

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

AGENDA #16

The School Committee will hold a regular meeting:

on: Thursday, August 20, 2015
at: 4:00 p.m. – Regular Session
5:00 p.m. - Executive Session
in the: Esther Howland South Chamber at City Hall

ORDER OF BUSINESS

ACTION

I. CALL TO ORDER - REGULAR MEETING

INVOCATION - Reverend Clyde Talley
Belmont AME Zion Church

PLEDGE OF ALLEGIANCE/NATIONAL ANTHEM

II. ROLL CALL

III. APPROVAL OF RECORDS

aor #5-15 - Clerk
(August 12, 2015)

To consider approval of the Minutes of the School
Committee Meeting of Thursday, July 23, 2015.

IV. MOTION FOR RECONSIDERATION - NONE

"The Worcester Public Schools is an Equal Opportunity/Affirmative Action Employer/Educational Institution and does not discriminate regardless of race, color, gender, age, religion, national origin, marital status, sexual orientation, disability, or homelessness. The Worcester Public Schools provides equal access to employment and the full range of general, occupational and vocational education programs. For more information relating to Equal Opportunity/Affirmative Action contact Stacey DeBoise Luster, Human Resource Manager, 20 Irving Street, Worcester, MA 01609. 508-799-3020."

V. IMMEDIATE ACTION

ACTION

gb #5-192.1 - Administration/Ms. Novick/Mr. O'Connell/
Mr. Monfredo/Mr. Foley/Mayor Petty/
Miss Biancheria/Miss Ramirez
(August 4, 2015)

To recognize those from the City of Worcester Department of Public Health, the Worcester Public Schools' Facilities Department and the Hector Reyes House for their work in creating and fulfilling the playground Joint Use Agreement.

VI. REPORT OF THE SUPERINTENDENT

ros #5-8 - Administration
(August 12, 2015)

SCHOOL OPENING READINESS

VII. COMMUNICATION AND PETITION

c&p #5-6 - Clerk
(August 12, 2015)

To consider a communication from the Site Council at Quinsigamond School regarding a request to institute a voluntary school uniform policy.

VIII. REPORT OF THE STANDING COMMITTEE

The Standing Committee on Finance and Operations met at 5:00 p.m. on Tuesday, August 18, 2015 in Room 410 at the Durkin Administration Building.

IX. PERSONNELACTION

- 5-24 The Superintendent has APPROVED the RETIREMENT of the persons named below:

Anderson, Russell, Teacher, Other, Worcester Technical, effective June 30, 2015

Archambeault, Robert, Assistant Principal, Sullivan Middle, effective June 30, 2015

Beane, Mary, Teacher, Elementary, Midland, effective June 30, 2015

Benson, Mary Beth, Teacher, English as a Second Language, Sullivan Middle, effective June 30, 2015

Breen, Kathleen, Teacher, Health, Worcester East Middle, effective June 30, 2015

Burdulis, Lorretta, Psychologist, Systemwide, effective June 30, 2015

Carlos, Maureen, Evaluation Team Chair, Systemwide, effective June 30, 2015

Cawley, Ellen, Department Head, Social Studies, Burncoat High, effective June 30, 2015

Chandley, Carol, Teacher, Science, North High, effective June 30, 2015

Chaparian, Azad, Department Head, Science, Worcester Technical, effective June 30, 2015

Chenarak, Robin, Teacher, Elementary, Roosevelt, effective June 30, 2015

Cook, Veronica, Teacher, Elementary, Rice Square, effective June 30, 2015

Copeland, Betty, Teacher, Mathematics, Worcester Technical, effective June 30, 2015

Cosky, Gail, Focused Instructional Coach, Gates Lane, effective June 30, 2015

Deedy, Suzanne, Teacher, Elementary, Gates Lane, effective June 30, 2015

Dumas, Heidi, Teacher, Elementary, Norrback, Effective June 30, 2015

Engdahl, Janice, Teacher, Elementary, Tatnuck Magnet, effective June 30, 2015

Ferrante, Richard, Psychologist, Systemwide, effective June 30, 2015

Flannery-Rossi, Margaret, Teacher, Elementary, Quinsigamond, effective June 30, 2015

Foley, Janice, Teacher, Elementary, West Tatnuck, effective June 30, 2015

Gilmore, Adrinne, Teacher, Elementary, Belmont, effective June 30, 2015

PERSONNEL (continued)ACTION

5-24 (continued)

Gingras, Katherine, Teacher, Elementary, Roosevelt, effective June 30, 2015

Goldstein, Elliot, Teacher, Mathematics, Doherty, effective June 30, 2015

Hebert, Hope, Evaluation Team Chair, Systemwide, effective June 30, 2015

Hicks, Anne, Teacher, Elementary, Flagg Street, effective June 30, 2015

Incutto, Elaine Teacher, Elementary, Canterbury, effective June 30, 2015

LaPointe, Patricia, Teacher, English as a Second Language, Systemwide, effective June 30, 2015

Ledee, Gladys, Teacher, Elementary, Chandler Magnet, effective July 2, 2015

McKiernan, Mary, Teacher, Elementary, Chandler Magnet, effective July 21, 2015

Murphy, Ann, Teacher, Elementary, Roosevelt, effective June 30, 2015

Murphy, Rosemary, Teacher, Elementary, City View, effective June 30, 2015

Nanni, Fernando, Teacher, Spanish, Burncoat Middle, effective July 31, 2015

O'Malley, Patricia, Teacher, Special Education, South High, effective June 30, 2015

O'Sullivan, Mary-Ellen, Head Guidance Counselor, Claremont Academy, effective July 31, 2015

Pellegrini, Jill, Department Head, Special Education, Systemwide, effective June 30, 2015

Robles, Diana, School Adjustment Counselor, Systemwide, effective June 30, 2015

Salmon, Mary, Teacher, Special Education, Systemwide, effective August 3, 2015

Scrimgeour, Kathleen Teacher, Special Education, Systemwide, effective June 30, 2015

Shuman, Karen, Teacher, Special Education, Quinisgamond, effective June 30, 2015

St. Onge, Cheryl, Assistant Principal, Burncoat Middle School, effective June 30, 2015

Steinberg, Nina, Head Guidance Counselor, Forest Grove, effective June 30, 2015

Steinwand, Christine, School Adjustment Counselor, Systemwide, effective June 30, 2015

PERSONNEL (continued)

ACTION

5-24 (continued)

Stell, Barry, Department Head, Social Studies, South High, June 30, 2015

Stevens, Barbara, Teacher, Elementary, Jacob Hiatt, effective July 15, 2015

5-25 The Superintendent has ACCEPTED the RESIGNATION of the persons named below:

Ahearn, Betsy, Teacher, Special Education, Chandler Magnet, effective July 7, 2015

Amaral, Alisa, Teacher, Reading, Worcester East, effective August 4, 2015

Bourgelas, Cynthia, Teacher, Elementary, Woodland, effective June 30, 2015

Bush, Tammy, Teacher, Science, Forest Grove, effective June 30, 2015

Cackett, Joanna, Principal, Grafton Street, effective August 11, 2015

Cantillano, Yazmik, Teacher, Special Education, Burncoat High, effective June 30, 2015

Cashman, Caitlyn, Teacher, Special Education, Systemwide, effective June 30, 2015

Cross, Michael, Teacher, ROTC, Burncoat High, effective June 25, 2015

Dobles, Ricardo, Wraparound, Woodland Academy, effective July 8, 2015

Doherty, Julia, Teacher, English as a Second Language, Woodland, effective June 30, 2015

Dowd, Michele, Teacher, Special Education, Elm Park, effective June 30, 2015

Dunseith, James, Teacher, Mathematics, North High, effective July 28, 2015

Emery, Leigh, Department Head, Vocational, North High, effective June 30, 2015

Fleck, Caitlin, Teacher, Elementary, Belmont, effective June 30, 2015

Friend, Amy, Teacher, Elementary, Unassigned, effective June 30, 2015

Gao, Jingliuting, Teacher, Chinese, Claremont, effective June 30, 2015

Grigg, Kendall, Principal, Administration, Goddard, effective June 30, 2015

Izzi, William, Head Guidance Counselor, Worcester Technical, effective June 30, 2015

PERSONNEL (continued)ACTION

5-25 (continued)

Keenan, Brendan, School Adjustment Counselor, Systemwide, effective June 30, 2015

Keenan, Michael, Teacher, Mathematics, North High, effective June 30, 2015

Lee, Loralie, Teacher, Music, Systemwide, effective June 30, 2015

Levesque, Derek, Teacher, Elementary, Chandler Elementary, effective June 30, 2015

Luster, Stacey, Manager, Administration, Durkin Administration Building, effective July 24, 2015.

O'Brien, Melissa, Teacher, Social Studies, Creamer Center, effective June 30, 2015

Pantazis, Nicole, Teacher, Elementary, Columbus Park, effective June 30, 2015

Riley, Brian, Teacher, Social Studies, North, effective August 3, 2015

Rocca, Aaron, Department Head, English as a Second Language, Burncoat High, effective July 8, 2015

Roman, Victoria, Teacher, Mathematics, Burncoat Middle, effective June 30, 2015

Spicer, Victoria, Teacher, Social Studies, Worcester East, effective August 6, 2015

Sutton, Shannon, Assistant Principal, North High, effective June 30, 2015

Welch, Margaret, Focused Instructional Coach, Woodland, effective June 30, 2015

Welter, Grace, Teacher, Music, Vernon Hill, effective June 30, 2015

Williams, Donna, Teacher, Special education, North High, effective July 23, 2015

Wu, Pao Ling, Teacher, Chinese, Doherty High, effective June 30, 2015

Young, Eva-Marie, Teacher, Special Education, Worcester East Middle, effective June 30, 2015

5-26 The Superintendent has APPROVED the LEAVE OF ABSENCE of the persons named below:

Abbott, Christine, Teacher, Science, Burncoat High, effective August 24, 2015-June 30, 2016

Moura, Deanna, Teacher, Elementary, Chandler Elementary, effective August 24, 2015-June 30, 2016

PERSONNEL (continued)ACTION

5-26 (continued)

Powers-Stockl, Erin, Teacher, Special Education, Worcester East Middle, effective August 24, 2015-June 30, 2016

Schmidt, Kandi, Teacher, Special Education, Thorndyke, effective August 24, 2015-June 30, 2016

- 5-27 The Superintendent has APPROVED the EXTENDED LEAVE OF ABSENCE of the persons named below:

Bianchi, John, Teacher, Music, Worcester East Middle, effective August 24, 2015-June 30, 2016

Martinez, Patzy, Teacher, Elementary, Woodland, effective August 24, 2015-June 30, 2016

Millett, John, Teacher, Mathematics, Claremont, effective August 24, 2015-June 30, 2016

Munoz-Bennett, Peter, Teacher, Music, Chandler Elementary, effective August 24, 2015-June 30, 2016

Weeks, Jesse, Teacher, Social Studies, South, effective August 24, 2015-June 30, 2016

Zalauskas, Leonard, Teacher, Social Studies, unassigned. Effective August 24, 2015-June 30, 2016

- 5-28 The Superintendent has APPROVED the TRANSFER of the following teachers effective August 24, 2015:

Adams, Jacqueline, from Life Skills at Wawecus to Life Skills at Norrback

Adina, Siby, from Primary at Grafton Street to Primary at Quinsigamond

Afful, Theophilia, from English as a Second Language at Chandler Elementary to English as a Second Language at Elm Park

Allen-Davis, Regina, from Intermediate at Lincoln Street to Intermediate at West Tatnuck

Amitrano, Carolyn, from Psychologist, Systemwide to Psychologist at Heard Street

Angers, Guy, from Moderate Special Needs/Behavior Management at St. Casimir to Moderate Special Needs/Behavior Management at St. Casimir*

Arguello, Ignacio, from Social Studies at North to Social Studies at North*

Ayantola, Jerry, School Adjustment Counselor at Elm Park to School Adjustment Counselor at Elm Park*

Barone, Michael, from Physical Education, Systemwide to Physical Education, Systemwide*

Barter, Sheila, from COAST at Burncoat High to COAST at Burncoat High*

PERSONNEL (continued)ACTION

5-28 (continued)

Baviello, Megan, from English as a Second Language at Worcester East Middle to English as a Second Language, Worcester East Middle*

