

CLERK OF THE SCHOOL COMMITTEE
WORCESTER PUBLIC SCHOOLS
20 IRVING STREET
WORCESTER, MASSACHUSETTS 01609

AGENDA #14

The School Committee will hold a regular meeting:

on: Thursday, June 18, 2015
at: 4:00 p.m. – Budget Hearing
6:00 p.m. - Executive Session
7:00 p.m. – Regular Session
in the: Esther Howland South Chamber, City Hall

ORDER OF BUSINESS

ACTION

I. CALL TO ORDER - REGULAR MEETING

INVOCATION - Reverend Noel Williamson
Pleasant Street Baptist Church

PLEDGE OF ALLEGIANCE/NATIONAL ANTHEM

II. ROLL CALL

III. APPROVAL OF RECORDS

aor #5-13 - Clerk
(June 10, 2015)

To consider approval of the Minutes of the School
Committee Meeting of Thursday, June 4, 2015.

IV. MOTION FOR RECONSIDERATION - NONE

V. IMMEDIATE ACTION

ACTION

gb #5-151.1 - Administration/Mr. Monfredo/
Mr. O'Connell/Miss Ramirez/
Mayor Petty/Miss Biancheria
(June 9, 2015)

To recognize the Worcester Bravehearts for their involvement and incentives to promote reading with our students.

gb #5-153.1 - Administration/Mr. O'Connell/Mr. Foley/
Mr. Monfredo/Miss Ramirez/Mayor Petty
(June 9, 2015)

To recognize the Wal-Mart Foundation, the Nathaniel Wheeler Trust and Roosevelt School for their support of the Worcester Tree Initiative and for their efforts at beautification of the grounds of Roosevelt School.

gb #5-156.1 - Administration/Administration
(June 9, 2015)

To recognize the Worcester Public Schools' Teacher of the Year, finalists and the Nurse of the Year.

gb #5-163 - Administration
(June 10, 2015)

To recognize Stacey A. DeBoise Luster, Human Resource Manager, for her dedication to the students, teachers and staff of the Worcester Public Schools.

VI. REPORT OF THE SUPERINTENDENT

ros #5-6 - Administration
(June 10, 2015)

TO CONSIDER THE SUPERINTENDENT'S MID-CYCLE REPORT RELATIVE TO THE GOALS

VII. COMMUNICATION AND PETITION - NONE

VIII. REPORT OF THE STANDING COMMITTEE - NONE

IX. PERSONNEL - NONE

X. GENERAL BUSINESS

ACTION

gb #5-109.2 - Administration/Administration
(June 10, 2015)

To consider the proposed FY16 Budget and the responses to the following motions:

- A. Request that the Administration interact with Spyglass in Cleveland, Ohio, or any other appropriate entities, to discuss a share of savings for telephone utilization by doing a line by line analysis of telephone usage.
- B. Request that the Administration provide a report regarding the number of years that the system had no layoffs.
- C. Request that the Administration provide a report indicating the percentage of substitute coverage provided daily, the number of teachers who are absent systemwide and the success rate of covering these classes.

gb #5-113.1 - Administration/Mr. Foley
(June 10, 2015)

Response of the Administration to the request to provide any necessary changes to be incorporated into the Homeschool Policy in the 2015-16 Policy Handbook.

gb #5-144.1 - Administration/Miss Biancheria/
Mr. Monfredo/Mr. O'Connell
(June 10, 2015)

Response of the Administration to the request to provide a report indicating the number of families involved in homeschooling and include an explanation of the extracurricular activities available to them.

