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

AGENDA #26

The School Committee will hold a virtual and/or in person meeting:

on: Thursday, October 20, 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. General Business Items taken in Executive Session

gb 2-272 - Administration
(October 14, 2022)

To discuss strategy with respect to litigation if an open meeting may have a detrimental effect on the litigating position of the public body and the chair so declares – Educational Association of Worcester v. Worcester Public Schools, MCAD Docket No. 20WEM02609 (Class Action Case); Various Individual MCAD Cases Filed by Employees Relating to Reasonable Accommodation Requests; and Worcester School Committee and Educational Association of Worcester, Department of Labor Relations, Case No. MUP-20-8368.

B. Call to Order

C. Pledge of Allegiance/National Anthem

D. Roll Call

E. Consent Agenda

i. Approval of Minutes

AOR 2-29 -Clerk
(October 12 2022)

To consider approval of the Minutes of the School Committee Meeting of Thursday, October 6, 2022.

On July 16, 2022, the Commonwealth enacted Chapter 107 of the Acts of 2022, "An Act relative to extending certain state of emergency accommodations", which includes an extension of the option for public bodies to hold remote meetings until March 31, 2023, effective immediately.

ii. Approval of Donations

gb 2-273 –Administration
(October 11, 2022)

- \$3,040 to WPS preschool programs from the Marcia R. Katter Memorial Fund of Greater Worcester Community Foundation.
- \$500 to provide art supplies to WPS students from the Mary Oakley Memorial Fund of Greater Worcester Community Foundation.
- \$450 to WTHS for the Skills USA Program from the Thurston E. Solomon and Everett J. Morter Memorial Fund of Greater Worcester Community Foundation
- \$570 to WTHS for participation in Skills USA from the Saul A. Seder Fund of Greater Worcester Community Foundation.
- \$6,265.05 to WTHS from the Sarah Daniels Pettit and William O. Pettit Jr. Fund of Greater Worcester Community Foundation.
- \$3,122 to Doherty Memorial High School from the Class of 1972

iii. Notification of Personnel Records

2-39 The Superintendent has APPROVED the APPOINTMENTS of the persons named below:

Almazraawi, Lailah, West Tatnuck, Elementary, BA, 4, 13-Oct-22
 Baniukiewicz, Katrina, North High, School Adjustment Couns, MA, 3, 11-Oct-22
 Barry Moilanen, Donna, Systemwide, Psychologist, PHD, 9, 14-Oct-22
 Bell, Daniel, North High, Science, BA, 1, 11-Oct-22
 Finnegan, Michael, Burncoat High, Art, MA, 1, 11-Oct-22
 Fuentes-Diaz, Yanin, Burncoat Middle, ESL, BA, 1, 3-Oct-22
 Medeiros, Jessica, Systemwide, Art, MA+30, 9, 3-Oct-22
 Murphy, Brittany, Systemwide, School Adjustment Couns, MA, 2, 11-Oct-22
 Provencher, James, WTHS, Vocational Education, VL2, 9, 3-Oct-22
 Riley, Ashley, Roosevelt, Elementary, BA, 2, 7-Oct-22
 Ropiaro Manoel, Systemwide, Music, BA, 4, 3-Oct-22
 Sage, Steffanie, North High, Other, MA, 3, 1-Oct-22
 Smith, Ryan, Burncoat High, Mathematics, BA, 1, 29-Sep-22
 Tufts, Brittany, Burncoat Middle, Special Education, MA, 9, 11-Oct-22

2-40 The Superintendent has APPROVED the RESIGNATIONS of the persons named below:

Condon, Karen, South High, Teacher, Special Education, Moderate Disabilities, 5-Oct-22
 Marchezi, Eliezio, Worcester East Middle, Teacher, Social Studies, Elementary, 30-Sep-22
 Quillen, Mary, Systemwide, Teacher, Digital Learning Enrichment, Elementary, 30-Sep-22

2-41 The Superintendent has APPROVED the RETIREMENTS of the persons named below:

Labuski, Mary, Flagg Street, Principal-42 Week, Administration, 10-Oct-22
 Lynch, Michael, North High, Teacher, Social Studies, 30-Sep-22
 Murphy, Donald, North High, teacher, Science, Physics, 8-Oct-22

2-42 The Superintendent has APPOINTED the person named below to the position of Cafeteria Substitute Helper, permanent/intermittent at a salary of \$14.28 per hour, from Civil Service List #322-044, effective as shown:

Bautista Vda De Alfaro	8/29/2022
Boykin, Charles	9/6/2022
Caddell, Quindarius	8/31/2022
Mangal, Naqibullah	8/31/2022
Pillco, Silbia	8/29/2022
Portillo, Esperanza	9/26/2022
Solivan, Samuel	9/12/2022
Stockwell, Whitney	8/29/2022

2-43 The Superintendent has provisionally APPOINTED the persons named below to the position of Junior Custodian, permanent/fulltime at a salary of \$16.87 (minimum) to \$21.47 (maximum), per hour, effective as shown:

Diaz, Orlando	10/11/2022
Hack, Ruchell	8/1/2022
Johnson, Justin	9/12/2022

2-44 The Superintendent has provisionally APPOINTED the person named below to the position of 189 Day Word Processor, permanent/fulltime at a salary of \$20.71 (minimum) to \$25.98 per hour (maximum) effective as shown:

Rios, Keysha	9/26/2022
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2-45 The Superintendent has provisionally APPOINTED the person named below to the position of 192 Day Word Processor, permanent/fulltime at a salary of \$20.95 (minimum) to \$26.26 per hour (maximum) effective as shown:

Daley, Lauren	8/25/2022
Needham, Carol	8/15/2022
Monge, Pedro	8/22/2022

2-46 The Superintendent has provisionally APPOINTED the person named below to the position of 52 week Word Processor, permanent/fulltime at a salary of \$21.13 (minimum) to \$26.49 per hour (maximum) effective as shown:

Cote, Rebecca	8/15/2022
Mallegni, Ariana	8/22/2022
Zavala, Maria	9/26/2022

2-47 The Superintendent has provisionally APPOINTED the person named below to the position of 52 week Principal Clerk-Confidential, permanent/fulltime at a salary of \$25.77 (minimum) to \$31.48 per hour (maximum) effective as shown:

Rivera, Madelin	9/26/2022
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2-48 The Superintendent has provisionally APPOINTED the person named below to the position of 52 week Head Clerk, permanent/fulltime at a salary of \$24.91 (minimum) to \$30.48 per hour (maximum) effective as shown:

Mahan, Christine	7/1/2022
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iv. Initial filing of individual recognitions

gb 2-274 -Mailman
(October 12, 2022)

To set the date to recognize the many achievements of Luis Ojeda, Physical Education teacher at Woodland Academy who was recognized with a citation at the state house during the State of Latino Education event held on Wednesday, October 5, 2022.

Recommendation of Administration
Set the date of November 10, 2022

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

Recommendation of Administration
Approve the Consent Agenda items on a roll call.

F. Items for Reconsideration

G. Held Items

H. Recognitions

gb 2-255.1 - Administration/Clancey
(October 11, 2022)

To recognize Nicolette Kiorpes, a Doherty High School soccer player, who played for the US National Women's team this summer.

Recommendation of Administration
Hold.

I. 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.

J. Public Petitions

c&p 2-14 - Clerk
(October 11, 2022)

To consider a communication from the EAW for approval of donations of sick days for two educators.

Recommendation of Administration
Refer to the Standing Committee on Governance and Employee Issues.

c&p 2-15 - Clerk
(October 11, 2022)

To consider a communication from an educator for approval of a donation of sick days.

Recommendation of Administration
Refer to the Standing Committee on Governance and Employee Issues.

K. Report of the Superintendent

ROS 2-13.1 - Administration
(September 21, 2022)

DEPARTMENT OF ELEMENTARY AND SECONDARY EDUCATION ACCOUNTABILITY
SYSTEM - PART 2

Recommendation of Administration
Accept and file.

L. Report of the Standing Committee

The Standing Committee on Finance and Operations met on Thursday, October 12, 2022 at 5:00 p.m. in Room 410 at the Durkin Administration Building.

M. Student Advisory Committee item

gb 2-275 - Administration
(October 11, 2022)

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

Alycia Young - University Park Campus School
Mia Haynes - Burncoat High School

Recommendation of Administration
Accept and file.

N. Approval of Grants and other Finance Items

gb 2-276 Administration
(October 11, 2022)

To approve the following prior fiscal year payments:

- \$2,100 to Integrated Center for Child Development (ICCD) Partners
- \$206.28 to the City of Worcester Police Department
- \$15,585.03 to the Center School
- \$10,408.80 to the Center for Applied Behavioral Instruction
- \$37,981.63 to Devereux Advanced Behavioral Health
- \$4,455 to Easter Seals of Massachusetts
- \$322.34 to Evergreen Center
- \$6,136.92 to McCauley Nazareth Home for Boys, Inc.
- \$858 to Whitney Academy
- \$2,004.23 to CosmoProf-WTHS
- \$747.63 to School Data Books-City View
- \$95.00 to Flinn Scientific Inc.-Burncoat High School
- \$2,427 to Holyoke Tire & Auto
- \$2,582.76 to Clean Harbors

Recommendation of Administration

Approve on a roll call.

gb 2-277 Administration
(October 13, 2022)

To accept the Early College Support Grant, Fund Code 460 from the Massachusetts Department of Elementary and Secondary Education in the amount of \$350,000.

Recommendation of Administration

Accept and file.

O. General Business

gb 2-203.2 - Administration/Johnson/
(October 12, 2022)

Response of the Administration to the request that the Superintendent update the School Committee on the MOU with Worcester Police Department for School Liaison Officers and provide updates at subsequent School Committee meetings to include plans for a working MOU.

Recommendation of Administration

Provide update.

gb 2-211.1 - Administration/Kamara
(October 12, 2022)

Response of the Administration to provide timely reports on filed racism, sexual harassment and discrimination complaints from staff and educators in the district.

Recommendation of Administration
Accept and file.

gb 2-231.1 - Administration/Clancey
(October 12, 2022)

Response of the Administration to the request to create a policy governing the use of day-to-day substitutes.

Recommendation of Administration
Accept and file.

gb 2-18.15 - Administration/Novick/Clancey/Johnson/Kamara/Mailman
(October 11, 2022)

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

Recommendation of Administration
Provide an update and hold for the next meeting.

gb 2-278 - Kamara
(October 11, 2022)

To consider submitting a request to our state legislative delegation to take up changing the policy regarding the placement of school zone signs in new high schools as appropriate or needed.

Recommendation of Administration
Forward to the state legislative delegation.

gb 2-279 - Johnson
(October 12, 2022)

Request that the Administration provide a report on the number of students currently receiving special education services broken down by the following categories, to include the impact on schools' and students' performance:

- district
- demographics
- schools
- average length of time that students are receiving IEP services and
- the number of students with social emotional issues as opposed to academic ones.

Recommendation of Maker

Refer to the Standing Committee on School and Student Performance.

Recommendation of Administration

The Administration concurs with the maker.

gb 2-280 - Administration
(October 13, 2022)

Request that the School Committee APPROVE the APPOINTMENTS of the following provisional civil service employees as School Nurse effective as shown:

Deitsch, Jessica, Flagg Street Elementary School, Bachelor's, Step 1, \$50,262.00, effective September 28, 2022. License Pending: School Nurse All Levels.

Duprey, Emma, Forest Grove Middle School, Bachelor's, Step 1, \$50,262.00, effective August 25, 2022. License Pending: School Nurse All Levels.

Eisner, John, Worcester East Middle School, Bachelor's, Step 1, \$50,262.00, effective August 25, 2022. License Pending: School Nurse All Levels.

Rockwood, Alicia, Rice Square Elementary School, Bachelor's, Step 1, \$50,262.00, effective August 25, 2022. License Pending: School Nurse All Levels.

White, Caitlyn, Forest Grove Middle School, Bachelor's, Step 1, \$50,262.00, effective September 19, 2022. License Pending: School Nurse All Levels.

