

# **SCHOOL DEPARTMENT**

School Committee  
&  
Superintendent of Schools

**Hudson Public Schools**  
**School Committee and Superintendent Joint Annual Report**  
**March 2023**

To the Citizens of Hudson:

The Hudson School Committee and the Superintendent of Schools are pleased to present their Annual Report. It is a great honor to serve our community by working together to live our mission of Delivering a World-Class Education Today for the Global Leaders of Tomorrow.

**School Committee Membership**

The May 9, 2022 Annual Town Election resulted in the election of Christopher M. Monsini and Steven C. Smith (incumbent) to three-year terms. *On May 20, 2022, Mr. Adam Tracy resigned from the Hudson School Committee. On July 25, 2022, the Hudson School Committee and Hudson Select Board approved the appointment of Mr. Steven Sharek to fill the remainder of Mr. Tracy's term.* At the Committee's *organizational meeting* on May 10, 2022 Michele Tousignant Dufour was appointed to Committee Chair, Molly Mackenzie was appointed as Committee Vice-Chair, and Mark Terra-Salomão was appointed the role of Committee Secretary.

**Budget Summary**

The Hudson Public Schools is fully committed to its mission of Delivering World-Class Education Today for the Global Leaders of Tomorrow. With currently 81% of the school age student residents in Hudson attending the Hudson Public Schools, the District is committed to increasing the number of families that choose the Hudson Public Schools as the preferred educational opportunity for their children. This commitment is anchored in the belief that a strong portfolio of options for students and families will guide students' educational experience in our schools.

The FY24 proposed budget, in the amount of \$46,915,007, represents the expenditures anticipated for the 2023-2024 school year and it includes personnel, general expenses, and transportation costs. It also represents an increase of \$1,716,492 or 3.80% from the adopted FY23 budget of \$45,198,515. This moderate budget increase is a result of the continued Zero-Based Budget process and it includes anticipated salary increases through contract negotiations with the Hudson Education Association, the Hudson Paraeducators' Association, the Hudson School Administrative Assistant Association, and the AFL-CIO, Local Council 93 Custodians.

The total revenue for the FY24 budget is \$46,915,007 and it is comprised of Town Appropriation, Circuit Breaker, and School Choice receipts. The amounts for FY24 are \$43,305,340 in Town Appropriation (it represents a 4.19% increase over the FY23 appropriation), \$1,182,672 in Circuit Breaker (FY23 reimbursement), and \$2,426,994 in School Choice carry-over and new revenue. The projected School Choice revenue for FY24 is \$1,000,000 and is based on the trend in enrollment of students who do not reside in Hudson. The Town Appropriation was originally set at 2.75% increase but after Chapter 70 State Aid in the Governor's Budget was announced in February 2023, the Town increased the School appropriation by \$600,000.

The proposed FY24 budget aligns with the District's Strategic Financial Plan, which consistently identifies steps to narrow the revenue gap by consolidating and reducing current and future expenditures. However, the impact of the pandemic on academics and social-emotional learning has exacerbated our ability control expenditures due to the overwhelming need to provide additional services and supports to students.

The federal COVID-19 relief funds have been invaluable to the Districts' ability to navigate through COVID-19 related expenses and the impact the pandemic incur on student achievement and social emotional learning. The pandemic restrictions to in-person learning have affected how teachers teach and how students learn. The challenges ranged from mastery of core content learning to social-emotional learning, more intensely for students who are at-risk or those who need additional support services to access the curriculum and/or to make academic progress.

The sun setting of federal COVID-19 funds will significantly impact the FY25 budget and beyond. The District's Strategic Financial Plan will be the guiding instrument as we navigate future budgets. The plan includes a five-year projection for expenditure and revenue. As projected, the District will require additional revenue through Town

Appropriation in order to maintain the standard level of services currently in place. There is also a critical need to expand programs and services, which are associated with the increased enrollment of Multi-lingual learners, low-income students, students with disabilities, and post-pandemic social, emotional learning needs. The District will continue to analyze all expenses generated by personnel, programs, and services and allocate resources as prioritized in the District Improvement Plan.

