



WEYMOUTH PUBLIC SCHOOLS

Strong Schools  Strong Community

Human Resources Staff Hiring Updates

October 10, 2019

Overview

- New District Positions
- District Staff
- Primary Schools New Staff
- Middle School Campuses New Staff
- Weymouth High School New Staff
- Hiring Timeline
- New Educator Induction Topics
- Mentor Program
- Yearly Updates for all Staff
- Questions



New District Positions

- ✓ Assistant Principal/Headmaster – AAMS
- ✓ Director of Human Resources
- ✓ 2 Assistant Curriculum Directors
 - Fine and Performing Arts and Social Emotional Learning*
- Assistant Director Special Education
- ✓ Chard Street Staff
 - 2 Adjustment Counselors*
 - 3 Special Education Staff*
 - 2 General Educators*
 - 1 School Psychologist/Counselor*
 - 1 BCBA*
- ✓ 3 Adjustment Counselors (*HS, Chapman and AAMS TLC*)
- ✓ 11 Special Education Teachers (*Inclusion, LBLD, TLC, CEP, IRC*)
- ✓ 4 Specialists at Primary (*Physical Education, STEAM, Art , Music*)
- ✓ 5 Adjustment Counselors (*TLC, Primary, Middle & High Schools*)
- ✓ 1 Team Chair at WHS
- ✓ 1 Special Education Secretary (*support WHS Team Chair*)
- ✓ 1 Social Emotional Learning Coach
- ✓ 1 Secretary Transportation Dept.
- ✓ 12 Paraprofessionals (*JECC, Primary, CTE, Post-Grad*)
- ✓ Staffed all CEP classes with ABA (RBT trained) Paraprofessionals

District New Staff

- ❖ 4 Special Education Teachers
- ❖ 4 Specialists (STEAM, Art, Music, Physical Ed)
- ❖ 1 District School Psychologist
- ❖ 2 BCBA's
- ❖ Asst. Curriculum Director – Social Emotional Learning
- ❖ Asst. Curriculum Director - Fine & Performing Arts
- ❖ Asst. Curriculum Director – STEM
- ❖ 7 Assistant Group Leaders – WeyCare
- ❖ 1 Grant Funded District Nurse
- ❖ .5 Grant Funded Nurse to support SEL initiatives
- ❖ 2 Custodians



Primary School New Staff

Academy:

- ❖ 1 Special Education Teacher
- ❖ 2 Elementary Teachers
- ❖ 1 Building Substitute
- ❖ 1 School Nurse

Hamilton:

- ❖ 1 Special Education Teacher

Murphy:

- ❖ 2 Special Education Teachers
- ❖ 1 Adjustment Counselor
- ❖ 1 Clerical Paraprofessional
- ❖ 5 Special Education Paraprofessionals

Nash:

- ❖ 1 Principal
- ❖ 1 Adjustment Counselor
- ❖ 1 School Secretary
- ❖ 2 Special Education Paraprofessionals
- ❖ 1.5 Special Education Teachers

Pingree:

- ❖ 1 Adjustment Counselor
- ❖ 2 Special Education Teachers

Seach:

- ❖ 1 Assistant Principal
- ❖ 1 Special Education Teacher
- ❖ 1 School Secretary
- ❖ 1 Paraprofessional
- ❖ 1 Special Education Paraprofessional

Wessagusset:

- ❖ 1 Adjustment Counselor
- ❖ 4 Paraprofessionals
- ❖ 3 Special Education Teachers

Johnson:

- ❖ 6 Paraprofessionals
- ❖ 3 Special Education Teachers

Weymouth Middle Schools

New Staff

Abigail Adams

- ❖ 1 Assistant Principal
- ❖ 1 Adjustment Counselor
- ❖ 4 Special Education Teachers
- ❖ 3 Special Education Paraprofessionals
- ❖ 1 General Education Teacher
- ❖ .5 OG/Wilson Certified Teacher
- ❖ .5 Health Office Paraprofessional

Chapman

- ❖ 2 Headmasters
- ❖ 1 Adjustment Counselor
- ❖ 1 Guidance Counselor
- ❖ 8 General Education Teachers
History, Science, Math, World Cultures, Art, ELA
- ❖ 6 Special Education Teachers
- ❖ 7 Special Education Paraprofessionals
- ❖ 1 School Nurse
- ❖ 2 Math/ELA Interventionist (MTSS)
- ❖ .5 OG/Wilson Certified Teacher
- ❖ 2 Clerical Paraprofessionals
- ❖ .5 Health Office Paraprofessional

Weymouth High School New Staff

Weymouth High School:

- ❖ 1 Interim Dean
- ❖ 1 Interim Athletic Director
- ❖ 1 Physical Education/Health Teacher
- ❖ 1 Athletic Trainer
- ❖ 10 General Education Teachers
 - ❖ English, World Cultures, Science, Business, Allied Health,
- ❖ 2 Team Chairs
- ❖ 1 Special Education Secretary (assist Team Chair)
- ❖ 3 Special Education Teachers
 - ❖ LBLD, Math, Science
- ❖ 8 Paraprofessionals
 - ❖ Special Education and Post Grad Program
- ❖ 1 Adjustment Counselor



Hiring Timeline

- Begin advertising open positions in March
- Principals recommend educator candidates to Superintendent
- 1:1 meetings with Superintendent for final interview/onboarding process
- CORI and SAFIS completed prior to official hiring of new staff since July 1, 2013
- New Educator/ Support Staff Benefits Orientations- June 28th, July 16th, & August 23rd (with school and town HR staff)
- New Educator Induction August 20th-22nd
- District Mentor assigned to all new Educators with meetings scheduled throughout the year
- Hiring is ongoing





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Welcome New Educators!

2019-2020

Some of the New Educator Induction Topics

August 20th-22nd

- Superintendent Welcome
- Administration Welcome/What is the Mentoring Program?
- Professionalism and Expectations
- Technology 101 - Aspen
- The First Week of School- Curriculum and Planning & other Building-Based Sessions
- Truancy & Safety Protocols
- Evaluations/Reporting Absences
- Service Provider Updates
- Supporting all Students (Special Education, English Learner Program and McKinney-Vento)
- Understanding by Design (Resources & First week planning)
- Bus Tour of Weymouth
- Smart EDU Professional Development Tool
- Diversity – Unconscious Biases
- Smart EDU PD
- Assessment Tool Training
- Business Partners
- Luncheon with all Administrators





MENTORING PROGRAM

Mentoring Program

MENTOR RESPONSIBILITIES:

- Train-the-Trainer Model for new mentors had been implemented.
- Maintain a mentoring log (refer to log forms) to be turned in to the appropriate grade span Mentor Coordinator twice during year.
- Staff request release time once per month from the building principal to facilitate a monthly observation.
- Mentors should meet with their mentee's for a minimum of forty-five minutes per week.
- Provide feedback to the Mentor Coordinator concerning their mentoring experience.
- Relationship compatibility – if the mentorship is not working, mentors may be reassigned.



Mentoring Program

District Role/Responsibilities

- Provide coverage
- 15 hours professional development hours
- Mentor stipend



Yearly Updates for All Staff

Mandatory Trainings and updates to be completed by 9/30/19:

- **Completion recorded in Aspen electronically.**
- **Weymouth Public Schools Employee Handbook updated and signed off annually (also in Aspen).**
- **MA State Conflict of Interest Training-completed bi-annually.**
- **Starting in 2017, five training videos were created and linked on website, for staff completion, including:**
 - **Civil Rights**
 - **Health & Wellness**
 - **McKinney-Vento**
 - **Student Records**
 - **Restraint Training**



Questions