Recommendation of Administration

Approve on a roll call.

gb 2-281 – Administration
(October 13, 2022)

To consider approval of the Job Description for Director of Early College.

Recommendation of Administration
Approve on a roll call.

gb 2-282 – Administration
(October 13, 2022)

To consider approval of the Job Description for Administrative Director of College and Career Readiness..

Recommendation of Administration
Approve on a roll call.

P. ANNOUNCEMENTS

Q. ADJOURNMENT

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

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

A. EXECUTIVE SESSION
Administration
(October 14, 2022)

ITEM - gb 2-272
S.C. MEETING - 10-20-22

ITEMS:

To discuss strategy with respect to litigation if an open meeting may have a detrimental effect on the litigating position of the public body and the chair so declares – Educational Association of Worcester v. Worcester Public Schools, MCAD Docket No. 20WEM02609 (Class Action Case); Various Individual MCAD Cases Filed by Employees Relating to Reasonable Accommodation Requests; and Worcester School Committee and Educational Association of Worcester, Department of Labor Relations, Case No. MUP-20-8368.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Discuss.

i. APPROVAL OF RECORDS
Clerk
(October 12, 2022)

ITEM - aor 2-29
S.C. MEETING - 10-20-22

ITEM:

To consider approval of the Minutes of the School Committee Meeting of Thursday, October 6, 2022.

PRIOR ACTION:

BACKUP:

Annex A (16 pages) contains a copy of the Minutes of the School Committee Meeting of Thursday, October 6, 2022.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

The School Committee of the Worcester Public Schools met in Open Session at 5:00 p.m. in the Esther Howland Chamber at City Hall on Thursday, October 6, 2022.

There were present at the Call to Order:

Ms. Clancey, Mr. Johnson, Ms. Kamara, Ms. Mailman, Ms. O'Connell Novick and Mayor Petty

There was absent: Ms. McCullough

1. General Business Items taken in 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 6-0-1, (absent McCullough), it was moved to recess to Executive Session at 5:07 p.m. to discuss the following items:

gb 2-253 - Administration
(September 26, 2022)

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

To discuss strategy with respect to collective bargaining if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares – Successor Contract Negotiations – Educational Association of Worcester, Units A/B.

To discuss strategy with respect to collective bargaining if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares – Successor Contract Negotiations – Educational Association of Worcester, Instructional Assistants Unit.

To discuss strategy with respect to collective bargaining if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares – Successor Contract Negotiations – NAGE R1-16 Cafeteria Workers.

To discuss strategy with respect to collective bargaining if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares – Successor Contract Negotiations - Massachusetts Laborers District Council for and in behalf of the Worcester Public Service Employees Local Union 272, Educational Secretaries.

To discuss strategy with respect to litigation if an open meeting may have a detrimental effect on the litigating position of the public body and the chair so declares – Educational Association of Worcester v. Worcester Public Schools, MCAD Docket No. 20WEM02609 (Class Action Case); Various Individual MCAD Cases Filed by Employees Relating to Reasonable Accommodation Requests; and Worcester School Committee and Educational Association of Worcester, Department of Labor Relations, Case No. MUP-20-8368.

To discuss strategy with respect to litigation if an open meeting may have a detrimental effect on the litigating position of the public body and the chair so declares – Educational Association of Worcester, Units A/B, Grievance #20/21-11, Class Action Grievance, Claremont Department Head/Team Leader Positions.

The School Committee recessed from Executive Session at 6:28 p.m. and reconvened in Open Session at 6:38 p.m.

There were present at the second Call to Order:

Ms. Clancey, Mr. Johnson, Ms. Kamara, Ms. Mailman, Ms. O'Connell Novick and Mayor Petty

There was absent: Ms. McCullough

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

A Moment of Silence was held in honor of Dr. John E. Durkin, Former Superintendent of the Worcester Public Schools.

2. **Consent Agenda**

ii. Approval of Minutes

AOR 2-26 - Clerk
(September 21 2022)

To consider approval of the Minutes of the School Committee Meeting of Thursday, September 15, 2022.

AOR 2-27 - Clerk
(September 23, 2022)

To consider approval of the Executive Session Minutes of December 2, 2021, March 3, March 17, April 28 and May 5, 2022.

AOR 2-28 - Clerk
(September 23, 2022)

To consider approval of the Executive Session Minutes of March 21, 29 and 30 and April 14, 2022 for the Ad Hoc Search Committee for the next Superintendent.

iii. Approval of Donations

qb 2-254 - Administration
(September 28, 2022)

To accept the following donations:

- \$200.00 to Worcester Arts Magnet School to be used for Literacy from a friend of Worcester Arts Magnet.
- of a 1973 Alfa Romeo to be used for salvage/dismantle for the Automotive Department at WTHS.

iii. Notification of Personnel Records

- 2-36 The Superintendent has APPROVED the RESIGNATIONS of the persons named below:
- Albion, Nicole, Forest Grove Middle School, Teacher, English, 24-Aug-22
 - Angers, Guy, Claremont Academy, Teacher, Special Education, Moderate Disabilities, 17-Sep-22
 - Anzelmo, Michelle, Quinsigamond, Focused Instructional Coach, Elementary, 24-Aug-22
 - Boisvert, Felicitie, Burncoat High School, School Adjustment Counselor, School Adjustment Counselor, 17-Aug-22
 - Brady, Megan, Forest Grove Middle School, Teacher, Science, 02-Sep-22
 - Brewer, John, Academic Center for Transition, Teacher, Special Education, Moderate Disabilities, 24-Aug-22
 - Brown-Dolan, Dayna, Burncoat High School, Teacher, English, 29-Aug-22
 - Browne, Emily, Systemwide, Teacher, Music, 24-Aug-22
 - Carter, Melissa, Systemwide, School Adjustment Counselor, School Adjustment Counselor, 24-Aug-22
 - Caulfield, Craig, Burncoat High School, Teacher, ESL, ESL, 27-Sep-22

Coates, Cailin, Systemwide, Teacher, Special Education, Deaf, 23-Sep-22
 Czaja, Laura, Nelson Place, Teacher, Special Education, Preschool, 24-Aug-22
 Duque, Artur, Worcester East Middle School, Teacher, Mathematics, Secondary, 24-Aug-22
 Fagan, Sara, Elm Park Community, Teacher, Elementary, 23-Sep-22
 Feliciano, Ada, North High School, Teacher, Foreign Language, Spanish, 02-Sep-22
 Ganem, Sarah, Union Hill, Teacher, Special Education, STEP, 24-Aug-22
 Gay, Rebecca, Burncoat High School, Teacher, English, Secondary, 12-Aug-22
 Gemme, Danielle, Burncoat Middle School, Teacher, Mathematics, 10-Aug-22
 Golay, Andrew, Claremont Academy, Teacher, Mathematics, 15-Aug-22
 Hammer, Michelle, Doherty High School, Teacher, ESL, 12-Aug-22
 Kneeland, Jeanne, Roosevelt, Teacher, Special Education, SAIL, 25-Aug-22
 Lanava, James, Burncoat High School, Teacher, Special Education, 24-Aug-22
 Lane, David, North High School, Teacher, ESL, 12-Aug-22
 Lanza, Jessica, Norrback Avenue, Teacher, Elementary, Primary, 22-Aug-22
 MacFadden, Oliver, Systemwide, Teacher, Music, 12-Aug-22
 Madsen, Emily, Roosevelt, Teacher, Special Education, Preschool, 13-Sep-22
 Mahan, Marie, Sullivan Middle School, Teacher, Mathematics, Secondary, 15-Aug-22
 Marshall, Kimberly, Systemwide, Teacher, Art, 24-Aug-22
 McDonald, Nicole, Chandler Magnet, Teacher, Elementary, Primary, 26-Aug-22
 McGrath, Hannah, Wawecus Road, Teacher, Elementary, Intermediate, 24-Aug-22
 McLaine, Nicole, Systemwide, BCBA, Special Education, BCBA, 12-Aug-22
 Milaszewski, Robin, Systemwide, School Psychologist, Psychologists, 26-Aug-22
 Nicole-Fergus, Mellisa, Systemwide, School Adjustment Counselor, School Adjustment Counselor, 24-Aug-22
 Paradis, Maureen, Sullivan Middle School, Teacher, Science, 24-Aug-22
 Perry, Callista, Sullivan Middle School, Teacher, Science, Biology, 24-Aug-22
 Poole, Julie, Burncoat Middle School, Teacher, Special Education, Moderate Disabilities, 18-Aug-22
 Price, Marcus, Doherty High School, Teacher, Special Education, Moderate Disabilities, 15-Aug-22
 Randall, Katrina, Doherty High School, Teacher, English, 24-Aug-22
 Rembetsy-Brown, Therese, Forest Grove Middle School, Teacher, Social Studies, 10-Aug-22
 Sales, Sarah Bielack, Systemwide, Speech & Language Pathologist, Special Education, Speech, 25-Aug-22
 Siegell, Meher Jyoti, Chandler Magnet, Teacher, Elementary, Kindergarten, 24-Aug-22
 Simonti, Alicia, Forest Grove Middle School, Teacher, Science, Secondary, 23-Sep-22
 Spellman, Susan, Goddard, Teacher, ESL, 18-Aug-22
 Stanhope, Kristen, Systemwide, Teacher, Special Education, Learning Disabilities, 24-Aug-22
 Stimpson, Patrick, Forest Grove Middle School, Teacher, Special Education, STEP, 23-Aug-22
 Therrien, Kaila, Systemwide, Teacher, Special Education, Speech, 17-Aug-22
 Tsou, Yi Hsuan, Systemwide, Speech & Language Pathologist, Special Education, Speech, 12-Aug-22
 Wilmot, Sean, Worcester Technical High, Teacher, Vocational Education, Auto Collision-74, 15-Aug-22

- 2-37 The Superintendent has APPROVED the RETIREMENTS of the persons named below:
 Chow, Wilson, North High School, Teacher, Mathematics, 06-Sep-22
 Freedman, Judy, Fanning Building - Transition Program, Teacher, Special Education, 28-Aug-22
 Gauthier-Hardy, Jennifer, Worcester Technical High, Instructor in Charge, Vocational Education, Office Tech-74, 17-Aug-22
 Haddad, Maryann, Systemwide, Speech & Language Pathologist, Special Education, 01-Sep-22
 Ireland, Edward, Burncoat High School, Instructor, Other, ROTC, 31-Aug-22
 Michalowski, Susan, Thorndyke Road, Teacher, Elementary, Primary, 31-Aug-22
 Richmond, Emilie, South High School, Teacher, Science, Chemistry, 24-Aug-22
 Ritacco, Donna, St Casimir, School Adjustment Counselor, School Adjustment Counselor, 02-Sep-22

