



Superintendent-Director End-of-Year Report June 8, 2023

Introduction

The purpose of this End-of-Year Report is to provide the Essex North Shore Agricultural & Technical School District Committee with a year-end update of progress made within the context of our [5-Year Strategic Plan](#) and the Superintendent [SMARTIE Goals](#) approved by the Committee October 2022. It is a follow-up to the [Mid-Cycle Review](#) presented in January 2023. Our mission is to continue preparing our students for the skills needed to enter a competitive workforce, post-secondary institution, and to be committed members of the larger community. In short, *technical, agricultural, and academic excellence*.

The second half of 2023 continued to be productive, as we completed negotiations for the Hathorne Teachers Federation (HTF) contract. With that, we are hopeful that we can continue the work we started at the beginning of this school year with Jon Gordon's *The Energy Bus: 10 Rules to Fuel Your Life, Work, and Team with Positive Energy* and *The Power of Positive School* by doing a whole-school read this summer of [The Power of Positive Teams](#). In my fifth year as Superintendent-Director, I am proud of the work we have accomplished.

Personal Growth and Development Statement

I am proud to represent ENSATS as a board member for the [North Shore Chamber of Commerce](#), [The Massachusetts Partnership for Youth](#), [SkillsUSA](#), [MassHire](#), and recently I was selected to be on the board with the [North Shore Children's Museum](#). As a member of Massachusetts Association of Vocational Administrators (MAVA), I am the current Vice President of the organization and serve as the vocational representative on the [Commonwealth Corporation](#) board. This work is important as it provides insight to workforce trends and supports students along their educational and career pathways. As a member of the MassHire board, I was pleased to assist in a [promotional video](#) for Essex County Community Foundation, a significant funder for GE Foundation and our NightHawks program. I continue to contribute with the [MASS REDI](#) subcommittee engaging in equity and belonging discussions in education.

Throughout the school year, I participated in a yearlong leadership program as a North Shore [LEADS](#) fellow, a program designed and delivered by the Harvard Business School. This afforded me the opportunity to grow personally and professionally while making connections with industry and non-profit organizations on the North Shore. On Friday, June 9, 2023, I will present my [capstone project](#), *Safety Net*, helping youth find support before crisis, along with my partners: Kate Fox, the Executive Director of Salem Tours, Tom Griffin, the Peabody Chief of Police, and Kathleen Walsh, the President/CEO Metro North YMCA.

This report will focus on the following four key areas of our District:

- Teaching and Learning
- Family and Community Engagement
- Facilities, Farm, & Grounds, and
- Fiscal Responsibility

Teaching and Learning Highlights

- **Early College & Dual Enrollment** - Students have earned 380 college credits through the Early College Program and Dual Enrollment opportunities. The District has one student who completed their first year of college at Johnson & Wales University while graduating from Essex Tech in June.
- **Art Integration Academy** - In January and February 2023, Essex Tech students worked with an artist at Express Yourself (EXYO) to create a school-themed “peace post.”
- **Winter Integration Academy** - Over February vacation, our students designed, modified, and tested gliders using mathematical, physics, and engineering concepts.
- **Spring Integration Academy** - Over April vacation, our students applied the principles of hydrodynamics as part of their study of pirates in collaboration with the Real Pirates Museum in Salem.
- **Sounds of Essex Tech** - From March to May 2023, Essex Tech students collaborated with an artist-in-residence from New York City’s STOMP and other arts professionals to create a short film that creatively captures the sounds from seven technical and agricultural areas across our learning community.
- **Culture Fair** - On May 15th, we celebrated our first-ever Culture Fair, facilitated almost entirely by fifty students who shared art, dance, foods, information, and traditional dress with their peers.
- **Genocide Studies Exhibition** - In April 2023, the students in our Genocide Studies classes, presented their annual Genocide Studies Exhibition, where students displayed their year-long genocide research projects.
- **Genocide Education Exchange** - Through DESE grant funding, 22 Genocide Studies students travelled to Germany for two weeks in April/May 2023 as part of an exchange program.
- **Natural & Environmental Science Senior Exposition** - On May 24, 2023 at the Expo, NES students presented their senior research project to their peers, families, and teachers.
- **2nd-Annual Summer Equity and Belonging Institute** - June 2023, Michael Eatman from Culture 7 Co. will host an institute for our students related to equity and belonging.
- **Equity and Belonging Lead Teacher Workshops** - Michael Eatman from Culture 7 Co. facilitated several Lead Teacher meetings this spring to help teachers recognize bias in their lessons and to create lesson plans that are more inclusive.
- **JED Foundation Partnership** - We worked with the JED Foundation to focus on promoting emotional health and suicide prevention, and, as part of the first phase of our 3-year collaboration with JED, we surveyed our students early this spring to gather



