

# DOVER

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*School Reports*

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2018



## Report of the Superintendent of Schools

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Andrew W. Keough, EdD

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Greetings to the communities of Dover and Sherborn. I am pleased to report in this, my second annual report, that the Dover-Sherborn Public Schools are in excellent shape and that our students continue to excel.

Dover-Sherborn High School was once again ranked first in the state by *Boston* magazine in its August 2018 “Best High Schools” issue. Although we should never equate our success simply with test scores and rankings, it is important to acknowledge that the hard work of our staff and students continues to pay off. I am continually impressed not only by the many accomplishments of our students, but by their generosity of spirit, their commitment to important social causes, and their concern for those who are less fortunate. This commitment to the greater good is a tribute to the parents and educators in these two communities and should inspire us all.

At Dover-Sherborn we remain committed to our core values—commitment to community, equity and excellence, respect and dignity, and climate of care—which represent not only what we will adhere to collectively in the District, but what we want to see exhibited by each member of the school community at all times. I hope you, our citizens, will support us in promoting and reinforcing these ideals, particularly with the young people you encounter in town.

Along with adhering to our values in all that we do, we strive to achieve the goals outlined in the District’s strategic plan (*The Public Schools of Dover and Sherborn Strategy 2018–2021*). Our key strategic objectives are:

- Innovative teaching and learning
- Health and well-being of students and staff
- Partnerships with families and communities
- Safe and innovative facilities
- Resource efficiency

More information about our strategic plan and the steps we have established to accomplish our goals can be found on our website: [www.doversherborn.org](http://www.doversherborn.org).

As called for in the strategic plan, we commissioned an audit of our special education administrative structure and programming to examine how they might be reorganized and re-prioritized for greater efficiency of resources and, most importantly, the best delivery of services to our students. We are continuing this work and are confident that the final result will improve our system not only educationally, but financially.

With regard to financial improvements in 2018, employees from the Region and Dover agreed to new health insurance offerings, referred to as “benchmark and high deductible,” which will result in what we believe is a better, more reasonably priced product. Health insurance costs at the Region and in Dover did not increase in 2018, and we do not anticipate an increase in the second year of implementation. I want to thank the members of the Region and Dover’s Employee Benefits Committee for their collaborative efforts to make meaningful changes that will benefit our systems for years to come.

There were a number of administrative changes in 2018. We would like to thank outgoing administrators Christine Smith, Jeff Parcels, Brian Meringer, and Jackie Daley for their service to our communities. We welcomed the following new administrators: Deborah Dixon, Interim Special Education Director; Steven Wroblewski, Assistant Headmaster, Dover-Sherborn Middle School; and Allison Gullingsrud, Assistant Principal, Sherborn. In addition, Interim Business Administrator Dawn Fattore became our permanent business administrator.

At a time when school safety has increasingly become a concern, we are taking the necessary steps to be more vigilant in this regard. We hired Synergy Solutions to conduct a security audit of our five buildings (including Lindquist Commons) and have already implemented a number of their recommendations for reinforcing the security of our facilities. Additionally, in collaboration with local law enforcement and Synergy Solutions, we conducted security training for all staff—“Lockdown, Leave, Live”—which was well received and left staff members feeling more secure and better informed about best practices. Our system-wide emergency response team meets regularly to revisit our emergency protocols and prepare for the unforeseen. I would like to thank the entire Dover-Sherborn leadership team, our school committees, and especially Chief Peter McGowan (Dover) and Chief Richard Thompson (Sherborn) for their invaluable support in this regard.

In 2018, with the support of the school committees, the Dover and Sherborn boards of selectmen, and the towns’ taxpayers, we made a number of capital improvements. At the Regional campus, improvements included replacing the roof of the courtyard at the high school, repaving the middle school and high school entrances, and replacing floors and exterior doors in Lindquist Commons. At Chickering School, following last year’s major air-conditioning project, all capital upgrades were managed through the operating budget. Significant work completed at Pine Hill School included replacing cafeteria and hallway floors and refurbishing the concrete walkways located in front of the building. We appreciate the continued support of Dover and Sherborn and the tireless efforts of our maintenance and custodial crews, who keep our facilities in top condition.

The pages that follow provide worthwhile information related to our schools, school committees, staff, and community education program. All citizens are invited to visit our website at [www.doversherborn.org](http://www.doversherborn.org) for further information about our four schools.

## *Report of the* **Dover School Committee**

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Henry Spalding, Chair  
Brooke Matarese, Secretary  
Adrian Hill  
Michael Jaffe  
Rachel Spellman

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### **Membership**

Brooke Matarese was re-elected for a second three-year term.

### **District Leadership**

The Dover-Sherborn Regional School District continues to benefit from the strong leadership of Superintendent Dr. Andrew Keough and Assistant Superintendent Beth McCoy. We welcomed Dawn Fattore as the business administrator, following a period as the interim business manager. Chickering Elementary School continues to encourage, challenge, and support its students, and we thank Principal Laura Dayall and Assistant Principal Dr. Deb Reinemann for their leadership.

As outlined in the District’s strategic plan, there is an acute focus on five objectives: Innovative Teaching and Learning, Health and Well-being of Students and Staff, Partnerships with Families and Communities, Safe and Innovative Facilities, and Resource Efficiency. The everpresent message of #WeAreDS is a district-wide cultural responsiveness initiative to support equity and inclusion for all students at Chickering and throughout Dover and Sherborn.

### **Academics**

Chickering Elementary School recognizes the unique talents of its students and is committed to ensuring that every child reaches his or her full potential. The school strives for academic excellence and to be a top-performing school in the state, as measured by standards that include, but are not limited to, MCAS scores and other standardized tests. The Dover School Committee (DSC) is responsible for setting policies to achieve these goals, and it seeks to accomplish its defined goals in a fiscally prudent manner.

As the complexity of student needs has grown in recent years, a significant number of Chickering students are requiring additional academic, social, and emotional support. This has been a trend locally and nationally. In response to these challenges, the DSC approved the creation of an integrated preschool program, now in its fourth year, to serve both special education and general education students. The Committee hopes that this early intervention will enable more students to continue attending

the school and to allow us to continue meeting the needs of as many Dover students as possible.

The social and emotional health of our students has been a focus for all involved at Chickering. We have made great strides in embracing the regional Challenge Success initiative, and we thank everyone responsible for making it a core part of the school.

The DSC continues to monitor and take great pride in the ongoing implementation of Chickering's world language program, designed to broaden and deepen learning opportunities. As of 2018, all Chickering students are receiving Spanish language instruction.

## Finance

The DSC works hard to deliver the highest-quality education in the most efficient way possible by reviewing its operations and allocating resources to best serve student needs. Salaries are the biggest budget item, and whenever possible we explore initiatives that can help limit special education costs, such as the integrated preschool program.

Following several years of declining enrollment, numbers have stabilized and risen in small amounts in recent years, aided by a buoyant local real-estate market. We have matched classroom sections accordingly to adhere to our long-standing classroom size policy of between 17 and 22 students. We will continue to monitor real-estate trends and birth data and adjust staffing levels to meet the community's changing needs.

The out-of-district, special-education budget, which covers students aged 3 to 22 years who are enrolled in schools outside the Dover public school system, has steadily increased and is now a significant piece of the overall budget. However, the Town is reimbursed by the State of Massachusetts for a percentage of the tuition costs that exceed a calculated base amount. This reimbursement, referred to as the "circuit breaker," provides some financial relief from the overall costs of educating these students.

## Facilities

We continue to perform maintenance required to keep the school building in top condition in its second decade. We rely on a long-range, 20-year capital needs assessment, prepared initially by an outside consultant in 2012 and updated in 2017, to guide our annual capital budget requests. In 2018, we replaced the cafeteria floor and installed energy efficient LED light bulbs. We also continue to work closely with the Capital Budget Committee to maximize cost efficiencies with other Town projects.

We extend a special thanks to Oliver Fried, 2018 Eagle Scout recipient, who built the Chickering Outdoor Trail in the woods beside the school as part of his Scout Project. It will be used by our students and staff as a way to explore the outdoors and get a little exercise.

## Appreciation

The DSC thanks Dover taxpayers, the Dover-Sherborn Education Fund (DSEF), the Parent Teacher Organization (PTO) and the Mudge Fund for their ongoing financial support. The annual DSEF grant awards allow Chickering faculty and staff members to explore state-of-the-art methods for curriculum delivery, while the PTO gifts allow us to make the learning environment the best it can be for both the staff and students. We thank the many volunteer organizations that supported Dover students during the past year, including the Friends of Chickering Music, Friends of the Performing Arts, and local youth sports groups. We are very grateful for our collaborative relationships with these groups.



*Dover-Sherborn High School production of Little Women.  
Photo by Audrey Anderson. Courtesy of The Hometown Weekly.*

# Report of the Chickering Elementary School

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Laura Dayal, Principal

Deborah Reinemann, Assistant Principal

Laura Driscoll, Special Education Team Chair

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## Enrollment

Although student enrollment increased slightly in 2018, class sizes remained within the policy range of 17 to 22 students per class without additional class sections. At the end of 2018, 502 students were enrolled, PreK–Grade 5. In the integrated preschool program, the half-day section was increased to full-day, providing more opportunities for children to develop skills and have a smooth transition to kindergarten.

