

Report of the
**Emergency Management
Department**

Peter McGowan, Director
Margaret L. Crowley, Deputy
James R. Repetti, RACES Radio Operator

As members of the Emergency Management Department, our responsibility is to plan for any emergency events that might occur and to help residents who are affected by them. In 2020, due to proper planning and the exemplary work of responsible Town departments, we did not have to open our shelter for residents. We were able to handle all situations with the cooperation of the Dover Fire, Police, and Highway Departments, and we thank them for their assistance. We would also like to commend Chief Craig Hughes of the Fire Department for cultivating great working relationships with the utility companies that service Dover.

We are also pleased to report that over the past few years we have been working with state and federal partners to develop a hazard mitigation plan. The approved plan keeps us prepared and capable of facing any situation of an emergency nature.

The Town has been using Twitter, Facebook, and NextDoor.com to push out information on emergency events. These social media outlets are easy to use and great sources of information.

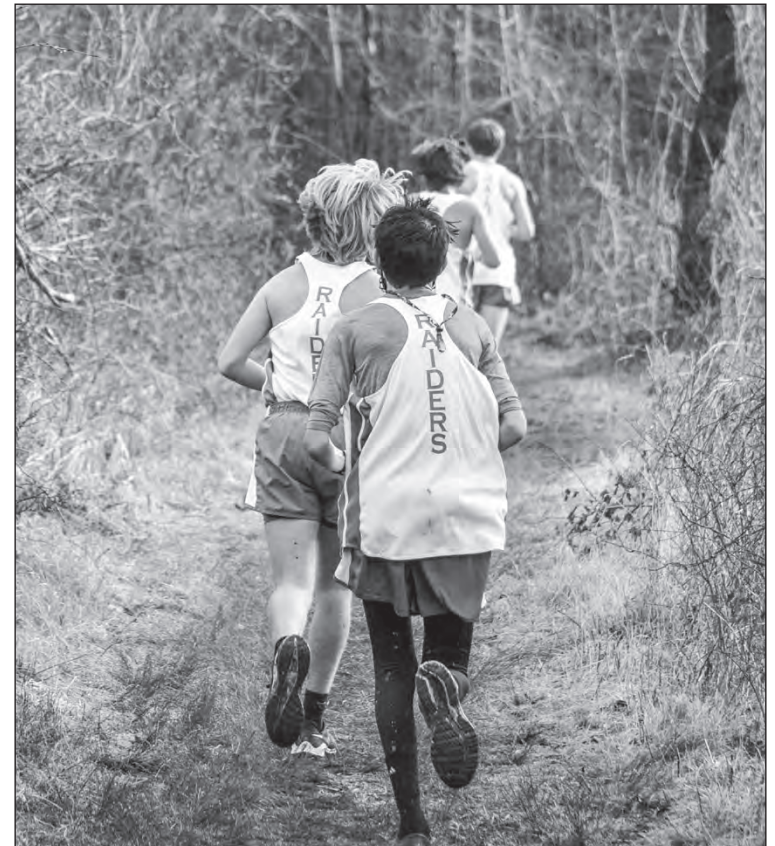
If your lights go out or you lose power, ***Eversource urges you to call them directly at (800) 592-2000.*** If you receive a computerized response, stay on the line to answer questions and to have your call logged into their system. This will assist Eversource in restoring power as quickly as possible. The more calls Eversource receives from a neighborhood regarding outages, the higher on the priority list you end up. Calling the Police Department to report or ask about power outages will not help you restore your power and can tax already strained resources.

Please feel free to call us in emergencies (hurricanes, floods, blizzards, etc.) if you think we can help or if you need assistance. The Emergency Management Department can be reached via the Town's emergency dispatch center at (508) 785-1130. This line is answered 24 hours a day. We thank you for your cooperation.

DOVER

School Reports

2020



Report of the **Superintendent of Schools**

Andrew W. Keough, EdD

Greetings to the communities of Dover and Sherborn! I am pleased to submit this annual report for your review. The year 2020 will undoubtedly go down in history as one of the most challenging years that our schools have ever faced. As a result of the COVID-19 pandemic, we were forced to “reinvent” ourselves with minimal notice and develop an educational program that would maintain our exceptionally high standards, ensure staff and student safety, and allow for remote learning, all while holding an extremely dangerous virus at bay. It has not been easy, but, as has always been the case in the past, our staff, students, parents, and community members rose to the occasion, working collaboratively to address each arising issue.

In response to the pandemic, and in a rapidly changing environment, we established the Reopening Committee to address COVID-related issues in the general areas of facilities, health and hygiene, teaching and learning, transportation, before-and-after school programming, and communications. From March until late August, the Committee and its subcommittees confronted many challenges, including resolving ventilation needs in all five District buildings; developing three school schedule models (hybrid, remote, in-person) at all grade levels to meet state COVID-19 guidelines and requirements; addressing staffing needs related to illness or vulnerability; rerouting transportation; securing the necessary technology and training to conduct remote learning for 2,100 students; providing food services in limited spaces; establishing cleaning strategies; and so much more.

Throughout the summer, the school administration worked with its lead nurse, members of the Dover and Sherborn boards of health, the Dover, Sherborn, and Regional school committees, staff, and families to tackle the seemingly insurmountable challenges of establishing the necessary safety measures to successfully reopen in the fall. Through this community effort, the schools opened on September 15 under a hybrid model, and over successive months in-person learning gradually increased to four days a week, first for grades K–3, and then for grades 4 and 5.

Sadly, some of our favorite activities, celebrations, and events had to be canceled or held remotely. For the first time in our history, Dover-Sherborn High School (DSHS) graduation was held as a “drive-through” ceremony at the school, wherein seniors pulled up in their family vehicles, exited to cross the stage and receive their diplomas, then returned to their vehicles to exit in a parade of masked, socially distanced staff, family, and friends. Again, thanks to good planning on the part of the building administration, and with the help of our supportive families and staff, the evening ran very smoothly.

Our performing arts and athletic programs suffered significantly during the pandemic as well: All spring sports were canceled in a year in which state titles were anticipated, and our spring musical and drama performances were held remotely. These were true losses for our school community, but they served as a humbling reminder of the many surprises that life can have in store for each of us at any given time.

Regardless of the impact of the coronavirus, the Dover-Sherborn Public Schools remain committed to the core values of commitment to community, equity and excellence, respect and dignity, and climate of care. These values remain at the forefront of all that we do and are honored by all associated with the schools. I would like to thank our staff, administrators, students, parents, and community members for supporting and modeling these ideals, and for ensuring that they remain the sturdy foundation upon which our entire school system rests.

In holding true to these high standards for ourselves, and in response to feedback from students and graduates, we created the Dover-Sherborn Coalition for Anti-racism, Inclusion, Diversity, and Equality (DS AIDE), a group of staff, graduates, parents, and community members dedicated to strengthening the culture of our school system by ensuring our commitment to being actively anti-racist, inclusive, appreciative of diversity, and equitable.

In addition, we remain focused on the mission and goals contained within our District's strategic plan, which continues to serve as our road map for improvement. 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 action plan established to accomplish these goals can be found on our website: www.doversherborn.org.

We continue to implement the recommendations from the 2017 review of our special education services, particularly with regard to administrative oversight, and this year we have added a special education coordinator at the secondary level to complement our similar position at the elementary level. Stephen Goodwin is a veteran educator with years of experience in special education and building leadership, and he has been well received by the staff, students, and families of Dover-Sherborn Middle School (DSMS) and DSHS. We believe that we now have exceptionally strong supervision of our special educators, closer oversight of the team and placement process, and a more streamlined delivery of services.

We saw administrative changes within the general education program: At Chickering Elementary School, the longtime assistant principal, Deb Reinemann, replaced the former principal, Laura Dayal, who left to pursue other professional opportunities, and former Pine Hill School teacher, Jim Cairnes, was named the acting assistant principal. At DSMS, longtime science teacher, Ana Hurley, was appointed acting assistant principal to replace the former assistant principal, Stephen Wroblewski, who accepted a position teaching overseas. I want to thank all of the educators who have served our system before moving on to other opportunities and to welcome our incoming staff members. We are very fortunate to be able to consistently attract and maintain such a highly qualified staff for our students.

