

SCHOOL DISTRICT LEGAL STATUS

The legal basis for public education in the district is vested in the will of the people as expressed in the Constitution of Massachusetts and state statutes pertaining to education.

Under the General Laws of Massachusetts,

"... Every town shall maintain... a sufficient number of schools for the instruction of all children who may legally attend a public school therein."

The public educational system of Dracut structurally is a department of the town operated under laws pertaining to education and under regulations of the Massachusetts Board of Education. The area served by the Dracut Public Schools is coterminous with the Town of Dracut.

LEGAL REFS.: Constitution of Massachusetts, Part II, Chapter V, Section II
M.G.L. 71:1

CROSS REF.: BB, School Committee Legal Status

Historical Note: Massachusetts has the oldest public school system in the nation. Dating back to 1647, the laws of the Massachusetts Bay Colony required towns to provide for a program of public education.

THE PEOPLE AND THEIR SCHOOL DISTRICT

The Dracut School Committee has the dual responsibility for implementing statutory requirements pertaining to public education and local citizens' expectations for the education of the community's youth. It also has an obligation to determine and assess citizens' desires. When citizens elect delegates to represent them in the conduct of public education, their representatives have the authority to exercise their best judgment in determining policies, making decisions, and approving procedures for carrying out the responsibility.

The Dracut School Committee therefore affirms and declares its intent to:

1. Maintain two-way communications with citizens of the community. The public will be kept informed of the progress and problems of the school system, and citizens will be urged to bring their aspirations and feelings about their public schools to the attention of this body, which they have chosen to represent them in the management of public education.
2. Establish policies and make decisions on the basis of declared educational philosophy and goals. All decisions made by this committee will be made with priority given to the purposes set forth, most crucial of which is the optimal learning of the children enrolled in our schools.
3. Act as a truly representative body for members of the community in matters involving public education. The committee recognizes that ultimate responsibility for public education rests with the state, but individual School Committees have been assigned specific authority through state law. The committee will not relinquish any of this authority since it believes that decision-making control over the children's learning should be in the hands of local citizens as much as possible.

NONDISCRIMINATION

Public schools have the responsibility to overcome, insofar as possible, any barriers that prevent children from achieving their potential. The public school system will do its part. This commitment to the community is affirmed in the following statements of School Committee intent to:

1. Promote the rights and responsibilities of all individuals as set forth in the State and Federal Constitutions, pertinent legislation, and applicable judicial interpretations.
2. Encourage positive experiences in human values for children, youth and adults, all of whom have differing personal and family characteristics and who come from various socioeconomic, racial and ethnic groups.
3. Work toward a more integrated society and to enlist the support of individuals as well as groups and agencies, both private and governmental, in such an effort.
4. Use all appropriate communication and action techniques to air and reduce the grievances of individuals and groups.
5. Carefully consider, in all the decisions made within the school system, the potential benefits or adverse consequences that those decisions might have on the human relations aspects of all segments of society.
6. Initiate a process of reviewing policies and practices of the school system in order to achieve to the greatest extent possible the objectives of this statement.

The committee's policy of nondiscrimination will extend to students, staff, the general public, and individuals with whom it does business; No person shall be excluded from or discriminated against in admission to a public school of any town or in obtaining the advantages, privileges, and courses of study of such public school on account of race, color, sex, religion, national origin, sexual orientation and discrimination. If you have a complaint or feel that you have been discriminated against because of your race, color, sex, religion, national origin, sexual orientation and disability, register your complaint with the Title IX compliance officer.

The Dracut School System does not discriminate on the basis of race, color, national origin, age, sex, sexual orientation, or disability. Students have equal access to admission to school, courses, extra-curricular activities, and employment opportunities.

Questions regarding discrimination should be directed to:

Dr. Linda Trouville
Coordinator of Elementary Curriculum and Professional Development K-6
2063 Lakeview Avenue
Dracut, MA 01826

Revised: November 20, 1996

- LEGAL REFS.: Title VI, Civil Rights Act of 1964
Title VII, Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972
Executive Order 11246, as amended by E.O. 11375
Equal Pay Act, as amended by the Education Amendments of 1972
Title IX, Education Amendments of 1972
Rehabilitation Act of 1973
Education For All Handicapped Children Act of 1975
M.G.L. 71B:1 et seq. (Chapter 766 of the Acts of 1972)
M.G.L. 76:5; Amended 1993
M.G.L.76:16 (Chapter 622 of the Acts of 1971)
Board of Education Chapter 622 Regulations Pertaining to Access to Equal Educational Opportunity, adopted 6/24/75, as amended 10/24/78
Board of Education 603 CMR 2600
Board of Education Chapter 766 Regulations, adopted 10/74, as amended through 3/28/78
- CROSS REFS.: ACA- ACE Subcategories for Nondiscrimination
FEGA, Contractor's Fair Employment
GBA, Equal Opportunity Employment
JB, Equal Educational Opportunities

**SCHOOL COMMITTEE 'S PROTOCOL IN REERENCE TO THE SEX OFFENDER
REGISTRY INFORMATION LAW**

In consonance with the provisions of the above-cited statute, the Dracut Public Schools herein recognizes that the School District may obtain Sex Offender Registry Information about all employees; including Teachers, Administrators, Custodians, Maintenance-Repair Staff, Cafeteria Workers, Office Secretarial Personnel, Bus Drivers, School Volunteers, Students within the School-System, and people who live near any particular School-Building.

This protocol recognizes that the Law referenced herein defines a "Sex Offender" as anyone convicted of a sex offense or anyone who has been adjudicated as a youthful offender or as a delinquent juvenile by reason of a sex offense; anyone who has been released from Incarceration, parole, or probation for sex offenses, and with such aforesaid events having occurred on or after August 1, 1981.

For the purposes of this Protocol, the Dracut Public Schools recognize that the next-following considerations generally apply to the above-designated sex offenses:

- (a)... Those who are released from incarceration must register with the Local Police within two (2) days of their release;
- (b)... Sex Offenders are required to verify annually the accuracy of Sex Offender Registry Information with the Police, and to Inform Police immediately of any changes of address;
- (c)... The obligation of the Sex Offender to register extends for twenty (20) years from the date of conviction or from the date of release from custody or supervision, whichever occurs last;
- (d)... In this regard, however, Sex Offenders convicted of two (2) or more sexual offenses committed on different occasions must register for life;
- (e)... Failure of a Sex Offender to register in accordance with the Law referenced herein is a crime, punishable by up to two and one-half (2 1/2) years of imprisonment. G.L C.6, Sections 178E (h), 178F, 178G, and 178H.

