

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, December 21, 2023**

at: 5:00 p.m. Executive Session

5:30 p.m. Regular Session

in: Esther Howland 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

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, Aides to the Physically Handicapped, Monitors and Drivers 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 – 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 – Successor Contract Negotiations – Massachusetts Nurses Association for and on behalf of Worcester School Nurses.

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 – Anna Karam v. Worcester Public Schools, et al., Worcester Superior Court, Civil Action No. 2185-CV-0048-D.

To conduct strategy sessions in preparation for negotiations with nonunion personnel and/or to conduct negotiations with nonunion personnel – Assistant Superintendent for Personnel, Engagement, and Equity Elect Dr. Yeu Kue.

To discuss strategy with respect to collective bargaining if an open meeting may have a detriment - successor contract negotiations - EAW Unit - Vocational subcommittee.

B. Call to Order

C. Pledge of Allegiance/National Anthem

D. Roll Call

M. Student Advisory Committee Items

sa 3-4 Student Advisory Committee

(December 15, 2023)

To establish a formal club/organization in all schools that provide information for Community Service opportunities available in Worcester and assist students in becoming active volunteers in their communities. Additionally, to expand student engagement in all schools and allow for students to make connections within the city.

sa 3-5 Student Advisory Committee

(December 15, 2023)

The feasibility to have study halls in high school to look to improve academic performance for students.

sa 3-6 Student Advisory Committee

(December 15, 2023)

To address heating and cooling concerns in our older buildings.

sa 3-7 Student Advisory Committee

(December 15, 2023)

Create a welcoming committee for our new students who come into our schools that do not speak English to help integrate them into the school community.

E. Consent Agenda

i. Approval of Minutes

aor 3-28 Clerk

To consider approval of the Minutes for the School Committee meeting held on December 7, 2023.

ii. Approval of Donations

To consider approval of a donation from ASBO International in the amount of \$1,00.00 for the Pinnacle Award.

To consider approval of a donation from Casella Waste System in the amount of \$500.00 for the South High Community School Diesel Program.

iii. Notification of Personnel Records

The Superintendent has approved the personnel records provided in backup.

iv. Initial Filing of Individual Recognitions

To set a date to congratulate Brian Allen, Sara Consalvo, Mohammed Siddiqui, Ivanna Then, Nancy Blomstrom, Akshay Guru Rajkumar, Liam Young, Stephanie Carrasco, Kate Ota, and Emma Kearney for the recognition of the 2023-24 Worcester Public Schools budget with the Association of School Business Officers, International for the eleventh consecutive time.

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

F. Item for Reconsideration

G. Held Item

ros 3-18.1 Administration

(December 7, 2023)

From Here, Anywhere... Together: Strategic Plan Update

aor 3-27.1 Clerk

(December 7, 2023)

To consider approval of the Minutes for the Governance and Employee Issues meeting held on November 21, 2023.

H. Recognition

To recognize Member Clancey for her dedication and years of service to Worcester Public Schools during her time with the School Committee.

To recognize Member Kamara for her dedication and years of service to Worcester Public Schools during her time with the School Committee.

To recognize Member O'Connell Novick for her dedication and years of service to Worcester Public Schools during her time with the School Committee.

I. Public Comment

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

J. Public Petition

c&p 3-15 Miller

(December 1, 2023)

Request the school committee to request a state audit of the Doherty Memorial HS MSBA application to address the fraud and the illegal building of a public school on historic protected park land.

K. Report of the Superintendentros 3-19 Administration

(December 7, 2023)

From Here, Anywhere... Together: Superintendent Mid-Cycle Review 2023

L. Reports of the Standing Committeesgor 3-29 Clerk

(December 21, 2023)

To consider approval of the Minutes for the Teaching, Learning and Student Supports meeting held on December 12, 2023.

To consider approval of the Minutes for the Finance and Operations meeting held on December 19, 2023.

To consider approval of the Minutes for the Finance and Operations meeting held on December 20, 2023.

N. Approval of Grants and other Finance Items

To consider approval of the FC 274 IDEA Federal Targeted Special Education Program Improvement Grant in the amount of \$204,670.00.

To consider approval of a prior year's payment to Joanne Deschenes in the amount of \$4,000.00 for longevity payment.

O. General Businessgb 3-269 McCullough

(November 21, 2023)

To review Chromebook policies regarding lost, damaged and replacements in order to ensure 1:1.

gb 3-270 Petty

(December 11, 2023)

Request the Administration establish a School Safety Advisory Committee.

gb 3-271 Administration

(December 11, 2023)

To consider approval of the WPS full-service community school model.

gb 3-272 O'Connell Novick

(December 13, 2023)

After appropriate community consultation, to name a suitable Worcester Public Schools facility in honor of former superintendent Dr. Melinda Boone

gb 3-273 O'Connell Novick

(December 13, 2023)

To prioritize the full middle and high school complex in the Massachusetts School Building Authority process for Burncoat High School.

gb 3-274 Administration

(December 14, 2023)

To consider the attached updates to Worcester Public Schools Policy B.

Gb 3-275 Administration

(December 13, 2023)

To vote to execute the Contract for Employment between the Worcester School Committee and Dr. Yeu Kue for the position of Assistant Superintendent for Personnel, Engagement, and Equity for the period of January 1, 2024 through June 30, 2027.

P. Announcements

Meeting Dates:

Inaugural Exercises:

- January 2, 2024, 5:00 p.m., South High School auditorium, 170 Apricot St.

School Committee Meeting:

- January 4, 2023, 5:30 p.m. Regular Session, Esther Howland Chamber, City Hall

Q. Adjournment

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

M. Student Advisory Committee
Student Advisory Committee
(December 15, 2023)

ITEM: SA 3-4
S.C. MEETING: 12-21-23

ITEM:

To establish a formal club/organization in all schools that provide information for Community Service opportunities available in Worcester and assist students in becoming active volunteers in their communities. Additionally, to expand student engagement in all schools and allow for students to make connections within the city.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF THE ADMINISTRATION:

Refer to Finance and Operations

M. Student Advisory Committee
Student Advisory Committee
(December 15, 2023)

ITEM: SA 3-5
S.C. MEETING: 12-21-23

ITEM:

The feasibility to have study halls in high school to look to improve academic performance for students.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF THE ADMINISTRATION:

Refer to Teaching, Learning, and Student Supports

M. Student Advisory Committee
Student Advisory Committee
(December 15, 2023)

ITEM: SA 3-6
S.C. MEETING: 12-21-23

ITEM:

To address heating and cooling concerns in our older buildings.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF THE ADMINISTRATION:

Refer to finance and operations

M. Student Advisory Committee
Student Advisory Committee
(December 15, 2023)

ITEM: SA 3-7
S.C. MEETING: 12-21-23

ITEM:

Create a welcoming committee for our new students who come into our schools that do not speak English to help integrate them into the school community.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF THE ADMINISTRATION:

Refer to administration

E. Approval of Minutes
Clerk
(December 21, 2023)

ITEM: aor 3-28
S.C. MEETING: 12-21-23

ITEM:

To consider approval of the Minutes for the School Committee meeting held on December 7, 2023.

PRIOR ACTION:

BACKUP:

Annex A (8 pages) contains the Minutes of the meeting held on December 7, 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 December 7, 2023 in the Esther Howland Chamber in City Hall. The meeting was called to order at 5:00 p.m. by Mayor Petty. There were present: Member Kamara, Member Mailman, Member McCullough, Mayor Petty and Member O'Connell Novick. Member Clancey joined Executive Session virtually.

The Mayor made a motion at 5:07 p.m. to recess and move into Executive Session.

On a roll call of 5-0, the motion was approved at 5:08 p.m.

At 6:52 p.m. the roll call to convene in open session was approved.

There were present: Member Kamara, Member Mailman, Member McCullough, Member O'Connell Novick and Mayor Petty.

The School Committee began by recognizing Coach Meg Brunelle on her 200th career WPS Field Hockey win and Doherty Memorial High field hockey senior Hannah Murray concerning her 175+ scoring point record during her highschool career. Member McCullough thanked Coach Brunelle for her hard work and dedication to Worcester Public School students and athletes. Coach Brunelle highlighted Hannah Murray's accomplishments which include 100 points during her junior year and 100 goals during her senior year which is something she hasn't seen in her 15 years as a coach.

To recognize former Worcester School Committee member Jack Foley as the recipient of a Life Membership Award from the Massachusetts Association of School Committees.

Member O'Connell Novick read a statement from MASC giving the reasoning for awarding Mr. Foley with this Life Membership Award. Mr. Foley thanked the MASC President and Executive Director for the honor of receiving the lifetime membership. He thanked Member O'Connell Novick, the entire School Committee and the Mayor for their hard work over the last few years in creating necessary support and opportunities for Worcester Public School Students.

Member O'Connell Novick as the Chairperson, made a motion to file the Consent Agenda.
On a voice vote, the Consent Agenda was approved.

Member O'Connell Novick, as the Chairperson, made a motion to approve the Consent Agenda.
On a voice vote, the Consent Agenda was approved.

Sa 3-3 Bitar

(November 29, 2023)

To provide proper funding and resources to organizations/clubs held after school that offer opportunities to students and allow them to become more involved in their school community. Additionally, to promote and urge students and staff to become active participants in said organizations/clubs.

Student Representative Sutton explained the benefits of students joining an afterschool club or team are they allow students to feel welcomed, create friendships and to help students to

feel motivated to attend school. He added that recognition for these clubs would mean a lot to those students involved as their accomplishments typically get overshadowed by athletic achievements.

Member O'Connell Novick, as the Chairperson, made a motion to refer this item to Finance and Operations.

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

Public Comment

Jennifer Davis Carey, Executive Director of the Worcester Education Collaborative, spoke in regard to the Strategic Plan item. She stated that the work done in creating this plan was collaborative, research-based and data driven. She thanked the members of the School Department and school staff for their hard work and cooperation with the Worcester Community to develop this plan. She added that this plan is important, not only for students today but future generations as well.

c&p 3-14 Doyle

(November 28, 2023)

Request that the school committee consider adopting a policy that addresses: the maximum number of children allowed to ride on an elementary school bus, the maximum number of children allowed to ride on a secondary school bus, the maximum number of students that can be assigned to a school bus route, and the number of elementary riders there might need to be reached to require a bus monitor be assigned to a bus to assist the driver in keeping children safe.

Member O'Connell Novick, as the Chairperson, made a motion to refer this item to Finance and Operations.

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

ros 3-18 Administration

(December 7, 2023)

From Here, Anywhere... Together: Strategic Plan Update

Member Mailman asked how the Committee will be updated on the progress on the goals from the Strategic Plan? Superintendent Monarrez responded that an Administrative Operational Action Plan is being developed which will lay out a yearly plan and how to measure the progress for these goals. This measurement will determine the frequency of the report to the Committee. She added that by the spring the Administration should be able to give this report back.

Member O'Connell Novick gave the following recommendations; the opening message of the Strategic Plan came from the Chair on the School Committees behalf, emphasizing the partnership with the community in the creation of this Strategic Plan, and restructuring some of the terminology for clarity purposes.

Superintendent Monarrez stated that the Strategic Plan task force will still be working with the Administration to ensure that there is a clear mission, vision and core values for the district.

Member O'Connell Novick, as the Chairperson, made a motion to hold this item until the December 21st School Committee meeting.

On a voice vote, the item was held.

c&p 3-13 Boankrah

(November 21, 2023)

To relate experience as a parent of a Worcester student to ensure the issue of bullying and harassment are handled in accordance with policy.

David Boankrah shared the experience of his son who was bullied at Burncoat High School. He stated that he knows other parents and students are having similar experiences and hopes that the Administration will work in the best interest of students.

Member O'Connell Novick, as the Chairperson, made a motion to refer this item to Finance and Operations.

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

aor 3-27 Clerk

(November 14, 2023)

To consider approval of the Minutes for the Teaching, Learning and Student Supports meeting held on November 14, 2023.

Mayor Petty made a motion to approve the minutes.

On a voice vote, the minutes were approved.

To consider approval of the Minutes for the Governance and Employee Issues meeting held on November 21, 2023.

Mayor Petty made a motion to Hold the minutes.

On a voice vote, the minutes were held.

To consider approval of the Minutes for the Governance and Employee Issues meeting held on November 28, 2023.

Mayor Petty made a motion to approve the minutes.

On a voice vote, the minutes were approve.

Approval of Grants and other Finance Items

To consider approval of the FY24 FC325 Targeted Assistance Grant from the Massachusetts Department of Elementary and Secondary Education in the amount of \$400,000.00. The purpose of this targeted grant program is to provide funding to select schools/districts to support priorities each district identifies as most pressing to facilitate school and district improvement.

Member O'Connell Novick asked specifically how these grant funds were being spent. Executive Director Timothy Sippel responded that funds are being used for supplemental hours for staff collaboration at all of the listed schools. Member O'Connell Novick then asked if schools are eligible through the state accountability system. Sippel responded that the state allows any district that has qualifying schools for these funds to use them district wide priorities. He added that the school listed needed the additional funds.

Mayor Petty made a motion to collectively approve Grants and other finance items.

On a roll call of 4-0 (absent: Clancey, Johnson), the motion was approved.

gb 3-156.1 Clancey

(June 1, 2023)

Response from Administration on:

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

Mayor Petty made a motion to refer the item to Governance and Employee Issues.
On a voice vote, the motion was approved.

gb 3-227.1 Johnson

(September 27, 2023)

Response from Administration on:

To work with Claremont Academy School on a dedication, scholarship, or memorial in the name of Allen Jenkins.

Mayor Petty made a motion to approve the item.

On a voice vote, the motion was approved.

gb 3-243.1 Mailman

(November 4, 2023)

Response from Administration on:

Request the Administration report, generally, how it responds to concerns of a student alleging abuse or about whom a MGL Ch 119 s51a report is filed.

Member Mailman expressed her desire to ensure that the safety and wellness of Worcester Public School Students is a main focus for the Administration as well as the incoming members of the School Committee.

Mayor Petty made a motion to file the item.

On a voice vote, the motion was approved.

The following items were taken together:

gb 3-248 McCullough

(November 12, 2023)

To create a separate Worcester Public Schools Athletics social media page for Facebook and Twitter that is managed by the Athletics Department in conjunction with the Communications Department that provides season schedules as well as weekly and daily updates regarding schedules, games, results stats, etc.

gb 3-255 Johnson

(November 28, 2023)

To discuss creating a Worcester public schools athletic social media page (s) to inform students and parents of sports related schedules, games, and scores.

Member McCullough stated that the district could be doing much better in terms of sharing real time updates, scores and more consistent communication overall from the athletic department to the community.

Member Kamara made a recommendation to link all updates to a common site so it is easier to navigate.

Chief Communications Officer Daniel O'Brien stated that there has been discussion with the athletics director and the assistant director to create a shared social media page that would address these issues.

Mayor Petty made a motion to refer both items to the Administration.

On a voice vote, the motion was approved.

gb 3-251 McCullough

(November 21, 2023)

To update policy IMD to include the following language: School Committee Members shall be drawn at random to speak at the High School Graduations. Members may request exchanges with other members based on circumstances that may arise if the other member is able to switch. Graduation speeches should be no more than 3 minutes in length. School Committee Members will be drawn at random to attend middle school promotion ceremonies, if they are available. There is no speaking portion at middle school promotion ceremonies for School Committee Members.

Mayor Petty made a motion to approve.

On a voice vote, the motion was approved.

gb 3-253 Administration

(November 27, 2023)

To provide an update to the School Committee about the Doherty Biomedical Academy program.

Mayor Petty made a motion to refer the item to Teaching, Learning and Student Supports.

On a voice vote, the motion was approved.

gb 3-254 O'Connell Novick

(November 27, 2023)

To consider the attached updates to Worcester Public Schools policy section D.

Mayor Petty made a motion to refer the item to Finance and Operations.

On a voice vote, the motion was approved.

gb 3-256 O'Connell Novick

(November 28, 2023)

To end the addition of artificial turf fields on Worcester Public Schools property.

Member O'Connell Novick explained that there are certain health and safety risks when playing on artificial turf. Student representative Sutton shared that many students he has spoken with express that they actually enjoy using the turf field more than the grass field. Member Mailman agreed with Member O'Connell Novick's statement and added that there is reason for further discussion. Mayor Petty asked if the MIAA would be brought into this discussion.

Mayor Petty made a motion to refer this item to Finance and Operations.

On a voice vote, the motion was approved.

gb 3-257 O'Connell Novick

(November 28, 2023)

To submit testimony in opposition to the Department of Elementary and Secondary Education's proposed increase in weight in the state accountability system for chronic absenteeism at the Board of Elementary and Secondary Education's December meeting.

Member O'Connell Novick stated that increasing the weight of chronic absenteeism as a means for assessing a district's accountability system is not a reasonable solution as there are several reasons a student could be absent from school.

Member O'Connell Novick made a motion to receive a report from the Administration on the work being done already in this area.

On a voice vote, the motion was approved.

gb 3-258 O'Connell Novick

(November 28, 2023)

To request that a Foundation Budget Review Commission be enacted as part of the FY25 budget, for a report due before filing of the FY26 budget.

Member O'Connell Novick asked that the Committee submit a request to Governor Healey, the Board of Elementary and Secondary Education, the Worcester delegation, and the chairs of the Joint Committee on Ways and Means. Further request that the creation of such a Commission be made a priority for the FY25 budget by the Massachusetts Association of School Committees, the Massachusetts Association of School Superintendents, and the Massachusetts Association of School Business Officials.

Mayor Petty made a motion to approve Member O'Connell Novick's motions collectively.

On a voice vote, the motion was approved.

gb 3-259 Kamara

(November 29, 2023)

To develop a policy around culture and belonging for students, families, and educators.

Mayor Petty made a motion to refer the item to Governance and Employee Issues.

On a voice vote, the motion was approved.

The following items were taken together:

gb 3-260 Kamara

(November 29, 2023)

To display 5 years to present data trends from "referrals" to law enforcement where students are reported to police but not arrested. Separate data to include elementary, middle, and high school and include data from 5 years until now.

gb 3-261 Kamara

(November 29, 2023)

To produce a report on "referrals" to law enforcement where students were reported to law enforcement but not arrested that was then referred to a WPS counseling staff (Adjustment Counselors, Dean of Students, internal or external therapist) for support per our new Mental Health and Wellness Plan. Describe any progress of adjustment in student behavior after 3-6 months of support/treatment and what level of support was administered.

Dr. Monarrez explained that this data was only collected from the last year and a half therefore going back 5 years would not be possible. She added that the information requested in Member Kamara's second item will be a part of the Strategic Plan.

Member O'Connell Novick made a motion to file both items because the data requested from these items is already available through the Federal Department of Education, Office of Civil Rights and the rest of the data will be provided through the Strategic Plan.

Mayor Petty made a motion to refer the first item to the Administration.

On a roll call of 2-3 (absent: Clancy, Johnson; Yes: Kamara, Mayor Petty; No: Mailman, McCullough, O'Connell Novick), the motion fails.

Mayor Petty made a motion to refer the second item to the Administration.

On a roll call of 2-3 (absent: Clancy, Johnson; Yes: Kamara, Mayor Petty; No: Mailman, McCullough, O'Connell Novick), the motion fails.

Mayor Petty made a motion to file both items collectively.

On a roll call of 3-2 (absent: Clancy, Johnson; Yes: Mailman, McCullough, O'Connell Novick; No: Kamara, Mayor Petty) the motion was approved.

gb 3-262 Kamara

(November 29, 2023)

To share any discussion on Worcester's evaluation of our gifted program and what plans are in place to develop a fully functional program for gifted students.

Mayor Petty made a motion to refer the item to Teaching, Learning and Student Supports.

On a voice vote, the motion was approved.

gb 3-263 Administration

(November 29, 2023)

To authorize the Administration to enter into a lease agreement for up to five years for computers.

Mayor Petty made a motion to approve and file the item.

On a roll call of 5-0 (absent: Clancy, Johnson), the motion was approved.

gb 3-264 Administration

(November 29, 2023)

To vote to execute an Amendment to the Contract for Employment between the Worcester School Committee and Brian E. Allen for the position of Deputy Superintendent, Chief Operating Officer and Chief Financial Officer.

Mayor Petty made a motion to approve.

On a roll call of 5-0 (absent: Clancy, Johnson), the motion was approved.

gb 3-265 Administration

(November 29, 2023)

To vote to execute an Amendment to the Contract for Employment between the Worcester School Committee and Dr. Marie Morse for the position of Assistant Superintendent, Teaching and Learning.

Mayor Petty made a motion to approve.

On a roll call of 5-0 (absent: Clancy, Johnson), the motion was approved.

gb 3-266 Administration

(November 29, 2023)

To vote to execute the Contract for Employment between the Worcester School Committee and Kristi Turgeon for the position of Administrative Clerk of the School Committee.

Mayor Petty made a motion to approve.

On a roll call of 5-0 (absent: Clancy, Johnson), the motion was approved.

Member O'Connell Novick made a motion to suspend the rules to reconsider the last three items collectively.

On a roll call of 5-0 (absent: Clancy, Johnson), the motion was approved.

Mayor Petty made a motion to reconsider the last three items collectively.
On a roll call of 0-5 (absent: Clancy, Johnson), the motion fails.

gb 3-267 Administration

(November 29, 2023)

To consider and authorize the establishment of the position of Assistant Superintendent for Personnel, Engagement, and Equity.

Mayor Petty made a motion to approve.

On a roll call of 5-0 (absent: Clancy, Johnson), the motion was approved.

gb 3-268 Administration

(November 29, 2023)

To appoint Dr. Yeu Kue to the position of Assistant Superintendent for Personnel, Engagement, and Equity, subject to contract negotiations.

Mayor Petty made a motion to approve.

On a roll call of 5-0 (absent: Clancy, Johnson), the motion was approved.

Mayor Petty made a motion to adjourn the meeting.

On a voice vote, the meeting was adjourned at 9:18 p.m.

- E. Consent Agenda - Personnel Records
Administration
(December 13, 2023)

S.C. MEETING: 12-21-23

ITEM:

The Superintendent has approved the personnel records provided in backup.

PRIOR ACTION:

BACKUP:

Annex A (1 page) contains the list of approved appointments, non instructional staff.

Annex B (1 page) contains the list of approved appointments, teachers.

Annex C (1 page) contains the list of approved resignations and retirements.

RECOMMENDATION OF MAKER:

To approve.

RECOMMENDATION OF THE ADMINISTRATION:

To approve.

