

MASC/MASS JOINT CONFERENCE



Conference Updates

November 2-5, 2022

Resort and Conference Center, Hyannis

www.masc.org

REGISTER NOW

CONFERENCE REGISTRATION: WWW.MASC.ORG

Meal Registrations: don't forget to sign up for meals when you register for the conference. If you are registered as an early bird, check that you are also registered for meals.

Hotel Reservations: **Reservations must be made directly through the hotel.** The hotel reservation form can be accessed on the **MASC website www.masc.org** on the conference page.

Program at a Glance

WEDNESDAY, NOVEMBER 2

PANEL SESSION I: 12:30-1:40pm

• Basics of Policy

When was the last time your district reviewed its policy manual? Is your manual current? Is it based on best practice and does it include all new legislative action that affects students and staff? Learn how to incorporate regular policy manual review into your committee work, the difference between policy and procedure, and who is responsible for what.

• Addressing the Unique Challenges of Regional Schools

Revenue analysis, budget planning and management, and transportation in regional districts are often different compared with municipal districts. Learn how to address those unique challenges to deploy efficiencies that result in greater availability of time and money for direct services to students.

• A Systems Approach to Equity

Panelists from the Framingham Public Schools will discuss how departments across the district have approached equity and continue to develop and refine ways to remove barriers for students and families.

• Implementing a Tier 1 Mental Health Literacy Approach for Educators, Students and Beyond

Participants will learn about the four pillars of mental health literacy, why they are critical, and how the Mental Health Collaborative can bring this model to your school and community.

• Anti-Racist Decision-Making Strategies for School Leaders

Presenters from the Massachusetts IDEAS (Initiatives for Developing Equity & Achievement for Students) program will discuss key factors including communication tactics, stakeholder engagement, and crisis management.

PANEL SESSION II: 1:50-3:00pm

• MA Consortium for Innovative Education Assessment (MCIEA): Tools for Increasing Educational Equity

MCIEA has launched a public Task Bank of Performance-Based Assessments (PBA) and a data dashboard of School Quality Measures (SQM) to provide districts and schools with tools, resources, and coaching to increase educational equity. Learn how MCIEA has brought together teachers, administrators, researchers, and teacher union representatives to build a better accountability system that goes beyond multiple-choice standardized tests.

• Electrification of School Bus Fleets

This year, the EPA launched its new Clean School Bus Program (CSB), providing \$5 billion over the next five years to replace existing school buses with zero-emission and

low-emission models. The first round of these projects is already underway, and the EPA anticipates the second round of funding under CSB later this year. The Massachusetts Clean Energy Center (MassCEC) released a complementary funding program this fall called Accelerating Clean Transportation School Bus ("ACT School Bus") to further assist Massachusetts school districts in reaching their school bus electrification goals. Learn more about these programs, electric school bus projects, and the future of electrification in Massachusetts.

• Mediation, Arbitration, and What You Need to Know About Contract Administration

This session will explain the roles of mediation in negotiations and arbitration in carrying out your collective bargaining agreements once they are approved.

• Shared Service Model Approach to Anti-Racist Practices

Learn how six suburban districts are working individually and in partnership through their Collaborative with a shared DEI Coordinator to create and build on the conditions for promoting equity across the district. Panelists will share how and why they began this work and how they have attempted to disrupt practices that perpetuate systemic racism and inequities by leveraging both district-specific and community-wide culture, knowledge, and relationships, and known effective practices.

• Building a Sustainable Leadership Model for Culturally Responsive Schools

The Acton-Boxborough school district has partnered with The Leadership Academy of New York City to provide coaching for school and district leaders to support culturally responsive practices. Learn about their existing work, the challenges they have faced and how they are building a sustainable leadership model through a coaching model for leaders and leadership teams.

MASC RESOLUTIONS CLINIC: 2:30pm

MASC DELEGATE ASSEMBLY: 3:00pm

EXHIBIT HALL OPENS: 3:00pm

PANEL SESSION III: 3:25-4:30pm

• Communication that Works

This session will focus on communicating with adult and student communities on topics of interest through engaging videos. Video is an engaging and inclusive medium that can be accessed on demand by families and educators. A partnership between a school district and professional content creator can greatly enhance home-school communication.

• Hot Topics in Facilities and Maintenance

Get the latest info on facilities and maintenance planning and protocols, best practices, expenses, and more in this session designed to help you better deploy your budget dollars to keep your buildings safe and healthy!

- **Leveraging a Building Project to Increase Equity and Student Well-being for Long-term Change**

Weymouth school leaders, administrators, and architects will describe how the district was able to leverage the new Maria Weston Chapman Middle School building project to increase equity throughout the district, build for each student's academic, physical, and social-emotional well-being, and create a culture of empathy, diversity and inclusion.

