

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

AGENDA #25

The School Committee will hold a regular meeting:

on: Thursday, November 2, 2017
at: 6:00 p.m. - Executive Session
7:00 p.m. – Regular Session
in: Esther Howland South Chamber, City Hall

ORDER OF BUSINESS

ACTION

I. CALL TO ORDER

INVOCATION – Reverend Brian O’Toole
Our Lady of Lourdes Church

PLEDGE OF ALLEGIANCE

NATIONAL ANTHEM - Monique Daylue
South High Community School

II. ROLL CALL

III. APPROVAL OF RECORDS

aor #7-24 - Clerk
(October 25, 2017)

To consider approval of the Minutes of the School Committee Meeting
of Thursday, October 19, 2017.

IV. MOTION FOR RECONSIDERATION – NONE

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

V. IMMEDIATE ACTION

ACTION

gb #7-346.1 - Administration/Mr. Monfredo/Ms. Colorio/
Mr. O'Connell/Mayor Petty
(October 24, 2017)

To recognize William Wallace, Director of the Worcester Historical Museum and Kim Davenport of Edwards Street Child Services for encouraging Worcester students to place an entry into the World Smile Day Book responding to: "What Makes Me Smile About Worcester", and to the Hanover Insurance Group for its financial sponsorship for the publication of the book.

gb #7-355 - Lorenzo Hernandez
(October 24, 2017)

To consider the following item from Lorenzo Hernandez, Ex-Officio Member of the School Committee:

To consider offering a cost free Driver's Education course for students at Worcester Technical High School.

VI. REPORT OF THE SUPERINTENDENT

ROS #7-16 - Administration/Miss Biancheria/Mr. O'Connell/
Mr. Monfredo/Ms. Colorio
(October 25, 2017)

A CHRONOLOGICAL HISTORY OF THE GERALD CREAMER CENTER
WITH SUPPORTIVE DATA

VII. COMMUNICATIONS AND PETITIONS - NONE

VIII. REPORT OF THE STANDING COMMITTEE

The Standing Committee on Accountability and Student Achievement met at 4:00 p.m. on Monday, October 30, 2017 in Room 410 at the Durkin Administration Building.

IX. PERSONNELACTION

- 7-26 The Superintendent has APPROVED the APPOINTMENT of the persons named below:

Angiolillo, Melissa, Guidance Counselor, Claremont, MA, Step 8, \$73,736*, effective October 23, 2017. Licensed: School Guidance 5-12.

Couchman, Ashton, Teacher, Mathematics, Sullivan, BA, Step 1, \$45,970*, effective October 10, 2017 Licensed: Mathematics 8-12.

Festa, Kimberly, Teacher, Special Education, Systemwide, MA, Step 9, \$78,334*, effective October 13, 2017. Licensed: Moderate Disabilities Prek-8.

Gow, Samuel, Teacher, English as a Second Language, Forest Grove, BA, Step 1, \$45,970*, effective October 16, 2017. Licensed: English 8-12.

Hartwell, Cassandra, Teacher, English, Worcester East, BA, Step 1, \$45,970*, effective October 16, 2017. Licensed: English 8-12.

- 7-27 The Superintendent has APPROVED the RETIREMENT of the following persons named below:

Foisy, John, Teacher, Vocational, Worcester Technical High School, effective October 23, 2017.

Tamason, Rafaelina, Teacher, Foreign Language, Burncoat High, effective October 24, 2017.

- 7-28 The Superintendent has ACCEPTED the RESIGNATION of the persons named below:

Moreau, Katherine, Teacher, Elementary, Lincoln Street, effective October 12, 2017.

Root-Simone, Sara, Teacher, English as a Second Language, Woodland Academy, effective October 20, 2017.

- 7-29 The Superintendent has APPROVED the LEAVE OF ABSENCE of the person named below:

Kobialka, James, Teacher, Science, University Park, effective October 16, 2017 - June 30, 2018

**prorated*

X. GENERAL BUSINESS

ACTION

gb #7-231.2 - Administration/Mr. Monfredo/Mr. O'Connell/
Miss Biancheria
(June 21, 2017)

Response of the Administration to the request to forward the backup, as was featured on NBC "Inspiring America Series," to our elementary schools and have them consider working with their business partner or PTO on establishing a "buddy bench" for the 2017-18 school year.

gb #7-234.2 - Administration/Ms. McCullough/Mr. Foley/
Mr. O'Connell/Mr. Monfredo/Miss Biancheria
(October 25, 2017)

Response of the Administration to the request to provide a report on best practices as they relate to itinerant special education staff caseloads, specifically for occupational therapy and physical therapy employees, and what agreements currently exist between the Boston Public Schools and the Boston Teachers Union related to itinerant special education staffing levels and/or caps.

gb #7-235.2 - Administration/Ms. McCullough/Mr. Foley/
Mr. O'Connell/Mr. Monfredo/Miss Biancheria
(October 25, 2017)

Response of the Administration to the request to provide a report on what, if any, orientation, training or ongoing professional development is provided by special education department leadership to principals, as it relates to itinerant special education staff, so as to facilitate a proper understanding of roles and responsibilities to ensure legal compliance as well as positive and appropriate outcomes for students.

gb #7-350.1 - Administration/Miss Biancheria/Ms. Colorio/
Mr. O'Connell/Mr. Monfredo
(October 23, 2017)

Request that the Administration review the Community Addiction Response Program as a possible tool to assist the Drug Task Force Committee including the development of a Champions Toolbox.

GENERAL BUSINESS (continued)

ACTION

gb #7-270.1 - Administration/Mr. Monfredo/Mr. O'Connell/
Miss Biancheria/Ms. Colorio
(October 25, 2017)

Response of the Administration to the request to develop ways to market the accomplishments of the Worcester Public Schools by increasing the number of media press releases and by encouraging the principals to forward to the media outstanding events that are taking place at their schools.

gb #7-356 - Mr. O'Connell
(October 16, 2017)

To forward letters of congratulations to the following members of the 7th Academy of Distinguished Alumni and Friends of the Worcester Public Schools, selected by the Worcester Educational Development Foundation:

Jaki Byard (posthumously)	Mark Holden
Barbara Carroll (posthumously)	John Mirick
Dennis Dimitri	Gail Radcliffe
Kimberly Haddad	John Vo
Sheila Harrity	Geoffrey Zakarian

gb #7-357 - Mr. O'Connell
(October 16, 2017)

To set a date to congratulate Unibank on its recognition as Corporate Friend of the Worcester Public Schools, selected by the Worcester Educational Development Foundation.

gb #7-358 - Miss McCullough
(October 16, 2017)

Request that the Administration provide an update regarding attendance report cards and review policies that provide incentives for students to attend school.

GENERAL BUSINESS (continued)

ACTION

gb #7-359 - Mr. O'Connell
(October 16, 2017)

To apply to the Department of Elementary and Secondary Education for a STEM High-Quality Career Pathway Capacity Grant to expand the Project Lead the Way curriculum in the Worcester Public Schools, with the support and assistance of Worcester Polytechnic Institute.

gb #7-360 - Miss Biancheria
(October 18, 2017)

Request that the Administration provide a report on the collaborative efforts between the Worcester Public Schools and the City Police Department in reference to bike safety and prevention as a direct result of recent problems.

gb #7-361 - Administration
(October 18, 2017)

To accept the Early Grades Literacy Grant in the amount of \$125,000.00.

gb #7-362 - Administration
(October 18, 2017)

To accept the Find the You in Ukelele Grant, funded by the Target Corporation, in the amount of \$2,000.00.

gb #7-363 - Mr. Monfredo
(October 20, 2017)

Request that the Administration provide an update on the ways in which it handles social and emotional learning in classrooms and within the schools indicating:

- the types of training provided to staff and students
- the outreach to parents and
- the next steps to further these efforts.

gb #7-364 - Mr. Monfredo
(October 20, 2017)

Request that the Administration consider changing the pay scale for day-by-day substitutes in the Worcester Public Schools.

