



SPRING 2025 MIAA STATEWIDE TOURNAMENT MANCHESTER ESSEX ATHLETICS SCHEDULE			
DIVISION 4 ROUND OF 32		DIVISION 4 SWEET SIXTEEN	
JUNE 2	SOFTBALL (26) @ ABINGTON (7) 4:00 PM   CAREY FIELD	JUNE 3	BOYS TENNIS (1) VS. BROMFIELD (16) 3:30 PM   GLOUCESTER HS
JUNE 2	BASEBALL (20) @ SALEM (13) 4:30 PM   SALEM STATE	JUNE 4	BOYS LACROSSE (7) VS. PENTUCKET (10) 4:00 PM   MERHS HYLAND FIELD
DIVISION 4 SWEET SIXTEEN		JUNE ?	GIRLS LACROSSE (9) VS. WINNER OF NANTUCKET (8) / WAHCONAH (25)
JUNE 2	GIRLS TENNIS (6) VS. AMESBURY (22) 4:00 PM   GLOUCESTER HS	HOME            AWAY	



# SUPERINTENDENT'S UPDATE

MANCHESTER ESSEX REGIONAL MIDDLE SCHOOL

## RISING GRADE 6 PARENT ORIENTATION

JUNE 4, 2025 AT 6:00PM  
MS/HS AUDITORIUM  
36 LINCOLN ST. MANCHESTER, MA



- ◆ INTRODUCTION TO MERMS STAFF
- ◆ TAKE A TOUR OF OUR CLASSROOMS
- ◆ LEARN ABOUT SIXTH GRADE



THIS EVENING EVENT IS FOR PARENTS AND GUARDIANS ONLY. STUDENTS WILL BE VISITING MERMS DURING MOVE UP DAY ON MAY 29TH.



[WWW.MERSD.ORG](http://WWW.MERSD.ORG)

### Senior Week

- **June 5 – Baccalaureate** 6:00 PM • MERHS Auditorium
- **June 6 – High School Graduation** 4:00 PM • Hyland Field

### End of Year Moving On Ceremonies

- **June 11 – EES Moving On Ceremony** 5:00 • Essex Elementary
- **June 16 – MMES Crossing the Bridge** 6:00 • Memorial School
- **June 17 – MS Moving On Ceremony** 6:00 PM • Hyland Field

# SUPERINTENDENT'S UPDATE

## **Northshore Education Consortium (NEC) Regional Transportation Agreement Formalized**

- Current Estimated Savings 10% (est. \$95,280)
- FY26 Budget assumed 8% savings.

## **FY26 Hiring – Ongoing**

### Positions Vacated – End of Year

- As of May 20th –14 open positions for Fall 2025
- Hiring is fluid and there will likely be additional changes over the summer

### Interim Middle School Principal - Search

- The interim search is already underway
- Goal to appoint someone by early July

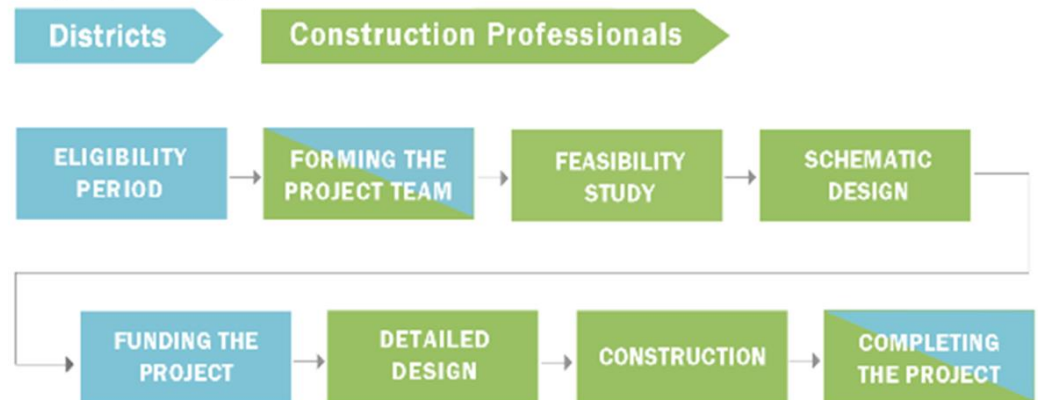
# SUPERINTENDENT'S UPDATE

## Essex Elementary Building Project

- Forming the Project Team Phase
  - Owner's Project Manager on Board
  - Designer Request for Proposals Issued
  - Designer Identification & MSBA Approval Anticipated Mid-August