## Staffing

Chickering welcomed four new faculty members and transitioned several existing staff members into the following roles: special education team chair, speech and language pathologist, behavior technician, special educator, FLES Spanish teachers, and a librarian. In addition, educational assistants were hired to provide classroom support throughout the school. We value the different perspectives of new members and continue our efforts to diversify our staff.

## Curriculum and Professional Development

We supported the District’s strategic plan and deepened our commitment to last year’s professional development initiative, “Supporting Social Emotional Wellness Through Cultural Responsiveness.” Programs for staff included a full-day conference in November, developed in partnership with IDEAS (Initiative for Developing Equity and Achievement for Students) and METCO (Metropolitan Council for Educational Opportunity), as well as high-caliber performances and speakers throughout the year. Chickering’s teaching staff developed goals and instructional practices to promote inclusiveness and support the theme, “Everyone is welcome here, everyone belongs.”

The school also took part in the security audit and training provided by Synergy Solutions, developed its own emergency response team to enhance procedures, and partnered with the District’s emergency response team, as well as the Dover Fire and Police Departments, to expand security protocols.

## Special Education

The Special Education Department works with students, families, and staff to provide a broad range of services that allow children access to the curriculum through modified instruction and materials, and to do so in a supportive environment that matches their needs. Special education and general education teachers collaborate to develop new programs for students with complex needs, so as to increase the school’s capacity to serve all children and to maintain an inclusive environment.

We provide the following services and programs: Child Find assessment for Dover children younger than age five; full-day programming in the integrated preschool; adaptive physical education; counseling for social/emotional well-being; psychological services for cognitive-based needs; speech and language intervention; occupational therapy; and physical therapy. These services are further supported by a state and federally mandated Special Education Parent Advisory Council (SEPAC), a parent-volunteer organization that works with all the schools in the Dover-Sherborn system.

## School Advisory Council

The School Advisory Council is a state-mandated committee composed of teachers, parents, and a community representative. It assists the school with the development of the School Improvement Plan and serves in an advisory capacity to the principal. The Council works collaboratively to identify the educational needs of students and to facilitate communication between the school and the community.

In 2018, the Council offered recommendations for increasing cultural understanding through building a partnership with a Boston public school. The school staff then assembled a team of educators to collaborate with faculty and administrators at the Michael J. Perkins School in South Boston to explore educational opportunities at the faculty and student level.

## PTO

The Parent-Teacher Organization (PTO) is composed of parents/guardians, with co-chairs and a board that oversee fundraising, spending, and program development. The PTO alternates its yearly fundraising efforts between an auction and a check-writing campaign, with funds primarily supporting curriculum enrichment. In 2018, the PTO raised more than \$65,000 from its auction, thanks to the generous support of the community.

## DSEF

Staff and families at Chickering greatly appreciate the Dover-Sherborn Education Fund (DSEF), which in 2018 provided grants totaling \$17,612 to enrich student experiences with: Teacher Talks (culturally responsive book discussion group); Walking Classroom—Walk, Listen, and Learn; MakerSpace Part II for STEAM (science, technology, engineering, art, and math); Outdoor Wellness Instruction and Play Space; and Root Robots.

In addition, Chickering benefitted from the following district-wide DSEF grants: Innovating Teaching and Learning in Dover-Sherborn; Challenge Success; and Google Augmented Reality (AR).

### Conclusion

Education has always been a top priority in Dover. We are pleased to provide a rigorous curriculum, delivered by highly skilled and dedicated staff, in order to create a rich educational experience for our children. It is designed to foster curiosity, value the whole child, and create a lifelong love of learning. We hold steadfast to our commitment to continual growth and improvement, and to making a difference in the lives of children.



*Pegan Hill. Photo by Tarah Breed.*

## Report of the Dover-Sherborn Regional School Committee

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Lori Krusell, Chair (Dover)

Anne Hovey, Vice Chair (Sherborn)

Clare Graham, Secretary (Sherborn)

Maggie Charron (Dover)

Judi Miller (Sherborn)

Dana White (Dover)

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The mission of the Dover-Sherborn Regional School Committee (DSRSC) is to ensure that our nationally recognized, high-performing school system continues to provide innovative teaching and learning experiences that inspire all students to pursue their individual passion for learning and excellence.

### Enrollment

As of October 2018, enrollment in the the Dover-Sherborn Regional School District (the District) was 1,203 students, an increase of 9 students from the previous year. During the past decade, the District has been experiencing an enrollment “bubble” that has progressed through the Dover-Sherborn Middle School (DSMS) and Dover-Sherborn High School (DSHS), with total enrollment varying within a narrow band since 2012. However, current projections show enrollment in the District remaining within this narrow band through at least year 2023 and likely beyond. Clearly, the desirability of families to have their children attend Dover-Sherborn schools is encouraging them to move to our two towns. Any large-scale development projects undertaken in Dover or Sherborn would likely further increase enrollment.

### District Strategic Plan

The DSRSC supports Superintendent Keough’s strategic objectives for the District. Our administration, staff, students, families, and community will continue to support our District with this clear vision and mission as our guide in the coming years. Details regarding the District’s strategic plan can be found in the Superintendent of Schools report on Page 113 and on our website at [www.doversherborn.org](http://www.doversherborn.org).

### Academic Outcomes

The District continues to be one of the highest-performing districts in the state. As has been the case since the inception of the Massachusetts Comprehensive Assessment System (MCAS), data for 2018 shows that Dover-Sherborn students performed well above state averages in all

disciplines, at both the proficient and advanced levels. Dover-Sherborn students also continue to score very well on the SAT tests (for the college boards) and on Advanced Placement (AP) exams. The number of students participating in AP courses continued to rise in 2017–18. Graduation and college matriculation rates are also among the highest in Massachusetts. These high achievement levels are accompanied by a firm, district-wide commitment to “Challenge Success” ([www.challengesuccess.org](http://www.challengesuccess.org)) and to ensuring the social-emotional wellness of our students.

### **Leadership and Faculty**

In 2018, Debra Dixon joined the District as Interim Special Education Director, and we saw faculty retirements. We extend our gratitude to DSHS English Department Chair K. C. Potts and DSHS History teacher Rebecca Vizulis. Both educators have given years of time, energy, and experience to our school community to help make it what it is today.

### **Finance**

The DSRSC thanks the citizens of Dover and Sherborn for their continued generous support of the schools. The Region’s Fiscal Year (FY) 2019 budget is \$24,614,816, a 2.11% increase over the FY18 budget. Operating expenditures include: salaries and benefits, including other post-employment benefits (81.96%); other (5.43%); buildings and grounds (5.24%); debt service (4.08%); and transportation (3.29%). State aid covered 10.41% of these operating expenditures. Revenues from student activity fees (\$45 per student), parking fees (\$300 per permit), and athletic fees (\$300 per sport) contribute another 1.35%. An additional 0.61% comes from the Region’s Excess and Deficiency (E&D) Fund. The remaining 87.54% is funded generously through local taxes. The Region’s E&D account was certified as of June 30, 2018, at \$1,111,206. This account operates under Massachusetts General Laws in a manner similar to a town’s free cash.

The DSRSC is grateful for the incredible support it receives in both time and money from the Dover-Sherborn Education Fund, the Dover-Sherborn Boosters, the Friends of the Performing Arts, the PTO, POSITIVE, and the broader community. These groups donated more than \$250,000 in FY18, and their contributions are critical to maintaining programs that promote the excellence of the Dover-Sherborn Regional Schools.

### **Contractual Agreements**

The Educators’ Agreement, effective September 1, 2017, through August 31, 2020, fairly and sustainably accommodates the educational standards we expect for our students and the high-quality services expected from our educators, while also acknowledging the financial issues affecting town, state, and federal budgets.

### **Facilities**

Our buildings and grounds represent a major educational investment by the two towns for now and the future. To protect this investment, the DSRSC has a long-range capital maintenance and improvement plan for the physical assets of the Regional campus. The DSRSC works with the finance committees and selectmen of both towns to determine how best to fund upcoming capital expenses required to maintain the facilities and equipment that are coming off warranty from the 2005 construction and renovation project. At their respective annual town meetings, both Dover and Sherborn approved articles to support spending \$510,000 for projects to be completed in the 2018–19 academic year.

### **Membership**

Dover member Lori Krusell and Sherborn member Judi Miller were elected to the DSRSC for three-year terms. We thank Michael Lee of Sherborn for his years of service and dedication to the District.

Visit [www.doversherborn.org](http://www.doversherborn.org) to view changes, to keep up with school events, or to contact our staff or school committees.



*Dover-Sherborn High School Cross Country Team. Photo courtesy of the Dover-Sherborn Boosters.*

# Report of the Dover-Sherborn Middle School

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Scott Kellett, Headmaster

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The mission of the Dover-Sherborn Middle School (DSMS) is to meet the needs of all students through a nurturing and challenging learning environment where students, parents, and teachers embrace our core values to ensure excellence and success now and in the future.