GENERAL BUSINESS (continued)

ACTION

gb #7-365 - Administration
(October 23, 2017)

To approve a prior fiscal year mileage reimbursement in the amount of \$626.40 for a special education student.

gb #7-366 - Miss Colorio
(October 23, 2017)

To allow Donna Colorio, the School Committee delegate to the Massachusetts Association of School Committees Conference, to speak about Resolution 6: Foundation Budget that was initiated by The Worcester School Committee and approved by said body on October 19, 2017.

gb #7-367 - Miss Biancheria
(October 24, 2017)

Request that the Administration provide a report on the UNITEY Program at North High School that involves civic engagement and internships for students.

gb #7-368 - Administration
(October 25, 2017)

To consider approval of the following donations:

- \$125.00 from The College of the Holy Cross to Woodland Academy
- \$500.00 from Crystal Guzman to the AP Art Classes at Burncoat High School
- To Tatnuck Magnet School from the following individuals for its fundraising efforts:
 - \$10.00 from Entela Cobani
 - \$25.00 from Heidi & Paul Ferrin
 - \$40.00 from Steven & Tara Husson
 - \$40.00 from Cynthia & Scott Mackenzie
 - \$40.00 from Mary & Michael Malley
 - \$40.00 from Donna & Robert Mastrovito
 - \$40.00 from Matthew & Delphine Soucie
 - \$160.00 from Karen & Robert Weilbrenner
 - \$200.00 from The Willows at Worcester

GENERAL BUSINESS (continued)

ACTION

gb #7-369 - Administration
(October 25, 2017)

To consider approval of a prior fiscal year payment for an additional license in the amount of \$116.15 to an employee.

gb #7-370 - Administration
(October 25, 2017)

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

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

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

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

X. ADJOURNMENT

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

IN SCHOOL COMMITTEE
 Worcester, Massachusetts
 Thursday, October 19, 2017
 Agenda #24

The School Committee of the Worcester Public Schools met in Open Session at 7:10 p.m. in the Council Chamber at City Hall on Thursday, October 19, 2017.

There were present at the Call to Order:

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

It was moved to recess to Executive Session:

1. gb #7-354 - Administration (October 11, 2017) Executive Session

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

To discuss strategy with respect to collective bargaining for Computer Technicians, (Unit D) if an open meeting may have a detrimental effect on the bargaining position of the School Committee and the chair so declares.

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

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

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

To discuss strategy with respect to litigation for J. Perez vs Worcester School Committee et al.

On a roll call, the vote was as follows:

For the motion: Miss Biancheria, Mr. Foley, Miss McCullough, Mr. Monfredo, Mr. O'Connell, Mayor Petty	7
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Against the motion:	0
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Absent:	$\frac{0}{7}$
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The motion carried.

The School Committee recessed to Executive Session from 6:00 p.m. to 7:05 p.m.

The School Committee reconvened in Open Session at 7:10 p.m. p.m.

The invocation was given by Reverend Clyde Talley from Belmont AME Zion Church.

The Pledge of Allegiance was offered and the National Anthem was sung by Ashley Davila of Worcester Technical High School.

There were present at the second Call to Order:

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

Memorandum of Agreement/
Computer Technicians (Unit D)

Pursuant to action taken in Executive Session, it was moved to ratify the Memorandum of Agreement between the School Committee and the Worcester Public Service Employees Local Union 272 of the Laborers' International Union of North America, AFL-CIO, Computer Technicians, (Unit D), effective July 1, 2016 through June 30, 2019.

On a roll call, the vote was as follows:

For the motion: Miss Biancheria, Mr. Foley,
Miss McCullough, Mr. Monfredo,
Mr. O'Connell, Mayor Petty 7

Against the motion: 0

Absent: $\frac{0}{7}$

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

It was moved to suspend the Rules of the School Committee to reconsider the item.

On a roll call, the vote was as follows:

For the motion: Miss Biancheria, Mr. Foley,
Miss McCullough, Mr. Monfredo,
Mr. O'Connell, Mayor Petty 7

Against the motion: 0

Absent: $\frac{0}{7}$

On a roll call of 7-0, the motion to reconsider was approved.

It was moved to reconsider the motion to ratify the Memorandum of Agreement between the School Committee and the Worcester Public Service Employees Local Union 272 of the Laborers' International Union of North America, AFL-CIO, Computer Technicians, (Unit D), effective July 1, 2016 through June 30, 2019.

On a roll call, the vote was as follows:

For the motion: 0

Against the motion: Miss Biancheria, Mr. Foley,
Miss McCullough,
Mr. Monfredo,
Mr. O'Connell, Mayor Petty 7

Absent: $\frac{0}{7}$

On a roll call of 0-7, the motion to reconsider was defeated.

It was moved and voice voted to suspend the Rules of the School Committee to take up the following item:

Four members of the EAW asked to speak on behalf of the Instructional Assistants.

Maury Koffman, representing NEA of Washington, D.C., Tara Letourneau, Paula Pietro-Malmquist, IA's.

APPROVAL OF RECORDS

Minutes/approval of

- 2. aor #7-23 - Clerk
(September 27, 2017)

To consider approval of the Minutes of the School Committee Meeting of Thursday, October 5, 2017.

It was moved and voice voted to approve the Minutes of the School Committee Meeting of Thursday, October 5, 2017.

Student Representatives

- 3. gb #7-341 - Administration
(October 9, 2017)

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

It was moved and voice voted to file the item.

IMMEDIATE ACTION

Recognition/
Mayor Joseph M. Petty
Edward M. Augustus
Timothy P. Murray
Hanover Insurance Group

- 4. gb #7-324.1 - Administration/Administration
(October 10, 2017)

To present the following awards from the Massachusetts Association of School Committees:

Mayor Joseph M. Petty	2017 All-State School Committee, Division IX
Edward M. Augustus	Friend of Public Education
Timothy P. Murray	Community Leader
John Roche	Community Partner

Glenn Koocher, Executive Director of MASC presented the 2017 All State School Committee, Division IX award to the Mayor Joseph M. Petty and the Mayor presented the following awards:

- Edward M. Augustus- Friend of Public Education
- Timothy P. Murray- Community Leader for Public Education
- Hanover Insurance Group (Paul Belsito) Partner for Public Community Education

It was moved and voice voted to suspend the Rules of the School Committee to take up the following item:

- 5. gb # 7-318.1 - Administration/Mr. O'Connell/
Mr. Monfredo/Miss Biancheria/
Ms. Colorio
(October 10, 2017)

Resolutions/
Massachusetts
Association of School
Committees

To discuss the resolutions which will be debated at the 2017 Annual Meeting of the Massachusetts Association of School Committees.

Mayor Petty left at 7:45 p.m.

Mr. Monfredo chaired the meeting from 7:45 p.m. to 8:16 p.m.

