

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

AGENDA #28

The School Committee will hold a regular meeting:

on: Thursday, December 21, 2017
at: 6:00 p.m. - Executive Session
7:00 p.m. - Regular Session
in: Esther Howland South Chamber, City Hall

ORDER OF BUSINESS

ACTION

I. CALL TO ORDER

7:21 p.m.

INVOCATION – Pastor Paul Joyal
The Journey Community Church

PLEDGE OF ALLEGIANCE

NATIONAL ANTHEM

(See notes)

II. ROLL CALL

**Miss Biancheria, Ms. Colorio, Mr. Foley, Miss McCullough,
Mr. Monfredo, Mr. O'Connell and Mayor Petty**

III. APPROVAL OF RECORDS

aor #7-27 - Clerk
(December 13, 2017)

Approved

To consider approval of the Minutes of the School Committee Meeting of Thursday, December 7, 2017.

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, gender identity, 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 the Human Resource Manager, 20 Irving Street, Worcester, MA 01609, 508-799-3020.

V. IMMEDIATE ACTION

gb #7-389 - Administration/Miss Biancheria/Mr. Foley/
Miss McCullough/Mr. Monfredo/Mr. O'Connell/
Mayor Petty
(December 11, 2017)

To recognize Donna Colorio for her years of dedicated service to the Worcester Public Schools.

gb #7-390 - Administration
(December 11, 2017)

To consider input from the School Committee's student representatives.

VI. REPORT OF THE SUPERINTENDENT

ROS #7-19 - Administration
(December 13, 2017)

FINAL END-OF-CYCLE SUMMATIVE EVALUATION REPORT OF THE SUPERINTENDENT

VII. COMMUNICATIONS AND PETITIONS - NONE

VIII. REPORT OF THE STANDING COMMITTEE - NONE

ACTION

Gift presented

Filed

**Filed
(See notes)**

IX. PERSONNEL

ACTION

**Filed Personnel items
7-38 -7-41**

7-38 The Superintendent has APPROVED the APPOINTMENT of the persons named below:

Blanchard, Leigh, Chairperson, Special Education, Durkin Administration Building, MA, Step 8, \$73,736 plus ETC Stipend of \$8,214*, effective December 4, 2017. Licensed: Severe Disabilities All Levels.

Tureta, Christine, Teacher, Elementary, Qunisigamond, CAGS/2MA, Step 8, \$78,955*, effective December 4, 2017. Pending: Elementary 1-6.

7-39 The Superintendent has ACCEPTED the RESIGNATION of the persons named below:

Edstrom, Erica, Department Head, Special Education, Systemwide, effective December 8, 2017.

Reed, Denise, Teacher, Elementary, Quinsigamond, effective December 1, 2017.

7-40 The Superintendent has APPROVED the LEAVE OF ABSENCE of the person named below:

Bissett, Katherine, Teacher, Elementary, Worcester Arts Magnet, effective December 4, 2017 - June 30, 2018.

7-41 The Superintendent has APPOINTED the persons named below to the position of Cafeteria Substitute Helper, permanent/intermittent at a salary of \$13.20 per hour, from Civil Service List #317-050, effective as shown:

Brown, Suzette	12/4/17
Carvill, LyneMarie	12/4/17
DePari, Maureen	12/4/17
Esteras, Maureen	12/4/17
Henriquez, Xiomara	12/4/17
Johnson, Kristian	12/8/17
Marrero, Christie	12/4/17
Morales, Aida	12/8/17
Nyorkor, Helena	12/4/17
Ortiz, Peter	12/4/17
Sanchez, Maria	12/4/17
Sasso, Karen	12/4/17
Tivnan, Carrie	12/12/17
Tollen, Lydia	12/11/17
Travers, Diane	12/4/17
Valdez, Liselotte	12/4/17
Vieu, Annalise	12/8/17
Wentzell, Rhonda	12/4/17
Wright, Lisa	12/8/17

*prorated

X. GENERAL BUSINESSACTION

gb #7-323.1 - Administration/Mr. O'Connell/Mr. Monfredo/
Ms. Colorio
(December 12, 2017)

**Refer to the Standing
Committee on
Governance and
Employee Issues**

Response of the Administration to the request to review the interim guidance of the U.S. Department of Education Office for Civil Rights on Title IX of the Education Amendments of 1972, and to determine whether any revisions need to be made to the policies and practices of the Worcester Public Schools in light of the guidance.

