

NATICK PUBLIC SCHOOLS
School Committee Meeting
January 6, 2025
6:00 PM
School Committee Room - 3rd flr, Town Hall

Posted Date: Thursday, January 2, 2025 @ 2:50 PM

Open Meeting 6:00PM, Executive Session 6:05PM, Return to Open Session approximately at 6:35 PM. Virtual Meeting Accessed Via: [https://us06web.zoom.us/j/2038566119?](https://us06web.zoom.us/j/2038566119?pwd=TmtdXGxenQ0YXRlN1FicHVpd3hEZZ09)
pwd=TmtdXGxenQ0YXRlN1FicHVpd3hEZZ09 Meeting ID: 203 856 6119 Passcode: 987179 One tap mobile +13126266799,,2038566119# US (Chicago) +16465588656,,2038566119# US (New York) Dial by your location +1 312 626 6799 US (Chicago) +1 646 558 8656 US (New York) Meeting ID: 203 856 6119 Find your local number: <https://us06web.zoom.us/j/2038566119?pwd=TmtdXGxenQ0YXRlN1FicHVpd3hEZZ09> . If any member of the public, attending the meeting virtually, wishes to take advantage of public speak, they should email the School Committee Chair, Shai Fuxman at (sfuxman@natickps.org), one hour prior to the start of the meeting. Your email should include your name, town and your request to be called upon during the public speak portion of the agenda. The School Committee Chair will then announce your name and you will be unmuted and prompted to turn on your video for your opportunity to share your remarks. Per our public speak policy, each speaker will have up to 3 minutes.

Posted In Accordance with Provisions of M.G.L. Chapter 30A, Sections 18-25

OPEN SESSION

- Roll Call
- Pledge of Allegiance
- Moment of Silence
- Announcements
 1. MMEA Eastern District
MMEA Eastern District Results - [LINK](#)

EXECUTIVE SESSION - this portion of the meeting is not open to the public
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1. To discuss strategy with respect to collective bargaining or litigation if an open meeting may have a detrimental effect on the bargaining or litigating position of the public body and the chair so declares

PUBLIC SPEAK

Public Speak is scheduled for a period of fifteen minutes. Each speaker will be permitted a maximum of three minutes during which time they can speak about topics within the scope of responsibility of the School Committee. All remarks will be addressed through the School Committee Chair. Public Speak is not a time for debate or response to comments by the School Committee.

TEACHER, STUDENT, METCO REPRESENTATIVE UPDATES/CONCERNS

CONSENT AGENDA

1. Approval of Open Session Minutes from 11.18.24
2. Approval of Executive Session Minutes from 11.18.24
3. Enrollment Report - January 1, 2025

SUPERINTENDENT'S REPORT

1. English Language Learner (EL) Data Presentation
2. SY26 Technology Department Budget Request
3. ServeNatick
4. Earmarks

FINANCE

1. MSBA Update on Memorial SOI
2. SY25 Preliminary Budget Report Update

SUBCOMMITTEE/LIAISON UPDATES

Agenda items will be addressed in an order determined by the chair. Times are approximate.

ITEM TITLE: MMEA Eastern District
DATE:
ITEM TYPE:
ITEM SUMMARY: MMEA Eastern District Results - LINK
BACKGROUND INFORMATION:
RECOMMENDATION:

ATTACHMENTS:

Description	File Name	Type
MMEA Eastern District Results	1.6_SC_announcement_from_Craig_Chisholm.pdf	Cover Memo

Natick High School had 56 students audition for the Eastern District MMEA Festival at Milton High School.

We are pleased to announce that following students have been accepted from Natick High School to perform in the festival, which will take place at Milton High School on January 10th & 11th:

Chorus:

- Caroline Hogan, Soprano
- James Potter, Tenor
- Sammy Rennie, Alto

Orchestra:

- Rachel Atkin*, Bassoon
- Ellie Stevens*, Bassoon
- Lila Yennior, Oboe

Concert Band:

- Erik Broberg*, Trombone
- Lucy Chene, Trumpet
- James Grant, French Horn
- Justine Lai*, Clarinet
- Taylor Lin, Oboe
- Ben Sawatdiphong*, French Horn
- David Soong, Clarinet

Students with an asterisk next to their name have received an All-State Recommendation and are invited to audition on January 25, 2025 for the MMEA All-State Festival.

We are proud of the students who were accepted, and we are no less proud of every student who chose to audition, whether they made it or not. Walking into a room and playing alone, for someone you don't know, whose job is to judge your performance, is incredibly stressful, and our students made the choice to try to be the best.

I think it also merits mentioning that at a different high school, on a Saturday morning, the behavior of our students was top notch, and Mr. Morrill, Ms. Spielman, and I could not have been more proud. Natick has the best kids anywhere.

Thanks all. Onward and upward.

Craig Chisholm - Natick Director of K-12 Music

ITEM TITLE:

To discuss strategy with respect to collective bargaining or litigation if an open meeting may have a detrimental effect on the bargaining or litigating position of the public body and the chair so declares

DATE:

ITEM TYPE:

ITEM SUMMARY:

BACKGROUND

INFORMATION:

RECOMMENDATION:

ITEM TITLE: Approval of Open Session Minutes from 11.18.24
DATE:
ITEM TYPE:
ITEM SUMMARY: Approval of Open Session Minutes from 11.18.24 - LINK
BACKGROUND INFORMATION:
RECOMMENDATION:

ATTACHMENTS:

Description	File Name	Type
approval of open session minutes from 11.18.24	11.18.24_OPEN_SESSION_School_Committee_Meeting_Minutes.pdf	Cover Memo

Natick Public Schools
SCHOOL COMMITTEE MEETING OPEN SESSION MINUTES
November 18, 2024

The School Committee held a meeting on Monday November 18, 2024, at 6:01 pm via an in-person and virtual meeting. Chair Fuxman called the meeting to order and took roll call at 6:01 pm.

Members Present:

Chair Fuxman - present
Ms. Gorseth - present
Ms. Brunell - present
Ms. McDonough – present
Ms Collins - present
Mr. Brand – present
Ms. Flathers - present
Ms. Scott - not present

Others Present:

Dr. Melissa Spash	Superintendent
Susan Balboni	Assistant Superintendent for Teaching, Learning, Innovation and Equity
Matthew Gillis	Assistant Superintendent of Finance
Linda McGrath	Recording Secretary

Chair Fuxman made a motion to move into Executive Session at 6:02 PM for the following purposes: Ms. Collins second the motion.

1. To discuss strategy with respect to collective bargaining if an open meeting may have a detrimental effect on the bargaining position of the public body and the Chair so declares (EAN Units A and B, Administrative Assistants, Food Service, Paraprofessionals, and Custodial and Maintenance).

Chair Fuxman took roll call to vote:

Chair Fuxman - yes
Ms. Gorseth - yes
Ms. Brunell - yes
Ms. McDonough – yes
Ms Collins - yes
Mr. Brand – yes
Ms. Flathers - yes

OPEN SESSION

Chair Fuxman resumed the open session meeting at approximately 6:45 pm and stated that the meeting was being recorded by Pegasus.

Pledge of Allegiance

Moment of Silence - To honor those who have sacrificed for our country.

Announcements

Mr. Brand and Ms. Brunell mentioned that the Varsity Girls Soccer team is playing tonight in the State Finals and wished them good luck.

Ms. Gorseth wanted to give a reminder that there is a survey out in regards to the academic calendar and hoped that everyone has the chance to provide their input. The survey will be open until November 25, 2024.

PUBLIC SPEAK

Public Speak is scheduled for a period of fifteen minutes. Each speaker will be permitted a maximum of three minutes during which time they can speak about topics within the scope of responsibility of the School Committee. All remarks will be addressed through the School Committee Chair. Public Speak is not a time for debate or response to comments by the School Committee.

1. Ben Stern - Kennedy Middle School - Ben talked about having later start times in order to have more time to sleep. Ben also mentioned having recess.

TEACHER REPRESENTATIVE - Jefferson Wood

Mr. Wood expressed well wishes to other districts in their negotiations.

STUDENT REPRESENTATIVE - Anthony Lu

Anthony Lu talked about the food drive which helps “A Place to Turn” and that Natick is one of the largest donors each year. He also asked if people could donate at Roche Bros on Sunday, November 24th from 10:00 to 1:00 pm.

Chair Fuxman read a statement for Kendall Hacker stating that “The food drive is up and running and that donations are low this year if anyone could stop by Roche Bros and donate.”

METCO REPRESENTATIVE - Tamika Scott

Not present

CONSENT AGENDA

1. [Donation Memo](#)
 - a. Donation to the HS Choir
2. Approval of Open Session minutes from [10.7.24](#)
3. Approval of Executive Session minutes from 10.7.24

Chair Fuxman asked for a motion to approve the consent agenda. Mr. Brand made the motion to approve. Ms. Collins seconded the motion. All were in favor unanimously. Motion passes.

SUPERINTENDENT'S REPORT

1. School Improvement Plans ([Kennedy](#), [NHS](#), [BenHem](#), [Lilja](#)) - [summary](#)
 - a. Principal Cohen reviewed the slide presentation for Kennedy Middle School.

