



Superintendent-Director End-Of-Cycle Report June 9, 2022

Introduction

The purpose of this End-of-Year Report is to provide the district School Committee with a mid-year update of progress made within the context of our [5-Year Strategic Plan](#) and the Superintendent [SMARTIE](#) Goals approved by the Committee October 2021. In January, I presented a [Mid-Cycle Report](#) that provided a glimpse into the work our District is doing. Our goal is to prepare students for the skills needed to enter a competitive workforce, post-secondary institution, and to be committed members of the larger community. In short, *agricultural, technical, and academic excellence*.

In January 2022, we put a pause on [releasing the mask guidance](#) as COVID-19 numbers increased. We created a [Reopening Task Force](#) made up of parents, students, and staff to help guide us to the relaxation of mask wearing through surveys, feedback, and tracking our data. While there were differing views on masking, the task force presented its findings and recommendation to the School Committee in February where it was approved to use a “mask optional” approach. Since then, students and staff have supported each other and our metrics have been relatively low. In May, like other districts across the state, there was an uptick in positive cases. We continue to monitor and report through a portal weekly to families and staff. At the time of this report, the District’s Covid cases have not gone above [2.75%](#) collectively since February,

Teaching and Learning

Integration Academy

As we continue to re-envision learning at ENSATS by building connections between agricultural and technical skills with academic content, we held two more vacation integration academies during February and April vacation. Students came to school during both vacation weeks to participate in math acceleration design projects through integration learning. Over seventy students and ten faculty members participated. As a result of our integration academy work, the District is introducing two new integration courses into the 2022-23 Program of Studies.

New Pathways Courses

The Pathway courses instituted in the fall have continued to grow with clarity as we adjust our practice to determine the best approach to course development. For example, our grade nine Technology and Presentation Skills seminar courses will be merged into



one Freshman Seminar course, and we have added a new introductory unit with a “What it Means to be a Hawk” for all freshmen in September. This adjustment to practice was determined based on staffing concerns related to student behaviors that were not indicative of our Graduate Profile (kindness, perseverance, responsibility, collaborative, culturally proficient, and entrepreneurial).

Cooperative Education

Our Cooperative Education program has had a very successful year. 275 students are currently working while over 300 students have participated throughout the year. We have over 200 employer partners that are working with our students to provide them with skill building opportunities. Several new employers have come on board this year and have shared the following feedback including Polcari’s in Woburn, Windover Construction in Beverly, and Lawton Welding in Topsfield.

2021 National ESEA Distinguished School

In February, Essex North Shore Agricultural and Technical School was officially presented the Distinguished Schools by The National Association of ESEA State Program Administrators. This award publicly recognizes qualifying federally funded schools for the outstanding academic achievements of their students. It highlights the efforts of schools across the country making significant improvements for their students. In recognition of this honor, DESE designated Essex North Shore a “School of Recognition” in its 2021 Statewide Accountability Report.

District Curriculum Accommodation Plan (DCAP) Revision

A team of teachers and administrators worked to revise our District Curriculum Accommodation Plan. This plan was shared with the faculty for comments in April and will be implemented in the fall of 2022.

Early College Designation

After significant effort by our Administrative team, we received [Early College Designation](#) in March of 2022. This relationship with North Shore Community College will provide opportunities for our students to take up to five college classes before graduation. We were recently awarded summer programming as well.

Student Recognitions and Training

National Student Organization	District Competition	State Competition	National Competition
DECA	23	21	2
FFA	N/A	52	6
SkillsUSA	135	35	6

CTAE Credentials

As an agricultural and technical school, we pride ourselves on credentials earned during their program time. The comprehensive list can be found [here](#).

Katie Greer was on campus May 26 and May 27, 2022 to give Internet Safety Presentations for parents and for students in grades 9, 10, and 11.

Beck Hermann was our Presidential Scholar Nomination, and he has been moved forward by DESE Commissioner Jeffrey Riley to the final round of the competition. He is one of only five students in the state to advance.