Bekier, Craig, from Physical Education, Systemwide to Physical Education at Tatnuck Magnet

Belliveau, Jodi, from Intermediate at Jacob Hiatt to Intermediate at Jacob Hiatt*

Benson, Karen, from Moderate Special Needs Inclusion at Chandler Magnet ACT to Moderate Special Needs/Inclusion at Chandler Magnet ACT*

Beringer, Ruth, from Moderate Special Needs/Behavior Management at St. Casimir to Moderate Special Needs/Behavior Management at St. Casimir*

Berthiaume, Jana, from Primary at Rice Square to Intermediate at Woodland*

Bjorkman, Sheila, from Preschool at Elm Park to Preschool at Elm Park*

Blanchard, Ekaterini, from Mathematics at North High to Mathematics at Doherty

Blanchette, Melissa, from Primary at Grafton Street to Intermediate at Grafton Street

Boisclair, Amber, from Intermediate at Vernon Hill to Intermediate at Quinsigamond

Boisvert, Felicitie, from School Adjustment Counselor Systemwide to School Adjustment Counselor at Burncoat High

Bolshaw, Elizabeth, from School Adjustment Counselor Systemwide to School Adjustment Counselor at South High

Booth, Karissa, from Primary at Woodland to Primary at Woodland*

Borek, Natali, from School Adjustment Counselor, Systemwide to School Adjustment Counselor at New Citizen Center

Borges, Carmelo, from Primary at Chandler Elementary to Primary at Vernon Hill

Boria, Colleen, from School Adjustment Counselor, Systemwide to School Adjustment Counselor at Grafton Street

Bowles, Christine, from Kindergarten at Vernon Hill to Kindergarten at Roosevelt

Boyer, Alexandra, from Primary at Columbus Park to Primary at Columbus Park*

Bracero, Kathy, from Systemwide Alternative Moderate Special Needs/Inclusion to Systemwide Alternative Moderate Special Needs*

PERSONNEL (continued)

ACTION

5-28 (continued)

Bradley, Nicole from SAIL at Gates Lane to SAIL at Gates Lane*

Braun, Laura, from Psychologist, Systemwide to Psychologist at Flagg Street

Breault, Kathleen, from Psychologist, Systemwide to Psychologist at Sullivan Middle

Brennan, Kim, from Science at Creamer Center to Science at Creamer Center*

Brennan, Nancy, from Intermediate at Vernon Hill to Intermediate at Nelson Place

Brigham, Kelly, from Primary at Grafton Street to Primary at Grafton Street*

Bristol, Jessica from Primary at May Street to Primary at Roosevelt

Broadard, Sharon, from Intermediate at Quinsigamond to Intermediate at Quinsigamond*

Brosnihan, Paul from Moderate Special Needs/Behavior Management at St. Casimir to Moderate Special Needs/Behavior Management at St. Casimir*

Cahill, Laura, from Art at Forest Grove Middle to Art at Doherty High

Callahan, Colleen, from Primary at Chandler Magnet to Intermediate at Vernon Hill

Cantwell, Lisa from Primary at Canterbury to Primary at Quinsigamond

Carlson, Sarah, from Intermediate at Goddard to Intermediate at Belmont

Carmona, Angela, from Intermediate at Grafton Street to Primary at Tatnuck Magnet

Carney, Megan, from Preschool at Vernon Hill to Preschool at Vernon Hill*

Carr, Christine, from Primary at City View to Primary at City View*

Catullo, Julie, from Mathematics at Burncoat High to Mathematics at Sullivan Middle

Chaban, Kathleen, from English as a Second Language, Systemwide to English as a Second Language at Gates Lane

Chenevert, Sean, from Mathematics at Sullivan Middle to Mathematics at Burncoat Middle

Clifford, Amy, from English as a Second Language, Systemwide to English as a Second Language at Chandler Elementary

Coakley, Maureen, from Intermediate at Woodland to Intermediate at Woodland*

PERSONNEL (continued)ACTION

5-28 (continued)

Coffin, Kara, from Speech, Systemwide to Speech, Systemwide*

Coleman, Jessica, from Guidance at Worcester East to Guidance at Claremont

Cortes, Bryant, from School Adjustment Counselor, Systemwide to School Adjustment Counselor at Burncoat High

Courville, Nancy, from Psychologist, Systemwide to Psychologist at West Tatnuck

Coyle, Karen, from Lead Teacher at Chandler Magnet ACT to Lead Teacher at Chandler Magnet ACT*

Coyle, Michelle, from Kindergarten at Elm Park to Primary at Rice Square

Cule, Donila, from Intermediate at Columbus Park to Intermediate at Vernon Hill

Cusack, Jennifer, from Reading at Sullivan Middle to Reading at Sullivan Middle*

Cutter, Sarah, from English as a Second Language at Worcester Technical to English as a Second Language at New Citizen Center

Dalianis, Ann from School Adjustment Counselor, Systemwide to School Adjustment Counselor at Rice Square

Dalzell, Sharyn, from Intermediate at Elm Park to Primary at Columbus Park

Degnan, Shawn, from Social Studies at Challenge Academy to Social Studies at Challenge Academy*

Demers, Janeen, from Moderate Special Needs/Inclusion at Belmont to Moderate Special Needs/Inclusion at Elm Park

Deneault, Kelly, from School Adjustment Counselor at Creamer Center to School Adjustment counselor at Creamer Center

DeVito, Ann, from Kindergarten at Canterbury to Kindergarten at Vernon Hill

Dextrateur, Eric, from Moderate Special Needs/Inclusion at Elm Park to Moderate Special Needs/Inclusion at Quinsigamond

Diaz, LeSandra, from Spanish at Forest Grove to Spanish at Forest Grove*

Diggs, Brenda, from English at Reach Academy to English at Reach Academy*

Dobson, Karen, from School Adjustment Counselor at St. Casimir to School Adjustment Counselor at St. Casimir*

Donas, Suzanne, from Mathematics at Burncoat Middle to Mathematics at Sullivan Middle

Donoghue, Susan, from Primary at Elm Park to Primary at Columbus Park

PERSONNEL (continued)ACTION

5-28 (continued)

Dottin, Craig, from Social Studies at Creamer Center to Social Studies at Creamer Center*

Doughty, Lindsay, from PreK SAIL at Gates Lane to PreK SAIL at Gates Lane*

Drummond, Tucker, from English at Worcester Technical to English at Sullivan Middle

Dyer, Angela, from Moderate Special Needs/Inclusion at Juvenile Resource Center to Moderate Special Needs/Inclusion at Juvenile Resource Center

Early, Paula, from Kindergarten at Norrback to Kindergarten at Norrback*

Fails, Joseph, from Social Studies at Worcester Technical to Social Studies at North

Fallavollita, Lisa, from School Adjustment Counselor, Systemwide to School Adjustment Counselor at Thorndyke

Fedorczuk, Heidi, from Psychologist, Systemwide to Psychologist at Worcester Arts Magnet

Felicetti-Magsino, Jennifer, from Science at Challenge Academy to Science at Challenge Academy*

Ferraro, Chandra, from English as a Second Language, Systemwide to English as a Second Language at Quinsigamond

Fluhr, Donna, from School Adjustment Counselor, Systemwide to School Adjustment Counselor at Lincoln Street

Foisy, Brigitte, from Speech, Systemwide to Speech, Systemwide

Fontaine, Kathleen, from Kindergarten at Vernon Hill to Kindergarten at Grafton Street

Ford, Pamela, from Intermediate at Elm Park to Intermediate at Canterbury

Fortin, Elizabeth, from Art, Systemwide to Art at North High

Friend, Trevor, from Social Studies at Challenge Academy to Social Studies at Challenge Academy*

Gaffney, Paul, from Science at Creamer Center to Science at Creamer Center*

Gage, Melanie, from English at Challenge Academy to English at Challenge Academy*

Garcia, Alice, from Intermediate at Canterbury to Primary at McGrath

Giovanangelo, Cristina, from Kindergarten at Canterbury to Kindergarten at Union Hill

Graham, James, from Industrial Arts at St. Casimir to Industrial Arts at St. Casimir*

Grossi, Marc, from Moderate Special Needs/Behavior Management at Chandler Magnet ACT to Moderate Special Needs/Behavior Management at Chandler Magnet ACT*

PERSONNEL (continued)ACTION

5-28 (continued)

Harris, Kelly, from Library Media at Chandler Elementary to Library Media at Sullivan Middle

Heenan, Matthew, from Social Studies at Worcester East Middle to Social Studies at Forest Grove Middle

Hicks, Lisa, from English as a Second Language at Elm Park to English as a Second Language at Flagg Street

Holland-Dufault, Gail, from English at Doherty High to English at Worcester Technical

Howse, Christopher, from Moderate Special Needs/Behavior Management at Chandler Magnet ACT to Moderate Special Needs/Behavior Management at Chandler Magnet ACT

Hynes, Robin, from Business at Creamer Center to Business at Creamer Center*

Iandoli-Cherry, Lori, from Primary at Clark Street to Primary at May Street

Incutto, Francis, from Moderate Special Needs/Inclusion at St. Casimir to Moderate Special Need/Inclusion at St. Casimir*

Irizarry, Noeliz, from STEP at Union Hill to Moderate Special Needs/Inclusion at Union Hill

Ivas, Katelyn, from Intermediate at Columbus Park to Intermediate at Columbus Park*

Jacobsen, Stacey, from English as a Second Language at Vernon Hill to English as a Second Language at Chandler Magnet

Jarrett, Arthur, from Social Studies at Sullivan Middle to Moderate Special Needs/Inclusion at North

Jaslowich, Deborah, from Preschool at Woodland to Preschool at Woodland*

Jenness, Rosemarie, from English as a Second Language at Elm Park to English as a Second Language at Elm Park*

Jenoski, Sandra, from Primary at Quinsigamond to Primary at Worcester Arts Magnet

Johannesen, Lance, from Intermediate at Canterbury to Primary at Canterbury

Juneau, David, from Special Education at Creamer Center to Special Education at Creamer Center*

Kalinowski, Karen, from Life Skills at Canterbury to Life Skills at Canterbury*

Keating, Shawn, from Other at North to Moderate Special Needs/Inclusion at North

Kellogg, Susan, from Art at Midland to Art at Nelson Place

Kelly, Tavis, from Intermediate at Quinsigamond to Primary at Quinsigamond

PERSONNEL (continued)ACTION

5-28 (continued)

Kennedy, Kara, from Primary at Columbus Park to Primary at Chandler Elementary

King, Kara, from Primary at Lincoln Street to Primary at Roosevelt
Lapomardo, Lesley, from Social Studies at North to Social Studies at Burncoat High

LaPrad, Kaitlyn, from Primary at Woodland to Primary at Woodland*

Lavin, Jennifer, from Kindergarten at Tatnuck to Primary at City View

Leet, Ana, from School Adjustment Counselor, Systemwide to School Adjustment Counselor at Jacob Hiatt

Lester, Booker, from School Adjustment Counselor at St. Casimir to School Adjustment Counselor at St. Casimir*

Lokko, Emmanuel, from Mathematics at North to Mathematics at Worcester East Middle

Lucas, Jacqueline, from Primary at Norrback to Primary at Norrback*

Luhta, Beth, from STEP at Doherty High to STEP at Doherty High*

Luong, Nghiem, from Science at Reach Academy to Science at Reach Academy*

Lynch, Jennifer, from SAIL Inclusion at Gates Lane to SAIL Inclusion at Gates Lane*

Lynch, Patricia, from Primary at Columbus Park to Primary at Chandler Elementary

Machado, Andre, from Mathematics at Sullivan Middle to Mathematics at Forest Grove Middle

Mahoney, Robert, from Moderate Special Needs/Inclusion at Juvenile Resource Center to Moderate Special Needs/Inclusion at Juvenile Resource Center

Makos, Elizabeth, from Speech, Systemwide to Speech, Systemwide

Mansfield, Sharon, from Art, Systemwide to Art at Elm Park

Martin, Dawn, from English as a Second Language, Systemwide to English as a Second Language at St. Casimir

Masiello, Allyssa, from Life Skills at Sullivan Middle to Life Skills at Sullivan Middle*