New Hire Non-Instructional Staff 2023-2024 - SC Meeting on December 21, 2023

The Superintendent has APPROVED the APPOINTMENTS of the persons named

below:	FName	Title	Location	Contract_Disc	Work_Disc	CurrJobStartDate
Alvarez	Gisette	Paraeducator	Roosevelt	Instructional Asst	Special Education	04-Dec-23
Banegas	Rebeca	Paraeducator	Jacob Hiatt Magnet	Instructional Asst	Kindergarten	18-Dec-23
Belizaire	Darian	Paraeducator	South High School	Instructional Asst	Special Education	11-Dec-23
Borrero	Benjamin	School Culture and Climate Assistant	Burncoat High School	Instructional Asst	Other	04-Dec-23
Dowds	Lashmi	Paraeducator	Canterbury Street	Instructional Asst	Special Education	11-Dec-23
Doyle	Caitlin	Paraeducator	Jacob Hiatt Magnet	Instructional Asst	Special Education	05-Dec-23
Hernandez	Marcos	Bus Monitor - 10 month	NECO - Drivers and Monitors	Monitors- 10 month	Transportation	07-Dec-23
Joyner	Julio	School Culture and Climate Assistant	Doherty High School	Instructional Asst	Other	11-Dec-23
Lipsey	Amanda	Paraeducator	Systemwide	Instructional Asst	Special Education	12-Dec-23
Livesay	Catherine	Paraeducator	Fanning Building - Transition Program	Instructional Asst	Special Education	11-Dec-23
Lugo	Chantel	School Culture and Climate Assistant	Burncoat High School	Instructional Asst	Other	04-Dec-23
Masterman	Allison	Paraeducator	Systemwide	Instructional Asst	Special Education	04-Dec-23
Melendez Calo	Diannelly	Bus Monitor - 10 month	NECO - Drivers and Monitors	Monitors- 10 month	Transportation	07-Dec-23
Mulla	Aurela	Input/Output Clerk	Systemwide	Admin Clerical	Input/Output	11-Dec-23
Nunez	Josefina	Word Processor - 42 week	City View	School Clerical	Special Education	05-Dec-23
Rodriguez	Keila	Bus Monitor - 10 month	NECO - Drivers and Monitors	Monitors- 10 month	Transportation	07-Dec-23
Saez-Johnson	Latifa	Paraeducator	Vernon Hill	Instructional Asst	Special Education	04-Dec-23
Saint-Juste	Marc-Ovens	Bus Monitor - 10 month	NECO - Drivers and	Monitors- 10 month	Transportation	18-Dec-23

New Hire Teachers 2023-2024 - SC Meeting on December 21, 2023

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

LName	FName	Title	Location	Contract_Disc	Work_Disc	CurrJobStartDate	Degree	Step
Affhauser	Kaitlyn	Teacher	Worcester Technical High	Vocational Education	Veterinary Tech	01-Dec-23	VL 6	8
Marleau	Jennifer	Teacher	Nelson Place	Elementary	Primary	04-Dec-23	MA	
Salgado	Joselyn	School Adjustment Counselor	Vernon Hill	School Adj Couns	School Adjustment Counselor	04-Dec-23	MA	4
Vera	Sonnia	Behavior Specialist	Burncoat High School	Special Education	Behavior Specialist	18-Dec-23	MA	8

Teachers Resignations and Retirements for SC Meeting December 21, 2023**The Superintendent has APPROVED the RESIGNATIONS and RETIREMENTS of the persons named below:**

LName	FName	Location	Title	Contract_Disc	Work_Disc	Status	Exit_Date
Derosier	David	Worcester Technical High	Teacher	Health	Allied Health - 74	Resigned	01-Dec-23
Meagher	Kathleen	Nelson Place	Teacher	Elementary	Primary	Retired	01-Dec-23

E. Initial Filing of Individual Recognitions
O'Connell Novick
(December 8, 2023)

S.C. MEETING: 12-21-23

ITEM:

To set a date to congratulate Brian Allen, Sara Consalvo, Mohammed Siddiqui, Ivanna Then, Nancy Blomstrom, Akshay Guru Rajkumar, Liam Young, Stephanie Carrasco, Kate Ota, and Emma Kearney for the recognition of the 2023-24 Worcester Public Schools budget with the Association of School Business Officers, International for the eleventh consecutive time.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

Set a date to recognize

RECOMMENDATION OF THE ADMINISTRATION:

Concurs

G. Held Item
Administration
(December 7, 2023)

ITEM: ros 3-18.1
S.C. MEETING: 12-21-23

ITEM:

From Here, Anywhere... Together: Strategic Plan Update

PRIOR ACTION:

12-7-23: On a voice vote, the item was held until the December 21st School Committee meeting.

BACKUP:

Annex A (32 pages) contains the original Strategic Plan 2023-2028.
Annex B (pages) contains the updated Strategic Plan 2023-2028.

RECOMMENDATION OF MAKER:

To accept and file

RECOMMENDATION OF THE ADMINISTRATION:

To accept and file

Strategic Plan 2023-2028

Our Promise to the Future

Report of the Superintendent
December 7, 2023

From Here, Anywhere....

Together



WORCESTER
PUBLIC SCHOOLS

Strategic Plan for Education in Worcester 2018-2023

Defining our Path



A STRATEGIC PLAN
FOR EDUCATION
IN WORCESTER

2018-2023



Strategic Plan Priorities from Entry Plan Themes



**Equitable Resources
& Educational Programs
(EQ)**



**Family & Community
Engagement
(FC)**



**Culture
& Climate
(CC)**



**Acquire & Retain
Talent
(AT)**



**Health
& Wellness
(HW)**



**Modernized & Safe
Facilities
(MF)**

From Here, Anywhere...

Together



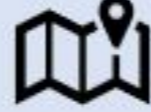
Strategic Plan 2023-2028

Phase 1: Listen, Learn, Test



Where We Are

How has the Worcester Public Schools changed over the past five years since the last strategic plan?



Where We're Going

Envision the Worcester Public Schools' future demand and opportunities in the context of students, staff, and community needs.

Phase 2: Analyze, Revise, Document



Plan for Action

Develop recommendations and engage stakeholders to prioritize and implement strategic goals



Finalize & Approve

Produce Strategic Plan 2023-2028 document for final approval

Data Analysis

Vision & Goal Drafting

Recommendations Drafting

Approval Meetings

Future Trend Assessment

Prioritization & Recommendations

Needs & Opportunities Identification

Feedback and Adjustments

Report Production & Revision

2023

Sep

Oct

Nov

Dec

Steering Committee

Strategic Plan Taskforce

Standing Committee

Standing Committee on Governance

Standing Committee on Governance

Standing Committee on Governance



Final Plan Adopted

Community Taskforce Members

- **Chair: Paul Matthews, Executive Director - Worcester Regional Research Bureau**
- **Vice Chair: Jennifer Davis Carey, Executive Director- Worcester Education Collaborative**
- Viviana Abreu-Hernandez, Vice President - Quinsigamond Community College
- Che Anderson, Assistant Vice Chancellor for City & Community Relations –UMass Chan Medical School
- Chantel Bethea, FACE Roundtable Representative/Parent
- State Representative David LeBoeuf, 17th Worcester District
- Kathy Chen, Director of STEM Education Center - Worcester Polytechnic University
- Joseph Corazinni, Vice President for Government and Community Affairs - Clark University
- Kim Davenport, Chair of the Board - Worcester Education Collaborative
- Eve Gilmore, Executive Director – Edward Street Child Services
- Anastasia Garcia, FACE Roundtable Representative/Parent
- Liz Hamilton, Executive Director – Boys and Girls Club of Worcester
- Noreen Johnson-Smith, President and CEO - EcoTarium
- Jason Homer, Executive Director – Worcester Public Library
- Susan Hunt, Government & Community Relations - College of the Holy Cross
- Paul LaCava, Professor – Quinsigamond Community College
- Mary Jo Marion, AVP for University and Community Engagement - Worcester State University
- Eric Mendelson, Citywide Parent Planning Advisory Council Co-Chair/Parent
- Karen Pelletier, Executive Vice President - Worcester Regional Chamber of Commerce
- Kimberly Salmon, AVP Community Relations - The Hanover Insurance Group
- Reverend Clyde Talley - Belmont Street Church
- Tuyet Tran, Executive Director - Southeast Asian Coalition of Central MA
- Jeanine Went, Executive Director - Higher Education Consortium of Central Massachusetts
- John Yormie - African Community Education

2023-2028



WORCESTER PUBLIC SCHOOLS

STRATEGIC PLAN

Our Promise to the Future

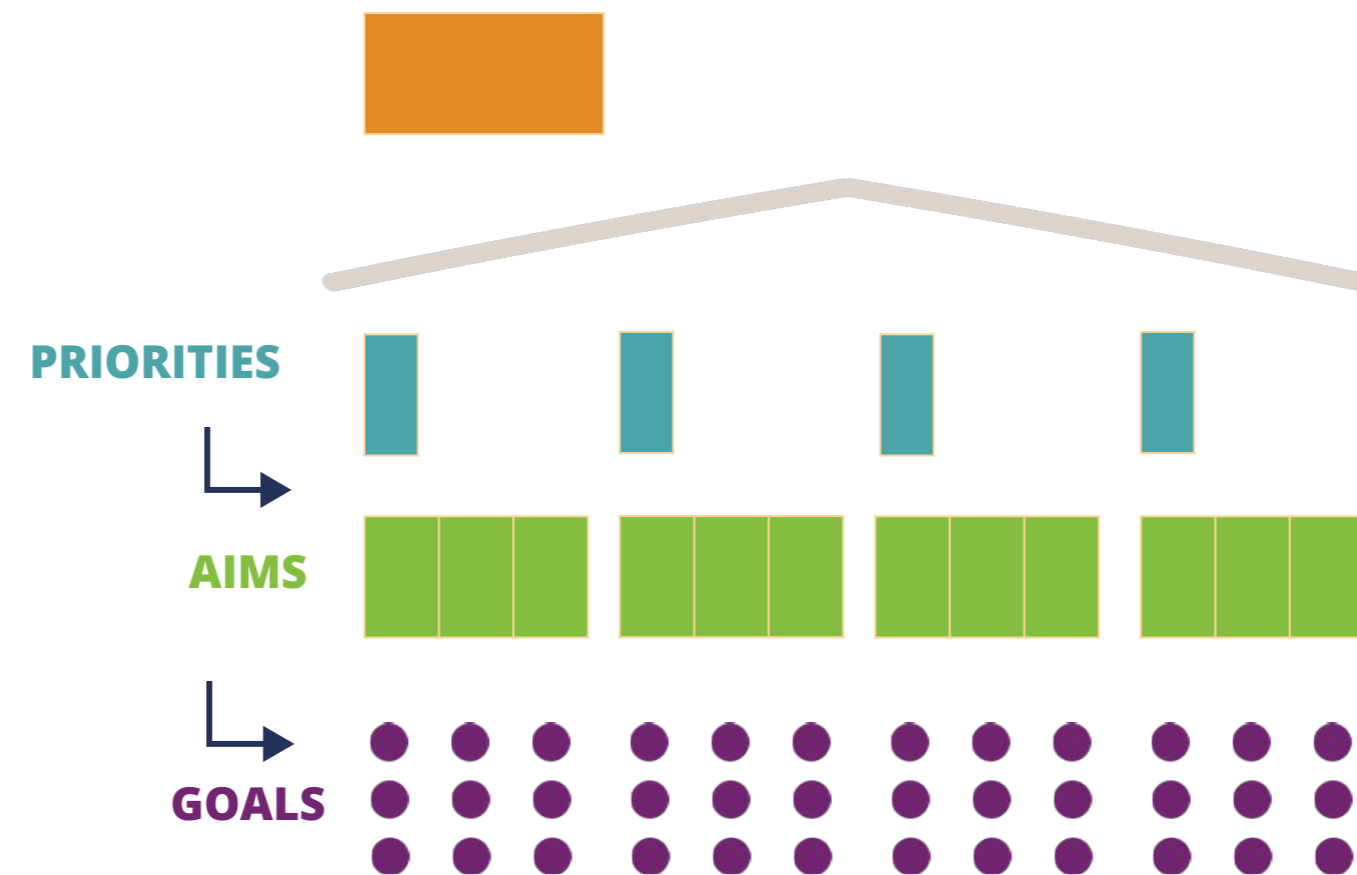
From Here, Anywhere...

Together



THE STRATEGIC PLAN STRUCTURE

Our strategic plan follows a structured framework comprising aims, specific goals under each aim, and key performance indicators (KPIs) for each goal. The aims encapsulate our core aspirations, while the goals offer clear, attainable milestones. KPIs provide measurable benchmarks to track our progress, ensuring transparency and accountability. Annual implementation goals will be developed as the district's operational plan achieve these aims. This concise structure facilitates focused and comprehensive improvement across various aspects of our educational landscape, guiding our journey toward excellence.





KEY PRIORITY

EQUITABLE RESOURCES & EDUCATIONAL PROGRAMS


Worcester Public Schools is committed to developing an equitable, systematic approach to educational programming that delivers high-quality instruction, equips all students with essential skills, and opens doors to expanded opportunities for engagement and learning from Pre-K through grade 12.

From Here, Anywhere...

Together

AIM 1 Enhance and provide equitable and consistent learning experiences to prepare scholars for lifelong success (PreK-12).


GOAL EQ 1

 By the end of the 2027-28 school year, schools will implement the WPS Instructional Framework.

GOAL EQ 2

 By the end of the 2027-28 school year, schools will narrow the opportunity gap for the historically underserved.

GOAL EQ 3

 By the end of the 2027-28 school year, schools will increase the percentage of students meeting grade-level expectations.



KEY PRIORITY

EQUITABLE RESOURCES & EDUCATIONAL PROGRAMS


Worcester Public Schools is committed to developing an equitable, systematic approach to educational programming that delivers high-quality instruction, equips all students with essential skills, and opens doors to expanded opportunities for engagement and learning from Pre-K through grade 12.

From Here, Anywhere...


Together

AIM 2 Expand opportunities for College and Career Readiness (CCR) for all learners (PreK-12+) to ensure scholars can exercise agency in determining their educational path.


GOAL EQ 4

 By the end of the 2027-28 school year, increase the number of advanced coursework/program opportunities for high school students.

GOAL EQ 5

 By the end of the 2027-28 school year, increase the number of pathway-related exploratory opportunities or learning experiences for middle school students.

GOAL EQ 6

 By the end of the 2027-28 school year, increase readiness at targeted grade levels.



KEY PRIORITY

EQUITABLE RESOURCES & EDUCATIONAL PROGRAMS

Worcester Public Schools is committed to developing an equitable, systematic approach to educational programming that delivers high-quality instruction, equips all students with essential skills, and opens doors to expanded opportunities for engagement and learning from Pre-K through grade 12.

From Here, Anywhere...

Together

AIM 3 Grow and create equitable future-ready learning environments and opportunities to ensure our scholars are prepared for the evolving world.

GOAL EQ 7



By the end of the 2027-28 school year, all schools will implement the WPS Vision of a Learner.



KEY PRIORITY

FAMILY & COMMUNITY ENGAGEMENT

Worcester Public Schools is committed to fostering authentic, effective, consistent, and inclusive two-way communication and engagement between families, schools, and the community. The more engaged we are with one another, the better the outcomes for our scholars.

From Here, Anywhere...

Together

AIM 1 Strengthen relationships with caregivers to maximize student achievement and growth.

GOAL FC 1



By the end of the 2027-28 school year, schools will fully implement the WPS Family and Community Engagement Framework to ensure all families feel welcomed, included, and have a sense of belonging in their school community.



KEY PRIORITY

FAMILY & COMMUNITY ENGAGEMENT


Worcester Public Schools is committed to fostering authentic, effective, consistent, and inclusive two-way communication and engagement between families, schools, and the community. The more engaged we are with one another, the better the outcomes for our scholars.

From Here, Anywhere...

Together

AIM 2 Grow a culture that ensures all scholars, families, and staff feel empowered to engage authentically in the educational process.

GOAL FC 2

 By the end of the 2027-28 school year, schools and the district offices will improve two-way communication to help families in understand expectations, in track student progress, and in seeking support for their children.



KEY PRIORITY

FAMILY & COMMUNITY ENGAGEMENT


Worcester Public Schools is committed to fostering authentic, effective, consistent, and inclusive two-way communication and engagement between families, schools, and the community. The more engaged we are with one another, the better the outcomes for our scholars.

From Here, Anywhere...

Together

AIM 3 Leverage community partnerships to provide equitable access to community resources, services, and programs.

GOAL FC 3

 By the end of the 2027-28 school year, schools and families will have equitable access to resources, services, and programs through community partners, regardless of their school or home zip code.



KEY PRIORITY

CULTURE & CLIMATE


Worcester Public Schools is committed to providing and sustaining environments in which all members of our school communities grow and thrive (students, faculty, staff, and families), in environments where they feel valued, safe, and they belong.

From Here, Anywhere...

Together

AIM 1 Increase all school community members' feelings of value, safety, and sense of belonging across all schools and grade levels.

GOAL CC1

 By the end of the 2027-28 school year, schools will fully implement the WPS Family and Community Engagement Framework to ensure all families feel welcomed, included, and have a sense of belonging in their school community.



KEY PRIORITY

CULTURE & CLIMATE


Worcester Public Schools is committed to providing and sustaining environments in which all members of our school communities grow and thrive (students, faculty, staff, and families), in environments where they feel valued, safe, and they belong.

From Here, Anywhere...

Together

AIM 2 Expand the use of restorative practices to create a more equitable learning environment for all students

GOAL CC2

 By the end of the 2027-2028 academic school year, schools will implement the WPS Instructional Framework to ensure that historically underserved students feel connected to the learning environment.



KEY PRIORITY

CULTURE & CLIMATE


Worcester Public Schools is committed to providing and sustaining environments in which all members of our school communities grow and thrive (students, faculty, staff, and families), in environments where they feel valued, safe, and they belong.

From Here, Anywhere...

Together

AIM 3 Enhance the use of culturally responsive pedagogy to connect learning to students' backgrounds, experiences, and interests.

GOAL CC3

 By the end of the 2027-2028 academic school year, schools will implement a restorative practice model to ensure that school communities grow and thrive.



KEY PRIORITY

ACQUIRE & RETAIN TALENT

Worcester Public Schools is committed to prioritizing, valuing, and compensating our staff by creating and ensuring a culture of inclusivity and growth for all.

From Here, Anywhere...

Together

AIM 1 Increase the diversity of staff to be more representative of our students.

GOAL AT 1



By the end of 2027-28, narrow the gap between overall student and staff diversification to ensure all of our students.



KEY PRIORITY

ACQUIRE & RETAIN TALENT

Worcester Public Schools is committed to prioritizing, valuing, and compensating our staff by creating and ensuring a culture of inclusivity and growth for all.

From Here, Anywhere...

Together

AIM 2 Increase retention of staff to ensure access to high-quality instruction.

GOAL AT 2

🎯 By the end of the 2027-28 school year, increase the annual retention of staff from 80% to 85%.

GOAL AT 3

🎯 By the end of the 2027-2028 school year, all hiring managers will fully implement the WPS Human Resource Guidebook to ensure consistency in supporting the growth and retention of staff.



KEY PRIORITY

ACQUIRE & RETAIN TALENT

Worcester Public Schools is committed to prioritizing, valuing, and compensating our staff by creating and ensuring a culture of inclusivity and growth for all.

From Here, Anywhere...

Together

AIM 3

Increase students' access to the WPS employment pipeline to ensure all WPS students have opportunities both within and outside of WPS.

GOAL AT 4



By the end of the 2027-28 school year increase students' access to the WPS employment pipeline to ensure all WPS students have opportunities both within and outside of WPS.



KEY PRIORITY

MODERNIZED & SAFE FACILITIES

Worcester Public Schools is committed to ensuring that each of our school facilities has the infrastructure to support equitable access to a 21st-century teaching and learning environment.

From Here, Anywhere...

Together

AIM 1

Increase spending on facilities to better repair and maintain the schools, grounds, and district buildings.

GOAL MF 1



By the end of the 2027-28 school year, increase spending on operations and maintenance to the foundation budget level as supported by state and local funding.

GOAL MF 2



By the end of the 2027-28 school year, increase funding for building safety, repair, and renovation projects for underserved communities.



KEY PRIORITY

MODERNIZED & SAFE FACILITIES

Worcester Public Schools is committed to ensuring that each of our school facilities has the infrastructure to support equitable access to a 21st-century teaching and learning environment.

From Here, Anywhere...

Together

AIM 2

Expand identification and prioritization of building renovation and replacement projects to support future-ready learning spaces for students.

GOAL MF 3



By the end of the 2027-28 school year, update the district facilities master plan.

GOAL MF 4



By the end of the 2027-28 school year, develop a framework of a common vision of what future-ready schools look like.

GOAL MF 5



By the end of the 2023-24 school year, develop a 5-year capital plan using cost analysis of current building operations to prioritize projects.



KEY PRIORITY

MODERNIZED & SAFE FACILITIES

Worcester Public Schools is committed to ensuring that each of our school facilities has the infrastructure to support equitable access to a 21st-century teaching and learning environment.

From Here, Anywhere...

Together

AIM 3

Increase responsiveness to repair and maintenance of schools, grounds, and district buildings.

GOAL MF 6



By the end of the 2027-28 school year, initiate an action plan for all urgent building repair and maintenance requests within 72 hours.

GOAL MF 7



By the end of the 2027-28 school year, implement and train key stakeholders in the full use of a computerized maintenance management system.

GOAL MF 8



By the end of the 2027-28 school year, implement the recommendations of the district's school safety audit using a prioritization and funding schedule.



KEY PRIORITY

MODERNIZED & SAFE FACILITIES

Worcester Public Schools is committed to ensuring that each of our school facilities has the infrastructure to support equitable access to a 21st-century teaching and learning environment.

From Here, Anywhere...

Together

AIM 4

Expand future-ready opportunities for students through alignment and partnership with community-based learning resources and spaces.

GOAL MF 9



By the end of the 2027-28 school year, develop a community-wide inventory of higher education, industry, and cultural partners and the associated spaces within their organizations for potential learning spaces.



KEY PRIORITY

HEALTH & WELLNESS

Worcester Public Schools is committed to prioritizing equitable services and programs that focus on the mental and physical health and wellness of staff, students, and caregivers within our educational community.

From Here, Anywhere...

Together

AIM 4

Build a systematic health and wellness approach to authentically engage historically underserved scholars.

GOAL HW 1



By the end of the 2027-28 school year, schools will implement a comprehensive and evidence-based K-12 counseling model.

GOAL HW 2



By the end of the 2027-28 school year, historically underserved scholars will have accessed counseling services.



KEY PRIORITY

HEALTH & WELLNESS

Worcester Public Schools is committed to prioritizing equitable services and programs that focus on the mental and physical health and wellness of staff, students, and caregivers within our educational community.

From Here, Anywhere...

Together

AIM 4

Strengthen the impact of wellness opportunities for scholars, staff, and caregivers by decreasing systemic and institutional barriers.

GOAL HW 3



By the end of the 2027-28 school year, schools will fully implement the WPS Health and Wellness Roadmap to ensure all scholars, staff, and caregivers have access to high-quality wellness opportunities.

GOAL HW 4



By the end of the 2027-28 school year, increase spaces that promote health and wellness through working with community partnerships.

