

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

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

on: **Thursday, June 15, 2023**
at: 4:00 p.m. Budget Deliberation Session
6:00 p.m. Executive Session
7:00 p.m. Regular Session
in: Esther Howland South Chamber, City Hall

virtual:
<https://worcesterschools.zoom.us/j/82746440670?pwd=dmp4TnIxYThBdnhkZWQ1bm1hMjFFZz09>

Also accessible by telephone, to dial in call: +1 301-715-8592 or +1 305-224-1968

ORDER OF BUSINESS

A. General Business Items taken in Executive Session

gb 3-151 Administration
(June 7, 2023)

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 – International Union of Public Employees, Plumbers & Steamfitters, Local – 125.

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 – International Union of Public Employees, Tradesmen, Local -135.

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 – Teamsters Local Union 170 for and on behalf of the Worcester Public Schools Transportation Mechanics.

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 of the Laborers' International Union of North America, AFL-CIO, Educational Secretaries.

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, Parent Liaisons Association.

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 R1-156, 52 Week Administrative Secretaries 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 – Educational Association of Worcester, Therapy 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 – Contact Tracing Work/Compensation – Massachusetts Nurses Association for and on behalf of Worcester School Nurses.

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 – Juneteenth Holiday - All Worcester Public Schools Bargaining Units – Educational Association of Worcester Units A & B (Educators/Administrators); Educational Association of Worcester, Aides to the Physically Handicapped, Monitors and Drivers; Educational Association of Worcester, Instructional Assistants; Educational Association of Worcester, Parent Liaisons; Educational Association of Worcester, Tutors; Educational Association of Worcester, Therapy Assistants; NAGE R1-156, 52 Week Secretaries; NAGE R1-16, Cafeteria Workers; International Union of Public Employees, Plumbers & Steamfitters, Local – 125; International Union of Public Employees, Tradesmen, Local -135; Massachusetts Nurses Association, Worcester School Nurses; Worcester Public Service Employees Local Union 272 of the Laborers' International Union of North America, AFL-CIO, Educational Secretaries; Massachusetts Laborers' District Council for and in behalf of Worcester Public Service Employees Local Union 272 of the Laborers' International Union of North America, AFL-CIO, Custodians; Massachusetts Laborers' District Council for and in behalf of Worcester Public Service Employees Local Union 272 of the Laborers' International Union of North America, AFL-CIO, Unit D, Computer Technicians; and Teamsters Local Union 170 for and on behalf of the Worcester Public Schools Transportation Mechanics.

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 – Former Employee (Teacher) v. Worcester Public Schools, Charge filed with Massachusetts Commission Against Discrimination.

B. Call to Order

C. Pledge of Allegiance/National Anthem

Performed by David-Gig Owusu Sekyere of Jacob Hiatt Magnet School

D. Roll Call

E. Consent Agenda

i. Approval of Minutes

AOR 3-13 Clerk

(June 7, 2023)

To consider approval of the Minutes of the School Committee Meeting of May 4th, 2023.

ii. Approval of Donations

To consider approval of a general donation to Woodland Academy from CEC Entertainment in the amount of \$254.80.

To consider approval of a general donation to Woodland Academy from MCM Fundraising in the amount of \$315.00.

iii. Notification of Personnel Records

The Superintendent has approved the personnel records provided in backup.

iv. Initial Filing of Individual Recognitions

gb 3-154 McCullough

(May 25, 2023)

To send letters of congratulations to the Science Fair winners from the Worcester Public Schools.

gb 3-155 McCullough

(May 31, 2023)

To send letters of thanks and appreciation from the School Committee to retiring Worcester Public School employees for their years of service and dedication to the district.

v. Notices of Interest to the District or to the Public

F. Items for Reconsideration

G. Held Item

gb 3-150.1 Administration

(May 25, 2023)

To consider approval of the Worcester Public Schools FY24 budget.

H. Recognition**gb 3-65 McCullough**

(February 2, 2023)

To set a date to recognize Andrea Cook, a Teacher at Burncoat Middle School, who has been awarded the 2023 Donna Nagle Award for Excellence in General Music.

gb 3-133 Administration

(May 4, 2023)

To set a date to recognize Meredith Lord for receiving the William P. Foster Community Development Award.

I. Public Comment**J. Public Petition****K. Report of the Superintendent**

No report of the Superintendent due to Budget Hearing.

L. Reports of the Standing Committees**aor 3-14 Clerk**

(June 7, 2023)

The Standing Committee on Finance and Operations met both virtually and in person on May 22nd, 2023 at 6:30 p.m.

The Standing Committee on Teaching, Learning, and Student Supports met both virtually and in person on May 10, 2023 at 5:30 p.m.

The Standing Committee on School and Student Performance met virtually on May 16th, 2023 at 5:00 p.m.

The Standing Committee on Governance & Employee Issues met virtually on May 15th, 2023 at 5:00 p.m.

M. Student Advisory Committee Items**SA 3-1.1 Student Advisory Committee**

(March 16, 2023)

To consider approval of additional middle school sports programs throughout the district.

N. Approval of Grants and other Finance Items

To consider approval of the North Quadrant 2023 Enrichment Grant from the UMass Chan Medical School in the amount of \$1,350.00.

O. General Business**gb 3-128.1 O'Connell Novick**

(April 26, 2023)

Request Administration ensure full and fair elections are held in a timely fashion for the position of School Committee Student Advisory Member at each high school, ensuring the rights and responsibilities of such a position are fully forwarded to the student body; Further, request Administration provide for the School Committee Student Advisory Council to meet before the end of school to elect a chair, who will serve as the ex-officio member of the Worcester School Committee next school year.

gb 3-48.2 McCullough

(January 16, 2023)

To consider exploring the hiring of athletic trainers for high school athletics.

gb 3-22.1 McCullough

(December 20, 2022)

To explore the feasibility of increasing the day-by-day substitute rate for licensed/retired educators.

gb 3-145.1 Administration

(May 23, 2023)

To request the approval of removing the medical waiting room CNAs.

gb 3-152 Administration

(June 1, 2023)

To consider approval of an update to the job description for the Certified Instructor for Junior Reserve Officer's Training Corps (JROTC) - Air Force.

gb 3-153 Administration

(June 2, 2023)

To review the Independent Accountants' Report on Applying Agreed-Upon Procedures for the DESE End of Year Financial Report for Fiscal Year 2022.

gb 3-156 Clancey

(June 1, 2023)

To consider renaming St. Casimir's to The Dr. Michael O'Neil Program at the Alternative School.

gb 3-157 Clancey

(June 1, 2023)

To consider creating a policy regarding graduation ceremonies and student participation.

gb 3-158 O'Connell Novick

(June 2, 2023)

To consider a resolution proposed by the Peabody School Committee for the 2023 MASC Delegate Assembly regarding stop arm cameras.

gb 3-159 Mailman

(June 5, 2023)

To create a finance and operations focus on building repairs and maintenance for the coming year similar to our focus this year on transportation.

gb 3-160 O'Connell Novick

(June 5, 2023)

To consider what field trips, aligned with state standards, should be the common experience of all Worcester Public School students.

gb 3-161 Mailman

(June 6, 2023)

To review local field trip opportunities, particularly those to State and local veteran and war memorials to increase Middle School civics learning opportunities.

gb 3-162 O'Connell Novick

(June 6, 2023)

To consider attached resolution for passage and implementation.

gb 3-163 Clancey

(June 6, 2023)

To work with Administration to organize a formal recognition for Seniors who graduated following summer school completion.

gb 3-164 O'Connell Novick

(June 7, 2023)

To revise district policy KHB regarding advertising.

gb 3-165 Administration

(June 7, 2023)

To consider approval of salary adjustments for Non-Represented (Non-Administrative) Positions for FY23-FY26.

gb 3-166 Administration

(June 7, 2023)

To consider approval of salary adjustments for Non-Represented Administrative Positions for FY23-FY26.

gb 3-167 Administration

(June 7, 2023)

To consider approval of a contract up to five years for streaming services with NFHS Network School Broadcast Program.

gb 3-168 Administration

(June 7, 2023)

To consider approval of the Job Description for the Communications Coordinator.

gb 3-169 Administration

(June 8, 2023)

To consider approval of the Job Description for the Digital Content Specialist.

gb 3-170 Administration

(June 8, 2023)

To consider approval of the innovation school renewal plans.

gb 3-171 Petty

(June 8, 2023)

To consider sending letters of support to the MA Legislature in support of the Thrive Act.

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

E. Consent Agenda
Clerk
(June 7, 2023)

ITEM: AOR 3-13
S.C. MEETING: 6-15-23

ITEM:

To consider approval of the Minutes of the School Committee Meeting on May 4, 2023.

PRIOR ACTION:

BACKUP:

Annex A (pages) contains the Minutes of the meeting held on 5/4/2023.

RECOMMENDATION OF MAKER:

File.

RECOMMENDATION OF THE ADMINISTRATION:

File.

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

The School Committee held a meeting on May 4th, 2023 both online and in Esther Howland South Chamber in City Hall. The meeting was called to order at 6:35 p.m. There were present: Vice Chair Johnson, Member Clancey, Member Mailman, Member Kamara, Member McCullough, Member O'Connell Novick, and Mayor Petty.

The La Familia Students performed the National Anthem and "De Colores" in English and Spanish.

The following items were taken together:

Approval of Minutes:

AOR 3 - 11 Clerk

(May 2, 2023)

To consider approval of the Minutes of the School Committee Meeting of Thursday, April 13, 2023.

Approval of Donations

To consider approval of the Homeless Emergency Support Grant in the amount of \$16,000.00 to provide identified students with the means to purchase school supplies, needed clothing, and personal hygiene products.

Member O'Connell Novick asked the administration how the grant actually works. Ms. Azalozza responded stating that a McKinney Vento liaison handles the allocation of gift cards to the identified students so the gift cards go directly from her to the identified families. It is an automatic process through the refugee program. On a roll Call 6-0, the motion was approved.

gb 3-129 McCullough

(April 28, 2023)

To recognize Worcester Tech Student; Sindi Misliu who received the 2023 Outstanding Vocational Student Award from Worcester Technical High School. Sindi is one of 51 high school seniors from across Massachusetts to be recognized by the Massachusetts Association of Vocational Administrators (MAVA).

Mayor Petty made a motion to approve the items.

On a voice vote, the motion was approved.

ros 3-9 Administration

(April 26, 2023)

From Here, Anywhere...Together: Taking Stock, Preparing for Budget Deliberations
Dr. Rachel H. Monárrez, Superintendent

Dr. Rachel H. Monárrez, Superintendent, discussed preparations for the 2024 school year budget meeting, there was an emphasis on leadership development, mental health awareness for students and staff, as well as creating a district that removes barriers for achieving a successful education.

Member Clancey asked for clarification on what determines the level of support provided to schools. Dr. Monárrez responded that existing resources will be reallocated to provide more support to schools by quadrant under the supervision of the Executive Directors.

Dr. Monárrez responded to Member Kamara's inquiry on school supplies that there is a budget in place for school supplies and that there will be more clarification for use of those funds.

Member O'Connell Novick stated concerns about the 2024 budget goals such as the following issues not being addressed: {list issues}.

Reports of the Standing Committees

The following reports were taken together:

The Standing Committee on Teaching, Learning, and Student Supports met virtually and in person on Monday, March 27, 2023 at 5:30pm.

The Standing Committee on Teaching, Learning, and Student Supports met virtually and in person on Monday, April 10, 2023 at 5:30pm.

gb 3- 82 McCullough

Member McCullough made a motion to hold the Minutes for both Reports until the next School Committee meeting. Member McCullough also made a motion to approve item gb 3-82 on course approvals in order to help the Administration move forward prior to the approval of minutes.

On a roll call of 7-0, the motions were approved.

The Standing Committee on Governance and Employee Issues met virtually and in person on Tuesday, March 28, 2023 at 5:00pm.

Member O'Connell Novick made a motion to approve the minutes.
On a voice vote, the motion was approved.

The Standing Committee on Finance and Operations met virtually and in person on Wednesday, April 26, 2023 at 5:35pm.

Member Johnson asked if there was a timeline in regards to the streaming services for playoff sports. Mr. Allen stated the intent to start a contract as soon as possible and that he was hoping to be operational for the Fall 2023 Season.

Member O'Connell Novick made a motion to approve the transfers.
On a roll call of 7-0, the motion was approved.

Member O'Connell Novick made a motion to approve the minutes.
On a voice vote, the motion was approved.

The Standing Committee on Governance and Employee Issues met virtually on Monday, May 1, 2023 at 5:00pm.

Member O'Connell Novick responded to the report that the dress code should be thoughtful, inclusive and a strong representation of student voices. She emphasized there should be equity across gender, race and ethnicity and that wearing hoods may help some students feel safer, warmer, and help them to focus better in class.