In 2020, with the support of the school committees, the selectmen from both Dover and Sherborn, and the towns' taxpayers, we made a number of capital improvements at the Regional campus, including LED lighting upgrades at DSMS, a field mower for our grounds department, new floors in both DSMS and DSHS, and a new phone system. There were no capital projects completed at Chickering Elementary School or Pine Hill Elementary School in 2020. 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 school reports that follow provide worthwhile information related to our schools, school committees, staff, and community education program. For additional information about our four schools, all citizens are invited to visit our website at www.doversherborn.org.

With the close of the 2020–21 school year fast approaching, I will be completing my 34th year in public education and will be retiring on June 30, 2021. It has been an honor to return to my hometown district to serve as your superintendent of schools. I have enjoyed these past four years and wish the very best for the system in the future.



Photo by James Dillon; courtesy of James Dillon Studios.

Report of the **Dover School Committee**

Brooke Matarese, Chair
Leslie Leon, Secretary
M. Colleen Burt
Sara R. Gutierrez Dunn
Mark Healey

Membership

In 2020, we welcomed new members Colleen Burt and Sara Gutierrez Dunn to the Dover School Committee (DSC). Colleen and Sara were each elected to a three-year term. Thank you to Rachel Spellman for her service and to Henry Spalding for his two terms served on the DSC, including his dedicated work as chair.

District Leadership

Faced with the complex challenges of the COVID-19 pandemic, the Dover, Sherborn, and Dover-Sherborn Regional School Districts (the District) benefited from the strong leadership of Superintendent Dr. Andrew Keough and Assistant Superintendent Elizabeth McCoy. We are grateful for our talented and dedicated central office and building administrators, teachers, and staff who negotiated the unique demands of this year and worked throughout the summer to ensure that our students could return to in-person learning.

The DSC thanks Laura Dayal for her seven years of service as the principal of Chickering Elementary School and wishes her well in her future endeavors. Leading us through the pandemic are steady hands at the helm with Interim Principal Dr. Deborah Reinemann and Interim Assistant Principal James Carnes. We are pleased to report that Dr. Reinemann has accepted the permanent role of principal starting in July 2021.

This year, it was more important than ever to adhere to the District's strategic plan and focus on our five key 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, which all required new ways of thinking. In fall 2020, the Dover-Sherborn Coalition for Anti-Racism, Inclusion, Diversity, and Equity (DS AIDE) was formed to further the work of the district-wide #WeAreDS initiative, with the goal of ensuring greater equity and inclusion in our schools.

Academics

The past year has been unique in Chickering's history. We transitioned to fully remote learning in the spring and started the 2020–21 school year with families able to choose between a hybrid format (two days in person, three days remote) or a fully remote option taught by Chickering teachers. Recognizing that our youngest learners benefit most from in-person learning, our administrators, educators, and staff worked tirelessly to enable grades K–5 to transition to a four-day-per-week, in-person model. We are extremely grateful for their efforts in supporting the needs of our students.

Chickering Elementary School is committed to ensuring that all children reach their full potential. The school strives for academic excellence and to be a top-performing Massachusetts school. At the same time, we are committed to a “whole child” perspective, which values social and emotional needs and recognizes the unique talents of each student. The DSC sets policies to achieve its defined goals and seeks to accomplish them in a fiscally prudent manner.

This year, Chickering has been identifying the elements of the “DS Portrait of a Graduate” to be implemented at the elementary level, in alignment with the District's goal of maintaining excellence and rigor, while adapting best practices and programs to prepare graduates for success in a rapidly changing world. We are grateful to our educators as they identify specific practices and experiences that foster the competencies necessary for current and future success.

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. Whenever possible we explore initiatives that can help limit special education costs, such as the integrated preschool program. This year, we benefited from federal Coronavirus Aid, Relief, and Economic Security (CARES) Act grants to cover unbudgeted costs due to the pandemic, including additional technology and school supply needs, PPE, tent rental, increased nursing staff, and additional educational assistants.

Enrollment remains steady, aided by a stable 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, is 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 exceeds 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, a proactive approach that benefited us greatly as we assessed the health and safety considerations of bringing students and educators back to school. We rely on a long-range, 20-year capital needs assessment, initially prepared by an outside consultant in 2012 and updated in 2017, to guide our annual capital budget requests. In summer 2020, the Chickering playground was resurfaced, in partnership with a contribution from the Parent Teacher Organization (PTO).

Appreciation

This year has been unlike any other, and the DSC is grateful for the support it has received in these challenging times. We came together as a district and town, leveraging the strengths and expertise of our administrators, faculty and staff, parents and caregivers, Town boards (particularly our Board of Health), and community members. The DSC thanks Dover taxpayers, the Dover-Sherborn Education Fund (DSEF), the PTO, and the Alan Thayer Mudge Memorial 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. Finally, we thank Superintendent Keough for his leadership and wish him well in his retirement and for whatever his future holds.



Photo by Mary Hinsley; courtesy of Goats of Dover.

Report of the Chickering Elementary School

Deborah Reinemann, Interim Principal
Jim Carnes, Interim Assistant Principal
Laura Driscoll, Special Education Team Chair
Naomi O'Brien, Elementary Special Education Coordinator

A Year Like No Other

From the onset of the COVID-19 pandemic in March 2020 to the end of the 2019–20 school year in June, all classes at Chickering Elementary School were conducted remotely. With the beginning of a new school year in September, we adopted a hybrid learning model, with students in cohorts attending school in person two days per week and learning remotely three days per week, gradually increasing the number of in-person days as the fall term progressed. At the same time, Chickering created a Remote Schoolhouse, sharing teachers and resources with Pine Hill Elementary School to serve several Chickering and Pine Hill families that had opted for fully remote learning for their children. The Schoolhouse had four class groupings: kindergarten, first grade, a combined second- and third-grade group, and a combined fourth- and fifth-grade group. In addition, five Chickering families opted to homeschool their children.

With two retirements, and staff working remotely this year, Chickering welcomed one new faculty member and two long-term substitute teachers in September to complement the existing faculty.

Enrollment

Enrollment dropped slightly from the previous year, and class sizes remained within the policy range of 17–22 pupils per class section. Chickering had 478 students at the end of 2020, with three sections of classes in kindergarten, and four sections each in grades 1–5. PreK remained at one section in fall 2020, based on student need. The enrollment number includes students attending both in person and remotely.

Curriculum and Professional Development

Given the emergency closure last spring and our work performed this summer, all professional development revolved around establishing best practices for remote, hybrid, and in-person learning, with the academic, emotional, and social learning of our students being of paramount consideration.

We support the District's strategic plan and have deepened our commitment to "create, foster, and implement culturally responsive practices to inform, educate, and improve our school community." Teachers intentionally

bring culture and inclusion into the curriculum, and the school and classroom libraries offer literature representing a broad range of people.

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 it does so in a supportive environment that matches students' needs. Special education and general education teachers collaborate to develop new programs for students with complex needs, so that the school can better serve all children and maintain an inclusive environment.

We provide the following services and programs: Child Find assessment for Dover children younger than age five; various programming options in the integrated preschool; counseling for social/emotional well-being; behavioral supports; 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 (SAC) is a state-mandated committee 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 SAC works collaboratively to identify the educational needs of students and to facilitate communication between the school and community.

In 2020, the SAC focused on the practical applications of our cultural proficiency goals. For example, continuing our rotating photo gallery of Chickering students and adding an adult/child reading series.

The SAC was also a vital resource for communicating with the community on the reopening of the school.

PTO

The Parent-Teacher Organization (PTO) is made up of parents/guardians, with co-chairs, and a board that oversees 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. We are grateful for the generous support of the Dover community, which enables us to provide teacher grants and a richer educational environment for our students.

DSEF

Dover-Sherborn Education Fund (DSEF) grants, by mutual agreement, were put on hold in spring 2020. We greatly appreciate the DSEF's generous support of enriching experiences for students and look forward to working together again in the future to develop innovative practices and projects for funding.

Conclusion

Education has always been a top priority in Dover. We are pleased to provide a rich educational experience for our children, delivered by highly skilled and dedicated staff. The curriculum is designed to value the whole child, be inclusive, foster curiosity, 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.



Photo courtesy of Dover Parks and Recreation.

Report of the **Dover-Sherborn Regional School Committee**

Maggie Charron, Chair (Dover)
Judi Miller, Vice Chair (Sherborn)
Lynn Collins, Secretary (Dover)
Anne Hovey (Sherborn)
Michael Jaffe (Dover)
Kate Potter (Sherborn)

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.

