# Redefining What Success Looks Like For All Students: Pathways, Opportunities and Resources

Dear Colleague,

The theme of our 24th Annual Executive Institute of 2018 is Redefining What Success Looks Like for All Students: Pathways, Opportunities and Resources. This year marks our 24th year offering the very best of Professional Development with dynamic programs and selected presenters.

In 1994 our Executive Institutes began at Falmouth High School working closely with school officials until renovations began with the school resulting in the invitation to go to Mashpee High School, just a few miles down the road.

Our keynote presenters have been selected for their quality presentations and great inspiration to school leaders.

Over the 24 years, our M.A.S.S. Professional Development Committee in cooperation with M.A.S.S. staff have organized and produced this expansive three day conference.

This year, we are proud to present three outstanding keynote speakers which will speak from their point of view on this year’s theme. Education Commissioner Jeff Riley will be our opening speaker as we look forward to welcoming him to the l

DESE leadership position.

This year’s theme is: Redefining What Success Looks Like for All Students: Pathways, Opportunities, and Resources. On Wednesday, July 11 Dan Heath, a former presenter at AASA and listed as one of the most influential management thinkers and on the list of the most creative individuals is our opening presenter. Scott McLeod, a leader in technology, demographics and social economics will be our keynote presenter on Thursday. Darnisa Amante of Dig Deep for Equity at Harvard will be with us on Friday.

In addition to the excellent presenters, we have several breakout sessions planned. We do encourage you to invite your Aspiring Leaders to attend for the day to participate in the General Session beginning at 9am on both Wednesday and along with the breakouts that will assist them in their work as part of the superintendents and the assistant superintendent’s team.

The formal programs that run from 8:30am until 3:00pm include many panels that focus on the issues of the day plus some optional Tuesday afternoon sessions with a vital remedial school finance consult and a school legal issues tutorial. There will also be a special 3:00-4:00pm session on Tuesday for Rural Superintendents.

The intent of the M.A.S.S. Professional Development Committee is to present a quality program and speakers, up to date topical panels, time for informal gatherings, an opportunity to visit some solid supporting sponsors and refreshing evenings on the shores of Cape Cod.

While structured program time takes place during the day and evening events are in the schedule, this is a unique opportunity to enjoy the Falmouth and Mashpee area and evening rides down route 6A or 28 with restaurants, points of historic interest and water views on all sides.

On Thursday, longtime members recognize the Daoulas Award, established by the Professional Development Committee in 1997. The award is named after the late Dr. Christos Daoulas, former longtime Superintendent of Schools in the Town of Dracut and for years called the “Dean” of the Massachusetts Superintendents for his decades of service. This award is presented to a superintendent who has provided outstanding services especially in the use of the written and spoken words, where Supt Daoulas excelled. The individual selected will address the Mid-Winter Conference of M.A.S.S. in January.

Following are the recipients of that award in the past:

1997 – Irwin Blumer, Newton Superintendent of Schools

1998 – Robert Antonucci, Massachusetts Commissioner of Education

1999 – Peter Finn, M.A.S.S. Executive Director

2000 – Paul Andrews, M.A.S.S. Director of Professional Development and Government Services

2001 – Joseph Buckley, Bedford Superintendent of Schools and Gerald Croteau, Taunton Superintendent of Schools

2002 – Patricia Martin, Auburn Superintendent of Schools

2003 – Shelley Berman, Hudson Superintendent of Schools

2004 – All Superintendents in the Commonwealth of Massachusetts

2005 – William Erickson, Hampshire Regional Superintendent of Schools

2006 – Louis Amadio, M.A.S.S. Director of Retirement and Membership Services

2007 – Rosemary Joseph, Northborough-Southborough Regional Superintendent of Schools

2008 – Michael Fitzpatrick, Blackstone Valley Voc. Reg. School District Superintendent-Director

2009 – Thomas Scott, M.A.S.S. Executive Director

2010 – Christine McGrath, Tewksbury Superintendent of Schools

2012 – Karla Brooks Baehr, Deputy Commissioner of Education for the Commonwealth of Massachusetts and David Tobin, M.A.S.S. Finance Consultant

2013 – Margaret Frieswyk, Avon Superintendent of Schools

2014 – Anthony Bent, Shrewsbury Superintendent of Schools

2015 – Mary Czajkowski, Barnstable Superintendent of Schools

2016 – Paul Dakin, Revere Superintendent of Schools

2017 - Joanne Martignetti-Benton, Wilmington Superintendent of Schools

Our hopes are that the programs being presented will help our Executive Institute attendees to understand some issues and resolutions to meet our theme: REDEFINING WHAT SUCCESS LOOKS LIKE FOR ALL STUDENTS: PATHWAYS, OPPORTUNITIES AND RESOURCES.

Our Thanks,

Paul J. Andrews, M.A.S.S. Director of Professional Development and Government Services

Thomas A. Scott, M.A.S.S. Executive Director

Christine McGrath, MA.S.S. Director of Operations

Patricia Martin, M.A.S.S. Director of Technology

John Doherty, Chair, M.A.S.S. Professional Development Committee

Eric Conti, M.A.S.S. President

**Conference Agenda, Locations and Session Descriptions**

**TUESDAY PRE-CONFERENCE EVENT LOCATION**

**July 10**

8:30-2:30pm **Urban Superintendents Network Retreat** Sea Crest Beach Hotel

Keynote Speaker: Dr. Tyrone Howard Ballroom 2

Sponsored by:

AlphaBest

Renaissance

Whitsons School Nutrition

McGraw Hill

HMH

9:00am Pre-Conference “Hack and Hope” Golf Event Cape Cod Country Club, Falmouth

Pre-Conference Luncheon

Event Director: Michael Fitzpatrick

Sponsored by: Mosse and Mosse Associates, Inc.

9:00-3:30pm **New Superintendents Induction Program** Sea Crest Beach Hotel

We welcome the eighth Cohort of superintendents to The New Superintendents Nauset 3

Induction Program. This program is a partnership between M.A.S.S. and DESE with the

goal of building a common approach to the work of superintendents in Massachusetts.

The program prioritizes instructional leadership, strategy development and execution,

building strong leadership teams and working closely with and empowering principals and staff.

