



# Chelmsford School Department School Committee

## *Notice of Public Meeting*

Email Posting to [townclerk@townofchelmsford.us](mailto:townclerk@townofchelmsford.us) Thank you.

Filed with Town Clerk:

As required by G.L. c. 30 A, §18-25

**DATE:** Tuesday November 14, 2023 **TIME:** 6:00 p.m. **ROOM:** Conf. Room 1

**PLACE:** CPS Central Administration Office **ADDRESS:** 230 North Road

The Chelmsford School Committee (CSC) intends to conduct an in-person meeting on the date and time specified. The meeting will be live-streamed by Chelmsford Telemedia for interested community members to access and watch. Interested community members may e-mail Superintendent of Schools, Dr. Jay Lang, at [langj@chelmsford.k12.ma.us](mailto:langj@chelmsford.k12.ma.us) prior to 12:00 p.m. on Tuesday November 14, 2023 to be scheduled to provide in-person input under the public participation portion(s) of the agenda.

### **CALL TO ORDER**

### **PLEDGE OF ALLEGIANCE**

### **CHAIR OPENING STATEMENT**

### **CONSENT AGENDA**

1. Approval of the minutes of the school committee working session meeting of October 17, 2023
2. Approval of the minutes of the regular school committee meeting of October 17, 2023
3. Approval of the minutes of the regular school committee meeting of October 24, 2023

### **CHS STUDENT REPRESENTATIVE ANNOUNCEMENTS**

### **GOOD NEWS**

### **PUBLIC COMMENTS:**

The School Committee will hear from members of the public on items listed under New Business on the posted agenda. Speakers are asked to limit comments to 3 - 5 minutes to allow others an opportunity to speak. The School Committee will not respond directly to public comments, however will try to address comments when the item is reached on the agenda.

### **NEW BUSINESS**

1. Spotlight on the Schools: McCarthy & Parker Middle Schools

2. FY2025 Capital Planning & Prioritization
3. Personnel Report: October 2023
4. Valley Collaborative Fall 2023 Newsletter

**REPORTS**

1. Liaison Reports

**ACTION/NEW ITEMS**

1. Request for Reports & Updates

**PUBLIC COMMENTS:**

The School Committee will hear from members of the public on general matters of education interest. Speakers are asked to limit comments to 3 - 5 minutes to allow others an opportunity to speak. The School Committee will not respond directly to public comments, however will try to address comments at future meetings.

**ADJOURNMENT**

Chelmsford School Committee

Work Session Minutes

October 17, 2023

Meeting Time: 5:30 PM

Meeting Location: CPS Central Administration Office, 230 North Road, Conference Room

School Committee Members Present: Donna Newcomb (Chair), Dennis King (Vice Chair), Susan Mackinnon (Secretary), and Maria Santos

Also Present: Jay Lang (Superintendent), Linda Hirsch (Assistant Superintendent) and Joanna Johnson-Collins (Director of Business & Finance)

The meeting was called to order at 5:30 p.m. by Chair Newcomb.

This meeting being a work session where no old or new business would be voted on, the meeting was neither televised nor recorded.

Preparation for the October 24 meeting with State Representatives James Arciero, Simon Cataldo, and Rodney Elliott. The following topics were suggested:

CPS Short- and Long-Term Capital Planning:

School Building plan – historical perspective, ages of schools

Money spent to keep schools viable – kitchen renovations, modular expansion

Rising numbers of students – new multi-family housing projects, such as the UMASS campus, hotels used as homeless shelters (state \$ assistance with this?)

Keeping SPED programs in-house

Legislative Priorities

Circuit Breaker reimbursement for Special Education and transportation

Financial assistance for towns where state uses hotels as housing for homeless, including possible placement for immigrants

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Preparation for Panel Session at the MASC/MASS Joint Conference 2023 in November

CPS to lead session on Getting Started with DEI

Linda Hirsch preparing slide presentation on timeline and process with IDEAS Professional Development “from the top down.” Credit success of initiative to the unity the School Committee and top administrators exemplified in bringing the rationale and purpose to the entire district community. Emphasize the “why.”

The meeting was adjourned at 5:50 PM.

**CHELMSFORD SCHOOL COMMITTEE  
REGULAR MEETING  
October 17, 2023  
Meeting Minutes**

**Members Present:** Ms. Donna Newcomb (Chair), Mr. Dennis King (Vice Chair). Ms. Susan Mackinnon (Secretary), Mr. John Moses and Ms. Maria Santos.

**Also present:** Dr. Jay Lang (Superintendent), Dr. Linda Hirsch (Assistant Superintendent), and Ms. Joanna Johnson-Collins (Director of Business & Finance)

**Call to Order**

Ms. Newcomb called the meeting to order at 6:00

**Pledge of Allegiance**

**Chair Opening Statement**

“This meeting is being live-streamed by Chelmsford Telemedia and posted to the CPS website for interested community members to access and watch. In-person public participation will be taking place tonight in accordance with the Chelmsford School Committee Public Participation Guidelines. Anyone speaking tonight during the public input portion of this meeting has notified the superintendent’s office of their desire to speak and has been provided with these guidelines. Upon request written comments received no later than 12:00 p.m. on the day of this meeting will also be read and made part of the record of the meeting during the second public comment session.”

**Consent Agenda**

1. **Approval of the minutes of the regular school committee meeting of October 3, 2023.**

**Mr. King motioned to accept the minutes from the meeting on October 3, 2023. Mr. Moses seconded. Motion carries 5-0.**

**CHS Student Representative Announcements**

Keya shared that colleges have been visiting CHS. Clubs and after school activities are in “full swing”. Late busses began running today. Picture retakes are scheduled for November 9<sup>th</sup>. Flu vaccines for students will be on October 18<sup>th</sup>.

Lana added that the Seniors Halloween Dance will take place on October 28<sup>th</sup>. The Unified Basketball team had their first win this season against North Andover. Studio Art 2 students created coloring books for adults. They help to reduce stress and anxiety and “improve focus and relaxation”. Each student designed two pages and chose the titles and cover designs. The books were distributed during Open House. Ms. Newcomb displayed them tonight.

## **Good News**

Dr. Hirsch shared that tonight's good news is in the audience and will be presenting in a few minutes.

## **Public Comments**

None

## **New Business**

### **1. Presentation: Strategic Plan Steering Committee – Academic Achievement**

Dr. Hirsch introduced the members of The Academic Achievement sub group: Dr. Parks; Dr. Beyranevand; and Kelly Rogers. Academic Achievement is one of the five strategic planning priorities that are covered under the current district's Strategic Plan. The other four groups will be presenting at future meetings. After focusing on reading, the focus is shifting to mathematic following the processes used to improve reading programs. Reading and other subjects will continue to be supported while new math curriculum, pedagogy and supports will become an additional focus. Success will be measured by data percentiles on MCAS and meeting standards through i-Ready data. New math initiatives for this school year will involve: implementing a new math curriculum; using i-Ready benchmarks for K-8; continue improving use of the Panorama Dashboard; and reviewing school schedules to maximize learning time.

Dr. Beyranevand spoke of the new math curriculum initiative K-12. Programs and math curriculum have been evaluated over the prior school year and pilots have been implemented with input from all stakeholders. The Reveal Math Program was the chosen pilot to be introduced this current year. "Teacher Leaders" were fully trained. K-5 staff have been trained since the beginning of this school year. Teacher Leaders were given additional training at that time. January will bring more training for K-5 teachers and then end of the year will bring the opportunity for reflection and possible changes for the 2024/25 school year. Reflection and changes will be addressed next summer as well. Planning will be made for additional and ongoing professional development. Additional staff besides teachers will be trained. Some of the elementary schools and middle schools may benefit from an intervention program through Title 1.

Ms. Rogers spoke of the second initiative which involves i-Ready and having students who are working just below the benchmark get additional support beyond the instruction and support within the classroom or outside in small group instruction. Students are able to set their own learning goals through the use of i-Ready. Teachers will share the i-Ready data with the individual students to monitor growth. In the upcoming year the leadership team will be meeting with the i-Ready consultants for the fall, winter and spring testing windows. Parents are able to logon to their students i-Ready site and see a report that outlines exactly where the student is and how much growth they have seen over time. This also provides strategies to show parents how to work with their children. Finally, the administrative team will be involved with professional development around "standards mastery" which will provide additional information to teachers about what their students are learning.