- 2-38 The Superintendent has APPROVED the APPOINTMENTS of the persons named below:
- Adams, Jason, Sullivan Middle School, Social Studies, BA, 1, 25-Aug-22
 - Agyeman, Frederick, Burncoat Middle School, Special Education, BA, 1, 12-Sep-22
 - Alcantara, Richard, Woodland Academy, ESL, BA+15, 5, 25-Aug-22
 - Alexander, Victoria, Chandler Elementary, Special Education, BA, 1, 25-Aug-22
 - Algieri, Gianna, Roosevelt, Elementary, MA, 1, 25-Aug-22
 - Allahverdi, Shahin, Worcester Technical High, Special Education, MA, 8, 25-Aug-22
 - Allison, Meighan, Francis J. Mcgrath Elementary, Elementary, BA, 1, 25-Aug-22
 - Anderson, Thomas, Worcester East Middle School, English, BA, 1, 25-Aug-22
 - Anderson, Christina, Systemwide, Special Education, MA, 8, 25-Aug-22
 - Aniello, Arianna, Nelson Place, Special Education, BA, 2, 25-Aug-22
 - Arango Fernandez, Francisco Javier, Burncoat Middle School, Other, MA, 6, 25-Aug-22
 - Araya-Yampey, Jose, Burncoat High School, Science, MA, 9, 25-Aug-22
 - Arnold, Nathan, Doherty High School, English, MA, 1, 25-Aug-22
 - Ashworth, Jacob, Worcester East Middle School, Mathematics, BA+15, 1, 25-Aug-22
 - Ayantola, Melissa, Worcester Technical High, Special Education, BA+15, 8, 25-Aug-22
 - Ayub-Golden, Mariam, Burncoat High School, Special Education, BA+15, 7, 25-Aug-22
 - Baez, Kayla, Worcester Technical High, Vocational Education, VL 3, 6, 25-Aug-22
 - Baker, Christine, Systemwide, School Adj Couns, MA, 4, 25-Aug-22
 - Baldassarre, Jennifer, Union Hill, Elementary, CAGS/2M, 9, 25-Aug-22
 - Barrera, Katie, Gates Lane, ESL, MA, 1, 25-Aug-22
 - Beauregard, Victoria, Chandler Magnet, School Adj Couns, MA+30, 9, 25-Aug-22
 - Beeler, Emma, Burncoat High School, Mathematics, BA, 1, 25-Aug-22
 - Belbase, Anek, Clark Street, ESL, CAGS/2M, 1, 25-Aug-22
 - Benoit, Alexandra, Systemwide, Special Education, MA, 1, 25-Aug-22
 - Benting, Abigail, Thorndyke Road, Elementary, MA, 2, 25-Aug-22
 - Berg, Laura, Systemwide, Health, BA, 1, 25-Aug-22
 - Beriau, Andre, Worcester Technical High, English, MA+15, 8, 25-Aug-22
 - Bigelow, Rachel, Elm Park Community, Elementary, BA, 1, 25-Aug-22
 - Binkoski, Michael, Burncoat High School, Mathematics, BA, 1, 25-Aug-22
 - Bobb, Rachael, Sullivan Middle School, Special Education, MA, 7, 25-Aug-22
 - Bokina, Anthony, Systemwide, Music, BA, 1, 25-Aug-22
 - Bonner, Maureen, Quinsigamond, Elementary, MA, 5, 25-Aug-22
 - Boosahda, Colleen, Jacob Hiatt Magnet, Special Education, MA, 4, 25-Aug-22
 - Borda, Angela, Belmont Community, ESL, BA, 25-Aug-22
 - Bostock, James, Union Hill, Elementary, BA+15, 9, 25-Aug-22
 - Bostwick, Colleen, Vernon Hill, Elementary, MA, 6, 25-Aug-22
 - Boudreau, Casey, Vernon Hill, ESL, BA, 2, 25-Aug-22
 - Bowden, Ana, North High School, Other, BA, 3, 25-Aug-22
 - Bowers, Casey, Worcester Technical High, English, MA, 2, 25-Aug-22
 - Braun, Amy, Sullivan Middle School, ESL, MA, 4, 25-Aug-22
 - Brichkova, Kate, Worcester Technical High, Special Education, MA, 2, 25-Aug-22
 - Bridgford, Everett, North High School, Social Studies, MA, 1, 25-Aug-22
 - Brindisi, Olivia, Woodland Academy, Elementary, BA, 1, 25-Aug-22
 - Brooks, Audrey, Vernon Hill, Special Education, MA, 8, 25-Aug-22
 - Brooks, Scott, Woodland Academy, Elementary, BA+15, 2, 25-Aug-22
 - Brousseau, Amy, Systemwide, Special Education, MA, 9, 25-Aug-22
 - Buckler, Madison, South High School, Science, MA, 2, 25-Aug-22
 - Buckley, Colleen, South High School, Science, MA, 4, 25-Aug-22
 - Bunch, Karla, Burncoat High School, Special Education, MA, 9, 14-Sep-22
 - Capullo, Christopher, South High School, Business Education, BA, 1, 25-Aug-22
 - Caron, Douglas, Forest Grove Middle School, Social Studies, MA, 2, 25-Aug-22
 - Cedrone, Elizabeth, Doherty High School, Special Education, BA, 1, 25-Aug-22
 - Celularo, Diana, Tatnuck Magnet, Elementary, MA, 4, 25-Aug-22
 - Charest, Heather, Lake View, Special Education, MA, 4, 25-Aug-22
 - Charles, Shayla, Vernon Hill, Elementary, BA, 1, 25-Aug-22
 - Clary, Kellie, Systemwide, Special Education, MA, 4, 12-Sep-22
 - Clayborne, Anne, North High School, Special Education, MA+15, 9, 25-Aug-22
 - Coakley, Timothy, Burncoat High School, Avid, BA, 7, 25-Aug-22
 - Cohen, Barbara, Claremont Academy, ESL, MA, 8, 25-Aug-22
 - Collins, Amanda, Doherty High School, English, BA, 1, 25-Aug-22
 - Colon, Rubaly, Worcester Technical High, Vocational Education, VL 3, 9, 25-Aug-22
 - Considine, Erin, Norrback Avenue, Elementary, BA, 1, 25-Aug-22

Corazzini, Margaret, Norrback Avenue, Special Education, MA+30, 9, 25-Aug-22
 Costa-Smith, Liliana, Jacob Hiatt Magnet, ESL, MA, 2, 25-Aug-22
 Creamer, Olivia, Forest Grove Middle School, Special Education, BA, 1, 25-Aug-22
 Cronan, Joanna, Systemwide, Music, MA, 2, 25-Aug-22
 Cutting, Colleen, Worcester East Middle School, Science, BA, 1, 25-Aug-22
 D'Amato, Jacqueline, Fanning Building - Transition Program, Special Education, MA, 9, 25-Aug-22
 Daubney, Katelyn, Gates Lane, Special Education, MA, 1, 25-Aug-22
 Daugherty, Scott, Systemwide, Music, MA+30, 9, 25-Aug-22
 Dealey, Kamila, North High School, Social Studies, MA, 1, 25-Aug-22
 Deda, Adriana, Tatnuck Magnet, ESL, BA, 8, 25-Aug-22
 DeForge, Katherine, Canterbury Street, Elementary, MA, 6, 25-Aug-22
 Denio, Kallie, Chandler Elementary, Special Education, MA, 3, 25-Aug-22
 Desgroseilliers, Steven, Worcester Technical High, Vocational Education, VL 1, 9, 25-Aug-22
 DiLiddo, Victoria, Burncoat High School, English, MA, 1, 25-Aug-22
 Dillon, Lee, North High School, English, BA, 2, 25-Aug-22
 DiOrio, Isabella, South High School, Foreign Language, MA, 1, 25-Aug-22
 Donovan, Hollie, Woodland Academy, ESL, BA+15, 1, 25-Aug-22
 Dufault, Kara, Burncoat Middle School, Special Education, MA+30, 9, 25-Aug-22
 Durkan, Liam, North High School, Special Education, MA, 9, 25-Aug-22
 Errara, Samuel, Claremont Academy, Health, BA, 1, 25-Aug-22
 Farnham, Sarah, Systemwide, Special Education, MA, 2, 25-Aug-22
 Fearing, Alexa, North High School, Special Education, MA, 7, 25-Aug-22
 Federico, Andrea, Vernon Hill, Elementary, MA, 1, 25-Aug-22
 Flynn, Sean, North High School, Mathematics, MA+30, 9, 25-Aug-22
 Foley, Caileen, Thorndyke Road, Elementary, MA, 3, 29-Aug-22
 Foley, Andrew, South High School, Social Studies, BA, 1, 25-Aug-22
 Frazier, Kirsten, Sullivan Middle School, ESL, BA+15, 9, 25-Aug-22
 Fredette, David, Durkin Administration, English, CAGS/2M, 9, 29-Aug-22
 Furlong, Stefanie, Francis J. Mcgrath Elementary, Special Education, MA, 5, 25-Aug-22
 Gabriel, Heather, Forest Grove Middle School, Mathematics, MA, 8, 25-Aug-22
 Garcia, Stephanie, Systemwide, Music, MA+15, 6, 25-Aug-22
 Garcia, Jessica, Quinsigamond, Elementary, BA+15, 1, 25-Aug-22
 Garcia, Rachel, Systemwide, Special Education, MA, 1, 25-Aug-22
 Gauvin, Megan, Challenge Academy, Social Studies, MA, 7, 25-Aug-22
 Gaxhi, Elvana, North High School, ESL, 9, 25-Aug-22
 Gencarelli, Joseph, North High School, Mathematics, BA, 1, 25-Aug-22
 Gevry, Amanda, Belmont Community, Elementary, BA, 2, 25-Aug-22
 Gianfrancesco, Michael, Reach Academy, Mathematics, BA+15, 9, 25-Aug-22
 Giannopoulos, John, Burncoat High School, Special Education, MA, 8, 25-Aug-22
 Gillis, James, Forest Grove Middle School, Mathematics, MA, 1, 25-Aug-22
 Gilman, Jennifer, Worcester Technical High, Vocational Education, VL 4, 8, 25-Aug-22
 Gonzalez, Natasha, Clark Street, ESL, MA, 1, 25-Aug-22
 Goodhile, Michaela, North High School, Guidance, MA, 1, 25-Aug-22
 Goulart, Kaitlin, Forest Grove Middle School, Special Education, MA, 3, 25-Aug-22
 Grant, Jennifer, Systemwide, School Adj Couns, MA, 8, 25-Aug-22
 Gray, Jacklyn, Quinsigamond, Elementary, BA, 1, 25-Aug-22
 Grenon, Laurie, South High School, Library Media, MA+15, 9, 25-Aug-22
 Grenon, Robert, City View, Elementary, MA+15, 9, 25-Aug-22
 Guemi, Soumia, City View, ESL, MA, 9, 25-Aug-22
 Gustavson, Lizbeth, New Citizens - Young Adult, Social Studies, MA, 1, 23-Sep-22
 Gutierrez, Daniel, Woodland Academy, Special Education, BA, 3, 25-Aug-22
 Hamel, Kristin, Lake View, Elementary, MA+15, 1, 25-Aug-22
 Hammond, Franchesca, Vernon Hill, ESL, MA, 1, 25-Aug-22
 Hardy-Lavoie, Jonathan, Systemwide, Special Education, MA, 8, 25-Aug-22
 Hayes, Emily, Worcester East Middle School, English, BA, 25-Aug-22
 Healy, Sandra, West Tatnuck, Special Education, BA, 9, 07-Sep-22
 Hickey, Patrick, Vernon Hill, Elementary, MA, 3, 25-Aug-22
 Hickey, Daniel, Doherty High School, ESL, MA, 1, 12-Sep-22
 Hoey, Ann, Canterbury Street, Elementary, MA+30, 9, 08-Sep-22
 Hollingshead, Sara, Vernon Hill, Elementary, MA, 8, 25-Aug-22
 Hoxha, Majlinda, Burncoat High School, ESL, BA, 5, 25-Aug-22
 Hundt, Anna, Flagg Street, Special Education, BA, 1, 25-Aug-22