DSMS continues to provide an outstanding educational setting for students in grades 6, 7, and 8. The availability of state-of-the-art technology, a fabulous library, and a student-friendly space makes the school a welcoming place for students and faculty. Through a supportive community and budget allocation, the teachers have many resources at their disposal. Class size continues to be approximately 17 students per class and the daily curriculum is challenging and exciting.

Class schedules are based on a 14-day rotation, with all primary courses meeting 12 times in that rotation, each for 48 minutes. Special subject classes meet six times out of the 14-day cycle. This year, we have incorporated an 11-minute break into our daily schedule to provide students with an opportunity to have down time during the school day. Although DSMS offers multiple levels of courses in mathematics, students are not tracked. All other departments offer courses that are heterogeneously grouped.

DSMS welcomed several new members to its faculty: an assistant headmaster, an English teacher, a French teacher, a mathematics teacher, a social studies teacher, a nurse, and four educational assistants.

Citizens are encouraged to visit the school's website at [www.doversherborn.org](http://www.doversherborn.org) to access current information, teacher websites, recent school publications, and an updated calendar of events.

## Academic Recognition and Awards

- **Project 351:** Two eighth-grade students represented DSMS at this governor's youth community service organization, which promotes leadership, development, enrichment, and impact.
- **MATHCOUNTS:** The DSMS math team of four students participated in a competition sponsored by this nationwide enrichment club and competition program for middle school students.

- **Massachusetts State Science & Engineering Fair:** Seven teams of DSMS students participated in the middle school division of this annual one-day showcase and competition event, hosted by Worcester Technical High School, where students presented their research/invention projects before peers, a team of judges, and the public.
- **New England League of Middle Schools Scholar Leaders:** The faculty named two eighth-grade students as DSMS scholar leaders—individuals who demonstrate qualities of academic achievement, leadership, and citizenship.

## Activity Highlights

The following are just some of the curriculum enrichment activities that took place throughout the year:

- **Martin Luther King Day celebration:** "Synergy" was our theme for this year's school-wide program that honored the work of Dr. Martin Luther King Jr. Multi-grade student groups traveled together and participated in a variety of workshops throughout the day, including workshops facilitated by a group of our students who had been trained by Roots & Wings.
- **World Cultures Day:** This DSMS tradition, organized by the World Languages Department and funded by the DSEF, was a half-day celebration focused on how we can gain a better understanding of people who have different belief systems, lifestyles, and perspectives. Students participated in simultaneous activities that exposed them to various cultural experiences.
- **Drama productions and workshops:** The spring drama program presented three one-act plays involving more than 60 students and directed by three DSHS students. DSMS participated in the Massachusetts Middle School Drama Festival and won a bronze medal for one of its plays. *High School Musical* was presented in the fall.
- **Music and arts presentations:** Activities included the annual choral concert involving all four District choruses; multiple concerts featuring DSMS's two jazz bands, Jazz Eclipse and Sharp 9 Big Band; a winter band concert; the popular Chocolate Café, with both DSMS and DSHS music groups participating to raise funds to support the music program; and the annual talent show.

## Report of the Dover-Sherborn High School

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John G. Smith, Headmaster

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Dover-Sherborn High School (DSHS) is a community of learners whose goal is to inspire academic excellence and a commitment to personal and civic responsibility. We engage in the learning process with honesty, creativity, dedication, and respect, and seek to cultivate an atmosphere of freedom and trust in a safe and nurturing environment.

DSHS is accredited by the New England Association of Schools and Colleges and consistently ranks among the top public schools for academic excellence in both Massachusetts and the nation. In 2018, DSHS was ranked as the number-one school in Boston magazine's ranking of the top 50 public high schools in the Greater Boston area. Rankings are based on national SAT and AP exam scores, as well as on college readiness performance metrics.

### Curriculum Requirements

In the 2017–18 school year, DSHS served approximately 665 students in grades 9 through 12. Each year, over 95% of graduating students attend four-year colleges and universities.

To graduate, all students must complete four years of English, four years of mathematics, and three years each of laboratory sciences, social studies, and world language. They must also earn 18 credits in the fine and performing arts and/or technology, engineering and computer science; and 12.5 credits in wellness (physical and health education). In addition, they must complete 40 hours of community service and pass the required state MCAS exams.

Although DSHS offers three levels of courses in each of the academic disciplines, students are not tracked. DSHS also does not compute “rank-in-class” for its students, a policy approved by the Dover-Sherborn Regional School Committee.

Most departments offer a variety of courses that are heterogeneously grouped. The schedule is based on an eight-day rotation. All primary courses (and most electives) meet six times out of the eight-day cycle, and each class meets for nearly an hour. Laboratory sciences may meet up to two additional periods each cycle.

- **Adolescent development programs:** Activities included the ongoing DARE (Drug Abuse Resistance) program for seventh-graders, led by Officer Harold Grabert of the Dover Police Department; and an anti-bullying workshop held at MARC (Massachusetts Aggression Reduction Center). In addition, a group of 30 middle school students worked with the organization Roots & Wings on learning to accept differences in others and engage in difficult conversations. The ultimate goal for this group was to facilitate workshops attended by their peers during the 2019 MLK Day Celebration.

The following groups focused on many community service projects:

- Through their combined efforts, the *Student Council* and the *Help Club* raised money for local food pantries at Thanksgiving, as well as for numerous other groups, including the American Red Cross Disaster Fund, the Avon Walk for Cancer, the Pan-Mass Challenge, the Home for Little Wanderers, Spin for Hope, and Pencils of Promise.
- Each year, eighth-grade students are organized according to their interests into small community service groups known as *Citizen Action Groups*, or CAGs, to devote their time and energy to giving back to our community throughout the year. Citizenship is the overarching theme for the eighth grade and is woven throughout CAG activities, the curriculum, and the year's culminating activity—a field trip to either Boston or Washington, D.C., to learn more about the nation.

### Professional Development Highlights

DSMS is committed to providing opportunities for professional development. As part of our Professional Growth and Evaluation System, we provided the entire middle school staff with a menu of courses to take during the school year, all of which focused on social-emotional learning.

DSMS staff also participated in a number of events, including the METCO Conference, the NELMS Annual Conference, the Massachusetts STEM Summit, and the national meeting of the American Council on the Teaching of Foreign Languages.

### Grants

The DSEF (Dover-Sherborn Education Fund) and POSITIVE (Parents Offering Support In Time, Involvement, Volunteering, Enthusiasm) provided 20 grants for academic and extracurricular enrichment. DSMS is grateful for the generous support of parents and friends in both Dover and Sherborn.

## Academic Testing

### PSAT

The PSAT was offered in October 2018, with 85% of the sophomore class and 55% of the junior class participating. Seventeen juniors met the requirements to enter the National Merit Scholarship Program and received recognition from the October 2017 administration. Twelve students received letters of commendation and five were named semifinalists.

### SAT

- **SAT I:** Eighty-five percent of the Class of 2018 took the redesigned SAT I test, with 78% earning a combined score of 1200 in Evidenced-Based Reading & Writing and Mathematics. The table below shows the average of the highest SAT I test scores for the Class of 2018 and the previous senior class as calculated in Naviance. Compared with national and state averages, DSHS students significantly outperform their peers.

SAT Mean Scores						
	Class of 2017			Class of 2018		
	DSHS	MA	US	DSHS	MA	US
Evidence-Based Reading & Writing	644	553	538	645	562	536
Mathematics	641	550	533	655	563	531

### AP

Fourteen AP (advanced placement) courses were offered during the 2017–18 academic year. These courses are typically offered during the junior and senior years and allow students to maximize their educational opportunities within the confines of the master schedule and graduation requirements. All students receiving AP credit are expected to take the AP examination at the end of the year. In spring 2018, 200 students took 501 examinations. The results for individual courses are as follows:

AP Course	Students Scoring 3 or Higher (%)
Biology	100
Calculus AB	100
Calculus BC	100
Chemistry	100
English Language and Composition (G-11)	98
English Literature (G-12)	81
French Language	100
Latin Vergil	100
Physics C-Mech	100
Spanish Language	100
Statistics	90
Studio Art	100
U.S. Government and Politics (G-12)	93
U.S. History (G-11)	98

### MCAS

Testing highlights for 2018 are as follows:

- **English Language Arts:** One hundred percent of DSHS sophomores scored at the advanced (89%) or proficient (11%) levels on the MCAS exam in English Language and Composition.
- **Mathematics:** Ninety-nine percent of sophomores scored at advanced or proficient levels.
- **Biology:** Ninety-six percent of freshman scored at the advanced or proficient levels.

### Graduate Post-Secondary Plans

	Class of 2016	Class of 2017	Class of 2018
Four-Year College	95%	95%	93%
Two-Year College	1%	2%	1%
Other (gap year, job)	4%	3%	6%

## Departmental Highlights

### ENGLISH

The English Department offers courses at two levels (honors and college preparatory) for freshmen and sophomores, and at three levels (honors, college preparatory, and advanced placement) for juniors and seniors. During their freshman year, students focus on the theme of self-discovery through reading short stories, novels, drama, poetry, and nonfiction; sophomores explore great themes in literature and hone their analytical and expository writing skills; juniors not enrolled in AP English Language take American Literature; and seniors not enrolled in AP English Literature enroll in two of five same-level courses in focused areas, such as poetry, film, mythology, and nonfiction.