COVID-19 Pandemic

The Dover-Sherborn Regional School District (the District) was profoundly impacted by the COVID-19 pandemic beginning in March 2020. The pandemic challenged school operations and methods of instruction, and it required establishing additional agreements with our collective bargaining groups. It brought changes to our funding sources and created urgent obligations to make infrastructure improvements to allow students and teachers to return to campus in September. Throughout 2020, the leadership team, educators, and support staff of the District worked creatively and tirelessly to continue to adapt and improve how to safely educate our students during this difficult time.

As we move into 2021 still grappling with the challenges of the pandemic, the District is especially grateful for the cooperation and assistance of the Dover and Sherborn boards of health, as well as the Dover-Sherborn Regional Health and Safety Committee, which has advised us at each stage of our work. With their guidance, we continue to educate our children with innovation, excellence, and safety for all still at the top of our priority list.

Enrollment

As of October 2020, enrollment in the District was 1,179 students, a reduction of 26 students from the previous year. We believe this to be a temporary decline due to the needs of families for alternative school arrangements during the pandemic. We believe that most students will likely return in future years, although we will continue monitoring for any long-term implications of the enrollment change. Nevertheless, families continue to move to our towns, due to the desirability of the Dover-Sherborn school system. We remain aware that large-scale development projects undertaken

in Dover or Sherborn would likely increase enrollment and have an impact on the District.

District Strategic Plan

The DSRSC continues to support the District's ongoing five-year strategic plan. With a clear vision and mission, our administration, staff, students, families, and community continue to support the plan goals of innovative teaching and learning, health and well-being of students and staff, partnerships with families and communities, safe and innovative facilities, and continuing resource efficiency.

Last year the District's Academic Innovation Committee created a "Portrait of a Graduate." Multiple community stakeholders gathered to consider how our schools must grow and adapt to help prepare students for college, their careers, and life in a rapidly changing world. Future strategic plans will reflect the Committee's important work in envisioning new goals for our schools. More information about this work can be found at <https://sites.google.com/doversherborn.org/ds-academic-innovation/home>.

In 2020, the District formed a task force to examine issues of equity in our schools, with a specific focus on anti-racism and on promoting an inclusive and diverse community where all people are respected and supported. With a broad base of school and community stakeholders, the Dover-Sherborn Coalition for Anti-Racism, Inclusion, Diversity, and Equity (DS AIDE) will focus on implementing changes to current practices and informing our future strategic planning.

Academic Outcomes

The District continues to be one of the highest-performing districts in the state. The MCAS, our statewide assessment system, was not administered last spring due to the COVID-19 emergency. Although Dover-Sherborn graduates continue to perform strongly on standardized tests such as the ACT, SAT, and AP exams, this data is not conclusive for 2020, due to many canceled test sessions and a change in the AP test administration process last spring. Graduation and college matriculation rates remain among the highest in the state. These continued high achievement levels are accompanied by a firm, district-wide commitment to "Challenge Success" (www.challengesuccess.org) and to ensuring the social-emotional wellness of our students. The District's work in this area has proven invaluable during this period of hybrid and remote learning.

Leadership and Faculty

In 2020, the District welcomed Interim Assistant Principal Ana Hurley (D-S Middle School) and Secondary School Special Education and Out of District Coordinator Dr. Stephen Goodwin to the leadership team. Their work has been greatly appreciated by all.

Several educators retired from the District in 2020. We extend our gratitude to English teacher Kevin McIntosh (D-S Middle School), science

teacher Greg Tucker (D-S High School) and special education teacher Kim Gordon. The contributions that these educators have made to the District are many. Together, they have given decades of their time, energy, and experience to our school community, and we thank them for their service.

Finance

The DSRSC thanks the citizens of Dover and Sherborn for their continued generous support of the schools. The Region's Fiscal Year (FY) 2021 budget is \$26,152,440, an increase of \$860,186 over the FY20 budget. Operating expenditures include: salaries and benefits, including other post-employment benefits (\$21,538,219), other (\$1,459,749), buildings and grounds (\$1,272,250), debt service (\$923,400), and transportation (\$958,822). State aid covered \$2,195,245 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 3.2%. An additional 1.4% comes from the Region's Excess and Deficiency (E&D) Fund. The remaining 87% is funded generously through local taxes. The Region's E&D account submitted for certification as of June 30, 2020, is \$1,419,915. 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, the Alan Thayer Mudge Memorial Fund, and the broader community. These groups continued to generously support us and their contributions are critical to maintaining our excellent programs.

Contractual Agreements

The Educators' Agreement, effective September 1, 2020, through August 31, 2023, 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 restraints affecting town, state, and federal budgets. The Dover-Sherborn Educational Association (DSEA) also entered into a memorandum of agreement with the District that addresses the impact of ongoing change to working conditions during the pandemic. We are grateful for the continued cooperation between the Town and District leadership and the DSEA, and the focus on supporting the well-being of our community during this difficult time.

Facilities

Our buildings and grounds represent a major educational investment by Dover and Sherborn 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. This year, once again, the District was able to fund capital expenditures from within its budget and did not need to request capital items at the Dover and Sherborn town meetings.

Federal grants aimed at assisting municipalities to safely open schools during the pandemic primarily funded the audit of HVAC systems in the regional buildings and the completion of all needed repairs and mitigation measures to ensure effective ventilation. Overall, the excellent condition of our facilities has been instrumental in allowing students and teachers to learn in person during the 2020–21 school year.

Membership

Dover member Maggie Charron was elected to the DSRSC for a one-year term. Dover member Lynn Collins and Sherborn member Anne Hovey were elected to the DSRSC for three-year terms.

Visit www.doversherborn.org to view changes, to keep up with school events, or to contact our staff or school committees.



Photo by Judy Ballantine.

Report of the Dover-Sherborn Middle School

Scott Kellett, Headmaster

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. This year, the middle school was able to provide each student with a Chromebook to enhance their educational experience.

In March, the school was forced to shift to a remote learning model for the balance of the year due to the COVID-19 pandemic. As pandemic restrictions continued, class schedules for fall 2020 were adjusted based on a hybrid/remote model, with all courses taught two times during the week for 90 minutes, and special-subject classes held for one quarter of the school year using the same schedule. We incorporated three 10-minute mask breaks during the day, in addition to the lunch block, to provide students with opportunities for down time during the school day.

DSMS welcomed several new members to its faculty: a PE teacher, two science teachers, a speech and language pathologist, an English teacher, and four educational assistants.

Citizens are encouraged to visit the school's website at www.dover-sherborn.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 the 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:** Twelve 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:** Multi-grade student groups traveled together and participated throughout the day in workshops that honored the work of Dr. Martin Luther King Jr., including workshops that were facilitated by a group of our students trained by Roots & Wings.
- **Music and arts presentations:** Due to COVID-19 constraints, all the many regular music and arts presentations scheduled for 2020 were canceled, with the exception of the popular Chocolate Café, in which both DSMS and DSHS music groups participated to raise funds to support the music program.
- **Adolescent development programs:** DSMS students attended an anti-bullying workshop held at MARC (Massachusetts Aggression Reduction Center). Twenty-three students worked with Roots & Wings on learning to accept differences in others and engage in difficult conversations, which prepared them to facilitate workshops attended by their peers during the 2020 MLK Day Celebration. Lastly, in conjunction with a high school Project 351 ambassador and the Boston Celtics, a group of 22 students received training on navigating difficult situations.
- The Dover-Sherborn High School class of 2024 held a modified Recognition Night in June for DSMS eighth-graders that included asynchronous student speeches and a socially distanced car parade in front of the middle school.

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 many 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 and the curriculum. Unfortunately, due to the pandemic, our eighth grade was unable to take its annual field trip to either Boston or Washington, D.C.

Professional Development

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 and project-based learning. In addition, several offerings were provided on using technology as an instructional tool.

Grants

The DSEF (Dover-Sherborn Education Fund) and POSITIVE (Parents Offering Support In Time, Involvement, Volunteering, Enthusiasm) provided 15 grants for academic and extracurricular enrichment. DSMS is grateful for the generous support of parents and friends in both Dover and Sherborn.