12:00-4:00pm **Sponsor and Vendor Setup** Mashpee High School

Coordinators: Bill Erickson and Midge Frieswyk Gymnasium/Cafeteria

1:30-3:00pm **PRE-CONFERENCE SESSION I** Sea Crest Beach Hotel Legal Tutorials with Attorney Michael Long and/or Attorney Rosann DiPietro Nauset 2 (*Pre-Scheduled appointments*) ~ A registration form has been emailed.

School Legal Issues. This is an opportunity to meet with M.A.S.S. Legal Counsel

Michael or Rosann on issues of relevance to you and/or your district.

1:30-3:00pm **PRE-CONFERENCE SESSION II**  Sea Crest Beach Hotel

(Pre-Scheduled appointments) Monomoy Room

**Presenters:** Roger Hatch, former Administrator of School Finance with 27 years at DESE

finance and operations; and Dr. Lincoln Lynch, current Walpole Superintendent with 30

years Central Office finance and operations experience, will be available for 15 minute one-on-one

conversations. The format will provide time to walk through your school district’s budget trends

and/or discuss fiscal challenges you are facing. A few possible topics may include FY’19 C. 70 aid

projections, Circuit Breaker reimbursements, and/or operational efficiencies. You name a fiscal

issue, we’ll help you address it or help find you the resources.

3:00-4:00pm **Rural Superintendents Caucus** Sea Crest Beach Hotel Meeting participants will address some of the issues, concerns and priorities for the Chatham Room

Rural School District leaders with suggested follow up.

**Facilitator: Michael A. Buonoconti, Rural Coalition, CH**

4:00-6:00pm **Conference Registration at Sea Crest Beach Hotel** Sea Crest Beach Hotel

Conference participants are encouraged to take advantage of this convenient

on-site registration opportunity. A reduction in subsequent Mashpee High

School based registrations will occur and improve the organization’s ability to commence

the Wednesday morning conference activities in a timely manner.

6:00-8:30pm **Barbecue – A Family Event** Sea Crest Beach Hotel

Welcome: John Doherty, Chair, M.A.S.S. Professional Development Committee Ocean View Room

Sponsored by:

AlphaBest

Aramark

In Force Technology, LLC

Merrimack College

Stoneman, Chandler and Miller LLP

Renaissance

**Facilitator: Michael Malone, Former Superintendent**

**WEDNESDAY DAY I CONFERENCE EVENT LOCATION**

**July 11**

7:30-3:30pm **Please Visit with exhibitors ~ we will have the return of Duck Bingo this year! C:\Users\Darlene\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.IE5\907R7VDU\Rubber_Duck[1].png** Gymnasium/Cafeteria

Our sponsors are an essential part of the Social Events during our

Executive Institute along with offsetting costs for speakers, lunches and breakfasts.

Let’s support them!

7:45-8:30am Breakfast with Sponsors Gymnasium/Cafeteria  
 **Sponsored by:** Kaestle Boos

8:00-8:30am **Registration** Lobby

8:30-9:00am **Opening Comments** Auditorium

National Anthem – Sung by Mashpee High School Student Jessie Rullo

Host: Patricia DeBoer, Mashpee Superintendent of Schools

Eric Conti, President – M.A.S.S.

Thomas Scott, Executive Director – M.A.S.S.

Introduction of Superintendents and Assistant Superintendents

new to their districts

John Doherty, Chair – M.A.S.S. Professional Development Committee

Co-Anchors: Bonny Gifford and Kevin Lyons

8:30-2:30pm **MTRS Pre-Scheduled Interviews for Retirement: Direction and Assistance** Room B113

Coordinator: Christine McGrath, M.A.S.S. Director of Operations Room B114

Room B115

NOTE: Participants are reminded to confirm individual appointment times posted

near the registration desk. We are very fortunate to have MTRS staff with us.

Individuals are responsible for any changes in the pre-scheduled appointments.

9:00am National Anthem – Jessie Rullo

9:00-9:30 am Department of Elementary and Secondary Education Commissioner Jeff Riley Auditorium

9:30-10:30am GENERAL SESSION 1 ~  Auditorium

Keynote Speaker: Dan Heath, Senior Fellow at Duke University’s CASE Center

Introduction: John Doherty, Chair, M.A.S.S. Professional Development Committee

10:30-11:00am **Break Please take some time to visit with sponsors.**  Gymnasium/Cafeteria

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Executive Institute along with offsetting costs for speakers, lunches and breakfast.

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11:00-12:15pm **Morning Breakout Sessions**

**Challenging the Status Quo in Schools**  Room E101

Challenging the Status Quo for Students is an opportunity to hear how a number of

ME and MA school districts have embraced the challenge to remodel the structure and attain higher literacy standards for young learners. It all started in one small school, in rural Maine in 2013. In one year, the school transformed into a place where 90% of students met literacy proficiency before entering 1st grade. They have continued to meet that standard every year since.

**Presenters:** Carrie Thurston, CSS Consultants

**Facilitator: Catherine Stickney**

**Re-Imagining College and Career Pathways** Room E110

In response to the need to increase focus on the social, emotional, and behavioral issues our students face, Dartmouth Public Schools, in partnership with Highlander Institute, is undertaking an initiative focused on enhancing capacity to implement innovative best practices around personalized

and blended learning and design innovative high tech pathways that provide options for students not necessarily going on to higher education. This work will address our gap population that may not be 4 year

college or military bound and offer a chance to complete certificate programs, college credits or after high school employment. We are addressing this need to more effectively engage this population and prepare them for college and career, through blended and personalized learning PD with cohorts of middle

and high school teachers and district leadership team. In addition, we are designing 3 high tech pathways in the areas of Robotics Engineering, Computer Science, and Biotechnology. We propose sharing what we have done with the Highlander Institute, how classroom instruction has shifted, and the progress pathway development and the associated innovation lab.