gb #7-391 - Administration
(December 1, 2017)

**On a roll call of 7-0 the
item was approved
(See notes)**

To consider an increase in the FY18 Budget in the amount of \$849,695, as recommended by the City Manager and approved by the City Council to be appropriated as follows:

- \$500,489 to Account 500-91111 Teacher Salaries
- \$349,206 to Account 500132-92000 Tuition and adopt a revised final FY18 General Fund Budget in the amount of \$335,120,190.

gb #7-392 - Mr. O'Connell/Mr. Monfredo/Mr. Foley/
Miss Biancheria/Ms. Colorio/Mayor Petty
(December 1, 2017)

**Referred to the
Administration
(See notes)**

To apply for the McKinney-Vento Homeless Emergency Support Grant (Fund Code 313) offered by the Department of Elementary and Secondary Education to school districts enrolling 50 or more students "who lost their housing in Puerto Rico due to Hurricane Maria."

gb #7-393 - Administration
(December 1, 2017)

**On a roll call of 7-0 the
item was approved**

To consider approval of the appointment of the following provisional civil service employee as School Nurse effective as shown:

Serrato, Susan, Systemwide, Bachelors +15, Step 5, \$59,468, effective December 6, 2017. Licensed: School Nurse All Levels

gb #7-394 - Mr. Monfredo/Mr. O'Connell/Miss Biancheria/
Ms. Colorio
(December 11, 2017)

**Referred to the
Administration for a
report in February**

Request that the Administration provide a report in February 2018 relative to the feasibility of expanding the 365Z Kindness Club in the secondary schools, grades 7-12 and at any interested elementary school.

GENERAL BUSINESS (continued)

ACTION

gb #7-395 - Administration
(December 11, 2017)

Held

To consider the request to change the name of Burncoat Middle School to Burncoat Middle School for the Arts.

gb #7-396 - Administration
(December 12, 2017)

On a roll call of 7-0 the item was approved

To accept the STARS Residencies FY18 Jacob Hiatt Magnet School Grant in the amount of \$3,500.

gb #7-397 - Administration
(December 12, 2017)

On a roll call of 7-0 the item was approved

To accept the STARS Residencies FY18 Columbus Park Preparatory Academy Grant in the amount of \$5,000.

gb #7-398 - Administration
(December 13 2017)

On a roll call of 7-0 the item was approved

To consider approval of the following donations:

- \$1,500 from Walmart to the Worcester Public Schools
- \$582.62 from AAA Northeast for the purchase of neon yellow hats with black AAA logo Swoosh embroidery on the front to be used by Crossing Guards this winter
- \$400 from the Shrewsbury Street Merchants Association to Belmont Street Community School
- \$2,000 from Journey Community Church to Belmont Street Community School
- \$4,000 from Worcester State University to Belmont Street Community School to help fund the license for Lexia software

GENERAL BUSINESS (continued)

ACTION

gb #7-399 - Administration
(December 13, 2017)

Filed

To discuss strategy with respect to collective bargaining for Cafeteria Workers, if an open meeting may have a detrimental effect on the bargaining position of the School Committee and the chair so declares.

To discuss strategy with respect to collective bargaining for Administrative Secretaries, if an open meeting may have a detrimental effect on the bargaining position of the School Committee and the chair so declares.

To discuss strategy with respect to collective bargaining for Instructional Assistants, if an open meeting may have a detrimental effect on the bargaining position of the School Committee and the chair so declares.

To discuss strategy with respect to litigation for-teacher discipline, if an open meeting may have a detrimental effect on the litigating position of the School Committee and the chair so declares.

XI. ADJOURNMENT

8:34 p.m.