It is also important to note that the FY24 proposed budget accomplishments are achieved through a thorough review of the master schedule for each school, program of studies evaluation, and through the reallocation of resources. All positions, programs, and services proposed for the FY24 are funded through existing resources and funding. These new programs and services will enhance the District’s ability to support all students in a holistic manner while aiming to create greater internal infrastructure post-pandemic era.

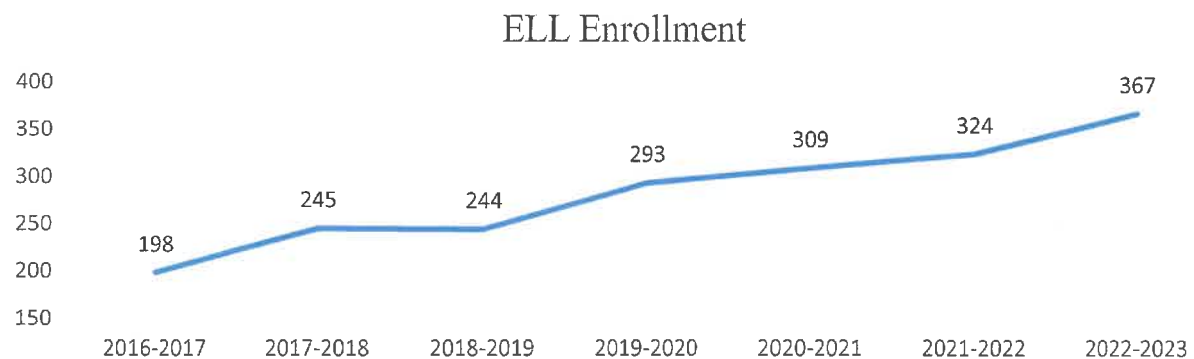
This includes the expansion of our Dual Language Program to grade 2 at Farley Elementary School. The Town of Hudson possesses a strong history and connection with the Portuguese community and our Dual Language Program will help preserve and enhance the Portuguese-speaking heritage while preparing our students for the highly competitive diverse work places in the 21st century global fields of study and work.

The proposed FY24 Budget incorporates the needs of the District and I want to extend our gratitude to the Town Executive Assistant, Mr. Thomas Gregory, and to the members of the Select Board and Finance Committee for their support of the District’s budget process and for their continued financial commitment to the Hudson Public Schools.

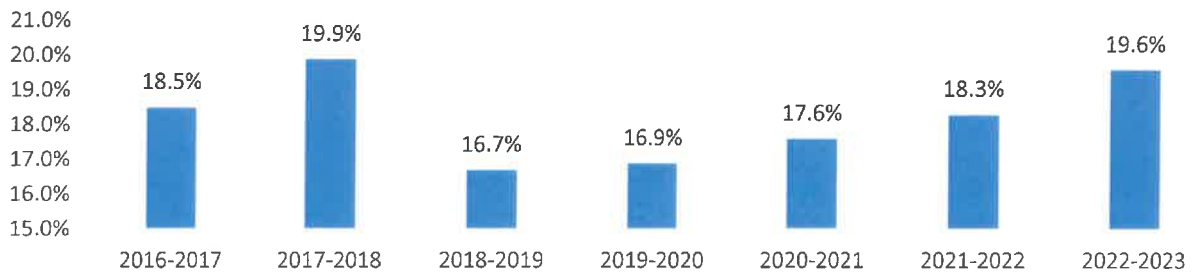
**Student Enrollment and Demographics**

The District’s certified October 1, 2022 enrollment numbers are included in the chart below:

School	Grades Served	10/1/22 Enrollment
Hudson High School	8-12	808
Quinn Middle School	5-7	558
C.A. Farley Elementary	PK-4	430
Forest Avenue Elementary	K-4	284
J.L. Mulready School	PK-4	243
<b>Total</b>		<b>2,323</b>
Student Demographic		% of District (10/1/22)
First Language not English		32.1%
English Language Learner		15.8%
Students with Disabilities		19.6%
High Needs		53.0%
Economically Disadvantaged		37.3%



### Students With Disabilities



### Economically Disadvantaged Students\*



\*Massachusetts Department of Elementary and Secondary Education

### 2021 MetroWest Adolescent Health Survey Key Indicator Report for Hudson

The MetroWest Adolescent Health Survey (MWAHS) is an initiative of the MetroWest Health Foundation. The 2021 survey is the 8th administration of the MWAHS, made possible by increased technological capabilities of schools and one-to-one device programs. While the survey was administered every other year from 2006 to 2018, there was a one-year delay in the administration of the most recent survey in the fall of 2021 due to the challenges of surveying youth during remote learning. In 2021, over 39,000 middle and high school students in all 25 communities in the region participated in the survey. The survey data is dedicated to: improving adolescent health and wellness by supporting data-driven advancements in prevention efforts, programs, and policies, monitoring trends in adolescent health and risk behaviors. The survey was administered to middle school students in grades 6 and 7 and high school students in grades 9 through 12. Student participation was voluntary with opt-out choice by parents and students. Data collection at each school was guided by a protocol that protected the privacy of students' responses. 494 students in grades 6 through 8 (90% participation rate) and 542 students in grades 9 through 12 (84% participation rate) participated in the survey.

Hudson Grades 9-12 MetroWest Adolescent Health Survey Results	2008	2010	2012	2014	2016	2018	2021
Life "very" stressful (past 30 days)	29.1%	28.5%	25.1%	34.8%	34.9%	36.8%	37.3%
Depressive symptoms (past 12 months)	24.9%	19.4%	20.8%	26.1%	19.8%	22.8%	32.6%
Self-injury (past 12 months)	15.6%	12.6%	15.4%	17.4%	12.9%	13.5%	22.4%
Considered suicide (past 12 months)	12.1%	10.5%	14.5%	14.4%	12.1%	14.1%	18.3%

Hudson Grades 7-8 MetroWest Adolescent Health Survey Results	2008	2010	2012	2014	2016	2018	2021
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Life "very" stressful (past 30 days)	N/A	13.1%	11.3%	16.9%	19.3%	21.7%	18.0%
Depressive symptoms (past 12 months)	N/A	14.8%	13.7%	20.0%	10.9%	18.3%	24.9%
Self-injury (past 12 months)	N/A	6.3%	10.2%	11.7%	8.3%	8.5%	13.6%
Considered suicide (past 12 months)	N/A	9.4%	13.0%	14.0%	10.6%	15.6%	18.0%

## **School Committee Subcommittee Reports**

### **1. Budget Sub-Committee**

Description: All School Committee members are part of this Subcommittee. The goal of the Subcommittee is to work through the annual budget details with the Superintendent and the District Budget Team. The final budget is voted on during School Committee meetings and ultimately presented to the Board of Selectmen and Finance Committee before it is presented at Town Meeting for approval. The Committee, Superintendent, and District Budget Team participated in Resource Allocation and Prioritization sessions in February of 2022 to analyze the FY23 Budget proposal and to prioritize budget requests. The FY23 Budget was approved by the School Committee on March 22, 2022 and submitted to the Town on March 23, 2022.

### **2. Policy Sub-Committee**

Description: Work with the Superintendent to review the District Policy Manual and determine which policies should be updated, introduced, and/or removed. Once the desired changes are identified, the Superintendent and/or Subcommittee draft and review the changes, which are ultimately presented to the full School Committee for approval. To date, Policies under sections A, B, C, D, E, F, G, H, J (most), K, and L have been reviewed.