Advanced Placement courses include English Language and Composition for juniors and English Literature and Composition for seniors, with passing scores earned by 90% of the 161 juniors and seniors who tested. Through reading, writing, and thinking, our students use language as a means of understanding themselves, their world and their place in it.

### MATHEMATICS

The Mathematics Department provides standard courses at honors and college preparatory levels, with Geometry in grade 9, Algebra II in grade 10, and Precalculus in grade 11. Several electives are offered in grade 12, depending on previous levels of proficiency attained: AP Calculus BC, AP Calculus AB, Honors Calculus, AP Statistics, Probability and Statistics, and Precalculus and Applied Topics.

The Dover-Sherborn Math Team, a member of the Southeastern Massachusetts Mathematics League, continued its strong tradition of success by finishing fifth of 39 schools in the league, and fourth in the league playoffs. The team also competed in the *Massachusetts State Championships* and came in eighth in the Medium-Sized Schools Division.

### SCIENCE

The Science Department provides a rigorous curriculum sequence at the advanced placement, honors, and college preparatory levels, with three years of coursework required for graduation: Biology in grade 9, Chemistry in grade 10, and Physics in grade 11. Electives open to juniors and seniors are AP Biology, AP Chemistry, AP Physics, Advanced Topics in Biology, Anatomy and Physiology, Astronomy, Environmental Research, and Marine Science.

In 2018, AP Biology students competed to qualify for the *U.S. Biology Olympiad* by taking the open exam. One student scored in the top 10% of the country and moved on to the semifinal round. Five AP Chemistry students competed in the sectional competition for the *U.S. National Chemistry Olympiad*. One student placed in the top 20 of the top 100 chemistry students in Massachusetts, qualifying him to compete in the national chemistry exam against the top 950 students in the country.

Last spring, AP Physics students helped design a diamond magnetometer exhibit for a portable quantum and nano-science museum. An article describing their work and co-authored by their teacher appeared in the March 2018 issue of the *American Journal of Physics*.

### SOCIAL STUDIES

Courses are offered in history and the social sciences at both the honors and college preparatory levels for freshmen and sophomores and at three levels (college preparatory, honors and advanced placement) for juniors and seniors. World History I & II and U.S. History are required of all students. Electives include AP American Government, Government and Law, Economics, Introduction to Psychology, and Facing History. A total of 135 students took our two AP courses this year with 98% of the AP U.S. History students and 93% of the AP Government students receiving a qualifying score of 3 or better on the exams.

This year the curriculum was further enriched by a variety of departmental programs and activities, including: the *China Exchange Program*, now in its sixteenth year of successful exchanges between DSHS and its sister school in Hangzhou; the *Tufts Inquiry Program*, an annual global-issues simulation program, with this year's topic "The Nuclear Imperative"; the *Model UN Simulation* in Boston; the *Close Up Program*, a weeklong government studies program in Washington, D.C.; a historical and cultural trip to France and Spain; several field trips to conduct research at the John F. Kennedy Presidential Library and the Edward Kennedy Institute; and a production of Claudia Rankin's *White Card*, attended by juniors. Guest speakers included: civil rights movement activist, Paul Breines, and Holocaust survivor, Mr. Aron Greenfield. Many students visited the Dover Historical Society's exhibit commemorating the centennial anniversary of the ending of World War I.

Six students received honors or awards in 2018. One student was chosen by her U.S. History classmates to represent DSHS at *Student Government Day* at the State House in April; one student received the Daughters of the American Revolution Award for excellence in character, service, leadership, and patriotism; one student won this year's annual Veterans Day Essay Contest; one student received a youth leadership award and represented DSHS at the *Hugh O'Brien Sophomore Youth Leadership Conference*; one student received the Frederick Douglass and Susan B. Anthony Award; and one student received the Social Studies Award at the Senior Academic Awards Night.

### WORLD LANGUAGE

The World Language Department offers four-year sequential programs in French, Spanish, Latin, and Chinese, in both honors and college preparatory tracks. Students progress from novice to intermediate stages of language proficiency. AP French Language and Culture, AP Latin, and AP Spanish Language and Culture courses are also offered.

World Language students received the following honors in 2018:

- **Honor Society:** Twenty-six students were inducted into the Dover-Sherborn World Language Honor Society for their achievement and dedication to learning world languages and cultures.
- **National Language Exam Awards:** Fourteen students received awards on the *French Exam*, 38 on the *Latin Exam*, and 63 on the *Spanish Exam*.

## FINE AND PERFORMING ARTS

**Music:** Courses offered include Music Theory, Guitar I and II, and American Musical Theater. In addition, students may earn credits by participating in the Vocal Ensemble, the Concert Band, and the Jazz Band (by audition). These groups perform at many school and community events throughout the year.

**Visual Arts:** Courses offered include Art 2D, Art 3D, Ceramics I and II, AP Studio Art, Darkroom Photography, Digital Photography, Yearbook Design I, II, and III, Computer Graphic Design, and Silkscreen Printing.

**Honors and Awards:** D-S students and their teachers continue to distinguish themselves in activities and competitions outside the school:

- **Scholastic Art & Writing Awards** recognized one D-S student with a gold key and a national gold medal.
- **College Board “Call for Student Artwork”** recognized one student’s artwork, which was one of 18 selected out of a pool of approximately 800 submissions
- **Eastern District Senior Festival**, sponsored by the Massachusetts Music Educators’ Association (MMEA), awarded honors to five D-S students, one of whom went on to the MMEA All-State Festival at Symphony Hall in Boston, and another who qualified for the National Association for Music Education All-National Festival.

## TECHNOLOGY, ENGINEERING AND COMPUTER SCIENCE

The D-S Regional Schools Technology Engineering and Computer Science Department for grades 6–12 is now in its fourth year and runs courses that were previously run by the Living, Fine, and Technical Arts Department and the Educational Technologies Department. Its goal is to more strongly align the grade 6–8 and grade 9–12 curriculums to better prepare students for college courses in computer science and engineering.

The Department offers the following computer courses for high school students: Social Media Literacy, Intro to CAD, Web Design Using HTML & CSS, Computer Programming with Java Script, Technology and Society, iOS app design and, new for 2018–19, a course in video game design. The Department also offers engineering and technology

classes, including TV Media I and II and, new for 2018-19, TV Media III. We also have Industrial Technology I and II, and a year-long course in engineering that gives science credits toward graduation at both the college preparatory and honors levels.

To build a strong foundation for high school courses, Dover-Sherborn Middle School students take engineering courses at all three grade levels, and students in grades 6 and 7 take computer science, with a heavy emphasis on programming.

## WELLNESS

The Freshmen Wellness Curriculum requires one semester each of Health Education, which covers nutrition, sexuality, mental health, and alcohol, tobacco and other drugs; and one semester of Outdoor Education (one quarter) and Fitness Development (one quarter).

Students in grades 10–12 choose courses from the following elective menu: Cardio Fitness, General Survival, Student Leadership Internship, Stress Management, Sport Education (Net Sports; Winter Team Sports), Dance Education, American Heart CPR/First Aid/AED, Yoga/Pilates, Coaching, Teaching and Recreational Leadership, Fitness Program Planning, Drugs and Society, Muscular Fitness, Sport and Society, Rape Aggression Defense (RAD), Target Sports, Invasion Games, and Advanced Outdoor Pursuits.

## GUIDANCE

**College Counseling:** Throughout the fall, most of the counselors’ time was devoted to the college application process for seniors. Nearly 82% of the Class of 2018 completed some form of early decision, priority, or early action applications to an increasing number of colleges and universities. Counselors met with seniors individually and in groups. They also hosted representatives from more than 100 colleges and universities and spent additional time strengthening their working relationships.

To respond to the growing number of seniors submitting early applications, counselors developed a five-class seminar series for grades 11 and 12. Juniors participated in classes during the spring that helped prepare them for college applications, complete their resumes and begin their essays. Seniors began their seminar series during the first week of school in September and were able to complete their Common Application online, add schools to Naviance, edit and complete their essays, and participate in mock interviews. Sophomore and freshmen seminar series that focus on stress management, mindfulness, and career and personal exploration have also been developed and were implemented in 2015.

Counselors met several times with juniors individually to discuss the college application process and to guide them in their post-secondary educational planning. Counselors also initiated discussions with freshmen and sophomores about their academic and future career plans, as well as introduced them to online programs that aid in college and career exploration. An overview of the guidance curriculum can be found on the high school website.

**Support Programs:** The Guidance Department offers several support programs:

- *Freshman Welcoming Activities* support freshmen during their transition to high school.
- *The Peer Helper Program* this year trained 38 upper-class students to assist incoming freshmen with healthy decision-making, respect for others, study and exam-taking strategies, social issues, and expectations for their sophomore year.
- *The Signs of Suicide (SOS) Program* for sophomores and seniors teaches students how to identify the symptoms of depression and suicide in themselves or their friends and encourages them to seek help.
- *Parent-Departmental Meetings* are held throughout the year to discuss important issues and concerns specific to each grade level.