Member Novick made a motion to approve the original dress code removing the amendment that prohibits students from wearing hoods so long as their faces are not covered.
On a roll call of 1-6 (Yes:Member O'Connell Novick), the motion failed.

Vice Chair Johnson made a motion to approve the dress code as amended in Governance. On a roll call of 6-1 (No: Member O'Connell Novick), the motion was approved.

Member Johnson made a motion to approve the Minutes. On a roll call of 7-0, the minutes were approved.

gb 3-127 O'Connell Novick

(April 26, 2023)

Request Administration report on the donations of the Working for Worcester projects so they may be accepted as statutorily required.

On a voice vote, the motion to refer to Administration was approved.

gb 3-128 O'Connell Novick

(April 26, 2023)

Request Administration ensure full and fair elections are held in a timely fashion for the position of School Committee Student Advisory Member at each high school, ensuring the rights and responsibilities of such a position are fully forwarded to the student body; Further, the Administration provides for the School Committee Student Advisory Council to meet before the end of the school year to elect a chair, who will serve as the ex-officio member of the Worcester School Committee next school year.

On a voice vote, the motion to refer to Administration was approved.

gb 3-130 Kamara

(April 28, 2023)

To consider a revision to the Job Description for the Coordinator of Nursing.

Member Kamara made a motion to amend the preferred qualifications section of the job description for the Coordinator of Nursing the language be changed from Department of Public Health to public health experience.

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

On a voice vote, the meeting was adjourned at 7:30 p.m.

E. Consent Agenda
Administration
(June 6, 2023)

Donations
S.C. MEETING: 6-15-23

ITEM:

To consider approval of a general donation to Woodland Academy from CEC Entertainment in the amount of \$254.80.

To consider approval of a general donation to Woodland Academy from MCM Fundraising in the amount of \$315.00.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

Approve

RECOMMENDATION OF THE ADMINISTRATION:

Approve

E. Consent Agenda - Personnel Records
Administration
(June 7, 2023)

S.C. MEETING: 6-15-23

ITEM:

The Superintendent has approved the personnel records provided in backup.

PRIOR ACTION:

BACKUP:

Annex A (1 page) contains the list of approved Personnel Records

RECOMMENDATION OF MAKER:

To approve.

RECOMMENDATION OF THE ADMINISTRATION:

To approve.

Personnel Records

The Superintendent has APPROVED the APPOINTMENTS of the persons named below:

Alvarado, Jiovani, Driver Big Bus, Transportation, Neco-Drivers & Monitors 6/1/23
Benoit, Molly, Instructional Assistant, Preschool, Worcester Arts Magnet 6/6/23
Brandon, Aspen, Custodian, School Plant, Worcester East Middle, 5/30/23
Flores, Gabriela, Monitors-10 mo, Transportation, Neco-Drivers & Monitors 6/8/23
Gomez, Alexandra, Instructional Assistant, Kindergarten, Lincoln Street 5/30/23
Laracuate, Xavier, Monitors-10 mo, Transportation, Neco-Drivers & Monitors 6/8/23
Meekins, Richard, Driver Big Bus, Transportation, Neco-Drivers & Monitors, 6/12/23
Ruiz, Michael, Monitors-10 mo, Transportation, Neco-Drivers & Monitors, 6/8/23

The Superintendent has APPROVED the RESIGNATIONS of the persons named below:

Wheeler, Megan, Vernon Hill, Focused Instructional Coach, Elementary, 5/26/23
Dillon, Megan, North High, Teacher, Coping Instructor, 5/5/23
Yanez, Jessica, Fanning Building, Supervisor, Admin. - Unit B, ESL, 5/31/23

E. Consent Agenda
McCullough
(May 25, 2023)

ITEM: gb 3-154
S.C. MEETING: 6-15-23

ITEM:

To send letters of congratulations to the Science Fair winners from the Worcester Public Schools.

PRIOR ACTION:

BACKUP:

Annex A (2 pages) contains a list of the Science Fair Winners

RECOMMENDATION OF MAKER:

Approve

RECOMMENDATION OF THE ADMINISTRATION:

Approve

High School Worcester Regional Science & Engineering Fair Winners

- Special Awards
 - Eversource Sustainability Award
 - Maya Sushkin - South High Community School - Mobile Carbon Capture to Green Hydrogen
- Third Place

Maya Sushkin	South High Community School	<i>Mobile Carbon Capture (MCC) to Green Hydrogen (GH)</i>
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Middle School State Science & Engineering Fair Winners

- Thermo Fisher Scientific Junior Innovators Challenge Massachusetts Science & Engineering Fair Nominees
 - Katerina Panagiotidis - West Tatnuck Elementary
 - Giuliana Bonetti - Dr. Arthur F. Sullivan Middle
- Special Awards

Analog Devices Award

Sophie DeSavage	Burncoat Middle School Worcester	<i>Can I make a Rube Goldberg machine that can transfer one cup of water to another one?</i>
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- First Place

Katerina Panagiotidis

West Tatnuck Elementary
Boylston

Grow Up

Giuliana Bonetti

Dr. Arthur F. Sullivan Middle
Worcester

A Glutton for Gluten

- Third Place

Alyssa Merriam

West Tatnuck Elementary
Worcester

Exercise is Heart Work - Which exercise will affect heart rate the most?

- Honorable Mention

Trieu An Luong

Worcester East Middle School
Worcester

Slowing the Surge! Which structure is more effective in slowing the effects of a tsunami?

**Annika Nordman,
Julia Gould (Student),
Selina Nguyen-Chau**

Dr. Arthur F. Sullivan Middle
Worcester

Tomato sauce vs. Stain remover; Who will win?

High School Worcester Regional Science & Engineering Fair Winners

- **Honorable Mention**
 - Maya Sushkin - South High Community School - Mobile Carbon Capture to Green Hydrogen

- **Special Awards**
 - Nancy A Degon Student Research Grant
 - Maya Sushkin - South High Community School - Mobile Carbon Capture to Green Hydrogen

Middle School Worcester Regional Science & Engineering Fair Winners

Michelle Vuong	What Candle Wax Burns Longer?	Burncoat Middle School	Honorable Mention
Angel Lukong	Caution, Hot!	West Tatnuck Elementary School	Honorable Mention
Chase Sullivan	Stop the Clock!	Burncoat Middle School	Honorable Mention
Sophie DeSavage	Can I Build a Rube Goldberg Machine that Can Transfer the Water in One Cup to Another Cup?	Burncoat Middle School	Honorable Mention
Vasiana Mancolli, Addison Scott	How Do PFAS Affect the Environment?	Forest Grove Middle School	Honorable Mention
Jonathan Tran, Nathan Dang	The Magic of Trains!	Worcester East Middle School	Honorable Mention
Rachel Ofobi Gyamenah, Michelle Ofobi Gyamenah	Is It Ripe?	Dr. Arthur F. Sullivan Middle School	Honorable Mention
Ana Serna	The Great Coffee Cup	Burncoat Middle School	Honorable Mention
Giuliana Bonetti	Glutton for Gluten	Dr. Arthur F. Sullivan Middle School	Honorable Mention
Trieu An Luong	Slowing the Surge! Which structure is more effective in slowing the effects of a tsunami?	Worcester East Middle School	Honorable Mention
Aerla Kodra	Invaders vs. Defenders	West Tatnuck Elementary School	Honorable Mention
Katerina Panagiotidis	Grow Up	West Tatnuck Elementary School	Third Place
Alyssa Merriam	Exercise is Heart Work	West Tatnuck Elementary School	Third Place
Annika Nordman, Julia Gould, Selina Nguyen Chau	Tomato Vs. Stain Remover: Which Will Win?	Dr. Arthur F. Sullivan Middle School	Third Place
Liam Garland	Building a Catapult to Find the Best Launch Angle for Maximum Distance	Burncoat Middle School	Third Place

E. Consent Agenda
McCullough
(May 31, 2023)

ITEM: gb 3-155
S.C. MEETING: 6-15-23

ITEM:

PRIOR ACTION:

To send letters of thanks and appreciation from the School Committee to retiring Worcester Public School employees for their years of service and dedication to the district.

BACKUP:

RECOMMENDATION OF MAKER:

Approve

RECOMMENDATION OF THE ADMINISTRATION:

Approve

O. General Business
Administration
(May 25, 2023)

ITEM: gb 3-150.1
S.C. MEETING: 6-15-23

ITEM:

To consider approval of the Worcester Public Schools FY24 budget.

PRIOR ACTION:

6-1-23

Member Novick made a motion to request the following reports back:

1. My understanding is that there are changes in recommendations from administration since the book was printed; could we have those in writing, please.
2. If we could please have the relative levels of vacancy in:
 - a. Teaching positions
 - b. Paraprofessional positions
 - c. Wraparound coordinator positions
 - d. School psychologist positions
 - e. School adjustment counselor positions
 - f. Custodial positions
 - g. Maintenance service positions
3. We have not yet received the report requested to be received prior to budget on the realignment of the social emotional learning department; could we please have that information.

BACKUP:

Annex A (1 page) contains the sequence of accounts

Annex B (9 pages) contains the outline for responses to the requests*

Annex C (1 page) contains the Office of Academic Supports organizational chart

Annex D (2 pages) contains the distribution of systemwide employees

Annex E (1 page) contains the response to the Communications positions

Annex F (1 page) contains a response regarding the MOU with SLOs

Annex G (1 page) contains a list of Vacancies based on budget positions

Annex H (1 page) contains North High Suspension Data

*Requests for information or motions for reports that were related to other previously filed items are attached to the prior items, which have been included on the Agenda for 6-15-23.

RECOMMENDATION OF MAKER:

To approve & file at the conclusion of the budget review process.

RECOMMENDATION OF THE ADMINISTRATION:

To approve & file at the conclusion of the budget review process.

PRIOR ACTION (Continued):

6-1-23

4. We'd requested updated school-by-school budgets, as those in the book do not have all expected-as-of-now assignments; if we could please have that ahead of taking the salary accounts, please.
5. I'd like a report, please, on what both the intent and the perceived need is for the additional position in communications, as that is not otherwise outlined.
6. We have as yet not received any information regarding the efficacy of the climate and culture positions, including the deans. If we could please have that, as there is a proposed expansion.

Member Novick also made the motion to transfer \$\$600,000 (\$25/per pupil) out of the transportation account into Line A Student Based Instructional Materials.

Member Clancey made a motion to get more information about the Behavior Monitoring Software.



WORCESTER PUBLIC SCHOOLS
FY24 Budget – Sequence of Accounts for Budget Hearings
June 1 and 15, 2023, 4pm

General Fund Accounts

<u>Acct No.</u>	<u>Account Title</u>	<u>Page</u>	<u>Amount</u>	<u>Notes:</u>
500122-92000	Athletics Ordinary Maintenance	223	\$481,058	approved 6/1/23
500-91116	Athletic Coach Salaries	194	\$913,820	approved 6/1/23
500101-96000	Retirement	220	\$23,973,502	approved 6/1/23
540 103-92000	Transportation	221	\$5,130,725	approved 6/1/23
500123-96000	Health Insurance	225	\$59,254,371	approved 6/1/23
500129-91000	Workers Compensation Salaries	227	\$1,454,482	approved 6/1/23
500129-92000	Workers Compensation Non Salary		\$125,455	
500129-96000	Workers Compensation Fringe		\$708,992	
500130-92000	Personal Services (Non Salary)	228	\$2,780,034	approved 6/1/23
500130-96000			\$26,928	
500132-92000	Special Education Tuition	231	\$20,996,904	approved 6/1/23
500-92204	Instructional Materials	233	\$4,783,962	increased \$600,000 from 540-91117
500136-92000	Miscellaneous Education - Non-Salary	235	\$5,569,552	approved 6/1/23
500136-93000	Miscellaneous Education - Capital		\$300,000	
540 136-92000	Miscellaneous Education - Rentals		\$2,958,013	
500137-96000	Unemployment Compensation	239	\$476,491	approved 6/1/23
500146-92000	Building Utilities	240	\$7,986,266	approved 6/1/23
500152-92000	Facilities Department Non-Salary	242	\$9,499,814	approved 6/1/23
500-91110	Administration Salaries	183	\$18,401,530	
500-91111	Teacher Salaries	186	\$220,485,055	
500-91112	School Committee Salaries	190	\$126,467	
500-91114	Teacher Substitutes Salaries	191	\$5,590,290	
500-91115	Instructional Assistants Salaries	192	\$17,426,751	
540 -91117	Transportation Salaries	195	\$14,556,338	reduced \$600,000 (moved to 500-92204)
500-91118	Supplemental Program Salaries	198	\$1,844,441	<i>consider these accounts together</i>
540 -91118			\$107,120	
500-91119	Custodial Salaries	201	\$8,193,731	
500-91120	Maintenance Services Salaries	202	\$2,441,082	
500-91121	Administrative Clerical Salaries	203	\$4,729,910	
500-91122	School Clerical Salaries	206	\$2,692,532	
500-91123	Non-Instructional Support Salaries	207	\$5,118,721	
540 -91124	Crossing Guard Salaries	210	\$478,566	
500-91133	Nursing and Clinical Care Salaries	211	\$6,961,351	
500-91134	Educational Support Salaries	213	\$3,515,224	
540 -97201	Transportation Overtime	216	\$943,641	
500-97203	Custodian Overtime	217	\$1,352,000	
500-97204	Maintenance Services Overtime	218	\$100,000	
500-97205	Support Overtime	219	\$208,000	
Total General Fund Budget			\$462,693,121	