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

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

AGENDA #28A

SUPPLEMENTAL

The School Committee will hold a regular meeting:

on: Thursday, December 21, 2017
at: 6:00 p.m. – Executive Session
7:00 p.m. – Regular Session
in: Council Chamber, City Hall

ORDER OF BUSINESS

ACTION

- I. CALL TO ORDER – REGULAR MEETING
INVOCATION
PLEDGE OF ALLEGIANCE/NATIONAL ANTHEM
- II. ROLL CALL
- III. APPROVAL OF RECORDS - NONE
- IV. MOTION FOR RECONSIDERATION - NONE
- V. IMMEDIATE ACTION - NONE
- VI. REPORT OF THE SUPERINTENDENT – NONE
- VII. COMMUNICATION AND PETITION - NONE
- VIII. REPORTS OF THE STANDING COMMITTEES - NONE
- IX. PERSONNEL - NONE

X. GENERAL BUSINESS

gb #7-400 - Administration
(December 18, 2017)

To accept a donation in the amount of \$88,712 from The Linda Hammett Ory & Andrew Ory Charitable Trust.

gb #7-401 - Administration
(December 19, 2017)

To set a date to recognize Bertha-Elena Rojas, Manager of English Language Learners, for her years of dedicated service to the students and staff in the Worcester Public Schools.

gb #7-402 - Administration
(December 19, 2017)

To approve the proposed 2018-19, 2019-20 and the 2020-21 School Calendars.

On a roll call of 7-0 the Chromebook donation was approved (See notes)

Set the date of Thursday, January 18, 2018

On a roll call of 7-0, the 2018-19 calendar was approved (See notes)

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N O T E S

It was moved to recess to Executive Session in order:

To discuss strategy with respect to collective bargaining for Cafeteria Workers, if an open meeting may have a detrimental effect on the bargaining position of the School Committee and the chair so declares.

To discuss strategy with respect to collective bargaining for Administrative Secretaries, if an open meeting may have a detrimental effect on the bargaining position of the School Committee and the chair so declares.

To discuss strategy with respect to collective bargaining for Instructional Assistants, if an open meeting may have a detrimental effect on the bargaining position of the School Committee and the chair so declares.

To discuss strategy with respect to litigation for-teacher discipline, if an open meeting may have a detrimental effect on the litigating position of the School Committee and the chair so declares.

On a roll call of 5-0 (absent Miss Biancheria and Mr. O'Connell), the motion was approved.

Mr. O'Connell arrived at 6:15 p.m.

Miss Biancheria arrived at 6:33 p.m.

The School Committee recessed to Executive Session from 6:10 p.m. to 7:15 p.m.

The School Committee reconvened in Open Session at 7:21 p.m.

There were present at the second Call to Order:

Miss Biancheria, Ms. Colorio, Mr. Foley, Miss McCullough, Mr. Monfredo, Mr. O'Connell and Mayor Petty

Heather Bachand from South High Community School sang the National Anthem.

REPORT OF THE SUPERINTENDENT

ros #7-19

Mayor Petty provided the Superintendent's final End-of-Cycle Summative Evaluation Report in the form of a PowerPoint as follows:

The Educator Evaluation System is based on ratings for six SMART (Specific, Measurable, Attainable, Relevant and Timely) goals.

1. Professional Practice Goal

Beginning in August 2016, I will develop my skills in strategy development, data analysis, and instructional leadership by completing all expectations required in the first year of the New Superintendent's Induction Program.

On this goal, you will note that there were five Exceeded and two Met.

Mayor Petty	Exceeded
Miss Biancheria	Exceeded
Ms. Colorio	Exceeded
Mr. Foley	Met
Miss McCullough	Exceeded
Mr. Monfredo	Exceeded
Mr. O'Connell	Met
Mayor Petty	Exceeded

2. Student Learning Goal

By September 2017, the district will identify and provide strategic intervention for all third, sixth, and tenth grade students that are at high risk and not meeting expectations for math and reading performance as measured by accountability standards.

On this goal, you will note that there was one Exceeded and six Met.

REPORT OF THE SUPERINTENDENT (continued)

ros #7-19 (continued)

Mayor Petty	Met
Miss Biancheria	Met
Ms. Colorio	Met
Mr. Foley	Met
Miss McCullough	Met
Mr. Monfredo	Exceeded
Mr. O'Connell	Met

District Improvement Goal 3

Work collaboratively to create and sustain excellent instruction that improves students' skills in literacy, critical thinking, collaboration and communication to prepare them for global citizenship.

On goal 3, you will note that there was one Significant Progress, one Exceeded and five Met.

Mayor Petty	Met
Miss Biancheria	Met
Ms. Colorio	Met
Mr. Foley	Significant Progress
Miss McCullough	Met
Mr. Monfredo	Exceeded
Mr. O'Connell	Met

REPORT OF THE SUPERINTENDENT (continued)

ros #7-19 (continued)

District Improvement Goal 4

Provide a supportive, safe, and orderly learning environment that emphasizes relationships marked by respectful interactions, acceptance, inclusiveness, and our responsibility to one another.