GENERAL BUSINESS (continued)

ACTION

gb #5-154.1 - Administration/Mr. O'Connell/Mr. Foley/
Mr. Monfredo/Miss Ramirez
(June 10, 2015)

To transfer from Account 500-91112, or from such other account as is selected by the administration, sufficient funds to permit the Worcester Public Schools' crew team to send two crews to Fairfax County, Virginia, to attend the National Schools' Championship Regatta, sponsored by the National Scholastic Rowing Association, for which they have qualified.

gb #5-164 - Mr. O'Connell
(May 28, 2015)

To set a date to recognize the Hanover Insurance Group Foundation and Harkins Community Consulting for their creation of a pilot service learning curriculum for the AVID program in the Worcester Public Schools.

gb #5-165 - Administration
(June 10, 2015)

To consider all items filed by the School Committee that have budgetary implications in light of the FY16 Budget.

gb #5-166 - Administration
(June 10, 2015)

Request that the Superintendent be granted the annual authorization to make the final year end transfers necessary to balance surplus and deficit accounts for the fiscal year closing on June 30, 2015.

gb #5-167 - Administration
(June 10, 2015)

To discuss strategy in preparation for contract negotiations with nonunion personnel and to conduct negotiations with nonunion personnel – Chief Academic Officer.

To discuss strategy in preparation for contract negotiations with nonunion personnel and to conduct negotiations with nonunion personnel – Chief Finance and Operations Officer.

XI. ADJOURNMENT

Helen A. Friel, Ed.D.
Clerk of the School Committee

Mid-Cycle Goals Progress Report



Administrator: Melinda J. Boone, Ed.D.

Name

Melinda J. Boone

Signature

June 18, 2015

Date

Overall Analysis (See next page for assessment of progress on each goal.):

Substantial progress is occurring to meet the expectations of the adopted 2013-2014 goals, which continue through the 2014-2015 cycle. The selected list of evidence indicates the intensive focus on district actions that will move the lever on improving student achievement, as well as college and career readiness.

Mid-Cycle Goals Progress Report



Goal(s)	Description	Comments	On Target	Off Target	Not Started
Professional Practice					
1	By September 2015, the superintendent will study, research and attend professional development opportunities with a focus on public communication resulting in a 20% increase in the number of positive media reports about the Worcester Public Schools	<p>During the 2014-2015 school year I had the opportunity to participate in professional development events focused on district leader's strategic communication, issues related to education and budget reform, and 21st century education for all learners (Broad Center Forum, MASS Executive Leadership Institutes, and Urban Superintendents' Network).</p> <p>The Worcester Public Schools' (WPS) community continues to celebrate the multiple accomplishments and milestones during the 2014-2015 school year. These events encompassed the outstanding work and efforts realized by single individuals, group of individuals, and/or schools. To highlight some of these accomplishments, the district published the first Quadrant Newsletter and Superintendent Newsletter in May 2015.</p>	X	<input type="checkbox"/>	<input type="checkbox"/>
Student Learning					
2	Worcester Public Schools will achieve a 2% reduction in the proficiency gap in English Language Arts as evidenced by 2015 CPI Ratings.	<p>The Worcester Public Schools' Improvement Strategy document guides the district's on-going efforts of aligning and improving high quality teaching and learning for all students. We have established routines, implemented research-based initiatives, and aligned internal and external systems of support to assist in the narrowing of the proficiency gap in ELA, Pre-K to 12.</p> <p>Some highlights are: Curriculum Mapping of framework and state standards, development of Curriculum Model Units, Expansion of Foundations, Piloted Self-Regulated Strategy Development for writing (SRSD), Professional Development Institutes, and</p>	X	<input type="checkbox"/>	<input type="checkbox"/>