Masiello, Karalyn, from Primary at Canterbury to Primary at Canterbury*

Maday, Lori, from Physical Education at Gatels Lane to Physical Education at Gates Lane

McCarthy, David, from Social Studies at Creamer Center to Social Studies at Creamer Center*

PERSONNEL (continued)ACTION

5-28 (continued)

McDermott, Heather, from Moderate Special Needs/Inclusion at Burncoat Middle to Moderate Special Needs/Inclusion at Burncoat Middle*

McDermott, Jessica, from Science at Forest Grove to Science at Forest Grove*

McGee, Kathleen, from Moderate Special Needs/Inclusion at Quinsigamond to Moderate Special Needs/Inclusion at Quinsigamond*

McGlinn, Brent, from Moderate Special Needs/Inclusion at St. Casimir to Moderate Special Need/Inclusion at St. Casimir*

McLaren, Kimberly, from Psychologist, Systemwide to Psychologist at Tatnuck Magnet

McNamara, David, from Mathematics at Challenge Academy to Mathematics at Challenge Academy*

Medeiros, Kimberly, from Primary at Quinsigamond to Intermediate at Roosevelt

Mejia-Cruz, Daniel, from Mathematics at Creamer Center to Mathematics at Creamer Center*

Michalowski, Jessica, from STEP at Union Hill to Moderate Special Needs/Inclusion at Belmont

Migridichian, Gregg, from Industrial Arts at St. Casimir to Industrial Arts at St. Casimir*

Mingolla, Melissa, from STEP at Elm Park to STEP at Elm Park*

Morgera, Shannon, from Moderate Special Needs/Inclusion at South to Moderate Special Needs Inclusion at South*

Moore, Angela, from Moderate Special Needs/Inclusion at North to Moderate Special Needs/Inclusion at North

Moriarty, Scott, from Science at Creamer Center to Science at Creamer Center*

Murphy, Erin, from Primary at Woodland to Primary at Woodland*

Murphy, Stephanie, from BCBA Systemwide to SAIL at Norrback

Newell, Colleen, from BCBA, Systemwide to BCBA, Systemwide*

Nicol, John, from Mathematics at Creamer Center to Mathematics at Creamer Center*

Nordstrom, Cheryl, from English as a Second Language at Clark Street to English as a Second Language at Vernon Hill

Notoro, David, from Mathematics at Creamer Center to Mathematics at Creamer Center*

O'Coin-Foley, Virginia, from Moderate Special Needs/Behavior Management at St. Casimir to Moderate Special Needs/Behavior Management at St. Casimir*

O'Leary, Dena, from STEP at Forest Grove to Moderate Special Needs/Inclusion at Worcester East Middle

PERSONNEL (continued)ACTION

5-28 (continued)

O'Leary, Katelyn, from English as a Second Language at Goddard to English as a Second Language at Goddard*

Olson, Phillip, from Art, Systemwide to Art at Quinsigamond

O'Neil, Kathryn, from Moderate Special Needs/Behavior Management at St. Casimir to Moderate Special Needs/Behavior Management at St. Casimir*

Orcutt, Elizabeth, from Moderate Special Needs/Behavior Management at St. Casimir to Moderate Special Needs/Behavior Management at St. Casimir*

Patrone, Daniel, from Moderate Special Needs/Behavior Management at Chandler Magnet ACT to Moderate Special Needs/Behavior Management at Chandler Magnet ACT*

Peloquin, Jennifer, from Intermediate at Quinsigamond to Intermediate at Roosevelt

Peppler, Nelsy, from English as a Second Language at Quinsigamond to English as a Second Language Dual Language, at Roosevelt

Petty, Kelley, from Physical Education at Norrback to Physical Education at Norrback*

Phillips, Carrie, from School Adjustment Counselor at St. Casimir to School Adjustment Counselor at St. Casimir

Pierce, MeganK, from Moderate Special Needs/Inclusion at University Park to SAIL at Gates Lane

Pizzarella, Kimberly, from Primary at Tatnuck Magnet to Kindergarten at Jacob Hiatt

Plotczyk, Kerrie, from Intermediate at Grafton Street to Intermediate at Flagg Street

Poirier, Angela, from Music at City View to Music at South High

Power, Mara, from Special Education at Hartwell to Moderate Special Needs Inclusion at Forest Grove

Powers, Marie, from Kindergarten at Columbus Park to Primary at Chandler Elementary

Quinlan, Emilie Miller, from English as a Second Language at Chandler Magnet to English as a Second Language at Chandler Magnet*

Ramos, Dana, from Primary at Elm Park to Primary at Columbus Park

Reagon, Kathryn, from English at Creamer Center to English at Creamer Center*

Reyes, Vinicio, from Mathematics at St. Casimir to Mathematics at St. Casimir*

PERSONNEL (continued)

ACTION

5-28 (continued)

Richter, Jonathan, from Music at Woodland to Music at Woodland*

Ritacco, Donna, from School Adjustment Counselor at St. Casimir to School Adjustment Counselor at St. Casimir*

Rivera, Olga, from School Adjustment Counselor at St. Casimir to School Adjustment Counselor at St. Casimir*

Robicheau, Celia Campos, from Systemwide Alternative Guidance at Creamer Center to Systemwide Alternative Guidance at Creamer Center*

Rokosky, Ann, from Art, Systemwide to Art at Chandler Magnet
Ryan-Smith, Susan, from STEP at Columbus Park to STEP at Columbus Park*

Saffron, Anne, from Art at Quinsigamond to Art, Systemwide

Sasso, Briana, from Intermediate at Vernon Hill to Intermediate at Rice Square

Sawyer, Christine, from Social Studies at Creamer Center to Social Studies at Creamer Center*

Sebok, Kathleen, from Intermediate at Elm Park to Intermediate at Columbus Park

Servant, Kristin, from Science at Forest Grove to Science at Forest Grove*

Shattuck, Matthew, from Social Studies at Forest Grove to Social Studies at Worcester East Middle

Shea, Cornelius, from Moderate Special Needs/Behavior Management at St. Casimir to from Moderate Special Needs/Behavior Management at St. Casimir*

Shepard, Frances, from Intermediate at Vernon Hill to Intermediate at Rice Square

Simpson, Jill, from Intermediate at Norrback to Intermediate at Chandler Elementary

Slater, Elizabeth, from Primary at Goddard to Intermediate at Goddard

Smith, Tammie, from Moderate Special Needs/Inclusion at Sullivan Middle to Moderate Special Needs/Inclusion at Sullivan Middle*

Sokolowski, Margaret, from Systemwide Alternative Library Media at Creamer Center to Systemwide Alternative Library Media at Creamer Center*

Spokis, LeeAnne, from Primary at Elm Park to Intermediate at May Street

Stefanides, Catherine, from Intermediate at May Street to Intermediate at Elm Park

Stone, Mary, from Intermediate at Clark Street to Primary at Canterbury

PERSONNEL (continued)

ACTION

5-28 (continued)

Surette, Kimberly, from English as a Second Language/Mathematics at Claremont to English as a Second Language/Mathematics at Claremont*

Tangney, Ann, from Kindergarten at Roosevelt to Kindergarten at Burncoat Prep

Thistle, Laura, from SAIL at Gates Lane to SAIL Primary at Norrback

Thomson, Meghan, from Speech, Systemwide to Speech, Systemwide

Tivnan, Christina, from English as a Second Language at Woodland to English as a Second Language at Woodland*

Toomey, Laura, from Primary at Burncoat Prep to Primary at Burncoat Prep*

Travaglio, Donatella, from School Adjustment Counselor, Systemwide to School Adjustment Counselor at Vernon Hill

Tribandis, Melissa, from Primary at Vernon Hill to Intermediate at Jacob Hiatt

Turano, Michael, from STEP at North to STEP at North*

Vartanian, Robyn-Lee, from Guidance at North to Guidance at Forest Grove

Venne, Katherine, from Moderate Special Needs/Behavior Management at Chandler Magnet ACT to Moderate Special Needs/Behavior Management at Chandler Magnet ACT

Vennerbeck, Susanna, from Speech, Systemwide to Speech, Systemwide*

Walsh, Christine, from English at Cremer Center to English at Creamer Center*

Weagle, Michelle, from Primary at Roosevelt to Intermediate at Elm Park

Whelan, Jennifer, from English as a Second Language at Chandler Elementary to English as a Second Language at Clark Street

Witt, Sheila, from Mathematics at Creamer Center to Math at Creamer Center

Yarnie, Jennifer, from Kindergarten at Canterbury to Kindergarten at Vernon Hill

Yosca, Colleen, from School Adjustment Counselor, Systemwide to School Adjustment Counselor at Lake View

* *Employee successfully bid previous assignment*

X. GENERAL BUSINESS

ACTION

gb #5-108.1 - Administration/Miss Biancheria
(August 5, 2015)

Response of the Administration to the request to provide a list of the sites where the food trucks will be stopping during the summer.

gb #5-195 - Mr. O'Connell
(July 23, 2015)

To review the Worcester Public Schools' Incident Report for the 2014-15 academic year.

gb #5-196 - Mr. O'Connell
(July 23, 2015)

To review a report as to the number of teachers who have transferred from one school to another for the 2015-16 academic year, detailed by school, and by the percentage of teachers in each school who have transferred.

gb #5-197 - Mr. O'Connell
(July 23, 2015)

To discuss with the City of Worcester a possible merger of the Human Resources Departments of the City and of the Worcester Public Schools, or of a sharing of a single Human Resources Director, or of other Human Resources staff.

gb #5-198 - Mr. O'Connell
(July 24, 2015)

To review the finalized Request for Proposal for the security audit of the Worcester Public Schools.

gb #5-199 - Mr. Monfredo
(July 29, 2015)

Request that the Administration encourage all schools to participate in the September 17th Constitution Day Celebration and encourage review of the online materials from the National Constitution Centers to include a reading of the Preamble called the "Preamble Challenge."

GENERAL BUSINESS (continued)

ACTION

gb #5-200 - Miss Biancheria
(July 30, 2015)

Request that the Administration provide information on the data on School Choice for the last five years.

gb #5-201 - Mr. Monfredo
(July 31, 2015)

Request that the Administration review the policy on "School Choice" to see if any changes need to be made to keep the Worcester Public Schools the district of choice for all parents.

gb #5-202 - Mr. O'Connell
(August 4, 2015)

To distribute to the School Committee the Invitation to Bid for repair/replacement of pathways, stairs, and walls on the grounds, and building, of Lake View School.

gb #5-203 - Mr. O'Connell
(August 5, 2015)

To request a report as to the number of students who are being returned to their schools this academic year prior to the expiration of their current suspensions, under the mandate of Chapter 222, and to consider any security measures which the return of these students makes advisable.

gb #5-204 - Administration
(August 5, 2015)

To approve a prior year payment in the amount of \$380.35 to a parent for driving his child to the Learning Center for the Deaf in Framingham, MA.

GENERAL BUSINESS (continued)

ACTION

gb #5-205 - Mr. Monfredo
(August 6, 2015)

Request that the Administration forward letters of congratulations to the following schools for being the top schools that had an attendance rate of 95.2 percent or better:

Flagg Street School	Tatnuck Magnet School
Heard Street Discovery Academy	Thorndyke Road School
Lake View School	University Park Campus School
May Street School	Wawecus Road School
Midland Street School	West Tatnuck School
Nelson Place School	Worcester Arts Magnet School

gb #5-206 - Mr. O'Connell
(August 7, 2015)

To publicize to staff and students – by a written summary and by any additional manner the Administration considers appropriate - the security and safety measures taken by the Worcester Public Schools to protect them in school, at school events and on school grounds.

gb #5-207 - Mr. Monfredo
(August 7, 2015)

Request that the Worcester Public Schools consider sharing information regarding the National Attendance Awareness Month movement sponsored by 40 national partners.

gb #5-208 - Miss Biancheria
(August 10, 2015)

Request that the Administration review options for additional classrooms and instructional space, as needed, to include but not be limited to, the possible reopening of former elementary schools.

