

Pursuant to Chapter 20 of the Acts of 2021 and in order to ensure active, public engagement, the City of Worcester currently allows for both in-person and remote participation. To partake in the "Public Participation" section of this meeting, you may attend the meeting in-person within the meeting location, click on the link below to join via Zoom or by dial the direct line as indicated.

<https://worcesterschools.zoom.us/j/87128177437?pwd=Nmh2WXFpQWUzb2ZCQnd6ZTQ1S0hPd09>

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

AGENDA #8

The School Committee will hold a meeting:

on: Thursday, March 17, 2022
at: 5:00 p.m. - Executive Session
6:00 p.m. - Regular Session
in: Esther Howland South Chamber, City Hall

ORDER OF BUSINESS

A. Call to Order

B. Pledge of Allegiance

C. Roll Call

D. Consent Agenda

i. Approval of Minutes

AOR 2-9 - Clerk
(March 9, 2022)

To consider approval of the Minutes of the School Committee Meeting of Thursday, March 3, 2022.

ii. Approval of Donations

gb 2-83 - Administration
(March 9, 2022)

To consider approval of the following donations:

-\$2,000 from The Journey Community Church to Belmont Street Community School
-\$1,000 from Beta Group, Inc. to be used as a scholarship for a deserving high school student who will be pursuing a degree in STEM or landscape architecture at an institute of higher education.
(Continued on page 2.)

- \$600 from Boston College to Jacob Hiatt Magnet Elementary School for participation in a Math Project Study to be used for classroom materials
- \$600 from Boston College to Tatnuck Magnet Elementary School for participation in a Math Project Study to be used for classroom materials

iii. Notification of Personnel Records

2-19 The Superintendent has APPROVED the APPOINTMENTS of the TEACHERS named below:

Bartkus, Anne, Norrback Ave, Special Ed., BA, 4, effective February 28, 2022
 Blackwood, Erica, Systemwide, Special Ed., MA, 6, effective March 14, 2022
 Duff, Cassandra, City View, Elementary., MA, 3, effective, March 7, 2022
 Dumas, Kaleena, Gates Lane, Special Ed., BA, 4, effective February 28, 2022
 Waugh, Hillary, Norrback Ave, Special Ed., MA, 5, effective March 10, 2022

2-20 The Superintendent has APPROVED the RESIGNATIONS of the TEACHERS named below:

Langroudi, Kamilia, Vernon Hill, ESL, effective February 25, 2022
 Ludizaca Torres, Blanca, Chandler Magnet, ESL, effective February 25, 2022
 Muhlidis, Arianna, Woodland Academy, Elem., effective February 24, 2022
 Salazar, Angela, Sullivan Middle, Art, effective February 22, 2022
 Sinasky, Joseph, Burncoat High, Special Ed., effective February 25, 2022
 Towler, Leah, Flagg Street, Elementary, effective February 25, 2022

iv. Initial filing of individual recognitions

gb 2-84 – McCullough
 (February 28, 2022)

To recognize Gordon Hargrove on Thursday, April 28, 2022 for all he has done for the children of the WPS over the years and wish him well in his retirement.

gb 2-85 – McCullough
 (March 8, 2022)

To forward letters of congratulations to The Worcester Tech Eagles for their MA High School Bowling State Team Championship win for the third year in a row.

gb 2-86 – McCullough
 (March 8, 2022)

To forward letters of congratulations to Worcester Tech students Joe L'Esperance and Mia Stolakis for their outstanding performance in the State Championship Bowling Tournament and for being named co-MVPs.

v. Notices of interest to the district or to the public

Recommendation of Administration

Approve the Consent Agenda items on a roll call.

E. Items for Reconsideration**F. Public Comment**

Any member of the public may address the Committee regarding any item before them for two (2) minutes. Those speaking will state their name, their residence, and the item on which they wish to speak for the record. Those speaking may do so in person or via remote participation. Those wishing to address the Committee in a language other than English are asked to notify the Clerk of the Committee in advance, so the Committee may be provided with an interpreter. Members of the Committee may not respond to the comments of the public at the meeting.

G. Public Petition**H. Report of the Superintendent****I. Reports of the Standing Committees**

The Ad-Hoc Search Committee for the Next Superintendent met virtually on Monday, February 28, 2022 at 5:00 p.m. in Room 410 of the Durkin Administration Building.

The Standing Committee on Governance and Employee Issues met virtually on Wednesday, March 1, 2022 at 4:30 p.m. in Room 410 of the Durkin Administration Building.

The Standing Committee on Finance and Operations met virtually on Tuesday, March 9, 2022 at 5:00 p.m. in Room 410 of the Durkin Administration Building.

**Recommendation of Administration
Approve****J. Student Advisory Committee item**

gb 2-87- Administration
(March 8, 2022)

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

Stacia Zoghbi, Ex-Officio	Worcester Technical High School
Shelley Duodu	South High Community School

**Recommendation of Administration
Discuss****K. Approval of Grants and other Finance Items**

gb 2-88 – Administration
(March 8, 2022)

To accept the Massachusetts Department of Elementary and Secondary Education Proficiency Based Outcomes for Languages Other than English - All Levels (FC 189) Grant in the amount of \$69,811.00

**Recommendation of Administration
Approve on a roll call**

Approval of Grants and other Finance Items (continued)

gb 2-89 – Administration
(March 9, 2022)

To extend a 3-year lease with Ontario Investments.

RECOMMENDATION OF ADMINISTRATION:
Approve on a roll call

L. General Business

gb 2-70.1 - Administration
(March 8, 2022)

To recognize Kitren Farrell a teacher at South High Community School for receiving the Dr. Lee Gurel Award for Excellence in Teaching Advanced Placement English and Bryce Maloney a student who achieved the highest ranking score on the AP English examination.

Recommendation of Administration
Recognize and file the item

gb 2-18.4 - Administration/Novick/Clancey/Johnson/Kamara/Mailman
(March 8, 2022)

Response of the Administration to the request to update the community on the Worcester Public Schools and COVID.

Recommendation of Maker
Provide an update and hold for the next meeting

gb #2-74 - Novick/Clancey/Johnson/Kamara/Mailman/McCullough
(February 23, 2022)

To consider an update on the municipal broadband committee.

Recommendation of Maker
Consider update

gb 2-90 – McCullough
(March 1, 2022)

Request that the Administration provide an update on middle school sports and what opportunities there are to add additional ones.

Recommendation of Maker
Refer to the Administration

gb 2-91 – Clancey
(March 8, 2022)

Request that the Administration consider creating a central Early Childhood/Pre-k center within a Worcester public school building.

Recommendation of Administration
Refer to the Administration

gb 2-92 – Clancey
(March 8, 2022)

Request that the Administration provide monthly reports regarding building maintenance to include timeframes on when work will begin and be concluded.

Recommendation of Maker
Refer to the Administration

gb 2-93 – Kamara
(March 9, 2022)

Request that the Administration provide an update on the Worcester Public School's School Bell Policy.

Recommendation of Administration
Refer to the Administration

gb 2-94 – Kamara
(March 9, 2022)

Request that the Administration provide an update on the Worcester Public School's opt-in and opt-out options regarding the sex education curriculum and provide the full scope of program per grade level and information regarding the hiring of staff.

Recommendation of Administration
Refer to the Administration

gb 2-95 – Kamara
(March 9, 2022)

Request that the Administration provide an update regarding the construction of Doherty Memorial High School.

Recommendation of Administration
Refer to the Administration

gb 2-96 – Administration
(March 9, 2022)

To amend the Mask Policy by including the effective date based on the vote of the Department of Public Health.

Recommendation of Administration
Approve on a roll call

M. Announcements

X. EXECUTIVE SESSION

gb 2-97 – Administration
(March 9, 2022)

To discuss strategy with respect to litigation for a Worker’s Compensation for a HVAC Technician, 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 in preparation for contract negotiations with nonunion personnel and to conduct negotiations with nonunion personnel – Manager of Special Education and Intervention Services.

N. ADJOURNMENT

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

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i. APPROVAL OF RECORDS
Clerk
(March 9, 2022)

ITEM - aor 2-9
S.C. MEETING - 3-17-22

ITEM:

To consider approval of the Minutes of the School Committee Meeting of Thursday, March 3, 2022.

PRIOR ACTION:

BACKUP:

Annex A (12 pages) contains a copy of the Minutes of the School Committee Meeting of Thursday, March 3, 2022.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

The School Committee of the Worcester Public Schools met virtually in Open Session at 5:02 p.m. in the Esther Howland Chamber at City Hall on Thursday, March 3, 2022.

There were present at the Call to Order:

Ms. Clancey, Mr. Johnson, Ms. Kamara, Ms. Mailman, Ms. McCullough, Ms. Novick and Mayor Petty

1. **EXECUTIVE SESSION**

It was moved to recess to Executive Session and Mayor Petty stated that the committee would reconvene in Open Session.

On a roll call of 7-0, it was moved to recess to Executive Session at 5:05 p.m. to discuss the following items:

gb #2-82 - Administration
(February 23, 2022)

To discuss strategy with respect to collective bargaining and to conduct collective bargaining regarding Grievance #21/22-16.

To discuss strategy in preparation for contract negotiations with nonunion personnel and to conduct negotiations with nonunion personnel – Manager of Special Education and Intervention Services.

The School Committee recessed from Executive Session at 6:00 p.m. and reconvened in Open Session at 6:04 p.m.

There were present at the second Call to Order:

Ms. Clancey, Mr. Johnson, Ms. Kamara, Ms. Mailman, Ms. McCullough, Ms. Novick and Mayor Petty

The Pledge of Allegiance was offered and the National Anthem was played.

2. A moment of silence was observed in memory of Annie D. O'Connell, mother of Tracy O'Connell Novick.
3. Mayor Petty suspended the rules to allow the following individuals to speak regarding the retro money owed to Instructional Assistants' and benefits and their hourly pay:

L. Zalauskas, S. Ramos, N. Medina, M. Martin, L. Medina

4. **MOTION FOR RECONSIDERATION**

gb #2-33 - Johnson
(February 21, 2022)

To reconsider the following item:

2.

To accept the Student, Teachers, and Officers Preventing (STOP) School Violence Grant Program in the amount of \$681,521 from the U.S. Department of Justice - Office of Justice Programs Bureau of Justice Assistance.

On a roll call of 4-3 (nays Ms. Clancy, Ms. McCullough and Mayor Petty), the motion to reconsider the item was defeated.

School Committee Member Novick left the meeting at 6:20 p.m.

5. **APPROVAL OF RECORDS**

aor #2-8 - Clerk
(February 23, 2022)

To consider approval of the Minutes of the School Committee Meeting of Thursday, February 17, 2022.

On a roll call of 6-0-1 (absent Ms. Novick), the item was approved.

6. **IMMEDIATE ACTION**

gb #2-67 - Administration
(February 22, 2022)

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

Stacia Zoghbi, Ex-Officio	Worcester Technical High School
Julianna Manxhari	Doherty Memorial High School
Nancy Tran	North High School

The student representatives discussed:

- the potential incidents involving alleged sexual harassment and abuse in schools.
- the denial of access for students to use single stall bathrooms.

School Committee Member Mailman asked if she could make a motion to put these topics on for the next School Committee meeting or refer them to a Standing Committee.

School Committee Clancey stated that she cannot make that motion due to the fact that the new School Committee Rules are established which state that the student representatives are asked to submit their items to the Clerk by noon on Wednesday the week prior to the meeting.

7. Pursuant to action taken in Executive Session, it was moved to deny Grievance 21/22-16.

On a roll call of 6-0-1 (absent Ms. Novick), Grievance #21/22-16 was denied.

8. **IMMEDIATE ACTION** (continued)

gb #2-29.1 - Administration
(February 8, 2022)

To recognize Angelo LaRose, a junior at South High Community School, for being selected as the recipient of the "MIAA Student-Athlete of the Month Award" for December 2021.

Angelo LaRose was recognized virtually.

On a roll call of 6-0-1 (absent Ms. Novick), the item was filed.

8. **COMMUNICATION AND PETITION**

c&p #2-5 - Clerk
(February 23, 2022)

To consider a communication from the EAW to approve a donation of sick days to an Instructional Assistant at Worcester Technical High School.