		Development of the Year at a Glance documents and course syllabi.			
3	Worcester Public Schools will achieve a 2.7% reduction in the proficiency gap in Mathematics as evidenced by 2015 CPI Ratings.	Similarly, the Improvement Strategy document guides the district's continued efforts in Mathematics, Pre-K to 12. Some highlights are: Curriculum Mapping of framework and state standards, development of Curriculum Model Units, District-wide Elementary Math Pilot, Professional Development Institutes, and Development of Common Assessments for grade 6, 7 and 8.	X	<input type="checkbox"/>	<input type="checkbox"/>
District Improvement					
4	By July 2015, the superintendent will review and revise, as appropriate, the Worcester Public Schools Comprehensive Accountability System to ensure alignment with current district improvement targets and practices.	Focusing on the Eleven Essential Conditions for School Effectiveness, I strategically developed, with my leadership team, structures and systems of support to address and accelerate improvements across the district. We monitor and evaluate these structures periodically to ensure that the alignment of internal and external systems of support continues to produce the desired outcomes. Highlights of our work this year are: Expanded the WPS Compass, Began implementation of the District Literacy Plan, Completed K-12 Arts Magnet Evaluation, Enhanced CTE/CVTE capabilities: Automotive Diesel Technology, Claremont Academy Innovation Plan was introduced and approved, Piloted the Electronic Elementary Report Card, Developed the High Quality Professional Learning Framework, and successfully obtained approval of the Elm Park Community School's Turnaround Plan and award of the School Redesign Grant. Professional Learning opportunities continued to be a priority for the district. Implemented PD Institutes, Universal Design for Learning (UDL) Training for Coaches, Principals, and Support	X	<input type="checkbox"/>	<input type="checkbox"/>

		Personnel, Targeted Math and Engineering PD, and PLC Institutes for Middle Schools.				The Truancy Forum established during 2012-2013 continues to meet annually to look at student attendance data, focusing on the impact of student absences on academic achievement, and to strategize possible interventions. The Forum also elicits community engagement and participation in reaching out to students and families. Current data show a reduction in the absenteeism rates in the last 3 years.	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/>				<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/>
Other Goals (if any)											
5	By June 2015, the Worcester Public Schools attendance rate will improve 1% from 95% to 96% as targeted in our RTTT Wraparound goals.										
6	By December 2014, the superintendent will provide a proposal to the School Committee and Community for a 2015-16 school year pilot for a specialized high school program/academy focusing on the liberal arts. The proposal will include program of studies, admission criteria, admission process, recruitment and enrollment plan and timelines, and budget including facility, staffing and technology needs.		In December of 2014, I submitted to the School Committee a Proposal for a Pilot Innovation Academy including a timeline guiding the next steps through August 2015. Thus far the following steps have been accomplished:		<ul style="list-style-type: none"> - Public Hearing held - Doherty Site Survey completed - Innovation regulations completed - School Committee voted on the establishment of Academy - Budget recommendations included in FY 16 Budget 		<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/>		We are currently developing the process for advertising, interviewing, and selecting positions outlined in plan and searching for a site to accommodate the Academy.		<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/>

Summary of Evidence
June 18, 2015

Professional Practice

Goal: By September 2015, the superintendent will study, research and attend professional development opportunities with a focus on public communication resulting in a 20% increase in the number of positive media reports about the Worcester Public Schools

- Professional Development:
 - Broad Center Forum – January 2015
 - MASS – Winter & Spring Conferences – 2015
 - Urban Superintendent’s Network – 2014-2015
- Positive Media Reports
 - Science Fair – EcoTarium
 - Arts Festival
 - Celebration of Writing
 - CPPAC Parent Expo
 - Press Release – Apple Connect-Ed Initiative
 - Hands On Learning for UMass Medical Students
 - Worcester Tech: Setting the Standard
 - Program Gives Young Students Hands-On Medical Experience
 - Sense of Culture at South High School
 - Worcester Superintendent to Unveil Plan for Specialized High School Academy
 - Worcester Superintendent to Outline Plan for “New Advanced Learners” High School
 - Worcester Panel Advances Plan for New Nelson Place School
 - Burncoat Singers Join Kenny Rogers for Holiday Show at Mohegan Sun
 - Worcester CEO Donates Funds for iPads at Belmont Street School
 - A Recipe for Style: Student Project Brings Fashion Confidence to All
 - Interview with Taimi Padre of Claremont Academy re: Raytheon Award
 - Let’s Go Program Brings Worcester Middle-Schoolers Beyond the Classroom
 - Worcester Schools Get \$165K to Slash High Suspension Rates
 - North High School Students Embark on a Mission
 - Worcester Public Schools Wins Meritorious Budget Award
 - Here’s How You Can Help Andy’s Attic, A WPS Charity Run by Teachers and Students
 - Region’s First Recovery High School is Planned for Worcester
 - 3rd Annual Anti-Bullying Conference: A Community Collaboration
 - Two Worcester East Middle Teachers Chosen for NASA Program
 - Union Hill School Turnaround Touted as Success Story
 - Worcester on the Move Promotes Healthy Living for Students
 - Decline in absenteeism rate in the district
 - Launched Quadrant Newsletter
 - Launched Superintendent’s Newsletter

Student Learning

Goal: Worcester Public Schools will achieve a 2% reduction in the proficiency gap in English Language Arts as evidenced by 2015 CPI Ratings.

