

# ***Annual Report 2022***

## ***Quaboag Regional School District***

*The mission of the Quaboag Regional School District is to form a partnership with parents and the community to prepare our diverse population of students to be lifelong learners in a nurturing, safe environment with high expectations so they will be responsible, productive citizens in an ever-changing, global society.*

***Decisions are made in the best interests of our students.***

**Quaboag Regional School Committee 2022 Annual Report  
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*The Quaboag Regional School District ensures equal employment and educational opportunities for its employees and students. All programs, services, courses of study and activities are made available without regard to race, color, creed, national origin, sex, sexual orientation or disability, in compliance with federal and state law.*

## QUABOAG REGIONAL DISTRICT SCHOOL COMMITTEE

Regular meetings of the School Committee are scheduled on the third Monday of the calendar month and, as necessary, on the first Monday of the calendar month, in the Library at the Quaboag Regional Middle/High School, 284 Old West Brookfield Road in Warren at 6:30 P.M.

Dustin Atwood West Brookfield	Term Expires 2024
Brittany Bousquet Warren	Term Expires 2022
Craig R. Burgess West Brookfield	Term Expires 2022
Megan Sears Warren	Term Expires 2022
Jason G. Morgan Warren	Term Expires 2024
Gregory Morse West Brookfield	Term Expires 2024
Matt Peloquin Warren	Term Expires 2023
Andrew D. Schwenker Warren	Term Expires 2023
Brian Griffing West Brookfield	Term Expires 2022
Sarah Tetreault Warren	Term Expires 2024
Phil Landine West Brookfield	Term Expires 2023
James C. Wilson III West Brookfield	Term Expires 2023

**Interim Superintendent and Regional School District Secretary**  
(Brett Kustigian resigned June 2022)

Maureen Binienda

**Financial Management Company TMS**

Casey Handfield &  
Chris DeJardins

**Interim Director of Student Support Services**

Yumei Yao

**Assistant Superintendent of Development**

Madeline Smola

**District Treasurer**

Robert Miner

**Administrative Assistant in the  
the Special Education Office**

Renee M. Dalve-Contacos

**Special Legal Counsel**

Attorney Adam Dupere

**Accounts Payable**

Cindy Courtney

**Personnel & Payroll**  
(Jenna Soper resigned 2023)

Drew Damien

**Principal**  
**Quaboag Regional Middle High School**

Steve Duff

**Assistant Principal**  
**Quaboag Regional Middle/High School**

David Shepard

**Principal**  
**Warren Community Elementary School**

Kevin Slattery

**Principal**  
**West Brookfield Elementary School**

Melissa Provost

**School Physician**

Dr. James Wilson

Office of the Superintendent of Schools  
P.O. Box 1538, 284 Old West Brookfield Road  
Warren, MA 01083

(413) 436-9256  
FAX (413) 436-9738

Quaboag Regional Middle/High School  
P.O. Box 909, 284 Old West Brookfield Road,  
Warren, MA 01083

(413) 436-5991  
FAX (413) 436-9636

Warren Community Elementary School  
P.O. Box 446, 51 Schoolhouse Drive,  
West Warren, MA 01092

(413) 436-5983  
FAX (413) 436-9743

West Brookfield Elementary School  
P.O. Box 386, 89 North Main Street,  
West Brookfield, MA 01585

(508) 867-4655  
FAX (508) 867-9208

**SCHOOL COUNCILS MEMBERSHIP 2022-23**

**WARREN COMMUNITY ELEMENTARY SCHOOL (8 Members)**

Kevin Slattery	Principal	N/A
Brian Guimond	Dean of Students	N/A
Heather McKusick	Teacher	Term expires 2023
Matthew Jablonski	Community	Term expires 2023
Patrick Cieslak	Community	Term expires 2023
Jayden Jablonski	Student Rep.	Term expires 2023
Alison Pierce	Parent	Term expires 2023
Judy Cournoyer	Teacher	Term expires 2023

**WEST BROOKFIELD ELEMENTARY SCHOOL (4 Members)**

Melissa Provost	Principal	N/A
Amy Bloom	Community	Term expires 2023
Emily Freeland	Teacher	Term expires 2023
Jody Gerulaitis	Community	Term expires 2023

**QUABOAG REGIONAL MIDDLE/HIGH SCHOOL (4 Members)**

Steve Duff	Principal	Term expires 2023
Matt Jablonski	Parent	Term expires 2023
James Gagner	Community	Term expires 2023
Eric Urban (co-chair)	Guidance	Term expires 2023

**GRADUATING CLASS OF 2022**

Abbe	Alyssa	Gagne	Daniel	Ovitt	Angelia
Aberle	Emma	Gagner	Austin	Paradis	Ava
Anderson	Bryanna	Garcia	Arianna	Patel	Keertan
Araujo	Andrew	Gassnola	Lauren	Peet	Kylie
Bailey	Nicholas	Geer	Jakob	Piazzo	Vincent
Bergeron	Skye	Gervais	Jonah	Powers	Ezekiel
Berthel	Elias	Gilman	Wyatt	Prinsen	Paris
Black	Nathaniel	Goulet	Benjamin	Ruggieri	Devin
Blount	Laci	Harder	Jacob	Schmidt	Grace
Buffum	Amanda	Harder	Zoe	Shepherd	Derrick
Burrill	Jakob	Harris	Aniah	Southwick	Hannah
Carter	Alexander	Horner	Kiely	Taro	Benjamin
Chicoine	Sebastian	Jetter	Clare	Thayer	Alexis
Como	Riley	Lafko	Ainslie	Tiberii	Allison
Cromack	Sierra	Landon	Katerina	Toomey	Timothy
Curtis	Tyler	Langley	Kendal	Toppin	Olivia
Darnell	Jaden	LaRocque	Sydney	Torres	Jordan
De Leon	Julissa	Liljegen	Jenna	Valentin	Brandon
Doe	Parker	Madore	Nathaniel	Wheeler	Joline
Dumont	Gabrielle	Maskell	Samantha	Wiley	Micah
Dusoe	Luke	McGinty	Emma	Worthington	Alex
Fagan	Mackenzie	Melanson	Anabel		
Fantaroni	Anjolina	Melendez-Rojas	Andrea		
Fernandez	Dylan	Morales	Margaux		
Flathers	Aubrie	Moriarty	Sean		
Floury	Travis	Nichols	Kasidee		
Ford	Samantha	O'Leary	Ali		

## **Report from the Superintendent of Schools**

**Maureen F. Binienda**

I would like to begin by thanking the Quaboag Regional School District School Committee, Quaboag staff, students, and the residents of Warren, and West Brookfield, for allowing me to be your Interim Superintendent of Schools. Quaboag is a special school district with dedicated staff, focused and kind students, and involved parents and community members. I am pleased to provide the citizens of Warren and West Brookfield the fifty-seventh Annual Report of the Quaboag Regional School District (QRSD). This Annual Report will provide a brief snapshot of the Quaboag Regional School District. If you would like more information about any aspect of the QRSD, please contact me at [mbinienda@quaboagrsd.org](mailto:mbinienda@quaboagrsd.org) or 413-436-9256 extension 1003.

### **Retired Faculty and Staff Appreciation**

It is so important to recognize those individuals who have dedicated their lives to education. This past year, Quaboag Regional had eight retirees:

- **Alton Button** SpEd teacher 22 years
- **Jeffrey Robbins** teacher 16 years
- **Cathy Koslowski** Speech Pathologist 13 years
- **Joan Juszcyk** Paraprofessional 26 years
- **Cynthia Green** Paraprofessional 32 years
- **Roberta Ducomb** SpEd Teacher 16 years
- **Beth Hansen** Teacher 20 years
- **Lisa Gerstel** Paraprofessional/Librarian 31 years

Collectively, the aforementioned retirees represent 176 years of experience in education! These staff members have touched the lives of future generations. On behalf of a grateful school community, thank you for all that you have done for our students.

## **School Committee Appreciation**

These 12 individuals volunteer countless hours to ensure that Quaboag students have the resources and the tools necessary to provide a world class education. The Quaboag School Community is fortunate to have such a dedicated group of hardworking individuals serving on the School Committee.

- **Andrew D. Schwenker** (Warren) Chair of the School Committee and ex office member of all subcommittees
- **Jason G. Morgan** (Warren) Vice Chair of the School Committee, Budget Subcommittee Chair, Building Subcommittee and Payroll & Warrants Subcommittee
- **Craig R. Burgess** (West Brookfield) Building Subcommittee Chair & Budget Subcommittee
- **Dustin Atwood** (West Brookfield) Payroll & Warrants Subcommittee
- **Phil Landine** (West Brookfield) Personnel Subcommittee, Finance and Payroll & Warrants Subcommittee
- **Dr. James C. Wilson III** (West Brookfield) Policy Subcommittee
- **Sara Tetreault** (Warren) Personnel Subcommittee Chair and Payroll & Warrants Subcommittee
- **Brittany Bousquet** (Warren) Policy Subcommittee
- **Greg Morse** (West Brookfield) Policy Subcommittee Chair, Budget Subcommittee and Building Subcommittee
- **Bryan Griffing** (West Brookfield)
- **Matt Peloquin** (Warren) Budget Subcommittee and Building Subcommittee
- **Megan Sears** (Warren) Policy Subcommittee

## **Distinguished Faculty and Staff**

The QRSD faculty and staff truly care about all students. They are devoted to providing an excellent education. As our reputation and achievements continue to grow, so does the sense of “cougar pride” amongst our entire school community.

Quaboag is unique because it is truly a student-centered district that focuses on academic achievement and developing a sense of responsibility in our students. Our small size (1801 students total) allows us the opportunity to personalize education for every student. Our teachers, staff and faculty know every student, and we have created an atmosphere where students develop a passion for learning and excel.

## **Exceptional Students**

Our student body is the heart and soul of the Quaboag Regional School District. QRSD students are intelligent, well-mannered, polite members of the community who strive to give back to others. Our students excel in the classroom, on the athletic field, in music and choral competitions, on the drama stage and in countless other venues. The following pages highlight Quaboag’s most important resource - our students.

## **District Mission**

The QRSD mission statement signifies the purpose of education and the fundamental reason why we exist. Our mission statement reflects the purpose of schooling and it serves as the cornerstone for every aspect of decision making. Our mission statement is the guiding light of the QRSD and it remains unchanged:

*The mission of the Quaboag Regional School District is to form a partnership with parents and the community to prepare our diverse population of students to become lifelong learners in*



*nurturing, safe environment with high expectations so they will become responsible, productive citizens in an ever-changing global society.  
Decisions are made in the best interest of our students.*

Quaboag has a mission driven school culture. Our mission statement is clearly displayed across all schools. More importantly, our mission is widely understood and practiced.