Dr. Hirsch spoke of the third initiative which concerns creating one dashboard to provide one place for teachers to go to get all the information on each student. The platform "Panorama" allows teachers to see all the students in the class and principals can see all those in their school. It shows academic updates,

behavior updates, and attendance updates. Dr. Hirsch says that Panorama is being widely used by teachers. At a future meeting Dr. Hirsch will demonstrate Panorama. This is the second year that Panorama data has been available. I-Ready is the tool box for math and ELA and is standards-based.

Dr. Parks then spoke about the fourth initiative which is to maximize student learning time, by looking at ways to adjust daily schedules. At McCarthy the goal for this year was to find a way to lower class sizes and give the students some choices and a voice within the schedule. They have created an extra block which is devoted to SEL on Mondays and several elective offerings during the other four days of the school week. For students who need extra support this block of time facilitates that without pulling students out of core blocks. This will be reviewed as the year unfolds and improvements will be made where a need is indicated. Dr. Parks also spoke of a middle school collaborative fund raiser called “Days of Awesomeness” which was a huge success for both schools!

This was a detailed presentation and can be fully appreciated by watching tonight’s meeting on Chelmsford Telemedia YouTube.

## **2. FY2024 Budget Report: 1st Quarter Financials (July 1 – September 30, 2023)**

Ms. Johnson-Collins shared a memorandum and the details of the first financial quarter for July through September 2023 in tonight’s agenda packet. She “walked” The Committee through all of these details.

## **3. Recommended FY2024 Budget Transfers**

**Mr. King motioned to approve the FY2024 local operating budget transfer for \$134,862 for the salary reserve land change account to the various labor accounts as presented. Mr. Moses seconded. A roll call vote was taken. Motion carries 5-0.**

**Mr. King motioned to approve the FY2024 local operating budget transfer for \$125,000 for the six accounts noted to the Local Capital Land Building account as presented. Mr. Moses seconded. A roll call vote was taken. Motion carries 5-0.**

**Mr. King motioned to approve the FY2024 local operating budget transfer for \$3,107 from the one account noted to the Parker Middle School Music Supply account as presented. Mr. Moses seconded. A roll call vote was taken. Motion carries 5-0.**

## **4. Impact to Student Activity Accounts – Middle School Realignment**

Ms. Johnson-Collins “walked” The Committee through her memorandum on how to best resolve these accounts. Much discussion took place. This is complex! Dr. Lang will get additional information on this matter and bring it up at a future meeting.

## **5. Personnel Report: September 2023**

No action required.

## **Liaison Reports**

Ms. Santos attended the Parker/McCarthy PTO meeting. “Days of Awesomeness” raised close to \$25,000 at each school! McCarthy (in collaboration with Center School) will hold its recycling day on November 4, 2023.

Ms. Mackinnon attended the Harrington PTO meeting. The awning has been installed over the entrance to the fourth-grade classrooms. They had to reschedule their color run event until June due to rain. Trunk or Treat will be held on October 29<sup>th</sup>. On Halloween they will sponsor "Costume for a Cause". Those who donate \$1 may wear their costumes that day.

Ms. Newcomb attended the 50<sup>th</sup> Annual Pumpkin Fair at South Row which was well-attended. Lots of pumpkins were sold at this PTO sponsored event.

**Action/ New Items**

None

**Public Comments**

none

**Adjournment (7:46 p.m.)**

**Mr. King motioned to adjourn into Executive Session to discuss collective bargaining issues and not return to Regular Session. Mr. Moses seconded. A roll call vote was taken. Motion carries 5-0.**

***Respectfully submitted,  
Sharon Giglio,  
Recording Secretary***

Chelmsford School Committee

Meeting Minutes

October 24, 2023

Meeting Time: 5:30 p.m.

Meeting Location: CPS Central Administration Office, 230 North Road, Conference Room

School Committee Members Present: Donna Newcomb (Chair), Dennis King (Vice Chair), Susan Mackinnon (Secretary), John Moses and Maria Santos

Also Present: Jay Lang (Superintendent), Linda Hirsch (Assistant Superintendent), and Joanna Johnson-Collins (Director of Business & Finance)

Massachusetts House of Representatives Legislators for the Town of Chelmsford:  
Representative James Arciero, Representative Simon Cataldo, and Representative Rodney Elliott

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The meeting was called to order at 5:45 p.m. by Chair Newcomb.

Chair Newcomb thanked the House Representatives for coming to this meeting to discuss Chelmsford Public Schools Short- and Long-Term Capital (Facility) Planning and Legislative Priorities that affect the schools.

Dr. Lang presented historical information on work the district has done since 2016 to study and improve the school facilities. Increasing enrollment, space limitations, and aging buildings all contribute to the need for a new building. Adding to enrollment that is predicted to rise due to younger families moving to new and existing neighborhoods is a proposal for the Commonwealth to house homeless and migrant families in local hotels.

CPS has worked with Dore & Whittier Architects since 2016 on a Comprehensive Facilities Assessment. At that time the town approved \$7.9 million to construct 22 modular classrooms to assist with overcrowding and allow for full-day Kindergarten at all the elementary schools. This was intended to be a short-term solution. Dore and Whittier suggested a shift to a long-term project of building a new high school. CPS made unsuccessful bids with MSBA in 2018, 2019, 2020, and 2021. The Chelmsford High School plan was not compelling to the MSBA because the HS was too new (completed in 1974) and too well kept up. Although it is no longer considered state-of-the-art, MSBA did not call Chelmsford to its list of school project.

A new facilities plan was conducted with Dore & Whittier in 2021. Dr. Lang described several goals and proposals. In April 2023, CPS submitted an application to MSBA for the construction of a new building to replace Parker Middle School on Graniteville Road. Parker School was built



in 1965. It is overcrowded, not up to code, and includes ten modular classrooms that are reaching the end of their useful life. The goal, expected to receive support from the Town of Chelmsford, is to build a new school to house all 4<sup>th</sup>, 5<sup>th</sup>, and 6<sup>th</sup> grade students at the new school and use McCarthy Middle School for all students in grades 7 and 8. This would ease crowding at both the middle and elementary school levels. CPS is seeking the support of our state legislators in this process.

Representative Cataldo said that \$300 million has been allocated for the Green Schools program. Representative Elliott followed that there are at least a dozen bills in process to increase the funding for MSBA.

Next on the agenda was the Transportation budget for homeless students. This year approximately \$40,000 is budgeted. Reimbursement from DESE is a year in arrears. Representative Cataldo said there is a new pilot program for communities to receive expedited reimbursements. So far 22 communities are involved and Cataldo suggested we get in touch with DESE as soon as possible to inquire about being part of the pilot.

CPS expressed gratitude for everyone who worked on Chapter 70 money. The increase in state funds was a huge boost to the Town of Chelmsford.

Chair Newcomb concluded the meeting by thanking the representatives once again for coming and urging them to contact the MSBA on our behalf.

The meeting was adjourned at 6:55 p.m.



