. Bakr, Principal; Laura Olsen, Assistant Principal; Michael R. Scarpitto, Assistant Principal; Thomas Zaya, Assistant Principal for Athletics and Extra-Curricular

English

Michael McSweeney, Department Head; Jennifer Baskin; Zachary Brokenrope; James Chetwynd; Maura Correa; Jane Cunningham; Katherine Crosby; Heather Lombardo; Brian McVety; Andrea Mooney; Leia Richardson; Paula Von Euw; Audra Williams

Social Studies

James DeBenedictis, Department Head; Caroline Allison; Jessica Bailey; David Blanchard; Gary d'Entremont; Dennis Deeb; Amy Fedele; John Fiore; Kerry Gallagher; Kara Gleason; Paul Morrissey; Jeffrey Ryan; Angela Tenedios

Guidance

Lynna Williams, Department Head; Jo Ann Gregorowicz ; Jennifer Hagopian; Jennifer Keaney; Steven Kennedy; Sarah Meunier

Science

Mary Anne Lynn, Department Head; Raymond Albright; Alex Ballantyne ; Steve Cogger; Elizabeth Dalby; Frank Buono; Jennifer Cambra; Michelle Chiappini; Carol Galvin; Kent Hatton; Martha Moore; Nancy Najmi; Noreen Scarpitto; Fiona Schuette; Jennifer Thomas

Mathematics

Henry Skehan, Department Head; Kelly Bedingfield; Jennifer DeCoff; Amy Dymont; Joanne Fitzpatrick; Danielle Jones; Kylie Kane; Julie LaCasse; Robert Mooney; Jeffrey Nelson; Jane Shea; Charles Strout; Allyson Williams

Foreign Language

Joanne Alvarez, Department Head; Giulio Binaghi; Emeline Festa; Casey Freedman; Nancy Irons; Tanya McSorley; Danja Mahoney; Tanya McSorley; Courtney Pray; Noreen Rogers; Laurie Smith; Susan White

Business-Technology

Janet Dee, Department Head/Tech Integration Specialist; Heather Conner; Erika Ferranti; Shelley Lynch; Steven McCarthy

Fine/Performing Arts

Kristin Killian, Department Head; David Bunten; Natalie Cunha; Kathleen Dailey; Susan Gilbert; Veronique Latimer; Michael Radvany

Wellness

Paula Graham, Department Head; Katherine Fiorello; Paul Mahoney; Ann Marie Nelson; Sarah Lennon

Special Education

Stephanie Leccese, Department Head; Lestor Kiehn, Team Chair; Mary Allard; Catarina Angelou; Megan Clark; Annemarie Cory; Sarah Cummings; Courtney Derman; Katherine Frank; Jeremy Fuller; Joan Heffernan; Susan Hooper; Karen Irmer; Harlan Kroff; Andrew Murphy; Steven Padovani; Meghan Picanco; Ariane Sroubek; Richard Staples; Amanda Robinson; Jeanne Thomases

Special Ed Assistants

Susan Bosco; Jennifer Bove; Shane Coombs; Kathleen Crowley; Patricia Dababneh; Colleen DiMattei; Daniel McCarron; Laura Orescovich; Dale Parsons; Linda Russo; Jessica Scalzi; Lisa Thomas

Library/Media Center

Sharon Burke Library/ Media Specialist; Kathleen Drummey

Health Office

Lynn Dunn; Mary Ellen Kirwan

Secretarial Staff

Laura DiBacco; Illeana Napoli; Carmen O'Rourke; Valerie O'Brien; Patricia Shields

Cafeteria

Christina Barraford-Manager; Maria Caruso; Paul Collins; Geraldine Donahue; Joanne Fuccione; Muriel Hall; Cornelia Kurchian; Nancy Learned; Mary Messuri; Laura O'Brien; Martina O'Keeffe; Dolores Souther; Maureen Zaya

Maintenance

Paul Dudley; Moe Hillis; Joseph LaVita

Resource Officer

Officer Michael Muolo

Supervisor of Students

Timothy Parachojuk

Arthur W. Coolidge Middle School: 2014

Sarah Marchant, Principal

Marie Pink, Assistant Principal

Introduction

The mission of Coolidge Middle School is to create a challenging and respectful environment for all students and to provide the varied experiences necessary for becoming confident, independent learners. The Arthur W. Coolidge Middle School continues to strengthen this mission by fostering a "learning community" for all, including staff, students, and parents. Our school community is characterized by a shared mission and vision, collective inquiry that accompanies a constant striving to improve, an organizational structure of collaborative teams that share a common purpose, a willingness to try new approaches, and annual self-assessment to examine results. As we continue striving to successfully address the social, physical, intellectual, and emotional needs of all our students, we look forward to accomplishing the new goals set forth in our School Improvement Plan—while at the same time, we celebrate our successes of the previous year. Below are just a few of the highlights...

Student Activities and Programs

"Welcome to Coolidge" for Incoming 6th Grade

In August, we once again offered our acclaimed transition program *Welcome to Coolidge* for incoming 6th grade students. This program prepares students for a stress-free start to the school year. Participants get to know some staff members, become comfortable with the building layout, locate their locker (and learn how to open a combination lock), and know what is expected of a sixth grade student. They get to review their middle school schedule, participate in team building activities, and learn important study skills. Over a hundred students attended, and students not only learned useful information...but also (and most importantly) had a great time!

"Compass" Program Started

Coolidge is excited to support a new program at our school, called the "Compass" program. This program supports students with high needs.

"Challenge Day" for All 8th Grade Students

Thanks to a grant from the Reading Education Foundation, all of our 8th graders participated in "Challenge Day" over the course of two days (December 9 and 10). Two Challenge Day leaders guided these 8th graders, along with 20 adults (parents, administration, school committee members, and staff), through the experience over the course of a school day. The purpose of Challenge Day is for "every child (and adult) to feel safe, loved, and celebrated", to be honest about who we are, and to appreciate and respect others for who they are.

Students Lead All-School "Difference Day"

7th and 8th grade students who were a part of the Anti-Defamation League's "A World of Difference" program created and ran an all-day program for the entire student body. Students in the program led classes through various activities with the hope of raising awareness, being honest, appreciating each other, and increasing empathy.

"Nature's Classroom" at Prindle Pond

Many Coolidge 7th graders participated in our 22nd annual Nature's Classroom program at Prindle Pond during April break. Many thanks to Ms. Anderson who coordinated the five day trip and to all the staff and parent chaperones who helped make this such a wonderful experience for all the students.

Trip to New York City

In May, Team Pegasus 8th graders traveled to New York City. Students had the opportunity to learn more about our country's immigrant and cultural history by taking a boat tour of the Statue of Liberty and Ellis Island. They also viewed NYC from the Top of the World, visited the NBC Studios, ate dinner at an authentic Cuban restaurant, and saw a Broadway production. Thanks to all the students who attended for being wonderful representatives of the school, to Coolidge teachers for chaperoning the adventures, and to Ms. Oliveira for coordinating the trip!

Student Mentors

Marie Pink, our Assistant Principal, continued to expand our very successful student mentor program. This program consists of high school students and Coolidge 8th graders who volunteer

to mentor younger students. This program has helped many middle school students to attain better organizational skills, achieve at higher academic levels, and make better social connections.

Coolidge Volunteers

Coolidge has also created a core group of student volunteers who assist with various tasks throughout the school. Tasks include such items as shelving books in the library, organizing various meeting spaces throughout the building, watering plants, cleaning fish tanks, making sure computers are shut down each day, posting announcements on the school sign, and much more. Thanks to Assistant Principal Marie Pink for coordinating this great program!

Coolidge Drama Presents Seussical the Musical

In January of 2014, Coolidge Drama Club enjoyed producing the musical *Seussical the Musical*, and it was a great success. Congratulations to Director Lori Loussedes, Musical Coordinator Samantha Prindiville, and to all the cast and crew!

Annual "Olympiad Day"

In February, Coolidge once again held our school-wide Olympiad. This day has become a wonderful tradition at Coolidge for many years, and brings the entire school community together. Thanks to all the parent volunteers, to all the students, to all the staff for once again coordinating a very successful and enjoyable day!

Family Math & Science Night

In March, Coolidge presented its annual Family Math & Science Night for students in grades 5 - 8 and their family members. Hundreds of students and parents enjoyed a fun evening of math, science, engineering, and technology activities. It also provided an excellent transition activity for the fall's entering 6th graders. Special thanks to Coolidge teacher Jackie Heslin for coordinating this night, and to all the parents and teachers who volunteered their time and efforts to make the evening a success.

Special Olympics

For the last 10 years, students from the Reading Public Schools have participated in the annual Special Olympics. This year, Reading (and Coolidge) again sent many athletes to participate in the track and field events, and the spirit and enthusiasm by our athletes, coaches, and their supporters were incredible. Congratulations to all the medal winners and thanks to all the Reading staff and students who participated this year! Special thanks also go out to Ms. Herlihy for coordinating the trip for the students that day, and to all the district's staff and students who represented Reading so proudly at this event.

Enrichment Opportunities

Each year, students participate in various curriculum-based Enrichment opportunities offered outside of the classroom. In 2014, these included: 6th grade field trips to the Museum of Fine Arts and Science Museum; 6th grade Tanglewood Marionettes; 6th grade Kite Day; 7th grade attending a production of "A Christmas Carol"; and the 8th grade attending a production of Romeo and Juliet. The school-based enrichments are sponsored by the Coolidge PTO. These opportunities are so very appreciated by our students; we appreciate the support of the PTO!

Student Honors

Coolidge was proud that many students were again recognized for their talents in various programs and/or competitions throughout the year. Just a few examples include...

Science Olympiad Team: State Champs

In March, the Coolidge Science Olympiad Team won first place in the Massachusetts Middle School Science Olympiad State Competition at Assumption College in Worcester, Massachusetts. This is the 21st year that the team has earned the honor of representing the Commonwealth of Massachusetts at the National Science Olympiad Competition, which took place this year in Orlando, Florida in May. Congratulations to all the students on the team, to Head Coach Karawan Meade, and to all the other teachers, coaches, community members, and high school team alumni who guided and supported this year's team! Congratulations and thanks as well to the parent organization whose support helps to make everything possible!

Students Selected to Massachusetts All-State Treble Chorus

Three sixth-grade students were selected to participate in the 2nd Annual Massachusetts All-State Treble Chorus, which is a huge honor as this particular program only accepted 200 out of 800 students their inaugural year. It provides an exciting opportunity to perform with students all over the Commonwealth, for the Massachusetts Music Educators' Association All-State Conference in March 2015.

Jazz Band Receives Gold Medal

Congratulations to all the students of the Middle School Jazz Band and to director Mr. Mulligan for receiving a gold medal at the Massachusetts Association for Jazz Education Festival!

Northeastern Junior District Music Festival

Eleven Coolidge students were selected (by audition) for the Northeast Massachusetts District Junior Music Festival, a prestigious Massachusetts Music Educators' Association event. The program, for students in grades six through nine, is offered by the M.M.E.A. as an enrichment opportunity, providing a musical experience to talented young people. These students were chosen from among hundreds of students at the regional auditions in Methuen. Congratulations to everyone on this great achievement!

Student "Agenda Book" Cover Contest

Congratulations to Isabella Collins, whose artwork was selected as the winning entry in this year's Agenda Book Cover contest! Isabella received an iTunes gift card, and her design is now on the cover on the 2014-2015 Student Agenda books. Thanks to all the students who participated!

Geography Bee

Congratulations to all the students who participated in the annual Coolidge Geography Bee, and especially to the 2014 Bee Champion, 8th grader Nathaniel Smith. Thanks go out also to the Social Studies teachers of Coolidge for serving as organizers and judges for the bee, and to Mary DeLai, Assistant Superintendent of Schools, for being the host and moderator of this all-school event. Great job, everyone!

Math Team Success

In May of 2014, Coolidge students participated in multiple math meets for the Intermediate Mathematics League of Eastern Massachusetts. The grade 7/8 team came in first at two meets and in second in three meets and placed third overall for the year in their division. We are proud of the many students who participated and who did so well.

ELA Successes

Coolidge earned the following awards in English Language Arts: seven Coolidge students were state semi-finalists in the 2014 Letters About Literature Program; four Coolidge students received an Honorable Mention in the Scholastic Writing Contest; Coolidge students were fifth in the nation overall in the Wordmaster's Challenge (out of 114 schools).

Science Poetry Awards

Three Coolidge students won Science Poetry awards, including one first place, one third place, and one honorable mention for the Boston College Science Poetry Contest. This was a neat opportunity to combine writing with science in a creative way!

JFK Awards

This year, two Coolidge students, Ben Gauthier and Matthew Percy, received the John F. Kennedy Make a Difference Award. This award, given by the Kennedy Library, annually recognizes 100 middle school students for the impact they have made to their communities through service projects. Students are nominated by teachers, principals and other community leaders. The students receive a personalized certificate at an award ceremony held at the John F. Kennedy Presidential Library and Museum.

Charity and Community Awareness

Coolidge students again participated in many charitable and humanitarian efforts, benefiting a variety of organizations. Below are just a few examples from the year...

"Project 351" Student Represented Coolidge and Reading

Coolidge is proud to have one 8th grade student represent the school and our district at Governor Deval Patrick's "Project 351" event in January 2014. Kallie Doherty joined eighth graders from all over the Commonwealth as representatives of the state's 351 cities and towns as student ambassadors. They celebrated the legacy of Martin Luther King Jr., and will work to build an ethic of service across Massachusetts through projects in their own communities. She then completed a service project in our community to benefit the Reading Food Pantry.

5th Annual "Hoops for Heart" Day

Coolidge held its 5th annual "Hoops for Heart" event in March, and raised approximately \$10,000 for the American Heart Association! Our thanks go out to the many students who participated in the day's events and to everyone who made the Coolidge day such a tremendous success! Special thanks as well to Mr. Huizenga who coordinated the event and to all the staff who helped make this a day full of incredible school spirit! While encouraging community service, the "Hoops for Heart" day is also an educational program, with messages of staying tobacco-free, eating healthy, and exercising regularly—all while raising dollars critical to the

development of lifesaving research. Congratulations to everyone for participating, for showing tremendous school spirit, and for helping to raise money for a great cause!

Thanksgiving Food Drive

The Coolidge family once again supported the Reading Food Pantry as part of our annual Thanksgiving Assembly. "Team Voyager" coordinated the food drive and assembly this year, and dozens of boxes of food and necessities were again donated to the Reading Food Pantry. Thanks to all the staff and students who made the assembly and food drive so successful, and especially for giving so many people something to be thankful for during the holiday season.

National Wear Red Day

Coolidge supported the American Heart Association's national "Wear Red Day" in February. Heart disease is the No.1 killer in America, and one in every 3 deaths in the US is due to cardiovascular disease. Many Coolidge students and staff wore red to show their commitment to the fight against heart disease and raised money for the American Heart Association.

Walk for Hunger

Again this year, the Coolidge community participated in the annual "Walk for Hunger" in Boston in May and helped raise money to help the hungry. The funds raised help to support "a wide range of community hunger relief programs across the state." We at Coolidge commend all who participated!

Professional Development, School Improvement Efforts, and Staff/School Honors

The Coolidge community again coordinated and/or participated in many initiatives and events in order to build school spirit, to assess our current programs, and to sustain our continuous improvement efforts. Below are just a few examples from the year...

Coolidge Community Creates New Core Values

Using a multi-step process, the MTSS/Leadership Team of Coolidge facilitated the development of new "Coolidge Community Core Values". Feedback was received from teachers, students, and parents. The new values of "Perseverance, Accountability, Respect, and Teamwork", or "PART", have been taught and modeled throughout the school and community, and are now the foundation for our school community culture.

Blue Ribbon National Institute

The Reading Public Schools was proud to again partner with Blue Ribbon Schools of Excellence to present our annual *Blueprint for Educational Excellence* National Institute on April 17th and 18th. The Institute featured local, regional, and national educators attending high-quality professional development opportunities and visiting classrooms throughout the district. Along with the 500 staff members of the Reading Public Schools, close to 300 other educators also attended. This year's Institute also included outstanding keynote addresses by Debbie Phelps, (mother of Michael Phelps and educator/administrator/curricular guide), as well as a moving production by a dancer who expressed her experience with dyslexia through dance. Thanks to everyone who helped make the Institute so successful! All of us can take great pride that through such innovation and commitment to excellence, the Reading Public Schools not only

provides such first class professional development opportunities, but also can inspire such an effective professional network of fellow educators from around the nation!