Chair Fuxman commented that he was excited about using the Multi-Tiered System of Support (MTSS) and goal 3 in Principal Cohen's presentation which talked about reframing the walkthroughs.

Ms. Wilson Martin commented how impressed she is with everything that is going on at Kennedy with creating a place of belonging and is excited about what will happen next.

- b. Principal Blocker reviewed the slide presentation for Natick High School.

Ms. Collins commented about being excited with regards to the vision and priorities 2 and 3 that are behind that vision.

Ms. Gorseth commented and was excited about the Math Standards with regards to integrating Algebra and Geometry all the way through.

Chair Fuxman mentioned the UDL practices and research showing that it leads to student algornyms.

- c. Principal Ghilani and Assistant Principal Flannery reviewed the slide presentation for Ben/Hem Elementary School.

Chair Fuxman commented on goals 1 and 2 with regards to data to guide specific needs.

- d. Principal Marscher reviewed the slide presentation for Lilja Elementary School.

Ms. Gorseth asked about the slide that talked about core value usage in common areas rating and what would be a good score? Ms. Marscher stated that are 1 through 4 with 4 being a perfect score and that there are several different categories.

Ms. Brunell commented about the work being done by all the schools especially for the students in need.

Chair Fuxman commented about the third goal around Positive Behavioral Interventions and Support (PBIS) and the integration of PBIS and SEL under a MTSS framework.

Dr. Spash commented about the work that is being done in the schools everyday by the teams and their staff which is summarized in the reviewed presentation.

Ms. Collins made a motion to approve the school improvement plans as presented. Mr. Brand seconded the motion. All were in favor unanimously. Motion passes.

Chair Fuxman shared his appreciation for all the Principals and Assistant Principals and also Dr. Spash for leading the process and bringing her vision and coaching.

CHAIRMAN'S REPORT

1. [Next Steps to Becoming a Climate Leader](#) - Jillian Wilson Martin
 - a. [Zero Emissions Vehicle Fleet Policy](#)
 - b. [Draft - Municipal Decarbonization Roadmap](#)

Ms. Wilson Martin, Mr. David Landman and Mr. Ben McArthur reviewed the presentation slides.

Ms. Brunell talked about the School Committee policy D, DJ, DJA and DJB with regard to purchasing and wondered if there would be a recommendation to consider bringing language into our policy manual? Or would it be a separate policy? Ms. Wilson Martin thought that question should be deferred to the School Committee. Ms. Brunell asked who would have jurisdiction over the policy? Ms. Wilson Martin stated that the School Committee would have jurisdiction over the school vehicles and the Select Board over the town vehicles.

Chair Fuxman asked if the School Committee needs to take on their own policy or is it making a commitment with regard to purchasing of future vehicles? Ms. Wilson Martin stated that DOE refers to it as a policy and she believes it means the same thing.

Ms. Collins asked when the Ben/Hem changes come online? Ms. Wilson Martin stated that they are just finishing the design process and about to go out for cost estimating. She thought it would be in 2026.

Ms. Flathers commented that she liked that it is more planful and will give more opportunities to make the best decisions.

Ms. Brunell commented about the facilities development goals policy and perhaps should consider some of the language with regard to the environment and decarbonization of the buildings.

Ms. Gorseth commented that the facilities development goals policy supports projects that meet educational needs and standards and expectations of the community.

Chair Fuxman commented with regards to the next steps and that comments should go to Ms. Wilson Martin about the draft roadmap. He also stated that they will both be voted on at the December 2nd meeting.

Ms. Flathers stated that if anyone has any concerns/questions to please reach out prior to the meeting.

SUPERINTENDENT'S REPORT - continued

2. [2024/2025 Student Handbooks](#)

Dr. Spash reviewed the slide presentation regarding the process and commented that the student handbooks have been finalized.

SUBCOMMITTEE/LIAISON UPDATES

1. [Custodial Union \(Local #1116\)](#)
2. [Food Service Negotiations](#)

Ms. Collins mentioned that they meet and set out the rules for the Custodial Union. Custodians, unlike the other units that are negotiated with, are traditional bargaining and will be meeting again to put forth proposals. Ms. Collins also mentioned that there is not an update on the Food Service as it hasn't been scheduled yet.

Ms. Gorseth asked if anyone would be willing to be part of the Food Service negotiation instead of herself. Mr. Brand stated that he would be happy to and there were no objections from any members.

Mr. Brand mentioned that the Policy Subcommittee will have meetings on December 2nd and January 9th.

CHAIRMAN'S REPORT - continued

2. [MASC Conference Update \(SC Members\)](#) - [MASC Conference Notes and Highlights](#)

Chair Fuxman and Ms. Brunell gave an update on the MASC conference along with conference notes and highlights.

3. Future Meetings

Chair Fuxman and Dr. Spash gave a preview of what's to come in future meetings:

1. Chance to vote on sustainability
2. Joint meeting with the Select Board to focus on the Override.
3. Metrowest Adolescent Health Survey workgroup presentation.
4. Dr. Fergusson with discussion on vocal data and SAEBRs.
5. Rotary book donation.
6. Field update.
7. Zero emission and roadmap policy vote.

Ms. McDonough wanted to propose, either before or during the joint meeting, that the School Committee put forward or take a vote on proposing to the Select Board what they will need in terms of the override relative to the budget work so the community is aware.

Ms. Collins made a motion to adjourn the meeting at 9:22 pm. Mr. Brand seconded the motion. All were in favor unanimously. Motion passes.

ITEM TITLE:

Approval of Executive Session Minutes from 11.18.24

DATE:

ITEM TYPE:

ITEM SUMMARY:

BACKGROUND INFORMATION:

RECOMMENDATION:

ITEM TITLE: Enrollment Report - January 1, 2025
DATE:
ITEM TYPE:
ITEM SUMMARY: Enrollment Report - January 1, 2025
BACKGROUND INFORMATION:
RECOMMENDATION:

ATTACHMENTS:

Description	File Name	Type
enrollment report - 1.1.25	NPS_Student_Enrollment_- _2025_01_JAN_SY25_- _Totals_(1).pdf	Cover Memo

Natick Public Schools - Student Enrollment January 01, 2025

NATICK	December 01, 2024															NATICK	January 01, 2025															
	NPK	K	1	2	3	4	5	6	7	8	9	10	11	12	Total		NPK	K	1	2	3	4	5	6	7	8	9	10	11	12	Total	
NHS											398	439	423	381	1,641	NHS											398	435	422	380	1,635	
KENNEDY							222	241	218	236					917	KENNEDY							222	240	218	235					915	
WILSON							180	184	191	176					731	WILSON							180	185	193	178					736	
BEN-HEM		21	21	19	20	20										BEN-HEM		21	21	19	20	20										
		21	21	19	19	20												21	21	19	19	20										
		22	21	19	21	20												22	21	19	20	20										
		21	21	17	20	21												20	21	17	20	22										
		22	20		21	20												22	20		20	19										
					20																20											
Total:		107	104	74	121	101									507	Total:		106	104	74	119	101										504
BROWN		18	17	18	21	24										BROWN		18	18	19	21	24										
		17	18	20	20	24												17	17	20	21	25										
		18	18	21	19	24												18	19	21	20	24										
		18	17	20	21	24												18	17	20	21	24										
		17	18	20	21													18	18	20	21											
					20																20											
Total:		88	88	99	122	96									493	Total:		89	89	100	124	97										499
JOHNSON	SCHOOL CLOSED															JOHNSON	SCHOOL CLOSED															
Total:	End of School Year 2024															Total:	End of School Year 2024															
LILJA		20	16	17	24	24										LILJA		20	17	17	24	24										
		22	16	20	23	24												22	14	20	22	24										
		20	17	20	21	22												20	17	20	21	22										
		21	15	21	22													22	15	21	22											
		20																20														
Access Program:		2	3		1											Access Program:		2	3	0	1	0										
Combo Classes:			9	9												Combo Classes:			9	9												
Combo Classes:			9	8												Combo Classes:			8	8												
Total:		105	85	95	91	70									446	Total:		106	83	95	90	70									444	
MEMORIAL		18	20	23	19	21										MEMORIAL		18	21	23	19	21										
		18	21	21	20	22												16	21	21	20	22										
		18	22	23	20	22												17	22	23	20	21										
		18	21	23	20	22												18	21	23	20	22										
					20	23															20	23										
Total:		72	84	90	99	110									455	Total:		69	85	90	99	109									452	
PRE-K EAST	66														66	PRE-K EAST	66														66	
PRE-K NHS	54														54	PRE-K NHS	57														57	
PRE-K BEN	10														10	PRE-K BEN	11														11	
TOTAL:	130	372	361	358	433	377	402	425	409	412	398	439	423	381	5,320	Total:	134	370	361	359	432	377	402	425	411	413	398	435	422	380	5,319	

ITEM TITLE: English Language Learner (EL) Data Presentation
DATE:
ITEM TYPE:
ITEM SUMMARY: English Language Learner - LINK
BACKGROUND INFORMATION:
RECOMMENDATION:

ATTACHMENTS:

Description	File Name	Type
el presentation	EL_2024.pdf	Cover Memo

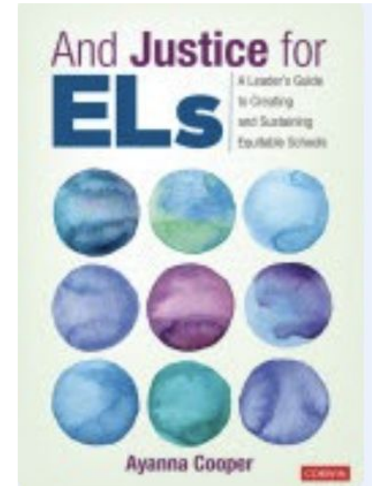


English Language Learner Overview

Lauren Adams- HS EL Department Head
Jaime Mussi- MS EL Department Head
Caitlin O'Neil EL Coordinator K-8

8 Questions all School Leaders Must Answer about ELs*

1. How many students are identified as English Learners in your school?
2. In which grade levels are your English learners?
3. What are their English Language proficiency levels?
4. How many, if any, English learners are dually identified (eg. gifted and/or students with disabilities)
5. How many teachers in the school are certified/endorsed to teach English learners?
6. What is the primary program model(s) of instruction in the school?
7. How many English learners have reached proficiency (“exited”)?
8. How many of your English learners are being monitored once they have reached proficiency?