Roger Nugent, EAW President, requested that the staff of Worcester Technical High School be authorized to donate sick days to an Instructional Assistant and will provide the information to Human Resources.

Mayor Petty requested that the appropriate number of sick days be provided until a vote is taken at the Standing Committee.

On a roll call of 6-0-1 (absent Ms. Novick), the item was referred to the Standing Committee on Governance and Employee Issues.

9. **REPORTS OF THE STANDING COMMITTEES**

The Standing Committee on Governance and Employee Issues met virtually on Wednesday, February 2, 2022 at 4:30 p.m. in Room 410 of the Durkin Administration Building.

The following motion was held from the School Committee Meeting on February 17, 2022 for discussion:

School Committee Member Mailman made the following motion under gb #0-109:

Request that Rule 26 be amended to contain the following language:

Rule 26. On the Friday preceding a regular meeting, the agenda of the Committee will be assembled by the Clerk, in consultation with the Superintendent and the Vice Chair. The agenda will then be posted by the Clerk of the Worcester School Committee and will be officially posted by the City Clerk. **The vice-chair of the School Committee will have final authority over the posted agenda.**

School Committee Member Clancey stated that all committee members were asked for their suggested changes and input to the Rules of the School Committee. During the Standing Committee meeting, there were lengthy discussions on the suggested changes to them prior to a vote. At that point, the committee members decided that the agenda should be compiled by the Clerk in consultation with the Vice-chair and the Superintendent. She made a motion to file the item.

On a roll call of 5-1-1 (nay Ms. Mailman) (absent Ms. Novick), the motion was filed.

10. The following items were taken out of order.

gb #2-18.3 – Administration/Novick/Clancey/Johnson/Kamara/Mailman
(February 22, 2022)

Response of the Administration to the request to update the community on the Worcester Public Schools and COVID.

Superintendent Binienda provided the updated COVID results as follows:

Week of February 18 through March 3

Students

-36 positive cases
-0 quarantined

Staff

-10 positive cases
-0 quarantined

Test and Stay cases:

Students

-24

Staff

-4

Superintendent Binienda stated that she would provide more information regarding vaccine clinics at the next School Committee meeting.

School Committee Member Mailman asked if there were any updates on the number of vaccinations.

Superintendent Binienda stated that she would be forwarding them to the School Committee members on Friday, March 4, 2022.

Vice-Chair Johnson asked if the vaccination numbers had changed.

Superintendent Binienda stated that the numbers come from the Department of Public Health. They are the ones who provide the vaccination shots.

School Committee Member Kamara requested that the Administration invite Dr. Castiel to a School Committee Meeting to provide an updated report regarding vaccination clinics, the number of people who have received vaccinations and indicate what has been done throughout the city.

On a roll call of 6-0-1 (absent Ms. Novick), the item was held for the next meeting.

gb #2-65.1 - Administration/Mayor Petty/Clancey/Johnson/McCullough
(February 22, 2022)

Response of the Administration to the request to consider amending EBCFA on Face Coverings as contained in the School Committee's Policy Manual.

Attorney Sweeney discussed the proposed changes to the Face Coverings Policy. One of the revisions he included was in regards to the masks on school busses. He stated that, as of February 25, 2022, the Centers for Disease Control had determined to no longer require the wearing of masks on busses or vans operated by public or private school systems, including early care and education childcare programs. In the WPS Policy, it is strongly recommended that masks be worn by individuals who remain unvaccinated or who are immunocompromised, when in school buildings, school busses, vans and on school grounds. Individuals who are vaccinated are not required to wear a mask, but may do so if desired. Masks will be required in all school health offices and by all students and staff who are returning from five day quarantine periods following a positive COVID test.

He further stated that he included language that the policy will be effective concurrently with the effective date of a vote by the City of Worcester Board of Public Health to rescind the citywide mask mandate in Worcester's K-12 schools and that the policy would remain in place until rescinded or amended by the School Committee.

Mayor Petty made the following amendment to the Face Covering Policy:

Change Department of Public Health to Board of Public Health.

On a roll call of 6-0-1 (absent Ms. Novick), the amendment was approved.

School Committee Kamara asked if language could be included regarding the bullying of students who choose to either wear or not wear masks.

Superintendent Binienda stated that there is a Bullying Policy that covers those issues and is not necessary to add it to this policy.

Mayor Petty suggested amending the policy by referring it to the Bullying Policy.

School Committee Kamara made the following amendment to the Face Covering Policy:

Request that the Bullying Policy be referenced in the Face Covering Policy.

On a roll call of 6-0-1 (absent Ms. Novick), the amendment was approved.

On a roll call of 6-0-1 (absent Ms. Novick), the following Face Covering Policy was approved as amended.

FACE COVERING

The Worcester Public School District is committed to providing a safe environment in schools during the ongoing COVID-19 pandemic. Maintaining a safe environment is critical to the District's ability to ensure students remain in a full-time classroom learning environment.

According to public health experts, one of the best ways to stop the spread of coronavirus and to keep members of our school community safe is the use of face masks or face coverings. Therefore, in accordance with guidance and recommendations from the Center for Disease Control (CDC), the Department of Elementary and Secondary Education (DESE) and the Massachusetts Board of Public Health (BPH), the following requirements are in place until further notice.

A face covering that covers the nose and mouth is strongly recommended to be worn by individuals who remain unvaccinated or are otherwise immunocompromised in school buildings, on school buses and vans, and on school grounds, even when social distancing is observed.

Individuals who are vaccinated are not required to wear a mask, but may do so if desired.

Students and staff returning from 5 day quarantine following a positive COVID test must follow strict mask use, other than when eating, drinking, or outside, and conduct active monitoring for symptoms, through day 10 of exposure.

Masks will be required in all school health offices.

Previously by federal public health order, all students and staff were required to wear a mask on school buses. However, effective February 25, 2022, the Centers for Disease Control is exercising its enforcement discretion to not require wearing of masks on buses or vans operated by public or private school systems including early care and education/child care programs.

This policy will be effective concurrently with the effective date of a vote of the City of Worcester Department of Public Health to rescind the City-wide mask mandate in Worcester's K-12 schools. This policy will remain in place until rescinded or amended by the School Committee.

Reference: -JICFB – BULLYING PREVENTION POLICY

Guidance Statements: Massachusetts Department of Public Health

[https://www.mass.gov/info-details/covid-19-mask-requirements-mask-requirements-in-certain-locations-](https://www.mass.gov/info-details/covid-19-mask-requirements-mask-requirements-in-certain-locations)

<https://search.mass.gov/?q=school+health+offices>

Center for Disease Control and Prevention – Guidance for Covid-19 Prevention in K-12 Schools Updated January 13, 2022.

<https://www.cdc.gov/coronavirus/2019-ncov/community/schools-childcare/k-12-guidance.html>

Requirement for Face Masks on Public Transportation Conveyances and at Transportation Hubs.

<https://www.cdc.gov/coronavirus/2019-ncov/travelers/face-masks-public-transportation.html>

Massachusetts Department of Elementary and Secondary Education – Fall 2021 Covid-19 Guidance Updated February 9, 2022; updated February 28, 2022.

<https://www.doe.mass.edu/covid19/on-desktop/2022-0209mask-requirement-update.pdf>

SOURCE: MASC – February 10, 2022 with additional School Committee revisions and Guidance Statement references.

11. **REPORTS OF THE STANDING COMMITTEES** (continued)

The Standing Committee on School and Student Performance met virtually on Tuesday, February 15, 2022 at 4:30 p.m. in Room 410 of the Durkin Administration Building.

gb #8-54 - Mr. Monfredo/Mr. O'Connell/Mr. Comparetto/Miss McCullough/Miss Biancheria (February 2, 2018)

Request that the Administration provide a report on the accountability changes made by the Department of Elementary and Secondary Education.

School Committee member Novick stated that DESE is in the process of changing the accountability standards and requested that the Administration provide a report on how those proposed changes will impact the WPS.

Superintendent Binienda stated that the Administration will report to the School Committee once the changes are made.

On a roll call of 3-0, the item was filed.

gb #0-232 - Ms. Novick/Mrs. Clancey/Mr. Foley/Ms. McCullough/Mr. Monfredo (July 7, 2020)

To consider the Worcester Regional Research Bureau's July 2020 report "[Broadening Broadband](#)".

Dr. Andrade stated that data collected by the Office of Educational Technology, the Worcester Regional Research Bureau and the Education Superhighway regarding internet availability for all WPS households will be shared in an upcoming report.

School Committee member Novick stated that she will provide any updates from the monthly meetings of the Municipal Broadband Committee to the full School Committee.

On a roll call of 3-0, the item was filed.

gb #0-290.2 - Administration/Ms. Novick/Mrs. Clancey/Ms. McCullough (November 3, 2020)

Response of the Administration to the request to clarify under what circumstances students will be suspended during remote learning and what suspension will consist of during that time.

On a roll call of 3-0, the item was filed.

gb #0-311 - Ms. Novick/Mrs. Clancey/Ms. McCullough (September 23, 2020)

Request administration clarify school arrest data as reported to the state for the 2018-19 school year.

On a roll call of 3-0, the item was filed.

gb #0-312 - Ms. Novick (September 23, 2020)

To review the recently released Citizens for Juvenile Justice and Strategies for Youth report "[Fail: School Policing in Massachusetts](#)."

On a roll call of 3-0, the item was filed.

gb #0-353 - Administration (November 10, 2020)

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

Request that the Administration consider sharing weekly student check-in survey responses with the School Committee. (Jasmine Owusu)

On a roll call of 3-0, the item was filed.

gb #0-347.1 - Administration/Ms. Novick/Mrs. Clancey/Ms. McCullough (January 19, 2021)

Response of the Administration to the request to propose for School Committee deliberation and decision alternative methods for determining admission to limited admission programs and schools in light of the lack of 2020 MCAS data.

On a roll call of 3-0, the item was filed.

gb #1-171.1 - Administration/Miss Biancheria/Ms. McCullough/Mr. Monfredo/Ms. Novick (July 13, 2021)

Response of the Administration to the request to provide the number of students enrolled in the freshman class at Worcester Technical High School and include both the number that applied and those on the waiting list.

School Committee member Novick requested that the Administration provide an update in the Spring on the success of the new admission process.

Vice-Chair Clancey requested a report on the number of students who are on the wait list that actually enrolled in an Innovation Pathway.

Dr. Andrade stated that he will contact the principal in order to collect that information.

On a roll call of 3-0, the item was filed.

gb #1-267 - Administration (September 27, 2021)

To review the annual Innovation School Plan evaluations as submitted to the Massachusetts Department of Education for SY 2020-2021.

On a roll call of 3-0, the item was filed.

ROS #1-12 - Administration (October 13, 2021)

SY21 MCAS PERFORMANCE

Dr. Andrade provided information from DESE showing the growth for both ELA and math. Hispanic, Latino and ELL students with disabilities tended to have lower growth on the MCAS.

On a roll call of 3-0, the item was filed.

ros #1-13 - Administration (November 9, 2021)

EQUITY AND OPPORTUNITY: STUDENT EXPERIENCE AND PERFORMANCE BY RACE AND SPECIALIZED SERVICES

On a roll call of 3-0, the item was filed.

motion ros #1-6 - Ms. Novick (April 8, 2021)

Request that the Administration provide the data regarding new English learner students who would possibly not be able to pass the MCAS but did but did graduate due to the approval of the modified competency determination.

School Committee member Novick requested that the Administration contact other urban School Committees in order to analyze the data and discuss the use of MCAS as a determinate for graduation.

Superintendent Binienda stated that Carmen Melendez-Quintero has been in contact with the State regarding students having the ability to take the MCAS in Spanish. She also stated that the district has requested EL to be a pilot for consideration of having students take the test in Spanish.

On a roll call of 3-0, the item was filed.

SCHOOL COMMITTEE ACTION

On a roll call of 6-0-1 (absent Ms. Novick), the Action Sheet was approved as stated.