“Spotlight School” Renewal Granted by the New England League of Middle Schools

Coolidge experienced a day-long evaluation from three members of the NELMS evaluation committee in the fall of 2014. The school was granted renewal as a Spotlight School, which is a great honor.

Coolidge Receives Multiple Grants from the Reading Education Foundation

Coolidge received multiple grants from the Reading Education Foundation, including: Challenge Day (December 2014); interactive white boards (2); eBooks for the library; and a Digital Art grant.

All Teachers Join Professional Learning Communities

Across the district, all teachers became part of Professional Learning Communities. In these communities, teachers will continually look at teaching and learning by sharing best practices, creating common assessments, creating common rubrics, discussing student work, and measuring student growth. The common community allows for alignment of key concepts and promotes sharing of best practices.

Curricular Leaders Created

In order to facilitate meaningful work in the Professional Learning Communities, five Coolidge teachers were chosen to be Curricular Leaders for their departments. They received training from the School Reform Initiative (as did all administrators) in order to help guide the facilitation.

Professional Conferences

Coolidge staff members also attended and/or presented at other professional conference throughout the year, such as the New England League of Middle Schools (NELMS) annual conference, the National Social Studies Conference, School Reform Initiative Conference, and others.

Walter S. Parker Middle School

Principal Douglas Lyons

Assistant Principal Brendan Norton

Introduction:

The Walter S. Parker Middle School continually works to improve through a process which addresses three main areas of need; curriculum, instruction and assessment, school climate, and shared leadership. Faculty and staff, parents, students, and community members are working together to build a school community which focuses on the needs of pre-adolescents and adolescents, and their academic, social and emotional and behavioral needs. Part of this process is to reach out to the Reading Community and beyond as we continue the Parker tradition of being a school which values life-long learning, and service to the community.

School Accomplishments:

School Improvement Plan

The 2014-2015 School Improvement Plan (SIP) was written by the Principal and the School Site Council in the spring of 2014. This was a change this year, where our intent was to open school with our School Improvement Plan drafted and in place giving teachers an opportunity to better align their annual goals with the district and school. The School Site Council is comprised of four parents, two teachers, one community representative, the assistant principal and the principal. The plan correlates directly to the District Improvement Goals and the district vision statement:

“...It is the vision of the Reading Public Schools to instill a joy of learning by inspiring, engaging and supporting our youth to become the innovative leaders of tomorrow. We will accomplish our vision by focusing on a few key strategic initiatives that lead to a meaningful and relevant curriculum, innovative instructional practices, strong analysis and thoughtful dialogue about quantitative and qualitative evidence, a collaborative and team approach to learning and teaching, and a safe and nurturing learning environment. Education will truly be the shared responsibility of both the schools and the community, with families playing active roles in the schools and being full partners in ensuring the success of their children. In the interest of the entire Reading community, the school district and town government shall work cooperatively and collaboratively. As educators and members of our community, we believe that implementing this vision is our ethical responsibility to the children of the Town of Reading.”

The focus of the 2014-2015 Parker School Improvement Plan is: Improving Teaching and Learning, Common Core Curriculum, Professional Learning, Behavioral Health, Communication, School Culture and Shared Leadership. The School Improvement Goals are SMART Goals and are a product of the collaborative work completed with the District Leadership Team, Teacher Leaders/Facilitators and the School Site Council.

The Parker SIP goals are as follows:

School Improvement Goal 1: School Improvement Goal 1: During the 2014-2016 school years, teachers will collaborate to expand, share and teach engaging lessons that require students to produce five pieces of written work that correspond to an instructional standard or performance rubric. The work will highlight student growth and will be presented in Student-Led Conferences at the end of year parent meetings. (Professional Learning, PLC Structures, and Students making their Work Public)

School Improvement Goal 2: During the 2014-2016 school years, teachers and administration will work as a professional learning community to implement tiered systems of support and to focus resources to improve student learning and engagement, student achievement as measured by median SGP, District Determined Measures, as well as a decrease in the achievement gap. (School Culture, Measured Student Outcomes, and MTSS)

School Improvement Goal 3: During the 2014-16 school years, teachers and administrators will successfully implement tiered systems of support to improve behavioral health, student's self-awareness, and decision making as demonstrated by improved school and academic behaviors, main office referrals for behavior, and the ESE Model Student Feedback Survey to measure

student perceptions and student efficacy. (School Culture, Behavioral Competencies and Communication)

Blue Ribbon Schools of Excellence

Parker Middle School is a Blue Ribbon Schools of Excellence, Lighthouse School. The award is given to schools that have scored in the distinguished category in all nine of the BR 'Categories for Improvement.' The nine areas are: Student Focus and Support; School Organization and Culture; Challenging Standards and Curriculum; Active Teaching and Learning; Technology Integration; Professional Community; Leadership and Educational Vitality; School, Family, and Community Partnerships; Indicators of Success.

The Walter S. Parker Middle School administration and teacher leaders continue to use the Blue Ribbon Schools of Excellence Principles as a reference document to review and assess programs and structures. Parker teachers and administrators also continue to attend the Blue Ribbon National Conference. In addition, Parker teachers and administrators attend and present annually at the Blue Ribbon Schools of Excellence National Institute hosted in Reading in the spring. In the spring of 2015 Parker teachers will present at the conference sharing instructional practices that include team writing goals, technology integration, student led conferences, shared leadership, Professional Learning Communities (PLC's) and District Determined Measures (DDM's).

Turning Points and School Reform Initiative

The *Turning Points* report from the Carnegie Foundation is a result of over fifteen years of research done in middle schools on how pre-adolescents and adolescents learn best. The report has a list of principles and practices that middle schools should adhere to if they are to address the educational, social, and emotional needs, of students who are "in the middle" between elementary school and high school.

Parker Middle School is in its eleventh year of membership in the *National Turning Points Network* located at the *Center for Collaborative Education*, in Boston, MA. Some of the changes that resulted from our collaborative work with SRI and the TP Network address the needs of student achievement, student assessment, school climate, classroom culture, shared leadership, collaboration, communication, and staff development. To continue and expand on this work 30 teacher leaders and administrators were trained in facilitative leadership through SRI and three members of the district attended the School Reform Initiative (SRI) Winter Meeting in Tucson, Arizona.

New England League of Middle Schools - NELMS

As a member of the New England League of Middle Schools - NELMS, the Parker community has had many opportunities to go to conferences and workshops to increase the knowledge in our building around research pertaining to middle schools, and teaching and learning. In the winter of 2015, after a NELM's Team site visit, Parker was recertified to continue to be a NELMS Spotlight School. As a result of this distinction, we continue to host visiting teams of teachers and administrators who hope to replicate some of the structures and professional learning practices to improve student learning in their home schools. In the spring one team from Parker will again be presenting at the NELMS Conference in Rhode Island.

Professional Development and Adult Learning

A fundamental part of the professional development and professional learning at the school and district level is directly due to teacher leadership, teacher facilitation, and teachers teaching one another. This work was recently brought to scale from the school to the district level and has resulted in opportunities for teachers to train and use protocols in Professional Learning Communities (PLC's).

Teacher leaders and administrators continue to work with the new teacher evaluation system, curriculum mapping, district determined measures, Sheltered-English Immersion supports (RETELL), as well as developing programming to support the behavioral health of all students. As a result of our Professional Learning Community and Tiered Systems of Support work several teams and teacher leaders are developing teaching models that explicitly teach developmentally appropriate academic behaviors that students need to be successful at the middle level. The concept of teachers teaching and learning from one another is invaluable because it allows teachers to make relationships and continually share and receive feedback as they take risks and make changes in their pedagogy. This professional learning model has had a profoundly positive impact on our school and district culture.

A continued focus for us is the de-privatization of practice and helping students and teachers make their work public. Specifically in regard to student work we use the phrase "...*creating work for an audience greater than one...*" As students and teachers share their work with others they get feedback and gain a sense of clarity and confidence through the process. We have widened the focus to include common language and opportunities for students to give and share feedback and also post the changes to the work that they are publishing or making public.

Instructional Leadership and Curriculum Work at the Middle Schools (Parker and Coolidge)

Teacher Leaders, Principals and the Superintendents have worked collaboratively refining and implementing the use of SMART Goals, Educator Growth Plans (EGP's), and the TAP Process and also the new Massachusetts State Curriculum Standards in Mathematics and English Language Arts. Additionally, teacher leaders, from Parker and Coolidge have led and facilitated groups during early release times and during professional learning times in all curricula areas.

Core Values and Tiered Systems of Support

As part of our tiered systems of support work this year, we have re-launched our Core Values of *Kindness, Community and Personal Best*. The Parker Leadership Team, which includes teachers and administrators have worked collaboratively with the District Leadership, and a consultant from *Wediko Children's Services* to create and implement a new behavior matrix. The new matrix identifies the behaviors we most want to see in school and in classes. These positive behaviors and dispositions are supported through team and our core value activities. This work has led to a more active participation and understanding of what our Core Values look like in operation, and has had a positive effect on our school community.

Special Education and Guidance Services

Special Education continues to be a major area of focus for us at Parker. Currently, 17% of our student-population are on Individual Education Programs (IEP's). The Language Based Learning Disabilities Program (the LLD Program) for the district is at Parker Middle School. We continue to individualize teaching and academic support in the LLD Program and Learning Centers for students with disabilities. To better meet the needs of students, we have grown our substantially separate math classes from two to three grades. Students in grades 6-8 receive additional support in Math, English and Reading during FLEX and Team periods. Additionally, we have added an executive function and pragmatics elective for grade eight students to allow greater flexibility for students to pursue other interests during the elective and enrichment blocks.

Special Education Teachers have worked with regular education teachers to best create accommodations, modifications and interventions for students to allow them to access the curriculum and have success. Student Led Conferences, Student Goals, Measured Benchmarks and Service grids on Individual Education Programs are being revised to further meet the needs of each student. All goals are now written in the SMART Goal format with greater emphasis on common measures within benchmarks.

The Guidance Department continues to serve, test and support all 595 students at Parker Middle School Community. The complexity of academic and behavioral health needs continue to inch up and challenge our counselors. We are in year two of a new guidance model where one of our two school psychologists' schedules and completes special education testing, has worked with teams on the Student Support Team (SST) model. Our second school psychologist counsels students and supports families in crisis, and is an active member of the leadership team. Additionally, the school psychologists facilitate the administration of the student risk screener during the fall and spring. The data is joined with team, and grading information to create interventions and to monitor student progress.

Technology Integration and Planning

A balanced, District Technology Plan that supports hardware, software and learning opportunities for teachers and students has been the key to teachers learning new technologies and integrating them into the curriculum. As noted above, the opportunity for teachers to teach and learn with one another has been very effective in integrating technology into our classrooms. Also the Expanding the Boundaries to Teaching and Learning (EBTL I and II) class has been very effective getting the latest technology into teachers' classrooms as well. At this time, almost all of our teachers have completed the EBTL course. The Bring Your Own Device (BYOD), our one-on-one initiative has grown steadily. The initiative has expanded to all grades with approximately 28% of our students using phones, tablets and laptops in their learning daily. Faculty have been integrating iPods, cell phones, Smartboards, Edline, Web-Based Grade Quick, Google classroom, document cameras, Wiki's, Blogs, Quia, Moodle, Edmodo, Glogster and other video and media into the school day at Parker. Additional support from the district has allowed us to add a new mobile lab for Project Lead the Way, as well as iPads in Math, Special Education, Science and ELA.

Improved Home/School Communication

With the help of the Team Leaders, School Council and the PTO, we have improved communication within the school and with the community at large. For the eighth year, all teams held parent coffees, a chance for teachers to talk informally with parents. Administrators completed several off campus coffees in the fall to meet parents and give them an opportunity to talk about transitioning to the middle schools and also about the changes that students are facing. Student schedules were mailed to all homes and uploaded onto *Edline* in August. The PTO and School Council worked together to communicate safety issues to parents, particularly in the areas Bullying and the development of the new District Bullying Plan. *Edline*, the Weekly Update to Teachers and Parents, the Parker PTO Facebook Page, the Principal's Blog have all expanded this year. We currently communicate with more than 97% of our parents electronically. Students all receive a school e-mail address and are trained on Edline, the Library page, databases to do research as well as teacher and class pages to access class information daily and post work.

Increased Educational and Enrichment Activities

Summer programs were held at Parker this summer, some created and implemented by Parker staff, others as part of the Reading Enrichment Summer Academy. The Welcome to Parker Course is an activity based program where incoming 6th grade students learned about the school and its programs. Also, staff and parents met regularly to provide enrichment and health assemblies for students, and to plan and revise the annual field trips. The following enrichment activities and trips are planned and have taken or will take place in the 2013-2014 school-year.

The French Trip - 8th Grade
Nature's Classroom - 7th Grade
Eco-Club to Costa Rica - 8th Grade
Science Olympiad – 7th and 8th Grade
School Musical – *Just So*
Project Adventure – 6th Grade
Merrimack Valley Repertoire Theatre – 8th Grade
North Shore Music Theatre – 7th Grade
Washington D.C. – 8th Grade

The Peer Leaders and Service, Student Council and GSA groups continued to work as key members of the school community who work to improve school climate and do community service. The after-school enrichment program expanded this year and includes Anime Art, Art Studio, Basketball, Board Games, Card Trading, Clay Club, Color Guard, Knitting and Crocheting Basics, Dodge Ball, Field Hockey, Flag Football, Flash Animation, Floor Hockey, French Club, Hip Hop, Jazz Club, Homework Club, Math Team, Scholastic Art Preparation, Science Olympiad/Club, SIMCity Science, Spanish Club, Stamping & Scrapbooking, the Talent Show, the on-line student newspaper (the Quill) and Whiffleball, Women in Science.

New Staff

In 2014 we welcomed three new teachers, and two new paraeducators to Parker Middle School. In sixth grade Science we welcomed Matthew Williams, a graduate of Curry and American International Colleges. We welcomed Special Education Teacher, Caitlin Carter, a graduate of

Gordon College, Boston University and Salem State University. We also welcomed Ann Rose back to work as a long term substitute in Math. Mrs. Rose is a graduate of Holy Cross and the University of South Carolina. Additionally, we welcomed two special education paraeducators to our community Kristen Mahoney and David Hart, both paras have special education and classroom experiences that have contributed nicely to our school community.

A. M. Barrows Elementary School

Principal Heather Leonard

2014 was an exciting and engaging school year at Barrows Elementary. Barrows continues to focus on teaching the whole child; academically, socially, and emotionally while fostering a strong community of learners and their families.

Curriculum and Instruction

2014 was the first full year of classroom implementation of our Math in Focus Curriculum Program. Students were observed engaged in rich math conversation, utilizing math manipulatives, and challenging themselves with complex mathematical problem solving. Staff attended professional development throughout 2014.

Guided Reading and the Daily 5 Café model are utilized during reading and literacy blocks throughout the school. Meredith Grindrod and Carole Casavant join the previously trained staff members and have begun to implement the Lucy Calkins writing program. A partnership was formed with North Andover as a way to train teachers in the Lucy Calkins Units of Study.

In April the Blue Ribbon Institute was held in Reading. Barrows staff including John Laracy, Pam Boston, Heather Murphy, Sarah Lanzo, Beth Hurley, Christine Rose, Kathy Santilli, and Heather Leonard presented workshops during the Blue Ribbon Conference.

2014 was also the start of district-wide Professional Learning Communities. Barrows teachers work together with Reading colleagues in collaborative teams around common curriculum and instruction.

School Community/Social Emotional Learning

All Barrows classroom teachers are trained in the social emotional curriculum of Open Circle, and lessons continue to be shared with students across all grade levels. Buddy classrooms is a Barrows tradition that partners upper grade-levels (3-5) with a younger buddy in a lower grade-level (K-2) to read to each other, do collaborative activities, and create positive relationships across our grade-levels. Our 2014 winter holiday sing-along was a great event that partnered buddy classrooms together to sing winter songs in their cozy pajamas.

The MTSS Leadership Team is working on creating a strong behavioral and social emotional curriculum for all our students and will roll out the school-wide values, mission statement, and behavior matrix in the spring of 2015. The Barrows MTSS team includes Meredith Grindrod, Jaclyn Gerrin, Colleen DeRosa, Sarah Lanzo, Nancy Walcott, Denise Carroll, Sue Viegas, and Heather Leonard.

