

MASC/MASS JOINT CONFERENCE

LEADING IN TIMES OF CHANGE



www.masc.org

Conference
Program

Resort and Conference Center, Hyannis

November 6-9, 2019



**Valerio
Dominello &
Hillman, LLC**

Experienced Attorneys

Representing School Committees and Municipalities

Providing Practical Advice and Comprehensive Employment,

Labor Relations and School Law Services

Elizabeth Valerio, Nicholas Dominello, Robert Hillman,

John Foskett, Wendy Chu, Jennifer King & Eric Klein

One University Avenue

Suite 300B

Westwood, MA 02090

617.862.2005

VDHBoston.com

contents

2	Program 2019
7	Division meetings
17	Featured speakers
19	Exhibitors
20	MASC officers
22	MASS officers
25	Council of School Attorneys
27	Panelist index

MASC and MASS thank our premiere Sponsor Partners for their support of Conference 2019

Colliers • Comcast • Diligent Corporation • DRA Architects • H-IQ • Mirick O’Connell • New England Dairy • Pinck & Co. • Scholastic • Solect Energy • Trane Commercial Systems • Valerio Dominello & Hillman, LLC

Make your **board meetings** even more effective and receive special pricing!

Take your board meetings to the next level with Community by Diligent, the most robust modern governance tool available. Designed to fit the needs of school districts, Community by Diligent is powerful, accessible and mobile friendly.

Some features include:

- Agenda and board book creation
- Robust board member annotations
- One click print
- Exceeds WCAG 2.1 AA requirements
- Improved mobile-first user experience

For a limited time, we will be offering special pricing on Community exclusively for MASC members. To take advantage of the special pricing, sign up for a demo today!

learn.diligent.com/masc



11:00am **Conference registration opens (Exhibit Hall lobby)**

12:30-1:40pm **PANEL SESSION I**

• **Personalized Learning and Autism (Cape Cod) (✓)**

As educators and school leaders explore personalized learning for all students, it is critical to investigate how to expand this concept to assist students on the autism spectrum using appropriate tools.

Presenters in this session (one of whom is an administrator and the parent of a child on the spectrum) will share strategies using video for personalized learning and Augmented Reality Smartglasses for social-emotional learning. Participants will learn how these tools have impacted student learning in two MA school districts and will be able to use the glasses themselves in order to understand how they can improve the educational experience for students on the spectrum.

Presenters: *Patrick Daly*, Asst. Superintendent, North Reading (moderator); *Dyana Boutwell*, North Reading School Committee; *Jolene Danian*, Teacher, North Reading; *Jack Daly*, Student, Tri-Town Regional; *Scott Morrison*, Superintendent, Tri-Town Regional

• **Communicating the Budget: Transparency and Trust (Hyannisport West) (✓)**

This session will demonstrate the MASBO Promising District Practices guidelines to explore best practices in using financial reports and presentations for the school committee, administration and general public to best communicate complicated financial information in easy to understand formats. The session will focus on best practice examples for quarterly budget status reports, annual budgets and the budget development process.

Presenters: *Margaret Driscoll*, Executive Director, MASBO (moderator); *Brian Allen*, Chief Financial and Operations Officer, Worcester Public Schools; *Mary DeLai*, President, District Resources Group LLC

• **Strong Communities/Strong Public Schools: Time to Start the Dialogue (Hyannisport East)**

This presentation will address the growing need for superintendents and school committee members to engage community members and elected officials to help them better understand the 21st century school environment and the challenges schools are facing today. These include seismic demographic and cultural/behavioral shifts (aging and minority populations, poverty, substance abuse, childhood/family trauma, etc.) and the impact those shifts are having on both schools and the local communities. Presenters will also discuss the effects of negative media, federal and state involvement

and mandates, a changing job market and increased expectations being placed on schools.

Presenters (all from Saugus): *David DeRuosi*, Superintendent, (moderator); *Myra Monto Belmonte*, Middle School Principal; *Michelle Manning*, Science Teacher; *Sabrina Monroe*, Guidance Counselor

• **MA Chronicles: An Historical Resource for Schools in the Commonwealth (Barnstable 1)**

The Massachusetts Chronicles lies at the heart of a bold educational initiative to help reinvigorate the teaching and learning of state history across the curriculum. A special educator's guide, which is produced alongside the book, will map dozens of creative cross-curricular activities to state teaching standards across math, literacy, social studies and the sciences. A comprehensive professional development program will be launched to coincide with the 400th anniversary of the Mayflower landing and will incorporate these new learning strategies into elementary and middle schools across the state. Learn how your district can take advantage of this new cross-curricular teaching model.

Presenters: *Gary Maestas*, Superintendent, Plymouth (moderator); *Kim Savery Hunt*, Plymouth School Committee; *Chris Lloyd*, editor, What on Earth Publishing, Inc.

• **Using Data on Absences for Student Achievement (Barnstable 2)**

Among the areas the state is using to assess district performance, absences may be among the most overlooked for analysis. Learn how student absences can be a critical performance criterion in the context of how to analyze the data and improve outcomes

Presenters: *Michael Moriarty*, MA Board of Elementary & Secondary Education/former member - Holyoke School Committee (moderator); *Rob Curtin*, Associate Commissioner, Center for District Support, DESE

• **Computer Science Immersion (Barnstable 3)**

Presenters from Hingham will describe their multi-year initiative to integrate computer science and digital literacy into elementary classrooms. The project also includes an immersive professional development experience for elementary classroom teachers who have subsequently developed and piloted cross-curricular lessons integrating a variety of DLCS learning tools and programs. The pilot lessons will be scaled across the district in the upcoming year.

Presenters: *Libby Lewiecki*, Hingham School Committee (moderator); *James LaBillois*, Asst. Superintendent; *Kathryn Roberts*, K-12 Director of Science; *Tina Werner*, K-5 Computer Science Specialist; *Kyra Frank*, President, Hingham Education Foundation Board of Trustees

• **Creating a Connected Community: Engaging Stakeholders and Developing Strategic Partnerships (Centerville)**

Over the past several years, the Mashpee Public School District has worked toward enhancing outreach within the community, with both district and school committee goals set on this topic. This has included re-engaging and improving the (historically strained) relationship with members of the Mashpee Wampanoag Tribe, whose sovereign tribal government center is located in the town. This recent collaboration and efforts has resulted in a formal partnership between the district and the tribe, including an inter-agency task force that meets quarterly, the introduction of Wopanaak as a world language option at the middle-high school, MIAA basketball games among other reach-outs. As a result of this partnership, students' cultures and traditions are valued, celebrated and respected with the district and everyone's educational experience improves. Learn about the unique strategies that have helped build a "connected community."

Presenters (all from Mashpee): Nicole Bartlett and Geoff Gorman, School Committee; Patricia DeBoer, Superintendent; Hope Hanscom, Asst. Superintendent

• **Grow Your Own Administrators: The Flipped Classroom for Administrators (Orleans)**

Springfield Public Schools has collaborated with the School Leadership Program at American International College (AIC) to offer a certified in-house Principal Administrator Program. Customized programming with "this is how we do it here" coursework creates the opportunity for school districts to "grow their own" cadre of administrators. Learn how this 1.5 year program creates the "administrative bench" for superintendents to cultivate and then place their best candidates into leadership positions in their district schools. The flipped classroom is now for administrators.

Presenters: Denise Hurst, Springfield School Committee (moderator); Daniel Warwick, Superintendent, Springfield; Kate Fenton, Director of Professional Development & Partnerships, AIC; James Kane, Chief Licensure Officer, School of Education, AIC; Edward Costa, Director of School Leadership Programs, AIC

1:50-3:00pm **PANEL SESSION II**

• **Beyond Us: A Story of the Struggle to Fit In (Cape Cod)**

Learn how one student's struggle became the inspiration for a project-based learning initiative that culminated in the writing and illustrating of *Beyond Us*, a book that encourages inclusion, diversity and passion. Come be motivated, be challenged, be inspired by the young student and the superintendent who encouraged him to persevere through anxiety and depression. The result is a book that is the beginning of many conversations on the importance of diversity and inclusion.

Presenters (all from Old Colony Reg. Voc. Tech.): Nancy Souza, School Committee member (moderator); Aaron Polansky, Superintendent; Kathy Peterson, Graphic Design & Communications Instructor; Rin Rezendes, Student

• **Preparing School Committees for Changing Times: Collaboration and Stability (Hyannisport West)**

Anthony Bent, a former superintendent and school committee member, will share his thinking about the demands of both positions as well as ideas about promoting district and student success in our increasingly complex, accountability-oriented and social-media environment. How can superintendents and school committees work to ensure stability in the superintendency? Today's environment demands collaboration and cooperation from everyone. How is that some communities have stable leadership over many years, while others are in the hiring process so often?

Presenter: Laura Fallon, Northampton School Committee (moderator); Anthony Bent, former superintendent, Shrewsbury and a former member of the Wellesley School Committee

• **Addressing the Unique Financial Challenges of Regional Schools (Hyannisport East) (✓)**

Revenue analysis, budget planning and management, and transportation in regional districts are often different compared with municipal districts, for example in E&D and stabilization. Learn how to address these unique challenges to employ efficiencies that result in greater availability of time and money for direct services to students.

Presenters: Maureen Marshall, Executive Director, MARS (moderator); Margaret Hughes, Narragansett Reg. School Committee; Mary Jane Handy, Director of Bureau Accounts, Division of Local Services; Jay Sullivan, Associate Commissioner, DESE

• **Interest-Based Bargaining: What Is It and When It's Worth a Try (Barnstable 1) (✓)**

Interest-Based Bargaining (IBB) is an alternative to traditional bargaining that focuses not on positions, but on solving problems. The parties identify issues then use a prescribed process to brainstorm creative solutions that both can live with. This workshop will help you understand if IBB is right for your district and will take you through the complete process from IBB training to the signing of the completed contract.

Presenters: Erin Orcutt, School Business Administrator, Cape Cod Reg. Technical High School (moderator); Marianne Davis, HR Director, Natick Public Schools

• **Flexible Furniture, Spaces and Learning Environments (Barnstable 2)**

This session will review the philosophies, research and backgrounds around flexible learning environments in

schools. The session will review examples of spaces developed in Danvers for their new elementary school as well as look at ways to retrofit existing spaces to achieve similar results. Through tabletop exercises, participants will get hand-on experience of reimagining classrooms.

Presenters: *Lisa Dana*, Superintendent, Danvers (moderator); *Keith Taverna*, Asst. Superintendent-Finance & Personnel, Danvers; *Chris Blessen*, Principal, Tappe Architects; *David Thomson*, Danvers School Committee

• Basics of Policy (Barnstable 3) (✓)

School Committee authority is grounded in the policies of the school district. This session will outline the role a school committee has in the development of a comprehensive policy manual, as well as the difference between policy, procedure, regulation, and law.

Presenters: *Kathleen Kelly*, MASC Field Director; *Jim Hardy*, MASC Field Director

• Special Education: Update on New Initiatives (Centerville) (✓)

This session will review the updates and changes made by DESE this past year. Discussion will include significant disproportionality, the IEP improvement project, and the Parents Guide to Special Education. Panelists will include Special Ed PAC chairs, parents, and members of affiliated organizations.

Presenters: *Roy Belsen*, Superintendent (ret.) (moderator); *James Baron Esq.*; *Michelle Bodin-Hettinger*, Marlborough School Committee; *Marcy Kaplan*, Sharon School Committee/special education advocate

• Public Speaking for School Committees and Superintendents (Orleans)

Be clearer, present better, adapt to your audience, and so much more. Perfect for school committee/superintendent teams, this interactive and engaging session will cover verbal and non-verbal communications, language usage, helping your audience “get” your message, the nuances of television presentation, and how to actually have fun doing it all.

Presenters: *Margaret Driscoll*, Executive Director, MASBO (moderator); *Sharon Harrison*, Business Manager, Blue Hills Reg. Voc. Tech.

3:00pm **EXHIBIT HALL** opens

3:25-4:30pm **PANEL SESSION III**

• Student Health & Wellness: Combating E-Cigarettes and Vaping (Cape Cod)

Across the Commonwealth, schools have seen an increase in challenges in the area of student wellness and destructive behaviors such as vaping. This session will explore the nationally recognized comprehensive approach that the Norton school district has taken to focus

on SEL and student and staff wellness. This has included the creation of a diverse SEL committee and the implementation of student SEL and staff climate surveys. In addition, the district is leading a local initiative to develop an evidence-based, adaptable, and developmentally appropriate anti-vaping curriculum that will provide districts with resources and supports for students in grades K-12. Attendees will leave this session with specific examples of professional learning, community outreach as well as ways that the district has partnered to advocate for appropriate resources for this work.

Presenters (all from Norton): *Joseph Baeta*, Superintendent (moderator); *Vincent Cerce*, Director of Guidance and SEL; *Jeanne Sullivan*, Director of Pupil Personnel Services; *Jennifer O'Neill*, Asst. Superintendent for Teaching and Learning

• Everything You Ever Wanted to Know about Early College (Hyannisport West)

This session will cover the landscape on Early College High Schools. Presenters will discuss the latest research, which provides compelling evidence that Early College is a powerful strategy to increase engagement in learning and boost high school and college completion. Learn the A, B, C's of getting an Early College program off the ground, and about the resources available to help you grow and sustain programs in your community.

Presenters: *Benjamin Forman*, Research Director, MassINC (moderator); *Mary Bourque*, Superintendent, Chelsea Public Schools; *Annelise Eaton*, Senior Associate, Rennie Center for Education Policy & Research; *LeaAnn Scales*, Vice President of Enrollment & Public Affairs, Mount Wachusett Community College

• Safe Routes to Schools Program (Barnstable 1)

The Safe Routes to School (SRTS) Program, a federally funded initiative of the Massachusetts Department of Transportation, encourages sustainable student transportation based on evaluation, education, encouragement, engineering, enforcement, and equity criteria. Focused on safety, exercise, and fostering a sense of community, SRTS helps increase the number of students who walk and bike and decrease parent traffic and idling at public schools. Presenters will discuss potential solutions to your school's arrival/dismissal, infrastructure, and behavior change challenges through policy, planning, and programming.

Presenters: *Judith Crocker*, Safe Routes to School Outreach Coordinator, MassDOT (moderator); *Julie Hackett*, Superintendent, Lexington; *Margaret Albright*, Newton School Committee; *Emily Budzynkiewicz*, MassDOT Safe Routes to School Statewide Lead Coordinator; *Ken Parsons*, MA Association of Public Transportation, President/Transportation Manager, Chicopee

• **Cybersecurity and Ransomware (Barnstable 2)**

Cyber attacks are an increasing threat to municipalities and schools. Hear one district’s story and learn how to prepare for worst case scenarios including what your district can do if an attack occurs.

