

Noon-5:00pm **Conference registration open**  
(Grand Ballroom lobby)

Noon-1:30pm **MASC Delegate registration**  
(Grand Ballroom lobby)

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

### • **A Systems Approach to Equity (Cape Cod)**

Panelists from the Framingham Public Schools will discuss how departments across the district have approached equity and continue to develop and refine ways to remove barriers for students and families. The session will highlight the establishment of an Office of Equity, Diversity, and Community Engagement, the hiring of a Social Justice Curriculum Coordinator to support the shifts in the scope and sequence and units of study, the creation of a wrap-around team, and the reimagining of a Talent Acquisition function in the Office of Human Resources to create leadership pipelines and to request equity ambassadors to join hiring committees.

**Presenters:** all from Framingham. School Committee members: **Jennifer Moshe**, (moderator); **Priscilla Sousa**; **Robert Tremblay**, Superintendent; **Tiffany Lillie**, Assistant Superintendent for Equity, Diversity and Community Engagement; **Amy Bright**, Assistant Superintendent for PreK-12 Education; **Inna London**, Assistant Superintendent for Human Resources; **Lincoln Lynch, IV**, Executive Director—Finance & Operations

### • **Anti-Racist Decision-Making Strategies for School Leaders (Barnstable 2)**

School leaders are faced with important decisions every day and how these decisions either perpetuate or interrupt systemic racism can often be missed by leaders at key decision points. This leads to interpersonal and organizational conflict, erosion of trust, and missed opportunities to advance anti-racism goals and objectives. Through case studies of school leaders wrestling with complex decisions and utilizing the latest frameworks in decision-making research and practice, participants will leave with insights and practical tools to help them make better, anti-racist decisions in their leadership roles. Presenters from the Massachusetts IDEAS (Initiatives for Developing Equity & Achievement for Students) program will also discuss other key factors including communication tactics, stakeholder engagement, and crisis management.

**Presenters:** **Kim Savery**, Plymouth School Committee (moderator); **Ed Byrne**, IDEAS instructor; **Mark Liddell**, IDEAS instructor

### • **Basics of Policy (Barnstable 3) (✓)**

When was the last time your district reviewed its policy manual? Is your manual current? Is it based on best practice and does it include all new legislative action that affects students and staff? Learn how to incorporate regular policy manual review into your committee work, the difference between policy and procedure, and who is responsible for what.

**Presenters:** **Jim Hardy**, MASC Field Director; **Liz Lafond**, MASC Field Director

### • **Implementing a Tier 1 Mental Health Literacy Approach for Educators, Students and Beyond (Osterville A)**

Mental Health Collaborative, a nonprofit organization, brings an innovative, tier one, evidence-based mental health curriculum to middle and high school-aged students. This curriculum is a train-the-trainer model, sustainable and cost-effective. Within this comprehensive model, the program provides a mental health literacy educational component for educators and school personnel in addition to parental supports. Participants will learn about the four pillars of mental health literacy, why they are critical, and how the Mental Health Collaborative can bring this model to your school and community.

**Presenters:** **Abbie Rosenberg**, Executive Director, Mental Health Collaborative (moderator); **Nancy Cavanaugh**, MSW, Hopkinton School Committee; **Denise Hildreth**, LICSW, Ph.D., Mental Health Collaborative Clinician/Trainer

### • **Addressing the Unique Challenges of Regional Schools (Osterville B)**

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

**Presenters:** **Margaret Hughes**, Chair, Narragansett Regional School Committee (moderator); **Jay Sullivan**, Assoc. Commissioner, School Finance and District Support Center, DESE; **Christine Lynch**, Governance and Facilities Program Manager, DESE; **Maureen Marshall**, Executive Director, MA Association of Regional Schools (MARS).

1:45-2:30pm **MARS CONNECTS "Meet and Greet" (Orleans)**

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

• **MA Consortium for Innovative Education Assessment: Tools for Increasing Educational Equity (Cape Cod)**

MCIEA has launched a public Task Bank of Performance-Based Assessments (PBA) and a data dashboard of School Quality Measures (SQM) to provide districts and schools with tools, resources, and coaching to increase educational equity. MCIEA brings together teachers, administrators, researchers, and teacher union representatives to build a better accountability system that goes beyond multiple-choice standardized tests.

MCIEA is a partnership of eight MA public school districts and their local teacher unions, joined together to create a fair and effective accountability system that offers a more dynamic picture of student learning and school quality than a single standardized test. MCIEA seeks to increase achievement for all students, close prevailing opportunity gaps among subgroups, and prepare a diversity of students for college, career, and life.

**Presenters:** *Corbett Coutts, Project Leader, MCIEA (moderator); Jennifer Elineema, Assist. Superintendent, Winchester; Michelle Bergstrom, Chair, Winchester School Committee; Craig Consigli, Asst. Superintendent, Milford; Alissa Holland, Instructional Coach, Milford; Dan Cote, Teacher, Milford; Lindsey Kordis, Asst. Principal, Revere; Casey Woods, Teacher, Revere*

• **Electrification of School Bus Fleets (Barnstable 2)**

This year, the EPA launched its new Clean School Bus Program (CSB), providing \$5 billion over the next five years to replace existing school buses with zero-emission and low-emission models. The first round of these projects is already underway, and the EPA anticipates the second round of funding under CSB later this year. The Massachusetts Clean Energy Center (MassCEC) released a complementary funding program this fall called Accelerating Clean Transportation School Bus ("ACT School Bus") to further assist MA school districts in reaching their school bus electrification goals. Learn more about these programs, electric school bus projects, and the future of electrification in Massachusetts.

**Presenters:** *Margaret Driscoll, Executive Director, Mass. Association of School Business Officials (MASBO)/Melrose School Committee (moderator); Jade Lu, Clean Transportation Program Manager, MA Clean Energy Center; Orly Strobel, Program Administrator, MA Clean Energy Center; and Gary Rennie, Environmental Analyst for Air Quality, Environmental Protection Agency (EPA)*

• **What's New in Teacher Union Contract Negotiations (Barnstable 3) (✓)**

Collective bargaining requires building consensus between districts and employees, yet internal politics and outside forces can impact the parties' ability to forge an agreement. From budget constraints to teacher recruitment, districts and teachers must deal with externalities in reaching an agreement that continues to serve

schoolchildren. Hear from contract negotiators from both sides about the issues and creative ways to maintain civility at the table and reach agreement.