Faculty and Staff

All teachers participated in building or district committees that address various aspects of school improvement including report cards, safety, school leadership, technology, and educator evaluation, and more.

We welcomed in new faculty to joining the Barrows Staff for the 2014-15 school year include Edwina Maughan (special education, grade 5), Carole Casavant (joining us in Special Ed from Birch Meadow), and Kelly Bostwick (special education team chair.) Additional paraeducator staff that joined the Barrows team included Jennie LaColla, Debra Patuto, Maria Joseph and Suzanne Kioussis. Barrows Assistant Principal for 2014-15 is 5th grade teacher Carina Becker.

We also brought in for the coming 2014-15 school year tutors Vittoria Penna, Janet Delani, Lisa Tighe, Heidi Cates, and Andrew Herlihy. The academic tutoring team provides supports to students across academic areas. Tutors provide small group or individual support for students that require review or repeated exposure, they work with the whole class which allows the teacher to work more intensely with students that require it, and they also provide opportunities for extensions for those students meeting the standards. The tutors work closely with Deb Burchill, literacy specialist, and collect data about student progress to share with teaching staff.

Students

Barrows Elementary School served around 360 students ranging from kindergarten through grade five. There are three classrooms of each grade level, two full-day kindergarten classes and two half-day kindergarten classes. One of each of the grades 4-5 classrooms housed a co-taught classroom supporting students in the Developmental Learning Center, a program for children on the autism spectrum. The Developmental Learning Center program is in the process of transitioning to Birch Meadow Elementary School over the next 2 school years to provide consistency with peers in the middle school.

School Council

The Barrows School Council is flourishing with participation from many staff, parents, and community members. The School Council included the following members; Aly Curry, Ann Cruickshank, Ellen Lamarche, Deborah Forestell (2013-14), Heather Leonard, Sarah Lanzo, Laura LaFrancesca, Laura Mahoney, Liz Whitelam, Maria Kempner (2013-14), Cathy McInerney, Heather McClain, and Maureen Spalluto. The School Council utilized feedback from parents, staff, and students to form the School Improvement Plan with goals for the next 3-5 years. The three goals identified include;

Goal 1: Consistent and clear communication between home and classroom will be established to ultimately benefit the Barrows community.

Goal 2: Health and safety is paramount to the educational process. Assuring the students are safe emotionally, physically and psychologically is the goal of the Barrows School.

Goal 3: The goal for Barrows Students is to be engaged and accountable in their own education, to learn in greater breadth and depth, to achieve at higher levels, and to be motivated to continue learning with increasing independence. These outcomes will be realized through personalized, flexible instruction to promote student growth.

Technology

The continued generosity of the Barrows PTO provided IPADs for Barrows Elementary School. Every classroom in the school has 5 IPADs (with some classrooms having up to 12!) for students to use in their learning. The integration of the IPADs has allowed for a more creative curriculum where students explore and create projects and presentations that go beyond book learning. Additionally, each classroom is equipped with a SmartBoard, laptop computer, and Redcat voice amplification devices to support needs of all learners. A generous donation from the Reading Education Foundation provided 6 document cameras for use across classrooms. Additionally, all students are enrolled in an online individualized instructional program called MobyMax to supplement and enhance the independent practice across curriculum areas.

Safety and Security

Barrows, along with all schools in the Reading district, continued to emphasize the safety on daily activities. Barrows has adopted the A.L.i.C.E. enhanced safety procedures and continues to conduct safety drills to ensure consistency of safety protocols. Additional work on safety includes evaluation and enhancement of the security of the building facilities, student, parent, and staff training about anti-bullying policies and prevention, and more. Additionally, the Barrows Wellness, Allergy, Safety, and Health (W.A.S.H) committee has begun to meet to continue to review health, safety, and security of our students.

Community Outreach and Student Enrichment

Barrows continues to keep Community Outreach as an opportunity for our all children. As in the past years, our young students are learning to be future leaders through the Student Council. The advisors; Ellen Stevens and Maryellen Mauriello guide students in grades 3-5 in many outreach projects including food drives, coat collections, and more. As leaders the members work with the younger grades to present information about upcoming events. The Kindergarten team of Nancy Walcott, Sarah Lentz, and Debbie Forestell held their annual Mitten Tree collection in February. Carina Becker has organized 5th grade Safety Stars to support teachers and students during morning drop off, afternoon dismissal, and supporting teachers in their classrooms.

Barrows all-school assemblies have been wonderful enrichment opportunities to reinforce the lifelong guidelines for all students. Additionally, assemblies have included students developing our school rules, anti-bullying assemblies, a winter all-school sing along, and presentations by our Kindergarten, 1st, and 2nd grade students to recognize Veterans Day. The Barrows PTO continues to provide enrichment opportunities through speakers, presentations, and field trips to all grades in the school.

The Reading Education Foundation and The Altbush Family donated financial support to fund the purchase of a set of ukuleles to provide string lessons for upper elementary students at Barrows. What a wonderful support of music and arts learning.

Parent Involvement

The Barrows PTO and Barrows parents and families continue to be a strong support system for the Barrows community. Their generous support of both time and money has been mentioned above. The Barrows PTO supports annual events including the Back to School Picnic, Halloween Monster Mash, Winter Craft Fair, Beautification Day, and Book Fairs. These events

create opportunities for the Barrows Community to celebrate together. The 2013-2014 PTO board included the following parents; Liz Whitelam, Carey Morgan, Rebecca Schromm, Dan McCarthy, and Jonathan Thorn. The 2014-15 PTO board includes Liz Whitelam, President, Jen and Matt Hillery, Ann Cruickshank, Dan McCarthy, and Kim Myatt.

In conclusion, Barrows continues to be an enriching and vibrant learning environment. We love the challenge of teaching and working with the children of Reading. We hope to instill the values that are important to the community, create a love of learning, and prepare our students to meet the challenges of the world that awaits them.

Birch Meadow Elementary School

Principal Eric Sprung

Birch Meadow Elementary is pleased to present the many accomplishments from this past year. As a school, we are consistently reviewing our instructional practices and procedures to ensure we are meeting the needs of all students. Data is collected from state tests, parent feedback, and staff surveys. This information helps to determine our successes as well as identify areas for improvement. Thank you to the staff and families that have a positive impact on our school climate and culture.

Read Across America!

Our Read Across America celebration was Dr. Seuss themed last year. The month long program took place in March. Over 95% of the Birch Meadow students and staff participated. Dr. Seuss posters for each person were created. It was a reading program to get kids to read more often. The students were treated to a celebration at the end of the program with the principal reading a Dr. Seuss book on the roof of the school.

Camp Bournedale

The fifth graders of Birch Meadow went on an overnight to Camp Bournedale in October 2014. Fifth graders dissected sharks, worked collaboratively in an adventure class, watched a reptile presentation, and saw a magic show. During a Coastal Ecology, class students walked along the beach to observe sea life and erosion. While on a lobster boat students held crabs, lobsters, and spider crabs and explored Plymouth Harbor. All fifth graders in the town of Reading participated in this experience last fall.

New Staff

This year we welcomed many new staff members to Birch Meadow. Talia Hallett – 1st grade teacher, Katie Anderson – 2nd grade teacher, Kelly DiCato – DLC Teacher, Patricia Piacentini – DLC Teacher, Laurette Cullen – Learning Center Teacher, Molly O'Donnell – Paraeducator, Christopher Synnott – Paraeducator, Joanna Doyle – Paraeducator, Erin Joyce – Paraeducator, Christine Underwood – Paraeducator.

Leadership Team

Birch Meadow's leadership team has worked hard to develop a school wide Multi-Tiered System of Supports Plan. The team spent many hours engaged in in-depth conversations regarding the

needs of our students. We developed a school-wide plan that is aimed at identifying and supporting the needs of all students. This plan includes school-wide routines such as assemblies based upon our core values, a school wide attention getting signal (Give Me 5) and a home to school connection to acknowledge children that show our core values appropriately ("Paws"itive Character Awards). We have also developed a school wide classroom management plan to assist teachers in supporting students within their classroom and to help them to identify when a student should be seen in the office. We are working on assessing and redesigning our current SST process. The overall goal of this plan is to support students in the area of social/emotional and behavioral needs in a way that is consistent across grade levels.

Birch Meadow Cares

Birch Meadow has worked hard to support the needs of our community through our Birch Meadow Cares program. This year each grade level throughout the school has partnered with a local organization to support and reach out to our community. Kindergarten and third grade has partnered with our local food pantry to collect and deliver both food and monetary donations. First grade and fourth grade have partnered with The REAL Program (Reading, Educational, Assistance, Learning) out of Lynn. This program focuses on teaching reading and providing access to books and enrichment opportunities to children in the greater Lynn area. The first and fourth graders have collected gently used books to donate to this organization. The fifth grade is working throughout our school to provide community service while working with the younger students. Four times per year, the fifth grade students help and support the classes in kindergarten through fourth grade. They are also helping out to model expected behavior and lead classes to our school wide assemblies. Overall, this has been a great opportunity for the children to learn about the needs of people other than themselves.

Student Council

Our student council is made up of fourth and fifth grade students who have an eagerness to participate in the school and community. These young leaders promote community through their involvement with many charitable organizations including; The Festival of the Trees, Pennies for Patients and Coats for Kids. They foster a positive school culture by actively participating in movie nights and the school store and enhance our school environment where student learning comes first.

School Council

Our school council is committed to school improvement through a shared vision and working toward a common goal. This year the school council is focusing their energy on school safety by developing a safety monitor program. This program will benefit our students and school by instilling leadership skills, developing a sense of citizenship and responsibility and keeping our school safe.

PTO

The Birch Meadow PTO is a welcome part of the school community. The PTO raises money to support field trips, enrichment programs, author days, walk to school days, classroom materials, MCAS breakfast and much more. They have social events such as an Intercultural Pot Luck Dinner, Spooky Fun Fair, and Adult Social. This past year the PTO supported Rob Surette's hero art program along with Chris Poulos, an award winning stunt bike rider who motivated

students with positive messages. We are fortunate the PTO helps to create a positive school culture for our students and families.

Joshua Eaton Elementary School

Principal Karen Feeney

The Joshua Eaton School is proud of its accomplishments during 2014. There has been a continuous focus on promoting excellence in all areas from academics to extracurricular activities to school community involvement.

Curriculum and Instruction

A main focus for professional development was in writing. Teachers began implementing the Lucy Calkins writing program. A partnership was formed with North Andover as a way to train teachers in the Lucy Calkins Units of Study. Teachers Linda Lydecker, Michelle Callan, Bethany Nazzaro and Jessica Ellis attended the Writing Institute. Trainings were held in Reading and in North Andover.

With parental support a school wide publishing room continued to be a success. There were over 600 pieces of student work that were published. In June of 2014 Joshua Eaton held its second annual Junior Author's Fest. This was a day that was dedicated to celebrating the writing that students have done throughout the school year. Parent volunteers were assigned to groups of students and time was given for them to share their published work.

Teachers in grades 3, 4 and 5 held a parent information night focusing on the components of the Math in Focus program.

In April the Blue Ribbon Institute was held in Reading. Visitors came to see best practices of teaching and learning. Teachers from the Joshua Eaton School presented at the Reading Blue Ribbon Conference.

Principal Karen Feeney presented to the School Committee in October. The presentation focused on the use of the MTSS system at Joshua Eaton. The behavioral and academic tiers of support were highlighted.

Community Outreach

Our 16th Annual Veterans Day Assembly was a wonderful tribute to our special guests. Over 75 veterans enjoyed the performances of the Joshua Eaton students and the now retired "Singing State Trooper" Dan Clark. The students sang several songs and recited poems in honor of the veterans. Students Ryan Branson and Casey Vieira served as emcees.

Over 100 grandparents and local senior citizens attended the 16th annual Senior Tea and enjoyed the performance of more than 75 students with an entertaining selection of songs as directed by music teacher Brittany Bauman.

The entire school community is proud of the wonderful spirit of giving at Eaton. Through the efforts of our PTO and Student Council, students supported the less fortunate in the community through contributions for Thanksgiving baskets and other drives such as the coat drive and Operation Warm and Fuzzy. Over \$1,000 was donated to the Northeast Veterans Outreach Center in Haverhill from the student penny drive and a family donation.

Parental Involvement

Joshua Eaton is most fortunate to have many dedicated parent volunteers. The PTO, under the leadership of Presidents Ami Dolan (2011- present) raised thousands of dollars to support enrichment activities for student learning and provided many fun social events for families. Annual activities such as the Back to School Picnic, Halloween Howl, Ice Cream Social, and Junior Author Fest (day and night event) were all big hits with parents and children alike.

The School Advisory Council, comprised of the Principal and parent and teacher representatives, focused on the School Improvement Plan goals, particularly for parental support. The members of the Council for 2013 were parent representatives Diane Naczas, Michelle Ferullo, and Kathy Hackett. The teacher representatives were Jody Carregal and Jane Merrill.

In 2012 The Dads of Joshua Eaton created the Joshua Eaton Jaguar Bowl. This is a flag football game that has proceeds donated to a father in need. This year the 3rd annual Joshua Eaton Jaguar Bowl was held and proceeds benefited the Food Pantry of Reading and individual families that are faced financial with hardships.

Students

Joshua Eaton students showed great school spirit through their involvement in classroom and extracurricular activities. School community and student recognition were incorporated into all-school assemblies which featured monthly character goals.

A large number of students participated in the Lego Robotics program that was coordinated by Parent David Ventola. They enjoyed designing projects to meet the team challenge they received and participating in the first annual district-wide competition with students from other local elementary schools.

Faculty and Staff

All teachers participated in building committees that address various aspects of school improvement such as school culture, technology, and challenging standards and curriculum.

Joshua Eaton School is proud of its students, teachers and staff, and parent community. Together we have created a wonderful learning environment for our students as we prepare them for their futures in today's global society.

J.W. Killam Elementary School

A T.R.R.F.C.C. Place to Be!

Principal Catherine A. Giles

The J.W. Killam Elementary School has enjoyed a very exciting and successful 2014 year. As the year comes to a close, we reflect on the year's highlights and all of our wonderful accomplishments.

The J.W. Killam Elementary School is a T.R.R.F.C.C. (trustworthy, responsible, respectful, fair, caring, and citizenship) learning community for all students, staff, and families.

Mission: Our school is a place where everyone belongs, achieves at their personal best and where everyone's accomplishments are celebrated!

Vision: Our staff will work collaboratively to improve student learning and achievement so that every child will leave the J.W. Killam Elementary School having met or exceeded district and state standards.

T.R.R.F.C.C. New Staff Members:

This year we were fortunate to hire the following staff members:

Carrie Curran-SSP teacher
Ellen Zrike-Special Education teacher
Kara Engelson-Kindergarten teacher
Kate Splaine-SSP special education para

Curriculum Night:

This year's Welcome Back/Curriculum Night was held during the second week of school for grades K-5. This night was very informative and will help to get parents and students back into the swing of school routines!

PTO

The following are returning PTO officers this year: Jennifer Killian and Lynne Ventura, Co-Presidents; Stacey Mazzarella, Secretary; and Kim Grady, Treasurer.

In September parents welcomed teachers back to school with a Welcome Back Luncheon and in May a Teacher Appreciation Week was celebrated by a luncheon.

The PTO continues to work with TEAM T.R.R.F.C.C., ten teams and grouped PTO events/activities together that share similar characteristics. When we work as a TEAM, Together Everyone Achieves More! The PTO meets five times throughout the year to discuss important topics and host guest speakers.

The PTO continues to fund enrichment programs that correspond to the K-5 grade level curriculum to the enjoyment of all students.

Reflection Learning Forms

We continue to implement our school-wide positive behavioral intervention reflection forms to use when students make choices that are behaviorally unacceptable. This plan helps students to learn to be responsible for their actions and be proactive in an attempt to make a better choice or solving the problem. The document is created in the form of a letter so that students can complete the form with the staff member who witnessed the unacceptable behavior and then take

the form home to review with their parents. The letter A represents antecedent, the B represents the behavior, the C represents the logical consequence, and the D represents the do-about-it to fix the problem.

Bucket Filling Recognition

We continue to recognize our student's positive behavior efforts by recognizing: the Golden Dustpan Award is presented to the classroom that demonstrated TRRFCC bucket filling behaviors by helping to keep their classroom extra clean. The Golden Paintbrush for art; The Golden Cone for PE; and The Golden Recorder is for music. The Golden Bookmark is for the media center, and our newest addition, the golden spatula is for TRRFCC manners in the Kids' café. Classrooms and/or students strive to earn these awards for each week.