# Middle Matters: Parker & McCarthy Middle Schools

November 14, 2023



# Agenda

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**Opening of New Schools**

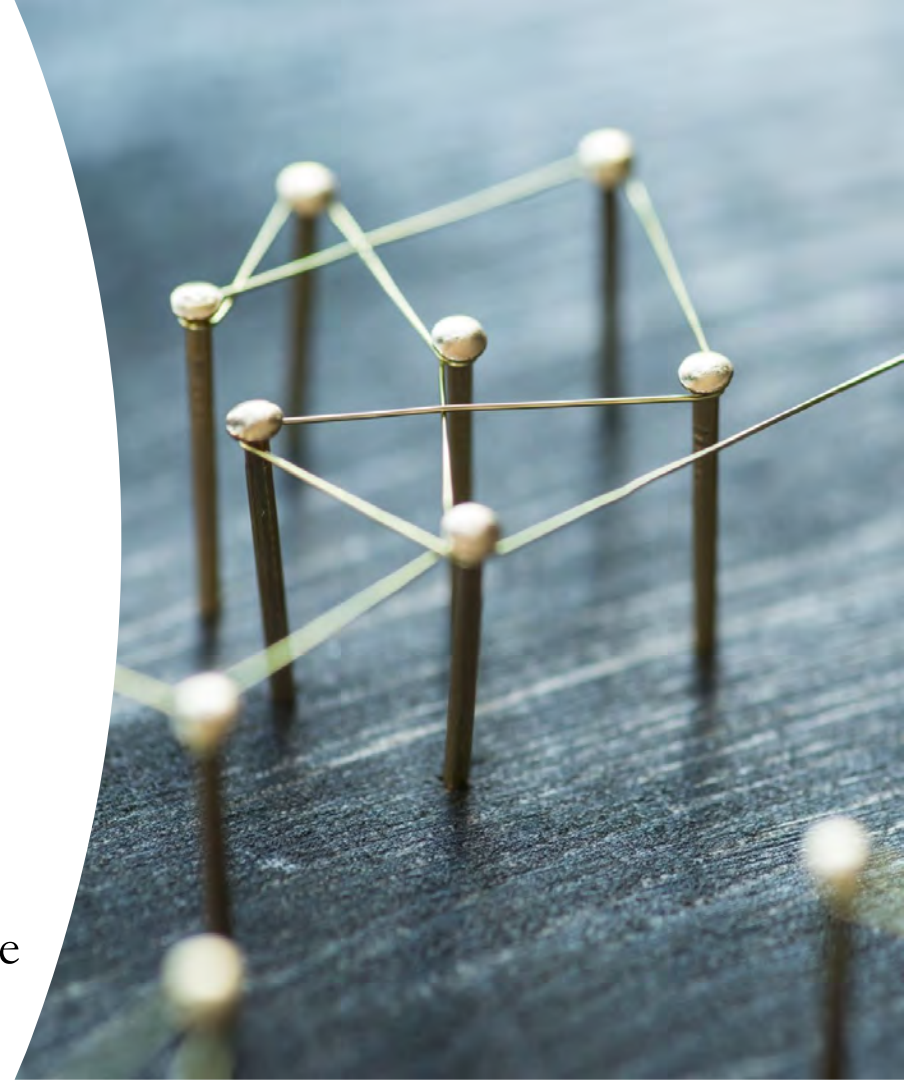
**Two Months of Parker**

**Two Months of McCarthy**

# Opening Two “New” Schools

## Common Threads...

- Service-Learning Opportunities
  - Community Support through various collections
- Team Building – Student and Staff
  - Day of Awesomeness
- Dedicated SEL Section for Second Step
- Middle School Combined PTO
  - Supporting all students 5-8
- Afterschool Clubs and Activities
- Parent-Teacher Conferences – Year 2
  - PTCFast Sign-up Conference Software



# Two Months Of Parker



# The Parker Vision

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**Our School Motto is Dream Big, Work Hard, Make it Happen! We aim to develop independent, empathetic, and resourceful students who contribute to their community.**



**There are four fifth grade and four sixth grade teams each comprised of two teachers from Parker and two from McCarthy. The 5th grade team names are the Explorers, Voyagers, Navigators, and Innovators. These names represent our belief in creativity and the growth mindset.**



**Our four sixth grade teams are the Entrepreneurs, Engineers, Inventors, and Architects and represent turning those dreams into reality through hard work and determination.**

# Two Months Of Parker

- Building Community
  - Service Projects and Developing Proactive Compassion
- Parker PRIDE, PAW Tickets, and PRIDE Awards
- Social Emotion Learning and Second Step
- After School Clubs – Something For Everyone
- Day of Awesomeness – (Bingo! and December Concert)
- School-Wide
- Grade Level Social Events



## Two Months of Parker

### Diversity, Equity, and Inclusion

- The Bionic Project - Nico's Challenge
- MTSS Committee - Activities targeting inclusion
- Cultural Awareness
- Addressing Microaggressions in the Classroom and School









THIN



PR



SUMMER  
CHEER  
2023

Two Months of McCarthy

# Building Updates



# We Are One School!

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Our primary focus to start the year was eliminating “Parker student - McCarthy Student” or “Parker Teacher - McCarthy teacher” labels.

- Teaming Structure: We have 4 teams of approx. 200 students each.
- There are 9 regular ed and 2 special ed teachers assigned to each team.
- Specialists and some service providers see students from all teams.
- We combined one 4-person team from each middle school - and added 1 Spanish teacher to each team.
- Students have a blend of teachers who worked at the “other” school previously.
- All teams are a mix of students/staff from both schools.





## We are 1 School!

- New approach to student scheduling - Mix between “Old” schedule and CHS – Adding student choice
- Schedule Highlights:
- Students rotate through 8 periods per day – Each team has a unique schedule
  - 5 “core” classes: Math, ELA, Science, SS, & World Lang./Lit. Support
  - 1 Specialist Block Per Day: P.E./Health, Art, PLTW
  - 1 Elective/Intervention Block Per Day: Monday dedicated to SEL for all students
  - Tuesday- Friday: Some students receive specialized services during this block with some choice between electives: *Chorus, Band, Orchestra, PE, Health, Art, Technology, Reading, PLTW, General Music*
  - This approach enables all students to participation in the specialist block

# Student Leadership

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# Questions





# CHELMSFORD PUBLIC SCHOOLS

Jay Lang, Ed.D., Superintendent

## Memorandum

To: Members of the School Committee  
From: Jay Lang, Ed.D., Superintendent of Schools  
Date: November 10, 2023  
Re: FY2025 Capital Planning

The FY2025 capital planning process is underway. I have provided a document to begin our discussion and prioritization of projects to be submitted for consideration this year. I have provided the FY25 – FY28 capital plan prioritization document that includes the next 4-years of projects of the approved 10-year capital plan for the Chelmsford Public Schools.

I have provided my initial prioritization of the projects below to begin our discussion. I would like to review these projects and have the school committee prioritize the projects to be submitted to the capital committee for review and consideration.

Priority	School	Scope of Work	FY25
1	McCarthy	Renovate/refurbish front entryway/lobby	\$450,000
2	CHS	FY24 Deferred: Renovate art classrooms	\$475,000
3	South Row	Replace ceilings throughout the building (except bathrooms)	\$958,528
4	McCarthy	Renovate/replace tennis courts	\$430,500
5	McCarthy	FY22, FY23 & FY24 Deferred: Replace elevator in school	\$325,000
6	Parker	Install a roof mounted energy recovery unit to provide ventilation in the administration area.	\$150,000
7	Parker	Replace the air handling unit and add ventilation in the teacher's room.	\$100,000
8	McCarthy	Add additional staff/visitor parking to the front of the school (Approx. 29 spaces/4 handicapped) and a new driving lane to allow for left only turn exiting the school. Sidewalks to be replaced where effected.	\$150,000
9	Parker	FY24 Deferred: Replace elevator in school	\$325,000
		Total:	\$3,364,028

# CHELMSFORD PUBLIC SCHOOLS

Jay Lang, Ed.D., Superintendent

## Memorandum

To: John Sousa, Finance Director/Treasurer

From: Jay Lang, Ed.D., Superintendent of Schools

Date: November 1, 2023

Re: FY2025 Capital Plan Requests – Chelmsford Public Schools


At the regular meeting of the Chelmsford School Committee on November 14, 2023, committee members and administration plan to have a discussion pertaining to priorities for the FY25 capital plan requests. Below is a list of the FY25 capital projects totaling \$ 3.36 million to be submitted to the capital planning committee for consideration as follows:

School	Scope of Work	FY25
McCarthy	FY22, FY23 & FY24 Deferred: Replace elevator in school	\$ 325,000
CHS	FY24 Deferred: Renovate art classrooms	\$ 475,000
Parker	FY24 Deferred: Replace elevator in school	\$ 325,000
McCarthy	Renovate/replace tennis courts	\$ 430,500
McCarthy	Renovate/refurbish front entryway/lobby	\$ 450,000
McCarthy	Add additional staff/visitor parking to the front of the school (Approx. 29 spaces/4 handicapped) and a new driving lane to allow for left only turn exiting the school. Sidewalks to be replaced where effected.	\$ 150,000
Parker	Install a roof mounted energy recovery unit to provide ventilation in the administration area.	\$ 150,000
Parker	Replace the air handling unit and add ventilation in the teacher's room.	\$ 100,000
South Row	Replace ceilings throughout the building (except bathrooms)	\$ 958,528
		Total: \$ 3,364,028

Attached please find Capital Improvement Plan (CIP) Detail Sheets for each project.

