

# Town of Norwood Open Space and Recreation Plan

2020-2027

January XX, 2020



# Acknowledgments

This plan would not be possible without the support and leadership of many people in the Town of Norwood. Sincere thanks to Paul Halkiotis, Pat Deschenes, and the Norwood Open Space and Recreation Plan Committee. Members of the Norwood Open Space and Recreation Plan Committee and supporting Town staff are listed below and in Section 2 of the plan. Funding for this project was provided by the Town of Norwood, as well as the Community Compact Best Practices Program through the Massachusetts Governor's Office.

## **Open Space & Recreation Plan Committee Members**

- Cheryl Doyle, Conservation Commission
- Deborah Holmwood, Planning Board
- Thomas Lorentz, Citizen at large
- Heather Olins, Chair, Citizen at large

## **Town of Norwood Staff**

- Paul Halkiotis, Planning and Economic Development Director
- Patrick Deschenes, Assistant Town Planner
- Al Goetz, Conservation Agent
- Travis Farley, Recreation Department Director

Professional support was provided by the Metropolitan Area Planning Council, the regional planning agency serving the 101 cities and towns of Metropolitan Boston. The following MAPC staff executed the field work, research, analysis, and writing of this Open Space and Recreation Plan, as well as the facilitation of key public meetings:

## **MAPC Staff**

- Joseph Sacchi, Regional Planner II, Project Manager
- Ralph Willmer, FAICP, Technical Assistance Program (TAP) Manager and Principal Planner
- Courtney Lewis, Regional Planner

## **Metropolitan Area Planning Council Officers**

- Keith Bergman, President
- Erin Wortman, Vice President
- Sandra Hackman, Secretary
- Taber Keally, Treasurer
- Marc D. Draisen, Executive Director

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## Plan Summary

### Statement of Purpose

The 2020-2027 Norwood Open Space and Recreation Plan (OSRP) updates and revises the 2011 Open Space and Recreation Plan approved by the Massachusetts Executive Office of Energy and Environmental Affairs. This document has been prepared to serve as a planning guide for the various Town staff, committees, boards, commissions, and volunteer groups in Norwood working to support open space and recreation. While acknowledging the financial constraints, dense development, and changing demographics that exist in Norwood today, this plan seeks to offer opportunities for improving open space and recreation land in the town, as well as for developing actions to meet community goals.

This plan was prepared by the Metropolitan Area Planning Council (MAPC), which is the regional planning agency serving the people who live and work in the 101 cities and towns of Metropolitan Boston. MAPC prepared the plan under the direction of the Open Space and Recreation Committee, with staff support and guidance from the Planning and Economic Development Department and Recreation Department.

The quality of life for Norwood residents and residents of surrounding communities is enhanced dramatically by the Town's conservation areas, its neighborhood parks and playgrounds, and the Town's full service Civic Center, which headquarters the Recreation Department. An inventory of these areas is included in this OSRP as both an educational resource and as a base for the Seven-Year Action Plan (Section 9), which highlights open space and recreation priorities for the next seven years. The Action Plan provides detailed steps for achieving the plan's goals and objectives, including the relevant parties responsible, timeframe for achieving the action, and potential funding sources. This OSRP also includes an overview of the history of Norwood, its physical development, demographic characteristics and an environmental analysis.

In addition to serving as a roadmap, an approved Open Space and Recreation Plan allows Norwood to apply for specific types of grant funding for projects related to open space and recreation. With final plan approval from the Massachusetts Executive Office of Energy and Environmental Affairs (MA EOEEA) Division of Conservation Services (DCS), Norwood will be eligible for funding opportunities like the Local Acquisitions for Natural Diversity (LAND) and Parkland Acquisitions and Renovations for Communities (PARC) grants, which the Town can use for land acquisition and improvement of parks and other open spaces.

The Town of Norwood has developed seven goals on which the OSRP is based:

- **Goal #1: Acquire open space and conservation land**
- **Goal #2: Protect and preserve Norwood's natural resources**
- **Goal #3: Develop a greater variety of recreational opportunities for all**
- **Goal #4: Maintain and manage existing recreation facilities, parks and conservation lands**
- **Goal #5: Increase public awareness on open space and conservation issues**
- **Goal #6: Ensure that the plan takes into account environmental justice and equity**
- **Goal #7: Create the organizational and funding support necessary for implementation of the plan**

# 2

## Introduction

### Statement of Purpose

The Town of Norwood's 2020 Open Space and Recreation Plan continues the work of previous open space plans completed by the Town, updating and replacing the most recent version produced in 2011. This document will serve to guide the Town's decision making around open space and recreation planning and implementation, including spending, for the next seven years. The Plan is designed to provide clearly defined open space and recreation priorities and goals, developed through a participatory public process, to ensure that the needs of the Norwood community are met.

This 2020 Plan Update has been compiled in accordance with the Massachusetts Executive Office of Energy and Environmental Affairs (EOEEA), Division of Conservation Services (DCS) requirements and guidelines. In order to be eligible for state and federal grant aid offered through the EOAA, an approved Open Space and Recreation Plan is required.

### *What is Open Space?*

Open space is land that is undeveloped, usually without buildings or structures, and that is accessible to the public. Open space is typically divided into two categories: conservation lands and recreation resources.

Conservation land is usually left in its natural state and it is often, but not always, open to the public. Conservation lands may include animal and plant habitats, water resources/aquifer protection, and other natural, historical or cultural features.

Recreation involves activity. Active recreation activities include team sports, tennis, swimming competitively, golf, etc. taking place in or on developed facilities. Passive recreation is defined as any activity that can be performed outdoors with a minimum disturbance to an area's natural resources. For example, hiking, picnicking, canoeing, ice skating, cross country skiing, swimming in a natural water body, and informal sports activities on an open field are considered passive activities. Conservation lands can offer passive recreation opportunities. This Plan inventories both active and passive recreation areas, as well open spaces such as cemeteries that serve as historical/cultural features. The Inventory of Norwood's recreation and open space resources is in Section 5.

## Planning Process and Public Participation

The Town of Norwood supported the development of this plan through the work of the Open Space and Recreation Committee, comprised of citizens and volunteers from other Town committees, as well as Town staff. The members of the Open Space and Recreation Plan Committee and supporting Town staff persons are listed below.

### Open Space & Recreation Plan Committee Members

- Cheryl Doyle, Conservation Commission
- Deborah Holmwood, Planning Board
- Thomas Lorentz, Citizen at large
- Heather Olins, Chair, Citizen at large

### Town of Norwood Staff

- Paul Halkiotis, Planning and Economic Development Director
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Throughout the planning process, the Committee and Town staff met regularly with the lead project planner from the Metropolitan Area Planning Council (MAPC) to review and contribute to elements of the plan and assist with community engagement strategies. In order to incorporate perspectives from the larger Norwood community, MAPC and the Town of Norwood organized and hosted two public forums - on October 16, 2018 and January XX, 2020 - and administered an online survey.

The forums were advertised using an informational flyer distributed physically and electronically. In addition to being posted on the Town's website, on a page with other information relevant to the OSRP, information about the first public forum was distributed through the Town's social media channels and the Recreation Department's email list. A press release was prepared and sent to local newspapers, including the Norwood Record.

The online survey was sent to attendees of the first public forum, posted on the Town website and social media channels, and sent through the Recreation Department's email list. Although primarily distributed electronically, the Open Space and Recreation Opinion Survey was also made available in hard copy through placement at locations such as the public library and senior center. The distribution of hard copies was intended to allow individuals without easy or ready internet access to participate in the planning process.

### *Environmental Justice Communities and Enhanced Outreach*

The Executive Office of Energy and Environmental Affairs (EEA) and other state agencies have been implementing an Environmental Justice (EJ) Policy since 2002 to help ensure that all

Massachusetts residents experience equal protection and meaningful involvement with respect to the development, implementation, and enforcement of environmental laws, regulations and policies and the equitable distribution of environmental benefits. This policy was instituted because the Commonwealth realized that low to moderate income residents in densely populated older industrial areas often lack open space and recreation resources and may live near old, abandoned, and/or contaminated sites that can pose risks to public health and the environment.

Environmental justice is an integral consideration in all EEA programs, to the extent applicable and allowable by law. The Environmental Justice Executive Order No. 552 requires Secretariats to take action in promoting environmental justice. The Executive Order requires new environmental justice strategies that promote positive impacts in EJ communities.

For example, EOEEA has now amended the PARC and LAND program regulations to incorporate environmental justice in the award scoring system. Similarly, the Riverways Program and the Massachusetts Environmental Trust will work with EEA to develop systems for incorporating environmental justice as a criterion for awarding grants. EEA has also determined to target its resources to more effectively create, restore, and maintain open spaces located in neighborhoods where EJ populations reside.

Norwood is one of 137 communities in the Commonwealth of Massachusetts that includes an Environmental Justice (EJ) population, as identified through analysis by MassGIS (Bureau of Geographic Information). EJ populations in Massachusetts are determined by the following criteria:

- Households earn 65% or less of the statewide household median income; or
- 25% or more of the residents are minority; or
- 25% or more of the residents are foreign-born; or
- 25% or more of the residents are lacking English language proficiency.

The most recent analysis completed by MassGIS, using data from the 2010 Census, identifies four block groups within Norwood that meet the relevant criteria. Three areas in the southern portion of Norwood qualify based upon their racial and ethnic composition, while another block group in central Norwood qualifies based on the income criteria.

In order to ensure that members of Norwood's EJ populations were aware of and included in the OSRP Planning Process, notices for the public meeting were posted at a popular grocery store in South Norwood and the community rooms at Windsor Gardens Apartment development. The Civic Center – where the public forums were hosted – is located very close to the block group within central Norwood identified as an EJ block group based on income, and is easily accessible by public transportation. The meeting room is also ADA compliant.

## Community Setting

### Regional Context

The Town of Norwood is a nearly fully developed suburb located in eastern Massachusetts, in the heart of Norfolk County. Neighboring municipalities include the Towns of Westwood to the north, Canton to the east, Sharon to the south, and Walpole to the west. Norwood is located 14 miles southwest of Boston. Please see Figure 1 below for a map representing Norwood's place in the region.

The Town of Norwood falls within the Neponset River Watershed. In addition to the Neponset River itself, which winds through the southern portion of town and along its eastern edge, tributaries including Plantingfield Brook, Purgatory Brook, Hawes Brook, Meadow Brook, and Traphole Brook flow through Norwood.

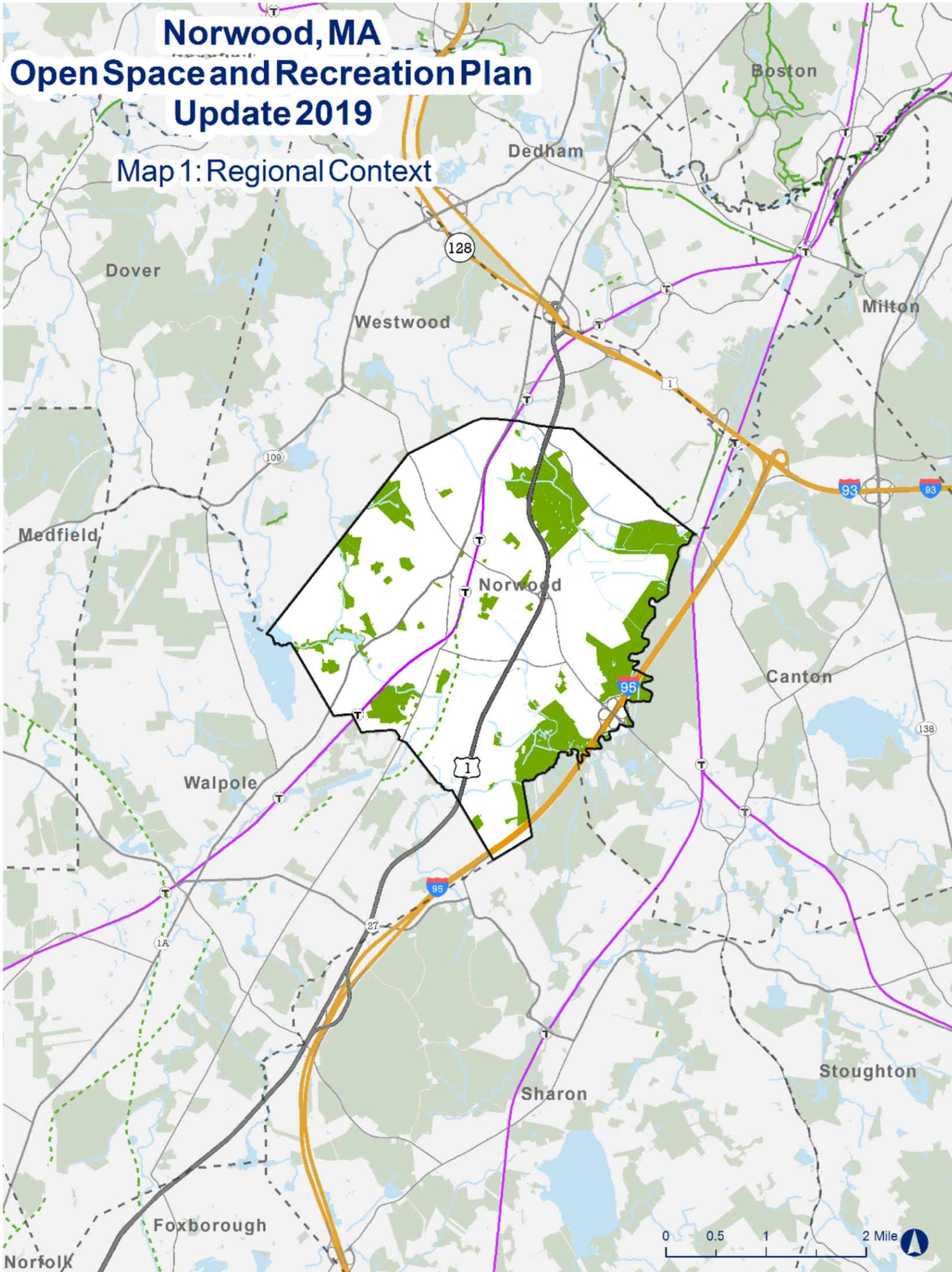
Two major transportation routes, Routes 1 and 1A, bisect the town, and I-95 intersects its eastern edge. Development along the Route 1 business corridor especially has had an especially notable impact on the community, providing regional employment opportunities and local tax benefits. The MBTA Commuter Rail's Franklin Line passes through Norwood, which has three commuter rail stations along the line. The Town of Norwood also owns and operates the municipal Norwood Memorial Airport, which serves as a regional aviation resource.

Norwood is one of 101 cities and towns represented by the Metropolitan Area Planning Council (MAPC), the regional planning agency for the Greater Boston region. Norwood is a member community of the Three Rivers Interlocal Council (TRIC), one of eight MAPC subregions. In 2008, MAPC adopted a comprehensive plan for the region with goals through 2030 entitled MetroFuture. MetroFuture guides the work of MAPC agency-wide and every project MAPC undertakes works towards reaching these goals. Many MetroFuture goals are applicable to the Norwood Open Space and Recreation Plan, including:

- *Sustainable Growth Goal 7:* Cities, towns, and neighborhoods will retain their sense of uniqueness and community character.
- *Sustainable Growth Goal 8:* Historic resources will be preserved and enhanced.
- *Sustainable Growth Goal 9:* The region's landscape will retain its distinctive green spaces and working farms.

- *Sustainable Growth Goal 11*: The region will be prepared for and resilient to natural disasters and climate change.
- *Healthy Communities Goal 3*: All neighborhoods will have access to safe and well-maintained parks, community gardens, and appropriate play spaces for children and youth.
- *Healthy Communities Goal 4*: Residents in all communities and of all incomes will have access to affordable, healthy food.
- *Healthy Communities Goal 5*: Most residents will build regular physical activity into their daily lives.
- *Healthy Environment Goal 7*: The region's rivers, streams, lakes, and ponds will have sufficient clean water to support healthy populations of native fish and other species, as well as recreational uses.
- *Healthy Environment Goal 10*: A robust network of protected open spaces, farms, parks, and greenways will provide wildlife habitat, ecological benefits, recreational opportunities, and scenic beauty.

Norwood shares several prominent conservation and recreation areas with neighboring municipalities. The Fowl Meadow and Ponkapoag Bog Area of Critical Environmental Concern (ACEC) is the largest wetland area in the Neponset River Basin, covering more than 8,000 acres across Boston, Canton, Dedham, Milton, Randolph, Sharon, Westwood, and Norwood. Norwood is home to the largest acreage among the communities, with approximately 2,200 acres of the ACEC located within its borders. The area was designated as an ACEC in 1992 by the Executive Office of Environmental Affairs following its nomination for designation by the Neponset River Watershed Association (NepRWA) and the eight Conservation Commissions of the relevant cities and towns. Willett Pond, a 220-acre manmade water body, adjoins Walpole, Westwood, and Norwood. The water body is now owned by the Neponset River Landholding Association, a subsidiary of the Neponset River Watershed Association, which manages it for wildlife habitat and recreation.



- - - - Municipal Boundaries
- Interstate
- U.S. Highway
- State Route
- Ⓣ Commuter Rail Stations
- Commuter Rail Lines
- Shared-Use Path - Existing
- - - Shared-Use Path - Proposed

- Norwood Open Space
- Rivers and Streams
- Lakes and Ponds
- Surrounding Open Space

The information depicted on this map is for planning purposes only. It is not adequate for legal boundary definition, regulatory interpretation, or parcel-level analyses.

Produced by:  
Metropolitan Area Planning Council  
60 Temple Place, Boston, MA 02111 | (617) 933-0700

Data Sources:  
Metropolitan Area Planning Council (MAPC)  
Massachusetts Geographic Information System (MassGIS)  
Massachusetts Department of Transportation (MassDOT)

## History of Norwood

The earliest European settlers of what eventually became the Town of Norwood arrived from Dedham in the late 17th century. The attraction was the swift moving Neponset River in present day South Norwood near the East Walpole line. Ezra Morse constructed a sawmill along the river which was active for the next 200 years. The Neponset River was to become the driving force for the town's development throughout the next two centuries. Known officially as the second parish of Dedham, most inhabitants referred to their village by its Indian name, Tiot. The population grew through the 18th century, and names such as Tiot, Morse Village, and Ellis distinguished the various population centers.

By 1872 enough friction had developed between the second parish and the mother town of Dedham that the Massachusetts General Court approved the creation of a new town. South Dedham, after having been a parish of the Town of Dedham for 142 years, took its place among the towns of Norfolk County as "NORWOOD" on February 13, 1872 when the Act of Incorporation was approved by the General Court. At that time, 1,825 people, almost exclusively Anglo Saxon Protestants, lived within its area of 10.48 square miles.

Spurred by its status as a separate town, Norwood was launched into a growth pattern. The railroad had come to South Dedham in the late 1840's making it increasingly attractive to industry. Between the years 1872 and 1922, industry replaced agriculture as the economic base of the community. Many of Norwood's industries were world-famous for their products. There were tanneries, printers, and book manufacturers and binderies, an ink mill, railroad shops, foundries, paper mills, a roofing plant, and a floor-covering mill. Several of these old industries have since dissolved or moved but others have survived and prospered. Attracted by the rise of new industry, various foreign-born peoples moved into the Town and the population increased to over 12,600 during this period. The influx and assimilation of immigrants has placed Norwood among the most culturally diverse towns of its size and type in New England. Norwood achieved a degree of unprecedented prosperity between 1905 and 1922. Economic and physical expansion culminated in the "Town Manager" form of government in 1914 as a more effective way to administer the growing town.

Industrial development continued in Norwood through the mid-20th century. After World War II a gradual shift to high tech occurred in Norwood. Major corporations found Norwood's proximity to Boston and access to major east-coast population centers to be attractive for business. During the 1970's, changes in the global economy forced many manufacturers to shift their operations to different states or out of the country altogether. Norwood replaced much of that manufacturing business with auto related business. Indeed, Norwood's "Automile" is a nationally recognized term. The Town is still considered one of the more important manufacturing, suburban-residential, and wholesale and retail trade centers south of Boston.

## Demographic Characteristics

### *Population Trends*

Between 1970 and 1990, the Town of Norwood's population declined by approximately 7%. In the following decades, the town's population essentially, decreasing only very slightly between 1990 and 2010. The most recent estimates from the American Community Survey estimated Norwood's 2017 population to be 29,121, suggesting a modest upward trend.

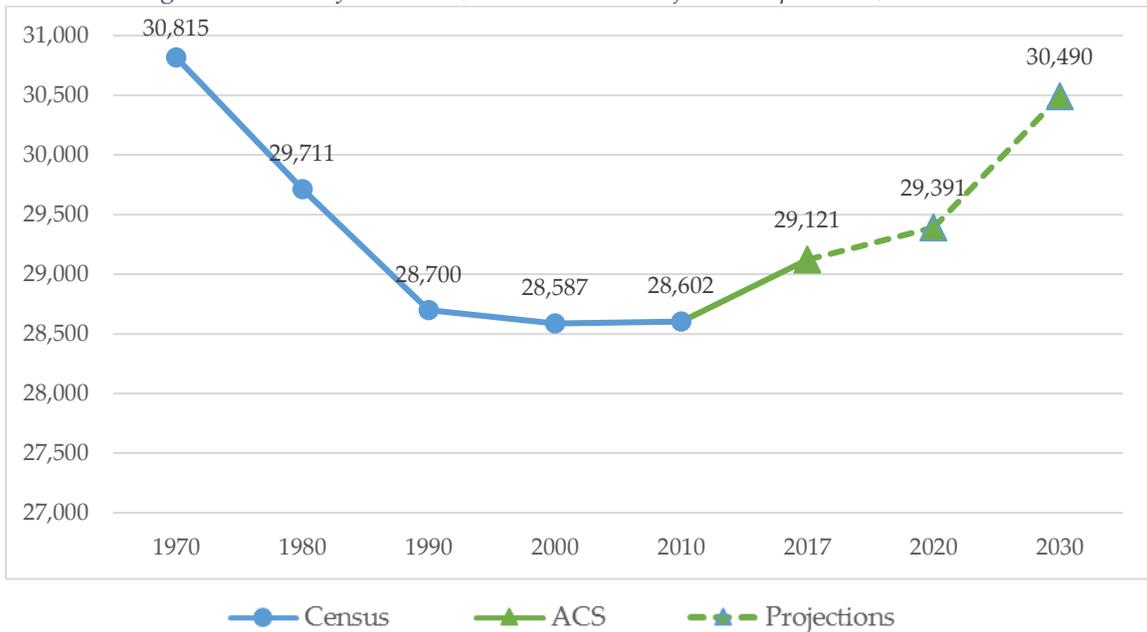
The Metropolitan Area Planning Council (MAPC) has prepared population projections through 2030 for the Metro Boston region. These projections are based on two scenarios: Status Quo (SQ), based on the continuation of existing rates of births, deaths, migration, and housing occupancy; and a Stronger Region (SR) that assumes higher population growth, greater housing demand, and a larger workforce. Specifically, the Stronger Region scenario assumes that in the coming years:

- the region will attract and retain more people, especially young adults, than it does today;
- younger householders (born after 1980) will be more inclined toward urban living than were their predecessors, and less likely to seek out single family homes; and
- an increasing share of senior-headed households will choose to downsize from single family homes to apartments or condominiums.

Current trends appear to support the assumptions embedded in the Stronger Region model, so this scenario was used to project population and demographic changes in this plan.

Looking forward to 2030, MAPC's Stronger Region Projections indicate that Norwood's population size will increase by slightly less than 1,900 residents, reversing the downward trend of the preceding decades.

Figure 1: Town of Norwood, Historic and Projected Population, 1970-2030



Source: US Census; 2013-2017 American Community Survey 5-year Estimates; MAPC Stronger Region Projections

Compared to immediately adjacent municipalities, Norwood experienced the least rate of population growth between 2000 and 2010. However, despite being the smallest community geographically, Norwood is the most populous – and consequently significantly more densely populated – than its neighbors. As the population is expected to expand in coming decades, careful planning will be required to ensure the open space and recreation resources existing in town remain adequate and available for use by its growing population.

Table 1: Population and Density for Norwood and Neighboring Towns

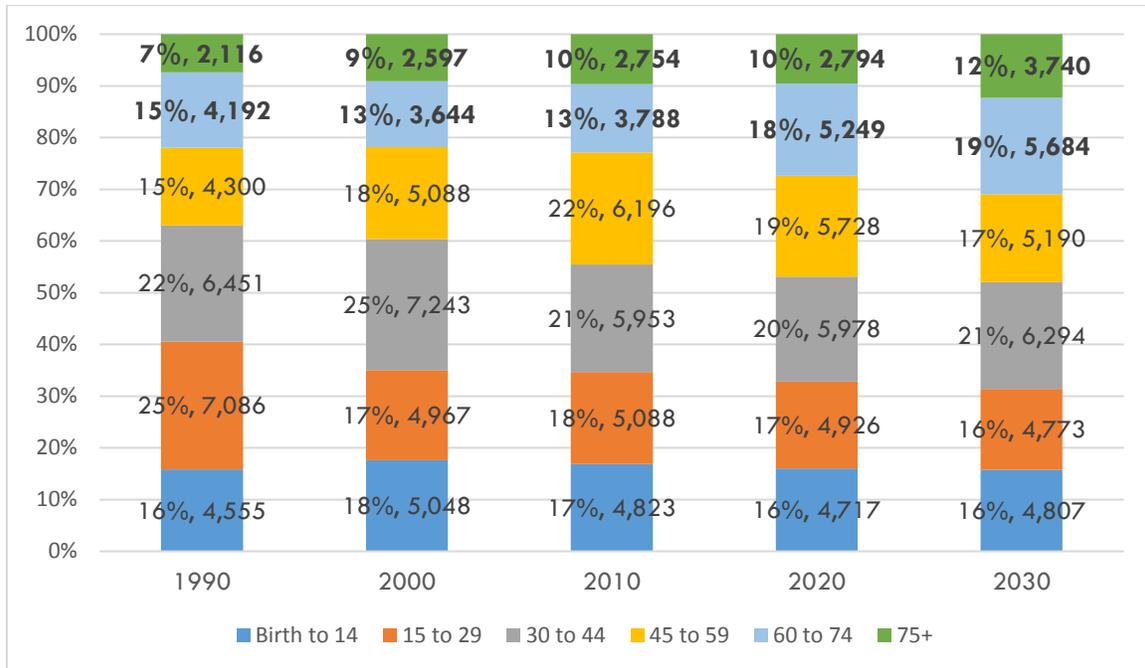
Municipality	2000 pop.	2010 pop.	% Change 2000-2010	Area (Sq. Miles)	2010 Pop. Density (per sq. mile)
Canton	20,775	21,561	3.78%	19.54	1,103
<b>Norwood</b>	<b>28,587</b>	<b>28,602</b>	<b>0.05%</b>	<b>10.55</b>	<b>2,711</b>
Sharon	17,408	17,612	1.17%	24.38	722
Walpole	22,824	24,070	5.46%	21.06	1,143
Westwood	14,117	14,618	3.55%	11.18	1,308

Source: US Census, MassGIS

In addition to total population size, the population’s projected compositional changes have implications for future open space needs. Although all age groups benefit from access to natural and recreation spaces, different user bases use recreations spaces with variable frequency and for a range of activities. For example, the facilities required by a large youth sports organization

differ significantly from those enabling individual passive recreation activities pursued by older residents. Between 1990 and 2010 Norwood’s population aged overall, with the population under 30 years old shrinking from 41% of the total population in 1990 to 35% in 2010. By 2030, the under 30 population is expected to decrease to 32% of the total population. The proportion of Norwood’s population 60 years and older increased only slightly from 1990 to 2010 – from 22% of the total to 23% - but is expected to grow to 31% of the total in 2030.

Figure 2: Norwood Population by Age Group, 1990-2030



Source: US. Census, MAPC Stronger Region Projections

Norwood’s population became significantly more racially and ethnically diverse in the years after 2000. While the town’s total population grew by only 0.05% between 2000 and 2010, representation of every racial and ethnic group besides White, non-Hispanic residents increased. The Black, Non-Hispanic and Hispanic/Latino populations each more than doubled.

Table 2: Town of Norwood, Race and Ethnicity, 2000-2010

Race and Ethnicity	2000 #	2000 %	2010 #	2010 %	% Change
<b>White, Non-Hispanic</b>	25,606	89.57%	23,642	82.66%	-7.67%
<b>Black, Non-Hispanic</b>	643	2.25%	1,392	4.87%	116.49%
<b>Native American, Non-Hispanic</b>	23	0.08%	41	0.14%	78.26%
<b>Asian/ Pacific Islander, Non-Hispanic</b>	1445	5.05%	1,700	5.94%	17.65%
<b>Other Race, Non-Hispanic</b>	90	0.31%	184	0.64%	104.44%

Race and Ethnicity	2000 #	2000 %	2010 #	2010 %	% Change
<b>Multi-Race, Non-Hispanic</b>	307	1.07%	416	1.45%	35.50%
<b>Hispanic/ Latino</b>	473	1.65%	1,227	4.29%	159.41%
<b>Total:</b>	28,587	-	28,602	-	0.05%

Source: US Census

Although the Town of Norwood still remains slightly less diverse than the MAPC Region and the state as a whole, its rate of demographic change between 2000 and 2010 was substantially greater in comparison.

Table 3: Race and Ethnicity Comparison, 2010

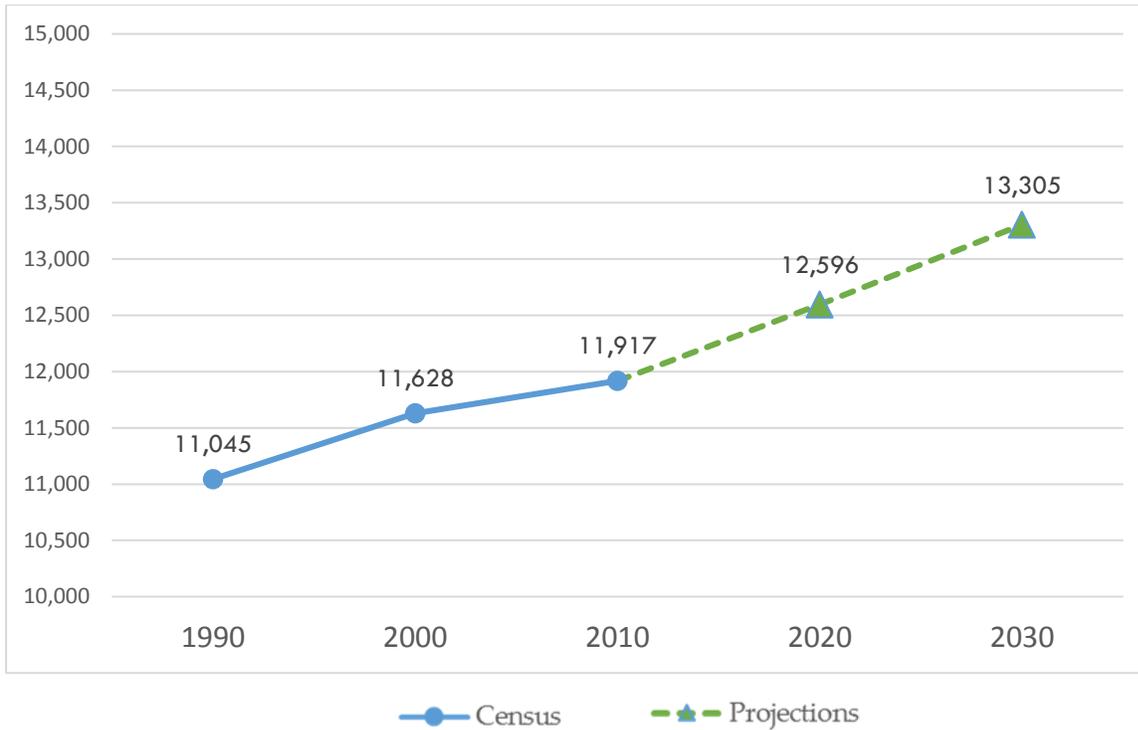
Race and Ethnicity	Norwood	% Change (00-10)	MAPC Region	% Change (00-10)	State	% Change (00-10)
<b>White Non-Hispanic</b>	82.66%	-7.7%	72.2%	-5.2%	76.1%	-4.1%
<b>Black Non-Hispanic</b>	4.87%	116.5%	7.9%	15.8%	6.0%	23.1%
<b>Native American, Non-Hispanic</b>	0.14%	78.3%	0.1%	-4.5%	0.2%	-4.3%
<b>Asian/ Pacific Islander, Non-Hispanic</b>	5.94%	17.7%	7.6%	45.5%	5.3%	46.3%
<b>Other Race, Non-Hispanic</b>	0.64%	104.4%	1.1%	81.7%	0.9%	41.2%
<b>Multi-Race, Non-Hispanic</b>	1.45%	35.5%	1.9%	6.3%	1.9%	10.8%
<b>Hispanic/ Latino</b>	4.29%	159.4%	9.1%	47.8%	9.6%	46.4%

Source: US Census

### Household Trends

In addition to population trends, examining changes to household number and composition should also inform open space and recreation planning. A household consists of all the people who occupy a housing unit. As each household requires its own unit of housing, growing household numbers will add development pressure on existing open space. As of the 2010 Census, Norwood was home to 11,917 households, for an average of 2.37 residents per household. Although Norwood's population remained largely stable – even decreasing slightly – between 1990 and 2010, the number of household within Norwood grew by close to 8%. MAPC's Stronger Regions scenario further projects an 11% household increase between 2010 and 2030. Due to continued declines in household size, the number of households is expected to grow faster than population. This corresponds to trends in the broader MAPC region and the state between 2000 and 2010.

Figure 3: Norwood Recent and Projected Households, 1990 - 2030

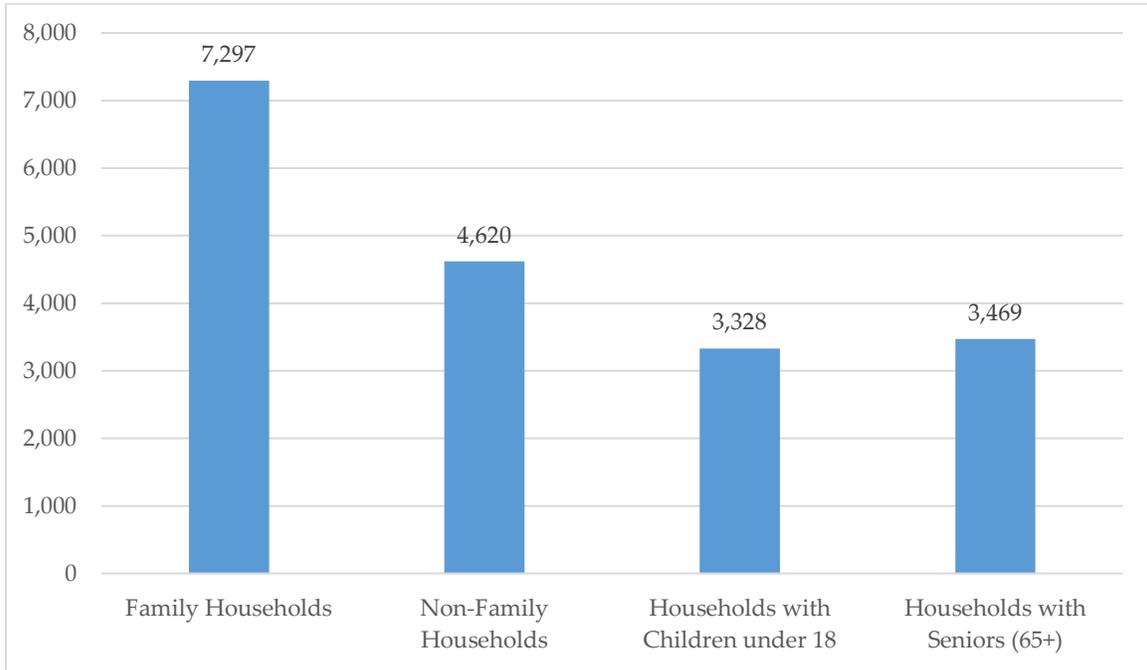


Source: US Census, MAPC Stronger Regions Projections

Reasons for decreased household size range from families delaying having children, having fewer children, and smaller households in the oldest age cohorts as baby boomers age.

At 7,297, family households make up 61% of the total number of households in Norwood while non-family households make up the remaining 39%. A nonfamily household is one where the householder is living alone or with nonrelatives only. More than a quarter of all households in Norwood have children under the age of 18 which is slightly lower than the number of households with seniors 65 and over which accounts for 29% of all households.

Figure 4: Household Types, 2010



Source: US Census

*Jobs and Income*

According to the ACS 5-Year Estimates 2013-2017, median household income in Norwood is \$87,516. The median family income is higher at \$113,259 and the median non-family income is significantly lower at \$50,296. Norwood’s non-family households are primarily individuals living alone. Compared to neighboring communities, Norwood has the lowest median household income.

Table 4: Median Household Income, 2017

Municipality	Median Household Income
<b>Canton</b>	\$96,583
<b>Norwood</b>	\$87,516
<b>Sharon</b>	\$132,734
<b>Walpole</b>	\$107,956
<b>Westwood</b>	\$145,799
<b>Norfolk County</b>	\$95,668
<b>Massachusetts</b>	\$74,167

Source: American Community Survey 5-Year Estimates, 2013-2017

## Industry

According to data maintained by the State Executive Office of Labor and Workforce Development (EOLWD), 1,340 wage paying establishments were located in the Town of Norwood in 2017, employing 24,312 workers and paying an average weekly wage of \$1,360. Health Care and Social Assistance is the largest industry in Norwood, with both the highest number of establishments (240) and the highest average monthly employment (4,059).

Table 5: Town of Norwood, Employment by Industry

Industry	Establishments	Total Wages	Avg. Employment	Avg. Weekly Wage
<b>Total, All Industries</b>	<b>1,340</b>	<b>\$1,719,503,160</b>	<b>24,312</b>	<b>\$1,360</b>
Construction	117	\$99,836,537	1,350	\$1,422
Manufacturing	62	\$353,170,431	3,222	\$2,108
Wholesale Trade	105	\$290,637,279	2,454	\$2,278
Retail Trade	149	\$62,533,152	768	\$1,566
Transportation and Warehousing	29	\$144,282,595	1,644	\$1,688
Information	27	\$188,430,646	3,494	\$1,037
Finance and Insurance	56	\$73,664,483	1,073	\$1,320
Real Estate and Rental and Leasing	35	\$33,678,577	398	\$1,627
Professional and Technical Services	168	\$75,728,869	627	\$2,323
Management of Companies and Enterprises	11	\$29,037,520	472	\$1,183
Administrative and Waste Services	74	\$186,840,575	2,047	\$1,755
Educational Services	29	\$71,752,263	485	\$2,845
Health Care and Social Assistance	240	\$64,838,841	1,292	\$965
Arts, Entertainment, and Recreation	21	\$69,619,383	1,173	\$1,141

Source: Massachusetts Executive Office of Labor and Workforce Development (EOLWD)

### *Employment Trends*

Although Norwood – like other historic industrial areas in the country - has been effected by the decline of manufacturing, the Town has adapted and continues to attract internationally significant companies. For example, although Polaroid shuttered its Norwood factory in the mid-2000s, the site is now anchored by Mercer, the world’s largest human resources consulting firm, and Moderna Therapeutics Inc. which invested \$130 million into a 200,000 sq. ft. manufacturing facility in 2018. In December 2019, Moderna announced their intentions to invest \$50 million in a neighboring facility on the former Polaroid site, transfer 250 employees from its headquarters, and add 100 new positions; when fully built out, Moderna will employ almost 600 individuals in its Norwood facilities.<sup>1</sup>

Health care organizations also have a significant employment presence in Norwood. The Norwood Hospital is the Town’s largest institutional employer, with 1,315 employees – including full time and part time positions – in 2017. Dedham Medical Associates Norwood and Ellis Rehabilitation & Nursing are also major sources of healthcare jobs in Norwood.

Development along the Route 1 business corridor especially has had an especially notable impact on the community's economy, providing regional employment opportunities and local tax benefits.

In 2018, Norwood had an annual area unemployment rate of 3.0%, compared to 3.3% for Massachusetts as a whole.

### *Environmental Justice Population Characteristics*

In 2002 the Commonwealth of Massachusetts developed an Environmental Justice Policy. Environmental justice is “based on the principle that all people have a right to be protected from environmental pollution and to live in and enjoy a clean and healthful environment.” Massachusetts uses three criteria to identify Environmental Justice (EJ) communities, including income, race & ethnicity, and English language proficiency. The Massachusetts Executive Office of Energy and Environmental Affairs (EEA) defines EJ populations as neighborhoods (U.S. Census Bureau census block groups) that meet one of more of the following criteria:

- Median annual household income is at or below 65% of the statewide median income;
- 25% or more of the residents are a minority;
- 25% or more of the residents are foreign born; or
- 25% or more of the residents are lacking English language proficiency.

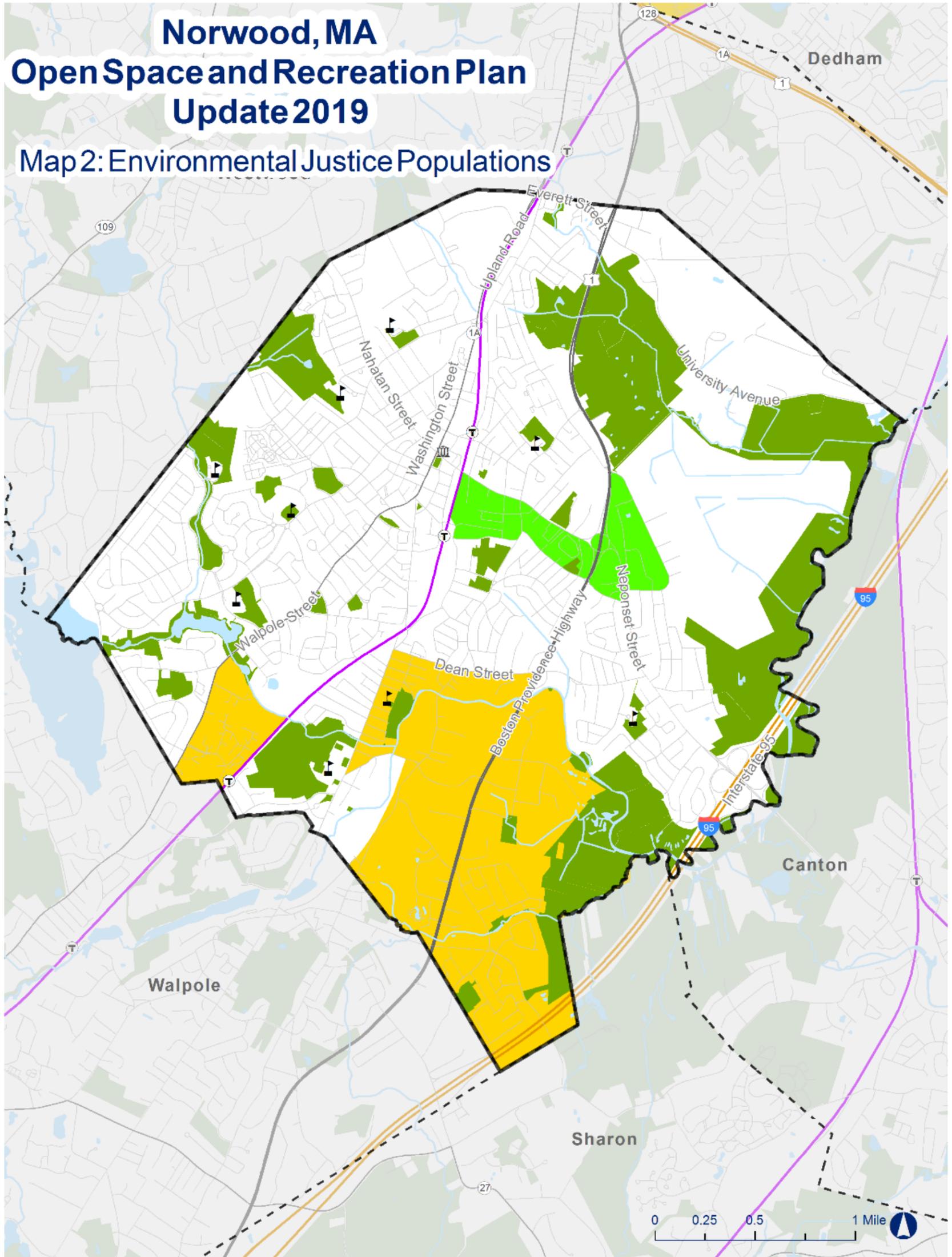
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<sup>1</sup> Carlock, Catherine “Moderna to expand in Norwood, plans to transfer 250 jobs from Cambridge” *Boston Business Journal* December 10, 2019 <https://www.bizjournals.com/boston/news/2019/12/10/moderna-to-expand-in-norwood-plans-to-transfer-250.html?>

The most recent analysis completed by MassGIS (Bureau of Geographic Information), using data from the 2010 Census, identifies four block groups within Norwood that meet the relevant criteria. Three areas in the southern portion of Norwood qualify based upon their racial and ethnic composition, while another block group in central Norwood qualifies based on the income criteria. A map of the Environmental Justice populations in Norwood is below.

# Norwood, MA Open Space and Recreation Plan Update 2019

## Map 2: Environmental Justice Populations



### EJ Criteria, by Block Group

- Minority\*
- Income\*\*

- Municipal Boundaries
- Open Space
- Town Hall
- Rivers and Streams
- Schools
- Lakes and Ponds
- Commuter Rail Stations
- Commuter Rail Lines

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Data Sources:  
Metropolitan Area Planning Council (MAPC)  
Massachusetts Geographic Information System (MassGIS)  
Massachusetts Department of Transportation (MassDOT)

\* 25% or more the residents identify as a race other than white

\*\* Annual median household income is equal to or less than 65 percent of the statewide median (\$62,072 in 2010)

## Growth and Development Patterns

### *Patterns and Trends*

The development of the Town of Norwood has been, in large part, a response to shifting patterns of transportation. Norwood's earliest development was influenced by its location on the swift-flowing Neponset River, which was both a transportation route and a source of power for mills. With the coming of the railroad in the 1840's, the Town became increasingly attractive to industry as the economic base shifted away from agriculture. After World War II when highways became the primary mode of transportation, Norwood's location relative to Boston became more important and spurred the growth of high-tech industries in Norwood.

Another factor contributing to the overall land use patterns in Norwood is the presence of the Fowl Meadow, much of which will never be developed because of environmental constraints. This large undevelopable area pushed much of the residential development into the north and southwestern portions of Town.

Over a third of Norwood's land use – as measured by area (acres) - is attributable to residential development. Although single family home lots account for a substantial majority (69%) of residential land area, detached single family homes comprise less than 50% of Norwood's total housing units. While occupying a much smaller spatial footprint, multifamily buildings – structures with three or more units – contain approximately 35% of Norwood's overall housing unit stock.

*Table 6: Housing Units by Units in Structure*

<b>Housing Units in Structure</b>	<b># of HU</b>	<b>% of Total HU</b>
1-unit, detached	5,825	48%
1-unit, attached	789	6%
2 units	1,340	11%
3 or 4 units	1,071	9%
5 to 9 units	752	6%
10 to 19 units	1,353	11%
20 or more units	1,024	8%
<i>Total</i>	<i>12,154</i>	<i>100%</i>

*Source: 2013-2017 American Community Survey 5-year Estimates*

Commercial and industrial uses account for approximately 30% of the town's land use. Norwood is a strongly pro-business community, and seeks to both attract new development and assist long time businesses grow and prosper. The Town of Norwood offers special benefits

for commercial development and the businesses that locate and invest in the community.<sup>2</sup> Assistance is available from both the Norwood Economic Development Committee and the Office of Community Planning and Economic Development. Due to the centrality of economic enterprises to Norwood’s development and identity, the Town has generally welcomed development and there is relatively little vacant land free of constraints. As interest in environmental conservation and the protection of green space grows among the community, Norwood must balance these imperatives with the other goals, such as economic development, that have historically informed its approach to development and planning.

Table 7: Norwood Land Use by Area

Property Type	Parcels		Acres	% Total
<b>Residential</b>			<b>2,530</b>	<b>37.49%</b>
Single Family			1,736	25.73%
Two/Three Family			227	3.36%
Multifamily			187	2.77%
Other Residential			104	1.53%
Vacant - Developable			28	0.41%
Vacant - Undevelopable			249	3.69%
<b>Commercial/Industrial</b>			<b>2,011</b>	<b>29.80%</b>
Commercial/Retail			1,274	18.87%
Industrial			523	7.75%
Vacant - Developable			159	2.35%
Vacant - Undevelopable			56	0.83%
<b>Mixed Use</b>			<b>13</b>	<b>0.19%</b>
<b>Exempt</b>			<b>1,264</b>	<b>18.72%</b>
Public			1,226	18.17%
Institutional			37	0.55%
<b>Other</b>			<b>931</b>	<b>13.79%</b>
Right-of-Ways			879	13.02%
Uncoded			52	0.77%
<b>Total</b>			<b>6,749</b>	<b>100.00%</b>

Source: Mass GIS Level 3 Assessors Database, FY18

<sup>2</sup> “Step in the Right Direction! A Business and Community Guide” Norwood, MA  
[http://www.norwoodma.gov/document\\_center/Economic\\_Development\\_Committee/Norwood\\_Guide\(web\)\(1\).pdf](http://www.norwoodma.gov/document_center/Economic_Development_Committee/Norwood_Guide(web)(1).pdf)

## *Infrastructure*

### *Transportation*

Norwood enjoys access to an array of transportation routes and resources. Vehicular commuters benefit from supportive infrastructures which makes the town easily accessible by car. Two major transportation routes, Routes 1 and 1A, bisect the town, and I-95 intersects its eastern edge. Development along the Route 1 business corridor especially has had an especially notable impact on the community, providing regional employment opportunities and local tax benefits.

Norwood also benefits from the location of three MBTA Commuter Rail stations – Norwood Central, Norwood Depot, and Windsor Gardens – which run along the Franklin Line, allowing passengers to access the broader regional mass transit system and arrive at Boston’s South Station within approximately 45 minutes. MBTA bus service is also available, with the 34E bus route running along Washington Street between Forest Hills in Boston and Walpole.

The Town of Norwood also owns and operates the municipal Norwood Memorial Airport. The airport is one of 37 public use facilities in Massachusetts to offer general aviation services, such as charter services, aerial surveys and photography, and flight instruction. There are also some smaller commercial flights, but nothing large scale due to the size of the airport.

In July 2019, the Town of Norwood applied for a Complete Streets grant through the Massachusetts Department of Transportation (MassDOT), which can provide funding for roadway improvements designed to enhance safety and accessibility for all travel modes and people of all ages and abilities. The Boston Region MPO’s Transportation Improvement Program for FY2020-2024 identifies several projects in Norwood which will enhance accessibility and pedestrian safety. These projects include the installation of traffic and pedestrian signals at Route 1A/Washington Street and Prospect Street, and the reconstruction of existing sidewalks along Washington Street to meet ADA/AAB standards with upgraded pavement markings.