On goal 4, you will note that there was one Significant Progress, five Exceeded and one Met.

Mayor Petty	Exceeded
Miss Biancheria	Exceeded
Ms. Colorio	Exceeded
Mr. Foley	Significant Progress
Miss McCullough	Exceeded
Mr. Monfredo	Exceeded
Mr. O'Connell	Met

Other Goal 5

Engage responsibly with families and higher education, business and community partners to develop and enhance opportunities.

On goal 5, you will note that there were five Exceeded and two Met.

Mayor Petty	Exceeded
Miss Biancheria	Exceeded
Ms. Colorio	Exceeded
Mr. Foley	Met
Miss McCullough	Exceeded
Mr. Monfredo	Exceeded
Mr. O'Connell	Met

REPORT OF THE SUPERINTENDENT (continued)

ros #7-19 (continued)

Other Goal 6

Enhance professional collaborative structures that promote strong, ethical leadership and scholarship.

On goal 6, you will note that there were two Exceeded and five Met.

Mayor Petty	Met
Miss Biancheria	Exceeded
Ms. Colorio	Met
Mr. Foley	Met
Miss McCullough	Met
Mr. Monfredo	Exceeded
Mr. O'Connell	Met

The composite individual ratings for the six SMART Goals were:

Exceeded	19
Met	21
Significant Progress	2
Some Progress	0
Did Not Meet	0

The following are the composite group ratings regarding the Assessment of progress toward the Goals.

	Professional Practice	Student Learning	District Improvement
Mayor Petty	Exceeded	Met	Met
Miss Biancheria	Exceeded	Met	Exceeded
Ms. Colorio	Exceeded	Met	Met
Mr. Foley	Met	Met	Met
Miss McCullough	Exceeded	Met	Met
Mr. Monfredo	Exceeded	Exceeded	Exceeded
Mr. O'Connell	Met	Met	Met

REPORT OF THE SUPERINTENDENT (continued)

ros #7-19 (continued)

You will note that there were:

Exceeded	8
Met	13
Significant Progress	0
Some Progress	0
Did Not Meet	0

There are 4 standards of effective Professional Practice which are rated at four levels of performance: Unsatisfactory, Needs Improvement, Proficient and Exemplary as shown below:

Standard I: Instructional Leadership

The following chart indicates the individual ratings.

	I-A Curriculum	I-B Instruction	I-C Assessment	I-D Evaluation	I-E Data-Informed Decision Making
Mayor Petty	Proficient	Proficient	Proficient	Proficient	Exemplary
Miss Biancheria	Proficient	Proficient	Proficient	Proficient	Exemplary
Ms. Colorio	Proficient	Proficient	Proficient	Proficient	Proficient
Mr. Foley	Proficient	Proficient	Proficient	Proficient	Exemplary
Miss McCullough	Proficient	Proficient	Proficient	Proficient	Exemplary
Mr. Monfredo	Proficient	Proficient	Proficient	Proficient	Proficient
Mr. O'Connell	Proficient	Proficient	Proficient	Proficient	Exemplary

The composite individual ratings for Standard I were:

Exemplary	5
Proficient	30
Needs Improvement	0
Unsatisfactory	0

REPORT OF THE SUPERINTENDENT (continued)

ros #7-19 (continued)

Commendations

- Superintendent Binienda's greatest contribution in this regard is that she has truly changed the culture of the Worcester Public Schools in a very positive way. Her team has worked collaboratively with principals, staff, and students to create a welcoming and encouraging environment in which to work and learn. Through mentoring and creating networks between the staff and teachers, we are seeing a collective team approach to problem solving and teaching that is paying dividends to our students.

-Mayor Petty

- By responding to data-informed decision making, she reorganized and added positions to address the needs of the district. In conjunction with staff and administration, she has been successful in expanding and enhancing best practices and beneficial programs in the Worcester Public Schools.

-Dianna Biancheria

- Upon review and assessment of the curriculum, Superintendent Binienda identified areas of concern and focused on strengthening the curriculum. The Superintendent utilized the evaluation process to build and hire a strong staff.