## LIBRARY

The DSHS library is a place where students and faculty can read, research a topic, access information, or complete a homework assignment. It is equipped with large tables for student collaboration, private study booths, and 16 computers for word-processing or online searches. The collection includes approximately 20,000 print volumes, six newspapers, and 37 periodicals. In addition, patrons are able to search the library catalog for a growing collection of e-books. Digital services include online databases available via the Metrowest Massachusetts Regional Library System and those purchased by subscription. The library houses a portable cart with 25 iPads, purchased with technology funds and available to faculty for use in their classrooms. An average day brings approximately 300 students and teachers to the library.

## ATHLETICS

Over the past calendar year (2018), the DSHS Raiders enjoyed three exciting and successful seasons.

- *The Winter Season (December 2017–March 2018)* had 262 participants on 12 varsity teams and three sub-varsity teams. Ten varsity teams qualified for postseason competition: Boys Basketball, Girls Swim and Dive, Boys Swim and Dive, Girls Indoor Track, Boys Indoor Track, Boys Ice Hockey, Co-op Gymnastics, Boys Alpine Ski, Boys Nordic Ski, and Girls Nordic Ski. The Boys Indoor Track Team won the Tri-Valley League Small title. In MIAA Championship play, the Boys Alpine Ski Team finished fourth, and both the Boys Nordic Ski Team and the MADS Cooperative Gymnastics Team finished fifth.

- *The Spring Season (March–June 2018)* had 345 participants on nine varsity teams and three sub-varsity teams. Seven varsity teams participated in postseason play. Season highlights included three varsity teams that finished the regular season undefeated and won Tri-Valley League Small Championships: the Boys Track and Field Team, the Girls Track and Field Team, and the Boys Tennis Team, which also won the MIAA Division 3 South Championship, while one of its members became the MIAA Individual Tennis State Champion. In addition, the Girls Tennis Team, the Girls Lacrosse Team, and the Boys Lacrosse Team won Tri-Valley League Small Championships; and the Boys Lacrosse Team won the MIAA Division 3 Central-East Championship and became MIAA State Finalists.
- *The Fall Season (August–November 2018)* had 319 participants on seven varsity teams and six sub-varsity teams. All varsity teams made the MIAA postseason tournament in their respective sport. The Co-ed Golf Team won a Tri-Valley League Small Championship, as well as the MIAA South Sectional Championship, and was MIAA State Runner-up. The Girls Cross Country Team captured the Tri-Valley League Small Championship, and the Boys Cross Country Team won the Tri-Valley League Showcase Meet Championship.

As always, the DSHS Athletic Department is grateful for the strong support it receives, in numerous ways, from the DS Boosters and all the athletes, coaches, parents and fans. GO RAIDERS!



*Dover-Sherborn High School Field Hockey Senior Night.  
Photo by Liz Meyer.*

## National Honor Society

On October 18, 2018, 56 new members were inducted into the Dover-Sherborn High School Chapter of the National Honor Society (NHS). There are currently 88 DSHS members of the NHS, all of whom serve the local community by tutoring peers and younger students and completing an individual service project and a group service project at the Greater Boston Food Bank. Information about membership requirements and the application timeline can be found on the school's website.

## Student Activities

DSHS students are able to participate in a wide range of student activities. A fee of \$45 is required for participation in many of the following:

- **Academic and Student-Life Organizations:** The Chess Team, China Exchange Program, Computer Programming, EPIIC–Tufts Inquiry, Harvard Model United Nations, Math Team, Mock Trial, National Honor Society, Robotics Team, *RUNES* literary magazine, School Newspaper, Senior Project, Student Council, and Yearbook.
- **Art, Music, and Drama Clubs:** Two a cappella groups (D-S Al Coda and Noteworthy), After School Chorus, Arts Club: Open Studios, Crew, Drama Club, Improv/Comedy Club, Music Group, and Murals Club.
- **Social and Cultural Awareness Groups:** AFS International Exchange Program, Business Club, Coalition for Asian-Pacific American Youth (CAPAY), Community Service Club, Down To Earth, D-S High School Democrats, Fitness Club, Gay-Straight Alliance (GSA), Global Citizenship Program, MARC, Nora Elizabeth Searle Community Outreach (NESCO), Peer Helping, Pine Street Inn Breakfast Club, Relay For Life: D-S, Students Against Destructive Decisions (SADD), Time Out for Kids, Ultimate Frisbee, and Women's Group.

## Parent and Community Groups

**THE DOVER-SHERBORN BOOSTERS** supported the D-S athletic program with grants for the purchase of capital items. They continue to promote community spirit and provide recognition to the student athletes participating in all sports at DSHS.

**THE DOVER-SHERBORN EDUCATION FUND (DSEF)** generously provided funds totaling \$63,741 (\$29,591 specifically for DSHS and \$34,150 as part of district-wide grants) to underwrite the following curriculum enrichment activities and items during the 2018–19 school year:

- Expansion of Professional Knowledge in College Counseling
- DSHS Global Competency Certificate
- Science lock boxes
- In-school student day of poetry
- Raiders Pep Band launch
- World of Difference peer training
- Social Studies arts enrichment
- Difficult Conversations About Race

**FRIENDS OF THE PERFORMING ARTS (FoPA)** is a 501(c)3 organization of parents and community volunteers who support the outstanding vocal and instrumental music and drama programs at Dover-Sherborn. FoPA awards annual scholarships to graduating seniors who have demonstrated excellence in the performing arts; it funds grants for workshops, equipment, and material requests for the performing arts; and it provides production support for the concert band, jazz band, a cappella groups and drama students. (More information is available at [www.dsfoa.org](http://www.dsfoa.org).)

In 2017–18, FoPA awarded 13 scholarships and provided funds for:

- Transportation for the DSHS Jazz Band to the Berklee High School Jazz Festival
- Membership in the Massachusetts Educational Theater Guild and entry fees for their statewide festival and musical theater competition
- New headsets for stage crew
- New wireless microphone system for the Alan Mudge Auditorium
- Establishment of the first DSHS Performing Arts Letter, awarded to 19 students
- Arts books and materials for the DSHS library
- Sponsorship of Chocolate Cafe musical ensemble performances
- Trip to New Orleans for DSHS music students
- Annual events: Jazz Brunch, music and drama banquets, music and drama awards

**THE DOVER-SHERBORN PTO** is a nonprofit organization whose mission is to support DSHS students, families, faculty, and staff. Its ongoing efforts are managed through monthly Thursday morning meetings, which are open to all parents or guardians of DSHS students. Attended by representatives from 10 parent organizations, the Dover-Sherborn Regional School Committee, and each of the four grades, the meetings begin with an update from Headmaster Smith and often include teachers or administrators who talk about their areas of expertise and address questions. Specific meeting dates, times, and locations are posted on the DSHS calendar. New faces and voices are welcome. To learn more about the D-S PTO, please visit our website: <https://sites.google.com/site/dshspto2015/>.



*High school graduation day. Photo by Laura Drinan.  
Courtesy of The Hometown Weekly.*

## *Report of* **Dover-Sherborn Community Education**

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Lisa B. Sawin, Director  
Andrew Keough, Superintendent

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Dover-Sherborn Community Education is a self-sustaining department of the Dover-Sherborn Regional Schools. Our mission is to provide programs that enrich the lives of everyone in our community. Our hope is to create lifelong learners through a community-school partnership that offers interesting, thought-provoking, and stimulating classes and programs at a reasonable cost. Dover-Sherborn Community Education offers the following programs:

### **Extended Day**

Tuition-based extended-day programs are held at both Dover and Sherborn elementary schools, where safe and stimulating after-school environments are provided for students in grades K–5. Children engage in homework time, arts-and-crafts projects, nature projects, social action projects, indoor and outdoor physical activities, games, and creative play. Both programs are held in their respective cafeterias with usage of additional space within each school. The programs operate Monday through Friday, from school dismissal to 6 p.m., with a daily snack provided. At the time of this writing, enrollment in Dover was full with 60 children, and the Sherborn program was likewise at capacity with 75 children. Both programs have an active waiting list. Of the Sherborn enrollees, 26 were participating in the school's early morning program that runs from 7 a.m. to 8:30 a.m.

### **After-School Enrichment**

After-school programs provide age-appropriate classes for elementary school students. Classes for students are held at Pine Hill and Chickering elementary schools. Offerings at both schools include Sports, Archery, Chess, Drawing, a Home Alone program, and Cartooning. In 2018, we added Lego Civics, Your Voice: Public Speaking, Creative Cupcakes, and an Imagarina Building Workshop. An afternoon Babysitting & Childcare class for students in grades 5, 6, and 7 is held at the high school. Program flyers are distributed to students through the schools, posted on the Regional School District's website and on our registration site (see "Registration").

## Adult Enrichment

We offer a wide variety of innovative and interesting adult evening classes throughout the school year. Classes offer learning opportunities close to home and include Cooking with personal chefs, Jewelry Making, Beekeeping, Drawing, Dog Obedience, Watercolor Painting, Golf, Genealogy, Oil Painting, and even a Mediumship Gallery demonstration. High school students can take advantage of Driver's Education, SAT preparation (including preparation for the SAT Biology Subject Test), and assistance with the Common Application Essay. Our brochure is mailed to all residences in Dover, Sherborn, Westwood, and Medfield—some 16,000 brochures in all.