Special Revenue Accounts

50S502	Nutrition Program	244	\$15,677,472	
Various	Grant Programs	246-270	\$68,433,653	
Various	Other Special Revenue Funds	154-155	\$5,200,526	

Accounts starting with 540 represent Non-Net School Spending Accounts

Gb- 3-150 Response to Budget Questions

<u>Item</u>	<u>Motion</u>	<u>Response</u>
gb 3-150	To consider changes in the budget recommendations from administration since the book was printed	<p>The following items were revised after the budget book went to print:</p> <ol style="list-style-type: none"> 1. Four focused instructional coaches to support diversity, equity and inclusion will be held until the new CEqO begins and assesses the need. 2. We will hire 4, not 6, Integrated Coaches to start the Q-team work. 3. The Director of Climate and Culture will not be filled and we would like to repurpose those funds to provide 4 climate and culture assistants at the middle school level.
gb 3-150	To review current vacancies in teachers, paraeducators, wraparound coordinators, school psychologists, school adjustment counselors, custodial, and maintenance positions.	<p>We are still working on a comprehensive list but it is difficult at this time to get a list as we are in flux for closing out this year and opening positions.</p> <p>We have attached the list of budgeted positions for the 2022-2023 school year and the current pay run for each group that was requested to note vacancies. According to this data, we currently have 218 vacancies across those 7 categories.</p>
gb 3-150	To review the realignment of the social emotional learning department.	<p>Click here for the Academic Supports organizational chart that includes the Culture and Climate department.</p> <p>Effective July 1st, school psychologists will fall under the special education department. Psychologists will continue to report to their current supervisor, Dr. Gloria McKibbin.</p>

		<p>Generally psychologists work in a preventative capacity to create the best possible learning environment for scholars. They identify scholars with behavioral challenges, developmental differences, and other learning roadblocks that may cause academic difficulty. They are also heavily involved in the identification of disabilities that impact scholar's learning. There are 12 disability categories with emotional impairment being only one of them, and they are the experts in each of those disabilities. They are also an integral part of the IEP team - they help families understand how a scholar's disability impacts their learning.</p> <p>Effective July 1st, school adjustment counselors will fall under their building principals with a dotted line to their current supervisor, Jean Conway who will continue to provide them with professional learning. Also, in an effort to calibrate, the Culture and Climate Supervisor (Jean Conway) will co-evaluate the school adjustment counselors with the building principals next year, specifically on the two indicators that refer to their clinical expertise.</p> <p>School adjustment counselors work to improve scholar success and that includes helping our scholars</p> <ul style="list-style-type: none">● apply academic achievement strategies;● manage emotions and apply interpersonal skills; and● plan for postsecondary options. <p>Guidance counselors fall under the principals, however school adjustment counselors do not. Being part of the building based team also gives our school adjustment</p>
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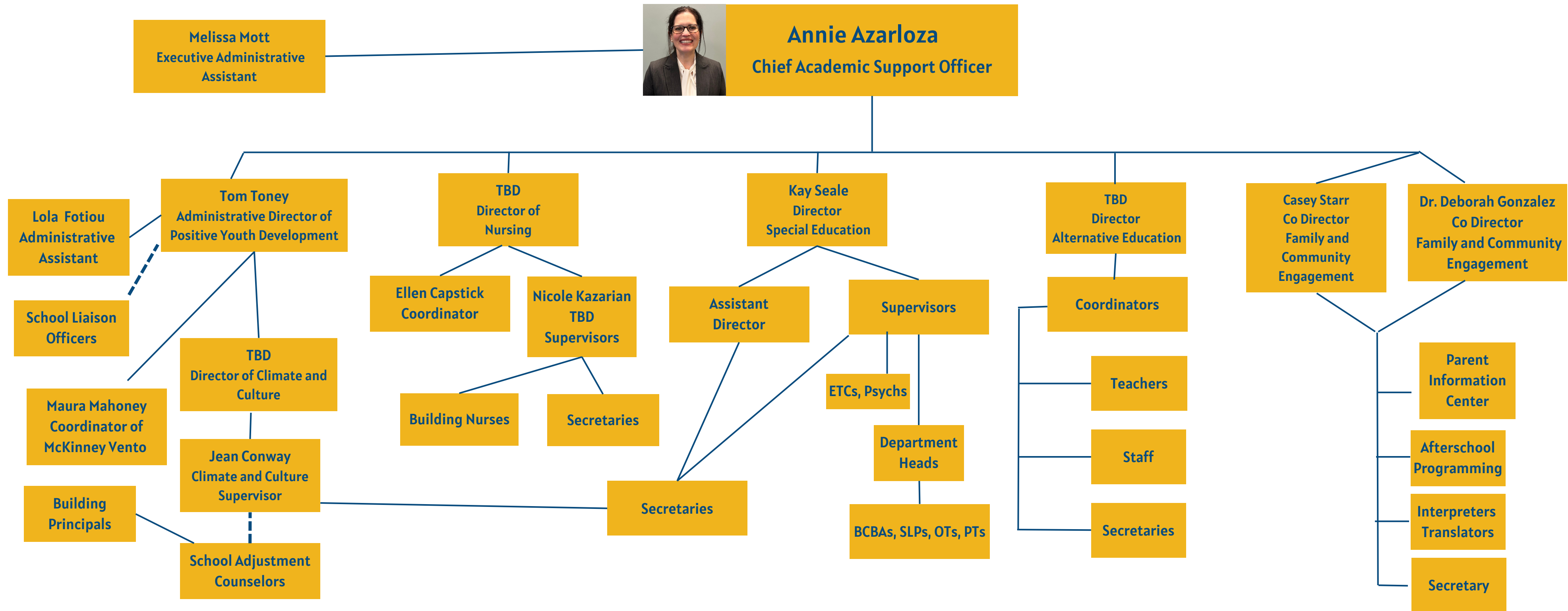
		counselors a stronger sense of community. Many straddle between buildings and we would prefer them to be in one building where they can build strong relationships with families, scholars, and staff in their respective buildings.
gb 3-150	To review an updated list of school-based assignments for positions that are listed as system wide in the budget book.	School Based assignments for positions that are listed at system wide: School Based Assignments
gb 3-150	To review the needs of the additional positions for communications.	<p>The positions are 1) Communications Coordinator and 2) Digital Content Specialist. More info.</p> <p>1) Communications Coordinator: This role would have an emphasis on writing content with a public relations lens, and supporting digital content creation and distribution efforts. Job requirements include A) strong writing skills, B) crisis communications, C) departmental organization (editorial calendar, etc.), D) media relations, E) social media content production and scheduling, F) photography, G) video, H) website posting, design</p> <p>2) Digital Content Specialist: This role would be primarily for the design and creation of content for social media, website, and printed materials. Job requirements include A) social media content production and scheduling, B) graphic design, C) website design and content creation, D) photography, E) videography, F) writing content.</p>
gb 3-150	To review the efficacy of climate and culture positions, including dean of students.	This budget request comes from our high schools. There is a desire to have someone who focuses on the climate and culture. This position will receive training and development from the Administrative Director, Positive Youth Development (ADPYD) on restorative practices and developing cultures that connect students with caring adults. The position will also provide training and supervision of Climate and Culture

		<p>Assistants. This training model was not well defined this school year as the ADPYD did not begin until January 2023. However, the addition of our Dean of Students this year at North High School did help to positively impact our suspension data by reducing out of school suspensions, in-school suspensions, and significantly reduced our emergency removals and seen on this chart. Therefore, the WPS Administration supports the addition of these positions on behalf of strengthening our school buildings' culture and climate as a vehicle to keep scholars in school learning and making responsible decisions.</p>
gb 3-150	To review the funding provided to the WEDF	<p>The funds provided to WEDF are to support and enhance partnership advancement and philanthropy coordination. The future goal will be to have this position generate sufficient fundraising so that it pays for itself while growing the fundraising budget for the Foundation.</p>
gb 3-150	To receive an update on the Memorandum of Understanding with the Worcester Police Department regarding School Liaison Officers (SLOs).	<p>Click HERE, for backup.</p>
gb 3-150	To review the funding for the universal screener work	<p>In education, an SEL universal screener is an assessment that is brief, simple to administer, and measures social emotional learning skills that is useful for progress monitoring and program evaluation. Many K-12 schools use universal screeners in Response to Instruction (RTI) programs. Students take a universal screening assessment to determine what type of support, if any, they need to strengthen the five CASEL SEL scales of Self-Awareness, Self-Management, Social Awareness, Relationship Skills, and Responsible Decision Making. Depending on the results, tiers 2 or 3 interventions are implemented.</p>

		<p>An example of a DESE-approved universal screener for SEL is BIMAS-2. BIMAS-2 is a short, repeatable multi-informant (teachers, parents, self) measure of social emotional learning skills that is useful for universal screening, progress monitoring, and program evaluation. This provides data to help educators make evidence-based decisions within a Multi-Tier System of Supports (MTSS) framework. The BIMAS-2 combines universal screening of social emotional wellness with progress monitoring of mental health related interventions. BIMAS-2 can also be utilized to determine the effectiveness of interventions implemented (e.g. school-based mental health, special education programs provided on an individual or small group basis).</p>
gb 3-150	To review the expiration date of the security guard contract.	The contract with the vendor for security guard services expires on the last day of school of the 2023-24 school year.
gb 3-150	To review the funding for the UMass Pipeline with North High School.	<p>Mission: To increase the numbers of students from disadvantaged backgrounds and/or groups that are underrepresented in biomedical research, biotechnology, and the health professions by encouraging and challenging them to become career and college ready, as they pursue these careers.</p> <p>Partnership activities: Mentoring, Job Shadowing, Tutoring, Clinical and Research Internships, Touring, Laboratory Opportunities, After school Science Programs, Visiting Science programs, Family Involvement activities, Professional Development for Teachers</p> <p>WPC opportunities and activities in the WPS (2006-2016)</p>

		<ul style="list-style-type: none">● NHS and WTHS students have been given priority consideration for UMASS high school and summer programs● 126 WPS students have participated in the UMMS High School Health Careers Program since 2006 (173 possible spots).● Fifteen WPS graduates have participated in the UMMS Summer Enrichment Program since 2006 (100 possible spots).● NHS and WTHS students have accessed job-shadowing/internship opportunities through the WPC. They were mentored by UMMC and UMMS professionals.● UMMS students worked in WPS classrooms as tutors and mentors (math and biology).● UMMS students created mentor program at NHS for 10 young men of color (Health Science Academy)● The UMMS Chapter of Students National Medical annually hosted 40 WEMS students for a Science Night Workshop and dinner. WEMS students toured four medical/science stations with medical students.● Three female medical students volunteered to work at WEMS to provide access to hand-on STEM enrichment activities to a diverse group of girls.● Provided WEMS with donations of equipment and supplies.
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Office of Academic Support Worcester Public School Organizational Chart



Response to Budget: Staffing

Grade Span	School Name	SAC	School Psychologist	ETC	Behavior Specialist	BCBA
Middle	Arthur Sullivan Middle School	3	0.6	1	1	1
Elementary	Belmont Street Community School	2	0.6	0.3		0.2
High	Burncoat High School	3	1	1.5	2	
Middle	Burncoat Middle School	2	1	1	1	0.2
Elementary	Burncoat Street Preparatory School	2	0.2	0.5	1	0.2
Elementary	Canterbury Street Magnet School	1	0.4	1		0.3
Elementary	Chandler Elementary Community School	2	0.4	0.5	1	0.2
Elementary	Chandler Magnet School	2	0.5	1		0.3
Elementary	City View Discovery School	1	1	0.5	2	0.3
MS-HS	Claremont Academy	2	0.5	0.3		
Elementary	Clark Street Developmental Learning School	1	0.4	0.3		0.3
Elementary	Columbus Park Preparatory Academy	2	1	0.3	1	0.3
High	Doherty Memorial High School	3	0.6	1	1	0.5
Elementary	Elm Park Community School	2	0.6	0.5		0.3
Elementary	Flagg Street School	1	0.5	0.3		0.5
Middle	Forest Grove Middle School	3	1	1	1	0.5
Elementary	Francis J. McGrath School	1	0.2	0.3		0.5
Elementary	Gates Lane of International Studies	2	1	1	0.3	3
Elementary	Goddard Science and Technology	2	0.5	0.3		0.3
Elementary	Grafton Street School	2	0.5	0.5		0.2
Elementary	Heard Street Discovery Academy	1	0.2	0.3		0.3
Elementary	Jacob Hiatt Magnet School	1	0.5	0.5		0.5
Elementary	Lake View School	1	0.2	0.3		0.3
Elementary	Lincoln Street School	1	0.6	0.3		0.3
Elementary	May Street School	1	0.5	0.3		0.2
Elementary	Midland Street School	1	0.4	0.3		0.3
Elementary	Nelson Place School	2	1	1		3
Elementary	Norrback Avenue School	2	1	1	0.3	3
High	North High School	3	1	1	2	0.5
Elementary	Quinsigamond Community School	2	0.6	1	1.3	0.3
Elementary	Rice Square School	2	0.4	0.5		0.2
Elementary	Roosevelt School	2	0.6	1	2	2