### **Vision**

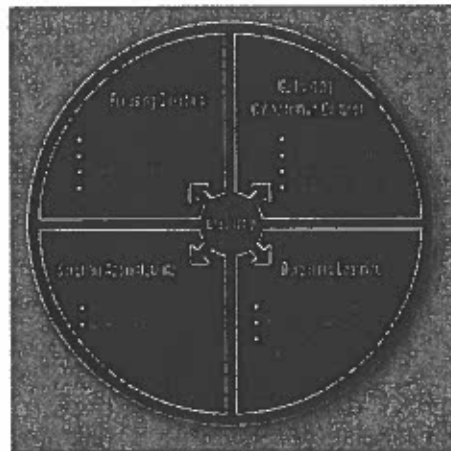
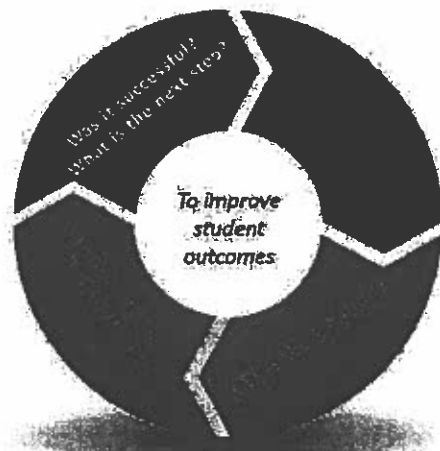
Mission and vision are clearly different. Mission has come to represent the present state of an organization's purpose, the here and now or why the organization presently exists, while vision signifies the future of where an organization is going. Our vision continues:

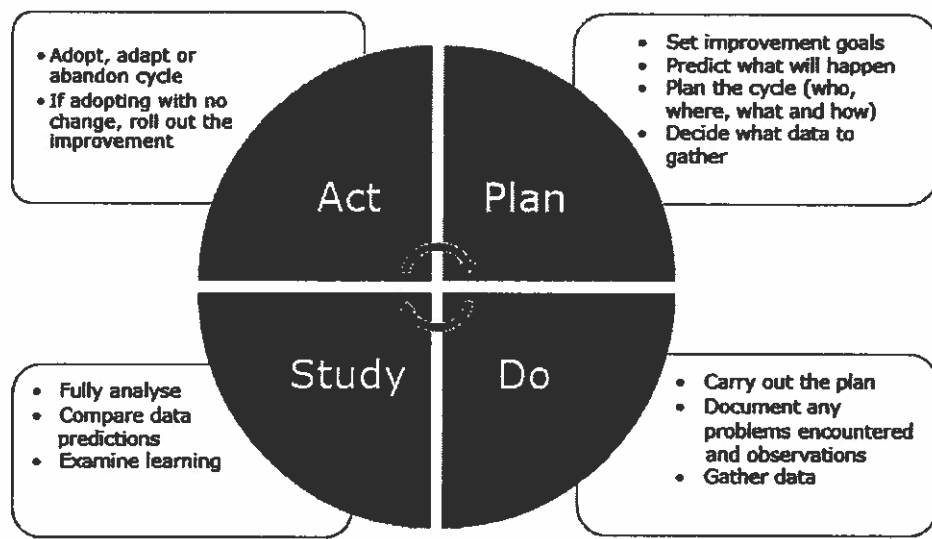
*Our vision is to provide a safe, supportive, and challenging learning environment in which students may achieve academic success and personal growth.*

### **District Improvement Plan**

The impact of COVID-19 on our schools cannot be overstated. While there are common themes across school/ districts and communities, each experienced the pandemic in a unique way. It is essential for district and school leadership to fully understand the impact of the pandemic on all parts of the school community.

Effective district/school improvement plans require robust engagement. It is equally critical for districts/schools to make informed decisions by reviewing data, identifying data trends, and highlights to inform and guide future planning. These plans include an equity review to examine data to identify inequitable outcomes and associated barriers to every student having full and equal opportunity to succeed. Data review from multiple data points includes all four core practice areas: Leadership Practices, Positive Climate and Culture, Student Specific Supports and Intentional Instruction. During the data review process, key strengths within each core practice is identified to build upon for school/district success. The gaps that are identified are the heart of the school/district improvement plan.





Cycle of Continuous Improvement

(Maryland DESE)

Coherence Framework (Michael Fullan)

“Every student deserves to learn deeply and to support whole systems to transform learning in schools...to want to take action, make a positive impact and grasp opportunities that will lead to success in life.”

The Continuous Improvement Process is grounded in the Coherence Framework and is organized by four Core Practices: Intentional Instruction, Student Specific Supports, Leadership Practices, and Positive Climate and Culture.

**Core Practice 1: Intentional Instruction Practices**

**The QRSD employs intentional practices for improving teacher-specific and student responsive instruction.**

**Our Strategic Objective:** To establish and implement high-quality instructional practices in all classrooms and to have a well-defined system for monitoring and enhancing classroom instruction, so that monitoring of instruction related to goals is clearly explained to teachers and feedback is directly linked to instructional expectations, including support to teachers.

**Key Areas for Improvement:** Targeted planning work within all subjects, especially ELA, Math and Science, that promote rigorous lessons, higher order thinking and student cognition. This will include embedding culturally responsive and learner centered approaches.

Refine, revise, and continue to actively use a walkthrough tool to improve and refine the feedback process for teachers.

Develop and use common assessments as a way of building coherence across content-area teachers.

Work with teachers, instructional coaches and administration to ensure lessons are rigorous and that teacher practice has evolved and improved.

**Evidence:** Increased student achievement

**Responsible parties:** All staff and administration

### **Core Practice 2 : Specific Student Support Practices**

**The QRSD will provide student specific support and interventions informed by data and the identification of student specific results.**

**Our Strategic Objective:** To establish a system of tiered interventions for students that ensures that students who need support in math and/or in literacy have direct access to interventions and supports.

**Key Areas for Improvement:** Strategically analyze student data.

Effectively use data to place students in proper interventions and monitor student progress and results.

Provide targeted reading and math instruction and interventions to support students' learning.

Improve teacher capacity related to basic reading skills through professional development and coaching.

Provide targeted small group instruction and intervention to support student's learning across all core classes.

**Evidence:** Tiered interventions will result in an increase in student achievement

**Responsible parties:** All staff and administration

### **Core Practice 3: Leadership Practices**

**The QRSD will establish a community of practice through leadership, shared responsibility and professional collaboration.**

**Our Strategic Objective:** To establish high-functioning grade-level and leadership teams that use research-based protocols and teaming practices that will improve (a) collaboration and professional learning among leadership teachers and (b) enable teachers to improve classroom instruction.

**Key Areas for Improvement:** Increase participation and impact of the Instructional Leadership Team (ILT). ILT will focus on three areas of work: Instruction, Tiered Support and Culture/Climate.

Utilize common planning time (CPT) to foster teacher ownership of work and monitor student social emotional well-being.

Ensure scheduled time is allotted at all buildings for PLCs, Department Time, Data Meetings, Team Time and Staff Meetings.

Teachers will collect and monitor data using a Cycle for Improvement. This data will include DIBELS, common assessments, pre/post unit assessments. Teachers will assess impact on curriculum/lessons, use data to determine potential intervention and/or acceleration.

Provide teachers support through instructional coach on developing and implementing effective interventions and using the Cycle for Improvement to guide this work and to gauge progress.

Timely communication will be provided via emails, weekly memos, and monthly district newsletter.

**Evidence:** Effective teacher- led leadership teams, improvement in classroom instruction, increase in student achievement, surveys.

**Responsible parties:** All staff and administration

#### **Core Practice 4: Positive Climate and Culture**

The QRSD will establish a climate and culture that provides a safe, orderly, and respectful environment for students and a collegial, collaborative and professional culture among teachers that supports the district's focus on increasing student achievement.

**Our Strategic Objective:** To strengthen school culture/climate by intentionally implementing culturally responsive instructional practices and materials, multi-tiered systems of support, and opportunities for staff professional collaboration.

**Key Areas for Improvement:** Provide training to staff to implement culturally responsive and inclusive practices and embed in teaching practices in units and lessons.

Increase the amount of school wide events, clubs and activities.

Utilize social/emotional and/or mental health screenings to identify students at risk and provide interventions.

Provide student choices to demonstrate learning in multiple ways.

Develop a district MTSS document and demonstrate a multi-tiered approach to student behavior.

Continue to work with outside partnerships to enhance collaboration among all stakeholders.

**Evidence:** professional learning opportunities, student, staff and family surveys, discipline report.

**Responsible parties:** All staff and administration

The QRSD District Improvement Plan is posted on the Quaboag Regional School District website- [www.quaboagrsd.org](http://www.quaboagrsd.org). The School Committee approved the District Improvement Plan on September 19, 2022.

## **Student Achievement**

Raising student achievement at all levels is the first priority of the Quaboag Regional District Improvement Plan. We consistently strive to increase our academic achievements every year. I am happy to report that Quaboag Regional Middle/HS was, once again, recognized by the U.S. News and World Report as a silver medal high school for 2022. QRMHS also received a silver medal from the U.S. News and World Report in 2013, 2015, 2017, 2018, 2019, 2020 and 2021.

## **MCAS & Accountability Status**

Due to COVID-19, the Massachusetts Department of Elementary and Secondary Education (MA DESE) did not issue school, district, or state accountability determinations in 2022.

## **Advanced Placement at QRMHS**

Quaboag Regional High School has entered into its twelfth year with Mass Insight. Our partnership has allowed QRMHS to purchase materials for advanced placement classes at a reduced cost, and we continue to receive outstanding professional development for our teachers. As I previously mentioned, QRMHS received a silver award from US News and World Reports whose criteria is largely based on AP results.

The QRSD is committed to providing as many advanced placement classes as possible. In 2010 Quaboag offered only 4 AP classes; we now offer 13. This is an incredible accomplishment and a tribute to our highly qualified teachers.

## **School Safety**

We live in an ever-changing global society and there have been too many high profile incidents where school safety has been compromised across the United States. Therefore, improving school safety is critical to the mission of the Quaboag Regional School District and a top priority in the Quaboag Regional District Improvement Plan.

## **District Wide School Safety Team**

The district has a safety team that meets throughout the school year. The members of our safety team include:

- **Andrew Schwenker**, School Committee Representative
- **Maureen Binienda**, Quaboag Interim Superintendent
- **Chief Gerald Millette**, Warren Police Chief
- **Chief Nathan Hagglund**, West Brookfield Police Chief
- **Chief Adam Lavoie**, Warren Fire Chief
- **Chief Richard Lapierre, Jr.**, West Brookfield Fire Chief
- **Dan McCall**, President of the West Brookfield Emergency Management Systems
- **Kellie Bakiri**, West Brookfield Emergency Management Systems
- **Mr. Steve Duff**, QRMHS Principal
- **Mr. Dave Shepard**, QRMHS Assistant Principal
- **Mr. Eric Urban**, QRMHS Guidance Counselor
- **Mr. Marc Astrella**, QRSD Facilities Coordinator
- **Mr. Kevin Slattery**, WCES Principal
- **Mrs. Melissa Provost**, WBES Principal

The district wide safety team meets monthly throughout the school year to review our Crisis Response Plan, critique our safety procedures and to discuss recent events concerning school safety across the country and

what we can discern from them. In addition to the district wide safety team, each school has their own crisis response team that also meets periodically to review safety procedures. Any time there is a safety concern, in or out of school, our teams meet to devise appropriate plans.