Hutchinson, Megan, Worcester Technical High, Phys Education, BA, 1, 25-Aug-22
 Iarrobino, Brett, University Park, English, MA, 2, 25-Aug-22
 Jackson-Ball, Chrystle, Woodland Academy, ESL, MA, 8, 25-Aug-22
 Jacobson, Michael, Quinsigamond, ESL, MA, 8, 25-Aug-22
 Jaksina, Kimberly, Systemwide, Special Education, MA, 2, 25-Aug-22
 Jenkins, Tishaun, Worcester East Middle School, English, MA, 2, 25-Aug-22
 Johnson, Heather, North High School, Social Studies, MA, 7, 25-Aug-22
 Jones, Shanitta, Canterbury Street, Elementary, BA, 1, 25-Aug-22
 Kasper, Ariana, Gates Lane, Music, BA, 1, 25-Aug-22
 Keller, Hilary, Goddard, Elementary, MA, 1, 25-Aug-22
 Kelly, Kristi, Sullivan Middle School, Special Education, BA+15, 4, 25-Aug-22
 Kenyon, Katherine, Systemwide, Psychologists, CAGS/2M, 9, 25-Aug-22
 Kirdulis, Teresa, Burncoat Elementary, Elementary, BA, 9, 25-Aug-22
 Kirkpatrick, Kacie, North High School, Other, CAGS/2M, 6, 25-Aug-22
 Kline, Charles, Systemwide, School Adj Couns, MA, 9, 25-Aug-22
 Kmon, Callie, Union Hill, Elementary, BA, 1, 25-Aug-22
 Koberski, Jamie, Goddard, ESL, MA, 9, 25-Aug-22
 Korbey, Mikala, Systemwide, School Adj Couns, MA, 1, 25-Aug-22
 Kosak, Nafees, Union Hill, ESL, BA, 9, 27-Sep-22
 Kotnani, Elisabeta, Woodland Academy, ESL, BA+15, 1, 25-Aug-22
 Kraner, Zoe, Chandler Magnet, Elementary, BA, 1, 25-Aug-22
 Kunar, Christina, Norrback Avenue, Special Education, BA, 7, 25-Aug-22
 Kutarnia, Gina, Vernon Hill, Elementary, MA+15, 8, 25-Aug-22
 Lacey, Stacy, Norrback Avenue, Elementary, CAGS/2M, 9, 25-Aug-22
 Landers, Sara, Clark Street, Special Education, MA, 9, 25-Aug-22
 Lane, Justice, Chandler Elementary, Phys Education, BA, 2, 25-Aug-22
 Lazar, Chloe, Roosevelt, Special Education, BA, 1, 25-Aug-22
 Leary, Erin, Woodland Academy, Bilingual, BA, 2, 28-Sep-22
 Leff, Mark, Burncoat High School, English, MA, 9, 25-Aug-22
 Lerdal, Erik, Systemwide, Special Education, MA, 9, 25-Aug-22
 Levesque, Brett, Burncoat High School, English, 25-Aug-22
 Litchfield, Jennifer, North High School, Vocational Education, PHD, 8, 25-Aug-22
 Livingston, Christina, Systemwide, Special Education, MA, 8, 25-Aug-22
 Loiseau, Jaclyn, Roosevelt, Elementary, BA, 1, 25-Aug-22
 Lopez, Dorayma, La Familia Dual Language School, Special Education, MA, 1, 26-Aug-22
 Lopez, Juan, Forest Grove Middle School, Foreign Language, BA, 5, 06-Sep-22
 MacDonnell, Robert, Burncoat Middle School, English, BA+15, 9, 25-Aug-22
 Macy, Dinah, Union Hill, Elementary, MA+15, 5, 02-Sep-22
 Maguire, Meaghan, Systemwide, Music, BA, 1, 25-Aug-22
 Mahan, Jillian, Norrback Avenue, Elementary, BA, 1, 25-Aug-22
 Maldonado, Luis, Woodland Academy, Music, BA, 3, 25-Aug-22
 Manning, Jennifer, Burncoat High School, Special Education, BA, 2, 25-Aug-22
 Marcelo, Ana Karenina, Worcester East Middle School, Special Education, MA, 5, 25-Aug-22
 Marcotte, Sam, North High School, Other, BA, 1, 25-Aug-22
 Marini, Natalee, Challenge Academy, English, MA, 1, 25-Aug-22
 Martel, Nicole, Clark Street, Elementary, MA, 3, 25-Aug-22
 Martin, Kristi, Jacob Hiatt Magnet, Special Education, MA, 7, 25-Aug-22
 Martinez, Amanda, Jacob Hiatt Magnet, Elementary, MA, 9, 25-Aug-22
 Martinez-Torres, Gregory, South High School, ESL, BA, 1, 26-Aug-22
 Maslen, Victoria, Canterbury Street, Special Education, BA, 1, 25-Aug-22
 Mauhs-Pugh, Eliza, Woodland Academy, Elementary, MA+15, 4, 25-Aug-22
 Mazloum, Samira, Worcester Arts Magnet, ESL, BA, 1, 25-Aug-22
 Mburu, Joseph, Forest Grove Middle School, Science, BA, 1, 12-Sep-22
 McCabe, Caitlyn, Francis J. Mcgrath Elementary, Elementary, BA, 1, 25-Aug-25
 McCluskey, Anne, Sullivan Middle School, Mathematics, MA+15, 9, 25-Aug-22
 McKinnon, Madison, North High School, English, BA, 1, 25-Aug-22
 McLoughlin, Elizabeth, Chandler Magnet, Elementary, MA, 4, 26-Sep-22
 McManus, Shauna, Norrback Avenue, ESL, MA, 4, 25-Aug-22
 Mercier, Michael, Burncoat Middle School, Special Education, BA, 6, 25-Aug-22
 Morasse, Michael, Systemwide, Special Education, CAGS/2M, 9, 25-Aug-22
 Morin, Julia, City View, ESL, MA, 1, 25-Aug-22
 Morris, Kimberly, Doherty High School, Special Education, MA, 9, 25-Aug-22
 Morrissey, Jeffrey, Wawecus Road, Elementary, BA, 1, 30-Aug-22

Murphy, Maria, Elm Park Community, Elementary, BA+15, 1, 25-Aug-22
 Murphy, Eleanor, Canterbury Street, Elementary, BA, 25-Aug-22
 Murphy, Brandy, City View, Special Education, BA, 2, 25-Aug-22
 Naco, Nada, Worcester East Middle School, Foreign Language, BA, 25-Aug-22
 Narice, Gina, Goddard, ESL, MA, 1, 25-Aug-22
 Novia, Sarah, Goddard, Elementary, MA, 4, 25-Aug-22
 O'Hara, Colleen, Burncoat High School, Art, BA, 1, 25-Aug-22
 O'Leary, Kelly, Nelson Place, Special Education, CAGS/2M, 9, 25-Aug-22
 O'Neill, Shawna, Nelson Place, Elementary, BA, 1, 25-Aug-22
 O'Rourke, Kelly, Grafton Street, ESL, BA, 3, 25-Aug-22
 O'Toole, Heather, Chandler Elementary, Elementary, BA+15, 1, 25-Aug-22
 Oglesby, Felicia, Burncoat Middle School, English, BA, 2, 25-Aug-22
 Openshaw, Brittany, Systemwide, Special Education, MA, 5, 25-Aug-22
 Page, Katelyn, Quinsigamond, Special Education, BA, 1, 25-Aug-22
 Paquette, Maryellen, Burncoat Middle School, Other, MA+15, 9, 25-Aug-22
 Parella, Marina, Systemwide, Art, BA, 1, 25-Aug-22
 Passos, Marcia, South High School, ESL, BA, 9, 25-Aug-22
 Patterson, Kara, Systemwide, Special Education, MA, 9, 25-Aug-22
 Pepin, Amanda, Columbus Park, Elementary, MA, 2, 07-Sep-22
 Pepple, Dagogo, Sullivan Middle School, Science, BA, 2, 25-Aug-22
 Perez Salort, Maria, Chandler Magnet, Elementary, MA, 7, 25-Aug-25
 Perez-Brown, Maritza, Durkin Administration, Mathematics, MA+30, 9, 23-Aug-22
 Perron, Jennifer, Francis J. Mcgrath Elementary, Elementary, MA, 1, 25-Aug-22
 Poitras-Cote, Elizabeth, Goddard, Elementary, BA, 1, 25-Aug-22
 Poulin, Brooke, Norrback Avenue, Special Education, MA, 25-Aug-22
 Powers, Maria, Goddard, Special Education, MA, 6, 25-Aug-22
 Preece, Kimberly, Worcester East Middle School, Special Education, BA, 1, 25-Aug-22
 Preston, Casey, Sullivan Middle School, Music, MA, 1, 25-Aug-22
 Quirk, Richard, Sullivan Middle School, English, MA+15, 9, 25-Aug-22
 Ragusa, Allison, Doherty High School, Special Education, BA, 1, 25-Aug-22
 Ramirez, Ana, Woodland Academy, Elementary, BA, 1, 25-Aug-22
 Rao, Ravi, Claremont Academy, ESL, MA, 2, 25-Aug-22
 Razzaq, Ayyah, Elm Park Community, ESL, BA, 1, 25-Aug-22
 Reed, Colin, Nelson Place, Special Education, BA, 3, 25-Aug-22
 Reidy, Michelle, Norrback Avenue, Special Education, BA, 2, 25-Aug-22
 Restrepo, Deanna, Tatnuck Magnet, Elementary, BA, 1, 25-Aug-22
 Riendeau, Stephanie, Burncoat High School, Mathematics, BA, 1, 25-Aug-22
 Ritacco, Alyssa, Vernon Hill, Elementary, BA, 2, 25-Aug-22
 Rivera, Kiara, La Familia Dual Language School, ESL, BA, 1, 25-Aug-22
 Rivera Martinez, Delimar, La Familia Dual Language School, ESL, MA, 4, 25-Aug-22
 Robbins, Sarah, Vernon Hill, Elementary, MA, 1, 25-Aug-22
 Rodriguez, Tammy, Claremont Academy, Mathematics, BA+15, 1, 21-Sep-22
 Rollan Martinez-Herrera, Clara, La Familia Dual Language School, Elementary, MA, 4, 25-Aug-22
 Rotti, Casey, Union Hill, Elementary, BA, 1, 25-Aug-22
 Rubenacker, Melanie, Grafton Street, Elementary, CAGS/2M, 9, 25-Aug-22
 Russell, Molly, Norrback Avenue, Special Education, MA, 6, 25-Aug-22
 Ryan, Matthew, Gates Lane, Special Education, BA, 5, 25-Aug-22
 Sanchez, Veronica, North High School, Foreign Language, MA, 2, 25-Aug-22
 Sawyer, Paul, Sullivan Middle School, English, BA, 1, 25-Aug-22
 Scobie, Steven, Worcester Technical High, Special Education, MA, 8, 25-Aug-22
 Senckowski, Celia, North High School, Foreign Language, CAGS/2M, 8, 25-Aug-22
 Senecal, Kaylie, Tatnuck Magnet, Elementary, BA, 25-Aug-22
 Shactel, Elizabeth, Burncoat Middle School, Mathematics, MA, 8, 25-Aug-22
 Shaughnessy, Anna, Doherty High School, English, BA, 1, 25-Aug-22
 Shea, Bethany, Worcester Technical High, Phys Education, MA, 7, 25-Aug-22
 Sousa, Mason, Worcester Technical High, Vocational Education, VL 2, 6, 25-Aug-22
 Souza, Stephanie, Clark Street, ESL, BA, 1, 25-Aug-22
 St. Clair-Goldschmidt, Hunter, City View, Elementary, BA, 2, 25-Aug-22
 St. Laurent, Karen, Sullivan Middle School, Science, PHD, 1, 25-Aug-22
 Stomski, Brianna, Lake View, Elementary, BA, 1, 25-Aug-22
 Swiderski, Hayley, Gates Lane, Special Education, BA, 1, 25-Aug-22
 Tata, Autumn, Belmont Community, Elementary, BA, 1, 25-Aug-22

Tetreault, Abby, Grafton Street, Elementary, MA, 7, 25-Aug-22
 Thomas, Denelee, Systemwide, Special Education, MA+15, 9, 26-Sep-22
 Tolman, Brianna, Vernon Hill, ESL, BA, 1, 25-Aug-22
 Toy, Francesca, South High School, English, MA, 2, 29-Aug-22
 Trinidad, Tilsa, Burncoat Middle School, Social Studies, MA, 9, 25-Aug-22
 Turley, Cristina, City View, Special Education, MA+30, 4, 25-Aug-22
 Turner, Jay, North High School, Science, BA, 1, 25-Aug-22
 Urban, My, Forest Grove Middle School, English, MA, 1, 27-Sep-22
 Vaillancourt McCann, Sarah, Sullivan Middle School, English, BA, 3, 25-Aug-22
 Vargas, Natalie, South High School, Other, BA, 1, 25-Aug-22
 Vasquez Rivera, Melineth, Forest Grove Middle School, ESL, BA, 2, 25-Aug-22
 Virzi, Frank, Claremont Academy, Science, MA, 9, 25-Aug-22
 Walker, Matthew, Vernon Hill, ESL, MA, 1, 25-Aug-22
 Walsh, Meaghan, Systemwide, School Adj Couns, MA, 1, 25-Aug-22
 Warrington, Vanessa, Forest Grove Middle School, Special Education, BA, 1, 25-Aug-22
 Weidknecht, Kimberly, Systemwide, Special Education, PHD, 9, 25-Aug-22
 Wessling, Susan, Chandler Magnet, ESL, MA, 9, 25-Aug-22
 Wheeler, Megan, Vernon Hill, Elementary, MA+15, 9, 25-Aug-22
 White, Mary, City View, Elementary, MA, 1, 25-Aug-22
 Whitson, Brendan, Worcester East Middle School, Social Studies, BA, 2, 25-Aug-22
 Wilson, Stacey-Ann, North High School, English, MA+30, 8, 25-Aug-22
 Young, Ryan, South High School, Special Education, MA, 2, 25-Aug-22
 Young, Gianna, Woodland Academy, School Adj Couns, MA, 1, 25-Aug-22

iv. Initial filing of individual recognitions

gb 2-255 - Clancey
 (September 13, 2022)

To set the date of Thursday, October 20, 2022 to recognize Nicolette Kiorpes, a Doherty High School soccer player, who played for the US National Women's team this summer.