-Donna Colorio

- The superintendent and her team are using data to drive instructional practice and selected interventions throughout the district. The increased push for high expectations for academic achievement has been successful in many areas, particularly in the area of advanced placement classes.

-Jack Foley

- The Superintendent has worked collaboratively to create a standard of excellence in education for all of our students. Additionally, she has provided clear expectations for staff and has provided the necessary tools to be successful.

-Molly McCullough

- Superintendent Binienda made it a point to not only visit every school but stayed and watched lessons being taught. She then worked collaboratively with her team to improve the quality of instruction. Time was spent on reviewing the data and engaging principals in its findings and then together changes were made.

-John Monfredo

- I commend her for making the formal evaluation of all principals a priority this past year. As to data-informed decision-making, Mrs. Binienda has expanded upon a sophisticated, multifaceted, thorough and innovative use of data in formulating decisions which has been a focus of all recent superintendents. I believe it is now truly at such a high level that it could serve as a model for educators in the school, district, or state.

-Brian O'Connell

REPORT OF THE SUPERINTENDENT (continued)

ros #7-19 (continued)

Recommendations for Improvement

- We need to make sure that there is sufficient academic rigor and high expectations in all of our classroom settings.
- I believe that we also need to pay particular attention to the development and success of our principals. The excessive demands and high pressure placed upon them is making these positions less attractive and diminishing the pool of qualified and interested candidates.

Standard II: Management and Operations

The following chart indicates the individual ratings.

	II-A Environment	II-B Human Resources Management and Development	II-C Scheduling and Management Information Systems	II-D Law, Ethics, and Policies	II-E Fiscal Systems
Mayor Petty	Proficient	Exemplary	Proficient	Exemplary	Exemplary
Miss Biancheria	Exemplary	Proficient	Proficient	Exemplary	Exemplary
Ms. Colorio	Exemplary	Proficient	Proficient	Exemplary	Exemplary
Mr. Foley	Exemplary	Exemplary	Proficient	Exemplary	Exemplary
Miss McCullough	Exemplary	Proficient	Proficient	Exemplary	Exemplary
Mr. Monfredo	Exemplary	Exemplary	Proficient	Exemplary	Exemplary
Mr. O'Connell	Proficient	Proficient	Proficient	Proficient	Needs Improvement

The composite individual ratings for Standard II were:

Exemplary	20
Proficient	14
Needs Improvement	1
Unsatisfactory	0

REPORT OF THE SUPERINTENDENT (continued)

ros #7-19 (continued)

Commendations

- Our operations system continues to be managed at a high level. Through a greater level of collaboration with the city management, the increases in the city's contribution to the Worcester Public Schools has directly benefitted students and teachers alike. Our district continues to be a fiscally sound and well managed one with an eye towards future growth while addressing current needs.

-Mayor Petty

- Under the leadership of Superintendent Binienda, the district has promoted a safe, supportive, and fiscally sound environment which promotes learning opportunities for all students in the Worcester Public Schools. By studying attendance data, she has addressed ways to successfully combat chronic absenteeism.

-Dianna Biancheria

- As the leader of the second largest district in the state, Superintendent Binienda understands the laws and policies of the district while balancing the needs of the community.

-Donna Colorio

- This is one area where I would rate the superintendent and her team as exemplary, given their very professional work in these operational areas with limited resources.
 - impressed with the work of the Human Resources staff to effectively manage the multitude of personnel issues and settle many of the union contracts
 - improvements made to the physical conditions and cleanliness of the facilities
 - The Worcester Public Schools have methodically eliminated the PCBs from the old windows and employed best practices to reduce the possibility of PCBs being present.
 - The Business Office and Chief Finance and Operations Officer are able to handle the complexity of these operations flawlessly and Worcester has been recognized several times for exceptional merit.
 - The food service staff and Director of Nutrition have completely changed the way that meals are prepared and delivered, receiving well-deserved statewide recognition for this success.

-Jack Foley

- The Superintendent has hired district administrators, principals and other employees based on their qualifications, experience, preparedness and commitment and who shared her vision of helping all students reach their full potential as learners and contributing citizens.

-Molly McCullough

- Worked tirelessly on developing a positive environment within the district with emphasis placed on mutual respect, cooperation and accepting responsibility.

-John Monfredo

- I commend the superintendent on her initiatives which focus on induction, development, and career growth of staff.