### **A.L.I.C.E. Training**

I would like to thank the Warren Chief of Police, Mr. Gery Millette and the West Brookfield Chief of Police, Mr. Nate Hagglund, for training all staff and students (Grades 7-12) in A.L.I.C.E. (Alert, Lockdown, Inform, Counter, and Evacuate). Below is a description of ALICE:

<b>A</b> lert	Get the word out! "There is an armed intruder in the building by the gymnasium," instead of just "Lockdown". Use clear, concise language to convey the type and location of the event.
<b>L</b> ockdown	The QRSD continues to implement the lockdown procedure as a good starting point. QRSD has practiced lockdowns for over 8 years.
<b>I</b> nform	Communication keeps intruders off balance and allows for good decision making.
<b>C</b> ounter	Apply skills to distract, confuse and gain control.
<b>E</b> vacuate	As a last resort, statistics prove that evacuating may be the best option.

ALICE training emphasizes survival techniques that can be used in schools, as well as other settings. There is no substitute for being mentally prepared and having been empowered with the authority and ability to act and save others.

This is the ninth year that all students have been trained in the ALICE protocol and the tenth year that all staff have been trained. The ALICE training is age appropriate for students and our techniques vary between schools and grade levels. Feedback from our staff and our students remains overwhelmingly positive. Thank you to the Warren and West Brookfield Police Departments for keeping us safe. Our safety officers are always there when we need them and I cannot thank them enough!

### **Practicing Emergency Situations**

We had several training drills this year: September 23, 2022 and March 10, 2023. The trainings were on Practicing Emergency Situations

### **Positive Behavior Intervention and Supports (PBIS)**

WCES and WBES have expanded the PBIS program as we enter into the tenth year of operation. The "cub buck" system is a huge hit with our youngest students, and we have received a tremendous amount of positive feedback about the PBIS program. Our elementary schools are always looking for rewards to fill our school stores, so please contact our principals if you have anything you would like to donate.

PBIS is a framework or approach for assisting school personnel in adopting and organizing evidence-based behavioral interventions into an integrated continuum that enhances academic and social behavior outcomes for all students. PBIS is not a packaged curriculum, scripted intervention, or manualized strategy. PBIS is a prevention-oriented way for school personnel to organize evidence-based practices, improve their implementation of those practices and maximize academic and social behavior outcomes for students.

## **Improving Collaboration and Communication**

### **Office Hours**

Schools cannot be effective without constant communication to the school community. At Quaboag, we do everything possible to get timely information to all stakeholders and it is a vital part of our District Improvement Plan. All administrators, once again, posted office hours throughout the school year. Quaboag's administration is always available to meet with members of our community.

### **Superintendent's Advisory Council**

The Superintendent's Advisory Council (SAC) is open to all QRMHS students. The SAC meets once a month and it is a great way for students to make their voice heard. The SAC fulfills the leadership requirement for the National Honor Society, and everyone is invited to attend. The SAC meets in the Principal's Conference Room immediately after school. All students (grades 7-12 at QRMHS) are eligible to participate.

### **Facebook, Twitter, Memos & Newsletter**

The QRSD has well established Facebook and Twitter accounts. All current events can be followed on social media. A special thank you to Mr. John O'Neill (QRMHS Special Education Teacher), Mr. Tim McKusick (WBES/WCES) and Mr. Maxwell Silverman (QRMHS) for helping to coordinate the Facebook page this past year.

You can follow us on Twitter @QuaboagPride. Principals and other staff also use Twitter to send messages to our school community.

Additionally, the principals publish weekly memos incorporating research-based practices, scholarly articles, current events and important dates. The district-wide newsletter, containing information from all of our schools, is published monthly and archived on our website.

## **Efficient and Effective Financial Management**

The QRSD strives to demonstrate and communicate efficient and effective financial management strategies to the school community by balancing student needs with the community's ability to pay. Rising inflation is cause for concern as we discuss the FY 2024 budget. The cost of everything, from school supplies to utilities, has greatly increased. This must be taken into consideration as we present our FY 2024 budget.

The QRSD received additional funds through ESSER III (Elementary and Secondary School Emergency Relief Fund). ESSER has allowed us to increase our technology, address capital needs, upgrade our security cameras and enable us to install Promethean Boards (interactive white boards) in every classroom in our elementary schools during the 2022-23 school year. It is important for the school community to understand that ESSER was a one-time infusion of money that has been used and is no longer a funding source for FY24.

The School Committee will vote to approve the FY 2024 budget on March 13, 2023. The Budget Subcommittee meets monthly during the calendar year to discuss the school's budget. In the weeks leading up to the vote for the next year's budget, the Budget Subcommittee meets weekly. It is our goal to work collaboratively with both towns prior to the annual town meetings and to be on the same page.

Ultimately, the residents of Warren and West Brookfield will approve the budget at the annual town meetings.

### **Student Opportunity Act (SOA)**

The SOA requires each district in the Commonwealth to create a three-year, evidence-based plan for the Commissioner's review and provide annual updates to those plans that describe progress in implementation of evidence-based program areas, progress in closing opportunity gaps and outcomes for student groups, and substantive changes to original plans. This year's plan will be submitted in early April 2023. We will be providing evidence on the following areas:

1. Early Childhood Education Center at QRMHS
2. GLEAM grant-expanding core ELA curriculum
3. Devereaux Student Strengths Assessment (DESSA) = SEL work
4. Expanding career opportunities at QRMHS

The updated SOA will be posted on our website.

### **Rural School Aid**

The MA DESE identifies districts eligible for Rural School Aid based on their student density (not more than 35 students per square mile) and their per capita income (less than \$41,794 per capita according to 2018 Census estimates). Based on these criteria, Quaboag has been eligible for the past three years. The amounts are: FY 2020= \$73,592, FY 2021= \$54,177, FY 2022= \$81,000. Rural aid was started by the MA DESE in 2020 to help offset some of the rising costs for rural school districts. Thank you to the tireless advocacy and the help of our legislators: State Senator Anne Gobi, State Representative Todd Smola and State Representative Donnie Berthiame who all deserve many thanks for helping change the rural aid student density factor to ensure Quaboag is eligible.

### **Innovation**

Innovation is the norm within the QRSD, and we are dedicated to providing our students with a world class education. All of our schools are focused on building creativity, fostering curiosity, and infusing technology across all grade levels. One of our goals is to continue on the path of innovation as defined by trying new practices, thinking outside the box, and encouraging creativity for all staff and students.

As such, the QRSD continues to seek alternative sources of funding through competitive grants. The number of competitive grants that the QRSD receives is amazing and can be viewed in the Grant Manager's section of this report. A special thank you to Madeline Smola for her hard work and dedication to securing grants for the QRSD.

### **Fire Fighting Academy**

QRMHS is in the fourth year of offering a course in Fire Science in collaboration with the Warren Fire Department. This course is designed to give students an overview of Fire Department operations and allow students to learn skills and obtain knowledge that will benefit them should they choose a career in emergency services. At the completion of this course, students are able to demonstrate a working knowledge of firefighting skills and techniques. Students are taught many of the same skills and lessons that are currently taught at the Massachusetts Fire Fighting Academy.



This year, Seniors Noah Laflamme and Drew Martinez were sworn in as on-call firefighters for the Town of Warren. Noah and Drew were also the first two students to attend the EMT course offered through Baystate Hospital. These programs have led our students to immediately be employable upon graduation from High School.

A special thank you to the Warren Fire Department, especially Fire Chief Adam Lavoie, Lead Teacher and Warren Fire Lieutenant Paul Russell and Firefighters Seth Blackwell, Adam Walters, and Seth Bealle for their unwavering commitment to providing our students with a top-notch, hands-on Fire Science education that is second to none.

### **Certified Nursing Assistant (CNA) Program / Phlebotomy / EKG**

QRMHS is in the fourth year of offering the CNA program. The popularity of the CNA Program is growing each year. Upon successful completion of the Certified Nursing Assistant Program (CNA) and passage of the state examination, students will be able to be employed as a CNA. In addition, QRMHS has partnered with Holyoke Community College to offer phlebotomy and EKG certifications this year. As a result, students will receive their Emergency Room Technician Certification upon completion of these courses. This program is open to juniors and seniors who have successfully completed Biology with a B or higher or Honors Biology with a B- or higher. Students are expected to meet the required number of hours set forth by the Department of Public Health. All in-school sessions take place in a Quaboag's simulated medical lab. Topics covered in the CNA program include, but are not limited to: Activities of Daily Living, Infection Control, Geriatrics, Mental Health, Communication Skills, Patient Rights, Nutrition, Mandatory Reporting, Safety and Common Medical Emergencies and CPR Instruction. CNA students enrolled in an Early College Course on Public Health through Worcester State University this Spring Semester 2023. Students will earn three college credits for this course.

### **Early Education and Care Program (Chapter 74 approved)**

The QRSD has an approved Chapter 74 program! The students in the Early Education & Care Program study the fundamentals of human development up to age 8, with the primary focus on children under 5 years old. In addition to learning about growth and development, students also learn how to meet children's developmental needs. Curriculum planning for children under age 5 includes creating fun activities that foster children's development. Students' training follows state Career Vocational Technical Early Education and Care frameworks. Their preparation includes, among other topics, following health and safety practices, as well as fostering a culturally responsive classroom. This is a rigorous, college preparatory program for academically talented, technically oriented students, who plan to matriculate to a competitive technical college or institute upon graduation from high school. All learners are challenged to meet high standards and high expectations while receiving the necessary support for success. This program exceeds the state curriculum standards found in the MA Frameworks for Early Education & Care.

### **Studying the Potential of Adding North Brookfield to Quaboag Regional**

For the past several years, Quaboag Regional has explored the possibility of adding the North Brookfield School District to regional agreement. The Town of North Brookfield formed a Regionalization Committee over three years ago to study the possibility of joining three neighboring school districts: The Quaboag Regional School District, the Quabbin Regional School District and the Spencer East Brookfield Regional School District. After an in-depth grant funded study, the North Brookfield Regionalization Committee Selected Quaboag Regional as a potential partner.