On a roll call of 6-0-1 (absent McCullough), the consent agenda was approved.

4. Public Comment

Alannah Coughlin spoke to gb 2-262 regarding the Dress Code Policy.

5. Public Petitions

c&p 2-13 - Clerk
 (September 27, 2022)

To consider a petition from two students at Forest Grove Middle School regarding plastic waste products.

On a voice vote, the item was referred to the Standing Committee on Finance and Operations.

6. Report of the Superintendent

ROS 2-13 - Administration
 (September 21, 2022)

DEPARTMENT OF ELEMENTARY AND SECONDARY EDUCATION ACCOUNTABILITY SYSTEM - PART 1

Superintendent Monárrez stated that Part I is an overview of the current accountability system and that Part II of the presentation will be provided on October 20, 2022 and will focus on the data broken down by student groups.

Dr. Morse stated that MCAS is just one data point and while a score is important, it should never define a student's potential or ability, nor should it provide a generalized opinion of a school. She also presented the following:

Science scores had a marginal increase.
 ELA scores did not improve.
 Math scores showed an increase.

She stated that the district is committed to doing what it can to be sure that students have the ability to succeed and ensure that their future is secure.

Dr. Andrade stated that the last full accountability determination was in 2019. DESE is going to be using 2022 as the new baseline. He also stated that the attendance indicator has been changed to 20% as the threshold for chronic absenteeism. He presented the following median accountability percentile results by quadrant:

Burncoat Quadrant had 5 schools improve and 5 schools that were lower
 Doherty Quadrant had 5 schools improve and 7 schools that were lower
 North Quadrant had 4 schools improve and 6 schools that were lower
 South Quadrant had 7 schools improve and 5 schools that were lower

He stated that in the next presentation there will be more on ELA, Math and Science performance and also the path going forward.

Superintendent Monárrez stated that at the last School Committee meeting she shared an idea about having an academic support division in the district and presented the infrastructure. She also explained the New Superintendent Induction Program which will be a collaboration with DESE and MASS.

Vice-Chair Johnson asked if the new positions would be brought back to the School Committee at some point and Mr. Allen stated that he will be discussing that as part of the Budget Status Report which will be presented at the Standing Committee on Finance and Operations meeting on Wednesday, October 12, 2022.

On a roll call of 5-0-2 (absent McCullough and Mayor Petty), the item was accepted and filed.

Report of the Standing Committee

The Standing Committee on Teaching, Learning and Student Supports met on Tuesday, September 13, 2022 at 5:30 p.m. in Room 410 at the Durkin Administration Building.

gb 9-327 -Administration (October 7, 2019)

To consider answers to the fourteen Action Steps made by Mayor Petty and approved by the School Committee.

Chair McCullough made the following motion:

Request that the item be filed.

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

gb 1-53 - Mr. Monfredo/Miss Biancheria/Mrs. Clancey/Ms. McCullough/Ms. Novick (February 12, 2021)

Request that the Administration collaborate with community agencies, retired teachers and other groups, to study the feasibility of establishing a summer learning program to assist K-8 students.

Member Mailman made the following motion:

Request that the Administration provide a report containing the number of students who participated in the Summer Early College Programs at Quinsigamond Community College and Worcester State University.

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

Chair McCullough made the following motion:

Request that the item be held for a report in October.

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

gb 1-312 - Ms. McCullough/Mrs. Clancey/Mr. Monfredo/Ms. Novick (November 9, 2021)

Request that the Administration explore utilizing virtual tutoring services for the students of the WPS.

Dr. Morse provided updated information on both the one-on-one Ignite and After-school Catapult Tutorial programs.

Chair McCullough made the following motion:

Request that the item be held for a report in December in order for the Administration to explore offering tutorial services for secondary students and provide an update on them at the elementary level.

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

gb 2-145 - Mailman (May 6, 2022)

Request that the Administration provide a report, from January to present, regarding teacher shortages to include teacher absences by school and indicate the resources utilized to cover their classroom.

Dr. Morse stated that the district continues to have vacancies in Special Education, ELs and other core subjects. The district has hired 56 day-by-day teachers and 59 building substitutes in order to mitigate teachers' absences.

Chair McCullough made the following motion:

Request that the item be held for a meeting in October.

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

gb 2-150 - Kamara (May 11, 2022)

Request that the Administration provide a report, in the form of a chart, on all secondary schools specialized programs occurring in each quadrant.

gb 2-151 - Kamara (May 11, 2022)

Request that the Administration provide a report, in the form of a chart, on the relative ability of a child to get into a specialized program that is in a secondary school that is outside their home quadrant.

(These items were considered together.)

Member Kamara made the following motion:

Request that the backup for the item be placed on the WPS website.

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

Chair McCullough made the following motion:

Request that the item be filed.

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

gb 2-218 - Administration (August 8, 2022)

To accept the Early College Full School and Expansion Year 2; Fund Code 175 Grant from the Massachusetts Department of Elementary and Secondary Education (Continuation administered by the Office of Early College in the amount of \$500,000.)

Dr. Sippel stated that the Administration will provide information regarding the overall Early College Programs districtwide at the October Standing Committee meeting. He provided an overview of the grant and stated that two new positions were added to Claremont Academy, one a Focus Instructional Coach and the other an Early College Advisor.

Chair McCullough made the following motion:

Request that the item be held for an update in October.

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

gb 2-244 - Administration (August 24, 2022)

To consider an update of the Admissions Policy at Worcester Technical High School and recommend possible amendments.

Dr. Sippel stated that the population of students of color as well as economically disadvantaged students at WTHS have been very close in proportion across the district.

Chair McCullough asked for more information regarding the acceptance of twins to WTHS.

Chair McCullough made the following motion:

Request that the School Committee accept the following amendments to the Admissions Policy for Worcester Technical High School regarding siblings that are in the same grade.

"There may be cases when 8th grade siblings may apply for admission to WTHS from the same feeder school and are assigned to the same tier for the lottery. As the tiered lottery is a random drawing, one sibling may be accepted for a seat allocated to their school while the other sibling(s) might be placed on the waiting list. If this occurs, the parent/guardian may notify the WTHS administration of the circumstance and provide legal documentation of the applicants' sibling status. After a review of the documentation, WTHS may then allocate additional seats to accommodate any siblings who were placed through the lottery on the waiting list."

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

Chair McCullough made the following motion:

Request that the item be held for a meeting in November regarding the Innovation Pathway Program and invite the School Committee student representative Kendra Anim to the meeting.

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

SCHOOL COMMITTEE MEETING

On a roll call of 5-0-2 (absent McCullough and Mayor Petty), the action of the Standing Committee was approved as stated.

Student Advisory Committee item

gb 2-256- Administration
(September 21, 2021)

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

Kendra Anim - Worcester Technical High School
Valarie Uduma - Claremont Academy

No action was taken on this item.

7. Approval of Grants and other Finance Items

gb 2-257 Administration
(September 21, 2022)

To approve the following prior fiscal year payments:

- \$3,234.28 for Scholastic
- \$10,385.75 for Mass Audubon
- \$4,725.93 to a teacher
- \$6,072.99 to a teacher
- \$40,818.96 to the Justice Resource Institute
- \$1,644.83 to O'Reilly, Talbot & Okun
- \$2,181.93 to UniFirst
- \$1,221.18 to Granite City Supply
- \$195.30 to Delsignore Electrical Contractors
- \$600.00 to WPC Pest and Termite Control
- \$170.00 to a senior custodian
- \$100.00 to a bus driver
- \$790.36 to a Transportation Safety & Training Liaison
- \$134.36 to Price Chopper
- \$12,194.50 to Valley Collaborative
- \$52,082.24 to Custom Computer

On a roll call of 5-0-2 (absent McCullough and Mayor Petty), the item was approved.

8. General Business

gb 1-265.1 - Administration/McCullough/Clancey/Novick
(September 19, 2022)

Response of the Administration to the request to explore the use of translation services for full School Committee meetings while remote/hybrid meetings continue to be held.

Member O'Connell Novick made the following motion:

Request that the Administration approve a Spanish translation pilot, effective as soon as possible.

On a roll call of 5-0-1-1 (abstain Kamara and absent Mayor Petty) the motion was approved and the item was referred to the Standing Committee on Finance and Operations.

gb 2-18.14 - Administration/Novick/Clancey/Johnson/Kamara/Mailman
(September 21, 2022)

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

Superintendent Monárrez provided the following update on COVID cases by quadrant:

	<u># of positive cases/students</u>	<u>#of positive cases/staff</u>	<u>Attendance rate</u>
Burncoat	25	7	91.6%
Doherty	22	5	92.09%
North	11	11	91.9%
South	19	16	92.76

She also provided the weekly total from September 29-October 6 with 77 students, 51 staff positive and the attendance rate for the district was 92.04%.

It was moved and voice voted to hold the item for the next meeting.

gb 2-40.1 - Administration/Kamara/Clancey/Johnson/Mailman/Novick
(September 23, 2022)

Response of the Administration to the request to provide a list of agreements and/or contracts that the school system has with community organizations.

Member Kamara asked for additional information to include the purpose of the partnership and the end dates of the contracts.

On a roll call of 5-0-2 (absent McCullough and Mayor Petty), the item was held for updates from the Administration.

gb 2-240.1 - Administration/Administration
(September 27, 2022)

To consider adoption of the Employee Social Media Policy.

On a roll call of 5-0-2 (absent McCullough and Mayor Petty), the item was referred to the Standing Committee on Governance and Employee Issues.

gb 2-258 - Administration
(September 21, 2022)

Request that the School Committee authorize the Superintendent to act as its representative to execute all contracts and other legally binding documents in the name and on behalf of the School Committee.

Member O'Connell Novick made the following motion:

To amend the current item to read as follows:

Request that the School Committee authorize the Superintendent to act as its representative to execute all contracts and other legally binding documents necessary for the execution of grants, contracts and legal settlement agreements in the name of and on behalf of the School Committee.

Mr. Allen explained during a transition to a new Superintendent this is a common item that has been approved by the School Committee and falls into three categories:

- the review and acceptance of Grants
- the notarization of contracts and
- the signing of settlement agreements on behalf of the School Committee

On a roll call of 6-0-1 (absent McCullough), the item was approved as amended.

gb 2-259 - Administration
(September 26, 2022)

To authorize the Administration to enter into a lease agreement for up to five years for the replacement of existing school buses.

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

gb 2-260 - Mailman
(September 21, 2022)

Request that the Administration provide a report on elementary class sizes and consider taking action, if necessary.

On a roll call of 6-0-1 (absent McCullough), the item was referred to the Administration.

gb 2-261 - Mailman
(September 21, 2022)

Request that the Administration provide a report with the October 1st enrollment numbers.

Mr. Allen stated that the Administration has not yet certified the numbers with the State but will be providing a report as soon as they have those numbers.

On a roll call of 6-0-1 (absent McCullough), the item was referred to the Administration.

gb 2-262 - Novick
(September 21, 2022)

To consider approval of an amendment to the following MASC policies:

to include the expanded definition of race to include traits historically associated with race, including, but not limited to hair texture, hair type, hair length, and protective hairstyles, and the correlating legal reference to Acts of 2022, Chapter 117.