- Initiatives to support narrowing the proficiency gap in ELA:
 - Continue work with Curriculum Renewal Cycle
 - Continue to refine all discipline areas Scope and Sequence
 - Developed Year at a Glance documents and Course Syllabi
 - Continue to develop Curriculum Model Units
 - Model Literacy Project: Grades 2, 3, and 4
 - Foundations Implementation – Expanded to 29 elementary schools
 - Piloted Self-Regulated Strategy Development (SRSD) for writing in 4 elementary schools
 - Course Pathways Alignment and Enhancement: Mass Core
 - ESL Secondary Pathways: Sheltered Language and Content
 - AVID Implementation at the elementary level – Expanded to grades 5 and 6
 - Implementation of the District Literacy Plan
 - Professional Development Institute – grades 4, 5, 6
 - Professional Development Institute – grades K, 1, 2, 3, 9, 10 (refresher)
 - RETELL: SEI Endorsement – Completed 3 year cohort cycle

Goal: Worcester Public Schools will achieve a 2.7% reduction in the proficiency gap in Mathematics as evidenced by 2015 CPI Ratings.

- Initiatives to support narrowing the proficiency gap in Mathematics:
 - Elementary Math Pilot – Implemented District-Wide
 - Go Math! Professional development for all elementary level teachers
 - Continue to develop Curriculum Model Units
 - Developed Common Assessments for grades 6, 7, and 8
 - Course Pathways Alignment and Enhancement: Mass Core
 - ESL Secondary Pathways: Sheltered Language and Content
 - AVID Implementation at the elementary level – Expanded to grades 5 and 6
 - Teachers in grades 1, 2, 6 received specific professional development in Engineering
 - Professional Development Institute – grades 4, 5, 6
 - Professional Development Institute – grades K, 1, 2, 3, 9, 10 (refresher)
 - RETELL: SEI Endorsement – Completed 3 year cohort cycle

District Improvement

Goal: By July 2015, the superintendent will review and revise, as appropriate, the Worcester Public Schools Comprehensive Accountability System to ensure alignment with current district improvement targets and practices.

- Systems of support to ensure alignment with district improvement practices:
 - Enhanced the WPS Compass – Added Leadership Expectations
 - K-12 Arts Magnet Evaluation Completed
 - Alternative Education Evaluation Completed
 - Alignment and Enhancement of CTE/CVTE Pathways – Diesel Automotive Technology
 - College Courses Dual Enrollment Opportunities
 - Development of the Mass Model Curriculum – Guidance Counselors
 - Graduation Improvement Teams
 - Presented Trends Graduation Drop-Out Rates – ROS – 02-05-15
 - Middle and High School Transition Teams
 - Continued College Connections Mapping
 - Standards-based Curriculum Development – Grade 9
 - District Literacy Plan Implementation
 - Developed the High Quality Professional Learning Framework
 - Professional Development Institutes
 - Early Childhood and Care Initiative – Birth to Grade 3 Alignment
 - MassEdco Partnership – Parent Teen Support Services
 - PARCC Implementation in 24 Schools
 - District Determined Measures Planning and Development
 - Multi-Tiered System of Supports Planning and Development
 - Universal Design for Learning Training for Coaches (year-long)
 - Universal Design for Learning Training for school leaders and support staff
 - Professional Learning Communities (PLC) Institute for Middle Schools
 - Piloted Electronic Elementary Report Card in 8 schools
 - Implementation of New Student Discipline Regulations, ROS – 4-30-15
 - Approval of Exit Assurance Plan for Chandler Elementary
 - Innovation Schools Success and Renewal Process, ROS – 05-07-15
 - Enhanced Partnership with School Based Health Clinics to include full-time Behavioral Health Clinical Support
 - Developed ELL Coalition at North High School
 - Launched the Family and Community Academy
 - Initiated School-Wide AVID practices at Burncoat High School and Sullivan Middle School
 - Provided PSAT Exams to all grade 10 and 11 students
 - Awarded the Health Foundation's Synergy Grant – Worcester HEARS
 - Awarded the Science Middle School Grant Initiative
 - Awarded the AbbVie/Heart of America Library Make-over at Burncoat Middle School
 - Introduced the Claremont Academy Innovation Plan – ROS – 05-21-15