**Presenters:** Superintendent Dr. Bonny Gifford, Director of Teaching and Learning Tracy Oliveira, middle school Principal Darren Doane, Associate Principal Carl Robidoux and teachers Marc Hayes and Nick Bolger. High school lead teacher Dr. Peter Bangs

**Facilitator: Bonny Gifford**

**Mashpee Public Schools: Our MTSS Journey** Room B118

In 2015, Mashpee Public Schools (MPS) began the multi-year journey toward full practices we were using were not producing the outcomes we wanted. Since 2014, achievement data has improved (e.g. 2014: 29% of students on IEPs scored Proficient/Advanced on Math MCAS; 2017: 75% of students on IEPs scored Proficient/Advanced on Math MCAS). In addition, attendance, discipline, and nursing data have improved, with our suspension rates at MMHS decreasing by 86% from 2016 to 2017. We will tell our story, sharing triumphs, challenges, lessons learned, and next steps, along with tools superintendents can use in their districts to support meeting the needs of all students.

**Presenters:**. Mrs. Patricia DeBoer, Superintendent, Dr. Hope Hanscom, Assistant Superintendent, Dr. Jaime Curley, Director of Special Education, Mr. Paul LaBelle, Kenneth C. Coombs Principal,

Mrs. Lindsay Kett, Director of Guidance/College and Career, and Civic Readiness

**Facilitator: Hope Hanscom**

**Measuring the Impact of Universal Design for Learning** Room B119

In this universally designed session, the leadership team from Groton-Dunstable Regional

School district will share procedures, artifacts, and data on how they successfully measured the

impact of the district's implementation of Universal Design for Learning in order to redefine the

best pathway for success for all students.

**Presenters**: Katie Novak, Asst. Superintendent; Laura Chesson, Superintendent; Jill Greene, Director of Pupil Services; Luke Callahan, Director of Technology.

**Facilitator: Allen Cameron**

**Using Data to Plan for and Measure Social Emotional Learning** Room B125

Which social/emotional competencies do your students demonstrate consistently and independently? Which are underdeveloped? Are students demonstrating growth in the social/emotional domain? Do your curriculum and interventions target areas of student need? Are they effective? How do you know? Sudbury educators will provide an overview of the district's social/emotional programming, including curriculum alignment, tiered supports, benchmarking assessment, and data routines to inform and support student learning.

**Presenters:** Kimberly Swain/Sudbury Public Schools/Assistant Superintendent & Betsy Grams/Sudbury Public Schools/Wellness Coordinator

**Facilitator: Matt Crowley**

**Student Panel: Student’s Take on Engaging & Rigorous Applied STEM Coursework** Room B127

This session will feature a panel with students from Everett High School and Medway High School. Students will share their perspectives on their applied STEM programming (using Project Lead The Way) and how teachers offering rigorous and engaging coursework that often times feels different from many of their other classes. Students will talk about specific projects they have worked on, how the STEM classes build and extend on the core classes, and the types of skills that these applied classrooms help them to build. Students will be prepared to share about their experiences as well as answers questions from attendees.

**Presenters:** Everett High School Students, coordinated by Anna Seiders, Teacher  
 Medway High School Students, coordinated by Asst Superintendent Gabby Abrams  
 Facilitatator: Katherine Skrivan, Mass STEM Hub, Director

**Facilitator: Michael Fitzpatrick**

**Developing and Fostering a Robust Wellness Model** Room B222

Rooted in the Center for Disease Control's Whole School, Whole Community, Whole Child framework, the leadership of the Medway Public School's is in its second year of its work to better foster our learners in a more wholistic way. The school department received support from the School Committee to acquire a Director of Wellness who was charged with implementing each of the 10 tenets of this framework in an attempt to avoid duplication of efforts as well as the "siloed" efforts that exist with other models. Our hope is to share our methodology to date as well as engage in critical conversations around sustainability, efficiency and growth opportunities, within Medway and across other communities.

**Presenters:** Armand Pires, Superintendent, Gabrielle Abrams, Assistant Superintendent, and Kathleen Bernklow, Director of Student Services

**Facilitator: Meredith Cargill**

**It’s all about relationships: Creating a District Culture of Positive Vulnerability** Room B225

In order to increase student and teacher success in today's schools, all professionals who work with kids need to create a culture of positive vulnerability. Building positive associations with teachers, caregivers and students can set the foundation for everyone's success. Steve will present his tested and popular methods for increasing relationship building for everyone in a district. This interactive and engaging session will give you some immediate takeaways that you can use in the 2018 school year!

**Presenters:** Stephen Maguire, M.Ed. Scituate High School/Go Turnstone, Teacher, Professional speaker and school district consultant

**Facilitator: Midge Frieswyk**

**Educator Licensure Procedures and Regulations** Auditorium

Massachusetts Educator Licensure – Making sense of today's alphabet soup…

                              SEI, PAL, RETELL, TPA, PDP, CAP, IPDP!  Wow, *how we love our acronyms* in the field of

education! If the Massachusetts educator licensing and license renewal system baffles you,

then you’ll want to attend this session and get the latest information (*in whole words and in*

*plain terms)* on how educators obtain and renew their licenses under current regulations.

**Presenter:** Ms. Marilyn Rennie-Stanton, Director [Education and Allied Studies, College of](https://services.bridgew.edu/Directory/search_dept.cfm?dept=71) » [Educator Licensure and Professional Education](https://services.bridgew.edu/Directory/search_dept.cfm?dept=281)

**Facilitator: Maureen Marshall, Superintendent, Quabbin Regional**

**Save the Date: Be a Part of Marriage of Curriculum and Ed Tech**  Room B229

Choosing to provide one device for every student is the focus for many school districts in education in 2018. The decision for schools going 1:1 with technology tends to focus on which device, purchasing ability and the technology plan but often excludes curriculum’s role in the decision. District and school leaders talk about the need to bridge the gap between curriculum and educational technology, but often fall short of succeeding. Too often the tech department is treated as a separate entity in schools. Too often lessons or initiatives are launched as either a tech initiative or a curriculum initiative. The same is true when considering curriculum initiatives; technology is left out of the discussion. We think these two initiatives should be brought together in a perfect union.   
 This session will address how the marriage of Ed technology and curriculum may impact student engagement, critical thinking and collaborative learning. It will inform educators and leaders on how and why school districts need to see Ed tech and curriculum as one in order to provide the most relevant learning environment. We will examine who the stakeholders are in this marriage and discuss ways districts can bring the two together.  
 **Presenters:** Colleen Terrill, Mashpee Public Schools and Dr. Matthew Joseph, Milford Public Schools  
 **Facilitator: Christine Francis**