At the North Brookfield Annual Town Meeting (5/7/2021), the Town of North Brookfield voted affirmatively to appoint three members to a Regional Agreement Amendment Committee. The three members, appointed by the Town Moderator, were appointed to represent: The North Brookfield School Committee, the Town of North Brookfield and an At-Large member. The three members appointed are:

Ronald Ryel- North Brookfield School Committee Chair,  
Michelle Petraitis- North Brookfield Finance Committee,  
Erika LaRose- North Brookfield Member At-Large (former)  
Sheila Leblanc- North Brookfield Member At-Large (current)

At the same time, the Quaboag Regional School District formed a Regional Agreement Amendment Committee (RAAC) in collaboration with the Boards of Selectmen from Warren and West Brookfield. It was agreed that three members would represent the same entities: one School Committee member from each town, one Town Official from each town and one At-Large member from each town. In effect, there would be equal representation for each town on the RAAC. The members selected for each town are:

	<u>Warren</u>	<u>West Brookfield</u>
School Committee-	Andrew Schwenker	Craig Burgess
Town Official-	Derek Veliz (Selectman)	Diane Vayda (Selectman)
At-large-	Angela Maynard	Amy Paquette

At the first meeting of the Regional Agreement Amendment Committee (September 1, 2021), Andrew Schwenker was elected as chair of the RAAC and Amy Paquette was elected as the recording secretary. At the second meeting of the Regional Agreement Amendment Committee (December 1, 2021) the RAAC reviewed the bid responses received from the RFP that was put out to bid by the Quaboag Regional School District. Two proposals were received and the RAAC voted unanimously to select the Massachusetts Association of Regional Schools to consult with the regionalization project.

RAAC meetings have been held on 9/20/2022, and 12/8/22. An additional meeting has been scheduled for March 1, 2023 at 6:30PM in the Quaboag Innovation Center. These are public meetings and everyone is invited to attend. Ultimately, all three towns will need to vote at a special town meeting for this to occur.

To conclude, Quaboag Regional School District continues to need the support of our parents/guardians, families, staff, state officials and local officials. As our mission states, we value our relationship with all members of our school community, and we are committed to strengthening and supporting these partnerships. We are proud of our accomplishments, and we look forward to a continued path of success.

Respectfully Submitted,

Maureen F. Binienda  
Interim Superintendent of Schools

### **Report from the Quaboag regional Middle High School Principal**

Quaboag Regional Middle-High School had a very positive and productive 2022 - 2023. Together with the families of Warren and West Brookfield, our faculty, guidance department, and administrative personnel, we are united in our mission to provide our students with a safe, supportive learning environment in which they may achieve academic success and personal growth. Most importantly, we continually strive to make decisions in the best interests of our students. We are mission-driven, student-centered, and always seeking

to improve. With that being said, we continue to work diligently with our community partners to offer opportunities to students that extend well beyond the classroom. Thank you to our staff, students, and community members for their feedback and support as we transitioned through the school year.

Preparing our students to achieve success in a very competitive college and career environment is central to our mission. We are pleased to report that we have continued our expanded access to and choices of honors, Advanced Placement, engineering, Project Lead the Way Biomedical, electives, Foreign Language, and robotics opportunities as part of our Program of Studies. Student enrollment in Advanced Placement courses continues to provide them the challenge they need in order to be prepared for the rigors of college study.

In addition to our tremendous success with college-bound students, Quaboag continued to utilize an earmark from the State thanks to the support of Representative Smola and Representative Berthiaume. This earmark was utilized to continue our Certified Nurse Assistant program which currently has 15 students enrolled in. Students completed their clinical rotation at Quaboag on the Common in West Brookfield and will have the opportunity to leave high school with their CNA certification. The CNA program is articulated with Holyoke Community College and students will be able to earn college credits upon completion of the course. In addition, QRMHS implemented a Phlebotomy and EKG course this year for the second half of the CNA Program. Students will have the ability to earn certifications in these two areas as well as their Emergency Room Technician certification. Quaboag was also able to utilize this earmark to continue our Fire Fighting Academy which is run by the Warren and West Brookfield Fire Departments. While students will not receive a direct Level 1 or Level 2 certification for firefighting, they will receive hands-on training that will provide them the opportunity to work as volunteers as well as a head start on those entering the fire academy in Stowe. This school year, two additional students that participated in the Fire Academy were sworn in as volunteer firefighters by the Town of Warren. Not only will these students participate in regular trainings through the fire department, they will also be able to assist in calls. Congratulations to Bryce Douglas and Grayson Patchofsky for this amazing accomplishment. We would also like to Seniors Drew Martinez and Noah LaFlamme for their completion of the EMT Course and they will become valuable members of our communities needs in this area.

Quaboag has identified the need for school-to-career opportunities and has made it one of our highest priorities as we move forward. Last year, the QRSD transitioned its preschool programs from WBES and WCES up to Quaboag. This well-thought-out move provided the District the ability to house all of the services and staff necessary to run this program in one location which not only is more cost-effective but is also more comprehensive for our student learning and growth. This transition allowed QRMHS to build a Chapter 74 Program for personalized learning. The Early Childhood Education program which is in year two will provide students with their CPR Certification, OSHA Certification, and Early Childhood Education Certification. In addition, upon completion of the 4-year program students are eligible for college credit in every Massachusetts Community College that has an Early Childhood Education program. While this program has a direct benefit to our students and community, it also brings additional revenue to the District as it is a Chapter 74 program and will help to offset our local assessments with the additional funding received from the State for such programs.

Finally, the Project Lead the Way Principles of Biomedical Science has run for its third year. QRMHS has created a pathway for the Biomedical field with addition of Project Lead the Way Human Body Systems next year. The Quaboag Biomedical PLTW pathway is funded by One8 Foundation and the MassSTEM Hub grants. It is important to note that these pathways would not be possible without the efforts of our teachers, community members, local businesses, and support from our local representatives. Students in Middle School are also able to participate in Project Lead the Way's Gateway program, a hands-on group of units that introduce students to engineering, wind turbines, science and technology, and the biomedical sciences. Our students are being prepared unlike any other time in Quaboag's history through providing

not only exceptional academic opportunities, but more importantly, skills and certifications that can lead to immediate employability with competitive wages.

Our students definitely take advantage of these opportunities: The 2022 - 2023 school-year for students taking Advanced Placement (AP) courses at Quaboag Regional Middle High School (QRMHS) was a very successful year. Students that participate in AP courses take an exam towards the end of the year. If students earn a certain score on the exam, which is usually a score of 3, colleges typically award college credit for the AP course when the student enrolls in college.

This past year, students at QRMHS took a total of 215 AP exams. This is roughly a 10% increase from last school year.

Congratulations to Superintendent's Scholar, QRMHS senior Bryan Para. Each year the Worcester County Superintendents Association asks districts to choose an outstanding senior to recognize at the annual Superintendent's Scholar luncheon. This year Bryan was selected and attended the special ceremony with Superintendent Maureen Binienda and Principal Stephen Duff. Bryan was among the special group of students whose profiles were shared aloud as each student was presented with a gift from the Massachusetts Association of School Superintendents to commemorate the occasion.

In addition, our entire school community continues to assess what we articulated in a "statement of beliefs" about student learning. This statement, which has taken the form of eleven expectations for student learning, not only helps define our essential learning goals, but also creates an opportunity to provide students and their parents with feedback about academic, civic, and social proficiency. These expectations are measured with school-wide analytic rubrics twice a year.

#### Quaboag Regional Middle-High School Expectations for Student Learning

##### Academic Expectations:

- LE.1: The Quaboag Regional Middle-High School student writes effectively.
- LE.2: The QRMHS student reads critically and with comprehension.
- LE.3: The QRMHS student listens actively.
- LE.4: The QRMHS student speaks effectively.
- LE.5: The QRMHS student conducts research using a variety of media.
- LE.6: The QRMHS student thinks critically and creatively to solve problems, both as a self-directed learner and in collaboration with others.
- LE.7: The QRMHS student uses technology effectively.
- LE.8: The QRMHS student understands the importance of physical wellness and emotional well-being.
- LE.9: The QRMHS student collaborates effectively to achieve common goals.

##### Civic Expectation

- LE.10: The QRMHS student demonstrates responsible citizenship and service to the school and to his or her community.

##### Social Expectation

- LE.11: The QRMHS student demonstrates social responsibility and respect for themselves and for others.

Quaboag also offers a variety of athletic programs, theatre, music, environmental club, Gay and Straight Alliance, Student Council, Math Club, National Honor Society, Fishing Club, Civic Engagement Club, and the Esports Gaming Club in addition to the first 21<sup>st</sup> Century afterschool program at Quaboag for high school students. The program is called the 21<sup>st</sup> CCLC Art and Career Academy which is fully funded by the Department of Elementary and Secondary Education. The program started in the summer of 2021 and

allows for project-based learning, guitar and song writing, book club, cooking club, business club, 3-D printing, art club, robotics and more. The students are also able to make career connections through internships and have additional opportunities for field trips. Quaboag makes every attempt to provide opportunities for all students to engage in afterschool activities.

One of our top priorities at Quaboag Regional Middle-High School continues to be to strengthen relationships between the school and the towns of Warren and West Brookfield. We are committed to clear, regular communication with parents and community members through bi-monthly School Council meetings; school notices and announcements, which are posted on our website; occasional One Call Now system telephone messages; information in the district's monthly Newsletter, which is distributed to the entire school community; and a weekly Newsletter (*The Friday Memo*), which is emailed to all QRMHS parents and students and posted to the QRSD webpage. Parents are notified by automated telephone messages whenever their student is absent. We also work very closely with the police and fire departments of both Warren and West Brookfield to ensure that our students are safe and secure while in school. Each year, drills in fire evacuation, lock-down, and stay-in-place are conducted. Ongoing support from the local law enforcement and fire personnel have been outstanding.

As part of our continuing commitment to provide a safe and supportive learning environment, we look forward to again hosting a system-wide "Step-Up" day to allow 6th grade students to meet 7th grade teachers, observe classes, take a tour of the school and see how the middle-high school operates through the course of a school day. In May, teachers of 6<sup>th</sup> graders at both elementary schools will work with 7<sup>th</sup> grade teachers from Quaboag Regional Middle School to discuss strategies to help facilitate a smooth transition to the Middle School. Our annual orientation for incoming 7th grade parents will again be held in late summer to provide families with the opportunity to meet the administrators and teachers, to familiarize themselves with the 7th grade curriculum and course expectations, and take a tour of the school.

As we conclude the year at Quaboag Regional Middle-High School, we reflect on our many accomplishments with pride, and look forward to the coming year as we continually strive for excellence. Our goal remains the same: To provide a safe, supportive, and challenging learning environment in which students may achieve academic success and personal growth. It is an honor and a privilege to work closely and cooperatively with parents and community members as we seek to help all of our students achieve their highest potential.