**Presenters:** *Michael Loconto, Esq., Labor Arbitrator, Boston (moderator); Jeremiah Hasson, Esq., Director, Boston Public Schools Office of Labor Relations; Barry Hudson, President, Leominster Teachers Association (MTA); Jessica Tang, President, Boston Teachers Union AFT Local 66; Marc Terry, Esq., Ashland School Committee member and Partner, Mirick O'Connell*

• **Shared Service Model Approach to Anti-Racist Practices (Osterville A)**

District leaders are responsible for designing and implementing complex systemic change to build equitable and inclusive learning communities. At the same time, leaders are undertaking this work with limited guidance from policy and research. This presentation will focus on how six suburban districts are working individually and in partnership through their Collaborative with a shared DEI Coordinator to create and build on the conditions for promoting equity across the district. Panelists will share how and why they began this work and how they have attempted to disrupt practices that perpetuate systemic racism and inequities by leveraging both district-specific and community-wide culture, knowledge and relationships, and known effective practices.

**Presenters:** *Cathy Lawson, Executive Director, SEEM Collaborative (moderator); India Barrows, DEI Coordinator, SEEM Collaborative; Patrick Daly, Superintendent, Reading; Julie Kukenberger, Superintendent, Melrose; Kristen Vogel, Superintendent, Lynnfield; Kevin Cyr, Director-Teaching and Learning, Lynnfield; Matt Crowley, Superintendent, Woburn; Glenn Brand, Superintendent, Wilmington; Betty Chu Pryor, Stoneham School Committee; Scott Buckley, North Reading School Committee*

• **Building a Sustainable Leadership Model for Culturally Responsive Schools (Osterville B)**

School leaders are the greatest lever for improvement efforts. Success in making schools more equitable places for students will hinge on ensuring that leaders have the skills necessary to tackle the enormous complexity of this work. The Acton-Boxborough school district has partnered with The Leadership Academy of New York City to provide coaching for school/district leaders to support culturally responsive practices. Learn about existing work, the challenges they have faced and how they are building a sustainable leadership model through a coaching model for leader/leadership teams.

**Presenters:** *Peter Light, Superintendent, Acton-Boxborough (moderator); Michele Shannon, National Designer & Facilitator, The Leadership Academy; Andrew Shen, Director of Principal Support and Special Projects, Acton-Boxborough, Dana Labb, Elementary Principal, Acton-Boxborough, Joanie Dean, High School Principal, Acton-Boxborough*

2:15-3:00pm **MASC Delegate Registration**  
(Hyannisport Lobby)

2:30pm **MASC RESOLUTIONS CLINIC**  
(Hyannisport East/West)

3:00pm **MASC DELEGATE ASSEMBLY**  
(Hyannisport East/West)

3:00pm **EXHIBIT HALL OPENS (Bass River)**

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

• **Hot Topics in Facilities and Maintenance (Cape Cod)**

Get the latest info on facilities and maintenance planning and protocols, best practices, expenses, and more in this session designed to help you better deploy your budget dollars to keep your buildings safe and healthy!

**Presenters:** *Margaret Driscoll*, Executive Director, MA Association of School Business Officials (MASBO)/Melrose School Committee member; *Ken Wertz*, Executive Director, MA Facilities Administrators Association (MAFAA)

• **School Committee Role in Financial Oversight (Barnstable 2) (✓)**

Massachusetts school committees “review and approve budgets” but once the budget is passed, what does that responsibility entail? Come learn about what the financial oversight responsibilities of the School Committee are during the rest of the year.

**Presenters:** *Tracy Novick*, MASC Field Director; *Brian Allen*, Deputy Superintendent-CFO/COO, Worcester

• **Communication that Works (Barnstable 3)**

This session will focus on communicating with adult and student communities on topics of interest through engaging videos. Video is an engaging and inclusive medium that can be accessed on demand by families and educators. A partnership between a school district and professional content creator can greatly enhance home-school communication.

**Presenter:** *Brad Crozier*, Superintendent, Sudbury (moderator); *Silvia Nersessian*, Sudbury School Committee; *Dave Kartunen*, Media Consultant/Producer

• **Leveraging a Building Project to Increase Equity and Student Well-being for Long-term Change (Osterville A)**

Weymouth school leaders, administrators, and architects will describe how the district was able to leverage the new Maria Weston Chapman Middle School building project to increase equity throughout the district, build for each student’s academic, physical, and social-emotional well-being, and create a culture of empathy, diversity and inclusion.

**Presenter:** *James Liebman*, AIA, Senior Associate, HMFH Architects (moderator); *John Sullivan*, Weymouth School Committee; *Matthew Meehan*, Principal, Maria Weston Chapman Middle School

• **Centering Identity and Creating Systems of Support for Healthy and Equitable Schools (Centerville)**

Supporting groups of people in school communities to gather around a shared identity (sometimes called affinity groups or caucus groups), can provide a sense of belonging, resilience, healing, joy, and collective energy to make schools work better for everyone. In a time where isolation and fear prevails, trauma abounds, and teachers and students are leaving districts at alarming rates, thinking about ways to build an authentic community for more equitable schools is imperative. This is especially important in predominantly white communities, where educators, staff, and students of the global majority are isolated and pushed to the margins. Learn how affinity groups can make your equity work transformative and sustaining.