## Registration

Registration for the Extended Day Program is held in March, with the first two weeks of the registration period reserved for returning families. Registration for all other programs begins upon distribution of the brochures or when the information is posted online. Full class descriptions can be found at [www.doversherborn.org](http://www.doversherborn.org) under the "Community Education" tab. Online registration for our programs is available at [www.dscommed.communityroot.com](http://www.dscommed.communityroot.com).

## Contact Information

The Community Education office is located in the Chickering School (Project Room 1081) at 29 Cross Street. Call us at (508) 785-0480 x 2020 or e-mail [sawinlisa@doversherborn.org](mailto:sawinlisa@doversherborn.org).



*Dover-Sherborn Winter Band Concert. Photo by Audrey Anderson. Courtesy of The Hometown Weekly.*

# Public Schools Enrollment

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As of October 1, 2018

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The following enrollment numbers represent Dover children attending Chickering School, Dover-Sherborn Middle School, and Dover-Sherborn High School:

Kindergarten	74
Grade 1	69
Grade 2	81
Grade 3	78
Grade 4	82
Grade 5	86
Grade 6	90
Grade 7	98
Grade 8	92
Grade 9	109
Grade 10	97
Grade 11	94
Grade 12	84
<b>Total Enrollment</b>	<b>1,134</b>

# Dover Public Schools Financial Recapitulation

For the Fiscal Year Ending June 30, 2018

## REVENUE

School Aid Fund, Chapter 70	\$767,856
<b>Total Revenue</b>	<u><u>\$767,856</u></u>

## EXPENDITURES

Regular Education	\$3,841,828
Special Education	3,853,776
Other	<u>1,536,957</u>
<b>Total Expenditures</b>	<u><u>\$9,232,561</u></u>

## COST TO THE TOWN

Expenditures	\$9,232,561
Revenue	<u>(767,856)</u>
<b>Total Cost to the Town</b>	<u><u>\$8,464,705</u></u>

# Dover-Sherborn Regional School District: Revenue Summary

For the Fiscal Year Ending June 30, 2018

## REVENUE

### Revenue from Local Sources

Member Town Assessments	\$21,435,977
Fees	330,685
Unreserved Fund Expended	137,290
Earnings on Investments	30,118
Other	<u>475</u>
<b>Total Revenue from Local Sources</b>	<u><u>21,934,545</u></u>

### Revenue from State Aid

School Aid (Chapter 70)	2,047,723
Transportation (Chapter 71)	449,761
<b>Total Revenue from State Aid</b>	<u><u>2,497,484</u></u>

<b>Revenue from State and Federal Grants</b>	<u><u>467,944</u></u>
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### Other Revenue

School Lunch	722,445
Community Education Programs	693,762
Private Grants	154,039
Other Local Receipts	<u>77,007</u>
<b>Total Other Revenue</b>	<u><u>1,647,253</u></u>

<b>Total Revenue from All Sources</b>	<u><u>\$26,547,226</u></u>
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# Dover-Sherborn Regional School District: Expenditure Summary

For the Fiscal Year Ending June 30, 2018

## EXPENDITURES

### Expenditures by the School Committee

Regular Day Program	\$10,746,055
Special Education Program	2,318,782
Other Operating	9,003,538
Transportation	780,754
Capital	215,135
Debt Service	1,036,700
<b>Total Expenditures</b>	<b>24,100,964</b>

### Expenditures from

**State and Federal Grants** 469,838

### Other Expenditures

School Lunch	658,284
Community Education Programs	609,398
Private Grants	127,929
Other	19,885
<b>Total Other Expenditures</b>	<b>1,415,496</b>

**Total Expenditures from All Funds** \$25,986,298

# Dover-Sherborn Regional School District: Total Gross Wages

For the Calendar Year 2018

	Regular Wages	Overtime/ Other	Total Gross Wages
<b>Administration</b>			
Barbara Barrett*	\$66,301		\$66,301
Ellen Chagnon	125,342	\$1,050	126,392
Amy Davis*	4,160		4,160
Ann Dever-Keegan	112,500		112,500
Deborah Dixon*	31,000		31,000
James Eggert	26,179		26,179
Dawn Fattore*	135,204		135,204
Scott Kellett	139,731	2,200	141,931
Ralph Kelley Jr.*	97,333	700	98,033
Andrew Keough*	205,050	4,000	209,050
Janelle Madden*	68,800	1,962	70,762
Elizabeth McCoy*	141,400	2,200	143,600
Brian Meringer	55,213		55,213
Jeff Parcells	93,751	1,500	95,251
Anthony Ritacco Jr.*	107,130	2,200	109,330
Donna Scungio*	75,843	2,700	78,543
Christine Smith*	84,849		84,849
John Smith	144,665	700	145,365
Leeanne Wilkie*	77,950	2,200	80,150
Stephen Wroblewski	54,000		54,000
<b>Administrative Assistants</b>			
Susan Barss	38,934	1,660	40,594
Elizabeth Benatti	55,463	4,010	59,473
Mary Berardi	55,463	8,406	63,869
Susan Connelly*	42,248	13,674	55,922
Donna Fiori*	57,760	700	58,460
Lynda Getchell	34,777	2,400	37,177
Cheryl Ingersoll*	75,436	775	76,211
Patricia Krusz	35,353	700	36,053
Mary Lacivita	55,858	1,788	57,646
Kathryn Lonergan	55,463	1,563	57,026
Diane Morales	14,355		14,355
Susan Mosher	19,406	803	20,209
Patricia Schmitt*	66,107	2,350	68,457
Sharon Tehan	35,970	593	36,563

	Regular Wages	Overtime/ Other	Total Gross Wages
<b>Coaches</b>			
Maura Bennett		\$12,567	\$12,567
Michael Bullen		4,091	4,091
Brett Boyd		5,124	5,124
Joseph Chirico		2,928	2,928
Jeannette Christensen		480	480
Suzanne Eaton		5,856	5,856
Robert Evans		2,975	2,975
Ani Gigarjian		2,928	2,928
Mark Gray		6,210	6,210
Evren Gunduz		7,066	7,066
Tara Gunduz		3,000	3,000
Stephen Harte		5,950	5,950
Jonathan Kirby		11,807	11,807
William Lacouture		7,091	7,091
David Laidman		3,673	3,673
Matthew Lavery		1,400	1,400
Bruce Lazarus		4,026	4,026
Courtney Lennon		1,800	1,800
Julie Litle		2,928	2,928
Ann Mann		5,612	5,612
Erin Massimi		6,954	6,954
Joseph Mespelli		2,500	2,500
Gavin Mish		3,000	3,000
Lazaro Mitjans		5,206	5,206
Meggan Newmarker		3,000	3,000
Brian O'Connell		4,091	4,091
Frederick Sears		6,954	6,954
Abigail Shannon		500	500
David Swanson		2,231	2,231
Susannah Wheelwright		2,500	2,500
Robert Willey		7,124	7,124
Eugene Zanella		3,000	3,000
<b>Community Education</b>			
Keisce Atkinson	\$929		929
Maura Bennett	10,631		10,631
Linda Brown	10,805		10,805
Alexa Buttimer	877		877
Alexandra Corsi	3,024	5,856	8,880
Michaela Dady	1,124	462	1,586
Karen D'Eramo	13,855	1,000	14,855
Stephen Ewing	45,368	2,700	48,068
Mary Ann Fabian	26,528	600	27,128
Katelyn Fabri	2,763	600	3,363
Sara Fabri	6,736		6,736

	Regular Wages	Overtime/ Other	Total Gross Wages
<b>Community Education (cont'd)</b>			
Tiffany Farrell	\$30,329	\$327	\$30,656
Emily Finnell	2,207		2,207
Noreen Fitzgerald	16,445		16,445
Cecily Graham	23,965		23,965
Joanna Greene	6,129		6,129
Helen Haas	3,540		3,540
Rion Hallaran	461		461
Vanessa Haney	9,242	8,644	17,886
Christina Helbert	1,964		1,964
Edith Kuzma	10,398	300	10,698
Erica Lerch	7,854		7,854
Alison Littlefield	19,546	1,138	20,684
Theresa Malvesti	7,053		7,053
Christopher Mazara	2,107		2,107
Patricia Naughton	3,398		3,398
Hannah Pritchett	2,902		2,902
Christina Reilly	2,801		2,801
Lisa Sawin	43,031		43,031
Marie Sayah	2,690		2,690
Katelyn Schapira	2,278		2,278
Katherine Tunney	2,169		2,169
Scott Walker	13,588		13,588
Shannon Willigan	2,834		2,834
Beatrice Wood	11,650		11,650
<b>Custodians</b>			
Christopher Aceti	2,900		2,900
Dean Bogan	62,182	10,174	72,356
David Bonavire	55,172	8,117	63,289
Kevin Callahan	44,897	6,527	51,424
Alexander Cruz	3,800		3,800
David Engrassia	44,461	4,203	48,664
Colin Garson	4,200		4,200
John Henderson	3,000		3,000
Christopher Hendricks	59,374	27,615	86,989
Joseph Larose	44,897	10,561	55,458
Erik Linden	2,800		2,800
Mairely Perez Rodriguez	4,368	359	4,727
David Pizzillo	45,458	9,191	54,649
Lenin Sanchez-Martinez	44,897	8,315	53,212
Jackson Schroeder	45,802	6,942	52,744
Eric Schwenderman	45,377	8,139	53,516
Joel Sterling	1,404	45	1,449
Jason Sullivan	25,713	1,885	27,598
John Waters	44,897	4,441	49,338