## Capital Improvement Program

### PROJECT DETAIL

Project Title:	<b>Elevator Replacement - McCarthy Middle School</b>		
Department:	<b>Schools</b>	Category:	<b>Building Infrastructure</b>
Description and Purpose:	<p>Funding is sought to replace the elevator at McCarthy Middle School. The elevator is thirty four (34) years old. All of the car and call operating buttons are no longer made, same applies to the controller components. While the original manufacturer remains in business, how long equipment needed for repairs may be sourced and supported is unknown. The elevator is lifted by a hydraulic cylinder buried in the ground which is subject to rust and corrosion. Since it is buried, it cannot be visually inspected.</p> <p>Note: This item was deferred in FY22, FY23 and FY24.</p>		


### RECOMMENDED FINANCING

	Source of Funds	Total Five Year Cost in FY24 \$	Estimated Expenditures by Fiscal Year					Five Year Total
			FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	
A. Planning and Engineering								
B. Land & ROW								
C. Construction								
D. Equipment			325,000	-	-	-	-	325,000
E. Other Costs								
<b>TOTAL</b>			<b>\$325,000</b>					<b>\$325,000</b>
F. Annual Maintenance & Repair								

- |                        |                         |                             |
|------------------------|-------------------------|-----------------------------|
| (1) Operating Revenues | (3) Revenue Bonds       | (5) State Aid               |
| (2) Municipal GO Bonds | (4) Corporate Donations | (6) Federal Aid             |
|                        |                         | (7) Special Assessments     |
|                        |                         | (8) Free Cash/Other Funding |

## Capital Improvement Program

### PROJECT DETAIL

Project Title:	<b>Art Classroom Upgrade - Chelmsford High School</b>		
Department:	<b>Schools</b>	Category:	<b>Building Infrastructure</b>
Description and Purpose:	<p>Funding is sought to renovate five (5) art classrooms at Chelmsford High School. This is primarily a cosmetic/not structural upgrade to the educational space, with the purchase of new equipment and technology. The classroom upgrades include installation of new LVT flooring over existing VCT flooring, new cove base trim, new ceiling tiles and lighting upgrade to LED fixtures, and patch and painting of classroom spaces. New equipment includes student worktables and seating, replacement of existing sink cabinet, and the purchase of new computers and software for the graphics lab.</p> <p>Note: This item was deferred in FY24.</p>		


### RECOMMENDED FINANCING

	Source of Funds	Total Five Year Cost in FY24 \$	Estimated Expenditures by Fiscal Year					Five Year Total
			FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	
A. Planning and Engineering								
B. Land & ROW								
C. Construction								
D. Equipment			475,000	-	-	-	-	475,000
E. Other Costs								
<b>TOTAL</b>			<b>\$475,000</b>					<b>\$475,000</b>
F. Annual Maintenance & Repair								

- |                        |                         |                 |                             |
|------------------------|-------------------------|-----------------|-----------------------------|
| (1) Operating Revenues | (3) Revenue Bonds       | (5) State Aid   | (7) Special Assessments     |
| (2) Municipal GO Bonds | (4) Corporate Donations | (6) Federal Aid | (8) Free Cash/Other Funding |

## Capital Improvement Program

### PROJECT DETAIL

Project Title:	<b>Elevator Replacement - Parker Middle School</b>		
Department:	<b>Schools</b>	Category:	<b>Building Infrastructure</b>
Description and Purpose:	<p>Funding is sought to replace the elevator at Parker Middle School. The elevator is twenty nine (29) years old. While the original manufacturer was purchased (bought out) shortly after the original elevator installation, major components needed for repairs may be sourced and supported. The elevator is lifted by a hydraulic cylinder buried in the ground which is subject to rust and corrosion. Since it is buried, it cannot be visually inspected.</p> <p>Note: This item was deferred in FY24.</p>		


### RECOMMENDED FINANCING

	Source of Funds	Total Five Year Cost in FY24 \$	Estimated Expenditures by Fiscal Year					Five Year Total
			FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	
A. Planning and Engineering								
B. Land & ROW								
C. Construction								
D. Equipment			325,000	-	-	-	-	325,000
E. Other Costs								
<b>TOTAL</b>			<b>\$325,000</b>					<b>\$325,000</b>
F. Annual Maintenance & Repair								

- |                        |                         |                 |                             |
|------------------------|-------------------------|-----------------|-----------------------------|
| (1) Operating Revenues | (3) Revenue Bonds       | (5) State Aid   | (7) Special Assessments     |
| (2) Municipal GO Bonds | (4) Corporate Donations | (6) Federal Aid | (8) Free Cash/Other Funding |

## Capital Improvement Program

### PROJECT DETAIL

Project Title:	<b>Mixed-Use Redesign/Refurbishment of Tennis Court Area - McCarthy Middle School</b>		
Department:	<b>Schools</b>	Category:	<b>Building Infrastructure</b>
Description and Purpose:	<p>Funding is sought to renovate/repurpose the tennis court area at McCarthy Middle School to a multi-use athletic venue to include tennis courts, basketball courts, and pickleball courts (whether standalone or integrated in the tennis courts). A picnic and/or family space is also desirable. The school department has contracted with Kaestle Boos Associates, Inc. to provide conceptual design services of the space to include 1) an assessment and programming, 2) conceptual design and 3) conceptual cost estimates.</p>		


### RECOMMENDED FINANCING

	Source of Funds	Total Five Year Cost in FY24 \$	Estimated Expenditures by Fiscal Year					Five Year Total
			FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	
A. Planning and Engineering								
B. Land & ROW								
C. Construction								
D. Equipment			430,500	-	-	-	-	430,500
E. Other Costs								
<b>TOTAL</b>			<b>\$430,500</b>					<b>\$430,500</b>
F. Annual Maintenance & Repair								

- |                        |                         |                             |
|------------------------|-------------------------|-----------------------------|
| (1) Operating Revenues | (3) Revenue Bonds       | (5) State Aid               |
| (2) Municipal GO Bonds | (4) Corporate Donations | (6) Federal Aid             |
|                        |                         | (7) Special Assessments     |
|                        |                         | (8) Free Cash/Other Funding |

## Capital Improvement Program

### PROJECT DETAIL

Project Title:	<b>Renovate Front Entryway - McCarthy Middle School School</b>		
Department:	<b>Schools</b>	Category:	<b>Building Infrastructure</b>
Description and Purpose:	<p>Funding is sought to renovate the front entryway of McCarthy Middle School to include new front entryway door access/egress, construction of a containment area after initial entry in the front doors, installation of a security screening checkpoint (equipment and software) for verification of entry purpose prior to being allowed access into the school facility.</p>		


### RECOMMENDED FINANCING

	Source of Funds	Total Five Year Cost in FY24 \$	Estimated Expenditures by Fiscal Year					Five Year Total
			FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	
A. Planning and Engineering								
B. Land & ROW								
C. Construction								
D. Equipment			450,000	-	-	-	-	450,000
E. Other Costs								
<b>TOTAL</b>			<b>\$450,000</b>					<b>\$450,000</b>
F. Annual Maintenance & Repair								

- |                        |                         |                 |                             |
|------------------------|-------------------------|-----------------|-----------------------------|
| (1) Operating Revenues | (3) Revenue Bonds       | (5) State Aid   | (7) Special Assessments     |
| (2) Municipal GO Bonds | (4) Corporate Donations | (6) Federal Aid | (8) Free Cash/Other Funding |

## Capital Improvement Program

### PROJECT DETAIL

Project Title:	<b>Additional Parking &amp; Driving Lane - McCarthy Middle School School</b>		
Department:	<b>Schools</b>	Category:	<b>Building Infrastructure</b>
Description and Purpose:	<p>Funding is sought to increase the staff/visitor parking in front of McCarthy Middle School (Approx. 29 spaces/4 handicapped) and a new driving lane to allow for left only turn exiting the school. Sidewalks to be added as well.</p> <p>Additional Parking Spaces: \$ 110,000 Additional Driving Lane: \$ 40,000</p>		
	 <p style="font-size: small;">29 angled parking spots (including 4 handicapped) to be added to this area.</p> <p style="font-size: small;">New lane to allow for left turn only lane onto North Road. Sidewalk to be added in this area, as well.</p>		