Presenters: *Margaret Driscoll*, Executive Director, MAS-BO (moderator); *Ed McGuire*, Director of Specialty Insurance, FB Insure; *Paula Deacon*, Superintendent, Leominster; *Glenn Fratto*, School Business Administrator, Leominster

• **Doing More with Less: Organizing Resources for Maximum Impact on Achievement (Barnstable 3)**

Massachusetts leads the nation in student performance and benefits from relatively high public investment in K-12 education. But with more rigorous standards and rising levels of student need, most districts in the Commonwealth still face significant barriers to enabling excellence with equity for all students.

To accelerate learning for all students, strategic leaders are finding ways to re-organize school and system-level resources and create more powerful teaching and learning experiences for educators and students. The two communities represented in this session are challenging long-standing assumptions about how our schools should work, identifying resource shifts with the potential to accelerate learning for all students, and making real-life tradeoffs to maximize the return on educational investment.

Presenters: *David Rosenberg*, Partner, Education Resource Strategies (moderator); *Kim Driscoll*, Mayor, Salem; *Kenneth Salim*, Superintendent, Cambridge; *Fred Fantini*, Cambridge School Committee; *Amanda Campbell*, Salem School Committee

• **Collaboratives and their Public Schools: High Quality/ Cost Effective Partnering Relationships (Centerville)**

Currently, 25 Collaboratives in the Commonwealth offer special education schooling and educational services to students with Individual Education Plans (IEPs) that require separate out-of-district placement. The Collaboratives are under local control of member school districts who partner together to create these programs.

This session will focus on how Collaboratives serve as a resource to districts in developing a broad range of programming to meet needs of educators and students and will provide examples of how districts & collaboratives have partnered to address needs of districts in several areas including home based services, professional development, etc.. The session will also highlight ways that Collaboratives have helped districts move from more restrictive private placements to a “step-down” less restrictive model to provide the continuum of services designed to return students to their local district programs.

Presenters: *Joanne Haley Sullivan*, Executive Director, MA Organization of Educational Collaboratives (MOEC) (moderator); *Arlene Grubert*, Executive Director, Bi-County Collaborative; *Allan Cameron*, Superintendent, Wrentham; *Cindy Landanno*, Executive Director, CAPS Collaborative; *Chris Scott*, Executive Director, Valley Collaborative; *Tim Piwowar*, Superintendent, Billerica; *Ellen Holmes*, Ashburnham Westminster Reg. School Committee

• **Responding to Bomb Threats (Orleans)**

Schools in Massachusetts, as well as across the US, have been plagued by bomb threats which disrupt education and create fear and anxiety among students, staff and parents. This session will provide school administrators and committee members with an overview of options when a bomb threat occurs, including whether to shelter-in-place, lock down a school, or evacuate the building. The bomb threat/ “swatting” problem will be overviewed, examining statistics about bomb threats and characteristics of perpetrators. The session will also explain how to conduct a threat assessment which may inform educational decisions.

Presenters: *Judith Evans*, Superintendent, Winchester (moderator); *Timothy Doyle*, Lynnfield School Committee; *Margie Daniels*, Executive Director, MA Partnerships for Youth; *Brian LeBlanc*, FBI Special Agent

4:30pm **MASS Business Meeting (Hyannisport West)**

5:00-6:30pm **RECEPTION WITH EXHIBITORS (Exhibit Hall)**



Sponsored by: Mirick O’Connell

7:00pm **KEYNOTE DINNER (Bass River Room)**

Sponsored by: Scholastic



Welcome: Brad Jackson

Superintendent, Holliston, MASS President

Guest Speaker: Jeffrey Riley, Commissioner of Education, DESE

SPECIAL PRESENTATION

- MASC Thomas P. “Tip” O’Neill, Jr. award Superintendent Mary Bourque, Chelsea

9:00pm-Midnite

MEET YOUR COLLEAGUES SOCIAL (Bogey’s)

Musical Guest: The Cape Cod Slackers

7:30-11:30am; 2:00-4:00pm **Registration open**

7:30am-3:00pm **Exhibit Hall open**

7:30-9:30am **Continental Breakfast with Exhibitors**

Sponsored by: New England Dairy



8:45-10:00am **PANEL SESSION IV**

• Pursuing Culturally Responsive Substance Use Prevention Resources: Project Here as a Case Study (Cape Cod)

As the recent opioid epidemic and vaping crisis has led to the prioritization of substance use prevention education in schools, culturally responsive pedagogies are vital to meet the needs of all students. Project Here, a free program funded by the MA Office of the Attorney General and the GE Foundation, is bringing substance use prevention education resources to educators in public middle schools across the state. In this session, the facilitators will present ways that Project Here has adopted a culturally revitalizing approach to youth substance use prevention in MA by reducing barriers to access, adopting inclusive language, and valuing the voices of educators and students. In addition, the facilitators will share plans to incorporate a culturally responsive framework into more of Project Here's resources to meet the needs of a diverse student population.

Presenters: *Beverley Griffin-Dunne, Peabody/Essex Tech. School Committees (moderator); Ivy Schmalzreid, Senior Project Manager, Project Here; Lauren Ansong, School Outreach Coordinator, Project Here*

• Compelling Communication: How to Strengthen Your District's "Brand" in the Community (Hyannisport West)

How can you enhance the reputation of your school district among families, taxpayers, and community leaders? In this session, you'll learn how to apply concepts of branding and marketing to reach a broader audience with consistent messaging about your district's strengths, achievements, and priorities. Discover how to bolster public support for your schools through practical, low-cost communication strategies.

Presenters: *Glenn Koocher, MASC Executive Director; Chris Horan, President, Horan Communications*

• 70 (Minutes) on (Chapter) 70 (Hyannisport East) (✓)

You've seen it in the headlines, but do you really understand Chapter 70? Come spend 70 minutes on Chapter 70: learn what it is, how it works, how it doesn't, and what's being done to change it.

Presenter: *Tracy Novick, MASC Field Director*

• NEASC Accreditation: Bringing Consistency and Coherence to School District Improvement (Barnstable 1)

The New England Association of Schools and Colleges, in partnership with their 600 member schools, has developed a new accreditation process and revised accreditation standards. A central theme of this new process is the creation of a district-wide "vision of the graduate." This, along with the revised standards and the new process, are the vehicle for district accreditation.

This session will briefly introduce participants to the new process and the revised standards. The focus of the session will be on creating a district-wide vision of the graduate and an overview of the district accreditation process.

Presenters: *Christine McGrath, Director of Operations, MASS (moderator); George Edwards, Director, NEASC; Alyson Geary, Associate Director of the Committee on Public Secondary Schools, NEASC*

• Working with your Collaborative to Increase District Capacity (Barnstable 2)

This session will include a panel of collaborative Executive Directors and Superintendents who will share strategies to grow and enhance the partnership between collaboratives and their member school districts. Collaboratives can serve as regional educational resources, playing a leadership role in developing a broad range of innovative programming to meet emerging needs. This session will provide examples of how districts can think outside the box to identify ways that collaboratives can help resolve issues districts are facing as a collective group rather than each district working individually.

Presenters: *Joanne Haley Sullivan, Executive Director, MOEC (moderator); Cathy Lawson, Executive Director, SEEM Collaborative; Elizabeth McGonagle, Executive Director, TEC Collaborative; Nadine Ekstrom, Executive Director, EDCO Collaborative*

• How New Superintendents Identify Achievement and Opportunity Gaps through their Entry Process (Barnstable 3)

This panel of new superintendents will discuss how, through their entry process, they examine achievement data, other forms of available data including absentee rates, suspension rates, information about discipline, class enrollment data, school and classroom observations, and discussions with stakeholder groups to identify achievement gaps between and among various subgroups of students with the goal of reporting these findings to their school communities and beginning to make a plan to close the gaps.

Presenters: *Joan Connolly, Program Manager, New Superintendents Induction Program, MASS (moderator);*

MASC Division Meeting Locations

Thursday, November 7 10:00-10:35am

Division VIII Bass River Alcove
Division IX/Minority Caucus Room 104

Friday, November 8 1:45-2:30pm

Divisions I & II Hyannisport East
Division III Hyannisport West
Division IV Barnstable II
Division V Barnstable III
Division VI Centerville
Division VII Bass River Alcove

Jason DeFalco, Superintendent, Blackstone-Millville;
Jane Reggio, Chair, Blackstone-Millville School Committee;
Carol Cavanaugh, Superintendent, Hopkinton;
Nancy Cavanaugh, Chair, Hopkinton School Committee;
Margaret Marotta, Superintendent, Haverhill

• Keeping our Schools Safe: What Every Educator Should Know about Safety Assessment (Centerville)

Panelists will present an overview of a comprehensive school safety assessment approach for students whose behavior raises concerns about their potential for violence. The presentation will draw from Dr. Rappaport's research and clinical work as a child psychiatrist consulting to schools to develop a model that can help prevent school violence while getting students and families the services they need.

Every school must be familiar with basic concepts for quickly and comprehensively assessing the safety of students who are volatile and may make threats. This model emphasizes understanding the context of the behavior and helping adults mobilize the resources to ensure the student's safety, connection and well-being.

Presenters: **Andre Ravanelle**, Executive Director, Teachers21 (moderator); **Dr. Nancy Rappaport**, Associate Professor of Psychiatry, Harvard Medical School; **Margaret Hannah**, Adjunct Faculty, William James College; **Dr. Sarah Train**, Clinical Fellow, Beth Israel Deaconess

• When To and How To Update Your District's Regional Agreement (Orleans)

If your district has not passed a major amendment to your Regional Agreement in at least the last ten years, this session is for you. Presenters will discuss the major MGL changes, DOR regulations and DESE policy changes that make it necessary to amend your Regional Agreement. Suggestions will include how to put together an effective community based RAAC (Regional Agreement Amendment Committee) including a presentation of the process that the RAAC should follow to decide on changes to the Regional Agreement by the RAAC, the School Committee, and, finally, the Towns within the district.

Presenters: **David Katseff**, Dighton-Rehoboth Reg. School Committee (moderator); **Mac Reid**, Superintendent (ret.)/MARS Consultant Group

• Conducting a Meaningful and Effective Superintendent Evaluation (Ballroom) (✓)

In 2018-2019, DESE partnered with superintendents, school committee members, and other educators to develop a suite of resources to support the meaningful and effective evaluation of superintendents. Aligned with the updated model rubric for superintendents, these new resources include a video series, actionable tools for school committees and examples of model evaluation practices. In this session, a panel of school committee members and superintendents will discuss the value of these new resources and walk participants through one resource in particular that highlights SMART goal-setting as the critical foundation of an effective, meaningful evaluation process.

Presenters: **Claire Abbott**, PK-12 Educator Effectiveness Manager, DESE (moderator); **Dorothy Presser**, MASC Field Director; **Cyndy Taymore**, Superintendent, Melrose; **Margaret Driscoll**, Melrose School Committee; **Eric Nakajima**, Amherst-Pelham School Committee

10:00-10:35am **MASC Divisions VIII, IX and Minority Caucus Meetings** (See box on this page for locations)

10:00-10:45am **Coffee with Exhibitors (Exhibit Hall)**

10:45-Noon **GENERAL SESSION (Ballroom)**

Keynote Speaker: **Norman Ornstein**, Political Scientist/Resident Scholar, American Enterprise Institute
Topic: **Making Policy in a Dysfunctional Political System. See full bio on page 17**

12:00pm **BUFFET/NETWORK LUNCH (Bass River)**

Sponsored by: Colliers International



1:00pm **Ice Cream Social with Exhibitors (Exhibit Hall)**

Sponsored by: Cape Cod Dairy



1:15-2:15pm **PARTNER PRESENTATIONS**

• **Imagination, Intelligence and Creativity (Barnstable 1)**
We must educate students for jobs that don't yet exist, using technologies that haven't been invented. Today's students will need flexible intelligence, imagination and creativity—the ability to learn and adapt throughout their lives. But, how do we know what works to develop student creativity? How do we know if creative skills are increasing in individuals, students and in the workforce? And, importantly, how do we demonstrate to parents and

the community that we are fostering creativity? Our society values most what can be measured. We will discuss new measurements for imagination leading to creativity, as well as the latest neuroscience research on imagination and intelligence. In this workshop, we will also discuss classroom, school, and home practices that promote imagination leading to creativity at any age.

Presenter: *Dan Hunter, playwright, songwriter, teacher and founding partner of Hunter Higgs, LLC.*

• **Solar PPA in Woburn: Energy, Sustainability, Savings (Barnstable 3)**

Public school districts can leverage the Massachusetts SMART incentive to go solar at school properties. Learn the best practices implemented in Woburn including: scoping the district's energy potential; procurement, taxes, internal processes - using an efficient process; financial savings benefit and how can that be re-allocated to student programming; and incorporating project data to STEM curriculum for the classroom.

Presenters: *Matthew Crowley, Superintendent, Woburn; Matt Shortsleeve, Vice President-Development, Solect Energy*

• **Achieve Energy Savings, Facility Upgrades, Renewable Incentives and Student Enrichment (Centerville)**

Hear how the Dighton-Rehoboth Regional School District worked with Trane, U.S., Inc. to implement 12 PV solar carports, biomass (wood chip) boiler at the High School, LED Lighting, and a full menu of beneficial facility improvements throughout the district, all while reducing utility spend by more than 50%, generating 75% of the electricity needed to power their schools on-site, and securing a new revenue stream exceeding \$3.4M in biomass and solar incentives from the Commonwealth of MA.

Presenters: *Anthony C. Azar, Superintendent, Dighton-Rehoboth Regional School District; Leo McNeil, Regional Director Comprehensive Solutions, Trane, U.S., Inc.*

• **Breaking Out: Expanding the Classroom Experience to Break-out Spaces, Fabrication and Small Group Learning Labs (Orleans)**

What are "Break-out" spaces and why are they so important to supporting project-based learning and different learning styles? This session will explore how two unique school districts have envisioned their schools' break-out spaces and how these support their educational program. Through the different perspectives of a School Superintendent and a High School Principal, learn more about the planning process and evaluating the actual use of these spaces by students and faculty after occupancy.

Presenters: *Scot Woodlin, Principal, DRA Architects, Inc. (moderator); Brian Lynch, Superintendent, Middleborough; Juliette Miller, Principal, Stoughton High School*

2:30-3:45pm **PANEL SESSION V**

• **Building Community Partnerships to Support Student Wellness and Improve Educational Outcomes (Cape Cod)**

The Springfield Public School District is actively working with community partners, city and state policymakers, and key stakeholders to provide and promote access to healthy, affordable, and culturally desirable foods to increase health outcomes for students and families. Through our work, we are adopting, implementing and evaluating policy changes, meal options and student data to ensure fidelity, engagement and improvement.

Presenters (all from the Springfield Public School District): *Denise Hurst, School Committee (moderator); Michelle Balch, Senior Administrator of Performance and Evaluation; Stefania Raschilla, Chief Instructional Officer*

• **School Committee Self-Evaluation (Hyannisport West) (✓)**

Are we doing what we said we would do? Can we do a better job? Conducting a periodic self-evaluation helps ensure that your committee is doing the best job it can serving your students and your community. Come learn how to conduct a self-evaluation and leverage results. In addition, learn about MASC's revised tool for self-evaluation.