Report of the Dover-Sherborn High School

John G. Smith, Principal

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. Our students excel in the classroom, on the stage as musicians and actors, and as athletes on the various playing fields and venues in our area. We are grateful for the support of our community and our parents and guardians.

Curriculum Requirements

In the 2019–20 school year, DSHS served approximately 675 students in grades 9 through 12. Each year, over 90% 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 (Massachusetts Comprehensive Assessment System) 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.

Academic Testing

PSAT

The PSAT was offered in October 2020 only to juniors, due to COVID-19 social-distancing requirements. One hundred eleven juniors, 68% of the class, took the test. Based on their scores from the 2019 PSAT administration, 21 juniors in the Class of 2021 met the requirements to enter the National Merit Scholarship Program, with 15 receiving letters of commendation and six being named semifinalists.

SAT

- **SAT I:** Eighty-one percent of the Class of 2020 took the SAT test, with 67% earning a combined score of over 1200 in Evidence-Based Reading & Writing and in Mathematics. The table below shows the average of the highest SAT test scores for the Class of 2020 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 2019			Class of 2020		
	DSHS	MA	US	DSHS	MA	US
Evidence-Based Reading & Writing	660	560	530	642	560	528
Mathematics	670	560	520	644	559	523



Photo by Dee Douglas.

AP

Fourteen AP (advanced placement) courses were offered during the 2019-20 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 2020, 223 students took 484 examinations. The results for individual courses are as follows:

AP Course	# Students	Students Scoring 3 or Higher (%)
Biology	11	100
Calculus AB	18	78
Calculus BC	16	94
Chemistry	24	100
English Language and Composition (G-11)	87	95
English Literature and Composition (G-12)	58	95
French Language and Culture	8	100
Latin (Not offered in 2019-20)	—	—
Physics C: Mechanics	15	87
Spanish Language	14	100
Statistics	43	100
Studio Art: 2D Art & Design	9	89
Studio Art: 3D Art & Design	1	100
U.S. Government and Politics (G-12)	67	87
U.S. History (G-11)	102	94

MCAS

Due to the COVID-19 pandemic, MCAS testing did not take place in any grades for the 2019–20 school year. However, the Department of Elementary and Secondary Education does plan to administer the tests in the 2020–21 school year.

Graduate Post-Secondary Plans			
	Class of 2018	Class of 2019	Class of 2020
Four-Year College	93%	96%	92%
Two-Year College	1%	1%	0%
Other (gap year, job)	6%	3%	8%

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 themes of identity and self-discovery through their study of 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 a full year of American Literature at either the honors or college preparatory level; seniors not enrolled in AP English Literature enroll in two of five same-level courses in focused areas, such as contemporary literature, poetry, film, and nonfiction studies. Advanced Placement courses include English Language and Composition offered to juniors, and English Literature and Composition offered to seniors.

Through reading, writing, and thinking, we hope our students will use their language and communication skills to understand more about themselves, their world, their responsibility towards others, and their place in both the local and global communities.

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 fourth out of 36 schools in the league, and fifth in the league playoffs. The team would have competed in the *Massachusetts State Championships*, but they were canceled due to COVID-19.

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.

Last spring, several physics students demonstrated a new quantum diamond exhibit on the floor of the Museum of Science in Boston. Designed by their teacher, the exhibit shows how diamonds can be used to detect

magnetic fields, an important property of diamonds that has led to their use in many applications, including state-of-the-art navigation tools and brain scanning.

This year the Science Department created a joint Science Olympiad team with Medfield High School that competes monthly against 20 other schools in the West Suburban Science League.

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. The Social Studies Department boasted the highest number of AP students at DSHS this past year, with 169 students having taken its two AP courses. In addition, the 36 students who took the SAT II Test in U.S. History earned a mean score of 659, which was well above the national average.

This past year the curriculum was further enriched by several departmental programs and activities, such as: the *Tufts Inquiry Program*, an annual global-issues simulation program, with this year's topic "Preventing Genocide and Mass Atrocities in Myanmar"; the *Model U.N. Simulation* in Boston; and the *Close Up Program*, a weeklong government studies program in Washington, D.C. Due to COVID-19, only one field trip was able to run this spring, with U.S. History juniors attending a production of *Gloria*, based on the women's civil rights movement. The Social Studies Department's Summer Reading Program in grades 9–11 focused on books and class learning activities that address systemic racism and the Black Lives Matter movement.

Honors and Awards: Several students received honors and awards in 2020: One student received the *Daughters of the American Revolution Award* for excellence in character, service, leadership, and patriotism; two students each received a youth leadership award and represented DSHS at the *Hugh O'Brien Sophomore Youth Leadership Conference*; one received the Fredrick Douglass and Susan B. Anthony Community Service and Social Justice Award; and another received the Social Studies Award presented 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 in French, Spanish, Latin, and Chinese. AP French Language and Culture, AP Latin, and AP Spanish Language and Culture courses are offered.

Honors and Awards: World Language students received the following honors for the 2019–20 school year:

- **Honor Society:** In fall 2019, 23 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:** In spring 2020, 19 students received awards on the French Exam, 16 on the Latin Exam, and 35 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/Pep Band, and the Jazz Band (by audition). These groups perform at many school and community events throughout the year. These course offerings and their adjacent performances seek to establish and maintain opportunities for creation and enjoyment of music for all D-S students and community members.

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. These course offerings seek to establish and maintain the creation and enjoyment of art for all D-S students.

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

- **Scholastic Art & Writing Awards:** Due to the COVID-19 pandemic this past spring, no students from Dover-Sherborn submitted their work for the Scholastic Art & Writing Awards.
- **Eastern District Senior Festival,** sponsored by the Massachusetts Music Educators' Association (MMEA), awarded honors to five D-S students, two of whom went on to perform at the MMEA All-State Festival at Symphony Hall in Boston. One of these students then performed virtually with the MMEA All-National Chorus.

TECHNOLOGY, ENGINEERING, AND COMPUTER SCIENCE

During the past six years, the primary goal of the Technology, Engineering, and Computer Science Department has been 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. To build a strong foundation for the high school courses, 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. At the high school level, 11 new courses have been created over six years. All course offerings, both new and previously existing, are now a continuation of the middle school curriculum. The entire curriculum for each course offered in grades 6–12 has been reviewed and updated each year. In 2020, we focused on cultural responsiveness and worked to add meaningful and thought-provoking units to each course.

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 video game design. The Department also offers engineering and technology classes, including TV Media I, II, and III, and Industrial Technology I and II. A yearlong course in engineering is offered at both the college preparatory and honors levels and may be taken for science or elective credits that count toward graduation.

New for the 2020–21 school year is a full-year course, AP Computer Science Principles. Students who have completed one of our prerequisite courses are able to enroll in the course. Unlike other advanced placement courses, this class is offered to sophomores, juniors, and seniors. We also added an additional Industrial Technology course that focuses on the student working independently as a contractor responsible for finding a local school or town organization that needs a project completed. The student then submits an estimate, secures funds, checks on codes, executes the project, and ends the course with a formal presentation.

WELLNESS

The Freshmen Wellness Curriculum requires one semester each of Contemporary Issues covering 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 can choose from the following electives: Cardiovascular Fitness, Outdoor Pursuits, General Survival, Student Leadership Internship, Stress Management, Sport Education (Net Sports, Winter Team Sports) Dance Education, CPR/AED Training, Yoga/Pilates, Coaching, Teaching, and Recreational Leadership, Fitness Program Planning, Drugs and Society, Muscular Fitness, Sport and Society, Rape, Aggression, Defense Systems (RAD), Target Sports, and Food and Nutrition.

GUIDANCE

College Counseling: Throughout the fall, most of the counselors devoted their time to the college application process for seniors. Eighty-three percent of the Class of 2020 completed some form of early decision, priority, or early action applications to colleges and universities. Counselors met with seniors individually and in groups. They also hosted representatives from more than 90 colleges and universities and spent time strengthening their working relationships.

To respond to the growing number of early college applications, counselors developed a five-class seminar series for grades 11 and 12. Juniors participated in spring classes 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 and were able to complete their Common Application online, add schools to Naviance, edit and complete their essays, and participate in mock interviews. Seminars covering stress management, mindfulness, and career and personal exploration are also available to freshmen and sophomores.

