The Norwood Public Schools is committed to providing each student with a comprehensive and innovative education in an inclusive, safe, and supportive environment.
The Year’s Highlights

- New Strategic Plan – Action Plan finalized early May
- High School named 1 of 11 Innovation Pathways Schools by Gov. Baker - Career Pathways
- Successful Chromebook 1:1 initiative
- Little Mustang Preschool Academy - first full year
- “Fundations,” a new early literacy program implemented in K (gr 1-2 next year)
- SEL Task Force - improving student mental health as well as school’s culture and climate
- Extended Day expanded to Elementary School
The Year’s Highlights

- Awarded $180,876 in grants beyond our yearly entitlements grants (Title 1, 2, 3, and 4), many for STEM
- Prescott named “School of Distinction”
Ongoing Challenges

- Increasing English Language Learner (ELL) population – 83 students since July 2018
- Increasing High Needs population (44.7%) - FY 19 numbers
  - ELL 10.5%, Economically Disadvantaged 23.5%, Special Ed 20.2%
- Limited funding to improve Curriculum, Instruction, and Assessment
Areas for Improvement

- **Modernize Curriculum and Instruction for the 21st Century**
  - The new standards and MCAS both focus on higher order thinking, skill development, and application.
  - All students exiting NPS ready for College or Career
  - Standardize curriculum, instruction, and assessment across the district

- **Special Education**
  - Our district numbers are higher than the state average.
  - Effective co-teaching inclusion model to keep students in core classrooms.
  - Continue to build effectiveness of Substantially Separate classrooms- Keeping students in district
Areas for Improvement

- **MCAS scores**
  - Our scores have stagnated, especially in English.
  - The number of High School students passing the MCAS on first try has stagnated. Without specific remediation classes at NHS, several continue too struggle to meet this requirement.

- **Accountability Measures**
  - The new accountability measures are heavily weighted on the lowest performing group. Intervention tools and services to ensure progress are paramount.
A Tale of Two Budgets

- **Preferred Budget** - The Override (Contingent) Budget

- **Reduced Services Budget (Non-Override)**
  Would result in drastic cuts to school programs and service delivery
Budget Drivers

- Revenue (taxes and new growth) not increasing at the same rate as costs
- Increases in costs of benefits (i.e. Health Insurance)
- State Aid not keeping pace with increased needs and mandates
- Student population increasing in High Need areas
Reduced Services Budget Background

- This process and budget is in the event an **Override Does Not Pass**.
- **The FY20 Budget is less than what we were allocated for FY19** - We are not even Level Funded!
- **This budget does not maintain level services.**
- This Budget will result in cuts to Programs, Activities, Facilities, and Staff.
- These reductions are **counter to our beliefs** and our commitment to improve education for our students.
How the School Committee Met the Budget Number

- **Increased Circuit Breaker to 1 Million** - Utilizing funds put aside to help offset future increases
- **Proposed increase in state funding** ($706,726)
- **Utilize Free Cash earmarked for Forbes Hill** ($509,290)
- **Decrease in Blue Hills Tuitions** ($11,728)
- **Reduced Snow and Ice funding by $200,000**
- **Significant cuts to services**
The Cuts

- Close Willett School
- Reduce the number of teachers
- Eliminate funding for extra-curriculars
- Reduce funding for programming
The Cuts - Closing the Willett School

- **Reduction Net: $290,000**
  - Still offer full-day kindergarten but move classes to neighborhood elementary schools
  - To make room for these classes, eliminate dedicated classrooms for art, music, and computers
  - Move the portable classroom from the Willett to the Prescott
  - Reduce personnel by 1 nurse, 1 secretary, 2 custodians
  - Reduce costs for utilities
  - Reduce costs for maintenance, but add in moving costs
The Cuts - Reduce Teachers

- **Reduction: $600,000**

- **Elementary** - eliminate 4 elementary teachers, increasing class sizes and overcrowding classrooms and schools

- **Middle School** - eliminate 3 middle school teachers
  - The 8th grade which was previously divided into 3 teams will now be divided into 2 teams. Each core subject teacher will now teach approximately 120 students each day.

- **High School** - eliminate 2.2 high school teachers
  - Limited class offerings and reduced flexibility in student scheduling
The Cuts - Eliminate funding for extra-curriculars

- **Athletics – Reduction: $630,000**
  - No funding for Varsity, JV, or Freshman sports at the High School
  - Athletic Director reduced to half time
The Cuts - Eliminate funding for extra-curriculars

- **Fine Arts – Reduction: $125,000**
  - No funding to support extra-curricular fine arts
    - High School – No Marching Band, Jazz Band, Summer Musical, A Cappella, etc.
    - Middle School – No Honor Band, Honor Orchestra, and Honor Chorus
    - Elementary schools – No Honor Band, Honor Orchestra, and Honor Chorus
The Cuts - Eliminate funding for extra-curriculars

▶ Activities – Reduction: $70,000
  ▶ No funding for clubs at the High School:
    National Honor Society, Student Council, and many more
  ▶ No funding for clubs at the Middle School:
    Junior National Honor Society, Student Council, Drama, SEARCH, National History Day, and many more
  ▶ Eliminating Late Bus impacts students’ ability to stay for extra help or self-funded, after-school programs
The Cuts - Programming

- Delays Implementation of New Programming
  - Implementation of assessment and intervention software (Piloted at CMS)
  - New English Language Arts curriculum at the Elementary level
    - Delayed AGAIN
- Further reductions in supplies and textbooks- $40,000
Override Budget