GENERAL BUSINESS (continued)

ACTION

gb #5-209 - Miss Biancheria
(August 10, 2015)

Request that the Administration review the approved Social Media Policy for all staff of the Worcester public school system.

gb #5-210 - Mr. Monfredo
(August 10, 2015)

Request that the Administration provide a report on the feasibility of giving Worcester residents preference, all things being equal, when hiring personnel, if legal and appropriate.

gb #5-211 - Ms. Novick
(August 11, 2015)

To review the following “updated/new policies” resulting from recent legislation in Massachusetts:

- Physical Restraint Policy JKAA
- Security Cameras in Schools ECAF
- Emergency Plans EBC
- Technology Policies IJND-IJNDC

gb #5-212 - Administration
(August 11, 2015)

To express thanks and appreciation to Eagle Hill School for hosting the District’s Leadership Institute and also for hosting the new Teacher Institute for the past eleven years.

gb #5-213 - Ms. Novick
(August 12, 2015)

To review the FY16 Capital Budget with regard to departmental allocations.

GENERAL BUSINESS (continued)

ACTION

gb #5-214 - Ms. Novick
(August 12, 2015)

Request that the Mayor seek increased safety enforcement by police near schools prior to the opening of schools.

gb #5-215 - Administration
(August 12, 2015)

To approve the revised calendar for the 2015-16 school year.

gb #5-216 - Administration
(August 12, 2015)

To discuss strategy with respect to litigation of a worker's compensation case for a Bus Monitor, if an open meeting may have a detrimental effect on the litigating position of the School Committee and the chair so declares.

To discuss strategy with respect to litigation of a worker's compensation case for a Custodian, if an open meeting may have a detrimental effect on the litigating position of the School Committee and the chair so declares.

To discuss strategy with respect to litigation of a worker's compensation case for an Instructional Assistant, if an open meeting may have a detrimental effect on the litigating position of the School Committee and the chair so declares.

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XI. ADJOURNMENT

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

The Worcester Public Schools USDA Summer Meal Programs 2015 has two summer trucks serving 20 sites throughout the city with free healthful meals to anyone under the age of 18 years commencing June 29, 2015 or soon thereafter until August 22, 2015.

Currently, the program is operating and serving meals within the framework of three USDA compliance structures: open to all 18 years or younger, homeless shelters under guidance from the Massachusetts Department of Elementary and Secondary Education, one site for enrolled low-income summer programming participants.

Established partnerships with Worcester Parks and Recreation, Worcester Public Library, and DESE have been maintained along with new youth program partnerships, and addition of 12 sites, established for summer 2015 to include/complement: Worcester Public Schools Academic Support Services afternoon programming in partnership with Worcester Parks and Recreation, City of Worcester Mobile Library, and YMCA of Central Massachusetts Summer Camps.

Sites open and serving to all under the age of 18 years:

City of Worcester Mobile Library (Libby/Lilly) @ Claremont/Woodland per mobile library schedule

Daily Service (Monday through Friday and Saturday*):

Central YMCA, 766 Main Street (breakfast and lunch)

City of Worcester Main Library, 3 Salem Square/Street (lunch)*

Bennett Field, 1268 Main Street (lunch)*

Great Brook Valley Library, 89 Tacoma Street (lunch)*

Goddard Library, 14 Richards Street (breakfast and lunch)

University Park, 965 Main Street (lunch)

Burncoat Playground, 526 Burncoat Street (lunch)

Oread Castle Park, 20 Alden Street (lunch)

Kendrick Field, 40 Brooks Street (supper)

Vernon Hill Park, 87 Providence Street (supper)

Beaver Brook Park, 9 Mann Street (supper)

East Park, 180 Shrewsbury Street (supper)*

Logan Park, 539 Mill Street (supper)

Greenwood Park, 14 Forsberg Street (supper)*

Lake Park, 281 Lake Avenue (supper)

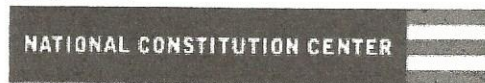
Dennis F Shine, Jr. Memorial Pool, 184 Providence Street (supper)*

Enrolled sites serving breakfast and lunch to those under 18 years of age enrolled in summer programming:

Greendale YMCA, 75 Shore Drive

Additionally, the mobile feeding trucks provide meals at for homeless sheltered youth under 18 years per guidance from DESE.

Constitution Day – September 17, 1787 (<http://constitutioncenter.org/constitution-day>)



THE MUSEUM OF *We the People*

(<http://constitutioncenter.org/>)

Constitution Day (<http://constitutioncenter.org/constitution-day/>) > **Resources**

(<http://constitutioncenter.org/constitution-day/constitution-day-resources/>) > High School Resources

High School Resources

The National Archives and Records Administration

- **A special DocsTeach page for teaching about the Constitution**
(<http://docsteach.org/home/constitution>). DocsTeach is the online tool for teaching with documents from the National Archives.
- The National Archives online exhibit "**The Charters of Freedom**" (<http://archives.gov/exhibits/charters/constitution.html>), with information about the creation and history of the Constitution.
- Exploring the **United States Constitution eBook from the National Archives**
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- **The United States Constitution course by the National Archives**
(<http://itunes.apple.com/us/course/united-states-constitution/id559398926>) on iTunes U. You will learn about the Constitutional Convention, drafting and ratifying the Constitution, the Bill of Rights, the three branches of our Federal government, and how the National Archives is preserving our Constitution.

iCivics (http://www.icivics.org/Constitution_Day)



(http://www.icivics.org/Constitution_Day) Meet your **Constitution Day**

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constitution); discovering the duties and powers of the three branches, the amendment process, and the role of this document as the supreme law of the land.

- Take a closer look at the debates over power in the young American system of government with **this mini-lesson (<https://www.icivics.org/teachers/lesson-plans/federalism-debate-mini-lesson>)**. Students discover the compromise between the Federalists and Anti-federalists that led to the creation of the Constitution.

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Lincoln and the Emancipation Proclamation (<http://www.tfaforms.com/297216>) - Download this lesson plan resource from the Bill of Rights Institute to accompany your visit to the National Constitution Center. This lesson on Lincoln and the Emancipation Proclamation has students analyze Lincoln's decision to issue the proclamation and the significance of the document as a turning point in the development of the nation. Students will read a background essay detailing the history of the Emancipation Proclamation, participate in a role-playing exercise, and analyze excerpts from Lincoln's speeches. Check out **Bill of Rights Institute's website (<http://www.tfaforms.com/297216>)** for additional resources.

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(http://constitutioncenter.org/constitutiondayassets/files/icivics_one-pager_2011-09.pdf)

American Institute for History Education (<http://americaninstituteforhistory.org/ConstitutionDay>)

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(<https://www.billofrightsinstitute.org/ncc>) Test your knowledge of the Constitution with the online Constitution Duel developed by the Bill of Rights Institute. You will be asked to answer 15 multiple choice questions to defend your constitutional honor. All questions will come from 4 categories; the Constitution, primary source documents, landmark Supreme Court cases, and historic people. Take the quiz as an individual or as a team - get your whole class involved and challenge another classroom to a Constitution knowledge duel!

American Center for Educators Online at the National Constitution Center (<http://www.ace-ncc.org/471/5yx/>)

Online Professional Development for Educators that improves student learning in classrooms and schools across the nation.

[Gilder Lehrman \(http://www.gilderlehrman.org/institute/era_founding.php#constitutionday\)](http://www.gilderlehrman.org/institute/era_founding.php#constitutionday)



Free Download of Yankee Doodle (<http://www.gilderlehrmanstore.org/>), a song from *An American Sampler: Selected Poems and Songs that Celebrate our Nation's Past*, Courtesy of the Gilder Lehrman Institute.

"Yankee Doodle" was a favorite song during the American Revolution. British soldiers first sang it to mock the Americans, but American soldiers soon claimed it as their own, singing it as the British retreated from Concord and Lexington. They also made up verses making fun of their own officers, including General Washington.

[Rhythm Rhyme Results: Educational Songs for Teaching with Music](http://www.educationalrap.com)

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10% discount on the **[entire Social Studies album \(http://www.educationalrap.com/music/social-studies\)](http://www.educationalrap.com/music/social-studies)**

[Interactive Constitution \(http://ratify.constitutioncenter.org/constitution/index_no_flash.php\)](http://ratify.constitutioncenter.org/constitution/index_no_flash.php)

Explore the Constitution with this easy to use, clause-by-clause guide to constitutional principles and facts.

[The Exchange: A Marketplace of Student Ideas \(http://constitutioncenter.org/learn/educational-resources/the-exchange\)](http://constitutioncenter.org/learn/educational-resources/the-exchange)

The Exchange is a nationwide conversation series on current constitutional issues. This program encourages students to apply constitutional values to the most pressing and often divisive issues of the day as they seek common ground. In addition to a live nationwide webcast with high school students from around the country, The Exchange includes a free classroom poster, which contains a lesson designed to promote classroom deliberation.

[10 Fast Facts on the Constitution \(http://constitutioncenter.org/constitution-day/about-constitution-day/10-fast-facts-on-the-constitution/\)](http://constitutioncenter.org/constitution-day/about-constitution-day/10-fast-facts-on-the-constitution/)

Fast Facts and teach TEN key facts about the Constitution.

[Town Hall Walls \(http://constitutioncenter.org/the-exchange/exchange-educational-resources/past-topics\)](http://constitutioncenter.org/the-exchange/exchange-educational-resources/past-topics)

With the format pioneered at the National Constitution Center, it is easy to turn your classroom into a town hall where constitutional issues are deliberated.

[Founders' Library Lesson Plan \(http://constitutioncenter.org/learn/educational-resources/lesson-plans/the-founders-library-thinking-as-a-founding-father\)](http://constitutioncenter.org/learn/educational-resources/lesson-plans/the-founders-library-thinking-as-a-founding-father)

A lesson plan carefully designed to highlight the three spheres of civic education as detailed by the National Constitution Center; that is, the lesson includes civic knowledge, active citizenship, and democratic deliberation.

[Meet the Founders \(http://constitutioncenter.org/learn/educational-resources/founding-fathers/\)](http://constitutioncenter.org/learn/educational-resources/founding-fathers/)

Complete biographies of the 55 delegates to the Constitutional Convention of 1787.

[Centuries of Citizenship – A Constitutional Timeline \(http://constitutioncenter.org/timeline\)](http://constitutioncenter.org/timeline)

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[The Constitution \(http://www.gilderlehrman.org/history-now/2007-09/constitution\)](http://www.gilderlehrman.org/history-now/2007-09/constitution)

[History Now Issue # 13: The Constitution \(http://www.gilderlehrman.org/history-now/2007-09/constitution\)](http://www.gilderlehrman.org/history-now/2007-09/constitution)

[Larry Kramer: "Madison and the Constitution" \(http://www.gilderlehrman.org/multimedia#3482\)](http://www.gilderlehrman.org/multimedia#3482)

[Peter Onuf: "Jefferson and the Constitution" \(http://www.gilderlehrman.org/multimedia#3477\)](http://www.gilderlehrman.org/multimedia#3477)

[Jack Rakove: "Freedom of Religion: A Radical Innovation" \(http://www.gilderlehrman.org/multimedia#3387\)](http://www.gilderlehrman.org/multimedia#3387)

[Relevant Primary Source Documents \(http://www.gilderlehrman.org/collections\)](http://www.gilderlehrman.org/collections)

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Constitution Day (<http://constitutioncenter.org/constitution-day/>) > Resources

(<http://constitutioncenter.org/constitution-day/constitution-day-resources/>) > Middle School Resources

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Founding Documents – Full Text (<http://constitutioncenter.org/learn/educational-resources/historical-documents/>)

Read the full text of several founding documents, including the Magna Carta and Mayflower Compact among many others.