Counselors met several times with juniors individually to discuss the college application process and to guide their post-secondary educational planning. Counselors also met with freshmen and sophomores to discuss their academic and future career plans, as well as introduce them to online programs that aid students 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 past year trained 40 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 32 periodicals. In addition, patrons are able to search the library catalog for a growing collection of e-books. Digital services include online databases available from Massachusetts Regional Library System and those purchased by subscription, as well as thousands of e-books and audio via OverDrive. The library houses a portable cart with 25 iPads and 10 Chromebooks for use in the classroom. An average day brings approximately 300 students and teachers to the library. Due to the system-wide transition to remote learning in March 2020, the library moved patron services online by providing quick links to all electronic products, while reference questions were fielded via e-mail. Physical print copies were available upon request, with retrieval options provided to meet individual needs.

ATHLETICS

The 2019–20 school year was a unique and challenging time for the DSHS Raiders due to the COVID-19 pandemic. The spring 2020 season was canceled across the state. However, prior to the shutdown, our teams did compete in the winter 2019–20 season and the fall 2020 season; and, at the time of this writing, the 2020–21 winter season had just begun.

Winter Sports: The winter season ran from December 2019 to March 2020, with 293 participants on 13 varsity teams and three sub-varsity teams. Nine teams qualified for postseason competition: Indoor Track and Field (boys/girls), Swim and Dive (boys/girls), Alpine Ski (boys/girls), Nordic Ski (boys/girls), and Co-op Gymnastics. The Boys Indoor Track and Field were MSTCA (Massachusetts State Track Coaches Association) Division 5 (D5) State Relay Champions, Tri-Valley League (TVL) Small Division Champions and placed second at the MIAA (Massachusetts Interscholastic Athletic Association) D5 State Championship. Their head coach was named coach of the year. Girls Indoor Track placed fifth at the MSTCA D5 State Relay Championships and 12th at the MIAA D5 State Championship. Girls Swim and Dive placed seventh at the MIAA D2 State Championship, and one of its members became State Champion in both the 50 freestyle and 100 backstroke, as well as named the TVL MVP. Boys Swim and Dive competed in the MIAA D2 State Championships but did not place. Boys Nordic Ski placed sixth at the MIAA state race in Woodford, VT, while one of its members placed first overall and won the Individual State Championship. Girls Nordic Ski placed 10th at the MIAA state race, with one of its members placing second overall. Boys and Girls Alpine competed in the MIAA state race but did not place. Boys Alpine had two skiers place at the State Championships, while Girls Alpine had three. MADS Gymnastics placed fifth at sectionals in Algonquin. Boys and Girls Swim and Dive and Girls Ice Hockey both won the TVL sportsmanship award. Overall, DSHS teams boasted 27 TVL and MBE All-Stars across 13 varsity sports.

Spring Sports: Canceled.

Fall Sports: Between September and November 2020, 278 participants played on six varsity teams and five sub-varsity teams. Due to COVID-19, football was moved to the floating season running from late February to late April, and all other fall season sports were delayed by about a month, with the MIAA ruling that there would be no postseason play. The league was split up into geographic pods with DSHS teams competing against Medfield, Norwood, Westwood, Millis, and Dedham twice each for a 10-game schedule and once each in cross country for a five-game schedule. Both Girls Soccer and Golf tied for first in their pod, and Boys Cross Country won their pod with another 5-0 season, continuing its TVL winning streak dating back to September 2018. Two of our student athletes were recognized as TVL MVPs, as well as Boston Herald All-Scholastics. Girls Cross Country won the sportsmanship award. Overall, DSHS boasted 22 TVL All-Stars across six varsity sports.

The DSHS Athletic Department is especially proud of the way D-S students and coaches represent the school with class and character, and it is grateful for the strong support it receives from the D-S Boosters and all the athletes, coaches, parents, and loyal fans. These last two seasons have been especially challenging due to COVID-19, but in classic D-S fashion, the athletes, coaches, and staff have risen to the occasion and persevered through these difficult times. We realize now more than ever how important athletics are for today's high school youth, and we are eternally grateful for every opportunity we get to compete. Go Raiders!



Photo by James Dillon; courtesy of James Dillon Studios.

NATIONAL HONOR SOCIETY

On October 22, 2020, 86 members were inducted into the Dover-Sherborn High School Chapter of the National Honor Society (NHS). There are currently 136 DSHS members of the NHS, all of whom serve the local community by tutoring peers and younger students, completing an individual service project, and raising money as a group for 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. Due to COVID-19 and the Dover and Sherborn boards of health recommendations, all groups are meeting virtually this academic year. A fee of \$45 is required for participation in many of the following clubs:

- **Academic and student-life organizations:** Chess Team, Fantasy Football, Math Team, Mock Trial, National Honor Society, Robotics Team, *RUNES* literary magazine, School Newspaper, Science Olympiad, Senior Project, Student Council, and Yearbook.
- **Art, music, and drama clubs:** Two a cappella groups (DS al Coda and Noteworthy), Arts Club: Open Studios, Crew, Drama Club, Film Club, Improv/Comedy Club, and Music Club and Digital Recording Studio.
- **Social and cultural awareness groups:** AFS International Exchange Program, Business Club, Coalition for Asian-Pacific American Youth (CAPAY), Community Service Club, Conservative Club, the Conversation, Down to Earth, French Club, Gay-Straight Alliance (GSA), Global Citizenship Program, Make-A-Wish, MARC, Massachusetts High School Democrats, Nora Elizabeth Searle Community Outreach (NESCO), Peer Helping, Relay for Life: D-S, Students Against Destructive Decisions (SADD), Students Demand Action, Time Out for Kids, Ultimate Frisbee, Women's Group, World of Difference, and Yellow Tulip Project.

Several programs were put on hold for the in 2020–21 school year due to COVID-19 restrictions, but they are expected to resume in the future: China Exchange Program, EPIIC–Tufts Inquiry, Fitness Club, Harvard Model United Nations, and Pine Street Inn Breakfast Club.

Parent and Community Groups

D-S BOOSTERS

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

D-S EDUCATION FUND (DSEF)

DSEF generously provided funds totaling \$17,533 to underwrite the following curriculum enrichment activities and items during the 2020–21 school year:

- Back to the Future interactive computer panels
- Great Escape Room activities for science classes
- RISO color printer for Fine Arts Department projects and displays
- Challenge Success funds for speakers and resource materials

D-S FRIENDS OF THE PERFORMING ARTS (FoPA)

FoPA is a 501(c)3 organization of parents and community volunteers who support the outstanding vocal and instrumental music and drama programs at the Dover-Sherborn Regional Schools. 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 bands, jazz bands, a cappella groups, and drama programs and students. (More information is available at www.doversherbornfopa.org).

In 2019–20, FoPA awarded 14 scholarships and provided funds for:

- set materials for the DSHS musical;
- materials for the DSHS Performing Arts Letter in music and drama;
- books and materials for the DSHS library;
- a Massachusetts Education Theatre Guild donation;
- sponsorship of Chocolate Cafe musical ensemble performances; and,
- annual events: Jazz Brunch, and music and drama banquets and awards.

D-S PARENT TEACHER ORGANIZATION (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 that 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 Principal 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/>.



Photo by Izzy Taylor.

Report of **Dover-Sherborn Community Education**

Lisa B. Sawin, Director
Andrew Keough, Superintendent

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. This past year has proven to be quite challenging. We started the year with our usually scheduled classes and programs, all of which were abruptly halted in March following the onset of the COVID-19 pandemic. We were able to continue most of our classes after our instructors were able to make adjustments and continue to offer the programs virtually.

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. This year children were able to join us after school during their in-person school days beginning in September. Children engaged in arts and crafts projects, nature projects, outdoor physical activities, games, and creative play under state COVID-19 guidelines and regulations. This year the after-school program was offered on Monday, Tuesday, Thursday, and Friday. To accommodate start and dismissal time changes at the schools, we offered two revised afternoon pick-up times: 5:15 p.m. and 6 p.m. At the time of this writing, 40 children from Dover and 50 children from Sherborn were enrolled in extended-day programs. Although attendance was lower than in the past year, we have recently begun to see a slow uptick in enrollment.

After-School Enrichment

After-school programs provide age-appropriate classes for elementary and high school students. Classes for students are held at Pine Hill Elementary School, Chickering Elementary School, and Dover-Sherborn High School. Offerings typically would include Sports, Archery, Chess, Cupcake Decorating, Video-Game Design, Drawing, a Home Alone program, and Cartooning, among others.