Book Fair

Our annual Book Fair was held in November. This is an event that is loved by the entire Killam Community as it promotes reading and fosters a love of literature.

Conferences

Parent/Teacher Conference Day was held on in November. This year, in addition to our standards-based report card, teachers distributed the newly developed Parents Guide to Understanding the Standards at the conferences to use as a resource.

Dr. Seuss/Read Across America Day!

We celebrated Read Across America Day during the month of March. In honor of this special day, staff and students were invited to dress up as a favorite book character or genre. We had Seussical assembly with Mrs. Giles and Ms. Simopoulos that included answering some Seuss trivia, and having students perform some of their favorite book skits.

Killam News Today

Again this year, the Killam News Today morning segments will be run through Mrs. Adamo's media center. All classrooms log on and see the mini news show each morning. This year we have incorporated the use of a green screen which makes our news show even more interesting! Fifth graders begin as our newscasters but all upper grade students have the opportunity to work the news desk throughout the school year. Our news segments will include (depending on the day of the week) reciting our school pledge and the pledge of allegiance, singing a patriotic song, saying a T.R.R.F.C.C. piece of advice, announcing student birthdays, and sometimes, a "how-to" clip of a brain-based exercise for students to do in class!

Koala

We continued to host KOALA after school enrichment programs with three separate sessions being held during the school year.

Learning Fair

Our annual Learning Fair was held in April for students to share with families all of the great things that happen during the school day.

Safety Drills

In January we held our annual lockdown drill and shelter in place drill. These drills help to prepare staff and students for an emergency in the building that would require us to “lock down” the building by securing all classrooms and offices.

MCAS

Testing started in March for Grades 3-5 in Reading and English Language Arts (ELA).

T.R.R.F.F.C. Monthly Assemblies

Each month a different grade level hosted an all school assembly discussing and teaching all they have learned about Citizenship, Responsibility, Fairness, Respect, Trustworthiness, and Caring. There were invited guests in the community who were honored each month for contributing to society, essays written, video presentations, and songs.

Recycling

Students will continue to recycle paper, plastic and books again this year to keep Killam green.

School Council

Our School Council held its first meeting in October. It is the goal of this committee to work closely with the Killam staff to be sure that we work towards accomplishing all of the goals in our School Improvement Plan. We are proud to say we achieved approximately 90% of the goals we had set in our School Improvement Plan.

Student Service Squad

We continue into our third year of our Student Service Squad Killam student program to our 3rd, 4th, and 5th grade students. Killam Service Squad members must be very responsible. As a member of our T.R.R.F.F.C.C. Service Squad students will be assigned a “job” (which best suits their learning style) and be required to report as this job requires and carry out their specific responsibilities.

Understanding Disabilities

The Understanding Disabilities program continued this year with volunteers working with students in Grades 1-5 to help children see beyond people’s disabilities and focus on the ways that we are all the same inside. Through the use of books, videos, and hands on activities, the program helps children gain a greater understanding of what it might be like to do things in a different way. The program stresses all that people with disabilities can do and promotes a culture of inclusion and acceptance. Understanding Disabilities will introduce a new Autism Unit to Gr. 5.

As noted, many exciting learning opportunities and events occurred during the 2014 calendar year at the J.W. Killam Elementary School. We are looking forward to 2015 to continue our journey on the Road to Excellence!

Wood End Elementary School

Joanne King, Principal

Wood End held its annual Family Field Night to welcome everyone back to school. Over 230 parents & students joined us for pizza & games on the field.

The Leadership Team completed the roll out of the Wood End's core values to students and staff. New lessons focused on teaching and reinforcing the core values were developed to supplement the Open Circle curriculum, currently taught K-5. Our core values are...Be Responsible, Respectful, Engaged, Honest & Safe.

Our Student Council members collaborate with teachers from the Leadership Team to develop and plan our all-school meetings which reinforce one of our core values every other month. These interactive programs are led by student representatives from various grade levels provide opportunities for student leadership.

Six veterans from all branches of the United States Military, including a WWII veteran joined us for our annual *Veterans Day Celebration* hosted by 5th Grade Student Ambassadors. We are so fortunate to have these men and women serving our country and community.

Thanks to the support of our PTO and a grant, Wood End recently became a Weather Bug School. The equipment has been installed and online lessons are available to our students, K-5.

Three teacher leaders were trained using the School Reform Initiative (SRI) to facilitate Professional Learning Communities and Data Team Meetings with fellow colleagues.

Wood End's Student Council, made up of student leaders in Grades 4-5, participated in several community service projects including our annual soldier supply drive, *Pennies for Patients*, Anton's Coat Drive, Jump Rope for Heart to raise money and awareness for these various organizations.

Wood End students in grades 3-5 now participate in a variety of after school musical ensembles including chorus, hand chimes, ukuleles, and boom whackers. They perform several times during the year with their elementary peers from the district, led by our music specialist, Melissa Steiger.

Specialists Lisa Norcross (Library Media), Melissa Steiger (Music), Christina Erb (Art), and Tom Call (PE) choreographed and created Wood End's third music video, "*Read A Lot*" (performed to the tune of "Shake it Off" by Taylor Swift) to promote our annual read-a-thon, which runs in March. This community-wide event is extremely successful thanks to the support of our amazing Wood End parents and families.

Five energetic and dedicated parents were trained at Reebok Headquarters in Canton, MA to run our new BOKS program. This before school physical fitness program is for students in grades K-5 and is in the midst of a very successful second session. Students attend the program two days a week from 7:30-8:10 AM, thanks to the grant received from Reebok to provide our five teacher leaders and equipment.

Last Name	First Name	Location Description	Job Class Description
Leave of Absence			
DiGiovanni	Kristen	Barrows Elementary School	Teacher Support Instruction
Wactowski	Laura	Reading Memorial High School	Speech Teacher
New Hires			
Adamo	Kimberly	Killam Elementary School	Media Specialist
Allen	Shannon	Coolidge Middle School	Para Professional Sped Sched
Amerault	Robert	School Facilities	Temp Custodian
Angelini	Jason	School Substitutes	Daily Substitute Teacher
Anthony	Linda	Birch Meadow Elementary School	Substitute Sp Ed Assistant
Atkinson	Lee Ann	Joshua Eaton Elementary School	Teacher Support Instruction
Bakr	Adam	Reading Memorial High School	Principal
Barr	Brittany	Birch Meadow Elementary School	Short Term Sub Teacher
Bello	Assunta	School Substitutes	Daily Substitute Teacher
Bolivar	Cynthia	School Substitutes	Substitute Reg Ed Assistant
Boutiette	Alison	Coach Non Employee	Non-Teacher Coach - Fall
Brear-Farrell	Allison	Pupil Services	Special Ed Team Chair Admin
Brokenrope	Zachary	Reading Memorial High School	High School Teacher
By	Suzanne	Birch Meadow Elementary School	Para Professional Sped Sched
Callahan	Julie	School Substitutes	Daily Substitute Teacher
Camenker	Zachary	School Substitutes	Substitute Reg Ed Assistant
Campbell	Scott	Coolidge Middle School	Non-Teacher Advisor
Caputo	Louis	School Central Office	Network Administrator
Carter	Caitlin	Parker Middle School	Teacher Support Instruction
Cates	Heidi	Barrows Elementary School	Reg Ed Tutor
Ciampa	Lisa-Marie	Pupil Services	Sped Secretary 41Wks 7.5
Clark	Megan	Reading Memorial High School	Speech Pathologist
Clements	Christopher	Coolidge Middle School	Short Term Sub Teacher
Colello	Christina	School Substitutes	Daily Substitute Teacher
Colon	Kelly	School Facilities	Director Facilities
Compton	Alison	Reading Memorial High School	Short Term Sub Teacher
Coombs	Shane	Reading Memorial High School	Para Professional Sped Sched
Crowley	Thomas	School Substitutes	Daily Substitute Teacher
Cullen	Laurette	Birch Meadow Elementary School	Teacher Support Instruction
Curran	Carrie	Killam Elementary School	Elementary Teacher
Cusack	Isabel	Pupil Services	Extended Yr Prog Class Helper
Daly	Christine	Wood End Elementary School	Elementary Teacher
Day	Kerry	Joshua Eaton Elementary School	Para Professional Sped Sched
Delani	Janet	Barrows Elementary School	Reg Ed Tutor

Deluca	Michele	School Substitutes	Substitute Reg Ed Assistant
Derman	Courtney	Reading Memorial High School	Teacher Support Instruction
Dibenedetto	Nancy	School Substitutes	Daily Substitute Teacher
Doncaster-Hamilton	Jennifer	School Substitutes	Daily Substitute Teacher
Doyle	Joanna	Birch Meadow Elementary School	Reg Ed Tutor
Fantini	Camille	Coach Non Employee	Non-Teacher Coach - Fall
Ferranti	Joan	School Substitutes	Daily Substitute Teacher
Fiddner	Alison	Reading Memorial High School	Social Worker Sped
Finger	Jane	Pupil Services	Special Ed Team Chair Admin
Frank	Katherine	Reading Memorial High School	Teacher Support Instruction
Frias	Nicholas	School Substitutes	Daily Substitute Teacher
Galluzzo-Hamilton	Carol	Joshua Eaton Elementary School	Para Professional Reg Ed Schd
Gautreau	Ilene	Joshua Eaton Elementary School	Para Professional Reg Ed Schd
Giles	Claudia	School Substitutes	Substitute Reg Ed Assistant
Glynn	Traci	Wood End Elementary School	Short Term Sub Teacher
Golden	Claire	Coach Non Employee	Non-Teacher Coach - Spring
Haley	Julie	School Substitutes	Substitute Reg Ed Assistant
Hall	Karen	School Central Office	ELL Instructor
Hallett	Talia	Birch Meadow Elementary School	Elementary Teacher
Hart	David	Parker Middle School	Reg Ed Tutor
Hebert	Janet	School Central Office	CO Admin Assist
Herlihy	Andrew	Barrows Elementary School	Reg Ed Tutor
Holt	Marissa	Coolidge Middle School	Middle School Teacher
Holton	Megan	Coach Non Employee	Non-Teacher Coach - Spring
Hooper	Susan	Reading Memorial High School	Social Worker Sped
Irwin	Alexander	School Central Office	Ext Day Building Monitor
Johnson	Nicholas	School Central Office	Ext Day Teacher Assistant
Jones	Danielle	Reading Memorial High School	High School Teacher
Joseph	Maria	Barrows Elementary School	Para Professional Reg Ed Schd
Joyce	Erin	Birch Meadow Elementary School	Para Professional Sped Sched
Juliano	Cathy	School Substitutes	Daily Substitute Teacher
Kasper	James	School Facilities	Custodial Substitute
Kellogg	Charlie	School Central Office	Ext Day Teacher Assistant
Kiehn	Lester	Pupil Services	Special Ed Team Chair Admin
Kroner	Julie	Pupil Services	Special Ed Team Chair Admin
Lacolla	Mariana	Pupil Services	Extended Yr Prog Class Helper
Lahiff-Kelly	Kathleen	School Substitutes	Substitute Reg Ed Assistant
Lane	Timothy	Coach Non Employee	Non-Teacher Coach - Winter
Lapane	Alyssa	Pupil Services	Extended Yr Prog Teacher

Lautman	David	Coach Non Employee	Coaching Assistant
Leary	Caitlin	Joshua Eaton Elementary School	Para Professional Reg Ed Schd
Lindsey	Richard	School Substitutes	Daily Substitute Teacher
Lougee	Leslie	School Substitutes	Daily Substitute Teacher
Mahoney	Kristin	Parker Middle School	Reg Ed Tutor
Malone	Kelly	School Substitutes	Substitute Reg Ed Assistant
Manna	Emilie	School Substitutes	Substitute Reg Ed Assistant
Martinson	Katelyn	Wood End Elementary School	Substitute Sp Ed Assistant
Matheson	Rebecca	School Substitutes	Daily Substitute Teacher
McCarron	Daniel	Reading Memorial High School	Para Professional Sped Sched
McCarthy	Mary	School Substitutes	Daily Substitute Teacher
McWilliams	George	School Substitutes	Daily Substitute Teacher
Meninger	John	School Facilities	Custodial Substitute
Mitchell	Jeffrey	Reading Memorial High School	Hs Direc/Pro Nonmusic Adv Wi
Moegelin	Joseph	Reading Memorial High School	Short Term Sub Teacher
Naughton	Cathy	Rise Pre Kindergarten	Para Professional Sped Sched
Nett	Helen	Parker Middle School	Para Professional Reg Ed Schd
Oyer	Benjamin	School Substitutes	Daily Substitute Teacher
Palmerino	Donna	Coolidge Middle School	Para Professional Sped Sched
Parsons	Alan	School Facilities	Custodial Substitute
Parsons	Dale	Reading Memorial High School	Para Professional Sped Sched
Patuto	Debra	Barrows Elementary School	Reg Ed Tutor
Pavey	Jason	Coach Non Employee	Non-Teacher Coach - Spring
Penna	Vittoria	Barrows Elementary School	Reg Ed Tutor
Penta	Kimberly	Killam Elementary School	Para Professional Sped Sched
Piacentini	Patricia	Birch Meadow Elementary School	Teacher Support Instruction
Picanco	Meghan	Reading Memorial High School	Teacher Support Instruction
Pinkham	Lindsey	Coolidge Middle School	Psychologist Non Sped
Pothier	Gerald	Coach Non Employee	Non-Teacher Coach - Spring
Pray	Courtney	Reading Memorial High School	High School Teacher
Price	Scott	Coach Non Employee	Non-Teacher Coach - Winter
Pruslin	Stewart	School Substitutes	Daily Substitute Teacher
Rello	Haley	Reading Memorial High School	Non-Teacher Advisor
Ryan	Juliana	School Facilities	Temp Custodian
Santoro	Denise	Rise Pre Kindergarten	Para Professional Sped Sched
Saunders	Micheala	School Central Office	HR Administrator
Scalzi	Jessica	Reading Memorial High School	Para Professional Sped Sched
Shaheen	Tiffany	Pupil Services	Extended Yr Prog Class Helper
Shanley	Kimberly	School Substitutes	Daily Substitute Teacher

Siciliano	Nicole	Reading Memorial High School	Short Term Sub Teacher
Simbliaris	Christopher	Coach Non Employee	Coaching Assistant
Splaine	Kathleen	Killam Elementary School	Para Professional Sped Sched
Sroubek	Ariane	Reading Memorial High School	Psychologist Non Sped
St. Germain	Megan	School Substitutes	Substitute Sp Ed Assistant
Stelzer	Christina	School Substitutes	Daily Substitute Teacher
Stroman	Avery	School Substitutes	Daily Substitute Teacher
Suntken	Michael	Coolidge Middle School	Reg Ed Tutor
Talbot	Alexander	School Facilities	Temp Custodian
Talbot	Nathaniel	School Facilities	Temp Custodian
Teutsch	Forrest	School Substitutes	Daily Substitute Teacher
Tierney	Erin	School Substitutes	Daily Substitute Teacher
Tighe	Lisa	Barrows Elementary School	Reg Ed Tutor
Trapani	Nicholas	Parker Middle School	Short Term Sub Teacher
Valliere	Justin	School Facilities	Custodial Substitute
Vigorito	Heather	Joshua Eaton Elementary School	Teacher Support Instruction
Wagner	Emily	Coolidge Middle School	Para Professional Sped Sched
Wilkins	Edward	School Facilities	Facilities Manager
Williams	Allyson	Reading Memorial High School	High School Teacher
Wilson	Carolyn	Pupil Services	Director Of Pupil Services
Ziemplak	Nancy	School Substitutes	Daily Substitute Teacher
Zimmerman	Mary	School Central Office	Ext Day Site Coordinator
Zrike	Ellen	Killam Elementary School	Elementary Teacher
Transfer Within District			
Anderson	Michelle	School Substitutes	Daily Substitute Teacher
Anderson	Katie	Birch Meadow Elementary School	Elementary Teacher
Angelou	Catarina	Reading Memorial High School	Teacher Support Instruction
Bailey	Jessica	Reading Memorial High School	High School Teacher
Barrucci	Dianne	School Substitutes	Daily Substitute Teacher
Boudreau	Heather	Barrows Elementary School	Short Term Sub Teacher
Breton	Karen	School Food Service	Cafeteria Worker
Burns	Annie	Coolidge Middle School	Para Professional Sped Sched
Butler	Gioia	Birch Meadow Elementary School	Speech Pathologist
Carroll	William	School Substitutes	Daily Substitute Teacher
Coyne	Jerald	Coolidge Middle School	Middle School Teacher
Cranitch	Lauren	Coach Non Employee	Coaching Assistant
D'Ambrosio	Susan	Joshua Eaton Elementary School	Reg Ed Tutor
Day	Kerry	Joshua Eaton Elementary School	Para Professional Sped Sched
Deroo	Theresa	School Substitutes	Daily Substitute Teacher

