

# WEDNESDAY Program NOVEMBER 6

Noon-5:00pm **CONFERENCE REGISTRATION OPEN**  
(Grand Ballroom lobby)

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

### • **Addressing the Unique Challenges of Regional Schools (Cape Cod)**

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:** *Maureen Marshall*, Executive Director, MARS (moderator); *Jay Sullivan*, Associate Commissioner, School Finance and District Support, DESE; *Christine Lynch*, Governance and Facilities Program Manager, DESE; *Charlie Ellis*, Chair, Nashoba Valley Technical School Committee; *Stephanie Fisk*, Assistant Superintendent-Finance & Operations, Gateway Reg.

### • **Data-Driven Strategies to Support ALL Learners (Hyannisport West)**

Learn about a new progress monitoring tool for grades 3, 4, and 5 that was implemented in Sudbury. The superintendent and principal reviewed baseline data, met with individual classroom and special education teachers and implemented peer-observations to identify pedagogical strengths among their colleagues. Educators met with the building principal on a regular basis and attended data meetings with the literacy coach. Based on this intervention and continuous review, the school became the highest performing school in the district, based on MCAS data.

**Presenters:** *Elaine Santelmann*, Littleton School Committee (moderator); *Brad Crozier*, Superintendent, Sudbury; *Nadine Ekstrom*, President, Academic Discoveries, LLC

### • **The Student Opportunity Act is Working, but... (Hyannisport East)**

MassBudget and MASC will provide an update on the K-12 budget picture for 2024-2025 and look ahead to the budget process for next year. This includes reviewing progress on implementation of the Student Opportunity Act and addressing the impact of under-inflation in the Chapter 70 formula and the effectiveness of measures taken so far to address the current challenges. The presentation will also look forward at solutions for stretched local budgets and ways to increase state aid to school districts. The presentation and Q&A will discuss policy options in the broader context of the budgetary opportunities and constraints for the coming year.

**Presenters:** *Colin Jones*, Sr. Policy Analyst for K-12 Education, MA Budget and Policy Center; *Tracy Novick*, MASC Field Director

### • **A Framework and Approach for Strategic Problem Solving (Barnstable II)**

This session will introduce participants to Harvard's Public Education Leadership Project's Coherence Framework. Leaning on the research and superintendency experience of the presenters, the session will combine theory and practice to prepare participants to systematically and strategically identify, plan for, and ultimately solve high leverage, pressing problems in your districts.

**Presenters:** *Kyle Johnson*, Chair, Ashburnham Westminster Reg. School Committee (moderator); *Jennifer Cheatham*, Senior Lecturer, Harvard Graduate School of Education; *Thomas Milaschewski*, Superintendent, Reading; *Todd Stewart*, Superintendent, Ashburnham Westminster Reg.

### • **Basics of Policy (Barnstable III)**

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:** *Liz Lafond*, MASC Field Director; *Alicia Malion*, MASC Field Director

## **PARTNER PRESENTATION (Centerville)**

### • **Inflation Reduction Act (IRA) and School Infrastructure Renewal (Trane)**

Join us for an insightful presentation on the transformative effects of the Inflation Reduction Act (IRA) on school buildings and renewable energy projects. This session will delve into the key provisions of the IRA and how they are set to revolutionize the educational infrastructure and promote sustainable energy practices.



### • **Addressing Student Digital Media Use to Promote Mental Health (Osterville A)**

This session will address the risks of digital media use on students' mental health while harnessing its benefits. This session shows how using a Multi-Tiered Systems of Support (MTSS) approach provides a suitable, evidence-based framework for districts to guide students' healthy digital media use and ensure that all students' mental health needs are met.

**Presenters:** *Michelle Bodin-Hettinger*, Marlboro School Committee (moderator); *Shai Fuxman*, Natick School Committee; *Shari Kessel Schneider*, Senior Project Director, Education Development Center



• **Building and Sustaining a Diverse Pipeline of Educators (Osterville B)**

Presenters from Chelsea will share their strategies and experience leading the state in increasing the district's diversity of educators and leaders. The district's Educator Pathway Program is a multi-pronged initiative including students, paraprofessionals, teachers and administrators. While growing their own, the district recognizes the importance of creating a culture and climate where diverse educators will thrive and share those lessons.

**Presenters (all from Chelsea):** *Malik Howshan, Officer of Innovation, Access and Opportunity (moderator); Ana Hernandez, School Committee Chair; Almi Abeyta, Superintendent; Aaron Jennings, Chief of Staff and Equity; Christine Lee, Director of Human Resources*

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

• **Walking Together Toward a More Just Education: Equity Audits and Inquiry Cycles in Small and Mid-Sized Districts (Cape Cod)**

Equity audits in schools or districts have become increasingly common, either because they are externally mandated or because schools choose to conduct them to understand patterns. While equity audits can sometimes identify important disparities that may not have been previously known, they offer schools little support or guidance for how to meaningfully transform conditions for students and families at the margins of our systems. For smaller school districts, the size of sub-populations also makes it very challenging to conduct meaningful statistical analyses to identify broader patterns. This session will present ideas on how to conduct equity inquiry cycles as a continuous and humanizing process that centers reflection and action to facilitate the process of transformative change in small and mid-sized districts.

**Presenters:** *Todd Gazda, Executive Director, Collaborative for Educational Services (CES) (moderator); Gwen Agna, Northampton School Committee; Safire DeJong, Program Co-Director for Joy & Justice in Schools, CES; Tom Chang, Program Co-Director for Joy & Justice in Schools, CES; Rebecca Mazur, Senior Evaluation Research Specialist, CES, Sahara Pradhan, Research Associate, CES*

• **Jump from the Fiscal Cliff (and Sustain Fewer Injuries) (Hyannisport West)**

The end of expanded federal funding may mean sunset programs, services, and staff positions. Learn how to maximize continuance of high-impact services and mitigate the loss of supports and capacity to address current district needs.

**Presenters:** *Margaret Driscoll, Executive Director, MAS-BO/Chair, Melrose School Committee (moderator); Chris Mathieu, Director—Finance & Operations, Ashland; Jim Adams, Superintendent, Ashland; Keith Taverna, Assistant Superintendent of Finance & Administration, Ando-*

*ver; Erin Orcutt, Business Administrator, Cape Cod Reg. Technical High School; Sara Consalvo, Administrative Director of Finance, Worcester*

• **Navigating Change: Effective Communication Strategies for Operational Overrides (Hyannisport East)**

As the state budget decreases and budgets continue to increase, there is growing need for towns to pass operational overrides to keep level service in their schools. Convincing your neighbors to raise their taxes isn't easy. You need trust, transparency, and advocacy. Join members from Grafton who have passed two operational overrides in the past ten years and learn strategies on how to best communicate to your constituents why an override is essential.