Mr. Foley made the following motion:

Request that the School Committee support the seven resolutions in the backup and forward the vote to the Massachusetts Association of School Committees to be discussed at the Conference in November.

On a roll call, the vote was as follows:

- For the motion: Miss Biancheria, Mr. Foley,
Miss McCullough, Mr. Monfredo,
Mr. O'Connell 6
- Against the motion: 0
- Absent: Mayor Petty 1
- 7
- The motion carried.

REPORT OF THE SUPERINTENDENT

Report of the
Superintendent/
Professional
School Nursing
Practice in the 21st
Century

6. ROS #7-15 - Administration
(October 11, 2017)

PROFESSIONAL SCHOOL NURSING PRACTICE IN THE 21ST CENTURY

Dr. Deborah McGovern provided an informative presentation on Professional School Nursing Practices in the 21st Century, and the report is contained in the backup for the item.

It was moved and voice voted to accept and file the item.

REPORT OF THE STANDING COMMITTEE

7. The Standing Committee on Governance and Employee Issues met at 12:05 p.m. on Tuesday, October 17, 2017 in Room 410 at the Dr. John E. Durkin Administration Building.

Policy Manual

gb #6-36 - Mr. O'Connell/Mr. Monfredo/Miss McCullough (January 11, 2016)

To establish a Special Committee, consisting of at least three School Committee members, to continue the review of policies proposed for the Worcester Public Schools by the Massachusetts Association of School Committees.

Mayor Petty returned at 8:18 p.m.

SECTION F - FACILITIES DEVELOPMENT

At the Standing Committee level, it was moved to approve the following amendments in Section F, subsection FA- Facilities Development Goals:

Second Paragraph, second sentence change to read:

To best use local resources, it is the Committee's intent, wherever possible, to partner with the **Worcester City Manager, Worcester City Council, and/or** the Massachusetts School Building Authority **on school renovation or replacement projects.**

Third Paragraph, first sentence add the words after investments, the Committee will **work with the aforementioned partners**

Under legal reference add:

City of Worcester, Home Rule Charter, Article 5, Section 5-5, Capital Outlay Program

On a voice vote, the amendments were approved.

It was moved to approve the following amendments in Section F, subsection FAB- Retirement of Facilities:

#5 add at the end of the word building:
or transfer of ownership to the City Manager.

Under Source add:

City of Worcester Home Rule Charter, Article Four, Section 4-1 (d)(2)

Delete note

On a voice vote, the amendments were approved.

It was moved to approve the following amendments in Section F, subsection FF- Naming New Facilities:

Fourth Paragraph, first sentence: delete the words:
the next available

Fifth Paragraph, first sentence, delete the word **Chair** after School Committee

Fifth Paragraph, second sentence delete the words:
and PTA/PTO

On a voice vote, the amendments were approved.

It was moved and voice voted to approve in Section F, subsection FFA- Memorials.

It was moved and voice voted to approve Section F - Facilities Development as amended.

SECTION H - NEGOTIATIONS

It was moved and voice voted to approve in Section H, subsection HA - Negotiations Goals.

It was moved and voice voted to approve in Section H, subsection HB - Negotiations Legal Status.

It was moved and voice voted to approve in Section H, subsection HF -School Committee Negotiating Agents.

It was moved and voice voted to approve Section H - Negotiations as stated.

SECTION J - STUDENTS

It was moved to approve the following amendments in Section J, subsection JB - Equal Educational Opportunities:

Delete note

On a voice vote, the amendment was approved.

It was moved to approve the following amendments in Section J, subsection JC - Attendance Areas:

First Paragraph, first sentence: change the word town to city

Delete note

On a voice vote, the amendments were approved.

It was moved to approve the following amendment in Section J, subsection JCA -Assignment of Students to Schools:

Delete note

On a voice vote, the amendment was approved.

It was moved to approve the following amendments in Section J, subsection JEB - Entrance Age:

First paragraph number 1:

Children who will be five years of age prior to the first day of the school year during which they wish to enroll will be eligible to enter kindergarten for that school year. Change to:

Children who will be five years of age by the last day of December of the school year during which they wish...

Delete number 2 and renumber 3 to 2

On a voice vote, the amendments were approved.

It was moved to approve the following amendments in Section J, subsection JF - School Admissions:

First paragraph, first sentence: change the town to city in 2 places.

Second paragraph, second sentence: change Principal to District

Second paragraph, third sentence: change Proof of residency of legal guardianship may also be required by the school administration to read:

Proof of residency and of legal guardianship may also be required by the District.

Delete note

On a voice vote, the amendments were approved.

It was moved and voice voted to approve in Section J, subsection JFABC - Admission of Transfer Students.

It was moved and voice voted to approve in Section J, subsection JFABD - Homeless Students: Enrollment Rights and Services.

It was moved and voice voted to approve in Section J, subsection JFBB - School Choice.

It was moved to approve the following amendments in Section J, subsection JFBB1 - School Choice:

First paragraph, first sentence: change to "If it is the policy"

On a voice vote, the amendment was approved.

It was moved to approve the following amendments in Section J, subsection JH - Student Absences and Excuses

Replace entire paragraph 8 after: Student Absence Notification Program

Paragraph 9, add at the beginning of the first sentence:

Beginning with 5 absences, parents/guardians will receive an attendance letter via U.S. Mail with each absence. Each Principal

On a voice vote, the amendments were approved.

It was moved and voice voted to approve in Section J, subsection JHD - Exclusion and Exemptions from School Attendance.

It was moved and voice voted to approve in Section J, subsection JJ - Student Rights and Responsibilities.

It was moved and voice voted to approve in Section J, subsection JIB - Student Involvement in Decision Making.

It was moved to approve the following amendments in Section J, subsection JIC - Student Discipline:

Second paragraph: change "Each Principal" to "The District"

Delete note

On a voice vote, the amendments were approved.

It was moved and voice voted to approve in Section J, subsection JICA - Student Dress Code.

It was moved to approve the following amendment in Section J, subsection JICC - Student Conduct on School Buses:

Delete note

On a voice vote, the amendment was approved.

It was moved and voice voted to approve in Section J, subsection JICE - Student Publications.

It was moved and voice voted to approve in Section J, subsection JICF- Gang Activity/Secret Societies.

It was moved and voice voted to approve in Section J, subsection JICFA - Prohibition of Hazing.

It was moved and voice voted to approve in Section J, subsection JICFA-E - Hazing.

It was moved and voice voted to approve in Section J, subsection JICFB - Bullying Prevention.

It was moved and voice voted to approve in Section J, subsection JICH - Alcohol, Tobacco, and Drug Use by Students Prohibited.

It was moved and voice voted to approve in Section J, subsection JIE - Pregnant Students.

It was moved and voice voted to approve the following amendment in Section J, subsection JIH - Searches and Interrogations:

Mr. Foley made the following motion:

Request that the Administration seek a legal opinion as to whether or not a parent must be present if a student is interrogated by police.

On a voice vote, the motion was approved.

It was moved and voice voted to approve in Section J, subsection JII - Student Complaints and Grievances.

It was moved to approve the following amendment in Section J, subsection JJ - Co-Curricular and Extracurricular Activities:

Delete note

On a voice vote, the amendment was approved.

It was moved and voice voted to approve in Section J, subsection JJA - Student Organizations.

It was moved and voice voted to approve in Section J, subsection JJE - Student Fundraising Activities.

It was moved to approve the following amendment in Section J, subsection JJF - Student Activity Accounts:

Delete note

On a voice vote, the amendment was approved.