(B)... Public Access to Sex Offender Registry Information:

This Protocol recognizes the fact that any individual who is eighteen (18) years of age or older, upon the verification of one's age and identity, may obtain Sex Offender Registry Information by simply filling out an Inquiry Form obtained from the Local Police Station in Dracut.

In this regard, the person must state that a requirement prevails for such and individual to receive the information for one's own protection and/or the protection of a child under the age of eighteen (18) and/or for the protection of another person for whom the inquirer has pertinent responsibility or custody.

For the purposes of this Protocol, the above-designated language is interpreted by the Criminal Systems History Board to include School Superintendents and Principals as having the right to access Sex Offender Registry Information from Local Police Departments.

For the purposes of this Protocol, any inquiry pursued by the Superintendent and/or Principal should name specific individuals; or may designate as part of the inquiry whether any Sex Offender lives or works within a one (1)-mile radius of a specific address, including a School-Building; or the inquiry may address whether any Sex offender lives on a specified street.

The Statute referenced herein also provides that any Individual who is eighteen (18) years of age or older may file a Notarized Written Request to receive a report from the Criminal Systems History Board whether either a specifically named, or sufficiently described, individual is a Sex Offender.

For the purposes of this Protocol, recognition prevails on the part of the Dracut Public Schools that Sex Offenders are being assessed and classified according to their "Level of Risk" as re-offenders. Sex Offenders classified as having a low risk to be re-offenders are being classified as Level I.

In this regard, there is no community notification about Level I Sex Offenders.

However, information about Level I Sex Offenders may be obtained by filling out a request for same at the Local Police Department or with the Criminal Systems History Board.

Level II Sex Offenders are those who are classified as having a moderate risk of re-offense.

In reference to the Level II degree of Sex Offenders, the Police Department In the community the Sex Offender lives and works is required to disseminate any pertinent Sex Offender Registry

Information in accordance with a Community Identification Plan to organizations in the Community (...such as Day Care Centers, Religious and Youth Organizations and Sports Leagues) and including the Dracut Public Schools.

Level III categories of Sex Offenders are those classified as having a high risk of re-offense.

In this regard, the Police Department In the community where the Sex Offender lives and works and where the offense was committed is required to disseminate information In accordance with the Community Notification Plan to organizations, Including Schools, and also to individual members of the public-at-large who are likely to encounter the Sex Offender within that particular community.

In this regard, Level III notification includes the utilization of one of the following means of Public Notification: Local Cable Television, Local Newspaper, or Posting in Local Public Buildings such as the Town Hall, the Library, or the Post Office.

In regard to both Level II and Level III, notifications to Local Police will inform schools of the Sex Offender's name; addresses [work and home]; nature of the offense, and age, sex, race, height, weight, eye, and hair color.

In such instances, the local Police will provide the School-Building or the School District with a photograph of the Sex Offender and a warning about any illegal use of the particular information, which is being disseminated.

For the purposes of this Protocol, the Dracut Public Schools recognize that until a Sex Offender has been classified and has had a sufficiency of time to appeal a classification, the aforesaid person must be treated as a Level I Sex Offender; which means that information becomes available to schools only upon their specific inquiry to the Police Department or to the Criminal Systems History Board.

For the purposes of this Protocol, the Dracut Public Schools recognize that It Is a criminal offense, punishable by up to two and one-half (2 1/2) years of incarceration to use Sex Offender Registry Information to commit a crime or to engage in illegal discrimination or harassment of a Sex Offender. G.L. C.6, Section 178N.

For the purposes of this Protocol, recognition shall prevail within the Dracut Public Schools that Police and other Public Employees acting in good faith shall not be held liable in any civil or criminal proceeding for providing, or failing to provide, Sex Offender Registry Information. G.L. C.6, Section 1780.

For the purposes of this Protocol, recognition shall prevail within the Dracut Public Schools that all employees of the Dracut Public Schools who would be acting within the scope of their employment are to be considered as "Public Employees

For the purposes of this Protocol, recognition shall prevail within the Dracut Public Schools that once Sex Offenders have been classified, School-Districts will automatically receive information from the Dracut Police Department about Level II and Level III Sex Offenders who reside or work within the jurisdiction of the local Police Department.

For the purposes of this Protocol, recognition shall prevail within the Dracut Public Schools that the School District will not automatically be notified about Level I Sex Offenders.

In this regard, information about whether any Students, Staff, Applicants, Volunteers or any other individuals have been classified as a Level I Sex Offender; or whether any particular individual is a I Level II or Level III Sex Offender about whom the Schools did not receive notification can be obtained from the Local Police Department in the community where the person resides or works.

For the purposes of this Protocol, it will be a procedural requirement for the Dracut Police Department to carry out its responsibilities to the Dracut Public Schools by sending Sex Offender Registry Information only to the Superintendent of Schools who will then be obligated to take pertinent and appropriate follow-up actions in regard to the submitted information submitted to him/her.

For the purposes of this Protocol, it will be the procedural policy of the Dracut Public Schools to request information about Sex Offenders from the Local Police Department by filing a Request for Information about Sex Offenders who reside or work within a one (1)-mile radius of any school-building by citing the address of every particular School-Building within the District; the address of every playing field associated with school system, and the sites where Students may be located while under the direct Supervision of the School-District.

In addition, School Officials will recognize that they can always request information about any named Sex Offenders from the Local Police Department.

For tile purposes of this Protocol, the Dracut Public Schools recognize that In the eventuality that the Superintendent receives Information about any particular Staff Member who has been registered as a Sex Offender, --- that the School System has an obligation to protect such an employee or student from any actually known, or any reasonable, foreseeable and preventable dangers; including sexual assault.

For the purposes of this Protocol, the Dracut Public Schools recognize that a responsibility prevails to ensure that any known pedophiles would not be working with children or youth.

Agreements. See G.L. C.71, Sections 41,42 and 42D.

For the purposes of this Protocol, the Dracut Public Schools recognize that an obligation prevails that all Staffing Personnel within the context of this Protocol must be provided with all Due Process Protections to which they are entitled by Law and/or under Collective Bargaining For the purposes of this Protocol, the Dracut Public Schools recognize that any utilization of Sex Offender Registration Information to discriminate Illegally against, or to harass a Staff Member or others Is a crime. G.L. C.6, Section 178N.