**Presenter:** *Todd Gazda*, Executive Director, Collaborative for Educational Services (CES), moderator; **Sabine Jacques**, Social Justice & Equity Specialists, CES; **Mariah Lapiroff**, Social Justice & Equity Specialists, CES; **Tom Chang**, Social Justice & Equity Specialists, CES; **Safire DeJong**, Program Director for Social Justice and Equity in Schools, CES; **Gwen Agna**, Northampton School Committee

4:30pm **MASS BUSINESS MEETING (Osterville B)**

5:00-6:30pm **EXHIBITOR RECEPTION**  
(Bass River)

**Sponsored by:** **Mirick O’Connell**



7:00pm **KEYNOTE DINNER**  
(Grand Ballroom)

**Sponsored by:** **Comcast**



**Welcome:** **Dianne Kelly**, Superintendent, Revere/President, MASS

**Greetings:** **Frank Henderson**, President, National School Boards Association

**Guest Speaker:** **Jeffrey Riley**, Commissioner of Education, DESE

9:00pm-Midnite

**MEET YOUR COLLEAGUES SOCIAL** (Bogeys)

Music provided by **Jeff Conlon**, Celtic-American singer/songwriter/entertainer

7:30-11:30am; 2:00-4:00pm **Registration open**  
(Grand Ballroom lobby)

7:30-9:30am **Continental Breakfast with Exhibitors**  
(Bass River)



Sponsored by: **PAPER™**

8:45-10:00am  
**FEATURED SESSION: Understanding the Student Mental Health Crisis: Causes, Impact and Solutions (Grand Ballroom)**

Staggering number of students are struggling with behavioral health needs. These unprecedented numbers are rising, as are the acuity of the symptoms plaguing students. Presenters will discuss clinical and research findings regarding the impact of the pandemic on student mental health, what presentations are impacting students and their functioning, and the long-term effects expected over the next 5 years. Given the extraordinary need, and subsequently, the strain on the educational and mental health systems, all those deeply involved in the lives of students need to approach prevention and intervention efforts in new and innovative ways. Also discussed will be strategies for schools to consider as they support their students' mental health.

**Presenters:** *Dianne Kelly, President, MASS (welcome); Dr. Nicholas A. Covino, Clinical Psychologist/President, William James College; Dr. Nadja Lopez Reilly, Executive Director of the Center for Behavioral Health, Equity and Leadership, William James College*

10:00-10:40am **MASC Divisions VIII and IX Meetings**  
(See box on page 6 for location)

10:00-10:45am **Coffee with Exhibitors (Bass River)**

10:45-Noon **PANEL SESSION IV PARTNER PRESENTATION (Hyannisport East)**  
**Building Systems to Support All Learners: The Science of Reading**

Leaders can build a school-wide culture of literacy by equipping their teachers with the knowledge and skills around reading acquisition, recognizing when students are not progressing as expected, and how to respond to each child's needs as their reading skills develop. In this session, we will explore key concepts in strong literacy instruction based on the Science of Reading research. By attending, you will explore how to effectively define the Science of Reading and identify the core elements necessary to deliver evidence-based literacy instruction. You will also examine ways to apply the evidence to address reading gaps and accelerate reading proficiency



in a systematic way, and identify effective practices for implementing programs with integrity to ensure access and equity in reading instruction for all learners.

**Presenters:** *Sue Gerenstein—Vice President, Professional Development, FullBloom/Catapult Learning Center for PD Excellence*

• **LGBTQ Inclusion for Administrative Leadership (Cape Cod)**

Designed for administrators, this session will provide a thorough overview of the laws, policies, resources, and best practices related to supporting LGBTQ students and staff. Participants will leave with ideas for institutional policies that they can implement (e.g., gender support plans), as well as skills to navigate conversations with students, educators, and families.

**Presenters:** *Kimm Topping, program manager, Safe Schools Program for LGBTQ Students (moderator), Jeff Perrotti, senior consultant, Safe Schools Program for LGBTQ Students*

• **Early College: A Strategy for Increasing Equity and Post-secondary Attainment (Hyannisport West)**

The Massachusetts Alliance for Early College will discuss the progress of the early college initiatives they have put forward in the past five years, the challenges and opportunities these have presented for students, and how superintendents and school committee members can work together to strengthen and grow these early college programs.

**Presenters:** *Erika Giampietro, Executive Director, The Massachusetts Alliance for Early College, (moderator); Mary Bourque, Director of Government Relations, MASS; Stephen Zrike, Superintendent, Salem; Thomas Anderson, Superintendent, New Bedford; Manny Cruz, Vice Chair, Salem School Committee/MA Advocacy Director, Latinos for Education; Tiffany Magnolia, Professor of English/Coordinator of the Honors Program, North Shore Community College/School Committee Member, Lynn; Rachel H. Monárrez, Superintendent, Worcester*

• **Looking for a Leader (Barnstable 1) (✓)**

At some point, every committee will need to seek a new superintendent. Finding the right leader for the district is critical in ensuring district progress and stability. In this session, we'll discuss the elements of planning for a leadership change, including leveraging stakeholder input, defining the attributes necessary for success, planning a thorough search process, and successfully transitioning once a new leader is selected.

**Presenter:** *Dorothy Presser, MASC Field Director*

• **Roles & Responsibilities (Barnstable 2) (✓)**

Whose job is it, anyway? Presenters will highlight the key responsibilities of the School Committee and best practices affecting your role, who in the district is responsible for what and how, and the importance of building trusting relationships in the work you do for the benefit of the students in your district.

**Presenters:** *Jim Hardy and Liz Lafond, MASC Field Directors*

• **Administering Medication in MA Schools: Legal and Clinical Considerations (Barnstable 3)**

The administration of medication in MA schools is governed by state statute and regulation. Presenters will provide an outline of the legal obligations of both public and non-public schools in the safe administration of medication, as well as safe implementation and delegation of other health care tasks, especially when working with wrap-around service delivery. This activity is essential learning for superintendents and school committee members in order to be in compliance with the law, to review non-public school approvals, and to keep all students safe, healthy, and ready to learn.

**Presenters:** *Karen Robitaille, Director of School Health Services, MA Department of Public Health (moderator); Caitlin Pettingill, Assistant Director of School Health Services, MA Department of Public Health; Brian Cameron, Superintendent, Belchertown; Heidi Gutekenst, Chair, Belchertown School Committee; Carilyn Rains, Director-School Health Services, Plymouth*

• **Creating and Promoting Equitable Conditions in Schools (Centerville)**

There is a national call to raise awareness about equity issues and it is getting louder. More voices are speaking on bigger platform. More books are being published. More podcasts and films are being produced. Consequently, more educators are talking about issues, such as systemic racism and the opportunity gap. More educators who once might have assumed they were not a part of the problem, are suddenly realizing that, in fact, we all are. While equity awareness is a first step, it is not enough. This session presented by administrators, school leaders, and educators/practitioners, and students from the Beverly Public School district, will offer an examination of what educators can do with an equity awareness, and consider the actions educators can take to create equitable conditions and move the needle toward justice.