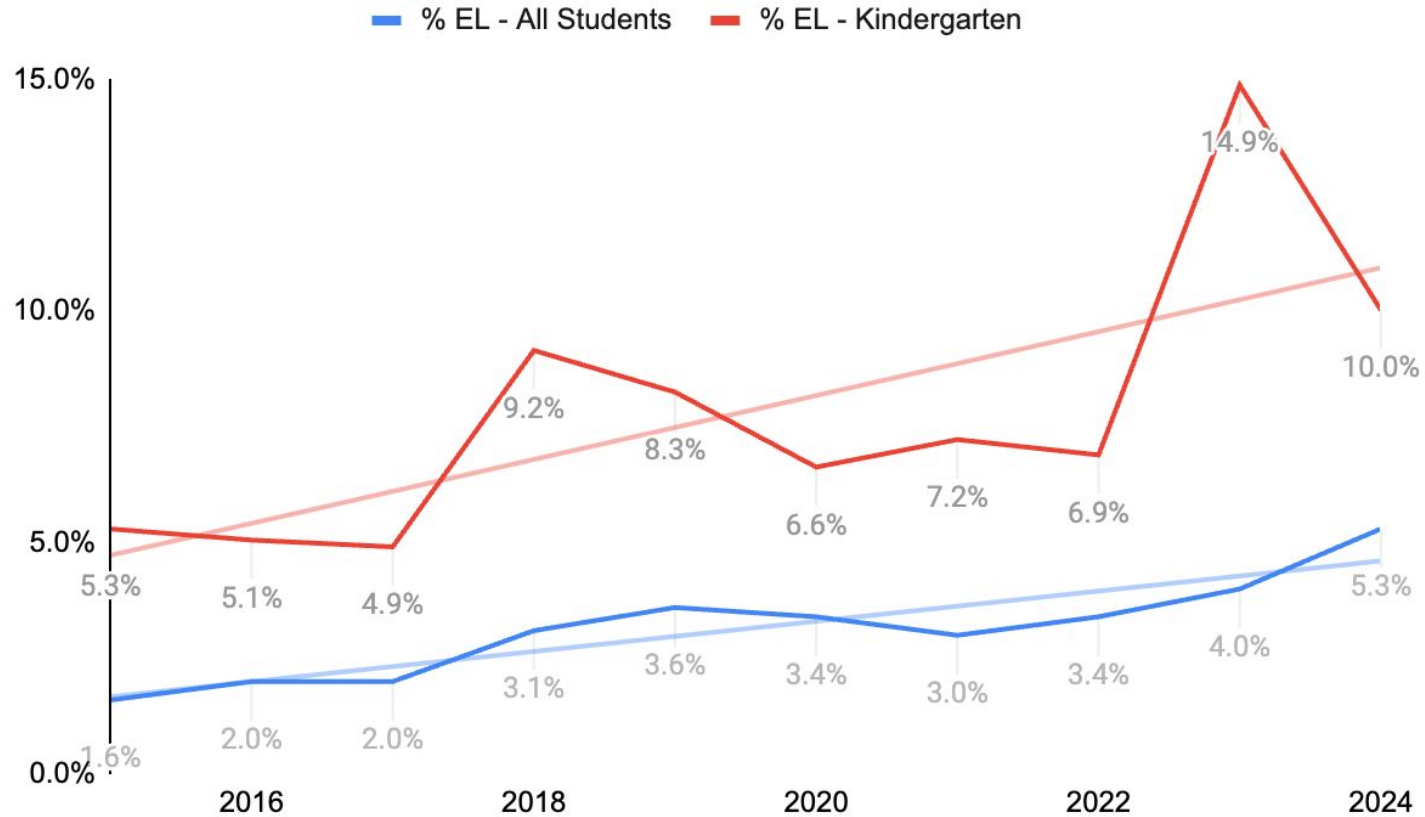


*Reference "And Justice for ELs" Dr. Ayanna Cooper

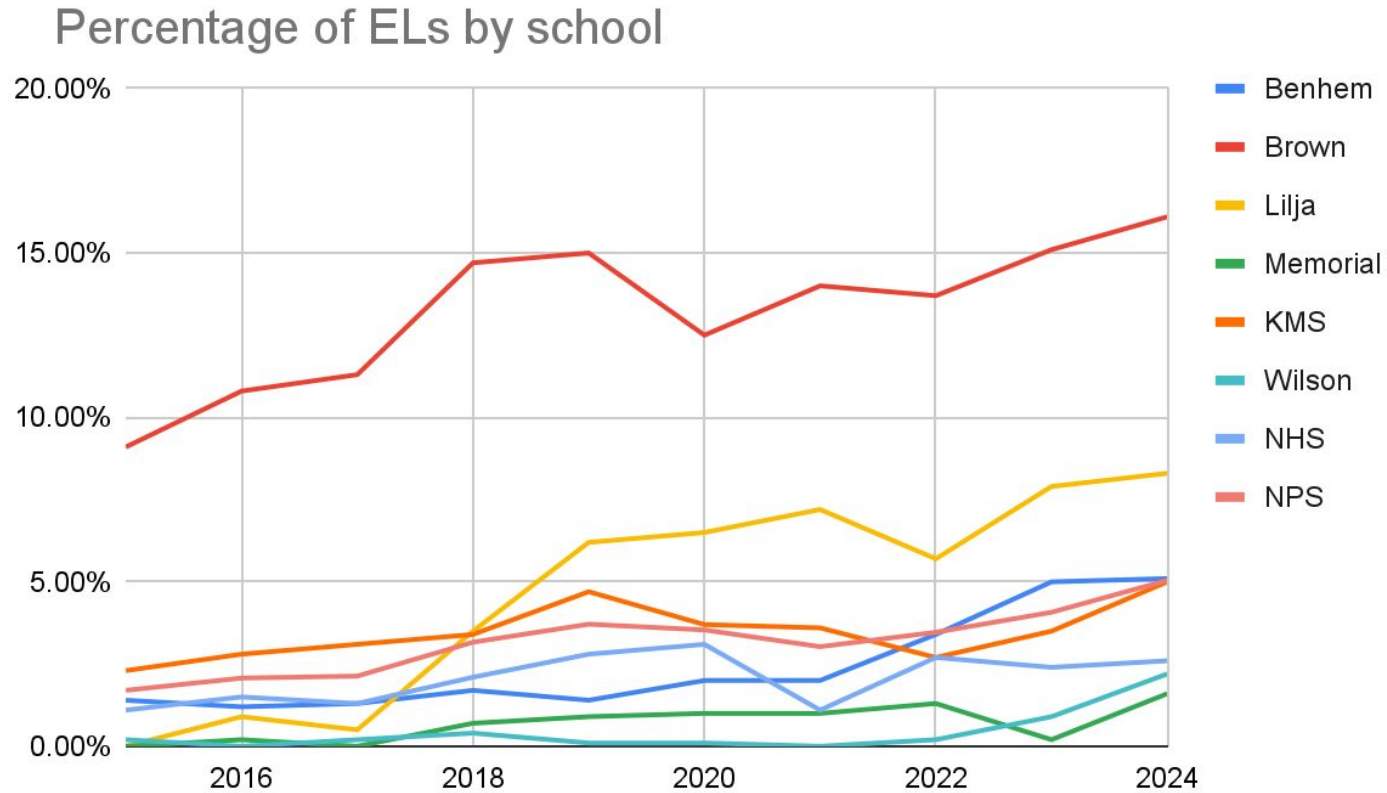
1

**How many students are identified as
English Learners in your district?**

EL Students as a Percentage of Total Students (2015–2024)



Percentage of EL Students by School (2015–2024)