For the Purposes of this Protocol, the Dracut Public Schools recognize that the Superintendent will only receive Sex Offender Registry Information about School Volunteers who reside in the Town of Dracut, because such transmissions will only be given to the Local Police Department of a community wherein a person lives, works or where the offense took place.

However, for the purposes of this Protocol, the Superintendent recognizes the right to request Sex Offender Registration Information about Volunteers [or others] by name from either the local Police Department or the Criminal Systems History Board.

For the purposes of this Protocol, the Dracut Public Schools recognize that the Criminal Systems History Board has taken a position that a Student's "School Address" will be treated herein as the Student's "Work Address". Therefore, if and when a Student Sex Offender is classified as a Level II or Level III Offender, the Police Department will notify Officials of the School District in which the Student is enrolled.

For the purposes of this Protocol, the Dracut Public Schools recognize the necessity of taking steps to ensure that Illegal discrimination or harassment results from any disclosure of Sex Offenders Registration Information, and that all persons to whom the Superintendent has given Sex Offender Registration Information have been advised that using such items for illegal discrimination or Illegal harassment Is a crime.

For tile purposes of this Protocol, the Dracut Public Schools recognize that if Sex Offender Registry Information is officially received that a particular Pupil Is a Sex Offender as defined within this Statute, then the school-building Principal must make a judgment as to whether or not this constitutes a potential risk to Students and Staff Members; and to notify the Superintendent of Schools accordingly In a very expeditious manner.

In this regard, both the School-Building Principal and the Superintendent will recognize the necessity of their speaking with the Local Police Department, the District Attorney's Office, and the Local School Committee Legal Counsel and any pertinent others to obtain the information needed to make the above-cited determination.

Within this aforesaid frame-of-reference, facts to be considered would include the nature of the offense, how long ago the offense was committed, and the type of rehabilitation the Student has received in the intervening period of time.

For the purposes of this Protocol, the Dracut Public Schools recognize that since sex offenses are classified as felonies, If the school-building Principal believes that the Student Sex Offender's presence in the school would have a substantial detrimental effect on the general welfare of the school, than the Principal may follow the procedures described in G.L. c.71, section 37H 1/2 to conduct expulsion proceedings.

If the factors described in G.L. C.71, section 37H 1/2 do not exist, than School Officials should take appropriate steps and precautions to protect Students and Staff.

For the purposes of this Protocol, the Superintendent recognizes his/her responsibility that any Staff Members who have direct contact with a Student who is registered as a Sex Offender should be told by the Superintendent or his/her designee that such a particular Student is a Sex Offender so that Staffing Personnel can be diligent and alert in protecting other Students, themselves, and other employees from potential abuse.

However, the Superintendent simultaneously shall notify Staff that they must manifest extreme caution and care to avoid taking any action that might result in a charge of illegal discrimination or harassment.

In this regard, the Dracut Public Schools will avoid the issuance of any General Alert about any such specific Sex Offender Students (...and which process would increase the likelihood that Sex Offender Registration Information could be used for illegal purposes).

For the purposes of this Protocol, the Dracut Public Schools recognizes that the Sex Offender Registration Information Statute immunizes school employees acting in good faith from any liability of either providing, or failing to provide, this information. G.L. C.6., Section 1780.

On the other hand, while using Sex Offender Registration Information to discriminate illegally against, or to harass a Sex Offender is a crime, the Dracut Public Schools will have to recognize that there is no statutory obligation, which mandates the maintenance of confidentiality in any such transactions.

The Superintendent of Schools shall decide whether parents should be informed about whether any neighbors or others are registered as Sex Offenders; in accordance with the information given to him/her by the Police Department.

In this regard, the Superintendent may decide to inform families that the Dracut Public Schools are taking responsible steps to protect Students and Staff within the school setting.

In addition, the Superintendent may inform families that the local Police Department must notify the community about any Level III offenders [...but only once such status has been officially determined] via Cable Television and/or Newspapers, for example.

Within this aforesaid frame-of-reference, the Superintendent may decide to share pertinent information about Sex Offenders with parents, especially if the school-system has knowledge that a Student or Students may be placed at risk.

If any School Staffing Personnel share the knowledge ability of any Sex Offender Registration Information, such recipients should be informed that it is a crime to use such transmissions to commit a crime against a Sex Offender or to engage in illegal discrimination or harassment of such an individual.

For the purposes of this Protocol, the Dracut Public Schools recognize that the Sex Offender Registration Information Statute only covers REGISTERED SEX OFFENDERS; nor does it cover any pending criminal cases, which as of yet have not been adjudicated.

For the purposes of this Protocol, the Dracut Public Schools recognize the need, in consultation with the school district's Legal Counsel, for School Officials to review Student Handbooks to determine if it includes provisions in regard to the disciplining of Students who are classified as Sex Offenders.

NONDISCRIMINATION ON THE BASIS OF HANDICAP

Title II of the Americans With Disabilities Act of 1992 requires that no qualified individual with a disability shall, because the district's facilities are inaccessible to or unusable by individuals with disabilities, be excluded from participation in, or be denied the benefits of the services, programs, and activities of the district or be subject to discrimination. Nor shall the district exclude or otherwise deny services, programs, or activities to an individual because of the known disability of a person with whom the individual is known to have a relationship or association.

Definition

A "qualified individual with a disability" is an individual with a disability who, with or without reasonable modification to rules, policies, or practices, the removal of architectural, communication, or transportation barriers, or the provision of auxiliary aids and services, meets the essential eligibility requirements for the receipt of services or the participation in programs or activities provided by the district.

Reasonable Modification

The district shall make reasonable modification in policies, practices, or procedures when the modifications are necessary to avoid discrimination on the basis of disability, unless the district can demonstrate that making the modifications would fundamentally alter the nature of the service, program, or activity.

Communications

The district shall take the appropriate steps to ensure that communications with applicants, participants, and members of the public with disabilities are as effective as communications with others. To this end, the district shall furnish appropriate auxiliary aids and services where necessary to afford an individual with a disability an equal opportunity to participate in, and enjoy benefits of, a service, program, or activity conducted by the district. In determining what type of auxiliary aid or service is necessary, the district shall give primary consideration to the requests of the individuals with disabilities.