It was moved and voice voted to approve in Section J, subsection JJH - Student Late Night or Overnight Travel.

It was moved and voice voted to approve in Section J, subsection JJH-R - Student Travel Regulations.

It was moved to approve the following amendment in Section J, subsection JJIB - Interscholastic Athletics:

Delete note

On a voice vote, the amendment was approved.

It was moved and voice voted to approve in Section J, subsection JJIF - Athletic Concussion Policy.

It was moved and voice voted to approve in Section J, subsection JJIF-R - Athletic Concussion Regulations.

It was moved and voice voted to approve in Section J, subsection JK - Student Conduct.

It was moved and voice voted to approve in Section J, subsection JKA - Corporal Punishment.

It was moved and voice voted to approve in Section J, subsection JKAA - Physical Restraint of Students.

It was moved and voice voted to approve in Section J, subsection JL - Student Welfare.

It was moved and voice voted to approve in Section J, subsection JLA - Student Insurance Program.

It was moved and voice voted to approve in Section J, subsection JLC - Student Health Services and Requirements.

It was moved and voice voted to approve in Section J, subsection JLCA - Physical Examinations of Students.

It was moved and voice voted to approve in Section J, subsection JLCB - Inoculations of Students.

It was moved and voice voted to approve in Section J, subsection JLCC - Communicable Diseases.

It was moved and voice voted to approve in Section J, subsection JLCD - Administering Medicines to Students.

It was moved and voice voted to approve in Section J, subsection JLD - Guidance Program.

It was moved and voice voted to approve in Section J, subsection JP - Student Gifts and Solicitations.

It was moved and voice voted to approve in Section J, subsection JQ - Student Fees, Fines, and Charges.

It was moved and voice voted to approve in Section J, subsection JRA - Student Records.

It was moved and voice voted to approve in Section J, subsection JRD - Student Photographs.

It was moved and voice voted to approve Section J - Students as amended.

SECTION K - COMMUNITY RELATIONS

It was moved and voice voted to approve in Section K, subsection KA - School/Community Relations Goals.

It was moved and voice voted to approve in Section K, subsection KBA - School/Parent Relations Goals.

It was moved to approve the following amendments in Section K, subsection KBBA - Noncustodial Parents' Rights:

Mr. Monfredo made the following motion:

Request that the Administration seek a legal opinion from Attorney Tobin relative to the content of subsection KBBA - Noncustodial Parents' Rights.

On a voice vote, the motion was approved.

It was moved to approve the following amendments in Section K, subsection KBE - Relations with Parent/Booster Organizations:

Second Paragraph, first sentence insert the Words: **"Parent Teacher and/or** before the word booster.

Delete #3

On a voice vote, the amendments were approved.

It was moved and voice voted to approve in Section K, subsection KCB - Community Involvement in Decision making.

It was moved and voice voted to approve in Section K, subsection KCD - Public Gifts to the Schools.

It was moved and voice voted to approve in Section K, subsection KDB - Public's Right to Know.

It was moved to approve the following amendment in Section K, subsection KDD - News Media Relations/News Releases:

#3. Remove the word "Principal" and replace it with the following sentence:

"The Superintendent's Chief of Staff should preview releases and be informed of statements made to the press.

On a voice vote, the amendment was approved.

It was moved to approve the following amendment in Section K, subsection KE - Public Complaints:

Remove #3. Superintendent and #4. School Committee and replace them with:

3. Manager
4. Deputy Superintendent
5. Superintendent
6. School Committee

On a voice vote, the amendment was approved.

It was moved to approve the following amendments in Section K, subsection KF - Community Use of School Facilities:

Fourth paragraph, change the words: **Office of the Superintendent of Schools** to **the Facilities Office**

#7 change the word "town" to "Community"

#8 change "by the School Committee" to "through the permission process."

Under School and Town Preference -
Remove "and Town"

#2 - change to read:
City meetings have preference over other community activities.

Delete note

On a voice vote, the amendments were approved.

It was moved and voice voted to approve in Section K, subsection KFR - Community Use of School Facilities.

It was moved to approve the following amendments in Section K, subsection KHA - Public Solicitations in the Schools:

Second paragraph - delete at the end of the paragraph the words "**with the following exceptions and #1 and #2.**"

Third Paragraph, first sentence add "PTG" after "PTA."

On a voice vote, the amendments were approved.

It was moved to approve the following amendments in Section K, subsection KHB - Advertising in the Schools:

Insert new paragraph after first paragraph.

add under source:
Worcester School Committee gb #0-181 (2000)

On a voice vote, the amendments were approved.

It was moved to approve the following amendments in Section K, subsection KI - Visitors to the Schools:

First Paragraph Insert the word **support**, before the word observe

At the end of paragraph one, add a new sentence:

These will most often be scheduled by the school or teacher for the purpose of volunteer support or for student demonstrations or exhibits.

Remove #1 and renumber

On a voice vote, the amendments were approved.

It was moved and voice voted to approve in Section K, subsection KLK - Relations with Police Authorities.

It was moved and voice voted to approve in Section K, subsection KLJ - Relations with Planning Authorities.

It was moved and voice voted to approve in Section K, subsection KLK - Relations with Local Governmental Authorities.

It was moved and voice voted to approve Section K - Community Relations as amended.

SECTION L - EDUCATION AGENCY RELATIONS

It was moved and voice voted to approve in Section L, subsection LA - Education Agency Relations Goals.

It was moved and voice voted to approve in Section L, subsection LB - Relations with Other Schools and School Districts.

It was moved and voice voted to approve in Section L, subsection LBC - Relations with Nonpublic Schools.

It was moved to approve the following amendment in Section L, subsection LDA - Student Teaching and Internships:

First paragraph, last sentence, remove: **All initial arrangements with the colleges and universities will be subject to Committee approval.**

On a voice vote, the amendment was approved.

It was moved and voice voted to approve Section L - Education Agency Relations as amended.

10-19-17 - SCHOOL COMMITTEE ACTION

The School Committee approved the action of the Standing Committee as amended.

At the School Committee level, Mr. Monfredo abbreviated the reporting out of the Standing Committee on Governance and Employee Issues actions by reading the final motions of each section as follows:

It was moved and voice voted to approve Section F - Facilities Development as amended.

It was moved and voice voted to approve Section H - Negotiations as stated.

It was moved and voice voted to approve Section J - Students as amended.

It was moved and voice voted to approve Section K - Community Relations as amended.

It was moved and voice voted to approve Section L - Education Agency Relations as amended.

Mr. Monfredo made the following motion:

Request that the Administration seek legal opinions on JIH-Search and Interrogations and KBBA-Non-Custodial Parents' Rights.

On a voice vote, the motion was approved.

Mr. O’Connell made the following motions:

Request that the following subsections of the Policy Manual be referred back to the Standing Committee on Governance and Employee issues:

Subsection FFA-Memorials- Adjust the current language of paragraph 2 and amend it by stating that memorials can be erected as deemed appropriate.

Subsection JCA-Assignment of Students to Schools- Incorporate the content of the language regarding the Registration Policies from the Handbook of the Worcester Public Schools (pages 2-4) into this subsection as it pertains specifically to the Worcester Public Schools.

Subsection JICA-Dress Code-Incorporate the content of the language regarding the Dress Code Policy from the Policies Handbook (page 33) as it pertains specifically to the Worcester Public Schools.