12. **PERSONNEL**

- 2-14 The Superintendent has APPOINTED the persons named below to the position of Aide to the Physically Handicapped 10 Month, permanent at a salary of \$25.68 per hour, from Civil Service List #321-066, effective as follows:

Mettle, Ramcy	2/2/2022
Santiago, Gabriel	1/31/2022

- 2-15 The Superintendent has provisionally APPOINTED the persons named below to the position of Junior Custodian, permanent/fulltime at a salary of \$17.21 (minimum) to \$21.90 (maximum), per hour, effective as shown:

Neeland, Raymond	2/7/2022
Rojas, Ediberto	1/24/2022
Veras, Miguel	2/28/2022

- 2-16 The Superintendent has provisionally APPOINTED the person named below to the position of 52 week Word Processor, permanent/fulltime at a salary of \$19.40 (minimum) to \$23.99 per hour (maximum) effective as shown:

Berrios, Yesica	2/14/2022
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- 2-17 The Superintendent has APPROVED the RESIGNATIONS of the TEACHERS named below:

Frasier, Claire, Burncoat High School, Teacher, Special Education, Resigned, Moderate Special Needs/Inclusion, effective February 11, 2022

Gibbons, Jacqueline, Teacher, City View, Special Education, Moderate Special Needs/Inclusion, effective February 18, 2022

Williamson, Kelly, Roosevelt, Administration, Principal - 42 Week, Elementary, effective February 11, 2022

- 2-18 The Superintendent has APPROVED the RETIREMENTS of the persons named below:

Whitney, Margaret, Teacher, Systemwide, Special Education, Learning Disabilities, effective February 14, 2022

School Committee Member Kamara made the following motion:

Request that the Administration provide, in a Friday Letter, the list of reasons why staff and educators are exiting the system.

Superintendent Binienda stated that all employees that leave the system are asked to do an exit interview and Ms. Perez collects that information.

On a roll call of 6-0-1 (absent Ms. Novick), the motion was approved and Personnel items 2-14 through 2-18 were filed.

13. **GENERAL BUSINESS**

gb #2-68 – McCullough/Clancey/Johnson/Kamara/Mailman/Novick
(February 14, 2022)

Request that the Administration provide an update on the Environmental Tech Program at Worcester Technical High School.

School Committee Member McCullough made the following motion:

Request that the item be referred to the Standing Committee on Teaching, Learning and Student Supports.

On a voice vote the motion was approved.

gb #2-69 - Administration
(February 15, 2022)

To set a date to recognize David Shea for receiving the Athletic Director Award from the Massachusetts Secondary Schools Athletic Directors Association.

It was moved and voice voted to file the item.

gb #2-70 - Administration
(February 15, 2022)

To set a date to recognize Kitren Farrell a teacher at South High Community School for receiving the Dr. Lee Gurel Award for Excellence in Teaching Advanced Placement English and Bryce Maloney a student who achieved the highest ranking score on the AP English examination.

It was moved and voice voted to set the date of March 17, 2022.

gb #2-71 - Administration
(February 18, 2022)

To review, for informational purposes, the Job Description for an Assistant Coordinator of Building and Grounds position for the Facilities Department.

On a roll call of 6-0-1 (absent Ms. Novick), the item was approved.

gb #2-72 - Administration
(February 18, 2022)

To accept the Accelerating Literacy Learning with High-Quality Instructional Materials Grant (FC 719) in the amount of \$200,000 from the Massachusetts Department of Elementary and Secondary Education, effective February 17, 2022 through June 30, 2022.

Ms. Melendez-Quintero stated that the grant will help cover the cost of the continuous expansion of the elementary dual language program and some professional development materials.

School Committee Member Kamara asked if there will be additional languages added to the program.

Ms. Melendez-Quintero stated that there has been discussions of a Portuguese dual language program.

On a roll call of 6-0-1 (absent Ms. Novick), the item was approved.

gb #2-73 - Novick/Clancey/Johnson/Kamara/Mailman/McCullough
(February 23, 2022)

Request administration update the Worcester School Committee on after school/additional learning time programs being funded through federal Elementary and Secondary Schools Emergency Relief funds, as required under the terms of the grant.

It was moved and voice voted to refer the item to the Administration for a report at the March 17, 2022 meeting.

gb #2-74 - Novick/Clancey/Johnson/Kamara/Mailman/McCullough
(February 23, 2022)

To consider an update on the municipal broadband committee.

On a roll call of 6-0-1 (absent Ms. Novick), the item was held.

gb #2-75 - Novick/Clancey/Johnson/Kamara/Mailman/McCullough
(February 23, 2022)

To consider a pilot municipal sidewalk clearing program in the interest of student and other pedestrian safety and to ensure winter student attendance.

On a roll call of 6-0-1 (absent Ms. Novick), the item was referred to a Joint meeting of the Standing Committee on Finance and Operations and the City Council's Standing Committee on Education.

gb #2-76 - Novick/Clancey/Johnson/Kamara/Mailman/McCullough
(February 23, 2022)

Request the Superintendent direct Durham School Services to notify the Worcester Public Schools Transportation Department of the buses, routes, and trips not running or being covered by a different route by 6 am each school day morning and 1 pm each school day afternoon for both coverage and communication purposes.

It was moved and voice voted to refer the item to the Superintendent.

gb #2-77 - Kamara/Clancey/Johnson/Mailman/McCullough/Novick
(February 23, 2022)

Request that the Administration provide a report regarding the way in which it handles student discrimination, harassment and racism.

It was moved and voice voted to refer the item to the Administration.

gb #2-78 - Kamara/Clancey/Mailman/McCullough/Novick
(February 23, 2022)

To consider developing a diversity, equity, inclusion and justice (DEIJ) statement to be posted on the website and on all job postings.

It was moved and voice voted to refer the item to the Administration.

gb #2-79 - Administration
(February 23, 2022)

Request that the School Committee APPROVE the APPOINTMENT of the following provisional civil service employee as a School Nurse, effective as shown:

Rodriguez, Celena, Forest Grove Middle School, Bachelor's, Step 1, \$50,262.00, effective February 17, 2022. License Pending: School Nurse All Levels.

On a roll call of 6-0-1 (absent Ms. Novick), the item was approved.

gb #2-80 - Administration
(February 23, 2022)

To accept the Early College Full School Impact Planning Grant (FC 466) in the amount of \$150,000 from the Massachusetts Department of Elementary and Secondary Education, effective January 10, 2022 through June 30, 2022.

School Committee Member Mailman asked how this grant will impact the Early College programs that are in other high schools and what is the percentage goal for students attending these classes.

Superintendent Binienda stated that it will not impact other programs in the high schools. The Worcester Public Schools works in partnership with Worcester State University and Quinsigamond Community College to provide Early College programs to the high schools. The goal is to have 25 percent of all students in high school get early college credits upon graduating. She also stated that she forwarded a letter to the legislature requesting additional funding for the Early College Programs across the state. Money is needed to pay for the courses, teachers and professors to teach the classes both in WPS buildings and the colleges.

School Committee Member Kamara asked how the courses are selected and whether or not does the Administration consider a pathway for students to become educators in the WPS.

Superintendent Binienda stated that a team of both Administrators from both the WPS and colleges meet often to discuss and select what courses would best suit the interest of the students and the availability of the staff. There was a teacher pathway that was developed last year to encourage students to become teachers in the WPS.

On a roll call of 6-0-1 (absent Ms. Novick), the item was approved.

gb #2-81 - Administration
(February 23, 2022)

To consider approval of the Job Description for a Registered Nurse position for the Nursing Department.

On a roll call of 6-0-1 (absent Ms. Novick), the item was approved.

On a roll call of 6-0-1 (absent Ms. Novick), the meeting adjourned at 7:23 p.m.

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

ii. APPROVAL OF DONATIONS
Administration
(March 9, 2022)

ITEM - gb 2-83
S.C. MEETING - 3-17-22

ITEM:

To consider approval of the following donations:

- \$2,000 from The Journey Community Church to Belmont Street Community School
- \$1,000 from Beta Group, Inc to be used as a scholarship for a deserving high school student who will be pursuing a degree in STEM or landscape architecture at an institute of higher education.
- \$600 from Boston College to Jacob Hiatt Magnet Elementary School for participation in a Math Project Study to be used for classroom materials
- \$600 from Boston College to Tatnuck Magnet Elementary School for participation in a Math Project Study to be used for classroom materials

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

iv. INITIAL FILING OF RECOGNITIONS
McCullough
(February 28, 2022)

ITEM - gb 2-84
S.C. MEETING - 3-17-22

ITEM:

To recognize Gordon Hargrove on Thursday, April 28, 2022 for all he has done for the children of the WPS over the years and wish him well in his retirement.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Recognize on April 28, 2022.

iv. INITIAL FILING OF RECOGNITIONS
McCullough
(March 8, 2022)

ITEM - gb 2-85
S.C. MEETING - 3-17-22

ITEM:

To forward letters of congratulations to The Worcester Tech Eagles for their MA High School Bowling State Team Championship win for the third year in a row.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Forward letters.

iv. INITIAL FILING OF RECOGNITIONS
McCullough
(March 8, 2022)

ITEM - gb 2-86
S.C. MEETING - 3-17-22

ITEM:

To forward letters of congratulations to Worcester Tech students Joe L'Esperance and Mia Stolakis for their outstanding performance in the State Championship Bowling Tournament and for being named co-MVPs.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Forward letters.

A C T I O N S

The Ad Hoc Search Committee for the selection of the next Superintendent of the Worcester Public Schools met virtually at 5:00 p.m. on Monday, February 28, 2022 in Room 410 at the Durkin Administration Building.

The following members of the Ad Hoc Committee were present:

Ms. Novick, Ms. Kamara and Chair McCullough

Others in attendance: Dr. Friel

gb #1-232 - Mayor Petty
(August 31, 2021)

To begin the process and engage with a search consultant to conduct a national search to recruit and hire a Superintendent for the Worcester Public Schools with an effective date of July 1, 2022. Prior to the commencement of the search process, the School Committee, in collaboration with the consultant, will develop and implement a comprehensive, inclusive, public process to solicit input from all members of the Worcester community regarding the needs of the district and the characteristics and skillsets required in the next Superintendent of Schools.

Chair McCullough proposed the following changes to the Superintendent Search Schedule:

The Prospect Review Meeting - change from March 9, 2022 to March 21, 2022 at 5:00 p.m. via Zoom in Executive Session.

The Round-One of Interviews - change from March 23 and 24, 2022 to March 29 and 30, 2022 from 8:00 a.m. to 4:00 p.m. via Zoom in Executive Session.

The Reference Feedback Meeting - change from April 14, 2022 at 5:00 p.m. -6:30 p.m. via Zoom to April 14, 2022 at 3:00 p.m. - 4:30 p.m. via Zoom in Executive Session.

School Committee Member Novick asked if the application deadline will give enough time for applicants to submit their paperwork and if the committee members will receive the applications once the search firm categorizes them.

Chair McCullough stated that ideally the Search Firm would like all applications in by March 4, 2022 but will accept them until the process begins for the Prospect Review Meeting on March 21, 2022. From March 22nd through March 28th, the candidates will be contacted to set up an interview time which will take place on March 29th and 30th. She also stated that based on the qualifications that were set forth in the Job Description that was approved by the School Committee, individuals may submit applications even if they don't meet some of the requirements and will still be included in the review process. This is a confidential process, so the committee members can't discuss the applicants and is the reason why these meetings are in Executive Session. The Search Committee will have access to a password protected website where it can review the applicants once the search firm puts it together.

School Committee Member Novick asked when the School Committee members will be notified of the selection of the finalists.

Chair McCullough stated that April 14, 2022 is the date when the finalists will be selected and it is her understanding the School Committee Members will be notified at the next School Committee Meeting.

Chair McCullough made the following motion:

Request that the Superintendent Search Schedule be approved amended.