**Pathways + Early College: An Integrated Approach** Room A126

CHS has three interdisciplinary College and Career Pathway Program in grade 11.   
 Students can engage deeply in a Pathway experience and concurrently access the Early College Program offered at Bunker Hill Community College. The Early College Program allows students to start working towards high ed degrees while still in high school. The Early College course work is aligned to their Pathway experience (Law and Public Policy, Health and Life Sciences, and Education). With an integrated approach the benefits to students are multi-fold. Our internal data shows students who partake in the CHS Early College Program demonstrate greater persistence rates in college (after high school graduation). CHS also encourages more of its students to complete high school and enter college by making higher education more financially feasible. Finally, “stackable” credentials create genuine entry into careers with longevity and opportunity for growth.   
 **Presenters:** Chelsea Public Schools: Mary Bourque, Superintendent, Priti Johari, High School Principal, Kristen Almquist, Assistant Principal

**Facilitator: Mary Bourque**

**Developing a 6-12 Computer Science Program** Room A132

The technology industry is booming and districts like APS are working hard to prepare students for the digital world of the 21st century. From grades 6 through 12, we are creating a robust pathway of courses to teach computer science and engineering skills aligned with new state frameworks. Our curriculum centers open-source technology and accessibility for all students. We are growing our program from digital literacy and media topics (i.e. video game design and web development) into a project-based experience where students can invent, 3D print, and program their own robots.  
 **Presenters**: Nicole Rivilis and Matt Coleman, Arlington Public Schools, CS teacher and Director of Mathematics

**Facilitator: Patrick Daly**

**TEALS –Technology Education and Literacy in Schools**  Room A209

TEALS helps high schools build and grow sustainable computer science (CS) programs by pairing trained

CS industry professionals with a classroom teacher to team-teach CS. For schools building a CS program,

over two years, the classroom teacher gradually takes over the responsibilities of teaching the course,

eventually without volunteer support. For schools **building** a CS program, TEALS offers two levels of support depending on the classroom teacher’s level of CS content mastery:

• Co-Teaching Model

• Lab Support Model

For schools **growing** an existing CS program, TEALS offers the following level of support:

• Classroom Enrichment Model

**Presenter: Michael Shai and Eric Conti, Superintendent**

**Facilitator: Eric Conti**

**Tax Reform – How might it affect you?** Room E209

Learn about the Tax Cuts and Jobs Act (TCJA)

Join us with Jamie Draper, CPA, *Director* Ingle and Associates, LLC to learn about

* Tax Rate Changes
* Standard Deduction and Personal Exemption Changes
* Standard deduction increase to $12,000 (single) and $24,000 (joint filers)
* Personal exemption suspended until 2025
* Changes to Miscellaneous Itemized Deductions, Home Mortgage Interest & Home Equity Deductions
* State and Local Income, Sales and Property Deductions (SALT) Limitations
* Medical Expense and Charitable Contribution Deductions are Changing
* Federal Estate Tax Exemption has Increased, Massachusetts remains at $1,000,000

**Presenters: Richard P. Beebe, CFP® and Stanley J. Steinberg, CFP®** Wells Financial Partners, LLC – 197 First Ave., Suite 350 Needham, MA 02494

**Facilitator: Paul Andrews**

Wells Financial Partners, LLC

*An Independent Financial Consulting Firm*

[www.wellsfinancialpartners.com](http://www.wellsfinancialpartners.com)

Securities and Advisory Services offered through Commonwealth Financial Network, Member FINRA/SIPC, a Registered Investment Adviser. Fixed Insurance products and services offered by Wells Financial Partners, LLC are separate and unrelated to Commonwealth.

12:15-1:30m **Lunch and Time for Visit with Exhibitors** Cafeteria/Gymnasium

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Executive Institute along with offsetting costs for speakers, lunches and breakfast.

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**Sponsored by:** Horace Mann

12:15-1:30pm **Ready to Include: What role do Assistant Superintendents Play in Creating Pathways,** Room E101

**Opportunities and Resources for Success for all Students:**

Lunch will be served in Room E101

This session is open to those who participated in the Assistant Superintendents Leadership Seminars I (ASLS I) in 2017-2018. Tom Scott, Executive Director of MASS, will briefly discuss perspectives on leadership. The session will be informal: Dr. Scott’s brief remarks, along with those of Dr. Francis and Dr. Bent, will serve as a springboard for participant interaction focused on how district leaders create a climate that supports success for all students. The session will also provide an overview of the continuing program, Assistant Superintendents Leadership Seminars (ASLS II), planned for 2018-2019.

**Presenters**: Anthony Bent, Ed.D., Former Superintendent in the Shrewsbury Public Schools,

Christine Francis, Ed.D., Former Assistant Superintendent in the Westford Public Schools

1:30-2:45pm AFTERNOON BREAKOUT SESSIONS

(attend one)

**Challenging the Status Quo in Schools** RoomE101

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ME and MA school districts have embraced the challenge to remodel the structure and attain higher literacy standards for young learners. It all started in one small school, in rural Maine in 2013. In one year, the school transformed into a place where 90% of students met literacy proficiency before entering 1st grade. They have continued to meet that standard every year since.

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**Facilitator: Pam Gould**

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**Facilitator: Patty Oakley**

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**Facilitator: Lisa Dana**

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 **Presenters**: Nicole Rivilis and Matt Coleman, Arlington Public Schools, CS teacher and Director of Mathematics

**Facilitator: Catherine Stickney**

**A Conversation with and for Assistant Superintendents Room E211**

This will be the sixth year that MASS offers a workshop targeted exclusively for assistant superintendents. The role of the assistant superintendent varies among school districts in Massachusetts. What is common, however, is the responsibility of being “the second,” that person to whom the superintendent can turn, and from whom can expect support and follow-through. This workshop will focus on the dimensions of leadership and explore ways that assistant superintendents support their “boss” and do it in a way that allows the assistant to flourish as well. Much of the agenda for the meeting will be organic in nature, emerging from the experiences and interests of the participants. For the attendees who would like to continue leadership discussions during the academic year, MASS offers the Assistant Superintendent Leadership Seminars (ASLS I). Dr. Bent (former superintendent in Shrewsbury) and Dr. Christine Francis (former elementary principal in Belmont and assistant superintendent in Westford) will facilitate that program. Additional enrollment information will be forthcoming from MASS.