**Presenters:** *Maureen Cohen, Superintendent, Mendon-Upton Regional (moderator); James Cummings, Superintendent, Grafton; Laura Often, Grafton School Committee*

**PARTNER PRESENTATION (Barnstable I)**

• **A Local Roadmap for a Global Challenge: Designing for Agency, Belonging, Engagement, and Wellbeing (Finegold Alexander Architects)**

Join us to explore inspiring local and global examples of schools designed to overcome the real challenges educators, students, and families face in our hyper-connected and distracted world. Presenters will share actionable insights from designing and implementing future-ready school concepts, along with strategies for structuring and organizing schools to build resiliency. The session will conclude with valuable resources for visioning, planning, and engaging your community in preparing for the future of learning. Discover how immediate changes to time, space, roles, and technology can create the conditions for all learners to thrive.

**Presenters:** *Regan Shields Ives, Finegold Alexander Architects, Principal; Christopher Lane, Finegold Alexander Architects, Principal; Jessica Sticklor-Lipson, Fielding International, Design Principal; Mike Posthumus, Fielding International, Learning Design Principal*

**FINEGOLD ALEXANDER ARCHITECTS**

• **Creating Unique Partnerships with High Schools & Job Corps Programs (Barnstable II)**

Learn how the Job Corps program helps students 16-24 years old discover employability strengths and passion while earning credentials and hands on experience to begin a career, whether that be workforce, apprenticeship, college, military, or advanced trade.

**Presenters:** *Robert Campbell, Montachusett Reg. Voc. Tech. School Committee (moderator); Jessica King, Outreach/Admissions Director, Shriver Job Corps; Amber Polisher, Outreach/Admissions Director, Grafton Job Corps*



• **The Sense of Belonging; The Role of the School Committee and Superintendents (Barnstable III)**

This interactive workshop presents evidence-based strategies for creating a sense of belonging in our schools, and the role school committee members and superintendents can and should play to make sure all students feel welcome in our schools.

**Presenters:** *Stephanie Clougherty*, Carver School Committee (moderator); *Shai Fuxman*, Natick School Committee; *Tori Todd*, MA Social, Emotional, and Behavioral Academy

• **Unlocking the Healing Power of the Arts (Centerville)**

Arts for Learning/Massachusetts will showcase the vital role of arts and education in schools. Experience interactive activities, engage with stakeholders who have witnessed the impact firsthand, and discover the profound benefits of integrating the arts into educational settings.

**Presenters:** *Carrie Greene*, Mt. Greylock Reg. School Committee (moderator); *Julie McConchie*, Executive Director, Arts for Learning Massachusetts; *Kaijeh Johnson*, Residency Program Manager, Arts for Learning MA

**PARTNER PRESENTATION (Orleans)**

• **Building the Future: The Vital Role of Construction Craft Laborers Program in CTE Schools**



**(Laborers' International Union of North America New England Region)**

New England Laborers' representatives will speak about their journey creating construction career pathways over the last 20 years. In the early 2000s the New England Laborers' Training Trust fund was tasked with creating the Construction Craft Laborers' Chapter 74 program. This program would give high school students an opportunity to learn their craft and create a pipeline into the Laborers' International Union of North America upon graduation. Since its inception these programs have grown across MA, RI, and CT, which has given dozens of young adults a lifelong career within the union.

• **AI Update: Model Policies (Osterville A)**

This session will present recent developments around AI and education, and the current state of policy development for K-12 schools.

**Presenter:** *Alicia Mallon*, MASC Field Director

• **Partnering with your Collaborative: Building Capacity for Tier 1 Supports through a Shared Instructional Coaching Model (Osterville B)**

This presentation will focus on how eight suburban districts: Lynnfield, Melrose, North Andover, North Reading, Stoneham, Wakefield, Wilmington, and Woburn are working individually and in partnership through their local Collaborative to build equitable and inclusive learning communities through a shared instructional coach. Panelists will share why they began this work, how their

districts are utilizing the instructional coach as a Tier 1 capacity-building support, and implementation strategies such as personalized professional development and coaching cycles to identify Tier 1 supports. Panelists will also discuss the model's impact on student learning and the broader school community.

**Presenters:** *Betty Chu Pryor*, Stoneham School Committee (moderator); *Emily Patt*, Instructional Coach, SEEM Collaborative; *Pam Lathrop*, Acting Superintendent, North Andover; *Karen Larcome*, STEM Director, North Andover; *Dave Ljungberg*, Superintendent, Stoneham; *Tom Sallee*, Principal, Stoneham Central Middle School

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

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

• **Demystifying the Legislative Process (Cape Cod)**

This session offers school committee members a clear understanding of the state legislative cycle and its role in shaping education policy. Learn how to navigate the process effectively, ensuring your district's priorities are both understood and addressed in state legislation.

**Presenters:** *Jason Fraser*, Silver Lake/Plympton School Committee/Chair-MASC Legislative Committee; *Anthony Andronico*, Operations & Marketing Director, MASC/Former Communications Director to Senator Patrick O'Connor; *Sean Costello*, Marshfield School Committee Chair/Staff Director to Representative Bruce Ayers

• **Overrides: Parachutes from the Fiscal Cliff (Hyannisport West)**

With skyrocketing costs and the end of large-scale federal funding, many districts must look to their towns for increased financial support. Explore Proposition 2 ½ override resources and learn about override do's and don'ts from colleagues who have traveled that road.

**Presenters:** *Margaret Driscoll*, Executive Director, MAS-BO (moderator); *Keith Taverna*, Assistant Superintendent of Finance & Administration, Andover; *Rich Mathieu*, former Director of Finance & Operations, Dudley-Charlton Reg.; *Daniel Gale*, Director of Finance & Operations, Hudson/President, MASBO; *Peter Light*, Superintendent, Acton-Boxborough Reg.

• **What Should be in Your Budget Document (Hyannisport East)**

Your annual budget document is among the most important policy documents adopted by your school committee, but what should it contain? This session will cover what should be included in your annual budget document, and the benefits districts have found in having a more comprehensive document.