Response to Budget: Staffing

High	South High School	3	1	1	2	1.3
Elementary	Tatnuck Magnet School	1	1	0.5		0.5
Elementary	Thorndyke Road School	1	0.4	0.3		0.2
Elementary	Union Hill School	2	0.2	0.5		0.2
MS-HS	University Park Campus School	1	0.2	0.3		
Elementary	Vernon Hill School	2	0.5	1	1	0.3
Elementary	Wawecus Road School	1	0.5	0.3		0.2
Elementary	West Tatnuck School	1	0.4	0.5		0.2
Elementary	Woodland Academy	2	0.5	0.3		
Elementary	Worcester Arts Magnet School	1	0.2	0.3		0.3
Middle	Worcester East Middle School	3	0.6	1	1	0.5
High	Worcester Technical High School	3	1	1		0.5
Other	New Citizens Center Secondary	0.6	*	*		
Other	Safety Center - Secondary	1	*	*		
Other	Safety Center - Elm Park	1	*	*		
Other	Challenge/Reach	2	*	0.3		
Other	ACT	1	*	0.3	1	0.2
Other	ASP – Goddard	1.4	*	*		
Other	ASP – Harlow	0.6	*	*		
Other	NCC YA	0.4	*	*		
Other	Fresh Start	0.3	*	*		
Other	Transition	0.2	*	*		
Other	Turn it Around	1	*	*		
Other	Worcester Alternative School (St. Casimirs)	1	*	*		
Other	La Familia		*			
	*ETCs from home school oversee TEAM meetings.					
	*School Psychs are school based					
	*Hiring more School Psychs					

Communications Office Positions for FY24
Updated 6/5/23 by Dan O'Brien, Chief Communications Officer

The role of the Communications Office is to effectively share information with current students, parents/guardians, employees, and the public. The current goals include increasing family and community engagement, enhancing two-way communication with families, positioning WPS as attractive and welcoming to new families, and responding skillfully and strategically to crises and political issues.

The majority of this work is daily content production – producing written content (website, press releases, letters to families, talking points), high-quality photos and videos, graphically-designed content, etc., and distributing such materials on the website, social media, newsletters, and news media.

There are currently two core members of the Communications Office: the Chief Communications Officer and the Online Media Specialist/Webmaster.

When the Chief Communications Officer was hired in February 2023, the Online Media Specialist/Webmaster (1 FTE) along with 2 FTE employees of the Print/Digital Document Center and 2.5 FTE employees from WEA-TV were reassigned from the Information Technology Officer to the Chief Communications Officer. The Print/Digital Document and WEA-TV employees are providing a supportive role to the work with the facilitation of document printing and video production of School Committee meetings and student performances respectively.

We are undertaking two large projects through FY24: the implementation of Parent Square (summer/fall) as a two-way communication tool with families (to replace Blackboard and Remind), and the implementation of a new website (fall/winter). This month, we entered into an agreement with the Office of Civil Rights for monitoring of our website and social media for compliance with the Americans for Disabilities Act; we are continuing with monitoring by the Department of Justice for language translations on the website.

We are in need of the following positions for FY24:

1. Communications Coordinator

This role would have an emphasis on writing content with a public relations lens, and supporting digital content creation and distribution efforts. Job requirements will include 1) extremely strong writing skills with experience in journalism, governmental agencies or school districts, public relations or marketing firms, or political campaigns; 2) crisis

communications, to include public safety, reputational, or political incidents; will assist principals during school crises under extremely tight deadlines; 3) strong organizational skills to include maintaining an editorial content calendar; 4) media relations; 5) social media content production, scheduling, posting, and best practices; 6) photography; 7) graphic design (basic level), 8) website design (basic level).

2. Digital Content Specialist

This role would primarily be for the design of content for social media and the website. Job duties will include 1) social media, 2) graphic design, 3) website design, 4) photography, 5) videography, 6) writing content.

From Here, Anywhere....

Together



WORCESTER
PUBLIC SCHOOLS

Administrator: Annie Azarloza
Department: Chief Academic Support Officer
Date: June 5, 2023
Item: gb 3-150 - MOU with the WPD re: SLOs
Recommendation: Approve and File
Response: Rationale

The Memorandum of Understanding (MOU) between the Worcester Public Schools (WPS) and the Worcester Police Department (WPD) creates an opportunity for both parties to work together to build a positive relationship to help keep the schools safe and to support and foster a positive school climate for all scholars, families and staff. Each Quadrant (Burncoat, Doherty, North and South) is provided with a School Liaison Officer (SLO) who is responsible for, but not limited to that Quadrant.

SLOs interact positively with scholars to gain confidence and trust in an effort for scholars to see them as a trusted adult in their space. SLOs have worked with school leaders to interact with scholars in a positive manner. They have read books to children and played recess games with them.

The communication between the WPS and WPD has significantly improved thanks to the relationships our school and district leaders are building, including that of our newly hired Administrative Director for Positive Youth Development, Mr. Thomas Toney who has daily contact with the SLOs and the Operations Officer.

SLOs and the Operations Officer are informed immediately with information received by scholars, families, staff, school leaders, and district personnel. SLOs work to proactively solve conflicts and to address a range of issues. They have worked with schools to investigate and respond to potential criminal incidents. They have provided our district personnel with scholar related issues that occur outside of school as well in order to best support our scholars.

This year, our SLOs have assembled to help support schools due to a sensitive threat to its safety. SLOs have also supported schools with traffic concerns and community complaints from traffic related issues.

SLOs and the Operations Officer have participated in our Districts' emergency management training (I Love You Guys) because they understand the importance of emergency management training. SLOs have provided ALICE training for schools and have provided other police services to all the schools in their quadrant.

As a result of this MOU, and the enhanced communication between the WPD and WPS, the safety of our schools and the trust that we've built with each other have positively impacted our school community, hence, strengthening our relationship further on behalf of scholars and families.

Budget request from the School Committee:

gb 3-150	To review current vacancies in teachers, paraeducators, wraparound coordinators, school psychologists, school adjustment counselors, custodial, and maintenance positions.
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Administration Response:

Vacancies based on budgeted positions and positions we paid for:

<u>Account Title</u>	<u>FY23 Budget</u>	<u>Current Paid</u>	<u>Current Vacant</u>
Teacher Salaries	2,508	2,417	91
School Psychologists	30	24	6
School Adjustment Counselors	92	86	6
Instructional Assistants Salaries	674	587	87
Custodial Salaries	162	145	17
Maintenance Service Salaries	30	20	10
Wraparound Coordinators	25	24	1

Total: 218 open positions

North High School Comparison Data on Suspensions

North High	SY22 Count	SY23 Count	SY22 Per School Day(180)	SY23 Per School Day(172)
ISS	90	50	0.50	0.29
OOS	190	127	1.06	0.74
ER	24	4	0.13	0.02

H. Recognition
McCullough
(February 2, 2022)

ITEM: gb 3-65.1
S.C. MEETING: 6-15-23

ITEM:

To set a date to recognize Andrea Cook, a Teacher from Burncoat Middle School, who has been awarded as the 2023 Donna Nagle Award for Excellence in General Music.

PRIOR ACTION:

2-16-23 On a voice vote, the item was approved to have a date set.

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF THE ADMINISTRATION:

H. Recognition
Administration
(May 4, 2023)

ITEM: gb 3-133.1
S.C. MEETING: 6-15-23

ITEM:

To set a date to recognize Meredith Lord for receiving the William P. Foster Community Development Award.

PRIOR ACTION:

5-18-23 On a voice vote, the item was approved to have a date set.

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF THE ADMINISTRATION:

- L. Reports of the Standing Committee
Clerk
(June 7, 2023)

ITEM: AOR 3-14
S.C. MEETING: 6-15-23

ITEM:

The Standing Committee on Governance and Employee Issues met virtually on May 15th, 2023 at 5:00 p.m.

The Standing Committee on Finance and Operations met both virtually and in person on May 22nd, 2023 at 6:30 p.m.

The Standing Committee on Teaching, Learning, and Student Supports met both virtually and in person on May 10, 2023 at 5:30 p.m.

The Standing Committee on School and Student Performance met virtually on May 16th, 2023 at 5:30 p.m.

PRIOR ACTION:

BACKUP:

Annex A (2 pages) contains the Minutes of the meeting held on 5/15/2023.

Annex B (1 page) contains the Minutes of the F&O meeting held on 5/22/2023.

Annex C (1 page) contains the Minutes of the meeting held on 5/10/2023.

Annex D (1 page) contains the Minutes of the meeting held on 5/16/2023.

RECOMMENDATION OF MAKER:

File.

RECOMMENDATION OF THE ADMINISTRATION:

File.

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

The Standing Committee on GOVERNANCE AND EMPLOYEE ISSUES met on May 15, 2023, virtually. The meeting was called to order at 5:32 p.m. There were present: Member Johnson, Vice-Chair McCullough, and Chair Clancey. There were also present Superintendent Dr. Monárrez, Deputy Superintendent Brian Allen, Assistant Superintendent Dr. Morse, and Acting Chief Human Resource Officer Dr. Kue.

gb 3-123.1 O'Connell Novick
(April 19, 2023)

To correct the elimination of the School Committee from its legal responsibilities in policies CHD, EC, IGD, and JIB.

Vice Chair McCullough stated that the changes will bring the policies back into compliance and are required. Chair Clancey confirmed what Vice Chair McCullough stated and made a motion to approve the changes in the policies.
On a roll call of 3-0, the motion was approved.

ROS 3-1.3 Administration
(January 5, 2023)

FROM HERE, ANYWHERE... TOGETHER: The Path to a Refined Strategic Plan
To approve the Superintendent's Strategic Plan/Goals.

Superintendent Monárrez opened with introducing the list of individuals who were invited to be a part of the Strategic Planning Committee. These individuals have not all responded with their intent to participate. Vice Chair McCullough asked that the Administration report back to this Standing Committee once people have been confirmed to participate. Superintendent Monárrez also stated that if there were individuals that they wished to see on the list, to please pass those names along so an invite can be sent.

Deputy Superintendent Allen introduced Anne Spear to give an overview of how they will be supporting the Strategic Planning Process.

Chair Clancey asked if the number we invited was a typical number of people in the task force. Ms. Spear responded that typically a group of 25-30 would be typical for our size, but in understanding the context, she doesn't believe that 40 will be too large. Ms. Spear outlined that the role of the task force is to represent and talk with the community in order to get feedback. She also provided an overview of the time commitment required of the task force and how the information is then provided to the leadership team to help draft a strategic plan that has measurable goals.

Member Johnson asked if the Administration believes the list is a true overall representation of all cultures to be part of that task force? The Superintendent responded that the list was based on the previous list of people that participated with the Mayor and herself going through it to modify the list. She asked the Committee Members to share additional people if they believe groups are missing from representation. Member Johnson suggested adding someone from the African community if they are not represented on the list. Mr. Allen responded that he believes there was a member from the African Community Education and if they are not on there, they were intended to be on the list and will be invited.

Member Johnson asked for clarification on whether the Administration was looking for approval of the list as is with supplemental information on who has agreed to participate coming later. Superintendent Monárrez responded that the Administration was requesting approval as is with the ability to amend with more representatives as recommended to ensure cultural representation in order to be able to move this forward. She further stated that some of the data has already been captured as a part of the themes from the listening and learning tour and that the task force will be able to help with the descriptive language. She concluded by stating that the Administration will work through the goals and bring it back to the group, so that those who will be implementing the Strategic Plan will have played a role in its development.

Chair Clancey made a motion to approve the Strategic Plan Task Force and Co-Chairs in order to be able to move to the next steps of setting dates. Vice Chair McCullough made a friendly amendment to add receiving updates on future members.

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

gb 3-80.1 Clancey

(March 1, 2023)

To consider approval of the proposed 2023-2024 Student Handbook of the Worcester Public Schools.