EXAMPLE OF KEY PERFORMANCE INDICATORS

- EQ 3. By the end of the 2027-28 school year, schools will increase the percentage of students meeting grade-level expectations.
- EQ 3.1. Percentage of 3rd, 5th, and 8th graders at/above benchmark [meet/exceed] in reading and math [meet/exceed] in reading and math
- EQ 4.3. Number of students participating in advanced coursework- including AP, Dual Enrollment, etc
- FC 1.1. Number of parents/caregivers participating in and attending school events: PTO, Site Council, and Family Engagement Groups, Know Your School night
- FC 2.3. Percentage of educators meeting proficiency in the Family & Community Engagement standard of the state's evaluation rubric
- CC 1.1. Percentage of students, faculty/staff, and families self-reporting a positive sense of belonging
- CC 2.1. Percentage of students self-reporting that they see their backgrounds and culture represented in their learning and school community
- AT 1.1 Percentage of new instructional staff from underrepresented backgrounds
- MF 1.1. Maintenance & operations cost ratio to foundation budget allocation
- MF 7.1. Work order response time
- HW 3.2. Number of social emotional services provided for scholars, staff, and caregivers
- HW 4.1. Number of out of school time opportunities offered

From Here, Anywhere...

Together



WORCESTER PUBLIC SCHOOLS

STRATEGIC PLAN Our Promise to the Future

From Here, Anywhere...

Together

2023-2028



WORCESTER PUBLIC SCHOOLS

STRATEGIC PLAN

Our Promise to the Future



INTRODUCTION

Worcester School Committee

We are pleased to present to the Worcester community the Worcester Public Schools Strategic Plan: Our Promise to the Future, representing our commitment to the residents, families, staff, and most of all students of the Worcester Public Schools from now through 2028.

The work of this Strategic Plan was a further development, not only of the prior plan, but also of the extensive partnership with the Worcester community through the superintendent search process that culminated in the selection of Dr. Rachel Monárrez as our superintendent in April of 2022. The listening and learning we did together during the search was embraced by Dr. Monárrez through her introduction to Worcester, as she spent hours with members of the community, learning of their hopes and dreams for Worcester students. The themes that emerged from that time were shared with the Worcester School Committee in December of 2022, leading the Committee into planning for the successor strategic plan through the spring.

The Committee is grateful for the work of the community members who joined the WPS administration in the work this fall of outlining the priorities that lie before us. We particularly want to thank Mr. Paul Matthews, Executive Director and CEO of the Worcester Regional Research Bureau, who chaired the task force, and Dr. Jennifer Davis Carey, Executive Director of the Worcester Educational Collaborative, who served as vice-chair.

While it is we, the Worcester School Committee, who make this commitment to our children, ultimately, it will be the work of the entire community to carry it out.

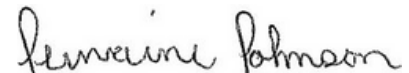
We invite you, then, to share our promise to the future.



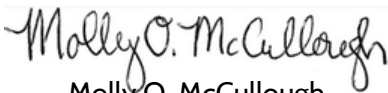
Laura B. Clancey



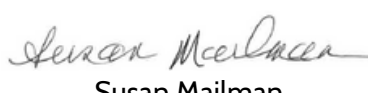
Mayor Joseph M. Petty, Chair



Jermaine Johnson, Vice-Chair



Molly O. McCullough



Susan Mailman



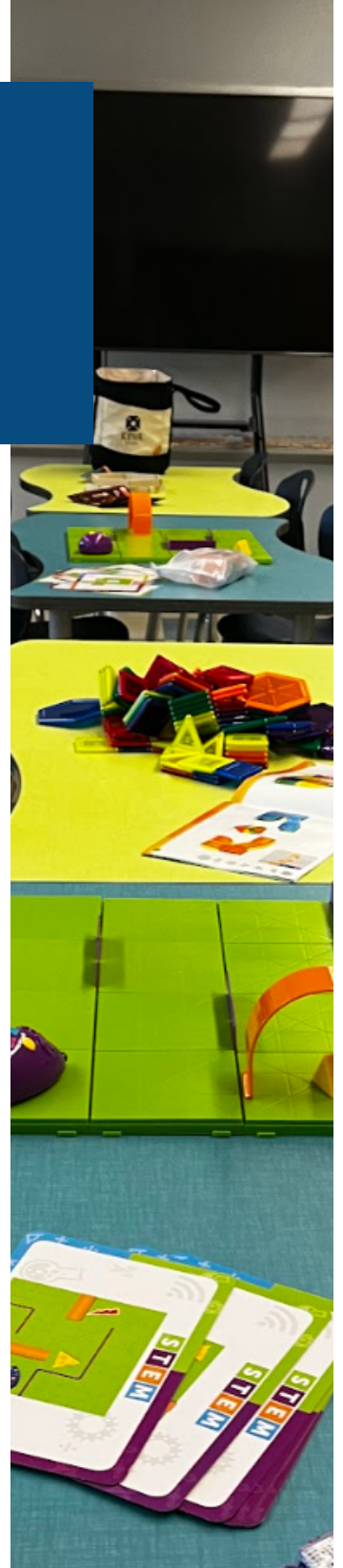
Tracy O'Connell Novick

From Here, Anywhere...

Together

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Overview of Key District Priorities	08
Key Priority: Equitable Resources & Educational Programs (EQ)	09
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Key Priority: Acquire & Retain Talent (AR)	19
Key Priority: Modernized & Safe Facilities (MF)	22
Key Priority: Health & Wellness (HW)	27



School Committee Members

Mayor Joseph M. Petty, Chair

Laura B. Clancey
Susan Mailman
Jermaine Johnson

Molly O. McCullough
Jermoh Kamara
Tracy O'Connell Novick



Superintendent

Rachel H. Monárrez, PhD

20 Irving Street
Worcester, MA 01609

SUPERINTENDENT'S MESSAGE

Rachel H. Monárrez, PhD

Welcome to the Worcester Public Schools (WPS) Strategic Plan: Our Promise to the Future!

The WPS Promise is a roadmap that aligns our collective shared aspirations for the youth of Worcester. Our focus on fostering future-ready skills, embracing technological advancements, and cultivating a culture of lifelong learning underscores our dedication to preparing all scholars for academic success and for the dynamic challenges of the world beyond the classroom walls. Moreover, the plan places a paramount emphasis on access, opportunity, and equity by acknowledging and addressing the unique needs of all our youth. The WPS Promise represents our collective dedication to educational excellence and to innovation. We have an unwavering belief that every child in our district deserves the opportunity to thrive. Together, we have laid the foundation for a future where our scholars can excel, lead, and contribute meaningfully to the global community. Finally, we are grateful for the talent and contributions of the Strategic Plan Task Force members in collaboratively drafting The WPS Promise.

From here, anywhere...together!

Rachel H. Monárrez

Rachel H. Monárrez, PhD

Vision of a Learner



CURIOUS
LEARNER



EFFECTIVE
COMMUNICATOR



EMPOWERED
INDIVIDUAL



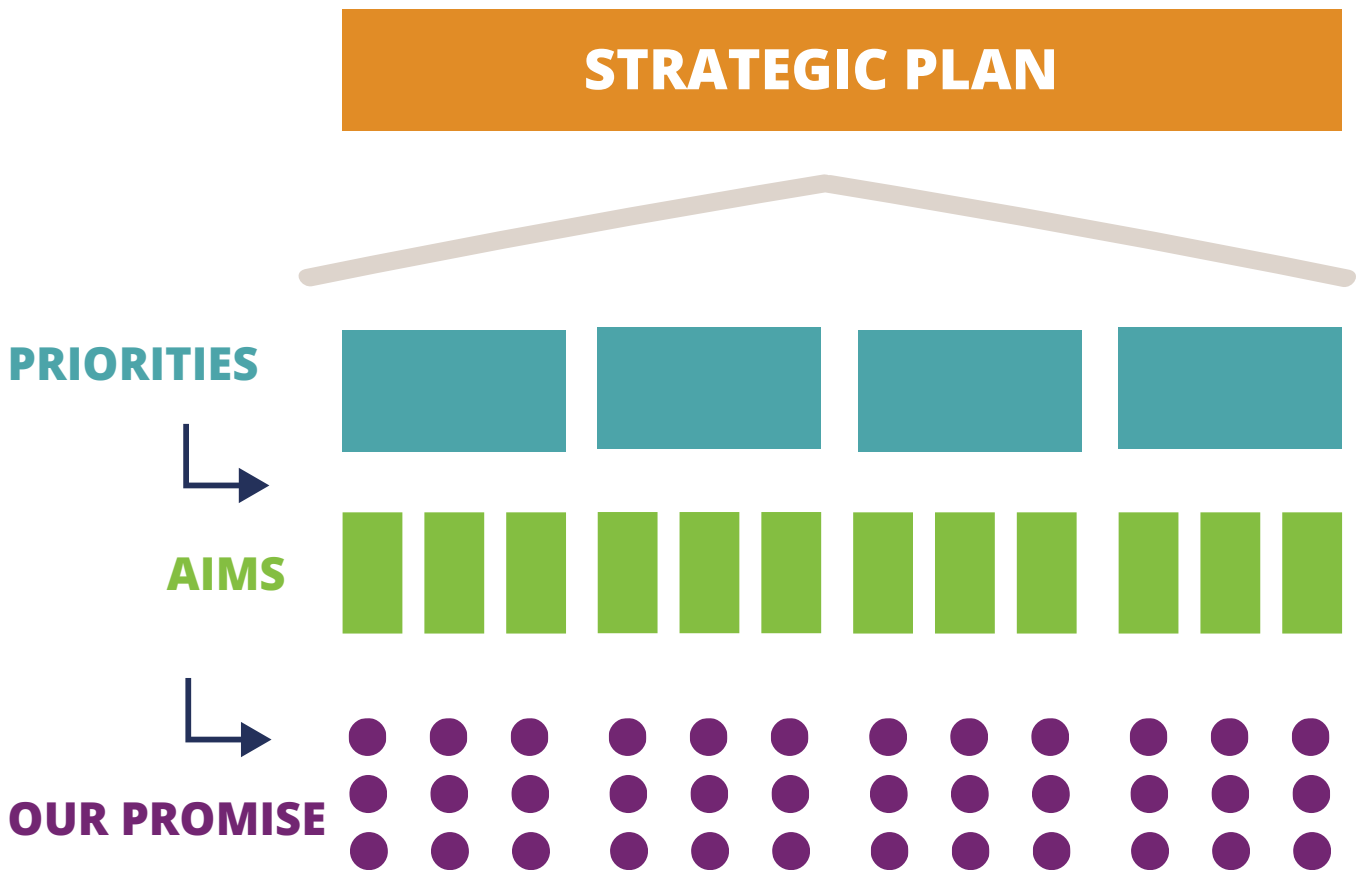
PROBLEM
SOLVER



ENGAGED
COMMUNITY
MEMBER

THE STRATEGIC PLAN STRUCTURE

Our strategic plan follows a structured framework comprising aims, specific promises under each aim, and key performance indicators (KPIs) for each promise. The aims encapsulate our core aspirations, while promises offer clear, attainable milestones. KPIs provide measurable benchmarks to track our progress, ensuring transparency and accountability. Annual implementation goals will be developed as the district's operational plan achieve these aims. This concise structure facilitates focused and comprehensive improvement across various aspects of our educational landscape, guiding our journey toward excellence.



THE STRATEGIC PLAN PROCESS



For nearly two years, the School Committee and Superintendent engaged the community regarding the future of the Worcester Public Schools. The Superintendent search process included surveys and focus groups. The community-led search process led to the selection of the new Superintendent. The Superintendent conducted a Listening and Learning tour throughout the community that created themes as priorities for the district. The strategic plan process created a community task force that also included frequent updates to the School Committee.



The data collected from the Listening and Learning tour suggested that the district focus on equitable educational opportunities for all students (Pre-K- 12), expand family and community engagement opportunities, strengthen inclusive learning environments, invest in our employees and our facilities, and focus on the mental and physical health of students, staff, and caregivers. Priorities were shared with the Governance and Employee Issues subcommittee and the full School Committee in an iterative process.



Secondary research studies also guided the process of developing the strategic plan. We looked at best practices and peer benchmarks to align the hopes, desires, and dreams of the Worcester community with relevant educational research and standards of practice.



VISION

Worcester Public Schools will be a national leader in education, offering high-quality learning experiences, ensuring all students are prepared to thrive, and equipping them to become engaged citizens in the community.



MISSION

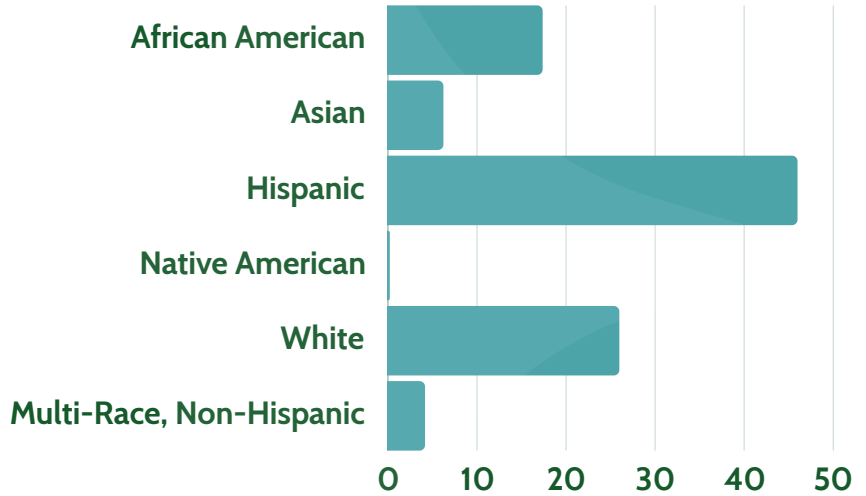
Our mission is to provide all students the opportunity to advance their scholarship with a rigorous core curriculum and high-quality instruction. This enables students to discover the expanse of their academic talents, shape the quality of their character, and develop the confidence to become conscientious, reflective citizens who are empowered to better our community and our world.

**Revised Vision, Mission and new Core Values statements are in progress*

WPS DEMOGRAPHIC DATA

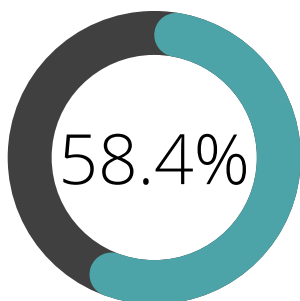


24,980
scholars



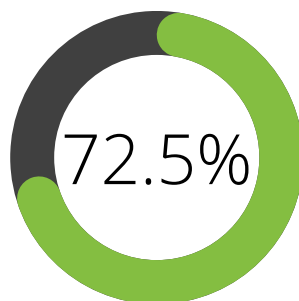
Massachusetts Department of Elementary and Secondary Education (2023). Enrollment data.

First Language
Not English



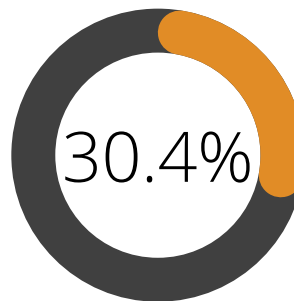
14,578

Low Income



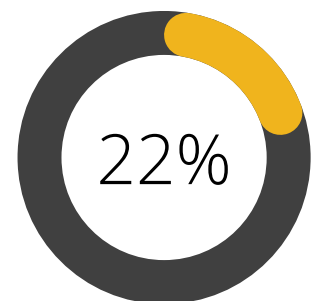
17,630

English
Learners



7,599

Students with
Disabilities



5,494

Massachusetts Department of Elementary and Secondary Education (2023). Enrollment data.

OVERVIEW OF DISTRICT KEY PRIORITIES



**Equitable Resources
& Educational Programs
(EQ)**



**Family & Community
Engagement
(FC)**



**Culture
& Climate
(CC)**



**Acquire & Retain
Talent
(AR)**



**Health
& Wellness
(HW)**



**Modernized & Safe
Facilities
(MF)**



KEY PRIORITY

EQUITABLE RESOURCES & EDUCATIONAL PROGRAMS

Worcester Public Schools is committed to developing an equitable, systematic approach to educational programming that delivers high-quality instruction, that equips all students with essential skills, and that opens doors to expanded opportunities for engagement and learning from Pre-K through grade 12.

KEY PRIORITY


EQUITABLE RESOURCES & EDUCATIONAL PROGRAMS





AIM 1

Enhance and provide equitable and consistent learning experiences to prepare scholars for lifelong success (PreK-12).


OUR PROMISE EQ 1

 EQ 1. By the end of the 2027-28 school year, schools will narrow the opportunity gap for the historically underserved.



KEY PERFORMANCE INDICATORS

-  EQ 1.1. Percentage of students reporting rigorous and culturally responsive instruction
-  EQ 1.2. Percentage of 3rd, 5th, and 8th grade Hispanic/Latino students, English Learners, and students with disabilities will be at/above benchmark [meet/exceed] in reading and math

OUR PROMISE EQ 2

 EQ 2. By the end of the 2027-28 school year, schools will increase the percentage of students meeting grade-level expectations.

KEY PERFORMANCE INDICATORS


-  EQ 2.1. Percentage of 3rd, 5th, and 8th graders at/above benchmark [meet/exceed] in reading and math [meet/exceed] in reading and math
-  EQ 2.2. Percentage of English Language Learners (ELLs) meeting their annual progress towards English Language Proficiency target

KEY PRIORITY






EQUITABLE RESOURCES & EDUCATIONAL PROGRAMS




OUR PROMISE EQ 3

 EQ 3. By the end of the 2027-28 school year, increase the number of pathway-related exploratory opportunities and advanced course work for secondary students.



KEY PERFORMANCE INDICATORS

-  EQ 3.1. Number of students participating in exploratory opportunities
-  EQ 3.2. Number of students completing career and technical education coursework and pathway programs
-  EQ 3.3. Number of seats available for advanced coursework and Chapter 74 courses
-  EQ 3.4. Number of students participating in advanced coursework- i.e AP, Dual Enrollment, Early College
-  EQ 3.5. Number of students participating in co-curricular and enrichment programs

OUR PROMISE EQ 4

 EQ 4. By the end of the 2027-28 school year, increase readiness at targeted grade levels.

KEY PERFORMANCE INDICATORS

-  EQ 4.1. Increase the number of students participating in pre-kindergarten programs
-  EQ 4.2. Percentage of students entering K, 3, 5, 7, and 9 on grade level

AIM 2

Expand opportunities for all learners (PreK-12+) to ensure scholars can exercise agency in determining their educational path.

KEY PRIORITY






EQUITABLE RESOURCES & EDUCATIONAL PROGRAMS



OUR PROMISE EQ 5

 EQ 5. By the end of the 2027-28 school year, all schools will implement the WPS Vision of a Learner.

KEY PERFORMANCE INDICATORS

-  EQ 5.1. Percentage of principals are confident in their understanding of how to support teachers in implementing the Vision of a Learner
-  EQ5.2. Percentage of educators are confident in their understanding and ability to put the Vision of a Learner into practice
-  EQ 5.3. Percentage of educators planning lessons that integrate the skills and dispositions of the Vision of a Learner
-  EQ 5.4. Number of students participating in performance assessments at Vision of a Learner defined milestones
-  EQ 5.5. Number of “Spark” trained teachers delivering engaging, innovative, and integrated lessons

AIM 3

Grow and create equitable future-ready learning environments and opportunities to ensure our scholars are prepared for the evolving world.





KEY PRIORITY

FAMILY & COMMUNITY ENGAGEMENT


Worcester Public Schools is committed to fostering authentic, effective, consistent, and inclusive two-way communication and engagement among families, schools, and the community.






KEY PRIORITY

FAMILY & COMMUNITY ENGAGEMENT


OUR PROMISE FC 1

 FC 1. By the end of the 2027-28 school year, schools will fully implement the WPS Family and Community Engagement Framework to ensure all families feel welcomed, included, and have a sense of belonging in their school community.




KEY PERFORMANCE INDICATORS

-  FC 1.1. Number of parents/caregivers participating in and attending school events: PTO, Site Council, and Family Engagement Groups, Know Your School night
-  FC 1.2. Number of parents/caregivers participating in parent-teacher conferences
-  FC 1.3. Number of parents self-reporting they feel welcomed, feel included, and have a sense of belonging in schools

OUR PROMISE FC 2

 FC 2. By the end of the 2027-28 school year, schools and the district offices will improve two-way communication to help families in understand expectations, in track student progress, and in seeking support for their children.

KEY PERFORMANCE INDICATORS

-  FC 2.1. Number of direct messages between schools and parent/caregivers in the district communication platform
-  FC 2.2. Percentage of parents who have download the district communication app and the student information parent portal app
-  FC 2.3. Percentage of educators meeting proficiency in the Family & Community Engagement standard of the state's evaluation rubric

AIM 1

Strengthen relationships with caregivers to maximize student achievement and growth.

AIM 2

Grow a culture that ensures all scholars, families, and staff feel empowered to engage authentically in the educational process.



KEY PRIORITY

FAMILY & COMMUNITY ENGAGEMENT

OUR PROMISE FC 3



FC 3. By the end of the 2027-28 school year, schools and families will have equitable access to resources, services, and programs through community partners, regardless of their school or home zip code.

KEY PERFORMANCE INDICATORS



FC 3.1. Percentage increase in the number of Memorandum of Understandings between schools and community partners



FC 3.2. Equitable distribution of community partnership resources by school need

AIM 3

Leverage community partnerships to provide equitable access to community resources, services, and programs.





KEY PRIORITY

CULTURE & CLIMATE

Worcester Public Schools is committed to providing and sustaining environments in which all members of our school communities (students, faculty, staff, and families) grow and thrive , in environments where they feel value, they feel safe, and they belong.




KEY PRIORITY

CULTURE & CLIMATE




AIM 1

Increase all school community members' feelings of value, safety, and sense of belonging across all schools and grade levels.

OUR PROMISE CC 1

 CC 1. By the end of the 2027-28 school year, schools will fully implement the WPS Health and Wellness Roadmap to ensure all families, staff and students feel welcomed, included, and have a sense of belonging in their school community.


KEY PERFORMANCE INDICATORS

-  CC 1.1. Percentage of students, faculty/staff, and families self-reporting a positive sense of belonging
-  CC 1.2. Percentage of self-reported positive perceptions of school safety (students, faculty/staff, families)
-  CC 1.3. Percentage of student attendance rates for chronic absent



AIM 2

Enhance the use of culturally responsive pedagogy to connect learning to students' backgrounds, experiences, and interests.

OUR PROMISE CC 2

 CC 2. By the end of the 2027-2028 academic school year, schools will implement the WPS Instructional Framework to ensure that historically underserved students feel connected to the learning environment.

KEY PERFORMANCE INDICATORS

-  CC 2.1. Percentage of students self-reporting that they see their backgrounds and culture represented in their learning and school community
-  CC 2.2. Percentage gap of students' and teachers' perceptions of cultural competency so they are more aligned with one another



KEY PRIORITY

CULTURE & CLIMATE

OUR PROMISE CC 3



CC 3. By the end of the 2027-2028 academic school year, schools will implement a restorative practice model to ensure that school communities grow and thrive.

KEY PERFORMANCE INDICATORS



CC 3.1. Total number of out-of-school student suspensions



CC 3.2. Number of teachers being trained in restorative practices



CC 3.3. Recidivism rate of bully intervention program(s)

AIM 3

Expand the use of restorative practices to create a more equitable learning environment for all students.





KEY PRIORITY

ACQUIRE & RETAIN TALENT

WPS is committed to prioritizing, valuing, and compensating our staff by creating and ensuring a culture of inclusivity and growth for all.