**Presenters:** *from the Beverly Public Schools: Suzanne Charochak, Superintendent (moderator); Andre Morgan, Director of Opportunity, Access and Equity; Kenann McKenzie-DeFranza, School Committee member; Julie Ferrara, Director of College and Career Readiness; Erin Brown, Director of Information and Human Resources; Elodie LaPointe, Student; Braden Willenbrock, Student*

**MASC Division Meeting Locations**

**Thursday, November 3 10:00-10:40am**  
 Division VIII Osterville A  
 Division IX Centerville

**Thursday, November 3 1:30-2:10pm**  
 Division X Barnstable 1

**Friday, November 4 1:30-2:15pm**  
 Divisions I & II Hyannisport East  
 Division III Centerville  
 Division IV Orleans  
 Division V Barnstable I  
 Division VI Barnstable II  
 Division VII Barnstable III

• **Wraparound Services that Strengthen Alliances between Families and Schools (Orleans)**

This session will highlight the menu of services developed to support students through wraparound services. Counselors work directly with the families first to identify supports needed and to set goals. The counselors then work to address those unmet needs while simultaneously building connections with school personnel. The resulting “wraparound” supports help students and district personnel access intensive resources that lead toward improved school attendance and learning

**Presenters:** *Theresa Craig, Executive Director, READS Collaborative (moderator); Cathy Lawson, Executive Director, SEEMS Collaborative; Fran Rosenberg, Executive Director, Northshore Educational Consortium; Cathy Cummins, Executive Director, Assabet Valley Collab.*

• **Vocational Technical Program Update (Osterville A)**

The Massachusetts Association of Vocational Administrators (MAVA) will host a presentation by Ventry Associates, a firm that is assisting MAVA to promote legislation on Beacon Hill. Presenters will discuss current legislative climate, the structure of state government, how bills are passed, how to best contact legislators, and the prospects for the passage of meaningful vocational-technical legislation during the coming legislative session.

**Presenters:** *Steven Sharek, Executive Director, MAVA; Don Erickson, Chair, MASC Division VIII (moderators); Anthony Abdelahad, General Counsel, Ventry Assoc.; Dennis Murphy, President, Ventry Assoc.*

• **Legal Challenges in Human Resources/Responding to Strike Threats and Trends in Collective Bargaining (Osterville B)**

Leaves, collective bargaining and other hot topics present a wide variety of challenges. Hear some real-life situations and get tips to help you avoid trouble.

**Presenters:** *Margaret Driscoll*, Executive Director, MA Association of School Business Officials (MASBO/ Melrose School Committee (moderator); *Elizabeth Valerio, Esq.*, Valerio, Dominello, and Hillman; *Nicholas Dominello, Esq.*, Valerio, Dominello, and Hillman; *Rebecca Bryant, Esq.*, Stoneman, Chandler, and Miller

12:15-1:30pm **NETWORKING LUNCH (Grand Ballroom)**

**Sponsored by:** **Catapult Learning**



1:00-2:30pm **Ice Cream Social with Exhibitors**

**Sponsored by:** **Cape Dairy, LLC**



1:30-2:10pm **MASC DIVISION X MEETING (see box to left for location)**

2:15-3:30pm **PANEL SESSION V**

• **Proactive Communication: Telling Your District's Story Effectively (Cape Cod)**

How effectively does your district communicate on a regular basis with families, staff, and the broader community? School Committees and Superintendents have a responsibility to share important news and updates with your constituents – including your district's successes and challenges. In this session, a veteran K-12 public relations consultant will share actionable strategies for honing your message and delivering compelling content across a variety of channels.

**Presenters:** *Glenn Koocher*, MASC Executive Director (moderator); *Christopher Horan*, Horan Communications

• **Building Leadership Capacity in the School Committee/Central Office (Hyannisport West) (✓)**

Tony Bent (former superintendent and school committee member) and Adam Freudberg, a member of the Framingham School Committee, will discuss what is arguably the most important relationship in a school district—the one between the school committee and the central office. Current thinking emphasizes the importance of culture, relationships and psychological safety to promote stability in the district, foster an environment of inquiry, and put student success as the priority. Tony and Adam will share their insights and engage the participants in discussion. Attendees will leave with ideas to strengthen the relationship in their own district and promote longevity in the central office.

**Presenters:** *Tracy Novick*, MASC Field Director (moderator); *Anthony Bent*, education consultant; *Adam Freudberg*, Framingham School Committee

• **Grow-Your-Own Leadership: Springfield Public Schools Pipeline Development Programs (Hyannisport East)**

This session will explore the Springfield Public School's programs designed to create a pipeline of high-qualified diverse school leaders. The session will outline the district's career ladder programs designed to promote equity with a focus on: paraprofessionals, instructional coaches, and administrator leadership development. The session will include programming components, district partnerships, and district financing.

**Presenters:** *Devin Sheehan*, President Emeritus, MASC and current member of the Greenfield Commonwealth Virtual School Committee (moderator); From the Springfield School District: *Stefania Raschilla*, Chief Instructional Officer; *Michelle Balch*, Senior Administrator of Performance and Evaluation

• **Special Education Update (Barnstable 2) (✓)**

Current special education issues and challenges (legal, financial, and educational) will be discussed by a panel including special education attorneys and special education directors.

**Presenters:** *Roy Belson*, ret. Superintendent, (moderator); *Amy Scolaro*, Special Education Director, Marshfield; *Felicia Vasudevin, Esq.* and *Mary Ellen Sowyrda, Esq.*, Murphy, Hesse, Toomey & Lehane

• **Entry Planning for Equity-Focused Leaders (Barnstable 3)**

You are preparing to start a new job or significantly pivot your work as a superintendent with a focus on equity. How do you, as a new or experienced leader, build the trusting relationships necessary to do this work? How do you accurately diagnose the organization's current strengths and challenges with attention to context, history, and complexity? How do you surface long-standing inequities and discuss them without alienating people or laying blame? How do you collaboratively develop a plan to address your findings at a pace that makes sense for the community you serve? Presenters will share a framework and related strategies for equity-focused leadership entry drawing on dozens of interviews with superintendents in their first three years on the job, as well as key lessons learned by local superintendents. This session is designed for both new superintendents and experienced leaders who are making a new commitment to equity-focused leadership.