In June, 40 students will work with [Culture7.Co](#) and [SixSeconds](#) to develop leadership skills in addressing challenging situations as it relates to DEI. A core group of students will work this summer as mentors to students including a smaller group of students who will be trained as peer mediators. This is inline with our restorative justice approach to discipline.

Positive and Inclusive Culture and Climate

We continue to work with our thought partner, Michael Eatman from Culture7.Co to engage in deep conversations related to our work with culture including diversity, equity, inclusion, social and emotional learning, and mental health support. In May, the District initiated a Vital Signs Survey to all ENSATS community members. This survey will frame our work for 2023 related to culture and climate. Our Culture Action Team (CAT) will meet this summer with Culture7 to engage in the work needed and a community meeting will occur to review the results of the survey.

During the summer, we will be updating our website to create an inclusive look to the design.



Working with a female owned design firm, our technology department will lead the project and ask for input from our students on campus who serve as mentors and sit on our DEI Student Team.

Throughout the year, the District added staff and programs for both students and staff members related to wellness. This commitment to wellness provided internal community members additional resources that included: [Kelly Lynn Coaching](#), staff fitness classes, and additional counseling support. The school sponsored the [Power of Positive Schools](#) tour and invited members of the staff to come. All new staff will be given a copy of the [The Energy Bus](#) book upon hiring; along with a school t-shirt. The District, working with [High Five](#), created an after school program that helped students develop effective tools to lead, communicate, and be productive members of the school community.

Working with Principal Donnelly and a core group of Health Assisting students, the school planned an awareness campaign in May for Mental Health Month. Posters were displayed around campus, bracelets and t-shirts were sold, and we began a new three-year partnership with [the Jed Foundation](#).

The UACT team, LGBTQ+, and other student leaders initiated month-long events including Black History Month, Asian-Pacific Month, Pride Month, among others to bring awareness to our differences and celebrate them. The school will be raising the Juneteenth flag on June 17, 2022 with our DEI Team.

We celebrated our **4th Annual Kindness Week** in April. This week is led by School Resource Officer Mike Chase and includes many activities to teach kindness, empathy and gratitude. Students wrote thank you cards, painted kindness rocks, and decorated the building with positive post-it notes. We donated pet supplies, food, and clothing to those in need. The week ended with staff-student volleyball and hockey games.

This is the first year that we have been members of the [PASS Program](#). The PASS program is affiliated with the YMCA, Northshore Consortium and JRI Children & Family Service provides Positive Alternatives to Student Support. We have had amazing success with this program which provides assessments, counseling, education, and outside support for students in lieu of a traditional out-of-school suspension.

To attract more applicants of color, a cohort of staff participated in the MA DESE Teachers Diversification Professional Learning Community. We hope to continue this work and attract more applicants from a diverse background.

Extra-curricular

Athletic Update

The athletic programs continue to see success under the direction of Coordinator of Athletics, Wellness, and Health, Mike Murphy. The winter spring sports shared much success. Statistics can be found [here](#).

Clubs

The school has introduced new clubs including the ski and snowboard club, Film Club and Debate Club. Furthermore, the school supported a flag football team for three seasons.

The Drama Club hosted two shows this year with the second being a musical. It was a sold out show.

Distributive Leadership

The District seeks ways to incorporate staff into leadership roles so that there is shared ownership in our school community. Two faculty members attended MAVA Leadership Academy to work towards their supervisor licensure. In addition, five other faculty members have completed the required observation hours or CAGS programs to obtain administrative licensure. This work will continue as we seek to look for rising administrators internally.

Our District Data Team worked with a newly created **Instructional Leadership Team (ILT)** using a content- and cluster-based approach to data analytics. Working with the Data & Assessment Specialist, Assistant Superintendent, and STEAM Supervisor, the ILT met monthly to begin the necessary work of taking a closer look at student data to identify emerging patterns related to equity and access. This data dive began with a focus on student attendance. Following this work, instructors were asked to review available data reports and worked within their various cohorts to reflect, make suggestions, or request additional data that will inform their practice. We have identified four levels of data the district monitors to develop graduates who are prepared for future learning and community engagement. This work will continue next school year as we seek to support all students through data-driven monitoring and intervention.