- Invitation of Flagg Street School, Francis J. McGrath Elementary, Grafton Street School, and Jacob Hiatt Magnet into MSBA Accelerated Repair Program
- Held ground breaking ceremony for Nelson Place Replacement Project
- South High Community School – Progress on Initial Study with MSBA on Renovation or Replacement Project
- Completed successful transition of in-house energy management
- Submitted \$5.1 million in E-Rate projects to improve network infrastructure, increase internet speed, and expand wireless access at all locations
- Accepted donation of third mobile summer feeding vehicle through Worcester County Food Bank and The Stop and Shop Family Foundation
- Hired and implemented Chef/Lead Trainer position based Claremont/Woodland
- Elm Park Community School – Turnaround Plan Approved/School Redesign Grant Awarded

Goal: By June 2015, the Worcester Public Schools attendance rate will improve 1% from 95% to 96% as targeted in our RTTT Wraparound goals

- Systems of support targeting student attendance:
 - Truancy Forum
 - Revised Attendance Policy
 - ESSIP, Fresh Start
 - Expanded Asthma Pilot Initiative
 - Completed the Diabetes Pilot Initiative
 - Expanded the Partnership with WCCC – Liaison to work on primary grade attendance in selected schools

Other

Goal: By December 2014, the superintendent will provide a proposal to the School Committee and Community for a 2015-16 school year pilot for a specialized high school program/academy focusing on the liberal arts. The proposal will include program of studies, admission criteria, admission process, recruitment and enrollment plan and timelines, and budget including facility, staffing and technology needs.

- Steps Accomplished:
 - Researched models and practices of Exam and IB Schools
 - Researched blended models
 - Met with external providers
 - Researched criteria for admission
 - Proposed timeline to School Committee to approve Pilot Academy
 - Investigated space capacity at Doherty High School
 - Explored state regulations for establishing new innovation schools/academies for relevance to the Pilot Innovation Academy
 - Budget recommendations included in the City of Worcester FY16 budget

The administration contacted the Department of Elementary and Secondary Education (DESE) and requested clarification on compulsory attendance statute that regulates home schooling practices. At this time, DESE does not have guidelines on this matter and the department is not involved in overseeing school district policies regarding home schooling.

The district legal council evaluated our policy and offered the following statement to replace the Home Schooling language in the policy handbook:

Replace entire Homeschooling section on pages 63 and 64 with:

Parents/guardians who choose to educate their children at home, as allowed under Massachusetts law, can fulfill the requirements of the compulsory attendance statute by having their education programs reviewed and accepted in advance by the Worcester Public Schools. The notifications to home-school (elementary and secondary versions) are available upon request from the office of the Child Study Department at (508) 799-3175.

Parents are expected to provide evidence of their child's homeschooling program once a year. Students completing high school through homeschooling programs are not eligible for a Worcester Public Schools Diploma.

A student being educated through home schooling may have access to public school activities of an extra-curricular nature (e.g. sports, clubs) with the approval of the Superintendent or designee.

The district reserves the right to allow enrolled students to have precedence or priority over the home-schooled student with regard to placement on sports teams and activities that have limited enrollment. With approval of the Superintendent or designee, and in consultation with the Principal, a home-schooled student may participate in sports teams and activities that have limited enrollment provided that he or she does not displace an enrolled student. Home-schooled students applying to participate in district-sponsored sports must follow the Athletic Eligibility guidelines described on page << TBD >>.