**Presenters:** *Tracy Novick*, MASC Field Director (moderator); *Sara Consalvo*, Administrative Director of Finance, Worcester; *Cynthia Mahr*, Assistant Superintendent for Finance and Operations, Wellesley; *Linda Chow*, Welles-





ley School Committee; **Sue Mailman**, Worcester School Committee

### • Executive Coaching for Leaders in Education (Barnstable II)

This session introduces the essentials of the evidence-based Columbia University framework for leadership coaching. Distinct from, yet complementary to, consulting or content-based support, executive coaching engenders co-created, professional relationships that yield action steps and learning. The CU model emphasizes a client-based agenda that is chiefly about discovery, awareness and choice; it empowers leaders to find their own answers to current highly complex challenges and opportunities. Focusing on context, content and conduct, leaders and teams will explore their professional and personal goals to enhance their practice as well as district outcomes.

**Presenter: Jeff Young**, former Superintendent of Schools, Cambridge, Newton, Lexington and Lynnfield, MA; currently Program Director, PK-12 Education Leadership and Policy Studies, Boston University Wheelock College of Education and Human Development

### • Strategic Planning in a Post-Pandemic World (Barnstable III)

A team from Dighton-Rehoboth will share the district's innovative approach to strategic planning using their "Portrait of a Graduate" as the foundation for the process, ensuring alignment with the district's educational objectives, professional development, and culture building. The presentation will include real-world examples, data-driven outcomes, and insights from teachers, parents, and students.

**Presenters: Bill Runey**, Superintendent, (moderator); **Eliza Couture**, School Committee; **Fred Souza**, Assistant Superintendent

### • School Success Stories and Strategies for DEI: Using Walkthroughs to Calibrate and Make Connections between Equity and Inclusive Practices (Centerville)

The presentation will detail how the SEEM Collaborative and North Reading School District developed a scaffolded approach that blends Universal Design for Learning (UDL) principles with equity best practices to support administrators in implementing DESE's newly updated model rubrics that are designed to integrate and enrich culturally and linguistically sustaining practices with the Standards of Effective Teaching and Administrative Leadership. Presenters will explain their comprehensive walkthrough protocol that equipped administrators and evaluators with the necessary tools to conduct fair and insightful teacher evaluations across all grade levels, and initiatives identifying specific focus areas for improvement in the upcoming school year.

**Presenter: Cathy Lawson**, Executive Director, SEEM Collaborative (moderator); **India Barrows**, Equity Coordinator, SEEM Collaborative; **Emily Patt**, Inclusion Coach, SEEM Collaborative; **Patrick Daly**, Superintendent, North Reading; **Sean Killeen**, Asst. Superintendent for Teaching and Learning, North Reading; **Catherine O'Connell**, Principal, North Reading High School; **Scott Buckley**, Chair, North Reading School Committee

### • Chair Chat (Orleans)

For current Chairs and Chairs-in-Waiting. Join your fellow Chairs (and Vice Chairs) to talk about strategies and practices for efficient meetings and effective leadership.

**Presenter: Alicia Mallon**, MASC Field Director

### • Courts and Schools (Osterville A)


The Past Chair of the Council for School Attorneys, MASS Legal Counsel, and MASC General Counsel will discuss recent cases and developments in school law, including social media, the First Amendment, teacher dismissal, and when someone acts in their official capacity or their personal capacity.

**Presenters: Brendan Walsh**, Life Member (moderator); **Marc Terry, Esq.**, Immediate Past Chair of COSA, MIRICK; **Kelly Gonzalez, Esq.**, MASS Legal Counsel, Long, DiPietro, and Gonzalez, LLP; **Patrick Francomano Esq.**, MASC General Counsel

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

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

**Sponsored by: MIRICK**

7:00pm **KEYNOTE DINNER (Grand Ballroom)**  **Sponsored by:** The Leader in Public Sector Law

**Welcome: Armand Pires**, Superintendent, Medway/President, MASS

**Greetings: Donald Hubler**, President, NSBA

**Guest Speaker: Russell Johnston**, Interim Commissioner of Education, DESE

### **AFTER DINNER: RESOLUTIONS REVIEW (Osterville A)**

Join MASC Executive Director Glenn Koocher, General Counsel Patrick Francomano, Esq., and members of the Board of Directors for review and questions about the resolutions that will be debated at the **Delegate Assembly on Friday, November 8, 3:15pm.**

9:00pm-Midnite **MEET YOUR COLLEAGUES SOCIAL (Bogey's)**

**Sponsored by: National School Boards Association**



# THURSDAY Program NOVEMBER 7

7:00-9:00am **Continental Breakfast**  
with Exhibitors /Exhibit Hall Open 7:00am-3:00pm  
(Bass River)

Sponsored by: **Chartwells**



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

7:45-8:30am

## **PARTNER PRESENTATION (Cape Cod)**

### • **Leveraging the Science of Reading to Support Multilingual Students and Engage Families (Just Right Reader)**

This session will describe key findings from the body of research known as the Science of Reading and what these findings can and can't tell us about the science of teaching reading in diverse classrooms. The presenter will discuss common myths about the Science of Reading for multilingual students and highlight important instructional supports to develop their English phonemic awareness, phonics, and word recognition skills. She will highlight evidence-based practices and translanguaging pedagogies that engage multilingual students and their families in the learning-to-read process and support reading skill and a love of literacy right from the start of school!



**Just Right Reader**

**Presenter: Laura Tortorelli**, Associate Professor, Michigan State University

## **PARTNER PRESENTATION (Hyannisport West)**

### • **Crisis Communication for School Committees and School Administrators (John Guilfoil Public Relations)**

Coordinated communication during a crisis is an essential component to effective crisis management. It can define you as a strong leader in the community or erode the community's trust. When a crisis arises, it is imperative that everyone knows their roles so that communication is clear and accurate. Participants will learn about how to effectively communicate in a crisis, the "dos" and "don't" of social media, and the role of the School Committee during a crisis.



**Presenters: Paul Zinni**, Director of Education, Training and Development; **Tom Zuppa**, Public Relations Account Director

## **PARTNER PRESENTATION (Hyannisport East)**

### • **Alternative Fuel School Transportation: Positive Outcomes in the Future (Anderson Motors)**

Greater EPA restrictions and the state of Massachusetts is adopting the CARB Act Omnibus beginning January 1, 2025. This will inevitably require self-operated school transportation systems and contracted school transportation services to replace traditional diesel-based



vehicles with alternative fueled school transportation vehicles for positive outcomes in the reduction of greenhouse gases. Considerations in purchasing an alternative fueled school bus and other factors involved in this decision including what type of alternative energy to consider, funding options, infrastructure costs, and maintenance costs will be reviewed.