### *Water and Sewer*

The Town of Norwood’s first public water supply was Buckmaster Pond, located in the neighboring Town of Westwood, which Norwood was granted ownership of in 1885 for use as a water source. Norwood ceased using Buckmaster Pond as a public water source when the Ellis Wellfields were developed in the 1910s. Although neither Buckmaster Pond nor Ellis Wellfields currently serve as a water source, both function as recreation resources today.

The Town of Norwood’s water and sewer service is supplied and treated through the Massachusetts Water Resources Authority (MWRA). MWRA is a Massachusetts public authority established by an act of the Legislature in 1984 to provide wholesale water and sewer services to 3.1 million people and more than 5,500 large industrial users in 61 metropolitan

Boston communities. The Town of Norwood provides water service to approximately 9,000 service connections; the Light Department is responsible for the billing and customer service for these accounts. In 2018, Norwood had an average daily demand of 2.7 million gallons per day (mgd).

*Solid Waste*

The Town’s landfill has been closed and capped. Solid waste is now disposed of by a private contractor, Waste Management, at their facility in Saugus, MA. The Norwood Department of Public Works has continued to use the site as a composting and recycling facility, available for use only by Norwood residents. The Town also collects Household Hazardous Waste (HHW) at its recycling facility biannually, a program sponsored by the Health Department in partnership with the Public Works Department.

*Recent and Anticipated Development Activity*

Because most of the land in Norwood has already been developed, there are few pieces of land suitable for subdivision to create new house lots. Most new residential development is taking place where over-sized lots are being split up either through the ANR (Approval Not Required) process or as modified subdivisions. At the time when the last Open Space and Recreation Plan was being written, four subdivisions – including the 16 lot Talbot Farms development and the 9 lot Coolidge Estates project – were under construction. In the years since, three other subdivisions have been approved.

*Table 8: Subdivision Activity*

Project Name	Year Approved	Lots	Comments
Maxwell Estates Phase I	2012	8	Single family. Construction complete.
Maxwell Estates Phase II	2015	5	Single family
Power Lane	2018	3	Single family

*Source: Town of Norwood, Annual Town Reports*

Despite the relative rarity of subdivision activity, residential development within Norwood has seen a spate of activity over the previous five years. According to the data from the Building Department, between 2013 and 2017 Norwood issued 79 building permits for residential buildings. In recent years, the majority of the permitted housing units are accounted for by the approval of more than 30 multifamily buildings.

Table 9: Residential Building Permits, 2013-2017

Year	Total Building Permits	Single Family Building Permits	Multi Family Building Permits
2013	13	13	0
2014	9	8	1
2015	11	4	7
2016	33	10	23
2017	7	2	5

Source: Building Department Annual Reports

In recent years, Norwood has attracted a range of development activity. Selected recent and anticipated major projects are highlighted below.

*Benchmark Senior Living on Clapboard Tree:* Norwood’s Planning Board approved the 90-unit assisted living facility in August 2014, and the facility officially opened in January 2017. The accommodations consist of studios, and one and two bedroom apartments, and includes affordable and market rate units. The building is located on an 8-acre parcel between Investors Way in Norwood and Clapboardtree Street in Westwood.

*One Upland:* Located at Upland Woods, this 40B development contains 262 apartments spread across seven buildings. The apartments include a mix of one, two, and three bedroom units. Completed buildings began opening for lease in early 2016.

*Forbes Hill Estate:* The Forbes Hill Estate property consists of approximately 27 acres of land, and includes a historically significant mansion built in 1915. In 2015, the then property owner proposed developing 300 apartments spread across 12 buildings on the site. Proposed as a project under Chapter 40B, Norwood’s Zoning Board of Appeals initially denied the project but following a legal settlement approved an amended 260-unit development in 2017. However, the project continued to prove controversial and Town Meeting voted to purchase the property at a Special Town Meeting that year. The purchase granted the town control over long-term planning for the site. The Forbes Hill Task Force – a Town committee formed to develop a plan for the site’s future use – evaluated multiple scenarios and eventually recommend to sell the property and create an updated overlay zoning district to allow a wider range of uses and enhance the property’s value. Both the sale and the creation of a Planned Mixed-Use Overlay District (PMUOD) for the site were approved by Special Town Meeting in November 2018. The Town subsequently released a request for proposals (RFP) in April 2019 and selected a successful bid of \$13 million for a proposed medical complex. At the time of this plan update, the sale is still pending.

*Regal Press 40R:* Voters approved the creation of the Saint George Avenue Smart Growth Overlay District (SGASGOD) at 2014 Annual Town Meeting. The Regal Press 40R housing project was subsequently proposed under the new zoning, to convert the former Regal Press

building into 40 residential units, including lofts, studio, and one bedroom apartments. Per the 40R regulations, 10 of the units are designated affordable, with the remaining being market rate. The design of the project sought to preserve and restore as much of the historic building's appearance and character as possible.

*Plimpton Press / Avalon Norwood:* The former Plimpton Press site on Lenox Street in central Norwood was originally targeted for development as a 40R project encompassing 238 units, 50 condominiums and 188 apartments. Although the zoning change required for the project received majority support at 2014 Annual Town Meeting, it failed to reach the two-thirds majority required for zoning changes. Avalon Bay, a development company, subsequently proposed a 218-apartment project for the site. Although the Town initially resisted the project, a negotiated resolution was reached between the Town and Avalon Bay. Through the negotiation process, the developer agreed to reduce the size and density of the project and increase buffers for immediate neighbors. The Town also secured \$198,000 and a \$130,000 infiltration and inflow payment. The site's development also involved significant environmental remediation.

*Skating Club of Boston:* In May of 2019, the Skating Club of Boston broke ground on a \$37 million dollar facility on a 36-acre project site including the grounds of the former Lost Brook Golf Course, which ceased operations in the spring of 2018. The 180,000 sq. ft. training facility on University Avenue will feature three rinks: an Olympic sized figure skating arena with a seating capacity of 2,500, a figure skating rink with seating for 1,500, and a hockey rink with 400 seats. Although the Skating Club is a nonprofit organization and the property will not generate tax revenue, it promises to provide a range of other economic and cultural benefits to the Town of Norwood and its residents. The property is bordered by conservation land and there are future plans to develop a walking path across the property.

*84 Morse Street:* Boch Automotive originally proposed constructing three open auto storage lots with space for 858 vehicles on land – sometimes referred to as the Comenitz Property – which is located off of Morse Street and along the Neponset River. During the permitting process, the plan was revised to reduce the total number of spaces to 565 spread across two lots. The third lot not targeted for development is located on the western side of the Neponset River, at the end of three residential streets – St. John Street, Saint Paul Street, and Saint Joseph Street – and adjacent to Eliot Park. At the October 2019 Special Town Meeting voters approved purchasing this property which had been listed in the 2010 OSRP as a priority for property acquisition.

### *Zoning*

The Town of Norwood is divided into 13 zoning districts, including five residential districts, four commercial districts, and four industrial districts.

*Table 10: Town of Norwood Base Zoning Districts*

<b>Abbreviation</b>	<b>District Name</b>	<b>Max. Height/Stories</b>	<b>Minimum Lot Size</b>
S	Single Residence	30 ft	10,000 sf
S1	Single Residence – 1	30 ft	12,500 sf
S2	Single Residence – 2	30 ft	15,000 sf
G	General Residence	30 ft	10,000 sf*
A	Multifamily	30 ft	10,000 sf**
GB	General Business	30 ft	10,000 sf**
CB	Business Districts – Central	40 ft	5,000 sf**
HB	Highway Business	40 ft****	22,500 sf**
LB	Limited Business	30 ft	10,000 sf**
O	Office-Research	30 ft	3 acres***
LM	Limited Manufacturing	60 ft	3 acres***
LMA	Limited Manufacturing A	60 ft	3 acres***
M	Manufacturing	40 ft****	10,000 sf

\*7,500 square feet per dwelling unit if that results in more than the basic minimum.

\*\* For multifamily dwellings, 10,000 square feet plus 3,500 square feet per dwelling unit after the first unit.

\*\*\* One-story accessory structures have no requirement.

\*\*\*\* Increase by one foot for each foot by which all setback and yard requirements are, at minimum, exceeded, to a maximum of 60 feet in height.

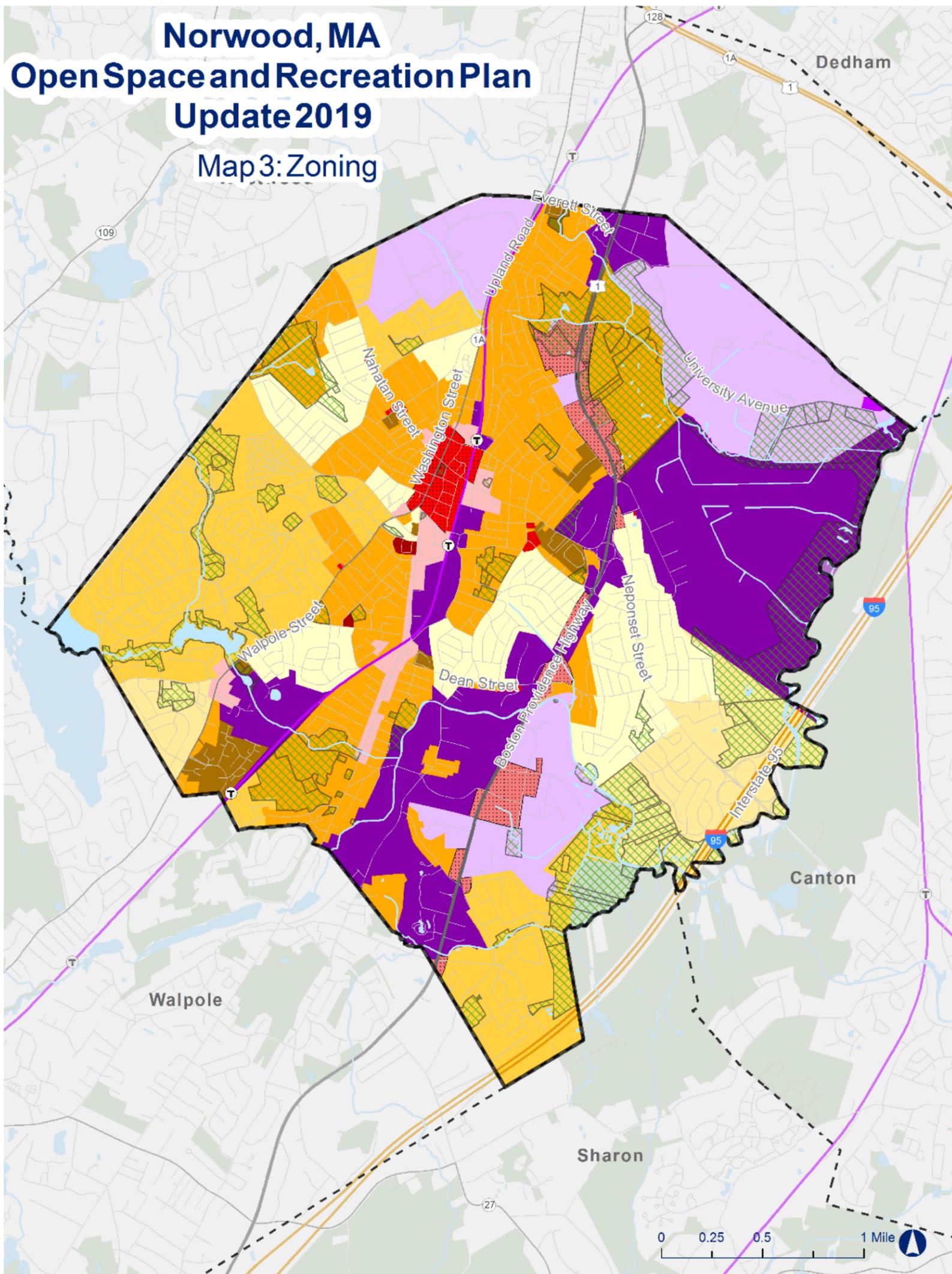
The Town of Norwood’s Zoning Bylaw also includes a number of specialized overlay districts.

*Table 11: Town of Norwood Overlay Zoning*

<b>Abbreviation</b>	<b>District Name</b>
FPOD	Flood Plain Overlay District
WRPOD	Water Resources Protection Overlay District
WCSOD	Wireless Communications Services Overlay District
DAOD	Downtown Apartment Overlay District
SGASGOD	Saint George Avenue Smart Growth Overlay District
MMOD	Medical Marijuana Overlay District
FHPMUD	Forbes Hill Planned Mixed Use Overlay District
GSSGOD	Guild Street Smart Growth Overlay District
MUOD	Mixed Use Overlay District

# Norwood, MA Open Space and Recreation Plan Update 2019

## Map 3: Zoning



Zoning Districts					
	Single Residence		General Business		Limited Manufacturing
	Single Residence S1		Central Business		Limited Manufacturing A
	Single Residence S2		Highway Business		Manufacturing
	General Residence		Limited Business		
	Multi-Family		Office Research		

Open Space

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# Environmental Inventory & Analysis

## Geology, Soils, and Topography

### *Geology*

The Town of Norwood lies within the lower New England Physiographic Province. Lying within the Boston Basin subregion of this province, Norwood consists of relatively smooth plains with some smooth round and oval hills, called drumlins, rising above the plain. The geological history of this area shows repeated advances of thick glacial ice. These advances caused complex deformations of the earth's crust with the moving ice scouring the existing bedrock surface. The resulting valleys were filled in with a coating of glacial fill and outwash from meltwater streams. Varying with the thickness of the glacial fill deposit, there are areas in Norwood where the bedrock is exposed and other areas where the bedrock is as deep as 150 feet. A prime example of an area consisting of exposed bedrock is the River Ridge Office Complex (Marriott Hotel) located on Route 1 North.

Bedrock geology refers to the solid rock, which underlies the soil. U. S. Soils Conservation Service maps show that much of the northern section of Norwood, or the section closest to Westwood, consists of Dedham Granite and other rocks categorized as Mattapan Volcanic Complex. Rocks included in the Mattapan Volcanic Complex include rhyolitic rock, a fine-grained light-colored igneous rock; siliceous rock, which is similar to rhyolitic but has imbedded quartz crystals; and lava rock. The southern section of Norwood, closest to Walpole and Canton, consists of pink conglomerate and wamsutta formation. Wamsutta Formation is a mixture of red and pink conglomerate, gray wacke, sandstone and an area of rhyolite.

The surface geology of Norwood has been mapped by MassGIS. A review of this map shows much of the central and northern sections of Norwood are areas of glacial till. Glacial till is unsorted nonstratified glacial drift consisting of silt, sand, clay, and boulders transported and deposited by glacial ice. Norwood Center and the Polaroid property near the Norwood/Westwood border are areas of glacial till. Much of the southern section of Norwood, especially near Washington Street in South Norwood and Neponset Street near Interstate 95, consists of large areas of sand and gravel deposits. Sand and gravel deposits are a mixture of sand grains, mostly quartz and gravel. Another prominent surface geological feature in Norwood is referred to as floodplain alluvium. The floodplain alluvium contains sand, silt, or clay deposited on land by streams. In Norwood, these areas are found on the eastern side of

Route 1 encompassing the Norwood Airport, the Norwood Country Club, and the entire length of the Neponset River.

### *Soils*

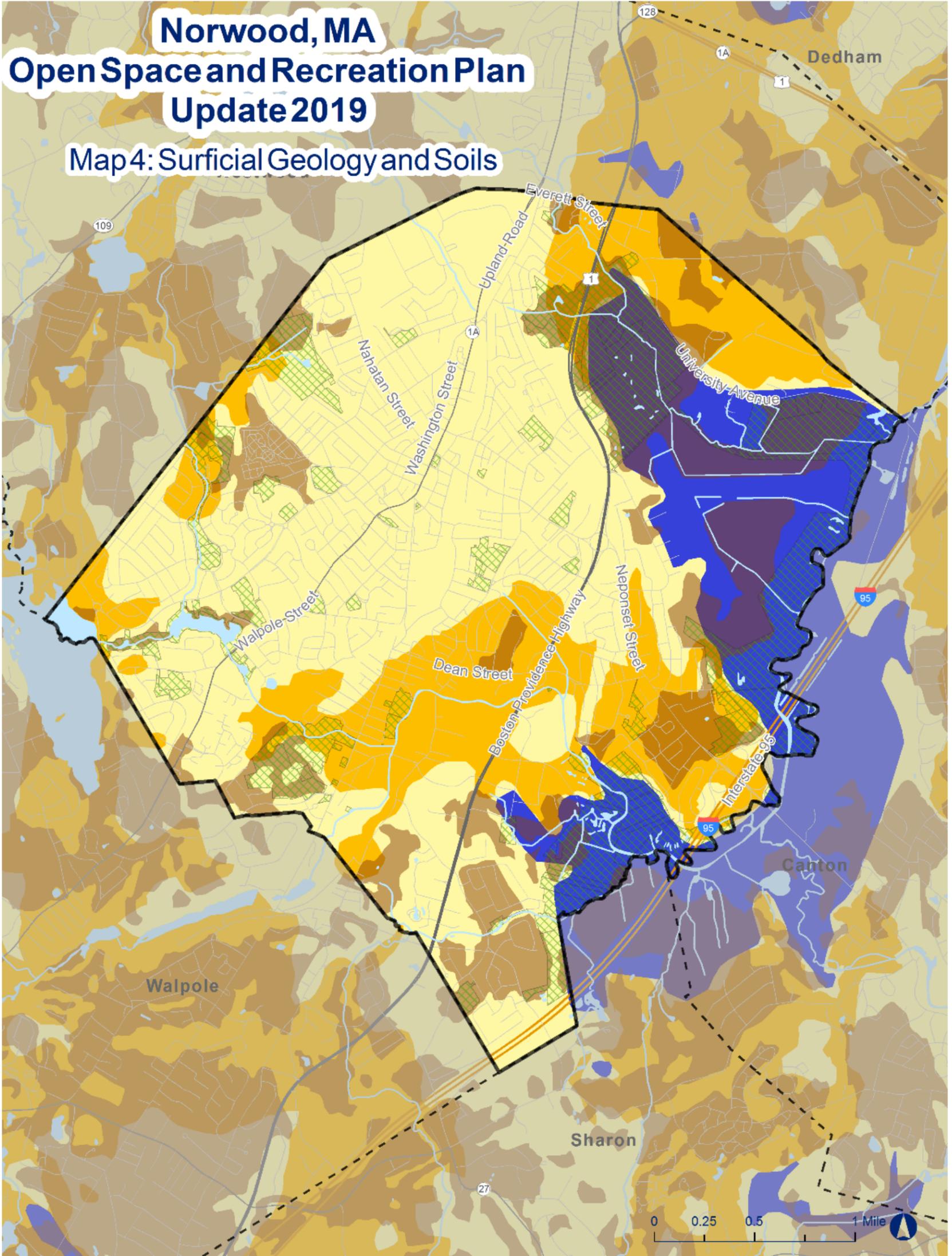
According to the U.S. Dept. of Agriculture Soil Conservation Services Division, much of the land to the west of the Boston-Providence Turnpike (Route 1) is comprised of soils in the Canton-Urban Complex and the Charlton-Hollis-Urban Complex soil categories. Typically, these categories consist of soils that are predominantly loam, sandy loam or stony loam, very deep and well drained, and offering only slight to moderate restrictions for building development. These lands are fairly level with slopes averaging between 0 and 10%. For recreational pursuits, they are very favorable for the development of camp and picnic areas, paths and trails, playgrounds, and active recreational development.

The majority of the soils east of Route 1 are classified as Freetown Muck, Swansea Muck, and Saco Silt. These classifications indicate generally poorly drained soils in highly decomposed organic material lying on the flood plains of the Neponset River. Most areas of this soil type are woodland or wetland with the accompanying shrubs and grasses providing excellent habitat for wetland wildlife. The Fowl Meadow and Ponkapoag Bog Areas of Critical Environmental Concern lies in these soils. Recreational development of camp areas, picnic areas, playgrounds, and paths and trails are severely limited by these soils because of flooding and wetness.

### *Topography*

The topography of Norwood is characterized by generally flat (less than 2% slopes) or gently rolling land. The lowest areas in town are in the southeast, in the vicinity of the Neponset River. From this spot, the land rises gradually toward the northeast corner of the town to elevations of between 150 and 250 feet above sea level. The highest point in town is the hill behind Norwood High School, which is approximately 250 feet above sea level.

Lands with a slope of between 2% and 10% usually drain quite well and provide only slight limitations to development. On the other extreme, lands with greater than 10% slope are less desirable areas for construction because of the higher costs of development and disturbance to the landscape. In contrast to the large flat areas found throughout the town, steep slopes are found only in spots along the streams, some hillsides and in the glacial esker on the north side of town along University Avenue.



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### Landscape Character, Scenic Resources, and Unique Environments

Norwood's gentle rolling terrain, woodlands, marshes, brooks and ponds accent the residential nature of the town. The Neponset River enters into Norwood from Walpole and forms the town line with Canton and Sharon. Much of the southeastern part of Norwood, including the Neponset River, lies within the Fowl Meadow and Ponkapoag Bog Area of Critical Environmental Concern (ACEC). This section of town contains large tracts of open land, most of which will never be developed because of environmental constraints. The northern and southwestern parts of town are largely residential.

Norwood's topography provides for many scenic views in town. Hilltop views from the Endean Conservation Land in South Norwood extend to the Blue Hills in Canton and Moose Hill in Sharon. Behind the Norwood Airport, looking north across the Fowl Meadow towards Westwood, is another great view of Great Blue Hill. Especially beautiful water views are available at Willett Pond off Nichols Street and at Ellis Pond off Walpole Street and George F. Willett Parkway. Originally part of a vast waterpower network that enabled Norwood to attract much needed 19th century industry, they have now become valuable for their natural beauty and recreational potential.

As noted before, most of the wetlands east of Route 1 lie within the Fowl Meadow ACEC. The Fowl Meadow is a remarkable stretch of wet meadows containing diverse wildlife habitat including six rare species. It is one of the few remaining habitats that are basically undisturbed and suitable for protecting wildlife in the Boston region.

Geologic outcrops are visible along the section of Route 1A known as Upland Road, which enters Norwood from Westwood to the north. The outcrops are most apparent and impressive at the entrances to Investors Way and Upland Woods Circle, where the road cuts expose cross sections of the bedrock.

### Cultural, Archeological and Historic Areas

Several of the most notable architectural emblems of the town's cultural history are concentrated in Norwood Center. Historically referred to as "the hook," Norwood Center encompasses the geographic area extending from the intersection of Washington, Walpole, and Guild Streets on the south and running along both sides of Washington Street to the intersection of Nahatan and Washington Street on the north. The eastern boundary stretches to Guild Street and the western boundary primarily runs along the back lot lines of the buildings located on Washington Street. Norwood Center's development primarily occurred in the decades following the turn of the century, when the town's civic and business leaders sought to create a modern business district to advertise Norwood's arrival as an economic and industrial center for the region.

George Willett, a local entrepreneur and philanthropist, largely drove the process, and he engaged a landscape architect to create a master plan for the area. Norwood Center already contained some notable structures prior to the implementation of Willett's plan. Norwood's United Methodist Church was built at the corner of Nahatan and Washington Street in 1885 and the St. Catherine Roman Catholic Church was built on the opposite corner in 1912. However, in line with Willett's plans, many of the surrounding structures were cleared in the early 1920s to create new street patterns centered on a new Town Common.

The Norwood Memorial Municipal Building, with its stained glass windows, prominent tower, and proximity to the United Methodist Church and St. Catherine's Church, is often itself mistaken as a place of worship. However, since its dedication in 1928, the building, which serves as Norwood's Town Hall, has instead been a center of the town's civic life. Located on the corner of Nahatan and Washington Street, the building encompasses three structural components: a 2 1/2 story Memorial Hall dedicated to the memory of Norwood's citizens who died in World War I, a 110 foot tower at its southwest corner, and a 3 1/2 half story Town Hall wing. The tower contains a 50 bell carillon donated to the town by a local banker. The Memorial Building was placed on the National Register of Historic Places in 1996. Norwood Center includes a number of other buildings constructed for municipal use including the old Central Fire Station – since converted into a restaurant; the Armory Building – now named the Civic Center and home to Norwood Recreation; and the Morrill Memorial Library.

The Norwood Theatre, located on the Central Street side of the Town Common, was constructed in 1927 using masonry materials identical to those used in the Norwood Memorial Building. Although visually altered through the installation of a plastic façade above the marquee in the 1950s, in the 1990s the material was removed, returning the theatre to its original appearance. Following the building's sale to a new owner in 2010, the entire building underwent a two-year restoration and renovation, opening in 2012 as a modern performing arts center. William G. Upham, a prominent architect from Norwood, designed both the Norwood Memorial Municipal Building and the Norwood Theatre. Although Upham's work can be found throughout New England, he contributed greatly to his native Norwood, and a number of other buildings designed by him are located in town. Within Norwood Center, other Upham designed buildings include the Odd Fellows Building, the Post Office, the Masonic Temple, the Norwood Trust Company building, and the Nahatan Street Bridge.

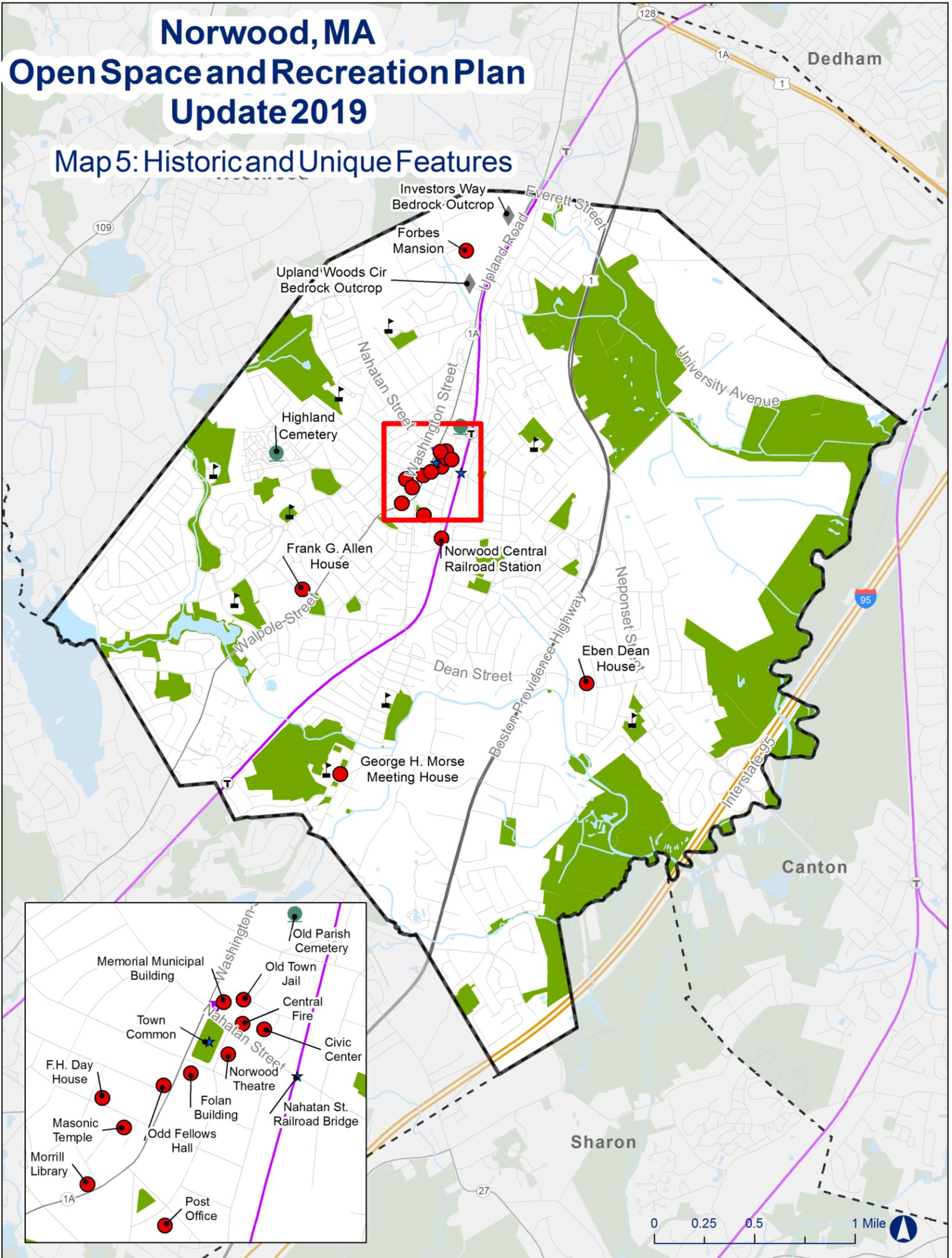
Due to the concentration of architecturally and historically significant buildings, and its unique place in Norwood's history, the Town of Norwood, through the Local Historic District Study Committee, has explored establishing Norwood Center as a local historic district. However, there are multiple other sites of historical and cultural interest spread throughout the town, some of which are listed on the National and State Historic Registers, but others have local recognition.

In addition to the Norwood Municipal Memorial Building, the National Historic Register also recognizes the Fred Holland Day House. The historic home, located at 93 Day Street, dates to 1859 and was the home of Fred Holland Day, a noted photographer, publisher, historian and philanthropist. The Day House is owned and maintained by the nonprofit Norwood Historical Society, who opens the house for tours on Sundays during the summer. The house was designed in the Second Empire style, and the interior reflects Victorian and Arts & Crafts influences. The house contains eight fireplaces, many uniquely designed rooms, second and third floor balconies overlooking a central Great Hall and beautiful oak and mahogany paneling and woodwork. Original paintwork, fabric wall coverings, carpets, period light fixtures and Day family possessions can be found throughout the house.

The Massachusetts Historical Commission is currently reviewing Norwood's Highland Cemetery for possible nomination to the National Register of Historic Places. The Cemetery, located on Winter Street in northwestern Norwood, opened in 1877 as the Old Parish burial ground began to reach capacity. In 1903, the Chapel of Saint Gabriel the Archangel was built on its grounds by the Day family. The chapel is considered one of Norwood's "architectural gems," rivalling the Memorial Building, and was recently restored using Community Preservation Funds. Highland Cemetery is also home to an Administration Building constructed as a Works Progress Administration (WPA) project.

Norwood's adoption of the Community Preservation Act (CPA) in 2016 has provided an influx of resources to support historic preservation goals and projects. The Community Preservation Act (CPA) helps communities preserve open space and historic sites, create affordable housing, and develop outdoor recreational facilities. The CPA is funded through a local option surcharge on property tax bills and a state match on those surcharges. The Town of Norwood adopted the CPA in 2016, implementing a 1% property tax surcharge rate and establishing a Community Preservation Committee (CPC). The CPC subsequently developed the Town of Norwood's Community Preservation Plan, which includes an analysis of local needs, goals for CPA program areas (i.e. Housing, Open Space and Recreation, Historic Preservation), as well as priorities and potential projects to utilize CPA funding over the coming years. The Plan functions as an informational document and as a blueprint for the CPC to guide their recommendations to Town meeting for project funding.

Historic and cultural resources identified in the Community Preservation Plan are represented on Map 5: Scenic, Historic & Unique Features below.



**Historic and Unique Features**

- Building
- Burial Ground
- ▼ Object
- ★ Structure
- ◆ Geologic

- Norwood Schools
- Commuter Rail Stations
- Commuter Rail Lines
- + Open Space
- ~ Rivers and Streams
- ~ Lakes and Ponds

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Metropolitan Area Planning Council  
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Data Sources:  
Metropolitan Area Planning Council (MAPC)  
Massachusetts Geographic Information System (MassGIS)  
Massachusetts Department of Transportation (MassDOT)

In 2018, Town Meeting approved its first distribution of CPA funds to support the rehabilitation and restoration of the St. Gabriel the Archangel Chapel at Highland Cemetery. Although the building arguably rivals the Memorial Municipal Building for architectural significance, a recent structural study determined the building to be deteriorated to such an extent that public access was prohibited. 2017 Annual Town Meeting appropriated \$1.1 million in restoration funds, and in 2018 Town Meeting approved \$400,000 in CPA funding to supplement the work. In 2019, Town Meeting approved four total projects, including one historic preservation project to restore the Norwood Memorial Municipal Building's Carillon. The 90 year old instrument consists of 50 tuned bells which are playable through a console. Presented to the town as a gift by a local philanthropist, when the Carillon was installed in 1928 it was one of fewer than 10 instruments of its kind in the United States. Although the Town completes regular preventive maintenance, a full restoration is required to regain its original character and sound and continue its use as a working instrument.

## Water Resources

### *Surface Water*

Norwood is located entirely within the boundaries of the Neponset River Watershed, a sub-watershed of the Boston Harbor Watershed, which includes roughly 130 square miles of land southwest of Boston. Information on water quality was obtained from the Massachusetts Year 2016 Integrated List of Waters prepared by the MA Department of Environmental Protection to assure compliance under the Federal Clean Water Act. The state evaluates each water body for their recreational, ecological, and aesthetic qualities, as well as their capacity to support designated uses, including: aquatic life support, fish and shellfish consumption, drinking water supply, and primary (e.g., swimming) and secondary (e.g., boating) contact-recreation. Depending on the outcome of the evaluation, the state then lists each water body in one of five categories:

- Category 1: Unimpaired and not threatened for all designated uses;\*
- Category 2: Unimpaired for some uses and not assessed for others;
- Category 3: Insufficient information to make assessments for any uses;
- Category 4: Impaired or threatened for one or more uses but not requiring the calculation of a Total Maximum Daily Load (TMDL); or
- Category 5: Impaired or threatened for one or more uses and requiring a TMDL.

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\* "No Massachusetts waters are listed in [Category 1] because a statewide DPH advisory pertaining to the consumption of fish precludes any waters from being in full support of the fish consumption use."

Water Body	Description	Size	Units	Category
Germany Brook	Headwaters, east of Winter Street, Norwood to inlet of Ellis Pond, Norwood	2	Miles	5
Hawes Brook (Section 1)	Headwaters, outlet Willet Pond, Walpole/Norwood, to inlet Ellis Pond, Norwood	0.4	Miles	3
Hawes Brook (Section 2)	Headwaters, outlet of Ellis Pond, Norwood to mouth at confluence with Neponset River, Norwood	1.1	Miles	5
Traphole Brook	Headwaters west of Everett Street, Sharon, to confluence with Neponset River, Sharon.	3.9	Miles	2
Plantingfield Brook	Headwaters east of Thatcher Street, Westwood, to mouth at confluence with Purgatory Brook, Norwood (portion culverted).	1.9	Miles	5
Neponset River	Outlet of Neponset Reservoir, Foxborough to confluence with East Branch, Canton; & Confluence with East Branch, Canton to confluence with Mother Brook, Boston	20.9	Miles	5
Meadow Brook	From where the underground/culverted stream emerges east of Pleasant Street, Norwood to confluence with Neponset River, Norwood.	0.7	Miles	5
Purgatory Brook	Headwaters east of Farm Lane, Westwood to confluence with Neponset River, Norwood	5.1	Miles	4
Ellis Pond	Norwood	17	Acres	4
Willet Pond	Walpole/Westwood/Norwood	205	Acres	4

Germany Brook - While not a direct tributary to the Neponset, Germany Brook connects to Ellis Pond after draining much of the northeastern part of town. Water that flows into Ellis Pond via Germany Brook eventually reaches the Neponset River via Hawes Brook.

Hawes Brook - Hawes Brook begins at Willett Pond at the Norwood/Westwood/Walpole town lines, then flows into Guild and Ellis Ponds in Norwood. It continues east under Route 1A and the MBTA rail line, and into the Endean Recreation Area near Junior High South. It continues under Washington Street and then merges with the Neponset River. The brook is 1 ½ miles long.

Factory Pond - Factory Pond is adjacent to Victory Plaza on Walpole Street. Hawes Brook feeds into the pond. Factory Pond is a valuable storm retention area and is now owned by the Norwood Conservation Commission.

Traphole Brook - Traphole Brook, which is approximately five miles long, begins in Sharon, flows through Walpole, then enters Norwood near the Pier One retail store on Route 1, continues by Union Street and Sumner Street and into the Fowl Meadow. It eventually connects

to the Neponset River along the Norwood-Sharon border near I-95. Two conservation parcels abut the brook, Pezwick Park and Traphole Brook Conservation parcel.

Mill Pond - Mill Pond is part of Pezwick Park, which abuts Traphole Brook off Sumner Street. The Conservation Commission owns half of Mill Pond and abutters own the other half. At one time residents used the pond for skating, ice hockey and fishing. It has deteriorated to the point that it must now be dredged.

Plantingfield Brook - Plantingfield Brook, which is approximately two miles long, begins at Lymans Pond in Westwood, flows into Norwood, crosses under Route 1A, and then joins Purgatory Brook which flows into the Neponset. The area where the two brooks join is part of the Water Resources Protection District, discussed later.

Meadow Brook - Meadow Brook begins near Pleasant Street and traverses southward under Route 1 and into the Neponset River. The brook is less than one mile long but its central location is key since its watershed drains most of the middle part of town. Meadow Brook flows by the location of a former EPA Superfund site – the Grant Gear factory off Route 1.

Purgatory Brook - Purgatory Brook, which is approximately five miles long, begins in Westwood, enters Norwood between Route 1 and Route 1A, joins with Plantingfield Brook, runs between Norwood Country Club and Lost Brook Country Club, then by Norwood Memorial Airport, and eventually into the Neponset River.

Ellis and Guild Ponds - Ellis and Guild ponds are both owned by the Conservation Commission. They are both man-made reservoirs with water surfaces that at one time covered areas of 16 acres and 3 acres, respectively. Age and deterioration have taken their toll. The earth fill dam at Guild Pond needs to be repaired. Fortunately, the Ellis Dam, which was in a serious state of disrepair, was reconstructed in 1999 with the help of the State.

Willett Pond - Willett Pond (sometimes called New Pond) is man-made and was originally used by Winslow Brothers and Smith Tannery Co. for process water. Later, the water from Willett Pond was used by Bird and Son and Hollingsworth and the Vose Co. in their paper manufacturing processes. At the present time, the Neponset River Watershed Association, a non-profit environmental organization, owns the pond. It is used primarily to maintain flow in the Neponset River, which is measured at a USGS gauging station, located about 2 miles downstream. Water is released as needed, usually during July and August. The pond is also drawn down in the fall to provide storage for spring runoff.

#### *Wetlands*

Wetlands are areas where water covers the soil, or is present either at or near the surface of the soil all year or for varying periods of time during the year, including during the growing

season. These areas serve five important functions: flood control, water supply, pollution control, wildlife and vegetation habitat protection, and aesthetics. Research and history have demonstrated that wetlands have a great capacity to store water, thereby providing reliable flood protection. Wetlands provide fish and wildlife habitats and recharge groundwater supplies. Additionally, wetlands provide valuable open space that buffers and separates residential and commercial land uses.

Norwood's major wetland areas included in the National Wetlands Inventory are mapped on Map 5: Water Resources. Please note, the map does not reflect every wetland area in town and specific questions on a particular parcel must be directed to the Conservation Commission. The Conservation Commission is empowered to regulate any activities which may impact wetlands locally under the Wetlands Protection Act (Section 40 of Chapter 131 M.G.L), the Rivers Protection Act, and the Town of Norwood's Wetlands Protection Bylaw.

The Fowl Meadow and Ponkapoag Bog Area of Critical Environmental Concern (ACEC) is the largest wetland area in the Neponset River Basin, covering more than 8,000 acres across Boston, Canton, Dedham, Milton, Randolph, Sharon, Westwood, and Norwood. Norwood is home to the largest acreage among the communities, with approximately 2,200 acres of the ACEC located along its eastern border. The area was designated as an ACEC in 1992 by the Executive Office of Environmental Affairs following its nomination for designation by the Neponset River Watershed Association (NepRWA) and the eight Conservation Commissions of the relevant cities and towns.

#### *Water Supply Protection/Watershed Protection*

An aquifer recharge area is a groundwater supply capable of yielding a significant volume of water. Aquifers of sufficient capacity to serve as municipal water supply are scarce and are found only in locations with certain geological and hydrologic conditions. At one time, Norwood relied completely on groundwater for its drinking water. From 1885 to 1911 Norwood drew its water from Buckmaster Pond in Westwood. Then in 1912, a new groundwater supply was developed at Ellis Avenue. These wellheads are shown on Figure 8, Water Resources. The town has not used these wells since 1957 when it connected to the MDC system (now the MWRA). They are now contaminated and cannot be used without expensive remediation work.

The Fowl Meadow area contains most of the Neponset River Basin's 95 million gallons of groundwater. Three communities (Canton, Dedham, and Westwood) have a total of six wells in the Fowl Meadow. Even though Norwood's wells are presently decommissioned, they may be needed in the future. Accordingly, to protect the aquifer area from further contamination, and to protect the active wells of adjacent towns, Norwood has added a Water Resources Protection Overlay District to the Zoning Bylaw. The District includes the aquifer itself, the land above the aquifer, and the aquifer's most significant recharge area. Certain harmful uses (i.e. gasoline

stations or salt storage) are forbidden from locating within the District. Most permitted uses must go through the Special Permit process for compliance with strict development controls designed to protect the resource area.

#### *Vernal Pools*

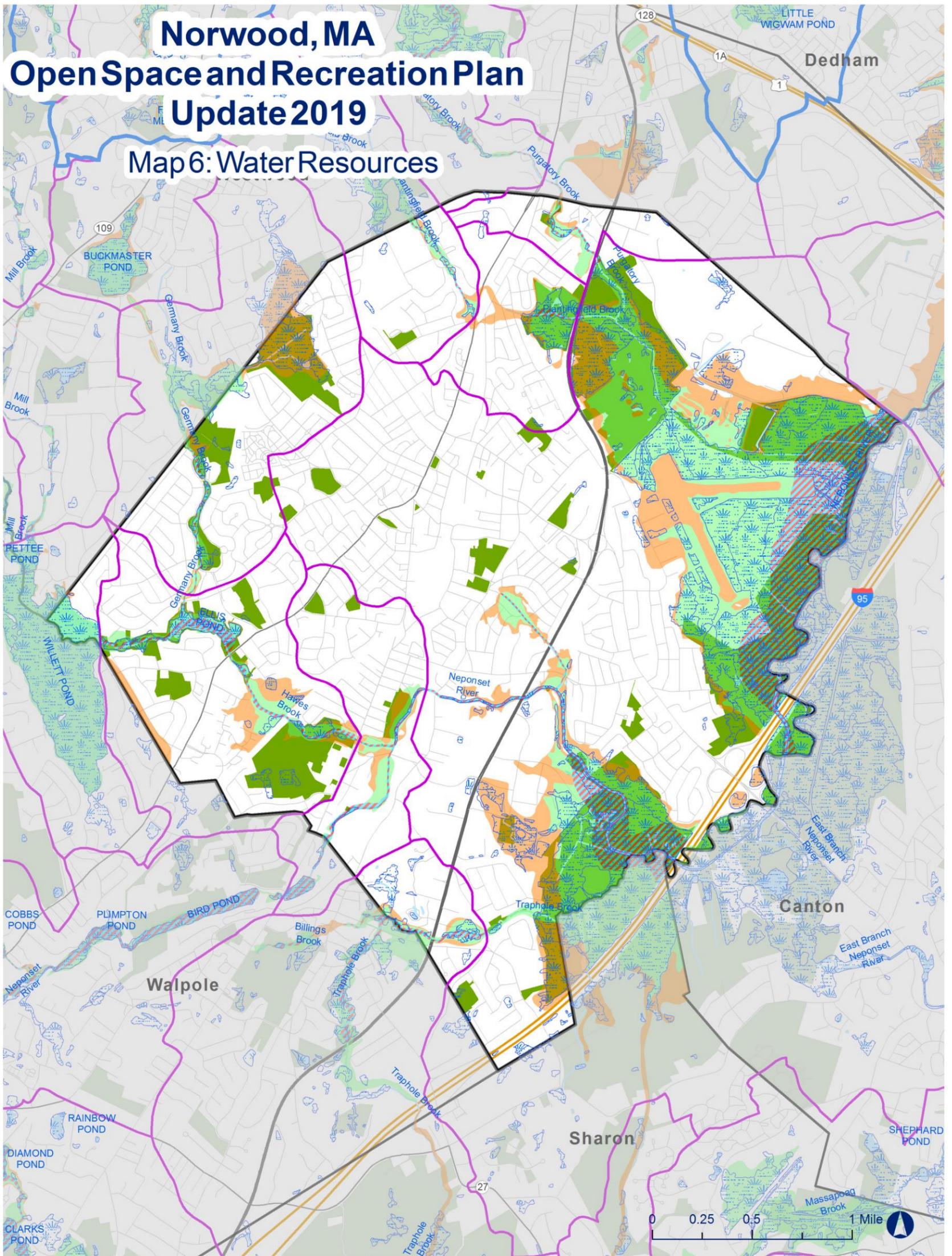
Vernal pools are small, shallow ponds that do not support fish and that have annual or semi-annual periods of dryness. Vernal pools are very important to a variety of wildlife species. Some amphibians breed exclusively in vernal pools while others spend their entire life cycles in such pools. The Massachusetts Natural Heritage and Endangered Species Program has a program by which vernal pools can be certified. Certified vernal pools are protected if they fall under the jurisdiction of the Massachusetts Wetlands Protection Act Regulations. They are also protected under other state programs.

According to Mass GIS data, there are currently no certified vernal pools located in Norwood. The state also maintains a computerized database of potential vernal pools. There are 22 such sites in Norwood. Property owners are encouraged to identify and certify vernal pools on their property. Although this is not a comprehensive listing, these would be good locations to investigate, along with other sites identified by the conservation agent.

#### *Flood Hazard Areas*

Map 6: Water Resources (below) identifies flood zones based on data drawn from the Flood Insurance Rate Maps (FIRM), which categorize flood zones by annual probabilities of flooding. As shown on the map, the Fowl Meadow ACEC wetlands and the areas along the Neponset River and its tributaries are the most susceptible to flooding. There are other areas in town that are susceptible to flooding as a result of deficiencies in drainage infrastructure, which are discussed in the “Environmental Challenges” portion of this Section.

Norwood’s Zoning Bylaws contains a Floodplain Overlay Zoning District which defines floodplain districts as the areas designated as Zone A, AE or AO (1% annual chance flood hazard) on the federal Flood Insurance Rate Map (FIRM). Building is allowed in these areas only after stamped, engineered plans have been supplied which demonstrate that proposed construction is above the 100-year flood level and will cause no harm downstream due to loss of flood storage area.



-  Wetlands
-  Major Watersheds
-  Sub-basins

- Flood Zone Designations**
-  A: 1% Annual Chance of Flooding
  -  X: 0.2% Annual Chance of Flooding
  -  Regulatory Floodway

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## Vegetation

Norwood's remaining open and vegetated areas are mainly wetlands and marshes. Most of the wetlands lie within the Fowl Meadow ACEC. The Neponset River flows through the Fowl Meadow which is fed by smaller brooks named Purgatory, Plantingfield and Traphole. As in most low, wet areas the vegetation is mostly purple loosestrife, heather, swamp maple, and wild rice. This provides excellent feeding grounds for various wildlife, and spectacular viewing during the autumn foliage season. Also found in this area are Swamp Oats, Purple Needlegrass, the endangered Lion's Foot and the endangered Long's Bulrush, which was recently found on Norwood Airport property

On the higher elevations of Norwood one finds hardwood trees and pine. The hardwoods for the most part are oak, but there are some alder, maple, birch and a few very old walnut trees. The pine is mostly white pine, however a few tamarack trees can be found near Ellis Pond. The soil is rich and wild flowers are plentiful. Most of these are the common weed type such as dandelion, buttercup, ragweed, and violet; however, in the wetlands, the endangered Lady Slipper can be found every spring. The Town has abundant flowering trees and the seasons are filled with the beauty of apple, dogwoods, cherry, hybrid maples and flowering shrubs. Red pine can be found in the Endean Conservation Land in South Norwood, which was planted by the WPA during the Depression.

Although most of Norwood has been developed, there are some vegetated areas that should be saved and explored for their recreation and conservation value. The lowlands and marshes within the Fowl Meadow are great areas for bird watching and nature trails. Likewise, forested areas in the Endean Conservation Recreation areas and the Ellis Wellfield property could be used for hiking, walking, and jogging trails and cross country skiing.

According to the 2012 USDA Plant Hardiness Zone Map (the most recent map published by the USDA) the Town of Norwood lies in hardiness zone 6b, which indicates an average annual minimum winter temperature in the zone between -5 to 0 (F). There are numerous tree species that are appropriate for urban plantings in zones 6 or colder. It is important to note that site-specific soil and light conditions as well as any overhead or underground utility limitations should be assessed to determine the appropriate tree species for a particular site.

The Norwood Department of Public Works is responsible for the planting and maintenance of public shade trees. The Director of Public Works also serves as the Town's tree warden, who is responsible for ensuring that Norwood's public trees are safe and healthy. In addition to maintaining trees, the DPW trims or takes down trees which pose a threat to public safety. When the DPW removes a tree, a replacement tree that thrives in urban areas is often planted; honey locust, linden, and London planetree are some of the preferred species of shadetrees.

Water Chestnut, an exotic invasive species, was first identified in Norwood’s Ellis Pond in 2002. If left to grow undisturbed, “Water Chestnut could spread rapidly across Ellis Pond, forming a mat that would make it difficult for wildlife to find food and habit, prevent any paddling or swimming, and eventually causing low oxygen levels in the water, leading to fish kills.”<sup>3</sup> In response, the Town of Norwood and the Neponset River Watershed Association organized volunteers to remove Water Chestnut from the pond to halt its spread. Norwood continues to aquatic plant removal events as well as annual chemical treatment for invasive species by Solitude Pond Management.

There are recorded observations of vascular plants species listed as endangered and threatened within the Town of Norwood dating back to the 1890s. However, within the last 100 years only one species has been observed and identified.

*Table 12: Endangered, Threatened, and Special Concern Plant Species, Norwood*

<b>City</b>	<b>Taxonomic Group</b>	<b>Scientific Name</b>	<b>Common Name</b>	<b>Status</b>	<b>Most Recent Observation</b>
NORWOOD	Vascular Plant	Aristida purpurascens	Purple Needlegrass	T	1894
NORWOOD	Vascular Plant	Houstonia longifolia	Long-leaved Bluet	E	1910
NORWOOD	Vascular Plant	Malaxis unifolia	Green Adder's Mouth	T	1895
NORWOOD	Vascular Plant	Nabalus serpentarius	Lion's Foot	E	1901
NORWOOD	Vascular Plant	Petasites frigidus var. palmatus	Sweet Coltsfoot	E	1897
NORWOOD	Vascular Plant	Platanthera flava var. herbiola	Pale Green Orchis	T	1909
NORWOOD	Vascular Plant	Scirpus longii	Long's Bulrush	T	2002

*Source: Massachusetts Natural Heritage & Endangered Species Program*

### Fisheries & Wildlife

In the days preceding European colonization, the area that makes up the Town of Norwood was reserved exclusively for hunting and fishing by the indigenous peoples who lived there. The

<sup>3</sup> “Water Chestnut” *Neponset River Watershed Association* <https://www.neponset.org/archived-pages/water-chestnut/>

Neponset River, Purgatory Brook, Traphole Brook, and the smaller streams provided the population with fish, while the wetlands and forests had ample food to support herds of deer and other wildlife vital to their way of life. Although hunting is no longer allowed in Norwood, many of the same animals and fish still make their home in Norwood. Norwood has three small herds of White Tail Deer; two herds reside in the marshes and wetlands of the Fowl Meadow ACEC, and the other herd lives in the higher ground near the area bordering the neighboring towns of Westwood and Walpole. These areas also support red fox, ruffed grouse, coyotes and wild turkeys.