**Presenters:** Tony Bent, M.A.S.S. and formers superintendent, Christine Francis, M.A.S.S. and former superintendent in Westford, Judy Neville, former assistant superintendent

**Facilitator: Tony Bent**

**Greater Boston PFLAG** Supporting LGBTQ Youth in Schools Room B118

Terms like genderqueer, non-binary and pansexual are now commonplace in our schools. *As students* ***question and discover their identities, are we prepared to support them? Learn about Greater Boston PFLAG’s Safer Schools and Communities programming across Massachusetts that focuses specifically on LGBTQ issues including******age-****appropriate programs for ages K-12.*  We have decades of experience working in elementary, middle, and high schools presenting to students, faculty, administrators, and parents. We also provide technical assistance for individual situations that come up in schools. This workshop will include an overview of programming (including the work with do specifically with administrators) and delve in to content, suchas  terminology, statistics, laws and policies that we bring to our trainings.

**Presenter: Catie Curtis, Program Manager, Greater Boston PFLAG**

**Facilitator: Kevin Lyons**

**Integrating Social and Emotional Learning Into Classrooms** Room A209

**Across Massachusetts: A Profile in the Exsel Network**

Over the past year, the Rennie Center for Education Research & Policy and

Transforming Education, has been working with educators from 9 public

school districts across Massachusetts to advance the integration of social-emotional

learning (SEL) with academic learning as part of the exSEL (excellence through social-emotional

learning) network. As part of this state-wide learning community, district teams are

developing plans to design, pilot, and scale data-driven SEL strategies in order to build

students’ non-academic skills (such as self-efficacy, self-regulation, and social awareness).

By hearing from experts in the field and learning from each other, exSEL member districts have built both content knowledge (i.e., what does SEL look when a part of classroom instruction?) and an understanding of effective change processes (i.e., how can schools advance

SEL school-wide and within individual classrooms?).

During this conference session, exSEL team leaders from the Rennie Center and from

Transforming Education will describe some of the key ingredients in advancing SEL priorities.

Monomoy Public Schools – an exSEL member district – will outline how the planning process

has yielded a blueprint for improving and fine-tuning integration of SEL strategies in classrooms,

and outline some of their SEL priorities.

**Presenters:** Jennifer Poulos, Associate Director, Rennie Center for Education Research & Policy

Richard Fournier, Transforming Education and Melissa Maguire, Monomoy Regional School District

**Facilitator: Tim Piwowar**

**MSBA: New Revisions in Policies for Construction/Renovation**  Room B209

Key leaders of the Massachusetts School Building Authority will share an informational

update on the most effective approaches to accessing MSBA funding. Application eligibility, scheduling considerations, and implementation efficiency techniques for the various MSBA support program endeavors (accelerated roof repair, green initiatives, model school designs, science laboratories, and vocational/technical renovations and repair) procedures will be shared and discussed.

Presenters: Jack McCarthy, Mass School Buildings Authority and Matt Donovan,

Mass School Buildings Authority

**Facilitator: Paul Andrews**

**MIAA/M.A.S.S. Collaboration – Beyond Golf** Room E209

**This session will be focused on some of the recent communications placed into effect to provide more**

**Collaboration with M.A.S.S. and local school superintendents**

**Presenters:** Jeff Granatino, MIAA Vice President, Finance Committee CH, Gordon Smith, MIAA Board of

Directors and East Longmeadow Superintendent, Pam Gould, MIAA Tournament Mgmt Committee and

Sandwich Superintendent, Sherry Bryant, MIAA Associate Executive Director, Richard Pearson, MIAA Associate

Executive Director

**Facilitator: Pam Gould**

2:45-4:00pm **Breakout Sessions (choose one)**

**MARS/MAVA Roundtable** Room B209

Representatives of two well established professional organizations will gather to discuss matters of mutual

interest. The respective Executive Directors of each will review potential annual meeting calendars, agenda

priorities and strategies for advancing quality education initiatives. The mutual interaction fosters and

compliments the work of M.A.S.S.

Moderators: Barbara Ripa, MARS Executive Director, Steve Hemman, MARS Assistant Director,

Kevin Farr, MAVA Executive Director

**Seminar for Aspiring Superintendents** Room E211

The session will provide prospective candidates for the position of superintendent with an overview

of the roles and responsibilities associated with the position and the important influence of core values in the application process. The presenters will identify the supports that are available to new superintendents.

This session will serve as the introductory seminar and will be followed by two half-day sessions on the topics of building your application packet, interview techniques and lessons learned from past superintendent searches. The content of these sessions will also be framed around the input that we solicit from the participants attending

this session. These sessions will be co-lead by representatives from M.A.S.S. and the Massachusetts

Association of School Committees.

**Presenters**: **Thomas Scott, Executive Director M.A.S.S., Irwin Blumer, Retired Professor Boston College**

**and Former Superintendent of the Newton Public Schools, Joan Connolly, Administrator, New**

**Superintendents Induction Program, Christine L. McGrath, Director of Operations, M.A.S.S.**

**Facilitator: Christine McGrath, Director of Operations, M.A.S.S.**

5:30-6:45pm **Sea Crest Beach Hotel – Reception for Conference Attendees and Partners** Sea Crest Beach Hotel **Sponsored by: Renaissance, Whitsons School Nutrition** Ocean View Room

**and Endicott College**

**THURSDAY DAY 2 CONFERENCE EVENT LOCATION**

**July 12**

7:30-3:30pm

**Please Visit with Exhibitors ~ we will have the return of Duck Bingo this year! C:\Users\Darlene\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.IE5\907R7VDU\Rubber_Duck[1].png** Gymnasium/Cafeteria

Our sponsors are an essential part of the Social Events during our

Executive Institute along with offsetting costs for speakers, lunches and breakfasts.

