

SCHOOL DEPARTMENT

School Committee
&
Superintendent of Schools

Hudson Public Schools
School Committee and Superintendent Joint Annual Report
March 2024

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 8, 2023 Annual Town Election resulted in the election of Erica Ankstius and Steven Sharek to three-year terms. At the Committee's *organizational meeting* on May 9, 2023 Steven Smith was appointed to Committee Chair, Molly Mackenzie was appointed as Committee Co-Chair, and Mark Terra-Salomão was appointed the role of Committee Secretary.

Budget Summary

The Hudson Public Schools continues to offer programming that challenges students academically, supports them socially and emotionally, and enriches them through exciting elective and extra-curricular offerings. We proudly do this work guided by our four strategic objectives that compel us to:

1. Ensure that all of our educators and administrators are utilizing high-leverage practices to support outstanding teaching and learning experiences for all students, every day;
2. Provide rigorous, inclusive learning experiences that integrate academics with social emotional learning so that all students are successful in all areas;
3. Ensure that all students are exposed to and engaged in innovative and challenging academic courses and programs; and
4. Develop a culture and community that promotes equity, eliminates opportunity gaps, and empowers students and adults to build strong relationships, psychological safety, and mutual accountability.

The FY25 proposed School Department Budget request utilizes the full Town of Hudson appropriation of \$44,279,710 approved by the Select Board on February 5, 2024. This figure represents a 2.25% increase in Town funds over FY24. In addition to the Town appropriation, the FY25 budget will rely on state and federal grant funding and the use of over \$4M in one-time funds (School Choice and Circuit Breaker). While the increase in the Town appropriation is 2.25%, the actual increase of the school budget from FY24 to FY25 is just over 7%.

The FY25 budget is uniquely challenging in multiple ways. First, the district must enter into a new multi-year transportation contract as our current contract expires on June 30, 2024. Only one vendor submitted a bid for our new transportation contract and overall costs are set to increase by 51%. Second, we project an \$800,000 increase in special education out-of-district tuitions. This increase does not represent an increase in the number of students in out-of-district placements, but an increase in the tuition rates associated with existing placements. Third, we are finally seeing the end of federal COVID-19 relief dollars, which are currently funding a portion of our transportation budget and six (6) critical full time positions (three (3) school adjustment counselors, a reading specialist, a math specialist, and a Board Certified Behavior Analyst). Increases in transportation, tuitions, and the end of COVID relief funding adds approximately \$2.5M to the school budget for FY25.

While operational costs continue to outpace available revenue, the school department is working to identify staffing reductions that are directly related to declining enrollment numbers. The FY25 budget includes the elimination of 4.4 positions and the repurposing of several other positions. This allows us to present a FY25 budget request with personnel and programs almost exclusively funded through existing resources and an increase of only one full time position overall. Our approach to closing the FY25 budget gap is not sustainable, and by spending almost all of our stabilization funds in the upcoming fiscal year, the school department will find itself in a difficult position beginning