Presenter: *Dorothy Presser, MASC Field Director*

• **Music Integration to Promote Social Emotional Learning, Literacy, and Math Skills in Early Childhood (Prek-3) Populations (Barnstable 1)**

Learn how Young Audience's innovative music integration programs at Horizons for Homeless Children and Gardner Pilot Academy are being used to teach early math and literacy skills, and build confidence, self-regulation, and other social emotional competencies in young learners. Hear how parents and teachers can use music to build connections and positively manage behavior. This will include a panel/presentation by YAMA staff and teaching artist, as well as experiential learning moments.

Presenters: *Beverly Hugo, Framingham School Committee (moderator); Gail Zarren, Program Director-Healing Arts for Kids and Expanded Arts Access at Young Audiences of MA; Liz Buchanan, singer/songwriter and teaching artist*

• **Recruiting a More Diversified Educator Workforce (Barnstable 2)**

Current evidence suggests that students of color benefit from having teachers and leaders that look like them as role models, and also benefit from the classroom dynamics that diversity creates. Ironically, 40% of public school students in MA are identified as students of color, but only 10% of teachers are so identified.

During the 2018-2019 school year, EDCO Collaborative in Bedford, MA partnered with the Department of Elementary and Secondary Education to support a statewide

Bingo Drawing: 2:15pm | November 7

Exhibit Hall

recruitment effort to increase the racial and ethnic diversity of educators. During the same year, the Bedford Public Schools created a local incentive program to recruit teachers of color to work in the Bedford school community. This session will provide an overview of how these recruitment efforts are working to create a more diverse environment and will also include information on the benefits of the initiative and how EDCO's IDEAS program is providing targeted professional development that focuses on culturally sensitive teaching practices.

Presenters: *Nadine Ekstrom*, Executive Director, EDCO Collaborative (moderator); *John Sills*, Superintendent, Bedford; *Andrew Kelley*, Director of Professional Learning, EDCO; *Karen Thompson*, Director-IDEAS Program, EDCO; *Ventura Rodriguez*, Associate Commissioner-Center for District Support, DESE

• School Law 101 (Barnstable 3) (✓)

A review of state ethics, open meeting and public records laws and implications for school districts.

Presenters: *Naomi Stonberg, Esq.*, Brody Hardoon (moderator); *Kerry Kilcoyne, Esq.*, Assistant Attorney General, Division of Open Government, MA Office of the Attorney General; *David Giannotti, Esq.*, Communications Chief, State Ethics Commission

• Family Institute for Student Success: Engaging Families as Partners (Centerville)

New Bedford Public School has implemented its Family Institute for Student Success (FISS) program, modeled after the Parent Institute for Quality Education (PIQE) program. Parents attend a 9-week course that helps them understand how family, the school and the community fit together to support student success. The FISS program "graduated" its first class (55 parents) this past May.

Presenters will describe the program's current best practices for engaging families as partners, and how district-wide collaboration, team-work, and alignment of resources are key to building and sustaining new structures and systems to promote student achievement.

Presenters: *Sonia Walmsley*, Executive Director, Access & Pathways (moderator); **From New Bedford School District:** *Thomas Anderson*, Superintendent; *Jariel Vergne*, Wraparound Manager; *Jennifer Ferland*, Director-Supplemental Services; *Julie Mador*, Registrar and Family Welcome Center Specialist

• Keeping Emotional Balance While Promoting Student Adaptability and Resilience (Ballroom)

This session will frame the importance of school climate and how focusing on the social emotional competency of adults can have an impact on the system's emotion-

al balance as a whole. Innovative ideas for reflection, skill-building, collaboration and team-led change will be shared and how the relationship between these promote adaptability and resilience in students.

Presenters: *Tracey Murphy*, Wrentham School Committee/School Psychologist (moderator); *Margaret Hannah* and *Nadja Reilly*, Directors-Freedman Center for Child and Family Development, William James College; *Barbara Miller*, Psychologist/Faculty, William James College; *Robyn Bratica*, School Psychologist/Faculty, William James College; *Allan Cameron*, Superintendent, Wrentham

2:30-5:15pm DOUBLE SESSION

• Career and Technical Roundtables (Hyannisport East)

Presentations of best practices and programs in vocational, technical and agricultural classrooms.

Presenters: *Don Erickson*, BayPath Voc. Tech. School Committee (moderator); *Susan Sylvia*, English Dept. Head, Greater New Bedford Reg. Voc Tech.; *Ariel Serkin*, Chemistry/Physics Teacher, Norfolk County Agricultural High School

4:00-5:15pm PANEL SESSION VI

• The Benefits of Municipal-School Collaboration: Financial Summits (Cape Cod)

Learning together and reaching common understanding around school budgets can lead to improved finance and budgeting collaboration between the municipality and schools. Find out how your district can work with the town/city to share financial history, the district's vision for the future, expectations for revenues and expenses, and raise the awareness that brings the community together to support student learning.

Presenters: *Margaret Driscoll*, Executive Director, MASBO (moderator); *Susan Botton*, Director of Finance and Operations, Wayland; *Gary Suter*, School Business Administrator, Spencer-East Brookfield Reg.; *Paul Szymanski*, Asst. Superintendent-Finance, Andover

• Legislative Update (Hyannisport West)

Key state legislators discuss what on earth is going on at the State House and projections for the upcoming session.

Presenters: *Stephen Finnegan*, MASC General Counsel (moderator); **Education Committee Co-Chairs:** *Representative Alice Peisch* (Wellesley); *Senator Jason Lewis* (Winchester)

• Protecting Student Data in a Technology-Driven World (Barnstable 1)

Today's classrooms are built upon leveraging technology to support teaching and learning. Utilizing new tools without properly addressing privacy concerns may expose students and districts to unnecessary risks. Understanding and addressing privacy requirements in today's world of online tools can be complex and require many resources.

Session attendees will learn from a panel of privacy experts and district technology directors who have addressed these issues head-on. Hear about the challenges, successes, and about free and realistic solutions to address these complex issues.

Presenters: *Liz McGonagle, Executive Director, The Education Cooperative (TEC); Ramah Hawley, Student Data Privacy Alliance Coordinator, TEC; Ashoke Ghosh, Technology Director, Hopkinton; Steve Ouellette, Director-Technology, Learning and Innovation, Westwood*

• **Locating, Growing and Retaining Leadership in Your District (Barnstable 2) (✓)**

In this age of complexity in education and society as a whole, the identification, development, and retention of qualified, quality superintendent candidates are becoming more and more difficult to achieve. Many districts can't—or won't—see what they are doing that actually prevents this from happening. In this session, presenters will examine what it takes, what derails it, and what stakeholders (superintendents, school committee members, and the candidates themselves) can do to optimize their district's chances of success.

Presenters: *Jeff Lawrence, Managing Director, Organizational Agility Advisors (moderator); Steve Hiersche, Superintendent (ret.); Kris Silverstein, former member, Beverly School Committee*

• **Parent and Community Engagement (Barnstable 3)**

Do you feel a disconnect with families that speak a language other than English? Learn how a district with over 5,000 English Learners, speaking over 40 different languages, worked to bring together their community. Participants will leave with strategies, approved funding descriptions, tools and tips that will engage, entice and allow families to be a part of their child's educational future. Whether it is school committee meetings, open house nights or planned community events, participants will leave with ideas to increase family and community engagement.

Presenters: *Irene Feliciano-Sims, Holyoke School Committee (moderator); Kerry Martins, English Language Learner Program Director, Springfield*

• **Introduction to Collective Bargaining (Centerville) (✓)**

Learn from experienced labor law experts about the key components of collective bargaining including preparation, contract analysis, bargaining strategies and skills, and implementing the terms of your union contracts.

Presenters: *Marc Terry, Esq., Mirick O'Connell/member, Ashland School Committee; Kimberly Rozak, Esq., Mirick O'Connell*

• **Organizing District Resources: Systems & Structures that Ensure Equity and Access for all Students (Ballroom)**

Three years ago, the Dedham Public Schools initiated the planning of a major restructuring effort to (a) better support professional learning using research-based practices, and (b) enhance learning opportunities and outcomes for all students. This effort repurposed approximately \$1.9 million in salaries in order to deploy a robust instructional coaching model PK-8 and create leadership positions throughout the district to ensure coordination and strategic decision-making between all departments. This initiative has now been underway for almost two full years, following planning and adoption. The session will focus on evidence of professional growth, improvements in student learning and pointers for school and district leaders who are considering restructuring efforts in the future.

Presenters (all from Dedham Public School District):

Michael Welch, Superintendent (moderator); Ian Kelly, Asst. Superintendent; Steve Bilafer, School Committee; Ashley Dube, Director of Counseling Services; Heather Smith, PK-8 Humanities Curriculum Coordinator; Linda Kobierski, PK-8 STEM Curriculum Coordinator

5:30-6:30pm **Presidents' Reception (Lobby Lounge)**

Sponsored by: Solect Energy



6:30pm **MASC/MASS LEADERSHIP AWARDS BANQUET (Bass River)**

Presentations: All-State and Lifetime Achievement Awards
Guest Speaker: *Jay Kaufman*, former MA State Representative/Founding President, Beacon Leadership Collaborative

Topic: Educators as Leaders for Uncertain Times

Sponsored by: Trane Commercial Systems



9:00pm-Midnite

MEET YOUR COLLEAGUES SOCIAL (Bogey's)

Musical Guest: The Cape Cod Slackers

7:30-11:30am **Registration open**

7:30-9:30am **Continental Breakfast (Ballroom Foyer)**

Sponsored by: Diligent Corporation



8:30am-4:00pm **COSCAP WORKSHOP (Cape Cod)**
 Network with the best of the best and learn new strategies for keeping up with your superintendent/school committee responsibilities and requirements (written and unwritten). (see box at right for details)

9:00-10:15am **PANEL SESSION VII**

• **Courts and Schools (Hyannisport West) (✓)**
 A review by MASC and MASS General Counsels of recent state and federal education legislation.

Presenters: *Patrick Francomano Esq., (moderator) MASC Past President; Stephen Finnegan, Esq., MASC General Counsel; Michael Long, Esq., MASS General Counsel*

• **Promoting Equity through a District-Wide Strategy (Hyannisport East) (✓)**

This session will explore two means of creating conditions to promote equity: (1) use of the Student Learning Experiences (SEL) report and its relationship to entitlement grant requirements, and (2) the ways in which shared decision-making impact student learning and outcomes. Presenters will discuss how they have implemented the DESE Equity Roadmap to address equity gaps through the SEL reports and use the entitlement funding to foster sustainable and shared equity-minded practices for school leaders and educators. Presenters will also outline district efforts to increase educator and student awareness of implicit bias and how to teach in a manner that promotes ideals of equity (text selection, instructional strategies, and relationship building).

Presenters: *Patrick Murphy, Director of Finance and Operations, Falmouth (moderator); Sonia Tellier, Asst. Superintendent, Falmouth; Sarah Cox, English Department Head, Falmouth*

• **Building a "Road Map" for Artificial Intelligence in Your School District (Barnstable 1)**

This forward-looking session will examine what the future holds for K-12 education and for MA school districts around Artificial Intelligence (AI) and deep learning. Presenters will discuss how this new technology is going to affect K-12 education and touch upon Big Data, and discuss how this development is determining the skills that the Class of 2030 will need to succeed. Presenters will also help attendees design a "road map" to introduce these new technologies into their own schools and classrooms.

Presenters: *Isa Zimmerman, Chair, Global STEM Education Center (moderator); Carol Woodbury, Superintendent, Dennis-Yarmouth; Joseph Tierney, Dennis-Yarmouth School Committee; Julia Sigalovsky, Science Teacher, Dennis-Yarmouth; Larisa Schelkin, Global STEM Program*

• **School Committee Chair and Superintendent: Communicating with the Committee and Municipal Leaders (Barnstable 2) (✓)**

School Committee Chairs and Superintendents will gain valuable insights into how to streamline best practices for communication around setting meetings, collaborating with town/city leaders, and improving budget processes and communications.

Presenters: *Rich Drolet, Superintendent, Seekonk (moderator); Armand Pires, Superintendent, Medway; Kim Sluter, Chair, Seekonk School Committee; Susan Dietrich, Chair, Medway School Committee*

School Committee Secretaries/ Administrative Assistants

Joint Conference Program (Cape Cod)

8:30-9:00am **Registration/Coffee and Pastry**

9:00-9:30am **Paperless Meetings**
Presented by Diligent Corporation

9:30-10:00am **COSCAP Board Meeting**

10:00-10:15am **Break**

10:15-11:15 **Parliamentary Procedure**
Presenter: Glenn Koocher, MASC Executive Director

11:15-Noon **Social Media**
Presenter: Kerry Kilcoyne,
Asst. Attorney General, Massachusetts

Noon-1:30 **Lunch & Networking**

1:30-3:00pm **Personnel Files & Everything You Want to Know About School Committee Meetings**
Presenter: Elizabeth Valerio, Esq. Valerio Dominello, & Hillman, LLC

3:00-3:30pm **Q & A/Wrap-Up**

• **Pathways for Supporting Our LGBTQ Students (Barnstable 3)**

Given the importance and impact that diversity and equity issues play in the lives of students, it is imperative that school leaders are prepared to meet the needs of diverse learners. Too often, this work happens after a significant bias incident occurs, leaving districts to react and respond. Come engage in a customizable diversity/equity training program that can help strengthen and increase the capacity of teachers, administrators and school committee members to ensure all children feel respected, engaged and welcome.

Presenters: *Mildred Lefebvre, Holyoke School Committee (moderator); Michael Dodge, Asst. Professor/Director–APEX Program, American International College*

• **Entrepreneurship in Public Schools: Innovation in Providing Equity and High Quality Transition Programing for Students Aged 18-22 (Centerville)**

Learn how Westborough's BORO (Bridging Over to Right Opportunities) Program and the LABBB Collaborative in Lexington have encouraged opportunities for adult students with special abilities to actualize their potential through community-based academic, social and vocational experiences in entrepreneurial settings. A not-to-be-missed session that will inspire districts to look at how families and students may benefit from these innovative collaborations and community-centric endeavors.

Presenters: *Lisa Edinberg, Westborough School Committee; Amber Bock, Superintendent, Westborough; Sherrie Stevens, Director of Student Services, Westborough; Patric Barbieri, Executive Director, LABBB Collaborative; Skip Avery, LABBB Transition Coordinator; Donna Goodell, LABBB Program Director*

• **MA School Building Authority Update (Osterville A)**

The discussion will focus on the latest updates at the MSBA, including the process of school construction and renovations with officials from the Massachusetts School Building Authority Topics that will be covered include application or statement of interest process, collaborative partnerships between the MSBA and local officials and timelines, among other issues in regards to school building/renovation projects.