## **PARTNER PRESENTATION (Barnstable III)**

### • **Holistic Building Project Approach (Vaysen)**

## **Vaysen Studio**

Structuring your project approach in a holistic way is vital for project success. Learn the key aspects of Community Engagement and Educational Planning to consider when planning a future capital project. Understand the value of community & stakeholder engagement in the educational environment design process and how it contributes to creating effective learning environments. Learn about current trends in education and learning environments. We will dive deep into these topics while layering in case studies and lessons learned.

## **GENERAL SESSION**

8:45-10:00am **(Grand Ballroom)**

### **Topic: Dignity: The Foundation of a New Patriotism**

As political and cultural divisions continue to increase in the country, so do the tensions and challenges facing public education leaders, who must bridge these divides within their schools and communities. Many of the skills we teach students to become successful learners -- perspective taking, curiosity, conflict resolution, empathy -- are the very skills needed for those who lead our country and lead our schools. Dr. Tim Shriver, founder of UNITE and co-creator of the Dignity Index, will discuss how dignity can be a powerful tool in helping leaders ease divisions and solve problems in our schools and communities.

**Presenter: Timothy Shriver**, Co-Creator/CEO, The Dignity Project

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

## **11:00am-12:15pm PANEL SESSION IV**

### • **Unveiling Cyber Threats: What Your Tech Director Hopes You Stay Blissfully Unaware Of! (Hyannisport West)**

Cybersecurity isn't just for tech nerds; it's for everyone who doesn't want their personal data floating around the dark corners of the internet. So, buckle up, because



a breach could turn your district into the hottest headline your community has read in years, and trust us, that's not the kind of fame any of us wants. It's not merely a tech problem; think of it as our collective mission to play keep-away with our staff and student data. Attendees will learn how cybersecurity is a district-wide concern, not just a technology department issue, which can have a significant impact in multiple areas of a district.

**Presenters:** *Colleen Terrill*, Assistant Superintendent for Curriculum, Instruction and Assessment, King Philip Regional/Plainville School Districts (moderator); **Bryce Harper**, Director of Technology, Sandwich; **Rich Bykowski**, Director of Tech Services, Abington; **Karen Winsper**, Director of Instructional Technology, Norton; **Jennifer O'Neill**, Superintendent, Norton

#### • **Special Education Update (Hyannisport East)**

This popular session identifies some of the significant current challenges for special educators and their students and reports on trends in public policy that will impact children, faculty, and families. The session will be highly interactive, and attendees will leave with ideas to strengthen the relationship and promote longevity in the central office.

**Presenters:** *Roy Belson*, retired Superintendent, Medford (moderator); **Mary Ellen Sowyrda, Esq.**, Murphy Hesse Toomey & Lehane; **Felicia Vasudevan, Esq.**, Murphy Hesse Toomey & Lehane

#### • **Cultivating Positive School Environments: A Holistic Approach to Tier 1 Mental Health Education (Barnstable II)**

Participants will gain insights into comprehensive and preventative interventions designed to positively impact students, educators, coaches, and caregivers, fostering collaboration and trust within the school community. These evidence-based programs are proven to enhance well-being, school climate, and overall sense of connectedness. Aligned with the new MA DESE Health Frameworks, the train-the-trainer student curriculum is sustainably adapted across secondary schools, integrating skill-based lessons that empower educators with life skills. Participants will leave equipped with practical strategies and tools to implement within their schools to enhance mental health education and foster positive school environments as well as gain insights into enhancing their own mental well-being, empowering them to lead by example.

**Presenters:** *Nancy Cavanaugh*, Hopkinton School Committee (moderator); **Abbie Rosenberg**, Founder/Executive Director, Mental Health Collaborative; **Karen Renaud**; Trainer, Mental Health Collaborative

#### • **Using Data to Inform School Budgets and Policy (Barnstable III)**

How can district leaders use publicly available data to inform policy and prioritize spending to improve equity

and outcomes? The MA Education-to-Career Research and Data Hub (E2C Hub) works with DESE on data and tools to help you compare programs, evaluate investments, and understand trends in your district and across the state. Learn about powerful new tools and data stories, get a refresher on existing dashboards, and gain insights you can share with your committee members, families, and communities on how data can give you a fuller picture of your district performance.

**Presenters:** *Danielle Kane*, Outreach and Engagement Specialist, MA Education-to-Career Research and Data Hub/Tantasqua Reg. School Committee member (moderator); **Sam Ribnick**, Executive Director, MA Education-to-Career Research and Data Hub

#### • **School and Municipal Collaboration: Supporting Common Goals (Centerville)**

With financial pressure significant and building on communities, it's more important than ever that school and town staff and elected officials work together to support students, with overarching community needs in mind. Learn key partnering strategies and tactics through one budget cycle for both a city and a town to create common understanding, develop awareness, and model high-quality governance in your locality.

**Presenters:** *Margaret Driscoll*, Executive Director, MAS-BO/Chair, Melrose School Committee (moderator); **John Ferris**, former Director of Business & Support Services, Hingham; **Cynthia Mahr**, Assistant Superintendent for Finance & Operations, Wellesley; **Andrew O'Leary**, Superintendent, New Bedford

#### • **Mentoring New School Committee Members (Orleans)**

Ensuring new members are ready to hit the ground running can help keep your committee on track after election season. Learn how Nashoba Tech. has been successfully bringing new members on board.

**Presenters (all from Nashoba Valley):** *Alicia Mallon*, School Committee/MASC Field Director (moderator) **Denise Pigeon**, Superintendent; **Charlie Ellis**, Nashoba Tech school committee member (moderator)

#### • **Therapy Pets in Schools: Be Pawsitive (Osterville A)**

Visit with therapy pets at the Conference and learn how pets in the schoolroom can help students with reading and social/emotional issues. Share a moment of furry serenity while you're here

**Presenters:** *Pete Stephens*, Fitchburg School Committee (moderator); **Sally Cragin**, Councilor at Large, Fitchburg/former Fitchburg School Committee member; **Cap Corduan**, TheraPAWS Team Member; **Kiefer** (Bernese Mountain dog); **Reggie** (Armenian Van Tabby cat)

#### • **The Dignity Index: A Deeper Dive (Osterville B)**

With more to explore with the Dignity Index, seasoned





educators will take attendees on a deeper dive into the Index. Through scoring exercises, school-based scenarios, and interactive skill-building activities, Index presenters will demonstrate ways the Index can be applied to education leaders and students alike.