KEY PRIORITY


ACQUIRE & RETAIN TALENT





AIM 1

Increase the diversification of staff to be more representative of our students.

OUR PROMISE AR 1

 AR 1. By the end of 2027-28, narrow the gap between overall student and staff diversification to ensure all of our students.


KEY PERFORMANCE INDICATORS

-  AR 1.1. Percentage of new instructional staff from underrepresented backgrounds
-  AR 1.2. Percentage of new operational/non-instructional staff from underrepresented backgrounds




AIM 2

Increase retention of staff to ensure access to high-quality instruction.

OUR PROMISE AR 2

 AR 2. By the end of the 2027-28 school year, increase the annual retention of staff from 80% to 85%.

KEY PERFORMANCE INDICATORS

-  AR 2.1. Percentage of staff from underrepresented backgrounds assuming leadership roles
-  AR 2.2. Percentage of instructional staff retained from year to year
-  AR 2.3. Percentage of operational/non-instructional staff retained from year to year




KEY PRIORITY

ACQUIRE & RETAIN TALENT




AIM 3

Increase students' access to the WPS employment pipeline to ensure all WPS students have opportunities both within and outside of WPS.

OUR PROMISE AR 3

 AR 3. By the end of the 2027-28 school year increase students' access to the WPS employment pipeline to ensure all WPS students have opportunities both within and outside of WPS.

KEY PERFORMANCE INDICATORS

-  AR 3.1. Number of programs that build skills needed for WPS employment areas
-  AR 3.2. Percentage of students enrolled in programs that build skills needed for WPS employment areas
-  AR 3.3. Number of new WPS employees who had participated in WPS pipeline programs





KEY PRIORITY

MODERNIZED & SAFE FACILITIES

Worcester Public Schools is committed to ensuring that each of our school facilities has the infrastructure to support equitable access to a 21st-century teaching and learning environment.




KEY PRIORITY

MODERNIZED & SAFE FACILITIES



AIM 1

Increase spending on facilities to better repair and maintain the schools, grounds, and district buildings.

OUR PROMISE MF 1

 MF 1. By the end of the 2027-28 school year, increase funding for building safety, repair, and renovation projects in order to bring operations and maintenance spending up to the foundation budget level, as supported by state and local funds.

KEY PERFORMANCE INDICATORS

-  MF 1.1. Maintenance & operations cost ratio to foundation budget allocation
-  MF 1.2. Level of funding for facilities improvements from local, state, and federal sources



KEY PRIORITY


MODERNIZED & SAFE FACILITIES



AIM 2

Expand identification and prioritization of building renovation and replacement projects to support future-ready learning spaces for students.


OUR PROMISE MF 2

 MF 2. By the end of the 2027-28 school year, update the district facilities master plan.

KEY PERFORMANCE INDICATORS

 MF 2.1. Deferred Maintenance cost for the district


OUR PROMISE MF 3

 MF 3. By the end of the 2027-28 school year, develop a framework of a common vision of what future-ready schools look like.


KEY PERFORMANCE INDICATORS

 MF 3.1. Cost per classroom to update to future-ready

OUR PROMISE MF 4

 MF 4. By the end of the 2023-24 school year, develop a 5-year capital plan using cost analysis of current building operations to prioritize projects.

KEY PERFORMANCE INDICATORS

 MF 4.1. Maintenance and operations cost per student

KEY PRIORITY


MODERNIZED & SAFE FACILITIES






AIM 3

Increase responsiveness to repair and maintenance of schools, grounds, and district buildings.


OUR PROMISE MF 5

-  MF 5. By the end of the 2027-28 school year, implement and train key stakeholders in the use of a computerized maintenance management system that will enable an action plan for any urgent building repair and maintenance requests within 72 hours.

KEY PERFORMANCE INDICATORS

-  MF 5.1. Percent of urgent building repairs completed an action plan within 72 hours
-  MF 5.2. Work order response time
-  MF 5.3. Work order completion time

OUR PROMISE MF 6

-  MF 6. By the end of the 2027-28 school year, implement the recommendations of the district's school safety audit using a prioritization and funding schedule.

KEY PERFORMANCE INDICATORS


-  MF 6.1. Project completion based on priority ranking

KEY PRIORITY


MODERNIZED & SAFE FACILITIES



OUR PROMISE MF 7

 MF 7. By the end of the 2027-28 school year, develop a community-wide inventory of higher education, industry, and cultural partners and the associated spaces within their organizations for potential learning spaces.

KEY PERFORMANCE INDICATORS

 MF 7.1. Number of new community spaces

AIM 4

Expand future-ready opportunities for students through alignment and partnership with community-based learning resources and spaces.



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KEY PRIORITY

HEALTH & WELLNESS

Worcester Public Schools is committed to prioritizing equitable services and programs that focus on the mental and physical health and wellness of staff, students, and caregivers within our educational community.




KEY PRIORITY

HEALTH & WELLNESS


AIM 1

Build a systematic health and wellness approach to authentically engage historically underserved scholars.


OUR PROMISE HW 1

 HW 1. By the end of the 2027-28 school year, schools will implement a comprehensive and evidence-based K-12 counseling model.


KEY PERFORMANCE INDICATORS


 HW 1.1. Number of schools providing evidence-based counseling services

OUR PROMISE HW 2

 HW 2.1. By the end of the 2027-28 school year, historically underserved scholars will have access to counseling services.

KEY PERFORMANCE INDICATORS

 HW 2.1. Number of wellness services available

 HW 2.2. Number of students self-reporting a positive sense of belonging




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KEY PRIORITY

HEALTH & WELLNESS


OUR PROMISE HW 3

 HW 3. By the end of the 2027-28 school year, schools will fully implement the WPS Health and Wellness Roadmap to ensure all scholars, staff, and caregivers have access to high-quality wellness opportunities.

KEY PERFORMANCE INDICATORS

- HW 3.1. Number of physical health opportunities available for scholars, staff, and caregivers
- HW 3.2. Number of social emotional services provided for scholars, staff, and caregivers
- HW 3.3. Number of wellness opportunities for scholars, staff, and caregivers

OUR PROMISE HW 4

 HW 4. By the end of the 2027-28 school year, increase spaces that promote health and wellness through working with community partnerships.

KEY PERFORMANCE INDICATORS

- HW 4.1. Number of out of school time opportunities offered
- HW 4.2. Number of engaged community partnerships

AIM 2

Strengthen the impact of wellness opportunities for scholars, staff, and caregivers by decreasing systemic and institutional barriers.



The Strategic Plan Advisory Taskforce Members

Steering Committee

Chair: Paul Matthews, Executive Director - Worcester Regional Research Bureau
Vice Chair: Jennifer Davis Carey, Executive Director- Worcester Education Collaborative
Rachel Monárrez, PhD, Superintendent
Brian E. Allen, Deputy Superintendent, Finance and Operations
Marie Morse, EdD, Assistant Superintendent, Teaching and Learning

Community Taskforce Members

Viviana Abreu-Hernandez, Vice President - Quinsigamond Community College
Che Anderson, Assistant Vice Chancellor for City & Community Relations –UMass Chan Medical School
Chantel Bethea, FACE Roundtable Representative/Parent
State Representative David LeBoeuf, 17th Worcester District
Kathy Chen, Director of STEM Education Center - Worcester Polytechnic University
Joseph Corazinni, Vice President for Government and Community Affairs - Clark University
Kim Davenport, Chair of the Board - Worcester Education Collaborative
Eve Gilmore, Executive Director – Edward Street Child Services
Anastasia Garcia, FACE Roundtable Representative/Parent
Liz Hamilton, Executive Director – Boys and Girls Club of Worcester
Noreen Johnson-Smith, President and CEO - EcoTarium
Jason Homer, Executive Director – Worcester Public Library
Susan Hunt, Government & Community Relations - College of the Holy Cross
Paul LaCava, Professor – Quinsigamond Community College
Mary Jo Marion, AVP for University and Community Engagement - Worcester State University
Eric Mendelson, Citywide Parent Planning Advisory Council Co-Chair/Parent
Karen Pelletier, Executive Vice President - Worcester Regional Chamber of Commerce
Kimberly Salmon, AVP Community Relations - The Hanover Insurance Group
Reverend Clyde Talley - Belmont Street Church
Tuyet Tran, Executive Director - Southeast Asian Coalition of Central MA
Jeanine Went, Executive Director - Higher Education Consortium of Central Massachusetts
John Yormie - African Community Education

Acknowledgments

Our deepest gratitude to the individuals and organizations who made this process possible and participated in the planning effort.

The Strategic Plan Advisory Taskforce Members

WPS Taskforce Members

AiCo Abercrombie, Human Resource Director
Marco Andrade, PhD, Research & Accountability Director
Annie Azarloza, Chief Academic Support Officer
Jessica Boss, Principal - Chandler Elementary Community School
Tammy Boyle, Principal - Jacob Hiatt Magnet School
Sara Consalvo, Administrative Director of Finance
Jeff Creamer, Principal - South High Community School
Brenda Diggs, Principal - The Gerald Creamer Center
Craig Dottin, Principal - Vernon Hill School
Lucas Donahue, Principal – Elm Park Community School
Fjodor Dukaj, Principal - Clark Street Developmental Learning School
Triada Frangou-Apostolou, Human Resource Director
William Foley, Executive Director of Schools – Burncoat Quadrant
Magdalena Ganas, EdD, Curriculum & Professional Learning Director
Dan Hayes, Teacher – West Tatnuck School
Rich Ikonen, Facilities Director
Ellen Kelley, Executive Director of Schools – Doherty Quadrant
Yeu Kue, EdD, Chief People Officer
Laurie Kuczka, Head Start Director
Christopher Kursonis, College & Career Readiness Director
Sarah Kyriazis, EdD, Educational Technology Director
Jessica Mandes, Multilingual Education Director
Matthew Morse, EdD School Safety Director
Tammy Murray, Special Education & Intervention Services Director
Dan O'Brien, Chief Communications Officer
James Olson, Educational Technology Coach
Patricia Padilla, Principal - Woodland Academy
Kelli Shea, Teacher – Burncoat High School
Timothy Sippel, EdLD, Executive Director of Schools – South Quadrant
Ishmael Tables, Principal - Union Hill School
Kareem Tatum, EdD, Executive Director of Schools – North Quadrant
Thomas Toney, Administrative Director of Positive Youth Development
Gregory Tremba, Principal - Forest Grove Middle School
Bob Walton, Information Technology Director



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Worcester Public Schools
20 Irving Street, Worcester, MA 01609



G. Held Item
Clerk
(December 7, 2023)

ITEM: aor 3-27.1
S.C. MEETING: 12-12-23

ITEM:

To consider approval of the Minutes for the Governance and Employee Issues meeting held on November 21, 2023.

PRIOR ACTION:

12-7-23: On a voice vote, the item was held.

BACKUP:

Annex A (27 pages) contains the Minutes of the Governance and Employee Issues meeting held on November 21, 2023. Suggested changes from the Administration in red and suggested changes from the Standing Committee in purple.

RECOMMENDATION OF MAKER:

File.

RECOMMENDATION OF THE ADMINISTRATION:

File.

Office of the School Committee
Durkin Administration Building
20 Irving Street
Worcester, MA 01609

The Standing Committee on Governance and Employee Issues held a meeting on November 21, 2023 in Room 410, Durkin Administration Building, 20 Irving Street.

Chairperson Clancey called the meeting to order at 4:32 p.m.

Present were Member Johnson and Member McCullough.

Also present were non-standing committee Members Mailman and O'Connell Novick, Deputy Superintendent Allen and Interim Clerk Rushford.

Approval of Donations:

To accept a donation in the amount of \$350,000 from the Gene Haas Foundation to Worcester Technical High School and the Skyline Technical Fund, Inc for facility improvements and equipment purchases for the Advanced Manufacturing Program in exchange for signage and fifteen year naming rights of the space within the school as the Gene Haas Center for Advanced Manufacturing.

Chairperson Clancey made a motion to Hold the item.

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

General Business:

The following items were taken together:

gb-3-234.1 Mayor Petty

(October 6, 2023)

Request the rules of the school committee be amended to allow an item to be placed on the agenda of a school committee meeting after the Wednesday deadline and before the 48 hour open meeting law posting time with the consent of the mayor.

gb-3-236.1 Johnson

(October 11, 2023)

To look at the current rules of the Worcester School Committee and update in preparation for the new School Committee starting in January 2024.

The Members received a document from Deputy Superintendent Allen with recommended additions, deletions and updates.

The committee members reviewed Mr. Allen's proposed changes one by one. Member McCullough suggested eleven changes to the rules also. Chairperson Clancey suggested two changes.

Member Johnson asked for clarification of a number of the proposed changes including the elimination of many of the rules pertaining to the Student Advisory Committee. Mr. Allen responded that those points referenced in the rules and being eliminated will be recommended at the December 7, 2023 School Committee meeting to be added as part of the student handbook.

Chairperson Clancey made a motion to approve the changes as the new Rules of the School Committee effective January 2, 2024 as follows:

WORKING COPY

Rules of the School Committee

~~Approved on 2-17-22 amended on 5-5-22~~

~~Proposed: November 21, 2023 for the 2024-2025 School Committee Term~~

BEGINNING JAN 2,

Strike

1. The School Committee shall consist of the Mayor and ~~six (6)~~ members **eight (8)** members. All members are, by municipal charter, elected during odd year November municipal elections for a two-year term beginning each even-numbered January. ✓
1. At all meetings of the Worcester School Committee, ~~four (4)~~ **five (5)** members shall constitute a quorum for the transaction of business. ✓
3. The Mayor shall, by municipal charter, serve as the Chair of the School Committee. The Mayor shall have no power to veto, but shall serve as a full voting member of the Committee.
4. The Chair shall call the School Committee to order at the time appointed for the meeting and shall preside and cause the records of the last regular meeting and subsequent special meetings to be presented or read, and if they are found correct, the School Committee shall declare them approved. The Chair shall have the power to open the session at the time the School Committee is to meet, by taking the Chair, and calling the members to order; to announce the business in the order in which it is to be acted upon; to recognize members entitled to the floor; to state and to put to vote all questions which are regularly moved and to announce the result of the vote; to enforce on all occasions the observance of order and decorum among the members; to decide all questions of order (subject to an appeal to the committee by any member who submits the question to the entire School Committee). The Chair cannot close debate unless by two-thirds (2/3) vote of the members of the School Committee present.
5. The Chair shall sign all diplomas awarded in all schools.
6. A Vice-Chair shall be chosen by Committee vote at the first meeting of the term for the full term. Each member shall name their selection for Vice-Chair.
7. The Vice-Chair shall, in the absence of the Chair, call to order and chair any meeting of the full committee, shall take the chair should the Mayor wish to address business before the Committee, and shall have further duties as delineated below.
8. No member of the School Committee, including the Chair, shall exercise authority outside of Committee meetings nor exercise any administrative responsibility with respect to the schools unless such authority has been specifically delegated to him/her by statute, by Committee rule, or is consistent with state statutes. **No member of the Worcester School Committee may direct any Worcester Public Schools employee.**

*✓ Louis
Mark here
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9. The School Committee by its vote or as individual members of the School Committee shall deal with any School Department employee through the Superintendent, its executive officer, who under the general direction of the Committee, is charged with the care and supervision of the public schools. Individual School Committee members may deal with any School Department **Cabinet-level** employees, without notice to the Superintendent, concerning day-to-day matters of a routine nature regarding the administration of the school system, as long as such dealings would not cause any disruption in the course of the performance of that employee's duties **or direct their work**. In those situations where the definition of "routine" is in question, that issue may be resolved by the Superintendent. **School Committee members should only attend school events when invited by the school-based leadership and should notify the Superintendent or Executive Directors of visits to individual schools.**
10. No member of the School Committee shall vote on any question or serve on any committee where his/her private interest is immediately concerned or where a conflict of interest exists as defined by state statutes and/or judicial interpretation.
11. A meeting of the Committee may be called by the Chair, by the Vice Chair, or by any other ~~three~~ **four** members of the Committee.
12. All meetings must be posted in accordance with the Open Meeting Law at least **48 business** hours in advance of the meeting. Worcester School Committee meetings are posted by the City Clerk.
13. Regular meetings of the Worcester School Committee will take place on the first and third Thursday of each month at 6 p.m. **The Vice-Chair can set the meeting to start earlier than this time but no sooner than 5 p.m. based on the expected length of any scheduled executive session.** In July and August, the Committee will meet solely on the third Thursday. In June, both meetings will begin at 4 pm for budget deliberation. **The School Committee will approve a meeting calendar for the upcoming calendar year.**
14. The seats of the members, with the exception of the Chair, should be numbered and determined by lottery and may not be changed unless by permission of the Chair. As a matter of protocol, the Chair while presiding at regular School Committee meetings shall be seated between and flanked by the Superintendent and the Clerk of the School Committee.
15. The Chair shall observe the following procedures in conducting the meetings:
 - a. recognizing members in order of request to be heard
 - b. acting upon the motion on the floor before other motions are entertained
 - c. discouraging argumentative and repetitive discussion
 - d. relinquishing the Chair when desiring to engage in discussion or debate of the agenda item
 When a question is under debate the Chair shall receive no motion but:
 - e. to refer
 - f. to hold to a certain day/indefinitely
 - g. to allow debate to continue on a motion

- h. to hold
 - i. to amend
 - j. to move the question
 - k. to file
 - l. to adjourn
16. Every member, when about to speak, shall respectfully address the Chair, and wait until they are recognized, shall confine themselves to the question under debate, and shall avoid personalities.
 17. No member speaking shall be interrupted by another, but by calling for a point of order or explanation.
 18. Any member present must vote either "Yea", "Nay," or abstain from voting.
 19. Motions requiring a two-thirds (2/3) vote and a roll call of the members of the Committee present shall be as follows:
 - a. To amend, repeal, rescind or annul any part of the ~~By-Laws~~ policies of the ~~district~~ or Rules of Order (These also require previous notice.)
 - b. To suspend the Rules
 - c. To move the question
 - d. To rescind previous vote
 - e. To limit or extend one's limit of debate
 20. Any action voted by the School Committee shall be effective 48 **business** hours after said vote.
 21. No action of the School Committee shall be reconsidered unless the motion to reconsider is made within forty-eight (48) **business** hours of the date the vote to be reconsidered was taken, excluding legal holidays, Saturdays, and Sundays, with the Clerk of the School Committee. Any member may move or file for reconsideration. The motion for reconsideration can be made during the meeting at which the action to be reconsidered was taken provided that the motion to reconsider is approved by two-thirds of the members of the School Committee who are present. The reason for filing for reconsideration must be included as part of the backup with the caveat that the entire item would be open for discussion. An item to be reconsidered shall be the first item on the agenda for action at the next regular meeting. The motion cannot be postponed, amended or referred to Committee. Items to be reconsidered or held concerning personnel ~~or~~ organizational patterns, or **budgetary items** shall be reconsidered or acted upon within two (2) weeks of the date of the vote to be reconsidered or held was to be taken. No more than one (1) motion for reconsideration of any vote shall be entertained.
 22. All School Committee meetings shall terminate no later than midnight. Items that are still pending action at that time shall be carried forward as the first order under General Business at the next regular or special School Committee meeting.

23. When an item is filed by a member of the School Committee and that item is to be referred either to a Standing Committee, Special/Ad-Hoc Committee or the School Administration, debate will be limited to opposition, amendment, clarification or supplementation of a motion except for the member who filed the item who, in addition to the debate, may also introduce the item. ~~All motions made during a meeting require a second by another member.~~

*Laura
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24. Any member wishing to place an item on an upcoming agenda shall send it to the Clerk, copying the Vice Chair of the Committee by the Wednesday preceding a regular meeting.

25. Agenda items filed by School Committee members shall be under the purview of the Committee, focus on the business of the Committee, and should be concise and specific. Members shall not file items that can be disposed of via contact per rule 9. Items that are recognitions will be placed on the consent agenda; items that note upcoming events will be placed under announcements.

26. On the ~~Friday~~ ^{Thursday - Johnson} preceding a regular meeting, the agenda of the Committee will be assembled by the Clerk, in consultation with the Superintendent and the Vice Chair. The agenda will then be posted by the Clerk of the Worcester School Committee and will be officially posted by the City Clerk

27. The assembly of the agenda should be done with respect to the calendar of the Worcester Public Schools as well as the calendar of the Committee.

28: The agenda of the Committee will be as follows:

- a. General Business items taken in Executive Session
- b. Call to order
- c. Pledge of Allegiance
- d. Roll call
- e. Consent agenda
 - i. Approval of minutes
 - ii. Approval of donations
 - iii. Notification of personnel records
 - iv. initial filing of recognitions
 - v. notices of interest to the district or to the public
- f. Items for reconsideration
- g. Held Items
- h. Recognitions
- i. Public comment
- j. Public petitions
- k. Report of the Superintendent
- l. Report of the Standing Committee/s
- m. Report of the Student Representatives/Student Advisory Committee
- n. Approval of grants and other finance items
- o. General business
- p. Announcements

During the bi-monthly Student Advisory meeting, item L will be taken up directly following the roll call.

*Laura
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29. Any item may be removed from the consent agenda to the general business agenda by majority vote of the Committee.
30. Any member of the public may address the Committee regarding any item before them for two (2) minutes. Those speaking will state their name, their residence, and the item on which they wish to speak for the record. Those speaking may do so in person or via remote participation. ~~Those wishing to address the Committee in a language other than English are asked to notify the Clerk of the Committee in advance, so the Committee may be provided with an interpreter.~~ Members of the Committee may not respond to the comments of the public at the meeting. ✓
31. Any member of the public may file a petition to the Committee on any matter under the Committee’s purview by submitting such a petition in writing (on paper or electronically) by the Wednesday of the week prior to a regular meeting of the Committee. Anyone so filing will be invited to address the Committee on their petition at the meeting of the Committee on which such item appears. Any Standing Committee receiving such a referral will endeavor to take up any such petition within 60 days. When such an item appears on Standing Committee agenda, the petitioner will be invited to the meeting.
32. There will be a report of the Superintendent at every regular meeting of the Committee. Said reports will specifically be in reference to the goals of the district and/or of the superintendent.
33. There will be a calendar of regular reports of the Superintendent, as follows:
 - ~~First February meeting~~ Following the filing of the Governor’s budget: Report on the Governor’s budget
 - July meeting: Evaluation of the superintendent
 - ✓ August meeting: Back to school report
 - ✓ ~~Second~~ October meeting: MCAS report
 - ✓ ~~First~~ December meeting: Superintendent’s midcycle review
34. All petitions, communications, items or any matter before the School Committee may be referred as follows:
 - a. to a Standing Committee of the School Committee
 - b. to a Special Committee of the School Committee
 - c. to the Superintendent/Administration
35. All items referred to Administration for study and recommendation shall include in the item a suggested date for a report back to the full Committee. The length of time allowed for the study shall be determined by its complexity. The Committee shall be aware of the limited time available for study items during budget preparation and hearing months. The direction, scope and intent to the study shall be specific.
36. A petition, resolution, order, communication or other matter acted upon unfavorably by the School Committee including placing on file such petition,

order, or other matter or the substance thereof, shall not again be docketed on the School Committee agenda for consideration by the School Committee within a period of three (3) months of such unfavorable action unless previously authorized by two-thirds (2/3) vote of the School Committee Members present.