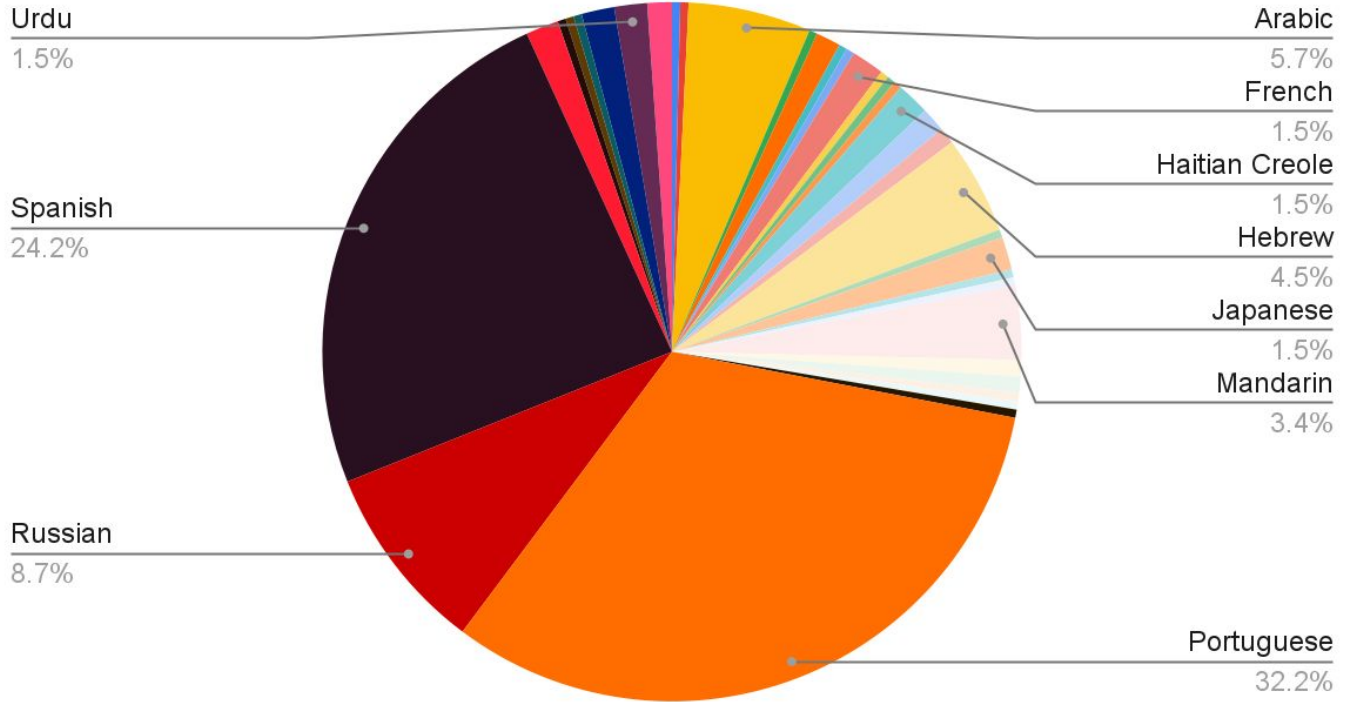
2023-2024 & 11.11.24 EL Students by School

2023-2024 EL Data By School			
	# Els	Total Students	% ELs
BenHem	24	480	5%
Brown	82	508	16%
Lilja	32	410	7.8%
Memorial	7	444	1.6%
Kennedy	41	911	4.5%
Wilson	3	748	.4%
NHS	41	1,743	2.3%
District	230	5,244	4.4%

2024-2025 EL Data By School as of 11.11.24			
	# Els	Total Students	% ELs
BenHem	31	488	6.4%
Brown	76	506	15%
Lilja	43	445	9.6%
Memorial	8	454	1.8%
Kennedy	45	911	5%
Wilson	16	748	2.2%
NHS	46	1,644	2.6%
District	265	5,262	5.0%

First Languages of Natick's ELs

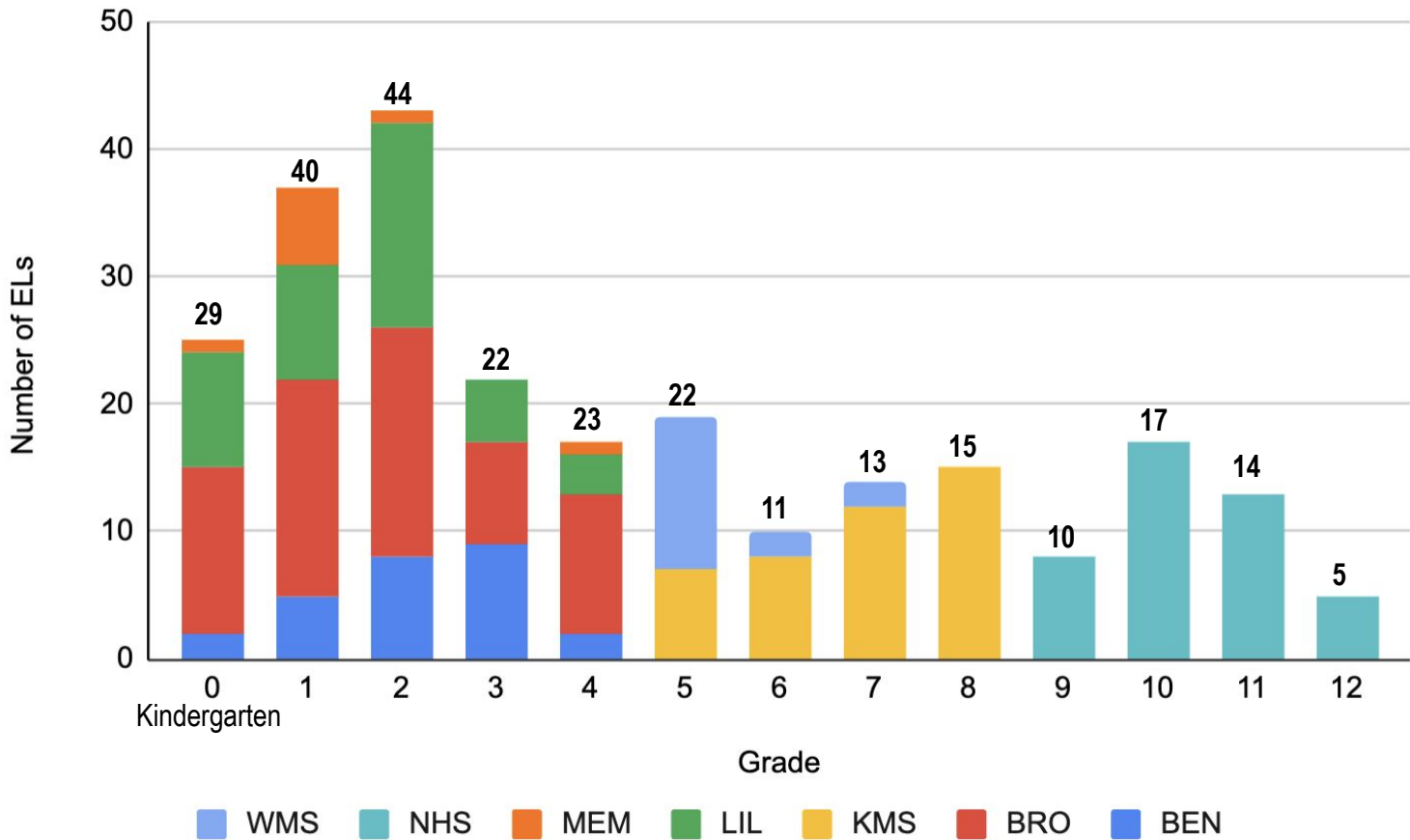
Native Languages of EL Students



2

In which grade levels are your English learners?

ELs by Grade & School as of 11.11.24



3

**What are their English Language
proficiency levels?**

Proficiency Levels as Measured by 2024 ACCESS Testing (n=271)

ACCESS Score & WIDA Descriptor	0 to 2.0 <i>Entering</i>	2.1 to 2.9 <i>Emerging</i>	3.0 to 3.9 Developing	4.0+ <i>Expanding/Bridging Reaching</i>
BenHem	4	5	11	7
Brown	17	17	34	31
Lilja	6	10	18	8
Memorial	3	2	1	3
Kennedy	4	9	18	12
Wilson	0	0	0	2
NHS	2	3	11	9
Totals	36	46	93	72

Current EL Level Breakdown

ACCESS Score & WIDA Descriptor	0 to 2.0 <i>Entering</i>	2.1 to 2.9 <i>Emerging</i>	3.0 to 3.9 Developing	4.0+ <i>Expanding/Bridging Reaching</i>
BenHem	14	6	10	1
Brown	31	19	23	3
Lilja	14	9	16	4
Memorial	3	2	2	1
Kennedy	11	9	22	3
Wilson	3	6	6	1
NHS	13	12	20	1
Totals	89	63	99	14

4

How many, if any, English learners are dually identified (eg. gifted and/or students with disabilities)

Dually Identified Students as of Spring 2024 ACCESS

	% Dually Identified	# IEPs	Total # ELS	Initial Evals in Process
BenHem	23%	7	31	3
Brown	13.1%	10	76	5
Lilja	18.6%	8	43	2
Memorial	12.5%	1	8	1
Kennedy	11.1%	6	45	2
Wilson	1.9%	3	16	0
NHS	9.8%	4	46	2
Totals	14.7%	39	265	15

16% of ELs in the state are dually identified students

5

How many teachers in the school are certified/endorsed to teach English learners?