School Committee Item gb #5-144.1:

Request that the Administration provide the number of Worcester Public Schools families that are homeschooling their child/ren and include the names of the schools and the number of counselors involved in this program.

According to the compulsory attendance statute under Massachusetts law, parents/guardians may choose to educate their children at home and must notify the school district of such practice.

To date, the Worcester Public Schools received 207 applications for homeschooling of school-age children. There were 237 applications in 2012-2013 and 230 applications in 2013-2014 school year.

The break down per quadrant for the 2014 – 2015 school year is:

Burncoat Quadrant: 40 students
Doherty Quadrant: 67 students
North Quadrant: 63 students
South Quadrant: 37 students

Students being educated through home schooling may have access to public school extra-curricular activities, including sports (see proposed language under gb # 5-113.1).

All registered homeschool children are not enrolled in the Worcester Public Schools. However, parents/guardians may enroll their child in the Worcester Public Schools, at any time, by visiting the Parent Information Center.

FY16 BUDGET ITEMS

SC Date	Item Number	Subject	Response
6-19-14	gb #3-255	To consider available options to expand the music instrumental lesson program of the Worcester Public Schools to the schools not currently selected to offer the program.	The district has not been successful in expanding the after-school musical instrument lessons to schools that currently does not offer such program. The district's Performing Arts Liaison has been unable to recruit sufficient amount of music teachers on the current contractual hourly rate. The market's hourly rate far supersedes the \$35/hour. The district will continue to advertise these after-school positions, early in the year, and recruit as many teachers as possible to expand the number of schools offering this program.
6-19-14	gb #3-299	To consider any options available to fund non-teaching assistant principal positions in schools which, by virtue of academic performance indicators or other challenging circumstances, have a demonstrated need for these positions.	Through Resource Allocation planning with school principals, the following new assistant principal positions are included in the FY16 Budget: 1 at Quinsigamond Elementary 1 at Claremont Academy (conversion of Lead Teacher position)
6-19-14	gb #3-310	To dedicate additional resources to the funding of alternative placements for students unable to function effectively in the context of Worcester secondary schools, and to seek additional classroom space for these programs.	The FY 16 budget includes the allocation of additional 11 secondary teaching staff to support the district's new graduation requirements, to include new staffing within alternative schools. We also have recently received the results of the audit conducted of our alternative pathways. During the 2015-2016 school year, we will draw on the observations and recommendations of this report to inform our programmatic and budgetary planning to support the various alternative programs throughout the district. Our intent will be to strengthen the existing programs, add additional capacity and supports,

11-6-14	c&p #4-4 gb #4-225	<p>To consider a communication from a citizen regarding a fundraiser campaign for May Street School to replace the gym floor.</p> <p>To review available options for repairing defective gymnasium flooring - or replacing gym floors as necessary - for the safety and well-being of both staff and students, and to transfer FY 2014-15 budget funds for this purpose on a priority basis.</p>	and increase instructional resources as needed in a prioritized manner.
1-22-15	c&p #5-1	To consider a communication from the EAW regarding staffing levels at North High School.	<p>The item is included on the district's capital repair list that currently includes the following priority projects:</p> <ol style="list-style-type: none"> 1. Hiatt roof top units 2. WTHS compressors (2) 3. Boiler Replacements: Taylor Building, Foley Stadium, West Tatnuck, and Mill Swan 4. Tatnuck Magnet wall replacement 5. PIC paint trim 6. Hiatt front plaza and side stairs 7. Lake View wall replacement <p>As part of the zero-based budget process, predicated on the enrollment increase at the school and student course selections, the following are staffing increases at North High within the FY16 Budget:</p> <ul style="list-style-type: none"> 1 English Teacher 1 Social Studies Teacher 1 Music Teacher 2 Chapter 74 Teachers 3 Special Education Teachers 1 Lead Teacher (added during FY15) 6 Special Education Instructional Assistants 1 School Nurse 16 Additional Positions