**Presenters:** *Tom Wise*, Reading School Committee (moderator); *Jennifer Cheatham*, Senior Lecturer on Education, Co-Chair, Public Education Leadership Project; *Almi Abeyta*, Superintendent, Chelsea; *Tom Milachewski*, Superintendent, Reading; *Anthony Soto*, Superintendent, Holyoke

• **Fueling Student Wellness and Achievement: Why School Meals and Wellness are Critical and How to Support your Program (Centerville)**

Learn about the impact of nutrition on learning, free universal school meals, P-EBT's use and importance, the importance of quality staff training, and more as you provide the foundation for improved student outcomes.

**Presenter:** *Margaret Driscoll, Executive Director, MA Association of School Business Officials (MASBO/Melrose School Committee (moderator); Robert Leshin, Director, Office for Food and Nutrition Programs, DESE; Nicole Good, School Wellness Specialist, Office for Food and Nutrition Programs, DESE*

• **Team Building (Orleans) (✓)**

Effective school committees function as one body with a shared vision and goals for the district. Getting agreement on a shared vision and goals can be a challenge when the committee members have multiple thoughts and opinions. This session will focus on strategies that enable a group of individuals to develop a team.

**Presenter:** *Jim Hardy, MASC Field Director*

• **Therapy Pets in Schools (Osterville A)**

Social/emotional learning is widely recognized as essential, and therapy pets help kids relax and be ready to learn. Fitchburg Public Schools is the leader in the state for the number of hours that therapy pets spend in the classrooms. Learn how they accomplish this, and what the impact is on students.

**Presenters:** *Sally Cragin, (moderator); Robert Jokela, Superintendent, Fitchburg; Peter Stephens, Fitchburg School Committee*

• **Courts and Schools (Osterville B)**

Get the latest information on decisions of the Supreme Court and cases before the MA Supreme Judicial Court affecting education.

**Presenters:** *Beverly Griffin Dunne, Esq. Peabody/Essex Tech. School Committees (moderator); Marc Terry, Esq., Mirick O'Connell/Ashland School Committee; Kim Rozak, Esq., Mirick O'Connell*

3:45-5:00pm: **GENERAL SESSION (Grand Ballroom)**

**Topic: Surviving and Thriving in Challenging Times**  
Leading and governing schools has never been more complex. School Committees and superintendents continue to face conflict, criticism, and a loss of confidence. This session will explore these key dilemmas and offer ways to manage stress and conflict and to strengthen collaboration.

**Presenters:** *Dianne Kelly, Superintendent, Revere (welcome); Robert Evans, Ed.D; John D'Auria, Ed.D.*

5:30-6:30pm: **MASC PRESIDENTS' RECEPTION (Main Lobby)**

**Sponsored by:** BuyBoard



6:30pm **DINNER (Grand Ballroom)**

**Welcome:** *Andrea Wadsworth, President, MASC*

**Greetings:** *John Heim, Executive Director, National School Boards Association*

**Guest Speaker:** *Marta Garcia, MA 2022 Teacher of the Year*

**Honors:** MASC Leadership transition introducing MASC 2023 President *Stacey Rizzo*

**Sponsored by:** CASPR Group



9:00pm-Midnite

**MEET YOUR COLLEAGUES SOCIAL (Bogey's)**

Music provided by *Jeff Conlon, Celtic-American singer/songwriter/entertainer*

**COSCAP AGENDA**

**Friday, November 4**

<b>8:30-9:00am</b>	Registration
<b>9:00-9:30am</b>	Google Platform (Sam Garcia & Liz Lafond)
<b>9:30-9:45am</b>	Break
<b>9:45-10:30am</b>	Google Platform, continued
<b>10:30-11:45am</b>	The Power of Influence (Kate Fenton)
<b>11:45am-1:30pm</b>	Working Lunch: Records Access/Best Practices
<b>1:30-3:00pm</b>	Open Meeting Law (Liz Lafond)
<b>3:00-3:30pm</b>	Q&A/Wrap-up



7:30-11:30am; 2:00-4:00pm **Registration open (Ballroom Lobby)**

7:30-9:00am **Continental Breakfast (Ballroom Foyer)**

8:00-8:30am **Collaborative Schools Breakfast (Bass River)**  
**Sponsored by: New England Dairy**



8:30am-3:30pm **COSCAP ANNUAL CONFERENCE (Cape Cod)**

Network with the best of the best and learn new strategies for keeping up with your central office/school committee responsibilities and requirements (written and unwritten). **See box on prior page for details.**

9:00-10:15am

**GENERAL SESSION: Leading and Implementing Equity with Intentionality (Grand Ballroom)**

School districts across the state are contending with increased student diversity in schools and heightened concerns about equity, anti-racism, and inclusion while struggling to increase the diversity of school staff and an expanded understanding of educational equity. Manuel J. Fernandez, a veteran equity-focused educator and administrator will address these themes and facilitate a panel discussion with different key school stakeholders (student, caregiver, educator, school leader, district leader, superintendent, and a school committee member) on the importance of being intentional when engaging in equity work

**Presenters:** *Andrea Wadsworth, MASC President (welcome); Manuel Fernandez, Chief Equity Officer, Cambridge Public Schools (moderator); Kathy Lopes, Director-DEI, Newton Public Schools; Kini Udovicki, School Adjustment Counselor, Cambridge, Marcos Curren, Asst. Principal, Cambridge; Rekha Shaikh, parent/caregiver, Boston Public Schools; Helen Hailemariam, Cambridge Rindge & Latin HS; Dianne Kelly, Superintendent, Revere, Virginia Simms George, Assabet Valley Voc. School Committee*

10:30-11:45am **PANEL SESSION VI**

**• Rethinking Public Comment Period: Do's. Don'ts. How to Manage it. (Hyannisport West) (✓)**

This session will review the current law and practice for public comment periods, as well as some do's and don'ts and best practice based on current law and recent court decisions that relate to what is and is not appropriate or permissible.