Auxiliary Aids and Services "Auxiliary aids and services" includes (1) qualified interpreters, note takers, transcription services, written materials, assisted listening systems, and other effective methods for making aurally delivered materials available to individuals with hearing impairments; (2) qualified readers, taped texts, audio recordings, Brailled materials, large print materials, or other effective methods for making visually delivered materials available to individuals with visual impairments; (3) acquisition or modification of equipment or devices and (4) other similar services and actions.

Limits of Required Modification The district is not required to take any action that it can demonstrate would result in a fundamental alteration in the nature of a service, program, or activity or in undue financial and administrative burdens. Any decision that, in compliance with its responsibility to provide effective communication for individuals with disabilities, would fundamentally alter the service, program, or activity or unduly burden the district shall be made by the School Committee after considering all resources available for use in funding and operating the program, service, or activity. The decision shall be accompanied by a written statement of the reasons for reaching that conclusion.

EDUCATIONAL PHILOSOPHY

In today's society our children are continuously excited by new and challenging stimuli, adaptability to change, therefore becomes a paramount objective of learning.

The mastery of basic skills is essential to our children as they prepare to function as responsible individuals. Children must also know how to direct their own learning by mastering the skills of independent inquiry, because circumstances do not enable us to predict with certainty just what today's children will need to know when they become tomorrow's adults. The optimum environment should be sought so that each child can develop physically and emotionally and acquire the information, academic skills, critical judgment, and creativity needed to lead to a better understanding of him/herself, his/her fellow man, and the world around him/her.

The school system must continually strive to create, implement, and improve programs that are compatible with appropriate curricula and provide opportunities for innovation in teaching and learning.

If this is accomplished, children will then come to realize more fully their own potential as individuals and be better prepared to appreciate and act responsibly in the society in which they live.

CROSS REFS.: ADA, School District Goals and Objectives
 IA, Instructional Goals

SCHOOL DISTRICT GOALS AND OBJECTIVES

The goal of this school system is to accept responsibility for the development of each child into an adult who can stand confidently, participate fully, learn continually, and contribute meaningfully to society.

Five objects that contribute to the achievement of this goal, listed with out priority in arrangement, define desirable outcomes to be incorporated into plans for the school system.

1. To ensure that each student develops proficiency in basic academic skills
2. To ensure that each student develops the capability to recognize and cope with the problems of an unknown future
3. To ensure the development of meaningful, interpersonal relationships among students, staff and community
4. To ensure maximum efficiency in the allocation of material resources
5. To ensure maximum efficiency in the allocation of human resources

*USE OF TOBACCO PRODUCTS ON SCHOOL PROPERTY OR AT
SCHOOL SPONSORED EVENTS*

The Dracut Public Schools are committed to having a tobacco-free, environment for all members of the school community. The use of any tobacco products within the school buildings, school facilities, on school grounds, at school sponsored events, or on school buses by any individual, including school personnel, and students, is prohibited at all times.

It is the School Committee's understanding that electronic cigarettes constitute a delivery system for nicotine, which is a fundamental ingredient in cigarettes and which is highly addictive. (According to the Center for Disease Control, nicotine can have a negative impact on brain development in teens.) Electronic cigarettes are therefore prohibited in school and on school grounds.

Students are not allowed to carry matches, lighters, or any form of tobacco or nicotine delivery system products on school grounds, including school buses. Violations of this policy shall result in disciplinary action.

Students

A student determined to be in violation of this policy shall be subject to disciplinary action pursuant to the student discipline code including but not limited to:

- Parent/legal guardian notification
- Parent/legal guardian conference
- Loss of privileges
- Detention
- Suspension

School Employees:

A staff member determined to be in violation of this policy shall be subject to disciplinary action.

Citizens/Visitors/Guests

Citizens, visitors and/or guests who are observed smoking shall be asked to refrain from smoking. If such a request is not heeded, an administrator shall determine what further action may be taken, which may include a request for the violator to depart from school property.

This policy shall be promulgated to all staff and students in appropriate handbooks(s) and publications. Signs shall be posted in all school buildings informing the general public of the district policy and requirements of state law. Visitors will be appropriately advised of the law.

LEGAL REF: M.G.L. 71:37H

Adopted by School Committee: February 10, 2014

**TOBACCO SURVEY
1997-1998 SCHOOL YEAR**

The Health Education Department surveyed 1602 students in the Dracut Public Schools in grades 7-12 on their current tobacco use:

Overall tobacco use in the Dracut Public Schools:

Grades 7	6%	Grade 8	17%	Grade 9	22%
Grade 10	15%	Grade 11	26%	Grade 12	23%

The tobacco survey clearly shows that we need to increase tobacco education throughout the entire system paying particular attention to the Junior and Senior High School nationally; there has been a major increase in the number of adolescents starting to smoke cigarettes.

The district needs to make a stronger commitment to enforcing the proposed amended policy, which emphasizes education starting at the elementary level. The rules and regulations need to be consistent in order for student body and faculty to take this policy seriously.

TOWN OF
DRACUT
BOARD OF
HEALTH
NO
SMOKING
REGULATIONS
EFFECTIVE
7-1-93

**TOWN OF DRACUT
BOARD OF HEALTH**

The Board of Health of the Town of Dracut, County of Middlesex, Massachusetts, acting under the authority of Chapter 111, Section 31 of the General Laws, at its regularly scheduled meeting of April 22, 1993 voted unanimously to adopt the following regulation.

ARTICLE I

DECLARATION OF ALL PUBLIC BUILDINGS AS SMOKE-FREE FACILITIES.

SECTION 1 AUTHORITY

This regulation is adopted in accordance with the provisions of Massachusetts General Laws Chapter 111, Section 31, as a reasonable health regulation designed to protect and improve the health of any and all users or occupants of the Public Buildings located in the Town of Dracut, Massachusetts.

SECTION 2 RATIONALE/PURPOSE

There exists conclusive evidence that tobacco smoke causes cancer, respiratory disease, chronic obstructive pulmonary disease, cardiovascular disease, negative birth outcomes, as well as, irritations to the eyes, nose and throat. Exposure via active smoking and via passive inhalation of "second hand smoke" represents significant risks to public health. Further, the capability to exchange and ventilate air volume and concomitant efficient transport and distribution of various indoor air pollutants (i.e. smoke from tobacco products) resulting in a unique potential health risk for all Public Buildings users and occupants. Therefore, these regulations are adopted pursuant to Massachusetts General Laws, Chapter 111, Sections 31 and 31C, as health regulations in the interest of and for the preservation of the public health.