- 37. The conduct of meetings of the business of the School Committee shall be in accordance with the laws of the State, and except as otherwise provided, in accordance with the rules of parliamentary procedure laid down in Robert's Rules of Order, 12th edition.
- 38. All meetings of the School Committee shall be open to the public except for executive sessions as described below:

No executive session shall be held until the School Committee has first convened in open session for which notice has been duly given, a majority of the members have voted to go into executive session, and the vote of each member is recorded on a roll call vote and entered into the minutes, the Chair has cited the purpose for an executive session, and the Chair has stated before the executive session if the School Committee will reconvene after the executive session.

- 39. All Committees shall be appointed by the Chair unless otherwise ordered by the School Committee. Each School Committee member shall serve on no less than ~~two~~ **one** standing committees. A majority of each Committee shall constitute a quorum. All reports made by Committees to the School Committee shall be presented by the Standing Committee Chair. Minority reports may be given by members of the Standing Committee as long as the issues raised were discussed in the Standing Committee.

Add in - attendance. ✓

From course

- 40. There shall be appointed Standing Committees of the School Committee as follows:

- a. ~~Finance and Operations~~ **Finance, Operations, and Governance** ✓
- b. ~~Governance and Employee Issues~~
- c. ~~School and Student Performance~~
- d. Teaching, Learning, and Student ~~Supports~~ **Success** ✓

~~Finance and Operations~~ **Finance, Operations, and Governance** ✓

The Standing Committee on ~~Finance and Operations~~ **Finance, Operations, and Governance** provides the full year oversight of the budget of the Worcester Public Schools as required by Massachusetts General Laws Ch. 71, sec. 37 through the review of quarterly budget reports, the reception of reports of the auditors, and issues of payroll, procurement, and financial management and planning that may fall under the purview of the Committee. The Standing Committee provides for facilities management, repair, and capital planning so far as it is under district purview. The Standing Committee also oversees the operational aspects of the district under the departments of School Nutrition, Student Transportation, Information Technology, and School Safety. **The Committee will also this committee review, update and/or**

Review

institute all policies governing the Worcester Public Schools. This committee is also responsible for issues related to employees/staff including human resource recruitment, hiring, retention, and evaluations, so far as it is under Committee purview. The Deputy Superintendent will be the Administrator in Charge of this Committee.

Governance and Employee Issues

~~The purpose of this committee is to review, update and/or institute all policies governing the Worcester Public Schools. This committee is also responsible for issues related to employees/staff including human resource recruitment, hiring, retention, and evaluations, so far as it is under Committee purview.~~

School and Student Performance

~~The purpose of the School and Student Performance Standing Committee is to inquire into and report on matters pertaining to:~~

- ~~— measures of district and school level performance and improvement~~
- ~~— research and program evaluation~~
- ~~— student assessment~~
- ~~— accountability planning~~

Teaching, Learning and Student Supports Success

The Standing Committee on Teaching, Learning and Student Supports **Success** addresses topics, policies and practices related to curriculum, instruction, assessment, **district and school-level performance and improvement, research and program evaluation, accountability planning,** professional development, instructional materials, and student support services. In doing so, the Committee monitors and reviews the structures and processes integral to the delivery of the core curriculum. It focuses as well on supplemental and intervention instruction, designed to meet the academic and social-emotional needs of students as each school strives to reach the intended outcomes of college and career readiness for every student. The content and annual edits to the Student Handbook and the Policies Handbook will be referred to the Standing Committee on ~~Governance and Employee Issues~~ prior to approval by the Full School Committee. **The Assistant Superintendent will be the Administrator in charge of this Committee.**

- more to. Froth*
- fewer*
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 43. If an item is referred to a Standing Committee and has no action for two consecutive meetings, the maker of the original item may request the item be returned to the full committee.
 44. The principal petitioner of any petition to be heard by a Standing Committee of

the School Committee must be notified of the date, time and place at which their petition is to be heard **by the Clerk of the School Committee**. No petition may be voted by a Standing Committee of the School Committee unless the principal petitioner has been notified as specified above.

45. The Chair of any Standing Committee who does not call a meeting of the committee for six months shall be removed as chair, and the Mayor shall appoint another member in that member's stead.
46. Whenever a vacancy occurs among School Committee Officers, or in any Committee, the same shall be filled by election or appointment in the same manner and by the authority which first elected the officer or appointed the Committee.
47. The Clerk of the School Committee shall create and maintain an accurate record of all meetings of the School Committee and all of its committees, including executive sessions, setting forth the date, time and place, the members present or absent, and a summary of the discussions on each subject. The record shall include all documents and other exhibits, such as photographs, recordings or maps, used by the School Committee or any committee thereof at any open session or executive session.
48. The minutes of any open session, whether approved or in draft form, shall be made available upon request by any person within ten (10) days of the request to the extent required by subsection 22(e) of the Open Meeting Law, G.L. c. 30A §§ 18-25.
49. The minutes of any executive session, the notes, recordings or other materials used in the preparation of such minutes and all documents and exhibits used at the session, shall be withheld from public disclosure to the extent provided by subsection 22(f) of the Open Meeting Law, G.L. c. 30A §§ 18-25. The Mayor shall, at reasonable intervals or as otherwise required by subsection 22(g)(2) of the Open Meeting Law, G.L. c. 30A §§ 18-25, review any previously unreleased minutes of all executive sessions and determine whether continued non-disclosure under the Open Meeting Law is warranted. In conducting this review, the Mayor may seek the advice and assistance of the Superintendent, Clerk of the School Committee, the City Manager or City Solicitor. The Mayor shall file a report containing such determinations at the next regular meeting of the School Committee.
50. There will be a School Committee Student Advisory Committee, as created by G.L. c. 71§§ 38M. Members shall be elected each spring by their peers at each city secondary school, **including the alternative programs** for a term the succeeding year. The results of such election will be forwarded to the Clerk of the School Committee by the first week of June.
51. The members of said Committee are recognized by the Worcester School Committee as the elected representatives of the students of the Worcester Public Schools. The members of the Student Advisory Committee thus are not to be subjected to district pressure regarding their opinions. The contact

information of the members of the Student Advisory Committee will be shared with all K-12 Worcester Public School Students.

52. It will be the responsibility of the Clerk and the Vice Chair to ensure that the Student Advisory Committee meets once a month on its own and once every other month, as required by G.L. c. 71§§ 38M with the entire Worcester School Committee.

~~(MGL 71 Section 38M. School committees of cities, towns and regional school districts shall meet at least once every other month, during the months school is in session, with a student advisory committee to consist of five members to be composed of students elected by the student body of the high school or high schools in each city, town or regional school district.)~~ ✓

53. Members of the Student Advisory Committee will decide, when meeting among themselves, what items will be brought forward to the Worcester School Committee on its next agenda and shall prepare those items for submission to the Clerk and the Vice-Chair .

54. The chair of the Student Advisory Committee, as elected by its members, shall serve as a non-voting member of the Worcester School Committee. This member will have dedicated time on each agenda to bring forward the business of the Student Advisory Committee. This, and any, member of the Student Advisory Committee has the same right to be recognized by the Chair and to speak on any business before the Committee as any other Worcester School Committee member in public session.

Basic Description:

~~The Student Advisory Committee, composed of eight Student Representatives to the Worcester School Committee, shall include students enrolled in a public or alternative school within the Worcester Public School district, elected by the students of each high school. The Student Advisory Committee shall, in accordance with Chapter 71 Section 38M of Massachusetts General Law, elect from their number a chair person who shall serve a term of one year as an ex officio member of the School Committee. They are subject to the same privileges as other School Committee members and are to be held subject to the same rules except with the ability to vote, and unless permitted to do so by the School Committee to attend Executive Session.~~ ✓

Purpose:

~~To provide for a meaningful link and to promote a mutual sense of respect and understanding between the student body and the School Committee.~~

~~To represent before the School Committee, the attitudes, interests and concerns, both positive and negative, of the student body.~~

~~To advise the School Committee and add insight to their deliberations.~~

~~To carry to the School Committee and to support proposals and items of concern to the student body, and to initiate, on behalf of the student body and in conjunction with the student government, projects and proposals for presentation to the School Committee.~~

~~To inform the student body of the functions and workings of the School~~

~~Committee. To represent to the School Committee a cross-section of the entire student body.~~

~~Regular Responsibilities:~~

- ~~• Be accessible to, and representative of, the entire student body.~~
- ~~• Gather collective sentiment that is representative of the entire student body and present those views to the full Committee.~~
- ~~• Share information among the Committee, staff, and students.~~
- ~~• Contribute to Committee deliberations.~~
- ~~• Communicate with staff and students about student concerns and help develop solutions.~~
- ~~• Collaborate with other student representatives and members of the School Committee.~~

~~Ex-Officio Member Responsibilities:~~

- ~~• Attend every Regular Session meeting during their term~~
- ~~• Prepare and present a "Student Report" at every Regular Session that includes, but is not limited to: student events, concerns, recommendations, projects, etc~~
- ~~• Attend Standing Committee and Special/Ad Hoc Committee meetings to share sentiment of the student body~~
- ~~• Contribute to Committee deliberations where appropriate~~

~~Student Advisory Committee Representative Responsibilities:~~

- ~~• Attend Regular Sessions during their term when scheduled, if possible~~
- ~~• Help prepare and present a "Student Report" at every Regular Session that includes, but is not limited to: student events, concerns, recommendations, projects, etc.~~
- ~~• Encouraged to attend Standing Committee and Special/Ad Hoc Committee meetings to share sentiment of their respective student body~~

~~Composition:~~

~~The Student Advisory Committee shall be composed of one student representative from each of the following schools:~~

- ~~• Burncoat High School~~
- ~~• Claremont Academy~~
- ~~• Doherty Memorial High School~~
- ~~• Gerald Creamer Center~~
- ~~• North High School~~

- ~~South High Community School~~
- ~~University Park Campus School~~
- ~~Worcester Alternative School~~
- ~~Worcester Technical High School~~
- ~~The Challenge and Reach Academy~~

References:

~~Chapter 71 Section 38M MGL~~

~~<https://malegislature.gov/laws/generallaws/parti/titlexii/chapter71/section38m>~~

Pg 1 Top red line should read **Beginning January 2, 2024**

Pg 2 section 9 last sentence- **School Committee Members shall only attend school events when invited by the school staff in conjunction with school-based leadership and notify the Superintendent or Executive Directors of visits to individual schools that have been coordinated with school-based leadership.**

Pg 2 section 13 sentence 2 adjust to- **The Chair or Vice-Chair.....**

Pg 3 section 18 - **Any School Committee Member present must vote either "yes", "no", or "abstain". Members needing to recuse themselves from a vote must declare their recusal ahead of time.**

Pg 3 section 16 add line- **Respect shall also encompass professionalism, including wearing professional attire to meetings.**

Pg 4 section 23- remove the line requiring a second by another member.

Reword the statement for clarity. **When an item is filed by a Member of the School Committee, and that item is to be referred either to Standing Committee, Special/Ad Hoc Committee, or to the School Administration, discussion will be limited to opposition, amendment, clarification, or supplementation of an item except for the member who filed the item who, in addition to any discussion/debate, may also introduce the item.**

Pg 4 section 24- **Any member wishing to place an item on the upcoming agenda shall submit it by the Wednesday preceding a regular meeting utilizing the Google Submission Form or any School Committee-based software, as applicable.**

Pg 6 section 40 last line on page- **This Committee will also review,**

Consider additions of the following rules:

#1- The Chair/Vice Chair and/or Administration shall be the ones to seek legal opinions on any items. These requests can come on behalf of a Committee Member through the Chair/Vice-Chair and/or Administration.

#2- The Chair may approve an item ~~within~~ 48 hours of a meeting to be added to the agenda if the Chair so determines that the item is time sensitive.

AFTER #49 ✓

new wording from Laura

Laura to add new #25

Mally - same wording #35 from Laura. -OK.

Rules of the School Committee
Approved on 2-17-22 amended on 5-5-22
Proposed: November 21, 2023 for the 2024-2025 School Committee Term
Beginning January 2, 2024

1. The School Committee shall consist of the Mayor and ~~six (6)~~ members **eight (8)** members. All members are, by municipal charter, elected during odd year November municipal elections for a two-year term beginning each even-numbered January. **Two members shall be elected at-large citywide; six shall be elected from geographic districts as designated by the municipal chart.**
2. At all meetings of the Worcester School Committee, ~~four (4)~~ **five (5)** members shall constitute a quorum for the transaction of business.
3. The Mayor shall, by municipal charter, serve as the Chair of the School Committee. The Mayor shall have no power to veto, but shall serve as a full voting member of the Committee.
4. The Chair shall call the School Committee to order at the time appointed for the meeting and shall preside and cause the records of the last regular meeting and subsequent special meetings to be presented or read, and if they are found correct, the School Committee shall declare them approved. The Chair shall have the power to open the session at the time the School Committee is to meet, by taking the Chair, and calling the members to order; to announce the business in the order in which it is to be acted upon; to recognize members entitled to the floor; to state and to put to vote all questions which are regularly moved and to announce the result of the vote; to enforce on all occasions the observance of order and decorum among the members; to decide all questions of order (subject to an appeal to the committee by any member who submits the question to the entire School Committee). The Chair cannot close debate unless by two-thirds (2/3) vote of the members of the School Committee present.
5. The Chair shall sign all diplomas awarded in all schools.
6. A Vice-Chair shall be chosen by Committee vote at the first meeting of the term for the full term. Each member shall name their selection for Vice-Chair. **Any chosen Vice-Chair must have attended the Massachusetts School Committee Charting the Course training prior to being eligible for Vice-Chair.**
7. The Vice-Chair shall, in the absence of the Chair, call to order and chair any meeting of the full committee, shall take the chair should the Mayor wish to address business before the Committee, and shall have further duties as delineated below.
8. No member of the School Committee, including the Chair, shall exercise authority outside of Committee meetings nor exercise any administrative responsibility with respect to the schools unless such authority has been specifically delegated to him/her by statute, by Committee rule, or is consistent with state statutes. **No member of the Worcester School Committee may direct any Worcester Public**

Schools employee.

9. The School Committee by its vote or as individual members of the School Committee shall deal with any School Department employee through the Superintendent, its executive officer, who under the general direction of the Committee, is charged with the care and supervision of the public schools. Individual School Committee members may deal with any School Department **Cabinet-level** employees, without notice to the Superintendent, concerning day-to-day matters of a routine nature regarding the administration of the school system, as long as such dealings would not cause any disruption in the course of the performance of that employee's duties **or direct their work**. In those situations where the definition of "routine" is in question, that issue may be resolved by the Superintendent. ~~School Committee members should only attend school events when invited by the school-based leadership and should notify the Superintendent or Executive Directors of visits to individual schools.~~ School Committee members should only attend school events when invited by the school staff in conjunction with school-based leadership and should notify the Superintendent or Executive Directors of visits to individual schools that have been coordinated by school-based leadership. **Any requests requiring reporting beyond information already available must be filed as an item and passed by the full Committee to be fulfilled.**
10. No member of the School Committee shall vote on any question or serve on any committee where his/her private interest is immediately concerned or where a conflict of interest exists as defined by state statutes and/or judicial interpretation.
11. A meeting of the Committee may be called by the Chair, by the Vice Chair, or by any other ~~three~~ **four** members of the Committee.
12. All meetings must be posted in accordance with the Open Meeting Law at least 48 **business** hours in advance of the meeting. Worcester School Committee meetings are posted by the City Clerk.
13. Regular meetings of the Worcester School Committee will take place on the first and third Thursday of each month at 6 p.m. **The Chair or the Vice-Chair can set the meeting to start earlier than this time but no sooner than 5 p.m. based on the expected length of any scheduled executive session.** In July and August, the Committee will meet solely on the third Thursday. In June, both meetings will begin at 4 pm for budget deliberation. **The School Committee will approve a meeting calendar for the upcoming calendar year.**
14. The seats of the members, with the exception of the Chair, should be numbered and determined by lottery and may not be changed unless by permission of the Chair. As a matter of protocol, the Chair while presiding at regular School Committee meetings shall be seated between and flanked by the Superintendent and the Clerk of the School Committee.
15. The Chair shall observe the following procedures in conducting the meetings:
 - a. recognizing members in order of request to be heard

- b. acting upon the motion on the floor before other motions are entertained
 - c. discouraging argumentative and repetitive discussion
 - d. relinquishing the Chair when desiring to engage in discussion or debate of the agenda item
- When a question is under debate the Chair shall receive no motion but:
- e. to refer
 - f. to hold to a certain day/indefinitely
 - g. to allow debate to continue on a motion
 - h. to hold
 - i. to amend
 - j. to move the question
 - k. to file
 - l. to adjourn
16. Every member, when about to speak, shall respectfully address the Chair, and wait until they are recognized, shall confine themselves to the question under debate, and shall avoid personalities. **Respect shall also encompass professionalism including wearing professional to meetings.**
 17. No member speaking shall be interrupted by another, but by calling for a point of order or explanation.
 18. Any member present must vote either ~~"Yea", "Nay," or abstain~~ "Yes", "No" or "Abstain" from voting. **Members needing to recuse themselves from a vote must declare their recusal ahead of time.**
 19. Motions requiring a two-thirds (2/3) vote and a roll call of the members of the Committee present shall be as follows:
 - a. To amend, repeal, rescind or annul any part of the ~~By-Laws~~ **policies of the district** or Rules of Order (These also require previous notice.)
 - b. To suspend the Rules
 - c. To move the question
 - d. To rescind previous vote
 - e. To limit or extend one's limit of debate
 20. Any action voted by the School Committee shall be effective 48 **business** hours after said vote.
 21. No action of the School Committee shall be reconsidered unless the motion to reconsider is made within forty-eight (48) **business** hours of the date the vote to be reconsidered was taken, excluding legal holidays, Saturdays, and Sundays, with the Clerk of the School Committee. Any member may move or file for reconsideration. The motion for reconsideration can be made during the meeting at which the action to be reconsidered was taken provided that the motion to reconsider is approved by two-thirds of the members of the School Committee who are present. The reason for filing for reconsideration must be included as part of the backup with the caveat that the entire item would be open for discussion. An item to be reconsidered shall be the first

item on the agenda for action at the next regular meeting. The motion cannot be postponed, amended or referred to Committee. Items to be reconsidered or held concerning personnel ~~or~~ organizational patterns, or budgetary items shall be reconsidered or acted upon within two (2) weeks of the date of the vote to be reconsidered or held was to be taken. No more than one (1) motion for reconsideration of any vote shall be entertained.

22. All School Committee meetings shall terminate no later than midnight. Items that are still pending action at that time shall be carried forward as the first order under General Business at the next regular or special School Committee meeting.
 23. When an item is filed by a member of the School Committee and that item is to be referred either to a Standing Committee, Special/Ad-Hoc Committee or the School Administration, debate will be limited to opposition, amendment, clarification or supplementation of a motion except for the member who filed the item who, in addition to the debate, may also introduce the item. ~~All motions made during a meeting require a second by another member.~~
 24. Any member wishing to place an item on an upcoming agenda shall send it to the Clerk, copying the Vice Chair of the Committee by the Wednesday preceding a regular meeting. ~~Emergency items being requested after this time, but prior to the 48 business hour filing deadline shall be submitted to the Vice Chair, who shall place them on the agenda after consultation with the Superintendent only if, in the Vice Chair's judgment, the item is truly time sensitive and could not have been filed on time.~~
 25. The Chair may approve an item after the Wednesday deadline and prior to the 48 hour posting requirement of a meeting to be added to the agenda if the Chair so determines that an item is time sensitive.
 26. Agenda items filed by School Committee members shall be under the purview of the Committee, focus on the business of the Committee, and should be concise and specific. Members shall not file items that can be disposed of via contact per rule 9. ~~Items not following this rule shall not be placed on the agenda.~~ Items that are recognitions will be placed on the consent agenda; items that note upcoming events will be placed under announcements.
 27. On the ~~Friday~~ Thursday preceding a regular meeting, the agenda of the Committee will be assembled by the Clerk, in consultation with the Superintendent and the Vice Chair. The agenda will then be posted by the Clerk of the Worcester School Committee and will be officially posted by the City Clerk
 28. The assembly of the agenda should be done with respect to the calendar of the Worcester Public Schools as well as the calendar of the Committee.
- 28: The agenda of the Committee will be as follows:
- a. General Business items taken in Executive Session

- b. Call to order
 - c. Pledge of Allegiance
 - d. Roll call
 - e. Consent agenda
 - i. Approval of minutes
 - ii. Approval of donations
 - iii. Notification of personnel records
 - iv. initial filing of recognitions
 - v. notices of interest to the district or to the public
 - f. Items for reconsideration
 - g. Held Items
 - h. Recognitions
 - i. Public comment
 - j. Public petitions
 - k. Report of the Superintendent
 - l. Report of the Standing Committee/s
 - m. Report of the Student Representatives/Student Advisory Committee
 - n. Approval of grants and other finance items
 - o. General business
 - p. Announcements

During the bi-monthly Student Advisory meeting, item L will be taken up directly following the roll call.
29. Any item may be removed from the consent agenda to the general business agenda by majority vote of the Committee.
30. Any member of the public may address the Committee regarding any item before them for two (2) minutes. Those speaking will state their name, their residence, and the item on which they wish to speak for the record. Those speaking may do so in person or via remote participation. ~~Those wishing to address the Committee in a language other than English are asked to notify the Clerk of the Committee in advance, so the Committee may be provided with an interpreter.~~ Members of the Committee may not respond to the comments of the public at the meeting.
31. Any member of the public may file a petition to the Committee on any matter under the Committee's purview by submitting such a petition in writing (on paper or electronically) by the Wednesday of the week prior to a regular meeting of the Committee. Anyone so filing will be invited to address the Committee on their petition at the meeting of the Committee on which such item appears. Any Standing Committee receiving such a referral will endeavor to take up any such petition within 60 days. When such an item appears on Standing Committee agenda, the petitioner will be invited to the meeting.
32. There will be a report of the Superintendent at every regular meeting of the Committee. Said reports will specifically be in reference to the goals of the district and/or of the superintendent.
33. There will be a calendar of regular reports of the Superintendent, as follows:
- ~~First February meeting~~ Following the filing of the Governor's budget: Report on

the Governor's budget

July meeting: Evaluation of the superintendent

August meeting: Back to school report

~~Second~~ October meeting: MCAS report

~~First~~ December meeting: Superintendent's midcycle review

34. All petitions, communications, items or any matter before the School Committee may be referred as follows:
 - a. to a Standing Committee of the School Committee
 - b. to a Special Committee of the School Committee
 - c. to the Superintendent/Administration

35. All items referred to Administration for study and recommendation shall include in the item a suggested date for a report back to the full Committee. The length of time allowed for the study shall be determined by its complexity. The Committee shall be aware of the limited time available for study items during budget preparation and hearing months. The direction, scope and intent to the study shall be specific.

36. A petition, resolution, order, communication or other matter acted upon unfavorably by the School Committee including placing on file such petition, order, or other matter or the substance thereof, shall not again be docketed on the School Committee agenda for consideration by the School Committee within a period of three (3) months of such unfavorable action unless previously authorized by two-thirds (2/3) vote of the School Committee Members present.