Teacher Licensure & Endorsements as of 11/24

	# ESL licensed Teachers	Notes (shared position, Dept Head, etc)
Elementary Leadership	EL Coordinator PreK-8	
BenHem	2	
Brown	3	
Lilja	1.5	
Memorial	0	
Middle School Leadership	1 MS Department Head (.6 teacher/.4 department head)	
Kennedy	4	
Wilson	1	
High School Leadership	1 HS Dept Head (.6 teacher/.4 department head)	
NHS	5	2.0 FTEs
Total	16.5	

Sheltered English Immersion (SEI) Endorsement as of 11.11.24

- 69% of teachers hold Sheltered English Immersion Endorsement
- 27 administrators hold Sheltered English Immersion Endorsement

6

**What is the primary program model(s)
of instruction in the school?**

ELEMENTARY – Primary Program Models for Instruction for ELs

Placement Determination:

- Review Home Language Survey & Interview Family
- Screener Assessment
- Review ACCESS data if available

BenHem

Brown

Lilja

Memorial

EL students are pulled from content classes (reading, writing, science and social studies) for EL direct service time by language proficiency level.

Newcomer EL students (CPL 1.0-2.4)- Aim to receive 90 minutes of direct EL instruction by EL teacher.

Transitional EL students (CPL 2.5-4.0)Aim to receive 45 minutes of either direct instruction by EL teacher, or push in services combining EL and SEI classroom teacher direct instruction.

Kindergarten- Only newcomer EL students are pulled for small group instruction in Kindergarten. Due the universal language and routine of Kindergarten, it is not required by law to pull students for direct services in Kindergarten and preK.

EL STUDENTS WHO REMAIN AT MEMORIAL- Do not receive direct EL services and are opt out students. To receive EL services, students need to transfer to another elementary school.

MIDDLE SCHOOL - Primary Program Models for Instruction for ELs

Placement Determination:

- Review Home Language Survey & Interview Family
- Screener Assessment
- Review ACCESS data if available

Kennedy

Program Model(s): Sheltered English Immersion (SEI)

1- English Language Development class per day (WIDA 1-4)

1- Modified L&L small group pull-out (WIDA 1-2)

All ELs attend general content classes. WIDA 1-2 supported by EL teacher.

Wilson

Program Model(s): Sheltered English Immersion (SEI)

1- English Language Development class per day (WIDA 1-4)

1- Modified L&L small group pull-out (WIDA 1-2)

All ELs attend general content classes. WIDA 1-2 supported by EL teacher.

HIGH SCHOOL – Primary Program Models for Instruction for ELs

Placement Determination:

- Review Home Language Survey & Interview Family
- Screener Assessment
- Review ACCESS data if available



NHS

Program Model(s):

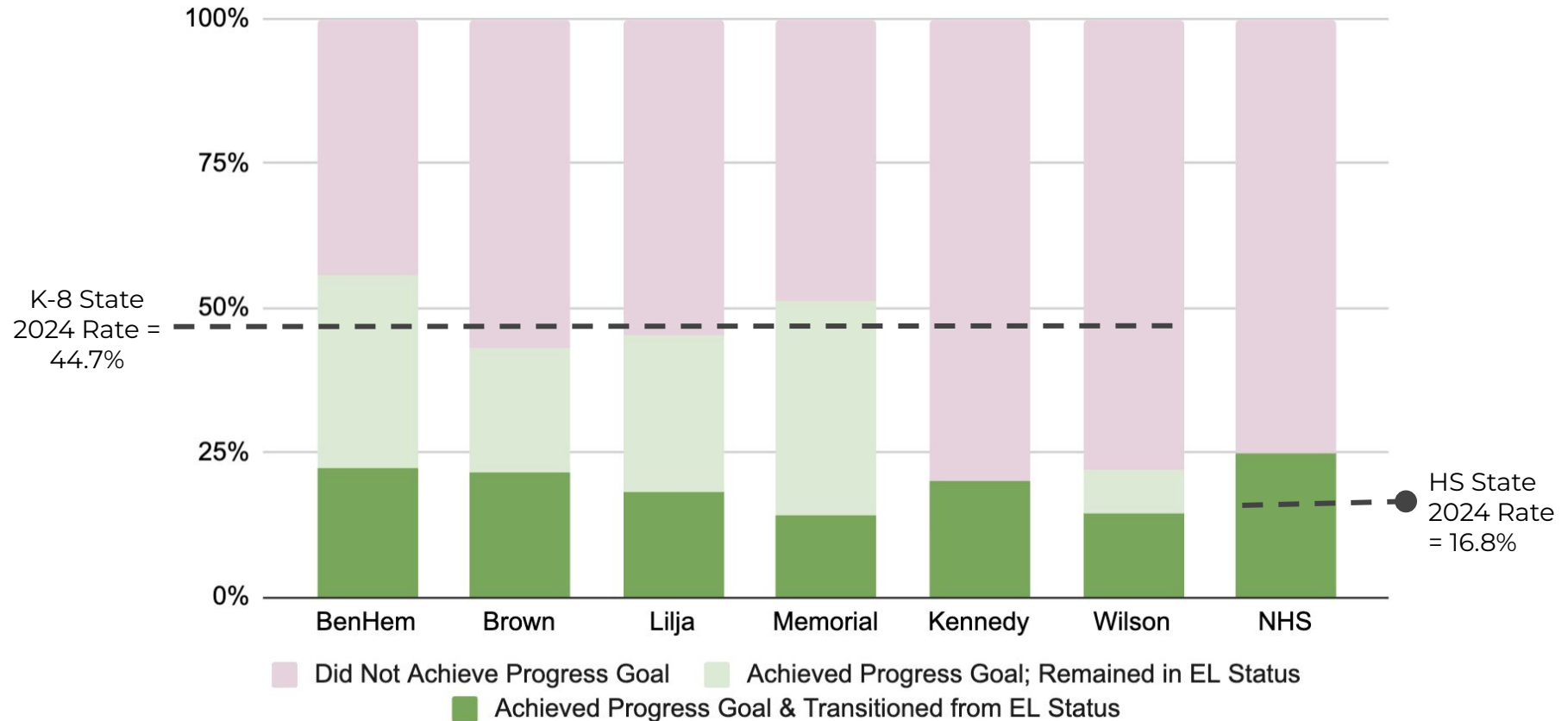
Newcomer and Emerging EL students (WIDA 1 and 2): 4 courses with dual certified ELL and content area teacher in addition to SEI Gen Ed courses

Developing and Expanding EL students (WIDA 3 and 4): 1 ELL English course in addition to SEI Gen Ed courses

7

How many English learners have reached proficiency (“exited”)?

Percentage of Students Achieving Progress Goals on ACCESS 2024



8

How many of your English learners are being monitored once they have reached proficiency?

District Exit Totals by year

Data from previous ACCESS testing results show that we exit students at a rate of 35-45 students per year.

20-21=38 students exited

21-22= 46 students exited

22-23= 39 students exited

23-24=30 students exited

Total number of students being monitored- 202

Key Takeaways from EL Data

- EL Population in Natick has steadily increased in recent years
- Students are coming to us with diverse backgrounds, languages and educational experiences
- Increase in number of EL student special education referrals
- Students presenting with significant levels of trauma requiring trauma informed care and intervention
- One EL student is not a representation of another. Each student and their individual needs must be addressed by school level teams holistically in all areas of academic and social need.
- Teaching English learners with high content expectations and implementing modifications is hard work!

Next Steps

- ELPAC Kick Off/Family Night Meeting January 22, 2024
 - Continued family engagement series
- Adult ESL Lessons
- Access Testing begins January 6, 2024
- Parent Conferences offered outside of traditional parent conference dates
- NHS launched AP Lang and AP Lit Pilot selecting motivated ELs for participation in these high level courses (SY 24 and SY 25)
- Launched ELL Summer Academy Grades 2-6 for enrichment and language development (Summer 2024)
- EL Team providing PD at building level
 - Increased PD needed to educate EL students across all content areas

ITEM TITLE: SY26 Technology Department Budget Request
DATE:
ITEM TYPE:
ITEM SUMMARY: SY26 Technology Budget Request - LINK
BACKGROUND INFORMATION:
RECOMMENDATION:

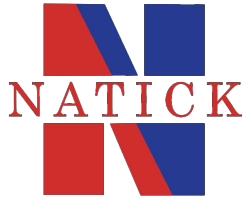
ATTACHMENTS:

Description	File Name	Type
SY26 Technology Department Budget Request	FY26_Tech_Budget_v1_(1).pdf	Cover Memo

**NATICK PUBLIC
SCHOOLS
FY26
TECHNOLOGY
BUDGET REQUEST
JANUARY 06, 2025**

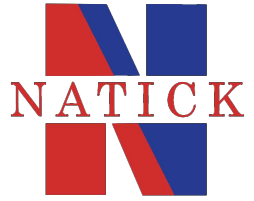
**Dennis Roche, CISA, CISM, CETL
Chief Technology Officer**





AGENDA

1. Annual Technology Reports
2. School Technology FY26 Operating Budget Request
3. School Technology 5 Year Capital Plan



ANNUAL TECHNOLOGY REPORTS



INVENTORY SUMMARY & RECONCILIATION OF 2023 TO 2024

Total number of devices as of 12/31/2023	8,304
Number of computers added in 2024	1398
Number of computers retired YTD in 2024	(1,389)
Additional computers to retire in 2024	(69)
Verified assets found during audits	3
Total number of devices as of 12/31/2024 (Decrease of 57)	8,247