Subsection JJE-Student Fundraising Activities- Correct the spelling of canning to canvasing in paragraph 5, line 3.

Subsection JP- Student Gifts and Solicitations- Amend the language to state that gifts can be given at appropriate times.

On a voice vote, the motions were approved.

8. PERSONNEL

It was moved and voice voted to file Personnel Item 7-22 to 7-25.

7-22 The Superintendent has APPROVED the APPOINTMENT of the persons named below:

Appointments

Blanchard, Jennifer, Teacher, Special Education, Lincoln Street, MA, Step 6, \$65,665*, effective September 25, 2017. Licensed: Moderate Disabilities Prek-8.

Davis, Amy, Teacher, Special Education, Roosevelt, MA, Step 5, \$63,156*, effective October 2, 2017
Waiver: Moderate Disabilities Prek-8.

Hummel, Kati-Jane, Teacher, Music, Tatnuck Magnet, .6 FTE, BA, Step 1, \$45,970*, effective September 22, 2017. Licensed: Music – all levels.

Masters, Jillian, Teacher, Quinsigamond, MA, Step 3, \$58,132*, effective October 2, 2017. Licensed: Elementary 1-6.

Retirements

7-23 The Superintendent has APPROVED the RETIREMENT of the following persons named below:

Bondar, Margaret, Principal, Lake View, effective September 2, 2017.

Cole, Deborah, Teacher, Music, Burncoat High, effective September 8, 2017.

Perez, Betty Ann, Teacher, Music, Burncoat Middle, effective September 11, 2017.

Dalve, Kathleen, Teacher, Physical Education, Doherty, effective September 29, 2017.

Harris, Denise, Teacher, Guidance, South, effective October 6, 2017.

Donas, Suzanne, Teacher, Mathematics, Sullivan Middle, effective October 7, 2017.

Resignations

7-24 The Superintendent has ACCEPTED the RESIGNATION of the persons named below:

Fernandez, Anna, Teacher, English as a Second Language, Belmont, effective September 1, 2017.

Kundhardt, Elizabeth, Teacher, Elementary, Lincoln Street, effective September 1, 2017.

Hayes, Denise, Special Education Evaluation Team Chairperson, Systemwide, effective September 8, 2017.

Williamson, Arthur, Teacher, Special Education, Worcester East Middle, effective September 12, 2017.

McMullen, Jacqueline, Teacher, Elementary,
Quinsigamond, effective September 29, 2017.

O'Connell, Meggan, Teacher, Mathematics, Gerald
Creamer Center, effective September 29, 2017.

Maxfield, Cheri, Teacher, Special Education, Elm
Park, effective October 2, 2017

- 7-25 The Superintendent has APPROVED the LEAVE OF
ABSENCE of the persons named below:

Leave of Absence

Parker, Heather, Teacher, Guidance, Claremont
Academy, effective September 25, 2017-June 30,
2018

**prorated*

GENERAL BUSINESS

9. gb #5-244.1 - Administration/Mr. O'Connell
(October 4, 2017)

Capstone Program/
funding

Response of the Administration to the request that
sufficient funding be included in the Budget for the
Capstone Program.

It was moved and voice voted to accept and file
the item.

10. gb #6-13.1 - Administration/Mr. O'Connell/
Mr. Monfredo/Miss Biancheria/
Ms. Colorio/Miss McCullough
(October 11, 2017)

Wraparound
Program/success of

Response of the Administration to the request to
provide a report as to the success of the School
Wraparound Program in meeting varied and
extensive needs of students at Sullivan Middle
School, Woodland Academy, Chandler Elementary
Community School, Chandler Magnet School, Union
Hill School, the University Park Campus School and
the Burncoat Preparatory Academy.

It was moved and voice voted to accept and file
the item.

Quinsigamond
Community
College/Quest
Center

11. [gb #6-174.1](#) - Administration/Miss Biancheria/
Mr. Monfredo
(October 11, 2017)

Response to the Administration to the request to enhance its partnership with the Quest Center at Quinsigamond Community College in an effort to involve our students in the course offerings regarding manufacturing for the 21st Century.

It was moved and voice voted to accept and file the item.

Seeds to STEM
Program

12. [gb #6-302.1](#) - Administration/Mr. O'Connell/
Mr. Monfredo/Ms. Colorio/
Miss McCullough/Miss Biancheria
(October 4, 2017)

Response of the Administration to the request to provide a report on the "Seeds to STEM" program being developed by Worcester Polytechnic Institute for prekindergarten children of Worcester.

It was moved and voice voted to accept and file the item.

Manufacturing
Options/improve

13. [gb #6-389.1](#) - Administration/Miss Biancheria/
Ms. Colorio/Mr. Monfredo
(October 11, 2017)

Response of the Administration to provide a report on ways in which it will improve the manufacturing options for students.

It was moved and voice voted to accept and file the item.

14. gb #7-133.1 - Administration/Ms. Colorio/
Mr. Foley/Mr. O'Connell/
Mr. Monfredo/Miss Biancheria
(October 11, 2017) Federal Programs,
Grants and Policy
Changes

Response of the Administration to the request to provide an update on Federal Programs, Grants and policy changes which will include but not be limited to, a repeal of the Teacher Preparation Regulations.

It was moved and voice voted to accept and file the item.

15. gb #7-148.4 - Administration/Mr. O'Connell/
Miss Biancheria
(October 4, 2017) Budget/
responses to motions

Responses of the Administration to the following motions:

- to provide the Operational Services Division (OSD) figure - 500132-92000 Tuition Account
- to provide more detail on Section B. Education Division Supplies, especially for English Language Learners - 500-92204 - Instructional Materials Account
- to provide a report on the chart relative to the addition of 5 positions to the Table of Organization for Administrators between the 2016-17 and 2017-18 Budgets - 500-91110 - Administration Salaries
- to provide interim reports regarding the Environmental Management Systems - 500152-92000 - Facilities Department Non-Salary

It was moved and voice voted to accept and file the item.

- Comprehensive Plan for Materials that may contain PCBs
16. gb #7-167.1 - Administration/ Mayor Petty/ Mr. Foley/Mr. O'Connell/ Ms. Colorio/Mr. Monfredo (October 11, 2017)
- Response of the Administration to the request to consider approval of a Comprehensive Plan for Materials that may contain PCBs at Burncoat High School and Doherty Memorial High School.
- It was moved and voice voted to accept and file the item.
- FY18 Budget
17. gb #7-342 - Administration (September 29, 2017)
- To review the status of the FY18 Budget and make appropriate transfers as required.
- Referred to the Standing Committee on Finance and Operations
- Building Use Fee Schedule
18. gb #7-343 - Administration (October 2, 2017)
- To consider an update to the Building Use Fee Schedule for the rental of space within the Worcester Public Schools.
- Referred to the Standing Committee on Finance and Operations
- Donations
19. gb #7-344 - Administration (October 2, 2017)
- To consider approval of the following donations:
- \$1,000 to Quinsigamond School from Adopt a Classroom.

- To Tatnuck Magnet School from the following individuals:
 - \$40.00 from Mary Jo & Robert Baniukiewicz
 - \$40.00 from Michele M. Consiglio
 - \$40.00 from Janice & John Engdahl
 - \$40.00 from Joan & Paul Lacava
 - \$80.00 from Joseph & Mary McClusky
 - \$40.00 from Mary E. McKiernan
 - \$40.00 from Philip & Judith Niddrie
 - \$40.00 from Matthew & Karen St. Thomas
 - \$80.00 from Kim & Steven Teixeira
 - \$40.00 from Eric & Suzanne Waldron
 - \$10.00 from Andrew & Kristine Whittemore

Approved collectively on a roll call of 7-0

20. gb #7-345 - Administration
(October 2, 2017)

Model System of
Educator Evaluation

To consider discussion of the participation of the Worcester Public Schools in the pilot Model System of Educator Evaluation.