	Regular Wages	Overtime/ Other	Total Gross Wages
<b>Educational Assistants</b>			
Christopher Allen	\$30,997	\$167	\$31,164
Deborah Booker	2,431	73	2,504
Abigail Bosteels	11,808		11,808
Christine Carty	11,599	1,794	13,393
Valerie Cook	36,065	8,515	44,580
Margaret Cowart	26,512	866	27,378
Melissa Felper	15,573	7,230	22,803
Scott Felper	36,065	17,234	53,299
Matthew Ferguson	16,763	750	17,513
Katherine Fitzgerald	14,458	25	14,483
Kasey Fraser	11,235	2,042	13,277
Lucy Gardiner	26,907		26,907
Kathryn Gaudette	21,781	975	22,756
Jennifer Giannetto	11,027	324	11,351
Danielle Goldman	15,573	1,191	16,764
Christine King	11,235		11,235
Shahrayne Litchfield	11,013	839	11,852
Kelley Lonergan	36,827	2,725	39,552
Marilyn Mahoney	27,161	1,200	28,361
Zachary Mazzone	27,161	4,058	31,219
Shawn McCabe	27,197	4,482	31,679
John McCoy	21,274	70	21,344
Annmarie McCrave	26,600	873	27,473
Kelly Menchin	11,235	685	11,920
Samuel Merten	27,173	7,366	34,539
Timothy Montgomery	11,235		11,235
Jennie Morgan	27,161	1,325	28,486
Bryan Narcisse	11,808	153	11,961
Meghan Papagno	24,112	3,434	27,546
Lauree Ricciardelli	36,788	300	37,088
Jeannine Serratore	8,569		8,569
Cliona Simmons	26,885	1,160	28,045
Jaime Turcotte	21,235	444	21,679
<b>Educators</b>			
Lori Alighieri	108,353	7,658	116,011
Kurt Amber	108,353	7,465	115,818
Mary Andrews	108,353	5,740	114,093
Jill Arkin	80,760	6,351	87,111
Kerry Aucoin	58,564	2,590	61,154
Christine Babson	92,165	1,621	93,786
Marissa Bachand	108,353	700	109,053
James Baroodly	100,950	11,267	112,217
Janae Barrett	108,353	1,213	109,566
Janice Barry	77,654	6,740	84,394

	Regular Wages	Overtime/ Other	Total Gross Wages
<b>Educators (cont'd)</b>			
Caroline Bartlett	\$19,729	\$675	\$20,404
Donna Bedigan	99,232	10,873	110,105
Carmel Bergeron	100,950	17,714	118,664
Karyn Bishop	96,648	4,820	101,468
Carly Blais	51,511	1,611	53,122
Heather Bond	68,208	5,348	73,556
Thomas Bourque	104,470	17,031	121,501
Joshua Bridger	108,353	8,190	116,543
Lisa Brodsky	108,353	3,716	112,069
Darren Buck	97,385	1,262	98,647
Meriwether Burruss	56,251	3,750	60,001
Paul Butterworth	108,353	2,207	110,560
Joseph Catalfano	108,353	1,550	109,903
Maura Cavanaugh	99,232	6,600	105,832
Linda Cento	108,353	2,391	110,744
Caryn Cheverie	108,353	3,165	111,518
Kanee Chlebda	58,564	10,985	69,549
Deirdre Clancy-Kelley	108,353	4,370	112,723
Allison Collins	104,470	3,664	108,134
Meaghan Collins	60,039	910	60,949
Sara Collins	21,066	450	21,516
Kimberly Condon	70,568	450	71,018
Jason Criscuolo	102,525	3,449	105,974
Carey Dardompre	46,043		46,043
Tawny Desjardins	93,914	3,962	97,876
Gretchen Donohue	100,950	8,166	109,116
Joanne Draper	108,353	1,838	110,191
Thomas Duprey	93,914	12,010	105,924
Annie Duryea	61,920	603	62,523
Carly Eckles	57,744	6,559	64,303
Brooke Edmunds	64,095	1,862	65,957
Kathleen Egan	70,189	3,918	74,107
Christopher Estabrook	100,950	3,113	104,063
Jeffrey Farris	102,190	11,549	113,739
Maria Fiore	108,353	9,050	117,403
Elizabeth Friedman	106,336	2,800	109,136
Leonie Glen	99,837	6,432	106,269
David Gomez	108,353	2,813	111,166
Judy Gooen	108,353	4,235	112,588
Kimberly Gordon	72,515	675	73,190
Richard Grady	106,336	17,231	123,567
Nicholas Grout	101,773	17,652	119,425
Joseph Gruseck	99,232	12,637	111,869
Beth Hecker	100,950	8,294	109,244
Kerry Hennessy	13,440		13,440

	<b>Regular Wages</b>	<b>Overtime/ Other</b>	<b>Total Gross Wages</b>
<b>Educators (cont'd)</b>			
Geoffrey Herrmann	\$53,257	\$12,795	\$66,052
John Hickey	108,353	12,056	120,409
Randall Hoover	86,367	3,210	89,577
Scott Huntoon	100,950	3,522	104,472
Ana Hurley	108,353	7,297	115,650
Ellen Hyman	85,700	7,349	93,049
Dara Johnson	108,353	27,896	136,249
Keith Kaplan	108,353	3,940	112,293
Dianne Kee	93,914	3,990	97,904
Lauren Lamanna	72,697	113	72,810
Maria Laskaris	104,470	1,000	105,470
Christopher Levasseur	106,336	3,246	109,582
Lindsay Li	108,353	1,100	109,453
Yanhong Li	73,521	755	74,276
Alejandro Linardi Garrido	100,950	1,125	102,075
Heidi Loando	85,700	1,971	87,671
Heather Lockrow	69,532	2,923	72,455
Kristen Loncich	78,584	125	78,709
Anita Lotti	101,773	125	101,898
Elliott Lucil	108,353	9,671	118,024
Theresa Luskin	108,353	4,074	112,427
Wendy Lutz	100,950	625	101,575
Angelo Macchiano	78,782	5,567	84,349
Kenneth Macie	54,996	450	55,446
Kara McAuliffe	44,105		44,105
Brett McCoy	99,071	1,969	101,040
Laura McGovern	108,353	5,961	114,314
Kevin McIntosh	108,353	7,706	116,059
Julie McKee	108,353	3,604	111,957
Brian McLaughlin	108,353	11,574	119,927
Elisabeth Melad	108,353	4,734	113,087
Mary Memmott	104,470	3,936	108,406
Kelly Menice	96,648	5,397	102,045
Andrea Merrit	104,470	2,612	107,082
Tonya Milbourn	99,232	7,163	106,395
Kathleen Moloy	100,311	8,613	108,924
Andrea Moran	61,701	2,450	64,151
Audrey Moran*	104,470	11,114	115,584
Lori Morgan	104,470	1,700	106,170
Veronica Moy	88,704	9,685	98,389
Erin Newman	79,766	5,605	85,371
Erin Newton	56,348	950	57,298
Brendan O'Hagan	75,856	2,370	78,226
Timothy O'Mara	63,800	5,924	69,724
Kelly Owen	55,286	3,070	58,356

	<b>Regular Wages</b>	<b>Overtime/ Other</b>	<b>Total Gross Wages</b>
<b>Educators (cont'd)</b>			
Dianne Pappafotopoulos	\$75,131	\$2,350	\$77,481
Lisa Pearson	39,693	63	39,756
Adelina Perez-Krebs	55,944	450	56,394
Kimberly Phelan	96,648	7,722	104,370
Joan Pierce	61,093	983	62,076
Kenneth Potts	64,281	13,315	77,596
Janel Pudelka	100,950	3,834	104,784
Karen Raymond	93,914	16,418	110,332
Allison Rice	101,773	2,907	104,680
Amanda Rogers	63,800	1,699	65,499
Stephenson Ryan	108,353	21,164	129,517
Jessica Rymut	17,424	6,311	23,735
Sandra Sammarco	93,914	510	94,424
Janice Savery	50,475	2,200	52,675
Anita Sebastian	63,800	800	64,600
Natalia Shea*	68,208	525	68,733
Catherine Simino	100,950	1,415	102,365
Leigh Simon	57,744	1,075	58,819
Marsha Sorull	89,776	3,389	93,165
Joelle Sobin	74,649	7,634	82,283
Carol Spezzano	84,519	8,257	92,776
Laura Sukys	16,968	338	17,306
Michael Sweeney	81,427	725	82,152
Leah Swinson	18,353		18,353
Mark Thompson	104,470	6,892	111,362
Gregory Tucker	108,353	16,119	124,472
Patricia Uniacke	108,353	2,892	111,245
Rebecca Vizulis	70,189	7,294	77,483
Alison Von Rohr	60,280	1,728	62,008
Rebecca Waterman	73,043	3,319	76,362
Richard Waterman	75,562	1,050	76,612
Alyssa Wesoly	71,562	6,516	78,078
Robert Williamson	66,918	8,183	75,101
Adam Wiskofske	69,532	788	70,320
Olivia Woodward	108,353	2,937	111,290
Hannah Wright	65,097	9,177	74,274
Kimberly Wynn	41,208	2,025	43,233
<b>Food Services</b>			
Lisa Bibeau	17,553	235	17,788
Lori Comiskey	15,854	600	16,454
Mary Estella	2,525		2,525
Kimberley Fangel	19,397	949	20,346
Kim Foley	1,377		1,377
Cheryl Gladwin	230	320	550