**Presenters:** *Michelle Bodin-Hettinger, Marlboro School Committee (moderator); Elizabeth Valerio, Esq., Valerio, Dominello & Hillman/MASC Life Member*

**• School Safety: The Importance of Threat Assessment (Hyannisport East)**

School leaders are refocusing attention on the elements necessary to keep students, staff, and families safe. This session focuses on the importance of threat assessment teams, investigative themes for concerning student behavior, and promotion of a safe school climate.

**Presenters:** *Margie Daniels, Executive Director, MA Partnerships for Youth (moderator); Scott Morrison, Superintendent, Tri-Town School Union; Brian Leblanc, Supervisory Special Agent, FBI Boston, Joint Terrorism Task Force, Squad CT-2, Domestic Terrorism/Threat Response; James Barrett, Director of Clinical Support Services, Cambridge Police Department, Assist. Professor of Psychology in the Department of Psychiatry, Part Time Harvard Medical School; Frederick Cabral, Superintendent, Support Services Division Commander, Cambridge Police Department; Kevin Stanton, Director of Office of Grants and Research, Massachusetts Executive Office of Public Safety and Security; Emi Joy, Chief Financial Officer, Massachusetts Executive Office of Public Safety and Security*

**• MIAA: Growing Courageous Leaders of Tomorrow (Barnstable 1)**

The Massachusetts Interscholastic Athletic Association exists to serve the 230,000 student athletes in the Commonwealth. On the surface, we are seen as a regulatory authority and the institution that administers a state tournament. More importantly, participation in interscholastic athletics and student activities exposes young people to enduring principles needed to navigate the uncertainty and unpredictability of everyday life. That is why it is imperative that we utilize the platform of athletics and student activities to promote the personal and interpersonal growth of our membership so they may learn the key attributes inherent in lives well lived.

**Presenters:** *Bob Baldwin, Executive Director; MIAA; MIAA/MSAA Staff*

**• Small/Rural Districts: What We Can Learn from the Berkshire County Experience (Barnstable 2)**

Presenters will share how BERK12 (Berkshire Educational Resources K-12) came together to address challenges such as long-term enrollment declines, strained school finances, and disparities in educational opportunity in order to promote high quality public education, which all children deserve, regardless of background or circumstance. The goal is to enhance district capacity by facilitating collaborative cross-district efforts, advocating for the needs of Berkshire public schools, and supporting research, modeling and facilitation of regionalization efforts. Currently, BERK12 is supporting a regionalization study led by the Regional School District

Planning Board (RSDPB) between the Berkshire Hills and Southern Berkshire regional school districts.

During this session, a summary of BERK12 collaborative projects and a description of the RSDPB regionalization process (what's been done, what's in process, what's next, and what's been learned) will be shared.

**Presenters:** *William Cameron, former Superintendent, Chair of the Pittsfield School Committee, Chair of BERK12 (moderator); Jake Eberwein, former Superintendent and Project Manager for BERK-12; Brendan Sheran, Project Coordinator Berkshire Remote Learning Initiative and Portrait of a Graduate; Lucy Prashker, Esq., Chair, South County Regional School District Planning Board*

### • Student Empowerment through Integration Learning (Barnstable 3)

For the past two years, Essex Tech. has been holding seasonal Integration Academies after school, on weekends, over vacations. Educators create tasks that involve integration between career technical/agricultural learning and academic skills. The Summer Integration Academy is intended to transition entering 9th graders to the engineering design process. The Fall Academy is a competition between grade-level teams to create a braking device that has to hit a huge candy target and stop within the target range. Student mentors serve as leaders in these academies and participate in the planning along with teachers. These sessions have become a pathway for student leadership, empowerment, and a sense of belonging. Come learn more about them and how you can implement similar strategies in your district.C

**Presenters:** *Tom O'Toole, Assistant Superintendent (moderator); Marissa Berry, English teacher; Matthew Huskey, Physics teacher; Amani Benourardia, student mentor; Sharonjit Kaur, student mentor; Divanni Fernandez, student mentor; Jocelyn Chiari, student mentor; Thomas Politano, student mentor; Natalie Kwong, student mentor; Keturah Crayton, student mentor*

### • Building an Inclusive, Equitable Culture in your District: Eight Actionable Strategies (Centerville)

Are you struggling with where to begin your district's journey towards a more equitable and inclusive environment? Have you started the journey but are looking for specific actions you can take to move the lever for change? This workshop will provide examples from two rural/suburban school districts who are tackling these goals through tangible steps including strategic visioning, culturally responsive approaches to curriculum and instruction, auditing current practices, and updating hiring practices.

**Presenters:** *Mildred Lefebvre, Holyoke School Committee (moderator); Maureen Cohen, Superintendent, Mendon-Upton Reg.; Paul Vieira, Superintendent, Douglas*

### • What Should Equity Look Like? Feel Like? Sound Like? in 21st Century Schools: Centering Student Voice in District and School Equity Plans (Osterville A)

This session will be led by student leaders from the Cambridge Rindge and Latin High School (CRLHS) in efforts to help superintendents and school committee members critically examine what equity should look like, sound like, and feel like in 21st century schools. The intention of this workshop is to engage participants in informed decision-making, policy creation, and other acts of leadership that impact students' educational experiences through an equity lens. Speaking to personal experiences within public K-12 education, students will offer insight into how districts should lead with an equitable lens and reflect on the power they hold in educational spaces. This will be an interactive session, where one will not only be given the opportunity to listen to student perspective, but also to engage in active discussion and reflection.

**Presenters:** *Kini Udovicki, School Adjustment Counselor, CRLHS (moderator); Grace Clemente, senior, CRLHS; Adelina Escamilla-Salomon, senior, CRLHS; Helen Hailemariam, senior, CRLHS; Kaelyn Silva, senior, CRLHS*

### • Communities Divided: How to Navigate Polarizing Issues (Osterville B)

When communities are divided over the "hot button" political issues of the day, Superintendents and School Committees often find themselves at the center of deeply polarized community debates. Fierce disagreement over COVID-19 response, diversity/equity/inclusion work, LGBTQ+ students, and other wedge issues have sparked explosive contention in the press, on social media, and at public meetings. A veteran K-12 communications specialist will share experiences and strategies to help your district navigate and manage highly politicized issues.