Mr. O'Connell requested that the Administration interact with the EAW and teachers before it draws its options.

22. gb #7-346 - Mr. Monfredo/Ms. Colorio/
Mr. Foley/Mr. O'Connell/
Mayor Petty
(October 2, 2017)

Recognition/
Scholarships from the
Hispanic Achieving and
Celebrating Excellence
Committee for students

To take to a vote collectively to forward letters in response to the following items:

- Request that the Administration forward letters of congratulations to the following students who were awarded scholarships by Hispanic Achieving and Celebrating Excellence Committee at their 32nd annual Youth Recognition Awards:

Academics: Kayla Benitez University Park Campus School Jocelyn DePaz North High School Jori Hiraldo Doherty Memorial High School Juliana Maldonado Claremont Academy Angle Morales Burncoat High School Soamy Morales Worcester Technical High School Chris Nieves South High Community School Isaac Quiles Worcester Technical High School		Athletics: Juan Adolphe University Park Campus School Luis Garcia-Nin Burncoat High School Misael Guzman South High Community School Ashley Peltier-Castilla North High School Hillary Reyes Doherty Memorial High School Herlin Rijo Worcester Technical High School Oscar Rosario Claremont Academy	
Arts: Ava Aguilar North High School Jessenia Caballero Burncoat High School Katrian Nevarez University Park Campus School Derek Perry South High Community School Eury Rosario Doherty Memorial High School Carmen Zuniga Claremont Academy		Leadership: Katya Campos Avalos South High Community School Dayanna Calderon Doherty Memorial High School Kenia Carvajal-Bautista North High School Bryan Grullon Worcester Technical High School Carlos Hasbun University Park Campus School Steven Robles Claremont Academy Jaime Miguel Ruiz, II Burncoat High School	

Mr. Monfredo/Ms. Colorio/Mr. O’Connell/
 Mayor Petty
 (October 10, 2017)

-Request that the Administration forward letters of appreciation to William Wallace, Director of the Worcester Historical Museum and Kim Davenport of Edwards Street Child Services for encouraging Worcester students to place an entry into the World Smile Day Book responding to: “What Makes Me Smile About Worcester”, and to the Hanover Insurance Group for its financial sponsorship for the publication of the book.

It was moved and voice voted to approve the items collectively.

Mr. Monfredo made the following motion:

Request that the Administration recognize William Wallace, Director of the Worcester Historical Museum, Kim Davenport of Edwards Street Child Services and all the students who participated in “What Makes Me Smile About Worcester” book at a School Committee meeting in November.

On a voice vote, the motion was approved the motion for a recognition in November.

23. gb #7-347 - Administration
(October 10, 2017)

Prior Fiscal Year
Payments/stipends/
\$2,406

To consider approval of prior fiscal year payments of stipends in the total amount of \$2,406 as follows:

DEPARTMENT	REASON	AMOUNT
Teacher	Mentor stipend	\$300
SAC	After-School Stipend	\$1,470
Department Head	Stipend change	\$636

On a roll call, the vote was as follows:

For the motion: Miss Biancheria, Mr. Foley,
Miss McCullough, Mr. Monfredo,
Mr. O'Connell, Mayor Petty 7

Against the motion: 0

Absent: $\frac{0}{7}$

The motion carried.

24. gb #7-348 - Administration
(October 11, 2017)

Prior Fiscal Year
Payment/National Grid/
\$42,572.26

To approve a prior fiscal year payment in the amount of \$42,572.26 for National Grid representing an under billing of services described in the backup to this item.

On a roll call, the vote was as follows:

For the motion: Miss Biancheria, Mr. Foley,
Miss McCullough, Mr. Monfredo,
Mr. O'Connell, Mayor Petty 7

Against the motion: 0

Absent: $\frac{0}{7}$

The motion carried.

Massachusetts
Nurses Association

25. gb #7-349 - Miss Biancheria/Ms. Colorio/
Mr. O'Connell/Mr. Monfredo
(October 11, 2017)

Request that the Administration consider inviting a representative group from the Massachusetts Nurses Association (MNA) to:

- tour some of the schools
- receive a packet of information on the ways in which the nurses, in conjunction with the Administration, help to keep the students safe
- receive a copy of the number of nurses in the system and indicate the school in which they work.

Miss Biancheria requested that the backup for the Report of the Superintendent be forwarded to the Massachusetts Nurses Association (MNA).

Community
Addiction
Response Program

26. gb #7-350 - Miss Biancheria/Ms. Colorio/
Mr. O'Connell/Mr. Monfredo
(October 11, 2017)

Request that the Administration review the Community Addiction Response Program as a possible tool to assist the Drug task Force Committee including the Development of a Campion Toolbox.

Held for the School Committee Meeting on
Thursday, November 2, 2017

October 1st
Enrollment/
extend deadline

27. gb #7-351 - Mr. O'Connell/Ms. Colorio/
Mr. Foley/Mr. Monfredo
(October 13, 2017)

To recommend that the Massachusetts Department of Elementary and Secondary Education extend its October 1 enrollment reporting calculation deadline for students arriving in Massachusetts from Puerto Rico, the Virgin Islands, Texas, Florida and other hurricane damaged regions, to permit them to be included in the foundation budget.

Mr. O'Connell requested that the Administration update the School Committee as to the number of students who have arrived in Worcester from Puerto Rico and the Virgin Islands and forward a letter to Acting Commissioner Wulfson with the enrollment numbers so the students can be included if there is an extension of the October 1st deadline.

28. gb #7-352 - Mr. O'Connell/Ms. Colorio/
Mr. Foley/Mr. Monfredo
(October 13, 2017)

McKinney-Vento
Grant/modification of

To modify the McKinney-Vento grant to the Worcester Public Schools to permit access to funding to address the immediate needs of students from hurricane impacted areas.

Mr. O'Connell requested that the Administration interact with DESE in an effort to seek a modification of the McKinney-Vento Act to accommodate the influx of homeless students from hurricane impacted areas

29. gb #7-353 - Mr. O'Connell/Ms. Colorio/Mr. Foley
(October 13, 2017)

Licensure/DESE

To investigate options for licensure for educators who arrive in the Worcester area from Puerto Rico, the Virgin Islands, Texas, Florida and other hurricane damaged regions.

Mr. O'Connell requested that the Administration contact DESE to inquire about possible ways to provide licensures to teachers without certifications from Puerto Rico and the Virgin Islands.

The meeting adjourned at 918 p.m.

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



REPORT OF THE SUPERINTENDENT

Gerald Creamer Center



Worcester Public Schools

Program History

Originally named the Comprehensive Skills Center, the program was started in 1993 under the leadership of Gerald Creamer in a storefront at 430 West Boylston Street. It included a small student teacher ratio - 4 teachers to 45 students and an individualized computer assisted curriculum.