-Brian O'Connell

REPORT OF THE SUPERINTENDENT (continued)

ros #7-19 (continued)

Recommendation for Improvement

- I am very anxious that we implement a more transparent, community-oriented budget preparation approach, which invites community input before the administration has developed its own draft budget.

Standard III: Family and Community Engagement

The following chart indicates the individual ratings.

	III-A Engagement	III-B Sharing Responsibility	III-C Communication	III-D Family Concerns
Mayor Petty	Exemplary	Exemplary	Exemplary	Exemplary
Miss Biancheria	Exemplary	Exemplary	Exemplary	Exemplary
Ms. Colorio	Exemplary	Exemplary	Exemplary	Proficient
Mr. Foley	Proficient	Proficient	Proficient	Proficient
Miss McCullough	Exemplary	Exemplary	Exemplary	Exemplary
Mr. Monfredo	Exemplary	Exemplary	Exemplary	Exemplary
Mr. O’Connell	Exemplary	Exemplary	Exemplary	Exemplary

The composite individual ratings for Standard III were:

Exemplary	23
Proficient	5
Needs Improvement	0
Unsatisfactory	0

Commendations

- The Superintendent is simply everywhere. At most every football game, school play, or community event, you can find the Superintendent in the crowd, talking to families and students. This level of interest in community events is imperative to her success as she hears firsthand experiences from students and teachers alike.

-Mayor Petty

REPORT OF THE SUPERINTENDENT (continued)

ros #7-19 (continued)

- Superintendent Binienda is truly exemplary in the area of Family and Community Engagement. She has succeeded, in a very short time period, in highlighting the importance and benefits of engaging parents and community partners. She has established meaningful collaborations with the Mayor, City Manager, Police Chief and stakeholders.

-Dianna Biancheria

- Superintendent Binienda engages families and community stakeholders on a daily basis. She is constantly attending community events, that help her to create new and strengthen established contacts. The Superintendent's commitment to the community is apparent.

-Donna Colorio

- Superintendent Binienda and her team have made it a focus of their work to engage families and community stakeholders with the work of the Worcester Public Schools. We have seen evidence of success in this work with the strategic planning process, the increased numbers of school based business partners, and growing community support for the schools.

-Jack Foley

- The Superintendent has created an open door policy to promote dialog and listen to concerns and ideas. Superintendent Binienda appropriated money to hire a webmaster to update the system's internet site in order that all families, students and the entire community have immediate access to current calendars, programs, addresses, personnel, telephone numbers departments and other critical information.

-Molly McCullough

- Superintendent Binienda has developed positive partnerships with parents, business and higher education leaders and social agencies to support the needs of the students. She has appeared at many neighborhood, community and social functions addressing the many positive aspects of the school system. In addition, she has been a frequent guest on radio talk shows in addition to serving as co-chair of the Strategic Plan Steering and Advisory Committees. In general, she is a very strong communicator within our city with all stakeholders and neighborhood organizations.

-John Monfredo

- This is a standard as to which Mrs. Binienda truly excels. She has, in fact, exemplified and valued effective engagement with families, school personnel, and the community in general, throughout her career in the Worcester Public Schools. To her credit, she has brought this quality to her service as Superintendent, where she leads her staff by example, and by encouragement, to model it as well. She has selected individuals for many of her key staff appointments who share her values here, which helps in her effort to propagate those values throughout the Worcester Public Schools. I commend her especially for her outreach to the community, for her presence at a wide range of school programs and activities, for her willingness and ability to listen to staff, student, family and community concerns, and for her interest in addressing their concerns to the degree feasible. These are distinctive qualities in school system leadership, and they are integral to building, and maintaining, community engagement with public schools.

-Brian O'Connell

REPORT OF THE SUPERINTENDENT (continued)

ros #7-19 (continued)

Recommendation for Improvement

- I believe that we are all rated as "needs improvement" for making sure that all families are welcomed in their schools and engaged in contributing to the success of their schools and their children. This is perhaps the most challenging task facing urban school districts and I encourage the superintendent to find creative ways to engage families, to bring on dedicated principals who can reach out to families and make them feel a part of their child's academic success, and to continue to build a culture that places the success of every student at the core of this work.

Standard IV: Professional Culture

The following chart indicates the individual ratings.