- **Centering Identity and Creating Systems of Support for Healthy and Equitable Schools**

Supporting groups of people in school communities to gather around a shared identity (sometimes called affinity groups or caucus groups), can provide a sense of belonging, resilience, healing, joy, and collective energy to make schools work better for everyone. Join our session if you're interested in learning how affinity groups can make your equity work transformative and sustaining.

MASS BUSINESS MEETING: 4:30pm

EXHIBITORS RECEPTION: 5:00-6:30pm

KEYNOTE DINNER: 7:00pm

Guest Speaker: DESE Commissioner Jeffrey Riley

Sponsored by: Comcast

THURSDAY, NOVEMBER 3

**CONTINENTAL BREAKFAST WITH EXHIBITORS:
7:30-9:00am**

FEATURED SESSION: 8:45-10:00am

- **Understanding the Student Mental Health Crisis: Causes, Impact and Solutions**

A staggering number of students are currently struggling with behavioral health needs. These unprecedented numbers are rising, as are the acuity of the symptoms plaguing students. In this special session, Drs. Nicholas Covino and Nadja Higgins Reilly will discuss clinical and research findings regarding the impact of the pandemic on student mental health, what presentations are impacting students and their functioning, and the long term effects expected over the next 5 years.

**MASC DIVISIONS VIII and IX MEETINGS:
10:00-10:40am**

PANEL SESSION IV: 10:45am-Noon

- **LGBTQ Inclusion for Administrative Leadership**

Designed for administrators, this session will provide a thorough overview of the laws, policies, resources, and best practices related to supporting LGBTQ students and staff.

- **Looking for a Leader**

At some point, every committee will need to seek a new superintendent. Finding the right leader for the district

is critical in ensuring district progress and stability. In this session, we'll discuss the elements of planning for a leadership change, including leveraging stakeholder input, defining the attributes necessary for success, planning a thorough search process, and successfully transitioning once a new leader is selected.

- **Administering Medication in MA Schools: Legal and Clinical Considerations**

Presenters will provide an outline of the legal obligations of both public and non-public schools in the safe administration of medication, as well as safe implementation and delegation of other health care tasks, especially when working with wrap-around service delivery.

- **Early College: A Strategy for Increasing Equity and Postsecondary Attainment**

The Massachusetts Alliance for Early College will discuss the progress of the early college initiatives they have put forward in the past five years, the challenges and opportunities these have presented for students, and how superintendents and school committee members can work together to strengthen and grow these early college programs.

- **Legal Challenges in Human Resources**

Leaves, collective bargaining, and other hot topics present a wide variety of challenges. Hear some real-life situations and some tips to help avoid trouble in your district.

- **Creating and Promoting Equitable Conditions in Schools**

This session presented by administrators, school leaders, and educators/practitioners, and students from the Beverly Public School district, will offer an examination of what educators can do with an equity awareness, and consider the actions educators can take to create equitable conditions and move the needle toward justice.

- **Wraparound Services that Strengthen Alliances between Families and Schools**

This session will highlight the menu of services developed to support students through wraparound services.

- **Roles and Responsibilities**

Whose job is it, anyway? Presenters will highlight the key responsibilities of the School Committee and best practices affecting your role, who in the district is responsible for what and how, and the importance of building trusting relationships in the work you do for the benefit of the students in your district.

- **Vocational Technical Programs Update**

Vocational administrators and school committee members share information, best practices, trends, and the latest public policy developments for Chapter 74 programs.

NETWORKING LUNCH: Noon-1:30pm

MASC DIVISION X MEETING: 1:30-2:10pm

PANEL SESSION V: 2:15-3:30pm

• Special Education Update

Learn about recent developments around innovative programs and advocacy strategies for children with special needs.

• Equity Planning for Equity-Focused Leaders

Presenters will share a framework and related strategies for equity-focused leadership entry drawing on dozens of interviews with superintendents in their first three years on the job, as well as key lessons learned by local superintendents. This session is designed for both new superintendents and experienced leaders who are making a new commitment to equity-focused leadership.

• Building Leadership Capacity in the School Committee/Central Office

Current thinking emphasizes the importance of culture, relationships and psychological safety to promote stability in the district, foster an environment of inquiry, and put student success as the priority. Attendees will learn how to strengthen the relationship in their own district and promote longevity in the central office.

• Grow-Your-Own Leadership

This session will explore the Springfield Public School's programs designed to create a pipeline of high-qualified diverse school leaders. The session will outline the district's career ladder programs designed to promote equity with a focus on: paraprofessionals, instructional coaches, and administrator leadership development. The session will include programming components, district partnerships, and district financing.