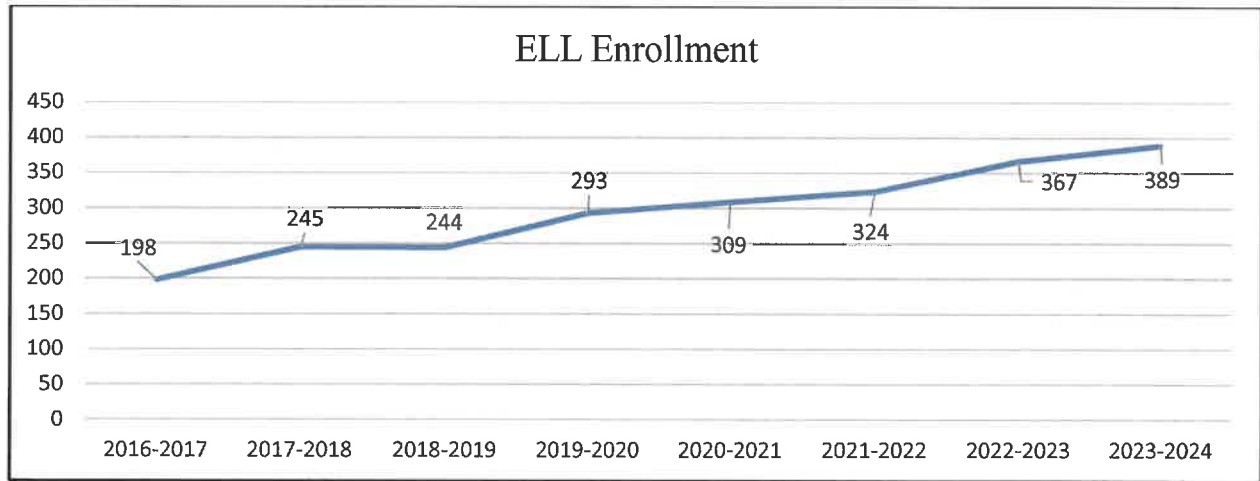
in FY26, prompting preliminary discussions of the potential need for a Proposition 2½ override for the first time in 30 years.

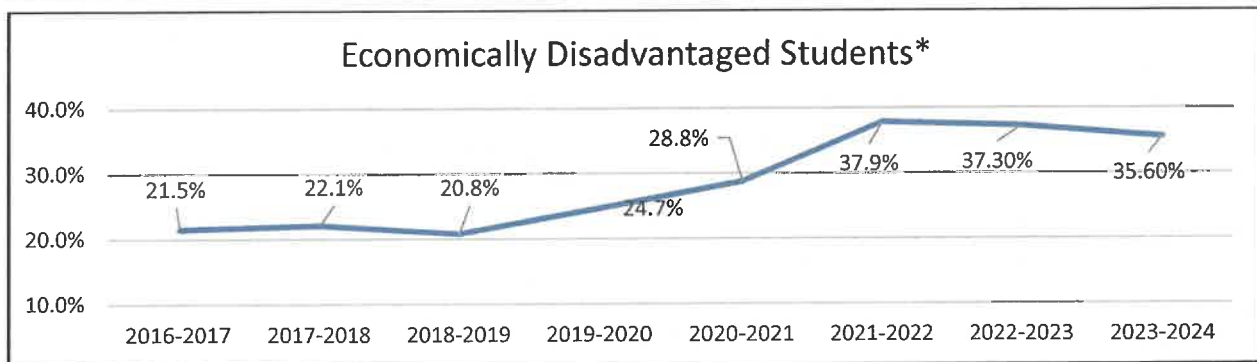
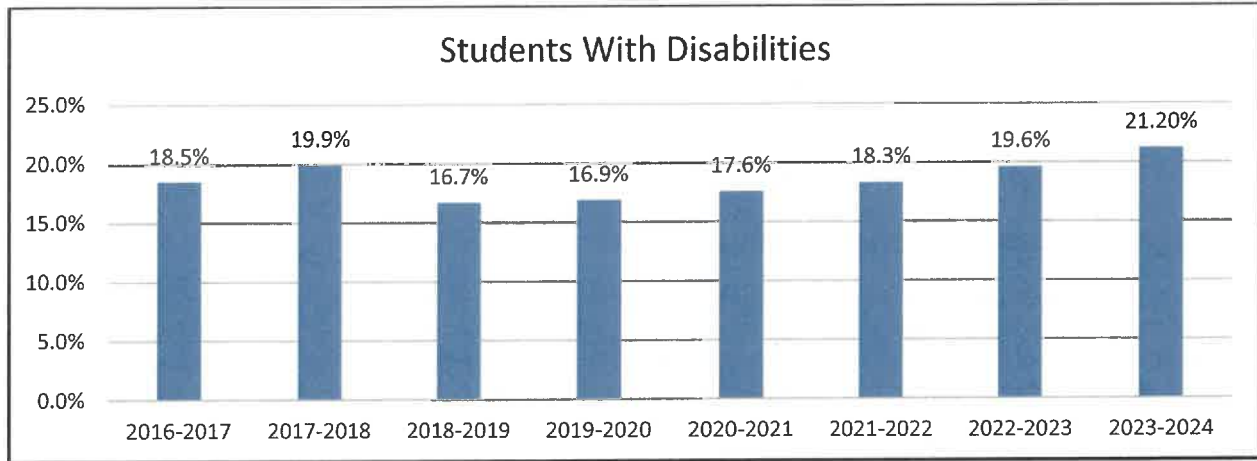
The FY25 proposed budget supports the needs of the Hudson Public Schools. We wish to thank Executive Assistant Thomas Gregory, Finance Director Neil Vaidya, and members of the Select Board and Finance Committee for their collaboration throughout the budget process and their continued commitment to public education in Hudson.

