

CANTON PUBLIC SCHOOLS

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School Business Administrator

To develop students who are competent and creative thinkers, curious and confident learners, and compassionate citizens.

Superintendent's Report School Committee Meeting of Thursday, January 9, 2020

Jennifer Fischer-Mueller, Ed.D.
Superintendent of Schools

Superintendent Activities Highlights

School Committee Student Forums: As you know, annually the School Committee and I meet with a small group of high school and middle school students to hear about their experiences in the schools. Unquestionably, this is a meaningful example of the value of student voice and these engagements have supported productive changes to our schools in order to enhance the student experience. We are meeting with CHS students on January 24 and GMS students on February 7.

Updates

Hiring Processes: Relating to the staffing changes reported at the last meeting, postings have been finalized and we are in process for the positions in Student Services and the replacement of the Assistant Superintendent. I will continue to update you as dates are finalized.

Indicators of Excellence

Robotics Update: Both Canton Robotics Teams, the Canton Robodogs and Canton GearHounds attended robotics competitions on January 4th (GearHounds) and 5th (Robodogs) at Lexington High School.

The Robodogs advanced to the semi-finals. During the closing ceremonies, the Robodogs were awarded the MOTIVATE award. This award is given to the team that demonstrates exceptional community outreach and team involvement as well as thorough documentation of the team's design process in their engineering notebook.



The Canton GearHounds competed on Saturday, January 4th and started off the day demonstrating their exceptional teamwork and problem solving skills. They went on to win all 5 of their qualifying matches. Their robot alliance went to the final ultimately losing to a private team from Lexington. During the award ceremony, the team won the INSPIRE award. The INSPIRE Award is the highest award given at FIRST robotics competitions and earned the team a ticket to the MA State Championship on March 7th at Natick High School. Congratulations to both teams.



Important Dates and Events

Jan. 14	6 th Grade Concert, CHS Auditorium, 7:00 pm
Jan. 20	Martin Luther King Jr. Day, No School
Jan. 23	School Committee, CHS Distance Learning Lab, 7:00 pm



CANTON PUBLIC SCHOOLS **DRAFT 1/9/2020**

2020-21 School Year Calendar

August 2020						
S	M	T	W	Th	F	S
						1
4	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
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30	31					

September						
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October						
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November						
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December						
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January 2021						
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²⁴ ₃₁	25	26	27	28	29	30

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28						

March						
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May						
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30	31					

June						
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20	21	22	23	24	25	26
27	28	29	30			

Key						
No school						
Early release						
First & last days of school; parent conf.						

2020-21 CPS No school days, early release days, and other important dates

Aug. 25/26	New Educator Orientation	Dec. 24-31	No school: Winter break
Aug. 28	Substitute Educator Orientation	Jan. 1	No school: New Year's Day*
Sept. 1	All staff report to school (no students)	Jan. 6	Early release: PreK-12 (PreK-5 common plan., 6-12 PD)
Sept. 2	Teachers report to work (no students)	Jan. 18	No school: Martin Luther King, Jr. Day*
Sept. 3	First day for students: Gr. 1-12	Feb. 10	Early release: PreK-12 (PD)
Sept. 7	No school: Labor Day*	Feb. 15-19	No school: February Vacation
Sept. 8	First day for students PreK & K	March 2-4	Kindergarten registration
Sept. 28	No school: Yom Kippur	March 11	Parent conferences: PreK-5 (evening)
Oct 7	Early release: PreK-12 (PD)	March 12	Early release: PreK-5 (parent conferences)
Oct. 12	No school: Columbus Day*	March 24	Early release: PreK-5 (common planning)
Oct. 28	Early release PreK-5 (common planning)	April 2	No school: Good Friday*
Nov. 3	No school: Election Day; PD day for all staff	April 19-23	No school: April vacation
Nov. 11	No school: Veterans' Day*	April 30	Early release: 6-12 (PD)
Nov. 18	Early release: PreK-5 and GMS (parent conferences)	May 31	No school: Memorial Day*
NOV 18	Parent conferences: GMS (evening)	June 2	Early release PreK-5 (common planning)
Nov. 19	Parent conferences: PreK-5 (evening)	June 4	CHS Graduation
Nov. 23	Parent conferences: CHS (afterschool & eve.)	June 11	Last day of school for PreK & K
Nov. 25	Early release: Thanksgiving break	June 14-16	Kindergarten screening
Nov. 26-27	No school: Thanksgiving break*	June 18	Last day of school Gr. 1-11, early release (180 th day)
Dec. 9	Early release PreK-12 (PD)	June 25	185 th day of school (for snow day purposes)
Dec. 23	Early release: PreK-12 (winter break)		