- AC - Nondiscrimination Policy Including Harassment and Retaliation
- ACA - Nondiscrimination on the Basis of Sex
- GBA - Equal Employment Opportunity
- GCF - Professional Staff Hiring
- JB - Equal Educational Opportunities
- JFBB - School Choice
- JIC - Student Discipline
- JICA - Student Dress Code

On a roll call of 7-0, the item was referred to the Standing Committee on Governance and Employee Issues.

gb 2-263 - Administration
(September 27, 2022)

To consider approval of one new MASC Policy and amendments to others:

DBG – Budget Adoption Procedures (New Policy)
 DBC – Budget Deadlines
 DBD – Budget Planning
 DBJ – Budget Transfer Authority
 DD – Grants, Proposals, and Special Projects
 DGA – Authorized Signatures
 DH – Bonded Employees and Officers
 DI- Fiscal Accounting and Reporting
 DIE – Audits
 DJ – Purchasing
 DJE – Procurement Requirements
 DK – Payment Procedures
 KCD – Public Gifts to The Schools

On a roll call of 7-0, the item was referred to the Standing Committee on Governance and Employee Issues.

(The following items were taken collectively)

gb 2-264 - Administration
(September 27, 2022)

To consider approval of the Job Description for a School Culture and Climate Assistant.

Superintendent Monárrez stated that the position is being piloting at North High and Sullivan Middle Schools.

gb 2-265 - Administration
(September 28, 2022)

To consider approval of the Job Description for a Director of Family and Community Engagement.

gb 2-266 -Administration
(September 27, 2022)

To consider approval of the Job Description for a Chief Academic Support Officer.

gb 2-267 -Administration
(September 27, 2022)

To consider approval of the Job Description for an Administrative Director, Positive Youth Development.

Member O’Connell Novick requested that the word affidavit be amended.

gb 2-268 -Administration
(September 27, 2022)

To consider approval of the Job Description for a Dean of Students.

Superintendent Monárrez stated that the position is being piloting at North High School.

gb 2-269 -Administration
(September 27, 2022)

To consider approval of the Job Description for Strategic Administrative Support.

On a roll call of 6-0-1 (absent McCullough), gb 2-264 through 2-269 were approved collectively.

gb 2-270 - Administration
(September 28, 2022)

To authorize the Administration to enter into a four-year lease agreement for 1,100 laptops for instructional staff.

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

gb 2-271 - Novick
(September 27, 2022)

Request administration report on the process by which security guards are assigned to school buildings.

On a roll call of 7-0, the item was referred to the Standing Committee on Finance and Operations.

8. Announcements

Weekend football games at Polar Park:

Worcester Technical High School, Sunday at 4:00 p.m.
Holy Cross College, Saturday at 4:00 p.m.
Assumption College, Sunday at noon.

Italian Heritage Parade on Shrewsbury Street, Sunday at noon.

On a roll call of 7-0, the meeting was adjourned at 8:38 p.m.

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

ii. APPROVAL OF DONATIONS
Administration
(October 11, 2022)

ITEM - gb 2-273
S.C. MEETING - 10-12-22

ITEM:

To accept the following donations:

- \$3,040 to WPS preschool programs from the Marcia R. Katter Memorial Fund of Greater Worcester Community Foundation.
- \$500 to provide art supplies to WPS students from the Mary Oakley Memorial Fund of Greater Worcester Community Foundation.
- \$450 to WTHS for the Skills USA Program from the Thurston E. Solomon and Everett J. Morter Memorial Fund of Greater Worcester Community Foundation
- \$570 to WTHS for participation in Skills USA from the Saul A. Seder Fund of Greater Worcester Community Foundation.
- \$6,265.05 to WTHS from the Sarah Daniels Pettit and William O. Pettit Jr. Fund of Greater Worcester Community Foundation.
- \$3,122 to Doherty Memorial High School from the Class of 1972

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

iv. INITIAL FILING OF RECOGNITIONS
Mailman
(October 12, 2022)

ITEM - gb 2-274
S.C. MEETING - 10-20-22

ITEM:

To set the date to recognize the many achievements of Luis Ojeda, Physical Education teacher at Woodland Academy who was recognized with a citation at the state house during the State of Latino Education event held on Wednesday, October 5, 2022.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Set the date of Thursday, November 10, 2022.

J. PUBLIC PETITION
Clerk
(October 11, 2022)

ITEM - c&p 2-14
S.C. MEETING - 10-20-22

ITEM:

To consider a communication from the EAW for approval of a donation of sick days for 2 educators.

PRIOR ACTION:

BACKUP: One is a Paraprofessional at Worcester East Middle and the other is a teacher at Burncoat Prep.
Annex A (1 page) contains a copy of the petition.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Standing Committee on Governance and Employee Issues.



October 11, 2022

Mayor Joseph Petty
c/o Dr. Helen Friel Clerk of School Committee
20 Irving Street
Worcester, MA 01609

VIA Email Scan

Dear Dr. Friel,

I would like to speak about donating sick days for 2 educators at the next School Committee meeting on October 20th. One is a Paraprofessional at Worcester East Middle and the other is a teacher at Burncoat Prep.

Please let me know when we will I be presenting. Thank you for your assistance.

Sincerely,

Melissa Verdier

Melissa Verdier
EAW President

J. PUBLIC PETITION
Clerk
(October 11, 2022)

ITEM - c&p 2-15
S.C. MEETING - 10-20-22

ITEM:

To consider a communication from an educator for approval of a donation of sick days.

PRIOR ACTION:

BACKUP: I just started working for WPS in August and I will not have a lot of sick days accumulated for my maternity leave around December 8th. Staff members have offered to donate sick time to me. Thank you in advance.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Standing Committee on Governance and Employee Issues.

ITEM:

DEPARTMENT OF ELEMENTARY AND SECONDARY EDUCATION ACCOUNTABILITY
SYSTEM - PART II

PRIOR ACTION:

- 10-6-22 - Superintendent Monárrez stated that Part I is an overview of the current accountability system and that Part II of the presentation will be provided on October 20, 2022 and will focus on the data broken down by student groups.
- Dr. Morse stated that MCAS is just one data point and while a score is important, it should never define a student's potential or ability, nor should it provide a generalized opinion of a school. She also presented the following:
- Science scores had a marginal increase.
 - ELA scores did not improve.
 - Math scores showed an increase.
- She stated that the district is committed to doing what it can to be sure that students have the ability to succeed and ensure that their future is secure.
- Dr. Andrade stated that the last full accountability determination was in 2019. DESE is going to be using 2022 as the new baseline. He also stated that the attendance indicator has been changed to 20% as the threshold for chronic absenteeism. He presented the following median accountability percentile results by quadrant:
- Burncoat Quadrant had 5 schools improve and 5 schools that were lower
 - Doherty Quadrant had 5 schools improve and 7 schools that were lower
 - North Quadrant had 4 schools improve and 6 schools that were lower
 - South Quadrant had 7 schools improve and 5 schools that were lower
- He stated that in the next presentation there will be more on ELA, Math and Science performance and also the path going forward.
- Superintendent Monárrez stated that at the last School Committee meeting she shared an idea about having an academic support division in the district and presented the infrastructure. She also explained the New Superintendent Induction Program which will be a collaboration with DESE and MASS.
- Vice-Chair Johnson asked if the new positions would be brought back to the School Committee at some point and Mr. Allen stated that he will be discussing that as part of the Budget Status Report which will be presented at the Standing Committee on Finance and Operations meeting on Wednesday, October 12, 2022.
- On a roll call of 5-0-2 (absent McCullough and Mayor Petty), the item was accepted and filed.

BACKUP: The PowerPoint will be provided prior to the meeting.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:
Accept and file.

M. STUDENT ADVISORY COMMITTEE ITEM
Administration
(October 11, 2022)

ITEM - gb 2-275
S.C. MEETING - 10-20-22

ITEM:

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

Alycia Young - University Park Campus School
Mia Haynes - Burncoat High School

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

File.

N. APPROVAL OF OTHER FINANCE ITEMS
Administration
(October 11, 2022)

ITEM - gb 2-276
S.C. MEETING - 10-12-22

ITEM:

To approve the following prior fiscal year payments:

- \$2,100 to Integrated Center for Child Development (ICCD) Partners
- \$206.28 to the City of Worcester Police Department
- \$15,585.03 to the Center School
- \$10,408.80 to the Center for Applied Behavioral Instruction
- \$37,981.63 to Devereux Advanced Behavioral Health
- \$4,455 to Easter Seals of Massachusetts
- \$322.34 to Evergreen Center
- \$6,136.92 to McCauley Nazareth Home for Boys, Inc.
- \$858 to Whitney Academy
- \$2,004.23 to CosmoProf-WTHS
- \$747.63 to School Data Books-City View
- \$95.00 to Flinn Scientific Inc.-Burncoat High School
- \$2,427 to Holyoke Tire & Auto
- \$2,582.76 to Clean Harbors

PRIOR ACTION:

BACKUP: Annex A (1 page) contains the backup for the item.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

1. Invoice received was not processed prior to fiscal year end.
2. Invoice received during this fiscal year.
3. Invoice received during this fiscal year.
4. Invoice received during this fiscal year.
5. Invoice received during this fiscal year.
6. Invoice received during this fiscal year.
7. Invoice received during this fiscal year.
8. Invoice received during this fiscal year.
9. Invoice received during this fiscal year.
10. Invoice received was not processed prior to fiscal year end.
11. Invoice received was not processed prior to fiscal year end.
12. Invoice received was not processed prior to fiscal year end.
13. Invoice just received for June Vehicle Inspection reports.
14. Invoice from April 2021 just received.

N. APPROVAL OF GRANTS
Administration
(October 13, 2022)

ITEM - gb 2-277
S.C. MEETING - 10-20-22

ITEM:

To accept the Early College Support Grant, Fund Code 460 from the Massachusetts Department of Elementary and Secondary Education in the amount of \$350,000.

PRIOR ACTION:

BACKUP: Annex A contains the backup for the item.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

Name of Grant: Early College Support Grant; Fund Code 460

Type of Funder: Massachusetts Department of Elementary and Secondary Education

Awarded Amount: \$350,000

Grant Funding Period: Upon Approval through June 30, 2023
Summer: 07/01/23-08/31/23

Project title: Early College Support Grant

Program coordinator: Timothy Sippel, Ed.L.D.

Purpose: The purpose of this grant is to provide support resources to Designated Early College programs. K–12 institutions are intended to be the lead education agency and the resources are intended to support both the secondary school partners and the institute of higher education (IHE) partner in the development and sustainment of Early College work.

Description of the program: Early College Worcester is a state-designated partnership between Worcester Public Schools (WPS), Quinsigamond Community College (QCC), and Worcester State University (WSU). Students take a series of college courses while they are still in high school with the goal of earning 12 college credits before graduation. Classes are taught by college faculty both on the college campuses and at WPS public high schools. The program is open to students from all WPS high schools; there is no financial cost for students.

Program location: Burncoat High School, Claremont Academy, Doherty High School, North High School, South High School, University Park Campus, Worcester Technical High School. The program is also open to students at Gerald Creamer Center, New Citizens Center, and the Alternative School.

Outcomes and Measures: Expanded and sustained enrollment of students in program across all WPS high schools, particularly of students from groups that are underrepresented in higher education.

Number of students completing 12 or more college credits prior to high school graduation.

Development of course sequences that are aligned to student interest and viable career pathways.

Implementation of support systems to ensure equitable access and performance by students from all demographic groups.

O. GENERAL BUSINESS
Administration/Johnson
(October 13, 2022)

ITEM - gb 2-203.2
S.C. MEETING - 10-20-22

1ST ITEM	gb 2-203	S.C.MTG. 8-18-22
2ND ITEM	gb 2-203.1	S.C.MTG. 9-15-22
3RD ITEM	gb 2-203.2	S.C.MTG. 10-20-22

ITEM:

Response of the Administration to the request that the Superintendent update the School Committee on the MOU with Worcester Police Department for School Liaison Officers and provide updates at subsequent School Committee meetings to include plans for a working MOU.