The District will move toward a **lead teacher** model in 2023 where each CTAE program and core content area will have a liaison to the administration. This is a non-evaluative role but will allow departments to actively engage in conversations regarding programmatic curriculum, budget, enrollment, and other related areas.

Recognizing the need to further support new staff, the District contracted with a retired CTAE instructor to work with them on instructional strategies. Also, a special education teacher and CTAE instructor was provided a stipend to work with teachers and the Induction Program Supervisor.

Our Leadership Team read *The Energy Bus 10 Rules to Fuel your Life, Work, and Team*. The District sponsored a workshop in the spring with Jon Gordon's associates, and we are pleased to announce that Jon Gordon will be our Keynote Speaker for our Convocation. The work relates to removing "energy vampires" from your life and living with positivity, a much needed reminder of our purpose at Essex North Shore.

Working with the Professional Learning Action Team (PLAT), a teacher led professional development day was held on March 11, 2022. On April 27, 2022, the DEI team worked with [Culture7.Co](#) to create professional learning related to bias, LGBTQ+, empathy in the classroom, and difficult conversations around equity.

Admissions

After the ENSATS admissions policy received DESE approval in December 2021, we adopted this new policy for our spring 2022 admissions. As shared on our [Admissions Dashboard](#), we had 1420 applications and have begun admitting students to meet our target of 450 entering grade 9 students.

Finance

To date, the budget was approved by [12 of our 17 communities](#) to date. With a 4.9% increase over last year, we will continue the work related to high quality agricultural and technical education. With this approval, the District will increase services to students and have set aside funds for both AFSCME and HTF negotiations.

The District has been fortunate in receiving [federal](#), state, and private grants. These funds have allowed us to hire additional instructional staff, school counselor, support services, equipment, and run three shifts of vocational and agricultural training. Since January, Essex North Shore has



been awarded over \$2.2M in competitive grant funding to support these programs to total just over \$4.2M for the 2022 school year.

Competitive Grant Funds Awarded after January 2022:

- Northeast Advanced Manufacturing Collaborative: Metro North Workforce – \$53,055
- Development and Expansion of High Quality Summer Learning – \$100,000
- GE/North Shore Workforce of ECCF – \$135,360
- CTI Grant: Round 5 – \$600,000
- FY22 Foundation Reserve – \$9,000
- CTE Partnership Implementation – \$155,000
- Perkins Competitive Equipment – \$35,000
- Skills Capital Grant: Health – \$150,000
- Hate Crimes Prevention – \$50,000
- Supporting Students’ Social Emotional Learning, Behavioral and Mental Health, and Wellness through Multi-Tiered Systems of Support – \$350,000
- Math Accelerations Academy – \$80,000
- Skills Capital – \$242,000
- Health CTE – \$250,000
- FEMA - \$26,653

Competitive Pending:

- F1rstJobs – \$37,620
- Supporting Students’ Social Emotional – \$212,000
- Expanding High Quality Mathematics Instructional Materials – \$150,000

Community Outreach

Throughout the school year there have been multiple opportunities for the District to engage in community outreach. As a school that trains our future workforce, our students can be seen across the north shore in cooperative education and internship sites as well as through our off-site projects and field experience.

It is essential that we engage in community relationships through attending various events including the Chamber of Commerce, MassHire, city and town events. We have hosted many community members tours of our school, most recently, the City of Gloucester.

5-Year Strategic Plan (2023-27)

The 5-Year Strategic Planning Committee met seven times from January to June 2022, analyzing and discussing stakeholder feedback. Serving on this Committee are three students, three parents/caregivers, six teachers, three building-based administrators, and three district-based

administrators. Data were used to identify emerging themes and create a vision statement with strategic objectives and initiatives. Based on early feedback, we officially changed all future references from Career Technical Education (CTE) to Career Technical and Agricultural Education. This process was co-led by a Health Assisting teacher and a School Counselor.