SECTION 3 DEFINITIONS

TOWN EMPLOYEE: Any individual who performs services for the Town of Dracut in return for compensation.

DEPARTMENT HEAD: Any individual who is in charge of any department for the Town of Dracut.

PUBLIC BUILDING: Any building, which is owned or occupied by any department or agency or the Town of Dracut, or any political subdivision thereof.

SMOKING: The lighting of any cigar, cigarette, pipe or other tobacco product or having the possession of any lighted cigar, cigarette, pipe or other tobacco product.

NO SMOKING: The term NO SMOKING shall mean that NO PERSON will be allowed to smoke in any area of any Public Building owned and/or operated by the Town of Dracut, this shall include, but not limited to Town Hall, Town Hall Annex, Police Station, all Fire Houses, all Schools, Public Works Department, Sewer Department and any other Public Building owned by the Town of Dracut.

SECTION 4 PROHIBITION OF SMOKING IN THE PUBLIC BUILDINGS

- (1) Smoking of cigarettes and other tobacco products shall not be permitted in any area within any Public Building (including schools) in the Town of Dracut. All Town owned buildings are hereby declared SMOKE-FREE FACILITIES.
- (2) Posting All Public Buildings shall have NO SMOKING SIGNS posted in a conspicuous place throughout the building.
- (3) Enforcement The Board of Health or its enforcement officer will enforce the enactment of this regulation.
- (4) Violations - Any person found to be smoking within any public building is deemed to be in violation of this regulation.

SECTION 5 VARIANCE

- (1) The Board of Health may vary the application of any provision of these regulations with respect to any particular case when the Board of Health finds the enforcement thereof would do manifest injustice.
- (2) Every request for a variance shall be made in writing on a form provided by the Board of Health and shall state the specific variance sought and the reasons thereof. The fee for a variance request shall be determined by the Board of Health.
- (3) Any variance granted must be in 'writing with a copy available to the public at all reasonable hours in the office of the Board of Health. Any variance granted must be posted on the premises in a prominent location for the duration that the variance is in effect.

SECTION 6 PENALTIES/ENFORCEMENT

- (1) Whoever violates this regulation shall be subject to a fine of not less than fifty dollars (\$50.00) nor more than one hundred dollars (\$100.00) for the first offence and for a subsequent offense to a fine of not less than two hundred dollars (\$200.00) nor more than five hundred dollars (\$500.00).

- (2) Any person aggrieved by the willful failure or refusal to comply with restrictions in any Public Building may complain in writing to the Director of the Board of Health. The Director of the Board of Health shall respond in writing within twenty (20) working days to the complainant that he/she has inspected the area described in the complaint and has enforced the provisions of this section as provided herein.
- (3) It shall be unlawful for any person having control of any department to knowingly permit or for his/her agent to knowingly permit smoking within any area inside of a Public Building.

SECTION 7 OTHER APPLICABLE LAWS

These regulations shall not be interpreted or construed to permit smoking where it is otherwise restricted by other applicable health, safety or fire codes, regulations or statutes.

SECTION 8 SEVERABILITY

If any provision of these regulations is declared invalid or unenforceable, the other provisions shall not be affected thereby but shall continue in full force and effect.

SECTION 9 EFFECTIVE DATE

This regulation shall take effect July 1, 1993. A publication of a summary of this regulation shall appear in a newspaper published in the Town of Dracut. As required by Massachusetts General Laws, Chapter 111, Section 31, an attested copy has been filed with D.E.P. on May 5, 1993.

A Public Hearing regarding this regulation was conducted on April 22, 1993.

This regulation was adopted unanimously by the Dracut Board of Health on April 22, 1993.

Criminal Background Checks

As a part of its on-going commitment to providing a safe and appropriate learning and work environment for its students and staff, DRACUT PUBLIC SCHOOLS will review available criminal history information on all individuals, who may have direct and unmonitored contact with children. In accordance with all applicable federal and state laws and regulations regarding Criminal Offender Record Information (“CORI”) and Criminal History Record Information (“CHRI”), the DRACUT PUBLIC SCHOOLS shall conduct individual criminal background checks before an applicant is hired or otherwise provides services and periodically, at least once every 3 years.

The Superintendent, or their certified designees shall obtain all CORI and CHRI information from the Department of Criminal Justice Information Services (“DCJIS”) on all current employees and prospective individuals who may have direct and unmonitored contact with students,¹ which includes, but not limited to, the following:

- employees and applicants for employment, including promotions;
- volunteers and interns;
- student teachers;
- individuals who regularly provide school related transportation to children;
- subcontractors or laborers commissioned by the DRACUT PUBLIC SCHOOLS or employed by the town to perform work on school grounds or with students; or
- any other individuals who may have direct and unmonitored contact with students.

All individuals listed above, except volunteers, subcontractors or laborers, are required by law to submit to fingerprint based state and national criminal history record check. DRACUT PUBLIC SCHOOLS, in its discretion, may require volunteers, subcontractors or laborers to submit to fingerprint based state and national criminal history record checks.

Any review of Criminal Offender Record Information (“CORI”) and/or state and national criminal history record information accessed through fingerprints (“CHRI”) available through the Department of Criminal Justice Information Services (“DCJIS”) will follow procedures and requirements established by the DCJIS, as authorized by Mass. Gen. Laws, c. 71, § 38R and 42 U.S.C. § 16962 in accordance with all applicable state and federal laws and regulations, and in compliance with Mass. Gen. Law, c. 6, §§167-18 and 803 CMR §§ 2.00.

When requesting CORI and other criminal history information, the following policy and procedures should be followed:

1. Requests for CORI.

The individual will be asked to complete a CORI Acknowledgement Form (Attachment A) and the school/district will confirm the individual’s identity.

Unless a negative decision is made regarding suitability for employment, the individual will be required to submit his/her fingerprints following the procedures outlined in the attached instruction sheet. (Attachment B).

If an individual’s CORI has already been accessed within a year that s/he signed the CORI Acknowledgement Form, the individual must be given seventy-two (72) hour notice that an additional CORI check will be conducted.

2. Access to CORI and CHRI.

¹ Direct and unmonitored contact with children is defined as contact with students when no other employee for whom the school/district has made a suitability determination is present. “Contact” refers to any contact with a student that provides the individual with opportunity for physical touch or personal communication.