A number of different natural and man-made features can function as wildlife corridors including water bodies, railroad beds, pipeline or transmission line rights-of-way as well as large tracts of forest, meadows and wetlands. In Norwood, the Neponset River and Fowl Meadow ACEC are the primary wildlife corridors.

The banks of the Neponset River and the other brooks and streams of the town are the home to the endangered least bittern. Also living nearby are the eastern box turtle, Blanding turtle, spotted turtle, spotted salamander, as well as muskrats and river otters. Opossums, raccoons, skunks and woodchucks can also be found here, as well as in many neighborhoods throughout the town. Ring Neck Pheasant were once abundant in the area, but pollution and over-development have greatly reduced their numbers. Many of the wild game birds have seen a decline, but wild turkeys have recently been spotted in the Fowl Meadow.

Ospreys, otters and an occasional loon have been seen on Willett Pond. Traphole Brook has had a resident blue heron for the last couple of years, and blue herons have also been sighted at the Hawes Pool Recreation Area and Ellis Pond. The population of Canadian Geese is almost at nuisance level, and gray squirrels, rabbits, common field mice and chipmunks are abundant. The ponds and brooks within the town, along with the Neponset River, are recovering from severe pollution and sedimentation. Once again fish such as largemouth bass, yellow perch, carp, suckers, channel catfish, green sunfish, horned pout, calico bass, and pickerel are found in good supply in these waters. Trout, once native to Traphole Brook, are stocked on a regular basis, and those not fished out are making an attempt to reclaim the clear waters that were once their homes. Continued efforts to keep these waterways clean and free of debris and pollutants are of great importance. Waterfowl find Willett Pond, the Neponset River, and the other streams and brooks fertile places to build their nests. We can enjoy the sight of mallards and black ducks on a year round basis, and watch for the frequent visits of cormorants, coots, buffalo heads, and herring gulls. All of these wildlife and fish are susceptible to the dangers of over-development, pollution and carelessness. We must make every effort to keep these habitats safe and thriving.

Several animal species – both vertebrate and invertebrate – considered endangered or species of special concern have been observed in Norwood, including three within the last 35 years.

Table 13: Endangered, Threatened, and Special Concern Animal Species, Norwood

City	Taxonomic Group	Scientific Name	Common Name	Status	Most Recent Observation
NORWOOD	Beetle	Cicindela purpurea	Cow Path Tiger Beetle	SC	1913
NORWOOD	Bird	Ixobrychus exilis	Least Bittern	E	1985
NORWOOD	Dragonfly/Damselfly	Gomphus abbreviatus	Spine-crowned Clubtail	SC	2015
NORWOOD	Reptile	Terrapene carolina	Eastern Box Turtle	SC	1989

Source: Massachusetts Natural Heritage & Endangered Species Program

## Environmental Challenges

### *Hazardous Waste Sites*

As in most older developed areas, localized site contamination from petroleum and other substances may be found when industrial sites are redeveloped in Norwood; the Massachusetts 21E program provides a framework for the control and remediation of these situations. Since 1985, the Massachusetts Department of Environmental Protection has identified 267 sites in Norwood on its Reportable Release database. In reviewing the reports of site contamination throughout the town, there are a number of sites with Activity and Use Limitations (AUL) mostly concentrated along the MBTA Commuter Rail tracks and Route 1. Many of them involve a release of oil and have been resolved.

An AUL provides notice of the presence of oil and/or hazardous material contamination remaining at the location after a cleanup has been conducted pursuant to Chapter 21E and the Massachusetts Contingency Plan (MCP). The AUL is a legal document that identifies activities and uses of the property that may and may not occur, as well as the property owner’s obligation and maintenance conditions that must be followed to ensure the safe use of the property. The complete AUL is filed at the County Registry of Deeds office. In addition, a copy of the AUL is available in MassDEP BWSC site files and in City offices.

### *Flooding*

Norwood completed an update to its FEMA Hazard Mitigation Plan in 2018, which provides an overview of the natural hazards faced by the town. In the communities of the Boston region of Massachusetts, hazard mitigation planning tends to focus most on flooding, the most likely natural hazard to impact these communities. Although flooding in the town is not a significant

threat to lives or property, the town does have problems with water inundation during high rain and storm events and during the spring snowmelt season.

Through the process of developing the Hazard Mitigation Plan, Norwood officials identified the area downstream of the Willet Pond Dam as a high priority area of concern. The dam, which is owned by the non-profit Neponset River Watershed Association, is considered a high hazard dam whose failure would severely impact the area of Norwood downstream of the dam. There hasn't been any flooding of the dam in the past, however, a potential breach of the Willett Pond Dam and Dike are among the most serious flooding threats facing the town. Work has been done to remove vegetation and boards were replaced. Ownership of the dam may change hands in the future.

Most other locally identified flood hazard areas are related to the operation of culverts and other stormwater infrastructure. Following the completion of the 2011 Hazard Mitigation Plan, the Town of Norwood implemented a number of flooding mitigation projects, including: channel and drainage maintenance and improvements beneath the Washington Street bridge, at the Norwood Airport, at Purgatory, Plantingfield, Meadow, Traphole, and Hawes Brooks.

Among the most problematic sites which still require action, the Nahatan Street Underpass floods every three to five years in heavy rains, as the water does not have anywhere to go. This is a high severity flooding threat because it closes Nahatan Street when the road way under the railroad trestle floods out. Some work has been done in relation to this problem. Previously, the flooding issue had extended down Nahatan Street to behind the police station and then hooked south through residential neighborhoods and toward Meadow Brook. Town officials feel the only way to really alleviate this problem once and for all, is to increase flow and storage capacity all the way downstream to Meadow Brook and then improve Meadow Brook as well. Construction of a relief line or storage for this entire stretch was roughly estimated a \$2.3 million. It is clear that this area will need some comprehensive study before moving forward, but the town does cite this as a high priority.

#### *Landfills*

The Town's landfill has been closed and capped. The Norwood Department of Public Works continues to use the site as a composting and recycling facility available for use only by Norwood residents. The Town is currently pursuing a project to install a solar array on the landfill. The construction costs may be paid for through a commercial Power Purchase Agreement (PPA) which will also allow the town to purchase the solar energy produced at the landfill for a rate lower than current average energy costs for a 25-year period. The contract provides the Town the option to purchase the equipment at different interval throughout the life of the contract.

### *Erosion and Sedimentation*

Erosion is primarily a concern at active construction sites, and the Town has enacted Zoning Bylaws designed to control related negative impacts. Norwood's Erosion Control ordinance (Zoning Bylaw 6.5.4) dictates that "any area of bare earth exposed through building or site development or demolition must be permanently stabilized through replanting, paving, or other means of eliminating wind or water erosion." The bylaw further requires an erosion control plan for every development which will expose more than 40,000 square feet of bare earth during development. The Inspector of Buildings and Planning Board regularly works with developers to ensure compliance with the bylaw's full requirements.

### *Development Impacts*

Due to the relative scarcity of developable land free of constraints, new development in Norwood may threaten the town's remaining unprotected open space. However, Norwood's General and Zoning Bylaws include regulations which provide the Town oversight and control over especially large or environmentally sensitive development activities.

Norwood's Conservation Commission enforces the Commonwealth's Wetland Protection Act as well as the Town's wetland bylaw. The Town's Wetlands Protection Bylaw (Article XXV) protects the wetlands, water resources, and adjoining land areas by controlling activities deemed by the Conservation Commission likely to have a significant effect upon wetland values, such as flood control, storm damage prevention, and wildlife habitat. The local bylaw includes standards and procedures stricter than state regulations. Any activity within a 100-foot buffer zone of banks, wetlands, and marshes, flats bordering a body of water is subject to Conservation Commission oversight.

The Town's zoning bylaws also provide mechanisms for the Town to evaluate the potential impacts of large new developments through the Site Plan Review process and Major Project Review. Site plan approval from the Planning Board is required for projects other than single or two-family dwellings that meet dimensional, locational, or use criteria as outlined in Zoning Bylaw 10.5.1 (Site Plan Approval, Applicability). The site plan review process is intended to protect the health, safety, and welfare of Norwood's inhabitants by assessing potential impacts on municipal services and utilities, traffic, the environment, aesthetics, and other community values. Major Projects – defined as "new construction, addition, or change of use resulting in a net addition of more than 25,000 square feet floor area in nonresidential use or net addition of parking or storage for 100 or more motor vehicles" – require authorization through a special permit granted by the Planning Board. The Major Project planning process is intended to ensure that such developments' location and uses meet the Town's decision criteria and that adequate provisions are made for impacts of development.

In cases where development will have an unavoidably negative environmental impact, the Town may receive compensatory mitigation. The Town recently purchased an 84 acre parcel of

previously privately owned open space on University Avenue as compensation for infrastructure construction by the Norwood Municipal Light Department in wetlands bordering the Neponset River. Brownfield development also has the potential to remediate existing environmental contamination. Although the development process proved to be controversial, the Avalon Bay project at the former Plimpton Press site transformed a deteriorating facility on environmentally contaminated land into a productive and modern use.

*Ground and Surface Water Pollution (Point and Non-point)*

As a highly developed municipality, the Town of Norwood faces some challenges related to both point and nonpoint source (NPS) water pollution. Point source pollution is largely attributable to illicit discharges directly to water bodies or sanitary sewer overflows (SSO), occasional unintentional discharge of raw sewage from a municipal sanitary sewer. The Town's Sewer Use Ordinance prohibits discharge to anything but a municipal sewer or on-site sewage disposal system, and performs Illicit Discharge Detection & Elimination (IDDE) investigations in outfall areas that are suspected of having illicit connections. In order to reduce SSO, which often result from too much infiltration/inflow (I/I) in the sewer system, the Town has undertaken studies to identify and address the sources of I/I and disconnect private sump pumps from the sanitary sewer system. The Town has financed 21 I/I reduction projects through the MWRA's funding assistance program. Additionally, the Department of Public Works has completed several rehabilitation projects for portions of the town's sewer system, which involves the lining of sewer mains, service connections, and manholes, to prevent underdrain contamination.

The Town has developed a storm water management plan and actively works to reduce nonpoint source (NPS) pollution, which results from storm water runoff from impervious surfaces and wildlife and pet wastes. Many of the Town's Department of Public Works regular operations contributes to this effort. The DPW conducts street sweeping on all streets at least twice per year, cleans catch basins, and collects yard waste. The Town also runs biannual hazardous waste collection events at the Town's recycling center, removing chemicals and other household materials that would negatively affect waterways if improperly disposed of. Additionally, the Town of Norwood's Zoning Bylaw includes requirements for stormwater management and erosion control to limit runoff from construction sites, and the Town conducts public outreach and education to inform citizens how they can minimize their contribution to NPS pollution.

The Town of Norwood actively participates in the Neponset Stormwater Partnership (NSP), which fosters collaboration between ten municipalities (Foxborough, Medfield, Westwood, Dedham, Milton, Norwood, Canton, Quincy, Stoughton, and Sharon) and the Neponset River Watershed Association to reduce nonpoint stormwater pollution. NSP conducts staff training for participating communities, provides delegates to the Statewide Municipal Stormwater Coalition, and supports public and industry education about stormwater issues.

### *Urban Forestry*

The Highway and Parks Department of the DPW is responsible for the planting and maintenance of public shade trees. The Director of Public Works also serves as the Town's tree warden, who is responsible for ensuring that Norwood's public trees are safe and healthy. In addition to maintaining trees, the DPW trims or takes down trees which pose a threat to public safety. When the DPW removes a tree, a replacement tree that thrives in urban areas is often planted; honey locust, linden, and London planetree are some of the preferred species of shade trees.

In 2015, Norwood Bank donated \$50,000 to the Town for trees in Norwood and over the past several years the DPW has been planting trees at the Town's recreation fields to provide participants and spectators with much needed shade. In 2016, sugar maples were planted at Ellis Ballfield, Coakley Middle School Fields, Oldham School Fields, and Willett Ballfield; in 2017, 8 mature shade trees were planted between the two soccer fields at Father Mac's playground. In 2019, Norwood's Conservation Commission established a community orchard next to the community garden on Town owned land in Endean Park. As the orchard becomes established, the Town has expressed interest in exploring expanding it to include additional species of fruit trees and berry bushes.

### *Invasive Species*

Water Chestnut, an exotic invasive species, was first identified in Norwood's Ellis Pond in 2002. If left to grow undisturbed, "Water Chestnut could spread rapidly across Ellis Pond, forming a mat that would make it difficult for wildlife to find food and habit, prevent any paddling or swimming, and eventually causing low oxygen levels in the water, leading to fish kills."<sup>4</sup> In response, the Town of Norwood's Conservation Commission contracted with Solitude Pond Management to chemically treat Ellis Pond in order to control the spread of Water Chestnuts and other invasive species.

### *Environmental Equity*

Park equity is a critical component of building community, physical and mental wellbeing, neighborhood beautification, and in some cases, reduction in violence and crime. Combined with park maintenance, diversity in amenities and park programming, these benefits are achieved when residents have access to close-to-home parks. One measure of park equity is the geographic distribution of parks within a 10-minute walk of resident's homes.<sup>5</sup>

ParkServe®, created by The Trust for Public Land (TPL) is a platform that identifies the locations and 10-minute walk service areas for all parks, playgrounds and natural areas offering

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<sup>4</sup> "Water Chestnut" *Neponset River Watershed Association* <https://www.neponset.org/archived-pages/water-chestnut/>

<sup>5</sup> National Recreation and Park Association, Trust for Public Land, Urban Land Institute. <https://www.10minutewalk.org>

public recreational opportunities in almost 14,000 cities, towns, and communities in the US. The data platform measures 10-minute walk park access for over 80% of the US population. ParkServe® uses ESRI Network analyst ArcGIS Extension to create a 10-minute walk service area using a nationwide walkable road network dataset provided by ESRI. It creates service areas around parks from entrance points and considers physical barriers such as highways, railroads, rivers without bridges, etc. in determining accessibility. In Norwood, 61% of residents are located within a 10-minute walk of a park, playground, or open space. This figure is 7% higher than the national average of 54% of residents within a 10-minute walk to a park.<sup>6</sup>

Norwood's Environmental Justice block groups are well served by existing open space and recreation resources, and the Town is continuing to improve and invest in those properties which include the EJ block groups in their service area. One of Norwood's most recent open space acquisitions – the St. Street Lot abutting Eliot Field – is located within one of the three block groups in Norwood which qualifies as an Environmental Justice population based on the its racial and ethnic composition. This purchase will complement the use of Eliot Field, whose playground is also targeted for rehabilitation.

The eastern most EJ block group in Southern Norwood is within walking distance of Ellis Pond, Alevizos Park, and Wilson Street Playground. Although this block group almost directly borders the Endean Park complex - which includes walking trails on conservation land, a public pool, playground, tennis courts, and athletic fields – it is separated by active commuter rail tracks, which run along the block group's western border. Routes to the park from the neighborhood should be evaluated to ensure accessibility.

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<sup>6</sup> ParkServe® <https://ParkServe.tpl.org>

# Inventory of Lands of Conservation and Recreation Interest

## Introduction

Open space and parks are critical to the quality of life in a community and provide a wide range of benefits. Access to parks can contribute public health benefits, enhance property values, and improve environmental quality including air quality and water quality. Public health benefits include reducing the incidence of childhood obesity by providing safe places for kids to be active. Open spaces and parks also serve as important meeting places for neighbors to get to know one another. The protection and stewardship of these assets are crucial pieces shaping an environment where people want to live. Open space and recreation resources provide opportunities for the average citizen to relax, play, and explore, and are integral to life in the Town of Norwood.

In order to effectively and efficiently plan for the preservation and development of open space, a community must develop as complete a picture of its current assets as possible. The inventorying process can identify both opportunities and vulnerabilities relevant to a community's open space resources. As defined in the Introduction to this Plan, open space "is land that is undeveloped, usually without buildings or structures, and that is accessible to the public." Open space is typically divided into two categories: conservation lands and recreation resources. The Massachusetts Division of Conservation Services, the agency responsible for Open Space and Recreation Plan review and approval, expands that definition to also include "agricultural land, corridor parks and small parks and green buffers along roadways owned by an agency or organization dedicated to conservation." The open spaces located in the Town of Norwood vary in important ways: by owner, use, and level of protection. The inventory included in the Plan aims to comprehensively survey all open space in town, while clearly differentiating the attributes and characteristics of existing parcels to inform open space planning.

## Levels of Protection Overview

For planning purposes, it is important to be aware of the degree of protection for each parcel. Knowing the level of protection (or lack thereof) will point out how easily some properties assumed to be open space can be developed. This knowledge can help in identifying those open

space and recreation areas that require additional efforts in order to ensure their long-term preservation and protection.

While it is true that no parcel of open space is completely protected from sale or conversion, the Division of Conservation Services guidelines suggest that communities use the following definitions to categorize open space.

Highly Protected Public Land: Includes all land that is under the care and control of the Conservation Commission under MGL Chapter 40, Section 8c, and land that is owned by the Water Department or the Parks and Recreation Department. The conversion of these properties would invoke Article 97 of the Amendments to the State Constitution. Federal involvement would be triggered on any lands purchased with federal Land and Water Conservation Funds (LWCF).

These lands are owned and managed by the Town specifically for the purposes of conservation, water resource protection, and recreation needs. The laws protecting these lands make it extremely difficult, although not impossible, to sell or transfer the lands for a different use. This is the highest level of protection available.

Moderately Protected Public Land: Includes all land owned by other municipal departments or commissions including school properties and lands managed by the Board of Selectmen for non-recreational purposes. In some instances, it is better to take a conservative approach to lands managed by the Board of Selectmen for non-recreational purposes and classify them as unprotected. As communities face fiscal constraints, there is greater pressure to sell off these lands.

Unprotected Private Land: Includes private lands with significant open space or recreational values, such as golf courses. While these properties appear to be part of the town's open space network because of the length of time they have existed as such, these lands, in most cases, can be easily developed into office parks or housing developments. This can be especially disheartening and special efforts must be made to protect or acquire the most important of these properties.

### **When is property considered to be legally protected open space?**

Determining the actual legal level of protection for any given parcel can require some detective work. The section below is an excerpt from the "Open Space Planner's Workbook" published by the Executive Office of Environmental Affairs. This excerpt is included here to give the Town additional background on protection levels. The entire workbook can be found on-line at <http://www.mass.gov/eea/docs/eea/dcs/osrp-workbook08.pdf>.  
<http://www.mass.gov/envir/dcs/global/publications.htm>.

Article 97 of the Articles of Amendment to the State Constitution, or simply "Article 97", protects certain lands acquired for natural resources purposes, meaning "conservation, development and utilization of the agricultural, mineral, forest, water, air and other natural resources". Furthermore, a 1973 opinion of the Attorney General stipulates that land acquired for these purposes cannot be converted to any other use without the following actions: 1) the local conservation commission must vote that the land is surplus to its needs, 2.) the park commission must vote the same if it is parkland in question, 3.) the matter must be taken up at Town Meeting or City Council and pass by a 2/3 vote, 4.) the town must file an Environmental Notification Form with EOEAs MEPA Unit, and 5.) the matter must pass by a 2/3 vote of the Massachusetts Legislature. Finally, if the property was either acquired or developed with grant assistance from EOEAs Division of Conservation Services (i.e. Self-Help, Urban Self-Help or Land and Water Conservation Fund), the converted land must be replaced with land of equal monetary value and recreational or conservation utility. While conversions do occur, the process is purposefully onerous in an attempt to protect these conservation and recreation lands in perpetuity. Lands protected by Article 97 are often owned by the municipal conservation commission, recreation commission, water department, or by a state or federal conservation agency ( i.e. state EOEAs agencies or the federal National Park Service). Lands purchased for general municipal purposes are not protected by Article 97. Private lands can be permanently protected lands if the deed is restricted by a Conservation Restriction, Agricultural Preservation Restriction, Historic Restriction or Wetlands Restriction.

### **How do we determine if a property is legally protected open space?**

Lands owned by municipal conservation commissions and water departments are usually protected, and lands held by EOEAs agencies, the National Park Service and the USDA Forest Service are also protected. However, it may be necessary to do some research at the Registry of Deeds or at Town Hall to make a final determination. The deed may stipulate that the land is to be managed by the conservation commission or park commission, or that it was gifted to the town with deed restrictions or for park or conservation purposes. If the property was acquired or developed with DCS grant assistance, the grant agreement should have been recorded as an adjunct to the deed. Land acquired by the town can also be researched by looking that the Town Meeting Vote or City Council Vote authorizing the acquisition, with an eye toward the intended purpose of the acquisition or the managing municipal agency.

*Public Lands: Protected, Limited Protection, and Unprotected*

*Highly Protected Public Land*

**Conservation Commission Land:** The Town of Norwoods Conservation Commission owns and manages 229 acres across 16 different properties spread throughout town. The conservation lands range in size from the approximately 1/10<sup>th</sup> acre Bade Canoe Launch to Ellis Pond and Endean Park, which each encompass roughly 37 acres. Although all serve important

conservation goals, some of Norwood’s conservation lands also provide recreational opportunities. In addition to the walking trails on multiple properties, Endean Park is home to a very popular community garden and recently established community orchard. In 2019, the Conservation Commission sought and received funding through the Community Preservation Committee to purchase and construct a pavilion at Alevizos Park to expand the passive recreational opportunities available there. The most recently acquired property, St. George’s Land abutting Ellis Pond, was purchased in 2015 and is the first property bought for conservation purposes by the Town since the 1970s. The Conservation Commission has improved the site by developing a gravel parking lot for visitors to Ellis Pond, and installing fencing and signage. Also in 2015, the Town acquired the 84 acre Walker Property, which is adjacent to the University Avenue conservation property, for flood storage mitigation purposes related to the construction of light poles by the municipal electric company. The land is deed restricted in perpetuity for use at a wetlands mitigation site, and cannot be use for any residential, commercial, or industrial purpose.

***Parks and Playgrounds:*** The Town of Norwood benefits from an active and innovative Recreation Department, which operates out of the Town’s Civic Center on Nahatan Street. The 25,000 sf facility provides both office and indoor recreation programming space. The Recreation Department further manages many other properties in town, including nine playgrounds, two pools, and tennis courts. There are also a number of passive parks in Norwood. The Town Common provides space for cultural and civic events, while Shattuck Park includes stone-dust walking trails winding through the wooded lot. In total, Norwood contains 124 acres of parks and recreation lands.<sup>7</sup>

***Water Department Lands:*** The Town of Norwood developed the Ellis Avenue Wellfields in 1912, and they served as the town’s primary water supply until the 1950s, when groundwater contamination caused their closure. Reactivating the wellfields as a public water supply would require costly remediation and treatment. However, the Norwood Water Department retains ownership of the 131 acre wellfield, located within the Fowl Meadow ACEC. This land currently provides active and passive recreational opportunities. The section of land off of Codman Street includes the Ellis Playground, and the site could be further used to develop hiking trails.

#### *Moderately Protected Public Land*

***School Department Lands:*** The Norwood School Department operates five elementary schools – Balch, Callahan, Cleveland, Oldham, and Prescott - Coakley Middle School (formerly Junior High South), Norwood High School, as well as the multipurpose James R. Savage Educational Center – formerly Norwood Junior High North. Each of these facilities’ sites include

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<sup>7</sup> This calculation excludes Hennessey Field, which is owned by the Board of Selectmen and School Department and enjoys only limited protection from development. Ellis Gardens Playground is also excluded and is accounted for in the Water Department land description.

recreational amenities used by students, as well as the Recreation Department and Norwood Little League. The School Department also owns undeveloped parcels on Lenox Avenue which are part of Hennessey Field. Altogether, the School Department owns 161.43 acres in Norwood.

***Board of Selectmen Land:*** The Town of Norwood’s Board of Selectmen control a number of other properties which have been gifted, purchased, or acquired through tax-title foreclosure by the Town. Among the most significant acquisitions, Town Meeting in 1989 accepted a gift of almost 90 acres of land – “Neponset Valley Lands” - abutting the Neponset River and bordering conservation land in the neighboring Town of Sharon. The conveyance requires the land be used for recreation and open space for the benefit of Norwood residents. Should the Town decide to develop the land in the future, the former owner or her inheritor retain the development rights. The Town additionally owns several parcels acquired through tax-title foreclosure adjacent or near to the Neponset Valley Lands, including the former Tsimortos and Berry Lands. The Town also owns a tax-title parcel within the Ellis Avenue Wellfields and a landlocked parcel adjacent to the Neponset River on Short Street. The Board of Selectmen also manage Hennessey Field – although the School Department owns several parcels which are also a component of the property – which provides passive recreation opportunities. Town Meeting has previously declined to transfer ownership of this property to the Conservation Commission.

***Airport Commission Land:*** 250-acres surrounding the Norwood Memorial Airport, which is located within the Fowl Meadow ACEC, provide habitat for wildlife as well as protected space within which endangered plants, such as the Lion’s Foot and Long’s Bulrush, have been observed.

*Private Lands: Limited Protection and Unprotected*

*Moderately Protected Private Land*

***Chapter 61 Land:*** In Massachusetts, there are three special taxation programs available to private landowners. Private landowners who enroll in Chapter 61, 61A or 61B (forested lands, agricultural lands and recreational lands, respectively) benefit from a reduced property tax if they manage their lands for these purposes. This is not truly a protection program because a property owner may withdraw from the program at any time. The town does have the right of first refusal or the ability to assign that right to a nonprofit in the event that the land is put up for sale. Purchase would have to be at fair market value (unless a property owner makes a donation for tax purposes) and the right of first refusal must be exercised within 120 days. Within the Town of Norwood, one property – the Norwood Country Club – is protected under Chapter 61B (Recreation Land).

***Other Private Recreation Land:*** The Norwood Little League Complex, home to Kelley Field, is located between the Endean Conservation Area and Coakley Middle School. The 2.54 acre parcel was deeded to Norwood Little League Inc. on the condition that the property be used for organized Little League Baseball.

### *Unprotected Private Land*

***Agricultural Land:*** As the last remaining working farm in Norwood, Cofsky Farm is also a property with significant cultural value. The Town has expressed interest in acquiring the property or purchasing a conservation restriction for the site.

***Private Recreation Land:*** In May of 2019, the Skating Club of Boston broke ground on a \$37 million dollar facility on a 36-acre project site including the grounds of the former Lost Brook Golf Course, which ceased operations in the spring of 2018. The 180,000 sq. ft. figure skating training facility on University Avenue will feature three rinks: an Olympic sized arena with a seating capacity of 2,500, a figure skating rink with seating for 1,500, and a hockey rink with 400 seats. The property is bordered by the University Avenue Conservation Land and Purgatory Brook Conservation Land sites and there are future plans to develop a walking path across the properties.

***Private Lands of Conservation and Recreation Interest:*** A number of Norwood's open space properties are privately owned, but by virtue of their location and/or development status have been identified by the Town as possessing particular conservation or recreation potential. Several are undeveloped parcels adjacent to protected public land, such as the Shalbey Lands adjacent to the Ellis Avenue Wellfields area and the Riley, Cieri, and Colnon Lands which are located along the Neponset River and border the Neponset Valley Lands property owned by the Board of Selectmen. St. Timothy's Church and Workmen's Hall are of interest due to their potential for enhancing access to existing open space, such as Willett Pond and Ellis Pond respectively. In some cases, the Town may choose to pursue an easement rather than fee ownership. As part of a development on the former Comenitz Property, the land owner created a lot on the west side of the Neponset River adjacent to Eliot Park, also referred to as the Saint Street Lot. At the October 2019 Special Town Meeting, voters approved the purchase of the 6 acre property located off 83 Morse Street. The property will be used for passive recreation. A river walking trail and other amenities will be developed on the new conservation property.

The column headings of the inventory are defined below:

- **Name** - Names the open space site.
- **Owner** - Indicates the owner of the property.
- **Manager** - Indicates the agency or department responsible for managing and maintaining the property. May be the same as the owner.
- **Current Use** - Details the main use for the site and its facilities.
- **Condition** - Identifies the site condition (excellent, good, fair, or poor). Town-owned open spaces and parks were surveyed to obtain a general sense of the condition of the property and any facilities located on it.
- **Recreation Potential** - Indicates the recreational use of sites. For land not used for recreational purposes, potential for recreational activities is identified. Conservation land is generally deemed to have limited recreation potential except for passive recreation such as hiking and walking. Some small tax title lands and sensitive environmental areas are presumed to have no recreational potential.
- **Funds Used** - Identifies the funds used for the acquisition of or upgrades to the site, including grant funds.
- **Zoning District** - Identifies the zoning district in which the site is located.
- **Level of Protection** - Indicates if the site, either by virtue of its ownership, existence of deed restrictions, or by the fact that it has received state or federal funding, is protected against conversion to some other use. Levels of protection are described in more detail in this section.
- **Public Access** - Indicates if the public can access the site. All Town-owned sites are publicly accessible.
- **Acres** - Gives the site's acreage or an approximation in cases where specific information was not attainable. One acre is 43,560 square feet or 1/640 of a square mile.

## Inventory of Open Space and Recreation Resources

Table 14: Town Owned Conservation Land

Name	Owner	Manager	Current Use	Condition	Recreation Potential	Funds Used	Zoning District	Level of Protection	Public Access	Acres
<b>Town Owned Conservation Land</b>										
<b>Alevizos Park (Lower Pond)</b>	Town	CC	Open Space with benches and picnic tables. CC is constructing a pavilion on the site with CPC funds.	Good	Passive recreation; CC plans to install shade pavilion	Gift; CPA	M	High	Y	4.78
<b>Bade Canoe Launch</b>	Town	CC	Canoe launch; accessible from 100 River Ridge Drive parking area	Good	Boating	Gift	LM	High	Y	0.14
<b>Carmax Property</b>	Town	CC	Open space; partial lot	Natural	None	Gift	LM	High	Y	7.00
<b>Ellis Pond</b>	Town	CC	Open Space; pond; walking trails around perimeter	Good	Boating; fishing; walking	Town	S-2	High	Y	37.50
<b>Endean Conservation Land</b>	Town	CC	Open Space; walking trails; community garden and orchard	Good	Walking, gardening	Self Help <sup>8</sup>	G	High	Y	37.23
<b>Everett Family Land</b>	Town	CC	Open Space	Natural	Good trail potential, but access limited	Gift	S-2	High	Y	13.32

<sup>8</sup> The Self-Help program is the former name of the state's land acquisition grant program. The program has been re-named LAND (Local Acquisition for Natural Diversity).

Name	Owner	Manager	Current Use	Condition	Recreation Potential	Funds Used	Zoning District	Level of Protection	Public Access	Acres
<b>Town Owned Conservation Land</b>										
<b>Everett Street Land</b>	Town	CC	Open Space	Natural	Limited	Gift	G	High	Y	3.63
<b>Fortune Drive Conservation Lot</b>	Town	CC	Open Space	Natural	Limited due to lack of access	Gift	S-1	High	Y	3.96
<b>LaSalle Road Land</b>	Town	CC	Open Space; trails	Fair	Walking	Self-Help	G	High	Y	7.1
<b>Purgatory Brook Land</b>	Town	CC	Open Space	Natural	Limited due to lack of access	Gift	LM	High	Y	4.1
<b>St. George's Land (Nichols Street)</b>	Town	CC	Open space; gravel parking lot	Natural	Provides access to Ellis Pond	Town	S-2	High	Y	2.5
<b>Traphole Brook Land</b>	Town	CC	Open Space	Natural	Limited due to lack of access	Gift	S-2	High	Y	2.3
<b>University Avenue Land</b>	Town	CC	Open Space	Natural	Hiking	Gift	LM	High	Y	19.01
<b>Walker Property</b>	Town	Selectmen	Open Space	Natural	Potential for trails connecting to other abutting conservation property	Town	LM	High	Y	83.43
<b>William Pezwick Park</b>	Town	CC	Open space, trails	Fair	Fishing; walking; ice skating	Self Help; Town	S-2	High	Y	3.13

Table 15: Town Owned Parks, Playgrounds, and Other Recreation Properties

Name	Owner	Manager	Current Use	Condition	Recreation Potential	Funds Used	Zoning District	Level of Protection	Public Access	Acres
<b>Town Owned Parks, Playgrounds, and Other Recreation Properties</b>										
<b>Aaron Guild Park</b>	Town	DPW	Pocket park with paths and benches	Good	Walking	Town	GB	High	Y	0.7
<b>Bond Street Playground</b>	Town	Recreation, DPW	Playground; Green Space	Excellent	Tot-lot	Town; CPA	S-1	High	Y	1.41
<b>Brylinsky Memorial Park</b>	Town	DPW	Small corner park at intersection of Washington Street and entrance to Coakley Middle School; deeded to Town as part of Endean Park gift. Benches, picnic table	Good	Walking; picnicking	Town	G	High	Y	0.43
<b>Charles Eliot Park</b>	Town	DPW	Located behind Balch Elementary. Site includes lighted ballfields and basketball court. Rec Dept has received CPC funding to rehab old skate park.	Fair	Baseball, softball, basketball, skateboarding	Town; CPA	G	High	Y	7.28

Name	Owner	Manager	Current Use	Condition	Recreation Potential	Funds Used	Zoning District	Level of Protection	Public Access	Acres
<b>Town Owned Parks, Playgrounds, and Other Recreation Properties</b>										
<b>Civic Center</b>	Town	Recreation, DPW	25,000 sq. ft. indoor recreation facility; Rec Dept. Offices	Excellent	Basketball, dance, floor hockey, other programming	Town	CB	High	Y	0.66
<b>Disabled American Veterans Memorial Park</b>	Town	DPW	Paths; benches; groomed lawn	Excellent	Walking; picnicking	Gift	G	High	Y	4.49
<b>Doherty Field</b>	Town	Recreation, DPW	Ballfields, playground, basketball courts	Excellent	Little League Baseball, basketball, playground	LWCF	S-2	High	Y	7.70
<b>Ellis Gardens Playground</b>	Town	Recreation, Water Department	Ballfields, playground. Part of Ellis Avenue Wellfields Land.	Excellent	Baseball, soccer, playground	Town	G	High	Y	00 <sup>9</sup>
<b>Fortune Drive Recreation Lot</b>	Town	Recreation, DPW	Open Space	Fair	Potential for tot-lot or basketball court on site	Gift	S-1	High	Y	0.29
<b>Father McAleer Playground</b>	Town	Recreation, DPW	Swimming pool, sports fields, playground	Fair	Swimming, baseball, soccer	Town	G	High	Y	47.27

<sup>9</sup> Ellis Gardens Playground area accounted for under “Ellis Wellfields Land” in Figure 16: Other Town Owned Open Space

Name	Owner	Manager	Current Use	Condition	Recreation Potential	Funds Used	Zoning District	Level of Protection	Public Access	Acres
<b>Town Owned Parks, Playgrounds, and Other Recreation Properties</b>										
<b>Hartshorns Swale</b>	Town	DPW	Open space, used as outdoor skating area in winter	Good	Walking, Ice Skating	Town	G	High	Y	1.9
<b>Hawes Pool and Recreation Area</b>	Town	Recreation, DPW	Spray park and pool; playground; walkway along Hawes Brook	Excellent	Swimming, playground, walking	Town; Urban Self Help <sup>10</sup>	G	High	Y	7.1
<b>Hennessey Field</b>	Town	Selectmen, DPW	Wooded parcel with trails. Town Meeting declined to transfer to Con Com.	Good	Walking	Town	G	Moderate	Y	7.55
<b>Ivatts Tennis Courts</b>	Town	Recreation, DPW	Newly refurbished tennis courts; transferred to Recreation from School Dept.	Excellent	Tennis	Town; Urban Self Help	G	High	Y	0.7
<b>Morse Hill Veterans Memorial Park</b>	Town	DPW	Pocket park at intersection of Washington Street and Mylod Street	Good	Walking	Town	G	High	Y	0.9
<b>Pleasant Park</b>	Town	Recreation, DPW	Little league baseball field, basketball court, playground	Excellent	Baseball, basketball	Town	G	High	Y	3.17

<sup>10</sup> The grant program formerly called Urban Self Help (USH) is now named PARC (Parkland Acquisitions and Renovations for Communities).

Name	Owner	Manager	Current Use	Condition	Recreation Potential	Funds Used	Zoning District	Level of Protection	Public Access	Acres
<b>Town Owned Parks, Playgrounds, and Other Recreation Properties</b>										
<b>Shattuck Park</b>	Town	DPW	Wooded parcel, stone-dust walking trails. Use restricted by deed.	Good	Walking	Town	S-2	High	Y	7.53
<b>Town Common</b>	Town	DPW	Also known as Memorial Park. Paved paths, benches, and gazebo.	Excellent	Walking, cultural and civic events	Town	CBD	High	Y	1.1
<b>Willett Babe Ruth Baseball Field</b>	Town	Recreation, DPW	Baseball field constructed on former School Dept. land.	Excellent	Baseball	Town, Urban Self-Help	S-2	High	Y	3.49
<b>Willett Parkland</b>	Town	DPW	Open Space	Good	Cross country running and skiing	Town	S-2	High	Y	13.75
<b>Wilson Street Playground</b>	Town	Recreation, DPW	Park with baseball diamond and playground	Good	Baseball, playground	Town	G	High	Y	11.11
<b>Winslow Field</b>	Town	Recreation, DPW	Park with baseball diamond and playground	Good	Baseball, playground	Town	G	High	Y	2.63

Table 16: School Department Land

Name	Owner	Manager	Current Use	Condition	Recreation Potential	Funds Used	Zoning District	Level of Protection	Public Access	Acres
<b>School Department Land</b>										
<b>Balch School</b>	Town	School Dept.	Students currently use a portion of the parking lot as their play space.	Good	Hopscotch	Town	G	Limited	Y	3.27
<b>Callahan School</b>	Town	School Dept.	Rectangular field and basketball courts	Excellent	Lacrosse, soccer, basketball	Town	G	Limited	Y	10.83
<b>Coakley Middle School</b>	Town	School Dept.	Rectangular fields and ballfields in rear of school. Abuts Endean Conservation Land and Hawes Brook recreation area.	Good	Lacrosse, soccer, football, softball, baseball	Town	G	Limited	Y	38.29
<b>Cleveland Elementary School</b>	Town	School Dept.	Schoolyard with playground and basketball hoop; two ballfields	Good	Basketball, playground, baseball, softball	Town	S-2	Limited	Y	18.42
<b>Savage Education Center</b>	Town	School Dept.	Playground, open space, basketball courts	Good	Basketball, playground	Town	S-1	Limited	Y	17.26
<b>Lenox Ave School Property</b>	Town	School Dept., DPW	Wooded parcels with trails. Part of Hennessey Field.	Good	Walking	Town	G	Limited	Y	5.59

Name	Owner	Manager	Current Use	Condition	Recreation Potential	Funds Used	Zoning District	Level of Protection	Public Access	Acres
<b>School Department Land</b>										
<b>Oldham School</b>	Town	School Dept.	Ballfields, rectangular fields.	Excellent	Baseball, softball, soccer, lacrosse, football	Town	S-2	Limited	Y	15.56
<b>Prescott School</b>	Town	School Dept.	Ballfields, playground	Fair	Baseball, softball, playground	Town	S-1	Limited	Y	10.13
<b>Senior High School</b>	Town	School Dept.	Rectangular field, turf field, tennis courts	Excellent	Football, lacrosse, soccer, tennis	Town	S-2	Limited	Y	22.54
<b>Willett School</b>	Town	School Dept.	Playground. Baseball field transferred to DPW	Good	Playground	Town	S-2	Limited	Y	19.54

*Table 17: Other Town Owned Open Space*

Name	Owner	Manager	Current Use	Condition	Recreation Potential	Funds Used	Zoning District	Level of Protection	Public Access	Acres
<b>Other Town Owned Open Space</b>										
<b>Alandale Property</b>	Town	Selectmen	Open Space. Part of Alandale Development, abuts Hawes Brook.	Natural	Walking	Gift	G	Limited	Y	8.22

Name	Owner	Manager	Current Use	Condition	Recreation Potential	Funds Used	Zoning District	Level of Protection	Public Access	Acres
<b>Other Town Owned Open Space</b>										
<b>Berry Land</b>	Town	Selectmen	Open space. Abuts Traphole Brook and Norwood Gardens property.	Natural	Primarily for conservation	Tax Title	S-2	Limited	Y	5.70
<b>Ellis Wellfield Lands</b>	Town	Water Commission	Open space; inactive water supply land located in ACEC; playground built on portion of land.	Good	Walking	Town	G	High	Y	131.28
<b>Ellis Wellfield TT Parcel</b>	Town	Selectmen	Vacant parcel adjacent to Ellis Avenue wellfields; acquired through Tax Title.	Good	Walking	Tax Title	G	Limited	Y	5.08
<b>Tsimortis Land</b>	Town	Selectmen	Open space; several parcels adjacent to Neponset River, I-95.	Natural	Limited; no direct access, adjacent to I-95	Tax Title	S-1	Limited	Y	25.4
<b>Neponset Valley Lands</b>	Town	Selectmen	Open space; conveyed with deed restrictions for open space and recreation.	Natural	Limited passive recreation, walking.	Gift; Tax Title	S-2	High	Y	89.92

Name	Owner	Manager	Current Use	Condition	Recreation Potential	Funds Used	Zoning District	Level of Protection	Public Access	Acres
<b>Other Town Owned Open Space</b>										
<b>Airport Commission Land</b>	Town	Airport Commission	Land surrounding the Norwood Airport. Located within the Fowl Meadow ACEC.	Natural	None	Town	M	Limited	N	248.61
<b>Winter St. Landfill</b>	Town	Selectmen	Closed and capped landfill. A solar array is being constructed on site.	N/A	None	Town	S-2	Limited	N	30.00
<b>Short Street Parcel</b>	Town	Selectmen	Landlocked parcel with severe slopes; abuts Neponset River	Natural	None	Tax Title	M	Limited	N	0.33
<b>Westover Parkway</b>	Town	Selectmen	Part of the Westover development. Includes portion of Germany Brook. Provides green buffer along Westover Parkway.	Good	Walking	Gift	S-2	Limited	Y	16.26

Table 18: Private Recreation Lands

Name	Owner	Manager	Current Use	Condition	Recreation Potential	Funds Used	Zoning District	Level of Protection	Public Access	Acres
<b>Private Recreation Lands</b>										
<b>Norwood Country Club</b>	VJ Properties Limited	Sterling Golf	Public Golf Course. Chapter 61B Recreation land; town has right of first refusal if parcel is put on the market.	Good	Golf (Limited to paying members)	N/A	HB	Limited (Chapter 61B)	Y	93.6
<b>Norwood Little League Complex (Kelley Field)</b>	Norwood Little League Inc.	Norwood Little League Inc.	Little League baseball fields. Located adjacent to Endean Conservation area and Coakley Middle School. The property is deed restricted for recreational use.	Good	Little League Baseball (Limited to use by members)	N/A	G	Limited	Y	2.54
<b>Skating Club of Boston</b>	Skating Club of Boston	Skating Club of Boston	Former site of Lost Brook Country Club; being redeveloped by the Skating Club of Boston. Proposed development includes new 176,000 sf three rink ice skating and training facility.	Good	Figure skating, hockey, potential for walking trails on property	N/A	LM	None	Y	35.9

Table 19: Privately Owned Land of Conservation or Recreation Interest

Name	Owner	Manager	Current Use	Condition	Recreation Potential	Funds Used	Zoning District	Level of Protection	Public Access	Acres
<b>Privately Owned Land of Conservation or Recreation Interest</b>										
<b>Boch Realty Land</b>	Boch Realty Inc.	Boch Realty Inc.	Vacant land	N/A	Primarily for conservation	N/A	S-2	None	N	23.21
<b>Boch Toyota Land</b>	Boston Port Service Inc.	Boch Toyota	Part of larger parcel with Boch Toyota dealership on site. Half of parcel is wetlands abutting Ellis Wellfields.	N/A	None	N/A	HB	None	N	11.00 (1/3 of total parcel)
<b>Cieri Land</b>	Cieri, Ronald V Jr. & John P	Cieri, Ronald V Jr. & John P	Vacant land, adjacent to Neponset River and Neponset Valley Lands.	N/A	Potential for hiking and cross country running	N/A	S-2	None	N	29.07
<b>Cofsky Farm</b>	Cofsky, William & Robert	Cofsky, William & Robert	Agricultural Land	N/A	Potential for passive recreation or development of recreation fields	N/A	S-1	None	N	20.93

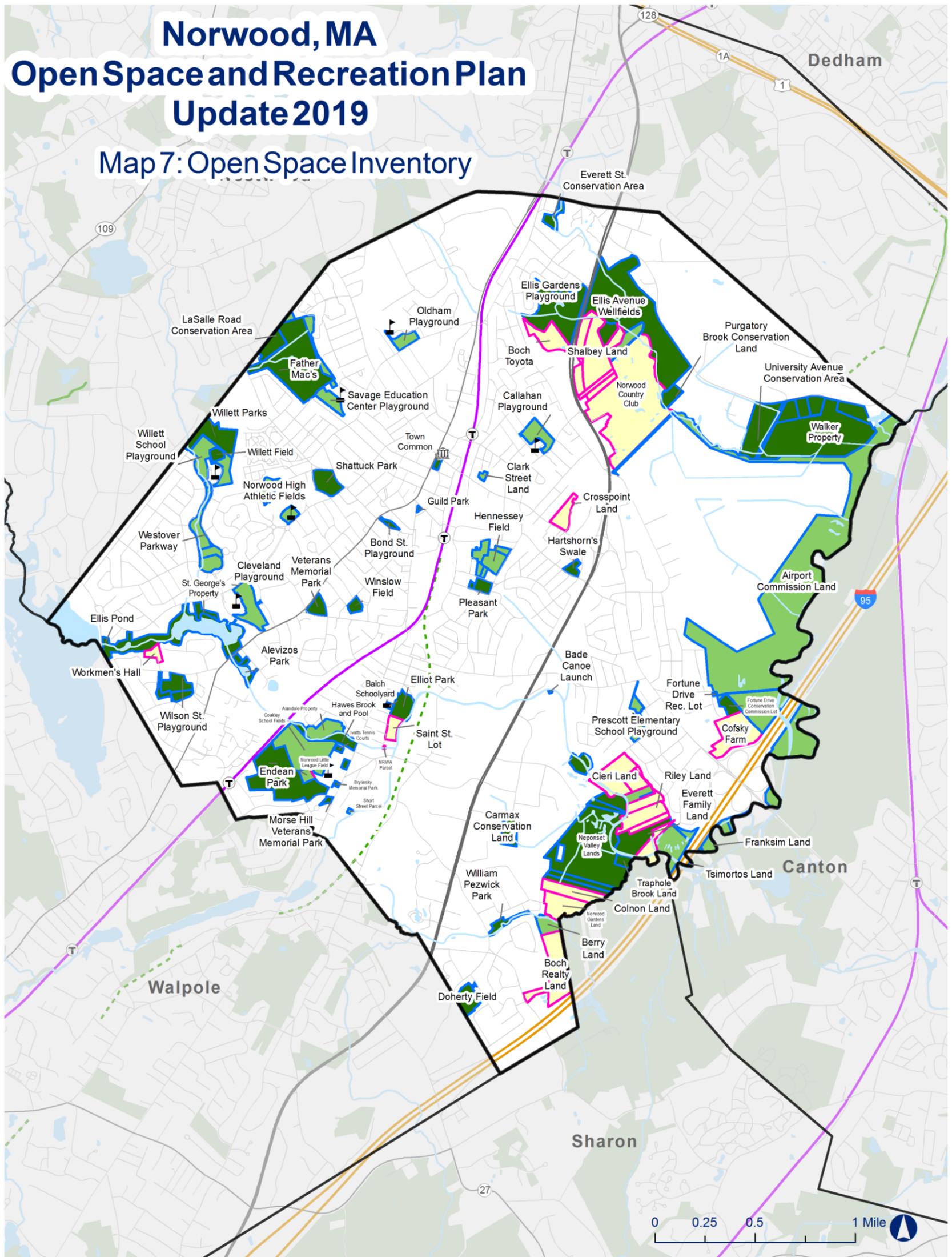
Name	Owner	Manager	Current Use	Condition	Recreation Potential	Funds Used	Zoning District	Level of Protection	Public Access	Acres
<b>Privately Owned Land of Conservation or Recreation Interest</b>										
<b>Colnon Land</b>	Colnon & Company	Colnon & Company	Vacant land, adjacent to Neponset Valley Lands.	N/A	Potential for hiking and cross country running	N/A	S-2	None	N	10.12
<b>DCD Realty Trust / Saint Street Lot</b>	Round Path LLC	Round Path LLC	Vacant land; 1 of 3 parcels created by splitting larger parcel. Adjacent to Eliot Park, Town Meeting approved its purchase in Fall 2019.	N/A	Potential for passive recreation	N/A	M	None	N	8.1
<b>Crosspoint Land</b>	Crosspoint Associates	Crosspoint Associates	Vacant land	N/A	Potential for development of small park	N/A	M	None	N	6.93
<b>NRWA Land</b>	Neponset River Landholding Association	Neponset River Watershed Association	Small parcel abutting Hawes Brook, close to its confluence with Neponset River. Lot includes small dam.	N/A	None	N/A	S-2	None	N	0.10

Name	Owner	Manager	Current Use	Condition	Recreation Potential	Funds Used	Zoning District	Level of Protection	Public Access	Acres
<b>Privately Owned Land of Conservation or Recreation Interest</b>										
<b>Riley Land</b>	Riley, Maureen G.	Riley, Maureen G.	Vacant land, adjacent to Neponset River and Neponset Valley Lands.	N/A	Primarily for conservation	N/A	S-1	None	N	18.65
<b>Shalbey Lands</b>	141 Boston Providence Highway LLC	Central Chrysler Jeep	Vacant land. Provides green buffer along Route 1; abuts Ellis Wellfield within ACEC.	N/A	Primarily for conservation	N/A	G	None	N	35.47
<b>St. Timothy's Church</b>	Roman Catholic Archbishop of Boston	Roman Catholic Archbishop of Boston	Church	N/A	Parking lot offers great views of and a potential access point to Willett Pond.	N/A	S-2	None	Y	11.33
<b>Willett Pond</b>	Neponset River Landholding Association	Neponset River Watershed Association	Manmade pond managed for wildlife habitat and recreation.	N/A	Excellent views, but currently no access. Potential for passive and secondary contact recreation.	N/A	S-2	None	N	25

Name	Owner	Manager	Current Use	Condition	Recreation Potential	Funds Used	Zoning District	Level of Protection	Public Access	Acres
<b>Privately Owned Land of Conservation or Recreation Interest</b>										
<b>Workmen's Hall</b>	Workmens Hall of Norwood Inc.	Workmens Hall of Norwood Inc.	Private social club abutting Ellis Pond Conservation Area	N/A	Property could add protection to Ellis Pond area and provide parking for access to Ellis Pond and Wilson St. Playground.	N/A	S-2	None	N	2.46

# Norwood, MA Open Space and Recreation Plan Update 2019

## Map 7: Open Space Inventory



Open Space	
Ownership	Level of Protection
<span style="border: 1px solid blue; padding: 2px;"> </span> Town	<span style="background-color: #006400; padding: 2px;"> </span> Protected
<span style="border: 1px solid pink; padding: 2px;"> </span> Private	<span style="background-color: #90EE90; padding: 2px;"> </span> Limited
	<span style="background-color: #FFFF00; padding: 2px;"> </span> None

- Town Hall
- Schools
- Commuter Rail Stations
- Commuter Rail Lines
- Shared-Use Path - Proposed
- Shared-Use Path, Existing
- Rivers and Streams
- Lakes and Ponds

The information depicted on this map is for planning purposes only. It is not adequate for legal boundary definition, regulatory interpretation, or parcel-level analyses.