• Proactive Communication: Telling Your District's Story Effectively

School leaders have a responsibility to share important news and updates with their constituents - including the district's successes and challenges. In this session, a veteran K-12 public relations consultant will share actionable strategies for honing your message and delivering compelling content across a variety of channels.

• Fueling Student Wellness and Achievement: Why School Meals and Wellness are Critical and How to Support your Program

Learn about the impact of nutrition on learning, free universal school meals, P-EBT's use and importance, the importance of quality staff training, and more as you provide the foundation for improved student outcomes.

• Courts and Schools

Get the latest information on decisions of the Supreme Court and cases before the MA Supreme Judicial Court affecting education.

• Therapy Pets in Schools

Social/emotional learning is widely recognized as essential, and therapy pets help kids relax and be ready to learn. Fitchburg Public Schools is the leader in the state

for the number of hours that therapy pets spend in the classrooms. Learn how they accomplish this, and what the impact is on students.

• Team Building

Effective school committees function as one body with a shared vision and goals for the district. Getting agreement on a shared vision and goals can be a challenge when the committee members have multiple thoughts and opinions. This session will focus on strategies that enable a group of individuals to develop a team.

GENERAL SESSION: 3:45-5:00pm

Topic: Surviving and Thriving in Challenging Times

Leading and governing schools has never been more complex. School Committees and Superintendents continue to face conflict, criticism, and a loss of confidence. Presenters Rob Evans, Ed.D. and John D'Auria, Ed.D. will explore these key dilemmas and offer ways to manage stress and conflict and to strengthen collaboration.

MASC PRESIDENTS' RECEPTION: 5:30pm

DINNER: 6:30pm

Guest Speaker: Marta Garcia, MA Teacher of the Year 2022 (Salem)

Legislators of the Year: To be Announced

FRIDAY NOVEMBER 4

CONTINENTAL BREAKFAST WITH EXHIBITORS: 7:30-9:00am

COSCAP ANNUAL CONFERENCE: 9:00am-3:45pm

GENERAL SESSION: 9:00-10:15am

Topic: Leading and Implementing Equity with Intentionality

School districts across the state are contending with increased student diversity in schools and heightened concerns about equity, anti-racism, and inclusion while struggling to increase the diversity of school staff and an expanded understanding of educational equity. Manuel J. Fernandez, a veteran equity-focused educator and administrator will address these themes and facilitate a panel discussion with different key school stakeholders (student, caregiver, educator, school leader, district leader, superintendent, and a school committee member) on the importance of being intentional when engaging in equity work.

PANEL SESSION VI: 10:30-11:45am

• Communities Divided: How to Navigate Polarizing Issues

A veteran K-12 communications specialist will share experiences and strategies to help your district navigate and manage highly politicized issues.

- **Small/Rural Districts: What We Can Learn from the Berkshire County Experience**

Learn how BERK12 (Berkshire Educational Resources K-12) came together to address challenges such as long-term enrollment declines, strained school finances, and disparities in educational opportunity in order to promote high quality public education, which all children deserve, regardless of background or circumstance.

- **School Safety: The Importance of Threat Assessment**

School leaders are refocusing attention on the elements necessary to keep students, staff, and families safe. This session focuses on the importance of threat assessment teams, investigative themes for concerning student behavior, and promotion of a safe school climate.

- **MIAA: Growing the Courageous Leaders of Tomorrow**

Participation in interscholastic athletics and student activities exposes young people to enduring principles needed to navigate the unpredictability of everyday life. That is why it is imperative that districts understand how to utilize the platform of athletics and student activities to promote the personal and interpersonal growth of our students.

- **Student Empowerment through Integration Learning**

For the past two years, Essex Tech. has been holding seasonal Integration Academies after school, on weekends, over vacations. Educators create tasks that involve integration between career technical/agricultural learning and academic skills. These have become a pathway for student leadership, empowerment, and a sense of belonging. Learn how you can implement similar strategies.

- **Rethinking Public Comment Period: Do's. Don'ts. How to Manage it.**

This session will review the current law and practice for public comment periods, as well as some do's and don'ts and best practice based on current law and recent court decisions.

- **Building Inclusive, Equitable Culture in your District: Eight Actionable Strategies**

Are you struggling with where to begin your district's journey towards a more equitable and inclusive environment? This workshop will provide examples from two rural/suburban school districts who taking tangible steps including strategic visioning, culturally responsive approaches to curriculum and instruction, auditing current practices, and updating hiring practices.

- **What Should Equity Look Like? Feel Like, Sound Like in 21st Century Schools**

Join a diverse group of high school students and a school adjustment counselor to learn about centering the student voice in district and school equity plans.