**Presenters:** *Sue Mailman*, Worcester School Committee (moderator); *Meghan Monroe*, K-12 Project Director, UNITE; *Karren Minalga*, K-12 Project Committee, UNITE

12:30-1:45pm **BUFFET NETWORKING LUNCH (Grand Ballroom)**  
**Sponsored by: Renaissance**



1:15-2:15pm **Ice Cream Social with Exhibitors (Bass River)**  
**Sponsored by:**  
**Valerio Dominello & Hillman LLC**  
and **Cape Dairy, LLC**



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

• **Vocational Issues Update (Cape Cod)**

Presenters will review important public policy and administrative issues impacting vocational, technical, and agricultural schools in MA. *The session will include time for MASC's Division VIII (vocational technical division) to meet and elect officers.*

**Presenters:** *Steven Sharek*, MAVA Executive Director; *Charlie Ellis*, Nashoba Valley Voc. Tech. School Committee

• **Proactive Communication: Telling Your District's Story (Hyannisport West)**

How effectively and consistently does your district communicate 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 priorities, successes, and challenges. A veteran K-12 public relations specialist will share actionable strategies for honing your message and delivering compelling content across a variety of channels.

**Presenters:** *Barbara Davis*, Holbrook School Committee (moderator); *Christopher Horan*, President, Horan Communications

• **Leadership Stability for Positive Outcomes in Urban and Suburban Districts (Hyannisport East)**

Tony Bent (former Shrewsbury superintendent and former Wellesley school committee member) will chair a panel that will address the critical issues of collaboration and trust. In this interactive session, panelists from Needham and Taunton will focus on the important relationship between the school committee and the superintendent, and will discuss how they have supported the positive cultures that both districts have enjoyed over the years.

**Presenters:** *Tony Bent*, Consultant, MASS (moderator); *Daniel Gutekanst*, Superintendent, Needham; *Connie Barr*, Needham School Committee; *John Cabral*, Superintendent, Taunton; *Gregory DeMelo*, Taunton School Committee

• **Green Today, Blue Tomorrow: One District's Effort to Reimagine Learning is their Solution to Sustainability (Barnstable II)**

Falmouth Public Schools (FPS) is a 2024 National Green Ribbon School District. As part of the coastal Cape Cod region, FPS accepts the imperative to educate all students to be stewards of Falmouth's future. The hallmark of FPS' sustained efforts is a comprehensive reimagining of teaching and learning in partnership with scientists and researchers in Woods Hole and the greater professional community. Teachers and students are turning various locations along Falmouth's 56 miles of coastline and 300+ acres of protected conservation land into their living classroom. FPS cultivates college and career-ready skills in sustainability, stewardship, social justice, conservation, wellness, and local economics. Efforts are both green and blue as they share a commitment to the priorities of the Blue Economy. Learn how the district is making investments that are leading to innovation and forward progress that will be the community's legacy.

**Presenters (all from Falmouth):** *Sandy Kapsambelis*, Principal, Falmouth High School (moderator); *Lori Duerr*, Superintendent; *Sonia Teller*, Asst. Superintendent; *Carmela Mayeski*, Learning Partnership Specialist; *Grace Simpkins*, Parent and Partner; *Kelly Welch*, School Committee member

• **When Rules Apply to Everyone - School Circulation Design (Barnstable III)**

All school days begin with a student's journey to school. Walkers, bikers, and bus riders need to be able to navigate your school property and school zone's challenges safely in spite of family/local vehicle traffic, behaviors, and the built environment. Join MassDOT's Safe Routes to School program as we identify best practices in exterior circulation design using policy, site planning, and education.

**Presenters:** *Judy Crocker*, Statewide Coordinator and Outreach Supervisor, MA Safe Routes to School - A Program of MassDOT (moderator); *Roger Forget*, Superintendent, Upper Cape Cod Regional Vocational Technical High School; *Marissa Massardo*, Burlington School Committee; *Margaret Marotta*, Superintendent, Haverhill

• **Leading with your PACs (Centerville)**

SEPACs, MLPACs, and ELPACs are an invaluable resource. This panel will review what PACs are and how school committees can work with their members to develop policies and practices that represent all stakeholders..

**Presenter:** *Alicia Mallon*, MASC Field Director



• **DEIB: Collaboration with School Committees for Sustainability (Orleans)**

Division X welcomes attendees to join this session and learn about the professional development training MASC is planning on diversity, equity, inclusion and belonging and how you can join the collaboration.

**Presenters:** *Virginia Simms George, Assabet Valley Voc. (moderator); Darnisa Amante Jackson, Leader, DLAJ Consulting, LLC*

• **Current Trends in Collective Bargaining (Osterville A)**

Leaves, collective bargaining, and other hot topics present a wide variety of challenges. Join panelists and hear some real-life situations and learn tips to help avoid trouble in your district.

**Presenters:** *Margaret Driscoll, Executive Director, MAS-BO (moderator); Elizabeth Valerio, Esq., Valerio, Dominello & Hillman, LLC; Nicolas Dominello, Esq., Valerio, Dominello & Hillman, LLC*

• **Proactive Political Leaders in the Superintendency (Osterville B)**

What are the politics of the superintendency today? And how do we better support superintendents in navigating these politics with an eye towards continuing our efforts to reduce inequality in education? This interactive session will explore research-based framework that describes the knowledge, skills, and dispositions of a politically astute superintendent, with a focus on proactive leadership skills. Presenters will also discuss implications for superintendent support and practice.

**Presenters:** *Jennifer Cheatham, Senior Lecturer on Education, Harvard Graduate School Education (moderator); Almi Abeyta, Superintendent, Chelsea, Ana Hernandez, Chelsea School Committee; Steve Zrike, Superintendent, Salem, Manny Cruz, Salem School Committee*

4:00-5:15pm **PANEL SESSION VI**

• **Building Bridges: Innovative Partnerships between K-12 and Higher Education to Address Critical Educator Shortages (Cape Cod)**

Learn about the successful partnership between American International College (AIC) and Springfield Public Schools (SPS) and other districts in MA, addressing critical educator shortages and emergency licensing challenges. Through collaborative efforts, including degree completion pathways and programs supporting teachers earning initial licensure, this partnership has become a beacon of effective collaboration between K-12 education and higher education. Attendees will explore the strategies, outcomes, and lessons learned, with a focus on addressing urgent workforce needs and promoting educational excellence.

**Presenters:** *Denise Hurst, Springfield School Committee (moderator); Susan Henrichon, Dean, School of Education, AIC; Michael Dodge, Executive Vice President for Academic Affairs and Student Life, AIC*

Interested in starting  
a pet therapy  
program at you school?