**Worcester Public School, Superintendent
Updated Search Schedule 2-28-2022**

<p>Date: November 22, 2021 (Monday) <i>Time-5:45-6:45 pm Eastern</i></p>	<p>Orientation with the School Committee:</p>
<p>Date: December 8, 2021 (Wednesday) <i>Time: 9:30-11:30 am Eastern</i></p>	<p>Search Committee Start-up Meeting search process is outlined, and expectations are reviewed</p>
<p>Date: December 13-17, 2021</p>	<p>Schedule listening session groups</p>
<p>Date: January 18-26, 2022</p> <p>Date: February 4, 2022 (Friday)</p>	<p>Conduct listening sessions</p> <p>Launch survey in English/Spanish</p> <p>Finalize Position Description/Advertisement Place Advertisements Nominations Sought Recruiting Conversations Held</p>
<p>Date: March 21, 2022 (Monday) <i>Time: 5:00-7:00 pm Eastern</i> <i>Via zoom</i> <i>Executive Session</i></p>	<p>Prospect Review Meeting: Search Committee meets to review leading prospects for consideration; The committee selects candidates from preliminary review to move to interview phase and discusses interview strategies</p>
<p>Date: March 29-30, 2022 (Tuesday and Wednesday) <i>8:00 am-4:00 pm Eastern</i> <i>Via zoom</i> <i>Executive Session</i></p>	<p>Round-One of Interviews: Search Committee and G/A&A conducts interviews of leading candidates, and the Committee selects candidates for referencing.</p>

Date: April 14, 2022 (Thursday) <i>Time: 3:00-4:30 pm Eastern</i> <i>Via zoom</i> <i>Executive Session</i>	Reference Feedback Meeting Search Committee hears preliminary referencing feedback and recommends candidates to the School Committee for further consideration and interviews.
Date: April 25-28, 2022 <i>Location: TBD</i>	Round Two of Interviews Finalists interview with The School Committee
Will need to flex here	
Date: April 2022	Appointment
Date: July 1, 2022	Start Date

On a roll call of 3-0, the Superintendent Search Schedule was approved as amended.

On a roll call of 3-0, the meeting adjourned at 5:09 p.m.

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

Committee Members
Laura Clancey, Chair
Molly McCullough, Vice-chair
Jermaine Johnson

AGENDA #3
G/EI
3-1-22
Page 1

A C T I O N S

The Standing Committee on Governance and Employee Issues met virtually at 4:30 p.m. on Tuesday, March 1, 2022 in Room 410 at the Dr. John E. Durkin Administration Building.

There were present: J. Johnson, Vice-Chair McCullough and Chair Clancey

Representing Administration: Superintendent Binienda, Dr. O'Neil,
Ms. Boulais and Dr. Friel

c&p #0-13 - Clerk (August 18, 2020)

To consider a communication from the Racism Free Worcester Public School Group regarding nine areas of concerns.

Chair Clancey stated that due to the fact some items have been responded to and others are currently in different subcommittees, she recommended that the item be filed.

On a roll call of 3-0, the item was filed.

gb #0-213 - Ms. Novick/Mrs. Clancey/Mr. Foley/Ms. McCullough (June 10, 2020)

To review for possible implementation, the Massachusetts Attorney General's Model Memorandum of Understanding for School Resource Officers.

Chair Clancey stated that the district has replaced School Resource Officers with School Liaisons and recommended that the item be filed.

On a roll call of 3-0, the item was filed.

gb #0-293 - Ms. Novick/Mrs. Clancey/Ms. McCullough (September 9, 2020)

To ensure Worcester Public Schools remote learning policies ensure all Worcester Public Schools administrators, staff, and students behave as guests in each other's homes.

On a roll call of 3-0, the item was filed.

gb #0-359 - Administration (November 12, 2020)

To consider approval to turn on the self-harm filter that is available with the current software that monitors those students' behaviors.

On a roll call of 3-0, the item was filed.

gb #1-50 - Ms. McCullough/Miss Biancheria//Mrs. Clancey/Mr. Foley/
Mr. Monfredo (January 25, 2021)

Request that the Administration review camera use procedures regarding privacy, legal and family contract options.

On a roll call of 3-0, the item was filed.

gb #1-121 - Mayor Petty/Mrs. Clancey/Mr. Monfredo/Ms. Novick (April 9, 2021)

To consider a report from the Worcester Mayoral Commission on Latino Education and Advancement.

Chair Clancey stated that this item was brought before the full School Committee last Spring and portions of it are part of the Fourteen Points which is in the Standing Committee on Teaching, Learning and Student Supports and recommended that the item be filed.

On a roll call of 3-0, the item was filed.

gb #1-189 - Mayor Petty/Miss Biancheria/Mrs. Clancey/Ms. McCullough/Ms. Novick
(July 13, 2021)

To consider the Worcester Teacher Pipeline: Recommendations for Diversifying and Retaining Teachers of Color-A Comprehensive Proposal.

Superintendent Binienda stated that the district and Worcester State University plan to collaborate with Mass Hire in order to attract a more diverse group of teachers. They are also working on a program that will allow those with degrees in other fields that would like to become teachers, certified as educators. She also stated that two hundred high school students will be involved in a student-teacher pipeline this summer.

Chair Clancey requested that an update be provided to the full School Committee.

On a roll call of 3-0, the item was filed.

gb #1-210.4 - Administration/Ms. Novick/Mrs. Clancey/Ms. McCullough/Mr. Monfredo (November 10, 2021)

Response of the Administration to the request to list all those whose contracts are with the superintendent who are currently:

1. on automatic one year renewals of their contract;
2. beyond one year renewals;
3. beyond the renewal language of their contract otherwise and
4. have no written contract at all.

Report to be current to the filing date of this item (8/16/21).

Ms. Boulais outlined the typical annual process that takes place this time of year. She meets with the Superintendent and reviews the contracts that are up for renewal. She stated that all individual employee contracts end on June 30th. Therefore, they will be reviewed with the Superintendent and any possible non-renewals will be discussed.

On a roll call of 3-0, the item was filed.

gb #1-322.1 -Administration/Ms. McCullough/Mrs. Clancey/Mr. Monfredo/ Ms. Novick (January 12, 2022)

Response of the Administration to the request to review the policies for athletic eligibility.

Vice-Chair McCullough requested that the item be held in order to receive feedback from principals and Administration as stated in the backup.

On a roll call of 3-0, the item was held.

c&p #2-3 - Clerk (January 26, 2022)

To consider a communication from the EAW to consider approval of a donation of sick days to an Instructional Assistant at the ACT Program from a teacher at the Alternative School.

Chair Clancey stated that the request was for a donation of twenty sick days and was approved at the School Committee meeting of February 3, 2022. Therefore, she recommended that the item be filed.

On a roll call of 3-0, the item was filed.

On a roll call of 3-0, the meeting adjourned at 4:50 p.m.

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

Committee Members
Tracy Novick, Chair
Jermoh Kamara, Vice-Chair
Susan Mailman

AGENDA #2
F/O
3-9-22
Page 1

A C T I O N S

The Standing Committee on Finance and Operations met virtually at 5:02 p.m. on Wednesday, March 9, 2022 at the Durkin Administration Building in Room 410.

There were present: Ms. Kamara, Ms. Mailman and Chairman Novick

Representing Administration were: Mr. Allen, Dr. O'Neil and Superintendent Binienda

Mr. Johnson was also in attendance.

Others in attendance: M. Freeman, J. Hennessey, K. Hernandez, D. Lombardi, B. Walton and S. Zoghbi

gb #0-58 - Ms. Novick/Miss Biancheria/Mr. Foley/Mr. Monfredo (January 29, 2020)

To discuss the proposal to move city polling locations into the Worcester Public Schools

On a roll call of 3-0, the item was referred to the Joint Standing Committee on Finance and Operations and the City Council's Standing Committee on Education.

gb #2-31 - McCullough/Clancey/Johnson/Kamara/Mailman/Novick (January 19, 2022)

Request that the Administration provide an update from the Nutrition Department, possibly in a presentation, with information about the different types of meals that are being provided this year and any challenges it is facing during this return to school year along with supply chain shortages.

Mr. Allen introduced Ms. Lombardi, noting the award-winning work of the Nutrition Department.

Ms. Lombardi stated that the Worcester Public Schools Nutrition Department runs four programs: The National School Lunch Program; the School Breakfast Program; CACFP and Summer Food Service; and the Fresh Fruit and Vegetable Program. The Department operates under both federal and state mandates. Ms. Lombardi reviewed the work of the Department prior to the pandemic, the work under the pandemic waivers during which school nutrition was deemed an essential service, and currently. She noted that the most recent federal action did not extend the waivers under which the Department has been operating. She stated that the in-house production of the Worcester Public Schools gave some ability for the district to manage procurement challenges. She explained that having the kitchens run as production facilities also allows for workforce development. She stated that the goal of the Department is for all students to have access to all culinary options, and she further noted the ongoing work for culturally relevant food for our students.

Vice-Chair Kamara asked about the availability of menus at each school. Ms. Lombardi explained that there are three menus for the district, which are provided on the district website. Vice-Chair Kamara asked about access to fresh fruit. Ms. Lombardi explained the preference for local fresh food, which also saves on gas. Vice-Chair Kamara asked about the increase in culturally relevant food; Ms. Lombardi explained the ongoing work with the community.

Member Mailman requested more explanation on food production in-house. She asked if there is a subsidization of the Nutrition Department from the general fund. Mr. Allen stated that the Nutrition Department receives no general funds; all of the costs of the School Nutrition Department, including health insurance and retirement, are covered through nutrition funding.

Student Member Zoghbi noted the allergies of students, and requested further signage in cafeterias regarding allergens. She asked about the differing access to water. Ms. Lombardi noted a partnership in getting water access to schools.

Chair O'Connell Novick noted the 82 open positions in the Department and asked if the Committee could be useful in filling them. Ms. Lombardi stated the Nutrition Department has a good working relationship with Human Resources.

Chair Novick made the following motion:

Request that the Administration contact the federal delegation and the state and national associations to urge action on extending the federal nutrition waivers.

On a roll call of 3-0, the motion was approved.

On a roll call of 3-0, the item was filed.

gb #0-33 - Mr. Foley/Mrs. Clancey/Ms. McCullough/Mr. Monfredo/Ms. Novick (January 8, 2020)

To include a standing item for "Transportation Update" at each Finance and Operations committee meeting with information provided regarding the problems facing student transportation and improvements experienced.

gb #2-44 - Johnson/Clancey/Kamara/Mailman/McCullough/Novick (January 26, 2022)

Request that the Administration provide a pre and post Covid report regarding the timeliness and consistency of school bus routes to include:

- the number of bus drivers that are currently active and indicate how many are needed
- the number of bus drivers and monitors that are needed to be fully staffed and indicate the recruitment efforts being made and

- indicate what Human Resources is doing to help in this regard.

(These items were considered together.)

Mr. Allen updated the number of Durham drivers available to the district since the last meeting; there are now 34 drivers short of the 141 contracted for the 2021-22 school year. Durham has reported that this includes 6 drivers from other locations.

Mr. Allen stated that the Worcester Public Schools now have 38 people actively in training, an increase of 2 from last month's report. Beyond drivers, the only currently open position remaining to be filled is the Transportation Systems Coordinator, who will be responsible for the IT aspects of the system; applications are still being accepted. There will be additional positions open as part of the FY23 budget.

Student member Zoghbi restated the interest the students have in a smaller walk zone, given reasons of safety and winter weather, which was set as a student member FY23 budget priority.

Member Mailman asked about coordination with the WRTA. Mr. Hennessey stated that when the district used bus passes, the district had a better idea of the level of student ridership; now that the WRTA is free, it is more difficult to tell. Ms. Binienda stated that hundreds of students rode the WRTA buses before the pandemic.

Chair O'Connell Novick asked if the ability of the district to provide for transportation to after-school care was dependent on number of buses and drivers for next year. Mr. Allen stated that such transportation was always only provided on the basis of buses going on a route in the after school care direction with available seats. Mr. Hennessey added such provisions were dependent on space.

On a roll call of 3-0, the item was held.

On a roll call of 3-0, the meeting was adjourned at 6:30 p.m.

J. STUDENT ADVISORY COMMITTEE
Administration
(March 8, 2022)

ITEM - gb 2-87
S.C. MEETING - 3-17-22

ITEM:

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

Stacia Zoghbi, Ex-Officio
Shelley Duodu

Worcester Technical High School
South High Community School

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Discuss.