*District offices closed

Inclement weather or other events may require calendar changes.

Visit www.cantonma.org for updates.

Approved by CPS School Committee XXXXX

CANTON PUBLIC SCHOOLS

School Start Times: September 2020 – June 2021

SCHOOL STARTING AND ENDING TIMES		
School	Starting Time	Dismissal
Lt. Peter M. Hansen	8:40 AM	2:55 PM
John F. Kennedy	8:40 AM	2:55 PM
Rodman Early Childhood Ctr.	9:00 AM	2:00 PM
Dean S. Luce	9:10 AM	3:25 PM
Galvin Middle School	7:45 AM	2:15 PM
Canton High School	8:00 AM	2:29 PM

HOURS OF EARLY DISMISSAL						
Dismissal Type	Hansen	JFK	Luce	Galvin	CHS	Rodman
PreK-5 Early Release	11:50	11:50	12:20	X	X	11:35
6-12 Early Release	X	X	X	11:05	11:15	X

DELAYED SCHOOL OPENINGS			
School	1 Hour Delayed Start	90 Minute Delayed Start	2 Hour Delayed Start
Lt. Peter M. Hansen	9:40 AM	10:10 AM	10:40 AM
John F. Kennedy	9:40 AM	10:10 AM	10:40 AM
Rodman Early Childhood	10:00 AM	10:30 AM	11:00 AM
Dean S. Luce	10:10 AM	10:40 AM	11:10 AM
Galvin Middle School	8:45 AM	9:15 AM	9:45 AM
Canton High School	9:00 AM	9:30 AM	10:00 AM

PERSONNEL POLICIES GOALS

ADD: The School Committee recognizes that an efficient staff dedicated to education is necessary to maintain a constantly improving educational program. The committee is interested in its personnel as individuals and it recognizes its responsibilities to its employees.

The District's specific personnel goals are:

1. To develop and implement those strategies and procedures for personnel recruitment, screening, and selection that will result in the employment and retention of individuals with the highest capabilities, strongest commitment to quality education, and greatest probability of effectively implementing the ~~system's learning program~~ ADD: system's *Strategic Framework* and the schools' *School Improvement Plans (SIP)*.
2. To develop a general staff assignment strategy that will contribute to the learning program, and to use it as the primary basis for determining staff assignments.
3. To provide ~~positive~~ programs of staff development that contribute both to improvement of the learning program and to each staff member's career development aspirations.
4. To provide for a genuine ~~team~~ **collaborative** approach to education.
5. To develop and use for personnel evaluation ~~positive~~ processes that contribute **and promote the growth and** improvement of ~~both~~ staff capabilities and the learning program.

LEGAL REF.: 603 CMR 26:08 paragraphs 3,7,8,9

Approved:
Reviewed: January 9, 2020
Revised:

EQUAL EMPLOYMENT OPPORTUNITY

The School Committee subscribes to the fullest extent to the principle of the dignity of all people and of their labors and will take action to ensure that any individual within the District who is responsible for hiring and/or personnel supervision understands that applicants are employed, assigned, and promoted without regard to their race, religion, color, age, sex, national origin, gender identity, disability, **ADD: military status**, homelessness, sexual orientation, pregnancy or pregnancy related conditions. Every available opportunity will be taken in order to assure that each applicant for a position is selected on the basis of qualifications, merit and ability.