**Presenters:** *Wendy Rua Agawam School Committee (moderator); Christopher Horan, President, Horan Communications*

Noon-1:30pm **LEADERSHIP LUNCH (Grand Ballroom)**

**Guest Speaker: MA Auditor**

**Suzanne Bump**

**Sponsored by:**

**Valerio, Dominello & Hillman, LLP**



1:30-2:15pm: **MASC DIVISION I-VII MEETINGS (see box on page 6 for locations)**

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

### • Student Transportation, Equity, and Sustainability (Barnstable 1)

Massachusetts' nearly one million students and staff arrive and depart their school buildings daily using numerous modes of transportation. Join the MassDOT Safe Routes to School program as we delve into strat-

egies and case studies on how best to bridge the gap between health (physical activity, safety, student independence, and resiliency) and student transportation (access, mobility, and connectivity). Using education, engineering, planning, and policy, we can design programs that are both equitable and sustainable for all students.

**Presenters:** *Judith Crocker*, Coordinator/Outreach Supervisor--MA Safe Routes to School (moderator); *Barbara Malkas*, Superintendent, North Adams; *Paul Schlichtman*, Arlington School Committee; *Rachel Abell*, Beverly School Committee

#### • **What School Business Officers Want School Committee Members to Know (Barnstable 2) (✓)**

They keep the budget balanced, the bills paid, and (often) so much more. What would they tell you if they could? Join us for this panel discussion of what school business officials want school committee members to know about how their position works, what they do, and how committee members can strengthen this important relationship.

**Presenters:** *Tracy Novick*, MASC Field Director (moderator); *Michael MacMillan*, Business Manager, Monomoy Regional; *Patrick Murphy*, Business Manager, Cape Cod Collaborative; *Andrew O'Leary*, Assistant Superintendent of Finance and Operations, New Bedford

#### • **Superintendent Evaluation (Barnstable 3) (✓)**

Whether you're new to the Massachusetts model of Educator Evaluation or you're seeking ideas on how to refine the process, this session is for you. We'll describe the process for evaluating the superintendent from start to finish and discuss steps a committee can take to make the process both manageable and meaningful.

**Presenter:** *Dorothy Presser*, MASC Field Director

#### • **Processing Building Systems for a New Facility (Centerville)**

A school building committee will face many important decisions as they consider their priorities for any new or renovated school building project. The priorities may shift as the new facility is turned over to the district for use and will continue to shift with the life of the building. Panelists will discuss the process a committee will experience planning, building, and using a new building with a focus on issues and concerns associated with building systems. Other issues will include how building systems can be integrated into the established goals and priorities that have been defined by and for the design team. A properly functioning building is just as important as the building layout to deliver educational programming in a healthy, efficient, supportive environment. We will explore many pros and cons as we review items such as: What to consider as a school design project begins; Why discussions about building systems are important

during design; What is a successful turnover of a constructed building to the future occupants?

**Presenters:** *Frank Colvario*, School Financial Consultant (moderator); *Gary Brock*, AIA, HMFH Architects; *Ken Wertz*, Executive Director, MA Facilities Administrators Association; *Adele Sands*, Community Liaison, LeftField Project Management/former Superintendent-Bristol Agricultural High School

#### • **Changing the Narrative: Launching & Sustaining a DEI Lens (Osterville A)**

In this presentation, administrators and school leaders will be guided by one of the co-authors of the book, *Change the Narrative*, to develop a deeper understanding of what is needed to lead a school on an antiracist journey. Using core concepts and excerpts from the book, participants will learn of the significance of ongoing self-reflection and assessment and how to engage their school community in the strategic planning, inclusive of concrete action steps, that will lead to sustainability and transformational change.

**Presenters:** *Irene Feliciano-Sims*, Holyoke School Committee (moderator); *Kathy Lopes*, author/ Director-DEI, Newton Public Schools

#### • **The Socially Emotionally Responsive School: Examining How Learning and the Learning Environment Impact Mental Health (Osterville B)**

Panelists will share research, stories, and anecdotal evidence of how teaching, learning, and the learning environment itself impacts a student's sense of belonging, mental health, and academic growth. Panelists will discuss best practices in education and educational environments, looking at ways to build community, minimize behavioral dysregulation, increase trauma sensitivity, and ultimately elevate the capacity of teachers and students.

**Presenters:** *Mike Pirolo*, former Newburyport middle school teacher/educational consultant (moderator); *Paul White*, current K teacher, Newburyport; *Erin Moore*, former elementary teacher/educational consultant

### 4:00-5:15pm **PANEL SESSION VIII**

#### • **Arts Foundational Skill Progressions (Barnstable 2)**

The MA Department of Elementary and Secondary Education is excited to launch Foundational Skill Progressions in all five disciplines in the arts (dance, media arts, music, theatre, visual arts). Arts|Learning has been contracted by DESE to develop these skill progressions. The focus of these is to add concrete content knowledge and skills to supplement the 2019 Arts Curriculum Framework. During Spring, 2022, the progressions for music and visual arts were completed. The presenters will share the two music and two visual arts progressions with the participants and how they may be used for (1) providing a well-rounded education for all students, (2) developing your district's art and music curriculum and

(3) application for developing units and lesson plans. These progressions also support cultural literacy, diversity, equity and inclusion through large numbers of culturally-diverse art and music examples.

**Presenters:** *Dawn Benski, Arts Content Support Lead, MA DESE (moderator); Jonathan Rappaport, Arts|Learning Project Manager; Lois Hetland, Professor Emerita, Mass College of Art*

- **Goal Setting/Self Evaluation (Barnstable 3) (✓)**  
School Committees have a responsibility, along with the superintendent, to articulate a vision and set goals for the school district. Committees also need to ensure their work supports and furthers district goals. In this session, we'll discuss a process for setting committee goals, and for the committee to evaluate its own practices and progress with an eye toward continuous improvement.