To Sign or Not to Sign: The Ultimate Constitution Day Lesson Plan (<http://constitutioncenter.org/learn/educational-resources/lesson-plans/to-sign-or-not-to-sign-the-ultimate-constitution-day-lesson-plan>)

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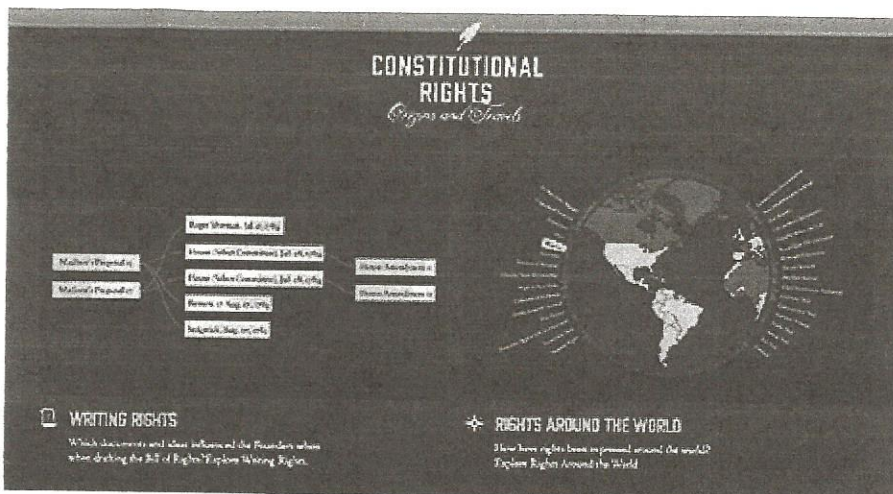
Countdown to Constitution Day

01 18 06 05 38
MONTHS DAYS HOURS MINUTES SECONDS

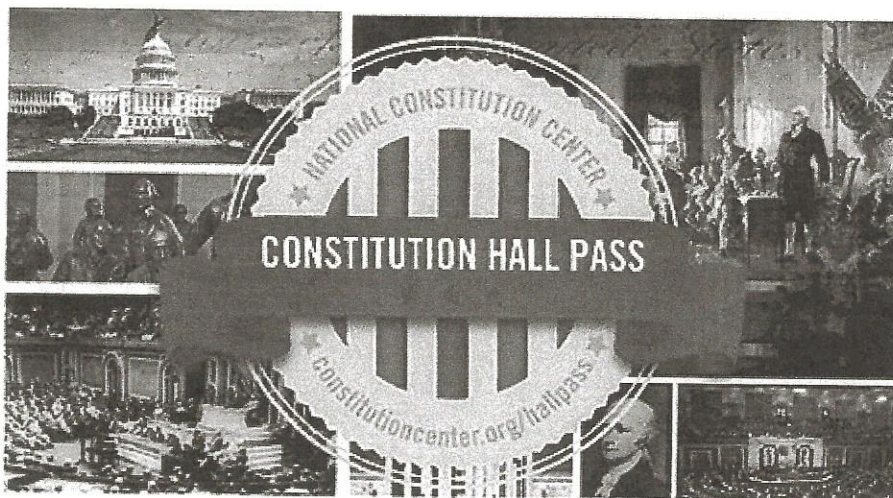


On September 17, 1787, the U.S. Constitution was signed by thirty-nine brave men (<http://constitutioncenter.org/learn/educational-resources/founding-fathers/>) who changed the course of history. Now Constitution Day is a time for us to continue their legacy and develop habits of citizenship in a new generation of Americans.

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Constitution Hall Pass: The 13th Amendment

Available online beginning September 10, 2015

Chat live with National Constitution Center Staff September 10 – September 23, 7 a.m. – 6 p.m EDT

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[Naturalization Test \(http://constitutioncenter.org/constitution-day/constitution-day-resources/naturalization-test\)](http://constitutioncenter.org/constitution-day/constitution-day-resources/naturalization-test)

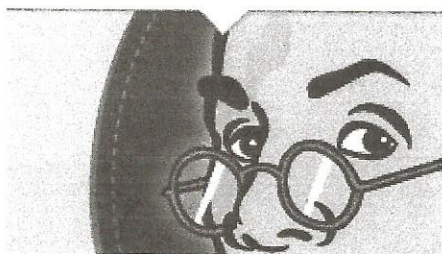
Can you pass the test to become a United States citizen?



Which Founder Are You?

(<http://constitutioncenter.org/learn/educational-resources/games/which-founder-are-you>)

Discover your inner founding father in this fun interactive game.



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The following information provides detail on the 2014-2015 school choice program. During this past year, 465.13 Worcester students participated in the state's inter-district School Choice program. The following is the sending school and receiving school enrollment data:

<u>Sending School</u>	<u>FTE</u>	<u>Receiving District</u>	<u>FTE</u>	<u>Grade</u>	<u>FTE</u>
Burncoat High	79.26	Auburn	22.00	K	5.94
Doherty High	47.60	Berlin Boylston	53.00	1	12.70
North High	37.94	Boylston	10.00	2	23.95
South High	32.98	Clinton	14.37	3	24.54
Burncoat Middle	25.51	Douglas	3.00	4	37.00
Forest Grove	35.15	Dudley Charlton	4.00	5	23.30
Worcester East Middle	18.66	Fitchburg	1.68	6	38.52
Sullivan Middle	17.08	Grafton	13.00	7	48.77
Burncoat Elementary	9.00	Hudson	2.00	8	46.63
Canterbury	0.00	Leicester	33.61	9	50.03
Chandler Elementary	1.93	Leominster	4.00	10	51.11
Clark Street	2.00	Mava	23.00	11	51.10
Columbus Park	1.00	Medway	1.28	12	<u>51.54</u>
Flagg Street	8.00	Mendon Upton	1.00	Total	465.13
Goddard	0.00	Montachusett	2.04		
City View	2.00	Narragansett	0.73		
Gates Lane	2.08	Nashoba	1.00		
Grafton Street	5.00	North Brookfield	0.70		
Heard Street	6.00	Northbridge	5.74		
Lake View	0.90	Oxford	1.00		
Lincoln Street	2.00	Quabbin	10.49		
May Street	2.70	Quaboag	0.87		
Midland Street	8.70	Ralph C Mahar	1.51		
Nelson Place	31.99	Southbridge	1.00		
Norrback Avenue	27.45	Spencer East Brookfield	5.50		
Quinsigamond	6.00	Sutton	11.00		
Rice Square	15.86	Tecca	15.00		
Roosevelt	6.00	Wachusett	88.84		
WAMS	0.00	Webster	7.98		
Tatnuck Magnet	5.00	West Boylston	<u>125.79</u>		
Thorndyke Road	12.90	Total	465.13		
Union Hill	2.00				
Vernon Hill	4.00				
Wawecus Road	2.00				
West Tatnuck	2.44				
Woodland Academy	1.00				
Belmont Community	2.00				
Elm Park	0.00				
McGrath	<u>1.00</u>				
Total	465.13				

In 2014-2015, the Worcester Public Schools paid \$2,677,497 in school choice sending tuition. The tuition assessment is deducted from the Chapter 70 payment to the city and sent to the receiving district through the quarterly local aid payments from the Commonwealth.

During 2014-2015, the Worcester Public Schools received 66.81 students through the School Choice Program. The following is a breakdown of the receiving WPS school and sending school district:

<u>Receiving School*</u>	<u>FTE</u>	<u>District From:</u>	<u>FTE</u>	<u>Grade</u>	<u>FTE</u>
Burncoat High	3.00	Auburn	1.00	K	14.58
Doherty High	4.00	Clinton	3.00	1	11.00
North High	2.00	Dudley Charlton	2.00	2	2.00
South High	2.00	East Brookfield	1.00	3	7.00
Technical High	6.00	Leicester	8.23	4	4.23
Sullivan Middle	1.00	Millbury	1.00	5	5.00
Burncoat Elementary	2.00	Montachusett	1.00	6	5.00
Clark Street	2.00	Northborough	4.00	7	1.00
Flagg Street	1.00	Oxford	1.00	8	0.00
Gates Lane	1.00	Quabbin	3.00	9	3.00
Heard Street	1.00	Shrewsbury	10.32	10	2.00
Lake View	2.00	Southbridge	1.00	11	4.00
Jacob Hiatt	3.00	Southern Worcester	3.68	12	<u>8.00</u>
May Street	1.00	Spencer East Brookfield	2.00	Total	66.81
Midland Street	5.00	Sutton	1.00		
Norrback Avenue	2.00	Uxbridge	2.00		
Quinsigamond	4.00	Wachusett	7.00		
Nelson Place	1.00	Webster	2.00		
Worcester Arts Magnet	1.00	West Boylston	5.00		
Tatnuck Magnet	2.00	Westborough	<u>7.58</u>		
Thorndyke Road	2.00	Total	66.81		
Vernon Hill	2.00				
McGrath	12.58				
West Tatnuck	1.00				
Chandler Magnet	<u>3.23</u>				
Total	66.81				

* It is important to note that students that move from Worcester to another district have been allowed to attend their WPS school under the school choice program. Once a student is accepted to attend a school district under school choice, the student has the right under state law to remain in the receiving school district until graduation from high school.

** All previously Worcester residents enrolled at Worcester Technical High. Students were not admitted to WTHS as non-resident students.

In 2014-2015, the Worcester Public Schools received \$373,775 in school choice receiving tuition. The tuition revenue is deposited into a School Choice Revolving Fund.

The following information provides detail on the 2013-2014 school choice program. During this past year, 480.5 Worcester students participated in the state's inter-district School Choice program. The following is the sending school and receiving school enrollment data:

<u>Sending School</u>	<u>FTE</u>	<u>Receiving District</u>	<u>FTE</u>	<u>Grade</u>	<u>FTE</u>
Burncoat HS	105.6	Auburn	20.7	K	7.0
Doherty	45.5	Berlin	1.0	1	20.6
North	44.7	Berlin Boylston	65.3	2	24.6
South	28.8	Blackstone Millville	2.0	3	31.8
Burncoat MS	24.0	Boylston	13.0	4	22.6
Forest Grove	37.3	Clinton	18.7	5	21.7
WEMS	13.3	Douglas	3.0	6	37.8
Sullivan	13.2	Dudley Charlton	1.0	7	50.3
Burncoat ES	9.0	Fitchburg	1.4	8	36.6
Canterbury	1.0	Gardner	0.8	9	49.1
Chandler El	2.0	Grafton	4.5	10	50.4
Clark	1.0	Hudson	4.0	11	49.1
Columbus Park	2.0	Leicester	29.4	12	<u>79.0</u>
Flagg	10.8	Leominster	7.0	Total	480.5
Goddard	0.0	Mava	14.0		
City View	1.2	Maynard	0.3		
Gates	4.8	Medway	1.0		
Grafton	6.6	Mendon Upton	1.0		
Heard	10.0	Montachusett	1.0		
Lake View	3.5	Narragansett	3.0		
Lincoln	0.0	Nashoba	2.0		
May	2.4	North Brookfield	0.6		
Midland	7.9	North Middlesex	0.4		
Nelson Place	31.0	Northbridge	5.0		
Norrback	21.5	Oxford	1.0		
Quinsigamond	4.0	Quabbin	11.7		
Rice Square	8.1	Shrewsbury	9.0		
Roosevelt	6.5	Spencer East Brookfield	4.0		
WAMS	7.9	Sutton	12.0		
Tatnuck Magnet	7.0	Wachusett	109.5		
Thorndyke	2.0	Webster	3.0		
Union Hill	2.0	West Boylston	<u>130.4</u>		
Vernon Hill	2.5	Total	480.5		
Wawecus	1.0				
West Tatnuck	5.0				
Woodland	2.0				
Belmont	1.5				
Elm Park	1.0				
Unknown	<u>3.0</u>				
Total	480.5				

In 2013-2014, the Worcester Public Schools paid \$2,684,637 in school choice sending tuition. The tuition assessment is deducted from the Chapter 70 payment to the city and sent to the receiving district through the quarterly local aid payments from the Commonwealth.