### **3. Strategic Goals Subcommittee**

Description: Develops recommendations related to strategic topics identified by the School Committee. This can include things such as the School Committee strategic goals, action items related to the strategic goals, and facilitating meetings with the community related to some topics being addressed by the Subcommittee. The Committee has adopted the 2018-2021 Strategic Goals, which aligned with the District Improvement Plan.

Goal 1: Achieve continuous improvement in the academic and social growth of ALL students.

Goal 2: Provide a safe and supporting environment for our students and staff.

Goal 3: Promote a collaborative relationship with the community and all stakeholders through effective communication and transparency.

Goal 4: Encourage progressive development and innovation in our professional practice at all levels within the district.

Goal 5: Develop a financially stable and fiscally responsible budget that is responsive to the needs of the district.

### **4. Superintendent's Evaluation Subcommittee**

Description: Oversees the annual Superintendent evaluation process, which includes developing goals for the coming year and evaluating performance against the prior year's goals. The Subcommittee presents this information each year to the full School Committee for approval. They met in October 2022 to evaluate the Superintendent's goals. The Mid-Cycle Goals Progress Report was subsequently submitted to the School Committee for review and approval.

### **Contract Negotiation Teams**

The Committee engaged in contract negotiations with the Secretaries and Custodians unions in FY23. The negotiations are for contracts for the FY24-FY27.

### **District Improvement Plan:**

The District Leadership Team developed the District Improvement Plan during the 2022-2023 school year. The document below identifies our mission, vision, and core values and delineates four strategic goals to guide and support the work being developed by each member of the Hudson school community.

<b>DISTRICT IMPROVEMENT PLAN 2022-2025</b>	
<b>Element</b>	<b>Definition</b>
<b>Mission</b>	Delivering World-Class Education Today for the Global Leaders of Tomorrow
<b>Our Values</b>	We create a culture of: <b>Excellence</b> - We work with integrity and hold ourselves accountable for exemplary service, outcomes, and interactions. <b>Strong Relationships</b> - We build a strong sense of community based on clear communication and partnerships. <b>Educating the Whole Child</b> - We recognize students as unique individuals and frame decisions with all students in mind.
<b>Vision</b>	Every student feels nurtured, challenged, and confident to embrace the future.
<i>Are the foundation of the...</i>	
<b>Theory of Action</b>	If all Hudson Public Schools personnel work collaboratively to educate the whole child, then all students will succeed and become productive citizens.
<i>Which leads to the development of the...</i>	
<b>Strategic Objectives</b>	<b>1. High Quality Instructional Practices</b> - Build capacity at all District levels to ensure that every educator and administrator are utilizing high-leverage practices to support outstanding teaching and learning experiences for ALL students, every day. <b>2. Educating the Whole Child</b> - Provide rigorous, inclusive academic and social emotional learning experiences to ensure ALL students succeed academically. <b>3. Innovative Educational Practices</b> - Ensure that ALL students are exposed to, and engaged in, innovative and challenging academic courses and programs. <b>4. Climate and Culture</b> - Develop a culture that promotes equity, eliminates opportunity gaps, and empowers students and adults to build strong relationships, psychological safety, and mutual accountability.
<i>Which will be achieved by the...</i>	
<b>Strategic Priorities</b>	<b>High Quality Instructional Practices</b> 1.1 Build District-wide capacity through targeted professional learning. 1.2 Build experiences that demonstrate diverse, student-centered, instructional practices. <b>Educating the Whole Child</b> 2.1 Implement Choose Love’s social-emotional curriculum to build and sustain a positive learning community at each school. 2.2 Implement the District’s MTSS Framework for Social-Emotional Learning. 2.3 Implement the District’s MTSS Framework for Attendance. <b>Innovative Educational Practices</b> 3.1 Expand access to advance coursework that ensures rigorous learning experiences for all students. 3.2 Expand District-wide capacity and application of the 1:1 technology. 3.3 Implement the District’s MTSS Framework to identify systems of support for students experiencing academic failure. <b>Climate and Culture</b> 4.1 Build a strong community among all stakeholders. 4.2 Strengthen stakeholder engagement with, and equitable access to, District information.
<i>For which you set...</i>	
<b>Outcomes</b>	<b>High Quality Instructional Practices</b> <i>By 2025, 100% of our teaching staff will receive targeted professional development training that includes instructional practices, common assessments, and tiered monitoring plans to support all learners, including multilingual learners.</i> <b>Educating the Whole Child</b>

