



*Together, we inspire  
and challenge all  
learners to realize their  
unique potential and  
become active  
contributors to their  
community*

**Office of the Superintendent**  
**Kirk Downing, Superintendent**  
**Laura Friend, Assistant Superintendent of Teaching and Learning**

## **Superintendent's Report to the NRSD School Committee February 1, 2023**

### **Announcements:**

#### **School Building Project Visits**

In January I had the opportunity to present the School Building Committee "Board Brief" to the select board of Bolton, Lancaster, and Stow. Board Brief #2 focused on the procedures for incurring debt for the building project and the boards were appreciative of the summary. In addition, on Friday, January 27th, Assistant Superintendent, Laura Friend, and I met with the Lancaster Council on Aging to discuss the project. It was a productive conversation that gave members of that committee a chance to ask questions and offer insight on educating the public on the value of the project.

Please follow us on the following social media:

Twitter - @NRHSbc

Instagram - @NRHSbc

Facebook - Nashoba RSD Building Project

#### **Update on Mary Rowlandson Principal Search**

On Friday, January 27, 2023, the posting for the principal position at Mary Rowlandson Elementary closed. We have attracted fourteen applicants across the region. On February 9, 2023, the candidates will be invited in for screening interviews to determine which candidates will be interviewed by our panel of educators, parents and school administrators.

### **Updates on Strategic Work**

**Topic: Superintendent Evaluation and Update on Goals**

Ann Marie Stoica, Director of Human Resources • Rob Frieswick, Director of Facilities  
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With the advent of the NRSD strategic plan, the school committee has received Superintendent updates that specifically mark the objectives and initiatives presented during school committee meetings. [Linked here](#) (also provided in meetings materials) is a summary document that is a table of the work we have done related to the strategic objectives/initiatives organized by objectives and dates presented. In addition, in the red print you will see specific work that has been reported out to you relative to my student learning goal and professional practice goal. These two goals are embedded within the strategic plan and are major areas of focus this year. Below you will see all goals and objectives presented to you from the [September 14, 2022 NRSC meeting](#).

*Student Learning Goal: All curriculum in grades 6–12 will be developed, aligned, and mapped by the conclusion of the 2022–2023 school year. All curriculum maps will include the core components of a written curriculum*

*Professional Practice Goal: In an effort to bring the highest quality educators to the NRSD, the protocols for recruiting, vetting, hiring, training, and the retention of new employees will be updated to meet current conditions of workforce supply and demand. Those protocols will reflect the core values of our school system and guide us to build a more diversified workforce.*

**Strategic Objective #1:** Improve communication systems and protocols to strengthen culturally responsive home/school relationships that foster understanding and community engagement

**Strategic Objective #2:** Support and inspire all learners through improving and implementing clearly aligned and articulated curricula, equitable innovative instructional and assessment practices, and shared leadership

**Strategic Objective #3:** Ensure equitable opportunities and outcomes for all through increased awareness, representation, practices, and communication around diversity, equity, and inclusion

**Strategic Objective #4:** Maximize the potential of students, staff, caretakers and community through effective resource allocation

#### **FY24 NRSD Budget Updates:**

**Strategic Initiative #4.2:** Articulate district priorities through the budget

Following the January 18th initial presentation of the FY24 Budget and the January 26th Budget & Warrant budget debrief, adjustments were made to the FY24 Proposed NRSD Budget. This included the level-funding of specific lines, correction of lines, and other adjustments. The overall budget proposed decreased \$105,861 to \$65,426,842. This represents a 5.14% increase over the FY23 budget. Governor Healey's budget will be released on March 1st and the Governor has indicated the education budget will be released prior to that date. In the education budget, we will receive our updates to Foundation Enrollment and Chapter 70 Funding. We are also awaiting our insurance rates, Charter and School Choice Assessments, and the results of contract negotiations.

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