Chair Clancey stated that page 4 needs to be updated, including the Magnet school description. Chair Clancey asked if there was anything that needed to be redlined in the current policy for registration. Executive Director Ellen Kelley stated that the policy would not be changed for this handbook. Vice Chair McCullough asked for clarification on which page numbers were being referenced. Ms. Kelley stated that pages 7 & 8 are the Dress Code policy and that the policy will be updated to reflect the policy that was recently approved by the School Committee. Chair Clancey asked for an update to the Quadrant office phone numbers.

Ms. Kelley made an amendment to change the phrasing of the backpack policy on page 13 from "students must store all book bags" to "students are able to store all book bags, gym bags, and outerwear (coats and jackets) in their lockers during the school day."

Member McCullough addressed the removal of the words "made of mesh or other translucent material" in the following sentence, "Students will be permitted to carry backpacks made of a mesh or transparent material at the secondary level." Chair Clancey made a motion to amend the policy and remove that line.

Chair Clancey noted that on page 15, the section regarding the inclusion of new expectations for school discipline, will be changed when the list of alternatives used before taking that route of discipline is received.

Ms. Kelley stated that on page 20, in the line under rule 15, the word "scarves" should be removed since it's not in the dress code policy. Chair Clancey clarified that this rule is in regards to hats, bandanas, scarfs, and sweatbands that have reference to gains or obscene clothing therefore that line should remain in the handbook. Chair Clancey also noted that on page 25 and page 30 under section H, according to the new law, there will need to be new amendments added to the student suspension policy.

Chair Clancey made a motion to hold the item and request that the Administration provide a redline copy of the handbook for the next meeting.

On a roll call of 3-0, the motions were approved collectively.

On a roll call of 3-0, the motion to adjourn was approved at 5:52 p.m.

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

The Standing Committee on School and Student Performance met on May 16, 2023, virtually. The meeting was called to order at 5:02 p.m. There were present: Chair Johnson and Member O'Connell Novick. Vice-Chair Clancey was absent. There was present Dr. Andrade, Director of Research and Accountability.

gb #1-92 - Mr. Monfredo
(March 10, 2021)

Request that the Administration establish an advisory committee to include personnel, community representatives and experts in the field of student health to discuss a later starting time for secondary students, or move the time forward by 30 minutes for everyone.

Dr. Andrade presented the findings regarding a student survey to determine the students' responsibilities following in-school time.

Chair Johnson made a motion to file the item.
On a roll call of 2-0 (Absent Clancey), the motion was approved.

On a roll call of 2-0, the motion to adjourn was approved at 5:14 p.m.

The Standing Committee on Finance and Operations held a meeting on May 22, 2023, both online and in the Esther Howland South Chamber, City Hall. The meeting was called to order at 6:37 p.m. There were present Chair O’Connell Novick, Vice Chair Kamara, and Member Mailman.

c&p 3-4.1 Administration

To consider a presentation by the Goddard School Student Council on an Earth Day Water Bottle Project aimed at reducing plastic waste at the school.

Mr. Allen stated that the Administration also wants to move towards water bottles. The lead threshold has significantly reduced since pre-Covid, which meant that 12 fixtures at Goddard School now are offline as they do not meet the new standards. With the SWIG Grant and the ESSER Funds 4 water bottle filling stations will be replaced between now and September 2024.

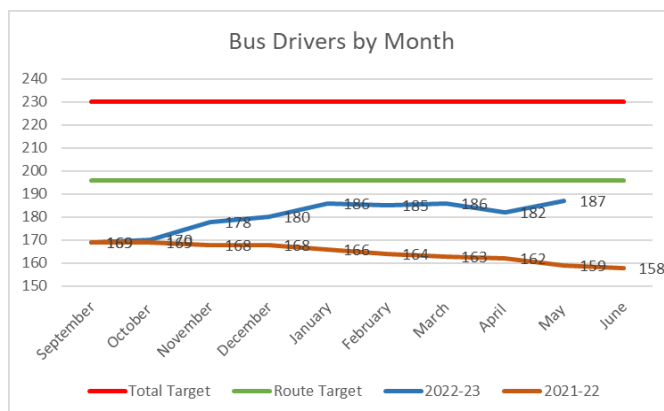
Ray Munoz Castro attended to represent his peers from Goddard Elementary School. Member O’Connell Novick made a motion to file the item. On a voice vote, the motion was approved.

gb 2-241.11 - Novick
(August 23, 2022)

To consider monthly updates on the implementation of district-operated transportation during the 2022-23 school year.

Mr. Allen provided an update that highlighted additional drivers, a fully operational fueling station, and anticipated arrivals of future vehicles.

Chair O’Connell Novick, asked for an explanation of what was meant by fuelers. The budget reflects five fuelers that will shuttle buses back and forth in order to provide fueling between trips for after school activities. Chair O’Connell Novick would like to see more buses available for sports. She also asked if there were any gaps or places to make changes that the SC should be aware of. Mr. Allen stated that due to the support the Administration has gotten we have been able to make adjustments. Below is the updated chart for drivers:



Chair O’Connell Novick made a motion to hold the item. On a voice vote, the motion was approved.

On a roll call of 3-0, the motion to adjourn was approved at 6:59 p.m.

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

The Standing Committee on TEACHING, LEARNING, AND STUDENT SUPPORTS met on May 10, 2023, virtually. The meeting was called to order at 5:33 p.m. There were present: Chair McCullough, Vice Chair Mailman, and Member Kamara.

gb 2-292.2 McCullough
(October 26, 2022)

Request that the Administration explore offering Driver's Ed, utilizing local driving schools, at the high school level.

Executive Director Ellen Kelley gave an overview of the backup that was provided and stated that the Administration would continue to look at options. Vice Chair Mailman requested that the Administration consider hosting the classes at the schools.

Chair McCullough made a motion to hold the item until October for further review. On a roll call vote of 3-0, the motion was approved.

c&p 2-8.3 Clerk
(April 13, 2022)

To consider a petition from the PTO at Chandler Magnet School to convert the school to a completely bilingual school.

Member McCullough made a motion to file the item. On a roll call of 3-0, the motion was approved.

gb 2-201.1 Mailman
(July 11, 2022)

To review the availability of childcare for system educators in various positions and in various geographic parts of the city; one example - high school teachers at Burncoat and lack of early childcare availability in the area. Past practices?

Dr. Morse stated that the Administration conducted a survey of all educators in the District. The responses were mostly from Teachers with children under the age of 5 with 59% reporting they could use district provided day care. Dr. Kue is looking into different options to help provide additional options and even more support for our educators. Member Kamara requested that the data from the survey be shared with the School Committee. Vice Chair Mailman made a motion to hold the item for further updates until October.

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

gb 0-125.1 Administration/Mr. Foley
(April 8, 2020)

Response of the Administration to the request to present comprehensive data showing the test scores for all student subgroups since these initiatives started. This data should show changes over the years, with a particular emphasis upon the WPS student subgroups targeted through SOA funding (Hispanic students, English Language Learners, and students with disabilities).

Chair McCullough made a motion to refer the item to the Standing Committee on Student and School Performance.

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

Motion to adjourn the meeting 3-0 at 5:53 p.m.

M. Student Advisory Committee
Nellie Rushton
(March 16, 2023)

ITEM: SA 3-1.1
S.C. MEETING: 6-15-23

ITEM:

To consider approval of additional middle school sports programs throughout the district.

PRIOR ACTION:

5-4-23 Nelly Rushton, Student at Doherty High School on behalf of the Student Advisory Committee, advocated for expanding the Middle School sports programs as the budget is being considered.

6-8-23 Member McCullough motioned to refer this item to Finance & Operations. On a roll call of 7-0, the motion was approved. Chair O'Connell Novick said the recommendation of administration was that items with FY24 budget implications be moved to be considered with the FY24 budget. Member Mailman requested clarification. Mr. Allen said that at the second meeting in June, administration would come back with a response to these items for Committee consideration as part of the budget deliberation. On a roll call vote of 3-0, the motion to move the items to the FY24 budget was approved.

BACKUP:

Annex A (1 pages) contains the Response from the Administration.

RECOMMENDATION OF MAKER:

Approve & File.

RECOMMENDATION OF THE ADMINISTRATION:

Approve & File.

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WORCESTER
PUBLIC SCHOOLS

Administrator: Dr. Kareem Tatum
Department: Executive Director of Schools
Date: June 6, 2023
Item: SA3-1
To consider the approval of additional middle school sports programs throughout the district.

Recommendation: At this time, the recommendation of the administration is to approve the plan designed by the WPS Athletics department and hire a total of 10 middle school flag football coaches. These coaches will be charged with developing a boys and girls program at each middle school. However, the WPS Athletics department will continue to evaluate and develop programming at the middle school level based on feedback from principals, staff and students. WPS Athletics will survey middle school principals, staff, and students this fall to determine future offerings.

N. Approval of Grants
Administration

S.C. MEETING: 6-15-23

ITEM:

To consider approval of the North Quadrant 2023 Enrichment Grant from the UMass Chan Medical School in the amount of \$1,350.00.

PRIOR ACTION:

BACKUP:

Annex A (3 pages) contains information about the grant

RECOMMENDATION OF MAKER:

Approve

RECOMMENDATION OF THE ADMINISTRATION:

Approve

Grant Acceptance Form

Name of Grant: North Quadrant 2023 Enrichment Grant

Type of Funder: UMass Chan Medical School

Awarded Amount: \$1,350

Grant Funding Period: Upon Approval through June 30, 2024

Project Title: Transcending the Confines of Demographics

Program Coordinator: William Foley/Dichawn Belcher

Purpose: This grant provides funding for projects that enrich the classroom experience, including after school clubs, field trips and specialized classroom supplies and equipment.

Description of the program: Funds will be used to pay for in-state and out-of-state transportation for field trips for the Worcester Technical High School's Black Student Union After School Club.

Program location: Students enrolled in the Black Student Union After School Club at Worcester Technical High School.

Outcomes and Measures: Participating students will take part in cultural immersion activities such as visiting the Reverend Dr. Martin Luther King Jr. Memorial in Washington D.C. and its significance as measured by feedback surveys.

[EXTERNAL] NQSS Enrichment Grant Award

1 message

Erwin, John <John.Erwin@umassmed.edu>
To: "belcherd@worcesterschools.net" <belcherd@worcesterschools.net>

Tue, May 30, 2023 at 3:10 PM

Congratulations – UMass Chan Medical School’s North Quadrant Support Services Advisory Committee recently met to review the many proposals submitted for our annual school enrichment grant program and voted to fund your proposal described below.

Dichawn Belcher	belcherd@worcesterschools.net	Worcester Tech	Transcending the Confines of Demographics	After School Program	\$ 1,350.00
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We will be in touch soon with more information on timing and disbursement of funding.

Again, congratulations and we look forward to hearing about the progress of your initiative as it moves forward.

John

John Erwin
Vice Chancellor for Government Relations
UMass Chan Medical School
[55 Lake Avenue North](#)
Worcester, MA 01655-0002
508-856-8200 (office) | 774-366-4943 (cell)
John.erwin@umassmed.edu



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Worcester Technical High School
North Quadrant Enrichment Grant Budget Summary

Expense	Amount
1. Administrator Salaries	
2. Instructional/Professional Staff Salaries	
3. Support Staff Salaries	
4. Stipends	
5. Fringe Benefits	
6. Contractual Services	
7. Supplies and Materials	
8. Travel – In/Out-of-State Field Trips 3 x \$450	\$1,350
9. Other Costs	
10. Indirect Costs	
11. Equipment	
Grand Total	\$1,350

O. General Business
O'Connell Novick
(April 26, 2022)

ITEM: gb 3-128.1
S.C. MEETING: 6-15-23

ITEM:

Request Administration ensure full and fair elections are held in a timely fashion for the position of School Committee Student Advisory Member at each high school, ensuring the rights and responsibilities of such a position are fully forwarded to the student body; Further, request Administration provide for the School Committee Student Advisory Council to meet before the end of school to elect a chair, who will serve as the ex-officio member of the Worcester School Committee next school year.

PRIOR ACTION:

5-4-23 On a roll call of 7-0, the motion to refer the item to the Administration was approved.

BACKUP:

Annex A (1 pages) contains the Response from the Administration
Annex B (2 pages) Student Representative Election Protocols

RECOMMENDATION OF MAKER:

Approve

RECOMMENDATION OF THE ADMINISTRATION:

Approve



Administrator: Dr. Monárrez
Department: Office of the Superintendent
Date: June 7, 2023
Item: gb 3-128.1 O’Connell Novick
(April 26, 2023)

Request Administration ensure full and fair elections are held in a timely fashion for the position of School Committee Student Advisory Member at each high school, ensuring the rights and responsibilities of such a position are fully forwarded to the student body; Further, request Administration provide for the School Committee Student Advisory Council to meet before the end of school to elect a chair, who will serve as the ex-officio member of the Worcester School Committee next school year.