Speak to **Sally Cragin** at the **BePAWSitive** “Friends of Education” booth in the MASC/MASS Conference Ballroom lobby or call/text her at 978-320-1335



You can learn more about how this therapy program is helping students and staff navigate the many social and emotional challenges they are struggling with in this post-COVID time, and meet **Sally** and TheraPAWS team members **Cap Corduan** and **Kiefer** (Bernese Mountain dog) and **Reggie** (Armenian Van Tabbycat) at the **“Be PAWSitive for Student Success”** session on Thursday, 11:00-12:15 in the Osterville A room.



**BePAWSitive**  
Therapy Pets and Community Education

• **Engaging your Newcomer Students (Hyannisport West)**

While the state’s decisions on newcomer families have been headlines, rarely are those working in districts with newcomer students heard from. Hear from those creating community, grappling with challenges, leveraging the cultural richness of newcomers as community assets, and expanding the capacities of their districts.

**Presenters:** *Steve Zrike, Superintendent, Salem; Amy Berdos, Superintendent, Foxborough; Manny Cruz, Salem School Committee*

• **Update on Title IX (Hyannisport East)**

Significant changes have been proposed and implemented under the Title IX program. In addition, legal challenges to regulatory changes may affect how they are implemented. Experts on the issues will explain where school committee members and educators will need to pay close attention and update their current policies.

**Presenters:** *Bridget Garabedian, Tewksbury School Committee (moderator); Michael Joyce, Esq., and Craig Kowalski, Esq., Nuttall, MacAvoy and Joyce*





• **Role of the School Librarian and Current Challenges to the Right to Read (Barnstable II)**

School librarians explain the importance and value of their work helping students experience and benefit from resources they oversee. This session also explores many important aspects of their work that are not well known and how the current challenges to books and practices affect their work.

**Presenters:** *Beverley Griffin Dunne, Peabody/Essex Tech. School Committees (moderator); Barbara Fecteau, President, MA School Librarians Association; Riba Tierney, President-Elect, MA School Librarians Association*

• **Unlocking the Power of the Collaborative Relationship: What an Educational Collaborative Is (and Isn't) and how to Tap into the Benefits of your District's Membership (Barnstable III)**

Learn how MA collaboratives work to bring school districts together to cooperatively strengthen school districts and expand their capacity. Since the 1974 legislation that encouraged districts to come together to address demands for special education services through collaboratives, partnerships have grown to encompass many diverse programs and services. This session will highlight how collaboratives benefit districts, students, families, educators and taxpayers by maximizing efficiency through shared costs and expertise, and by providing a broad range of innovative programming to meet emerging needs, and educating many of our most vulnerable students across the Commonwealth.

**Presenters:** *Joanne Haley Sullivan, Executive Director, MA Association of Educational Collaboratives (moderator); Cathy Lawson, Executive Director, SEEM Collaborative; Donna Flaherty, Executive Director, ACCEPT Collaborative; Dina Medeiros, Executive Director, READS Collaborative; Sanchita Banerjee, Executive Director, CASE Collaborative; Michael Losche, Executive Director, South Shore Educational Collaborative*

• **Engaging Families and Communities Living with Poverty (Centerville)**

The most important and overlooked aspect of poverty is how it changes the brain. In this session, participants will experience how poverty changes the brain by playing the game "Getting By." Developed by an epidemiologist who specializes in poverty, and after five years of testing, this training is shown to shift attitudes toward poverty. Learn the science behind the game, and the hidden impact of poverty on the brain, body, and behavior. With more knowledge about poverty's impact, we can find more effective ways to help students and families living in the crisis of poverty.

**Presenters:** *Christina Homer, Equity Strategist/Wellesley School Committee member (moderator); Linda Riddell, Poverty Educator/Social Epidemiologist*

• **Securing Top-Notch School Finance Leaders: Strategies that Work (Osterville A)**

Elevate your district's financial leadership by learning proven strategies to attract, hire, and retain exceptional school business officials. Presenters will share actionable tips for crafting compelling job descriptions, conducting interviews that identify top talent, and structuring competitive compensation packages. Explore creative recruitment methods to broaden your candidate pool and gain insights into fostering a positive work environment that retains valued financial professionals. Position your district for fiscal success by securing the caliber of financial expertise that drives strategic resource management and maximizes student achievement.

**Presenters:** *Margaret Driscoll, MASBO Executive Director (moderator); MASBO Past Presidents: Matthew Gillis, Asst. Superintendent for Finance, Natick; Cynthia Mahr, Asst. Superintendent for Finance and Operations, Wellesley; Mary Ellen Normen, Retired Administrator for Business and Finance, Lincoln*

• **School Budgeting: School Committee Authority/Fiscal Responsibilities (Osterville B)**

While state law is clear that the role of the school committee is to "review and approve budgets," it can be less clear, as the year goes along, what this entails. This session will review the role of the school committee in district finance, looking particularly at frequent questions from members.

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

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

**Sponsored by:** Nuttall, MacAvoy & Joyce

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

**Welcome:** Mildred Lefebvre, MASC President

**Guest Speaker:** Jimmy Tingle, Comedian/Actor/Past Presidential Candidate

**Sponsored by:** Laborers' International Union of North America New England Region



**AFTER DINNER: RESOLUTIONS REVIEW (Osterville A)**

Join MASC Executive Director Glenn Koocher, General Counsel Patrick Francomano, Esq., and members of the Board of Directors for review and questions about the **resolutions that will debated at the Delegate Assembly on Friday, November 8, 3:15pm.**

9:00pm-Midnite

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

**Sponsored by:** Laborers' International Union of North America New England Region



# FRIDAY Program NOVEMBER 8

7:00-8:45am **Continental Breakfast** (Grand Ballroom lobby)  
Sponsored by: **MuniTrac**



7:30-11:30am **Registration Open/Board Members Networking Breakfast** (Grand Ballroom lobby)

## Collaborative Board Members Networking Breakfast 7:30-8:30am (Osterville B)

Meet and greet your Collaborative colleagues from across the state. A follow-up to last year's gathering, this session will provide a forum for you to network with other collaboratives' board members and increase your knowledge of MOEC. A brief presentation will be provided about the work of MOEC on your Collaborative's behalf and the priority initiatives we are addressing this year.