ORIGINAL ITEM: Johnson (July 13, 2022)

Request that the Superintendent update the School Committee on the MOU with Worcester Police Department for School Liaison Officers and provide updates at subsequent School Committee meetings to include plans for a working MOU.

PRIOR ACTION:

7-21-22 - Dr. Monárrez stated that in the beginning of August she will meet with the Acting City Manager, Police Department and district leadership to discuss the Memorandum of Understanding. Legal Counsel is drafting language for the MOU which will be discussed. She would like to provide the draft MOU to the Safety Task Force before presenting it to School Committee for its approval. The MOU will be monitored by the Safety Task Force and changes will be recommended for the first quarter. The goal is to ensure that students and staff are safe and the partnership with the City police is clear.

Vice-Chair Johnson stated that the School Committee does not approve the MOU but it would like to make certain that it aligns with policies. He also stated that once the MOU is in place, the committee would like to see what is or is not working in the schools.

Member Mailman stated that the MOU should align with State policy and guidelines.

On a roll call of 5-2 (absent Mayor Petty and Ms. McCullough), the item was held for the School Committee Meeting on August 18, 2022.

(continued on Page 2)

BACKUP: The Administration will speak to the item.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Provide update.

PRIOR ACTION (continued)

- 8-18-22 - Superintendent Monárrez stated that she has met with the Worcester Police Department and brought that information to the Mayor's Safety Task Force. She stated that the next step is to meet with Pre K-Grade 12 principals to peruse the draft MOU and provide feedback and she will bring a draft, if ready, to the School Committee meeting on September 15, 2022. Otherwise, it will be presented at the October 6, 2022 meeting. Member Mailman asked if the district follows the state language. Mayor Petty stated that it starts with the state language and is then modified.
Superintendent Monárrez added that they looked at other districts which shared the same guiding principles for a sampling.
On a voice vote, the item was held.
- 9-15-22 - Superintendent Monárrez stated that based on the feedback from the School Safety Task Force and public comments, the Administration will take the input under advisement and provide an update no later than the second meeting in October.
Vice-Chair Johnson stated that the district should not settle for anything less than a robust written document that adheres to the law. Member Kamara asked to have Leon Smith review the document before approving the MOU.
Member O'Connell Novick made the following motion:
Request that MOU be reviewed by an independent civil rights attorney before approving the final MOU.
On a roll call of 7-0, the motion was approved and the item was held for updates at the October 20, 2022 meeting.

O. GENERAL BUSINESS
Administration/Kamara
(October 13, 2022)

ITEM - gb 2-211.1
S.C. MEETING - 10-20-22

1ST ITEM gb 2-211 S.C.MTG. 7-21-22
2ND ITEM gb 2-211.1 S.C.MTG. 10-20-22

ITEM:

Response of the Administration to the request to receive timely reports on filed racism, sexual harassment and discrimination complaints from staff and educators in the district.

ORIGINAL ITEM: Kamara (July 13, 2022)

To receive timely reports on filed racism, sexual harassment and discrimination complaints from staff and educators in the district.

PRIOR ACTION:

7-21-22 - Member Novick stated that the item is out of the School Committees' purview and illegal. It is a Human Resource issue. She asked if there was any information that the Administration could give that would be in the committees' purview
Dr. Monárrez stated that she would like to work with the Legal Department to develop a model of what can be shared with the committee.
Member Kamara asked if the Legal Department could also determine if the information could be shared in Executive Session.
Dr. Monárrez stated that she will include that in her discussion.
On a roll call of 5-2 (absent Mayor Petty and Ms. McCullough), the item was held for a report at the second meeting in September.

BACKUP: Moving forward the School Committee will receive timely reports of complaints by staff or educators based on racism, sexual harassment, and discrimination.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Accept and file.

O. GENERAL BUSINESS
Administration/Clancey
(October 12, 2022)

ITEM - gb 2-231.1
S.C. MEETING - 10-20-22

1ST ITEM gb 2-231 S.C.MTG. 8-18-22
2ND ITEM gb 2-231.1 S.C.MTG. 10-20-22

ITEM:

Response of the Administration to the request to create a policy governing the use of day-to-day substitutes.

ORIGINAL ITEM: Clancey (August 8, 2022)

To create a policy governing the use of day-to-day substitutes.

PRIOR ACTION:

8-18-22 - Member Clancey requested a report from the Superintendent on the progress regarding the policy.
On a voice vote, the item was referred to the Administration.

BACKUP: Annex A (1 page) contains the Administration's response to the item.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:
Accept and file.

In lieu of amending the committee's current policy, the administration will communicate the following expectations to principals:

When coverage is needed for a classroom teacher, building substitutes should be the first option. Day by day substitutes can be used to augment building subs.

If the duty assignments are sufficiently staffed, teachers may be moved off of a duty and sent to cover the classroom. Instructional coaches, MCAS/Assessment Coordinators, and other members of Unit A/B who do not have teaching assignments can also cover a classroom if necessary. Teachers may be asked to give up a prep period but this is not a preferred method for providing coverage. Principals should be aware of contract language pertaining to coverage (Article XXVII paragraph 14).

Instructional Assistants (IA) should only be used if there are student absences in their classroom such that they can be moved to cover for an absent teacher without impacting the students with whom they are assigned to work. Principals should be aware of language in the IA contract pertaining to compensation for classroom coverage (Article VII paragraph J).

Splitting students and sending them to other classrooms should be the option of last resort.

For reference, here is the committee's policy:

File: GCG - SUBSTITUTE PROFESSIONAL STAFF EMPLOYMENT

The school system will employ as substitute teachers, to the extent possible, persons who meet the requirements for teacher appointments and will assign teachers substitute-teaching positions on the basis of their areas of competence. When the supply of potential substitutes in a particular subject area is too limited to meet school department needs, there will be active recruitment for substitutes in those areas. All substitute teachers will be expected to provide educational services, rather than to assume merely a student-supervisory role. They will be provided with as much support as possible by building administrators and teachers.

The School Committee will set the daily rate of pay for substitute teachers, including extended-term substitutes. The latter will be granted such additional benefits as approved by the School Committee.

O. GENERAL BUSINESS
Administration/Novick/Clancey/
Johnson/Kamara/Mailman
(October 12, 2022)

CURRENT ITEM - gb 2-18.15
S.C. MEETING - 10-20-22

ITEM:

Response of the Administration to the request to 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.

(continued on Page 2)

BACKUP: Annex A (1 page) contains the Administration's response to the item.

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 who 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.

(continued on Page 4)

PRIOR ACTION (continued)

- 3-17-22 - Superintendent Binienda provided the COVID-19 numbers for the week of March 3 through March 11.

Students

13 positive
0 quarantined
22 Test and Stay

Staff

6 positive
0 quarantined
0 Test and Stay

Member Novick asked for the districtwide vaccination numbers. Superintendent Binienda reported the following DPH numbers from March 7, 2022:

Of the 23,829 WPS students, 2,722 have received one dose, 8,238 have received 2 doses and 815 have received a booster (3 doses). The number of students in compliance is 9,049 or 37.97 percent. The total number of students who have received at least one dose is

11, 860 or 49 percent.

Superintendent Binienda stated that the district is partnering with UMASS and DPH to provide vaccination clinics for staff and students. She also stated that DESE provided extra test kits and that 19,100 tests were received last week and another 56,000 are expected within the next few days.

It was moved and voice voted to hold the item for updates at the next meeting.

4-7-22 - Superintendent Binienda provided the COVID-19 numbers for the week of April 1 through April 7.

Students

33 positive
1 quarantined
115 Test and Stay

Staff

24 positive
0 quarantined
13 Test and Stay

Mayor Petty asked if the number of cases per school could be provided to the parents.

Superintendent Binienda stated that she discussed this with the health professionals who have suggested that that information not be published. Member Novick asked that the data on the website be updated weekly and inquired as to whether or not there are elevated levels of absences among students and staff.

Superintendent Binienda stated that there is a slightly elevated level of absences due to a stomach flu occurring in the schools.

On a roll call of 7-0, the item was held for updates at the next meeting.

(continued on Page 5)

ITEM - gb 2-18.15

Page 5

PRIOR ACTION (continued)

5-5-22 - Superintendent Binienda provided the COVID-19 numbers for the week of April 29 through May 5th.

Students

131 positive
0 quarantined
304 Test and Stay

Staff

60 positive
0 quarantined

22 Test and Stay

She stated that the Commissioner of Education extended the Test and Stay until the end of the school year due to the increases in COVID cases. She also stated that the City Manager will be releasing a statement on May 15th regarding requirements for staff regarding the vaccinations and testing.

Ms. Novick stated that she would like her colleagues to remember that they are their own independent bargaining units when it comes to dealing with vaccinations and the staff. The City Manager sets policy for the City side not for the school side. She asked for an update on the vaccinations of students and staff.

Superintendent Binienda stated that the regular vaccinations for students are almost all up to date. A ConnectEd message will be sent out regarding the second set of COVID shots for students and staff.

The City has been running vaccination clinics and she will get the data from them to provide to the School Committee at a later date.

On a roll call of 7-0, the item was held for updates at the next meeting.

- 5-19-22 - Superintendent Binienda provided the COVID-19 numbers for the week of May 13 through May 19.

Students

252 positive (1 quarantined), 449 Test and Stay

Staff

84 positive, 45 Test and Stay

Superintendent Binienda strongly recommended that students and staff wear masks and encouraged vaccinations and boosters.

The update on vaccinations is as follows:

First Dose 1,929 (8.1%)

Second Dose 8,469 (35.55%)

Booster (6.74%)

Totally Compliant (at least one dose) 50.37 %

The information will be posted on the WPS website.

On a voice vote, the item was held for updates at the next meeting.

(continued on Page 6)

ITEM - gb 2-18.15

Page 6

PRIOR ACTION (continued)

- 6-2-22 - Superintendent Binienda provided the COVID-19 numbers for the week of May 27th through June 2nd.

Students

99 positive

0 quarantined

204 Test and Stay

Staff

27 positive

0 quarantined

10 Test and Stay

She stated that the COVID test kits were ordered for summer school and the medical waiting rooms and the CNAs will be maintained for summer school and for the 2022-23 School Year. State guidelines have changed to only test symptomatic students and the Administration needs to have a discussion whether to purchase the test and stay kits.

Member Clancey asked how much it would cost the system to purchase

the test and stay kits.

Superintendent Binienda stated that the Administration will have to inquire of the cost of the kits.

Member Novick stated that there are monies from the ESSER grant was set aside to help combat the pandemic.

Superintendent Binienda stated that the ESSER monies that was put aside is for the contract with the Family Health Center to provide testing for students and for PPEs.

Member Novick inquired as to the ongoing efforts to increase vaccination rates. She also asked if the Administration is planning to take down the Plexiglas over the summer.

Superintendent Binienda stated that students can receive the vaccinations through the Department of Public Health and summer clinics will begin prior to the 2022-23 school year. She also stated that a discussion will take place with Mr. Allen, Mr. Bedard and Mr. Pezzella to remove the Plexiglas within the schools.

On a roll call of 7-0, the item was held for updates at the next meeting.

(continued on Page 7)

PRIOR ACTION (continued)

6-16-22 - Superintendent Binienda provided the following update on COVID cases for June 10-June 15:

Students

41 positive

0 quarantined

68 Test and Stay

Staff

24 positive

0 quarantined

5 Test and Stay

Member Johnson asked if the district was going to be participating in the Test and Stay program when school reconvenes in the Fall and Superintendent Binienda stated that the Commissioner will be providing an update in July.

It was moved and voice voted to hold the item for the July meeting.

7-21-22 - Dr. Monárrez provided the following update on COVID cases from July 15th through the 21st:

Students

0 –summer school students are not being tested

Staff

6 positive

Dr. Monárrez recommended that the Administration keep track of the COVID data for the first two months before recommending that the School Committee consider filing the item.

Member Johnson asked for an updated report regarding the participation in the Test and Stay program when school reconvenes in the Fall.