Student Enrollment and Demographics

The District’s certified October 1, 2023 enrollment numbers are included in the chart below:

School	Grades Served	10/1/23 Enrollment
Hudson High School	8-12	809
Quinn Middle School	5-7	573
C.A. Farley Elementary	PK-4	442
Forest Avenue Elementary	PK-4	279
J.L. Mulready School	PK-4	237
Total		2,340
Student Demographic		% of District (10/1/23)
First Language not English		34.6%
English Language Learner		16.6%
Students with Disabilities		21.2%
High Needs		53.7%
Economically Disadvantaged		35.6%





*Massachusetts Department of Elementary and Secondary Education

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 2023 to analyze the FY24 Budget proposal and to prioritize budget requests. The FY24 Budget was approved by the School Committee on April 4, 2023 and submitted to the Town on April 5, 2023.

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. In 2023, Policies under sections B, E, G, I, J, and K, 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 2024 to evaluate the Superintendent’s goals. The Mid-Cycle Goals Progress Report was subsequently submitted to the School Committee for review and approval.

District Improvement Plan:

The District Leadership Team further developed the District Improvement Plan during the 2023-2024 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.

DISTRICT IMPROVEMENT PLAN 2022-2025	
Element	Definition
Mission	Delivering World-Class Education Today for the Global Leaders of Tomorrow
Our Values	We create a culture of: Excellence - We work with integrity and hold ourselves accountable for exemplary service, outcomes, and interactions. Strong Relationships - We build a strong sense of community based on clear communication and partnerships. Educating the Whole Child - We recognize students as unique individuals and frame decisions with all students in mind.
Vision	Every student feels nurtured, challenged, and confident to embrace the future.
<i>Are the foundation of the...</i>	
Theory of Action	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>	
Strategic Objectives	<ol style="list-style-type: none"> 1. High Quality Instructional Practices - 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. 2. Educating the Whole Child - Provide rigorous, inclusive academic and social emotional learning experiences to ensure ALL students succeed academically. 3. Innovative Educational Practices - Ensure that ALL students are exposed to, and engaged in, innovative and challenging academic courses and programs. 4. Climate and Culture - 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>	
Strategic Priorities	High Quality Instructional Practices 1.1 Build District-wide capacity through targeted professional learning. 1.2 Build experiences that demonstrate diverse, student-centered, instructional practices. Educating the Whole Child 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. Innovative Educational Practices

	<p>3.1 Expand access to advance coursework that ensures rigorous learning experiences for all students.</p> <p>3.2 Expand District-wide capacity and application of the 1:1 technology.</p> <p>3.3 Implement the District’s MTSS Framework to identify systems of support for students experiencing academic failure.</p> <p>Climate and Culture</p> <p>4.1 Build a strong community among all stakeholders.</p> <p>4.2 Strengthen stakeholder engagement with, and equitable access to, District information.</p>
<i>For which you set...</i>	
Outcomes	<p>High Quality Instructional Practices <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></p> <p>Educating the Whole Child <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>Innovative Educational Practices <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>Climate and Culture <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>

Student Achievement

In 2023, 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.