LEGAL REF.: 603 CMR 26:08

CROSS REF.: AC, Nondiscrimination

SCHOOL COMMITTEE-STAFF COMMUNICATIONS

The School Committee wishes to maintain open channels of communication between itself and the staff. The basic line of communication will, however, be through the Superintendent.

Staff Communications to the School Committee

All communications or reports to the Committee or any of its subcommittees from Principals, supervisors, teachers, or other staff members will be submitted through the Superintendent. This procedure does not deny the right of any employee to appeal to the Committee from administrative decisions on important matters, except those matters that are outside the Committee's legal authority, provided that the Superintendent has been notified of the forthcoming appeal and that it is processed in accordance with the Committee's policy on complaints and grievances **ADD: (policy GBK)**. Staff members are also reminded that Committee meetings are public meetings. As such, they provide an excellent opportunity to observe firsthand the Committee's deliberations on problems of staff concern.

School Committee Communications to Staff

All official communications, policies, and directives of staff interest and concern will be communicated to staff members through the Superintendent. The Superintendent will develop appropriate methods to keep staff fully informed of the Committee's problems, concerns and actions.

Visits to Schools

Individual School Committee members interested in visiting schools or classrooms will inform the Superintendent of such visits and make arrangements for visitations through the Principals of the various schools. Such visits will be regarded as informal expressions of interest in school affairs and not as "inspections" or visits for supervisory or administrative purposes. Official visits by Committee members will be carried on only under Committee authorization.

CROSS REF.: GBK and GBC

Approved:
Reviewed: January 9, 2020
Revised:

STAFF COMPLAINTS AND GRIEVANCES

The School Committee will encourage the administration to develop effective means of resolving differences that may arise among employees and between employees and administrators; reduce potential areas of grievances; and establish and maintain recognized channels of communication between the staff, administration, and School Committee.

It is the Committee's desire that grievance procedures provide for prompt and equitable adjustment of differences at the lowest possible administrative level, and that each employee be assured opportunity for an orderly presentation and review of complaints and concerns.

Channels established will provide for the following:

1. That teachers and other school employees may appeal a ruling of the Principal or other administrator to the Superintendent.
2. That all school employees may appeal a ruling of the Superintendent to the Committee, except in those areas where the law has specifically assigned authority to the Principal and/or the Superintendent and Committee action would be in conflict with that law.
3. That all hearings of complaints before the Superintendent or Committee be conducted in the presence of the administrator who made the ruling that is the subject of the grievance.

The process established for the resolution of grievances in contracts negotiated with recognized employee bargaining units will apply only to "grievances" as defined in the particular contract.

LEGAL REFS.: M.G.L. 150E: 5 and 8

CONTRACT REFS.: All Contract Agreements

Approved:
Reviewed: January 9, 2020
Revised:

Funds for Safety and Security Upgrades

To see what sums of money the Town will vote to raise and appropriate or transfer from any available funds or borrow pursuant to any applicable statute, in order to upgrade safety and security equipment, including on school buses or to take any other action related thereto.

INCREASE SPECIAL EDUCATION STABILIZATION FUND

To see what sums of money the Town will vote to raise and appropriate or transfer from any available funds or borrow pursuant to any applicable statute, in order to increase any Special Education Reserve Account or to take any other action related thereto.

ESSA Transportation Claiming

- Under Every Student Succeeds Act (ESSA), children in foster care are required to remain in their School of Origin as long as it is deemed to be in the best interest of the child. The School of Origin is responsible for funding the cost of this transportation
- EOHHS, in a partnership with DCF and DESE, has developed a methodology that could reimburse a share of these transportation costs through Title IV-E (a section of the Social Security Act that provides federal reimbursement to states for services provided to children in foster care)
- This voluntary program allows LEAs to report their eligible transportation expenditures for children in foster care to the state to be claimed for federal reimbursement
- It is estimated that LEAs will receive about 20% of reported costs in reimbursement
- Reimbursement for transportation expenditures covered by any other federal funding source is not allowable (e.g., special education, homeless, Title I, etc.) even if that transportation is for a child in foster care in order to avoid potential duplication of claiming