During 2013-2014, the Worcester Public Schools received 85.2 students through the School Choice Program. The following is a breakdown of the receiving WPS school and sending school district:

<u>Receiving School*</u>	<u>FTE</u>	<u>District From:</u>	<u>FTE</u>	<u>Grade</u>	<u>FTE</u>
Burncoat High	1.0	Auburn	2.3	K	24.0
Doherty High	4.0	Dudley Charlton	1.0	1	11.9
North High	2.0	East Brookfield	1.0	2	6.0
South High	1.3	Leicester	11.0	3	4.0
Technical High	4.0	Millbury	5.0	4	11.0
Claremont Academy	1.0	Montachusett	1.0	5	6.0
Gerald Creamer Center	1.0	Narragansett	1.0	6	5.0
Burncoat Middle	2.0	North Brookfield	1.0	7	3.0
Sullivan Middle	2.0	Northborough	6.4	8	2.0
Burncoat Elementary	2.0	Oxford	1.0	9	3.0
Clark Street	2.0	Quabbin	2.0	10	5.0
Columbus Park	1.0	Shrewsbury	14.4	11	4.3
Flagg Street	1.0	Southbridge	2.0	12	<u>24.0</u>
City View	1.0	Southern Worcester	1.0	Total	85.2
Gates Lane	1.0	Spencer East Brookfield	4.0		
Grafton Street	2.0	Sutton	1.0		
Heard Street	1.0	Uxbridge	2.0		
Lake View	3.0	Wachusett	11.0		
Jacob Hiatt	4.0	Webster	2.0		
May Street	2.0	West Boylston	7.0		
Midland Street	7.4	Westborough	<u>8.0</u>		
Norrback Avenue	1.0	Total	85.2		
Quinsigamond	5.0				
Roosevelt	2.0				
Worc Arts Mag	1.0				
Tatnuck Magnet	4.0				
Thorndyke Road	3.0				
Vernon Hill	1.0				
Wawecus Road	2.0				
Mcgrath	11.0				
West Tatnuck	1.0				
Chandler Magnet	<u>8.4</u>				
Total	85.2				

* It is important to note that students that move from Worcester to another district have been allowed to attend their WPS school under the school choice program. Once a student is accepted to attend a school district under school choice, the student has the right under state law to remain in the receiving school district until graduation from high school.

** All previously Worcester residents enrolled at Worcester Technical High. Students were not admitted to WTHS as non-resident students.

In 2013-2014, the Worcester Public Schools received \$360,273 in school choice receiving tuition. The tuition revenue is deposited into a School Choice Revolving Fund.

The following information provides detail on the 2012-2013 school choice program. During this past year, 418.2 Worcester students participated in the state's inter-district School Choice program. The following is the sending school and receiving school enrollment data:

<u>Sending School</u>	<u>FTE</u>	<u>Receiving District</u>	<u>FTE</u>	<u>Grade</u>	<u>FTE</u>
Belmont Street	1.0	Ashland	1.0	PK	0.5
Burncoat High	24.2	Auburn	15.9	K	12.0
Burncoat Middle	23.3	Berlin	1.0	1	27.7
Burncoat St Prep	16.0	Berlin Boylston	52.3	2	26.6
Chandler Elementary	6.0	Boylston	19.0	3	21.9
Clark Street	2.0	Brookfield	3.0	4	22.0
Columbus Park Prep	3.0	Clinton	17.7	5	18.0
Doherty High School	15.7	Dudley Charlton	1.7	6	28.3
Flagg Street	16.5	Fitchburg	0.2	7	37.6
Forest Grove	19.3	Greenfield	19.4	8	41.0
Gates Lane	7.0	Hudson	4.0	9	48.9
Grafton St	9.0	Leicester	28.5	10	42.3
Heard St	12.2	Leominster	4.0	11	64.5
Lake View	3.2	Medway	0.5	12	<u>26.9</u>
Lincoln Street	7.0	Mendon Upton	1.0	Total	418.2
May Street	5.5	Montachusett	0.5		
McGrath	2.0	Narragansett	1.6		
Midland Street	13.5	Nashoba	3.0		
Nelson Place	48.5	Natick	1.0		
Norrback Av	43.4	North Brookfield	3.0		
North High	13.3	North Middlesex	1.0		
Quinsigamond	4.4	Northbridge	4.0		
Rice Square	17.6	Quabbin	3.4		
Roosevelt	7.5	Shrewsbury	9.0		
South High	11.0	Spencer East Brookfield	5.7		
Sullivan Middle	12.8	Sutton	12.0		
Tatnuck Magnet	13.0	Tantasqua	1.0		
Thorndyke Road	12.0	Wachusett	110.4		
Union Hill	4.0	Webster	1.0		
Vernon Hill	2.7	West Boylston	<u>92.5</u>		
Wawecus Road	6.0	Total	418.2		
West Tatnuck	13.0				
Woodland Academy	1.5				
Worcester East Middle	20.0				
Worcester Arts Magnet	<u>1.0</u>				
Total	418.2				

In 2012-2013, the Worcester Public Schools paid \$2,291,731 in school choice sending tuition. The tuition assessment is deducted from the Chapter 70 payment to the city and sent to the receiving district through the quarterly local aid payments from the Commonwealth.

During 2012-2013, the Worcester Public Schools received 143.6 students through the School Choice Program. The following is a breakdown of the receiving WPS school and sending school district:

<u>Receiving School*</u>	<u>FTE</u>	<u>District From:</u>	<u>FTE</u>	<u>Grade</u>	<u>FTE</u>
Burncoat High	3.0	Auburn	4.0	K	31.8
Burncoat Middle	3.0	Clinton	1.0	1	15.1
Burncoat St Prep	1.0	Fitchburg	2.0	2	9.0
Canterbury Street Magnet	1.0	Framingham	1.7	3	13.4
Chandler Elementary	3.0	Grafton	2.0	4	8.4
Chandler Magnet	5.3	Hudson	4.0	5	12.0
City View	0.8	Leicester	15.0	6	11.4
Claremont Academy	2.0	Leominster	2.0	7	8.9
Clark Street	1.0	Marlborough	3.1	8	9.0
Columbus Park Prep	1.0	Medway	1.2	9	5.0
Doherty High School	7.4	Millbury	5.0	10	4.3
Flagg Street	1.0	Montachusett	1.0	11	6.0
Forest Grove	8.8	Nashoba	1.0	12	<u>9.4</u>
Gates Lane	7.2	Northboro Southboro	3.0	Total	143.6
Grafton St	2.0	Northborough	11.0		
Heard St	2.0	Northbridge	2.4		
Jacob Hiatt Mag	8.0	Oxford	2.0		
Lincoln Street	3.7	Quabbin	2.0		
May Street	3.8	Shrewsbury	15.8		
McGrath	14.4	Southbridge	1.0		
Midland Street	5.0	Southern Worcester	1.0		
Nelson Place	4.0	Spencer East Brookfield	4.2		
Norrback Av	2.0	Sutton	1.0		
North High	6.0	Tantasqua	1.0		
Quinsigamond	6.0	Uxbridge	2.0		
Roosevelt	4.0	Wachusett	25.0		
South High	3.4	Webster	7.0		
CMSEC	1.0	West Boylston	13.7		
Sullivan Middle	2.1	Westborough	<u>8.6</u>		
Tatnuck Magnet	5.0	Total	143.6		
Thorndyke Road	6.0				
Union Hill	8.0				
Vernon Hill	2.0				
Wawecus Road	2.0				
West Tatnuck	1.0				
Worcester East Middle	4.0				
Worcester Arts Magnet	1.0				
Worcester Technical High School**	<u>2.0</u>				
Total	143.6				

* It is important to note that students that move from Worcester to another district have been allowed to attend their WPS school under the school choice program. Once a student is accepted to attend a school district under school choice, the student has the right under state law to remain in the receiving school district until graduation from high school.

** All previously Worcester residents enrolled at Worcester Technical High. Students were not admitted to WTHS as non-resident students.

In 2012-2013, the Worcester Public Schools received \$1,076,739 in school choice receiving tuition. The tuition revenue is deposited into a School Choice Revolving Fund.

The following information provides detail on the 2011-2012 school choice program. During this past year, 427 Worcester students participated in the state's interdistrict School Choice program. The following is the sending school and receiving school enrollment data:

Sending School		Receiving School District		Grade	
Belmont Elementary	3	Ashland	1	K	21
Burncoat Elementary	7	Auburn	17	1	23
Burncoat High School	68	Berlin	4	2	19
Burncoat Middle School	35	Berlin-Boylston	55	3	23
Chandler Elementary	3	Boylston	10	4	19
Clark Street	1	Brookfield	5	5	25
Columbus Park	6	Clinton	16	6	30
Doherty High School	60	Douglas	1	7	41
Elm Park	2	Dudley Charlton	3	8	45
Flagg Street School	7	Fitchburg	3	9	49
Forest Grove Middle	23	Greenfield	16	10	61
Gates Lane School	3	Hudson	3	11	27
Grafton Street School	2	Leicester	34	12	44
Heard Street School	8	Leominster	5	Total	427
Lake View School	4	Mendon-Upton	2		
Lincoln Street School	2	Milford	1		
May Street School	4	Montachusett	1		
McGrath Elementary	2	Nashoba	3		
Midland Street	5	North Brookfield	2		
Nelson Place School	23	North Middlesex	1		
Norrback Ave. School	21	Northbridge	3		
North High School	29	Quabbin	2		
Quinsigamond School	5	Quaboag	2		
Rice Square School	14	Shrewsbury	9		
Roosevelt School	3	Southbridge	1		
South High School	27	Spencer-E. Brookfield	4		
Sullivan Middle School	8	Sutton	13		
Tatnuck Magnet	11	Tantasqua	1		
Thorndyke Road	2	Uxbridge	2		
Union Hill	1	Wachusett	101		
Vernon Hill School	6	Webster	1		
Wawecus Road	2	West Boylston	103		
West Tatnuck	6	Westborough	3		
Woodland Academy	1	Westford	2		
Worcester Arts Magnet	2	Total	427		
Worcester East Middle	21				
Total	427				

In 2011-2012, the Worcester Public Schools paid \$2,177,845 in school choice sending tuition. The tuition assessment is deducted from the Chapter 70 payment to the city and sent to the receiving district through the quarterly local aid payments from the Commonwealth.

During 2010-2011, the Worcester Public Schools received 72 students through the School Choice Program. The following is a breakdown of the receiving WPS school and sending school district:

Receiving School*		Sending District		Grade	
Belmont Street	1	Auburn	7	K	26
Burncoat Elementary	1	Berlin-Boylston	1	1	14
Burncoat High School	3	Boylston	1	2	11
Chandler Elementary	1	Dudley-Charlton	2	3	6
Claremont Academy	1	Grafton	4	4	5
Columbus Park	1	Leominster	2	5	7
Doherty High School	4	Leicester	8	6	5
Elm Park	2	Millbury	2	7	1
Forest Grove Middle	2	Northbridge	2	8	1
Gates Lane School	9	Oxford	2	9	1
Heard Street School	4	Quabbin	2	10	5
Jacob Hiatt Magnet	4	Shrewsbury	7	11	2
May Street School	5	Southbridge	1	12	5
McGrath Elementary	14	Southern Worcester	1	Total	89
Midland Street	7	Spencer-E. Brookfield	8		
Nelson Place School	1	Sutton	1		
Norrback Ave. School	4	Tantasqua	1		
Quinsigamond	5	Uxbridge	2		
Roosevelt School	3	Wachusett	13		
South High School	3	Webster	6		
Tatnuck Magnet	1	West Boylston	9		
Thorndyke Road	5	Westborough	7		
Wawecus Road	2	Total	89		
West Tatnuck	1				
Worcester Arts Magnet	3				
Worcester Tech High**	2				
Total	89				

* It is important to note that students that move from Worcester to another district have been allowed to attend their WPS school under the school choice program. Once a student is accepted to attend a school district under school choice, the student has the right under state law to remain in the receiving school district until graduation from high school.

** All previously Worcester residents enrolled at Worcester Technical High. Students were not admitted to WTHS as non-resident students.

In 2011-2012, the Worcester Public Schools received \$492,857 in school choice receiving tuition. The tuition revenue is deposited into a School Choice Revolving Fund.