All CORI/CHRI information must be treated as confidential and may only be accessed by individuals with a “need to know” which may include, but is not limited to, staff submitting or processing the criminal history requests and school officials making hiring decisions. A list of those individuals authorized to have access to, or view, CORI/CHRI information must be established and updated every six (6) months.

CHRI information cannot be shared with any unauthorized entity for any purpose, including subsequent hiring determinations.

DRACUT PUBLIC SCHOOLS may be audited by DCJIS and/or the FBI and could be subject to sanctions. Unauthorized disclosure of CORI/CHRI information may result in criminal charges.

3. CORI/CHRI Training.

An informed review of a criminal record requires training. All staff authorized to conduct CORI/CHRI checks and/or to review CORI/CHRI will review and become familiar with, the educational and relevant training materials regarding CORI/CHRI and Statewide Applicant Fingerprint Identification Services (SAFIS) made available by appropriate agencies, including the DCHIS.

4. Storage of CORI/CHRI.

CORI/CHRI shall only be stored for extended periods of time when needed for the integrity and/or utility of an individual’s personnel file. Administrative, technical, and physical safeguards that are in compliance with the most recent CJIS Security Policy have been implemented to ensure the security and confidentiality of CORI/CHRI. The CJIS Security Policy can be found at <http://www.mass.gov/eopss/law-enforce-and-cj/cjis-security-policy.html>. Each individual involved in the handling of CORI/CHRI is to familiarize him/herself with these safeguards.

In addition to the above, each individual involved in the handling of CORI/CHRI will strictly adhere to the policy on the storage, retention and destruction of CORI/CHRI.

5. Retention and Destruction of CORI/CHRI.

Federal law prohibits the repurposing or dissemination of CHRI beyond its initial requested purpose. Once an individual’s CHRI is received, it will be securely retained in internal agency documents for the following purposes only:

- Historical reference and/or comparison with future CHRI requests
- Dispute of the accuracy of the report
- Evidence for any subsequent proceedings based on information contained in the CHRI.

CHRI/CHRI will be kept for the above purposes in separate, secured, locked locations in the Office of the Superintendent.

When no longer needed, CHRI/CORI and any summary of CHRI/CORI data must be destroyed by shredding paper copies and/or by deleting all electronic copies from the electronic storage location, including any backup copies or files. If the shredding of paper copies of CHRI/CORI is performed by an outside vendor, an employee of DRACUT PUBLIC SCHOOLS must supervise such shredding.

6. Use of Criminal History in Background Screening.

Information from CORI/CHRI records used for employment purposes shall only be accessed for applicants who are otherwise qualified for the position for which they have applied and for current employees during periodic criminal background checks.

Unless otherwise provided by law, a criminal record will not automatically disqualify an individual from employment, contract work, volunteering or interning. Rather, determinations of suitability based on background checks will be made consistent with this policy and any applicable law or regulations.

7. Verifying a Subject's Identity.

If a criminal record is received from DCJIS, the information must be closely compared with the information on the Acknowledgement Form and any other identifying information provided by the applicant to ensure the record belongs to the applicant.

If the information in the CORI/CHRI record provided does not exactly match the identification information provided by the applicant, a determination is to be made by an individual authorized to make such determinations based on a comparison of the CORI/CHRI record and documents provided by the applicant.

8. Inquiring About Criminal History.

In connection with any decision regarding employment, internships or volunteer opportunities within DRACUT PUBLIC SCHOOLS, the individual shall be provided with a copy of his/her criminal history record, whether obtained from DCJIS or from any other sources, prior to questioning the individual about his/her criminal history. The source(s) of the criminal history record is also to be disclosed to the individual.

9. Determining Suitability.

If a determination is made, based on the information as provided in section 7 of this policy, that the criminal record belongs to the individual under consideration, and the individual does not dispute the record's accuracy, then the determination of suitability for the position will be made. Unless otherwise provided by law, factors considered in determining suitability may include, but not be limited to the following:

- Relevance of the record to the position sought;
- The nature of the position or work to be performed;
- Time that has passed since the [offense,] conviction and/or completion of the sentence;
- Age of the applicant at the time of the offense;
- Seriousness and specific circumstances of the offense;
- The number of offenses;
- Whether the applicant has pending charges;
- any relevant evidence of rehabilitation or lack thereof; and
- any other relevant information, including information submitted by the applicant or requested by the organization.

The applicant is to be notified of the decision and the basis for it in a timely manner.

A record of the suitability determination must be retained for the period of the employee's employment or for seven (7) years, whichever is longer. The following information will be included in the determination:

- The name and date of birth of the employee or applicant;
- The date on which the school received the national criminal history check results; and
- The suitability determination (either "suitable" or "unsuitable").

A copy of an individual's suitability determination documentation must be provided to another school employer, or to the individual, upon request of the individual for whom DRACUT PUBLIC SCHOOLS conducted a suitability determination.

10. Relying on Previous Suitability Determination.

Under certain circumstances, consistent with 603 CMR 51.06, the DRACUT PUBLIC SCHOOLS may rely on a suitability determination made by another school employer or DESE, if the following factors are met:

- Suitability determination was made within the last seven (7) years; and

- The applicant has not resided outside Massachusetts for any period longer than three (3) years since the suitability determination; and
- either (i) the individual has been continuously employed for one or more school employers or has gaps totaling no more than 2 years in his/her employment for school employers; or (ii) if the individual works as a substitute employee, the individual is still deemed suitable for employment by the school employer who made the favorable suitability determination.

Upon request of another school employer or the individual for whom the DRACUT PUBLIC SCHOOLS conducted the suitability determination, DRACUT PUBLIC SCHOOLS shall provide documentation of the suitability determination.

11. Adverse Decisions Based on CORI/CHRI.

If an authorized official is inclined to make an adverse decision based on the results of a criminal history background check and/or CORI/CHRI, the following steps must be taken immediately prior to making a final adverse determination:

- Provide the applicant/employee with a copy of his/her CORI/CHRI used in making the adverse decision;
- Provide the applicant/employee a copy of the employer's CHRI/CORI policy;
- Identify the information in the individual's CHRI/CORI that is the basis for the potential determination;
- Provide the source(s) of the criminal history;
- Provide the applicant/employee with a copy of this CORI/CHRI Policy;
- Provide the applicant/employee the opportunity to complete or challenge the accuracy of his/her CORI/CHRI; and
- Provide the applicant/employee with information on the process for updating, changing, or correcting CORI/CHRI.