Presenters: *Deborah Davis, Northeast Metro Voc. Tech. School Committee (moderator); Jack McCarthy, Executive Director, MSBA; Matt Donovan, Director of Administration and Operations, MSBA*

• **Pet Therapy in a Stressed-Out World (Osterville B)**

This popular session re-introduces several successful pet therapy animals and describes how the appropriate collaboration with our furry friends works for students (and the adults who work with them).

Presenters: *Sally Cragin, Fitchburg School Committee/Director–Be PAWSitive Therapy Pets and Community Education (moderator); Mr. Wuffles, registered therapy cat;*

Debra Roberts, Director, Academic Success Center, Fitchburg High School; Abby, registered therapy dog; Robert Jokela, Superintendent, Fitchburg

FEATURED SESSION

• **Stories of Personalized Learning Change and Challenge in MAPLE Districts (Grand)**

For the past several years, school districts in the MAPLE (Massachusetts Personalized Learning Edtech) Consortium have focused on personalizing students' learning experience, with the view that students will be more engaged, take ownership of their own learning, and develop skills for success in the 21st century world of work. Their journeys highlight the successes and challenges inherent in school improvement efforts, as well as the ongoing strategies to close student achievement gaps and to change teaching and learning from "same content, same pace" for all students to "different content, different pace" depending on individual student needs. School leaders and educators from a variety of districts will share what is working in their communities and classrooms.

Presenters: *Ann Koufman-Frederick, Chief Academic Officer, LearnLaunch (moderator); Andover: Shelley Berman, Superintendent and Joanne Najarian, Director of Digital Learning; Millis: Nancy Gustafson, Superintendent and Jennifer Starr, Director of Digital Learning; Natick: Anna Nolin, Superintendent and Grace Magley, Director of Digital Learning; Revere: Dianne Kelly, Superintendent and Danielle Mokaba, Asst. Superintendent; Stacey Rizzo, School Committee*

10:00am-11:45am **MASC DELEGATE REGISTRATION (Ballroom Foyer)**

10:30-11:45am: **GENERAL SESSION (Ballroom)**
Keynote Speaker: Derrick Gay, Diversity Consultant
Topic: Reframing Diversity for the 21st Century
Complete bio on page 18.

Noon-1:45pm **LEADERSHIP LUNCH (Bass River)**

Guest Speaker: MA Attorney General Maura Healey
Sponsored by: Comcast



1:45-2:30pm **MASC Division 1-7 Meetings (see box on page 7 for locations)**

2:00-3:00pm **MASC DELEGATE REGISTRATION (Ballroom Foyer)**

2:30-3:45pm **PANEL SESSION VIII**

• **Harnessing the Power of Google Data Studio: Creating Free Dashboards to Visualize Education Data (Hyannisport West)**

Are you overwhelmed by too much data? Do you struggle to tell a compelling story and make your data actionable? Learn how to create Data Dashboards using free Google DataStudio for sharing district, school and student data with colleagues. Dashboards are customizable, assessment agnostic, secure, and does not require any software to install or training!

You have all the technology you need to create and share data dashboards within your current Google Domain. Participants will see how Google Data Studio, a free data visualization tool, will allow them to turn unwieldy data into visual and interactive dashboards. We will share a variety of examples related to assessment, demographic, attendance, accountability, and other types of data and create a simple dashboard to show how easy it is to get started using this tool.

Presenters: *Eric Erickson, Consultant for Special Projects, The Education Collaborative (TEC); Laura Tilton, Director-District Data & Accountability, Marshfield*

• **Looking for a Leader (Hyannisport East) (✓)**

One of the most challenging responsibilities of a School Committee is the selection of a new Superintendent. This session will focus on the process of conducting a search and the steps a School Committee needs to take during the process.

Presenter: *Jim Hardy, MASC Field Director*

• **The Bussing Blues: Challenges and Opportunities in MA Student Transportation (Barnstable 2)**

The MA Association of Pupil Transportation (MAPT) will showcase their review process including a sample analysis of district transportation services focusing on easy ways to generate efficiencies and create cost savings. Current municipal transportation topics will be highlighted including the use of Multi-Functional School Activity Buses (MFSAB), driver training, and new 7D regulations.

The panel will also discuss the work of the Special Commission on Transportation which conducted a survey among school superintendents to identify concerns related to student transportation, steps that districts and taken to address concerns, and ideas for the future.

Presenters: *Brian Hyde, Business Manager, Uxbridge (moderator); Colleen Cavanaugh, Director of Planning and Operation, MA Association of Pupil Transportation; Stephanie Fiske, Business Manager, Gateway Reg.; Joseph Maruszczak, Superintendent, Mendon-Upton*

• **Student Activity/Revolving Funds: Do You Know Where the Money is? (Barnstable 3) (✓)**

Districts maintain Student Activity Account (SAA) Funds as custodians for their students' money (clubs, graduating classes, etc.): both a significant responsibility and risk (financial and PR). Are there sufficient internal controls to

mitigate those risks? Are districts in compliance with DESE regulations regarding oversight of their SAA funds? When was the last time your districts' SAA funds were audited? If you don't know the answers to these important questions, you need to attend this session!!

Presenters: *Margaret Driscoll, Executive Director, MASBO (moderator); Jay Sullivan, Associate Commissioner, DESE; Candice Walczak, School Business Administrator (ret.), Northampton; David King, School Business Administrator (ret.), Waltham*

• **Does your District have a Gender Achievement Gap? (Centerville)**

Do you know the achievement rates of your male and female students? Two years (2017 and 2018) of results from the Next Generation MCAS for grades 3-8 show achievement gaps between female and male students. In ELA for grades 3-8, female students outperform male students and of the 91,500 students who failed the 2017 and 2018 MCAS ELA exams, 60,200 were male (two out of three). MCAS math results indicate that the male-female gender achievement gap is shrinking and close to disappearing. There are also gender-gap patterns in key performance areas: passing 9th grade courses, AP classes, dropouts, and college matriculation and persistence. This interactive workshop will assist district leaders in identifying gender subgroup patterns in their districts and suggest actionable instructional and social-emotional strategies for increasing the academic achievement of both female and male students.

Presenters: *James Caradonio, Superintendent (ret.) (moderator); Jonathan Carter, Graduate Student, UConn School of Education; Emily Dexter, Cambridge School Committee*

• **Why Do People Think Dual Language Education is a Good Idea? (Osterville A)**

Equity and Social Justice are at the core of Dual Language Education (DLE) programs. DLE enables English Learners to excel. Participants will learn of current research, the most critical indicators for successful DLE programs, and become up-to-date on the use of a valuable instrument, the DLE Readiness Continuum, developed by the Multistate Association for Bilingual Education, Northeast (MABE) to help districts prepare for an educational program that if properly implemented will close the Latino/EL achievement gap.

Presenters: *Phyllis Hardy, Executive Director, Multistate Association for Bilingual Education (moderator); Meg Burns, President MABE/Asst. Professor of TESOL and Bilingual Education, Lesley University; Fabián Torres-Ardila, Associate Director of the The Mauricio Gastón Institute for Latino Community Development and Public Policy, University of Massachusetts Boston; Mary Cazabon, Asst. Director of the Lesley University English Language Teacher/Parent Certificate Project, Lesley University*

DOUBLE SESSIONS: 2:30-5:15pm

• Social and Emotional Learning: Beyond the Jargon—What’s Involved in Implementing Effectively? (Barnstable 1)

Beyond all of the jargon, sales pitches, and flavor-of-the-month hype, what do administrators and school committee members really need to know about social and emotional learning (SEL)? How can SEL be implemented to most effectively impact student development and achievement? This interactive session will share research, practical strategies, and free tools and resources that can help districts launch or deepen their SEL efforts and connect those efforts to building positive school climate, using culturally responsive pedagogy, and closing the achievement gap.

Presenters: **James B. Vetter**, Executive Director, Social-Emotional Learning Alliance for Massachusetts (SEL4MA) (moderator); **Ellen Gibson**, Chair, SEL4MA Director of Policy & Advocacy; former Newton School Committee member; **Rachel Poliner**, Author and SEL Consultant, Leaders & Learners Consulting

• New Member Orientation: Part I (Orleans) (✓)

First of a two-part program (continued on Saturday) that will review everything new school committee members need to know about their role and responsibilities to satisfy the mandated training requirement.

Presenters: **MASC Field Staff**

2:45pm **MASC RESOLUTIONS CLINIC (Ballroom)**

3:15pm **MASC DELEGATE ASSEMBLY (Ballroom)**

PANEL SESSION IX: 4:00-5:15pm

• Leveraging Technology for Data Collection, Collaboration, and Effective Meetings (Barnstable 3)

Gone are the days when schools and school committee members needed to have packets of paper in front of them to lead meetings. In this session, we will show attendees how to move to paperless meetings and paperless data collection using Google. Attendees will learn how to generate agendas, using Chromebooks and shared folders, using Google forms to solicit feedback and generate data and examples of how this can save hours of time and streamline the process.

Presenters (all from Swampscott): **Pamela Angelakis**, Superintendent (moderator); **Lytania Mackey Knowles**, Director of Digital Learning; **Suzanne Wright**, School Committee; **Amy O’Connor**, School Committee

• Addressing Equity, SEL and Student Growth through a District-Managed Out-of-School Time Model (Osterville A)

A critical element of the student educational experience includes learning beyond the bell. This presentation will highlight the current Out-of-School Time (OST) model used in the Framingham Public Schools (FPS), consisting of

before and after school, non-school days, vacation weeks, and summer break from pre-K through High School.

Through district support, engaged community partners, and grant funding, FPS provides many free programs for at-risk youth as well as fee-based programs with scholarship initiatives allowing for financial sustainability and to support equity and inclusive programming. The presentation will provide insight into SEL and curriculum-aligned OST programming to improve student growth, financial sustainability and a powerful approach to family and community engagement.

Presenters (all from Framingham): **Robert Tremblay**, Superintendent, (moderator); **Tiffany Lillie**, Director of Community Resource Development; **Tiffanie Maskell**, Framingham School Committee

• Evaluating the Superintendent - New and Improved! (Osterville B) (✓)

This session will cover the updates to the evaluation model, as well as guidance in ensuring a thorough evaluation process.

Presenters: **Dorothy Presser**, MASC Field Director; **Sara Ahern**, Superintendent, Franklin; **Anne Bergen**, Chair, Franklin School Committee

5:00pm **MASC Past Presidents Council Meeting (Room 104)**

6:00pm **MASC Life Member Reception (Lobby Lounge)**
Sponsored by: **Valerio Dominello & Hillman, LLC**



7:00pm **LIFE MEMBER DINNER (Bass River)**

Welcome: **Devin Sheehan**, President, MASC

Honors: Life Members; Distinguished Public Service Award Winners; MASC Board of Directors

9:00pm-Midnite **FRIDAY NIGHT SOIREE (Bogey’s)**

DJ: **Keith Hardy**, KMH Music

Sponsored by: Pinck & Co.



SESSION I: 9:00-10:15am

• Calling all Chairs (Hyannisport West) (✓)

This workshop is designed to provide tools and tips to chairs and aspiring chairs.

Presenter: *Dorothy Presser, MASC Field Director; Kris Silverstein, Chair, Beverly School Committee; Clif Laporte, Chair, Berlin-Boylston School Committee*

• Building Community Support for School Construction Projects (Barnstable 2)

Is your district seeking approval of a bond referendum to finance school renovation or construction projects? Learn proven strategies from a public relations specialist who has designed and implemented successful community engagement campaigns to educate voters about the need, opportunity, and finances associated with major school facilities projects.

Presenter: *Chris Horan, Horan Communications*

• Outliers and Other Misbehavers (Barnstable 3)

Learn the skills and strategies that help us deal with the most difficult people in the room, at the meeting, and even at the board table.

Presenters: *John Creed, MASC Life Member; Glenn Koocher, MASC Executive Director*

DOUBLE SESSIONS: 9:00-11:45am (✓)

• Multi-Generational and Cultural Communications (Cape Cod)

How do you stay informed? Newspapers? Blogs? TV? Twitter? Now imagine yourself in a country that doesn't speak your language. This session will focus on the cultural tendencies of information gathering, and how you can access the tools available to create a multi-cultural community engagement plan.

Presenter: *Jim Hardy, MASC Field Director*

• New Member Orientation: Part II (Hyannisport East)

Continuation of a two-part program that will review everything new school committee members need to know about their role and responsibilities to satisfy the mandated training requirement.

Presenters: *MASC Field Staff*

• Parliamentary Procedures (Barnstable 1)

Training by an expert on parliamentary procedures for school committee members and an update on the parliamentary rules for orderly meetings. A must for chairs and those who want to preside.

Presenter: *William Gilmeister, Parliamentarian/Tantasqua Regional School Committee*

SESSION II: 10:30-11:45am

• Thumbs Up or Thumbs Down: Social Media and School Districts (Hyannisport West)

Like it or hate it (or both!), social media has become part of the world in which our districts live. Your district has an online presence, whether you manage it or not. Come talk about best practices, discuss pitfalls to avoid, and ask your questions about using social media.

Presenter: *Tracy Novick, MASC Field Director*

• Amplifying the Student Voice (Barnstable 2)

School committees are required, under MA General Laws to have student representation on the school committee. In this session, school committee members and student representatives will discuss student participation and the positive impact of student voice in decision-making.