2022-2023 SAT Test Scores

2022-2023 School Year	Hudson High School	State Average
Reading/Writing SAT	570	560
Math SAT	560	553

2023 Advanced Placement Participation and Performance

Subject	Tests Taken	HHS % Score 1-2	HHS % Score 3-5
Biology	49	57%	43%
Calculus AB	12	50%	50%
Calculus BC	7	14%	86%
Chemistry	10	10%	90%
English Language and Composition	8	50%	50%
English Literature and Composition	48	33%	67%
Music Theory	5	60%	40%
Physics 1	57	89%	11%
Physics C: Electricity and Magnetism	5	60%	40%
Physics C: Mechanics	5	0%	100%
Psychology	26	27%	73%
Seminar	8	38%	63%
Spanish Language and Culture	22	18%	82%

Statistics	32	53%	47%
United States Government and Politics	13	15%	85%

*The College Board – AP Exams Student Score Distributions

Class of 2023 Post Graduation Plans

There were 157 graduates in the Class of 2023. Their identified plans after they graduated from Hudson High School break down into the following categories.

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

2022-2023 Hudson High School National Honor Society Induction Recipients:

The following students are members of the National Honor Society at Hudson High School: Camryn Andrade, Josephine Blake, Janie Brunelle, Jennifer Cassidy, Sophia Charbonneau, Rachel Costa, Joe Edie, Madeline HaHer, Emily Haley, Ben Hillis, Emma Leonardo, Alexandra McDowell, Owen Nanartowich, Colin Nicolosi, Caelen O'Brien, Lauren O'Malley, Marina Salem, Katelyn Sarkis, Madalyn Stone, Emma Wood

2022-2023 Hudson High School National Junior Honor Society Induction Recipients:

The following students are members of the National Junior Honor Society at Hudson High School: Jason Blake, Maxwell Brito, Lorenzo Caputo, Audrey Catatao, Brynn Concannon, Olivia Connolly, Jillian Davis, Jackson Deveney, Julian Ehlke, Brayden Folan, Margaret Goetz, Maia Gould, Audrey Grahovec, Abby Horton, Samuel Jackson, Gracie Keller, Mary-Ann Lang, Emily Langlois, Riley McLaughlin, Rylie Nelson, Evelyn Nguyen, Brianna Ouellette, Jamie Pearlstein, Gabriella Santos, Sienna Springer, Sofia Tenaglia, Rudy Wallingford, Vivian Weatherbee, Madeline Winkley.

Recognition of Retirees:

The District would like to recognize the following employees, whom retired in June 2023, for their dedication and service to the students of Hudson: Karl Baldrate (18 years), Ilda Andrade (16 years), Bradlee Parker (28 years), Karen Pedevillano (18 years), Yvonne Breen (11 years), June Murray (27 years), Mike Nanartowich (29 years), Bruce Hedison (33 years), Marco Rodrigues (6 years), Mark Chiasson (20.5 years), Tammy Murphy (18 years), Maria Rossini (14 years), Lori Belcourt (17 years), Pamela McDonald (7 years), Maria Brun (10 years), Patrick Daley (11 years), Peter Senghas (16 years), Nadine Barry (35 years), Jose Rego (6 years), Kathleen Johnson (15 years), William Gaudere (10 years)..

Respectfully submitted,

Steven C. Smith, Chair

Molly E. MacKenzie, Vice Chair

Mark J. Terra-Salomão, Secretary

Erica G. Anksttitus

Christopher M. Monsini

Steve C. Sharek

Christopher Yates

Brian K. Reagan, Ed.D., Superintendent of Schools