K. APPROVAL OF GRANTS
Administration
(March 8, 2022)

ITEM - gb 2-88
S.C. MEETING - 3-17-22

ITEM:

To accept the Massachusetts Department of Elementary and Secondary Education Proficiency Based Outcomes for Languages Other than English - All Levels (FC 189) Grant in the amount of \$69,811.00

PRIOR ACTION:

BACKUP: Annex A (25 pages) contains a copy of the grant acceptance form.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

Grant Acceptance Form

Name of Grant: Proficiency Based Outcomes for Languages Other than English – All Levels (FC 189)

Type of Funder: Massachusetts Department of Elementary and Secondary Education

Awarded Amount: \$69,811 total

Grant Funding Period: February 18, 2022 through June 30, 2022 = \$66,751
July 1, 2022 through August 31, 2022 = \$3,060

Project title: Proficiency Based Outcomes for Languages Other than English

Program coordinator: O'Neil/Melendez-Quintero/Huaman

Purpose: This competitive grant is one of the ways that the Department of Elementary and Secondary Education supports Work Language (WL), Heritage Language (HL), Dual Language (DL) and English Language Learners (ELL) programs.

Description of the program: Worcester Public Schools applied for funding for Goals (1) Collect, analyze data pertaining to Languages other than English (LOTE) to improve these programs and (2) Support educators to teach for proficiency in LOTE by aligning to standards.

Program location: Districtwide

Outcomes and Measures:

Goal 1: The district will implement and collect data from Assessment of Performance toward Proficiency in Languages (AAPL); participate in ongoing data-based discussions to prepare students for high levels of proficiency and participate in the MA State Seal of Biliteracy.

Goal 2: The district will improve programs by providing access to external, proficiency based professional development for educators who teach and or oversee the teaching of LOTE to support teachers.



OFFICE OF THE GOVERNOR
COMMONWEALTH OF MASSACHUSETTS
STATE HOUSE • BOSTON, MA 02133
(617) 725-4000

CHARLES D. BAKER
GOVERNOR

KARYN E. POLITO
LIEUTENANT GOVERNOR

February 18, 2022

Dear Ms. Huaman,

Congratulations! We are pleased to notify you that Worcester Public Schools has been awarded a Proficiency-based Outcomes for Languages Other than English grant in the amount of \$69,811.00.

We want to thank you for your commitment to providing high quality language learning programs. Through this funding and your continued support, we hope to expand access to great educational opportunities in the Commonwealth.

You will be receiving further instructions from the Department of Elementary and Secondary Education on next steps, and please feel free to contact Diana Gentile at diana.gentile@mass.gov if you have any questions.

Sincerely,

A handwritten signature in cursive script that reads "Charles Baker".

Governor Charles D. Baker

A handwritten signature in cursive script that reads "Karyn Polito".

Lt. Governor Karyn E. Polito


**MASSACHUSETTS DEPARTMENT OF ELEMENTARY AND SECONDARY EDUCATION
STANDARD CONTRACT FORM AND APPLICATION FOR PROGRAM GRANTS**

PART I – GENERAL

A. APPLICANT: Worcester Public Schools	District Code:	0	3	4	8
ADDRESS: 20 Irving Street					
Worcester, MA 01609					
TELEPHONE: (508) 799-3108					

B. APPLICATION FOR PROGRAM FUNDING				
FUND CODE	PROGRAM NAME	PROJECT DURATION		AMOUNT REQUESTED
		FROM	TO	
FY2022	STATE – COMPETITIVE administered by the Center for Instructional Support			\$66,751
189	Proficiency-based Outcomes in Languages Other Than English	Upon Approval	6/30/2022	

C. I CERTIFY THAT THE INFORMATION CONTAINED IN THIS APPLICATION IS CORRECT AND COMPLETE; THAT THE APPLICANT AGENCY HAS AUTHORIZED ME, AS ITS REPRESENTATIVE, TO FILE THIS APPLICATION; AND THAT I UNDERSTAND THAT FOR ANY FUNDS RECEIVED THROUGH THIS APPLICATION THE AGENCY AGREES TO COMPLY WITH ALL APPLICABLE STATE AND FEDERAL GRANT REQUIREMENTS COVERING BOTH THE PROGRAMMATIC AND FISCAL ADMINISTRATION OF GRANT FUNDS.

AUTHORIZED SIGNATORY: 	TITLE: Superintendent
TYPED NAME: Maureen F. Binienda	DATE: 12/15/2021

DATE DUE: December 15, 2021

Proposals must be received at the Department by 5:00 p.m. on the date due.

Applicant Agency: Worcester Public Schools
 Fiscal Year: 2022 (upon approval - 6/30/2022)

Applicant Number: 348
 Fund Code: 189
 Program Name: Proficiency-based Outcomes for Languages Other than English - Goal 1

Budget Line Item Category					Amount	
1 ADMINISTRATOR SALARIES:					Total Amount	COMMENTS
	# of staff	FTE	MTRS			
			<input type="checkbox"/>			
			<input type="checkbox"/>			
			<input type="checkbox"/>			
SUB-TOTAL					\$ -	
2 INSTRUCTIONAL/PROF STAFF SALARIES:					Total Amount	COMMENTS
	# of staff	FTE	MTRS			
			<input type="checkbox"/>	\$ -		
			<input type="checkbox"/>	\$ -		
				\$ -		
				\$ -		
				\$ -		
SUB-TOTAL					\$ -	
3 SUPPORT STAFF SALARIES:					Total Amount	COMMENTS
	# of staff	FTE	MTRS			
			<input type="checkbox"/>	\$ -		
				\$ -		
				\$ -		
SUB-TOTAL					\$ -	
4 STIPENDS:					Total Amount	COMMENTS
	# of Staff	Rate	Rate Type	MTRS		
Teacher Instructional/Professional Staff	10	\$37	per hour		\$3,700	For program activities
				<input type="checkbox"/>	\$ -	
					\$ -	
					\$ -	
SUB-TOTAL					\$ 3,700	
5 FRINGE BENEFITS:					Total Amount	COMMENTS
5-a MTRS (automatically calculates if MTRS box is checked)					\$ -	
5-b Other					\$ -	
Health Insurance					\$ -	
Other Retirement Systems					\$ -	
Federal Insurance Contributions (FICA)					\$ -	
SUB-TOTAL					\$ -	

Applicant Agency: Worcester Public Schools

Applicant Number: 348

Fiscal Year: 2022 (upon approval - 6/30/2022)

Fund Code: 189

SUB-TOTAL		Total Amount	COMMENTS
6 CONTRACTUAL SERVICES:			
	Rate	Rate Type	
SUB-TOTAL		\$ -	
7 SUPPLIES AND MATERIALS:		Total Amount	COMMENTS
Testing and Assessment Materials		\$ 7,400	AAPPL Exams
		\$ -	
		\$ -	
		\$ -	
		\$ -	
SUB-TOTAL		\$ 7,400	
8 TRAVEL:		Total Amount	COMMENTS
		\$ -	
		\$ -	
		\$ -	
		\$ -	
SUB-TOTAL		\$ -	
9 OTHER COSTS:		Total Amount	COMMENTS
		\$ -	
		\$ -	
		\$ -	
		\$ -	
SUB-TOTAL		\$ -	
10 INDIRECT COSTS (use indirect costs calculator)			COMMENTS
	enter rate %		At agreed upon rates
	2.04%	\$222	
SUB-TOTAL		\$ -	
11 EQUIPMENT:		Total Amount	COMMENTS
Items costing \$5,000+ per unit & having a useful life 1+ years		\$ -	
		\$ -	
SUB-TOTAL		\$ -	
TOTAL FUNDS REQUESTED		\$ 11,322	

Applicant Agency: Worcester Public Schools
 Fiscal Year: 2022

Applicant Number: 348
 Fund Code: 189
 Program Name: Proficiency-based Outcomes for Languages Other than English - Goal 2

Budget Line Item Category					Amount	
1 ADMINISTRATOR SALARIES:					Total Amount	COMMENTS
	# of staff	FTE	MTRS			
			<input type="checkbox"/>	\$ -		
			<input type="checkbox"/>	\$ -		
			<input type="checkbox"/>	\$ -		
SUB-TOTAL					Total Amount	COMMENTS
2 INSTRUCTIONAL/PROF STAFF SALARIES:					Total Amount	COMMENTS
	# of staff	FTE	MTRS	\$ -		
			<input type="checkbox"/>	\$ -		
			<input type="checkbox"/>	\$ -		
			<input type="checkbox"/>	\$ -		
			<input type="checkbox"/>	\$ -		
			<input type="checkbox"/>	\$ -		
SUB-TOTAL					Total Amount	COMMENTS
3 SUPPORT STAFF SALARIES:					Total Amount	COMMENTS
	# of staff	FTE	MTRS	\$ -		
			<input type="checkbox"/>	\$ -		
			<input type="checkbox"/>	\$ -		
SUB-TOTAL					Total Amount	COMMENTS
4 STIPENDS:					Total Amount	COMMENTS
	# of Staff	Rate	Rate Type	MTRS		
Teacher Instructional/Professional Staff	55	\$37	per hour	<input type="checkbox"/>	\$ 24,420	For participation in program activities
				<input type="checkbox"/>	\$ -	
				<input type="checkbox"/>	\$ -	
				<input type="checkbox"/>	\$ -	
SUB-TOTAL					Total Amount	COMMENTS
5 FRINGE BENEFITS:					Total Amount	COMMENTS
5-a MTRS (automatically calculates if MTRS box is checked)					\$ -	
5-b Other					\$ -	
Health Insurance					\$ -	
Other Retirement Systems					\$ -	
Federal Insurance Contributions (FICA)					\$ -	
SUB-TOTAL					Total Amount	COMMENTS
					\$ -	

6 CONTRACTUAL SERVICES:		Rate	Rate Type	Total Amount	COMMENTS
Consultants/Prof Dev for Teachers & Support St		\$100	per hour	\$ 4,400	MABE Heritage Language Consultan
Consultants/Prof Dev for Teachers & Support St		\$1,000	per day	\$ 17,750	OWL Sessions
Consultants/Prof Dev for Teachers & Support St		\$190	flat	\$ 950	Core Practice
Consultants/Prof Dev for Teachers & Support St		\$680	flat	\$ 6,800	Proficiency Academy
				\$ -	
				\$ -	
SUB-TOTAL				\$ 29,900	
7 SUPPLIES AND MATERIALS:				Total Amount	COMMENTS
				\$ -	
				\$ -	
				\$ -	
				\$ -	
SUB-TOTAL				\$ -	
8 TRAVEL:				Total Amount	COMMENTS
				\$ -	
				\$ -	
				\$ -	
				\$ -	
SUB-TOTAL				\$ -	
9 OTHER COSTS:				Total Amount	COMMENTS
				\$ -	
				\$ -	
				\$ -	
				\$ -	
SUB-TOTAL				\$ -	
10 INDIRECT COSTS (use indirect costs calculator)		enter rate %			COMMENTS
		2.04%		\$1,109	At agreed upon rates
11 EQUIPMENT:				Total Amount	COMMENTS
Items costing \$5,000+ per unit & having a useful life 1+ years				\$ -	
				\$ -	
SUB-TOTAL				\$ -	
TOTAL FUNDS REQUESTED				\$ 55,429	

**MASSACHUSETTS DEPARTMENT OF ELEMENTARY AND SECONDARY EDUCATION
STANDARD CONTRACT FORM AND APPLICATION FOR PROGRAM GRANTS**

PART I - GENERAL

A. APPLICANT:	Worcester Public Schools	District Code:	0	3	4	8
ADDRESS:	20 Irving Street					
	Worcester, MA 01609					
TELEPHONE:	(508) 799-3108					

B. APPLICATION FOR PROGRAM FUNDING

FUND CODE	PROGRAM NAME	PROJECT DURATION		AMOUNT REQUESTED
		FROM	TO	
FY2023	STATE - COMPETITIVE administered by the Center for Instructional Support			\$3,060
189	Proficiency-based Outcomes in Languages Other Than English	Upon Approval (7/1/2022)	8/31/2022	

C. I CERTIFY THAT THE INFORMATION CONTAINED IN THIS APPLICATION IS CORRECT AND COMPLETE; THAT THE APPLICANT AGENCY HAS AUTHORIZED ME, AS ITS REPRESENTATIVE, TO FILE THIS APPLICATION; AND THAT I UNDERSTAND THAT FOR ANY FUNDS RECEIVED THROUGH THIS APPLICATION THE AGENCY AGREES TO COMPLY WITH ALL APPLICABLE STATE AND FEDERAL GRANT REQUIREMENTS COVERING BOTH THE PROGRAMMATIC AND FISCAL ADMINISTRATION OF GRANT FUNDS.