Respectfully Submitted,

Stephen Duff,  
Principal, QRMHS

David Shepherd  
Assistant Principal, QRMHS

### **Report from the Warren Community School Principal**

With the enthusiastic support of the teachers and instructional support staff at WCES, we continue to support various social-emotional programs at our school. As our partnership with Behavior Health Network continues into its 6th year, we have added Second Step curriculum into morning meetings with assistance from the Department of Elementary and Secondary Education (funded by DESE grants) SEL MH Academy consultant, Jim Vetter. Our grant funded social skills mentor continues to work directly with students each week in an effort to promote social well-being in all grades. At WCES, we are now in year 5 of implementing our universal screener, Devereux Student Strengths Assessment (DESSA) funded by a grant, to identify students in need of additional SEL support. The DESSA helps teachers, administrators, school counselors, school psychologists, school social workers, and other youth-serving professionals to evaluate

the social-emotional competence of children. We also have continued our partnership with BHN (Behavioral Health Network) to provide private counseling services to those in need during school hours. This provides an opportunity for those who are unable to get services outside of a school setting.

Through ESSER grant funding all school classrooms have been equipped with Promethean Boards as a focal point for instruction. All Smart Board technology has been removed and students are now able to access more curriculum materials and resources utilizing all the features of the new Promethean technology. WCES still maintains a 1:1 Chromebook for all students in grades K-6. Students in grades K-2 are practicing typing skills using "Typing Club" software a couple times a week as they prepare for online assessments beginning in grade 3.

Continuing our work with the Department of Education, both elementary schools have worked alongside TNTP (literacy consultants), Rhiannon Kogan, and Adelpha Hegarty, and Wired2Read consultant Louise Charette, to strengthen and solidify our new core ELA materials (WONDERS) with guidance from our literacy coach and GLEAM leaders. The Growing Literacy Equity Across Massachusetts (GLEAM) grant, professional development, and weekly implementation meetings have helped strengthen the delivery of high-quality ELA instruction in our classrooms. Our staff have also attended numerous professional development days, along with the consultants to streamline implementation of all K-5 literacy focus areas.

Creatively, we are utilizing a variety of resources to help support our instructional practices here at WCES. Both elementary schools share a literacy coach who has worked diligently assisting all staff with the implementation of high-quality core ELA curriculum. Our GLEAM team and the Title I staff have worked very carefully with grade-level teachers to identify and create specific intervention and instructional practices for our readers. Our Title I program serves grades K-6 at WCES. The money for this program comes from the Title I federal grant, and the funds are used to hire reading and math instructors and tutors who provide very specific instruction to groups of children in grades K-6. In addition to the Title I funds, we receive additional grant funds that help support the 21st Century After-School and summer program. This program, which children and parents elect to participate in, allows us to offer after-school programming for students on a daily basis. The core of this program focuses on Literacy and Science/Engineering activities. Additionally, the after-school program includes Drama, Fitness, Stop Motion Animation, Do Good Be Good and Art Mindfulness, and other Project-based Learning activities. Additionally, WCES has brought back band lessons each Friday for all students who signed up to participate. Grant funding has also brought water filling stations to our elementary schools in the past two years. These filling stations allow for a touchless area for students and staff to fill water bottles without points of contact, thus preventing the spread of infectious disease

WCES is now in year two providing support for students in a sub-separate setting, S.T.A.R.S (Students Taking Active Responsibility for Success) program in the building. In order to join the S.T.A.R.S. program, students must be on an I.E.P. that requires a substantial separate program to support emotional,

sensory or health needs. Students who are part of the S.T.A.R.S. program will receive support with their academics. Their academic work is modified according to their I.E.P, "quality vs. quantity." Students are also integrated into the general education classroom throughout the day in accordance with their I.E.P. The S.T.A.R.S program firmly believes in a four-to-one ratio of praise; four positive affirmations for every one correction. Student's behaviors are tracked throughout the day, and they are able to "cash" their points in for a prize. This data helps staff maintain the most up-to-date plans. As part of that S.T.A.R.S program, students will also receive daily social skills lessons in small groups. The social skill topic will be decided by the S.T.A.R.S team, as evidenced by the data collected that week. Students also have access to the adjustment counselor inside the S.T.A.R.S room.

We also continue our close relationship with our community partners to make sure we are offering our programs in a safe, secure, and nurturing school building environment. Both Chief Lavoie from the WFD and Chief Millett from the WPD can be seen in our building on a weekly basis. Both these partnerships focus on maintaining safety throughout the school year. The fire department talks about home fire drills and escape routes, fire safety protocol, and ice and water safety. The fire department also shows the student body all of their equipment, and they conduct and supervise fire drills here at the school. The police department conducts periodic safety walk-throughs of the building, and they have also worked with the school staff to conduct simulated lockdown drills along with training the staff with the now necessary ALICE Training.

Sincerely,  
Kevin Slattery, WCES Principal

### **Report from the West Brookfield Elementary School Principal**

WBES is excited to report another fabulous year of student learning and continued growth. Thanks to the efforts of our QRSD Assistant Superintendent of Development, Madeline Smola, we have been the recipient of grant funding that supports all students in a variety of ways. This is our fifth year of partnering with the Department of Elementary and Secondary Education through an Early Grades Literacy Grant (EGL) opportunity. The DESE has provided us with training for our teachers from Kindergarten through Third Grade on the implementation of Evidence-Based Early Literacy – From Research to Practice project. In addition to our EGL Grant, our school was fortunate enough to continue The Afterschool and Out-of-School (ASOST) program. The ASOST grant is able to provide a high-quality, project-based afterschool and summer program that models 21st Century Community Learning Centers. These funds pay for staff, curriculum, art supplies, books, STEM kits and more. QRSD was awarded a \$10,000 Safe and Supportive Schools grant to fund Social Emotional Mental Health Teams to work with DESE and the SEL MH Academy and a DESE consultant. This is our third year in the Academy and our work will include implementing our Student Support and Behavioral Health Action Plans with an emphasis on mitigating loss from COVID-19 closures, social distancing and isolation. Our Growing Literacy Equity Across Massachusetts grant (GLEAM) supports our literacy work with a district PreK-5- team of educators and principals to evaluate, field test, and select a new core ELA curriculum. The year-long professional development process led to an investment in literacy for the elementary schools. We purchased the high-quality curriculum Wonders K-5 and StudySync for 6+ grade. In addition, the Early Literacy grant funded the consultant, Mary Louise Charette, from Wired2Read.

There are many extraordinary things about West Brookfield Elementary Innovation School as we build upon our unique experiences for students each year. This is the fifth year of implementing Project Lead the Way (PLTW) which started with a grant from PLTW and the Mass STEM Hub. Through the grant we were able to purchase more modules per grade level. All of our teachers have been trained in PLTW and they will incorporate these skills into their science curriculum throughout the year. Project Lead the Way is a curriculum that has students work through the engineering design process. Some of the modules include using computer aided design software and all of the units include a project-based learning experience. The modules align with the new MA Science Frameworks and they also integrate many Math and ELA standards. One of the most essential components of these lessons is the real-world connections and applications that students make.

Our teachers continue to implement Eureka Math, and Fountas & Pinnell Literacy. The Eureka math program allows our educators to explore the curriculum and understand how the learning design and lessons build a comprehensive and coherent understanding of mathematics. Our use of the Fountas & Pinnell reading assessment, given three times per year, serves as a guide to understand and support our students

through a data driven process. All of this work would not be possible without the guidance of our curriculum leaders, Nicole Jones, Melissa O'Neill, Laura Marino, and Jessica Harder.

The grant funded Devereux Student Strengths Assessment (DESSA), used three times per school year, is designed to help teachers, administrators, school counselors, school psychologists, school social workers, and other youth-serving professionals evaluate the social-emotional competence of children. This screening tool is connected to our District Improvement Plan. DESSA can be used to track the progress of these children in acquiring social-emotional competencies. At WBES, we are now in year four of implementing our universal screener (DESSA) through our Safe and Supportive Schools Grant to identify students in need of additional SEL support.

WBES is proud to have worked closely with the QRSD office of pupil services to implement a new program. The SOAR (Strengths, Opportunities, Aspirations, Results) program was created to support our students in need of Applied Behavioral Analysis (ABA) services on their Individualized Education Plans (IEPs). The main focus of this program is to help students increase communication skills, decrease interfering behaviors, and to improve academics, social skills, and focus. With the program, students will succeed to the best of their ability in a specialized setting as well as their general education setting. Over time, students will learn the expectations of the daily routine in a classroom setting and slowly become more integrated into the general education setting.

We are thrilled to welcome some new faces to WBES. The following staff came to us from WCES this year; Emily Freeland, a fifth-grade classroom teacher, Laura Marino, a fourth-grade classroom teacher, Kelli Shipman-Hescock, a special education teacher, and Devon Jones, a SOAR paraprofessional. Our new hires to WBES are Kendra Wilson, BCBA, Brooke Epstein, a SOAR paraprofessional, Monica Cloutier, a SOAR paraprofessional, and Jason Leclair, our school adjustment counselor. We also welcomed Lindsay Yaeger who was promoted to lead teacher of our SOAR program. I am also thrilled and honored to be back at WBES, as the building principal, after leaving the classroom 12 years ago.

Safety is our top priority when it comes to students and staff. We work in partnership with the West Brookfield and Warren Police Departments, Fire Departments, Rescue Squads, and MA State Police. We have implemented fire and safety drills including lock down drills through the guidance of the ALICE safety program. We continue to refine our practices and work with students to practice our learned skills in order to reduce any anxieties in an emergency situation.

WBES Parent Teacher Group (PTG) provides incredible opportunities for our students and staff. Through ongoing fundraising, they are able to provide resources and materials for our staff and students including periodicals, headsets, document cameras, teacher reimbursements for classroom supplies, and support for field trips. New membership is encouraged and families can join any time throughout the year.

It is the goal of the West Brookfield Elementary School to focus on fostering strong relationships with families and community members. Families receive weekly communication via the SMORE newsletter for important curricular and event information and is posted on our social media pages. Together we will help our children succeed. If you would like to learn more about any aspect of the school, or volunteer and become active in our school community please contact the school at any time. Thank you for your continued support.

Sincerely,  
Melissa A. Provost, WBES Principal



## **Report from the Finance and Business Department**

As we have done in previous years, the Superintendent of Schools and the Director of Finance and Operations met with the School Committee, parents, students, senior citizens, teachers, local government officials, and other community stakeholders, to discuss the budget process and solicit feedback and input. We met and worked with town officials to balance the towns' needs and resources, as well as maintaining a strong educational system. The FY2023 budget was approved at the June 2022 town meeting by both the Town of Warren and the Town of West Brookfield.

The Quaboag Regional School Committee adopted an FY2023 budget of \$19,899,387, which consisted of operational expenses of \$19,515,194, capital debt expenses of \$134,193, and funded a portion of the proposed budget by transferring an amount of \$250,000 from excess & deficiency (E&D). The Town of Warren was assessed \$4,208,864 for operational expenses, and \$134,193 for debt expenses, for a total assessment of \$4,343,057. The Town of West Brookfield was assessed \$4,302,022 for operational expenses, and \$0 for debt expenses, for a total assessment of \$4,302,022.