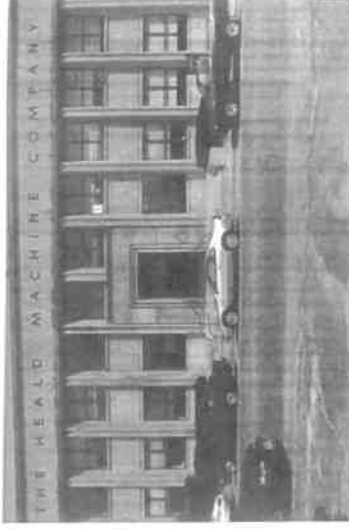
The program was originally designed for students who had dropped out of high school in the 11th and 12th grades to return to earn a high school diploma.

The 1996 program was moved to 75 Grove Street on the second floor of the Worcester Juvenile Court. At that time, the program was expanded to include:

- The School Age Mothers Program
- New Citizens Center
- Career Pathway Academy

The 1998 program was moved to 1 New Bond Street where it continued to expand to include:

- Student Attendance Center
- Student Safety Center
- The New Bond Street School
- The Downtown Campus Project



The 2004 program was moved to its current location at 120 Granite Street and, in 2008, the Evening High School Program was added.



Current focus of the Gerald Creamer Center

The Center provides a quality, nurturing non-traditional educational experience for overaged, under-credited students which will enable them to meet the WPS graduation requirements and will increase the district's graduation rates and reduce the district's dropout rates.

Program Design

- Full Complement of Core High School Courses
- Elective Courses
- Guidance Support
- Social Emotional Support

Characteristics of Success

- Attentive and nurturing staff
- Flexible scheduling
- Curriculum structure that allows for personalization and accelerated advancement
- Consistent academic, attendance and behavioral tracking of student progress
- Willingness to adjust strategies as needed to help students succeed

Program Demographics

The 210 students are currently enrolled in the Day, Evening and Returnee programs and include:

- 25% English Learners
- 18% Students with Disabilities
- 76% Economically Disadvantaged Students
- 16% Homeless Students

Staffing

- Day Program – 15
- Evening Program – 9
- Returnee Program – 2

College Awareness

- College Visitation & Speakers
- Individual Learning Plans
- MCAC Day

Work-Based Learning

- Work-Based Learning Plans
- Summer Internships
- Machinist Program

Overall Success of the Program

Graduates

Year	Gerald Creamer Center Day	Gerald Creamer Center Evening
2017	105	36
2016	120	35
2015	125	30
2014	118	30

Worcester Public Schools Graduate Rates

Year	4 Year Graduation Rate	5 Year Graduation Rate
2016	81.9	
2015	80.8	84.4
2014	79.2	82.5
2013	73.4	78.7
2012	72.3	77.6



Worcester Public Schools Dropout Rates

Year	Dropout Rate
2016	1.9
2015	1.7
2014	2.4
2013	3.4
2012	4.1

"BUDDY BENCH"

ELEMENTARY SCHOOLS	
Academic Center for Transition (ACT)	
BELMONT STREET COMMUNITY	
BURNCOAT ST. PREPARATORY	seeking assistance through the DA's Office
CANTERBURY MAGNET	
CHANDLER ELEMENTARY	collaborated with WSU to add a BB last year
CHANDLER MAGNET	Added BB last year with assist from WSU
CITY VIEW	
CLARK STREET	Will be adding a BB this Fall
COLUMBUS PARK	
ELM PARK	Will be adding 2 BBs
FLAGG STREET	
GATES LANE	
GODDARD	
GRAFTON STREET	
HEARD STREET	
JACOB HIATT MAGNET	
LAKE VIEW	
LINCOLN STREET	
MAY STREET	
FRANCIS J. McGRATH	Will seek support
MIDLAND STREET	
NELSON PLACE	
NORRBACK AVENUE	
QUINSIGAMOND	Convert a bench to a buddy bench
RICE SQUARE	
ROOSEVELT	
TATNUCK MAGNET	Collaborated with WSU
THORNDYKE ROAD	
UNION HILL	
VERNON HILL	
WAWECUS ROAD	
WEST TATNUCK	
WOODLAND ACADEMY	
WORCESTER ARTS MAGNET	

BUDDY BENCH



PROJECT MANAGERS: REBECCA JACOBS & ISABEL RICHARDS

ADVISOR: DR. JOAN MAHONEY

WHAT IS BUDDY BENCH?

“Eliminate loneliness and foster friendship on the playground.”

Buddy bench was started by an elementary student named Christian. He came up with the simple idea of finding a way to include more kids at recess. He worked with his family and teachers to come up with the Buddy Bench, which they installed at his playground. Christian taught his classmates about ways to use the bench as a tool of inclusion and friendship.

We want to use Christian’s buddy bench as a gateway to educate the youth of Worcester on this idea of inclusion and friendship. It may seem trivial at first glance, but we need to start working on:

EARLY PREVENTION

- Bullying has been and continues to be a huge issue in our society. According to a study by ABC News over 30,000 children stay home every day due to the fear of being bullied.
- Bully victims are between 2 to 9 times more likely to consider suicide than non-victims, according to studies by Yale University, and a study in Britain found that at least half of suicides among young people are related to bullying.
- There have been increased efforts to educate students about the effects of bullying, but this is mostly concentrated in High School because that is the age where most of these suicides are occurring.
- By teaching early elementary students to accept one another’s differences, we will help to decrease the amount of bullying at an older age, as opposed to waiting until the damage is done to teach older kids what they shouldn’t be doing.

- Quality Education
- Reduced Inequalities
- Good Health & Well-being

WHAT HAVE WE DONE SO FAR?

ANIMAL CRACKERS NURSERY SCHOOL:



CHANDLER ELEMENTARY:



TATNUCK MAGNET:



CHANDLER MAGNET:



WHAT ARE WE CURRENTLY DOING?

GOAL: Implement the Buddy Bench program in 8 more Worcester Public Elementary Schools; doubling our impact from last year.

Team Structure:

Co-project managers in charge of logistics between Worcester Technical High School bench building & installation, scheduling of assemblies, corporate sponsors, sustainability of project, etc.

One team leader assigned to work with each of the schools.

3 team members per school.

Semester 1 Schedule:

May St. School

Quinsigamond School

Roosevelt Elementary (am) & Belmont St. Community School (pm)

Norrback Avenue School

** 5 schools total (sets us ahead of goal schedule)

Semester 2 Schedule:

(aiming for 4-5 more schools)

TIMELINE FOR THE FUTURE:

TOTAL WORCESTER PUBLIC SCHOOLS:	33
SCHOOLS COMPLETED AFTER CURRENT YEAR:	<u>(13)</u>
SCHOOLS REMAINING AFTER CURRENT YEAR:	20

CONTINUATION OF STAGE 1: Buddy Bench installation & assembly

Semester 1: 5 schools

Semester 2: 5 schools

Semester 1: 5 schools

Semester 2: 5 schools

** All Worcester Public Schools completed by end 2020

BEGINNING OF STAGE 2: Implement Buddy Bench/Inclusion curriculum

Sustainable program (Independent from Enactus)

FINANCIAL RESOURCES & COMMUNITY PARTNERS:

Designed & Built by Worcester Technical High School carpentry department.

Main Contact: Joe Lonergan (Head of Carpentry Department)

Cost: \$595 per bench

** GOAL: reduce price for financial sustainability

Currently pulled from Enactus project funds, which comes from WSU and various grants.