Program flyers are available at each school and are posted on both of the elementary schools' websites, the Regional School District's website under "Community Education," and on our registration website (see "Registration" below). All class offerings in fall 2020 were presented virtually. Options for children included Glee Club, Weaving, Minecraft, and more. With the change in school start and dismissal times, we added the After the Bell Club (ABC), which runs 2:15 to 3:30 p.m., at \$12 per day, with parents registering their children in advance for specific days.

Adult Enrichment

Typically, 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 Learning Organizational Skills, Understanding Medicare, Estate Planning, Beekeeping, Drawing, Dog Obedience, Watercolor and Oil Painting, Golf, Genealogy, and even a Mediumship Gallery demonstration. High school students can take advantage of Driver's Education, SAT preparation, and several classes assisting with the college application and financial aid process. All class offerings, including Understanding Medicare, Organizing a Practical Pantry, Understanding Your Psychic Senses, Driver's Education, and SAT Prep, were held virtually during fall 2020.

Registration

Registration for the Extended Day Program is held in March for the following school year. Registration for all other programs begins upon the distribution of brochures, or when the information is posted online. Full class descriptions can be found at www.doversherborn.org, under the "Community Education" tab. Online registration for our programs is available at <https://dscommmed.communityroot.com/index/registration>.

Contact Information

The Community Education office is located in Project Room 1081 in the Chickering School, located at 29 Cross Street in Dover. Our phone number is (508) 785-0480, extension 2020.

Public Schools Enrollment

As of October 1, 2020

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

Kindergarten	62
Grade 1	81
Grade 2	77
Grade 3	76
Grade 4	87
Grade 5	87
Grade 6	85
Grade 7	94
Grade 8	84
Grade 9	97
Grade 10	85
Grade 11	98
Grade 12	92
Total Enrollment	1,105

Dover Public Schools Financial Recapitulation

For the Fiscal Year Ending June 30, 2020

REVENUE

School Aid Fund, Chapter 70	\$853,856
Total Revenue	\$853,856

EXPENDITURES

Regular Education	\$4,094,907
Special Education	3,753,529
Other	1,497,123
Total Expenditures	\$9,345,559
Net Cost to the Town	\$8,491,703

Dover-Sherborn Regional School District: Revenue Summary

For the Fiscal Year Ending June 30, 2020

REVENUE

Revenue from Local Sources

Member Town Assessments	\$22,076,791
Fees	241,365
Unreserved Fund Expended	100,000
Earnings on Investments	53,351
Other	4,652
Total Revenue from Local Sources	22,476,159

Revenue from State Aid

School Aid (Chapter 70)	2,282,394
Transportation (Chapter 71)	552,873
Total Revenue from State Aid	2,835,267

Revenue from State and Federal Grants	498,276
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Other Revenue

School Lunch	544,984
Community Education Programs	638,714
Private Grants	78,150
Other Local Receipts	86,364
Total Other Revenue	1,348,212

Total Revenue from All Sources	\$27,157,914
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Dover-Sherborn Regional School District: Expenditure Summary

For the Fiscal Year Ending June 30, 2020

EXPENDITURES

Expenditures by the School Committee

Regular Day Program	\$11,684,762
Special Education Program	2,548,979
Other Operating	8,757,524
Transportation	675,713
Capital	337,306
Debt Service	965,800
Total Expenditures	24,970,084

Expenditures from State and Federal Grants	494,224
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Other Expenditures

School Lunch	663,775
Community Education Programs	646,068
Private Grants	93,667
Other	27,183
Total Other Expenditures	1,430,693

Total Expenditures from All Funds	\$26,895,001
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Dover-Sherborn Regional School District: Total Gross Wages

For the Calendar Year 2020

	Regular Wages	Overtime/ Other	Total Gross Wages
Administration			
Barbara Barrett*	\$70,025		\$70,025
Ellen Chagnon	130,597		130,597
Amy Davis*	5,200		5,200
Ann Dever-Keegan	118,911		118,911
James Eggert	13,219		13,219
Dawn Fattore*	138,249	\$3,500	141,749
Stephen Goodwin*	58,500		58,500
Ana Hurley	57,580		57,580
Scott Kellett	145,913		145,913
Ralph Kelley Jr.*	61,851		61,851
Andrew Keough*	218,117	8,000	226,117
John Lafleche	10,000		10,000
Janelle Madden*	71,843	600	72,443
Kathryn McCarthy*	139,553		139,553
Elizabeth McCoy*	148,906		148,906
Anthony Ritacco Jr.*	111,869		111,869
Donna Scungio*	79,198		79,198
John Smith	152,328		152,328
Emily Sullivan	92,796	1,200	93,996
Leeanne Wilkie*	81,298		81,298
Stephen Wroblewski	55,215		55,215
Administrative Assistants			
Susan Barss	37,857	1,452	39,309
Elizabeth Benatti	57,918	1,300	59,218
Susan Connelly*	43,219	13,640	56,859
Tracey DeFlaminio	48,372		48,372
Donna Fiori*	57,470	400	57,870
Lynda Getchell	35,932	250	36,182
Cheryl Ingersoll*	78,773	1,150	79,923
Patricia Krusz	36,538		36,538
Kathryn Loneragan	57,918	930	58,848
Diane Morales	33,899	1,407	35,306
Keri Romano Campbell*	50,473		50,473
Patricia Schmitt*	69,031	900	69,931
Sharon Tehan	36,983	750	37,733

	Regular Wages	Overtime/ Other	Total Gross Wages
Coaches			
Maura Bennett		\$8,312	\$8,312
Derek Bourque		3,023	3,023
Brett Boyd		5,290	5,290
Joseph Chirico		3,023	3,023
Kanee Chlebda		13,224	13,224
Robert Conrad		3,000	3,000
Suzanne Eaton		6,045	6,045
Robert Evans		3,023	3,023
Sara Fabri		720	720
Kasey Fraser		5,290	5,290
Jenna Galster		2,500	2,500
Mark Gray		7,179	7,179
Evren Gunduz		8,612	8,612
Tara Gunduz		375	375
Stephen Harte		6,045	6,045
Stephanie Jahnle		9,068	9,068
Jonathan Kirby		6,045	6,045
David Laidman		3,023	3,023
Julie Litle		3,023	3,023
Molly McGill		5,801	5,801
Samuel Merten		8,312	8,312
Michael Messier		3,023	3,023
Robert Mosher		3,023	3,023
Brian O'Connell		4,156	4,156
Frederick Sears		3,000	3,000
David Swanson		3,023	3,023
Susannah Wheelwright		6,441	6,441
Robert Willey		2,000	2,000
Community Education			
Linda Brown	\$4,721		4,721
Casey Chabot	533		533
Karen D'Eramo	7,925	150	8,075
Adrianna DiSciullo	1,236		1,236
Stephen Ewing	27,666	2,910	30,576
Mary Ann Fabian	41,312		41,312
Alexis Fahey	2,838		2,838
Noreen Fitzgerald	6,143		6,143
Cecily Graham	27,987	3,500	31,487
Helen Haas	7,229		7,229
Edith Kuzma	11,965		11,965
Conor Maher	5,542		5,542
Theresa Malvesti	3,066		3,066
Patricia McCann	811		811
Robert Mosher	1,152		1,152

	Regular Wages	Overtime/ Other	Total Gross Wages
Community Education <i>(cont'd)</i>			
Jessie Prais Thomas	\$16,902		\$16,902
Hannah Pritchett	2,772		2,772
Christina Reilly	660		660
Andrea Reine-Wales	318		318
Emily Rodriguez	1,101		1,101
Michael Rudin	15,184		15,184
Tessa Ryan	3,646		3,646
Andrea Sarris	2,926		2,926
Lisa Sawin	40,766		40,766
Katelyn Schapira	17,651		17,651
Suzanne Sheridan	1,196		1,196
Gabrielle Sherman	2,337		2,337
Scott Walker	5,000	\$5,441	10,441
Marie Zogheib	14,059		14,059
Custodians			
Dean Bogan	64,998	6,249	71,247
David Bonavire	57,668	3,509	61,177
Kevin Callahan	46,937	886	47,822
David Engrassia	46,937	3,266	50,203
Christopher Hendricks	64,270	13,660	77,930
Joseph Larose	46,937	3,990	50,927
Lenin Sanchez-Martinez	46,937	2,718	49,655
Jackson Schroeder	48,520	6,772	55,291
Eric Schwenderman	53,394	1,551	54,945
Joel Sterling	41,967	4,479	46,446
John Waters	46,937	1,990	48,927
Gregory White	41,042	1,430	42,472
Educational Assistants			
Sarah App	27,380	32	27,412
Stephen Besold	240		240
Kay Bosley	11,344	801	12,145
Christopher Botsford	1,342		1,342
Benjamin Butterfield	9,075	270	9,345
Andrea Cassidy	11,131		11,131
Courtney Denman	10,330		10,330
Mark Dondero	28,787	2,430	31,217
Julian Drury	5,685		5,685
Daniel Espinoza	22,320	1,133	23,453
Scott Felper	6,759	167	6,926
Jane Fitch	27,900	74	27,975
Rachel Frangipane	8,728		8,728
Kasey Fraser	27,900	1,259	29,159
Lucy Gardiner	16,556		16,556
Jennifer Giannetto	27,380	332	27,712