8:00-8:30am **DIVISIONS IX and X MEETINGS** (Hyannisport West)

8:00am-3:00pm **MASC COSCAP PROFESSIONAL DEVELOPMENT PROGRAM** (Cape Cod) (see box right)

9:00-10:15am **GENERAL SESSION** (Grand Ballroom)

**Topic: Post-Election: The Future of Education**

**Moderator: Jon Keller**, Political Analyst/Commentator, WBZ-TV, Boston

**Responders: Nicole LaChapelle**, Mayor, Easthampton; **Devin Sheehan**, Holyoke School Committee/MASC Past President; **Ed Lambert**, Executive Director, MA Business Alliance for Education (MBAE)

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

• **Raising Awareness in School Communities about Secure Firearm Storage to Keep Students, Families, and Schools Safe** (Hyannisport West)

This session will focus on raising awareness about the critical importance of lawful and responsible firearm storage in the community, and actions every adult can take to help prevent gun-related tragedies and injuries in schools, homes, and communities. Attendees will learn how and why community members, as part of a nationwide effort, have asked their school districts to pass secure firearm storage notification policies, with the goal of educating their communities about the risks of unsecured firearms, MA Safe Storage Law, and how everyone can play a role in keeping children and teens safe.

**Presenters: Jessica Barnhill**, Framingham School Committee (moderator); **Kathleen Berry**, Public Education Team Leader, Grassroots for Gun Violence Prevention;

**COSCAP AGENDA | November 8 | Cape Cod Room**  
Sponsored by: **MuniTrac**

8:00-9:00am **Registration**  
(continental breakfast available)

9:00-9:45am **Business meeting** (approval of minutes; fill 2 one-year vacancies for (1) At-Large Member and (1) Secretary)

9:45-10:00am **Presentation of Executive Assistant of the Year award**

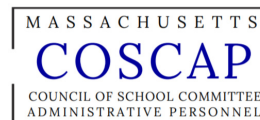
10:00-10:15am **Break**

10:15-11:15am **Open Meeting Law**  
**Presenter: Valerie Annear**, Director, Educator, Preparation & Licensure, Springfield College

11:15-12:15pm **Working Lunch: Best Practices**  
(records retention/personnel records); Policy Updates and Tracking; Regular and Executive Session Minutes (review/approval/release)

12:15-12:30pm **Break**

12:30-3:00pm **Influence and Leadership in the Workplace**  
**Presenters: Kate Fenton and Valerie Annear**



**Robert Tremblay**, Superintendent, Framingham; **Barbara Malkas**, Superintendent, North Adams; **Michelle Badger**, Plymouth School Committee; **Megan Samborski**, Stoneham School Committee

• **Exploring State Funding for Equitable Facilities for Students Served through Educational Collaboratives** (Hyannisport East)

On any given school day, approximately 5,000 students with high needs attend collaborative schools and programs in buildings owned and/or operated by collaboratives or their member districts. Many of these are in need of critical capital upgrades, improvements



and expansions to provide additional appropriate spaces. Currently, however, there is no reliable mechanism for funding the purchase of real estate, securing loans, or maintaining and upgrading aging buildings without placing a significant financial burden on school districts. Presenters will share MOEC’s action plan to address these needs and pursue state funding for collaborative capital projects.

**Presenters:** *Joanne Haley Sullivan, Executive Director, MOEC (moderator); Fran Rosenberg, Executive Director, North Shore Education Consortium; Bob Jokela, Executive Director, Crest Collaborative; Paul Hilton, Executive Director, Cape Cod Collaborative*

• **Advanced Learners, Giftedness & Twice Exceptionality: The Outliers (Barnstable II)**

They’re in your schools. They’re in your classrooms. But do you know how to identify the many different types of advanced learners among you? Sure, the high-achieving kids are easy to identify, but what about the ones who “should” know more but aren’t performing? What about the ones who are hiding? And once you identify them, what do you do with them?

This interactive session presented by the MA Association for Gifted Education (MAGE) will discuss neurodiversity, the researched-backed pedagogical theories behind meeting the needs of high-potential neurodiverse learners, and how supporting this population addresses excellence gaps and socio-economic inequities. Characteristics of this population include super sensitivities, intensity, and passion in their areas of interest. By the end of the presentation, participants will understand the traits and theories that define gifted and twice exceptional (2E) children, how some traits can mask or “hide” others, and the core principles of gifted education pedagogy.

**Presenters:** *Brendan Walsh, Life Member (moderator); Michelle Barmazel, co-President, MAGE; Karen Blumstein, co-President, MAGE*

• **Building a Shared Culture of Belonging (Barnstable III)**

Panelists from Lenox Public Schools will share how they moved beyond addressing acts of intolerance toward building a culture of belonging for all students, families, and staff. Panelists will share their perspectives on what it is they would do again and what they would do differently. In this interactive session, attendees will be able to ask questions and get answers.

**Presenters:** *William Collins, Superintendent (moderator); Veronica Fenton, School Committee Chair; Meghan Kirby, School Committee Vice Chair; Jeremiah Ames, Principal; Phil Fogelman, Education Diversity Consultant*

• **Special Education Financial Issues: Impact and Management (Centerville)**

Special education financial issues are often one of the most challenging elements in a school budget. The complexities of the legal and financial requirements and the multiple contingencies of costs frequently and adversely impact Superintendents and School Committees. This workshop will identify critical resources, strategies and practices that can help efficiently and effectively control the negative impacts of special education finances while at the same time ensuring FAPE to students and their families.

**Presenters:** *Roy Belson, retired Superintendent, Medford; Heidi Zimmerman, Director, SPED Financial Management, Lexington*

• **The Art of Listening: How to Gather and Leverage Community Perspective (Osterville B)**

How effectively does your district listen to the concerns, ideas, and questions of the people you serve? Listening is a critical communication skill for School Committees and Superintendents, particularly when the community is divided over controversial issues. A veteran K-12 communications specialist will share tips and strategies to create authentic opportunities for students, families, staff, and community members to share their perspectives with district leaders.

**Presenters:** *Deborah Davis, Northeast Metro Voc. Tech. School Committee (moderator) Christopher Horan, President, Horan Communications*

Noon-1:30pm **LEADERSHIP LUNCH (Bass River)**

**Honoring:** De’Shawn Washington, MA Teacher of the Year

**Sponsored by:** Academic Discoveries



1:30-3:30pm: **Registration Open (Grand Ballroom Lobby)**

1:45-2:30pm: **Division I-VII meetings**  
see box left for locations

**MASC Division Meeting Locations**

<b>Thursday, November 7</b> Division VIII	<b>2:30-3:45pm</b> Cape Cod
<b>Friday, November 8</b> Division IX and X	<b>8:00-8:30am</b> Hyannisport West
Divisions I & II	<b>1:45-2:15pm</b> Hyannisport East
Division III	Hyannisport West
Division IV	Bass River Alcove
Division V	Barnstable I
Division VI	Barnstable II
Division VII	Barnstable III





1:30-5:00pm: **CHARTING THE COURSE: Part I (Osterville A)**

2:00-3:15pm **DELEGATE REGISTRATION (Grand Ballroom Lobby)**

2:30-3:00pm: **MASC RESOLUTIONS CLINIC (Grand Ballroom)**

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

• **Coming Soon: New Funding for Improving Existing School Facilities (Barnstable II)**

Many districts have a portfolio of aging school infrastructure in need of substantial investment to safeguard student health and learning, reduce operating costs, and reduce climate pollution. State agencies and utility partners are readying new resources to meet this need. State leaders will share details about new technical assistance and project funding that are planned for 2025.