Produced by:  
Metropolitan Area Planning Council  
60 Temple Place, Boston, MA 02111 | (617) 933-0700

Data Sources:  
Metropolitan Area Planning Council (MAPC)  
Massachusetts Geographic Information System (MassGIS)  
Massachusetts Department of Transportation (MassDOT)

# 6

## Community Vision

### Description of the Process

The development of Norwood's Open Space and Recreation Plan was guided by the Town's Open Space and Recreation Plan Committee, comprised of representatives from Town boards and committees, i.e. Conservation Commission, Planning Board, and citizen stakeholders. The work of the OSRP Committee was supported by Town staff from the Planning & Economic Development and Recreation Departments. Throughout the planning process, the Committee and Town staff met regularly with the lead project planner from the Metropolitan Area Planning Council (MAPC) to review and contribute to elements of the plan and assist with community engagement strategies. In order to incorporate perspectives from the larger Norwood community, MAPC and the Town of Norwood organized and hosted a public forum on October 16, 2018 and administered an online survey.

### *October 2018 Public Forum*

At the October forum, the lead project planner provided an introduction to the purpose and utility of Open Space and Recreation Plans generally and presented an overview of Norwood's social demographics, land use patterns, and select open space and recreation properties. Following the presentation, members of the public in attendance were invited to ask questions and provide comments about the presentation and the OSRP more generally. Attendees were then engaged to prioritize and comment upon the OSRP's seven overarching goals and fifteen underlying objectives, which were formulated and affirmed by the OSRP Committee. Each of the 24 attendees were provided with five sticky dots to vote for their top objectives; votes could be spread across five different objectives or concentrated in a smaller number. Participants were also invited to review a map displaying the inventory of open space and recreation properties throughout Norwood, and place green dots on areas that they enjoy visiting or red dots on areas that present challenges. Post-its were available to provide park specific comments or suggestions. Please see Section 7: Analysis of Needs for summary and analysis of the received feedback and Appendix C for complete vote tallies and responses.

### *Open Space and Recreation Survey*

The Open Space and Recreation Committee wanted to let as many residents as possible to have an opportunity to weigh in on the process, so MAPC also developed a survey for broad distribution. The survey was administered through an online service, but paper copies were

also made available at Town Hall, the Senior Center, and the public library. The survey was widely publicized through a variety of channels, including posting a link to the Town website and social media accounts, posting flyers at Town Hall, and emailing a notice to the Recreation Departments email list of over 2,000 recipients.

Responses were accepted from December 20, 2018 through February 4, 2019. The survey received 443 responses in total. Please see Section 7: Analysis of Needs for summary and analysis of the received feedback and Appendix C for complete vote tallies and responses.

### Statement of Open Space and Recreation Goals

The Town of Norwood's open spaces are vital resources which provide aesthetic, environmental, and recreational benefits. The Town is committed to acquiring and managing open space in a manner which balances and advances the preservation of natural resources while providing ample recreational opportunities for all. The maintenance and promotion of existing resources will encourage their use and foster a sense of stewardship among the community. Norwood has demonstrated a commitment to open space and recreation planning through activities such as the adoption of the Community Preservation Act, as well as the creation and update of this Open Space and Recreation Plan. In order to ensure the relevance and usability of the plan, the Town will identify and supply the resources needed to implement the plan.

# 7

## Analysis of Needs

### Introduction

The Town of Norwood's conservation and recreation needs were identified through a synthesis of background research and inventory data with the community vision developed through the planning process described in Section 6.

### Summary of Resource Protection Needs

Natural open space and conservation lands provide communities with a range of irreplaceable benefits, such as wildlife habitat, nature trails, scenic vistas, clean air, and water quality protection. Individually and collectively, these benefits contribute significantly to the character and quality of community life. The pace and scope of development pressure in Norwood and the region increasingly challenge the protection of these properties and their attendant benefits. Norwood's comparatively high level of existing development further compounds the difficulty, as the town has a lower percentage of overall green space than neighboring communities.<sup>11</sup>

However, recent Town actions and community efforts suggest the elevation of environmental conservation as a priority. In 2015, Town meeting approved the purchase of the St. George's Property on Nichols Street for conservation purposes, the first such purchase by the Town of Norwood since the 1970s. The purchase provides protection for land immediately adjacent to Ellis Pond, which helps maintain water quality, as well as an additional access point to allow visitors to enjoy the benefits of conservation land directly. Additionally, the adoption of the Community Preservation Act provides a new source of funding for possible open space acquisitions and improvements. At the October 2018 Public Forum, Goal 2: Protect and preserve Norwood's Natural Resources received the highest number of votes during the prioritization exercise.

Additional opportunities remain to protect and preserve the integrity of land of conservation interest in Norwood. The Town should explore all opportunities to expand its existing assemblage of conservation lands, utilizing a variety of strategies to acquire land or conservation restrictions via donation, purchase, or exchange. Through this and prior planning processes, Norwood has identified a number of unprotected properties whose preservation would advance the conservation related goals and objectives articulated in this Open Space and

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<sup>11</sup> Washburn, Steven *The Grass is Greener: NDVI Greenspace Analysis*

Recreation Plan. Priority should be given to lands most at risk of intensive development if left unprotected, e.g. Cofsky Farm, those adjacent to already protected open space, e.g. Riley Land, and those located within environmentally sensitive areas, e.g. Boch Realty Land. The Town should also pursue opportunities to engage with neighboring communities and non-profit conservation organizations to protect and steward shared open space resources, such as Willett Pond.

Norwood's wetland and water resources are vast, especially in the Fowl Meadow area east of Route One. The Fowl Meadow is an Area of Critical Environmental Concern and this state designation is designed to protect the quantity and quality of the region's water supply and to prevent the loss of valuable flood storage area. The Town should continue working with property owners, developers, and the general public to ensure compliance with state and local laws and regulations designed to protect wetlands. Wetlands are areas where water covers the soil, or is present either at or near the surface of the soil all year or for varying periods of time during the year, including during the growing season. These areas serve important functions, including flood control, water supply protection, pollution control, wildlife and vegetation habitat, and aesthetic benefits. Norwood's Conservation Commission, supported by the Town's Conservation Agent, is empowered to regulate any activities which may impact wetlands locally under the Wetlands Protection Act (Section 40 of Chapter 131 M.G.L), the Rivers Protection Act, and the Town of Norwood's Wetland Bylaw. Many homeowners and business owners are unaware of the wetlands regulations prior to their initiation of the building permitting process. Therefore, increased public education and awareness would aid the enforcement of the relevant laws and regulations, including the 25 foot "no build" wetland buffer zone provision included in the local Wetlands Protection Bylaw. The production and availability of educational materials, such as a map of identified wetlands in town, should be pursued.

In addition to wetlands protection, which provide natural flooding and pollution control, the Town of Norwood should also continue to protect water quality through efforts to reduce point and nonpoint source water pollution. The Town can combat point source pollution by enforcing the Town Sewer Use Ordinance and continuing to conduct Illicit Discharge Detection & Elimination (IDDE) investigations in areas suspected of having illicit connections. The Town also plans to continue identifying and correcting any observed Infiltration/Inflow problems. The development of Geographic Information Systems (GIS) data related to the Town's sewer infrastructure could facilitate these efforts. The Town has developed a storm water management plan and actively works to reduce nonpoint source (NPS) pollution, which results from storm water runoff from impervious surfaces and wildlife and pet wastes. Many of the Town's Department of Public Works regular operations contributes to this effort. The DPW conducts street sweeping on all streets at least twice per year, cleans catch basins, and collects yard waste. The Town also runs biannual hazardous waste collection events at the Town's recycling center, removing chemicals and other household materials that would negatively affect waterways if

improperly disposed of. Additionally, the Town of Norwood's Zoning Bylaw includes requirements for stormwater management and erosion control to limit runoff from construction sites, and the Town conducts public outreach and education to inform citizens how they can minimize their contribution to NPS pollution.

## Summary of Community Needs

### *Awareness of Open Space and Recreation Resources*

Throughout the OSRP public planning process, the need to promote awareness of already existing conservation and recreation resources arose as an especially high priority. Conservation properties, in particular, seem to suffer from a general lack of public awareness. In response to a question on the Open Space and Recreation Plan Survey gauging the frequency of use of eight selected conservation properties, at least 60% of respondents indicated they were unaware of five of the listed properties.<sup>12</sup> Recreation properties were comparatively well known, with only two properties – Pleasant Park and Wilson Street Playground – receiving responses indicating more than 15% of respondents were unaware of them. Some of these responses may be attributable to the use of multiple names for individual properties - for example, Alevizos Park is also referred to as Lower Pond – and respondents may be familiar with the property, but not necessarily the name. However, when asked to indicate what factors prevented utilization of Norwood's open space resources, more than 50% of respondents cited a lack of knowledge of property locations, rules governing public access, or the presence of trails and other facilities.

The Town of Norwood can pursue a variety of strategies to enhance awareness and use of Norwood's existing conservation and recreational resources. Resources produced for public education, such as maps and brochures, could be collected on a dedicated sub-page of the Town website and promoted through social media channels. In addition to property locations, promotional materials should include existing access points and facilities. The Town should also continue its efforts to install signage and other wayfinding materials at physical property locations. Creating greater public awareness and enhancing engagement with the Town's conservation and recreation activities has the added benefit of creating a sense of ownership or investment among residents, which can aid the implementation of goals and objectives. In order to enhance use of conservation properties with trails, several residents suggested the creation of organized or semi-organized groups to collectively bike or hike on trails in Norwood. Such organizations could help transmit and distribute knowledge of direction, distances, and difficulty of various paths or routes.

### *Access to Open Space Amenities*

A dedicated effort to increase awareness of Norwood's open space resources should be accompanied by attempts to ameliorate existing gaps or barriers to access. Attendees at the

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<sup>12</sup> Property Name and % of respondents answering "Unaware of the Amenity": University Ave Conservation Land – 63%; Everett Street Conservation Land – 65%; Alevizos Park – 71%; William Pezwick Park – 72%; LaSalle Road Conservation Land – 74%.

public forum and survey respondents generally indicated that access improvements were most needed for Norwood's water resources, especially for those interested in canoeing and kayaking. The recent purchase and improvement of the St. George's Property on Nichols Street was approvingly cited as project which enhanced the accessibility of Ellis Pond, although transporting a kayak to the water remains difficult. Several survey respondents additionally indicated that access would be improved further by the extension of the hiking path around the full circumference of the Pond. The Workmen's Hall property has been identified as another adjacent property where acquisition of the property or the obtaining of an easement would provide another needed access point. Willett Pond is currently inaccessible from Norwood, but the Town has indicated their desire to work with the Neponset River Watershed Association to identify options for creating an access point. The St. Timothy's property is well located to provide one, and the Town should evaluate the opportunity to pursue an easement on site. The Bade Canoe Launch provides boating access to the Neponset River, but its entrance is located on a privately owned parcel and residents may not be familiar with the rules governing access.

Although the needs of residents with disabilities vary, physical barriers are a key factor for evaluating the true accessibility of open space and recreation properties. The Recreation Department ensures that new facilities meet or exceed the requirements of the Americans with Disabilities Act (ADA), and routinely works to renovate existing facilities to correct identified deficiencies. For example, the newly constructed Hawes Pool Bathhouse includes ADA accessible shower and restroom facilities. The Recreation Department also recently received Community Preservation funds to replace the woodchip ground cover at the Bond Street Tot Lot with poured rubber. Please see Appendix B: ADA Access Self-Evaluation and Transition Plan for an inventory of existing properties and suggested improvements.

Questions of park and open space access must also consider the modes of transportation individuals rely on to reach open space destinations. Comments received at the public forum and through the survey indicated a desire for general infrastructure improvements to make Norwood safer and more inviting to pedestrians and bicycle commuters. In July 2019, the Town of Norwood applied for a Complete Streets grant through the Massachusetts Department of Transportation (MassDOT), which can provide funding for roadway improvements designed to enhance safety and accessibility for all travel modes and people of all ages and abilities. Several participants in the public process also stated that connecting bike routes within Norwood to neighboring or regional networks should be a priority. The Metropolitan Area Planning Council's LandLine program, which seeks to connect the Boston region's greenways and trails into a seamless network, has identified a potential greenway route in Norwood from the Norwood Central MBTA station and connecting with a proposed route in Walpole.

#### *Opportunities for All Ages*

Different age and user groups within Norwood have particularized needs, which can be accommodated through good planning and design. Although all age groups benefit from access

to natural and recreation spaces, different user bases use recreations spaces with variable frequency and for a range of activities. For example, the facilities required by a large youth sports organization differ significantly from those enabling individual or small group passive recreation activities pursued by older residents.

Norwood's sports fields are very well maintained, but the demand for field space from youth and adult sports organizations can overwhelm the Town's field capacity. The Norwood Recreation Department offers a wide range of youth activities, providing both recreational and seasonal professional opportunities for teens through summer camps and other classes. However, direct input from youths was lacking from the OSRP public engagement process. To gain a better understanding of youth needs, the Town should consider how to best engage youth in public planning processes.

Some comments received through the survey suggest that some older residents feel that Norwood's recreational resources are primarily for the benefit of youth and families with children. Several individuals noted that although they regularly took advantage of open space and recreational opportunities when their children were younger, they no longer do so. However, the Recreation Department has developed programming and facilities designed to serve Norwood's senior population. For example, "pickleball" – a sport very popular among seniors – has been scheduled for play at Norwood's Civic Center since 2016, and the Town installed an outdoor court at the Savage Educational Center in 2019. Seniors are also provided free access to the Civic Center, and discounted Fit Passes. Ensuring these opportunities are fully communicated – using outreach strategies inclusive of older adults who may be less likely to find information online – should be a priority. Conservation properties could be made more senior friendly – and more useable generally – by developing a means to communicate the length of different walking routes, ensuring the walking paths are clear of obstacles, and installing benches to provide places to rest along walking routes.

#### *Missing Amenity Types*

Although most comments received regarded existing open spaces within Norwood, the desire to see a dog park established in Norwood arose repeatedly in survey comments. Creating a dedicated area for dog owners to allow their pets off-leash in a contained and safe environment would both fill a demonstrated need and reduce conflict with other open space users who feel uncomfortable around unleashed dogs. The Town may additionally consider supplying pet waste bags and trash receptacles at locations where residents frequently bring leashed dogs for walking, such as Shattuck Park and Hennessey Field.

#### Summary of Management Needs

The Town of Norwood has undertaken a concerted effort to maintain and improve its athletic fields, with impressive results. Through the implementation of recommendations contained in an athletic fields master plan and site specific management plans prepared by Gale Associates,

Norwood has achieved a high level of condition across its 24 athletic fields. Irrigation systems are a common feature, and in the off season the Highway and Parks Department – a division of the DPW - aerates, seeds, and fertilizes the fields in preparation for the following year’s activities. Winter turf blankets are installed at the Coakley rectangular fields and Father Mac’s soccer fields to protect the playing surface. During the playing season, the DPW aims to groom and line fields on a twice weekly basis. However, there are instances where manpower shortages, equipment breakdown, weather, or other pressing priorities prevent this objective from being met. The School Department is responsible for grooming and lining the baseball/softball fields for school games.

The biggest challenge facing the fields is no longer field condition, but overuse and lack of space. Field scheduling is handled by the Recreation Department, and the Town’s facilities support a wide range of user organizations and sport types. Fields with lights allowing for night time use – the Coakley Middle School fields and the Elliot Field baseball diamond – are in particularly high demand. The lights at both facilities were replaced within the last several years. Norwood High School has a turf field – which is maintained by the School Department - and the Town has previously applied for a state PARC grant to install a second turf field at Coakley Middle School.

The Recreation Department collaborates with the Department of Public Works in order to manage and maintain Norwood’s playgrounds, basketball courts, tennis courts, athletic fields, and pools. Currently, most playgrounds in town use wood chips for ground cover. However efforts are underway to replace the material with a poured rubber surface, with a project to do so at the Bond Street Tot Lot currently underway. In addition to making the play spaces more physically accessible, the change will also reduce the amount of seasonal maintenance required. Other potential capital upgrades to Recreation facilities in the coming years include the replacement of the bathroom and storage building at Eliot Field, alterations to Father MacAleer pool area, and the replacement of Hawes Pool with a modern, code compliant, zero entry pool.

In addition to professional Town staff, Norwood benefits from philanthropic support from local businesses, partnerships with mission driven non-profit organizations, and committed volunteers. Using funds donated by Norwood Bank for tree purchases, the Department of Public Works installed large shade trees at athletic fields including Coakley and Father Mac’s, with plans to continue plantings to provide shade for fans and participants. Together Yes! – a local sustainability nonprofit group – manages a community garden and community orchard which were established on Town owned land in Endean Park. The Town should continue to foster these partnerships and explore opportunities to expand them.

### Statewide Comprehensive Outdoor Recreation Plan (SCORP)

The Statewide Comprehensive Outdoor Recreation Plan (SCORP) is the Commonwealth’s equivalent of a municipal open space plan. SCORP plans are developed by individual states in

order to be eligible for federal Land and Water Conservation Fund (LWCF) grants. In 2017, the Executive Office of Energy and Environmental Affairs completed the Massachusetts SCORP to help guide the distribution of federal funding to state agencies and municipalities for the acquisition of open space, renovation of parks, and development of new parks. The SCORP is a planning document that discusses the available recreational resources in a state, as well as its needs, and identifies the gaps between the two. The goals and objectives of the 2017 SCORP are:

- **Goal 1: Improve Access for Underserved Populations**
  - Objectives:
    1. Support the acquisition of land and development of new open spaces in areas that lack existing or useable open spaces, such as Environmental Justice neighborhoods
    2. Develop parks and open spaces that offer amenities that go above and beyond ADA requirements for people with disabilities
    3. Consider the needs of underserved demographic groups — senior citizens and teenagers — in park and open space designs
    4. Encourage establishment of programming endowments
  
- **Goal 2: Support the Statewide Trails Initiative**
  - Objectives:
    1. Support the acquisition of land and development of new open spaces that can provide a trail network
    2. Fill in the gaps of existing trail networks
    3. Ensure that any existing or new trails are fully accessible to people with disabilities
  
- **Goal 3: Increase the Availability of Water-based Recreation**
  - Objectives:
    1. Support the acquisition of land that will provide for water-based recreation
    2. Support the acquisition of land that will increase drinking water supply protection
    3. Develop water-based recreational facilities, including swimming areas, spray parks, boating facilities, fishing areas, etc.
  
- **Goal 4: Support the Creation and Renovation of Neighborhood Parks**
  - Objectives:
    1. Promote the acquisition and development of neighborhood parks where none currently exist
    2. Develop amenities supported by neighborhood parks, such as playgrounds, offleash dog parks, and community gardens

3. Work with community development organizations to improve walking access to local parks

This Open Space and Recreation Plan is consistent with the goals and objectives articulated by the Statewide Comprehensive Outdoor Recreation Plan.

# 8

## Goals and Objectives

### *Introduction*

The Open Space and Recreation Plan Committee decided to accept and reinforce its commitment to the goals and objectives articulated in the Town of Norwood's previous Open Space and Recreation Plan by using those goals as the basis for this plan. Norwood residents also reviewed, commented upon, and affirmed these goals at the October 2018 public forum. The Committee believes these goals represent the Norwood community's commitment to open space and recreation issues.

### *Goals for 2020–2027*

The following seven goals and their associated objectives guide the 2020-2027 Plan and are based on a review of the Town's recent accomplishments, as well as its vision for the future. These goals and objectives provide a continuing mandate for the Town to pursue a coordinated and focused plan for protecting and managing open space and recreation facilities, working collaboratively within the Town and throughout the region to ensure continued protection of our fragile environment, and enhancing public awareness, accessibility, and stewardship of the existing open space resources in Norwood. The fulfillment of these goals will make Norwood a more desirable and pleasant community to live in and to visit.

Further, by accomplishing the specific actions associated with these goals, the entire community will acquire a greater sense of awareness of and appreciation for Norwood's valuable open space and recreational resources. The detailed actions to achieve these goals and objectives are listed in Chapter 9, Action Plan.

### **Goal #1: Acquire open space and conservation land**

- Protect Norwood's suburban character from the effects of development
- Provide better access to ponds, rivers, and streams

### **Goal #2: Protect and preserve Norwood's natural resources**

- Stop wetland encroachment and degradation

- Protect Neponset Valley Area of Critical Environmental Concern (ACEC) and other rare wildlife habitats

**Goal #3: Develop a greater variety of recreational opportunities for all**

- Add new town recreational facilities
- Develop facilities for all age groups
- Eliminate accessibility barriers at all recreational facilities

**Goal #4: Maintain and manage existing recreation facilities, parks and conservation lands**

- Increase the use of the town's conservation and open space lands
- Improve the condition of existing, and develop additional passive and active recreational facilities
- Improve linkages between open space parcels

**Goal #5: Increase public awareness on open space and conservation issues**

- Educate the public on the location of properties, using various methods such as maps, brochures, and the Town website
- Foster stewardship of open space and conservation lands

**Goal #6: Ensure that the plan takes into account environmental justice and equity**

- Increase public participation opportunities in the neighborhoods where 25% or more of the population is minority or foreign born
- Ensure that new recreational opportunities and open space areas are equally accessible to residents in Environmental Justice neighborhoods

**Goal #7: Create the organizational and funding support necessary for implementation of the plan**

- Secure necessary funding for implementation
- Develop a mechanism for overseeing implementation of the plan

# 9

## Seven Year Action Plan

### **Introduction**

The Town of Norwood's Open Space and Recreation Plan's Seven Year Action Plan translates higher level goals and objectives into concrete actions for the Town to pursue during the period between 2020 and 2027. It strives to deliver on the goals and objectives expressed throughout this process with a program of tangible steps for the Town to take over the next seven years.

These actions are targeted to address the physical and organizational issues confronting the Town, as described and analyzed in previous sections of this Plan, especially in Chapter 7. This Action Plan attempts to examine various needs and visions realistically in light of current economic conditions, while maintaining a focus on the substantive issues of open space and recreation, preservation, acquisition, enhancement, management, and maintenance.

### **Progress since the 2011 Plan**

Subsequent to the development of the 2011 OSRP, the Town has acquired new open space property, maintained its management of open space resources, and actively made improvements to its park and recreation system. Highlighted accomplishments since 2011 include:

- The Town of Norwood voted to enact the Community Preservation Act in 2016. The CPA is a smart growth tool that helps communities preserve open space and historic sites, create affordable housing, and develop outdoor recreational facilities.
- In 2015, voters at Town Meeting approved the purchase of a 2.5 acre parcel, located off Nichols Street and adjacent to Ellis Pond. Formerly owned by the St. George's Orthodox Church, this property was the first purchased by the Town for conservation purposes since the 1970s.
- Norwood's Conservation Commission, with assistance from the Norwood Department of Public Works, established a community garden with 50 plots and an adjacent community apple orchard in Endean Park.
- The Town acquired an 84-acre parcel – the Walker Property - along University Avenue, which abuts Conservation Commission Land and is located in the Fowl Meadow and Ponkapoag Bog Area of Critical Environmental Concern (ACEC)

- A new bath house, which is fully compliant under the Americans with Disabilities Act, was constructed at the Hawes Brook Pool.
- The Norwood Trails Committee was established as an advisory committee to the Town Manager.
- Various upgrades were made to the Town’s playgrounds, including the installation of equipment at Callahan Playground and the construction of a basketball court at Doherty Park.
- At the October 2019 Special Town Meeting voters approved the acquisition of a 6 acre parcel for open space & passive recreation. The Town will pay the land with CPA funds. A river walk trail will be developed and connected to the adjacent Elliot Park.

**2020-2027 Action Plan**

The Seven-Year Action Plan provides specific recommendations for meeting the goals and objectives in Section 8. The Open Space and Recreation Plan Committee developed the 2020-2027 Action Plan, with guiding input provided by Town staff, the project planner, and citizens who participated in the planning process. Using the 2010-2017 Action Plan as a basis, actions completed since the prior plan were removed from the present version, while actions not yet performed but still relevant were retained. Additional action items were added to reflect new opportunities and priorities. Some of these actions are already in the planning process; others are ongoing but need additional support. The Seven-Year Action Plan lists a wide range of action items, and Map 8 indicates the project areas of select action items.

The following table identifies the specific actions to be undertaken by the Town to implement this plan. Each action item is organized by goals and where applicable, a funding source is identified. The timing for implementation is broken out into short- (1 to 3 years), medium- (4 to 5 years), long-term (6 to 7 years), and ongoing timeframes. The designation of a target year is meant as a guide only; it is more important to be flexible and take advantage of opportunities as they arise. Many items will need to occur over several years and in each case, a primary responsible party or parties is identified. The formation of a committee or board (most likely the Open Space and Recreation Committee mentioned earlier in this plan) will be key to advancing successful implementation of this plan, and it is this group that will take charge of delegating the recommended responsibilities and actions to Town departments, local nonprofit groups, and other stakeholders. This Committee will also be responsible for public outreach and education regarding actions being taken.

**Responsible Parties Acronyms**

- BOS – Board of Selectmen
- CC – Conservation Commission
- DPW – Department of Public Works
- OSRC – Open Space and Recreation Committee
- PB – Planning Board
- TC – Trails Committee

## **List of Potential Funding Sources**

- Chapter 90 - State transportation funding allocated for roadway projects
- Complete Streets – Grants provided through the MassDOT’s Complete Streets Funding Program
- CPA – Community Preservation Act
- LAND – Local Acquisitions for Natural Diversity Grant Program through the Division of Conservation Services (DCS)
- LWCF – Land and Water Conservation Fund Grant Program through DCS
- MassTrails – Includes both Recreational Trails Program (RTP) grants, which are federally funded and Commonwealth Trails grants, which are supported by the state’s annual Capital Investment Plan.
- PARC – Parkland Acquisitions and Renovations for Communities Grant Program through DCS

## **Local Funding Sources**

### **Community Preservation Act**

The establishment of a real estate transfer tax was signed into law on September 14, 2000 as the Community Preservation Act (CPA). CPA is a tool for communities to preserve open space, park and recreational facilities, historic sites, and affordable housing. The Community Preservation Act is statewide enabling legislation that allows cities and towns to exercise control over local planning decisions by providing a funding source which can be used to address three core community concerns:

- Acquisition and preservation of open space
- Improve park and recreation facilities
- Creation and support of affordable housing
- Acquisition and preservation of historic buildings and landscapes

A minimum of 10% of the annual revenues of the fund must be used for each four core community concerns. The remaining 70% can be allocated for any combination of the allowed uses. This gives each community the opportunity to determine its priorities, plan for its future, and have the funds to make those plans happen.

## **Potential State and Federal Funding Sources**

### **Local Acquisitions for Natural Diversity (LAND) Program**

The LAND Program (formerly the Self-Help Program) was established in 1961 to assist municipal conservation commissions acquiring land for natural resource and passive outdoor recreation purposes. Lands acquired may include wildlife, habitat, trails, unique natural, historic or cultural resources, water resources, forest, and farm land. Compatible passive outdoor recreational uses such as hiking, fishing, hunting, cross-country skiing, bird observation and the like are encouraged. Access by the general public is required. This state

program pays for the acquisition of land, or a partial interest (such as a conservation restriction), and associated acquisition costs such as appraisal reports and closing costs.

#### **Land and Water Conservation Fund (LWCF)**

This is a federal program administered by the State Division of Conservation Services for the acquisition and development or renovation of park, recreation and conservation land. The Federal Land & Water Conservation Fund (P.L. 88-578) provides up to 50% of the total project cost for the acquisition, development and renovation of park, recreation or conservation areas. Municipalities, special districts and state agencies are eligible to apply. Nearly 4000 acres have been acquired and hundreds of parks renovated using the \$95.6 million that Massachusetts has received from the state side portion of the federal program since 1965. DCS administers the state side Land & Water Conservation Fund program in Massachusetts. Access by the general public is required.

#### **Recreational Trails Grant Program (RTGP)**

The Recreational Trails Program provides grants ranging from \$2,000 to \$50,000 on a reimbursement basis for a variety of trail protection, construction, and stewardship projects throughout Massachusetts. It is part of the National Recreational Trails Program, which is funded through the Federal Highway Administration (FHWA). Funds are disbursed to each state to develop and maintain recreational trails and trail-related facilities for both non-motorized and motorized recreational trail uses. In Massachusetts, funds are administered by the Department of Conservation and Recreation (DCR), in partnership with the Massachusetts Recreational Trails Advisory Board.

Objective/Parcel	Action	Responsible Parties	Potential Funding Sources	Time Frame
<b>Goal #1: Acquire open space and conservation land</b>				
<i>Objective 1.1 Protect Norwood's suburban character from the effects of development</i>				
1. Cofsky Farm	Acquire land development rights or conservation restrictions	CC, Town Meeting	PARC, CPA, Town	Short-term
2. DCD Realty Trust / Saint Street Lot <sup>13</sup>	Acquire roughly 6 acres adjacent to Eliot Park for passive and active recreation	OSRC, Town Meeting	CPA, LAND	Short-term
3. Crosspoint Land	Acquire 6.93 Acres for park to preserve Norwood's suburban character	OSRC, Town Meeting	CPA, LAND	Short-term
4. Workmen's Hall	Continue working with property owners to explore opportunities to protect the land in the Ellis Pond Area and its possible purchase by the Town	OSRC, Town Meeting	CPA, LAND	Short-term
<i>Objective 1.2 Provide better access to ponds, rivers, and streams</i>				
1. Ellis Pond Walkway <sup>14</sup>	Extend the walkway on the Nichols Street side of the pond.	OSRC, CC	Town	Mid-term
2. Access to Willett Pond	Seek conservation easement from St. Timothy's Church for pond access	CC	Staff time	Short-term

<sup>13</sup> At the October 2019 Special Town Meeting voters approved purchasing this property which had been listed in the 2010 OSRP as a priority for property acquisition.

<sup>14</sup> This has been partially accomplished. A stone dust path has been installed from Walpole Street to George F. Willett Parkway.

Objective/Parcel	Action	Responsible Parties	Potential Funding Sources	Time Frame
	Contact the Neponset River Watershed Association to discuss options for access to the pond.	OSRC, BOS	Town	Short-term
3. Neponset River	Develop a river walk trail on the DCD Realty Trust / Saint Street Lot.	OSRC, Town Meeting	CPA, LAND	Short-term
4. Buckmaster Pond in Westwood	Determine what rights were granted under the easement with the Town of Westwood.	OSRC	Staff time	Short-term
5. Signage identifying rivers and streams	Inventory and assess existing signage for rivers and streams in Norwood.	CC, OSRC	Town, CPA	Mid-term
6. Access to Hawes, Germany, Traphole, Meadow, Purgatory, and Plantingfield Brooks.	Identify additional access points.	CC, OSRC	Town	Mid-term
<b>Goal #2: Protect and preserve Norwood's natural resources</b>				
<i>Objective 2.1: Stop wetland encroachment and degradation</i>				
1. Continue to enforce local wetland protection bylaw	Enforce the 25 foot "no build" wetland buffer zone provision of Cons. Comm. Bylaw.	CC, Town Meeting	Town	Ongoing
2. Local wetland mapping	Create a town wide map showing location of wetlands; make available to public.	CC	Town	Mid-term
3. Protect vernal pools	Certify key vernal pools.	CC	Town	Ongoing

Objective/Parcel	Action	Responsible Parties	Potential Funding Sources	Time Frame
4. Provide public education about wetlands	Educate the public about wetlands regulations and the importance of protecting them.	CC	Town	Ongoing
<i>Objective 2.2: Protect Neponset Valley Area of Critical Environmental Concern (ACEC) and other rare wildlife habitats</i>				
1. Reduce nonpoint source pollution	Enforce stormwater regulations as required under the EPA's National Pollutant Discharge Elimination System (NPDES) Stormwater Program	DPW, Town Meeting, PB, CC	Town	Ongoing
2. Evaluate Boch Realty Land for possible acquisition	Following appropriate research and public process, consider seeking a conservation restriction or gift of land.	OSRC, Town Meeting	CPA, Town, LAND	Mid-term
<b>Goal #3: Develop a greater variety of recreational opportunities for all</b>				
<i>Objective 3.1: Add new town recreational facilities</i>				
1. Identify potential sites for a modern "suitable for competition" indoor swimming pool.	Identify potential sites for a pool as well as potential partnership opportunities.	OSRC, Recreation	Town	Short-term
2. Study the feasibility of running an indoor pool.	Obtain information from other communities on the construction, operations and maintenance costs of their pools.	OSRC, Recreation	Town	Short-term

<b>Objective/Parcel</b>	<b>Action</b>	<b>Responsible Parties</b>	<b>Potential Funding Sources</b>	<b>Time Frame</b>
3. New recreational fields	Assess the need for new recreational fields based on the level of need and requirements of various users and stakeholders	Recreation, BOS, Town Meeting	CPA, Town	Ongoing
<i>Objective 3.2: Develop facilities for all age groups</i>				
1. Playground rehabilitation <sup>15</sup>	Resurface the basketball court and adaptively re-use the skateboard area at the lower Balch recreation area	Recreation, School Dept., Town Meeting	CPA	Short-term
	Resurface Bond Street Playground with poured rubber to replace wood chips.			
2. Upgrade bath house	Repair or reconstruct bathhouse at Father Mac's pool, including ADA compliance	Recreation, DPW	Town, CPA	Short-term
3. Splash park	Continue to monitor the use of Father Mac's Pool and determine the price for splash park construction	Recreation, DPW	Town, CPA	Short-term
<i>Objective 3.3: Eliminate accessibility barriers at all recreational facilities</i>				
1. Playgrounds	Evaluate all playgrounds for resurfacing with poured rubber	Recreation, School Dept., Town Meeting	CPA, Town	Short-term

<sup>15</sup> Projects approved for CPA funds at 2019 Spring Annual Town Meeting.

Objective/Parcel	Action	Responsible Parties	Potential Funding Sources	Time Frame
2. ADA Transition Plan – See Appendix B	Complete all items on the ADA Transition Plan to eliminate access barriers	Recreation, DPW	Town	Ongoing
<b>Goal #4: Maintain and manage existing recreation facilities, parks and conservation lands</b>				
<i>Objective 4.1: Increase the use of the town's conservation and open space lands</i>				
1. Endean Conservation Land trail maintenance	Mow paths, clear brush and maintain walking trails. Solve water problem on paths.	CC, DPW	CPA, Town	Short-term
2. Ellis Wellfield property	Develop nature trail including observation platforms along Purgatory Brook that extends to conservation land off of University Ave.	CC, TC, BOS, OSRC, Recreation	LAND, Town	Mid-term
3. Expand Community Orchard	Expand the Community Apple Orchard at Endean Field to include a variety of fruit trees and berry bushes.	OSRC, DPW	Town	Mid-term
<i>Objective 4.2: Improve the condition of existing, and develop additional, passive and active recreational facilities</i>				
1. Additional maintenance money	Add money to the Recreation, Parks, and Conservation Commission budgets for care for town facilities	CC, Recreation,	Town	Ongoing
	Create an “Adopt-a-Field/Facility” program with local businesses	OSRC, CC, Recreation, DPW	Town, Private	Long-term

Objective/Parcel	Action	Responsible Parties	Potential Funding Sources	Time Frame
2. Field rotation	Continue to implement the recommendations of the Gale Plan.	DPW, Recreation, DPW, School Dept.	Town	Ongoing
<i>Objective 4.3: Improve linkages between open space parcels</i>				
1. Link the Willet School, Babe Ruth field, and landfill. Build town greenway from Savage Educational Complex to Ellis Pond.	Create an ADA accessible path on the sewer easement	DPW, OSRC, Planning, CC	Town, CPA	Short-term
2. Provide sidewalk connections	Develop a plan to provide sidewalks to link open spaces and parks	DPW, TC	Chapter 90, Complete Streets	Ongoing
3. Connect the Comenitz property/Saint St. Lot with Elliot Field and Balch School Playground	Connect the properties via the development of a new river walk trail	Planning, CC, TC	CPA, MassTrails	Mid-term
4. Develop linkages between the Walker Property, University Ave Conservation Land, and Boston Skating Club (former Lost Brook CC) property	Create a multi-use trail that connects the three properties	Planning, CC, TC	CPA, MassTrails	Mid-term
<b>Goal #5: Increase public awareness on open space and conservation issues</b>				
<i>Objective 5.1: Educate the public on the location of properties</i>				

Objective/Parcel	Action	Responsible Parties	Potential Funding Sources	Time Frame
1. Park, Recreation, and Conservation Lands map and brochure	Develop maps and brochures showing all public lands and available facilities. Post on town website.	Planning, OSRC, CC, TC	Town	Short-term
2. Property signage program <sup>16</sup>	Continue to install signs at entrances to all town parks and conservation properties	OSRC, CC, BOS	Donations	Ongoing
3. Use the town's website and social media presence as a method for informing the public	Post information about available parks and open spaces on the town's website and social media accounts	OSRC, CC, Recreation, TC	Town	Ongoing
4. Trails map	Create maps detailing trails on publicly owned land. Also include trails on privately owned land which allows public access.	TC, Planning	Town	Short-term
5. Trail head kiosks	Install kiosks at all trail heads that have maps of all trails and rules for use of conservation land	TC, CC, OSRC	Town	Mid-term
<i>Objective 5.2: Foster stewardship of open space and recreation areas</i>				
1. Develop stewardship program	Create outreach program at local schools to teach students about conservation issues	OSRC, CC	Town, Schools	Mid-term

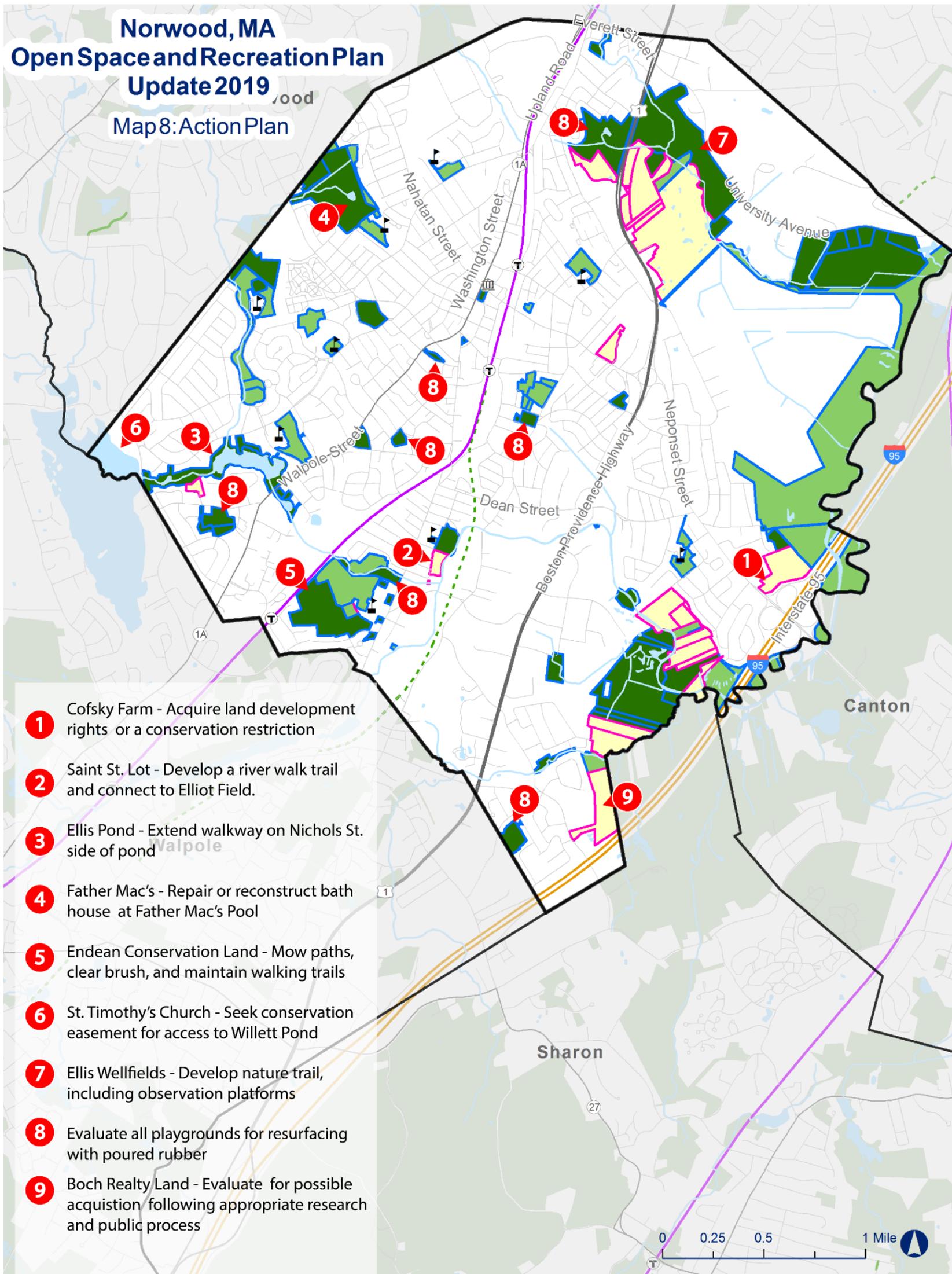
<sup>16</sup> Signs have been installed at many, but not all, conservation, recreation, and park properties.

Objective/Parcel	Action	Responsible Parties	Potential Funding Sources	Time Frame
2. Online platform for communication of park conditions	Develop or adopt an online system which allows people to report problems on trails, such as downed trees or erosion problem.	TC, CC	Town	Short-term
<b>Goal #6: Ensure that the plan takes into account environmental justice and equity</b>				
<i>Objective 6.1: Increase public participation opportunities in the neighborhoods identified as home to Environmental Justice populations</i>				
1. Continue outreach and publicity efforts in the Windsor Gardens neighborhood.	Publicize all future meetings regarding open space planning or potential acquisitions by posting information in the community rooms at the Berkshires at Windsor Gardens Apartments and Olde Derby Village Apartments.	OSRC, Planning	Town	Ongoing
<i>Objective 6.2: Ensure that new recreational opportunities and open space areas are equally accessible to residents in Environmental Justice neighborhoods</i>				
1. Prioritize open space improvements on properties within, or adjacent to, EJ neighborhoods.	Implement plans to rehabilitate the Lower Balch recreation area and Elliot Field's bathroom facilities.	Recreation, School Dept., Town Meeting	CPA	Short-term
<b>Goal #7: Create the organizational and funding support necessary for implementation of the plan</b>				
<i>Objective 7.1: Secure necessary funding for implementation</i>				

Objective/Parcel	Action	Responsible Parties	Potential Funding Sources	Time Frame
1. Grant writing	Continue to pursue federal and state grants with the help of the “grant team” <sup>17</sup>	Planning, Recreation, Engineering	Town	Ongoing
<i>Objective 7.2: Develop a mechanism for overseeing implementation of the plan</i>				
1. Open Space and Recreation Committee	Establish the Open Space and Recreation Committee as a permanent committee	BOS	Town	Short-term
2. Build capacity to negotiate conservation restrictions and easements	Develop a team consisting of town staff, land trust officials, and others with an expertise in the financial and legal aspects of restrictions and easements to work with property owners.	BOS, Planning, General Manager, Town Counsel	Town	Ongoing

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<sup>17</sup> The “grant team” includes the Planning Director, Recreation Director, and the Town Engineer.