Attachment: Annex B (2 pages) Student Representative Election Protocols

Recommendation: Approve & File

Rational:

Ashley Gaboriault, Strategic Administrative Coordinator, worked with the Principals to determine the person responsible for elections at each of the Worcester Public Schools High Schools. Each High School was provided with the information annexed that outlines the responsibilities of a Student Representative and the election protocols as developed by previous School Committee Student Advisory member Stacia Zoghbi. As of June 1st, we have received notification of the election winners, which are included below. The election for the Ex-Officio member of the Student Advisory Committee, is being held this week and will be reported back to the School Committee once elected.

School	Name
Worcester Tech	Maryjane Bitar
Doherty	Anhr Dawoud
North	Clarissa Alexis
Challege & Reach	*cannot elect until September
South	CarlieRose Tarr
University Park	Jasmine Conde
Burncoat	Thomas Sutton
Claremont	Clare Vazquez De La Cruz
Gerald Creamer Center	Tristian Suarez Ramirez

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WORCESTER
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Student Representative Election Protocols

Introduction:

In accordance with M.G.L. Chapter 71, Section 38M, it is necessary to hold elections for the student advisory representatives to the School Committee. The election process for the Student Advisory Committee is as follows: The members of the committee must be elected by the student body of the high school. They must not be appointed or elected by the administration, faculty or any student organization.

Student Representative Candidacy Requirements:

Any student who wants to run for a student representative position must meet these criteria:

- The student must be enrolled as a full time student at their school.
- The student must be eligible to participate in extracurricular activities according to the WPS Student Handbook.
- The student must submit a “letter of intent” and a candidate speech to their Student Election Advisor
- The student must be willing to participate fully in the election process, including being present at least one election meeting and speech sessions.
- The student must understand and be willing to commit to meeting all obligations as a student representative, including attending regular and special school committee meetings, subcommittee meetings, and *Massachusetts Association of Student Representatives* trainings.

Campaigning Guidelines:

To ensure that all candidates have equal opportunity to campaign and to express their views, all candidates must follow these guidelines while campaigning:

- The candidate must not campaign outside of designated campaign times.
- The candidate shall not receive any contributions from anyone.
- The candidate shall not spend any funds on campaigning materials except to create posters to put up around the school.
- Any posters the candidate makes shall follow the following guidelines
 - Posters deemed inappropriate (including being obscene for a school environment, unprofessional, and slanderous) shall not be put up.
 - Posters shall only be placed in common areas, not in classrooms.
 - Posters shall be put up once the campaigning starts and must be put down 2 school days after the election.

- The candidate shall not bribe, coerce, or threaten any other candidate, voter, or staff member before or during the election process. The candidate may receive disciplinary action by the school if engaged in this behavior.
- The candidate shall not receive any endorsement from any school or district staff member.
- Failure to follow these campaigning guidelines may result in warnings/disqualification from the election.

Speech Guidelines:

- Speeches must be given in front of the full student body during the campaign period.
 - Speeches may not exceed 2 minutes.
 - The Principal or Student Election Advisor must review speeches prior to speech sessions.
- (OR) Alternate speech method:
 - Students may submit a recording of their speeches to their Student Election Advisor.
 - Speeches must be posted on a platform accessible by the whole student body (Google Classroom works best.)

Election Guidelines:

- The Principal or Student Election Advisor shall administer elections.
- No staff member, student, or candidate shall be allowed to coerce any voter.
- Elections will take place online (Google Forms work best)
- No actively serving Student Representative will be allowed to openly support or endorse any candidate.
- Only students in grade 9, 10, and 11 may vote.
- The candidate who receives the most votes will be the Student Representative from said school for the following school year.

Ballots:

- Names of candidates shall be listed in alphabetical order by last name.
- Names of candidates shall be properly spelled.
- The ballot shall not contain any campaigning material.
- The ballot shall only be sent out once the election starts, and must close once the election is over.
- The Principal or Student Election Advisor is in charge of monitoring and revealing election results.

O. General Business
McCullough
(January 16, 2023)

ITEM: gb 3-48.2
S.C. MEETING: 6-15-23

ITEM:

To consider exploring the hiring of athletic trainers for high school athletics.

PRIOR ACTION:

2-2-23 Item referred to the Standing Committee on Finance & Operations
4-26-23 Chair O'Connell Novick said the recommendation of administration was that items with FY24 budget implications be moved to be considered with the FY24 budget.
Member Mailman requested clarification. Mr. Allen said that at the second meeting in June, administration would come back with a response to these items for Committee consideration as part of the budget deliberation.

On a roll call vote of 3-0, the motion to move the items to the FY24 budget was approved.

BACKUP:

Annex A (1 page) contains the response from Administration

RECOMMENDATION OF MAKER:

Approve

RECOMMENDATION OF THE ADMINISTRATION:

Approve



Administrator: Annie Azarloza
Department: Chief Academic Support Officer
Date: June 5, 2023
Item: gb 3-48.1 - Athletic Trainers
Recommendation: File
Response: Rationale

According to the U.S. Bureau of Labor Statistics, as of May 2021, the median pay for a licensed full-time athletic trainer in an educational setting was \$58,750.

According to MIAA rules and regulations, physicians, licensed athletic trainers or certified EMTs are required to be present for the following games:

- Interscholastic football games
- Varsity ice hockey games
- Interscholastic rugby games
- Interscholastic wrestling matches

Our current practice has been to hire certified EMTs, licensed athletic trainers, and/or physicians to be present during the above listed games in order to comply with MIAA rules and regulations.

This year we had 58 varsity football games, 53 JV football games, and 10 freshman football games. We also had 20 ice hockey games and roughly 30-40 playoff games.

The cost for these services is below.

Precision Athletic Training (athletic trainers)

- \$62 an hour for high risk sports (football, ice hockey)
- \$57 an hour for low risk sports (all other sports)

UMass Medical Sports Medicine Department (physicians) - when available

- \$150 per game.

Vital Ambulance Service (EMTs)

- \$150 an hour

In order to hire athletic trainers, WPS would need at least four to ensure there was one in each of the games (many teams play on the same day/time). Three options are listed below.

- 4 full-time athletic trainers - \$240k+ per year
- 4 part-time athletic trainers - \$120k+ per year
- Our current practice as outlined above - \$21,355

20. General Business
McCullough
(December 20, 2022)

ITEM: gb 3-22.1
S.C. MEETING: 6-15-23

ITEM:

To explore the feasibility of increasing the day-by-day substitute rate for licensed/ retired educators.

PRIOR ACTION:

1-19-23 Referred to the Standing Committee on Finance and Operations

4-26-23 Chair O'Connell Novick said the recommendation of administration was that items with FY24 budget implications be moved to be considered with the FY24 budget. Member Mailman requested clarification. Mr. Allen said that at the second meeting in June, administration would come back with a response to these items for Committee consideration as part of the budget deliberation.

On a roll call vote of 3-0, the motion to move the items to the FY24 budget was approved.

BACKUP:

Annex A (1 page) contains the response from Administration

RECOMMENDATION OF MAKER:

Approve

RECOMMENDATION OF THE ADMINISTRATION:

Approve

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WORCESTER
PUBLIC SCHOOLS

Administrator: Dr. Yeu Kue
Department: Chief People Officer
Date: June 5, 2023
Item: gb 3-22.1 - Day to Day Substitutes and Retired Teachers
Recommendation: File
Response: Rationale

The current day to day rate is \$110. If we have retired teachers who are willing to commit to subbing for more than 45 or 90 days. We can consider increasing the rate to provide consistency for long term needs.

O. General Business
Administration
(May 25, 2022)

ITEM: gb 3-145.1
S.C. MEETING: 6-15-23

ITEM:

To request the approval of removing the medical waiting room CNAs.

PRIOR ACTION:

6-1-23 Ms. Azarloza introduced the item, stating that as the DESE mandate has ended, and that it is the belief of the Administration that the waiting room CNAs can be phased out. Member O'Connell Novick clarified that when she asked for a report on CNA use she was hoping for a medical report on use as it was not the only thing she believed the CNAs were doing in the building. Member O'Connell Novick requested a report back from a doctor or the nursing staff, and made a motion for an evaluation from medical personnel.

Member Kamara asked how much we would save if we removed it. Ms. Azarloza responded that the district would save \$2 million dollars.

Member O'Connell Novick made a motion to hold the item. On a roll call of 6-0 (absent Petty), the motion was approved.

BACKUP:

Annex A (2 page) contains a response from the Administration.

RECOMMENDATION OF MAKER:

Approve & File.

RECOMMENDATION OF THE ADMINISTRATION:

Approve & File.



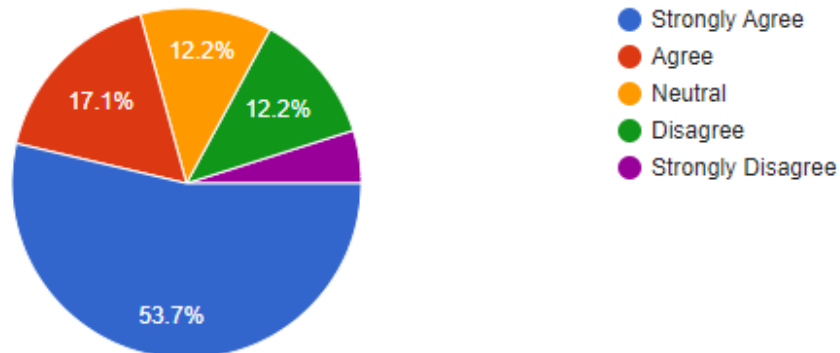
Administrator: Annie Azarloza
Department: Chief Academic Support Officer
Date: May 24, 2023
Item: Request that SC approve the elimination of medical waiting room CNAs
Recommendation: Approve and File
Response: Rationale

Cases of Covid-19 among students and staff have decreased significantly, with no student reports this past week, and 15 staff and 19 students testing positive in the month of May. During the pandemic, Worcester Public Schools implemented a medical waiting room in each school where students with symptoms of Covid could be isolated while awaiting pick-up by a parent from school. These rooms were staffed by CNAs. Student use of medical waiting rooms has greatly reduced, down 75% since last spring. Based on the decrease of Covid-19 in our community and schools, and the recent expiration of the Public Health Emergency and lifting of Covid precautions, we believe CNA staffing of medical waiting rooms is no longer needed. Symptomatic students and staff will continue to be referred for testing based on current DPH guidelines, and the WPS will continue to follow isolation guidelines based on positive test results.

Principals were recently surveyed to learn the need in their buildings for CNA staffing of medical waiting rooms.

CNA staffing of medical waiting rooms is no longer needed.

41 responses



O. General Business
Administration
(June 1, 2023)

ITEM: gb 3-152
S.C. MEETING: 6-15-23

ITEM:

To consider approval of an update to the job description for the Certified Instructor for Junior Reserve Officer's Training Corps (JROTC) - Air Force.

PRIOR ACTION:

BACKUP:

Annex A (2 pages) contains the Job Description for the position

RECOMMENDATION OF MAKER:

Approve

RECOMMENDATION OF THE ADMINISTRATION:

Approve



JOB TITLE: Certified Instructors for Junior Reserve Officer’s Training Corps (JROTC) – Air Force

REPORTS TO: Building Principal

LOCATION: On-site at Worcester Public Schools

Worcester Public Schools

Worcester, Massachusetts

POSITION PURPOSE:

The Worcester Public School District is now accepting applications for two Air Force JROTC Instructors Officer and Enlisted at the “New” South High Community School 170 Apricot St Worcester MA 01603

The mission of AFJROTC is to "Develop citizens of character dedicated to serving their nation and community." The objectives of JROTC are to educate and train high school cadets in citizenship, promote community service, instill ideals of responsibility, character, and self-discipline, and provide instruction in air and space fundamentals. The AFJROTC program is grounded in the Air Force’s core values of “integrity first, service before self, and excellence in all we do.”

MINIMUM QUALIFICATIONS:

KNOWLEDGE, SKILLS, AND ABILITIES

- Teaches the assigned JROTC curriculum to the students.
- Fosters a classroom climate conducive to learning.
- Maintains a robust community service program for JROTC students.
- Communicate effectively within the educational community with parents and students regularly.
- Monitors student progress toward mastery of instructional goals and objectives.
- Encourages individual student accomplishments, appropriate behavior, and attendance.
- Accommodates individual learning differences.
- Collaborates with other teachers in school on projects and programming for the students.
- Ensures best practices are implemented in the teaching that aligns with both the military and the school district.
- Meets professional responsibilities.
- Performs other duties as assigned when needed.

EDUCATION AND EXPERIENCE:

Required: All JROTC programs follow specific standards and guidelines provided by the governing military branch.