Presenters: *Dorothy Presser, MASC Field Director; Alysia Butler, Hopedale School Committee; Serena Jampel, Newton North High School Class of 2020; Bridget Ray-Canada, Newton School Committee; Tainan Nunes, Dennis-Yarmouth School Committee Student Representative; Michael Cheng, Acton-Boxborough School Committee Student Representative*

• Student Leaders Training Session (Barnstable 3)

MASC staff and school committee members have designed this program to help student representatives to the school committee learn how they can make their voices more effective and participate in one of the most important and fundamental of civic functions: the school committee

Presenters: *Stacey Rizzo, Revere School Committee (moderator); Glenn Koocher, MASC Executive Director; Students to be named*

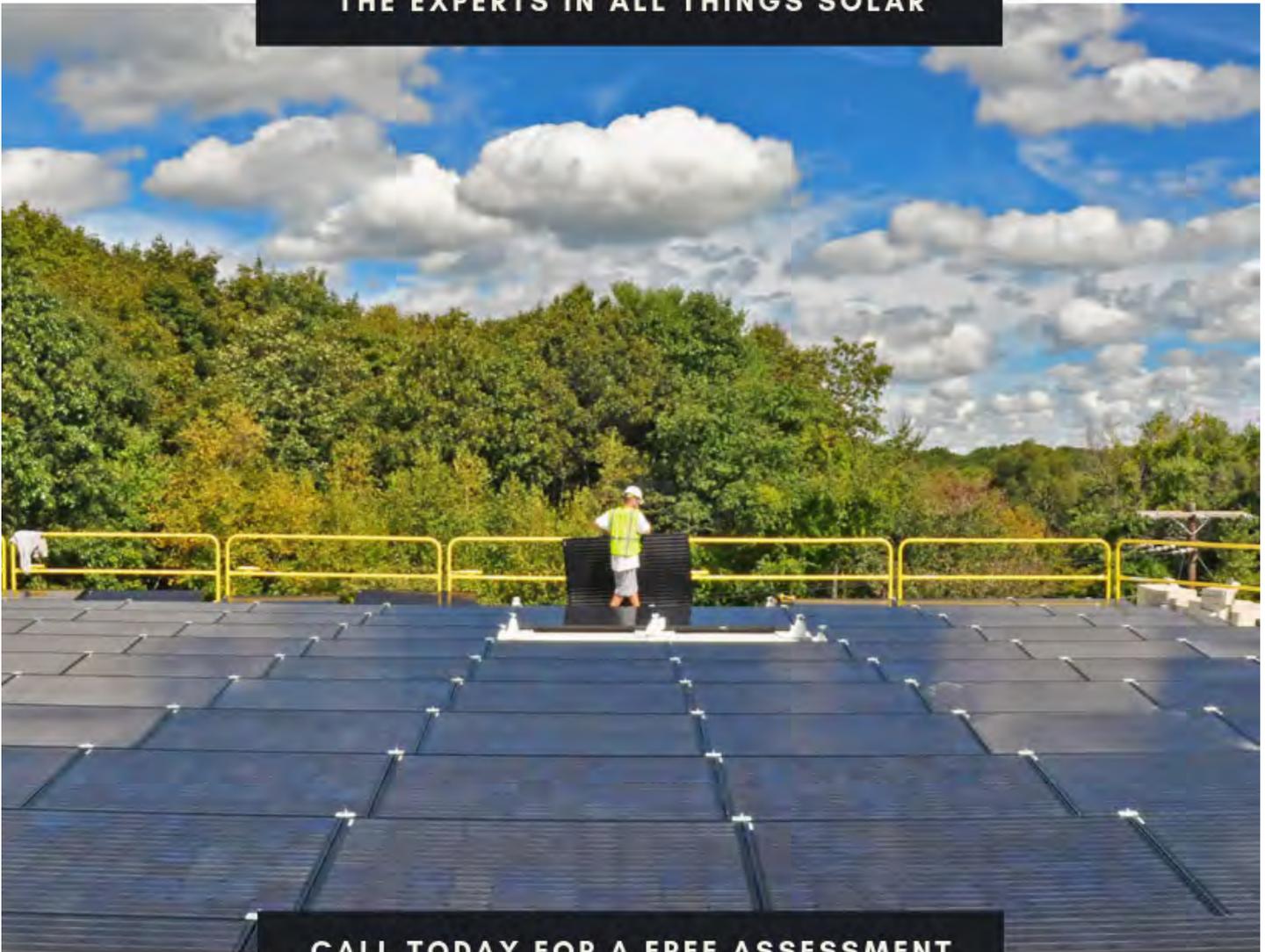
12:00-1:00pm **STUDENT VOICES LUNCH** (Bass River)

In a new, engaged format this year, the Saturday lunch table discussions will be led by a student and board member. Don't miss this opportunity to hear from students (and ask questions of them) on a range of current issues that impact their lives today and in the future—and may even influence your district's policy decisions.



Smart Solar. Smart Business.

THE EXPERTS IN ALL THINGS SOLAR



CALL TODAY FOR A FREE ASSESSMENT

Solar for schools is so simple. No advanced degrees, prerequisites or special training required!

Solect Energy does the heavy lifting so you can focus on your students and staff.

FOLLOW US AT @SOLECTSOLAR!

solect.com | 508.598.3511 | info@solect.com | Hopkinton, MA

Featured speakers



JEFFREY RILEY **Wednesday Keynote Dinner**

Jeffrey C. Riley was appointed Massachusetts' 24th commissioner of elementary and secondary education in early 2018 and began serving as commissioner on April 5, 2018. A Massachusetts native,

Mr. Riley's experience spans urban and suburban districts and includes teaching in Baltimore, Md., being principal of Tyngsboro Middle School, and being principal of Boston's Edwards Middle School. In January 2012, Commissioner Riley was appointed superintendent/receiver of the Lawrence Public Schools. During his more than six years there, he led a team that brought major improvements by shifting more resources and autonomy to the school level, expanding the school day, increasing enrichment opportunities, and ensuring all schools had great leaders and teachers.

Commissioner Riley lives in Boston and holds a bachelor's degree in philosophy from Pomona College in California, a master's degree in counseling from Johns Hopkins University in Maryland and a master's degree in school administration, planning and social policy from Harvard University.



NORMAN ORNSTEIN **Thursday General Session**

Norman Ornstein is a resident scholar at the American Enterprise Institute (AEI), where he studies politics, elections, and the US Congress. He is a cohost of AEI's Election Watch series,

a contributing editor and columnist for *National Journal* and *The Atlantic*, a BBC News election analyst, and the chairman of the Campaign Legal Center.

He previously served as codirector of the AEI-Brookings Election Reform Project and senior counselor to the Continuity of Government Commission. A longtime observer and analyst of American politics and the US Congress, he has been involved in political reform for decades, particularly campaign finance reform and the reform of Senate committees. He has also played a part in creating the Congressional Office of Compliance and the House Office of Congressional Ethics.

His many interviews have been aired on C-SPAN's "Washington Journal," CBS, CNN, Fox News Channel, MSNBC, NPR, and "PBS NewsHour," among others. His articles and opinion pieces have been published widely, including in *Politico*, *The New York Times*, *NY Daily News*, *The Wall Street Journal*, and *The Washington Post*.

His books include the bestsellers *One Nation After Trump*:

A Guide for the Perplexed, the Disillusioned, the Desperate, and the Not-Yet Deported, with E. J. Dionne and Thomas E. Mann (St. Martin's Press, 2017); and *It's Even Worse Than It Looks: How the American Constitutional System Collided with the New Politics of Extremism; The Broken Branch: How Congress Is Failing America and How to Get It Back on Track*, with Thomas E. Mann (Oxford University Press, 2006); and *The Permanent Campaign and Its Future* (AEI Press, 2000). He received a Ph.D. and a master's in political science from the University of Michigan and a B.A. from the University of Minnesota.



JAY KAUFMAN **Thursday Banquet**

Jay Kaufman is the founding president of the Beacon Leadership Collaborative. He has taught and consulted on public and non-profit sector leadership for the past three decades. He helped launch the

Initiative for Diversity in Civic Leadership, has served on the National Conference of State Legislature's leadership development faculty for courses in this country, Europe and Africa, served as founding director of Northeastern University's Center for Leadership and Public Life and, before that, served as founding director of the Massachusetts Bay Consortium, an association of 18 colleges and universities. In addition, he experimented with and experienced leadership successes and failures as a member of the Massachusetts House of Representatives where he served for twenty-four years, from 1995 to 2019. He chaired the legislature's Committee on Public Service and Committee on Revenue and was part of the House leadership team. His "OPEN HOUSE" monthly public policy forum was recognized with the prestigious Beacon Award as the nation's best televised government relations series.

MASC and MASS thank Cape Dairy for their generous sponsorship of the 2019 Ice Cream Social.

Cape Dairy is a proud distributor of H.P. Hood milk along with a myriad of dairy and ice cream products. Cape Dairy is a local distributor and employer with locations both in Hyannis and Acushnet. We deliver to a handful of Massachusetts schools and are very thankful to be doing so.

44 Bodick Road, Hyannis, MA 06759
800.352.7816 • www.capedairy.com

Featured speakers continued



DERRICK GAY **Friday General Session**

Derrick Gay is an internationally recognized consultant to businesses, educational, arts, and philanthropic organizations around the world on issues of Diversity and Inclusion, and Global Citizenship. In

this capacity, he partners with organizations, domestically and abroad, to promote empathy, cultivate cultural competency, and deepen inclusion.

Dr. Gay's approach draws from 20 years of experience working on issues of Diversity and Inclusion, and Global Citizenship with diverse organizations spanning multiple sectors. A graduate of Oberlin College, Oberlin Conservatory, the Klingenstein Center at Columbia University, and The University of Pennsylvania, Dr. Gay's work has been featured in *The New York Times*, *The Washington Post*, Huffington Post, NPR, and on BrianLehrer.tv.

Fluent in English, Spanish, French, Italian, and Portuguese, his work extends beyond the US. Most recently, he delivered keynotes in French at La Mission Laïque's annual conference in Deauville, France. Previously, he delivered keynotes and facilitated workshops at L'Association des Ecoles Francaises d'Amérique du Nord in Palm Springs, the 50th Annual Conference for Association for the Advancement of International Education, and EF Global Leadership Summit in Lima, Perú, to name a few. Future work includes partnerships in France, Canada, Morocco, and Colombia.



MAURA HEALEY **Friday Lunch**

Maura Healey is serving her second term as Massachusetts Attorney General, continuing a career spent fighting for justice and equal rights by serving as the "People's Lawyer."

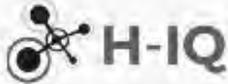
After Maura's historic victory in her first-ever run for office, she has spent her time in office focusing on the issues that matter to our residents and our communities. Her top priority has been confronting the devastating opioid epidemic, including by suing Purdue Pharma and its executives for their role in creating this crisis. She and her team have also led efforts to pass common sense reforms to prevent gun violence, reduce health care and energy costs, and advance women's reproductive rights and economic freedom. Importantly, the office manages to do all of this work while serving as a revenue generator for the state: last year alone, the Attorney General's Office saved or recovered \$800 million – a 17 to 1 return on taxpayers' investment.

Prior to her election, Maura worked in private practice as a junior litigation partner at the law firm WilmerHale and then helped lead the Attorney General's Office, including as head of the Civil Rights Division. During this time, she led the first successful state challenge to the discriminatory federal Defense of Marriage Act (known as DOMA). After college, she also spent two years as a starting point guard on a professional basketball team in Europe. She is a graduate of Harvard College and the Northeastern University School of Law.

Jumpstart student creativity
...and get the data to prove it.



"H-IQ gives students brainstorming freedom. They can be creative in a way that the school doesn't otherwise allow for."
Amy Kumpfel, High School Science Teacher



Come see us at booth #58 and try H-IQ yourself

Visit www.hunter-iq.com for more information.

Join the MASC community online!

Sign up for the MASC list-serv from the Member Resources of the MASC website.



Like and follow the MASC page on Facebook (facebook.com/schoolcommittees).

Join your Division or the Minority Caucus group on Facebook right from the MASC Facebook page.



Follow MASC on Twitter (@MASCSchoolComm).



Follow MASC on Instagram (@MASCSchoolComm).



Follow MASC on LinkedIn.

Exhibitors

Exhibit Hours

Wednesday: 3:00 – 6:30pm
 Thursday: 7:30am – 3:00pm

Exhibitors' Events in the Exhibit Hall

Cocktail Reception: Wednesday, 5:00 – 6:30pm
 Continental Breakfast with Exhibitors: Thursday, 7:30 – 9:30am
 Dessert Social: Thursday, 1:00-2:30pm
Bingo Prize Drawing: Thursday, 2:15pm

Advocates for Home Education in MA.....	59
Andrews Technology.....	34
Aramark Education.....	4
Boundless Adventures.....	25
Brain Power.....	14
Britannica Digital Learning.....	31
CBS Therapy.....	57
CGA Project Management.....	19
Champions.....	45
Chartwells School Dining Services.....	55
CLEARGOV.....	3
Colliers Project Leaders.....	46
Crayola.....	16
Diligent Corporation.....	54
Drummeay Rosane Anderson, Inc.....	5
Edgenuity.....	20
Effective School Solutions.....	17
ESS.....	1
Finegold Alexander Architects.....	28
Flansburgh Architects.....	43
Fontaine Bros., Inc.....	35
Fresh Picks Café.....	32
Futures Education.....	33
Gilbane Building Company.....	23
Habeeb & Associates Architects.....	10
Hunter Higgs, LLC.....	58
Insight Workforce Solutions.....	15
Kaestle Boos Associates, Inc.....	18
KP I Law.....	24
Let's Talk About It.....	13
LinkIt!.....	49
MA Association of School Committees.....	47
Mirick O'Connell.....	2
Mosse & Mosse School Services.....	6
Murphy Hesse Toomey & Lehane, LLP.....	30
National School Boards Association.....	56
New England School Development Council.....	38
Ockers Company.....	50
Presentation Systems, Inc.....	26
Public Agency Retirement Services (PARS).....	27
Public School Works.....	29

Rentacrate, Inc.....	11
Robert H. Lord Company, Inc.....	42
Scholastic Education.....	8
School Brains.....	39
School Datebooks.....	52
Skanska USA Building.....	21
Sodexo.....	7
Solect Energy.....	9
Studio G Architects.....	53
Symmes Maini & McKee Associates.....	40
The Difference Card.....	21
The S/L/A/M Collaborative.....	44
Trane Commercial Systems.....	12
Ultiplay Parks & Playgrounds, Inc.....	41
Valley Communications Systems, Inc.....	51
Waterford.org.....	22
Whitsons School Nutrition.....	36

Advocates for Home Education in Massachusetts, Inc.



Scan me

www.AHEM.info/sc
 A trusted resource for homeschoolers and educators
 since 2004

MASC officers



DEVIN SHEEHAN
President

Devin M. Sheehan has served on the Holyoke School Committee since first being elected in 2009. As a member of the MASC Board of Directors, Devin previously served as a Division Chair, Secretary-Treasurer, Vice-President, and President-Elect, and is currently serving as President.

Mr. Sheehan has attended and presented at numerous MASC conferences, served as Holyoke's representative in the delegate assembly and presented on Roles and Responsibilities for Charting the Course. In addition Sheehan has attended Day on the Hill, National School Board Association (NSBA) Annual Conferences, the NSBA Advocacy Institute and the NSBA Leadership Symposium. Sheehan also represented Massachusetts on the Regional Nominating Committee for the NSBA Board of Directors in October 2014, January 2015, August 2016 and August 2017. He also served the NSBA as a member of the Governance Review Committee, and this past April, Sheehan represented was elected as a Northeast Region representative on the NSBA Board of Directors.

On the School Committee Mr. Sheehan has been elected by his peers for six consecutive years to serve as the Vice-Chair. In this role he develops meeting agendas, leads the committee and works with the Receiver to set the mission and goals of the Holyoke Public Schools. Prior to being elected the School Committee never approved a balanced budget but due to Mr. Sheehan's leadership they have had a balanced budget for the past five years. A major goal of Sheehan's is to have the graduation rate of the Holyoke Public School improve during his tenure. With the administration he worked to set goals and create a plan that would encompass the entire community to increase the graduation rate in a four year period.