Safety and Security

At ENSATS, the safety of our school community is paramount. To date, we have upgraded or added the following:

- 134 cloud-based cameras have been upgraded or added across the campus.
- New access control key card systems have been added on multiple doors in Gallant Hall and Alumni Gym.
- An intercom system has been installed at Gallant Hall to allow teachers to screen visitors without approaching the door and grant remote access.
- The door sensors in the gymnasium building have been upgraded to a cloud-based system that allows for text-message and email alerts to be triggered when doors are propped or forced open.
- Audible door alarms have been installed on locker room doors to mitigate door-propping.
- We have purchased an electric vehicle for the student security team. This allows the team to check parking lots and exterior of the building quickly and efficiently and transport mobility-disabled students across campus safely.
- Shatter resistant window film has been installed at the main entrance, main office, guidance suite, and media center.
- A private donation was made that will allow us to install security cameras on school buses over the summer break.

Personal Growth and Development

Throughout the school year, I had the pleasure to attend multiple conferences to enhance my knowledge and learning related to school leadership. The following represents a sampling of the events and meetings attended.

- Massachusetts Partnership for Youth (MPY) Racial Equity 5 Part Series
- An Afternoon with Debby Irving, author of *Waking Up White*, Leveling Playing Field; Interrupting Patterns of Power and Privilege
- Superintendent National Conference
- DECA National Conference
- [Commonwealth Corporation](#) Board of Directors for Commonwealth of Massachusetts
- [SkillsUSA](#) Board of Directors
- [MassHire](#) Board of Directors
- [Massachusetts Partnership for Youth](#) Board of Directors
- [North Shore Chamber of Commerce](#) Board of Directors

- [MASS REDI Subcommittee](#) on Race, Equity, Diversity, and Inclusion

Facilities, Farms, and Grounds

In March, we welcomed a new Farm & Grounds Manager onto campus, Christopher Lounsbury. Since then, a thoughtful plan for expanding the farm department is in development. This includes reorganizing the staff and department to meet the needs of the District. At this time, we have hired three new grounds persons to take the place of recent resignations. These individuals come to us with vast knowledge in production and turf management.

Larkin Cottage

The Larkin Cottage was redesigned to allow for students to do the majority of the work related to framing. As a result, the framing has started and will continue through the summer months with the anticipation of continuing the work in the fall. The site work for this project will be reviewed during the summer months and plans for an outside contractor will be initiated. The hope is that we continue to see supply chains improve and cost of materials decrease.

Gallant Hall

Gallant Hall has been used quite a bit this year including the movement of Companion Animals for training and classroom use. Further, adult education classes have started and SATs/AP exams have been completed in the remaining classrooms. The bathroom addition is framed in and brick work is near completion. The interior framing will start mid-June and will continue during the summer months. The lower bathroom addition for our Electricity and Plumbing department expansion is well underway and framing will continue this summer. Any work that is not complete, will be done when the students return in the fall.

Alumni Gymnasium

The Alumni Gymnasium locker room renovation is near completion. To date, new walls, LED lighting, electrical panel, wash area, bathrooms, and a refurbishing of the stage has occurred. New stage lighting and sound is on order and we hope to have it complete prior to the start of school in September. At this time, new windows, doors, and floor are being considered as we work with our Owner's Project Manager(OPM).

OPM Update



Our contracted OPM has worked with us on the planning of multiple long term projects including but not limited to: Manning Street parking lot expansion, Cafeteria expansion, Smith Hall roof replacement, Window and Door project at Alumni Gymnasium and Gallant Hall, Three CTAE program movement to South Campus expansion, and Animal Science expansion project.

In conclusion, I would like to thank the entire school community who have made this report possible. The work of our teachers, support staff, clerical, facilities, farms, and grounds, cafeteria, technology, bus drivers, and administration who show up every day and work toward one goal-agricultural, technical, and academic excellence is to be commended. Despite the challenges of the pandemic, race and equity concerns, differences of opinions, staff did not lose focus of the reason we are here-our students.

We are fortunate to be rich in financial, physical, and human resources. I am forever grateful to be part of the Essex North Shore Agricultural & Technical School District and I thank the District Committee for allowing us to do the work we need to do for our students. Your time and commitment to ENSATS is remarkable.

Respectively Submitted,

Heidi T. Riccio, Ed.