Donofrio	Christine	Rise Pre Kindergarten	Para Professional Sped Sched
Emery	Sandra	Joshua Eaton Elementary School	Reg Ed Tutor
Engelson	Kara	Killam Elementary School	Elementary Teacher
Finigan	Kelsey	Coolidge Middle School	Para Professional Sped Sched
Fischer	Janice	School Substitutes	Daily Substitute Teacher
Garlick	Jo-Anne	School Substitutes	Daily Substitute Teacher
Gianatassio	Danielle	Wood End Elementary School	Elementary Teacher
Gray	Catherine	Wood End Elementary School	Para Professional Sped Sched
Irwin	Robin	School Substitutes	Substitute Reg Ed Assistant
Kane	Kylie	Reading Memorial High School	High School Teacher
King	Caroline	Coolidge Middle School	Para Professional Sped Sched
Lacolla	Jennie	Barrows Elementary School	Para Professional Sped Sched
MacDonald	Stephen	School Facilities	Facility Rental Coord
Mahoney	Danja	Reading Memorial High School	High School Teacher
Maughan	Edwina	Barrows Elementary School	Teacher Support Instruction
McLaughlin	Sandra	Coolidge Middle School	Para Professional Sped Sched
Melanson	Kati	Wood End Elementary School	Teacher Support Instruction
Murphy	Elaine	School Substitutes	Daily Substitute Teacher
Murphy	Andrew	Reading Memorial High School	High School Teacher
Newman	Claire	School Substitutes	Daily Substitute Teacher
O'Donnell	Molly	Birch Meadow Elementary School	Para Professional Sped Sched
Penta	Kimberly	Killam Elementary School	Para Professional Sped Sched
Regazzini	Robin	Joshua Eaton Elementary School	Para Professional Reg Ed Schd
Ritondo	Alyson	Joshua Eaton Elementary School	Reg Ed Tutor
Roberts	Kristen	Joshua Eaton Elementary School	Short Term Sub Teacher
Santarpio	Stephanie	Wood End Elementary School	Para Professional Reg Ed Schd
Scarpitto	Noreen	Reading Memorial High School	High School Teacher
Scarpitto	Griffin	Coolidge Middle School	Para Professional Sped Sched
Sigsbury	Duane	Coach Non Employee	Non-Teacher Coach - Winter
Simpson	Paul	Coolidge Middle School	Middle School Teacher
Smith	Charles	Coolidge Middle School	Middle School Teacher
Sybert	Martha	School Central Office	Director Finance & Operations
Synnott	Christopher	Birch Meadow Elementary School	Para Professional Sped Sched
Tenaglia	Caterina	School Central Office	Ext Day Teacher
Thomas	Lisa	Reading Memorial High School	Para Professional Reg Ed Schd
Tucker	Michelle	Killam Elementary School	Para Professional Reg Ed Schd
Wangerin-Wolfe	Rebecca	Coolidge Middle School	Para Professional Sped Sched
White	Jane	Coolidge Middle School	Teacher Support Instruction
White	Jennifer	Coolidge Middle School	Middle School Teacher

Wilkes	Eileen	Rise Pre Kindergarten	Para Professional Sped Sched
Witham	Jane	School Food Service	Food Service Substitute
Resignations/Reductions			
Albrecht	Stacy	Barrows Elementary School	Para Professional Sped Sched
Aldrich	Jillian	School Substitutes	Daily Substitute Teacher
Anderson	Johanna	Birch Meadow Elementary School	Elementary Teacher
Arington	Ann	Coolidge Middle School	School Sec Sub - Hourly
Arington	Richard	School Substitutes	Daily Substitute Teacher
Barrett	Linda	Killam Elementary School	Para Professional Reg Ed Schd
Barrows	Marie	School Substitutes	Daily Substitute Teacher
Beaulieu	Donna	Parker Middle School	Para Professional Reg Ed Schd
Belanger	Stephen	Coach Non Employee	Non-Teacher Coach - Fall
Bell	Victoria	Birch Meadow Elementary School	Elementary Teacher
Berg	Sarah	Wood End Elementary School	Elementary Teacher
Bolognese	Ashley	School Substitutes	Daily Substitute Teacher
Boucher	Caroline	Barrows Elementary School	Reg Ed Tutor
Boumenna	Tahani	School Substitutes	Daily Substitute Teacher
Bradlee	Tiffany	Pupil Services	Extended Yr Prog Class Helper
Brite	Linda	School Substitutes	Daily Substitute Teacher
Brookins	Barbara	School Substitutes	Substitute Reg Ed Assistant
Brooks	Jane	School Food Service	Cafeteria Worker
Brown	Allison	Coolidge Middle School	Para Professional Sped Sched
Butler	Andrew	Coach Non Employee	Non-Teacher Coach - Fall
Cabuzzi	Kevin	School Facilities	Facilities Manager
Caiazza	Nicholas	Coach Non Employee	Non-Teacher Coach - Fall
Carberry	Dale	Pupil Services	Special Ed Team Chair Admin
Carlin	Steven	School Substitutes	Daily Substitute Teacher
Carlson	Lauren	School Central Office	Extended Yr Prog Teacher
Casolaro	Christian	Pupil Services	Extended Yr Prog Class Helper
Charest	Nathaniel	School Facilities	Temp Custodian
Chase	Ellen	School Food Service	Food Service Substitute
Chrisos	Erin	Pupil Services	Extended Yr Prog Teacher
Chuha	Lauren	School Substitutes	Daily Substitute Teacher
Civiletto	Margaret	School Central Office	Extended Yr Prog Teacher
Clarizia	Amy	School Central Office	Extended Yr Prog Class Helper
Colbert	Hannah	Coach Non Employee	Non-Teacher Coach - Fall
Colby	Amy	School Substitutes	Daily Substitute Teacher
Comeau	David	School Substitutes	Athletic Trainer Substitute
Connor	Rosemarie	Barrows Elementary School	Para Professional Sped Sched

Conway	Elizabeth	School Central Office	HR Administrator
Cook	Yvonne	Coolidge Middle School	Middle School Teacher
Copell	Kristen	Coolidge Middle School	Para Professional Sped Sched
Crampton	Carolyn	Coach Non Employee	Non-Teacher Coach - Winter
Cranitch	Maureen	School Substitutes	Daily Substitute Teacher
Crook	Adam	School Substitutes	Daily Substitute Teacher
Dabrieo	Robert	Coach Non Employee	Non-Teacher Coach - Spring
Davis	Rebecca	Coach Non Employee	Non-Teacher Coach - Fall
Day	Lisa	Coolidge Middle School	Para Professional Sped Sched
Deane	Robert	School Facilities	Custodial Substitute
Delai	Mary	School Central Office	Director Finance & Operations
Dellorusso	Jeanelle	School Substitutes	Substitute Sp Ed Assistant
Denn	Kerry	School Central Office	Extended Yr Prog Teacher
Denton	Heather	Reading Memorial High School	Social Worker Sped
Denuzzio	Christine	School Substitutes	Daily Substitute Teacher
Dimare	Maria	School Substitutes	Daily Substitute Teacher
Dion	Mary	Reading Memorial High School	High School Teacher
Diorio	Elyse	Parker Middle School	Short Term Sub Teacher
Dipietro	Stephen	School Substitutes	Daily Substitute Teacher
Dolaher	Kathryn	School Substitutes	Daily Substitute Teacher
Dolan	Peter	Parker Middle School	Reg Ed Tutor
Donohue	Amanda	Reading Memorial High School	Para Professional Sped Sched
Dunn	Michele	Rise Pre Kindergarten	Para Professional Sped Sched
Elmer	Alison	Pupil Services	Director of Pupil Services
Estabrook	Michael	Reading Memorial High School	Short Term Sub Teacher
Evangelista	Martha	Birch Meadow Elementary School	Para Professional Sped Sched
Face	Nicholas	Parker Middle School	After School Instructor
Fahey	Marguerite	Joshua Eaton Elementary School	Para Professional Reg Ed Schd
Falkenstrom	John	School Facilities	Custodian
Fernandes	Evanildo	School Central Office	Info Services Tech Support
Figuroa	Rebecca	Wood End Elementary School	Elementary Teacher
Flagg	Cheryl	School Substitutes	Daily Substitute Teacher
Foley	Annmarie	School Food Service	Food Service Substitute
Fuller	Sarah	Reading Memorial High School	High School Teacher
Garrity	Kim	School Central Office	Ext Day Teacher Assistant
Gauthier	Katlyn	Reading Memorial High School	Other Related Sped Staff
Georgette	Daniel	Coach Non Employee	Other Teacher Coach - Fall
Giorlando	Joseph	Reading Memorial High School	Short Term Sub Teacher
Gosselin	Ryan	School Facilities	Custodial Substitute

Gray	Scott	Pupil Services	Special Ed Team Chair Admin
Grosso	Sharon	School Facilities	Temp Custodian
Hennessy	Susan	School Substitutes	Short Term Sub Teacher
Higginbottom	Kevin	Reading Memorial High School	Principal
Hughes	Barbara	Pupil Services	Extended Yr Prog Therapist
Imbrescia	Deborah	Parker Middle School	Reg Ed Tutor
Jarema	Marianne	Coach Non Employee	Non-Teacher Coach - Fall
Johnson	Kyra	Wood End Elementary School	Elementary Teacher
Johnson	Catherine	School Substitutes	Daily Substitute Teacher
Karagoezian	Haigan	School Substitutes	Daily Substitute Teacher
Karamourtopoulos	Mary	Reading Memorial High School	High School Teacher
Lancelotte	Donna	School Substitutes	Substitute Reg Ed Assistant
Legrow	Tara	School Substitutes	Other Sped Staff Hourly
Lepore	Jennifer	Coolidge Middle School	Para Professional Sped Sched
Lestrade	Sherilla	School Central Office	Para Professional Reg Ed Schd
Lough	Amanda	School Substitutes	Daily Substitute Teacher
Lovell	Elizabeth	Coolidge Middle School	Middle School Teacher
Lumb	Amanda	School Substitutes	Daily Substitute Teacher
Magnan	Jessica	School Substitutes	Daily Substitute Teacher
Mahoney	Karla	Reading Memorial High School	High School Teacher
Malcuit	Courtney	School Substitutes	Daily Substitute Teacher
Marciano	Kristin	Killam Elementary School	Elementary Teacher
Martinson	Gus	School Central Office	HR Administrator
McCarthy	Rachel	Coach Non Employee	Non-Teacher Coach - Spring
McDonald	Tanya	Parker Middle School	Teacher Support Instruction
Mcguire	Jason	School Substitutes	Daily Substitute Teacher
McKenney	Alicia	School Substitutes	Daily Substitute Teacher
McKenney	Emily	School Substitutes	Daily Substitute Teacher
McLaughlin	Kevin	School Substitutes	Daily Substitute Teacher
Melanson	Ann	School Substitutes	Substitute Sp Ed Assistant
Millett	Suzanne	School Substitutes	Daily Substitute Teacher
Morin	Jacqueline	Coolidge Middle School	Teacher Support Instruction
M'Sadoques	Katherine	School Substitutes	Daily Substitute Teacher
Nihan	Timothy	Wood End Elementary School	Para Professional Sped Sched
Onorio	Danielle	School Central Office	Extended Yr Prog Class Helper
Palermo	Maria	School Facilities	Temp Custodian
Parsons	Kaitlin	Birch Meadow Elementary School	Para Professional Sped Sched
Plowden	Mary	Birch Meadow Elementary School	Para Professional Sped Sched
Pomerleau	Kimberly	School Substitutes	Substitute Nurse

Poore	Alicia	Wood End Elementary School	Para Professional Sped Sched
Reidt	Ruthann	Coolidge Middle School	Teacher Support Instruction
Reilly	Jennifer	Barrows Elementary School	Short Term Sub Teacher
Riley	Amanda	School Substitutes	Ext Day Aft/Sch Head Teacher
Riley	Nancy	School Central Office	Ext Day Building Monitor
Rizzo	Scott	Reading Memorial High School	High School Teacher
Robinson	Christin	School Substitutes	Daily Substitute Teacher
Roland	Casey	School Substitutes	Daily Substitute Teacher
Rose	Ann	Parker Middle School	Short Term Sub Teacher
Rowe	Elizabeth	School Substitutes	Daily Substitute Teacher
Roy	Scott	Coach Non Employee	Other Teacher Coach - Spring
Ruelle	Christian	School Substitutes	Daily Substitute Teacher
Russo	Terrie	Pupil Services	Extended Yr Prog Teacher
San Filippo	Frank	School Substitutes	Daily Substitute Teacher
Sargent	Phillip	Parker Middle School	After School Instructor
Say	Sopheavy	School Substitutes	Daily Substitute Teacher
Schiavo	Jillian	Coolidge Middle School	Middle School Teacher
Serratore	Grace	Barrows Elementary School	Para Professional Reg Ed Schd
Shanahan	Daniel	Coolidge Middle School	Middle School Teacher
Shannon	Michael	School Substitutes	Daily Substitute Teacher
Shaw	Michael	Coach Non Employee	Other Teacher Coach - Spring
Shelpman	Nicole	Reading Memorial High School	High School Teacher
Shoemaker	Jennifer	School Central Office	Ext Day Site Supervisor
Sidman	Virginia	School Substitutes	Daily Substitute Teacher
Simopoulos	Jennie	Killam Elementary School	Media Specialist
Smith	Erin	School Central Office	Extended Yr Prog Class Helper
Snell	Kathryn	School Central Office	Extended Yr Prog Class Helper
Squires	Priscilla	School Substitutes	Daily Substitute Teacher
Stapp	Linda	Pupil Services	Special Ed Team Chair Admin
Strong	Samantha	Coach Non Employee	Non-Teacher Coach - Fall
Stuart	Mary	School Food Service	Food Service Substitute
Sullivan	Karen	Wood End Elementary School	Preschool Teacher
Sullivan	Hillary	Killam Elementary School	Elementary Teacher
Therrien	Nicole	School Central Office	Ext Day Teacher Assistant
Torman	Emily	Pupil Services	Extended Yr. Prog Class Helper
Tyler	David	School Facilities	Temp Custodian
Umejiaku	Favour	Wood End Elementary School	Para Professional Reg Ed Schd
Vitale	Anna	School Substitutes	Daily Substitute Teacher
White	Amanda	Reading Memorial High School	Teacher Support Instruction

Wilson	Matthew	School Central Office	Network Administrator
Wood	Michele	Birch Meadow Elementary School	Short Term Sub Teacher
Young	James	School Central Office	Para Professional Reg Ed Schd
Zaya	Allison	Reading Memorial High School	Teacher Support Instruction
Retirements			
Brenner	Jane	Pupil Services	Sped Secretary 41 Wks 7.5
Bruno	Andrea	Coolidge Middle School	Middle School Teacher
Burton	Mark	Coolidge Middle School	Psychologist Non Sped
Croft	Harold	Coach Non Employee	Non-Teacher Coach - Winter
Doherty	Patricia	Joshua Eaton Elementary School	Elementary Teacher
Downing	Ann-Marie	Joshua Eaton Elementary School	Teacher Support Instruction
Ferguson	Carolyn	Reading Memorial High School	Diagnostic Eval Staff
Jordan	Lorraine	Parker Middle School	Middle School Teacher
Kasparian	Lynne	Killam Elementary School	Elementary Teacher
Maclean	E Lewis	Coolidge Middle School	Reg Ed Tutor
Pagliuca	Paula	Rise Pre Kindergarten	Para Professional Sped Sched

NORTHEAST METROPOLITAN REGIONAL VOCATIONAL SCHOOL DISTRICT

SCHOOL ADMINISTRATION

SUPERINTENDENT-DIRECTOR

Theodore Nickole

PRINCIPAL-DEPUTY DIRECTOR

David DiBarri

DISTRICT SCHOOL COMMITTEE

SCHOOL COMMITTEE CHAIRMAN

Michael T. Wall - Chelsea

VICE CHAIRMAN

Henry S. Hooton - Melrose

SECRETARY

Peter A. Rossetti, Jr. - Saugus

TREASURER

Larry Means - Stoneham

ASSOCIATE TREASURER

Vincent J. Carisella - Wakefield

COMMITTEE MEMBERS

Jeanne M. Feeley – Malden

Ronald J. Jannino - Revere

Judith M. Dymont - North Reading

John J. Bradley - Winchester

Robert S. McCarthy – Reading

Dawne H. Armitstead - Winthrop

Deborah P. Davis - Woburn

NORTHEAST METROPOLITAN REGIONAL VOCATIONAL SCHOOL DISTRICT

100 Hemlock Road - Wakefield, Massachusetts 01880-3597

ANNUAL REPORT 2014

OUTSTANDING STUDENT AWARD

Christina Sicari from Saugus a student in the Culinary program was chosen as Northeast's nominee at the State Awards Dinner for Outstanding Vocational Technical Students. The event is co-sponsored by the Massachusetts Association of Vocational Administrators and the Massachusetts Vocational Association.