## MSBA Building Process

*Steps primarily for:*



**Draft: Essex Elementary – Projected Timeline For Planning Purposes**

MSBA Module/Actions	Length	Potential Timeline	
<b>Module 1 - Eligibility</b>	<b>270</b>	<b>March 4, 2024</b>	<b>11/29/24</b>
<i>BOD Authorization invite to eligibility</i>	0 days		
<i>Initial Compliance Certification</i>	30 days	3/4/2024	4/4/2024
<i>SBC</i>	60 days	3/4/2024	5/3/2024
<i>*Educational Profile Questionnaire</i>	90 days		6/3/2024
<i>Enrollment Projections</i>	90 days		6/3/2024
<i>Maintenance &amp; Capital Planning Information</i>	130 days		8/30/2024
<i>Enrollment Meeting</i>	180 days		8/30/2024
<i>Local authorization of funding</i>	270 days		11/29/2024
<i>BOD Authorization invite to F&amp;S</i>	270 days		11/29/2024
<b>Module 2 – Forming the Project Team</b>	<b>185 days</b>	<b>Wed 11/29/24</b>	<b>Tue 8/12/25</b>
<u>Key Activities</u>			
<i>Hire Owners Project Manager (OPM)</i>			
<i>Hire Designer (Architect)</i>			
<i>MSBA Approvals</i>			
<b>Module 3 – Feasibility Study</b>	<b>202 days</b>	<b>Wed 8/13/25</b>	<b>Thu 5/21/26</b>
<u>Key Activities</u>			
<i>PDP (Preliminary Design Program)</i>			
<i>PSD (Preferred Schematic Design)</i>			
<i>MSBA Approval</i>			
<b>Module 4 – Schematic Design</b>	<b>151 days</b>	<b>Fri 5/22/26</b>	<b>Fri 12/18/26</b>
<u>Key Activities</u>			
<i>Schematic Design</i>			
<i>MSBA Approval</i>			
<b>Module 5 - Local Actions/approvals</b>	<b>70 days</b>	<b>Mon 10/26/26</b>	<b>Fri 1/29/27</b>
<i>Final Appropriation / Fall Town Meeting</i>	50 days	Mon 10/26/26	Fri 1/1/27
<b>Module 6 – Detailed Design</b>			
<b>Module 7 – Construction</b>			
<b>Module 8 – Project Closeout</b>			

*\*Can indicate interest in studying consolidation/reconfiguration.*

FEASIBILITY FUNDING

We  
Are  
Here

Existing Conditions /Site Development  
/Educational program /Develop Prelim  
Alternatives /Final Evaluation of Alternatives

## GOAL 1: SUSTAIN PROGRESS THROUGH LEADERSHIP TRANSITION AND BUDGET CONSTRAINTS

**Leadership Development:** New leaders were supported through both internal and external mentoring, helping to build capacity and ensure continuity.

**Schedule Alignment:** In 2023–2024, we proposed a shared middle/high school schedule that, while not implemented, surfaced some strong ideas and key implementation challenges. That feedback informed a revised version, which was proposed in 2024–2025 and ratified through a new MOA with META. The agreement outlines a one-year pilot for 2025–2026 that includes:

- A shared 7-day rotating schedule
- Common lunch block and coordinated class periods
- Reinstatement of Grade 6 World Language through shared staffing
- The aligned schedule is expected to improve resource use, streamline faculty scheduling across buildings, and expand student opportunities over time.

### **Progress on District Goals:**

- 2023–2024 - 77% of deliverables were met (78% in Curriculum & Instruction. Secondary /Finance Operations initiatives remained on track but ran behind schedule due to leadership transitions.
- 2024–2025 - 82% of our 3-Year Objectives met (85% in Curriculum & Instruction) on pace with our long-term goals. Some Secondary /Finance Operations initiatives are still running behind and will be carried forward.
- The next 3-Year Improvement Plan will be released in Fall 2025.

## GOAL 1: SUSTAIN PROGRESS THROUGH LEADERSHIP TRANSITION AND BUDGET CONSTRAINTS

## GOAL 3: MOVE STRATEGIC PRIORITIES FROM PROFESSIONAL DEVELOPMENT TO CLASSROOM PRACTICE

### Focus on Teaching & Learning:

- 2023–24 - 50% of Administrative Council time focused on teaching and learning through team walkthroughs, debriefs, and a book study (*Culturally Responsive Teaching & the Brain*).
- 2024–2025 - 65% of Administrative Council time was dedicated on teaching and learning including seven full-day workshops on observing and analyzing instruction. The team:
  - Trained in the Research for Better Teaching - Observing & Analyzing Teaching model and began working with the new DESE evaluation rubric
  - Developed Cultural Competency Look-Fors to guide classroom observation and reflection
  - Reviewed evaluation tools and protocols for consistency between school and to align with instructional goals
  - Drafted recommendations to revise evaluation documents, including integration of the Look-Fors and updates to unannounced observation feedback tool

### Next Steps:

- Summer: Finalize recommendations for presentation to META
- Fall: Implement updated DESE Classroom Teacher Rubric
- Fall: Establish joint labor-management team to review and revise evaluation tools

## GOAL 2: DEVELOP A K–12 LIBRARY PROGRAM ALIGNED WITH STRATEGIC PRIORITIES

**2023–24 Progress:** Initial steps taken to improve library services included hiring two full-time library TAs. Plans to begin broader action mid-year were delayed.

**2024–25 Progress:**

The MERSD Library Task Force—a group of teachers, administrators, and community members—was formed to guide improvement efforts. The group:

- Researched best practices and program models
- Surveyed the community on library use and needs
- Identified top priorities:
  - Hire a certified school librarian
  - Expand middle school access and improve study spaces
  - Build partnerships with Manchester and Essex public libraries

**Next Steps:**

- Final recommendations to be shared Fall 2025
- Proposal for a full-time librarian at the Middle High School to be included in the FY27 budget
  - Funding plan includes reallocating TA position and identifying \$50K in additional resources
- Task Force work will continue in 2025–26