**Let’s support them!**

7:30-8:30am **Breakfast with Sponsors** Gymnasium/Cafeteria

**Sponsored by:** Tradition Energy

8:00-8:30am **Registration** Lobby

8:15-8:45am **Opening Comments** John Doherty, Chair, Auditorium

M.A.S.S. Professional Development Committee

Co-Anchors – Hope Hanscom, Meredith Cargill

8:30-2:30pm **MTRS Pre-Scheduled Interviews for Retirement** **Reminder** Room B113

Coordinator: Christine McGrath, M.A.S.S. Director of Operations RoomB114

Room B115

8:45-10:15am **GENERAL SESSION 2 ~ Co-Sponsored by Mirick O’Connell and Lexia Learning** Auditorium

Website Presentation

Introduction: John Doherty, Chair, M.A.S.S. Professional Development Committee

Apple: Matt Brooks

**Keynote Speaker: Scott McLeod**

**Special Presentation**

10:15-10:30am Photo Shoot

10:30-11:00am **Break Refreshments – Visit with Sponsors** **C:\Users\Darlene\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.IE5\907R7VDU\Rubber_Duck[1].png** Gymnasium/Cafeteria

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Executive Institute along with offsetting costs for speakers, lunches and breakfasts.

**Let’s support them!**

11:00-12:15pm **GENERAL SESSION 3** Auditorium

**Legal Overview and Update**

This session will cover various arbitration and legal court decisions that have been

made over the past year.

**Presenters: M.A.S.S. Legal Counsel Attorney Michael Long and Attorney Rosann DiPietro**

12:15-12:30pm **Presentation – Christos Daoulas Award** Auditorium

**Introduction: Tom Scott, Executive Director, M.A.S.S.**

This award was established in 1997 by the Professional Development Committee to

honor Dr. Christos Daoulas, then the longest serving Superintendent of Schools in

Massachusetts, who made a difference in the lives of thousands of students. The award

recognizes outstanding service to M.A.S.S. and particularly an effective communicator

within the role of the superintendents.

12:30-1:30pm **Lunch and Time for Visit with Sponsors** Gymnasium/Cafeteria

**Our sponsors are an essential part of the Social Events during our**

**Executive Institute. Let’s support them!**

**Sponsored by:** Mind Research

12:30-1:30pm **New Superintendents Luncheon** RoomE101

Lunch will be served in Room E101

**Facilitator: Tom Scott, Executive Director, M.A.S.S.**

1:30-2:30pm BREAKOUT SESSIONS

(attend one)

**Redesigning Lessons and Units for Deeper Learning and Student Engagement** Room B209

We often find that our 21st century instructional redesign efforts aren’t paying off

for us as we had hoped. This session is for school district leaders who wish to take

their teachers’ classroom pedagogy to new levels.

**Presenter:** Scott McLeod  **Facilitator: Eric Conti**

**Organizing District Resources: Re-Thinking Support for Student Learning** Room E101

In 2016-2017 the Dedham Public Schools launched a major restructuring effort to (a) better support professional learning using research based practices and (b)

enhance learning opportunities and outcomes for all students. Through a comprehensive

(~$2,000,000 in salaries) conversion of human resources the district deployed a robust instructional coaching model, and created strategic leadership positions throughout the

district to ensure coordination and intentional decision making between all departments. This session will focus on the district’s strategic organization of human resources, major initiatives in curriculum and instruction, and the metrics and tools used to monitor both program implementation and student learning.

**Presenters:** Mike Welch, Superintendent and Ian Kelly, Assistant Superintendent

Linda Kobierski, STEM, Heather Smith, Ed.D, Dedham Public Schools

**Facilitator: Christine Francis**

**Arguing our way to a more sustainable culture: Growing Together** Room E211

**through discourse and disagreement**

The work of Elizabeth City has heightened our attention to the instructional

core in classrooms: what is it that students are actually doing, and what are they learning through this task? When embedding sustainable, positive, student centered cultures in schools, it is critical that we pay just as much attention to the instructional core in the faculty rooms,

when adults are working together. Professional development, committee work, and feedback from observations all provide schools with the opportunity for educators become more resilient by thinking together, solving problems with each other, and understanding why they agree and disagree. This workshop explores ways of sustaining purposeful, meaningful, high level discourse at all levels within schools.

**Presenters:** Isaac Taylor, North Middlesex Regional High School, High School Principal  
 Joan Landers, North Middlesex Regional School District, Superintendent

**Facilitator: Bonny Gifford**

**Recognizing and Dismantling Racism and Oppression in Our Schools** Room E110

Despite local and national reforms, achievement gaps, discipline disproportionality,

and special education disparities continue to plague some of our most vulnerable children

and youth. Understanding the culture of racial oppression, how it is being manifested,

and what academic and social-emotional implications it has on our students and their families are critical components of addressing systemic inequality that exists in our schools. This interactive workshop will examine the 12 aspects of White Supremacy Culture, how these ideologies may be perpetuated, and discuss ways educational leaders and schools can take action towards dismantling rather than replicating oppression.

**Presenters:** Vanja Pejic, PhD, Psychologist, Boston Children's Hospital Neighborhood Partnerships, Shella Dennery, PhD, LICSW, Director, Boston Children's Hospital Neighborhood Partnerships  
 **Facilitator: John Doherty**

**Change the Conversation: Maybe we do need to throw the baby out** Room B118

**with the Bathwater**

Not only has the educational landscape changed in the last ten years, but so has much of

society. Are we preparing students for jobs of our past or their future? Schools continue to do much of the same, but if we are going to truly have students be college and career ready, we

must change the way we prepare them. This session will review the educational landscape over the last decade and provide participants with actionable ways they can lead powerful change in their schools. Four districts will share examples of how they are building teacher capacity for change

including strategies and practices such as:  
 --student agency and voice  
 --project-based learning  
 --genius hour/20% time  
 --makerspaces  
 --personalization  
 **Presenters:** Maureen Cohen, Mendon-Upton Regional School District, Assistant Superintendent  
 Kevin McIntyre, Milford Public Schools, Superintendent  
 Anna Nolin, Natick Public Schools, Assistant Superintendent  
 Paul Vieira, Ashland Public Schools, Assistant Superintendent  
 **Facilitator: Anthony Bent**

**Building a Project Lead the Way (PLTW) K-12 Computer Science Pathway for All Students** Room B119

Project Lead the Way's K-12 CS programming empowers students to become creators,

instead of merely consumers, of technology. Students learn computational thinking – not just how to code – and become better thinkers and communicators. The pathway utilizes PLTW's activity-, project-, and problem-based (APB) instructional design that centers on hands-on, real- world activities, projects, and problems. The APB approach scaffolds student learning through structured activities and projects that allow students to work collaboratively, identify problems, apply what they know, persevere through challenges, find unique solutions, and lead their own learning. At the high school level PLTW's includes two AP courses endorsed by the College Board. In this session, attendees will learn about PLTW's vertically aligned K-12 CS offering from district leaders implementing the program and PLTW curriculum writers. The session will include a hands-on activity to give a sense of the student experience.