The school district is also returning \$84,497 back to both towns from FY2022 for transportation reimbursement. As part of the budget process, the district estimates state aid revenue in the form of regional transportation reimbursement. Unlike other regional school districts, Quaboag has had a long-standing agreement with both towns to fund the transportation line given the district's estimated revenue amount. If the actual state aid revenue for regional transportation is greater than the amount budgeted, the school district would return the amount over the budgeted revenues, back to both towns. Quaboag is returning \$50,299.57 to Warren and \$34,647.43 to West Brookfield at the end April, 2023.

During the 2021-2022 school year, the district continued studying potential plans for increased operational efficiencies and potential regionalization among the district and the North Brookfield Public Schools. The goal of this research and preliminary planning is to advance high-quality education for our students, while ensuring financial efficiencies and sustainability for our communities. The Massachusetts Association of Regional Schools (MARS) Consulting Group's comprehensive study continues to undergird the conversations regarding the potential of regionalizing our district.

### **Heating Oil**

The district purchases heating fuel through a cooperative bid purchase utilizing the French River Educational Collaborative (FREC) in Oxford MA. This organization pools the needs of a number of local school districts and municipalities to get the best possible price to purchase over 2 million gallons of fuel. Quaboag Regional utilizes oil fuel to heat both Warren Community Elementary School and the Middle/High School. As a result of this effort, the district locked in pricing in January 2023 for the upcoming fiscal year to purchase approximately 100,000 gallons of heating fuel from Peterson Oil Service of Worcester, MA, at a cost of \$3.0692/gallon for the 2023-2024 season.

### **Natural Gas**

The district went out to bid through FREC, combining with a number of other municipalities and school districts to obtain the best possible rate. We entered into a natural gas supplier fixed price contract for natural gas for both West Brookfield Elementary School (heating source) as well as the Middle/High School for non-heating source natural gas. The price of natural gas for the 2023-2024 season is \$.05755/therm.

### **Electricity**

The district purchases commodity electricity that is distributed to the schools through a third-party supplier through the National Grid (NGrid) electrical grid. Electricity continues to be volatile as we enter the 2023-2024 school year. The price per kilowatt hour for next year is projected to be .1828/hr.

**Electricity Credits**

Over the past few years, the district integrated new initiatives that have helped lower electricity usage and costs. In 2010, the district installed solar panels on all schools, and has been receiving energy credits on our monthly electricity bills. On average, we are credited \$.09/Kwh hour per month district-wide. In its twelfth year, the solar project continues to prove to be a wise investment. The net savings after paying the cost of the panels was approximately \$30,000 during FY22.

**Transportation**

\$571,608.98	VanPool
\$735,934.19	Lizak
\$319,848.40	JP McCarthy

Respectfully Submitted,

Chris Desjardins, Interim Director of Finance and Operations

**Personnel Report****Central**

Name	Position	Salary	Years
Name	Position	Salary	Years
Courtney, Cynthia L	Secretary	55,373.76	6
Dalve-Contacos, Renee M	Secretary	61,428.96	21
Hadley, Peter G	Tech. Coordinator	86,348.00	11
Kress, Arielle D	Secretary	10,608.48	1
Kustigian, Brett M	Superintendent	168,815.00	14
Snay, Audrey E	Secretary	15,777.92	1
Smola, Madeline	Director of Development	82,310.94	12
Soper, Jenna L	Secretary	58,735.44	4
Sumpter, Sheri L	Director of Finance/Operations	100,000.00	12

**Quaboag Regional Middle High School**

Name	Position	Salary	Years
Arpin, Christina A	School Adj Counselor	\$ 83,939.00	25
Astrella, Marc C	Facilities Coordinator	\$ 75,432.00	4
Babcock, Dana R	Teacher	\$ 81,184.00	15

Bacon, Amy M	Teacher	\$ 79,629.00	29
Bailey, Christopher P	Teacher	\$ 79,629.00	15
Beauregard, Stephanie R	Teacher	\$ 44,679.00	8
Belanger, Nicole K	Asst. Cook	\$ 17,327.05	4
Black, Christina A	Teacher	\$ 48,552.00	3
Bostock, Nicholas F	Teacher	\$ 83,939.00	16
Bouchard, David S	Teacher	\$ 76,385.00	21
Bouchard, Margaret A	Para	\$ 22,770.72	6
Bousquet, Heather L	Teacher	\$ 76,939.00	1
Burke, Jessica R	Para	\$ 5,574.08	0
Button, Alton P II	Teacher	\$ 79,629.00	22
Cacace, Anthony Jr	Assistant Principal	\$ 101,737.00	3
Chaffee, Kimberly L	Teacher	\$ 83,939.00	23
Chupka, Sarah R	Teacher	\$ 50,787.00	2
Cole, Matthew G	Teacher	\$ 50,338.00	4
Conway, Thomas J	Teacher	\$ 57,946.00	4
Corriveau, Mackenzie B	Social Worker	\$ 13,065.00	0
Cutter, Cara N	Teacher	\$ 71,646.00	7
DiRico, Jean M	Teacher	\$ 58,338.00	7
Drago, Ryan V	Para	\$ 19,160.55	3
Ducomb, Roberta R	Teacher	\$ 83,939.00	16
Duff, Stephen C	Principal	\$ 120,000.00	9
Dulak, Joanne E	Nurse	\$ 66,715.00	18
Eddleston, Christina M	Teacher	\$ 83,939.00	22
Fairbrother, Lorna B	Secretary	\$ 57,461.76	11
Ferrante-George, Giovina	Team Chairperson	\$ 76,117.00	1
Flannery, Sibilla K	Teacher	\$ 64,204.00	9
Fox, John P	Teacher	\$ 82,599.00	21
Frenette, Jessica R	Teacher	\$ 52,602.00	5
Giguere, Gail L	Para	\$ 24,611.04	16
Giguere, Nicole V	Teacher	\$ 64,204.00	3
Griffin, Erica C	Guidance Counselor	\$ 79,629.00	16
Hansen, Beth E	Teacher	\$ 81,184.00	20
Hatch, Kayla D	Para	\$ 20,437.92	3
Hatstat, Todd C	Para	\$ 24,611.04	2
Homon, Evan R	Para	\$ 21,124.80	5
Houle, Dawn M	Para	\$ 20,437.92	7
Howard, Charles E	Teacher	\$ 66,192.00	12
James, Sonia I	Head Cook	\$ 29,822.88	15
Jansen, Melissa E	Teacher	\$ 60,661.00	4
Jarnagan, Diane M	General Food Helper	\$ 6,658.98	4

Joinville, James P	Teacher	\$ 74,703.00	14
Kemp, Joshua R	Custodian	\$ 3,742.16	0
Koss, Cameron E	Para	\$ 20,437.92	1
Kozloski, Avery A	Para	\$ 20,437.92	1
Lamoureux, Aimee M	Teacher	\$ 52,602.00	4
Laprade, Catherine A.	Speech & Language Asst.	\$ 38,128.32	14
Letourneau, Kristin M	General Food Helper	\$ 2,656.11	0
Ljungberg, Erik C	Teacher	\$ 82,599.00	24
Ljungberg, Kristine A	Teacher	\$ 82,599.00	23
Long, Lisa A	Secretary	\$ 53,369.28	11
Mansfield, Melissa J	Dir Food Services	\$ 58,301.00	19
Maynard, Rina B	Teacher	\$ 72,028.00	23
McMullen, Shelby L	Para	\$ 7,131.98	1
Moir, Louise M	General Food Helper	\$ 7,844.46	7
Murray, Jennifer J	Teacher	\$ 61,698.00	6
Nesi, Rebecca L	Asst. Cook	\$ 20,292.00	7
Nichols-Hogan, Brandon M	Teacher	\$ 44,679.00	5
Nolin, Joseph J	Custodian	\$ 36,707.04	2
OLeary, Cynthia A	Para	\$ 24,611.04	12
ONeill, John P	Teacher	\$ 79,629.00	23
OShea, Wendy J	Para	\$ 24,611.04	15
Pagnoni, Carol L.	Para	\$ 24,611.04	14
Pietro, Jillian M	Early Education Coordinator	\$ 83,939.00	15
Reilly, Christopher M	Teacher	\$ 76,385.00	36
Rice, Rebecca J	General Food Helper	\$ 8,426.52	7
Richardson, Kristine M	Teacher	\$ 53,024.00	4
Robbins, Jeffrey R	Teacher	\$ 79,629.00	16
Rock, Richard E Jr	Teacher	\$ 66,439.00	4
Salvadore, Joseph H	Teacher	\$ 83,939.00	26
Scalise, Amanda L	Para	\$ 24,611.04	17
Scanlon, Emily T	Teacher	\$ 45,717.00	1
Schultz, Nancy J	Para	\$ 21,915.36	10
Shepard, Tyler W	Teacher	\$ 53,842.00	8
Shepherd, David A	Teacher	\$ 81,184.00	14
Sheridan, Natasha D	General Food Helper	\$ 6,658.98	1
Silverman, Max A	Tech. Instruct. Asst.	\$ 32,802.48	3
Socha, Christine M	Teacher	\$ 83,939.00	22
Spock, Kimberly A	Teacher	\$ 79,629.00	13
St.Denis, Norman P	Teacher	\$ 76,385.00	16

Stauder, Pamela T	Teacher	\$ 70,912.00	1
Swistak, Mark W	Teacher	\$ 57,496.00	3
Tilton, Nicole	Guidance Counselor	\$ 47,149.57	1
Urban, Eric S	Guidance Counselor	\$ 69,411.00	5
Vallee, Charlene C	Teacher	\$ 79,629.00	15
Wetnicka, Nicole K	Speech Pathologist	\$ 81,184.00	23
Zawalski, Michelle E	Teacher	\$ 44,679.00	2
		\$ 4,852,060.00	0