NATIONAL TECHNICAL HONOR SOCIETY

The Northeast Chapter of the National Technical Honor Society held its annual Induction Ceremony in March. At the ceremony, 5 seniors and 51 juniors were inducted. These students joined the previously inducted members to bring the Technical Honor Society Chapter to 83 members for the 2013-2014 school year.

NATIONAL HONOR SOCIETY

The Annual Induction Ceremony to the Northeast Chapter of the National Honor Society "Artisans" was held in March. At the ceremony 4 seniors, 16 juniors, and 14 sophomores were inducted for the 2013-2014 school year bringing the total membership to 61.

SCHOLARSHIP COMMITTEE

The Northeast Awards and Scholarship Committee and PAC board presented awards and scholarships to 57 deserving students at the annual Senior Recognition Night. A total of \$29,080 was presented to Northeast students who will be working in their vocational fields, entering trade apprentice programs, or going on to one, two, or four-year programs at accredited colleges, universities, and trade schools. These awards and scholarships provide the students opportunities to purchase tools and equipment, and assist in offsetting the expense of attending institutions of higher education.

PEER MEDIATION PROGRAM

Our Northeast Peer Mediation Center continues to help reduce problems at Northeast. The mediation process is successful in resolving conflicts concerning rumors, threats, name-calling, teasing, harassment, hazing, and physical fights. Northeast has a full-time coordinator and 20 trained junior and senior peer mediators. A trained mediator is a neutral person not involved in the dispute and through the mediation process, helps people come to their own agreement about how they want to resolve their conflict.

PROFESSIONAL DEVELOPMENT

The goal of professional development is to:

- Ensure that staff members are in compliance with current regulations enacted by the Massachusetts Department of Elementary and Secondary Education (DESE).
- Guarantee that all staff members are knowledgeable of legislation impacting the educational process of the commonwealth.
- Make staff members aware of the most recent trends and strategies in the district's mission of improving student achievement.

The activities that met these goals during the 2013-2014 school year included:

1. Educator Evaluation Training

Administrators and department heads received in-depth instruction in the Educator Evaluation process recently enacted by the DESE. This training included rubric explanation, self-assessment, and conducting observations.

Staff members received training in establishing goals, collecting evidence, formative assessment and summative assessment.

2. Student safety concerns

A Bullying Prevention and intervention was presented to the entire staff by representatives from the Middlesex District Attorney's office.

3. Improving student achievement

A series of workshops were held for mathematics, science and career and technical instructors in focusing on technical literacy skills as a means to increase student achievement in the technical areas of the curriculum.

A program was conducted for moderate special needs instructors who serve as liaisons for students with disabilities. This instruction targeted strategies to support awareness of transitional opportunities for this targeted population of students upon graduation from high school.

2014 Summer Transition Program:

The Summer Transition and Enrichment Program at Northeast Metropolitan Regional Vocational School is a two week program that ran from Monday July 7 until Friday July, 18th. This program has two components that targets students at each grade level. The enrichment component is designed to assist in the development in MCAS preparedness for students who have yet to achieve a "passing" score on the tests, and for students who have not yet taken the MCAS, but would like help in getting ready. The transition component, which is funded by Title 1, and Perkins grants is designed to assist incoming freshmen transition from middle school to a career technical high school. The students are provided with busing to and from school, and a mid morning snack. These services, as well as the program itself are run at no cost for the students or parents/ guardians.

The students that are part of the Enrichment Program are divided into four groups to alleviate class sizes. The students stay in the same groups for the two week period. The classes each had two instructors who served as “Co-Teachers”, this is an important teaching strategy that helped the students learn from two instructors that both have their own unique teaching styles. This allows the instructors to be able to have more of a “hands on” approach to teaching the pupils, and lets the teachers and students get to know each other’s learning and teaching styles respectively. The students have a daily schedule in which they have courses in English language Arts, Biology, Math and Team Building.

The biology course is designed to give the students a more structured focus on biology themes that will familiarize them with the subject. The focus this summer in the biology class was on endangered animals, with a major focus on Panda Bears, and their habitats. The students learned about the ecosystem of these animals, how they survive and adapt to their surroundings, and the dangers that they are facing. The students also learn about the flora and fauna of the habitats for the animals, and why these animals are at risk of extinction. The biology unit concluded with a field trip to the Museum of Science in Boston where the students got to see a documentary on endangered pandas. This documentary and field trip is beneficial because it can help the students who favor auditory and visual aides to help comprehend information.

The math course had a focus on MCAS math content questions. The instructors also tied in the biology lessons by having students estimate and do calculations based on what they learned about Pandas. These lessons dealt with having the students analyze how much vegetation is in the ecosystem of the Pandas based on how many pounds of food they eat. Another sample problem would be to estimate and predict how many pandas would be living in the future unless changes are made to their environment based on findings and casualties from years past.

The ELA component deals with content based reading and writing exercises. The students read samples from summer reading books, and would write critical open responses based on the criteria that they will see on the MCAS Exam. The students would also answer previous open responses that were on the MCAS, and evaluate their responses through paired partner reading and correcting. This will help the students analyze what to look for in a graded response.

The team building component is designed as a physical education block, in which the students are faced with physical activities that test their hand eye coordination, and effective problem solving strategies. The exercises are designed in a way that the students can only achieve success through working together.

Respectfully,

Joseph P. O’Brien, Jr.
Summer Transition and Enrichment Program Coordinator

Funding for this program was provided through Title 1, IDEA, and the Carl D. Perkins Occupational Education Act Federal grants.

SUPPORT SERVICES

The Northeast Student Services staff offers support and counseling to all students through individual and group counseling, specialized workshops and presentations, health services, and mediation services. All Northeast counselors are certified as School Adjustment Counselors and are qualified to handle a wide range of student issues. One School Adjustment Counselor is bilingual (Spanish-speaking).

The Career Counselor and Small Business Coordinator provide career awareness and career development services to all students. The Career Counselor and School Adjustment Counselors provide specialized support to students enrolled in non-traditional vocational areas. Two School Nurses provide health services and a Peer Mediation Coordinator implements a Peer Mediation Program.

Support groups are established each year based on student needs. Support groups for pregnant and parenting teens, social skills groups for freshmen, anger management, anxiety, and non-traditional support groups are examples of groups that have been offered in the past.

The School Adjustment Counselors provide individual counseling support and crisis intervention to all students as needed. They will provide support to homeless students, assessing their special needs and coordinating with the Homeless Liaison (Administrator of Student Services). They also are responsible for developing and monitoring Section 504 Accommodation Plans in conjunction with the Administrator of Student Services. School Adjustment Counselors collaborate with school personnel, family members, doctors, psychiatrists, outside therapists, social workers, police, court personnel, and others.

The School Adjustment Counselor(s) work to connect students and families with community based mental health services as needed. Elliot Community Human Services of Lynn serves as our crisis intervention linkage for emergency mental health services in the community.

The Bilingual School Adjustment Counselor provides native language support (Spanish) as needed to limited English proficient students and families across all grades. She provides specific support to the English Language Education program at Northeast, but supports other Northeast Latino students and families as needed. Translation services (oral and written) and interpreting services are often required for parent communication throughout the building, and as needed, this counselor coordinates with all departments to assist. Referrals are made to a Spanish-speaking Psychologist for testing for Special Education evaluation. Interpretation Services in other languages are contracted as needed.

Career counseling and the college application process are emphasized by all school counselors. The Career Center is the focal area for a well-planned four-year career development program that prepares all Northeast students for their individually chosen career paths. The curriculum focuses on career assessment; career information and requirements; employability and entrepreneurial skills; interviewing skills; portfolios; and resume preparation. By providing assessments to evaluate skills, interests, and work values, the Career Counselor works with the School Adjustment Counselors to assist freshmen in their vocational selection process and upper class students with linkages to post-secondary education and employment opportunities.

The Career and Adjustment Counselors provide directed support to those students who are enrolled in career areas that are considered non-traditional for their gender. Students have the opportunity to participate in support groups, specialized presentations, and field trips that prepare them to understand the benefits of non-traditional choices, to manage challenges in each occupation and to understand the required post-secondary linkages to achieve their goals.

The School Nurses have coordinated support services for pregnant and parenting teens with outside providers affiliated with local hospitals. In addition, they provide support to students with chronic medical conditions, coordinating with parents, doctors, nurses, etc. The School Nurses work closely with the School Adjustment Counselors to coordinate assistance when mental health needs arise. They also work closely with the Deans when emergency medical evaluations are required.

The Peer Mediation Coordinator at Northeast operates a Peer Mediation Program where upper class students undergo twelve hours of specialized training in mediation skills and implement a program to work out arising conflicts between students. This is a very positive prevention program that contributes to the development of a positive school climate as students learn to come to their own agreements about how to solve conflict.

The KICK-OFF Mentoring Program is a freshmen transition program that matches junior and senior mentors with small groups of freshmen students. The KICK-OFF Mentors present the Freshmen Orientation day for freshmen and then meet with their groups throughout the year to offer support and to deliver positive lessons that promote a positive school climate. The mentors are trained in a leadership climate by the student services staff, developing a core of approximately 100 peer leaders from 11th and 12th grades.

In addition to the support provided by the counseling staff, the Special Education Department offers a TEAM meeting process that promotes monitoring of student progress and educational support. Each Special Education student is assigned a Liaison who is a teacher in the Special Education Department who oversees progress in relation to the Individual Education Program, communicating with parents, teachers, and counselors to help all students achieve success.

The After School Enrichment and Tutoring Program is a program of educational assistance to students having difficulty with one or more academic subjects. Students who have been successful in specific subject areas and who have participated in training, volunteer their time to assist others in the library one afternoon per week. The tutoring program is designed to supplement after school assistance provided by the academic and vocational teachers. The program benefits go beyond the student achievement as the relationships formed by the tutors and students help to break down barriers between different grade and age groups and develop friendships that would not have had a chance to form. Academic and vocational teachers offer support and assistance to the Enrichment Program.

Special school-wide workshops and presentations are offered through the year for different groups of students. Each year, all freshmen participate in group workshops focusing on harassment and bullying and gender equity issues. Large group assemblies and presentations have been offered focusing on goal setting and acts of kindness, substance abuse, teen dating issues, tolerance, character building, and others.

On a larger scale, the student service emphasis is on communication – communication with students and with parents. Mid-term progress reports are sent to parents each quarter and report cards are sent home four times per year. E-mail communication is welcomed and progress update meetings are held as needed. Parents are asked to be involved with all class scheduling activities.

Post-graduate planning information is shared through career assessment and planning activities. Additionally, the Guidance department held a FASFA night was held in January for parents to offer free support with financial aid specialists. A college planning night was held in April for sophomore and junior parents. Career Plans are sent home annually for parent review. Language development is communicated for limited-English proficient students through assessment data and parent meetings. It is our goal to service all students equitably while attending specifically to those who have specific life challenges.

GRANTS RECEIVED IN FY 2014:

Entitlement and Allocation Grants

Title II, Part A: Improving Educator Quality, Fund Code: 140

The purpose of this federal grant program is to increase student achievement through comprehensive district initiatives that focus on the preparation, training, recruitment, and retention of highly qualified educators. These funds were utilized to support the initiation of the Educator Evaluation Program recently adopted by the Massachusetts Department of Elementary and Secondary Education (DESE). In addition, this grant supports the new teacher mentoring program for the district.

Federal Special Education Entitlement, Fund Code: 240

The purpose of this federal entitlement grant program is to supplement local and state funds in providing services to students with disabilities. This funding source provides professional development for teachers of students with disabilities in addition to providing extended school day and extended school year (summer) learning opportunities for this targeted population.

Special Education: Program Improvement Grant Fund Code: 274

The purpose of this state-funded grant program is to support professional development activities that will improve the quality of the services provided by the special education staff. During school year 2013-14 the focus of this funding was to improve the transition process of students with disabilities upon their graduation from high school.

Title I, Part A, Fund Code: 305:

Title I, the Elementary and Secondary Education Act, provides school district with funding to increase student achievement. The district utilizes these funds to support extended school day and extended school year (summer) learning opportunities for all students. The incoming grade 9 summer orientation program is one of the primary programs funded Title 1. Professional development, targeting increasing student achievement, is also funded through Title 1.

Perkins Act Allocation Grant Program – Secondary, Fund Code: 400

The Carl D. Perkins Occupational Education Act provides funding to assist school districts in improving secondary career and technical programs. The district utilizes this funding source primarily to secure supplies, technology and equipment to guarantee that state-of-the-art conditions exist in the vocational settings of the school. In school year 2013-14 the following career pathways were enhanced by Perkins funding

Department	Purchase
Auto Body Collision repair	On-line text books and Workbooks
Automotive Technology	Light weight Tire Changing Technology
Carpentry	Oscillating saw/ aluminum Pump Jack system
Cosmetology	Upgraded work stations
Culinary Arts	Point of Sales ordering stations
Drafting and Design	Large Scale Plotting Technology
Dental Assisting	Autoclave Sterilizing system
Early childhood Education	Washer/Dryer and Apple IPODS for Reading
Electrical Department	Control Units
Graphic Communications Design Visual	Verscamm printer/cutter for signage and large banners, 10 industry compatible computers
Health Assisting	2 industry standard hospital beds
Heating, Ventilation, Air Conditioning and Refrigeration	Electric ductless split system heat pumps for residential and light commercial zone installation
Information Systems	Upgrade of 30 desktop computers
Metal fabrication	Robotic Mechanical Arm for precision welding
Office Technology	Smart Board technology/ increase of desk top computers to correspond to industry upgrades
Plumbing	Lead free Pro-Press pipe system to connect copper and pipe fittings without using lead as a soldering component
All areas	Skills Plus competency tracking program

Academic Support Services Allocation Grant (Summer), Fund Code: 625

The goal of this state-funded grant program is to enhance academic support services needed to meet the Competency Determination required for high school graduation for students in the Classes of 2003-2015 who have performed in the Level 1: Warning/Failing (Scaled Score = Less than 220) or Level 2: Needs Improvement (Scaled Score = 220-238) categories on their most recent English language arts and/or mathematics MCAS or re-tests. Summer programs may also serve students in the Class of 2015 transitioning into high school that has scored at Levels 1 and/or 2 on their most recent English language arts and/or mathematics MCAS. These services are to supplement currently funded local, state, and federal programs.

Summer Academic Support Enhancement Grant, Fund Code: 625-B

The purpose of this state-funded supplementary summer program is to enhance academic support activities provided by the Academic Support Allocation Grant.(see above)

Literacy Partnerships Grant, Fund Code: 738

The purpose of the state-funded Literacy Partnerships grant program is to enhance the literacy skills of all students in the school. School year 2013-14 was the final opportunity for this two year grant. The district targeted increasing literacy skills in the technical areas of mathematics, science and career and technical studies. Professional development in building successful strategies was provided to instructors in these areas by the Collins Literacy Group.

Competitive Grants

During the 2013-14 school year the district was successful in its application for two competitive grants. The Perkins Competitive Equipment grant yielded \$49,000 to purchase a CNC (computer numerically controlled) router for the Carpentry career pathway.

The state-funded vocational equipment grant secured \$35,000 for a CNC milling machine for use in the newly created STEM academy.

