



WEYMOUTH PUBLIC SCHOOLS

Strong Schools  Strong Community

Human Resources Staff Hiring Updates

September 20, 2018

* WPS Administrators, Educators & Support Staff

(Add hiring Numbers)

***These positions were open by resignation, non-renewal, or retirement. Although 6 new curriculum positions were added, 4 resulted from 4 teacher non-renewals. Most other positions came about through re-allocation of teaching positions and grant funds.**



Primary School New Educators/ Support Staff

Academy:

- ❖ 1 Grade 3 Classroom Teacher
- ❖ 1 Grade 3 Long-term Substitute
- ❖ Building Substitute*

Hamilton:

- ❖ Special Educator Inclusion*
- ❖ Building Substitute*

Johnson:

- ❖ .6 Preschool Teacher
- ❖ 1 Speech Language Pathologist*
- ❖ Building Substitute*
- ❖ .6 BCBA
- ❖ .6 Paraprofessional
- ❖ .4 CFCE Coordinator

Murphy:

- ❖ .4 LTS Nurse
- ❖ IRC Special Education Teacher
- ❖ .5 Special Ed Inclusion*
- ❖ Building Substitute *
- ❖ Special Ed Paraprofessional

Nash:

- ❖ Special Ed Paraprofessional
- ❖ Clerical Paraprofessional
- ❖ Lifeskills Special Educator
- ❖ Building Substitute*
- ❖ Interim Principal

Pingree:

- ❖ .5 Special Ed Inclusion*
- ❖ TLC Special Educator
- ❖ Building Substitute*
- ❖ 3 Paraprofessional -1 ABA, 2 Sped



Primary Schools Cont.

Seach:

- ❖ 1.5 Kindergarten
- ❖ .5 ESL Teacher
- ❖ Special Ed Inclusion*
- ❖ Building Substitute*

Talbot:

- ❖ Principal
- ❖ 2 Special Ed Inclusion* (1 new pos.)
- ❖ .5 K Teacher
- ❖ Building Substitute*

Wessagussett:

- ❖ .6 Occupational Therapy
- ❖ Grade 4 Teacher
- ❖ 2 Building Substitutes* (one added)
- ❖ 4 Special Ed Paraprofessionals

District Shared:

- ❖ Art Teacher
- ❖ 3 STEAM Specialists*
- ❖ 2 Adjustment Counselors*
- ❖ LTS Music Teacher
- ❖ LTS Art Teacher
- ❖ 2 Math Coaches*
- ❖ .6 BCBA



Weymouth Middle School Campuses

Adams:

- ❖ 3 Math/ Science Teacher
- ❖ 1.5 School Year Secretary
- ❖ 1 Head Secretary
- ❖ ELA/History Teacher
- ❖ .5 LBLD Teacher TBD
- ❖ Adjustment Counselor
- ❖ .5 ESL Teacher
- ❖ .25 Nurse*

Chapman:

- ❖ Principal
- ❖ TLC Special Educator
- ❖ Assistant Principal
- ❖ .4 LTS Nurse
- ❖ Spanish Teacher TBD
- ❖ Math Teacher TBD
- ❖ 2 Special Ed/ Math Inclusion 1TBD
- ❖ 2 Security Paraprofessionals
- ❖ .25 Nurse*



Weymouth High School New Educators

Weymouth High School:

- ❖ 1 New Dean
- ❖ 1 CTE Director
- ❖ 2 Math Teacher-1 TBD
- ❖ 1 Business Teacher
- ❖ 1 Art Teacher
- ❖ .5 Allied Health
- ❖ 1 ELA Teacher
- ❖ 1 CTE IT Networking Teacher
- ❖ 1 Special Ed/ Science
- ❖ 1 LTS Nurse*
- ❖ 1 History Teacher
- ❖ 1 Foreign Language (Spanish) Teacher
- ❖ 1 Chemistry Teacher
- ❖ 1 Special Ed Team Chair
- ❖ Drafting/ Robotics*
- ❖ 3 Special Ed Paraprofessionals
- ❖ 1 Head Secretary
- ❖ 1 Building Substitute
- ❖ 1 CTE/ Post grad para*



Other New District Staff

Additional New District Staff:

- ❖ Community Liaison School Psychologist*
- ❖ EdTech Jr. Systems Administrator
- ❖ Assistant Supt. of Finance & Operations*
- ❖ Director of Curriculum (STEM)
- ❖ 2 Assistant Dirs. of Curr. (ELA & History)
- ❖ Special Education Secretary
- ❖ School Year Secretary*
- ❖ Secretary
- ❖ Administrative Assistant
- ❖ Technology Integration Specialist
- ❖ Maintenance Plumber



Hiring Timeline

- Begin advertising open positions in March
- Principals recommend educator candidates
- 1:1 meetings with Asst. Supt. Kustka for final interview/ onboarding process
- CORI and SAFIS completed prior to official hiring of new staff since July 1, 2013
- New Educator Benefits Orientations- July 24th, August 1st & 23rd (with school and town HR staff and Asst. Supt. for Admin. & Personnel)
- New Educator Induction August 21st-23rd
- District Mentor assigned to all new Educators with meetings scheduled throughout the year
- Still to hire-LTS Business Teacher, MTSS Interventionist, various Para





WEYMOUTH PUBLIC SCHOOLS

Strong Schools  Strong Community



Welcome New Educators! *2018 - 2019*

New Educators' Induction Topics

August 21st-23rd

- Superintendent Welcome
- Administration Welcome/What is the Mentoring Program?
- Delta Kappa Gamma Early Career Educators Project
- Meet the Union-WEA President Welcome
- Educator Evaluations and Baseline Edge
- The First Week of School- Curriculum and Planning & other Building-Based Sessions
- Professionalism 101
- Service Provider Updates
- Technology 101
- Special Education, English Learner Program and McKinney-Vento
- Bus Tour of Weymouth
- Smart EDU Professional Development Tool
- Assessment Tool Training
- Administrator Training/Refresher
- Business Partners
- Luncheon with all Administrators



Mentoring Program

MENTOR RESPONSIBILITIES:

- District has developed a team of trained mentors.
- Team attended three full day trainings with RIBAS.
- 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:

- DESE requires that all new educators are mentored.
- Provides coverage for mentors and new teachers when requested.
- Awards 15 professional development hours to mentors for completing mentoring responsibilities.
- Each mentor will receive a stipend at the contractual rate for each person mentored per school year.



Yearly Updates for All Staff

Mandatory Trainings and updates to be completed by 9/30/18:

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



Questions