baseline data about mental health and sense of belonging. The JED staff and a team from Essex Tech, have been meeting to review our data and plan the next steps of this work.

- **Panorama Survey** - In May 2023, all grade 9-11 students completed our yearly Panorama Survey, designed to identify components of the Graduate Profile and to determine if all students have a trusted adult at school.
- **5-Year NEASC Visit** - In April 2023, the NEASC visiting team was on campus to complete its 5-Year update, and the informal feedback was positive. They were especially impressed with the work we have done on our curriculum maps.
- **Certifications** - CTAE programs hold several credentials upon graduating. This includes trade certificates, licenses, and hours toward apprenticeship.
- **Cooperative Education** - We posted our highest numbers to date: [June 2023 Co-op Monthly Report](#).
- **SkillsUSA National Leadership Conference** - Eight Essex Tech SkillsUSA students are traveling to Atlanta for the national competition in June 2023. Students will be competing in the Promotional Bulletin Board and State Pin Design, and we have several officers attending. I will be attending this event with Principal Donnelly.
- **FFA Convention and Expo** - Several Essex Tech students competed at the state level and will travel to Nationals in Indianapolis in October 2024.
- **Distributive Education Clubs of America (DECA)** - Our Essex Tech DECA chapter completed its fourth year, and this school year we had our largest participation to date with over 80 student participants. Thirty-four students did well enough to compete at the state level with one student winning his competition and qualifying for the national competition.
- **Athletics - winter and spring**
 - *Hockey* - Vocational Champions 2023
 - *Girls Lacrosse* - Vocational Champions 2023
 - *Spring Sports* - All spring teams made it to postseason tournament games
 - *Boys and Girls Spring Track* - We had close to 15 qualifiers for the State Meet with junior Maci Abbatessa competing for the MIAA Meet of Champions and placing 15th overall in the shot put.
- **The 5-Year Strategic Action Team** - The Action Team met from January to June 2023 to create the implementation plan for the upcoming years, and this plan was presented to the faculty in May 2023.
- **Appreciation Days and Weeks** - We celebrated Administrative Assistant Appreciation Day, Bus Driver Appreciation Day, and Teacher Appreciation Week during spring 2023.
- **Junior Semi** - The Junior Semi was held for the first time this school year in May 2023 in the newly-renovated Alumni Gymnasium.
- **Senior Awards Ceremony** - On May 18, 2023, we held our annual Senior Award Ceremony with over 140 total awards presented to various students. The awards included memorial scholarships, academic achievements, CTAE achievements, and leadership



awards. The awards were presented to a variety of students who are both entering the workforce and continuing their education.

- **[Senior Prom](#)** - On May 30, 2023, we held our Senior Prom and promenade at the Danversport Yacht Club. Family members and friends had the opportunity to see and photograph their senior promenade before entering the yacht club. Approximately 410 students participated in the prom this year.
- **[Graduation](#)** - On June 1, 2023, we held our 9th-annual graduation ceremony with 394 members of the Class of 2023 receiving their diplomas. Lt. Governor Kim Driscoll delivered our keynote address about the importance of community involvement and how everyone can make a difference. Our Valedictorian, Nathan Hammerschmitt Le Gal, Salutatorian, Thomas Politano, our MAVA Outstanding Vocational Technical Student, Sharonjit Kaur, and the Class of 2023 President, Ryan Lovasco, all delivered exceptional speeches to their classmates, families, and friends. The successful graduation ceremony was truly the result of a team effort between the administrative team, maintenance & facilities, clerical team, our class advisors, and our students who helped set-up and break down the field.
- We will hold our **[Skillful Teacher](#)** course for new teachers in August alongside our friends in education, Whittier Technical School.
- Admissions - The District has accepted 460 students for the Class of 2027 and conducted its first lottery for agricultural students. The data will be reviewed over time and with an equity lens. The interactive dashboard can be found **[HERE](#)**.