Memorandum of Understanding (MOU)

- An agreement between the City/Town/Regional School District (aka LEA), EOHHS, DESE, and DCF around participation expectations for all parties
- Accuracy of the information being reported
- Maintenance of record requirements
- Audit implications
- Pursuant to MGL c. 44, § 70, a city or town, by vote of its town meeting, town council or city council with the approval of the selectmen, town manager or mayor, authorizes the LEA to enter into this MOU for the purposes of Title IV-E reimbursement
- Requires a wet signature of the authorized signatory of the City/Town/Regional School District (LEA)
- Must be reviewed, signed, and mailed back to DESE.

Proposed Article:

Article _____ ***REIMBURSEMENT OF TRANSPORTATION COSTS FOR CHILDREN IN FOSTER CARE.***

To see if the town will vote, pursuant to chapter 44, section 70 of the General Laws of the Commonwealth, to authorize the Canton School Committee, with the approval of the Canton Board of Selectmen, to enter into contracts to identify and pursue federal government reimbursements (including for these purposes reimbursements pursuant to the United States Social Security Act US Code Title IV-E) for, or the revenues or available resources that may be generated by, programs or activities being carried out by the Town of Canton and/or the Canton Public Schools, regarding any expenses applicable to the transportation for educational purposes of children in foster care, or to take any other action related thereto.

Board of Selectmen for Canton School Committee

¹Exhibit C

2019 SOI Invitations to Eligibility Period

District	School	Age of Existing Building	Current Grade Configuration	2018-2019 DESE Enrollment	Existing Square Footage	Eligibility Period Commencement Date
² Amherst	Fort River Elementary School	1973	K-6	315	82,000	May 1, 2020
East Longmeadow	East Longmeadow High School	1960	9-12	826	204,000	June 1, 2020
Hingham	William L. Foster Elementary School	1951	K-5	480	73,636	April 1, 2020
³ Maynard	Green Meadow Elementary School	1954	PK-3	491	84,000	May 1, 2020
Nashoba Regional School District	Nashoba Regional High School	1961	9-12	978	188,000	June 1, 2020
⁴ North Adams	Greylock Elementary School	1953	PK-6	256	50,907	May 1, 2020
Tri-County Regional Vocational Technical School District	Tri-County Regional Vocational Technical High School	1977	9-12	1,024	285,000	July 1, 2020
Wakefield	Wakefield Memorial High School	1960	9-12	992	252,000	April 1, 2020
⁵ Whitman-Hanson Regional School District	Whitman Middle School	1972	6-8	580	107,980	June 1, 2020
Whittier Regional Vocational Technical School District	Whittier Regional Vocational Technical High School	1973	9-12	1,246	362,000	July 1, 2020
Winchester	Lynch Elementary School	1961	PK-5	535	83,300	April 1, 2020

¹Any approval of a potential grant for a scope of work as identified herein will not be made before July 1, 2022

²The MSBA's invitation is specific to the deficiencies as identified by the Town of Amherst in the SOI for the Fort River Elementary School and includes the study of a potential consolidation with the Wildwood Elementary School and the total student enrollment for grades K-5 and grades K-6 only

³The MSBA's invitation is specific to the deficiencies as identified by the Town of Maynard in the SOI for the Green Meadow Elementary School and includes the study of a potential reconfiguration for the total student enrollment of grades PK-4 only

⁴The MSBA's invitation is specific to the deficiencies as identified by the City of North Adams in the SOI for the Greylock Elementary School and includes the study of a potential consolidation with the Brayton Elementary School and the total student enrollment for grades PK-6 only

⁵The MSBA's invitation is specific to the deficiencies as identified by the Whitman-Hanson Regional School District in the SOI for the Whitman Middle School and includes the study of a potential reconfiguration for the total Town of Whitman student enrollment of grades 5-8 only