### RECOMMENDED FINANCING


	Source of Funds	Total Five Year Cost in FY24 \$	Estimated Expenditures by Fiscal Year					Five Year Total
			FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	
A. Planning and Engineering								
B. Land & ROW								
C. Construction								
D. Equipment			150,000	-	-	-	-	150,000
E. Other Costs								
<b>TOTAL</b>			<b>\$150,000</b>					<b>\$150,000</b>
F. Annual Maintenance & Repair								

- |                        |                         |                             |
|------------------------|-------------------------|-----------------------------|
| (1) Operating Revenues | (3) Revenue Bonds       | (5) State Aid               |
| (2) Municipal GO Bonds | (4) Corporate Donations | (6) Federal Aid             |
|                        |                         | (7) Special Assessments     |
|                        |                         | (8) Free Cash/Other Funding |



## Capital Improvement Program

### PROJECT DETAIL

Project Title:	<b>Administration Area and Teachers Room Ventilation - Parker Middle School</b>		
Department:	<b>Schools</b>	Category:	<b>Building Infrastructure</b>
Description and Purpose:	<p>Funding is sought to install a roof mounted energy recovery unit to provide ventilation in the administration area of Parker Middle School. Further, to replace the air handling unit and add ventilation in the teachers room at Parker Middle School.</p> <p>Administration Area Ventilation: \$ 150,000 Teachers Room AHU &amp; Ventilation: \$ 100,000</p>		


### RECOMMENDED FINANCING

	Source of Funds	Total Five Year Cost in FY24 \$	Estimated Expenditures by Fiscal Year					Five Year Total
			FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	
A. Planning and Engineering								
B. Land & ROW								
C. Construction								
D. Equipment			250,000	-	-	-	-	250,000
E. Other Costs								
<b>TOTAL</b>			<b>\$250,000</b>					<b>\$250,000</b>
F. Annual Maintenance & Repair								

- |                        |                         |                 |                             |
|------------------------|-------------------------|-----------------|-----------------------------|
| (1) Operating Revenues | (3) Revenue Bonds       | (5) State Aid   | (7) Special Assessments     |
| (2) Municipal GO Bonds | (4) Corporate Donations | (6) Federal Aid | (8) Free Cash/Other Funding |

## Capital Improvement Program

### PROJECT DETAIL

Project Title:	Ceiling Tile Replacement Project - South Row Elementary School		
Department:	Schools	Category:	Building Infrastructure
Description and Purpose:	<p>Funding is sought to replace the ceilings throughout the building (except bathrooms). This includes demolition of existing 12 x 12 ceiling tiles, installation of a new drop-ceiling grid and ceiling tiles, installation of new insulation, removal or existing light fixtures and replacement with new LED light fixtures, removal and reinstallation of the fire alarm sensors and signage where necessary, and rewiring all systems and lighting controls.</p>		

### RECOMMENDED FINANCING

	Source of Funds	Total Five Year Cost in FY24 \$	Estimated Expenditures by Fiscal Year					Five Year Total
			FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	
A. Planning and Engineering								
B. Land & ROW								
C. Construction								
D. Equipment			958,528	-	-	-	-	958,528
E. Other Costs								
<b>TOTAL</b>			<b>\$958,528</b>					<b>\$958,528</b>
F. Annual Maintenance & Repair								

- |                        |                         |                 |                             |
|------------------------|-------------------------|-----------------|-----------------------------|
| (1) Operating Revenues | (3) Revenue Bonds       | (5) State Aid   | (7) Special Assessments     |
| (2) Municipal GO Bonds | (4) Corporate Donations | (6) Federal Aid | (8) Free Cash/Other Funding |

**Chelmsford Public Schools  
5-Year Capital Plan**

As of  
November 1, 2023

School	Area	Scope of Work	Estimated Project Cost		Previous FY Deferral	FY25	FY26	FY27	FY28
McCarthy	Elevator	FY22, FY23 & FY24 Deferred: Replace elevator in school	\$ 155,610		\$ 325,000	\$ 325,000			
CHS	All School	FY24 Deferred: Renovate art classrooms	\$ 450,000		\$ 450,000	\$ 475,000			
Parker	Elevator	FY24 Deferred: Replace elevator in school	\$ 325,000		\$ 325,000	\$ 325,000			
District	Technology	Classroom technology upgrade of teacher instructional display stations - multi-year plan	\$ 75,000			\$ 75,000			
Harrington	All School	Install communication cables in protected raceways	\$ 91,080			\$ 91,080			
McCarthy	Exterior	Renovate/replace tennis courts	\$ 245,000			\$ 430,500			
McCarthy	All School	Renovate/refurbish front entryway/lobby	\$ 450,000			\$ 450,000			
McCarthy	All School	Add additional staff/visitor parking to the front of the school (Approx. 29 spaces/4 handicapped) and a new driving lane to allow for left only turn exiting the school. Sidewalks to be replaced where effected.	\$ 150,000			\$ 150,000			
Parker	All School	Install a roof mounted energy recovery unit to provide ventilation in the administration area.	\$ 75,900			\$ 150,000			
Parker	All School	Replace the air handling unit and add ventilation in the teachers room.	\$ -			\$ 100,000			
Parker	All School	Renovate stairwells	\$ 80,000			\$ 80,000			
South Row	All School	Replace ceilings throughout the building (except bathrooms)	\$ 422,012			\$ 958,528			
Byam	All School	Replace the original gate valves on the domestic water service to the building.	\$ 7,590				\$ 7,590		
Byam	All School	Install exhaust fan in the copy room for ventilation.	\$ 15,180				\$ 15,180		
Byam	All School	Replace roof drains	\$ 22,770				\$ 22,770		
Byam	Cafeteria	Replace the hardwood flooring at the stage.	\$ 31,499				\$ 31,499		
Byam	All School	Replace PTAC units in the administration area with a high efficiency AC system.	\$ 45,540				\$ 45,540		
Byam	All School	Install mechanical ventilation to the administration, library, and special education teacher's workroom areas.	\$ 227,700				\$ 227,700		
Byam	All School	Install new code-compliant handicapped accessible cabinets, countertops, shelving and sinks in the classrooms.	\$ 281,741				\$ 281,741		
Center	All School	Replace the hot water convection units in the bathrooms.	\$ 18,216				\$ 18,216		
Center	All School	Install new high efficiency gas-fired domestic water heater.	\$ 27,324				\$ 27,324		
Center	Boiler Rm.	Replace existing hot water supply and return piping outside the boiler room with insulated piping.	\$ 30,360				\$ 30,360		

**Chelmsford Public Schools**  
**5-Year Capital Plan**

As of  
November 1, 2023

Center	Gym	Replace the hardwood flooring at the stage.	\$ 31,119			\$ 31,119		
CHS	All School	Replace damaged and stained vinyl wall base.	\$ 7,590			\$ 7,590		
CHS	All School	Provide differential pressure sensors and modulate the heating hot water system based upon building demand.	\$ 30,360			\$ 30,360		
CHS	All School	Install diffusers on the supply ductwork to eliminate short circuiting issues.	\$ 53,130			\$ 53,130		
CHS	All School	Replace five (5) unit ventilators in the Art wing of the building.	\$ 57,684			\$ 57,684		
CHS	All School	Renovate stairwells	\$ 85,000			\$ 85,000		
CHS	All School	Replace clock system, current system is obsolete.	\$ 348,165			\$ 348,165		
Harrington	Cafeteria	Replace stair treads leading to the platform area.	\$ 2,459			\$ 2,459		
Harrington	All School	Install exhaust fan in the copy room for ventilation.	\$ 15,180			\$ 15,180		
Harrington	All School	Install ADA accessible code-complaint signage throughout the school.	\$ 20,493			\$ 20,493		
Harrington	All School	Replace PTAC units in the administration area with a high efficiency AC system.	\$ 45,540			\$ 45,540		
Harrington	Kitchen	Install code-compliant non-slip floor (quarry tile) throughout kitchen and food service preparation areas.	\$ 71,726			\$ 71,726		
Harrington	All School	Alter storm water discharge so as not to discharge directly into the wetland.	\$ 75,900			\$ 75,900		
Harrington	All School	Replace building intrusion (security) system.	\$ 379,500			\$ 379,500		
McCarthy	Exterior	Provide ADA accessible walkways to the courtyard areas.	\$ 15,180			\$ 15,180		
McCarthy	All School	Replace building mounted compact fluorescent scones with LED fixtures.	\$ 34,155			\$ 34,155		
McCarthy	All School	Replace rooftop units on the portable classrooms with heat pump style rooftop units.	\$ 37,950			\$ 37,950		
McCarthy	All School	Install a bi-directional antenna system to enhance portable radio communication with first responders.	\$ 75,900			\$ 75,900		
McCarthy	Kitchen	Install code-compliant non-slip floor (quarry tile) throughout kitchen and food service preparation areas.	\$ 84,856			\$ 84,856		
Parker	Boiler Rm.	Install exhaust fan in the boiler room for ventilation.	\$ 12,144			\$ 12,144		
Parker	Cafeteria	Install transfer grilles in the common wall between the cafeteria and kitchen to enable to hood with make-up air when the doors are closed.	\$ 15,180			\$ 15,180		
Parker	All School	Install exhaust fan in the copy room for ventilation.	\$ 15,180			\$ 15,180		
Parker	All School	Provide ventilation in the 2nd floor conference room.	\$ 22,770			\$ 22,770		
Parker	All School	Replace portable classrooms units.	\$ 75,900			\$ 75,900		