- 1** Cofsky Farm - Acquire land development rights or a conservation restriction
- 2** Saint St. Lot - Develop a river walk trail and connect to Elliot Field.
- 3** Ellis Pond - Extend walkway on Nichols St. side of pond
- 4** Father Mac's - Repair or reconstruct bath house at Father Mac's Pool
- 5** Endean Conservation Land - Mow paths, clear brush, and maintain walking trails
- 6** St. Timothy's Church - Seek conservation easement for access to Willett Pond
- 7** Ellis Wellfields - Develop nature trail, including observation platforms
- 8** Evaluate all playgrounds for resurfacing with poured rubber
- 9** Boch Realty Land - Evaluate for possible acquisition following appropriate research and public process

Open Space	
Ownership	Level of Protection
<span style="border: 1px solid blue; display: inline-block; width: 15px; height: 10px;"></span> Town	<span style="background-color: #006400; display: inline-block; width: 15px; height: 10px;"></span> Protected
<span style="border: 1px solid magenta; display: inline-block; width: 15px; height: 10px;"></span> Private	<span style="background-color: #90EE90; display: inline-block; width: 15px; height: 10px;"></span> Limited
	<span style="background-color: #FFFF00; display: inline-block; width: 15px; height: 10px;"></span> None

- Town Hall
- Schools
- Commuter Rail Stations
- Commuter Rail Lines
- Shared-Use Path - Proposed
- Shared-Use Path, Existing
- Rivers and Streams
- Lakes and Ponds

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Massachusetts Department of Transportation (MassDOT)

# 10

## Letters of Approval

Town of Norwood Board of Selectmen  
Town of Norwood Planning Board  
Metropolitan Area Planning Council

# 11

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# 12

## Appendixes

# Appendix A: Maps

## Required Maps

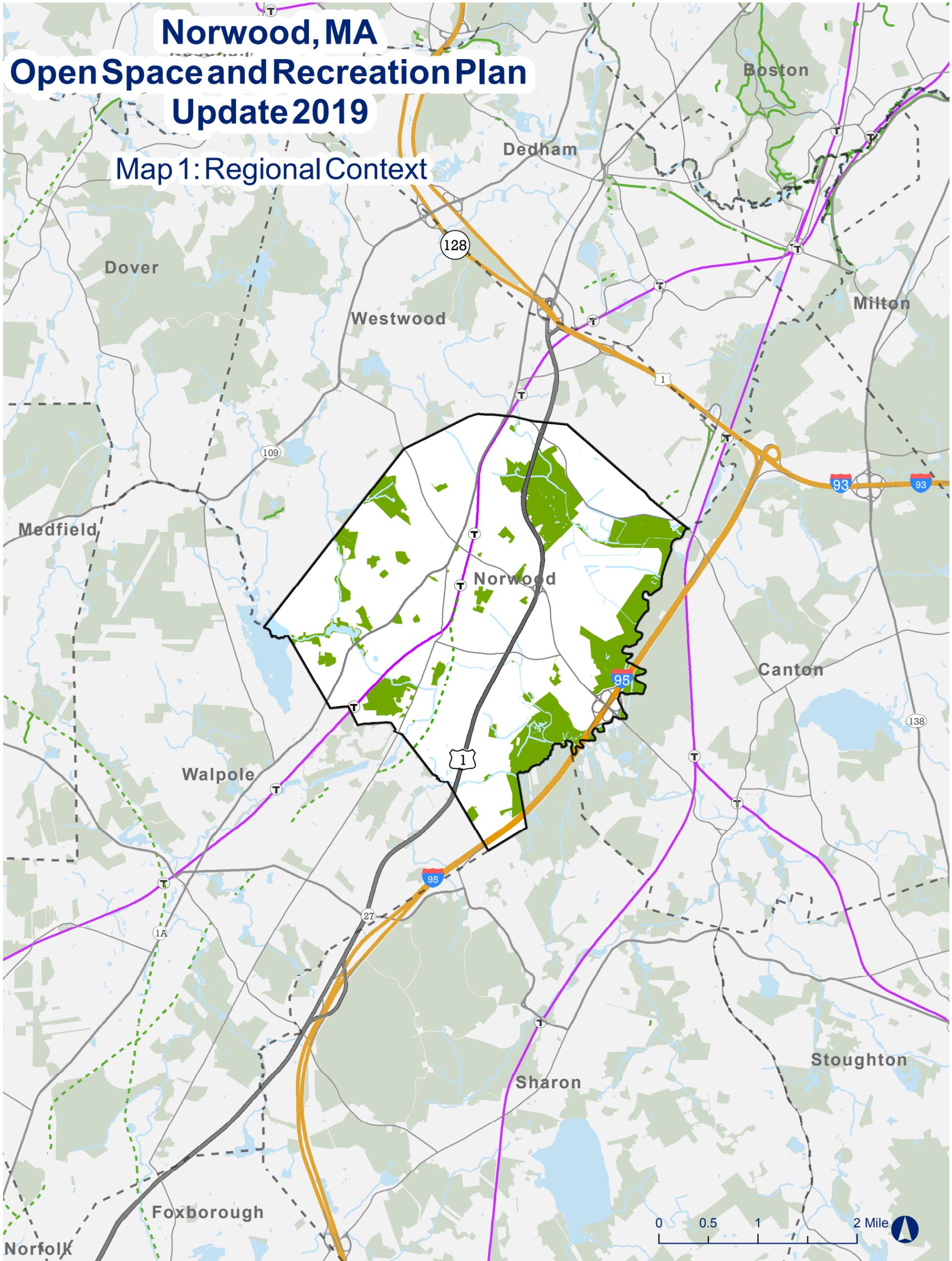
1. Regional Context Map
2. Environmental Justice Map
3. Zoning Map
4. Soils and Geologic Features Map
5. Unique Features Map
6. Water Resources Map
7. Open Space Inventory Map
8. Action Plan Map

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# Norwood, MA

## Open Space and Recreation Plan Update 2019

### Map 1: Regional Context



- - - Municipal Boundaries
- Interstate
- U.S. Highway
- State Route
- Ⓣ Commuter Rail Stations
- Commuter Rail Lines
- Shared-Use Path - Existing
- - - Shared-Use Path - Proposed

- Norwood Open Space
- Rivers and Streams
- Lakes and Ponds
- Surrounding Open Space

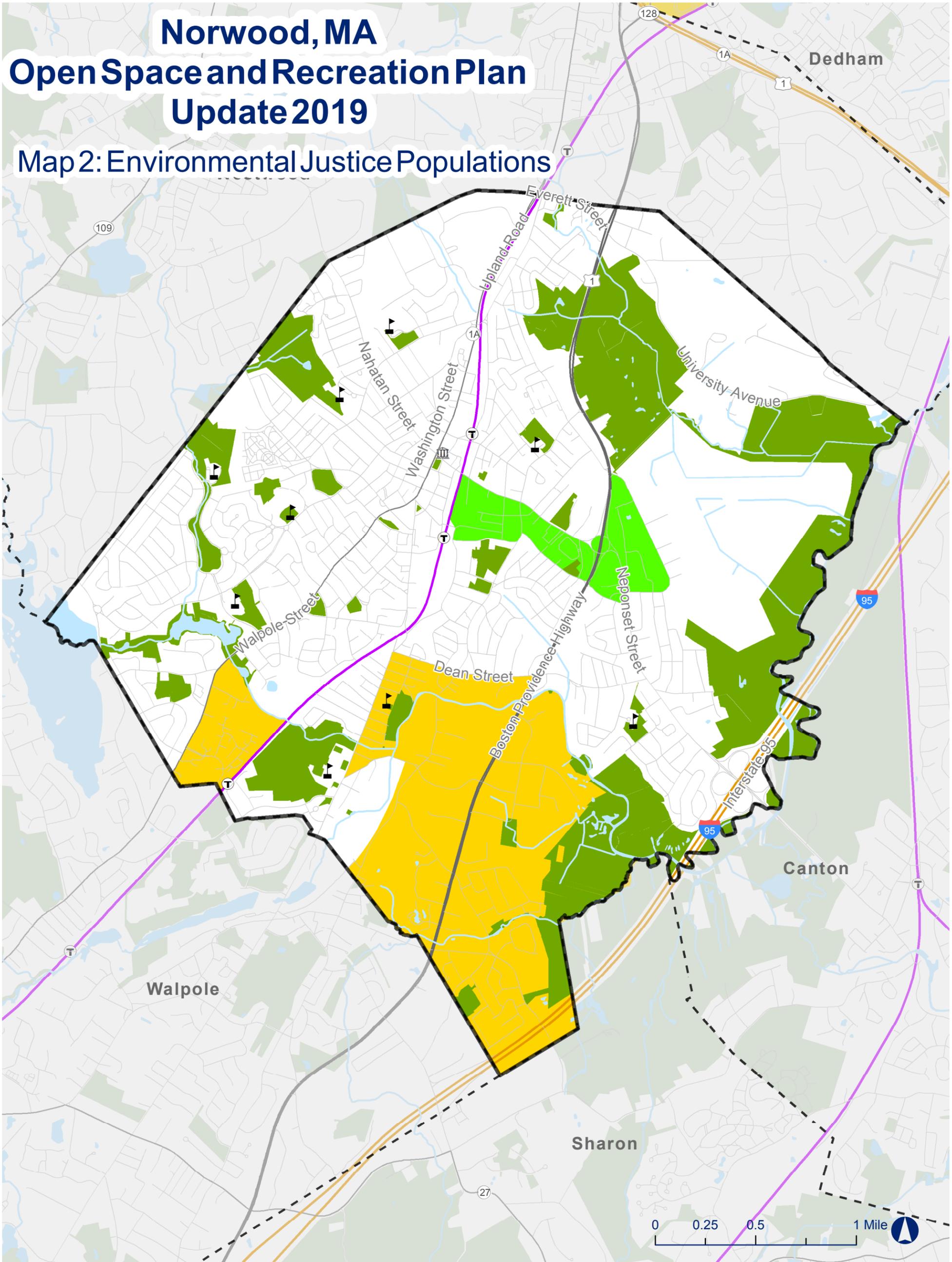
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Data Sources:  
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# Norwood, MA Open Space and Recreation Plan Update 2019

## Map 2: Environmental Justice Populations



### EJ Criteria, by Block Group

- Minority\*
- Income\*\*

- Municipal Boundaries
- + Open Space
- Town Hall
- ~ Rivers and Streams
- ▲ Schools
- Lakes and Ponds
- T Commuter Rail Stations
- Commuter Rail Lines

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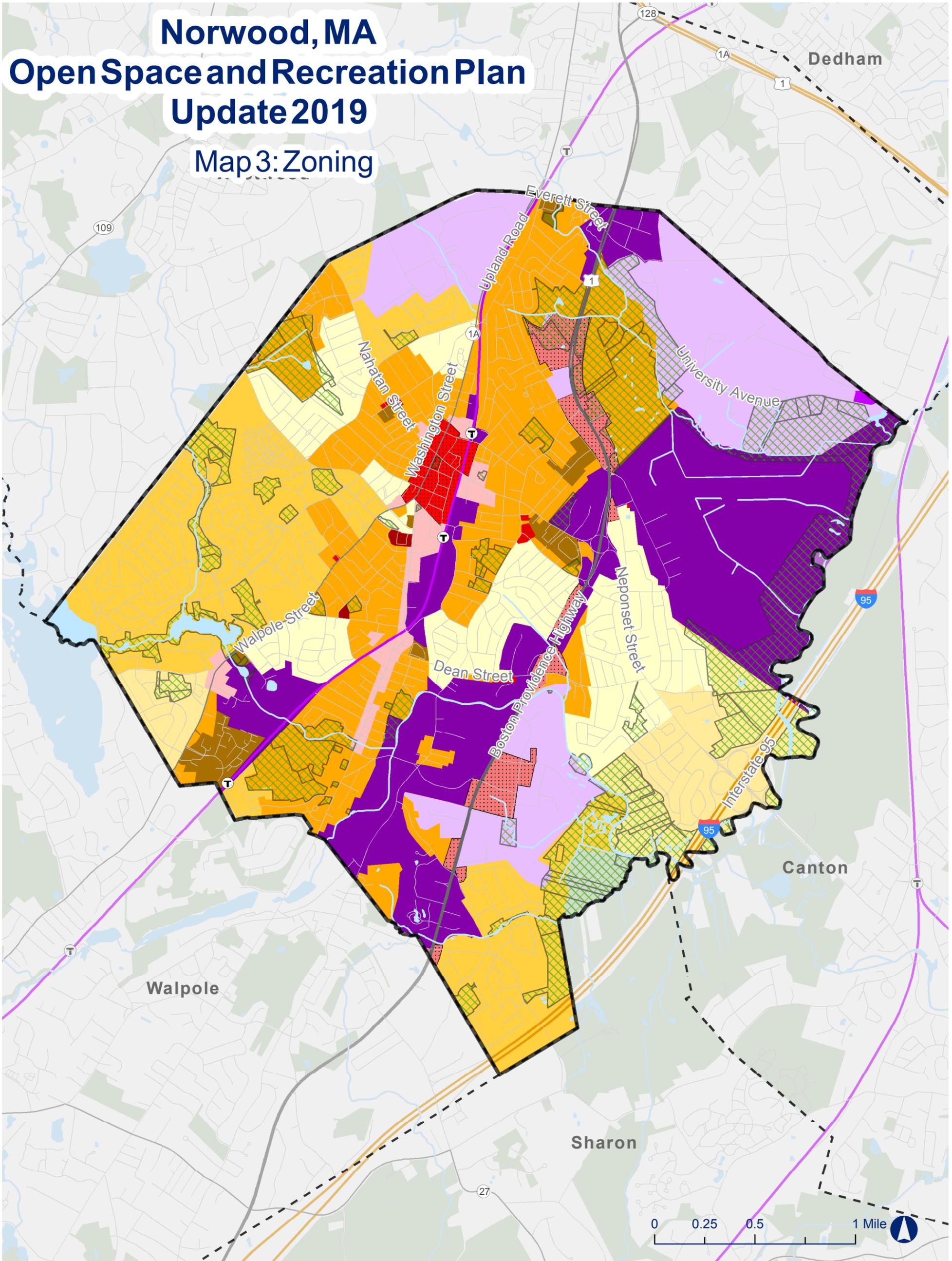
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\* 25% or more the residents identify as a race other than white  
\*\* Annual median household income is equal to or less than 65 percent of the statewide median (\$62,072 in 2010)

# Norwood, MA Open Space and Recreation Plan Update 2019

## Map 3: Zoning



Zoning Districts					
	Single Residence		General Business		Limited Manufacturing
	Single Residence S1		Central Business		Limited Manufacturing A
	Single Residence S2		Highway Business		Manufacturing
	General Residence		Limited Business		
	Multi-Family		Office Research		

Open Space

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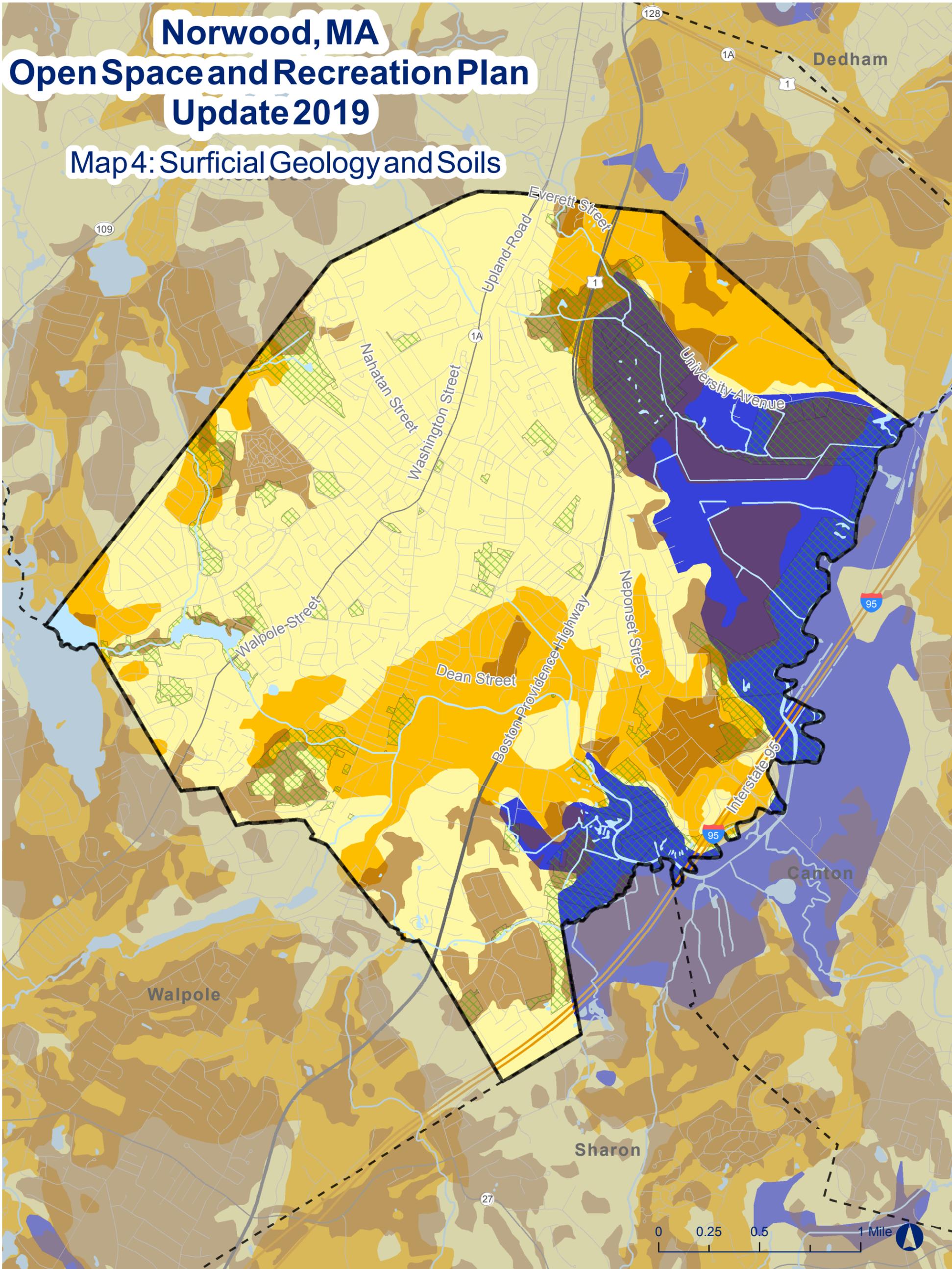
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# Norwood, MA Open Space and Recreation Plan Update 2019

## Map 4: Surficial Geology and Soils



### Surficial Geology

- Sand and Gravel
- Till or Bedrock
- Floodplan Alluvium

### Soils

- Prime Farmland Soils



Open Space

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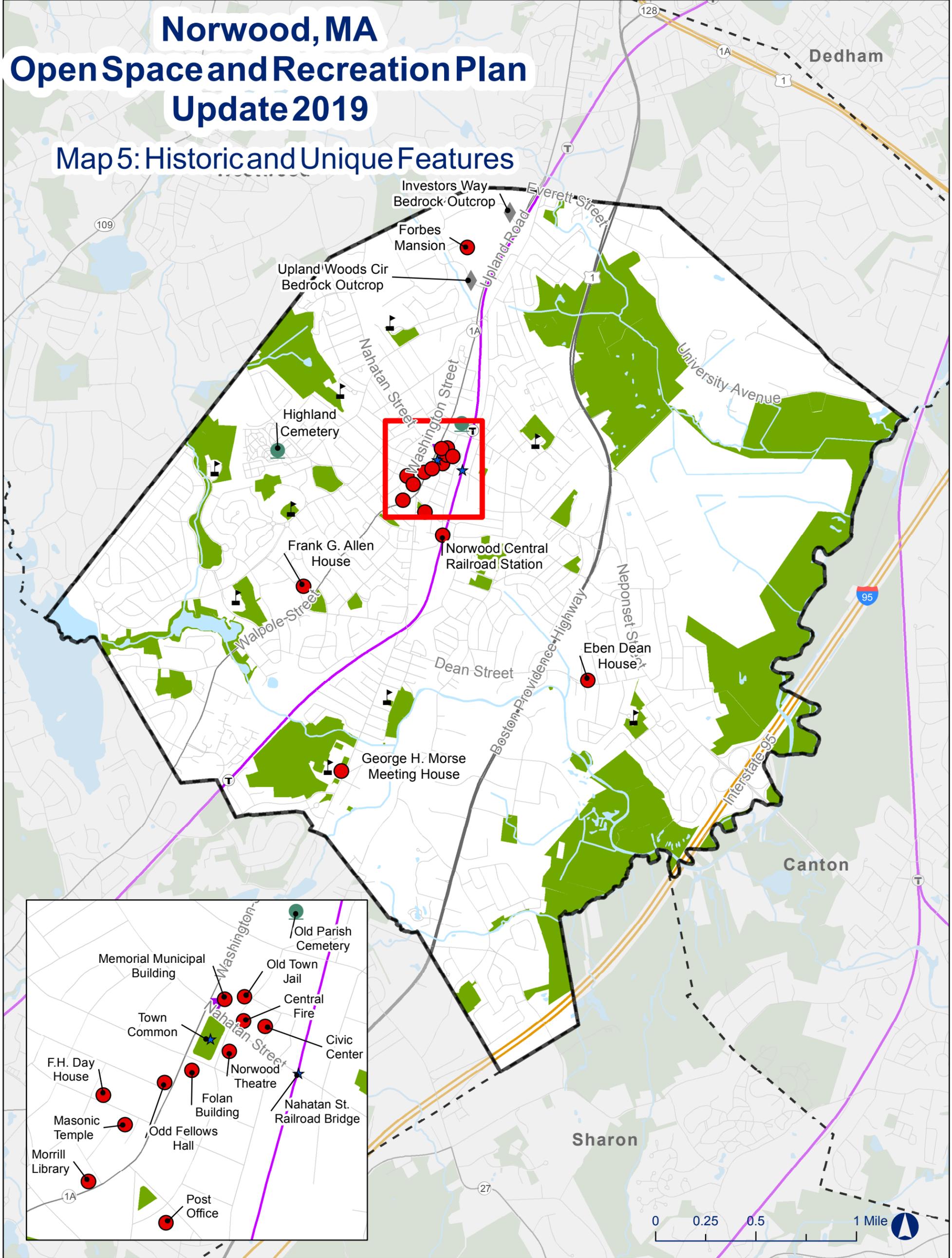
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September 2019

# Norwood, MA Open Space and Recreation Plan Update 2019

## Map 5: Historic and Unique Features



**Historic and Unique Features**

- Building
- Burial Ground
- ▼ Object
- ★ Structure
- ◆ Geologic

- Norwood Schools
- Commuter Rail Stations
- Commuter Rail Lines
- Open Space
- Rivers and Streams
- Lakes and Ponds

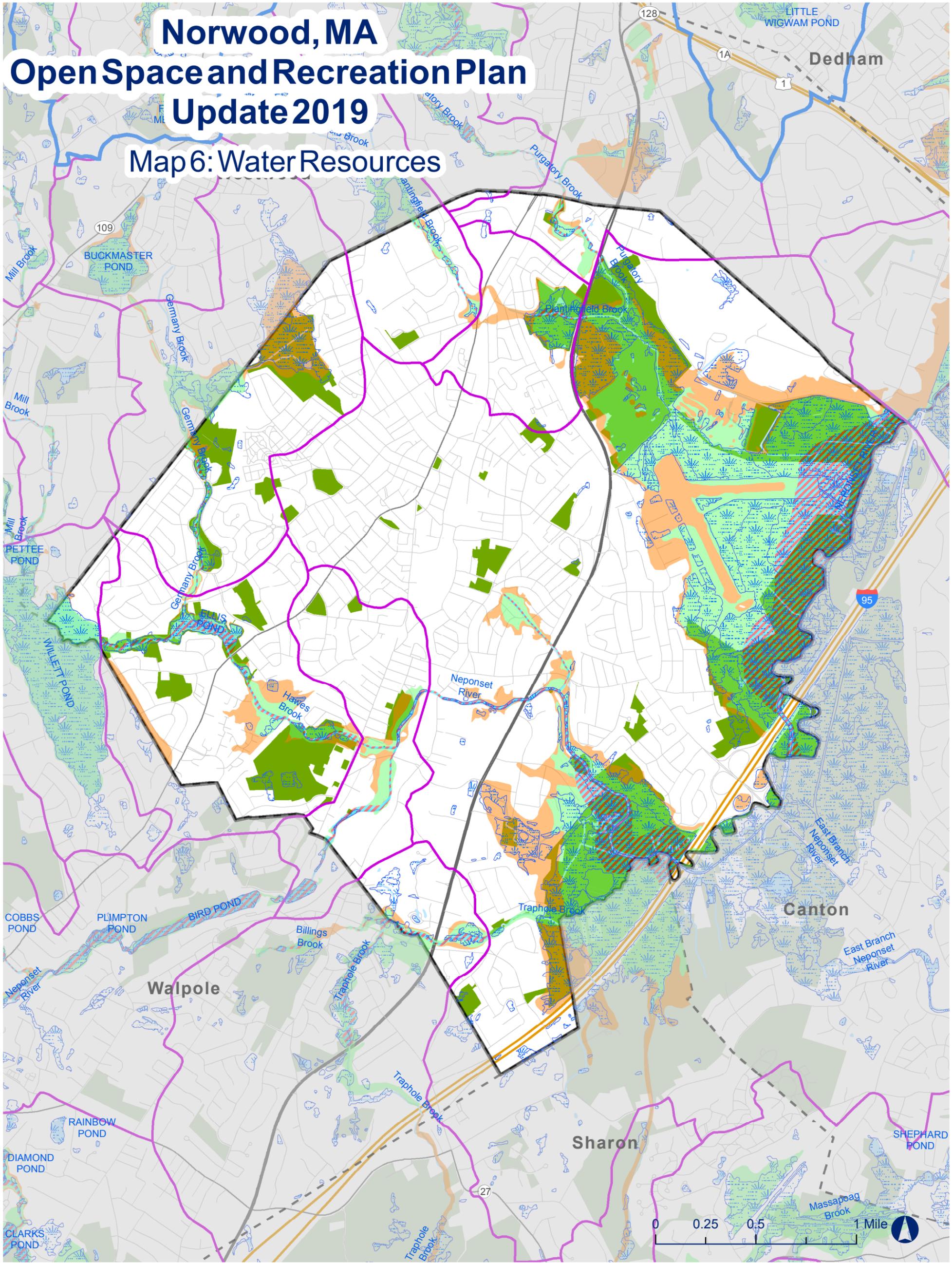
The information depicted on this map is for planning purposes only. It is not adequate for legal boundary definition, regulatory interpretation, or parcel-level analyses.

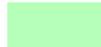
Produced by:  
Metropolitan Area Planning Council  
60 Temple Place, Boston, MA 02111 | (617) 933-0700

Data Sources:  
Metropolitan Area Planning Council (MAPC)  
Massachusetts Geographic Information System (MassGIS)  
Massachusetts Department of Transportation (MassDOT)

# Norwood, MA Open Space and Recreation Plan Update 2019

## Map 6: Water Resources



-  Wetlands
-  Major Watersheds
-  Sub-basins
-  A: 1% Annual Chance of Flooding
-  X: 0.2% Annual Chance of Flooding
-  Regulatory Floodway

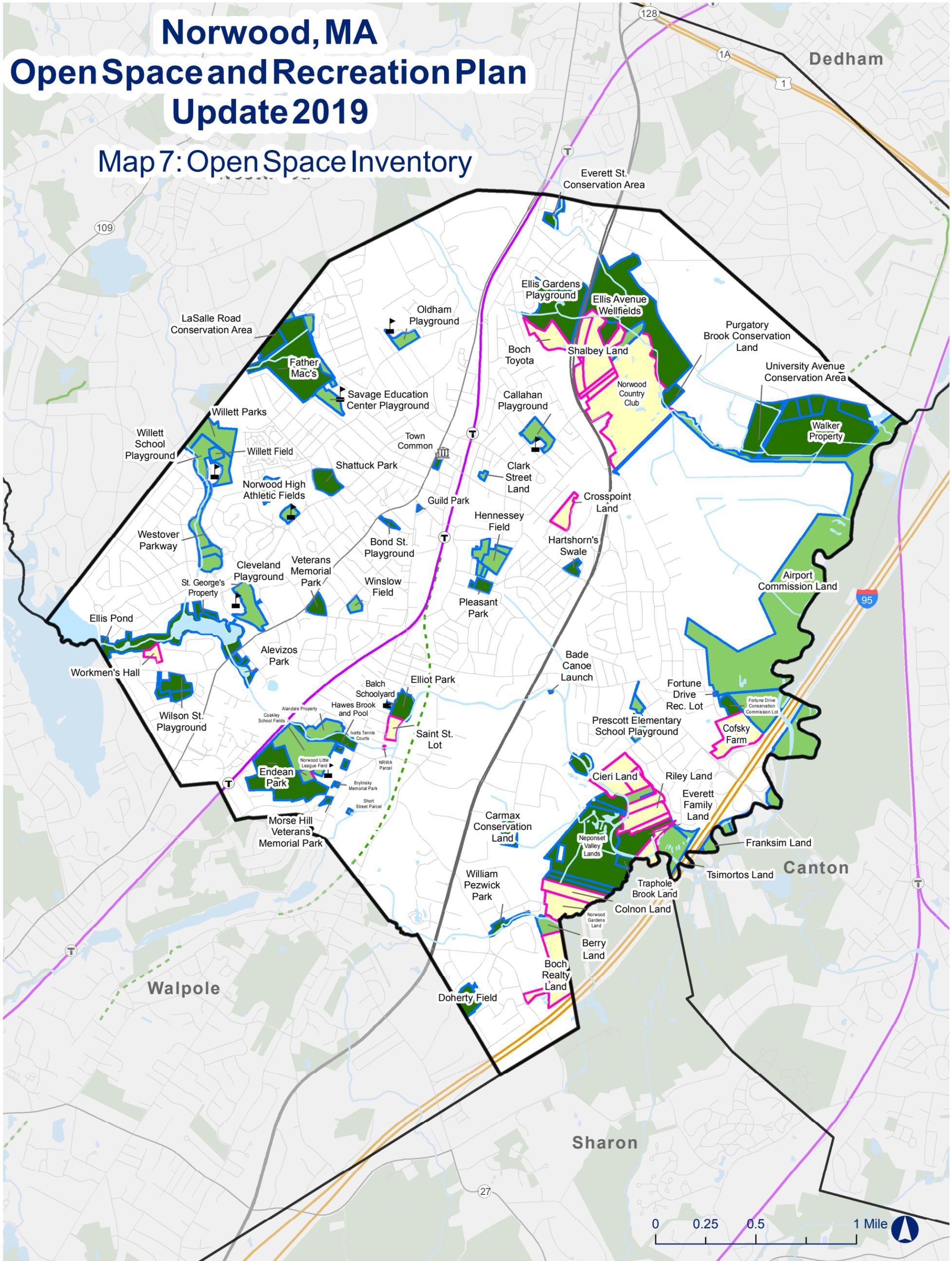
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# Norwood, MA Open Space and Recreation Plan Update 2019

## Map 7: Open Space Inventory



**Open Space**

Ownership	Level of Protection
<span style="border: 1px solid blue; display: inline-block; width: 15px; height: 10px;"></span> Town	<span style="background-color: #006400; display: inline-block; width: 15px; height: 10px;"></span> Protected
<span style="border: 1px solid pink; display: inline-block; width: 15px; height: 10px;"></span> Private	<span style="background-color: #90EE90; display: inline-block; width: 15px; height: 10px;"></span> Limited
	<span style="background-color: #FFFF00; display: inline-block; width: 15px; height: 10px;"></span> None

 Town Hall	 Rivers and Streams
 Schools	 Lakes and Ponds
 Commuter Rail Stations	
 Commuter Rail Lines	
 Shared-Use Path - Proposed	
 Shared-Use Path, Existing	

The information depicted on this map is for planning purposes only. It is not adequate for legal boundary definition, regulatory interpretation, or parcel-level analyses.

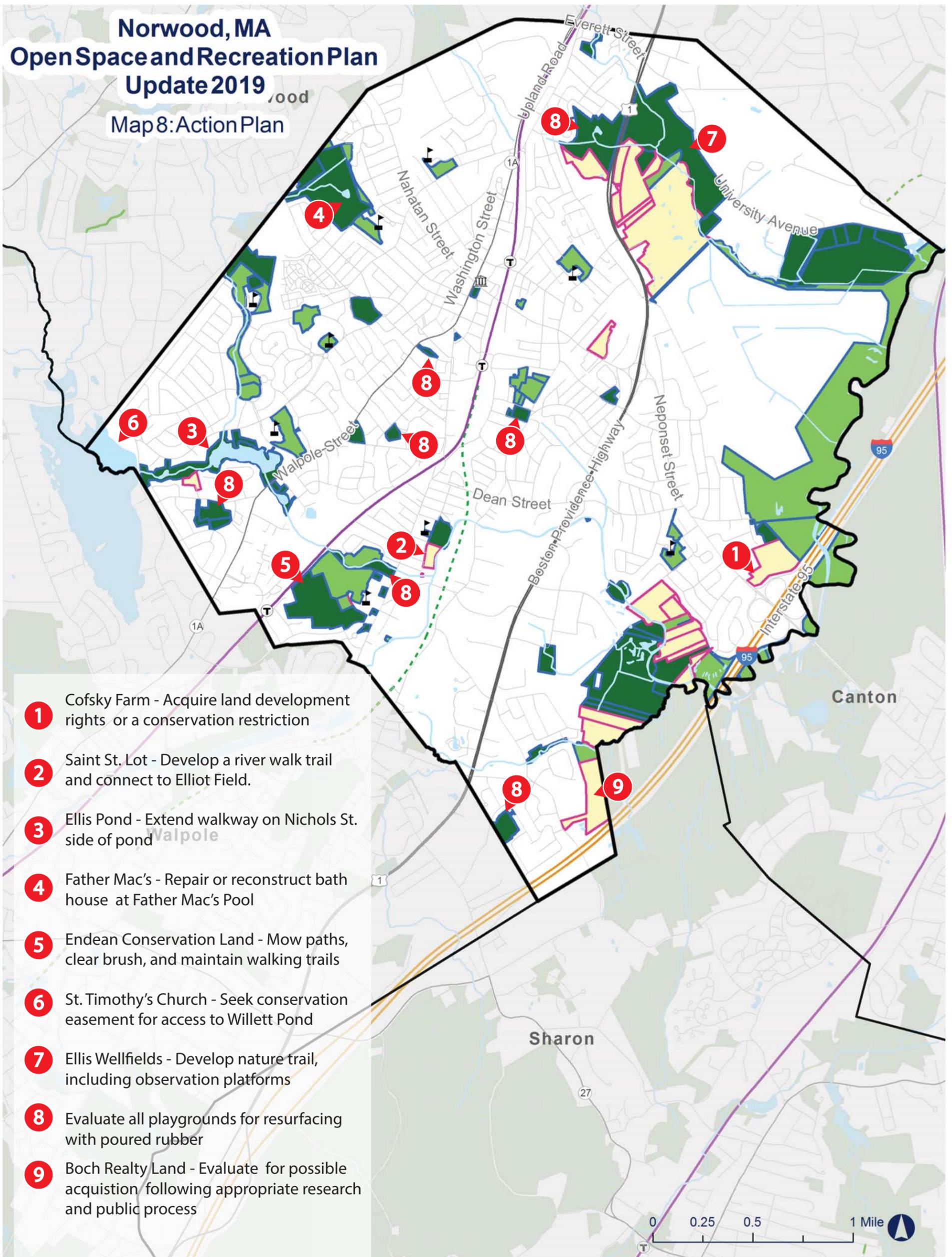
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# Norwood, MA Open Space and Recreation Plan Update 2019

## Map 8: Action Plan



- 1** Cofsky Farm - Acquire land development rights or a conservation restriction
- 2** Saint St. Lot - Develop a river walk trail and connect to Elliot Field.
- 3** Ellis Pond - Extend walkway on Nichols St. side of pond
- 4** Father Mac's - Repair or reconstruct bath house at Father Mac's Pool
- 5** Endean Conservation Land - Mow paths, clear brush, and maintain walking trails
- 6** St. Timothy's Church - Seek conservation easement for access to Willett Pond
- 7** Ellis Wellfields - Develop nature trail, including observation platforms
- 8** Evaluate all playgrounds for resurfacing with poured rubber
- 9** Boch Realty Land - Evaluate for possible acquisition following appropriate research and public process

Open Space	
Ownership	Level of Protection
<span style="border: 1px solid blue; display: inline-block; width: 15px; height: 10px;"></span> Town	<span style="background-color: #006400; display: inline-block; width: 15px; height: 10px;"></span> Protected
<span style="border: 1px solid magenta; display: inline-block; width: 15px; height: 10px;"></span> Private	<span style="background-color: #90EE90; display: inline-block; width: 15px; height: 10px;"></span> Limited
	<span style="background-color: #FFFF00; display: inline-block; width: 15px; height: 10px;"></span> None

- Town Hall
- Schools
- Commuter Rail Stations
- Commuter Rail Lines
- Shared-Use Path - Proposed
- Shared-Use Path, Existing
- Rivers and Streams
- Lakes and Ponds

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Massachusetts Department of Transportation (MassDOT)

# **Appendix B: ADA Access Self Evaluation**

- Part I: Administrative Requirements
- Part II: Program Accessibility
- Part III: Employment Practices

## Part I: Administrative Requirements

1. Designation of an ADA Coordinator
2. Grievance Procedures
3. Public Notification Requirements



The **TOWN OF NORWOOD**  
Commonwealth of Massachusetts

**GENERAL MANAGER**  
Tony Mazzucco

**ASSISTANT  
GENERAL MANAGER**  
Bernard Cooper

October 8, 2019

Jeffrey Dougan, Assistant Director for Community Services  
Massachusetts Office on Disability  
One Ashburton Place, Room 1305  
Boston, MA 02108

Re: Municipal Americans with Disabilities Act (ADA) Improvement Grant

Dear Mr. Dougan and Grant Application Review Committee,

With the retirement of outgoing General Manager John Carroll in December of 2017, I, Tony Mazzucco, effectively take over his role of ADA Coordinator for the Town of Norwood.

Sincerely,

Tony Mazzucco  
General Manager

## **Town of Norwood, Massachusetts**

### **ADA Grievance Procedure**

(Adopted pursuant to the Americans with Disabilities Act)

#### 28 CFR Part 35

#### Purpose:

This procedure adopted by the Board of Selectmen, on behalf of the Town of Norwood, on 27 October, 1992. It is to ensure a prompt and equitable resolution of complaints by any Employee, Applicant, Service Recipient, or Member of the General Public that she/he or a specific class of individuals has been subjected to discrimination on the basis of disability by the Town of Norwood. Any Grievant may, by her or himself file a complaint under 28 CFR Part 35 with a Federal Agency or the Town within 180 days of the date of the alleged discrimination, unless the time for filing is extended by the Town, or Federal Agency for good cause.

#### Applicability:

This grievance procedure has been adopted by all agencies of the Town of Norwood, with the exception of the Norwood Public Schools and the Norwood Housing Authority, both of which maintain separate grievance policies in accordance with regulations issued by the Massachusetts Office of Education and the Massachusetts Executive office of Education and Development, respectively.

#### Standing:

A grievance may be brought by any Town Employee, Applicant, Service Recipient or Member of the General Public. Only the Grievant shall have official standing; that is, the grievance must be brought directly by the Grievant seeking redress or remedy, unless, the Grievant is unable, because of a disability, to represent her/himself. However, the Grievant may be accompanied at any meeting or hearing by other family members or friends, not to exceed to two (2), if she/he desires. However, such others have no standing in this procedure and their participation may be limited at the discretion of the hearing officer.

This grievance policy does not supplant any provision of an existing collective bargaining agreement with an employee representation group. Any grievance processed (or in process) under the terms of collective bargaining agreement may not be submitted through this ADA Grievance Procedure.

Legal Representation:

This grievance procedure is meant to be informal, and cannot be legally binding on either party. Therefore, legal representation on the behalf of either party is discouraged and shall only be allowed in special circumstances. Such legal representation obviously carries with it the threat of litigation and is thus contrary to the intent of this policy. Similarly, any grievance or complaint involving existing or threatened civil or criminal litigation cannot be addressed by this policy.

Procedure:

This procedure has been structured to try to resolve problems at the operating level; that is, at the level of the department or agency that would be responsible for implementing any action resulting from the grievance.

Step 1 - Department Level:

The Grievant shall first attempt to resolve the complaint at the level of the department exercising jurisdiction; i.e. with responsibility for the action, program, or service at issue. This grievance may be oral or written, and shall be submitted to the Department Head (or designee), who shall meet with the Grievant as necessary.

The Department Head shall notify the General Manager upon receipt of the grievance.

The Department Head shall issue a written finding, with copies to the Grievant and to the General Manager, within twenty (20) working days of submission of the grievance.

Step 2 - General Manager (ADA Coordinator)

If the complaint is not resolved to the satisfaction of the Grievant, or if the Department Head lacks authority or jurisdiction, the Grievant may submit the grievance to the General Manager.

Said submission must be in writing and filed within ten (10) working days of the of the finding of the Department Head.

The General Manager (or designee) shall meet with the Grievant and shall issue a written finding within twenty (20) working days of submission of the Step 2 grievance, and shall provide a copy of the finding to the Grievant.

Step 3: - The Board of Selectmen

If the complaint is not resolved to the satisfaction of the Grievant, she/he may submit the grievance to the Board of Selectmen.

Said submission must be in writing and filed within ten (10) working days of the findings of the General Manager.

The Board of Selectmen (or designee) shall meet with the Grievant and shall issue a written finding within twenty (20) working days of the submission of the step 3 grievance and shall provide a copy of the finding to the Grievant.

Note:

Any decision or recommendation that requires approval of actions or commitment of funds beyond the level of normal departmental authority must be submitted by the General Manager to the appropriate Board or Commission, together with his recommendation for action. Said Board or Commission must approve the General Manager's recommendation prior to implementation, and must seek any necessary funding from the Town Meeting.

**Norwood Commission on Disability:**

The Department Head and General Manager may refer a grievance or complaint or any part thereof to the Disability Commission for advice and for technical assistance and support on a formal or informal basis.

Adopted by the Board of Selectmen

Joseph F. Curran, Chairman

William H. Butters

John F. Kinnaly

Garry M. Lee

Thomas A. Riolo

Actions for the Town of Norwood to implement as mandated by  
the Americans with Disabilities Act (ADA)

Requirement 1:

**28 CFR Part 35.105**

Establishes a requirement (based on the section 504 regulations) that a public entity evaluate current policies and practices to identify and correct any that are not subject to the provisions of 504.

This evaluation must be on file and available for public inspection for three (3) years.

Requirement 2:

**28 CFR Part 35.107**

Requires Public entities of more than 50 employees to designate a responsible employee and adopt grievance procedures.

Requirement 3:

**28 CFR Part 35.170**

Details the Complaint Procedure.

Town of Norwood  
566 Washington Street,  
Norwood, MA 02062-0040  
Tel: (617) 762-1240 - Voice  
Tel: (617) 762-9180 - TDD

Sheet 1 of 2 Sheets

COMPLAINT FORM  
FOR VIOLATIONS OF THE AMERICANS WITH DISABILITIES ACT

1. Name: \_\_\_\_\_  
(Last) (First) (Middle Initial)

Street Address: \_\_\_\_\_  
City and State: \_\_\_\_\_ Zip Code: \_\_\_\_\_  
Telephone Number: (\_\_\_\_) \_\_\_\_\_-\_\_\_\_\_

2. In the event the Town is unable to locate you to discuss this complaint, please provide the following information concerning a person who can contact you:

Name: \_\_\_\_\_  
Street Address: \_\_\_\_\_  
City and State: \_\_\_\_\_ Zip Code: \_\_\_\_\_  
Telephone Number: (\_\_\_\_) \_\_\_\_\_-\_\_\_\_\_

3. Who or what do you allege has violated requirements of the Americans with Disabilities Act?

Name: \_\_\_\_\_  
Street Address: \_\_\_\_\_  
City and State: \_\_\_\_\_ Zip Code: \_\_\_\_\_  
Department/Organization/Unit: \_\_\_\_\_  
Program: \_\_\_\_\_  
Individual: \_\_\_\_\_

4. Have you filed a complaint with respect to this matter with any other Federal, State or local government agency?

Yes \_\_\_\_\_ No \_\_\_\_\_  
If yes, name of agency: \_\_\_\_\_  
Month \_\_\_\_\_ Day \_\_\_\_\_ Year 19\_\_\_\_

If not, do you intend to file with another agency?

Yes \_\_\_\_\_ No \_\_\_\_\_  
Name of agency: \_\_\_\_\_  
Street Address: \_\_\_\_\_  
City and State: \_\_\_\_\_ Zip Code: \_\_\_\_\_

5. Have you pursued resolution of your complaint through the internal grievance procedure at your institution?  
Yes \_\_\_\_\_ No \_\_\_\_\_

(**Note!!** - It is not required that you pursue your complaint through your institution's internal grievance procedure.)

If your answer is "yes", what is the status of your complaint in this grievance procedure?

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

6. Have you or do you intend to file this complaint with a lawyer? Yes \_\_\_\_\_ No \_\_\_\_\_

If "yes", lawyer's name: \_\_\_\_\_  
Address: \_\_\_\_\_

7. In order to determine if you have filed a complaint in a timely manner, the following is requested:

a. On what dates and times was a violation/discriminatory act noted? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

8. Describe in detail the alleged discriminatory conduct or actions. If more space is required to answer this or any other question on this form, attach additional sheets. (NOTE!! - in describing discriminatory conduct, it will be helpful if you could provide information as to other persons allegedly treated in the same manner; non-handicapped persons treated differently?; has the institution given an explanation for its actions or conduct?)

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

9. Submit any written materials, data, documents, etc. which you think are relevant to this complaint.

\_\_\_\_\_, 19\_\_\_\_\_  
( Signature ) ( Date )

## Part II: Program Accessibility

The 2019 OSRP Update's facility inventory and transition plan build off of the evaluations contained in the 2011, including new information and observations where appropriate. Properties which lack facilities requiring ADA compliance are not included in the below inventory.

It is one of the goals of the Town to improve accessibility of facilities for all residents, including residents with special needs. The transition plan provides recommendations for how to achieve that goal.

### Overview of Facility Inventory

- 1. Parking** - Unless otherwise noted, few of these parks included a designated parking lot. Most all are neighborhood parks serving the immediate area and rely on on-street parking or share parking with an adjacent school. For these parks it is recommended that a handicap parking space be designated on-street closest to an accessible park entrance.
- 2. Gates and ramps** - Unless otherwise noted, all gates, ramps and transfer platforms for playground equipment were found to be within the allowable range for Section 504 compliance.
- 3. Playground surfaces** - Most playgrounds currently use wood chips as ground cover for their play areas. However, the Recreation Department has expressed interest in converting to a poured rubber play surface. While wood chips can be an acceptable surface, they make navigating the site more challenging for individuals who rely on mobility aids. Additionally, as the surface is disturbed during use, it needs to be regularly pressed back and smoothed. Poured rubber is more expensive up front, but requires significantly less maintenance and has a life span of approximately 20 years.
- 4. Access to playgrounds** - While wood chip surfaces are allowed, most of the playgrounds and tot lots that utilize them are completely surrounded by railroad ties that make it impossible to get a wheelchair onto the surface. The railroad ties are necessary to help contain the wood chips but access into the play area can be provided by removing one tie to provide an opening for a wheel chair or by adding a ramp. However, movable ramps can be vulnerable to theft or damage. Converting playgrounds to poured rubber is the preferable long-term alternative.

Summary Table ADA Accessibility Self-Evaluation

Facility Inventory				Transition Plan		
Name of Park	Facilities	Playing surface	Evaluation	Recommended improvements	Timeline	Responsible Party
Alevizos Park	Picnic tables	N/A	No marked accessible parking near the park entrances. Navigation through the site requires passing over mown grass. The picnic benches on site are ADA compliant. The Con Com has received CPA funding to install a covered pavilion on the site, which will be accessible.	<ul style="list-style-type: none"> <li>Continue maintenance of grounds to minimize obstacles</li> <li>Evaluate the need for an accessible path to the pavilion once installed</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> <li>Short-term</li> </ul>	Conservation Commission

Facility Inventory				Transition Plan		
Name of Park	Facilities	Playing surface	Evaluation	Recommended improvements	Timeline	Responsible Party
Bade Canoe Launch	Bench	N/A	Accessed from a parking lot with ample parking, although no reserved accessible parking immediately adjacent to the entrance. The curb in front of the path entrance lacks an accessible curb cut; however the curbing is required to prevent downslope erosion. The path to the water is rough and not accessible.	<ul style="list-style-type: none"> <li>• Consider installing a ramp over the curb to enhance accessibility, without compromising erosion protection.</li> <li>• Explore options for creating an accessible path to the river.</li> </ul>	<ul style="list-style-type: none"> <li>• Medium-term</li> </ul>	Conservation Commission

Facility Inventory				Transition Plan		
Name of Park	Facilities	Playing surface	Evaluation	Recommended improvements	Timeline	Responsible Party
Ellis Pond	Benches; walking path	N/A	A new parking area on Nichols Street provides accessible parking with access to a stonedust path to the water. Sections of the path near the pond trail are short and steep but cannot be altered due to the engineering of the dam spillway.	<ul style="list-style-type: none"> <li>None</li> </ul>	N/A	Conservation Commission
Endean Conservation Land	Walking path	N/A	Paths are mown grass, which poses challenges to physical navigation. Comments received on the public survey indicate that the paths can become overgrown.	<ul style="list-style-type: none"> <li>Institute more frequent maintenance of the trails to reduce obstacles related to overgrowth.</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>	Conservation Commission; DPW

Facility Inventory				Transition Plan		
Name of Park	Facilities	Playing surface	Evaluation	Recommended improvements	Timeline	Responsible Party
Hawes Pool and Recreation Area	Playground; pool; splash pad; bath house; parking lot.	Wood chips	Several accessibility improvements have been made since the 2011 plan. The bath house, which was reconstructed in 2016, is now fully ADA compliant. A second accessible parking space was added to the parking lot. The tot lot is still surrounded by railroad ties; there is an opening to the playground on one side, but the area is obstructed by tree roots.	<ul style="list-style-type: none"> <li>• Move the playground opening to an area that is not obstructed by tree roots</li> <li>• Convert the playing surface to poured rubber</li> </ul>	<ul style="list-style-type: none"> <li>• Short-term</li> <li>• Medium-term</li> </ul>	Recreation Dept.; DPW

Facility Inventory				Transition Plan		
Name of Park	Facilities	Playing surface	Evaluation	Recommended improvements	Timeline	Responsible Party
Bond Street Playground	Playground; grassy field; picnic area; benches.	Wood chips	The Bond Street Tot Lot is targeted for improvements which will enhance its accessibility. Improvements include the installation of a poured rubber play surface and the construction of an ADA compliant walkway.	<ul style="list-style-type: none"> <li>Implement the planned improvements</li> </ul>	<ul style="list-style-type: none"> <li>Short-term</li> </ul>	Recreation Dept.; DPW

Facility Inventory				Transition Plan		
Name of Park	Facilities	Playing surface	Evaluation	Recommended improvements	Timeline	Responsible Party
<i>Father McAleer Playground and Pool</i>	Two rectangular fields, fields, Little League field, pool, bathhouse, parking lot, playground, picnic tables, water fountain, benches.	Wood chips	ADA accessible port-a-potty installed in 2018. Stone parking lot markers make access from accessible parking space difficult. All playground equipment is surrounded by railroad ties. Accessible picnic table is slanted and not useable. Water fountain is non-functioning and operated by a button. Benches are in disrepair. Pool is accessible by a lift but the bath house is not.	<ul style="list-style-type: none"> <li>Remove stone marker closest to handicapped space.</li> <li>Ramp over or remove one section of railroad ties to allow access to playground. (short term)</li> <li>Replace playing surface with poured rubber (long term)</li> <li>Level and re-install accessible picnic table.</li> <li>Repair or replace water fountain with one operated by a lever.</li> <li>Renovate bath house to make it accessible.</li> </ul>	<ul style="list-style-type: none"> <li>Short term for playground improvements.</li> <li>Bath house renovation when funds become available.</li> </ul>	Recreation Dept.

Facility Inventory				Transition Plan		
Name of Park	Facilities	Playing surface	Evaluation	Recommended improvements	Timeline	Responsible Party
<i>Pleasant Street Park</i>	Ballfield with bleachers, playground, Porta Potty, picnic tables, basketball hoops, parking, water fountain.	Wood chips	Plastic railroad ties block access to playground equipment. Porta Potty is not accessible. No accessible parking. Water fountain difficult to operate.	<ul style="list-style-type: none"> <li>• Ramp over or remove one section of railroad ties to allow access to playground (short term)</li> <li>• Upgrade playing surface to poured rubber (long term)</li> <li>• Replace Porta Potty with an accessible unit.</li> <li>• Provide one handicapped parking space.</li> <li>• Upgrade water fountain to one operated by a lever.</li> </ul>	Medium-term	Recreation Dept.

Facility Inventory				Transition Plan		
Name of Park	Facilities	Playing surface	Evaluation	Recommended improvements	Timeline	Responsible Party
<i>Wilson Street Playground</i>	Porta Potty, picnic table, ball fields with bleachers, swings, playground, gravel parking lot.	Wood chips.	Playground is surrounded by plastic railroad ties. Accessible picnic table is slanted. No accessible parking spaces.	<ul style="list-style-type: none"> <li>• Replace Porta Potty with accessible unit.</li> <li>• Level and re-install the accessible picnic table.</li> <li>• Designate one handicapped parking space closest to the access path.</li> <li>• Install ramps or remove one set of railroad ties to provide access to the swings and playground equipment.</li> </ul>	Medium-term	Recreation Dept.

Facility Inventory				Transition Plan		
Name of Park	Facilities	Playing surface	Evaluation	Recommended improvements	Timeline	Responsible Party
<b>Doherty Field</b>	Basketball courts; ballfield; playground.	Wood chips	Newly poured basketball courtsSlope of paths vary from 5.4% - 7.4%. There is a 5 inch height difference between the path and bridge on both sides of bridge.	<ul style="list-style-type: none"> <li>• Pave the path on both sides of the bridge to eliminate height gap.</li> <li>• Replace the portable restroom with an accessible unit.</li> <li>• Install an accessible picnic table.</li> <li>• Replace playground playing surface with poured rubber.</li> </ul>	<ul style="list-style-type: none"> <li>• Medium-term</li> </ul>	Recreation Dept.

<p><b>Charles Eliot Park / Lower Balch</b></p>	<p>Playground; bathrooms, two ball fields; former skateboard park, parking at the Balch School; picnic tables; restrooms.</p>	<p>Wood chips</p>	<p>Eliot Park is targeted for a rehabilitation which will resurface the old skate park, and install an outdoor classroom area and small soccer paly area. The basketball court and benches will also be replaced. The project includes an ADA accessible ramp.</p> <p>Eliot Field's bathroom and storage buildings are both failing, and need to be replaced. Current plans project combining the two facilities into a single, ADA compliant structure.</p>	<ul style="list-style-type: none"> <li>• Implement rehabilitation plans</li> </ul>	<p>Short-term</p>	<p>Recreation Dept.</p>
--	---	-------------------	--	--	-------------------	-------------------------

Facility Inventory				Transition Plan		
Name of Park	Facilities	Playing surface	Evaluation	Recommended improvements	Timeline	Responsible Party
<b>Willett Babe Ruth Baseball Field</b>	Baseball field, bleachers, portable restrooms, two accessible parking spaces near school.	N/A	Portable restroom is not accessible.	Replace portable restroom with accessible unit.	Short-term	Recreation Dept.
<b>Winslow Avenue Lot</b>	Swings, portable restroom, playground, ballfield, benches.	Wood chips	Access to playground is blocked by railroad ties; Porta Potty is not accessible; transfer platform on jungle gym is too high.	<ul style="list-style-type: none"> <li>• Install a ramp or remove one set of railroad ties.</li> <li>• Replace portable restroom with an accessible unit.</li> <li>• Level wood chips or re-install jungle gym so that transfer platform is no more than 11 inches high.</li> </ul>	Short-term	Recreation Dept.

## **Review of the Civic Center**

### **1. Overview**

The Civic Center is a three story building that houses the offices of the Recreation Department as well as providing space for a wide variety of indoor recreational programs.

### **2. Accessible Approach/Entrance**

The entrance to the building is directly across from a crosswalk with a curb ramp. There is an accessible path of travel to the main entrance that is wide and smooth and does not have any stairs and has no objects protruding into the path. There are two automatic door openers which are signed and easily operated. There is a parking lot on the side of the building and there are 4 handicapped accessible parking spaces located close to the accessible building entrance. The spaces are 8 feet wide and are indicated by appropriate signage. None of the spaces are signed as van spaces but the Recreation Assistant's van fits easily into the spaces.

The entrance to the building is fully accessible and no improvements are needed.

### **3. Access to Programs/Services**

*Elevator* – The elevator has visible and audible signals and the call buttons in the hallway are 40 inches high. The controls inside the elevator have raised lettering but no Braille. There are no signs inside the door jams identifying the floor in raised and Braille letters. The emergency intercom is not usable without voice communication and is not identified by Braille and raised letters.

*Horizontal circulation* – The accessible entrance provides direct access to the recreation department's administrative offices as well as the elevator. There is ample room for a wheelchair. There is a ramp that leads from the accessible entrance to the workout room. The slope does not exceed 5% and there is a railing on both sides that is 34 inches high.

*Doors* - All doors are a minimum of 32 inches wide. Throughout the building there are doors that require more than 5 lbf to open.

