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Sandwich School Committee Goals 2020-2021 Goals

Sandwich School District Mission Statement: In partnership with families and the community, we support, inspire and empower students to become confident lifelong learners and prepare them to be the navigators of their own futures.

Goal 1- District Development

The School Committee will Review and Enhance Racial Justice, Equity, and Cultural Responsiveness¹ in Teaching/Learning, Human Resources/Talent Development, and Community Interactions

Description: In accordance with [File AC: Non Discrimination](#) and the district mission statement (see above) of the Sandwich School Committee Policy handbook, we will promote, honor, and celebrate diverse perspectives, especially those of Black, Indigenous, and People of Color (BIPOC) among our students, staff members, and families through the development of antiracist and antibias policy, curriculum, professional development, and hiring practices.

Action Steps:

- Create an Anti-Racism Advocacy Sub-committee made up of community stakeholders to meet regularly to promote a conversation among students, staff, parents/guardians, and community stakeholders about how the Sandwich Public Schools can enhance racial justice, equity, and cultural responsiveness in academic and co-curricular experiences for our students and human resources/talent development for staff.
- Develop a schedule to regularly review and where practicable enhance policies, procedures, and interactions relative to the School Committee Non-Discrimination outcomes.
- Research and establish a plan to increase diversity in hiring practices

Benchmarks:

- By December 2020 we will establish a membership and meeting schedule for advisory committee and have convened at least once

¹ Cultural Responsiveness (Zaretta Hammond) “is a way to use culture to build trust and relationships with students as well as to develop the cognitive scaffolding that build on the broader knowledge students already have so they can become competent, independent learners.”

- By December 2020 we will update the School Committee handbook (and school handbooks) to reflect our commitment to diversity, inclusion and the clear prohibition and discipline of discrimination and hate speech.
- By June 2021, invite administrators to make 2-3 presentations on the newly implemented curricula and professional development around racism and racial justice.

Goal 2: Professional Practice

The School Committee will improve and enhance engagement and communication with the Sandwich community and governing boards.

Description: As per the School Committee Handbook: “Members of the Sandwich School Committee will lead by example, knowing that to create trust between the community and the committee, mutual respect must be fostered, and is required for School committee to succeed in its endeavors. We encourage respectful debate and differing points of view, knowing that we learn important information through discourse.” We pledge to work to hear all voices and opinions and solicit input from the Sandwich community and elected officials while respecting Open Meeting Laws.

Action Steps:

- Increase awareness of school community meetings through various methods of communication to facilitate access.
- Meet and communicate more regularly with Finance Board and Selectmen around budgetary and other concerns.
- Review or participate in MASC training around communication, open meeting laws, and community engagement.
- Establish regular, two-way communication with the ESL Director to ensure language is not a barrier to participation (investigating possible translation tools and services for SC meeting agendas, minutes, and school website information)
- Work with The Enterprise and other local publications to share school committee news
- Enhance student engagement in policy decisions by either enhancing the Student Representative responsibilities and/or regular communication with another student liaison
- Update policies around communication and transparency according to MASC guidelines.

Benchmarks:

- By December, 2020, with the help of IT and possible family survey, identify and put into practice two communication strategies/methods using various technologies to increase community involvement in school processes. Possible examples include: establish an email list and/or robocall phone list that includes diverse stakeholders and send out regular SC updates, utilizing translation software for email/website information
- By December, 2020, conduct at least one workshop with the Finance Board and Selectmen regarding the 2022 budget.
- By June, 2021, each committee member will participate in one training opportunity through MASC or self-selected reading, etc. to further understanding of communication with community stakeholders.

- By October 2020, update the Student Representative responsibilities OR identify another student liaison to solicit peer feedback to share with the school committee during the bi-monthly report.

Goal 3: Teaching and Learning

The Sandwich School Committee will ensure academic, social-emotional, and curricular supports are in place for all three cohorts of in-person, remote and hybrid learning and that supports are distributed equitably among stakeholders.

Key Actions:

- Get feedback from students, families, and teacher to determine efficacy of hybrid/remote/in-person learning
- Advocate at the legislative level for funding and resources to support remote and hybrid and in person learning
- Establish school resources for students and families who need extra support for remote and hybrid learning (regular check ins, technology help, counseling, etc.)
- Identify community resources for students and families who need extra support (partner organizations)
- Prioritize the update of all relevant policies according to MASC guidelines.

Benchmarks:

- By December 2020, conduct at least one survey of students, staff, and families to gather data about efficacy and equity of remote/hybrid/in-person learning
- By November, 2020, identify families struggling with remote/hybrid learning and establish two-way contact with a point person to coordinate extra support.
- By December, 2020, establish partnerships with three local community organizations that can provide resources to families who are struggling with hybrid/remote learning
- By December, 2020, submit at least one statement to the state legislature in support of full funding for resources during Covid19.

Goal 4: Facilities/Technologies

We will ensure that supports are in place for in-person/remote/hybrid learning from a facility and technology standpoint.

Key Actions:

- Ensure that HVAC and air quality is safe and updated according to current CDC safety standards
- Ensure every student has access to the necessary technology (computer and internet access) to participate in remote learning activities

- Ensure staff has access to the necessary technology and training to provide robust remote learning opportunities for students
- Advocate at the legislative level for safe learning environments for staff and students
- Update all relevant policies according to MASC guidelines

Benchmarks:

- By August 31, 2020 request and receive updated information about HVAC systems in schools from independent consultant
- By September 15, survey families and provide devices and internet support to families who need them
- By October 2020, submit at least one statement to the state legislature in support of funding for safe facilities and technology support during COVID