**Presenters:** *Sara Ross, UndauntedK12 (moderator); Mary Pichetti, Massachusetts School Building Authority; Tom Chase, Massachusetts Clean Energy Center; Kim Cullinane, Mass Save; Amanda Formica, Mass Save*

• **In the Eye of the Storm: Insights from MA Superintendents on Navigating the Convergent Crises and Turbulent Social and Political Climate of 2020-2021 (Barnstable III)**

This interactive workshop highlights recent research on MA school superintendents' experiences navigating the convergent crises and tense social and political climate of 2020 and 2021 and the impact of these experiences on them both personally and professionally. Session participants will discuss the ongoing challenges of the superintendency, including navigating the political landscape, meeting demands for collaboration, advocating equity in education, and the critical role of communication in fostering trust.

**Presenter:** *Robin Benoit, Principal, Miscoe Hill Middle School, Mendon-Upton Reg. (moderator); Maureen Cohen, Superintendent, Mendon-Upton Reg.; Linda Dwight, Superintendent, Harvard Public Schools; Greg Meyers, Superintendent, Millbury*

• **Soul of Leadership: Building the Foundation for Trustworthy and Inclusive School Communities through SEL for Leaders (Centerville)**

In order to build trust and cultivate inclusive communities where teachers and students can thrive, collaborate, and do their best work, leaders need to develop their social-emotional capacity to manage role-related stress, build trust, and model caring and culturally responsive behaviors.

Soul of Leadership is a unique year-long professional learning experience for school leaders, sponsored by MSAA. The program deepens the ability to listen, reflect, and be more fully present, which are foundation-

al to building trust and creating inclusive communities. Nearly 200 school leaders from across the Commonwealth have participated. Session attendees will learn about the core principles and practices of the program and the research that supports it.

**Presenters:** *Melissa Ryan, Superintendent, Berkley (moderator); Jennifer Francisco, Principal, Berkley Community School; Rick Rogers, Soul of Leadership Facilitator*

• **Role of the Chair (Orleans)**

In this session, presenters will discuss the administrative aspects of the job, such as planning the agenda and running the meeting. They will also discuss the relationship side of the job, such as facilitating communication, working with the superintendent and helping your committee work as a team.

**Presenter:** *Alicia Mallon, MASC Field Director; Sean Costello, Chair, Marshfield School Committee*

• **Building Inclusive Schools: Strategies Navigating Community Challenges (Osterville B)**

This workshop equips school and district leaders with the skills to create an inclusive educational environment for all students, especially those with multiple marginalized identities, such as LGBTQ youth. Participants will engage in activities focused on boosting family acceptance and forging strong partnerships among students, families, educators, and community stakeholders. The session will offer insights into effective communication, policy development, and community engagement. It also provides strategies for navigating curriculum and community pushback on LGBTQ+ and race-related issues. Through case studies and interactive discussions, attendees will explore the impact of these challenges on student well-being and academic engagement. Participants will gain practical tools for promoting inclusive practices.

**Presenters:** *Jason Wheeler, Director, Safe Schools Program for LGBTQ Students/MA Commission on LGBTQ Youth & Department of Elementary and Secondary Education (moderator); Beth Williams-Breault, Content Support Lead, Comprehensive Health & Physical Education, DESE*

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

4:00-5:00pm

• **Making the Superintendent Evaluation Meaningful (Barnstable III)**

The annual (or biennial) evaluation of the superintendent is among the most important jobs of the school committee. Too often, however, it can become another box to be checked, rather than a meaningful process for both committee and superintendent. Hear from superintendents and school committee members about how



they have worked to integrate the evaluation into the larger work of the district, focusing on superintendent professional growth.

**Presenters:** *Julie Hackett, Superintendent, Lexington; Karen Crebase, Superintendent, Hopedale, Sara Cuthbertson, Lexington School Committee; Alysia Butler, Hopedale School Committee*

4:00-5:00pm: **MASC PAST PRESIDENTS COUNCIL MEETING** (Suite 104)

5:00-6:00pm: **LIFE MEMBER/LEADERSHIP RECEPTION** (Hyannisport East-West)

6:00pm **LIFE MEMBER/LEADERSHIP DINNER** (Bass River)

**Welcome:** Midred Lefebvre, MASC President  
**Honors:** Life Members, Lifetime Achievement and All State Award recipients, MASC Board of Directors

9:00pm **LEADERSHIP CONNECTION SOCIAL** (Bogeys)  
**DJ:** Keith Hardy

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## SATURDAY Program NOVEMBER 9

7:30-9:00am  
**CONTINENTAL BREAKFAST**  
(Bass River foyer)

8:30-11:45am **CHARTING THE COURSE: PART 2**  
(Hyannisport East)

- 8:30-9:30am: Budget and Finance
- 9:30am: Break
- 9:45-10:45am: Open Meeting Law
- 10:45-11:45am: Collective Bargaining

*These sessions are open to all conference attendees.*

9:00-10:15  
**Parliamentary Procedure** (Hyannisport West)  
This session will highlight the most important parliamentary rules and explain why effective procedures that are followed are an important part of effective meetings, public awareness of your work, and respectful debate.

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

9:00-11:00am  
**School Law 101** (Cape Cod)  
Patrick Francomano Esq., MASC General Counsel, will identify and discuss fundamental legal principles essential to your successful navigation through school committee service. He will share proven legal strategies in multiple areas and explore potential future legal developments.

**Presenter:** *Patrick Francomano, Esq., MASC General Counsel*

10:30-11:45am  
**Dealing with our Most Difficult People**  
(Hyannisport West)  
There are occasions when the presence of one or more difficult people can turn a regular meeting into chaos, create unnecessary tension with colleagues, or misdirect discussions so that business cannot be conducted. This session guides the chairs and the school committee members in strategies to work with the most challenging personalities in the room.

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