37. The conduct of meetings of the business of the School Committee shall be in accordance with the laws of the State, and except as otherwise provided, in accordance with the rules of parliamentary procedure laid down in Robert's Rules of Order, 12th edition.

38. All meetings of the School Committee shall be open to the public except for executive sessions as described below:

No executive session shall be held until the School Committee has first convened in open session for which notice has been duly given, a majority of the members have voted to go into executive session, and the vote of each member is recorded on a roll call vote and entered into the minutes, the Chair has cited the purpose for an executive session, and the Chair has stated before the executive session if the School Committee will reconvene after the executive session.

39. All Committees shall be appointed by the Chair unless otherwise ordered by the School Committee. **All Chairs and Vice-Chairs must have attended the Massachusetts School Committees Charting the Course training prior to their assignment.** Each School Committee member shall serve on no less than one standing committee. Each School Committee member shall serve on no less than ~~two~~ **one** standing committees. A majority of each Committee shall constitute a quorum. All reports made by Committees to the School Committee

shall be presented by the Standing Committee Chair. Minority reports may be given by members of the Standing Committee as long as the issues raised were discussed in the Standing Committee.

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- b. ~~Governance and Employee Issues~~
- c. ~~School and Student Performance~~
- d. Teaching, Learning, and Student ~~Supports~~ **Success**

~~Finance and Operations~~ **Finance, Operations, and Governance**

The Standing Committee on ~~Finance and Operations~~ **Finance, Operations, and Governance** provides the full year oversight of the budget of the Worcester Public Schools as required by Massachusetts General Laws Ch. 71, sec. 37 through the review of quarterly budget reports, the reception of reports of the auditors, and issues of payroll, procurement, and financial management and planning that may fall under the purview of the Committee. The Standing Committee provides for facilities management, repair, and capital planning so far as it is under district purview. The Standing Committee also oversees the operational aspects of the district under the departments of School Nutrition, Student Transportation, Information Technology, and School Safety. ~~The Committee will also this committee review, update and/or institute all policies governing the Worcester Public Schools. This committee is also responsible for issues related to employees/staff including human resource recruitment, hiring, retention, and evaluations, so far as it is under Committee purview. The Deputy Superintendent will be the Administrator in Charge of this Committee. The content and annual edits to the Student Handbook and the Policies Handbook will be referred to the Standing Committee on Governance and Employee Issues prior to approval by the Full School Committee.~~

~~Governance and Employee Issues~~

~~The purpose of this committee is to review, update and/or institute all policies governing the Worcester Public Schools. This committee is also responsible for issues related to employees/staff including human resource recruitment, hiring, retention, and evaluations, so far as it is under Committee purview.~~

~~School and Student Performance~~

~~The purpose of the School and Student Performance Standing Committee is to inquire into and report on matters pertaining to:~~

- ~~— measures of district and school-level performance and improvement~~
- ~~— research and program evaluation~~
- ~~— student assessment~~
- ~~— accountability planning~~

Teaching, Learning and Student Supports Success

The Standing Committee on Teaching, Learning and Student ~~Supports~~ **Success** addresses topics, policies and practices related to curriculum, instruction, assessment, **district and school-level performance and improvement, research and program evaluation, accountability planning,** professional development, instructional materials, and student support services. In doing so, the Committee monitors and reviews the structures and processes integral to the delivery of the core curriculum. It focuses as well on supplemental and intervention instruction, designed to meet the academic and social-emotional needs of students as each school strives to reach the intended outcomes of college and career readiness for every student. ~~The content and annual edits to the Student Handbook and the Policies Handbook will be referred to the Standing Committee on Governance and Employee Issues prior to approval by the Full School Committee. The Assistant Superintendent will be the Administrator in charge of this Committee.~~

41. Each Committee shall consist of no less than ~~three (3)~~ **four (4)** School Committee Members.
42. Meetings of the Standing Committee may be called by the chair of the Standing Committee or by the ~~two~~ **three** other members of the Standing Committee.
43. If an item is referred to a Standing Committee and has no action for two consecutive meetings, the maker of the original item may request the item be returned to the full committee.
44. The principal petitioner of any petition to be heard by a Standing Committee of the School Committee must be notified of the date, time and place at which their petition is to be heard **by the Clerk of the School Committee**. No petition may be voted by a Standing Committee of the School Committee unless the principal petitioner has been notified as specified above.
45. The Chair of any Standing Committee who does not call a meeting of the committee for six months shall be removed as chair, and the Mayor shall appoint another member in that member's stead.
46. Whenever a vacancy occurs among School Committee Officers, or in any Committee, the same shall be filled by election or appointment in the same manner and by the authority which first elected the officer or appointed the Committee.
47. The Clerk of the School Committee shall create and maintain an accurate record of all meetings of the School Committee and all of its committees, including executive sessions, setting forth the date, time and place, the members present or absent, and a summary of the discussions on each subject. The record shall include all documents and other exhibits, such as photographs, recordings or maps, used by the School Committee or any committee thereof at any open session or executive session.

48. The minutes of any open session, whether approved or in draft form, shall be made available upon request by any person within ten (10) days of the request to the extent required by subsection 22(e) of the Open Meeting Law, G.L. c. 30A §§ 18-25.
49. The minutes of any executive session, the notes, recordings or other materials used in the preparation of such minutes and all documents and exhibits used at the session, shall be withheld from public disclosure to the extent provided by subsection 22(f) of the Open Meeting Law, G.L. c. 30A §§ 18-25. The Mayor shall, at reasonable intervals or as otherwise required by subsection 22(g)(2) of the Open Meeting Law, G.L. c. 30A §§ 18-25, review any previously unreleased minutes of all executive sessions and determine whether continued non-disclosure under the Open Meeting Law is warranted. In conducting this review, the Mayor may seek the advice and assistance of the Superintendent, Clerk of the School Committee, the City Manager or City Solicitor. The Mayor shall file a report containing such determinations at the next regular meeting of the School Committee.
50. The Chair/Vice Chair and/or the Administration shall be the ones to seek legal opinions on any item. These requests can come on behalf of School Committee members through the Chair/Vice-Chair and/or the Administration.
51. There will be a School Committee Student Advisory Committee, as created by G.L. c. 71§§ 38M. Members shall be elected each spring by their peers at each city secondary school, including the alternative programs for a term the succeeding year. The results of such election will be forwarded to the Clerk of the School Committee by the first week of June.
52. The members of said Committee are recognized by the Worcester School Committee as the elected representatives of the students of the Worcester Public Schools. The members of the Student Advisory Committee thus are not to be subjected to district pressure regarding their opinions. The contact information of the members of the Student Advisory Committee will be shared with all K-12 Worcester Public School Students.
53. It will be the responsibility of the Clerk and the Vice Chair to ensure that the Student Advisory Committee meets once a month on its own and once every other month, as required by G.L. c. 71§§ 38M with the entire Worcester School Committee.
- ~~(MGL 71 Section 38M. School committees of cities, towns and regional school districts shall meet at least once every other month, during the months school is in session, with a student advisory committee to consist of five members to be composed of students elected by the student body of the high school or high schools in each city, town or regional school district.)~~
54. Members of the Student Advisory Committee will decide, when meeting among themselves, what items will be brought forward to the Worcester School Committee on its next agenda and shall prepare those items for submission to the Clerk and the Vice-Chair with the same deadlines as items submitted by

other members.

55. The chair of the Student Advisory Committee, as elected by its members, shall serve as a non-voting member of the Worcester School Committee. This member will have dedicated time on each agenda to bring forward the business of the Student Advisory Committee. This, and any, member of the Student Advisory Committee has the same right to be recognized by the Chair and to speak on any business before the Committee as any other Worcester School Committee member in public session.

Basic Description:

~~The Student Advisory Committee, composed of eight Student Representatives to the Worcester School Committee, shall include students enrolled in a public or alternative school within the Worcester Public School district, elected by the students of each high school. The Student Advisory Committee shall, in accordance with Chapter 71 Section 38M of Massachusetts General Law, elect from their number a chair person who shall serve a term of one year as an ex-officio member of the School Committee. They are subject to the same privileges as other School Committee members and are to be held subject to the same rules except with the ability to vote, and unless permitted to do so by the School Committee to attend Executive Session.~~

Purpose:

~~To provide for a meaningful link and to promote a mutual sense of respect and understanding between the student body and the School Committee.~~

~~To represent before the School Committee, the attitudes, interests and concerns, both positive and negative, of the student body.~~

~~To advise the School Committee and add insight to their deliberations.~~

~~To carry to the School Committee and to support proposals and items of concern to the student body, and to initiate, on behalf of the student body and in conjunction with the student government, projects and proposals for presentation to the School Committee.~~

~~To inform the student body of the functions and workings of the School~~

~~Committee. To represent to the School Committee a cross-section of the entire student body.~~

Regular Responsibilities:

- ~~● Be accessible to, and representative of, the entire student body.~~
- ~~● Gather collective sentiment that is representative of the entire student body and present those views to the full Committee.~~
- ~~● Share information among the Committee, staff, and students.~~
- ~~● Contribute to Committee deliberations.~~
- ~~● Communicate with staff and students about student concerns and help develop solutions.~~
- ~~● Collaborate with other student representatives and members of the School Committee.~~

Ex-Officio Member Responsibilities:

- ~~● Attend every Regular Session meeting during their term~~
- ~~● Prepare and present a "Student Report" at every Regular Session that includes, but is not limited to: student events, concerns, recommendations, projects, etc~~
- ~~● Attend Standing Committee and Special/Ad-Hoc Committee meetings to share sentiment of the student body~~
- ~~● Contribute to Committee deliberations where appropriate~~

Student Advisory Committee Representative Responsibilities:

- ~~● Attend Regular Sessions during their term when scheduled, if possible~~
- ~~● Help prepare and present a "Student Report" at every Regular Session that includes, but is not limited to: student events, concerns, recommendations, projects, etc.~~
- ~~● Encouraged to attend Standing Committee and Special/Ad-Hoc Committee meetings to share sentiment of their respective student body~~

Composition:

~~The Student Advisory Committee shall be composed of one student representative from each of the following schools:~~

- ~~● Burncoat High School~~
- ~~● Claremont Academy~~
- ~~● Doherty Memorial High School~~
- ~~● Gerald Creamer Center~~
- ~~● North High School~~

- ~~South High Community School~~
- ~~University Park Campus School~~
- ~~Worcester Alternative School~~
- ~~Worcester Technical High School~~
- ~~The Challenge and Reach Academy~~

References:

Chapter 71 Section 38M MGL

<https://malegislature.gov/laws/generallaws/parti/titlexii/chapter71/section38m>

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

Chairperson Clancey made a motion to adjourn.

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

J. Public Petition
Miller
(December 7, 2023)

ITEM: c&p 3-15
S.C. MEETING: 12-21-23

ITEM:

Request the school committee to request a state audit of the Doherty Memorial HS MSBA application to address the fraud and the illegal building of a public school on historic protected park land.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF THE ADMINISTRATION:

File

K. Report of the Superintendent
Administration
(December 7, 2023)

ITEM: ros 3-18
S.C. MEETING: 12-07-23

ITEM:

From Here, Anywhere... Together: Superintendent Mid-Cycle Review 2023

PRIOR ACTION:

BACKUP:

Annex A (23 pages) contains a powerpoint presentation of the Superintendent Mid-Cycle Review 2023.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF THE ADMINISTRATION:

File

Superintendent Mid-Cycle Review

Report of the Superintendent
December 21, 2023

From Here, Anywhere....

Together



WORCESTER
PUBLIC SCHOOLS

Expected Outcomes

School Committee Members will receive:

1. A status update on the Superintendent Goals for the 2023-24 school year.
2. Provide feedback on update and clarify next steps.

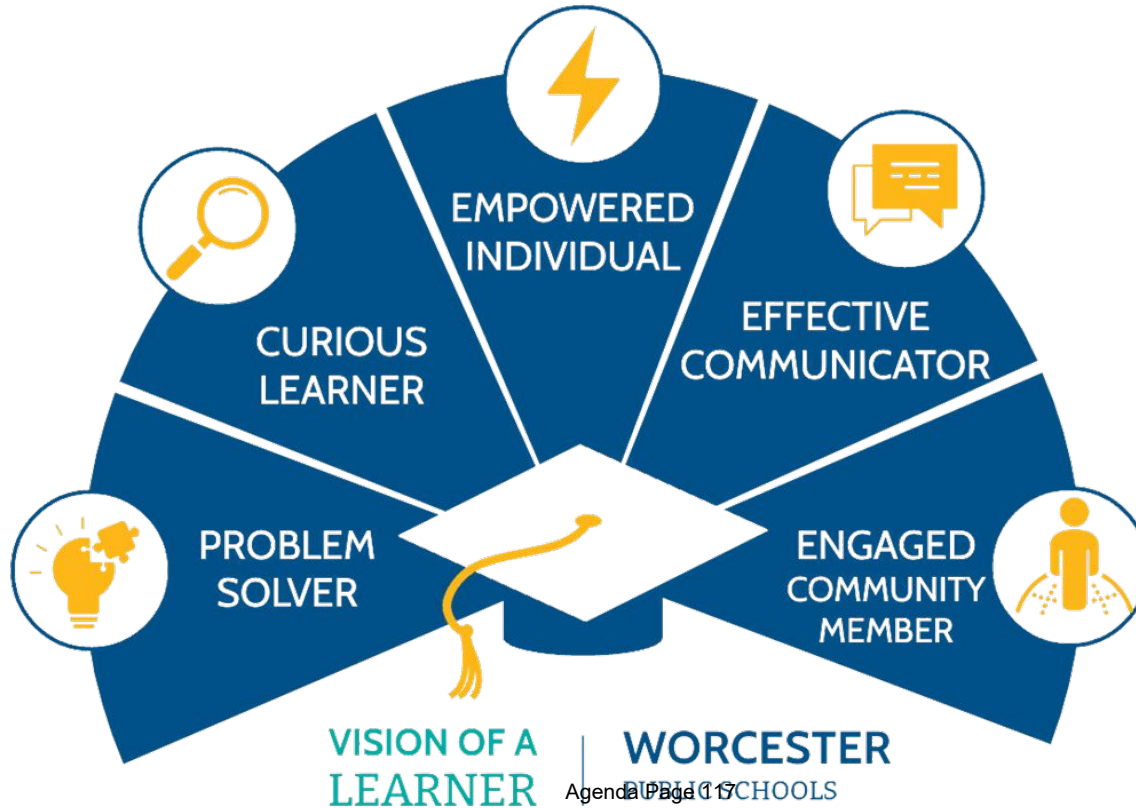
Stay the Course

Annex A



Agenda Page 116

Vision of a Learner



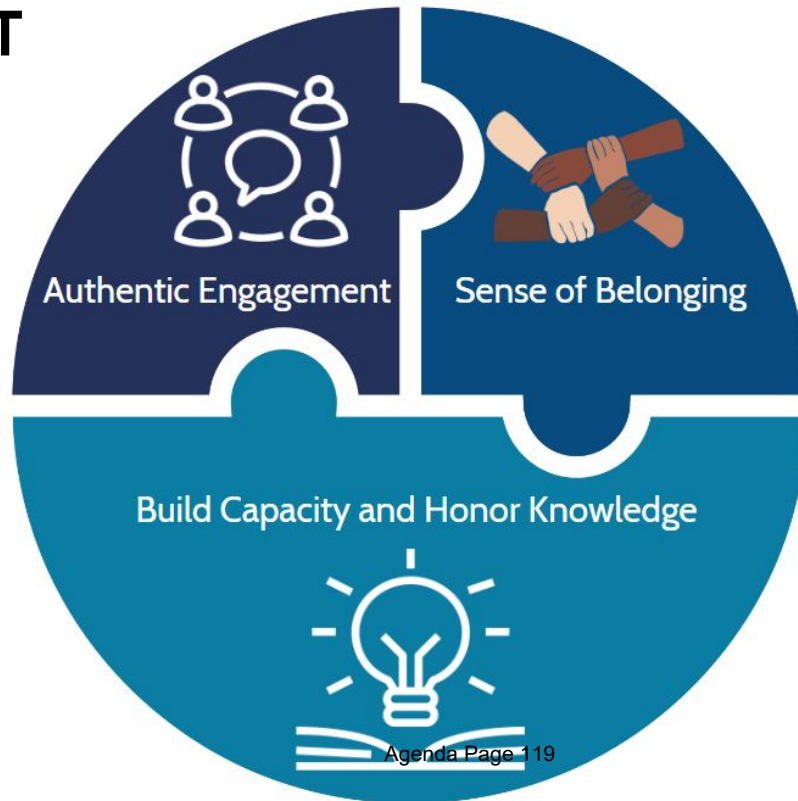
Future Ready Schools: Learning Experiences

Future
Ready
Learners



Future Ready Schools: Adult Culture

MIND SET



District Level Systems & Conditions

**LEADERSHIP
DEVELOPMENT**



**CONTINUOUS
LEARNING**



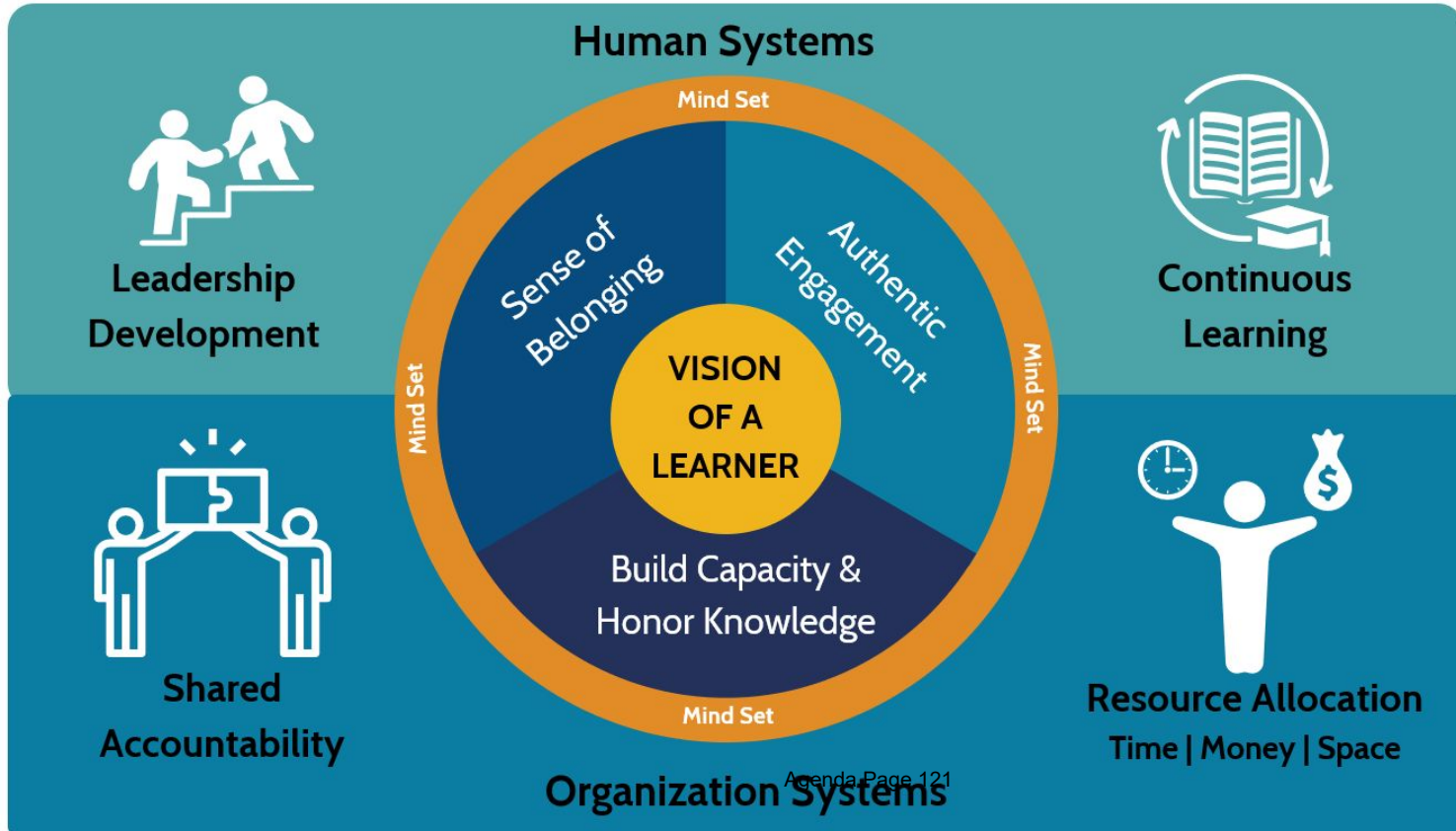
**SHARED
ACCOUNTABILITY**



**RESOURCE
ALLOCATION**
(TIME, MONEY, SPACE)



WPS: Leading the Spark





Theory of Action

#leadingthespark

#bethespark

If we build systems & conditions that support schools in nurturing a culture that builds and honors capacity, ensures a sense of belonging, and offers authentic engagement then our schools will actualize the WPS Vision of a Learner for all scholars.

Strategic Plan

Superintendent's Goals

Ensure district-wide system for recruitment, hiring, and retention of a highly talented, culturally and linguistically competent workforce.

Strengthen maintenance protocols and implement school safety recommendations to guarantee the continual modernization of all WPS facilities, cultivating an environment that is both secure and supportive for learning.

Collaboratively lead school teams in identifying and use multiple sources of evidence to assess, respond, and improve outcomes in all schools with an intentional focus on historically underserved youth.

Participation in New Superintendent Induction Program (NSIP) year 2 will have been completed with all required projects submitted

School Growth Plans

Vision of a Learner

Grade 4 Reading Level

Student Engagement

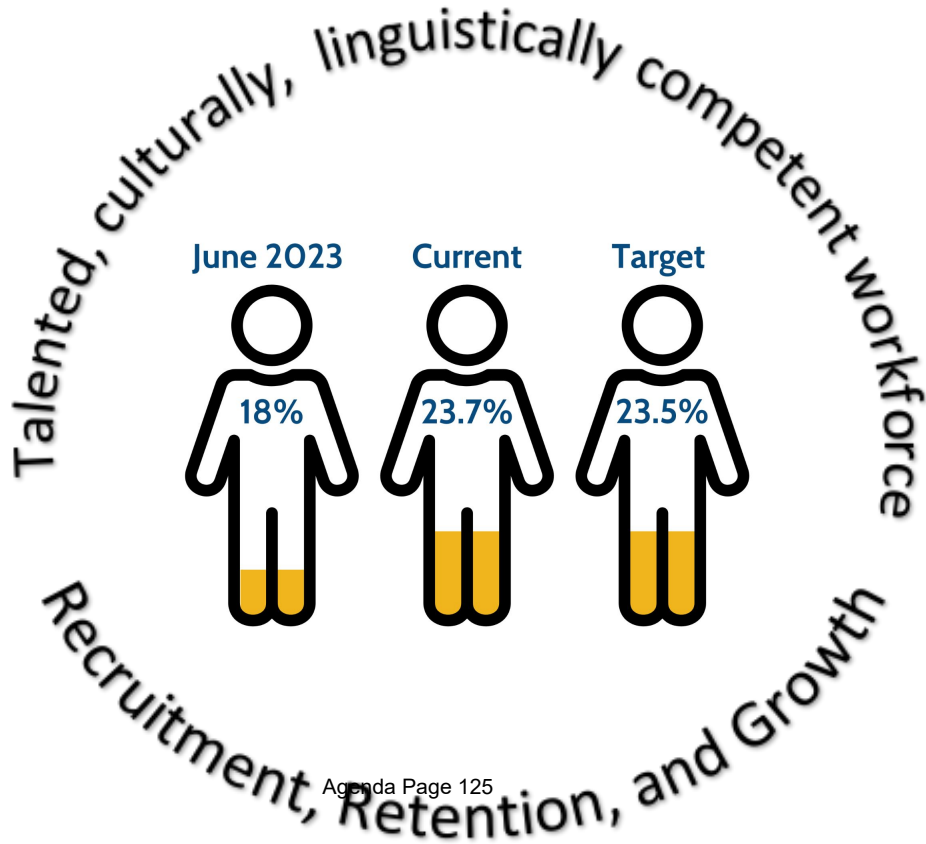
Where have we been this school year?