**Warren Community Elementary School**

Name	Position	Salary	Years
Allen, Dawn M	Occupational Therapist	\$ 45,705.60	7
Beaudry, Linda M	Teacher	\$ 83,939.00	20
Bourgoyne-Cieslak, Tammy A	Teacher	\$ 83,939.00	24
Bryant, Kaitlin M	Teacher	\$ 59,731.00	4
Bys, Karen	Teacher	\$ 79,629.00	16
Camposeo-Cournoyer, Judith M	Teacher	\$ 60,661.00	5
Cone, Claire J	Para	\$ 23,699.52	27
Cygan, Elaine M	Teacher	\$ 83,939.00	19
Delanski, Kathleen	Secretary	\$ 57,461.76	36
Dolan, Cynthia G	Para	\$ 23,699.52	33
Dougherty, Rachel C	Teacher	\$ 59,731.00	3
Drago, Ryan V	Para	\$ 1,277.37	3
Dube, Elizabeth A	Para	\$ 19,680.96	1
Finney, Melissa M	Para	\$ 20,342.40	4
Finney, Tyler D	Para	\$ 19,680.96	1
Fortin, Latoya C	Para	\$ 23,699.52	1
Franz, Andrea E	School Adj Counselor	\$ 57,946.00	2
Gaucher, Heather L	Teacher	\$ 83,939.00	23
Gaudreau, Heather J	Teacher	\$ 82,599.00	23
Gay, Sarah E	Teacher	\$ 79,629.00	24
Gerstel, Lisa M	Para	\$ 11,849.76	32
Girouard, Martha M	Team Chairperson	\$ 73,604.00	7
Guimond, Brian M	Dean of Students	\$ 90,000.00	23
Guimond, Kristina	Teacher	\$ 82,599.00	16
Haynes, Angela C	Teacher	\$ 28,277.40	1
Howe, Daniel R	Teacher	\$ 83,939.00	25
Jacques, Michael	Custodian	\$ 43,493.04	25

Jaskowski, Julie A	Teacher	\$ 82,599.00	25
Juszczyk, Joan L	Para	\$ 23,699.52	27
LaFleche, Kristen A	Para	\$ 6,201.55	1
Langlois, Jacqueline A	Teacher	\$ 48,552.00	1
LeClair, Annette L	Secretary	\$ 23,698.80	1
LeClair, Brianne J	Para	\$ 19,680.96	1
Marino, Laura R	Summer Pay 2021	\$ 11,198.48	13
Marshall, Cory R	Para	\$ 20,342.40	4
McDermott, Amanda M	Para	\$ 19,680.96	0
McGibbon, Caitlyn A	Teacher	\$ 74,703.00	13
McKeon, Cheryl	General Food Helper	\$ 12,638.00	30
McKusick, Heather T	Teacher	\$ 83,939.00	17
McKusick, Timothy E	Tech. Instruct. Asst.	\$ 41,156.24	5
Meegan, Sean P	Teacher	\$ 37,880.02	2
Morin, Kathleen M	Teacher	\$ 81,184.00	29
Mundell, Kenneth S	Custodian	\$ 43,493.04	25
Paquette, Meaghan R	Teacher	\$ 63,525.00	10
Pellegrino, Anna F	Speech Pathologist	\$ 47,129.00	1
Peloquin, Rebecca A	Para	\$ 19,680.96	4
Peltier, Alicia J	Para	\$ 3,280.16	0
Perkins, Rachael H	Para	\$ 11,849.76	10
Pietrowski, Ashley L	Teacher	\$ 51,567.00	3
Quilitzsch, Rebekah L	Para	\$ 19,680.96	2
Rainaud, Gena M	Teacher	\$ 83,939.00	18
Ramsey, Suzanne R	Physical Therapist	\$ 81,184.00	25
Reynolds, Michael E	Custodian	\$ 43,493.04	34
Robidoux, Carissa L	Para	\$ 11,849.76	7
Rowland, Madison L	Para	\$ 19,680.96	1
Rowland, Susan M	Nurse	\$ 56,605.00	1
Royalty, Jacqueline V	Asst. Cook	\$ 10,236.15	4
Royalty, Paige T	Para	\$ 19,680.96	1
Ryzewski, Debra A	Teacher	\$ 81,184.00	35
Samek, Marci L	Para	\$ 13,625.28	1
Shipman-Hescock, Kelli B	Teacher	\$ 51,567.00	7
Shuemaker, Ellen A	Teacher	\$ 83,939.00	27
Slattery, Kevin P	Principal	\$ 93,486.59	6
Smith, Paul M	General Food Helper	\$ 4,539.08	0
Spera, Kora A	Para	\$ 19,680.96	1
Stevens, Elizabeth M	Teacher	\$ 65,671.00	9

Sullivan, Trudy L	Head Cook	\$ 23,997.70	24
Thibodeau, Corinne	Para	\$ 19,680.96	2
Thomas, Brenda S	General Food Helper	\$ 6,658.98	5
Tibbetts, Ashley P	Para	\$ 19,680.96	1
Urbansky-Maloney, Tiffany M	School Psychologist	\$ 83,939.00	22
Vayda, Lauren E	Adjustment Counselor	\$ 50,338.00	1
Weinheimer, Melissa S	Para	\$ 10,112.18	0
Welsh, Kimberley S	Teacher	\$ 70,912.00	13
Wilson, Kendra E	Behavior Specialist	\$ 47,129.00	1
Witaszek, Alice E	Teacher	\$ 83,939.00	16
Yetto, Theresa M	Teacher	\$ 82,599.00	22
		\$ 3,551,400.18	

**West Brookfield Elementary School**

Name	Position	Salary	Years
Augello, Julie A	Teacher	\$ 75,382.00	5
Boucher, Lisa A	Para	\$ 23,699.52	14
Burgess, Jennifer L	Occupational Therapist	\$ 58,883.20	21
Butler, Julie A	Teacher	\$ 83,939.00	14
Cairns, Tammy L	Para	\$ 23,699.52	22
Calzolari, Michele L	Para	\$ 19,680.96	3
Cloutier, Monica L	Para	\$ 23,699.52	1
Demetrius, April M	Head Cook	\$ 26,737.75	18
Duff, Lori A	Teacher	\$ 66,192.00	3
Epstein, Brooke A	Para	\$ 19,680.96	1
Fisher, Zachary J	Teacher	\$ 24,276.00	2
Foster, Lisa A	Para	\$ 19,680.96	2
Fountain, Lynn A	Para	\$ 23,699.52	17
Freeland, Emily	Teacher	\$ 45,806.00	2
Gannon, Timothy E	Behavior Specialist	\$ 13,895.95	0
Goldschmidt, Bruce E	Custodian	\$ 29,442.48	1
Gray, Amy L	Para	\$ 19,680.96	5
Halasz, Kristen L	Teacher	\$ 82,599.00	15
Harder, Jessica S	Teacher	\$ 83,939.00	18
Harney, Ghina G	Teacher	\$ 59,731.00	3
Hibbard, Ryan B	Teacher	\$ 79,629.00	18
Howard, Cheryl L	Nurse	\$ 62,087.00	13

Jones, Devon J	Para	\$ 21,103.68	5
Jones, Nicole L	Teacher	\$ 81,184.00	22
Joyce, Melissa	Para	\$ 6,814.73	0
Knight, Judith A	Teacher	\$ 82,599.00	33
Leclair, Jason M.	School Adj Counselor	\$ 56,320.24	1
Levesque, Deidre K	Teacher	\$ 54,583.00	4
Luukko, Melissa J	Speech & Language Asst.	\$ 31,200.00	1
Maniatis, Stephanie A	Teacher	\$ 56,819.00	5
Marino, Laura R	Teacher	\$ 76,117.00	13
Moberg, Billie J	Teacher	\$ 79,629.00	16
Mundell, Kelly A	Teacher	\$ 28,748.00	7
ONeill, Melissa A	Teacher	\$ 77,452.00	12
Plouffe, Joshua H	Custodian	\$ 40,152.24	7
Pollett, Patricia M	Para	\$ 3,771.04	0
Provost, Melissa A	Principal	\$ 80,459.77	1
Quevillon, Kimberly A	General Food Helper	\$ 14,524.80	9
Robbins-Sweet, Jean E	Teacher	\$ 76,385.00	22
Rossi, Tannis N	Teacher	\$ 79,629.00	17
Routhier, Angela M	Secretary	\$ 57,461.76	18
Santos, Carol A	Para	\$ 23,699.52	23
Shipman-Hescock, Kelli B	Teacher	\$ 51,567.00	7
Trombly, Barbara E	Para	\$ 23,699.52	16
Wetnicka, Joseph F III	Custodian	\$ 27,227.44	1
Yeager, Lindsay R	Teacher	\$ 47,019.00	4
		\$ 1,835,243.32	

**Capitol Debt Payments**

Warren Community Elementary			Principal	Interest	
		Warren Roof	\$45,000	\$6,075	\$51,075
		Warren Facilities Improvement- Insulation	\$0	\$0	\$0
		Warren Tech Upgrade	\$20,000	\$2,700	\$22,700
		Warren Energy Lighting Project	\$0	\$0	\$0



		Warren Windows/Door Replacement	\$35,154	\$7,822	\$42,976
		Warren Gym Floor	\$10,237	\$1,996	\$12,233
			\$110,391	\$18,593	\$128,984
		Net Capital Assessment			\$128,984
<b>West Brookfield Elementary School</b>					
		WBES Facility	\$0	\$0	\$0
		Net Capital Assessment			\$0
<b>Quaboag Regional Middle/High School</b>					
	Town of West Brookfield Share				
		QRMHS Technology Improvements	\$0	\$0	\$0
		QRMHS Facilities Improvements	\$0	\$0	\$0
			\$0	\$0	\$0
		Net Capital Assessment			\$0
	Town of Warren				
		QRMHS Facilities Improvements	\$10,000	\$1,350	\$11,350
			\$10,000	\$1,350	\$11,350
		Net Capital Assessment			\$11,350
		Warren's Share			\$11,350
		West Brookfield's Share			\$0
<b>Total Capital Assessments</b>					
			Warren Roof		\$51,075
			Warren Elementary School Facility		\$0
			Warren Elementary Technology		\$22,700
			Warren share of Quaboag Regional		\$11,350
			Warren Energy Lighting		\$0

			Warren Windows/Doors Project	\$42,976
			Warren Gym Floor	\$12,233
			Total Warren capital debt	\$140,335
			West Brookfield Elementary School	\$0
			West Brookfield share of Quaboag Regional	\$0
			Total West Brookfield capital debt	\$0
			TOTAL CAPITAL ASSESSMENTS	\$140,335

**Competitive Grant Awards 2022 Total \$1,840,195**

**Fund Code 117 -Student Opportunity Act— Evidence-Based Practice Grant-\$100,000-** The purpose of this three-year combined state and trust funded competitive grant is to address persistent disparities in achievement among specific student groups, improve educational opportunities for all students, share best practices for improving classroom learning and support efficiencies within and across school districts

**Fund Code 123- SOA Rural Innovation and Efficiencies-\$100,000-** The purpose of this competitive grant program is to improve educational opportunities for all students by supporting increased efficiencies and educational program quality within and across rural school districts. This grant is intended to: “Address persistent disparities in achievement among student subgroups, improve educational opportunities for all students, share best practices for improving classroom learning and support efficiencies within and across school districts.” — Student Opportunity Act, 21<sup>st</sup> Century Education Program, Section 16A

**Fund Code 125-Math Acceleration Academies Grant-60,000-** Funds from this grant can be used to support the implementation of math focused Acceleration Academies for students in grades 3 through 10. The Math Acceleration Academies must take place during the February and/or April school vacation weeks of the 2022-2023 school year. Multiple forms of student data (MCAS, benchmark assessments, attendance, etc.) are used to determine which students are invited to participate in an Academy.