	Regular Wages	Overtime/ Other	Total Gross Wages
<b>Food Services (cont'd)</b>			
Donna Grossmann	\$189		\$189
Katie Jackson	4,301	\$30	4,331
Judy Jacobsen	15,062	248	15,310
Lisa Johnston	27,028	1,606	28,634
Stephanie Landolphi	16,506	225	16,731
Charles Lawson	360		360
Ellen Lawson	12,447	315	12,762
Nora Saul	14,148		14,148
Bonnie Turco	22,563	3,391	25,954
Andrea Wainwright	405		405
Anne Wong	17,919	225	18,144
<b>Health Services</b>			
Nina Copponi	390		390
Melissa Jordan	390		390
Kerry Laurence	100,950		100,950
Krishna Mahoney	1,430		1,430
Kimberly Nehiley	1,690		1,690
Margaret Parsons	23,303	1,030	24,333
Alicia Patterson	48,560		48,560
Kirstin Santos	93,914	225	94,139
Eve Smith	650		650
Jennifer Vaughan	520		520
Sondra Yablonski	780		780
<b>Information Technology</b>			
Kurt Bonetti*	45,987	2,200	48,187
Mary Bronski*	74,114	300	74,414
Brian Cavanaugh	3,563		3,563
Thomas Corsini*	55,426	2,810	58,236
Henry Jones*	80,584		80,584
Sean McLaughlin	2,619		2,619
<b>Substitutes</b>			
Madeleine Alterio	1,140		1,140
Susan Antell	855		855
Katherine Block	1,520		1,520
Eve Buchhalter	354		354
Michael Bullen	855		855
John Burruss	240		240
Jennifer Carty	4,080		4,080
Glenora Chaves	4,655		4,655
Jiaoe Chen	816		816
Charles Chicklis	1,615		1,615
Steven Durning	1,280		1,280
John Hughes	95		95

	Regular Wages	Overtime/ Other	Total Gross Wages
<b>Substitutes (cont'd)</b>			
Dorothy Kaija	\$11,115		\$11,115
Regina Kilburn	1,425		1,425
Anne McCabe	950		950
Matthew Norton	5,320	\$2,196	7,516
Jean Pulsifer	400		400
Emily Quinlan	480		480
Melinda Roberts	750		750
Susan Rogers	1,995		1,995
Andrea Sarris	1,132		1,132
Diane Schaffrath	7,030		7,030
Amy Schulze	2,132		2,132
Abigail Shannon	320		320
Nancy Siska	285	343	628
Meghan Sobolewski	168		168
John Soraghan	4,465	1,095	5,560
Patricia Williamson	1,746		1,746
John Zimmerman	160		160
<b>Support Services</b>			
Susan Benson	2,490		2,490
Louis Dittami	835		835
Johanna Edelson	20,685		20,685
Ardys Flavelle	8,728		8,728
Drew Hoyt	1,750		1,750
George Jenkins	32,463	2,928	35,391
Jacqueline Johnson	22,193		22,193
Linda Lannon	750		750
Elizabeth Malone	5,310		5,310
Monique Marshall-Veale	79,825		79,825
Laura O'Garr*	33,399		33,399
Anne Picardo	1,628		1,628
Thomas Powers	105		105
Joanne Preiser	2,286		2,286
Cathleen Shachoy	1,366		1,366
Cynthia Swartz	385		385
Christine Tague	1,050		1,050
Allison Zocchi	5,046		5,046
<b>Grand Totals</b>	<b>\$16,746,730</b>	<b>\$1,121,110</b>	<b>\$17,867,840</b>

\*Salary listed represents total salary, a portion of which is allocated to Pine Hill School and Chickering School.

Report of the  
**Minuteman Career and Technical  
High School Committee**

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Ford Spalding, Dover Representative, Minuteman School Committee  
Chair, Minuteman School Building Committee

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### **About Minuteman**

Minuteman is a four-year career and technical high school serving the member towns of Acton, Arlington, Belmont, Bolton, Concord, Dover, Lancaster, Lexington, Needham, and Stow. Minuteman combines rigorous academics and relevant career and technical programs that prepare students for higher education and career opportunities.

### **Dover Student Enrollment**

At the June 2018 Minuteman Graduation, Melanie Hennessey, an honor student majoring in Design & Visual Communications, received her diploma. Minuteman students:

- ***Experience the modern American high school.*** Minuteman students follow a traditional high school academic curriculum while also exploring their interests and discovering their passions in career and technical offerings that include, among others, the following majors: culinary arts, cosmetology, horticulture and landscaping, building trades, biotechnology, environmental science, robotics, health occupations, engineering, electrical, automotive technology, and early childhood education.
- ***Prepare for college and life.*** Students receive the academic foundation and study skills needed to enter and graduate from college with career objectives and professional training and they earn industry certifications, affording them the business acumen and flexibility for pursuing their dreams.
- ***Be more than just another student.*** At Minuteman, teachers and staff are personally invested in getting to know and work closely with each individual student to help him or her realize their full potential.

### **Opportunities for Dover Students**

Dover-Sherborn High School juniors and seniors who pass the MCAS (Massachusetts Comprehensive Assessment System) tests can enroll in a career major on a half-day, every day basis to receive a competency certificate from Minuteman. Post-graduate programs are also available for Dover citizens. Minuteman hosted two “Girls in STEM” camps this year, which are open to all Dover eighth-grade students. Minuteman also hosted the statewide “Girls in Trades Conference and Career Fair.”

### **National Blue Ribbon School Award**

Minuteman has been named a 2018 National Blue Ribbon School by U.S. Department of Education (ED). The announcement of all 349 public and private school honorees was made on October 1, 2018, by U.S. Secretary of Education Betsy DeVos. Minuteman is the sole vocational high school in Massachusetts to be accorded this award.

According to the ED’s press release, National Blue Ribbon Schools earn that designation by excelling in one of two performance categories, either as Exemplary High Performing Schools or Exemplary Achievement Gap Closing Schools, “which are among their state’s highest performing schools in closing achievement gaps between a school’s student groups and all students over the past five years.” Minuteman was named an Exemplary Achievement Gap Closing School. An awards ceremony was held on November 7 and 8, 2018, at the Omni Shoreham in Washington, D.C.

Minuteman has previously been acknowledged for academic excellence and for significantly closing achievement gaps. On April 5, 2018, the school was named a Massachusetts Commendation School by the Massachusetts Department of Elementary and Secondary Education for being outstanding in those two categories. At a State House ceremony, Governor Charles D. Baker presented Dr. Edward Bouquillon, Minuteman’s superintendent, with a plaque honoring the school.

### **District Budget**

The approved District Operating and Capital Budget is \$21.1 million, an 11.37% increase over the previous year, mainly attributed to the Minuteman School Building Project. Dover’s share was \$96,218, which includes Minuteman’s operating and capital budgets.

### **Minuteman High School Building Project**

The Minuteman High School Building Project continues to be on time and on budget. Students are scheduled to start classes in the new building in fall 2019, more than one year ahead of the estimates initially given to the member towns.

Last spring, the school conducted a topping-off ceremony is a traditional builder’s rite held to celebrate the completion of a project’s structural phase. Hundreds of students, dignitaries and Minuteman supporters

gathered to watch the Gilbane Building Company use a 185-foot crane to lift a 24-foot steel beam into place over what will be the new high school's main entrance. The erection of the beam—painted white and signed by students, teachers, elected officials, and well-wishers—marked the completion of the building's steel structure. A small tree, along with an American flag, was tied to the beam to represent good luck and to demonstrate patriotism.

You can follow our building process at [www.minuteman.org](http://www.minuteman.org) under the School Building Project tab.

### Grant Funding

Minuteman High School secured a \$495,000 state grant to update and expand its Metal Fabrication & Joining Technologies (Welding) program. The grant award was announced by Governor Baker on June 21, 2018, and is one of three competitive grants awarded to Minuteman in the past two years that have brought nearly \$1.5 million to the school. These funds are dedicated toward the purchase of equipment to support our Advanced Manufacturing & Metal Fabrication curriculum. High school and middle school students will use the equipment during the regular school day, while “gap year” students, incumbent workers, and unemployed adults will have access during evening programs run by Minuteman and the Wentworth Institute of Technology. Graduates will enhance their technical skills and more easily secure jobs as welders, metal fabricators, and machinists in the region's defense, manufacturing, STEM/medical device, and power-generation industries.



*Powisset Farm Explorers Session. Photo by Rachel Gore. Courtesy of The Hometown Weekly.*

# DOVER

## *Health Reports*

# 2018