**Presenters:** Rashmi Pimprikar, Boston Public Schools, Program Director, STEAM, Media Arts & CompSci Initiatives, Kathy Martin, Stoneham Public Schools, Director of Instructional Technology, Karine Laidley, Project Lead The Way, Director of Instruction CS  
 Mary Laturnau, Project Lead The Way, Director of School Engagement

**Facilitator: Midge Frieswyk**

**Redesigning Today’s Schools for Tomorrow’s Leaders** Room B125

The world for which we are preparing our students demands that ALL students are able

to think critically, master rigorous core content, solve complex problems, and work collaboratively. How can innovative superintendents and their teams reimagine the world of school to create personalized environments and multiple pathways to success? This workshop peels back the layers of the organization and looks at how policy, pedagogy and professional development can be influenced to create a new paradigm. Participants will look at changes big and small that allow our learners to take on the joys and challenges of college, career and civic life--empowering all students to become tomorrow’s leaders.

**Presenters**: Lori McEwen, Assistant Superintendent, North Attleboro Public Schools  
 Meredith Cargill, Dir. of Curriculum, Instruction, and Technology, Carver Public Schools

**Facilitator: Meredith Cargill**

**Utilizing the elements of Project Lead the Way (PLTW)** Room A132

As one aspect of the district's K-12 participation in PLTW, the district will detail project

based learning experiences our teachers utilize to engage our middle school students in all aspects of engineering. Through this programming the students develop an interest and some expertise in problem-solving and innovation through engineering, while applying math and science skills.

**Presenters:** Pam Gould, Sandwich, Superintendent, Maureen Wiklund, Sandwich, Director of Curriculum

**Facilitator: Pam Gould**

**Legal Breakout with Long and DiPietro** Auditorium

Here is an opportunity to ask any questions about legal issues, grievance hearings, arbitration

or regulations, etc. Both Mike and Rosann have vast decision-making experience in education/

school law.

**Presenters:** **Attorney Michael Long and Attorney Rosann DiPietro, M.A.S.S. Legal Counsel**

**Q5: Making June a Fifth Quarter of Engagement and Active Learning** Room B127All of Concord-Carlisle High School will spend the last two weeks of the school year

immersed in learning experiences that leverage curiosity, knowledge, and passions of

ALL students and faculty while fostering complex thinking, creativity, communication, and collaboration. Q5 complements our academic program and seeks to inspire students and

faculty to pursue shared interests and ideas. During the last two weeks of school we will

create a less traditional, stressful environment by offering more than 75 seminar courses. Tapping the passions and interests of staff members, we developed a broad range seminar courses that will allow all students and staff to learn together in a hands-on, stress-free way. Removing the pressure of grades and exams, we hope students will follow their passion and learn for the joy of learning and not to earn an A for the transcript. This effort is connected with our K-12 STEAM initiative, work to address student stress, efforts to reach all students and is

sponsored by the Concord Education Fund.   
 A few course examples:  
 Bees and Beekeeping for Beginners  
 Bird Migration and the Sum of Human Knowledge  
 The Path of Thoreau's Paddle  
 Bio Bites - The Art & Science of Food  
 From Grain to Loaf: How to Make (and Eat!) Bread  
 The Art and Cheese of France  
 The Currency of Chocolate  
 All Things Paddleboarding:   
 Beginner Golf for Ladies  
 Outdoor Adventures  
 Q-Fit  
 Rock Climbing 101  
 **Presenters:** Dr. Laurie Hunter, Concord-Carlisle Regional School District, Superintendent Kristen Herbert, Concord-Carlisle Regional School District, Director of Teaching and Learning Michael Mastrullo, Concord-Carlisle High School, Principal

**Facilitator: Kevin Lyons**

**Virtual Learning Experiences for All** Room B222

SCRO Virtual Learning Academy is a non-profit collaboration focused on developing

and offering complete, high quality, virtual courses to prepare students for success. The Southeast Collaborative Regional Organization (SCRO) Virtual Learning Academy was

founded through superintendents’ and collaborative directors’ regional efforts to launch a

locally-controlled virtual learning academy to promote student learning. The project has put local, highly qualified, teachers through intensive professional development to become teachers of online courses. This panel presentation will share how the model has resulted in lower costs for virtual learning courses for members and provided creative solutions for students, along with providing high quality PD for teachers. The panelists will share lessons learned as they strive to fulfill the mission to provide all students with the opportunity for a virtual learning course prior to graduation in preparation for college.  
 **Panelists:** Dr. Patty Oakley, Mr. Paul Zinni (may include others

**Facilitator: Patty Oakley**

**Developing Inquiring, Knowledgeable and Caring Young People Through the IB/MYP** Room B225

We are pleased to present four aspects of the IB Middle Years Program at

Plouffe Academy. The focus of our presentation will be:

* The inclusive nature of the program which aims to develop globally-minded, conscientious, tolerant, and caring citizens. This aim is reflected in our school wide SIP, TEAM goal, mission and vision.
* The 10 Learner Profile Traits which are the common ground of the IB Program.
* Our mandatory Community and Service Program for ALL students
* Classes which focus on Civics and Community and Current Events, where students are challenged to see themselves as part of a greater purpose.
* A strong sense of TEAM though encouragement, empowerment and equity at all levels

**Presenters**: Michelle A. Nessralla, Brockton Public Schools, Plouffe Academy, Principal

Bonnie J. Brady, Brockton Public Schools, Plouffe Academy, IB Department Head

**Facilitator: Catherine Stickney**

**Simulations – A Unique and Engaging Way to Build Leadership Capacity** Room B229

Online simulations offer a new and unique way to build and strengthen leadership capacity. In this seminar Matt King and Jim Marini will present an interactive simulation that demands considerable on the spot thinking about decision-making, the values that drive decisions, and how these decisions shape the organizational culture of school districts. This kind of simulated practice can strengthen a leadership team’s capacity to explicitly build a positive school culture while solving problems and managing dilemmas. The presenters will also introduce parti

cipants to a library of simulations available to educational leaders.