<p><i>By 2025, 100% of our teaching and support personnel will expand their knowledge of the Choose Love Curriculum for social, emotional learning and will implement the curriculum with fidelity at each school.</i></p> <p><b>Innovative Educational Practices</b>  <i>By 2025, all schools will refine and implement a system of supports for struggling students to promote academic success and increase access to rigorous learning experiences by 50%.</i></p> <p><b>Climate and Culture</b>  <i>By 2025, the district will have developed and implemented action steps addressing the recommendation contained in the District-wide equity audit report.</i></p>
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## **Student Achievement**

In 2022, Hudson’s students achieved rates of proficiency on the College Board’s SAT (Scholastic Aptitude Test). Hudson students are exceeding the State and National averages on the Reading SAT and exceeding the National Average on the Math SAT.

### **2021-2022 SAT Test Scores**

<b>2021-2022 School Year</b>	<b>Hudson High School</b>	<b>State Average</b>
Reading/Writing SAT	574	558
Math SAT	565	553

### **2022-Advanced Placement Participation and Performance**

<b>Subject</b>	<b>Total Exams</b>	<b>HHS Score 1-2</b>	<b>HHS Score 3-5</b>
2-D Art and Design	5	0	5
Biology	42	26	16
Calculus AB	13	4	9
Chemistry	11	8	3
Computer Science A	3	0	3
English Language and Composition	33	13	20
English Literature and Composition	39	7	32
Physics 1	65	56	9
Physics C: Electricity and Magnetism	4	1	3
Physics C: Mechanics	4	2	2
Psychology	56	16	40
Spanish Language and Culture	11	4	7
Statistics	20	14	6
United States Government and Politics	12	5	7
United States History	21	9	12

\*The College Board – AP Exams Student Score Distributions

### **Class of 2022 Post Graduation Plans**

There were 156 graduates in the Class of 2022. Their identified plans after they graduated from Hudson High School break down into the following categories.

<b>4 Year College or University</b>	<b>2 Year College</b>	<b>Trade or Vocational School</b>	<b>Military Service</b>	<b>Employment</b>
64%	14%	2%	4%	16%

## **2021-2022 Hudson High School National Honor Society Induction Recipients:**

The following students are members of the National Honor Society at Hudson High School: Breana Alonge, Jake Bater, Dominick Branco, Keegan Concannon, Sean Cuddy, Loralyn DiDucca, Katherine Flanigan, Emily Georgiev, Hanna Georgiev, Sara Horton, Heidy Martinez Tinoco, Michael Napoleone.

## **2021-2022 Hudson High School National Junior Honor Society Induction Recipients:**

The following students are members of the National Junior Honor Society at Hudson High School: Camryn Andrade, Jacob Attaway, Janie Brunelle, Jennifer Cassidy, Sophie Charbonneau, Giada Colarullo, Rachel Costa, Isabellah DaCosta, Jack Del Gizzi, Joseph Edie, Ashleigh Fahey, Olivia Fahey, Logan Gould, Madeline Hafer, Emily Haley, Molly Horton, Rachel Korowski, John Kuhn, Emma Leonardo, Alexandra McDowell, Madison McPartlen, Braeden Murphy, Owen Nanartowich, Colin Nicolosi, Ella Oberacker, Bruna Oliveira, Sofia Oliveira, Lauren O'Malley, Angelina Percuoco, Neil Rao, Brenda Rodrigues, Olivia Scafidi, Madalyn Stone, Katherine Szklarz, Emma Wood, Gillian Woodcome