#### *Rooms and Spaces -*

Ground floor – The ground floor includes the offices of the recreation department, locker rooms for men and women, a game room and a workout area. The men's locker room has a sauna but is not accessible due to a high wooden threshold. The aisles between the lockers and benches are 36 inches wide. The men's showers were renovated in 2018, and now include one ADA accessible shower. The levers are 55 inches high and the buttons are 59 inches high. The soap dispensers and clothing hooks are 51 inches high. The doors to the locker room are 35 inches wide.

The workout area has a variety of cardio and strength training equipment. The room is carpeted and the entrance to the room has a slight lip. There is one Cybex machine for upper body work that is handicapped accessible and was donated by a paraplegic. The workout room has wide double doors but the machines are not evenly spaced and would be difficult to access in a wheelchair.

The game room has doors that operated by levers and vinyl tile on the floor.

The women's locker room has a lip at the threshold which may impede wheelchair access. The hair dryers are mounted 66 inches above the floor. There are private, curtained shower stalls. The buttons that operate the showers are mounted 60 inches above the floor. The doors into the locker room are 34 inches wide but require more than 5 lbs. of force. The toilets in the locker room are not accessible but there is a separate accessible rest room just outside the locker room. There is a sauna which is inaccessible due to a high wooden lip. There is insufficient space to maneuver past the benches into the showers.

The ground floor also has an accessible water fountain, hand sanitizer station at 45 inches high and a fire alarm at 46 inches high.

First floor - The first floor houses a number of rooms and spaces. The Willet Suite is carpeted and used for meetings, karate, tot programs and sewing classes. The double doors are each 34 inches wide and operated by levers. Room 12 is a conference room used for meetings. The door is 34 inches wide and operated by levers. The room is carpeted. Room 13 is used for crafts classes. The door is 34 inches wide and is opened by levers. The floor is vinyl tile. Room 14 is used for storage. Room 15 is a kitchen with a wide door and vinyl tile floor. Room 17 is off of the gym and is used as a Mom and Tots program room.

The first floor reception area has chairs, an accessible water fountain and a hand sanitizer station which is at 45 inches high.

Second Floor - The second floor lobby is accessed by the elevator and includes an accessible water fountain. There are also restrooms on the second floor. The dance studio is used for yoga, dance programs and meetings. The dance studio has wide double doors that are operated by levers. Each door is 36 inches wide. The Lydon Suite is used for meetings, guitar lessons and tot programs. The room is carpeted. The door is 36 inches wide and operated by a lever.

#### **4. Usability of Rest Rooms**

Ground floor - The toilet in the ground floor women's room has grab bars on the side and back. The sink has levers and sufficient space underneath for a wheelchair. The sink is 26 inches deep, 32 inches high and 20 inches wide. The pull lever for the soap dispenser is 40 inches high. The bottom of the mirror is 41 inches high. The lever for the paper towel dispenser is 60 inches

high. There is a trash can on the floor. The light switch lever is 46 inches high. The locking mechanism for the doors is not operable with a closed fist. The door requires more than 5 lbs of force.

First floor – This rest room is not accessible; there are no grab bars.

Second floor- There is one stall with grab bars. The stall lock is operable with a closed fist. The sink is at 32 inches high, 23 inches deep and has 25 inches of clear space underneath. One of the sinks is operated with levers. The wall mounted soap dispenser is within 24 inch reach. The light switch is 47 inches high and the towel dispenser is at 45 inches. The handicapped stall is difficult to get into and out of and the door to the restroom requires more than 5lbf of force.

## **5. Additional Access**

Drinking Fountains – All drinking fountains are accessible.

Telephones – There are no telephones.

## Part III: Employment Practices



## **TOWN OF NORWOOD PERSONEL BOARD**

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### **#P-201 - EQUAL EMPLOYMENT OPPORTUNITY POLICY**

#### **1. Purpose and Scope**

- 1.1 The Town of Norwood is guided by the principle of equal opportunity in all of its employment activities. The Town aims to create a positive and equitable work environment where productive, effective and efficient public service can take place. This includes providing employees and customers with an environment that is safe, flexible, fair, culturally appropriate, friendly and professional. Equity principles are a core element of the planning, recruitment, interview, selection and appointment of new employees of the Town of Norwood.
- 1.2 It is the policy of the Town to prohibit discrimination and harassment of any type, and to afford equal employment opportunities to employees and applicants, without regard to age, race, color, sex, gender, religious creed, sexual orientation, military status (active or prior), veteran status, national origin, ancestry, ethnicity, genetic information, pregnancy, marital status, handicap and/or disability, criminal record information (where required by law), gender identity and expression, and any other reason protected by federal, state or local law. The Town will conform to the spirit as well as the letter of all applicable anti-discrimination laws and regulations.
- 1.3 The purpose of this policy is to outline the terms under which the Town commits to these principles and implements compliance with state and federal laws governing discrimination and equal opportunity. Please see also the Town's Policy Against Harassment and the Town's Americans with Disabilities Policy at <http://www.norwoodma.gov>, click Committee/Boards, click Personnel Board, and click Town Personnel Policies.

#### **2. Applicability**

- 2.1 This policy applies to all employees or applicants of paid and appointed positions in Town government (herein after referred to as the "Town"), excluding those under the supervision and control of the School Committee. Positions covered by Civil Service Law or a collective bargaining agreement are subject to those portions of the policy which are not specifically regulated by Civil Service law or by a collective bargaining agreement.
- 2.2 To the extent permitted by law, individual employment agreements (new, updated or extensions) entered into after the effective date of this policy, with employees whose positions are subject to this policy, must follow all of the provisions of this policy.
- 2.3 This policy is intended to be consistent with any and all applicable laws. If any part of this policy is inconsistent with the law, that part of the policy shall be considered invalid, and the remaining provisions of the policy shall be construed so as to be consistent with the law.

### 3. Definitions

- 3.1 Protected Status: In this policy age, race, color, sex, gender, religious creed, sexual orientation, military status (active or prior), veteran status, national origin, ancestry, ethnicity, genetic information, pregnancy, marital status, handicap and/or disability, criminal record information (where required by law), gender identity and expression, or any other legally protected status are referred to as a person's "***Protected Status***".
- 3.2 Terms and Conditions of Employment: Terms and conditions of employment at the town refer to all aspects of the employment relationship and application process. It includes hiring and recruitment, employment at the Town, terms of employment, promotion, transfer, training, working conditions, wages and salary, employee benefits and application and policies.
- 3.3 Discriminatory Harassment - Harassment based upon a person's Protected Status. See also the Town's *Policy Against Harassment* [#P-202].
- 3.4 Reasonable Accommodations – Disability or Handicap
- 3.4.a The Town will provide reasonable accommodation to individuals with a disability and/or handicap, in accordance with the law. A reasonable accommodation is, in general, a change to the work environment or the way things are done that enables qualified individuals with disabilities to enjoy equal employment opportunities both in employment and in applying for a position, which does not result in an undue hardship as that term is defined by relevant law.
- 3.4.b Please see the Town's *Americans with Disabilities Policy* [#P-303], which also further discusses and defines the term Reasonable Accommodation, in the context of the discrimination laws.
- 3.5 Reasonable Accommodation – Religion  
In accordance with Federal and State anti-discrimination laws, the Town will provide reasonable accommodation to individuals for the religious needs of employees or prospective employees provided that such accommodation will not pose an undue hardship in the conduct of the Town's business.
- 3.6 Undue Hardship
- 3.6.a Undue hardship is defined consistent with the laws to determine if a reasonable accommodation would cause undue hardship, there should be an individualized assessment of the current circumstances to show significant difficulty or expense, rising to the level of undue hardship. Any number of factors may be considered. In general, undue hardship can mean that an accommodation would be unduly costly, extensive, substantial or disruptive, or that it would fundamentally change the nature or operation of the business.
- 3.6.b Factors that will be considered will include such things as the cost of the accommodation, our size, our financial resources and the nature and structure of our operation. In each instance, there should be an individualized assessment of the request.

#### 4. Eligibility

This section intentionally left blank.

#### 5. Policy

##### 5.1 Non-Discrimination in Employment

It is the policy of the Town to provide equal employment opportunity as required by federal and state law for all individuals. The Town is committed to providing equal employment opportunities to all employees and job applicants, regardless of the individual's:

- Age
- Race
- Color
- Sex/Gender
- Religious Creed
- Sexual Orientation
- Military Status (active or prior)
- National Origin
- Ancestry
- Ethnicity
- Genetic Information
- Pregnancy
- Marital Status
- Handicap or Disability
- Criminal Record Information, as required by law
- Gender Identity and Expression
- Any other reason protected by federal, state, or local law

The above are referred to in this policy as an individual's "Protected Status".

- 5.1.a Unlawful discrimination of employees occurring in the workplace or in other settings in which employees may find themselves in connection with their employment will not be tolerated by the Town. Further, any retaliation against an individual who has formally or informally complained about discrimination or has cooperated with an investigation of discrimination complaint is prohibited.
- 5.1.b To achieve the Town's goal of providing a workplace free from discrimination, the conduct that is described in this policy is included in that which will not be tolerated, and the Town will take action to address any actual or potential inappropriate conduct, or conduct in violation of this policy regardless of whether or not it is listed below.
- 5.1.c This policy applies to all employment practices and employment programs sponsored by the town. This policy shall apply, but not be limited to, the areas of:
- Hiring and firing
  - Compensation, assignment, or classification of employees
  - Transfer, promotion, layoff, or recall
  - Job advertisements

- Recruitment
- Testing
- Use of Town facilities
- Training and apprenticeship programs
- Fringe benefits
- Pay, recruitment plans, and disability leave
- Other terms and conditions of employment

5.1.d Discriminatory practices prohibited by this policy can include, *but are not limited to*, the following:

- Harassment of a person based upon his or her Protected Status
- Different treatment in the Terms or Conditions of employment of a person based upon his or her Protected Status
- Different opportunities or requirements of a person based upon his or her Protected Status;
- Retaliation against an individual for filing a charge of discrimination, participating in an investigation, or opposing discriminatory practices
- Employment decisions based on stereotypes or assumptions about the abilities, traits, or performance of members of a protected class
- Denying employment opportunities to a person because of marriage to, or association with, an individual of a particular race, religion, national origin, or an individual with a disability
- Discrimination because of participation in schools or places of worship associated with a particular racial, ethnic, or religious group
- Any other conduct or actions deemed to be discriminatory based upon a person's Protected Status

5.1.e The Town also provides reasonable accommodations to a person based upon handicap, disability, or religion, in accordance with Federal and State anti-discrimination laws.

5.1.f Any employee or job applicant, who feels he or she may need a reasonable accommodation in order to perform the essential function of his or her position, or to accommodate religious beliefs, should bring their request to the Human Resources Director. If the employee feels unable or unwilling to make such request directly to Human Resources Director, he or she may make the request through the Department Head, who will bring the request to Human Resources.

## 5.2 Reasonable Accommodations – Disability or Handicap

5.2.a Please see the Town's *American with Disability's Policy* [#P-303]. Also, as noted above, in general, a reasonable accommodation is a change to the work environment or the ways things are done that enables qualified individuals with disabilities to enjoy equal employment opportunities both in employment and in applying for a position, which does not result in an undue hardship as that term is defined by relevant law.

5.2.b Reasonable Accommodation is defined in this policy to be that required by the laws. A reasonable accommodation may, for instance, include:

- 5.2.b.i Modifications or adjustments to the job application process that will enable a qualified applicant with a disability to be considered for a desired position, unless to do so would cause an undue hardship; or,
- 5.2.b.ii Modifications or adjustments to our work environment, or to the manner or circumstances under which a position held is customarily performed, that enable a qualified individual with a disability to perform the essential functions of that position, unless to do so would cause an undue hardship; or,
- 5.2.b.iii Modifications or adjustments that enable an employee with a disability to enjoy equal benefits and privileges of employment as are enjoyed by other similarly situated employees without disabilities, unless to do so would cause an undue hardship.

### 5.3 Reasonable Accommodation – Religion

5.3.a In accordance with Federal and State anti-discrimination laws, the Town shall make reasonable accommodation to the religious needs of employees or prospective employees provided that such accommodation will not pose an undue hardship in the conduct of the Town's business.

5.3.b Reasonable Accommodation is defined in this policy to be that required by the laws. Such an accommodation will be reasonable, unless doing so would cause more than a minimal burden on the operations of the employer's business. This means an employer may be required to make reasonable adjustments to the work environment that will allow an employee to practice his or her religion subject to the limit of no more than a de minimis cost or burden. This usually will entail making a special exception from or adjustment to, a particular requirement so that an employee or applicant will be able to practice his or her religion.

5.3.c Please see also our definitions in Section 3 above.

5.4 Department Heads are required to act consistent with this policy and ensure this policy is implemented consistently within their department.

5.5 In the event of an error or violation of this policy, either intentional or unintentional, Human Resources must be immediately informed. Human Resources will identify and make the proper correction(s). A violation of this policy, whether intentional or unintentional, will not change this policy, nor set a precedent in any future application of this policy.

## 6. Provisions

### 6.1 **Discrimination Complaints and Investigation**

6.1.a Complaints may be reported verbally or in writing.

6.1.b If any employee or applicant believes that he or she has been subjected to discrimination or discriminatory harassment, the individual has the right to bring a complaint. The employee or applicant should report a discrimination complaint, to their Department Head, the Human Resources Director, or his/her-designee.

- 6.1.c Any person, who learns of a violation of this policy against another person, is asked to immediately report the misconduct to a Department Head, the Human Resources Director, or his/her designee.
- 6.1.c.i If a Department Head receives such a complaint, he/she shall report the received complaint to the Human Resources Director or his/her designee, as soon as possible.
- 6.1.c.ii Upon receipt of a complaint, the Human Resources Director or his/her designee shall initiate an investigation.
- 6.1.d The Human Resources Director or his/her designee is also available to discuss any concerns you may have, and to provide information to you about our Equal Employment Opportunity policy and our complaint process. Alternatively, employees may contact their Department Head.
- 6.1.d.i If the complaint is against the Human Resources Director then the complaint should be filed with the Town Manager.
- 6.1.d.ii If the complaint is against the Town Manager, then the complaint should be filed with the Chairperson of the Board of Selectmen. The Board of Selectmen Chairperson shall work with the Personnel Board Chairperson and Town Counsel to investigate and resolve.

## 6.2 Investigation of Complaint

When the Town receives a complaint, the responsible individual shall promptly investigate the allegation in a fair and expeditious manner. The investigation shall be conducted in such a way as to maintain confidentiality to the extent practicable under the circumstances. The Town's investigation will generally include a private interview with the person filing the complaint and with witnesses. The Town will also likely interview the person alleged to have committed sexual harassment. When the Town has completed its investigation, the responsible individual will, to the extent appropriate, inform the person filing the complaint and the person alleged to have committed the conduct of the results of that investigation.

## 6.3 Remedial Action by the Town

If it is determined that inappropriate action occurred, the Town shall take action promptly to eliminate the offending conduct, regardless of whether or not it rises to the level of unlawful discrimination. The action to be taken may include recommendations regarding disciplinary and/or other remedial action up to and including termination, which shall be forwarded to the appropriate Appointing Authority.

## 7. **Applicable Laws / Statutes**

### 7.1 Applicable Statutes

- Title VII of the Civil Rights Acts of 1964
- American with Disabilities Act of 1990 and any subsequent amendments
- Age Discrimination In Employment Act of 1967
- Equal Pay Act of 1963
- Fair Employment Practices Law, M.G.L. c. 151B
- 804 CMR 03.00 MCAD Employment

7.2 Questions Regarding this Policy and Other Anti-Harassment Policies

Please contact Human Resources regarding questions about this policy. Please also consult the Personnel Definitions Document [#D-100] regarding other commonly used words and/or phrases not defined in this policy.

7.2 External Agencies

Using our complaint process does not prohibit you from filing a complaint with these agencies. Each of these agencies has a time period of 300 days for filing a claim.

7.3.a United States Equal Employment Opportunity Commission (EEOC): One Congress Street, 10<sup>th</sup> Floor, Boston, MA 02114, (617) 565-3200.

7.3.b The Massachusetts Commission Against Discrimination (MCAD):

- Boston Office:  
One Ashburton Place, Room 601  
Boston, MA 02108  
617- 994-6000
- Worcester Office:  
Worcester City Hall,  
455 Main Street, Room 100  
Worcester, MA 01608  
(508-799-8010)
- Springfield Office: 424 Dwight Street, Room 202  
Springfield, MA 01103  
413- 739-2145

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The following document associated with and attached to this policy may change to meet the needs of the Town or new requirements of law. The HR Director may make the necessary document changes without changing the intent or content of this policy. Please consult the Human Resources Department for the most current version:

- #D- – Equal Employment Opportunity Policy Acknowledgement Form

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**PERSONNEL BOARD**

For the Personnel Board: David E. Hajjar 01 / 21 / 15  
David E. Hajjar, Chairman  
Anne Haley, Vice-chair  
Willard Krasnow  
Patterson Riley  
John E. Taylor

# **Appendix C: Public Engagement Materials**

- Public forum
  - Presentation
  - Goals/Objectives Priorities
  - Inventory Map with Comments
- OSRP Survey Responses

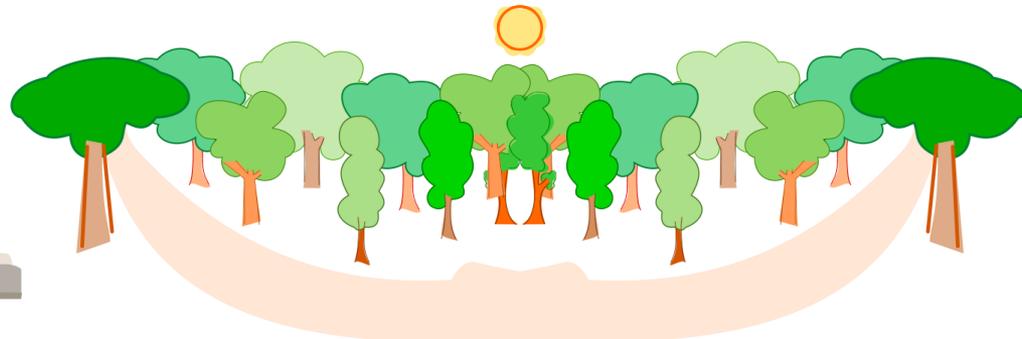


# Town of Norwood

## Open Space and Recreation Plan

Community Forum

*October 16, 2018*





# Tonight's agenda

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- Presentation
  - Introduction to the Norwood Open Space and Recreation Plan and planning process
  - Overview of demographic and land use trends
  - Parks and open spaces in Norwood
- Open house activities
  - Goals and objectives
  - Experience and satisfaction with existing resources



# Introduction

- What is “open space?”
- Why complete an OSRP?



# What is “open space?”

- Often refers to conservation land, forested land, recreation land, agricultural land, corridor parks and amenities such as small parks or green buffers along roadways



- The term can also refer to vacant or undeveloped lands with conservation or recreation potential

*Open space varies by ownership, level of protection, and use*

# Types of Recreation

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- Open spaces can be utilized for either passive or active recreation
- In general, passive recreation requires minimal facilities/development and is often less costly and has less of an environmental impact
  - Examples: walking, hiking, fishing, cross country skiing
- Active recreation involves structured activities which require specialized parkland development and management
  - Examples: playgrounds, sports/ball fields, swimming pools

# Why complete an OSRP?

**TOWN OF NORWOOD  
OPEN SPACE AND RECREATION PLAN  
2010 - 2017**



- An Open Space and Recreation Plan (OSRP) provides information about the community, its environmental and recreational resources, and what residents want to achieve in the next 7 years
- OSRPs help encourage community protection and stewardship of these vital resources
- Completion of an OSRP makes municipalities eligible to apply for State grants through the EOEEA to acquire and improve land for conservation and recreation

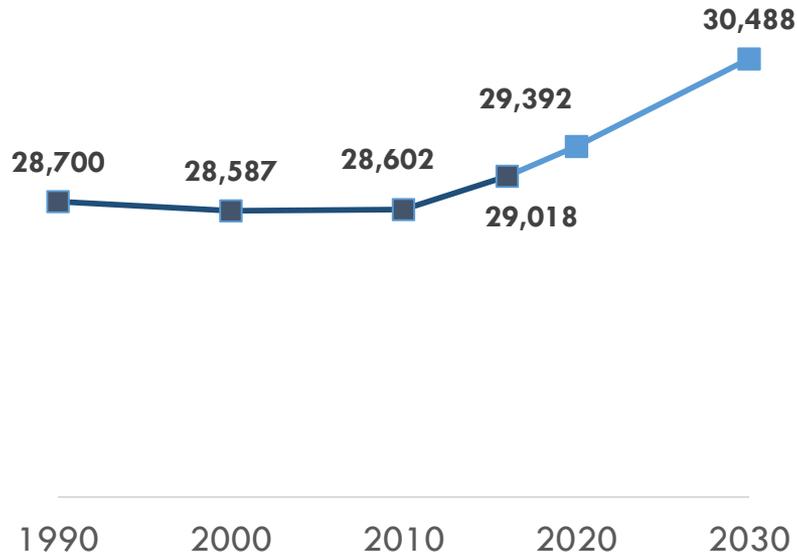


# Data Trends

- Population
- Land Use

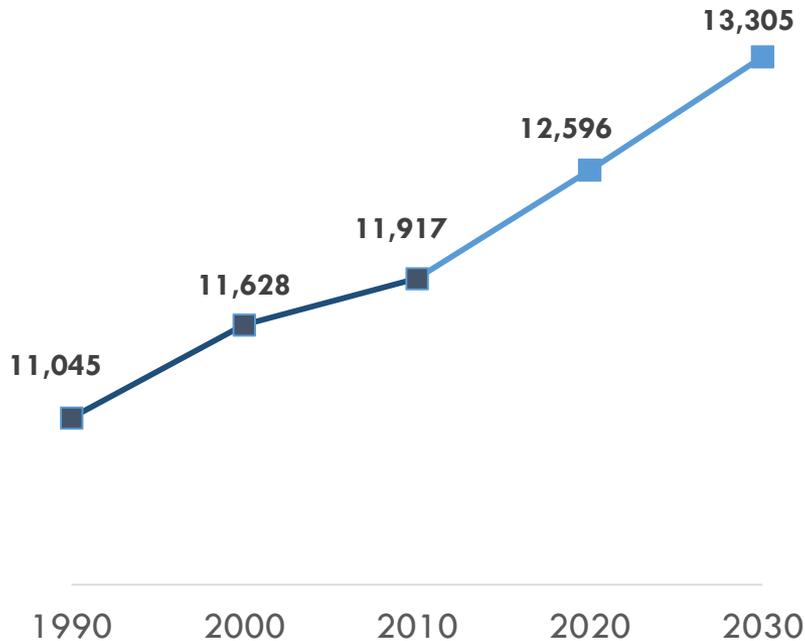


# Population



- Total population remained largely stable between 1990-2010
- MAPC's "Stronger Regions" scenario projects a 7% population increase between 2010 and 2030

# Households



- *“A household consists of all the people who occupy a housing unit.”*
- Household numbers increased close to 8% between 1990 and 2010
- MAPC’s “Stronger Regions” scenario projects an 11% household increase between 2010 and 2030
- If household growth does outstrip population growth, due to decreasing household size, more housing units will be required

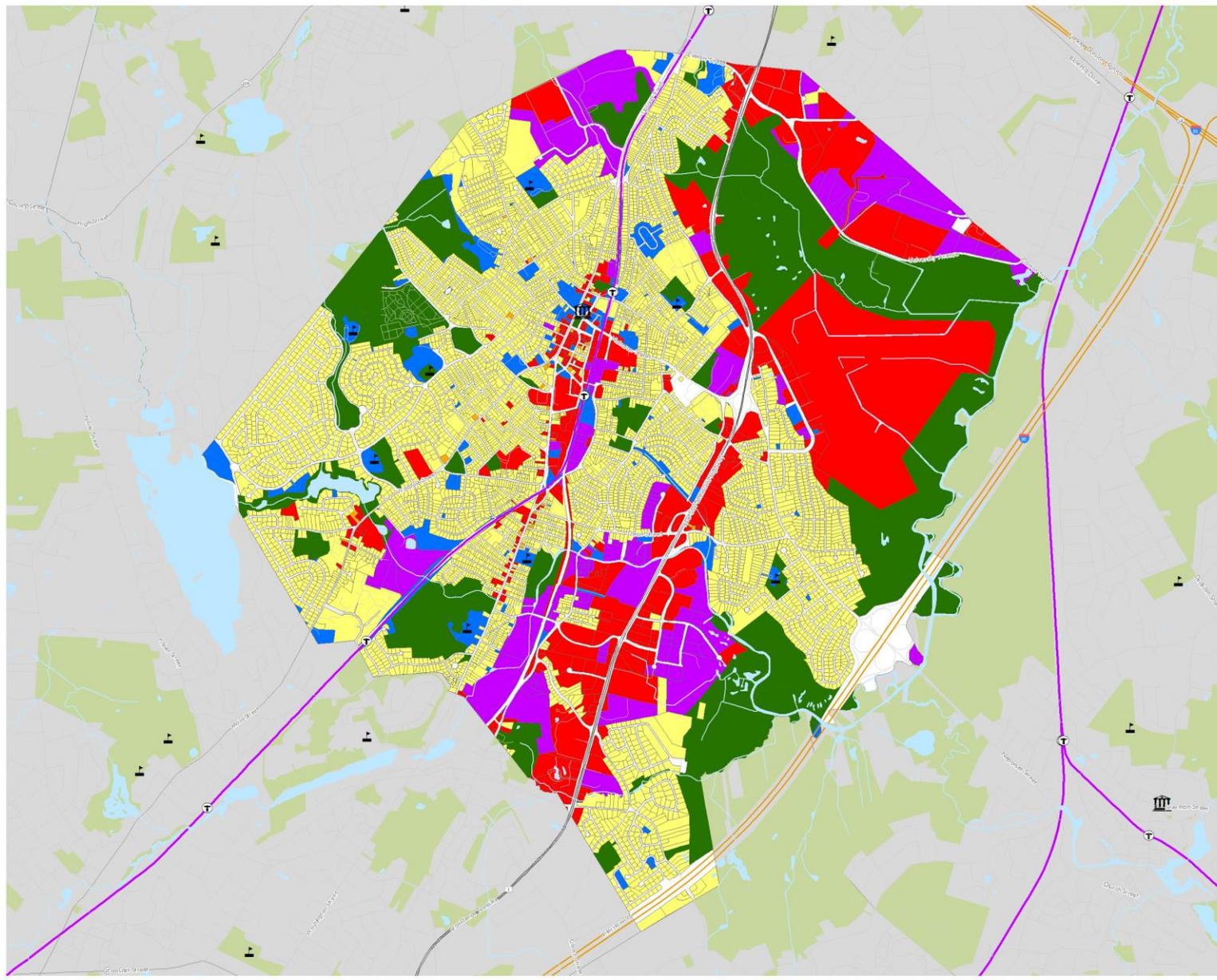
# Land Use

Property Type	Acres	% Total
<b>Residential</b>	<b>2,530</b>	<b>37.49%</b>
Single Family	1,736	25.73%
Two/Three Family	227	3.36%
Multifamily	187	2.77%
Other Residential	104	1.53%
Vacant - Developable	28	0.41%
Vacant - Undevelopable	249	3.69%
<b>Commercial/Industrial</b>	<b>2,011</b>	<b>29.80%</b>
Commercial/Retail	1,274	18.87%
Industrial	523	7.75%
Vacant - Developable	159	2.35%
Vacant - Undevelopable	56	0.83%
<b>Mixed Use</b>	<b>13</b>	<b>0.19%</b>
<b>Exempt</b>	<b>1,264</b>	<b>18.72%</b>
Public	1,226	18.17%
Institutional	37	0.55%
<b>Other</b>	<b>931</b>	<b>13.79%</b>
Right-of-Ways	879	13.02%
Uncoded	52	0.77%
<b>Total</b>	<b>6,749</b>	<b>100.00%</b>

- Over a third of Norwood's land is comprised of residential development, the large majority of which is single family homes
- Commercial/Industrial uses are the second largest category, slightly higher than tax-exempt public and institutional land
- There is relatively little vacant land free of constraints

# Land Use Norwood, MA

- Use Type**
-  Residential
  -  Mixed Use
  -  Commercial
  -  Industrial
  -  Exempt
  -  Open Space
  -  Schools
  -  Town Halls
  -  Commuter Rail Stations
  -  Commuter Rail Lines
  -  Rivers and Streams
  -  Water Bodies
  -  Surrounding Open Space



The information depicted on this map is for planning purposes only. It is not adequate for legal boundary definition, regulatory interpretation, or parcel-level analyses.

Produced by:  
Metropolitan Area Planning Council  
60 Temple Place, Boston, MA 02111 | (617) 933-0700

Data Sources:  
Metropolitan Area Planning Council (MAPC)  
Massachusetts Geographic Information System (MassGIS)  
Massachusetts Department of Transportation (MassDOT)

October 2018



# Open Space

- Inventory
- Key parks and open spaces



# Inventory

## Norwood Open Space Property

<i>Ownership</i>	<i>Acres</i>	<i>% Total</i>
<b>Municipal</b>	<b>1,091.94</b>	<b>75.61%</b>
<b>Private</b>	<b>352.21</b>	<b>23.68%</b>
Non-profit	24.72	1.66%
Other	327.48	22.02%
<b>Total</b>	<b>1,444.15</b>	<b>100.00%</b>

<i>Level of Protection</i>	<i>Acres</i>	<i>% Total</i>
<b>Protected</b>	<b>671.23</b>	<b>45.13%</b>
<b>Limited Protection</b>	<b>486.21</b>	<b>32.69%</b>
<b>None</b>	<b>329.93</b>	<b>22.18%</b>
<b>Total</b>	<b>1,487.37</b>	<b>100%</b>

- The majority of open space in Norwood is municipally owned
- Land specifically acquired for conservation and recreation purposes are considered protected by “Article 97” of the State Constitution
- Lands purchased for general municipal purposes are not protected by Article 97, but are considered to have limited protection due to their public ownership

# Open Space Norwood, MA

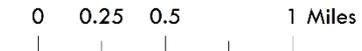
## Ownership

- Municipal
- Private

## Level of Protection

- Protected
- Limited
- None

- ⚓ Schools
- ⛪ Town Halls
- 🚉 Commuter Rail Stations
- Commuter Rail Lines
- Rivers and Streams
- Water Bodies
- Surrounding Open Space

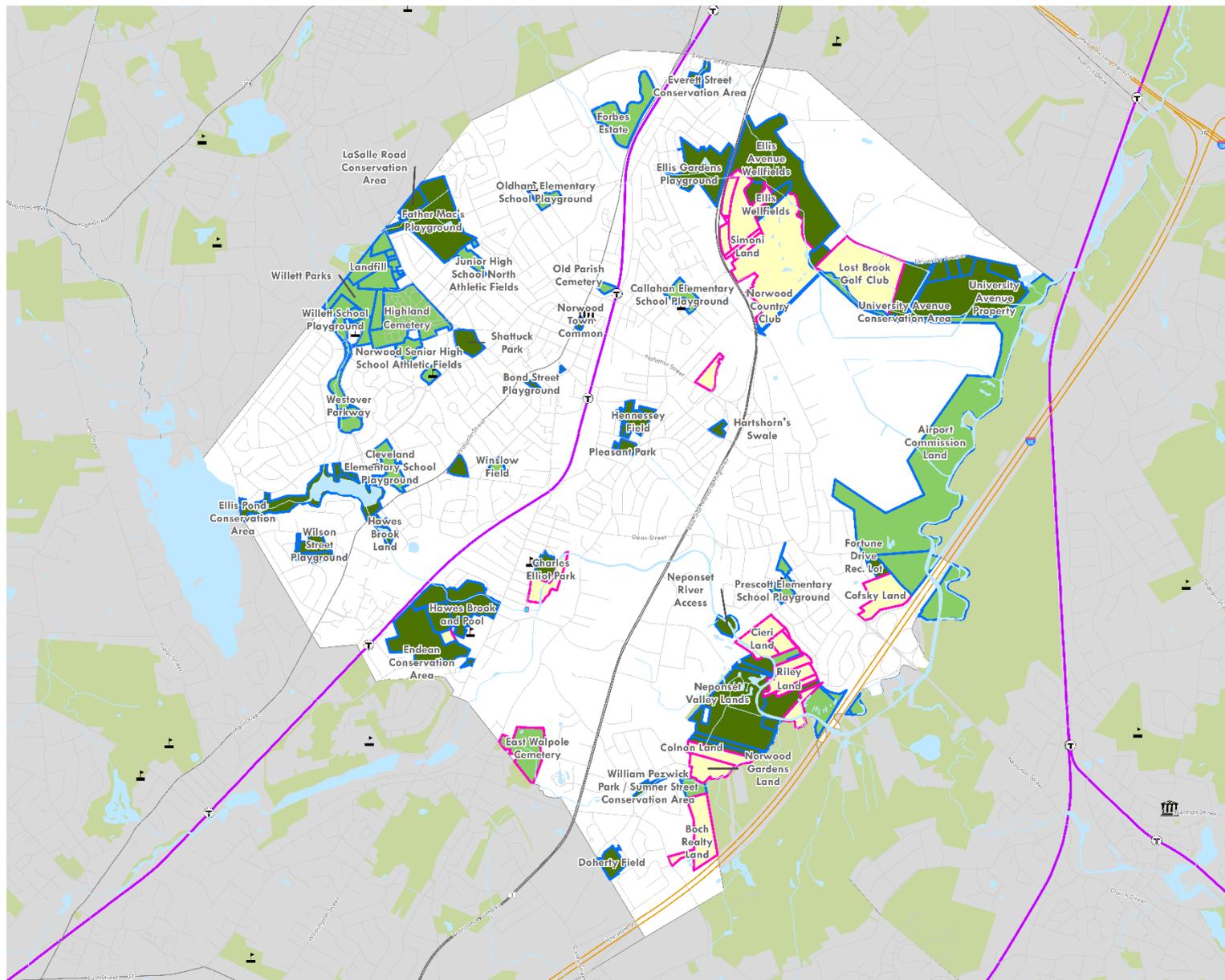


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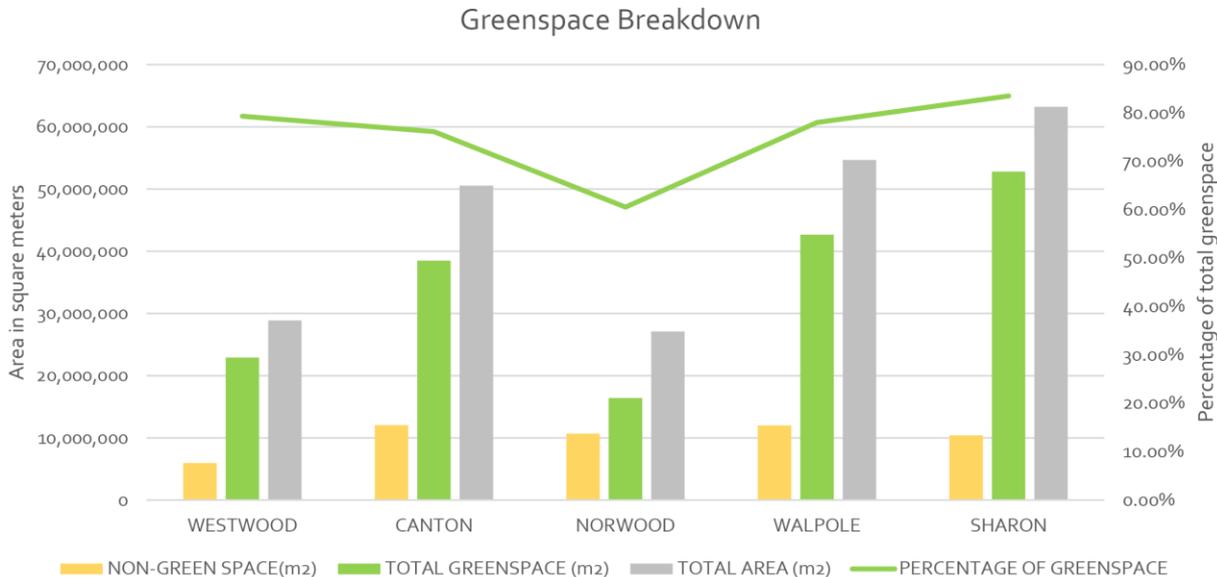
Data Sources:  
Metropolitan Area Planning Council (MAPC)  
Massachusetts Geographic Information System (MassGIS)  
Massachusetts Department of Transportation (MassDOT)

October 2018



# Community Comparison

TOWN	NON-GREEN SPACE(m <sup>2</sup> )	TOTAL GREENSPACE (m <sup>2</sup> )	TOTAL AREA (m <sup>2</sup> )	PERCENTAGE OF GREENSPACE
WESTWOOD	5,966,767	22,922,169	28,888,936	79.35%
CANTON	12,048,586	38,487,030	50,535,616	76.16%
NORWOOD	10,688,324	16,412,542	27,100,866	60.56%
WALPOLE	12,006,091	42,666,779	54,672,870	78.04%
SHARON	10,419,477	52,804,719	63,224,196	83.52%



- Norwood resident Stephen Washburn completed a Normalized Difference Vegetation Index (NDVI) analysis
- Comparison with immediately adjacent municipalities show that Norwood has the least greenspace

# Key Sites: Recreation & Conservation

## *Hawes Brook and Pool; Endean Park and Conservation Land*



- Combination of recreational and conservation lands
- Recreational facilities include pool, tennis courts, playground, ball fields, and walking path
- The site also surrounds a parcel owned by Norwood Little League
- Adjacent to the Coakley Middle School

# Key Sites: Recreation & Conservation

## Ellis Pond Conservation Area



- Activities: Fishing, walking, picnic, paddle boating
- Land purchased in 1972 through conservation commission
- Former St. George's property - 2.5 acre parcel - purchased by Conservation Commission in 2016

# Key Sites: Re-use Potential

## Winter St. Landfill



- Former landfill, closed and capped
- Adjacent to Willett Parks and Highland Cemetery
- Currently being considered as site of solar farm
- Open space can contribute to sustainability in multiple ways

# Key Sites: Privately Owned

## Norwood Country Club and former Lost Brook Golf Club



- Private facilities also provide towns with open space and recreation resources
- Lost Brook Golf Club is the site of the Boston Skating Club's new facility
- Opportunities exist to work with property owners to protect open space, e.g. Chapter 61B



# Open House

- **Goals and Objectives:**

- Help prioritize the OSRP's goals and objectives
- Tell us your thoughts on the recommendations and suggest action steps

- **Maps:**

- Tell us which open spaces you like and which areas can use improvements, and why

# Next Steps

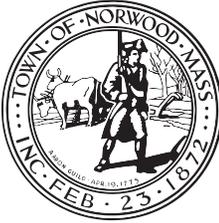
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- Administer a public opinion survey to gather further input from town residents
  - Make sure to sign in so we can forward when ready!
- Continue work on draft OSRP, incorporating feedback from this forum
- The plan will be reviewed by Town staff and the Open Space and Recreation Committee
- Once complete, the plan will be delivered to the EOEEA Division of Conservation Services for approval



Questions?

# Goal 1: Acquire open space and conservation land



Use five sticky dots to prioritize the Open Space & Recreation Plan’s goals and objectives. Dots can be spread across objectives or concentrated in one.

Objective:	Place dots here:
<b>Objective 1.1:</b> Protect Norwood’s suburban character from the effects of development	★★★★★★★★★★ ★★ ★ <span style="float: right;"><b>13</b></span>
<b>Objective 1.2:</b> Provide better access to ponds, rivers, and streams	★★★★★★★★★★ ★ <span style="float: right;"><b>11</b></span>

## Comments:

# Goal 2: Protect and preserve Norwood's natural resources



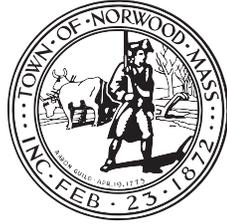
Use five sticky dots to prioritize the Open Space & Recreation Plan's goals and objectives. Dots can be spread across objectives or concentrated in one.

Objective:	Place dots here:
<b>Objective 2.1:</b> Stop wetland encroachment and degradation	 <span style="float: right; font-size: 24px;"><b>11</b></span>
<b>Objective 2.2:</b> Protect Neponset Valley Area of Critical Environmental Concern (ACEC) and other rare wildlife habitats	 <span style="float: right; font-size: 24px;"><b>15</b></span>

## Comments:

## Goal 3: Develop a greater variety of recreational opportunities for all

Use five sticky dots to prioritize the Open Space & Recreation Plan's goals and objectives. Dots can be spread across objectives or concentrated in one.



Objective:	Place dots here:
Objective 3.1: Add new town recreational facilities	 <span style="float: right; font-size: 24pt;"><b>6</b></span>
Objective 3.2: Develop facilities for all age groups	 <span style="float: right; font-size: 24pt;"><b>1</b></span>
Objective 3.3: Eliminate handicap barriers at all recreational facilities	 <span style="float: right; font-size: 24pt;"><b>1</b></span>

### Comments:

- Bike lanes. Bike trails.



## Goal 4: Maintain and manage existing recreation facilities, parks, and conservation lands

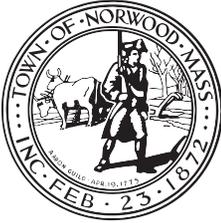
Use five sticky dots to prioritize the Open Space & Recreation Plan's goals and objectives. Dots can be spread across objectives or concentrated in one.

Objective:	Place dots here:
<b>Objective 4.1:</b> Increase the use of the town's conservation and open space lands	 <b>11</b>
<b>Objective 4.2:</b> Improve the condition of the town's conservation and recreation properties	 <b>7</b>

### Comments:

- Connecting to neighboring bike routes and trails in other towns also key for increasing use.
- Adding trails and connecting routes between town open spaces should be a priority.
- Complete trail around Ellis Pond

# Goal 5: Increase public awareness on open space and conservation issues



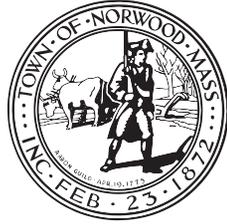
Use five sticky dots to prioritize the Open Space & Recreation Plan’s goals and objectives. Dots can be spread across objectives or concentrated in one.

Objective:	Place dots here:
<b>Objective 5.1:</b> Educate the public on the location of properties	 <span style="float: right; font-weight: bold; font-size: 1.2em;">10</span>
<b>Objective 5.2:</b> Foster stewardship of open space and conservation lands	 <span style="float: right; font-weight: bold; font-size: 1.2em;">2</span>

## Comments:

## Goal 6: Ensure that the plan takes into account environmental justice and equity

Use five sticky dots to prioritize the Open Space & Recreation Plan's goals and objectives. Dots can be spread across objectives or concentrated in one.

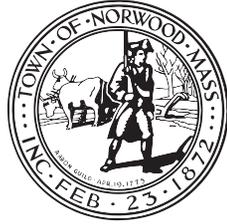


Objective:	Place dots here:
<b>Objective 6.1:</b> Increase public participation opportunities in the neighborhoods where 25% or more of the population is minority or foreign born	 <span style="float: right;"><b>1</b></span>
<b>Objective 6.2:</b> Ensure that new recreational opportunities and open space areas are equally accessible to residents in Environmental Justice neighborhoods	 <span style="float: right;"><b>5</b></span>

## Comments:

## Goal 7: Create the organizational and funding support necessary for implementation of the plan

Use five sticky dots to prioritize the Open Space & Recreation Plan's goals and objectives. Dots can be spread across objectives or concentrated in one.



Objective:	Place dots here:
Objective 7.1: Secure necessary funding for implementation	<div style="display: flex; justify-content: space-between; align-items: center;"> <div style="text-align: center;">  </div> <div style="text-align: right; font-size: 24pt; font-weight: bold;">13</div> </div>
Objective 7.2: Develop a mechanism for overseeing implementation of the plan	<div style="display: flex; justify-content: space-between; align-items: center;"> <div style="text-align: center;">  </div> <div style="text-align: right; font-size: 24pt; font-weight: bold;">14</div> </div>

### Comments:

Place **green** dots on open space and recreation areas in Norwood that you enjoy visiting. Place **red** dots on areas that present challenges or could use improvements. Use the post-its to tell us more!

# Open Space Norwood, MA

## Ownership

- Municipal
- Private

## Level of Protection

- Protected
- Limited
- None

- Schools
- Town Halls
- Commuter Rail Stations
- Commuter Rail Lines
- Rivers and Streams
- Water Bodies
- Surrounding Open Space



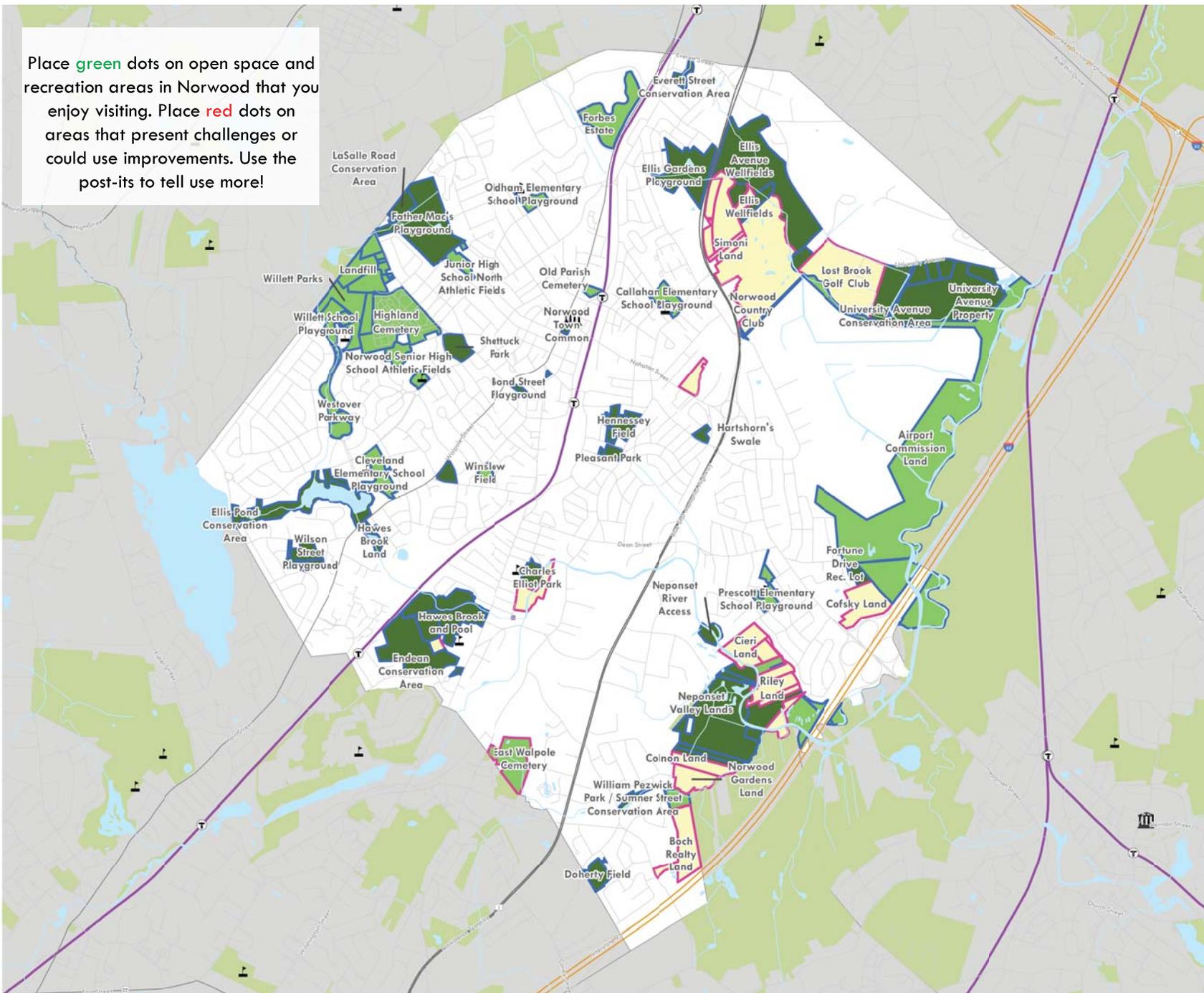
0 0.25 0.5 1 Miles

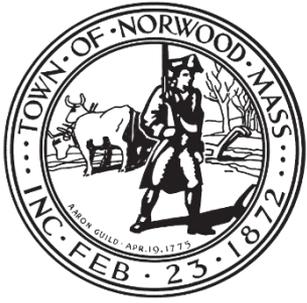
The information depicted on this map is for planning purposes only. It is not adequate for legal boundary definition, regulatory interpretation, or parcel-level analyses.