LEADERSHIP LUNCH: Noon-1:30pm

Guest Speaker: MA Auditor Suzanne Bump

Sponsored by: Valerio, Dominello & Hillman, LLC

MASC DIVISION I-VII MEETINGS: 1:30-2:15pm

PANEL SESSION VII: 2:30-3:45pm

- **What your School Business Official Wishes They Could Tell You**

They keep the budget balanced, the bills paid, and (often) so much more. What would they tell you if they could? Join us for this panel discussion of what school business officials want school committee members to know about how their position works, what they do, and how committee members can strengthen this important relationship.

- **The Socially Emotionally Responsive School: Examining How Learning and the Learning Environment Impact Mental Health**

Panelists will share research, stories, and anecdotal evidence of how teaching, learning, and the learning environment itself impacts a student's sense of belonging, mental health, and academic growth.

- **Evaluating the Superintendent**

Whether you're new to the Massachusetts model of Educator Evaluation or whether you're seeking ideas on how to refine the process, this session is for you. We'll describe the process for evaluating the superintendent from start to finish and discuss steps a committee can take to make the process both manageable and meaningful.

- **Changing the Narrative: Launching & Sustaining a DEI Lens**

Kathy Lopes, co-author of the recently published *Change the Narrative*, will discuss how participants can engage their school community in planning, including concrete action steps that will lead to transformational change.

- **Student Transportation, Equity, and Sustainability**

MassDOT's Safe Routes to School program includes strategies on how best to bridge the gap between health (physical activity, safety, student independence, and resiliency) and student transportation (access, mobility, and connectivity) using education, engineering, planning, and policy to design programs that are both equitable and sustainable.

- **What School Leaders Need to Know about HVAC Systems**

A panel of school architects and project managers will explain what school leaders need to know before they plan and as they build.

PANEL SESSION VIII: 4:00-5:15pm

- **Goal Setting/Self Evaluation**

School Committees have a responsibility, along with the superintendent, to articulate a vision and set goals for the district. Committees also need to ensure their work supports and furthers the district goals. This session will discuss goals, how the committee can evaluate its own practices and progress with an eye toward continuous improvement.

- **Moving from Performative Practices to Transformative Actions**

Learn about leadership that nurtures support for BIPOC staff, students and families.

- **Providing Children with Equitable Access to State-of-the-Art Air Conditioning**

Representatives from Undaunted K-12, a national nonprofit supporting climate action in America's K-12 public schools, will discuss recent developments and state-of-the-art tools to help your students learn in a comfortable and healthful environment.

- **School Committee Role in Financial Oversight**

Massachusetts school committees "review and approve budgets" but once the budget is passed, what does that responsibility entail? Come learn about what the financial oversight responsibilities of the School Committee are during the rest of the year.

LIFE MEMBER RECEPTION: 5:30pm

LIFE MEMBER/LEADERSHIP DINNER: 6:30pm

SATURDAY, NOVEMBER 5

9:00-10:15am

- **Parliamentary Procedures**

An opportunity to learn about parliamentary procedures, using them to achieve your goals, and ensuring that meetings are run smoothly and fairly.

9:00-11:45am

- **Effective Meetings- Planning and Implementation**

Are your meetings too long? Feel unproductive? Is there a lack of focus on student achievement and district goals?

Then this session is for you. We will discuss tools and strategies to plan and execute effective meetings that help the committee stay focused on its work, on its goals and on students. The session will be particularly useful for current and aspiring chairs.

- **Student Representatives to the School Committee session**

Please invite your student representative to join others from across the state in a special Saturday morning session! Created by students for students, this program will focus on the work of School Committee representatives and issues of interest to students from across the state.

10:30-11:45am

- **Difficult People**

This session will review strategies for working constructively with the most difficult of committee colleagues, and navigate the challenges to getting the work of the committee done with the least amount of negative distraction and resistance.

- **Is my State Aid Going Up? The Student Opportunity Act, Target Share, and Hold Harmless**

The implementation of the SOA, overhauling how the state calculates required funding for K-12 education, has districts closely watching local aid numbers each year. If your district wasn't one of the early and obvious "winners" for school funding, could that change? Join us for this discussion of just what is determining your Ch. 70 aid and what the ingredients are in determining increases over the next few years of implementation.

Noon-1:00pm

- **STUDENT VOICE Box Lunch Program**

Join students from across the state at lunch table discussions of issues of concern to them—and school leaders.

Massachusetts Association of School Committees
One McKinley Square
Boston, MA 02109

FIRST CLASS
U.S. POSTAGE
PAID
BOSTON, MA
PERMIT NO.
58830