A final adverse decision based on an individual's criminal history/CORI/CHRI will not be made until the applicant/employee has been afforded a reasonable time depending on the particular circumstances no longer than 30 days to correct or complete the CORI/CHRI.

12. Secondary Dissemination of CORI/CHRI.

All CORI/CHRI obtained from the DCJIS is confidential and can only be disseminated as authorized by law or regulation. If an applicant/employee's CORI/CHRI is released outside of DRACUT PUBLIC SCHOOLS, including dissemination at the request of the applicant/employee, a record of dissemination must be made in the secondary dissemination log. The central secondary dissemination log is subject to audit by DCJIS and the FBI.

The following information must be recorded in the log:

- Applicant/Employee Name;
- Date of Birth;
- Date and Time of the dissemination;
- Name of the individual to whom the information was provided;
- Name of the agency for which the requestor works;
- Contact information for the requestor; and\
- The specific reason for the request.

13. Reporting to the Commissioner of Elementary and Secondary Education.

Pursuant to M.G.L. c. 71, § 38R and 603 CMR 51.07, if DRACUT PUBLIC SCHOOLS dismisses, declines to renew the employment of, obtains the resignation of, or declines to hire a licensed educator or an applicant for a Massachusetts educator license because of information discovered through a state or national criminal record check, the Superintendent or his/her designee shall report such decision or action to the Commissioner of Elementary and Secondary Education in writing within 30 days of the employer action or educator resignation. The report shall be in a form requested by the Department and shall include the reason for the action or resignation as well as a copy of the criminal record check

results. DRACUT PUBLIC SCHOOLS shall notify the employee or applicant that it has made a report pursuant to 603 CMR 51.07(1) to the Commissioner.

Pursuant to M.G.L. c. 71, § 38R and 603 CMR 51.07, if DRACUT PUBLIC SCHOOLS discovers information from a state or national criminal record check about a licensed educator of an applicant for a Massachusetts educator license that implicates grounds for license action -pursuant to 603 CMR 7.15(8)(a), DRACUT PUBLIC SCHOOLS shall report to the Commissioner in writing within 30 days of the discovery, regardless of whether DRACUT PUBLIC SCHOOLS retains or hires the educator as an employee. The report must include a copy of the criminal record check results. The school employer shall notify the employee or applicant that it has made a report pursuant to 603 CMR 51.07(2) to the Commissioner and shall also send a copy of the criminal record check results to the employee or applicant.

DRACUT PUBLIC SCHOOLS
2063 Lakeview Avenue
Dracut, Massachusetts 01826
Phone: (978) 957-2660 Fax: (978) 957-2682
Criminal Offender Record Information (CORI) Form

Reason for CORI: _____
(volunteer, substitute, prospective employee, current employee, coach, contractor, etc.)

School Name or Department: _____

Last Name	First Name	Middle Initial	Suffix
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Maiden Name or other name(s) by which you have been known (if applicable)

Date of Birth _____ Place of Birth: _____
Month/Day/Year (xx-xx-xxxx) (City and State)

Last six digits of Social Security Number (REQUIRED) : _____ - _____

Gender: _____ **Race:** _____ **Height:** _____ ft _____ in **Eye Color:** _____

Current Address: _____
(Street Number and Name) City/Town, State and Zip

Former Address: _____
(Street Number and Name) City/Town, State and Zip

Driver's License or ID Number: _____ **State of Issue:** _____
A copy of driver's license or photographic identification is required to be submitted with application

Father's Full Name: _____
Last Name First Name

Mother's Full Name: _____
Last Name First Name Maiden Name

The above information was verified by reviewing the following form(s) of government issued identification

MA Driver's License Passport Other: _____

Verified By: _____
(Name of verifying employee)



DRACUT PUBLIC SCHOOLS

2063 Lakeview Avenue

Dracut, Massachusetts 01826

Phone: (978) 957-2660 Fax: (978) 957-2682

Criminal Offender Record Information (CORI) Acknowledgement Form

The Dracut Public Schools is registered under the provisions of MGL c. 6, § 172 to receive CORI for the purpose of screening current and otherwise qualified prospective employees, subcontractors, volunteers, license applicants, current licensees and applicants for the rental or lease of housing.

As a prospective or current employee, subcontractor, volunteer, license applicant, current licensee or applicant for the rental or lease of housing, I understand that a CORI check will be submitted for my personal information to the DCJIS. I hereby acknowledge and provide permission to Dracut Public Schools to submit a CORI check for my information to the DCJIS. This authorization is valid for **one year** from the date of my signature. I may withdraw this authorization at any time by providing the Dracut Public Schools with written notice of my intent to withdraw consent to a CORI check.

For employment, volunteer, and licensing purposes only, the Dracut Public Schools may conduct subsequent CORI checks within one year of the date this form is signed by me provided; however, that the Dracut Public Schools must first provide me with written notice of this check.

By signing below, I provide my consent to a CORI check and acknowledge that the information provided on this Acknowledgement Form is true and accurate.

Signature: _____

Name: _____
(Please Print)

Date Signed: _____
(Month, Day, Year)

**Dracut Public Schools
Fingerprinting Procedures**

In September 2013, Governor Patrick signed into law Chapter 77 of the Acts of 2013, “An Act Relative to Background Checks.” This new law expands the Criminal Offender Record Information (CORI) checks currently used in our schools. Specifically, it requires a fingerprint-based state and national criminal record check for all school employees, substitute teachers, student teachers, student interns, individuals providing school related transportation to children, and any other individuals with unmonitored contact with children. The State Applicant Fingerprint Identification System (SAFIS) MorphoTrust USA IndentoGo™ has been created for this purpose.

The State Applicant Fingerprint Identification System (SAFIS) Morpho Trust USA IndentoGo registration website is now scheduling fingerprinting appointments at various “IdentoGo enrollment centers” located throughout Massachusetts. Registration guides and a list of IdentoGo enrollment centers can be accessed at <http://www.identogo.com/FP/Massachusetts.aspx>.

The SAFIS Registration Guide for PreK-12th Grade Education (ESE) and SAFIS Form 004: How to Change, Correct or Update Your National Criminal History Record Response is available by clicking on Forms and Links.