- Must be a retired Non-Commissioned officer from the US Air Force, [DD Form 214 required for verification.].
- Must be a retired Commissioned Officer from the US Air Force, [DD Form 214 required for verification].

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- Knowledgeable of federal and state laws, policies, rules, and regulations relating to education.
- Strong leadership skills and development.
- Competency in the knowledge of technology standards: Google platform and/or other student platforms.
- Excellent communication skills, both verbal and written.

Preferred:

- Prior experiences working with youth ages and/or high school levels.
- Bilingual skill (English and foreign languages) is a plus.
- Data collecting and reporting experience(s).
- Bachelor's degree or higher.

Work Schedule: 183-day work year. May have the opportunity to work in the summer program as well.

Salary/ Pay Rate:

Salary based on Minimum Instructor Pay equivalent to Active Duty Pay at Time and Grade plus a stipend for Drill Team Coach.

Application: Must submit an online application to AFJROTC and Worcester Public Schools for consideration.

1. Complete an online application. <https://www.airuniversity.af.edu/Holm-Center/AFJROTC/Display/Article/3155947/prospective-instructors/>

2. Submit DD214, professional certificates, college transcripts, and three (3) professional evaluations and/or reference letters respective to this position.

3. Attach a cover letter and resume.

Screening/consideration for employment is open. An eligibility list will be created and will include only the candidates who meet the established qualifications. Chosen candidates will be contacted for interviews.

Contact our Human Resources Department: AiCo Abercrombie at 508-799-3108. If you have any questions regarding this JROTC application process or career opportunity in Worcester Public Schools.

Background Check & Requirements:

- CORI and valid driver's license.
- Must be authorized to work in the United States and in Massachusetts.

Equal Opportunity Employer

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.

O. General Business
Administration
(June 2, 2023)

ITEM: gb 3-153
S.C. MEETING: 6-15-23

ITEM:

To review the Independent Accountants' Report on Applying Agreed-Upon Procedures for the DESE End of Year Financial Report for Fiscal Year 2022.

PRIOR ACTION:

BACKUP:

Annual request from Administration who can speak to the item.

RECOMMENDATION OF MAKER:

Approve

RECOMMENDATION OF THE ADMINISTRATION:

Approve

O. General Business
Clancey
(June 1, 2023)

ITEM: gb 3-157
S.C. MEETING: 6-15-23

ITEM:

To consider creating a policy regarding graduation ceremonies and student participation.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

Refer to Governance & Employee Issues

RECOMMENDATION OF THE ADMINISTRATION:

Refer to Governance & Employee Issues

O. General Business
O'Connell Novick
(June 2, 2023)

ITEM: gb 3-158
S.C. MEETING: 6-15-23

ITEM:

To consider a resolution proposed by the Peabody School Committee for the 2023 MASC Delegate Assembly regarding stop arm cameras.

PRIOR ACTION:

BACKUP:

Annex A (1 page) contains the proposed resolution

RECOMMENDATION OF MAKER:

Approve

RECOMMENDATION OF THE ADMINISTRATION:

RESOLUTION: SCHOOL BUS STOP ARM SURVEILLANCE ACT AND ENFORCEMENT AND PENALTIES
(Sponsored by the Peabody School Committee)

WHEREAS: It is against the law in Massachusetts to pass a stopped school bus with the stop arm extended and flashing lights while student passengers embark and disembark the bus. Unless witnessed by a police officer, the penalties for passing a stopped school bus are minimal. The danger to the passengers is extraordinary, and can prove fatal; and

WHEREAS: A survey conducted in 2022 by the National Association of State Directors of Pupil Transportation Services (NASDPTS) found that motorists illegally pass stopped school buses: "Throughout a 180-day school year, ... sample results point to more than 41.8 million violations per year among America's motoring public."; and

WHEREAS: Technological advances have now made possible digital video violation detection monitoring systems to detect drivers failing to stop for school buses; and

WHEREAS: Penalties for passing a stopped school bus utilizing a digital video violation detection monitoring system need to be commensurate with the same penalties imposed for said action if witnessed by a police officer.

THEREFORE BE IT RESOLVED that the Massachusetts Association of School Committees calls on the Massachusetts Legislature to enact legislation to pass into law the ability for cities and towns to install on all school buses live digital video detection monitoring systems for the purpose of enforcing violations against the owner of a motor vehicle whose vehicle failed to stop for a school bus when required to do so by law.

AND BE IT FURTHER RESOLVED that the Massachusetts Association of School Committees calls on the Massachusetts Legislature to enact legislation raising the fine for passing a stopped school bus to a significant schedule of fines as penalty whether witnessed by a police officer or recorded by a digital video detection monitoring system.

RATIONALE: The significant safety concerns present when a vehicle passes a stopped school bus embarking or disembarking passengers are endangering our students in Massachusetts. Presently, unless witnessed by a police officer, the penalties for passing a school bus are minimal. If the registration plate of the offending vehicle is reported by the bus driver, there is a minimal fine. Requiring a police officer to witness the violation prevents appropriate law enforcement action from taking place, especially for repeat offenders. Allowing the installation and utilization of digital video detection monitoring systems on school buses will allow for appropriate law enforcement action, provide for monitoring and data pertinent to this safety concern, and serve as a deterrent to drivers who are contributing to this safety issue. Protecting the safety of our students is a paramount concern.

O. General Business
Mailman
(June 5, 2023)

ITEM: gb 3-159
S.C. MEETING: 6-15-23

ITEM:

To create a finance and operations focus on building repairs and maintenance for the coming year similar to our focus this year on transportation.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

Refer to Finance & Operations

RECOMMENDATION OF THE ADMINISTRATION:

Refer to Finance & Operations

O. General Business
O'Connell Novick
(June 5, 2023)

ITEM: gb 3-160
S.C. MEETING: 6-15-23

ITEM:

To consider what field trips, aligned with state standards, should be the common experience of all Worcester Public School students.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

Refer to Administration

RECOMMENDATION OF THE ADMINISTRATION:

Refer to Administration

O. General Business
Mailman
(June 5, 2023)

ITEM: gb 3-161
S.C. MEETING: 6-15-23

ITEM:

To review local field trip opportunities, particularly those to State and local veteran and war memorials to increase Middle School civics learning opportunities.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

Refer to Administration

RECOMMENDATION OF THE ADMINISTRATION:

Refer to Administration

O. General Business
O'Connell Novick
(June 5, 2023)

ITEM: gb 3-162
S.C. MEETING: 6-15-23

ITEM:

To consider attached resolution for passage and implementation.

PRIOR ACTION:

BACKUP:

Annex A (1 page) contains the resolution

RECOMMENDATION OF MAKER:

Approve

RECOMMENDATION OF THE ADMINISTRATION:

Approve

WHEREAS the Worcester Public Schools seek to create and foster a sense of belonging for all students, and

WHEREAS hundreds of bills discriminating against LGBTQIA+ people have been proposed across the country¹, and

WHEREAS nine of ten Massachusetts LGBTQIA+ student recently surveyed said such legal action affect their mental health², and

WHEREAS the most recent GLSEN survey found that a majority of Massachusetts LGBTQIA+ students reported hearing anti-LGBTQIA+ remarks at school³, and

WHEREAS the most recent GLSEN survey found close to half of Massachusetts LGBTQIA+ students have experienced harassment in school⁴, and

WHEREAS it is well demonstrated that support at school is among the strongest protections that can be offered students, and

WHEREAS June traditionally marks the celebration of Pride, in recognition and remembrance of the Stonewall uprising of 1969, and

WHEREAS it is the intent of the WORCESTER SCHOOL COMMITTEE to not only speak uncompromising support but demonstrate it through policy and budgetary decisions,

NOW THEREFORE BE IT RESOLVED that the WORCESTER SCHOOL COMMITTEE do recognize celebrations of Pride in June and throughout the year, through the flying of appropriate flags and other demonstrations of the safe and welcoming environment we intend to foster in the Worcester Public Schools.

¹ “Scared of School: Even in States With Protective Laws, LGBTQ Students Are Reporting Attacks from Other Kids — and Teachers” *The 74*. May 24, 2023

² 2023 U.S. National Survey on the Mental Health of LGBTQ Young People, The Trevor Project

³ School Climate for LGBTQ+ Students in Massachusetts, from the GLSEN 2021 School Climate Survey

⁴ *abid*

O. General Business
Clancey
(June 6, 2023)

ITEM: gb 3-163
S.C. MEETING: 6-15-23

ITEM:

To work with Administration to organize a formal recognition for Seniors who graduated following summer school completion.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

Refer to Administration

RECOMMENDATION OF THE ADMINISTRATION:

Refer to Administration

O. General Business
O'Connell Novick
(June 6, 2023)

ITEM: gb 3-164
S.C. MEETING: 6-15-23

ITEM:

To revise district policy KHB regarding advertising.

PRIOR ACTION:

BACKUP:

Annex A (2 pages) contains the revised policy

RECOMMENDATION OF MAKER:

Refer to Governance & Employee Issues

RECOMMENDATION OF THE ADMINISTRATION:

Refer to Governance & Employee Issues

File: KHB - ADVERTISING IN THE SCHOOLS

The School Committee may grant permission for advertising of commercial products or services in school buildings or on school property under guidelines or regulations it may approve. Otherwise, no advertising of commercial products or services will be permitted in school buildings or on school property. Publications of the school system will not contain any advertising. However, this will not prevent advertising in student publications that are published by student organizations, subject to administration controls, or the use of commercially-sponsored, free teaching aids if the content is approved by the administration.

The Worcester School Committee desires to promote positive relationships between schools and the community in order to enhance community support and involvement in the districts' schools. Prior to the execution of advertisement agreements, the Superintendent or designee shall review and approve all advertising for **any Worcester Public Schools' property, including** the electronic sign or other areas at Commerce Bank Field at Foley Stadium in accordance with School Committee policy.

The Superintendent or designee may selectively approve or disapprove of any advertising based on the criteria below, but may not disapprove advertising material in an arbitrary or capricious manner or in a way that discriminates against a particular viewpoint on a subject that would otherwise be allowed. The advertisement on the electronic sign or other areas within the Commerce Bank Field at Foley Stadium does not imply district endorsement of any identified product or services.

~~The Superintendent or designee shall not approve a~~Advertising ~~at Commerce Bank Field at Foley Stadium shall not be approved~~ that:

1. Are obscene (as defined by prevailing community standards throughout the district), libelous or slanderous.
2. Incite students to commit unlawful acts, violate school rules, disrupt the orderly operation of schools, or any act prohibited by the student Policy Handbook.
3. Promote any particular political or religious interest.
4. Promote, favor or oppose the candidacy or candidate for election, party or ballot measure.
5. Promote the use or sale of materials or services that are illegal, or inconsistent with school objectives, including but not limited to advertisements for tobacco, intoxicants, and movies or products unsuitable for children.
6. Promote products that are contrary to the district's wellness practices for staff and students.
7. Solicit funds or services for an organization, with the exception of solicitations authorized by School Committee policy.
8. Would override the school district or school district's identity.

The Superintendent or designee also may consider the educational value of the advertisement, the age or maturity of students in the intended audience, and whether the advertisements support the basic educational mission of the district, directly benefit the students or are of intrinsic value to the students or their parents/guardians. All advertisements must comply with all local ordinances.

Solicitation of sales or use of the name of the school system to promote any product will not be permitted by the Committee.

SOURCE: Worcester School Committee gb #0-181 (2000)

CROSS REF.: JP, Student Gifts and Solicitations

KHA, Public Solicitations in the Schools

O. General Business
Administration
(June 7, 2023)

ITEM: gb 3-165
S.C. MEETING: 6-15-23

ITEM:

To consider approval of salary adjustments for Non-Represented (Non-Administrative) Positions for FY23-FY26.

PRIOR ACTION:

BACKUP:

Annex A (2 page) contains the recommendation from the Administration

RECOMMENDATION OF MAKER:

Approve

RECOMMENDATION OF THE ADMINISTRATION:

Approve

O. General Business
Administration
(June 7, 2023)

ITEM: gb 3-166
S.C. MEETING: 6-15-23

ITEM:

To consider approval of salary adjustments for Non-Represented Administrative Positions for FY23-FY26.

PRIOR ACTION:

BACKUP:

Annex A (2 page) contains the recommendation from the Administration

RECOMMENDATION OF MAKER:

Approve

RECOMMENDATION OF THE ADMINISTRATION:

Approve

O. General Business
Administration
(June 7, 2023)

ITEM: gb 3-167
S.C. MEETING: 6-15-23

ITEM:

To consider approval of a contract up to five years for streaming services with NFHS Network School Broadcast Program.

PRIOR ACTION:

BACKUP:

Annex A (1 page) contains the recommendation from the Administration

RECOMMENDATION OF MAKER:

Approve

RECOMMENDATION OF THE ADMINISTRATION:

Approve

From Here, Anywhere....