AUTHORIZED SIGNATORY:		TITLE: Superintendent
TYPED NAME: Maureen F. Binienda		DATE: 12/6/2021

DATE DUE: December 15, 2021

Proposals must be received at the Department by 5:00 p.m. on the date due.

Applicant Agency: Worcester Public Schools
 Fiscal Year: 2022

Applicant Number: 348
 Fund Code: 189
 Program Name: Proficiency-based Outcomes for Languages Other than English - Goal 2

Budget Line Item Category					Amount	
1 ADMINISTRATOR SALARIES:					Total Amount	COMMENTS
	# of staff	FTE	MTRS			
			<input type="checkbox"/>			
			<input type="checkbox"/>			
			<input type="checkbox"/>			
SUB-TOTAL					Total Amount	COMMENTS
2 INSTRUCTIONAL/PROF STAFF SALARIES:					Total Amount	COMMENTS
	# of staff	FTE	MTRS			
			<input type="checkbox"/>		\$ -	
			<input type="checkbox"/>		\$ -	
					\$ -	
					\$ -	
					\$ -	
					\$ -	
SUB-TOTAL					Total Amount	COMMENTS
3 SUPPORT STAFF SALARIES:					Total Amount	COMMENTS
	# of staff	FTE	MTRS			
			<input type="checkbox"/>		\$ -	
					\$ -	
					\$ -	
SUB-TOTAL					Total Amount	COMMENTS
4 STIPENDS:					Total Amount	COMMENTS
	# of Staff	Rate	Rate Type	MTRS		
				<input type="checkbox"/>	\$ -	
					\$ -	
					\$ -	
SUB-TOTAL					Total Amount	COMMENTS
5 FRINGE BENEFITS:					Total Amount	COMMENTS
5-a MTRS (automatically calculates if MTR;S box is checked)					\$ -	
5-b Other					\$ -	
Health Insurance					\$ -	
Other Retirement Systems					\$ -	
Federal Insurance Contributions (FICA)					\$ -	
SUB-TOTAL					Total Amount	COMMENTS
					\$ -	

6 CONTRACTUAL SERVICES:		Rate	Rate Type	Total Amount	COMMENTS
Consultants/Prof Dev for Teachers & Support St		\$1,500	per hour	\$ 3,000	OWL Training follow up
				\$ -	
				\$ -	
				\$ -	
				\$ -	
				\$ -	
SUB-TOTAL				\$ 3,000	
7 SUPPLIES AND MATERIALS:				Total Amount	COMMENTS
				\$ -	
				\$ -	
				\$ -	
				\$ -	
SUB-TOTAL				\$ -	
8 TRAVEL:				Total Amount	COMMENTS
				\$ -	
				\$ -	
				\$ -	
				\$ -	
SUB-TOTAL				\$ -	
9 OTHER COSTS:				Total Amount	COMMENTS
				\$ -	
				\$ -	
				\$ -	
				\$ -	
SUB-TOTAL				\$ -	
10 INDIRECT COSTS (use indirect costs calculator)		enter rate %			COMMENTS
		2.04%		\$60	At agreed upon rates
11 EQUIPMENT:				Total Amount	COMMENTS
Items costing \$5,000+ per unit & having a useful life 1+ years				\$ -	
				\$ -	
SUB-TOTAL				\$ -	
TOTAL FUNDS REQUESTED				\$ 3,060	

Name of Grant Program: Proficiency-based Outcomes in Languages Other Than English	Fund Code: 189
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PART III/Goal 1– REQUIRED PROGRAM INFORMATION/GRANT NARRATIVE

Goal 1: Collect and analyze data pertaining to proficiency in languages other than English (LOTE) to improve World Language (WL), Heritage Language (HL), and English Language Learner (ELL) programs.

A. Provide the name and contact information for the person from the district who would manage the aspects of the grant as well as information about the district:

Record your response here:

- District Information:
 - Name of District: Worcester
 - Number of English Learners in District: 7,119
 - Does district have an English Learner Parent Advisory Committee (ELPAC)?
 - Yes
 - No
 - Is the district enrolled in the Massachusetts State Seal of Biliteracy?
 - Yes
 - No
 - Which assessment(s) will your district be administering to collect LOTE proficiency data? (Select all that apply).
 - AAPPL
 - ALIRA
 - STAMP

- District Staff Managing this Grant:
 - Grant Manager**
 - Name: Michelle Huaman
 - Role: World Language Curriculum Liaison
 - District: Worcester
 - Email: huamanm@worcesterschools.net
 - Telephone: 774 479 1007

EdGrants Contact
Name: Gregory Bares
Email: baresg@worcesterschools.net
Telephone: (508) 799-3108

Fiscal Contact
Name: Gregory Bares
Email: baresg@worcesterschools.net
Telephone: (508) 799-3108

B. Demographics and target population:

1.

Describe the student population to whom the AAPPL, ALIRA, or STAMP assessments will be administered:

- Location (school): Worcester Public Schools
- Number of Anticipated Students Taking Assessment: 370
- Proposed Language(s) of Assessments: Spanish
- Grade Levels of Anticipated Students: Grade 8
- World Language Course Levels of Anticipated Students: Spanish/French Level 1, Dual Language Spanish Language Arts, Spanish for Native Speakers Level 1

Applicants should also describe why this particular population of students was chosen for assessment, and how data from this particular student population will improve LOTE instruction for all students, including students with disabilities, English learners, and former English learners.

Eighth grade is the second year of language instruction for students taking World Languages and the ninth year of instruction for those in Dual Language.

We believe testing in this grade will be beneficial for teachers and students to gain a solid grasp of the proficiency level of each student. This will be beneficial for the middle school teachers to monitor their course's learning targets and adjust their teaching practices as we make the shift to aligning our courses with the new 2021 World Language Frameworks.

It will be beneficial for placement into the correct program of study for the students' language classes at the high school level and the data can also assist the ninth grade teachers set learning targets and language benchmark goals with the students aligned with the new frameworks.

The testing is especially essential for our students with disabilities and heritage speakers of Spanish and French. Knowing the students' true proficiency levels will help determine the best pathway for our students in terms of what supports they may need in reading, writing, speaking and listening.

The test results will also be used to recognize student achievement in language learning. We offer the opportunity to earn the MA State Seal of Biliteracy for seniors. This testing in eighth grade will allow students to earn Biliteracy Pathway Awards offered through the Language Opportunity Coalition to encourage students to continue their language study and achieve the State Seal.

C. Applicants must include a plan to make students/families aware of the assessment(s) (AAPPL, ALIRA, and/or STAMP), provide time within the school day for students to take the assessments, and train staff members to proctor and assist with the assessment.

Explain 1) How you will implement the following steps in administering the assessment, 2) who the individuals responsible for each step will be, and 3) the anticipated date (or date range) of each step.

- Make students, families, and the community aware of the assessment and its purpose
- Train an appropriate number of school staff to administer, supervise, and troubleshoot the assessment.
- Facilitate a multimodal, computer-based assessment over the course of several hours (the hours do not have to be continuous) in an environment that is free of interruption for students. Please include an anticipated assessment-day(s) schedule for those students who would be taking the assessment.

AAPPL testing for Grade 8 would take place early spring 2022. Michelle Human, World Language Liaison, will oversee the testing for the four middle schools involved. The 8th grade World Language teachers will contact the parents, register the students and proctor the exam. Offering the exam early spring will give us enough time to analyze the results and use the results along with teacher recommendations for proper placement at the high school level.

The full AAPPL exam will be administered to the students once families have been made aware. The World Language teacher will send notice to all families about the test, the benefits of the test and an option to opt out if they do not want their child to participate. Students will receive a score report with explanation after testing and families will be notified when those would go home with the students. The letter home will also let families know about the Biliteracy Pathway Awards and each school will plan their own way of celebrating the students' achievements.

Classroom teachers would be the proctors as the test will occur during World Language class time. The teachers would receive proctor training in early February as well as paid time to register the students for the exam. So as not to interrupt the school day, we feel taking the test in sections during class time would be the best fit. The AAPPL test can be divided into four sections and is flexible enough for students to work at their own pace with the accommodations they may require.

D. Applicants include a plan to engage in ongoing conversations around data received from the AAPPL/ALIRA/STAMP assessments.

Explain how the district will support ongoing collaboration around the data generated by these assessments in the 6-12 months following the receipt of the assessment results. Your narrative should include the following:

- Identify the individuals who will be involved in this collaboration,
- Identify how regularly and for what period of time these conversations will take place, and

- Describe a sample agenda for a data-driven, collaborative meeting.

Once the results of the exam are in, which we anticipate will be late March, teachers in middle school, high school departments, the World Language liaison and staff from the Office of School and Student Performance would all have time to analyze and summarize their findings from their unique perspectives from the disaggregated data. The World Language department is now part of the Office of Multilingual Education whose mission is to advance equity and excellence in education of multilingual learners in Worcester Public Schools.

We will bring the information back to monthly World Language Professional Learning Communities and department meetings to review the data in April. The focus of our meetings in April and May of 2022 will be to review the data from the AAPPL and plan the next steps for our courses. The data will help us find any weaknesses as well as strengths in the program in terms of our instruction around developing reading, writing, speaking and listening skills. During the spring of 2022, we will use the data to rework our units and lessons and will revisit the changes in the following school year for the middle school Spanish and French 1, Native Speaker 1 and the middle school Dual Language Spanish Language Arts courses to better meet the needs of our students. The data will also be used to assist in placing students into the correct level for their high school language course. Our goal is to move our district to a proficiency based model with 90% communication in the target language in all language classes. The data will be used to celebrate students who have met criteria for the LOC Pathway to Proficiency Awards.

The impact of the testing and analysis will reach further than Grade 8 courses. The high school World Language departments will also look at the data from the Grade 8 AAPPL exam in the spring of 2022 and ensure the ninth grade entry point language courses are ready to meet the needs of the incoming students. During the next school year, 2022-2023, teachers will monitor the growth of the students using the department's own proficiency benchmarks and will use department time to analyze the data and how it aligns with the Grade 8 AAPPL data.

A sample agenda for a data driven collaborative meeting may go as follows during a middle school PLC once the test results are in using information provided by the Office of School and Student Performance:

- Take some time to look across the grade at one skill (reading, writing, speaking, or listening) and drill down to using the AAPPL data, teacher data and our 8th grade units
- What patterns emerge?
- Plan some next steps based on what the data is telling us-what do we need to add to our units to offer students more opportunities to practice those skills? How are we monitoring growth and giving students feedback?
- Teachers will collaborate on ways to bring language proficiency at the forefront within that one skill, and plan to bring student samples of what is working to next PLC.

E. Proposals describe specific potential programmatic improvements that the assessment results may inform.

Describe specific findings that you hope to learn from the assessment data. Your narrative should include:

- A description of the data currently available to you about your students' proficiency in languages other than English.
- Identification of gaps in your data that AAPPL/ALIRA/STAMP assessment will reveal (the known unknowns).
- A description of potential changes to your program's policies and/or practices once you receive more data from the AAPPL/ALIRA/STAMP assessments.
- A description of how you will engage and support teachers to implement programmatic changes based on the data.

Currently, the department is using our own proficiency benchmark assessments twice a year to score students' presentational speaking and writing skills using the ACTFL proficiency scale. We bring samples to meetings to discuss patterns we are seeing, highlight areas of need and strengths. We also conduct calibration activities to ensure the integrity of our scoring practices using the ACTFL scale. We have also gathered our AP teachers together in the fall to review the overall AP scores from the year before. Teachers have a chance to collaborate, celebrate the achievements of their students and plan steps for the year based on the data from the score reports.