Both of these purchases will provide the Northeast students with state-of-the art experiences in preparation to enter the workforce. These grants supported the district's commitment to train our students to be industry ready upon successful completion of their career and technical programs.

SUMMER PROGRAMS

Northeast Metro Tech Summer School Program enjoyed another successful campaign since its inception in 1988. The Northeast Summer School serviced high school students, from a number of surrounding communities, in six different academic areas including, Math, Science, English, Social Studies, Language, and Vocational Related. The goals of promoting a positive learning atmosphere, retention, and promotion, as well as providing skills to assist each student at the next grade level are paramount objectives behind the philosophical make-up of our summer school.

Our summer program also continued with its Basic Welding certification program. This program was not only extremely successful, but gives both students and adults, from our surrounding communities, an opportunity to explore and possibly begin new careers.

This year the Northeast Summer School program launched an on-line credit recovery program. This program is designed for students who need to fulfill credit deficits in courses that are not running due to low enrollment. These courses are monitored by a credit recovery specialist instructor, and meet all Massachusetts DESE curriculum frameworks requirements.

COMMUNITY EDUCATION PROGRAM

The Community Education Program is a broad base collaborative community initiative assisting learners of all kinds complete their education and achieve economic self-sufficiency through empowerment skills, health care, support services and meaningful employment.

Our vision is to deliver educational experience in a positive environment that will enable Northeast to reach new heights together with our lifelong learning community. The focus of the Community Education Program is to offer programs that meet the demands of our learning populations. In doing this, we give people the opportunity to improve employment skills, fulfill lifelong goals, or enrich their lives with social activities. With the most qualified instructors, and state of the art labs Northeast strives to maintain the highest standards of education. During the summer of 2014 continued emphasis was placed on technology upgrades such as brochure modification, new state of the art web site construction, and the introduction of new programs in the medical field, new culinary classes, continuing education in all construction related courses, computer and CAD classes, photography and many other enrichment courses.

We are also proud participants of hosting the Wakefield Relay for Life, by doing this, it guarantees a succession plan well into the future for this much needed program.

2014 GRADUATES

The 2013-14 school year represents the Fortieth class to matriculate at Northeast Metropolitan Regional Vocational School. Northeast graduated 287 students in the class of 2014. Breakdown of graduates' status after graduation is as follows:

Attending 4 year college 60	Employed 113
Attending 2 year college 92	Entering Military Service 8
Apprentice school 6	Other 8

SPECIAL NEEDS ENROLLMENT

Special Needs enrollment for the 2013-14 school year continued to represent approximately one third share of the total school enrollment with students. The 317 Special Needs students represent 27% of the school population. Additionally 70 students were eligible for services under section 504 of the Rehabilitation Act.

DISTRICT SCHOOL COMMITTEE ELECTION OF OFFICERS

At the Annual Organizational Meeting of the District School Committee on January 9, 2014 the following members were re-elected Officers of the Northeast District School Committee:

Chairman	Michael T. Wall, of Chelsea
Vice Chairman	Henry S. Hooton, of Melrose
Secretary	Peter A. Rossetti, Jr. of Saugus
Treasurer	Larry Means, of Stoneham
Assoc. Treasurer	Vincent J. Carisella, of Wakefield

CONCLUSION

As Northeast celebrates its forty-fourth year of career/technical excellence with its twelve member communities, the district continues to offer students the finest career technical education with which to build a successful career.

The District supports curriculum and both academic and career technical classrooms with the latest equipment and technology. Evidence of our commitment is reflected in the State's grade 9 – 12 Dropout rate which shows Northeast significantly lower at 0.6% versus the State rate of 2.0%. Recent graduate follow up data indicates that 98% of students from the Class of 2014 were positively placed in relevant post-secondary areas (*Source: MA DESE CVTE Grad Follow-up Survey INTERIM Results, Nov 2014*).

In fact, Northeast currently employs 29 alumni at the school, including the Principal-Deputy Director and Vocational Coordinator. Alumni's stories of success and their readiness and willingness to help their alma mater by recruiting graduates for cooperative education experiences or employment is proof of their dedication to Northeast. Testimonials as to the success of our graduates continue to be received which makes us proud to have contributed in some small way to their accomplishments

The Northeast Class of 2014 achieved a 99.7% pass rate on the MCAS assessments. Northeast continues to offer school day MCAS Enrichment Classes and after school enrichment programs for those students in need of additional preparation for the MCAS. Northeast also offers a well-attended Summer Transition Program for incoming freshmen and as a Summer Enrichment Program for enrolled at risk students preparing for the MCAS state assessments.

The Career Center facilitates student access to technology to further learn business aspects of their industries, develop career plans, resumes, and comprehensive portfolios, and prepare college and other post- secondary documents with the assistance of our faculty including Career and Adjustment Counselors.

Northeast continues to provide students the finest career technical education with which to build a positive and productive post-secondary experience, be it college or career, offering experiences with the latest equipment and technology in both the career technical and academic programs.

Once again, I am proud to have represented Reading as a member of the Northeast Metropolitan Regional Vocational District School Committee. I will continue to serve as the guardian of funds allocated from the community to this educational institution and assist in and provide counsel to the school in maintaining the highest standards of educational excellence possible.

Respectfully submitted,

Robert S. McCarthy, Committee Member
Northeast School Committee
Reading Representative

ENROLLMENT HISTORY

CITY/TOWN DISTRICT	S.Y. 02-03	S.Y. 03-04	S.Y. 04-05	S.Y. 05-06	S.Y. 06-07	S.Y. 07-08	S.Y. 08-09	S.Y. 09-10	S.Y. 10-11	S.Y. 11-12	S.Y. 12-13	S.Y. 13-14
Chelsea	240	268	258	221	203	198	206	190	195	199	204	207
Malden	150	157	175	215	238	234	222	216	215	198	194	168
Melrose	30	40	36	56	64	64	48	45	62	61	67	63
North Reading	27	29	30	28	40	38	37	37	36	35	32	34
Reading	22	22	25	19	26	26	26	28	23	16	19	16
Revere	277	272	256	241	242	238	244	238	234	225	223	218
Saugus	139	148	139	146	137	138	161	174	191	204	200	195
Stoneham	36	28	37	34	46	44	46	52	54	59	69	70
Wakefield	39	34	36	59	65	61	84	91	98	79	70	61
Winchester	9	9	6	7	9	9	7	11	13	15	14	9
Winthrop	40	40	37	41	45	44	55	65	58	60	65	64
Woburn	87	85	107	99	97	97	70	59	55	65	83	111
TOTALS: NON DISTRICT GRAND TOTAL:	1096	1132	1142	1166	1212	1191	1206	1206	1234	1216	1240	1216
	40	44	48	43	47	53	39	42	31	35	28	35
	1136	1176	1190	1209	1259	1244	1245	1248	1265	1251	1268	1251
 SPECIAL NEEDS ENROLLMENT	 273	 275	 287	 320	 342	 333	 323	 330	 331	 326	 313	 317
% SPECIAL NEEDS ENROLLMENT	24%	23%	24%	26%	27%	27%	26%	26%	26%	26%	26%	27%

Northeast Metropolitan Regional Vocational School District
Fiduciary Fund
June 30, 2014

Fund	Balance
Adult Education	\$53,270
Building Usage	\$75,618
Athletics	-\$431
Cafeteria	-\$301
Medicaid	\$1,615
Grants	\$88,970
School Choice	\$15,226
Auto Body	\$10,339
Auto Technology	\$11,957
Shinning Knights	\$1,914
Day Care	\$35,327
Culinary Arts	\$5,050
Cosmetology	\$2,701
Graphics	\$3,794
Carpentry	\$1,426
Metal Fabrication	\$19,858
Total Fiduciary Fund	\$326,333

Northeast Metropolitan Regional Vocational School
Comparison of Assessments
As of March 2015

	Budget FY 2014	Budget FY2015	Variance \$	Variance %
Gross Budget	\$21,675,000	\$22,364,999	\$689,999	3.1834%
Less Revenues				
Chapter 70 Aid	\$8,944,100	\$8,609,863	-\$334,237	-3.74%
Transportation	\$499,680	\$599,400	\$99,720	19.96%
Total Revenues	\$9,339,771	\$9,114,494		
Net Assessments	\$11,631,220	\$12,611,800	\$980,580	8.43%
Chelsea	\$642,142	\$721,837	\$79,695	12.41%
Malden	\$1,389,356	\$1,485,922	\$96,566	6.95%
Melrose	\$873,983	\$1,029,947	\$155,964	17.85%
North Reading	\$436,616	\$393,086	-\$43,530	-9.97%
Reading	\$239,830	\$229,908	-\$9,922	-4.14%
Revere	\$1,432,143	\$1,529,360	\$97,217	6.79%
Saugus	\$2,635,346	\$2,773,703	\$138,357	5.25%
Stoneham	\$948,815	\$1,099,192	\$150,377	15.85%
Wakefield	\$962,677	\$1,018,402	\$55,725	5.79%
Winchester	\$189,885	\$156,670	-\$33,215	-17.49%
Winthrop	\$746,228	\$747,349	\$1,121	0.15%
Woburn	\$1,134,199	\$1,426,424	\$292,225	25.76%
Total	\$11,631,220	\$12,611,800	\$980,580	8.43%

Enrollment	Students FY 2014	Students FY 2015	Variance	Variance %
Chelsea	204	199	-5	-2.450980%
Malden	194	189	-5	-2.577320%
Melrose	67	74	7	10.447761%
North Reading	32	27	-5	-15.625000%
Reading	19	17	-2	-10.526316%
Revere	223	224	1	0.448430%
Saugus	200	190	-10	-5.000000%
Stoneham	69	73	4	5.797101%
Wakefield	70	68	-2	-2.857143%
Winchester	14	11	-3	-21.428571%
Winthrop	65	62	-3	-4.615385%
Woburn	83	98	15	18.072289%
Total Enrollment	1240	1232	-8	-30.32%

**APPOINTED AND ELECTED TOWN BOARDS, COMMITTEES & COMMISSIONS
(December 31, 2014)**

<u>Title</u>	<u>#Positions</u>	<u>Term</u>	<u>Orig Date</u>	<u>Term Exp</u>	<u>Appt'g Auth</u>
--------------	-------------------	-------------	----------------------	---------------------	------------------------

Animal Control Appeals Committee					
	3	3 years			BOS
Catherine Folan	93A Hardnen Street		(12)	2015	
Tina Ohlson, Chairman	200 Forest Street		(08)	2017	
John Miles	532 West Street		(09)	2016	

Audit Committee					
	7	3 years			
Paul McNeice	20 Johanna Drive		(13)	2016	FinCom
Phil Pacino	5 Washington Street Unit D6		(10)	2017	RMLD
Stephen Herrick	9 Dividence Road		(05)	2015	BOS
Chuck Robinson	81 Prospect Street		(06)	2017	Sch. Com.
Jeanne Borawski	3 Deer Path Lane		(14)	2015	Sch. Com.
Mark Dockser	110 Beaver Road		(14)	2017	FinCom
Marsie K. West	3 Whitehall Lane		(13)	2016	BOS

Board of Appeals					
	5 + 2	3 years			BOS
	Associates				
Vacancy (Associate)			(08)	2017	
Robert A. Redfern, V. Chr.	54 Prospect Street		(01)	2015	
John A. Jarema	797 Main Street		(78)	2016	
David Traniello	1 Old Mill Lane		(12)	2015	
Kathleen Hackett	3 Indiana Avenue		(12)	2017	
Erik Hagstrom (Assoc.)	53 Arcadia Avenue		(13)	2016	
Damase Caouette, Chairman	11 Field Pond Drive		(09)	2017	

Board of Assessors					
	3	3 years			Elected
Francis J. Golden	5 Wells Road		(13)	April'16	
Robert N. Marshall	108 Franklin Street		(14)	April'17	
Robert Quinn	42 Benton Circle		(12)	April'15	

Board of Cemetery Trustees					
	6	3 years			BOS
Mary R. Vincent	17 Indiana Avenue		(94)	2015	
Olive B. Hecht	73 Martin Road		(08)	2017	
William C. Brown, Sec.	28 Martin Road		(96)	2015	
Janet Baronian, Chairman	75 Mill Street		(99)	2017	
Ronald Stortz, V. Chr.	538 Summer Ave.		(04)	2016	
Elise M. Ciregna	48 Pearl Street		(07)	2016	

BOS – Board of Selectmen; T. Mgr. – Town Manager; Mod. – Town Moderator; B.V. of O. – By virtue of office; Sch. Com. – School Committee; FChr. – Finance Committee Chairman; E. by E. – Elected by Employees. *All terms expire June 30 of year noted, unless indicated otherwise.

<u>Title</u>	<u>#Positions</u>	<u>Term</u>	<u>Orig Date</u>	<u>Term Exp</u>	<u>Appt'g Auth</u>
Board of Health	3	3 years			BOS
Andrew Friedman	27 Hillcrest Road		(11)	2017	
Barbara A. Meade, Chairman	11 Ash Hill Road		(01)	2015	
David Singer	66 Prospect St.		(03)	2016	
Board of Library Trustees	6	3 years			Elected
Victoria V. Yablonsky	93 Grand Street		(02)	April'17	
David P. Hutchinson, Chr.	41 Harvard Street		(05)	April'17	
Alice Collins	23 Mineral Street		(12)	April'15	
John E. Brzezinski	60 Terrace Park		(13)	April'16	
Cherrie Dubois	9 Meadow Brook Lane		(07)	April'16	
Andrew Grimes	103 Oak Street		(12)	April'15	
Board of Registrars	4	3 years			BOS
	<small>2 from each major party</small>				
Harry Simmons	17 Pine Ridge Road		(06)	2017	
Gloria R. Hulse	107 Sanborn Lane		(92)	2015	
Krissandra Holmes	77 Redgate Lane		(06)	2016	
Laura Gemme	16 Lowell Street		(09)	Indef.	B.V. of O.
Board of Selectmen	5	3 years			Elected
John Arena, Chairman	26 Francis Drive		(12)	April'15	
Marsie K. West, Vice Chairman	3 Whitehall Lane		(13)	April'16	
Daniel Ensminger, Secretary	6 Oakland Road		(13)	April'16	
John R. Halsey	75 Beaver Road		(14)	April'17	
Kevin M. Sexton	20 Emerson Street		(14)	April'17	
Bylaw Committee	5	3 years			Appt. Com
Marcel Dubois	16 Willow Street		(13)	2016	
Jeffrey W. Struble, V. Chr.	4 Tower Road		(13)	2017	
Stephen Crook, Chairman	137 Pleasant Street		(12)	2015	
Paul J. Sylvester	421 Summer Avenue		(13)	2017	
Ronald T. O'Keefe, Jr.	44 Batchelder Road		(06)	2015	
Bylaw Committee Appointment Committee					
Stephen Crook	137 Pleasant Street				Chair Bylaw Com
John Arena	26 Francis Drive				Chair BOS
Alan Foulds	9 Ide Street				Town Moderator

BOS – Board of Selectmen; T. Mgr. – Town Manager; Mod. – Town Moderator; B.V. of O. – By virtue of office; Sch. Com. – School Committee; FChr. – Finance Committee Chairman; E. by E. – Elected by Employees. *All terms expire June 30 of year noted, unless indicated otherwise.