Family and Community Engagement

Jade Gordon: Kindness week

Thanks to School Resource Officer Micheal Chase and Assistant Principal Sean Emberly, we were able to have Jade Gordon speak to our students during Kindness Week. She speaks specifically to youth audiences around the nation. Jade spoke about the importance of teamwork and the impact that positivity has on everyday life.

Talent Show

On the last day of March we held our first annual Talent Show. This event was coordinated by our Dance Teacher, Ms. Cocco and was a great success. Over 20 students participated in the show and the audience seats were full of supportive students, staff, and family members during both performances.

Musical: Addams Family in newly renovated Alumni Memorial Building

The Drama Club had its first performance in the newly renovated Alumni Memorial Building. The club was able to utilize the newly installed sound and lighting system, as well as the new marly floor covering.



Sustainable Garden at Chandler Hovey Park, Marblehead

The students in the Horticulture and Landscaping programs worked collaboratively with the Town of Marblehead to plant at the entrance of [Chandler Hovey Park](#).

MPY School Mental Health Leadership Institute

Last week we were honored to host the Massachusetts Partnership for Youth (MPY) closing Mental Health Leadership Institute. During the event, six of our students participated on a panel about student mental health that was moderated by our Assistant Principal, Jennifer Skane.

Technology Workforce Council

In April, we hosted a regional technology conference which was attended by business & industry, legislators, educators, workforce boards, and community members.

AMTEP Promotional Video

The school was asked to participate in a promotional video for the manufacturing industry. This was in collaboration with ECCF, MassHire, and NSCC. The video can be watched [HERE](#).

NightHawks Adult Education

Our NightHawks Adult Education enrollment and course development continue to increase. SY24 courses include industry training and credentialing sessions in collaboration with MassHire and the Massachusetts Executive Office of Housing and Economic Development, aligned with the Career Technical Institute (CTI) Initiative. These sessions include Automotive Technology, Auto Collision Repair, Carpentry, Construction Craft Laborer in partnership with the Local 22 Laborers' Union, Culinary Arts Electro-Mechanical Assembly, HVAC in partnership with MA Clean Energy, Plumbing Tier 1, and Welding in partnership with the Local 7 IronWorkers Union. In the summer of 2023 we are launching a BioLab Technician Training Program as our latest CTI Initiative Program. All of our CTI Programs require prerequisite courses, including Professional Skills, Career Readiness Skills, Diversity and Equity in the Workplace, as well as multiple employer meet and greets, tours, and job placement opportunities. In partnership with the GE Foundation and the Advanced Manufacturing Training and Expansion Program (AMTEP), our Advanced Manufacturing course has been expanded to two 415-hour sessions annually. We participate in Northeast Regional Economic Development Planning Sessions to address workforce needs within our region. We continue to offer a Healthcare Training Program in collaboration with the North Shore Community Action Program.

These organizations work with ENSATS to extend our commitment to adult training with direct placement into the workforce. These efforts are funded through multiple grant opportunities that have been secured for SY24, including GE Foundation Cycle 6 & 7 - \$239,100, CTI Round 5, 6, and 7 - \$1.8M. Round 8 will be submitted on June 11- pending \$1M. We continue to offer courses for



the licensed trades of Electrical through our Journeyman Program and Plumbing through our Tier Program. In addition to the workforce based programs, we have and will continue to host community events including an Autumn Pumpkinfest, Thanksgiving Centerpiece Creations, Winter Holiday Cookie Decorating for Children, Spring Wreath Decorating, and Spring Wine Tasting.