Dr. Monárrez stated that she will provide a response at the next School Committee Meeting..

It was moved and voice voted to hold the item for the next meeting.

(continued on Page 8)

PRIOR ACTION (continued)

- 8-18-22 - Superintendent Monárrez provided an update stating that there were 14 staff that tested positive. She met virtually with DESE Commissioner Riley and there were no changes in the guidance from the end of last year. She stated that a medical waiting room will be in each school and will be staffed with CNAs or nurses. The state is no longer providing PPEs or masks, but the district will be using ESSER funds for purchasing and distributing those supplies to students and families. The Test and Stay program has been lifted and she is not recommending mandatory masking. The state will be providing guidance on Monkeypox and Dr. McGovern and her staff will be alerted to the symptoms. The state is also no longer requiring that the WPS report the number of COVID positive cases to them. Students will be sent home with testing kits and it will be up to the families to report positive results to the schools. Member O'Connell Novick asked what the protocol is when a positive case is reported. Mr. Allen stated that they would isolate for a minimum of 5 days and then revert to the masking policy. Member O'Connell Novick asked if there is anything being done to increase the number of students that have been vaccinated. Dr. Monárrez stated that the district will continue to advocate for vaccinations.
- On a voice vote, the item was held for updates at the next meeting.
- 9-1-22 - Dr. Monárrez provided the following update on COVID cases from August 19, 2022 through September 1st:
- Staff
43 positive
- Students
46 positive
- Dr. McGovern will coordinate informational nights regarding vaccines in conjunction with the Department of Public Health for families throughout the quadrants. Once these are scheduled and completed, there will be opportunities for families to be vaccinated. It was moved and voice voted to hold the item for the next meeting.

(continued on Page 9)

PRIOR ACTION (continued)

9-15-22 - Superintendent Monárrez reported that 135 students and 62 staff members tested positive.
Member Kamara asked for a report on the number of cases broken down by quadrant and Mayor Petty asked to amend that request to have the positive cases categorized by school.
Member O'Connell Novick asked that an update on student absences due to COVID be provided at the next meeting.
On a voice vote, the item was held for updates at the next meeting.

10-6-22 - Superintendent Monárrez provided the following update on COVID cases by quadrant:

	<u># of positive cases/students</u>	<u>#of positive cases/staff</u>	<u>Attendance rate</u>
Burncoat	25	7	91.6%
Doherty	22	5	92.09%
North	11	11	91.9%
South	19	16	92.76

She also provided the weekly total from September 29-October 6 with 77 students, 51 staff positive and the attendance rate for the district was 92.04%.

It was moved and voice voted to hold the item for the next meeting.

O. GENERAL BUSINESS
Kamara
(October 11, 2022)

ITEM - gb 2-278
S.C. MEETING - 10-20-22

ITEM:

To consider submitting a request to our state legislative delegation to take up changing the policy regarding the placement of school zone signs in new high schools as appropriate or needed.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Forward to the state legislative delegation.

O. GENERAL BUSINESS
Johnson
(October 12, 2022)

ITEM - gb 2-279
S.C. MEETING - 10-20-22

ITEM:

Request that the Administration provide a report on the number of students currently receiving special education services broken down by the following categories, to include the impact on schools' and students' performance:

- district
- demographics
- schools
- average length of time that students are receiving IEP services and
- the number of students with social emotional issues as opposed to academic ones.

PRIOR ACTION:

BACKUP:

Recommendation of Maker

Refer to the Standing Committee on School and Student Performance.

RECOMMENDATION OF ADMINISTRATION:

The Administration concurs with the maker.

ITEM:

Request that the School Committee APPROVE the APPOINTMENTS of the following provisional civil service employees as School Nurse effective as shown:

Deitsch, Jessica, Flagg Street Elementary School, Bachelor's, Step 1, \$50,262.00, effective September 28, 2022. License Pending: School Nurse All Levels.

Duprey, Emma, Forest Grove Middle School, Bachelor's, Step 1, \$50,262.00, effective August 25, 2022. License Pending: School Nurse All Levels.

Eisner, John, Worcester East Middle School, Bachelor's, Step 1, \$50,262.00, effective August 25, 2022. License Pending: School Nurse All Levels.

Rockwood, Alicia, Rice Square Elementary School, Bachelor's, Step 1, \$50,262.00, effective August 25, 2022. License Pending: School Nurse All Levels.

White, Caitlyn, Forest Grove Middle School, Bachelor's, Step 1, \$50,262.00, effective September 19, 2022. License Pending: School Nurse All Levels.

PRIOR ACTION:

BACKUP:

Recommendation of Maker

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

O. GENERAL BUSINESS
Administration
(October 13, 2022)

ITEM - gb 2-281
S.C. MEETING - 10-20-22

ITEM:

To consider approval of the Job Description for Director of Early College.

PRIOR ACTION:

BACKUP: Annex A (2 pages) contains a copy of the Job Description.

Recommendation of Maker

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

Director of Early College

REPORTS TO: Administrative Director of College and Career Readiness

ACCOUNTABILITY OBJECTIVE:

This individual is accountable for providing effective and quality education for students participating in the district-wide Early College Worcester program, offered in partnership with Quinsigamond Community College, Worcester State University and other university partners

PRINCIPAL RESPONSIBILITIES:

1. Exercise vision and provide leadership that appropriately involves higher education partners, high school administrators and staff, parents, students, business partners and community agencies in successfully growing the Early College program to engage more than 25 percent of WPS high school students
2. Serve as the primary point of contact for inquiries from higher education partners, families, industry representatives, community-based organizations, district staff, or administrators
3. Work cooperatively with administration of all district high schools to ensure equitable access and consistency in recruitment and retention, academic expectations, guidance practices and matriculation to post-secondary education, and student supports
4. Manage the program budget
5. Work with the grants office on identifying and securing funding for career and technical education pathways
6. Support high school principals in identifying potential high school teachers who can serve as adjunct instructors of college courses during the school day
7. Coordinate regular Early College meetings including relevant district staff and partners from higher education institutions
8. Collaborate with high school administrators and college leadership to guide and assess the effectiveness all Early College staff which may include site coordinators, guidance counselors, adjunct instructors, and program mentors
9. Collaborate with the Director of Transportation on all student and group schedules, needs and problem-solving issues to ensure students arrive safely and on-time from their high schools to classes and programs offered on the campuses of higher education partner institutions
10. Identify, advocate for, and requisition supplies, materials, and equipment needed for the program/department as well as monitoring their effective usage
11. In concert with the Human Resources Office, develop and execute a system of personnel selection, assignments, supervision, support and evaluation which encourage professional growth in staff performance
12. Develop quarterly Early College-related materials and resources and build district-wide recruiting plans
13. As necessary, provide administrative support and consultation to staff in the delivery of day-to-day instruction, behavioral interventions, and social emotional supports
14. As necessary, provide administrative oversight addressing all discipline procedures in accordance to WPS policies and code of conduct to ensure compliance to discipline due process timelines

15. Work collaboratively with community agencies and business partners to expand educational opportunities for students, including recruiting and structuring partnerships
16. Lead the recruitment, acceptance, and retention of targeted students to reach 25 percent of WPS high school students
17. Support a mentor program of WPS alumni at Quinsigamond Community College, Worcester State University, and other local colleges to provide additional guidance to Early College students
18. Track performance, execute evaluation, and report out on compliance requirements for grant funding
19. Attend school-based Advisory Council meetings
20. Assure equal educational opportunity to all individuals regardless of race, color, gender, age, marital status, religion, gender identify, natural origin, sexual orientation, homelessness or disability
21. Perform other job-related duties as assigned

REQUIRED QUALIFICATIONS:

1. Master's Degree
2. Massachusetts DESE license as Principal/Assistant Principal (9-12) with SEI endorsement
3. Evidence of increasing leadership/administrative responsibilities
4. Excellent written, communication, interpersonal, and organizational skills

PREFERRED QUALIFICATIONS:

1. Three years of administrative and/or leadership experience supporting teachers and students in the areas of post-secondary planning, pathway development, curriculum and instruction, matriculation to higher education, progress monitoring, and data analysis
2. Experience working with higher education partners and community-based organizations
3. Experience managing grant expectations.
4. Knowledge of budget preparation and account management process
5. Ability to speak Spanish, Portuguese, Arabic, Vietnamese, Albanian, or Twi

This is a 52-week position. The benefit package includes paid sick, PTO, and vacation time as well as access to health and dental insurance through the City of Worcester.

O. GENERAL BUSINESS
Administration
(October 13, 2022)

ITEM - gb 2-282
S.C. MEETING - 10-20-22

ITEM:

To consider approval of the Job Description for Administrative Director of College and Career Readiness..

PRIOR ACTION:

BACKUP: Annex A (2 pages) contains a copy of the Job Description.

Recommendation of Maker

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

Administrative Director of College and Career Readiness

REPORTS TO: Assistant Superintendent, Teaching and Learning

ACCOUNTABILITY OBJECTIVE:

This position is responsible for leading and supporting the development and implementation of instructional practices, systems of support, and specialized programs that equitably prepare students and expand their access to a broad range of post-secondary opportunities.

PRIMARY RESPONSIBILITIES:

1. Supervise, coach and evaluate directors and coordinators of specific programs (including those responsible for Early College, Innovation Pathways, Career Technical Education, Adult Learning and Night Life) in addition to the Liaison for College and Career Readiness
2. Support district and school-based staff in the refinement and achievement of the district's graduation and post-secondary outcomes, including both academic and non-academic characteristics for graduates
3. Ensure the effective expansion and equitable implementation of college and career readiness opportunities, including (but not limited to) Career and Technical Education, Early College, Advanced Placement, Innovation Pathways, Connecting Activities, and AVID
4. Develop and implement a continuum of services and supports system for college and career readiness (e.g., using the Massachusetts "MyCAP" framework) that allow every student to explore career possibilities, discover their interests, and identify potential educational pathways
5. Collaborate with other staff to ensure that the district Student Information System and other support platforms (e.g., MassCIS, MEFA, and Naviance) are used to effectively track students' progress towards post-secondary goals
6. Support middle and high school principals and their teams in the implementation of the DESE/Massachusetts School Counseling Association (MASCA) Model 3.0 for proactive school counseling and support; ensure successful transitions for students from elementary to middle school, from middle to high school, and from high school to post-secondary pathways
7. Develop systems and structures to monitor and assess progress towards goals (district-wide and program/school-based), including MassCore course completion, student performance on MCAS and college admissions assessments, college matriculation and persistence, career pathways attainment, and job placement/advancement
8. Work with principals, the finance office, and other central administrators to annually prepare budget recommendations for college and career programs
9. Work with district and school leaders to develop and implement appropriate professional learning opportunities to build capacity to support students' college and career readiness
10. Collaborate with institutions of higher education, workforce development agencies, local businesses, and other community partners to maximize the impact of programs to support students' college and career readiness
11. Respond to questions from students, parents/caregivers, principals/administrators, and community members regarding college and career readiness issues and related policies
12. Attend evening meetings and events (including School Committee) and prepare presentations for the public as requested by the Assistant Superintendent

13. Serve on committees as appointed by the Assistant Superintendent
14. Perform other job-related duties as assigned

REQUIRED QUALIFICATIONS:

1. Master's Degree
2. MA DESE administrative license as Principal/Assistant Principal, Supervisor/Director, or Superintendent/Assistant Superintendent with SEI endorsement
3. Building principal experience
4. Excellent written communication, interpersonal, and organizational skills

PREFERRED QUALIFICATIONS:

1. Three years' administrative/leadership experience at the high school level (school- and/or district-level)
2. Experience working in urban education contexts
3. Experience in the development and implementation of college and career readiness programs
4. Experience collaborating with partners in higher education, the business community, workforce development, and/or community-based organizations
5. Experience coaching and developing professional staff to improved performance
6. Working knowledge of public-school funding and grant/project management
7. Ability to speak Spanish, Portuguese, Arabic, Vietnamese, Albanian, Nepali or Twi

This is a 52-week position. The benefit package includes paid sick, PTO, and vacation time as well as access to health and dental insurance through the City of Worcester.