### **Recognition of Retirees**

The District would like to recognize the following employees, whom retired in June 2022, for their dedication and service to the students of Hudson: Mary Baldelli (19 years), Karl Baldrate (18 years), Patricia Bouvier (20 years), Lori Byrne (21 years), Diane Hoff (11 years), Donna Kaufmann (4 years), John McClellan (18.5 years), Karen Pedevillano (17.5 years), Jose (Joe) Ponte (20.5 years), Ann Pratt (17.5 years), Reed Prior (7 years), Linda Strahle (11 years), Susan Falco (10 years).

Respectfully submitted,

Michele Tousignant Dufour, Chair

Molly MacKenzie, Vice-Chair

Mark Terra-Salomão, Secretary

Christopher Monsini

Steven Sharek

Steven Smith

Christopher Yates

Dr. Marco Rodrigues, Superintendent



## LAKE BOON COMMISSION

The Lake Boon Commission (LBC) was enacted by the Massachusetts legislature as Chapter 712 of the Acts of 1941, with a charter of regulating the use of the waters of Lake Boon. It is an unpaid Commission comprised of three members: two appointed by the Stow Select Board and one by the Hudson Select Board. The LBC generally holds publicly posted meetings about eight times per year or as otherwise needed. Throughout 2022, the LBC continued hosting its Public Meetings via Zoom as part of Covid 19 precautions.

For 2022 the LBC was comprised of: Conray Wharff (Commissioner/Chairperson, Hudson), Dan Barstow (Commissioner/Clerk, Stow) and Dan Tereau (Commissioner, Stow). The LBC acknowledges the invaluable volunteer work of David Gray (Stow) in responsibilities related to drawdown activities and community communications, and Red Aylward (Stow) for coordinating weed treatment. 2022

**Healthy Lake Boon Initiative (HLBI):** 2022 was the 3<sup>rd</sup> year of our 2-year \$154k MA Municipal Vulnerability Program (MVP) grant, a collaborative initiative with the Lake Boon Association, Stow & Hudson Conservation Commissions. The project successfully engaged local residents as “Citizen Scientists” to collect a variety of measurements and observations for an integrated picture of the health of the lake, and worked with the selected consultants (Caldwell and Brown) to interpret the data which is resulting in recommendations for future action to help improve and maintain the health of the lake. Dan Barstow represented the LBC on the HLBI Steering Committee.

**Safety & Patrolling:** 2022 was another year without any significant safety issues. Enforcement of boating rules and regulations are the responsibility of sworn police officers. These functions are performed by the Stow Police and the Environmental Police, with Stow Police patrolling the lake on a regular basis throughout the boating season. NOTE: All calls concerning Lake Boon safety and/or law violations must be made directly to Stow Police at 978-897-4545 or by calling 911. It is the responsibility of all persons using the lake to know and abide by the MA State boating rules/regulations, and the Lake Boon By-Laws & Rules

**Weed Treatment & Drawdown:** Lake Boon has for many years been host to non-native invasive weeds, exacerbated by increased nutrient loading. The primary way to address this problem is through a comprehensive lake management program. Key features are steps to reduce nutrients reaching the lake, and aquatic vegetation management. The latter involves the annual licensed application of state-approved herbicides in accordance with state permits and Orders of Conditions (OOC) from the Conservation Commissions of Stow and Hudson. Total Lake Management through education, non-native invasive weed treatment, and lake drawdown continued to be a focus in 2022 with additional data collected via the HLBI

Respectfully submitted,

Conray Wharff, Commissioner/Chairperson, Hudson  
Dan Barstow, Commissioner/Clerk, Stow  
Dan Tereau Commissioner, Stow.