Aside from serving on the Holyoke School Committee Sheehan works in an urban school district in the Office of Instruction as an Analyst where he works with the Chief Instructional Officer and multiple academic directors in managing budgets, working with vendors and procuring supplies and curriculum for the district. Mr. Sheehan is deeply involved in his community where he served as a member of the Board of Directors for the Children's Museum at Holyoke and is currently the President of the St. Patrick's Committee of Holyoke. He is also a member of the Friends of the Holyoke Public Schools, the Holyoke Democratic Committee, and the Holyoke Lodge of Elks #902. In January 2013, Mr. Sheehan was recognized by The Republican/MassLive as Best Local Politician. He is a member of the Association for Supervision and Curriculum Development (ASCD) and the American Society for Public Administration. In February of 2017 Mr. Sheehan was honored to be named a 40 Under 40 by the Irish Echo Magazine.

Mr. Sheehan is a graduate of Franklin Pierce University; he has a graduate certificate in Educational Policy and a Master's in Public Policy from the University of Massachusetts Dartmouth. He resides in Holyoke with his partner, Dr. Michael Dodge.



DEBORAH DAVIS
President-Elect

A 23-year member of the Northeast Metropolitan Vocational Technical School Committee, Deb Davis has been a stalwart and effective champion for high quality 21st century vocational programs for all students. She has

been a member of the MASC Board of Directors since 2009, when she was elected chair of the vocational division (Division VIII), having previously served as its vice chair and secretary. She has also served on a number of MASC Committees including Resolutions and Nominations, and served as a representative to NSBA's Federal Relations Network and the MA Interscholastic Athletic Association. She is currently serving on the Board Of Directors of the MIAA.

Ms. Davis has also attended and presented at numerous MASC conferences, serving as Northeast Metro's Tech's representative to the Delegate Assembly, and chaired sessions on vocational education best practices at the annual joint conference. She has also attended multiple NSBA Annual Conferences, the Federal Relations/Advocacy Institute and, earlier this summer, the NSBA Equity Symposium.

On her school committee, she is currently serving as Chairperson and has also served as secretary and as well as chair of its Negotiation, Budget and Hall of Fame Committees. She is currently serving on the School Building Committee as Northeast looks to build a state of the art Vocational School in the near future.

She has been an active member of the Woburn Little League Board of Directors and has chaired the Woburn High School All-Night graduation party for the past 13 years.

A graduate of Northeast Metro Tech. (Drafting and Design), Davis received a degree in Architectural Engineering from Wentworth Institute of Technology. Professionally, she has been a designer for In/Ex Design Group and is the owner of the Deborah P. Davis Architectural Design firm. She also works in guest relations at TD Garden and as a gate agent/trainer for Delta Airlines.

Deb has been married for 35 years to Eric and they have 4 children, Eric Jr. and his wife Ashleigh, Andy and his Fiancé Colleen, Katie and Courtney. They recently welcomed their first grandchild, Hayes, to the family and look forward to their new roles as Noni and Gumpy.



ELLEN HOLMES

Vice President

Currently serving her twenty-second year as a member of the Ashburnham-Westminster Regional School Committee, Ellen Holmes has been in the forefront of MASC's drive to advocate for regional school issues, including concerns surrounding transportation, funding and governance. As MASC's Vice President, she has been a strong proponent for MASC positions on several pivotal Department of Education commissions and working groups, including the Safe & Supportive Schools Commission, Committee of Practitioners, Education Stakeholders Working Group, Adolescent Literacy Task Force and Pilot Schools Conference. Ms. Holmes has also been a forceful advocate on several MASC subcommittees, including Student Assessment; Legislative; Special Education; Advocacy; MIAA-Lacrosse (Boys & Girls); and Regional Schools, for which she served as chair 2004-2018. She has also represented MASC at the State House as a member of the Local Government Advisory Council. In Boston, she has lobbied the legislature for adequate education funding, charter school reforms and regional school district needs.

A frequent participant at MASC events, Ms. Holmes has appeared on a number of Joint Conference Panels on topics including Superintendent Searches, Special Education-Autism, Regional School governance, budgeting and transportation, Rural Schools, Budget Oversight. Previously as Division IV chair, Ms. Holmes organized critical issue panels on the Opiate Crisis, the Foundation Budget Review Commission recommendations, and MSBA & MA DOER as well as MASC Delegate Assembly and Resolutions Clinic, Special Education Legal Issues, Charter School Funding, Special Education Transportation, GIC, PARCC and "What's Driving Education – Access/New Ideas to Fuel Transportation Fleets. She has also served as a Techspo Judge at the Massachusetts Skills USA competition for eleven years.

On her local committee, she has served as Secretary; chair of the following Committees: Superintendent Search (and Administrator '03 & '15), Legal Services ('01-present), Sick Leave Bank ('09-present), Technology (1999 – '02), Superintendent Evaluation (1999 & 2003) and Investment ('17-). She has also been a member of Sick Leave Bank, Technology, Transportation, Legislative Liaison, Interscholastic Athletic, Budget, Full Day K, Policy Sub, School Committee Handbook, District Wellness Committee, and AVRSC Representative on Ashburnham Infrastructure Committee, CAPS Collaborative (Vice Chair) and FLLAC Collaborative.

A proud graduate of Seekonk High School, Wheaton College (BA) and Providence College (MA), Ms. Holmes and her husband, Roger Hoyt, are parents to three children, two of whom are on the autism spectrum and are civil engineering college graduates.



DENISE HURST

Secretary-Treasurer

A Springfield native and member of the Springfield School Committee since 2009, Denise Hurst has brought new focus and commitment to promoting issues of equity and inclusiveness in educational opportunities, and was a driving force behind the Association's Summits on Poverty. She has also been a highly effective leader organizing the MASC Minority Caucus in 2016 for which she served two years as chair; prior to joining the MASC Executive Committee in January 2019 as Secretary-Treasurer.

Ms. Hurst has attended and presented at numerous MASC workshops. She has also attended and presented at multiple NSBA Annual Conferences, including representing MASC at the National Delegate Assembly. She has been an active participant at NSBA's Federal Relations/Advocacy Institute and the newly formed NSBA Equity Symposium. She has served as a delegate to MASC's annual meeting (2010-present) and as Secretary-Treasurer of Division V from 2014-2017.

On her school committee she has served in numerous capacities, including as the Committee's vice chair; chair of the Curriculum & Programs, and Legislative & Contracts subcommittees, and as a member of the Budget & Finance, Vocational Education, Technology, and Parent Concerns committees.

Ms. Hurst's commitment to students and families throughout the Pioneer Valley extends well beyond her school committee service. She volunteers and serves on various boards. Ms. Hurst is an inaugural graduate of Leadership Institute for Political and Public Impact, Women's Fund of Western Massachusetts, a member of the League of Women Voters, and a graduate of the 62nd Citizens' Legislative Seminar, Massachusetts Senate.

In her professional capacity she served as the Site Director for the Massachusetts Department of Mental Health. In December 2018, Denise was appointed by President Dr. John B Cook to Vice President of Advancement and External Affairs at Springfield Technical Community College.

A graduate of UMass-Amherst with a B.A. in psychology, she also received an MSW from Springfield College. Her achievements and contributions to Springfield and Pioneer Valley communities have been honored on numerous occasions including recognition as the 2013 MASC All-State School Committee member; BusinessWest's 40 under Forty Class of 2014; 2015 was listed among 100 Women of Color in New England and Top 25 Women to Watch in Western Massachusetts and most recently in 2019 named Woman of The Year by Greater Springfield Professional Women's Chamber. Denise resides in Springfield with her husband, Springfield City Council President Attorney Justin J. Hurst, Sr. and their two sons, Justin Jr. and Jackson Douglas, both whom are students in the Springfield Public School System.

MASC officers continued



BEVERLY HUGO
Immediate Past President

Beverly Hugo is a product of and tireless advocate for public education, currently serving her fifth term on the Framingham School Committee. She has been praised by her colleagues for her focus, experience and leadership in

ensuring the best interests of all students. She is respected for her local, state and national advocacy for seeking adequate funding and supports while being fiscally responsible. Positive outcomes for all students is always first and foremost in her work. She believes that a label or an address should not determine a child's path to educational, career or life opportunities. As a certified kindergarten through eighth grade teacher, she began her career in Boston during the first years of desegregation, teaching in multilingual, multicultural and impoverished settings. She has built her career and focused her lifelong skills and goals on what is best for all children, striving for "Excellence and Equity through Public Education."

Currently serving as Past President of MASC, she previously served as President, President-Elect and as the Division II (Metropolitan) Chair. Ms. Hugo has maintained an active role on MASC committees and at state and national professional development events, including NSBA's annual convention; Federal Relations Network (at which she was a speaker on Turnaround Schools);

the Equity Symposium and at MASC's Day on the Hill and annual conferences. She has represented her district as a delegate to MASC's Annual Meeting and as a presenter on Gifted and Talented Education; the award-winning District Governance Support Project; PARCC/MCAS Testing; and Social and Emotional Wellness. For the past three years, she has served on Governor Baker's Local Government Advisory Commission.

In addition to her contributions as a member of the Framingham School Committee, Beverly has also been a very active presence in the Framingham community, serving on a wide range of committees and volunteer programs including the Democratic Town Committee as Treasurer and Vice Chair. She is the founder of both the Framingham Youth Zone and the Metrowest Teen Pregnancy Prevention Coalition, and a Past President, National Youth Chair and Director of the Mock Trial Program for the American Association for Justice (formerly Association of Trial Lawyers of America). She is a frequent local speaker on educational issues, serves on the Boston Latin Academy/Girls' Latin School Scholarship Committee and on the UMass-Amherst Scholarship Committee. She is also a past coordinator for the Metrowest Area for the annual WGBH auction.

A graduate of the Boston Public Schools (Girls' Latin), UMass-Amherst followed by postgraduate studies at Boston University, Ms. Hugo has taught in the Boston and Brookline Public Schools.

MASS officers



BRADFORD JACKSON
President

Brad Jackson is the Superintendent of Schools in Holliston, a position he has held since 2004. Prior to joining Holliston, Brad served a number of communities as a Central Office administrator, including serving as Assistant Super-

intendent of Schools in The Public Schools of Northborough-Southborough, Director of Administration and Finance in the Wilmington Public Schools and Business Administrator of School Administrative Unit #27 (SAU #27) in Hudson and Litchfield, NH. Brad has also served as an elected member of the Wilmington School Committee and as an appointed member of the Wilmington Finance Committee during the mid-1980's to mid-1990's.

Brad holds a Bachelor of Science Degree in Business Management from Babson College, a Master of Business Administration (MBA) from Babson College, a Certificate of Advanced Graduate Studies in Educational Leadership from the University of New England, and a Doctorate in Educational Leadership from the Lynch School of Education at Boston College. Brad also serves as an Adjunct Professor in the Educational Leadership Graduate program at the University of New England in Biddeford, Maine.



ROBERT BALDWIN
President-Elect

Robert N. Baldwin began his professional career as a teacher/coach. In 1998, he entered into school administration as an assistant principal at the middle school level. In 2001, he began his role as the Principal of Middleborough High School. In 2005, he assumed the duties of Superintendent of Schools for the Fairhaven Public Schools.

He immediately acted to create an organizational structure and culture in order to refocus the district. This plan for district improvement placed the people, structures, and systems in position to support the mission and core values of the district. Today, because of the hard work and dedication of so many, and the continued support by the community of the school system, stakeholders from all avenues are

Dr. Baldwin has worked to establish strategic affiliations and partnerships that promote collaborative planning to identify and advance opportunities for cooperation between town departments, neighboring municipalities, and community organizations in order to improve district effectiveness. These partnerships have served to enhance his town and our region. In the Southcoast region, he is

MASS officers continued

a contributing member of the Southcoast Development Partnership (SCDP), where he has served as a panelist at the SCDP Educational Attainment Summit. In the past he has served as an Adjunct Professor in the Educational Leadership Licensure Program at the University of Massachusetts at Dartmouth in the Leading for Learning K-12 principal and assistant principal licensure program.

He is active at the regional level in his association with the New England Association of Schools and Colleges (NEASC). He was appointed as a Commissioner to the Commission of Public Elementary and Middle Schools (CPEMS), where he was elected as the chair. For his work with the Commission, in 2015, he received the Jacob Ludes III Leadership Award. He was recently appointed to the Commission of Public Schools Executive Committee. Recently, Dr. Baldwin was appointed to the NEASC Board of Trustees.

Dr. Baldwin received his Bachelor of Science from Springfield College. He received a Master of Arts from the University of Maryland, and his Doctorate in Educational Leadership from Nova Southeastern University.



TIM PIOWAR
Vice President

Tim Piowar was appointed as the Superintendent of Schools in Billerica in 2012 and has spent his entire career in the Billerica school system. Prior to taking the role of superintendent, he served in administrative roles as the

district's Assistant Superintendent for Finance and Operations, the Director of Accountability and Information Systems, and the K-12 STEM Curriculum Coordinator. Tim's career in Billerica began in 1997 when he was hired to teach mathematics and computer programming at Billerica Memorial High School.

Tim's proudest professional accomplishment is the transformation of the school system of Billerica that coincided with the opening of a new \$176 million high school in September 2019. This change, which involved not only the building of a new school but also a district-wide grade reconfiguration and redistricting, was met with overwhelming support from the community and passed with 88% approval in the town-wide debt exclusion vote. Tim is excited about what opportunities this transformation will mean for the students of Billerica for generations to come.

A proud native of the Buffalo, NY area, Tim attended the Massachusetts Institute of Technology where he earned a Bachelor of Science in mathematics. He also holds a Master of Science from the University of Massachusetts Lowell and a Master of Education from Endicott College.



ERIC CONTI
Past President

After graduating from Brown University, Eric worked for AT&T for five years. From the corporate world Eric went back to Brown for his Masters in teaching science. As a seventh grade science teacher in East Greenwich, RI,

Eric was nominated for the Sallie Mae first year teacher's award. Eric attended the University of Wisconsin in Madison and worked for the Consortium for Policy Research in Education while earning his doctorate. Wisconsin led to an Assistant Superintendent's position for the Manchester Essex Regional School District in Massachusetts. From Massachusetts, Eric took a job as Assistant Superintendent in Culpeper County, Virginia. Eric's current position as Superintendent of the Burlington Public School district in Burlington, MA is where all that he has learned along his many stops is being put to good use.

Keep up with all the education news from across the Commonwealth with The Daily Ed!



See MASC's homepage to sign up!

Troubled by Twitter?

Flummoxed by Facebook?

Incapacitated by Instagram?

We can help!



Bring your social media queries and quagmires to the MASC booth

Wednesday evening during the exhibitor reception or Thursday during the exhibit hall ice cream social and talk to MASC Field

Director for Social Media Tracy Novick.

You can always find Tracy on Twitter at [@TracyNovick](https://twitter.com/TracyNovick).

MIRICK O'CONNELL

A T T O R N E Y S A T L A W

Why Should You Choose Mirick O'Connell as your School Counsel?