<u>Title</u>	<u>#Positions</u>	<u>Term</u>	<u>Orig Date</u>	<u>Term Exp</u>	<u>Appt'g Auth</u>
Celebration Committee					
	5	3 years			
Kurt Habel	832 Main Street	(99)	2015		BOS
Rita Robertson	9 Elm Street	(02)	2017		Mod.
Robert Mittnight	18 Cherry Lane Drive	(14)	2017		Historical
Bob McLaughlin	14 Galvin Circle	(02)	2016		Library
Everett Blodgett	99 Prescott Street	(00)	2015		Sch. Com.
Climate Advisory Committee					
	5	3 years			BOS
Joan Boegel, Chairman	3 Highland Street	(10)	2015		
David L. Williams	258 Haverhill Street	(08)	2017		
Ronald Daddario	97 Summer Avenue	(10)	2017		
Ray Porter	529 Franklin Street	(07)	2015		
Laurie Ann Sylvia	1176 Main Street	(11)	2016		
Gina Snyder (Associate)	11 Jadem Terrace	(06)	2015		
Michele Benson (Associate)	128 Eastway	(06)	2015		
Commissioners of Trust Funds					
	3	3 years			BOS
Elizabeth W. Klepeis, Chr.	68 Tennyson Road	(05)	2017		
Neil L. Cohen	73 Hillcrest Road	(07)	2015		
John J. Daly, V. Chr.	163 Woburn Street	(95)	2016		
Marsie West	3 Whitehall Lane	(13)	2017		
Nancy Heffernan	16 Lowell Street		Indef.		BVO
Community Planning & Development Commission					
	5	3 years			BOS
Vacancy		()	2017		
Jeffrey Hansen, Chairman	24 Vale Street	(12)	2015		
Nicholas Safina	221 South Street	(06)	2016		
John Weston	10 Winthrop Ave.	(07)	2016		
David B. Tuttle	27 Heather Drive	(06)	2017		
George Katsoufis (Associate)	9 Berkeley Street	(06)	2015		
Conservation Commission					
	7	3 yrs			BOS
Rebecca Longley	550 Summer Avenue	(14)	2017		
Terrence Selle	25 Summer Avenue	(13)	2017		
Brian F. Sullivan	145 Lowell Street	(10)	2015		
Jamie Maughan, V. Chr.	263 Woburn Street	(10)	2016		
Vacancy		()	2015		
Annika Scanlon	3 Copeland Avenue	(06)	2016		
Alison Stager	42 Autumn Lane	(14)	2015		

BOS – Board of Selectmen; T. Mgr. – Town Manager; Mod. – Town Moderator; B.V. of O. – By virtue of office; Sch. Com. – School Committee; FChr. – Finance Committee Chairman; E. by E. – Elected by Employees. *All terms expire June 30 of year noted, unless indicated otherwise.

<u>Title</u>	<u>#Positions</u>	<u>Term</u>	<u>Orig Date</u>	<u>Term Exp</u>	<u>Appt'g Auth</u>
--------------	-------------------	-------------	----------------------	---------------------	------------------------

Constables	Up to 4	3 years	BOS		
-------------------	----------------	----------------	------------	--	--

Thomas H. Freeman	P.O. Box 825	(93)	2015		
Sally M. Hoyt	221 West Street	(72)	2017		
Tanya Amico	4 Chapel Hill Drive	(13)	2016		
John Segalla	115 Hanscom Avenue	(13)	2016		

Contributory Retirement Board	5	3 years	BOS		
--	----------	----------------	------------	--	--

Frank Driscoll	7 Ordway Terrace		2017		E. by E.
Joe Veno, Chairman	11 Rock Street North Reading		2016		E. by E.
Sharon Angstrom, Town Acct.	16 Lowell Street		Indef.		B.V. of O.
Richard Foley	68 Tennyson Road		12/15		BOS
Thomas A. Clough	172 Summer Avenue		2015		Board

Council on Aging	10	3 years	BOS		
-------------------------	-----------	----------------	------------	--	--

Margaret Havey	23 Van Norden Road	(06)	2015		
Steve Oston, Chairman	68 Sturges Road	(07)	2016		
Sally M. Hoyt	221 West Street	(04)	2016		
Thomas Procopio, Vice Chair	424 South Street	(12)	2015		
Erica Lynne Deane	124 Franklin Street	(09)	2015		
John Parsons	3 C Street	(14)	2017		
Donavin Bentley	433 Pearl Street	(13)	2016		
Marilyn Shapleigh	11 John Carver Road	(14)	2015		
Kevin Walsh	30 Haven Street, Ste. 4001	(11)	2017		
Sandra J. Shaffer	239 Main Street	(14)	2017		
Jolyn Ek (Associate)	8 Frank Tanner Dr. #8	(14)	2015		
Brian Snell (Associate)	99 Walnut Street	(14)	2015		

Cultural Council	7	3 years (6 max)	BOS		
-------------------------	----------	------------------------	------------	--	--

Jacalyn Wallace	75 Hopkins Street	(12)	2016		
Nancy Snow, Co-Chair	369 Lowell Street	(12)	2015		
Nancy Ziemiak	15 Orchard Park Drive	(14)	2017		
Maryann Kozlowski	16 Weston Road	(14)	2015		
Rosemary Lewis, Secretary	273 Forest Street	(14)	2017		
Catherine Folan, Treasurer	93A Hardnen Street	(12)	2015		
Donna Schenkel, Chairman	368 Franklin Street	(13)	2017		

BOS – Board of Selectmen; T. Mgr. – Town Manager; Mod. – Town Moderator; B.V. of O. – By virtue of office; Sch. Com. – School Committee; FChr. – Finance Committee Chairman; E. by E. – Elected by Employees. *All terms expire June 30 of year noted, unless indicated otherwise.

<u>Title</u>	<u>#Positions</u>	<u>Term</u>	<u>Orig Date</u>	<u>Term Exp</u>	<u>Appt'g Auth</u>
--------------	-------------------	-------------	----------------------	---------------------	------------------------

Custodian of Soldier's And Sailor's Graves	1	up to 5 years			
Francis P. Driscoll	7 Ordway Terrace	(92)	2019		BOS

Economic Development Committee	5	3 years			BOS
Maria Higgins	57 Avalon Road	(10)	2017		
George A. Rio	11 Estate Lane	(08)	2015		
Vacancy		()	2017		
Meghan Young	40 Oak Street	(06)	2016		
Karl Weld, Chairman	60 Highland Street	(11)	2016		
Sandra Popaja (Associate)	195 Main Street	(14)	2015		
John Russell (Associate)	212 Gazebo Circle	(06)	2015		

Finance Committee	9	3 years (9 years max)			Appointment Com
Paula Perry, V. Chr.	40 Beaver Road	(10)	2017		
Marc Moll	41 Richards Road	(14)	2017		
Anne Landry	15 Center Avenue	(14)	2017		
Karen Gately Herrick	9 Dividence Road	(12)	2015		
Vacancy		()	2015		
Paul McNeice	20 Johanna Drive	(12)	2016		
Mark Dockser, Chairman	110 Beaver Road	(10)	2016		
Craig Merry	187 Sanborn Lane	(14)	2016		
Peter Lydecker	7 Beaver Road	(14)	2015		

Fall Street Faire Committee	5	1 year			BOS
Brian Snell	99 Walnut Street	(14)	2015		
Leslie M. Leahy	18 Hartshorn Street	(11)	2016		
Alison Ullman	158 Howard Street	(12)	2015		
Sheila Mulroy	107 Eastway	(12)	2016		
Denise Benard	33 John Street	(11)	2017		

FinCom Appointment Committee	3	1 year			
Alan E. Foulds, Chairman	9 Ide Street		Indef.		Moderator
Mark Dockser	110 Beaver Road		Indef.		Fin. Chr.
John Arena	26 Francis Drive		Indef.		Chr. BOS

BOS – Board of Selectmen; T. Mgr. – Town Manager; Mod. – Town Moderator; B.V. of O. – By virtue of office; Sch. Com. – School Committee; FChr. – Finance Committee Chairman; E. by E. – Elected by Employees. *All terms expire June 30 of year noted, unless indicated otherwise.

<u>Title</u>	<u>#Positions</u>	<u>Term</u>	<u>Orig Date</u>	<u>Term Exp</u>	<u>Appt'g Auth</u>
Historical Commission	5 +	3 years			BOS
	Associates				
Carl Mitnacht	18 Cherry Lane Drive	(12)	2017		
Sally Hilgendorff, Chairman	43 Wakefield Street	(13)	2016		
Ronald Weston	63 Blueberry Lane	(14)	2017		
Sharlene Reynolds Santo, Secretary	46 Wakefield St.	(99)	2015		
Robyn Parker	9 Berkeley Street	(11)	2016		
Nancy Kohl (Associate)	607 Pearl Street	(11)	2015		
Virginia M. Adams (Associate)	59 Azalea Circle	(78)	2015		
Jonathan Barnes (Associate)	41 Pratt Street	(14)	2015		
Housing Authority	5	5 years			BOS
Kevin F. Mulvey, V. Chr.	67 Whittier Road	(08)	2018		
Karen Flammia	19 Vista Ave.	(00)	2015		
Madeline Hodgdon	4 Frank Tanner Drive #7	(13)	2017		
Diane Cohen,	51 Redgate Lane	(04)	2016		State Appts
Timothy Kelley, Chairman	84 Woburn Street	(96)	2019		
Human Relations Advisory Committee	7	3 years			BOS
Kyung Yu	900 Main Street	(14)	2017		
Lori Hodin, Co-Chair	385 Summer Avenue	(07)	2016		
Linda Snow Dockser (School)	110 Beaver Road	(14)	2017		
Camille Anthony (BOS)	26 Orchard Park Drive	(12)	2015		
Mark Segalla (Police)	15 Union Street	(14)	2016		
Monique Pillow Gnanaratnam Co-Chair	873 Main Street	(08)	2015		
Jacalyn Wallace	75 Hopkins Street	(12)	2016		
Sandra Popaja (Associate)	195 Main Street	(14)	2015		
MBTA Advisory Board	1	Indef			Town Mgr
Jessie Wilson	16 Lowell Street				
Metropolitan Area Planning Council	1 +	3 years			BOS
	Alternate				
Steven Sadwick	138 Prospect Street	(05)	2017		
Moderator		1 year			Elected
Alan Foulds	9 Ide Street			April 15	

BOS – Board of Selectmen; T. Mgr. – Town Manager; Mod. – Town Moderator; B.V. of O. – By virtue of office; Sch. Com. – School Committee; FChr. – Finance Committee Chairman; E. by E. – Elected by Employees. *All terms expire June 30 of year noted, unless indicated otherwise.

<u>Title</u>	<u>#Positions</u>	<u>Term</u>	<u>Orig Date</u>	<u>Term Exp</u>	<u>Appt'g Auth</u>
Municipal Light Board	5	3 years			Elected
Philip B. Pacino, Secretary	5 Washington St. Unit D6	(87)	April 16		
David Talbot	75 Linden Street	()	April 16		
Thomas O'Rourke	50 Chequessett Road	(14)	April 17		
Vacancy		()	April 15		
John Stempeck	65 Avalon Road	(12)	April 15		
Mystic Valley Elder Services, Inc	2	3 years			
Jane Burns	16 Lowell Street	(12)	9/30/13	COA	
Vacancy			9/30/15	BOS	
North Suburban Planning Council	4				BOS
Ben Tafoya	40 Oak Street	(07)	2016		
RCTV Board of Directors	2	3 years			BOS & Sch Com
Stephen Goldy	42 Berkeley Street	(14)	2016	BOS	
John Carpenter		(10)	2017	Sch. Com.	
Kevin Walsh	30 Haven St., Ste. 4001	(11)	2015	BOS	
Reading Ice Arena Authority	1	3 years			BOS
Carl McFadden	33 Wakefield Street	(10)	2017		
RMLD Citizen Advisory Board	1	3 years			BOS
David Mancuso	129 Howard Street	(14)	2017		
Recreation Committee	8 + 1 Sch. Com. + Alt.	3 years			BOS
Nancy Linn Swain	35 Minot Street	(03)	2015		
Michael DiPietro	23 Sanborn Lane	(04)	2016		
Adam Chase	8 Gardner Road	(93)	2017		
Richard Hand	20 Meadowbrook Ln.	(11)	2017		
Francis Driscoll, Chairman	7 Ordway Terrace	(04)	2016		
Jeanne Borawski	3 Deer Path Lane	(14)	2017	Sch. Com.	
Catherine R. Kaminer	37 Warren Avenue	(88)	2016		
Daniel Foley	32 Grand Street	(14)	2015		
Mary Ellen Stolecki (Associate)	33 Lewis Street	(00)	2015		
John Winne (Associate)	29 Clover Circle	(13)	2015		
Eric Hughes	18 Small Lane	(08)	2015		

BOS – Board of Selectmen; T. Mgr. – Town Manager; Mod. – Town Moderator; B.V. of O. – By virtue of office; Sch. Com. – School Committee; FChr. – Finance Committee Chairman; E. by E. – Elected by Employees. *All terms expire June 30 of year noted, unless indicated otherwise.

<u>Title</u>	<u>#Positions</u>	<u>Term</u>	<u>Orig Date</u>	<u>Term Exp</u>	<u>Appt'g Auth</u>
--------------	-------------------	-------------	------------------	-----------------	--------------------

Regional School District Committee	1	4 years			Elected
Robert S. McCarthy			(12)	Nov'16	

Rules Committee	8	1 year <small>No more than 6 consecutive years</small>			Precinct Member
Ronald T. O'Keefe (Precinct 1)	44 Batchelder Road		(08)		
Peter G. Coumounduros (Prec 2)	24 Smith Avenue		(01)		
Francis P. Driscoll (Precinct 3)	7 Ordway Terrace		(08)		
Nancy Graham (Precinct 4)	26 Holly Road		(10)		
Janice Jones (Precinct 5)	22 Mount Vernon St.		(08)		
James Mulvey (Precinct 6)	8 Palmer Hill Avenue		(10)		
Denise D. Wyer (Precinct 7)	228 Forest Street		(08)		
Karen Gately Herrick (Prec. 8)	9 Dividence Road		(10)		

School Committee	6	3 years			Elected
Linda Snow Dockser	110 Beaver Road		(14)	April 17	
Christopher Caruso, Chair	77 Hartshorn Street		(06)	April 15	
Jeanne M. Borawski	3 Deer Path Lane		(13)	April 15	
Charles Robinson, V. Chair	81 Prospect Street		(07)	April 16	
Elaine L. Webb	309 Pearl Street		(14)	April 17	
Gary Nihan	33 Dudley Street		(14)	April 16	

Sick Bank Committee	9	3 years			
Kathy Miksis	64 Middlesex Ave.			2015	T. Mgr.
Margaret A. Campbell, Chr.	16 Lowell Street			2016	T. Mgr.
Jane Kinsella	16 Lowell Street			2017	T. Mgr.
Vacancy (Dispatcher)	15 Union Street			2017	Union
Kevin Brown (Police Sup.)	15 Union Street			2017	Union
Tom Ward (DPW)	16 Lowell Street			2015	Union
Peter Tassi	16 Lowell Street			2017	T. Mgr.
Pat Iapicca (Police Patrol)	15 Union Street			2017	Union
James D'Entremont(Eng.)	16 Lowell Street			2017	Union

Town Forest Committee	5	3 years			BOS
Terence Selle	25 Summer Avenue		(12)	2015	
William Sullivan	44 Blueberry Lane		(13)	2016	
Richard Wetzler	9 Gould Street		(12)	2015	
Thomas Gardiner	182 Franklin Street		(10)	2016	
Farrukh Najmi	65 Marla Lane		(13)	2017	
Kurt Habel (Associate)	832 Main Street		(13)	2015	

BOS – Board of Selectmen; T. Mgr. – Town Manager; Mod. – Town Moderator; B.V. of O. – By virtue of office; Sch. Com. – School Committee; FChr. – Finance Committee Chairman; E. by E. – Elected by Employees. *All terms expire June 30 of year noted, unless indicated otherwise.

<u>Title</u>	<u>#Positions</u>	<u>Term</u>	<u>Orig Date</u>	<u>Term Exp</u>	<u>Appt'g Auth</u>
Trails Committee	5	3 years			BOS
Thomas S. Gardiner, Chairman	182 Franklin Street		(08)	2015	
Terence Selle	25 Summer Avenue		(12)	2016	
Jean Jacobs	73 Fairchild Drive		(12)	2015	
David Williams	117 Oak Street		(08)	2016	
William Finch	51 Mill Street		(11)	2017	
John E. Parsons (Associate)	3 C Street		(08)	2015	

Volunteer Appointment Subcommittee					BOS
Daniel Ensminger, Chairman	6 Oakland Road		(13)	2015	
Kevin Sexton	26 Francis Drive		(12)	2015	

West Street Historic District Commission	5	3 years			BOS
Virginia Adams	59 Azalea Circle		(09)	2015	
Priscilla Poehler	43 Bancroft Avenue		(09)	2015	
Everett Blodgett	99 Prescott Street		(09)	2016	
Greg Maganzini	168 West Street		(14)	2016	
Ilene Bornstein	80 Haystack Road		(09)	2017	

BOS – Board of Selectmen; T. Mgr. – Town Manager; Mod. – Town Moderator; B.V. of O. – By virtue of office; Sch. Com. – School Committee; FChr. – Finance Committee Chairman; E. by E. – Elected by Employees. *All terms expire June 30 of year noted, unless indicated otherwise.