Larkin Gala

On May 20th we held our Annual Larkin Gala Fundraiser under the tent on The Lawn of Smith Hall. We were honored to have multiple members of the Larkin family in attendance, in addition to nearly 200 guests. During the event, we presented the Larkin Lifetime Achievement award to Jamie O'Brien for his lifelong successes in the field of Agriculture.

Work continues on Larkin Cottage with the roof and windows being installed this spring. We were fortunate to receive assistance from Precision Roofing in Gloucester where the owner and his crew taught the students how to roof the project with hand nailing technique. The next phase will be to install the trim, siding, and stonework around the perimeter. We are fortunate to have such great workforce partners like Hardy Board and Precision Roofing who donated time and supplies for this project.

Fiscal Responsibility

The District received budget approval from 12 communities as of June 4, 2023. It is anticipated that this number will increase as cities complete their budget process. [Budget Approval Log](#)

At this time, we have decided to redesign the Animal Science expansion project as the original design was not financially feasible. We hope to have the bidding process complete by Fall 2023.

The District will be using 2022 E&D funding to support the HVAC project at Alumni Memorial Building. This will begin in Summer 2023 and is anticipated to be complete by March 2024. Working with MA DESE, we were able to increase the agricultural tuition rate that includes a small amount for capital expenditures. This rate is anticipated to bring the District an additional \$570K in revenues that will support the operational budget.



Please find a full list of [competitive grant funding](#) received as of June 8, 2023.

Competitive Grant Name	Amount
Social Emotional Learning, Behavioral & Mental Health, and Wellness Continuation Grant	\$212,500.00
Expanding High-Quality Instructional Math Materials Grant	\$30,000.00
Skills Capital Grant - Electrical	\$242,000.00
Development & Expansion of High Quality Summer Learning	\$100,000
Perkins Program Improvement & Equipment Grant	\$64,220
Equitable Access Grant	\$124,000
Summer Acceleration Academies Grant	\$10,000
CTI Grant - Round 5	\$600,000
GE Workforce Development Grant	\$142,100
Skills Capital Grant - Animal Science & Culinary(2 year)	\$1,725,000
FirstJobs	\$32,706
Early College Support	\$71,000
CTI Round 6	\$600,000
CTE Partnership Grant	\$250,000
Integrating Social and Emotional Learning into Academic Learning	\$10,000
ASOST School Year	\$89,000
ASOST Summer 7/1/23-8/31/23	\$31,000
Financial Education Innovation Fund	\$2,500
CTE Partnership Implementation Grant Round 2	\$360,000
School Nutrition Equipment Assistance Grant	\$15,344
Skills Capital Grant - Groundskeeping & Environ. Science	\$499,999



CTI Round 7	\$600,000
Financial Literacy Planning & Implementation Grant	\$15,000
Genocide Education Grant	\$40,000
Math Acceleration Academies Grant	\$86,500
Safe & Supportive Schools	\$10,000
Social Emotional Learning, Behavioral & Mental Health, and Wellness Continuation Grant Increased allocation	\$39,350
GE/NS Workforce Dev Fund of ECCF Cycle 7	\$97,000
Student Opportunity Act Evidence-Based Practice Grant (3 year grant)	\$367,500
LRIG - NE Grant	\$1,955
Development & Expansion of High-Quality Summer Learning	\$100,000
Cummings Foundation - (3 year)	\$150,000
Total Competitive Grants Through 5/31/23	\$6,428,674

Pending Competitive Grant Applications	
Safety Schools and Community Initiative	\$50,000
Skills Capital - HVACR and Biotechnology	\$499,999
Food Security Infrastructure - orchard irrigation	\$146,000
High Quality Summer Grant Funding	\$100,000
MassHire - MA CEC OffShore Wind – Salem Port – a portion of this grant will be used for training through NightHawks CTI	\$1,196,397
CTI Round 8 NightHawks	\$1,000,000
Acceleration Grant	\$40,000
DESE 412 Partnership Implementation Grant	\$480,000
Community Project Funding (Rep. Moulton’s Office)	\$2,000,000