	Regular Wages	Overtime/ Other	Total Gross Wages
Educational Assistants <i>(cont'd)</i>			
Nicole Harvey	\$27,353	\$74	\$27,427
Jacques Janvier	11,344	1,167	12,511
Joseph Kellett	2,414	84	2,498
Sierra Lazenby	11,344		11,344
Shahrayne Litchfield	16,250	238	16,488
Kelley Loneragan	27,900	4,663	32,563
Marilyn Mahoney	21,768	1,463	23,230
Kayla Mays-Drumgold	14,603		14,603
Shawn McCabe	28,267	1,106	29,372
Elaine McCarthy	26,620		26,620
Annmarie McCrave	27,380	2,588	29,968
Molly McGill	27,900	473	28,373
Kelly Menchin	27,900		27,900
Samuel Merten	804	480	1,284
Timothy Montgomery	16,556	74	16,631
Jennie Morgan	27,900	4,738	32,638
Melissa Neitlich	27,380	21	27,401
Lauree Ricciardelli	27,900	818	28,718
Jacob Ross	14,748		14,748
Jeannine Serratore	27,380	238	27,619
Audrey Siebert	4,884		4,884
Cliona Simmons	16,250		16,250
Ashley Tuccillo	26,566		26,566
Educators			
Lori Alighieri	113,752	6,631	120,383
Kurt Amber	113,752	6,901	120,653
Mary Andrews	113,752	7,433	121,185
Jill Arkin	105,985	4,665	110,649
Marissa Bachand	113,752	1,463	115,215
James Barody	105,985	9,687	115,672
Janae Barrett	113,752	1,918	115,670
Janice Barry	77,894	3,005	80,899
Donna Bedigan	105,985	10,018	116,002
Carmel Bergeron	105,985	13,953	119,938
Karyn Bishop	110,550	3,196	113,747
Carly Blais	57,922	1,914	59,835
Heather Bond	77,395	6,199	83,594
Thomas Bourque	109,678	16,098	125,776
Joshua Bridger	113,752	10,977	124,729
Lisa Brodsky	113,752	2,175	115,928
Darren Buck	105,985	1,303	107,288
Meriwether Burruss	63,832	3,074	66,906
Benjamin Butterfield	4,092		4,092
Paul Butterworth	113,752	2,384	116,136

	Regular Wages	Overtime/ Other	Total Gross Wages
Educators (cont'd)			
Joseph Catalfano	\$113,752	\$1,400	\$115,152
Maura Cavanaugh	104,813	4,879	109,692
Linda Cento	113,752	2,593	116,345
Sophie Chen	69,691	470	70,161
Caryn Cheverie	113,752	2,361	116,114
Kanee Chlebda	68,369	1,917	70,286
Deirdre Clancy-Kelley	113,752	2,605	116,357
Allison Collins	111,104	2,727	113,831
Meaghan Collins	66,113	75	66,188
Sara Collins	66,154	7,069	73,223
Jason Criscuolo	109,678	363	110,040
Carey Dardompre	52,521	338	52,858
Tawny Desjardins	98,601	5,376	103,977
Gretchen Donohue	105,985	10,875	116,859
Amanda Doran	33,621		33,621
Joanne Draper	113,752	1,480	115,232
Thomas Duprey	100,555	11,693	112,248
Carly Eckles	69,811	6,012	75,823
Brooke Ehle	58,774	450	59,224
Daniel Espinoza	11,080		11,080
Christopher Estabrook	105,985	3,823	109,807
Jeffrey Farris	109,678	8,662	118,340
Maria Fiore	113,752	4,112	117,864
Elizabeth Friedman	113,752	1,163	114,915
Nicole Giorgio	19,268		19,268
Leonie Glen	111,104	10,243	121,347
David Gomez	113,752	1,710	115,462
Judy Gooen	113,752	3,396	117,149
Richard Grady	113,752	10,951	124,704
Nicholas Grout	113,752	10,380	124,132
Joseph Gruseck	104,181	9,942	114,124
Alyssa Healey	82,932	1,960	84,892
Beth Hecker	105,985	7,611	113,596
Kerry Hennessy	41,673	450	42,123
Geoffrey Herrmann	69,272	15,625	84,897
John Hickey	113,752	12,467	126,219
Scott Huntoon	107,277	2,034	109,311
Ana Hurley	73,889	6,498	80,387
Ellen Hyman	97,263	4,775	102,038
Samuel Jekowsky	55,695	283	55,978
George Jenkins	55,398	1,710	57,108
Dara Johnson	113,752	27,345	141,097
Keith Kaplan	113,752	3,742	117,494
Dianne Kee	98,601	4,574	103,175
Lauren Lamanna	53,851		53,851

	Regular Wages	Overtime/ Other	Total Gross Wages
Educators (cont'd)			
Maria Laskaris	\$111,104	\$1,550	\$112,654
Christopher Levasseur	113,752	6,046	119,799
Debra Levine	35,891		35,891
Lindsay Li	113,752	4,192	117,944
Yanhong Li	96,413	860	97,273
Alejandro Linardi Garrido	105,985	675	106,660
Heidi Loando	96,659	1,170	97,829
Eric Lochiatto	55,398	225	55,623
Heather Lockrow	29,069		29,069
Kristen Loncich	88,177	1,586	89,763
Anita Lotti	113,752	6,349	120,101
Elliott Lucil	113,752	5,160	118,912
Wendy Lutz	105,985	1,300	107,285
Angelo Macchiano	88,841	1,118	89,959
Kenneth Macie	63,475	275	63,750
Kara McAuliffe	35,911	425	36,336
Brett McCoy	105,985	2,635	108,620
Laura McGovern	113,752	2,943	116,695
Kevin McIntosh	73,889	7,712	81,601
Julie McKee	113,752	5,075	118,827
Brian McLaughlin	113,752	2,220	115,972
Elisabeth Melad	113,752	7,374	121,126
Alyson Melucci	27,953		27,953
Mary Memmott	73,889	1,511	75,401
Kelly Menice	110,550	5,521	116,071
Andrea Merrit	113,752	2,836	116,589
Samuel Merten	28,805		28,805
Tonya Milbourn	104,813	7,858	112,671
Kathleen Moloy	113,752	9,638	123,391
Andrea Moran	71,284	685	71,969
Audrey Moran*	109,678	3,494	113,171
Lori Morgan	109,678	2,375	112,053
Veronica Moy	36,774	6,266	43,040
Brigid Mullen-Richards	22,798		22,798
Erin Newman	62,509	7,428	69,937
Erin Newton	59,161	825	59,986
Brendan O'Hagan	87,174	2,324	89,498
Timothy O'Mara	72,108	6,784	78,891
Kelly Owen	65,830	2,040	67,870
Dianne Pappafotopoulos	78,881	2,320	81,201
Lisa Pearson	41,673		41,673
Sarah Pekar	17,672		17,672
Adelina Perez-Krebs	63,386	225	63,611
Kimberly Phelan	110,550	7,211	117,761
Joan Pierce	70,759	673	71,432