- You may schedule your fingerprinting appointment online at: <http://www.identogo.com/FP/Massachusetts.aspx> (or by phone at 866-349-8130).
- Click the **Online Scheduling** link.
- You will be required to provide the Dracut Public Schools ESE Organization Code **00790000**
- The fee associated with fingerprinting is **\$55 for licensed educators** and **\$35 for all other school personnel**. Online payment options include credit cards and e-Checks.
- Upon completion of your registration, you will receive a Registration Confirmation Number which must be brought to your fingerprinting appointment.
- You are also required to bring an acceptable form of identification to your appointment.
- **Fingerprints will not be taken without acceptable identification presented at your fingerprinting appointment.** A valid, unexpired driver’s license from any US state or territory is acceptable. Alternate forms of acceptable identification are listed in the Registration Guide.
- At the conclusion of your appointment, you will be provided with a fingerprint receipt. A copy of this receipt must be returned to Cynthia Curtis, Secretary to the Superintendent of Schools, in order to confirm that fingerprints were captured.

Approved: Adopted by Dracut School Committee April 11, 2016

Health and Wellness Policy

The Dracut Public Schools is committed to providing an educational environment that promotes and protects student's health, well-being, and ability to learn by promoting and supporting healthy eating and physical activity. Dracut Public Schools is also committed to promoting the health and well being of its employees. Therefore, it is the policy of the Dracut Public Schools that:

- The school district will engage students, parents, teachers, food service professionals, health professionals, and other interested community members in the development, implementation, monitoring, and reviewing of district-wide nutrition and physical activity policies.
- All students enrolled in the Dracut Public Schools will be given the opportunity, support, and encouragement to be physically active on a regular basis.
- Foods and beverages sold or served at school, or provided on school property will meet or exceed the nutrition recommendations of the *Healthy Hunger-Free Kids Act (HHFKA) (2010)*; and will be prepared and provided according to the operational policies established by the Dracut Public Schools and the Dracut Board of Health.
- The District shall ensure that its guidelines for reimbursable school meals shall meet or exceed the requirements and guidance issued by the Department of Agriculture pursuant to Food and Nutrition Service, 7 CFR parts 210 & 220: National School Lunch Program and School Breakfast Program: Nutrition Standards for All Foods Sold in School as Required by the Healthy, Hunger-Free Kids Act of 2010; Interim Final Rule.
- Dracut Public Schools will provide nutrition and physical education to foster lifelong habits of healthy eating and physical activity, and will establish links between health education and school meal programs.

TO ACHIEVE THESE POLICY GOALS:

I. School Wellness Committees

- A. A District Wellness Committee will establish priorities for the District on an annual basis. Building Principals will establish school-based committees to set goals and objectives for their respective schools. The Wellness Committee and school-based committees shall be comprised of administrators, teachers, parents, and where appropriate, students.
- B. The Superintendent of Schools will direct the Wellness Committee to develop oversight criteria to ensure that school-based Wellness Committees are actively pursuing objectives set by the Superintendent, and enacted through the Wellness Committee.

II. Nutritional Quality of Foods and Beverages Sold and Served on Campus

- A. The Food Service Director will seek to provide nutrition related educational and informational resources to the school community.

- B. The “Act Relative to School Nutrition,” signed into law on July 30, 2010, requires the Massachusetts Department of Public Health to establish standards for competitive foods and beverages sold or provided in public schools during the school day. The goal of the standards is to ensure that public schools offer students food and beverage choices that will enhance learning, contribute to their healthy growth and development, and cultivate life-long healthy eating behaviors. The standards are part of the Commonwealth’s broad-based, collaborative initiative to reduce childhood obesity and prevent its complications in childhood and later in adulthood. Dracut Public Schools will develop its own guidelines based on this act in conjunction with the HHFKA.

III. Healthy Classroom Parties and Celebrations

- A. The Dracut Public School district recognizes that classroom parties and celebrations are a tradition at school. Due to the increasing number of students with life-threatening food allergies, we strongly suggest that parents bring or send into the classroom non-food items in order to recognize their child’s birthday. Some suggestions may include parents donating a favorite book, special pencils or an educational game to the classroom in lieu of a food focused birthday celebration for their children. Parents should consult with building principals in advance of any such events.
- B. The District shall only allow store bought baked goods, with a complete list of ingredients, for classroom celebrations and parties. Home baked goods will not be allowed on campus for celebratory purposes due to concerns involving both ingredients and potential cross-contamination during preparation.
- C. School nursing staff will be responsible for reviewing such items as and when parents or guardians make a request to bring them onto campus for celebratory purposes. The review will be conducted using the classroom allergy list as a reference point. The list indicates known and reported allergies by classroom.
- D. Parents or guardians should give reasonable advance notice to the school of their intent to provide store bought baked goods in order to provide opportunity for an effective review to take place.

IV. Nutrition Education and Physical Education

- A. The Dracut Public Schools aims to teach, encourage, and support healthy eating by students, faculty, and staff members.
- B. Staff Wellness: The Dracut Public Schools highly values the health and well-being of every staff member and will plan and implement activities and policies that support personal efforts by staff to maintain a healthy lifestyle. The Wellness Committee will consider programs of support for employees of the District.
- C. Physical Education K-12: All students in grades K-12, including students with disabilities, special health-care needs, and in alternative educational settings, will receive appropriate physical education opportunities during the school year. Student involvement in other activities involving physical activity (*e.g.*, interscholastic or intramural sports) will be avoided as a substitute for meeting the physical education requirement. Physical Education teachers will maximize the amount of time students are engaged in vigorous physical activity during physical education classes.

- D. Curriculum: A goal of the Wellness Committee will be to annually consider the District's Health, Wellness, and Physical Education Curricula for grades one through eight, giving consideration to mapping the curricula of both Health and Physical Education programs.

Adopted by Dracut School Committee April 25, 2016

COMMITMENT TO ACCOMPLISHMENT

The Dracut School Committee accepts ultimate responsibility for all facets of school operations. Because it is accountable to residents of the district, the School Committee will maintain a program of accountability consisting of the following elements:

Clear statements of expectations and purpose as these relate to operations, programs, departments, and positions.

Provisions for the staff, resources, and support necessary to achieve stated expectations and purposes, subject to financial support by residents of the district.

Evaluation of operations and instructional and staff development programs to determine how well expectations and purposes are being met.

Specific performance objectives to enable individuals to direct their own efforts to the goals and objectives of the district.

Evaluation of the efforts of employees in line with stated objectives, with the first purpose of evaluation being to help each individual make a maximum contribution to the goals of the district.

Every effort will be made by the School Committee, Superintendent, and staff to fulfill the responsibilities inherent in the concept of accountability.