Over 40 Years Experience Representing Massachusetts School Committees

- ✓ Student Rights and Handbooks
- ✓ Student Discipline
- ✓ School Policies
- ✓ Personnel Issues
- ✓ Collective Bargaining
- ✓ Grievance Arbitration
- ✓ Unfair Labor Practices
- ✓ Employment Agreements
- ✓ Employment Litigation
- ✓ School Construction and Project Financing

To further learn how we can assist you, contact any member of our Education Law Team.

Brian R. Falk
Stephen F. Madaus
John P. McMorrow
D. M. Moschos
Kimberly A. Rozak
Sharon P. Siegel
Marc L. Terry



Worcester | Westborough | Boston

www.mirickoconnell.com

Massachusetts Council of School Attorneys

The Massachusetts Council of School Attorneys provides a forum on the practical legal problems faced by local public schools and the attorneys who represent them.

Melissa Murray, Esq., Norris, Murray & Peloquin, President, MA Council of School Attorneys 2019

REBECCA L. BOUCHARD

Legal Compliance Officer
Chicopee Public Schools
180 Broadway Street, Chicopee, MA 01020
phone: 413-594-1526; fax: 413-594-3563
rbouchard@chicopeeps.org

BRODY, HARDOON, PERKINS & KESTEN

One Exeter Plaza, 699 Boylston St.
Boston MA 02116
phone: (781) 239-3337
fax: (781) 235-9440
contact: Naomi Stonberg
nstonberg@bhpklaw.com

BULKLEY, RICHARDSON AND GELINAS, LLP

PO Box 15507
1500 Main Street, Suite 2700
Springfield, MA 01115-5507
phone: 413-781-2820
fax: 413-272-6802
contacts: Melinda M. Phelps; Mary Jo Kennedy
mphelps@bulkley.com
mkennedy@bulkley.com
www.bulkley.com

BROOKLINE PUBLIC SCHOOLS

Office of Town Counsel
333 Washington St.
Brookline, MA 02445
phone: (617) 730-2190
fax: 617-264-6463
contact: Joslin Murphy
email: Joslin_Murphy@town.brookline.ma.us

CITY OF NEWTON LAW DEPARTMENT

Newton Public Schools
1000 Commonwealth Avenue
Newton Centre, MA 02459
phone: 617-796-1240
fax: 617-796-1254
contacts: Angela Buchanan Smagula;
Jill Murray
asmagula@newtonma.gov
jmurray@newtonma.gov

COLLINS, LOUGHRAN & PELOQUIN

320 Norwood Park South
Norwood, MA 02062
phone: (781) 762-2229
fax: (781) 762-1803
contacts: Michael Loughran; Tim Norris
tnorris@collinslabor.com

LAW OFFICE OF AMY S. DIDONNA

46 Wachusett Street
Worcester, MA 01609
Phone: (508) 756-8004
fax: (508) 756-8044
amydidonna@gmail.com

DUPERE LAW OFFICES

94 North Elm Street, Suite 307
Westfield MA 01085
(413) 562-3300
(413) 562-3301
contact: Russell Dupere
Russell@duperelawoffices.info

JOSEPH A. EMERSON JR., ESQ.

33 Whitney Ave.
Westwood, MA 02090
phone: 781-769-6025
fax: 781-769-6026
email: joeemerson@earthlink.net

ETHEREDGE & STEUER, P.C.

64 Gothic St.
Northampton MA 01060
phone: 413-584-1600
fax: 413-585-8406
email: ed@edess.com
contact: Edward Etheredge

FINNEGAN & BEARSE

1 State Street, Suite 1500
Boston, MA 02109
phone: (617) 523-5433
fax: (617) 722-0317
contact: Stephen Finnegan
steve@sfinneganlaw.com

FLETCHER TILTON P.C.

370 Main St, 12th Floor
Worcester, MA 01608
(508) 459-8214
Fax: (508) 459-8414
contact: Joseph T. Bartulis, Jr., Esq.
jbartulis@fletchertilton.com

HOWARD GREENSPAN

200 Broadway, Suite 304
Lynnfield, MA 01940
phone: 781-598-4545
fax: 781-598-4579
Hgreenspan@GreenspanLawyers.com

KENNEDY & MADONNA, LLP

48 Dewitt Mills Rd
Hurley, New York 12443
Phone: 845-481-2622
contact: Kevin Madonna
kmadonna@kennedymadonna.com

KP I LAW

101 Arch St., Boston, MA 02110
phone: 800-548-3522
fax 617-654-1735
contact: Darren Klein
dklein@k-plaw.com
www.k-plaw.com

DANIEL KULAK, ESQ.

40 Lowell Street, Suite 14
Peabody, MA 01960
phone: 978-532-2060
contact: Dan Kulak

LONG & DIPIETRO

175 Derby Street, Unit 17
Hingham, MA 02043
phone: (781) 749-0021
fax: (617) 773-5401
contact: Mike J. Long
mlong@long-law.com

HEATHER RICHARDS

Newton Public Schools
100 Walnut St., Newton MA 02462
(617)559-6005
(617) 559-6005
Heather Richards
Heather_Richards@newton.kas.ma.us

LYONS & ROGERS, LLC

800 Hingham Street, Suite 204S
Rockland, MA 02370
Phone: 339-788-9577
Fax: 339-788-9915
contacts: Catherine L. Lyons;
Amy M. Rogers
amy@lyonsandrogers.com
cat@lyonsandrogers.com

MAUREEN MACFARLANE

Cambridge Public Schools
159 Thorndike St, Cambridge,
MA 02141
phone: 617-349-6425
fax: 617-349-6499
mmacfarlane@cpsd.us

MIRICK, O'CONNELL, DEMALLIE & LOUGEE

100 Front St., Worcester
MA, 01608-1477
phone: (508) 791-8500
fax: (508) 791-8502
contacts: Sharon P. Siegel; Demitrios Moschos;
Marc Terry; Kimberly Rozak
ssiegel@mirickoconnell.com
dmoschos@mirickoconnell.com

**LAW OFFICES OF
MARGUERITE M. MITCHELL**

200 Belmont St., Suite 200
Brockton, MA 02301
phone: 508-638-5609
contact: Marguerite M. Mitchell

MORGAN, BROWN & JOY

200 State Street
Boston, MA 02109
phone: (617) 523-6666
Nathan L. Kaitz; Philip Boyle; David
Connelly; Jacqueline Kugell
Nkaitz@morganbrown.com

**MURPHY, HESSE, TOOMEY &
LEHANE**

300 Crown Colony Drive, Suite 410
PO Box 9126
Quincy, MA 02269
phone: (617) 479-5000; fax: (617) 479-6469
contacts: Regina Williams Tate, James A. Toomey,
Edward F. Lenox, Mary Ellen Sowyrda, Andrew J.
Waugh

MURPHY, LAMERE & MURPHY

50 Braintree Hill Office Park
Suite 202
Braintree MA 02184
phone: (781) 848-1850
fax: (781) 849-0749
contacts: Michelle McNulty;
Paige Tobin
mmculty@mmlawfirm.com

**NUTTER, MCCLENNEN &
FISH, LLP**

155 Seaport Boulevard
Boston, MA 02110
phone: 617-439-2598
fax: 617-310-9196
contact: Nancy McGuire
nmcguire@nutter.com

MARY JOANN REEDY

228 County Street
Attleboro, MA 02703
phone: 781-690-6564
fax: 508-222-5356
email: mjreedy1@gmail.com

RUBIN AND RUDMAN, LLP

50 Rowes Wharf, Boston, MA 02110
phone: 617-330-7000
fax: (617) 439-9556
contact: Paul Hodnett
phodnett@rubinrudman.com

SHIPMAN & GOODWIN LLP

One Constitution Plaza
Hartford, Connecticut
phone: (860) 251-5000
fax: (860) 251-5315
contact: Julie Fay
jfay@goodwin.com

CITY OF CHELSEA

500 Broadway, Rm. 307, Chelsea, MA
phone: 617-889-8280
fax: 617-889-8359
contact: Cheryl Watson Fisher
cwatson@chelsea.ma.us

LAW OFFICE OF

DIANE M. PARENT
38 Rock Street, P.O. Box 3245
Fall River, MA 02722
Phone: 508-676-9711
Fax: 508-689-5113
parentatty@comcast.net

PETER SMITH

200 North Main Street, Suite 8
East Longmeadow, MA 01028
phone: 413-525-1136
fax: 413-525-4128
plsmithlawoffice@choiceonemail.com

PIERCE, DAVIS & PERRITANO, LLP

90 Canal Street, Boston, MA 02114
phone: 617-350-0950
fax: 617-350-7760
contact: John J. Cloherty III
Email: jcloherty@piercedavis.com

**STONEMAN, CHANDLER &
MILLER**

99 High St., Boston, MA 02110
phone: (617) 542-6789
fax: (617) 556-8989
contacts: Rebecca Bryant, Colby Brunt
rbryant@scmlp.com

SULLIVAN, HAYES & QUINN

One Monarch Place, Suite 1200
Springfield, MA 01115
phone: (413) 736-4538
fax: (413) 731-8206
contact: Gordon D. Quinn
gordon.quinn@sullivanhayes.com

**NUTTALL, & MACAVOY &
JOYCE P.C.**

1020 Plain St., Suite 270
Marshfield, MA 02050
phone: 781-837-7428
fax: 781-837-7498
email: tjn@snclgal.com
contacts: Thomas J. Nuttall; Michael Joyce;
Matthew W. MacAvoy
mwm@snclgal.com

SEAN P. SWEENEY, ESQ.

Offices of Sean P. Sweeney, P.C.
311 Village Green North, Suite A4
Plymouth, MA 02360
phone: 508-747-4224
fax: 508-747-4221
Spsweeneylawfirm@comcast.net

**VALERIO DOMINELLO &
HILLMAN, LLC**

One University Avenue, Suite 300B
Westwood, MA 02090
(617) 862-2005
contacts: Elizabeth Valerio; John Foskett;
Nicholas Dominello
email: Elizabeth.Valerio@VDHBoston.com
www.VDHBoston.com

WORCESTER PUBLIC SCHOOLS

20 Irving St., Worcester, MA 01609
phone: 508-799-3020
fax: 508-799-8280
contact: Stacey DeBoise Luster
lusterds@worc.k12.ma.us

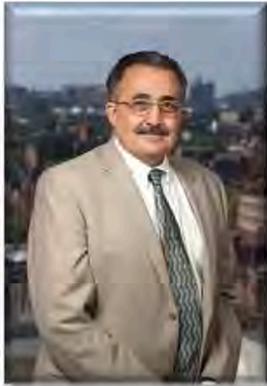
PANELIST index

Abbott, Claire.....	7	Davis, Marianne.....	3	Holmes, Ellen.....	5	Najarian, Joanne.....	12
Abby.....	12	Deacon, Paula.....	5	Horan, Chris.....	6, 15	Nakajima, Eric.....	7
Ahern, Sara.....	14	DeBoer, Patricia.....	3	Hughes, Margaret.....	3	Nolin, Anna.....	12
Albright, Margaret.....	4	DeFalco, Jason.....	7	Hugo, Beverly.....	8	Novick, Tracy.....	6, 15
Allen, Brian.....	2	DeLai, Mary.....	2	Hunt, Savery Kim.....	2	Nunes, Tainan.....	15
Anderson, Thomas.....	9	DeRuosi, David.....	2	Hurst, Denise.....	3, 8	O'Connor, Amy.....	14
Angelakis, Pamela.....	14	Dexter, Emily.....	13	Hyde, Brian.....	13	O'Neill, Jennifer.....	4
Ansong, Lauren.....	6	Dietrich, Susan.....	11	Jampel, Serena.....	15	Orcutt, Erin.....	3
Avery, Skip.....	12	Dodge, Michael.....	11	Jokela, Robert.....	12	Ouellette, Steve.....	9
Baeta, Joseph.....	4	Donovan, Matt.....	12	Kane, James.....	3	Parsons, Ken.....	4
Balch, Michelle.....	8	Doyle, Imothy.....	5	Kaplan, Marcy.....	4	Peisch, Alice.....	9
Barbieri, Patrick.....	12	Driscoll, Kim.....	5	Katseff, David.....	7	Peterson, Kathy.....	3
Baron, James.....	4	Driscoll, Margaret.....	2, 4, 5, 9, 13	Kelley, Andrew.....	8	Pires, Armand.....	11
Bartlett, Nicole.....	3	Drolet, Rich.....	11	Kelly, Dianne.....	12	Piwowar, Tim.....	5
Belsen, Roy.....	4	Eaton, Annelisa.....	4	Kelly, Kathleen.....	4	Polansky, Aaron.....	3
Bent, Anthony.....	3	Edinberg, Lisa.....	12	Kilcoyne, Kerry.....	8	Poliner, Rachel.....	14
Bergen, Anne.....	14	Edwards, George.....	6	King, David.....	13	Presser, Dorothy.....	7, 8, 14, 15
Berman, Shelley.....	12	Ekstrom, Nadine.....	6, 8	Knowles, Lydia Mackey.....	14	Rappaport, Nancy.....	7
Bilafer, Steve.....	10	Erickson, Don.....	9	Koocher, Glenn.....	6, 11, 15	Raschilla, Stefania.....	8
Blessen, Chris.....	4	Erickson, Eric.....	13	Koufman-Frederick, Ann.....	12	Ravanelle, Andre.....	7
Bock, Amber.....	12	Evans, Judith.....	5	LaBillois, James.....	2	Ray-Canada, Bridget.....	15
Bodin-Hettinger, Michelle.....	4	Fallon, Laura.....	3	Landanno, Cindy.....	5	Reggio, Jane.....	7
Bottan, Susan.....	9	Fantini, Fred.....	5	LaPorte, Clif.....	15	Reid, Mac.....	7
Bourque, Mary.....	4	Feliciano-Sims, Irene.....	10	Lawrence, Jeff.....	9	Reilly, Nadja.....	9
Boutwell, Dyana.....	2	Fenton, Kate.....	3	Lawson, Cathy.....	6	Rezendes, Rin.....	3
Bratica, Robyn.....	9	Ferland, Jennifer.....	9	LeBlanc, Brian.....	5	Rizzo, Stacey.....	12, 15
Buchanan, Liz.....	8	Finnegan, Stephen.....	9, 11	Lefebvre, Mildred.....	11	Roberts, Debra.....	12
Budzynkiewicz, Emily.....	4	Fiske, Stephanie.....	13	Lewiecki, Libby.....	2	Roberts, Kathryn.....	2
Burns, Meg.....	13	Forman, Benjamin.....	4	Lewis, Jason.....	9	Rodriguez, Ventura.....	8
Butler, Alysia.....	15	Francomano, Patrick.....	11	Lillie, Tiffany.....	14	Rosenberg, David.....	5
Cameron, Allan.....	5, 9	Frank, Kyra.....	2	Lloyd, Chris.....	2	Rozak, Kimberly.....	10
Campbell, Amanda.....	5	Fratto, Glenn.....	5	Long, Michael.....	11	Salim, Kenneth.....	5
Cardonio, James.....	13	Geary, Alyson.....	6	Mador, Julie.....	9	Scales, LeaAnn.....	4
Carter, Jonathan.....	13	Ghosh, Ashoke.....	9	Maestas, Gary.....	2	Schelkin, Larisa.....	11
Cavanaugh, Carol.....	7	Giannotti, David.....	9	Magley, Grace.....	12	Schmalzreid, Ivy.....	6
Cavanaugh, Colleen.....	13	Gibson, Ellen.....	14	Marotta, Margaret.....	7	Scott, Chris.....	5
Cavanaugh, Nancy.....	7	Gilmeister, William.....	15	Marshall, Maureen.....	3	Serkin, Ariel.....	9
Cazabon, Mary.....	13	Goodell, Donna.....	12	Martins, Kerry.....	10	Sigalovsky, Julia.....	11
Cerce, Vincent.....	4	Gorman, Geoff.....	3	Maruszczak, Joseph.....	13	Sills, John.....	8
Cheng, Michael.....	15	Griffin Dunne, Beverley.....	6	Maskell, Tiffanie.....	14	Silverstein, Kris.....	10, 15
Connolly, Joan.....	7	Grubert, Arlene.....	5	McCarthy, Jack.....	12	Sluter, Kim.....	11
Costa, Edward.....	3	Gustafson, Nancy.....	12	McGonagle, Elizabeth.....	6	Souza, Nancy.....	3
Cox, Sarah.....	12	Hackett, Julie.....	4	McGonagle, Liz.....	9	Stark, Debbie.....	13
Cragin, Sally.....	12	Handy, Mary Jane.....	3	McGrath, Christine.....	6	Starr, Jennifer.....	12
Creed, John.....	15	Hannah, Margaret.....	7	McGuire, Edward.....	5	Stevens, Sherrie.....	12
Crocker, Judith.....	4	Hannah, Margaret.....	9	Miller, Barbara.....	9	Stonberg, Naomi.....	8
Curtin, Rob.....	2	Hanscom, Hope.....	3	Mokaba, Danielle.....	12	Sullivan, Jay.....	3
Daly, Jack.....	2	Hardy, Jim.....	4, 13, 15	Moriarty, Michael.....	2	Sullivan, Jay.....	13
Daly, Patrick.....	2	Hardy, Phyllis.....	13	Morrison, Scott.....	2	Sullivan, Jeanne.....	4
Dana, Lisa.....	4	Harrison, Sharon.....	4	Mr. Wuffles.....	12	Sullivan, Joanne Haley.....	5, 6
Danian, Jolene.....	2	Hawley, Ramah.....	9	Murphy, Patrick.....	12	Suter, Gary.....	9
Daniels, Margie.....	5	Hiersche, Steve.....	10	Murphy, Tracy.....	9	Sylvia, Susan.....	9
Davis, Deborah.....	12						