Produced by:  
Metropolitan Area Planning Council  
60 Temple Place, Boston, MA 02111 | (617) 933-0700

Data Sources:  
Metropolitan Area Planning Council (MAPC)  
Massachusetts Geographic Information System (MassGIS)  
Massachusetts Department of Transportation (MassDOT)

October 2018





# TOWN OF NORWOOD

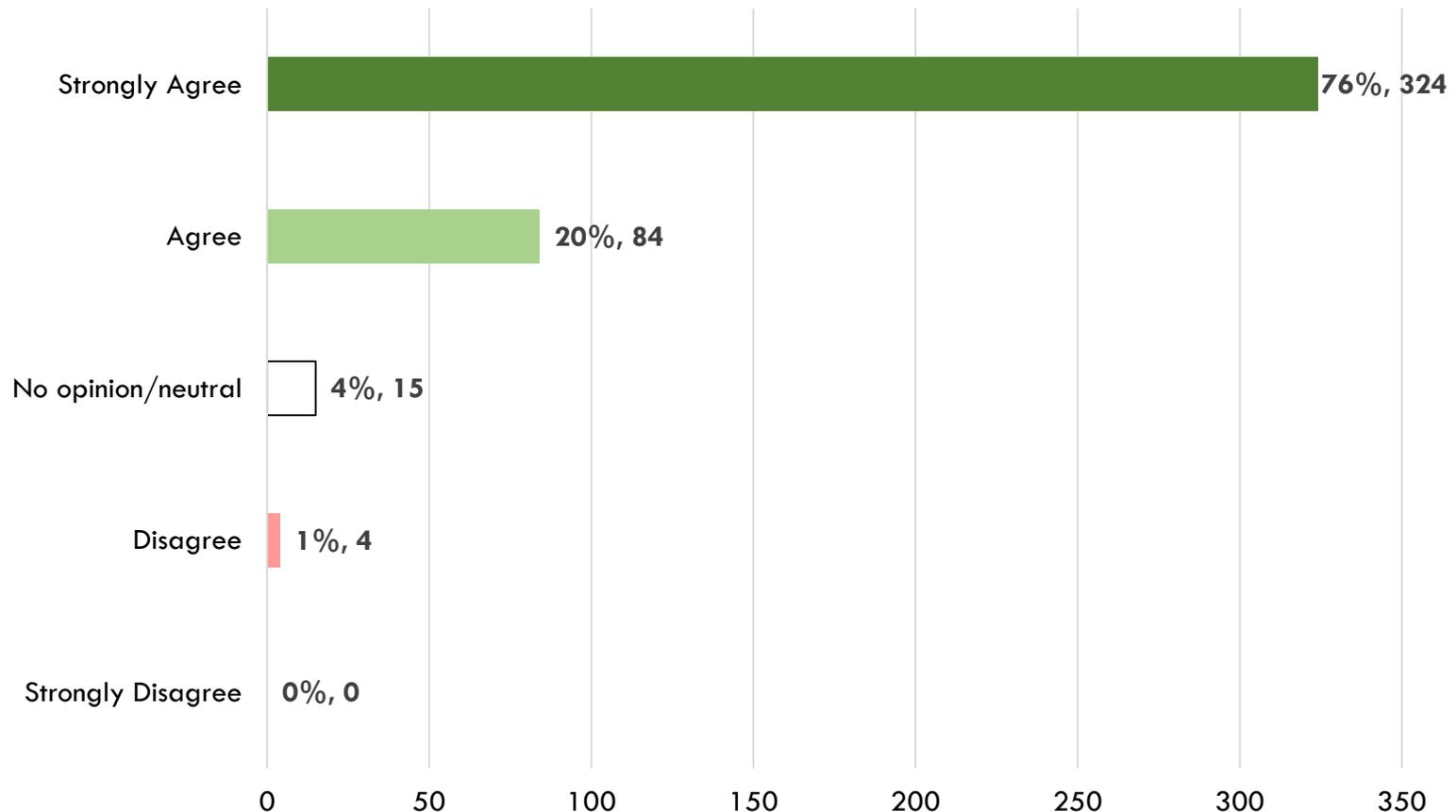
## OPEN SPACE AND RECREATION PLAN

Community Survey Results

# Community Values



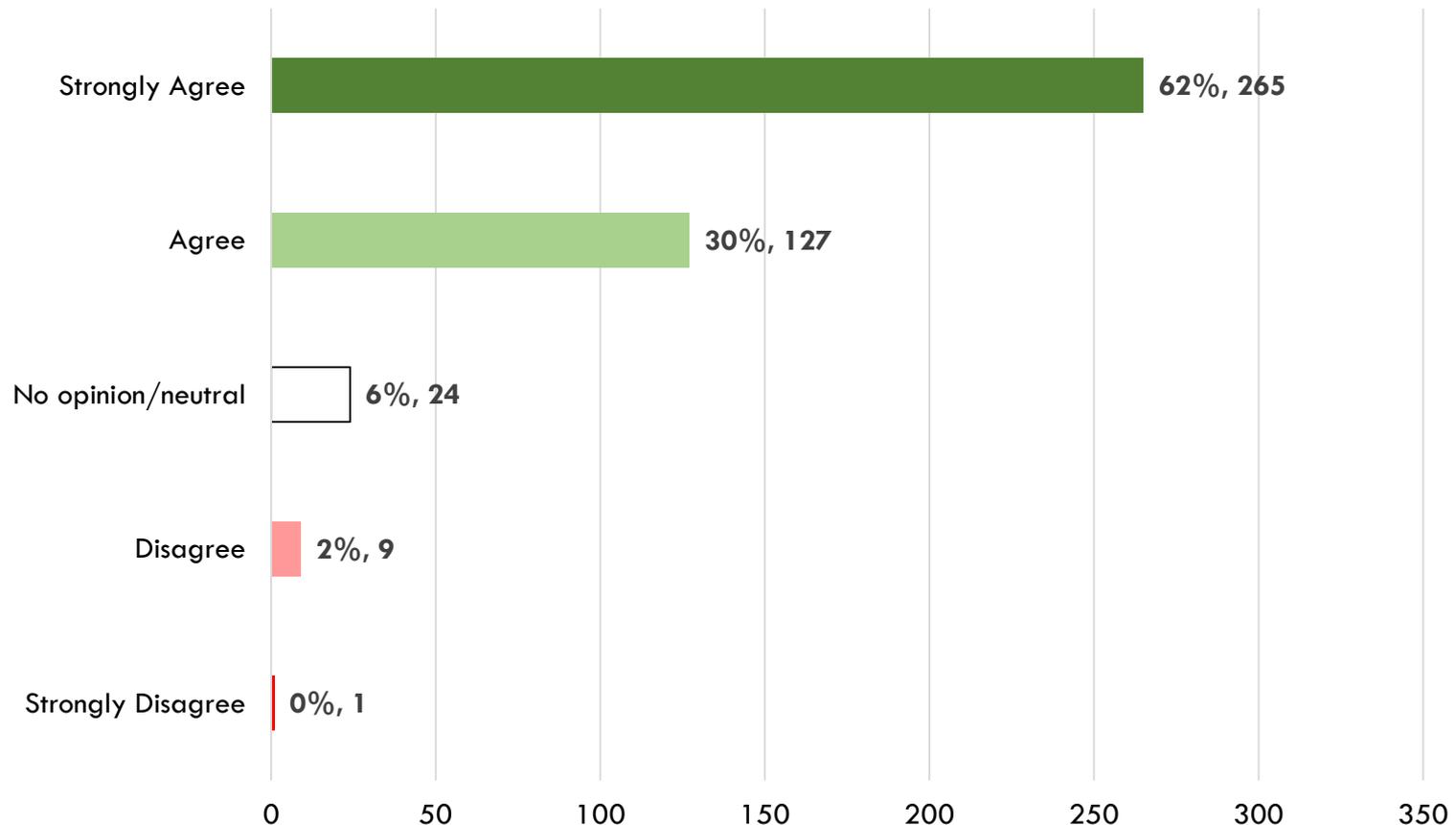
- Do you agree or disagree with the following statement:
  - Preserving Norwood's open space and natural areas is important to me.*



# Community Values



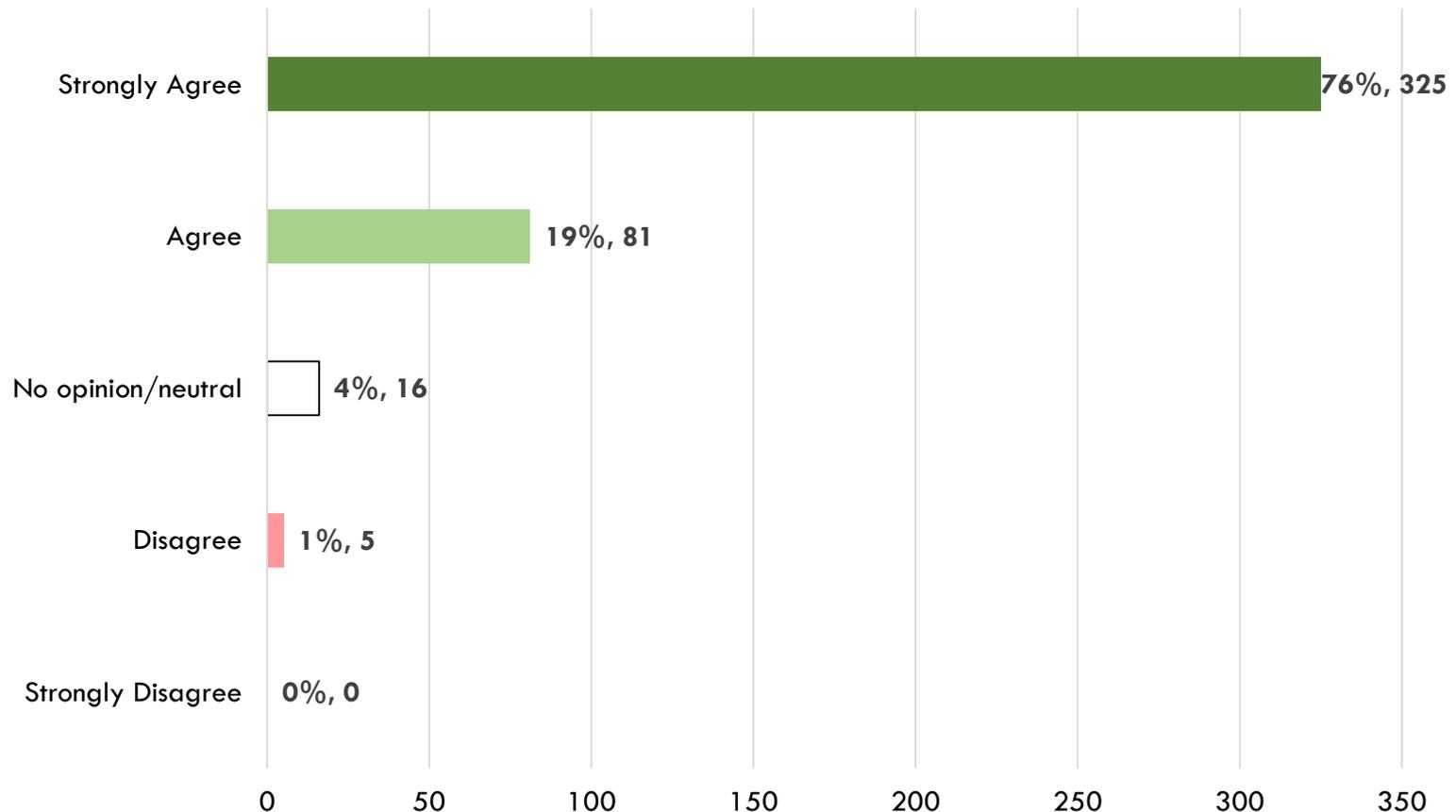
- Do you agree or disagree with the following statement:
  - Norwood's existing open space and recreational amenities contributes positively to overall quality of life.*



# Community Values



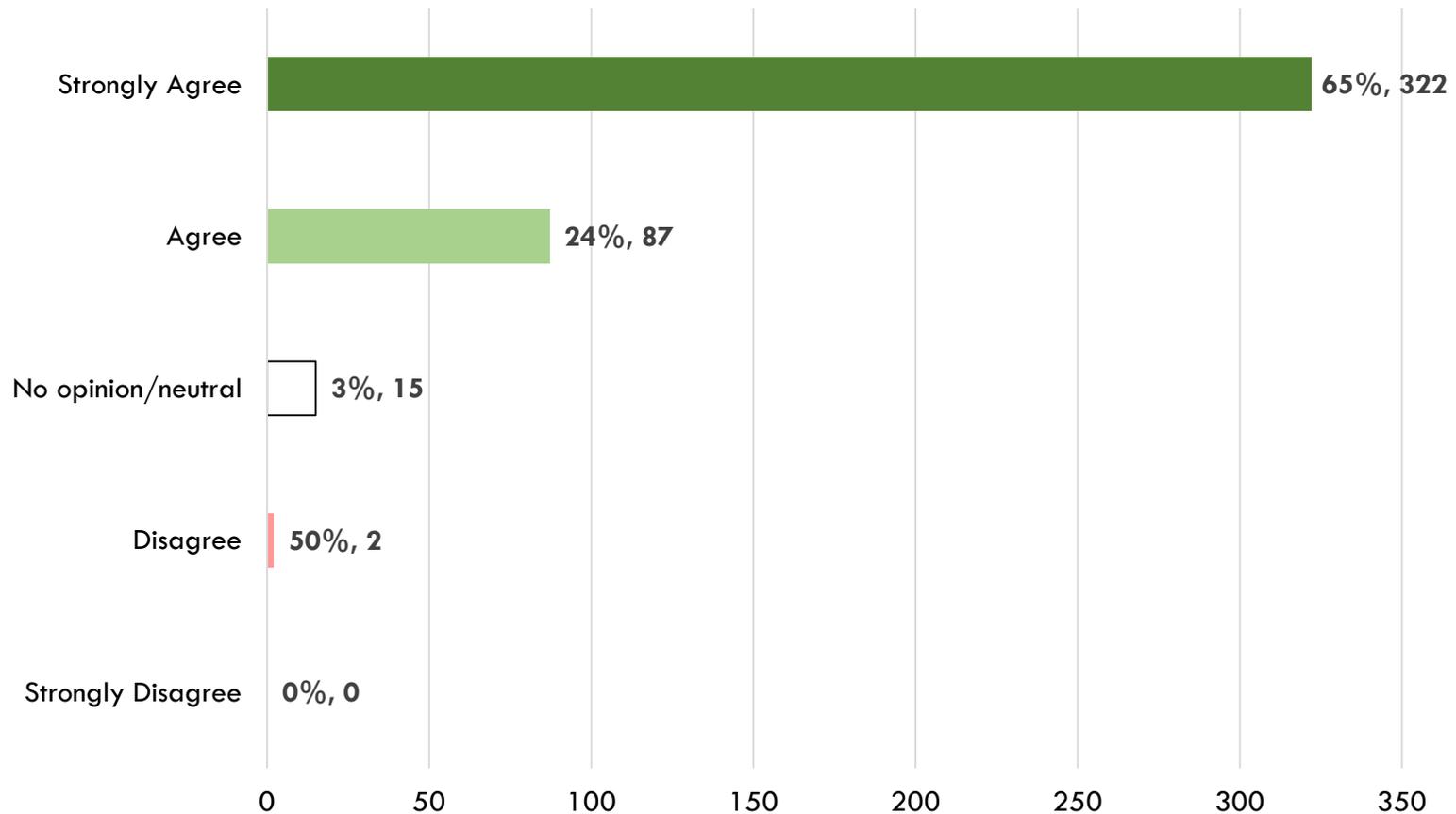
- Do you agree or disagree with the following statement:
  - Norwood needs to proactively preserve what open space is left.*



# Community Values



- Do you agree or disagree with the following statement:
  - *Norwood needs to proactively plan for the recreational needs of its residents.*

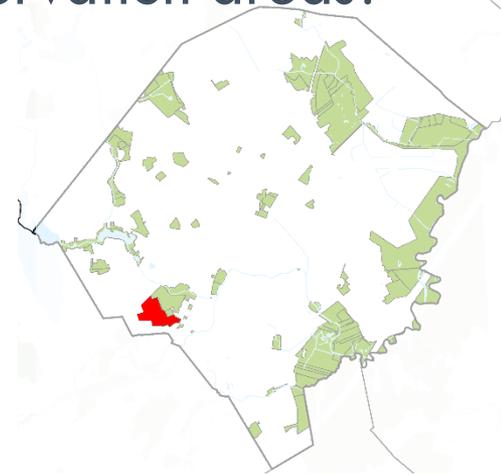
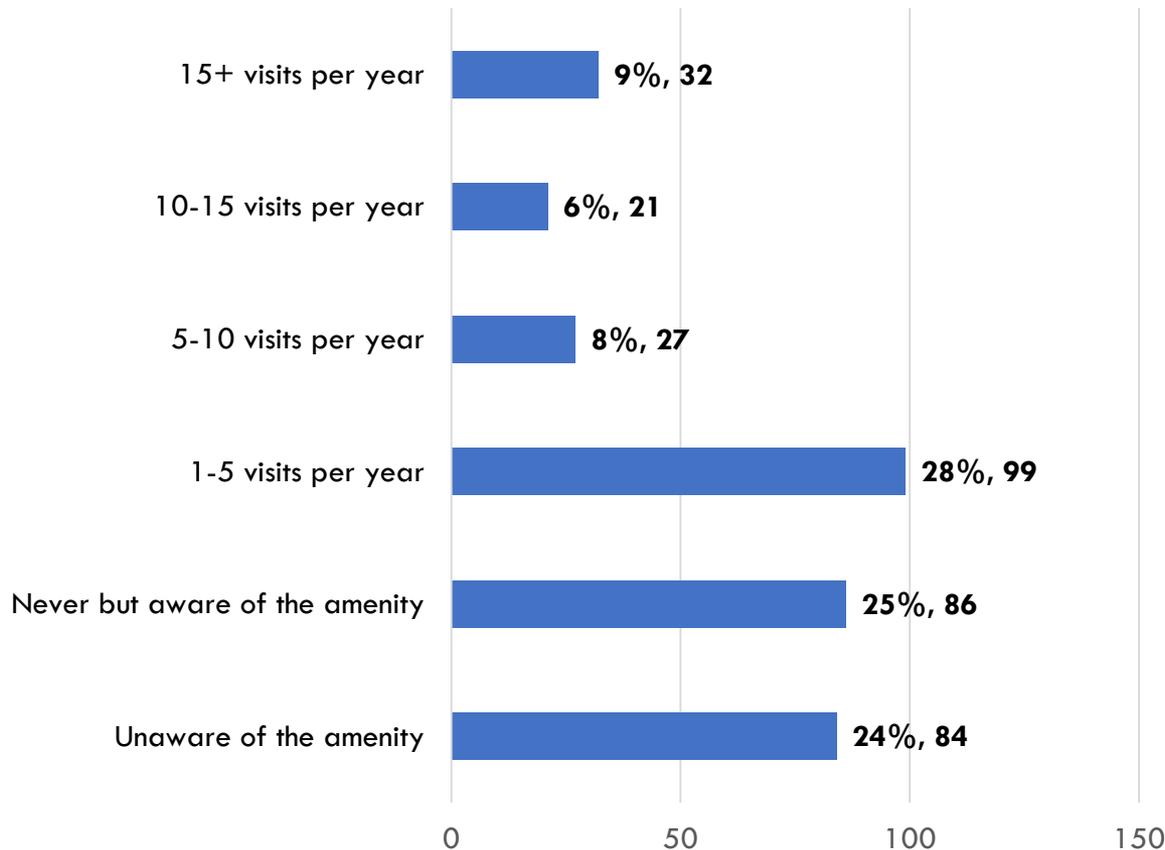


# Awareness and Usage



- How often do you visit or use the following conservation areas?

- Endean Conservation Area**

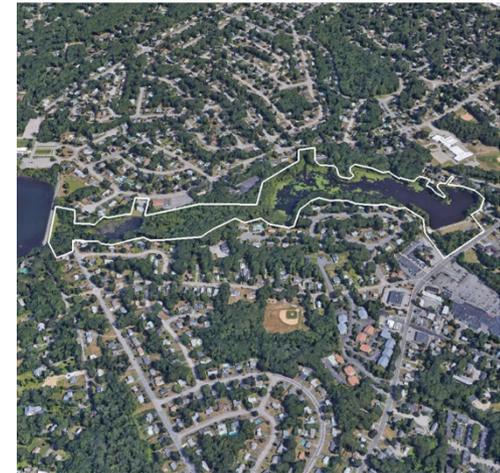
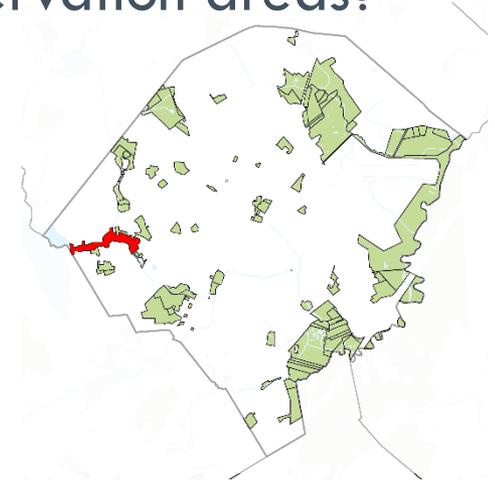
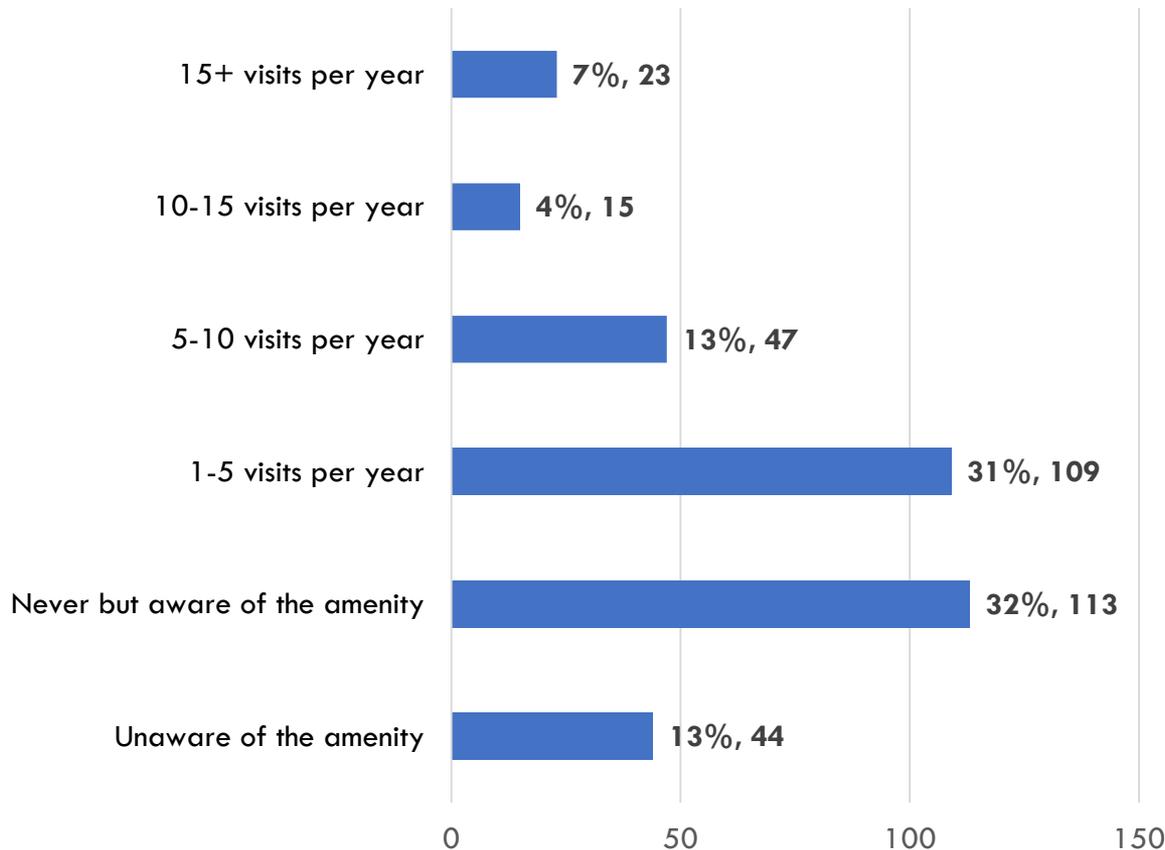


# Awareness and Usage



- How often do you visit or use the following conservation areas?

- Ellis Pond*

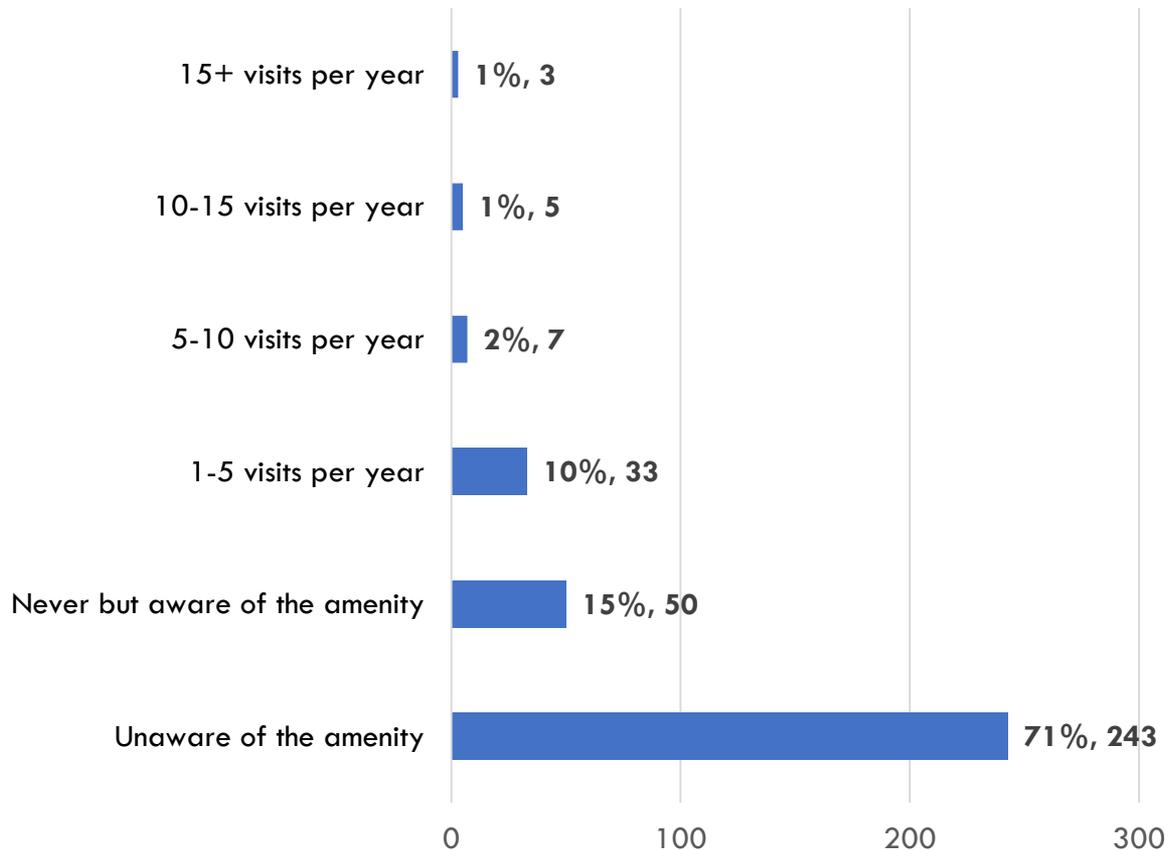


# Awareness and Usage



- How often do you visit or use the following conservation areas?

- Alevizos Park**

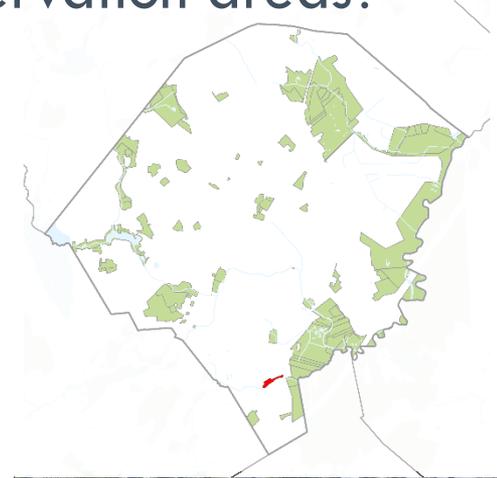
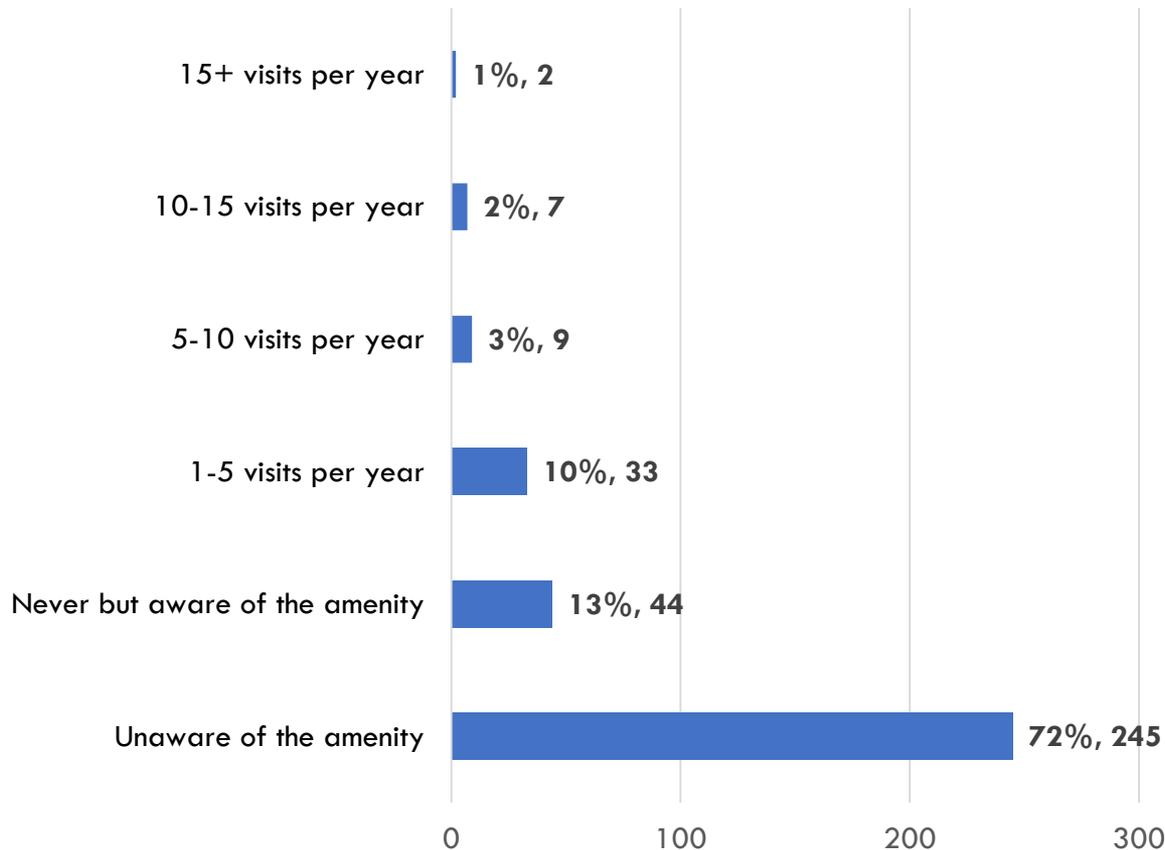


# Awareness and Usage



- How often do you visit or use the following conservation areas?

- William Pezwick Park**

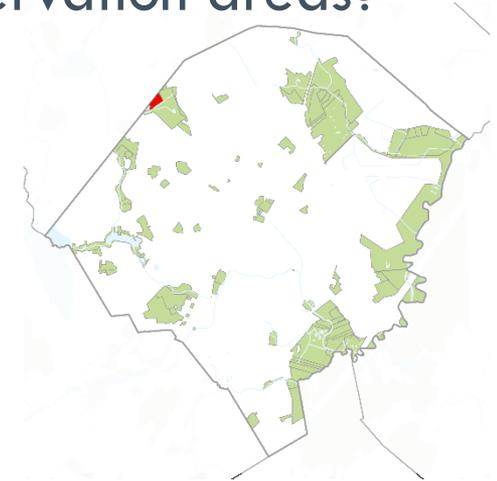
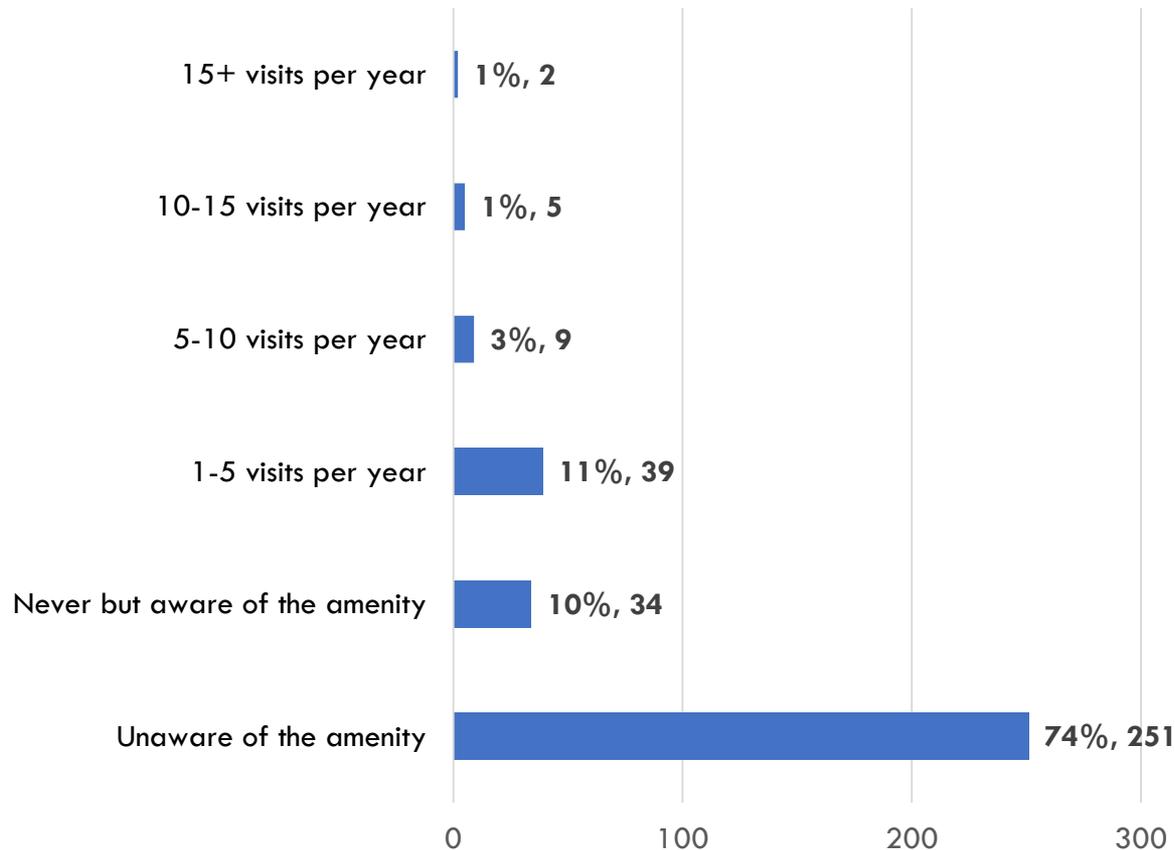


# Awareness and Usage



How often do you visit or use the following conservation areas?

## LaSalle Road Conservation Land

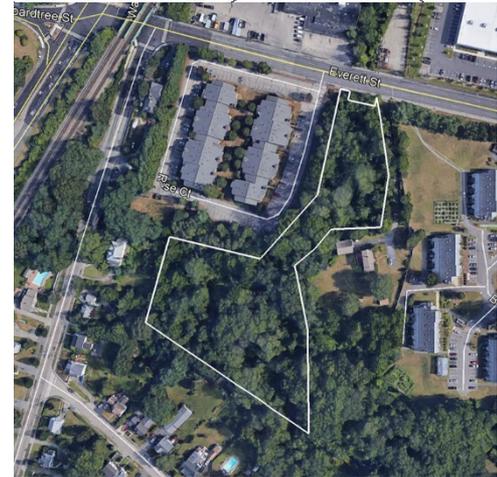
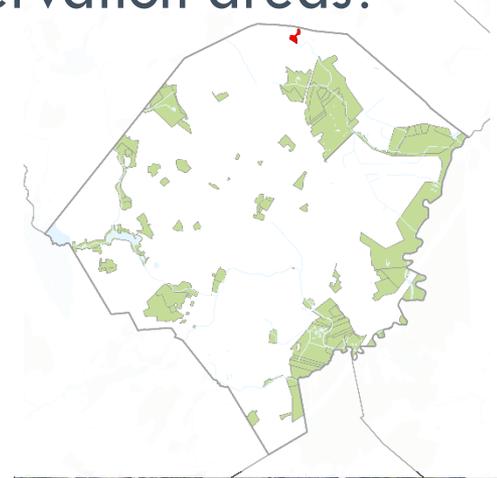
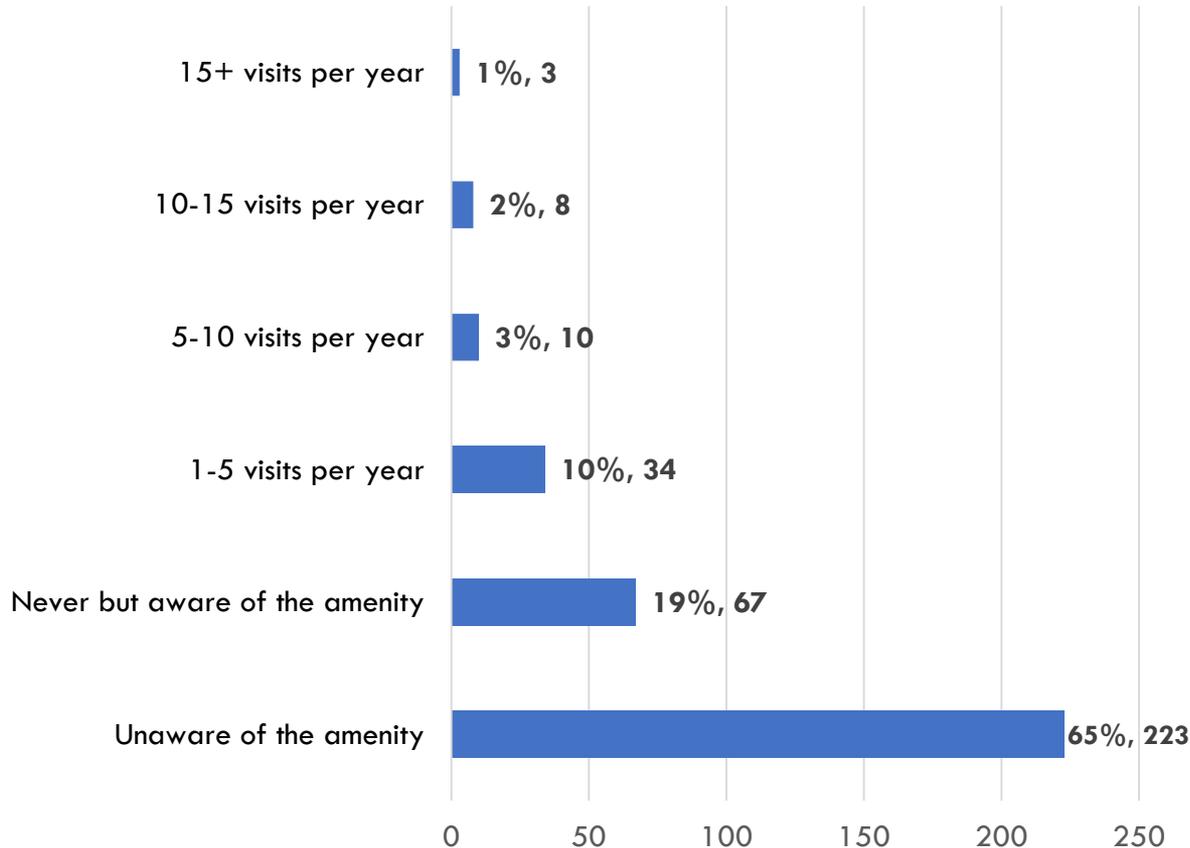


# Awareness and Usage



How often do you visit or use the following conservation areas?

**Everett Street Conservation land**

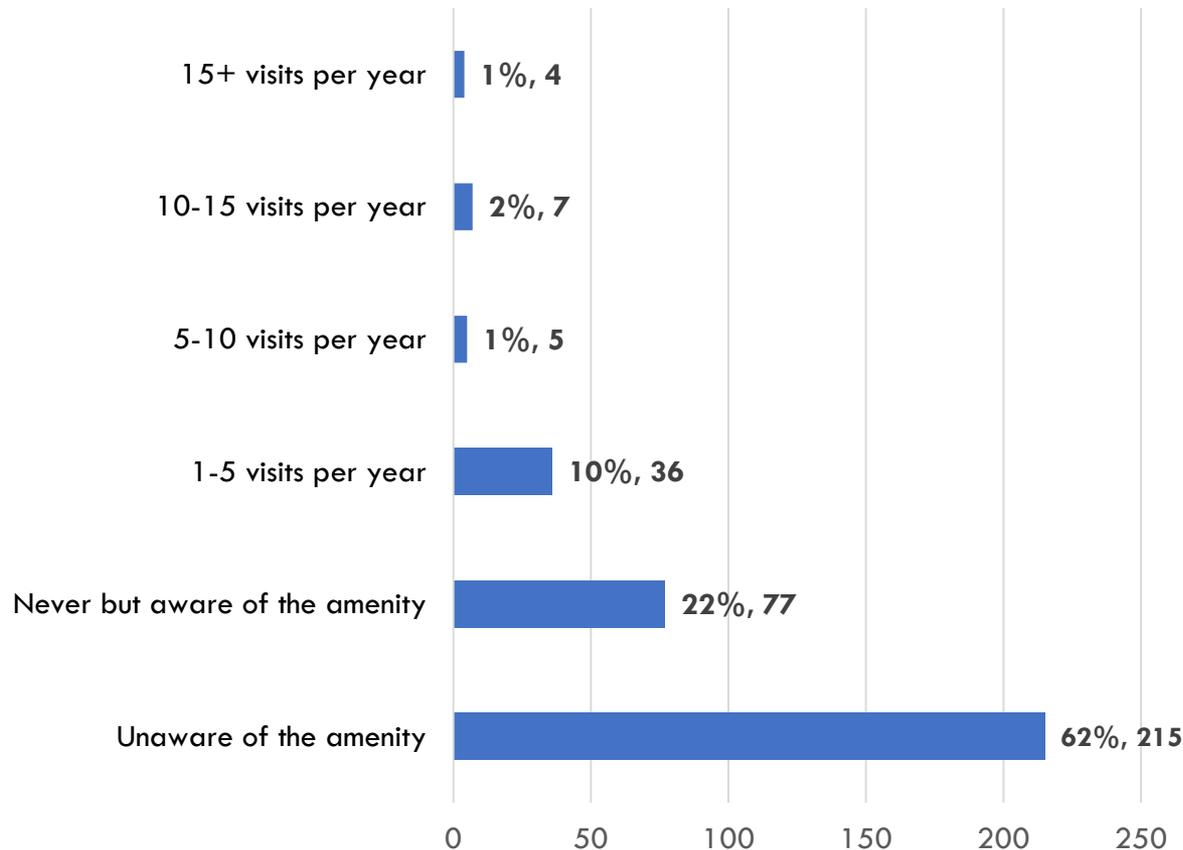


# Awareness and Usage



How often do you visit or use the following conservation areas?

## University Ave Conservation land

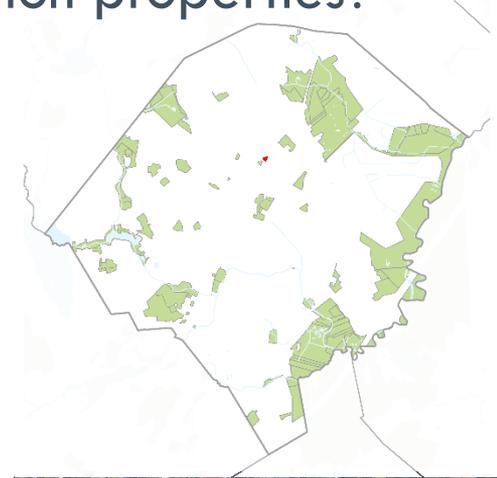
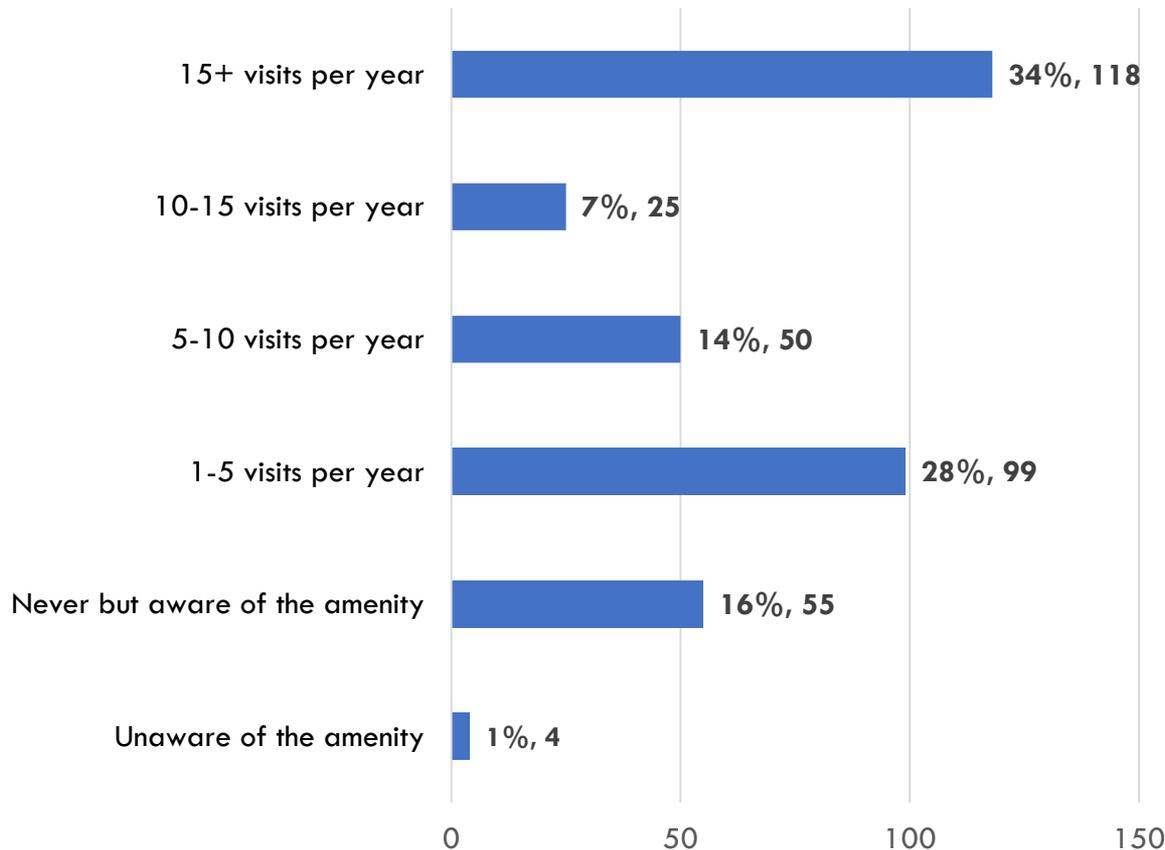


# Awareness and Usage



- How often do you visit or use the following recreation properties?

- Norwood Civic Center**

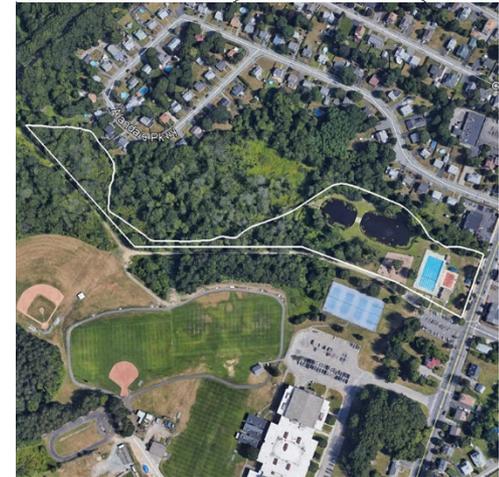
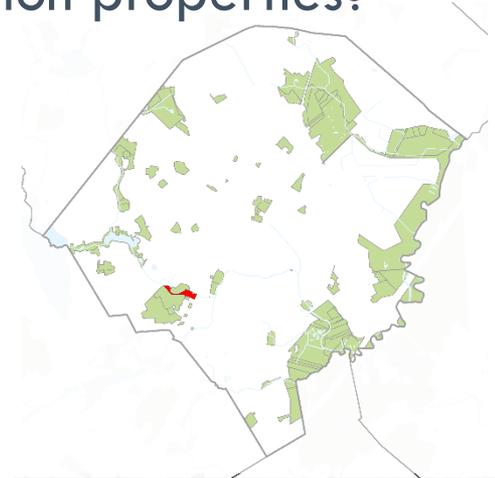
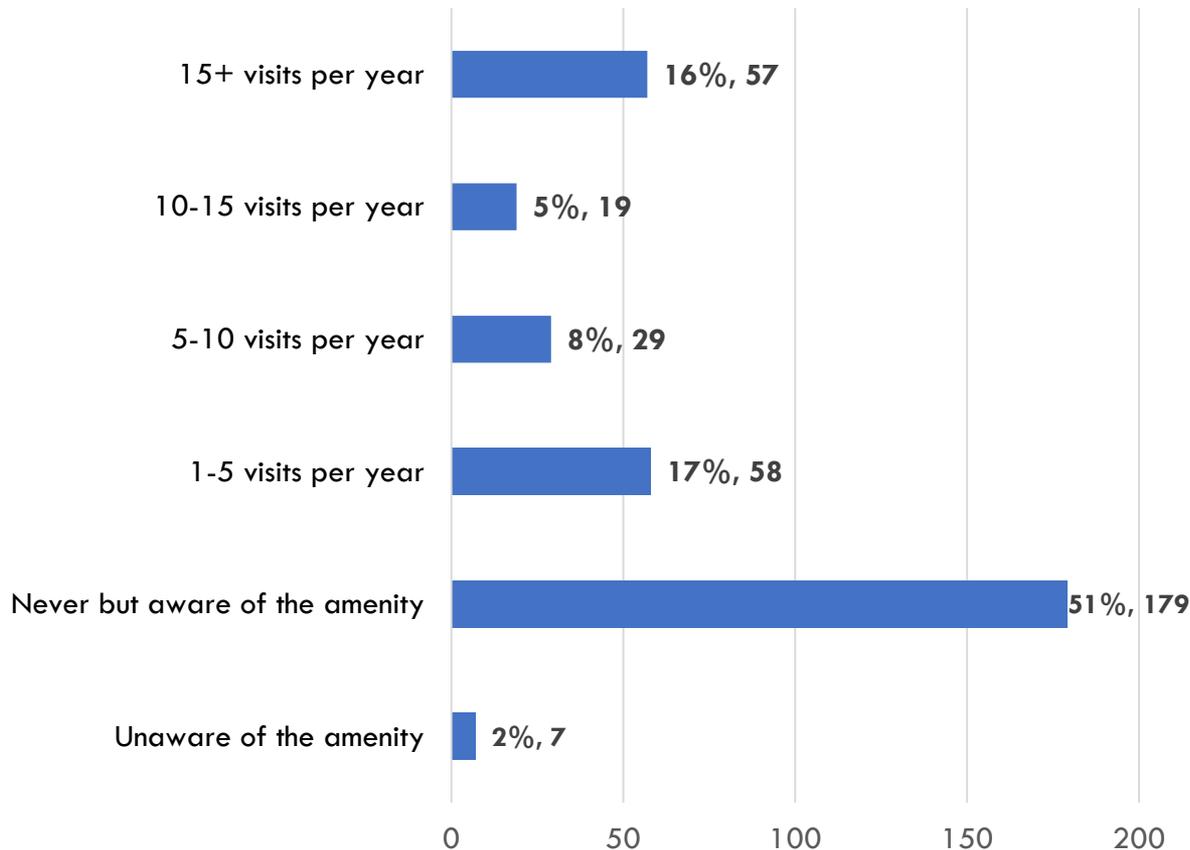


# Awareness and Usage



- How often do you visit or use the following recreation properties?