- **Preferred Budget - The Override will…**
  - Invest in our classrooms to meet our students’ needs
  - Repair the structural deficit that has plagued the district for years
  - Realize our five-year strategic plan that relies on the necessary funding to plan and improve
  - Allow district to be able to proactively plan, thus ensuring achievement for our students
Goals

- Stabilize the budget - Long term solution to structural deficit – fiscal stability
- Increase efficiency, effectiveness, and achievement through forward planning
- Restore lost programs and services
- Invest in the classroom – Curriculum, Instruction, Professional Development
- Correct programmatic issues and provide academic opportunities
- Target student needs to improve performance
- Recognize and plan for changing demographics and increasing student needs
Restoration

The “Non - Override cuts”

- The Willett Early Childhood Center would not close and we would avoid overcrowding our elementary schools
- No increases in class size or reduction of services - due to preservation of staffing levels
- All Athletics and Fine Arts programming
- All Middle School and High School clubs
- Middle School late bus
Override Total Requests by Category - Personnel

**High School**

- 3 Core Curriculum teachers to offer classes in AP, Career Pathways, and Intervention
  - Intervention keeps students on track to graduate, meeting MCAS requirements, and out of Special Education
- 1 Foreign Language Teacher (Spanish) so that Mass Core can become a graduation requirement
Override Total Requests by Category - Personnel

**Middle School**

- Full-time Librarian and Health / PE teacher
- 1 Adjustment Counselor – Proactive on Social Emotional Learning needs
- 1 Special Education teacher to teach a substantially separate class
Override Total Requests by Category - Personnel

- **Elementary**
  - Literacy and Writing Coach to lead and offer professional development in the ELA area K-5. Continuation of the successful model in mathematics
  - 2 Adjustment Counselors – Proactive on Social Emotional Learning needs
  - Elementary teacher to address class size
Override Total Requests by Category - Personnel

- **District**
  - English Language Learner teachers (1.5) to meet increasing enrollment of ELL students
  - Technology Assistant to restore a cut from this department last year. The departments workload continues to increase: added 1750 devices, increased usage of the network, and increased reporting demands by the state.
Override Total Requests by Category-
Programs and Enhancements

Curriculum and Programs

- **Curriculum Refresh ($300,000)**
  - The district needs to develop a scheduled rotation of reviewing and revising our curriculum materials. In order to move students to meet the standards, regular review, evaluation, implementation, and replacement of curriculum materials are imperative.
  - This should be a part of our operating budget.
Override Total Requests by Category-Programs and Enhancements

Curriculum and Programs

- **ELL Curriculum Materials** ($48,184)

  Currently our materials have been developed by the English Language Learner teachers. To ensure a full scope and sequence in all subject areas we need to augment these materials with research-based ELL materials. This investment will help ELLs progress to fluency faster.
Override Total Requests by Category-Programs and Enhancements

Curriculum and Programs

- **Intervention Materials ($56,320)**
  - Intervention is targeted instruction that addresses areas where students are struggling or not meeting a standard. These efforts ensure students are making progress and are successful. These investments help keep students in the regular classroom and out of special education.
Override Total Requests by Category-Programs and Enhancements

Curriculum and Programs

- **Project Lead the Way** CMS ($79,854.15)

PLTW students engage in hands-on activities, projects, and problems that are reflective of real-world challenges. This compelling, real-world approach empowers students to learn essential, in-demand skills validated by the world's leading companies, while also providing an invaluable connection between what students are learning in the classroom today and how it applies to the paths they'll take in the future. ([https://www.pltw.org/our-programs](https://www.pltw.org/our-programs))
Curriculum and Programs

- **Career Pathways Program materials and curriculum NHS ($28,500)**

- Norwood High School has been selected as 1 of 11 school in Massachusetts as an Innovation Pathways School. These programs are designed to connect students’ learning to a particular career pathway (Healthcare and Social Assistance) through college-level coursework and work-based experiences.

Override Total Requests by Category: Programs and Enhancements

Curriculum and Programs

- **Personalized Assessment and Intervention Software District** ($39,000)
  - This software package will allow teachers to assess student progress against the Massachusetts standards, identify areas of weakness, and develop activities and lessons to strengthen those areas.
  - The use of progress monitoring that provides teachers with focus areas for intervention will ensure every student is making progress towards the standards.
Override Total Requests by Category

Programs and Enhancements

Professional Development and Training

- **Personalized Learning tools and development** ($67,370)
  This is a combination of primarily online tools and coaching to use multiple methods to engage and foster student progress.

- **Intervention Coaching/ Training** ($23,000)
  This professional development will focus on setting up intervention systems that target instruction to fill gaps in knowledge or skills to ensure that students are making progress towards the learning standards.
Override Total Requests by Category: Programs and Enhancements

Professional Development and Training

- **Project Based Learning (PBL) Professional Development ($6,200)**

  PBL provides students with a higher level of engagement in relevant work and requires them to demonstrate critical skills and knowledge.
Closing

- **Five-Year Projections** - The structural deficit, if not addressed, will continue to plague the district and town as a whole.

- Next year the original projection of the deficit for the school district is $650,000. With the School Committee having to use almost all of our Circuit Breaker, that Deficit could easily require $1 Million of additional cuts in FY21.

- $1 Million equates to about 16-18 teaching positions.