Continued on page 31

The BHPK School Law Group led by Lenny Kesten and Naomi Stonberg combines decades of experience in representing school systems throughout the Commonwealth.

Our practice provides full service representation including:



Lenny Kesten

- Labor Relations
- Collective Bargaining
- Hiring, disciplining and discharging employees
- Sexual Harassment/Anti-Discrimination Training
- Anti-Bullying Training
- Pre-litigation Employment Services
- Writing of Personnel Policies
- Training and Representation in New Ethics Laws/Regulations
- Litigation
- Appeal



Naomi Stonberg

To learn more about our practice or for assistance, please contact any member of our School Law Group:

Lenny Kesten
lkestn@bhpklaw.com

Naomi Stonberg
nstonberg@bhpklaw.com

Judy Levenson
jlevenson@bhpklaw.com

Gregor Pagnini
gpagnini@bhpklaw.com

Dedicated to serving Municipalities for over forty years

*Achieve sustainable
facilities through
Energy Savings
Performance
Contracting with
Trane*



Contact Us:

Leo McNeil, *Regional Director Comprehensive Solutions*

P: 508.528.5467 Email: lmcneil@trane.com

Morgan Perras, *Account Executive Comprehensive Solutions*

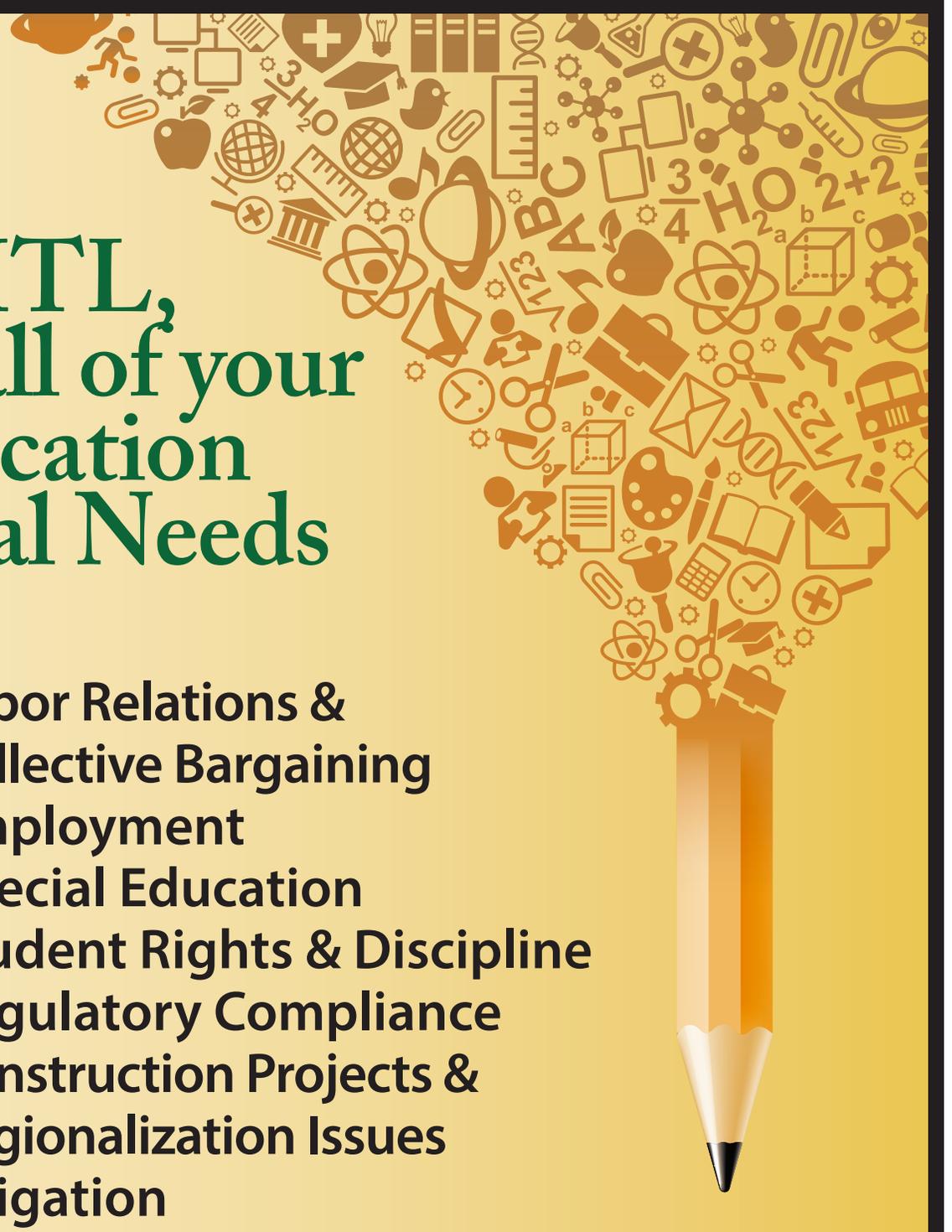
P: 978-737-3872 Email: morgan.perras@irco.com

Trane

181 Ballardvale Street, Suite 201
Wilmington, MA 01887

Learn more: www.trane.com/beyondenergy





MHTL, for all of your Education Legal Needs

- Labor Relations & Collective Bargaining
- Employment
- Special Education
- Student Rights & Discipline
- Regulatory Compliance
- Construction Projects & Regionalization Issues
- Litigation

MH MURPHY HESSE
TL TOOMEY & LEHANE LLP
Attorneys at Law

Boston
Quincy
Springfield

voice: 617.479.5000 • fax: 617.479.6469 • www.mhtl.com • [@mhtl_law](https://twitter.com/mhtl_law)

Panel Index continued

Szymanski, Paul..... 9	Tierney, Joseph 11	Vergne, Jariel..... 9	Werner, Tina..... 2
Taverna, Keith 4	Tilton, Laura 13	Vetter, James..... 14	Woodbury, Carol..... 11
Taymore, Cyndy..... 6	Torres-Ardila, Fabian 13	Walczak, Candice..... 13	Wright, Suzanne 14
Tellier, Sonia..... 12	Train, Sarah 7	Walmsley, Sonia 9	Zarren, Gail 8
Terry, Marc..... 10	Tremblay, Robert..... 14	Warwick, Daniel 3	Zimmerman, Isa..... 11
Thompson, Karen 8	Valerio, Elizabeth 11	Welch, Michael 10	
Thomson, David 4			

You've earned it. We protect it!

MacCormack Law Firm, PC

Asset Protection • Wills & Trusts • Tax Planning

Bryan S. MacCormack
 Tel: 617-371-4351
 bryan@maccormacklaw.com
 www.maccormacklaw.com

92 State Street, 4th Floor, Boston, MA 02109



Breaking Out *How can the architecture of break-out spaces, fabrication and small group learning labs support a school's educational program? Join us on Thursday, 1:15pm for this insightful session with perspectives from two unique school districts.*





**MORGAN, BROWN
& JOY, LLP**

***Counsel to School Committees throughout Massachusetts
Representing Employers in Employment
and Labor Law
Since 1923***

David M. Connelly, Past President

Massachusetts Council of School Attorneys - 2012

James M. Pender, Member, Board of Directors,

Massachusetts Council of School Attorneys

Jaclyn L. Kugell

Laurence J. Donoghue

Nathan L. Kaitz

Colin R. Boyle

200 State Street, Boston, MA 02109

Office (617) 523-6666 • Fax (617) 367-3125

mbjgeneralinquiry@morganbrown.com • www.morganbrown.com

Howard L. Greenspan

Attorney at Law

**Experienced Legal Counsel to School Committees
Labor and Employment Law
General School Law Chapter 71
Discrimination Law**

200 Broadway, Suite 304
Lynnfield, MA 01940

Telephone: 781-598-4545

Facsimile: 781-598-4579

E-Mail: Hgreenspan@GreenspanLawyers.com



How effectively are you telling your school district's story?

We can help.

Horan Communications provides K-12 public education leaders with **low-cost, high-impact communications solutions** to build community support for your schools. Chris Horan has nearly 25 years of experience in communications, education policy, and political strategy. He has assisted superintendents and school boards throughout Massachusetts and across the country.

- Media relations training
- Crisis communication
- Branding and marketing
- Web and social media strategy
- Workshops for school leaders



Twitter [@chrishorancomm](https://twitter.com/chrishorancomm) | 617-852-1340 | www.horancommunications.com

POLICY TWENTY-ONE

A twenty-first century online tool for Massachusetts school leaders

Access your school district policy manual anytime. . . all the time. . . using **MASC's** exclusive **POLICY TWENTY-ONE** service.

This convenient service allows districts to make their policies easily accessible to school committee members, administrators, staff, students, parents and community members. Any time. All the time. As technology continues to advance, all stakeholders expect and appreciate this service. An online manual provides the school committee's policies in a fully searchable, easy-to-use format that can be viewed from any electronic device with internet access.

**Join the more than 70 Massachusetts
School Committees who have enrolled
in Policy Twenty-One.**



www.masc.org/policy-services

Nuttall, MacAvoy & Joyce, P.C.

Attorneys at Law

Thomas J. Nuttall
Matthew W. MacAvoy
Michael J. Joyce
Leigh Mello
Kelsey M. Porcello
Craig F. Kowalski
Carolyn J. Wilson



An Education Law Firm

General Education
Special Education
Section 504
Discipline
Civil Rights and Bullying



1020 Plain Street, Suite 270
Marshfield, Massachusetts 02050
Telephone: (781) 837-7428
Fax: (781) 837-7498
www.nmjedlaw.com

S|C|M STONEMAN, CHANDLER & MILLER LLP Attorneys at Law

Alan S. Miller
Carol Chandler
Kay H. Hodge
Rebecca L. Bryant

Colby C. Brunt
Nancy N. Nevils
Joan L. Stein
John M. Simon

Katherine D. Clark
Andrea L. Bell
Colleen Shea
Thomas H. Costello

Responsive. Experienced. Committed.

- **Labor & Employment**
- **Special Education**
- **Student Discipline**
- **Policy Development**
- **Professional Development**



Stoneman, Chandler & Miller LLP's education practice is comprehensive and coordinated. SCM attorneys function as if they were the school district's in-house legal department combining all legal services necessary under "one roof."

SCM clients benefit from our attorneys' prior experience working in and with public schools. This collective experience is shared on a regular basis among the attorneys in the practice group and helps us to respond efficiently and practically to client concerns.

99 High Street
13th Floor
Boston, MA 02110

(t) 617-542-6789
(f) 617-556-8989

www.scmlp.com
edgroup@scmlp.com

DEDICATED TO SERVING THE UNIQUE NEEDS OF SCHOOLS

The KP Law, P.C. School and Education Law team regularly advises on the myriad issues facing school districts, committees, and administrators in an efficient and cost effective way. KP Law can work with you in all areas of law relating to schools and education, including:

- General School Law
- Labor & Employment Law
- Collective Bargaining
- Employee Discipline
- Discrimination & Harassment
- All Aspects of G.L. c 70, 71, 72, 74, 76
- School Construction
- Public Finance & Procurement
- Litigation/Insurance Defense
- Open Meeting & Public Records
- Conflict of Interest & State Ethics

KP | LAW

The Leader in Public Sector Law

Boston, Hyannis, Worcester, Northampton, Lenox, and statewide, wherever our clients are.

617.556.0007 | 1.800.548.3522 | www.k-plaw.com



New England
Dairy

Real Farming. Real Food. Real Local.

We tell the story of how real dairy is part of the New England landscape. We're here to speak to its real nutrition and the real enjoyment it brings to our lives.

Why real dairy? Visit NewEnglandDairy.com



New England Dairy & Food Council and New England Dairy Promotion Board are proud to announce our new name and look. Despite these changes, our areas of expertise remain the same. We're still the premiere destination to learn about dairy farming, dairy food and nutrition, and school wellness.

Check out the Dairy in Your School section of our website to find:

- Dairy Farm to School Curriculum and Educational Resources
- Virtual Tours of Local Dairy Farms
- Grant Opportunities
- Fuel Up to Play 60 Information
- Marketing Support
- And so much more!

New England dairy farmers are proud to support healthier children and schools for 100 years.

We are New England Dairy.



Visit NewEnglandDairy.com @NewEnglandDairy   