The following information provides detail on the 2011-2012 school choice program. During this past year, 427 Worcester students participated in the state's interdistrict School Choice program. The following is the sending school and receiving school enrollment data:

Sending School		Receiving School District		Grade	
Belmont Elementary	4	Ashland	1	K	21
Burncoat Elementary	16	Auburn	17	1	23
Burncoat High School	24	Berlin	4	2	19
Burncoat Middle School	22	Berlin-Boylston	55	3	23
Chandler Elementary	3	Boylston	10	4	19
Clark Street	3	Brookfield	5	5	25
Columbus Park	4	Clinton	16	6	30
Doherty High School	16	Douglas	1	7	41
Elm Park	1	Dudley Charlton	3	8	45
Flagg Street School	12	Fitchburg	3	9	49
Forest Grove Middle	28	Greenfield	16	10	61
Gates Lane School	6	Hudson	3	11	27
Grafton Street School	9	Leicester	34	12	44
Heard Street School	9	Mendon-Upton	2	Total	427
Lake View School	7	Milford	1		
Lincoln Street School	6	Montachusett	1		
May Street School	5	Nashoba	3		
McGrath Elementary	5	North Brookfield	2		
Midland Street	10	North Middlesex	1		
Nelson Place School	39	Northbridge	3		
Norrback Ave. School	31	Quabbin	2		
North High School	17	Quaboag	2		
Quinsigamond School	7	Shrewsbury	9		
Rice Square School	15	Southbridge	1		
Roosevelt School	7	Spencer-E. Brookfield	4		
South High School	11	Sutton	13		
Sullivan Middle School	12	Tantasqua	1		
Tatnuck Magnet	11	Wachusett	101		
Thorndyke Road	4	West Boylston	103		
Union Hill	3	Westborough	3		
Vernon Hill School	4	Total	427		
Wawecus Road	1				
West Tatnuck	12				
Woodland Academy	1				
Worcester Arts Magnet	3				
Worcester East Middle	17				
Total	385				

In 2011-2012, the Worcester Public Schools paid \$2,177,845 in school choice sending tuition. The tuition assessment is deducted from the Chapter 70 payment to the city and sent to the receiving district through the quarterly local aid payments from the Commonwealth.

During 2010-2011, the Worcester Public Schools received 72 students through the School Choice Program. The following is a breakdown of the receiving WPS school and sending school district:

Receiving School*		Sending District		Grade	
Belmont Street	1	Auburn	7	K	26
Burncoat Elementary	1	Berlin-Boylston	1	1	14
Burncoat High School	3	Boylston	1	2	11
Chandler Elementary	1	Dudley-Charlton	2	3	6
Claremont Academy	1	Grafton	4	4	5
Columbus Park	1	Leominster	2	5	7
Doherty High School	4	Leicester	8	6	5
Elm Park	2	Millbury	2	7	1
Forest Grove Middle	2	Northbridge	2	8	1
Gates Lane School	9	Oxford	2	9	1
Heard Street School	4	Quabbin	2	10	5
Jacob Hiatt Magnet	4	Shrewsbury	7	11	2
May Street School	5	Southbridge	1	12	5
McGrath Elementary	14	Southern Worcester	1	Total	89
Midland Street	7	Spencer-E. Brookfield	8		
Nelson Place School	1	Sutton	1		
Norrback Ave. School	4	Tantasqua	1		
Quinsigamond	5	Uxbridge	2		
Roosevelt School	3	Wachusett	13		
South High School	3	Webster	6		
Tatnuck Magnet	1	West Boylston	9		
Thorndyke Road	5	Westborough	<u>7</u>		
Wawecus Road	2	Total	89		
West Tatnuck	1				
Worcester Arts Magnet	3				
Worcester Tech High**	<u>2</u>				
Total	89				

* It is important to note that students that move from Worcester to another district have been allowed to attend their WPS school under the school choice program. Once a student is accepted to attend a school district under school choice, the student has the right under state law to remain in the receiving school district until graduation from high school. Of the total number of receiving students, 49 were previously residents of Worcester (and attended the Worcester Public Schools) and 23 were original entry to the WPS from another school district.

** All previously Worcester residents enrolled at Worcester Technical High. Students were not admitted to WTHS as non-resident students.

In 2011-2012, the Worcester Public Schools received \$492,857 in school choice receiving tuition. The tuition revenue is deposited into a School Choice Revolving Fund.

Worcester Public Schools

Proposed Policy Regarding Employee Use of Social Media, Websites, Blogs, and Other Online Social Tools

I. Purpose

The Worcester Public School District recognizes the importance of technology and the use of modern online tools as a means to educate our students. The District also acknowledges that it has an obligation to protect student data and to maintain professional boundaries between our staff and the community. Everyone working for the District is a public employee and has an obligation to represent themselves responsibly within the community. Employees at all levels are role models for our students, both within the school and out in the community. This policy addresses staff's use of online tools such as websites, social networks, forums, virtual environments, and other online social tools. The District does not prohibit staff from using social media tools for personal use, but such use is prohibited during the work day except on breaks or when authorized by the principal, Superintendent or designee. In addition, the District prohibits posting any information online that violates state or federal laws or District policies.

II. Statement of Policy

The School Committee recognizes the importance of social media for its employees, and acknowledges that staff has the right under the First Amendment, to speak on matters of public concern. Further, this policy is not meant to infringe on the rights of both union and non-union employees to engage in lawful, concerted activities under MGL Ch. 150E for the purpose of collective bargaining or other mutual aid or protection on social media sites. However, the School Committee will regulate the use of social media by employees, including employees' personal use of social media, when such use:

- interferes or disrupts the work of the school district
- is used to harass coworkers or other members of the school community
- creates a hostile work environment
- breaches student or employee confidentiality, including but not limited to posting data, documents and photographs
- crosses professional conduct or professional boundaries as defined in the Superintendent's annual bulletins.
- implies that the employee is acting as an agent of the school district by referencing school or district images, logos, official names, or proprietary property

Employees who violate this policy may face discipline up to and including termination, consistent with School Committee policies and/or collective bargaining agreements, if applicable.

III. Definition

Public social media networks are defined as online tools that allow interaction between one or more parties through postings, comments, or messages.

IV. Requirements

All Worcester Public employees are expected to act professionally. Those viewing social media sites may view the employee as a representative of the school and/or the District. This is especially true when the employee is referring to the District, its schools, students, families, programs, activities, employees, or volunteers. The District requires employees to observe the following rules on any social media networks:

- A. The employee must not post any information online that violates state or federal laws or District policies.
- B. Employees should not use their Worcester Public School's email address for communications on public social media networks that have not been approved by the District.
- C. Employees may not act as a spokesperson for the District or post comments as a representative of the District, except as authorized by the Superintendent or the Superintendent's designee.
- D. Employees may not disclose information on any social media network that is confidential or proprietary to the District, its students, or employees or that is protected by data privacy laws.
- E. Employees may not use or post the District logo on any social media network without express written permission from the Superintendent, or designee.
- F. Employees may not post images of students on any social media network without written parental consent, except for images of students taken at public events
- G. When referring to the District, its schools, students, families, programs, activities, employees, or volunteers on any social media network, employees must be professional in all communications (text, images, or other). Employees shall not engage in communications or conduct that is harassing, threatening, bullying, libelous, or defamatory, or that encourages illegal activity or the inappropriate use of alcohol, use of illegal drugs, or sexual behavior, or an act recognized as discriminatory under the law.
- H. The District recognizes that students, staff, or other members of the public may create social media sites representing clubs, teams, or other student groups within the District. When employees choose to join or interact with these social networking sites, they do so as a de facto representative of the District.
- I. Employees have responsibility for maintaining appropriate employee-student relationships at all times and have responsibility for addressing observed inappropriate behavior or activity on these social media networks.

An employee who is responsible for a social media posting that fails to comply with the rules and guidelines set forth in this policy may be subject to discipline, up to and including termination.

MASC Policy Newsletter

Michael J Gilbert, Field Director – Policy Development

August 2015

This policy newsletter will cover a number of topics resulting from recent legislation in Massachusetts. **All policies are posted as Word documents on the “Updated/New Policies” page on the MASC website** and in the MASC Policy Reference Manual.

Updated Physical Restraint Policy JKAA

As the result of a DESE regulatory review, the regulations regarding Physical Restraint (603 CMR 46.00) have been rewritten and the new regulations will go into effect on January 1, 2016. Recognizing the fact that many districts will want to follow the new regulations as the 2015-16 school year begins, MASC has updated policy JKAA to comply with the new regulations.

Security Cameras in Schools - ECAF

MASC staff have increasingly seen requests for a sample policy on the deployment of security cameras on school district property. We have added this new policy to our reference manual for your use should you so desire. MASC thanks Attorney Liz Valerio of Deutsch, Williams for the initial draft of this policy.

Emergency Plans – EBC

MASC has made changes to the policy on emergency response plans to ensure compliance with 2014 statutory changes to Chapter 69 Section 8A requiring the inclusion of local police and fire authorities in plan development and response evaluation. Emergency response plans are also now required to be shared with these local authorities whenever plans change and they must be reviewed with them at least annually. Emergency Response Plans are also required to be drilled with students annually in the fall.

Technology Policies IJND-IJNDC

MASC had not done a major review of the technology policies since they were initially put in place. As time has passed, more and different technologies have been integrated into the education environment. As a result, MASC has rewritten these policies and removed exhibits and regulations, which are no longer relevant, from the MASC Policy Reference Manual. The newer policies also align with a more thoughtful approach to the use of technology in schools. MASC thanks the Groton Dunstable School District whose policies and approach are the basis for these policy changes. Districts adopting these policies should also remove IJNDB–E, IJNDB-R, and IJNDC-R from their manuals (these can be maintained elsewhere in the district if they are still relevant but they are not policy).

File: JKAA

PHYSICAL RESTRAINT OF STUDENTS

Maintaining an orderly, safe environment conducive to learning is an expectation of all staff members of the school district. Further, students of the district are protected by law from the unreasonable use of physical restraint. Such restraint shall be used only in emergency situations as a last resort and with extreme caution after other lawful and less intrusive alternatives have failed or been deemed inappropriate.

When an emergency situation arises, and physical restraint is the only option deemed appropriate to prevent a student from injuring himself or herself, another student or school community member, a teacher or employee or agent of the school district may use such reasonable force needed to protect students, other persons or themselves from assault or imminent, serious, physical harm.

The definitions of forms of restraint shall be as defined in 603 CMR 46.02.

The use of mechanical restraint, medical restraint, and seclusion is prohibited.

Physical restraint, including prone restraint where permitted under 603 CMR 46.03, shall be considered an emergency procedure of last resort and shall be prohibited except when a student's behavior poses a threat of assault, or imminent, serious, physical harm to themselves and/or others and the student is not responsive to verbal directives or other lawful and less intrusive behavior interventions are deemed inappropriate.

The Superintendent will develop procedures identifying:

- Appropriate responses to student behavior that may require immediate intervention;
- Methods of preventing student violence, self-injurious behavior, and suicide including crisis planning and de-escalation of potentially dangerous behaviors among groups of students or individuals;
- Descriptions and explanations of alternatives to physical restraint as well as the school's method of physical restraint for use in emergency situations;
- Descriptions of the school's training and procedures to comply with reporting requirements including, but not limited to making reasonable efforts to orally notify a parent of the use of restraint within 24 hours of its imposition;
- Procedures for receiving and investigating complaints;
- Methods for engaging parents in discussions about restraint prevention and use of restraint solely as an emergency procedure;
- A statement prohibiting: medication restraint, mechanical restraint, prone restraint unless permitted by 603 CMR 46.03(1)(b), seclusion, and the use of physical restraint in a manner inconsistent with 603 CMR 46.00;
- A process for obtaining Principal approval for a time out exceeding 30 minutes.

File: JKAA

Each building Principal will identify staff members to serve as a school-wide resource to assist in ensuring proper administration of physical restraint. These staff members will participate in an in-depth training program in the use of physical restraint.

In addition, each staff member will be trained regarding the school's physical restraint policy and accompanying procedures. The Principal will arrange training to occur in the first month of each school year, or for staff hired after the beginning of the school year, within a month of their employment.

Physical restraint is prohibited as a means of punishment, or as a response to destruction of property, disruption of school order, a student's refusal to comply with a school rule or staff directive, or verbal threats that do not constitute a threat of imminent, serious physical harm to the student or others.

Physical restraint is prohibited when it is medically contraindicated for reasons including, but not limited to, asthma, seizures, a cardiac condition, obesity, bronchitis, communication-related disabilities, or risk of vomiting;

The use of "time out" procedures during which a staff member remains accessible to the student shall not be considered "seclusion restraint."

This policy and its accompanying procedures shall be reviewed and disseminated to staff annually and made available to parents of enrolled students. The Superintendent shall provide a copy of the Physical Restraint regulations to each Principal, who shall sign a form acknowledging receipt thereof.