INVENTORY SUMMARY BY LOCATION

Active Devices by Type & Location

Category	Location														Grand Total
	BEN	BRO	DPW	DW	EST	FCC	KEN	LIL	MEM	NHS	OOD	PreK	TWN	WIL	
Chromebooks	245	209		9		6	1096	204	188	2313	2	1	8	863	5144
Chromebox	4						225	3	2	21			2	5	262
Desktops	6	2			1	1	39	2	8	154		3	3	25	244
iPad	188	199	4	3	35	21	160	192	141	136	17	50	5	38	1189
Laptop	111	77	7	2	10	10	181	80	65	616	1	23	39	186	1408
Grand Total	554	487	11	14	46	38	1701	481	404	3240	20	77	57	1117	8247
of Total Devices	6.7%	5.9%	0.1%	0.2%	0.6%	0.5%	20.6%	5.8%	4.9%	39.3%	0.2%	0.9%	0.7%	13.5%	

Active Devices by Year Purchased & Location

Year Purchased	Location														Grand Total
	BEN	BRO	DPW	DW	EST	FCC	KEN	LIL	MEM	NHS	OOD	PreK	TWN	WIL	
2017	11	7			3	3	16	11	3	33	1		2	10	100
2018	11	5		4	2	5	61	30	6	111	1	2	3	37	278
2019	34	4		5	2	3	46	22	18	183	2	8	4	67	398
2020	23	25			1	6	287	21	20	724	1		4	193	1305
2021	49	37	2	3	4	4	752	37	18	258	3	9	16	343	1535
2022	383	362	4		25	3	197	314	303	578	6	34	5	217	2431
2023	22	25	3	1	6	1	47	27	15	592	6	17	10	33	805
2024	21	22	2	1	3	13	295	19	21	761		7	13	217	1395
Grand Total	554	487	11	14	46	38	1701	481	404	3240	20	77	57	1117	8247



INVENTORY SUMMARY BY YEAR PURCHASED

Active Devices by Type & Year Purchased

Category	Year Purchased								Grand Total
	2017	2018	2019	2020	2021	2022	2023	2024	
Chromebooks	32	186	119	1237	753	1477	443	897	5144
Chromebox		2		20	240				262
Desktops	12		67	1	104		60		244
iPad	53	26	34	41	153	706	47	129	1189
Laptop	3	64	178	6	285	248	255	369	1408
Grand Total	100	278	398	1305	1535	2431	805	1395	8247
% of Total Devices	1.2%	3.4%	4.8%	15.8%	18.6%	29.5%	9.8%	16.9%	

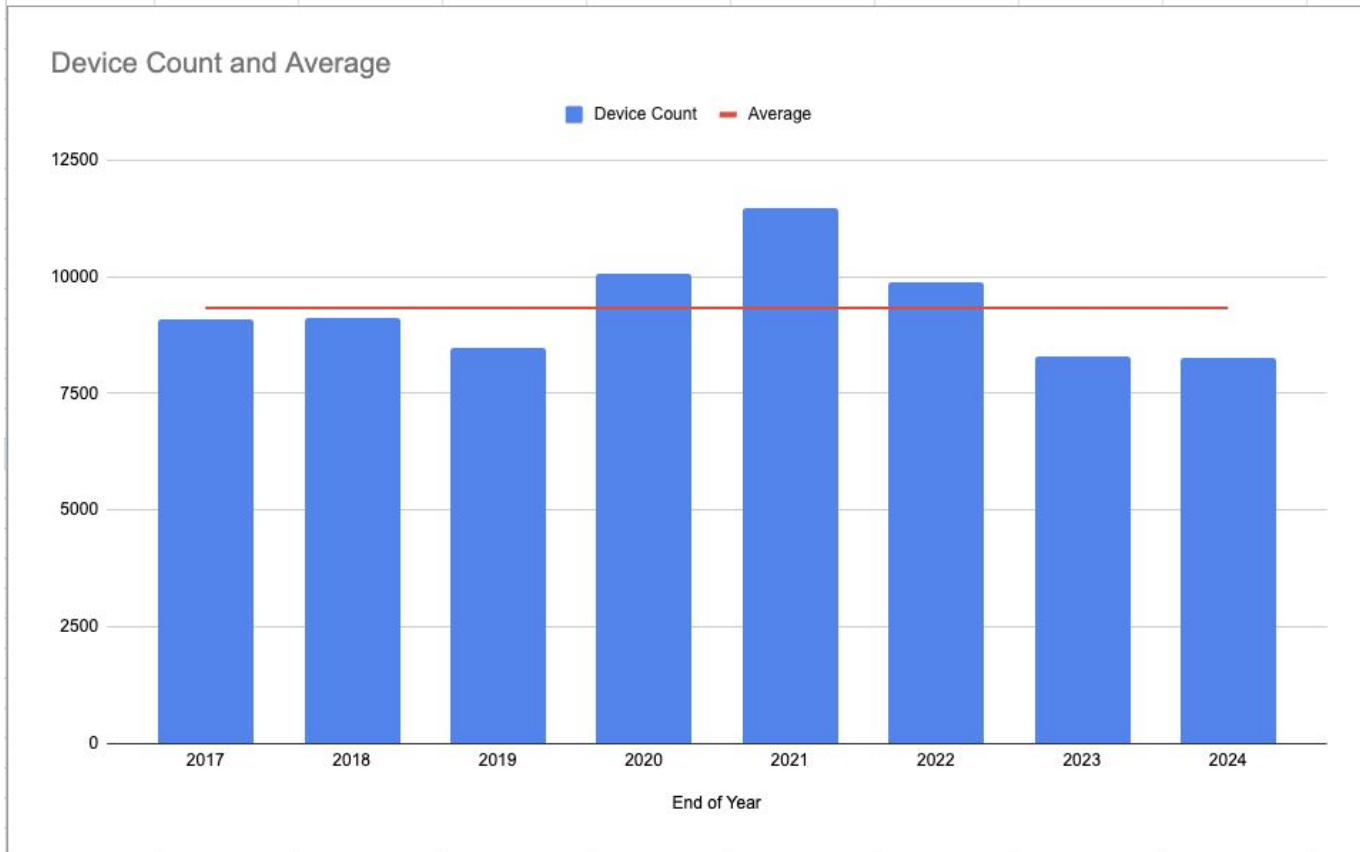
Active Devices by Location & Year Purchased

Location	Year Purchased								Grand Total
	2017	2018	2019	2020	2021	2022	2023	2024	
BEN	11	11	34	23	49	383	22	21	554
BRO	7	5	4	25	37	362	25	22	487
DPW					2	4	3	2	11
DW		4	5		3		1	1	14
EST	3	2	2	1	4	25	6	3	46
FCC	3	5	3	6	4	3	1	13	38
KEN	16	61	46	287	752	197	47	295	1701
LIL	11	30	22	21	37	314	27	19	481
MEM	3	6	18	20	18	303	15	21	404
NHS	33	111	183	724	258	578	592	761	3240
OOD	1	1	2	1	3	6	6		20
PreK		2	8		9	34	17	7	77
TWN	2	3	4	4	16	5	10	13	57
WIL	10	37	67	193	343	217	33	217	1117
Grand Total	100	278	398	1305	1535	2431	805	1395	8247



DISTRICT DEVICE COUNT TRENDS

End of Year	2017	2018	2019	2020	2021	2022	2023	2024
Device Count	9,095	9,117	8,468	10,049	11,455	9,879	8,304	8,247





FY26 TECHNOLOGY BUDGET REQUEST



FY26 TECHNOLOGY BUDGET REQUEST

Operating Budget			
Objective	FY25	FY26	Variance
Supplies	\$3,500	\$1,800	(\$1,700)
Equipment Replacement	\$590,000	\$581,728	(\$8,272)
Equipment (New)	-	-	-
AV	\$30,000	\$22,000	(\$8,000)
Purchase of Services	\$265,600	\$258,100	(\$7,500)
Software	\$111,600	\$95,600	(\$16,000)
LAN/WAN Maintenance	\$472,450	\$433,200	(\$39,250)
System Wide - Copiers	\$300,000	\$400,000	\$100,000
	=====	=====	=====
Total	\$1,773,150	\$1,792,428	\$19,278

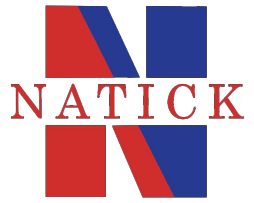


EQUIPMENT REPLACEMENT - DECREASE OF (\$8,272)