Total Pending Grant Applications	\$5,612,396
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Entitlement Grant Funding	Amount
Individuals with Disabilities Education Act (IDEA) Federal Special Education Entitlement Grant	\$438,830
Strengthening Career and Technical Education for the 21st Century Act (Perkins V) Secondary	\$389,229
Title I, Part A	\$186,611
Title II, Part A: Supporting Effective Instruction	\$33,000
Title IV, Part A: Student Support and Academic Enrichment	\$11,414
Entitlement Total	\$1,059,084

Other Updates

Technology Department

Over February break, we successfully launched our new school website. We embarked on a website redesign project in May 2022 with a local Beverly-based, certified women-owned business, Communications, Ink. In addition to giving the current website a more modern design, we also aim to build a site that represents our diverse student population, is easier to navigate, is more mobile friendly, brings more information to families and community members hoping to learn more about Essex Tech, and more.

In June, the Technology Department worked in collaboration with the Information Technology Services program to expand network access to the Gallant Hall STEAM Academy. This collaboration gave students the opportunity to participate in hands-on network cabling work.

In addition, the Technology Department has prioritized the district’s cyber-security posture over the last several months. In March, the Director of Technology attended the Massachusetts Educational Technology Administrator’s Association (METAA) first annual cyber-security conference. This also includes replacing all outdated computers to ensure all staff are using the best equipment to complete their work. It is also important for the district’s cyber-security that



these computers are upgraded to ensure that all computers are receiving the latest security updates.

In collaboration the Director of Business Operations, the Technology Department began the process of obtaining a cyber-security insurance policy. A cybersecurity insurance policy is important because it provides financial protection and support in the event of a cyber attack or data breach.

In May, the Technology Department began offering Cybersecurity Awareness training to all staff through a partnership with NINJIO, which offers an engaging video series. These trainings will benefit both the district's security posture, as well as individual employees and their families in their personal lives.

Safety and Security

We were awarded the Massachusetts Safe Routes to School Combination Dynamic Speed Feedback and School Zone Speed Limit Sign Grant. This will allow us to install radar speed signs at each end of the school's campus on Maple Street (Rt. 62).

In early April 2023 we added an additional 11 security cameras to the Animal Science building. In addition, four vape detectors were added to the restrooms in this building.

In April 2023, the District held a practice lockdown using NEMLEC Canine Division. The drill was a success. Families were informed prior to the event and when the event concluded using the Singlewire system. In May 2023, St. John's Prep went into lockdown of a report that there was an active shooter. This put the school in a "stay in place" situation. Students and staff were prepared and school was dismissed in a staggered manner by bus number. A debrief occurred at the conclusion of both to determine improvement areas or security breaches.

In May of 2023 the school installed its first license plate recognition camera system at the high school's main entrance gate. We believe that logging the license plate numbers of all vehicles is important to maintaining a safe campus.

Facilities, Farm & Grounds

The FFG department continues to develop the school through on-campus projects. Projects for the school year can be found [HERE](#).

Union Negotiations

The District settled both the HTF and AFSCME units. Despite its challenges with HTF, we are hopeful that positive labor relations will continue. In 2024, the District will work with AFSCME to negotiate the bus unit contract.



Looking Forward to 2024!

As we head into 2024, we will focus on school culture, curriculum, learning gaps for students, equity and belonging, expanding access to high quality technical and agricultural education, and mental health.

Conclusion

This report is a collection of highlights since January, 2023. It is clear that the school district worked together to continue developing our students for the future workforce. When our students leave us, they are prepared for skilled labor and high demand occupations.

I would like to thank the school committee, administrative team, faculty, staff, and the entire ENSATSD community who continue to support the work we are doing to live our mission of technical, agricultural, and academic excellence.

Respectfully Submitted,

Heidi T. Riccio, Ed.D.
Superintendent-Director