**Fund Code 185- High Quality Instructional Materials Implementation Grant-\$90,000-** The High-Quality Instructional Materials (HQIM) Implementation Grant will support districts in implementing recently purchased tier 1 core high-quality instructional materials (HQIM) in mathematics, ELA, science and digital literacy. Intended to support evidence-based, culturally responsive, inclusive, and equitable implementation of high-quality materials and to amplify the power of those materials, this grant will provide funding and support to accelerate student learning.

**Fund Code 209- Improving Ventilation and Air Quality in Public School Buildings Grant-\$303,592-**

The purpose of this targeted grant program is to address inequitable school facilities' needs and repairs for improved ventilation and indoor air-quality to support healthy learning environments in districts and schools with high concentrations of economically disadvantaged students, English language learners, and communities disproportionately impacted by the 2019 novel coronavirus pandemic.

**Fund Code 244 - 21<sup>st</sup> Century Community Learning Center Grant Enhancement Programs for Students on an IEP - \$10,000** - To hire paraprofessionals in the afterschool program to ensure there is enough staff to support students on IEPs.

**Fund Code 309 - Title IV A - Student Support and Academic Enrichment Grant - \$14,163** - To Support well-rounded educational opportunities; support safe and healthy students; and support effective use of technology.

**Fund Code 311- Supporting Students' Social Emotional Learning (SEL), Behavioral & Mental Health, and Wellness -Competitive- \$39,500-** The purpose of this state-funded competitive grant program is to adapt, expand, or strengthen multi-tiered systems to respond to the social-emotional and behavioral health needs of students, families, and educators and to build strong partnerships with community-based mental health agencies and/or providers to create comprehensive mental health systems.

**Fund Code 332 -Supporting Students' Social Emotional Learning, Behavioral & Mental Health, and Wellness - \$212,500-** The purpose of this state and federally-funded continuation grant program is to adapt, expand, or strengthen multi-tiered systems of support to respond to the social-emotional and behavioral health needs of students, families and educators and to build strong partnerships with community-based mental health agencies and/or providers.

**Fund Code 335 – Safe and Supportive Schools - \$10,000-** To fund Social Emotional and Behavioral Health school team leaders and DESSA screener at both elementary schools.

**Fund Code 400- Strengthening Career and Technical Education for the 21st Century Act (Perkins V) Secondary Allocation Grant- \$14,338-** The mission of the Massachusetts Department of Elementary and Secondary Education (DESE) is to strengthen the Commonwealth's public education system so that every student is prepared to succeed in postsecondary education, compete in the global economy, and understand the rights and responsibilities of American citizens, and in so doing, to close all proficiency gaps.

**Fund Code 419 - Innovation Pathways Implementation and Support Grant-\$100,000-** The purpose of this targeted grant is to provide designated Innovation Pathways with resources to support program implementation. Supporting designees in the execution of their approved designation plan such that the Innovation Pathway program meets all criteria requirements.

**Fund Code 435- HSSIEP: High School Senior Internship in Education Project \$38,880-** The purpose of the grant is to help grow the educator pipeline by engaging aspiring educators with paid internships that provide opportunities to explore the teaching profession in an authentic and meaningful way. High School student interns will gain valuable experience in a career-readiness program that offers a hands-on

opportunity to work with students in a classroom setting, learn instructional methods from mentor instructors.

**Fund Code 436-418 Innovation Pathways Planning Grant- 25,000-**The purpose of this competitive grant is to provide Innovation Pathway program resources the school to plan and write the Innovation Pathway Designation proposal both parts A and Part B to begin the pathway the following year.

**Fund Code 508 - Growing Literacy Equity Across Massachusetts GLEAM grant- \$75,000-** To support a District Team K-5 to participate in the Evaluation and Selection Process led by MA DESE with support from consultants from Hill for Literacy. In addition, a further allocation will cover half the cost of an evidenced-based core literacy curriculum for grades K-5, and an evidenced-based screener. The grant will fund professional development, a DESE consultant and stipends for teacher teams to participate in year-long PD series and workshops to understand the process and need for high-quality, literacy curriculum for all students.

**Fund Code 509 – Pre-school Growing Literacy Equity Across Massachusetts) GLEAM grant \$136,000-** To support a Pre-school team to work with DESE and consultants from Hill for Literacy to evaluate and implement a literacy screener working with DESE with support from consultants from Hill for Literacy. The grant will fund professional development, a DESE consultant and stipends for teacher teams to support implementation.

**Fund Code 528 – Afterschool and Out-of-School Time (ASOST) Increased Access Grant - \$100,000** To provide an educational and enrichment 4-day after school and 5-week summer programs modeled after the 21<sup>st</sup> CCLC. In addition to enhance current afterschool programs.

**Fund Code 644 - 21st CCLC Summer Enhancement Grant-\$50,000-** The purpose of this federally funded competitive 21st Century Community Learning Centers (CCLC) Enhancement Grant is to provide high school (HS) students interested in the education field with a school year (SY) and/or summer internship program that will enable them to gain valuable experience and provide additional support to K-8 students in current 21st CCLC schools/sites.

**Fund Code 645 – 21<sup>st</sup> Century Community Learning Center Exemplary Grant – WCES \$292,972** Planning and implementation of additional time for learning for students in grades K-6. Supported with federal funds, these opportunities will help to close proficiency gaps, increase student engagement, and support College and career readiness and success. The grant provides transportation and funds all staff, supplies and materials for the Project-based learning summer program and the school year 21<sup>st</sup> CCLC Afterschool Program.

**Fund Code 734 – Early Literacy Grant - \$51,750 -** The purpose of the sixth year of this grant is to fund a team of teachers and at least one administrator to participate in a year-long professional learning series that supports the implementation of the 2017 Curriculum Frameworks through ongoing professional development to increase the capacity of school-based teams to cultivate high-quality literacy skills.

**STEM Science, Technology, Engineering, and Mathematics Internship Grant \$16,500-** The purpose of the grant is to help grow the educator pipeline by engaging aspiring educators with paid internships that

provide opportunities to explore the teaching profession in an authentic and meaningful way. High School student interns will gain valuable experience in a career-readiness program that offers a hands-on opportunity to work with students in a classroom setting, learn instructional methods from mentor instructors.

Sincerely,

**Madeline Smola**  
Assistant. Superintendent of Development



# QUABOAG REGIONAL SCHOOL DISTRICT

## Warren – West Brookfield 2023 -2024 School Year Calendar

Mon.	Tues.	Wed.	Thurs.	Fri.
28NT	29FW	30	31	
Mon.	Tues.	Wed.	Thurs.	Fri.
				1
Holiday	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29PD
Mon.	Tues.	Wed.	Thurs.	Fri.
2	3	4	5	6
Holiday	10	11	12	13
16	17	18	19	20PD
23	24	25	26	27
30	31			
Mon.	Tues.	Wed.	Thurs.	Fri.
		1	2	3
6	7	8	9	Holiday
13	14	15	16	17
20	21	22*	Holiday	Holiday
27	28	29	30PC*	
Mon.	Tues.	Wed.	Thurs.	Fri.
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
Holiday	Holiday	Vacation	Vacation	Holiday

First Day of School Gr 1 – 12 August 30, 2023  
 First Day of Kindergarten September 1, 2023  
 First Day of Preschool September 6, 2023

QRMBS Grades Close: 1) November 3, 2023 2) January 19, 2024  
 3) April 5, 2024 4) June 11, 2024

Elementary Grades Close: 1) November 20, 2023 2) March 11, 2024  
 3) June 3, 2024

Approved 2/27/2023

Mon.	Tues.	Wed.	Thurs.	Fri.
Holiday	2	3	4	5
8	9	10	11	12
Holiday	16	17	18	19
22	23	24	25	26
29	30	31		
Mon.	Tues.	Wed.	Thurs.	Fri.
			1	2
5	6	7	8	9
12	13	14	15	16
Holiday	Vacation	Vacation	Vacation	Vacation
26	27	28	29	
Mon.	Tues.	Wed.	Thurs.	Fri.
				1
4	5	6	7	8
11	12	13	14	15PD
18	19	20	21	22
25	26	27	28	Holiday
Mon.	Tues.	Wed.	Thurs.	Fri.
1	2	3	4	5
8	9	10	11	12
Holiday	Vacation	Vacation	Vacation	Vacation
22	23	24	25	26
29	30			
Mon.	Tues.	Wed.	Thurs.	Fri.
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
Holiday	28	29	30	31
Mon.	Tues.	Wed.	Thurs.	Fri.
3	4	5	6	7
10	11	12	13	(14)
(17)	(18)	Holiday	(20)	(21)

## DATES TO REMEMBER

August 28, 2023	New Teachers Orientation Day
August 29, 2023	Faculty Workshop
August 30, 2023	First day of School (1st – 12 <sup>th</sup> grades)
August 30-31, 2023	Kindergarten Orientation
September 1, 2023	First day of Kindergarten
September 5, 2023	Pre-School Orientation
September 6, 2023	First day of Preschool
September 12, 2023	Open House – WBES (Grades 1-6)
September 13, 2023	Open House – QRMHS
September 14, 2023	Open House – WCES (Grades 1-6)
September 29, 2023	No School – Professional Development Day
October 9, 2023	No School - Columbus Day Holiday
October 10-13, 2023	Ecology School trip
October 20, 2023	No School - Professional Development Day
November 10, 2023	No School – Veteran’s Day
November 13, 2023	Reports Cards Distributed (QRMHS)
November 22, 2023	1/2 day of School
November 23 - 24, 2023	No School - Thanksgiving Break
November 27, 2023	Reports Cards Distributed (K-6)
November 30, 2023	1/2 day of School - Parent Conferences (all schools)
Dec. 25, 2023 - Jan. 1, 2024	Schools Closed - Winter Vacation
January 2, 2024	School Re-opens
January 15, 2024	No School - Martin Luther King Day
January 26, 2024	Report cards distributed (QRMHS)
February 19, 2024	No School - Presidents’ Day
February 19 - 23, 2024	No School - Winter Break
March 15, 2024	No School - Professional Development Day
March 18, 2024	Report cards go home (K-6)
March 29, 2024	No School – Good Friday
April 12, 2024	Reports Cards Distributed (QRMHS)
April 15, 2024	No School – Patriots’ Day
April 15 - 19, 2024	No School - Spring Break
May 31, 2024	Last day of school for Seniors
May 27, 2024	No School - Memorial Day
June 8, 2024	Graduation Day
June 13, 2024	180 <sup>th</sup> Day of School **
June 19, 2024	Holiday – Juneteenth
June 21, 2024	185 <sup>th</sup> Day of School

\*\* Final report cards will be distributed at the elementary schools on the last day of school. QRMHS report cards will be mailed home.