SUSTAINABILITY PLAN

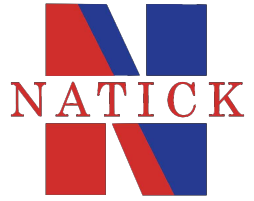
	Life Cycle	FY26	FY27	FY28	FY29	FY30
		July 1, 2025	July 1, 2026	July 1, 2027	July 1, 2028	July 1, 2029
High School Student Device Sustainability (Chromebooks 3 Year Lease):						
Incoming Freshman FY25	4 Years	\$46,576.97	\$46,576.97	N/A	N/A	N/A
Incoming Freshman FY26	4 Years	\$60,000.00	\$60,000.00	\$60,000.00	N/A	N/A
Incoming Freshman FY27	4 Years	N/A	\$60,000.00	\$60,000.00	\$60,000.00	N/A
Incoming Freshman FY28	4 Years	N/A	N/A	\$60,000.00	\$60,000.00	\$60,000.00
Incoming Freshman FY29	4 Years	N/A	N/A	N/A	\$60,000.00	\$60,000.00
Incoming Freshman FY30	4 Years	N/A	N/A	N/A	N/A	\$60,000.00
High School Labs & Building Systems:						
Video Editing Lab for years 1 - 3. IMAC desktops will go to NHS MIDI Lab in years 4 - 6.	6 Years	\$20,000.00	\$20,000.00	\$20,000.00	\$0.00	\$20,000.00
Web Design Lab for years 1 - 3. IMAC desktops will go to Wilson Rm 139 in years 4 - 6.	6 Years	\$0.00	\$0.00	\$20,000.00	\$20,000.00	\$20,000.00
Game Design & Art Lab for years 1 - 3. IMAC Desktops will go to Kennedy Rm 205 for Year 4 - 6.	6 Years	\$0.00	\$0.00	\$20,000.00	\$20,000.00	\$20,000.00
NHS Foreign Language Lab for years 1 - 6. MacMini computers with no rotation identified yet.	6 Years	\$0.00	\$0.00	\$7,189.40	\$7,189.40	\$7,189.40
ADDED: MIDI Lab for years 4 - 6. IMACS coming from NHS Video Editing Lab to extend useful life.	6 Years	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
MS Chromebooks for Students : (Chromebooks 3 Year Lease)						
Incoming 5th Graders FY25	4 Years	\$46,576.97	\$46,576.97	N/A	N/A	N/A
Incoming 5th Graders FY26	4 Years	\$60,000.00	\$60,000.00	\$60,000.00	N/A	N/A
Incoming 5th Graders FY27	4 Years	N/A	\$60,000.00	\$60,000.00	\$60,000.00	N/A
Incoming 5th Graders FY28	4 Years	N/A	N/A	\$60,000.00	\$60,000.00	\$60,000.00
Incoming 5th Graders FY29	4 Years	N/A	N/A	N/A	\$60,000.00	\$60,000.00
Incoming 5th Graders FY30	4 Years	N/A	N/A	N/A	N/A	\$60,000.00
Middle School Labs & Building Systems:						
Kennedy Video Editing Lab Rm 205. IMacs coming from NHS Game Design Lab for years 4 - 6 to extend useful life.	6 Years	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Kennedy MIDI Lab using Apple Laptops. Using for years 1 - 6.	6 Years	\$0.00	\$0.00	\$12,000.00	\$12,000.00	\$12,000.00
Kennedy Replace Classroom & Digital Signage Chromeboxes (255 Units)	4 Years	\$0.00	\$0.00	\$30,000.00	\$30,000.00	\$30,000.00
ADD: Kennedy Art iPad Pro (55) & pencils -- Rm 223 & 323	6 Years	\$0.00	\$0.00	\$0.00	\$25,000.00	\$25,000.00
ADD: Kennedy 11 copiers for FY27						
ADD: Wilson IMacs for Student Lab Rm 139. IMacs coming from NHS Web Design for years 4 - 6 to extend useful life	6 Years	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
ADD: Wilson (20) Apple Laptops for MIDI Lab (swap of teacher laptops to provide laptops)	6 Years	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Elementary Devices for Students :						
Elementary Schools (Re-fresh old aging devices) Refreshed to start FY23	4 Years	\$0.00	\$0.00	\$200,000.00	\$200,000.00	\$200,000.00
ADD: AppleTV replacement (Purchased 2023)	8 years	\$0.00	\$0.00	\$0.00	\$0.00	\$30,000.00
SPED						
Student Devices	4 Years	\$20,000.00	\$20,000.00	\$20,000.00	\$20,000.00	\$20,000.00
Faculty & Staff Devices (Laptop or Desktop Computer) - 3 Year Lease						
Teacher Laptop Replacements - Replace 250 each year	4 Years	\$96,493.96	\$0.00	\$105,000.00	\$95,000.00	\$95,000.00
Teacher Laptop Replacements - Replace 367 each year	4 Years	\$127,080.00	\$127,080.00	\$0.00	\$105,000.00	\$95,000.00
Teacher Laptop Replacements - Replace 275 each year	4 Years	\$105,000.00	\$95,000.00	\$95,000.00	\$0.00	\$105,000.00
Teacher Laptop Replacements - Replace 275 each year	4 Years	\$0.00	\$105,000.00	\$95,000.00	\$95,000.00	\$0.00
Total Cost:		\$581,727.90	\$595,233.94	\$889,189.40	\$894,189.40	\$1,039,189.40
* Increased 1st year of teacher laptop lease by 10K for pluggable units for more ports						

[Link to Sustainability Plan](#)

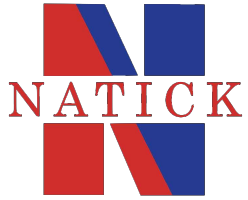


SUMMARY OF CHANGES BY ACCOUNT

1. **Supply Account - Decrease of \$1,700**
2. **Equipment Replacement - Decrease of \$8,272**
3. **AV Repair Account - Decrease of \$8,000**
4. **Purchase of Services - Decrease of \$7,500**
5. **Software Account - Decrease of \$ 16,000**
6. **Lan/Wan Maintenance - Decrease of \$ 39,250**
7. **Copier Account - Increase of \$100,000**
 - a. **Keep up with meter read usage costs**



SCHOOL TECHNOLOGY CAPITAL PLAN



SCHOOL TECHNOLOGY CAPITAL PLAN

Infrastructure Items	Life Cycle	Fall 2025	Fall 2026	Fall 2027	Fall 2028	Fall 2029
		FY26	FY27	FY28	FY29	FY30
		7/1/25 - 6/30/26	7/1/27 - 6/30/28	7/1/28 - 6/30/29	7/1/29 - 6/30/30	7/1/30 - 6/30/31
Core Router (NHS & District Level Traffic)	10 Yrs					
Core Router (Kennedy & District Level Traffic)	10 Yrs					
Building Routers (Enhanced layer3 switches)	10 Yrs	\$150,000.00				
Firewalls (NHS)	7 Yrs					
Firewalls (Kennedy)*	7 Yrs	\$100,000.00				
Wireless (District Wide)	10 Yrs					
Blade Servers (NHS)	15 Yrs					
Blade Servers (Kennedy)	15 Yrs		\$500,000.00			
Edge Switches (All Schools - except Kennedy)	15 Yrs	\$100,000.00	\$150,000.00	\$150,000.00	\$150,000.00	
Edge Switches (Kennedy only)	15 Yrs					
UPS-Room Based (Kennedy)	10 Yrs					
Backup Server (NHS)	8 Yrs					
Backup Server (Kennedy)	8 Yrs				\$75,000.00	
Kennedy NVRs - Qty 3	7 Yrs		\$110,000.00			
District NVRs @ Kennedy	7 Yrs					
Radio Repeaters (District Wide)	15 Yrs					
Classroom Audio Systems (NHS)	10 Yrs	\$200,000.00				
Projector Replacements by School	12 Yrs		\$100,000.00	\$100,000.00	\$100,000.00	\$85,000.00
			Brown	BenHem	Lilja	Memorial
Totals		\$550,000.00	\$860,000.00	\$250,000.00	\$325,000.00	\$85,000.00
		* Spring Town Meeting				

[Link to Capital Plan](#)

ITEM TITLE: ServeNatick
DATE:
ITEM TYPE:
ITEM SUMMARY: ServeNatick - LINK
BACKGROUND INFORMATION:
RECOMMENDATION:

ATTACHMENTS:

Description	File Name	Type
servenatick	ServeNatick_School_Committee_Presentation_1_6_25.pdf	Cover Memo

ServeNatick

By: Kabir Anand, Cameron Bernard, and Fin Rando



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Our Mission

02

Problem & solution

03

ServeNatick Event

04

Sponsors & Endorsements

Our Mission

- Benefit community by fostering philanthropy
- Natick and surrounding MetroWest area
- Events organized by residents and organizations
- Multi-dimensional user marketplace



Problem & Solution

Lack of knowledge

Many people don't know about the various community organizations that are in the area



Lack of Connection

Many organizations don't get many volunteers aside from their few regulars who need help

Solution?

ServeNatick is the solution! We are able to fix both these problems with a simple and dynamic user interface

Stats & Projections

Totals:	Visits	Unique Visitors	Pageviews
2023	593	445	1072
2024 Goals	750	650	1500
2024 Final	972	740	1693
2025 Predictions	1215	920	2050





The Natick Impact Collaborative

presented by **ServeNatick** 

The Natick Impact Collaborative

1. TedX style event
2. Series of speakers each present followed by panel Q&A
3. **ICE** Goal:
 - a. **I**nspire: Ignite passion to spark possibilities
 - b. **C**ommunity: Building bonds and fostering unity
 - c. **E**ngagement: Empower action to drive impact



The Natick Impact Collaborative

1. Diverse Panelists Discussing Topics Like:
 - a. Hidden issues in the community
 - b. Local upcoming/success stories
 - c. Building groups and communities
2. Sponsors:
 - a. Venue Sponsor(s) ~ \$500-\$750
 - b. Event Sponsor(s) ~ \$550-\$750

Sponsors & Endorsements:

Website Sponsor

Thank you to our first sponsor, Cameron's Painting. They are our website sponsor, contributing about \$300 a year.