	IV-A Commitment to High Standards	IV-B Cultural Proficiency	IV-C Communication	IV-D Continuous Learning	IV-E Shared Vision	IV-F Managing Conflict
Mayor Petty	Exemplary	Proficient	Exemplary	Exemplary	Proficient	Exemplary
Miss Biancheria	Exemplary	Proficient	Proficient	Proficient	Exemplary	Proficient
Ms. Colorio	Exemplary	Exemplary	Exemplary	Exemplary	Proficient	Exemplary
Mr. Foley	Proficient	Proficient	Proficient	Proficient	Proficient	Proficient
Miss McCullough	Exemplary	Proficient	Proficient	Exemplary	Proficient	Exemplary
Mr. Monfredo	Exemplary	Exemplary	Exemplary	Exemplary	Proficient	Exemplary
Mr. O'Connell	Proficient	Proficient	Exemplary	Exemplary	Proficient	Proficient

The composite individual ratings for Standard IV were:

Exemplary	21
Proficient	21
Needs Improvement	0
Unsatisfactory	0

REPORT OF THE SUPERINTENDENT (continued)

ros #7-19 (continued)

Commendations

- The Superintendent's greatest contribution may be the way she has changed the culture of the Worcester Public Schools toward one of positivity and success. She never gives up on her students and that belief and investment in their success is felt by every student, teacher, and staff member.
-Mayor Petty
- Superintendent Binienda's commitment to achieving high standards will result in raising the bar for all students in the system.
-Dianna Biancheria
- The Superintendent values a culture of transparency and her communication skills are exemplary.
-Donna Colorio
- Superintendent Binienda has shown support for a commitment to high standards, communication, and continuous learning through her work. As mentioned previously regarding the strategic plan, an important part of the work for a "shared vision" is still in front of us. Weaving the community's strategic vision into the school district's vision with an implementation strategy will enable us to actually achieve a shared vision for the district.
-Jack Foley
- The superintendent began both academic years with assemblies for staff members. The programs involved guest speakers, including Worcester's Fire Chief, Police Chief and the Worcester County District Attorney who shared her vision of community partnerships being critical to student success and involvement. She continues to work on the professional culture to ensue that all stakeholders have a shared vision.
-Molly McCullough
- Superintendent Binienda continues to emphasize the importance of working together and believing in yourself. She has promoted and highlighted the successes in the district at community seminars and at student council meetings. Emphasis has been placed on giving back to the community with a commitment to "Service Learning" projects at the secondary schools.
-John Monfredo
- Mrs. Binienda has made excellent progress in her effort to establish, and maintain, a professional culture in the Worcester Public Schools which reflects a "commitment to high standards" and to "continuous learning;" a culture which formulates and sustains a "shared vision," which dedicates itself to effective communication, and which strives to build consensus as to critical and formative topics. Because school culture evolves slowly, over time, under even the best of circumstances, it is difficult to assess the breadth and depth of changes to it. However, Mrs. Binienda has made significant progress regarding it in a very short time.
-Brian O'Connell

REPORT OF THE SUPERINTENDENT (continued)

ros #7-19 (continued)

OVERALL ASSESSMENT OF THE PERFORMANCE ON THE STANDARDS

The following chart indicates the overall rating of each School Committee member on the standards.

	Standard I Instructional Leadership	Standard II Management and Operations	Standard III Family and Community Engagement	Standard IV Professional Culture
Joseph Petty	Proficient	Exemplary	Exemplary	Exemplary
Dianna Biancheria	Proficient	Exemplary	Exemplary	Proficient
Donna Colorio	Proficient	Proficient	Exemplary	Exemplary
Jack Foley	Proficient	Exemplary	Proficient	Proficient
Molly McCullough	Proficient	Proficient	Exemplary	Proficient
John Monfredo	Proficient	Exemplary	Exemplary	Exemplary
Brian O'Connell	Proficient	Proficient	Exemplary	Proficient

The composite ratings for Standards I, II, III and IV were:

Exemplary	13
Proficient	15
Needs Improvement	0
Unsatisfactory	0

Overall Summative Evaluation on the Goals and Standards

	Summative
Joseph Petty	Exemplary
Dianna Biancheria	Exemplary
Donna Colorio	Proficient
Jack Foley	Proficient
Molly McCullough	Proficient
John Monfredo	Exemplary
Brian O'Connell	Proficient

REPORT OF THE SUPERINTENDENT (continued)

ros #7-19 (continued)