Once our students have the opportunity to take the full AAPPL exam, as a department we will consider expanding our own benchmarks to include not only presentational writing and speaking but also reading and listening activities. Our current benchmarks are aligned with the ACTFL Can Do statements. After analyzing the AAPPL data, it will surely become apparent that we will need to continue to make shifts in our benchmark prompts and teaching methods to better align with the new 2021 Frameworks.

In order to make programmatic changes necessary for our department, we need to ensure all language teachers are aware of the shifts that are occurring in World Language instruction outside of our district and how these changes can positively impact our students. Our department needs to have a solid understanding of the 2021 World Language Frameworks. We will work together to align our current courses with the new standards. This will take time and the support of the district administration, school administration, department heads, and lead teachers. It would be beneficial to also work with an outside consultant who can assist us in setting our path and work with department leadership (liaison, department heads and lead teachers) to monitor our work towards a proficiency based approach in our classes with 90% communication in the target language.

INSTRUCTIONS FOR THE BUDGET AND NARRATIVE

Applicants must submit a budget using the template provided with proposed expenditures for FY22 (upon approval through 6/30/2022) and Summer FY23 (7/1/2022-8/31/2022) as

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well as a detailed narrative that connects all expenditures to data-driven improvement of student proficiency in languages other than English.

These forms have been completed and submitted with this application.

Applicants must also submit the School District Assurance form signed by the superintendent, committing the District to the following obligations if they receive a grant award.

- **Administer the AAPPL, ALIRA, or STAMP assessments during a school day in 2021-22 to serve as the basis of data-driven conversations;**
- **Implement the 2021 MA World Languages Curriculum Framework for local WL program development; and**
- **Participate in the DESE World Languages Leadership Network in 2021-22 and 2022-23.**

This document has been included.

PART III/Goal 2– REQUIRED PROGRAM INFORMATION/GRANT NARRATIVE

Goal 2: Support educators to teach for proficiency in Languages Other than English (LOTE) by aligning to the proficiency-based standards and high-leverage teaching practices described in the 2021 Massachusetts World Languages Curriculum Framework.

A. Provide the name and contact information for the person from the district who would manage the aspects of the grant:

Record your response here:

- District Information:
 - Name of District: Worcester
 - Number of English Learners in District: 7,119
 - Does district have an English Learner Parent Advisory Committee (ELPAC)?
 - Yes
 - No
 - Is the district enrolled in the Massachusetts State Seal of Biliteracy?
 - Yes
 - No
 - For which Focus Area(s) will you plan to provide professional development (select all that apply)?
 - Focus Area 1: Identifying and understanding ACTFL proficiency levels
 - Focus Area 2: Facilitating students and teachers to use target/partner language (TL/PL) 90% or more of classroom time
 - Focus Area 3: Leveraging authentic resources from TL/PL-culture to facilitate communication in the TL/PL.

- District Staff Managing this Grant:
 - Grant Manager**
 - Name: Michelle Huaman
 - Role: World Language Curriculum Liaison
 - District: Worcester
 - Email: huamanm@worcesterschools.net
 - Telephone: 774 479 1007

 - EdGrants Contact**
 - Name: Gregory Bares
 - Email: baresg@worcesterschools.net
 - Telephone: (508) 799-3108

 - Fiscal Contact**
 - Name: Gregory Bares
 - Email: baresg@worcesterschools.net
 - Telephone: (508) 799-3108

B. Applicants identify a focus area for professional development and goal for programmatic improvement:

1. Explain why you are selecting the focus area(s) identified in Part A, as well as the programmatic improvements you hope to bring about as a result.

We are in our fourth year of implementation of the Massachusetts State Seal of Biliteracy. We are very proud of this initiative and the amazing opportunity it affords our students. We have seen many Spanish heritage language students develop their language skills in our Spanish for Native Speaker classes and Advanced Placement classes and achieve the honor of receiving the Seal of Biliteracy. We also see a number of students with less commonly spoken languages who have maintained their language skills outside of school also achieve this honor.

We would like to see more students who began learning a language in middle school through our World Language program earn the Seal of Biliteracy as seniors. In order for students to reach an intermediate high level by the sixth year of language study, they need to be involved in rigorous classes where the target language is used almost exclusively.

As a department we need to make the shift to a proficiency-based model of language instruction and fully embrace the vision as set forth by DESE to empower students to use languages other than English to tell their own stories, understand the stories of others and engage with their community.

I am confident our department is poised for this shift and will take full advantage of professional development for an outside organization to guide our work. We will use the opportunity for professional learning to set goals for ourselves and commit to making the leap to 90% of target language in the classroom.

C. Applicant describes plan to provide external PD to WL/HL/ELL staff in an ongoing, well-articulated manner.

Identify a professional development provider external to your district who will train educators in LOTE in the Focus Area(s) that you identified in Part B. Your narrative should also:

- Explain how you plan to engage with this PD provider over a series of well-articulated learning experiences for the long-term benefit of your WL/HL/ELL program(s).
- Explain how you plan to facilitate these ongoing learning experiences for educators in your district. Propose approximate dates of PD opportunities, and indicate whether they will be online (specify synchronous or asynchronous) or in-person

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Fund Code:
189

We look forward to offering teachers a variety of professional development opportunities to guide teachers as they move to a proficiency based approach integrating Social Justice along the way. We will collaborate with three professional development providers: Organic World Language (OWL), MA Foreign Language Association (MAFLA), and the Multistate Association for Bilingual Education (MABE).

We will work to build capacity for our department heads as they lead PD for their departments and work individually with teachers. The five department heads will attend MAFLA's Core Practice Institute on March 11th to engage learners in Social Justice as well as a deeper dive into the New Frameworks and how to implement. Department heads will also meet virtually with a consultant from Organic World Language, a professional development provider focused on proficiency based, student-centered learning to shape our PD time during spring department meetings and prepare for the two days of learning in June.

For our full World Language department, we look forward to working with OWL and incorporating monthly sessions facilitated by department heads and lead teachers with guidance from the outside consultant. OWL will take the lead scheduled for late June, with two full days of professional learning. The department will meet with the consultant virtually for a follow up session at the beginning of the school year to kick off the year. This will be a rare treat for our teachers as the 55 teachers coming from 13 schools rarely are able to come together for a day of learning and collaborating.

Our Spanish Heritage Language program teachers will also work to build capacity around richer opportunities for target language use. A team of teachers will meet on a monthly basis after school to strengthen our curriculum units guided by a consultant from MABE. The team will focus on digging into the curriculum we have already developed and make shifts as necessary to integrate the new Frameworks. We will work to ensure we are offering sufficient support in our units for the diverse linguistic needs of our heritage Spanish learners. We will use funding from this grant to provide teachers with extra hours to gain a deeper and richer understanding of their PD experience and apply what they have learned to lesson and unit planning.

Ten teachers will also have the opportunity to attend the MAFLA sponsored "Proficiency Academy" June 27-30 at Westfield State University. These teachers will represent a variety of schools and will bring back their learning to department meetings in the fall.

There will be a follow up on our learning with all teachers led by the department heads, teachers who attended the Proficiency Academy and HL teachers who worked with MABE during our contracted department meetings held at each school throughout the 2022-2023 year.

Our meetings will be a mix of in person and remote depending upon the needs of our consultants and district. Department meetings are held on a monthly basis and will most likely be in person but could also be remote if necessary.

D. Applicant describes plan to facilitate district-based, ongoing professional learning/collaboration, which connects the external PD to the district's implementation of the 2021 Massachusetts World Languages Curriculum Framework.

2. Explain how the district will support ongoing collaboration around the professional learning in the 1-2 academic years following the training. Be sure to:
- Explain how the PD relates to development of the district's implementation of the 2021 MA WL Framework;
 - Identify the individuals who will be involved in this collaboration;
 - Identify how regularly and for what period of time these conversations will take place;
 - Describe a sample agenda for a collaborative meeting.

During this past year, we have invested time into digging into the 2021 Frameworks' Guiding Principles. As a district, we continue to focus on offering more access to World Language classes and striving to ensure our instruction meets the needs of our students by being inclusive and culturally responsive. We know a step we need to take in increasing the target language use to 90%.

Taking the time to learn together with guidance from the MAFla workshop and the consultants from OWL and MABE, and making target language use and cultural responsiveness a focus of each department meeting will strengthen our department and the quality of instruction we provide to Worcester Public School students. We believe the new Frameworks will guide our work in leading with proficiency and creating a welcoming learning environment for all students.

Individuals involved in the collaboration will be the 55 World Language teachers. Included in this group are the five high school department heads and middle school and alternative school lead teachers. These leaders will receive extra support from our outside consultant and MAFla to build capacity to continue guiding our department towards meeting the goal of 90% target language use and including strategies to be more inclusive and culturally responsive.

A sample agenda of a collaborative department head/lead teacher meeting: A possible meeting in April after participating in the MAFla Core Practice Institute session may include:

- Debrief on the Core Practice institute-what were the biggest takeaways?
- What might be some of the barriers that we need to anticipate as we take on the challenge of 90% target language?
- Methods we are using at each school to monitor target language use
- How are we providing feedback individually and as a department to our teams?

INSTRUCTIONS FOR THE BUDGET AND NARRATIVE

Name of Grant Program: Proficiency-based Outcomes in Languages Other Than English	Fund Code: 189
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Applicants must submit a budget using the template provided with proposed expenditures for FY22 (upon approval through 6/30/2022) and Summer FY23 (7/1/2022-8/31/2022) as well as a detailed narrative that connects all expenditures to data-driven improvement of student proficiency in languages other than English.

These forms have been completed and submitted with the application.

Applicants must also submit the School District Assurance form signed by the superintendent, committing the District to the following obligations if they receive a grant award.

- Provide external PD specific to proficiency in languages other than English;
- Support world language and heritage language educators to complete DESE's 2021 WL Framework Implementation Training series;
- Support district-level curriculum leaders and building principals to attend DESE's 2021 WL Framework Implementation For Administrators session;
- Support one or more staff members to attend the annual conference of the Massachusetts Foreign Language Association (MaFLA);
- Engage in the DESE World Languages Leadership Network in 2021-2022.

This document has been included.

FY2022: Proficiency-based Outcomes for Languages Other than English

Fund Code: 189

Purpose:

This competitive grant program is one of the ways that DESE supports World Language (WL), Heritage Language (HL), Dual Language (DL) and English Language Learner (ELL) programs and districts that wish to support or improve such programs in pre-K, elementary, and/or secondary schools.

There are two goals for the grant. Districts may apply for funding to fulfill either one or both of the goals:

Goal 1: Collect and analyze data pertaining to proficiency in languages other than English (LOTE) to improve World Languages, Heritage Languages, and English Learner programs.

Goal 2: Support educators to teach for proficiency in LOTE by aligning to the proficiency-based standards and high-leverage teaching practices described in the 2021 Massachusetts World Languages Curriculum Framework.

Priorities:

Priorities for Goal 1

Goal 1: Collect and analyze data pertaining to proficiency in Languages other than English (LOTE) to improve World Language, Heritage Language, and English Learner programs.

The intended outcomes for Goal 1 are as follows:

- Districts implement and collect data from ACTFL Assessment of Performance toward Proficiency in Languages (AAPPL), *ACTFL Latin Interpretive Reading Assessment (ALIRA)*, and/or Standards-based Measurement of Proficiency (STAMP) assessments.
- Districts participate in ongoing data-based discussions to prepare students for high levels of proficiency.
- Districts participate in the MA State Seal of Biliteracy program.

Priorities for Goal 1 will be given to:

- Districts with high incidences (350 or more) of English Learners,
- Districts who are enrolled in the Seal of Biliteracy on the Department's Security Portal prior to the submission of this application,
- Proposals that include a letter of commitment to 1) implement the 2021 Massachusetts World Languages Curriculum Framework for their local WL program development, and 2) participate in the Department's World Language Leaders Networks in 2021-22 and 2022-23.
- Proposals that identify specific groups of students (e.g., grade level, course level, language) that will attempt these assessments and compelling reasons as to why that particular group of students is selected.
- Proposals that include a plan to make students/families aware of the AAPPL, ALIRA, and/or STAMP assessment(s), train staff members to proctor and assist with the assessment(s), and

provide appropriate environments during the regularly scheduled school day time for students to complete the assessment(s), to provide the district with reliable proficiency-based data.