**Chelmsford Public Schools**  
**5-Year Capital Plan**

As of  
November 1, 2023

South Row	All School	Replace handrails at steps in corridor.	\$ 3,643			\$ 3,643		
South Row	All School	Install an expansion tank and mixing valve on the water heater.	\$ 15,180			\$ 15,180		
South Row	All School	Install AC in the computer network closet (headend room).	\$ 18,216			\$ 18,216		
South Row	All School	Install new high efficiency gas-fired domestic water heater.	\$ 27,324			\$ 27,324		
South Row	Cafeteria	Replace the hardwood flooring at the stage and risers.	\$ 33,206			\$ 33,206		
South Row	All School	Replace damaged metal shelving and doors in classrooms.	\$ 44,022			\$ 44,022		
South Row	All School	Replace rooftop exhaust fan units.	\$ 53,130			\$ 53,130		
Westlands	All School	Refinish hardwood doors throughout the school.	\$ 3,036			\$ 3,036		
Westlands	All School	Replace pole lights with high efficiency globe light fixtures.	\$ 15,180			\$ 15,180		
Westlands	All School	Install code-complaint rubber stair treads on concrete stair treads	\$ 17,078			\$ 17,078		
Westlands	Kitchen	Remove the obsolete dish room equipment to provide additional code-compliant storage room space constructed with easy-to-clean materials.	\$ 30,360			\$ 30,360		
Westlands	Cafeteria	Replace the hardwood flooring at the stage.	\$ 51,233			\$ 51,233		
District	Technology	Classroom technology upgrade of teacher instructional display stations - multi-year plan.	\$ 75,000			\$ 75,000		
Byam	All School	Replace clock system, current system is obsolete.	\$ 45,540				\$ 45,540	
Byam	All School	Install a high efficiency water heater including master mixing valve, recirculated hot water and expansion tank on cold water make-up line.	\$ 53,130				\$ 53,130	
Byam	All School	Replace building intrusion (security) system.	\$ 379,500				\$ 379,500	
CHS	Gym	Replace flooring in the student locker rooms.	\$ 313,647				\$ 313,647	
Harrington	All School	Replace clock system, current system is obsolete.	\$ 45,540				\$ 45,540	
Harrington	All School	Install a high efficiency water heater including master mixing valve, recirculated hot water and expansion tank on cold water make-up line.	\$ 53,130				\$ 53,130	
Harrington	All School	Install mechanical ventilation to the administration, library, and special education teacher's workroom areas.	\$ 227,700				\$ 227,700	
Harrington	All School	Install new code-compliant handicapped accessible cabinets, countertops, shelving and sinks in the classrooms.	\$ 262,310				\$ 262,310	
McCarthy	Gym	Replace curtain wall windows (large gym)	\$ 236,640				\$ 236,640	

**Chelmsford Public Schools**  
**5-Year Capital Plan**

As of  
November 1, 2023

Parker	All School	Install a high efficiency water heater including master mixing valve, recirculated hot water and expansion tank on cold water make-up line.	\$ 45,540					\$ 45,540	
Parker	Library	Replace the carpet in the library media center.	\$ 77,873					\$ 77,873	
Parker	All School	Replace clock system, current system is obsolete.	\$ 143,641					\$ 143,641	
Parker	All School	Replace building intrusion (security) system.	\$ 766,086					\$ 766,086	
Westlands	All School	Install a high efficiency water heater including master mixing valve, recirculated hot water and expansion tank on cold water make-up line.	\$ 45,540					\$ 45,540	
Westlands	All School	Replace clock system, current system is obsolete.	\$ 56,318					\$ 56,318	
District	Technology	Classroom technology upgrade of teacher instructional display stations - multi-year plan.	\$ 75,000					\$ 75,000	
Center	All School	Replace building intrusion (security) system.	\$ 341,550						\$ 341,550
CHS	All School	Replace the original 1974 electrical switchgear, re-feed the existing feeders and branch circuits.	\$ 303,600						\$ 303,600
McCarthy	Library	Replace the carpet in the library media center.	\$ 79,923						\$ 79,923
McCarthy	All School	Install new code-compliant handicapped accessible cabinets, countertops, shelving and sinks in the classrooms.	\$ 1,024,650						\$ 1,024,650
Parker	All School	Repair or replace broken and damaged VCT floor tile throughout the school.	\$ 269,597						\$ 269,597
Westlands	All School	Replace the original domestic water piping with insulated, with isolated (and labeled) piping with tagged brass ball valves.	\$ 227,700						\$ 227,700
Westlands	All School	Replace building intrusion (security) system.	\$ 253,430						\$ 253,430
District	Technology	Classroom technology upgrade of teacher instructional display stations - multi-year plan.	\$ 75,000						\$ 75,000

		Total Capital Projects	\$ 9,766,989	\$ 1,100,000	\$ 3,610,108	\$ 2,707,589	\$ 2,827,135	\$ 2,575,450
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# CHELMSFORD PUBLIC SCHOOLS

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*Office of Human Resources*  
*230 North Road, Chelmsford, MA 01824*  
*Telephone: (978) 251-5100 Fax: (978) 251-5110*

To: Dr. Jay Lang, Superintendent

From: Robyn Corbett, Executive Assistant to the Superintendent

Date: November 6, 2023

**Re: Personnel Report – October 2023**

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Please see the attached Personnel Report which includes retirements, resignations, new hires and assignment changes. Thank you for sharing this report with members of the Chelmsford School Committee.

**Personnel Report – October 2023**

**New Hires**

**Agarwal, Kamini**

**Interim Paraprofessional**

**McCarthy Middle School**

Effective date: 11/6/23

**\*Ashton, Rebecca**

**Lunch/Recess Aide**

**Chelmsford High School**

Effective date: 10/30/23

\*Previously employed - Rehired

**\*Baro, Edith**

**Lunch/Recess Aide**

**Parker Middle School**

Effective date: 10/23/23

\*Previously employed - Rehired

**DeSilva, Alexandra**

**Lunch/Recess Aide**

**Harrington Elementary School**

Effective date: 10/23/23

**Gonzalez, Catherine**

**Lunch/Recess Aide**

**Chelmsford High School**

Effective date: 11/6/23

**Joshi, Samiksha**

**ABA Paraprofessional**

**Harrington Elementary School**

Effective date: 10/16/23

**Manchala, Janaki**

**Paraprofessional**

**Center Elementary School**

Effective date: 10/23/23



**Oemig, Jennifer**  
**Communications and Media Director**  
**Chelmsford Public Schools**  
Effective date: 10/16/23

**Robichaud, Julianne**  
**Paraprofessional**  
**Byam Elementary School**  
Effective date: 10/30/23

**Tgibedes, Melissa**  
**Lunch/Recess Aide**  
**Harrington Elementary School**  
Effective date: 10/23/23

**Resignations:**

**Fernandois, Max**  
Paraprofessional  
Chelmsford High School  
Effective date: 10/20/23

**Nollet, Jessica**  
**World Language Chair**  
**Chelmsford High School**  
Effective date: 11/3/23

**Robichaud, Sydney**  
**Paraprofessional**  
**McCarthy Middle School**  
Effective date: 11/3/23

**Retirements:**

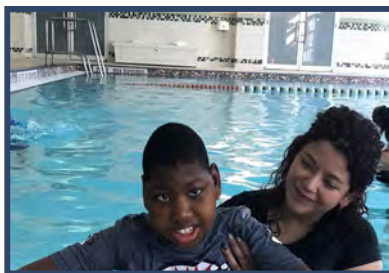
**Assignment Changes:**

## Welcome Back



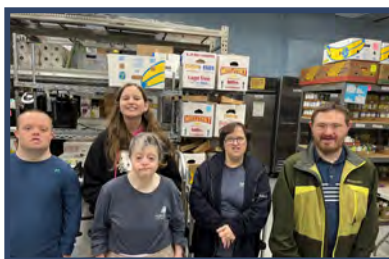
### We are: Riding High

■ Page 2: The school year at Valley Elementary is off to a busy, fun-filled start.