Together



WORCESTER
PUBLIC SCHOOLS

Administrator: Brian Allen
Department: Office of the Deputy Superintendent
Date: June 7, 2023
Item: New gb Item

Attachment: DISTRICT Free4All License - PlayOn-Pixelot Form Agreement - Worcester Public Schools

Recommendation: Approve on a Roll Call

Rational: In response to gb 3-34 (McCullough)
To explore streaming options for athletics and other activities and either develop an in-house process or send out to bid for districtwide options to be put in place as soon as possible.

Administration requests the School Committee approve a contract for up to five years for streaming services with NFHS Network School Broadcast Program.

O. General Business
Administration
(June 7, 2023)

ITEM: gb 3-168
S.C. MEETING: 6-15-23

ITEM:

To consider approval of the Job Description for the Communications Coordinator.

PRIOR ACTION:

BACKUP:

Annex A (3 pages) contains the Job Description

RECOMMENDATION OF MAKER:

Approve

RECOMMENDATION OF THE ADMINISTRATION:

Approve

From Here, Anywhere....

Together



WORCESTER
PUBLIC SCHOOLS

JOB TITLE: Communications Specialist

REPORTS TO: Chief Communications Officer

LOCATION:

Worcester Public Schools
Worcester, Massachusetts

POSITION PURPOSE:

The Communications Specialist will be a valued member of the Communications Office team whose primary responsibilities will include writing content with a public relations lens and supporting digital content creation and distribution efforts for the district's social media, website, e-newsletters, etc. The Communications Specialist will embody a collaborative and strategic approach to the work to support the goals of the Communications Office, which include effectively and strategically sharing information with students, parents/guardians, employees, and the public; enhancing two-way communication with families; and positioning Worcester Public Schools as attractive and welcoming to new families.

MINIMUM QUALIFICATIONS:

EDUCATION AND EXPERIENCE:

Required Qualifications:

- At least three years of experience working in communications and/or marketing, journalism, integrated marketing, public relations, or relevant field.
- Strong writing experience in journalism, public relations, or school or governmental communications, political campaigns, or relevant area. Ability to author letters to families, press releases, talking points or op-eds for district leaders.
- Experience overseeing proactive communications and marketing campaigns for a corporation, school district, governmental organization, non-profit organization, political campaign, higher education institution, etc.
- Experience in crisis communications.
- Experience in media relations.
- Strong understanding of compelling content.



- Strong organizational skills.
- Ability to work under extremely tight and competing deadlines, while working collaboratively and affably in tense situations.
- Experience using social media for a corporation, school, governmental organization, or non-profit organization.
- Experience with website content posting and editing using a content management system (CMS) for a corporation, school, governmental organization, or non-profit organization.
- Experience with graphic design using Adobe Illustrator, Canva, or similar software.
- Experience with photo editing using Adobe Photoshop or similar software.
- Experience with video editing using Adobe Premiere Pro, FinalCut Pro, or similar software.
- Experience using social media scheduling platforms such as Meta Business Suite, Buffer, or Hootsuite.
- Advanced knowledge of social media algorithms, best practices, and the ability to stay knowledgeable about changes in the field.
- Strong eye for compelling content for social media, website, newsletter, or news media.
- An understanding of how to best use different platforms to share a story (social media, website, etc.)
- Experience and ability to take high-quality photographs.
- Experience and ability to produce short video clips for website or social media.
- Proven ability to work collaboratively as part of a team.
- Proven ability to work in a fast-paced environment under extremely tight and competing deadlines.
- Knowledge of public education in Massachusetts and issues facing urban school districts.
- Must have daily access to an operating motor vehicle and possess a valid U.S. driver's license to travel to school locations around the city.

Preferred Qualifications:

- Bachelor's or Master's degree.
- Ability to speak Spanish, Portuguese, Arabic, Vietnamese, Albanian, Nepali, or Twi.
- Previous experience working for a public school district or higher education institution in a communications and marketing role.



ESSENTIAL DUTIES AND RESPONSIBILITIES:

Key responsibilities include:

- Writing letters to families, press releases, talking points or op-eds for district leaders.
- Writing crisis communications responses for school principals or district leadership.
- Proactively pitching stories to the media; fielding media requests.
- Building positive working relationships with school principals, district leaders, and city officials.
- Helping to maintain an editorial content calendar for the Communications Office.
- Assisting the Communications Office in issuing communications via the district's two-way family communications platform (i.e. Blackboard, Parent Square, etc.).
- Creating and posting content to the district's social media channels using scheduling tools.
- Creating and posting content to the district's website using its CMS.
- Responsible for attending events at schools and locations around Worcester to take photos, videos, and written content for social media, the website, and other materials.
- Responsible for taking photos that are high-quality for social media and the website.
- Responsible for using social media scheduling tools to ensure content is shared strategically and effectively.
- Assisting in creation of graphic design of images for social media, website, e-newsletters, and printed materials such as promotional fliers.
- Responsible for other duties within the realm of school communications as requested by the Chief Communications Officer.
- Responsible for building positive working relationships with school principals and district leaders.
- Enthusiastic about school communications and the ability to work collaboratively on a team.

COMPENSATION AND TERMS OF EMPLOYMENT:

This is a 52-week position with health and retirement benefits, and paid sick and personal days. Salary range is \$80K-\$90K.

O. General Business
Administration
(June 8, 2023)

ITEM: gb 3-169
S.C. MEETING: 6-15-23

ITEM:

To consider approval of the Job Description for the Digital Content Specialist.

PRIOR ACTION:

BACKUP:

Annex A (3 pages) contains the Job Description

RECOMMENDATION OF MAKER:

Approve

RECOMMENDATION OF THE ADMINISTRATION:

Approve

From Here, Anywhere....

Together



WORCESTER
PUBLIC SCHOOLS

JOB TITLE: Communications Coordinator

REPORTS TO: Chief Communications Officer

LOCATION:

Worcester Public Schools
Worcester, Massachusetts

POSITION PURPOSE:

The Communications Coordinator will be a valued member of the Communications Office team whose primary responsibilities will include writing content with a public relations lens and supporting digital content creation and distribution efforts for the district's social media, website, e-newsletters, etc. The Communications Coordinator will embody a collaborative and strategic approach to the work to support the goals of the Communications Office, which include effectively and strategically sharing information with students, parents/guardians, employees, and the public; enhancing two-way communication with families; and positioning Worcester Public Schools as attractive and welcoming to new families.

MINIMUM QUALIFICATIONS:

EDUCATION AND EXPERIENCE:

Required Qualifications:

- At least three years of experience working in communications and/or marketing, journalism, integrated marketing, public relations, or relevant field.
- Strong writing experience in journalism, public relations, or school or governmental communications, political campaigns, or relevant area. Ability to author letters to families, press releases, talking points or op-eds for district leaders.
- Experience overseeing a proactive communications and marketing campaigns for a corporation, school district, governmental organization, non-profit organization, political campaign, higher education institution, etc.
- Experience in crisis communications.
- Experience in media relations.
- Strong understanding of compelling content.



- Strong organizational skills.
- Ability to work under extremely tight and competing deadlines, while working collaboratively and affably in tense situations.
- Experience using social media for a corporation, school, governmental organization, or non-profit organization.
- Experience with website content posting and editing using a content management system (CMS) for a corporation, school, governmental agency, or non-profit organization.
- Experience with graphic design using Adobe Illustrator, Canva, or similar graphic design software.
- Experience with photo editing using Adobe Photoshop or similar photography editing software.
- Experience with video editing using Adobe Premiere Pro, FinalCut Pro, or similar video editing software.
- Experience using social media scheduling platforms such as Meta Business Suite, Buffer, or Hootsuite.
- Advanced knowledge of social media algorithms, best practices, and the ability to stay knowledgeable about changes in the field.
- Strong eye for compelling content for social media, website, newsletter, or news media.
- An understanding of how to best use different platforms to share a story (social media, website, etc.)
- Experience and ability to take high-quality photographs.
- Experience and ability to produce short video clips for website or social media.
- Proven ability to work collaboratively and as part of a team.
- Proven ability to work in a fast-paced environment under extremely tight and competing deadlines.
- Knowledge of public education in Massachusetts and issues facing urban school districts.
- Must have daily access to an operating motor vehicle and possess a valid U.S. driver's license to travel to school locations around the city.

Preferred Qualifications:

- Bachelor's or Master's degree.
- Ability to speak Spanish, Portuguese, Arabic, Vietnamese, Albanian, Nepali, or Twi.



- Previous experience working for a public school district or higher education institution in a communications and marketing role.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

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- Proactively pitching stories to the media; fielding media requests.
- Building positive working relationships with school principals, district leaders, and city officials.
- Helping to maintain an editorial content calendar for the Communications Office.
- Assisting the Communications Office in issuing communications via the Parent Square two-way family communications platform.
- Creating and posting content to the district's social media channels using scheduling tools.
- Creating and posting content to the district's website using its CMS.
- Responsible for attending events at schools and locations around Worcester to take photos, videos, and written content for social media, the website, and other materials.
- Responsible for taking photos that are high-quality for social media and the website.
- Responsible for using social media scheduling tools to ensure content is shared strategically and effectively.
- Assisting in creation of graphic design of images for social media, website, e-newsletters, and printed materials such as promotional fliers.
- Responsible for other duties within the realm of school communications as requested by the Chief Communications Officer.
- Responsible for building positive working relationships with school principals and district leaders.
- Enthusiastic about school communications and the ability to work collaboratively on a team.

COMPENSATION AND TERMS OF EMPLOYMENT:

This is a 52-week position with health and retirement benefits, and paid sick and personal days.

O. General Business
Administration
(June 8, 2023)

ITEM: gb 3-170
S.C. MEETING: 6-15-23

ITEM:

To consider approval of the innovation school renewal plans.

PRIOR ACTION:

BACKUP:

Annex A (1 page) contains the background from the Administration

RECOMMENDATION OF MAKER:

Refer to Teaching, Learning, and Student Supports.

RECOMMENDATION OF THE ADMINISTRATION:

Refer to Teaching, Learning, and Student Supports.

From Here, Anywhere....

Together



WORCESTER
PUBLIC SCHOOLS

Administrators: Marie Morse, Ed.D.
Marco Andrade, Ph.D.

Department: Office of Research and Accountability

Date: June 8, 2023

Item: gb 3-170 Administration
To consider approval of the innovation school renewal plans.

Recommendation: Refer to the Standing Committee on Teaching, Learning, and Student Supports for review and full approval by July 31, 2023.

Rationale:

The Worcester Public Schools District has three schools that currently have Innovation School Plans needing renewal: Goddard Scholars Academy at Sullivan Middle School, University Park Community School, and Worcester Technical High School (WTHS). At this time, the Goddard Scholars Academy and WTHS have conducted their faculty votes and both plans have been approved. University Park does not require a faculty vote for their renewal plan. Final renewal plans are currently being completed by each school and these plans will need to have full School Committee approval by July 31, 2023. In order to accomplish that, we are asking for this item to be referred to the Standing Committee on Teaching, Learning, and Student Supports, as these plans will be complete and ready for review/approval by June 22, 2023. It is our hope that these items will be able to be approved at the full School Committee meeting on July 20, 2023.

O. General Business
Petty
(June 8, 2023)

ITEM: gb 3-171
S.C. MEETING: 6-15-23

ITEM:

To consider sending letters of support to the MA Legislature in support of the Thrive Act.

PRIOR ACTION:

BACKUP:

Annex A (1 page) contains the language for the Thrive Act

RECOMMENDATION OF MAKER:

Approve

RECOMMENDATION OF THE ADMINISTRATION:

Approve

THRIVE ACT

Whereas, access to a high-quality, publicly funded education is a guaranteed right written into the Massachusetts Constitution; and

Whereas, an effective public education program meets the needs of students who present a variety of abilities and learning styles; and

Whereas, a successful system of public education nurtures and supports students and offers opportunities for growth along a continuum that begins in preschool and extends through higher education; and,

Whereas, the goal of public education is to teach students how to be critical thinkers, engaged citizens and lifelong learners; and

Whereas, the introduction of high-stakes standardized testing through the Massachusetts Comprehensive Assessment System has undermined the most important goals of public education; and

Whereas, the punitive use of MCAS has restricted curriculum and narrowed the focus of education in our public schools; and

Whereas, MCAS testing has unjustly targeted communities with underfunded public schools for state takeovers that have failed to improve student performance by any measure; and

Whereas, using MCAS testing as a high-school graduation requirement has prevented or delayed countless students from earning a diploma, either interrupting or derailing education or career plans; therefore, be it

Resolved that the Worcester School Committee urges the state Legislature to pass the THRIVE Act, ending the use of MCAS tests as a graduation requirement and for purposes of placing school districts or individual schools into state receivership; and be it

Resolved that Massachusetts develop an alternative to the high-stakes MCAS tests.