**Presenter:** *Dorothy Presser, MASC Field Director*

- **Heating Up: How Schools can Combat Extreme Heat with Equitable Access to Modern Air-Conditioning (Centerville)**

As bouts with extreme heat become more frequent, more districts are contending with how to maintain healthy environments. Nationally, it is expected that schools will need to invest \$45 billion on cooling capacity by 2025. Hot school days disproportionately impact Black and Brown students accounting for an estimated 5% of the gap in test scores. As the case of Acton Boxborough Regional School District makes clear, smart approaches can deliver cooling, clean air, and reduced greenhouse gas emissions in a cost-effective way. Learn about new funding opportunities and available support to help you promote equitable access to healthy learning environments. All attendees will receive a free gift!

**Presenters:** *Sara Ross, Co-Founder, Undaunted K-12, (moderator); Kim Cullinane, Eversource; Peter Light, Superintendent, Acton-Boxborough; Stacey Chacker, Director-Policy & Practice, Health Resources in Action*

- **Moving from Performative Practices to Transformative Actions (Osterville A)**

The centering of equity, inclusion, and anti-racism in school districts is a tremendous responsibility and, in these times, an essential and courageous act. This work-

shop will explore the lessons learned from the Cambridge Public Schools' journey to launch a district-wide initiative focused on centering equity and promoting anti-racist/anti-bias practices. This interactive workshop will examine authentic problems of practice that can move a performative school district to a transformative teaching and learning community that affirms inclusion and belonging for all stakeholders.

**Presenters:** *Manuel Fernandez, Chief Equity Officer, Cambridge Public Schools; Marcos Curren, Asst. Principal, Cambridge Public Schools*

- **Special Education: What School Committee Members Need to Know (Orleans)**

Specialists from the Federation for Children with Special Needs (FCSN) will address issues around special education law, finances, federal funding, and family resource centers, new literacy requirements and social emotional learning.

**Presenter:** *Eileen Sandberg, Ph.D., Training and Support Specialist, FCSN*

- **School Committee Role in Financial Oversight (Osterville B) (✓)**

Massachusetts school committees "review and approve budgets" but once the budget is passed, what does that responsibility entail? Come learn about what the financial oversight responsibilities of the School Committee are during the rest of the year. *(This is a repeat of the session that was presented on Wednesday at 3:25pm)*

**Presenter:** *Tracy Novick, MASC Field Director*

5:30pm: **LIFE MEMBER RECEPTION (Main Lobby)**

6:30pm **LIFE MEMBER/LEADERSHIP DINNER (Bass River)**

**Welcome:** *Andrea Wadsworth, MASC President*  
**Honors:** *Lifetime Members, All-State and Lifetime Achievement Awards recipients; MASC Board of Directors*

9:00pm-Midnight **Friday Night Soiree (Bogey's)**  
**D.J.:** *Keith Hardy, KMH Music*

## Saturday program ✓ qualifies for new member orientation hours

November 5

9:00-10:15am

- **Parliamentary Procedures (Hyannisport West)**

An opportunity to learn about parliamentary procedures, using them to achieve your goals, and ensuring that meetings are run smoothly and fairly.

**Presenter:** *Glenn Koocher, MASC Executive Director*

9:00-11:45am

- **Effective Meetings: Planning and Implementation (Hyannisport East) (✓)**

Are your meetings too long? Feel unproductive? Is there a lack of focus on student achievement and district goals? Then this session is for you. We will discuss tools and strategies to plan and execute effective meetings

that help the committee stay focused on its work, on its goals and on students. The session will be particularly useful for current and aspiring chairs.

**Presenters:** *Dorothy Presser and Jim Hardy, MASC Field Directors*

• **Student Representatives to the School Committee session (Cape Cod)**

Created by students for students, the program will focus on the work of School Committee representatives and issues of interest to students in order to bring their concerns to school leaders most effectively.

**Hosts:** *MA Association of Student Representatives Board of Directors: William Rafti, Braintree; Indiana Troupe, Wareham; Aratrika Ghosh, Westborough; Kendra Anim, Worcester; Frank Gallo, Fitchburg*

10:30-11:45am

• **Is My State Aid Going Up? The Student Opportunity Act, Target Share, and Hold Harmless (Hyannisport West) (✓)**

The implementation of the SOA, overhauling how the state calculates required funding for K-12 education, has districts closely watching local aid numbers each year. If

your district wasn't one of the early and obvious "winners" for school funding, could that change? Join us for this discussion of just what is determining your Ch. 70 aid and what the ingredients are in determining increases over the next few years of implementation.

**Presenter:** *Tracy Novick, MASC Field Director*

• **Difficult People (Bass River Alcove)**

This session will review strategies for working constructively with the most difficult of committee colleagues, and navigate the challenges to getting the work of the committee done with the least amount of negative distraction and resistance.

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

Noon-1:00pm

• **Student Voice Box Lunch Program (Bass River)**

Join students from across the state at lunch table discussions of issues of concern to them—and school leaders!

## Featured speakers



**JEFFREY RILEY**  
**Wednesday Keynote Dinner**

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

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

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



**FRANK HENDERSON, JR.**  
**Wednesday Keynote Dinner**

Frank S. Henderson, Jr. was elected President of the National School Boards Association (NSBA) in 2022.

Henderson is currently in his fifteenth year on the Seaman USD 345 Board of Education in Topeka, Kansas. He is a Past President of Seaman USD 345 Board of Education, as well as a Past President of the Kansas Association of School Boards after serving several years on its Board of Directors and Legislative Committee. Henderson has also served on the Board of Directors of the Kansas State High School Activities Association, the Governor's Advisory Council on Education, and as a commissioner on the Education Commission of the States.

Henderson has also held a number of positions at NSBA, including Secretary-Treasurer, Western Region Director, and President of the National School Board Action Center. He has also served two terms on the Board of Directors of NSBA's National Black Council.

In addition to his service to NSBA and as a school board member, Henderson worked in Kansas State Social Services and the Criminal Justice System for over twenty-five years, providing services to those in poverty, the mentally ill, as well as victims and offenders. He served as Chairman of the Kansas Parole Board for four years and served in the Office of the Attorney General for seventeen years as the Executive Director