### We are: Making a Splash

■ Page 3: The swimming program is back at Valley Middle and Transitional High Schools.



### We are: Giving Back

■ Page 5: Volunteering and community involvement are an essential part of Valley's Adult programs.



FROM LEFT: VALLEY COLLABORATIVE DIRECTOR OF HR, TITLE IX AND 504 COORDINATOR KARI MORRIN, EXECUTIVE DIRECTOR, DR. CHRIS A. SCOTT, AND DEPUTY DIRECTOR JOIA MERCURIO,

Dear Valley Community:

Fall is in the air! I hope you had a wonderful summertime. Valley's summer school students enjoyed several engaging field trips and enrichment opportunities throughout our six-week program while the individuals in our adult programs continued to hone their vocational skills at businesses throughout the Merrimack Valley. We were eager to welcome our students, DDS/MRC adult program participants, and staff back to our state-of-the-art facilities, which are equipped with the latest technology, curriculum, and furnishings for the beginning of fall.

Valley's staff enjoyed an inspiring Orientation Day on September 5, 2023. We welcomed Dr. Donna Hicks, author of *Leading with Dignity*, who provided the keynote address. Dr. Hicks' Ten Essential

Elements of Leading with Dignity offers the framework for Valley's "Leadership at Every Level" professional learning series. These elements represent the values at the heart of Valley's culture. All Ten Essential Elements are at the core of our work to ensure Valley continues to be a diverse, equitable, and inclusive (DEI) organization where all students and staff feel like they belong. Maintaining a culture where all people feel they belong is hard work and among the most important work we do.

We also welcomed back Dr. Anthony Bent, Facilitator for Valley's "Leadership at Every Level" professional learning series as a guest speaker on Orientation Day. For the second year in a row, Dr. Bent is leading a book study with our leadership teams anchored by Dr. Hicks' foundational text *Leading with Dignity*. Additionally, all of Valley's staff are reading and studying Dr. Hicks' book with their programmatic teams.

I want to re-share with you Dr. Donna Hicks' *Ten Essential Elements of Dignity* (Weatherhead Center for International Affairs, Harvard University, 2018) below, as these elements are the fundamental drivers that shape our culture:

\*continued on back page

# Valley Elementary: a Fun-Filled Fall Ahead

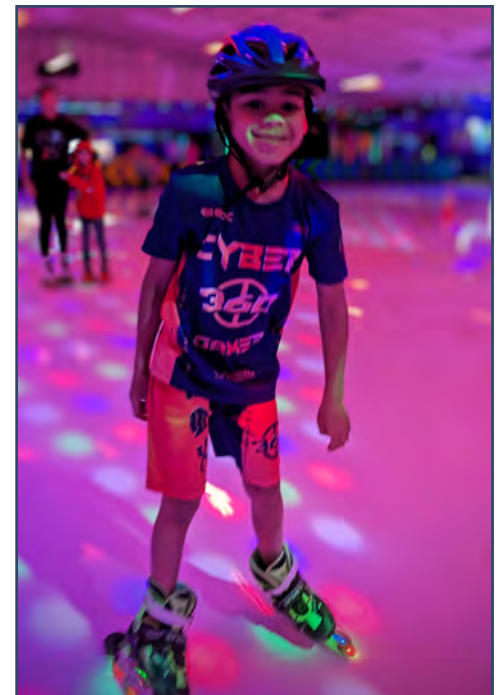
Valley Elementary School is excited to kick off a new school year after a great summer program! Some highlights of the summer included a BMX show, an animal show by Curious Creatures, STEM workshops by the Acton Discovery Center, African drumming workshops by Ammaya Dance and Drum, and an inspirational skateboard show. Our students also got out and about, enjoying a day on skates at Roller Kingdom. We also took lots of field and community trips to area parks, hiking trails, museums, beaches and zoos.

The new school year is already off to an action-packed start. Detective Bethany Bonczar, of the Tyngsboro Police Department, came to our school on 9/15 with her comfort dog, George, to read her new book, *Curious About George*, to students. Bethany wrote the book over the past year in collaboration with Tayla Makevich, a special education teacher in the Tyngsborough Public Schools who created original illustrations for the book.

We've also got lots of fun fall activities planned. In October, we will continue our fall tradition when classes will go to Parlee Farms in Tyngsboro to pick pumpkins, take a hay-ride and enjoy apple cider and donuts. October 3rd will be school picture day, and we are looking forward to a visit from a traveling barber to give students fresh haircuts so that they are camera ready! We are looking forward to welcoming families into the school for an open house on 9/26 and later in November for our annual family Thanksgiving event. ■



TOP LEFT: AMELIA OLIVERA AT THE PETTING ZOO AT PARLEE FARMS; BOTTOM LEFT: HENRY GOLD PRACTICES AFRICAN DRUMMING; BOTTOM RIGHT: KEESHAEW WINEERT AT ROLLER KINGDOM; TOP RIGHT: JAMESON OSTERFIELD WITH GEORGE THE COMFORT DOG.



# Students in Valley Middle and Transitional High School Programs Ready to Make a Splash

Swimming is about to return to Valley Middle and High School Transitional Programs. Often a favorite student activity, swimming was put on hold during the pandemic. Now, thanks to the enthusiasm of students, and the persistence of staff who've been searching for an appropriate pool, the swimming program will soon be back.

Physical therapist Katie Nutile says that excitement has been building about a return to the pool. "Some kids recall swimming in the past and are eager to get back to it. Others have just heard about it and are eager to give it a try," says Katie.

Once the program is up and running, ten to twelve students, joined by Valley staff, will head to the pool. The goal is to enable students to swim once a month, says Katie, who has worked at Valley for the past nine and a half years. While the students may think of swimming as another fun Valley activity, Katie is focused on the many benefits that swimming can bring.

Start with getting into the water. While typical pools can be downright chilly, a therapy pool is warmer and offers a ramp for ease of entry. Even students in wheelchairs can go right in, says Katie, who points out that once in the water, students of all abilities benefit tremendously from the buoyancy.

Because buoyancy reduces body weight by 80%, the pool provides a perfect environment for restriction free (or at least restriction-less) movement. At the same time that students are enjoying the warm water, they're also building muscle tone thanks to water resistance, as well as improving balance and coordination, and developing motor skills.

3 Finally, swimming provides



WISDOM M ENJOYS SOME POOL TIME WITH SPECIAL EDUCATION ASSISTANT ELIS RAMOS. THE SWIMMING PROGRAM, ON HOLD SINCE THE PANDEMIC, IS RESTARTING.

an important safety skill for a population that is at higher risk of drowning. All of those reasons have made bringing swimming back to Valley a priority for school staff and leaders.

"Swimming has been a therapeutic experience for our students and they love it!" says Principal Nicole Noska. "It has been a wonderfully accessible and rewarding activity for our students. In addition to strengthening muscles, improving flexibility and posture, we've seen students gain confidence and independence."

Research confirms the connection between gaining skills in the pool and a corresponding increase in self confidence and self esteem. That's because as students learn new skills, they're also discovering new abilities and expanding their horizons.