Sustainability: Fundraisers & Corporate Sponsors

- Annual halloween dodgeball tournament (1st scheduled for October 30th & 31st)
- Home Depot (Enactus partner company) or Lowes to donate lumber for benches
- Other businesses (Enactus partners) to make money donations

Itinerant Special Education staffing levels-Worcester Public Schools

A. Worcester Public School itinerant staff is assigned by the System-wide Department Head for each division. Assignments take into consideration not only the total number of students assigned but the complexity of the student issues and the number of buildings the staff member is assigned to service. Current staff to student ratios are as follows:

Occupational Therapy

Total students on IEPs or 504s with OT services = 608

Total number of staff = 20.4

Average caseload = 30 per staff member

Physical Therapy

Total students on IEPs or 504s with PT services = 229

Total number of staff = 10

Average caseload = 22 per staff member

B. Itinerant Special Education staffing levels and/or caps -Boston Public Schools

The maximum caseloads for "non-classroom" personnel shall be as follows:

Occupational Therapists - Occupational therapists shall have a maximum average annual system wide caseload of one occupational therapist to thirty-four (34) assigned students. The maximum individual caseload shall not exceed forty-five (45). Effective 9/1/07, the BPS will increase its allocation of occupational therapists by a net number of three in each year of the Agreement that expires on August 31, 2010 for a total of nine (9). Effective 9/1/07, BPS maintains flexibility to contract as needed in order to address compliance, caseload, leave, vacancies and any other unanticipated need not met by the staffing model in the preceding two paragraphs.

Physical Therapists - Physical therapists shall have a maximum average annual system wide caseload of one physical therapist to thirty-two (32) assigned students. The maximum individual caseload shall not exceed forty (40).

Special education training by the leadership for district principals happens several ways and is ongoing:

1. District opening meeting updates occur annually for administrators. This year, on August 14, principals met with the Manager of Special Education and her assistants to present department updates. Additionally, Attorney Paige Tobin provided related legal updates.
2. The Manager of Special Education also addresses principals' professional learning, as needed, at the monthly district principal meetings, September-June.
3. In the summer, the district began an orientation for principals that continues monthly through the first three years their work. The manager of special education, assistant directors and Attorney Paige Tobin have and will continue to provide professional learning through this venue.
4. A requirement for administrative re-licensure is 15 hours of professional learning in Special Education. The state department of education offers an online course for this. This year the District Special Education department will also offer several opportunities for administrative professional learning that meet this requirement and relate the content to the work in the city.

The effort to focus on our social media accounts (Twitter and Facebook) in an engaging way started on August 24, 2017 with the new hashtag #WPSlearns announcing Manny Scott as our motivational speaker to all WPS employees. Since then, we have worked to increase the amount and type of posts on our current social media accounts. Twitter has more followers than Facebook so we have concentrated efforts on Twitter, every post that is made on twitter is sent automatically to Facebook. In our posts, we have focused on:

- Increasing short video clips
- Increasing images
- Focusing on student work and performances
- Highlighting WPS events and students in the community
- Tagging relevant parties (aka @tweetworchester)
- Retweeting relevant posts about WPS

The twitter feeds directly to the homepage of the website. Visitors do not need to have a social media account to see our twitter posts by going directly to our website. In the past 3 months we have increased Twitter followers by 5.2% (367 followers).

Current Twitter Followers: 7,010
 Current Facebook Followers: 1,599
 Current Facebook Page Likes: 1,474

Twitter Statistics over last four months.

	July 2017	August 2017	September 2017	October 2017
Tweets	11	16	20	19
Tweet Impressions	39,900	143,000	282,000	52,400
New Followers	-40	88	1	179
Profile Visits	1,451	13,300	3,330	2,216
Mentions	26	293	129	95

We are able to identify trends that bring in large impressions. In August all WPS employees gathered at the DCU for a national speaker, there was an uptick in tweet impressions, profile visits, and mentions on that day. In September, the New England Patriots & SNHU announced the donation of the Tech labs which account for the doubling of impressions on those posts that both included pictures which contributed to that month's 282,000 impressions. The Patriots' activities are the highest amount of impressions over the course of the past 12 months (second were snow day announcements).

We are in the process of hiring a Digital and Social Media Specialist. This person will create a plan for increasing our current social media presence by creating more authentic content and videos. They will also explore adding several other platforms that will reach our students. Currently Facebook and Twitter mostly reach our families and community members.

An RFP is being posted for the design of a new brand, collaterals and interface design of a new website.

**GRANTS REPORT
2017-2018**

Fund	Grant	Purpose/Priorities	Amount
734	Early Grades Literacy Program	<p>The priority of this grant is to support early literacy educators in participating schools to:</p> <ul style="list-style-type: none"> • Understand the changes in the Pre-K through grade 3 standards and how the standards for the grades they teach are part of a vertical learning progression • Integrate the standards in unit and lesson both (1) across the reading, writing, speaking & listening and language strands and (2) more broadly across content areas (e.g., mathematics, science, social studies); and • Engage early grade students with authentic, developmentally appropriate tasks that (1) reflect intentional integration of the standards, (2) provide students with opportunities to read, write, talk, and think about what they are learning, and (3) help teachers assess whether students are meeting the expectations of the standards. 	\$125,200.00

Funds have been awarded to: Chandler Magnet, Tatnuck Magnet, Union Hill, Vernon Hill, and Woodland Academy

Grant Acceptance Form

Name of Grant: Early Grades Literacy

Type of Funder: Massachusetts Department of Secondary and Elementary Education

Awarded Amount: \$125,200.00

Grant Funding Period: October 1, 2017 - June 30, 2018

Project title: Early Grades Literacy

Program coordinator: Dr. Susan O'Neil

Purpose: To help early literacy educators to understand the changes in the Pre-K through grade 3 standards and how the standards for the grades they teach are part of a vertical learning progression.

Description of the program: To send staff from participating schools to a Literacy Institute, three times per school year, develop a professional network among participating schools, and to develop a shared, increased capacity to structure and implement a coherent, research based early literacy program.

Program location: Chandler Magnet, Tatnuck Magnet, Union Hill, Vernon Hill, & Woodland Academy

Outcomes and Measures: Early literacy educators will understand the changes in the Pre-K through grade 3 standards and integrate the standards in unit and lesson design, and engage students with authentic, developmentally appropriate tasks.

**GRANTS REPORT
2017-2018**

Fund	Grant	Purpose/Priorities	Amount
Target Corporation	Find The You In Ukulele	<p>To teach students the joy of making music. While learning to sing, learn music theory and harmony, play by ear, read music and prepare to carry all these skills to other musical endeavors throughout their lives.</p> <p>The ukulele is the perfect vehicle for urban students to learn about music.</p>	\$2,000.00

Grant Acceptance Form

Name of Grant: Find The You in Ukulele

Type of Funder: Target

Awarded Amount: \$2,000.00

Grant Funding Period: October 30, 2017 - June 30, 2018

Project title: Find The You in Ukulele

Program coordinator: Shannon Conley

Purpose: To teach students to sing, learn music theory and harmony, play by ear, read music and prepare to carry all these skills to other musical endeavors throughout their lives.

Description of the program: The program, Find the You in Ukulele will be base upon student voice and student ownership. Following a guided discovery model, students will be immersed in authentic collaborations with one another in learning how to play the ukulele with oversight by staff.

Program location: Lincoln Street School

Outcomes and Measures: One of the biggest obstacles to school improvement is attendance rates. In order to overcome this issue, there is a need to engage students in multiple ways during the school day. This is the perfect vehicle for urban students to learn about music.