



*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 December 14, 2022

Announcements:

Nashoba Regional High School Building Project Public Forum #5:

On January 9th, the architects from Kaestle, Boos Associates and representatives from the Massachusetts Office of Campaign and Political Finance (OCPF) will join our community to provide a Project Update on the Nashoba Regional High School Building Project. Citizens interested in participating in a public campaign for the High School Building Project should attend this meeting. Mark your calendars to learn more about participation, share your thoughts, and ask questions pertinent to this phase of the process.

The January 9th Public Forum will be held in person at the Nashoba Regional High School, 12 Green Road, from 6:00-7:30 PM. The Forum will also be livestreamed for community members wishing to attend the meeting virtually. Please use this link to view or participate in the meeting in real time:
<https://www.youtube.com/watch?v=xYq1f8Osats>

The Nashoba Regional High School Building Committee values the input of our community and encourages all those willing and able to participate in this phase of the project to attend this important Public Forum.

Mary Rowlandson Principal Search Process:

With the appointment of Mr. O'Shea to the role of principal at Luther Burbank Middle School starting July 1st, we are in a position to search for a new educational leader to lead the Mary Rowlandson Elementary School. The purpose of this letter (sent to Lancaster families on 12/9/22) is to set forth the process for that selection and to encourage your participation and input.

The selection process will begin with outreach for applicants during the month of January with a preliminary review of candidates by the Superintendent and his senior cabinet staff. Those who are found suitable for continuation in the process will be interviewed by a ten-person panel consisting of three MRE teachers, an instructional assistant, two parents put forward by the MRE School Council, a current elementary level principal, the school's administrative assistant, and two central office

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administrators. The task of this group will be to provide feedback to the Superintendent for his selection of three finalists from the pool of candidates to introduce to the community.

In late February and early March, each of the three finalists will spend a day in the district that will culminate in an evening virtual public forum. A form will be sent to families to suggest questions to ask the candidates. Superintendent Downing and the MRE School Council will consolidate the questions submitted and present those questions to the candidates. **Please mark your calendars for 6-8 PM on March 2, 2023.** That night will be your opportunity to participate in a virtual forum where each of the finalists will have an opportunity to answer the questions presented by the community. Following this Forum, you will have an opportunity to provide feedback.

Superintendent Downing will also meet with the MRE faculty on **March 3, 2023** to collect their feedback following the finalists' full day visits. After a thorough review of references and feedback provided throughout the process, Superintendent Downing will select the next principal for Mary Rowlandson Elementary. It is his goal to make an announcement to the community on or before **March 10, 2023.**

Updates on Strategic Work

Topic: REDI Workshops:

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

Strategic Initiative: SI #2- Deepen understanding and strengthen practices in culturally responsive teaching

In an effort to deeply study the diverse experiences of our students, families and employees, a district leadership team is participating in the Race, Equity, Diversity, and Inclusion (REDI) workshops provided by the Massachusetts Association of School Superintendents. There are four workshops and a capstone project for the participants to deeply understand the issues and social constructs that impact the lives of many people in our school system when it comes to issues of race and equity. Participation in these workshops will help us make strategic steps on how to move forward in our strategic work.

Topic: NRSD Equity Team

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

Strategic Initiative: SI#1- Conduct an audit for equity, diversity, inclusion, and belonging, PK-12+, SI #2- Deepen understanding and strengthen practices in culturally responsive teaching

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Parallel to the equity work we are doing in the REDI workshops, we recently launched the first meeting of our NRSD Equity Team. Our team consists of employees across all buildings in the district. We have three objectives in our work. First, we will have four sessions to dive deep into personal experiences as it relates to race and equity. Building empathy and learning from others experiences and perspectives is important to creating a culture of belonging. By doing intrapersonal work, we are strengthening the foundation of belonging. Second, the team will participate in the examination of the proposals submitted for our equity audit. Together with representatives from DEARJ, the team will provide the Superintendent with feedback on applicants. Third, the team will study the results of the audit and make recommendations to the school committee regarding our strategic work.

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