When asked why they want to take the plunge, Valley students of-

fer a variety of reasons. "It's a good thing, and it will give me exercise," says Stephanie Delmonico. "I want to swim at school. It will make me feel good. I would love to go in a big pool or hot tub," says Christopher Cote.

Katie, who was a college swim coach, says that she's as eager to get back to the pool as her students. "There are just so many benefits to getting in the water, and the students have a great time. That's a great combination."

While finding an appropriate pool has been tough due to a persistent shortage of lifeguards, staff are hopeful that one will be located soon. Lots of aspiring Valley swimmers hope so too! ■

# Democracy in Action at Valley Transitional High School Alternative Programs

The ballots have been counted and the results are official: Valley Transitional High School Alternative Programs has a new student council. Featuring six representatives, two from each of the school site, the new governing body will give students a platform to advocate for the needs of their classmates while providing them with essential training in leadership skills.

Principal Nick LeClair says that the decision to start a student council reflected input from students at the end of the last school year. “What we were hearing was that students felt that their teachers listened to them in the moment but that it was hard to make actual change, and that this was causing them to feel frustrated,” says Nick. A student governing body is also a way of providing students with a whole range of skills, including organizing and having conversations with adult decision makers. Add to the mix the fact that several Valley staff had served as student leaders during their high school years and the case for a student council was clear.

Tamara Melnick, an English and theater teacher at the Alternative High School vocational site, was class president for several years at her alma mater, Lawrence High School. She says that recalling her own experience speaking up for her peers so that they could communicate their ideas—for events, field trips, or for things they wanted to see changed—convinced her that a similar structure could be beneficial for Valley students. “The students from our different sites come up with great ideas but they don’t always go anywhere,” says Tamara. “Now we can start to translate those ideas into practice and programming.”

For the students who campaigned



ENGLISH TEACHER TAMARA MELNICK SERVED ON STUDENT COUNCIL WHEN SHE WAS IN HIGH SCHOOL AND HELPED PUSH FOR THE NEW GOVERNING BODY AT VALLEY.

for seats on the new council, having to make a case for their own election among their peers was a learning experience in and of itself. Eleventh grader Eden Hogan was one of them. Eden says that she developed a taste for advocacy after she and other students successfully lobbied for a pet turtle to join the Valley community, then made sure that the reptile had appropriate living quarters. Running for office meant convincing enough students that she was the right person to speak up for them. While other candidates put up fliers, Eden relied on word of mouth. “They know me and trust me to speak up,” says Eden.

On election day, Eden’s reputation as an advocate paid off. Her peers voted her and two other students onto the council. They’ll join three additional students, representing each school site, who’ve been appointed.

The council has already held its first meeting. On the agenda: fundraising for the senior class. The funds might go to subsidize a class trip or to make a donation in the name of

the class of 2024. The ultimate decision, though, will be in the hands of students as represented by the new student council. And that’s exactly the point.

“Our students are so creative and they have the ability to use that creativity for good,” says Tamara. She recalls that when she served as class president, she tried to encourage her classmates to use their energy and power for good purposes. “I try to do the same thing here at Valley,” says Tamara.

Nick hopes that the experience in democracy is something that will prepare Valley students for the future. “They’re going to be learning so many great skills, including how to get a message out and how to use facts and data in their advocacy.” All of these can go on a resume, says Nick, but that’s only the beginning. “Who knows where these skills could take them?” ■

# Adult Services: Giving Back Brings Rewards

Valley's Adult programming has long highlighted volunteer opportunities in the community. The individuals clearly value the chance to give back to other people who may be in a less fortunate situation, and one distinct arena we volunteer in is making sure people in the community have access to food. Valley has been partnering with Meals on Wheels out of Chelmsford for the last four years, and more recently we've started helping with Meals on Wheels in Tewksbury as well. Additionally, the Valley Adult Program partners with The Merrimack Valley Food Bank out of Lowell and with "People helping people," or as it is more commonly known, the Burlington Food Pantry.

Volunteering is such an essential part of Valley's Adult Programming as it helps the individuals we serve realize the benefit of donating their time to a cause greater than any one person. In these settings the individuals get to witness, and become part of, a community coming together to support people who need help the most.

So many of the individuals served by Valley have benefited from the kindness and philanthropy of others. In our daily lessons we often discuss what it means to be a productive member of society and why it is so important to contribute within our communities. This message and understanding are a driving force of the Adult program as individuals are consistently less concerned about any money they earn through their paid employment opportunities, and more about how they can be involved in chances to help the people around them, regardless of the situation.

Ben Morrisson often works as the coach, overseeing the volunteer efforts, in partnership with the Chelmsford Senior Center.

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He says that Valley's indi-



INDIVIDUALS VOLUNTEERING AT THE BURLINGTON FOOD PANTRY. FROM LEFT: ERIC HORAN, ALANA CONNELL, LISA DEMEO, JULIE ANDERSON AND ADAM GUILD.

viduals look forward to greeting and helping out the seniors on the route, and commends the Chelmsford Senior Center for being such a great partner. "Not only do they provide a great base for our volunteer work, they also provide a setting where our individuals feel safe and comfortable, both in who they are and what they can offer the greater community," says Ben.

With Meals on Wheels, the Food Bank, and Food Pantry, our individuals are helping to provide people with something essential to survival. In Meals on Wheels, the individuals deliver prepared meals directly to people in their homes. The appreciation shown to our individuals from the clients receiving their meals is unmatched, and it helps to reinforce how important the service is that the individuals get to be a part of. Our volunteer work with the Food Pantry differs a bit as we are actually stationed in a warehouse and the individuals are helping to sort and package meals that will provide sup-

port to community members who are in need.

Alana Connell says that she particularly enjoys working with the Burlington Food Pantry. "I like thinking about when the people get the donations and how it will make them feel, how it will help them, and how it can make things in their life easier for them," says Alana. "I also like that they have baby supplies, pet supplies, and hygiene supplies because people need all those things as well."

We often talk to prospective new members of Adult programming about the culture and community that are built through being a part of Valley. These truths are never more on display than they are when our individuals get the opportunity to volunteer their time and improve the lives of their fellow community members. ■

# Valley Collaborative Leadership Team



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## Welcome Back

*\*continued from cover*

### Acceptance of Identity

Approach people as neither inferior nor superior to you; give others the freedom to express their authentic selves without fear of being negatively judged; interact without prejudice or bias, accepting how race, religion, gender, class, sexual orientation, age, disability, etc. are at the core of their identities. Assume they have integrity.

### Recognition

Validate others for their talents, hard work, thoughtfulness, and help; be generous with praise; give credit to others for their contributions, ideas and experience.

### Acknowledgment

Give people your full attention by listening, hearing, validating and responding to their concerns and what they have been through.

### Inclusion

Make others feel that they belong at all levels of relationship (family, community, organization, nation).

### Safety

Put people at ease at two levels: physically, where they feel free of bodily harm; and psychologically, where they feel free of concern about being shamed or humiliated, that they feel free to speak without fear of retribution.

### Fairness

Treat people justly, with equality, and in an evenhanded way, according to agreed upon laws and rules.

### Independence

Empower people to act on their own behalf so that they feel in control of their lives and experience a sense of hope and possibility.

## Valley Collaborative Board

### Chair: Dr. Jay Lang

Superintendent, Chelmsford Public Schools

### Dr. Kerry Clery

Interim Superintendent, Billerica Public Schools

### Mr. Steven Stone

Superintendent, Dracut Public Schools

### Dr. Laura Chesson

Superintendent, Groton-Dunstable Regional School District

### Dr. Denise Pigeon

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### Mr. Brad Morgan

Superintendent, North Middlesex Regional School District

### Ms. Brenda Theriault-Regan

Superintendent, Tewksbury Public Schools

### Dr. Michael Flanagan

Superintendent, Tyngsborough Public Schools

### Dr. Christopher Chew

Superintendent, Westford Public Schools

### Understanding

Believe that what others think matters; give them the chance to explain their perspectives, express their points of view; actively listen in order to understand them.

### Benefit of the Doubt

Treat people as trustworthy; start with the premise that others have good motives and are acting with integrity.

### Accountability

Take responsibility for your actions; if you have violated the dignity of another, apologize; make a commitment to change hurtful behaviors.

Please reach out at any time; my door is always open.

My best to you always,

Chris A. Scott, Ph. D.  
Executive Director