**Presenters:** Matt King, (former superintendent) NSIP Coach and Teachers21 consultant and Jim Marini (former Superintendent) NSIP Coach and Teachers21 consultant

**Facilitator: Maureen Marshall**

**Financial Fluency Makes Common Sense**  Room A126

Everyone agrees that a K-12 education should provide students with the opportunity

to make informed financial decisions upon graduation, no matter what they intend to do after high school. This session will address the rationale for an enhanced focus on financial education in K-12; provide an overview of best practices in Massachusetts schools, as well as approaches used by other states; and offer an opportunity to discuss how infusing personal finance into existing courses can provide a low-cost solution for schools in Massachusetts to address this need.

**Presenters:** Scott Guild, Massachusetts Council on Economic Education, President Dr. Margaret Brooks, Bridgewater State University, Professor, Center Director, David Floreen. MassSaves, Steering Committee, K-16 Advocacy, Judith Scannell, Methuen Public Schools, Superintendent, Jacqueline Prester, Mansfield Public Schools, Business and technology Educator

**Facilitator: Michael Fitzpatrick**

**Female to Female Bullying: Myth or Reality** Room A209Are women really each other’s worst enemy or is it just a myth and a stereotype? What does

the research show about women’s hostility to other women, sometimes called bullying, in the workplace? Bullying is a learned behavior that gets fine-tuned during our school years. Girls and women tend to bully using more subtle nuanced tactics that are relationship-based. On the other hand, men tend to bully in more aggressive ways.

Some people do not believe that there is a difference in the ways men and women bully, and if there is, it is no big deal to them. These people may be right. The research suggests, however, that the two genders tend to bully using different tactics. Since women bully in generally more subtle ways, managers may not recognize it as bullying and ignore the behavior, thereby, giving tacit approval for it to continue. This leads to poor morale, lack of trust in management, poor performance, absenteeism and turnover. Perhaps, if women are bullying other women they need to be told to deal with their issues in more professional ways.

Employers and employees must consider the following questions: Is female to female bullying an issue that deserves attention apart from general workplace bullying? Is discussing women’s hostility to women feeding into the stereotype of women’s “nasty” behavior at work? Do we have different expectations of women’s behavior at work than we do of men’s behavior? If so, could that be playing a role in the perception that women bully women? Do we have a responsibility, as women, to support our “sisters” at work?

Join this session with expert speaker **Dr. Susan Strauss**, where she will discuss the phenomenon—or lack thereof—of women’s hostility to other women. She will outline what one should do if bullied, and discuss management’s role in the prevention and intervention of the behavior.

**Presenters: Dr. Susan Strauss**

**Facilitator: Chris McGrath**

2:30 – 4:00pm **Roundtable Breakouts**

(attend one)Roundtable groups are provided the opportunity to shape the FY 2018-2019 meeting calendar and priorities.

Collective input will enable Roundtable officers to build regional themes, respond to professional

development needs, and advance strategic improvement plans. The gatherings will also establish

an environment for further dialogue on educational reform issues, stimulus funding, readiness schools,

leadership strategies and global education among other areas.

* Berkshire County Room B118
* Connecticut Valley Room E 107
* Merrimack Valley Room E 110
* North Shore Room B 127
* Old Colony Room E 101
* South Shore Room B 119
* Tri-County Room B 125
* Worcester County Library

5:30-9:00pm **Flying Bridge Reception for Conference Attendees** Flying Bridge Restaurant

**Sponsored by:**  Falmouth Harbor

Alpha Best

HUB Technical Services, LLC

McGraw Hill Education

Murphy, Hesse, Toomey & Lehane, LLP

Renaissance

Symmes Maini & McKee Associates

F**acilitated by: Michael Malone, Former Superintendent**

**FRIDAY DAY 3 CONFERENCE EVENT LOCATION**

**July 13**

7:30-8:15am **Registration and** **Breakfast**  Cafeteria

**Sponsored by:** ClassLink

8:15-9:15am **GENERAL SESSION 4** Auditorium

**MTRS**

**Introduction: Paul Andrews, M.A.S.S. Director of Professional Development and**

**Government Services**

**Presenter: Erika Glaster, Massachusetts Teachers Retirement System, Executive Director**

This session is vital for new and veteran superintendents who are in need of becoming familiar

with the many changes and issues around retirement options as well as shaping initial or

subsequent contractually defined remuneration. Erika will provide an insightful interpretation

concerning the array of newly enacted pension reform measures and their effective timelines.

9:15-10:15am **GENERAL SESSION 5** Auditorium

Introduction: John Doherty, Chair, M.A.S.S. Professional Development Committee

Keynote Darnisa Amante ~ Dig Deep for Equity

10:15-11:30am **GENERAL SESSION 6** Auditorium

Introduction: Tom Scott, M.A.S.S. Executive Director

**Panel Discussion: Have we addressed some of the issues required for success for our students?**

Commissioner Jeff Riley

Maya Matthews, Newton North High School

Skyla Rimple, Grade 9 Student, Mashpee High School

Eric Conti, President, M.A.S.S.

Darnisa Amante, Dig Deep for Equity, Harvard University

11:45am Lunch and Closing Remarks Cafeteria

**Sponsored by:** **M.A.S.S.**

**SPECIAL COMMENDATIONS**

**The M.A.S.S. Professional Development Committee would like to acknowledge**

**Tom Scott, Executive Director, Paul Andrews, Christine McGrath and Patricia Martin.**

**A special thank you to Darlene MacMillan and Patricia Cornoni, M.A.S.S. Office Executive Assistants.**

**The Mashpee Team:**

**Superintendent Patricia DeBoer, Brad Tripp, Sean Moroney, Gus Stickley and the Mashpee Food Service staff, Shane Kinsman of Mashpee TV, and also a special recognition to the Mashpee Department of Public Works and the Mashpee School Department.**