The composite ratings for the Overall Summative Evaluation on the Goals and Standards were:

Exemplary	3
Proficient	4
Needs Improvement	0
Unsatisfactory	0

Commendations

- The involvement of the community and staff in the formulation of a Strategic Plan will include, but not be limited to, goal setting and curricula changes which will bring our district to a needed level of engagement and academic success.
- Dianna Biancheria
- Using data to drive decisions, Superintendent Binienda has also aggressively targeted struggling Level 3 schools.
-Jack Foley
- She has done an outstanding job in restructuring her administrative team to focus on improving teaching practices at the school level and supporting staff in their work. This has resulted in great morale within the teaching force and an over-all positive feeling about our schools within the community.
-John Monfredo
- She is rapidly growing into her position, and I am confident that, as she continues to do so, she is ideally situated to be a transformative superintendent for Worcester, and an exemplary academic leader, by word and by example, for school districts throughout Massachusetts as well.
-Brian O’Connell

Recommendations for Improvement

- Two critical areas of opportunity and challenge for the Worcester Public Schools and Superintendent Binienda over the next year will be the advocacy needed to increase state funding for public education and building a community and district consensus on a strategic plan that will move the Worcester Public Schools forward.
- I would like to see Superintendent Binienda become a statewide leader for the public schools of Gateway Cities, working closely with other superintendents advocating strongly for a long-term solution to this significant funding gap from state revenues.
- It will be important that Superintendent Binienda be the bridge that links the work of this Strategic Planning Committee to acceptance by the community and the school district and on to successful implementation.

REPORT OF THE SUPERINTENDENT (continued)

ros #7-19 (continued)

The final step is the rating on the impact on Student Learning.

This chart indicates 4 high and 3 moderate.

	Summative
Joseph Petty	Moderate
Dianna Biancheria	Moderate
Donna Colorio	High
Jack Foley	Moderate
Molly McCullough	High
John Monfredo	High
Brian O’Connell	High

High	4
Moderate	3
Low	0

I, on behalf of the School Committee, would like to thank Superintendent Binienda for her tremendous personal commitment to the success of our schools. I look forward to working with her, her management team and my colleagues as we seek to make the Worcester Public Schools one of the best urban school districts in the country.

Congratulations Superintendent Binienda on a job well done!

Very positive comments were made about Superintendent Binienda by Miss Biancheria, Ms. Colorio, Mr. Foley, Miss McCullough, Mr. Monfredo, Mr. O’Connell, Mayor Petty and the student representative Lorenzo Hernandez.

It was moved and voice voted to file the item.

GENERAL BUSINESS

gb #7-391

Miss Biancheria, Mr. Monfredo and Mr. Foley publicly thanked the Mayor, City Manager and the City Council for the increase in the school department budget.

GENERAL BUSINESS (continued)

gb #7-391 (continued)

Mr. O'Connell made the following motion:

Request that the Administration forward a letter of appreciation, on behalf of the School Committee, to the City Manager and the City Council for the increased funding to the Worcester Public Schools.

On a voice vote, the motion was approved.

gb #7-392

Mayor Petty requested that his name be added to the item.

gb #7-400

Mr. O'Connell made the following motion:

Request that the Administration forward a letter of appreciation, on behalf of the School Committee, to the Linda Hammett Ory and Andrew Ory Charitable Trust Foundation which made a generous Chromebook donation of \$88,712 to the Worcester Public Schools.

On a voice vote, the motion was approved.

gb #7-402 - Administration/Administration
(December 19, 2017)

Mr. O'Connell made the following motion:

Request that the Administration forward to the Citywide Parent Planning Advisory Council (CPPAC) the approved 2018-19 school calendar for any possible recommendations or amendments and also forward the proposed school calendars for 2019-20 and 2020-21 for a report back by February 2018.

On a voice vote, the motion was approved.

O T H E R

Mr. Monfredo made the following motion:

Request that the Administration forward letters of thanks and appreciation, on behalf of the School Committee, to Johnetta Smith, Band Director and Angela Poirier, Chorus Director and all the students who participated in the outstanding Holiday Musical Performance at South High Community School.

On a voice vote, the motion was approved.

Mayor Petty announced that there would be a two hour early dismissal for the Worcester Public Schools on Friday, December 22, 2017 due to the impending storm.