- Hawes Pool**

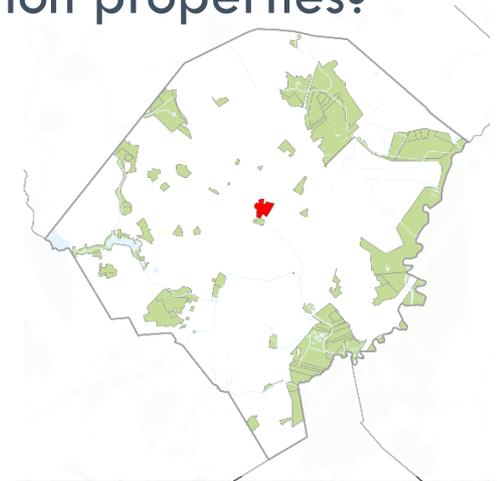
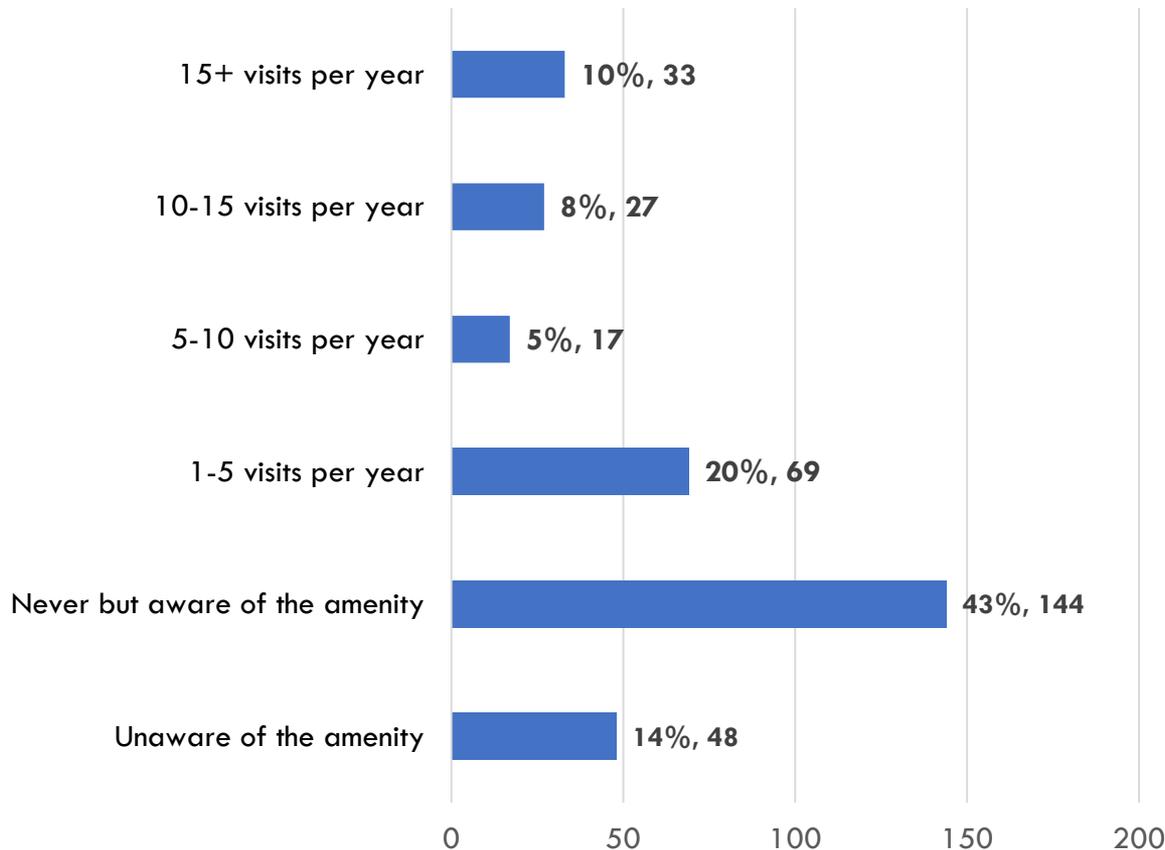


# Awareness and Usage



- How often do you visit or use the following recreation properties?

- Hennessey Field**

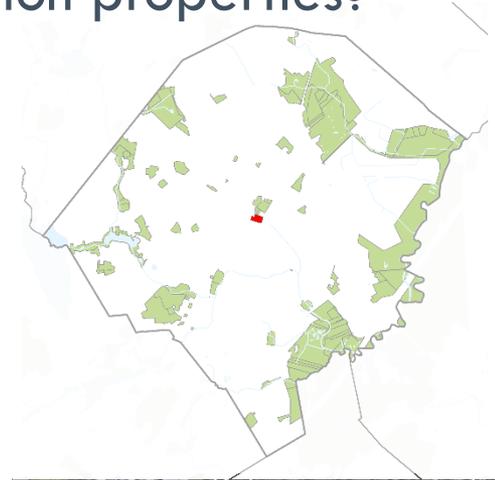
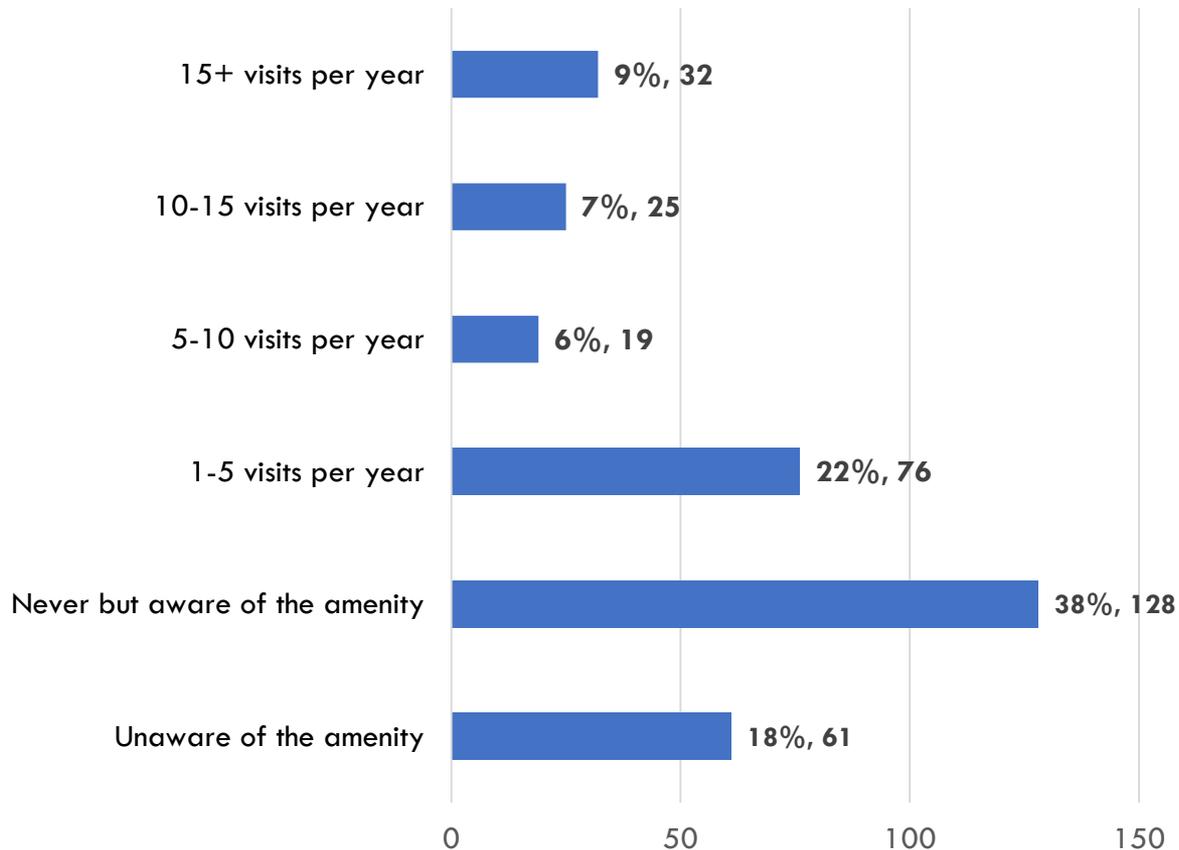


# Awareness and Usage



How often do you visit or use the following recreation properties?

## Pleasant Park

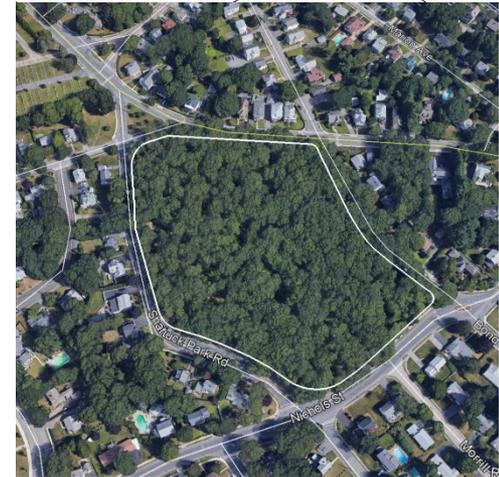
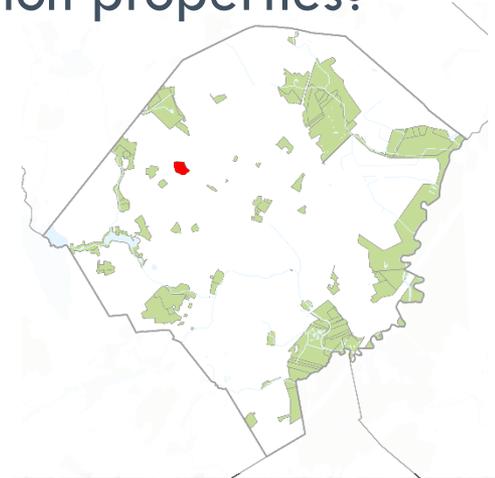
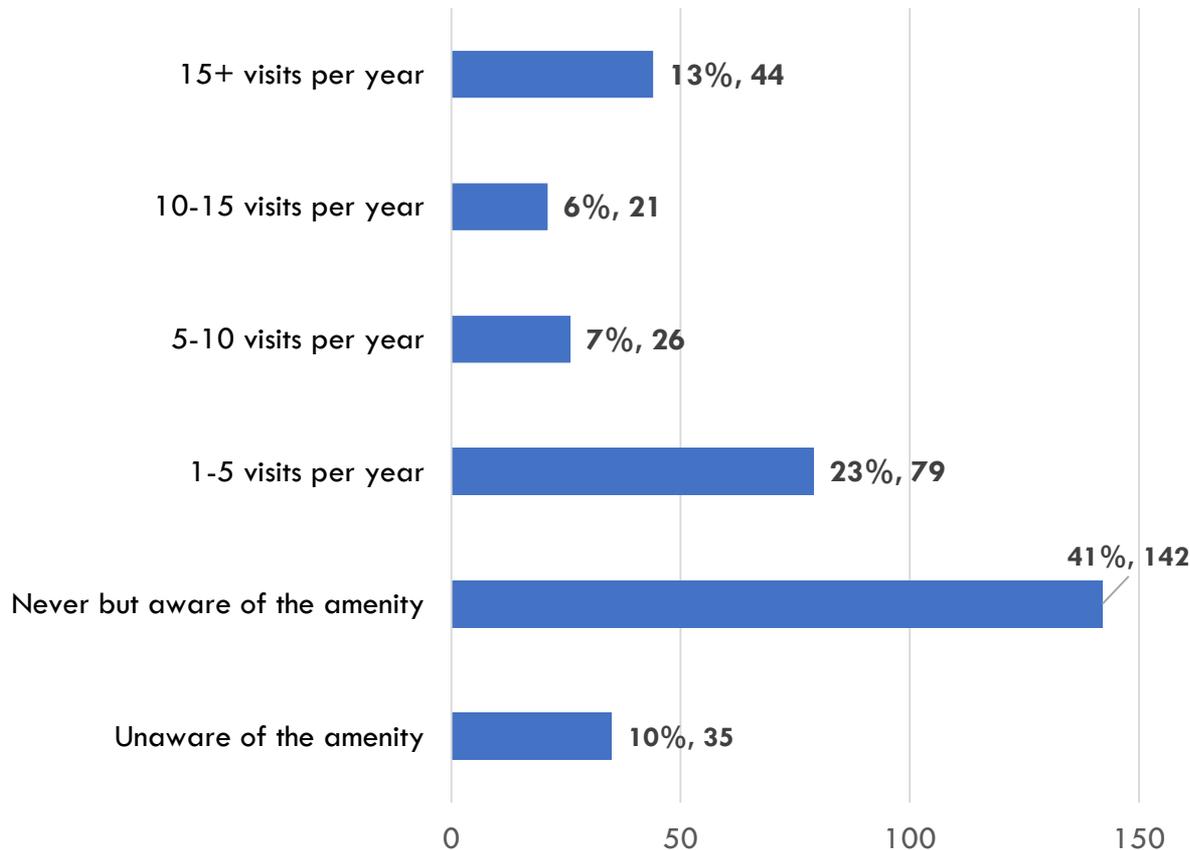


# Awareness and Usage



- How often do you visit or use the following recreation properties?

- Shattuck Park**

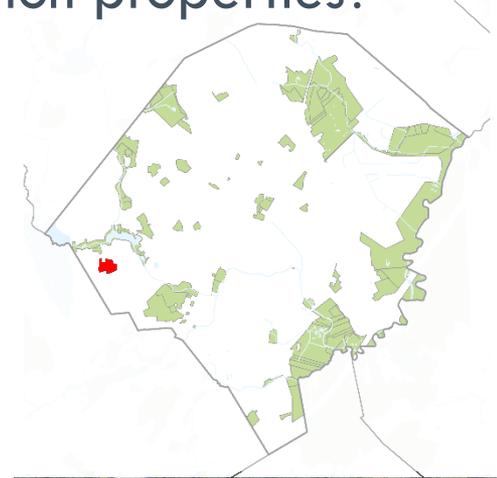
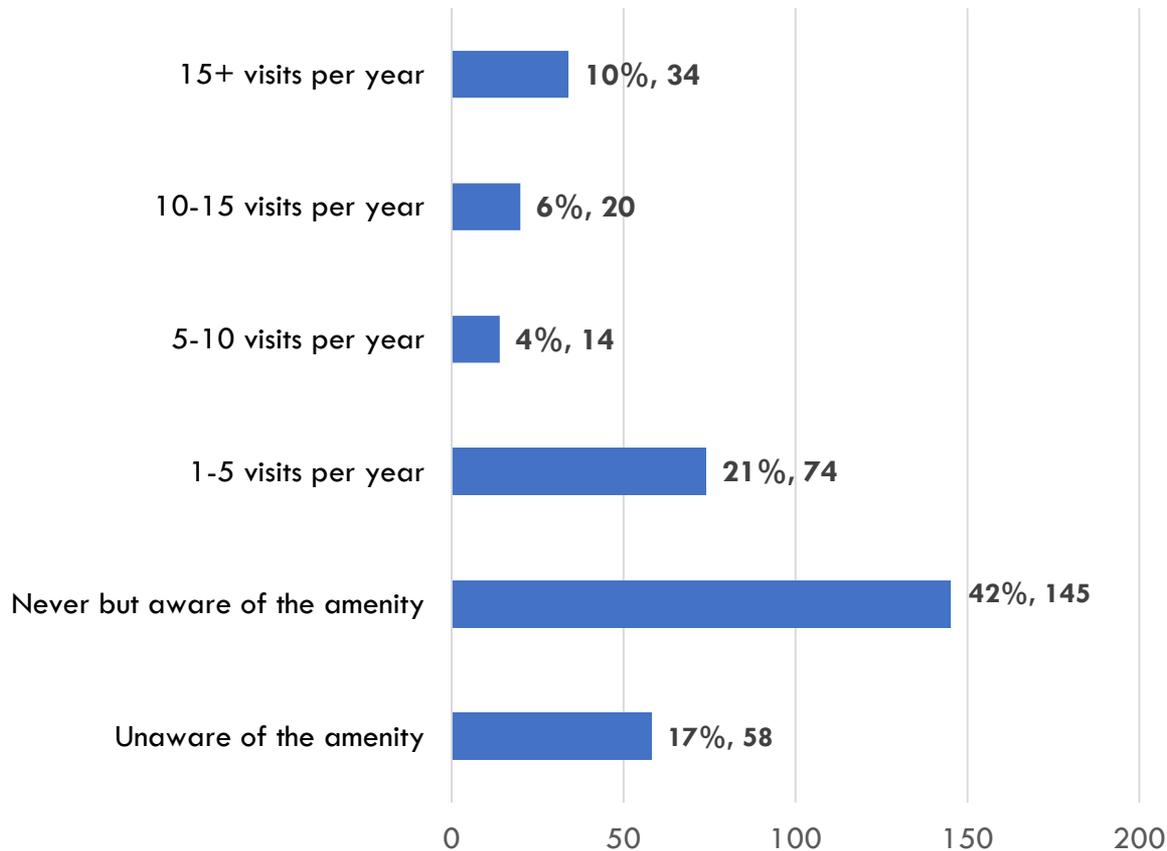


# Awareness and Usage



How often do you visit or use the following recreation properties?

## Wilson Street Playground

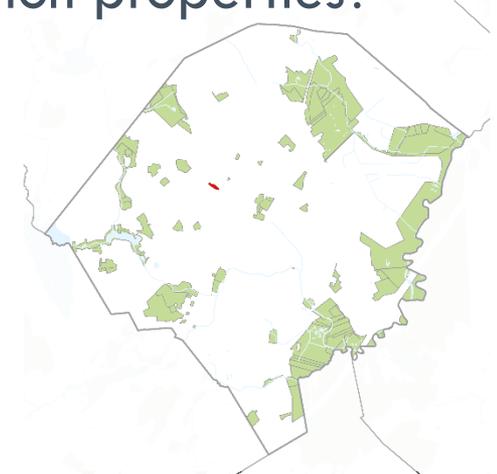
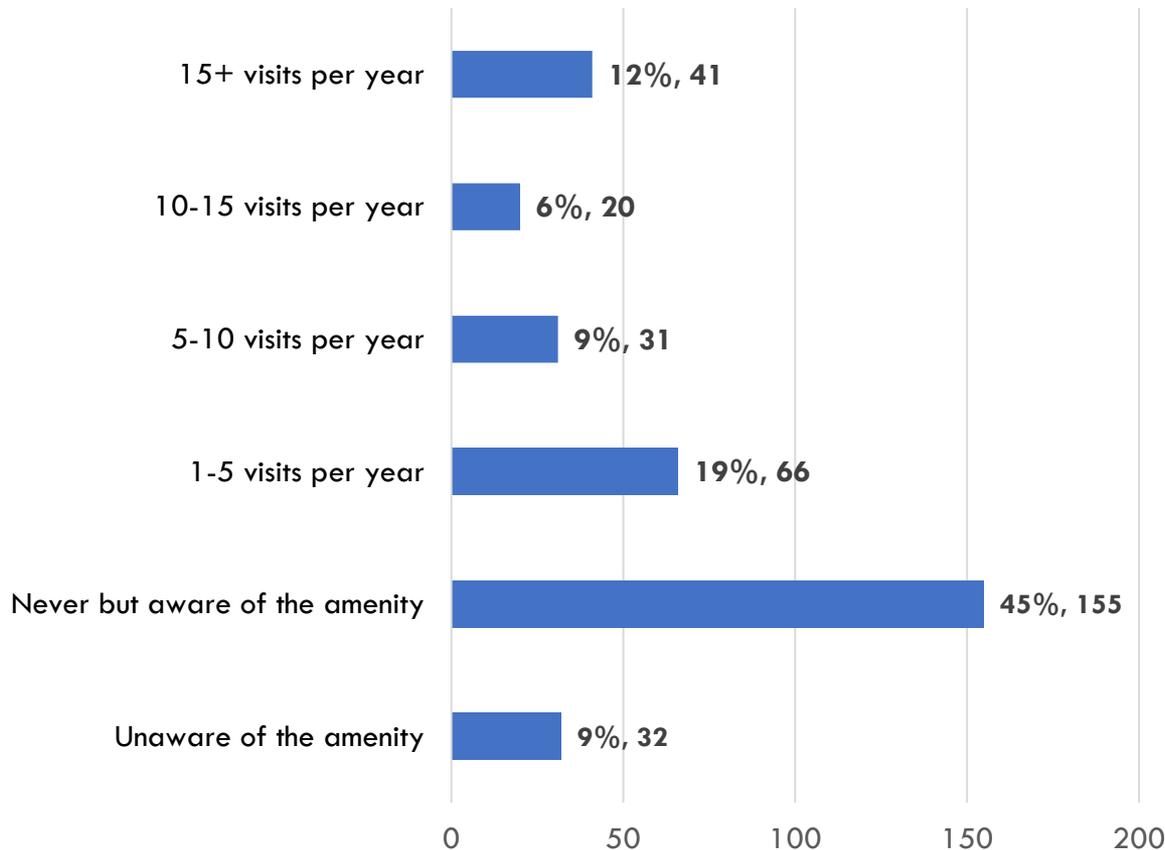


# Awareness and Usage



- How often do you visit or use the following recreation properties?

- Bond Street Playground**

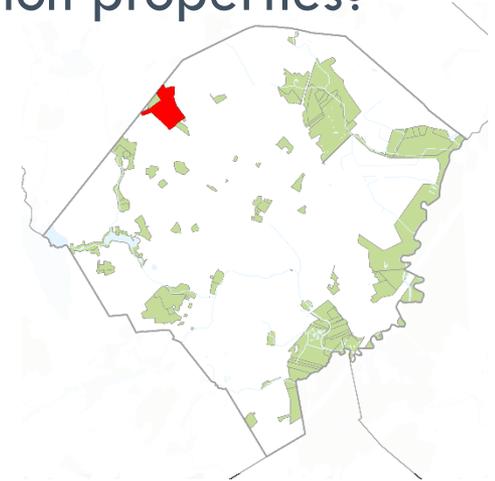
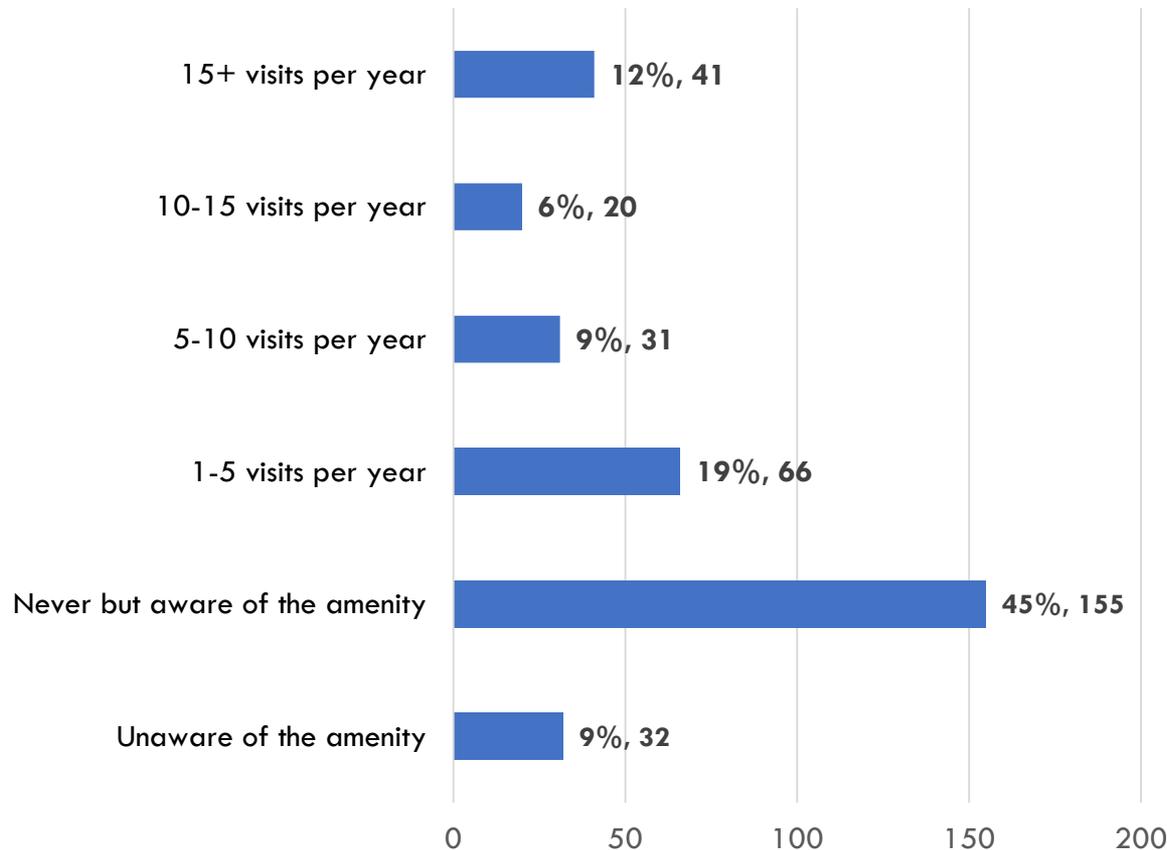


# Awareness and Usage



- How often do you visit or use the following recreation properties?

- Father McAleer Playground**

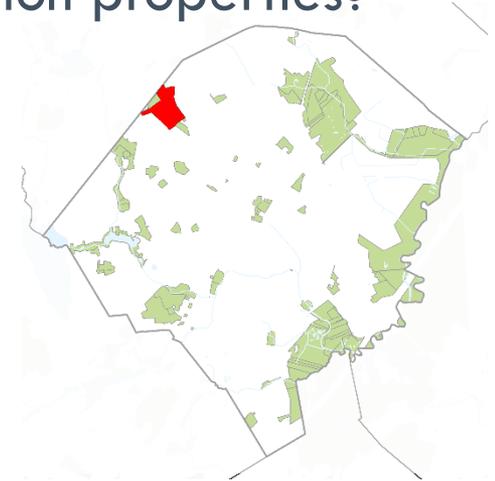
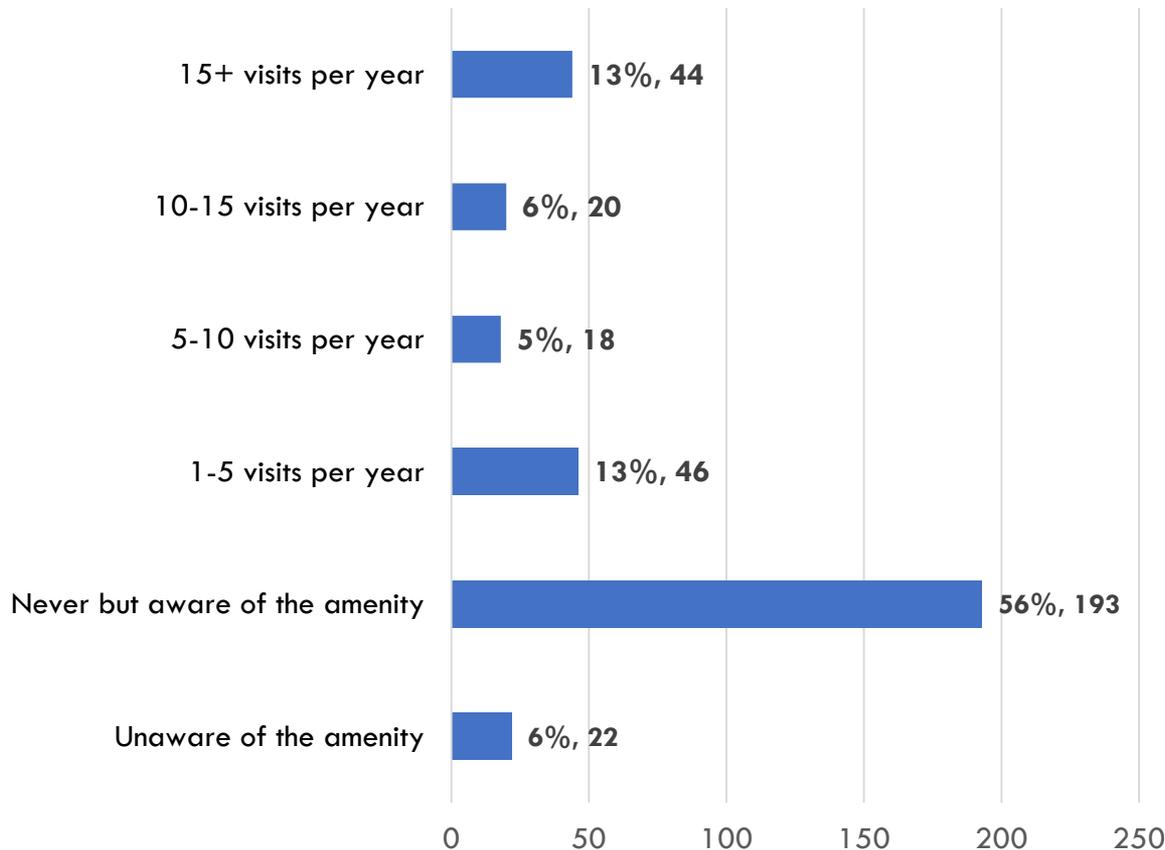


# Awareness and Usage



- How often do you visit or use the following recreation properties?

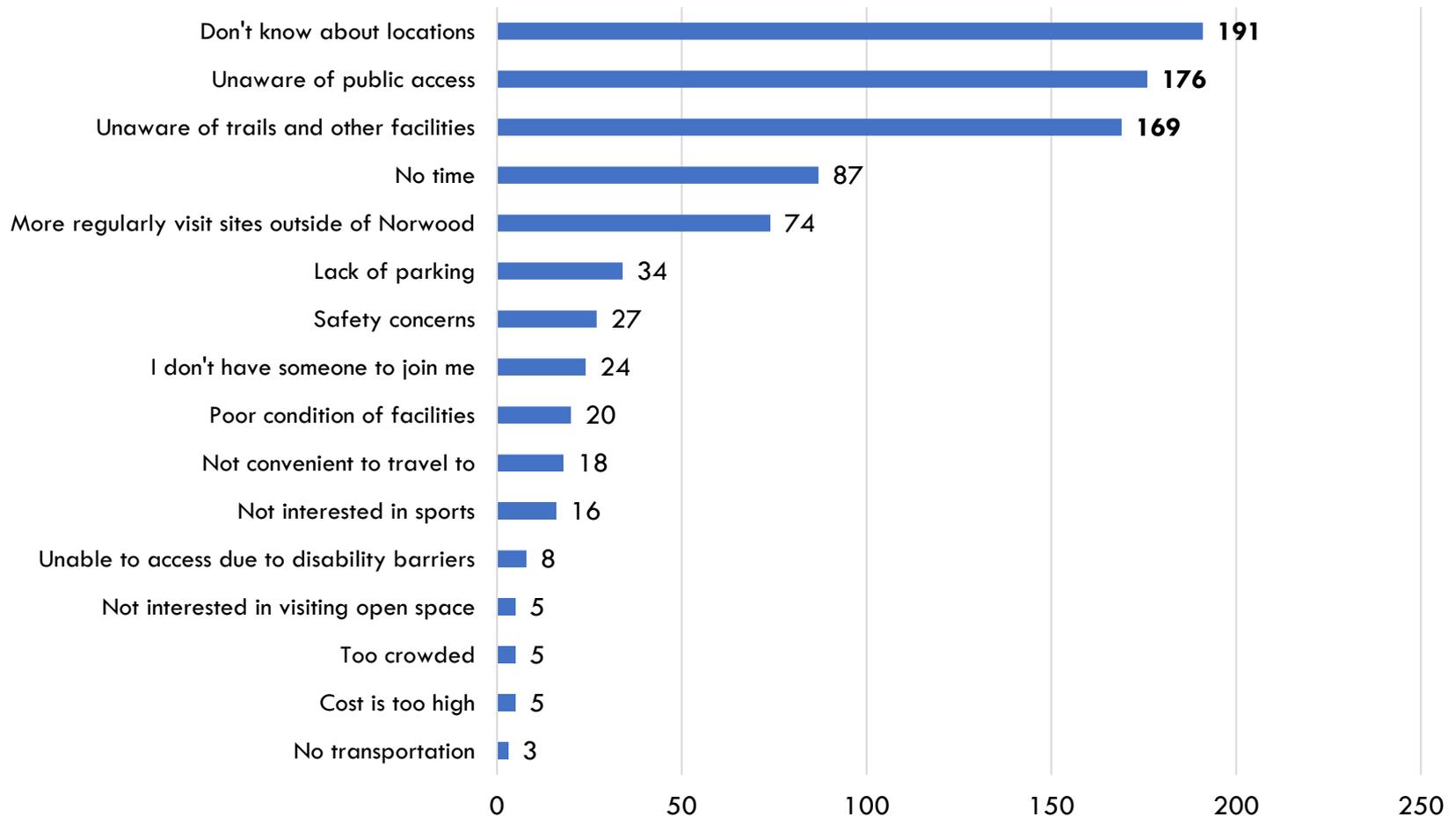
- Father McAleer Pool**



# Awareness and Usage



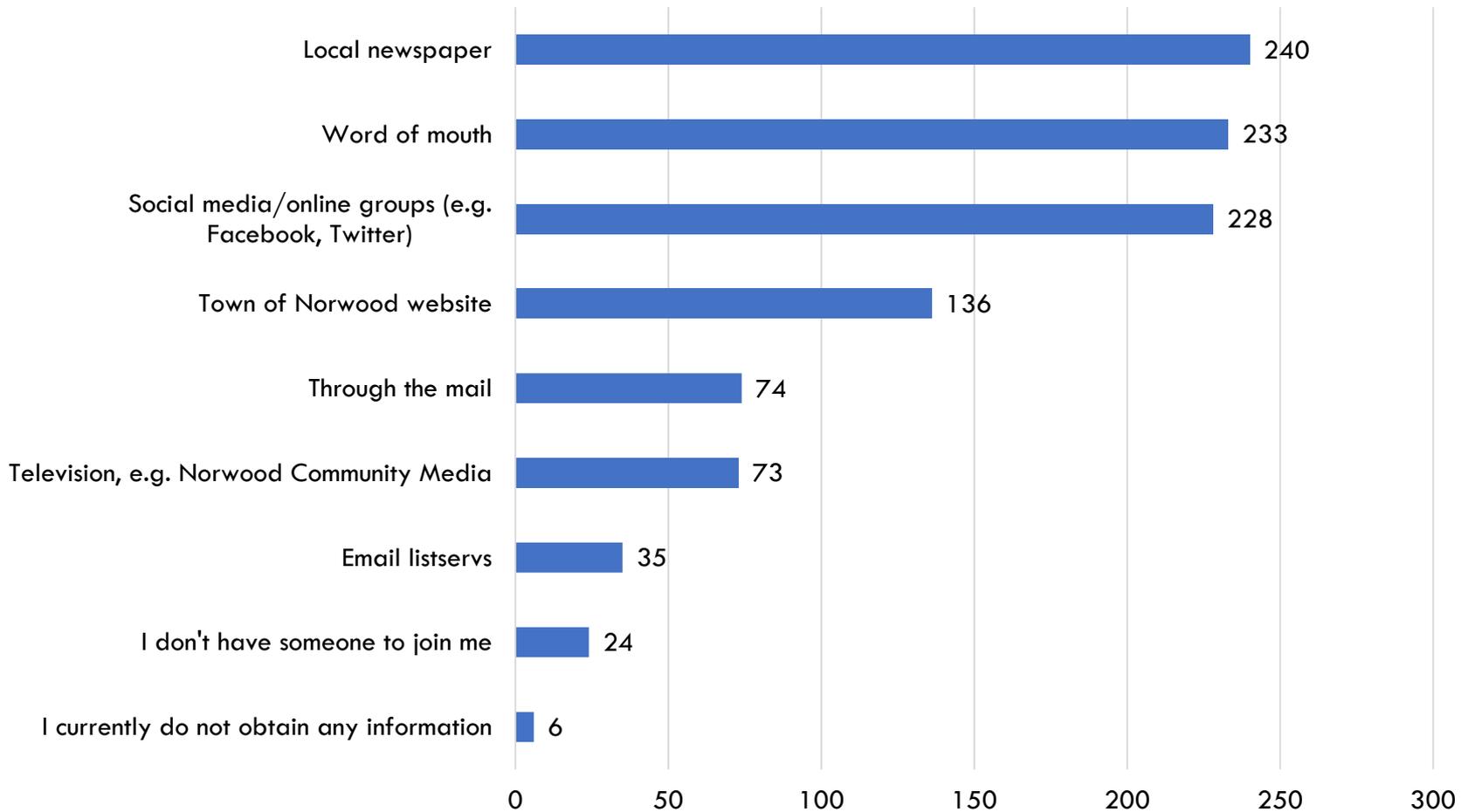
- What prevents you from utilizing Norwood's open space amenities?



# Awareness and Usage



How do you currently obtain information about town news, events, and activities?

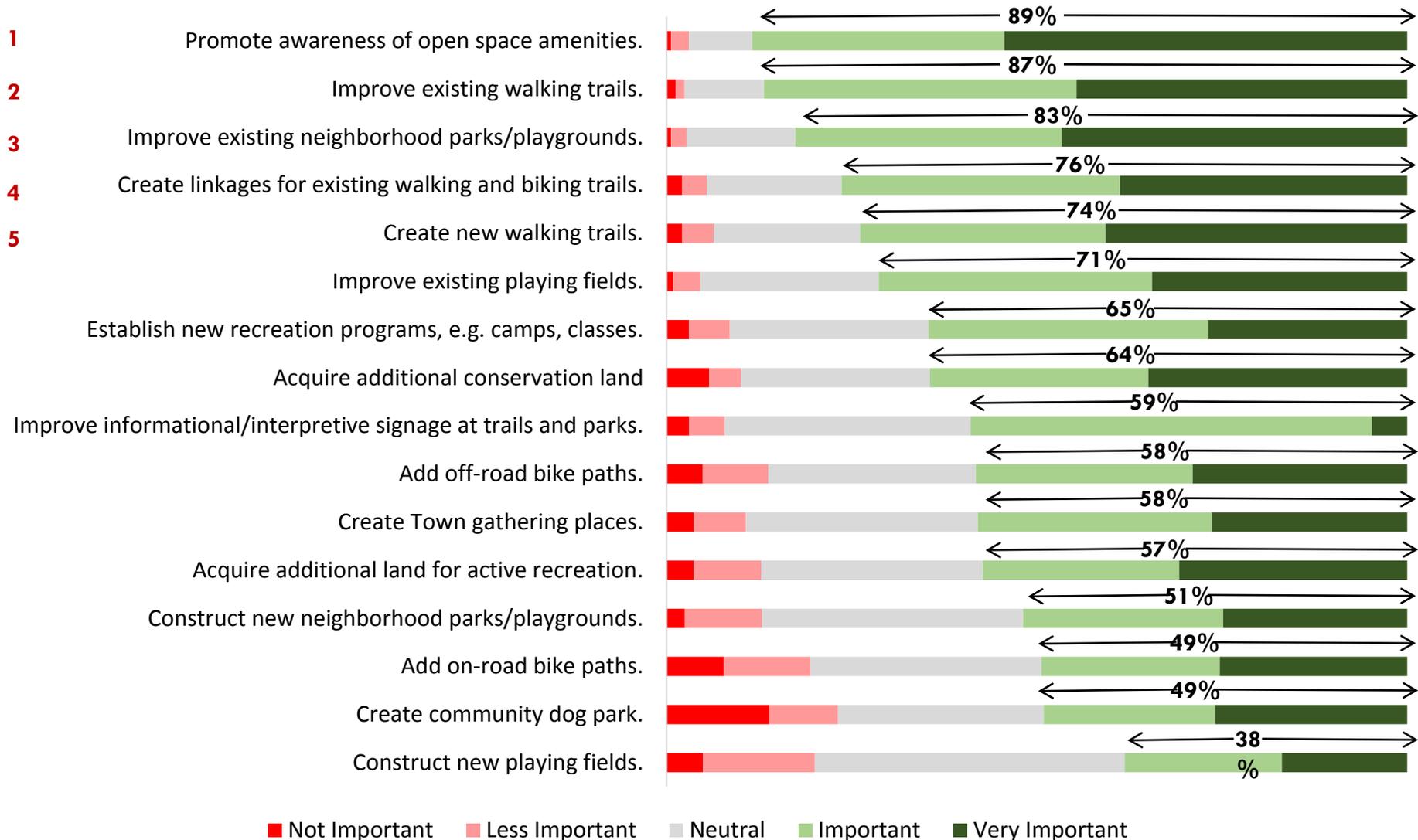




# Priorities



■ Please rate the importance of the following:



# Priorities



- To preserve open space in Norwood, would you personally:



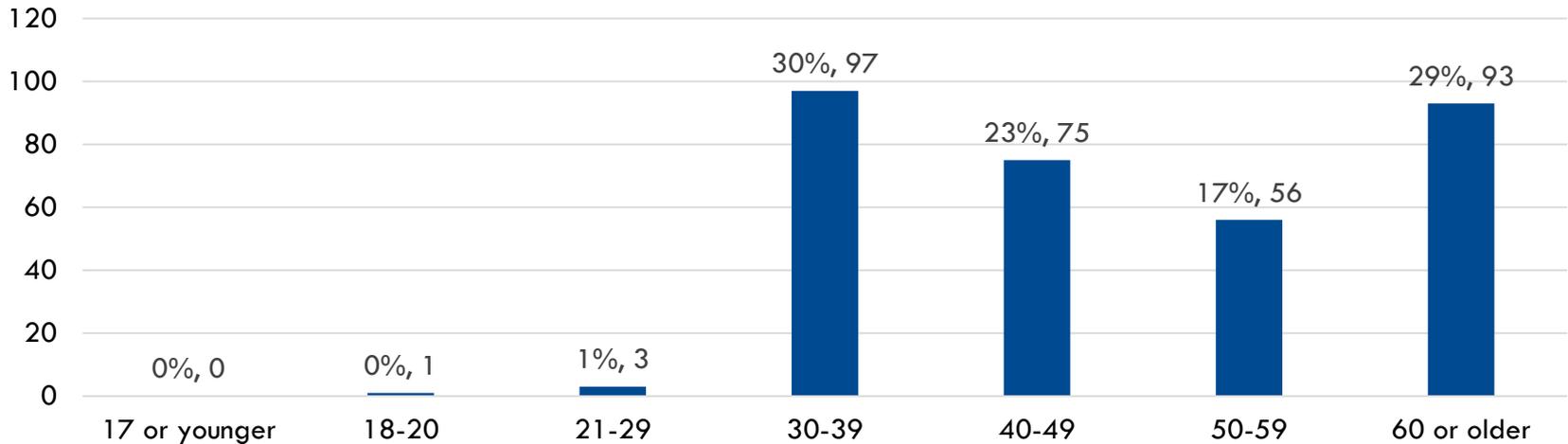
\*Responses marked "Not Sure" or "Not Applicable" are excluded.



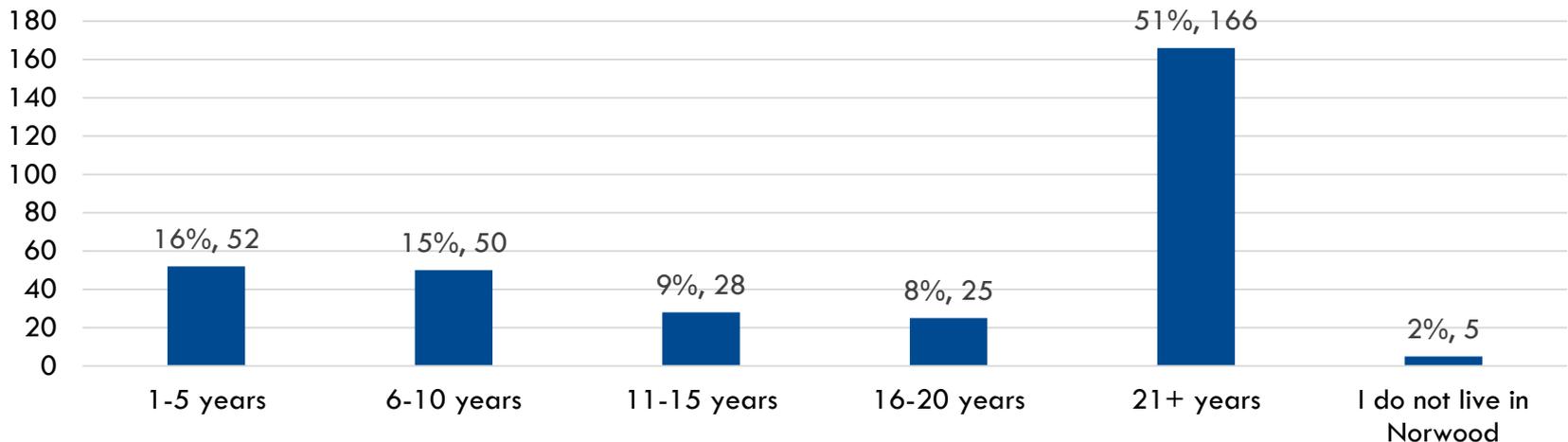
# Respondent Information



## ■ What is your age?



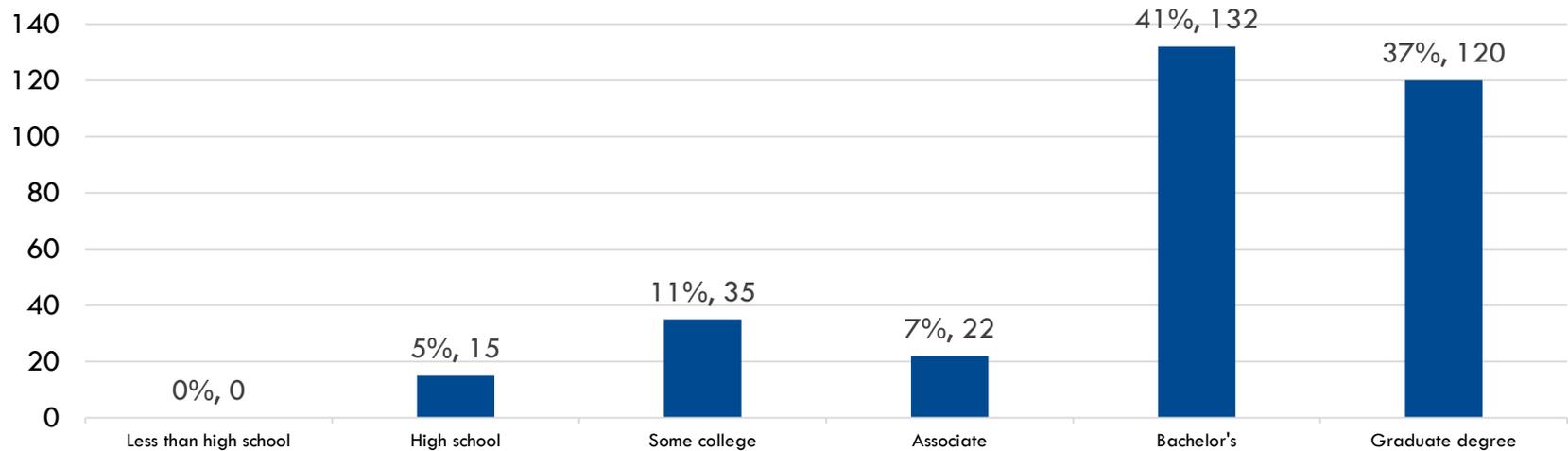
## ■ How long have you lived in Norwood?



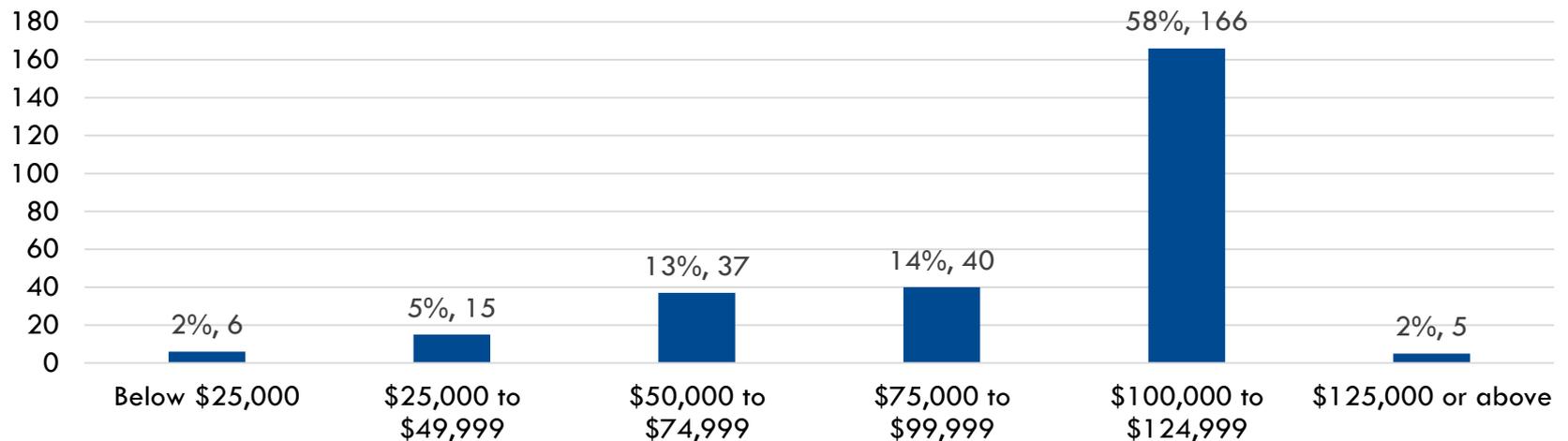
# Respondent Information



## ■ What is your highest level of educational attainment?



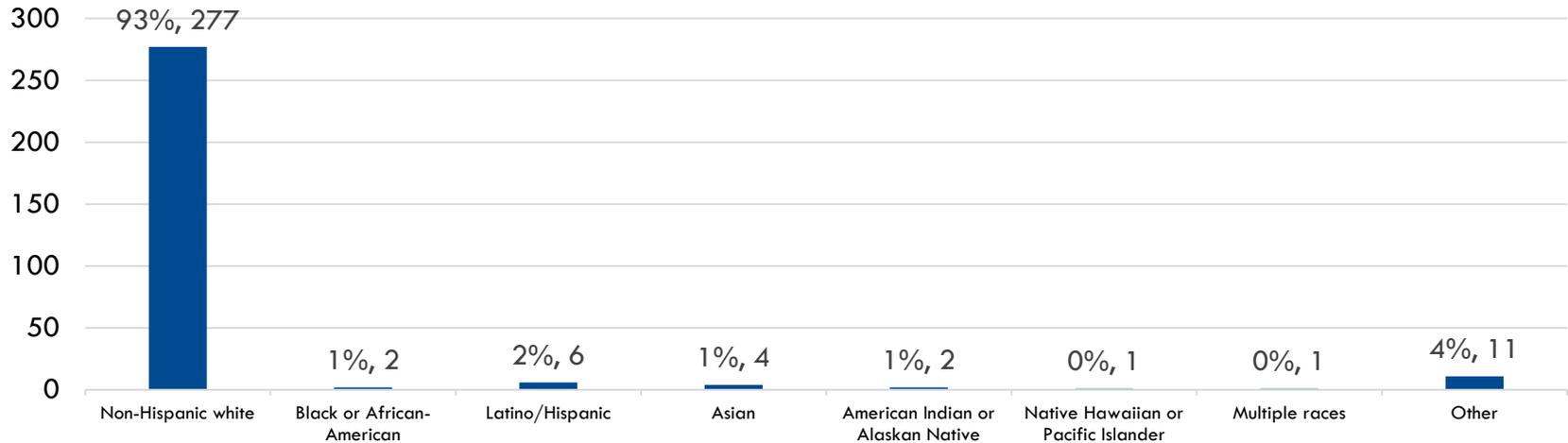
## ■ How much total combined money did all members of your household earn last year?



# Respondent Information



## ■ What is your race/ethnicity?



## ■ Do any members of your household match the following?