Where are we headed?

District Goal 1: By June 30, 2024, ensure a district-wide system for recruitment, hiring, and retention of a talented, culturally and linguistically competent workforce through a culture of belonging and authentic engagement as measured by a 10% narrowing of the gap between overall student and staff demographics.

- LEADERSHIP DEVELOPMENT 
- CONTINUOUS LEARNING 
- SHARED ACCOUNTABILITY 
- RESOURCE ALLOCATION (TIME, MONEY, SPACE) 



District Goal 2: By June 30, 2024, strengthen maintenance protocols and implement school safety recommendations to guarantee the continual modernization of all WPS facilities, cultivating an environment that is both secure and supportive of learning by building capacity and valuing knowledge as measured by 100% completion of highest priority, emergency projects identified through safety





LEADERSHIP DEVELOPMENT 

CONTINUOUS LEARNING 

SHARED ACCOUNTABILITY 

RESOURCE ALLOCATION
(TIME, MONEY, SPACE) 



-  Locks
-  Access
-  Communication
-  Training



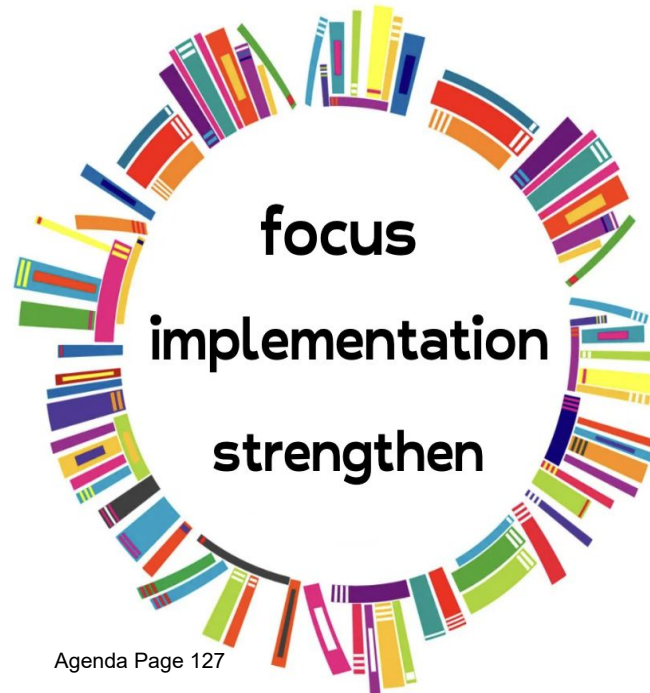
Student Goal: What: By June 30, 2024, collaboratively lead school teams in identifying and using multiple sources of evidence to assess, respond, and improve outcomes in all schools with an intentional focus on historically underserved youth through building capacity and valuing knowledge, authentic engagement and a sense of belonging

LEADERSHIP DEVELOPMENT 

CONTINUOUS LEARNING 

SHARED ACCOUNTABILITY 

RESOURCE ALLOCATION
(TIME, MONEY, SPACE) 

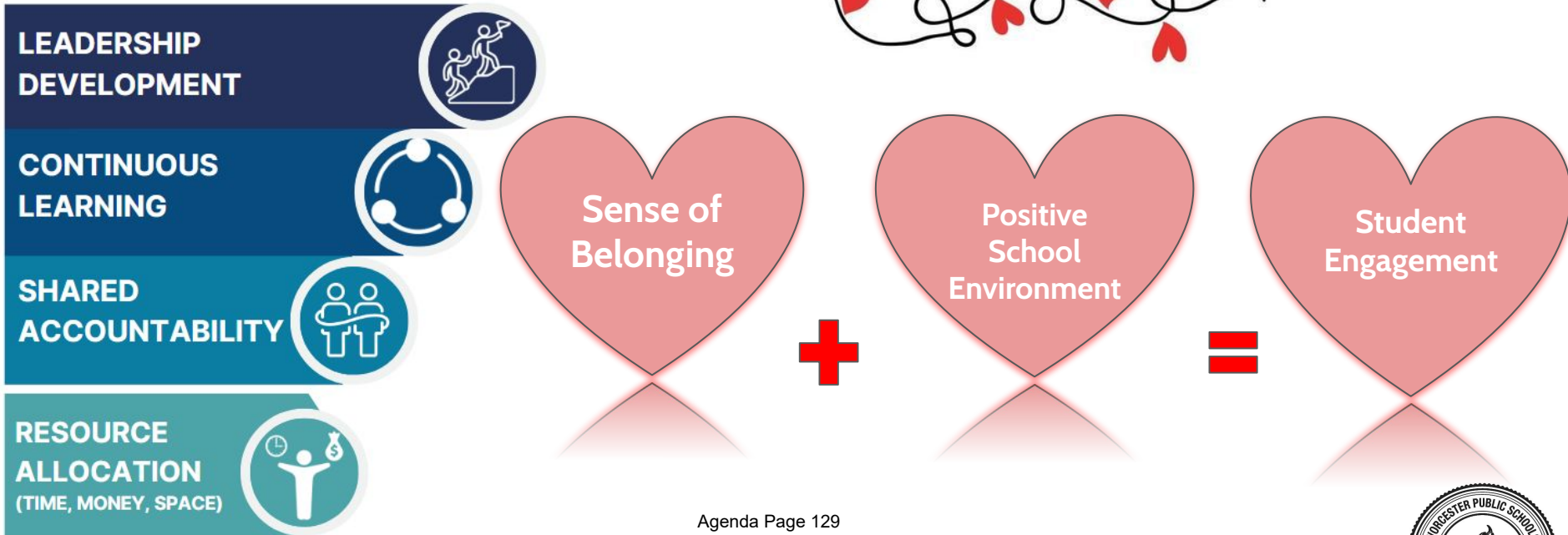


Student Goal: What: By June 30, 2024, Increase the number of Formerly Limited Proficient Students (FLEP)

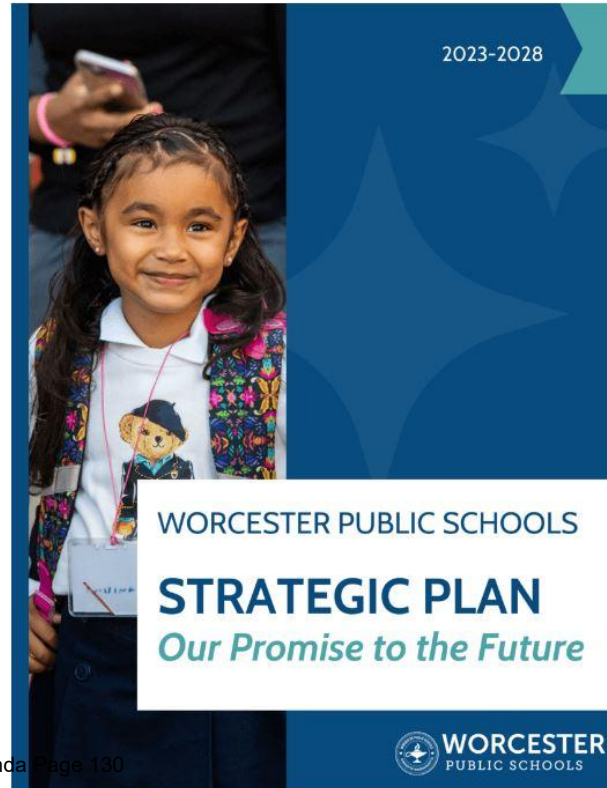
- LEADERSHIP DEVELOPMENT** 
- CONTINUOUS LEARNING** 
- SHARED ACCOUNTABILITY** 
- RESOURCE ALLOCATION**
(TIME, MONEY, SPACE) 



Student Goal: What: By June 30, 2024, collaboratively lead school teams in identifying and using multiple sources of evidence to assess, respond, and improve outcomes in all schools with an intentional focus on historically underserved youth through building capacity and valuing knowledge, authentic engagement and a sense of belonging



Professional Goal: By June 30, 2024 participation in New Superintendent Induction Program (NSIP) year 2 will have been completed with all required projects submitted.



Embrace the Squiggle

Success



what people think
it looks like

Success



what it really
looks like

Agenda Page 131





District Goal

By June 30, 2024, ensure a district-wide system for recruitment, hiring, and retention of a talented, culturally and linguistically competent workforce through a culture of belonging and authentic engagement as measured by a 10% narrowing of the gap between overall student and staff demographics.

Rubric Alignment

Management & Operations:

IIB HR Management & Development

Impact Evidence

- Decrease daily staff absenteeism
- Decrease staff grievances at the school level
- Increase in BIPOC Staff

Product Evidence

- WPS Staff Cultivation Guidebook
 - System to track WPS retention rates
 - System to track the language proficiency of our staff
 - Partnership with an institution or outside community agency to help develop our staff into a more linguistically diverse community
-

District Goal

By June 30, 2024, strengthen maintenance protocols and implement school safety recommendations to guarantee the continual modernization of all WPS facilities, cultivating an environment that is both secure and supportive of learning by building capacity and valuing knowledge as measured by 100% completion of highest priority, emergency projects identified through safety audit.

Rubric Alignment

Management & Operations
IIA Environment

Family & Community Engagement:
IIIC- Communication

Impact Evidence

- High-priority projects will be responded to within 72 hours by completion or with an action plan

Product Evidence

- Create a system to collect & monitor completed safety trainings and drills
 - Create a user-friendly status update system for work order submissions
-

Student Goal

By June 30, 2024, collaboratively lead school teams in identifying and using multiple sources of evidence to assess, respond, and improve outcomes in all schools with an intentional focus on historically underserved youth through building capacity and valuing knowledge, authentic engagement and a sense of belonging as measured by:

Rubric Alignment

Instructional Leadership: 1A Curriculum, IC Assessment,

1E Data-Informed Decision Making

Family & Community Engagement: IIIB Sharing Responsibility

Impact Evidence

- Increase grade 3 reading performance demonstrated by the STAR assessment from the end of the school year 2022-23 to the end of the school year 2023-24
- Increase the percentage of students in grades 7-12 who self-report that they are engaged in school as measured by the WPS Culture and Climate Survey (Panorama)
- Increase the number of Formerly Limited Proficient Students (FLEP)

Product Evidence

- WPS Data Literacy Guidebook
- Multilingual Education Operating Manual

Professional Goal

By June 30, 2024 participation in New Superintendent Induction Program (NSIP) year 2 will have been completed with all required projects submitted.

Rubric Alignment

Professional Culture:
IV-A Commitment to High Standards

Professional Culture:
IV-E Shared Vision

Impact

WPS Strategic Plan to include:

- Key Performance Indicators
- Monitoring timelines

L. Approval of Minutes
Clerk
(December 21, 2023)

ITEM: aor 3-29
S.C. MEETING: 12-21-23

ITEM:

To consider approval of the Minutes for the Teaching, Learning and Student Supports meeting held on December 12, 2023.

To consider approval of the Minutes for the Finance and Operations meeting held on December 19, 2023.

To consider approval of the Minutes for the Finance and Operations meeting held on December 20, 2023.

PRIOR ACTION:

BACKUP:

Annex A (2 pages) contains the Minutes for the Teaching, Learning and Student Supports meeting held on December 12, 2023

Annex B (7 pages) contains the Minutes for the Finance and Operations meeting held on December 19, 2023.

Annex C (2 pages) contains the Minutes for the Finance and Operations meeting held on December 20, 2023.

RECOMMENDATION OF MAKER:

File.

RECOMMENDATION OF THE ADMINISTRATION:

File.

OFFICE OF THE SCHOOL COMMITTEE
 WORCESTER PUBLIC SCHOOLS
 DURKIN ADMINISTRATION BUILDING
 20 IRVING STREET
 WORCESTER, MA 01609

The Standing Committee on Teaching, Learning and Student Supports
 December 12, 2023
 Room 410, Durkin Administration Building

Present: Chairperson Molly McCullough, Member Susan Mailman and Member Jermoh Kamara, Deputy Superintendent Dr. Marie Morse, Ellen Kelley, Executive Director of the Doherty Quadrant, and Dr. Magdalena Ganas, Director of Multilingual Education.

The meeting was called to order at 4:00 p.m. by Chairperson McCullough.

2-94. 3 Johnson/Clancey/Mailman/Kamara/McCullough

(March 9, 2022)

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

Dr. Ganas informed the Committee that there have been 3,772 opt-outs for sex education this year, which is 15.5%, closely mirroring the data from the last two years. She also noted that all health education positions are staffed at this time, although a few teachers are out on leave, there are long-term substitutes covering them.

Member Mailman made a motion to continue to track the opt-out data for sex education.

Dr. Gania noted that there is an approved K-12 health curriculum, of which sex education is a piece of and she clarified that there is an opt-out option on the sex education piece of the health curriculum only.

Member Kamara made a motion to do a deep dive into the data to reveal the reasons for fluctuation in data in some schools and not others.

Chairperson McCullough made a motion to combine Member Mailman's motion and Member Kamara's motion to track data and do a deep dive into the fluctuation of data by school and hold the item until June, 2024.

Vote: Member Kamara, yes. Member Mailman, yes. Chairperson McCullough, yes. Motion passes. 3-0.

gb 3-242.1 McCullough

(October 27, 2023)

Request and update from Administration regarding after-school programming at the elementary level throughout the district and plans for growth and expansion.

Executive Director Kelley noted that after school programs are running based on data and are ultra focused on closing the achievement gap. She noted that these programs are grant funded through ESSER grants. Funding to keep these programs in place in future years is to be determined but Commissioner of Education Jeff Riley noted in a recent update that the Commonwealth will help communities get funding to keep these programs going.

Executive Director Kelley informed the Committee that classroom teachers are pulling students together directly in the classroom and holding small group sessions in elementary classrooms during the day in an effort to continue to close the learning gap.

The Committee is excited to see the data in the coming months.

Chairperson McCullough made a motion to accept and file the report from Executive Director Kelley.

Vote: Member Kamara, yes. Member Mailman, yes. Chairperson McCullough, yes. Motion passes. 3-0.

c&p 0-13.1 Clerk

(August 19, 2020)

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

Dr. Morse reported to the Committee that the nine (9) action items in the communication from Racism Free Worcester have been taken seriously, addressed, are a part of the District's strategic plan, and are driving principles of the District.

Member Kamara noted she was pleased to see that these items were a part of the plan and were actionable items, not just "lip service" and have become cultural competencies for teachers and staff.

Chairperson McCullough made a motion to accept and file the report from Dr. Morse.

Vote: Member Kamara, yes. Member Mailman, yes. Chairperson McCullough, yes. Motion passes. 3-0.

Chairperson McCullough made a motion to adjourn the meeting. Vote: Member Kamara, yes. Member Mailman, yes. Chairperson McCullough, yes. Motion passes. 3-0.

Meeting adjourned at 4:32 p.m.

Respectfully submitted,



Administrative Clerk of the School Committee
Worcester Public Schools

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

The Standing Committee on FINANCE AND OPERATIONS
December 19, 2023 4:00 p.m.
Room 410, Durkin Administration Building

Present: Chairperson Tracy O'Connell Novick, Vice Chair Jermoh Kamara, Member Susan Mailman, Deputy Superintendent Brian Allen, Mr. John Hennessy, Director of Transportation, Dr. Matthew Morse, Director of Security, Dr. Andrew Lampi, Research and Evaluation Specialist, Office of Research and Accountability, Richard Ikonen, Director of Facilities, Donna Lombardi, Director of Food Services, Ashley Hayes, Assistant Director of Food Services, Mr. Bob Walton, Director of IT, Sara Consalvo, Budget Director, Laura Cahill, Director of Human Resources

- I. The meeting was called to order at 4:00 p.m. by Chairperson O'Connell Novick.

- II. Public Comments:
 1. Aislinn Doyle, Worcester, MA spoke to a request to limit the maximum number of students allowed on a school bus.
 2. Emily Konstan, of Worcester, spoke on reducing the bus privilege eligibility from 2 miles to 1 mile.
 3. LaShawna Fulton of Worcester spoke to the Committee in support of increasing the number of bus monitors in response to overcrowding and bullying on school buses.
 4. Mia Desilatt of Worcester spoke regarding offering cultural lunch options, the use of nearly \$500,000 that the district received in April or May for the support of Afghan refugees, and funding for safe spaces for English Language Learners (ELL).

III. Business Items
c&p 3-14.1 Doyle
(November 28, 2023)

Request that the school committee consider adopting a policy that addresses: the maximum number of children allowed to ride on an elementary school bus, the maximum number of children allowed to ride on a secondary school bus, the maximum number of students that can be assigned to a school bus route, and the number of elementary riders there might need to be reached to require a bus monitor be assigned to a bus to assist the driver in keeping children safe.

Mr. Allen noted, while the Administration agrees with the sentiment of additional buses, we are unable, at this time, to add routes due to a lack of drivers. While buses are available, we are short staffed on bus drivers at this time. He noted that if this changes in the future, we may be able to reconsider adding buses or bus monitors.

Mr. Hennessy explained that a new charter school, which WPS is legally obligated to provide transportation for, is using some capacity; however, rebalancing bus routes does routinely happen throughout the school year.

After discussion, Chairperson O’Connell Novick made a motion to file the report. Roll Call Vote: Vice Chair Kamara, No. Member Mailman, yes. Chairperson O’Connell Novick, yes. Motion passes, 2-1.

gb 3-206.1 McCullough
(August 26, 2023)

To review the district transportation policy regarding transportation only provided two or more miles from the assigned school. With n-house transportation, explore the ability to reduce that to less than 2 miles.

Mr. Hennessy and Dr. Andrew Lampier explained a recent analysis of correlation between attendance rates and distance lived from the school building, as well as data involving a number of other factors.

Their findings included student race, ethnicity, and ELL status were all contributing factors affecting attendance rates (high school only). The data also showed that the further away from school that a student lived the less they attended school. For every ¼ mile away from school, students missed 1.25 days of school on average.

Mr. Allen noted that changing bus eligibility by ¼ mile would require 9 additional buses. The barrier for making this change is the number of school bus drivers at this time.

Committee members discussed the possibility of a partnership between Worcester Public Schools and the Worcester Regional Transit Authority (WRTA). While some students already utilize the fare-free bus system, bus capacity, strict published bus routes, and lack of safety mechanisms (i.e. stop signs and flashing lights) contribute to the lack of feasibility.

Chairperson O’Connell Novick made a motion to file the report. On a voice vote, the motion passes, 3-0.

GENERAL BUSINESSgb 2-23.4 Johnson/Kamara/Clancey/Mailman/O’Connell Novick

(January 12, 2022)

To consider a pilot of provision of menstrual supplies at all secondary schools.

Mr. Ikonen noted that 94 dispensers will be installed next week to provide menstrual supplies to students free of charge.

Machines will be installed outside of bathrooms and will be maintained and refilled by the custodial staff.

Mr. Allen replied to a question from Chairperson O'Connell Novick, that this is phase I of this program and will be completed at high school locations. Phase II of this program will begin upon Phase I completion and will include middle and elementary schools.

Chairperson O'Connell Novick made a motion to file the report. On a voice vote, the motion passes, 3-0.

gb 3-241.1 McCullough

(October 23, 2023)

To ensure all flag poles at WPS buildings are in working order and ensure that proper protocol is being followed. Additionally, consider solar pole lighting as applicable/necessary.

Mr. Ikonen noted he has established a protocol to view flagpoles and ensure they are operational.

Mr. Ikonen and his team will do routine maintenance annually, and may require an outside vendor if specialized lifts are needed. He will first investigate if borrowing equipment from the City of Worcester DPW will be feasible before using WPS funds to rent or outsource.

Chairperson O'Connell Novick made a motion to file the report. On a voice vote, the motion passes, 3-0.

gb 2-92.14 Clancy

(March 8, 2022)

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

Chairperson O'Connell Novick made a motion to hold the report. On a voice vote, the motion passes, 3-0.

gb 3-94.1 Johnson
(March 21, 2023)

Request administration look into options available regarding vaping detectors being purchased and placed in all secondary schools.

Dr. Morse presented the Committee data from a pilot program called Halo vape detection system, which is able to integrate with our current technology.

The cost of the total program for 103 restrooms would be between \$216,000 and \$370,000. Because of this investment, Dr. Morse recommended a pilot program of four (4) systems. This would cost between \$8400-\$14,000.

After discussion amongst the Committee regarding the usefulness of this program, **the Committee made a motion to decline the pilot program "Halo" and made an additional motion to recommend public health and personnel solutions towards vaping. On a voice vote, both motions pass, 3-0.**

gb 3-218.1 McCullough
(September 5, 2023)

To enhance nutrition/lunch options as possible to line up with dietary and cultural needs.

Ms. Donna Lombardi addressed this issue with the Committee. She noted several barriers facing the food services department that include being short 100 or more workers and procurement challenges. Ms. Lombardi noted that she is seeking new sources for meat, yogurt and cheeses and she hopes to provide a survey to students along with food samples.

After being asked where the bottlenecks were occurring she noted that WPS has been unable to restore labor levels and some smaller schools with off site kitchens were presenting a challenge. However, Ms. Lombardi informed the Committee that the City of Worcester and the WPS are working together to streamline the application and hiring process.

Chairperson O'Connell Novick made a motion to file. On a voice vote, the motion was approved 3-0. Motion passes.

gb 3-223.1 O'Connell Novick
(September 13, 2023)

Request administration report on the Information Technology systems implementation and needs, including, as necessary, policy and budgetary implications.

Mr. Bob Walton, Director of IT spoke on behalf of the department. The WPS IT department manages over 20 different applications for students and staff and

consists of three main components: networking, IT support/device repair, and information systems database software. This department supports hardware and software for every department in the WPS.

Mr. Walton informed the Committee he currently employs 40. He recommended adding a Chief Security Officer in a future budget plan to handle risk management plans, security policy, and incident report oversight.

Mr. Walton also reviewed his current and future budget needs with the Committee, including the hardware replacement cycle needs of the districts.