SOURCE: MASC
ADOPTED: August 2015
LEGAL REF.: M.G.L. 71:37G; 603 CMR 46.00

File: ECAF

SECURITY CAMERAS IN SCHOOLS

The School Committee works to maintain a safe and secure environment for its students, staff, visitors, and facilities. Security means more than having locks and making certain that doors are locked at the proper times. Security also means minimizing fire hazards, reducing the possibility of faulty equipment, keeping records and valuables in a safe place, protection against vandalism and burglary, the prosecution of vandals, and developing crisis plans.

School facilities and their contents, constitute one of the greatest investments of the community. The School Committee believes it to be in the best interest of students and taxpayers for the district to exert every reasonable means to protect the investment adequately.

In pursuit of this objective, the School Committee authorizes the use of security cameras in school district buildings and on its property to ensure the health, welfare and safety of all students, staff and visitors, to deter theft, vandalism and other negative behavior, to safeguard district buildings, grounds and equipment, and to monitor unauthorized individuals in or on school property. Security cameras may be used in locations as deemed appropriate by the Superintendent of Schools in consultation with school officials as well as local law enforcement and emergency response agencies. They may be used in any area, inside or outside of school buildings where there is no reasonable expectation of privacy.

The district shall notify students and staff through student and employee handbooks and appropriate signage that security cameras have been installed and may be used at any time. Students or staff identified on security cameras in violation of School Committee policies will be subject to disciplinary action.

The Superintendent shall ensure that proper procedures are in place and are followed regarding use, viewing, disclosure, retention, disposal and security of video recordings or photographs from security cameras in accordance with applicable laws and regulations. A video recording used for security purposes in school district buildings and/or on school property shall be the sole property of the school district. All video recordings will be stored in their original format and secured to avoid tampering and to ensure confidentiality in accordance with applicable laws and regulations. Access to video recordings from security cameras shall be limited to school administrators (Superintendent/designee, School Principal/designee). Law enforcement and emergency response officials shall be granted access to video recordings or the security system after giving prior notice to the School Superintendent/designee.

The Superintendent may, from time to time, issue further guidance that is consistent with current laws and this policy.

SOURCE: MASC

Adopted: August 2015

File: EBC

EMERGENCY PLANS

Advance planning for emergencies and disasters is essential to provide for the safety of students and staff; it also strengthens the morale of all concerned to know that plans exist and that students and staff have been trained in carrying out the plans.

The Superintendent will develop and maintain plans that meet the requirements of state law for preparedness in case of fire, civil emergencies, and natural disasters.

The Superintendent shall develop, in consultation with school nurses, school physicians, athletic coaches, trainers, and local police, fire and emergency personnel, an Emergency Medical Response Plan for each school in the district. Each Plan shall include:

1. A method establishing a rapid communications system linking all parts of the school campus, including outdoor facilities, to local Emergency Medical Services along with protocols to clarify when EMS and other emergency contacts will be called.
2. A determination of EMS response times to any location on the campus.
3. A list of relevant contacts with telephone numbers and a protocol indicating when each person shall be called, including names of experts to help with post-event support.
4. A method to efficiently direct EMS personnel to any location on campus, including the location of available rescue equipment.
5. Safety precautions to prevent injuries in classrooms and on the school campus.
6. A method of providing access to training in CPR and first aid for teachers, athletic coaches, trainers, and other school staff which may include CPR training for High School students; provided that School Committees may opt out of instruction in CPR pursuant to Section 1 of Chapter 71.
7. In the event the school possesses Automated External Defibrillators (AEDs), the location of all available AEDs, whether the location is fixed or portable, and a list of personnel trained in its use.

The Superintendent shall annually review the response sequence with local police and fire officials. Plans shall be submitted to local police and fire officials and the DESE at least every 3 years by September 1 or when changes occur. Plans must be updated in the case of new construction or other physical changes to the school campus.

Building Principals will meet all requirements for conducting fire drills and Emergency Response drills (at least once per year) to give students practice in moving with orderly dispatch to designated areas under emergency conditions, and the staff practice in carrying out their assigned responsibilities for building evacuation.

LEGAL REF: M.G.L. 69:8A
Section 363 of Chapter 159 of the Acts of 2000
Section 7 of Chapter 284 of the Acts of 2014

File: EBC

CROSS REF.: EBCD, Emergency Closings
 JL, Student Welfare
 JLC, Student Health Services and Requirements

SOURCE: MASC August 2015

File: IJND

ACCESS TO DIGITAL RESOURCES

The School Committee supports the right of students, employees, and community members to have reasonable access to various information formats and believes it is incumbent upon users to utilize this privilege in an appropriate manner.

Safety Procedures and Guidelines

The Superintendent, in conjunction with the Director of Technology, shall develop and implement appropriate procedures to provide guidance for access to digital resources. Guidelines shall address teacher supervision of student computer or tablet use, ethical use of digital resources and issues of privacy versus administrative review of electronic files and communications. In addition, guidelines shall prohibit utilization of digital resources for prohibited or illegal activities and for the use of other programs with the potential of damaging or destroying programs or data.

Internet safety measures shall be implemented that effectively address the following:

- Controlling access by minors to inappropriate matter on the Internet as defined by the Children's Internet Protection Act (CIPA) and the Children's Online Privacy Protection Act (COPPA);
- Safety and security of minors when they are using e-mail, instant messaging applications, and other forms of direct electronic communications;
- Preventing unauthorized access, including hacking, viruses, and other unlawful activities by minors online;
- Unauthorized disclosure, use and dissemination of personal information regarding minors.

The School District shall provide reasonable public notice to address and communicate its internet safety measures.

Empowered Digital Use

All students and faculty must agree to and sign an Empowered Digital Use form prior to the student or staff member being granted independent access to digital resources and district networks. The required form, which specifies guidelines for using digital resources and district networks, must be signed by the parent or legal guardian of minor students (those under 18 years of age) and also by the student. This document shall be kept on file as a legal, binding document. In order to modify or rescind the agreement, the student's parent/guardian (or the student who is at least 18 years old) must provide the Director of Technology with a written request.

File: IJND

Employee Use

Employees shall use district email, district devices, and district networks only for purposes directly related to educational and instructional purposes.

Community Use

On recommendation of the Superintendent in conjunction with the Director of Technology, the district shall determine when and which computer equipment, software, and information access systems will be available to the community. All guests will be prompted to, and must accept the district's Access to Digital Resources Policy before accessing the district network.

Disregard of Rules and Responsibility for Damages

Individuals who refuse to sign required Empowered Digital Use documents or who violate district rules governing the use of district technology or networks shall be subject to loss or restriction of the privilege of using equipment, software, information access systems, and network.

Individuals shall reimburse the district for repair or replacement of district property lost, stolen, damaged, or vandalized while under their care.

SOURCE: MASC

LEGAL REFS: 47 USC § 254

Adopted: August 2015

Note: FCC regulations that went into effect April 20, 2001, implementing The Children's Internet Protection Act (47 U.S.C. § 254) require each school/district to certify compliance with certain policy requirements in order to maintain eligibility for Internet access discounts and other services provided by the federal government.

File: IJNDB

EMPOWERED DIGITAL USE POLICY

Purpose

The School Committee recognizes the need for students to be prepared to contribute to and excel in a connected, global community. To that end, the district provides ongoing student instruction that develops digital citizenship skill sets for using technology as a tool. Information and communication technology are an integrated part of our curriculum across subjects and grades in developmentally appropriate ways and are aligned with the Massachusetts Curriculum Frameworks and standards, including seeking knowledge and understanding; thinking critically and solving problems; listening, communicating, and interacting effectively; and engaging and competing in a global environment.

Availability

The Superintendent or designee shall implement, monitor, and evaluate the district's system/network for instructional and administrative purposes.

All users shall acknowledge that they understand that using digital devices, whether personal or school owned, and the school district network is a privilege and when using them in accordance with School District guidelines they will retain that privilege.

The Superintendent or designee shall develop and implement administrative guidelines, regulations, procedures, and user agreements, consistent with law and policy, which shall include but not be limited to the following:

- Digital devices, software, and networks shall be used in school for educational purposes and activities.
- An individual's personal information (including home/mobile phone numbers, mailing addresses, and passwords) and that of others shall be kept private.
- Individuals will show respect for themselves and others when using technology, including social media.
- Users shall give acknowledgement to others for their ideas and work.
- Users shall report inappropriate use of technology immediately.

These procedures shall be reviewed annually by district administration together with students and teachers and shall provide a springboard for teaching and learning around topics such as internet safety, digital citizenship, and ethical use of technology.

SOURCE: MASC

Adopted: August 2015

File: IJNDC

INTERNET PUBLICATION

I. PURPOSE

The School District has established a district-wide web page that links users to web pages for the district's individual schools. The School District maintains these web pages for educational purposes only, in furtherance of the educational mission of the School District. All published pages and corresponding links to other sites must relate to the district's educational mission.

II. SUPERVISION AND APPROVAL OF WEB PAGES

The Superintendent (or his/her designee) may select the person or persons ("the Webmaster") responsible for overseeing the school district's web pages and maintaining the web pages in a manner consistent with this policy and the school district's Access to Digital Resources Policy. The Webmaster must approve all links from the district web pages to other sites on the Internet. The Webmaster will review the links to ensure that the links are related to the district's educational mission.

Staff members may publish web pages related to their class projects or courses on their school's web site. Staff members must submit their material to the Webmaster for approval before the material can be published. Staff members may not publish or link to personal web pages as part of the school district web site.

Student or staff work (e.g. voice, likeness, quotes, written material, musical pieces and graphic or other artwork) may be published on the district's web pages, as detailed below. All work that is published will be accompanied by a copyright notice written by the Webmaster that prohibits copying the work without the written consent of the copyright holder.

III. CONTENT STANDARDS

All web page materials are expected to be accurate, grammatically correct and free of spelling errors. Student work may deviate from this standard depending upon the age and grade level of the student. Web pages should be well-organized and professional in appearance. Web pages must not contain copyrighted or trademarked material belonging to others unless written permission to display such material has been obtained from the owner and the owner is credited on the school's web page.

File: IJNDC

IV. SAFETY PRECAUTIONS

A. In general

Identifying information about students, such as first and last names, personal phone numbers or home addresses, will not be published. First names or first names and the first letter of the student's last name may be used where appropriate.

B. Student photographs

- Student photographs may be published only with the written consent of the student's parent or guardian.
- Student photographs will not be accompanied by identifying information about the student(s).

C. Student work

Student work, e.g. voice, likeness, quotes, written material, musical pieces, and graphic or other artwork, may be published only with the written consent of the student's parent or guardian.

D. Staff photographs, identifying information and work

- Photographs of staff members, accompanied by the staff member's full name, may be published only with the staff member's written consent.
- Staff work, e.g. voice, likeness, quotes, written material, musical pieces and graphic or other artwork, may be published only with the staff member's written consent.

SOURCE: MASC

Adopted: August 2015



Worcester Public Schools Calendar 2015 – 2016 (revised 8/20/15)

AUGUST						
S	M	T	W	T	F	S
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SEPTEMBER						
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OCTOBER						
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DECEMBER						
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JANUARY						
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APRIL						
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Wednesday, August 26, 2015: First Day of School for Grades 1-12
Monday, August 31, 2015: First Day of School for PreK & Kindergarten

Thursday, June 9, 2016*: Last day of school.
Monday, May 23, 2016*: Last day of school for seniors.

*This date may change in response to the number of snow days used during the school year.

End of marking quarters:

1. October 30, 2015
2. January 15, 2016
3. April 1, 2016
4. June 9, 2016 or last day

☐ = **DAYS WHEN SCHOOL IS NOT IN SESSION FOR STUDENTS**

MAY						
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JUNE						
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JULY						
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2015

August 24 – Teacher/Staff Reporting Day
August 25 – Staff Development
August 26 – First Day of School
September 7 – Labor Day
October 9 – Staff Development
October 12 – Columbus Day
November 11 – Veterans’ Day
November 25-27 – Thanksgiving
December 24 - 31 – Holiday Vacation

2016

January 1 – New Years Day
January 18 – Martin Luther King
February 15 – Presidents’ Day
February 16-19 – Winter Vacation
March 25 – Non-School Day
April 18 – Patriots’ Day
April 19-22 – Spring Vacation
May 30 – Memorial Day
June 9 – Last Day of School

*Please see reverse side for WPS Equal Opportunity/Affirmative Action Statement