	Regular Wages	Overtime/ Other	Total Gross Wages
Educators <i>(cont'd)</i>			
Janel Pudelka	\$107,277	\$3,799	\$111,077
Karen Raymond	98,601	10,447	109,048
Allison Rice	113,752	1,688	115,440
Amanda Rogers	73,669	4,137	77,806
Laura Romer	95,826	838	96,664
Wendy Rush	17,672	756	18,427
Stephenson Ryan	113,752	5,236	118,989
Jessica Rymut	58,089	563	58,651
Sandra Sammarco	98,601	1,760	100,361
Caroline Samoiloff	66,665	1,125	67,790
Janice Savery	52,992	1,250	54,242
Anita Sebastian	72,108	295	72,403
Catherine Simino	105,985	2,425	108,410
Leigh Simon	69,272	3,534	72,806
Marsha Sirull	103,002	2,186	105,188
Joelle Sobin	80,417	4,895	85,312
Carol Spezzano	92,489	8,086	100,575
Laura Sukys	53,341	450	53,791
Michael Sweeney	85,500	1,450	86,950
Leah Swinson	58,089	675	58,764
Mark Thompson	109,678	1,275	110,953
Gregory Tucker	73,889	10,448	84,337
Patricia Uniacke	113,752	1,750	115,502
Alison Von Rohr	65,966	2,956	68,921
Rebecca Waterman	84,726	5,084	89,810
Richard Waterman	84,726	275	85,001
Robert Williamson	75,189	10,959	86,148
Olivia Woodward	113,752	3,118	116,871
Hannah Wright	80,847	8,690	89,537
Kimberly Wynn	46,337	1,429	47,766
Food Services			
Lisa Bibeau	11,992	30	12,022
Lori Comiskey	14,560	685	15,245
Kimberley Fangel	18,939	340	19,279
Katie Jackson	15,044	255	15,299
Judy Jacobsen	17,298	496	17,793
Lisa Johnston	27,460	930	28,390
Stephanie Landolphi	15,460	625	16,085
Ellen Lawson	2,971	40	3,011
Stephanie Majkut	2,049		2,049
Nora Saul	3,798		3,798
Andrea Tizzano	5,135		5,135
Bonnie Turco	22,155	800	22,955
Maria Vaccaro	377		377
Anne Wong	16,297	435	16,732

	Regular Wages	Overtime/ Other	Total Gross Wages
Health Services			
Janet Chandler	\$59,207		\$59,207
Kerry Laurence	105,985	\$1,867	107,851
Jessica Lutz	93,680	900	94,580
Krishna Mahoney	1,970		1,970
Kimberly Nehiley	260		260
Margaret Parsons	73,447		73,447
Halee Prentiss	130		130
Kirstin Santos	21,457		21,457
Information Technology			
Kurt Bonetti*	53,494		53,494
Lucan Curtis-Mahoney*	8,630		8,630
Henry Jones*	84,149	4,000	88,149
Lisa Portolese*	32,224		32,224
Diane Robin*	76,860		76,860
Substitutes			
Priscilla Bennett	665		665
Susan Benson	380		380
Eve Buchhalter	380		380
Michael Bullen	760		760
John Burruss	2,470		2,470
Glenora Chaves	190		190
Charles Chicklis	570		570
Anne Collins	15,402	660	16,062
Steven Durning	1,140	4,625	5,765
Scott Foley	1,812		1,812
Shobha Frey	95		95
Joan Habib	285		285
Elizabeth Heiden	4,455		4,455
Dorothy Kaija	4,275		4,275
Sara Mastrobuono	960		960
Jean Pulsifer	95		95
Amy Robinson	2,470		2,470
Andrea Sarris	2,185		2,185
Diane Schaffrath	1,710		1,710
John Soraghan	570		570
Patricia Williamson	32,693	225	32,918
Yi Zhang	190		190
Support Services			
Elizabeth Carlson	2,764		2,764
Johanna Edelson	15,795		15,795
Ardys Flavelle	5,368		5,368
Jacqueline Johnson	18,953		18,953
Monique Marshall-Veale	83,325		83,325

	Regular Wages	Overtime/ Other	Total Gross Wages
Support Services <i>(cont'd)</i>			
Diane Maxson	\$14,988		\$14,988
Callan Mirowitz	1,450		1,450
Laura O'Garr*	41,389		41,389
Anne Picardo	333		333
Joanne Preiser	151		151
Abigail Shannon	17,192		17,192
Patricia Williamson	12,381		12,381
Grand Totals	\$17,338,813	\$834,821	\$18,173,635

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



Photo by Howard Reisman.

Report of the **Minuteman Regional Vocational Technical School Committee**

Ford Spalding, Dover Representative, Minuteman School Committee
 Chair, Minuteman School Building Committee
 Chair, Minuteman Strategic Planning Subcommittee

About Minuteman

Minuteman is a four-year, accredited vocational and technical high school serving the member towns of Acton, Arlington, 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. Attendance at Minuteman offers the following:

- *A freshman year of experiencing a modern educational plan in a modern educational building.* The Minuteman campus has adapted to meet current employment opportunities and is designed in a way that excites student learning, creativity, and collaboration to provide education with a purpose.
- *A modern American high school experience.* 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.
- *Preparation 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.
- *The opportunity to 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.

Enrollment

The October 1, 2020, enrollment included four Dover students. Increased interest in the new Minuteman has been the biggest change in our recent enrollment history. We had a total of 390 applications, with 252 coming from our nine member towns, for 179 available slots in the class of 2024. This represents an increase of approximately 25% in member town applicants, likely the highest increase from member town families in the school's history. We have reached our design build level as prescribed by the Massachusetts School Building Authority. At the end of 2020, our applications for next year have already surpassed the 2020 level.

Campus and Programming Growth

Despite the challenges that the pandemic has imposed on schools nationwide, and in addition to its increasing enrollment, Minuteman High School continues to experience growth in both its physical footprint and programming. There is ongoing construction of athletic fields as part of the final phase of the school building project, as well as new, soon-to-be-implemented programming in animal science, multimedia engineering, advanced manufacturing, and robotics to narrow the skills gap and to meet 21st-century career needs. Additionally, Minuteman's commitment to athletics is stronger than ever, marked by the Minuteman School Committee's unanimous approval to begin construction of three synthetic fields on the Lexington campus.

Adapting to the Pandemic

In response to the COVID-19 pandemic, our teachers and students were quick to adapt to new teaching and learning models, underscoring their perseverance and dedication to high-quality career technical education. Minuteman employed a hybrid learning model for 2020–21 school year, operating with one grade of students in the building per week to deliver hands-on, career technical education (CTE) instruction, with academics and other content taught remotely. The administration continued to explore options to safely include more students in person, while students demonstrated resiliency with their eagerness to learn and adapt to different learning and service models.

For example, in the culinary arts and hospitality program, where students operate the District Restaurant and Café, typically open to the public, students shifted their business model to produce hundreds of meals a month for Food Link MA to help local people in need. The culinary students also sold hundreds of holiday food items online and offered contactless pick-up outside the school building. In the horticulture and plant science program, one instructor adopted a bee-keeping curriculum and installed beehives outside the school, providing hands-on learning in the subject for returning students this past fall.

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, everyday 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.

Athletic Complex: Phase One

Construction has begun on three new athletic fields on the Minuteman campus, with an anticipated completion date of October 2021. The three synthetic turf fields will support football, boys' and girls' soccer, cross country, baseball, softball, and boys' lacrosse, with the potential for future girls' lacrosse and girls' field hockey programs and expanded track-and-field programs. The District is in the final stages of seeking approval from our member towns to ensure that all three fields are lighted, so as to provide additional hours of use and enjoyment by Minuteman, our member towns, and other sports groups.

Minuteman has had a long-standing commitment to accessible athletics programming with a "no cut, no fee" policy. Sports are a crucial component of the high school experience for many students. Athletes learn sportsmanship, teamwork, and the value of physical fitness. Having state-of-the-art athletic fields for our students and our member towns gives us all something to look forward to in 2021 and in many years to come.

In the future we anticipate a phase-two build-out of a stadium field house, permanent bleachers, and tennis courts.

District Budget

The approved District Operating and Capital Budget for Fiscal Year 2021 is \$25.5 million, a 9.34% increase over the previous year. Dover's share is \$137,416, which includes operating, capital, and debt assessments.

Grant Funding

Minuteman High School secured \$300,000 from the Baker-Polito Administration Skills Capital Grants to expand programming for both high school and adult evening students in robotics logistics engineering. A massive rise in automated warehousing has created the need for responsive supply chains, dramatically increasing the demand for a highly trained and skilled workforce.