- Proposals that include descriptions of and plans for ongoing data-based conversations among WL/HL teachers and supervisors, especially in the months following the receipt of results from the AAPPL/ALIRA/STAMP assessments, as well as specific programmatic improvements that the results may inform.

Priorities for Goal 2

Goal 2: Support educators to teach for proficiency in LOTE by aligning to the proficiency-based standards and high-leverage teaching practices described in the 2021 Massachusetts World Languages Curriculum Framework.

The intended outcomes for Goal 2 are as follows:

1. Districts improve programs by providing access to external, proficiency-based professional development for educators who teach and/or oversee the teaching of LOTE to support teachers to:
 - a. **(Focus Area 1)** Understand and identify the American Council on the Teaching of Foreign Language's (ACTFL) proficiency levels, and/or
 - b. **(Focus Area 2)** Use the target/partner language (TL) and facilitate student use of the TL 90% of the time or more, and/or
 - c. **(Focus Area 3)** Leverage diverse and authentic texts from the TL culture for communication.
2. Districts provide appropriate time and environment to engage in ongoing, reflective conversations about professional development experiences and aligning district curriculum to the 2021 Massachusetts World Languages Curriculum Framework

Priorities for Goal 2 will be given to:

- Districts with high incidences of English Learners,
- Proposals that identify at least one of the three PD Focus Areas **and** describe the programmatic improvement they hope to achieve through the professional learning,
- Proposals that identify an external PD provider and describe a plan for ongoing, well-articulated external professional development opportunities for teachers of languages other than English,
- Proposals that describe the district's plan to facilitate regular, ongoing district-based conversations that include WL, HL, and/or ELL teaching staff about improving their programs to align with their professional learning **and** the 2021 Massachusetts World Languages Curriculum Framework.
- Districts who are enrolled in the Seal of Biliteracy on the Department's Security Portal and whose include a commitment to 1) Implement the 2021 MA World Languages Curriculum Framework; 2) Support WL/HL teachers to complete MA WL Framework Implementation Training series; 3) Support one or more staff members to become a member of the Massachusetts Foreign Language Association (MaFLA) and 4) Engage in the Department's WL Leaders Network Meetings throughout 2021-22.

Competitive priority will be given to districts and schools in chronically underperforming status and the Strategic Transformation Region

Funding Type:

State

Funding:

Approximately \$500,000 is available. Funding is contingent upon availability. All dollar amounts listed are estimated/approximate and are subject to change. If more funding becomes available, it will be distributed under the same guidelines as listed in the initial RFP document.

- Goal 1: Approximately \$300,000 will be allocated for Goal 1.
- Goal 2: Approximately \$200,000 will be allocated for Goal 2.

Funding is contingent upon availability. All dollar amounts listed are estimated/approximate and are subject to change. If more funding becomes available, it will be distributed under the same guidelines that appear in this RFP document.

Fund Use:

Fund use must be consistent with the priorities described above and the requirements associated with [Massachusetts ESE's Strategic Plan](#). The focus of this grant is to support the implementation of data-driven, proficiency-based WL, HL, and ELL programs, centered around the new Massachusetts World Languages Curriculum Framework, and in support of the Seal of Biliteracy program.

Project Duration:

School Year FY22: Upon approval through 6/30/2022.

Summer FY23: 7/1/2022–8/31/2022

Program Unit:

Center for School and District Partnership

Contact:

[Diana Gentile](#)

ITEM:

To extend a 3-year lease with Ontario Investments.

PRIOR ACTION:

BACKUP: Current lease (number L1979) is set to expire March 30th 2022 and would require the return of 4630 Chromebooks, 877 staff Chromebooks and 30 Chromebook carts. By extending the lease we will be able to use these items through the remainder of the school year. Extending the lease 3 months would normally be \$90,573.00 but the lease company has offered us a 15% discount for a total of \$76,987.05 for 3 months. We ask that the School committee give approval to extend this contract beyond the original 3 year term to 3 years and 3 months.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

L. GENERAL BUSINESS
Administration
(March 8, 2022)

CURRENT ITEM - gb #2-70.1
S.C. MEETING - 3-17-22

1ST ITEM gb #2-70 S.C.MTG. 3-3-22
2ND ITEM gb #2-70.1 S.C.MTG. 3-17-22

ITEM:

To recognize Kitren Farrell a teacher at South High Community School for receiving the Dr. Lee Gurel Award for Excellence in Teaching Advanced Placement English and Bryce Maloney a student who achieved the highest ranking score on the AP English examination.

ORIGINAL ITEM: Administration (February 15, 2022)

To set a date to recognize Kitren Farrell a teacher at South High Community School for receiving the Dr. Lee Gurel Award for Excellence in Teaching Advanced Placement English and Bryce Maloney a student who achieved the highest ranking score on the AP English examination.

PRIOR ACTION:

3-3-22 - It was moved and voice voted to set the date of Thursday, March 17, 2022.

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Recognize and file.

L. GENERAL BUSINESS
Administration/Novick/Clancey/
Johnson/Kamara/Mailman
(March 8, 2022)

CURRENT ITEM - gb 2-18.4
S.C. MEETING - 3-17-22

1ST ITEM	gb #2-18	S.C.MTG. 1-20-22
2ND ITEM	gb #2-18.1	S.C.MTG. 2-3-22
3RD ITEM	gb #2-18.2	S.C.MTG. 2-17-22
4 TH ITEM	gb #2-18.3	S.C.MTG. 3-3-22
5 th ITEM	gb #2-18.4	S.C. MTG. 3-17-22

ITEM:

Response of the Administration to the request to update the community on the Worcester Public Schools and COVID.

ORIGINAL ITEM: Ms. Novick/Ms. Clancey/Mr. Johnson/Ms. Kamara/
Ms. Mailman (January 12, 2022)

Request administration update the community on the Worcester Public Schools and COVID.

PRIOR ACTION:

1-20-22 - Superintendent Binienda provided the updated COVID results as follows:
Week of January 14-January 20

Students

-936 positive cases

-36 quarantined

Staff

-142 positive cases

-1 quarantined

Test and Stay cases:

Students

-922

Staff

-42

Ms. Novick asked that the Administration continue to enforce mask wearing especially for staff.

She also asked the Administration to contact Honeywell in order to provide a report on the feasibility of moving the portable filters into cafeterias that do not currently run them.

On a roll call of 7-0, the item was held for an update at each meeting.

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Provide an update and hold for the next meeting.

PRIOR ACTION (continued)

- 2-3-22 - School Committee Member Novick asked if the Administration is planning for another vaccination clinic and urged it to communicate on a regular basis with families regarding the importance of vaccinations. She also asked if the Administration had heard from Honeywell regarding relocation of the portable ventilation units to cafeterias. Mr. Allen stated that Honeywell had supported the use of the portable units in the cafeterias. Superintendent Binienda stated that she would provide more information regarding vaccine clinics at the next School Committee meeting. Superintendent Binienda provided the updated COVID results as follows:
Week of January 28-February 3
Students
-243 positive cases
-20 quarantined
Staff
-48 positive cases
-0 quarantined
Test and Stay cases:
Students
-290
Staff
-25
- School Committee Member McCullough made the following motion: Request that the Administration consider lifting the spectator restrictions at student sport events by Wednesday, February 9, 2022, pending the City Manager's decision. On a roll call of 7-0, the motion was approved. Hold for the next meeting.
- 2-17-22 - Superintendent Binienda provided an update on the COVID cases for February 11-17:
Students 68 positive
Staff 19 positive
Test and Stay 62 positive students and 5 positive staff
74% of staff are vaccinated
19% of students are vaccinated (two shots)
16,983 students have received one shot

(continued on Page 3)

PRIOR ACTION (continued)

- 2-17-22 - School Committee Member Mailman stated that she reviewed the data on the state website for the MIIS (Massachusetts Immunization Information System) which indicated that 5-11 year olds were 38.9% vaccinated and 12-15 year olds were 72% vaccinated. She requested that the Superintendent's weekly email update should also contain vaccine updates for students and staff.
School Committee Member Kamara requested that the update include graphs indicating the numbers by positive cases and vaccinations broken down by quadrants.
Hold for updates at the next meeting.
- 3-3-22 - Superintendent Binienda provided the updated COVID results as follows:
Week of February 18 through March 3
Students
-36 positive cases
-0 quarantined
Staff
-10 positive cases
-0 quarantined
Test and Stay cases:
Students
-24
Staff
-4
Superintendent Binienda stated that she would provide more information regarding vaccine clinics at the next School Committee meeting.
School Committee Member Mailman asked if there were any updates on the number of vaccinations.
Superintendent Binienda stated that she would be forwarding them to the School Committee members on Friday, March 4, 2022.
Vice-Chair Johnson asked if the vaccination numbers had changed.
Superintendent Binienda stated that the numbers come from the Department of Public Health. They are the ones who provide the vaccination shots.
School Committee Member Kamara requested that the Administration invite Dr. Castiel to a School Committee Meeting to provide an updated report regarding vaccination clinics, the number of people who have received vaccinations and indicate what has been done throughout the city.
On a roll call of 6-0-1 (absent Ms. Novick), the item was held for the next meeting.

L. GENERAL BUSINESS
Novick/Clancey/Johnson/
Kamara/Mailman/McCullough
(February 23, 2022)

ITEM - gb #2-74
S.C. MEETING - 3-17-22

ITEM:

To consider an update on the municipal broadband committee.

PRIOR ACTION:

3-3-22 - On a roll call of 6-0-1 (absent Ms. Novick), the item was held.

BACKUP:

RECOMMENDATION OF MAKER:

Consider update

RECOMMENDATION OF ADMINISTRATION:

The Administration concurs with the maker.

L. GENERAL BUSINESS
McCullough
(March 1, 2022)

ITEM - gb #2-90
S.C. MEETING - 3-17-22

ITEM:

Request that the Administration provide an update on middle school sports and what opportunities there are to add additional ones.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Administration.

L. GENERAL BUSINESS
Clancey
(March 8, 2022)

ITEM - gb #2-91
S.C. MEETING - 3-17-22

ITEM:

Request that the Administration consider creating a central Early Childhood/Pre-k center within a Worcester public school building.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Administration.

L. GENERAL BUSINESS
Clancey
(March 8, 2022)

ITEM - gb #2-92
S.C. MEETING - 3-17-22

ITEM:

Request that the Administration provide monthly reports regarding building maintenance to include timeframes on when work will begin and be concluded.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Administration.

L. GENERAL BUSINESS
Kamara
(March 9, 2022)

ITEM - gb #2-93
S.C. MEETING - 3-17-22

ITEM:

Request that the Administration provide an update on the Worcester Public School's School Bell Policy.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Administration.

L. GENERAL BUSINESS
Kamara
(March 9, 2022)

ITEM - gb #2-94
S.C. MEETING - 3-17-22

ITEM:

Request that the Administration provide an update on the Worcester Public School's opt-in and opt-out options regarding the sex education curriculum and provide the full scope of program per grade level and information regarding the hiring of staff.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Administration.

L. GENERAL BUSINESS
Kamara
(March 9, 2022)

ITEM - gb #2-95
S.C. MEETING - 3-17-22

ITEM:

Request that the Administration provide an update regarding the construction of Doherty Memorial High School.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Administration.

L. GENERAL BUSINESS
Administration
(March 9, 2022)

ITEM - gb #2-96
S.C. MEETING - 3-17-22

ITEM:

To amend the Mask Policy by including the effective date based on the vote of the Department of Public Health.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

ITEM:

To discuss strategy with respect to litigation for a Worker's Compensation for a HVAC Technician, 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 in preparation for contract negotiations with nonunion personnel and to conduct negotiations with nonunion personnel – Manager of Special Education and Intervention Services.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Discuss.