Chairperson O’Connell Novick made a motion to file the report. On a voice vote, the motion passes, 3-0.

gb 3-189.1 Mailman
(July 31, 2023)

To explore the feasibility and logic of hiring our own school attorney to assist in the execution of building repairs and maintenance, contractual obligations and whatever other items will assist in school operations. Submitted as an acknowledgment of the reality of the very overburdened city law department.

Mr. Allen addressed the Committee, noting that he did speak with City Solicitor Michale Traynor regarding this petition. It was Mr. Traynor’s recommendation that the Committee not take any action on this item at this time.

Mr. Traynor, through Mr. Allen noted that he has hired a contract liaison and an additional attorney to assist with workflow and this has improved.

Chairperson O’Connell Novick made a motion to file the report. On a voice vote, the motion passes, 3-0.

gb 3-222.1 O’Connell Novick
(September 13, 2023)

Request administration report on the implementation of the Workday system, including, as necessary, policy and budgetary implications.

Sara Consalvo and Laura Cahill presented a Workday update to the Committee. Workday is an Enterprise Resource Planning (ERP) program that will be implemented across all City and WPS departments in the next 1-2 years.

It includes budgeting, accounting, banking, purchasing, time keeping, attendance, payroll and more.

Ms. Consalvo and Ms. Cahill described the various phases of implementation, which is ongoing and expected to be completed in 2025.

Mr. Allen noted there are no direct charges from the City to pay for Workday use at WPS, but payment will come via the net school spending assessment.

Ms. Consalvo requested support and patience as the implementation process proceeds.

Chairperson O’Connell Novick made a motion to file the report. On a voice vote, the motion passes, 3-0.

gb 2-319.1 O’Connell Novick
(December 8, 2022)

To consider the Budget Calendar.

Mr. Allen presented a budget timeline, similar to what has been previously presented. Chairperson O’Connell Novick requested this timeline be posted on the WPS website and Mr. Allen agreed. Vice Chair Kamara requested a video be produced to generate interest in the budget process and Mr. Allen agreed to discuss this with the Communications Department.

Chairperson O’Connell Novick made a motion to file the report. On a voice vote, the motion passes, 3-0.

c&p 3-10.1 Spaulding
(October 11, 2023)

Corey Spaulding to request to know how the matter of Federal and State Grants are controlled, appropriated and accounted for as part of the fiduciary responsibility of the School Committee.

Mr. Allen included a grant spending overview and explained the process for applying for, receiving, and accepting grants. He noted all grants were included in the budget book, and appears on agendas when going before the School Committee for acceptance. Additionally, all grants are audited by the City of Worcester.


Chairperson O’Connell Novick made a motion to file the report. On a voice vote, the motion passes, 3-0.

Chairperson O’Connell Novick and Vice Chair Kamara both addressed the Committee with appreciation for being a part of the Finance and Operations Standing Committee during their tenure.

V.ADJOURNMENT

Chairperson O'Connell Novick made a motion to adjourn. On a voice vote, the motion passes. Meeting adjourned at 6:35 p.m.

Respectfully submitted,

A handwritten signature in blue ink that reads "Kristin L. Turgeon". The signature is written in a cursive style.

Administrative Clerk of the School Committee

The Standing Committee on FINANCE AND OPERATIONS
December 20, 2023
3:30 p.m.

ORDER OF BUSINESS

Present: Chairperson Tracy O'Connell Novick, Vice Chair Jermoh Kamara, Member Susan Mailman, Deputy Superintendent Brian Allen.

I. The meeting was called to order at 3:34 p.m. by Chairperson O'Connell Novick.

II. GENERAL BUSINESS

gb 3-254.1 O'Connell Novick
(November 27, 2023)

To consider the attached updates to Worcester Public Schools policy section D.

Chairperson O'Connell Novick noted that the updates and changes in Policy Section D consisted of adding legal citations and coding updates and Mr. Allen agreed that there were no substantive changes to policies.

Mr. Allen and the Committee Members discussed Policy DJE- Procurement Requirements. Purchases of \$50,000 or more must be put out to bid unless it is considered an emergency purchase, in which case, the municipality (City of Worcester) has the option to allow WPS to make a purchase of up to \$100,000 without going out to bid.

Chairperson O'Connell Novick made a motion to accept the changes to Policy Section D as proposed. Roll call vote: Vice Chair Kamara, yes. Member Mailman, yes. Chairperson O'Connell Novick, yes. Vote 3-0, motion passes.

III. **Chairperson O'Connell Novick made a motion to adjourn. Roll call vote: Vice Chair Kamara, yes. Member Mailman, yes. Chairperson O'Connell Novick, yes.** The meeting was adjourned at 3:40 p.m.

Respectfully submitted,

A handwritten signature in blue ink that reads "Kristin L. Turgeon". The signature is written in a cursive style with a large initial 'K' and a distinct 'L'.

Administrative Clerk to the School Committee

N. Approval of Grants and other Finance Items
Administration
(December 10, 2023)

S.C. MEETING: 12-21-23

ITEM:

To consider approval of the FC 274 IDEA Federal Targeted Special Education Program Improvement Grant in the amount of \$204,670.00.

PRIOR ACTION:

BACKUP:

Annex A (4 pages) the Grant Acceptance form.

RECOMMENDATION OF MAKER:

Approve

RECOMMENDATION OF THE ADMINISTRATION:

Approve.

Grant Acceptance Form

Name of Grant:	FC 274 IDEA Federal Targeted Special Education Program Improvement Grant
Type of Funder:	DESE
Awarded Amount:	\$204,670.00
Grant Funding Period:	Upon approval – 9/30/2024
Project title:	Targeted Program Improvement Grant to support districts with implementing new IEP
Program coordinator:	Tammy Murray
Purpose:	The purpose of the Fund Code 274 IDEA Federal Targeted Special Education Program Improvement Grant is to support schools and districts with implementing the IEP Improvement Project, with a strong emphasis on transitioning to utilization of the newly revised forms and processes.
Description of the program:	<p>This grant will be used to develop a roll-out plan for implementing the new IEP in fall of 2024 to ensure understanding and compliance from all stakeholders (staff, students, families).</p> <p>Training will be provided to all stakeholders as well, so that they understand both the how and the why of the new IEP system.</p> <p>Additionally, the implementation of this new IEP will require changes to the existing form, as well as an expansion of server and platform capabilities, which this grant will also support.</p>
Program location:	District-wide
Outcomes and Measures:	<p>By full implementation in fall of 2024:</p> <ul style="list-style-type: none"> • The IEP platform (WooIEP) will be updated and working to the standards of the new IEP, with troubleshooting built in. • Staff, students and families will understand the new process and have support along the way via trainings and coaching. • A roll-out plan will be in place, with flexibility built-in as needed to ensure full understanding and usage of new IEP.

Budget Summary

Expense	Amount
1. Administrator Salaries	
2. Instructional/Professional staff Salaries	
Developer hours to upgrade existing WoolEP application to meet all new requirements by fall, 2024	\$15,000.00
3. Support Staff Salaries	
4. Stipends	
Stipends for district staff to plan roll-out and implementation of new IEP, for teachers to attend training on new IEP, and for SPED supervisors/staff to support training and run office hours for supplemental support.	\$55,600.00
5. Fringe Benefits	
6. Contractual Services	
Contracts with the Collaborative for Educational Services and AIR to provide training for staff and families on new IEP process, forms and requirements.	\$79,140.00
7. Supplies and Materials	
Books for PD, microphones and webcams to support IEP meetings, and software to support/enhance new IEP form.	\$29,926.00
8. Travel	
9. Other Costs	
MTRS	\$5,004.00
10. Indirect Costs	
11. Equipment	
Server upgrades, including more server memory and additional storage capacity, to support enhancements to WoolEP	\$20,000.00
Grand Total	\$204,670.00



Parrillo, Danielle <parrillod@worcesterschools.net>

Fwd: [EXTERNAL] Worcester (0348) Public School District - FY 2024 - FC 0274 - Award

1 message

Monárrez, Rachel <monarrezr@worcesterschools.net> Tue, Dec 5, 2023 at 11:55 AM
To: Danielle Parrillo <parrillod@worcesterschools.net>, Annie Azarloza <azarlozaa@worcesterschools.net>, Marie Morse <morsemd@worcesterschools.net>

FYI
Joanne

----- Forwarded message -----

From: **Hanafin, Bob (DESE)** <bob.hanafin@mass.gov>
Date: Tue, Dec 5, 2023 at 11:35 AM
Subject: [EXTERNAL] Worcester (0348) Public School District - FY 2024 - FC 0274 - Award
To: kearneye@worcesterschools.net <kearneye@worcesterschools.net>, monarrezr@worcesterschools.net <monarrezr@worcesterschools.net>
Cc: Hanafin, Bob (DESE) <bob.hanafin@mass.gov>

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



MAURA T. HEALEY
KIMBERLEY DRISCOLL

GOVERNOR
LIEUTENANT GOVERNOR

December 5, 2023

Superintendent,

Congratulations! We are pleased to notify you that Worcester (0348) Public School District- has been awarded a Fund Code 274 Individuals with Disabilities Education Act Part B (IDEA) Federal Targeted Special Education Program Improvement Grant of \$204,670.00.

We want to thank you for your commitment to improving outcomes for all students with disabilities. Through this funding and your continued support, we hope to expand access to great educational opportunities in the Commonwealth.

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

Sincerely,



GOVERNOR MAURA T. HEALEY

LT. GOVERNOR KIMBERLEY DRISCOLL

3 attachments

 **image004.wmz**
3K

 **image007.wmz**
9K

 **image008.wmz**
10K

O. General Business
McCullough
(November 21, 2023)

ITEM: gb 3-269
S.C. MEETING: 12-21-23

ITEM:

To review Chromebook policies regarding lost, damaged and replacements in order to ensure 1:1.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

Refer to Governance and Employee Issues

RECOMMENDATION OF THE ADMINISTRATION:

Concurs

O. General Business
Petty
(December 11, 2023)

ITEM: gb 3-270
S.C. MEETING: 12-21-23

ITEM:

Request the Administration establish a School Safety Advisory Committee.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

Refer to the Administration

RECOMMENDATION OF THE ADMINISTRATION:

Concurs

- O. General Business
Administration
(December 11, 2023)

ITEM: gb 3-271
S.C. MEETING: 12-21-23

ITEM:

To consider approval of the WPS full-service community school model.

PRIOR ACTION:

BACKUP:

Annex A (1 page) contains the rationale from the Administration.
Annex B (2 pages) contains a description of the full-service community school.

RECOMMENDATION OF MAKER:

Refer to Teaching, Learning and Student Supports

RECOMMENDATION OF THE ADMINISTRATION:

Concurs



WORCESTER

PUBLIC SCHOOLS

Office of Academic Supports
Annie Azarloza, M.Ed
Chief Academic Support Officer

P 508-860-4648
F 508-799-3173
E azarlozaa@worcesterschools.net

Dr. John E. Durkin
Administration Building
20 Irving Street
Worcester, MA 01609-2493

Date: December 12, 2023
Item: gb 3-245: To consider approval of the WPS full-service community school
Attachments: WPS Full-Service Community School Proposed Model
Recommendation: Refer to Teaching and Learning Student Support Standing Committee

The Administration has been meeting with the community schools steering committee over the last few months. This committee is comprised of WPS employees, community organizations such as WEC, Health and Human Services, School-Based Health Centers, EAW, the United Way, Worcester Community Action Council, Greater Worcester Community Foundation, and many other community partners. The goal of this committee was to identify shared language around what is a community school, and one specific to the Worcester Public Schools. This committee also explored different community school models specific to urban school districts. This committee identified two final models (Equity-Focused Community School and the Full-Service Community School), at which time, both models were referred to the Superintendent's Cabinet to select one to propose to the School Committee.

The Superintendent's Cabinet chose to embed elements of the Equity-Focused Community School into the Full-Service Community School so that our focus would continue to be to close opportunity gaps of our historically underserved scholars.

At this time, we recommend referring this item to the Teaching, Learning, Student Support Standing Committee for further discussion.





WORCESTER PUBLIC COMMUNITY SCHOOL

Full-Service Community School: WPS aims to create an environment where all students can thrive academically, emotionally, and socially regardless of their background or circumstances by providing a wide range of services within the school building itself in order to address the comprehensive needs of WPS students and families. These services may include healthcare, mental health support, family counseling, after-school programs, adult education, and more. By offering these services on-site, the WPS full-service community school can create a convenient and accessible hub for WPS students and families to access resources and help to reduce barriers to learning while promoting the well-being of all community members.

Through its data-driven practices, the WPS Community School will identify disparities in achievement and discipline to inform strategies for improvement. This school will serve as the model for equity-focused work in an effort to actively dismantle barriers and systemic inequalities. WPS values community partnership as we engage with one another on a common purpose. As such, collaboration with community organizations, advocacy groups, and government agencies will be central to addressing systemic inequities.

In the spirit of continuous improvement, WPS will monitor and evaluate the services offered in our WPS Full-Service Community School through frequent qualitative and quantitative data collection to ensure the WPS full-service community school is making a positive impact on our school community.

Key features and components of the full-service Worcester Public Community School will include:

- **Targeted Academic Supports:** Provide targeted support and resources such as tutoring and homework assistance to students who may face educational or social disadvantages, such as students from low-income backgrounds, English language learners, students with disabilities, and students of color in order to close the opportunity gaps.
- **Health Services:** Provide an on-site health clinic or partnership with healthcare providers to offer services such as medical check-ups, dental care, mental health counseling, and nutrition education.
- **Social and Emotional Learning (SEL) and Social and Emotional Support:**
 - Embed social and emotional learning programs to help students develop skills like empathy, self-awareness, social awareness, and conflict resolution.
 - Provide counseling services, conflict resolution programs, and activities that promote social and emotional learning.
- **Parent and Family Engagement:** Offer resources and programs to help parents navigate the complexities of the school system empowering them to support their child's learning and development. A focus will be made on rising preschool and kindergarten students and all newly enrolled students.



- **Programs Outside of School Hours:** Offer programs, including sports, arts, youth empowerment opportunities, and extracurricular activities to include culturally focused activities, to keep students engaged in positive and productive activities outside of regular school hours, including during natural breaks throughout the school year and summer months.
- **Adult Education and Community Services:** Provide adult education classes, job training, and other resources to help community members improve their skills and economic prospects.

O. General Business
O'Connell Novick
(December 13, 2023)

ITEM: gb 3-272
S.C. MEETING: 12-21-23

ITEM:

After appropriate community consultation, to name a suitable Worcester Public Schools facility in honor of former superintendent Dr. Melinda Boone

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

Refer to the Administration for consultation with a report back on suitable location

RECOMMENDATION OF THE ADMINISTRATION:

Concurs

O. General Business
O'Connell Novick
(December 13, 2023)

ITEM: gb 3-273
S.C. MEETING: 12-21-23

ITEM:

To prioritize the full middle and high school complex in the Massachusetts School Building Authority process for Burncoat High School.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

Refer to the Administration

RECOMMENDATION OF THE ADMINISTRATION:

Concurs

- O. General Business
Administration
(December 14, 2023)

ITEM: gb 3-274
S.C. MEETING: 12-21-23

ITEM:

To consider the attached updates to Worcester Public Schools Policy B.

PRIOR ACTION:

BACKUP:

Annex A (5 pages) contains the red-lined policy.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF THE ADMINISTRATION:

Approve

File: BBBA-E - SCHOOL COMMITTEE MEMBER QUALIFICATIONS/OATH OF OFFICE/VACANCIES

Section 4-1 Composition. Term of Office and Powers.

- (a) Composition - The School Committee shall consist of the Mayor, who shall chair the Committee and ~~six~~ eight members elected at-large. Two members shall be elected at-large citywide; six shall be elected from geographic districts as designated by the municipal chart.
- (b) Term of Office - School Committee members shall be elected for terms of two years each, beginning on the first secular day of January in the year following their election and shall serve until their successors are qualified.
- (c) Eligibility - Any voter shall be eligible to hold the office of School Committee member, provided, however, that he/she shall have resided within the City for one year immediately prior to the election.
- (d) Powers and Duties - The School Committee shall have all the powers which are conferred on school committees by general law and such additional powers and duties as may be provided by the charter, by ordinance, or otherwise. Its powers and duties shall include, but shall not be limited to the following:
- (1) To take general charge of all the public schools in the city, including the evening schools and evening high schools, and all special programs conducted by the school department.
 - (2) To appoint a Superintendent of the Schools who shall be charged with the day to day administration of the school system, subject to policy directives adopted by the school committee. The School Committee may award a contract to the Superintendent of Schools for a term not to exceed six years, in accordance with section [41 of Chapter 71](#) of the General Laws.

LEGAL REF.: Worcester City Charter, Article Four, Sec. 4-1d

File: BDE - STANDING COMMITTEES OF THE SCHOOL COMMITTEE

There shall be appointed Standing Committees of the School Committee, consisting of three members. The Chair of the School Committee appoints the chairs, vice chairs, and members of the following subcommittees for a period of two years:

Finance, Operations, and Governance

Teaching, Learning, and Student Success

~~Finance and Operations~~

~~Governance and Employee Issues~~

~~School and Student Performance~~

~~Teaching, Learning and Student Supports~~

These subcommittees are created for a specific purpose and to make recommendations for Committee action, as follows:

Finance and Operations: The Standing Committee on Finance and Operations provides the full year oversight of the budget of the Worcester Public Schools as required by Massachusetts General Laws Ch. 71, sec. 37 through the review of quarterly budget reports, the reception of reports of the auditors, and issues of payroll, procurement, and financial management and planning that may fall under the purview of the Committee. The Standing Committee provides for facilities management, repair, and capital planning so far as it is under district purview. The Standing Committee also oversees the operational aspects of the district under the departments of School Nutrition, Student Transportation, Information Technology, and School Safety. **This committee is also responsible for issues related to employees/staff including human resource recruitment, hiring, retention, and evaluations, so far as it is under Committee purview.**

~~**Governance and Employee Issues:** The purpose of this committee is to review, update and/or institute all policies governing the Worcester Public Schools. This committee is also responsible for issues related to employees/staff including human resource recruitment, hiring, retention, and evaluations, so far as it is under Committee purview.~~

~~**School and Student Performance:** The purpose of the School and Student Performance Standing Committee is to inquire into and report on matters pertaining to: —measures of district and school-level performance and improvement—research and program evaluation—student assessment—accountability planning—~~

Teaching, Learning and Student Success Supports: The Standing Committee on Teaching, Learning and Student Supports addresses topics, policies and practices related to curriculum, instruction, assessment, professional development, instructional materials, and student support services. In doing so, the Committee monitors and reviews the structures and processes integral to the delivery of the core curriculum. It focuses as well on supplemental and intervention instruction, designed to meet the academic and social-emotional needs of students as each school strives to reach the intended outcomes of college and career readiness for every student. **The Committee further reports on measures of district, school, and student performance and improvement.**

The Standing Committee may make recommendations for Committee action, but it may not act for the School Committee.

All Standing Committees of the School Committee are subject to the provisions of the Open Meeting Law.

All reports made by Committees to the School Committee shall be presented by the Standing Committee Chair. Minority reports may be given by members of the Standing Committee as long as the issues raised were discussed in the Standing Committee.

If an item is referred to a Standing Committee and has no action for two consecutive meetings, the maker of the original item may request the item be returned to the full committee.

The principal petitioner of any petition to be heard by a Standing Committee of the School Committee must be notified of the date, time and place at which their petition is to be heard. No petition may be voted by a Standing Committee of the School Committee unless the principal petitioner has been notified as specified above.

LEGAL REF.: M.G.L. [30A:18-25](#)

CROSS REF.: [BEC](#), Executive Sessions

~~Approved on August 17, 2023.~~

File: JIB - STUDENT INVOLVEMENT IN DECISION-MAKING

As appropriate to the age of students, class or school organizations and school government organizations, such as student councils, may be formed to offer practice in self-government and to serve as channels for the expression of students' ideas and opinions.

The Committee will take into consideration student opinions in establishing policies that directly affect student programs, activities, privileges and other areas of student sensitivity.

Students will be welcomed at Committee meetings and granted privileges of speaking in line with the privileges extended to the general public.

Student Advisory Committee

~~As required by state law, the Superintendent will meet at least once every other month while school is in session with its student advisory committee, which is composed of at least five students elected by the high school student body.~~

~~The Student Advisory Committee, composed of eight Student Representatives to the Worcester School Committee, shall include students enrolled in a public or alternative school within the Worcester Public School district, elected by the students of each high school. The Student Advisory Committee shall, in accordance with Chapter 71 Section 38M of Massachusetts General Law, elect from their number a chair-person who shall serve a term of one year as an ex-officio member of the School Committee. They are subject to the same privileges as other School Committee members and are to be held subject to the same rules except with the ability to vote, and unless permitted to do so by the School Committee to attend Executive Session.~~

Purpose:

~~To provide for a meaningful link and to promote a mutual sense of respect and understanding between the student body and the School Committee.~~

~~To represent before the School Committee, the attitudes, interests and concerns, both positive and negative, of the student body.~~

~~To advise the School Committee and add insight to their deliberations.~~

~~To carry to the School Committee and to support proposals and items of concern to the student body, and to initiate, on behalf of the student body and in conjunction with the student government, projects and proposals for presentation to the School Committee.~~

~~To inform the student body of the functions and workings of the School Committee. To represent to the School Committee a cross-section of the entire student body.~~

Regular Responsibilities:

- ~~Be accessible to, and representative of, the entire student body.~~
- ~~Gather collective sentiment that is representative of the entire student body and present those views to the full Committee.~~

- Share information among the Committee, staff, and students.
- Contribute to Committee deliberations.
- Communicate with staff and students about student concerns and help develop solutions.
- Collaborate with other student representatives and members of the School Committee.

Ex-Officio Member Responsibilities:

- Attend every Regular Session meeting during their term
- Prepare and present a “Student Report” at every Regular Session that includes, but is not limited to: student events, concerns, recommendations, projects, etc
- Attend Standing Committee and Special/Ad-Hoc Committee meetings to share sentiment of the student body
- Contribute to Committee deliberations where appropriate

Student Advisory Committee Representative Responsibilities:

- Attend Regular Sessions during their term when scheduled, if possible
- Help prepare and present a “Student Report” at every Regular Session that includes,
- but is not limited to: student events, concerns, recommendations, projects, etc.
- Encouraged to attend Standing Committee and Special/Ad-Hoc Committee meetings to share sentiment of their respective student body

Composition:

The Student Advisory Committee shall be composed of one student representative from each of the following schools:

- Burncoat High School
- Claremont Academy
- Doherty Memorial High School
- Gerald Creamer Center
- North High School
- South High Community School
- University Park Campus School
- Worcester Alternative School
- Worcester Technical High School
- The Challenge and Reach Academy

References:

LEGAL REF.: M.G.L. [71:38M](#)

CROSS REF.: [BDF](#), Advisory Committees to the School Committee

- O. General Business
Administration
(December 13, 2023)

ITEM: gb 3-275
S.C. MEETING: 12-21-23

ITEM:

To vote to execute the Contract for Employment between the Worcester School Committee and Dr. Yeu Kue for the position of Assistant Superintendent for Personnel, Engagement, and Equity for the period of January 1, 2024 through June 30, 2027.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

Approve

RECOMMENDATION OF THE ADMINISTRATION:

Approve