Cameron's Painting specializes in both interiors as well as exterior residential painting. Servicing from Boston to Medfield, From the South Shore to Acton, their team is ready to help.



Product Sponsor

Thank you to Precision Graphics in Natick for sponsoring all our clothing and branded merchandise! Precision Graphics has been extremely helpful in promoting ServeNatick in our efforts to unite the community!

Precision Graphics is a Natick small business specializing in custom clothing and branded merchandise. They have worked with numerous groups locally including the NHS Choir, Framingham FD, Hockey Teams, and more!



Sponsors & Endorsements



Endorsement

"The Town of Natick is lucky to have civic-minded high school students with the ingenuity, drive & commitment to create a valuable service for residents - ServeNatick, matching volunteers to mission-driven organizations. I've had the opportunity to sit with Kabir, Cameron, & Phineas a few times to further discuss how Town staff can better assist their startup idea. I leave each meeting convinced that our NPS school system has produced three budding entrepreneurs. Congrats to the ServeNatick team!"

-Jay Poropatich
(Director of Communications for Town of Natick)



Thank You!

servenatick.org

ITEM TITLE: Earmarks
DATE:
ITEM TYPE:
ITEM SUMMARY: Earmark Memo - LINK
BACKGROUND INFORMATION:
RECOMMENDATION:

ATTACHMENTS:

Description	File Name	Type
earmark memo	Earmark_Memo.pdf	Cover Memo



Natick Public Schools
CENTRAL OFFICE
13 East Central Street, Natick, MA 01760

Art S Fergusson, Ph.D., Director of SEL, Equity & Safety
Dr. Melissa Spash, Superintendent
Susan Balboni, Assistant Superintendent for Teaching, Learning, and Innovation
Matthew Gillis, Assistant Superintendent for Finance

Memorandum

Dear Members of the School Committee,

Natick Public Schools was one of six recipients for earmark funds in the FY2025 state budget in the amount of \$700,000. The language in the budget explained that "\$700,000 shall be expended to communities in the Metrowest region, including the city of Framingham and the towns of Ashland, Holliston, Hopkinton, Medway and Natick to address mental health needs in schools."

The following items have been identified as critical in advancing our district's goals related to mental health supports and services and align with our current needs and strategic priorities.

- 1. Professional Development for NPS Teachers**
Ongoing professional development for educators that focus on training and development of evidence-based SEL/Mental Health instructional strategies and best practices to improve student outcomes.
- 2. Services, curriculum and intervention Materials and Equipment**
Development of curricula and intervention materials that support student social/emotional wellness as well as the purchase of mental health referral services to support students and staff.
- 3. Creation of Training and Interventions materials**
Compensation for the development of research-based interventions creating training materials, and ongoing review of our existing systems and structures of student support.
- 4. Support of Wellness Spaces**
Ongoing support and equipping of student wellness spaces primarily within as well as outside of classroom spaces to support student independence and self-regulation. These areas will be equipped with sensory equipment, relaxation items, and resources designed to help students regulate emotions and provide a safe space for emotional de-escalation.

FY2024 earmark funds were used to enhance transportation services for students in the METCO program which supported the inclusive and belonging experience of our students. In response to the growing need for academic support, we funded the provision of online tutoring through Paper.com, an educational platform offering 24/7 assistance to students. We also invested in staff development and advancing our equity goals as envisioned by METCO 2.0 initiative through in-district coaching.

These earmarks will play a crucial role in supporting our efforts to enhance educational equity, strengthen mental health services, and build a sustainable, high-quality learning environment for all NPS students. We believe these investments will have a lasting and positive impact on our district's future.

Thank you for your continued support.

ITEM TITLE: MSBA Update on Memorial SOI

DATE:

ITEM TYPE:

ITEM SUMMARY: a. Initial Compliance Certification submittal

MSBA Eligibility Phase - [LINK](#)

BACKGROUND INFORMATION:

RECOMMENDATION:

ATTACHMENTS:

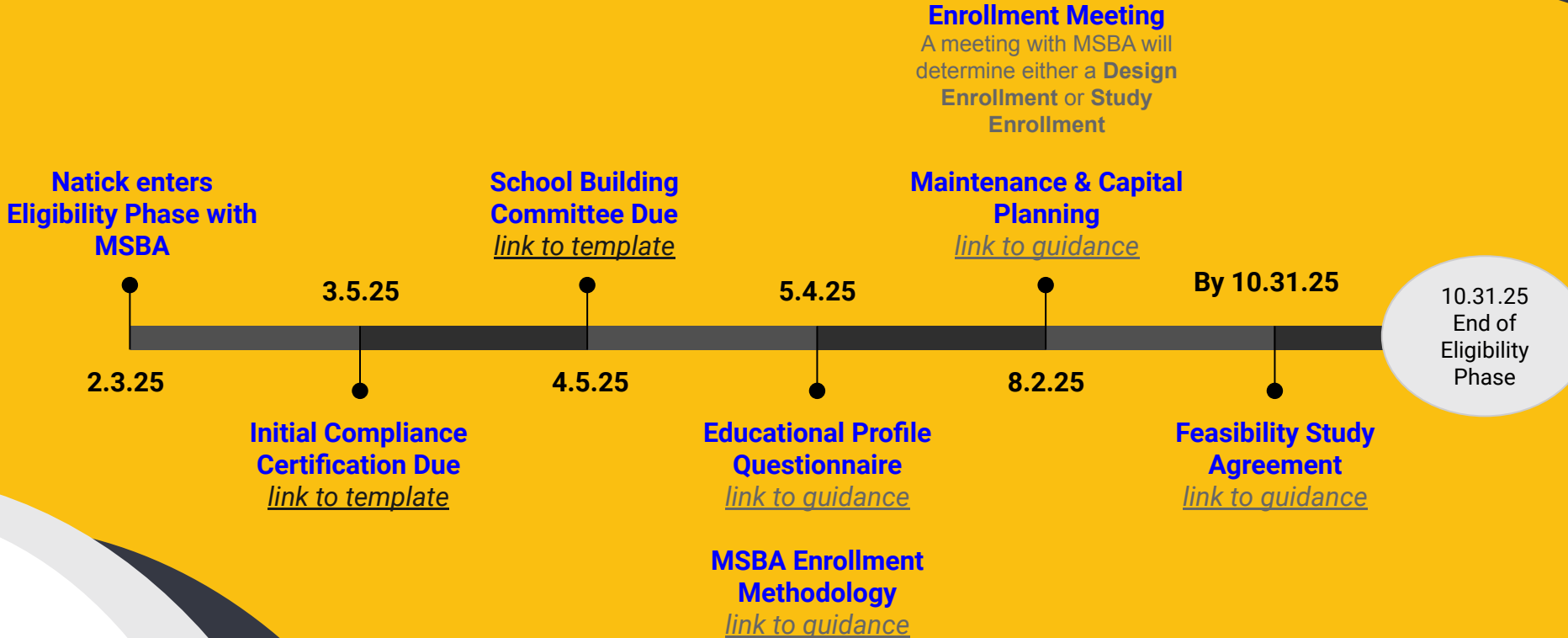
Description	File Name	Type
msba eligibility phase	NPS_Timeline_for_MSBA_Eligibility_Phase.pdf	Cover Memo



MSBA Eligibility Phase

Natick Public Schools | Memorial School
School Committee Meeting 1.6.25

Eligibility Phase: Submission Due Dates



Anticipated Local Vote Authorization Timing

Fall Meeting 2025 (FY26)

Fall 2026 (FY27)

Late Fall 2027 (FY28)

Summer 2029 (FY30)

Feasibility Study Approval

The town votes on whether to appropriate funds for the Feasibility Study phase. [See link for guidance.](#)

The town DOES NOT anticipate needing a debt exclusion to fund the study of options for a new or renovated Memorial.

Instead, a proposal will be brought to Town Meeting to reallocate an estimated \$1.8 million, potentially using savings from recent Kennedy project cost underruns.

Schematic Design & Project Budget Approval

The town votes to decide whether to authorize funding for the design and construction phases of the project.

Like past school construction projects, this is expected to be a debt exclusion vote.

Project Bid Award

The construction documents are completed, and filed sub-bids have been issued to bidders for the project's construction phases.

If the lowest responsible and responsive bid aligns with the budget, the School Building Committee votes to award the contract, allowing construction to begin.

Move In and Project Close Out begins

The goal is to obtain the Certificate of Occupancy in summer 2029, allowing for a move-in and opening by August 2029.

The Certificate of Occupancy is granted by the Town Building Inspector.

ITEM TITLE: SY25 Preliminary Budget Report Update
DATE:
ITEM TYPE:
ITEM SUMMARY:
BACKGROUND INFORMATION:
RECOMMENDATION:
